

# **Chester County Workforce Development Area (WDA) Workforce Highlights**

**Center for Workforce Information & Analysis  
May 2018**

# Who is CWIA?



CWIA (Center for Workforce Information & Analysis) is a bureau within L&I that produces workforce and economic statistics and analysis.

## **CWIA's key roles:**

- Provide labor market information (LMI) products & services to wide range of customers
- Measure and report on PA's labor force (employed and unemployed), employers, industries, occupations, wages, and skills through various products & services
- Calculate performance and outcome metrics for workforce program participants
- Perform data analysis and reporting on Unemployment Compensation program activities

And best of all, most CWIA services are... **FREE!!!**

# Industry versus Occupation



- Much of CWIA's data is assigned by:
  - **Industry** or
  - **Occupation**
  
- While these terms are often used interchangeably, they are in fact very different when it comes to data.
  - **Industry** refers to the type of business or organization where an individual works
  - **Occupation** refers to the job duties that an individual actually performs at their place of work
  
- An industry has workers in various occupations while a single occupation can be found in many different industries.

Example:

  - **Industry** – Hospital or Residential Construction
  - **Occupation** – Registered Nurse or Carpenter

# Demographics

# Population by County



	Bucks	Chester	Delaware	Montgomery	Philadelphia	Pennsylvania
<b>Total</b>	626,399	516,312	563,402	821,725	1,567,872	12,784,227
<b>Male</b>	49.1%	49.2%	48.1%	48.6%	47.4%	49.0%
<b>Female</b>	50.9%	50.8%	51.9%	51.4%	52.6%	51.0%
<b>White</b>	88.0%	85.3%	69.2%	79.7%	40.4%	80.9%
<b>Black</b>	3.5%	5.8%	21.3%	8.9%	42.2%	11.0%
<b>Other</b>	8.3%	8.9%	9.4%	11.4%	17.5%	8.1%
<b>Hispanic</b>	5.2%	7.3%	3.7%	5.0%	14.4%	7.0%
<b>0-14</b>	16.8%	18.9%	18.2%	17.7%	18.7%	17.2%
<b>15-19</b>	6.3%	7.0%	7.2%	6.1%	6.3%	6.5%
<b>20-34</b>	16.8%	17.7%	19.7%	18.2%	26.4%	19.6%
<b>35-49</b>	18.8%	19.3%	18.2%	19.2%	18.2%	18.1%
<b>50-64</b>	23.7%	21.7%	20.8%	21.4%	17.6%	21.3%
<b>65 and Older</b>	17.6%	15.3%	15.7%	17.3%	12.8%	17.4%

# Age Breakdown of Chester County's Workforce



	NAICS	Industry	Employees	Percent of Industry Employment
<b>Most Employees Aged 55-plus</b>				
By Percent	22	Utilities	191	34.2%
	48-49	Transportation and Warehousing	2,118	32.7%
	31-33	Manufacturing	5,987	30.6%
By Volume	62	Healthcare & Social Assistance	8,734	26.0%
	54	Professional, Scientific, and Tech. Services	6,839	23.0%
	44-45	Retail Trade	6,132	23.0%
<b>Most Employees Aged 14-21</b>				
By Percent	71	Arts, Entertainment, and Recreation	1,809	32.4%
	72	Accommodation and Food Services	5,026	30.5%
	44-45	Retail Trade	4,265	16.0%
By Volume	72	Accommodation and Food Services	5,026	30.5%
	44-45	Retail Trade	4,265	16.0%
	71	Arts, Entertainment, and Recreation	1,809	32.4%

# Educational Attainment Breakdown of Chester County's Workforce



Education Level	Employees	Percent
Less than high school	23,232	9.2%
High school or equivalent, no college	55,696	22.0%
Some college or Associate degree	63,765	25.2%
Bachelor's degree or advanced degree	76,341	30.2%
Not available (workers aged 24 or younger)	33,673	13.3%

