



What's New ?

- Review the new products on the web
 - Employment & Wage Report – (QCEW)
 - Employee mobility- (WR data)
 - Identify Who is hiring (NH data linked to QCEW)
 - New Hires Industry of Interest (NH data)
- Demystify the LQ (QCEW Data).
- LQ review and PA and its counties (QCEW Data).
- NH Top 50 vs QCEW Top 50
- Look at Hiring by Industries & Seasonality
- Wage comparison for New Hires (NH, WR & QCEW) to review what employees are getting paid by industry and age cohorts

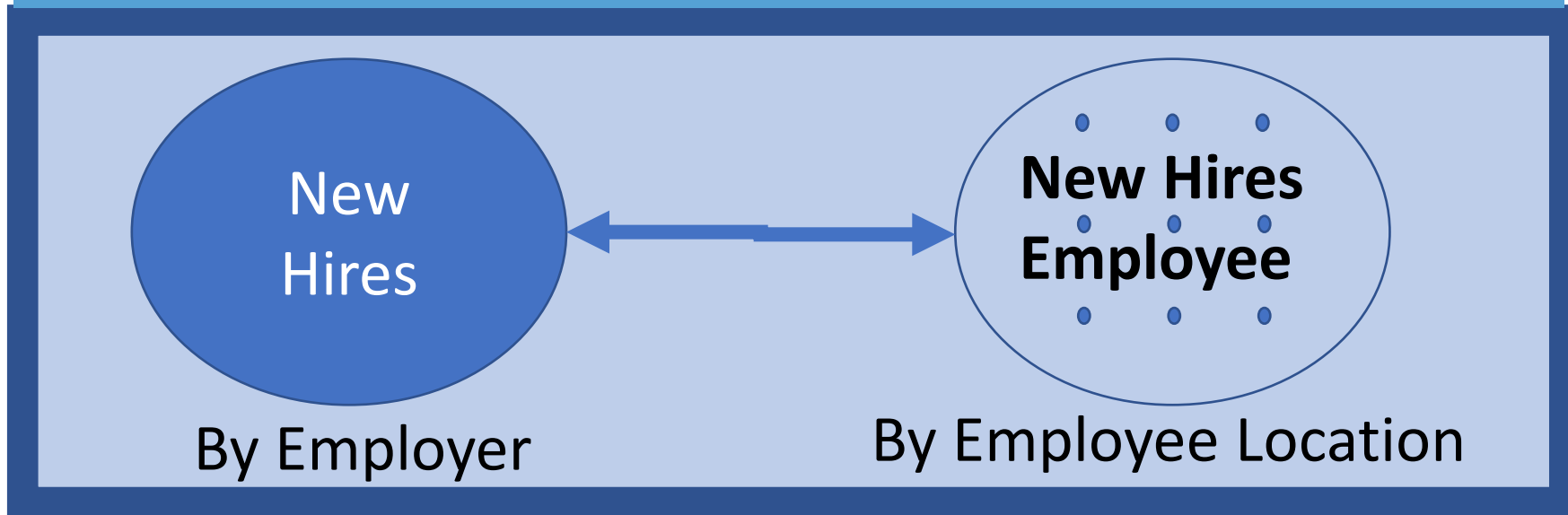
What's New?: Data Sets We Use

What we use/link together:



- Greater than 6.5 million **wage records** quarterly from more than 285,000 employers – **one report per employer**
- Roughly 500,000 **New Hires** Quarterly collected by PA for PA. Getting access to an additional 200,000 collected by other states for PA residents – **one report per employer with employee location also**
- Quarterly **QCEW data** with 370,000 unit locations with over 5.6 million in employment – **by employer location**

Data Sets Characteristics



➤ What's New?: [Workstats.dli.pa.gov](https://www.workstats.dli.pa.gov) Version

 Center for Workforce Information & Analysis

Research & Historical DataProductsLearning Center

Need PA Workforce Statistics?



TOP CATEGORIES

Featured Products	New	Updated
Industries of Interest (IOI)	Keystone Statistics Dashboard	Economic Review of PA
Employment by Size Code (Indus...	PA's Industry Employment & Wag...	2021 Occupational Wages
Data Dashboards	Worker Movement by Industry Da...	PA In-Demand Occupations List
Areas of Interest (AOI)	Top 50 New Hires	Survey of Occupational Injuri...
	IOI by New Hires	Job Skills Projections Data

<https://www.workstats.dli.pa.gov/Pages/default.aspx>

➤ What's New?: [Workstats.dli.pa.gov](https://workstats.dli.pa.gov) Version

The screenshot displays the homepage of the Workstats.dli.pa.gov website. The layout features a large blue and grey graphic on the left side. The main content area is divided into two primary sections: 'Employment Data' and 'Economic Data'. The 'Employment Data' section includes a list of metrics: Average Weekly Wage, Unemployment Rate, Quit Rate, Labor Force, Unemployed per Job Ratio, and Labor Force Participation Rate. To the right of this list are two buttons: 'Employment Graphs' and 'Employment Tables'. The 'Economic Data' section lists 'Real GDP' and 'Federal Funds Rate (interest)'. To the right of this list is a button labeled 'Macroeconomic Indicators' with a right-pointing arrow. The title 'KEYstone STATistics' is prominently displayed in the center-right. In the bottom left corner, there is a logo for the Pennsylvania Department of Labor & Industry, Center for Workforce Information & Analysis (CWIA).

Employment Data

- Average Weekly Wage
- Unemployment Rate
- Quit Rate
- Labor Force
- Unemployed per Job Ratio
- Labor Force Participation Rate


Economic Data

- Real GDP
- Federal Funds Rate (interest)

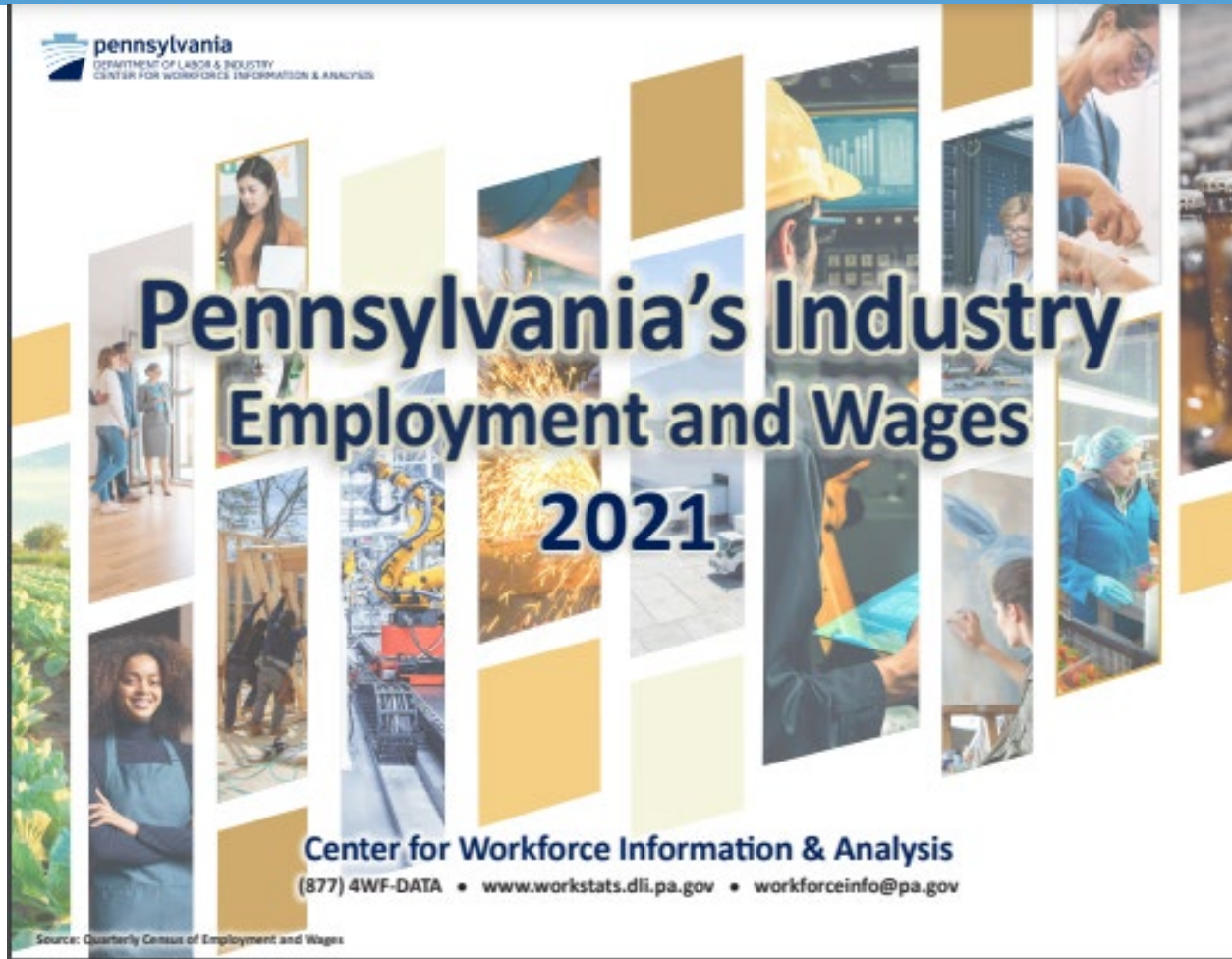
**KEYstone
STATistics**

Employment Graphs **Employment Tables**

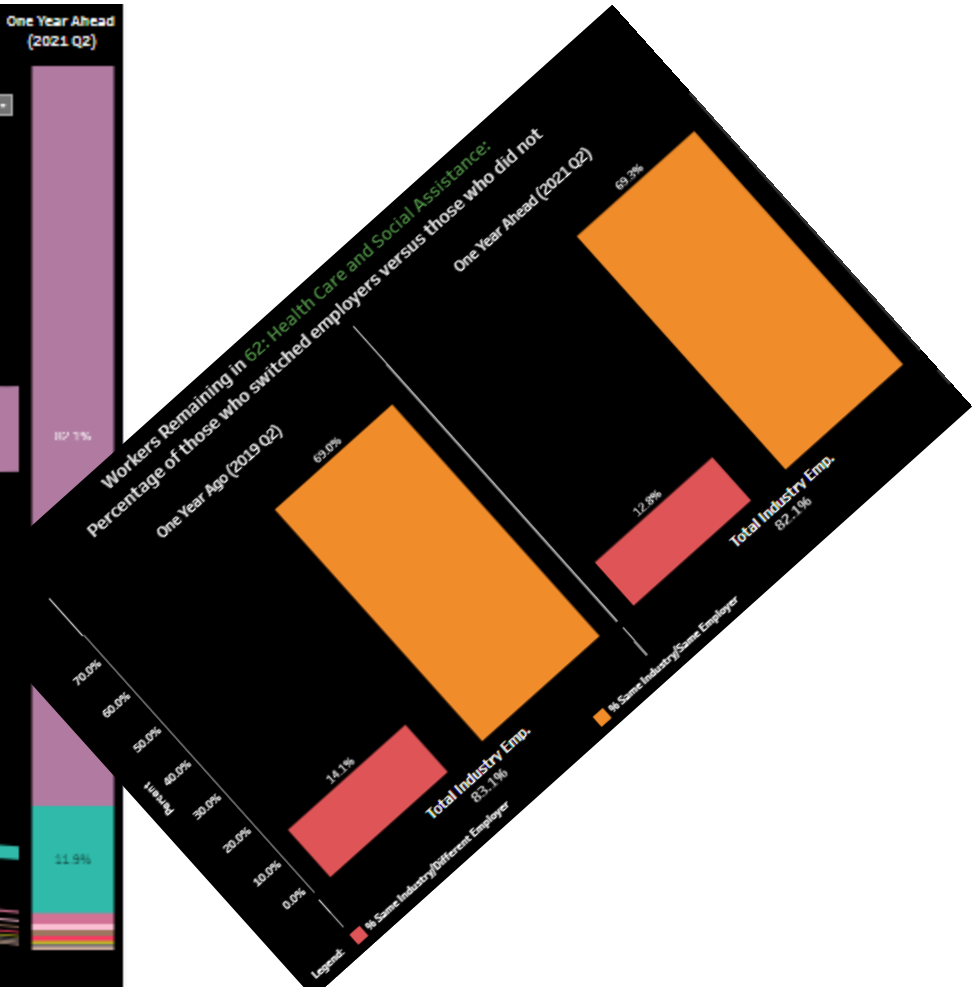
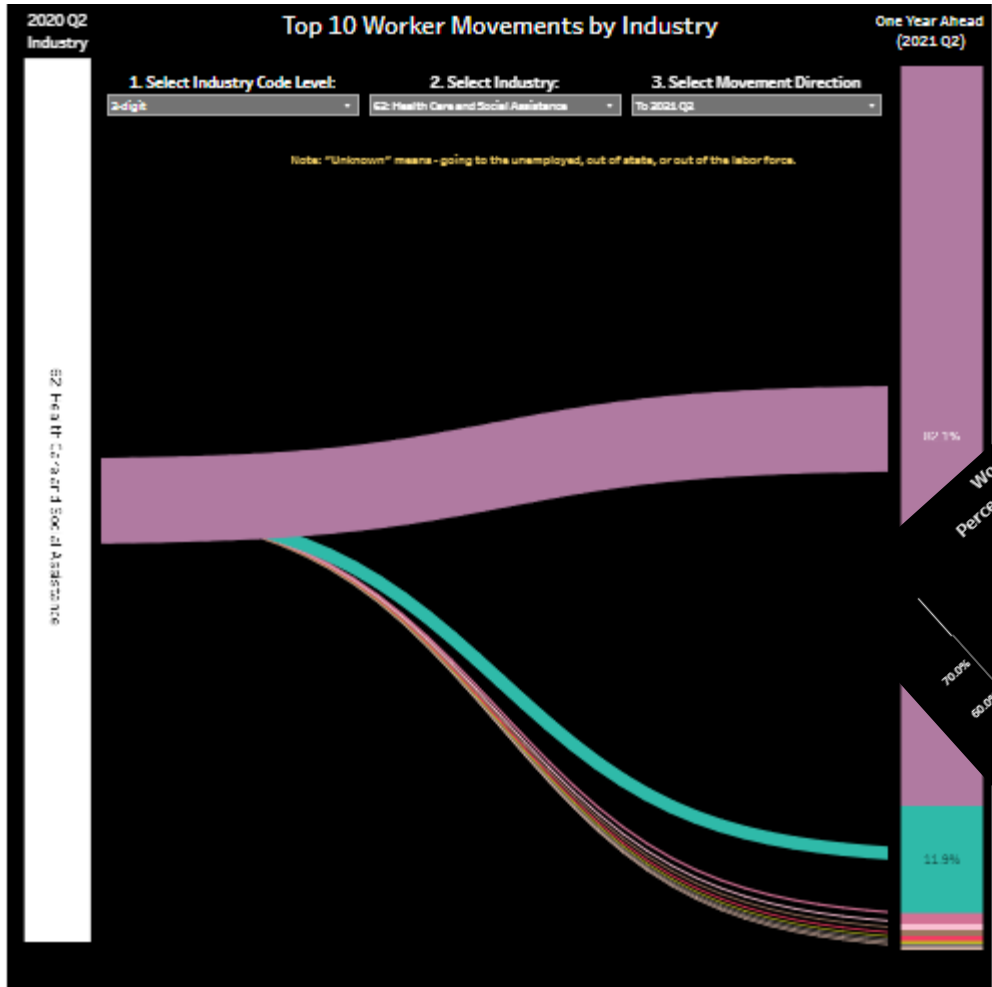
Macroeconomic Indicators ➔


pennsylvania
DEPARTMENT OF LABOR & INDUSTRY
Center for Workforce Information & Analysis
(CWIA)

What's New?: [Workstats.dli.pa.gov](https://workstats.dli.pa.gov) Version



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➤ What's New?: [Workstats.dli.pa.gov](https://workstats.dli.pa.gov) Version



Pennsylvania Residents 2020-2021

Who's Hiring Bucks County Residents

Rank	Employer	Rank	Employer
1	Amazon Com Services Inc	26	BJ's Wholesale Club Inc
2	Giant Food Stores LLC	27	State Government
3	Wal-Mart Associates Inc	28	Bucks County
4	Oasis Outsourcing Admin II Inc	29	United States Postal Service
5	Wawa Inc	30	Merck Sharp Dohme
6	Home Depot U.S.A. Inc	31	OS Restaurant Services Inc
7	Target Corporation	32	Dollar Tree Stores Inc
8	Lowe's Home Centers LLC	33	YMCA of Bucks County
9	United Parcel Service Inc	34	American Bread Company LLC
10	Seaworld Parks	35	Bayada Home Health Care Inc
11	Drexel University	36	Oak Restaurant LP



