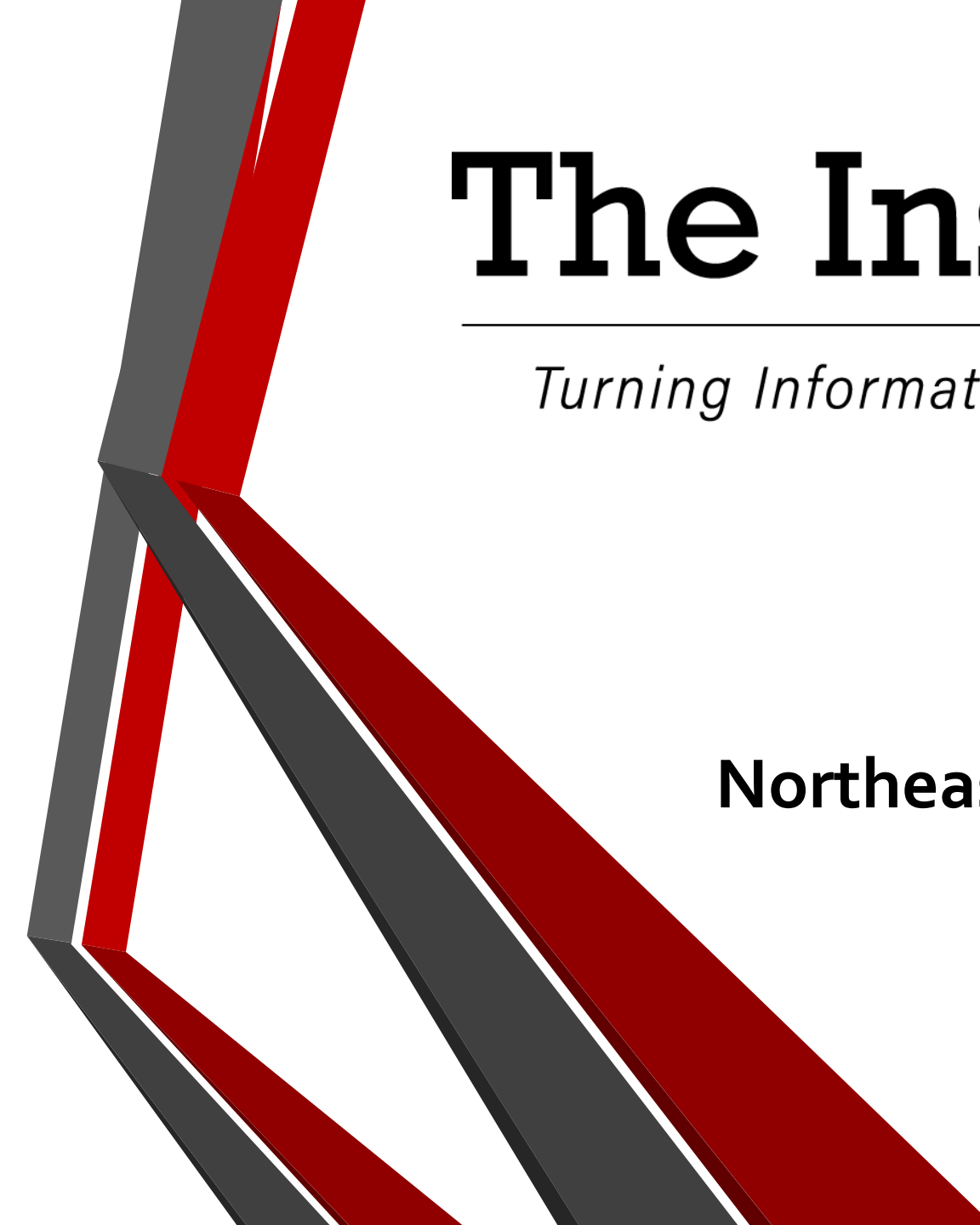


An abstract graphic on the left side of the page consists of several thick, overlapping lines in red and grey. These lines intersect to form a series of triangles and other geometric shapes, creating a dynamic, layered effect.

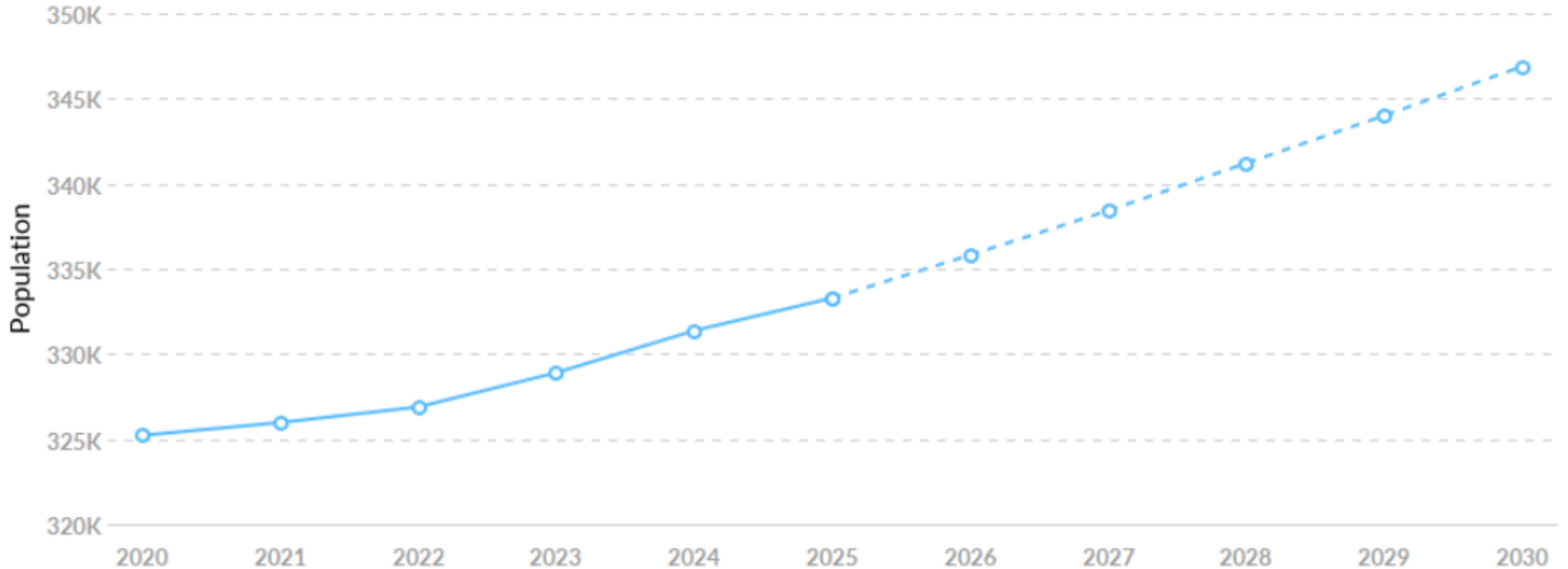
The Institute

Turning Information into Insight

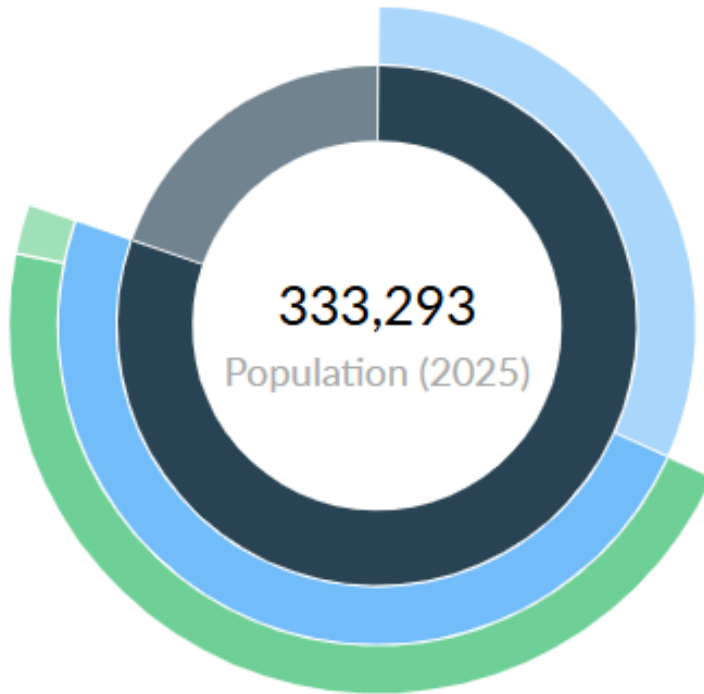
State of the Workforce: Northeastern Pennsylvania Data and Trends

The Institute is a collaboration among Geisinger Commonwealth School of Medicine, Johnson College, Keystone College, King's College, Lackawanna College, Luzerne County Community College, Marywood University, Misericordia University, Penn State Hazleton, Penn State Scranton, Penn State Wilkes-Barre, The Wright Center for Graduate Medical Education, University of Scranton, Wilkes University, and the business community.

