

MONTGOMERY COUNTY WORKFORCE INVESTMENT AREA

FAST FACTS



JANUARY 2015 EDITION



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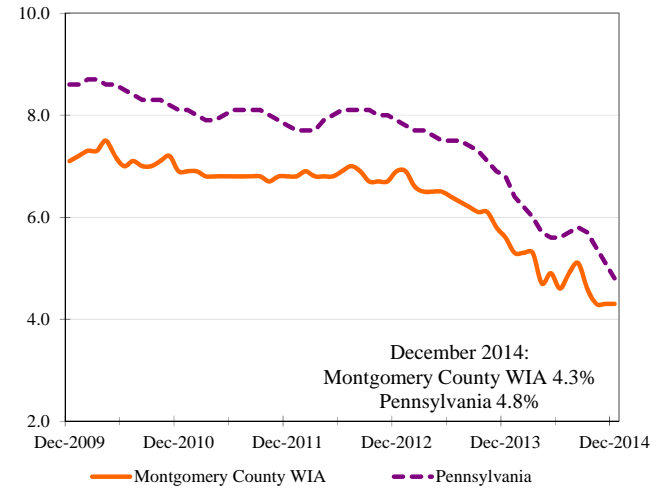
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LABOR FORCE STATISTICS

Unemployment Rate



Local Area Unemployment Statistics, December 2014 (Seasonally Adjusted)

Area	Civilian Labor Force	Employment	Unemployment	Unemployment Rate (%)
Pennsylvania	6,367,000	6,058,000	309,000	4.8
Montgomery County WIA	433,000	414,300	18,700	4.3

WIA Unemployment Rates, December 2014 (Seasonally Adjusted)

WIA	Rate	WIA	Rate
Philadelphia County WIA	6.7	Northern Tier WIA	4.8
Pocono Counties WIA	6.1	Bucks County WIA	4.7
Luzerne-Schuylkill WIA	6.0	Central WIA	4.7
Lackawanna County WIA	5.9	Northwest WIA	4.7
West Central WIA	5.6	Southwest Corner WIA	4.7
Southern Alleghenies WIA	5.4	Tri-County WIA	4.6
Lehigh Valley WIA	5.3	Three Rivers WIA	4.5
Delaware County WIA	5.2	South Central WIA	4.4
North Central WIA	5.1	Montgomery County WIA	4.3
Westmoreland/Fayette WIA	5.0	Chester County WIA	4.0
Berks County WIA	4.9	Lancaster County WIA	3.9

LABOR FORCE STATISTICS

Unemployment Rate (All data are seasonally adjusted)

- Montgomery County WIA was ranked 20th (highest rate) among the 22 WIAs
- Montgomery County WIA's unemployment rate for December was 4.3%
- O-T-M change was 0.0 percentage points
- O-T-Y change was -1.3 percentage points
- Change since December 2007, the official start of the recession, was +0.5 percentage points

Unemployment

- Montgomery County WIA's unemployment for December was 18,700
- O-T-M change was +300 (+1.6%)
- O-T-Y change was -5,600 (-23.0%)
- Change since December 2007 was +2,400 (+14.7%)

Employment

- Montgomery County WIA's employment for December was 414,300
- O-T-M change was +1,300 (+0.3%)
- O-T-Y change was +3,400 (+0.8%)
- Change since December 2007 was -1,600 (-0.4%)

Labor Force

- Montgomery County WIA's labor force for December was 433,000
- O-T-M change was +1,500 (+0.3%)
- O-T-Y change was -2,200 (-0.5%)
- Change since December 2007 was +800 (+0.2%)

O-T-M: Over the Month
O-T-Y: Over the Year

UNEMPLOYMENT COMPENSATION

Pennsylvania Regular UC Benefits Percentage of Initial Claims by WIA, Sex, and Race/Ethnicity December 2014

