October 2014

Workforce Demand in the Northern Tier

*An analysis of online job postings*

<table>
<thead>
<tr>
<th>Online Job Postings:</th>
<th>Unemployed:</th>
<th>Unemployment Rate:</th>
<th>Unemployed / Job Posting:</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,300</td>
<td>4,500</td>
<td>4.6%</td>
<td>1.4</td>
</tr>
</tbody>
</table>

Northern Tier: Bradford, Sullivan, Susquehanna, Tioga, and Wyoming Counties

Online Job Postings are not seasonally adjusted. Annual trends reveal overall changes.

Unemployed and unemployment rate are seasonally adjusted. The number of unemployed persons only includes individuals who are not working and are eligible and actively searching for employment.

If every online job posting was filled by Northern Tier jobseekers, the unemployment rate in the Northern Tier would drop to 1.2%.

Prepared by Central Pennsylvania Workforce Development Corporation (CPWDC), December 2014

CPWDC cannot guarantee the validity of the job postings data

Source: Geographic Solutions Spidered Job Openings data and Labor Market Information (unemployment) available through Center for Workforce Information & Analysis
## Online Job Postings by Occupational Grouping

<table>
<thead>
<tr>
<th>Occupational Grouping</th>
<th>October 2014</th>
<th>September 2014</th>
<th>October 2013</th>
<th>Monthly Change</th>
<th>Annual Change</th>
<th>Hourly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Online Job Postings</strong></td>
<td>3,278</td>
<td>3,367</td>
<td>2,722</td>
<td>-2.6%</td>
<td>20.4%</td>
<td>$19.48</td>
</tr>
<tr>
<td>Healthcare Practitioners and Technical</td>
<td>645</td>
<td>639</td>
<td>433</td>
<td>0.9%</td>
<td>49.0%</td>
<td>$44.70</td>
</tr>
<tr>
<td>Transportation and Material Moving</td>
<td>472</td>
<td>402</td>
<td>388</td>
<td>17.4%</td>
<td>21.6%</td>
<td>$17.52</td>
</tr>
<tr>
<td>Sales and Related</td>
<td>381</td>
<td>413</td>
<td>214</td>
<td>-7.7%</td>
<td>78.0%</td>
<td>$13.17</td>
</tr>
<tr>
<td>Management</td>
<td>186</td>
<td>220</td>
<td>236</td>
<td>-15.5%</td>
<td>-21.2%</td>
<td>$35.44</td>
</tr>
<tr>
<td>Office and Administrative Support</td>
<td>157</td>
<td>163</td>
<td>127</td>
<td>-3.7%</td>
<td>23.6%</td>
<td>$14.91</td>
</tr>
<tr>
<td>Healthcare Support</td>
<td>130</td>