Luzerne County Population Trends



Luzerne County Workforce



	Population
16+ Civilian Non-Institutionalized Population ?	267,560
Not in Labor Force (16+) ?	105,505
Labor Force ?	162,055
Employed ?	154,683
Unemployed ?	7,372
Under 16, Military, and institutionalized Population	65,733

Livable Wages

for a single adult:

\$42,894

for a single adult
with one child:

\$79,078

for a single adult
with two children:

\$100,131

for a single adult
with three children:

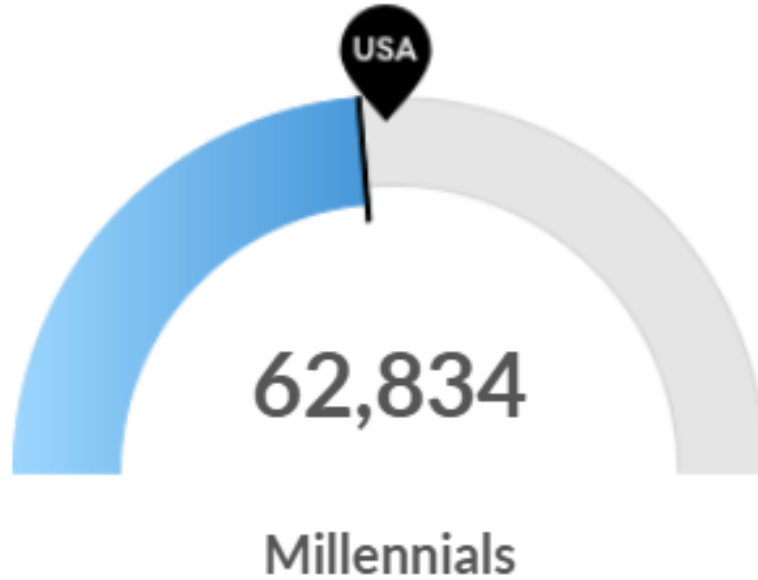
\$128,490

Household Income Distribution: 2024

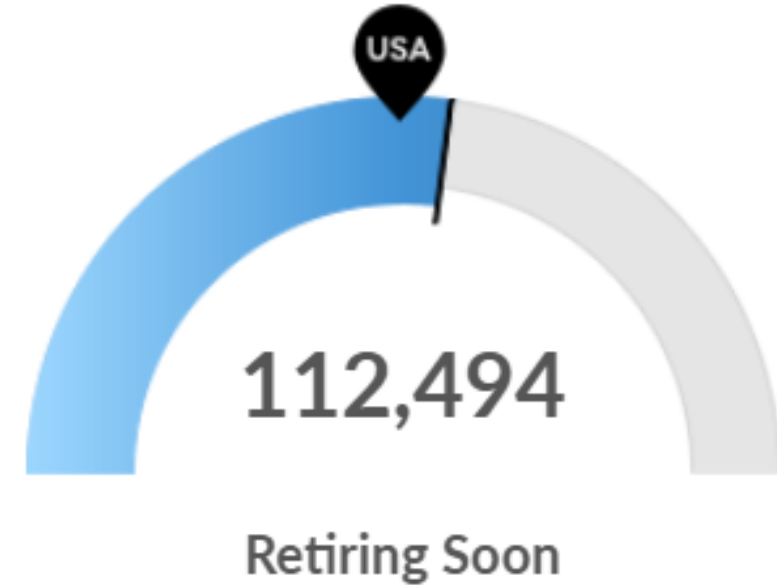
Income Amount	Lackawanna	Luzerne	Wayne	Wyoming	Pennsylvania
Less than \$10,000	5.8%	6.1%	5.3%	3.2%	4.9%
\$10,000 to \$14,999	5.0%	4.7%	3.2%	3.6%	3.5%
\$15,000 to \$24,999	8.1%	8.1%	8.5%	8.2%	6.7%
\$25,000 to \$34,999	8.2%	8.1%	8.8%	6.9%	6.9%
\$35,000 to \$49,999	11.7%	12.5%	12.4%	11.9%	10.5%
\$50,000 to \$74,999	16.9%	17.4%	19.3%	17.9%	15.9%
\$75,000 to \$99,999	12.5%	13.0%	14.1%	15.1%	12.8%
\$100,000 to \$149,999	16.5%	16.5%	15.2%	18.5%	17.7%
\$150,000 to \$199,999	8.2%	6.6%	6.9%	8.3%	9.3%
\$200,000 or more	7.2%	7.0%	6.3%	6.6%	11.8%