	NAICS	Industry	Employees	Percent of Industry Employment
<b>Most Employees with a HS Diploma or less</b>				
By Percent	11	Agriculture, Forestry, Fishing and Hunting	2,942	54.1%
	21	Mining, Quarrying, & Oil & Gas Extraction	59	47.6%
	48-49	Transportation and Warehousing	2,896	44.7%
By Volume	62	Health Care and Social Assistance	10,627	31.7%
	44-45	Retail Trade	9,087	34.1%
	31-33	Manufacturing	7,946	40.5%
<b>Most Employees with Some College or more</b>				
By Percent	54	Professional, Scientific, and Tech. Svcs.	21,899	73.7%
	52	Finance and Insurance	13,962	72.5%
	61	Educational Services	10,899	68.9%
By Volume	54	Professional, Scientific, and Tech. Svcs.	21,899	73.7%
	62	Health Care and Social Assistance	19,428	57.9%
	52	Finance and Insurance	13,962	72.5%

# Current Workforce Highlights



# Labor Force Statistics, 2013-18 (Corrected)



	April 2013			April 2018		
	Labor Force	Employed	Unemployed	Labor Force	Employed	Unemployed
<b>Bucks</b>	338,293	315,053	23,240	338,072	324,980	13,092
<b>Chester</b>	273,132	258,117	15,015	276,462	267,400	9,062
<b>Delaware</b>	291,304	269,911	21,393	291,682	279,769	11,913
<b>Montgomery</b>	436,695	410,130	26,565	444,390	428,653	15,737
<b>Philadelphia</b>	702,645	628,484	74,161	698,855	658,717	40,138
<b>Pennsylvania</b>	6,462,138	5,971,194	490,944	6,378,043	6,080,553	297,490

	Volume Change			Percent Change		
	Labor Force	Employed	Unemployed	Labor Force	Employed	Unemployed
<b>Bucks</b>	-221	9,927	-10,148	-0.1%	3.2%	-43.7%
<b>Chester</b>	3,330	9,283	-5,953	1.2%	3.6%	-39.6%
<b>Delaware</b>	378	9,858	-9,480	0.1%	3.7%	-44.3%
<b>Montgomery</b>	7,695	18,523	-10,828	1.8%	4.5%	-40.8%
<b>Philadelphia</b>	-3,790	30,233	-34,023	-0.5%	4.8%	-45.9%
<b>Pennsylvania</b>	-84,095	109,359	-193,454	-1.3%	1.8%	-39.4%

For more detailed statistics, consult CWIA's Civilian Labor Force Packet:  
<http://www.workstats.dli.pa.gov/Products/CivilianLabor/Pages/default.aspx>

# Unemployment Rate Trends, 2013-18



The table below shows the unemployment rate change from April 2013 to April 2018 for each county in the area. CWIA also calculates these figures for any sub-county municipality with a population of approximately 20,000 or above – Tredyffrin and West Goshen Townships in Chester County.

Area	April 2013	April 2018	Change
Bucks	6.9%	3.9%	-3.0%
Chester	5.5%	3.3%	-2.2%
Delaware	7.3%	4.1%	-3.2%
Montgomery	6.1%	3.5%	-2.6%
Philadelphia	10.6%	5.7%	-4.9%
Pennsylvania	7.6%	4.7%	-2.9%

For more detailed statistics, consult CWIA's Civilian Labor Force Packet:  
<http://www.workstats.dli.pa.gov/Products/CivilianLabor/Pages/default.aspx>