<td>129</td>
<td>91</td>
<td>0.8%</td>
<td>42.9%</td>
<td>$13.43</td>
</tr>
<tr>
<td>Food Preparation and Serving Related</td>
<td>121</td>
<td>183</td>
<td>145</td>
<td>-33.9%</td>
<td>-16.6%</td>
<td>$10.14</td>
</tr>
<tr>
<td>Production</td>
<td>107</td>
<td>120</td>
<td>101</td>
<td>-10.8%</td>
<td>5.9%</td>
<td>$16.45</td>
</tr>
<tr>
<td>Architecture and Engineering</td>
<td>86</td>
<td>69</td>
<td>37</td>
<td>24.6%</td>
<td>132.4%</td>
<td>$28.93</td>
</tr>
<tr>
<td>Installation, Maintenance, and Repair</td>
<td>80</td>
<td>79</td>
<td>70</td>
<td>1.3%</td>
<td>14.3%</td>
<td>$21.45</td>
</tr>
<tr>
<td>Construction and Extraction</td>
<td>46</td>
<td>56</td>
<td>30</td>
<td>-17.9%</td>
<td>53.3%</td>
<td>$17.69</td>
</tr>
<tr>
<td>Business and Financial Operations</td>
<td>46</td>
<td>38</td>
<td>28</td>
<td>21.1%</td>
<td>64.3%</td>
<td>$21.83</td>
</tr>
<tr>
<td>Personal Care and Service</td>
<td>39</td>
<td>37</td>
<td>19</td>
<td>5.4%</td>
<td>105.3%</td>
<td>$9.44</td>
</tr>
<tr>
<td>Arts, Design, Entertainment, Sports, and Media</td>
<td>38</td>
<td>57</td>
<td>39</td>
<td>-33.3%</td>
<td>-2.6%</td>
<td>$11.00</td>
</tr>
<tr>
<td>Protective Service</td>
<td>29</td>
<td>22</td>
<td>30</td>
<td>31.8%</td>
<td>-3.3%</td>
<td>$15.82</td>
</tr>
<tr>
<td>Computer and Mathematical</td>
<td>25</td>
<td>22</td>
<td>9</td>
<td>13.6%</td>
<td>177.8%</td>
<td>$27.11</td>
</tr>
<tr>
<td>Building and Grounds Cleaning and Maintenance</td>
<td>22</td>
<td>25</td>
<td>19</td>
<td>-12.0%</td>
<td>15.8%</td>
<td>$11.32</td>
</tr>
<tr>
<td>Community and Social Service</td>
<td>18</td>
<td>31</td>
<td>30</td>
<td>-41.9%</td>
<td>-40.0%</td>
<td>$22.92</td>
</tr>
<tr>
<td>Education, Training, and Library</td>
<td>17</td>
<td>108</td>
<td>39</td>
<td>-84.3%</td>
<td>-56.4%</td>
<td>$17.12</td>
</tr>
<tr>
<td>Life, Physical, and Social Science</td>
<td>10</td>
<td>12</td>
<td>13</td>
<td>-16.7%</td>
<td>-23.1%</td>
<td>$29.87</td>
</tr>
<tr>
<td>Military</td>
<td>7</td>
<td>3</td>
<td>33</td>
<td>133.3%</td>
<td>-78.8%</td>
<td>--</td>
</tr>
<tr>
<td>Farming, Fishing, and Forestry</td>
<td>3</td>
<td>7</td>
<td>5</td>
<td>-57.1%</td>
<td>-40.0%</td>
<td>$14.63</td>
</tr>
<tr>
<td>Legal</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
</tbody>
</table>

