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HOUSE DEMOCRATIC POLICY COMMITTEE

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House of Representatives
COMMONWEALTH OF PENNSYLVANIA

HOUSE DEMOCRATIC POLICY COMMITTEE HEARING

Topic: Career and Technical Education

IBEW Local 375 – Allentown, PA

July 16, 2019

AGENDA

3:00 p.m. Welcome and Opening Remarks

3:10 p.m. Panel One:

- Rob Franklin
Training Director
IBEW Local 375
- Bill Dorward, Jr.
Marketing Representative
Sheet Metal Workers Local 19

3:30 p.m. *Questions & Answers*

3:50 p.m. Panel Two:

- Thomas Parker
Superintendent
Allentown School District
- Nancy Dischinat
Executive Director
Lehigh Valley Workforce Investment Board
- Donna Braden
President
Jack's Glass

4:20 p.m. *Questions & Answers*

4:50 p.m. Closing Remarks



Testimony presented by:

Nancy Dischinat
Executive Director
Workforce Board Lehigh Valley

Presented to:

Pennsylvania House Democratic Policy Committee

July 16, 2019

GOOD AFTERNOON. I AM NANCY DISCHINAT, EXECUTIVE DIRECTOR OF THE WORKFORCE BOARD LEHIGH VALLEY, SERVING LEHIGH AND NORTHAMPTON COUNTIES, ONE OF 23 WORKFORCE AREAS ACROSS PENNSYLVANIA.

THANK YOU CHAIR STURLA, HOST REPRESENTATIVE SCHWEYER, AND ALSO REPRESENTATIVES MIKE SCHLOSSBERG, JEANNE MCNEILL AND ROBERT FREEMAN ALL REPRESENTING THE LEHIGH VALLEY ON THIS COMMITTEE AND ALL MEMBERS OF THE HOUSE DEMOCRATIC POLICY COMMITTEE FOR HOSTING TODAY'S PUBLIC HEARING ON **CAREER AND TECHNICAL EDUCATION** AND FOR PROVIDING THE OPPORTUNITY TO TESTIFY ON BEHALF OF THE WORKFORCE BOARD AND ITS PA CAREERLINK LEHIGH VALLEY WORKFORCE SYSTEM.

IN WORKFORCE DEVELOPMENT EMPLOYERS ARE OUR NUMBER ONE CUSTOMER ...BECAUSE WITHOUT THEM WE HAVE NO JOBS TO OFFER THE WORKFORCE.

GOOD JOB...IN INCREASING THE COMMONWEALTH'S BUDGET BY 10 MILLION DOLLARS IN SUPPORT OF CAREER AND TECHNICAL EDUCATION; OF WHICH 3 MILLION IS FOR EQUIPMENT GRANTS.

I THINK THE WORLD WAR 2 EQUIPMENT CAN BE RECYCLED FOR PARTS NOW?

WHEN REVIEWING THE **PLAN 4 PA** IT SPEAKS ABOUT PROVIDING TRAINING FOR JOBS IN A FAIR ECONOMY...WELL THIS CERTAINLY IS A FAIR ECONOMY..WE HAVE NOT HAD AN EMPLOYMENT RATE OF 96.4 PERCENT SINCE 1969! THERE IS A JOB FOR EVERYONE IN PA.

THE INCREASE IN THE EQUIPMENT GRANTS WILL PROVIDE MORE TRAINING ON INDUSTRY STANDARD EQUIPMENT. NOW, IF WE CAN JUST GET EMPLOYERS TO MATCH THAT 3 MILLION IN PA...THE TRAINING OF OUR TALENT PIPELINE WOULD BE MORE CLOSELY ALIGNED TO BUSINESS AND INDUSTRY STANDARDS.

SPEAKING ABOUT THE TALENT PIPELINE, THE PATHWAY TO A GOLD COLLAR JOB IN PA...WHICH IS A JOB REQUIRING ACADEMIC AND TECHNICAL SKILLS..IS THROUGH A CAREER AND TECHNICAL EDUCATIONAL PATHWAY...WE ARE NOT KEEPING UP WITH THE WORKFORCE TALENT NEEDED IN OUR ECONOMY...EMPLOYERS ARE WAITING AT THE DOORS OF CAREER AND TECHNICAL SCHOOLS AND COMMUNITY COLLEGES BECAUSE WORKERS REQUIRE NOT ONLY LIFELONG LEARNING BUT

UPSKILLING...AND EMPLOYERS ARE PLAYING AN IMPORTANT ROLE IN THIS ALSO...BECAUSE WE ARE SEEING THAT THE EMPLOYER IS BECOMING THE TRAINER OF CHOICE! WE ARE NOT PRODUCING ENOUGH TECHNICALLY TRAINED WORKERS TO MEET INDUSTRY NEEDS, SO EMPLOYERS ARE FAST TRACKING ON-SITE TRAINING PROGRAMS AND ACTUALLY BUILDING TRAINING FACILITIES...

THIS IS WHAT EMPLOYERS SAY TO US EVERY SINGLE DAY...

NANCY...WE NEED WORKERS WHO CAN MAKE DECISIONS, SOLVE PROBLEMS, CAN COMMUNICATE AND HAVE A GOOD WORK ATTITUDE. (GEE...YOU USED TO SAY A GOOD ATTITUDE...NOW YOU ADDED WORK ATTITUDE.)

