



# Please take this survey!

**For Employers**



The Lancaster Chamber is collecting data about childcare accessibility to assess the needs of local employers and families. Feel free to take the survey that best applies to you!

**For Parents**





Lancaster  
Chamber

# Northeast/Northwest Consortium

Labor Market Trends

July 31, 2024

# Thank you to Our Sponsors!



# Current Labor Market Trends

*Lancaster County 2023*

## **Presented To:**

*Lancaster Chamber*

## **Date:**

*July 2024*

## **Presented By:**

*Rae Ann Miller, EDC Lancaster County  
Center for Regional Analysis*

*Anna Ramos, Lancaster County  
Workforce Development Board*



## **VISION**

EDC Lancaster County serves as the recognized leader in advancing the economic health of Lancaster County.

## **MISSION**

To enhance the economic well-being of Lancaster County by bringing together business, capital, & government resources for data-driven, selective, & sustainable growth.

## **CORE VALUES**

**WE ARE  
TEAM PLAYERS.**

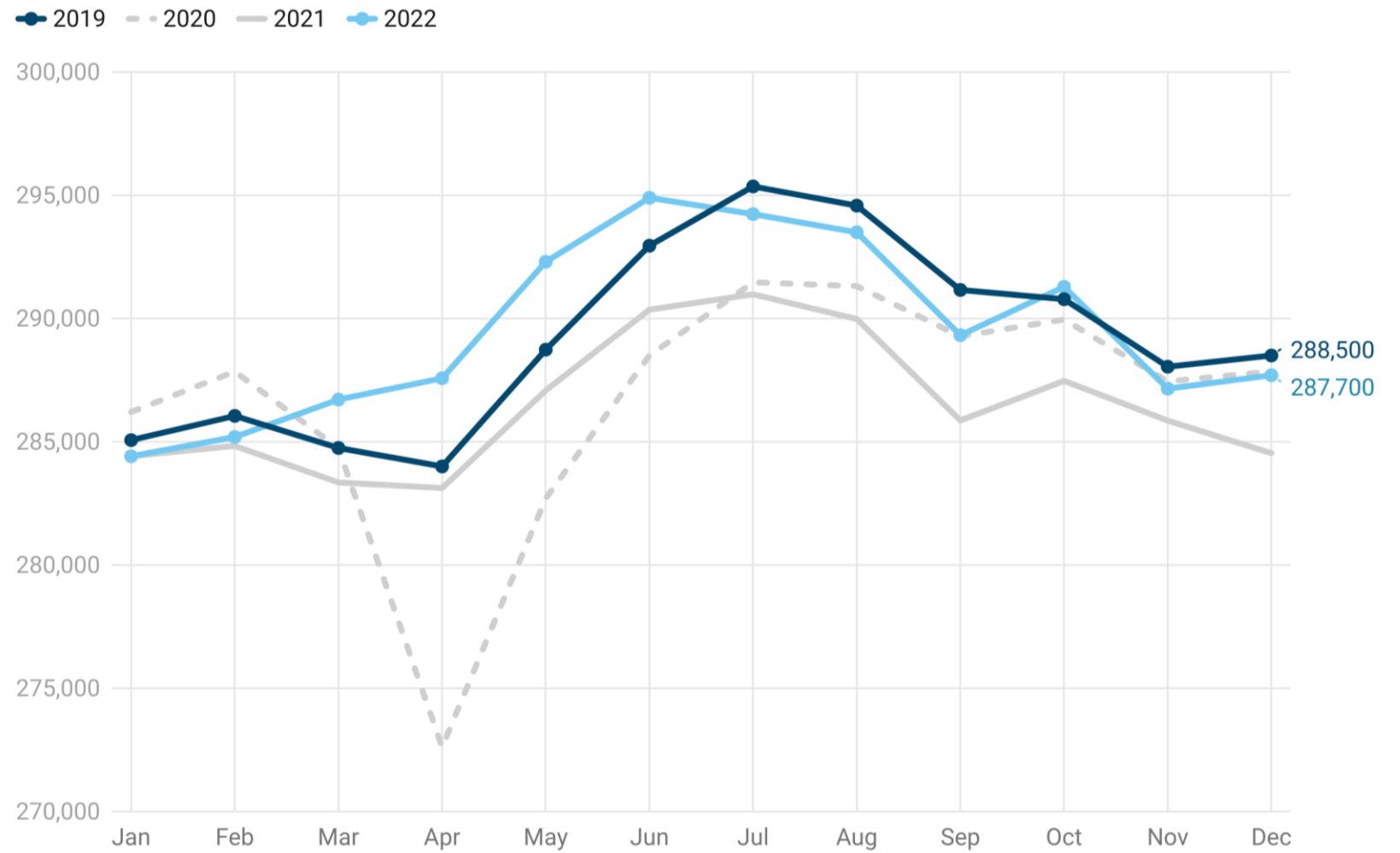
**WE ARE  
PROBLEM SOLVERS.**

**WE DO  
THE RIGHT THING.**

**WE MEAN  
BUSINESS.**

# Recap: Labor Supply in Lancaster County (2019-2022)

- In 2022 the labor supply surpassed 2019 levels
  - Averaging 360 more people



Data Source: [U.S. Bureau of Labor Statistics](#)

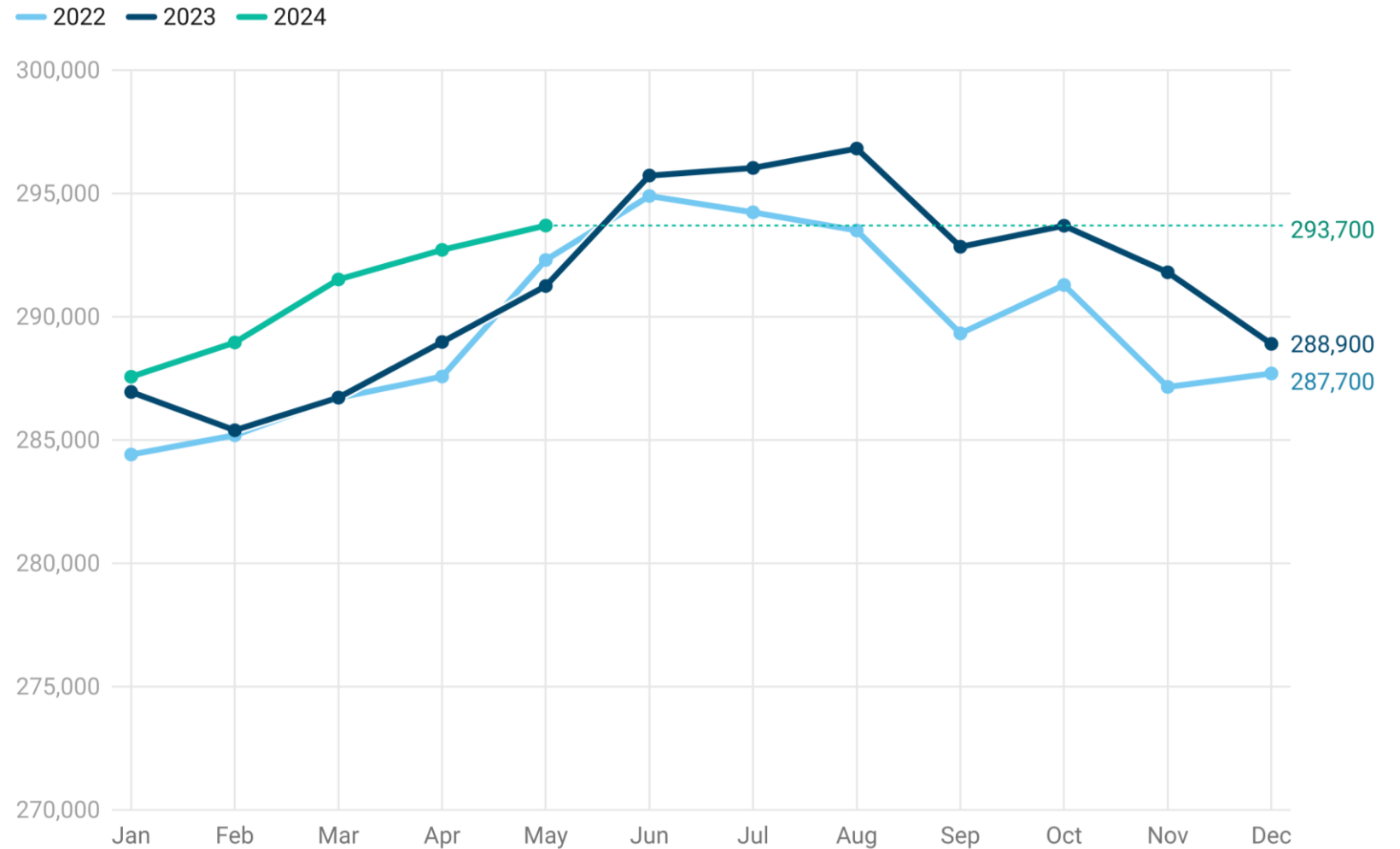
## Key Takeaways

# The labor market is shifting closer toward a balance but is not there yet.

- The labor force continues to grow, and employers continue to hire.
- The age breakdown of Lancaster County residents is shifting older.

# Labor Supply in Lancaster County (2022-2024)

- The labor supply continued to grow in 2023
  - Averaging 1,700 more people than 2022
- The labor supply continued to expand in 2024
  - May recorded 2,400 more people in the labor force than May 2023.