Workforce Investment Area	Sex		Race/Ethnicity					
	Male	Female	White	Black	Hispanic	American Indian	Asian	INA ^{1/}
Statewide	67.1%	32.9%	81.5%	9.9%	5.5%	< 0.5%	0.9%	1.9%
Berks County	68.1%	31.9%	78.5%	3.3%	16.0%	< 0.5%	< 0.5%	1.7%
Bucks County	66.3%	33.7%	86.2%	4.2%	6.9%	< 0.5%	1.3%	1.4%
Central	72.4%	27.6%	96.5%	1.3%	1.0%	< 0.5%	< 0.5%	0.7%
Chester County	49.6%	50.4%	78.9%	10.9%	7.0%	< 0.5%	0.8%	1.9%
Delaware County	62.0%	38.0%	60.1%	32.0%	3.1%	< 0.5%	1.9%	2.7%
Lackawanna County	67.4%	32.6%	89.7%	3.5%	3.5%	< 0.5%	1.9%	1.2%
Lancaster County	63.8%	36.2%	79.8%	5.2%	9.8%	< 0.5%	2.4%	2.5%
Lehigh Valley	66.2%	33.8%	74.4%	4.9%	16.9%	< 0.5%	0.7%	2.9%
Luzerne-Schuylkill	70.6%	29.4%	91.4%	1.9%	5.4%	< 0.5%	< 0.5%	0.9%
Montgomery County	64.1%	35.9%	80.7%	10.6%	4.2%	< 0.5%	2.0%	2.2%
North Central	71.9%	28.1%	98.9%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%
Northern Tier	77.3%	22.7%	98.0%	< 0.5%	0.9%	< 0.5%	< 0.5%	< 0.5%
Northwest	66.0%	34.0%	91.3%	3.6%	3.2%	< 0.5%	< 0.5%	1.1%
Philadelphia County	56.0%	44.0%	26.6%	52.8%	13.5%	< 0.5%	2.5%	4.3%
Pocono Counties	66.3%	33.7%	87.0%	4.5%	5.4%	< 0.5%	< 0.5%	2.3%
South Central	65.8%	34.2%	85.4%	6.1%	5.6%	< 0.5%	1.1%	1.6%
Southern Alleghenies	72.7%	27.3%	97.5%	1.3%	< 0.5%	< 0.5%	< 0.5%	0.6%
Southwest Corner	74.3%	25.7%	94.4%	3.7%	0.8%	< 0.5%	< 0.5%	0.7%
Three Rivers	67.7%	32.3%	78.0%	18.2%	1.0%	< 0.5%	< 0.5%	2.1%
Tri-County	74.0%	26.0%	97.8%	0.6%	0.7%	< 0.5%	< 0.5%	0.6%
West Central	66.4%	33.6%	94.0%	3.8%	0.9%	< 0.5%	< 0.5%	0.7%
Westmoreland/Fayette	71.8%	28.2%	96.6%	2.0%	< 0.5%	< 0.5%	< 0.5%	0.9%
Out of State	85.0%	15.0%	81.1%	7.4%	7.9%	0.7%	0.9%	2.0%

^{1/} Information Not Available

UNEMPLOYMENT COMPENSATION

Pennsylvania Regular UC Benefits Percentage of Initial Claims by WIA and Age December 2014

Workforce Investment Area	Age					
	≤24	25-34	35-44	45-54	55-64	≥65
Statewide	7.3%	20.4%	19.8%	25.6%	20.3%	6.6%
Berks County	5.3%	20.6%	19.7%	27.2%	19.7%	7.5%
Bucks County	4.4%	17.7%	17.5%	27.6%	23.0%	9.8%
Central	5.2%	19.7%	20.8%	27.8%	21.3%	5.2%
Chester County	3.4%	15.4%	18.1%	27.4%	22.8%	12.9%
Delaware County	4.5%	22.4%	19.7%	25.9%	20.3%	7.2%
Lackawanna County	4.1%	18.3%	19.2%	25.1%	23.4%	10.0%
Lancaster County	5.1%	21.2%	20.3%	27.0%	20.1%	6.2%
Lehigh Valley	6.1%	20.5%	20.1%	26.3%	19.9%	7.1%
Luzerne-Schuylkill	4.7%	18.3%	21.2%	26.5%	22.1%	7.3%
Montgomery County	3.3%	19.6%	17.2%	25.8%	22.7%	11.4%
North Central	5.6%	18.7%	20.1%	28.9%	22.0%	4.7%
Northern Tier	6.1%	22.4%	20.7%	24.3%	21.8%	4.8%
Northwest	5.5%	20.5%	21.4%	26.4%	21.3%	5.1%
Philadelphia County	7.2%	27.3%	23.1%	23.3%	15.2%	3.9%
Pocono Counties	5.4%	18.2%	19.5%	29.6%	21.2%	6.2%
South Central	4.6%	17.6%	20.2%	30.0%	22.1%	5.4%
Southern Alleghenies	4.8%	16.8%	21.5%	26.9%	23.1%	7.0%
Southwest Corner	4.9%	17.6%	19.6%	26.4%	22.4%	9.1%
Three Rivers	4.5%	20.8%	19.2%	24.6%	21.4%	9.5%
Tri-County	4.8%	17.9%	19.9%	25.9%	23.6%	8.0%
West Central	5.0%	19.6%	20.2%	24.8%	23.9%	6.5%
Westmoreland/Fayette	4.7%	16.5%	19.6%	26.3%	23.3%	9.5%
Out of State	4.3%	20.8%	23.3%	28.7%	19.3%	3.5%

UNEMPLOYMENT COMPENSATION

Estimates of UC Exhaustees, Statewide and by Counties within the WIA

	Actual – Previous 12 Months		Projected – Next 3 Months		
	Jan 2014 - Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015
Pennsylvania	129,000	12,000	13,000	9,000	9,000
Montgomery County	6,540	580	660	460	460

UC Exhaustees by Pre-UC Supersector, Statewide and for the WIA, January 1, 2014 to December 31, 2014

Pre-UC Industry	Pennsylvania		Montgomery County WIA	
	Exhaustees	% of Total	Exhaustees	% of Total
Total	141,000	100%	7,120	100%
Natural Resources & Mining	1,700	1.2%	10	0.1%
Construction	14,900	10.6%	570	8.0%
Manufacturing	16,610	11.8%	810	11.4%
Trade, Transportation & Utilities	26,960	19.1%	1,310	18.4%
Information	2,290	1.6%	200	2.8%
Financial Activities	8,580	6.1%	700	9.8%
Professional & Business Services	24,600	17.4%	1,500	21.1%
Education & Health Services	24,550	17.4%	1,140	16.0%
Leisure & Hospitality	11,140	7.9%	470	6.6%
Other Services	3,830	2.7%	210	2.9%
Government	1,520	1.1%	70	1.0%
Unclassified Industry	4,320	3.1%	130	1.8%

Source: PA Unemployment Compensation System.

