



Pennsylvania defines industry clusters to serve as the basis for data-driven workforce development policies. An industry cluster includes industries closely linked by common products, labor pools, technologies, supplier chains and training needs. They take on strategic importance for long-term economic planning as changes that benefit one group member will generally impact other members of the cluster.

Industry clusters are comprised of specific six-digit North American Industry Classification System, or NAICS, codes. They are mutually exclusive, so that no two clusters contain the same NAICS code. Currently, there are 12 clusters identified, along with several critical sub-clusters. Combined, these 12 industry clusters account for nearly 83 percent of all employment in the Commonwealth.

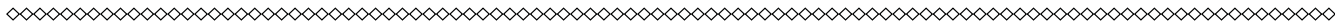
Cluster Summary

The Health Care (HC) cluster includes industries that provide for the health and well-being of Pennsylvania residents. Direct patient care forms the cornerstone of this cluster. Also included are industries that support direct patient care, such as ambulance services, health insurance carriers and public agencies that oversee health programs.

In addition, social assistance such as continuing care retirement communities and assisted living facilities for the elderly are included within HC.

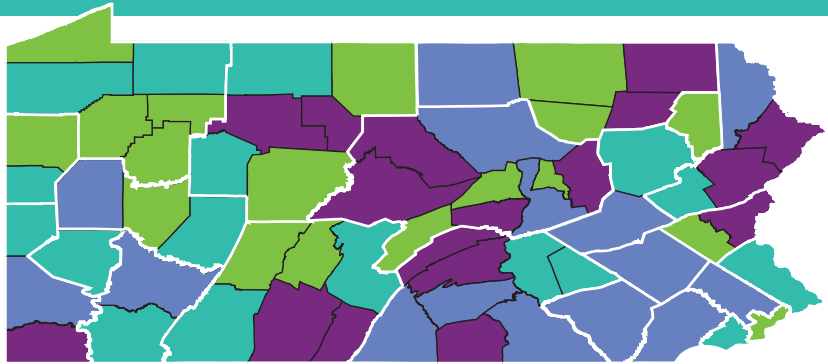
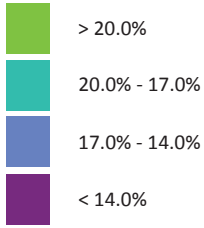
	2012	2017
Employer Units	55,773	52,569
Number of Jobs	973,434	1,050,820
Percent of Total Pennsylvania Jobs	17.5%	18.1%
Average Annual Wages	\$48,464	\$53,410
Location Quotient (LQ)	1.22	1.22
LQs greater than one suggest a competitive advantage.		

Pennsylvania's employment in HC continues to grow as one of the nation's oldest populations continues to age. A national Location Quotient (LQ) of 1.22 places this cluster just under Wood, Wood Products and Publishing (WWP) for most competitive in the Commonwealth. Unlike WWP however, the competitiveness is evident in nearly every local area with only the Poconos Counties Workforce Development Area (WDA) employing fewer than the national average (as seen on page 3).



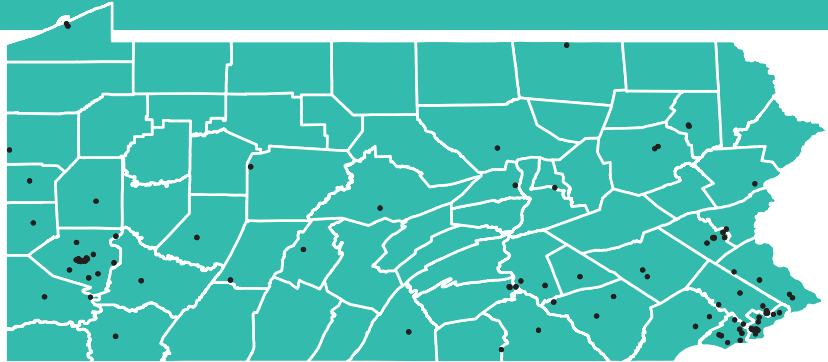
Center for Workforce Information & Analysis
 651 Boas St.
 Harrisburg, PA 17121
www.workstats.dli.pa.gov

