Prince George's County Council
2024 State of the Workforce Report

October 1, 2024

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President & CEO

Lightcast EMPLOY PRINCE GEORGE'S

About Lightcast

Mission: To unlock new possibilities in the labor market

Lightcast is the global leader in labor market analytics.

Through software products, APIs, and consulting services, we provide businesses, communities, and education institutions with the best labor market data possible

Briefing Agenda

Demographics & Labor

Income

Education

Employment & Industry

Recommendations

Why is the labor market so tight?

Unemployment (Can we still use this as an indicator?)

Demographic Declines

Low Labor Force Participation
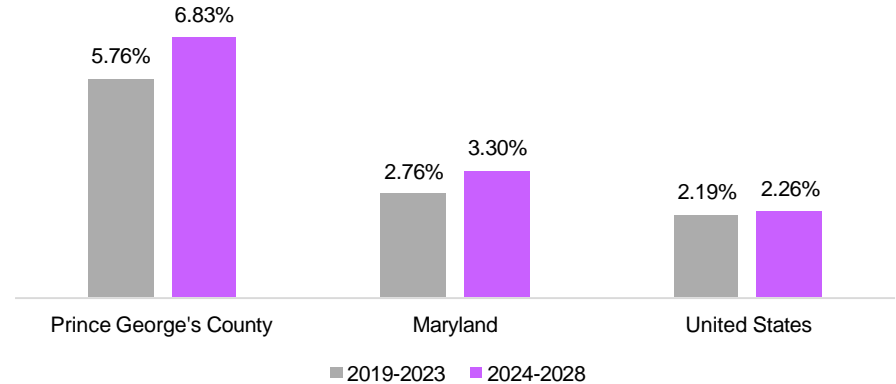
Demographics & Labor

Strong Population Growth

Population is the bedrock of the labor force, influencing age, fertility, labor force size, talent pipelines, and labor force participation rates.

Prince George's County has enjoyed robust population growth, especially compared to Maryland and the United States. Various areas have seen increased growth (Brentwood and Upper Marlboro) and others have declined (Cheltenham and Laurel).

Region	Population		Compounded Annual Growth Rate	
	2023	2028	2019-2023	2014-2028
Prince George's County	964,073	1,047,804	1.41%	1.67%
Maryland	6,221,772	6,480,376	0.68%	0.82%
United States	335,528,243	345,041,909	0.54%	0.56%

Past & Projected Population Growth

Prince George's County: 5.76% (2019-2023), 6.83% (2024-2028)
Maryland: 2.76% (2019-2023), 3.30% (2024-2028)
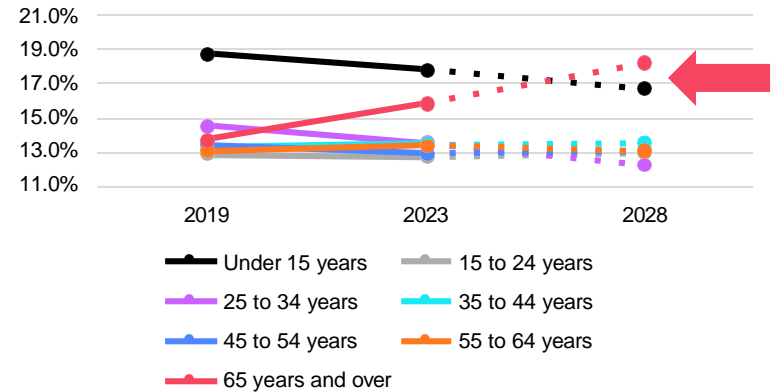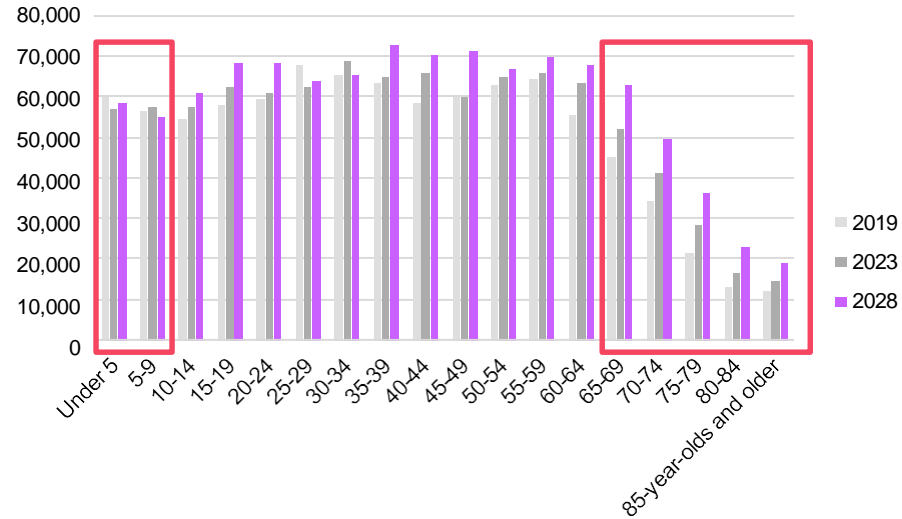United States: 2.19% (2019-2023), 2.26% (2024-2028)

■ 2019-2023   ■ 2024-2028

Age Dependency Ratio Shifts

Young vs. Old

Although Prince George County's population is growing, the projected growth for retirement-age individuals outpaces other age cohorts while the population of children (Under 5 and 5-9) are projected to decline.
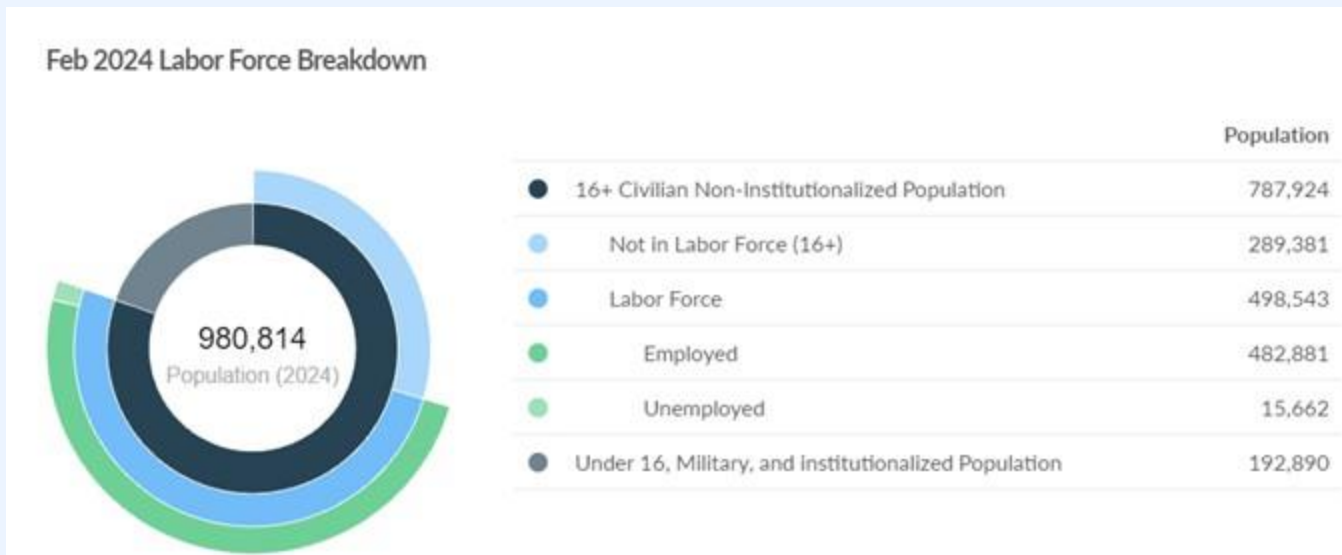
What is the Labor Force Participation Rate (LFPR) and why is it so important?

Labor Force Participation Rate (LFPR)

Definition
Number of people aged 16 and older who are employed or actively seeking employment, divided by the total non-institutionalized, civilian working-age population

Feb 2024 Labor Force Breakdown

980,814
Population (2024)

|	Population
16+ Civilian Non-Institutionalized Population	787,924
Not in Labor Force (16+)	289,381
Labor Force	498,543
Employed	482,881
Unemployed	15,662
Under 16, Military, and Institutionalized Population	192,890

Declining LFPR…

LFPR can be negatively impacted due to many factors.

