



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

145,681

Population (2025)

Population **grew by 2,389** over the last 5 years and is projected to **grow by 1,799** over the next 5 years.

60,156

Total Regional Employment

Jobs **grew by 5,486** over the last 5 years and are projected to **grow by 1,992** over the next 5 years.

\$76.4K

Median Household Income (2023)

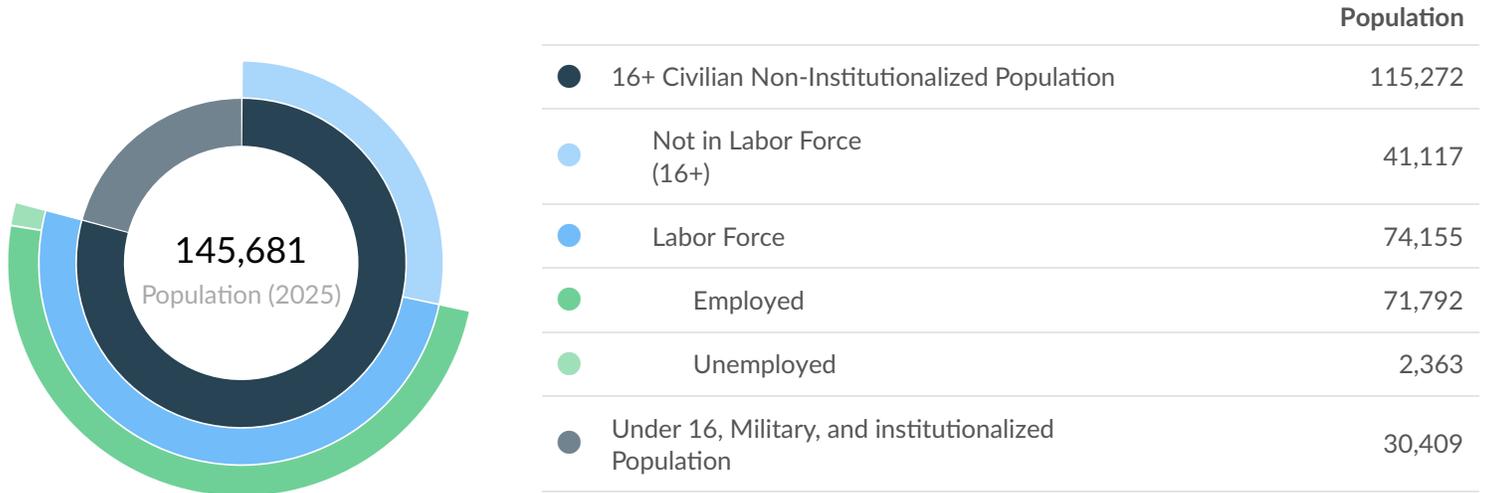
Median household income is **\$2.2K below** the national median household income of \$78.5K.

Takeaways

- As of 2025 the region's population **increased by 1.7%** since 2020, growing by 2,389. Population is expected to **increase by 1.2%** between 2025 and 2030, adding 1,799.
- From 2020 to 2025, jobs **increased by 10.0%** in Lebanon County, PA from 54,670 to **60,156**. This change **fell short of the national growth rate of 10.6% by 0.6%**. As the number of jobs increased, the **labor force participation rate increased from 62.5% to 64.3% between 2020 and 2025**.
- Concerning educational attainment, **15.8% of Lebanon County, PA residents possess a Bachelor's Degree** (6.0% below the national average), and **8.0% hold an Associate's Degree** (0.9% below the national average).
- The top three industries in 2025 are Federal Government, Civilian, Restaurants and Other Eating Places, and Warehousing and Storage.

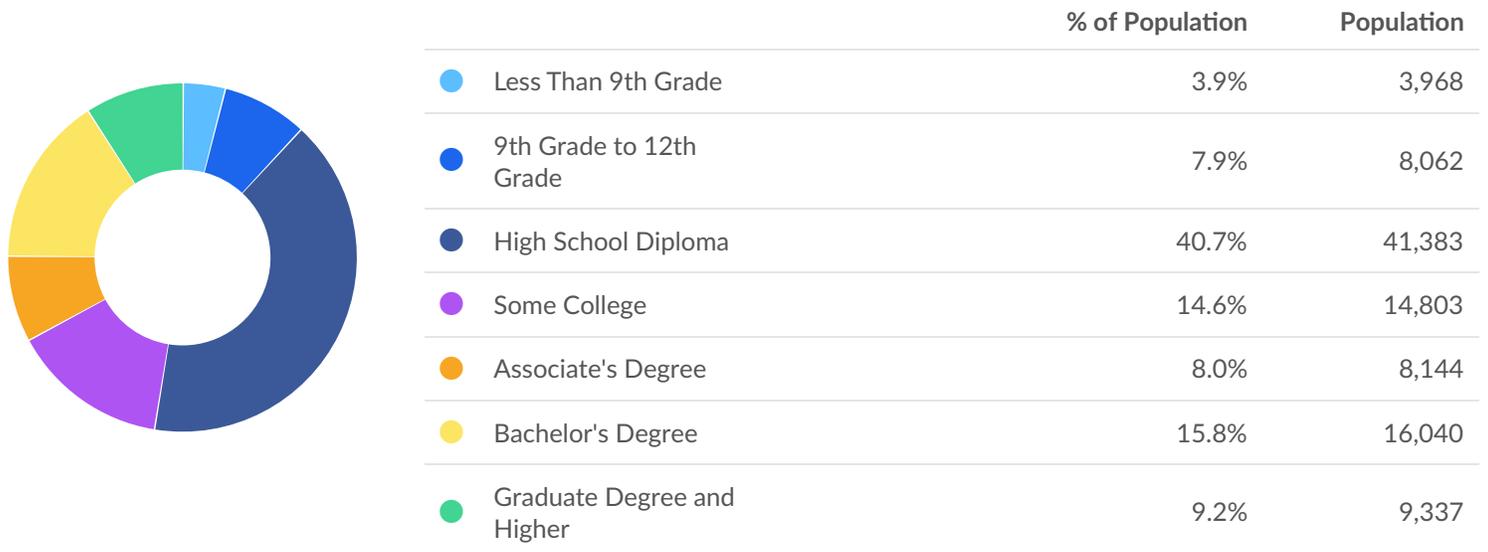
	Population (2025)	Labor Force (Dec 2025)	Jobs (2025)	Cost of Living	GRP	Imports	Exports
Region	145,681	74,155	60,156	101.4	\$8.17B	\$13.99B	\$14.46B
State	13,104,182	6,558,070	6,706,331	101.8	\$1.03T	\$831.57B	\$926.55B

Dec 2025 Labor Force Breakdown



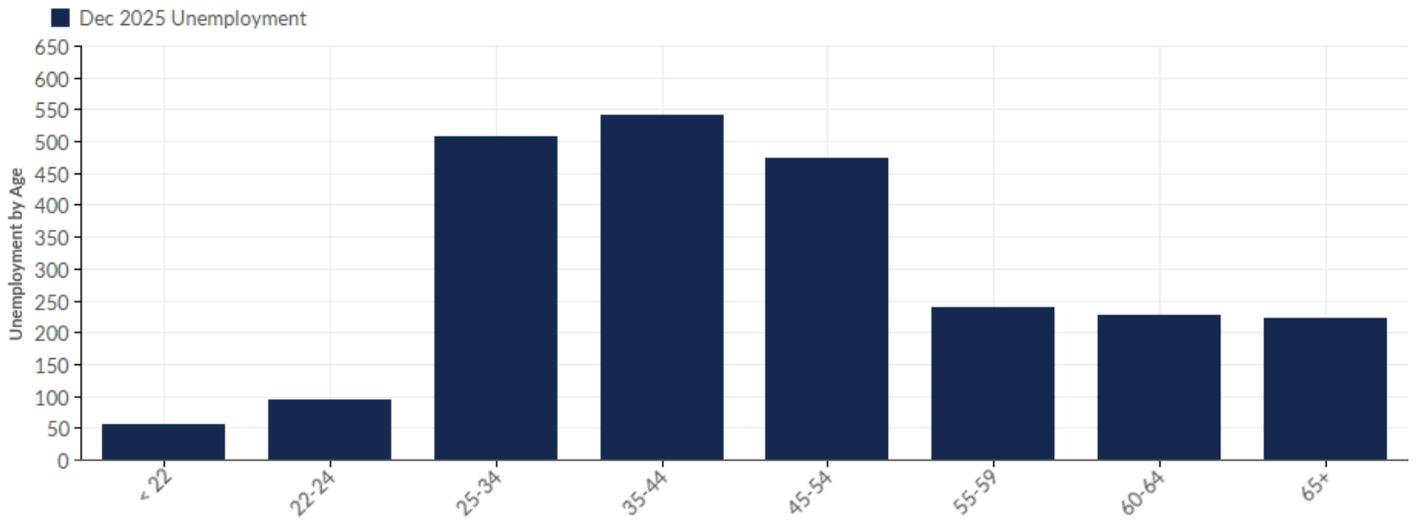
Educational Attainment

Concerning educational attainment, **15.8% of Lebanon County, PA residents possess a Bachelor's Degree** (6.0% below the national average), and **8.0% hold an Associate's Degree** (0.9% below the national average).