➤ What's New?: [Workstats.dli.pa.gov](https://workstats.dli.pa.gov) Version

[PAWorkStats](#) > [Dashboards](#) > Industries of Interest by New Hires

Industries of Interest by New Hires

Period IOI

New Hires

NAICS	Period	Year.. F	Percent Chg	Curre
561320--Temporary Help Services	2022q2	181053	-83.7%	29593
492110--Couriers and Express Delivery Services	2022q2	87909	-93.5%	5721
999999--Unclassified	2022q2	77120	-19.6%	61970

Demystification of the Location Quotient



"LQ"
Born Circa 1993
D. 10/28/2022

$$LQ = \frac{\left(\frac{\text{Region's Industry Employment}}{\text{Region's Total Employment}} \right)}{\left(\frac{\text{U.S. Industry Employment}}{\text{U.S. Total Employment}} \right)}$$

➤ Long Live Industry Concentration



Concentration of employment compared to the state:

- **Greater than 1 higher than expected (above the water)**

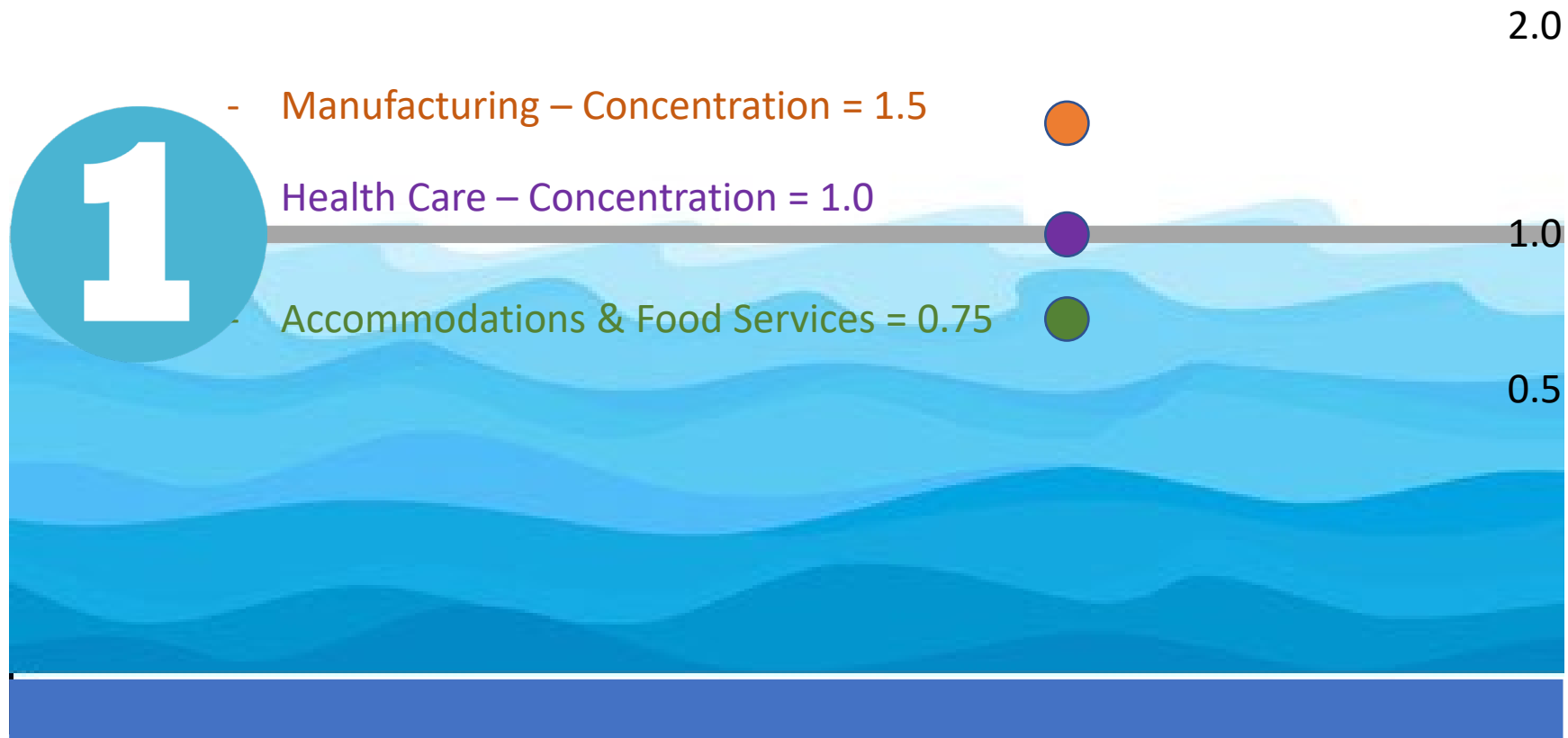
1

- **Less than 1 lower than expected (below the water)**

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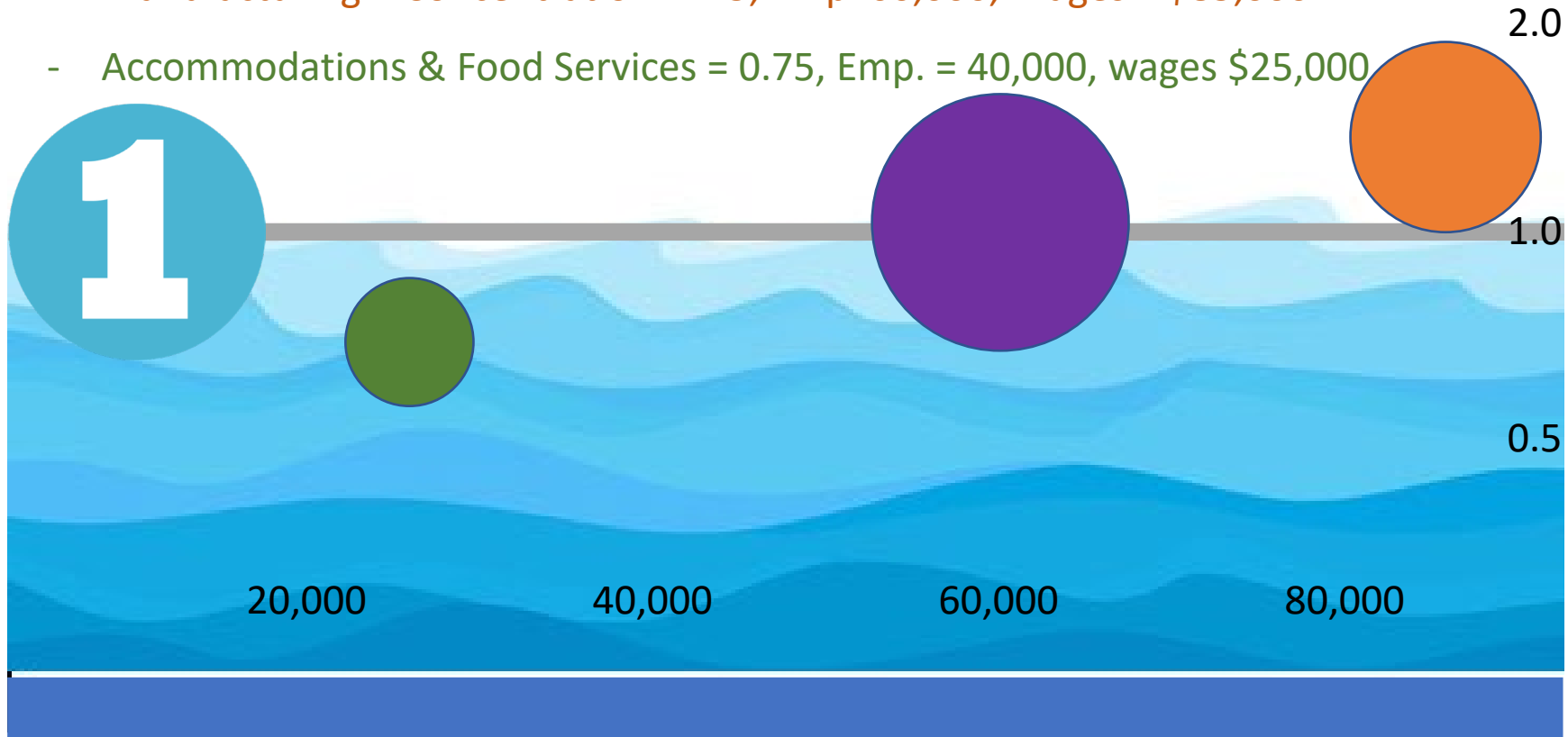


➤ Industry Concentration = LQ for Imaginary County



➤ Industry Concentration = LQ

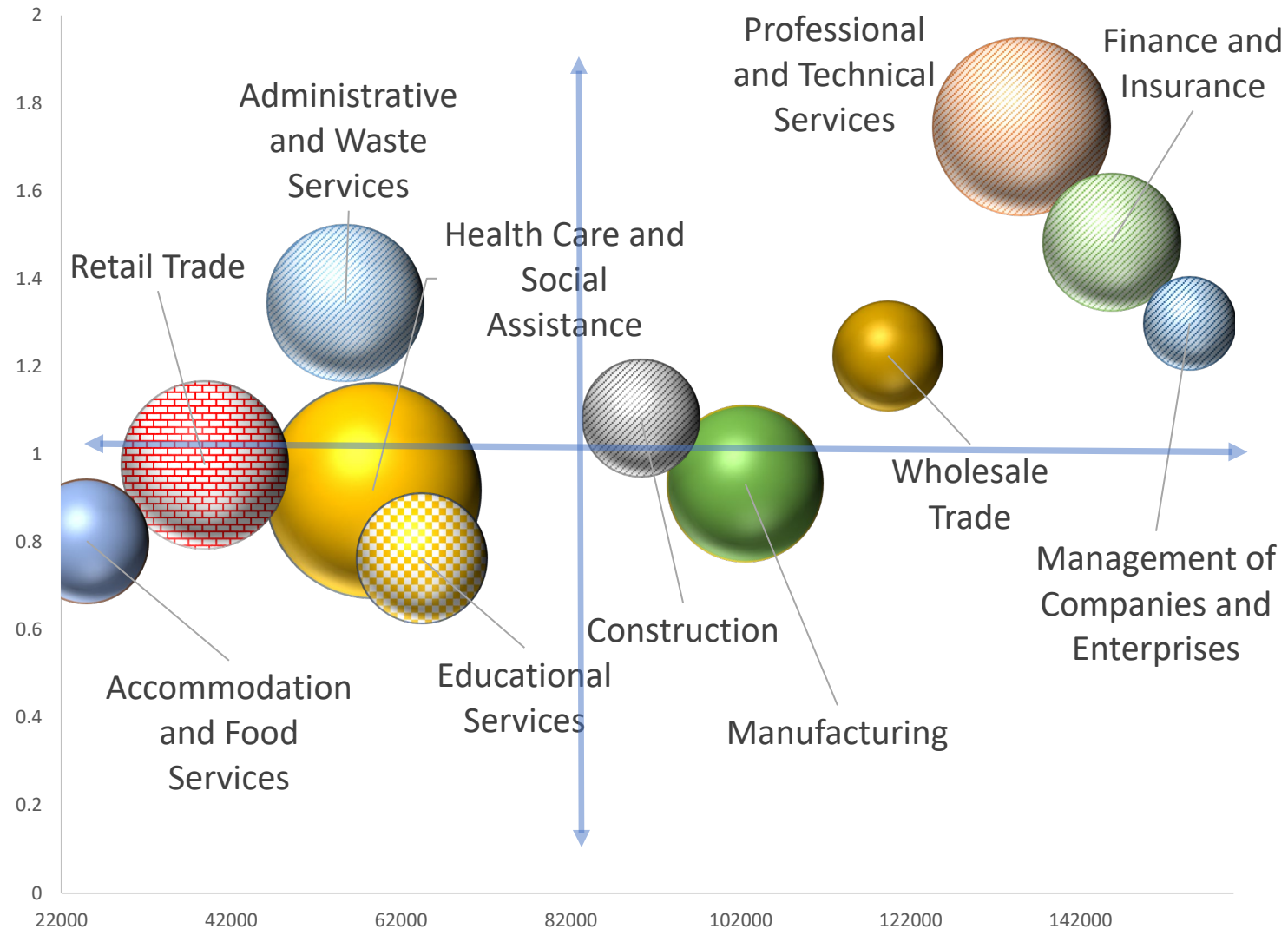
- Health Care – Concentration = 1.0, Emp. = 80,000, Wage = \$60,000
- Manufacturing – Concentration = 1.5, Emp. 60,000, Wages = \$85,000
- Accommodations & Food Services = 0.75, Emp. = 40,000, wages \$25,000



▶ We Will Be Discussing

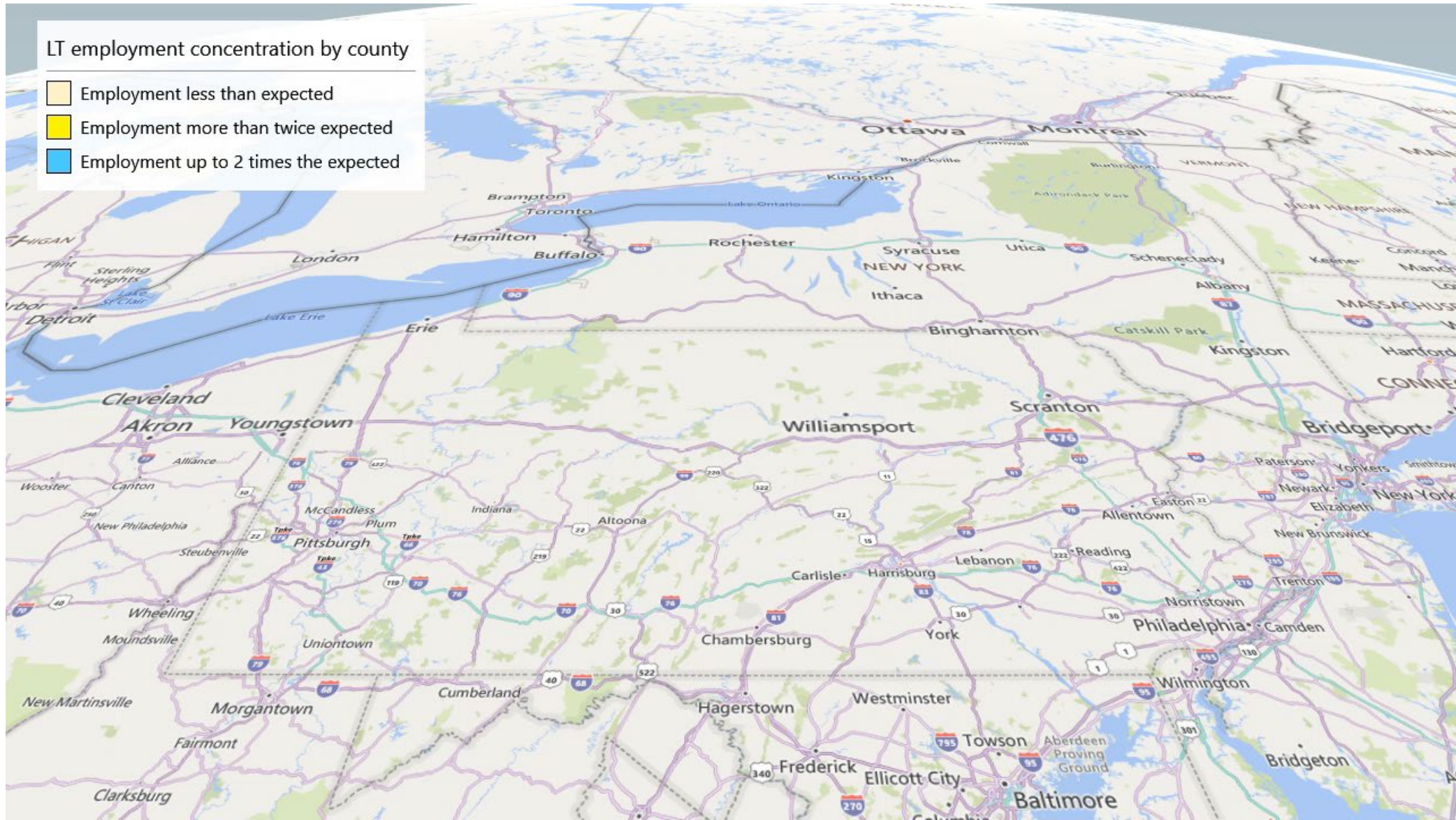


Montgomery County Industry Concentration



LT employment concentration by county

- Employment less than expected
- Employment more than twice expected
- Employment up to 2 times the expected