These counts reflect the total number of persons during the month who have exhausted all available state and federal UC benefits under current law. Numbers may not add due to rounding. Percentages are rounded to the nearest 0.1%. Percentages less than 0.05% will be displayed as 0.0%. Pre-UC Supersector represents the aggregated industry sector of the primary employer of the exhaustee prior to collecting unemployment benefits.

QUARTERLY CENSUS OF EMPLOYMENT AND WAGES

Montgomery County WIA – Quarterly Census of Employment and Wages 2-digit NAICS – Private Sector Only

NAICS Title	NAICS Code	2014 Q2 Preliminary		2013 Q2 Final		Employment Change from 2013 Q2		Establishment Change from 2013 Q2	
		Average Employment	Average Establishments	Average Employment	Average Establishments	volume	percent	volume	percent
Mgmt. of Companies and Enterprises	55	13,888	377	12,539	352	1,349	10.8%	25	7.1%
Health Care and Social Assistance	62	71,540	3,536	68,250	3,368	3,290	4.8%	168	5.0%
Real Estate and Rental and Leasing	53	6,940	968	6,676	914	264	4.0%	54	5.9%
Admin. Support and Waste Mgmt. Services	56	33,594	1,661	32,485	1,567	1,109	3.4%	94	6.0%
Construction	23	20,383	2,202	19,832	2,139	551	2.8%	63	2.9%
Arts, Entertainment, and Recreation	71	6,960	360	6,799	335	161	2.4%	25	7.5%
Retail Trade	44-45	56,877	3,196	55,616	3,100	1,261	2.3%	96	3.1%
Agriculture, Forestry, Fishing and Hunting	11	297	46	291	44	6	2.1%	2	4.5%
Accommodation and Food Services	72	30,701	1,842	30,098	1,776	603	2.0%	66	3.7%
Utilities	22	2,284	17	2,255	17	29	1.3%	0	0.0%
Transportation and Warehousing	48-49	8,732	400	8,661	385	71	0.8%	15	3.9%
Manufacturing	31-33	42,840	1,031	42,561	1,004	279	0.7%	27	2.7%
Other Services (except Public Administration)	81	16,517	2,816	16,450	2,703	67	0.4%	113	4.2%
Mining, Quarrying, and Oil and Gas Extraction	21	182	13	183	13	-1	-0.5%	0	0.0%
Professional, Scientific, and Technical Services	54	51,614	4,026	52,372	3,836	-758	-1.4%	190	5.0%
Educational Services	61	11,208	416	11,373	401	-165	-1.5%	15	3.7%
Wholesale Trade	42	22,127	1,731	22,640	1,683	-513	-2.3%	48	2.9%
Finance and Insurance	52	32,704	1,907	33,577	1,886	-873	-2.6%	21	1.1%
Information	51	10,120	398	11,531	418	-1,411	-12.2%	-20	-4.8%
Unclassified	99	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total		439,507	26,943	434,188	25,941	5,319	1.2%	1,002	3.9%

- Mgmt. of Companies and Enterprises had the largest O-T-Y percentage increase in employment at +10.8%, followed by Health Care and Social Assistance at +4.8%.
- Information had the largest O-T-Y percentage decrease in employment at -12.2%, followed by Finance and Insurance at -2.6%.
- The Montgomery County WIA showed an O-T-Y employment change of +5,319 (+1.2%).

Notes: “***” indicates data are not disclosable; ‘N/A’ indicates data are unavailable or incomplete. Numbers may not add due to rounding. Percentages are rounded to the nearest 0.1%. Percentages less than 0.05% will be displayed as 0.0%.

INDUSTRY HIGHLIGHTS

Montgomery County WIA Industries with Growing Companies

Industry	Growing Companies
Professional, Scientific, and Technical Services	54
Health Care and Social Assistance	20
Manufacturing	18

Industry	Growing Companies
Admin. Support and Waste Mgmt. Services	13
Construction	12
Wholesale Trade	11

Growing Companies Detail

- Growing Companies are companies that began the period with at least 10 employees and increased their employment for four consecutive quarters and by at least 10%.
- Total number of growing companies in 2nd quarter 2014 was 177
- In **Professional, Scientific, and Technical Services** – Computer Systems Design and Related Services; Management, Scientific, and Technical Consulting Services; Scientific Research and Development Services
- In **Health Care and Social Assistance** – Individual and Family Services; Child Day Care Services; Offices of Physicians
- In **Manufacturing** – Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing; Printing and Related Support Activities; Animal Slaughtering and Processing

Industries with Declining Companies

Industry	Declining Companies
Professional, Scientific, and Technical Services	15
Health Care and Social Assistance	9
Admin. Support and Waste Mgmt. Services	8

Industry	Declining Companies
Manufacturing	8
Construction	7
Accommodation and Food Services	6

