



THE INSTITUTE FOR PUBLIC POLICY & ECONOMIC DEVELOPMENT



## Career Opportunities in Northeastern PA

*A collaboration among Geisinger Commonwealth School of Medicine, Johnson College, Keystone College, King's College, Lackawanna College, Luzerne County Community College, Marywood University, Misericordia University, Penn State Scranton, Penn State Wilkes-Barre, The Wright Center for Graduate Medical Education, University of Scranton, Wilkes University, and the business community*

# State of Current Affairs

- Employment-Unemployment
- COVID-19 and Future Impact
  - Workers
  - Barriers to employment
- Artificial Intelligence

# Demographics

	Regional Laborshed	Lackawanna County	PA
<b>Demographics</b>			
<b>Population (ACS)</b>	871,143	210,162	12,794,885
<b>Male</b>	49.6%	48.5%	49.0%
<b>Female</b>	50.4%	51.5%	51.0%
<b>Under 18 Years</b>	19.5%	20.4%	20.7%
<b>18 to 24 Years</b>	8.8%	8.8%	9.0%
<b>25 to 34 Years</b>	11.9%	12.4%	13.2%
<b>35 to 44 Years</b>	11.2%	11.4%	11.7%
<b>45 to 54 Years</b>	13.6%	12.8%	12.9%
<b>55 to 64 Years</b>	15.0%	14.2%	14.1%
<b>65 to 74 Years</b>	11.5%	11.1%	10.3%
<b>75 Years, and Over</b>	8.5%	8.9%	8.0%

Source: [JobsEQ®](#)

1. American Community Survey 2016-2020, unless noted otherwise

2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

4. Census Population Estimate for 2020, annual average growth rate since 2010.

# Educational Attainment

Educational Attainment, Age 25-64						
	Lackawanna County		Laborshed		Pennsylvania	
No High School Diploma	7.5%	8,002	8.1%	36,298	7.6%	505,693
High School Graduate	32.8%	35,062	35.5%	159,605	31.4%	2,088,636
Some College, No Degree	17.3%	18,479	18.9%	85,043	16.4%	1,089,237
Associate's Degree	10.6%	11,325	11.0%	49,369	9.6%	640,510
Bachelor's Degree	20.3%	21,726	17.1%	77,163	21.7%	1,446,467
Postgraduate Degree	11.5%	12,238	9.5%	42,668	13.3%	884,351

Source: [JobsEQ®](#)

