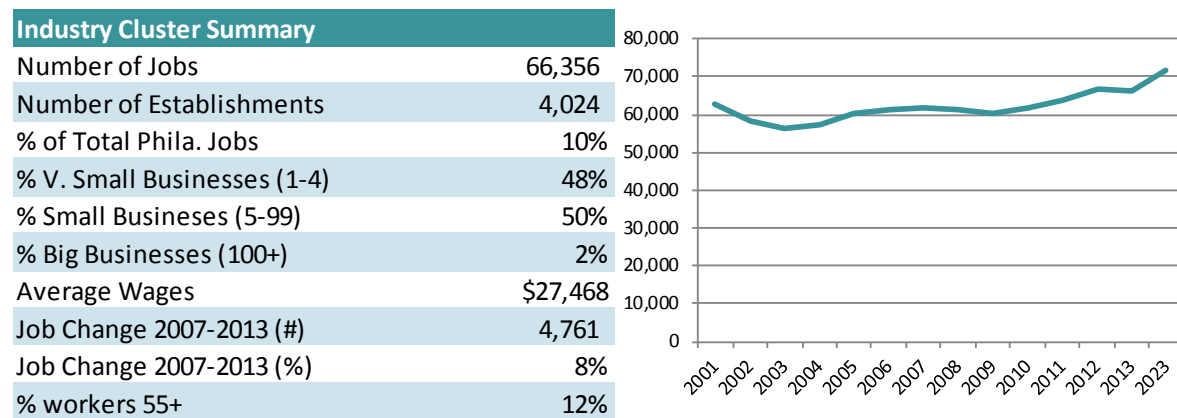


Industry Profiles – Hospitality, Leisure & Entertainment

This report presents an overview of employment trends. We examine how the Hospitality, Leisure & Entertainment industry cluster has changed since 2007, the year before the Great Recession had an impact. Then, we examine the composition of the industry cluster by size of businesses and highlight clusters with the largest share of smaller businesses. The section of workers demographics shows the composition of industry clusters by gender, age, and education. Finally, we look at the major occupations that support industry clusters.

- The Hospitality, Leisure & Entertainment cluster is a new cluster added to evaluate the impact of tourism on many areas across Pennsylvania¹.
- In addition to hotels and restaurants this cluster includes casinos, golf courses, museums, racetracks, bowling centers and caterers. Many industries in this cluster are seasonal with part-time or tip-based employment.
- The Hospitality, Leisure & Entertainment industry is one of the major employers in Philadelphia offering 10 percent of jobs in the city.
- The Hospitality, Leisure & Entertainment industry cluster in Philadelphia has recovered from the Great Recession faster than similar businesses nationwide, adding 4,761 jobs from 2007 to 2013. Most of the job growth occurred in occupations requiring only limited skills.

SUMMARY OF HOSPITALITY, LEISURE & ENTERTAINMENT INDUSTRY CLUSTER IN PHILADELPHIA



¹ Descriptions of industry clusters are borrowed directly from the State report. The full report can be found here: <http://www.portal.state.pa.us/portal/server.pt/community/products/19738>

% CHANGE IN EMPLOYMENT IN HOSPITALITY, LEISURE & ENTERTAINMENT IN PHILADELPHIA VS. PA AND U.S. AND VS. ALL INDUSTRIES



Source: Philadelphia Works analysis of the QCEW Employees & Non-QCEW Employees - EMSI 2013.4 Class of Worker data