Nationally, LFPR has been in decline since Boomers started to retire in the early 2000s (Retirement-aged individuals are included in the calculation).

The pandemic greatly decreased LFPR. Nationally, we have recovered to pre-pandemic levels but the County continues to decline.
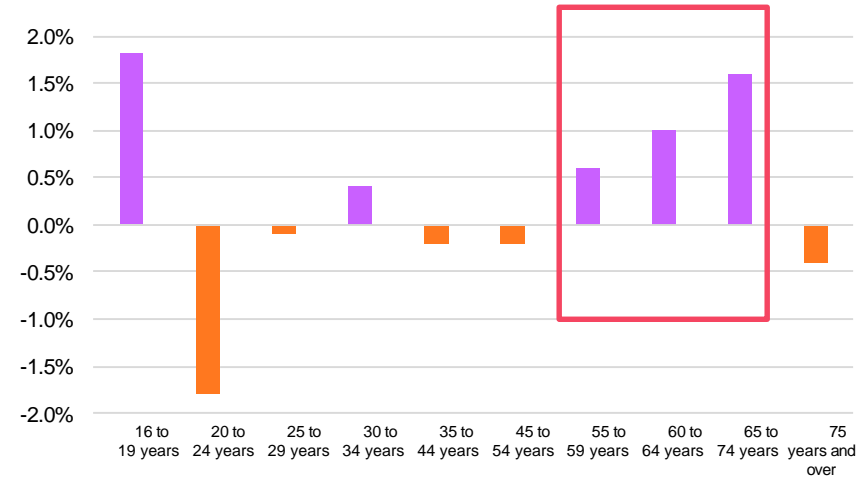
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Legend: Prince George's County, MD — Maryland — United States
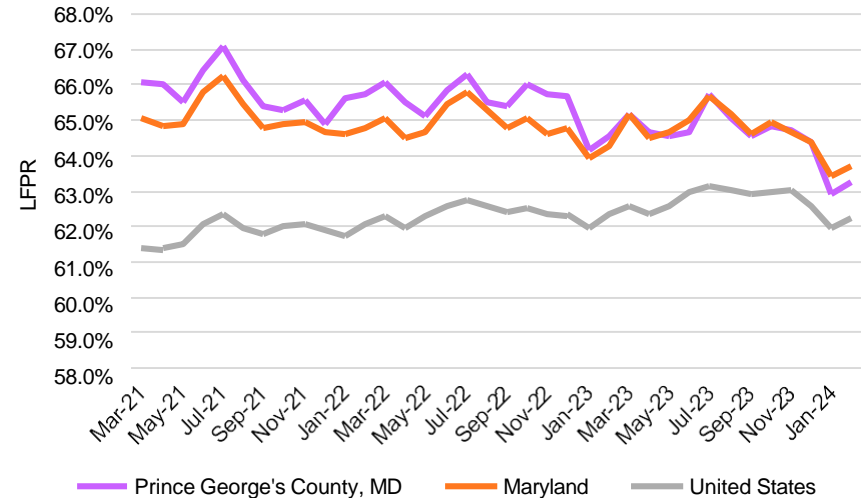
Increased LFPR among older workers…

Why?

This is likely due to high inflation encouraging those near retirement age to delay retirement. Remember, inflation was raging in 2022 and still has not recovered to "normal" 2%.
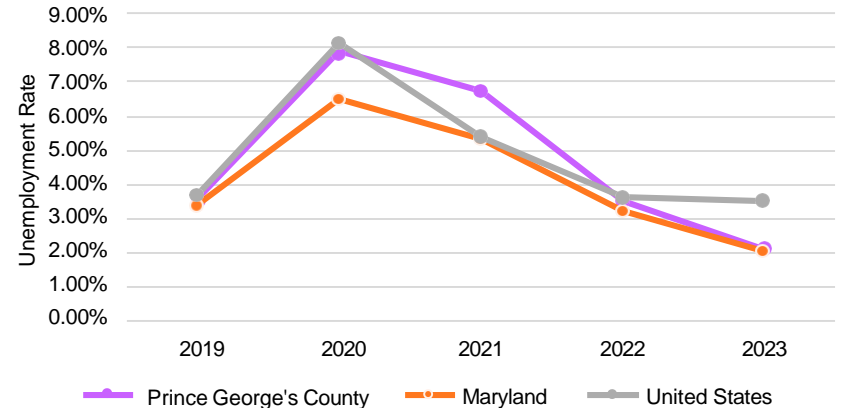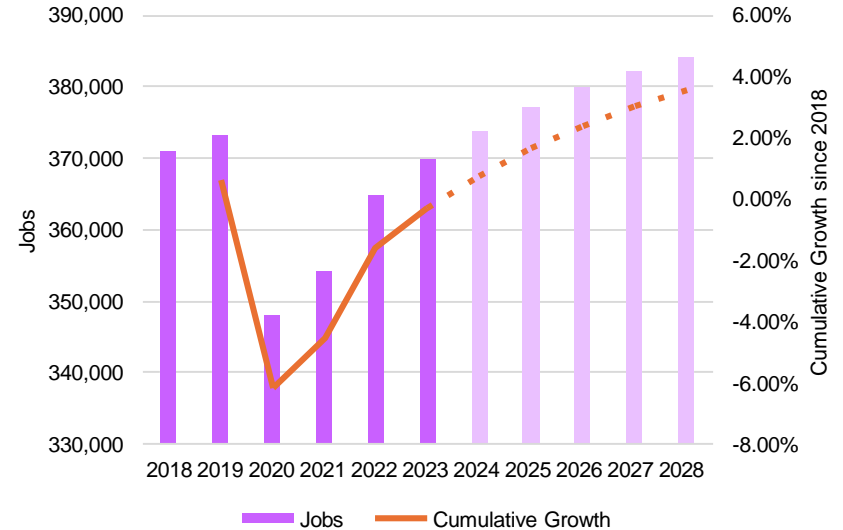
LFPR by Age Group, Prince George's County (Change in % Points, 2018-2022)

Employment had not reached pre-pandemic levels in 2023.

It's expected to reach pre-pandemic levels this year (2024). However, unemployment rates have dropped **below** pre-pandemic levels.
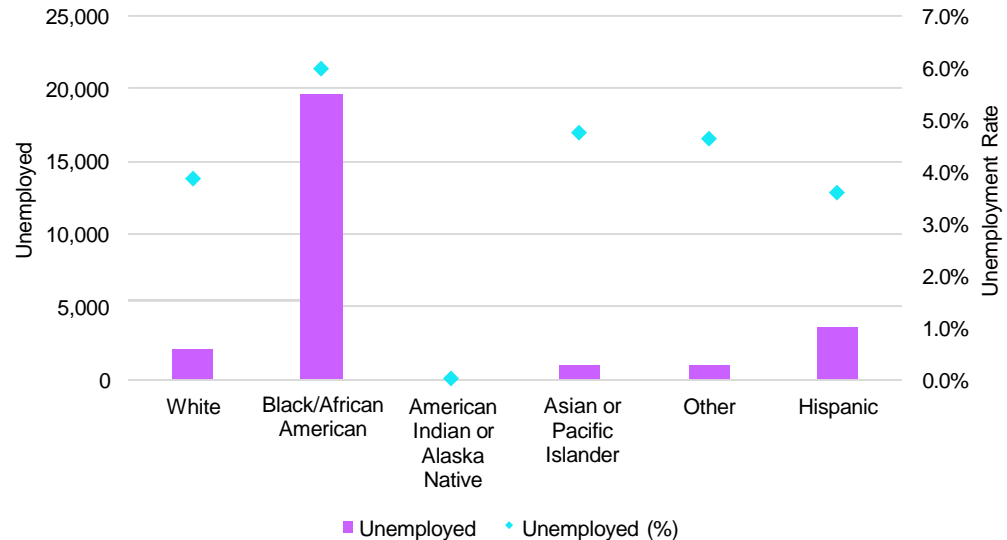
COVID IMPACT

The Black population accounts for **72%** of total unemployed persons despite being 61% of the population.

