

Pennsylvania Nonprofit Employment

Johns Hopkins Nonprofit Employment Data Project

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with the technical assistance of
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PENNSYLVANIA NONPROFIT EMPLOYMENT

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AND**

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**THE JOHNS HOPKINS
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**THE PENNSYLVANIA
ASSOCIATION OF
NONPROFIT ORGANIZATIONS**

KEY FINDINGS

1. The nonprofit sector is a major economic force in Pennsylvania, accounting for one out of every nine paid workers—close to twice as many workers as the state’s metal and machines manufacturing industry, including the steel industry. In the city of Philadelphia, nonprofits account for a striking 27 percent of all private employment (see pages 3 and 6).
2. The 634,098 nonprofit employees in Pennsylvania earned over \$21.1 billion in wages in 2003, or nearly 11 percent of the state’s total (see page 3).
3. While nonprofit employment in Pennsylvania is primarily concentrated in the Philadelphia and Pittsburgh metropolitan areas, it is not restricted to any one region. In fact, the nonprofit sector accounts for almost as large a share of Pennsylvania’s total private employment in rural areas as it does in urbanized ones (see page 5).
4. Three fifths of all nonprofit jobs in the state are in the health services field (see page 6).
5. Over the past eight years, nonprofit employment grew by 25 percent—more than three times the 7 percent growth rate achieved by the for-profit sector. Moreover, during the recent economic downturn of 2000-03, for-profit jobs actually declined while nonprofit jobs continued their upward trend (see page 7).
6. Between 1995 and 2003, nonprofit job growth was especially strong in the fields of membership organizations (117 percent) and elementary and secondary schools (106 percent). In contrast, nonprofit home health providers experienced a 25 percent decline in jobs (see pages 7-8).
7. Nonprofit job growth was not confined to a few areas of Pennsylvania. Rather, in all regions of the state, nonprofits added jobs at a rate significantly above that of the for-profit sector (see page 9).
8. Overall weekly wages of nonprofit employees are lower than those of for-profit and government workers. But, in industries in which nonprofits and for-profits are both significantly involved, nonprofit average weekly wages generally outpace for-profit wages (see page 10).

INTRODUCTION

Nonprofit organizations contribute to the quality of life for all Pennsylvania citizens through the health care, education, job training, youth development, nursing home care, arts, culture, and other services they provide, and through the opportunities they offer for democratic participation in the life of Pennsylvania communities. What is not widely appreciated, however, is that nonprofit organizations are also a major force in the state's economy, and in the economies of all the state's regions.

This report presents new information on the size, composition, distribution, and growth of paid employment in the private nonprofit sector in Pennsylvania as of the second quarter of 2003. The report draws on data generated by the Pennsylvania Department of Labor through the quarterly surveys of Pennsylvania workplaces it carries out under the national ES-202 labor market information program administered by the U.S. Bureau of Labor Statistics as part of the unemployment insurance program. These data are compiled from quarterly reports submitted by employers in compliance with U.S. and Pennsylvania law.

By law, all nonprofit places of employment are required to complete these quarterly surveys and either be covered by the federal unemployment insurance system or make other arrangements to provide unemployment coverage to laid-off workers. The one major exclusion is religious congregations, which are not required to take part in the unemployment insurance system, although the significance of this exclusion is unknown as some religious organizations nevertheless elect to be covered by unemployment insurance.

For the purpose of this report, we have chosen to focus on the "charitable" portion of the nonprofit sector. This includes organizations registered with the U.S. Internal Revenue Service under Section 501(c)(3) of the Internal Revenue Code, which embraces private, not-for-profit hospitals, clinics, colleges, universities, elementary schools, social service agencies, day care centers, orchestras, museums, theaters, environmental organizations, homeless shelters, soup kitchens, and many more.

For further information on the ES-202 data source, the definition of the nonprofit sector, and the method used here to extract data on nonprofit organizations from the Pennsylvania ES-202 records, see Appendix A.