NANCY...SOME OF OUR BEST ENGINEERS STARTED ON THE PRODUCTION FLOOR...WE NEED MORE STARTERS. (AND WE NEED YOUR HELP THROUGH INTERNSHIPS, APPRENTICESHIPS, MENTORING, JOB SHADOWING)

NANCY: WE SEE HIRING CAREER AND TECHNICAL GRADUATES AS A BUSINESS AND WORKFORCE DEVELOPMENT INVESTMENT. CORRECT! SO MAKE SURE YOU KNOW EXACTLY WHAT TRAINING IS TAKING PLACE AT OUR SCHOOLS. WHAT EQUIPMENT THEY ARE BEING TRAINED ON....AND WHAT INDUSTRY CAN DO TO NOT ONLY INCREASE THE OUTPUT OF TALENT BUT THE INPUT OF YOUTH SELECTING CAREER AND TECHNICAL EDUCATION AS THE PATHWAY TO A GOLD COLAR JOB...PUT UP A SIGN IN YOUR BUSINESS...WE HIRE CAREER AND TECHNICAL SCHOOL GRADUATES!!!!

NANCY...WE NEED MORE HANDS ON TRAINING, ON THE JOB TRAINING BECAUSE IT IS WHEN YOU ACTUALLY TURN THE WRENCH THAT TRAINING AND ACADEMICS COME TOGETHER. WE AGREE!

NANCY...WHAT ARE YOU DOING ABOUT THIS NEW "GHOSTING" TREND? WELL, WE HAVE OUR FIRST EMPLOYABILITY/IMPACT SKILLS CLASS, APPROVED IN THE ALLENTOWN SCHOOL DISTRICT AS A PROGRAM OF STUDY, AND TWO CLASSES ARE FILLED ALREADY WITH A WAITING LIST.

AND WITH ALL DUE RESPECT, WHEN PEOPLE ASK ME ABOUT GHOSTING, LACK OF EMPLOYABILITY SKILLS, ATTITUDES, AND THE **ALL ABOUT ME** SYNDROME THAT YOUTH EXHIBIT...I ALWAYS ASK THE QUESTION...I WONDER WHO RAISED THEM?

NANCY...WE HIRE WORK READY PEOPLE. WELL, HELP US GET THEM READY!

THE WORKFORCE BOARD CONTINUALLY TRACKS **BUSINESS HIRING** THROUGHOUT THE LEHIGH VALLEY AND THE RELATIONSHIPS WE HAVE BUILT WITH NEW AND EXPANDING COMPANIES CONFIRM THEY NEED A TECHNICALLY SKILLED WORKFORCE, ESPECIALLY THE PIPELINE OF STUDENTS COMPLETING CAREER AND TECHNICAL EDUCATION. FOR EXAMPLE:

ST. LUKE'S UNIVERSITY HEALTH NETWORK HAS SO MANY TECHNICALLY SKILLED WORKERS I CAN'T EVEN NAME THEM IN SEVEN MINUTES. SINCE HEALTHCARE REPRESENTS 19 PERCENT OF OUR WORKFORCE, WE OPENED A NEW CAREERLINK IN THEIR NEW ST. LUKE'S CAMPUS IN DOWNTOWN ALLENTOWN. WE ARE ALREADY PRODUCING A PIPELINE OF HEALTHCARE WORKERS THROUGH A YOUTH WORK EXPERIENCE PROGRAM AT THEIR MAIN HOSPITAL LOCATION, AND WE HAVE A CAREERLINK SATELLITE IN THE FOWLER COMMUNITY CENTER IN SOUTHSIDE BETHLEHEM...ALL NEEDING TECHNICALLY SKILLED HEALTHCARE WORKERS LIKE: HEALTH INFORMATION TECHNOLOGY...TELEMEDICINE...NOT TO MENTION THE OTHER 50 TRADITIONAL HEALTHCARE OCCUPATIONS.

B. BRAUN'S PHARMACEUTICAL DIVISION HAS DEVELOPED THEIR OWN TRAINING PROGRAM TO GROW A PHARMACY TECHNICIAN WORKFORCE BY PARTNERING WITH THE WORKFORCE BOARD TO TRAIN AND ONBOARD THROUGH AN ON-THE-JOB TRAINING PROGRAM. AGAIN, THE NEWEST TRAINING VENDOR IS THE EMPLOYER...AND WE ARE SEEING MORE AND MORE OF THIS TREND.

B. BRAUN MEDICAL INC. CONTINUES TO GROW AND HIRE TECHNICALLY SKILLED WORKERS INCLUDING TECHNICIANS, PRODUCTION, ELECTROMECHANICAL, PLASTICS, TOOL AND DIE MOLD MAKERS, ENGINEERS AND MORE. CONSTRUCTION IS UNDERWAY TO EXPAND THEIR FACILITY FOR INCREASED MANUFACTURING CAPACITY, ADDING HUNDREDS OF JOBS BY 2021.

ADP, THE PAYROLL PROCESSING COMPANY, RELOCATING 700 EMPLOYEES TO ALLENTOWN. THEIR WORKFORCE IS ESTIMATED TO RISE TO 1,600, NEEDING WORKERS WITH NOT ONLY TECHNICAL SKILLS, BUT REQUIRING TOP-NOTCH EMPLOYABILITY SKILLS OF CUSTOMER SERVICE, CRITICAL THINKING, PROBLEM SOLVING, COMMUNICATIONS.

