

Lebanon County, PA

SCPa Works

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SOUTH CENTRAL WORKFORCE DEVELOPMENT BOARD

Pennsylvania

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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

146,380

Population (2025)

Population **grew by 3,108** over the last 5 years and is projected to **grow by 822** over the next 5 years.

60,131

Total Regional Employment

Jobs **grew by 5,461** over the last 5 years and are projected to **grow by 2,210** over the next 5 years.

$78.4K

Median Household Income (2024)

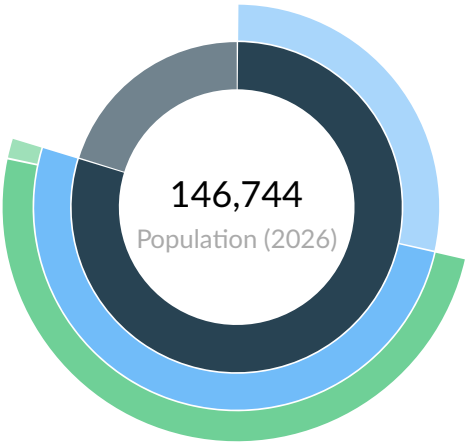
Median household income is **$2.3K below** the national median household income of $80.7K.

Takeaways

- As of 2025 the region's population **increased by 2.2%** since 2020, growing by 3,108. Population is expected to **increase by 0.6%** between 2025 and 2030, adding 822.
- From 2020 to 2025, jobs **increased by 10.0%** in Lebanon County, PA from 54,670 to **60,131**. This change **fell short of the national growth rate of 10.7% by 0.7%**. As the number of jobs increased, the **labor force participation rate increased from 62.2% to 63.8% between 2020 and 2025**.
- Concerning educational attainment, **15.0% of Lebanon County, PA residents possess a Bachelor's Degree** (6.8% below the national average), and **8.1% hold an Associate's Degree** (0.8% below the national average).
- The top three industries in 2025 are Restaurants and Other Eating Places, Federal Government, Civilian, and Warehousing and Storage.

	Population (2026)	Labor Force (Sep 2026)	Jobs (2025)	Cost of Living	GRP	Imports	Exports
Region	146,744	75,238	60,131	101.6	$8.36B	$14.07B	$14.57B
State	13,086,086	6,644,963	6,717,187	101.9	$1.07T	$865.07B	$978.88B

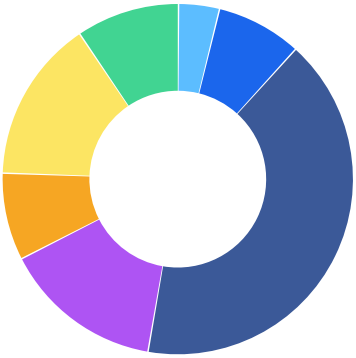
Sep 2026 Labor Force Breakdown



	Population
16+ Civilian Non-Institutionalized Population	116,976
Not in Labor Force (16+)	41,738
Labor Force	75,238
Employed	73,112
Unemployed	2,126
Under 16, Military, and institutionalized Population	29,768

Educational Attainment

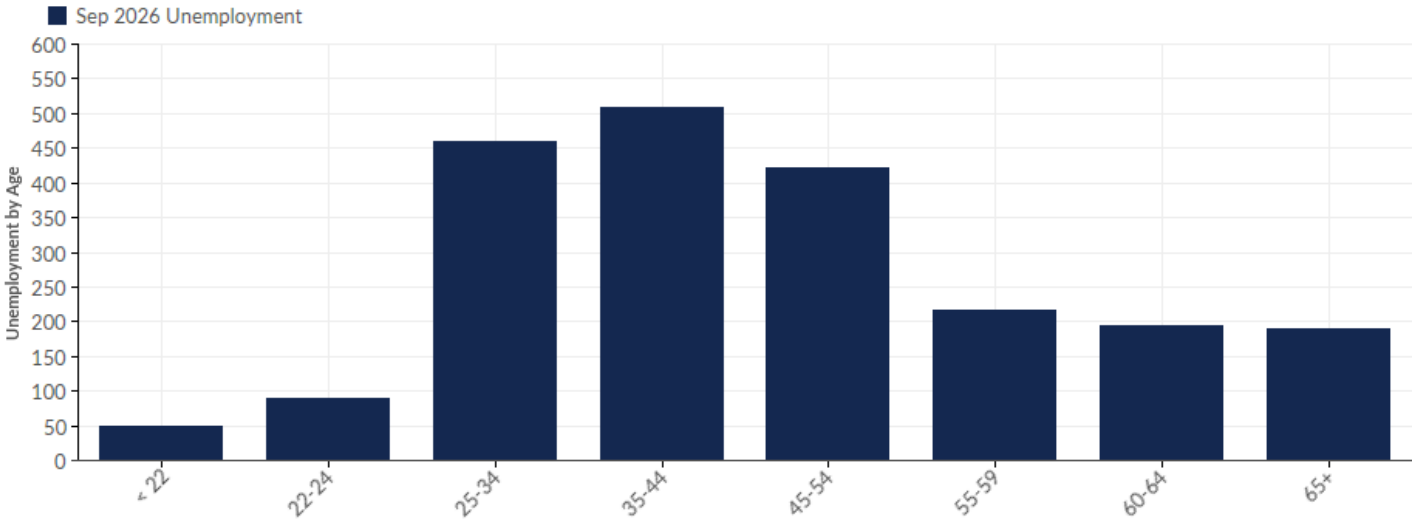
Concerning educational attainment, **15.0% of Lebanon County, PA residents possess a Bachelor's Degree** (6.8% below the national average), and **8.1% hold an Associate's Degree** (0.8% below the national average).



	% of Population	Population
Less Than 9th Grade	3.8%	3,856
9th Grade to 12th Grade	7.9%	8,071
High School Diploma	41.0%	41,956
Some College	14.8%	15,116
Associate's Degree	8.1%	8,239
Bachelor's Degree	15.0%	15,350
Graduate Degree and Higher	9.5%	9,744