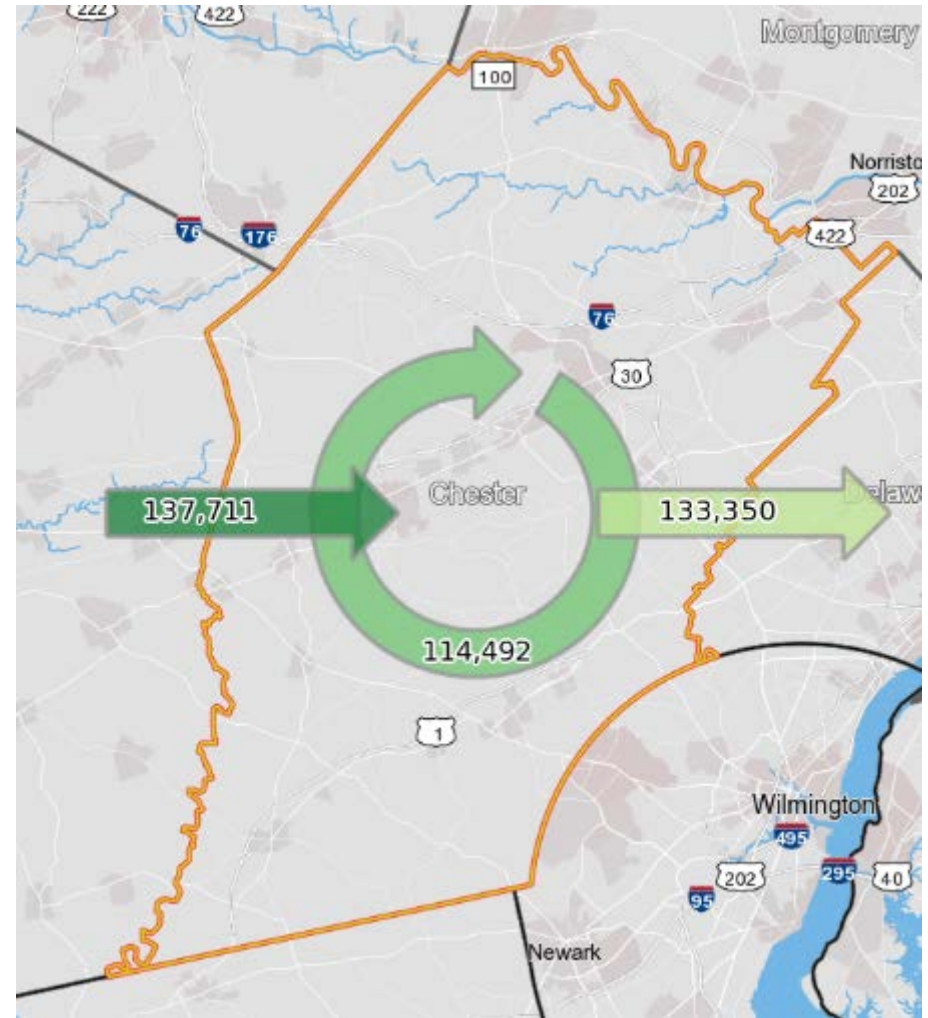
# Chester County WDA Workforce Flow, 2015

## Inflow/Outflow Report, Chester County WDA, 2015

	Count	Share
Employed in the WDA	252,203	100.0%
Employed in the WDA but Living Outside	137,711	54.6%
Employed and Living in the WDA	114,492	45.4%
Living in the WDA	247,842	100.0%
Living in the WDA but Employed Outside	133,350	53.8%
Living and Employed in the WDA	114,492	46.2%

Net Commuting In/Out*	4,361
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\*A positive number indicates the number of individuals working in the WDA but living outside is higher than the number of individuals living in the WDA but employed outside. A negative number indicates the opposite.