Source: U.S. Census Bureau American Community Survey 5-Yr. Estimates

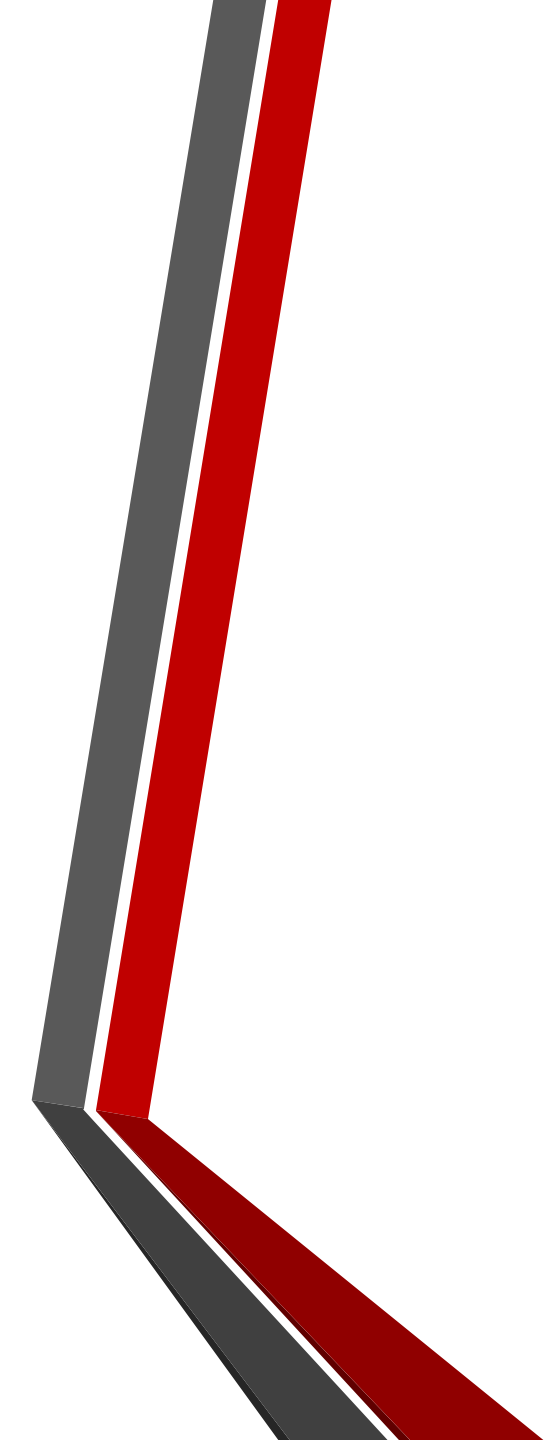
Luzerne County Workforce, *cont.*



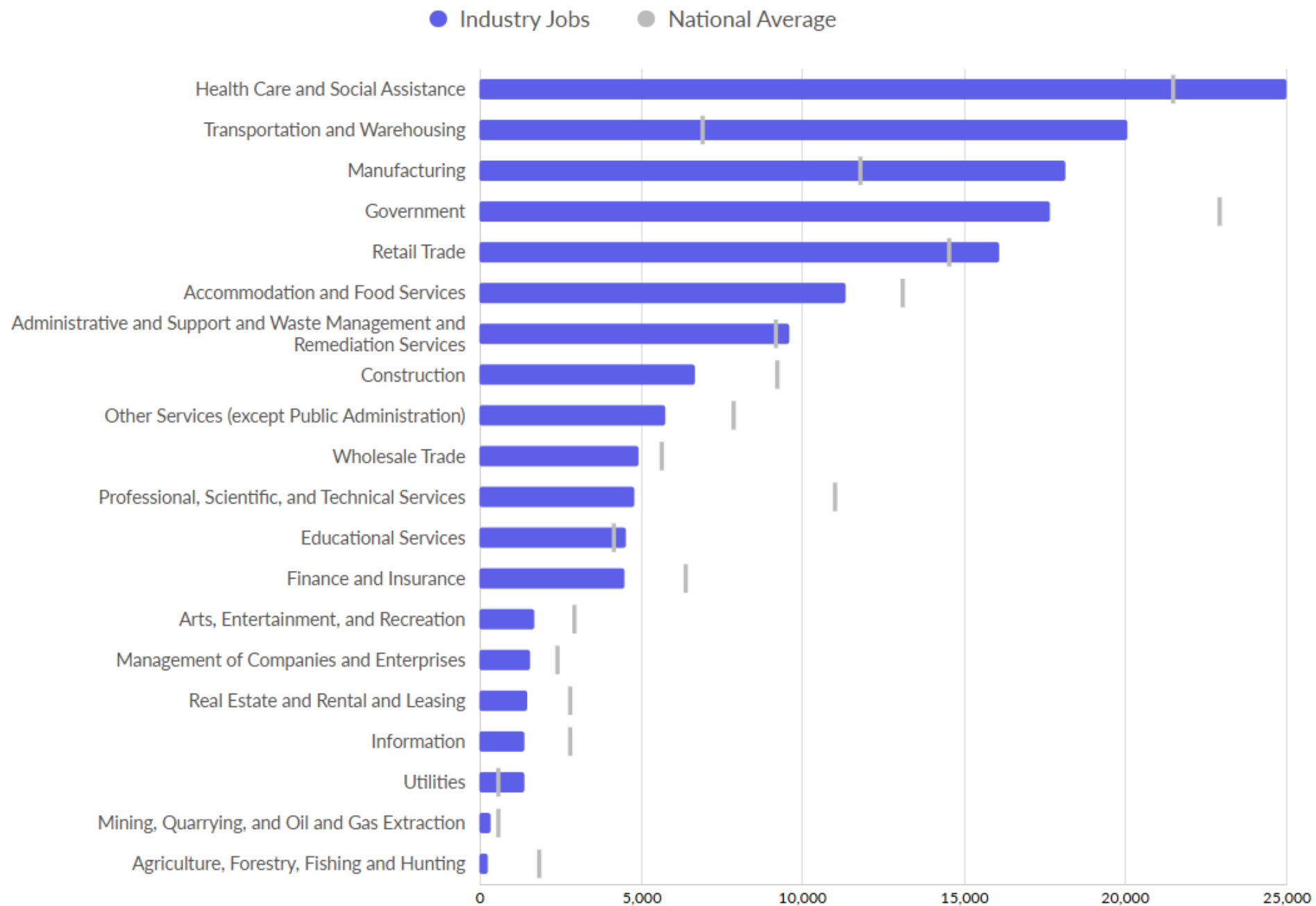
Luzerne County, PA has 62,834 millennials (ages 25-39). The national average for an area this size is 67,836.



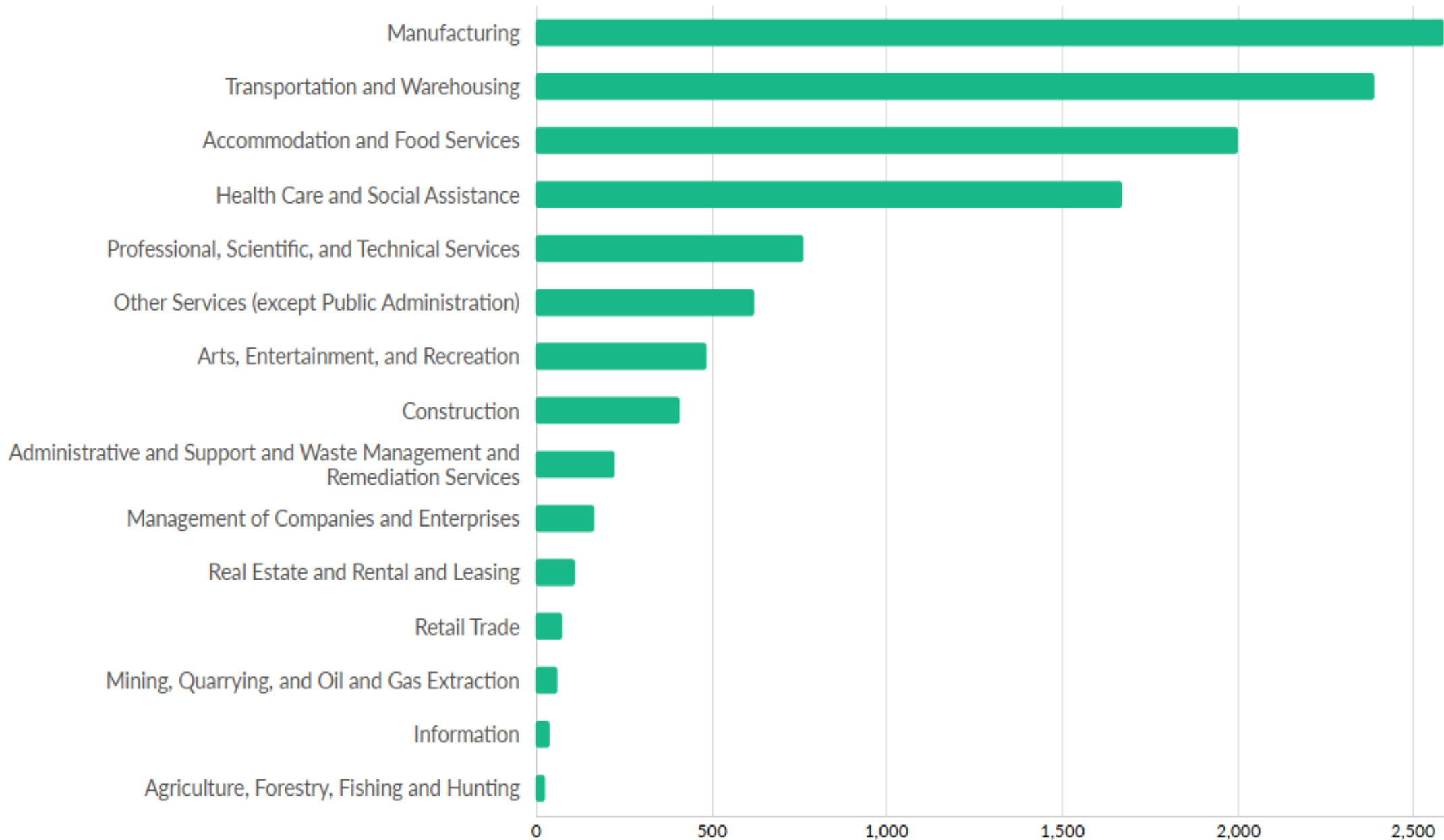
Retirement risk is high in Luzerne County, PA. The national average for an area this size is 100,201 people 55 or older, while there are 112,494 here.

