

PENNSTATE



Center for Economic and Community Development

Pennsylvania: Poverty, Minimum Wage, and Living Wages



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Introduction

The minimum wage is a complex issue in our society that has recently risen to the top of the political debate. There are many questions that surround the debate, and the evidence for either side is mixed with little agreement. In this report our initial research focus was workers in Pennsylvania and their relation to the current minimum wage rate of \$7.25. However after extensive research, we realized that the minimum wage debate is much broader than just the minimum wage. Rather, it is related to employment opportunities, poverty, and living wages. All of these factors are interrelated and a report on the minimum wage would be insufficient without including these influencing factors. In this report, we will look at which occupations employ the most people in Pennsylvania communities and what these workers are paid, as well as what the “living wage” of these communities is and how worker’s wages compare to this. This information is important not only to better understand the minimum wage debate at the national level, but also to understand local Pennsylvania communities’ wage and occupational makeup. By understanding these multiple dimensions of the employment opportunities, poverty, and living wages in Pennsylvania, citizens and leaders will be better prepared to make thoughtful considerations and decisions in their communities.

The goal of this report is to outline the most prevalent occupations in Pennsylvania, the percentage of workers in these occupations, and worker wages and living wages in Pennsylvania. We do this by analyzing secondary occupational data. This analysis draws on Bureau of Labor Statistics data for occupational and wage data at the state and Metropolitan Statistical Area (MSA) level. It is not our goal in this report to take a position on changing the minimum wage, but to investigate the multiple dimensions of the issue, providing further evidence to be considered. This data is presented in an easily accessible manner for community leaders, officials, and citizens to better understand how widespread the minimum wage is in their communities and what occupations are most likely to be paid minimum wage.

The Case of Pennsylvania

Pennsylvania is one of 18 states, plus Guam, Puerto Rico, and the Virgin Islands, which has a minimum wage equal to the federal minimum. The Pennsylvania minimum wage was last raised in 2009 after the federal minimum was increased from \$6.55 to \$7.25. According to 2013 analysis by the Pennsylvania Department

of Labor and Industry's Center for Workforce Information & Analysis, there were 190,800 Pennsylvanians earning minimum wage or less in 2013. This represents 5.5 percent of all hourly workers and 3.2 percent of total employment in the commonwealth ("Analysis," n.d.). The Fair Labor Standards Act requires certain special circumstances that allow employers to pay employees less than the federal minimum wage. Some of these include workers with disabilities, tipped employees, and full time students. The majority of workers earning minimum wage or less in 2013 were from one or more of the following groups: female, white, 16 to 24 years old, high school graduates or less, and/or never married. Eleven percent of minimum wage earners were single parents, while eight percent were married with one or more children ("Analysis," n.d.).

Public Debate and the Minimum Wage

The political arena has historically been divided into two camps: for and against raising the minimum wage. Sen. Tom Harkin (D-IA) and Rep. George Miller (D-CA), along with President Obama who endorsed the recent \$10.10 raise, represent one side of the minimum wage debate. One side tends to favor raising the minimum wage, declaring that workers deserve higher wages and that the move to increase the federal minimum wage will help decrease income inequality in the United States. Women, especially, would be affected by an increase, as they represent over half of all minimum wage workers and 72% of tipped workers. Additionally, proponents argue that workers are likely to spend their new income, out of necessity, on local goods, which in turn would help stimulate the economy. The purchasing power of the minimum wage has decreased significantly, causing workers to be unable to purchase basic goods such as food and housing. According to the Pew Research Center, if adjusted for inflation the federal minimum wage peaked in 1968 at \$8.56 (in 2012 dollars). This fact has led proponents of an increase to argue that the minimum wage needs to be linked to the Consumer Price Index to reflect the real value of wages. The political rhetoric and guiding ideology behind proponents of the minimum wage is largely guided by the belief in income equality, worker's rights, and fair and equal pay. Proponents argue that the minimum wage has remained stagnant for too long, despite rising costs of living and soaring income inequality.

However, there is another political and economic side to the minimum wage debate. Opponents of raising the minimum wage argue that such a raise could hurt the economy by eliminating jobs for those at the bottom of the pay ladder, the very people that a raise is supposed to help, and causing the price of goods to rise as a result of employers new cost. Opponents argue that small businesses will not be able to absorb the costs of a higher minimum wage and as a result could decide to eliminate jobs of low skilled workers or raise the price of goods in order to compensate for the increase.

Methods

To understand the situation in Pennsylvania, we use secondary occupational data from the Bureau of Labor Statistics to examine the percentage of workers in different occupations who are paid minimum or near minimum wages.

In the State level analysis, we utilize Bureau of Labor Statistics data to show the hourly and annual wage of each major occupation in Pennsylvania. The percentage of employment in each occupation is broken into the following percentiles, based upon hourly wage rates: bottom 10%, bottom 25%, median, top 25%, and top 10%. Additionally, the minimum wage rate is shown to illustrate the difference between the minimum wage rate and the average hourly wage rate of each occupation. The annual wage shown is based upon a 40 hour work week.

In the Metropolitan Statistical level analysis, we calculate the percentage of workers in each occupation according to MSA and nonMSA. This allows readers to better understand their communities' occupation composition. Only occupations representing at least 2% of employment were included. In addition to the percentage of employees in each occupation, it is important to understand what these employees are earning and how this compares to the minimum wage and living wage in that MSA. Therefore, our analysis is twofold: illustrate the distribution of occupations in each MSA, as well as the average hourly wage in the five occupations employing the highest percentage of people in that MSA. In addition to the distribution and wage composition of occupations, we include the "living wages" for each MSA according to household size. We chose to use the household sizes of: 1 Adult, 2 Adults, 1 Adult and 2 Children, and 2 Adults and 2 Children because these are the typical household sizes referenced in the policy

debate. To find the living wage at the MSA level we used the living wage for each county in the MSA and found the average living wage.

The living wage used in the graphs in Appendix B is based on the MIT Living Wage Calculator. The calculator was developed by Dr. Amy K. Glasmeier as a part of the Living Wage Project. The calculator has been developed to estimate the cost of living in a community. It lists typical expenses, the living wage, and the typical wages for selected locations. The calculator provides an estimated cost of living for low wage families. Therefore it is important to remember that the estimates do not reflect middle class standards. For example, the costs associated with eating out at a restaurant or saving for a car loan is not factored into the calculator. When considering these factors, as well as the different cost of living in each area, the living wage may be higher in certain situations. For more information on the calculator please see <http://livingwage.mit.edu/>.

Living Wage Calculation for Blair County, Pennsylvania

The following is an example of Living Wage Calculations for Blair County, Pennsylvania (Altoona MSA). This calculation is available for each county on the MIT Living Wage Calculator website (<http://livingwage.mit.edu/states/42/locations>).

“The living wage shown is the hourly rate that an individual must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison (Living Wage).” Wages that are less than the living wage are shown in parentheses.

Hourly Wage	1 Adult	1 Adult, 1 Child	1 Adult, 2 Children	1 Adult, 3 Children	2 Adults	2 Adults, 1 Child	2 Adults, 2 Children	2 Adults, 3 Children
Living Wage	\$7.63	\$16.17	\$21.27	\$27.54	\$11.94	\$14.75	\$16.14	\$18.99
Poverty Wage	(\$5.21)	(\$7.00)	(\$8.80)	(\$10.60)	(\$7.00)	(\$8.80)	(\$10.60)	(\$12.40)
Minimum Wage	(\$7.25)	(\$7.25)	(\$7.25)	(\$7.25)	(\$7.25)	(\$7.25)	(\$7.25)	(\$7.25)

Source: MIT Living Wage Calculator

1. Wage Levels by Occupation in Pennsylvania

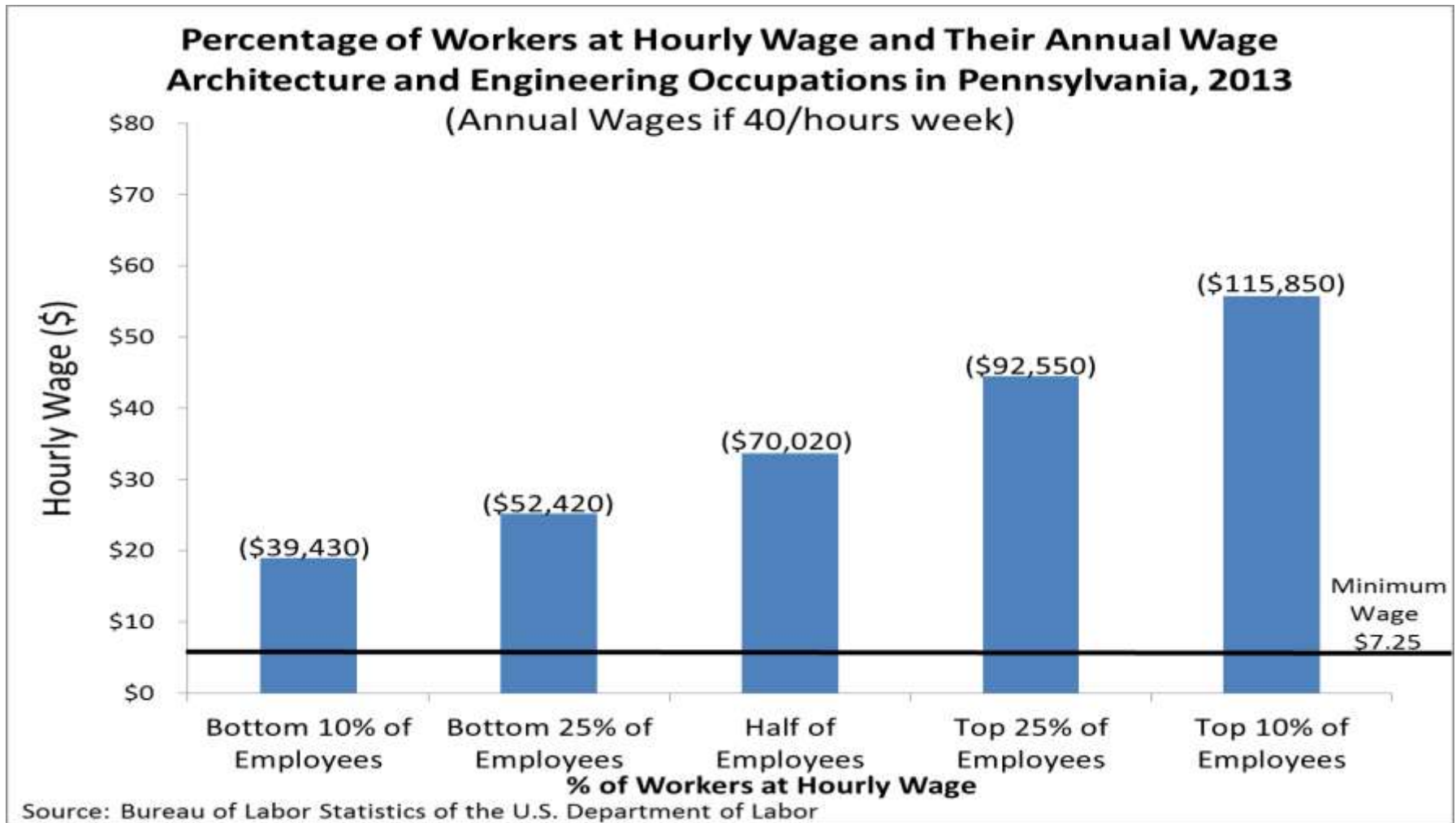
The following graphs illustrate the major occupational groups in Pennsylvania and their hourly and annual wages. Each occupation is broken into the following percentiles, based upon hourly wage rates: bottom 10%, bottom 25%, median, top 25%, and top 10%. The annual wage for each percentile of workers is listed above the corresponding bar. Additionally, each graph contains a line that represents the minimum wage dollar amount and how that corresponds to the hourly rate of each occupation.

The most prevalent minimum or near minimum wage occupations in Pennsylvania are:

- Art, Design, Entertainment, Sports, and Media
- Building and Grounds Cleaning and Maintenance
- Community and Social Service
- Education, Training and Library
- Food Service
- Healthcare Support
- Protective Service
- Sales

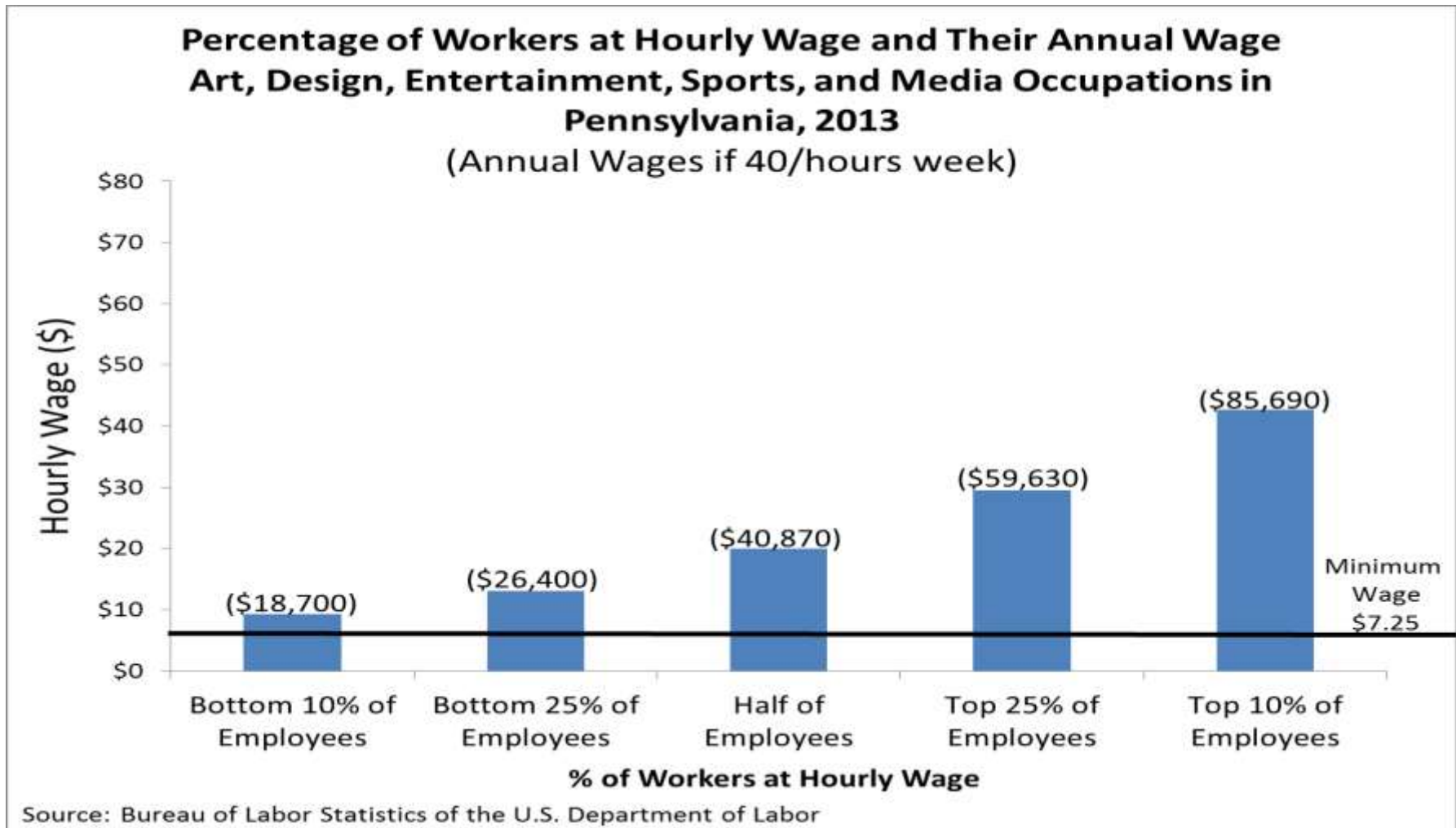
The bottom 10% of employees in these occupations make \$16,130 to \$22,240 annually. A full time minimum wage worker earns \$15,080 annually. The US Government’s poverty threshold is \$12,119 for a single person. This places a full time minimum wage worker just above the threshold. However, the threshold changes dramatically when the household contains two children, increasing an additional \$11,505 to \$23,624 (“Poverty,” n.d.).

Household Size	Poverty Threshold
One Adult	\$12,119
Two Adults	\$15,600
Food Service	\$16,130
Sales	\$16,890
Building and Grounds Cleaning and Maintenance	\$17,000
Healthcare Support	\$17,850
Protective Service	\$18,350
One Adult Two Children	\$18,769
Art, Design, Entertainment, Sports, Media	\$18,700
Education, Training, and Library	\$22,540
Community and Social Service	\$22,580
Two Adults Two Children	\$23,624



Specific jobs that are included in the Architecture and Engineering Occupation are: landscape architects, industrial engineers, mechanical drafters, and surveying and mapping technicians. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$18.95 or less and an annual wage of \$39,430. Half of all workers are paid an average hourly wage of at least \$33.67 and an annual wage of \$70,020.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$55.70 and an annual wage of \$115,850. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$76,420. In percentage terms, this means that the highest annual wage is 194% higher than the lowest annual wage.

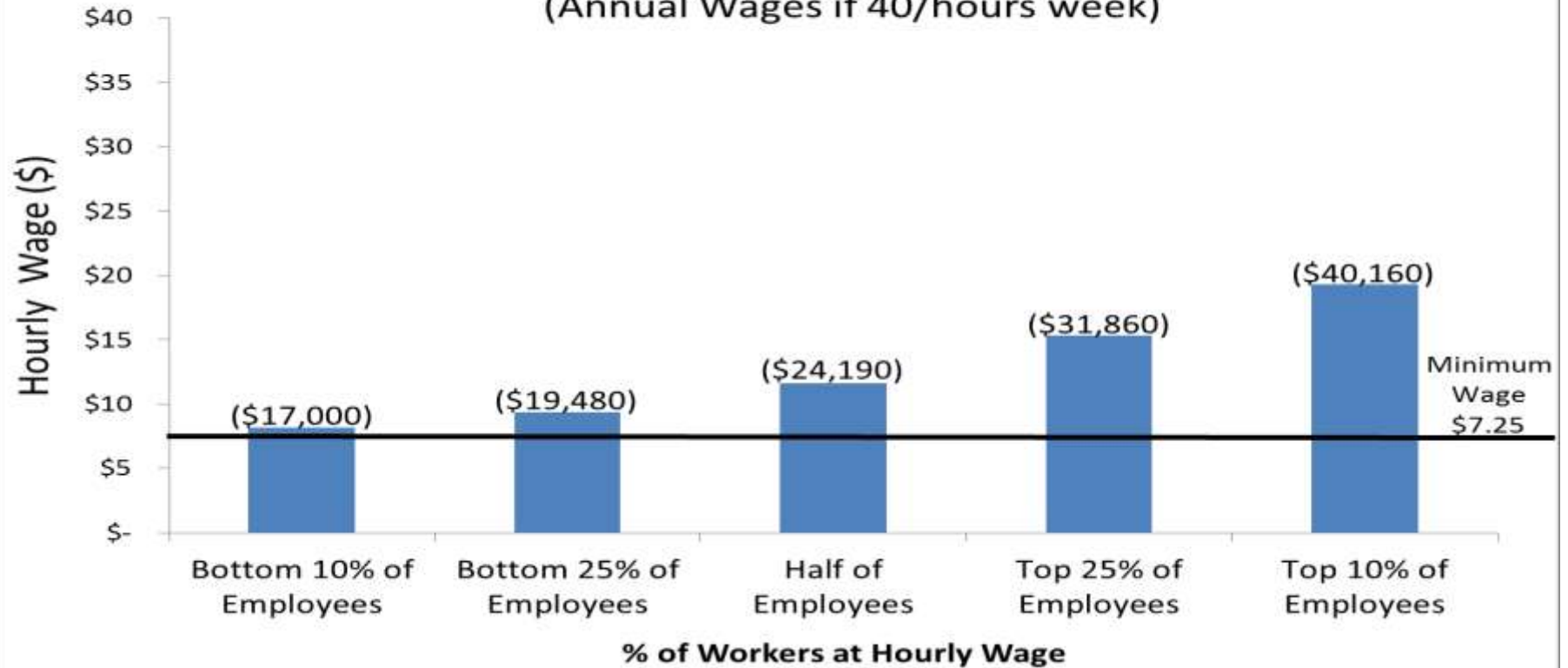


Specific jobs that are included in the Art, Design, Entertainment, Sports, and Media Occupation are: craft artists, editors, photographers, and interpreters and translators. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$9.25 or less and an annual wage of \$18,700. Half of all workers are paid an average hourly wage of at least \$19.96 and an annual wage of \$40,870.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$42.61 and an annual wage of \$85,690. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$66,990. In percentage terms, this means that the highest annual wage is 358% higher than the lowest annual wage.

Percentage of Workers at Hourly Wage and Their Annual Wage Building and Grounds Cleaning and Maintenance Occupations in Pennsylvania, 2013

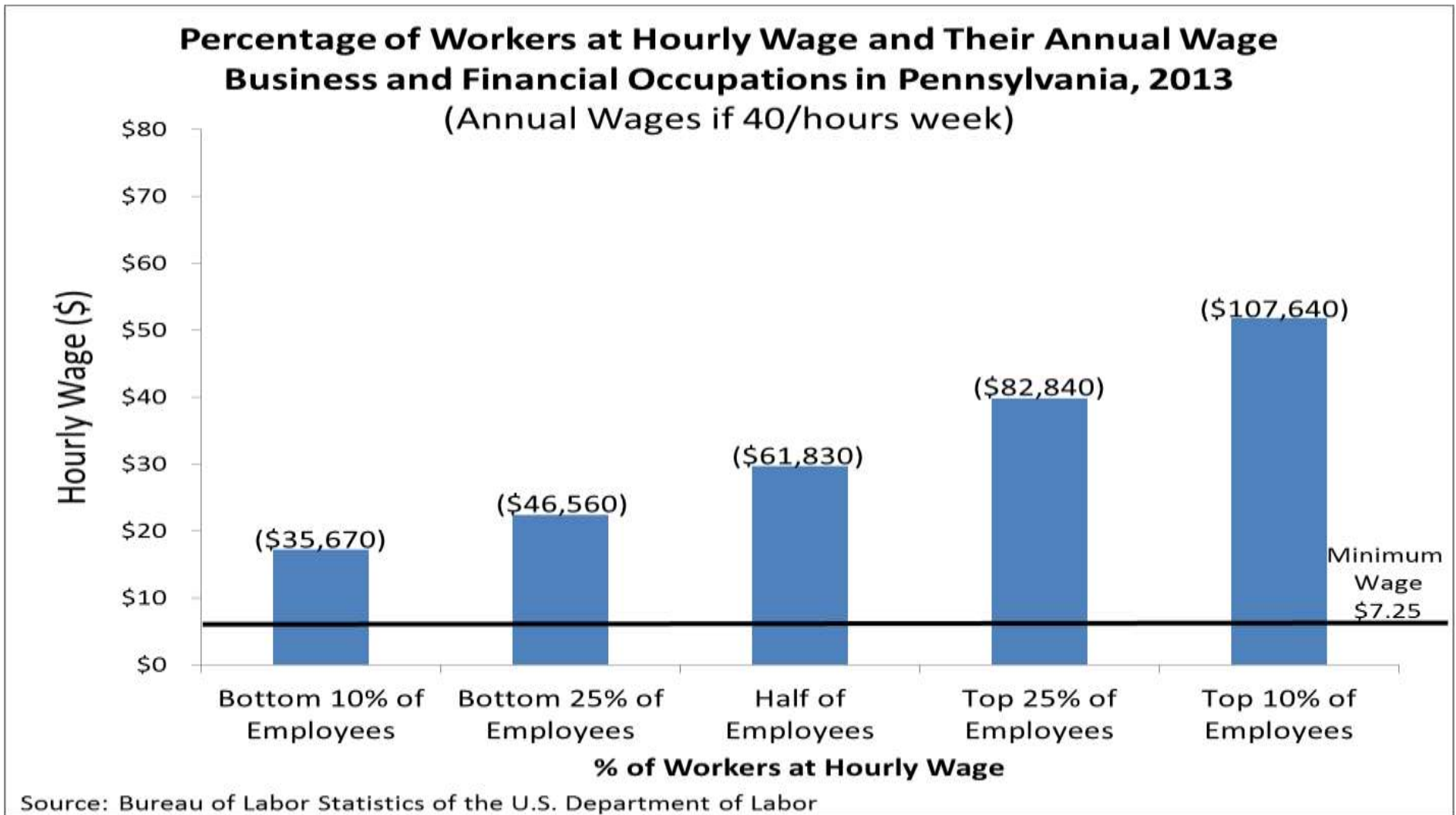
(Annual Wages if 40/hours week)



Source: Bureau of Labor Statistics of the U.S. Department of Labor

Specific jobs that are included in the Building and Grounds Cleaning and Maintenance Occupation are: ground maintenance workers, maids and housekeeping cleaners, pest control workers, and janitors and cleaners. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$8.18 or less and an annual wage of \$17,000. Half of all workers are paid an average hourly wage of at least \$11.63 and an annual wage of \$24,190.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$19.31 and an annual wage of \$40,160. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$23,160. In percentage terms, this means that the highest annual wage is 136% higher than the lowest annual wage.



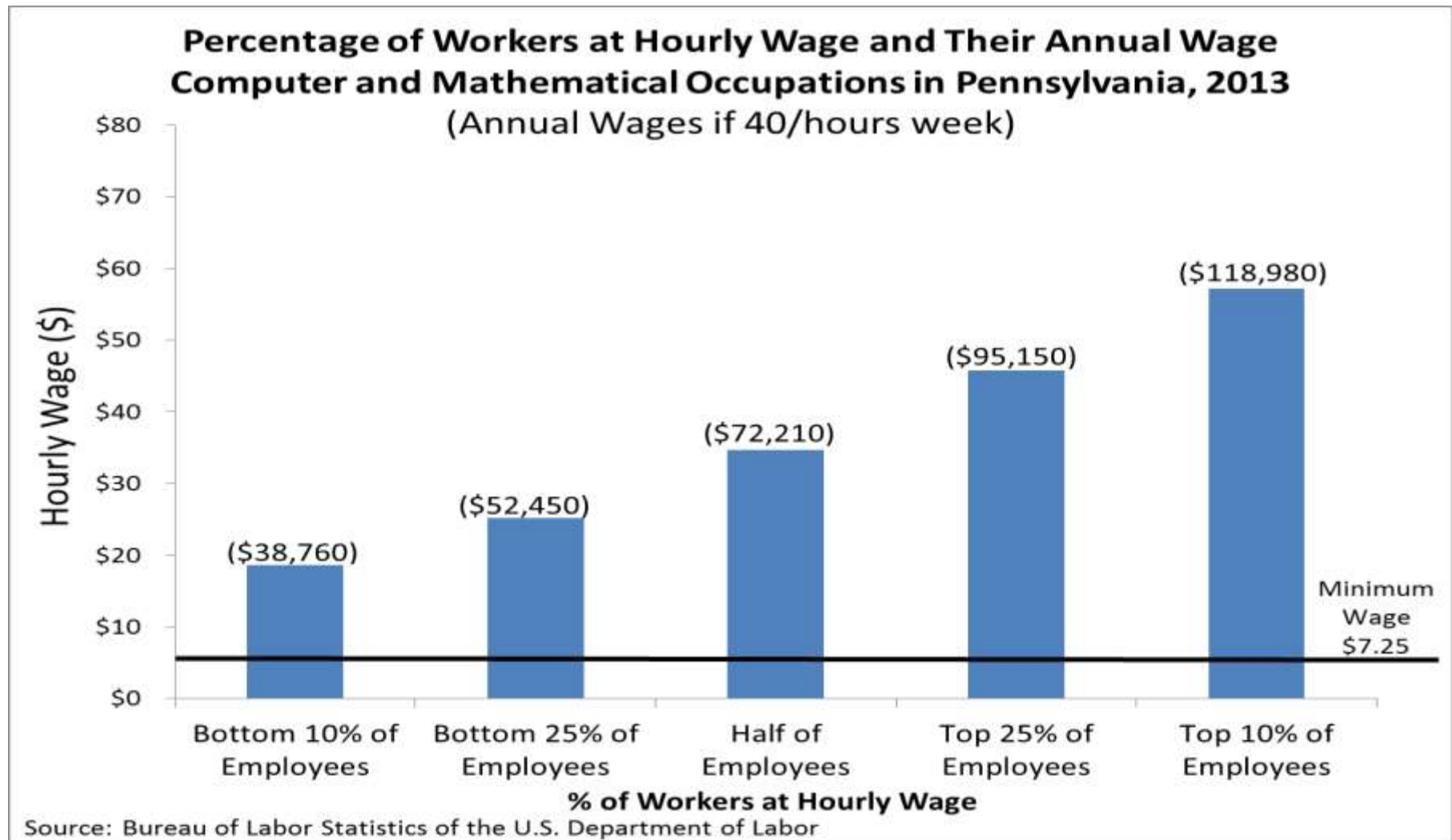
Specific jobs that are included in the Business and Financial Occupation are: financial analysts, fundraisers, loan officers, and personal financial advisors. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$17.15 or less and an annual wage of \$35,670. Half of all workers are paid an average hourly wage of at least \$29.73 and an annual wage of \$61,830.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$51.75 and an annual wage of \$107,640. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$71,970. In percentage terms, this means that the highest annual wage is 202% higher than the lowest annual wage.



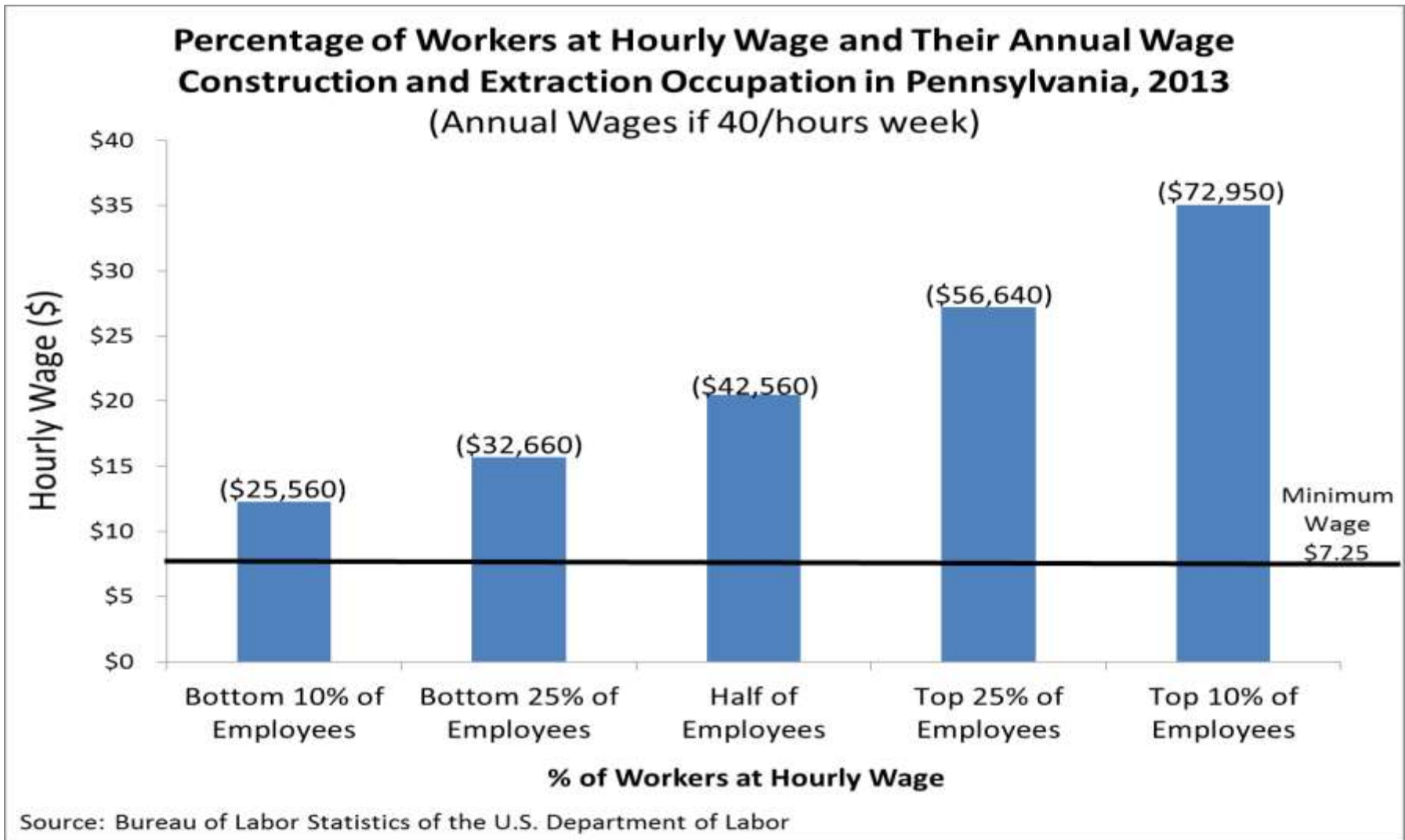
Specific jobs that are included in the Community and Social Service Occupation are: mental health counselors, social workers, probation officers and correctional treatment specialists, and clergy. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$10.86 or less and an annual wage of \$22,580. Half of all workers are paid an average hourly wage of at least \$18.17 and an annual wage of \$37,790.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$31.15 and an annual wage of \$64,800. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$42,220. In percentage terms, this means that the highest annual wage is 187% higher than the lowest annual wage.