# Chester County Employment by Industry Sector



Industry	Industry Code	2011			2016			Change		
		Average Estab's	Average Empl	Average Weekly Wage	Average Estab's	Average Empl	Average Weekly Wage	Estab's Change	Empl Change	Wage Change
Total, All Industries		14,904	236,419	\$1,186	15,353	248,029	\$1,286	449	11,610	\$100
Agriculture, Forestry, Fishing & Hunting	11	206	5,966	623	233	5,605	761	27	-361	\$138
Mining, Quarrying, & Oil/Gas Extraction	21	11	162	1,135	8	113	1,106	-3	-49	-\$-29
Utilities	22	25	685	2,009	32	626	2,256	7	-59	\$247
Construction	23	1,327	9,347	1,129	1,385	10,738	1,316	58	1,391	\$187
Manufacturing	31-33	617	20,498	1,418	611	19,599	1,499	-6	-899	\$81
Wholesale Trade	42	1,103	11,461	1,948	1,013	10,768	1,994	-90	-693	\$46
Retail Trade	44-45	1,477	27,222	648	1,457	27,223	713	-20	1	\$65
Transportation and Warehousing	48-49	300	7,662	855	295	7,780	928	-5	118	\$73
Information	51	280	5,309	1,714	246	5,474	1,812	-34	165	\$98
Finance and Insurance	52	1,009	19,189	1,886	965	18,941	2,234	-44	-248	\$348
Real Estate and Rental and Leasing	53	443	3,699	1,454	481	3,833	1,642	38	134	\$188
Professional and Technical Services	54	2,327	24,649	1,935	2,448	27,770	2,093	121	3,121	\$158
Mgmt of Companies and Enterprises	55	172	7,821	2,927	215	7,829	3,136	43	8	\$209
Administrative and Waste Services	56	914	11,004	774	960	12,040	814	46	1,036	\$40
Educational Services	61	349	18,766	943	390	18,540	1,059	41	-226	\$116
Health Care and Social Assistance	62	1,733	31,015	841	1,833	36,422	884	100	5,407	\$43
Arts, Entertainment, and Recreation	71	218	3,757	441	242	4,093	480	24	336	\$39
Accommodation and Food Services	72	901	14,399	326	963	16,296	368	62	1,897	\$42
Other Services, Ex. Public Admin	81	1,373	9,195	510	1,453	9,757	610	80	562	\$100
Public Administration	92	122	4,614	938	126	4,581	1,029	4	-33	\$91

Notes: "Estab" = Establishments; "Empl" = Employment; All negative changes are shown in red font; Wage changes are not adjusted for inflation.

# Chester County WDA Establishments by Size



Employer Size Class	Estab's	Average Empl	Total Empl	Percent of Total Estab's	Percent of Total Empl
0	1,401	0	0	9.2%	0.0%
1-4	6,939	2	13,918	45.7%	6.1%
5-9	2,668	7	17,556	17.6%	7.7%
10-19	1,894	14	25,670	12.5%	11.3%
20-49	1,431	31	43,692	9.4%	19.2%
50-99	492	70	34,236	3.2%	15.1%
100-249	263	150	39,382	1.7%	17.3%
250-499	51	323	16,495	0.3%	7.3%
500-999	26	613	15,940	0.2%	7.0%
1000 & Over	8	2,551	20,406	0.1%	9.0%
<b>Total</b>	<b>15,173</b>	<b>15</b>	<b>227,295</b>	<b>100%</b>	<b>100%</b>

Notes: "Estab" = Establishments; "Empl" = Employment

Source: Quarterly Census of Employment and Wages

In April 2018, there were 8,995 online job postings in the Chester County WDA.

<b>Top 10 Industries by Job Posting</b>	
Industry	Job Postings
Temporary Help Services	1,272
Software Publishers	791
General Freight Trucking, Long-Distance, Truckload	711
Employment Placement Agencies	590
Commercial Banking	377
Home Health Care Services	332
Elementary & Secondary Schools	326
Computer Systems Design Services	296
General Freight Trucking, Local	292
All Other Business Support Services	262

<b>Top 10 Occupations by Job Posting</b>	
Occupation	Job Postings
Registered Nurses	378
Heavy and Tractor-Trailer Truck Drivers	283
Retail Salespersons	254
Software Developers, Applications	248
Computer Systems Analysts	203
First-Line Supervisors of Retail Sales Workers	178
Customer Service Representatives	176
Computer User Support Specialists	166
Social and Human Service Assistants	152
Accountants	149