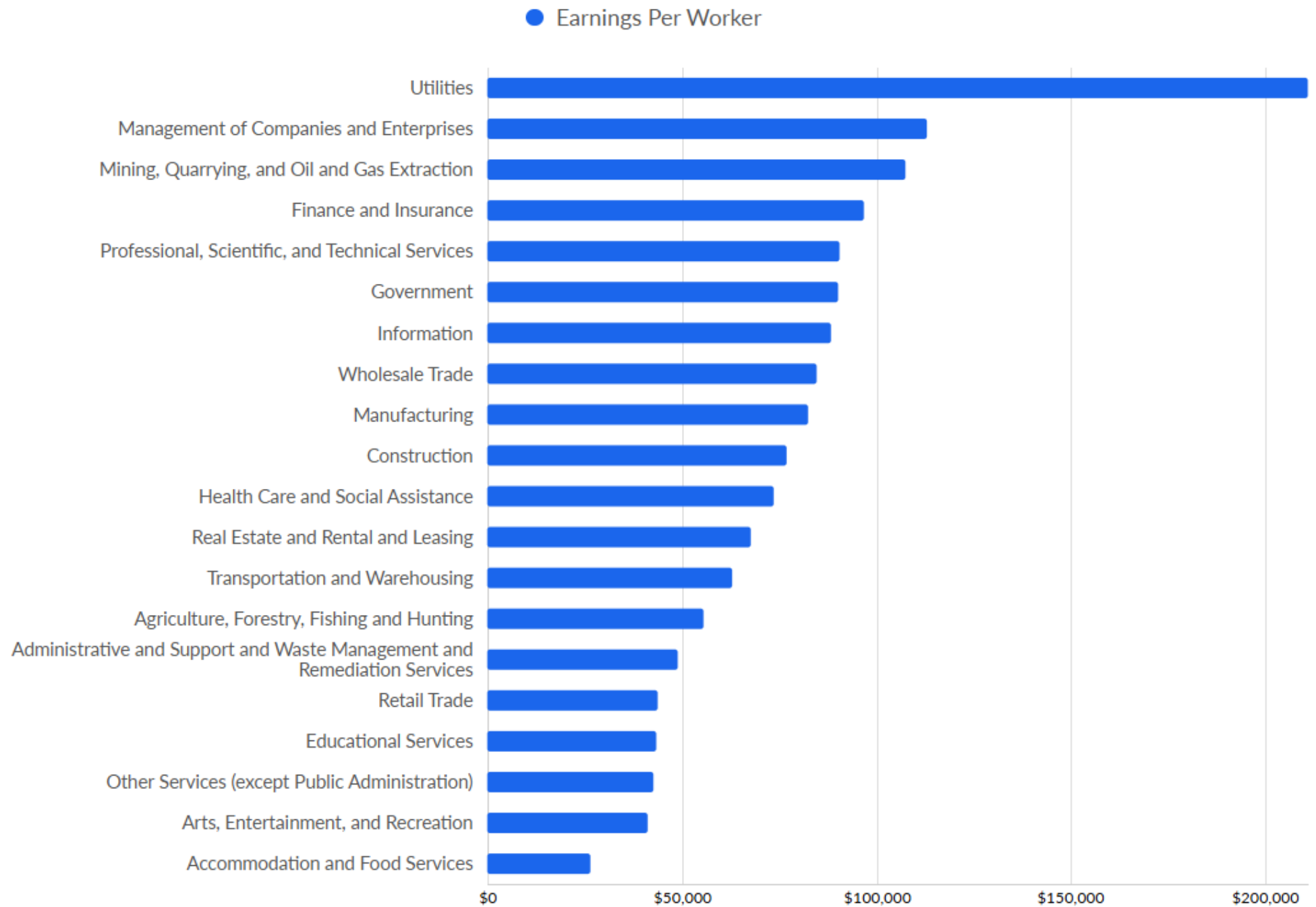


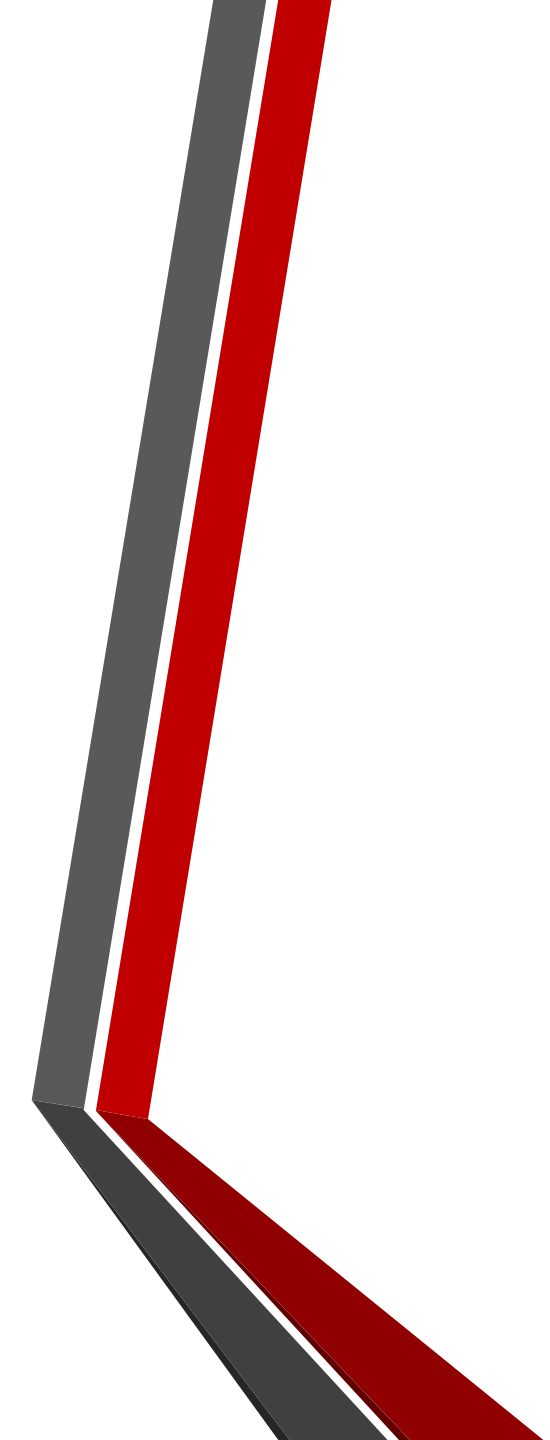
Industries



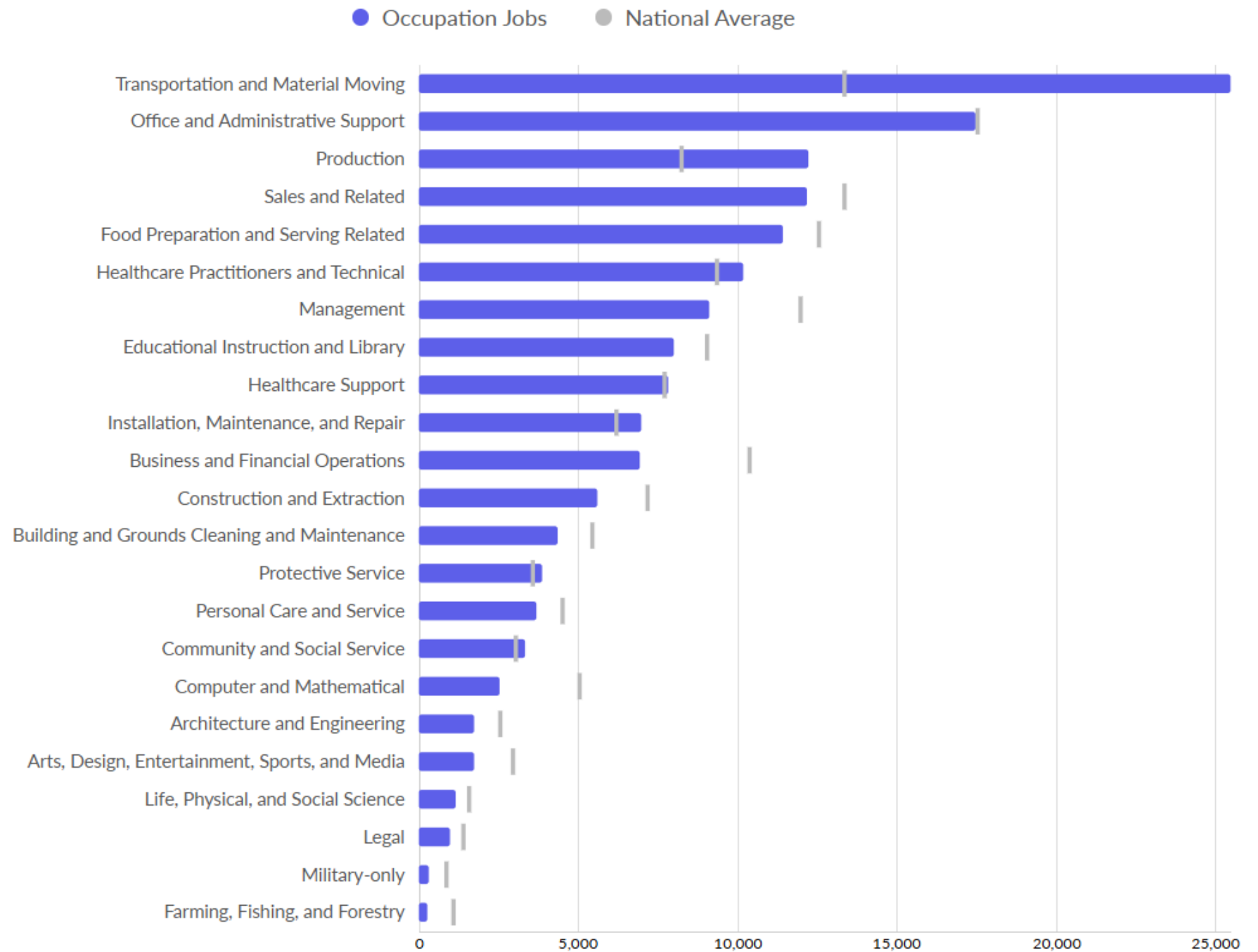
● Industry Jobs Growth



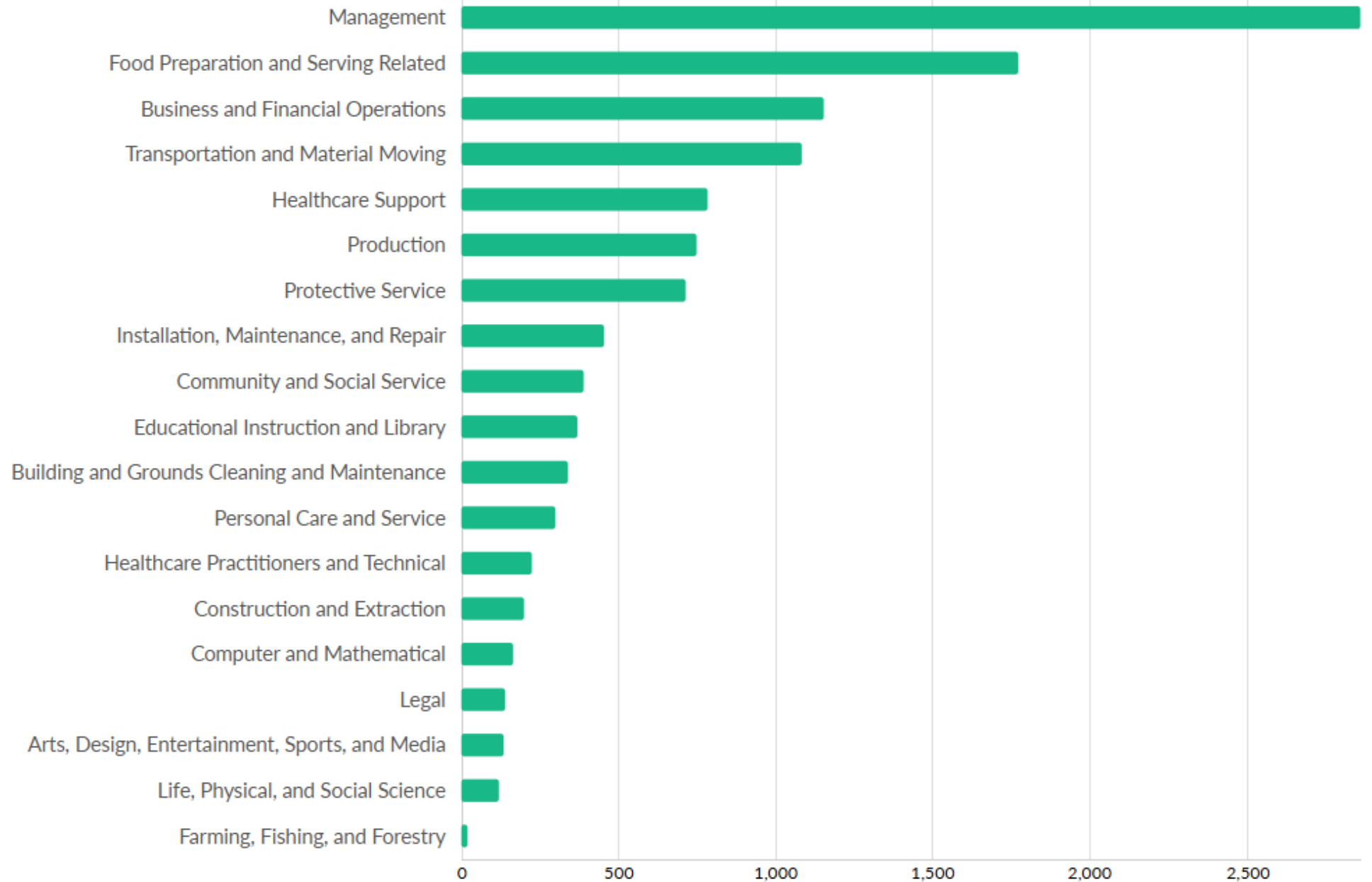


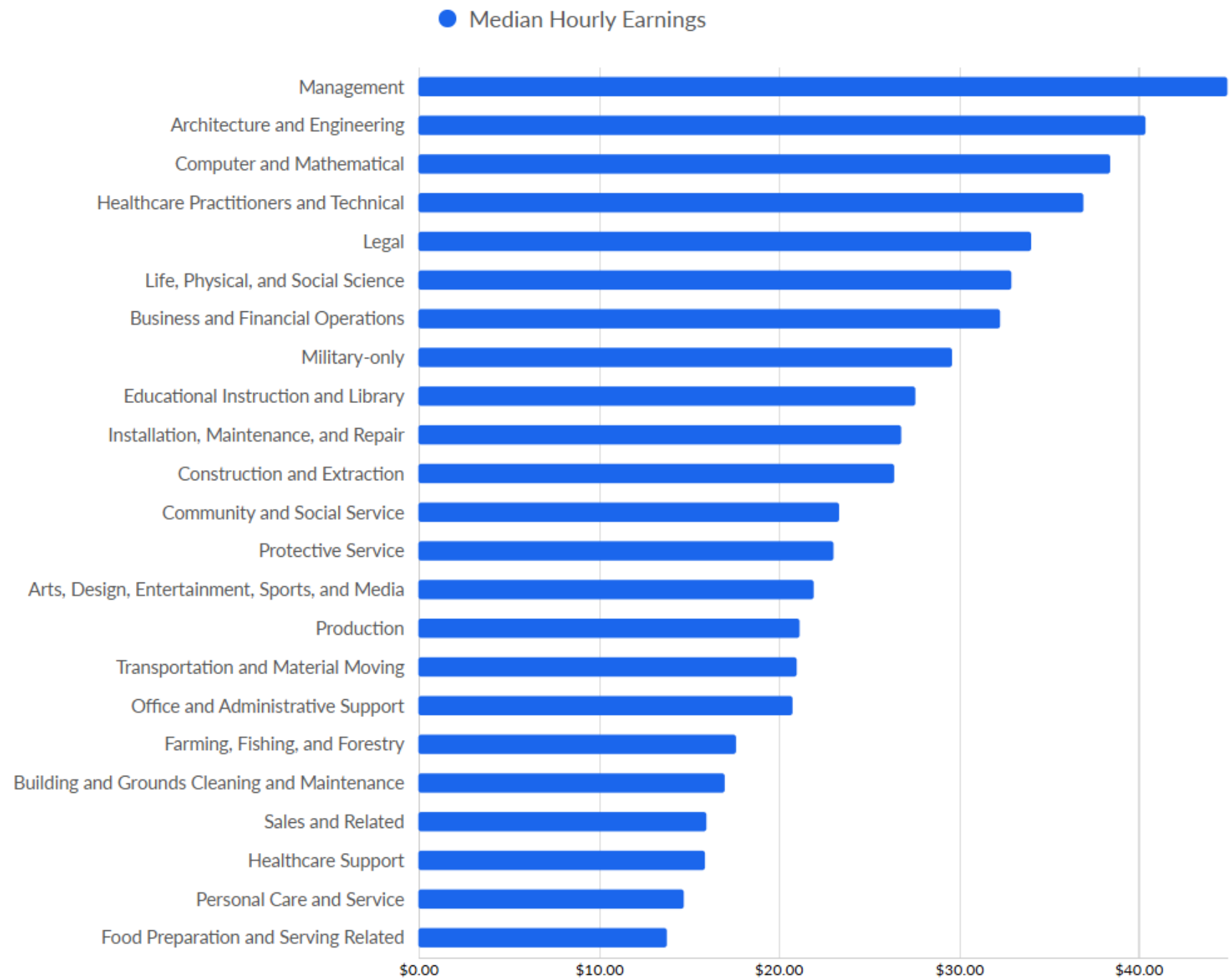