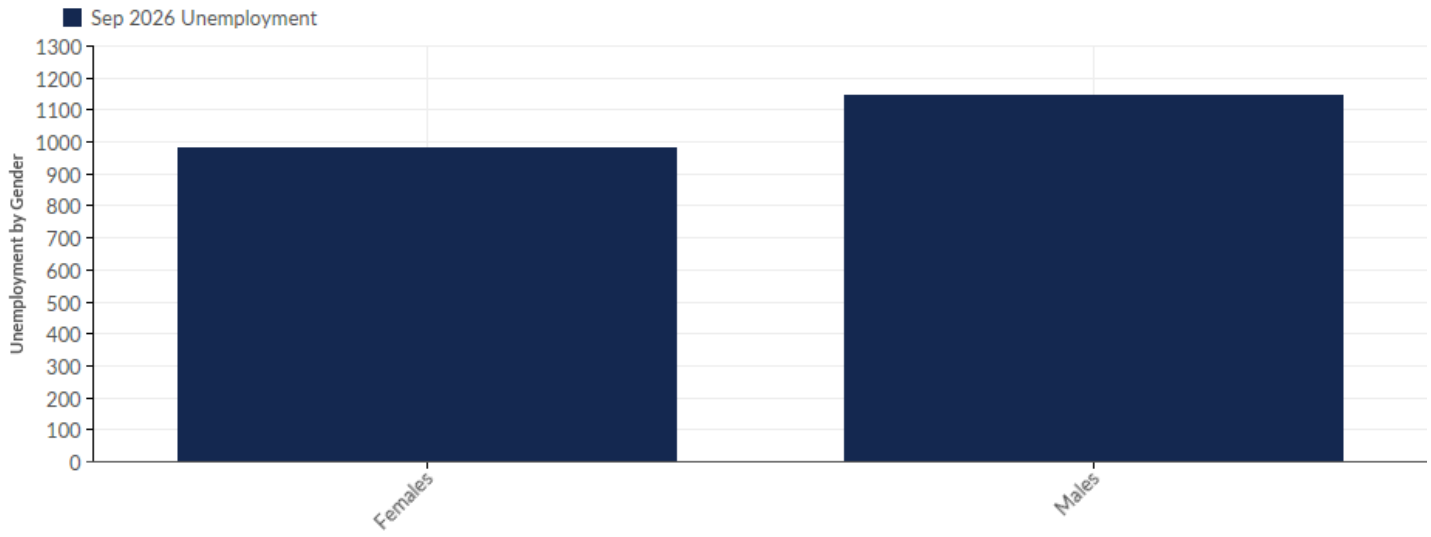
Unemployment by Demographics

Unemployment by Age



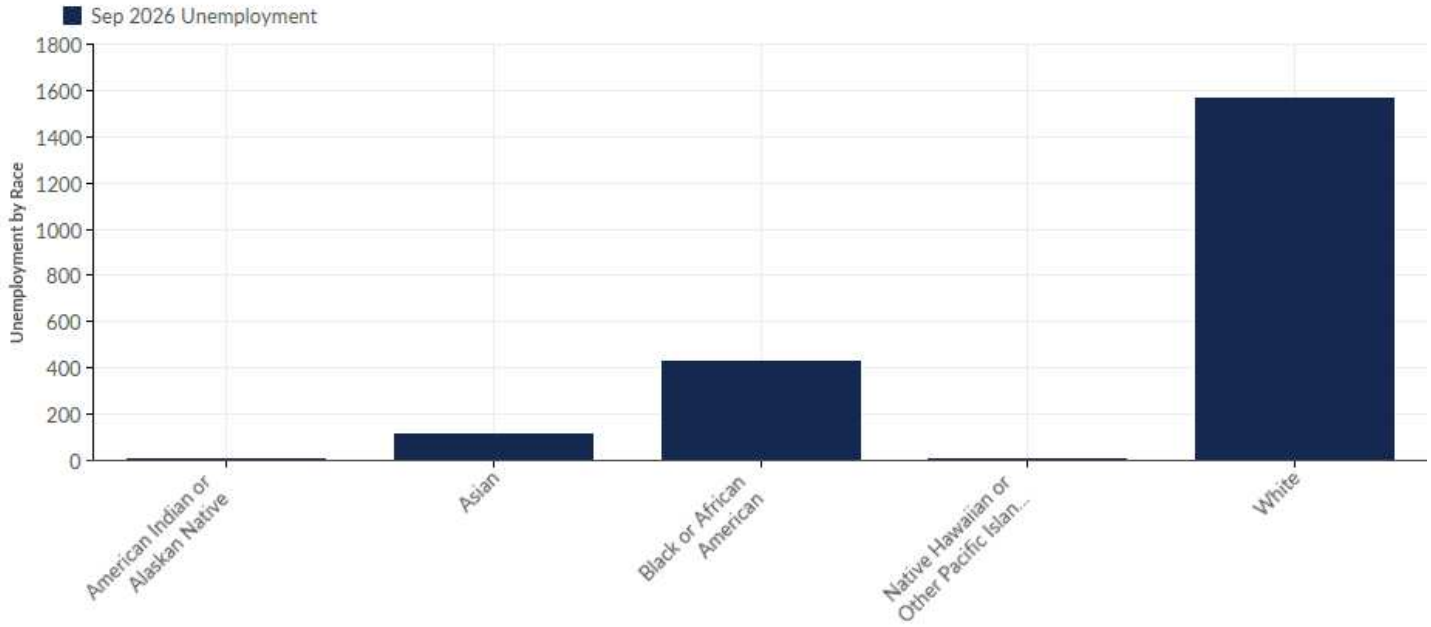
Age		Unemployment (Sep 2026)	% of Unemployed
< 22		49	2.30%
22-24		89	4.19%
25-34		460	21.64%
35-44		508	23.89%
45-54		421	19.80%
55-59		215	10.11%
60-64		195	9.17%
65+		190	8.94%
	Total	2,126	100.00%

Unemployment by Gender



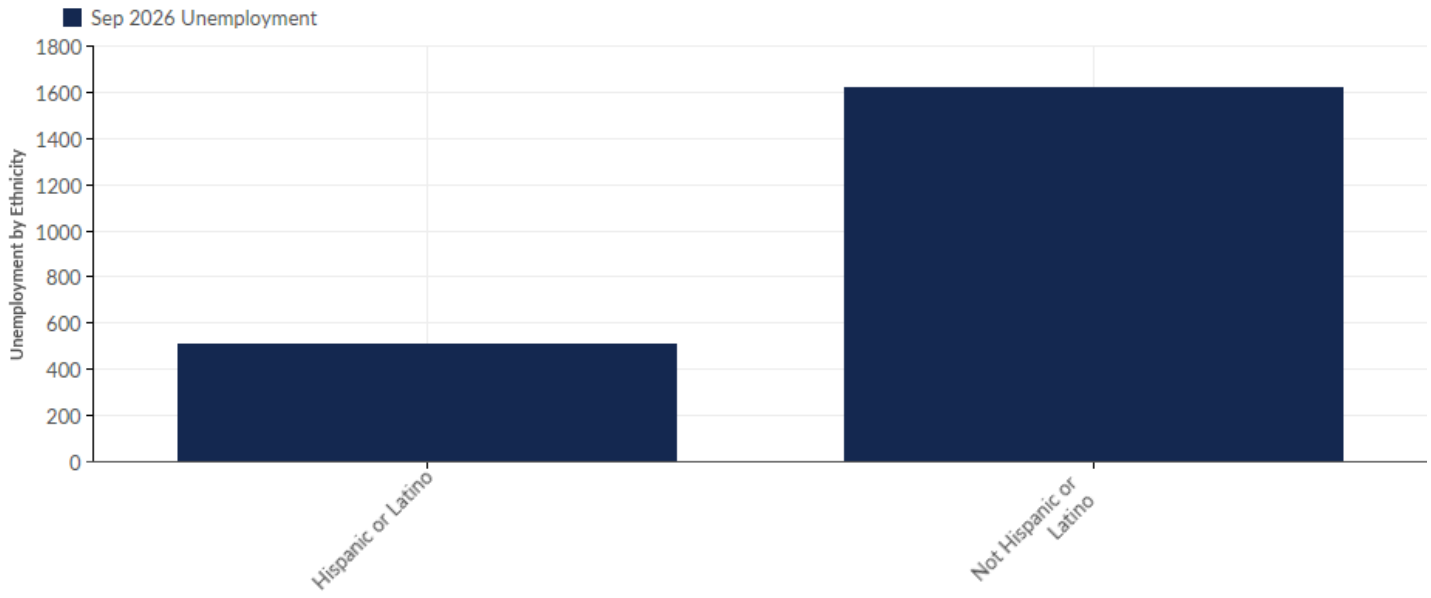
Gender	Unemployment (Sep 2026)	% of Unemployed
Females	982	46.19%
Males	1,144	53.81%
Total	2,126	100.00%

Unemployment by Race



Race	Unemployment (Sep 2026)	% of Unemployed
American Indian or Alaskan Native	10	0.47%
Asian	114	5.36%
Black or African American	429	20.18%
Native Hawaiian or Other Pacific Islander	4	0.19%
White	1,569	73.80%
Total	2,126	100.00%

Unemployment by Ethnicity

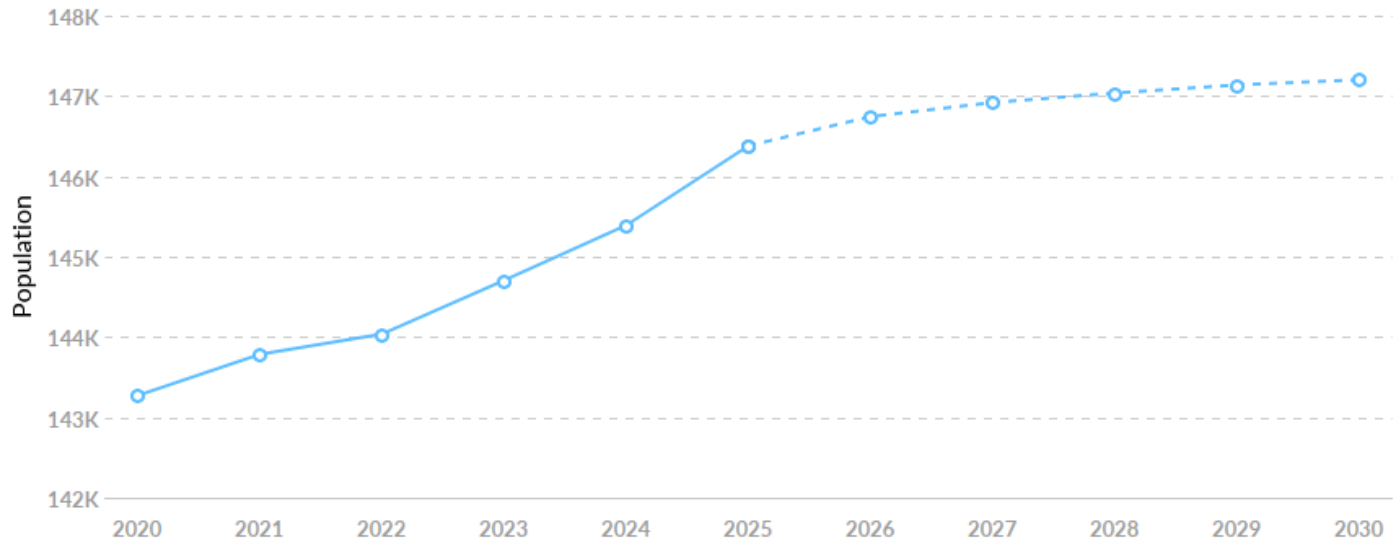


Ethnicity		Unemployment (Sep 2026)	% of Unemployed
Hispanic or Latino		509	23.94%
Not Hispanic or Latino		1,617	76.06%
	Total	2,126	100.00%

Historic & Projected Trends

Population Trends

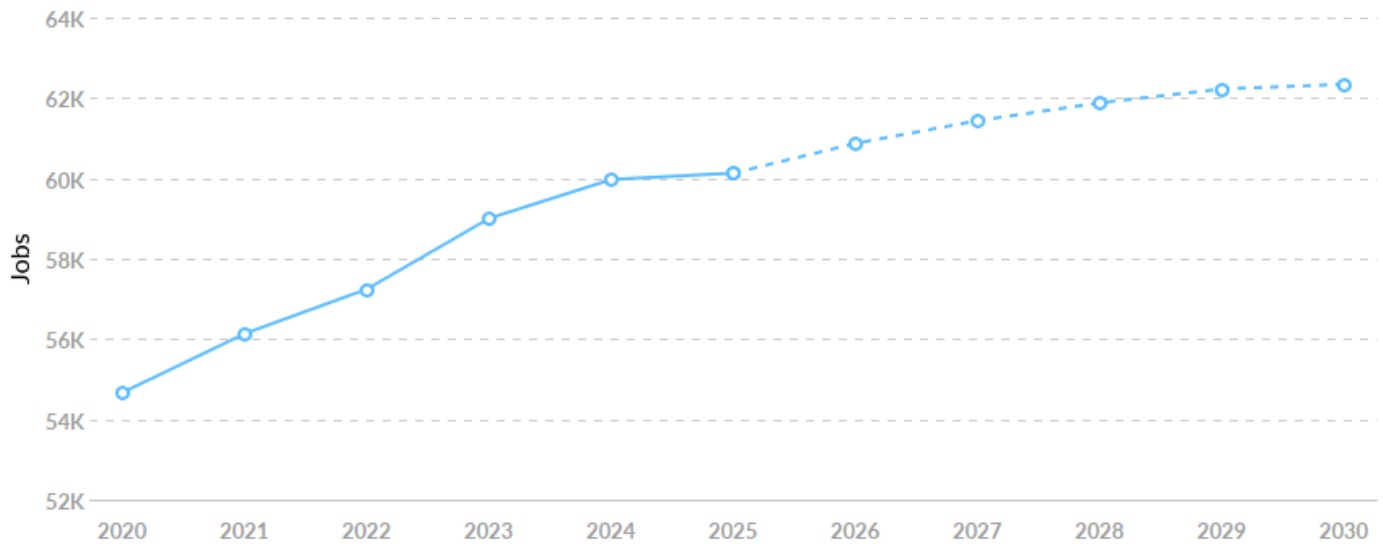
As of 2025 the region's population **increased by 2.2%** since 2020, growing by 3,108. Population is expected to **increase by 0.6%** between 2025 and 2030, adding 822.



