ECONOMIC REVIEW OF PENNSYLVANIA

2010-2011

CENTER FOR WORKFORCE INFORMATION & ANALYSIS

DECEMBER 2011

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PREFACE

Pennsylvania's future depends upon the development of a workforce able to compete in today's global economy. Understanding potential obstacles the future workforce will have to overcome is necessary when developing policies and strategies for Pennsylvania to remain economically competitive.

The National Bureau of Economic Research (NBER) declared that a national economic recession began in December 2007. As the effects of the recession deepened in the state, Pennsylvania's unemployment rate increased to 8.0 percent in 2009. The recession left nearly all industries in Pennsylvania with job losses in 2009. In 2010, the job losses continued and the state's average unemployment rate increased to 8.7 percent, its highest level since 1984. Pennsylvania's average employment in 2010 was 5,791,000, its lowest level since 1998. However, in September of 2010, the NBER declared that the recession beginning in December of 2007 ended in June of 2009. In 2011 (year-to-date through October), Pennsylvania's average employment was 5,841,000, an increase of 50,000 jobs from 2010, or nearly 1 percent. Hopefully, in 2011 the beginnings of an economic recovery are at hand and the task now turns to effective workforce and economic development to ensure that the economic turnaround takes hold and Pennsylvania's 503,000 unemployed find sustainable employment.

Workers from the front-end of the baby-boom generation are moving into their 60s and beginning in 2011, were expected to start the wave of retirement from the workforce in large numbers. However, due to the weak economy, many have chosen to remain in the workforce, thus complicating the jobs outlook horizon for younger workers. But inevitably, as another economic expansion develops baby-boomers will leave the workforce in large numbers, taking with them key skills that kept industry growing and prosperous. Unfortunately, based on Pennsylvania's demographics, far fewer youth are available to enter the labor market to replace those who will be leaving. While technology and global competition will help alleviate the need for workers, there will still be a shortage of workers, which will force greater efficiencies and competition for key skills.

LABOR FORCE STATISTICS

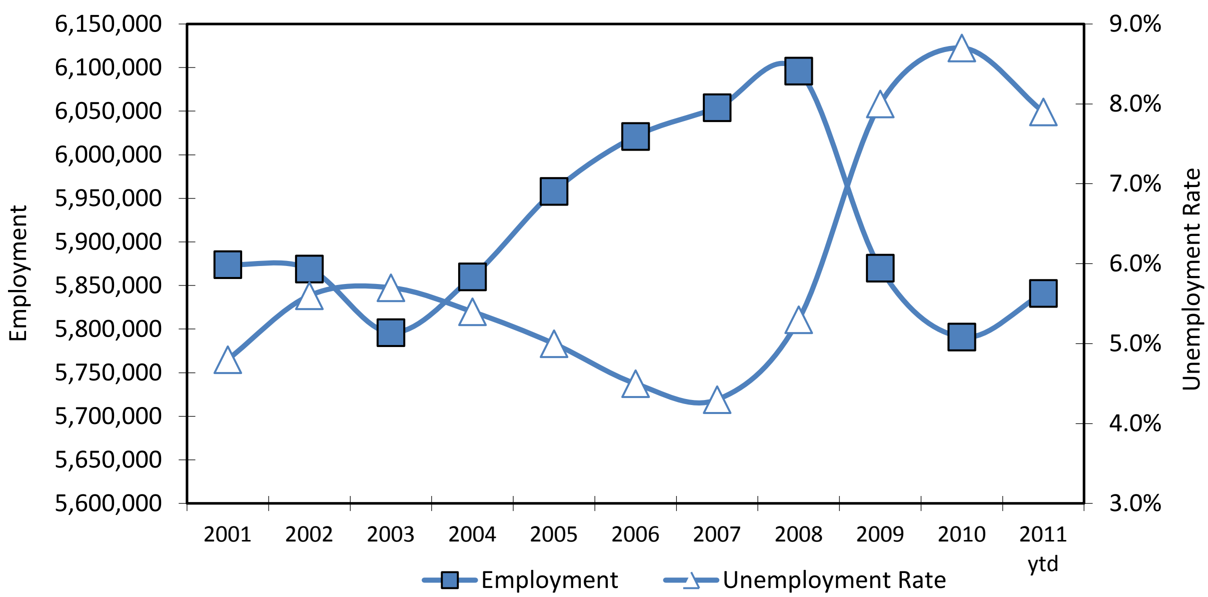
Employment

Pennsylvania's average employment was 5,791,000 in 2010, its lowest level since 1998. Over-the-year, average employment was down by 79,000, or over one percent, the second over-the-year decrease in a row. Pennsylvania average employment in 2011 (year-to-date through October) was 5,841,000, an increase of 50,000 jobs from 2010, or nearly one percent. In comparison, the United States year-to-date average employment in 2011 was 139,668,000, up 604,000 from 2010, or less than one half of one percent.

Unemployment Rate

Pennsylvania's average unemployment rate increased to 8.7 percent in 2010, its highest level since 1984. Over-the-year, the rate increased by 0.7 percentage points, its third over-the-year increase in a row. In 2011, as of October the average unemployment rate was 7.9 percent, or 0.8 percentage points lower than in 2010. The United States average unemployment rate in 2010 was 9.6, 0.3 percentage points higher than in 2009. As of October 2011, the U.S. average unemployment rate was 9.1, or 0.5 percentage points lower than in 2010.