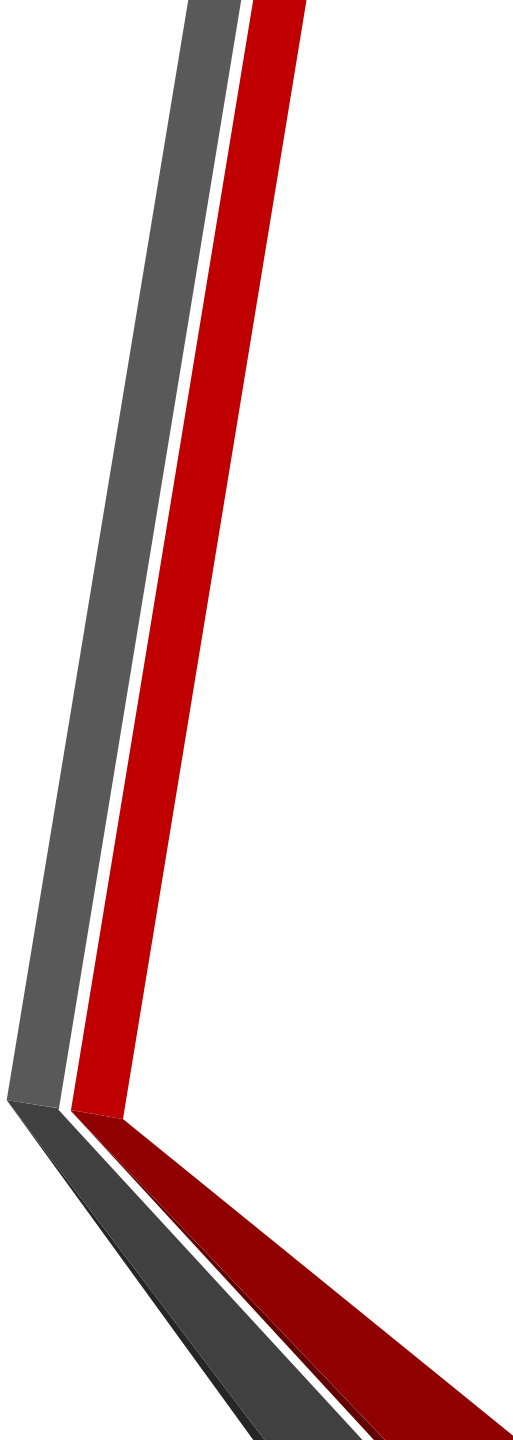
Occupations



● Occupation Jobs Growth

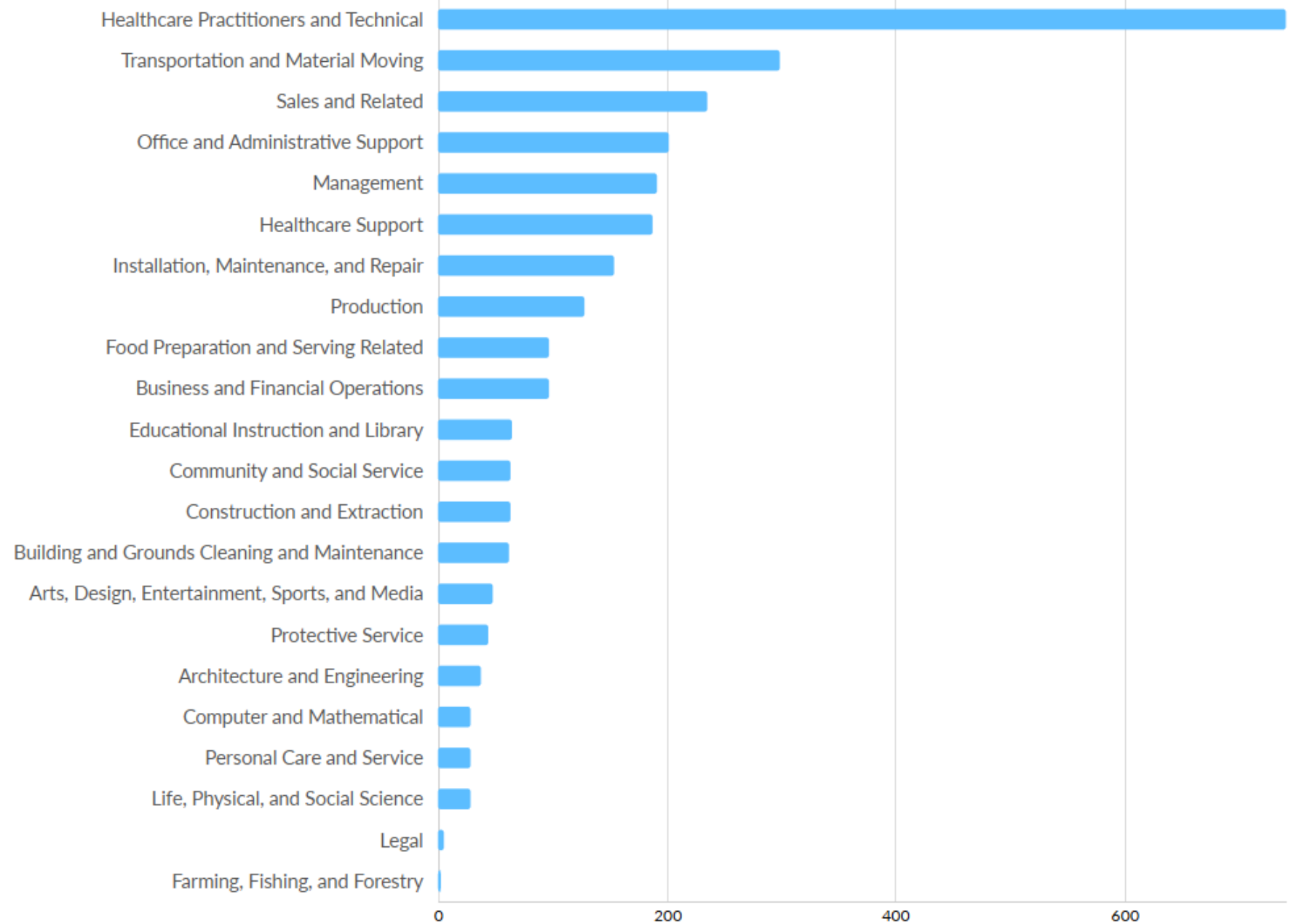






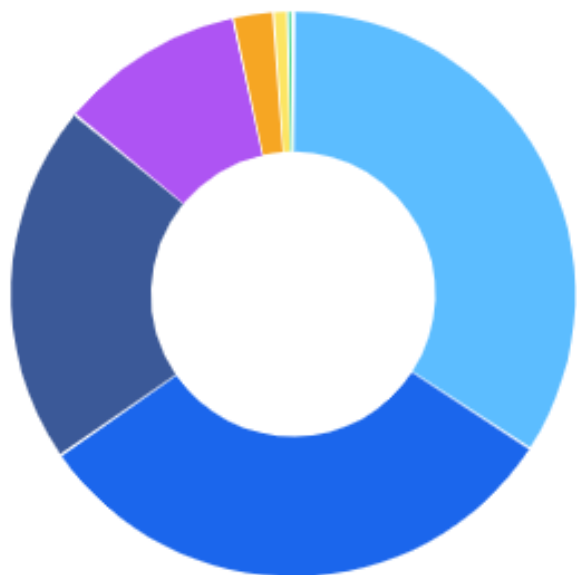
Job Postings 2025

● Unique Average Monthly Postings



Employer Overview

Top Companies Posting	Unique Postings	
Geisinger Health System	2,197	
Soliant Health	544	
Community Health Systems Prof...	497	
Commonwealth Of Pennsylvania	440	
CVS Health	263	
Sanford Health	263	
Lehigh Valley Health Network	254	
Dollar General	249	
Aerotek	221	
Geisinger Clinic	217	