Industry Highlights

TOP INDUSTRIES IN HOSPITALITY, LEISURE & ENTERTAINMENT IN PHILADELPHIA

Industry	Jobs 2013	% Change 2007-2013	Change	Expected Change	Competitive Effect	Wages
Full-Service Restaurants	20,159	▲ 17%	2,892	1,307	1,585	\$20,385
Limited-Service Restaurants	11,949	▲ 18%	1,805	1,008	797	\$14,374
Hotels (except Casino Hotels) and Motels	7,635	▬ -5%	(367)	(30)	(337)	\$35,966
Food Service Contractors	4,904	▼ -9%	(513)	760	(1,272)	\$25,550
Snack and Nonalcoholic Beverage Bars	3,979	▲ 47%	1,271	189	1,083	\$16,380
Drinking Places (Alcoholic Beverages)	2,754	▲ 19%	435	65	370	\$15,628
Fitness and Recreational Sports Centers	1,738	▲ 17%	258	68	189	\$19,472
Caterers	1,468	▲ 7%	95	50	45	\$22,894
Promoters of Performing Arts, Sports, and Similar Events with Facilities	1,380	▼ -32%	(646)	351	(997)	\$30,023
Sports Teams and Clubs	1,362	▼ -28%	(539)	358	(896)	\$241,145
Museums	1,240	▼ -23%	(370)	57	(427)	\$38,755
Casinos (except Casino Hotels)	1,128	▬ 0%	1,128	-	1,129	\$41,701

Source: Philadelphia Works analysis of the QCEW Employees & Non-QCEW Employees - EMSI 2013.4 Class of Worker data

- Full-Service Restaurants; Limited-Service Restaurants; and Hotels and Motels are top industries in the cluster.
- Casinos; Snack and Nonalcoholic Beverage Bars; Drinking Places (Alcoholic Beverages); Limited-Service Restaurants; and Full-Service Restaurants added the most jobs since 2007.
- The difference between expected change (determined from the national trends) and actual change can be seen as competitive effect –growth or decline attributed to local factors. Full-Service Restaurants; Snack and Nonalcoholic Beverage Bars; and Limited Service Restaurants added a high number of jobs due to unique regional factors.
- Wages in Hospitality, Leisure & Entertainment industry cluster in Philadelphia are 51 percent higher compared to the United States but were below the average earnings across all industries. Casinos, Hotels and Motels, and Promoters of Performing Arts paid the highest wages in the cluster.

Employers in Hospitality, Leisure & Entertainment

- Over 4,000 businesses make up the Hospitality, Leisure & Entertainment cluster in Philadelphia. “Very small businesses” businesses (1-4 employees) represent 48 percent of establishments in the cluster. “Small businesses” (5-99 employees) make up 50 percent of employers in the cluster.

EMPLOYERS IN HOSPITALITY, LEISURE & ENTERTAINMENT BY SIZE (PERCENT OF TOTAL EMPLOYERS)

Size	In Industry	in Phila	Industry Employers by Size
1-4	48%	61%	
5-9	17%	15%	
10-19	14%	11%	
20-49	14%	8%	
50-99	5%	3%	
100-249	2%	2%	
250-499	0.3%	0.5%	
500-999	0.1%	0.2%	
1000 & Over	0.0%	0.1%	
Total	100%	100%	

Source: PA Employer Database 2013

TOP EMPLOYERS IN HOSPITALITY, LEISURE & ENTERTAINMENT

PHILADELPHIA EAGLES LLC	STARR RESTAURANTS CATERING GROUP LP
SUGARHOUSE HSP GAMING LP	THE FRANKLIN INSTITUTE
ARAMARK SPORTS LLC	TWELTH STREET HOTEL ASSOCS LP
PARK HYATT PHILA	UNION LEAGUE OF PHILA
MARRIOTT HOTEL SERVICES INC	ZOOLOGICAL SOCIETY OF PHILA
COMCAST SPECTACOR LP	PHILADELPHIA PHILLIES
BON APPETIT COMPANY	THE KIMMEL CENTER
FOUR SEASONS PHILA EMPLOYMENT INC	SHERATON PHILADELPHIA CITY CTR
PHILADELPHIA MUSEUM OF ART	SODEXO USA
RITZ CARLTON HOTEL COMPANY LLC	XFINITY LIVE PHILADELPHIA

Source: PA Employer Database 2013

Worker Demographics

Workforce demographics are examined by gender, age, and education of workers.