Declining Companies Detail

- Declining Companies are companies that began the period with at least 20 employees and lost employment for four consecutive quarters and by at least 10%.
- Total number of declining companies in 2nd quarter 2014 was 81
- In **Professional, Scientific, and Technical Services** – Computer Systems Design and Related Services; Management, Scientific, and Technical Consulting Services; Scientific Research and Development Services
- In **Health Care and Social Assistance** – Offices of Physicians; Other Ambulatory Health Care Services; Child Day Care Services
- In **Admin. Support and Waste Mgmt. Services** – Employment Services; Business Support Services; Investigation and Security Services

MONTGOMERY COUNTY WIA EMPLOYER ACTIVITIES

(Based on published media reports)

Reported^{1/} Openings or Expansions by Industry

Industry	Year-to-Date Jan 2014 to Dec 2014		Past 12 Months Jan 2014 to Dec 2014	
	Events	Employment Gain	Events	Employment Gain
	Agriculture, Forestry, Fishing and Hunting	0	0	0
Mining	0	0	0	0
Utilities	0	0	0	0
Construction	0	0	0	0
Manufacturing	0	0	0	0
Wholesale Trade	0	0	0	0
Retail Trade	1	70	1	70
Transportation and Warehousing	0	0	0	0
Information	0	0	0	0
Financial Activities	0	0	0	0
Professional and Business Services	0	0	0	0
Education and Health Services	0	0	0	0
Leisure and Hospitality	3	210	3	210
Other Services	0	0	0	0
Public Administration	0	0	0	0
Total	4	280	4	280

^{1/}Compilation of employers and employment gain may be unconfirmed and incomplete.

Reported^{1/} Closings or Layoffs^{2/} by Industry

Industry	Year-to-Date Jan 2014 to Dec 2014		Past 12 Months Jan 2014 to Dec 2014	
	Events	Employment Loss	Events	Employment Loss
	Agriculture, Forestry, Fishing and Hunting	0	0	0
Mining	0	0	0	0
Utilities	0	0	0	0
Construction	0	0	0	0
Manufacturing	1	-167	1	-167
Wholesale Trade	1	-600	1	-600
Retail Trade	0	0	0	0
Transportation and Warehousing	0	0	0	0
Information	0	0	0	0
Financial Activities	1	-243	1	-243
Professional and Business Services	0	0	0	0
Education and Health Services	0	0	0	0
Leisure and Hospitality	1	-48	1	-48
Other Services	0	0	0	0
Public Administration	0	0	0	0
Total	4	-1,058	4	-1,058

^{1/}Compilation of employers and employment loss may be unconfirmed and incomplete.

^{2/}Includes temporary layoffs

NEW HIRES

Montgomery County WIA New Hires, 2013 to 2014, 4th Quarter^{1/}

Industry Sector	2014 Q4	2013 Q4	Change from 2013	
			volume	percent
Total New Hires	18,175	16,489	1,686	10%
Goods-Producing Industries	2,203	*	*	*
Ag, Forestry, Fishing, Hunt.	*	17	*	*
Mining	*	*	*	*
Construction	1,073	1,001	72	7%
Manufacturing	1,079	892	187	21%
Service-Providing Industries	15,972	*	*	*
Trade, Transp. & Utilities	2,797	*	*	*
Wholesale Trade	874	739	135	18%
Retail Trade	1,657	1,501	156	10%
Transp., Warehouse & Util.	266	*	*	*
Information	326	387	-61	-16%
Financial Activities	1,060	817	243	30%
Finance & Insurance	792	586	206	35%
Real Estate & Rental & Leasing	268	231	37	16%
Professional & Business Svcs.	5,331	4,615	716	16%
Professional & Technical Svcs.	1,955	1,828	127	7%
Management of Companies	124	136	-12	-9%
Admin & Waste Services	3,252	2,651	601	23%
Education & Health Services	3,237	2,774	463	17%
Educational Services	612	484	128	26%
Health Care & Social Assistance	2,625	2,290	335	15%
Leisure & Hospitality	2,594	2,693	-99	-4%
Arts, Entertainment & Recreation	336	540	-204	-38%
Accommodations & Food Svcs.	2,258	2,153	105	5%
Other Services	534	556	-22	-4%
Government	93	135	-42	-31%
Unclassified Industry	0	0	0	N/A

^{1/}Asterisks indicate data are not disclosable

- **Top Industries with new hires above year-ago levels** – Administrative and Support Services; Social Assistance; Accommodation; Fabricated Metal Product Manufacturing
- **Top industries that have new hires below year-ago levels** – Amusement, Gambling, and Recreation Industries; Food Services and Drinking Places; Couriers and Messengers; Miscellaneous Store Retailers

Note: In every economy there is job creation and job destruction every month and the result is employment change. New hires are linked to job creation, however, an increase in new hires does not directly equate to an increase in the total employment count. The new hires count is simply an indication of hiring activity in an industry. Separations, in the form of layoffs, firings, or quits, are linked to job destruction and account for the other half of the employment change equation. The balance of hires and separations result in the employment change.

