



U.S. Labor Market Performance & Outlook

*+ Mid-Atlantic and
Northeast Metro Highlights*

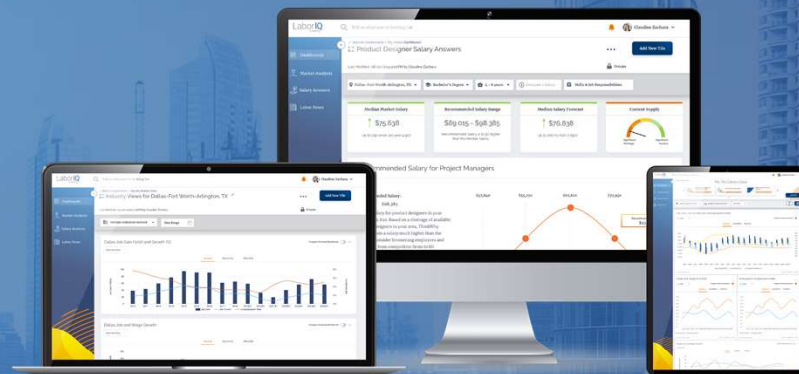
September 2021

LaborIQ[®]
ThinkWorx



Talent Intelligence Solutions

Compensation | Retention | Job Market Forecasts



Unequaled Ease & Accuracy. Unlimited Reporting & Access.



LaborIQ® Index

The proprietary **LaborIQ Market Ranking Index** identifies and tracks 10 key performance indicators that best measure and rank a local economy's performance. These indicators or variables are present in every market and represent the greatest drivers of a market's economic progress or decline and labor market recovery from the pandemic.

The ranking index provides a strong evaluation of which U.S. cities and metro areas are attracting talent, recouping jobs and those primed for recruiting and hiring.

Mid-Atlantic & Northeast Metro Areas

Baltimore-Columbia-Towson, MD

Boston-Cambridge-Nashua, MA-NH

New York-Newark-Jersey City, NY-NJ-PA

Philadelphia-Camden-Wilmington, PA-NJ-DE-MD

Washington-Arlington-Alexandria, DC-VA-MD-WV

U.S. Labor Market Conditions & Outlook

- Historic-level **job openings (10.9 million) and voluntary quits (~4 million)**
- The Delta variant will **slow near-term hiring**, despite business demand
- Early-recovering metros and industries will see **more moderate job gains**
- The **limited availability of talent** will be a significant hiring challenge

U.S. Labor Market Highlights

- Monthly job gains likely to remain slower due to COVID-19 impact
- People transitioning between companies will remain high with record number of open jobs
- Full return to employment by early 2023

Jobs to Recover

5.3M

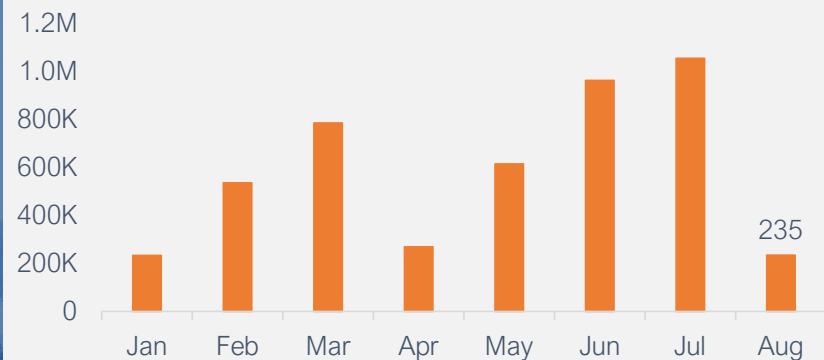
3.5% below pre-pandemic total employment