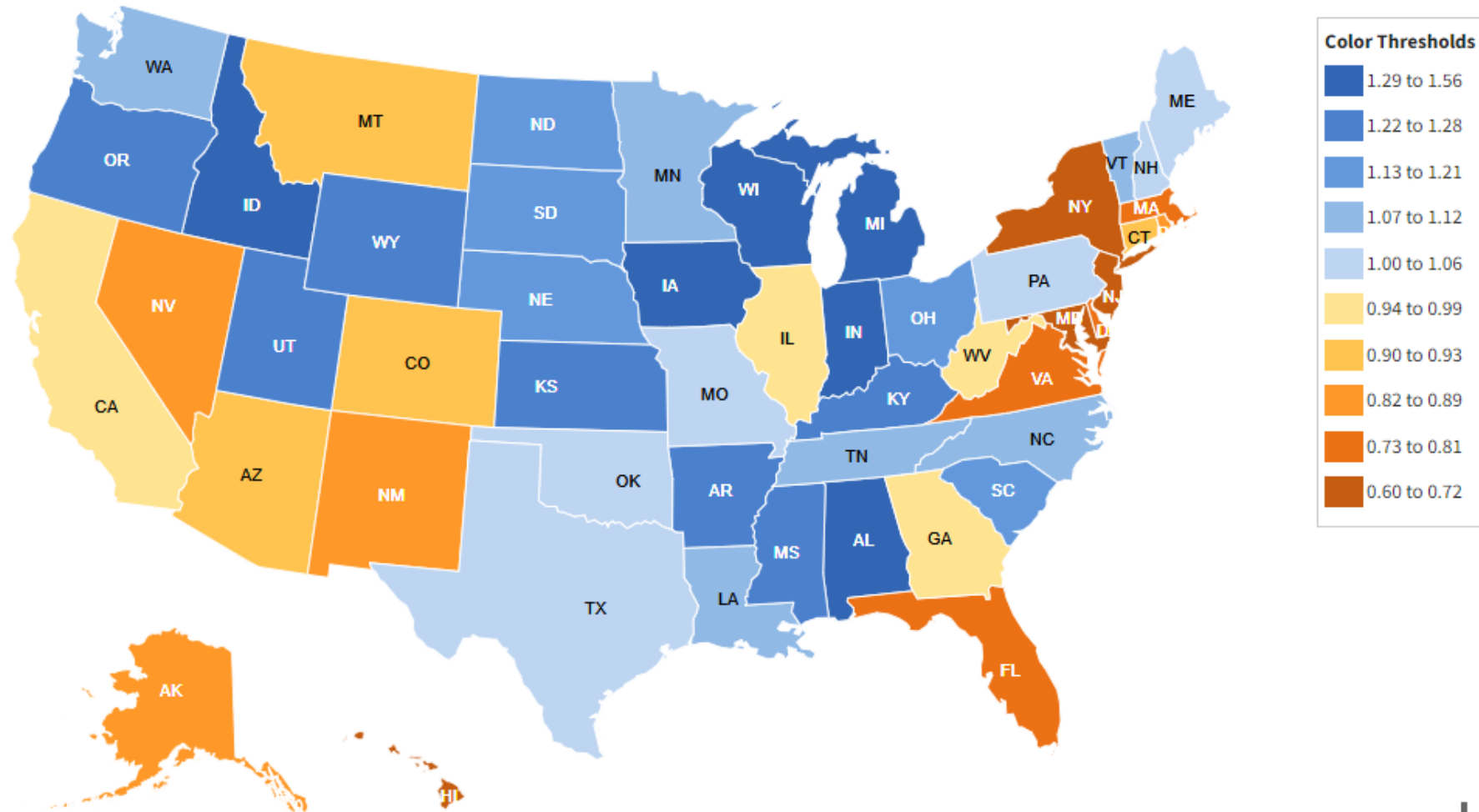
What's New



"If you don't reveal some insights soon, I'm going to be forced to slice, dice and drill down until I find some!"

➤ LQ Concentration: Goods-Producing = 1.00

Location quotient, Goods-Producing Private Mar 2022 (p)

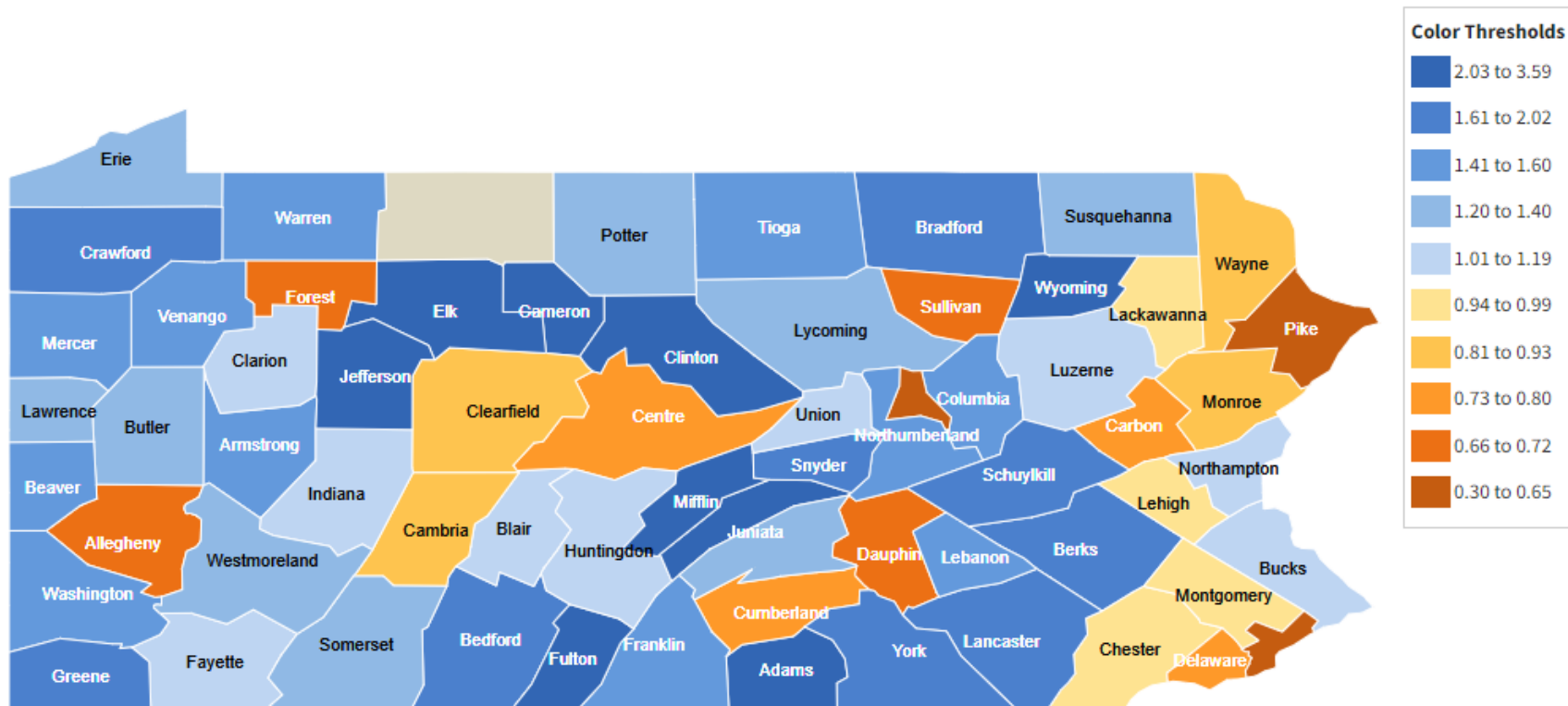


Source: U.S. Bureau of Labor Statistics (www.bls.gov)



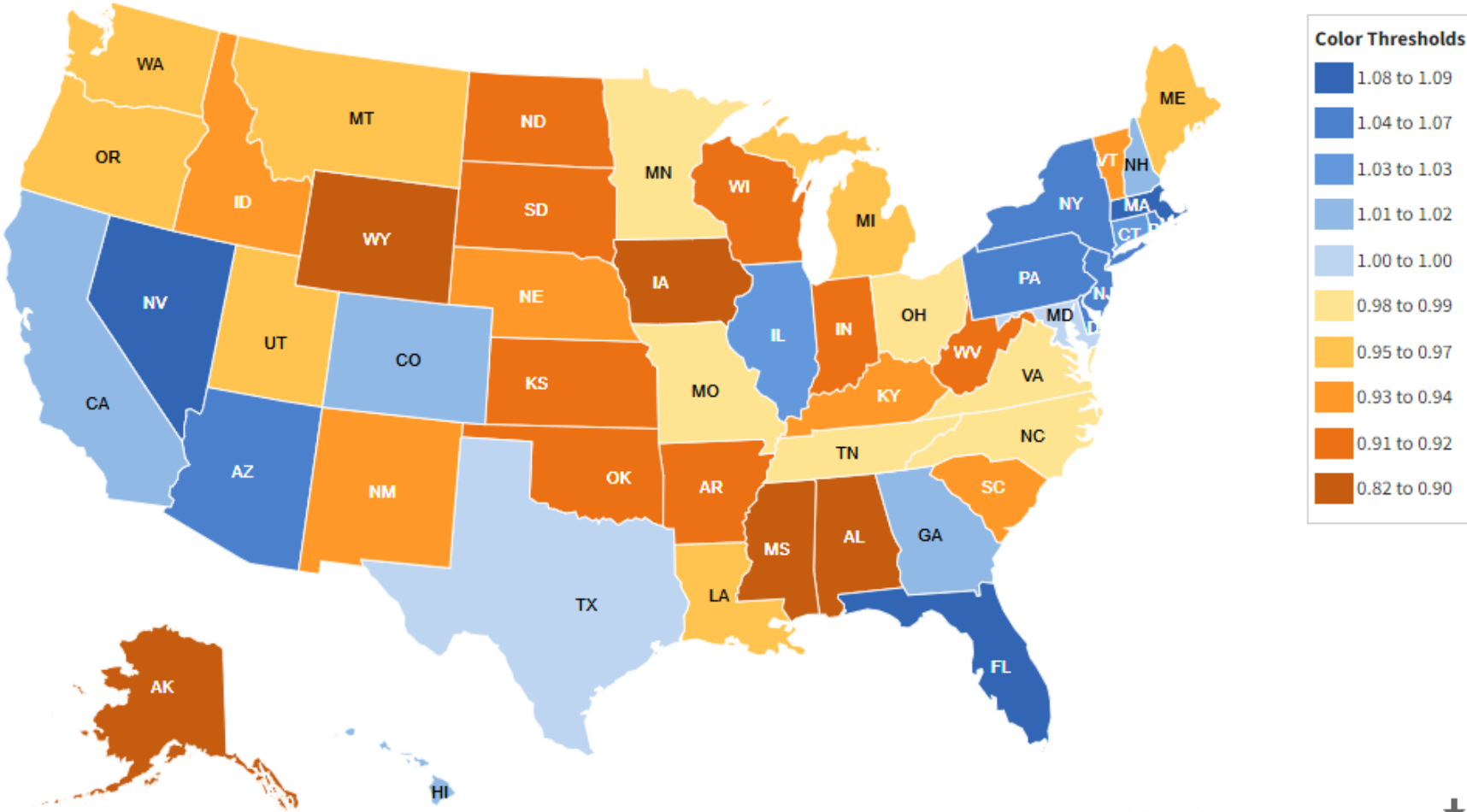
➤ LQ Concentration: Goods-Producing = 1.00

Location quotient, Goods-Producing Private Mar 2022 (p)



► LQ Concentration: Service-Providing = 1.04

Location quotient, Service-Providing Private Mar 2022 (p)



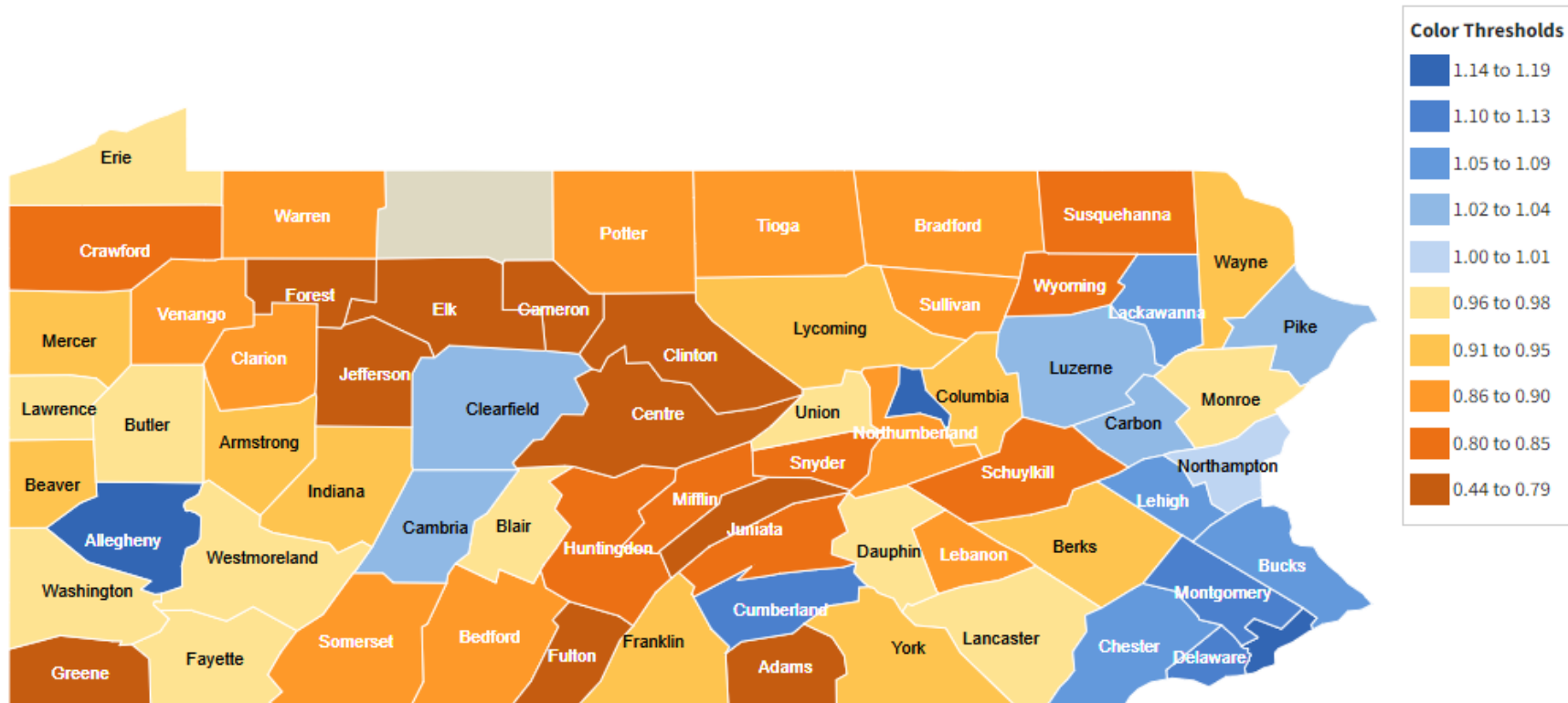
Source: U.S. Bureau of Labor Statistics (www.bls.gov)



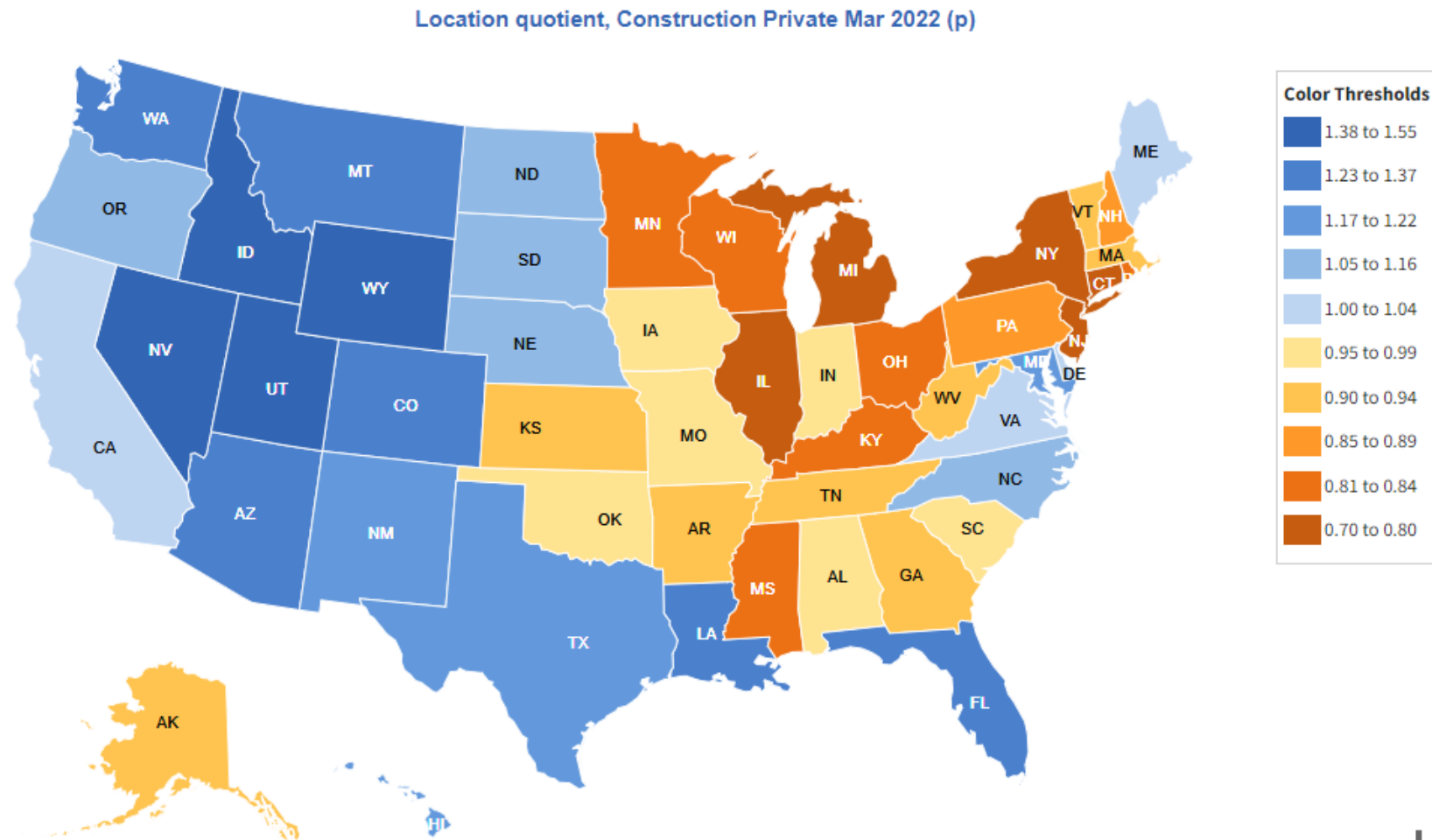
DEPARTMENT OF LABOR & INDUSTRY

➤ LQ Concentration: Service-Providing = 1.04

Location quotient, Service-Providing Private Mar 2022 (p)