Pennsylvania Employment and the Unemployment Rate



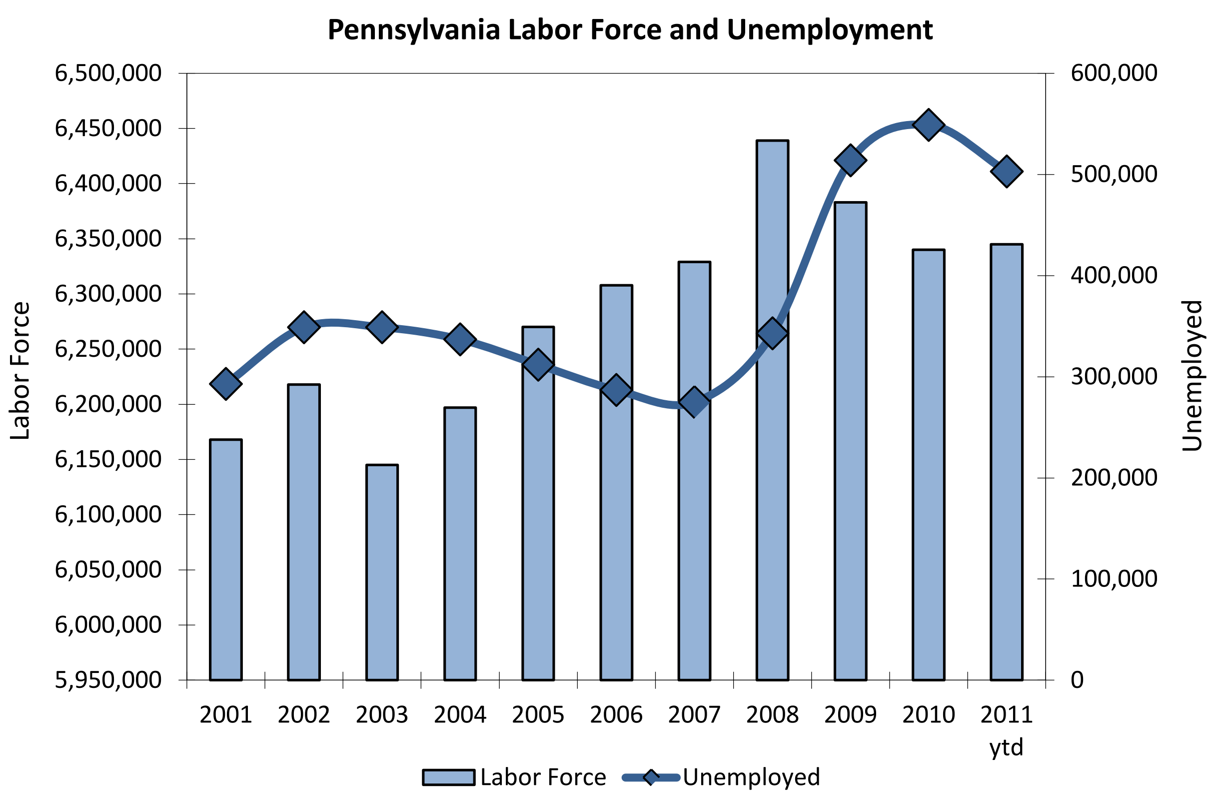
Source: Pennsylvania Local Area Unemployment Statistics

Labor Force

Pennsylvania's average labor force was 6,340,000 in 2010, down 43,000 from 2009, or less than one percent. This was the second year in a row the labor force has declined. Through October 2011, the average labor force in Pennsylvania was 6,345,000, or 5,000 higher than in 2010. The U.S. labor force was 153,889,000 in 2010, down 253,000 from 2009, or essentially unchanged. In 2011, through October, the U.S. average labor force was 153,634,000, down 255,000 from 2010, also essentially unchanged.

Unemployed

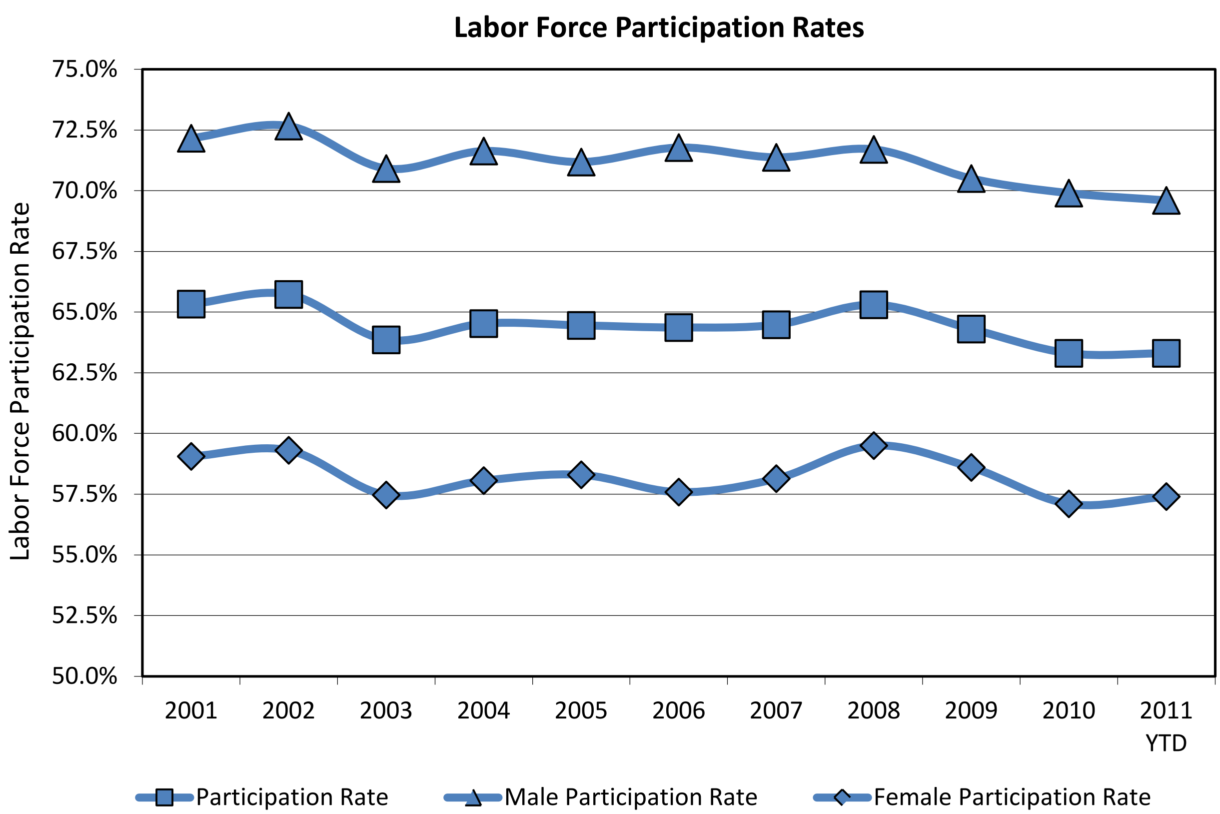
The average number of unemployed Pennsylvanians increased for the third year in a row in 2010 to 549,000, the highest level since 1983. The over-the-year change was 35,000. Average unemployment in 2011 through October was 503,000, a drop of 46,000 from 2010, for a decline of eight percent. The United States average unemployment level in 2010 was 14,825,000. Through October 2011, the nation's average unemployment was 13,966,000, down 859,000, or 6 percent from 2010.



