

PENNSYLVANIA

FAST FACTS



FEBRUARY 2014 EDITION

Each of the following sections is a quick snapshot of Pennsylvania's many different labor market and economic data sets

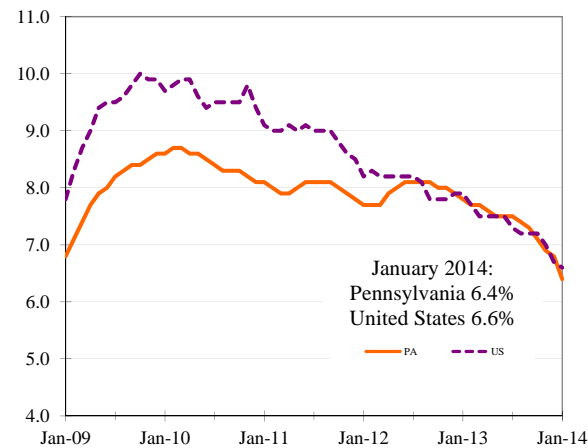
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LABOR FORCE STATISTICS

Unemployment Rate



Unemployment Rate (All data are seasonally adjusted)

- Pennsylvania's unemployment rate was 6.4% in January 2014
- Pennsylvania was ranked 27th (lowest rate) in the U.S. in January
- O-T-M change was -0.4 percentage points
- O-T-Y change was -1.4 percentage points
- Change since December 2007 (the official start of the recession, at which time the unemployment rate was 4.6%) was +1.8 percentage points
- Change since February/March 2010 (when the unemployment rate peaked at 8.7%) was -2.3 percentage points
- PA's rate is forecast to be at 6.9% in 2nd quarter 2014 (see page 27 for additional Global Insight forecasts)
- January unemployment rates for surrounding states: DC 7.4%, NJ 7.1%, OH 6.9%, NY 6.8%, DE 6.1%, WV 5.9%, MD 5.8% (see pg. 20 for all rates)

O-T-M: Over-the-Month
 O-T-Y: Over-the-Year

Unemployment

- Pennsylvania's unemployment for January was 411,000
- O-T-M change was -23,000, O-T-Y change was -92,000
- Change since December 2007 was +119,000 (+40.8%)

Employment

- Pennsylvania's employment for January was 6,005,000
- O-T-M change was +15,000, O-T-Y change was +18,000
- Change since December 2007 was -83,000 (-1.4%)

Labor Force

- Pennsylvania's labor force for January was 6,416,000
- O-T-M change was -8,000, O-T-Y change was -74,000
- Change since December 2007 was +36,000 (+0.6%)

UNEMPLOYMENT DEMOGRAPHICS

PA Unemployment Rate by Demographic Group

Group	2013	2013	2012	2011
	Q4	Q3	Q4	Q4
Total	6.7%	7.7%	7.6%	7.1%
White	6.1%	6.6%	6.8%	6.3%
Black	11.7%	18.0%	13.6%	13.0%
Male	6.8%	8.5%	8.1%	7.2%
Female	6.5%	6.7%	7.0%	7.0%
16-19	19.9%	21.7%	15.8%	14.4%
20-24	8.6%	13.5%	11.9%	11.1%
25-54	5.9%	6.6%	6.8%	6.3%
55+	5.7%	5.2%	6.6%	6.2%

Source: U.S. Bureau of Labor Statistics, Current Population Survey (CPS)

- Compared to a year ago, the unemployment rates for whites, blacks, males and females all decreased (2013 Q4 versus 2012 Q4).
- Blacks, males, and younger workers had the highest rates.

PA Unemployment Rate by Educational Group

Group	2013	2013	2012	2011
	Q4	Q3	Q4	Q4
Less than a HS diploma	9.7%	13.0%	12.2%	12.9%
HS graduates, no college	7.4%	7.4%	8.0%	7.9%
Some college, no degree	5.8%	6.9%	6.1%	7.1%
Associate degree	4.9%	5.8%	8.5%	5.4%
Bachelor's degree or higher	3.3%	3.9%	4.2%	4.3%

Source: U.S. Bureau of Labor Statistics, Current Population Survey (CPS)

- Compared to a year ago, the unemployment rates for all education groups went down.

Select PA Labor Force Characteristics

Quarter	Discouraged Workers	Part Time for Econ. Reasons	Average Duration of Unemployment (Weeks)	Labor Force Participation Rate	Employment to Population Ratio	Underemployment Rate (U6)	Long-Term Unemployed (>26 Weeks)
2013 Q4	34,600	275,900	37.3	62.4%	58.3%	12.6%	177,200
2013 Q3	41,700	285,700	37.0	63.7%	58.9%	13.4%	198,300
2012 Q4	23,500	257,500	34.6	63.9%	59.0%	12.8%	193,000
2011 Q4	23,200	279,600	29.5	62.8%	58.4%	12.9%	147,700

Source: U.S. Bureau of Labor Statistics, Current Population Survey (CPS)

- From 4th quarter 2012 to 4th quarter 2013, the percent of long-term unemployed, or those who have been unemployed for more than six months, increased from 38.8% to 41.7%.
- Pennsylvania's 4th quarter 2013 U6 underemployment rate (which can be used to gauge the true nature of unemployment) was 12.6%.

POPULATION DEMOGRAPHICS

The following tables display median age by county from the 2012 American Community Survey 5-Year Estimates. On the next page you will find a map of median age by county subdivision.

Top 15 Youngest Pennsylvania Counties by Median Age, 2012

Rank	County	Median Age
1	Centre	28.9
2	Philadelphia	33.5
3	Lancaster	38.0
4	Indiana	38.2
5	Union	38.4
6	Erie	38.5
7	Clinton	38.7
8	Delaware	38.8
9	Dauphin	39.2
10	Snyder	39.2
11	Lehigh	39.3
12	Berks	39.4
13	Chester	39.4
14	Clarion	39.6
15	Columbia	39.7

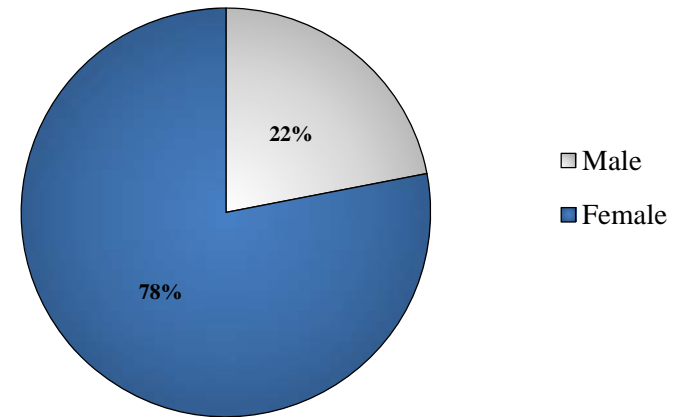
Top 15 Oldest Pennsylvania Counties by Median Age, 2012

Rank	County	Median Age
1	Sullivan	49.7
2	Cameron	47.9
3	Wayne	45.6
4	Elk	45.1
5	Susquehanna	45.1
6	Warren	45.1
7	Westmoreland	45.1
8	Potter	44.8
9	Armstrong	44.6
10	Somerset	44.4
11	Venango	44.4
12	Beaver	44.2
13	Carbon	44.0
14	Bedford	43.8
15	Pike	43.8