DETAILED FINDINGS

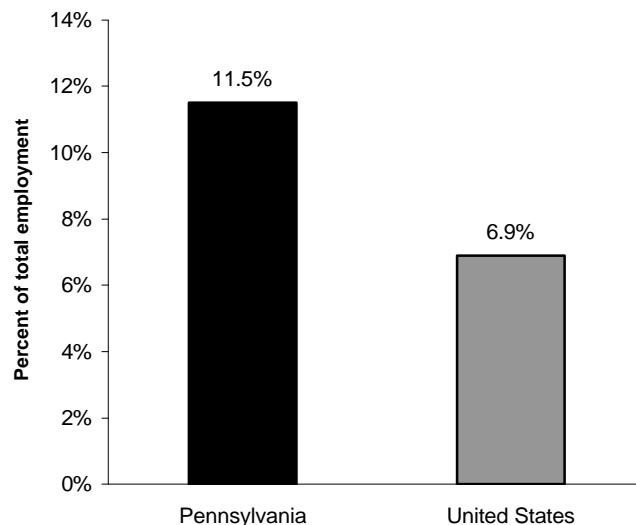
I. A MAJOR ECONOMIC FORCE

The private nonprofit sector in Pennsylvania, including private hospitals, clinics, colleges, universities, schools, day care centers, social service providers, museums, theaters, soup kitchens, and many more, is a major economic force in the state.

Employment: Pennsylvania's private, nonprofit organizations employed 634,098 paid workers as of the second quarter of 2003.

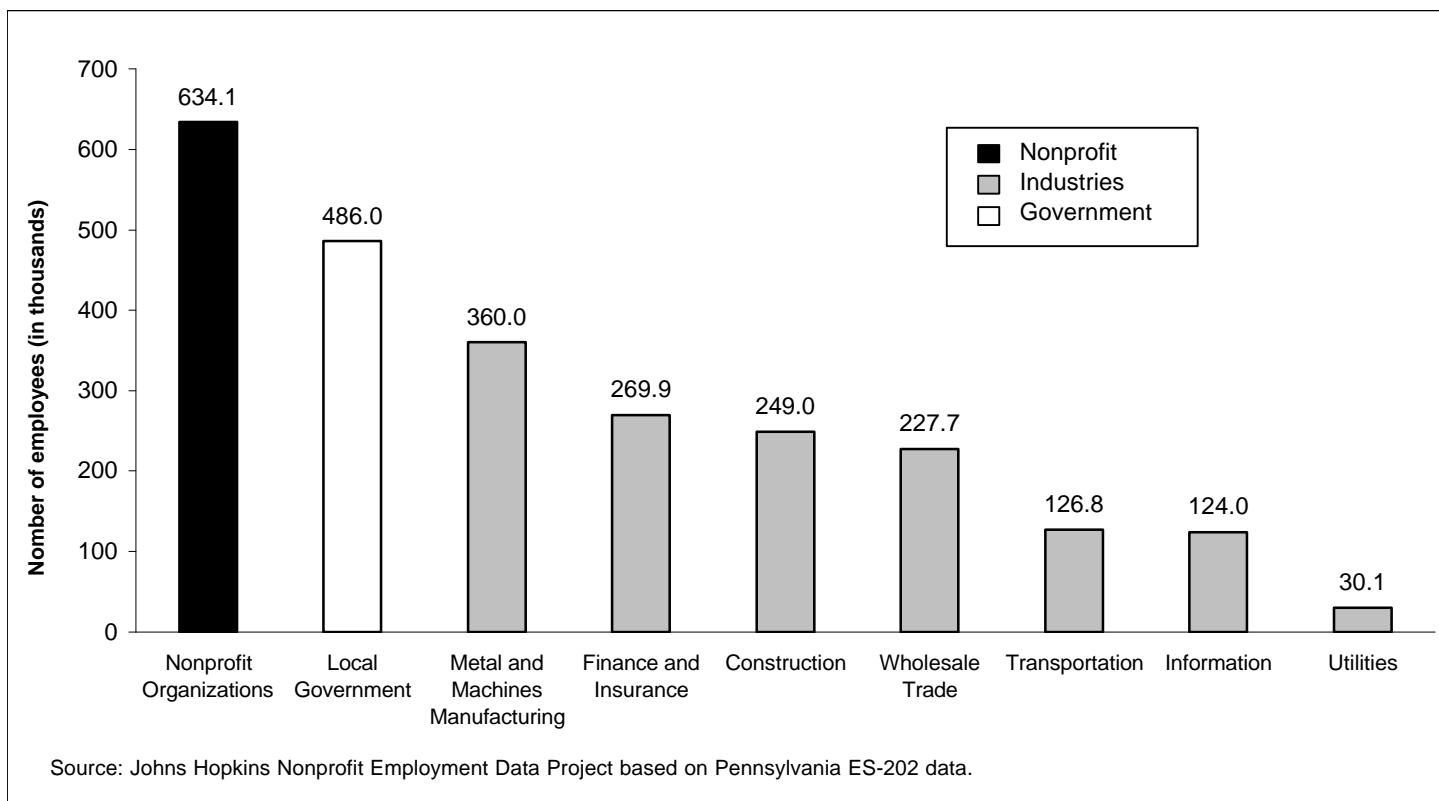
- This represents 11.5 percent of the total Pennsylvania workforce (or 1 out of every 9 workers) and 13.3 percent of total private employment in the state (or roughly 1 out of every 8 private workers). This puts Pennsylvania significantly above the U.S. average in terms of the nonprofit share of total employment (11.5 percent vs. 6.9 percent) (see Figure 1).