Source: Pennsylvania Local Area Unemployment Statistics

Labor Force Participation

Pennsylvania's labor force participation rate was 63.3 percent in 2010, down one percentage point from 2009. The rate peaked in 2002 at 65.8 percent. (The rate is a measure of people who are working or who want to work. Generally, it goes up when employment increases and/or the perception that there is work rises.) Through October 2011, the average labor force participation rate was 63.3 percent, unchanged from 2010. In 2010, the male labor force participation rate was 69.9 percent, down 0.6 percentage points from the previous year, and the female rate was 57.1 percent, down nearly one and a one-half percentage points from 2009. As of October 2011, the average male labor force participation rate was 69.6 percent, down 0.3 percentage points from 2010. The female rate was 57.4 percent in 2011, up 0.3 percentage points from 2010.



Source Census' Curent Population Survey

INDUSTRY EMPLOYMENT

Jobs

Pennsylvania's total nonfarm jobs were at 5,690,900 in October 2011, up 54,500 (1.0%) from one year ago and up 123,600 since the most recent jobs low in February 2010. However, the October 2011 jobs count was still down 134,400 from the most recent jobs high in April 2008 of 5,825,300. Pennsylvania was still down 118,700 (-2.0%) from the official start of the recession in December of 2007. U.S. nonfarm jobs were at 131.5 million in October 2011, up 1.5 million jobs from one year ago or 1.2 percent. The U.S. was down 6.5 million jobs since the start of the recession, or -4.7 percent. A glance at the chart below shows that Pennsylvania is currently in a jobs recovery period, which began in early 2010. Pennsylvania has fared better than the nation in its jobs recovery since the start of the recession. The state jobs count is down 2.0 percent versus the nation's 4.7 percent decrease since December 2007. The state's total private jobs are up 75,200, or 1.5 percent, since one year ago, while government jobs have decreased by 20,700, or 2.8 percent. However, both private and government jobs have performed similarly since December 2007, both declining by approximately two percent. United States private jobs were down 5.2 percent during the same time frame, with government jobs down nearly two percent, mirroring Pennsylvania's performance.

PA Total Nonfarm Jobs December 2007 to October 2011 (Seasonally Adjusted)

Pennsylvania Nonagricultural Wage & Salary Employment (Seasonally Adjusted)

	October 2011	OTY Change	PA Change from December 2007		US Change from December 2007
			Volume	Percent	Percent
Total Non-farm Jobs	5,690,900	54,500	-118,700	-2.0%	-4.7%
Total Private Jobs	4,960,500	75,200	-104,300	-2.1%	-5.2%
Government	730,400	-20,700	-14,400	-1.9%	-1.8%

Source: Pennsylvania and U.S. Current Employment Statistics

Goods Producing Jobs

Goods Producing jobs in Pennsylvania were up 19,900 from one year ago, however they were still down 107,300, or 11.5 percent since the start of the recession. But once again, the state fared better than the nation, which was down 17.6 percent in good producing jobs since December 2007. All three of Pennsylvania's major goods producing industries: Mining & Logging, Construction, and Manufacturing were up from year ago levels and recovering faster than the nation. Mining & Logging in Pennsylvania was up 17 percent over the year and up nearly 57 percent since December 2007, far outpacing. In addition, the state's construction industry has recovered nearly twice as fast as the nation since the beginning of the recession, down just 15 percent versus the nation's 26 percent.

Pennsylvania Goods Producing Industries Nonagricultural Wage & Salary Employment (Seasonally Adjusted)

Industry	October 2011	OTY Change	PA Change from Dec '07		U.S. Change from Dec '07
			Volume	*Percent*	*Percent*
Goods Producing Industries	**828,000**	**19,900**	**-107,300**	**-11.5%**	**-17.6%**
Mining & Logging	33,400	4,800	12,100	56.8%	9.5%
Construction	221,100	3,600	-38,100	-14.7%	-26.2%
Manufacturing	573,500	11,500	-81,300	-12.4%	-14.4%
Durable Goods	344,600	8,700	-60,300	-14.9%	-15.9%
Nondurable Goods	228,900	2,800	-21,000	-8.4%	-11.9%

Source: Pennsylvania and U.S. Current Employment Statistics

Service Providing Jobs

In October 2011, Pennsylvania's Service Providing jobs were up 34,600 from one year ago, and down 11,400 jobs, or 0.2 percent since December 2007. In addition, the state is performing better than the nation, which is down 2.2 percent since the start of the recession. Pennsylvania's best performing service providing industries since the start of the recession are Educational Services; Management of Companies; Arts, Entertainment, and Recreation; and Health Care & Social Assistance. Pennsylvania is performing better in almost all service providing industries as compared to the U.S., with the following notable exceptions: Professional & Technical Services; Health Care & Social Assistance; Federal Government; and State Government. Finally, Pennsylvania's and the nation's Service Providing industries are performing better than Goods Producing industries from the beginning of the recession.

Pennsylvania Service Providing Industries Nonagricultural Wage & Salary Employment (Seasonally Adjusted)

Industry	October 2011	OTY Change	PA Change from Dec '07		US Change from Dec '07
			Volume	*Percent*	*Percent*
Service Providing Industries	4,862,900	34,600	-11,400	-0.2%	-2.2%
Trade, Transp. & Utilities	1,095,900	12,100	-38,100	-3.4%	-6.5%
Wholesale Trade	230,800	4,800	-9,200	-3.8%	-8.1%
Retail Trade	626,700	900	-29,000	-4.4%	-6.2%
Transp., Warehouse & Utilities	238,400	6,400	100	0.0%	-5.3%
Information	95,500	2,400	-12,500	-11.6%	-12.2%
Financial Activities	313,500	1,100	-18,500	-5.6%	-7.5%
Finance & Insurance	250,600	-2,900	-14,700	-5.5%	-6.7%
Real Estate & Rental & Leasing	62,900	4,000	-3,800	-5.7%	-9.7%
Professional & Business Srvs.	694,300	8,200	-17,800	-2.5%	-4.0%
Professional & Technical Srvs.	303,400	1,800	-10,700	-3.4%	-1.5%
Management of Companies	119,900	2,300	9,000	8.1%	-0.3%
Admin & Waste Services	271,000	4,100	-16,100	-5.6%	-7.3%
Education & Health Services	1,165,500	19,800	80,900	7.5%	8.4%
Educational Services	253,800	12,900	31,900	14.4%	9.1%
Health Care & Social Assistance	911,700	6,900	49,000	5.7%	8.3%
Leisure & Hospitality	513,100	8,800	9,200	1.8%	-1.9%
Arts, Entertainment & Recreation	92,700	100	6,900	8.0%	-4.3%
Accomodations & Food Srvs.	420,400	8,700	2,300	0.6%	-1.5%
Other Services	254,700	2,900	-200	-0.1%	-1.1%
Government	730,400	-20,700	-14,400	-1.9%	-1.8%
Federal Government	103,000	-2,000	-800	-0.8%	2.0%
State Government	148,400	-10,400	-9,800	-6.2%	-1.6%
Local Government	479,000	-8,300	-3,800	-0.8%	-2.6%

Source: Pennsylvania and U.S. Current Employment Statistics

Industry Highlights

The number of Pennsylvania companies that have increased their employment by at least 10 percent for four consecutive quarters totaled 1,980 in the fourth quarter of 2010. This compares favorably to the 1,150 companies that have decreased their employment by at least 10 percent for four consecutive quarters during the same time frame. In comparison, in the fourth quarter of 2009, the number of growing companies tallied 1,050, and the number of declining companies totaled 2,080, a less favorable ratio than the fourth quarter of 2010.