WORKFORCE INDICATORS

Health Care & Social Assistance Demographics

2012 Q4 Employment by Gender



PA Health Care & Social Assistance Labor Force Age Groups

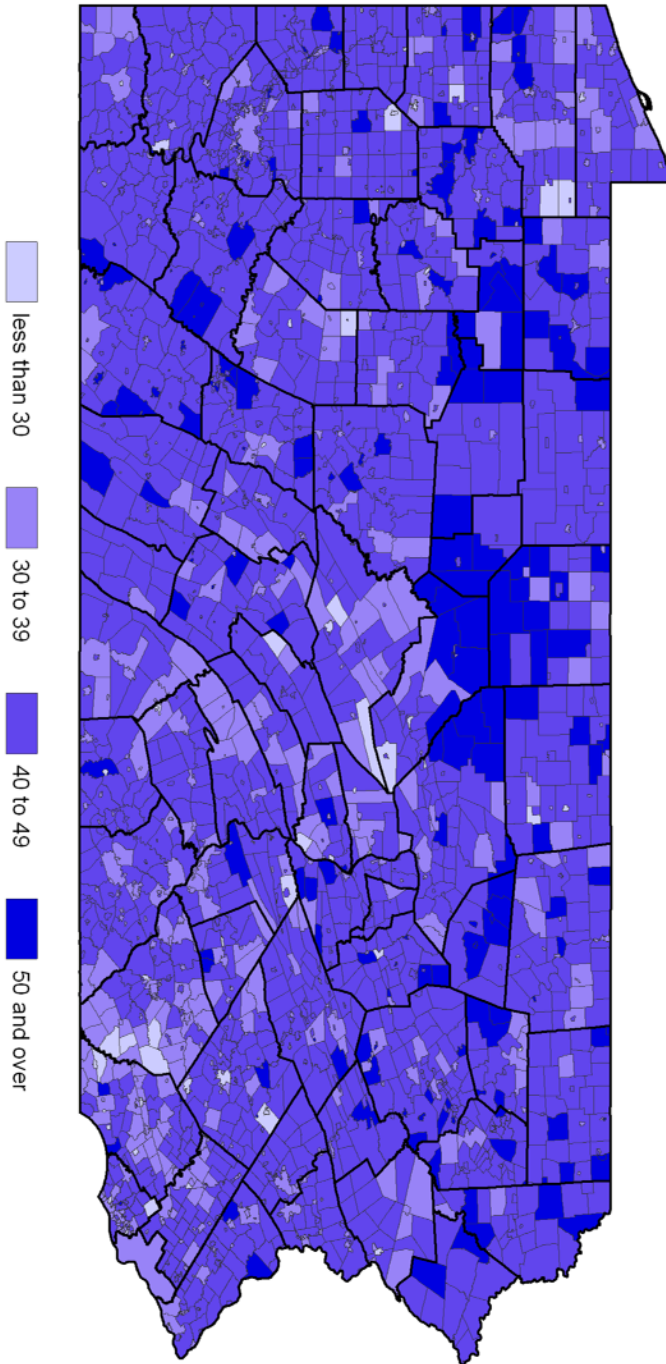
Age Group	Q4 2009	Q4 2010	Q4 2011	Q4 2012
<25	9.70%	9.67%	9.54%	9.40%
25-54	68.86%	68.17%	67.52%	66.93%
55+	21.44%	22.16%	22.94%	23.67%

Source: U.S. Census Bureau; Local Employment Dynamics (LED) Program

2012 Q4 Top Health Care & Social Assistance Industries Employing Workers Ages 55+

Industry	Older Worker Count	Total Worker Count	Percent Older Workers
Community Food and Housing, and Emergency and Other Relief Services	2,000	6,655	30.1%
Vocational Rehabilitation Services	3,503	11,955	29.3%
Offices of Physicians	30,751	109,480	28.1%
Individual and Family Services	25,256	98,975	25.5%
Psychiatric and Substance Abuse Hospitals	3,773	15,055	25.1%
Home Health Care Services	10,494	42,365	24.8%
Community Care Facilities for the Elderly	15,098	63,331	23.8%
Nursing Care Facilities	20,991	88,955	23.6%
General Medical and Surgical Hospitals	54,742	232,499	23.5%
Medical and Diagnostic Laboratories	2,537	10,785	23.5%
PA, All Industries	1,252,935	5,482,236	22.9%

Source: U.S. Census Bureau; Local Employment Dynamics (LED) Program



MEDIAN AGE BY COUNTY SUBDIVISION, 2012 ACS 5-YEAR ESTIMATES

less than 30
30 to 39
40 to 49
50 and over

UNEMPLOYMENT COMPENSATION

Key Facts

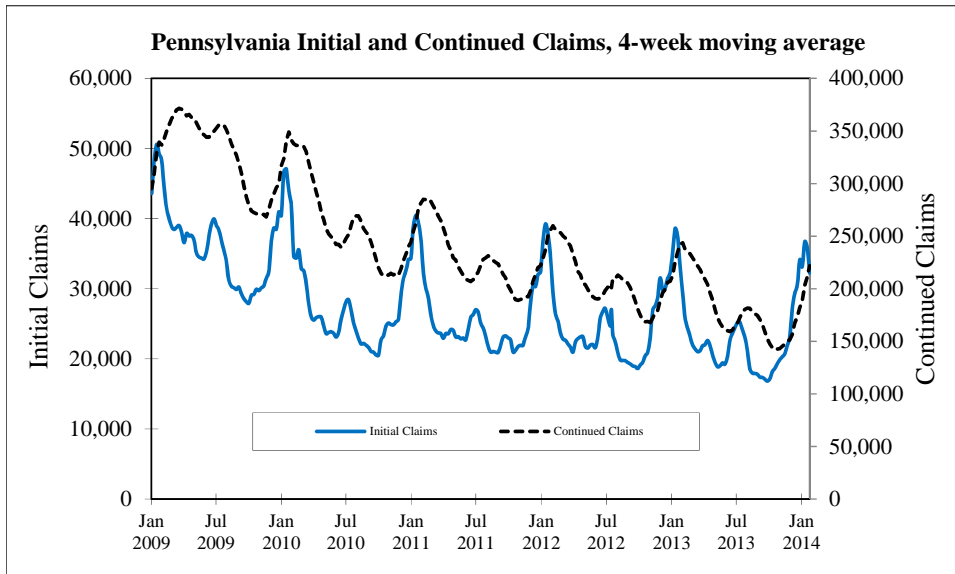
Unemployment Compensation Trust Fund

- As of January 31, 2014 the Unemployment Compensation Trust Fund Balance stood at \$42,071,912.

Available Weeks of Benefits

- Absent Congressional action, the last payable week of EUC benefits was the week ending December 28, 2013. Subsequently, a maximum of 26 weeks of benefits are available for claimants in Pennsylvania

Claims



All claims data are not seasonally adjusted.

O-T-Y: Over-the-Year

Regular Compensation

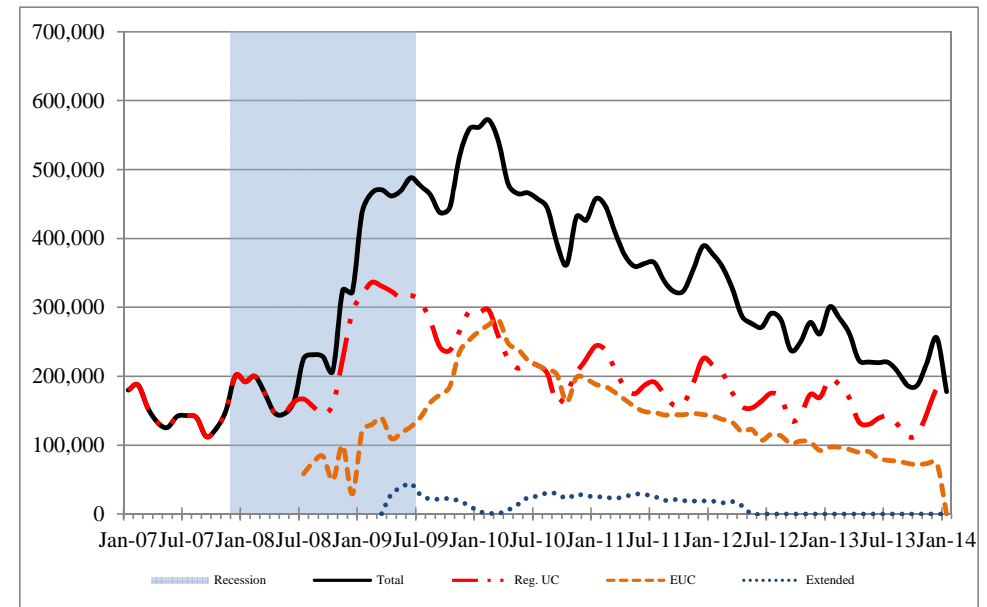
- Initial claims for January were 159,000, O-T-Y change was -8,400 (-5%)
- Continued claims for January were 929,400, O-T-Y change was -94,700 (-9%)

Emergency Compensation (EUC)

- Initial claims for January were 8,300, O-T-Y change was -15,200 (-65%)
- Continued claims for January were 64,000, O-T-Y change was -372,200 (-85%)

UNEMPLOYMENT COMPENSATION

Individual Payments by Week Ending Date



- On January 25, 2014 there were 177,755 individuals receiving UC benefits. This is less than the 255,444 individuals receiving benefits on December 28, 2013 and the 300,581 individuals receiving benefits on January 26, 2013.

UNEMPLOYMENT COMPENSATION

UC Exhaustees by Pre-UC Supersector February 1, 2013 to January 31, 2014

Pre-UC Supersector	Exhaustees	% of Total
Total	180,000	100%
Natural Resources & Mining	2,230	1.2%
Construction	19,420	10.8%
Manufacturing	21,320	11.8%
Trade, Transportation & Utilities	34,230	19.0%
Information	2,860	1.6%
Financial Activities	8,470	4.7%
Professional & Business Services	32,700	18.2%
Education & Health Services	32,070	17.8%
Leisure & Hospitality	14,610	8.1%
Other Services	5,060	2.8%
Government	2,510	1.4%
Unclassified Industry	4,520	2.5%

Source: PA Unemployment Compensation System

Notes:

These counts reflect the total number of persons who have or are projected to exhaust all available state and federal UC benefits under current law during the indicated months. Numbers may not add to total due to rounding, and the total is rounded to the nearest thousand. Percentages are rounded to nearest 0.1%. Percentages less than 0.05% will be displayed as 0.0%.