HELP WANTED ONLINE ADS

Montgomery County WIA Help Wanted Online Active Ads by Industry Sector

Industry Sector	December 2014	December 2013	Volume Change	Percent Change
Total Ads by Industry	15,685	14,896	789	5.3%
Goods Producing Industries	1,091	944	147	15.6%
Ag, Forestry, Fishing, Hunt.	10	2	8	400.0%
Mining	1	2	-1	-50.0%
Construction	219	207	12	5.8%
Manufacturing	861	733	128	17.5%
Service Providing Industries	8,974	8,220	754	9.2%
Trade, Transp. & Utilities	1,846	1,703	143	8.4%
Wholesale Trade	475	470	5	1.1%
Retail Trade	1,157	1,091	66	6.0%
Transp., Warehouse & Utilities	214	142	72	50.7%
Information	344	289	55	19.0%
Financial Activities	1,115	871	244	28.0%
Finance & Insurance	975	718	257	35.8%
Real Estate & Rental & Leasing	140	153	-13	-8.5%
Professional & Business Svcs.	3,676	3,296	380	11.5%
Professional & Technical Svcs.	1,680	1,514	166	11.0%
Management of Companies	3	8	-5	-62.5%
Admin & Waste Services	1,993	1,774	219	12.3%
Education & Health Services	1,641	1,415	226	16.0%
Educational Services	270	153	117	76.5%
Health Care & Social Assistance	1,371	1,262	109	8.6%
Leisure & Hospitality	166	262	-96	-36.6%
Arts, Entertainment & Recreation	12	16	-4	-25.0%
Accommodations & Food Svcs.	154	246	-92	-37.4%
Other Services	141	355	-214	-60.3%
Government	45	29	16	55.2%
Unclassified or unavailable industry	5,620	5,732	-112	-2.0%

Note: Help Wanted Online Ads by Industry and Occupation are compiled differently and totals will not necessarily be equal.

HELP WANTED ONLINE ADS

Montgomery County WIA Help Wanted Online Active Ads by Occupational Group

Occupational Group	December 2014	December 2013	Volume Change	Percent Change
Total	15,685	14,896	789	5.3%
Computer and Mathematical	2,445	2,589	-144	-5.6%
Sales and Related	1,930	2,225	-295	-13.3%
Office and Administrative Support	1,884	1,754	130	7.4%
Management	1,792	1,585	207	13.1%
Business and Financial Operations	1,544	1,189	355	29.9%
Healthcare Practitioners and Technical	1,284	1,179	105	8.9%
Transportation and Material Moving	571	427	144	33.7%
Architecture and Engineering	540	540	0	0.0%
Installation, Maintenance, and Repair	483	517	-34	-6.6%
Food Preparation and Serving Related	482	423	59	13.9%
Life, Physical, and Social Science	437	425	12	2.8%
Healthcare Support	405	457	-52	-11.4%
Production	380	325	55	16.9%
Arts, Design, Entertainment, Sports, and Media	299	254	45	17.7%
Education, Training, and Library	285	197	88	44.7%
Construction and Extraction	215	135	80	59.3%
Community and Social Services	214	169	45	26.6%
Building & Grounds Cleaning & Maintenance	193	170	23	13.5%
Personal Care and Service	106	125	-19	-15.2%
Protective Service	101	123	-22	-17.9%
Legal	86	81	5	6.2%
Farming, Fishing, and Forestry	8	6	2	33.3%
Military Specific	1	1	0	0.0%
Miscellaneous	0	0	0	N/A

Note: Help Wanted Online Ads by Industry and Occupation are compiled differently and totals will not necessarily be equal.

HELP WANTED ONLINE ADS

Montgomery County WIA Top 10 Industries Help Wanted Online Active Ads

Industry	December 2014
Employment Placement Agencies	669
Temporary Help Services	437
Nursing Care Facilities	306
Office Administrative Services	251
Research & Dev. in Physical, Eng., and Life Sciences (ex. Biotech.)	240
All Other Miscellaneous Ambulatory Health Care Services	234
Commercial Banking	223
Computer Systems Design Services	203
Administrative Management & General Mgmt. Consulting Services	193
General Medical and Surgical Hospitals	192

Montgomery County WIA Top 10 Occupations Help Wanted Online Active Ads

Occupation	December 2014
Registered Nurses	484
Retail Salespersons	460
Computer Systems Analysts*	369
Customer Service Representatives*	363
Supervisors/Managers of Office and Admin. Support Workers*	328
Medical Scientists, Except Epidemiologists	327
First-Line Supervisors of Retail Sales Workers*	323
Software Developers, Applications*	320
Marketing Managers	316
Management Analysts	303

*2013 High Priority Occupation (HPO) for PA

HELP WANTED ONLINE ADS

Montgomery County WIA Top 10 Skills Help Wanted Online Active Ads

Skill	December 2014
Structured query language	1,837
Quality Assurance	1,358
Software development	1,028
Java	953
Microsoft SQL Server	829
Customer relationship management	736
Technical support	706
Systems Development Lifecycle	699
Quality control	685
Linux	671