Other Economic Indicators

New Hires

The number of new workers hired at companies increased by 43,100, or eight percent in the second quarter of 2011 from the same quarter in 2010. Notable industries showing an increase in new hires from the prior year were: Transportation, Warehousing, and Utilities; Professional & Technical Services; Management of Companies; Administrative & Waste Services; and Arts, Entertainment & Recreation.

Pennsylvania New Hires, 2010 to 2011, 2nd Quarter

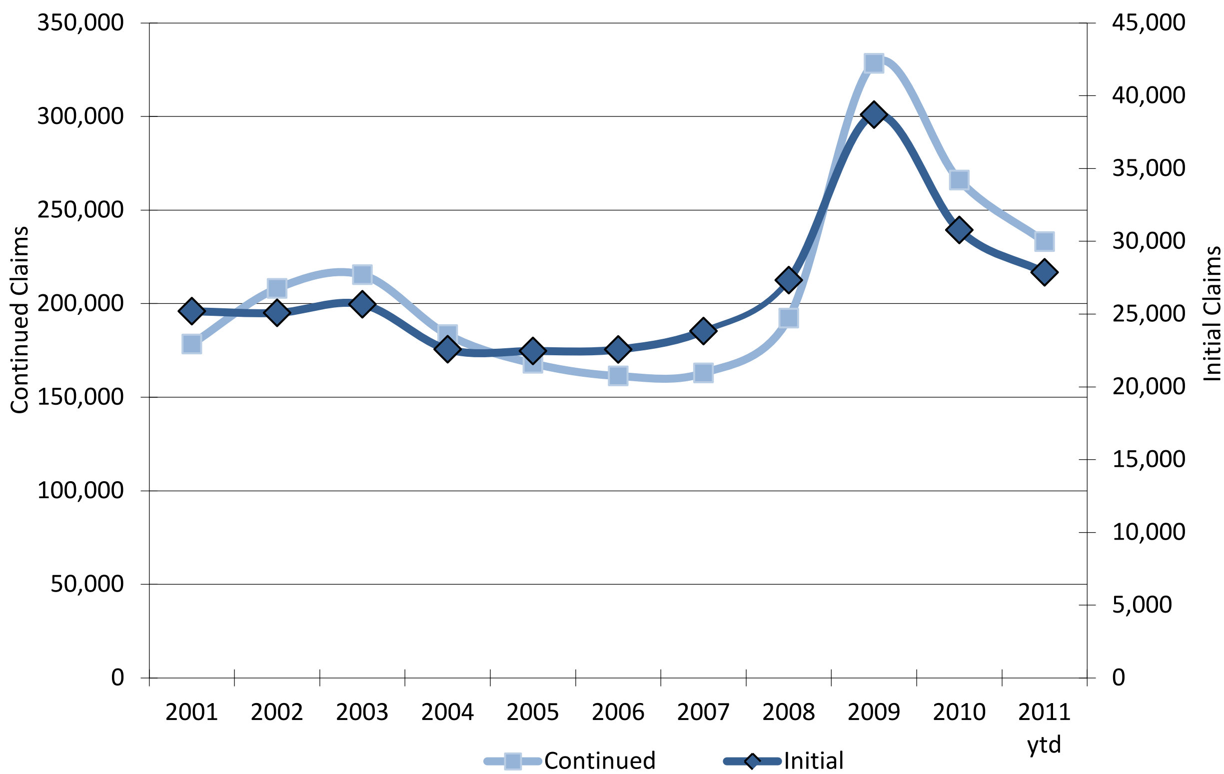
Industry	2011 Q2	2010 Q2	Change from 2010 Q2	
			volume	*percent*
Total New Hires	**581,300**	**538,200**	**43,100**	**8%**
Goods-Producing Industries	**68,400**	**65,000**	**3,400**	**5%**
Ag, Forestry, Fishing, Hunt.	2,700	2,500	200	8%
Mining	2,600	2,600	0	0%
Construction	29,400	28,800	600	2%
Manufacturing	33,700	31,100	2,600	8%
Service-Providing Industries	**512,700**	**473,300**	**39,400**	**8%**
Trade, Transp. & Utilities	94,900	88,300	6,600	7%
Wholesale Trade	13,900	13,200	700	5%
Retail Trade	53,200	51,500	1,700	3%
Transp., Warehouse & Utilities	27,800	23,600	4,200	18%
Information	7,400	7,600	-200	-3%
Financial Activities	14,100	14,300	-200	-1%
Finance & Insurance	9,600	9,500	100	1%
Real Estate & Rental & Leasing	4,500	4,800	-300	-6%
Professional & Business Svcs.	145,500	118,700	26,800	23%
Professional & Technical Svcs.	22,300	19,400	2,900	15%
Management of Companies	4,100	3,500	600	17%
Admin & Waste Services	119,100	95,800	23,300	24%
Education & Health Services	85,200	95,600	-10,400	-11%
Educational Services	28,800	35,200	-6,400	-18%
Health Care & Social Assistance	56,400	60,400	-4,000	-7%
Leisure & Hospitality	82,200	79,600	2,600	3%
Arts, Entertainment & Recreation	28,000	24,300	3,700	15%
Accommodation & Food Svcs.	54,200	55,300	-1,100	-2%
Other Services	14,500	14,500	0	0%
Government	7,700	7,800	-100	-1%
Unclassified Industry	61,200	46,900	14,300	30%

Source: Pennsylvania New Hires Reporting Program

Weekly Claims for Unemployment Compensation

Pennsylvania's average weekly number of continued claims decreased in 2010 and then again in 2011 (year-to-date in October). Implying that laid off individuals had an easier time finding work. The state's average weekly number of initial claims also decreased in both 2010 and 2011, significantly undercutting the recent high in 2009, which was the peak of the previous economic downturn.