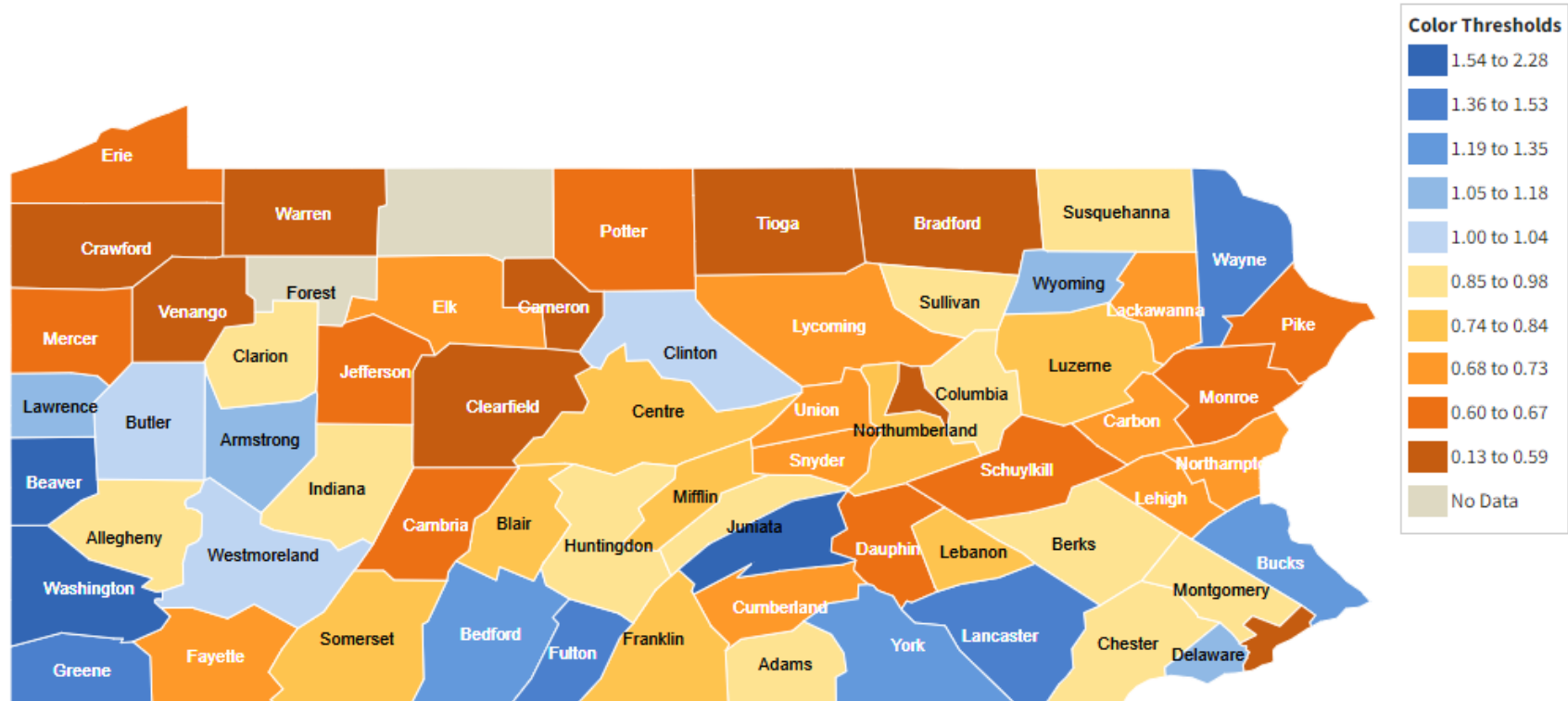


➤ LQ Concentration: Construction = 0.85

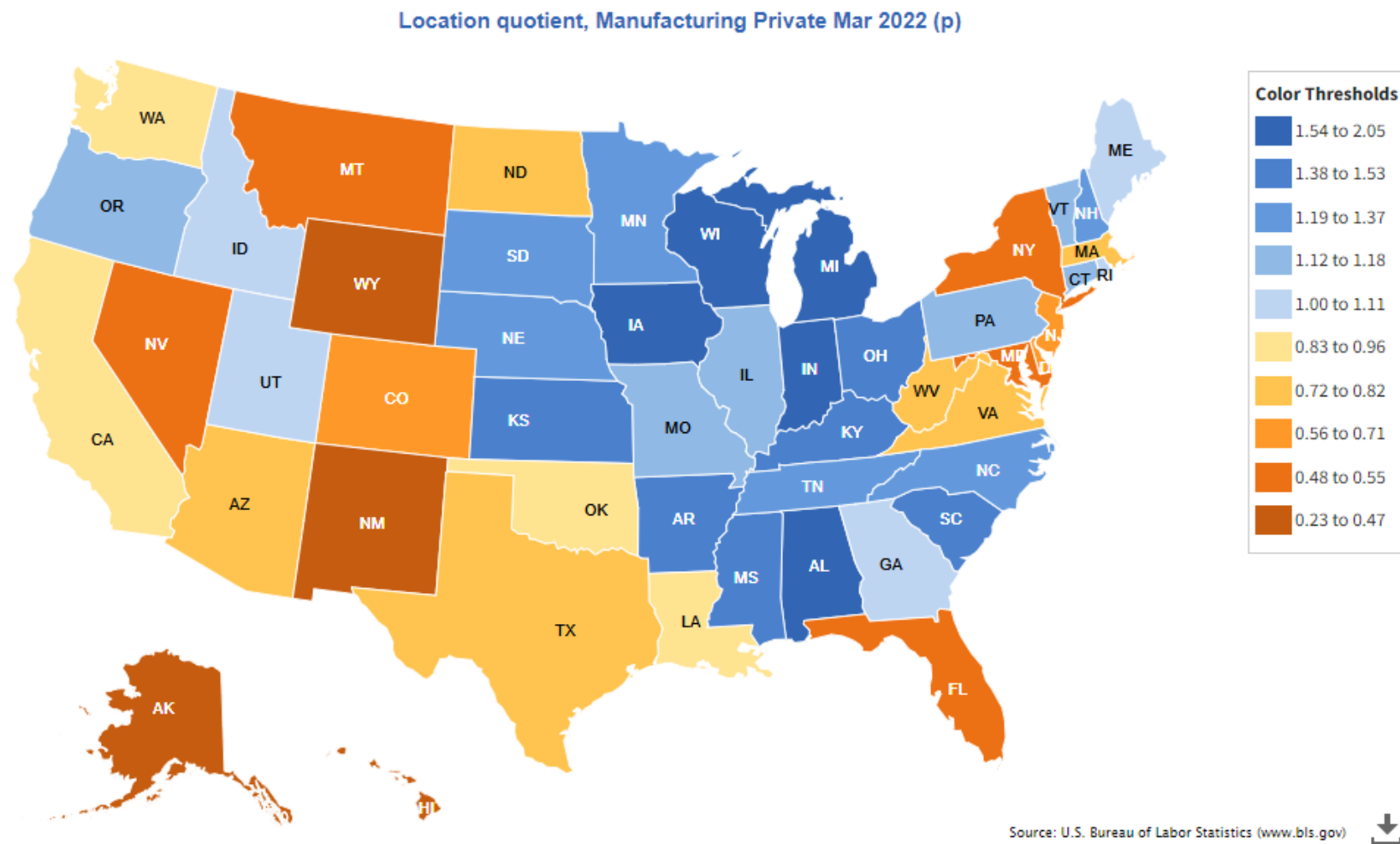


➤ LQ Concentration: Construction = 0.85

Location quotient, Construction Private Dec 2021 (p)

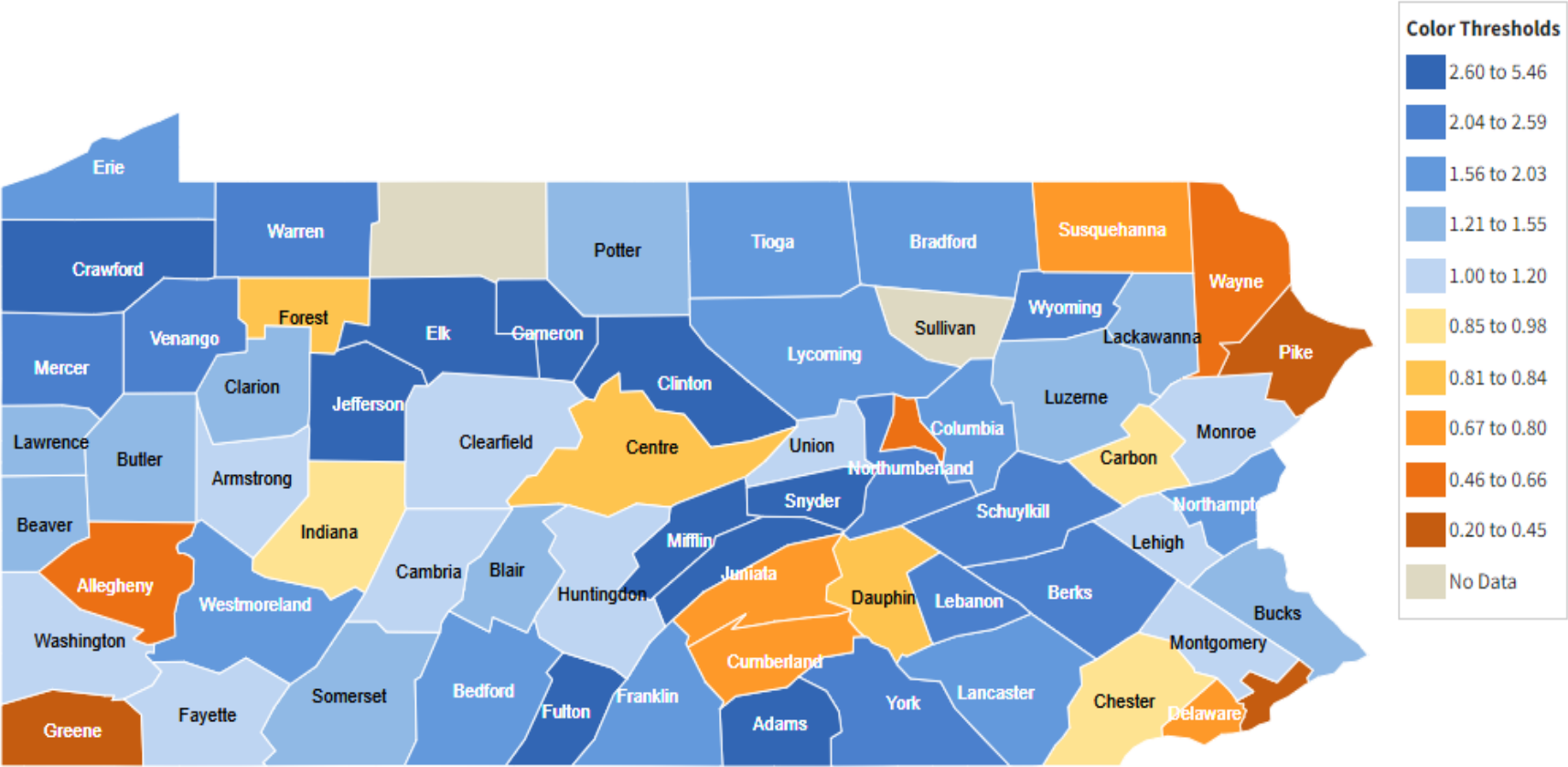


➤ LQ Concentration: Manufacturing = 1.13

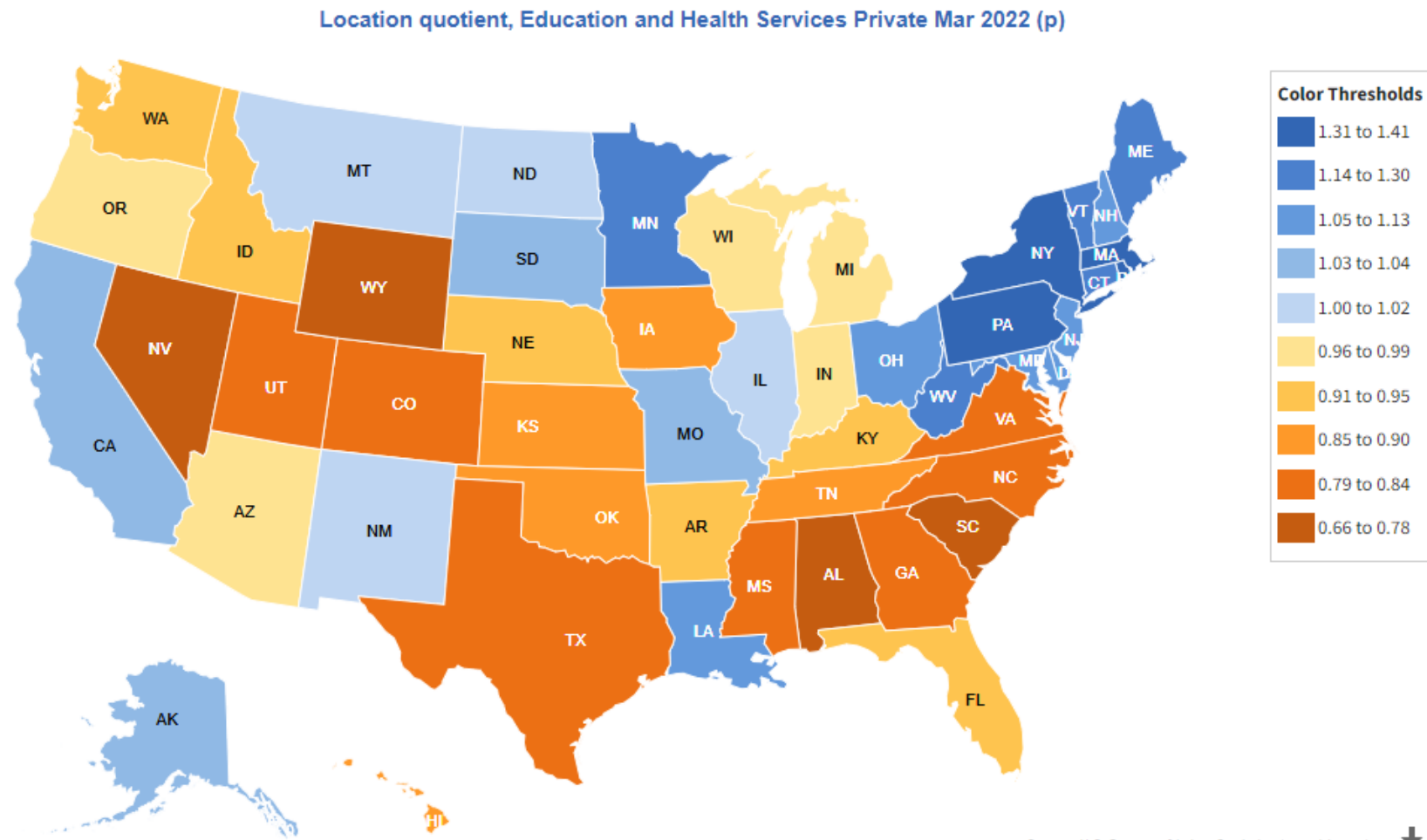


➤ LQ Concentration: Manufacturing = 1.13

Location quotient, Manufacturing Private Mar 2022 (p)