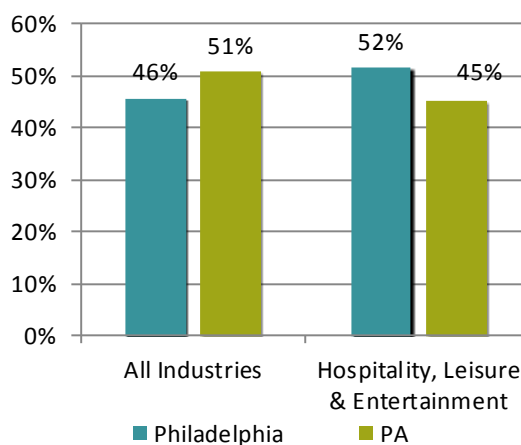
Gender of Workers in Hospitality, Leisure & Entertainment

GENDER OF WORKERS IN INDUSTRY CLUSTER 2013Q1+3 PREVIOUS QUARTERS

% MEN EMPLOYED IN HOSPITALITY, LEISURE & ENTERTAINMENT IN PHILADELPHIA VS. PA

	% men
Spectator Sports	68%
Perf. Arts & Sports Promoters	66%
Motion Picture & Video Ind.	61%
Sport. Goods/Music. Instr. Stores	60%
Gambling Ind.	57%
Drinking Places (Alcoholic Bev.)	55%
Full-Svc Restaurants	53%
Other Amusement & Recreation Ind.	53%
Perf. Arts Comp.	53%
Hospitality, Leisure & Entertainment	52%
Traveler Accommodation	50%
Special Food Svc	49%
Limited-Svc Eating Places	48%
All Industries	46%
Office Supply, Stat. & Gift Stores	44%
Museums, Parks & Hist. Sites	38%
Travel Arrang. & Reservation Svc	33%

% MEN EMPLOYED BY CLUSTER AND GEOGRAPHY



Source: Philadelphia Works Analysis of Quarterly Workforce Indicators data.

- Philadelphia workers are predominantly female – women make up 54 percent of workers across all industries. Men make up 52 percent of workers in Hospitality, Leisure & Entertainment.
- Gender split is uneven by industry – Spectator Sports; Promoters of Performing Arts; Motion Picture and Video, among top industries, employed more men than women. Museums employ more women compared to men.

Age of Workers in Hospitality, Leisure & Entertainment

- The Hospitality, Leisure & Entertainment cluster employs a large share of young workers – workers under 25 years old made up 29 percent of employees in the cluster, as compared to 13 percent across all industries.
- Sporting Goods, Hobby, and Musical Instrument Stores; Limited-Service Eating Places; Office Supplies, Stationery, and Gift Stores; Full-Service Restaurants; and Special Food Services employed a larger share of younger workers compared to other industries. Travel Arrangement and Reservation Services and Spectator Sports employed a larger share of older workers.

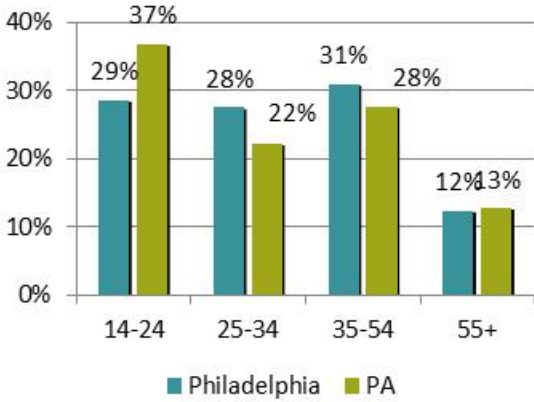
TOP INDUSTRIES IN HOSPITALITY, LEISURE & ENTERTAINMENT IN PHILADELPHIA BY AGE OF WORKERS IN 2013Q1+3 PREVIOUS QUARTERS

Industry/Age	14-24	25-54	55+	Total	# Employed
Full-Svc Restaurants	31.2%	59.9%	8.8%	100%	20,246
Limited-Svc Eating Places	42.8%	49.0%	8.2%	100%	15,424
Special Food Svc	28.9%	56.3%	14.8%	100%	8,303
Traveler Accommodation	11.6%	71.7%	16.7%	100%	7,234
Drinking Places (Alcoholic Bev.)	15.6%	69.8%	14.6%	100%	2,541
Other Amusement & Recreation Ind.	28.7%	58.5%	12.7%	100%	2,317
Museums, Parks & Hist. Sites	18.8%	64.4%	16.9%	100%	2,197
Spectator Sports	22.5%	54.0%	23.5%	100%	2,077
Perf. Arts & Sports Promoters	18.9%	60.5%	20.6%	100%	1,968
Motion Picture & Video Ind.	19.1%	60.8%	20.1%	100%	1,346
Sport. Goods/Music. Instr. Stores	43.3%	47.8%	8.9%	100%	1,316
Perf. Arts Comp.	11.2%	69.8%	19.1%	100%	1,189
Gambling Ind.	15.7%	71.6%	12.7%	100%	1,127
Travel Arrang. & Reservation Svc	7.6%	63.2%	29.2%	100%	1,007
Office Supply, Stat. & Gift Stores	35.8%	48.7%	15.5%	100%	965
Hospitality, Leisure & Entertainment	29%	59%	12%	100%	69,805
All Industries	13%	67%	20%	100%	558,394