Weekly Average Initial and Continued Claims for Unemployment Compensation

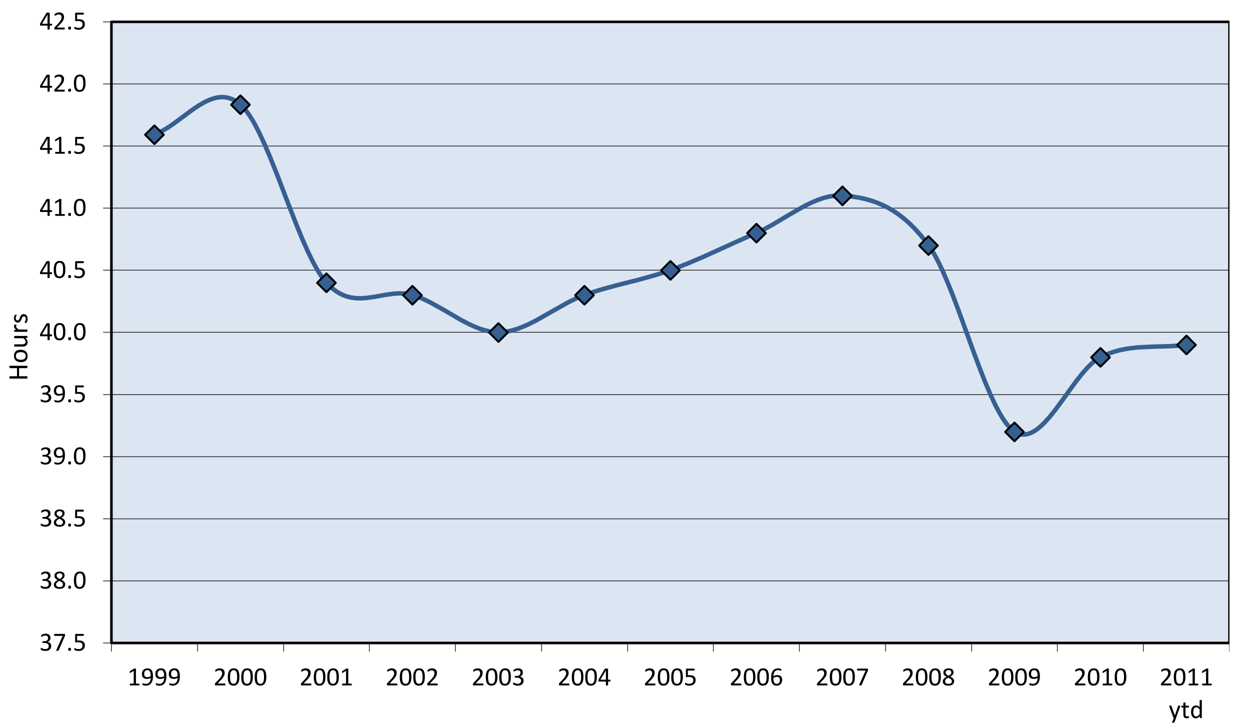


Source: Pennsylvania Unemployment Compensation data

Average Weekly Hours in Manufacturing

Average weekly hours is a leading indicator, often forecasting the direction of the state's economy. As the economy begins to grow out of a recession (e.g. in 2004), employers will tend to hold off on hiring new workers until they are more confident that economic growth is improving and will instead have their existing employees work more hours. As the economy continues to improve, eventually businesses will be forced to add more workers, and this increase in employment will reinforce the positive trend in economic growth (e.g. in 2005 to 2006). In contrast, when the economy is just beginning to slow down, employers wishing to maintain employee loyalty will try to keep their workers by reducing hours worked, rather than immediately laying-off workers (e.g. in 2001). If the slowdown deepens, eventually businesses are forced to lay off workers, which reinforces the negative trend in economic growth (e.g. in 2002 to 2003). The annual average of weekly hours in manufacturing turned down in 2008 and 2009, signaling that employers were reducing hours due to the economic recession. Now once again, as the economy begins to grow out of the recent recession, employers are holding off on hiring new workers and are having existing employees work more hours until they are more confident in the current economic recovery.

Average Weekly Hours in Manufacturing, Annual Average

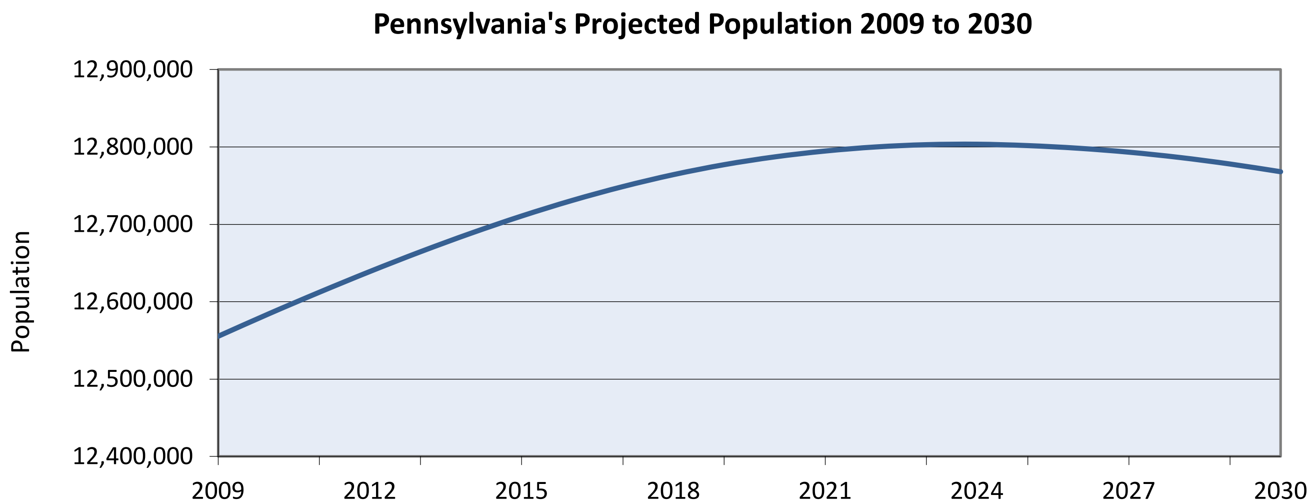


Source: Buruea of Labor Statistics, Current Employment Statistics

DEMOGRAPHICS

Population

Population change is the underlying force that moves the economy. Over the next ten years, Pennsylvania's population is projected to grow by just two percent. In comparison, the nation's population will grow by nearly nine percent. While the state's population growth will be relatively static in the years to come, the demographic changes within Pennsylvania's population will be dynamic.