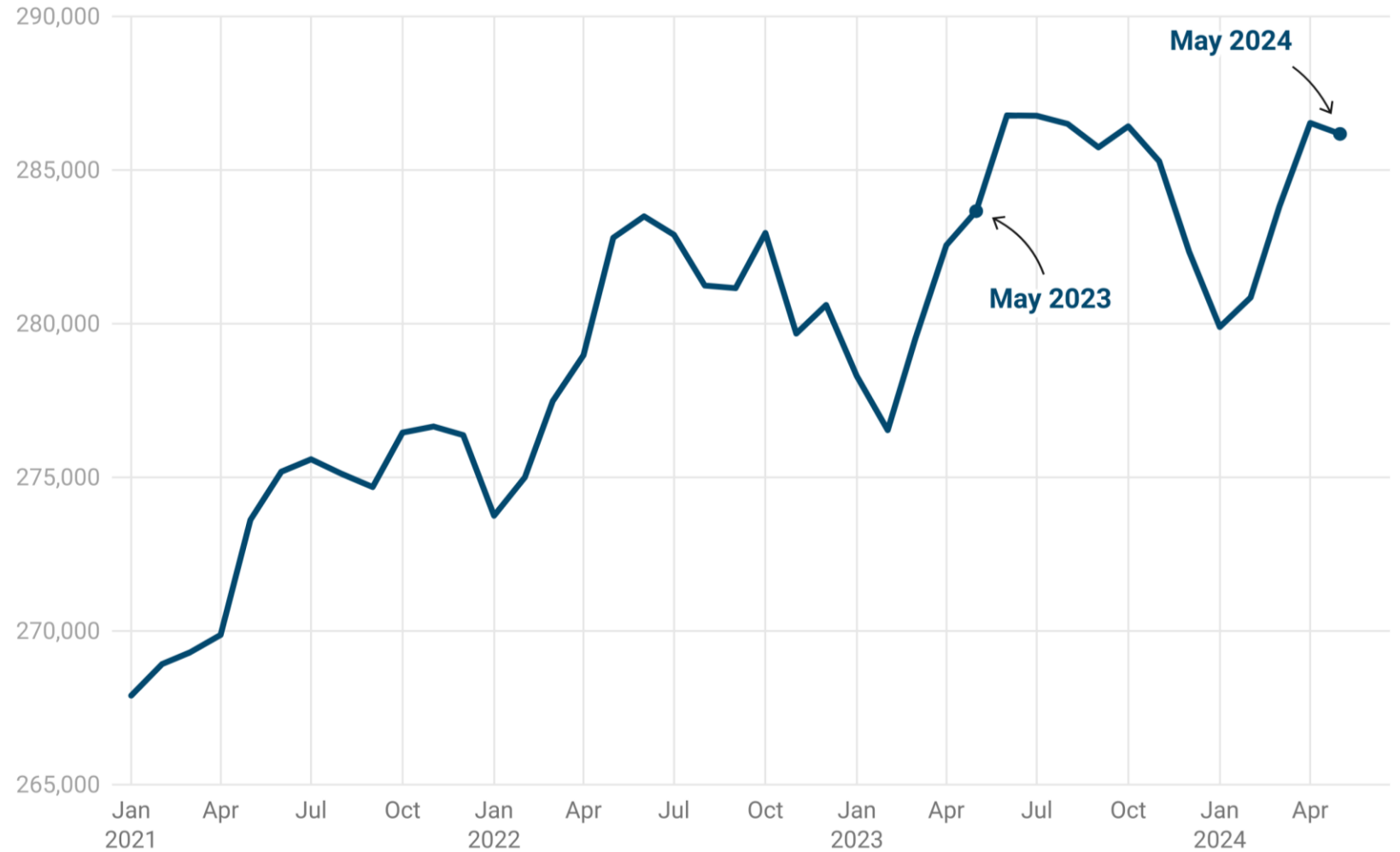


Data Source: [U.S. Bureau of Labor Statistics](#)



# Employment in Lancaster County (2021-2024)

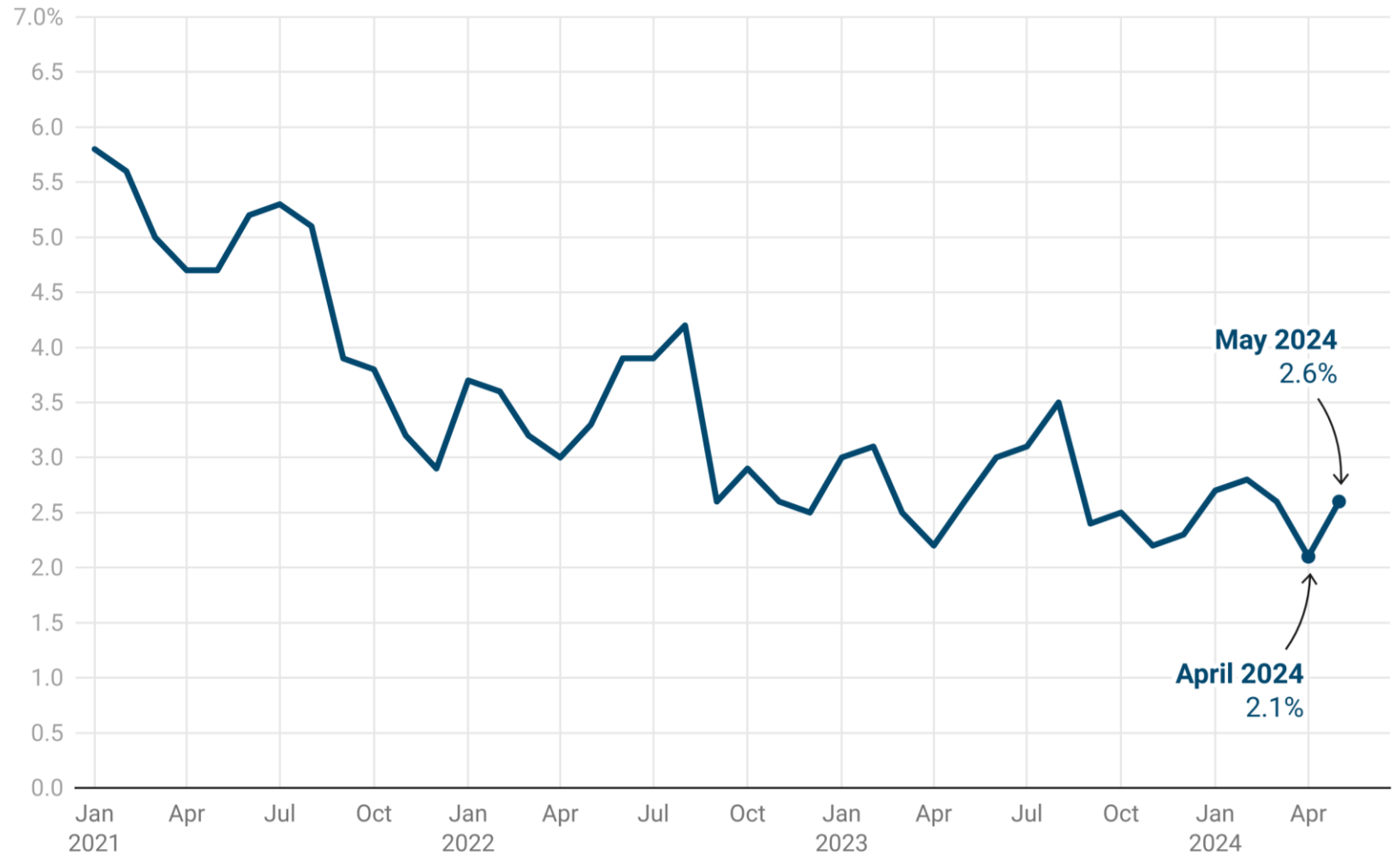
- Employers continue to hire
  - *Looking for skilled workers*
- There are 2,500 more people employed in May 2024 than in March 2023.



Data Source: [U.S. Bureau of Labor Statistics](#)