Montgomery County WIA Top 10 Certifications Help Wanted Online Active Ads

Certification	December 2014
Certified Registered Nurse	1,393
Driver's License	1,132
Certification in Cardiopulmonary Resuscitation	743
Commercial Driver's License	615
Certified Public Accountant	428
Certified in Nursing Administration	401
Occupational Safety & Health Administration Certification	354
Licensed Practical Nurse	335
Nationwide Mortgage Licensing System	295
Physical Therapist Certification	274

HELP WANTED ONLINE ADS

Montgomery County WIA Top 25 Employers Help Wanted Online Active Ads

Employer	Dec 2014	Employer	Dec 2014
Johnson & Johnson Family of Companies	327	Merck & Co.	115
Judge Group, Inc.	199	Peopleshare Inc	97
Citizens Bank	180	Ims Health	93
Main Line Health	172	Wells Fargo	89
Einstein Medical Center Philadelphia	171	Unitedhealth Group	88
Bayada	158	ACCENTURE	84
Aetna Inc.	158	Kelly Services	80
SEI	153	Macy's	76
Kforce Professional Staffing, Inc.	146	eBay Inc.	76
Robert Half International	144	Liberty Personnel	76
Randstad	127	Community Health Systems Inc	73
Genesis HealthCare	124	Prudential	72
Teva	117		

NEWS OF THE MONTH

Introducing CWIA's 2014-2015 Career Guides!

This year, we are introducing three versions of our Career Guide. Each version is specifically designed to meet the needs of a particular group of individuals - middle school students, high school students and job seekers. The middle and high school versions are currently available and the job seekers version will available later this year.

Examples of information included in the Career Guides are wage and job outlook information, interest assessments, tips for marketing yourself, sources of financial aid and contact information for Pennsylvania's public schools, PA CareerLink® offices and selected state agencies.

Find the guides at www.paworkstats.pa.gov, Products, and then Career Guide.

WORKFORCE INVESTMENT ACT COMMON MEASURES

1st Quarter Program Year 2014

WIA Common Measures	Statewide			Montgomery County WIA		
	PA Negotiated Level	Actual Calculated Level	Percent Level Achieved	WIA Negotiated Level	Actual Calculated Level	Percent Level Achieved
Adult Entered Employment Rate ¹	75.0%	70.2%	93.6%	92.0%	81.8%	88.9%
Adult Retention Rate ²	84.0%	83.9%	99.9%	92.0%	90.0%	97.8%
Adult 6 Months Avg Earnings	\$14,000	\$13,190	94.2%	\$13,000	\$10,464	80.5%
Dislocated Worker Entered Employment Rate ¹	80.0%	76.6%	95.7%	90.0%	75.9%	84.3%
Dislocated Worker Retention Rate ²	90.0%	88.3%	98.1%	92.0%	100.0%	108.7%
Dislocated Worker 6 Months Avg Earnings	\$17,250	\$16,209	94.0%	\$22,000	\$18,849	85.7%
Youth Placement	62.0%	62.6%	101.0%	80.0%	72.2%	90.3%
Youth Attainment of Degree or Certificate ³	86.0%	89.5%	104.1%	90.0%	100.0%	111.1%
Youth Literacy/Numeracy ⁴	66.0%	66.3%	100.5%	94.0%	100.0%	106.4%
Number of Performance Measures ⁵ :	Not Met		0	Not Met		0
	Met		6	Met		6
	Exceeded		3	Exceeded		3

Note 1. Adult and Dislocated Worker Entered Employment Rate performance outcomes reflect those exiting WIA programs from October 1, 2013 through December 31, 2013.

Note 2. Adult and Dislocated Worker Retention and Wage Gain/Replacement rates represent performance outcomes for those exiting WIA programs from April 1, 2013 through June 30, 2013.

Note 3. Youth Degree/Certificate Attainment and Youth Placement rates represent performance outcomes for those exiting WIA programs from October 1, 2013 through December 31, 2013.

Note 4. Youth Literacy and Numeracy number for local areas reflects only the data for those who would have reached one year literacy/numeracy attainment date, regardless of date of exit, between July 1, 2014 to September 30, 2014, AND those who remain in WIA, still basic skills deficient, that complete a second year (initial start July 1, 2012 to September 30, 2012) AND that complete a third year (initial start July 1, 2011 to September 30, 2011)

Note 5. Performance on an individual measure is interpreted as follows:

EXCEEDED – The ratio of actual performance achieved to negotiated level of performance for the measure is in excess of 100 percent.

MET – The ratio of actual performance achieved to negotiated level of performance for the measure falls in the range of 80 to 100 percent.

NOT MET – The ratio of actual performance achieved to negotiated level of performance for the measure is less than 80 percent.

COMMON MEASURES DEFINITIONS

Common Measures for Federal job training and employment programs represent one component of the Employment and Training Administration's development of a single comprehensive system to collect, record, and report program performance for workforce programs.

Entered Employment Rate

Of those who are not employed at the date of participation: The number of adult participants who are employed in the first quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

Employment Retention Rate

Of those who are employed in the first quarter after the exit quarter: The number of adult participants who are employed in both the second and third quarters after the exit quarter divided by the number of adult participants who exit during the quarter.

Average Earnings

Of those adult participants who are employed in the first, second, and third quarters after the exit quarter: The total earnings in the second plus the total earnings in the third quarters after the exit quarter divided by the number of adult participants who exit during the quarter.