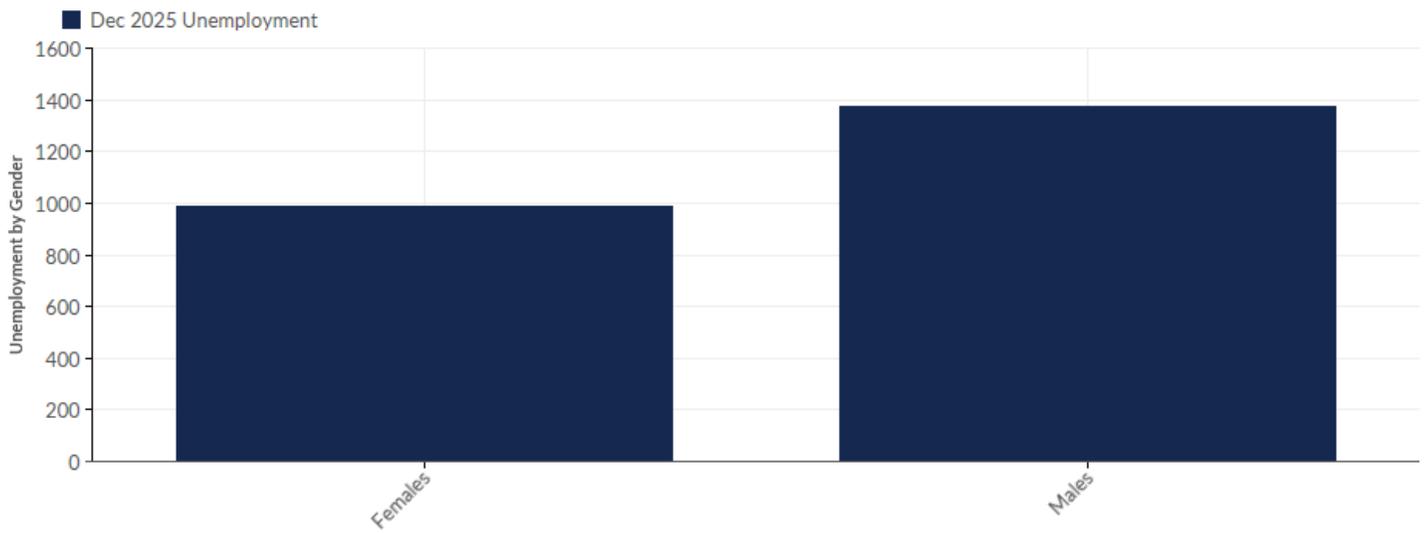
Unemployment by Demographics

Unemployment by Age



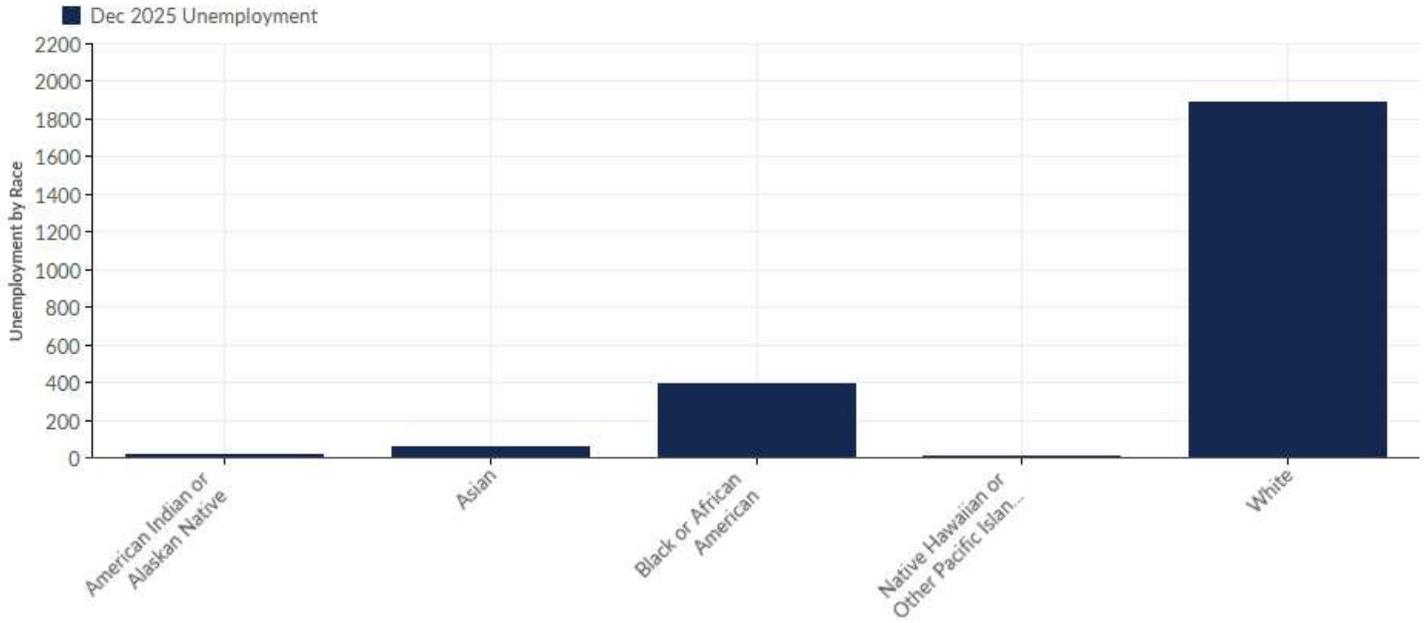
Age	Unemployment (Dec 2025)	% of Unemployed
< 22	55	2.33%
22-24	94	3.98%
25-34	508	21.50%
35-44	542	22.94%
45-54	474	20.06%
55-59	240	10.16%
60-64	226	9.56%
65+	223	9.44%
Total	2,363	100.00%

Unemployment by Gender



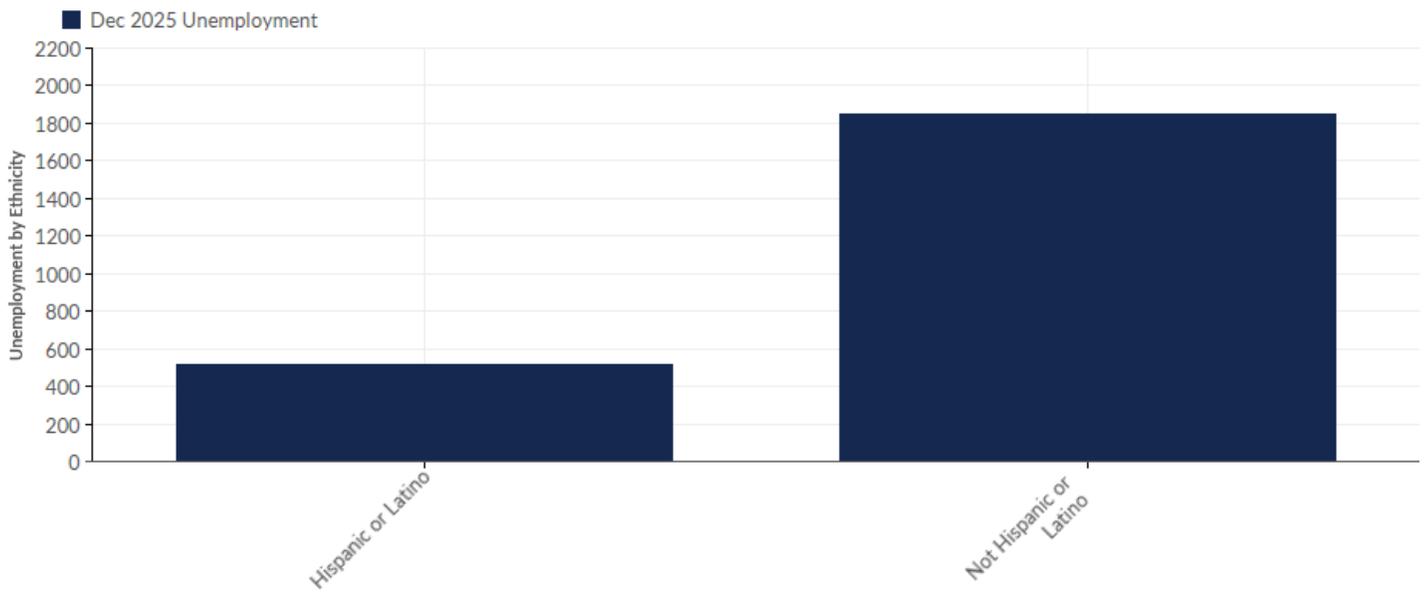
Gender	Unemployment (Dec 2025)	% of Unemployed
Females	988	41.81%
Males	1,375	58.19%
Total	2,363	100.00%

Unemployment by Race



Race	Unemployment (Dec 2025)	% of Unemployed
American Indian or Alaskan Native	12	0.51%
Asian	60	2.54%
Black or African American	394	16.67%
Native Hawaiian or Other Pacific Islander	5	0.21%
White	1,892	80.07%
Total	2,363	100.00%

Unemployment by Ethnicity

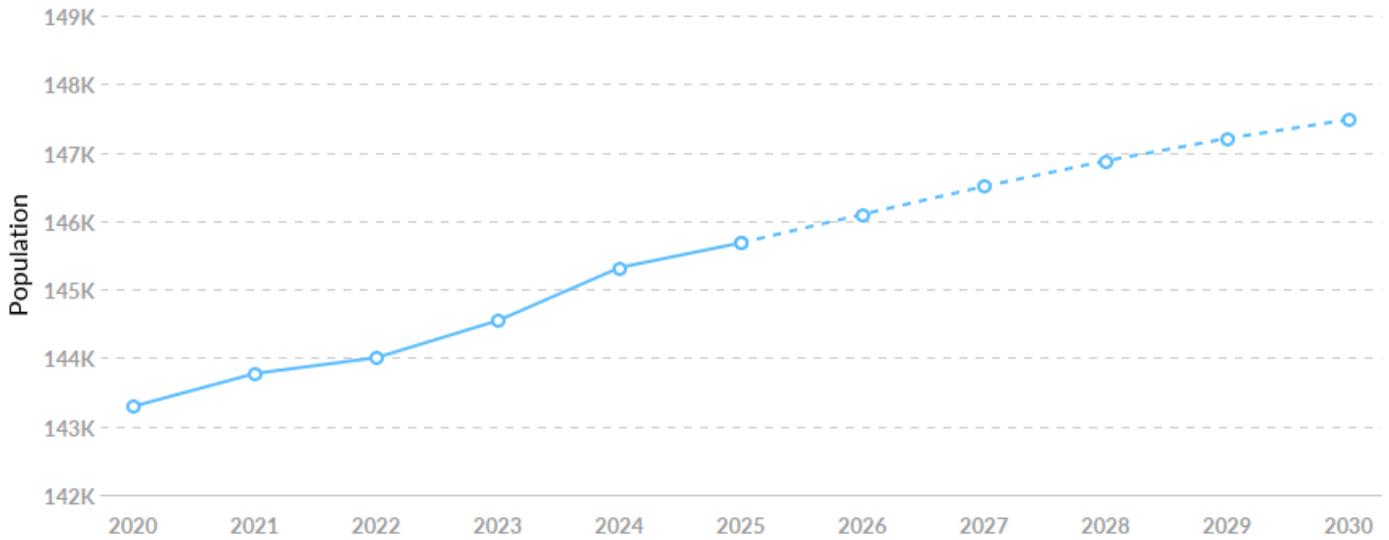


Ethnicity	Unemployment (Dec 2025)	% of Unemployed
Hispanic or Latino	515	21.79%
Not Hispanic or Latino	1,848	78.21%
Total	2,363	100.00%

