

Tuscarora Area CHAMBER OF COMMERCE

Mercersburg, Montgomery, Peters, St. Thomas, Warren

chamber news

www.mercersburg.org
www.tuscaroraareachamberofcommerce.org



Do You Know TACC's STATED PURPOSE?

The Tuscarora Area Chamber of Commerce is organized to achieve the objectives of:

- 1) Preserving the competitive enterprise system of business by: creating a better understanding and appreciation of the importance of business people and a concern for their problems; educating the business community and representing them in township, borough, county, state and national legislative and political affairs; preventing or addressing controversies which are detrimental to expansion and growth of business and the community if they arise; creating a greater appreciation of the value of a more liberal investment of substance and self on behalf of the interests of competitive business.
- 2) Promoting business and community growth and development by: promoting economic programs designed to strengthen and expand the income potential of all business within the trade area; promoting programs of civic, social and cultural nature which are designed to increase the functional and aesthetic values of the community; and discovering and correcting abuses which prevent the promotion of business expansion and community growth.

As stated in the Tuscarora Area Chamber of Commerce By-Laws Page 1 Article 1 Adopted 2009

APPI ENERGY PROGRAM BENEFITS

For electricity customers, now is an excellent time to seek competitive supply solutions. You need unbiased, up-to-date information to understand the current dynamic electricity market.

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- Deliver cost reductions and/or budget certainty with no upfront costs.

Let APPI Energy help you reduce and manage your energy costs on your terms and on your timetable.

Some brokers or suppliers may rush you or make you feel compelled to enter into a contract. You should control the process and have all of the necessary information and analysis. A well-reasoned business decision that fits your specific business's needs is the goal. Choose to reap the full advantages the market offers. Choose a partner. Choose APPI Energy.

1-800-520-6685 or info@appienergy.com

BUSINESSES INVITED TO JOIN STUDENT CAREER EXPO

Businesses are invited to participate in the Franklin County Student Career Expo, which will be held at Shippensburg University on May 22 from 9 a.m. to 2 p.m. School districts and businesses from across Franklin County, as well as more than 1,500 high school sophomores, have the opportunity to participate.

Business participation could include being an exhibitor, speaking with students, presenting breakout sessions, sponsoring the event or all three! Students will have the opportunity to learn about careers and searching for jobs, consider postsecondary options (including financing their education), and educational requirements. The event will include a keynote speaker, exhibitors, breakout sessions, an entrepreneurial competition and door prizes.

Attached to this newsletter is the Exhibitor Registration form; the deadline is March 31 to register. For information, call the Chamber Foundation at 264-7101, Ext. 207.

2012 BOARD OF DIRECTORS

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The Chamber News is a monthly newsletter of the Tuscarora Area Chamber of Commerce. Submit your information by the 23rd of each month for inclusion. The Chamber reserves the right to edit content of submissions for space limitations. Ideas, opinions and statements expressed in articles by contributors are not necessarily those of the Chamber.

From the **simple...** to the **simply impossible™**.

- Banners, Flags and Posters
- Labels, Window Graphics, Floor Graphics and Wallpaper
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Tuscarora Chamber of Commerce Members Enjoy 10% Off!

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WHY HAVE A CHAMBER OF COMMERCE?

As a member of the Tuscarora Area Chamber of Commerce Board it is both humbling and inspiring to work with a very dedicated, diverse group from the area to promote a better life and opportunity for the people and community we serve. The idea of a Chamber of Commerce is not new. Many years ago most were started simply as a business group seeking to improve their business.

Today's Chamber continues seeking new ways to improve their business interest but have expanded to a much larger role. Today's Chamber involves private, public, nonprofit and service organizations. Today's Chamber seeks to promote business and community growth and development while protecting our freedom and way of life.

Here in Franklin County over 3,000 people work and feed their families thru Agriculture pumping in more than \$225 million each year to the economy. A little more than 50% of the land in the county is used in Agriculture. Our Chamber strives to reach out to the Agriculture community and support their efforts on which we all require to survive. Many of our members are support companies and suppliers for Agriculture.

Our Chamber works with local and state officials to prevent or address issues which are detrimental to growth and prosperity for our community. We promote economic programs designed to strengthen our economy. As an example we have formally joined in the support of House Bill 153 now working its way thru the General Assembly that will reduce the number of State Representatives from 203 down to 153. This alone would save the taxpayers 3.5 million dollars per year.

Our Chamber is working hard to energize the Townfest this fall that will make it the biggest and most involved event the area has ever had. We are working with a number of people and organizations to showcase our area and promote not only the region but the people and companies who work and live here. We intend to make this not just a local event but a regional event. We want it to be a destination that people will want to come back to over and over again.

We will be hosting the Secretary of Transportation at a luncheon in Greencastle at the John Allison House March 8th at 11am. You might ask why the Chamber would be interested in the Secretary of Transportation and the answer is quite simple; we all have a vested interest in what the Transportation department is going to do. Many companies supply material or service to the Department of Transportation and we all use the roads they maintain and build. With tight budgets we need to be up front and involved to represent our community interest at the discussion of what projects need to be done.

We ask you to consider becoming a vital part of our Chamber to preserve and promote our local business and community. We strive to serve from the smallest 1 person business to the largest employer. This Chamber is successful because of a team effort that seeks to achieve the very best for all its members and community. That's why we have a Chamber of Commerce.

Dwayne Johnson, St. Thomas Development
Board Member - Tuscarora Area Chamber of Commerce



MANAGER'S CORNER: *ARE YOUR BIASES BLOCKING THE MESSAGE?*

In recent client planning sessions, I've noticed a troubling trend: many leaders don't listen. Oh don't get me wrong, the leaders hear words. They hear the initial few words uttered by one or two planning team members, but they don't grasp the members' intended messages. Why? It's not because the team members don't speak clearly and it's not because the team members don't know what they're talking about. It's because the leaders aren't listening.

The leaders aren't listening to the team member's *current* message. Instead, the leaders' minds have jumped ahead and are anticipating the direction the team members' similar messages have taken in the past - and they've not been ones liked by the leaders. Therefore, anticipating more of the same, I'm seeing leaders interrupting their team members, stepping on the members' comments, and negating the members' ideas almost before the team members have finished speaking.

Needless to say, unchecked, the leaders' behavior can change the tone of the brainstorming or planning sessions and quickly transform them from open, energetic, idea-generating sessions, to subdued conversations with limited input and overwhelming tension. So yes I do my job of "checking" the behavior of the leaders and all team members to maintain an interactive environment.

However, most team meetings don't have an outside facilitator serving as referee and discussion leader. Therefore, leaders, it's up to you to gauge how your biases may be enhancing or hindering your team's planning sessions. Are your biases overshadowing ideas that could propel your organization forward? Are your biases towards individual team members causing you to not listen to their concerns or ideas? Are your biases causing you to block messages that could transform the way you, your team and your entire organization operate?

Are your biases blocking your leadership duties? Besides, if you have a team member or members who have historically had so many bad ideas or are so disruptive that you immediately tune them out, why are they still working for you?



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Tuscarora Area CHAMBER OF COMMERCE

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Meet Senator Eichelberger

February 29th
Noon-1pm
John Allison Public House

2012 BUSINESS PERSON OF THE YEAR

ABOUT THE AWARD: The highest commendation the Tuscarora Area Chamber of Commerce presents each year is the “Business Person of the Year Award”. This award is given to a person who unselfishly committed to the local business community.

AWARD CRITERIA:

- Nominee shall be a current Tuscarora Area Chamber member business owner or employee in good standing.
- Nominee’s business must be located within Tuscarora Area Chamber of Commerce’s service area of Peters, Warren, Montgomery, St. Thomas Townships and the Borough of Mercersburg.
- The individual exemplifies exceptional leadership both inside and outside their place of business and has a strong presence in community activities.

Nomination form available via in this PDF.



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Stop hurting your cash flow and put an end to your bookkeeping nightmares with this fast-paced and informative Training Course.

Class Dates:

Thursday, February 16, 2012 ~ 9:00 A.M. to 1:00 P.M.

Thursday, April 19, 2012 ~ 9:00 A.M. to 1:00 P.M.



Location: 720 Norland Avenue, Chambersburg, PA 17201
www.schultheisscpa.com

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FAX this completed registration to (717) 267-1464 or
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Course: **\$129.00** per person (includes Continental breakfast)

Class date _____/_____/_____

Name _____

Company Name _____

Address _____

City _____ ST _____ ZIP _____

Phone _____

Fax _____

Email _____

Additional Registrants:

1) _____

2) _____

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Chambersburg, PA 17201

Circle one: Visa Mastercard

Total: _____ Exp. Date _____/_____/_____

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Limited Seating Available

The Greater Waynesboro, Greater Chambersburg, Greencastle-Antrim Shippensburg Area & Tuscarora Area chambers of commerce invite you to a

Legislative Luncheon

Thursday, March 8, 2012



Barry J. Schoch, P.E.

Sponsored by:

**Franklin County
Council of Chambers**
Greater Waynesboro, Chambersburg
Greencastle-Antrim, Shippensburg &
Tuscarora Area Chambers of Commerce

Barry J. Schoch, P.E.
Secretary of Transportation
Pennsylvania Department of Transportation

A native of DuBois and graduate of Penn State University, Schoch was named to his post by Gov. Tom Corbett in 2011. With 28 years of experience in the engineering field, he has managed or been instrumental in many pending or completed transportation projects in the commonwealth during that time.

Location:

John Allison Public House
104 E. Baltimore St.
Greencastle, PA 17225

Time:

11:45 a.m. - Doors open
12:40 p.m. - Meeting begins
1:10 p.m. - Q&A

Cost:

\$20 per person

Don't miss this opportunity to meet the Pennsylvania Secretary of Transportation and learn about significant infrastructure issues and funding challenges in Pennsylvania and Franklin County.

See reverse side for information on how to register & submit questions.

Questions due by Thursday, March 1.
Reservations & payment due by Monday, March 5.

Legislative Luncheon Registration

Thursday, March 8, 2012 • John Allison Public House

Business: _____

Names of those attending: _____

Reservations & payment due by 12 p.m. Thursday, March 1, 2012

Make checks payable to:

Greater Waynesboro Chamber of Commerce
5 Roadside Ave., Waynesboro, PA 17268

Questions for Secretary of Transportation Barry J. Schoch:

Questions must be received by Thursday, March 1, 2012

Fax questions to: 717-762-7124

E-mail questions to: memberservices@waynesboro.org

Mail questions to: Greater Waynesboro Chamber of Commerce
5 Roadside Ave., Waynesboro, PA 17268

Brought to you by:



Tuscarora Area CHAMBER OF COMMERCE

Mercersburg, Montgomery, Peters, St. Thomas, Warren

Membership's Business & Tourism Directory 2012 Advertising Rates

Advertise in the 2012 Chamber Directory at these fantastic rates!