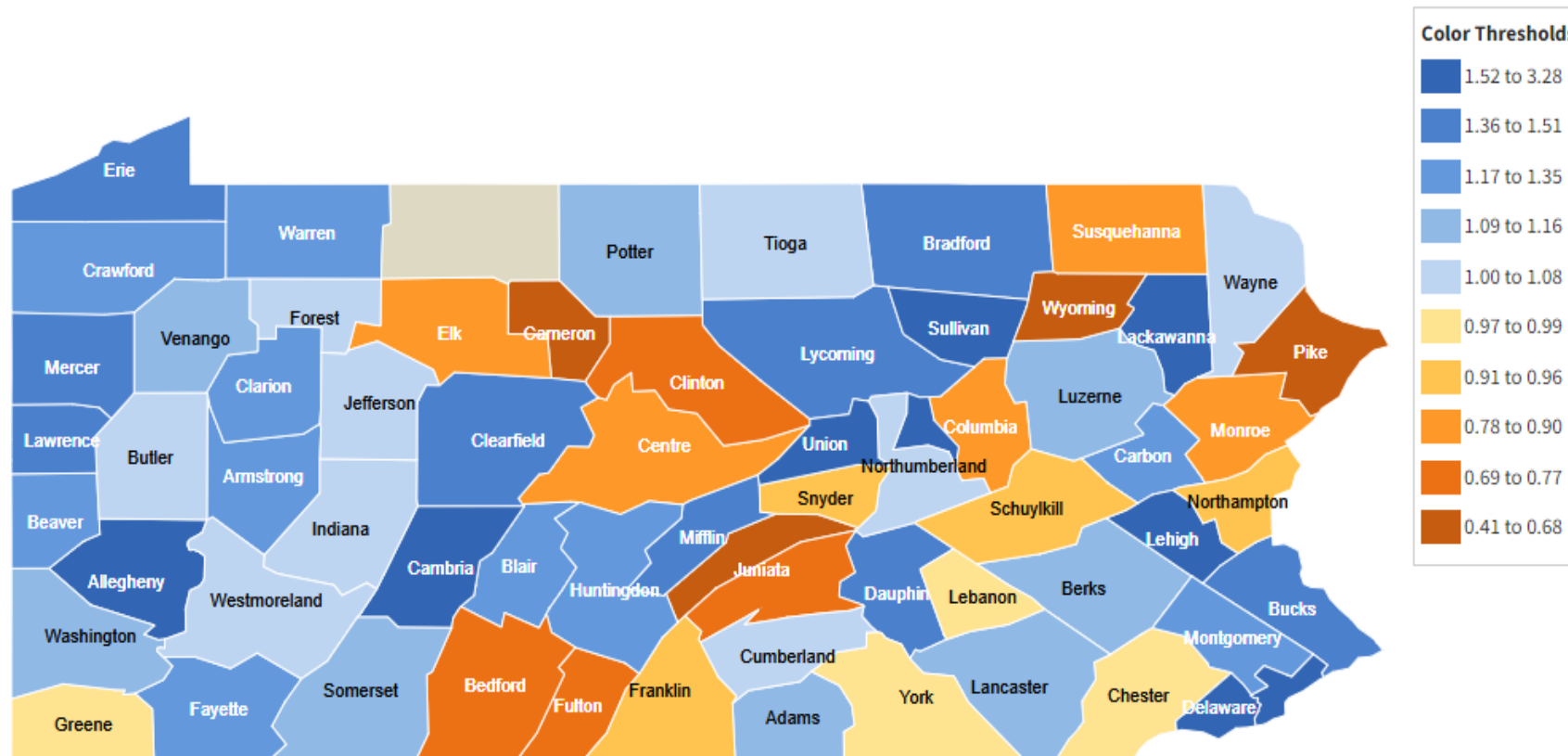


➤ LQ Concentration: Education & Health = 1.32



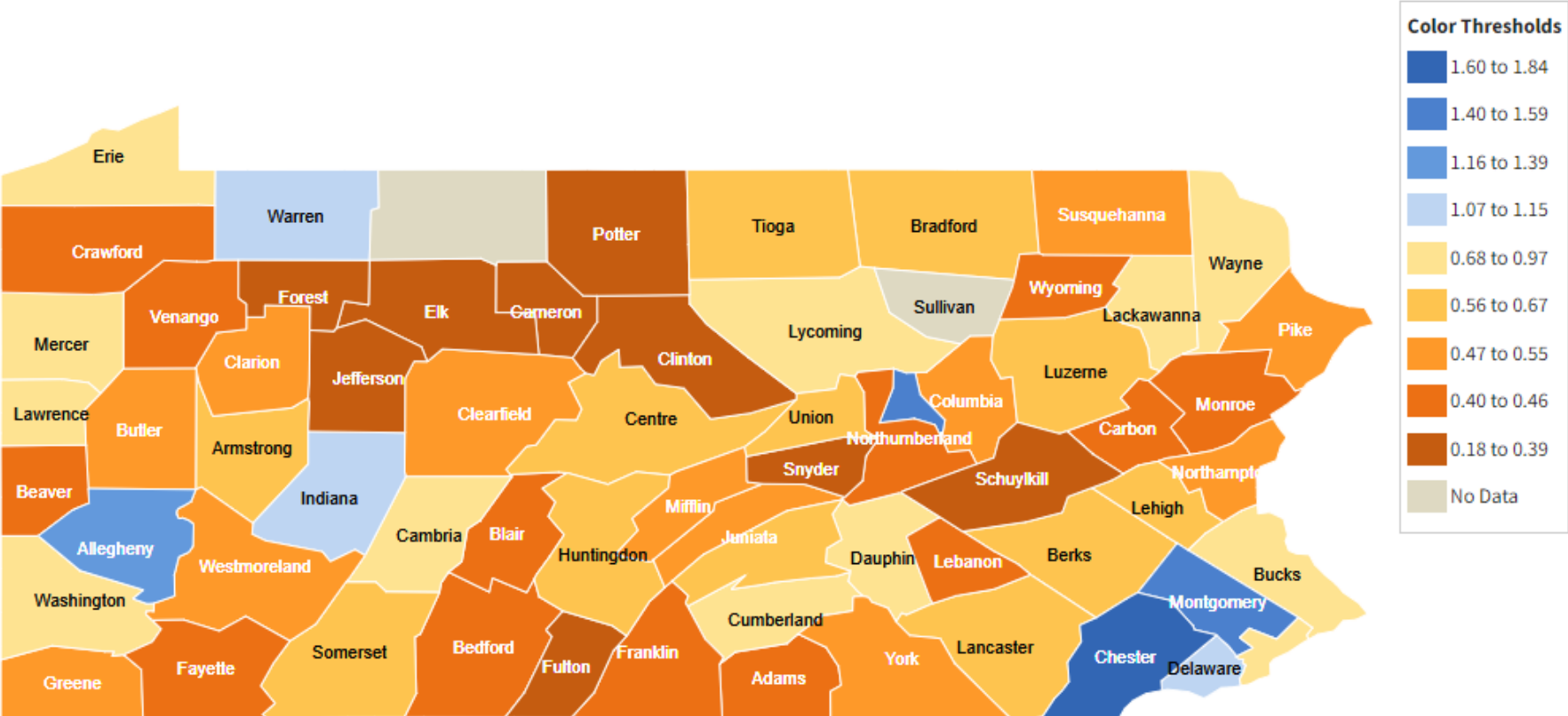
➤ LQ Concentration: Education & Health = 1.32

Location quotient, Education and Health Services Private Mar 2022 (p)

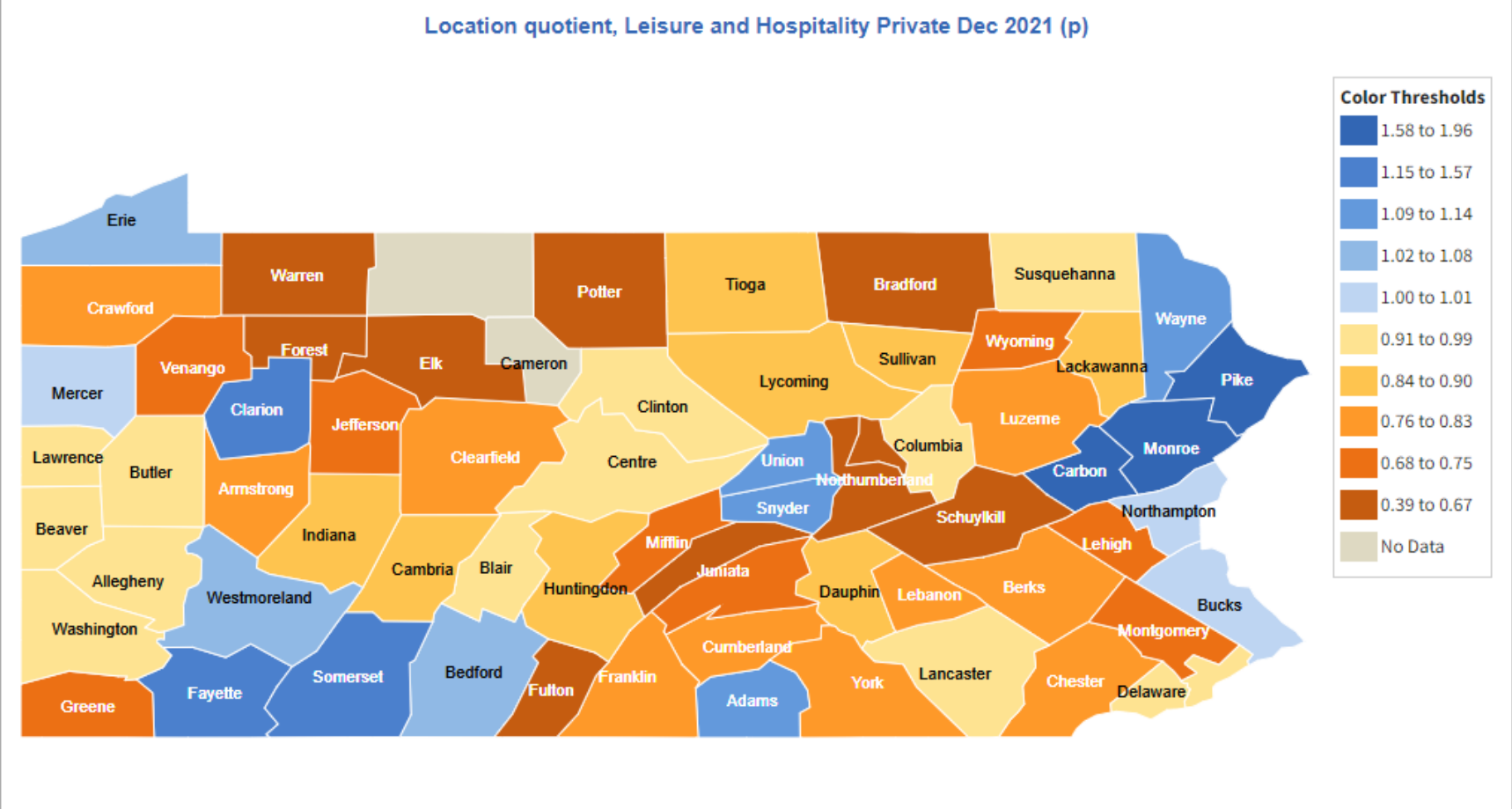


➤ LQ Concentration: Financial Activities = 1.00

Location quotient, Financial Activities Private Mar 2022 (p)



➤ LQ Concentration: Leisure & Hospitality = 0.86



What's New?: Data Sets We Use

What we use/link together:

- Greater than 6.5 million **wage records** quarterly from more than 285,000 employers – **one report per employer**
- Roughly 500,000 **New Hires** Quarterly collected by PA for PA. Getting access to an additional 200,000 collected by other states for PA residents – **one report per employer with employee location also**
- Quarterly **QCEW data** with 370,000 unit locations with over 5.6 million in employment – **by employer location**

➤ What Industries Were Hiring in 2021?

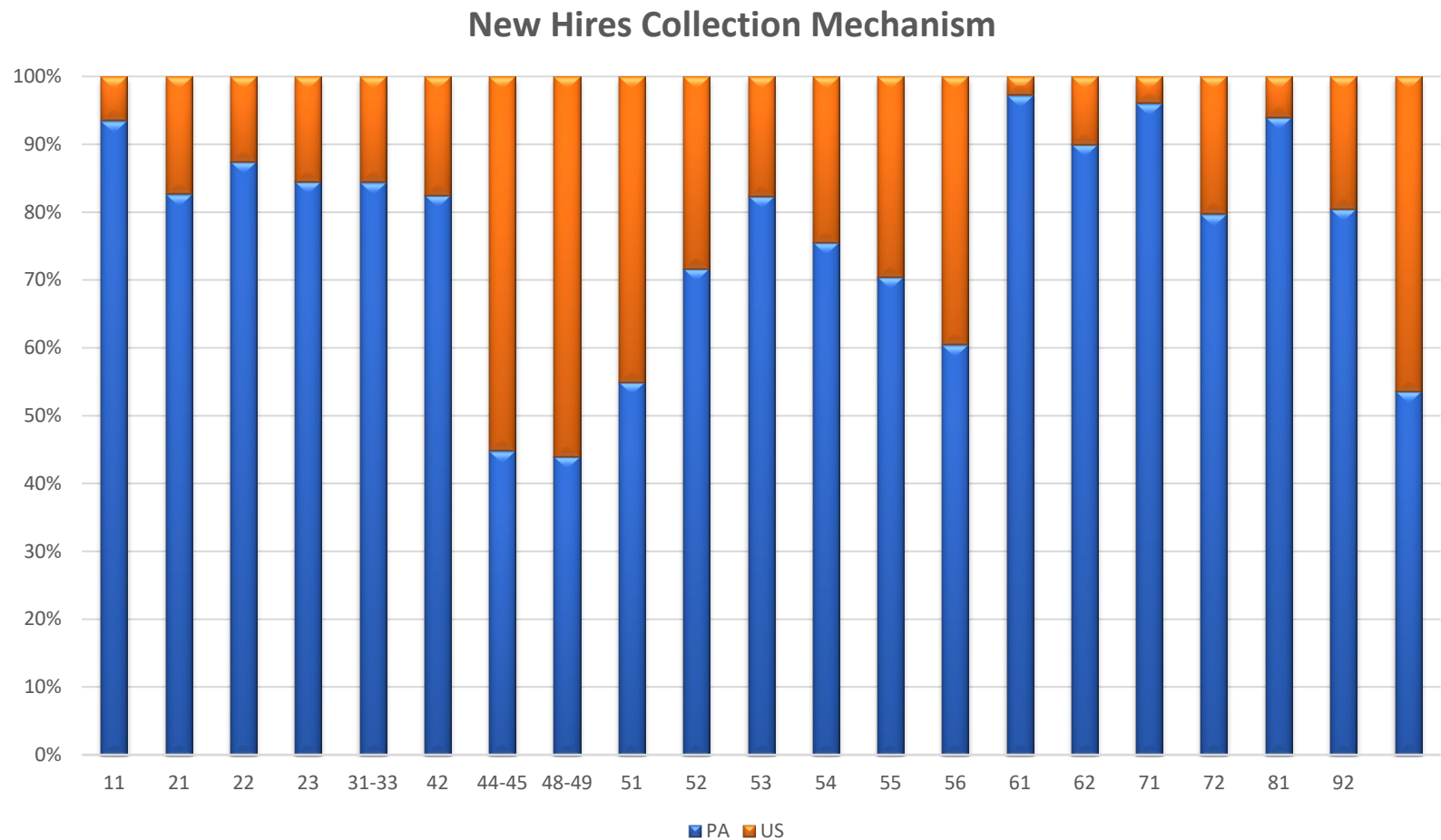
2021 Total	2,901,300
Health Care and Social Assistance	471,400
Retail Trade	392,300
Administrative & Waste Services	362,500
Accommodation & Food Services	353,800
Transportation and Warehousing	192,200
Manufacturing	168,500
Educational Services	117,900
Professional & Technical Services	111,000
Construction	83,700
Arts, Entertainment, and Recreation	71,200

➤ Background: Collected by...

	% PA collected	Pa totals	US totals
Total	71%	2,056,432	844,930
Educational Services	97%	114,596	3,258
Arts, Entertainment, and Recreation	96%	68,395	2,824
Health Care and Social Assistance	90%	424,554	46,797
Construction	84%	70,636	13,054
Manufacturing	84%	142,025	26,461
Accommodation & Food Services	80%	281,886	71,935
Retail Trade	45%	175,619	216,720
Transportation and Warehousing	44%	83,658	108,561

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➤ Background: Collected by...



➤ What employers were hiring in 2021?