# Unemployment in Lancaster County (2021- 2024)

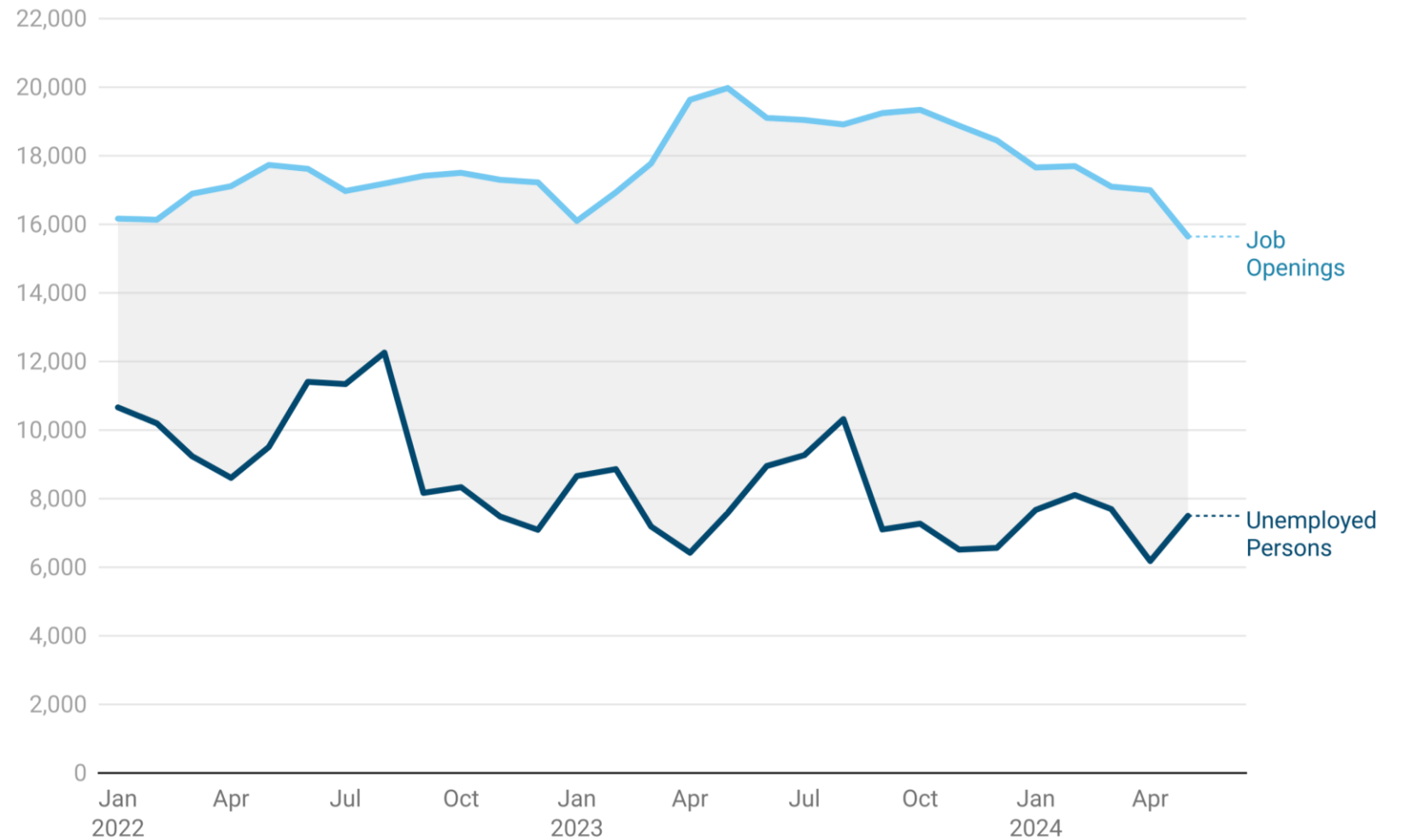
- Record low unemployment levels.
  - 2.1% in April 2024
  - 6,200 unemployed workers
- Unemployment levels in 2024 are similar to those in 2023
- Good for workers; can be challenging for employers



Data Source: [U.S. Bureau of Labor Statistics](#)

# Job Openings vs. Unemployment Levels (2022-2024)

- Average number of job openings per unemployed person:
  - **2022: 1.85**
  - **2023: 2.43**
- Good for workers; can be challenging for employers
- Job openings in May 2024 dropped to 15,600
  - *Lowest since Dec 2021*



Data Source: [U.S. Bureau of Labor Statistics](#) and [JobsEQ](#)

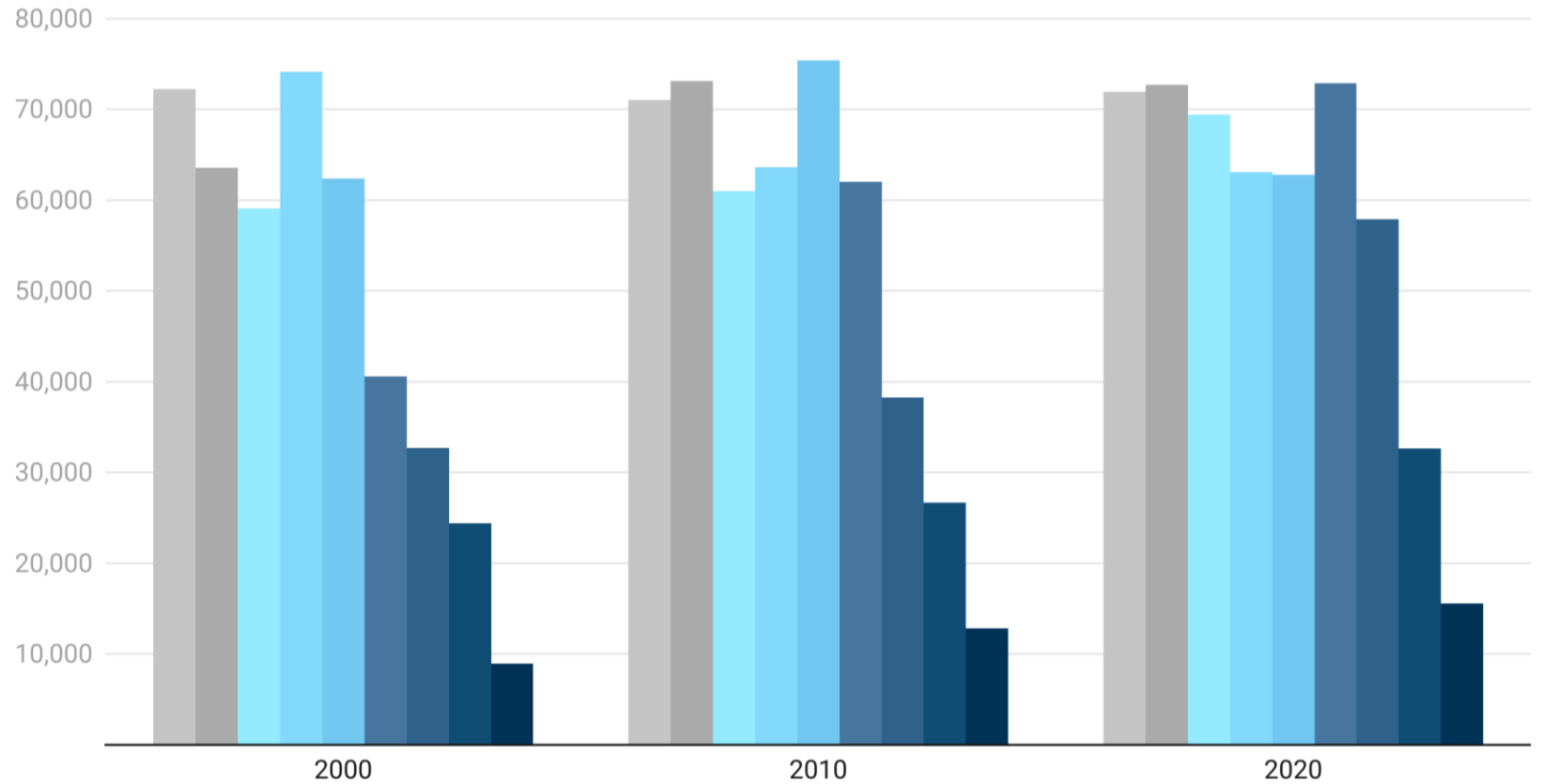
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- The labor force continues to grow, and employers continue to hire.

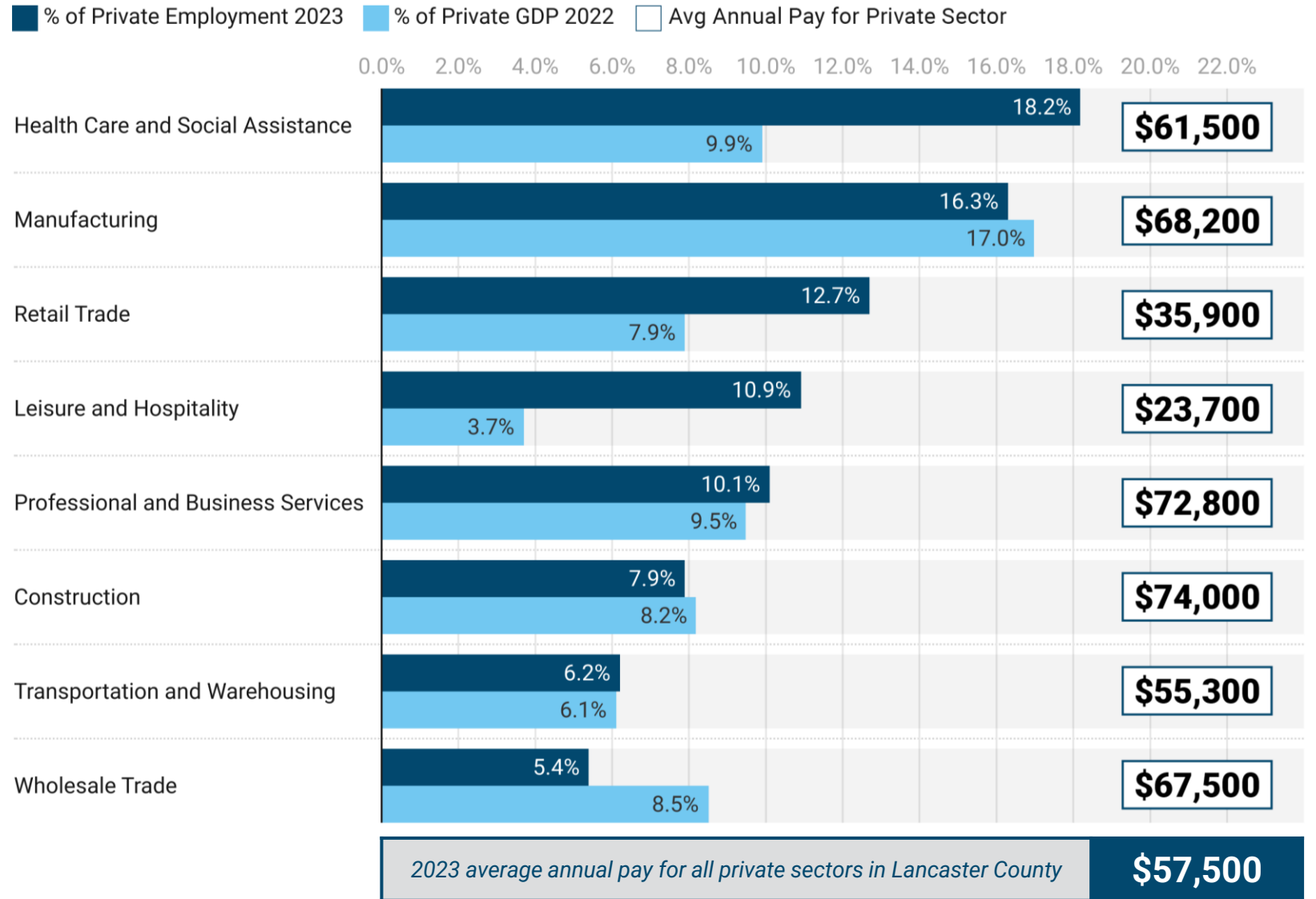
# Lancaster County Population by Age Group (2000, 2010 & 2020)