VICTAULIC, A MANUFACTURER OF MECHANICAL PIPE/FIRE SAFETY PRODUCTS, CONTINUES TO EXPAND...LAB TECHNICIANS, PROCESS ENGINEERS, PRODUCTION WORKERS, SUPERVISORS, AND MORE. THEY OFFER ON SITE TRAINING PROGRAMS BEFORE AND AFTER WORK HOURS...

FEDEX GROUND WORKED MONTHS AND MONTHS WITH THE WORKFORCE BOARD AND CAREERLINK TO RECRUIT AND HIRE ALMOST 1,500 WORKERS FOR THEIR NEW 850,000 SQUARE FOOT DISTRIBUTION CENTER NEAR THE AIRPORT THAT PROCESSES 45,000 PACKAGES EACH HOUR! THE NEW MEGA HUB HAS A MIXTURE OF WORKERS AND STATE-OF-THE-ART AUTOMATION TO GET THE JOB DONE, REQUIRING MATERIAL HANDLERS TO HAVE TECHNICAL SKILLS TO USE THE EQUIPMENT, TROUBLE SHOOT PROBLEMS, CRITICALLY THINK SOLUTIONS, AND CONTINUOUSLY IMPROVE PROCESSES...ALL AS 45,000 PACKAGES WHIZ BY!

DO YOU SEE A COMMON THEME HERE? NO MATTER WHAT THE INDUSTRY, COMPANIES NEED WORKERS WITH ACADEMIC AND TECHNICAL SKILLS...AND CAREER AND TECHNICAL EDUCATION DELIVERS!

IN FACT, THESE ARE ONLY A FEW BUSINESS AND INDUSTRY EXAMPLES...WE HAVE LISTS OF NEW AND EXPANDING COMPANIES REQUIRING TECHNICALLY SKILLED WORKERS...THEY ARE NOT ASKING FOR TECHNICAL WORKERS WITH A HISTORY DEGREE...BUT WITHOUT A DOUBT CONTINUING UPSKILLING AND EDUCATION IN A COMMUNITY COLLEGE OR FOUR YEAR DEGREE IS ABSOLUTELY A WORK-AHEAD MANDATE FOR EVERY WORKER...BECAUSE SOMEONE HAS TO DESIGN, PROGRAM, AND STILL KEEP OPERATIONAL THE LEGACY EQUIPMENT THAT NOW HAS TO COMMUNICATE WITH THE NEW TECHNOLOGY-DRIVEN EQUIPMENT...AND ALSO MAINTAIN AND ANALYZE THE DATA, AND EVEN REPAIR THE ROBOTS AND THE NEW CO-BOTS, COLLABORATIVE ROBOTS WHICH ARE ACTUALLY MECHANICAL WORKERS DOING REPETITIVE WORK WHICH WE USED CALL ENTRY LEVEL EMPLOYMENT.

I HOPE I HAVE IMPRESSED HOW IMPORTANT THE GOVERNOR'S PASMART PLAN FOR PENNSYLVANIA IS ALREADY HELPING PENNSYLVANIANS GET THE SKILLS THEY NEED TO GET GOOD JOBS.

THE GOVERNOR'S PASMART PLAN SAYS IT ALL IN ITS NAME...WE NEED TO BE ACADEMICALLY SMARTER, TECHNICALLY TRAINED, WITH ROOTED EMPLOYABILITY SKILLS...TO COMPETE FOR MIDDLE CLASS JOBS AND MORE...TO INFINITY AND BEYOND, JUST LIKE APOLLO 11 WHO LAUNCHED THE U.S. MISSION 50 YEARS AGO TODAY TO THE MOON. WE NEED WORKERS WITH SKILLS AND WORK ATTITUDES THAT RISE TO...INFINITY AND BEYOND!

Workforce Snapshot

Our mission is to ensure an employer demand-driven world class workforce system aligned with economic development, education and the community

TARGETED INDUSTRY SECTORS

Manufacturing	Healthcare & Social Assistance
Finance & Insurance	Transportation & Warehousing
Professional, Scientific, and Technical Services	

ECONOMY & POPULATION

Gross Domestic Product	\$40.1B
Total Population	661,715

EMPLOYERS

Establishments	15,550
Average Employees per Establishment	20
Average Occupational Earnings per Hour	\$22.93

LOCAL AREA UNEMPLOYMENT STATISTICS (MAY 2019)

Labor Force	350,500		
Employed	336,100		
Unemployed	14,500		
LV Unemployment Rate	4.1%	PA 3.8%	U.S. 3.6%

TOP OCCUPATIONS

Registered Nurses		
Heavy and Tractor – Trailer Truck Drivers	Mar. 2019	16,299
Retail Salespersons	Apr. 2019	13,941
Security Guards		
First-Line Supervisors of Retail Sales Workers	May 2019	16,872

ONLINE JOB POSTINGS

WORKFORCE EDUCATION ATTAINMENT

QUARTERLY WORKFORCE INDICATORS (QWI, 2ND QTR 2018)

Less-than-High School	10.6%
High School/GED	25.4%
Some College or Associate Degree	27.6%
Bachelor's Degree or Advance Degree	24.3%
Educational Attainment not Available (workers aged 24 or younger)	12.2%