1/4 page 3.5" w x 2" h \$100.00

1/2 page 3.5" w x 4" h \$200.00

Full page inside ad 3.5" w x 8.5" h \$400.00

Inside back cover 3.5" w x 8.5" h \$450

March 10th deadline for ads.

Use the convenient form below to reserve your advertising space.

Ad size: ___ 1/4 page ___ 1/2 page ___ Full page

_____ Inside Front (call for availability)

_____ Inside Back (call for availability)

Ad enclosed _____ Ad emailed _____ Use same ad as 2011 _____

Business: _____

Address: _____

Contact Person: _____

E-mail: _____

Phone: _____

Scan/email or mail form to:
Tuscarora Area Chamber of Commerce
PO Box 161
Mercersburg, PA 17236
info@tachamber.org

Tuscarora Area CHAMBER OF COMMERCE

Mercersburg, Montgomery, Peters, St. Thomas, Warren

BUSINESS PERSON OF THE YEAR

Confidential Nomination Form

ABOUT THE AWARD: The highest commendation the Tuscarora Area Chamber of Commerce presents each year is the "Business Person of the Year Award". This award is given to a person who unselfishly committed to the local business community.

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- Nominee's business must be located within Tuscarora Area Chamber of Commerce's service area, Peters, Warren, Montgomery, St. Thomas Townships and the Borough of Mercersburg.
- The individual exemplifies exceptional leadership both inside and outside their place of business and have a strong presence in the business community's activities.

INDIVIDUAL NOMINATED: _____

COMPANY: _____

TITLE: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

TELEPHONE: _____ WORK: _____ EMAIL: _____

Nominator's relationship to nominee:

Manager _____ Co-Worker _____ Other (describe) _____

ACCOMPLISHMENTS: Share your thoughts on what makes an ideal candidate for this award. Please include details about their professional and person accomplishments.

(over)

OTHER: Include any other information you feel distinguishes this individual as the Tuscarora Area Chamber of Commerce Business Person of the Year.

NOMINATOR: Business Person is being nominated by:

Name: _____

Company: _____

Title: _____

Address: _____

City/State/Zip: _____

Telephone: _____ Email: _____

Please circle one:

Nominee IS or IS NOT aware that he/she has been nominated.

NOMINATION MUST BE SUBMITTED BY MARCH 1, 2012

RETURN BY MAIL TO:

Tuscarora Area Chamber of Commerce

Attn : BPOY

PO Box 161

Mercersburg, PA 17236

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 153 Session of 2011

INTRODUCED BY S. H. SMITH, TURZAI, PERRY, MUSTIO, ADOLPH, BLOOM, BOYD, CARROLL, CHRISTIANA, CONKLIN, CREIGHTON, DALEY, DeLUCA, DUNBAR, ELLIS, EVANKOVICH, J. EVANS, EVERETT, FARRY, GILLEN, GILLESPIE, GINGRICH, GODSHALL, GRELL, GROVE, HARRIS, HORNAMAN, F. KELLER, M. K. KELLER, MAHER, MARSHALL, MARSICO, MOUL, MULLERY, MURT, PETRI, PRESTON, PYLE, QUIGLEY, READSHAW, REED, ROAE, ROCK, SACCONI, SANTARSIERO, SANTONI, SAYLOR, SCAVELLO, SCHRODER, SIMMONS, STEPHENS, SWANGER, TALLMAN, TOOHIL, VULAKOVICH, WAGNER, WATSON, DELOZIER, BARBIN, CALTAGIRONE, HELM, WHITE, KILLION, M. SMITH, KORTZ, MAHONEY, TRUITT, PEIFER, RAVENSTAHL, DEASY, BEAR AND HENNESSEY, APRIL 27, 2011

REFERRED TO COMMITTEE ON STATE GOVERNMENT, APRIL 27, 2011

A JOINT RESOLUTION

1 Proposing an amendment to the Constitution of the Commonwealth
2 of Pennsylvania, reducing the size of the General Assembly.

3 The General Assembly of the Commonwealth of Pennsylvania
4 hereby resolves as follows:

5 Section 1. The following amendment to the Constitution of
6 Pennsylvania is proposed in accordance with Article XI:

7 That section 16 of Article II be amended to read:

8 § 16. Legislative districts.

9 The Commonwealth shall be divided into 50 senatorial and
10 [203] 153 representative districts, which shall be composed of
11 compact and contiguous territory as nearly equal in population
12 as practicable. Each senatorial district shall elect one
13 Senator, and each representative district one Representative.

1 Unless absolutely necessary no county, city, incorporated town,
2 borough, township or ward shall be divided in forming either a
3 senatorial or representative district.

4 Section 2. (a) Upon the first passage by the General
5 Assembly of this proposed constitutional amendment, the
6 Secretary of the Commonwealth shall proceed immediately to
7 comply with the advertising requirements of section 1 of Article
8 XI of the Constitution of Pennsylvania and shall transmit the
9 required advertisements to two newspapers in every county in
10 which such newspapers are published in sufficient time after
11 passage of this proposed constitutional amendment.

12 (b) Upon the second passage by the General Assembly of this
13 proposed constitutional amendment, the Secretary of the
14 Commonwealth shall proceed immediately to comply with the
15 advertising requirements of section 1 of Article XI of the
16 Constitution of Pennsylvania and shall transmit the required
17 advertisements to two newspapers in every county in which such
18 newspapers are published in sufficient time after passage of
19 this proposed constitutional amendment. The Secretary of the
20 Commonwealth shall submit this proposed constitutional amendment
21 to the qualified electors of this Commonwealth at the first
22 primary, general or municipal election which meets the
23 requirements of and is in conformance with section 1 of Article
24 XI of the Constitution of Pennsylvania and which occurs at least
25 three months after the proposed constitutional amendment is
26 passed by the General Assembly.

27 Section 3. Upon ratification by the electors, the General
28 Assembly shall enact legislation to implement this
29 constitutional amendment so that it applies for the first time
30 to the first session of the General Assembly which begins after

1 the 2020 reapportionment.

SOUP NIGHT

Presented by Presbyterian Deacons

Come in, out of the cold, and enjoy a variety of homemade soups, crackers, rolls, dessert and a beverage.



Monday Nights
01/09/12 – 02/27/12

Serving Time
05:00pm – 06:30pm

Cost ***FREE***

Donations are accepted
to support local missions

Don't miss this
community meal and
time of fellowship

Where: Mercersburg Presbyterian Church
34 W. Seminary Street
Mercersburg, PA 17236

Exhibitor Registration Form

2012 Franklin County Student Career Expo
May 22nd, 2012 9 am - 2 pm held at Shippensburg University

Business Name: _____

Contact Name: _____

Phone Number: _____

E-mail Address: _____

Street Address: _____

City, State, Zip: _____

Number of representatives attending: _____

Please indicate any items you require for your exhibit:

- 8ft Table Outdoor Space
 Chairs (Number: _____) Internet Capabilities
 Electrical Outlet Other: _____

Business/Industry Cost per Exhibitor Table: \$50
Non-Profit 501(c)3 Cost per Exhibitor Table: \$25

Fees due at time of registration

Lunch will be included

Please make checks/money orders payable to:

Greater Chambersburg Chamber Foundation

Please return completed form & your check by
March 31st, 2012 to:

Greater Chambersburg Chamber Foundation
ATTN: FC Student Career Expo
100 Lincoln Way East Suite A
Chambersburg, PA 17201

Join us as an exhibitor for the 2nd annual Franklin County Student Career Expo. Students from all Franklin County school districts will attend this all day event. The exhibit space will be incorporated in the common areas of Cedia Union Building where students will be spending their day attending seminars along with free time to meet with exhibitors to learn more about careers and job opportunities. As Franklin County employers we hope you will help us prepare these students to make good decisions as they prepare themselves to enter the workforce.

Glimpses of the 2011 Franklin County Student Career Expo



For further information please contact Kathy Buckley 261-5619 or at khbuckle@hacc.edu

PENNSYLVANIA FAST FACTS JANUARY 2012 EDITION

Each of the following sections is a quick snapshot of Pennsylvania's many different labor market and economic data sets

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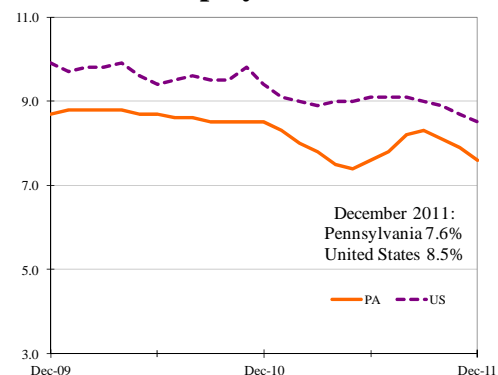
For additional information, please contact:
Center for Workforce Information & Analysis (CWIA)
 Call: 1-877-493-3282; Fax: 1-717-772-2168
 E-mail: workforceinfo@pa.gov
www.paworkstats.state.pa.us



Release Date: 01-27-2012
Next Release Date: 03-09-2012

LABOR FORCE STATISTICS

Unemployment Rate



Unemployment Rate (All data are seasonally adjusted)

- Pennsylvania's unemployment rate was 7.6% in December 2011
- Pennsylvania was ranked 23rd (lowest rate) in the U.S.
- O-T-M change was -0.3 percentage points
- O-T-Y change was -0.9 percentage points
- Pennsylvania's unemployment rate has been below the U.S. rate for 62 consecutive months
- Change since December 2007, the official start of the recession, was +3.1 percentage points
- PA's rate is forecast to be at 7.9% in 2nd quarter 2012 (see page 27 for additional Global Insight forecasts)
- December unemployment rates for DC 10.4%, NJ 9.0%, OH 8.1%, NY 8.0%, WV 7.9%, DE 7.4%, MD 6.7% (see page 20 for additional information)

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

Unemployment

- Pennsylvania's unemployment for December was 485,000
- O-T-M change was -14,000, O-T-Y change was -50,000
- Change since December 2007 was +195,000 (+67.2%)

Employment

- Pennsylvania's employment for December was 5,865,000
- O-T-M change was +11,000, O-T-Y change was +74,000
- Change since December 2007 was -222,000 (-3.6%)

Labor Force

- Pennsylvania's labor force for December was 6,351,000
- O-T-M change was -2,000, O-T-Y change was +25,000
- Change since December 2007 was -26,000 (-0.4%)

UNEMPLOYMENT DEMOGRAPHICS

PA Unemployment Rate by Demographic Group

Group	2011	2011	2010	2009
	Q4	Q3	Q4	Q4
Total	7.1%	8.7%	7.7%	8.0%
White	6.3%	7.9%	6.9%	7.3%
Black	13.0%	14.4%	14.7%	13.3%
Male	7.2%	8.7%	8.0%	9.1%
Female	7.0%	8.8%	7.3%	6.7%
16-19	14.4%	18.5%	15.5%	24.8%
20-24	11.1%	17.6%	14.3%	11.5%
25-54	6.3%	6.9%	6.5%	7.0%
55+	6.2%	7.3%	6.7%	6.1%

Source: U.S. Bureau of Labor Statistics, Current Population Survey (CPS)

- The unemployment rates for all demographic groups, were lower than a year ago (4th quarter), 2011 versus 2010.
- Blacks, males, and younger workers had the highest rates.

