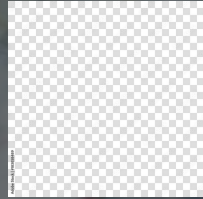




Lebanon County, PA



Pennsylvania

Contents

Report Parameters	1
Economy Overview	2
Unemployment by Demographics	4
Historic & Projected Trends	8
Population Characteristics	12
Inbound and Outbound Migration	14
Industry Characteristics	16
Business Characteristics	21
Workforce Characteristics	23
Educational Pipeline	29
In-Demand Skills	30

Report Parameters

1 County

42075 Lebanon County, PA

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen geographical area.

Economy Overview

144,724

Population (2024)

Population **grew by 3,406** over the last 5 years and is projected to **grow by 1,675** over the next 5 years.

59,380

Total Regional Employment

Jobs **grew by 1,442** over the last 5 years and are projected to **grow by 1,714** over the next 5 years.

\$72.5K

Median Household Income (2022)

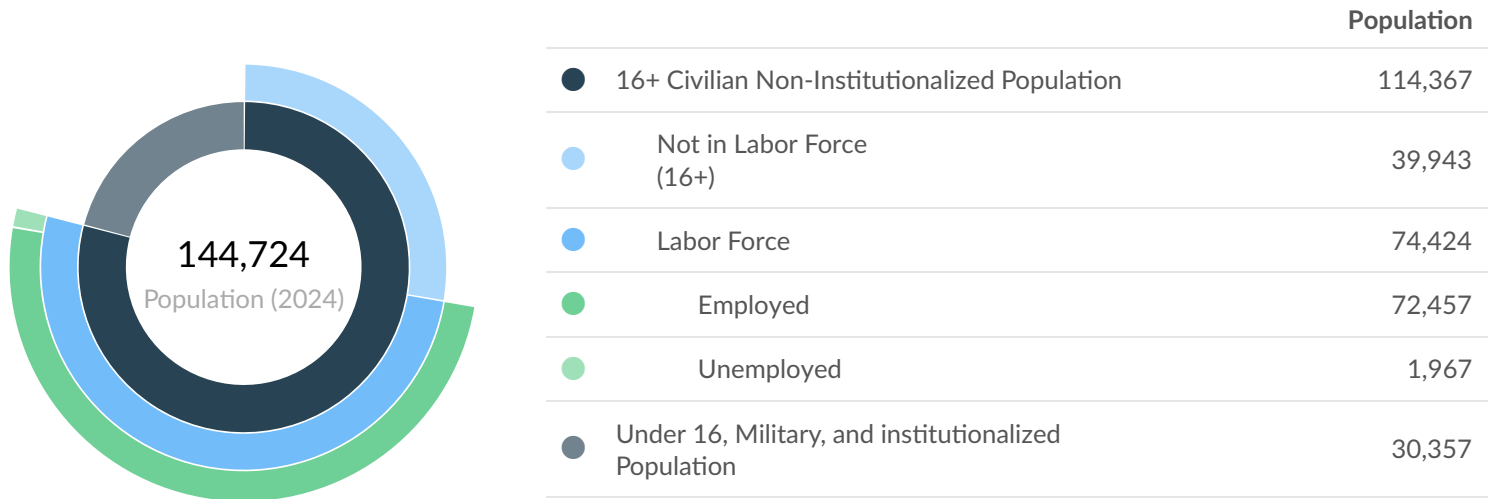
Median household income is **\$2.6K below** the national median household income of \$75.1K.

Takeaways

- As of 2024 the region's population **increased by 2.4%** since 2019, growing by 3,406. Population is expected to **increase by 1.2%** between 2024 and 2029, adding 1,675.
- From 2019 to 2024, jobs **increased by 2.5%** in Lebanon County, PA from 57,938 to **59,380**. This change **fell short of the national growth rate of 3.9%** by 1.4%. As the number of jobs increased, the **labor force participation rate increased from 64.9% to 65.1% between 2019 and 2024**.
- Concerning educational attainment, **15.2% of Lebanon County, PA residents possess a Bachelor's Degree** (6.2% below the national average), and **8.2% hold an Associate's Degree** (0.7% below the national average).
- The top three industries in 2024 are Federal Government, Civilian, Restaurants and Other Eating Places, and Warehousing and Storage.

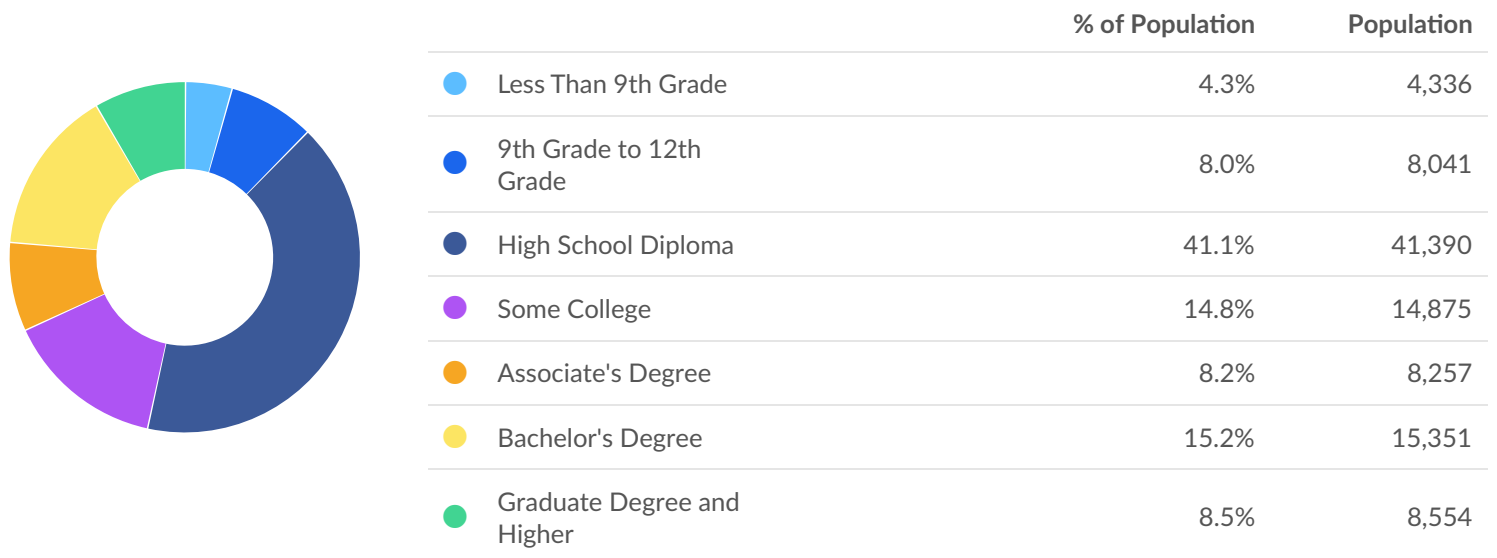
	Population (2024)	Labor Force (Dec 2024)	Jobs (2024)	Cost of Living	GRP	Imports	Exports
Region	144,724	74,424	59,380	101.6	\$7.80B	\$13.31B	\$13.73B
State	12,985,763	6,393,367	6,638,035	102.0	\$972.15B	\$793.79B	\$900.21B

Dec 2024 Labor Force Breakdown



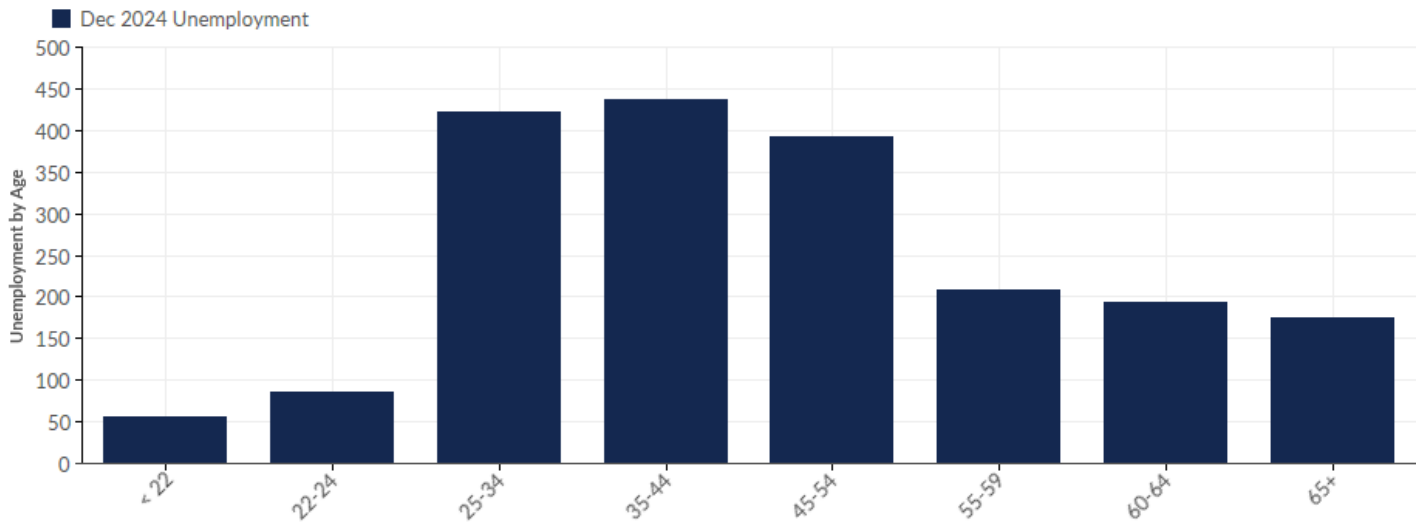
Educational Attainment

Concerning educational attainment, **15.2% of Lebanon County, PA residents possess a Bachelor's Degree** (6.2% below the national average), and **8.2% hold an Associate's Degree** (0.7% below the national average).