Lowering Black unemployment should be a priority

The Black population has high LFPR, but much of this is due to people *seeking but unable to find* employment.
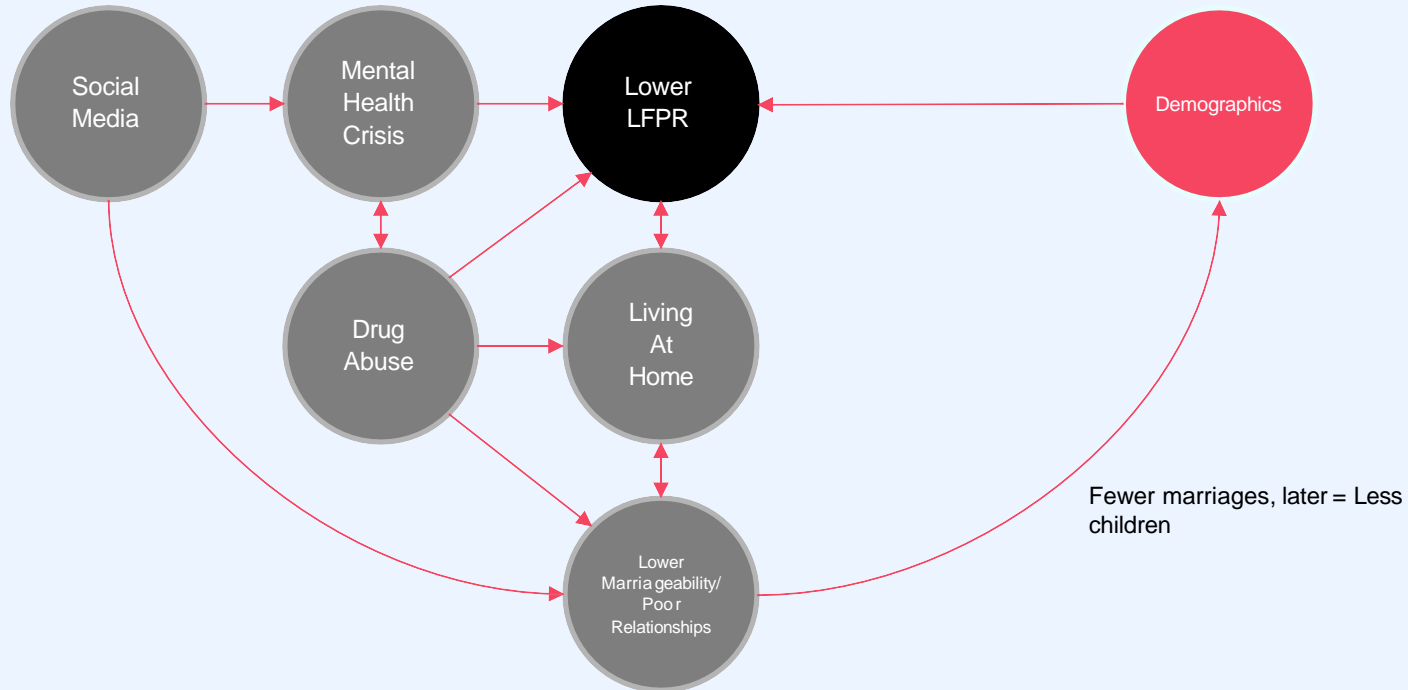
Discussions for a Later Date

The Labor Market Toll of Addiction and Incarceration

Between substance addiction and current incarceration, a total of 4.6 million Americans are out of the labor force. The majority of these are prime-age men—the demographic that many of the occupations facing critical labor shortages rely on.

Substance abuse:

Deaths:

100,000+

overdose deaths per year.

70%

of overdose deaths are from opioids.

The hardest-hit occupations are mainly filled by prime-age men

1 in 4

overdose deaths were in construction & extraction occupations which are 96% male, and almost 70% prime-age.

Addiction and abuse:

2.7 M

people are out of the labor force due to addiction.

1.2 M

of these are due to opioids.

232 M

missed work days due to alcohol alone—the equivalent of 112K full-time workers missing for an entire year.

The majority of drug-related deaths and addictions occur among prime-age men without a college degree.

There is a connection between men with low labor force participation and eventually being incarcerated

Incarceration:

1.9 M
people are behind bars in the US.

1 in 5
people behind bars are there for a drug offense.

9%
of all men in the US will serve time behind bars in their lifetime.

1.4 M
are prime-age men (25-54)

The number of prime-age men behind bars roughly equals the city populations of Atlanta, Miami, and Minneapolis combined.

Income & Poverty

Prince George's County Grows Per Capita Income

Table 5 – Per Capita Income & Growth, Adjusted in 2022 Dollars

	2017	2022	Percent Change
Prince George's County	$ 41,404	$ 43,833	5.9%
Anne Arundel County	$ 52,079	$56,187	7.9%
Montgomery County	$61,595	$64,126	4.1%
Washington, D.C.	$61,198	$71,297	16.5%
Maryland	$47,037	$49,865	6.0%
United States	$37,535	$41,261	9.9%

Source: ACS 5-Year

On a per capita basis, income has grown from $34,391 in 2017 to $43,833 in 2022. While this may seem like rapid growth, when adjusting for inflation, the 2017 per capita income is $41,404 expressed in 2022 dollars, indicating a growth of 5.9%. This is welcome news as the previous State of the Workforce report demonstrated negative growth in per capita income.

Gini Index

Another measure of wealth and income is the Gini Index of Income Inequality, which ranks income inequality based on income distribution on a scale from 0 to 1, with values closer to 1 indicating higher inequality.

Prince George's County's Income Inequality Index is below the averages of MD and the US.

Table 6 - Gini Index of Income Inequality

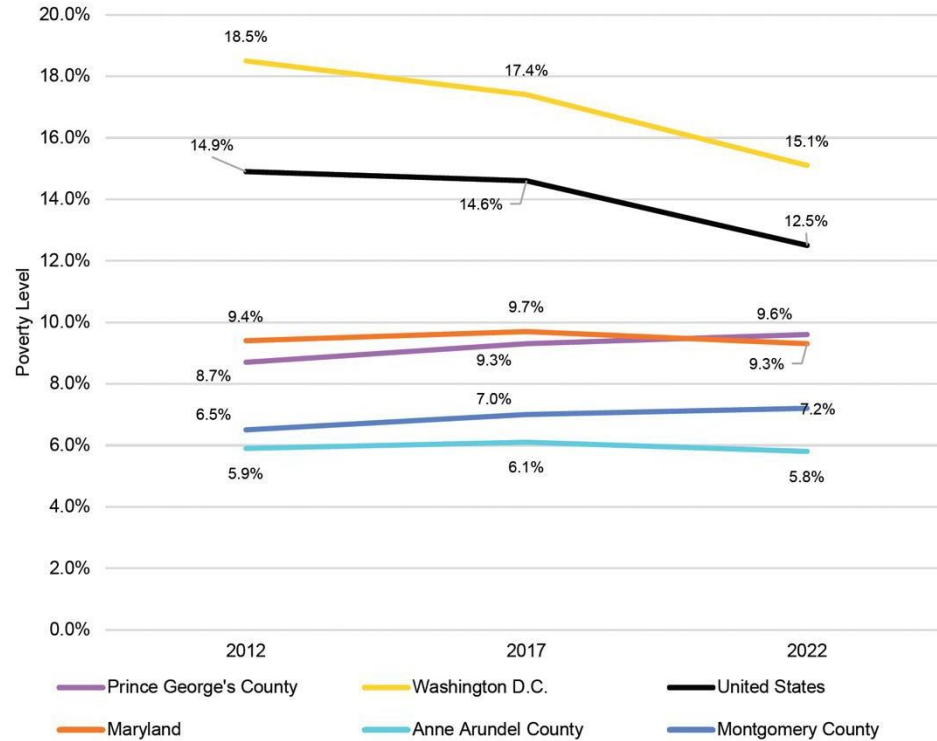|	Gini Index 2022
Prince George's County	0.4076
Maryland	0.4559
United States	0.4829

Source: ACS 5-Year

Gini Index value of 40 or 0.4 is considered a warning level for income inequality.