Pre-UC Supersector represents the aggregated industry sector of the primary employer of the exhaustee prior to collecting unemployment benefits.

- From February 1, 2013, through January 31, 2014, the number of individuals who exhausted all available state and federal UC benefits was 180,000.
- In January 2014 alone, total exhaustions were 16,000. (See next page)
- The supersector with the highest number of exhaustees was Trade, Transportation & Utilities with 34,230, or 19.0% of all exhaustees.
- The next highest number of UC Exhaustees was from the Professional & Business Services supersector with 32,700 or 18.2%.

UNEMPLOYMENT COMPENSATION

Estimates of UC Exhaustees by County

Area	Actual – Previous 12 Months		Projected – Next 3 Months		
	Feb 2013 – Dec ¹ 2013	Jan ² 2014	Feb 2014	Mar 2014	Apr 2014
Pennsylvania	164,000	16,000	12,000	12,000	13,000
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Adams County	720	60	50	50	60
Allegheny County	13,940	1,490	1,020	1,020	1,110
Armstrong County	790	70	60	60	60
Beaver County	2,090	280	150	150	170
Bedford County	600	40	40	40	50
Berks County	5,040	420	370	370	400
Blair County	1,520	130	110	110	120
Bradford County	470	50	30	30	40
Bucks County	6,800	620	500	500	540
Butler County	1,840	150	130	130	150
Cambria County	2,000	180	150	150	160
Cameron County	70	<10	10	10	10
Carbon County	1,010	80	70	70	80
Centre County	790	90	60	60	60
Chester County	3,730	390	270	270	300
Clarion County	420	30	30	30	30
Clearfield County	1,130	110	80	80	90
Clinton County	550	70	40	40	40
Columbia County	800	80	60	60	60
Crawford County	870	90	60	60	70
Cumberland County	2,090	200	150	150	170
Dauphin County	3,540	330	260	260	280
Delaware County	7,000	680	510	510	550
Elk County	320	40	20	20	30
Erie County	3,450	320	250	250	270
Fayette County	1,760	150	130	130	140
Forest County	50	<10	<10	<10	<10
Franklin County	1,330	120	100	100	110
Fulton County	170	20	10	10	10
Greene County	330	30	20	20	30
Huntingdon County	650	50	50	50	50
Indiana County	1,180	100	90	90	90
Jefferson County	490	40	40	40	40

Source: PA Unemployment Compensation System

Note: These counts reflect the total number of persons who have or are projected to exhaust all available state and federal UC benefits under current law during the indicated months. Numbers may not add to total due to rounding. Pennsylvania's totals are rounded to the nearest thousand.

¹The increase in exhaustees in December reflects the end of the federal EUC program

²Projections beginning in January 2014 reflect the reduced number of available weeks of UC

UNEMPLOYMENT COMPENSATION

Estimates of UC Exhaustees by County

Area	Actual – Previous 12 Months		Projected – Next 3 Months		
	Feb 2013 – Dec ¹ 2013	Jan ² 2014	Feb 2014	Mar 2014	Apr 2014
Juniata County	260	20	20	20	20
Lackawanna County	3,330	290	240	240	260
Lancaster County	4,490	400	330	330	360
Lawrence County	1,070	110	80	80	80
Lebanon County	1,380	130	100	100	110
Lehigh County	4,960	420	360	360	390
Luzerne County	5,570	460	410	410	440
Lycoming County	1,690	140	120	120	130
McKean County	460	40	30	30	40
Mercer County	1,070	120	80	80	80
Mifflin County	570	50	40	40	50
Monroe County	2,050	170	150	150	160
Montgomery County	8,370	770	610	610	660
Montour County	130	20	10	10	10
Northampton County	3,160	280	230	230	250
Northumberland County	1,420	100	100	100	110
Perry County	440	60	30	30	30
Philadelphia County	27,600	3,000	2,020	2,020	2,190
Pike County	380	40	30	30	30
Potter County	190	20	10	10	20
Schuylkill County	2,370	180	170	170	190
Snyder County	340	40	20	20	30
Somerset County	1,140	80	80	80	90
Sullivan County	70	10	10	10	10
Susquehanna County	330	40	20	20	30
Tioga County	530	40	40	40	40
Union County	310	30	20	20	20
Venango County	690	50	50	50	50
Warren County	380	40	30	30	30
Washington County	2,240	210	160	160	180
Wayne County	470	40	30	30	40
Westmoreland County	4,370	410	320	320	350
Wyoming County	340	20	20	20	30
York County	4,890	460	360	360	390
Other	9,400	1,200	690	690	750

Source: PA Unemployment Compensation System

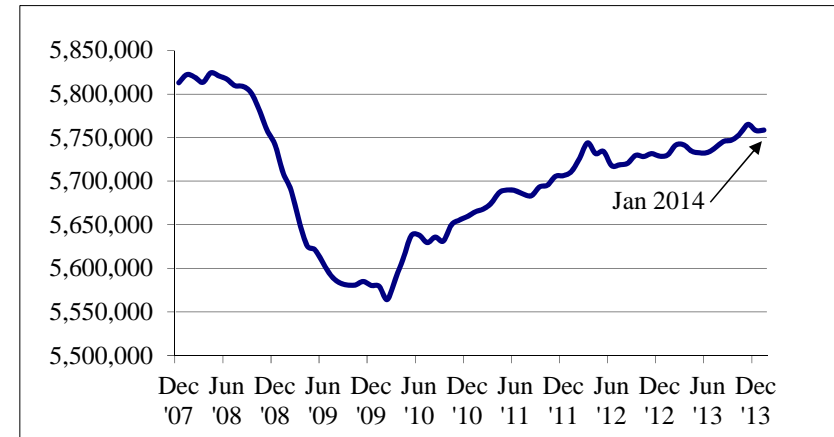
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¹The increase in exhaustees in December reflects the end of the federal EUC program

²Projections beginning in January 2014 reflect the reduced number of available weeks of UC

JOBS

PA Total Nonfarm Jobs January 2014 (Seasonally Adjusted)



Source: Current Employment Statistics

O-T-M: Over-the-Month
O-T-Y: Over-the-Year

PA Job Facts

- Pennsylvania's total nonfarm jobs were at 5,758,600 in January
- O-T-M change for January was +500 (+0.0%).
- O-T-Y change for January was +28,400 (+0.5%).
- Change since December 2007, the start of the recession, was -54,300 (-0.9%).
- Global Insight forecasts PA nonfarm jobs to recover to pre-recession levels (4th quarter 2007) in the 3rd quarter 2014 at 5,819,403 (see page 27 for additional Global Insight forecasts).

U.S. Job Facts

- U.S. nonfarm jobs were at 137.5 million in January.
- O-T-M change for January was +129,000 (+0.1%).
- O-T-Y change for January was +2,263,000 (+1.7%).
- Change since December 2007 was -826,000 (-0.6%).

PA Jobs Detail

- Total nonfarm jobs, up 500 in January, have increased in seven of the last eight months.
- The largest gain was in construction (+7,500), while trade, transportation, & utilities showed the largest decline (-11,800).
- Education & health services, up 4,000 from December, and leisure & hospitality, up 4,300, both reached record high levels in January.
- Over the year, goods producers and private service providers added jobs while government jobs were down.
- The largest gains from January 2013 were due to leisure & hospitality (+16,900) and professional & business services (+12,200).

JOBS BY INDUSTRY

Pennsylvania Nonagricultural Wage & Salary Employment

Seasonally Adjusted

Industry Sector	January 2014	Change from December 2013	Change from December 2007	
			volume	percent
Total Nonfarm Jobs	5,758,600	500	-54,300	-0.9%
Goods-Producing Industries	827,300	7,000	-109,000	-11.6%
Mining & Logging	37,000	500	15,700	73.7%
Construction	229,900	7,500	-29,900	-11.5%
Manufacturing	560,400	-1,000	-94,800	-14.5%
Durable Goods	342,700	-2,500	-62,300	-15.4%
Nondurable Goods	217,700	1,500	-32,500	-13.0%
Service-Providing Industries	4,931,300	-6,500	54,700	1.1%
Trade, Transp. & Utilities	1,098,300	-11,800	-36,200	-3.2%
Wholesale Trade	228,000	100	-12,200	-5.1%
Retail Trade	625,900	-8,300	-29,900	-4.6%
Transp., Warehousing & Utilities	244,400	-3,600	5,900	2.5%
Information	87,600	-100	-20,700	-19.1%
Financial Activities	314,700	2,400	-17,200	-5.2%
Finance & Insurance	252,200	200	-13,000	-4.9%
Real Estate & Rental & Leasing	62,500	2,200	-4,200	-6.3%
Professional & Business Services	752,700	-2,500	40,800	5.7%
Professional & Technical Services	329,300	1,700	15,200	4.8%
Management of Companies	134,500	-400	23,600	21.3%
Admin & Waste Services	288,900	-3,800	2,000	0.7%
Education & Health Services	1,163,400	4,000	86,200	8.0%
Educational Services	222,000	-800	7,700	3.6%
Health Care & Social Assistance	941,400	4,800	78,500	9.1%
Leisure & Hospitality	546,500	4,300	43,200	8.6%
Arts, Entertainment & Recreation	95,900	-800	10,200	11.9%
Accommodation & Food Services	450,600	5,100	33,000	7.9%
Other Services	251,800	-1,600	-3,100	-1.2%
Government	716,300	-1,200	-38,300	-5.1%
Federal Government	96,100	-200	-7,600	-7.3%
State Government	158,500	200	-2,300	-1.4%
Local Government	461,700	-1,200	-28,400	-5.8%