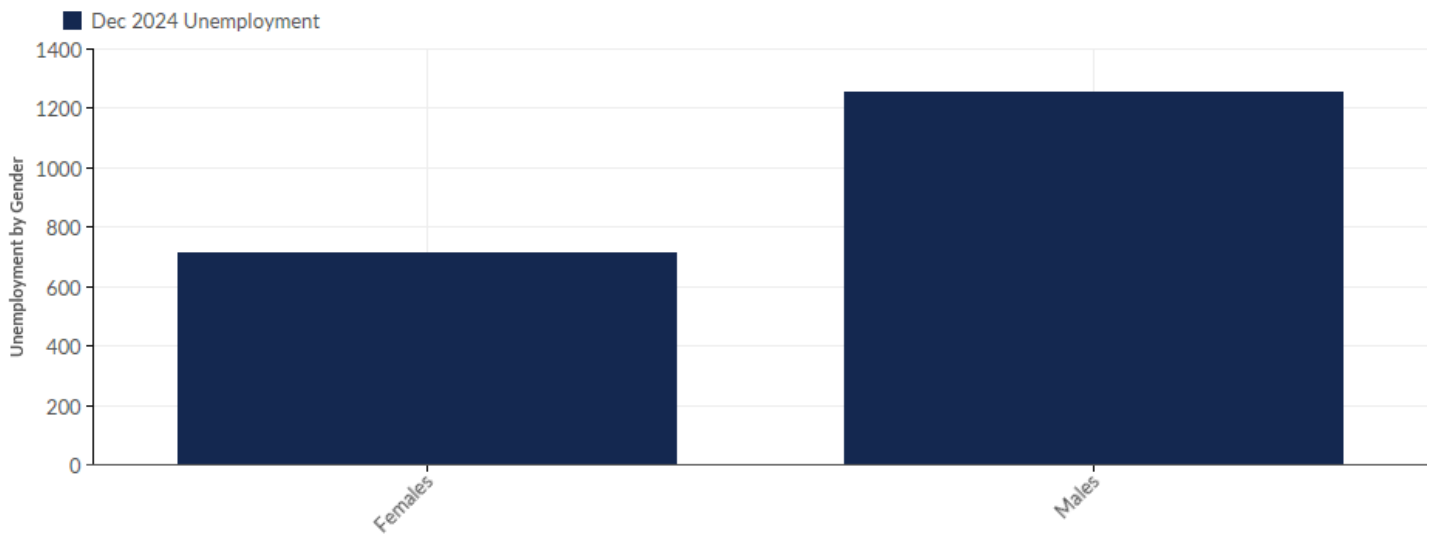
Unemployment by Demographics

Unemployment by Age



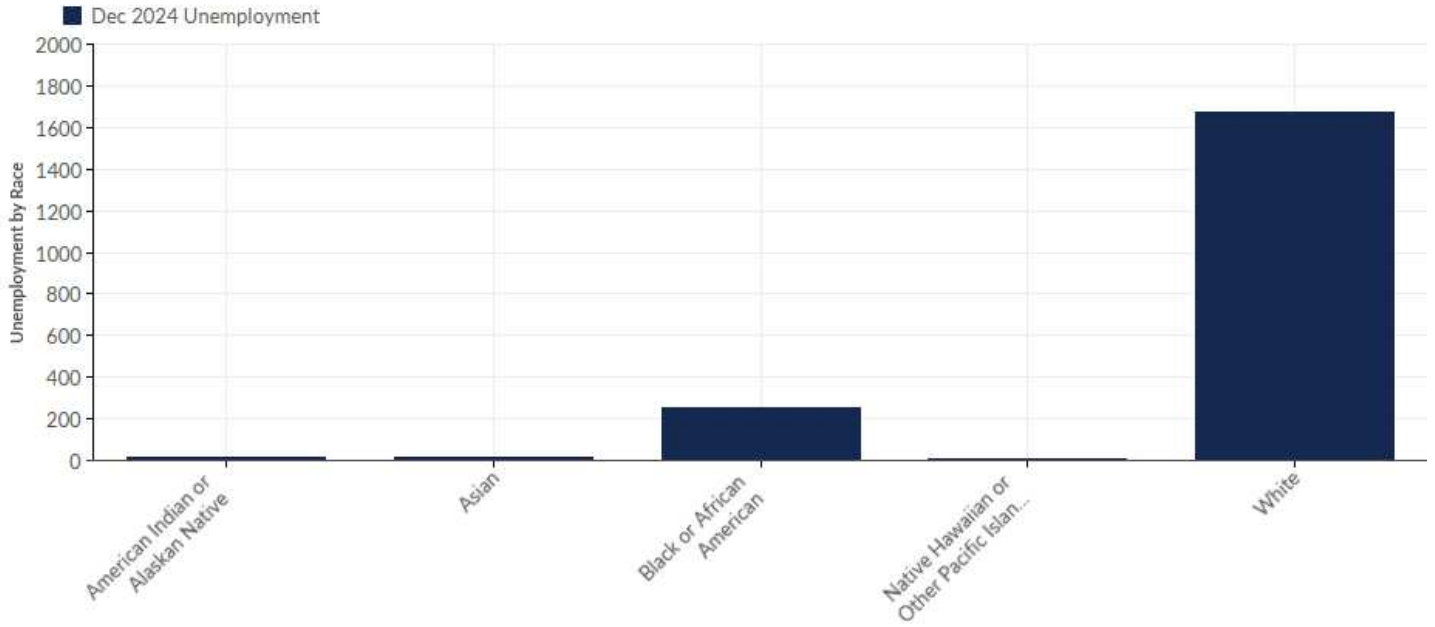
Age	Unemployment (Dec 2024)	% of Unemployed
< 22	56	2.85%
22-24	85	4.32%
25-34	422	21.45%
35-44	437	22.22%
45-54	392	19.93%
55-59	208	10.57%
60-64	193	9.81%
65+	174	8.85%
Total	1,967	100.00%

Unemployment by Gender



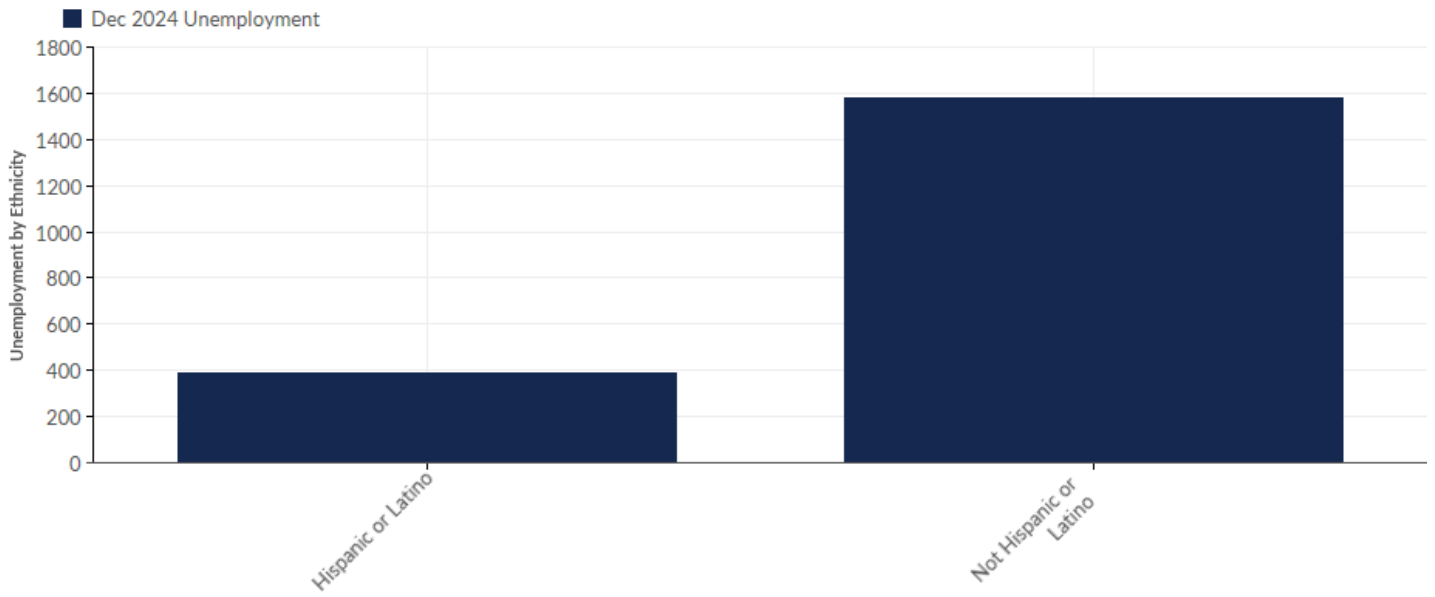
Gender	Unemployment (Dec 2024)	% of Unemployed
Females	711	36.15%
Males	1,256	63.85%
Total	1,967	100.00%

Unemployment by Race



Race	Unemployment (Dec 2024)	% of Unemployed
American Indian or Alaskan Native	12	0.61%
Asian	19	0.97%
Black or African American	255	12.96%
Native Hawaiian or Other Pacific Islander	6	0.31%
White	1,675	85.16%
Total	1,967	100.00%

Unemployment by Ethnicity

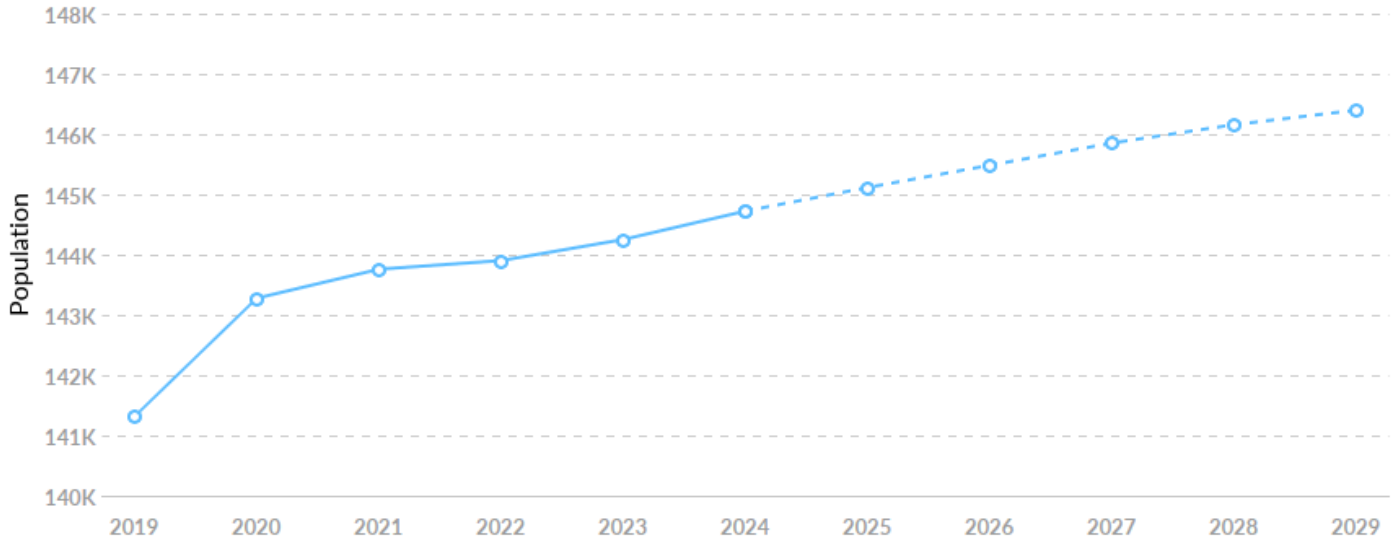


Ethnicity	Unemployment (Dec 2024)	% of Unemployed
Hispanic or Latino	391	19.88%
Not Hispanic or Latino	1,576	80.12%
Total	1,967	100.00%