EDUCATION SYSTEM

School Districts	17
Career and Technical Schools	3
Community Colleges	2
Colleges and Universities	9

WORKFORCE RACE/ETHNICITY/ GENDER (QWI, 2ND QTR 2018)

White	85.9%
Black/African American	10.2%
Other/Two or more races	5.3%
Hispanic/Latino	13.8%
Female	50.9%
Male	49.1%

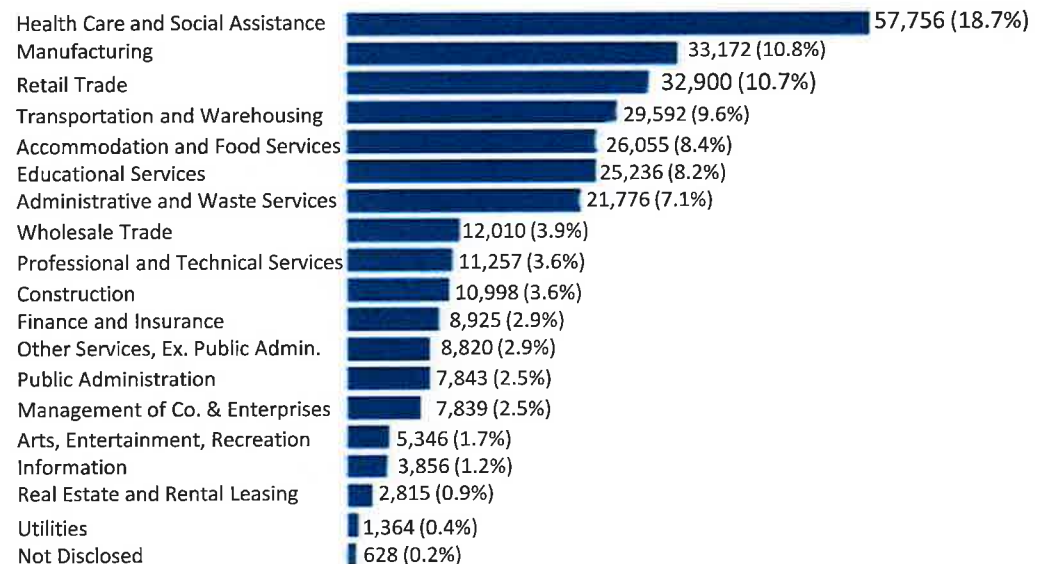
WORKFORCE AGE (QWI, 2ND QTR 2018)

14-18	2.3%
19-24	9.9%
25-34	21.5%
35-44	20.0%
45-54	21.3%
55-64	18.8%
65+	6.2%

WORKFORCE COMMUTING (ON THE MAP)

99,138 Commute Out, Live Inside
91,230 Commute In, Live Outside
186,170 Work and Live in LV

MIX OF INDUSTRY EMPLOYMENT FOR LEHIGH VALLEY (QUARTERLY CENSUS EMPLOYMENT AND WAGES, 2018 ANNUAL AVERAGES)



BUSINESS HIRING

ADP, payroll processing company in Fogelsville, is consolidating operations and relocating **700** employees to center city Allentown. Workforce estimated to rise to **1,600** by 2019.

Air Liquide Advanced Materials Inc., French industrial gases manufacturer in Upper Mount Bethel, is hiring **200** workers for its new expanded facility.

Alpla, Austrian plastics manufacturer, has opened a new facility in Lehigh Valley Industrial Park VII employing **60** workers.

Amazon, e-commerce company with locations in Breinigsville and Easton, continues to hire warehouse workers.

B. Braun Medical Inc., German-based medical device company, is hiring general manufacturing associates, technicians, pharma clerks, engineers, and has plans to construct and adjacent building on Marcon Boulevard in Allentown.

Central Admixture Pharmacy Services (CAPS), pharmaceutical company in Allentown, continues to hire and train pharmacy technicians.

Dave and Busters, an entertainment venue in Whitehall, is opening near the Lehigh Valley Mall expected to hire 200 workers by 2020.

Evonik Corporation, German-based specialty chemicals company in Upper Macungie, is expanding to add **50** new jobs.

Fanatics, sportswear manufacturer in Easton, is hiring up to **25** shippers, operators, processors and quality control.

FedEx Ground, ground shipping warehouse, opened their new Willowbrook Road facility in Allen Township, hired up to **1,500** workers.

Freshpet, pet food manufacturer in Hanover Township, is adding **200** jobs over three years.

Ideal Concepts, insurance services firm, acquired a 35,000 square foot facility in Allentown. Hiring plans include an additional **500** new jobs over the next two years.

iHerb, e-commerce company located in Easton, hired up to **300** material handlers, inventory control, quality control and forklift operators.

Innovative Control Systems, headquartered in Wind Gap, plans to consolidate locations to a single facility on Hanoverville Road, expanding to **200** workers in 2020.

IQ Fiber, manufacturer of cellulose fiber products, is opening a new facility in West Easton creating **43** new jobs.

Lulus, a California-based online women's clothing retailer, has established a new distribution center in Palmer Township, hiring **450** workers including managers, supervisors, warehouse associates and software developers.