Prince George's County Poverty Levels Increase

The Poverty Rate is a key measure of a region's economic health, linked to crime rates, health outcomes, human capital development, employment, and government revenue and spending.

As poverty levels have decreased nationally and in Maryland, it has increased in Prince George's County (8.7% in 2012 to 9.6% in 2022).

Figure 8 – Comparison of Poverty Level Trends by Region

	2012	2017	2022
Washington D.C.	18.5%	17.4%	15.1%
United States	14.9%	14.6%	12.5%
Maryland	9.4%	9.7%	9.3%
Prince George's County	8.7%	9.3%	9.6%
Montgomery County	6.5%	7.0%	7.2%
Anne Arundel County	5.9%	6.1%	5.8%

Prince George's County — Washington D.C. — United States
Maryland — Anne Arundel County — Montgomery County

Source: ACS 5-Year

Poverty in Prince George's County

Poverty begins to subside further from the District of Columbia as per capita income levels rise (Figure 9).

Black and White demographic groups face poverty at similar rates, 8.2% and 8.7%, respectively. However, Hispanics and Asians experience elevated poverty levels, with roughly 13% of each population group below the poverty threshold.

Children under 18 experience a higher poverty rate than the County average, at 12.7%. The childhood poverty rate in the County is significantly below the national rate of 17.0%.

2024 Economic Inequalities Report – December 2024
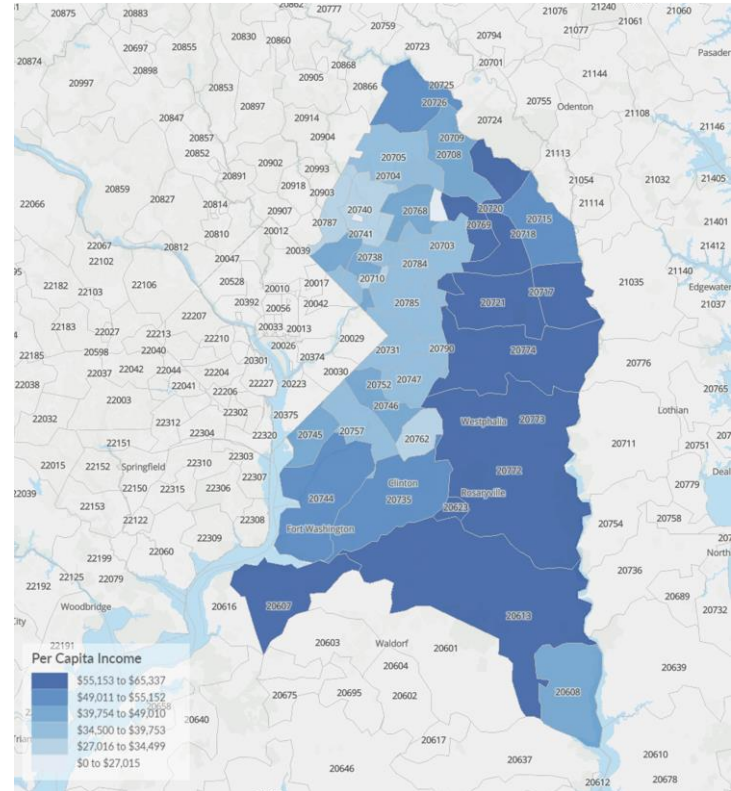
Education

Prince George's County Continues to Increase Postsecondary Attainment Rates

Table 7- Comparative Educational Attainment Trends of Population Age 25 and Over by Region

Education Attainment	2019			2023			2028 (Projected)		
	Prince George's County	Maryland	United States	Prince George's County	Maryland	United States	Prince George's County	Maryland	United States
Less Than 9th Grade	7.1%	4.1%	5.2%	7.1%	3.8%	4.6%	7.3%	3.7%	4.3%
9th Grade to 12th Grade	6.6%	5.9%	7.0%	5.6%	5.1%	6.0%	5.3%	4.7%	5.5%
High School Diploma	25.9%	24.6%	26.9%	25.2%	23.4%	26.1%	24.9%	22.7%	25.6%
Some College	21.5%	18.7%	20.4%	19.8%	18.1%	19.7%	18.9%	17.7%	19.2%
Associate's Degree	6.2%	6.7%	8.5%	6.5%	7.0%	8.9%	6.7%	7.2%	9.2%
Bachelor's Degree	18.5%	21.4%	19.7%	19.9%	22.4%	21.1%	20.3%	23.0%	21.9%
Graduate Degree and Higher	14.2%	18.5%	12.3%	15.9%	20.2%	13.6%	16.7%	21.1%	14.3%

Source: Lightcast

A Tale of Two Counties…

- Post-secondary attainment has increased since 2019

- Prince George's County has a noticeably higher population with less than a 9th grade education compared to Maryland and the US
  - Much of this centered around the Hispanic population

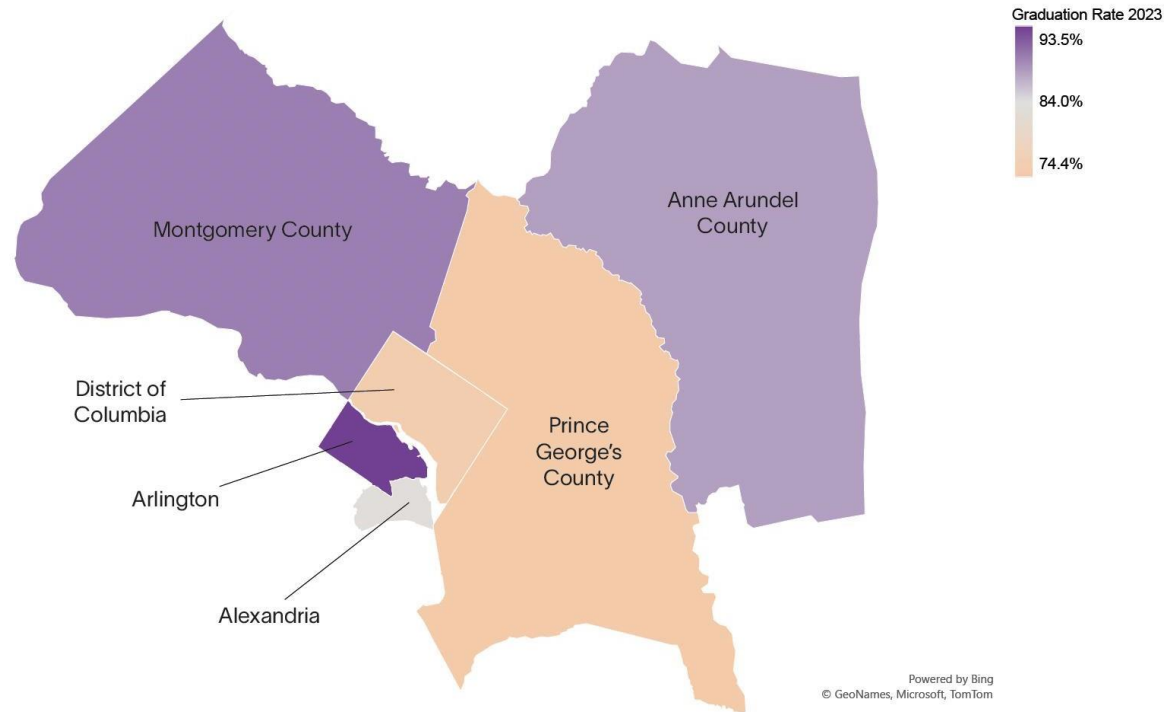**Education Attainment Benchmarking, 2023**
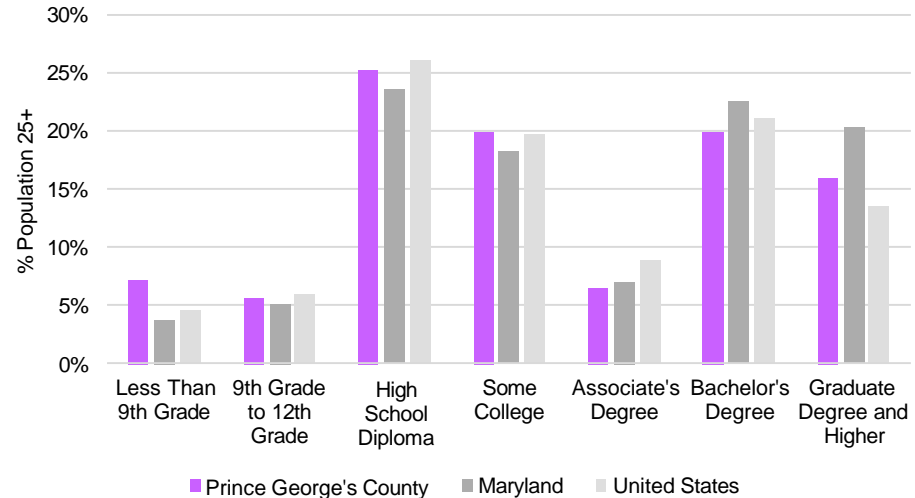
K-12