Historic & Projected Trends

Population Trends

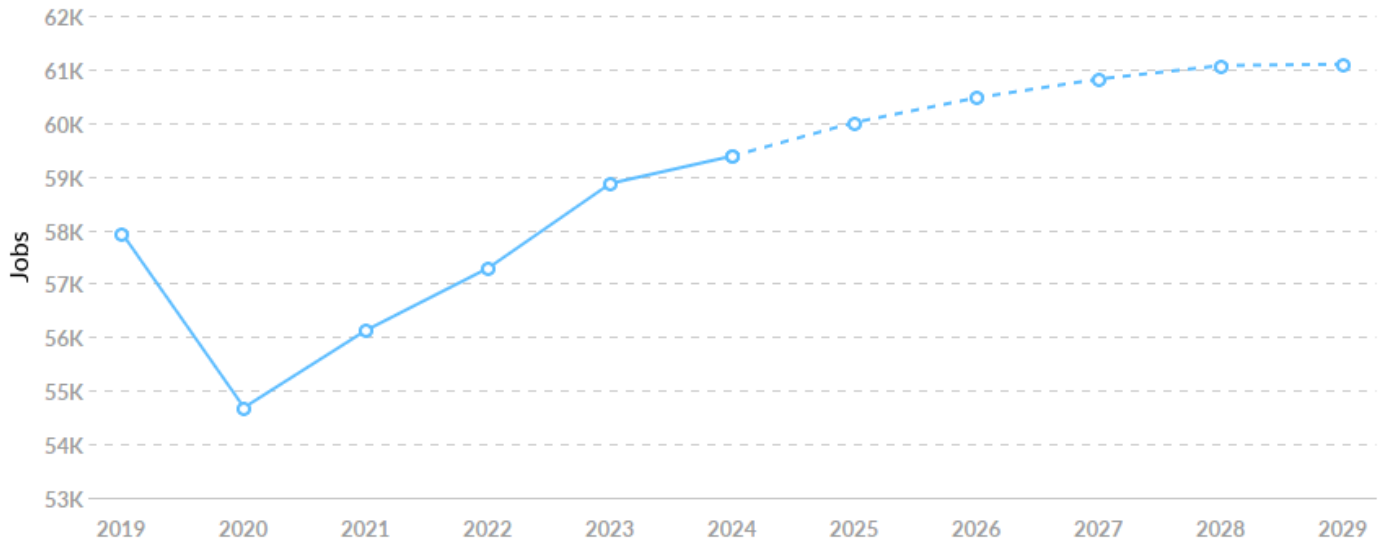
As of 2024 the region's population **increased by 2.4%** since 2019, growing by 3,406. Population is expected to **increase by 1.2%** between 2024 and 2029, adding 1,675.



Timeframe	Population
2019	141,318
2020	143,278
2021	143,759
2022	143,902
2023	144,252
2024	144,724
2025	145,115
2026	145,484
2027	145,853
2028	146,158
2029	146,399

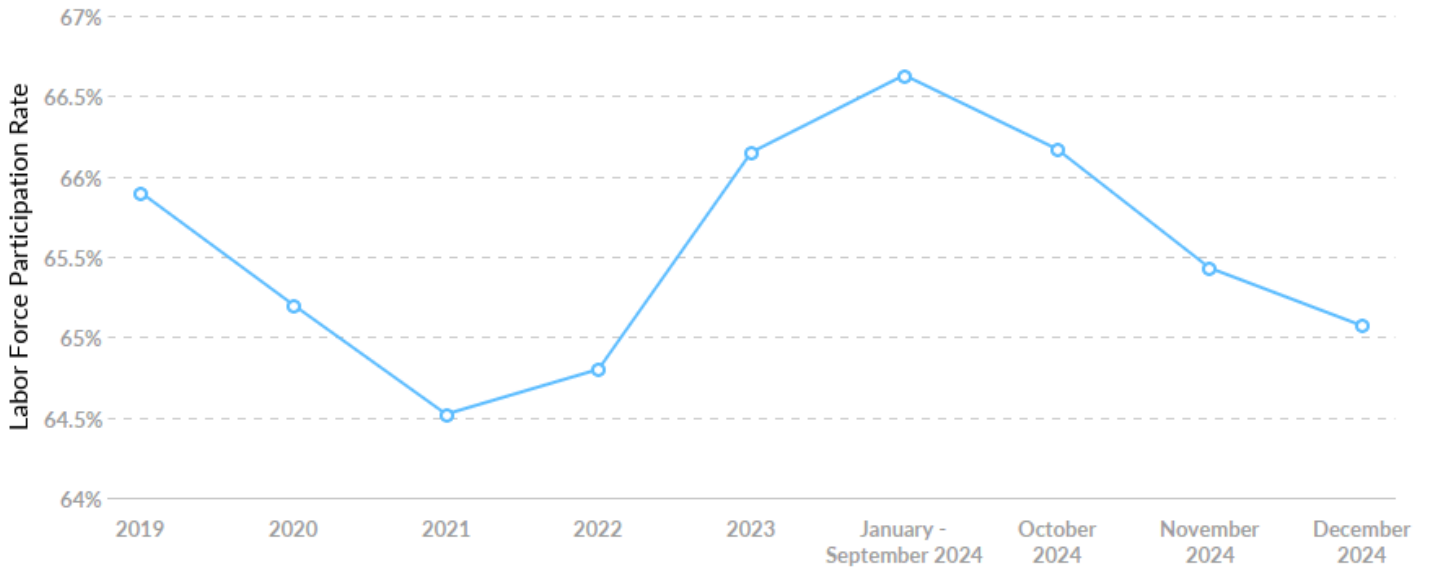
Job Trends

From 2019 to 2024, jobs increased by 2.5% in Lebanon County, PA from 57,938 to 59,380. This change fell short of the national growth rate of 3.9% by 1.4%.



Timeframe	Jobs
2019	57,938
2020	54,682
2021	56,126
2022	57,288
2023	58,867
2024	59,380
2025	60,008
2026	60,468
2027	60,817
2028	61,069
2029	61,094

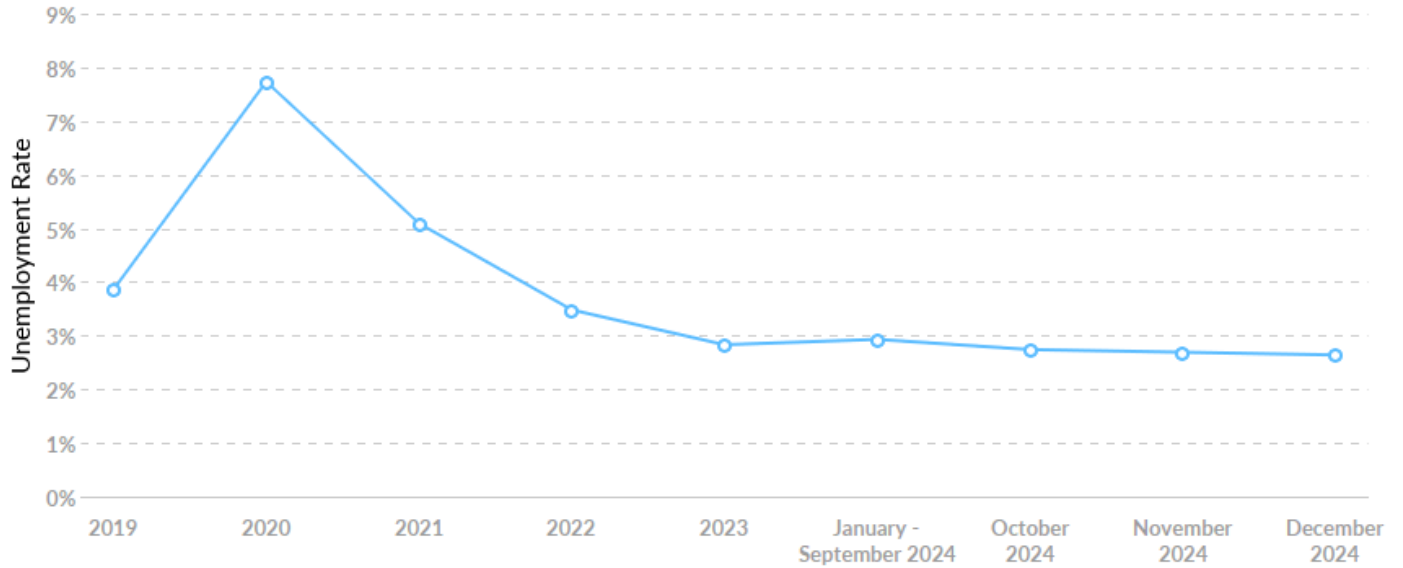
Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2019	65.90%
2020	65.20%
2021	64.52%
2022	64.80%
2023	66.15%
January - September 2024	66.63%
October 2024	66.17%
November 2024	65.43%
December 2024	65.07%

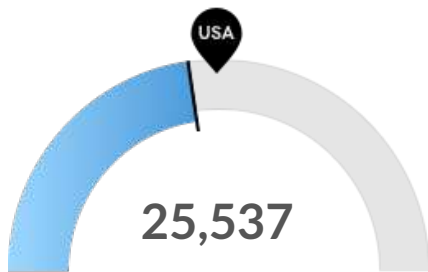
Unemployment Rate Trends

Lebanon County, PA had a December 2024 unemployment rate of 2.64%, **decreasing from 3.86%** 5 years before.



Timeframe	Unemployment Rate
2019	3.86%
2020	7.73%
2021	5.09%
2022	3.48%
2023	2.83%
January - September 2024	2.93%
October 2024	2.74%
November 2024	2.69%
December 2024	2.64%

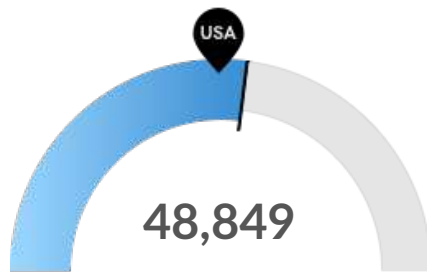
Population Characteristics



25,537

Millennials

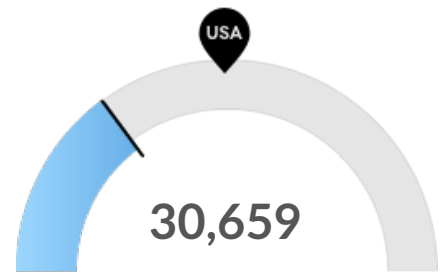
Lebanon County, PA has 25,537 millennials (ages 25-39). The national average for an area this size is 29,310.