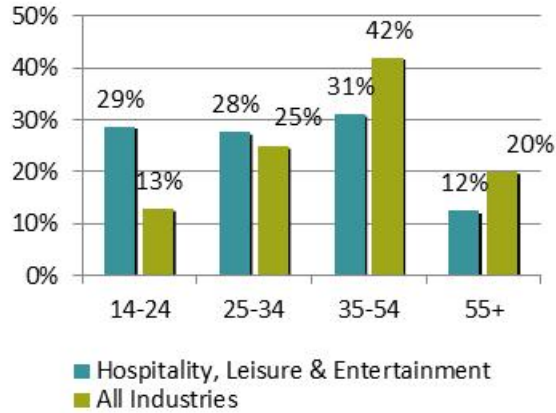
Source: Philadelphia Works Analysis of Quarterly Workforce Indicators data.

AGE OF WORKERS IN 2013Q1+3 PREVIOUS QUARTERS:

% EMPLOYED IN HOSPITALITY, LEISURE & ENTERTAINMENT IN PHILADELPHIA VS. PA



% EMPLOYED IN HOSPITALITY, LEISURE & ENTERTAINMENT VS. ALL INDUSTRIES IN PHILADELPHIA



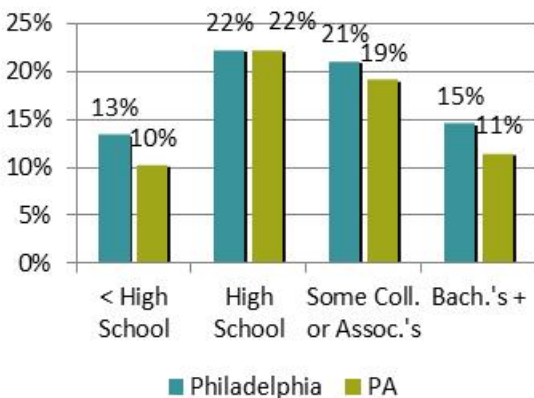
Source: Philadelphia Works Analysis of Quarterly Workforce Indicators data.

Education of Workers in Hospitality, Leisure & Entertainment

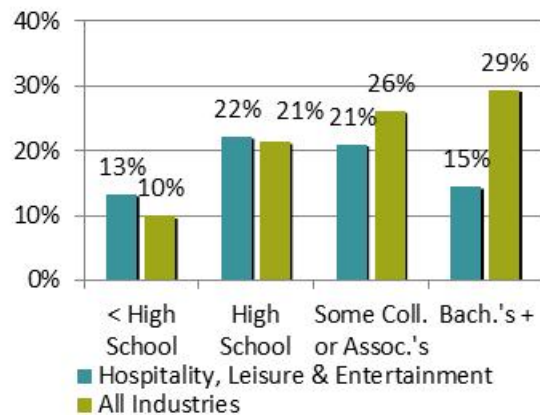
- The majority of workers in Hospitality, Leisure & Entertainment have a high school diploma (22 percent) or some college or an Associate’s degree (21 percent). The education of Philadelphia Workers is similar to the trends in Pennsylvania; however there are more workers with a Bachelor’s degree or higher and less than a high school diploma in the industry in Philadelphia.