Timeframe	Population
2020	143,272
2021	143,785
2022	144,037
2023	144,706
2024	145,392
2025	146,380
2026	146,744
2027	146,919
2028	147,037
2029	147,138
2030	147,202

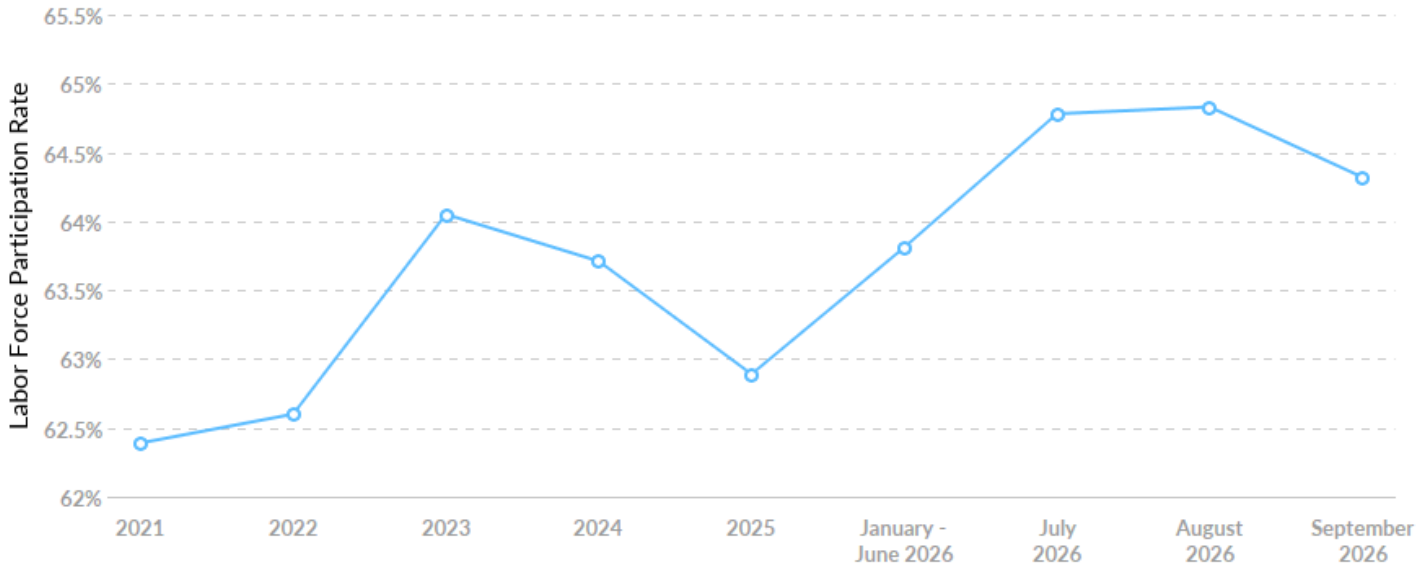
Job Trends

From 2020 to 2025, jobs **increased by 10.0%** in Lebanon County, PA from 54,670 to **60,131**. This change **fell short of the national growth rate of 10.7% by 0.7%.**



Timeframe	Jobs
2020	54,670
2021	56,136
2022	57,244
2023	59,004
2024	59,972
2025	60,131
2026	60,871
2027	61,437
2028	61,881
2029	62,226
2030	62,341

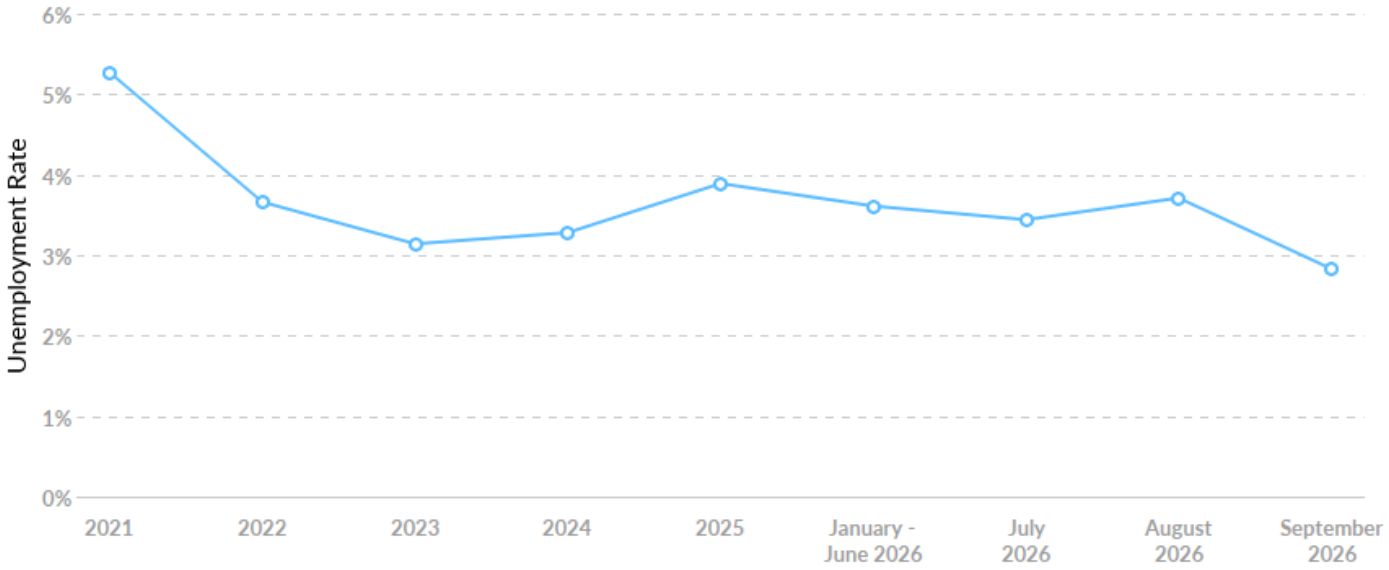
Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2021	62.39%
2022	62.60%
2023	64.05%
2024	63.71%
2025	62.89%
January - June 2026	63.81%
July 2026	64.78%
August 2026	64.83%
September 2026	64.32%

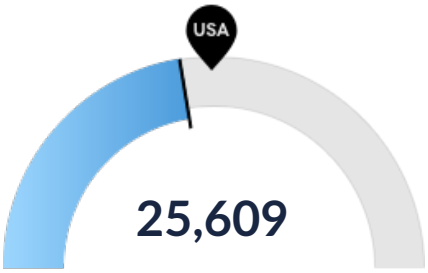
Unemployment Rate Trends

Lebanon County, PA had a September 2026 unemployment rate of 2.83%, **decreasing from 5.27%** 5 years before.



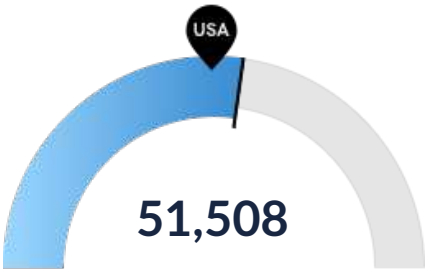
Timeframe	Unemployment Rate
2021	5.27%
2022	3.66%
2023	3.14%
2024	3.28%
2025	3.89%
January - June 2026	3.61%
July 2026	3.44%
August 2026	3.71%
September 2026	2.83%

Population Characteristics



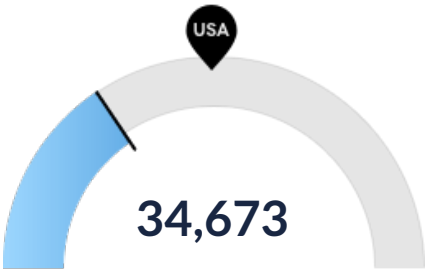
Millennials

Lebanon County, PA has 25,609 millennials (ages 25-39). The national average for an area this size is 29,866.



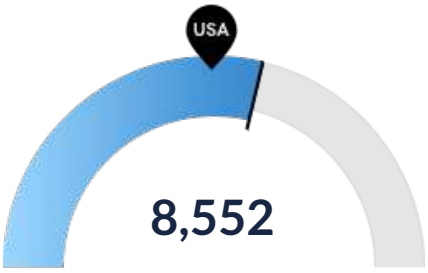
Retiring Soon

Retirement risk is high in Lebanon County, PA. The national average for an area this size is 45,315 people 55 or older, while there are 51,508 here.