48,849

Retiring Soon

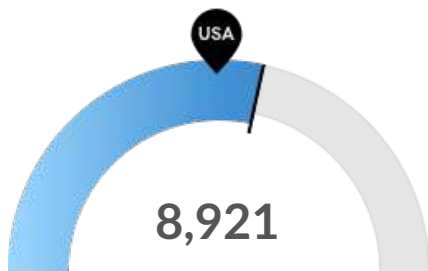
Retirement risk is high in Lebanon County, PA. The national average for an area this size is 43,546 people 55 or older, while there are 48,849 here.



30,659

Racial Diversity

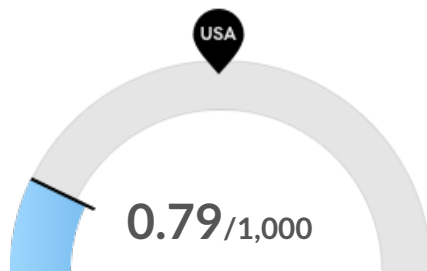
Racial diversity is low in Lebanon County, PA. The national average for an area this size is 60,077 racially diverse people, while there are 30,659 here.



8,921

Veterans

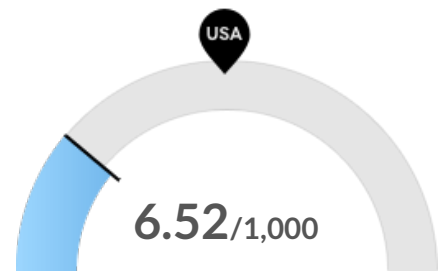
Lebanon County, PA has 8,921 veterans. The national average for an area this size is 7,357.



0.79/1,000

Violent Crime

Lebanon County, PA has 0.79 violent crimes per 1,000 people. The national rate is 3.54 per 1,000 people.



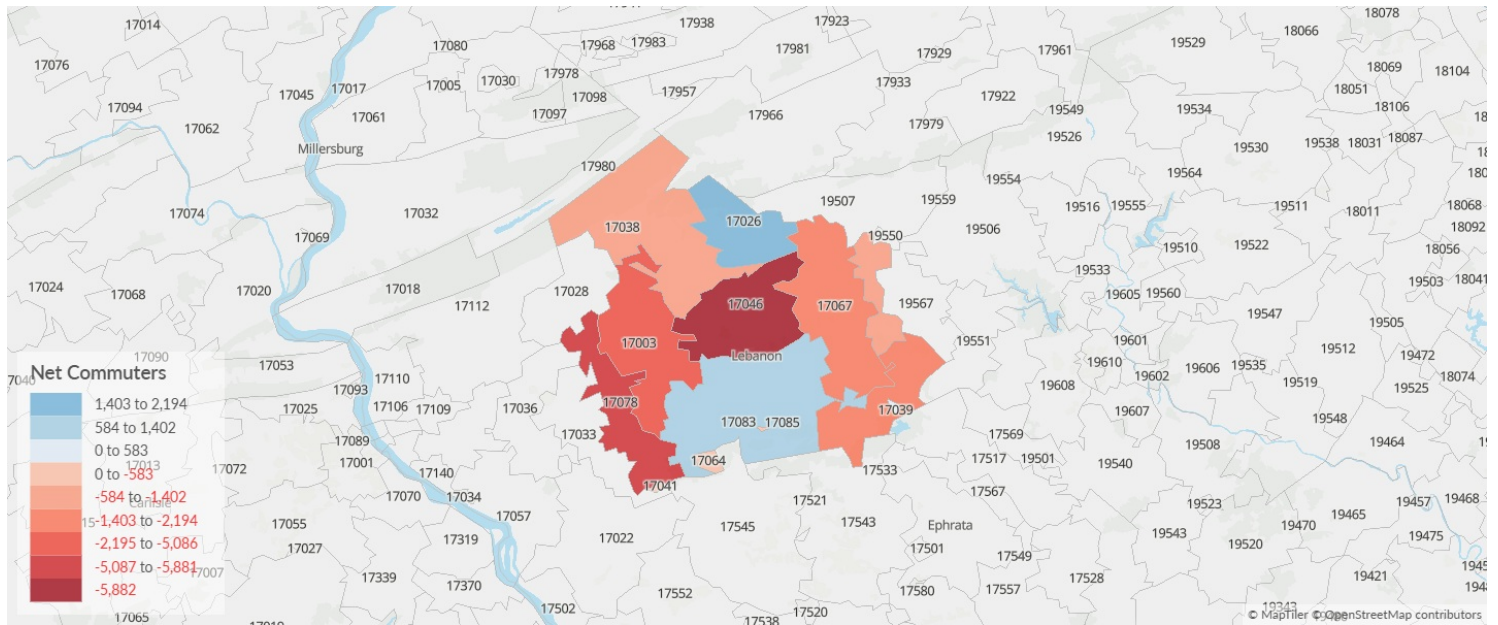
6.52/1,000

Property Crime

Lebanon County, PA has 6.52 property crimes per 1,000 people. The national rate is 18.02 per 1,000 people.

Place of Work vs Place of Residence

Understanding where talent in Lebanon County, PA currently works compared to where talent lives can help you optimize site decisions.



Where Talent Works

Where Talent Lives

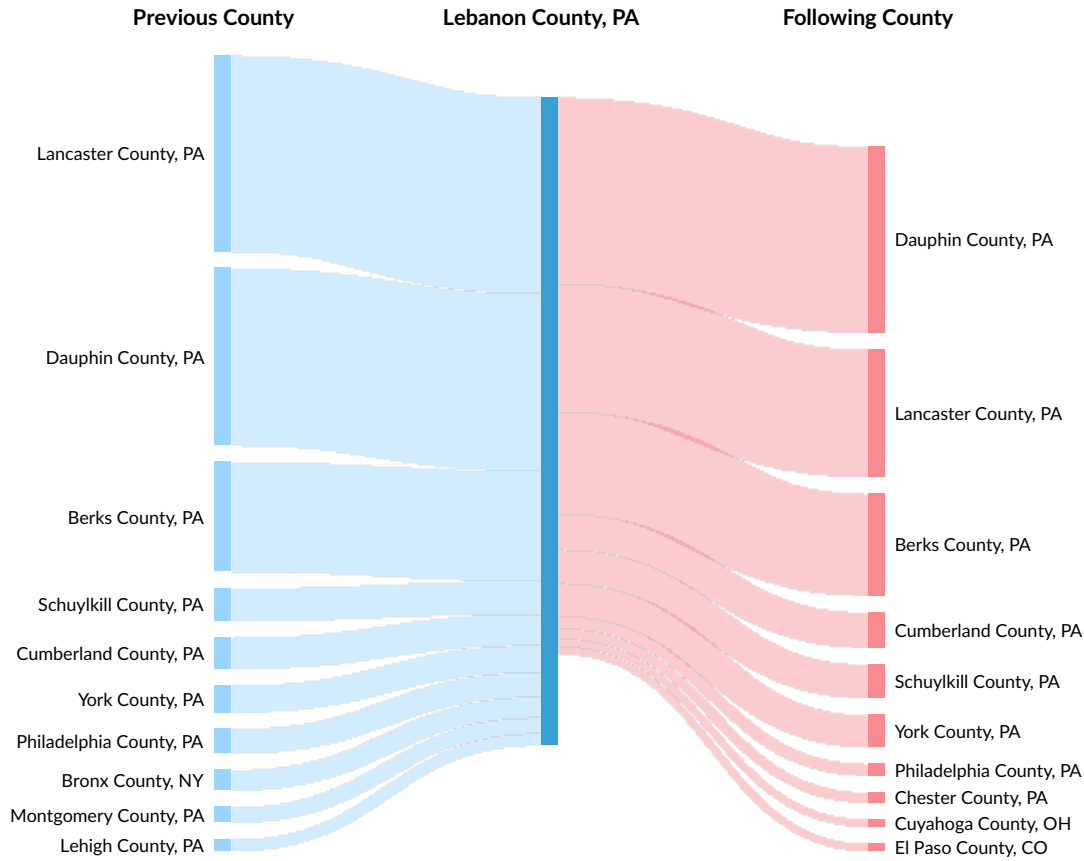
ZIP	Name	2024 Employment
17042	Lebanon, PA (in Lebano...	20,871
17046	Lebanon, PA (in Lebano...	8,947
17078	Palmyra, PA (in Lebanon...	7,824
17067	Myerstown, PA (in Leba...	6,740
17003	Annville, PA (in Lebanon...	4,081

ZIP	Name	2024 Workers
17042	Lebanon, PA (in Lebano...	20,286
17046	Lebanon, PA (in Lebano...	14,829
17078	Palmyra, PA (in Lebanon...	12,912
17067	Myerstown, PA (in Leba...	8,143
17003	Annville, PA (in Lebanon...	6,276

Inbound and Outbound Migration

The table below analyzes past and current residents of Lebanon County, PA. The left column shows residents of other counties migrating to Lebanon County, PA. The right column shows residents migrating from Lebanon County, PA to other counties.

As of 2022, 880 people have migrated from Lancaster County, PA to Lebanon County, PA. In the same year, 836 people left Lebanon County, PA migrating to Dauphin County, PA. The total Net Migration for Lebanon County, PA in 2022 was 396.

