Real Estate, Finance & Insurance

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

Industry clusters are comprised of specific six-digit North American Industry Classification System, or NAICS, codes. They are mutually exclusive, so that no two clusters contain the same NAICS code. Currently, there are 12 clusters identified, along with several critical sub-clusters. Combined, these 12 industry clusters account for nearly 85 percent of all employment in the commonwealth.

Cluster Summary

The Real Estate, Finance and Insurance (REFI) cluster contains all industries related to the purchase and sale of tangible and non-tangible assets. Included in the cluster are consumer lending, commodity contracts brokerage, direct property & casualty insurers, residential property managers and credit bureaus.

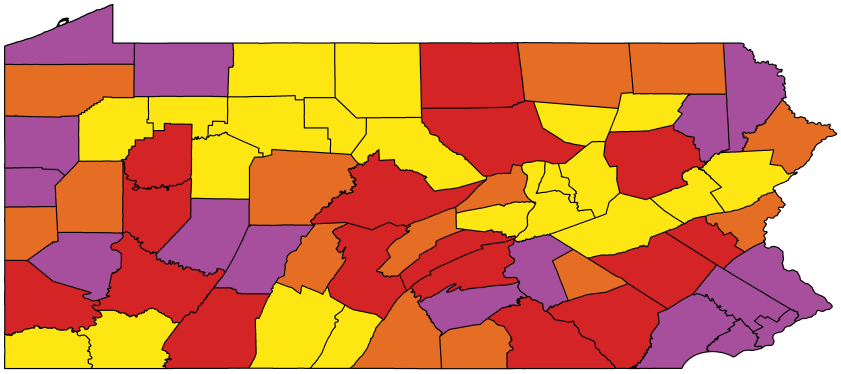
	2018	2023
Employer Units	30,218	34,879
Number of Jobs	302,665	314,066
Percent of Total Pennsylvania Jobs	5.2%	5.3%
Average Annual Wages	$88,467	$110,673
Location Quotient (LQ)	0.94	0.94

LQs greater than one suggest a competitive advantage.

REFI cluster employment has grown in Pennsylvania and at the same rate as the rest of the nation which leads to a mostly steady location quotient (LQ) over the five-year time period. This cluster is very localized around Philadelphia and Pittsburgh. The cluster pays a high average wage, one which has increased more than 25 percent during the same time period.

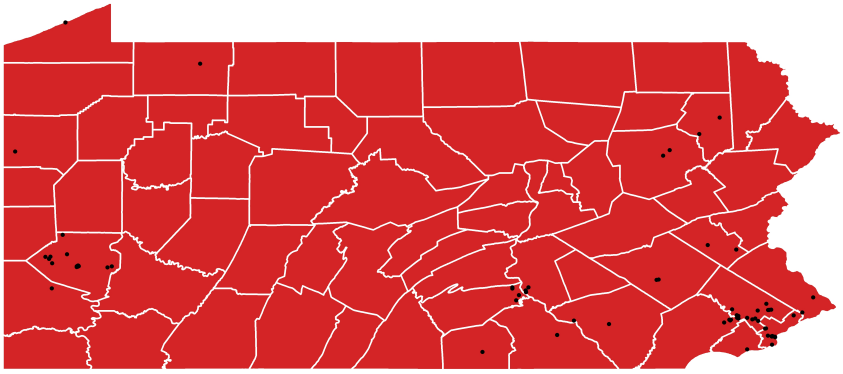
Percent Employment by County

- > 4.0%
- 4.0% - 3.0%
- 3.0% - 2.5%
- < 2.5%



Major Employers

- PNC Bank
- The Vanguard Group, Inc
- Mellon Bank
- Erie Indemnity Company
- Optum Services Inc
- SEI Investments Company