Specific jobs that are included in the Computer and Mathematical Occupation are: computer programmers, computer network support specialists, statisticians, and operations research analysts. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$18.64 or less and an annual wage of \$38,760. Half of all workers are paid an average hourly wage of at least \$34.72 and an annual wage of \$72,210.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$57.20 and an annual wage of \$118,980. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$80,220. In percentage terms, this means that the highest annual wage is 207% higher than the lowest annual wage.



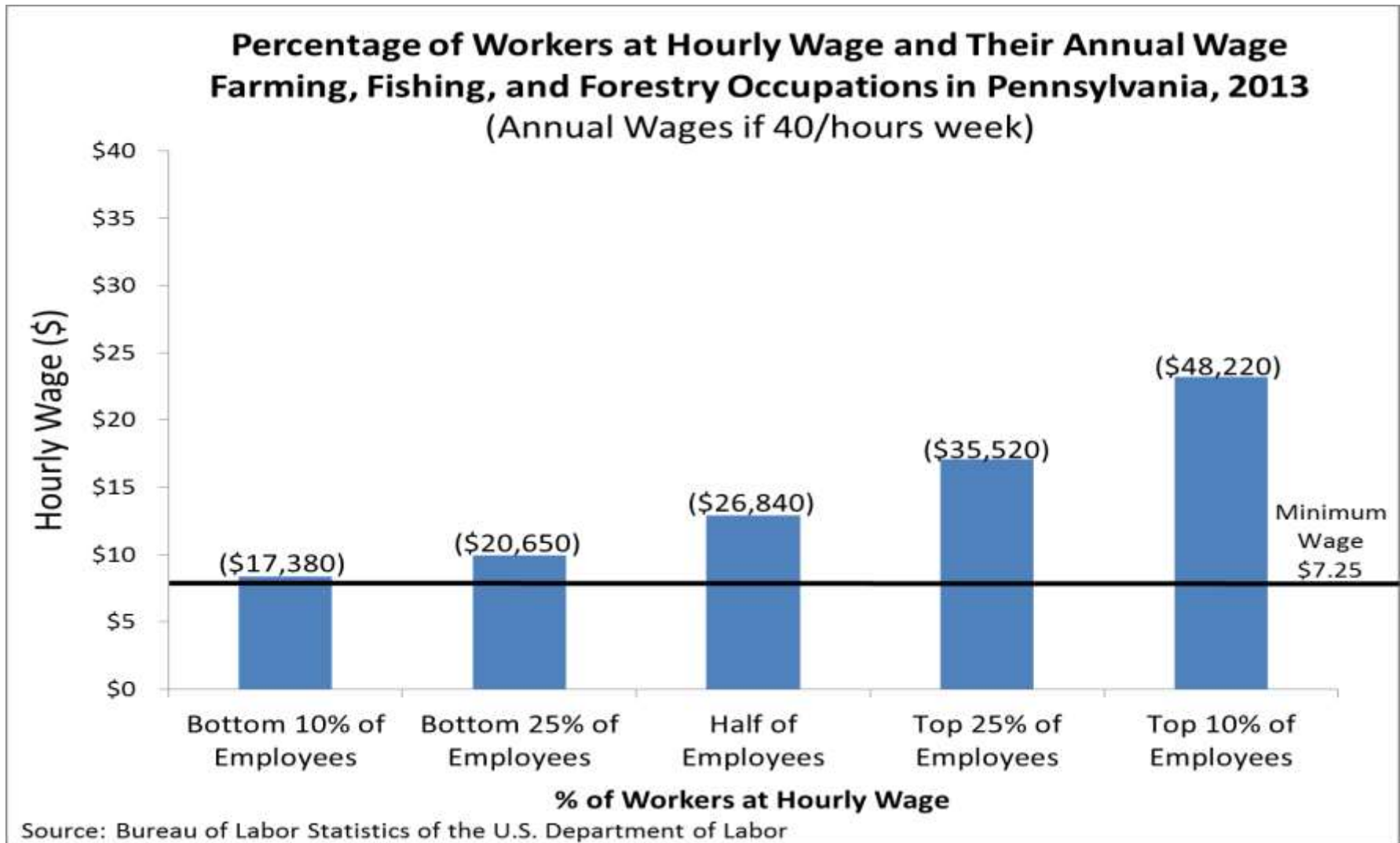
Specific jobs that are included in the Construction and Extraction Occupation are: carpenters, stonemasons, highway maintenance workers, and roofers. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$12.29 or less and an annual wage of \$25,560. Half of all workers are paid an average hourly wage of at least \$20.46 and an annual wage of \$42,560.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$35.07 and an annual wage of \$72,950. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$47,390. In percentage terms, this means that the highest annual wage is 185% higher than the lowest annual wage.



Specific jobs that are included in the Education, Training, and Library Occupation are: teachers and instructors, teacher assistants, librarians, and archivists. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$10.84 or less and an annual wage of \$22,540. Half of all workers are paid an average hourly wage of at least \$25.24 and an annual wage of \$52,500.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$44.05 and an annual wage of \$91,630. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$69,090. In percentage terms, this means that the highest annual wage is 307% higher than the lowest annual wage.

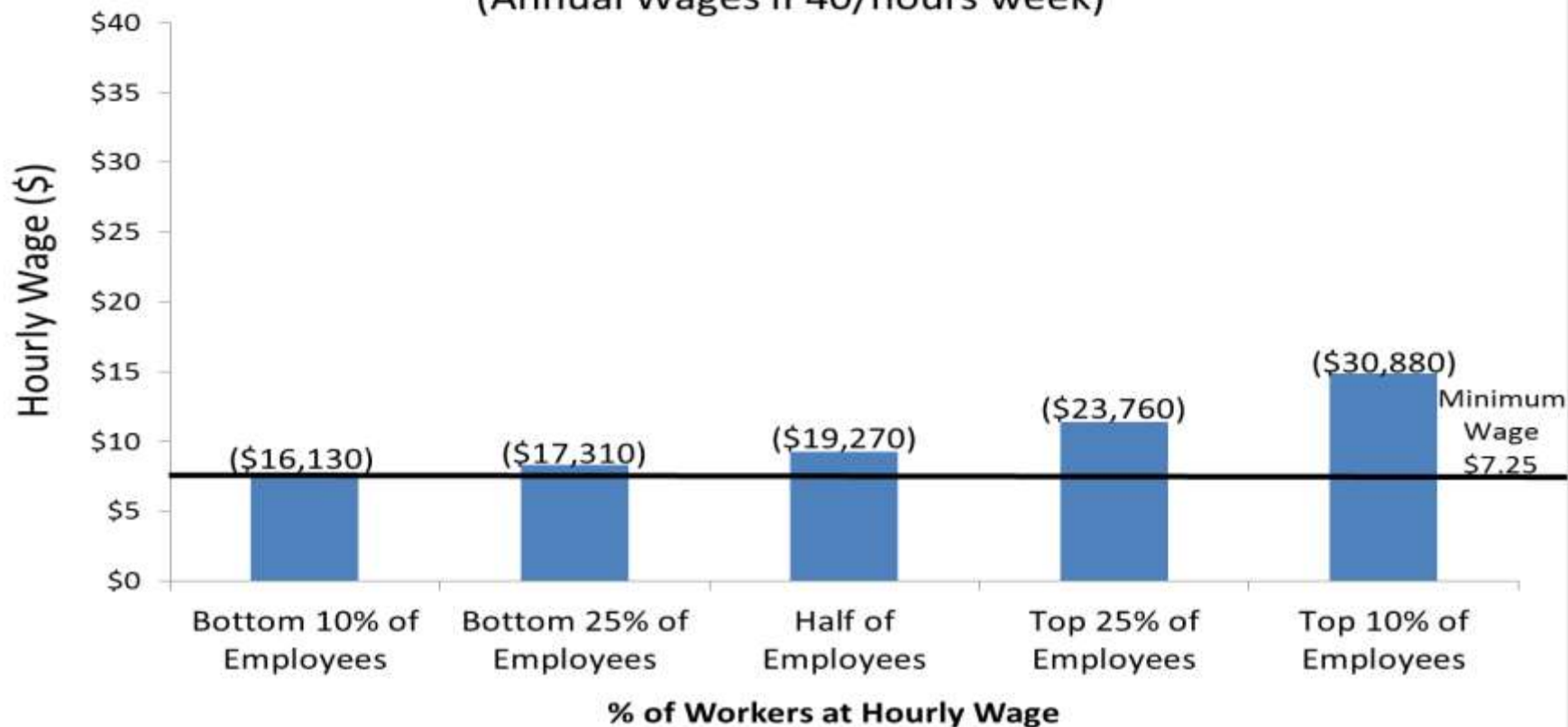


Specific jobs that are included in the Farming, Fishing, and Forestry Occupation are: agricultural inspectors, forest and conservation workers, logging workers, and agricultural equipment operators. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$8.36 or less and an annual wage of \$17,380. Half of all workers are paid an average hourly wage of at least \$12.90 and an annual wage of \$26,840.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$23.18 and an annual wage of \$48,220. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$30,840. In percentage terms, this means that the highest annual wage is 177% higher than the lowest annual wage.

Percentage of Workers at Hourly Wage and Their Annual Wage Food Preparation and Serving Related Occupations in Pennsylvania, 2013

(Annual Wages if 40/hours week)

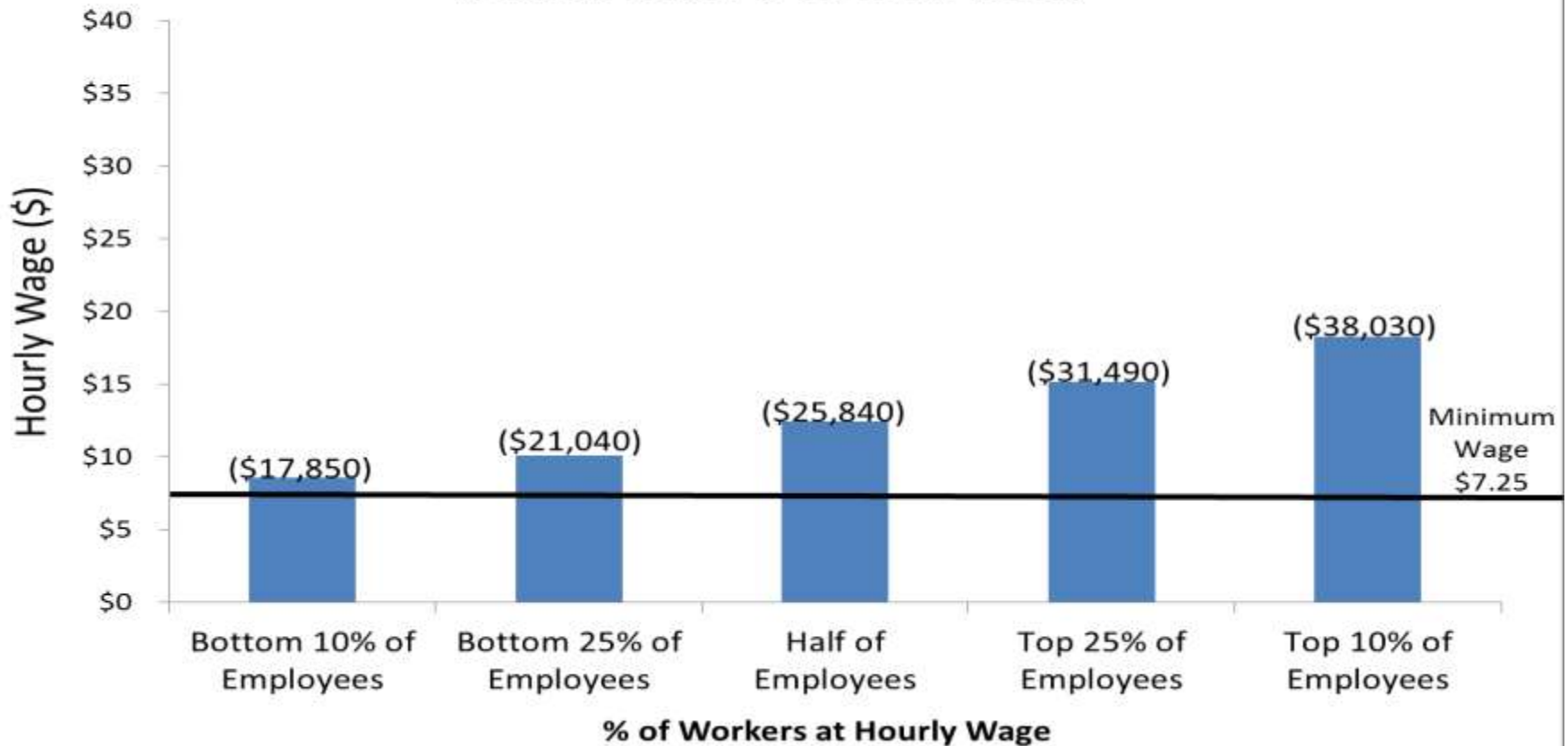


Source: Bureau of Labor Statistics of the U.S. Department of Labor

Specific jobs that are included in the Food Preparation and Serving Related Occupation are: chefs and head cooks, waiters and waitresses, dishwashers, and cooks. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$7.76 or less, just above the minimum wage, and an annual wage of \$16,130. Half of all workers are paid an average hourly wage of at least \$9.26 and an annual wage of \$19,270.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$14.85 and an annual wage of \$30,880. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$14,750. In percentage terms, this means that the highest annual wage is 91% higher than the lowest annual wage.

**Percentage of Workers at Hourly Wage and Their Annual Wage
Healthcare Support Occupations in Pennsylvania, 2013
(Annual Wages if 40/hours week)**



Source: Bureau of Labor Statistics of the U.S. Department of Labor

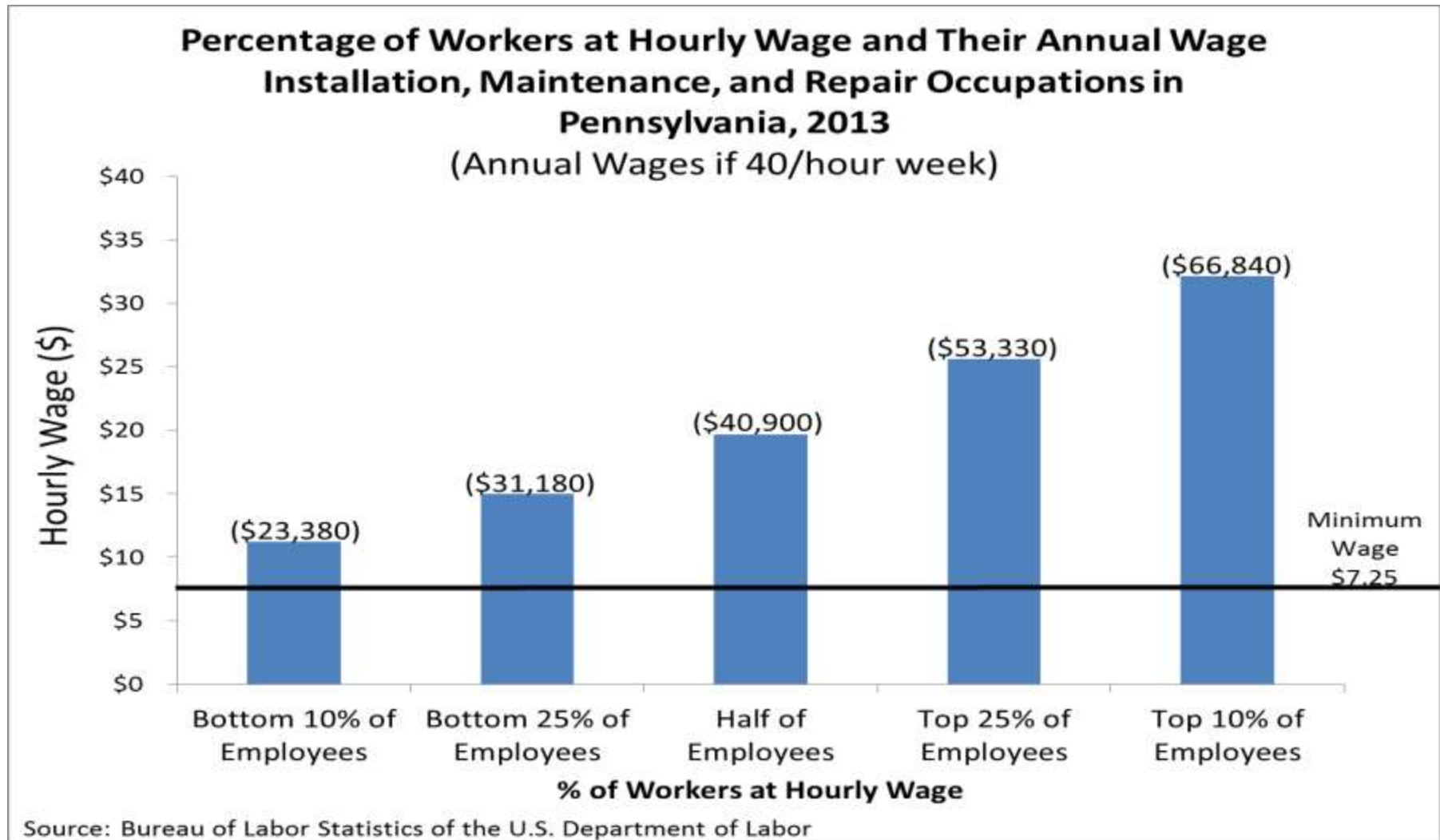
Specific jobs that are included in the Healthcare Support Occupation are: home health aides, massage therapists, medical transcriptionists, and phlebotomists. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$8.58 or less, just above the minimum wage, and an annual wage of \$17,850. Half of all workers are paid an average hourly wage of at least \$12.42 and an annual wage of \$25,840.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$18.29 and an annual wage of \$38,030. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$20,180. In percentage terms, this means that the highest annual wage is 113% higher than the lowest annual wage.



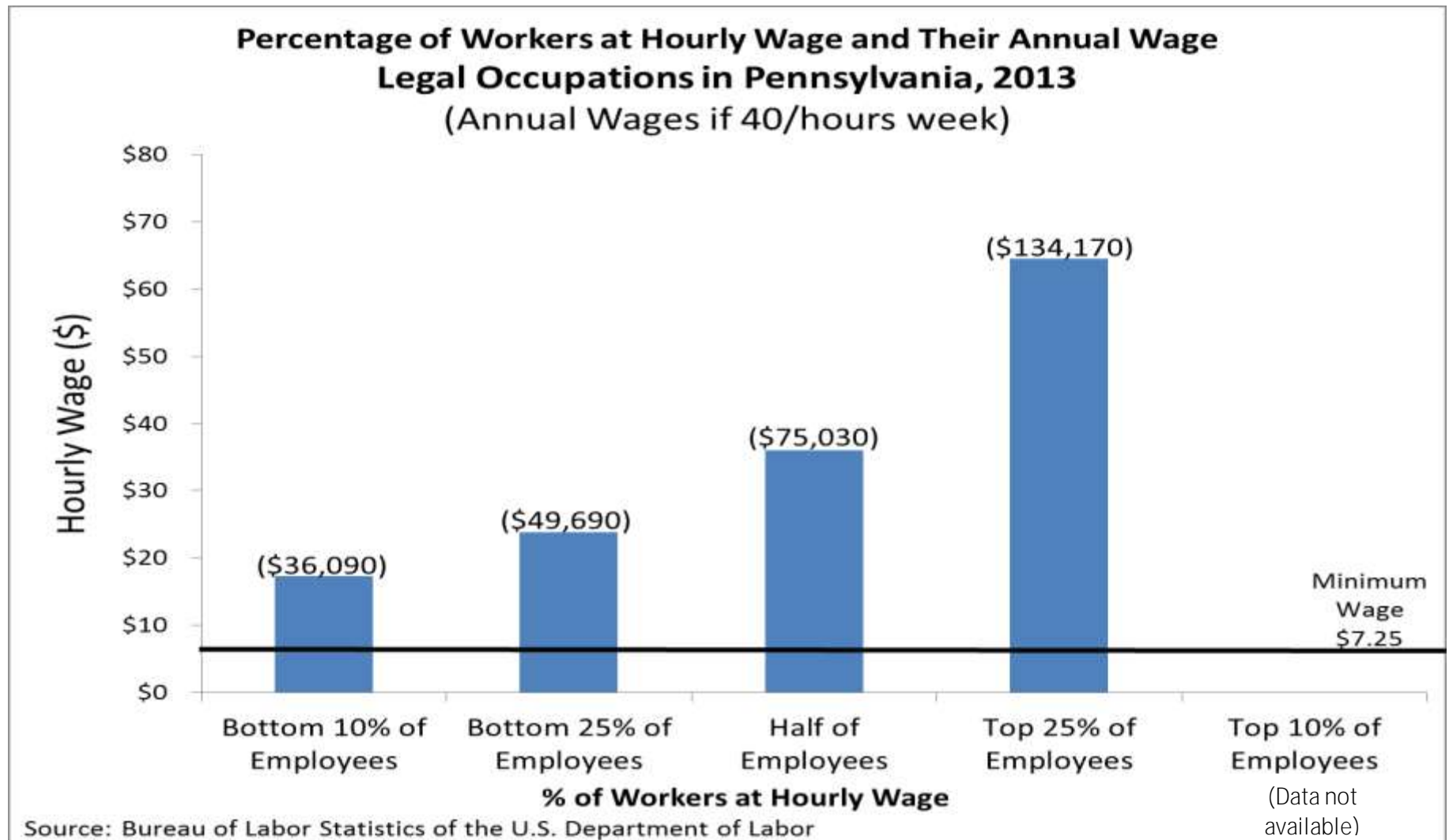
Specific jobs that are included in the Healthcare Practitioners and Technical Occupation are: chiropractors, registered nurses, physical therapists, and athletic trainers. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$14.86 or less and an annual wage of \$30,900. Half of all workers are paid an average hourly wage of at least \$28.28 and an annual wage of \$58,820.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$37.94 and an annual wage of \$118,870. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$87,970. In percentage terms, this means that the highest annual wage is 285% higher than the lowest annual wage.



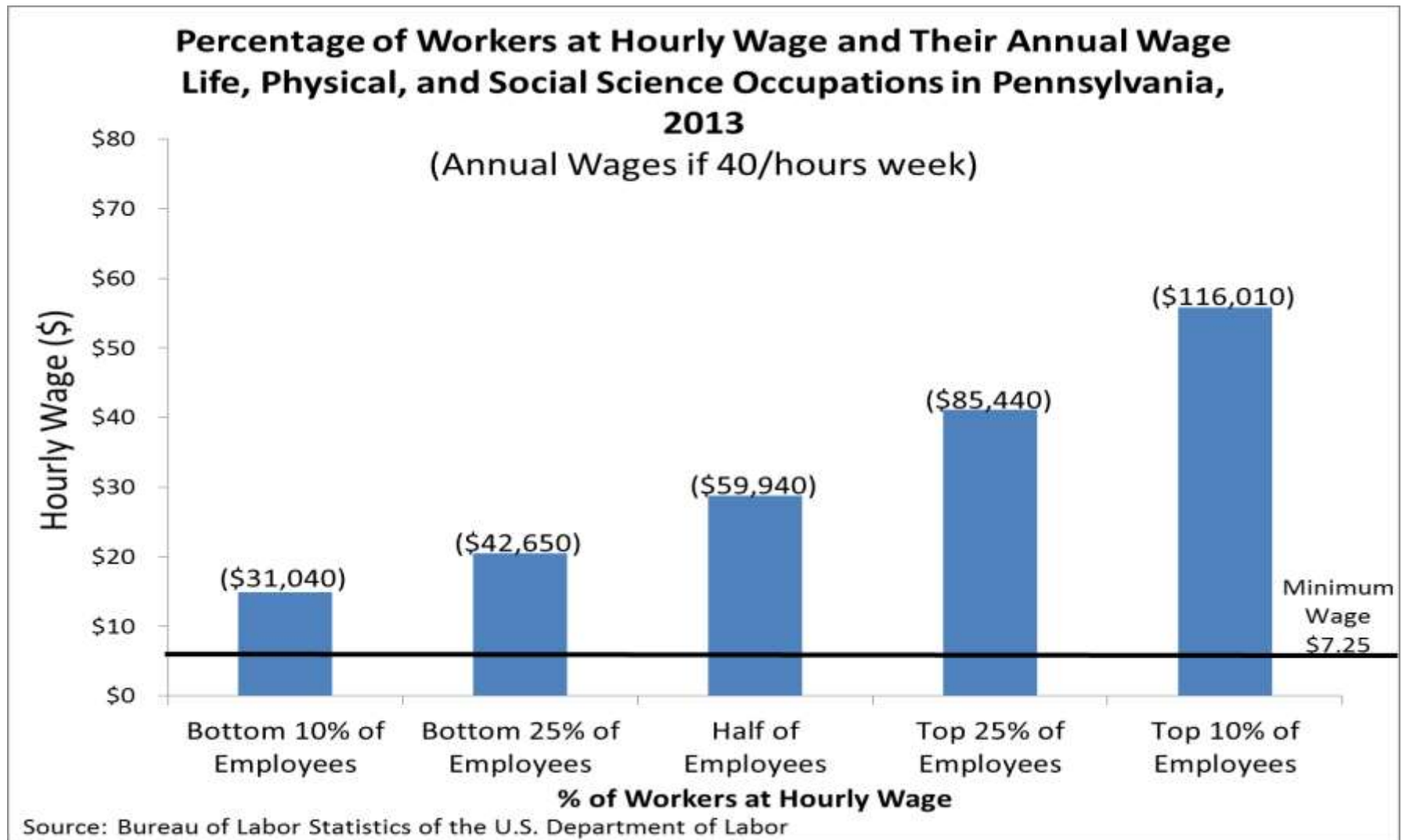
Specific jobs that are included in the Installation, Maintenance, and Repair Occupation are: rail car repairers, tire repairers and changers, watch repairers, and motorcycle mechanics. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$11.24 or less and an annual wage of \$23,380. Half of all workers are paid an average hourly wage of at least \$19.66 and an annual wage of \$40,900.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$32.14 and an annual wage of \$66,840. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$43,460. In percentage terms, this means that the highest annual wage is 189% higher than the lowest annual wage.



Specific jobs that are included in the Legal Occupation are: lawyers, court reporters, paralegals and legal assistants, and judicial law clerks. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$17.35 or less and an annual wage of \$36,090. Half of all workers are paid an average hourly wage of at least \$36.07 and an annual wage of \$75,030.

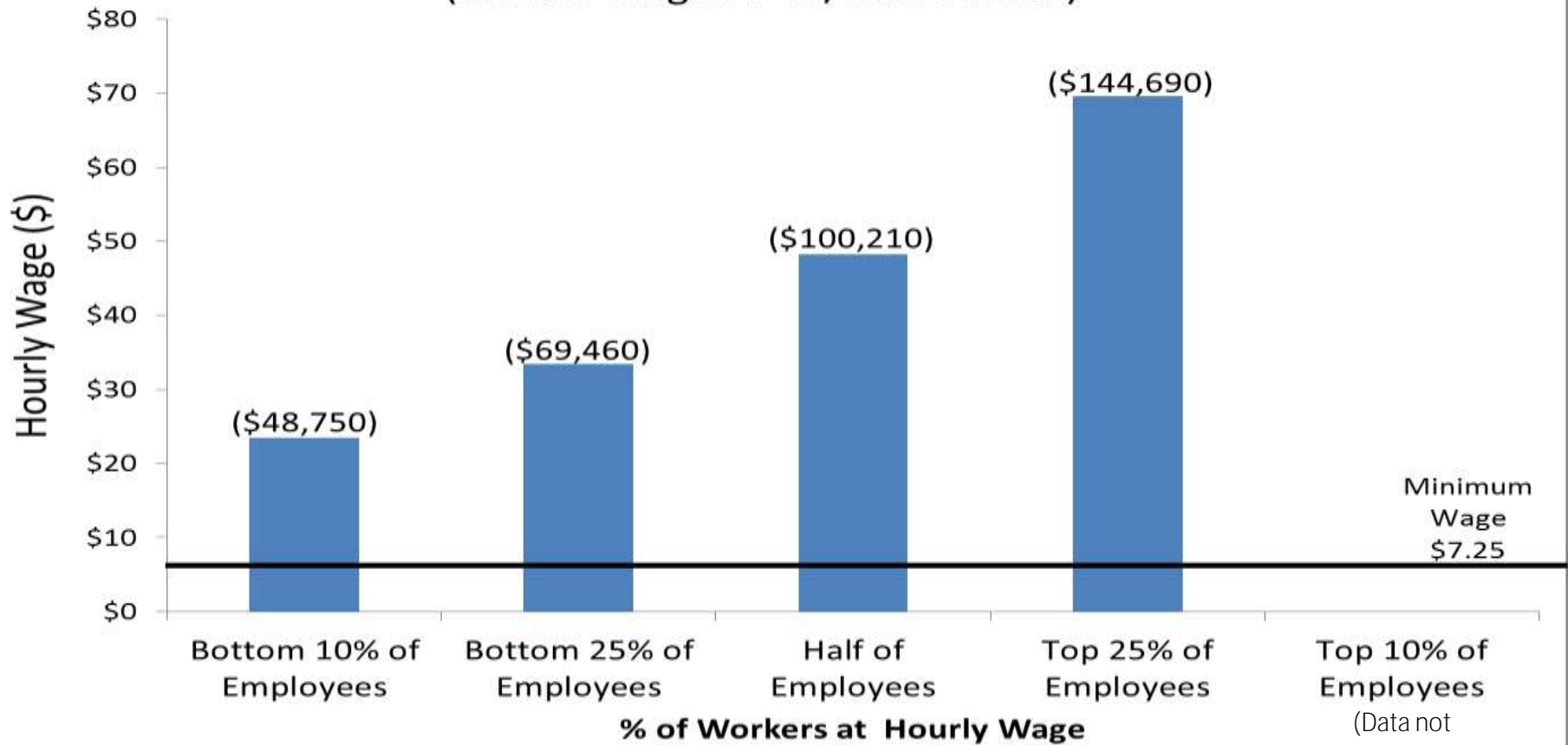
The top 25% of workers, or the 25% that are paid the most in the occupation, are paid an average hourly wage of at least \$64.51 and an annual wage of \$134,170. The difference in the annual wages of the bottom 10% and the top 25% of workers is \$98,080. In percentage terms, this means that the highest annual wage is 272% higher than the lowest annual wage.



Specific jobs that are included in the Life, Physical, and Social Science Occupation are: animal scientists, astronomers, hydrologists, and political scientists. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$14.93 or less and an annual wage of \$31,040. Half of all workers are paid an average hourly wage of at least \$28.82 and an annual wage of \$59,940.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$55.77 and an annual wage of \$116,010. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$84,970. In percentage terms, this means that the highest annual wage is 274% higher than the lowest annual wage.