Historic & Projected Trends

Population Trends

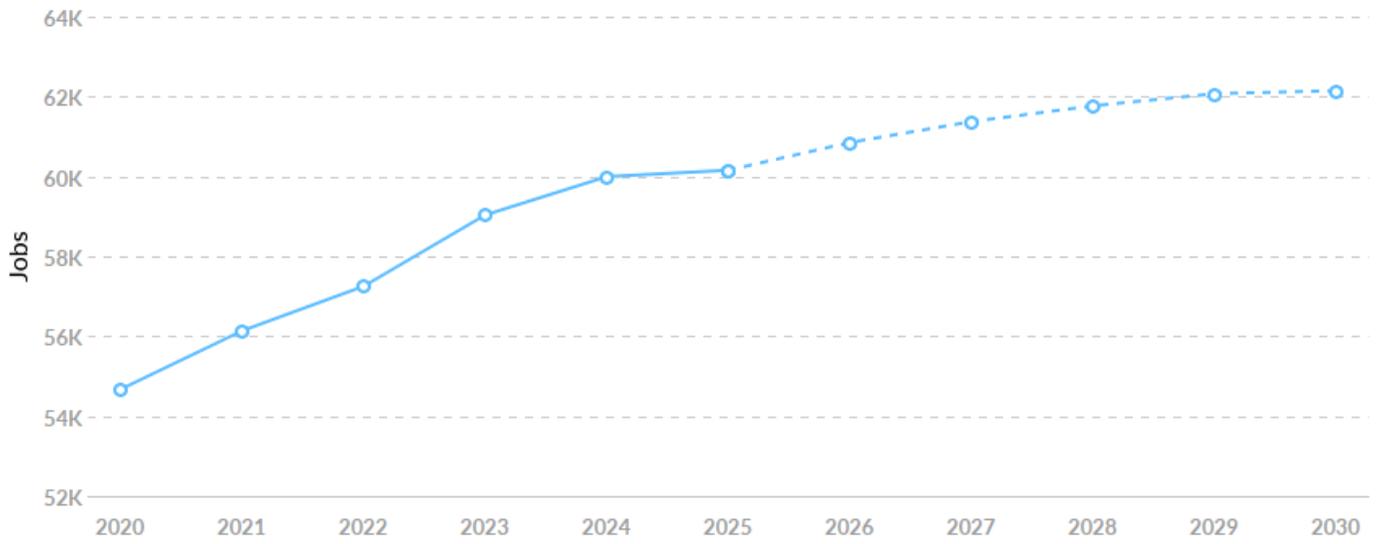
As of 2025 the region's population increased by 1.7% since 2020, growing by 2,389. Population is expected to increase by 1.2% between 2025 and 2030, adding 1,799.



Timeframe	Population
2020	143,292
2021	143,772
2022	144,003
2023	144,546
2024	145,319
2025	145,681
2026	146,097
2027	146,506
2028	146,878
2029	147,206
2030	147,480

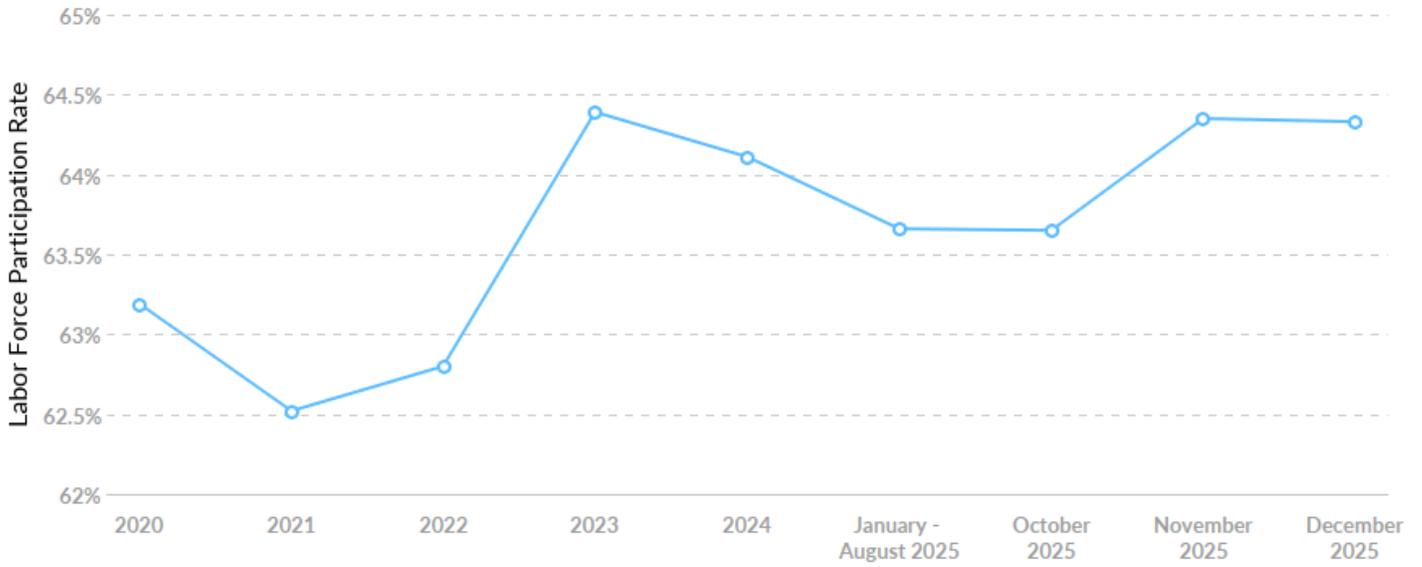
Job Trends

From 2020 to 2025, jobs increased by **10.0%** in Lebanon County, PA from 54,670 to **60,156**. This change **fell short of the national growth rate of 10.6%** by 0.6%.



Timeframe	Jobs
2020	54,670
2021	56,135
2022	57,251
2023	59,035
2024	59,995
2025	60,156
2026	60,850
2027	61,372
2028	61,768
2029	62,071
2030	62,148

Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2020	63.19%
2021	62.52%
2022	62.80%
2023	64.39%
2024	64.11%
January - August 2025	63.66%
October 2025	63.65%
November 2025	64.35%
December 2025	64.33%

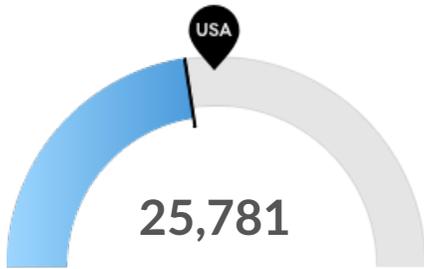
Unemployment Rate Trends

Lebanon County, PA had a December 2025 unemployment rate of 3.19%, **decreasing from 7.93%** 5 years before.



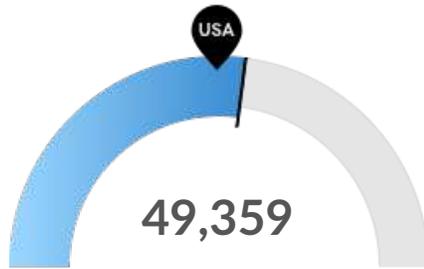
Timeframe	Unemployment Rate
2020	7.93%
2021	5.22%
2022	3.65%
2023	3.14%
2024	3.13%
January - August 2025	3.78%
October 2025	3.80%
November 2025	3.41%
December 2025	3.19%

Population Characteristics



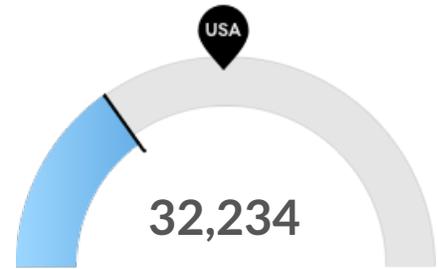
Millennials

Lebanon County, PA has 25,781 millennials (ages 25-39). The national average for an area this size is 29,748.



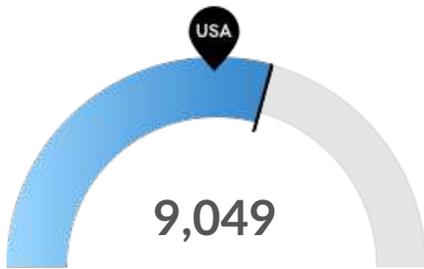
Retiring Soon

Retirement risk is high in Lebanon County, PA. The national average for an area this size is 43,941 people 55 or older, while there are 49,359 here.



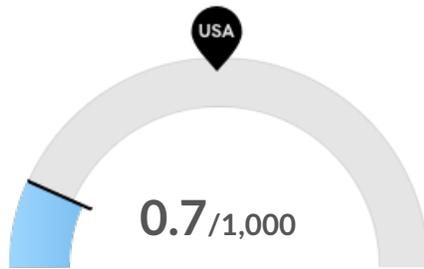
Racial Diversity

Racial diversity is low in Lebanon County, PA. The national average for an area this size is 61,816 racially diverse people, while there are 32,234 here.



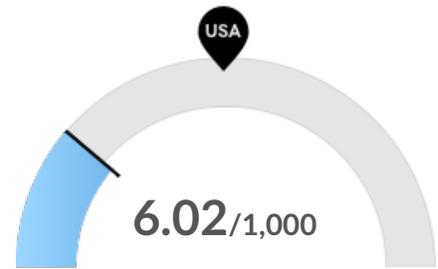
Veterans

Lebanon County, PA has 9,049 veterans. The national average for an area this size is 7,111.