PA Unemployment Rate by Educational Group

Group	2011	2011	2010	2009
	Q4	Q3	Q4	Q4
Less than a HS diploma	12.9%	14.7%	12.9%	13.0%
HS graduates, no college	7.9%	9.1%	8.7%	8.6%
Some college, no degree	7.1%	9.5%	8.2%	10.4%
Associate degree	5.4%	6.9%	6.4%	5.4%
Bachelor's degree or higher	4.3%	4.8%	4.5%	3.9%

Source: U.S. Bureau of Labor Statistics, Current Population Survey (CPS)

- In the 4th quarter 2011, the unemployment rate generally decreased with each increasing level of education.

Select PA Labor Force Characteristics

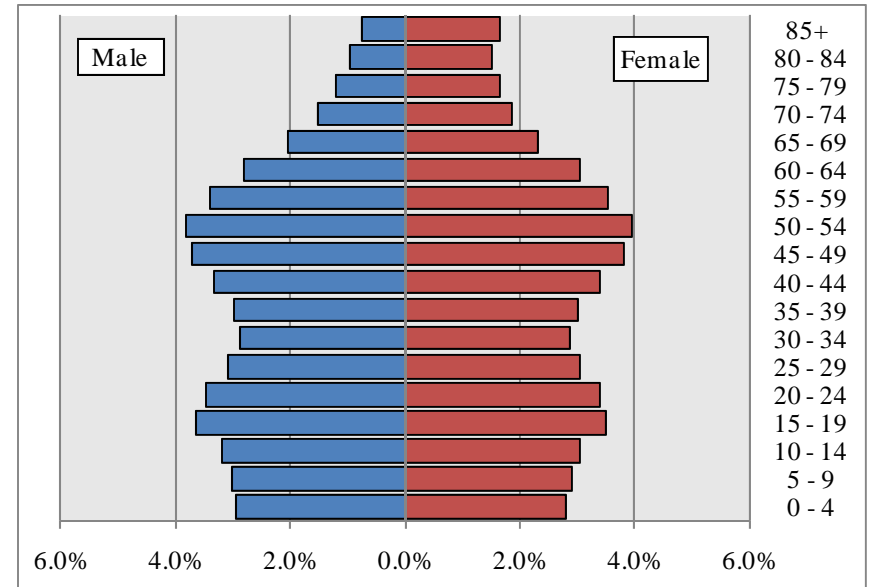
Quarter	Discouraged Workers	Part Time for Econ. Reasons	Average Duration of Unemployment (Weeks)	Labor Force Participation Rate	Employment to Population Ratio	Underemployment Rate	Long-Term Unemployed (>26 Weeks)
2011 Q4	23,200	279,600	29.5	62.8%	58.4%	12.9%	147,700
2011 Q3	35,700	283,700	34.0	63.8%	58.2%	14.7%	214,200
2010 Q4	56,200	304,700	34.9	62.9%	58.1%	14.0%	216,400
2009 Q4	22,800	277,000	26.6	63.0%	58.0%	13.4%	176,400

Source: U.S. Bureau of Labor Statistics, Current Population Survey (CPS)

- From 4th quarter 2010 to 4th quarter 2011, the percent of long-term unemployed, or those who have been unemployed for more than six months, decreased from 45% to 33%.
- Pennsylvania's 4th quarter 2011 underemployment rate (that can be used to gauge the true nature of unemployment) was 12.9%.

POPULATION DEMOGRAPHICS

Population Pyramid of Pennsylvania Percent of Total Population 2010



Source: U.S. Census Bureau; Pennsylvania State Data Center

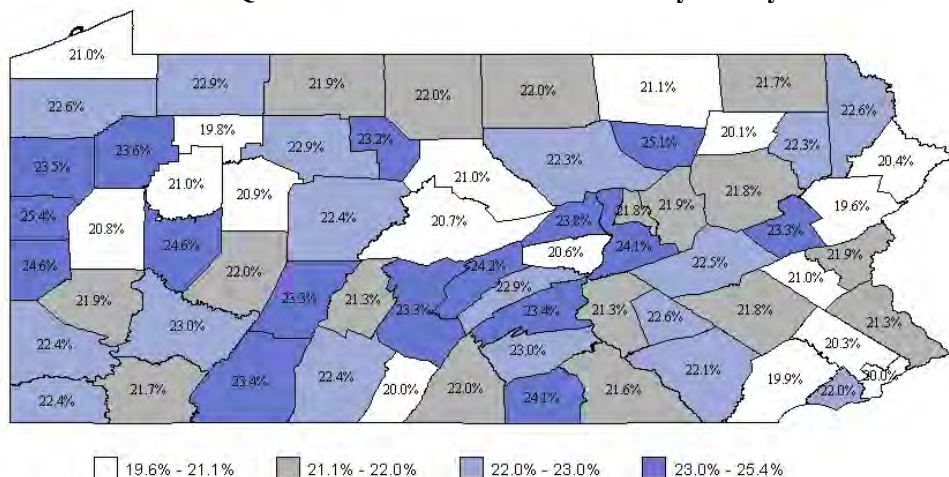
Age	Population	% of Population	% Change 2000-2010
Total Population	12,702,379	100.0%	3.4%
Age 19 and Under	3,179,390	25.0%	-2.8%
Age 20-64	7,563,682	59.5%	6.7%
Age 65 and Older	1,959,307	15.4%	2.1%

Source: U.S. Census Bureau; Pennsylvania State Data Center

- According to the 2010 Census, Pennsylvania is growing slowly and becoming older and more diverse.
- Pennsylvania's population is among the oldest in the United States.
- A total of 1,959,307 people age 65 and older called Pennsylvania home in 2010. The commonwealth ranked fourth among states in the percentage of elderly population (15.4%).
- Pennsylvania's working-age population increased 6.7% to 7,563,682, from 2000 to 2010.
- The number of Pennsylvanians aged 19 and under declined 2.8% in 2010. Pennsylvanians 19 and under represent one-quarter of all state residents.
- The total population increased 3.4% to 12,702,379 in Pennsylvania since the last decennial census.

WORKFORCE INDICATORS

2010 Q4 Percent of Workers 55 and Older by County



Source: U.S. Census Bureau; Local Employment Dynamics (LED) Program

2010 Q4 Top Industrial Sectors Employing Workers 55 and Older

NAICS	Industry Group	Workers 55+	Total Employment	% Workers 55+
	All industry groups	1,167,507	5,424,751	21.5%
4855	Charter Bus Industry	1,350	2,802	48.2%
8122	Death Care Services	3,305	7,102	46.5%
4854	School and Employee Bus Transportation	13,827	29,980	46.1%
8131	Religious Organizations	3,474	8,058	43.1%
4853	Taxi and Limousine Service	910	2,150	42.3%
4871	Scenic and Sightseeing Transportation, Land	237	567	41.8%
3131	Fiber, Yarn, and Thread Mills	106	260	40.8%
4852	Interurban and Rural Bus Transportation	369	920	40.1%
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	7,861	20,110	39.1%
4531	Florists	1,341	3,519	38.1%
4859	Other Transit and Ground Passenger Transportation	1,438	3,811	37.7%
3151	Apparel Knitting Mills	155	414	37.4%
9251	Administration of Housing Programs, Urban Planning, and Community Development	1,390	3,908	35.6%
6112	Junior Colleges	8,709	24,516	35.5%
3152	Cut and Sew Apparel Manufacturing	1,928	5,428	35.5%
8141	Private Households	1,489	4,217	35.3%
3169	Other Leather and Allied Product Manufacturing	76	222	34.2%
3311	Iron and Steel Mills and Ferroalloy Manufacturing	3,513	10,509	33.4%
1124	Sheep and Goat Farming	7	21	33.3%
3361	Motor Vehicle Manufacturing	304	913	33.3%

Source: U.S. Census Bureau; Local Employment Dynamics (LED) Program

Note: NAICS is the North American Industry Classification System

WORKFORCE INDICATORS

The following is an example of the occupations commonly found in an aging industry identified using Local Employment Dynamics (LED) data.

Occupations Commonly Found In: Iron & Steel Mills & Ferroalloys Manufacturing (NAICS: 3311)

Establishments primarily engaged in one or more of the following: (1) direct reduction of iron ore; (2) manufacturing pig iron in molten or solid form; (3) converting pig iron into steel; (4) manufacturing ferroalloys; (5) making steel; (6) making steel and manufacturing shapes (e.g., bar, plate, rod, sheet, strip, wire); and (7) making steel and forming pipe and tube.