Figure 1: Nonprofit share of total employment, Pennsylvania vs. the nation



Source: Johns Hopkins Nonprofit Employment Data Project based on Pennsylvania ES-202 data, and Census of Service Industries (2002).

Figure 2: Employment in the Pennsylvania nonprofit sector in comparison to selected industries, 2003

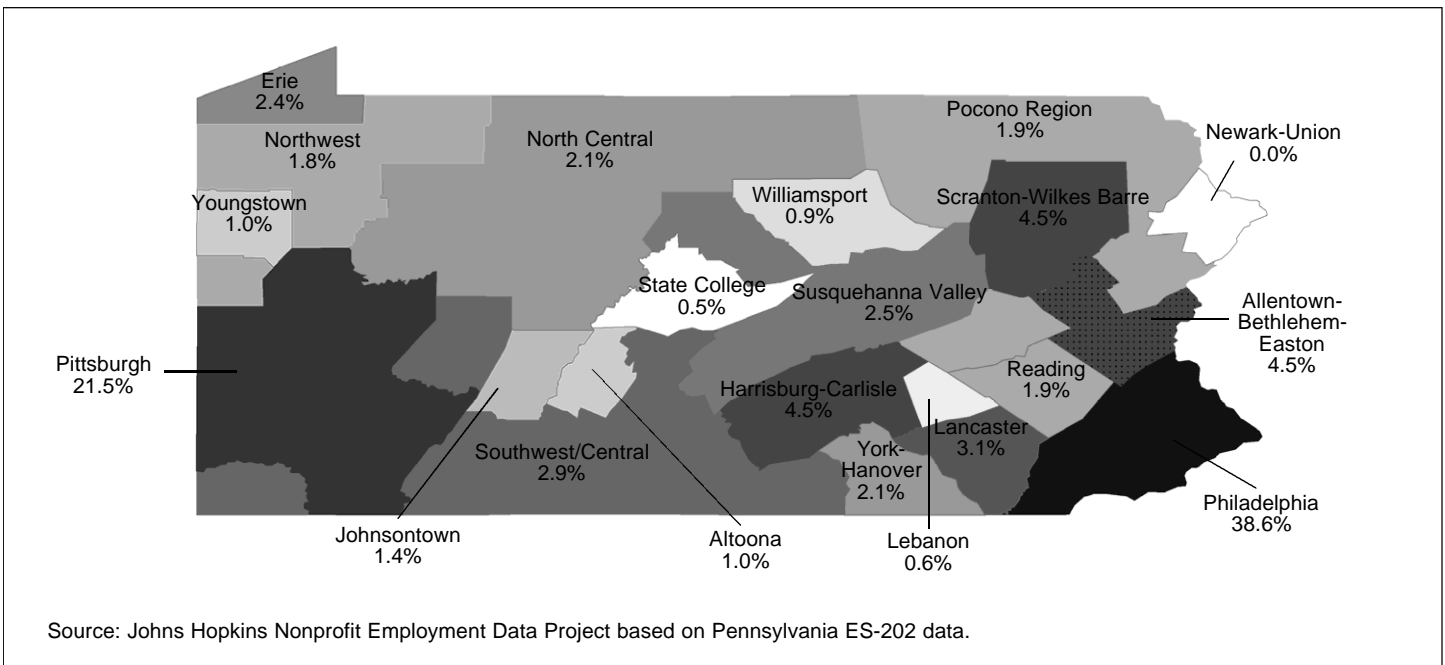


- As shown in Figure 2, the Pennsylvania nonprofit sector employed:
 - More than 21 times as many workers as the state’s utilities industry;¹
 - More than five times as many workers as the state’s transportation industry and its information industry;²
 - Close to three times as many workers as the state’s wholesale trade industry;
 - About two and a half times as many workers as the state’s finance and insurance industry and its construction industry;
 - Close to twice as many workers as the state’s metal and machines manufacturing industry, including the steel industry;³
 - Nearly a third more people than all of Pennsylvania’s local governments combined.
- Nonprofit organizations thus accounted for 10.7 percent of the state’s total payroll.
- Nonprofit payrolls exceeded those for:
 - Utilities (\$2.2 billion);
 - Transportation (\$4.3 billion);
 - Information (\$6.0 billion);
 - State government (\$6.2 billion);
 - Construction (\$10 billion);
 - Wholesale trade (\$10.8 billion);
 - Finance and insurance (\$14.1 billion);
 - Metal and machines manufacturing (\$15.8 billion); and