Unemployment Rate

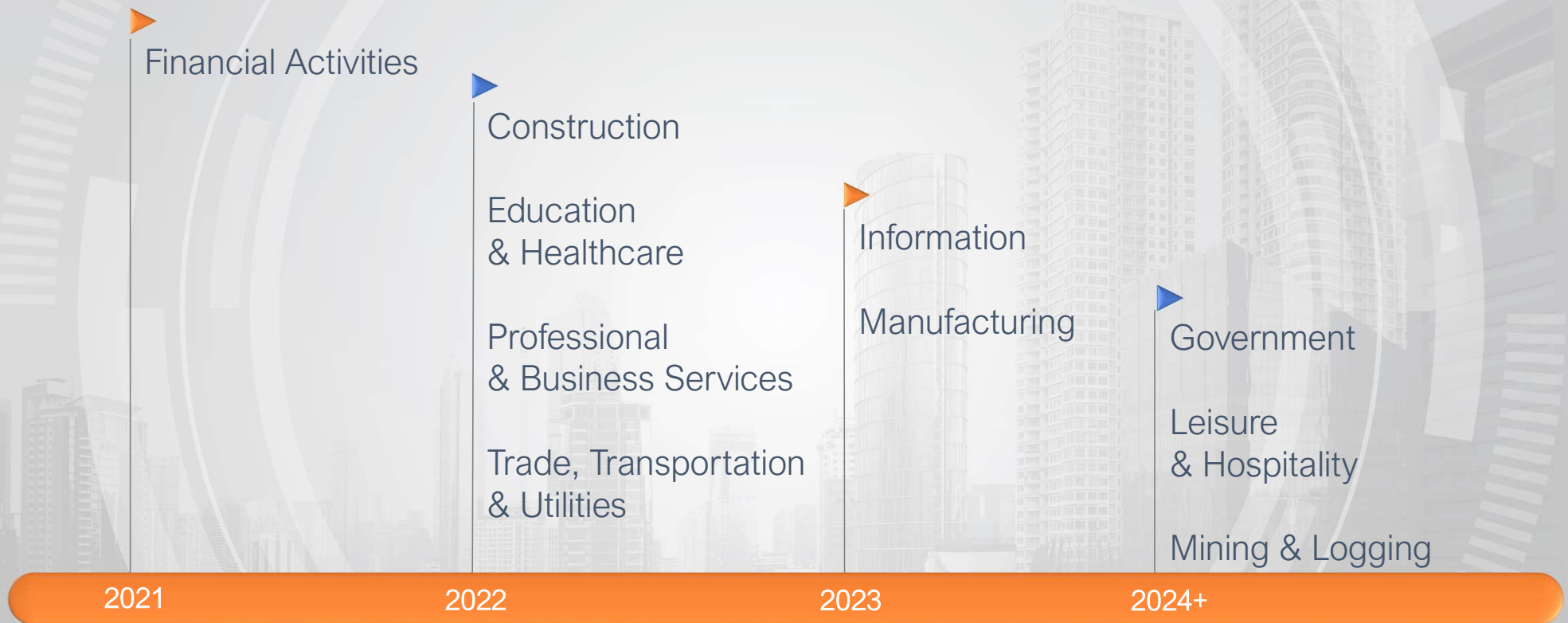
5.2%

Down from peak of 14.8% in April 2020

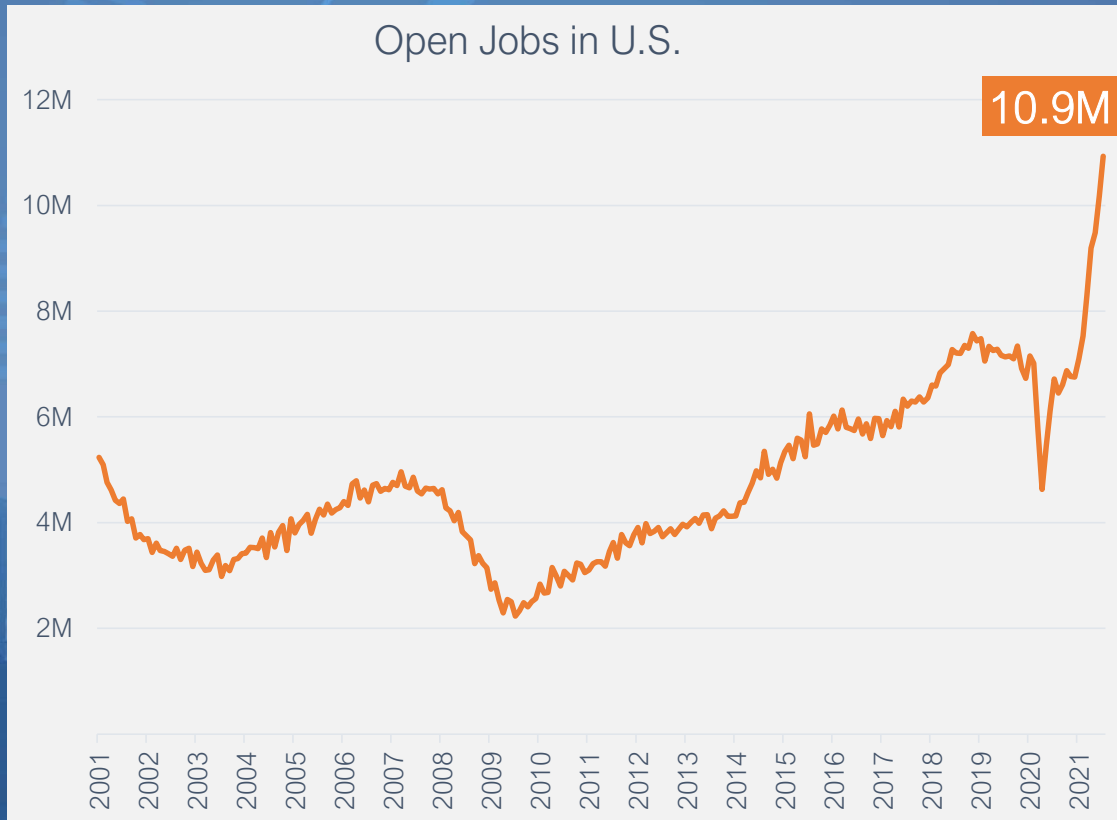
2021 Monthly Job Gain
(Thousands)



Year of U.S. Job Recovery by Industry



Are you trying to fill open jobs? So is everybody else!