1. American Community Survey 2016-2020, unless noted otherwise

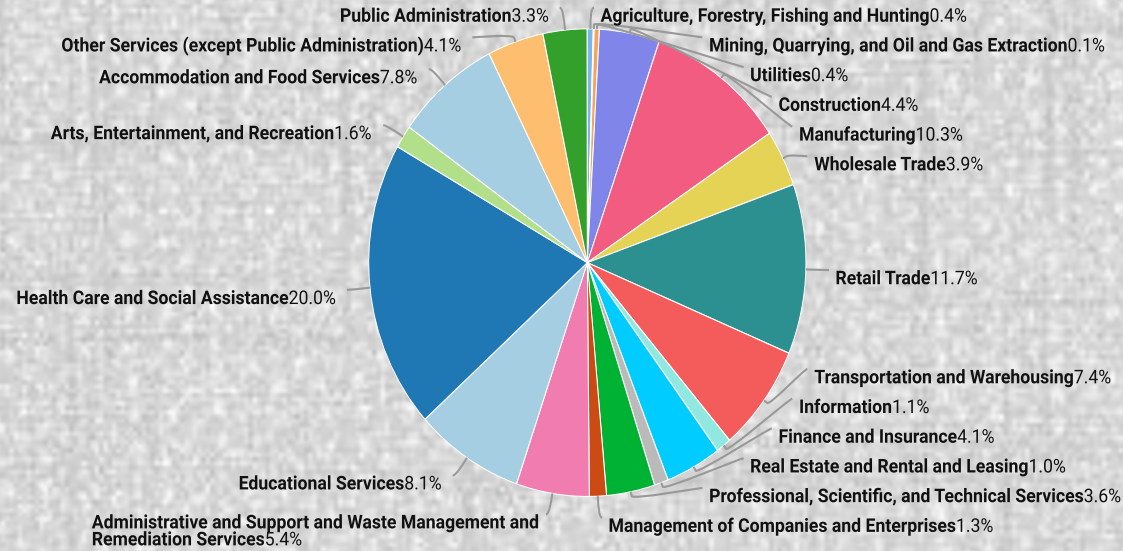
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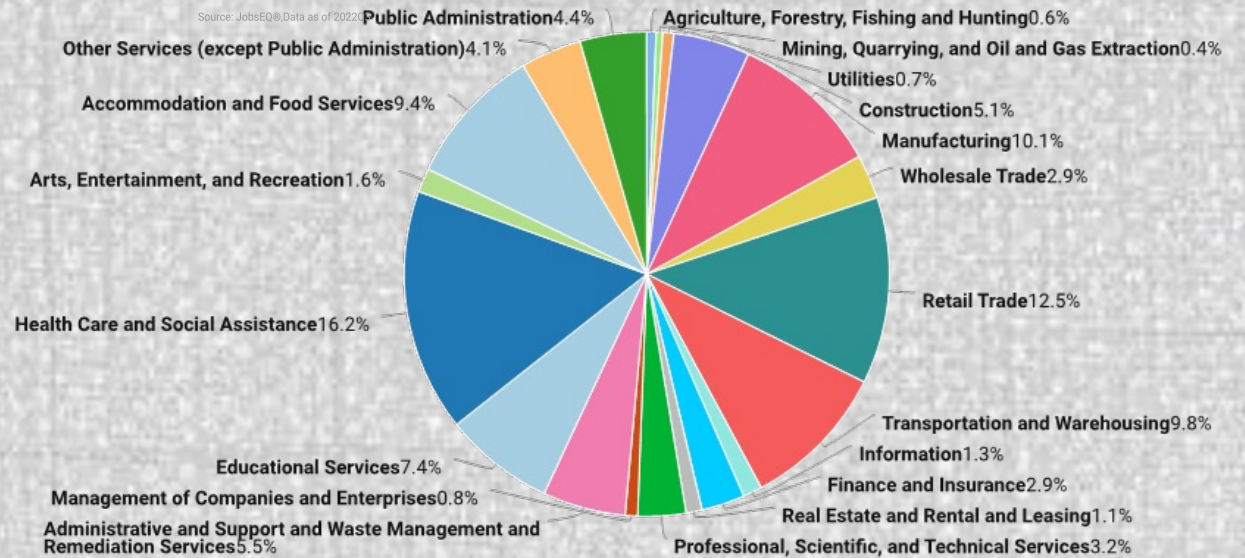
4. Census Population Estimate for 2020, annual average growth rate since 2010.

# Industry

Total Workers for Lackawanna County, Pennsylvania by Industry



Total Workers for Teacher in the Workplace - Skills in Scranton by Industry



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2022Q2 with preliminary estimates updated to 2022Q3.