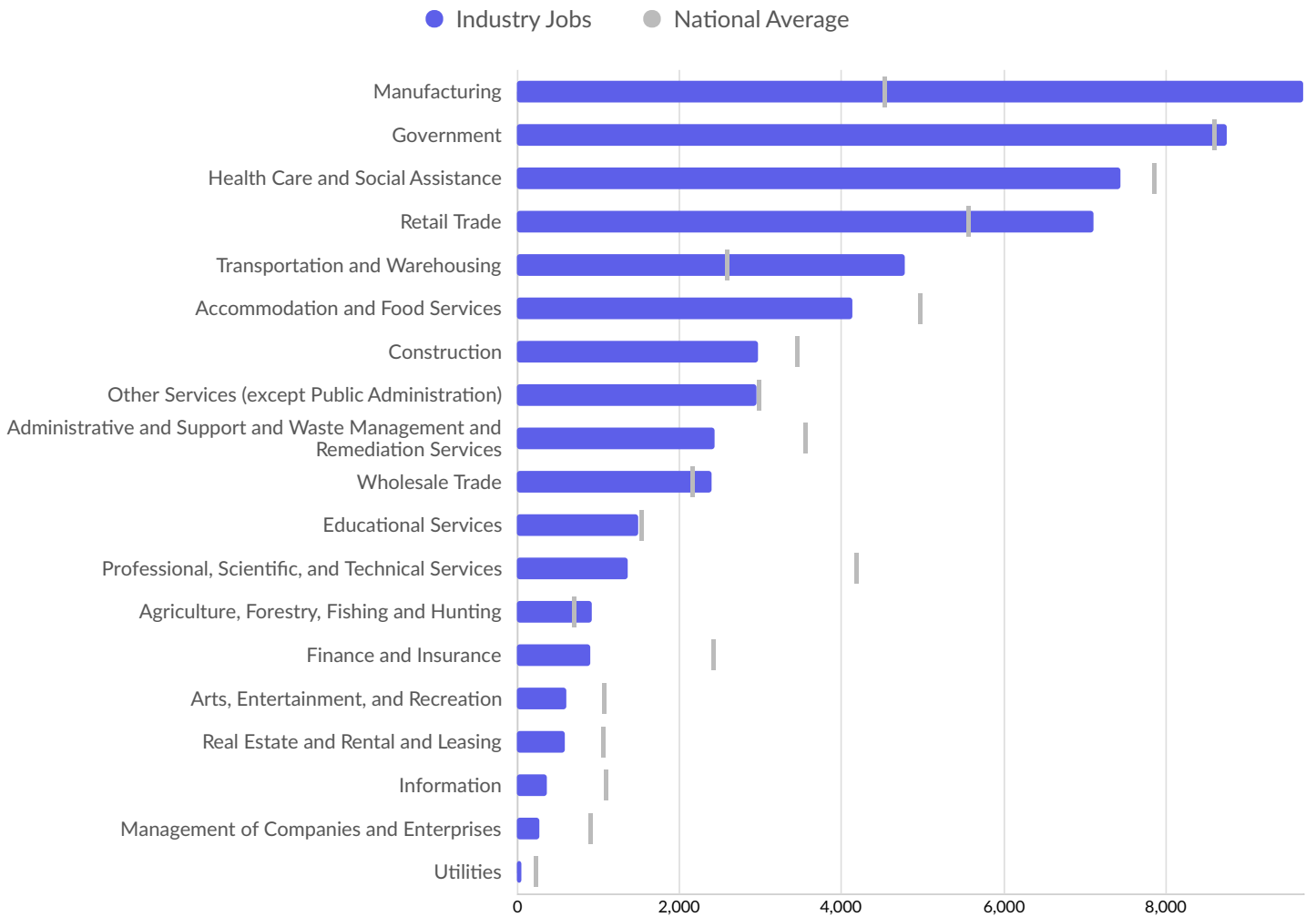


Top Previous Counties	Migrations
Lancaster County, PA	880
Dauphin County, PA	794
Berks County, PA	492
Schuylkill County, PA	147
Cumberland County, PA	141
York County, PA	122

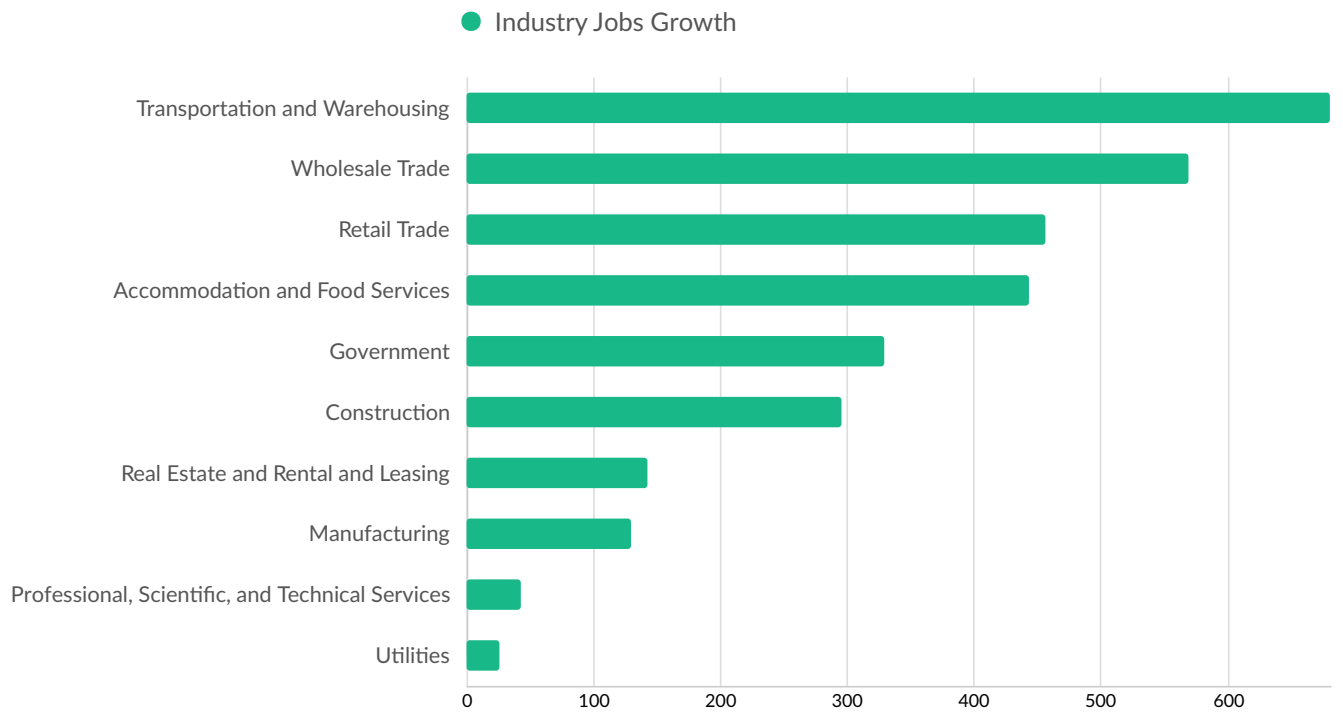
Top Previous Counties	Migrations
Philadelphia County, PA	110
Bronx County, NY	92
Montgomery County, PA	71
Lehigh County, PA	54
Queens County, NY	52
Chester County, PA	48
New York County, NY	45
Kings County, NY	37
Essex County, NJ	35
Top Following Counties	Migrations
Dauphin County, PA	836
Lancaster County, PA	573
Berks County, PA	458
Cumberland County, PA	160
Schuylkill County, PA	152
York County, PA	145
Philadelphia County, PA	55
Chester County, PA	46
Cuyahoga County, OH	35
El Paso County, CO	35
Guadalupe County, TX	35
Union County, NJ	35
Prince William County, VA	35
Harris County, TX	35
Kings County, NY	35