	<u>EMPLOYER NAME</u>
1	WAL-MART ASSOCIATES INC.
2	AMAZON COM SERVICES INC
3	UNITED PARCEL SERVICE INC
4	GIANT FOOD STORES LLC
5	FEDEX GROUND PACKAGE SYSTEM INC
6	LOWE'S HOME CENTERS, LLC
7	AEROTEK INC
8	EXPRESS SERVICES INC
9	TARGET CORPORATION
10	COPA EXEC OFF - BUR OF COMM PAY OP
11	DOLGEN, LLC
12	ELWOOD STAFFING SERVICES INC
13	HOME DEPOT U.S.A., INC.
14	UPMC PRESBYTERIAN SHADYSIDE
15	UNITED STATES POSTAL SERVICE
16	GIANT EAGLE INC
17	PENNSYLVANIA STATE UNIVERSITY
18	MANPOWER US, INC.
19	OASIS OUTSOURCING ADMIN II INC
20	WEIS MARKETS INC

What's New?: Recent Hires Top 50

Lancaster County

Combined Government Ownerships

Rank	Employer
1	Lancaster General Hospital
2	Mutual Assistance Group
3	Nordstrom Inc
4	Giant Food Stores LLC
5	Dart Container Corporation
6	County of Lancaster
7	Eurofins Lancaster Labr
8	Lancaster School Dis'
9	Masonic Villages of
10	Weis Markets Incr
11	Lancaster Ger
12	Fulton Bank
13	Urban Ou'
14	Lancas'
15	Federal Gv
16	State Governmen
17	Performance Group Inc
18	Fulton Bank, N.A.
19	Target Corporation
20	Employbridge Sc
21	Tristarr Staffing
22	JMM Services Inc
23	Urban Outfitters Wholesale Inc
24	Gage Ephrata
25	Employer Solutions Staffing Group LLC
26	Lowe's Home Centers LLC
27	Tempstar Staffing
28	Manpower US Inc
29	Weis Markets Inc
30	Wal-Mart Associates Inc
31	Elwood Staffing Services Inc
32	Amazon Com Services Inc
33	Aerotek Inc
34	United Parcel Service Inc
35	Giant Food Stores LLC

Who's Hiring Lancaster County Residents

Rank	Employer
26	Masonic Villages of the Grand Lodge
27	Express Services Inc
28	GMRI, Inc
29	Substitute Teacher Service Inc
30	LSC Communications US LLC
31	United States Postal Service
32	The Hain Celesrial Group Inc
33	Dart Container Corporation
34	S K H Management Co
35	Chrishelle Organization LP
36	FedEx Ground Package Svc
37	GPS Hospitality Part
38	State Govern
39	Lights
40	

Which Top10 List would you expect for each employer?

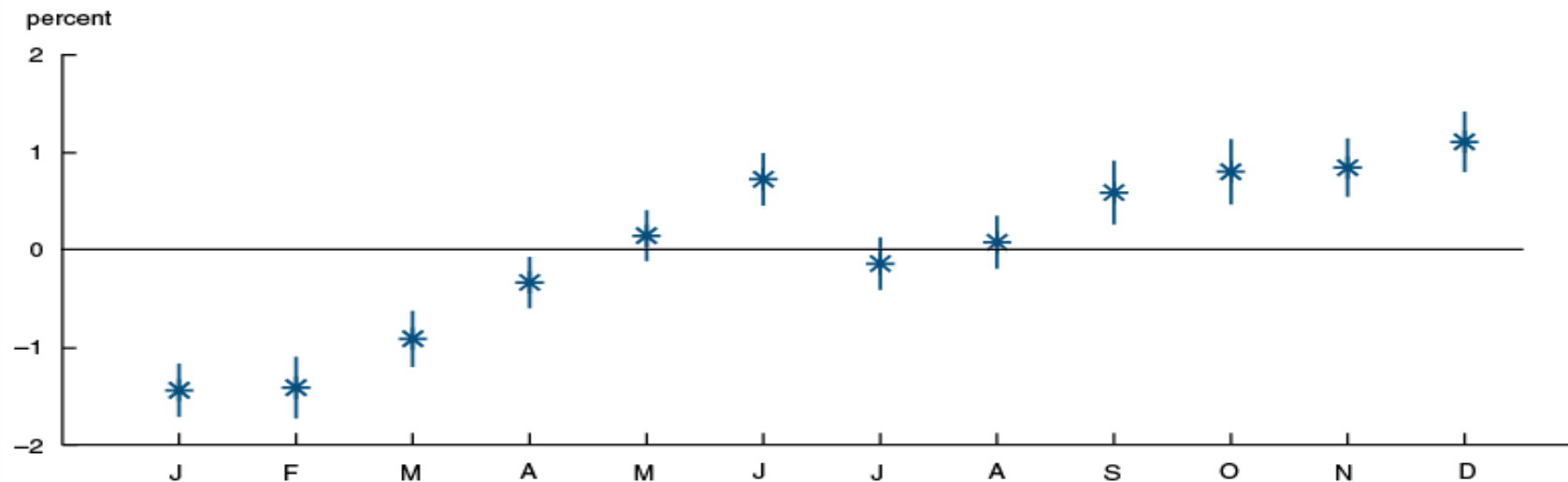
Employer	QCEW Only?	New Hires Only ?	Both?	Why?
Villanova University	x			Large employer with Special skill, longer term jobs?
Giant Food Stores LLC			x	Large employer, high turnover, not as many "special skill" jobs
Home Depot U.S.A. Inc			x	Large employer, high turnover, not as many "special skill" jobs
The Boeing Company	x			Large employer with Special skill, longer term jobs?
School District of Haverford Township			x	Large employer, some high turnover jobs
Target Corporation			x	Large employer, high turnover, not as many "special skill" jobs
Amazon Com Services Inc		x		Employer outside the county, high turnover
Wal-Mart Associates Inc			x	Large employer, high turnover, not as many "special skill" jobs
Wawa Inc			x	Large employer, high turnover, not as many "special skill" jobs
Prime Now LLC		x		Employer outside the county, high turnover
Doane Family Enterprises LP			x	Large employer, high turnover, not as many "special skill" jobs