Mack Trucks, truck manufacturer in Macungie, continues to hire production technicians, lean manufacturing engineers, and business unit manager with a workforce of over **2,500**.

McKesson, medical and surgical distribution center, is opening September 2019 in Bethlehem, and needs **260** material handlers, CDL, and box truck drivers.

NFI, trucking and warehouse company has expanded with four campuses in Western Lehigh County, hiring supervisors, warehouse workers, and CDL drivers.

PAC Worldwide, packing manufacturer opened a new facility in Lower Nazareth, and is hiring up to **160** jobs including maintenance technicians, IT technicians and warehouse supervisors.

QVC, owned by Qurate Retail Group in West Chester, plans to open a fulfillment center in Bethlehem in mid-to-late 2019, expected to employ **1,200** to **1,500** by 2020.

Sharp Packaging, pharmaceutical packaging in Breinigsville continues to hire packaging workers.

SunCup Juice, beverage manufacturer in Bethlehem, is hiring **70** employees including manufacturing and office jobs.

Tesla, automobile parts distribution center on Jandl Blvd. in Bethlehem, is hiring **40** workers including warehouse, data entry, and supervisors.

UPS, ground shipping warehouses in Bethlehem and Easton, continues to hire drivers and warehouse workers.

Victaulic, manufacturer of mechanical pipe joining solutions fire safety in Easton, is hiring warehouse workers, engineers, buyers, auditors and security guards.

Zulily, clothing and accessory fulfillment e-commerce center in Bethlehem, continues to hire warehouse workers.

COMPANY RIGHT-SIZING

Nestlé USA in Breinigsville closed their call center dislocating 72 customer service representatives, managers, and supervisors. (March 2019)

BB&T in Allentown is dislocating **45** workers including commercial fulfillment specialists/mortgage processors and managers. (March 2019)

Coordinated Health in Allentown and Bethlehem is dislocating **100** workers including medical billing, clerical and nurses. (March 2019)

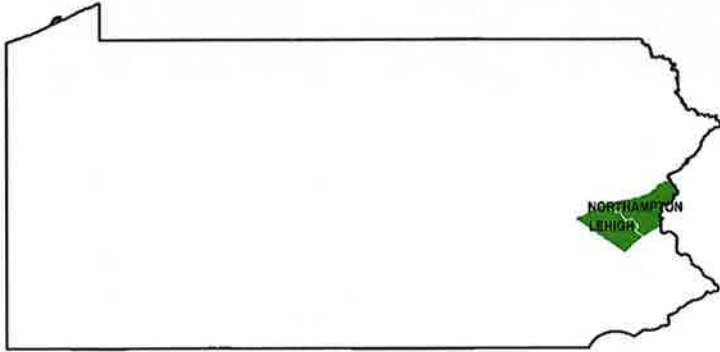
Liberty Mutual in Allentown dislocated **29** workers including claims processors. (May 2019)

Sears Appliance and Hardware Store, in Easton is closing dislocating 18 workers. (June 2019)

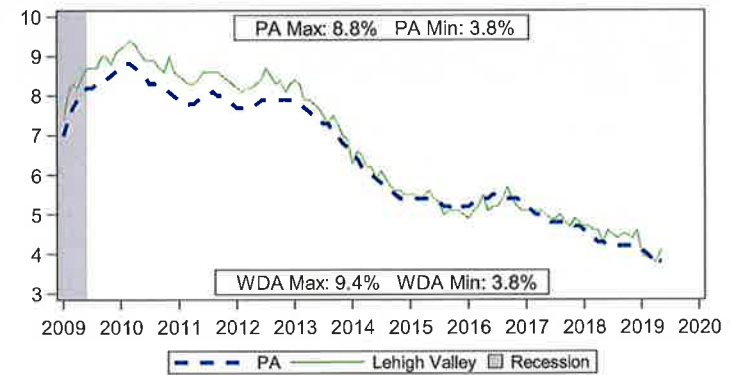
Retail Dislocations: Payless Shoes is liquidating various locations; Victoria's Secret in South Mall closed; Charlotte Russ in Lehigh Valley Mall closed; Charming Charlie closing all stores.

Lehigh Valley WDA Profile

July 2019



Workforce Development Area (WDA) Unemployment, Jan 2009 to May 2019



2017 Population		
Demographic	WDA	PA
Total Population	661,715	12,790,505
Female	337,819	6,530,345
Male	323,896	6,260,160
Population by Race		
White	82.0%	81.1%
Black	6.2%	11.1%
Other	11.7%	7.8%
Hispanic Origin (all races)	18.1%	6.8%
Population by Age		
Ages 0 to 17	21.7%	21.0%
Ages 18 to 24	9.6%	9.5%
Ages 25 to 34	12.3%	12.9%
Ages 35 to 44	12.1%	11.7%
Ages 45 to 54	14.0%	13.8%
Ages 55 to 64	13.5%	13.9%
Ages 65 to 74	9.1%	9.3%
Ages 75 and Older	7.6%	7.7%
Educational Attainment, Ages 18 and Older		
High School Diploma or Less	44.3%	45.6%
Some College or Associate Degree	29.0%	26.5%
Bachelor's Degree	16.9%	17.4%
Graduate or Professional Degree	9.7%	10.5%

Source: U.S. Census-2017 ACS 5-Year Estimates - DP05, B01001, and B15001

Local Area Unemployment Statistics		
May 2019	WDA	PA
Unemployment Rate	4.1%	3.8%
Labor Force	350,500	6,471,000
Employed	336,100	6,223,000
Unemployed	14,500	248,000

Notes: Current month's data are preliminary. Data are Seasonally Adjusted.