JOB OPENINGS BY INDUSTRY

1.8M Professional & Business

1.8M Healthcare

1.6M Restaurants & Hotels

1.1M Retail Trade

889K Manufacturing

321K Construction

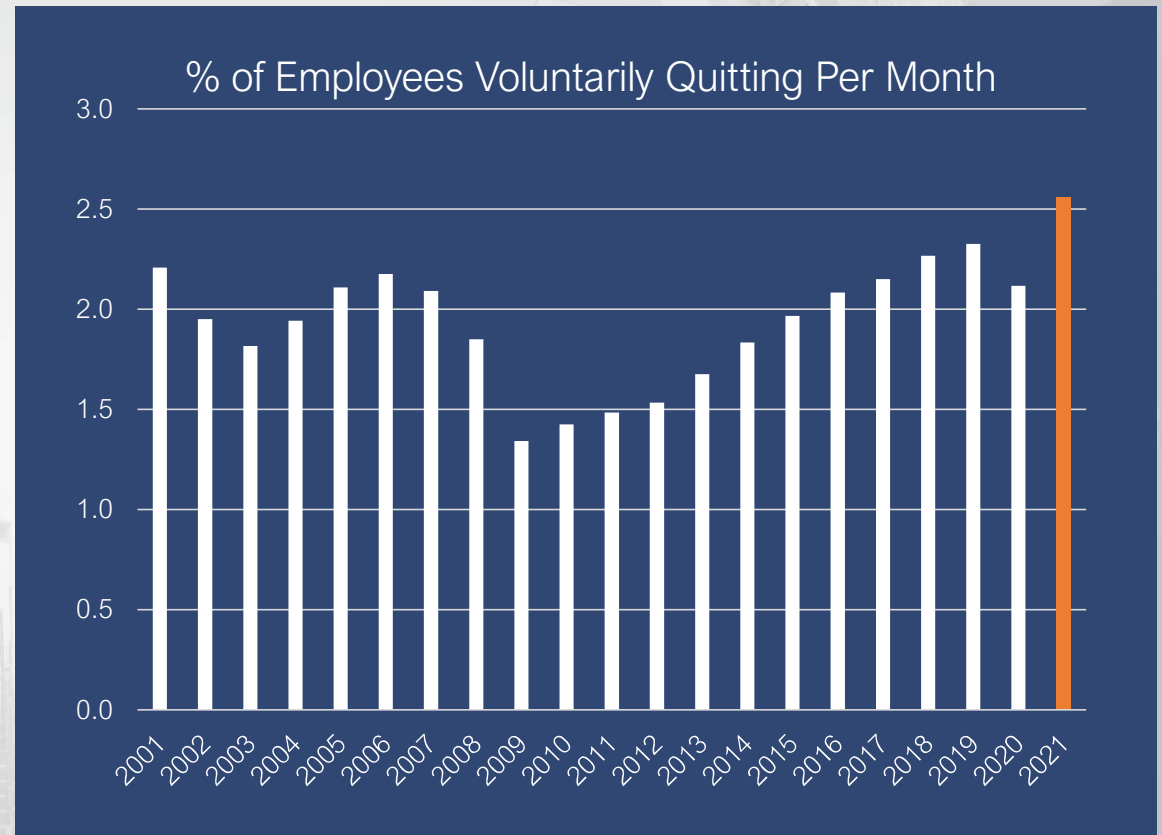
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Transition of Talent Continues; Voluntary Quits Skyrocket

4.0 million people quit in July
(2.7% of employment base)