What's New?: New Hires: Season Look

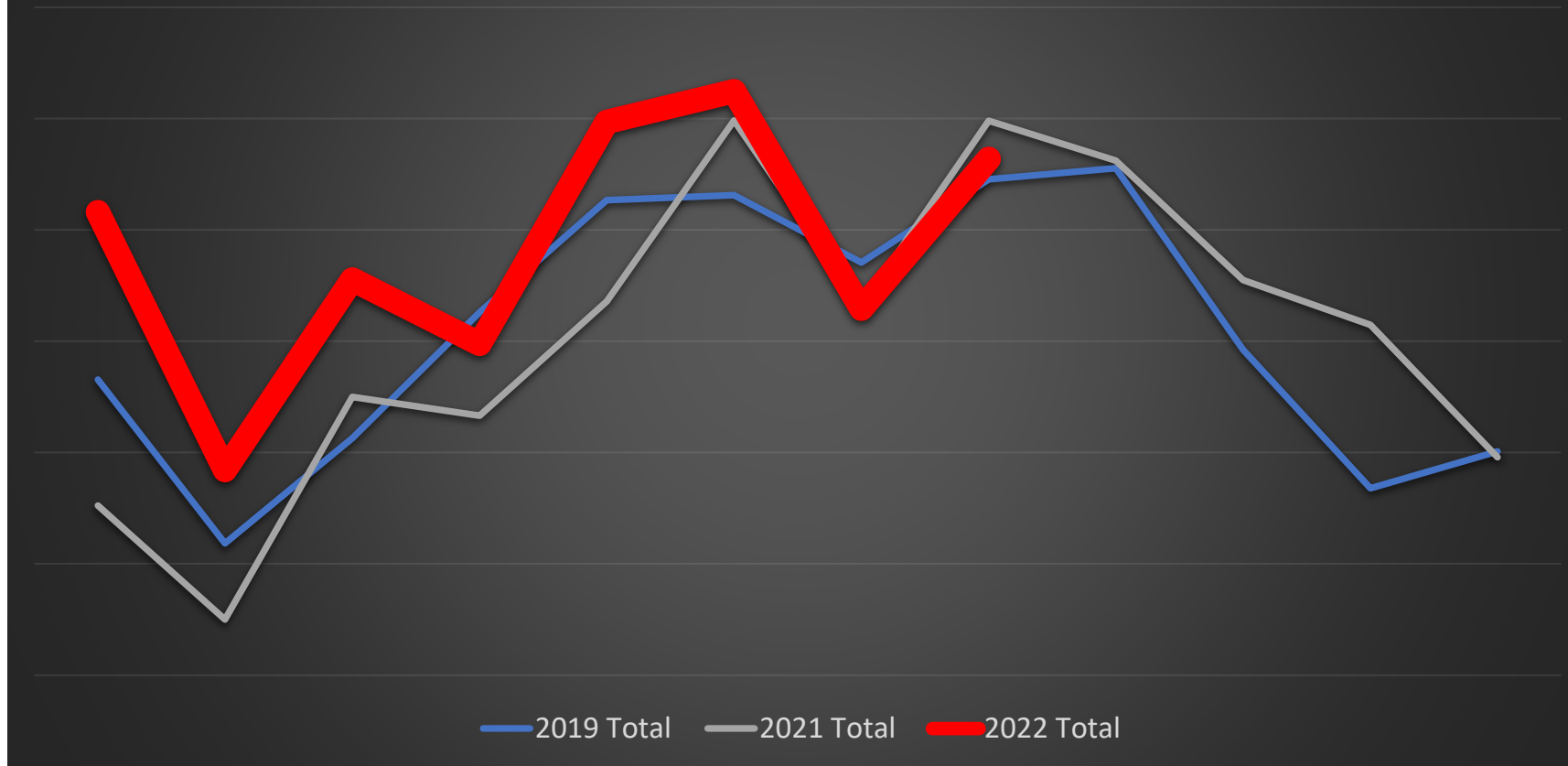


B. Estimated seasonal effects on employment, 1939–2016



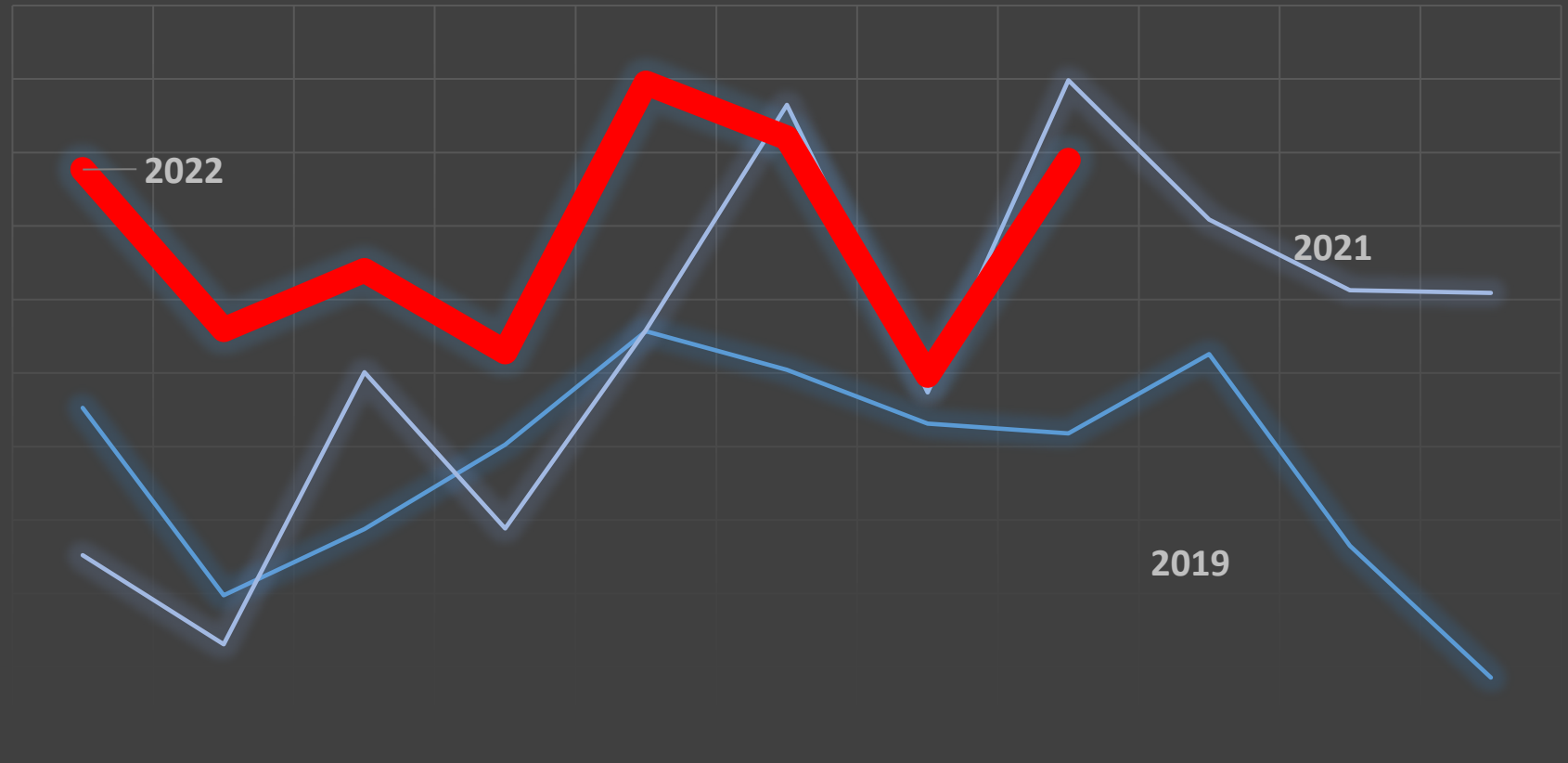
▶ Monthly/Seasonal Look

Total New Hires by Month



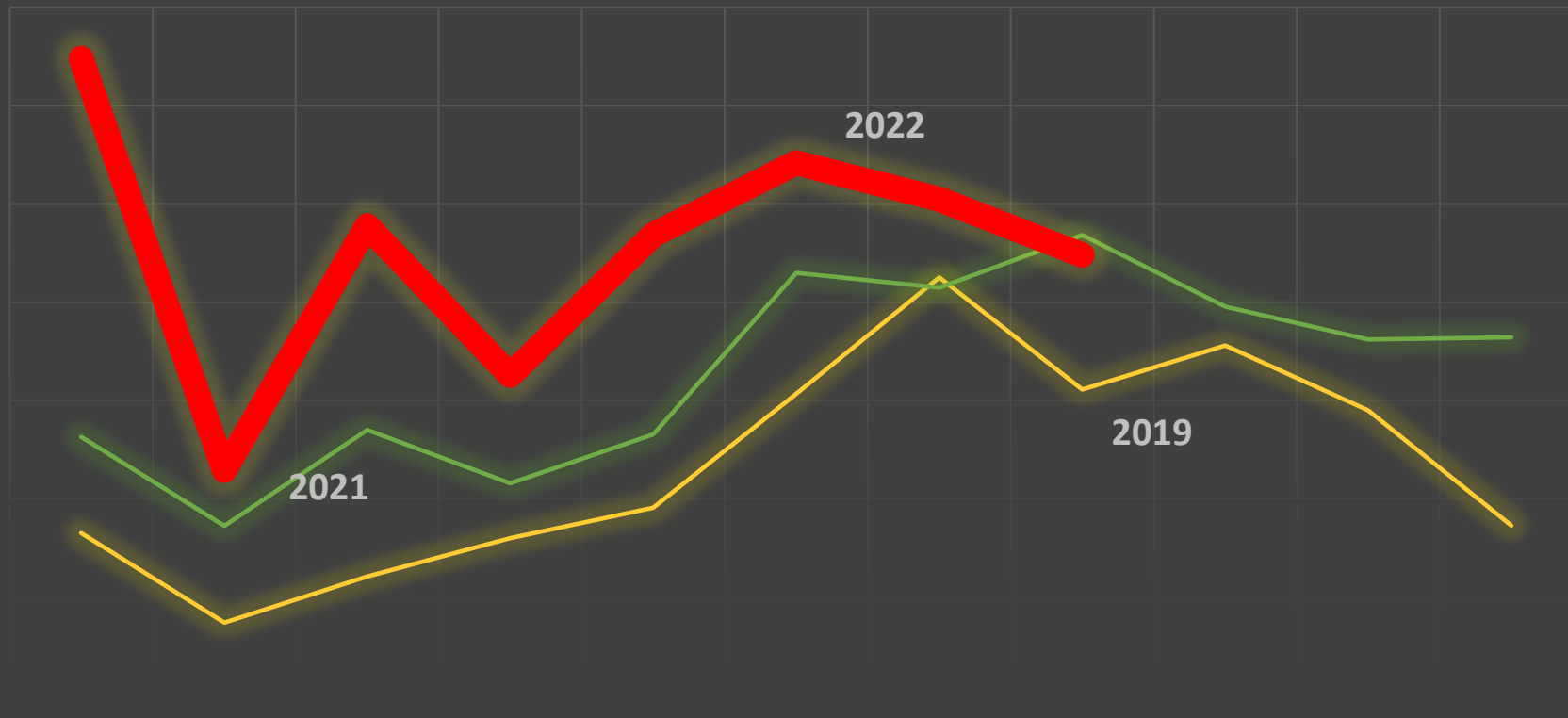
New Hires: Seasonal Look

Manufacturing



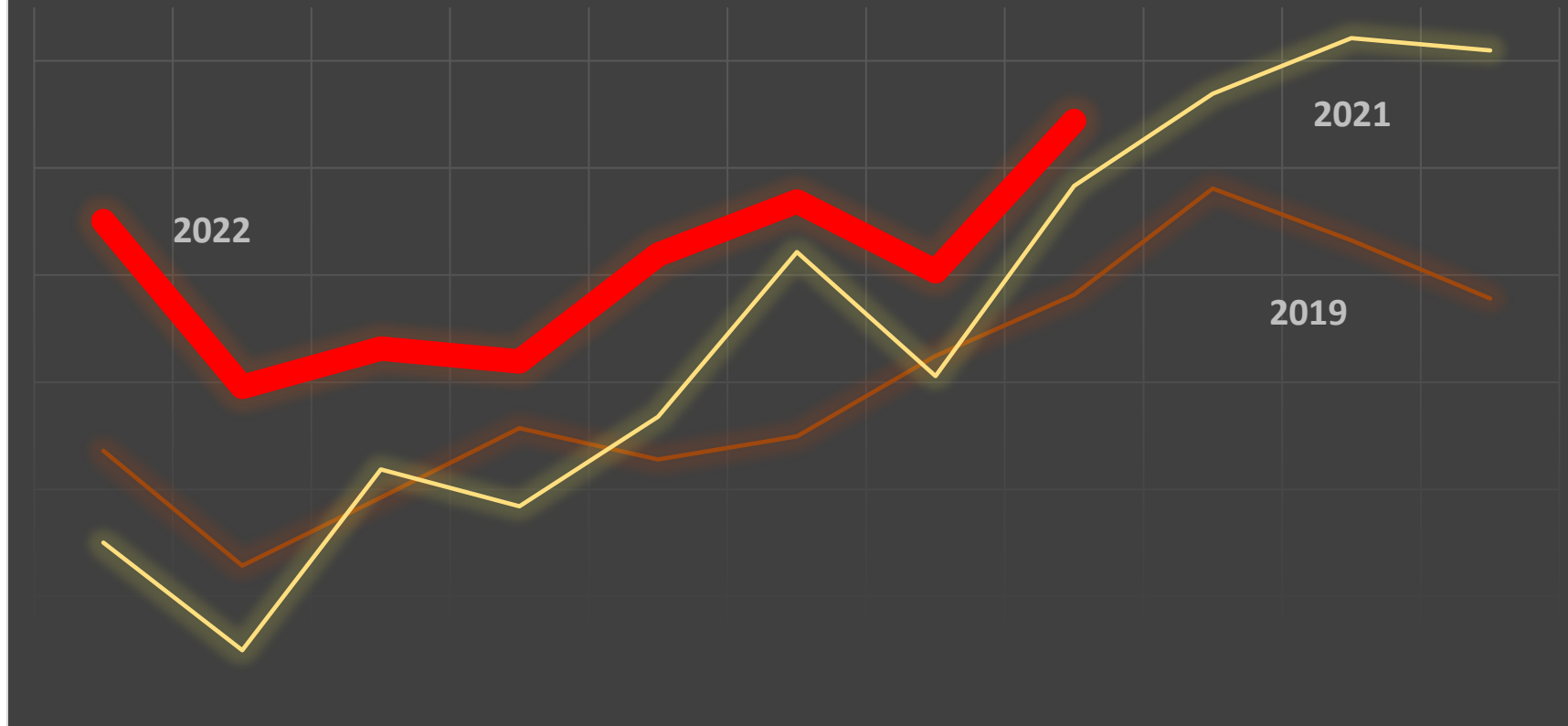
New Hires: Seasonal Look

Health Care and Social Assistance



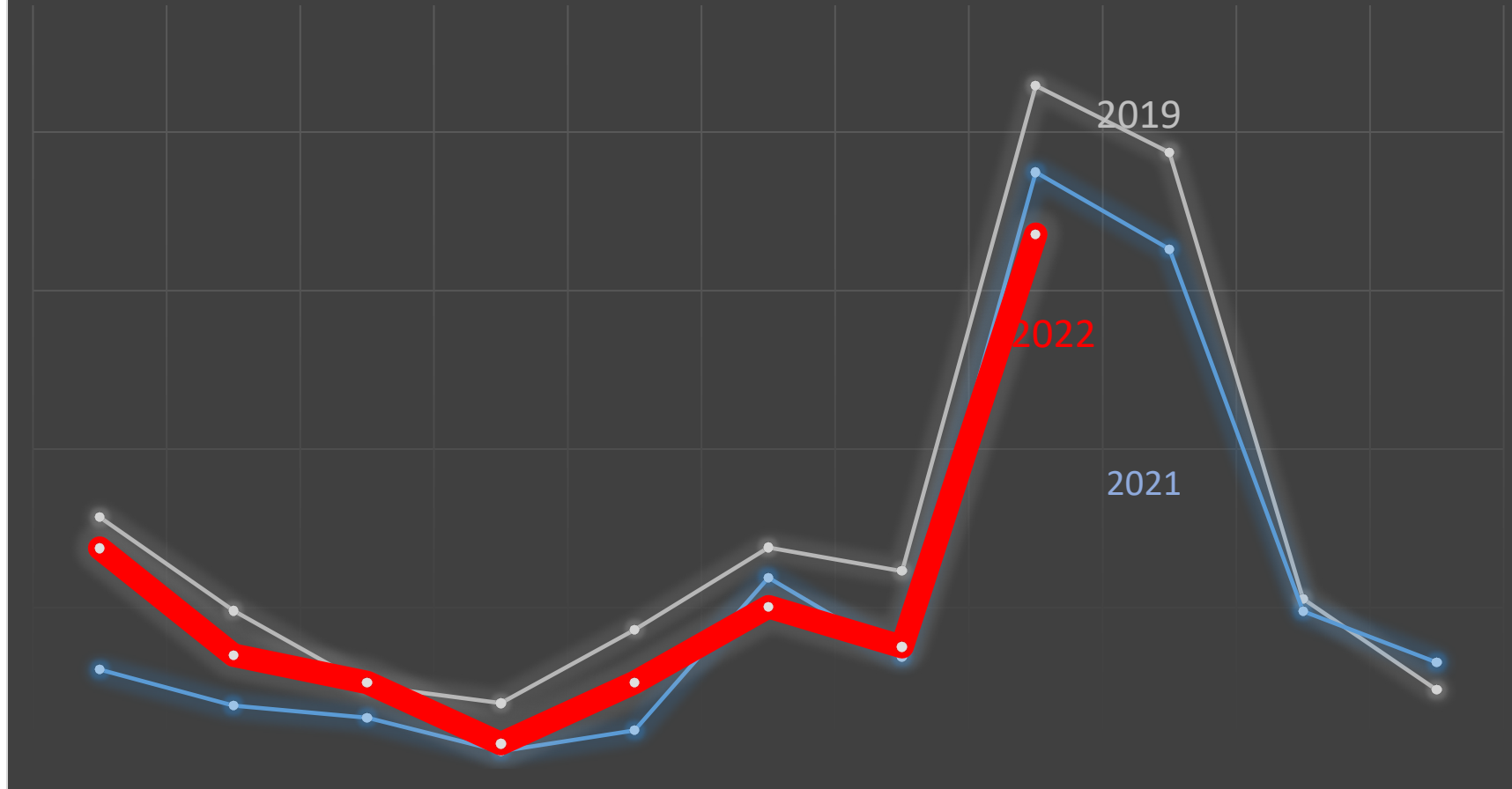
New Hires: Seasonal Look

Transportation and Warehousing



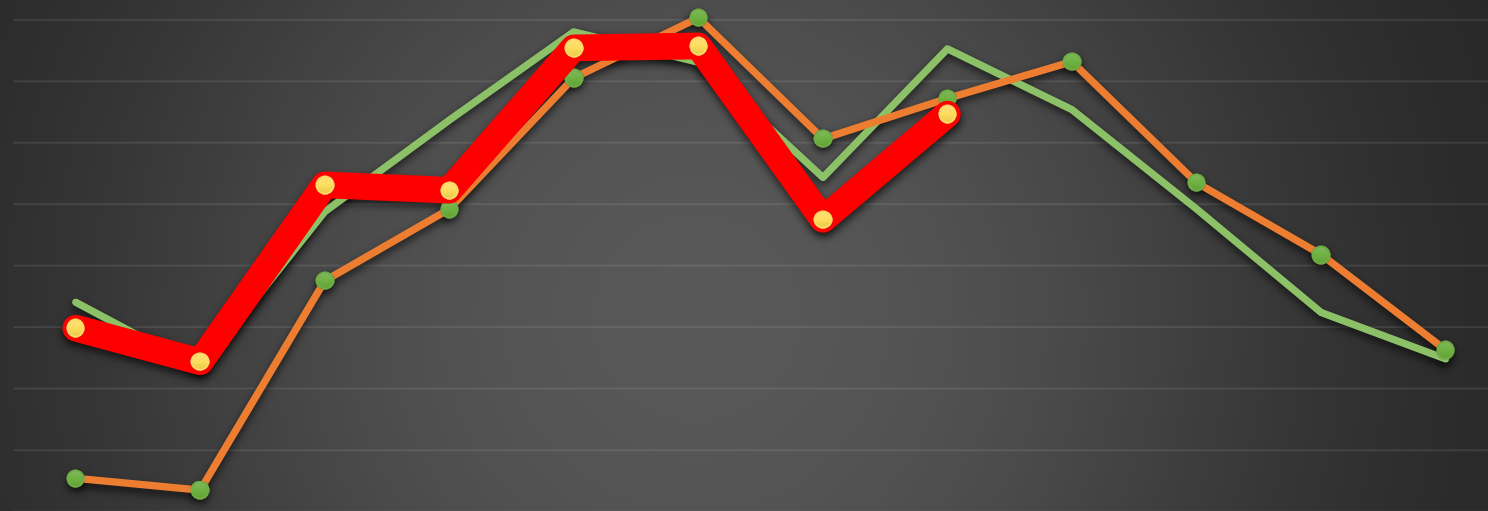
New Hires: Seasonal Look

Educational Services

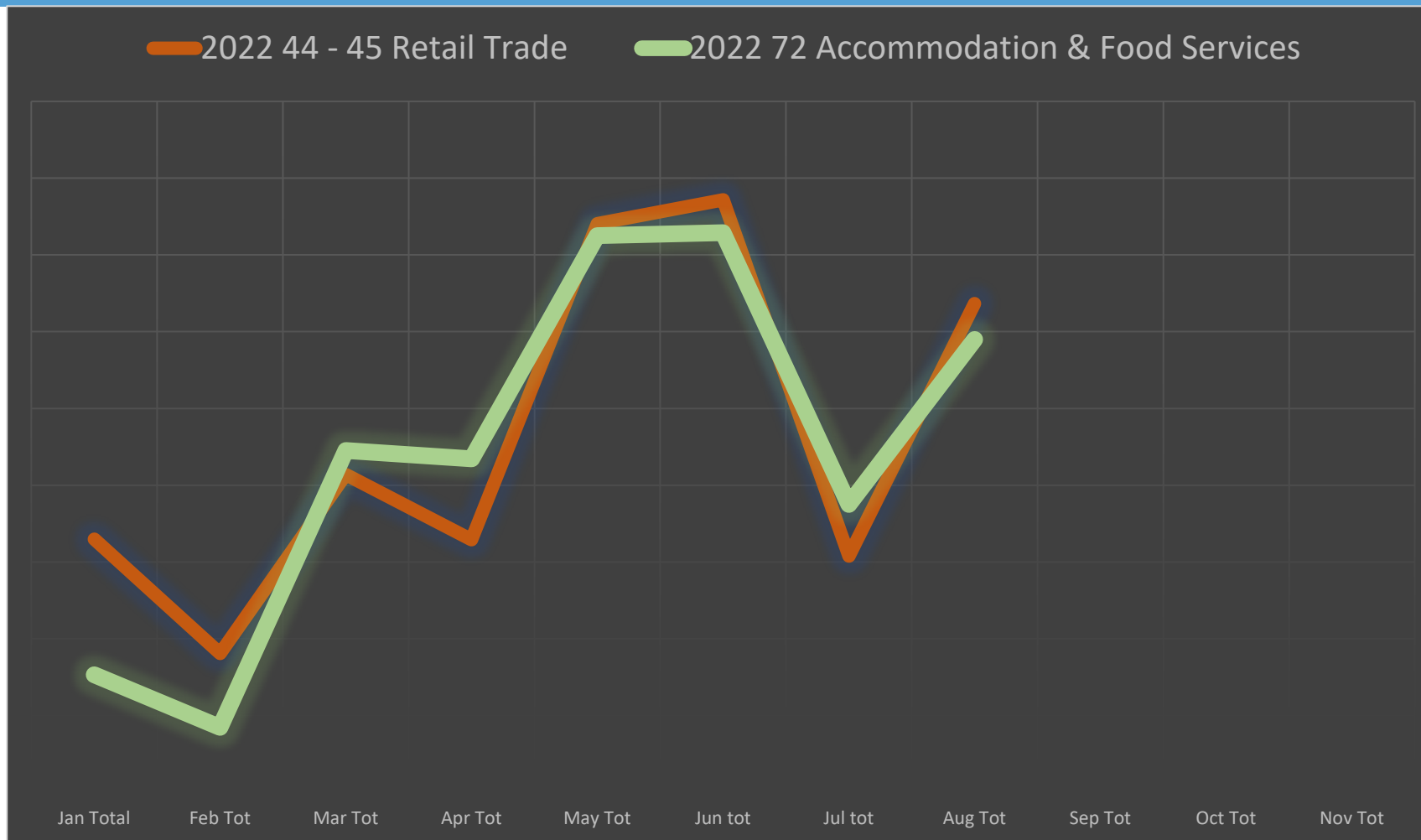


New Hires: Seasonal Look

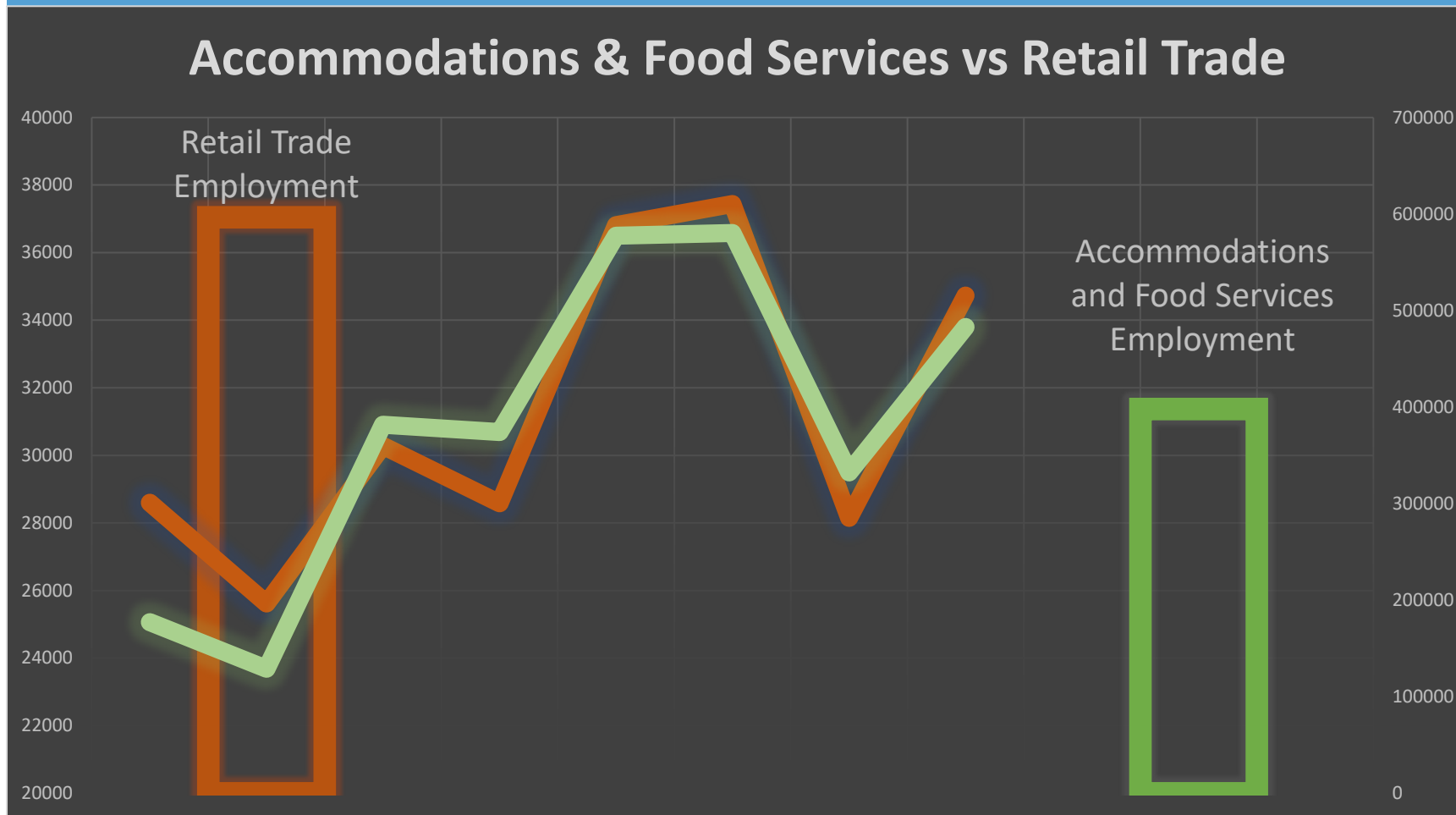
Accommodations & Food Services



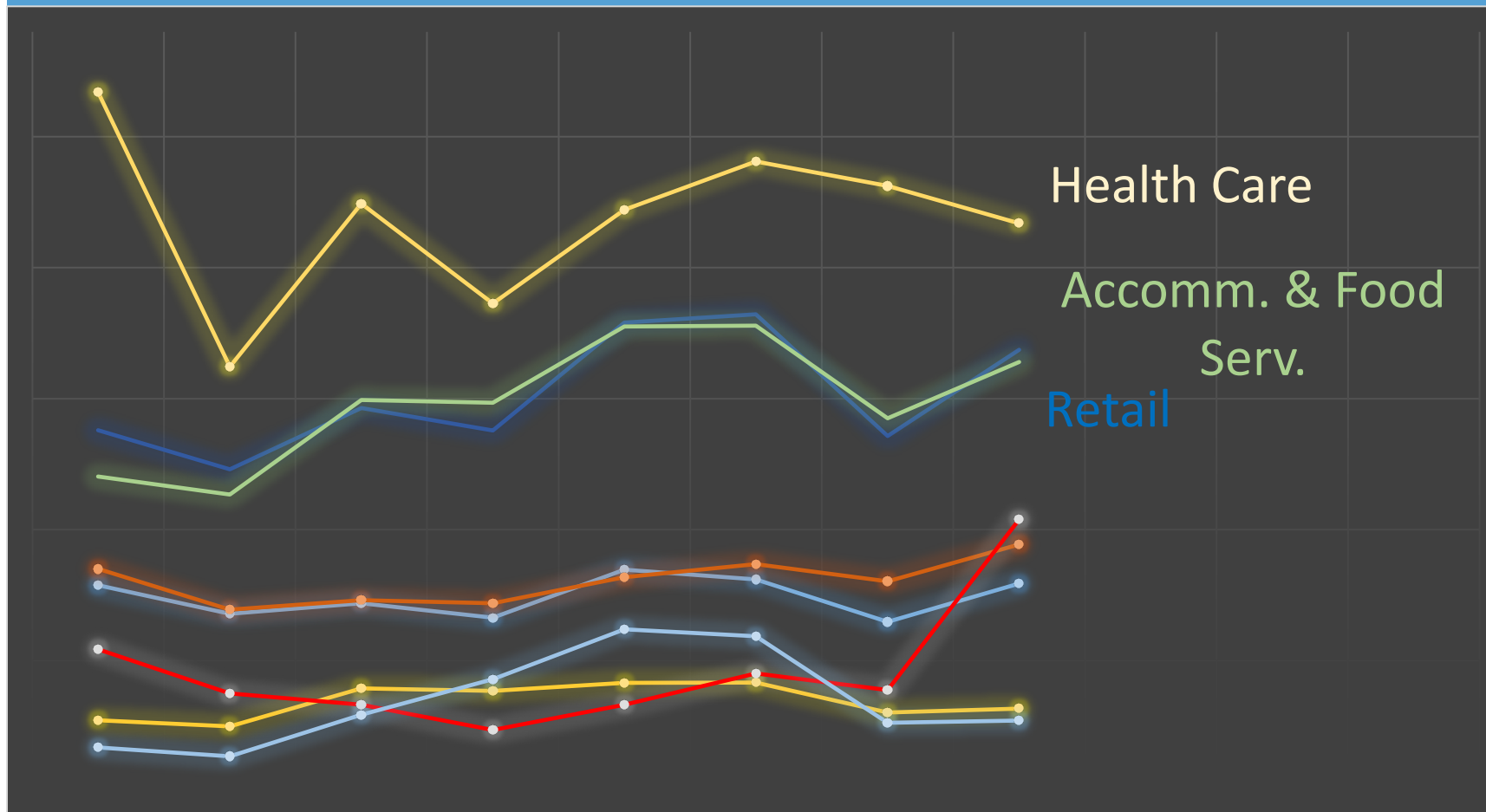
New Hires: Seasonal Look