5 to 14 years 15 to 24 years 25 to 34 years 35 to 44 years 45 to 54 years  
55 to 64 years 65 to 74 years 75 to 84 years 85 years and over



- In 2020 there were 6.2% fewer prime-age workers than in 2000
  - 34,500 fewer
- In 2020 there were 9.7% more people 55+ than in 2000
  - **Ages 55-64: +4.6%**
  - **Ages 65+: +5.1%**

# Lancaster County Industries: Share (%) of Employment (2023) vs GDP (2022)

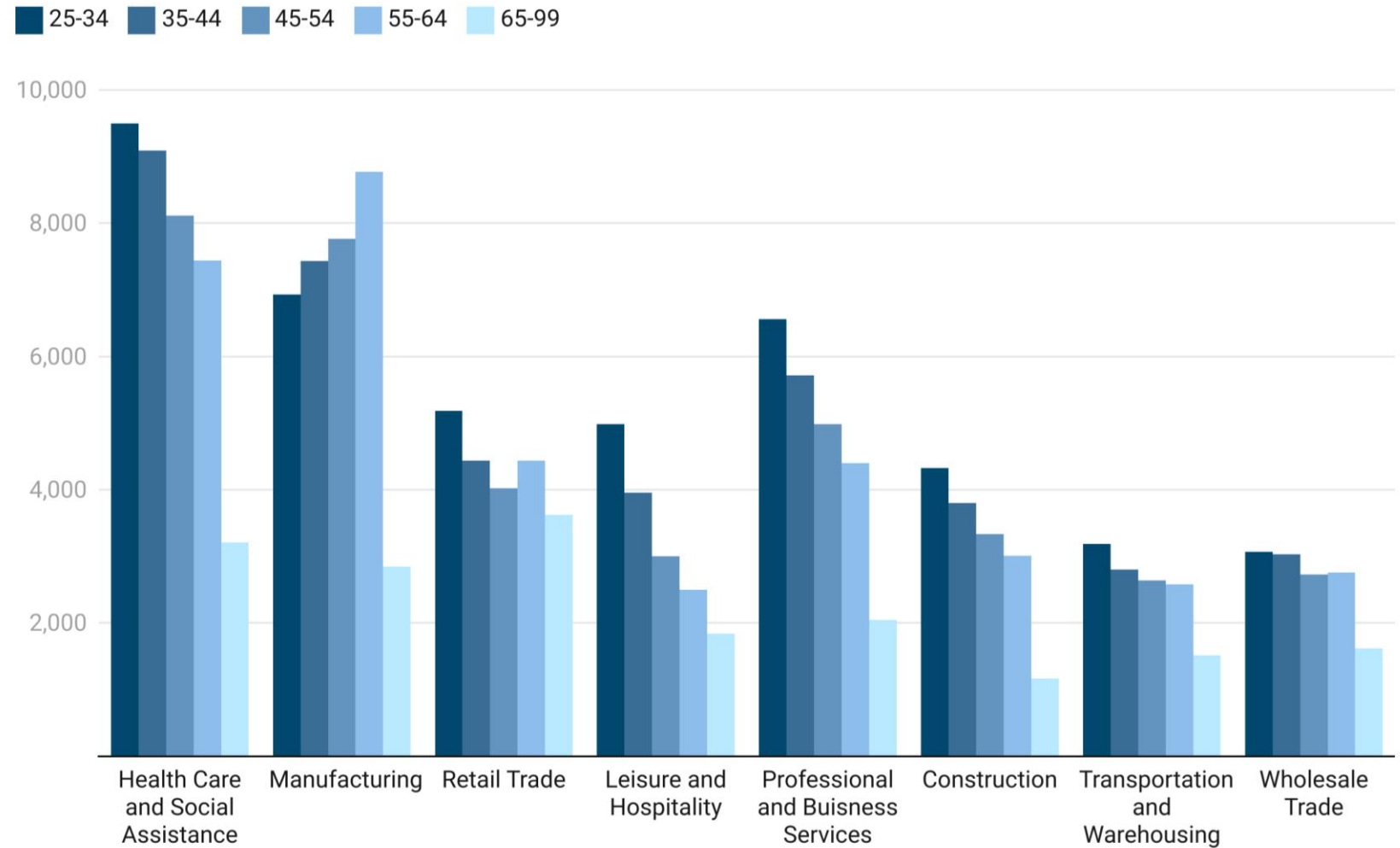


• In 2022, 36.4% of economic growth was generated by three industries:

- *Manufacturing*
- *Professional and Business Services*
- *Health Care and Social Assistance*

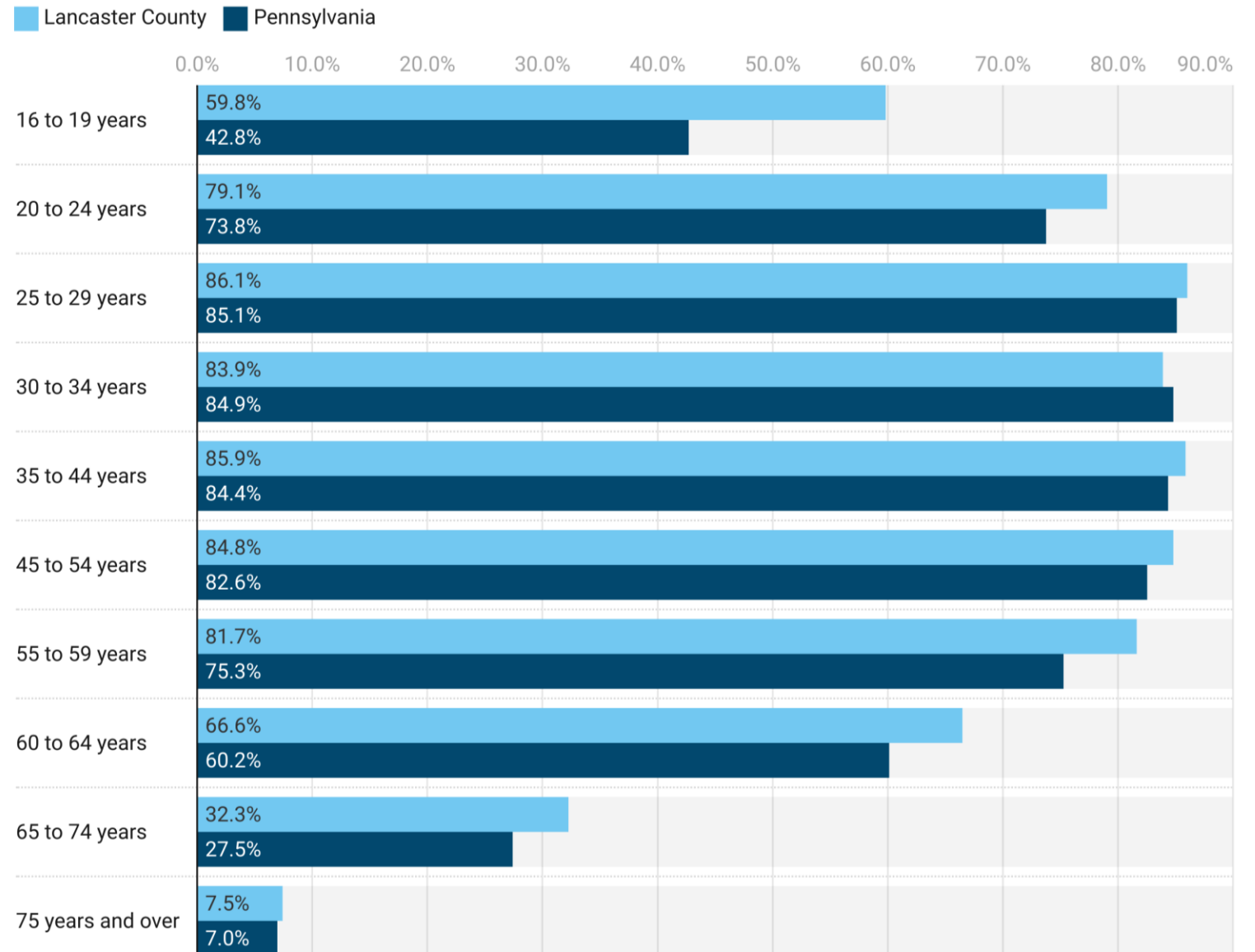


# Share of Employees by Age and Industry in Lancaster County (Q3 2023)



- In Lancaster County, 17.1% of workers are 55-64 years old.
- In the Manufacturing sector, 23.1% of workers are 55-64 years old.