K-12 shows some concerning trends:

- Graduation rates are **falling**

- Dropout rates and absenteeism are **increasing**

- Proficiency lags Maryland and neighboring counties, particularly in Math

K-12 Graduation rates are **falling**

Figure 16 – Map of Surrounding Area Graduation Rates, 2023

Graduation Rate 2023
- 93.5%
- 84.0%
- 74.4%

Montgomery County

Anne Arundel County

District of Columbia

Arlington

Alexandria

Prince George's County

Powered by Bing
© GeoNames, Microsoft, TomTom

Source: MSDE, D.C. Public Schools, Virginia Department of Education

K-12

Concerning trends:

- Dropout rates and absenteeism are **increasing**

Rising chronic absenteeism is a trend the Workforce Board must address. It hinders hard and soft skill attainment, social development, and can foreshadow future difficulties in the labor market where employers require reliable workers.

K-12 Chronic Absenteeism, Prince George's County, 2019-2023
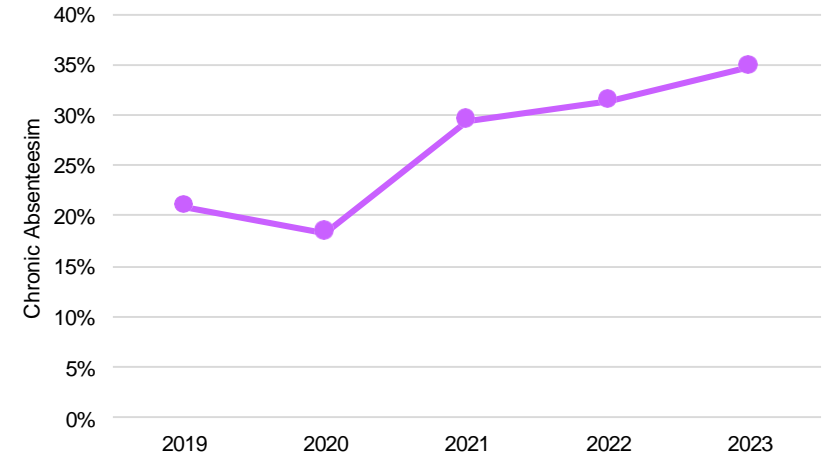

Figure 18 - Dropout Rates by Race/Ethnicity, Prince George's County, 2023

Black/African American — Hispanic/Latino, Any Race — White
Asian — American Indian/Alaskan Native — Native Hawaiian/Pacific Islander
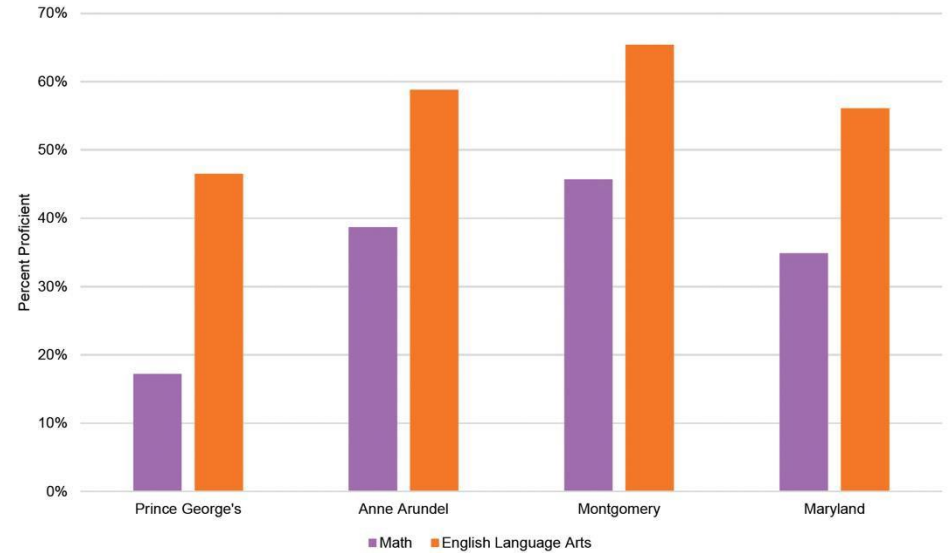Two or More Races

Source: MSDE

K-12
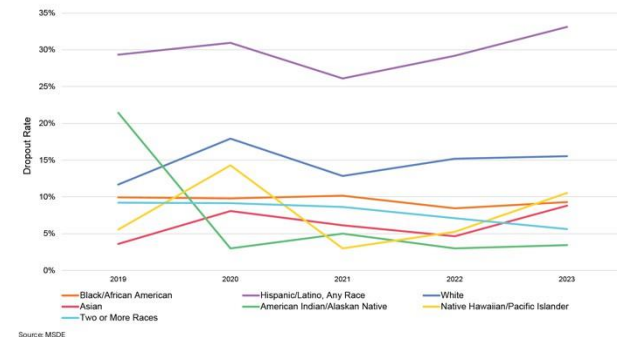
Concerning trends:

● Proficiency lags Maryland and neighboring counties, particularly in Math

Figure 23 – Percent Proficient at the High School Level by Subject and Region, 2023
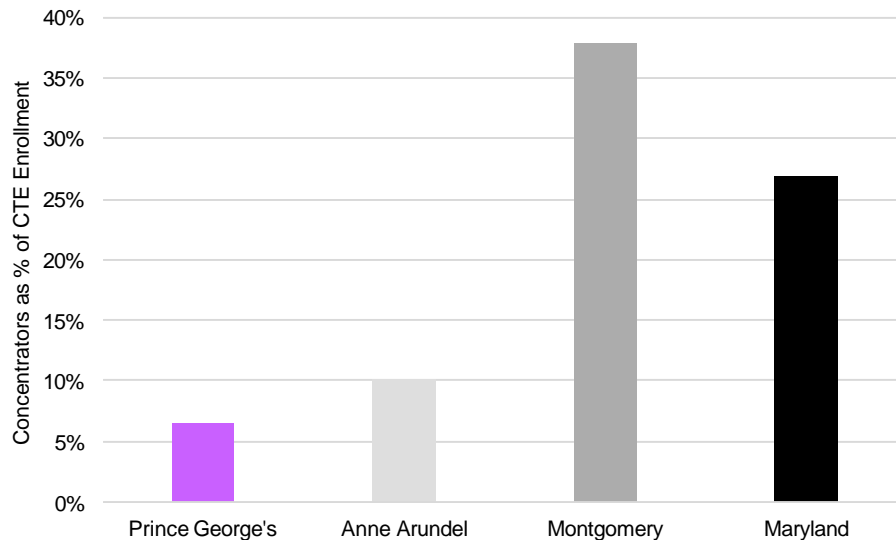

Source: MSDE

Career & Technical Education (CTE)

CTE engagement in Prince George's County could improve:

- CTE enrollment is 10 percentage points behind the Maryland average (35% compared to 45%)

- Very few students become CTE concentrators (6.5%)

- CTE placement in higher education, employment, or military is far less than Maryland average (74% to 81%)

Share of CTE Enrollment that become Concentrators

Y-axis: Concentrators as % of CTE Enrollment (0% to 40%)
X-axis categories: Prince George's, Anne Arundel, Montgomery, Maryland