# Employment Outlook

## 2014-24 Industry Projections – Chester County WDA

Industry	Empl.	Proj. Empl.	Empl. Change	
			Volume	Percent
<b>Total Jobs</b>	255,630	276,790	21,160	8.3%
<b>Goods Producing Industries</b>	32,460	33,570	1,110	3.4%
Agriculture, Mining & Logging	2,710	2,790	80	3.0%
Construction	9,730	11,250	1,520	15.6%
Manufacturing	20,020	19,520	-500	-2.5%
<b>Services-Providing</b>	209,040	228,820	19,780	9.5%
Trade, Transportation & Utilities	45,960	47,540	1,580	3.4%
Information	4,930	4,890	-40	-0.8%
Financial Activities	22,940	26,330	3,390	14.8%
Professional & Business Services	44,840	51,090	6,250	13.9%
Education & Health Services	49,170	54,550	5,380	10.9%
Leisure & Hospitality	19,250	21,710	2,460	12.8%
Other Services, Except Public Admin.	13,220	14,290	1,070	8.1%
Federal, State & Local Government	8,750	8,410	-340	-3.9%



## By Volume Growth:

- Computer Systems Design & Rel. Services
- Restaurants & Other Eating Places
- Individual & Family Services
- Management & Technical Consulting Services
- Community Care Facilities For The Elderly
- Personal Care Services
- Management Of Companies & Enterprises
- Employment Services
- Offices Of Other Health Practitioners
- Scientific Research & Development Services

## By Percent Growth:

- Outpatient Care Centers
- Computer Systems Design & Rel. Services
- Personal Care Services
- Software Publishers
- Offices Of Other Health Practitioners
- Machinery & Equip. Rental & Leasing
- Individual & Family Services
- Warehousing & Storage
- Employment Services
- Residential Building Construction

## 2014-24 Occupational Projections – Chester County WDA

Occupational Title	Empl.	Proj. Empl.	Empl. Change		Total Openings
			<i>Volume</i>	<i>Percent</i>	
<b>Total, All Occupations</b>	<b>255,630</b>	<b>276,790</b>	<b>21,160</b>	<b>8.3%</b>	<b>8,099</b>
Management, Business & Finance	31,740	35,380	3,640	11.5%	1,056
Computer, Engineering & Science	21,350	24,610	3,260	15.3%	731
Education, Legal, Social Service, Arts & Media	25,850	27,300	1,450	5.6%	719
Healthcare Practitioners, Technicians & Support	19,290	22,330	3,040	15.8%	735
Protective, Food, Building & Personal Service	40,670	45,160	4,490	11.0%	1,595
Sales & Related	27,350	28,380	1,030	3.8%	872
Office & Administrative Support	39,860	40,890	1,030	2.6%	950
Farming, Fishing & Forestry	1,650	1,690	40	2.4%	48
Construction & Extraction	9,510	10,540	1,030	10.8%	248
Installation, Maintenance & Repair	9,990	10,730	740	7.4%	310
Production	13,650	13,780	130	1.0%	358
Transportation & Material Moving	14,730	16,010	1,280	8.7%	478

# Fastest Growing Occupations



**Pennsylvania**

Registered Nurses  
 Combined Food Prep & Serving Workers  
 Home Health Aides  
 Personal Care Aides  
 Heavy & Tractor-Trailer Truck Drivers  
 Nursing Assistants  
 Laborers & Material Movers  
 Construction Laborers  
 Retail Salespersons  
 Customer Service Representatives

Interpreters & Translators  
 Occupational Therapy Assistants  
 Physical Therapist Assistants  
 Physical Therapist Aides  
 Nurse Practitioners  
 Operations Research Analysts  
 Personal Financial Advisors  
 Home Health Aides  
 Physical Therapists  
 Biomedical Engineers

Retail Salespersons  
 Cashiers  
 Combined Food Prep & Serving Workers  
 Waiters & Waitresses  
 Registered Nurses  
 Laborers & Material Movers  
 Customer Service Representatives  
 Office Clerks, General  
 Home Health Aides  
 Stock Clerks & Order Fillers