Source: Current Employment Statistics

INDUSTRY HIGHLIGHTS

Industries with Growing Companies in 1st Quarter 2013

Industry	Growing Companies	Industry	Growing Companies
Health Care & Social Assistance	312	Retail Trade	120
Manufacturing	274	Construction	118
Prof., Scientific, & Technical Services	273	Administrative & Waste Services	112

Growing Companies Detail

- Growing Companies are companies that began the period with at least 10 employees and increased their employment for four consecutive quarters and by at least 10%.
- Total number of growing companies in 4th quarter 2012 was 1,790
- In **Health Care & Social Assistance** – Individual and Family Services; Offices of Physicians; Home Health Care Services; Child Day Care Services
- In **Manufacturing** – Architectural and Structural Metals; Machine Shops; Turned Product; and Screw, Nut, and Bolt; Plastics Product; Other Wood Product; Household and Institutional Furniture and Kitchen Cabinet; Other Fabricated Metal Product
- In **Professional, Scientific, & Technical Services** – Computer Systems Design and Related Services; Management, Scientific, and Technical Consulting Services
- In **Retail Trade** – Automobile Dealers; Grocery Stores; Health and Personal Care Stores; Electronic Shopping and Mail-Order Houses Clothing Stores

Industries with Declining Companies in 1st Quarter 2013

Industry	Declining Companies	Industry	Declining Companies
Manufacturing	186	Accommodation & Food Services	122
Health Care & Social Assistance	144	Administrative & Waste Services	92
Prof., Scientific, & Technical Services	137	Retail Trade	91

Declining Companies Detail

- Declining Companies are companies that began the period with at least 20 employees and lost employment for four consecutive quarters and by at least 10%.
- Total number of declining companies in 4th quarter 2012 was 1216
- In **Manufacturing** – Machine Shops; Turned Product; and Screw, Nut, and Bolt; Architectural and Structural Metals; Plastics Product; Other Fabricated Metal Product; Printing and Related Support Activities;
- In **Health Care & Social Assistance** – Individual and Family Services; Offices of Physicians; Nursing Care Facilities; Home Health Care Services; Child Day Care Services; Other Ambulatory Health Care Services; Outpatient Care Centers; Residential Mental Retardation, Mental Health and Substance Abuse Facilities

PA EMPLOYER ACTIVITIES

(Based on published media reports)

Reported^{1/} Openings or Expansions by Industry

Industry	Year-to-Date Jan 2014		Past 12 Months Feb 2013 to Jan 2014	
	Events	Employment Gain	Events	Employment Gain
Agriculture, Forestry, Fishing & Hunting	0	0	0	0
Mining	0	0	0	0
Utilities	0	0	0	0
Construction	0	0	0	0
Manufacturing	1	100	6	428
Wholesale Trade	0	0	0	0
Retail Trade	1	45	33	3,360
Transportation and Warehousing	0	0	0	0
Information	0	0	3	586
Financial Activities	0	0	0	0
Professional and Business Services	0	0	5	561
Education and Health Services	0	0	7	2,384
Leisure and Hospitality	0	0	29	1,768
Other Services	0	0	1	400
Public Administration	0	0	0	0
Total	2	145	84	9,487

^{1/} Compilation of events and employment gain may be unconfirmed and incomplete.

Reported^{1/} Closings or Layoffs^{2/} by Industry

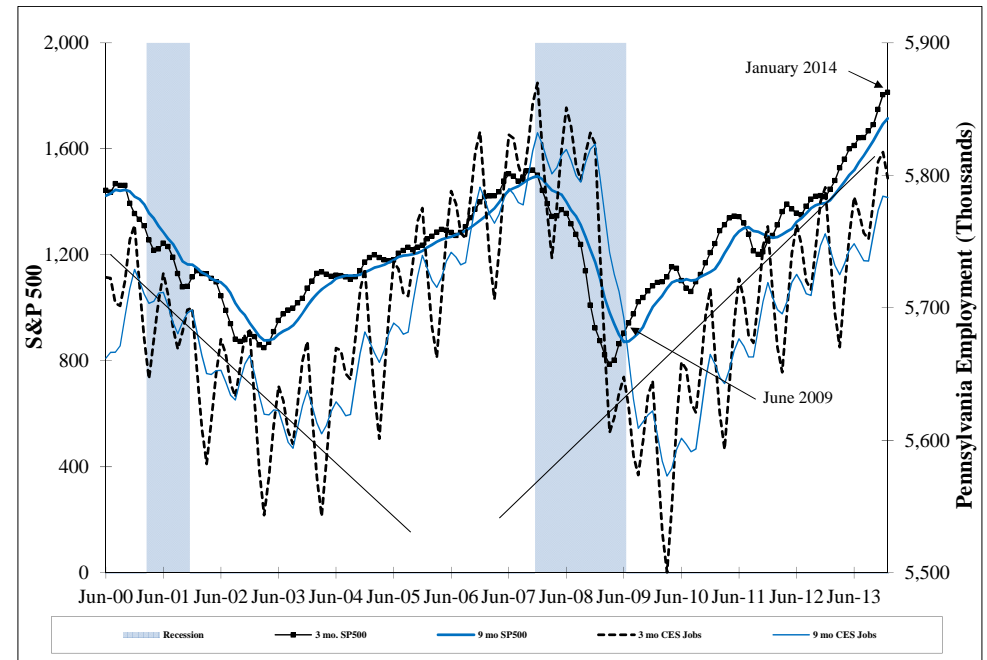
Industry	Year-to-Date Jan 2014		Past 12 Months Feb 2013 to Jan 2014	
	Events	Employment Loss	Events	Employment Loss
Agriculture, Forestry, Fishing & Hunting	0	0	0	0
Mining	0	0	0	0
Utilities	0	0	2	-251
Construction	0	0	0	0
Manufacturing	1	-135	18	-2,539
Wholesale Trade	0	0	1	-55
Retail Trade	1	-56	7	-548
Transportation and Warehousing	1	-430	5	-912
Information	0	0	1	-111
Financial Activities	0	0	1	-209
Professional and Business Services	0	0	5	-869
Education and Health Services	1	-25	9	-5,164
Leisure and Hospitality	0	0	21	-1,135
Other Services	0	0	2	-144
Public Administration	0	0	2	-158
Total	4	-646	74	-12,095

^{1/} Compilation of events and employment loss may be unconfirmed and incomplete.

^{2/} Includes temporary layoffs.

ECONOMIC INDICATORS

S&P 500 vs. Pennsylvania CES Employment, 2000 - 2014, 3-month vs. 9-month moving averages



S&P 500 Index

- The Standard & Poor's 500 index closed at 1,783 in January, 65.8 points below the previous record high set in December 2013.
- The O-T-M change was -65 points (-3.5%)
- The O-T-Y change was +285 points (+19.0%)

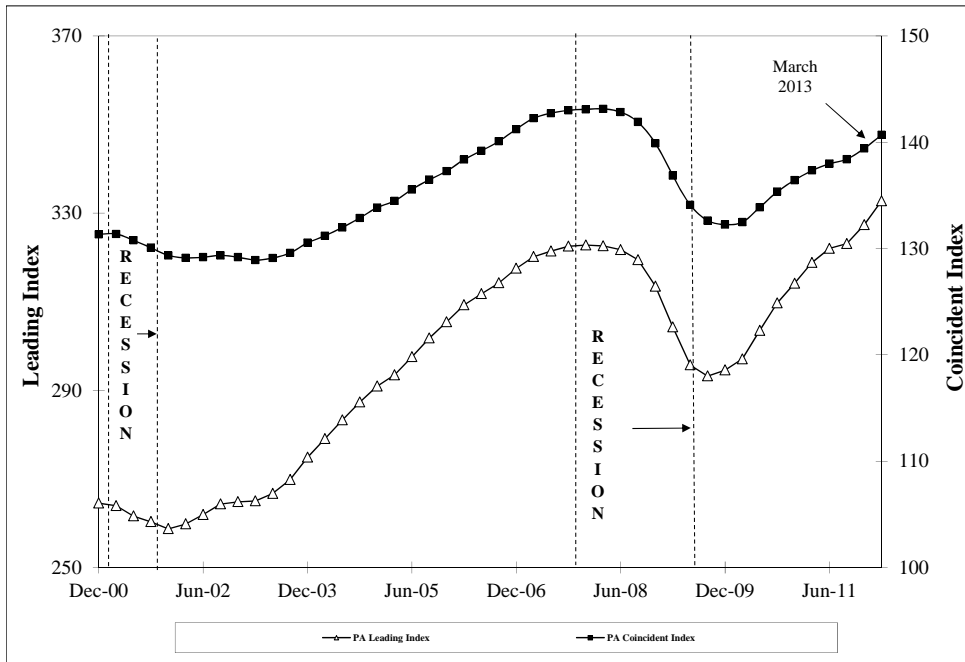
O-T-M: Over-the-Month
O-T-Y: Over-the-Year

The S&P 500 index is an excellent leading indicator of the direction of the economy and thus employment. When the three-month simple moving average (SMA) crosses the nine-month SMA, a prediction can be made as to the direction of the economy and employment.