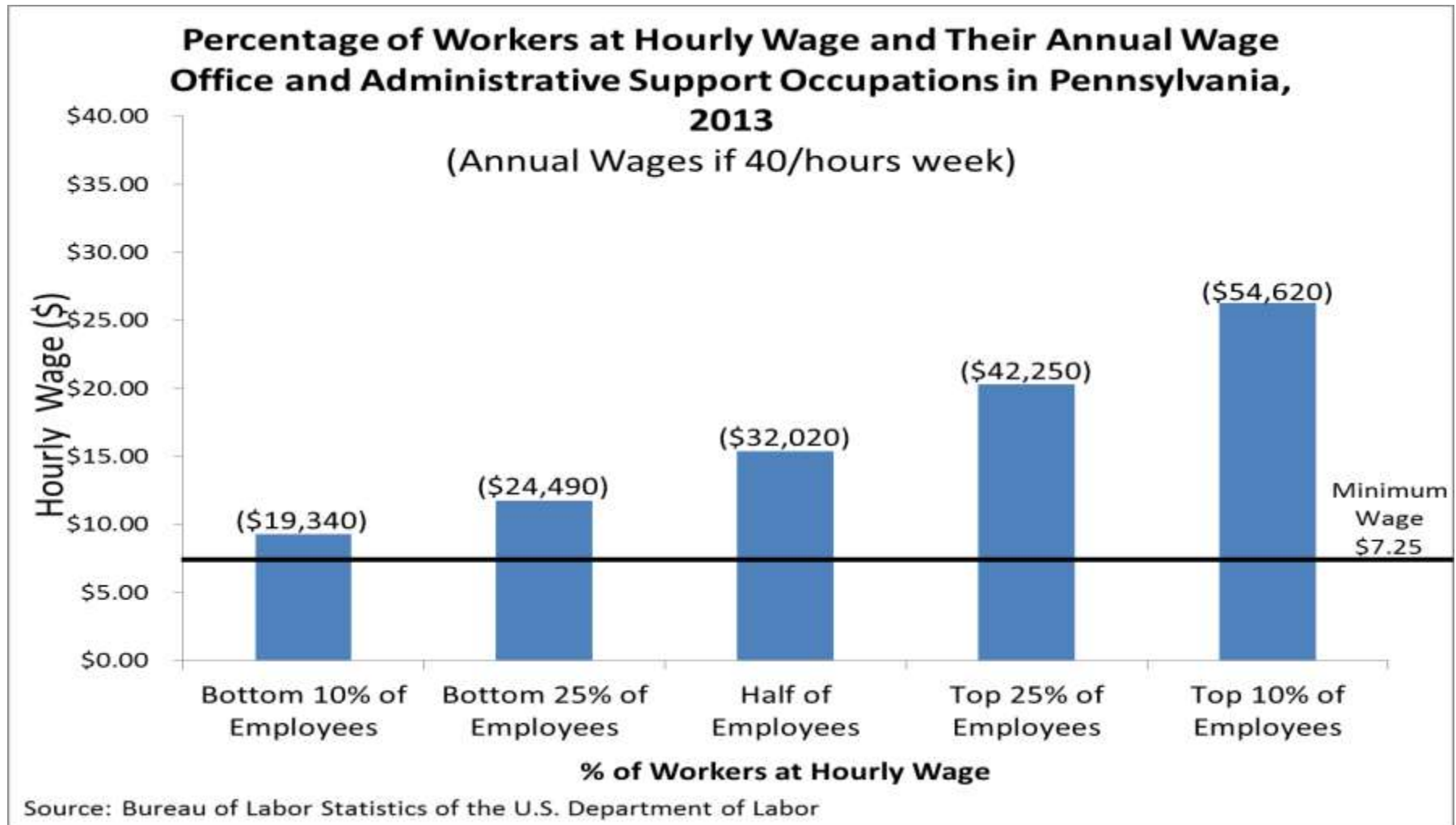
**Percentage of Workers at Hourly Wage and Their Annual Wage
Management Occupations in Pennsylvania, 2013
(Annual Wages if 40/hours week)**



Source: Bureau of Labor Statistics of the U.S. Department of Labor

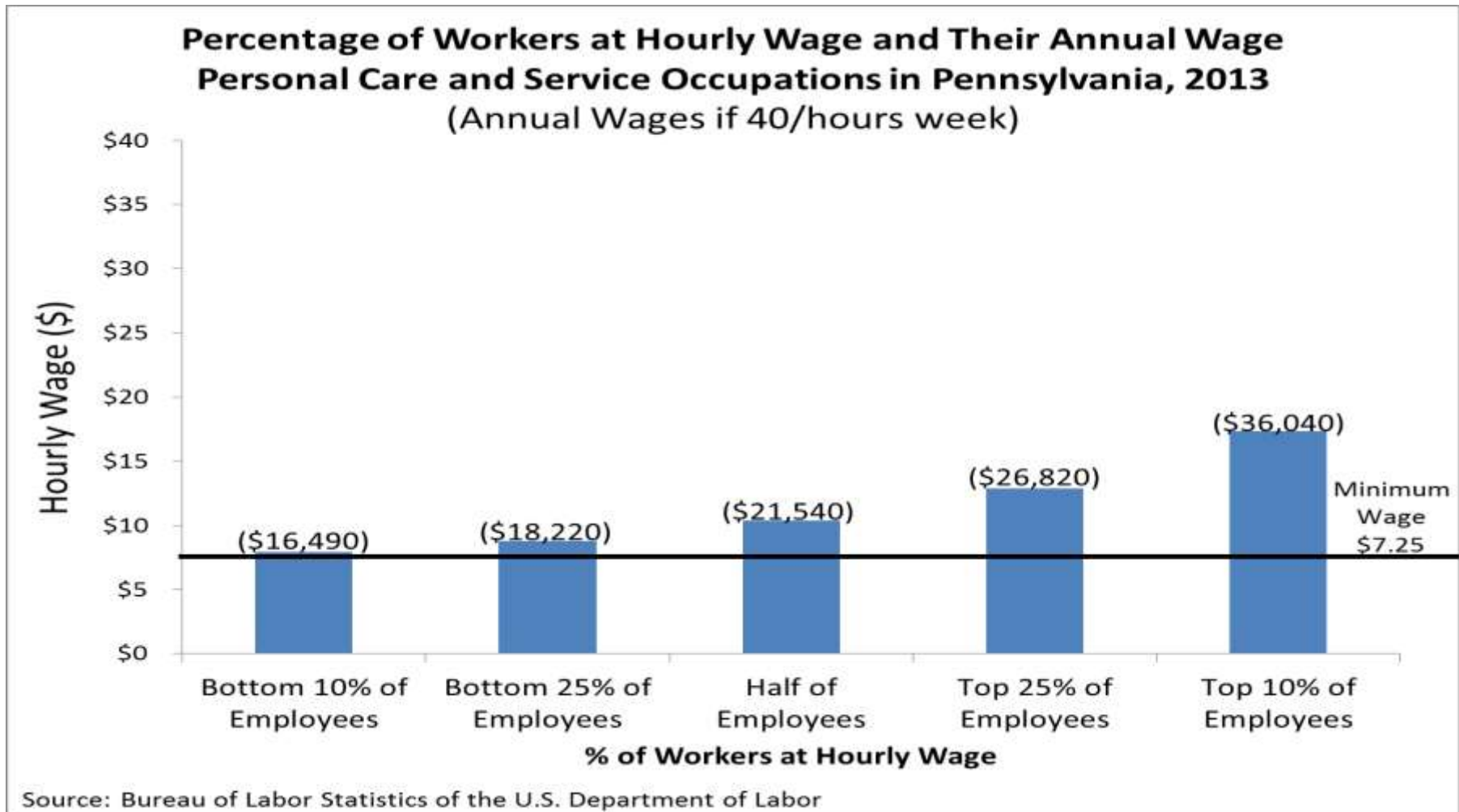
Specific jobs that are included in the Management Occupation are: top executives, social and community service managers, childcare center directors, and food service managers. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$23.44 or less and an annual wage of \$48,750. Half of all workers are paid an average hourly wage of at least \$48.18, and an annual wage of \$69,460.

The top 25% of workers, or the 25% that are paid the most in the occupation, are paid an average hourly wage of at least \$69.56 and an annual wage of \$144,690. The difference in the annual wages of the bottom 10% and the top 25% of workers is \$95,940. In percentage terms, this means that the highest annual wage is 197% higher than the lowest annual wage.



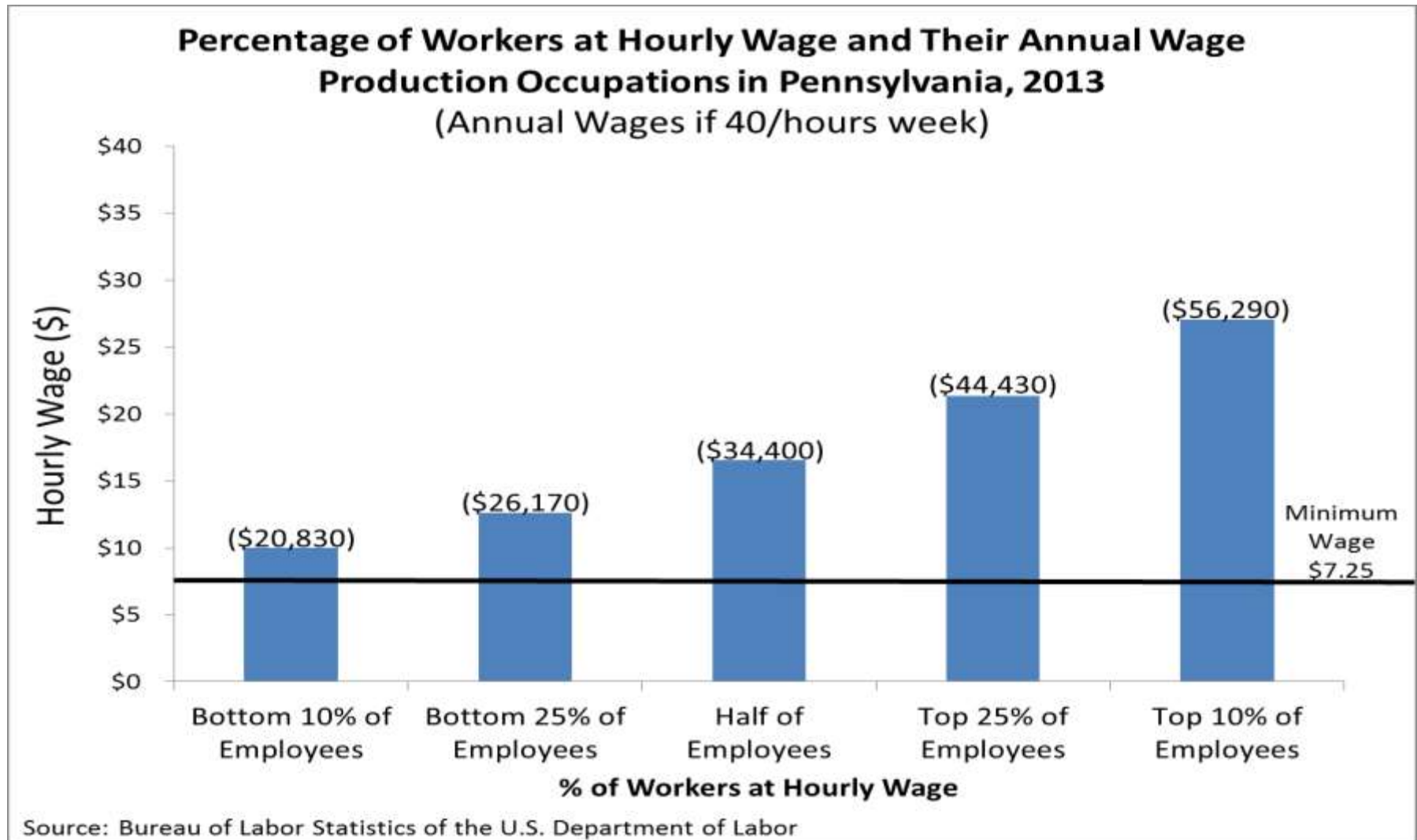
Specific jobs that are included in the Office and Administrative Support Occupation are: postal service clerks, office clerks, telephone operators, and statistical assistants. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$9.30 or less and an annual wage of \$19,340. Half of all workers are paid an average hourly wage of at least \$15.39 and an annual wage of \$32,020.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$26.26 and an annual wage of \$54,620. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$35,280. In percentage terms, this means that the highest annual wage is 182% higher than the lowest annual wage.



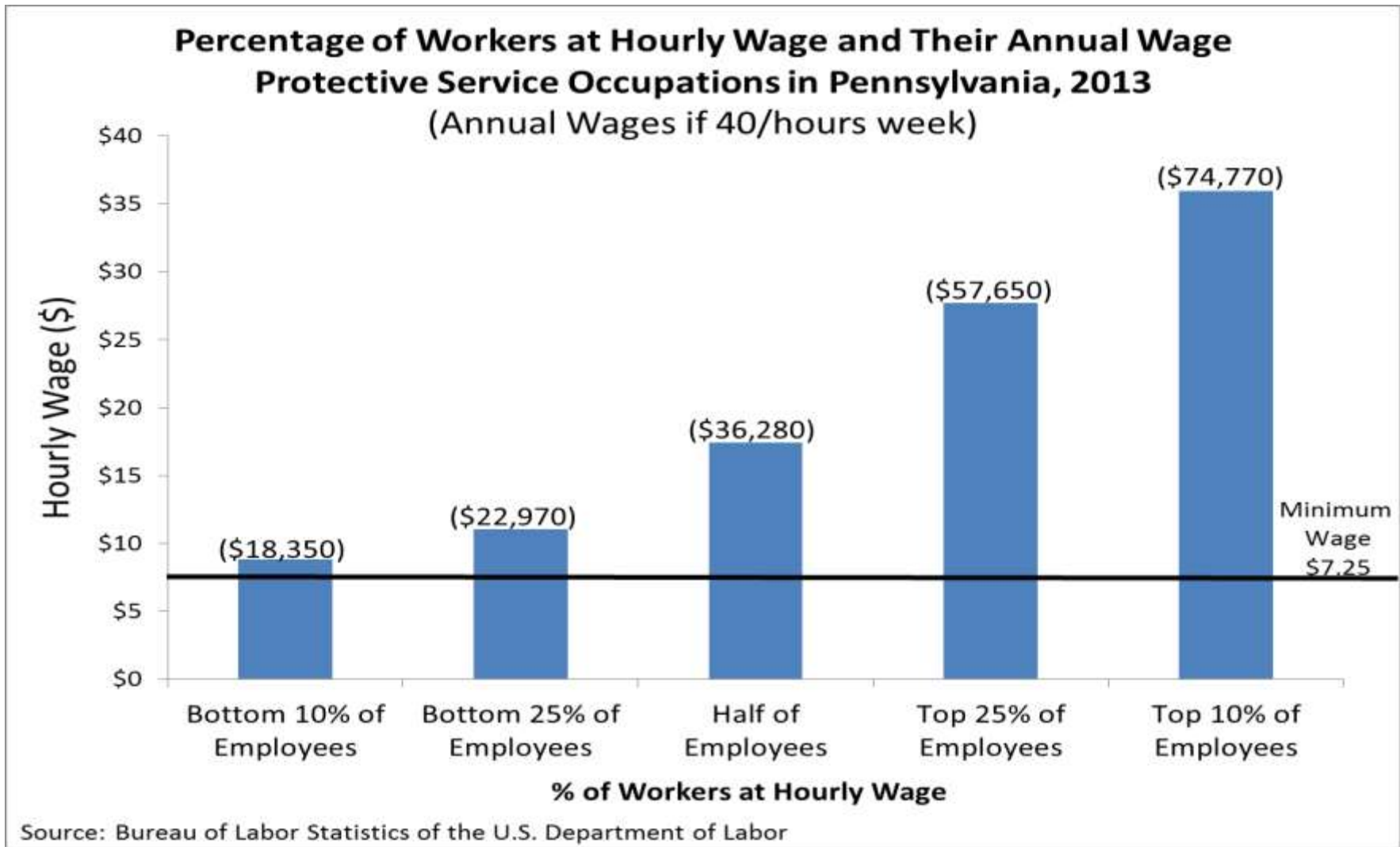
Specific jobs that are included in the Personal Care and Service Occupation are: barbers, funeral attendants, childcare workers, and fitness trainers and aerobics instructors. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$7.93 or less, just above the minimum wage, and an annual wage of \$16,490. Half of all workers are paid an average hourly wage of at least \$10.36 and an annual wage of \$21,540.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$17.33 and an annual wage of \$36,040. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$19,550. In percentage terms, this means that the highest annual wage is 119% higher than the lowest annual wage.



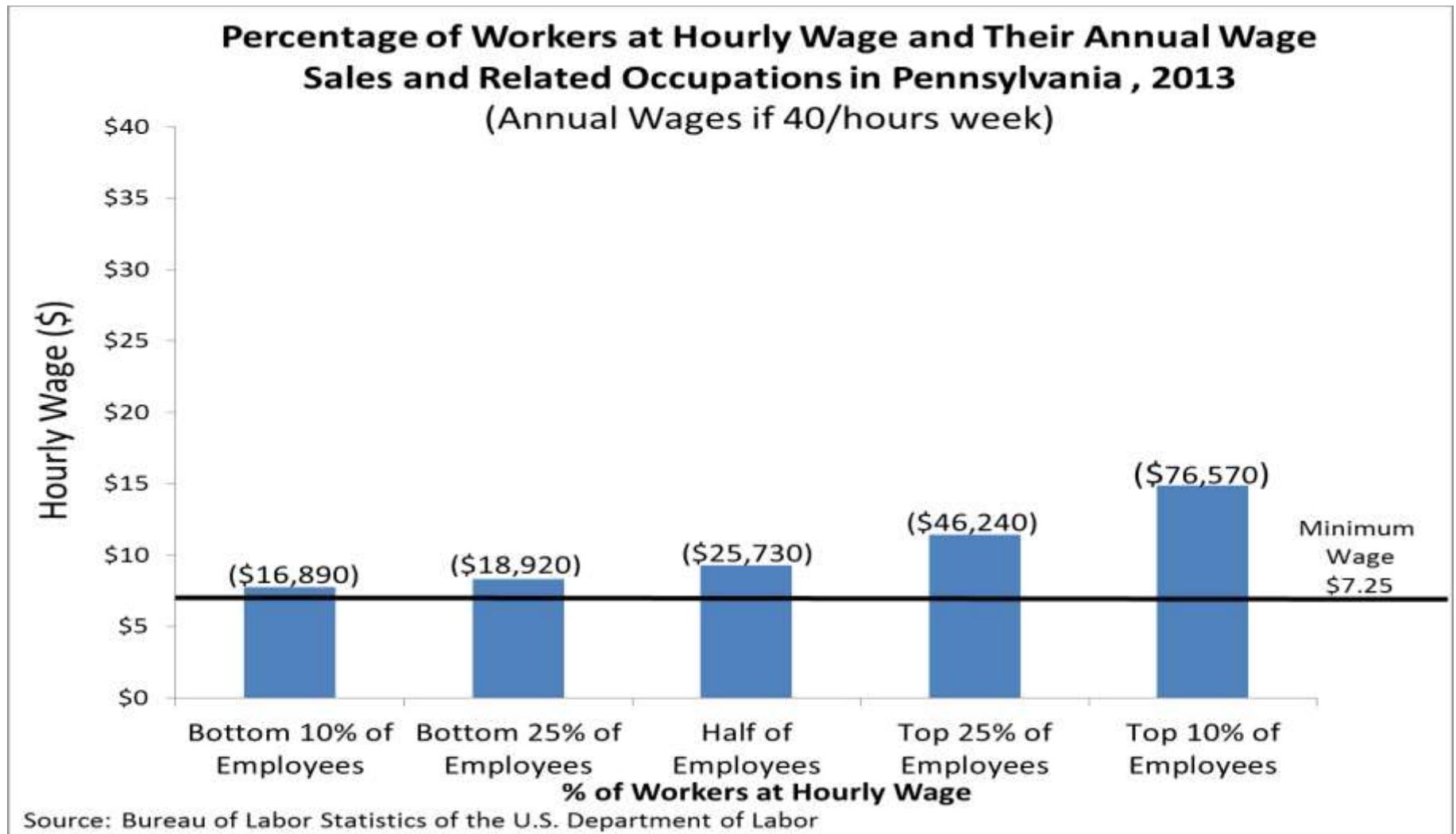
Specific jobs that are included in the Production Occupation are: team assemblers, etchers and engravers, production workers, and gas plant operators. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$10.01 or less and an annual wage of \$20,830. Half of all workers are paid an average hourly wage of at least \$16.54 and an annual wage of \$34,400.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$27.06 and an annual wage of \$56,290. The difference in the annual wage of the bottom 10% and the top 10% of workers is \$35,460. In percentage terms, this means that the highest annual wage is 170% higher than the lowest annual wage.



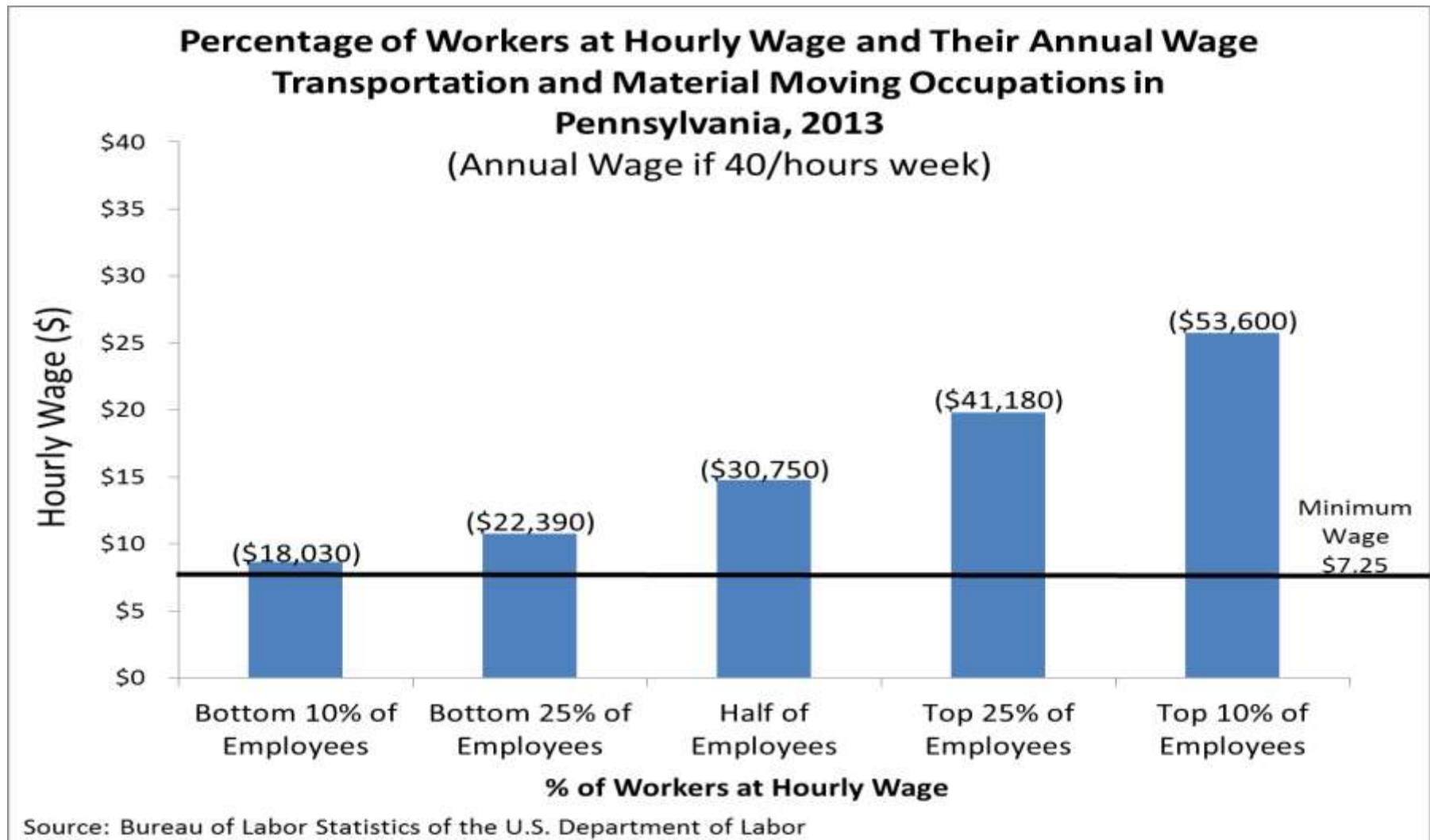
Specific jobs that are included in the Protective Service Occupation are: firefighters, security guards, bailiffs, and animal control workers. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$8.82 or less, just above the minimum wage, and an annual wage of \$18,350. Half of all workers are paid an average hourly wage of at least \$17.44 and an annual wage of \$36,280.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$35.95 and an annual wage of \$74,770. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$56,420. In percentage terms, this means that the highest annual wage is 307% higher than the lowest annual wage.



Specific jobs that are included in the Sales and Related Occupation are: cashiers, retail salespersons, insurance sales agents, and travel agents. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$8.12 or less, just over the minimum wage, and an annual wage of \$16,890. Half of all workers are paid an average hourly wage of at least \$12.37 and an annual wage of \$25,730.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$37.81 and an annual wage of \$76,570. The difference in the annual wages of the bottom 10% and the top 10% of workers is \$59,680. In percentage terms, this means that the highest annual wage is 353% higher than the lowest annual wage.



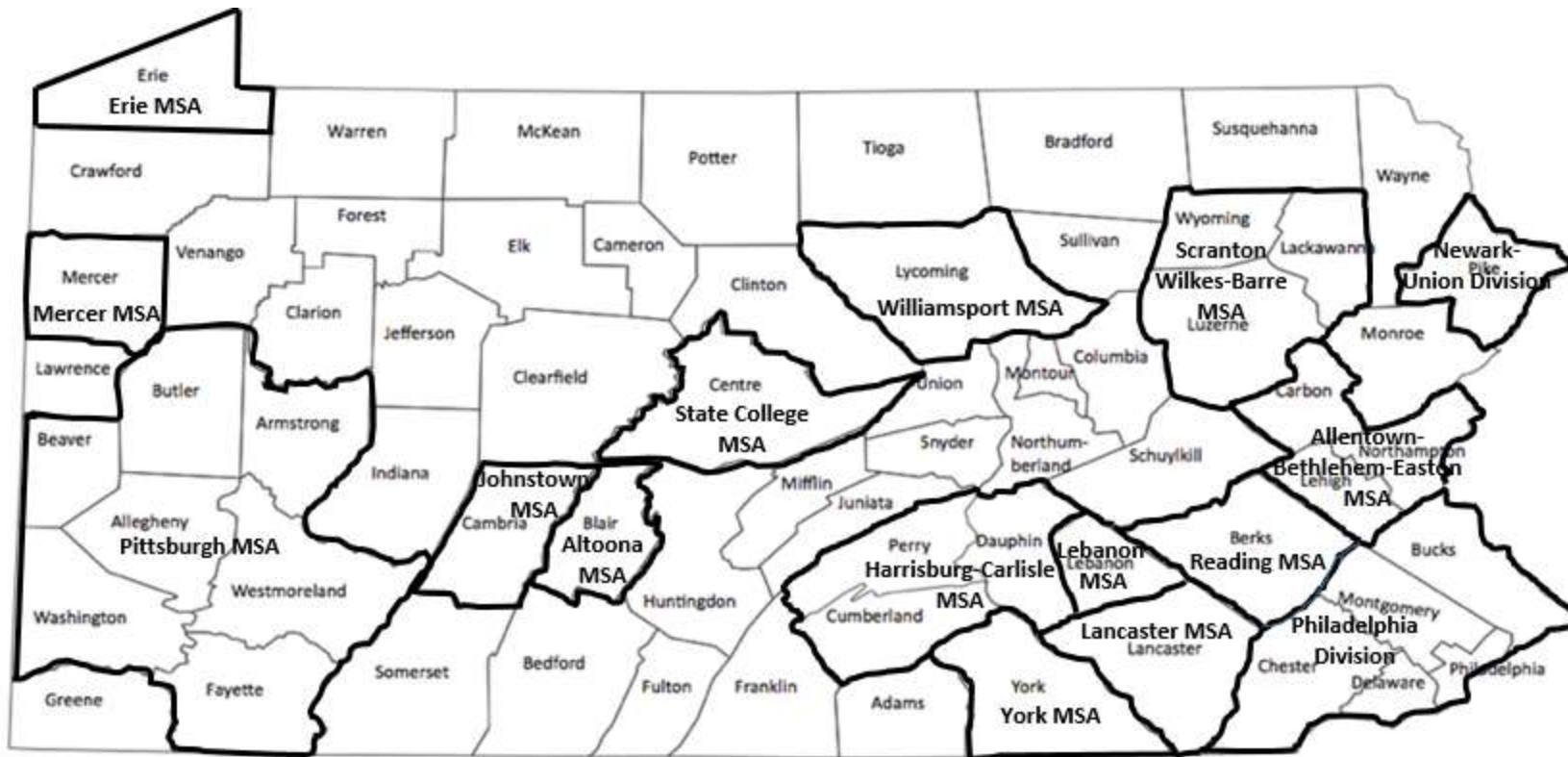
Specific jobs that are included in the Transportation and Material Moving Occupation are: air traffic controllers, ship engineers, parking lot attendants, and flight attendants. The bottom 10% of these workers, or the 10% of workers that are paid the least in the occupation, are paid an average hourly wage of \$8.67 or less and an annual wage of \$18,030. Half of all workers are paid an average hourly wage of at least \$14.78 and an annual wage of \$30,750.

The top 10% of workers, or the 10% that are paid the most in the occupation, are paid an average hourly wage of at least \$25.77 and an annual wage of \$53,600. The difference in the annual wage of the bottom 10% and the top 10% of workers is \$35,570. In percentage terms, this means that the highest annual wage is 197% higher than the lowest annual wage.

2. Occupations within Metropolitan Statistical Areas

The following pie charts and graphs illustrate the percentage of occupations in each MSA and as well as the living wages and minimum wage in each MSA. The pie charts illustrate the employment composition of each MSA and non MSA, while the graphs illustrate the average hourly wage in the five occupations employing the highest percentage of people in that MSA. In addition to the distribution and wage composition of occupations, we include the living wages and minimum wage for each MSA according to household size.

Metropolitan Statistical Areas (MSA) and County Map



Summary Tables

Percentage of Workers in Major Occupations by Metropolitan and Nonmetropolitan Statistical Area							
Occupation	Metropolitan Statistical Areas						
	Allentown-Bethlehem-Easton	Altoona	Erie	Harrisburg-Carlisle	Johnstown	Lancaster	Lebanon
Total Employment	336,560	57,730	125,060	307,350	55,560	221,960	50,150
Architecture and Engineering	1.6%	1.0%	1.6%	1.8%	1.4%	1.7%	0.6%
Arts, Design, Entertainment, Sports, and Media	0.9%	0.6%	1.3%	1.2%	0.6%	1.4%	0.6%
Building and Grounds Cleaning and Maintenance	3.3%	3.4%	3.3%	2.7%	2.9%	2.9%	3.1%
Business and Financial Operations	3.7%	2.7%	3.5%	6.8%	3.7%	3.5%	2.9%
Community and Social Service	1.7%	2.0%	2.0%	1.7%	3.7%	1.3%	1.7%
Computer and Mathematical	2.0%	1.1%	1.0%	3.6%	1.2%	1.2%	0.7%
Construction and Extraction	3.2%	3.8%	2.9%	3.0%	3.7%	5.4%	3.1%
Education, Training, and Library	7.1%	5.3%	6.5%	5.4%	6.7%	5.2%	5.1%
Farming, Fishing, and Forestry	0.1%	-	0.0%	0.1%	-	0.3%	0.3%
Food Preparation and Serving Related	8.6%	8.6%	9.6%	8.0%	9.6%	9.1%	8.5%
Healthcare Practitioners and Technical	6.9%	8.0%	6.7%	5.9%	8.5%	5.5%	6.2%
Healthcare Support	4.1%	5.3%	4.4%	2.7%	3.5%	3.6%	3.4%
Installation, Maintenance, and Repair	4.0%	4.1%	3.5%	3.7%	4.1%	4.0%	5.5%
Legal	0.4%	0.3%	0.3%	1.0%	0.4%	0.3%	0.2%
Life, Physical, and Social Science	0.6%	0.4%	0.2%	0.9%	0.7%	0.4%	1.0%
Management	3.8%	2.7%	3.2%	4.1%	3.6%	3.2%	2.9%
Office and Administrative Support	16.8%	15.5%	15.2%	18.8%	16.6%	15.0%	16.6%
Personal Care and Service	3.2%	3.4%	4.0%	3.3%	4.4%	2.9%	2.8%
Production	7.4%	8.6%	12.1%	4.3%	5.6%	10.7%	10.2%
Protective Service	1.8%	1.8%	2.3%	2.0%	2.4%	1.0%	1.3%
Sales and Related	10.5%	12.2%	11.4%	9.2%	10.6%	11.9%	9.4%
Transportation and Material Moving	8.2%	9.3%	4.9%	9.8%	6.2%	9.2%	13.9%

Source: Bureau of Labor Statistics of the U.S. Department of Labor
 May 2013. Metropolitan and Nonmetropolitan Area
 Occupational Employment and Wage Estimates

Percentage of Workers in Major Occupations by Metropolitan and Nonmetropolitan Statistical Area					
Occupation	Metropolitan Statistical Areas				
	New York-Northern New Jersey-Long Island	Philadelphia-Camden-Wilmington	Philadelphia	Pittsburgh	Reading
Total Employment	8,416,800	2,666,990	1,840,120	1,130,750	165,800
Architecture and Engineering	1.1%	1.6%	1.6%	1.9%	1.6%
Arts, Design, Entertainment, Sports, and Media	2.2%	1.2%	1.4%	1.1%	0.9%
Building and Grounds Cleaning and Maintenance	3.5%	3.1%	3.1%	2.8%	2.8%
Business and Financial Operations	6.1%	6.0%	6.3%	5.1%	3.8%
Community and Social Service	1.7%	2.1%	2.2%	1.9%	1.9%
Computer and Mathematical	3.0%	3.2%	3.4%	2.8%	1.5%
Construction and Extraction	3.1%	3.0%	2.9%	4.5%	3.5%
Education, Training, and Library	7.3%	6.8%	6.4%	5.8%	6.8%
Farming, Fishing, and Forestry	0.0%	0.1%	0.1%	0.0%	0.1%
Food Preparation and Serving Related	7.2%	7.9%	7.9%	9.1%	8.3%
Healthcare Practitioners and Technical	5.5%	6.4%	6.4%	6.7%	6.2%
Healthcare Support	3.8%	3.7%	3.9%	3.4%	3.5%
Installation, Maintenance, and Repair	3.3%	3.6%	3.5%	4.0%	4.7%
Legal	1.2%	1.1%	1.2%	0.8%	0.5%
Life, Physical, and Social Science	0.8%	1.3%	1.3%	1.0%	0.4%
Management	5.4%	4.4%	4.4%	3.8%	3.3%
Office and Administrative Support	17.8%	17.2%	17.0%	17.0%	15.3%
Personal Care and Service	3.8%	3.3%	3.6%	3.3%	2.7%
Production	3.5%	4.9%	4.9%	5.9%	12.7%
Protective Service	3.1%	2.4%	2.4%	2.1%	1.4%
Sales and Related	10.7%	10.7%	10.7%	10.7%	10.2%
Transportation and Material Moving	5.9%	6.1%	5.5%	6.1%	7.8%

Source: Bureau of Labor Statistics of the U.S. Department of Labor
 May 2013. Metropolitan and Nonmetropolitan Area
 Occupational Employment and Wage Estimates