Placement in Employment or Education

Of those who are not in post-secondary education or employment (including the military) at the date of participation: The number of youth participants who are in employment or enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

Attainment of a Degree or Certificate

Of those enrolled in education (at the date of participation or at any point during the program): The number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

Literacy and Numeracy Gains

Of those out-of-school youth who are basic skills deficient: the number of youth participants who increase one or more educational functioning levels divided by the number of youth participants who have completed a year in the program (i.e., one year from the date of first youth program service) plus the number of youth participants who exit before completing a year in the youth program.

DEFINITIONS

LABOR FORCE STATISTICS - Source: Pennsylvania Local Area Unemployment Statistics (LAUS).

The labor force and unemployment data are based on the same concepts and definitions as those used for the official national estimates obtained from the Current Population Survey (CPS). The Local Area Unemployment Statistics (LAUS) program measures employment and unemployment on a place-of-residence basis and produces estimates using equations based on regression techniques. This method utilizes data from several sources, including the CPS, the CES, and state unemployment insurance (UI) programs. The LAUS program does not produce estimates for any demographic groups.

Unemployment Rate: The number unemployed as a percent of the labor force.

Unemployment: Unemployed persons are persons aged 16 years and older who had no employment during the reference week (contains the 12th day of the month), were available for work (except for temporary illness), and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to jobs from which they had been laid off need not to have been looking for work to be classified as unemployed.

Employment: Employed persons are all persons who, during the week which includes the 12th day of the month, (a) did any work as paid employees, worked in their own businesses or professions or on their own farm, or worked 15 hours or more as unpaid workers in enterprises operated by members of their families, or (b) were not working but who had jobs from which they were temporarily absent. Each employed person is counted only once, even if the person holds more than one job. Included are the self-employed, unpaid family workers, agricultural workers, and private household workers, who are excluded by the Current Employment Statistics survey.

Labor Force: All persons either working or looking for work or classified as employed or unemployed.

UNEMPLOYMENT COMPENSATION - Source: The Pennsylvania Department of Labor & Industry and the U.S. Department of Labor.

Unemployment Compensation (UC): Unemployment Compensation (UC) protects workers against job loss by providing temporary income support to people who become unemployed through no fault of their own. UC Benefits are paid, for a limited time, to individuals who are able and available for suitable work, and are actively seeking new employment. To qualify for UC benefits, a worker must have performed services covered under the Pennsylvania UC Law, and must have worked for an employer who is required by law or elects to pay into the UC Fund.

Exhaustions: Exhaustion occurs when a worker draws the maximum amount of benefits to which he or she is entitled.

CLAIMS - Source: The Pennsylvania Department of Labor & Industry and the U.S. Department of Labor.

Initial Claims: Initial claims measure the number of filings for state jobless benefits. An initial claim occurs when a person files a notice of unemployment to initiate a request to determine entitlement and eligibility for unemployment compensation. A person can file multiple claims. Initial Claims include all applications for a determination of entitlement to unemployment insurance benefits (new, additional, & transitional).

New Claims: New claims are the first applications for a determination of entitlement to unemployment insurance benefits made by an individual in a claim year.

Additional Claims: Additional claims are any application for unemployment insurance benefits for a new period of unemployment within a benefit year after a break in benefits of at least one week due to employment.

Transitional Claims: Transitional Claims are claims filed to request a determination of eligibility and establishment of a new benefit year having an effective date within the 7-day period immediately following the benefit year ending date and a week for which compensation or waiting period credit was claimed.

Continued Claims: Continued claims measure the number of weeks that claimants are requesting payment of unemployment benefits. These claims include "waiting weeks" which do not receive payment, and claims that are subsequently denied benefits.

DEFINITIONS

QUARTERLY CENSUS OF EMPLOYMENT AND WAGES - Source: *The Pennsylvania Department of Labor & Industry, Quarterly Census of Employment and Wages.*

Employed: Employed persons are all persons who, during the week which includes the 12th day of the month, (a) did any work as paid employees, worked in their own business or profession or on their own farm, or worked 15 hours or more as unpaid workers in an enterprise operated by a member of their family, or (b) were not working but who had jobs from which they were temporarily absent. Each employed person is counted only once, even if he or she holds more than one job.

Establishment: The physical location of a certain economic activity, such as a factory, store, office, or mine. Generally, a single establishment produces a single good or provides a single service.

INDUSTRY HIGHLIGHTS - Source: *Pennsylvania Quarterly Census of Employment and Wages and the Center for Workforce Information & Analysis Strategic Early Notice Econometric Model.*

The Strategic Early Notice Econometric Model identifies probable companies and industries of importance. There are two types of notices: Early Warn Notices and Early Growth Notices. Early Warn notices are generated for companies and industries that are experiencing significant employment decline. Early Growth notices are generated for companies and industries that are experiencing significant employment growth. The model does not presuppose a cause for a company's decline or growth. Companies are selected based on an algorithmic model.

Early Warning Company: A company whose employment count has declined each quarter over the past year. Only those companies having at least 20 employees at the beginning of the measurement period and having an employment decline of at least 10 percent are identified.

Early Growth Company: A company whose employment count has grown each quarter over the past year. Only those companies having at least 10 employees at the beginning of the measurement period and having employment growth of at least 10 percent are identified.

