

# Pennsylvania Annual Workforce Information Grant (WIG) Report for the Period July 1, 2023, to June 30, 2024

## Introduction

The Pennsylvania Department of Labor & Industry's Center for Workforce Information & Analysis (CWIA) is the Governor's officially designated overseer of Pennsylvania's employment statistics system.

This report provides an overview of Pennsylvania's work conducted with Employment and Training Administration's (ETA) Labor Market Information Workforce Information Grants to States or WIGS. Pennsylvania expends these monies utilizing a strategy that concentrates on upgrading and maintaining traditional products as well as introducing new products and services to help with local decision-making. It leverages CWIA's diverse funding streams and units including the United States Bureau of Labor Statistics (BLS) federal-state cooperative programs that fund local area unemployment statistics, non-farm payroll data, occupational employment and wage statistics, and the quarterly census of employment and wages data; Workforce Performance Measures; PA New Hire Reporting Program; Unemployment Compensation Research and Reports; Economic Research; Survey of Occupational Injuries and Illnesses and Workers' Compensation; and Local Employment and Wage Information System software that allows generation of sub-state occupational employment and wage data for Workforce Development Areas (WDAs) and counties.

In addition, CWIA collaborates with various state agencies and local entities to assist them with program needs, data collection, service provisions and reporting requirements. These collaborations also lend themselves to enable us to conceptualize and create new products and services to better meet our customer needs.

ETA Program Year (PY) 2023 guidance via Training and Employment Guidance Letter 20-22 stresses that Pennsylvania must provide sound foundational data, information, and resources to the workforce system.

The following sections provide information on both required deliverables of the WIGS as well as other products and services that CWIA was able to create using the ETA grant to complement CWIA's other resources.

## Workforce Information Database (WIDb) Population

Pennsylvania continues to populate and enhance the WIDb (version 2.8) based on the common structure as set forth by ETA. The database serves as the cornerstone for information delivery, workforce research, and product development for information in CWIA. It also brings together critical workforce information from many sources and is used to promote better analysis and professional interpretation of the state's labor market information for our customers.

Pennsylvania also populated the required licensed occupation databases with 2023 data obtained from various state agencies and partners, including PA's Department of State, Department of Labor & Industry's Bureau of Occupational & Industrial Safety, and Department of Education as well as the State Bar Exam website. The license information is subsequently uploaded to the submission portal on the Analyst Resource Center (ARC) website. Pennsylvania's occupational licenses data are available through the Research & Historical Data module of CWIA's website.

CWIA's website is the primary means of providing our customers with access to labor market information and our various products and tools. The website has two core areas - one for products (publications and tools) and another

for data. The products side had 540,914 views during the grant year and 214,257 users of which 212,586 were new users. These visitors included individuals from 550 different Pennsylvania cities, all 50 states and the District of Columbia and 142 other countries. The data portion of the website had 47,820 views and 7,713 users of which 7,139 were new users. These visitors included individuals from 565 different Pennsylvania cities, 50 states and the District of Columbia and 18 other countries.

The following table shows select top products, by number of unique page views, requested during the grant year from the products section of CWIA's website.

Product	Views
High Priority Occupations (HPOs)	16,670
County Profiles	14,882
Occupational Wages	11,215
Top 50 Employers & Industries	9,955
Monthly News Releases	9,289
Career Posters	6,130
Career Guide	4,288
Labor Force Statistics Dashboard	3,298
Top 50 Workers by New Hires Landing Page	2,812
Projections, Occupational/Industries	2,606

The following table shows select data types, by number of views, accessed during the grant year on the data portion of CWIA's website.