	Percentage	Business Count
1 to 4 employees	34.1%	4,697
5 to 9 employees	31.2%	4,291
10 to 19 employees	20.6%	2,836
20 to 49 employees	10.6%	1,462
50 to 99 employees	2.3%	318
100 to 249 employees	0.8%	109
250 to 499 employees	0.3%	37
500+ employees	0.1%	17

Occupations

Occupation (SOC)	Total/Unique (Jan 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
 Registered Nurses	9,633 / 2,603	4 : 1 	18 days
 Heavy and Tractor-Trailer Truck Drivers	2,511 / 1,190	2 : 1 	22 days
 Home Health and Personal Care Aides	1,672 / 888	2 : 1 	26 days
 Licensed Practical and Licensed Vocational Nurses	2,893 / 880	3 : 1 	23 days
 Laborers and Freight, Stock, and Material Movers, Hand	2,323 / 860	3 : 1 	27 days
 Retail Salespersons	1,696 / 830	2 : 1 	23 days
 Radiologic Technologists and Technicians	2,091 / 698	3 : 1 	18 days
 First-Line Supervisors of Retail Sales Workers	1,405 / 664	2 : 1 	25 days
 Health Technologists and Technicians, All Other	1,990 / 609	3 : 1 	20 days
 Nursing Assistants	2,033 / 578	4 : 1 	18 days

Qualifications

Qualification	Postings with Qualification
Valid Driver's License	3,856
Registered Nurse (RN)	2,858
Basic Life Support (BLS) Certification	2,125
Licensed Practical Nurse (LPN)	1,121
Cardiopulmonary Resuscitation (CPR) Certification	781
Certified Nursing Assistant (CNA)	683
Nurse Practitioner (APRN-CNP)	621
Advanced Cardiovascular Life Support (ACLS) Certification	619
Basic Cardiac Life Support	545
American Registry Of Radiologic Technologists (ARRT) Certified	478

Skills in Demand

Top Specialized Skills

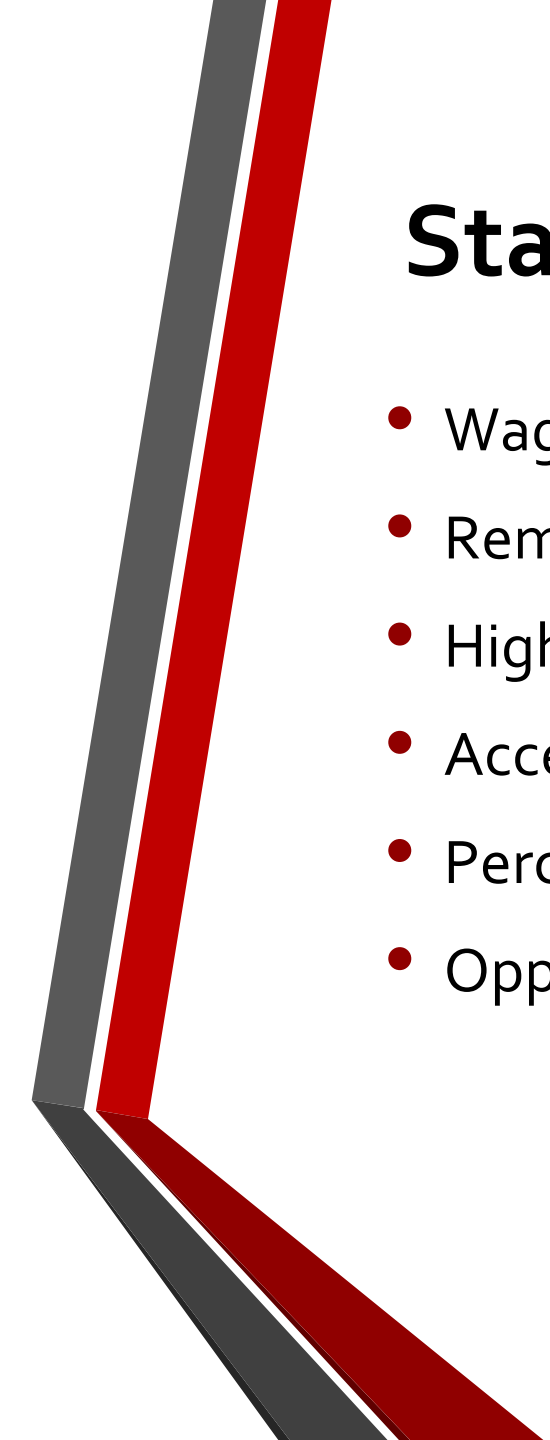
Nursing
Lifting ability
Warehousing
Merchandising
Housekeeping
Patient safety
Medical Records
Auditing
Loading and Unloading
Forklift Truck

Top Common Skills

Communication
Customer Service
Management
Operations
Sales
Leadership
Detail-oriented
Problem solving
Writing
Interpersonal communications

Top Software Skills

Microsoft Office
Microsoft Excel
Microsoft Outlook
Microsoft PowerPoint
Microsoft Word
Warehouse Management Systems
SAP Applications
R (Programming Language)
Apache Ant
Inventory Management System