 - Local government (\$18.6 billion).

Payroll: The 634,098 nonprofit employees in Pennsylvania earned over \$21.1 billion in wages in 2003.⁴

Through the wages they pay, Pennsylvania nonprofits thus contribute significantly to the state’s economy and to the sales and income tax revenues of its government.

Figure 3: Distribution of Pennsylvania nonprofit employment, by region, 2003



II. REGIONAL PRESENCE

Nonprofit employment is not restricted to any one region in Pennsylvania. Rather, it is distributed broadly throughout the state.

Similar to Pennsylvania's population, most of the state's nonprofit employment is located in the state's metropolitan areas.⁵

- Nearly 89 percent of Pennsylvania's nonprofit employment is located in the state's urbanized Metropolitan Statistical Areas. This is roughly equivalent to the 86 percent of all private jobs in these areas.⁶
- The urbanized areas with the largest shares of the state's nonprofit employment are the Philadelphia MSA and the Pittsburgh MSA. Combined, these areas account for 60 percent of the state's total nonprofit employment (see Figure 3).
- As the largest city in the state and the fifth largest city in the nation, Philadelphia employs a quarter (23 percent) of the state's nonprofit workers.

Within the state's major metropolitan areas, the bulk of nonprofit employment is concentrated in urban centers.

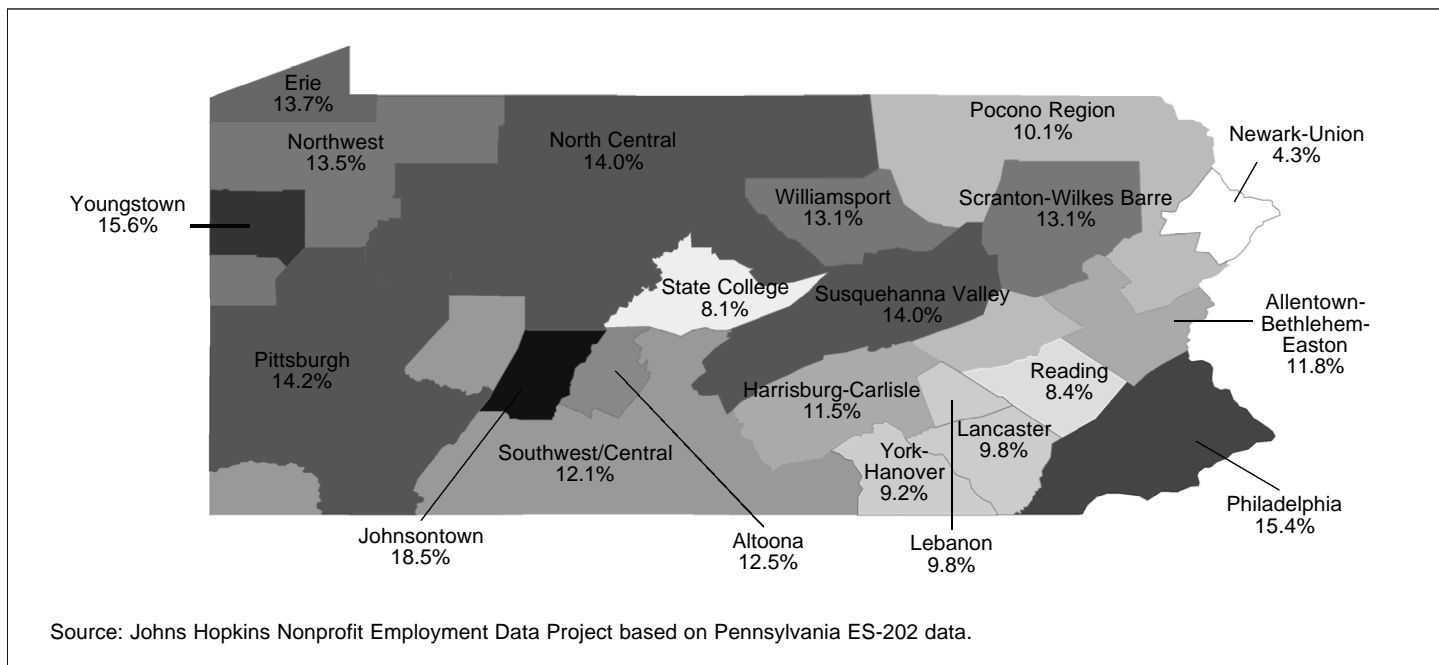
But a substantial portion is now also located in the suburbs.