Occupational Code	Occupational Title	Percent of Industry 2008	Estimated 2018 Percent
51-4051	Metal-Refining Furnace Oprs/Tndrs	8.2%	9.0%
51-4023	Rolling Machine Setters/Oprs/Tndrs, Metal & Plastic	5.4%	5.9%
51-4031	Cutting, Punching & Press Machine Setters/Oprs/Tndrs, Metal & Plastic	4.2%	3.8%
49-9042	Maintenance & Repair Workers, General	3.7%	3.7%
53-7021	Crane & Tower Operators	3.3%	3.3%
51-4052	Pourers & Casters, Metal	3.2%	3.5%
53-7062	Laborers & Freight, Stock & Material Movers, Hand	2.9%	2.6%
51-1011	Supervisors – Production & Operating Workers	2.9%	2.8%
51-9198	Helpers, Production Workers	2.7%	2.7%
51-4191	Heat Treating Equipment Setters/Oprs/Tndrs, Metal & Plastic	2.7%	2.8%
49-9041	Industrial Machinery Mechanics	2.7%	3.1%
51-4034	Lathe & Turning Machine Tool Setters/Oprs/Tndrs, Metal & Plastic	2.4%	2.3%
53-7063	Machine Feeders & Offbearers	2.3%	2.1%
51-4072	Molding & Casting Machine Setters/Oprs/Tndrs, Metal & Plastic	2.2%	2.0%
51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	2.2%	2.1%
51-4011	Computer-Controlled Machine Tool Operators, Metal & Plastic	2.1%	2.3%
51-4035	Milling & Planning Machine Setters/Oprs/Tndrs, Metal & Plastic	2.0%	1.8%
43-5061	Production, Planning, & Expediting Clerks	1.9%	1.9%
51-4021	Extruding & Drawing Machine Setters/Oprs/Tndrs, Metal & Plastic	1.8%	1.8%
51-4041	Machinists	1.8%	1.9%
47-2111	Electricians	1.5%	1.6%
41-4012	Sales Representatives	1.5%	1.5%
51-9111	Packaging & Filling Machine Oprs/Tndrs	1.4%	1.3%
17-2131	Materials Engineers	1.2%	1.3%
43-5071	Shipping, Receiving, & Traffic Clerks	1.2%	1.2%
53-7051	Industrial Truck & Tractor Operators	1.2%	1.0%
51-4193	Plating & Coating Machine Setters/Oprs/Tndrs, Metal & Plastic	1.2%	1.2%
17-2112	Industrial Engineers	1.1%	1.4%

Source: 2008-18 Long-Term Occupational Employment Projections

UNEMPLOYMENT COMPENSATION

Key Facts

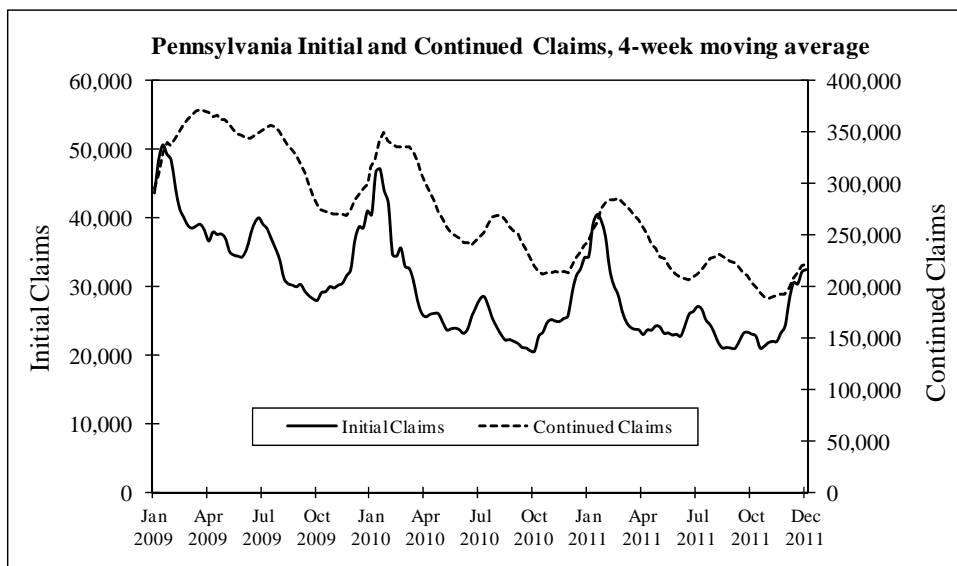
Unemployment Compensation Federal Loan Balance

- As of January 31, 2011: \$3,249,791,158
- As of January 20, 2012: \$3,420,608,698

Available Weeks of Benefits

- As of November 12, 2011, a max of 93 weeks of UC are available in PA.
- Nationally, a maximum of 99 weeks of benefits are available.

Claims



All claims data are not seasonally adjusted.

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

Regular Compensation

- Initial claims for December were 157,100, O-T-Y change was -15,700 (-9%)
- Continued claims for December were 915,100, O-T-Y change was -104,000 (-10%)

Emergency Compensation (EUC)

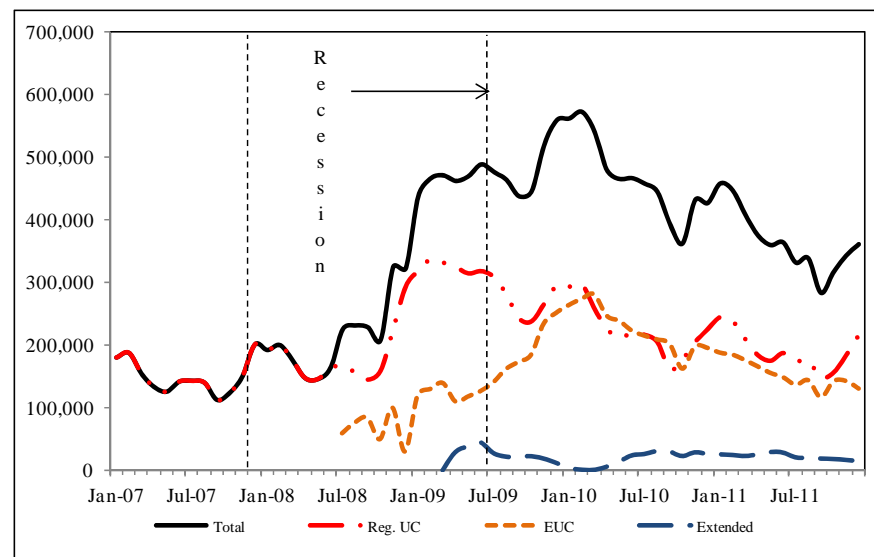
- Initial claims for December were 23,700, O-T-Y change was -2,400 (-9%)
- Continued claims for December were 608,600, O-T-Y change was -201,400 (-25%)

Extended Benefits (EB)

- Initial claims for December were 29,700, O-T-Y change was +8,800 (+42%)
- Continued claims for December were 189,200, O-T-Y change was +3,100 (+2%)

UNEMPLOYMENT COMPENSATION

Individual Payments



Individual Payments by Week Ending Date

Program	Dec 31, 2011	Nov 26, 2011	Jun 25, 2011
Total	360,694	342,427	363,642
Regular UC	215,519	183,267	186,974
Emergency UC	130,427	142,596	148,528
Extended Benefits	14,748	16,564	28,140

Source: PA Unemployment Compensation System

Note: This count reflects the total number of distinct individuals who received UC benefits including federal extension of benefits as of December 31, 2011.

- The number of individuals who exhausted regular state UC benefits (26 weeks) and received some form of emergency or extended benefits was 145,175 for the week ending December 31, 2011.
- For the same week, the total number of individuals who received UC benefits (360,094) was higher than last month (342,427) but lower than six months ago (363,642).
- The total number of individuals who received emergency UC benefits (130,427) was lower than both last month (142,596) and six months ago (148,528).

UNEMPLOYMENT COMPENSATION

UC Exhaustees by Pre-UC Supersector January 1, 2010 to December 31, 2011

Pre-UC Supersector	Exhaustees	% of Total
Total	186,000	100%
Natural Resources & Mining	1,040	0.6%
Construction	17,240	9.3%
Manufacturing	28,510	15.3%
Trade, Transportation & Utilities	40,450	21.7%
Information	3,260	1.8%
Financial Activities	9,580	5.2%
Professional & Business Services	38,760	20.8%
Education & Health Services	21,640	11.6%
Leisure & Hospitality	14,920	8.0%
Other Services	5,310	2.9%
Government	1,840	1.0%
Unclassified Industry	3,450	1.9%

Source: PA Unemployment Compensation System

Note: This count reflects 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 to total due to rounding, and the total is rounded to the nearest thousand.

Pre-UC Supersector represents the aggregated industry sector of the primary employer of the exhaustee prior to collecting unemployment benefits.

- From January 1, 2010, through December 31, 2011, the number of individuals who exhausted all available state and federal UC benefits was 186,000.
- In December 2011 alone, total exhaustions were 6,000. (See next page)
- The supersector with the highest number of exhaustees was Trade, Transportation & Utilities with 40,450, or 21.7% of all exhaustees.
- The next highest number of UC Exhaustees was from the Professional & Business Services supersector with 38,760, or 20.8%.

UNEMPLOYMENT COMPENSATION

Estimates of UC Exhaustees by County

Area	Jan 2010 - Nov 2011	Actual	Projected			Total
		Dec 2011	Jan 2012	Feb 2012	Mar 2012	
Pennsylvania	180,000	6,000	6,000	17,000	58,000	267,000
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Adams County	1,490	50	50	140	480	2,210
Allegheny County	14,020	500	470	1,320	4,520	20,830
Armstrong County	2,200	30	70	210	710	3,220
Beaver County	4,120	110	140	390	1,330	6,090
Bedford County	790	30	30	70	250	1,170
Berks County	6,170	210	210	580	1,990	9,160
Blair County	1,620	80	50	150	520	2,420
Bradford County	1,350	50	50	130	440	2,020
Bucks County	6,410	170	210	610	2,070	9,470
Butler County	1,870	50	60	180	600	2,760
Cambria County	2,610	120	90	250	840	3,910
Cameron County	170	20	10	20	50	270
Carbon County	1,050	40	40	100	340	1,570
Centre County	800	20	30	80	260	1,190
Chester County	4,460	170	150	420	1,440	6,640
Clarion County	430	40	10	40	140	660
Clearfield County	1,250	30	40	120	400	1,840
Clinton County	430	10	10	40	140	630
Columbia County	740	20	20	70	240	1,090
Crawford County	1,140	40	40	110	370	1,700
Cumberland County	2,100	70	70	200	680	3,120
Dauphin County	3,670	220	120	350	1,180	5,540
Delaware County	7,120	240	240	670	2,290	10,560
Elk County	550	20	20	50	180	820
Erie County	4,760	110	160	450	1,530	7,010
Fayette County	2,350	60	80	220	760	3,470
Forest County	60	<10	<10	10	20	90
Franklin County	1,620	60	50	150	520	2,400
Fulton County	230	20	10	20	70	350
Greene County	350	<10	10	30	110	500
Huntingdon County	680	30	20	60	220	1,010
Indiana County	1,020	30	30	100	330	1,510
Jefferson County	600	30	20	60	190	900

Source: PA Unemployment Compensation System

Note: This count reflects 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 to total due to rounding. Pennsylvania's totals are rounded to the nearest thousand.

