



Population • Economy • Workforce
Employers • Target Industries

Pennsylvania
Lehigh Valley Workforce Investment Board, Inc.

SNAPSHOT OF YOUTH WORKFORCE IN THE LEHIGH VALLEY

Lehigh Valley WIA (2008Q4)	22-24 Years	19-21 Years	14-18 Years	All Workers
Total_Employment	16,171	14,023	9,850	284,026
Job_Creation	1,693	1,593	1,544	13,243
New_Hires	4,320	4,831	3,879	35,251
Separations	5,128	5,958	4,337	52,735
Turnover	17.7%	21.0%	28.3%	9.9%
Avg_Monthly_Earnings	\$2,146	\$1,116	\$543	\$3,710
Avg_New_Hire_Earnings	\$2,017	\$1,141	\$574	\$2,282
Percent of Total Workers	22-24 Years	19-21 Years	14-18 Years	
Total_Employment	5.7%	4.9%	3.5%	
Job_Creation	12.8%	12.0%	11.7%	
New_Hires	12.3%	13.7%	11.0%	
Separations	9.7%	11.3%	8.2%	
Turnover	17.70%	21.00%	28.30%	
Avg_Monthly_Earnings	57.8%	30.1%	14.6%	
Avg_New_Hire_Earnings	88.4%	50.0%	25.2%	
Population Trends	1990	2000	2009	2014 Fcst
Total Population	538,233	579,159	628,239	655,949
Ages 15 to 19	35,345	39,609	43,231	40,056
	6.6%	6.8%	6.9%	6.1%
Ages 20 to 24	38,657	33,552	43,492	43,884
	7.2%	5.8%	6.9%	6.7%

Things That Young People Should Know About:

The PA economy follows/ parallels the U.S. economy

Globalization Is Real and impacts our economy and jobs

Developing Countries will continue to drain lower end jobs from PA

Intense Competition will be an ongoing way of life for all of us

PA's population is older and grows slower than the U.S. average

The Brain Drain is real as PA university grads seek jobs in faster growing markets elsewhere

The workplace is often more diverse than what young people experience in high school

Growing sophistication of technology impacts young vs. mature workers differently.

Available tech skills determine where a company moves or expands

Employers are demanding higher levels of Employability Skills, flexibility, cooperation

Skill and education requirements will continue to increase, even for entry level jobs.

Wages and the local cost of living are major considerations on where to live and work.

Downward pressures on fringe benefits such as health-care insurance will continue.

Young people should try to develop a plan, a road-map for their career-path.