- Thus, in the Philadelphia MSA, 59 percent of nonprofit employment is located in Philadelphia, but the remaining 41 percent is located in its surrounding suburbs.
- The difference between the urban and suburban shares of nonprofit employment is even greater in the Pittsburgh MSA, where 86 percent of the region's nonprofit employment is concentrated in Allegheny County, which contains the City of Pittsburgh. But this county itself includes numerous suburbs, and another 14 percent of the MSA's nonprofit employment is located in the suburbs beyond Allegheny County.

However, nonprofit employment is hardly an exclusively urban and suburban phenomenon in Pennsylvania. Rather, it accounts for a significant share of total private employment in all regions of the state (see Figure 4). In particular:

- Nonprofits account for almost as large a share of Pennsylvania's total private employment in rural areas as in urbanized areas (12.6 percent vs. 13.6 percent, respectively).

Figure 4: Nonprofit employment as a percent of total private employment, by region, 2003



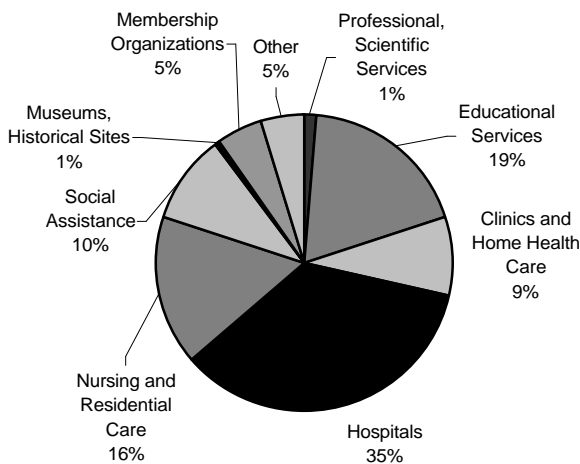
- In some non-metropolitan areas, nonprofit employment exceeds even this level. Thus, in Montour County in rural Susquehanna Valley, nonprofits account for nearly 57 percent of total private employment, largely due to the presence there of the nonprofit Geisinger Health System.
- Nonprofit employment also reaches over 20 percent in some individual counties, such as Bradford County (21 percent) in the Pocono region, and Union County (25 percent) in the Susquehanna Valley.
- Urbanized counties with especially sizable nonprofit shares of private employment include Philadelphia (27 percent), Cambria (19 percent), Lackawanna (17 percent), Mercer (16 percent), Allegheny (16 percent), and Delaware (15 percent).

For a county-by-county breakdown of nonprofit employment, see Appendix B.

III. HEALTH DOMINANCE

Health organizations account for the vast majority of Pennsylvania's nonprofit jobs, but educational and social services organizations also account for significant shares (see Figure 5 and Appendix C).