# Labor Force Participation Rates by Age: MSA, State (2022)



- Lancaster County has a higher labor force participation rate than the state for people 55+
  - **Lancaster County: 43%**
  - **Pennsylvania: 40%**
- For employers, knowledge and skill transfer is very important

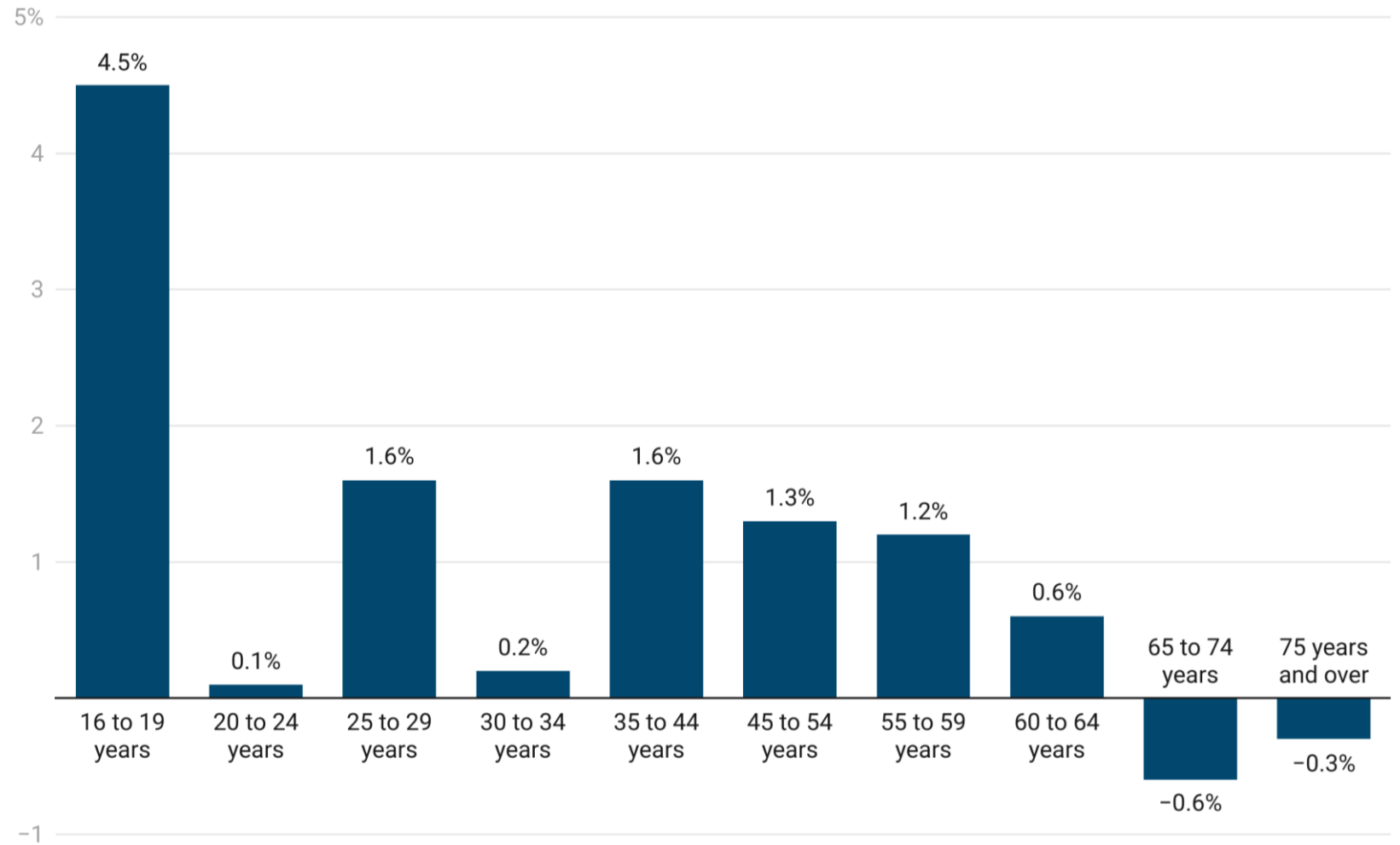
Data Source: [U.S. Census Bureau](#)





# Increase in Labor Force Participation Rates (2017-2022)

- Seeing a large rise in the number of people aged 16-19 participating in the workforce
  - *Large increase in starting salaries over this period.*

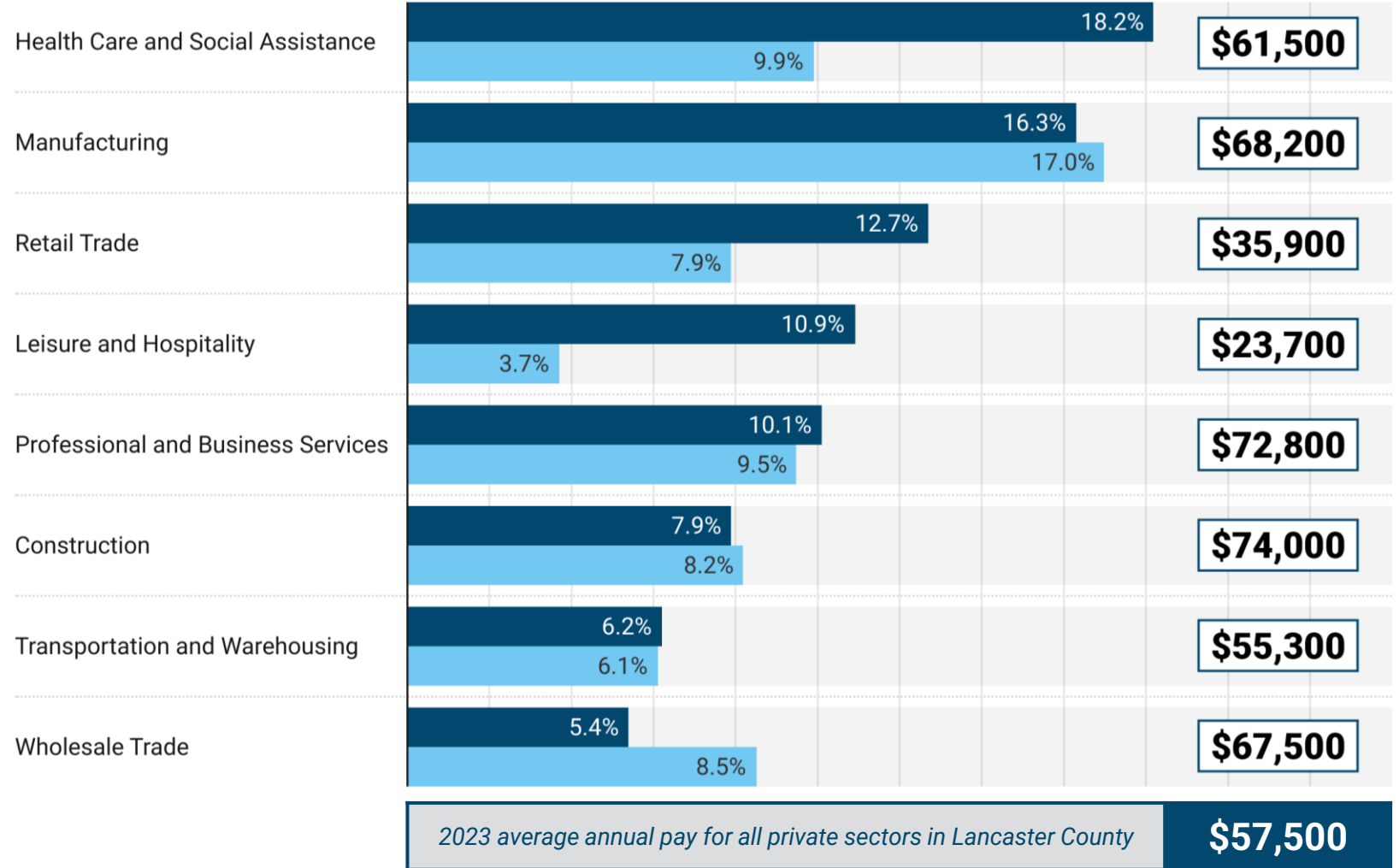


Data Source: [U.S. Census Bureau](#)

# Lancaster County Industries: Share (%) of Employment (2023) vs GDP (2022)

■ % of Private Employment 2023 ■ % of Private GDP 2022 □ Avg Annual Pay for Private Sector

0.0% 2.0% 4.0% 6.0% 8.0% 10.0% 12.0% 14.0% 16.0% 18.0% 20.0% 22.0%



In 2022, 36.4% of economic growth was generated by three industries:

- *Manufacturing*
- *Professional and Business Services*
- *Health Care and Social Assistance*