Job postings are identified by 8-digit ONET codes; not all job postings translate to 6-digit SOC codes that can be classified by occupational grouping (e.g., 99-9999); job posting counts may be underestimated. Hourly wages are based on the median hourly wages of SOC occupations (not the job postings) weighted by the number of openings in each posting; postings that do not correlate to specific SOC occupations are excluded. Wage source: Economic Modeling Specialists, Incorporated 2014.3 Class of Worker; QCEW Employees, Non-QCEW Employees, & Self-Employed; occupational wages do not include benefits.
Online Job Postings by Industry Sector

<table>
<thead>
<tr>
<th>Industry Sector</th>
<th>October 2014</th>
<th>September 2014</th>
<th>October 2013</th>
<th>Monthly Change</th>
<th>Annual Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Online Job Postings</td>
<td>3,278</td>
<td>3,367</td>
<td>2,722</td>
<td>-2.6%</td>
<td>20.4%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>376</td>
<td>473</td>
<td>272</td>
<td>-20.5%</td>
<td>38.2%</td>
</tr>
<tr>
<td>Administrative and Support and Waste Management and Remediation Services</td>
<td>304</td>
<td>355</td>
<td>159</td>
<td>-14.4%</td>
<td>91.2%</td>
</tr>
<tr>
<td>Health Care and Social Assistance</td>
<td>271</td>
<td>258</td>
<td>282</td>
<td>5.0%</td>
<td>-3.9%</td>
</tr>
<tr>
<td>Transportation and Warehousing</td>
<td>152</td>
<td>108</td>
<td>195</td>
<td>40.7%</td>
<td>-22.1%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>103</td>
<td>83</td>
<td>19</td>
<td>24.1%</td>
<td>442.1%</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>94</td>
<td>67</td>
<td>33</td>
<td>40.3%</td>
<td>184.8%</td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td>79</td>
<td>141</td>
<td>99</td>
<td>-44.0%</td>
<td>-20.2%</td>
</tr>
<tr>
<td>Professional, Scientific, and Technical Services</td>
<td>71</td>
<td>69</td>
<td>79</td>
<td>2.9%</td>
<td>-10.1%</td>
</tr>
<tr>
<td>Mining, Quarrying, and Oil and Gas Extraction</td>
<td>46</td>
<td>41</td>
<td>52</td>
<td>12.2%</td>
<td>-11.5%</td>
</tr>
<tr>
<td>Educational Services (Private)</td>
<td>24</td>
<td>21</td>
<td>45</td>
<td>14.3%</td>
<td>-46.7%</td>
</tr>
<tr>
<td>Finance and Insurance</td>
<td>23</td>
<td>19</td>
<td>13</td>
<td>21.1%</td>
<td>76.9%</td>
</tr>
<tr>
<td>Real Estate and Rental and Leasing</td>
<td>22</td>
<td>21</td>
<td>26</td>
<td>4.8%</td>
<td>-15.4%</td>
</tr>
<tr>
<td>Information</td>
<td>15</td>
<td>15</td>
<td>21</td>
<td>0.0%</td>
<td>-28.6%</td>
</tr>
<tr>
<td>Government</td>
<td>15</td>
<td>13</td>
<td>101</td>
<td>15.4%</td>
<td>-85.1%</td>
</tr>
<tr>
<td>Management of Companies and Enterprises</td>
<td>13</td>
<td>26</td>
<td>18</td>
<td>-50.0%</td>
<td>-27.8%</td>
</tr>
<tr>
<td>Construction</td>
<td>11</td>
<td>18</td>
<td>6</td>
<td>-38.9%</td>
<td>83.3%</td>
</tr>
<tr>
<td>Utilities</td>
<td>11</td>
<td>8</td>
<td>10</td>
<td>37.5%</td>
<td>10.0%</td>
</tr>
<tr>
<td>Other Services (except Public Administration)</td>
<td>9</td>
<td>15</td>
<td>31</td>
<td>-40.0%</td>
<td>-71.0%</td>
</tr>
<tr>
<td>Agriculture, Forestry, Fishing and Hunting</td>
<td>7</td>
<td>15</td>
<td>7</td>
<td>-53.3%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Arts, Entertainment, and Recreation</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>--</td>
<td>--</td>
</tr>
</tbody>
</table>

Not all job postings are identified by 6-digit NAICS codes that can be classified by industry sector (e.g., 999999); job posting counts may be underestimated.
### Employers with Online Job Postings

<table>
<thead>
<tr>
<th>Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bayada Home Health Care</td>
</tr>
<tr>
<td>Cargill</td>
</tr>
<tr>
<td>Dandy Mini Mart</td>
</tr>
<tr>
<td>Dollar General Corporation</td>
</tr>
<tr>
<td>Genuine Parts</td>
</tr>
<tr>
<td>Guthrie Health</td>
</tr>
<tr>
<td>Guthrie Medical Group</td>
</tr>
<tr>
<td>Lowe's</td>
</tr>
<tr>
<td>Maxim Healthcare Services (Williamsport, PA)</td>
</tr>
<tr>
<td>UPS</td>
</tr>
</tbody>
</table>

### Occupations with Online Job Postings

<table>
<thead>
<tr>
<th>Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cashiers</td>
</tr>
<tr>
<td>Customer Service Representatives</td>
</tr>
<tr>
<td>First-Line Supervisors of Retail Sales Workers</td>
</tr>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
</tr>
<tr>
<td>Laborers and Freight, Stock, and Material Movers, Hand</td>
</tr>
<tr>
<td>Licensed Practical and Licensed Vocational Nurses</td>
</tr>
<tr>
<td>Nurse Practitioners</td>
</tr>
<tr>
<td>Physicians and Surgeons, All Other</td>
</tr>
<tr>
<td>Registered Nurses</td>
</tr>
<tr>
<td>Retail Salespersons</td>
</tr>
</tbody>
</table>

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Source: Geographic Solutions Spidered Job Openings data and Labor Market Information (unemployment) available through Center for Workforce Information & Analysis