# Occupation Demand by Sector

Lackawanna County, Pennsylvania, 2022Q3 <sup>1</sup>											
		Current			5-Year History		10-Year Forecast				
NAICS	Industry	Employee	Average Annual Wages	LQ	Employee Change	Annual %	Total Demand	Exits	Transfers	Employee Growth	Annual % Growth
62	Health Care and Social Assistance	19,949	\$55,243	1.39	-438	-0.4%	20,701	9,458	11,091	152	0.1%
44	Retail Trade	11,734	\$32,165	1.16	-528	-0.9%	13,491	6,579	8,717	-1,806	-1.7%
31	Manufacturing	10,347	\$59,025	1.28	599	1.2%	9,167	3,890	6,618	-1,340	-1.4%
61	Educational Services	8,068	\$54,899	1.01	-375	-0.9%	6,957	3,616	3,998	-657	-0.8%
72	Accommodation and Food Services	7,754	\$21,267	0.92	-521	-1.3%	13,903	6,189	7,499	215	0.3%
48	Transportation and Warehousing	7,395	\$49,742	1.49	1,392	4.3%	8,181	3,497	5,110	-426	-0.6%
56	Administrative and Support and Waste Management and Remediation Services	5,386	\$39,240	0.83	-1,426	-4.6%	5,783	2,532	3,711	-460	-0.9%
23	Construction	4,431	\$61,463	0.75	-7	0.0%	3,715	1,479	2,648	-412	-1.0%
81	Other Services (except Public Administration)	4,146	\$31,122	0.97	-279	-1.3%	4,818	2,073	2,864	-119	-0.3%
52	Finance and Insurance	4,128	\$84,604	1.02	-658	-2.9%	3,292	1,390	2,289	-387	-1.0%
42	Wholesale Trade	3,921	\$64,444	1.05	346	1.9%	3,732	1,523	2,606	-397	-1.1%
54	Professional, Scientific, and Technical Services	3,571	\$64,958	0.49	-957	-4.6%	2,922	1,143	1,967	-188	-0.5%
92	Public Administration	3,254	\$60,363	0.71	-101	-0.6%	2,636	1,251	1,782	-397	-1.3%
71	Arts, Entertainment, and Recreation	1,569	\$26,315	0.82	93	1.2%	2,358	981	1,357	20	0.1%
55	Management of Companies and Enterprises	1,261	\$85,909	0.83	-6	-0.1%	1,013	418	713	-117	-1.0%
51	Information	1,124	\$58,785	0.55	-184	-3.0%	962	372	678	-88	-0.8%
53	Real Estate and Rental and Leasing	1,046	\$49,494	0.59	34	0.7%	895	457	562	-123	-1.2%
11	Agriculture, Forestry, Fishing and Hunting	446	\$36,232	0.33	186	11.4%	518	242	307	-30	-0.7%
22	Utilities	380	\$97,728	0.75	-4	-0.2%	267	121	212	-67	-1.9%
21	Mining, Quarrying, and Oil and Gas Extraction	65	\$86,751	0.19	17	6.4%	68	22	46	0	0.1%
	<b>Total - All Industries</b>	<b>99,975</b>	<b>\$50,503</b>	<b>1.00</b>	<b>-2,816</b>	<b>-0.6%</b>	<b>104,634</b>	<b>46,462</b>	<b>64,800</b>	<b>-6,627</b>	<b>-0.7%</b>

Source: [JobsEQ](#)