Violent Crime

Lebanon County, PA has 0.7 violent crimes per 1,000 people. The national rate is 3.38 per 1,000 people.

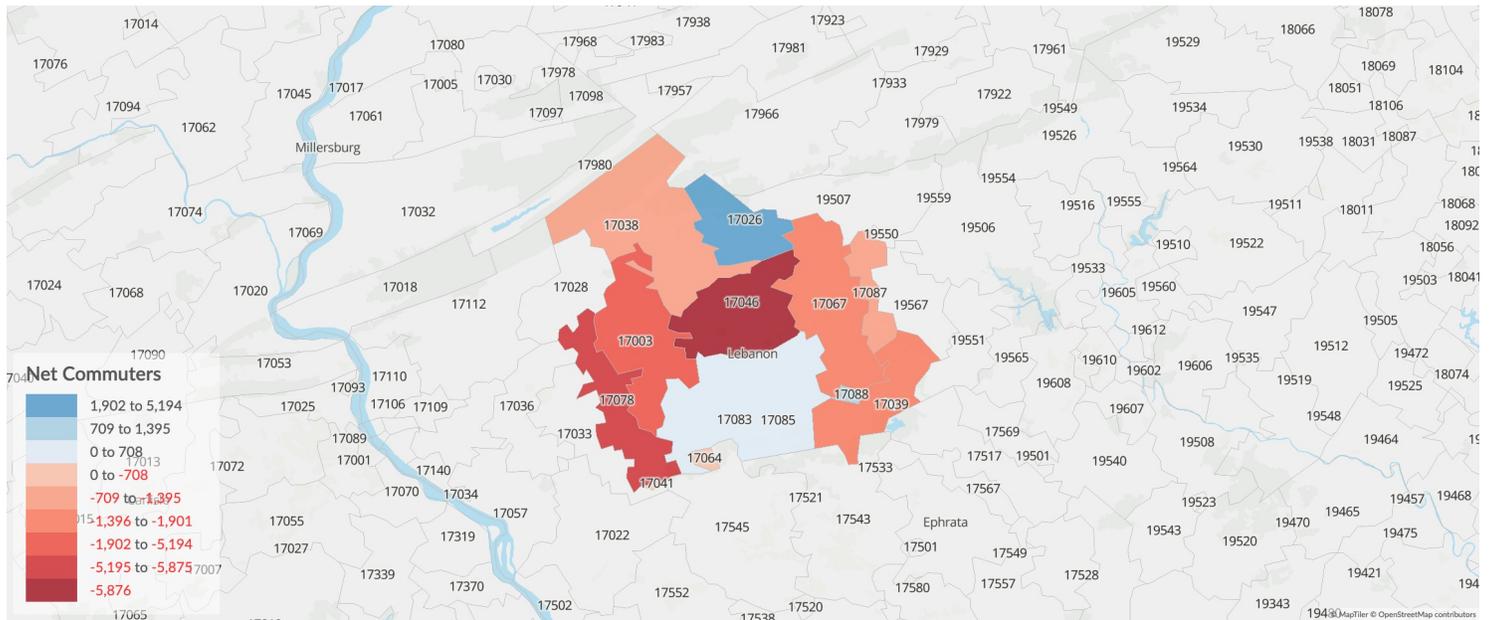


Property Crime

Lebanon County, PA has 6.02 property crimes per 1,000 people. The national rate is 16.44 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...	20,845
17046	Lebanon, PA (in Lebano...	9,217
17078	Palmyra, PA (in Lebanon...	7,895
17067	Myerstown, PA (in Leba...	6,838
17003	Annville, PA (in Lebanon...	4,129

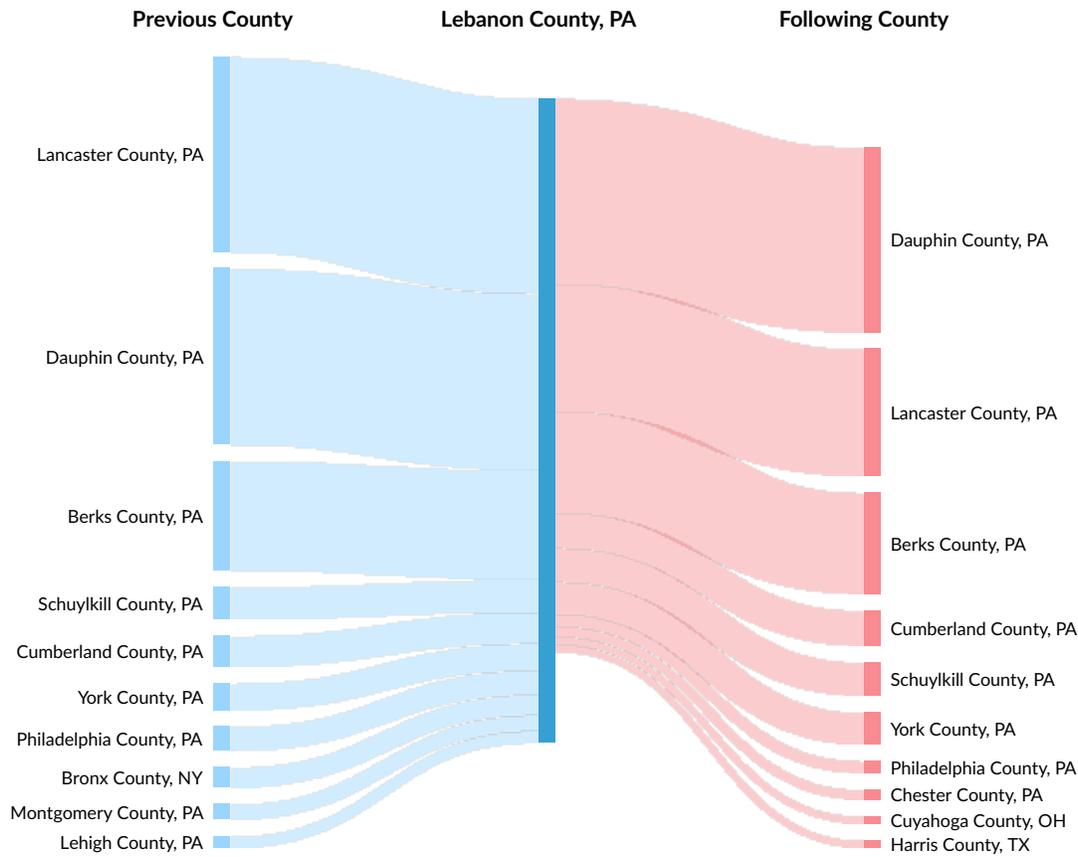
Where Talent Lives

ZIP	Name	2025 Workers
17042	Lebanon, PA (in Lebano...	20,548
17046	Lebanon, PA (in Lebano...	15,093
17078	Palmyra, PA (in Lebanon...	13,091
17067	Myerstown, PA (in Leba...	8,235
17003	Annville, PA (in Lebanon...	6,359

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, **881** 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**.

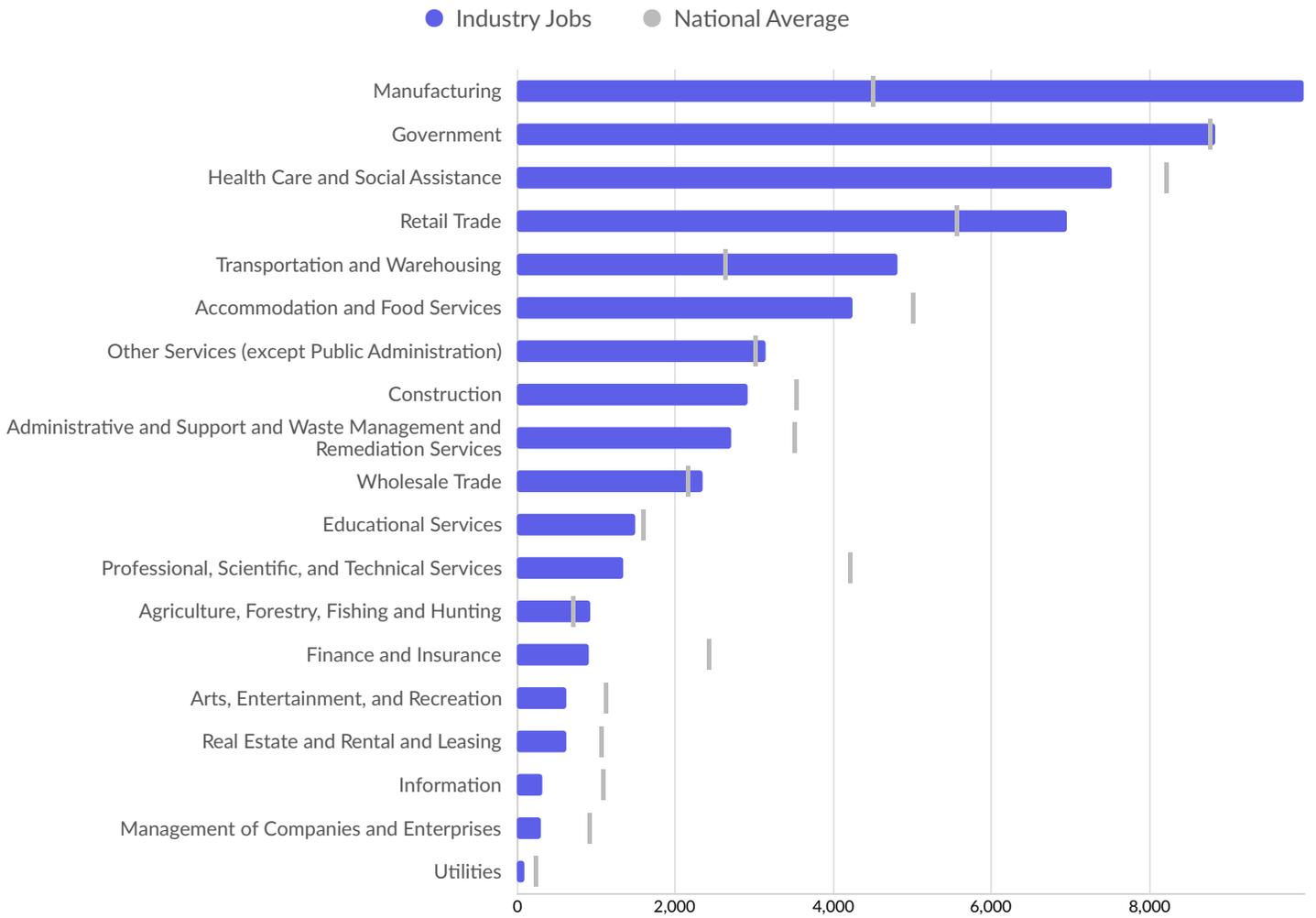


Top Previous Counties	Migrations
Lancaster County, PA	881
Dauphin County, PA	794
Berks County, PA	493
Schuylkill County, PA	147
Cumberland County, PA	141
York County, PA	122