Data Type	Views
LMI Home Page	9,531
Employer Profile/Search	6,796
Occupation Profile/Select an Occupation	5,608
Area Profile/Select an Area	3,064
Labor Market Services – Employer Profile	2,859
Local Area Unemployment Statistics (LAUS)	2,149
Industry Profile/Select an Industry	1,507
Job Seeker Services/Job Search	985
Quarterly Census of Employment and Wages (QCEW)	919
Occupational Employment and Wage Statistics (OEWS)	871

[PA Monthly WorkStats](#) – Publication that contains monthly updates on jobs, labor force, unemployment compensation program statistics and Pennsylvania employer activities. Over-the-year comparisons of statewide data and multi-year labor market trends in the commonwealth are included along with accompanying analyses. Information on jobs and unemployment rates are provided for Pennsylvania's Metropolitan Statistical Areas (MSAs). Monthly press articles citing recent employer workforce news and employer activity are highlighted. The publication was converted to a dashboard after the grant year.

## Industry and Occupational Employment Projections

Pennsylvania continues to produce and disseminate state and sub-state [Metropolitan Statistical Areas (MSA) and Workforce Development Areas (WDA)] industry and occupational employment projections, using the methodology, software tools, and guidelines developed by the Projections Workgroup and the Projections Managing Partnership (PMP) consortium of states. These data are vital to the data-driven approach that our state

has implemented for economic and workforce decisions. Numerous other customers, including the Career Advisors in our PA CareerLink® offices, use our occupational projections, in conjunction with occupational wage data, to help individuals make informed career decisions.

CWIA produces a wide variety of industry and occupational products covering all geographic configurations that the data can support and that our stakeholders may require. It would be impractical to provide copies of each configuration of the products below. Our approach is to provide an example of each product as well as a URL for the landing page where all variations of the product can be found.

**[Long-Term Industry Employment Projections](#)** – Estimates of employment levels by industry 10 years in the future by various geographical areas (statewide, MSAs, and WDAs). Statewide 2022-32 data were released in June 2024, while regional projections will be completed in December 2024. (Updated: Bi-annually)

**[Long-Term Occupational Employment Projections](#)** – Estimates of employment levels by occupation 10 years in the future by various geographical areas (statewide, MSAs and WDAs). Statewide 2022-32 data were released in June 2022, while regional projections will be completed in December 2024. (Updated: Bi- annually)

**[Short-Term Industry Forecasts](#)** – Estimates of statewide employment levels by industry two years in the future. The statewide 2023-25 data were submitted in February 2024. (Updated: Annually)

**[Short-Term Occupational Forecasts](#)** – Estimates of statewide employment levels by occupation two years in the future. The statewide 2023-25 data were submitted in February 2024. (Updated: Annually)

**[High Priority Occupations \(HPOs\)](#)** – Listings of occupations used by Pennsylvania's workforce development strategy to target education and training dollars. HPOs are job categories that are critical to Pennsylvania's economy, are in demand by employers, have higher skill needs and are likely to provide family-sustaining wages. The 2023 HPO lists went into effect August 1, 2023. Draft versions of the local 2024 HPO list were provided in March 2024, with an August 1, 2024 release planned. CWIA released an updated guidance document regarding the HPO process in July 2024. (Updated: Annually).

**[Pennsylvania's In-Demand Occupation List \(PA IDOL\)](#)** – Catalogue of occupations in Pennsylvania that have large volumes of job openings and/or above-average growth rates while not already having an over-supply of qualified workers. To help with career exploration efforts, the occupations are presented by educational expectations under the categories of: Today, Tomorrow, and Future. The 2023 PA IDOL was released on August 1, 2023. The 2024 PA IDOL is scheduled for release on August 1, 2024. (Updated: Annually).

**[Career Posters](#)** – Colorful posters aimed at spreading career awareness through high schools and middle schools, although they are also used at many PA CareerLink® offices across the state. The posters highlight occupational outlook and wage data in a 'career ladder' format for each of Pennsylvania's 12 Industry Clusters. They can be accessed, and ordered, online in printable PDFs for the area(s) of interest. (Updated: Bi-annually)

**[Job Skills Analysis](#)** – Methodology and tools developed by CWIA to better equip jobs seekers, workers, educators, and students to match employer hiring demand through an objective data solution. Job Skills go beneath occupational titles to list the specific knowledge, work activities, and tools and technologies typically required for an occupation and can aid in training, career planning, and career transitions. The fundamental principle of Job Skills Analysis is determining occupation specific skills that can be trained for in the short to moderate term utilizing local community colleges or technical schools. CWIA has developed a series of analytical tools that can be used to meet this goal. CWIA's solution can easily applied to all state LMI shops using a common methodology and nationally available core data set (O\*NET).