*In Maryland, a secondary student is counted as having concentrated in CTE if they have completed at least two courses in a CTE program and are enrolled in a third

ETPL/LTPL Analysis

Lightcast mapped every program to a relevant occupation:

- The programs available serve 354 occupations

- Only 166 occupations are served by program *completions*

- Of those, 105 have both projected growth and median wages above a living wage

Performance of Occupations served by TPL completions

Legend:
- 🟣 Occupations with both projected growth and above living wage
- 🟠 Occupations without both projected growth and above living wage

Post-Secondary

Post-Secondary completions growth is slowing

	Post-Secondary Completions			CAGR	
Region	2014	2018	2022	2014-2018	2018-2022
Prince George's County	25,051	29,557	31,508	4.2%	1.6%
Maryland	86,215	89,348	90,291	0.9%	0.3%
United States	4,954,482	5,174,203	5,367,310	1.1%	0.9%
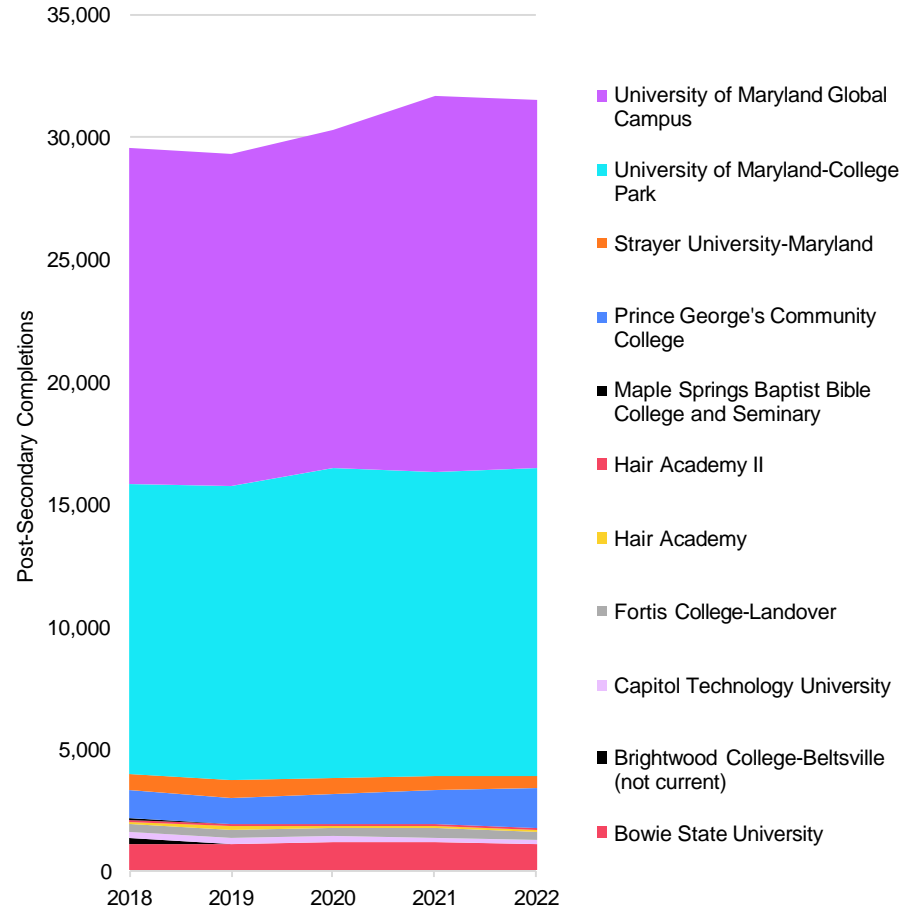
Employment & Industry

Construction, Transportation, & Professional, Scientific, & Technical Services show strength

Retail and Accommodation & Food Services are large sectors that have suffered job loss, as well as Health Care.
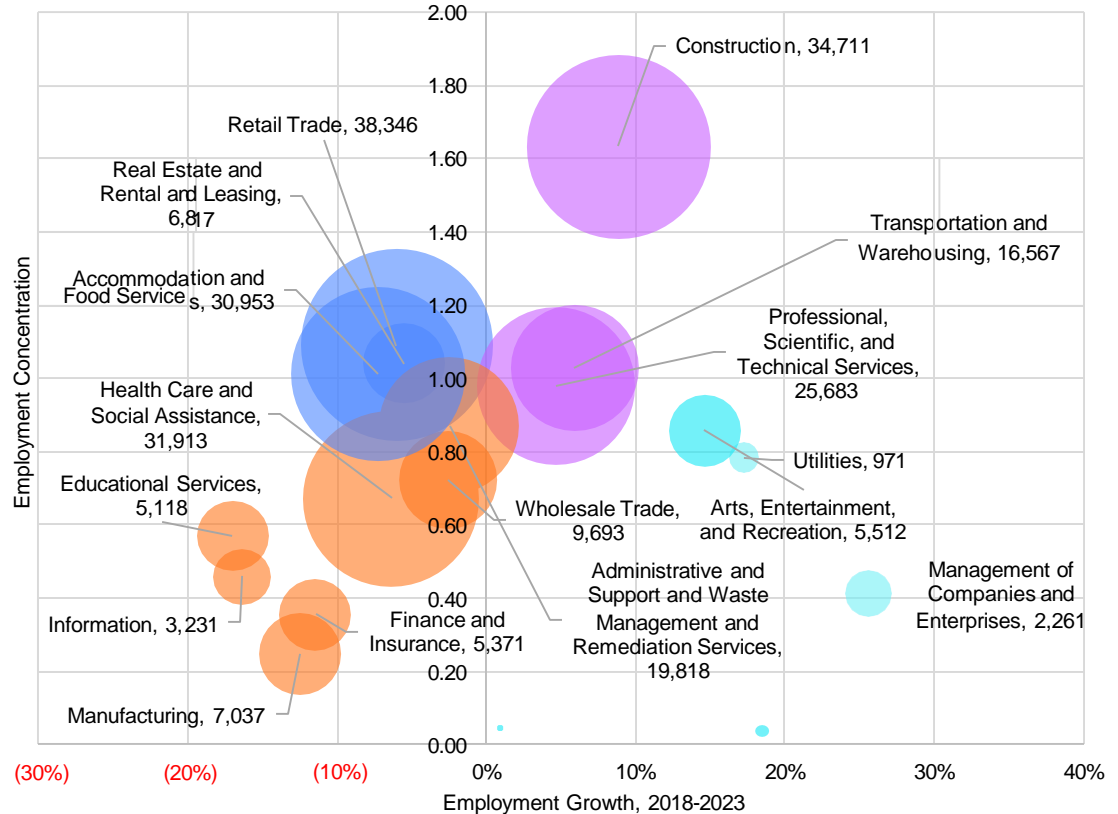
Occupation Trends