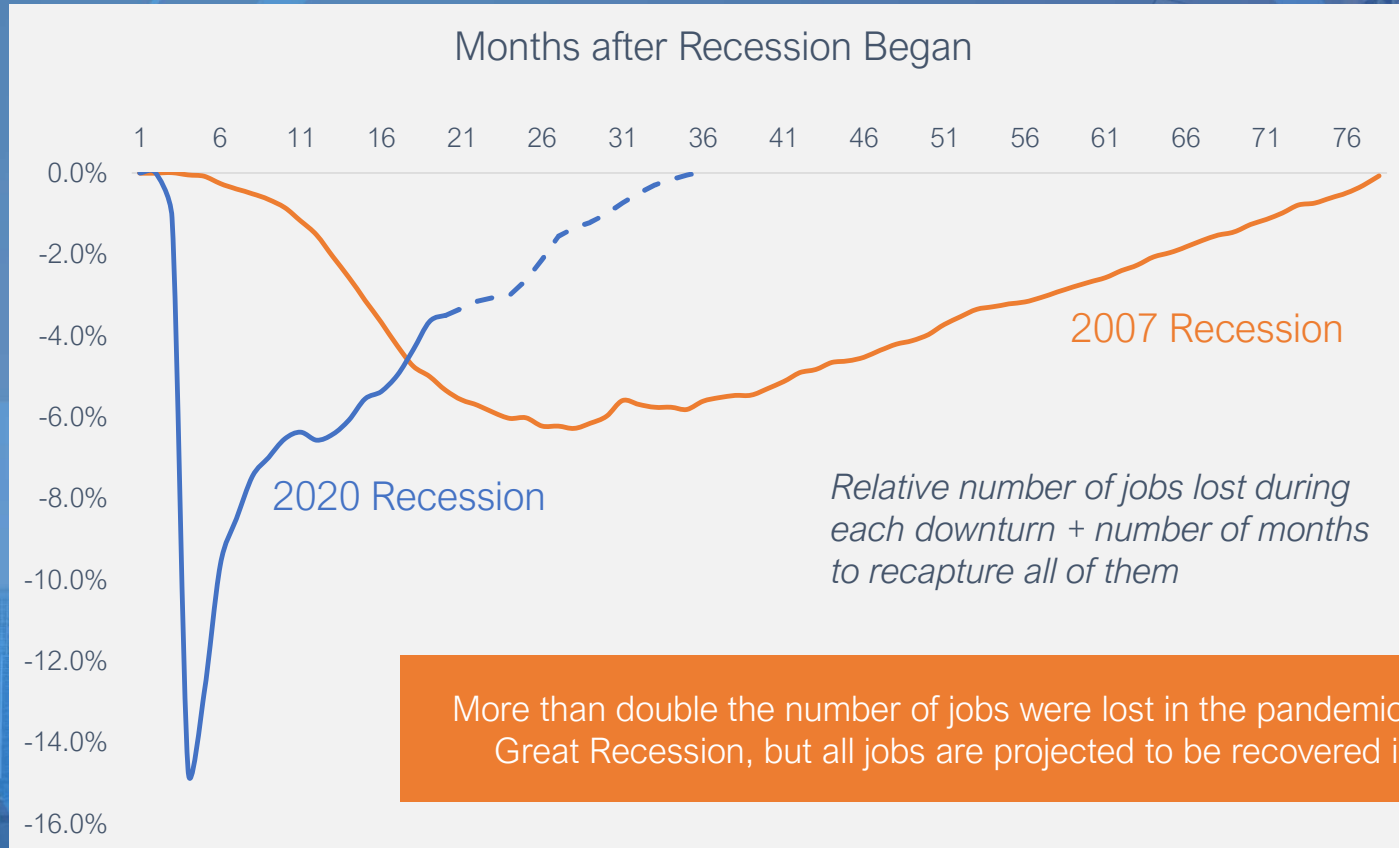
11.5 million quits from May - July

Pace nearly double the rate after
2009 recession



Sources: LaborIQ®; Bureau of Labor Statistics; *2021 data is average through July

Job Loss & Recovery vs Great Recession



National Headlines | Industries & Occupations

Industries

Financial Activities leads the recovery with only **0.3%** of jobs left to recoup

Leisure & Hospitality represents **32%** of U.S. jobs left to recover

Occupations

Unemployment Rates

1.5%

Tech jobs

7.5%

Service jobs

National Labor Market Job Gains

LaborIQ
by ThinkWhy

BY INDUSTRY | AUGUST 2021

GOODS-PRODUCING SECTORS

MANUFACTURING
37,000

MINING & LOGGING
6,000

CONSTRUCTION
-3,000

SERVICE-PROVIDING SECTORS

PROFESSIONAL &
BUSINESS SERVICES
74,000

EDUCATION & HEALTH
35,000

TRADE, TRANSPORTATION
& UTILITIES
24,000

INFORMATION
17,000

FINANCIAL ACTIVITIES
16,000

LEISURE & HOSPITALITY
0

GOVERNMENT
-8,000

Despite overall disappointing job gains in August, these industries still made significant progress recouping jobs.