- In June 2009, the three-month SMA crossed the nine-month SMA upwards, signaling the start of a possible economic recovery. ***In September 2010, the National Bureau of Economic Research declared that the recession beginning in December 2007 ended in June 2009.***
- The three-month SMA was above the nine-month SMA for 48 out of 56 months since June 2009. It dropped below in August 2011 due to uncertainty in the national economy, but it rose above again in January 2012 and has remained so through January 2014. The CES Jobs nine-month SMA has trended upwards since March 2010.

ECONOMIC INDICATORS

Pennsylvania Leading and Coincident Indexes, Quarterly Average



Leading Index

Pennsylvania's leading index reflects where the economy is headed. The index is constructed from the state's current coincident index, housing permits, initial unemployment claims, and vendor delivery time.

- In December 2013, the quarterly average of the index stood at 356.4, slightly higher than the previous quarter's reading of 352.0.
- A change in trend of this index signals a turn in the economy. The quarterly average of the index increased each quarter since December 2009. This change in trajectory closely followed the official end of the recession (June 2009).

Coincident Index

Pennsylvania's coincident index is a measure of current economic activity. The index is constructed from employment, hours worked in manufacturing, the unemployment rate and wage disbursements.

- In December 2013, the quarterly average of the index was 145.5, slightly higher than the previous quarter's reading of 144.5. Like the leading index, a change in trend of this index signals a turn in the economy.

JOB SKILLS

Top 10 Knowledge Areas across All Occupations

650 occupations were analyzed and the knowledge area, "English Language," was found needed in 70 percent of all occupations (454/650). Knowledge Areas are key educational or experience requirements for an occupation (e.g. Computers and Electronics).

Knowledge Area	Occupations Requiring	Pct.
English Language	454	70%
Customer and Personal Service	397	61%
Mathematics	395	61%
Administration and Management	332	51%
Computers and Electronics	307	47%
Education and Training	291	45%
Clerical	286	44%
Public Safety and Security	243	37%
Mechanical	238	37%
Law and Government	201	31%

Source: CWIA analysis of Occupation Information Network (O*NET) data.

Top 10 General Work Activities across All Occupations

651 occupations were analyzed and the general work activity, "Getting Information," was found in 96 percent of all occupations (624/651). General Work Activities are types of job behaviors that occur across multiple occupations (e.g. interacting with computers).

General Work Activity	Occupations Requiring	Pct.
Getting Information	624	96%
Identifying Objects, Actions, and Events	536	82%
Monitor Processes, Materials, or Surroundings	488	75%
Communicating with Supervisors, Peers, or Subordinates	481	74%
Making Decisions and Solving Problems	469	72%
Establishing and Maintaining Interpersonal Relationships	412	63%
Updating and Using Relevant Knowledge	408	63%
Evaluating Information to Determine Compliance with Standards	400	61%
Documenting/Recording Information	399	61%
Processing Information	386	59%

Source: CWIA analysis of Occupation Information Network (O*NET) data.

Top 10 Tools & Technologies needed across all occupations - Personal computers, Database user interface and query software, Desktop computers, Spreadsheet software, Word processing software, Notebook computers, Internet browser software, Office suite software, Analytical or scientific software, and Electronic mail software,

For more information please visit www.paworkstats.pa.gov – Job Skills.

NEW HIRES

New Hires Reported to Pennsylvania, 2012 to 2013, 4th Quarter

Industry Sector	2013 Q4	2012 Q4	Change from 2012 Q4	
			Volume	Percent
Total New Hires	497,700	489,200	8,500	2%
Goods-producing Industries	40,800	46,100	-5,300	-11%
Ag, Forestry, Fishing, Hunt.	1,700	1,600	100	6%
Mining	1,300	1,400	-100	-7%
Construction	15,800	19,900	-4,100	-21%
Manufacturing	22,000	23,200	-1,200	-5%
Service-providing Industries	423,200	416,200	7,000	2%
Trade, Transp. & Utilities	111,300	114,300	-3,000	-3%
Wholesale Trade	10,400	11,000	-600	-5%
Retail Trade	66,700	70,700	-4,000	-6%
Transp., Warehouse & Utilities	34,200	32,600	1,600	5%
Information	3,200	5,100	-1,900	-37%
Financial Activities	11,700	12,500	-800	-6%
Finance & Insurance	8,500	9,100	-600	-7%
Real Estate & Rental & Leasing	3,200	3,400	-200	-6%
Professional & Business Svcs.	143,100	123,600	19,500	16%
Professional & Technical Svcs.	16,700	18,500	-1,800	-10%
Management of Companies	2,900	3,000	-100	-3%
Admin & Waste Services	123,500	102,100	21,400	21%
Education & Health Services	76,800	82,700	-5,900	-7%
Educational Services	28,900	31,000	-2,100	-7%
Health Care & Social Assistance	47,900	51,700	-3,800	-7%
Leisure & Hospitality	60,000	65,800	-5,800	-9%
Arts, Entertainment & Recreation	18,000	18,000	0	0%
Accommodation & Food Svcs.	42,000	47,800	-5,800	-12%
Other Services	10,400	10,100	300	3%
Government	6,700	2,100	4,600	219%
Unclassified Industry	33,800	27,100	6,700	25%

- **Top Industries that have new hires above year ago levels** – Employment Services; Couriers and Express Delivery Services, Administration of Human Resource Programs, Sporting Goods, Hobby, and Musical Instrument Stores, Gasoline Stations, Offices of Other Health Practitioners, Other General Merchandise Stores, Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance
- **Top Industries that have new hires below year ago levels** – Grocery Stores, Clothing Stores, Restaurants and Other Eating Places, Support Activities for Water Transportation, Business Support Services, Utility System Construction, Wired Telecommunications Carriers

Note: In every economy there is job creation and job destruction every month and the result is employment change. New hires are linked to job creation, however, an increase in new hires does not directly equate to an increase in the total employment count. The new hires count is simply an indication of hiring activity in an industry. Separations, in the form of layoffs, firings, or quits, are linked to job destruction and account for the other half of the employment change equation. The balance of hires and separations result in the employment change.

STATE UNEMPLOYMENT RATES

Current Unemployment Rates for States and Historical High/Lows

Seasonally Adjusted

State	Jan 2014	Historical High		Historical Low	
	Rate (%)	Date	Rate	Date	Rate
ND	2.6	Feb-83	6.8	Jan-14	2.6
NE	3.5	Feb-83	6.7	Feb-98	2.2
SD	3.6	Feb-83	6.0	Mar-00	2.5
UT	3.9	Mar-83	10.0	Mar-07	2.4
VT	4.0	Jan-76	8.8	Apr-00	2.4
IA	4.3	Mar-83	8.6	Oct-99	2.5
WY	4.3	Jan-87	9.1	Apr-79	2.3
HI	4.6	Jan-76	9.9	Dec-06	2.3
MN	4.7	Dec-82	9.1	Mar-99	2.5
KS	4.8	Aug-09	7.5	Apr-79	3.0
LA	4.9	Nov-86	12.8	Jul-06	3.6
NH	4.9	Sep-92	7.6	May-87	2.1
VA	5.0	Jan-83	7.8	Dec-00	2.2
OK	5.2	Jun-83	9.2	Dec-00	2.8
MT	5.3	Mar-83	8.8	Dec-06	3.1
ID	5.4	Feb-83	9.6	Mar-07	2.7
TX	5.7	Nov-86	9.3	Jan-01	4.2
MD	5.8	Nov-82	8.4	Feb-08	3.3
WV	5.9	Mar-83	18.1	Mar-08	3.9
MO	6.0	Feb-83	10.6	Jan-00	2.8
AL	6.1	Dec-82	14.3	Apr-07	3.2
CO	6.1	Oct-10	9.1	Jan-01	2.6
DE	6.1	Dec-76	9.3	Feb-89	2.8
FL	6.1	Mar-10	11.4	Aug-06	3.3
WI	6.1	Jan-83	11.5	Feb-00	3.0
ME	6.2	Jan-77	9.0	Jan-01	3.1