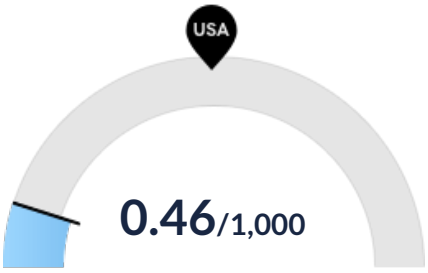
Racial Diversity

Racial diversity is low in Lebanon County, PA. The national average for an area this size is 64,250 racially diverse people, while there are 34,673 here.



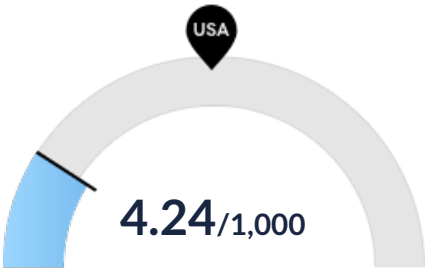
Veterans

Lebanon County, PA has 8,552 veterans. The national average for an area this size is 6,921.



Violent Crime

Lebanon County, PA has 0.46 violent crimes per 1,000 people. The national rate is 3.1 per 1,000 people.

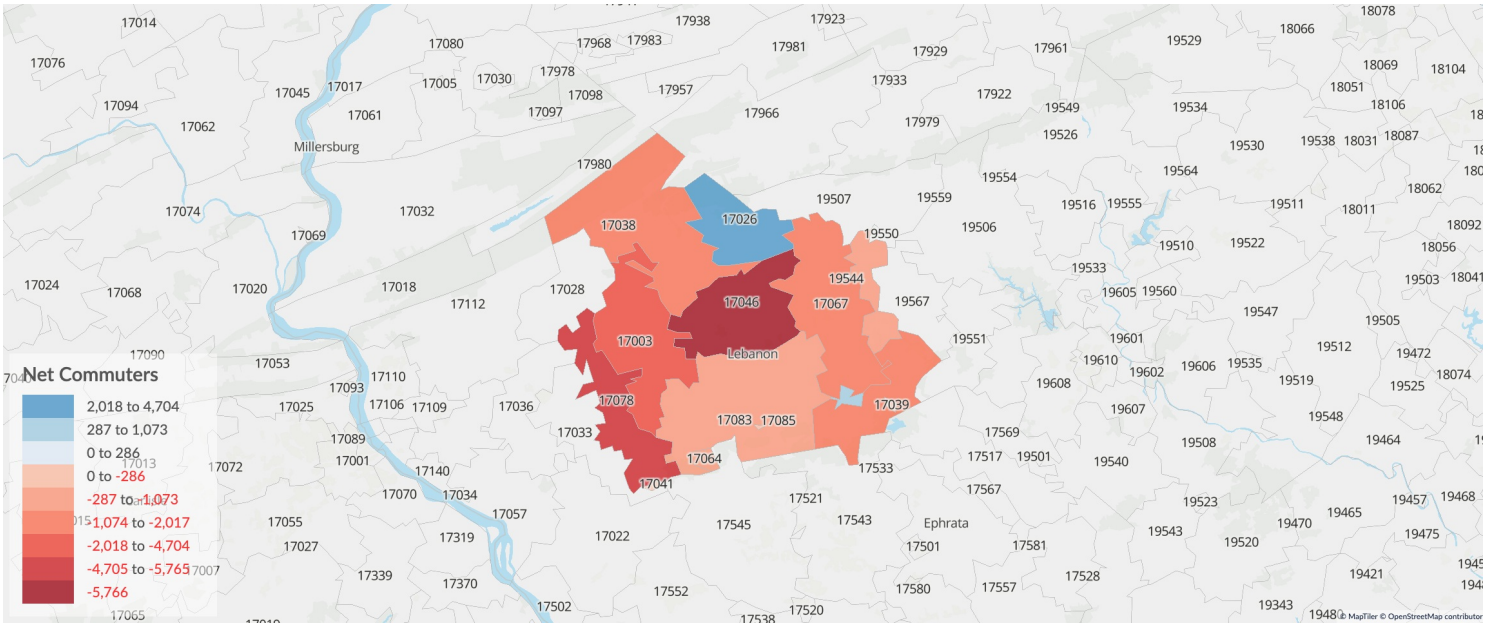


Property Crime

Lebanon County, PA has 4.24 property crimes per 1,000 people. The national rate is 14.58 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

ZIP	Name	2025 Employment
17042	Lebanon, PA (in Lebano...	20,486
17046	Lebanon, PA (in Lebano...	9,201
17078	Palmyra, PA (in Lebanon...	8,134
17067	Myerstown, PA (in Leba...	7,023
17003	Annville, PA (in Lebanon...	4,178

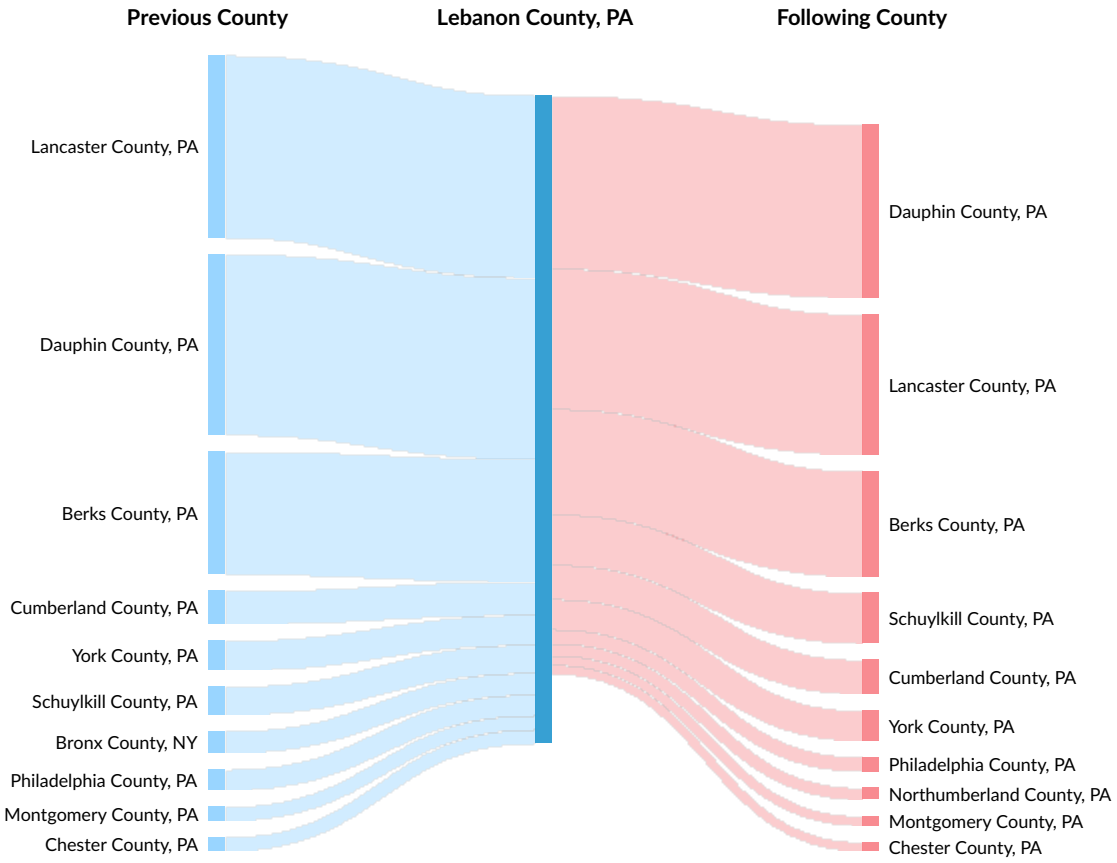
Where Talent Lives

ZIP	Name	2025 Workers
17042	Lebanon, PA (in Lebano...	20,773
17046	Lebanon, PA (in Lebano...	14,967
17078	Palmyra, PA (in Lebanon...	12,839
17067	Myerstown, PA (in Leba...	8,189
17003	Annville, PA (in Lebanon...	6,487

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 2023, 771 people have migrated from Lancaster County, PA to Lebanon County, PA. In the same year, 733 people left Lebanon County, PA migrating to Dauphin County, PA. The total Net Migration for Lebanon County, PA in 2023 was 270.