**[Top 50 Job Skills Reports](#)** – The goal of the Top 50 Job Skills Reports is to highlight the job skills most likely to be required in the workforce by geographic area over the next 10 years. Job skills are personal abilities that help workers carry out job-related tasks. They are tangible and attainable skills that someone can acquire through

training and education, often at local community colleges or technical schools. Job skills go into more detail than occupational titles by listing the work activities and tools and technologies typically required to perform well in an occupation. CWIA has compiled top 50 job skills lists by area showing the projected employment requiring the skill, the number of openings needing the skill, and the percentage of all openings using the job skill.

## **LMI Training for Service Delivery**

Consultation with other state workforce agencies, state and local WDBs, economic and workforce investment organizations, and education and training institutions has been conducted throughout the year to increase the scope and utility of workforce information. Entities that CWIA interacts with regularly include the Labor & Industry's Bureau of Workforce Development Administration, Bureau of Workforce Partnership and Operations, Office of Vocational Rehabilitation, PA CareerLink® Offices, Unemployment Compensation Bureaus, and the Workers' Compensation Bureau as well as the Departments of Aging, Agriculture, Community and Economic Development, Corrections, Education, Environmental Protection, Health, Human Services, and Revenue, and the Office of the Governor. Strategic partnerships were established and continue in order to identify and address customer information needs, as well as those of state and local workforce development system staff users.

Another critical component of CWIA's customer outreach is the work handled by our Customer Response Team. This group of analysts is dedicated to handling inquiries on a daily basis from a broad array of customers. They are responsible for answering questions on our products and publications, assisting with navigation through our website, and compiling data to fill requests. They also track requests and trends, which lead to the alteration of the website and creation of new products. Having a person answer the calls from our customers helps build a good customer relationship and allows for a better forum for the callers to tell us about the things that are working well and provide feedback on what could be improved upon or is missing.

Every year, CWIA explores the value of current and new products and services. We adjust our plans based on our research and extensive outreach to our stakeholder base to understand what they need. This has resulted in expansion of traditional support and the infusion of new products and services. The work that we have been able to provide through the WIGS has been appreciated and, more importantly, used on a regular basis to drive workforce intelligence in Pennsylvania.

Throughout the year, via attendance at conferences and symposia, participation in webinars, and delivery of presentations by staff, we are able to interact with our customers to get their feedback on CWIA products and services. These environments allow them to express their needs openly and to discuss potential new items with CWIA directly. Every month, we hold a briefing call with those in the L&I's and Governor's Office's Communications teams as well as other executive staff that signed confidentiality agreements to discuss the soon-to-be-released key labor force data. Special topics are added to these calls on occasion to introduce or explain other labor market information. To reach a wider audience and provide a broader picture of what we do and what we have to offer, CWIA staff hosts Labor Market Information Forums each year. During the timeframe covered by this WIG funding, these events were held in Williamsport and Youngwood. These two-day conferences highlighted products and services available through CWIA. About 70 workforce and economic development professionals were in attendance for each event. CWIA staff presented on a variety of agenda topics at each. The agendas as well as the presentations can be found on the [LMI Forum](#) section of our website. New product development is often based on acquisition of such knowledge. Presentations made at events are listed in the table that follows.