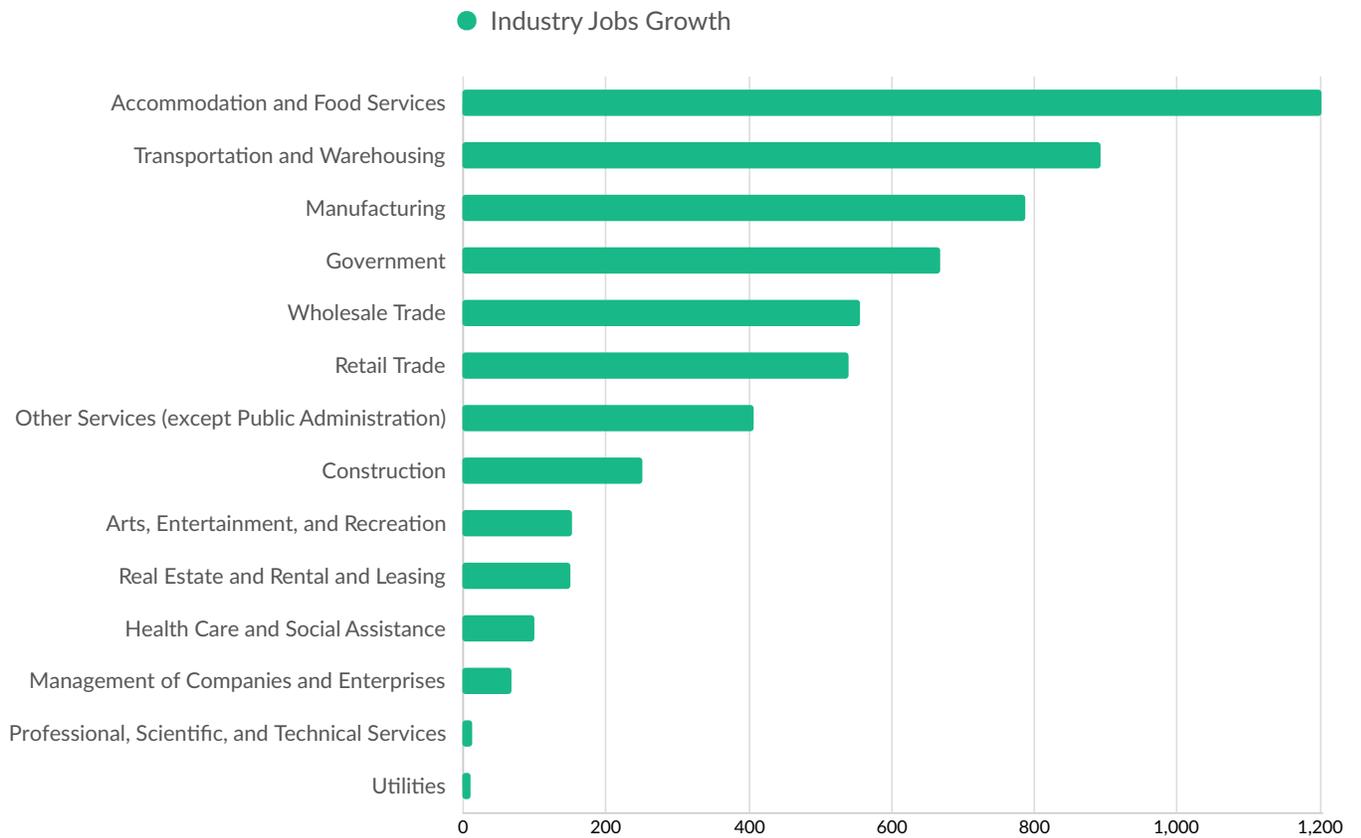
Top Previous Counties	Migrations
Philadelphia County, PA	109
Bronx County, NY	92
Montgomery County, PA	71
Lehigh County, PA	54
Queens County, NY	52
Chester County, PA	48
New York County, NY	45
Kings County, NY	37
Montgomery County, MD	35
Top Following Counties	Migrations
Dauphin County, PA	836
Lancaster County, PA	574
Berks County, PA	457
Cumberland County, PA	160
Schuylkill County, PA	152
York County, PA	145
Philadelphia County, PA	55
Chester County, PA	46
Cuyahoga County, OH	35
Harris County, TX	35
Baltimore City County, MD	35
Kings County, NY	35
Horry County, SC	35
New York County, NY	34
Hillsborough County, FL	34