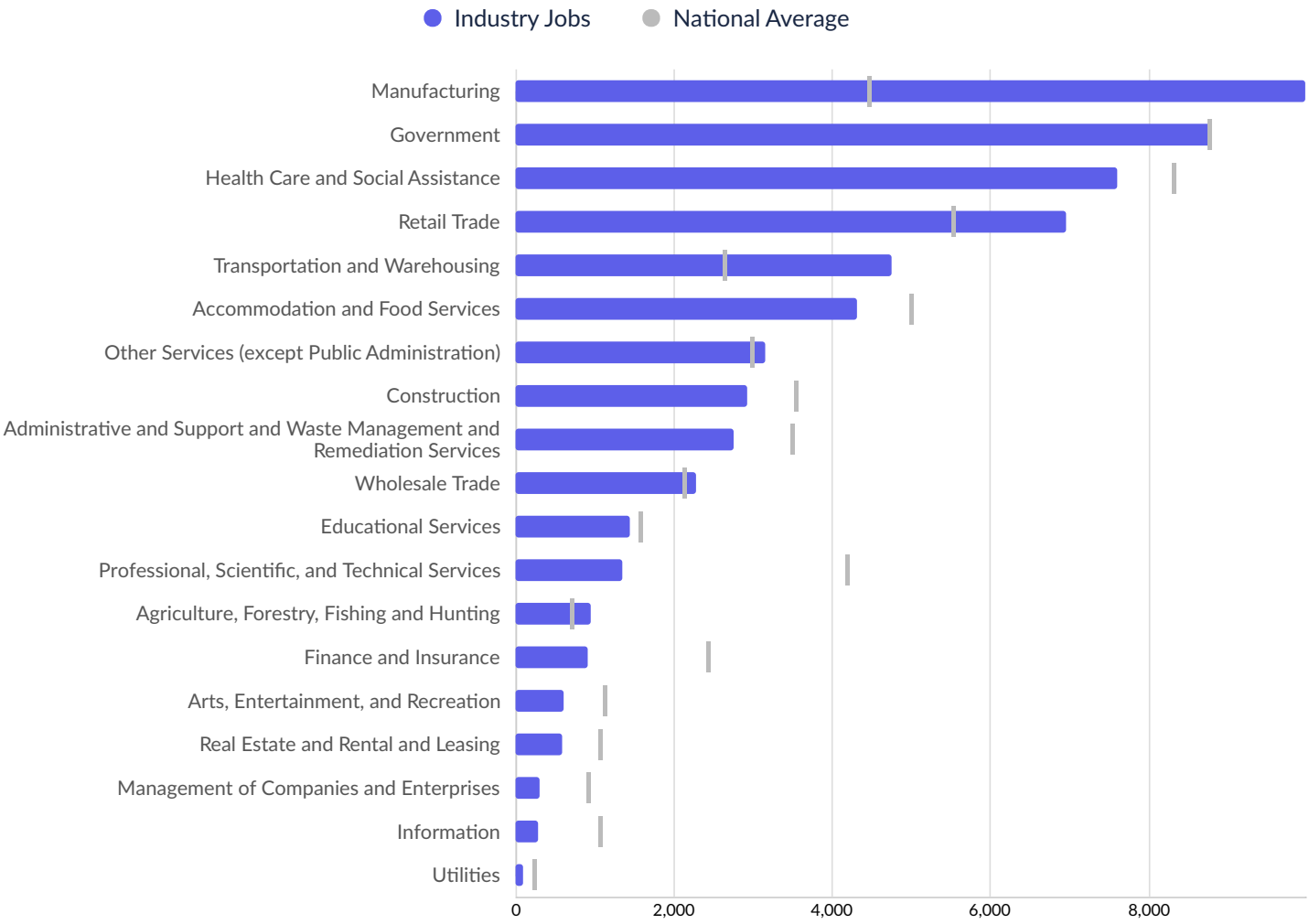
Top Previous Counties	Migrations
Lancaster County, PA	771
Dauphin County, PA	765
Berks County, PA	520
Cumberland County, PA	141
York County, PA	126
Schuylkill County, PA	119

Top Previous Counties	Migrations
Bronx County, NY	92
Philadelphia County, PA	88
Montgomery County, PA	59
Chester County, PA	59
Lehigh County, PA	51
Luzerne County, PA	45
Northampton County, PA	40
Bucks County, PA	37
Montgomery County, MD	30

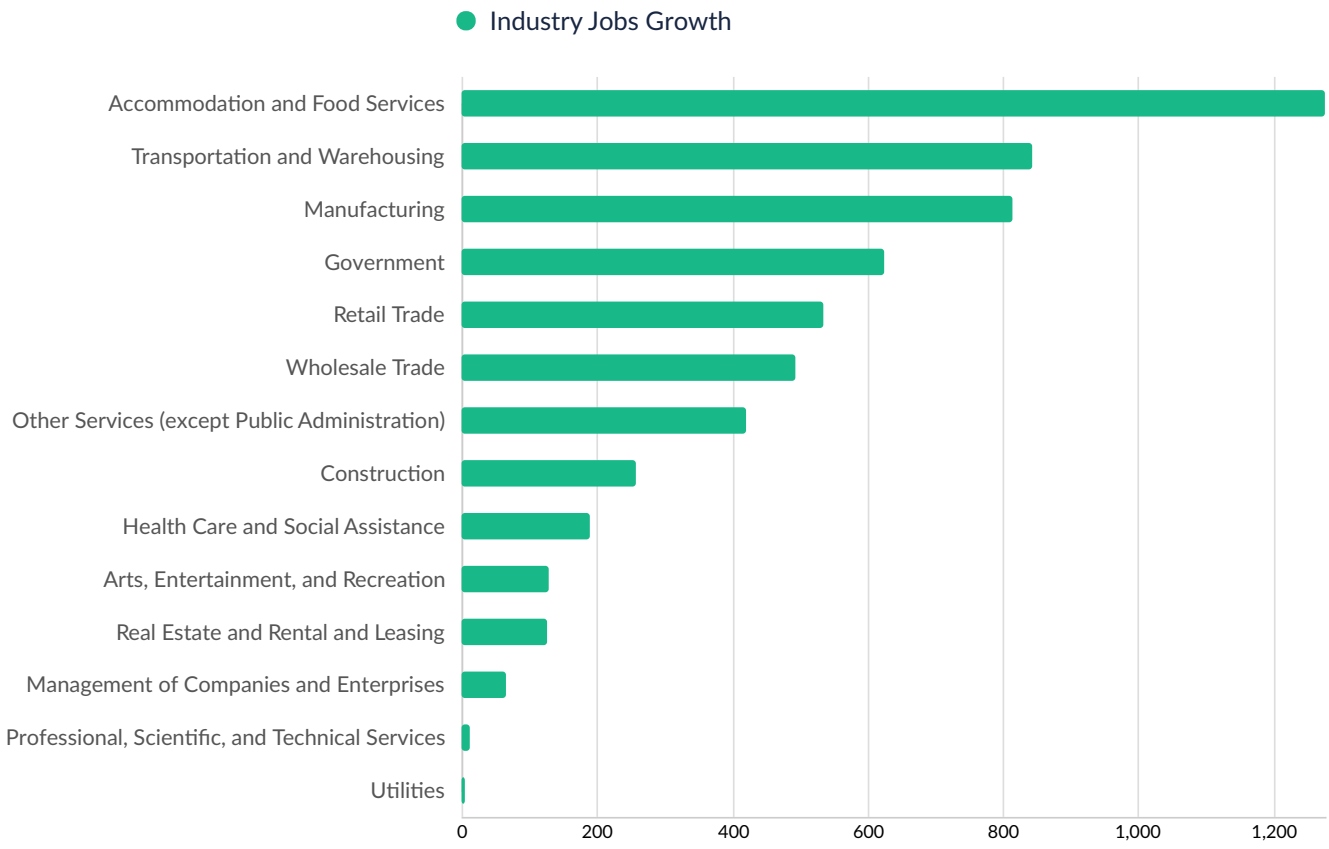
Top Following Counties	Migrations
Dauphin County, PA	733
Lancaster County, PA	593
Berks County, PA	446
Schuylkill County, PA	213
Cumberland County, PA	145
York County, PA	127
Philadelphia County, PA	60
Northumberland County, PA	50
Montgomery County, PA	40
Chester County, PA	38
New York County, NY	35
Cuyahoga County, OH	35
Lehigh County, PA	35
Perry County, PA	31
Baltimore City County, MD	30