Percent Employment by County



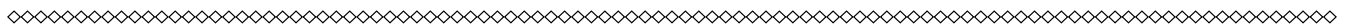
Major Employers

- UPMC Presbyterian
- University of Pennsylvania
- Milton S Hershey Medical Center
- The Children’s Hospital of Philadelphia
- Western Penn Allegheny Hospital
- Heartland Employment Services



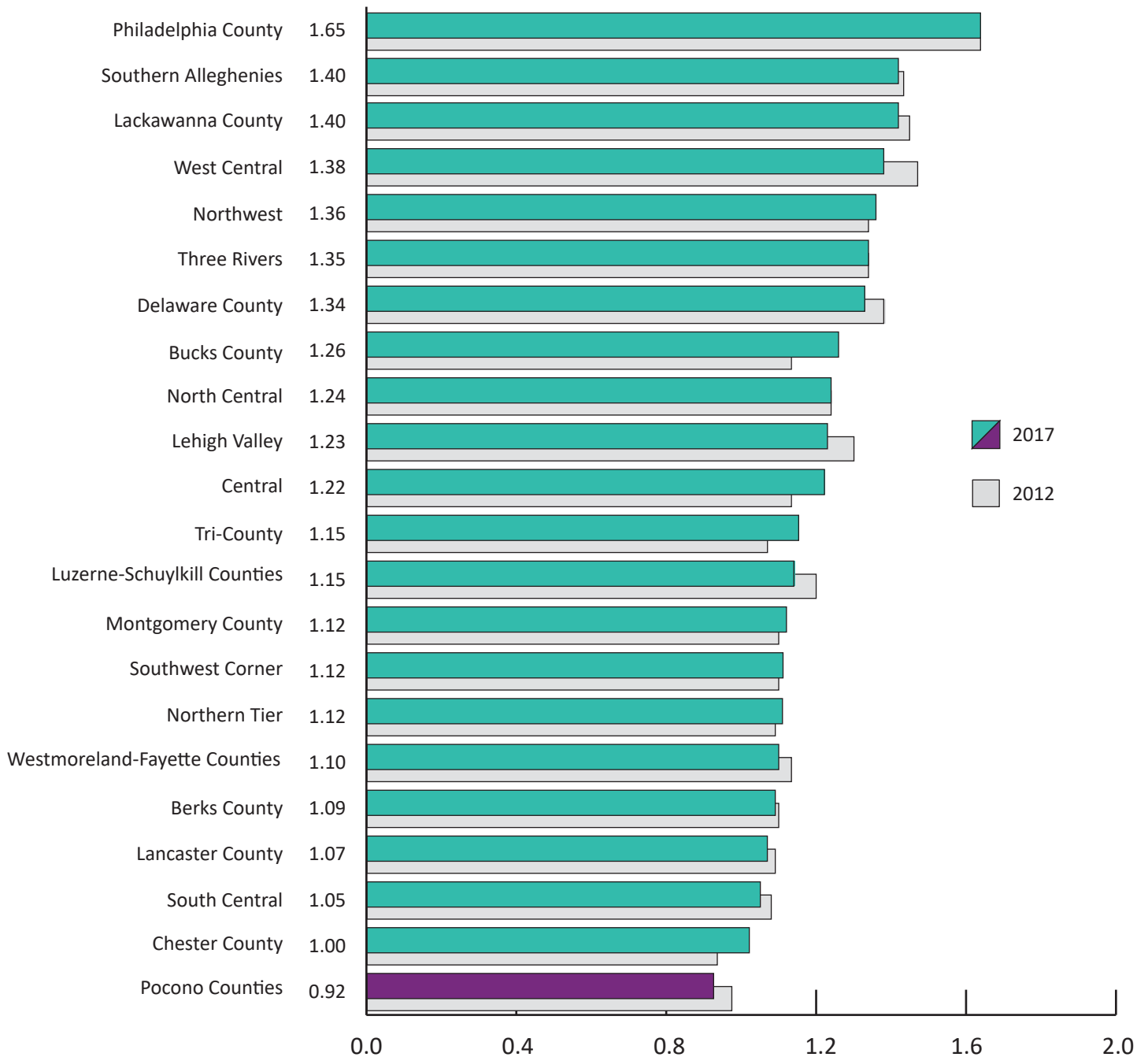
Top Industries Based on Employment

- General Medical & Surgical Hospitals
- Offices of Physicians, Except Mental Health
- Services for the Elderly & Disabled
- Nursing Care Facilities (Skilled)
- Home Health Care Services
- Continuing Care Retirement Communities
- Res. Intellectual & Developmental Disability Facilities
- Offices of Dentists
- Direct Health & Medical Insurance Carriers
- Other Individual & Family Services
- Other Hospitals
- Offices Of Specialty Therapists
- Outpatient Mental Health Centers
- Residential Mental & Substance Abuse Care
- Assisted Living Facilities for the Elderly
- Psychiatric & Substance Abuse Hospitals
- Direct Life Insurance Carriers
- Ambulance Services
- Child & Youth Services
- All Other Outpatient Care Centers



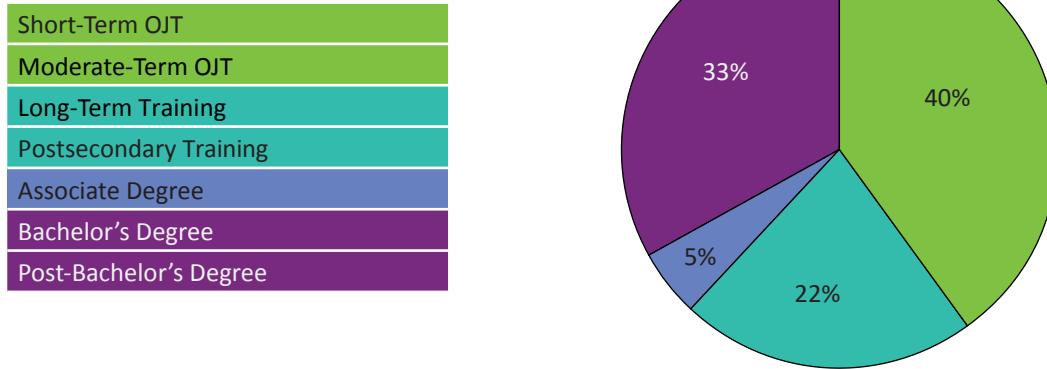
Employment Concentration

A location quotient, or LQ, compares a cluster's share of local employment to its share of national employment. This value can be used when evaluating the strength of an industry cluster within an area. An LQ greater than one indicates that the cluster has, on average, more employees locally than typically expected implying a possible competitive advantage. Northwest, Bucks County, Central, Tri-County, Montgomery County, Southwest Corner, Northern Tier and Chester Workforce Development Areas (WDAs) all have LQs greater than one and have also slightly increased their competitiveness since 2012.