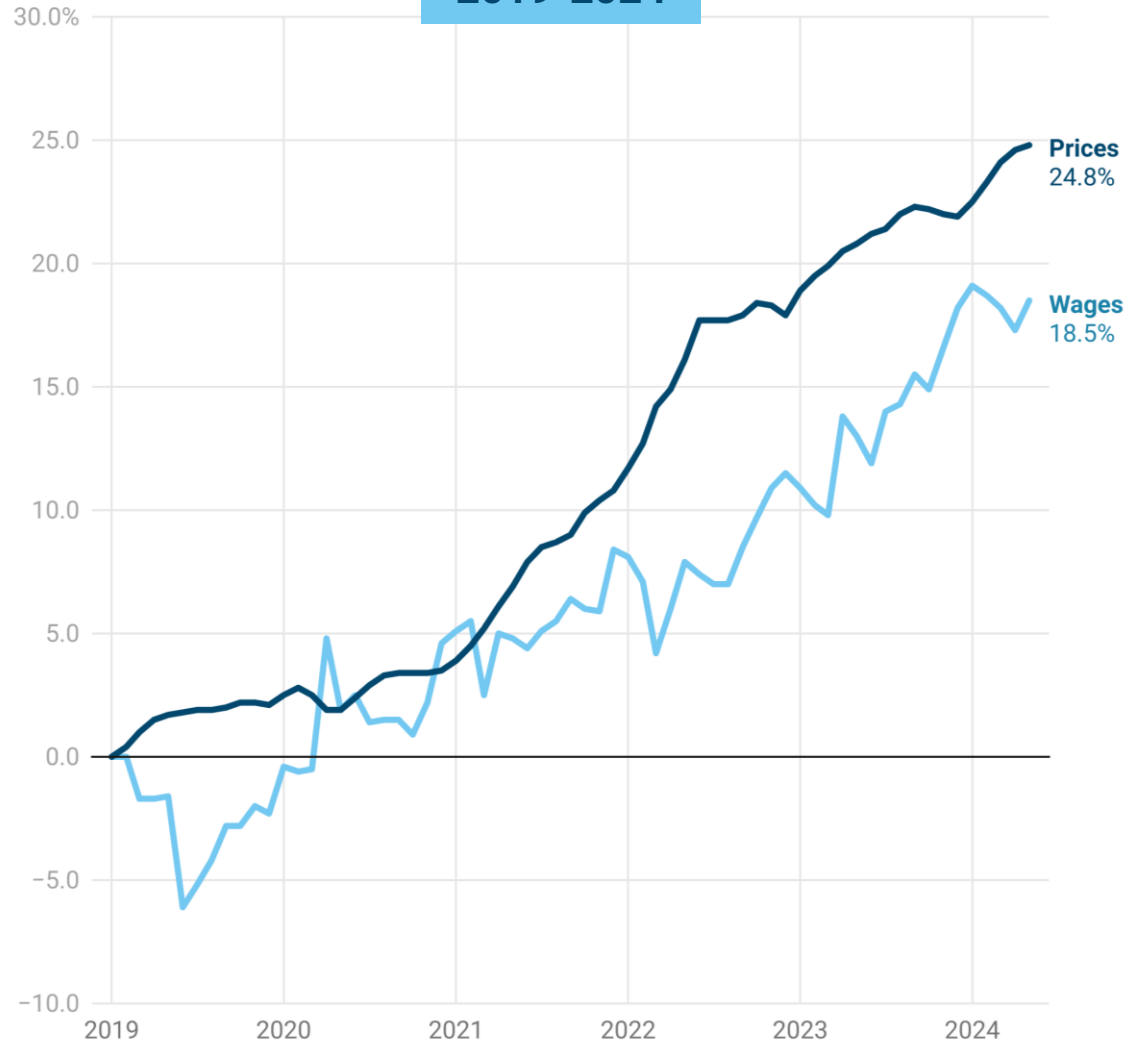
# Change in Employment by Industry

	% Change from 2018 (5 year)		% Change from 2022 (1 year)	
	% Change	Level Change	% Change	Level Change
Health Care & Social Assistance	9.0%	3,473	6.4%	2,527
Manufacturing	-0.5%	-196	-1.9%	-746
Retail Trade	-0.7%	-219	-0.6%	-182
Leisure & Hospitality	0.1%	35	4.8%	1,152
Professional & Business Services	-0.8%	-182	-0.8%	-191
Construction	10.5%	1,732	1.2%	220

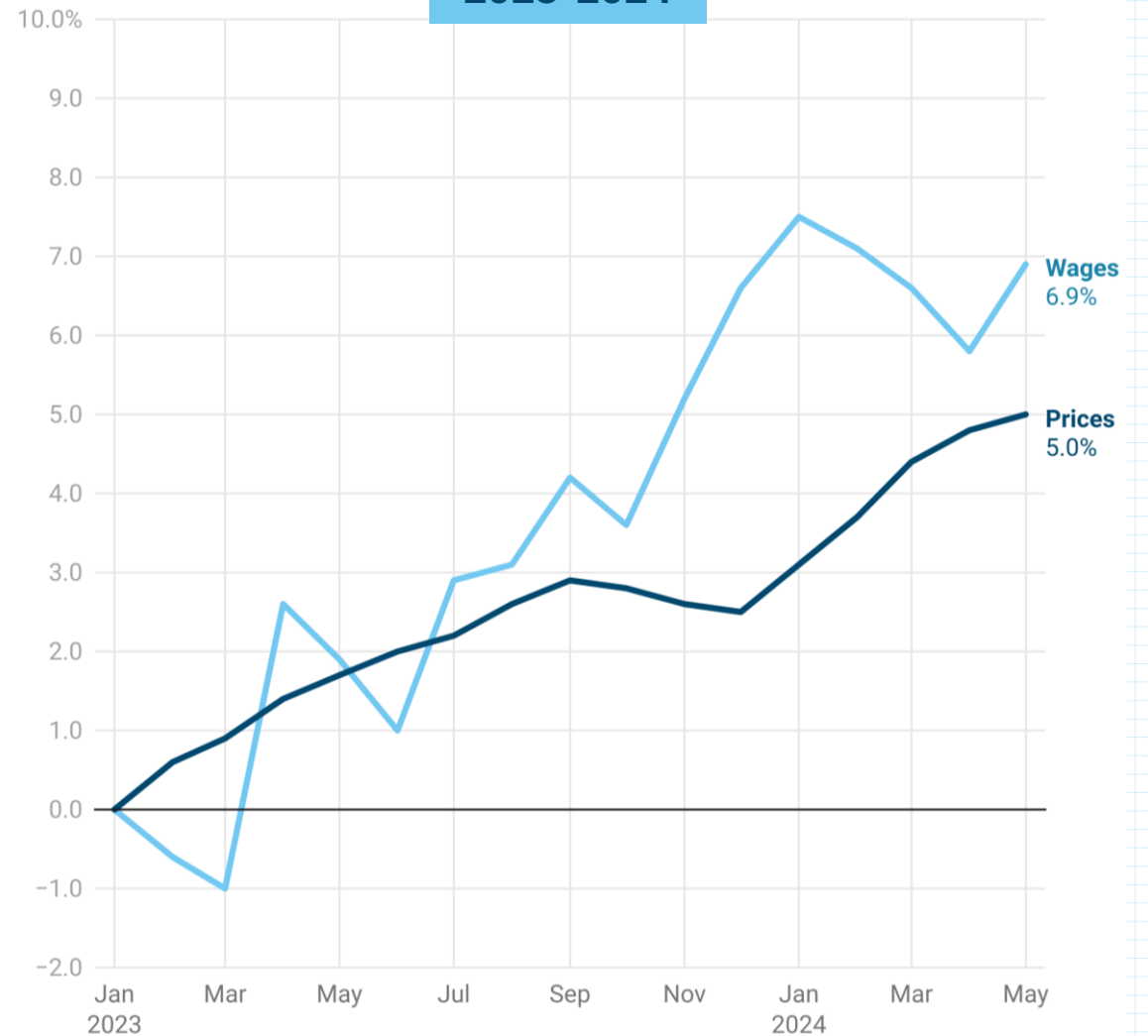
Data Source: [U.S. Bureau of Labor Statistics](#)

# Average Hourly Wages vs Inflation

2019-2024



2023-2024



Data Source: [U.S. Bureau of Labor Statistics](#)

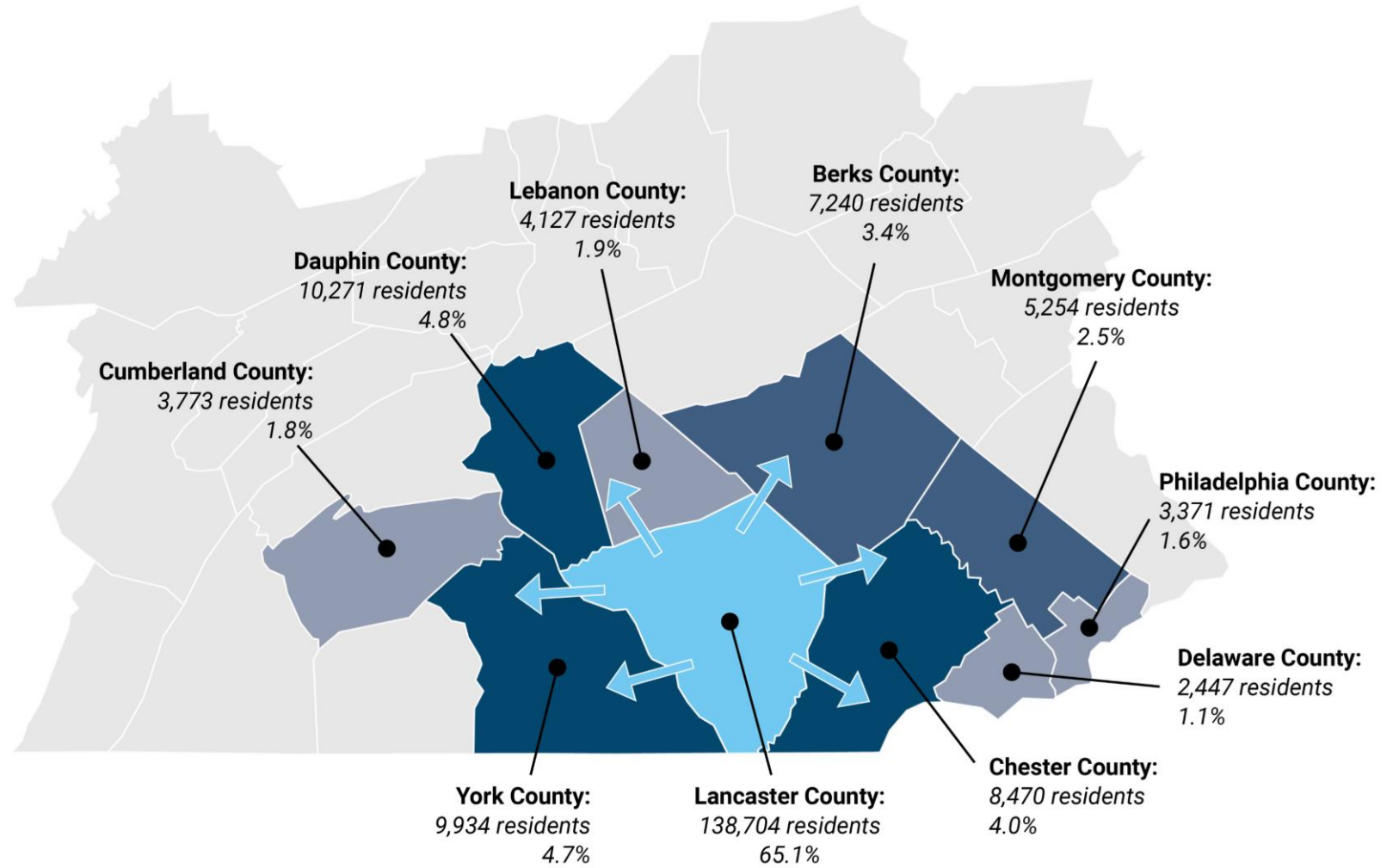
## Key Takeaways

# The labor market is shifting closer toward a balance but is not there yet.

- The labor force continues to grow, and employers continue to hire.
- The age breakdown of Lancaster County residents is shifting older.