UNEMPLOYMENT COMPENSATION

Estimates of UC Exhaustees by County

Area	Jan 2010 - Nov 2011	Actual	Projected			Total
		Dec 2011	Jan 2012	Feb 2012	Mar 2012	
Juniata County	240	10	10	20	80	360
Lackawanna County	3,280	150	110	310	1,060	4,910
Lancaster County	5,420	170	180	510	1,750	8,030
Lawrence County	1,230	40	40	120	400	1,830
Lebanon County	1,280	70	40	120	410	1,920
Lehigh County	5,510	190	180	520	1,780	8,180
Luzerne County	5,600	240	190	530	1,800	8,360
Lycoming County	1,580	50	50	150	510	2,340
McKean County	600	20	20	60	190	890
Mercer County	1,350	50	50	130	440	2,020
Mifflin County	690	20	20	70	220	1,020
Monroe County	2,220	70	70	210	720	3,290
Montgomery County	9,190	250	310	870	2,960	13,580
Montour County	120	10	<10	10	40	180
Northampton County	3,480	110	120	330	1,120	5,160
Northumberland County	1,540	60	50	150	500	2,300
Perry County	530	30	20	50	170	800
Philadelphia County	34,070	970	1,140	3,220	10,980	50,380
Pike County	380	10	10	40	120	560
Potter County	190	<10	10	20	60	280
Schuylkill County	2,760	90	90	260	890	4,090
Snyder County	440	10	10	40	140	640
Somerset County	1,210	50	40	110	390	1,800
Sullivan County	50	<10	<10	<10	20	70
Susquehanna County	310	10	10	30	100	460
Tioga County	250	<10	10	20	80	360
Union County	300	10	10	30	100	450
Venango County	730	30	20	70	240	1,090
Warren County	470	10	20	40	150	690
Washington County	2,120	50	70	200	680	3,120
Wayne County	390	20	10	40	130	590
Westmoreland County	4,920	140	160	460	1,590	7,270
Wyoming County	280	10	10	30	90	420
York County	5,340	170	180	500	1,720	7,910
Other	3,700	200	120	350	1,190	5,560

Source: PA Unemployment Compensation System

Note: This count reflects 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 to total due to rounding. Pennsylvania's totals are rounded to the nearest thousand.

JOBS

PA Total Nonfarm Jobs December 2011 (Seasonally Adjusted)



Source: Current Employment Statistics

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

PA Job Facts

- Pennsylvania's total nonfarm jobs were at 5,699,100 in December
- O-T-M change for December was +6,500 (+0.1%)
- O-T-Y change for December was +59,200 (+1.0%), the 20th consecutive O-T-Y increase
- Change since December 2007, the start of the recession, was -110,500 (-1.9%)
- Global Insight forecasts PA Nonfarm jobs to recover to pre-recession levels (4th quarter 2007) in the 2nd quarter 2013 at 5,817,460 (see page 27 for additional Global Insight forecasts).

U.S. Job Facts

- U.S. Nonfarm jobs were at 131.9 million in December
- O-T-M change for December was +200,000 (+0.2%)
- O-T-Y change for December was +1,640,000 (+1.3%)
- Change since December 2007 was -6,083,000 (-4.4%)

PA Jobs Detail

- Total nonfarm jobs were up 6,500 to 5,699,100, the highest level since January 2009.
- Total nonfarm jobs were up 59,200 (1.0%) O-T-Y, slightly less than the national growth of 1.3 percent.
- Mining & logging and education & health services both reached record high levels in December (current data set began in 1990).
- Nine out of the eleven supersectors added jobs in December.

JOBS BY INDUSTRY

Pennsylvania Nonagricultural Wage & Salary Employment

Seasonally Adjusted

Industry Sector	December 2011	Change from November 2011	Change from December 2007	
			volume	percent
Total Nonfarm Jobs	5,699,100	6,500	-110,500	-1.9%
Goods-Producing Industries	832,600	6,200	-102,700	-11.0%
Mining & Logging	34,400	600	13,100	61.5%
Construction	223,600	3,000	-35,600	-13.7%
Manufacturing	574,600	2,600	-80,200	-12.2%
Durable Goods	346,800	2,300	-58,100	-14.3%
Nondurable Goods	227,800	300	-22,100	-8.8%
Service-Providing Industries	4,866,500	300	-7,800	-0.2%
Trade, Transp. & Utilities	1,098,300	400	-35,700	-3.1%
Wholesale Trade	232,100	1,800	-7,900	-3.3%
Retail Trade	627,700	400	-28,000	-4.3%
Transp., Warehousing & Utilities	238,500	-1,800	200	0.1%
Information	95,200	300	-12,800	-11.9%
Financial Activities	310,600	-2,400	-21,400	-6.4%
Finance & Insurance	249,100	-1,100	-16,200	-6.1%
Real Estate & Rental & Leasing	61,500	-1,300	-5,200	-7.8%
Professional & Business Services	695,700	2,000	-16,400	-2.3%
Professional & Technical Services	303,600	700	-10,500	-3.3%
Management of Companies	119,300	-200	8,400	7.6%
Admin & Waste Services	272,800	1,500	-14,300	-5.0%
Education & Health Services	1,167,600	200	83,000	7.7%
Educational Services	252,900	1,200	31,000	14.0%
Health Care & Social Assistance	914,700	-1,000	52,000	6.0%
Leisure & Hospitality	511,400	-1,400	7,500	1.5%
Arts, Entertainment & Recreation	93,000	400	7,200	8.4%
Accommodation & Food Services	418,400	-1,800	300	0.1%
Other Services	256,100	200	1,200	0.5%
Government	731,600	1,000	-13,200	-1.8%
Federal Government	102,600	400	-1,200	-1.2%
State Government	151,000	1,800	-7,200	-4.6%
Local Government	478,000	-1,200	-4,800	-1.0%

Source: Current Employment Statistics

INDUSTRY HIGHLIGHTS

Industries with Growing Companies in 2nd Quarter 2011

Industry	Growing Companies	Industry	Growing Companies
Manufacturing	412	Wholesale Trade	176
Health Care & Social Assistance	291	Retail	138
Prof., Scientific, & Technical Services	244	Administrative & Waste Services	126

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 2011 was 2,053
- In **Manufacturing** – Plastics Product Manufacturing; Forging and Stamping; Machine Shops, Turned Product, and Screw, Nut, and Bolt Manufacturing
- In **Health Care & Social Assistance** – Individual and Family Services; Child Day Care Services; Home Health Care Services; Outpatient Care Centers
- In **Professional, Scientific, & Technical Services** – Computer Systems Design and Related Services; Management, Scientific, and Technical Consulting Services; Architectural, Engineering, and Related Services
- In **Wholesale Trade** – Machinery, Equipment, and Supplies Merchant Wholesalers; Professional and Commercial Equipment Supplies Merchant Wholesalers

Industries with Declining Companies in 2nd Quarter 2011

Industry	Declining Companies	Industry	Declining Companies
Manufacturing	159	Health Care & Social Assistance	102
Accommodation & Food Services	110	Construction	89
Prof., Scientific, & Technical Services	104	Retail Trade	87

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 2011 was 1,008
- In **Manufacturing** – Pharmaceutical and Medicine Manufacturing; Plastics Product Manufacturing; Other Fabricated Metal Product Manufacturing; Other Wood Product Manufacturing; Animal Slaughtering and Processing; Sawmills and Wood Preservation; Navigational, Measuring, Electromedical, and Control Instruments
- In **Accommodation & Food Services** – Restaurant and Other Eating Places; Traveler Accommodation; Special Food Services; Drinking Places (Alcoholic Beverages)

PA EMPLOYER ACTIVITIES

(Based on published media reports)

Reported^{1/} Openings or Expansions by Industry

Industry	2011 Y-T-D		Jan 2011 to Dec 2011	
	Events	Employment Gain	Events	Employment Gain
Agriculture, Forestry, Fishing & Hunting	0	0	0	0
Mining	1	90	1	90
Utilities	0	0	0	0
Construction	1	350	1	350
Manufacturing	6	600	6	600
Wholesale Trade	1	71	1	71
Retail Trade	45	3,945	45	3,945
Transportation and Warehousing	5	250	5	250
Information	3	3,285	3	3,285
Financial Activities	1	31	1	31
Professional and Business Services	8	1,876	8	1,876
Education and Health Services	2	425	2	425
Leisure and Hospitality	34	2,463	34	2,463
Other Services	0	0	0	0
Public Administration	0	0	0	0
Total	107	13,386	107	13,386

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

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

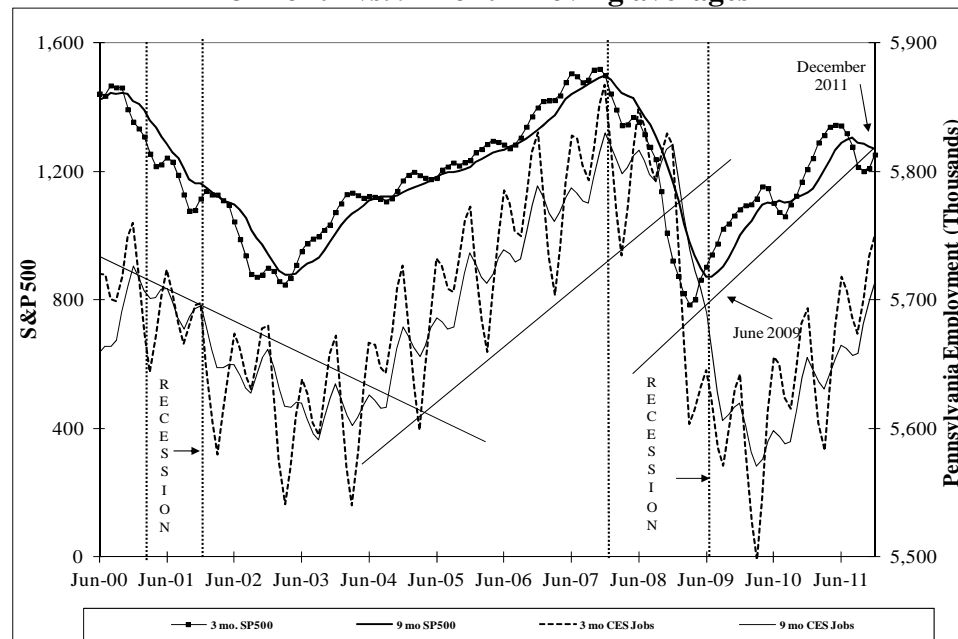
Industry	2011 Y-T-D		Jan 2011 to Dec 2011	
	Events	Employment Loss	Events	Employment Loss
Agriculture, Forestry, Fishing & Hunting	0	0	0	0
Mining	1	-46	1	-46
Utilities	0	0	0	0
Construction	1	-80	1	-80
Manufacturing	43	-3,913	43	-3,913
Wholesale Trade	5	-301	5	-301
Retail Trade	47	-3,130	47	-3,130
Transportation and Warehousing	12	-1,709	12	-1,709
Information	6	-3,360	6	-3,360
Financial Activities	9	-1,083	9	-1,083
Professional and Business Services	16	-1,784	16	-1,784
Education and Health Services	28	-4,958	28	-4,958
Leisure and Hospitality	15	-685	15	-685
Other Services	1	-190	1	-190
Public Administration	2	-88	2	-88
Total	186	-21,327	186	-21,327

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

^{2/} Includes temporary layoffs.