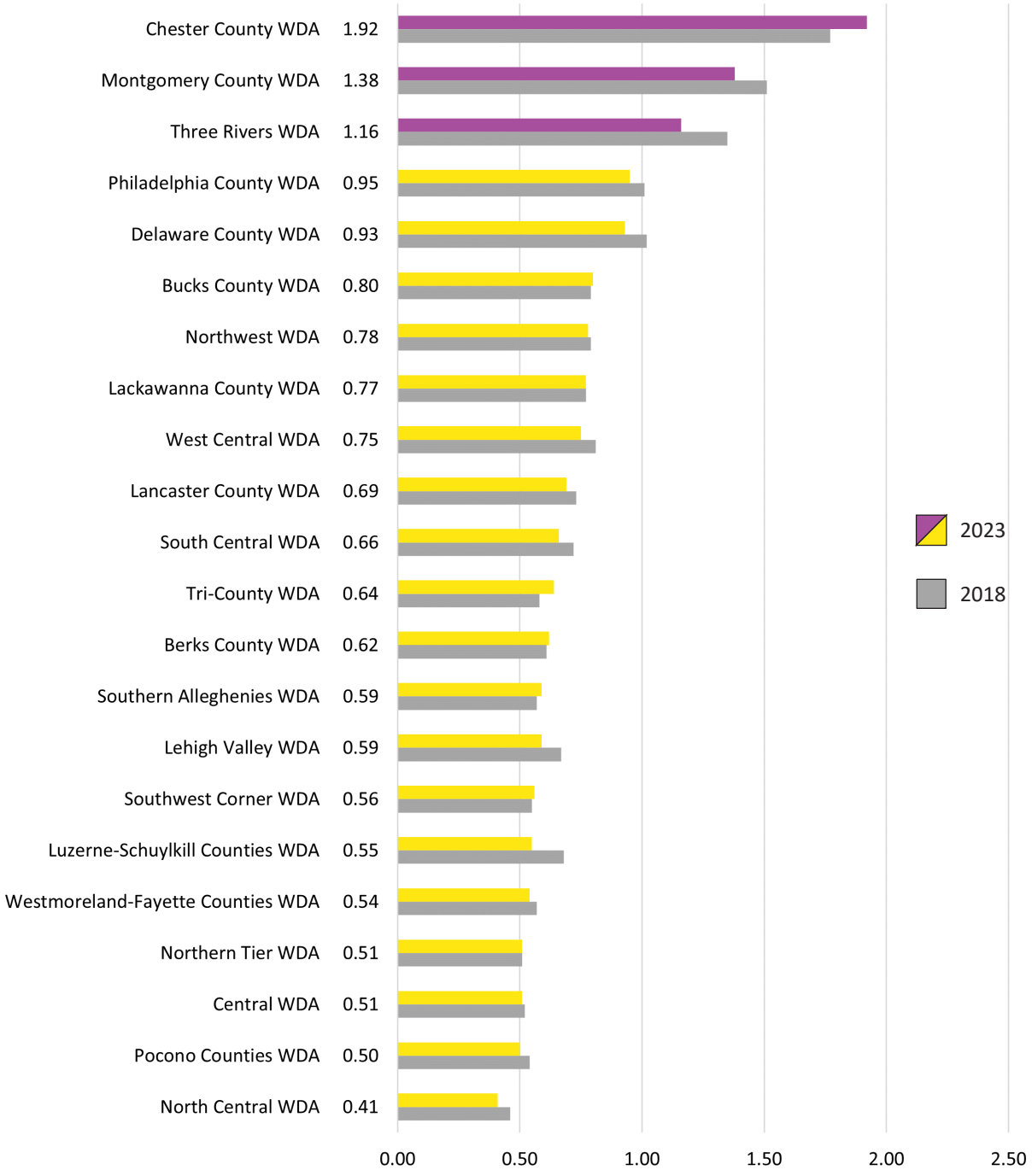


Top Industries Based on Employment

- Commercial Banking
- Portfolio Management & Investment Advice
- Insurance Agencies & Brokerages
- Direct Property & Casualty Insurers
- Offices of Certified Public Accountants
- Third Party Administration of Insurance Funds
- Lessors of Residential Buildings
- Credit Unions
- Residential Property Managers
- Investment Banking & Securities Intermediation
- All Other Insurance Related Activities
- Other Accounting Services
- Lessors of Nonresidential Buildings
- Offices Of Real Estate Agents & Brokers
- Savings Institutions & Credit Intermediation
- Real Estate Credit
- Nonresidential Property Managers
- Title Abstract & Settlement Offices
- Consumer Lending
- Collection Agencies