# Workforce in Region: Resident Perspective (2021)

- Residents of Lancaster County
  - 65.1% work in Lancaster County
  - 34.9% commute outside the County to work

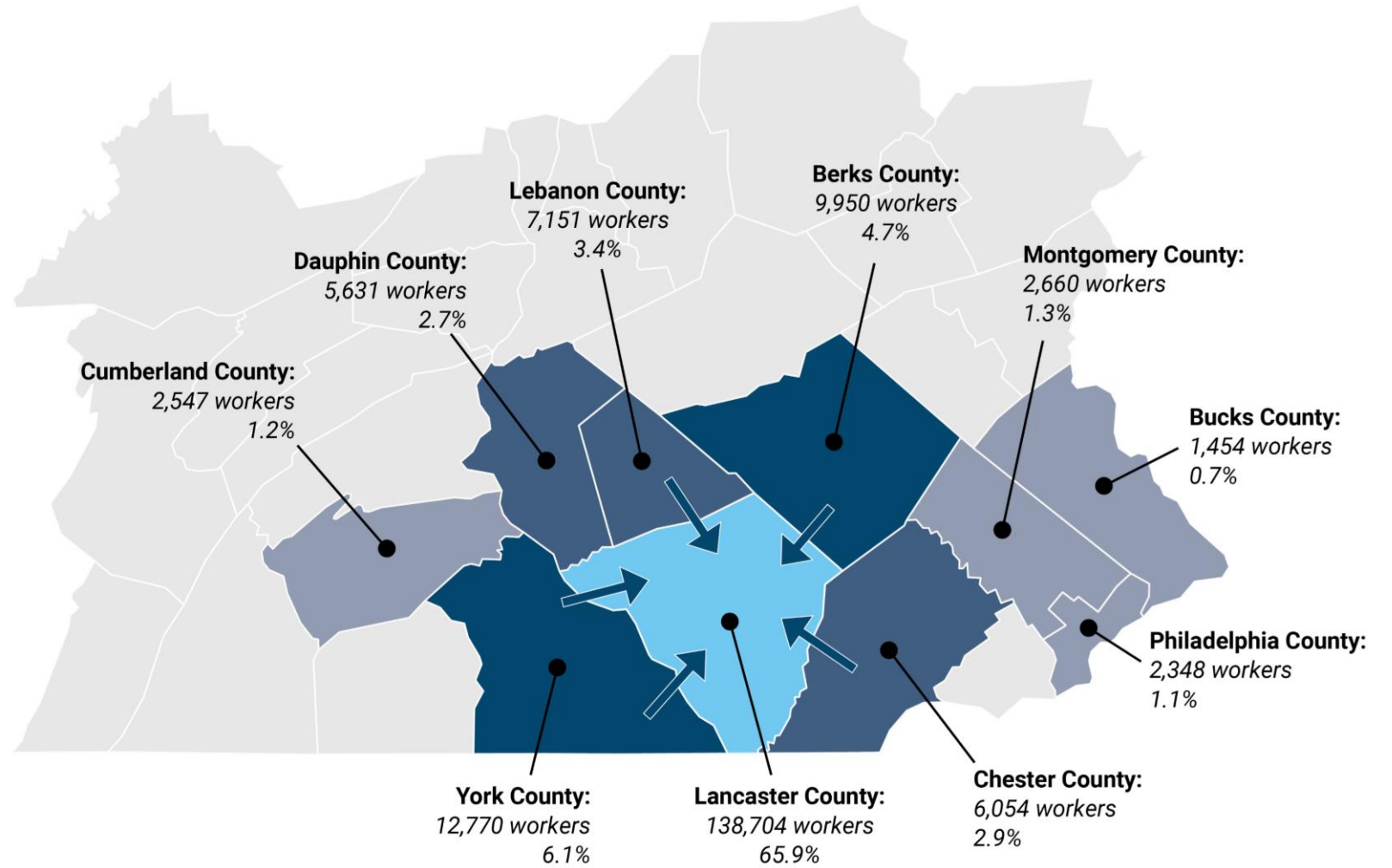


Total in all other locations: 19,318 residents (9.1%)

# Workforce in Region: Employer Perspective (2021)

- People employed in Lancaster County

- 65.9% live in Lancaster County
- 34.1% commute into Lancaster County



Total in all other locations: 21,075 residents (10.0%)

# Want to Dive Deeper?

Read recent CRA publications  
& browse report archive »  
[edclancaster.com/center-for-regional-analysis-2](https://edclancaster.com/center-for-regional-analysis-2)

**edc** | Center for Regional Analysis

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**FOR MORE INFORMATION**  
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### The Lead

**Low unemployment, heightened consumer sentiment, and steady consumer spending fostered a period of economic stability in Lancaster County during Q4 2023.**

- 1) Lancaster County's labor market remained tight.**
  - Labor supply levels dipped over Q4 in line with historic trends.
  - Lancaster County notched a record 2.3% unemployment rate in November and December.
- 2) Softening inflation and low unemployment were major contributors to an uptick in consumer sentiment.**
  - Rising confidence in the economy led to sustained consumer spending and strong national economic growth in Q4.
- 3) The local commercial real estate market grew more limited in Q4.**
  - Vacancy rates for industrial, retail, and office properties in Lancaster County are well below national averages.

### By the Numbers

<b>2.3%</b> Lancaster County unemployment rate in December 2023	<b>-2,410</b> people Change in Lancaster County labor supply over Q4	<b>-1,890</b> people Change in total employment levels in Lancaster in Q4	<b>+16.8</b> index points Rise in local consumer sentiment score from Sept. 2023 to Jan. 2024	
<b>+11.1</b> index points Rise in U.S. consumer sentiment score from Sept. 2023 to Jan. 2024	<b>3.4%</b> National rate of inflation as of December 2023	<b>+1.1%</b> U.S. consumer spending increase in Q4 2023	<b>+3.2%</b> Estimated national GDP annual growth in Q4 2023	<b>+5.6%</b> Annual growth of Pennsylvania GDP in Q3 2023

ECONOMIC INTELLIGENCE REPORT | LANCASTER COUNTY 1

Economic Intelligence Report for Lancaster County  
Released Quarterly



# For More Information:

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**Anna Ramos**

*Executive Director*

**Lancaster County Workforce  
Development Board**

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Lancaster County  
**WORKFORCE**  
DEVELOPMENT BOARD

BUILDING A **STRONGER** WORKFORCE **TOGETHER**

# Introduction

Who are we



What do we do

Align fiscal resources and provide strategic direction to job seekers and businesses to create economic mobility within Lancaster County.

How

By being the convener of the workforce partners and leveraging our resources to support the needs our community through grants to outside entities.



# Key Workforce Issues of 2024 and Beyond



26%

of the current  
workforce is 55+

1 : 2

There is one  
person for every  
two job openings

40%

Current workforce  
demand is due to  
retirements



# How can the Workforce Board help you



Financial Support



Retention



Collaboration & Partnership



# Workforce Solutions

- Paid Internships for Youth – 100% funded
- On-the-Job Training – up to 75% reimbursement to employer during training period, max \$10,000
- Upskilling Current Workforce– 50-90% reimbursement of training costs
- Apprenticeship – 50% of the cost of technical training (combine with OJT funding)



**Employer focus is on retaining and upskilling talent**

Incumbent Worker Training Dollars

PY23 - \$84,000





EXPLORE ▾

CAREER PATHWAYS

RESOURCES ▾

ABOUT ▾

QUICK LINKS



EXPLORE

# Career Pathways

Explore Pathways by:

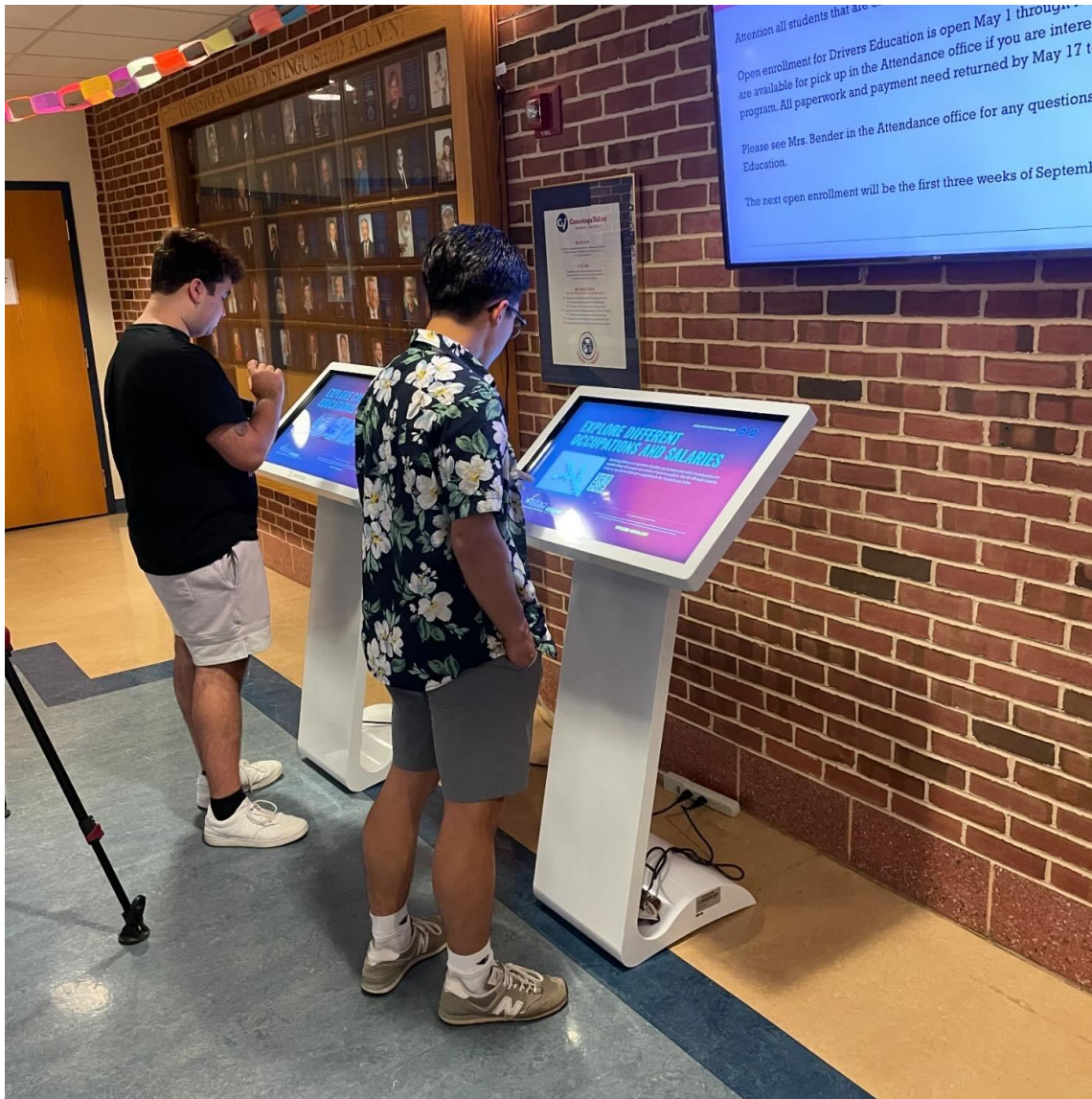
BUSINESS

INDUSTRY

Careerreadylancaster.com

<https://careerreadylancaster.com/career-pathways/#business>





## **FREE** Workshop for HR Professionals and Managers

Made possible by a grant through the Lancaster County Workforce Development Board, in partnership with Career Ready Lancaster!

### **Creating Career Pathways** Helping Your Employees See Advancement Opportunities Clearly



- Learn how to use a free tool to build, communicate, and visually represent the skills your employees need to advance beyond entry level
- Create a visual way to help articulate career advancement opportunities when recruiting and coaching employees = **career lattices**
- Provide employees a tool to take ownership of the skills and behaviors required of them to advance to the next level

#### **Training Dates: Choose 1**

April 26, 2024

May 17, 2024

June 14, 2024

**8:00- 12:00 noon (light breakfast provided)**

**Location:** Lancaster County Workforce Development Board  
1046 Manheim Pike, Lancaster, PA 17601

Maximum 15 participants per workshop

This will be a working session, so **please bring your laptop!**

Auxiliary aids and services are available upon request to those with disabilities. Equal Opportunity Employer/Program. Program funded with federal dollars. For detailed information see <https://www.lancastercountywfb.com/organizational-integrity/operating-documents/>





# OVERVIEW REPORT 2023 - 2024

**1,200+**  
Students provided career exploration opportunities

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**274**  
Stakeholders were involved and contributed

**\$140,000**

**\$109,000**

INCREASED IN TOTAL FUNDING

in which, was funded by

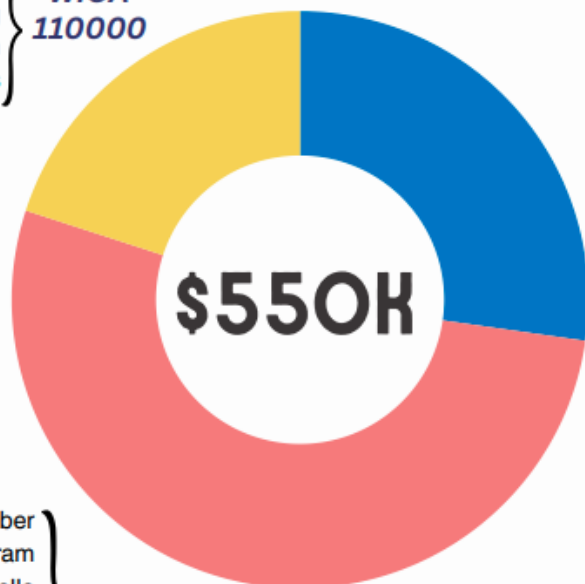


WIOA  
110000

- . Kiosk
- . 3 Seed Marketing
- . CRL! Outreach Activities

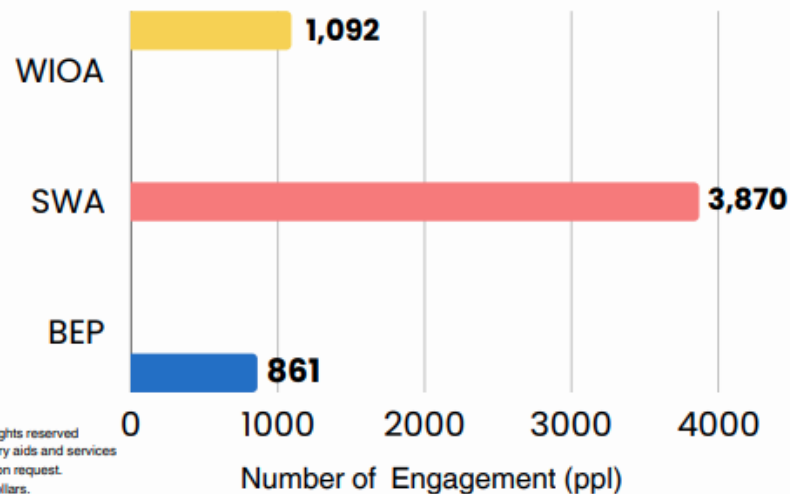
Business Education Partnership  
150000

- . Educator Industry Tour
- . LCCTC Career Camps
- . What's So Cool about Manufacturing
- . Rock Lititz Experience LIVE
- . Career Pathways
- . Outreach Activities



Statewide Activities  
290000

- . Lancaster Chamber Mentoring Program
- . Atollo
- . Millersville University
- . Junior Achievement of Central PA



# Congratulations to the following organizations who received grants through Career Ready Lancaster!



Empowering HS Youth:  
Leadership Development



Discovering Paths

Millersville University

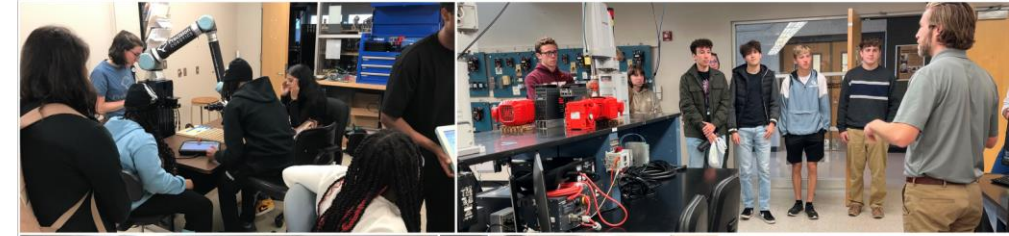


Robotic WorX



JA BizTown®

BizTown



Connecting STEM skills with real-world careers



# THANK YOU!



**Anna Ramos**

**[aramos@lancastercountywib.com](mailto:aramos@lancastercountywib.com)**



## Q&A / DISCUSSION

- What data insights surprised you from the presentation?
- How do your experiences align with the information shared?
  - What was aligned?
  - What was different?
- What are some ways your organization is working to attract and retain talent?

# Upcoming Events



## Nonprofit/CBO Roundtable: Allowable Advocacy & Lobbying Activities

**Wednesday, August 7 – S Dale High Leadership Center (8-9:30am)**

Advocating for systemic change is an important part of sustained impact in the community! Learn about how to effectively communicate – and fund – advocacy efforts in your organization.

## Business + Baseball Member Celebration and Networking Celebration

**Wednesday, August 14 – Lancaster Stormers (5:30-9pm)**

Join the Lancaster Chamber for our membership celebration and networking mixer at the Lancaster Stormers' Silverball Suite and get access to their game against the Hagerstown Flying Boxcars!

## Excellence Exchange: Hiring with Purpose

**Wednesday, August 28 – Lancaster Country Club (8-9:30am)**

We will explore the principles of, and steps to purposeful hiring, and learn from a panel of business leaders who are leading the charge in their approach to talent selection.





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**For Parents**





**Lancaster  
Chamber**