Data as of 2022Q3

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

# Occupation Snapshot

Lackawanna County, Pennsylvania, 2022Q3 <sup>1</sup>														
		Current						5-Year History		10-Year Forecast				
SOC	Occupation	Employment	Mean Annual Wages <sup>2</sup>	LQ	Unemployment	Unemployment Rate	Online Job Ads <sup>3</sup>	Empl Change	Annual %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
<b>43-0000</b>	Office and Administrative Support	12,612	\$43,000	1.02	532	4.3%	290	-2,102	-3.0%	12,132	6,368	7,713	-1,948	-1.7%
<b>53-0000</b>	Transportation and Material Moving	11,427	\$41,100	1.30	853	7.4%	494	1,210	2.3%	14,573	5,854	9,423	-704	-0.6%
<b>41-0000</b>	Sales and Related	9,267	\$42,700	0.99	553	6.0%	620	-870	-1.8%	10,563	5,242	6,646	-1,325	-1.5%
<b>35-0000</b>	Food Preparation and Serving Related	7,899	\$28,500	1.00	713	9.1%	356	-713	-1.7%	14,677	6,691	7,929	58	0.1%
<b>31-0000</b>	Healthcare Support	6,938	\$31,700	1.58	334	5.2%	283	281	0.8%	10,210	4,599	5,161	450	0.6%
<b>29-0000</b>	Healthcare Practitioners and Technical	6,918	\$84,700	1.20	101	1.5%	1,412	-132	-0.4%	3,824	2,055	2,012	-243	-0.4%
<b>51-0000</b>	Production	6,879	\$43,200	1.22	399	6.0%	147	-163	-0.5%	6,495	2,852	4,607	-963	-1.5%
<b>25-0000</b>	Educational Instruction and Library	5,486	\$65,800	1.03	147	2.8%	186	-256	-0.9%	4,416	2,372	2,354	-310	-0.6%
<b>11-0000</b>	Management	5,296	\$107,900	0.77	142	2.6%	423	175	0.7%	4,082	1,392	2,930	-241	-0.5%
<b>13-0000</b>	Business and Financial Operations	4,751	\$74,100	0.74	133	2.7%	184	177	0.8%	3,743	1,365	2,678	-299	-0.6%
<b>47-0000</b>	Construction and Extraction	3,601	\$57,100	0.80	261	7.1%	61	-108	-0.6%	3,105	1,213	2,184	-292	-0.8%
<b>49-0000</b>	Installation, Maintenance, and Repair	3,531	\$51,800	0.91	113	3.4%	159	-107	-0.6%	3,015	1,247	2,022	-253	-0.7%
<b>37-0000</b>	Building and Grounds Cleaning and Maintenance	2,932	\$33,900	0.89	194	6.7%	125	-162	-1.1%	3,605	1,748	2,054	-197	-0.7%
<b>39-0000</b>	Personal Care and Service	2,300	\$32,200	0.95	205	8.4%	60	76	0.7%	4,081	1,650	2,350	82	0.4%
<b>21-0000</b>	Community and Social Service	2,180	\$49,700	1.24	49	2.3%	170	-131	-1.2%	2,136	868	1,237	30	0.1%
<b>15-0000</b>	Computer and Mathematical	1,964	\$81,800	0.57	38	1.8%	106	128	1.4%	1,284	423	923	-61	-0.3%
<b>33-0000</b>	Protective Service	1,764	\$55,700	0.83	79	4.1%	125	-18	-0.2%	1,906	982	1,073	-149	-0.9%
<b>27-0000</b>	Arts, Design, Entertainment, Sports, and Media	1,390	\$51,100	0.79	89	5.8%	62	-133	-1.8%	1,324	580	842	-99	-0.7%
<b>17-0000</b>	Architecture and Engineering	1,204	\$83,500	0.74	30	2.3%	71	0	0.0%	763	326	532	-96	-0.8%
<b>23-0000</b>	Legal	750	\$91,600	0.88	15	2.0%	21	-48	-1.2%	479	228	266	-15	-0.2%
<b>19-0000</b>	Life, Physical, and Social Science	603	\$73,300	0.69	21	2.9%	49	-24	-0.8%	502	137	396	-31	-0.5%
<b>45-0000</b>	Farming, Fishing, and Forestry	281	\$32,900	0.44	22	7.2%	4	105	9.9%	409	139	290	-20	-0.8%

# Real Time Intelligence – last 30 days

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<b>Total</b>	<b>5,683</b>
Occupations	433
Locations	594
Employers	1,500
Certifications	159
Hard Skills	820
Soft Skills	96
Job Titles	4,000
Education Levels	6
Programs	178
Job Types	9

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# Occupations

<b>SOC</b>	<b>Occupation</b>	<b>Active Job Ads</b>
29-1141.00	Registered Nurses	684
53-7065.00	Stockers and Order Fillers	227
41-1011.00	First-Line Supervisors of Retail Sales Workers	214
41-2031.00	Retail Salespersons	182
29-2061.00	Licensed Practical and Licensed Vocational Nurses	151
53-3032.00	Heavy and Tractor-Trailer Truck Drivers	133
11-9111.00	Medical and Health Services Managers	131
29-1127.00	Speech-Language Pathologists	95
31-1131.00	Nursing Assistants	95
35-3023.00	Fast Food and Counter Workers	95
21-1093.00	Social and Human Service Assistants	94
35-1012.00	First-Line Supervisors of Food Preparation and Serving Workers	93
41-3091.00	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	79
29-2055.00	Surgical Technologists	68
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	64
49-9071.00	Maintenance and Repair Workers, General	61

# Locations

Location	Active Job Ads
Scranton, Pennsylvania	1,437
Scranton, PA 18510	111
Dickson City, Pennsylvania	108
Scranton, PA 18509	101
East Falls, PA	97
Clarks Summit, PA 18411	95
Moosic, Pennsylvania	81
Clarks Summit, Pennsylvania	79
Jessup, Pennsylvania	79
18510	74
Scranton, Pennsylvania 18512	71
Dunmore, Pennsylvania	67
Dickson City, PA 18519	62
Archbald, Pennsylvania	60
Scranton, PA 18508	53
Scranton, PA, 18510, US	53
Jessup, PA 18434	50
Moosic, PA 18507	46
Scranton, PA 18503	44
Scranton, PA, 18507, US	42
Carbondale, Pennsylvania	38
Olyphant, PA 18447	38
Scranton, PA, 18505, US	38