<b>Event Name</b>	<b>Date</b>	<b>Audience</b>	<b>Number of attendees</b>	<b>Brief Description</b>
Delaware County WDA Partners' Meeting	7/14/23	Workforce Development Professionals	20	General CWIA website overview with a concentration on key products for workforce professionals
Pennsylvania Career and Technical Administrators (PACTA) Training	7/26/23	CTE Counselors	30	Career information and products relevant to career counselors
Workforce Professionals Chat	8/30/23 9/19/23 9/28/23 12/7/23 5/6/24 5/8/24 6/14/24	WDB and PA CareerLink® staff	10-15	In-depth discussion of CWIA resources, tool, and services and how they can support local workforce development efforts  Sessions held in Butler, Altoona, St. Marys, Reading, Pittsburgh, Washington and Kersey
Lawrence County PA CareerLink® Staff Capacity Meeting	8/31/23	Workforce Development Professionals	25	General CWIA website overview with a concentration on key products for workforce professionals
PWDA WDB Symposium	9/12/23	Workforce Development Professionals	25	CWIA presented at two sessions.  Review of practical applications of LMI using actual customer requests to illustrate how to determine data needs.  Overview of CWIA datasets and monthly products that allow users to access and evaluate local labor market conditions.
Workforce Solutions Forum	9/20/23	Employers	60	General CWIA website overview with a concentration on key products for workforce professionals
Tri-County WDB Quarterly Meeting	9/30/23	WDB and PA CareerLink® staff	40	General CWIA website overview with a concentration on key products for workforce professionals
Delaware County WDA Partners' Meeting	10/13/23	Workforce Development professionals	20	Virtual meeting – summary of similarities and differences between PA's in-demand and high priority occupation products
Pennsylvania Career and Technical (PACTA) Fall Workshops	10/18/23	Career and Technical Education (CTE) personnel	30	Career information and products relevant to education administrators
Workforce Information Forum	10/24/23 to 10/25/23	Workforce Development Professionals, Educators, others	80	Labor Market Information (LMI) Forum with multiple plenary sessions focused on basic and advanced LMI, products built from core LMI data sets and real-world uses of data

<b>Event Name</b>	<b>Date</b>	<b>Audience</b>	<b>Number of attendees</b>	<b>Brief Description</b>
Delaware County WDA Partners' In-Service Day	11/17/23	Workforce Development Professionals	50	General CWIA website overview with a key concentration on products for workforce professionals
Lancaster PA CareerLink® Staff Meeting	12/6/23	Workforce Development Professionals	50	General CWIA website overview with a key concentration on products for workforce professionals
NASWA Winter Forum	2/13/24 to 2/15/24	Workforce Administrators	100	Attended state discussion workshops with other states' staff and leaders
Workforce Development Board Directors Retreat	3/5/24 to 3/6/24	Workforce Development Professionals	50	Update on numerous CWIA initiatives and interactive session using key LMI
CWIA Resource for Workforce Development Board Staff	3/20/24	Workforce Development Board Staff	4	Virtual – general CWIA website overview with a concentration on key products for WDB staff
Workforce Information Forum	4/3/2024 to 4/4/2024	Workforce Development Professionals, Educators, others	75	Labor Market Information (LMI) Forum with multiple plenary sessions focused on basic and advanced LMI, products built from core LMI data sets, and real-world uses of data
PWDA Annual Conference	5/1/24 to 5/3/24	Workforce Development Professionals, others	1,000 conference attendees	Presented a workshop on common LMI data misconceptions and sponsored an exhibit booth to share information about CWIA products and services. About 100 attendees at workshop.
Performance Assessment Overview Presentation	5/20/24	Workforce Development Board Members and Staff	44	Overview of the WIOA performance assessment cycle from negotiation of goals to evaluation
Northern Tier Business Summit	6/6/24	WDB and PA CareerLink® staff	70	Discussion of CWIA resources, tool and services with a special focus on data about non-traditional working populations
Local Negotiations Training	6/11/24	Workforce Development Board Staff	37	Overview of the local negotiations process
LMI Event	6/13/24	Workforce Development Board Staff	75	Mini labor market information forum covering CWIA data, tools and resources for use in the workforce development community
ENGAGE! Forum	6/20/24	Workforce Development Board, Employers	45	Highlighted labor market information useful for employers, including occupational wage and new dashboards
CWIA Resources for OVR Staff	6/25/24	Office of Vocational Rehabilitation (OVR) staff	37	General CWIA website overview with a concentration on key products for OVR staff

## Annual Economic Analysis or Special Reports

Based on customer, stakeholder, and partner consultations identifying workforce information needs, Pennsylvania used the WIGS to develop, publish and submit an annual state economic analysis and special studies capable of informing workforce and economic development policy and investment decisions to be made by the governor and state or local WDBs. These analyses supported the labor market information and economic development information needs of other system stakeholders such as state, regional, and local economic and workforce development organizations, education and training institutions, community colleges, and other partners.