Top 10 Employers by Employment in Q4 of 2018	
Lehigh Valley Hospital Center	
Saint Luke's Hospital	
Amazon.com DEDC LLC	
Wal-Mart Associates Inc	
Lehigh Valley Physician Group	
Mack Trucks Inc	
United Parcel Service Inc	
Saint Luke's Physician Group Inc	
Giant Food Stores LLC	
Sands Casino Resort Bethlehem	

Source: Quarterly Census of Employment and Wages

Online Job Postings	WDA	PA
May 2019	16,872	314,442
May 2018	15,695	298,595
Annual Volume Change	1,177	15,847
Annual Percent Change	7.5%	5.3%

Source: The Conference Board Help Wanted OnLine™

Unemployment Compensation (UC) by Pre-UC Industry	Jun 2018 to May 2019				May 2019 Initial (IC) and Continued (CC) UC Claims							
	Exhaustees		Exh. Percent		IC Total		IC Percent		CC Total		CC Percent	
	WDA	PA	WDA	PA	WDA	PA	WDA	PA	WDA	PA	WDA	PA
Natural Resources & Mining	0	720	0.0%	1.0%	0	530	0.0%	1.0%	30	4,180	0.0%	1.0%
Construction	310	9,270	6.5%	11.5%	320	8,860	13.0%	17.0%	1,890	53,990	9.5%	14.5%
Manufacturing	550	9,340	11.5%	11.5%	170	6,380	6.5%	12.0%	2,010	45,820	10.5%	12.0%
Trade, Transportation & Utilities	1,280	16,530	27.0%	20.0%	380	6,470	15.5%	12.5%	5,230	70,090	27.0%	18.5%
Information	110	1,340	2.5%	1.5%	20	380	0.5%	0.5%	390	5,760	2.0%	1.5%
Financial Activities	390	4,890	8.0%	6.0%	30	950	1.0%	2.0%	680	18,210	3.5%	5.0%
Professional & Business Services	1,090	15,410	23.0%	19.0%	360	6,190	14.5%	12.0%	4,010	64,430	20.5%	17.0%
Education & Health Services	530	13,380	11.0%	16.5%	190	4,850	7.5%	9.5%	2,440	57,020	12.5%	15.0%
Leisure & Hospitality	290	6,160	6.0%	7.5%	460	7,250	18.5%	14.0%	1,420	31,630	7.5%	8.5%
Other Services	130	2,300	2.5%	3.0%	40	840	1.5%	1.5%	480	9,020	2.5%	2.5%
Government	40	830	1.0%	1.0%	10	280	0.5%	0.5%	160	3,340	1.0%	1.0%
Info Not Available	60	1,830	1.5%	2.0%	510	9,310	20.5%	18.0%	700	10,900	3.5%	3.0%
Total	4,780	82,000	100%	100%	2,480	52,270	100%	100%	19,450	374,390	100%	100%

Notes: Percentages less than 0.5% will be displayed as 0.0%. Percentages may not sum to 100% due to rounding. Claims data are not comparable to claims data released in any other report.

Source: Pennsylvania Unemployment Compensation System

Quarterly Census of Employment and Wages, 2018 Annual Averages

NAICS	NAICS Description	Estab.		Employment		Employment %		Wages	
		WDA	LQ	WDA	PA	WDA	PA	WDA	PA
	Total, All Industries	15,550	1.00	308,554	5,867,726	100.0%	100.0%	\$51,563	\$55,629
11	Agriculture, Forestry, Fishing and Hunting	60	ND	ND	24,751	ND	0.4%	ND	\$36,188
21	Mining, Quarrying, and Oil & Gas	10	ND	ND	27,958	ND	0.5%	ND	\$86,482
22	Utilities	40	0.74	1,364	34,978	0.4%	0.6%	\$93,552	\$100,616
23	Construction	1,256	0.79	10,998	264,020	3.6%	4.5%	\$65,128	\$66,393
31-33	Manufacturing	760	1.11	33,172	570,413	10.8%	9.7%	\$67,529	\$62,579
42	Wholesale Trade	785	1.05	12,010	217,402	3.9%	3.7%	\$71,748	\$80,071
44-45	Retail Trade	2,046	1.00	32,900	624,398	10.7%	10.6%	\$28,254	\$29,152
48-49	Transportation and Warehousing	584	1.84	29,592	305,129	9.6%	5.2%	\$45,338	\$49,360
51	Information	186	0.82	3,856	89,392	1.2%	1.5%	\$71,472	\$85,618
52	Finance and Insurance	811	0.64	8,925	263,309	2.9%	4.5%	\$76,346	\$95,378
53	Real Estate and Rental and Leasing	545	0.82	2,815	65,008	0.9%	1.1%	\$48,689	\$60,962
54	Professional and Technical Services	1,427	0.59	11,257	360,715	3.6%	6.1%	\$74,698	\$94,554
55	Management of Companies and Enterprises	160	1.09	7,839	136,850	2.5%	2.3%	\$131,510	\$129,250
56	Administrative and Waste Services	855	1.30	21,776	318,562	7.1%	5.4%	\$36,356	\$36,829
61	Educational Services	434	0.99	25,236	484,624	8.2%	8.3%	\$51,950	\$57,065
62	Health Care and Social Assistance	2,292	1.03	57,756	1,068,523	18.7%	18.2%	\$55,482	\$50,742
71	Arts, Entertainment, and Recreation	246	1.01	5,346	100,493	1.7%	1.7%	\$20,796	\$32,704
72	Accommodation and Food Services	1,438	1.04	26,055	474,640	8.4%	8.1%	\$20,817	\$18,745
81	Other Services (Except Public Administration)	1,455	0.83	8,820	201,356	2.9%	3.4%	\$34,017	\$34,094
92	Public Administration	162	0.63	7,843	235,204	2.5%	4.0%	\$54,833	\$61,665
	Total, Suppressed Industries	70		628		0.2%			

