



Workforce Data: Usage in Performance Metrics

Performance Based Funding Council

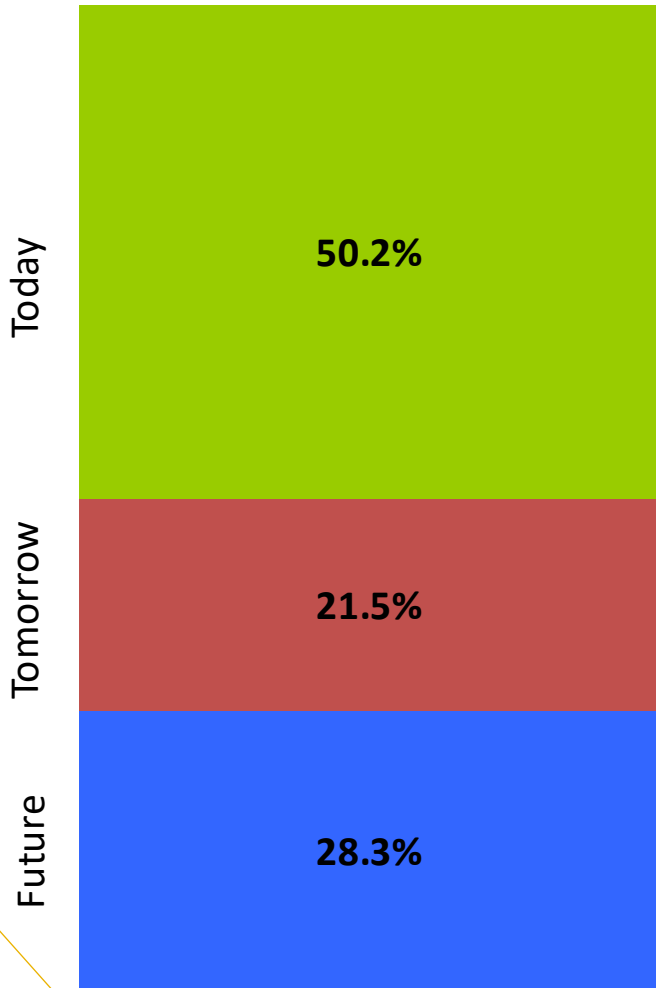
Deputy Secretary Dan Kuba
January 30, 2025



Workforce Demand Resources

- Employment Projections
 - ❖ *Employment volume – current and projected*
 - ❖ *Annual demand*
 - ❖ *Analysis by educational attainment level*
- Occupational Wages
- In-Demand Occupations
 - ❖ *PA In-Demand Occupation List (PA IDOL)*
 - ❖ *High Priority Occupations (HPOs)*
- Participant Outcomes
 - ❖ *Upon request, with data sharing agreements*
 - ❖ *PASSHE Dashboard* example

Educational Requirements for Jobs in 2032



Career Options:

TODAY

- Slightly more than half of all jobs can be entered directly after high school graduation (or GED completion) and require no more than one year of on-the-job training.
- Projected to grow at a much slower rate (0.6%) than the state overall (2.5%). Segment contribution to total employment has been steadily declining.

TOMORROW

- More than one out of every five jobs will require some extended period of formal training, an apprenticeship, industry-recognized certification, or completion of an Associate degree for entry.
- Jobs requiring an Associate degree are projected to grow at a faster rate (5.0%) than the state.

FUTURE

- Roughly one out of every four jobs in the state require a bachelor's degree or higher.
- Highest growth rates expected for those with advanced degrees (8.2%).

Additional education may be required to retain employment and/or to qualify for promotional opportunities.



Jobs in Southeast PA and Philadelphia

By Volume Growth:

Home Health & Personal Care Aides
 Software Developers
 Cooks, Restaurant
 Registered Nurses
 Stockers & Order Fillers
 General & Operations Managers
 Nursing Assistants
 Market Research Analysts & Specialists
 Medical & Health Services Managers
 Financial Managers

Traditional

By Percent Growth:

Nurse Practitioners
 Data Scientists
 Statisticians
 Information Security Analysts
 Medical & Health Services Managers
 Physical Therapist Assistants
 Physician Assistants
 Operations Research Analysts
 Software Quality Assurance Analysts
 Software Developers

Emerging

[Min. employment level of 1,000 (Region) or 500 (WDA)]

Annual Demand:

Home Health & Personal Care Aides
 Fast Food & Counter Workers
 Cashiers
 Retail Salespersons
 Waiters & Waitresses
 Customer Service Representatives
 Office Clerks, General
 Stockers & Order Fillers
 Laborers & Material Movers
 Janitors & Cleaners

Foundational

By Volume Growth:

Home Health & Personal Care Aides
 Registered Nurses
 Cooks, Restaurant
 Medical & Health Services Managers
 Software Developers
 Lawyers
 Nursing Assistants
 Subst. Abuse/Behavioral/MH Counselors
 Nurse Practitioners
 Stockers & Order Fillers

By Percent Growth:

Nurse Practitioners
 Statisticians
 Medical & Health Services Managers
 Physician Assistants
 Physical Therapist Assistants
 Information Security Analysts
 Nonfarm Animal Caretakers
 Speech-Language Pathologists
 Cooks, Restaurant
 Software Developers

Annual Demand:

Home Health & Personal Care Aides
 Fast Food & Counter Workers
 Office Clerks, General
 Waiters & Waitresses
 Cashiers
 Nursing Assistants
 Retail Salespersons
 Janitors & Cleaners
 Registered Nurses
 Laborers & Material Movers

Southeast PA

Philadelphia Workforce
Development Area

Jobs in PA



By Volume Growth:

Home Health & Personal Care Aides
Cooks, Restaurant
Software Developers
Stockers & Order Fillers
Registered Nurses
Laborers & Material Movers
General & Operations Managers
Medical & Health Services Managers
Financial Managers
Medical Assistants

Traditional

By Percent Growth:

Nurse Practitioners
Data Scientists
Statisticians
Physician Assistants
Information Security Analysts
Medical & Health Services Managers
Physical Therapist Assistants
Occupational Therapy Assistants
Operations Research Analysts
Taxi Drivers

Emerging

[Min. employment level of 1,000 (PA)]

Annual Demand:

Fast Food & Counter Workers
Home Health & Personal Care Aides
Cashiers
Retail Salespersons
Laborers & Material Movers
Stockers & Order Fillers
Office Clerks, General
Waiters & Waitresses
Customer Service Representatives
Janitors & Cleaners

Foundational

Statewide