State	Jan 2014	Historical High		Historical Low	
	Rate (%)	Date	Rate	Date	Rate
AK	6.4	Jun-86	11.5	Apr-07	5.9
IN	6.4	Jan-83	12.7	Apr-99	2.6
PA	6.4	Mar-83	12.9	Mar-00	4.0
SC	6.4	Dec-09	11.9	Mar-98	3.2
WA	6.4	Nov-82	12.2	May-07	4.4
NM	6.6	Mar-83	10.0	Jun-07	3.4
NC	6.7	Feb-10	11.3	Mar-99	3.1
MA	6.8	Jan-76	11.1	Oct-00	2.6
NY	6.8	Nov-76	10.3	Apr-88	4.0
OH	6.9	Jan-83	13.9	Jan-01	3.8
OR	7.0	Jan-83	12.1	Feb-95	4.7
NJ	7.1	Dec-76	10.7	Jul-00	3.6
CT	7.2	Nov-10	9.5	Oct-00	2.1
TN	7.2	Jan-83	12.8	May-00	3.9
AR	7.3	Jul-83	10.1	Nov-00	4.0
GA	7.3	Jan-10	10.4	Dec-00	3.3
DC	7.4	Feb-83	11.6	May-89	4.8
AZ	7.5	Jan-83	11.6	Jul-07	3.5
MS	7.5	Apr-83	13.5	Apr-01	4.9
KY	7.7	Jan-83	12.0	Jun-00	4.1
MI	7.8	Dec-82	16.8	Mar-00	3.3
CA	8.1	Oct-10	12.4	Jan-01	4.7
IL	8.7	Feb-83	12.9	Feb-99	4.2
NV	8.7	Nov-10	13.9	Apr-00	3.8
RI	9.2	Mar-10	11.9	Jul-88	2.9

Note: Data series begins in January 1976.

BUSINESS EMPLOYMENT DYNAMICS

Business Employment Dynamics (BED) presents a new way of looking at the dynamics of the commonwealth's overall labor market and shows the constant churning of jobs. Exploring the labor market from this perspective points out that there are consistently significant job gains and job losses every month. BED data compiled by the U.S. Bureau of Labor Statistics allows the tracking of employment changes at the establishment level, which in turn allows:

- *The computation of gross jobs gained at opening and expanding establishments*
- *The gross jobs lost at closing and contracting establishments for the state.*

During the 2nd quarter 2013, Pennsylvania:

- **Gained 262,901 jobs** through establishments either opening or expanding
- **Lost 252,075 jobs** through establishments either contracting or closing
- Pennsylvania posted a net job gain of **10, 826**

During the same period, in Pennsylvania:

- **74,521 establishments added jobs** through either expansions or openings
- **76,092 establishments lost jobs** through either contractions or closings

Private Sector Gross Job Gains and Losses in 2nd Quarter 2013

Seasonally Adjusted

State	Gross Job Gains ^{1/}	Gross Job Losses ^{1/}	Net Job Change	Establishments with Job Gains	Establishments with Job Losses
PA	262,901	252,075	10,826	74,521	76,092
DE	22,484	20,386	2,098	5,716	5,760
MD	126,893	125,056	1,837	35,289	35,379
NJ	213,505	181,131	32,374	56,446	53,309
NY	472,820	426,420	46,400	124,424	116,879
OH	274,779	234,133	40,646	65,055	62,743
WV	34,375	37,260	-2,885	10,054	11,155

^{1/}Gross job gains and losses are a measure of job flow. They account for changes in the number of positions at existing, new, and closing businesses, not the actual movement of workers. For example, if a worker were hired to fill an existing position at a firm, this hire would not be reflected in the gross job gains number. If a firm expands and hires a worker for a new position, this would have a positive impact on gross job gains. This differs from New Hires data. The New Hires count would increase in both instances. The New Hires count increases anytime that a firm hires a worker.

HELP WANTED ONLINE ADS

Pennsylvania Help Wanted Online Active Ads by Industry Sector

Industry Sector	January 2014	January 2013	Volume Change	Percent Change
Total Ads by Industry Sector	208,096	199,256	8,840	4.4%
Goods-producing Industries	11,458	10,194	1,264	12.4%
Ag, Forestry, Fishing, Hunt.	116	135	-19	-14.1%
Mining	212	193	19	9.8%
Construction	2216	1622	594	36.6%
Manufacturing	8,914	8,244	670	8.1%
Service-providing Industries	93,779	92,227	1,552	1.7%
Trade, Transp. & Utilities	23,886	21,182	2,704	12.8%
Wholesale Trade	5,756	5,143	613	11.9%
Retail Trade	11,905	12,281	-376	-3.1%
Transp., Warehouse & Utilities	6,225	3,758	2,467	65.6%
Information	2,789	2,842	-53	-1.9%
Financial Activities	9,673	9,652	21	0.2%
Finance & Insurance	7,293	7,369	-76	-1.0%
Real Estate & Rental & Leasing	2,380	2,283	97	4.2%
Professional & Business Svcs.	29,245	29,045	200	0.7%
Professional & Technical Svcs.	10,540	10,701	-161	-1.5%
Management of Companies	44	52	-8	-15.4%
Admin & Waste Services	18,661	18,292	369	2.0%
Education & Health Services	19,597	21,591	-1,994	-9.2%
Educational Services	3,379	4,146	-767	-18.5%
Health Care & Social Assistance	16,218	17,445	-1,227	-7.0%
Leisure & Hospitality	4,493	4,629	-136	-2.9%
Arts, Entertainment & Recreation	686	478	208	43.5%
Accommodation & Food Svcs.	3,807	4,151	-344	-8.3%
Other Services	2,521	2,342	179	7.6%
Government	1,575	944	631	66.8%
Unclassified or unavailable	102,859	96,835	6,024	6.2%

Note: Help Wanted Online Ads by industry and occupation are compiled differently and totals will not equal each other.

HELP WANTED ONLINE ADS

Pennsylvania Help Wanted Online Active Ads by Occupational Group

Occupational Group	January 2014	January 2013	Volume Change	Percent Change
Total	208,096	199,256	8,840	4.4%
Sales and Related	27,227	27,519	-292	-1.1%
Office and Administrative Support	23,066	21,008	2,058	9.8%
Computer and Mathematical	21,235	20,314	921	4.5%
Healthcare Practitioners and Technical	19,849	22,811	-2,962	-13.0%
Management	19,209	18,176	1,033	5.7%
Transportation and Material Moving	17,584	11,291	6,293	55.7%
Business and Financial Operations	12,044	12,429	-385	-3.1%
Healthcare Support	8,860	6,460	2,400	37.2%
Installation, Maintenance, and Repair	8,776	7,355	1,421	19.3%
Food Preparation and Serving Related	8,114	9,085	-971	-10.7%
Architecture and Engineering	7,375	7,339	36	0.5%
Production	7,115	7,002	113	1.6%
Community and Social Services	4,018	3,813	205	5.4%
Personal Care and Service	3,913	3,612	301	8.3%
Education, Training, and Library	3,766	4,193	-427	-10.2%
Arts, Design, Ent, Sports, and Media	3,691	4,385	-694	-15.8%
Construction and Extraction	3,482	3,481	1	0.0%
Bldg & Grounds Cleaning & Maintenance	3,376	3,608	-232	-6.4%
Life, Physical, and Social Science	2,455	2,027	428	21.1%
Protective Service	1,794	2,079	-285	-13.7%
Legal	919	1,077	-158	-14.7%
Farming, Fishing, and Forestry	189	161	28	17.4%
Military Specific	39	31	8	25.8%
Miscellaneous	0	0	0	N/A

Note: Help Wanted Online Ads by industry and occupation are compiled differently and totals will not equal each other.