Industry Characteristics

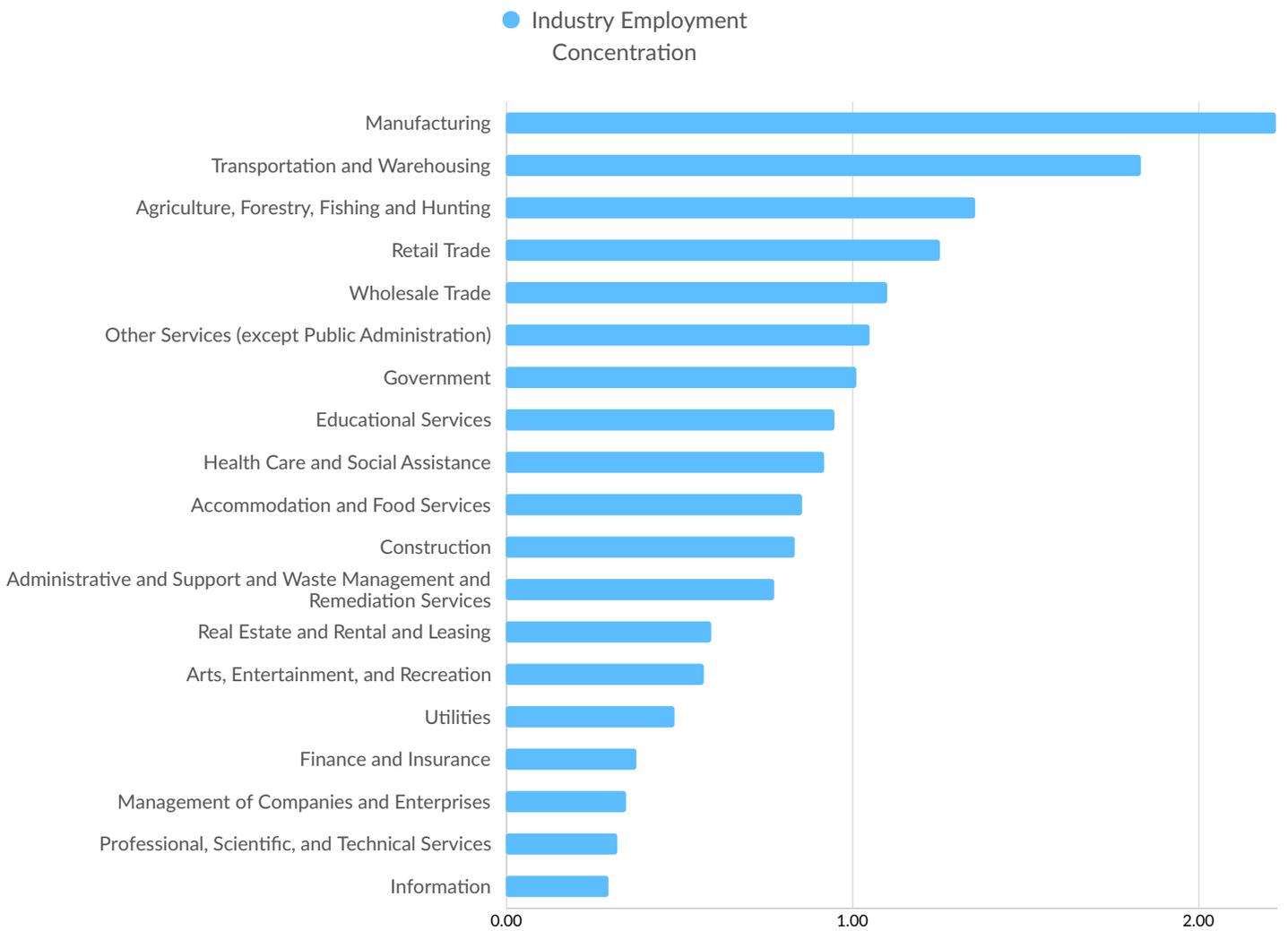
Largest Industries



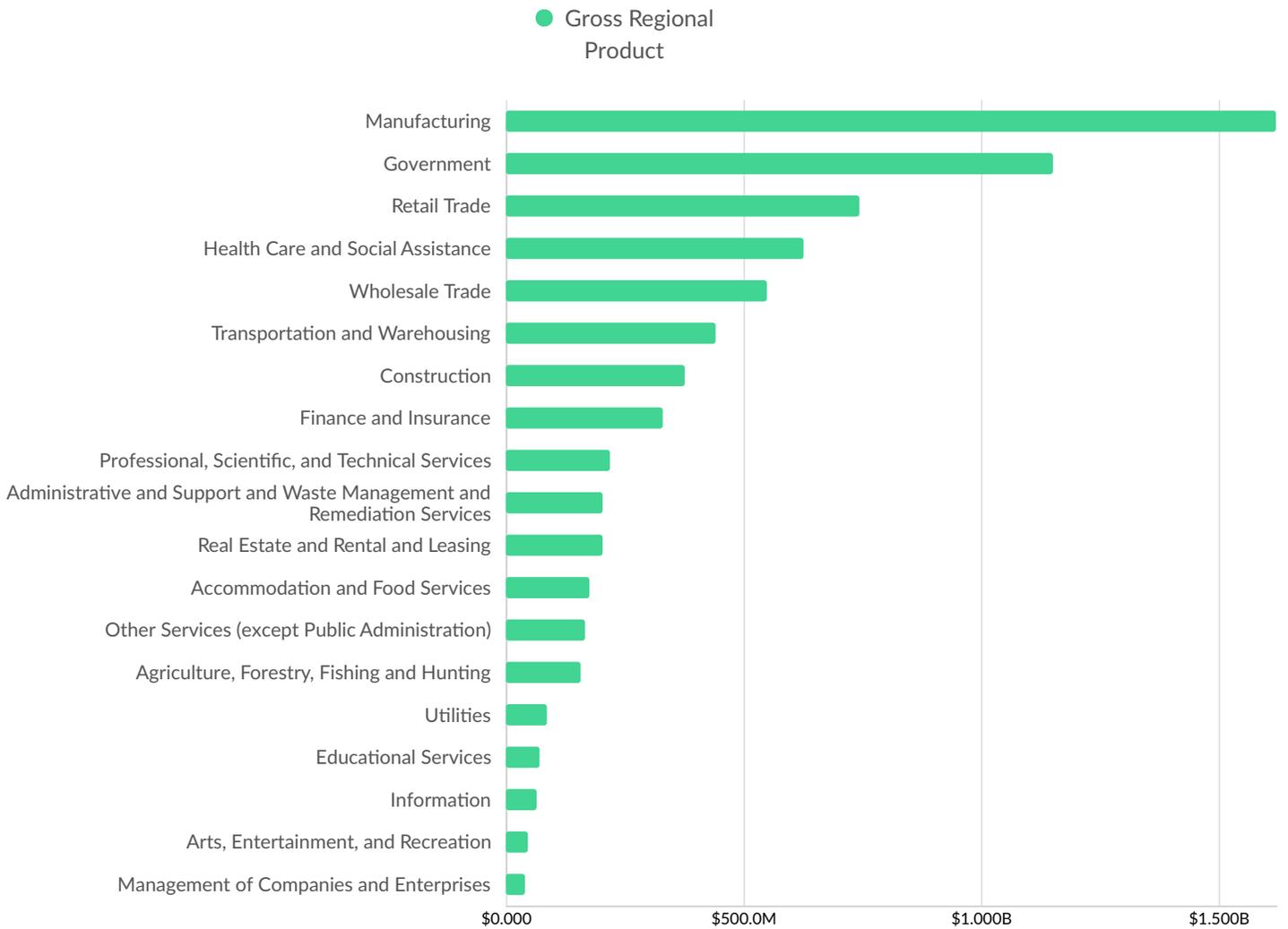
Top Growing Industries



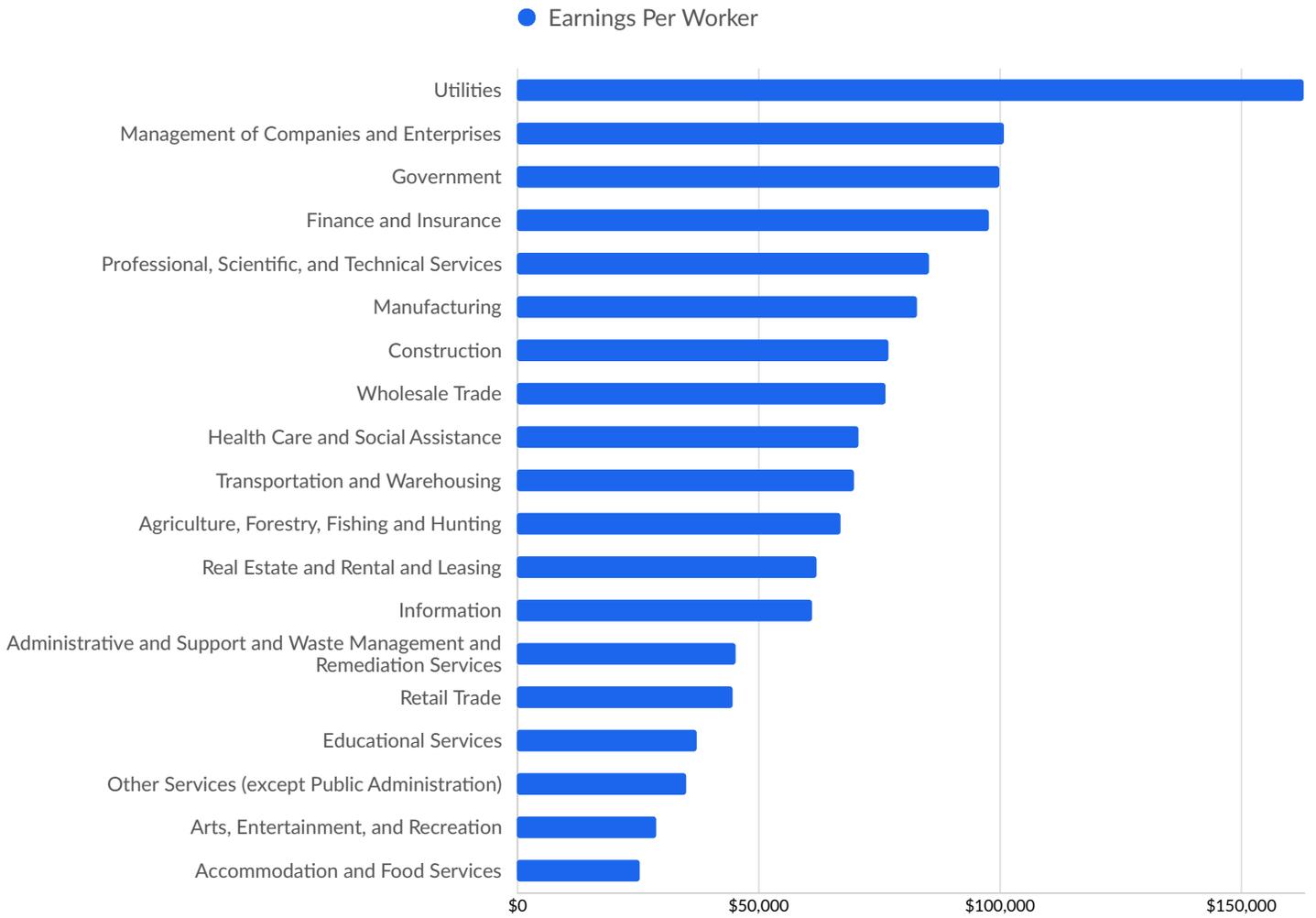
Top Industry Employment Concentration



Top Industry GRP



Top Industry Earnings



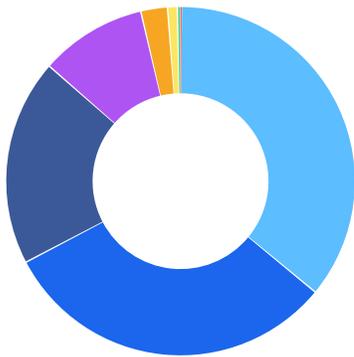
Business Characteristics

9,468 Companies Employ Your Workers

Online profiles for your workers mention 9,468 companies as employers, with the top 10 appearing below. In the last 12 months, 2,027 companies in Lebanon County, PA posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
Penn State Health	644 	Wellspan Health	1,476 
Wellspan Health	623 	Bell And Evans	474 
The Hershey Company	528 	Commonwealth Of Pennsylvania	319 
United States Department of Ve...	473 	Soliant Health	159 
Pennsylvania State University	391 	Walmart	157 
Lebanon Valley College	325 	United States Department of Ve...	128 
Hershey Entertainment & Resorts	289 	Mastronardi Produce Ltd.	120 
United States Army	210 	Lebanon Va Medical Center	114 
Walmart	179 	Domino's Pizza	111 
Deutsche Post DHL Group	171 	Deutsche Post DHL Group	110 