EDUCATION OF WORKERS IN 2013Q1+3 PREVIOUS QUARTERS:

% EMPLOYED IN HOSPITALITY, LEISURE & ENTERTAINMENT IN PHILADELPHIA VS. PA



% EMPLOYED IN HOSPITALITY, LEISURE & ENTERTAINMENT VS. ALL INDUSTRIES IN PHILADELPHIA



Source: Philadelphia Works Analysis of Quarterly Workforce Indicators data. Education attainment is not available for workers under 25 – this category is not shown.

- Compared to the education of workers across all industries, workers in Hospitality, Leisure & Entertainment were less likely to have postsecondary education.
- Educational attainment varies across industries that make up the cluster. Traveler Accommodation; Drinking Places; and Full-Service Restaurants are more likely to employ workers without a high school diploma or with a high school diploma only. Motion Picture and Video Industries; and Performing Arts Companies and Museums are likely to employ workers with more education.

TOP INDUSTRIES IN HOSPITALITY, LEISURE & ENTERTAINMENT IN PHILADELPHIA BY EDUCATION OF WORKERS IN 2013Q1+3 PREVIOUS QUARTERS

Industry/Education	< High School	High School	Some College or Assoc.'s	Bach.'s +	Unknown	Total	# Employed
Full-Svc Restaurants	14.2%	22.2%	20.0%	12.4%	31.2%	100%	20,246
Limited-Svc Eating Places	13.0%	17.4%	15.7%	11.1%	42.8%	100%	15,424
Special Food Svc	13.9%	24.3%	21.4%	11.4%	28.9%	100%	8,303
Traveler Accommodation	18.1%	29.4%	26.2%	14.7%	11.6%	100%	7,234
Drinking Places (Alcoholic Bev.)	17.0%	28.2%	24.3%	14.8%	15.6%	100%	2,541
Other Amusement & Recreation Ind.	10.2%	20.5%	22.9%	17.7%	28.7%	100%	2,317
Museums, Parks & Hist. Sites	8.8%	21.4%	26.4%	24.6%	18.8%	100%	2,197
Spectator Sports	7.9%	20.3%	23.9%	25.5%	22.5%	100%	2,077
Perf. Arts & Sports Promoters	12.0%	24.3%	26.2%	18.7%	18.9%	100%	1,968
Motion Picture & Video Ind.	6.6%	17.6%	22.8%	33.9%	19.1%	100%	1,346
Sport. Goods/Music. Instr. Stores	8.9%	18.8%	17.4%	11.6%	43.3%	100%	1,316
Perf. Arts Comp.	8.5%	21.2%	27.1%	32.0%	11.2%	100%	1,189
Gambling Ind.	13.5%	25.9%	28.1%	16.7%	15.8%	100%	1,127
Travel Arrang. & Reservation Svc	10.1%	25.3%	30.1%	26.7%	7.8%	100%	1,007
Office Supply, Stat. & Gift Stores	10.9%	21.5%	19.3%	12.6%	35.8%	100%	965
Hospitality, Leisure & Ent.	13.4%	22.2%	21.1%	14.5%	28.8%	100%	69,805
All Industries	10.0%	21.4%	26.2%	29.5%	12.9%	100%	558,394

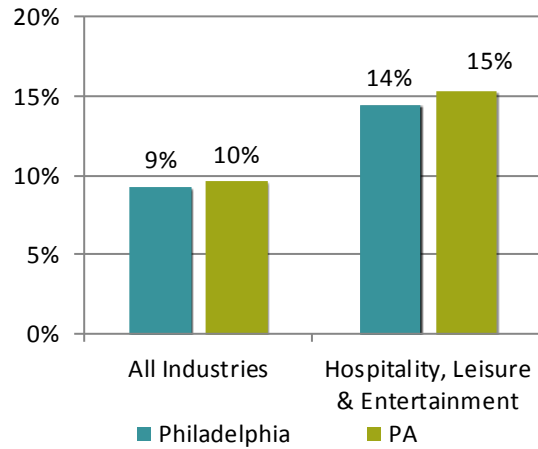
Source: Philadelphia Works Analysis of Quarterly Workforce Indicators data.