Company Ownership

Total, All Ownership	15,550	1.00	308,554	5,867,726	100.0%	100.0%	\$51,563	\$55,629
Private Ownership	15,029	1.01	276,928	5,193,917	89.8%	88.5%	\$51,492	\$55,293
Federal Ownership	75	0.38	1,913	96,947	0.6%	1.7%	\$72,646	\$76,983
State Ownership	49	0.27	1,860	130,700	0.6%	2.2%	\$55,803	\$62,352
Local Ownership	397	1.19	27,853	446,162	9.0%	7.6%	\$50,530	\$52,928

Notes: 'Estab.'-Establishments. 'LQ'-(Location Quotient) is the percent of WDA employment by sector divided by the percent of PA's employment by sector.

Occupational Employment (2016) and Wages (2018)

SOC Code	Major Occupational Group	Estimated Employment		Entry-Level Wage		Average Wage	
		WDA	PA	WDA	PA	WDA	PA
00-0000	Total, All Occupations	319,750	6,181,960	\$22,669	\$22,410	\$47,684	\$50,030
11-0000	Management	13,160	296,550	\$61,374	\$62,560	\$118,736	\$125,800
13-0000	Business & Financial Operations	11,820	292,690	\$44,003	\$44,670	\$73,726	\$74,800
15-0000	Computer & Mathematical	6,310	158,430	\$45,442	\$50,440	\$77,424	\$84,800
17-0000	Architecture & Engineering	5,320	102,530	\$50,955	\$47,870	\$80,224	\$80,040
19-0000	Life, Physical & Social Science	1,690	52,740	\$37,360	\$40,530	\$72,075	\$76,930
21-0000	Community & Social Services	6,300	142,280	\$30,583	\$29,490	\$47,683	\$45,440
23-0000	Legal	1,360	49,600	\$38,095	\$41,880	\$77,713	\$102,750
25-0000	Education, Training & Library	16,560	341,210	\$29,976	\$27,340	\$63,675	\$59,870
27-0000	Arts, Design, Entertainment, Sports & Media	3,930	81,900	\$21,194	\$23,560	\$47,865	\$51,080
29-0000	Healthcare Practitioners & Technical	23,960	395,930	\$40,493	\$39,010	\$75,066	\$75,860
31-0000	Healthcare Support	10,880	198,080	\$25,750	\$23,760	\$33,490	\$31,910
33-0000	Protective Service	5,820	126,170	\$21,234	\$22,480	\$41,807	\$45,870
35-0000	Food Preparation & Serving Related	26,100	498,670	\$17,461	\$17,510	\$24,229	\$24,400
37-0000	Building & Grounds Cleaning & Maintenance	11,400	209,280	\$20,175	\$19,920	\$30,252	\$29,260
39-0000	Personal Care & Service	15,150	279,300	\$18,786	\$18,910	\$26,139	\$26,320
41-0000	Sales & Related	29,550	601,030	\$18,873	\$18,820	\$39,894	\$41,670
43-0000	Office & Administrative Support	50,500	965,560	\$23,911	\$23,710	\$37,132	\$38,190
45-0000	Farming, Fishing & Forestry	650	35,670	\$19,066	\$19,190	\$38,984	\$33,200
47-0000	Construction & Extraction	10,750	254,290	\$33,201	\$31,770	\$52,228	\$53,070
49-0000	Installation, Maintenance & Repair	12,810	239,150	\$30,290	\$29,360	\$48,883	\$48,770
51-0000	Production	24,050	400,560	\$26,150	\$24,950	\$40,667	\$39,950
53-0000	Transportation & Material Moving	31,680	460,360	\$23,899	\$22,430	\$36,103	\$37,040

Note: 'ND' represents Non-Disclosable information.