Pennsylvania submitted in a timely manner portable document format (.pdf) copies and hyperlinks to .pdf or other electronic files of the economic analyses to ETA.

All grant-funded products, reports, and other workforce information were posted on the Internet at [www.workstats.dli.pa.gov](http://www.workstats.dli.pa.gov) when appropriate. Dissemination of the information was also done through emails and CDs to facilitate use by the workforce and economic development systems, other partners, stakeholders, and the public. CWIA also engaged in work throughout the year to improve the current website as well as developing additional web tools.

**[Economic Review of Pennsylvania 2023](#)** – An analysis of Pennsylvania’s workforce composition that focuses on future trends of the commonwealth’s economy, industries, and occupations. Understanding the potential obstacles, the future workforce will have to overcome is important in developing policies and strategies for Pennsylvania to remain economically competitive. Workers from the baby-boom generation will be moving into their 60’s during the decade and will be retiring in large numbers. They will take with them key skills that kept industry growing and prosperous. Far fewer youth are available to enter the labor market, forcing greater efficiencies and competition for key skills. This report examines the demographic, economic, and labor market developments unfolding in Pennsylvania. (Updated: Annually)

**[Pennsylvania Career Guide](#)** – The 26<sup>th</sup> Edition of the *Pennsylvania Career Guide* was released in July 2021. Demand for hard copies of this publication remains high. The 27<sup>th</sup> edition was under development and was targeted for digital release in July 2024, with printed copies of the publication to follow.

**[Help Wanted Online Job Postings](#)** – An analysis of Help Wanted Online (HWOL) data is provided to CWIA from The Conference Board via Lightcast. HWOL data is collected from online job posting sites such as CareerBuilder, Monster, etc., and can be used as a tool to analyze trends in employment demand at various grouping levels. The data allows for real-time tallying of online job posting data by area, industry, occupation, skills, and employer. CWIA distributes real-time job ad reports compiled by WDA to the local WDBs via an online public dashboard. This enables the WDBs to determine where and in what industries and occupations job demand growth is occurring to help align local PA CareerLinks® and education providers with properly placing and training the unemployed. (Updated: Monthly)

**[Analysis of the Pennsylvania Minimum Wage in 2023](#)** – Statistical information on Pennsylvanians who earn at or below the minimum wage; analyzes the demographic characteristics of hourly workers making at or near the minimum wage; details the industry characteristics of those making at or near the minimum wage; discusses the issues of inflation and poverty in relation to the minimum wage; and considers other states’ minimum wage data. A comparison is made between the years 2018 and 2023 to determine the impact of the minimum wage increases on Pennsylvania workers, businesses and economy. (Updated: Annually)

**[Industries of Interest \(IOI\)](#)** – The purpose of Industries of Interest (IOI) is to identify and report on industries in the state that exhibit nontrivial growth or decline in employment. The IOI methodology narrows Pennsylvania’s list of over 1,000 industries to those exhibiting marked sequential or year-over-year employment change for purposes of workforce and economic development. There are three data sources for this report: Quarterly Census of Employment and Wages (QCEW), and New Hires data. In addition, IOIs are used by the Pennsylvania Department

of Community and Economic Development and the Steel Valley Authority to target industries for promotion and interventionist strategies. County level data are also available through an interactive dashboard.