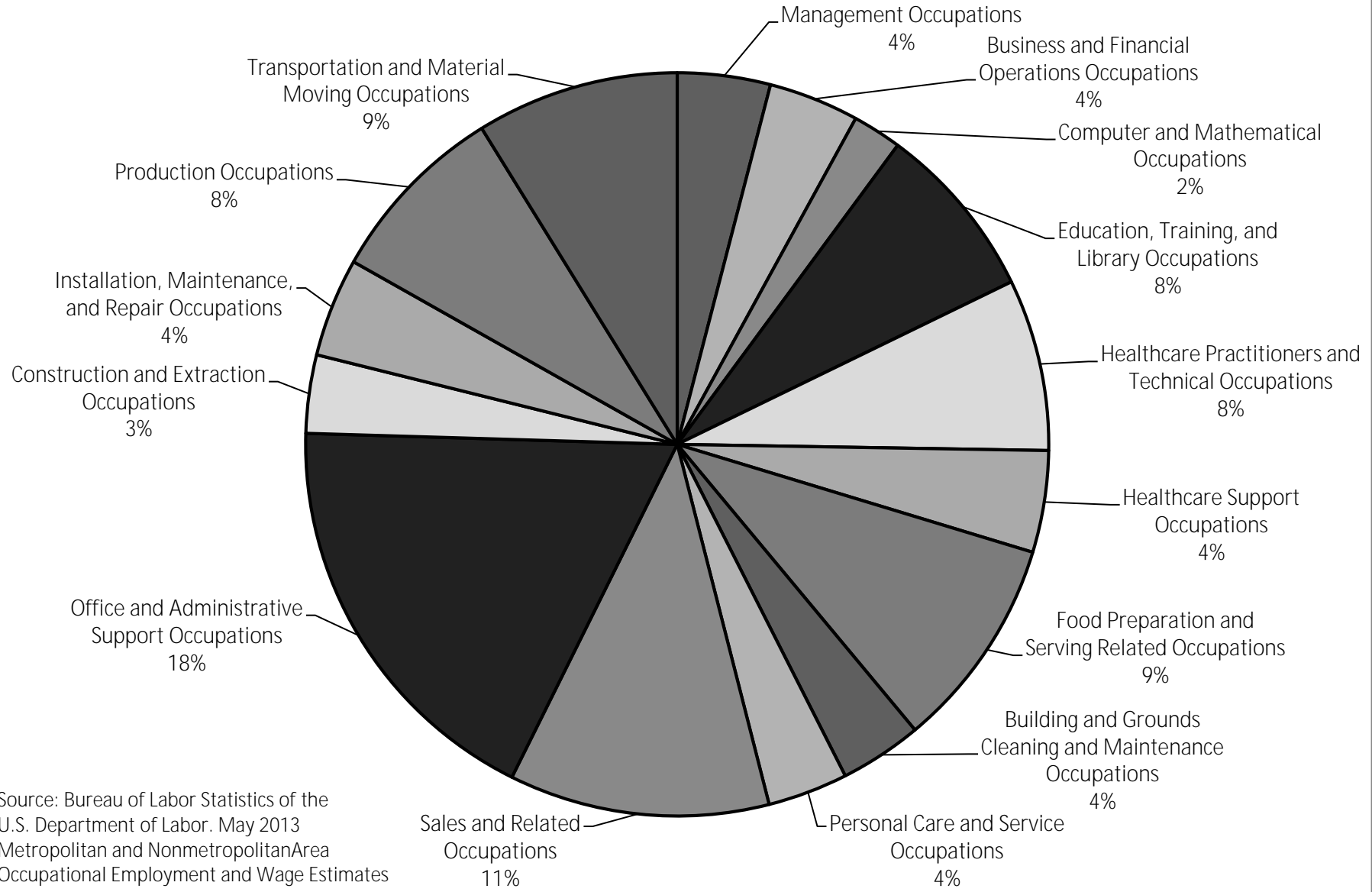
Percentage of Workers in Major Occupations by Metropolitan and Nonmetropolitan Statistical Area					
Occupation	Metropolitan Statistical Areas				
	Scranton-Wilkes Barre	State College	Williamsport	York-Hanover	Youngstown-Warren-Boardman
Total Employment	250,300	65,710	53,550	173,250	218,770
Architecture and Engineering	1.0%	2.6%	1.7%	1.9%	1.0%
Arts, Design, Entertainment, Sports, and Media	0.9%	1.4%	0.6%	0.9%	0.7%
Building and Grounds Cleaning and Maintenance	3.2%	3.5%	2.9%	2.8%	2.9%
Business and Financial Operations	3.5%	3.8%	3.1%	3.7%	3.0%
Community and Social Service	2.3%	1.6%	1.9%	1.6%	1.8%
Computer and Mathematical	1.3%	3.4%	1.0%	1.3%	1.0%
Construction and Extraction	3.8%	4.4%	5.8%	4.3%	3.6%
Education, Training, and Library	5.8%	10.3%	5.6%	5.6%	5.7%
Farming, Fishing, and Forestry	0.1%	0.2%	0.1%	0.1%	0.1%
Food Preparation and Serving Related	8.4%	10.1%	8.7%	8.6%	10.6%
Healthcare Practitioners and Technical	6.6%	5.1%	5.9%	6.1%	6.8%
Healthcare Support	3.9%	2.3%	3.2%	2.7%	4.4%
Installation, Maintenance, and Repair	3.9%	4.5%	5.2%	4.5%	3.9%
Legal	0.6%	0.4%	0.7%	0.3%	0.4%
Life, Physical, and Social Science	0.5%	0.9%	0.7%	0.4%	0.4%
Management	3.2%	4.0%	3.4%	3.3%	3.8%
Office and Administrative Support	16.9%	18.7%	14.7%	14.9%	14.4%
Personal Care and Service	2.9%	2.6%	3.0%	2.5%	2.5%
Production	8.2%	4.1%	11.6%	12.3%	10.3%
Protective Service	2.1%	1.8%	2.0%	1.6%	2.5%
Sales and Related	11.1%	9.5%	10.8%	10.3%	13.1%
Transportation and Material Moving	9.7%	4.8%	7.5%	10.2%	7.3%

Source: Bureau of Labor Statistics of the U.S. Department of Labor
May 2013. Metropolitan and Nonmetropolitan Area
Occupational Employment and Wage Estimates

Percentage of Workers in Major Occupations by Metropolitan and Nonmetropolitan Statistical Area				
Occupation	Metropolitan Statistical Areas			
	Far Western PA NonMSA	West Central PA NonMSA	Northeastern PA NonMSA	East Central PA NonMSA
Total Employment	165,740	156,930	142,710	238,320
Architecture and Engineering	1.2%	1.3%	1.0%	1.2%
Arts, Design, Entertainment, Sports, and Media	0.7%	0.6%	0.8%	0.7%
Building and Grounds Cleaning and Maintenance	2.9%	3.6%	3.3%	2.9%
Business and Financial Operations	3.0%	2.3%	2.8%	3.1%
Community and Social Service	2.5%	2.0%	1.3%	2.3%
Computer and Mathematical	0.7%	0.5%	1.0%	1.3%
Construction and Extraction	6.8%	6.1%	5.2%	4.0%
Education, Training, and Library	6.2%	6.0%	7.1%	5.9%
Farming, Fishing, and Forestry	0.2%	0.1%	0.1%	0.3%
Food Preparation and Serving Related	9.1%	9.2%	10.3%	9.2%
Healthcare Practitioners and Technical	5.7%	6.0%	6.1%	6.2%
Healthcare Support	3.3%	3.5%	3.0%	3.9%
Installation, Maintenance, and Repair	5.0%	4.7%	5.5%	4.8%
Legal	0.3%	0.2%	0.4%	0.3%
Life, Physical, and Social Science	0.5%	0.5%	0.9%	0.4%
Management	3.3%	3.2%	3.0%	3.1%
Office and Administrative Support	15.3%	13.4%	15.1%	14.8%
Personal Care and Service	3.1%	2.9%	3.8%	2.8%
Production	9.6%	12.6%	7.8%	11.6%
Protective Service	2.1%	2.4%	2.1%	2.0%
Sales and Related	10.3%	9.5%	11.5%	8.9%
Transportation and Material Moving	7.9%	9.4%	8.0%	10.4%

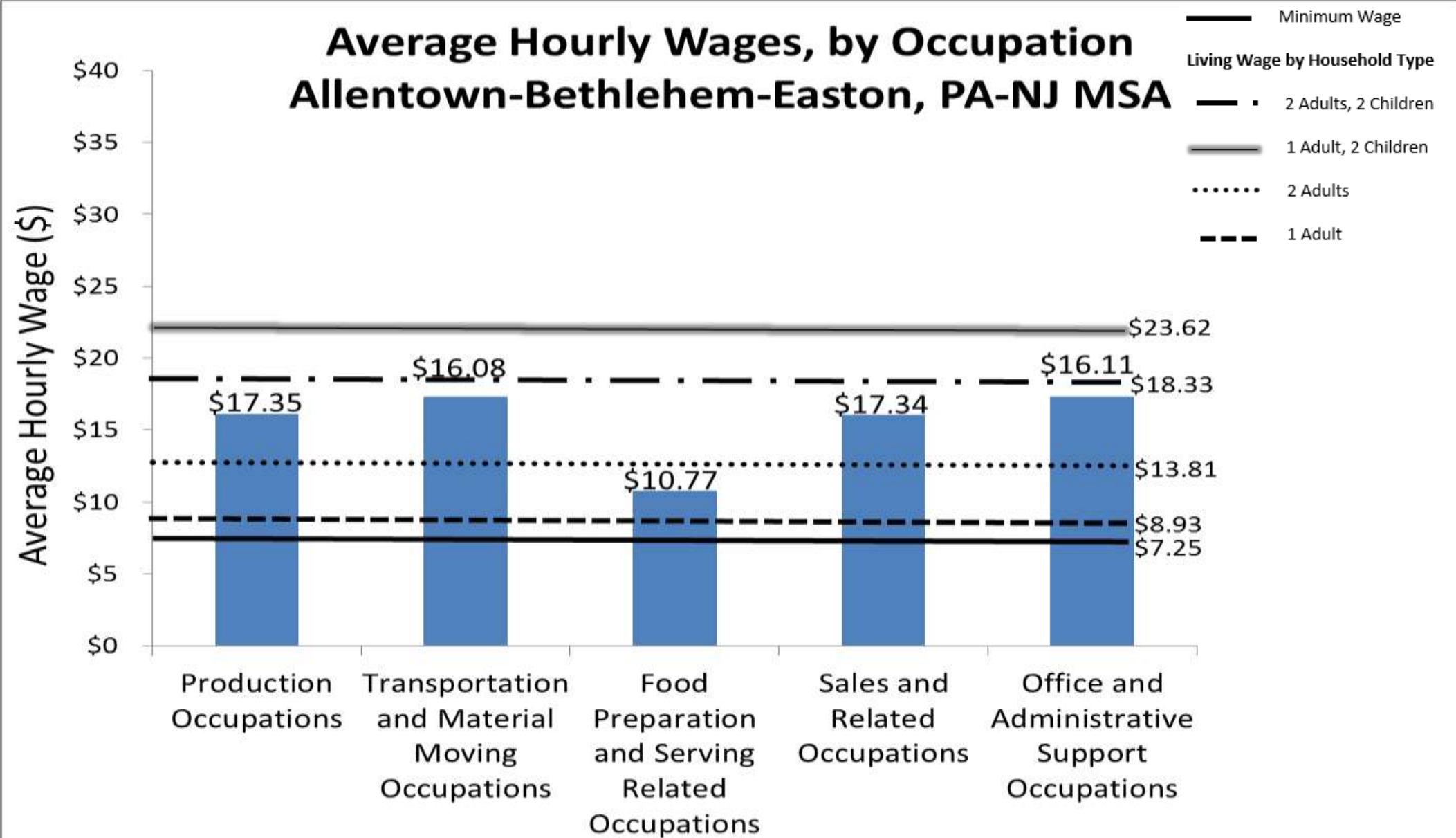
Source: Bureau of Labor Statistics of the U.S. Department of Labor
May 2013. Metropolitan and Nonmetropolitan Area
Occupational Employment and Wage Estimates

Percentage of Workers by Major Occupational Group Allentown-Bethlehem-Easton PA, 2013



Average Hourly Wages, by Occupation

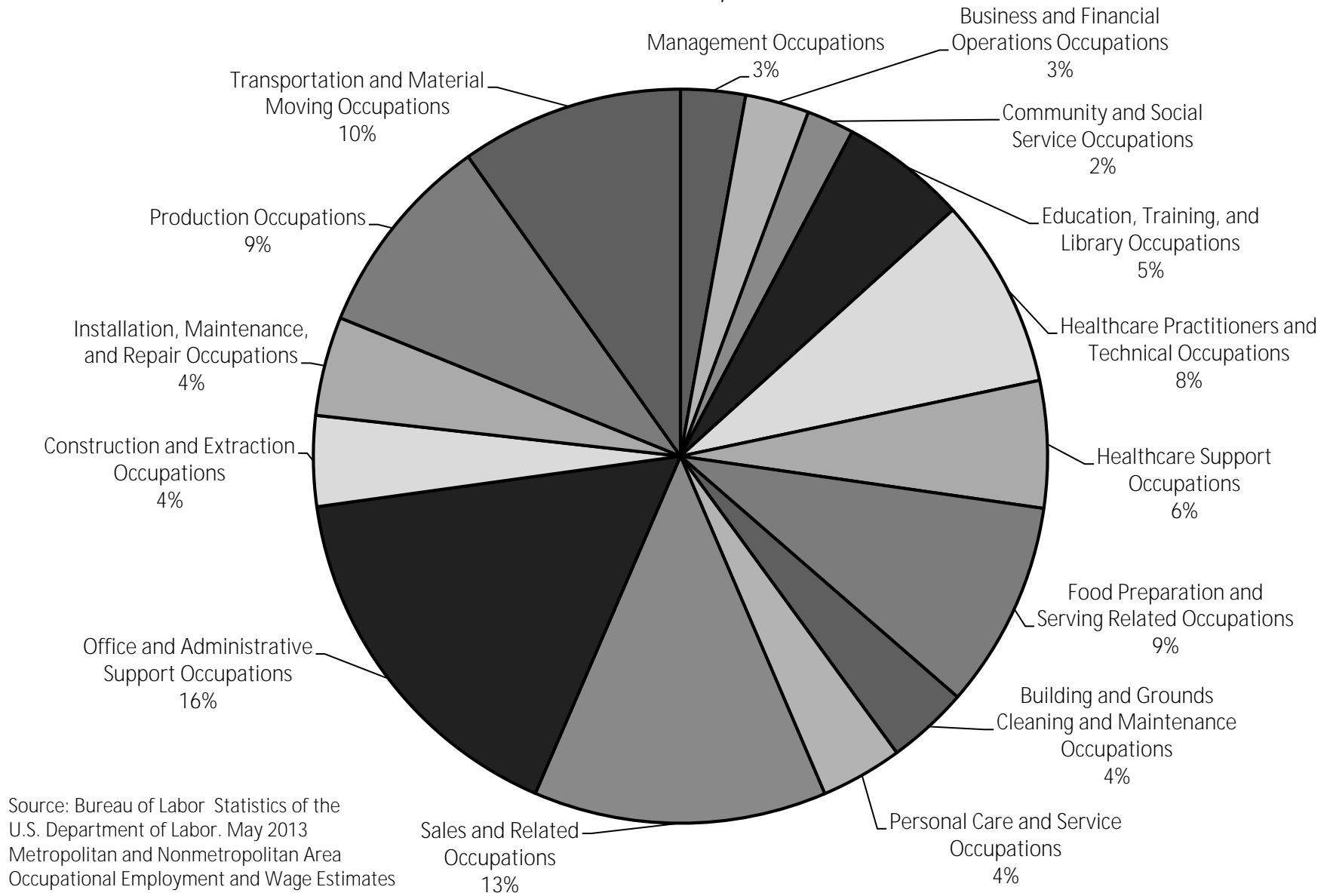
Allentown-Bethlehem-Easton, PA-NJ MSA



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

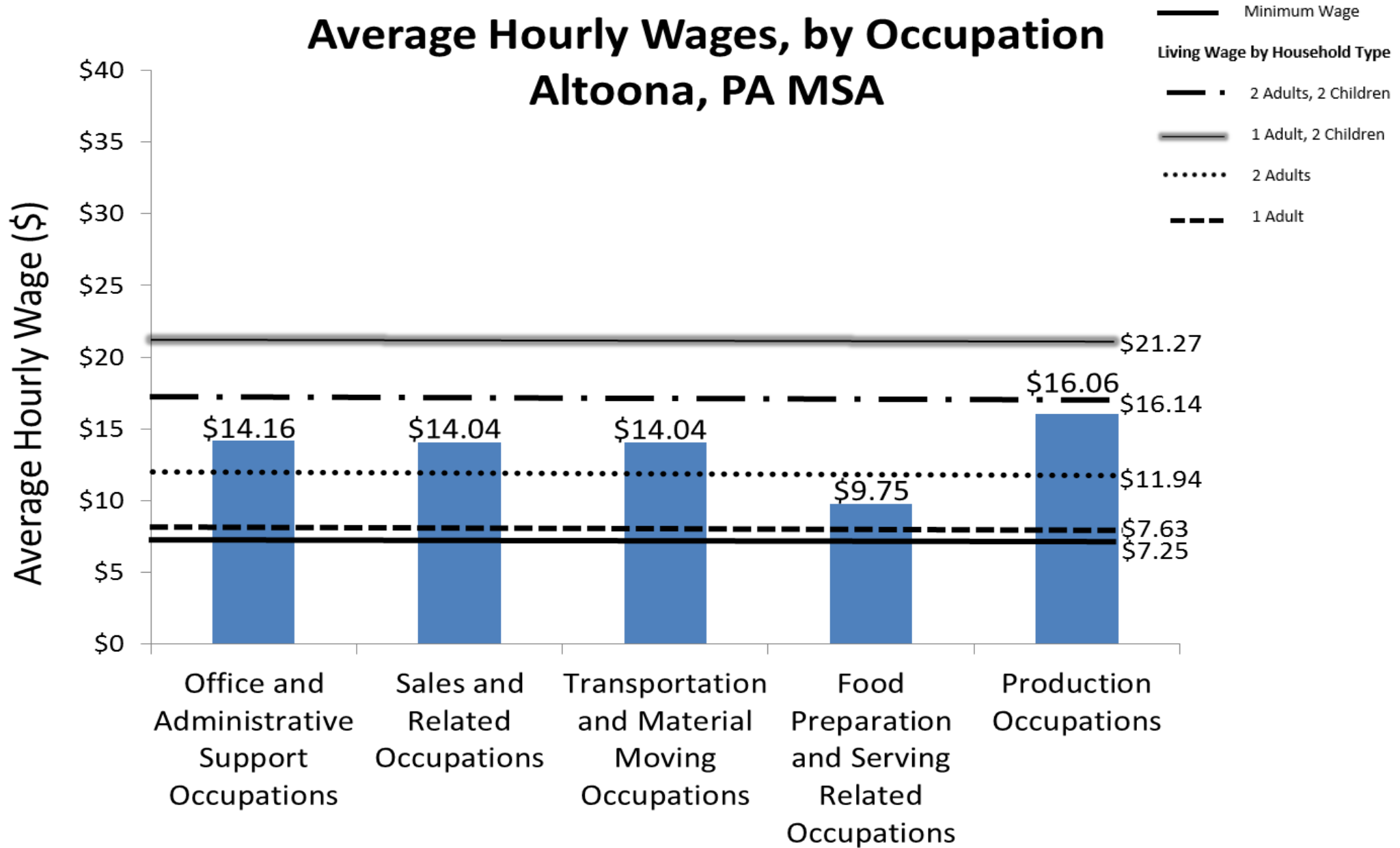
The Allentown-Bethlehem-Easton, PA-NJ Metropolitan Statistical Area (MSA) consists of Carbon, Lehigh, and Northampton counties in Pennsylvania and Warren County in New Jersey. This area is commonly referred to as The Lehigh Valley and has two principal cities, Allentown and Bethlehem. According to the U.S. Census Bureau, the population estimate for this MSA as of July 2013 was 827,048. Total employment for all occupations in this MSA was 336,560 with a mean hourly wage of \$21.11, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 6.0%.

Percentage of Workers by Major Occupational Group Altoona PA, 2013



Average Hourly Wages, by Occupation

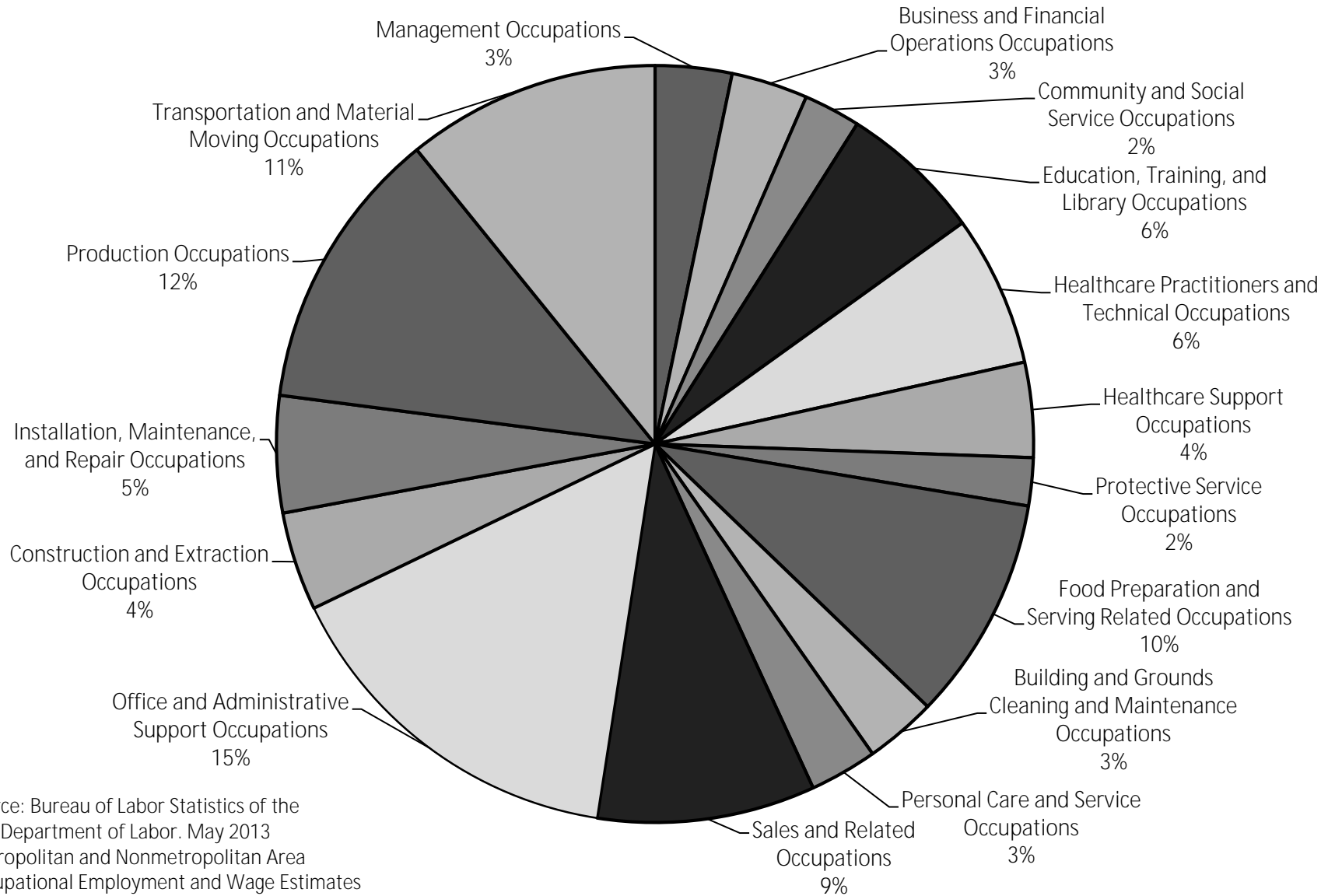
Altoona, PA MSA



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

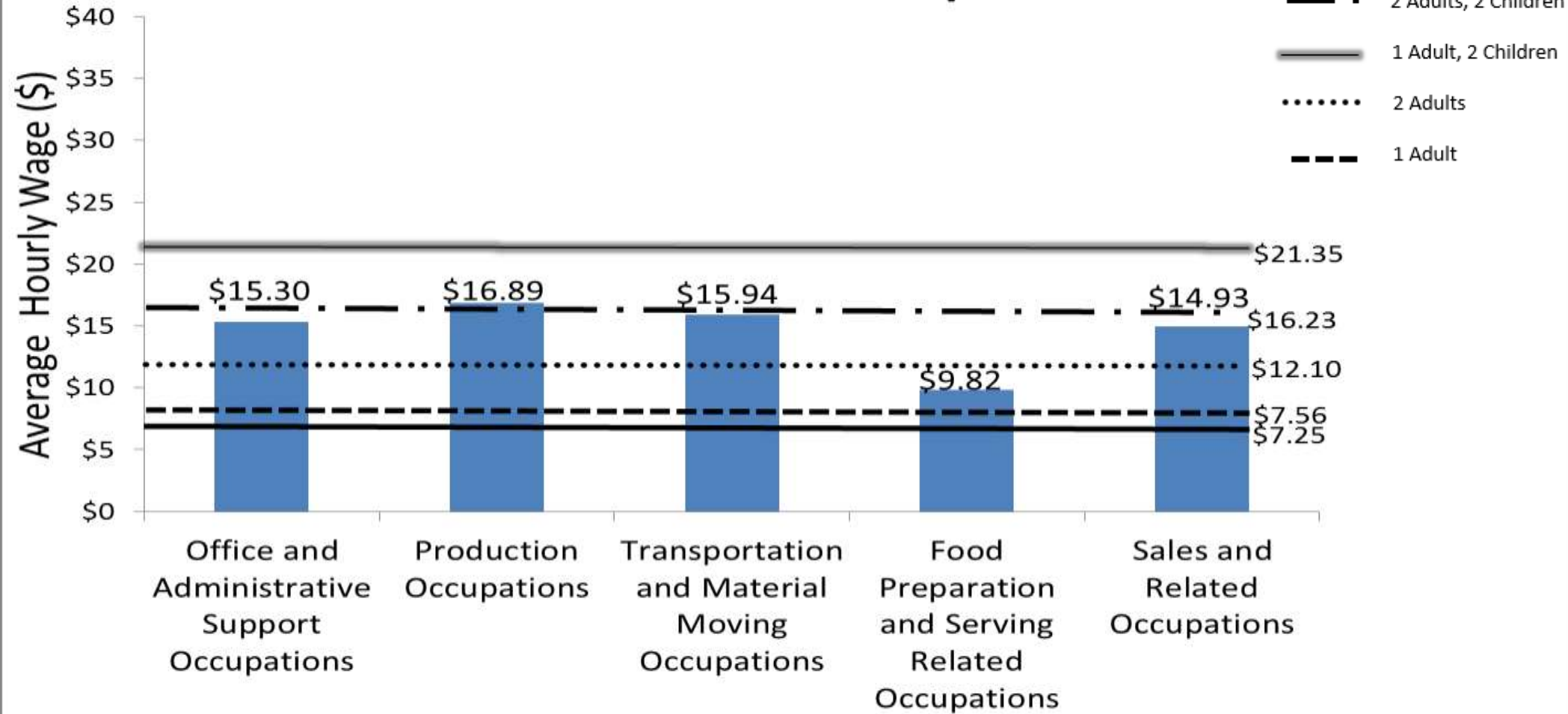
The Altoona, PA Metropolitan Statistical Area (MSA) consists of Blair County and the principal city Altoona. According to the U.S. Census Bureau, the population estimate for this MSA as of July 2013 was 126,314. Total employment for all occupations in this MSA was 57,730 with a mean hourly wage of \$17.53, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 5.1%.

Percentage of Workers by Major Occupational Group East Central PA NonMetropolitan area, 2013



Source: Bureau of Labor Statistics of the U.S. Department of Labor. May 2013 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates

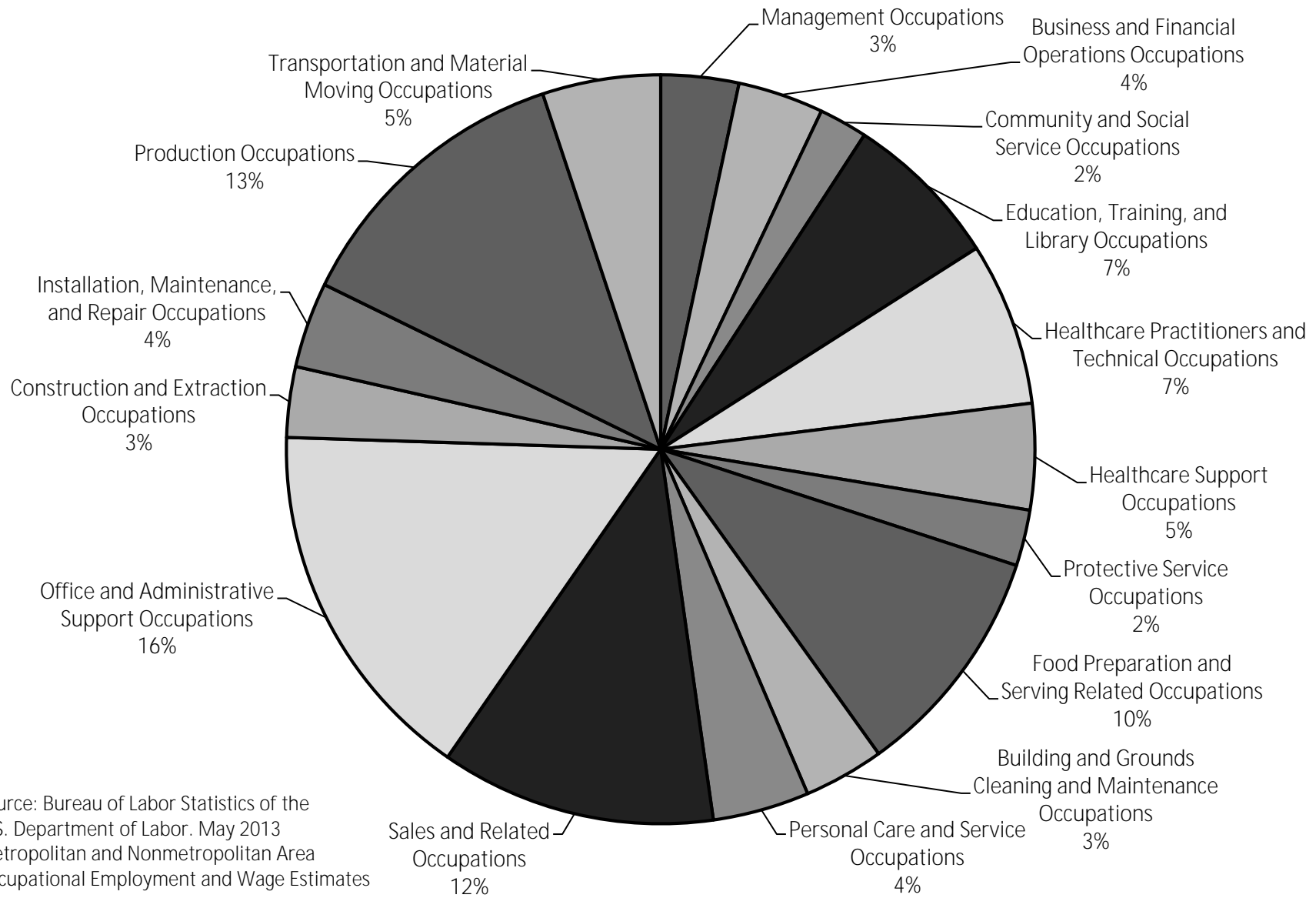
Average Hourly Wages, by Occupation East Central PA NonMetropolitan Area



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

The East Central Pennsylvania nonmetropolitan area consists of the following East Central Pennsylvania counties that are not included in a Metropolitan Statistical Area: Adams, Franklin, Juniata, Mifflin, Montour, Northumberland, Schuylkill, Snyder, and Union Counties. According to the U.S. Census Bureau, the combined population estimate for these counties as of July 2013 was 669,284. Total Employment for all occupations in this nonmetropolitan area was 238,320 with a mean hourly wage of \$18.82, as of May 2013 (Bureau of Labor Statistics).