Business Size

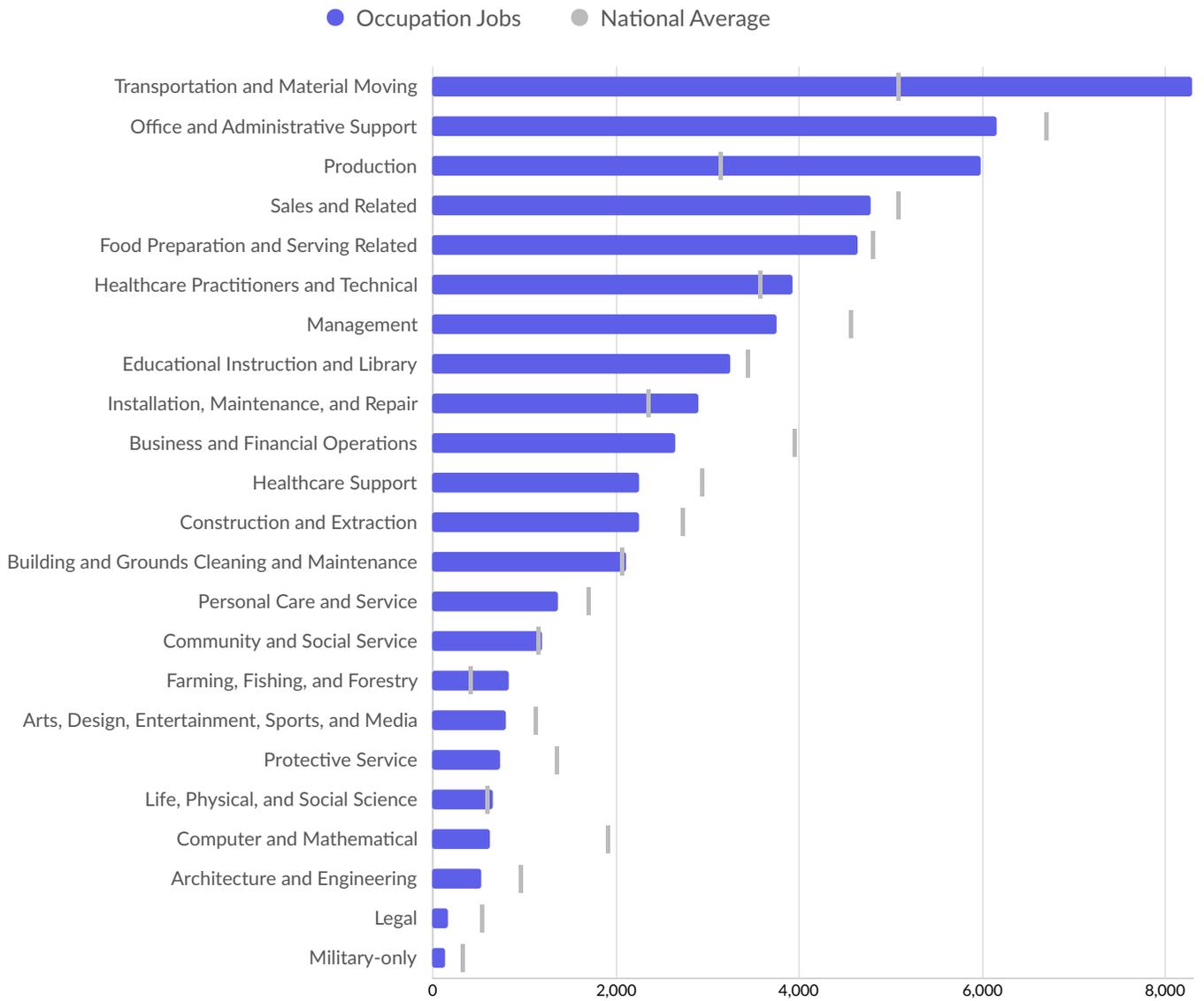


	Percentage	Business Count
● 1 to 4 employees	35.9%	1,875
● 5 to 9 employees	31.3%	1,637
● 10 to 19 employees	19.1%	1,000
● 20 to 49 employees	9.9%	516
● 50 to 99 employees	2.5%	129
● 100 to 249 employees	0.9%	47
● 250 to 499 employees	0.3%	17
● 500+ employees	0.0%	2

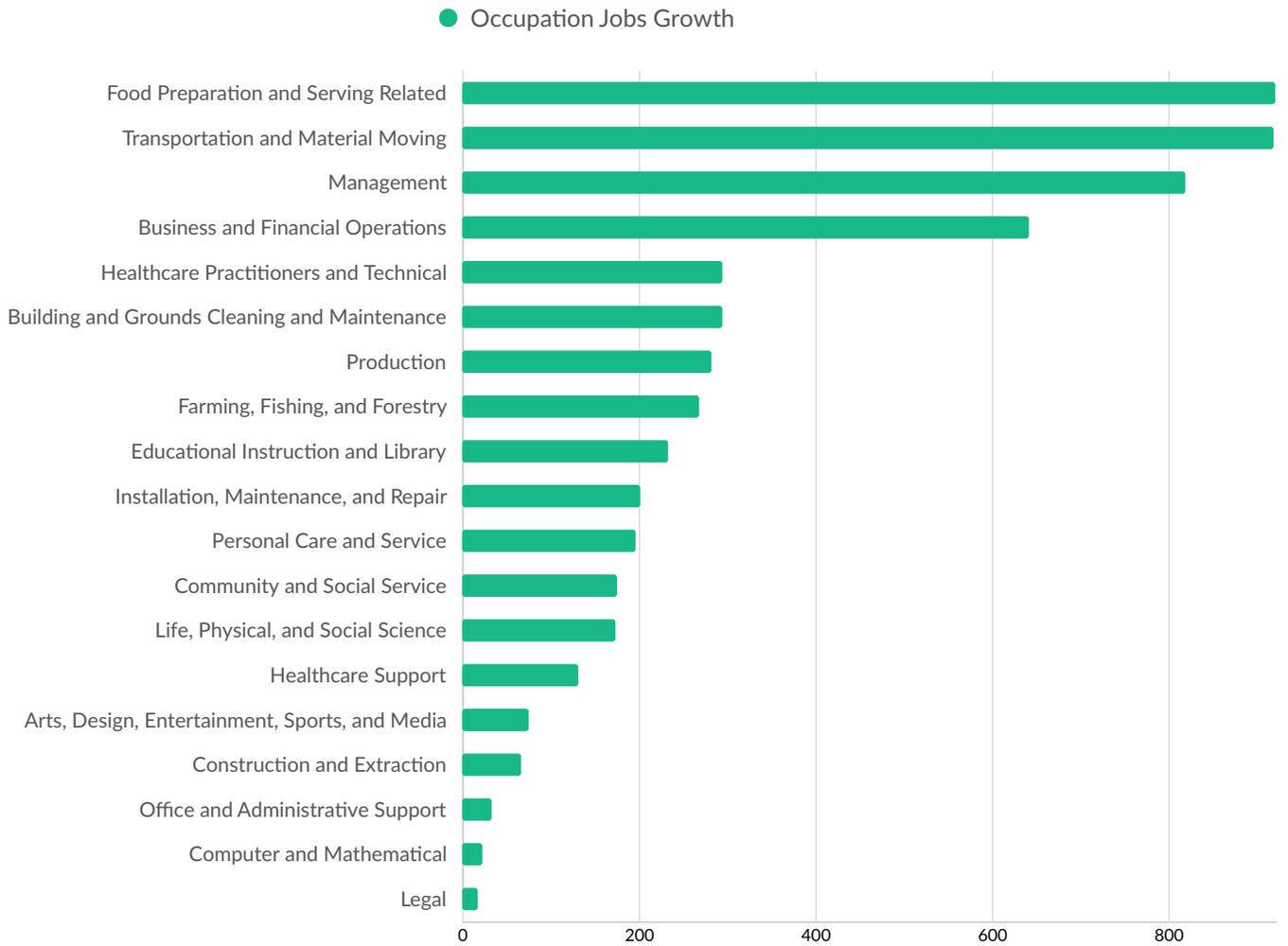
*Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on the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