ECONOMIC INDICATORS

S&P 500 vs. Pennsylvania CES Employment, 2000 - 2011, 3-month vs. 9-month moving averages



S&P 500 Index

- The Standard & Poor's 500 index closed at 1,258 in December, down 291 points from a record high of 1,549 in October 2007.
- The O-T-M change was +11 points (+0.9%)
- The O-T-Y change was 0 points (0.0%)

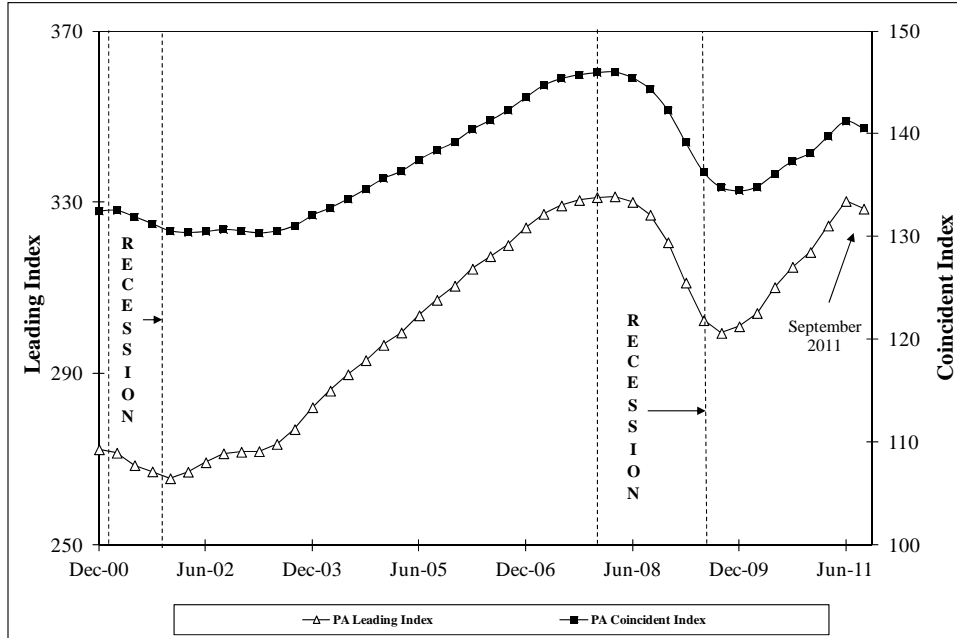
O-T-M: Over the Month
O-T-Y: Over the Year

The S&P 500 index is an excellent leading indicator of the direction of the economy and thus employment. When the three-month simple moving average (SMA) crosses the nine-month SMA, a prediction can be made as to the direction of the economy and employment.

- In June 2009, the three-month SMA crossed the nine-month SMA upwards, signaling the start of a possible economic recovery. ***In September 2010, the National Bureau of Economic Research declared that the recession beginning in December 2007 ended in June 2009.***
- The three-month SMA was above the nine-month SMA for 23 out of 31 months since June 2009, but dropped below in August 2011. This was a result of uncertainty in the national economy, though the gap between the two measures is decreasing. Employment appears to have bottomed in March 2010, and CES employment appears to be following an upwards trajectory.

ECONOMIC INDICATORS

Pennsylvania Leading and Coincident Indexes, Quarterly Average



Leading Index

Pennsylvania's leading index reflects where the economy is headed. The index is constructed from the state's current coincident index, housing permits, initial unemployment claims, and vendor delivery time.

- In September, the quarterly average of the index stood at 328.5, lower than the previous quarter's reading of 330.3. The index has not been lower than the previous quarter for two years (September 2009).
- A change in trend of this index signals a turn in the economy, though it is too early to tell if September's downward movement is an indication of a lasting trend.

Coincident Index

Pennsylvania's coincident index is a measure of current economic activity. The index is constructed from employment, hours worked in manufacturing, the unemployment rate and wage disbursements.

- In September, the quarterly average of the index was 140.6, lower than the previous quarter's reading of 141.2. Like the leading index, a change in trend of this index signals a turn in the economy.

MASS LAYOFF STATISTICS

Statewide Mass Layoff Events by Industry 2011 Q3 and 2010 Q3

Supersector	Total Estab.	2011 Q3		2010 Q3	
		Estab. with Layoffs	Total Separations	Estab. with Layoffs	Total Separations
Total, Private	273,231	57	5,882	70	7,719
Goods-producing Industries	45,270	26	3,105	35	3,402
Construction	28,431	10	1,177	15	1,245
Manufacturing	13,989	16	1,928	20	2,157
Service-providing Industries	227,961	31	2,777	35	4,317
Trade, Transportation & Utilities	55,756	12	1,046	16	2,389
Professional & Business Svcs.	117,464	12	975	13	1,408
Leisure & Hospitality	26,155	5	480	5	458

Total Establishments (Estab.) - Number of establishments within the Industry Division

Establishments with Layoffs - Number of establishments with a layoff event involving 50 or more employees and lasting longer than 30 days

Total Separations - Number of employees affected by layoff events



NEW HIRES

Pennsylvania New Hires, 2010 to 2011, 3rd Quarter

Industry Sector	2011 Q3	2010 Q3	Change from 2010 Q3	
			Volume	Percent
Total New Hires	669,300	579,500	89,800	15%
Goods-producing Industries	74,800	62,700	12,100	19%
Ag, Forestry, Fishing, Hunt.	3,800	2,600	1,200	46%
Mining	3,100	2,300	800	35%
Construction	31,500	28,300	3,200	11%
Manufacturing	36,400	29,500	6,900	23%
Service-providing Industries	537,200	476,900	60,300	13%
Trade, Transp. & Utilities	103,800	92,800	11,000	12%
Wholesale Trade	15,800	11,900	3,900	33%
Retail Trade	63,600	53,600	10,000	19%
Transp., Warehouse & Utilities	24,400	27,300	-2,900	-11%
Information	8,000	7,100	900	13%
Financial Activities	15,100	12,200	2,900	24%
Finance & Insurance	10,600	9,000	1,600	18%
Real Estate & Rental & Leasing	4,500	3,200	1,300	41%
Professional & Business Svcs.	159,100	136,800	22,300	16%
Professional & Technical Svcs.	24,700	17,300	7,400	43%
Management of Companies	3,700	3,900	-200	-5%
Admin & Waste Services	130,700	115,600	15,100	13%
Education & Health Services	135,400	141,300	-5,900	-4%
Educational Services	58,000	69,700	-11,700	-17%
Health Care & Social Assistance	77,400	71,600	5,800	8%
Leisure & Hospitality	93,600	71,200	22,400	31%
Arts, Entertainment & Recreation	21,000	15,700	5,300	34%
Accommodation & Food Svcs.	72,600	55,500	17,100	31%
Other Services	17,100	12,400	4,700	38%
Government	5,100	3,100	2,000	65%
Unclassified Industry	57,400	39,900	17,500	44%

- **Top Industries that have new hires above year ago levels** – Restaurants and Other Eating Places; Employment Services; Other Amusement and Recreation Industries; General Medical and Surgical Hospitals; Investigation and Security Services; Warehousing and Storage; Sporting Goods, Hobby, and Musical Instrument Stores; Civic and Social Organizations
- **Top Industries that have new hires below year ago levels** – Colleges, Universities, and Professional Schools; Couriers and Express Delivery Services; Individual and Family Services; Vocational Rehabilitation Services; Utility System Construction

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.

STATE UNEMPLOYMENT

RATES

Current Unemployment Rates for States and Historical Highs/Lows

Seasonally Adjusted

State	Dec 2011	Historical High		Historical Low	
	Rate	Date	Rate	Date	Rate
ND	3.3	Feb-83	6.8	Jul-01	2.6
NE	4.1	Feb-83	6.7	Feb-98	2.2
SD	4.2	Feb-83	6.0	Mar-00	2.5
NH	5.1	Sep-92	7.6	May-87	2.1
VT	5.1	Jan-76	8.8	Apr-00	2.4
IA	5.6	Mar-83	8.6	Oct-99	2.5
MN	5.7	Dec-82	9.1	Mar-99	2.5
WY	5.8	Jan-87	9.1	Apr-79	2.3
UT	6.0	Mar-83	10.0	Apr-07	2.4
OK	6.1	Jun-83	9.2	Dec-00	2.8
VA	6.2	Jan-83	7.8	Dec-00	2.2
KS	6.3	Aug-09	7.6	Apr-79	3.0
HI	6.6	Jan-76	9.9	Dec-06	2.3
NM	6.6	Mar-83	10.0	Nov-07	3.4
MD	6.7	Nov-82	8.4	Feb-00	3.4
LA	6.8	Nov-86	12.8	Sep-07	3.6
MA	6.8	Jan-76	11.1	Oct-00	2.6
MT	6.8	Mar-83	8.8	Mar-07	3.1
ME	7.0	Jan-77	9.0	Jan-01	3.1
WI	7.1	Jan-83	11.5	Feb-00	3.0
AK	7.3	Jun-86	11.5	Apr-07	5.9
DE	7.4	Dec-76	9.3	Feb-89	2.8
PA	7.6	Mar-83	12.9	Mar-00	4.0
AR	7.7	Jul-83	10.1	Nov-00	4.0
TX	7.8	Nov-86	9.3	Jan-01	4.2
CO	7.9	Feb-11	9.3	Jan-01	2.6

State	Dec 2011	Historical High		Historical Low	
	Rate	Date	Rate	Date	Rate
WV	7.9	Mar-83	18.1	Apr-08	3.9
MO	8.0	Feb-83	10.6	Jan-00	2.8
NY	8.0	Nov-76	10.3	Apr-88	4.0
AL	8.1	Dec-82	14.3	Jun-07	3.3
OH	8.1	Jan-83	13.9	Jan-01	3.8
CT	8.2	Jan-76	9.4	Oct-00	2.1
ID	8.4	Mar-11	9.7	May-07	2.7
WA	8.5	Nov-82	12.2	May-07	4.5
AZ	8.7	Jan-83	11.6	Jul-07	3.6
TN	8.7	Jan-83	12.8	May-00	3.9
OR	8.9	Jan-83	12.1	Feb-95	4.7
IN	9.0	Jan-83	12.7	Apr-99	2.6
NJ	9.0	Dec-76	10.7	Jul-00	3.6
KY	9.1	Jan-83	12.0	Jun-00	4.1
MI	9.3	Dec-82	16.8	Mar-00	3.3
SC	9.5	Dec-09	11.8	Mar-98	3.2
GA	9.7	Dec-10	10.4	Dec-00	3.3
IL	9.8	Feb-83	12.9	Feb-99	4.2
FL	9.9	Dec-10	12.0	Aug-06	3.3
NC	9.9	Feb-10	11.4	Mar-99	3.1
DC	10.4	Feb-83	11.6	May-89	4.8
MS	10.4	Apr-83	13.5	Apr-01	4.9
RI	10.8	Mar-10	11.8	Jul-88	2.9
CA	11.1	Dec-10	12.5	Jan-01	4.7
NV	12.6	Dec-10	14.9	Apr-00	3.8

Note: Data series begins in January 1976.