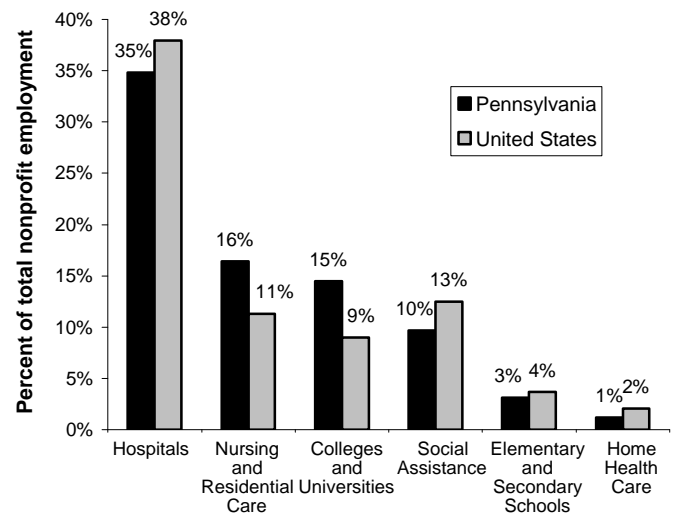
Figure 5: Distribution of Pennsylvania nonprofit employment, by field, 2003



Source: Johns Hopkins Nonprofit Employment Data Project based on Pennsylvania ES-202 data.

- Sixty percent of all nonprofit jobs in Pennsylvania (nearly 380,200 jobs) are in health services. Hospitals account for the bulk of these jobs, employing 35 percent of the state's nonprofit workforce, or about 1 out of every 3 nonprofit workers, but health clinics and nursing homes account for an impressive 25 percent.
- Another 19 percent of all nonprofit jobs in Pennsylvania (118,325 jobs) are in educational services, including elementary and secondary schools, colleges, and universities.
- Ten percent of all nonprofit jobs in Pennsylvania (over 61,200 jobs) are in social assistance. This includes employment in individual and family services, community food services, housing services, child day care, and vocational rehabilitation.
- Five percent of all nonprofit jobs are in various membership organizations (close to 30,300 jobs). This includes jobs in religious organizations, grant-making and giving services, advocacy organizations, civic and social organizations, and the charitable arms of various professional associations.
- As shown in Figure 6, the distribution of nonprofit employment in Pennsylvania diverges from that of the

Figure 6: Distribution of nonprofit employment, Pennsylvania vs. the nation



Source: Johns Hopkins Nonprofit Employment Data Project based on Pennsylvania ES-202 data.

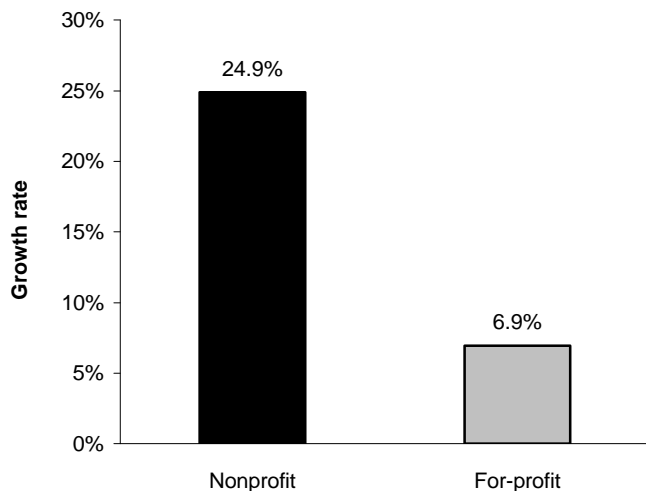
nation. In particular, Pennsylvania has a considerably larger share of nonprofit employment in nursing and residential care and colleges and universities than the national average (16.4 percent and 14.5 percent vs. 11.3 and 9.0 percent, respectively), and a noticeably smaller share in social assistance and hospitals than the nation (9.7 percent and 34.8 percent vs. 12.5 percent and 38.0 percent, respectively).

IV. A GROWING SECTOR

The nonprofit sector has been a particularly important driver of Pennsylvania's economy in recent years, adding jobs at a more rapid rate than the state's for-profit sector.

- **Overall growth.** Between 1995 and 2003, nonprofit employment in Pennsylvania grew by 25 percent, or an average of 3.1 percent per year, adding about 126,000 jobs to the state's total. This was more than three times the 6.9 percent growth rate achieved by the for-profit sector during this period, as shown in Figure 7.
- With about 12 percent of Pennsylvania's private employment when this period began, the nonprofit sector thus accounted for an impressive 32 percent of the state's total private job growth between 1995 and 2003.