**Traditional**  
 (By Volume Growth)

**Emerging**  
 (By Percent Growth)

**Foundational**  
 (By Annual Openings)

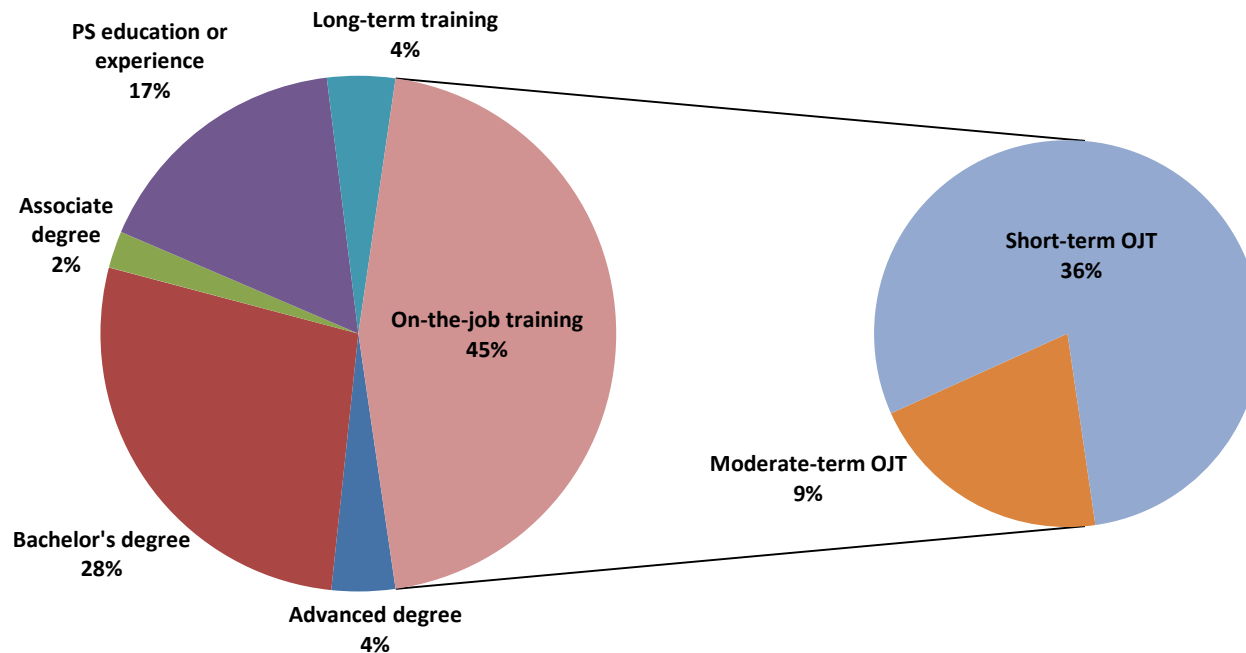
**Chester County WDA**

Combined Food Prep & Serving Workers  
 Computer Systems Analysts  
 Registered Nurses  
 Accountants & Auditors  
 Personal Care Aides  
 Home Health Aides  
 Systems Software Developers  
 Customer Service Representatives  
 Cooks, Restaurant  
 Management Analysts

Personal Financial Advisors  
 Home Health Aides  
 Computer Systems Analysts  
 Computer & Information Systems Mgrs  
 Personal Care Aides  
 Systems Software Developers  
 Cooks, Restaurant  
 Applications Software Developers  
 Market Research Analysts  
 Hairdressers, Hairstylists & Cosmetologists

Retail Salespersons  
 Combined Food Prep & Serving Workers  
 Cashiers  
 Waiters & Waitresses  
 Registered Nurses  
 Accountants & Auditors  
 Customer Service Representatives  
 General & Operations Managers  
 Office Clerks, General  
 Laborers & Material Movers