HELP WANTED ONLINE ADS

Pennsylvania Top 25 Industries Help Wanted Online Active Ads

Industry	January 2014
Temporary Help Services	6,173
Employment Placement Agencies	4,907
Commercial Banking	2,891
General Freight Trucking, Long-Distance, Truckload	2,734
General Medical and Surgical Hospitals	2,680
Home Health Care Services	2,234
Offices of Physicians (except Mental Health Specialists)	2,207
Nursing Care Facilities	1,995
Limited-Service Restaurants	1,743
All Other Miscellaneous Ambulatory Health Care Services	1,713
Office Administrative Services	1,692
Colleges, Universities, and Professional Schools	1,688
Department Stores (except Discount Department Stores)	1,621
Computer Systems Design Services	1,424
Engineering Services	1,405
All Other Business Support Services	1,299
Insurance Agencies and Brokerages	1,215
Custom Computer Programming Services	1,194
Home Centers	1,101
Administrative Management & General Mgmt. Consulting Services	1,037
Other Individual and Family Services	1,036
Drugs and Druggists' Sundries Merchant Wholesalers	974
Elementary and Secondary Schools	970
Other Management Consulting Services	860
All Other Support Services	829

HELP WANTED ONLINE ADS

Pennsylvania Top 25 Occupations Help Wanted Online Active Ads

Occupation	January 2014
Heavy and Tractor-Trailer Truck Drivers*	11,420
Registered Nurses	6,111
Retail Salespersons	5,269
Customer Service Representatives*	4,889
First-Line Supervisors of Retail Sales Workers*	4,480
Home Health Aides	4,099
Supervisors/Managers of Food Prep. & Serving Workers*	3,446
Computer Systems Analysts*	3,336
Supervisors/Managers of Office and Admin. Support Workers*	3,253
Sale Reps, Wholesale & Mfg. (except Sci & Tech)*	3,068
Computer User Support Specialists	2,898
Software Developers, Applications*	2,683
Web Developers	2,649
Industrial Engineers*	2,563
Insurance Sales Agents*	2,548
Marketing Managers	2,500
Accountants*	2,361
Maintenance and Repair Workers, General*	2,332
Medical and Health Services Managers	2,316
Network and Computer Systems Administrators*	2,281
Supervisors/Managers of Production & Operating Workers*	2,276
Executive Secretaries and Executive Administrative Assistants	2,215
Social and Human Service Assistants	2,108
Sales Managers*	2,049
Personal Care Aides	2,012

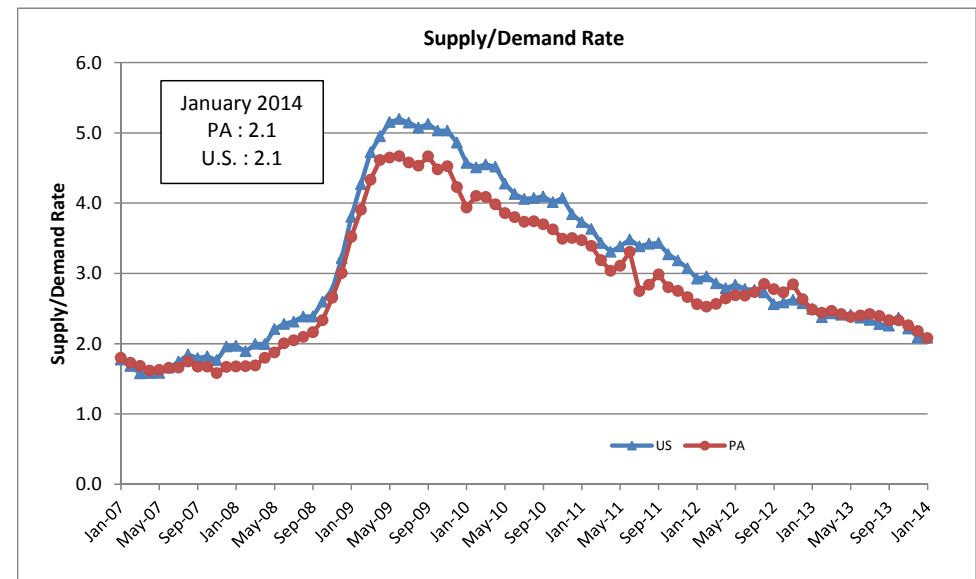
*2013 High Priority Occupation (HPO) for PA

HELP WANTED ONLINE ADS

Pennsylvania Top 25 Employers Help Wanted Online Active Ads

Employer	Jan 2014	Employer	Jan 2014
PNC Financial Services	1,486	MetroSouth Medical Center	744
Bayada	1,314	Deloitte	735
Judge Group, Inc.	1,235	Main Line Health	642
Sears Holdings Corporation	1,194	Community Health Systems Inc	623
ePeople, LLC	1,088	Roehl	577
C.R. England, Inc.	984	Harvard Pilgrim Health Care	576
Citizens Bank	971	Aerotek	565
Adecco	947	Geisinger Health System	536
Pizza Hut	900	Genesis HealthCare	534
Lowe's	873	Robert Half International	513
Randstad	848	Dick's Sporting Goods, Inc.	488
The Bank of New York Mellon	756	Army National Guard	485
Manpower	747		

Help Wanted Online Ads Supply Demand Rate (Low ratio is desired)



Supply: Number of Unemployed
Demand: Number of Ads

Supply Demand Rate:
Number of Unemployed / Number of Ads

SHORT-TERM FORECASTS

(GLOBAL INSIGHT)

Unemployment Rate Short-Term Forecast

	2014 Q2	2014 Q3	2014 Q4	2015 Q1	2015 Q2
PA	6.7	6.7	6.6	6.5	6.3
U.S.	6.5	6.4	6.3	6.1	5.9

- Global Insight forecasts that Pennsylvania’s unemployment rate will not drop to its prerecession, 4th quarter 2007 level (4.6%) in the next 10 years.
- The U.S. unemployment rate is not forecasted by Global Insight to drop to its prerecession level (4.8% in 4th quarter 2007) in the next 10 years.

Pennsylvania Nonfarm Jobs Short Term Forecast

Seasonally Adjusted, In Thousands

	2014 Q2	2014 Q3	2014 Q4	2015 Q1	2015 Q2
PA	5,794	5,815	5,835	5,859	5,885
U.S.	138,253	138,918	139,567	140,342	141,192

NEWS OF THE MONTH

Labor Market Information E-Learning Videos

The Center for Workforce Information & Analysis (CWIA) has recorded a series of E-Learning videos to introduce users to the various labor market information (LMI) products and services we offer. Awareness and knowledge of the tools and services we provide will help users make informed policy, business, and career decisions. Videos may be viewed on our website: <http://www.paworkstats.pa.gov>. Our newest video is a tutorial of **New Hires Reporting**.

CWIA’s Latest Product: Industry Clusters

CWIA introduced a new product this month known as “**Pennsylvania’s Industry Clusters**.” An industry cluster consists of a group of industries that are closely linked by common product markets, labor pools, similar technologies, supplier chains, and/or other economic ties. Twelve industry clusters, with critical sub-clusters, have been identified for workforce strategies. These twelve clusters account for nearly 82 percent of all employment in the commonwealth.

Jobs Skills Section Added to Website

We have also added a new section to the website entitled “**Job Skills**.” This section outlines the most needed skills across all occupations, by occupational group, and in manufacturing.

DEFINITIONS

LABOR FORCE STATISTICS - Source: Pennsylvania Local Area Unemployment Statistics (LAUS)

The labor force and unemployment data are based on the same concepts and definitions as those used for the official national estimates obtained from the Current Population Survey (CPS). The Local Area Unemployment Statistics (LAUS) program measures employment and unemployment on a place-of-residence basis and produces estimates using equations based on regression techniques. This method utilizes data from several sources, including the CPS, the Current Employment Statistics (CES), and state unemployment insurance (UI) programs. The LAUS program does not produce estimates for any demographic groups.

Unemployment Rate: The number of unemployed as a percentage of the labor force.

Unemployment: All persons aged 16 years and older who had no employment during the reference week (contains the 12th day of the month), were available for work (except for temporary illness), and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to jobs from which they had been laid off need not to have been looking for work to be classified as unemployed.

Employment: All persons who, during the week which includes the 12th day of the month, (a) did any work as paid employees, worked in their own businesses or professions or on their own farm, or worked 15 hours or more as unpaid workers in enterprises operated by members of their families, or (b) were not working but who had jobs from which they were temporarily absent. Each employed person is counted only once, even if the person holds more than one job. Included are the self-employed, unpaid family workers, agricultural workers, and private household workers, who are excluded by the CES survey.

Labor Force: All persons either working or looking for work or classified as employed or unemployed.

UNEMPLOYMENT DEMOGRAPHICS - Source: U.S. Bureau of Labor Statistics, CPS

The Current Population Survey (CPS) is a monthly survey of households conducted by the United States Census Bureau for the Bureau of Labor Statistics. It provides a comprehensive body of data on the labor force, employment, unemployment and persons not in the labor force by geographic area. The CPS is a count of people. CPS data are not seasonally adjusted.

Demographics: Characteristics of a population

Discouraged Workers: Persons not in the labor force who want and are available for a job and who have looked for work sometime in the past 12 months, but who are not currently looking because they believe there are no jobs available or there are none for which they would qualify. Discouraged workers are not included in the unemployment count.

Duration of Unemployment: The length of time in weeks (through the current reference week) that persons classified as unemployed had been looking for work.

Labor Force Participation Rate: The labor force as a percent of the civilian non-institutional population.

Employment to Population Ratio: The proportion of the civilian non-institutional population aged 16 years and over that is employed.

Part Time for Economic Reasons: Persons who would like to work full time but were working part time (1 to 34 hours) because of an economic reason, such as their hours were cut back or they were unable to find full-time jobs.

Long-term Unemployed: Persons who have been unemployed for greater than 26 weeks.

Underemployment Rate (U6): The number of unemployed plus those people working part time who would like full time jobs plus those who have dropped out of the labor market entirely and still want a job, as a percent of the labor force plus those who have dropped out of the labor market entirely and still want a job.