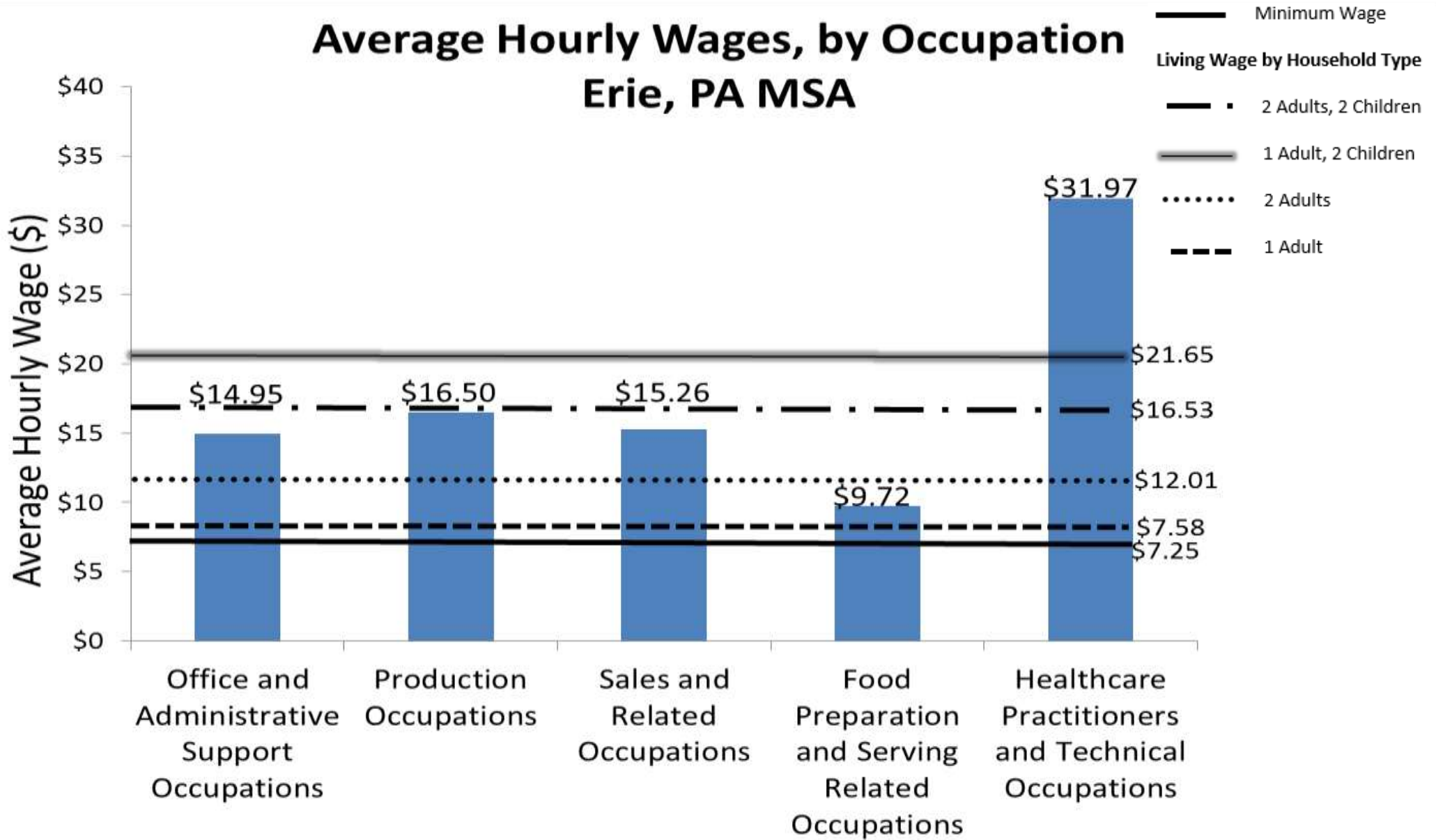
Percentage of Workers by Major Occupational Group Erie PA, 2013



Source: Bureau of Labor Statistics of the U.S. Department of Labor. May 2013 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates

Average Hourly Wages, by Occupation

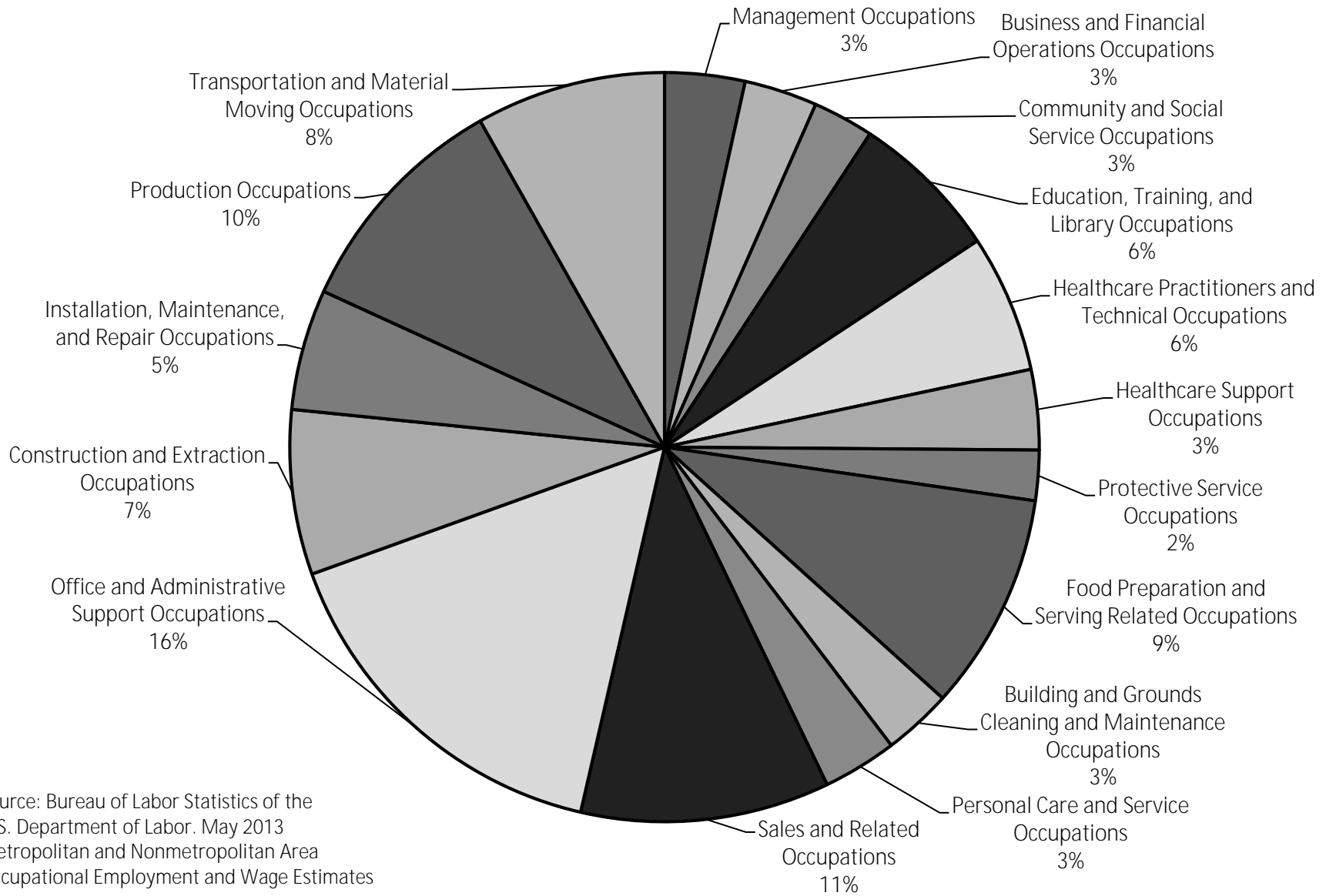
Erie, PA MSA



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

The Erie, PA Metropolitan Statistical Area (MSA) consists of Erie County and the principal city Erie. According to the U.S. Census Bureau, the population estimate for this MSA as of July 2013 was 280,294. Total employment for all occupations in this MSA was 125,060 with a mean hourly wage of \$18.57, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 6.0%.

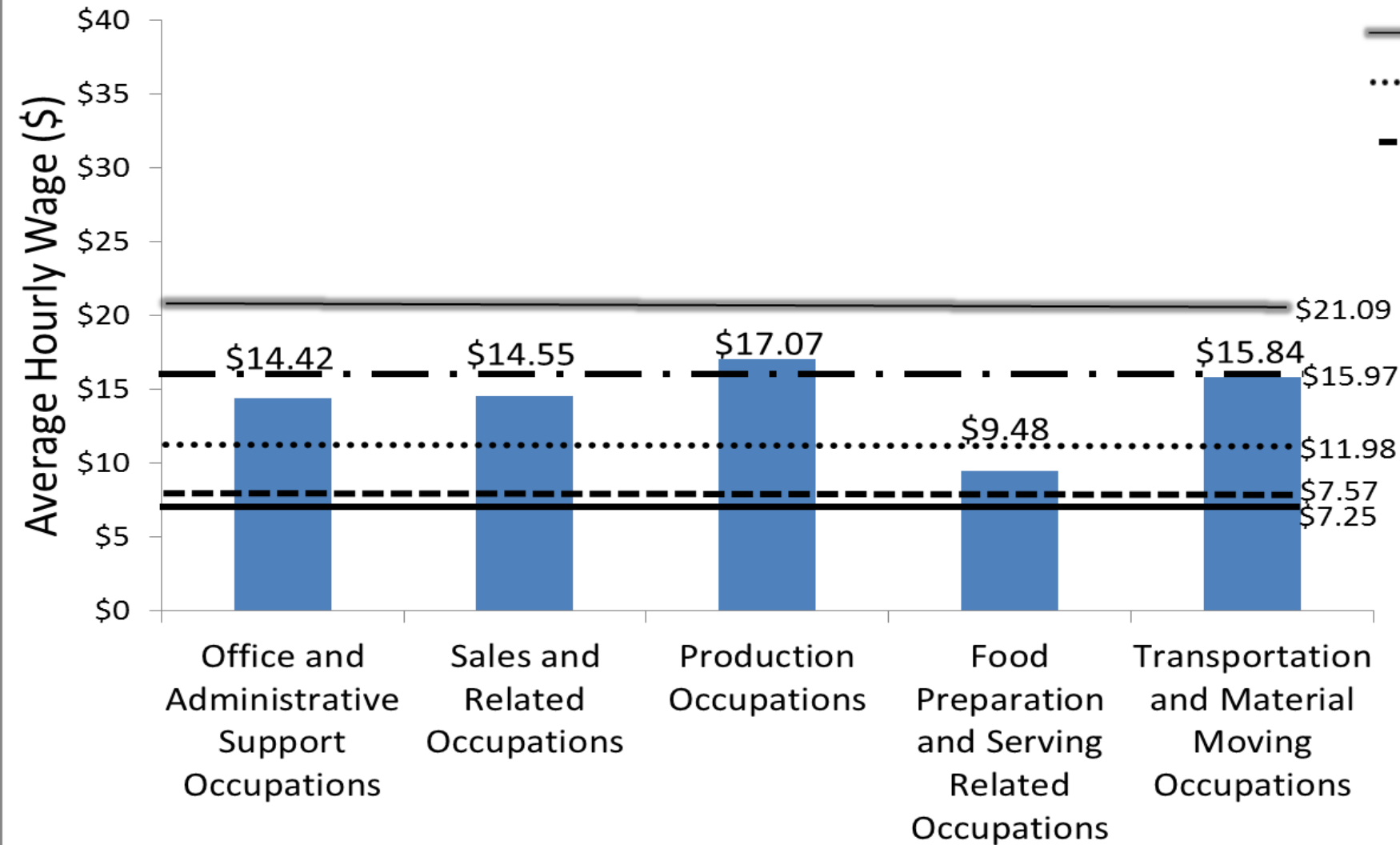
Percentage of Workers by Major Occupational Group Far Western PA NonMetropolitan Area, 2013



Source: Bureau of Labor Statistics of the U.S. Department of Labor. May 2013 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates

Average Hourly Wages, by Occupation FarWestern PA NonMetropolitan Area

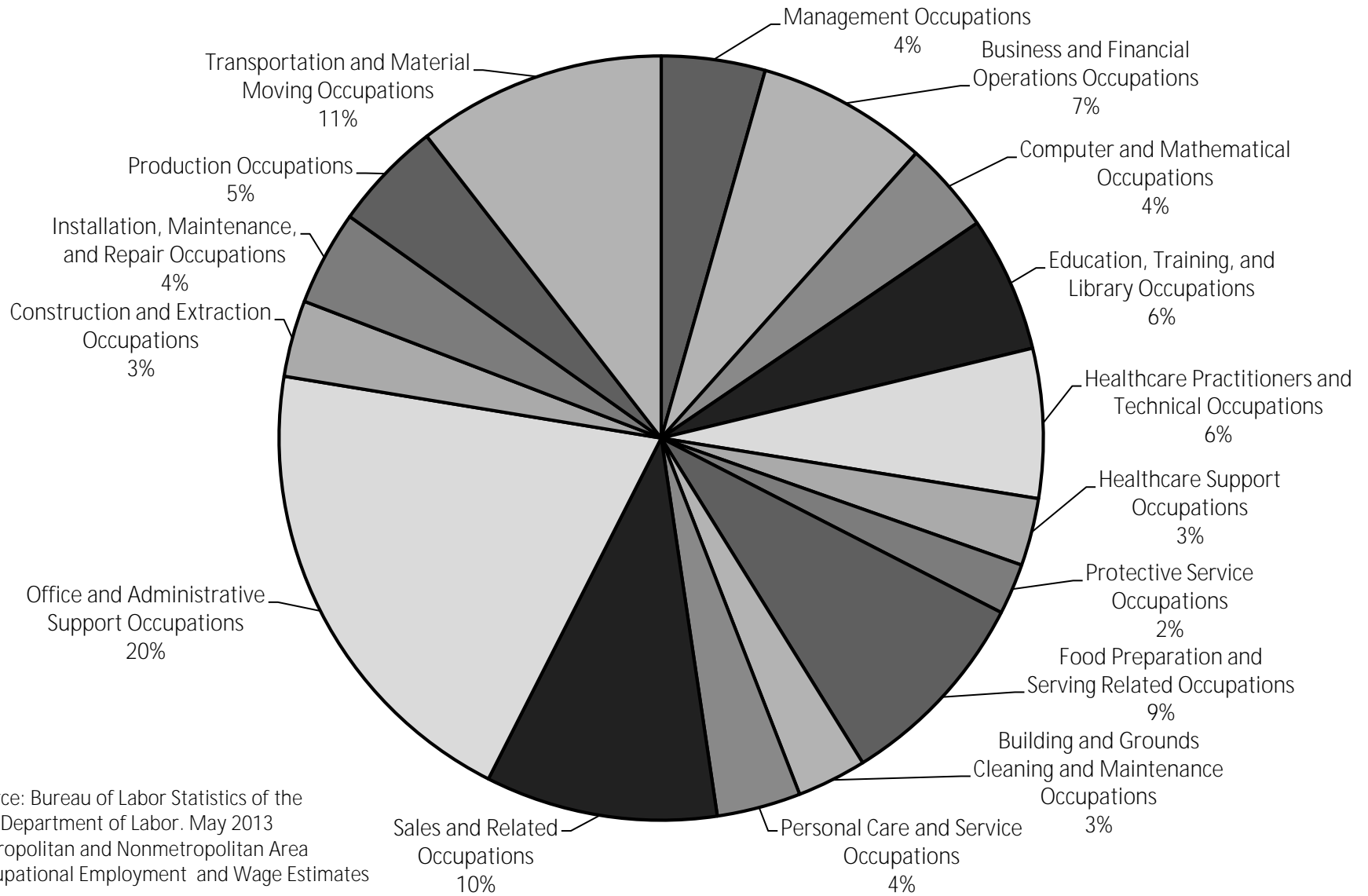
- Minimum Wage
- Living Wage by Household Type
- · 2 Adults, 2 Children
- 1 Adult, 2 Children
- 2 Adults
- - - 1 Adult



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

The Far Western Pennsylvania nonmetropolitan area consists of the Western Pennsylvania counties that are not included in a Metropolitan Statistical Area; they are: Clarion, Crawford, Forest, Greene, Indiana, Lawrence, Venango, and Warren Counties. According to the U.S. Census Bureau, the combined population estimate for these counties as of July 2013 was 443,870. Total Employment for all occupations in this nonmetropolitan area was 165,740 with a mean hourly wage of \$18.40, as of May 2013 (Bureau of Labor Statistics).

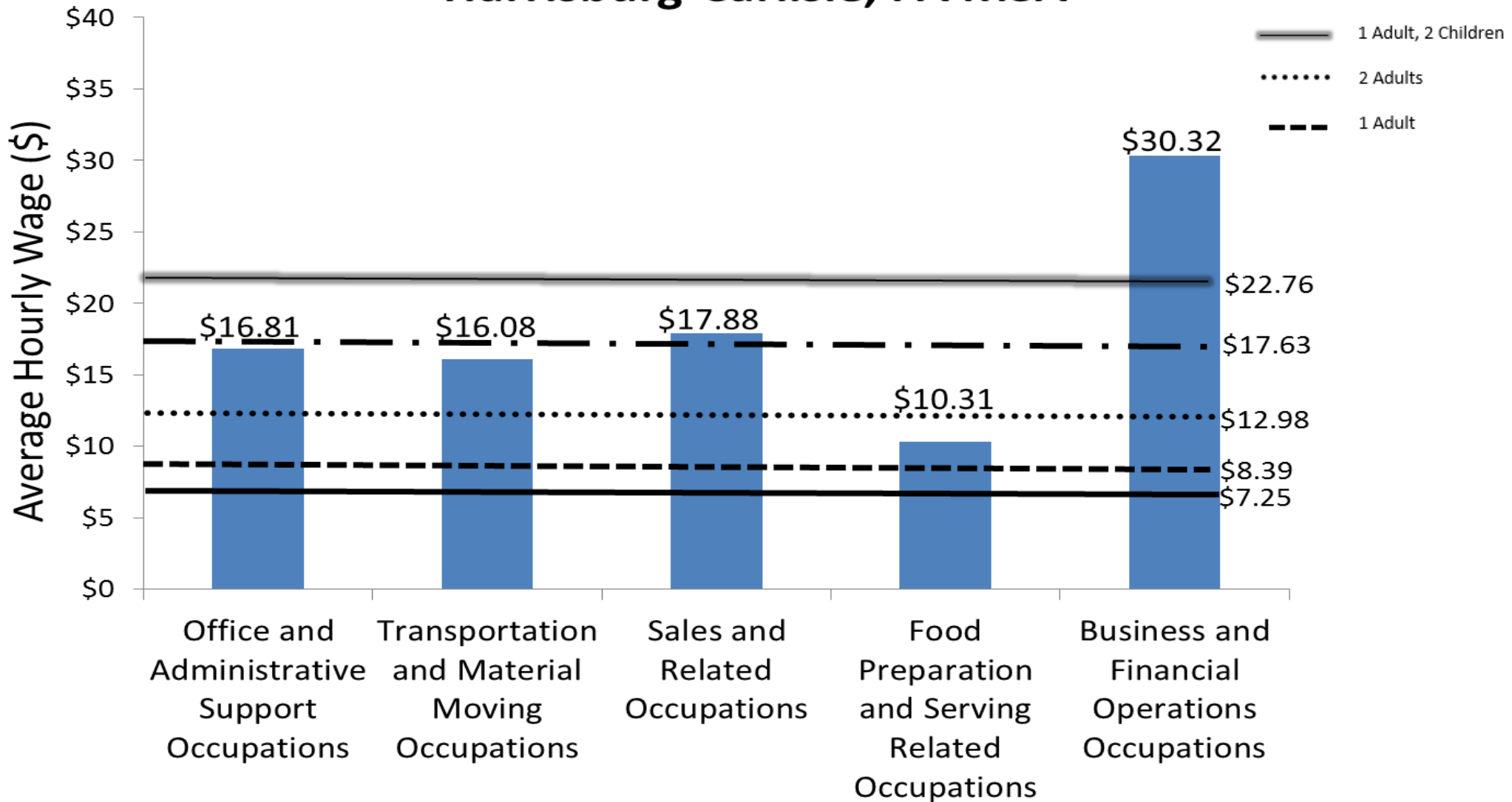
Percentage of Workers by Major Occupational Group Harrisburg-Carlisle PA, 2013



Source: Bureau of Labor Statistics of the U.S. Department of Labor. May 2013 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates

Average Hourly Wages, by Occupation

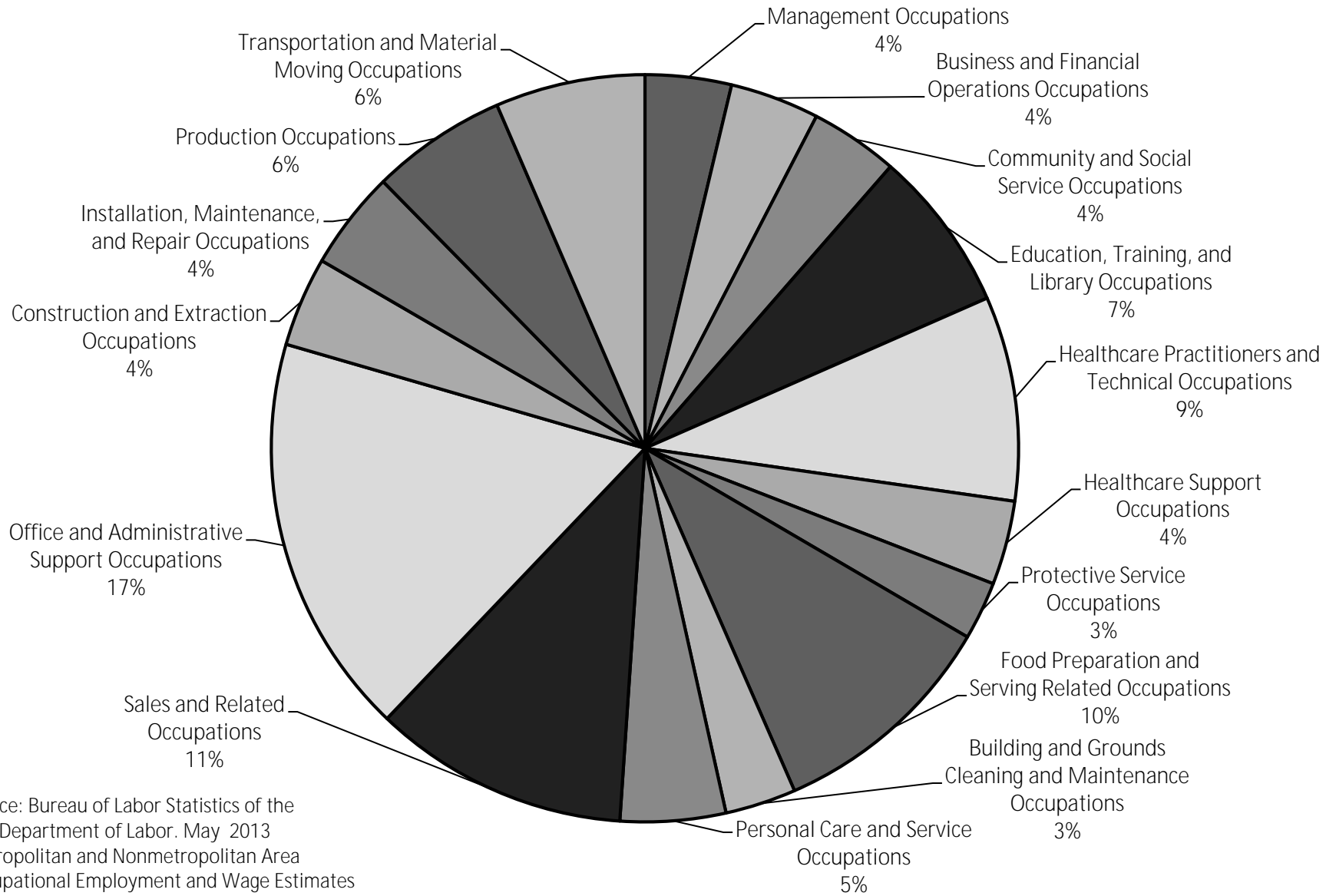
Harrisburg-Carlisle, PA MSA



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

The Harrisburg-Carlisle, PA Metropolitan Statistical Area consists of Cumberland, Dauphin, and Perry counties. The principal cities in the MSA are Harrisburg and Carlisle. According to the U.S. Census Bureau, the population estimate for this MSA as of July 2013 was 557,711. Total Employment for all occupations in this MSA was 307,350 with a mean hourly wage of \$21.70, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 5.2%.

Percentage of Workers by Major Occupational Group Johnstown PA, 2013

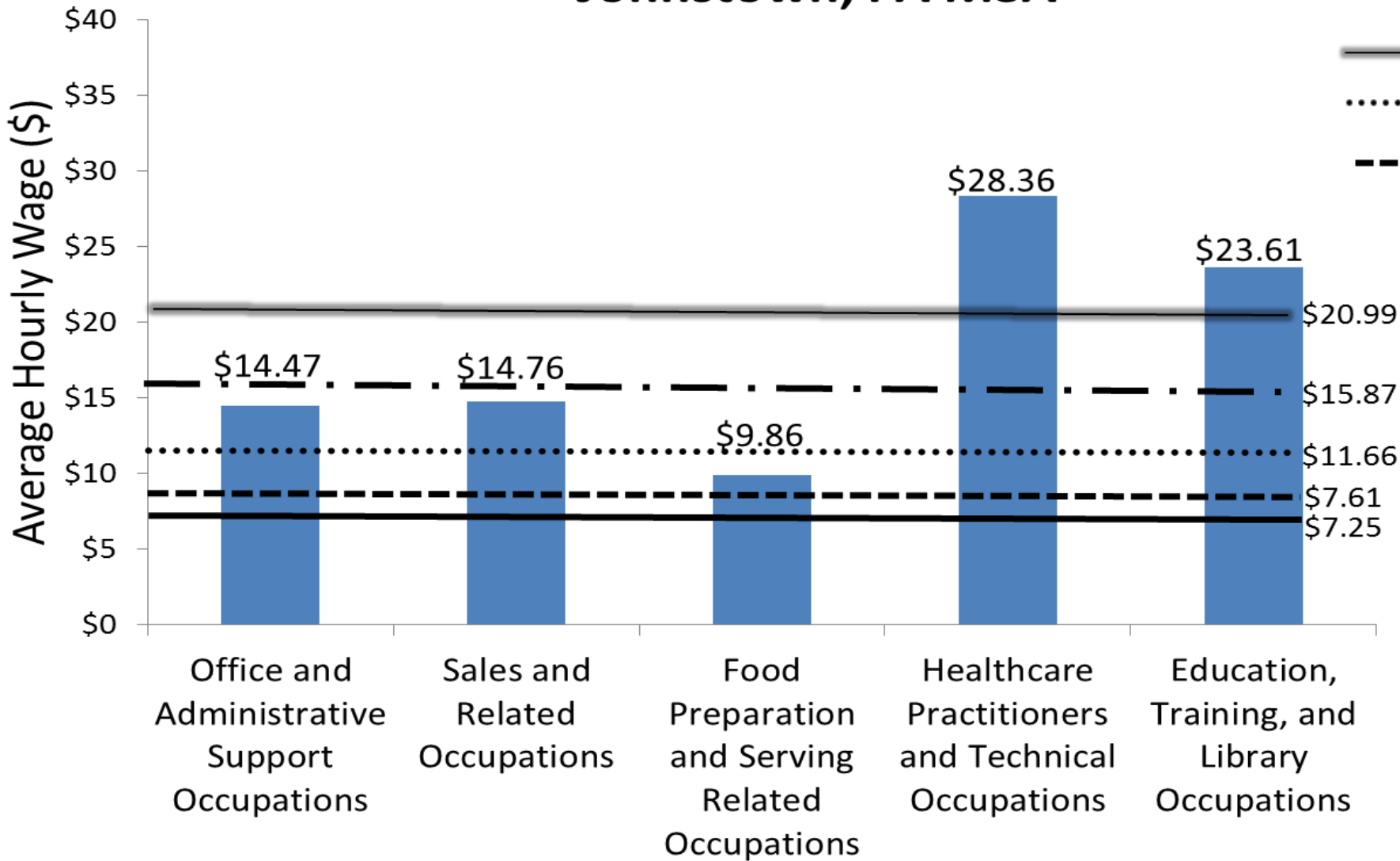


Source: Bureau of Labor Statistics of the U.S. Department of Labor. May 2013 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates

Average Hourly Wages, by Occupation

Johnstown, PA MSA

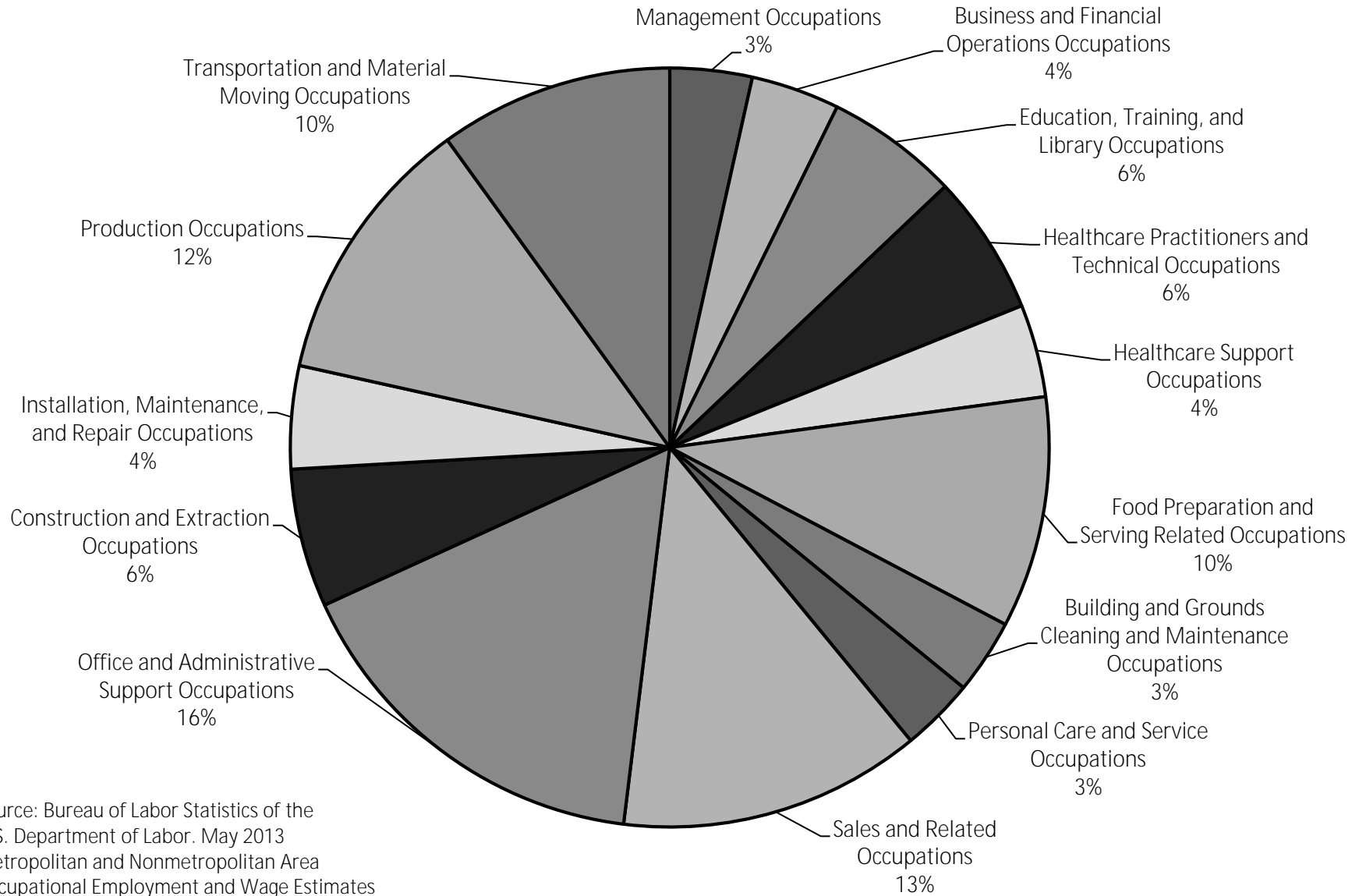
- Minimum Wage
- Living Wage by Household Type**
- · 2 Adults, 2 Children
- 1 Adult, 2 Children
- 2 Adults
- - - 1 Adult



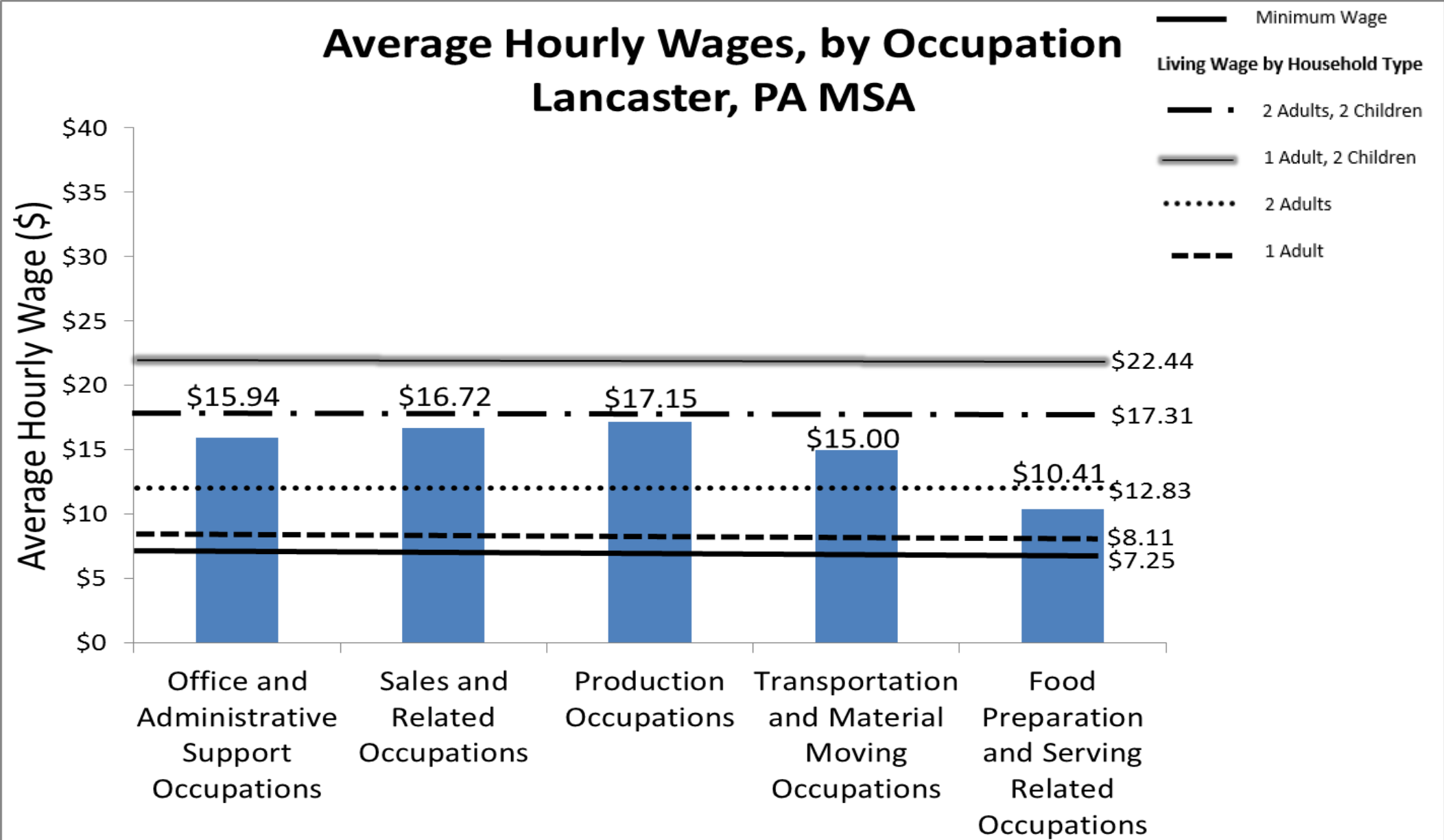
Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

The Johnstown, PA Metropolitan Statistical Area consists of Cambria County and the principal city Johnstown. According to the U.S. Census Bureau, the population estimate for this MSA as of July 2013 was 140,499. Total employment for all occupations in this MSA was 55,560 with a mean hourly wage of \$18.19, as May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 7.1%.