LaborIQ
by ThinkWhy

Unemployment Rate by Race/Ethnicity & Age

Race/Ethnicity	Unemployment Rate	
	Overall	Ages 20-24
White	4.5%	7.2%
Asian	4.6%	8.4%
Hispanic	6.4%	9.4%
Black or African American	8.8%	17.0%

Source: Bureau of Labor Statistics, Non-seasonally adjusted Unemployment Rates

Unemployment Rate by Occupation

Occupation	Unemployment Rate
Legal	1.4%
Tech	1.5%
Healthcare	2.0%
Service	7.5%
Transportation & Material Moving	8.2%

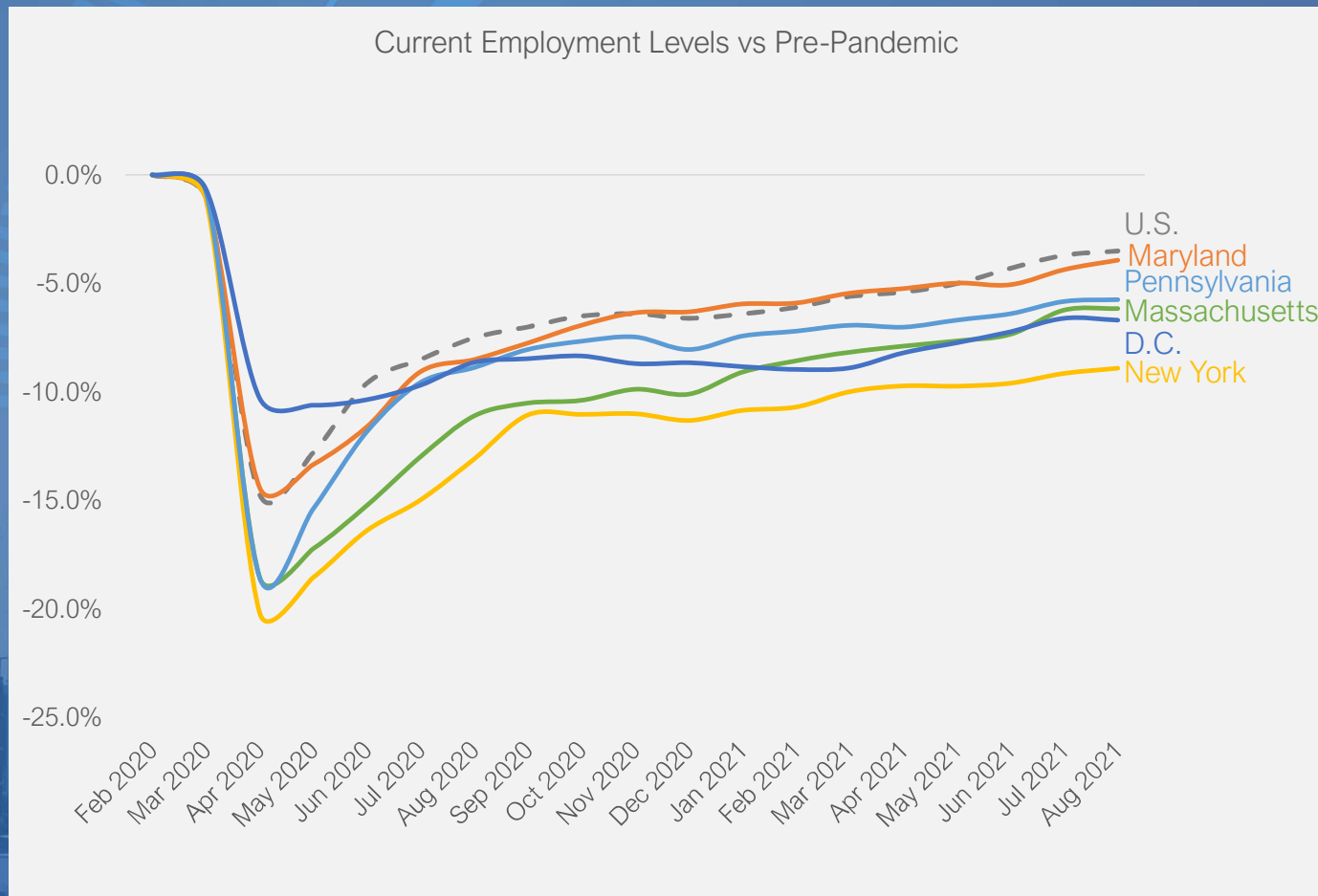
Source: Bureau of Labor Statistics, Non-seasonally adjusted Unemployment Rates

Mid-Atlantic & Northeast Labor Market Highlights

- ✓ Key Trends
- ✓ LaborIQ® Index
- ✓ Jobs to Recover
- ✓ Recent Job Gains
- ✓ Outlook by Industry



Mid-Atlantic and Northeast Jobs Recovery Trailing U.S. Average



- Northeast states lag the national recovery; Many had tighter restrictions for a longer time
- Maryland employment declined 14.4% and is now within 4% of pre-pandemic levels
- Pennsylvania employment declined 18.5% and is now within 6% of pre-pandemic levels
- Massachusetts employment declined 17.2% and is now within 7% of pre-pandemic levels
- Washington, D.C. employment declined 10.6% and is now within 7% of pre-pandemic levels
- New York employment declined 18.5% and is now within 9% of pre-pandemic levels