Industry Characteristics

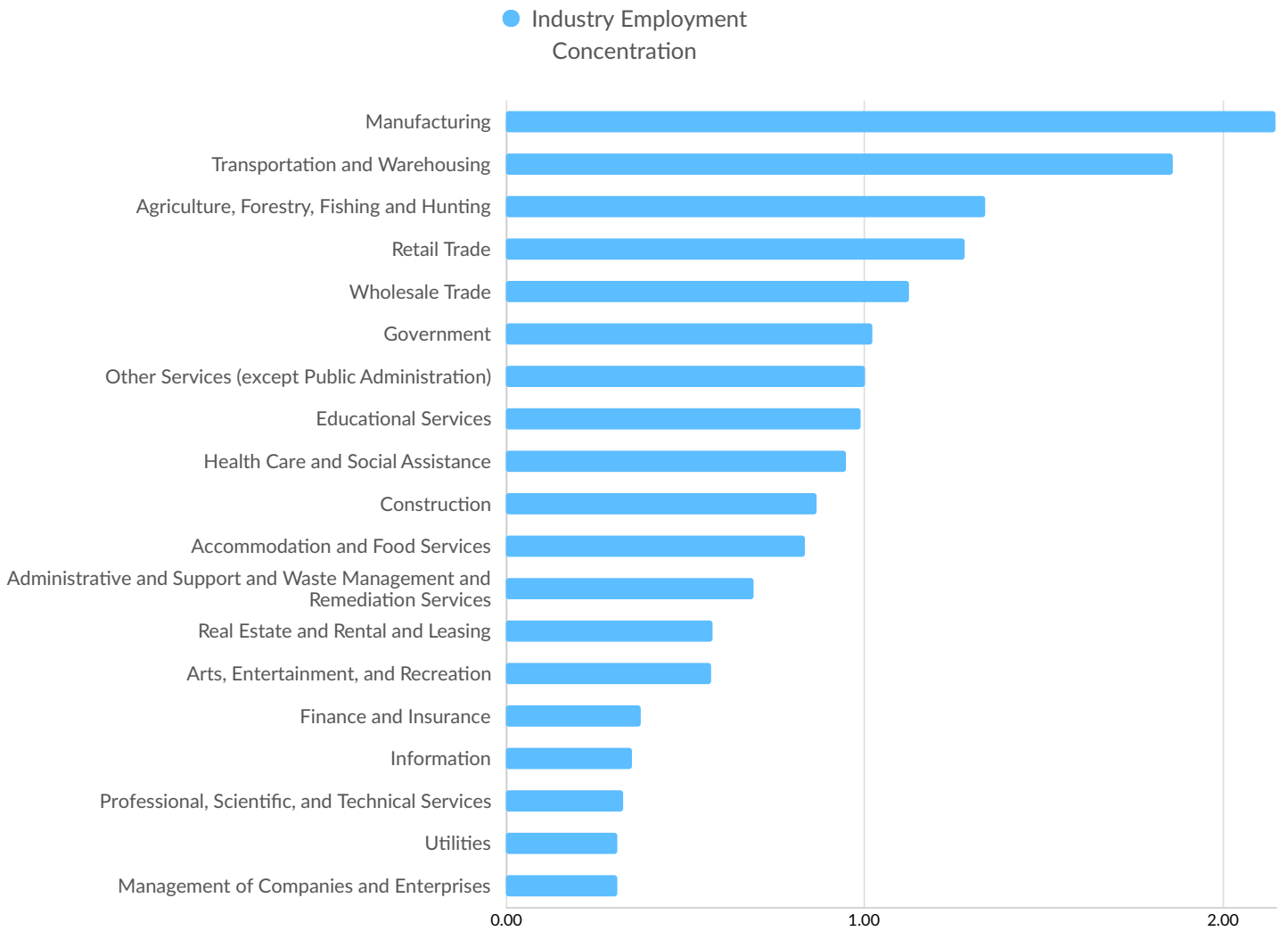
Largest Industries



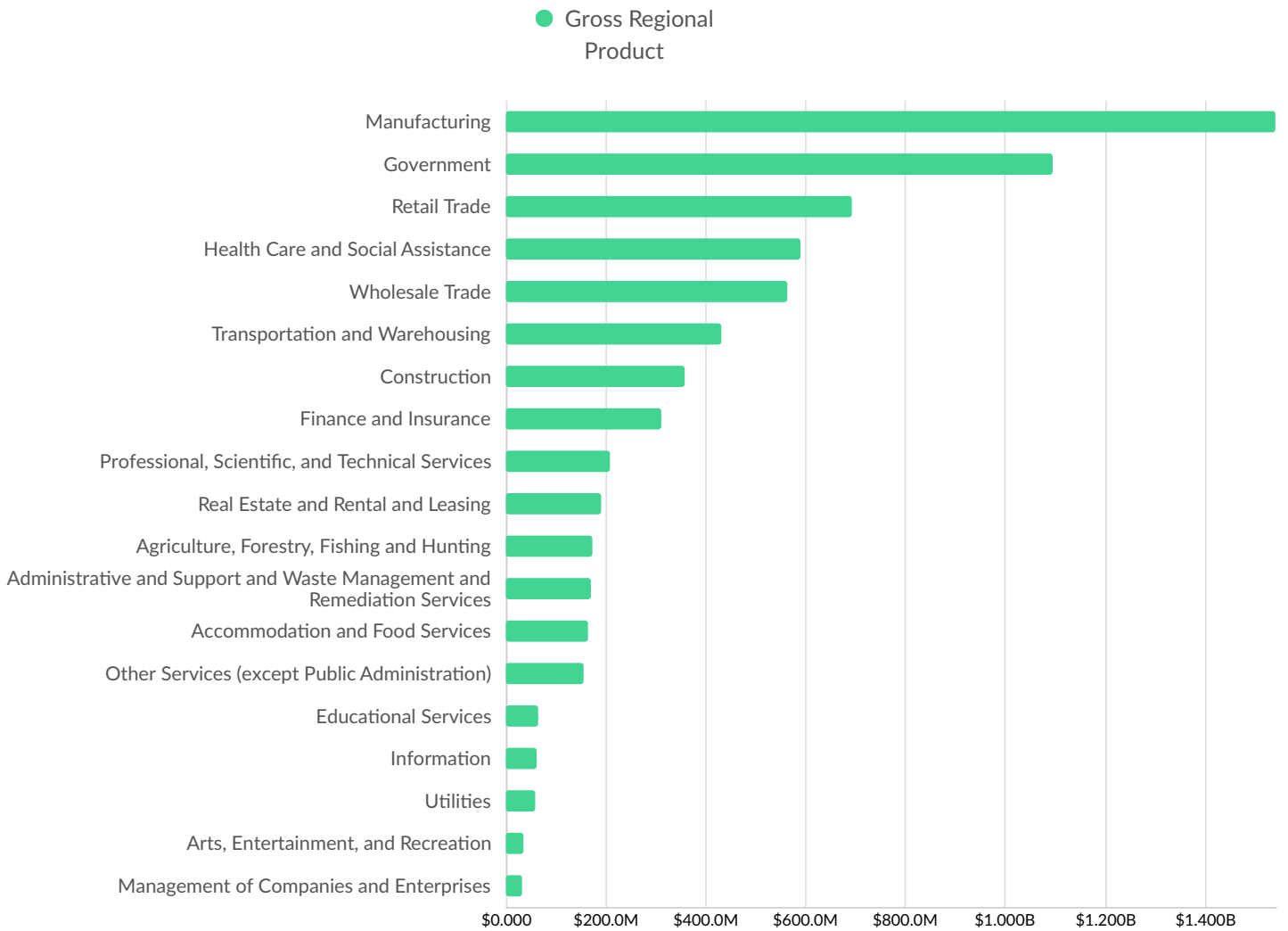
Top Growing Industries



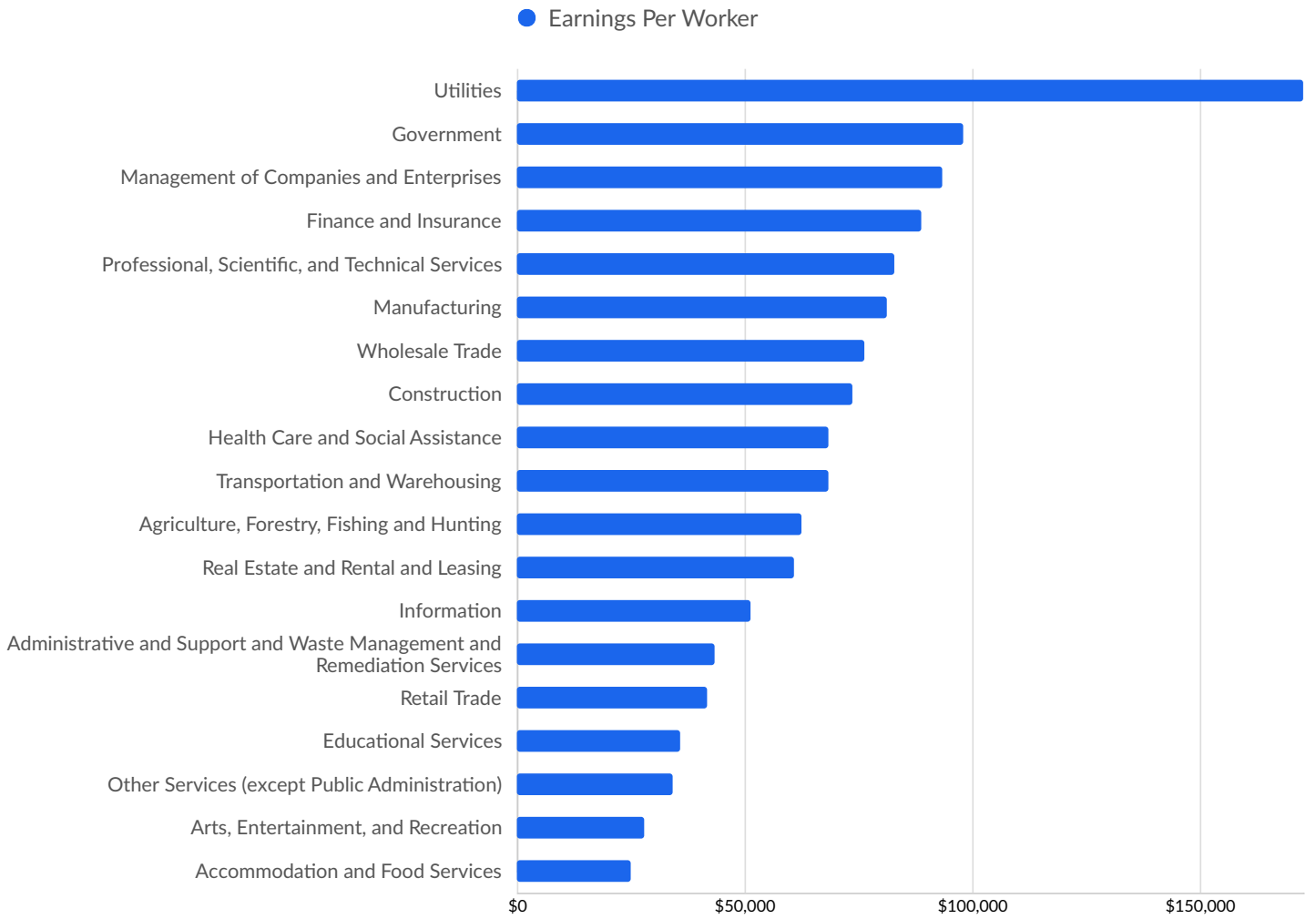
Top Industry Employment Concentration



Top Industry GRP























Top Industry Earnings



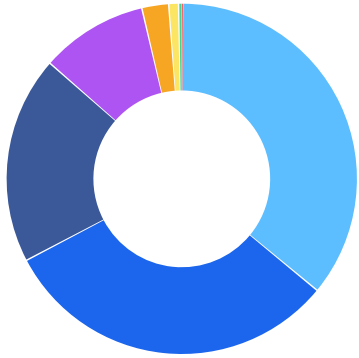
Business Characteristics

10,908 Companies Employ Your Workers

Online profiles for your workers mention 10,908 companies as employers, with the top 10 appearing below. In the last 12 months, 1,339 companies in Lebanon County, PA posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
Pennsylvania State University	857 	Wellspan Health	661 
The Hershey Company	500 	Bell And Evans	296 
Wellspan Health	481 	Commonwealth Of Pennsylvania	273 
United States Department of Ve...	382 	United States Department of Ve...	158 
Hershey Entertainment & Resorts	235 	Walmart	143 
Lebanon Valley College	195 	Mastronardi Produce Ltd.	142 
United States Army	183 	Jooble	127 
Bayer	172 	MSC Industrial Direct	103 
Lebanon School District	143 	HCA Healthcare	96 
TE Connectivity	131 	Eli Lilly	93 