Percentage of Workers by Major Occupational Group Lancaster PA, 2013



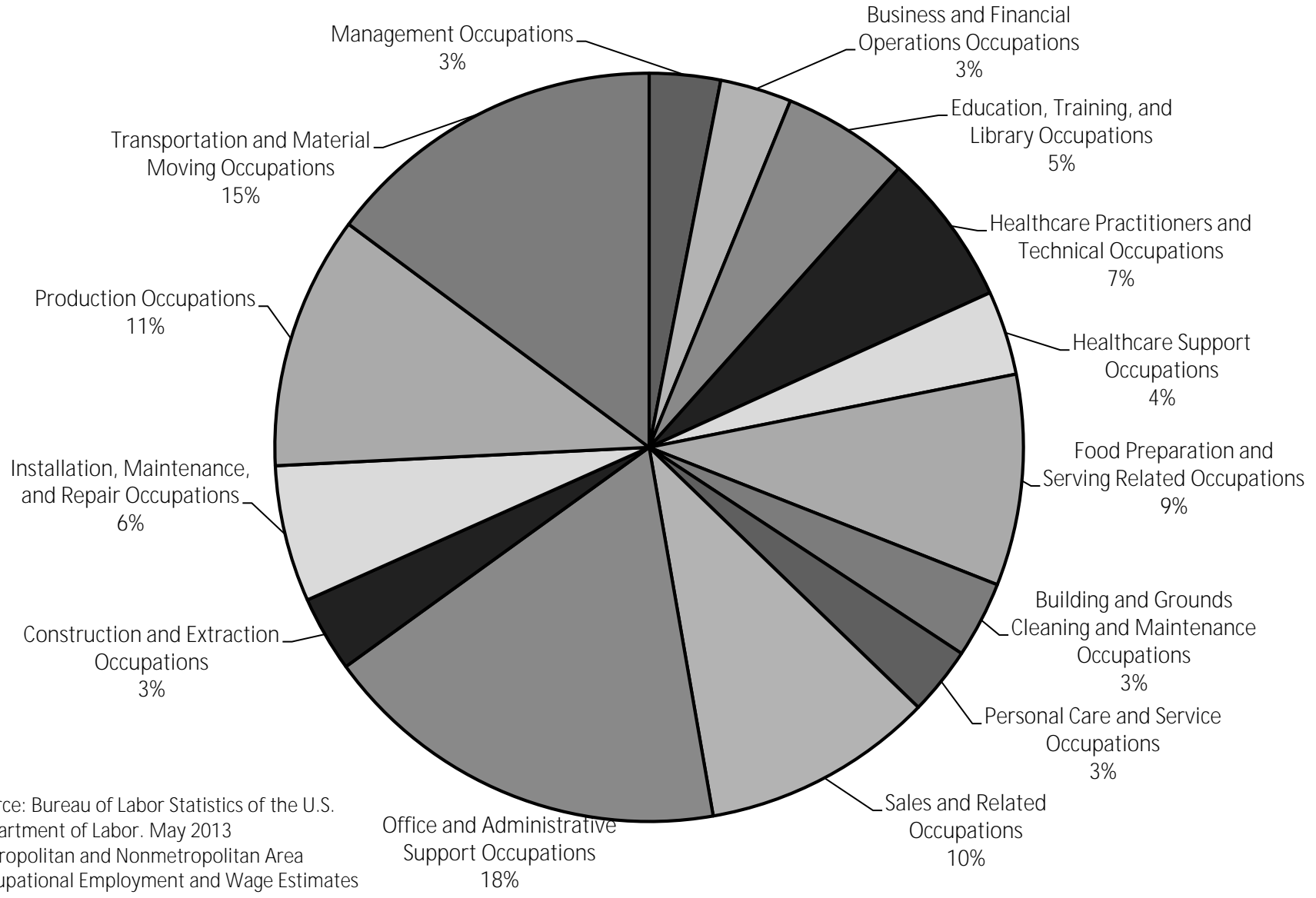
Average Hourly Wages, by Occupation Lancaster, PA MSA



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

The Lancaster, PA Metropolitan Statistical Area (MSA) consists of Lancaster County and the principal city of Lancaster. According to the U.S. Census Bureau, the population estimate for this MSA as of July 2013 was 529,600. Total Employment for all occupations in this MSA was 221,960 with a mean hourly wage of \$19.30, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 4.8%.

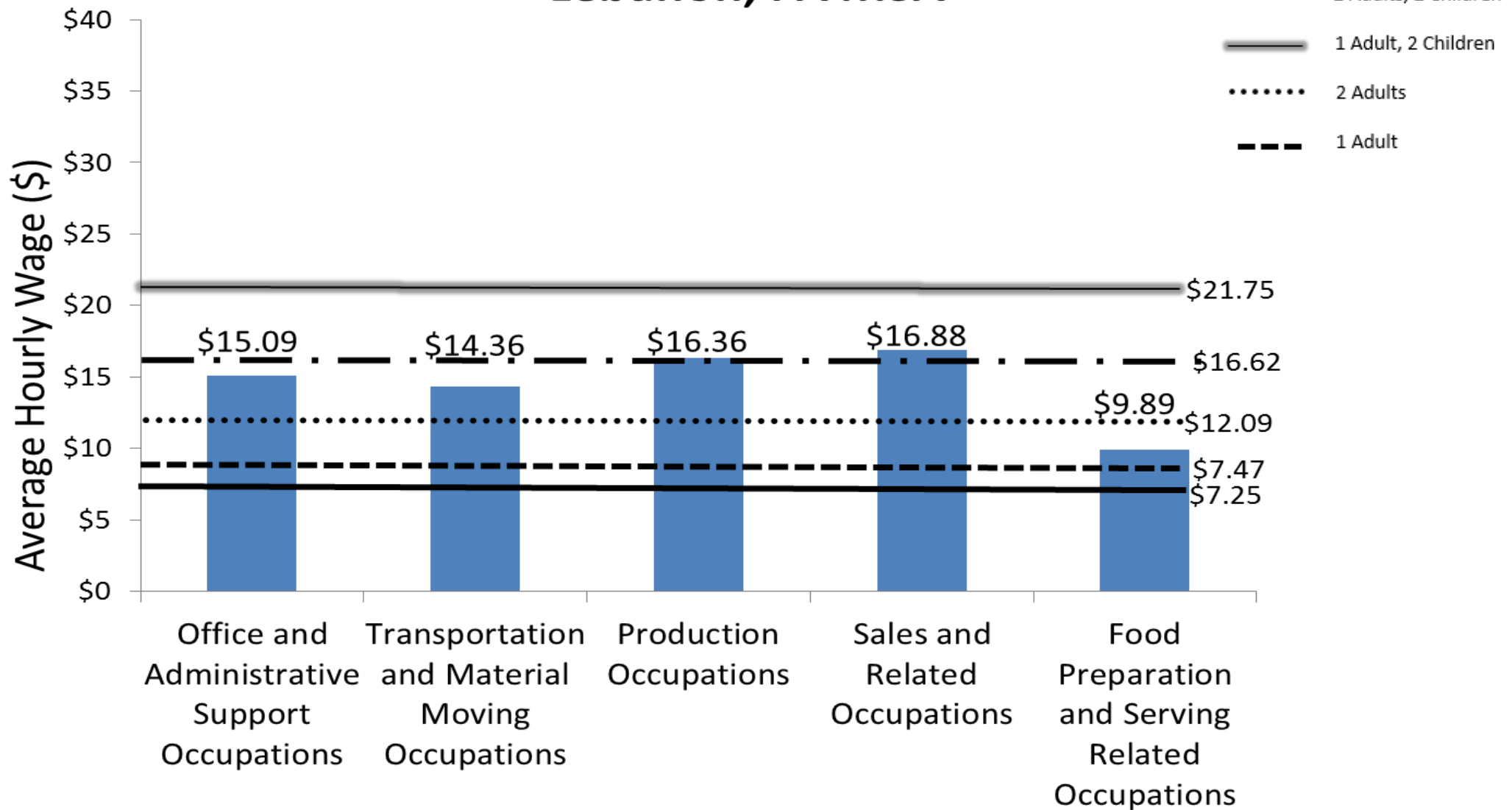
Percentage of Workers by Major Occupational Group Lebanon PA, 2013



Source: Bureau of Labor Statistics of the U.S. Department of Labor. May 2013
Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates

Average Hourly Wages, by Occupation

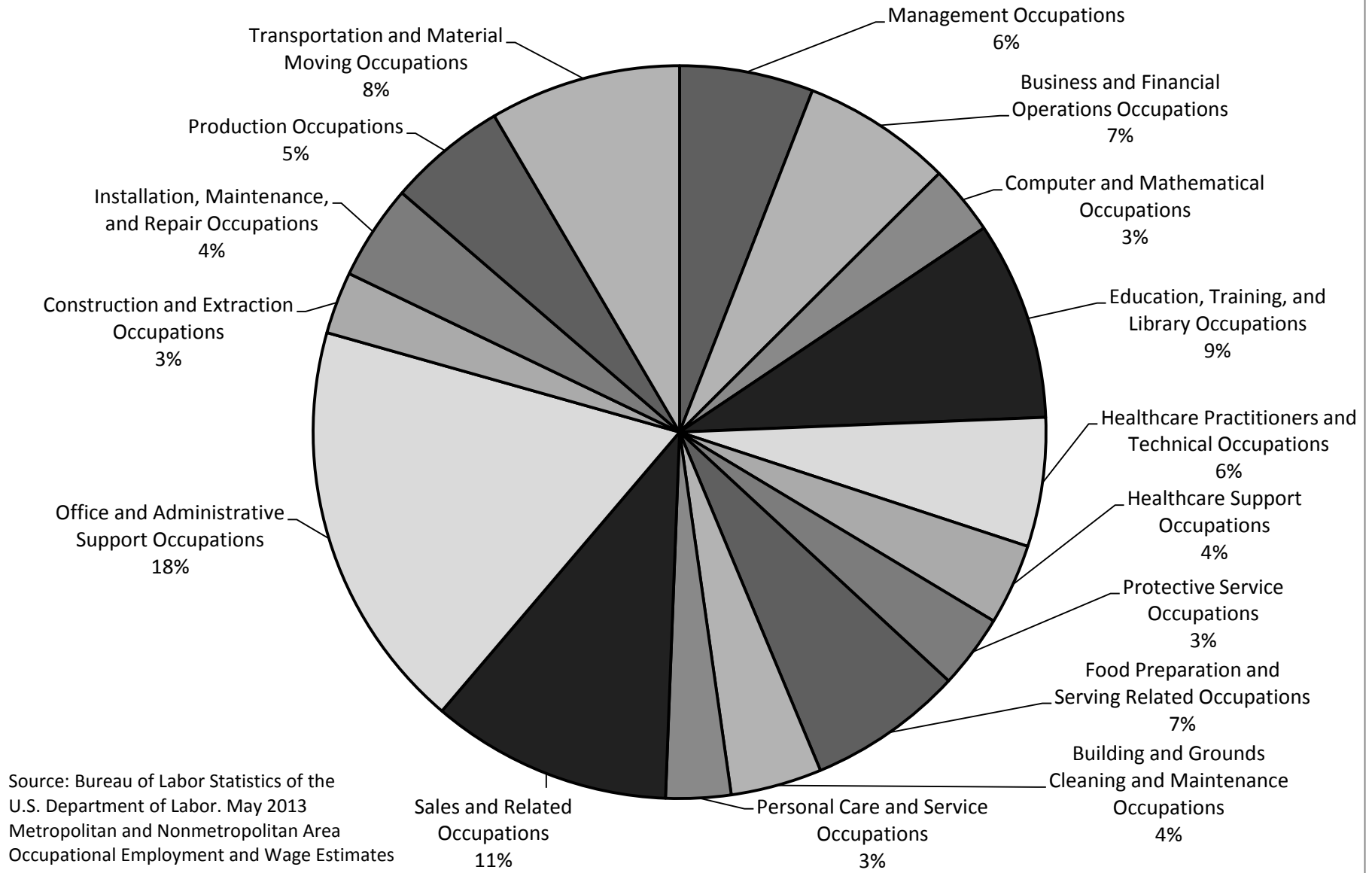
Lebanon, PA MSA



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

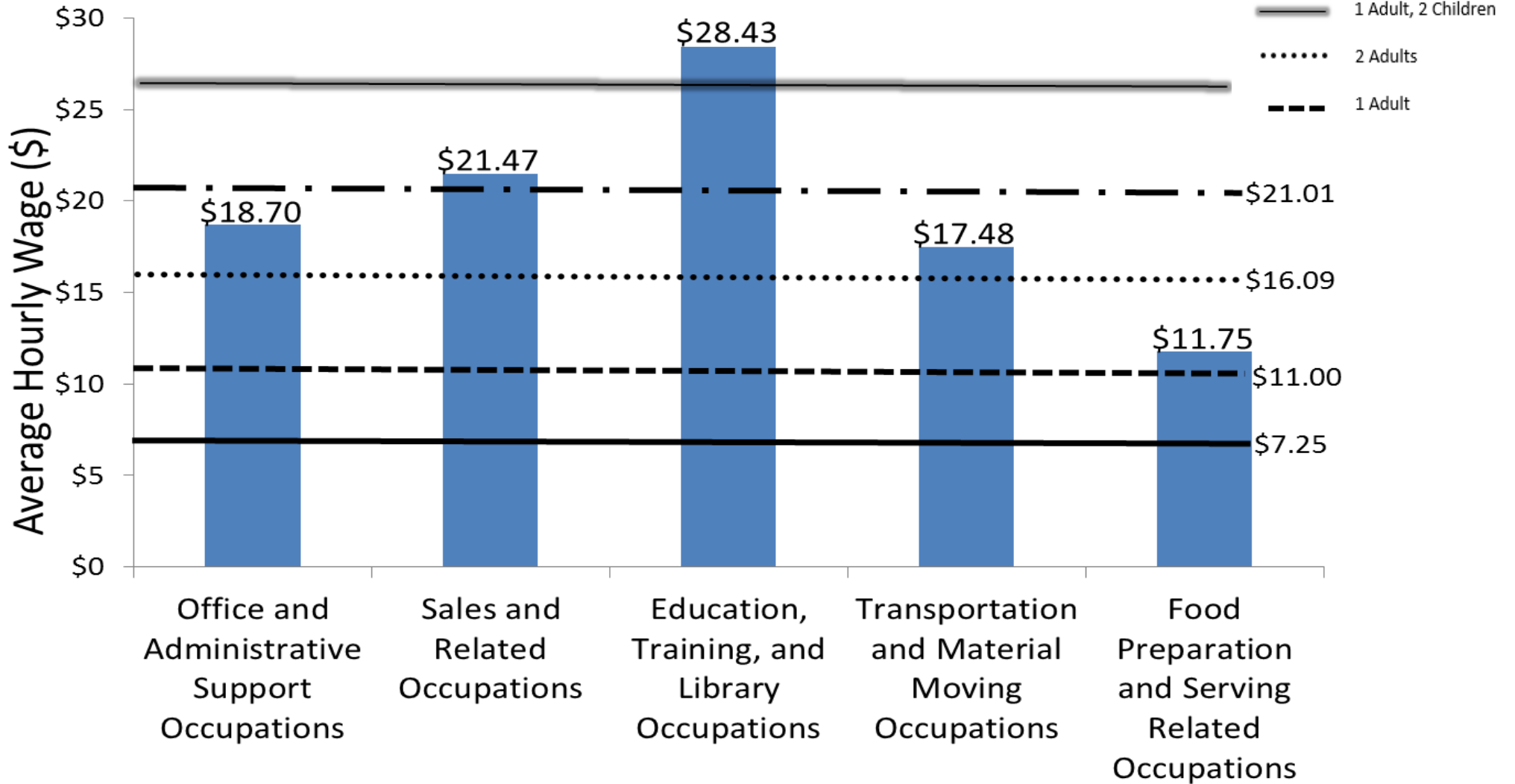
The Lebanon, PA Metropolitan Statistical Area (MSA) consists of Lebanon County and the principal city of Lebanon. According to the U.S. Census Bureau, the population estimate for this MSA as of July 2013 was 135,486. Total Employment for all occupations in this MSA was 50,150 with a mean hourly wage of \$18.69, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 4.9%.

Percentage of Workers by Major Occupational Group Newark-Union NJ-PA Division, 2013



Average Hourly Wages, by Occupation

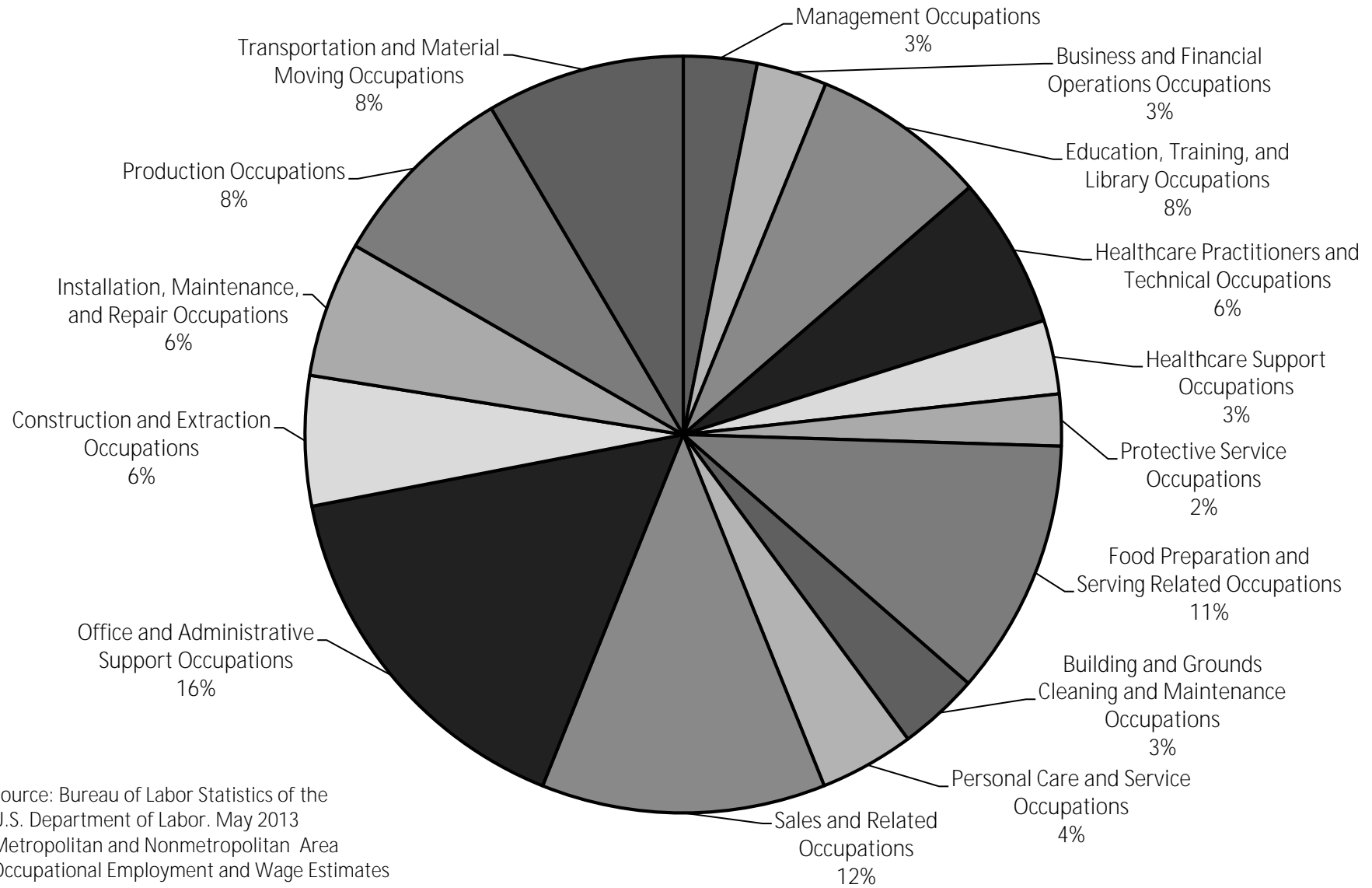
Newark-Union, PA NJ Metropolitan Divisor



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

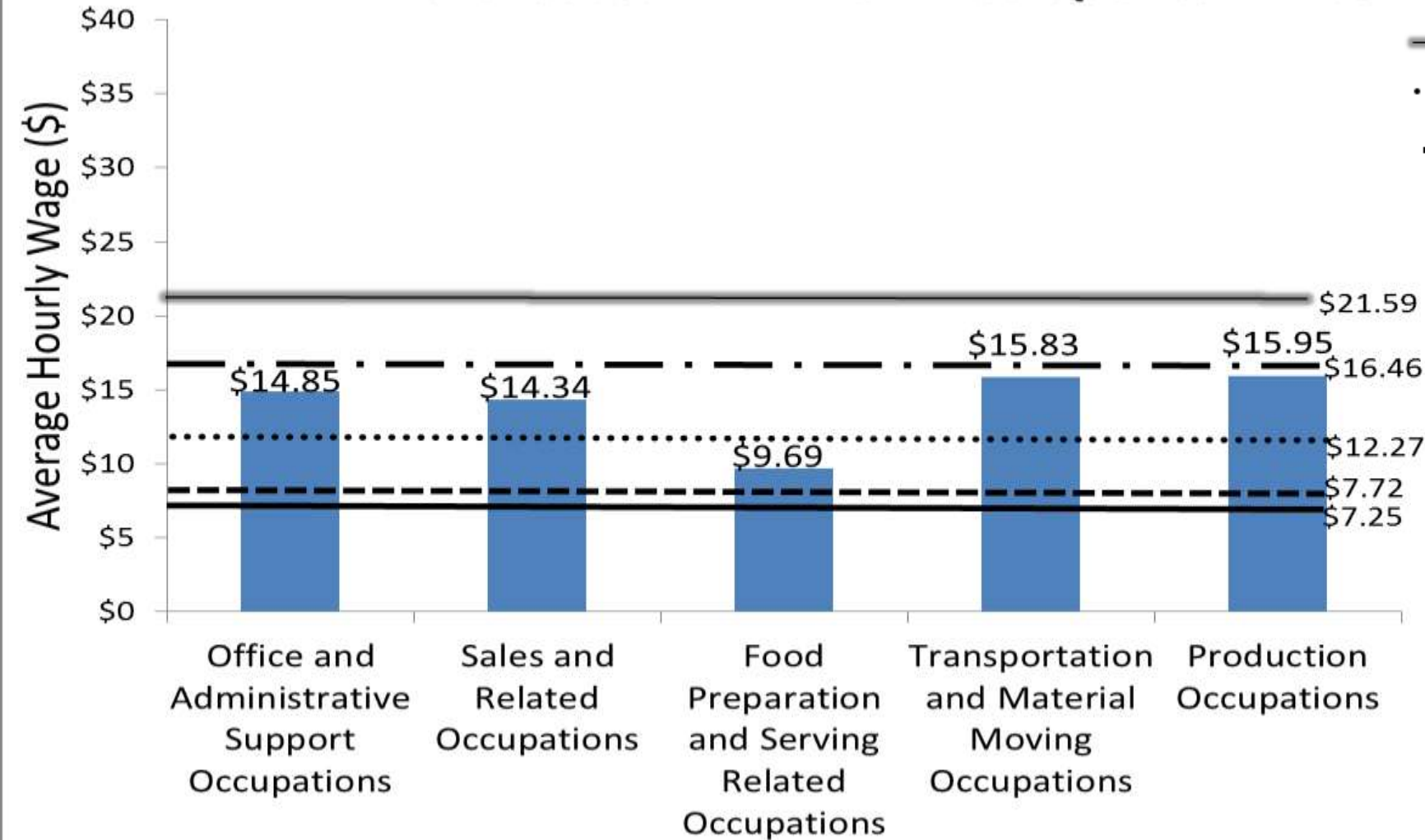
The Newark-Union, PA-NJ Metropolitan Division consists of Pike County of Pennsylvania and Essex, Hunterdon, Morris, Sussex, and Union Counties of New Jersey. According to the U.S. Census Bureau, the population estimate for this division as of July 2013 was 2,496,636. Total Employment for all occupations in this MSA was 957,630 with a mean hourly wage of \$26.52, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 6.4%.

Percentage of Workers by Major Occupational Group Northeastern PA NonMetropolitan Area, 2013



Average Hourly Wages, by Occupation Northeastern PA NonMetropolitan Area

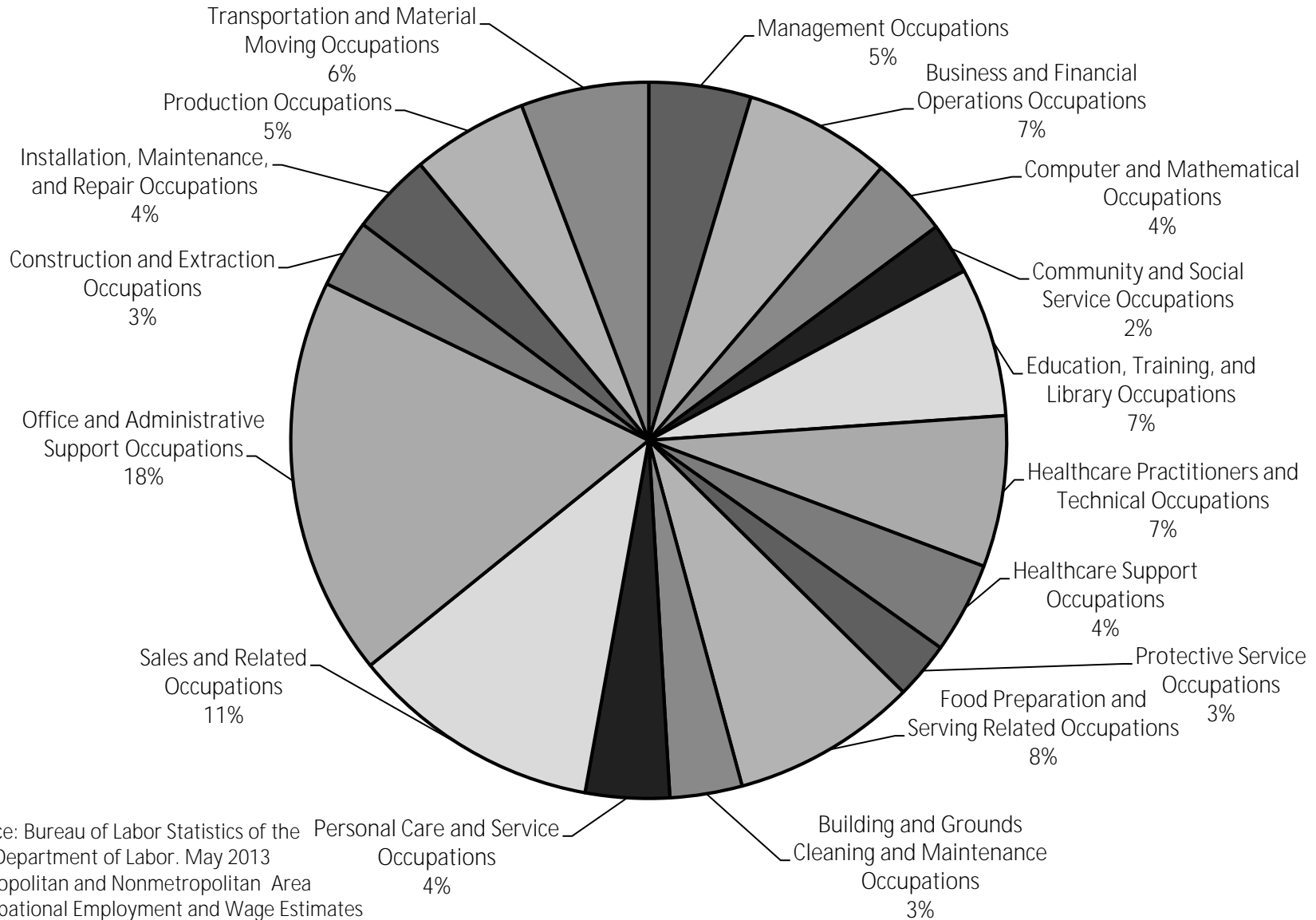
- Minimum Wage
- Living Wage by Household Type
- • 2 Adults, 2 Children
- 1 Adult, 2 Children
- 2 Adults
- - - 1 Adult



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

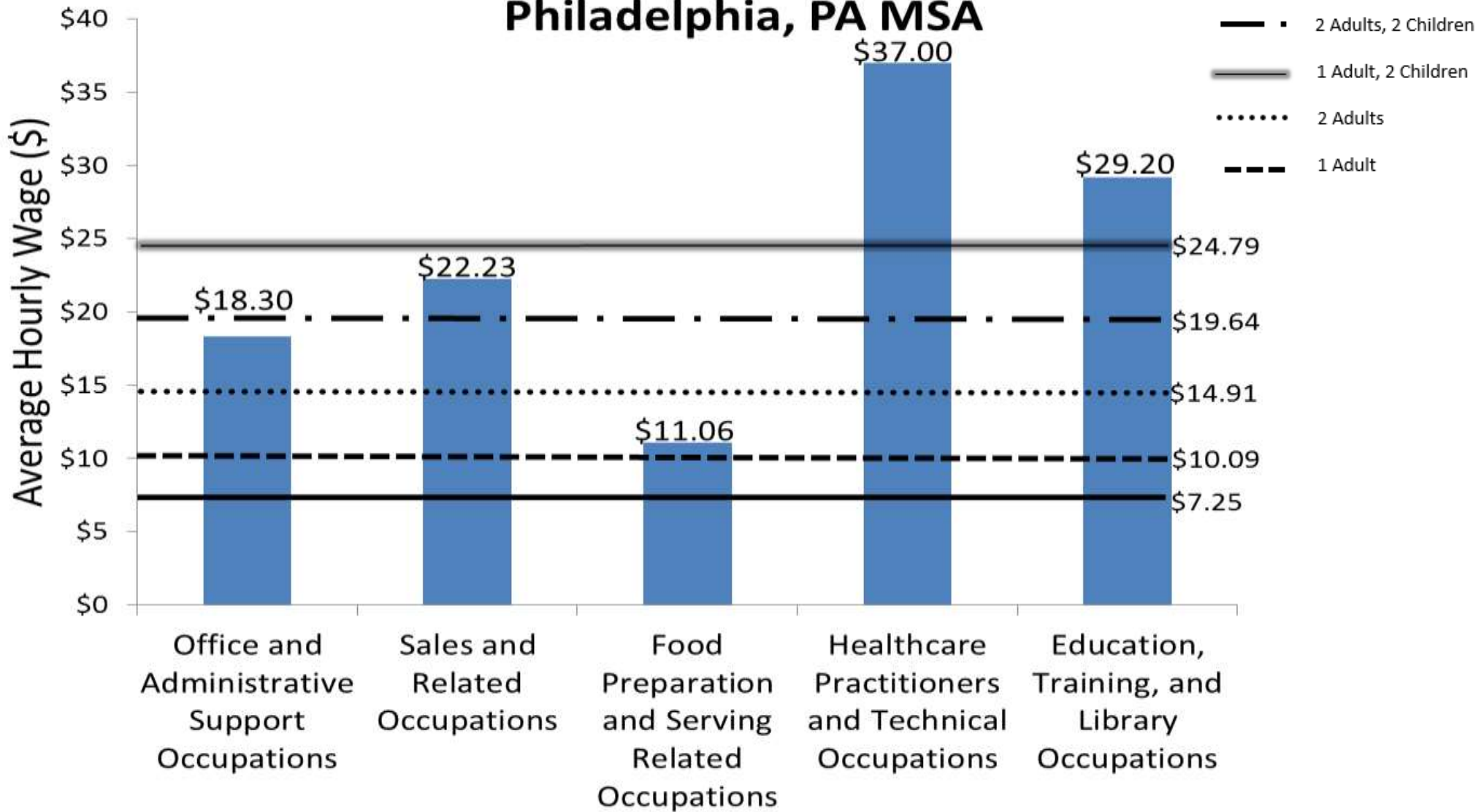
The Northeastern Pennsylvania nonmetropolitan area consists of the Northeastern Pennsylvania counties that are not included in a Metropolitan Statistical Area; they are: Bradford, Columbia, Monroe, Sullivan, Susquehanna, Tioga, and Wayne Counties. According to the U.S. Census Bureau, the combined population estimate for these counties as of July 2013 was 438,909. Total Employment for all occupations in this nonmetropolitan area was 142,710 with a mean hourly wage of \$18.56, as of May 2013 (Bureau of Labor Statistics).