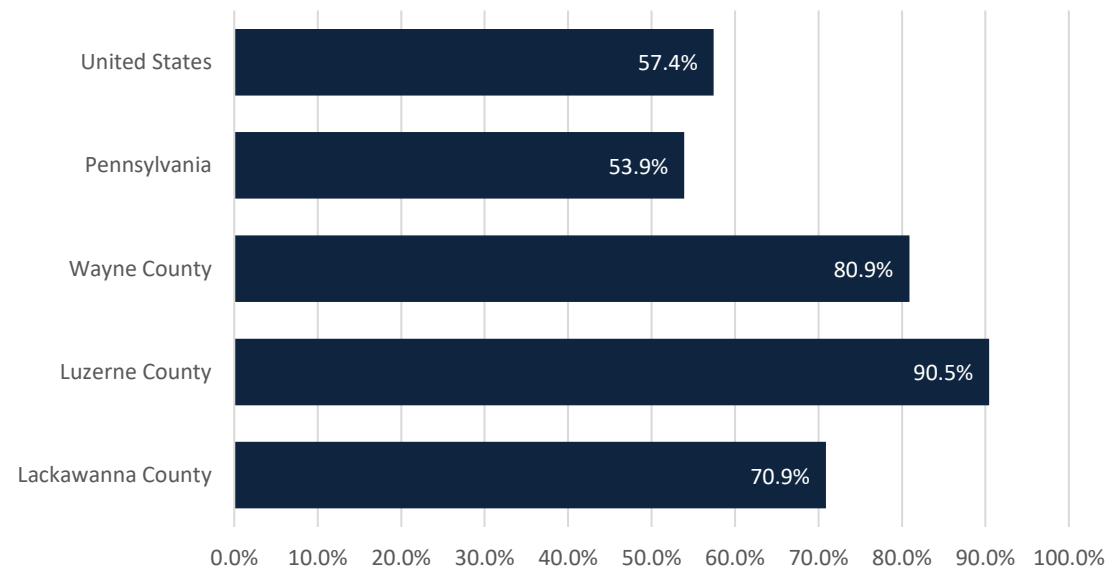


State of Current Affairs

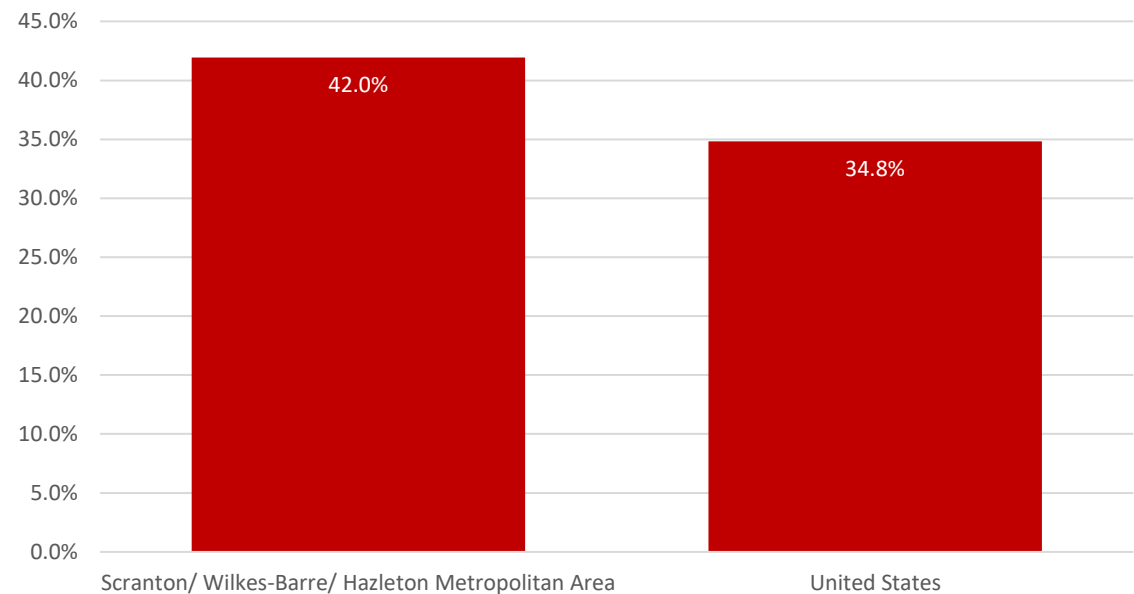
- Wages and cost of living
- Remote and hybrid work
- Higher costs of post-secondary education
- Access to workforce, education, and training information is not equitable
- Perceptions surrounding regional economic opportunity and quality of life
- Opportunities to streamline workforce development and related messaging

Housing Indicators

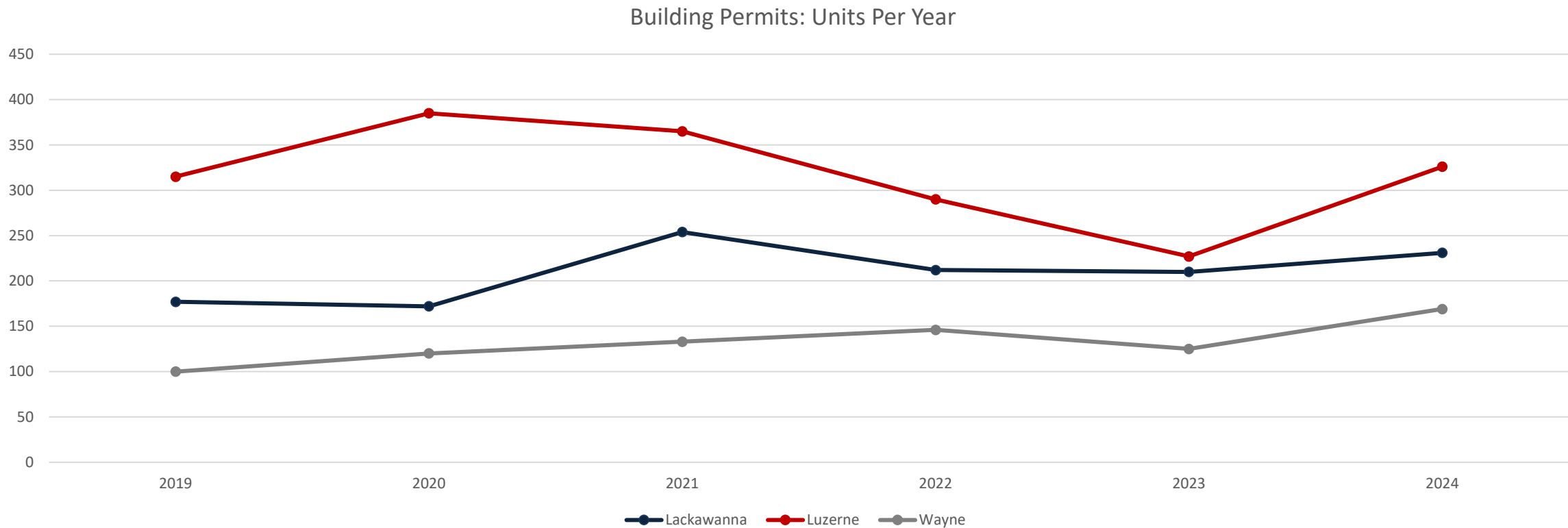
Typical Home Value, % Change: 2019 - 2024



Typical Market Rent, % Change: 2019 - 2024



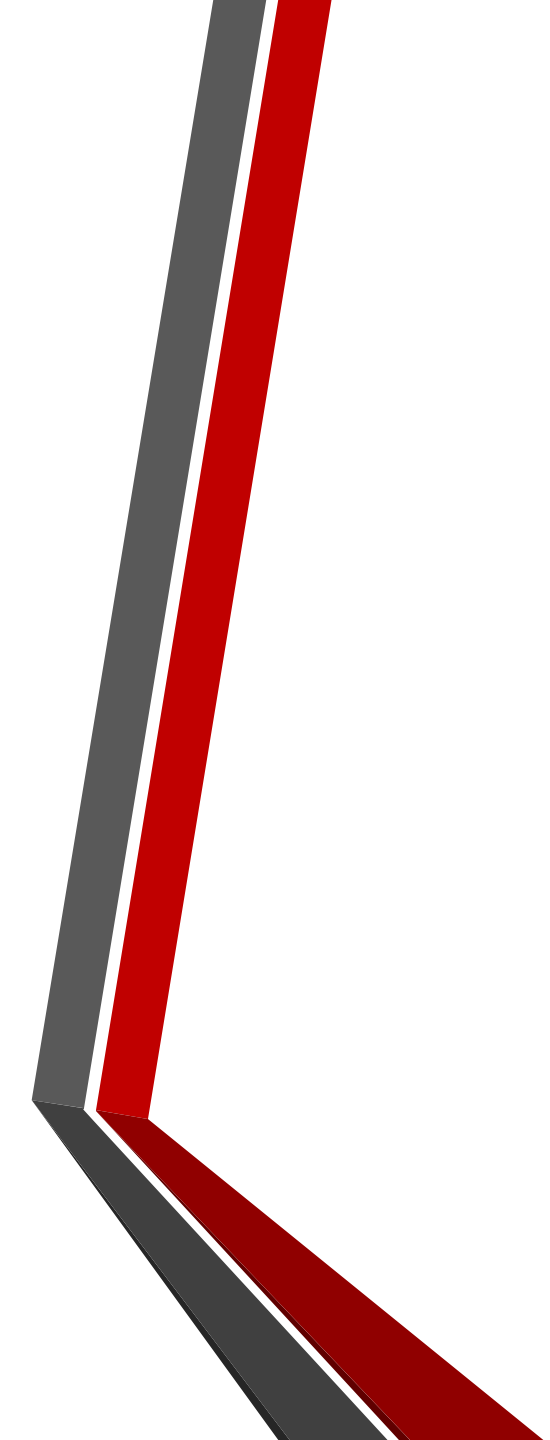
Housing Indicators



Percent of Homes Built Since 2010:

Lackawanna: 3.9%
Luzerne: 3.0%

Wayne: 4.7%
Statewide: 5.5%



Drivers of Success

- Strong academic foundations
- Instilling the foundation of lifelong learning
- Critical thinking skills
- Social and emotional maturity
- Meeting basic needs – housing/food
- Navigation/Guidance = Opportunity