Educational Requirements

This graph illustrates the minimum educational attainment levels for jobs found in this cluster's various industries. With about 40 percent of HC jobs requiring short- or moderate-term on-the-job training, this cluster offers many opportunities for people seeking immediate employment. Many of these do require ongoing training and/or additional certification to stay abreast of changes in technology, treatment and patient care.



Occupations with Significant Employment

The following table lists occupations that employ at least 11,500 in the HC cluster.

SOC Code	Occupation	Cluster Wage 2017	Job Openings	
			Industry Cluster	All Industries
29-1141	Registered Nurses	\$69,608	4,368	4,886
31-1014	Nursing Assistants	\$29,962	2,401	2,708
31-1011	Home Health Aides	\$25,337	2,707	2,824
39-9021	Personal Care Aides	\$23,920	1,513	1,818
29-2061	Licensed Practical & Licensed Vocational Nurses	\$46,936	1,222	1,440
43-9061	Office Clerks, General	\$32,560	571	3,071
31-9092	Medical Assistants	\$31,989	818	848
43-6013	Medical Secretaries	\$34,648	484	517
43-4171	Receptionists & Information Clerks	\$28,873	628	1,370
21-1093	Social & Human Service Assistants	\$33,091	603	790
37-2012	Maids & Housekeeping Cleaners	\$24,565	456	1,851
43-6014	Secretaries	\$35,290	156	1,330
41-2011	Cashiers	\$20,416	530	6,284
31-9091	Dental Assistants	\$37,900	387	408
37-2012	Emergency Medical Technicians & Paramedics	\$31,891	367	418