Percentage of Workers by Major Occupational Group Philadelphia PA Division, 2013



Source: Bureau of Labor Statistics of the U.S. Department of Labor. May 2013 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates

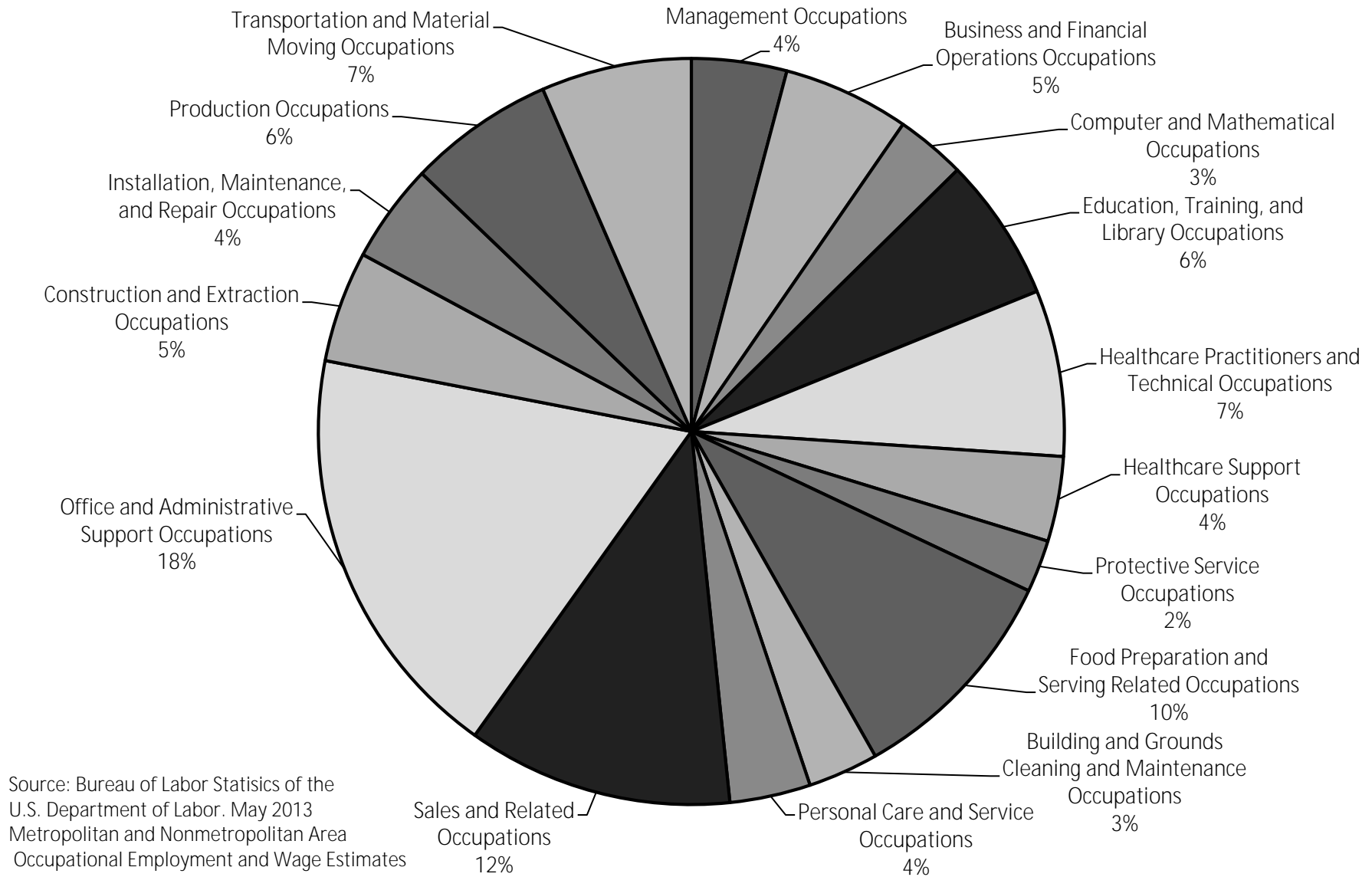
Average Hourly Wages, by Occupation Philadelphia, PA MSA



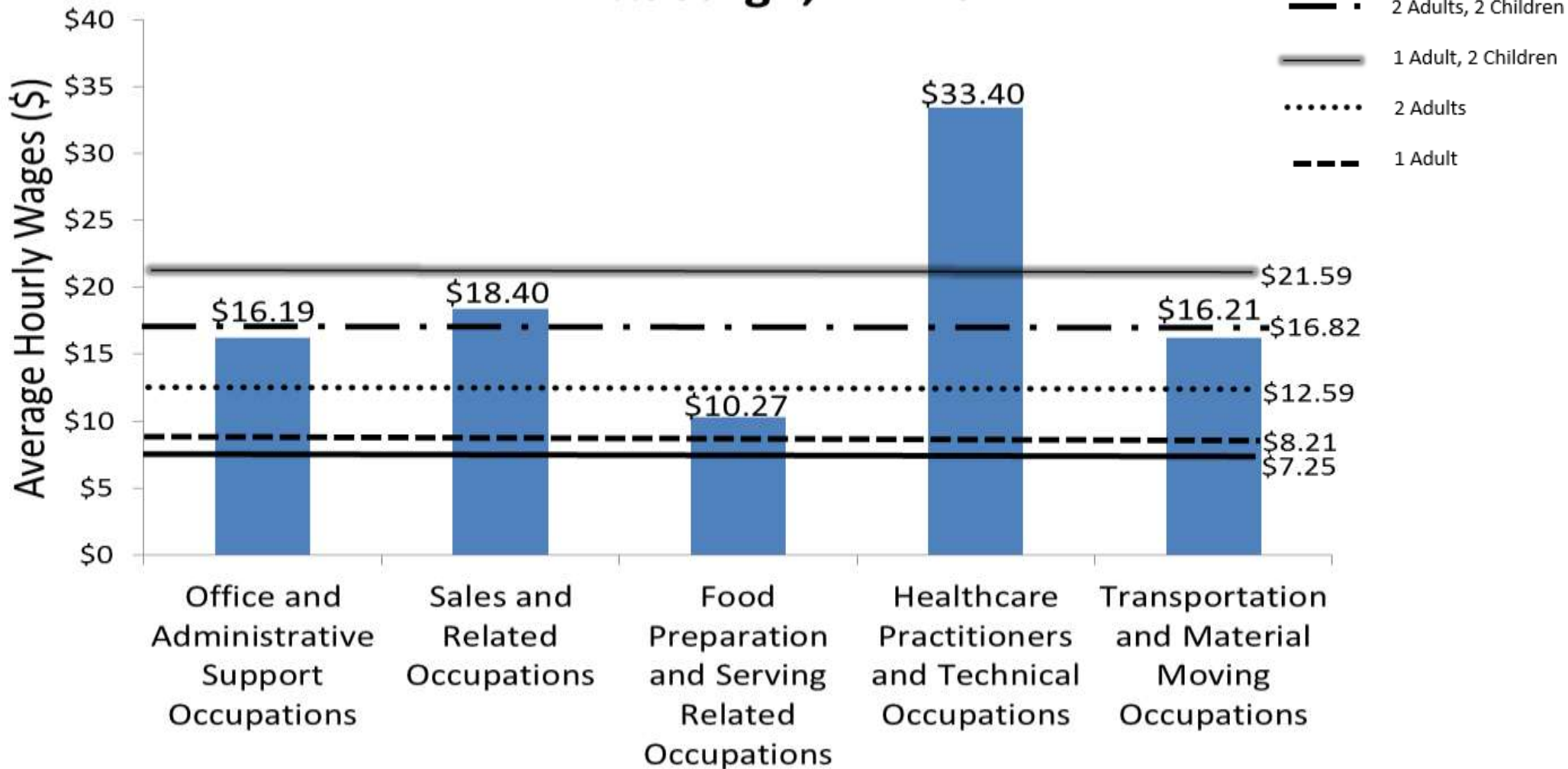
Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

The Philadelphia, PA Metropolitan Division consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties. The principal city of the division is Philadelphia. According to U.S. Census Bureau, the population estimate for this division as of July 2013 was 2,115,138. Total Employment for all occupations in this MSA was 1,840,120 with a mean hourly wage of \$24.90, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 6.0%.

Percentage of Workers by Major Occupational Group Pittsburgh PA, 2013



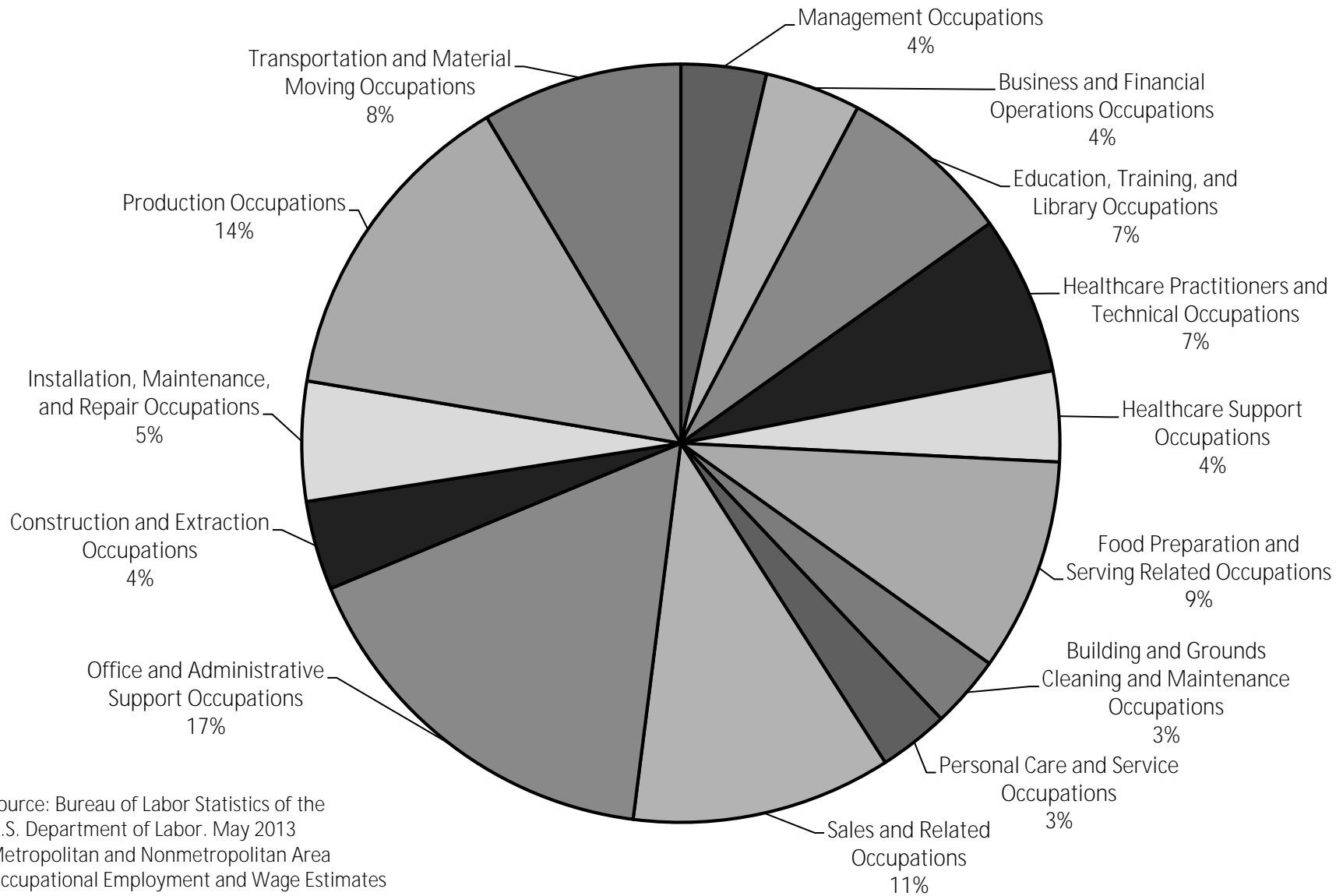
Average Hourly Wages, by Occupation Pittsburgh, PA MSA



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

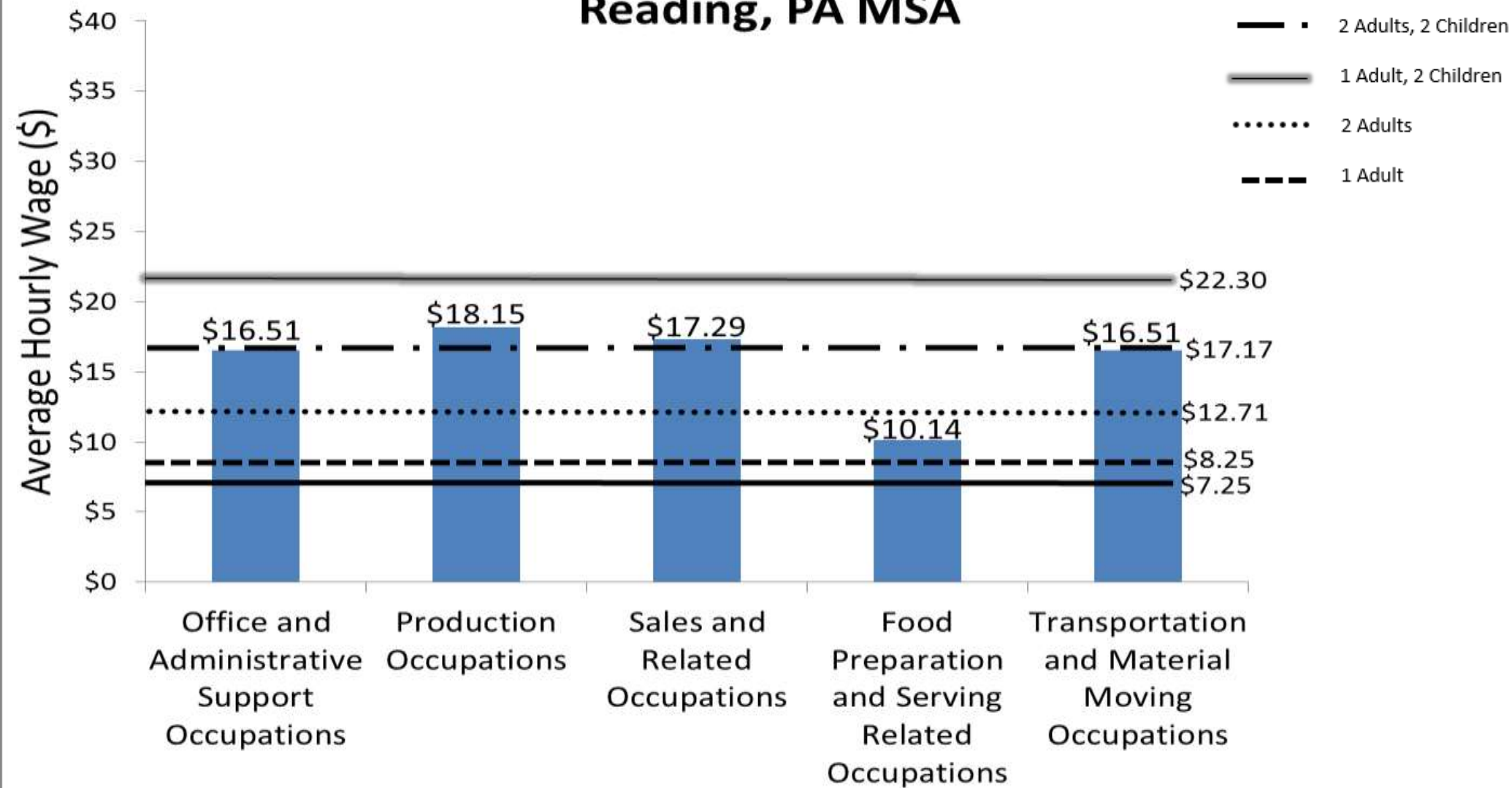
The Pittsburgh, PA Metropolitan Statistical Area (MSA) consists of Allegheny, Armstrong, Beaver, Butler, Fayette, Washington, and Westmoreland Counties. The principal city of the MSA is Pittsburgh. According to the U.S. Census Bureau, the population estimate for this MSA as of July 2013 was 2,360,867. Total Employment for all occupations in this MSA was 1,130,750 with a mean hourly wage of \$21.61, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 5.5%.

Percentage of Workers by Major Occupational Group Reading PA, 2013



Source: Bureau of Labor Statistics of the U.S. Department of Labor. May 2013 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates

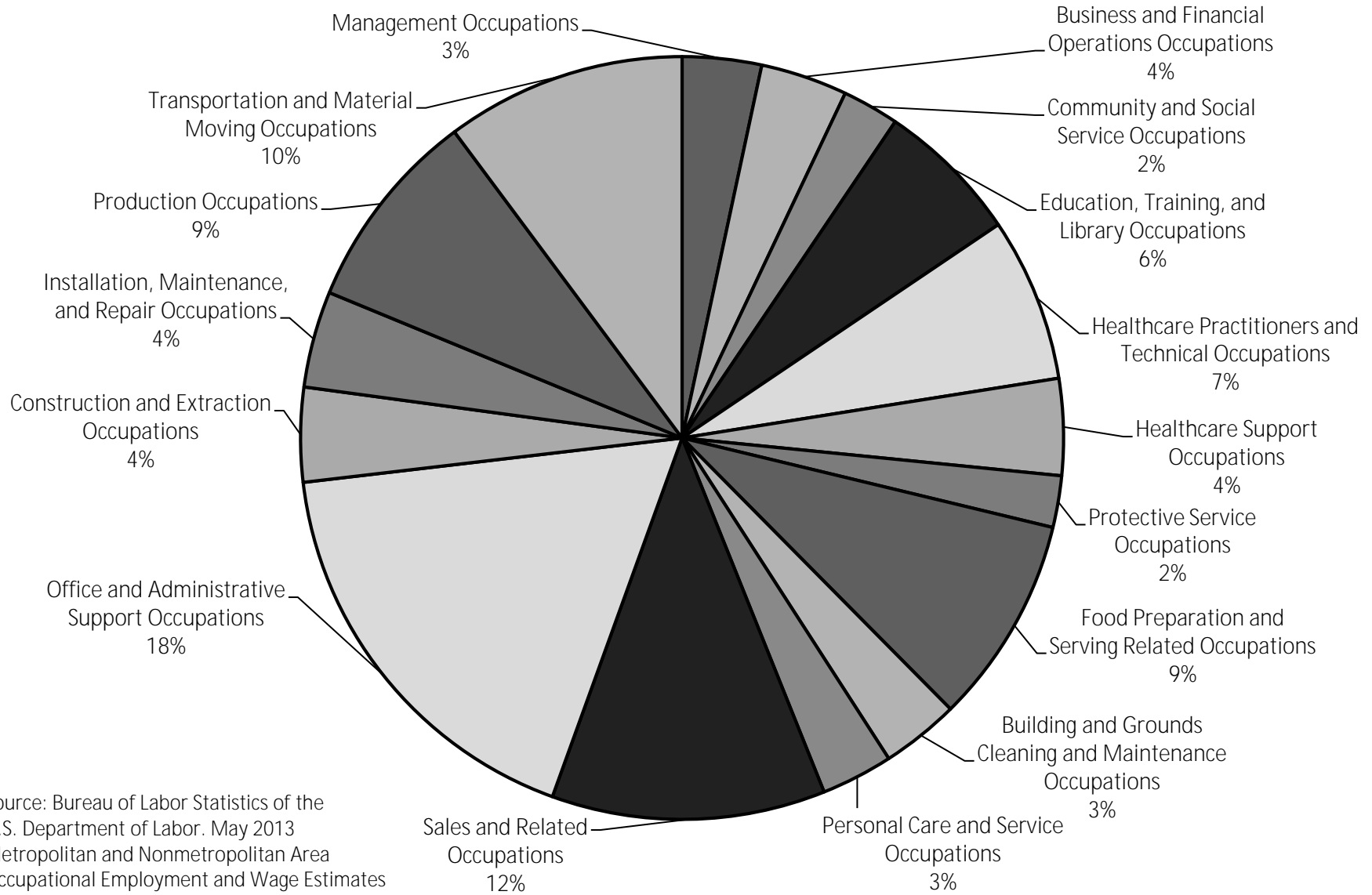
Average Hourly Wage, by Occupation Reading, PA MSA



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

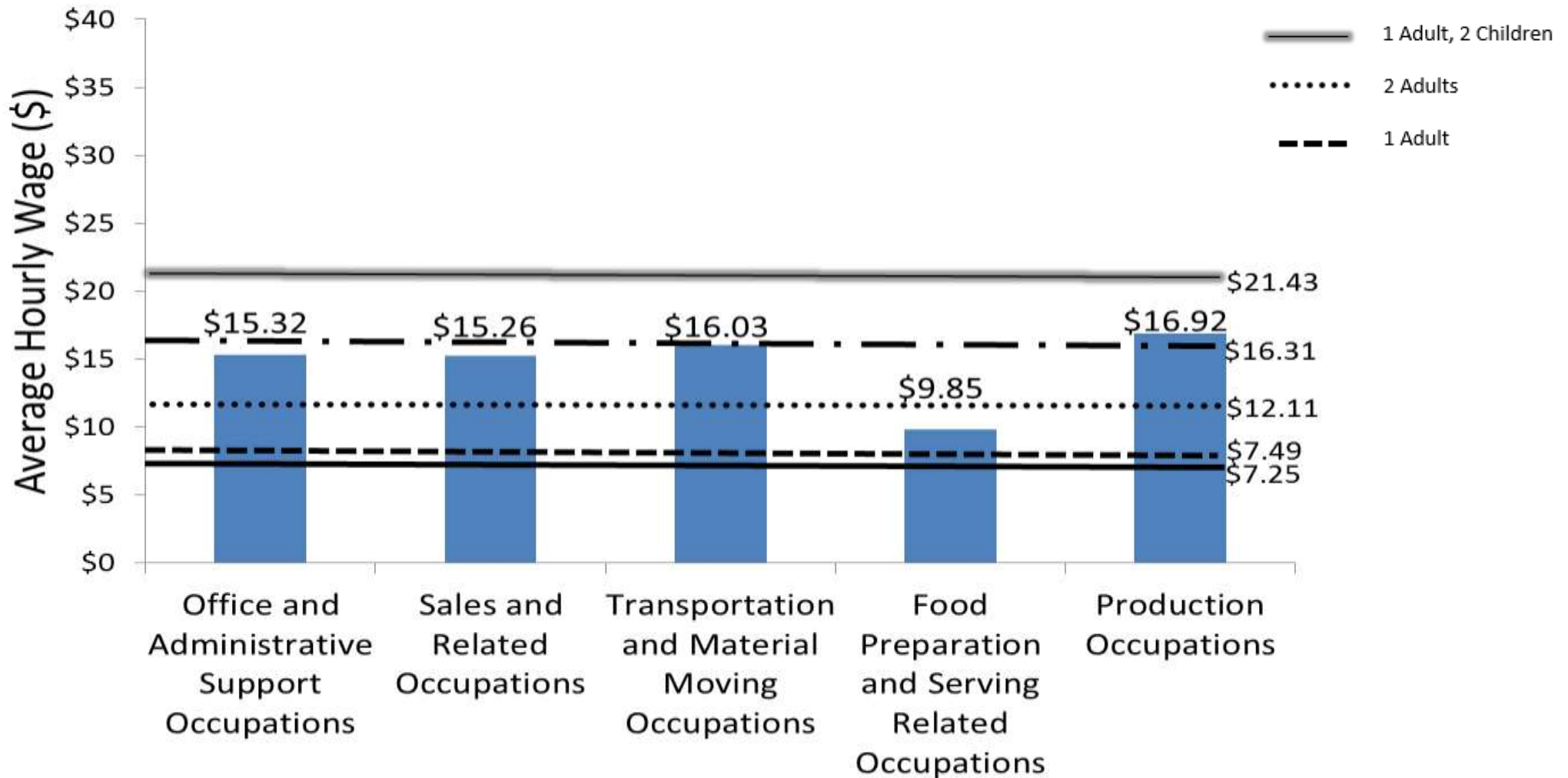
The Reading, PA Metropolitan Statistical Area (MSA) consists of Berks County. The principal city of the MSA is Reading. According to the U.S. Census Bureau, the population estimate for this MSA as of July 2013 was 413,521. Total Employment for all occupations in this MSA was 165,800 with a mean hourly wage of \$20.70, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 5.8%.

Percentage of Workers by Major Occupational Group Scranton Wilkes-Barre PA, 2013



Average Hourly Wages, by Occupation

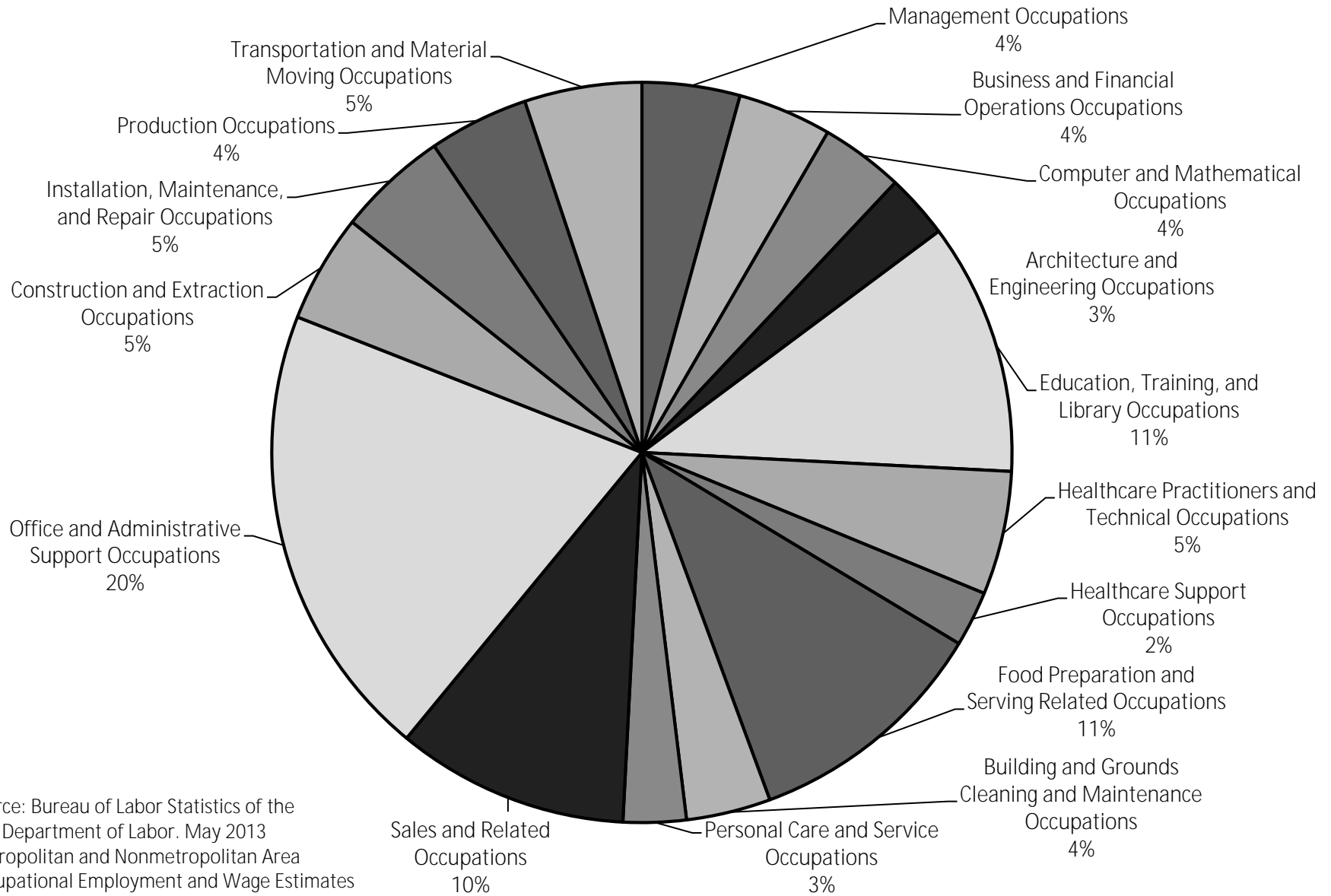
Scranton-Wilkes Barre, PA MSA



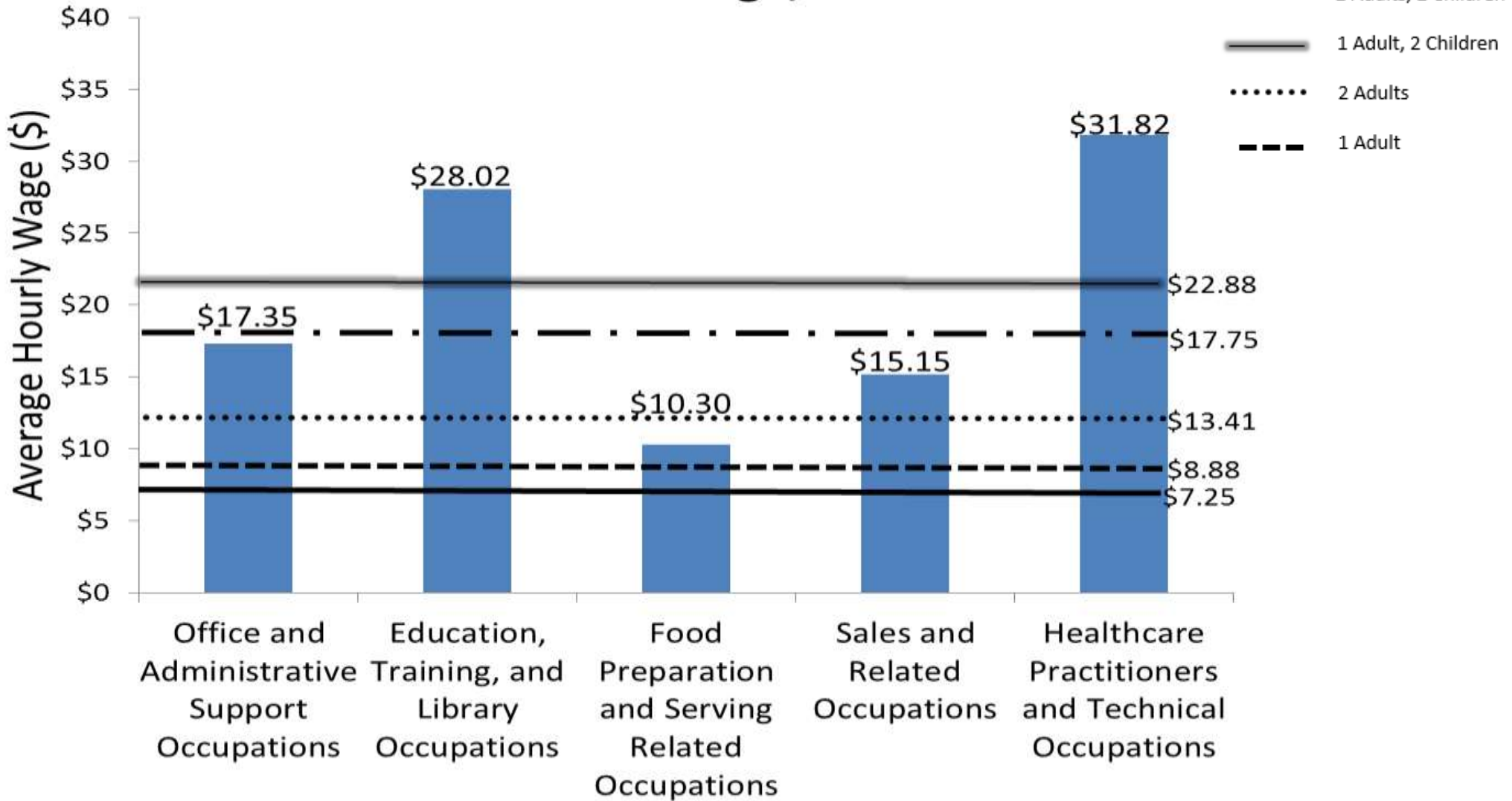
Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

The Scranton Wilkes-Barre, PA Metropolitan Statistical Area (MSA) consists of Lackawanna, Luzerne, and Wyoming Counties. Scranton and Wilkes Barre are the two principal cities in the MSA. According to the U.S. Census Bureau, the population estimate for this MSA as of July 2013 was 562,037. Total Employment for all occupation in this MSA was 250,300 with a mean hourly wage of \$18.88, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 6.9%.