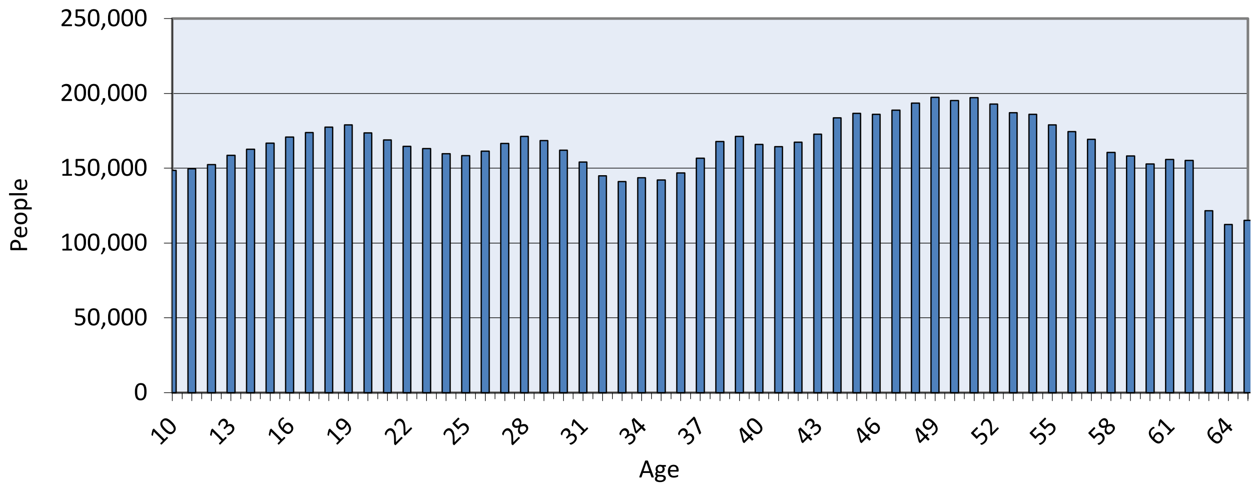


Source: U.S. Census Bureau

Age

Pennsylvania's population is growing older. The number of Pennsylvanians age 65 and over was 1.9 million in 2009. The state's percentage of those age 65 and over is the fourth highest in the nation (15.5 percent). This is largely a by-product of the aging of the population born during the Baby Boom period after World War II (1946 to 1964). The oldest of the baby boom generation will turn 65 in 2011 (now age 64) and the youngest will turn 65 in 2029 (now age 46). Thus, a large wave of Baby Boomers will be leaving the workforce over the next few decades. Unfortunately, from the mid-1960s until the mid-1980s, the number of births was less than that during the Baby Boom years.

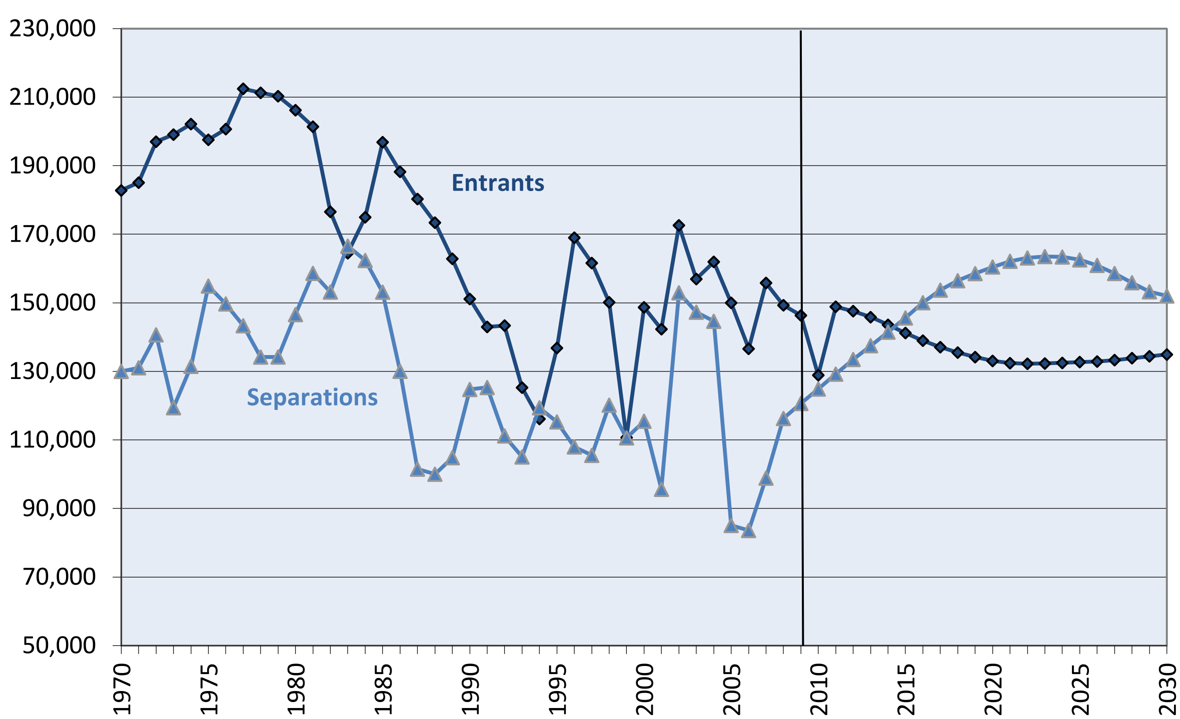
Pennsylvania Population: Age 10 to 65 in 2009



Source: U.S. Census Bureau

Due to this decline in the population, there will not be enough workers (entrants) to replace the Baby Boomers as they leave the workforce (separations). Beginning around 2016, the total working age population (age 25 to 64) will decline annually until at least 2030. Therefore, there will be worker shortages in the coming years and some areas, industries, and occupations will be affected sooner and harder than others. However, with the stock market crash of 2008, many Baby Boomers who had lost significant wealth may elect to stay in the job market and thus make up some of the coming shortfall of younger workers.