Industry Characteristics

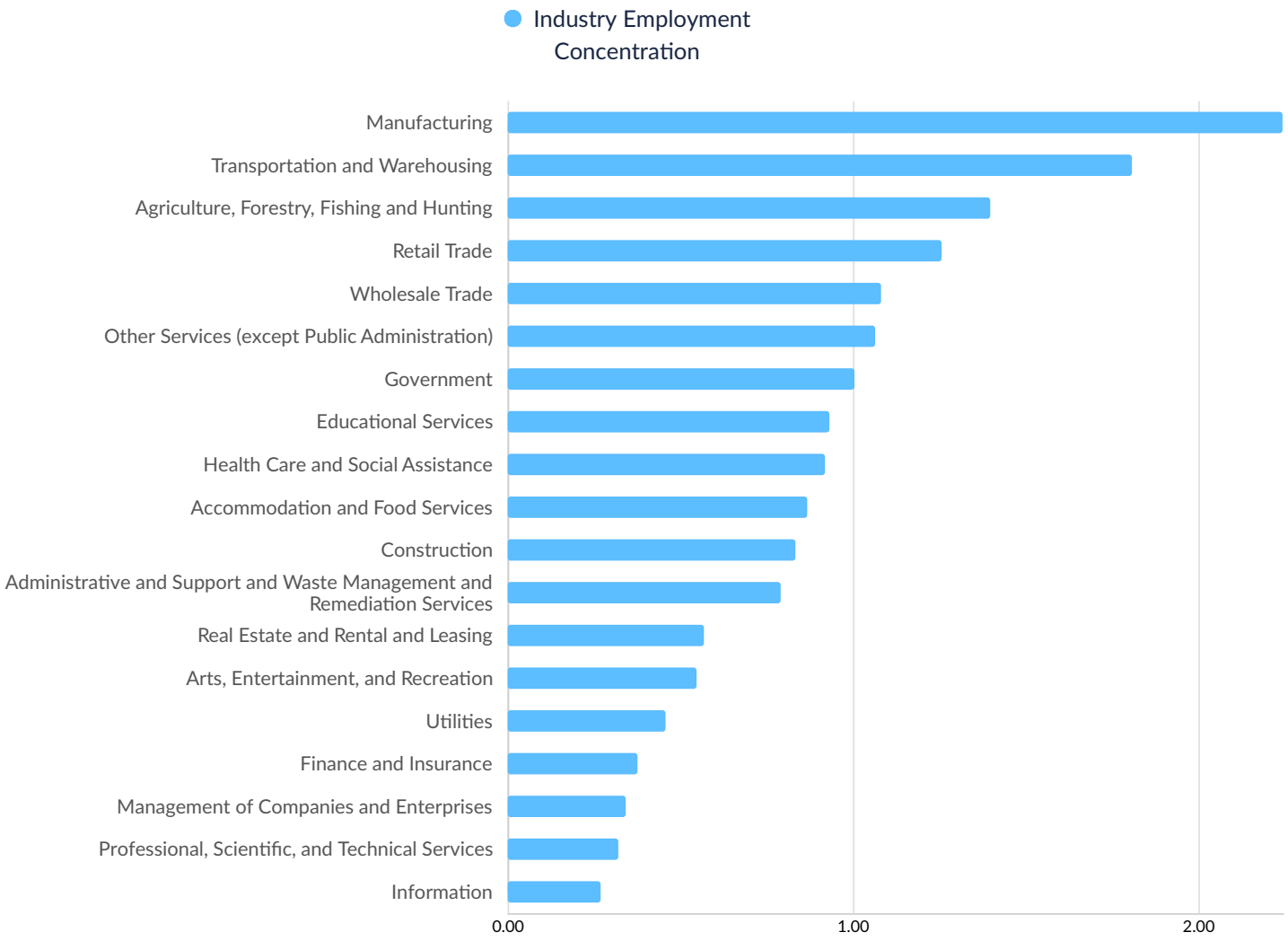
Largest Industries



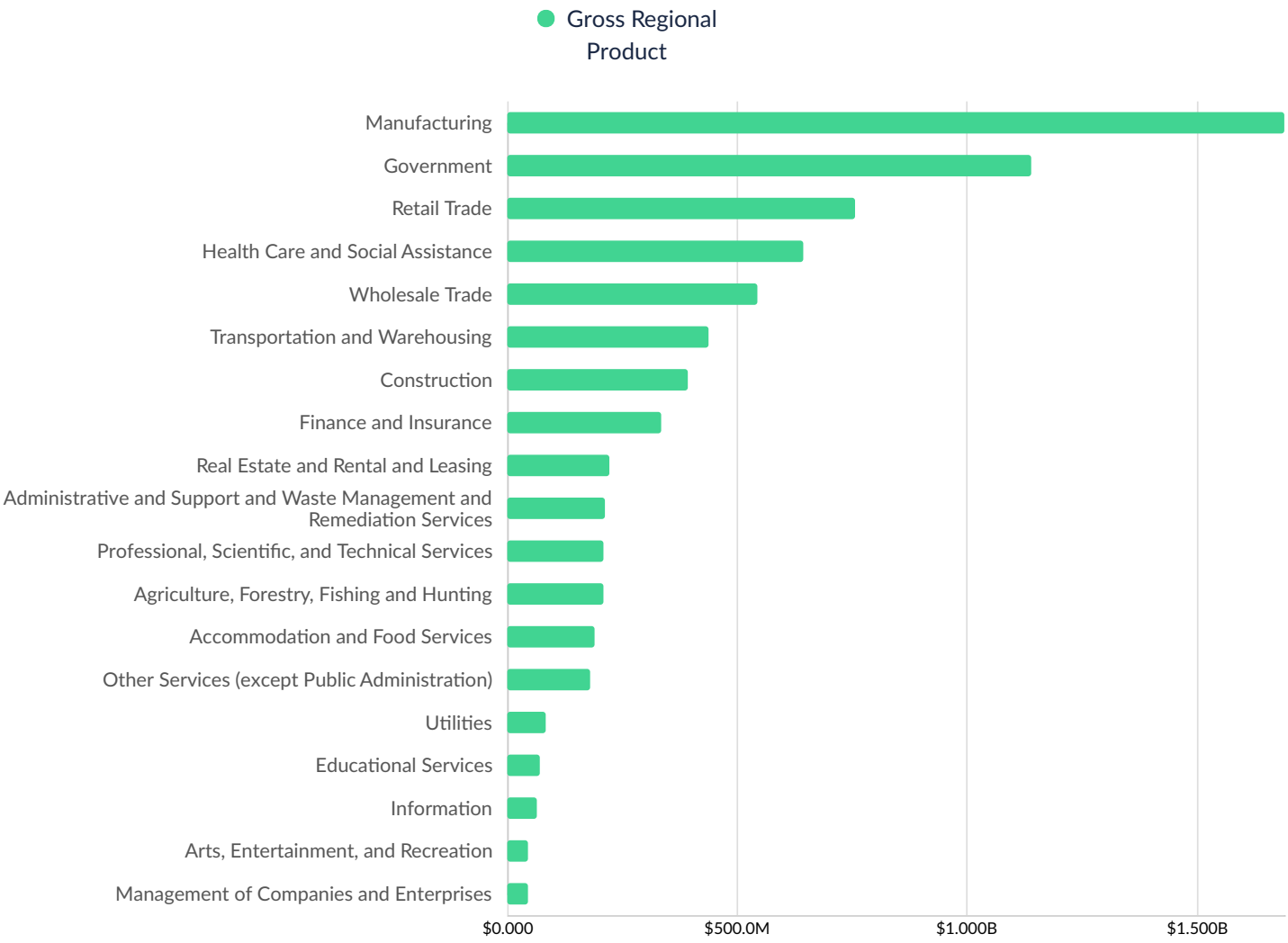
Top Growing Industries



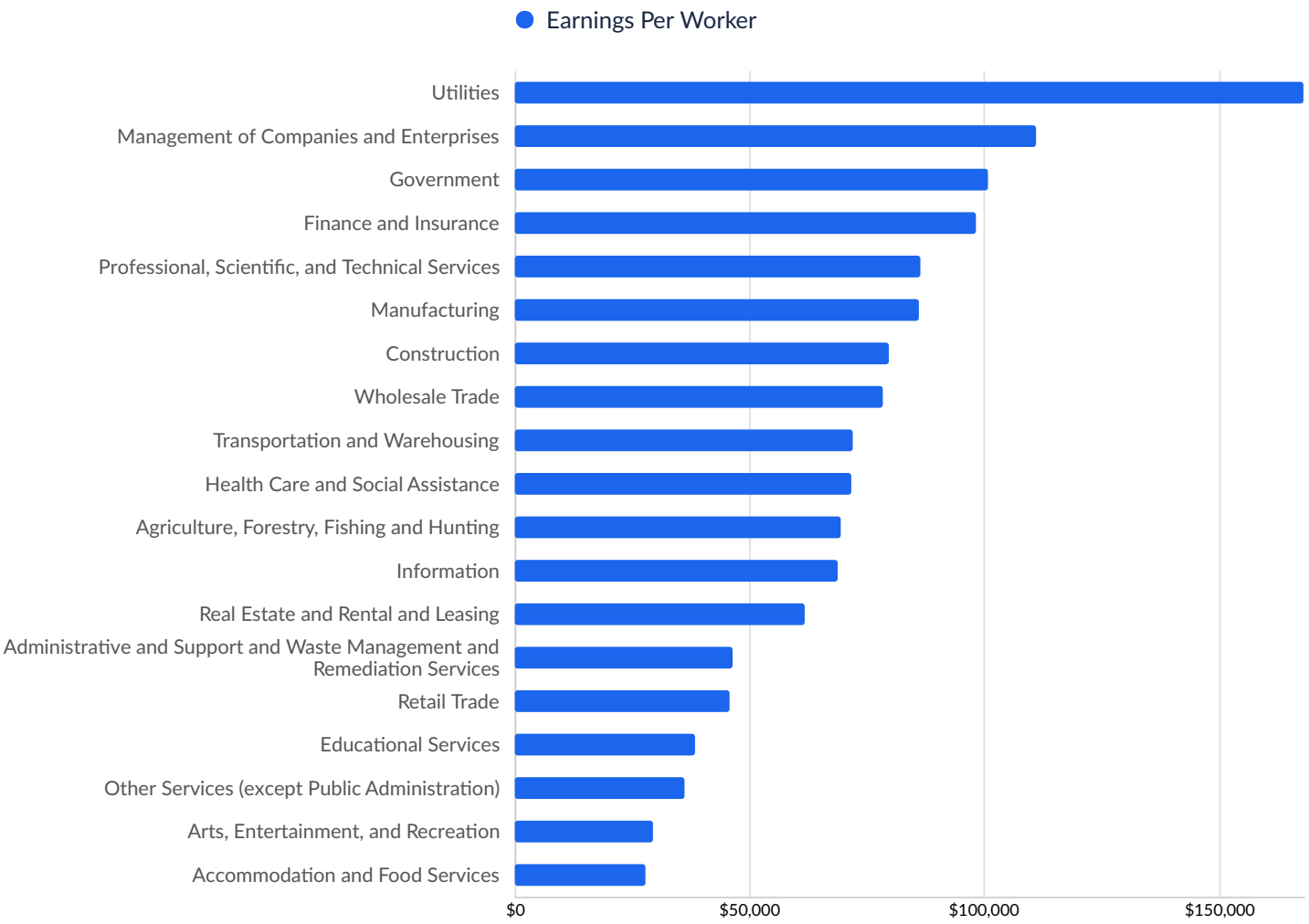
Top Industry Employment Concentration



Top Industry GRP



Top Industry Earnings



Business Characteristics

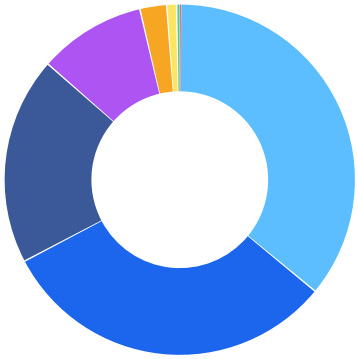
9,043 Companies Employ Your Workers

Online profiles for your workers mention 9,043 companies as employers, with the top 10 appearing below. In the last 12 months, 1,887 companies in Lebanon County, PA posted job postings, with the top 10 appearing below.