Turnover in Hospitality, Leisure & Entertainment

- Turnover rates help us evaluate the churning in the labor force – average number of separations and hires for the industry group. The rate shows what percentage of the labor force is new.
- Turnover rates in Hospitality, Leisure & Entertainment in Philadelphia (14 percent) were similar to Pennsylvania (15 percent) and above the rate across industries in Philadelphia (9 percent).
- Among industries making up the cluster, Limited-Service Eating Places; Full-Service Restaurants; Other Amusement and Recreation Industries; Sporting Goods, Hobby, and Musical Instrument Stores, among other industries, had the highest turnover rates. Travel Arrangement and Reservations and Gambling Industries had the lowest turnover rates.

**TURNOVER RATES IN HOSPITALITY, LEISURE & ENTERTAINMENT PHILADELPHIA COUNTY IN 2012Q3
(FOUR QUARTER MOVING AVERAGE)**

Industry/Turnover Rate	Turnover
Limited-Svc Eating Places	18%
Full-Svc Restaurants	17%
Other Amusement & Recreation Ind.	16%
Sport. Goods/Music. Instr. Stores	16%
Perf. Arts Comp.	16%
Spectator Sports	15%
Hospitality, Leisure & Entertainment	14%
Drinking Places (Alcoholic Bev.)	14%
Perf. Arts & Sports Promoters	14%
Motion Picture & Video Ind.	13%
Office Supply, Stat. & Gift Stores	12%
Special Food Svc	11%
Traveler Accommodation	10%
All Industries	9%
Museums, Parks & Hist. Sites	9%
Gambling Ind.	7%
Travel Arrang. & Reservation Svc	7%



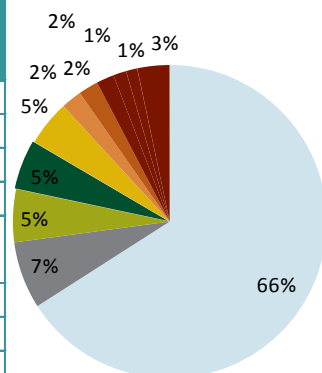
Source: Philadelphia Works Analysis of Quarterly Workforce Indicators data.

Occupation Highlights

- Staffing patterns analysis was used to identify occupations that are needed in the industry. Nearly 90 percent of jobs were concentrated in top five occupational families. 7 in 10 jobs in the cluster are in Food Preparations occupations.
- Occupations requiring only limited skills (short-term on-the-job training) make up 77 percent of jobs in the industry.

TOP OCCUPATIONAL FAMILIES IN HOSPITALITY, LEISURE & ENTERTAINMENT INDUSTRY CLUSTER

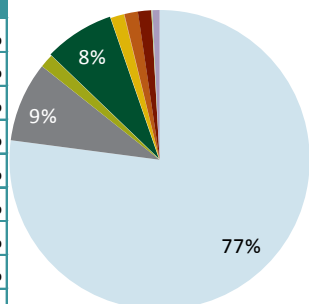
Occupational Family	Jobs 2007	Jobs 2013	Change %	% of 2013 Jobs
Food preparation	38,298	43,753	14%	66%
Sales and related	4,274	4,602	8%	7%
Personal care and service	3,459	3,629	5%	5%
Office and admin. support	3,667	3,403	-7%	5%
Building and grounds cleaning and maint.	3,282	3,127	-5%	5%
Management	1,496	1,411	-6%	2%
Transportation	1,346	1,352	0%	2%
Arts, design, ent., sports, and media	1,649	1,210	-27%	2%
Installation, maint., and repair	921	891	-3%	1%
Unidentified	798	776	-3%	1%
Other	2,405	2,202	-8%	3%
Total	61,595	66,356	8%	100%



Source: Philadelphia Works analysis of the QCEW Employees & Non-QCEW Employees - EMSI 2013.4 Class of Worker data

EDUCATION REQUIRED OF WORKERS IN HOSPITALITY, LEISURE & ENTERTAINMENT INDUSTRY CLUSTER

Skill	Jobs 2007	Jobs 2013	Change %	% of 2013 Jobs
Short-term on-the-job training	46,716	51,151	9%	77%
Moderate-term on-the-job training	5,142	5,726	11%	9%
Long-term on-the-job training	1,201	983	-18%	1%
Work experience in a related occupation	4,705	4,993	6%	8%
Postsecondary non-degree award	943	965	2%	1%
Associate's degree	33	31	-6%	0%
Bachelor's degree	1,081	969	-10%	1%
Bachelor's or higher degree, plus work experience	1,136	956	-16%	1%
Master's degree	93	80	-14%	0%
Unidentified	545	502	n/a	1%
Total	61,595	66,356	8%	100%