Management, Business & Financial, and Office & Administrative Support occupations have grown the most.
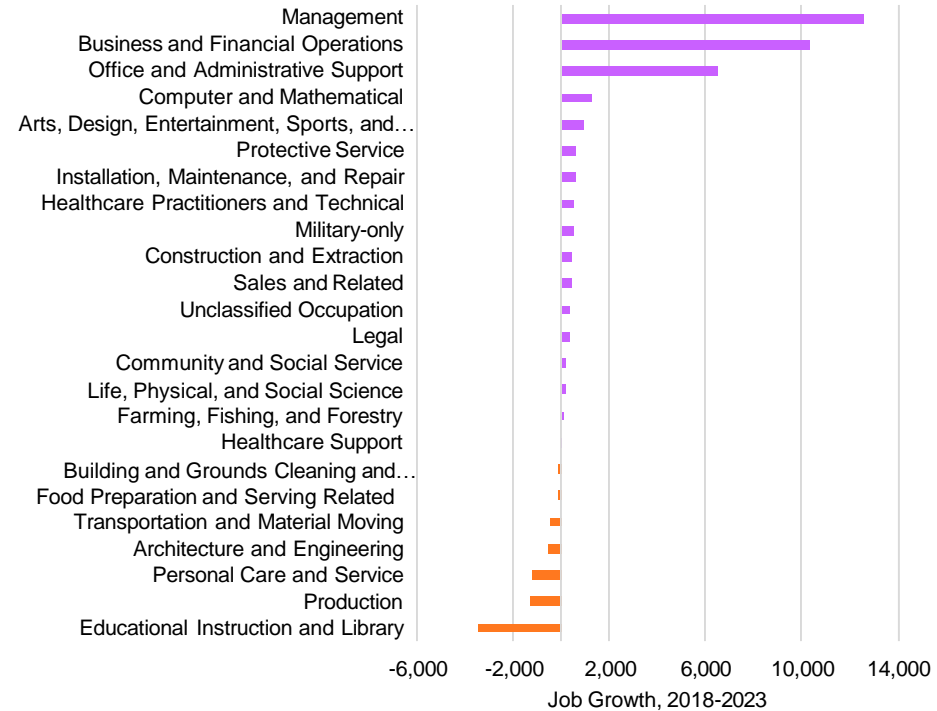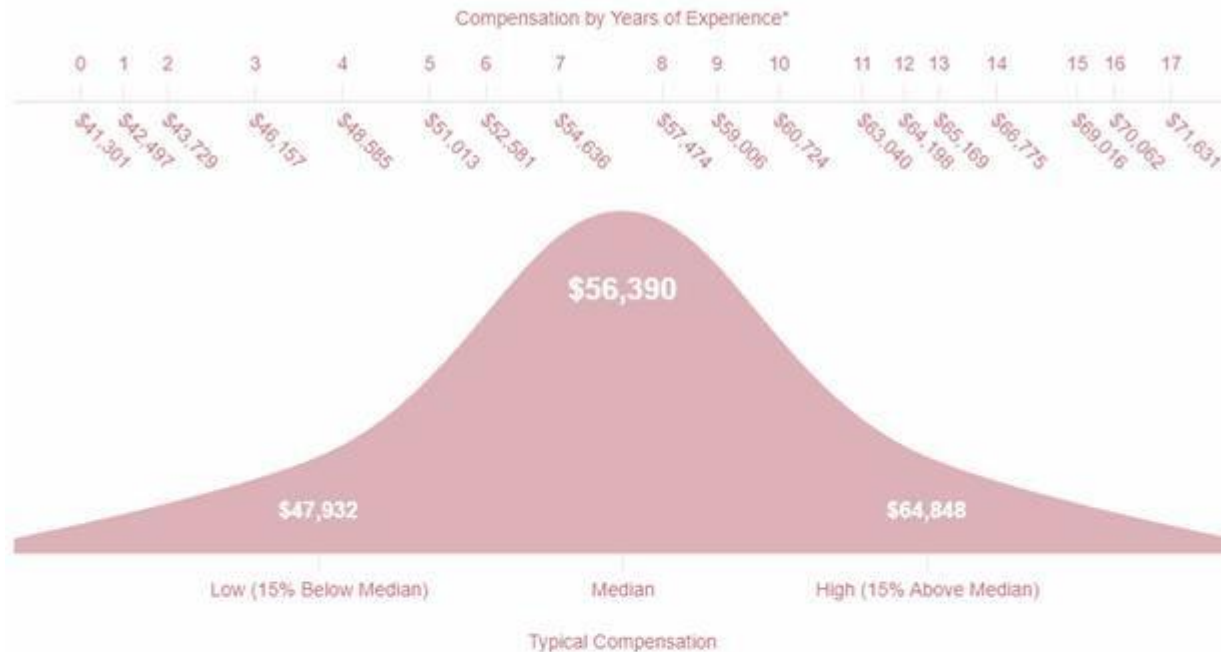
Education and Production occupations have declined.

Job Growth, 2018-2023

Real wages deteriorate when accounting for Cost of Living

Compensation by Years of Experience*

| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |

$41,301 $42,497 $43,729 $46,157 $48,585 $51,013 $52,581 $54,636 $57,474 $59,006 $60,724 $63,040 $64,198 $65,169 $66,775 $69,016 $70,062 $71,631

$56,390

$47,932 $64,848

Low (15% Below Median)   Median   High (15% Above Median)

Typical Compensation

*Only the median compensation for each cohort is plotted. In reality, compensation for a cohort will range above and below the plotted point.

| Region	10th Pct.	25th Pct.	50th Pct.	75th Pct.	90th Pct.
Prince George's County, MD	$30,279	$38,227	$56,390	$89,982	$135,928
Nation	$29,128	$35,658	$48,311	$75,230	$116,971
COL Adjusted Prince George's County, MD	$24,012	$30,315	$44,718	$71,358	$107,794

Remote Work Trends

Remote work is declining from its peak but is still much more prevelant than pre-pandemic levels.

Remote postings are less common in Prince George's County but are quite common for the DC metro.

Remote work share of job postings, 2018-2023

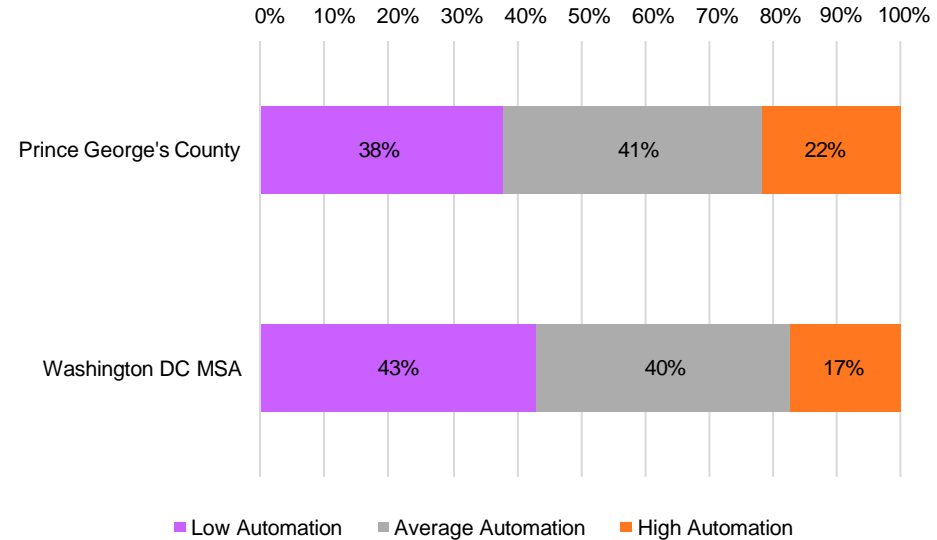Legend: Prince George's County, DC MSA, US
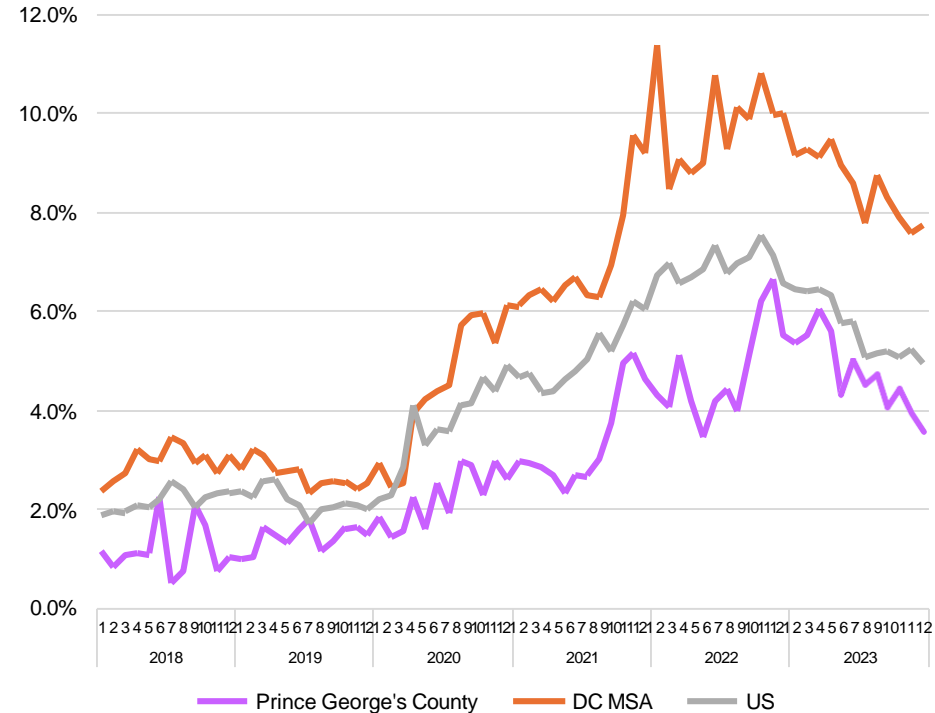
Automation

61 occupations in the County are highly concentrated relative to the national average with high automation risk. Just 29 occupations are highly concentrated with high automation risk in the MSA.