# Certifications

<b>Certificate Name</b>	<b>Active Job Ads</b>
Basic Life Support (BLS)	413
Registered Nurse (RN)	275
Driver's License	175
Advanced Cardiac Life Support Certification (ACLS)	128
Certification in Cardiopulmonary Resuscitation (CPR)	93
Licensed Practical Nurse (LPN)	70
Pediatric Advanced Life Support (PALS)	62
First Aid Certification	40
Commercial Driver's License (CDL)	35
Neonatal Resuscitation Program (NRP)	35
Certified Nursing Assistant (CNA)	33
Certified Public Accountant (CPA)	26
Class A Commercial Driver's License (CDL-A)	23
Medical Assistant Certification (MA)	22
Secret Clearance	21
Trauma Nursing Core Course (TNCC)	19
Child Development Associate (CDA)	14
Licensed Professional Counselor (LPC)	13
Certified Dialysis Nurse (CDN)	12
Licensed Clinical Social Worker (LCSW)	12
Emergency Medical Technician (EMT)	10
Registered Respiratory Therapist (RRT)	10

# Hard Skills

<b>Skill Name</b>	<b>Active Job Ads</b>
Ability to Lift 51-100 lbs.	346
Microsoft Office	329
Microsoft Excel	317
Ability to Lift 41-50 lbs.	287
Cash Handling (Cashier)	183
Ability to Lift 21-30 lbs.	169
Retail Sales	141
Microsoft Word	135
Sales	133
Merchandising	128
Microsoft Outlook	106
Microsoft PowerPoint	102
Mathematics	99
Manufacturing	90
Community Outreach	83
Bilingual	81
Ability to Lift 31-40 lbs.	78
Teaching/Training, School	78
Teaching/Training, Job	77
Spanish	76
IV Therapy	73
Presentation	70
Personal Computers (PC)	69

# Soft Skills

<b>Skill Name</b>	<b>Active Job Ads</b>
Communication (Verbal and written skills)	2,280
Cooperative/Team Player	1,323
Customer Service	1,071
Adaptability/Flexibility/Tolerance of Change and Uncertainty	629
Organization	627
Detail Oriented/Meticulous	548
Interpersonal Relationships/Maintain Relationships	500
Self-Motivated/Ability to Work Independently/Self Leadership	487
Ability to Work in a Fast Paced Environment	477
Problem Solving	444
Supervision/Management	360
Multi-Task	307
Time Management/Time Utilization	239
Prioritize	236
Punctual	228
Analytical	227
Work Ethic/Hard Working	221
Leadership	209
Listening	175
Initiative	174
Good Judgment	159
Optimism/Positive Attitude	159
Coachable/Willingness to Learn	151
Enthusiastic/Energetic	151
Confidentiality/Information Sensitivity	149
Negotiation	135
Clerical	125
Decision Making/Decisiveness	125
Critical Thinking	124
Project Management	109
Self Confidence	108

# Programs

<b>Program Name</b>	<b>Active Job Ads</b>
Nursing	100
Business	78
Engineering	69
Accounting	59
Speech-Language Pathology	50
Business Administration	49
Finance	37
Social Work	37
Psychology	32
Computer Science	29
Science	29
Marketing	25
Mechanical Engineering	25
Counseling	22
Education	19
Human Services	19
Pharmacy	17
Biology	15
Chemical	15
Physical Therapy	15
Technical	14
Communications	13
Criminal Justice	13
Business Management	12
English	12
Management	12
Special Education	11
Civil Engineering	10
Construction Management	10
Early Childhood Education	10
Industrial Engineering	10

• Source: Jobs EQ

# Myths

- Generation cycle of poverty
- The 4 year degree
- Education-Training
- Lack of regional economic opportunity
- Wages
- Quality of Life

# Drivers of Success

- Strong academic foundations
- Social and emotional maturity
- Critical thinking skills
- Instilling the foundation of life long learning
- Meeting basic needs – housing/food
- Health care
- Navigation/Guidance = Opportunity