New Hires: Seasonal Look



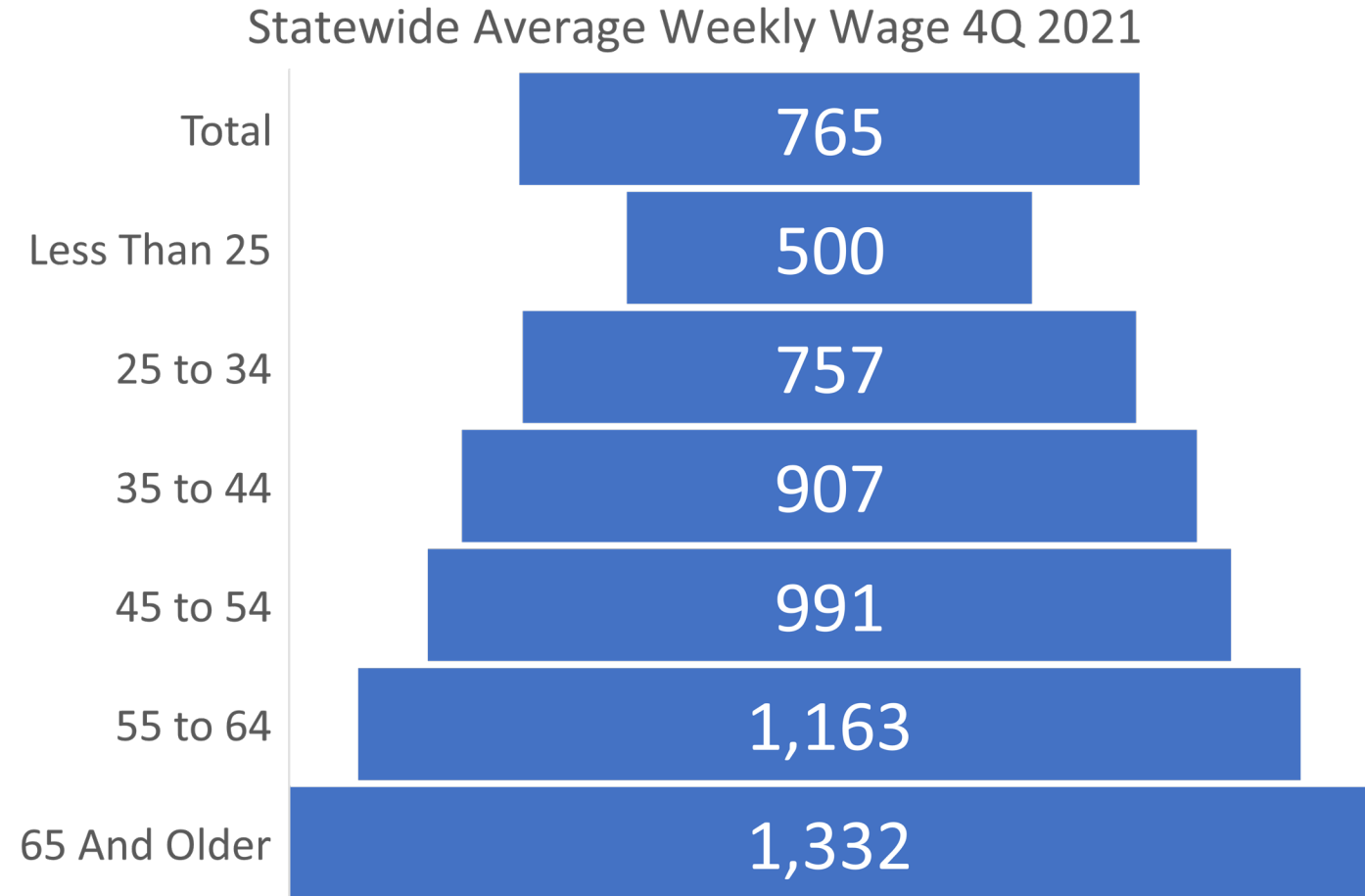
New Hires: Seasonal Look



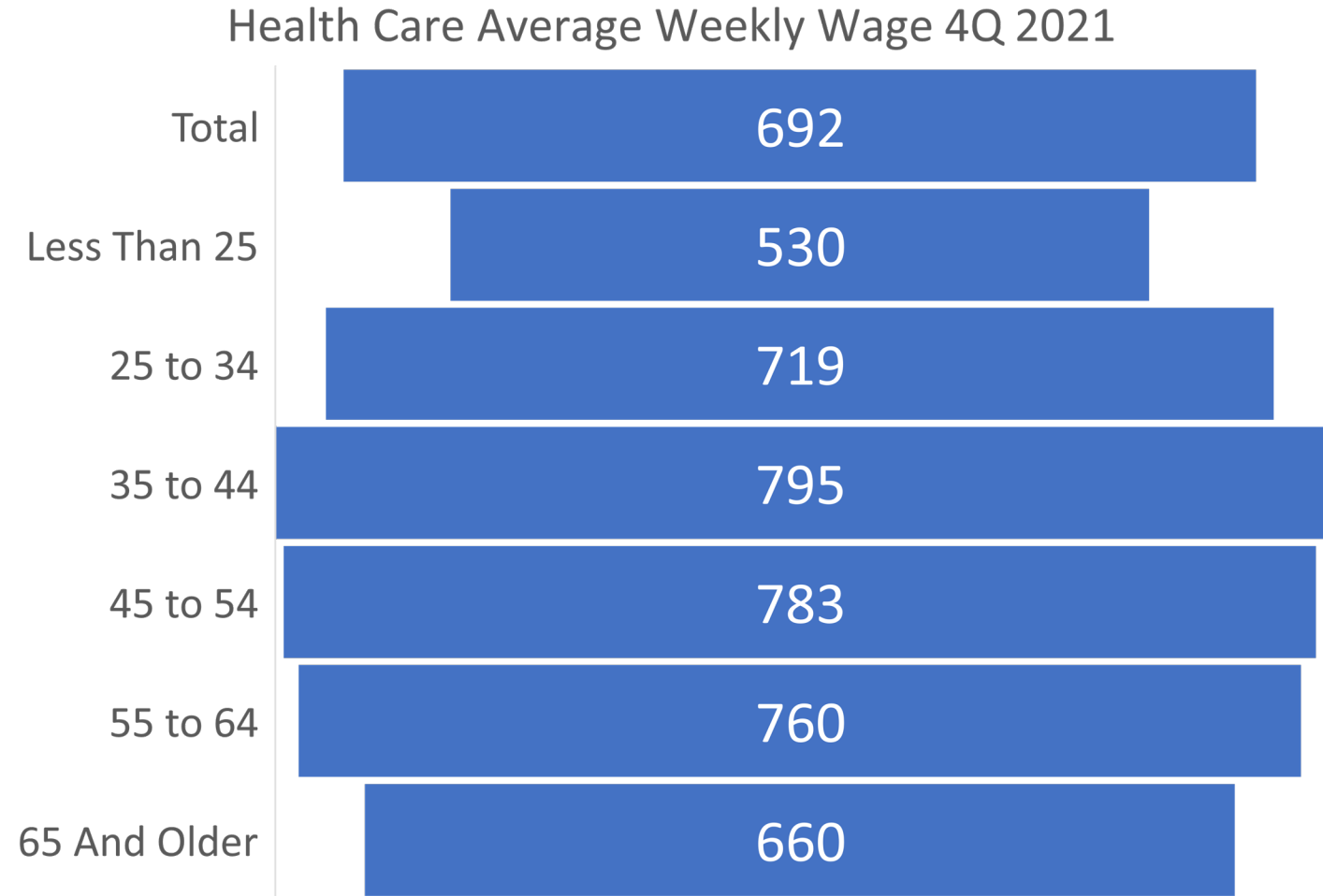
➤ New Hire Data – Had Enough Yet? No

We linked new hire
data and wage
records.

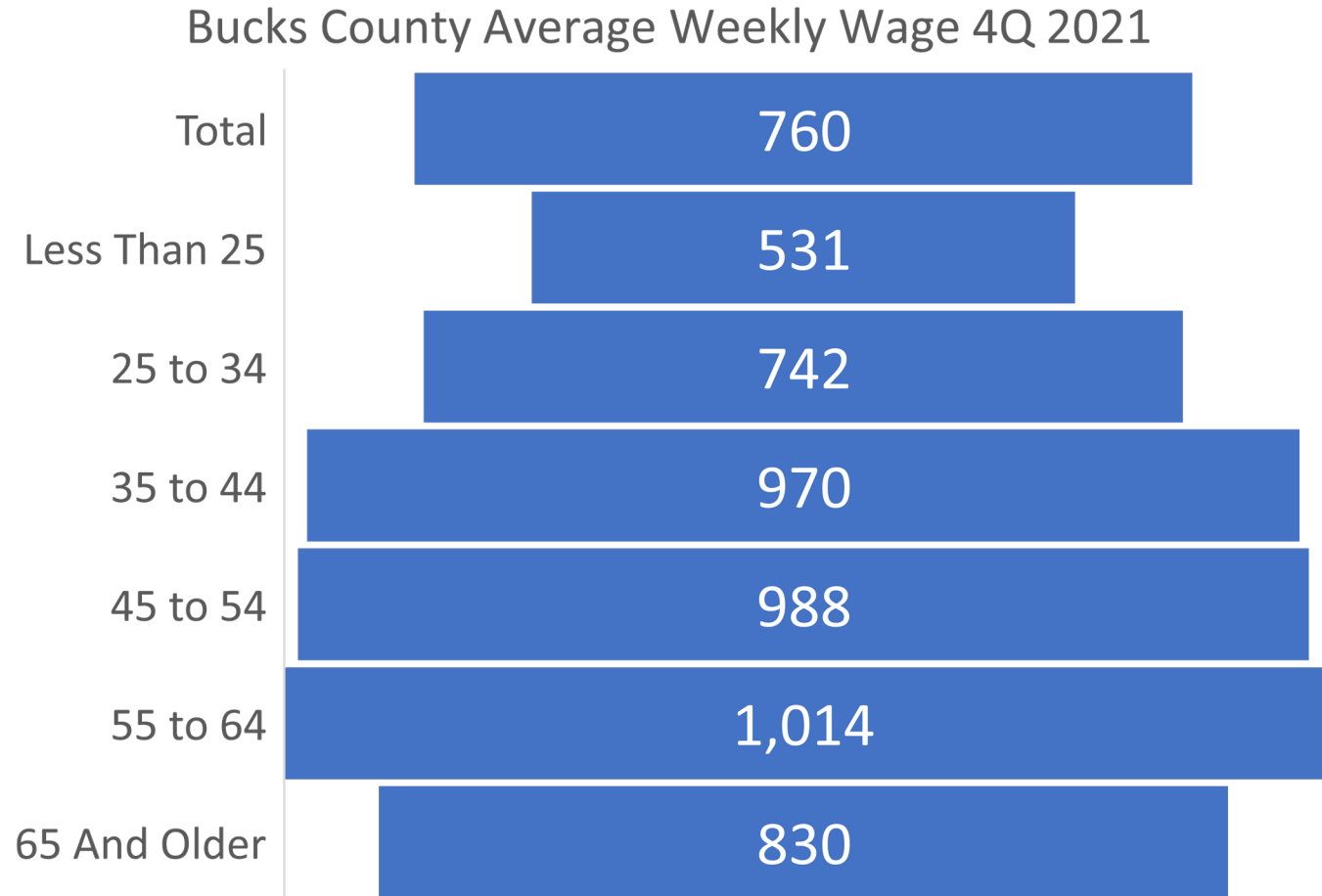
➤ New Hire Data with Wage Record Data



➤ New Hire Data with Wage Record Data



➤ New Hire Data with Wage Record Data



➤ New Hire Data – Summary

In summary:

- We linked new hire data with QCEW and wage records to get:
 - Top Hiring Employers by Area
 - Employing trends by industry and area
 - Average wages by age and industry

What's Next?:

- Continue to negotiate the regular release of nationally-collected data
- Continue to review and vet the New hire wages for release
- Look into additional data visualizations for the month-to-month New Hire data