Source: Philadelphia Works analysis of the QCEW Employees & Non-QCEW Employees - EMSI 2013.4 Class of Worker data

Top occupations in the cluster are shown in the tables below. Highlighted occupations are Philadelphia 2013 High Priority Occupations important to the Hospitality, Leisure & Entertainment industry cluster. Wage data are not industry specific and describe all workers in the occupation.

TOP OCCUPATIONS IN HOSPITALITY, LEISURE & ENTERTAINMENT

SOC	Occupation	Jobs 2013	% Change from 2007	Entry-Level Earnings	Median Hourly Earnings	% of the Total Jobs in Cluster
Limited Skills Required						
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	12,363	21%	\$8.24	\$9.70	18.6%
35-3031	Waiters and Waitresses	9,993	13%	\$8.74	\$11.16	15.1%
35-3011	Bartenders	2,842	15%	\$9.13	\$11.99	4.3%
35-2021	Food Preparation Workers	2,575	14%	\$8.88	\$11.88	3.9%
35-9021	Dishwashers	2,235	10%	\$8.51	\$9.94	3.4%
41-2011	Cashiers	2,117	8%	\$8.17	\$9.72	3.2%
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	2,029	8%	\$8.46	\$9.76	3.1%
37-2012	Maids and Housekeeping Cleaners	1,977	(3%)	\$9.51	\$12.25	3.0%
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	1,496	8%	\$8.52	\$10.03	2.3%
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1,314	12%	\$8.96	\$12.53	2.0%
41-2031	Retail Salespersons	1,280	15%	\$7.59	\$10.43	1.9%
43-4081	Hotel, Motel, and Resort Desk Clerks	913	(3%)	\$10.92	\$13.54	1.4%
35-2011	Cooks, Fast Food	732	8%	\$8.02	\$9.44	1.1%
35-3041	Food Servers, Nonrestaurant	723	(5%)	\$8.67	\$10.70	1.1%
39-3031	Ushers, Lobby Attendants, and Ticket Takers	660	(26%)	\$8.61	\$10.39	1.0%
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	659	(4%)	\$9.18	\$13.78	1.0%
33-9032	Security Guards	634	(6%)	\$8.40	\$11.17	1.0%
35-2015	Cooks, Short Order	610	12%	\$8.89	\$11.93	0.9%
53-3031	Driver/Sales Workers	570	17%	\$7.30	\$8.79	0.9%
39-3091	Amusement and Recreation Attendants	529	(6%)	\$8.45	\$9.92	0.8%
35-2012	Cooks, Institution and Cafeteria	507	12%	\$9.42	\$14.08	0.8%
43-9061	Office Clerks, General	456	(10%)	\$8.72	\$14.76	0.7%
43-4051	Customer Service Representatives	377	(10%)	\$11.28	\$17.30	0.6%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	278	(22%)	\$8.31	\$12.60	0.4%
37-3011	Landscaping and Groundskeeping Workers	268	(14%)	\$9.42	\$14.54	0.4%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	264	(21%)	\$10.32	\$16.61	0.4%
41-2012	Gaming Change Persons and Booth Cashiers	234	127%	\$10.84	\$15.65	0.4%
43-4171	Receptionists and Information Clerks	228	(3%)	\$9.48	\$14.34	0.3%
41-3099	Sales Representatives, Services, All Other	211	(10%)	\$13.40	\$28.58	0.3%
39-6011	Baggage Porters and Bellhops	202	0%	\$8.55	\$10.16	0.3%