Top Companies	Profiles
Penn State Health	603
Wellspan Health	545
The Hershey Company	461
United States Department of Ve...	406
Pennsylvania State University	359
Lebanon Valley College	289
Hershey Entertainment & Resorts	278
Deutsche Post DHL Group	168
Palmyra Area School District	153
Commonwealth Of Pennsylvania	142

Top Companies Posting	Unique Postings
Wellspan Health	1,270
Bell And Evans	489
Commonwealth Of Pennsylvania	301
Spherion Staffing	199
Lebanon Va Medical Center	196
Walmart	180
Aerotek	160
United States Department of Ve...	159
MSC Industrial Direct	154
Lebanon School District	151

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

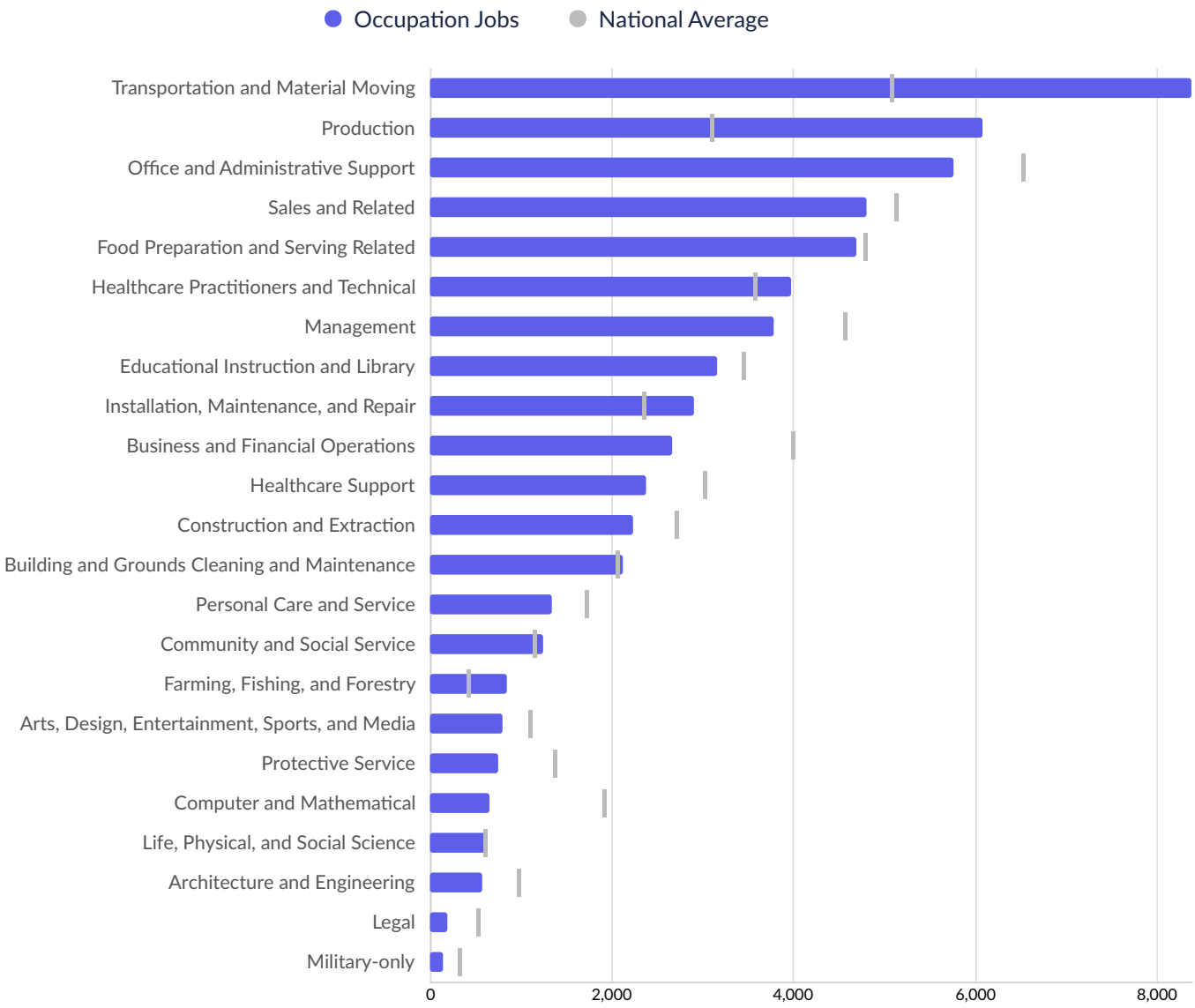
**Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on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

Layoff Activity (Reported WARN Notices)

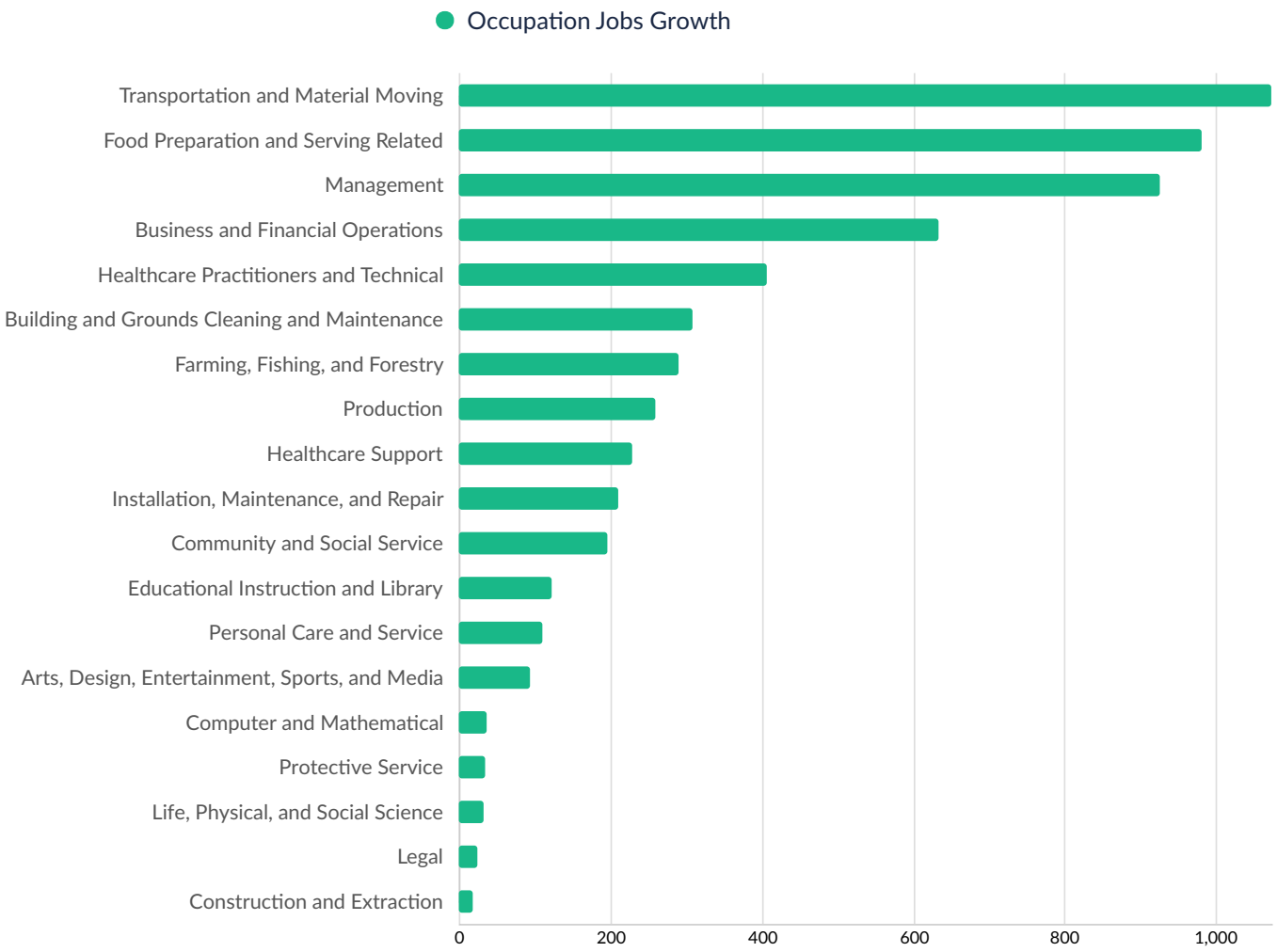
No WARN layoff events were found for the selected region and time period.