Business Size

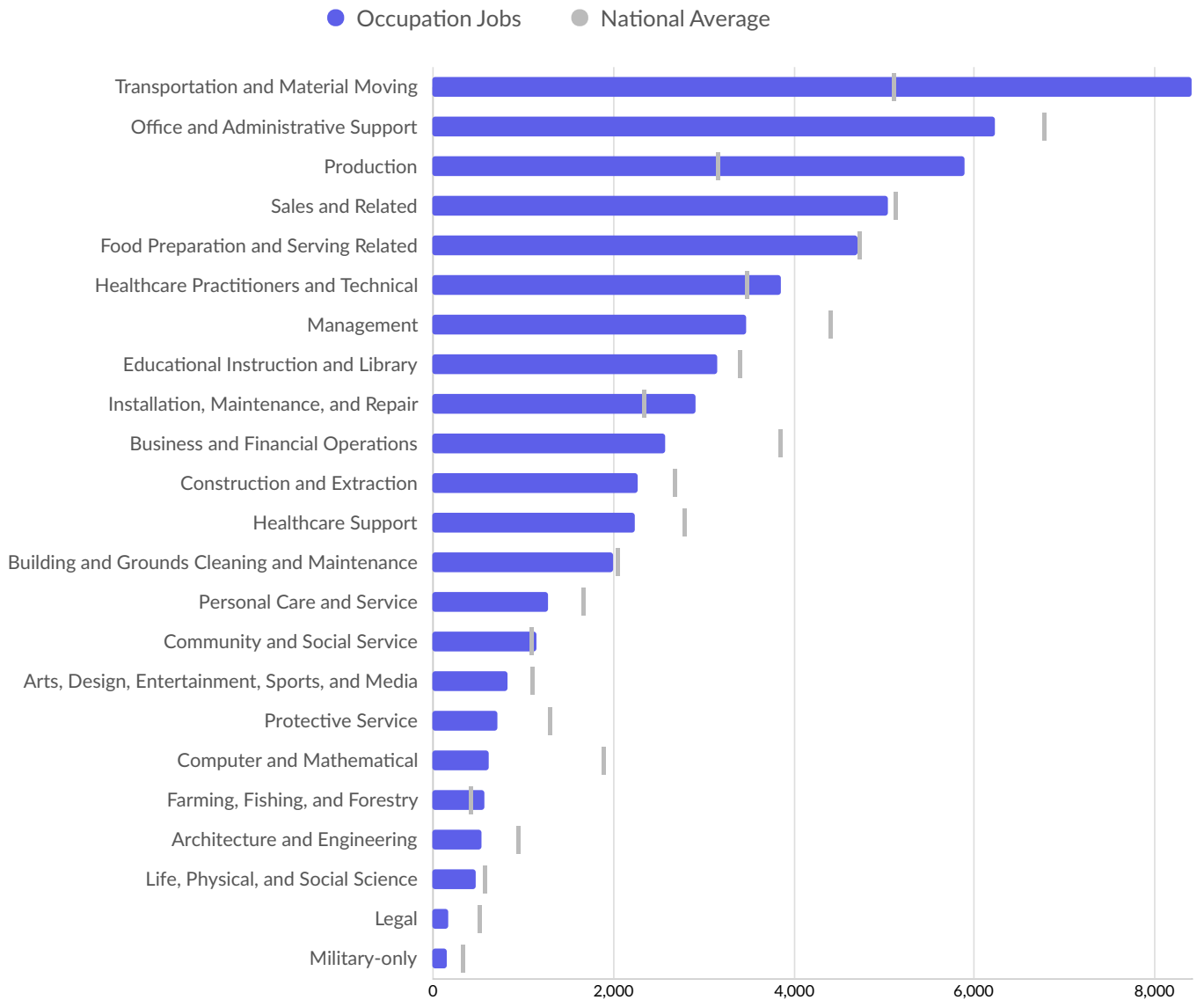


	Percentage	Business Count
● 1 to 4 employees	35.9%	1,875
● 5 to 9 employees	31.3%	1,637
● 10 to 19 employees	19.1%	1,000
● 20 to 49 employees	9.9%	516
● 50 to 99 employees	2.5%	129
● 100 to 249 employees	0.9%	47
● 250 to 499 employees	0.3%	17
● 500+ employees	0.0%	2

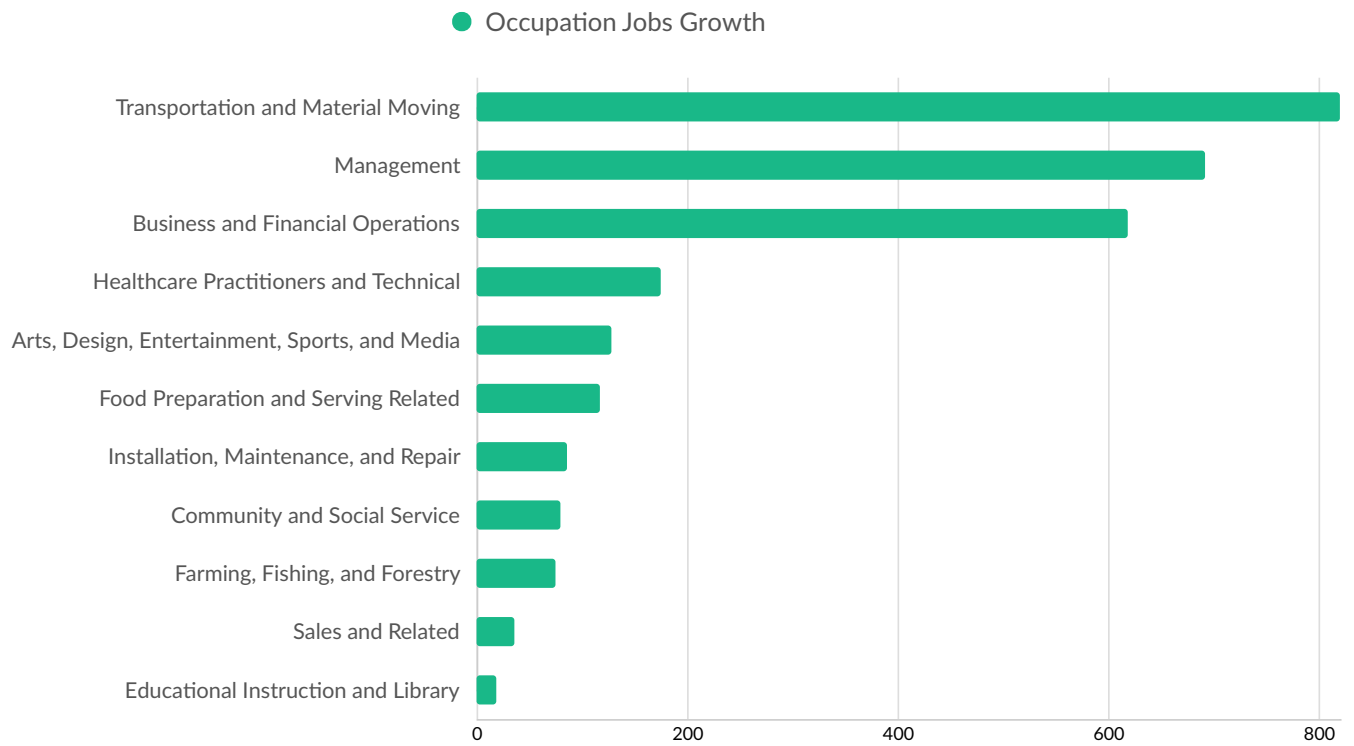
**Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on the summary tab.*

