

Lancaster County Workforce Update

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The Lead

Continued shifts to Lancaster County's age demographics have created new challenges – and opportunities – within the local labor market.

AGING POPULATION

The age breakdown in Lancaster County is shifting older, creating new workforce constraints and exacerbating preexisting challenges.

- From 2000 to 2020, the share of Lancaster County's population aged 25 to 54 years old – prime working age – decreased by 6.2%.
 - This is equivalent to 34,500 fewer people of prime working age than if the ratio had stayed the same.*
- Over the same 20-year span, the share of the population over the age of 55 (at or nearing retirement) rose 9.7%.
- The age shifts seen in Lancaster's workforce over the past two decades mirror national trends and are expected to continue in the coming years, both locally and across the U.S.

An aging workforce is impacting local industries at different rates.

- Skills-based industries like Manufacturing and Construction face higher exposure to the negative effects of an aging workforce and underscore the need to upskill younger workers and transfer knowledge from older, more experienced employees.
 - Nearly a quarter (23.1%) of the local Manufacturing workforce is approaching retirement (between the ages of 55 and 64).*
- Retail Trade (12.1%), Transportation and Warehousing (10.6%), and Wholesale Trade (11.0%) employ a larger share of retirement-age workers (65 and older).

FOR MORE INFORMATION

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ANALYSIS PROVIDED BY

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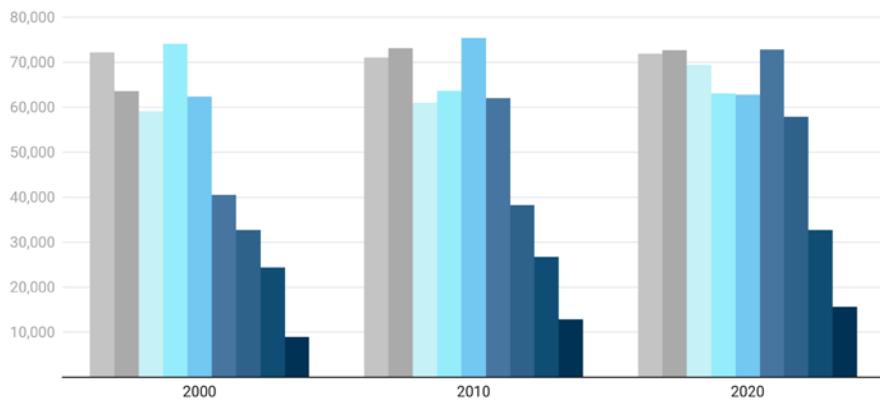
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Lancaster County Population by Age Group (2000, 2010 & 2020)

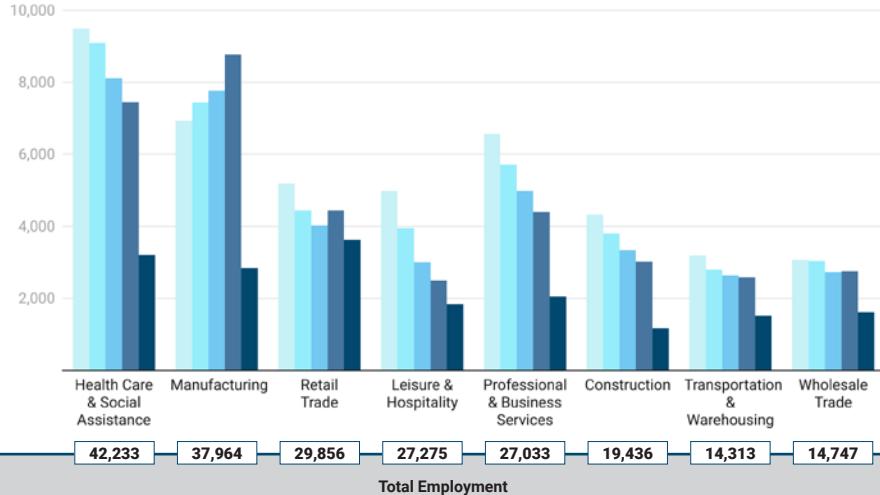
Legend: 5 to 14 years, 15 to 24 years, 25 to 34 years, 35 to 44 years, 45 to 54 years, 55 to 64 years, 65 to 74 years, 75 to 84 years, 85 years and over



Data source: U.S. Census Bureau

Share of Employees by Age & Industry (Q3 2023)

Legend: 25 to 34 years, 35 to 44 years, 45 to 54 years, 55 to 64 years, 65 years and over



Data source: U.S. Census Bureau

Workforce Needs

In the midst of these shifts, some Lancaster County occupations have a higher need for workers.

- **High Priority Occupations (HPOs)** are occupations that are in demand by employers, have higher skill needs, and are most likely to provide family-sustaining wages. Some factors influencing the demand for HPOs include:
 - *High rates of employee turnover*
 - *Shifting consumer demands*
- Each year, PA's Center for Workforce Information & Analysis (CWIA), in collaboration with regional workforce development boards and employers, seeks to identify HPOs at the county- and regional-levels to help align local workforce training with in-demand occupations.
 - *The 2023 HPO list – released in August 2023 and valid through end of July 2024 – identified "Heavy & Tractor-Trailer Truck Drivers" as having the highest annual demand in Lancaster County.*
 - *The 2024 HPO list is scheduled to be released on August 1, 2024.*

Lancaster County High Priority Occupations by Annual Demand (2023)

List valid from August 1, 2023, through July 31, 2024

Occupation	Annual Demand	Education Needed	Annual Average Pay in 2022
* Heavy & Tractor-Trailer Truck Drivers	567	Postsecondary Training	\$52,340
Customer Service Representatives	501	Short-term On-the-Job-Training	\$40,760
* Nursing Assistants	479	Postsecondary Training	\$36,060
* Carpenters	377	Long-term On-the-Job-Training	\$49,400
Secretaries & Administrative Assistants	371	Short-term On-the-Job-Training	\$40,130
Registered Nurses	331	Bachelor's Degree	\$77,290
Construction Laborers	328	Short-term On-the-Job-Training	\$46,340
* Maintenance & Repair Workers, General	315	Moderate-term On-the-Job-Training	\$46,990
* Light Truck Drivers	307	Short-term On-the-Job-Training	\$38,950
Bookkeeping, Accounting & Auditing Clerks	273	Postsecondary Training	\$44,830

* Denotes an occupation for which Lancaster County Workforce Development Board offers training.

Data source: PA Center for Workforce Information & Analysis

Local Workforce Training Programs

The aging of skilled workers and shifting workforce trends have led to a large need to upskill workers.

- Lancaster County Workforce Development Board (WDB) offers funding for 70+ training programs aimed at helping local businesses upskill and retain workers.
- Many of the WDB training programs align with the CWIA's list of High Priority Occupations:
 - *The WDB training program most utilized since 2018 – Truck & Bus Driver/Commercial Vehicle Operator & Instructor – offers direct support for individuals interested in the leading 2023 HPO, "Heavy & Tractor-Trailer Truck Drivers."*

Top Lancaster County WDB Training Programs (2018-2023)

Program	Maximum Program Length
Truck & Bus Driver / Commercial Vehicle Operator & Instructor	10 months
Building/Property Maintenance	9 months
Licensed Practical/Vocational Nurse Training	18 months
Administrative Support	1 month
Welding Engineering Technology/Technician	20 months



To learn more about the training and upskilling programs

available to employers via Lancaster County Workforce Development Board, visit lancastercountywib.com/workforce-solutions or contact Executive Director Anna Ramos (aramos@lancastercountywib.com).