Recovery Timeline | U.S. & Key State Metros

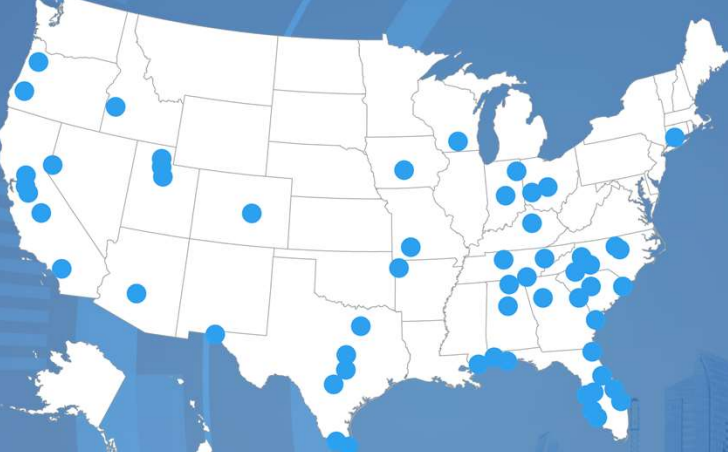
2021	2022	2023	2024	2025+
Austin	Atlanta	Baltimore ♦	Albany	Hartford
Phoenix	Charlotte	Chicago	Boston ♦	New Orleans
Salt Lake City	Dallas	Denver	Las Vegas	Providence
	Nashville	Houston	Los Angeles	
		Philadelphia ♦	New York ♦	
		Seattle	Orlando	
		Syracuse	Rochester	
		U.S.	San Francisco	
		Washington, D.C. ♦		

♦ Metro is featured in LaborIQ® *Mid-Atlantic and Northeast Metro Highlights*; Others states and metros available from LaborIQ®

Mid-Atlantic and Northeast metros are on the later end of the recovery relative to many other locations in the U.S.

The Return to Pre-Pandemic Employment Levels

2022 or Earlier



2023



2024+



Sources: LaborIQ®

Labor Market Highlights | Baltimore, Maryland



- All jobs recovered by 2023, in line with the national average
- The job recovery varies considerably by industry, with some recouping all jobs by 2022, but others taking until 2024; this may cause talent to change industries
- Population growth through 2025 is lower than the national average, constraining talent supply relative to other metros

Index Ranking

60

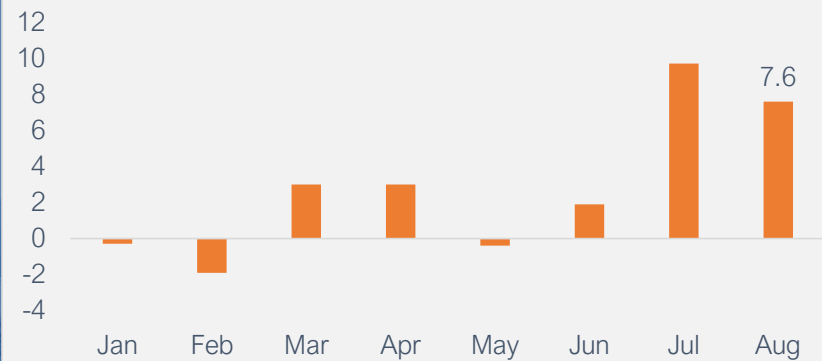
Out of 150 metros;
Ranked 66 a year ago

Jobs to Recover

61.3K

4.3% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)



Year of Job Recovery by Industry | Baltimore, Maryland



Labor Market Highlights | Boston, Massachusetts



- All jobs recovered by 2024, later than the national projections
- Information and Construction are two leading industries, recovering all jobs by 2022
- Given the lag in the recovery, this metro will be at risk for losing talent; high salaries in this region make remote work a difficult option

Index Ranking

27

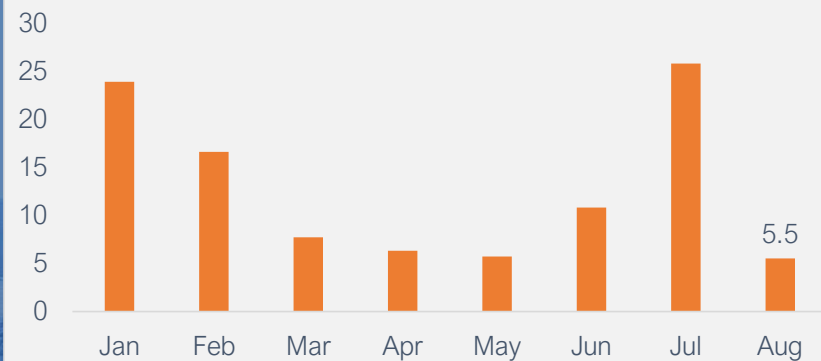
Out of 150 metros;
Ranked 76 a year ago

Jobs to Recover

184.3K

6.5% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)