BUSINESS EMPLOYMENT DYNAMICS

Business Employment Dynamics (BED) presents a new way of looking at the dynamics of the commonwealth's overall labor market and shows the constant churning of jobs. Exploring the labor market from this perspective points out that there are consistently significant job gains and job losses every month. BED data compiled by the U.S. Bureau of Labor Statistics allows the tracking of employment changes at the establishment level, which in turn allows:

- *The computation of gross jobs gained at opening and expanding establishments*
- *The gross jobs lost at closing and contracting establishments for the state.*

During the 1st quarter 2011, Pennsylvania:

- **Gained 256,426 jobs** through establishments either opening or expanding
- **Lost 244,149 jobs** through establishments either contracting or closing
- Pennsylvania posted a net job gain of **12,277**

During the same period, in Pennsylvania:

- **73,540 establishments added jobs** through either expansions or openings
- **74,936 establishments lost jobs** through either contractions or closings

Private Sector Gross Job Gains and Losses

Seasonally Adjusted

State	Gross Job Gains ^{1/}	Gross Job Losses ^{1/}	Net Job Change	Establishments with Job Gains	Establishments with Job Losses
PA	256,426	244,149	12,277	73,540	74,936
DE	22,113	20,242	1,871	5,388	5,583
MD	119,293	118,004	1,289	34,048	34,917
NJ	184,843	192,772	-7,929	53,179	55,490
NY	406,459	385,929	20,530	119,792	114,568
OH	232,288	223,563	8,725	60,939	64,231
WV	36,012	31,982	4,030	10,669	10,357

^{1/} Gross job gains and losses are a measure of job flow. They account for changes in the number of positions at existing, new, and closing businesses, not the actual movement of workers. For example, if a worker were hired to fill an existing position at a firm, this hire would not be reflected in the gross job gains number. If a firm expands and hires a worker for a new position, this would have a positive impact on gross job gains. This differs from New Hires data. The New Hires count would increase in both instances. The New Hires count increases anytime that a firm hires a worker.

HELP WANTED ONLINE ADS

Pennsylvania Help Wanted Online Active Ads by Industry Sector

Industry Sector	Dec 2011	Dec 2010	Volume Change	Percent Change
Total Ads by Industry Sector	141,590	135,280	6,310	4.7%
Goods-producing Industries	6,957	6,186	771	12.5%
Ag, Forestry, Fishing, Hunt.	81	62	19	30.6%
Mining	230	196	34	17.3%
Construction	1050	758	292	38.5%
Manufacturing	5,596	5,170	426	8.2%
Service-providing Industries	67,371	67,400	-29	0.0%
Trade, Transp. & Utilities	15,239	15,773	-534	-3.4%
Wholesale Trade	4,066	4,201	-135	-3.2%
Retail Trade	7,867	8,488	-621	-7.3%
Transp., Warehouse & Utilities	3,306	3,084	222	7.2%
Information	1,809	3,057	-1,248	-40.8%
Financial Activities	6,083	6,878	-795	-11.6%
Finance & Insurance	4,670	5,434	-764	-14.1%
Real Estate & Rental & Leasing	1,413	1,444	-31	-2.1%
Professional & Business Svcs.	23,925	22,662	1,263	5.6%
Professional & Technical Svcs.	9,632	9,343	289	3.1%
Management of Companies	21	47	-26	-55.3%
Admin & Waste Services	14,272	13,272	1,000	7.5%
Education & Health Services	16,090	15,001	1,089	7.3%
Educational Services	3,078	2,953	125	4.2%
Health Care & Social Assistance	13,012	12,048	964	8.0%
Leisure & Hospitality	2,091	2,007	84	4.2%
Arts, Entertainment & Recreation	297	292	5	1.7%
Accommodation & Food Svcs.	1,794	1,715	79	4.6%
Other Services	1,418	1,477	-59	-4.0%
Government	716	545	171	31.4%
Unclassified or unavailable industry	67,262	61,694	5,568	9.0%

Note: Help Wanted Online Ads by industry and occupation are compiled differently and totals will not equal each other.

HELP WANTED ONLINE ADS

Pennsylvania Help Wanted Online Active Ads by Occupational Group

Occupational Group	Dec 2011	Dec 2010	Volume Change	Percent Change
Total	142,152	135,416	6,736	5.0%
Sales and Related	19,405	19,807	-402	-2.0%
Healthcare Practitioners and Technical	17,566	17,539	27	0.2%
Office and Administrative Support	15,348	14,336	1,012	7.1%
Computer and Mathematical	15,298	15,013	285	1.9%
Management	12,568	13,317	-749	-5.6%
Transportation and Material Moving	9,895	7,692	2,203	28.6%
Business and Financial Operations	7,767	7,475	292	3.9%
Installation, Maintenance, and Repair	5,921	6,812	-891	-13.1%
Production	5,534	4,449	1,085	24.4%
Architecture and Engineering	5,247	4,987	260	5.2%
Healthcare Support	5,081	3,616	1,465	40.5%
Food Preparation and Serving Related	3,822	3,109	713	22.9%
Education, Training, and Library	3,045	2,898	147	5.1%
Construction and Extraction	2,631	2,572	59	2.3%
Community and Social Services	2,612	2,517	95	3.8%
Arts, Design, Entertainment, Sports, and Media	2,559	1,689	870	51.5%
Personal Care and Service	2,175	1,854	321	17.3%
Building & Grounds Cleaning & Maintenance	1,996	1,421	575	40.5%
Life, Physical, and Social Science	1,871	2,475	-604	-24.4%
Protective Service	993	908	85	9.4%
Legal	665	803	-138	-17.2%
Farming, Fishing, and Forestry	134	82	52	63.4%
Military Specific	19	40	-21	-52.5%
Miscellaneous	0	5	-5	-100.0%

Note: Help Wanted Online Ads by industry and occupation are compiled differently and totals will not equal each other.

HELP WANTED ONLINE ADS

Pennsylvania Top 25 Industries Help Wanted Online Active Ads

Industry	Dec 2011
Employment Placement Agencies	4,741
Temporary Help Services	4,612
General Medical and Surgical Hospitals	2,899
Colleges, Universities, and Professional Schools	1,906
Home Health Care Services	1,723
Commercial Banking	1,623
Nursing Care Facilities	1,509
Offices of Physicians (except Mental Health Specialists)	1,479
All Other Professional, Scientific, and Technical Services	1,417
Computer Systems Design Services	1,405
All Other Miscellaneous Ambulatory Health Care Services	1,337
Engineering Services	1,296
Custom Computer Programming Services	1,272
General Freight Trucking, Long-Distance, Truckload	1,247
All Other Business Support Services	1,080
Insurance Agencies and Brokerages	937
Office Supplies and Stationery Stores	928
Home Centers	876
Administrative Management & General Mgmt. Consulting Services	844
Department Stores (except Discount Department Stores)	824
Office Administrative Services	799
Other Management Consulting Services	781
Other Individual and Family Services	657
Elementary and Secondary Schools	603
Other Business Service Centers (including Copy Shops)	562

HELP WANTED ONLINE ADS

Pennsylvania Top 25 Occupations Help Wanted Online Active Ads

Occupation	Dec 2011
Truck Drivers, Heavy and Tractor-Trailer*	5,488
Registered Nurses*	5,378
Retail Salespersons	3,981
Customer Service Representatives*	3,148
First-Line Supervisors/Managers of Retail Sales Workers	3,057
Computer Systems Analysts*	2,972
Physical Therapists*	2,689
Occupational Therapists*	2,480
Web Developers	2,250
Computer Support Specialists*	2,105
Executive Secretaries and Administrative Assistants*	2,066
Medical and Health Services Managers	1,937
Accountants*	1,843
Sale Reps, Wholesale & Mfg. (except Sci & Tech)*	1,733
Industrial Engineers*	1,677
Occupational Therapist Assistants*	1,505
Speech-Language Pathologists	1,504
Supervisors/Managers of Office and Admin. Support Workers*	1,478
Supervisors/Managers of Production & Operating Workers*	1,471
Computer Software Engineers, Applications*	1,441
Marketing Managers	1,387
Sales Representatives, Services, All Other	1,331
Network and Computer Systems Administrators*	1,324
Sales Managers	1,294
Sales Agents, Financial Services*	1,262

*2011 High Priority Occupation (HPO) for PA

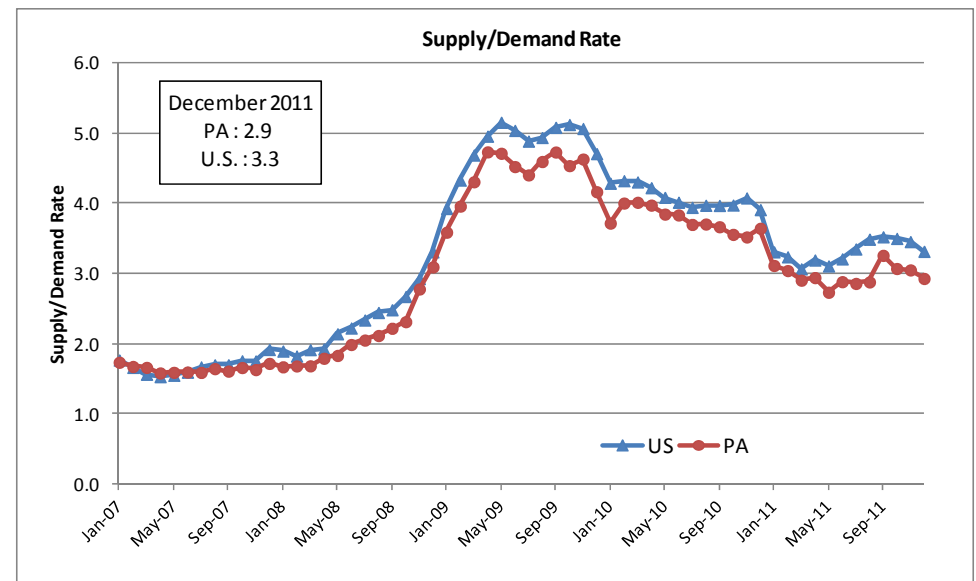
HELP WANTED ONLINE ADS

Pennsylvania Top 25 Employers Help Wanted Online Active Ads

Employer	Ads
Reflectx Services	981
Staples	908
Allegis Group	755
Deloitte	716
UPS	716
PNC	680
Genesis HealthCare	662
Community Health Systems	621
AT&T	591
Bayada Nurses	581
WellSpan Health	572
CompHealth	553
IBM	542