PA EMPLOYER ACTIVITIES - Source: *Based on published media news reports and articles.*

Compilation of employers and employment gain or loss may be unconfirmed and incomplete.

NEW HIRES - Source: *The Pennsylvania Department of Labor & Industry.*

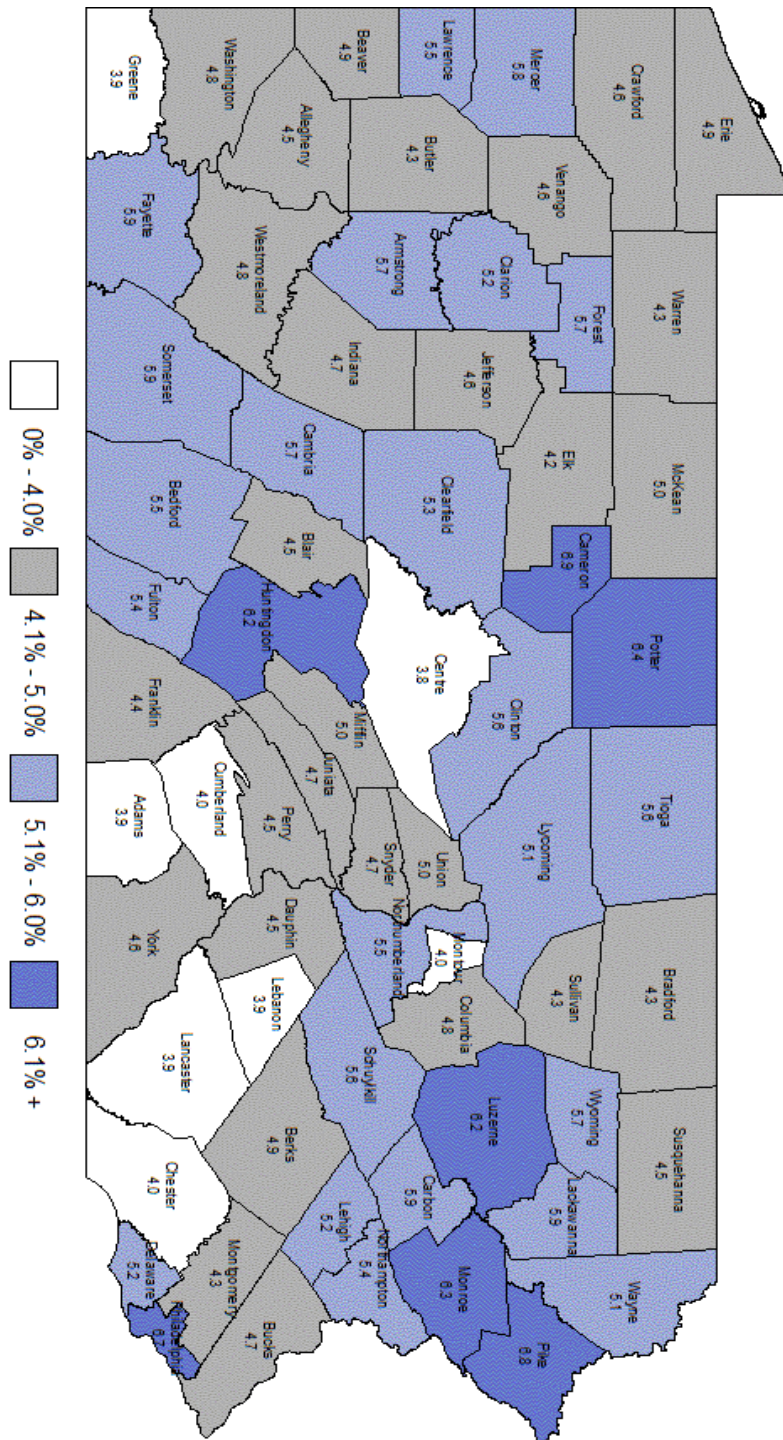
New Hire Reporting is a process by which employers report information on all employees hired on or after January 1, 1998 to locate non-custodial parents, establish child support orders, or enforce existing orders. Company and individual data are confidential and cannot be reported on. However, the data can be aggregated to show where and in what industries hiring is taking place as an indication of what sectors of the economy are experiencing growth or decline. Approximately sixty percent of all new hires are captured. New hire counts by industry are an indication of trend only.

HELP WANTED ONLINE ADS - Source: *The Conference Board Help Wanted OnLine™ data set.*

The Conference Board Help Wanted OnLine data set provides real-time insight into the employment marketplace through the world's largest database of online job ads. Jobs ads can be classified by industry, occupation, employer, and geographic area. Data are analyzed for employment trends and to forecast economic conditions. The underlying data for The Conference Board HWOL are provided by Wanted Technologies Corporation.

NEWS OF THE MONTH - Source: *Pennsylvania Department of Labor & Industry.*

MAP OF UNEMPLOYMENT RATES BY COUNTY - Source: *Pennsylvania Local Area Unemployment Statistics (LAUS).*



DECEMBER 2014 COUNTY UNEMPLOYMENT RATES, SEASONALLY ADJUSTED