Workforce Characteristics

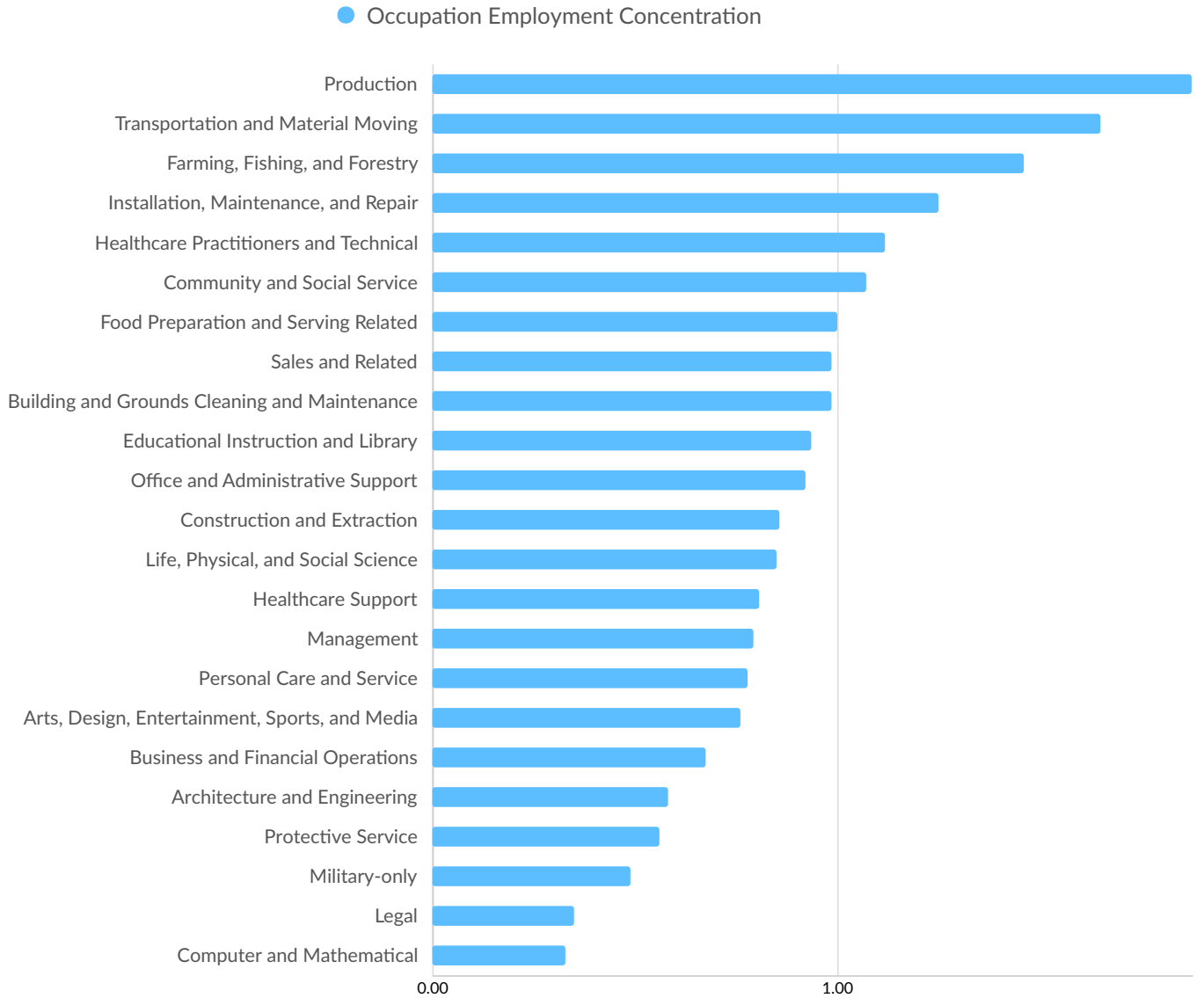
Largest Occupations



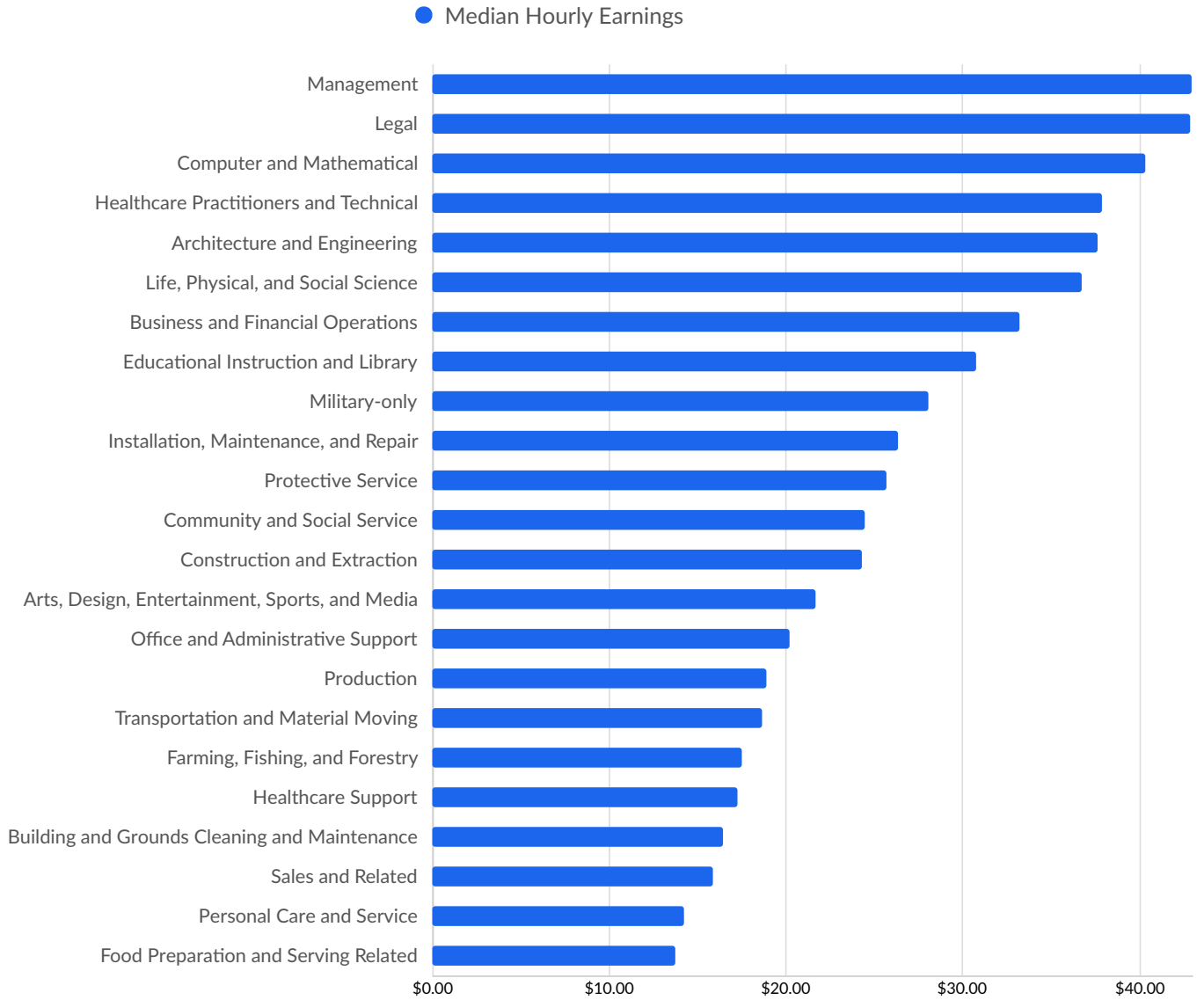
Top Growing Occupations



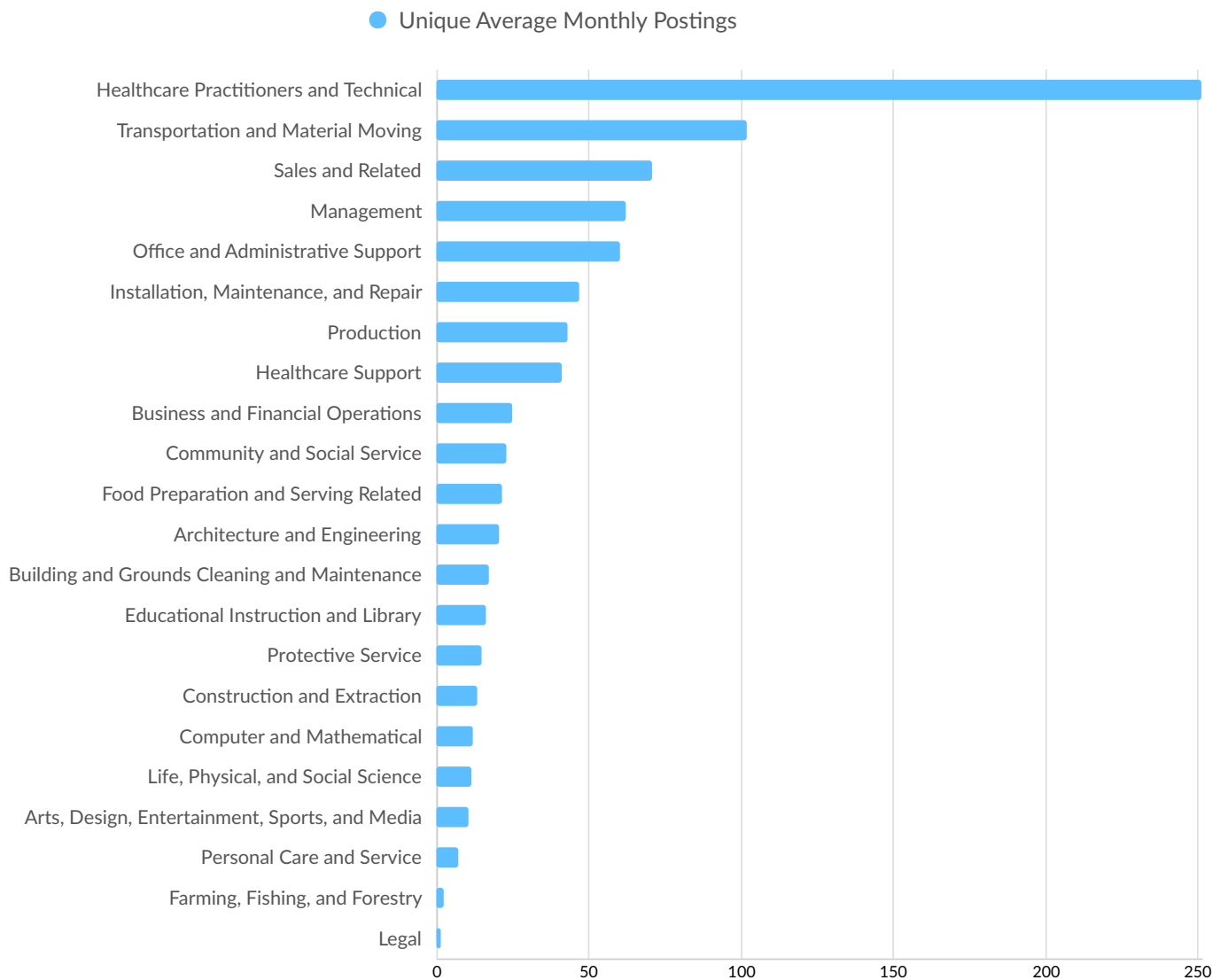
Top Occupation Employment Concentration



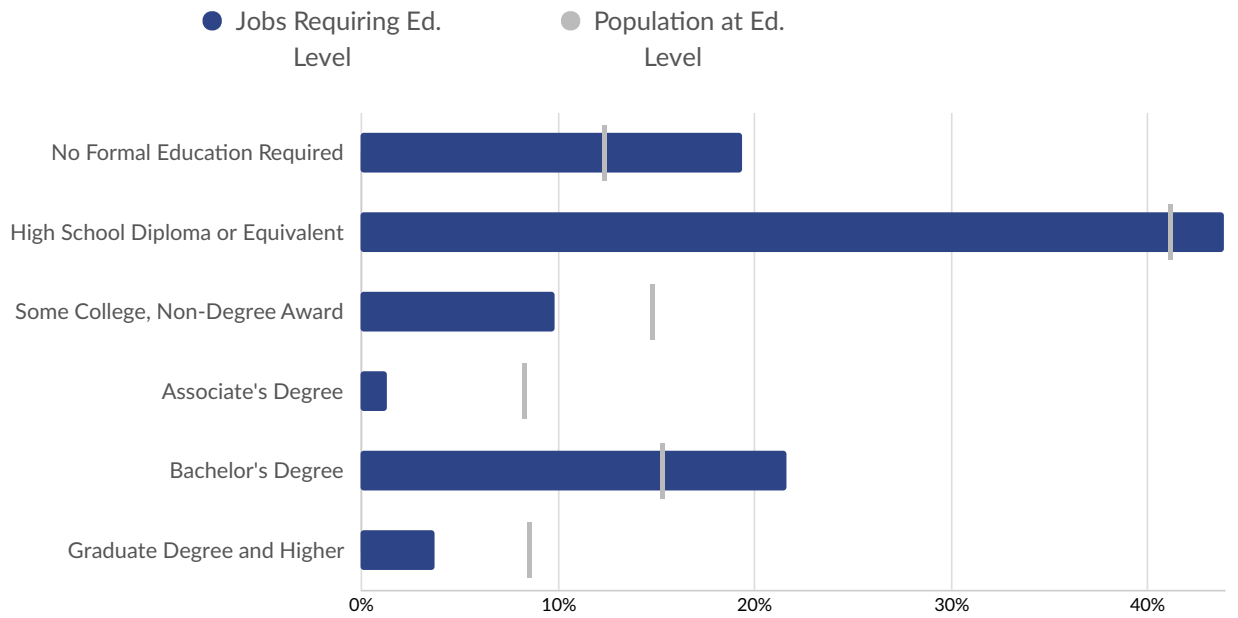
Top Occupation Earnings



Top Posted Occupations



Underemployment



Educational Pipeline

In 2023, there were 675 graduates in Lebanon County, PA. This pipeline has grown by 4% over the last 5 years. The highest share of these graduates come from "Exercise Science and Kinesiology" (Bachelor's), "Licensed Practical/Vocational Nurse Training" (Certificate), and "Physical Therapy/Therapist" (Master's or Higher).

School	Total Graduates (2023)	Graduate Trend (2019 - 2023)
Lebanon Valley College	608	
Lebanon County Area Vocational Technical School	31	
Empire Beauty School-Lebanon	23	
Champ's Barber School-Lebanon	13	
Evangelical Theological Seminary (not current)	0	

- Certificate
- Associate's
- Bachelor's
- Master's or Higher

In-Demand Skills