DEFINITIONS

POPULATION DEMOGRAPHICS - Source: U.S. Census Bureau; Pennsylvania State Data Center

WORKFORCE INDICATORS – Source: U.S. Census Bureau, *Local Employment Dynamics*

The Quarterly Workforce Indicators (QWI) are a set of economic indicators that can be queried by different levels of geography as well as by industry, gender, and age of workers. The QWI are built upon wage records in the Unemployment Insurance (UI) system and information from state Quarterly Census of Employment and Wages (QCEW) data.

UNEMPLOYMENT COMPENSATION - Source: Pennsylvania Department of Labor & Industry

Unemployment Compensation (UC): The Federal-State Unemployment Compensation (UC)

Program provides unemployment benefits to eligible workers who are unemployed through no fault of their own and meet other eligibility requirements of State law. UC payments (benefits) are intended to provide temporary financial assistance to unemployed workers who meet the requirements of State law.

Regular UC: Provides up to 26 weeks of benefits for **eligible** unemployed workers based on their earnings prior to becoming unemployed.

Emergency Unemployment Compensation (EUC): A temporary, federally-funded extension of unemployment benefits for eligible individuals who have exhausted their Regular UC benefits and are still unemployed.

Extended Benefits (EB): A temporary, extension of unemployment benefits available to eligible individuals who have exhausted their Regular UC benefits and any temporary emergency unemployment benefits currently available.

Initial Claims: The count of notices of unemployment requesting a determination of eligibility and entitlement for UC benefits. A person can file multiple claims.

Continued Claims: The number of weeks that claimants are requesting payment of unemployment benefits. These claims include “waiting weeks” which do not receive payment and claims that are subsequently denied benefits.

Individual Payments: The distinct count of individuals who received unemployment compensation benefits.

Exhaustees: The count of individuals who have drawn the maximum amount of benefits to which he or she is entitled.

JOBS - Source: Pennsylvania Department of Labor & Industry, *Current Employment Statistics (CES)*

Each month the CES program surveys about 140,000 national businesses and government agencies in order to provide detailed industry data on employment, hours, and earnings of workers on non-farm payrolls. This is a collaborative effort between BLS and the states. CES produces a count of jobs, not of people.

Nonfarm Jobs: The total number of persons on establishment payrolls employed full or part time who received pay for any part of the pay period that includes the 12th day of the month.

Temporary and intermittent employees are included, as are any employees who are on paid sick leave, on paid holiday, or who work during only part of the specified pay period. Persons on the payroll of more than one establishment are counted in each establishment. Data exclude proprietors, self-employed, unpaid family or volunteer workers, farm workers, and domestic workers. Persons on layoff, strike, or leave without pay for the entire period, or who have not yet reported for work are not counted as employed. Government employment covers only civilian employees.

Seasonal Adjustment: Removes the change in employment that is due to normal seasonal hiring or layoffs (holidays, weather, etc.), thus leaving an over-the-month change that reflects only employment changes due to trend and irregular movements.

DEFINITIONS

JOBS – CONTINUED

Note: Farms fall outside the scope of the CES survey. When the Bureau of Labor Statistics (BLS) began studying payrolls and employment in 1915, it focused exclusively on the manufacturing sector. The need for more accurate employment estimates during the Great Depression led the BLS to develop more comprehensive estimates of wages and employment in nonfarm industries during the '30s. Agricultural employment was excluded due to the relative difficulty of gathering timely employment information in the rural farming sector. In addition, since many agricultural workers are exempt from Unemployment Insurance (UI) and many are self employed, there is not a good source of data to verify the accuracy and reliability of any sample based survey data.

INDUSTRY HIGHLIGHTS - Source: Center for Workforce Information & Analysis *Strategic Early Notice Econometric Model; Quarterly Census of Employment and Wages*

The Strategic Early Notice Econometric Model identifies companies and industries of probable importance. There are two types of companies: growing and declining. Growing companies and industries are experiencing significant employment growth. Declining companies and industries are experiencing significant employment decline. The model does not presuppose a cause for a company's decline or growth. Companies are selected based on an algorithmic model.

Growing Company: A company whose employment count has grown each quarter over the past year. Only those companies having at least 10 employees at the beginning of the measurement period and having employment growth of at least 10 percent are identified.

Declining Company: A company whose employment count has declined each quarter over the past year. Only those companies having at least 20 employees at the beginning of the measurement period and having an employment decline of at least 10 percent are identified.

PA EMPLOYER ACTIVITIES - Source: Based on media reports

Compilation of events and employment gain or loss may be unconfirmed and incomplete.

ECONOMIC INDICATORS - Source: Standard & Poor's S&P500 Index, *Current Employment Statistics, Federal Reserve Bank of Pennsylvania*

S&P 500 Index: A composite index of the common stock prices of 500 large publicly held companies traded in the United States. The S&P 500 index is an excellent leading indicator as to the direction of the economy and thus employment. Plotting the index's three-month simple moving average (SMA) versus the nine-month SMA shows interesting results. When the three-month SMA crosses the nine-month SMA, a prediction can be made as to the direction of the economy and employment.

PA CES Employment: Pennsylvania total nonfarm jobs.

PA Leading Index: A forecast of economic activity. The purpose of the index is to reflect where the economy is headed. The leading index is constructed from the state's current economic activity index, housing permits, initial unemployment claims, the index of vendor delivery time from the Philadelphia Federal Reserve Bank's *Business Outlook Survey*, and the spread between the yields on 10-year Treasury bonds and the fed funds rate. A change in direction of the index may signal a change in the direction of the economy. Source data is revised significantly from month to month.

PA Coincident Index: A measure of current economic activity. Individual economic indicators often produce conflicting signals on the health of the economy. For example, one indicator can be showing a gain while another reflects a loss. The purpose of the coincident index is to suppress these conflicting signals by combining a set of key measures to reflect the overall economic trend. The index is constructed from three monthly data series (payroll employment, average hours worked in manufacturing, and the unemployment rate) and one quarterly series (wage and salary disbursements). A change in direction of the index may signal a change in the direction of the economy. Source data is revised significantly from month to month.

DEFINITIONS

JOB SKILLS - Source: CWIA analysis of Occupation Information Network (O*NET) data

Job skills are personal abilities that help workers carry out job-related tasks. However, depending on the occupation, the required skills can be very different. For instance, construction workers need a unique set of skills different from accountants, teachers, or production workers. A Knowledge Area is a key educational or experience requirement for an occupation (e.g. Computers and Electronics). General Work Activities are types of job behaviors that occur across multiple occupations (e.g. interacting with computers). Detailed Work Activities are types of specific job behaviors or duties particular to an occupation (e.g. use computers to enter, access or retrieve data). Tools & Technologies are machines, equipment, tools, and information technologies that one could be expected to use in a particular occupation (e.g. Microsoft Access).

MASS LAYOFF STATISTICS - Source: Pennsylvania Department of Labor & Industry; Mass Layoff Statistics (MLS)

The MLS program collects and reports on mass layoff actions that result in workers being separated from their jobs. Monthly mass layoff numbers are from establishments which have at least 50 initial claims for unemployment compensation filed against them during a five-week period.

NEW HIRES - Source: Pennsylvania Department of Labor & Industry

New Hire Reporting is a process by which employers report information on all employees hired on or after January 1, 1998, to locate non-custodial parents, establish child support orders, or enforce existing orders. Company and individual data are confidential and cannot be reported on. However, the data can be aggregated to show where and in what industries hiring is taking place as an indication of what sectors of the economy are experiencing growth or decline. Approximately 60 percent of all new hires are captured. New hire counts by industry are an indication of trend only.

OTHER STATES RATES - Source: U.S. Bureau of Labor Statistics; Local Area Unemployment Statistics

BUSINESS EMPLOYMENT DYNAMICS - Source: U.S. Bureau of Labor Statistics

Business Employment Dynamics (BED) data track the expansion and contraction of employment for private businesses. These employment changes - gross job gains (expansions and openings) and gross job losses (reductions and closures) - are components of the net change in employment at the establishment level. These data help to provide a picture of the dynamic state of the labor market. For example, even in an economic recession there are businesses that hire as well as businesses that lay off workers.

HELP WANTED ONLINE ADS - Source: The Conference Board Help Wanted OnLine™ (HWOL)

The Conference Board Help Wanted OnLine data set provides real-time insight into the employment marketplace through the world's largest database of online job ads. Jobs ads can be classified by industry, occupation, employer, and geographic area. Data are analyzed for employment trends and to forecast economic conditions. The underlying data for The Conference Board HWOL are provided by Wanted Technologies Corporation.

SHORT-TERM FORECASTS - Source: IHS Global Insight

Global Insight's economic forecasts are based on past trends. These trends are used in conjunction with an econometric model to predict the future state of the economy. Global Insight provides economic and financial information on countries, regions and industries.

NEWS OF THE MONTH - Source: Pennsylvania Department of Labor & Industry

MAP OF UNEMPLOYMENT RATES BY COUNTY - Source: Pennsylvania Local Area Unemployment Statistics (LAUS)