Percentage of Workers by Major Occupational Group State College PA, 2013



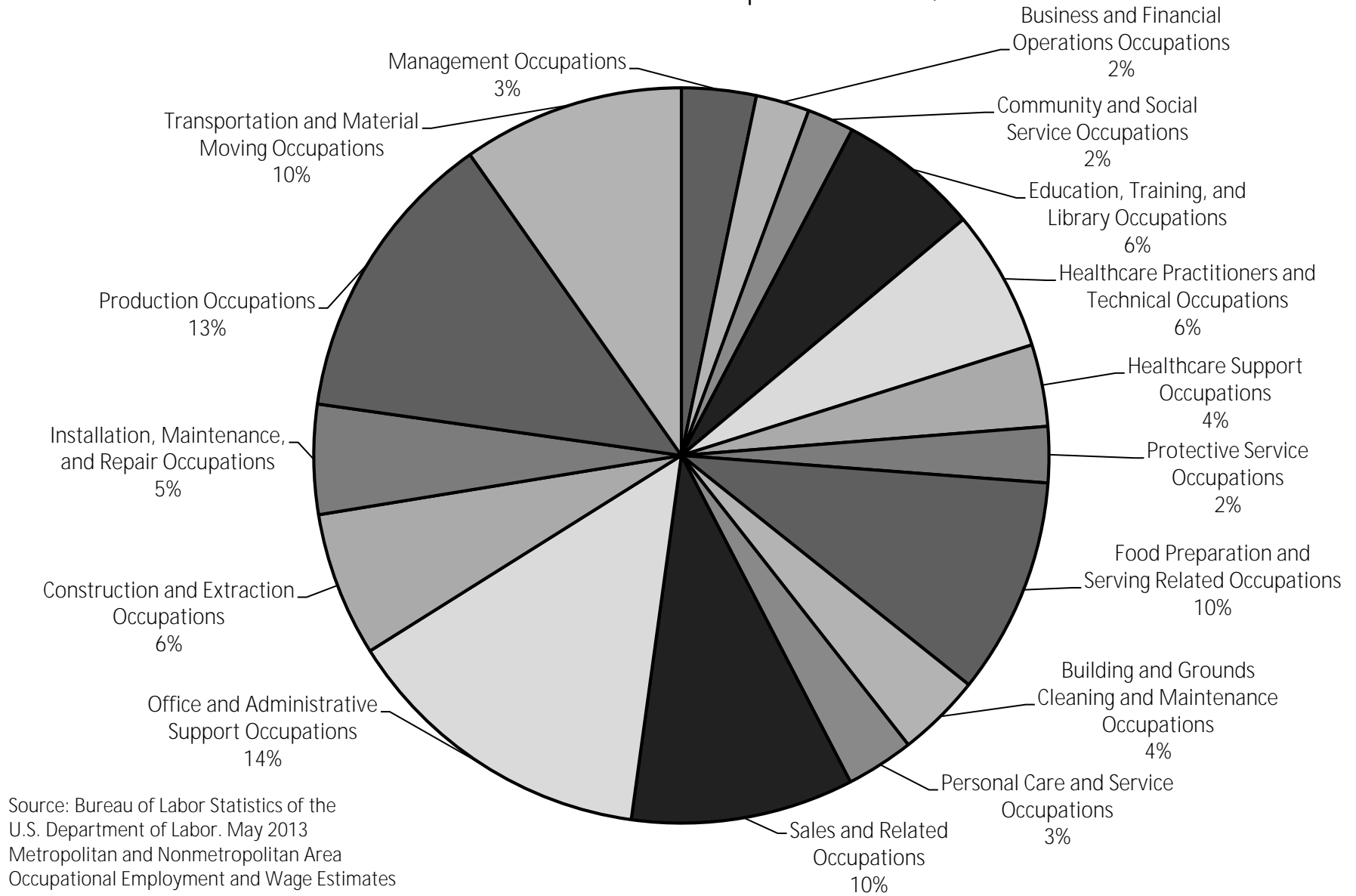
Average Hourly Wages, by Occupation State College, PA MSA



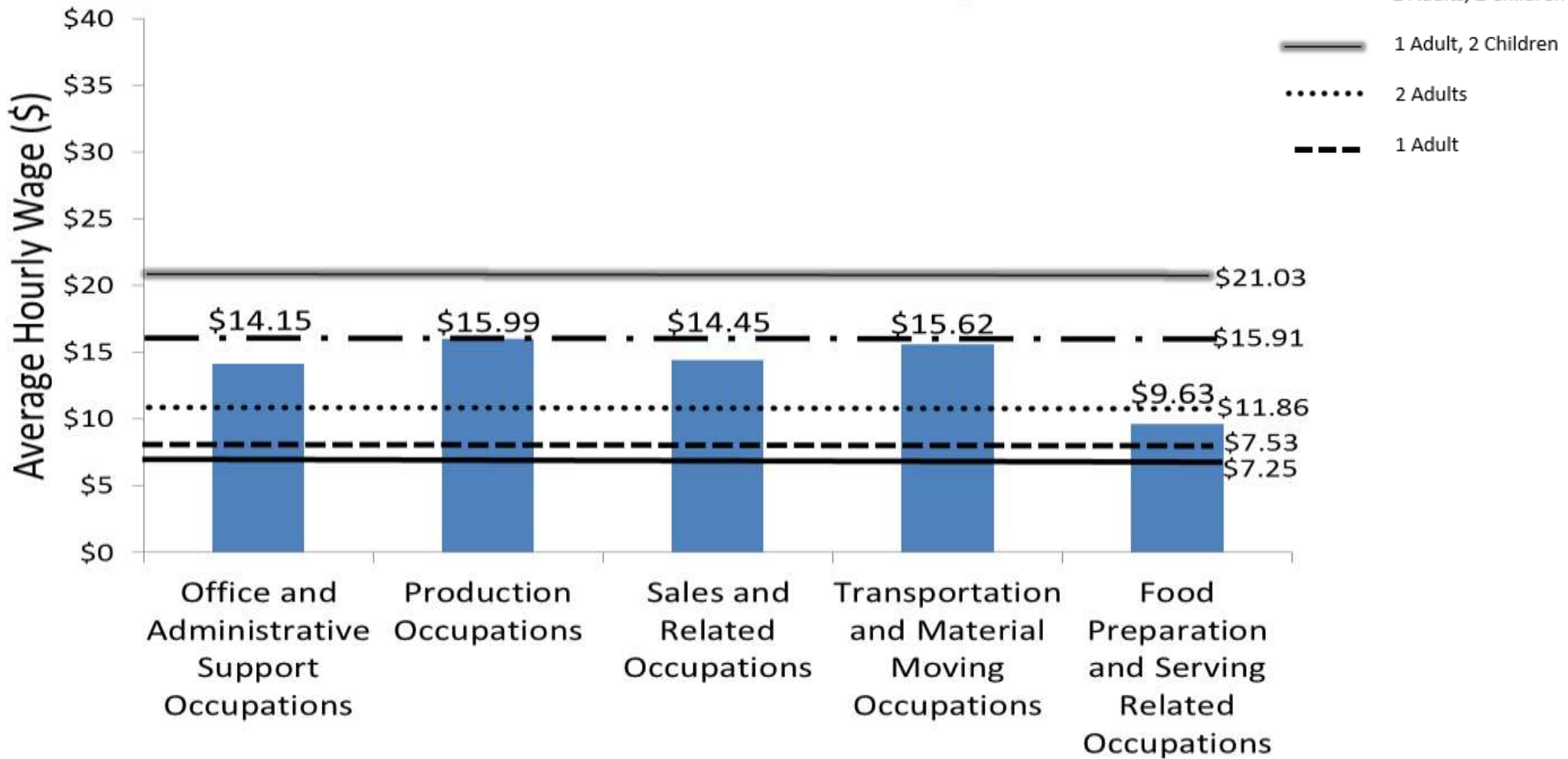
Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

The State College, PA Metropolitan Statistical Area (MSA) consists of Centre County. The principal city of the MSA is State College. According to the U.S. Census Bureau, the population estimate for this MSA as of July 2013 was 155,403. Total Employment for all occupations in this MSA was 65,710 with a mean hourly wage of \$20.69, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 4.8%.

Percentage of Workers by Major Occupational Groups West Central PA NonMetropolitan Area, 2013



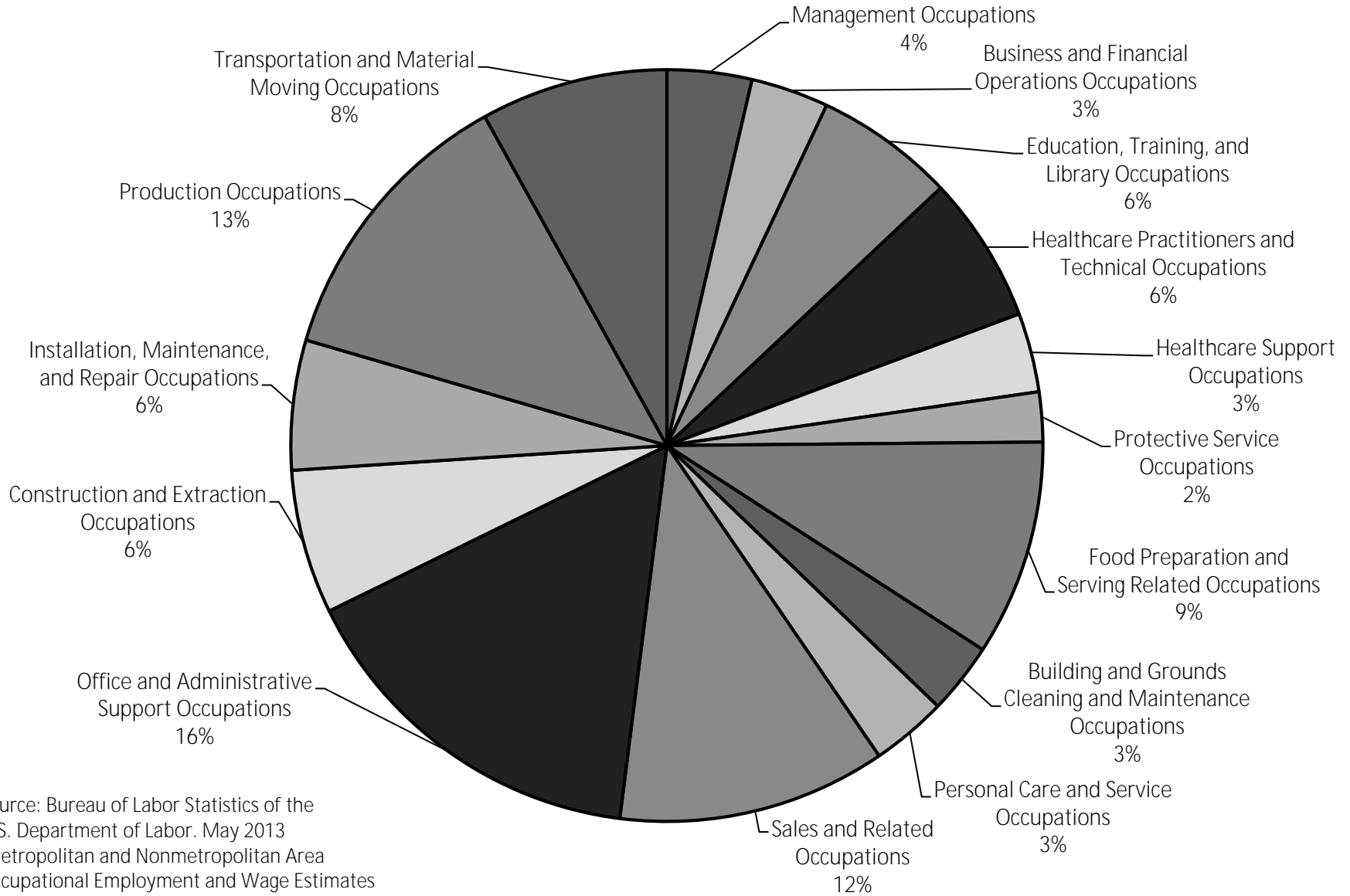
Average Hourly Wages, by Occupation West Central PA NonMetropolitan Area



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

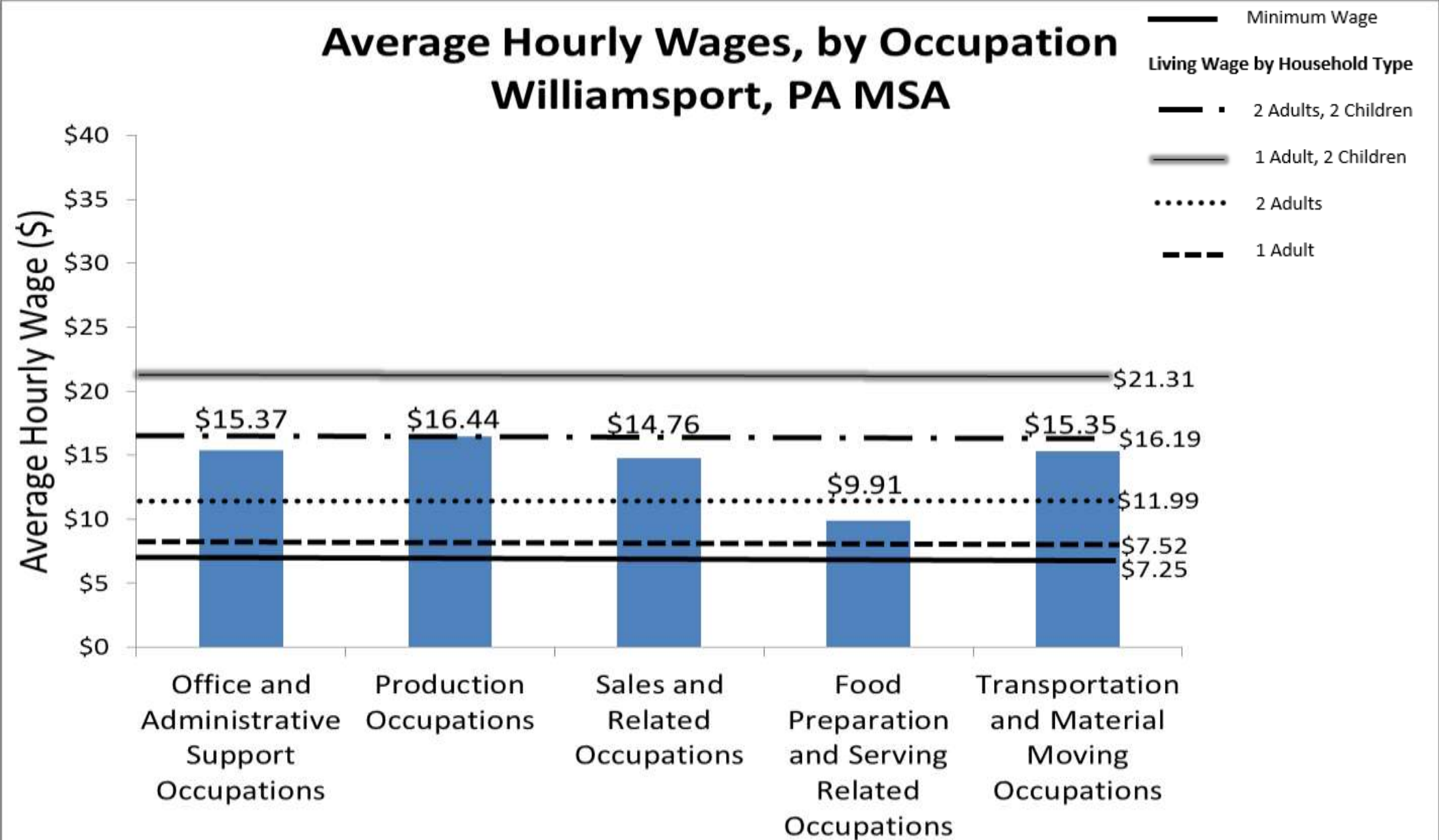
The West Central Pennsylvania nonmetropolitan area consists of the West Central Pennsylvania counties that are not included in a Metropolitan Statistical Area; they are: Bedford, Cameron, Clearfield, Clinton, Elk, Fulton, Huntingdon, Jefferson, Mc Kean, Potter, and Somerset Counties. According to the U.S. Census Bureau, the combined population estimate for these counties as of July 2013 was 448,874. Total Employment for all occupations in this nonmetropolitan area was 156,930 with a mean hourly wage of \$17.39, as of May 2013 (Bureau of Labor Statistics).

Percentage of Workers by Major Occupational Group Williamsport PA, 2013



Source: Bureau of Labor Statistics of the U.S. Department of Labor. May 2013
Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates

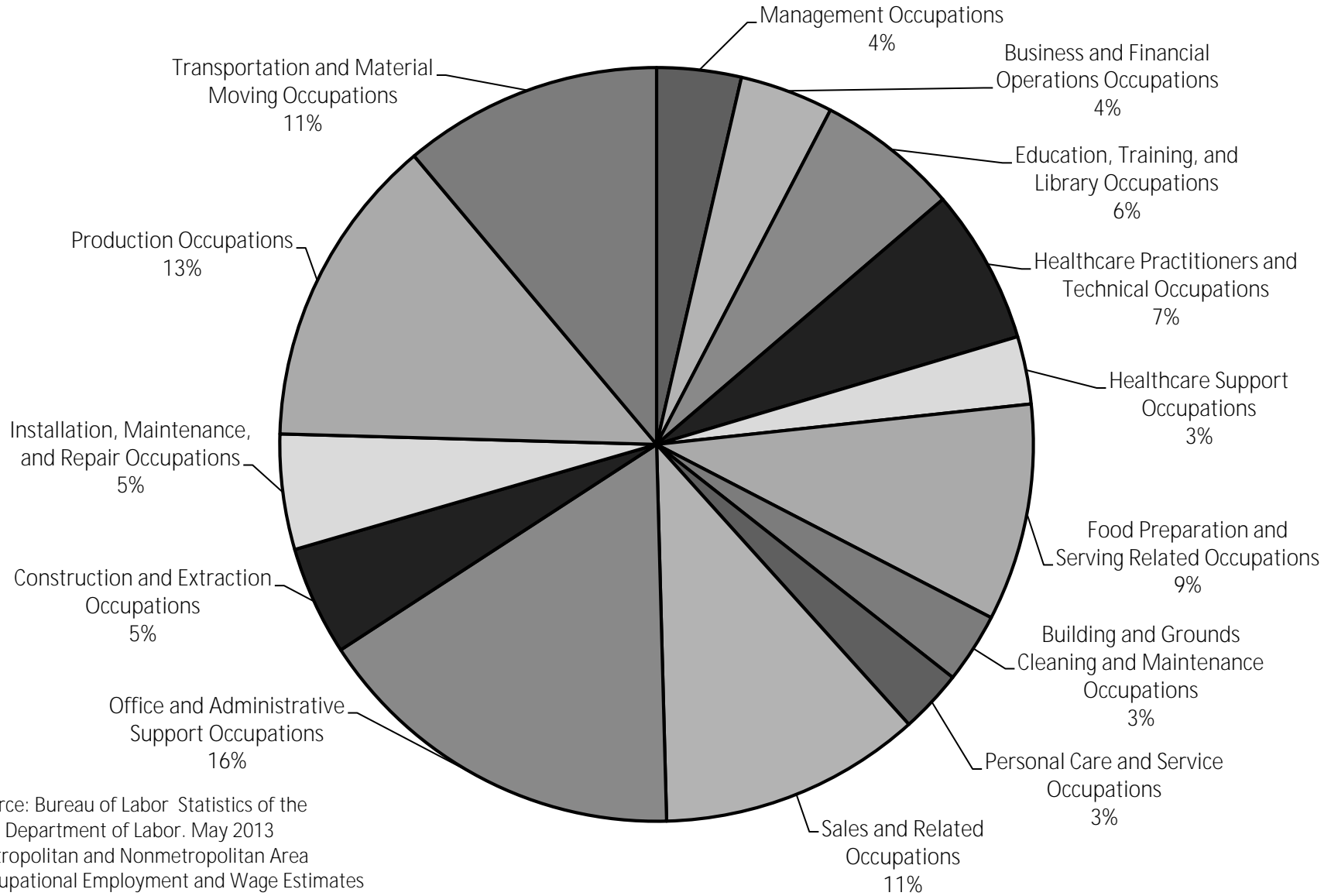
Average Hourly Wages, by Occupation Williamsport, PA MSA



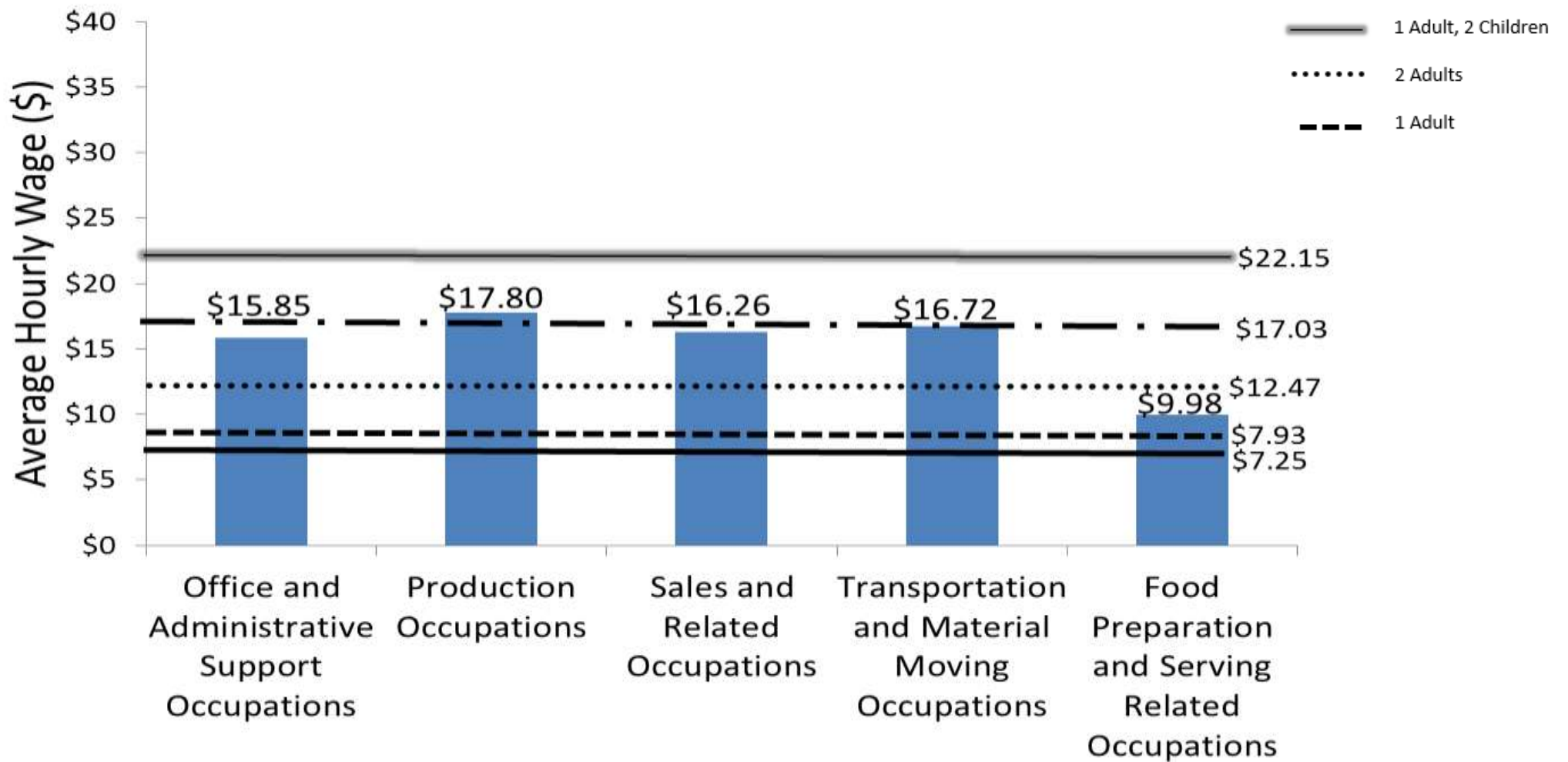
Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

The Williamsport, PA Metropolitan Statistical Area (MSA) consists of Lycoming County. The principal city of the MSA is Williamsport. According to the U.S. Census Bureau, the population estimate for this MSA as of July 2013 was 116,754. Total Employment for all occupations in this MSA was 53,550 with a mean hourly wage of \$19.26, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 5.9%.

Percentage of Workers by Major Occupational Group York-Hanover PA, 2013



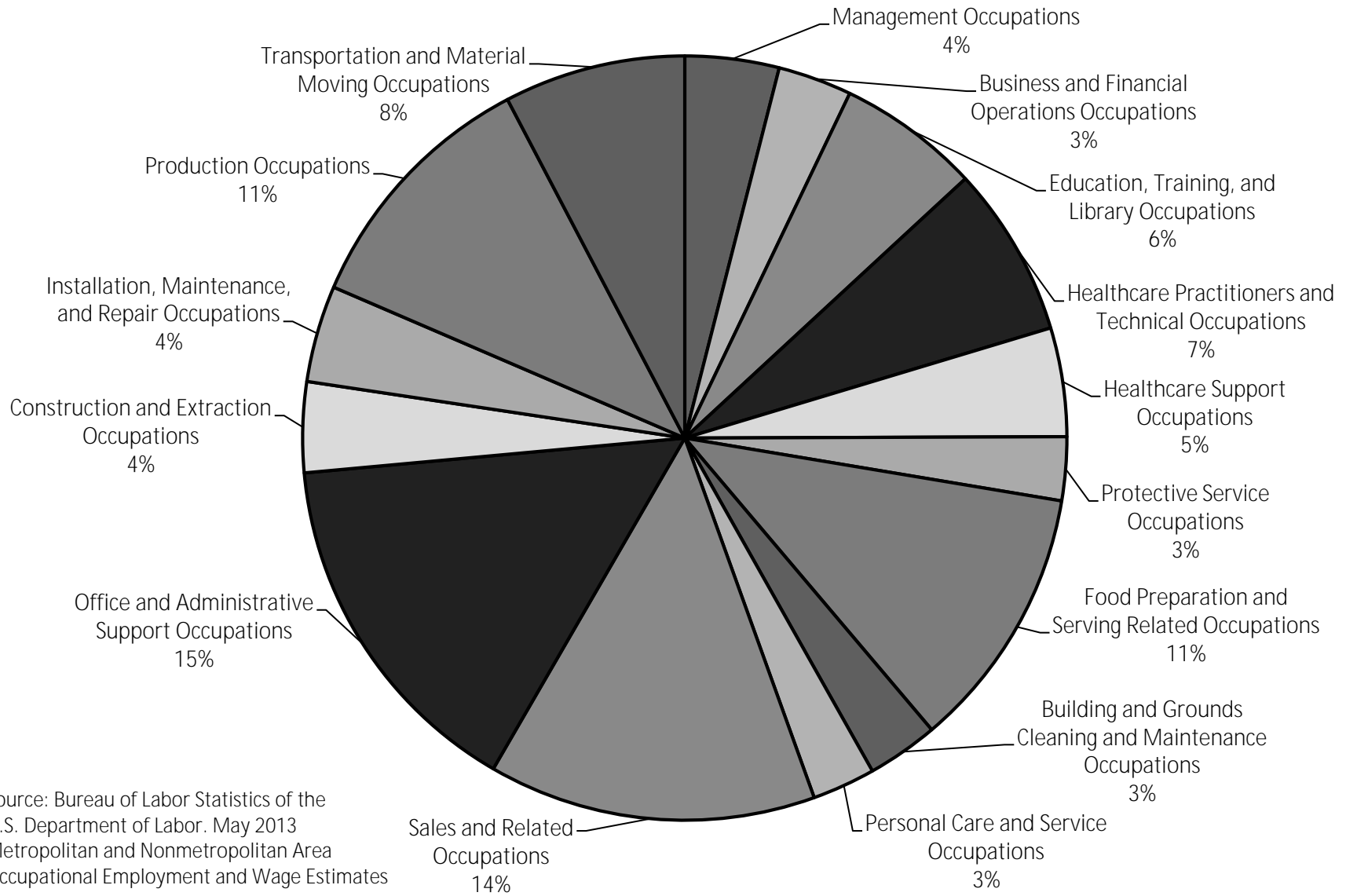
Average Hourly Wages, by Occupation York-Hanover, PA MSA



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculator

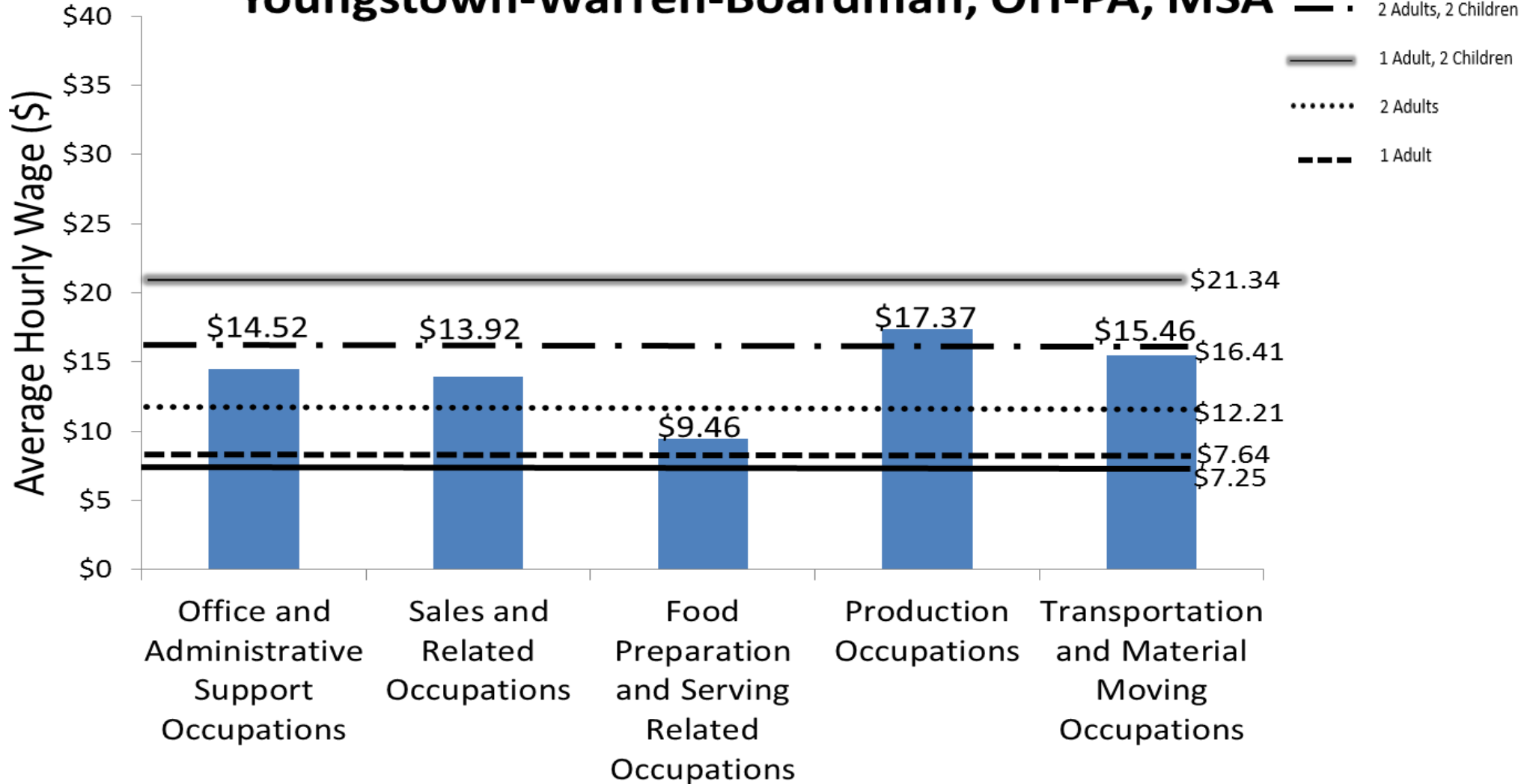
The York-Hanover, PA Metropolitan Statistical Area (MSA) consists of York County. The principal cities of the MSA are Hanover and York. According to the U.S. Census Bureau, the population estimate for this MSA as of July 2013 was 438,965. Total Employment for all occupations in this MSA was 173,250 with a mean hourly wage of \$20.02, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of June 2014 was 5.5%.

Percentage of Workers by Major Occupational Group Youngstown-Warren-Boardman, OH-PA, 2013



Average Hourly Wages, by Occupations

Youngstown-Warren-Boardman, OH-PA, MSA



Source: Bureau of Labor Statistics of the U.S. Department of Labor and MIT Living Wage Calculation

The Youngstown-Warren-Boardman, OH-PA Metropolitan Statistical Area (MSA) consists of Trumbull and Mahoning Counties in Ohio and Mercer County in Pennsylvania. Youngstown and Warren are two cities in this MSA. According to the U.S. Census Bureau, the population estimate for this MSA as of 2013 was 555,506. Total Employment for all occupations in this MSA was 218,770 with a mean hourly wage of \$18.19, as of May 2013 (Bureau of Labor Statistics). The unemployment rate as of August 2014 was 6.0%.

Conclusion

The minimum wage is a complex issue. The political and economic debate, as well as a thorough review of the evolving research literature is beyond the scope of this report. It is our goal to make readers aware of the distribution of wage rates and occupations in Pennsylvania communities in a simple and understandable way; yet this is also done to illuminate the complexity of the minimum wage debate, showing readers how poverty, living wages, and employment opportunities play a role in the minimum wage debate as well.

By understanding the occupational and wage makeup of your local community, readers will be better prepared to discuss the minimum wage debate within the context of their local community. This is a powerful tool for local people who are constantly faced with the seemingly powerless feeling of being unable to create change at the national or global level. Likewise, local and state political leaders will potentially be able to use this information to create change in their local communities by using it in their political decision making processes.

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