Pennsylvania Labor Force Entrants and Separations, 1970-2030



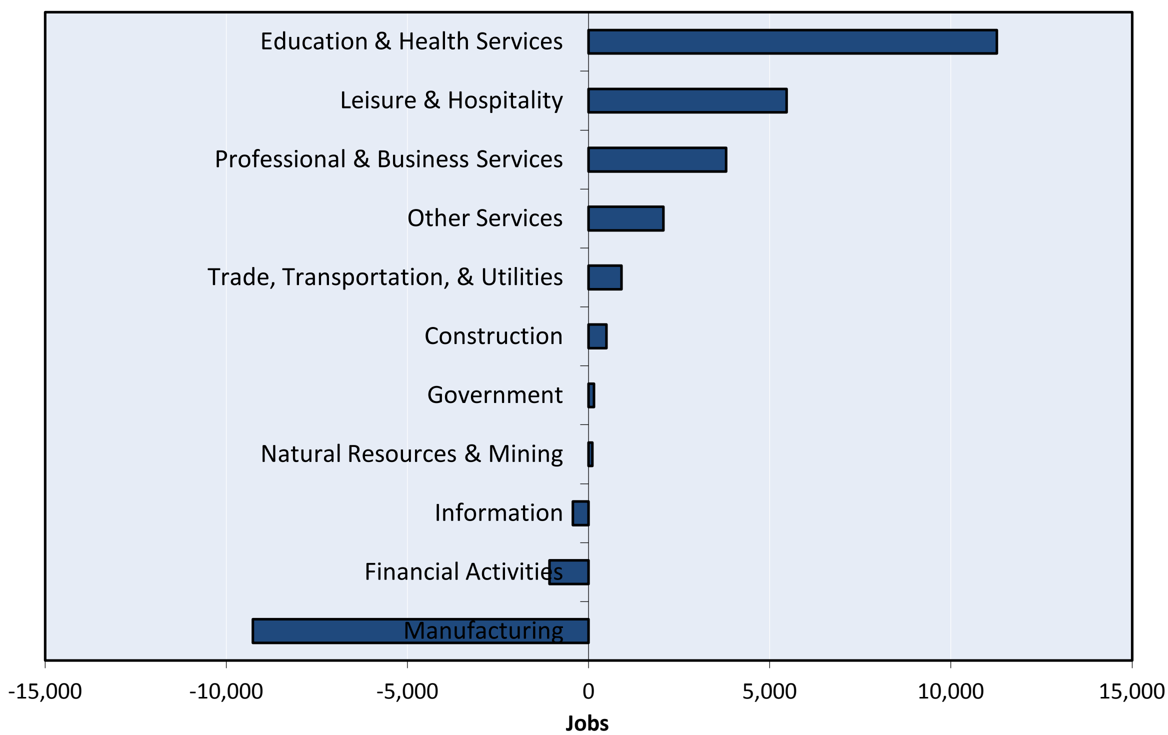
Source: Center for Workforce Information & Analysis

PROJECTIONS

Industry

Pennsylvania's Education & Health Services, Leisure & Hospitality industry, and Professional & Business Services sectors will account for nearly 90 percent of all annual employment growth through 2018. The Manufacturing industry sector is forecast to lose over 9,000 jobs annually. These sectors reflect the dynamics of an aging population's need for more health care, the gradual transition of the Baby Boom generation out of the workforce and into an active retirement, and the continued transformation of the state's economy from that of a goods producer to a service provider.

Annual Employment Change by Industry Sector to 2018



Source: Center for Workforce Information & Analysis

Growing Industries

The list of growing industries is dominated by Health Care and Social Assistance. Other industries forecast to grow are in Professional Services, Business Services, Leisure, and Hospitality.

Top 25 Growing Industries in Pennsylvania through 2018

Industry	Annual Employment Growth
General Medical & Surgical Hospitals	2,500
Gambling Industries	2,000
Community Care Facilities for the Elderly	1,400
Offices of Physicians	1,300
Colleges, Universities, & Professional Schools	1,200
Full-Service Restaurants	1,200
Limited-Service Eating Places	900
Home Health Care Services	900
Individual & Family Services	800
Residential Mental Retardation, Mental Health & Substance Abuse Facilities	600
Child Day Care Services	600
Other Amusement & Recreation Industries	600
Management of Companies & Enterprises	600
Offices of Other Health Practitioners	500
Nursing Care Facilities	500
Other General Merchandise Stores	500
Health & Personal Care Stores	500
Computer Systems Design & Related Services	400
Architectural, Engineering, & Related Services	400
Services to Buildings & Dwellings	400
General Freight Trucking	400
Personal Care Services	400
Outpatient Care Centers	400
Local Government, Excluding Education & Hospitals	300
Offices of Dentists	300

Source: Center for Workforce Information & Analysis

Declining Industries

The list of declining industries is dominated by Manufacturing. Other industries forecast to decline are in Education, Trade, Financial Activities, and Information sectors.

Top 25 Declining Industries in Pennsylvania through 2018

Industry	Annual Employment Loss
Elementary & Secondary Schools	-900
Newspaper, Periodical, Book, & Directory Publishers	-600
Printing & Related Support Activities	-500
Religious Organizations	-500
Postal Service	-500
Department Stores	-400
Other Wood Product Manufacturing	-400
Depository Credit Intermediation	-400
Household & Institutional Furniture	-400
Cut & Sew Apparel Manufacturing	-400
Couriers	-300
Agriculture, Construction, & Mining Machinery Manufacturing	-300
Architectural & Structural Metals	-300
Motor Vehicle Body & Trailer Manufacturing	-300
Foundries	-300
Other Electrical Equipment & Component Manufacturing	-300
Converted Paper Product Manufacturing	-300
Machine Shops; Turned Product; & Screw, Nut, & Bolt Manufacturing	-300
Semiconductor & Other Electronic Component Manufacturing	-200
Power Generation and Supply	-200
Nondepository Credit Intermediation	-200
Other Fabricated Metal Product Manufacturing	-200
Railroad Rolling Stock Manufacturing	-200
Iron & Steel Mills & Ferroalloy Manufacturing	-200
Purchased Steel Product Manufacturing	-200

Source: Center for Workforce Information & Analysis

Emerging Industries

Pennsylvania has forecast a number of emerging industries through 2018. An emerging industry is defined as having statewide employment less than 15,000 and projected to have at least 50 annual openings through 2018. The emerging industries are expected to be found mainly in Information, Health Care, Leisure, and Other Services.