Year of Job Recovery by Industry | Boston, Massachusetts



Labor Market Highlights | New York, New York



- New York experienced one of the highest totals of job loss during the early pandemic on both a relative and absolute basis
- Most industries will not fully recover all lost jobs until 2024 or later
- The city will be at risk for net migration out of the metro, which will impact talent supply; many companies will need to look at remote work to fill roles

Index Ranking

43

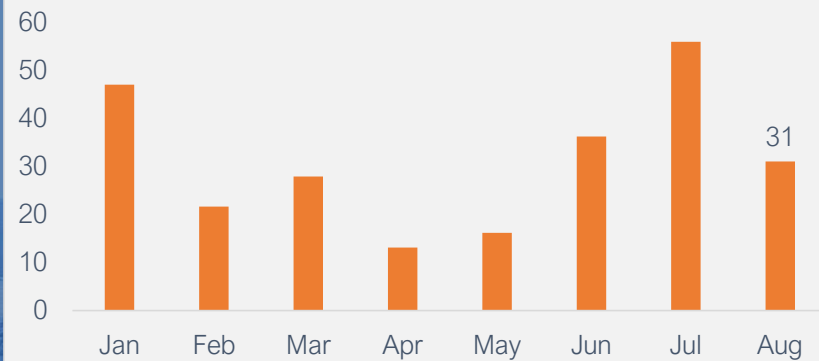
Out of 150 metros;
Ranked 110 a year ago

Jobs to Recover

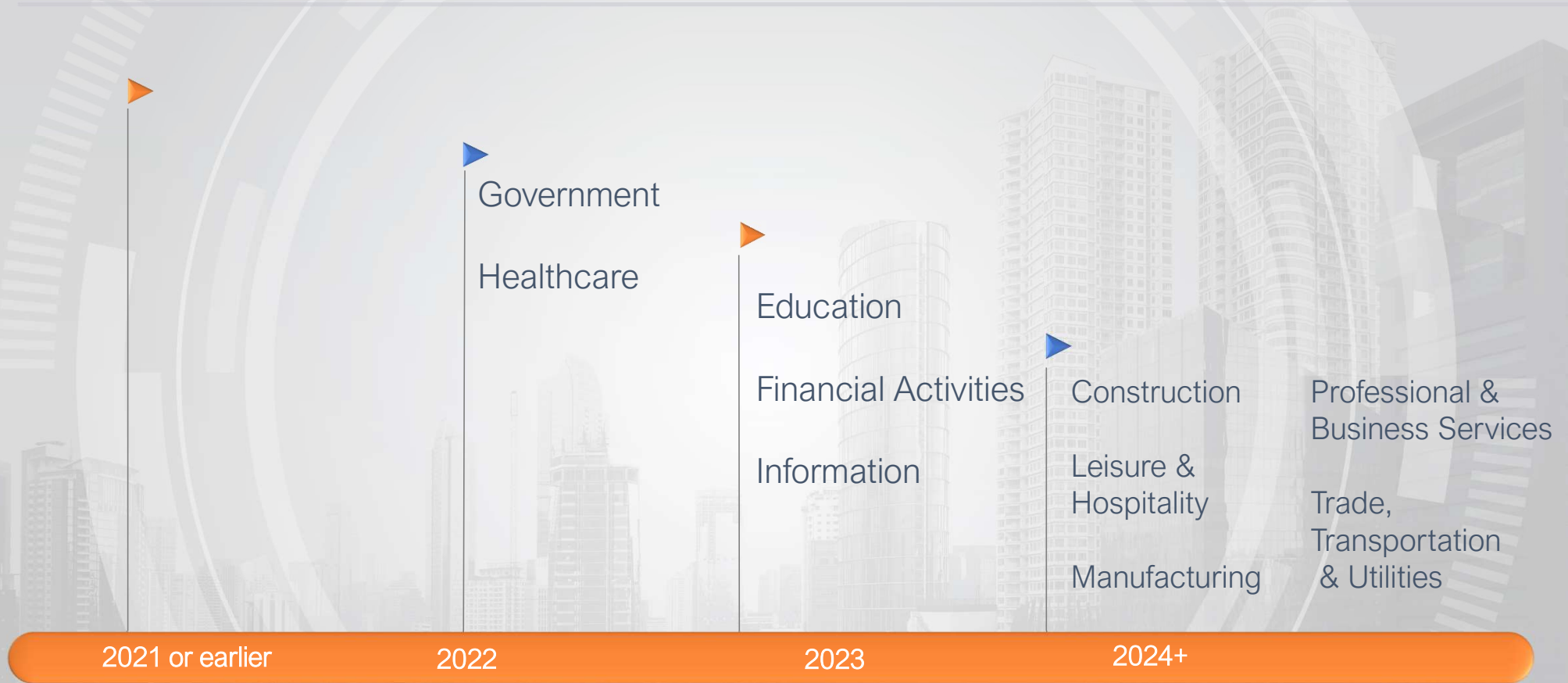
909.4K

9.0% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)