Workforce Characteristics

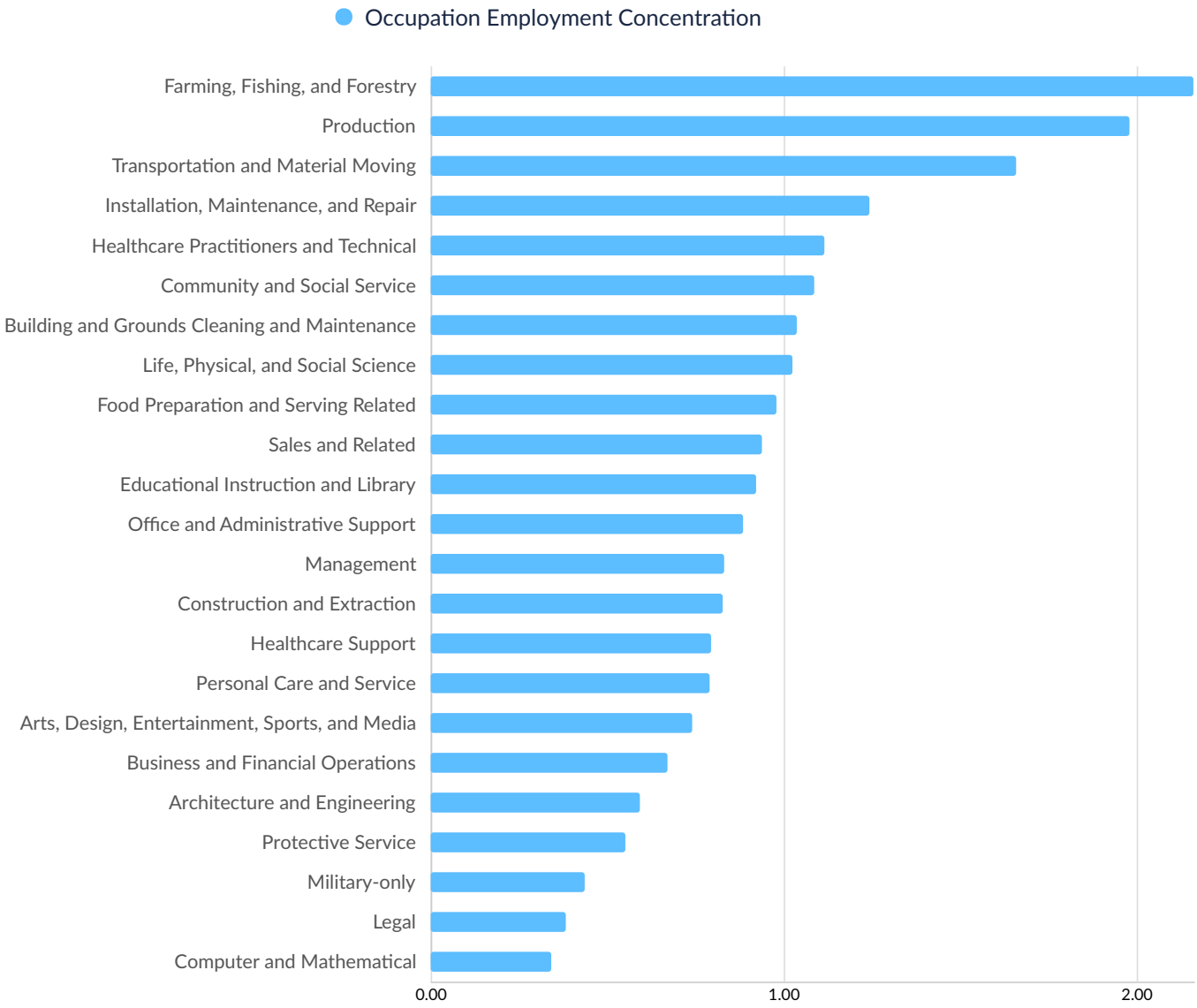
Largest Occupations



Top Growing Occupations



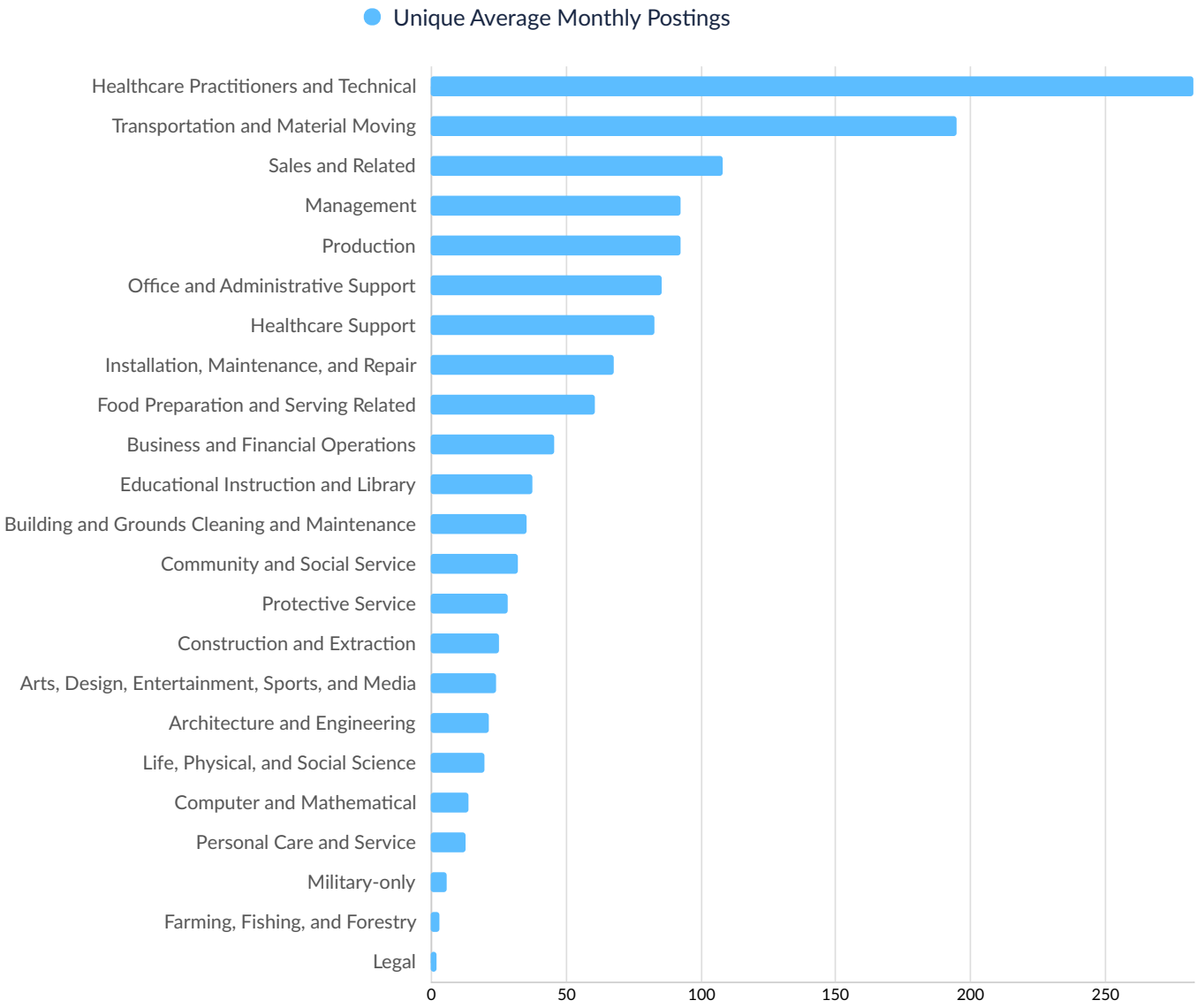
Top Occupation Employment Concentration



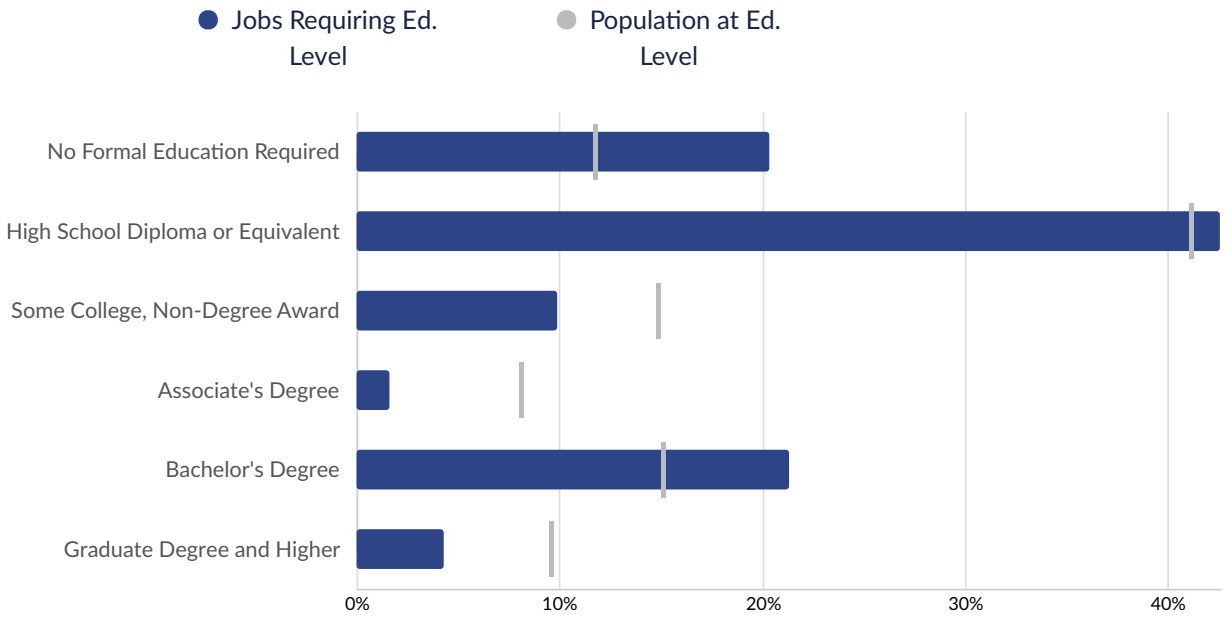
Top Occupation Earnings



Top Posted Occupations



Underemployment



Educational Pipeline

In 2025, there were 710 graduates in Lebanon County, PA. This pipeline has grown by 2% over the last 5 years. The highest share of these graduates come from "Exercise Science and Kinesiology" (Bachelor's), "Physical Therapy/Therapist" (Master's or Higher), and "Business Administration and Management, General" (Bachelor's).

School	Total Graduates (2025)	Graduate Trend (2021 - 2025)
Lebanon Valley College	670	
Empire Beauty School-Lebanon	32	
Champ's Barber School-Lebanon	8	
Evangelical Theological Seminary (not current)	0	
Lebanon County Area Vocational Technical School (not current)	0	



In-Demand Skills