TOP OCCUPATIONS IN HOSPITALITY, LEISURE & ENTERTAINMENT, CONTINUED

SOC	Occupation	Jobs 2013	% Change from 2007	Entry-Level Earnings	Median Hourly Earnings	% of the Total Jobs in Cluster
Some Training or Experience						
35-2014	Cooks, Restaurant	3,275	16%	\$10.40	\$14.95	4.9%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	2,524	14%	\$13.45	\$20.55	3.8%
49-9071	Maintenance and Repair Workers, General	662	(6%)	\$11.66	\$17.56	1.0%
11-9051	Food Service Managers	478	1%	\$20.81	\$32.27	0.7%
35-1011	Chefs and Head Cooks	477	2%	\$17.48	\$25.73	0.7%
39-3011	Gaming Dealers	467	317%	\$8.90	\$10.98	0.7%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	365	(4%)	\$12.41	\$19.49	0.6%
41-3041	Travel Agents	283	(22%)	\$12.40	\$18.90	0.4%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	236	(6%)	\$16.73	\$27.43	0.4%
25-3021	Self-Enrichment Education Teachers	217	(15%)	\$9.94	\$17.88	0.3%
41-1011	First-Line Supervisors of Retail Sales Workers	212	7%	\$13.22	\$20.70	0.3%
51-3011	Bakers	210	8%	\$9.50	\$15.04	0.3%
39-7011	Tour Guides and Escorts	199	(16%)	\$8.26	\$10.80	0.3%
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	194	(9%)	\$15.48	\$22.90	0.3%
27-2042	Musicians and Singers	149	(16%)	\$9.44	\$39.47	0.2%
27-2022	Coaches and Scouts	131	(8%)	\$9.22	\$14.98	0.2%
27-2011	Actors	127	(37%)	\$7.96	\$12.04	0.2%
11-9081	Lodging Managers	120	(4%)	\$18.14	\$34.34	0.2%
39-6012	Concierges	106	(9%)	\$8.82	\$11.40	0.2%
39-1011	Gaming Supervisors	101	405%	\$30.27	\$38.39	0.2%
39-1021	First-Line Supervisors of Personal Service Workers	100	(8%)	\$20.81	\$20.81	0.2%
Some College or Associate's						
39-9031	Fitness Trainers and Aerobics Instructors	629	21%	\$9.34	\$14.88	0.9%
27-4011	Audio and Video Equipment Technicians	175	(31%)	\$8.65	\$18.42	0.3%
Bachelor's or Higher						
11-1021	General and Operations Managers	501	(8%)	\$28.37	\$56.04	0.8%
13-1121	Meeting, Convention, and Event Planners	185	(2%)	\$15.82	\$23.42	0.3%
13-2011	Accountants and Auditors	150	(11%)	\$21.15	\$34.46	0.2%
27-2012	Producers and Directors	127	(36%)	\$17.17	\$39.32	0.2%
27-3031	Public Relations Specialists	113	(23%)	\$15.68	\$28.12	0.2%
39-9032	Recreation Workers	109	(6%)	\$9.21	\$13.54	0.2%
13-1161	Market Research Analysts and Marketing Specialists	102	(7%)	\$16.58	\$30.14	0.2%

Source: Philadelphia Works analysis of the QCEW Employees & Non-QCEW Employees - EMSI 2013.4 Class of Worker data

Notes on Data

We followed industry cluster definitions proposed by the Center for Workforce Information & Analysis. Some industries that have a low number of jobs in Philadelphia County were excluded from the analysis and PA industry clusters were formed in the same way to make comparisons possible.

All the wage, employment, and staffing patterns data in this report come from the EMSI 2013.4 Class of Worker Data. EMSI industry data have various sources including the QCEW (Quarterly Census of Employment and Wages), with supplemental estimates from County Business Patterns and Current Employment Statistics. Non-QCEW employee data are based on a number of sources including QCEW, Current Employment Statistics, County Business Patterns, BEA State and Local Personal Income reports, the National Industry-Occupation Employment Matrix (NIOEM), the American Community Survey, and Railroad Retirement Board statistics.

Philadelphia Works worked with the Quarterly Workforce Indicators data available through the U.S. Census and defined the industry clusters at the four-digit NAICS code level. An industry group was assigned to a cluster if most of the employment fell in that cluster. Because the data are cyclical, the quarterly data were smoothed using a simple moving average. This report shows the data for the third quarter of 2012 plus three previous quarters.

The PA Employer Database available through the Center for Workforce Information & Analysis was used to report on the employers by size.