Year of Job Recovery by Industry | New York, New York



Labor Market Highlights | Philadelphia, Pennsylvania



- All jobs recovered by 2023, in line with the national recovery
- Several industries, including Construction, Healthcare and Financial Activities, will recover by the end of 2022
- The metro's population is projected to grow at a slower pace than the national average through 2025, which will make it more difficult to source talent locally

Index Ranking

39

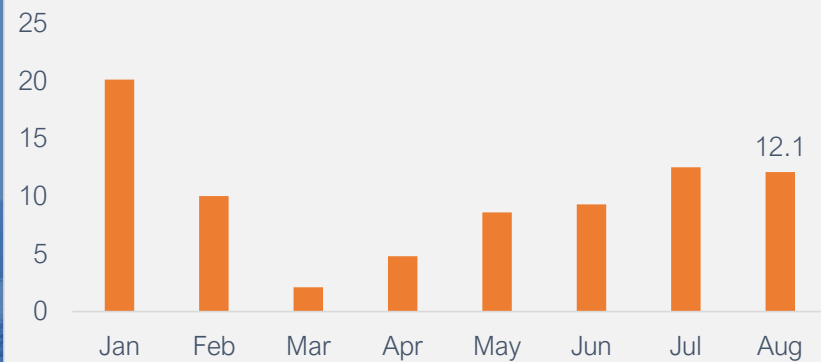
Out of 150 metros;
Ranked 69 a year ago

Jobs to Recover

167.4K

5.6% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)



Year of Job Recovery by Industry | Philadelphia, Pennsylvania



Labor Market Highlights | Washington, D.C.



- Government and Public Administration did not experience major job losses, keeping Washington, D.C. in the top 25 LaborIQ® Index metros
- Unlike some other metros in this region, population growth through 2025 almost 2x the national average; this should make it easier to source talent locally

Index Ranking

21

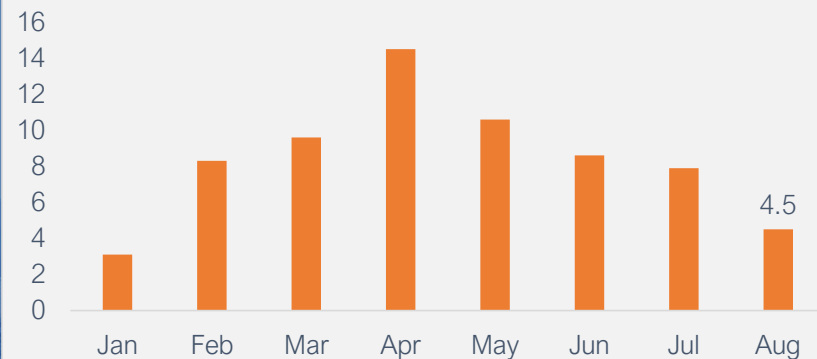
Out of 150 metros;
Ranked 28 a year ago

Jobs to Recover

172.9K

5.1% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)



Year of Job Recovery by Industry | Washington, D.C.

Government

Professional &
Business Services

Construction

Healthcare

Manufacturing

Education

Financial
Activities

Information

Leisure &
Hospitality

Trade,
Transportation &
Utilities

2021 or earlier

2022

2023

2024+

Recommended Salaries by Job Title & Location

	Customer Support Rep	Registered Nurse	Digital Marketing Manager	Senior Accountant	Software Engineer
Baltimore	\$51	\$84	\$92	\$112	\$133
Boston	\$57	\$109	\$96	\$117	\$125
New York	\$53	\$100	\$121	\$129	\$135
Philadelphia	\$52	\$84	\$100	\$109	\$118
Washington, D.C.	\$55	\$86	\$110	\$131	\$129
Chicago	\$51	\$84	\$79	\$103	\$113
Los Angeles	\$49	\$116	\$98	\$115	\$132

Annual Salary (000s) Based on Bachelor's Degree and 4-6 Years of Experience

Salary is lowest across metros listed

Source: LaborIQ®; Based on 4-6 years of experience and a minimum of a bachelor's degree, Salaries as of September 2021

A grayscale photograph of a dense cityscape, likely New York City, featuring numerous skyscrapers and buildings. Overlaid on the image is a light gray network diagram consisting of interconnected nodes and lines, resembling a data or communication network. The text 'ThinkWhy.com' is centered in the image in a bold, orange font.

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