Workforce Characteristics

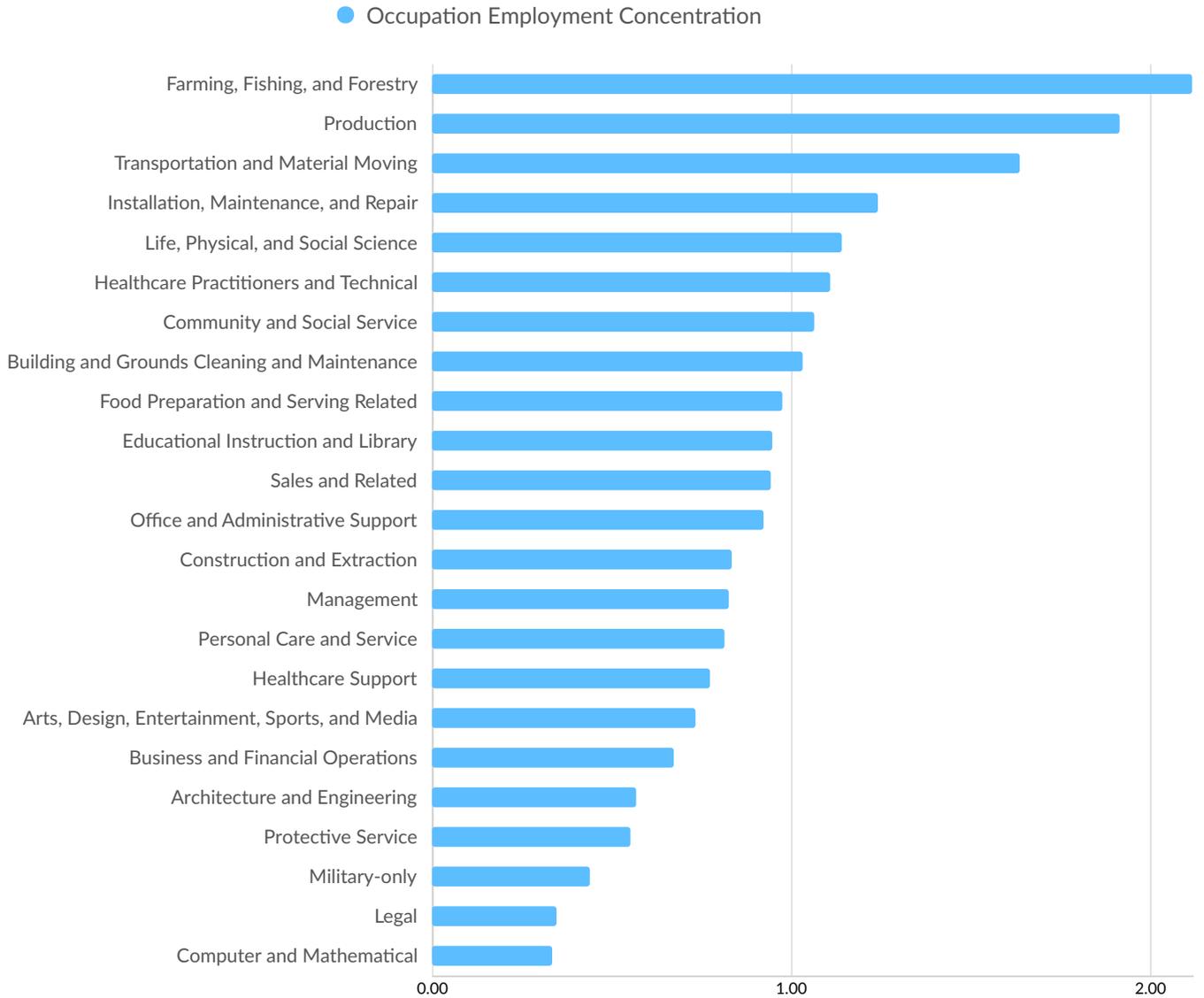
Largest Occupations



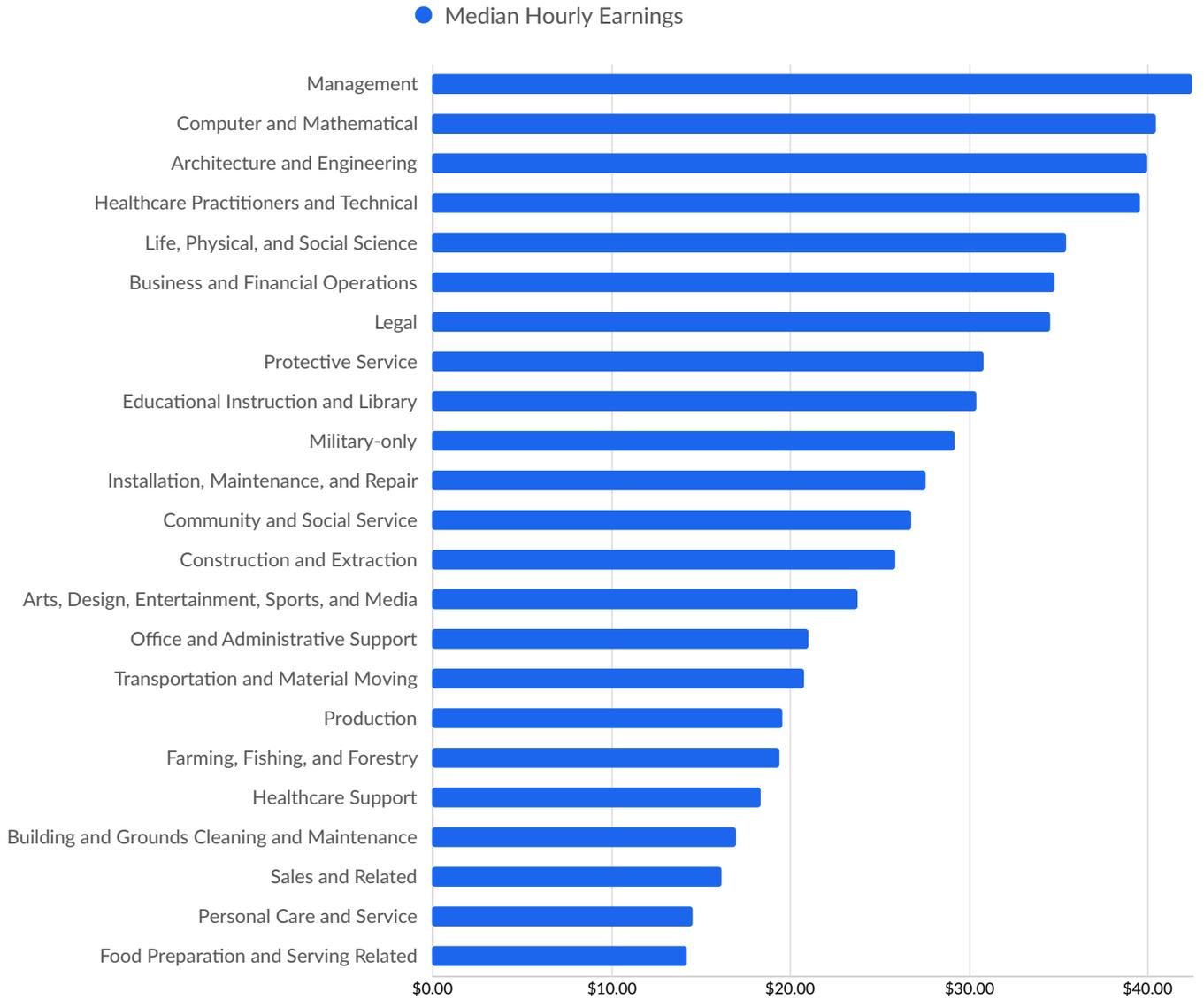
Top Growing Occupations



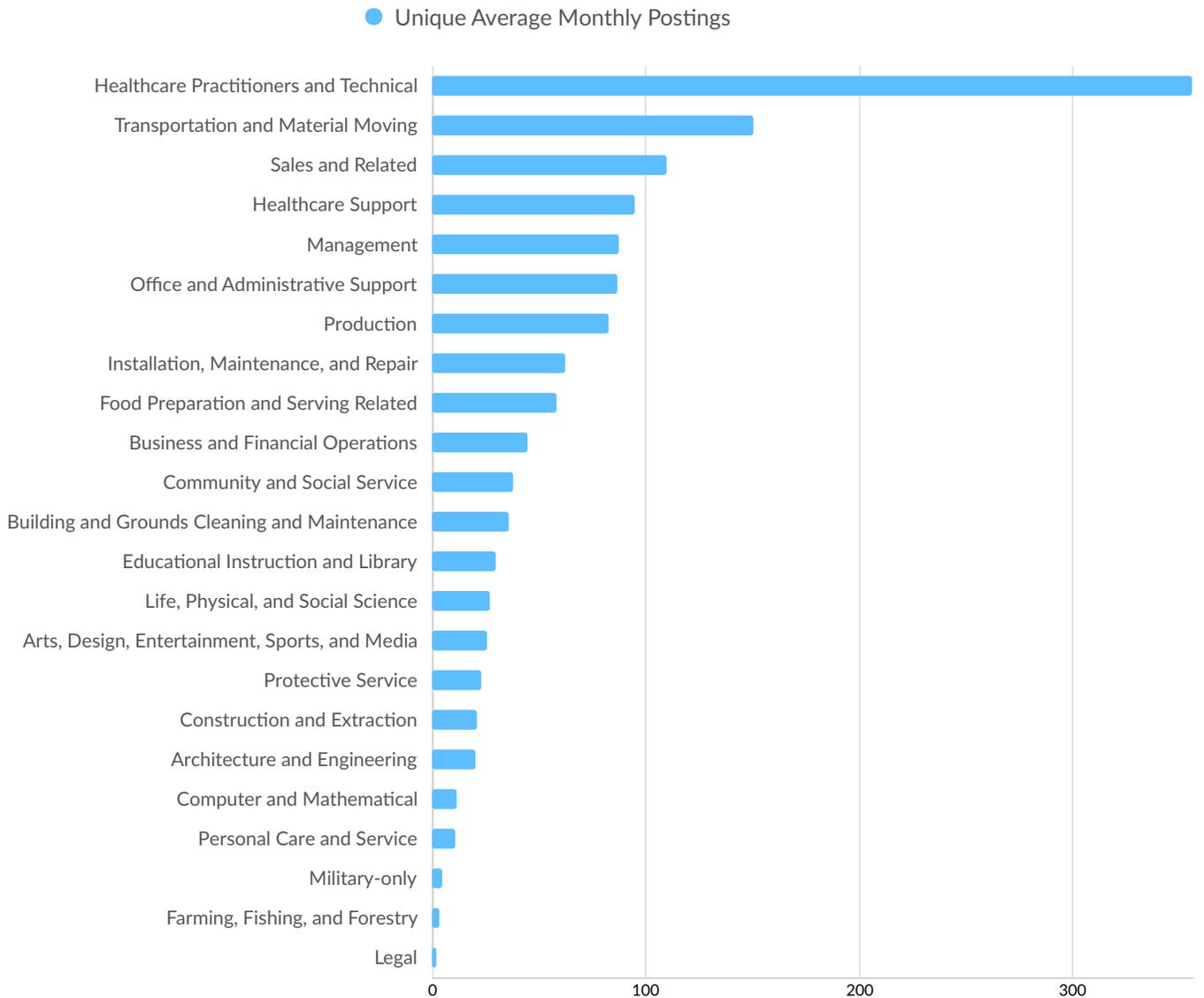
Top Occupation Employment Concentration



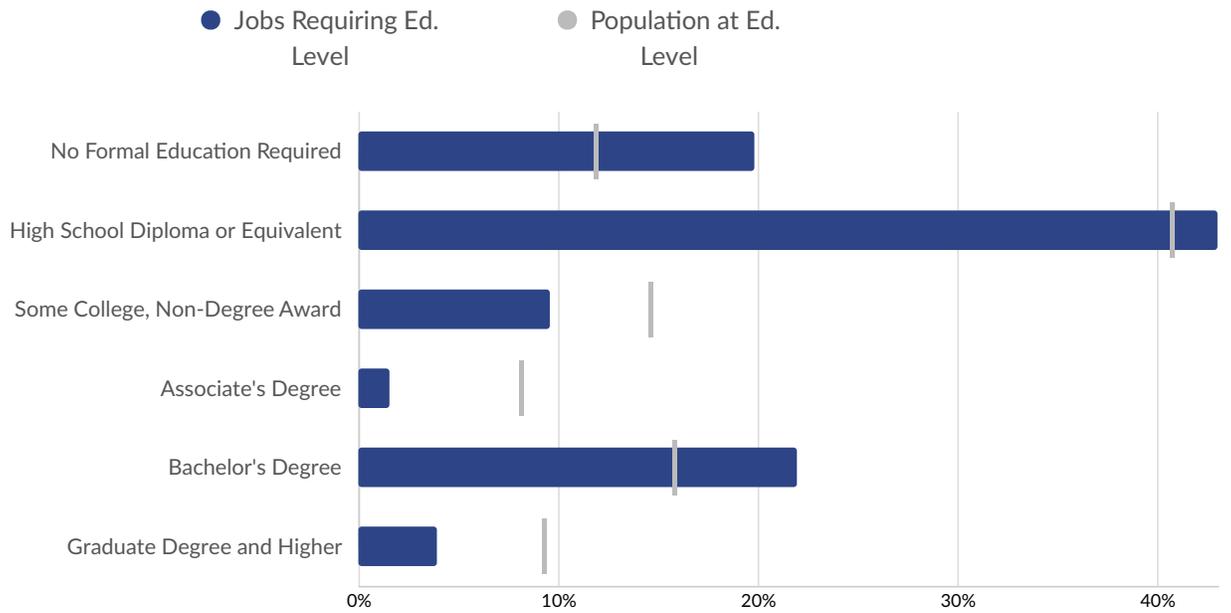
Top Occupation Earnings



Top Posted Occupations



Underemployment



Educational Pipeline

In 2024, there were 641 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 "Licensed Practical/Vocational Nurse Training" (Certificate).

School	Total Graduates (2024)	Graduate Trend (2020 - 2024)
Lebanon Valley College	613 	
Empire Beauty School-Lebanon	24 	
Champ's Barber School-Lebanon	4 	
Evangelical Theological Seminary (not current)	0	
Lebanon County Area Vocational Technical School (not current)	0	

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

In-Demand Skills