Employer	Ads
Capital Healthcare Solutions, In...	530
Aerotek	524
Lowe's	514
Geisinger Health System	501
Medical Staffing Source of America	466
Medical Connections, Inc.	398
Adecco	395
Siemens	377
Home Depot	376
CST Medical Solutions	366
Judge Group, Inc.	340
Medical Staffing Source of Ameri...	330

Help Wanted Online Ads Supply Demand Rate (Low ratio is desired)



Supply: Number of Unemployed
Demand: Number of Ads

Supply Demand Rate:
Number of Unemployed / Number of Ads

SHORT-TERM FORECASTS

(GLOBAL INSIGHT)

Unemployment Rate Short-Term Forecast

	2012 Q2	2012 Q3	2012 Q4	2013 Q1	2013 Q2
PA	7.9%	8.0%	8.0%	7.9%	7.8%
U.S.	8.8%	8.8%	8.8%	8.7%	8.7%

- Global Insight forecasts that Pennsylvania's unemployment rate will not drop to its prerecession, 4th quarter 2007 level (4.5%) in the next 30 years.
- The U.S. unemployment rate is not forecasted by Global Insight to drop to its prerecession level (5.0% in December 2007) in the next 10 years.

Pennsylvania Nonfarm Jobs Short Term Forecast

Seasonally Adjusted, In Thousands

	2012 Q2	2012 Q3	2012 Q4	2013 Q1	2013 Q2
PA	5,738	5,757	5,778	5,797	5,817
U.S.	132,502	132,915	133,452	133,966	134,538

NEWS OF THE MONTH

Center for Workforce Information & Analysis Presentations

The Center for Workforce Information & Analysis (CWIA) PA Work Stats website now includes informative presentations given by CWIA staff on various aspects of the labor market and the information provided by CWIA.

These reports can be found at:

<http://www.paworkstats.state.pa.us/gsipub/index.asp?docid=782>

Sample Presentations:

Labor Market Information (LMI) for Data Users

This presentation provides an overview of CWIA and its labor market information products and services in support of workforce and economic development.

Analyzing Pennsylvania's Employment Picture

This presentation uses statewide and local area press releases to explain the different employment data that is available from CWIA.

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 Current Employment Statistics (CES), and state unemployment insurance (UI) programs. The LAUS program does not produce estimates for any demographic groups.

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

Unemployment: All 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: 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 CES survey.

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

UNEMPLOYMENT DEMOGRAPHICS - Source: U.S. Bureau of Labor Statistics, CPS

The Current Population Survey (CPS) is a monthly survey of households conducted by the United States Census Bureau for the Bureau of Labor Statistics. It provides a comprehensive body of data on the labor force, employment, unemployment and persons not in the labor force by geographic area. The CPS is a count of people. CPS data are not seasonally adjusted.

Demographics: Characteristics of a population

Discouraged Workers: Persons not in the labor force who want and are available for a job and who have looked for work sometime in the past 12 months, but who are not currently looking because they believe there are no jobs available or there are none for which they would qualify. Discouraged workers are not included in the unemployment count.

Duration of Unemployment: The length of time in weeks (through the current reference week) that persons classified as unemployed had been looking for work.

Labor Force Participation Rate: The labor force as a percent of the civilian non-institutional population.

Employment to Population Ratio: The proportion of the civilian non-institutional population aged 16 years and over that is employed.

Part Time for Economic Reasons: Persons who would like to work full time but were working part time (1 to 34 hours) because of an economic reason, such as their hours were cut back or they were unable to find full-time jobs.

Long-term Unemployed: Persons who have been unemployed for greater than 26 weeks.

Underemployment Rate: The number of unemployed plus those people working part time who would like full time jobs plus those who have dropped out of the labor market entirely and still want a job, as a percent of the labor force plus those who have dropped out of the labor market entirely and still want a job.

DEFINITIONS

POPULATION DEMOGRAPHICS - Source: U.S. Census Bureau; Pennsylvania State Data Center

WORKFORCE INDICATORS – Source: U.S. Census Bureau, Local Employment Dynamics

The Quarterly Workforce Indicators (QWI) are a set of economic indicators that can be queried by different levels of geography as well as by industry, gender, and age of workers. The QWI are built upon wage records in the Unemployment Insurance (UI) system and information from state Quarterly Census of Employment and Wages (QCEW) data.

UNEMPLOYMENT COMPENSATION - Source: Pennsylvania Department of Labor & Industry

Unemployment Compensation (UC): The Federal-State Unemployment Compensation (UC)

Program provides unemployment benefits to eligible workers who are unemployed through no fault of their own and meet other eligibility requirements of State law. UC payments (benefits) are intended to provide temporary financial assistance to unemployed workers who meet the requirements of State law.

Regular UC: Provides up to 26 weeks of benefits for **eligible** unemployed workers based on their earnings prior to becoming unemployed.

Emergency Unemployment Compensation (EUC): A temporary, federally-funded extension of unemployment benefits for eligible individuals who have exhausted their Regular UC benefits and are still unemployed.

Extended Benefits (EB): A temporary, extension of unemployment benefits available to eligible individuals who have exhausted their Regular UC benefits and any temporary emergency unemployment benefits currently available.

Initial Claims: The count of notices of unemployment requesting a determination of eligibility and entitlement for UC benefits. A person can file multiple claims.

Continued Claims: 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.

Individual Payments: The distinct count of individuals who received unemployment compensation benefits.

Exhaustees: The count of individuals who have drawn the maximum amount of benefits to which he or she is entitled.

JOBS - Source: Pennsylvania Department of Labor & Industry, Current Employment Statistics (CES).

Each month the CES program surveys about 140,000 national businesses and government agencies in order to provide detailed industry data on employment, hours, and earnings of workers on non-farm payrolls. This is a collaborative effort between BLS and the states. CES produces a count of jobs, not of people.

Nonfarm Jobs: The total number of persons on establishment payrolls employed full or part time who received pay for any part of the pay period that includes the 12th day of the month.

Temporary and intermittent employees are included, as are any employees who are on paid sick leave, on paid holiday, or who work during only part of the specified pay period. Persons on the payroll of more than one establishment are counted in each establishment. Data exclude proprietors, self-employed, unpaid family or volunteer workers, farm workers, and domestic workers. Persons on layoff, strike, or leave without pay for the entire period, or who have not yet reported for work are not counted as employed. Government employment covers only civilian employees.

Seasonal Adjustment: Removes the change in employment that is due to normal seasonal hiring or layoffs (holidays, weather, etc.), thus leaving an over-the-month change that reflects only employment changes due to trend and irregular movements.

DEFINITIONS

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

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

Growing 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.

Declining 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.

PA EMPLOYER ACTIVITIES - Source: Based on media reports

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

ECONOMIC INDICATORS - Source: Standard & Poor's S&P500 Index, Current Employment Statistics, Federal Reserve Bank of Pennsylvania.

S&P 500 Index: A composite index of the common stock prices of 500 large publicly held companies traded in the United States. The S&P 500 index is an excellent leading indicator as to the direction of the economy and thus employment. Plotting the index's three-month simple moving average (SMA) versus the nine-month SMA shows interesting results. When the three-month SMA crosses the nine-month SMA, a prediction can be made as to the direction of the economy and employment.

PA CES Employment: Pennsylvania total nonfarm jobs.

PA Leading Index: A forecast of economic activity. The purpose of the index is to reflect where the economy is headed. The leading index is constructed from the state's current economic activity index, housing permits, initial unemployment claims, the index of vendor delivery time from the Philadelphia Federal Reserve Bank's *Business Outlook Survey*, and the spread between the yields on 10-year Treasury bonds and the fed funds rate. A change in direction of the index may signal a change in the direction of the economy. Source data is revised significantly from month to month.

PA Coincident Index: A measure of current economic activity. Individual economic indicators often produce conflicting signals on the health of the economy. For example, one indicator can be showing a gain while another reflects a loss. The purpose of the coincident index is to suppress these conflicting signals by combining a set of key measures to reflect the overall economic trend. The index is constructed from three monthly data series (payroll employment, average hours worked in manufacturing, and the unemployment rate) and one quarterly series (wage and salary disbursements). A change in direction of the index may signal a change in the direction of the economy. Source data is revised significantly from month to month.

DEFINITIONS

MASS LAYOFF STATISTICS - Source: Pennsylvania Department of Labor & Industry; Mass Layoff Statistics (MLS)

The MLS program collects and reports on mass layoff actions that result in workers being separated from their jobs. Monthly mass layoff numbers are from establishments which have at least 50 initial claims for unemployment compensation filed against them during a five-week period.

NEW HIRES - Source: 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 60 percent of all new hires are captured. New hire counts by industry are an indication of trend only.

OTHER STATES RATES - Source: U.S. Bureau of Labor Statistics; Local Area Unemployment Statistics

BUSINESS EMPLOYMENT DYNAMICS - Source: U.S. Bureau of Labor Statistics

Business Employment Dynamics (BED) data track the expansion and contraction of employment for private businesses. These employment changes - gross job gains (expansions and openings) and gross job losses (reductions and closures) - are components of the net change in employment at the establishment level. These data help to provide a picture of the dynamic state of the labor market. For example, even in an economic recession there are businesses that hire as well as businesses that lay off workers.

HELP WANTED ONLINE ADS - Source: The Conference Board Help Wanted OnLine™ (HWOL)

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.

SHORT-TERM FORECASTS - Source: IHS Global Insight

Global Insight's economic forecasts are based on past trends. These trends are used in conjunction with an econometric model to predict the future state of the economy. Global Insight provides economic and financial information on countries, regions and industries.

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

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