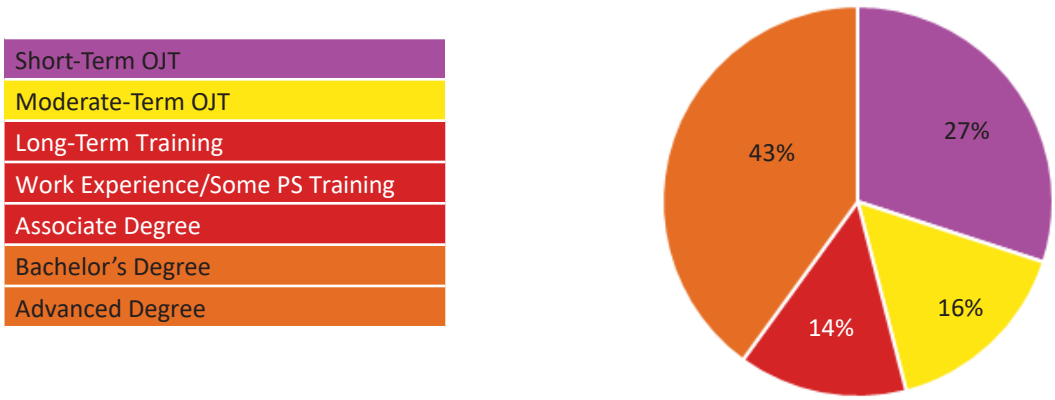
Employment Concentration

A location quotient, or LQ, compares a cluster's share of local employment to its share of national employment. This value can be used when evaluating the strength of an industry cluster within an area. An LQ greater than one indicates that the cluster has, on average, more employees locally than typically expected implying a possible competitive advantage. Only the Chester County Workforce Development Area (WDA) has an LQ greater than one and has also increased their competitiveness since 2018.



Educational Requirements

This graph illustrates the minimum educational attainment levels for jobs found in this cluster's various industries. Somewhat surprisingly, approximately 43 percent of REFI jobs require less than one year of on-the-job training to enter employment. However, these jobs do pay substantially less than the jobs in the cluster which require more formal education. Along with Business Services, this cluster has a lot of pay disparity among occupations.



Occupations with Significant Employment

The following table lists occupations that employ at least 4,700 people in the REFI cluster.

			Annual Demand	
SOC Code	Occupation	Average Wage	All Industries	Industry Cluster
43-4051	Customer Service Representatives	$45,870	15,206	2,403
43-3071	Tellers	$39,440	1,670	1,662
13-2011	Accountants & Auditors	$85,200	4,836	1,395
41-3021	Insurance Sales Agents	$86,360	1,650	1,293
41-3031	Securities, Commodities & Financial Services Sales	$93,380	1,093	970
43-3031	Bookkeeping, Accounting & Auditing Clerks	$49,510	6,980	967
49-9071	Maintenance & Repair Workers, General	$51,830	5,847	964
13-2052	Personal Financial Advisors	$164,140	969	843
43-6014	Secretaries & Administrative Assistants	$44,980	8,735	830
11-3031	Financial Managers	$157,710	2,269	719
13-2072	Loan Officers	$72,020	710	604
43-4131	Loan Interviewers & Clerks	$47,370	570	488
41-9022	Real Estate Sales Agents	$63,210	1,092	419
13-2051	Financial & Investment Analysts	$101,420	861	374
13-1031	Claims Adjusters, Examiners & Investigators	$80,690	803	347

*The 2024 average annual wage reflects wages across all industries and is not specific to the cluster.