**New Hires by Workforce Development Area** – Dataset showing industries that are hiring by WDA. The data are available for the most recent complete quarter and can be used to determine where and in which industries employers are hiring as well as to find emerging or declining industries based on year-ago comparisons. New Hires data is available sooner than comparable QCEW data, giving an advanced look at employment hiring patterns by county. (Updated: Quarterly)

**Areas of Interest (AOI)** – The purpose of Areas of Interest (AOI) is to identify and highlight sub-county areas in the state that exhibit nontrivial growth or decline in employment. Typically, employment analysis focuses on industry and occupation, leading workforce developers to steer job seekers toward growing industries and occupations and away from declining ones. Expanding employment analysis to areas that are gaining or declining in employment gives workforce developers an additional dataset to consider when working with job seekers. Similarly, economic developers can use AOIs to identify regions in the state experiencing employment growth to build upon such growth, or to identify regions in the state experiencing employment decline to implement intervention strategies. AOI is generated from the QCEW dataset. The data are available through both a report and an interactive dashboard.

**Dashboards/Data Visualizations** – CWIA continues to create multiple dashboards to better communicate and visualize our labor market information. CWIA has dashboards for online job postings, Industries of Interest, unemployment claims demographic data by area, Pennsylvania's Economic Profile, labor force statistics by state and county, county population, labor force counts by age and county, and Areas of Interest.

**Regional Data Analysis Tool (RDAT)** - Access database that is provided to local WDBs to assist them with local industry cluster analysis. The tool provides local WDBs the ability to produce employment, wage, and competitiveness statistics for defined Industry Clusters or customized industry clusters for any region. Data are displayed for each NAICS code included in the cluster as well as the cluster as a whole. (Updated: Quarterly)

**PA Employer Database** - Access database tool provided to local WDBs and their partners to assist in employer outreach activities. The file includes employer names, contact information, NAICS codes, employment size ranges, the latitude and longitude of the employer for mapping purposes, and an indicator that identifies new employers. The database can be used to assist PA CareerLink® staff in marketing one-stop services and by local WDBs to attract employers for industry partnership activities. (Updated: Quarterly).

**Area Profiles** – Area profiles are done for Pennsylvania, WDAs, and counties and are a compilation of select economic, geographic and demographic data. These publications contain commonly asked for information by our customers. The Pennsylvania and WDA profiles contain the following information: population (gender, race, age, and education distribution), online job postings, labor force and unemployment rate, unemployment compensation by industry, major employers, employment and wages by industry sector, and wages by major occupational group. County profiles are done for Pennsylvania's 67 counties and include the following information: map of Pennsylvania with the county highlighted, population of the county (total, projected and age distribution), online job postings, veterans, labor Force and unemployment rate, personal income (per capita and total), major employers, employment and wages by industry sector, and wages by major occupational group.

**Survey Design & Analysis** – Ad hoc survey design, administration, and analysis for workforce partners. Examples have included, but were not limited to, apprenticeship and pre-apprenticeship participant tracking, workforce training evaluations, workforce program assessment and prioritization of State Workforce Development Board committee work.

**Worker Movement by Industry** – From year-to-year employees can stay with the same employer, stay employed in the same industry but with a different employer, find employment in a different industry, or no longer have a



record of employment. For each industry these movements are tracked to see how many workers fall into each of these four categories. Similarly, for each year, the same is done for each worker to see what industry and employer (or lack of) they came from. In this way a pattern of movement can be determined for each industry. Some industries have little movement, meaning workers remain employed in the industry from one year to the next. Other industries have a high degree of industry churn. This dataset pinpoints the industries workers come from or go to, which can be useful to determine those industries that feed into a particular industry or the industries workers are leaving an industry for. The worker movement by industry dashboard is a visual display of these movements.

**Top 50 New Hires** - The Top 50 New Hires by Residence report uses data from the national new hires program to show what employers are hiring Pennsylvania residents. The largest employers are ranked by number of employees. Each unemployment insurance account is treated as a separate entity. Data are available by workforce development areas.

**QCEW Publication** - The Pennsylvania's Industry Employment and Wages Report provide a detailed view of annual employment and wages by industry and county. Finalized annual data from the Quarterly Census of Employment and Wages (QCEW) highlight industry and county changes from one year prior. Industries are provided at the 2- and 4-digit NAICS.

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