pennsylvania

DEPARTMENT OF LABOR & INDUSTRY
CENTER FOR WORKFORCE INFORMATION & ANALYSIS

Lehigh Valley WDA

4th Quarter, 2018

Combined Government Ownerships

Rank	Employer	Rank	Employer
1	Lehigh Valley Hospital Center	26	Lutron Electronics Co Inc
2	Saint Luke's Hospital	27	Northampton County Area Community College
3	Amazon.com DEDC LLC	28	East Penn School District
4	Wal-Mart Associates Inc	29	Guardian Life Insurance Company of America
5	Lehigh Valley Physician Group	30	Heartland Employment Services LLC
6	Mack Trucks Inc	31	Victaulic Company
7	United Parcel Service Inc	32	Crayola LLC
8	Saint Luke's Physician Group Inc	33	Easton Area School District
9	Giant Food Stores LLC	34	Home Depot USA Inc
10	Sands Casino Resort Bethlehem	35	Carbon-Lehigh Intermediate Unit 21
11	Lehigh County	36	Good Shepherd Rehab Network
12	Allentown School District	37	Lafayette College
13	Air Products and Chemicals Inc	38	Health Network Laboratories
14	FedEx Ground Package System Inc	39	Colonial Intermediate Unit No. 20
15	Northampton County	40	Universal Protection Service LLC
16	Federal Government	41	Target Corporation
17	Bethlehem Area School District	42	Amazon.com Services Inc
18	Lehigh University	43	Stewart Easton Hospital Inc
19	B Braun Medical Inc	44	Lehigh Carbon Community College
20	State Government	45	City of Allentown
21	Parkland School District	46	Muhlenberg College
22	C&S Wholesale Grocers Inc	47	Integrity Staffing Solutions Inc
23	The Wood Company	48	Uline Inc
24	Weis Markets Inc	49	Stitch Fix Inc
25	Wegmans Food Markets Inc	50	Northampton Area School District

Source: Quarterly Census of Employment and Wages

Lehigh Valley WDA

4th Quarter, 2018

Rank	NAICS Industry Description	NAICS
1	Restaurants and other eating places	7225
2	General medical and surgical hospitals	6221
3	Elementary and secondary schools	6111
4	Warehousing and storage	4931
5	Employment services	5613
6	Offices of physicians	6211
7	Management of companies and enterprises	5511
8	Grocery stores	4451
9	Executive, legislative and general government	9211
10	Colleges and universities	6113
11	Individual and family services	6241
12	Nursing care facilities, skilled nursing	6231
13	Couriers and express delivery services	4921
14	Services to buildings and dwellings	5617
15	General freight trucking	4841
16	Continuing care, assisted living facilities	6233
17	Traveler accommodation	7211
18	Building equipment contractors	2382
19	Automobile dealers	4411
20	Department Stores	4522
21	Special food services	7223
22	Insurance carriers	5241
23	Child day care services	6244
24	Home health care services	6216
25	Architectural and engineering services	5413
26	Other amusement and recreation industries	7139
27	General Merchandise Stores, including Warehouse Clubs and Supercenters	4523
28	Motor vehicle manufacturing	3361
29	Residential mental health facilities	6232
30	Depository credit intermediation	5221
31	Health and personal care stores	4461
32	Junior colleges	6112
33	Plastics product manufacturing	3261
34	Grocery and related product wholesalers	4244
35	Personal care services	8121
36	Beverage manufacturing	3121
37	Business support services	5614
38	Offices of dentists	6212
39	Investigation and security services	5616
40	Clothing stores	4481
41	Gasoline stations	4471
42	Offices of other health practitioners	6213
43	Other support services	5619
44	Other miscellaneous manufacturing	3399
45	Outpatient care centers	6214
46	Automotive repair and maintenance	8111
47	Computer systems design and related services	5415
48	Building material and supplies dealers	4441
49	Insurance agencies and brokerages	5242
50	Other specialty trade contractors	2389

Source: Quarterly Census of Employment and Wages

Center for Workforce Information & Analysis

(877) 4WF-DATA • www.workstats.dli.pa.gov • workforceinfo@pa.gov

June 2019



WORKFORCE BOARD

LEHIGH VALLEY

On behalf of the Workforce Board Lehigh Valley, welcome to the Lehigh Valley's Premier Workforce System.



Comprehensive Center | PA CareerLink® Lehigh Valley

555 Union Boulevard | Allentown, PA 18109

Phone: 610-437-5627

Monday, Tuesday, Thursday & Friday: 8:30 AM - 4:00 PM

Wednesday: 10:30 AM - 7:00 PM

In-person employment and training services : www.careerlinklehighvalley.org

Online job matching services: www.pacareerlink.pa.gov

PA CareerLink® Lehigh Valley will help you in the next step of your career. Whether you are looking for your first job, a change in career, or advancement in your career, we can help! PA CareerLink® staff can provide you with industry expertise as you research job opportunities through PA CareerLink® Lehigh Valley and Pennsylvania's user-friendly online job matching system. You can meet with local employers at over 200 annual on-site recruitment events to network and get hired! We want to help you get started with your job search right now. Visit our Welcome Center for a personalized orientation to all of the services and employment opportunities available to you. **Visit a location near you!**

Allentown Employment & Training Center PA CareerLink® Lehigh Valley

718 Hamilton Street

Allentown, PA 18101

Phone: 610-799-1205

Mon. - Thurs.—9:00 AM-3:00 PM

Bethlehem Employment & Training Center PA CareerLink® Lehigh Valley

502 East 4th Street

Bethlehem, PA 18015

Phone: 610-868-7800, ext. 224

Mon. - Fri.—9:00 AM-4:00 PM

Easton Employment and Training Center PA CareerLink® Lehigh Valley

27 South 3rd Street

Easton, PA 18042

Phone: 610-829-6099

Mon. - Fri.—8:30 AM-4:00 PM

GetWORK

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Need Help? Visit www.careerlinklehighvalley.org or call 610-437-5627

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