## Occupational Employment Distribution in the Chester County WDA by Educational Level



# Occupational Wages – Chester County



## 2017 Wages for Chester County's Fastest Growing Occupations

SOC Code	Occupational Title	Educ. Level	Area Type	Average Hourly Wage (\$)	Average Annual Wage (\$)	Median Annual Wage (\$)	Entry Annual Wage (\$)	Exper'd Annual Wage (\$)	Mid Range Annual Wage (\$)		
										to	
35-3021	Combined Food Preparation & Serving Workers	ST OJT	CTY	10.30	21,430	19,400	17,390	23,460	17,540	to	23,900
15-1121	Computer Systems Analysts	BD	CTY	49.32	102,590	101,160	69,440	119,170	77,930	to	124,050
29-1141	Registered Nurses	BD	CTY	34.85	72,490	72,460	53,620	81,920	60,430	to	84,030
13-2011	Accountants & Auditors	BD	CTY	40.27	83,760	76,400	54,060	98,610	60,630	to	99,320
39-9021	Personal Care Aides	ST OJT	CTY	12.82	26,670	25,670	21,830	29,090	22,450	to	29,900
31-1011	Home Health Aides	ST OJT	CTY	13.24	27,540	27,370	22,310	30,150	23,990	to	30,350
15-1133	Software Developers, Systems Software	BD	CTY	50.97	106,020	104,000	76,880	120,590	84,860	to	127,930
43-4051	Customer Service Representatives	ST OJT	CTY	19.24	40,030	38,370	27,240	46,420	30,580	to	48,170
35-2014	Cooks, Restaurant	WK EXP	CTY	15.95	33,180	29,820	22,080	38,730	24,610	to	40,210
13-1111	Management Analysts	BD+	CTY	44.03	91,580	84,850	53,130	110,800	60,690	to	113,100
13-2052	Personal Financial Advisors	BD+	CTY	43.32	90,110	80,780	53,530	108,410	61,700	to	106,330
11-3021	Computer & Information Systems Managers	BD+	CTY	76.98	160,120	153,480	104,920	187,720	120,040	to	189,260
15-1132	Software Developers, Applications	BD	CTY	51.24	106,590	104,240	76,030	121,870	85,210	to	126,200
13-1161	Market Research Analysts & Marketing Specialists	BD	CTY	39.06	81,240	71,710	43,260	100,230	54,140	to	99,380
39-5012	Hairdressers, Hairstylists & Cosmetologists	PS	CTY	14.47	30,100	24,650	19,400	35,440	21,030	to	33,570

## Geographical Wage Comparisons for Occupations in Key Sectors

Sector	SOC Code	Occupational Title	Bucks	Chester	Delaware	Montgomery	Philadelphia	Pennsylvania
Agriculture	45-1011	Farm & Forestry Worker Supervisors	N/A	\$59,750	N/A	\$43,290	N/A	\$55,110
Agriculture	45-2092	Farmworkers & Laborers, Crop, Nursery & Greenhouse	N/A	\$34,200	\$22,500	\$31,740	\$24,270	\$27,080
Construction	47-2031	Carpenters	\$55,870	\$59,160	\$61,330	\$60,310	\$67,950	\$50,770
Construction	47-2061	Construction Laborers	\$41,550	\$40,790	\$38,900	\$46,270	\$38,010	\$39,180
Construction	47-4011	Construction & Building Inspectors	\$55,080	\$72,830	\$61,510	\$63,080	\$59,160	\$54,750
Finance	13-2011	Accountants & Auditors	\$72,710	\$83,760	\$81,990	\$80,920	\$85,730	\$74,730
Finance	13-2051	Financial Analysts	\$87,080	\$83,870	\$102,060	\$96,280	\$93,130	\$89,120
Healthcare	29-1141	Registered Nurses	\$71,550	\$72,490	\$83,060	\$73,160	\$82,080	\$69,820
Healthcare	31-1011	Home Health Aides	\$24,090	\$27,540	\$25,670	\$25,120	\$25,400	\$25,170
IT	15-1121	Computer Systems Analysts	\$98,340	\$102,590	\$99,520	\$96,310	\$99,080	\$93,520
IT	15-1133	Software Developers, Systems Software	\$94,790	\$106,020	\$105,130	\$110,810	\$100,290	\$102,080
Manuf'g	51-4011	Computer-Controlled Machine Tool Operators, Metal & Plastic	\$40,530	\$43,040	\$41,510	\$39,830	\$45,240	\$38,480
Manuf'g	51-4041	Machinists	\$48,180	\$50,170	\$49,400	\$46,140	\$50,890	\$43,380

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