This shows that County employment is more exposed to the impacts of automation compared to the MSA.

Employment share of exposure to automation

	Low Automation	Average Automation	High Automation
Prince George's County	38%	41%	22%
Washington DC MSA	43%	40%	17%

Chart axis: 0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Legend: ■ Low Automation ■ Average Automation ■ High Automation

Artificial Intelligence

AI skills are in much higher demand in County job postings. On average, there was just over **100** "AI" job postings per month prior to May 2022. Now there are around **150**.

Top AI Occupations by Job Postings, Prince George's County, June 2019 - May 2024
- Data Scientists
- Software Developers
- Computer Occupations (All Other)
- Database Architects
- Database Administrators

Top AI Employers by Job Postings, Prince George's County, June 2019 - May 2024
- Johns Hopkins Univ. Applied Physics Lab
- Guidehouse
- US Federal Government
- University of Maryland
- Leidos

In-Demand Industry Clusters

Selection Methodology

Industries at the 2-digit NAICS level were evaluated for priority focus by meeting at least four (4) of the following eight (8) criteria:

1. Large Local* Employment (>4% of Total)
2. Large Regional** Employment (>4% of Total)
3. Projected Local Growth (>0%)
4. Projected Regional Growth (>0%)
5. Large Local GRP (>2% of Total)
6. Large Regional GRP (>2% of Total)
7. Local Concentration (>0.80)
8. Regional Concentration (>0.80)

Select industries were combined to best reflect the common and overlapping needs of employers/industry partners in the local labor market, resulting in **seven custom industry clusters for analysis**

Cluster Overviews

Prince George's County

| Industry Cluster	2023 Jobs	% Change 2018-2023	% Change 2023-2028	Average Earnings
Construction & Real Estate & Rental & Leasing	41,528	6%	1%	$87,409
Transportation & Warehousing & Repair & Waste Management	21,910	5%	3%	$62,658
Information & Computers	12,245	1%	1%	$133,948
Professional, Scientific, & Technical Services, Administrative, Support, Nonprofit	39,856	-4%	0%	$76,631
Health Care & Social Assistance	31,913	-6%	2%	$77,206
Retail, Accommodation & Food Services, Arts, Entertainment, & Recreation, Personal Services	80,762	-5%	3%	$43,272
Government (Excluding Education)	59,680	8%	6%	$142,396

Washington DC MSA

Industry Cluster	2023 Jobs	% Change 2018-2023	% Change 2023-2028	Average Earnings
Construction & Real Estate & Rental & Leasing	257,203	2%	1%	$94,359
Transportation & Warehousing & Repair & Waste Management	121,055	11%	7%	$70,892
Information & Computers	256,329	2%	4%	$171,487
Professional, Scientific, & Technical Services, Administrative, Support, Nonprofit	684,698	2%	3%	$125,881
Health Care & Social Assistance	352,922	3%	8%	$85,572
Retail, Accommodation & Food Services, Arts, Entertainment, & Recreation, Personal Services	645,877	-6%	4%	$46,808
Government (Excluding Education)	599,747	2%	3%	$157,279

Selection Methodology

Seven (7) Key Industry Clusters Defined for Analysis	Lightcast NAICS
• **Construction & Real Estate & Rental & Leasing**	23, 53
• **Transportation & Warehousing & Repair & Waste Management**	48-49, 811, 562
• **Information & Computers**	51, 5415
• **Professional, Scientific, & Technical Services, Administrative, Support, Nonprofit**	54, 56, 813 (Excluding 5415, 562)
• **Health Care & Social Assistance**	62
• **Retail, Accommodation & Food Services, Arts, Entertainment, & Recreation, Personal Services**	44-45, 71, 72, 812
• **Government (Excluding Education)**	90 (Excluding 902611, 902612, 902619, 903611, 903612, 903619)

Projected Cluster Job Growth Comparison, County vs MSA
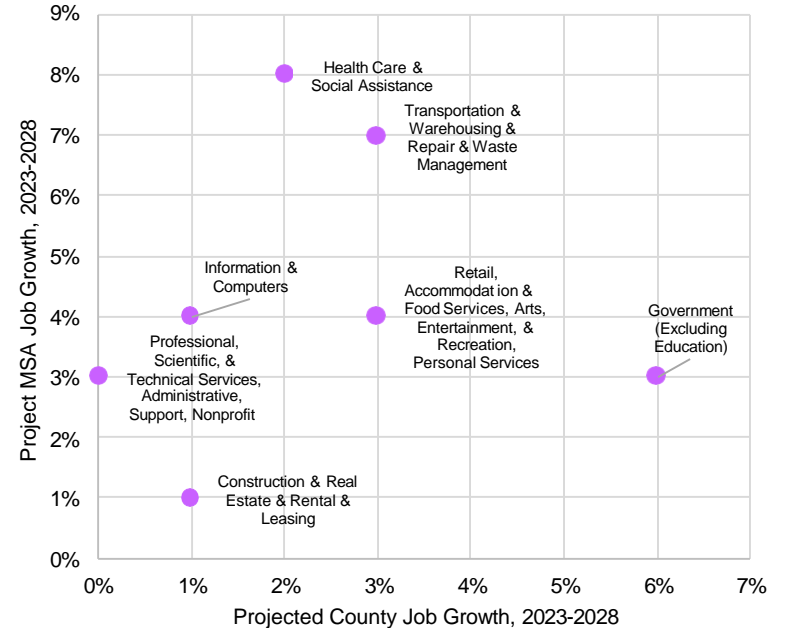
Recommendations

Policy Recommendations

Become a data advocate
- Create metrics to track value, not just compliance
- Improve data sharing

Encourage State Workforce Board to adopt methodology to identify priority occupations for investment
- Based on time-sensitive labor market metrics, regional considerations, and flexibility to reflect changing priorities (wages, pathway potential, job flexibility and stability, etc.)

Programming Recommendations

Improve Work Readiness

- Create "World of Work" rotations for youth and job candidates
- Implement *targeted* job interviews and resume workshops

Improve employer access to vetted candidates

- Electronic access to vetted profiles
- Monthly electronic resume drops
- Stock pond initiative (referral to support services)

Redeploy workers

- Identify skill gaps between workers in declining industries and those with greater opportunities to create reskilling/upskilling redeployment programs

Partnership Recommendations

Improve CTE participation and placement
- Work with K-12 to increase interest in continued CTE progression among students
- Identify students who pass Technical Skills Assessments (TSAs) and connect them with employers related to CTE program of interest

Analyze and solve black unemployment
- Work with service providers and employers to discover leading causes
- Increase education attainment by focusing on degree or credential completion
- Encourage transferable skill development to maximize labor market flexibility to widen employment options

Partnership Recommendations

Close the achievement gap

- Collaborate with K-12 system to improve performance and engagement
- Integrate ESL with CTE education
- Implement early warning and intervention systems to identify students at risk of dropping out
- Expand ESL options to ETPL programs

Create an aging population task force

- Promote age inclusivity in the workplace
- Utilize retired talent as mentors and instructors
- Support succession planning

Partnership Recommendations

Create workforce behavioral health initiatives
- Connect employers with experts to build awareness and skills (especially in construction and skilled trades sectors)
- Intervene earlier by creating K-12 initiatives

Leverage veteran pipeline
- Utilize DoD SkillBridge program
- Partner with veteran-friendly employers

Community Investment into Holistic Initiatives
- Workforce Board to serve as lead organizations, organizing partnerships around holistic approaches to serving key population groups with barriers. Centered around work.

Q & A

https://pgcajc.com/wp-content/uploads/2024/09/2024-PGC-State-of-the-Workforce-Report-1.pdf