Top Emerging Industries in Pennsylvania through 2018

Industry	Annual Employment Gain
Gambling Industries	1,950
Other Residential Care Facilities	160
Wireless Telecommunications Carriers	130
Community Food & Housing, & Emergency & Other Relief Services	120
Medical & Diagnostic Laboratories	120
Motion Picture & Video Industries	110
Aerospace Product & Parts Manufacturing	100
Social Advocacy Organizations	90
Other Personal Services	90
Data Processing, Hosting, & Related Services	80
Securities & Commodity Contracts Intermediation & Brokerage	80
Museums, Historical Sites, & Similar Institution	70
Waste Collection	70
Software Publishers	70
Grantmaking & Giving Services	60
Oil & Gas Extraction	60
Office Administrative Services	60
Hardware, & Plumbing & Heating Equipment & Supplies Merchant Wholesalers	50
Amusement Parks & Arcades	50
Other Information Services	50

Source: Center for Workforce Information & Analysis

Occupations

While the current economic environment remains challenging, jobs in most major occupational groups will be plentiful in the years to come for current and future labor market participants. Modest economic growth coupled with an aging workforce will create opportunities for job seekers. However, the best paying jobs will go to those with more than a high school education. Major occupational groups seeing the best total opportunities will be in: Office &

Administrative Support; Sales & Related Occupations; Food Preparation & Serving Related; Healthcare Practitioners & Technical Occupations; and Transportation & Material Moving. Major occupational groups not already mentioned and having the best opportunities due to growth will be Personal Care & Service; Healthcare Support Occupations; and Education, Training, and Library. Major occupational groups not already listed and having the best opportunities due to replacements (mainly those leaving due to retirement) will be: Construction & Extraction; Management Occupations; Business & Financial Operations; Installation, Maintenance & Repair Occupations; and Building and Grounds Cleaning and Maintenance Occupations.

	Annual Change through 2018		
Occupational Group	**Total**	**Due to Replacements**	**Due to Growth**
Office & Administrative Support Occupations	2,500	2,200	300
Sales & Related Occupations	2,200	2,000	200
Food Preparation & Serving Related Occupations	2,000	1,600	400
Healthcare Practitioners & Technical Occupations	1,100	700	500
Transportation & Material Moving Occupations	1,100	1,000	100
Production Occupations	1,000	900	0
Education, Training, & Library Occupations	900	800	200
Personal Care & Service Occupations	800	500	300
Management Occupations	600	500	100
Business & Financial Operations Occupations	600	500	100
Healthcare Support Occupations	500	200	300
Building & Grounds Cleaning & Maintenance Occupations	500	400	100
Construction & Extraction Occupations	500	500	100
Installation, Maintenance, & Repair Occupations	500	400	100
Computer & Mathematical Occupations	400	300	100
Protective Service Occupations	400	300	100
Architecture & Engineering Occupations	300	200	0
Community & Social Services Occupations	300	200	100
Life, Physical, & Social Science Occupations	200	100	0
Arts, Design, Entertainment, Sports, & Media Occupations	200	200	0
Farming, Fishing, & Forestry Occupations	200	100	100
Legal Occupations	100	100	0

Source: Center for Workforce Information & Analysis
Totals may not sum due to rounding.

Occupations Detail

There will be job opportunities in many different occupations across all industries over the next decade as Baby Boomers retire. Eighty-one percent of all annual job openings will be due to replacements for workers leaving the workforce. Labor market participants will have their pick of jobs and occupations as they begin or change careers.

	Annual Change through 2018		
Occupational Title	**Total**	**Due to Replacements**	**Due to Growth**
Retail Sales Workers	1,600	1,500	100
Information & Record Clerks	800	600	200
Health Diagnosing & Treating Practitioners	700	400	300
Material Moving Workers	600	600	0
Primary, Secondary, & Special Education School Teachers	500	500	0
Other Office & Administrative Support Workers	500	400	0
Health Technologists & Technicians	400	300	100
Other Personal Care & Service Workers	400	300	200
Computer Specialists	400	300	100
Cooks & Food Preparation Workers	400	300	100
Financial Clerks	400	400	100
Material Recording, Scheduling, Dispatching, & Distributing Workers	400	400	0
Motor Vehicle Operators	400	300	100
Construction Trades Workers	400	300	0
Building Cleaning & Pest Control Workers	300	300	100
Business Operations Specialists	300	300	100
Nursing, Psychiatric, & Home Health Aides	300	100	200
Counselors, Social Workers, & Other Community/Social Service Specialists	300	200	100
Other Food Preparation & Serving Related Workers	300	300	0
Other Management Occupations	300	200	100
Secretaries & Administrative Assistants	300	300	0
Other Production Occupations	300	300	0
Sales Representatives, Wholesale & Manufacturing	200	200	0
Financial Specialists	200	200	100
Metal Workers & Plastic Workers	200	200	0
Postsecondary Teachers	200	100	100
Other Protective Service Workers	200	200	0
Vehicle & Mobile Equipment Mechanics, Installers	200	200	0
Other Installation, Maintenance, & Repair Occupations	200	200	0
Agricultural Workers	200	100	100
Engineers	200	100	0
Law Enforcement Workers	200	100	0
Other Healthcare Support Occupations	200	100	100
Top Executives	200	200	0

Source: Center for Workforce Information & Analysis
Totals may not sum due to rounding.

CONCLUSION

Pennsylvania's average employment was 5,841,000 in 2011 (through October), an increase of 50,000 jobs from 2010, or nearly one percent. In 2011, as of October, the average unemployment rate was 7.9 percent, or 0.8 percentage points lower than in 2010, and 1.2 percentage points lower than the U.S. average rate. Pennsylvania's total nonfarm jobs were at 5,690,900 in October 2011, up 54,500 (1.0%) from one year ago and up 123,600 since the most recent jobs low in February 2010. However, the October 2011 jobs count was still down 134,400 from the most recent jobs high in April 2008 of 5,825,300. Pennsylvania was still down 118,700 (-2.0%) from the official start of the recession in December of 2007. Pennsylvania has fared better than the nation in its jobs recovery since the start of the recession, the state is down just 2.0 percent versus the nation's decline of 4.7 percent since December 2007. The good news is that Pennsylvania is currently in a jobs recovery period and its economy is beginning to improve while it continues to adapt and transform itself from one of goods-producing to service-providing industries.

Workers from the baby-boom generation are moving into their 60s and will be retiring in large numbers. They will take with them key skills. Beginning around 2016, Pennsylvania's total working age population (age 25 to 64) is projected to decline annually until at least 2030. Far fewer youth will be available to enter the labor market, forcing greater efficiencies and competition for key skills. Therefore, there will be worker shortages in the coming years and some areas, industries, and occupations will be affected sooner and harder than others. However, with the stock market crash of 2008, many Baby Boomers who lost significant wealth may elect to stay in the job market and thus make up some of the coming shortfall of younger workers.

Once the jobs recovery comes to an end and we enter the next economic expansionary period, jobs in most major occupational groups will be plentiful for current and future labor market participants. Modest economic growth coupled with an aging workforce will create opportunities for anyone seeking a job. The best paying jobs will go to those achieving more than a high school education.

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