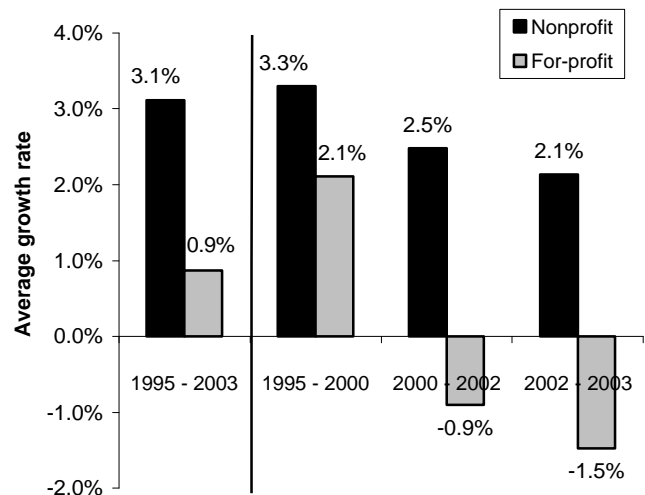
Figure 7: Change in for-profit vs. nonprofit employment in Pennsylvania, 1995-2003



Source: Johns Hopkins Nonprofit Employment Data Project based on Pennsylvania ES-202 data.

- The disparity between nonprofit and for-profit job growth was especially marked during the recent economic downturn of 2000-03, when for-profit jobs actually declined while nonprofit jobs continued their upward trend (see Figure 8). Thus, between 2000 and 2002, nonprofit employment grew by an average of 2.5 percent per year while for-profit employment decreased by close to 1 percent per year; between 2002 and 2003, nonprofit employment grew by 2.1 percent, while for-profit employment decreased by 1.5 percent.

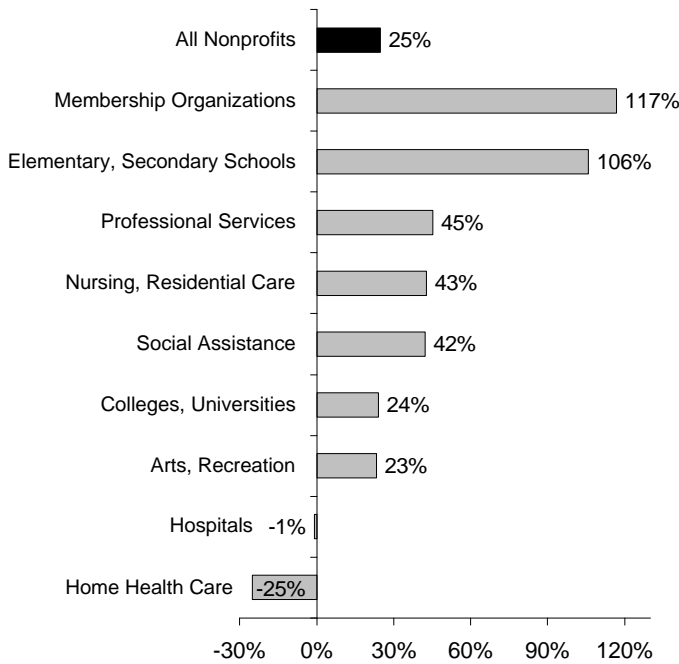
Figure 8: Average change per year in for-profit vs. nonprofit employment in Pennsylvania, 1995-2003



Source: Johns Hopkins Nonprofit Employment Data Project based on Pennsylvania ES-202 data.

- **Variations by field.** Although overall nonprofit employment grew 25 percent between 1995 and 2003, in certain fields it clearly did better than in others, while in some it experienced negative job growth. In particular, as shown in Figure 9:
 - Nonprofit employment growth was especially strong among membership organizations (117 percent) and elementary and secondary schools (106 percent).

Figure 9: Changes in Pennsylvania nonprofit employment by field, 1995-2003



Source: Johns Hopkins Nonprofit Employment Data Project based on Pennsylvania ES-202 data.

- Other fields that experienced above average nonprofit job growth include professional services (45 percent), nursing and residential care (43 percent), and social assistance (42 percent).

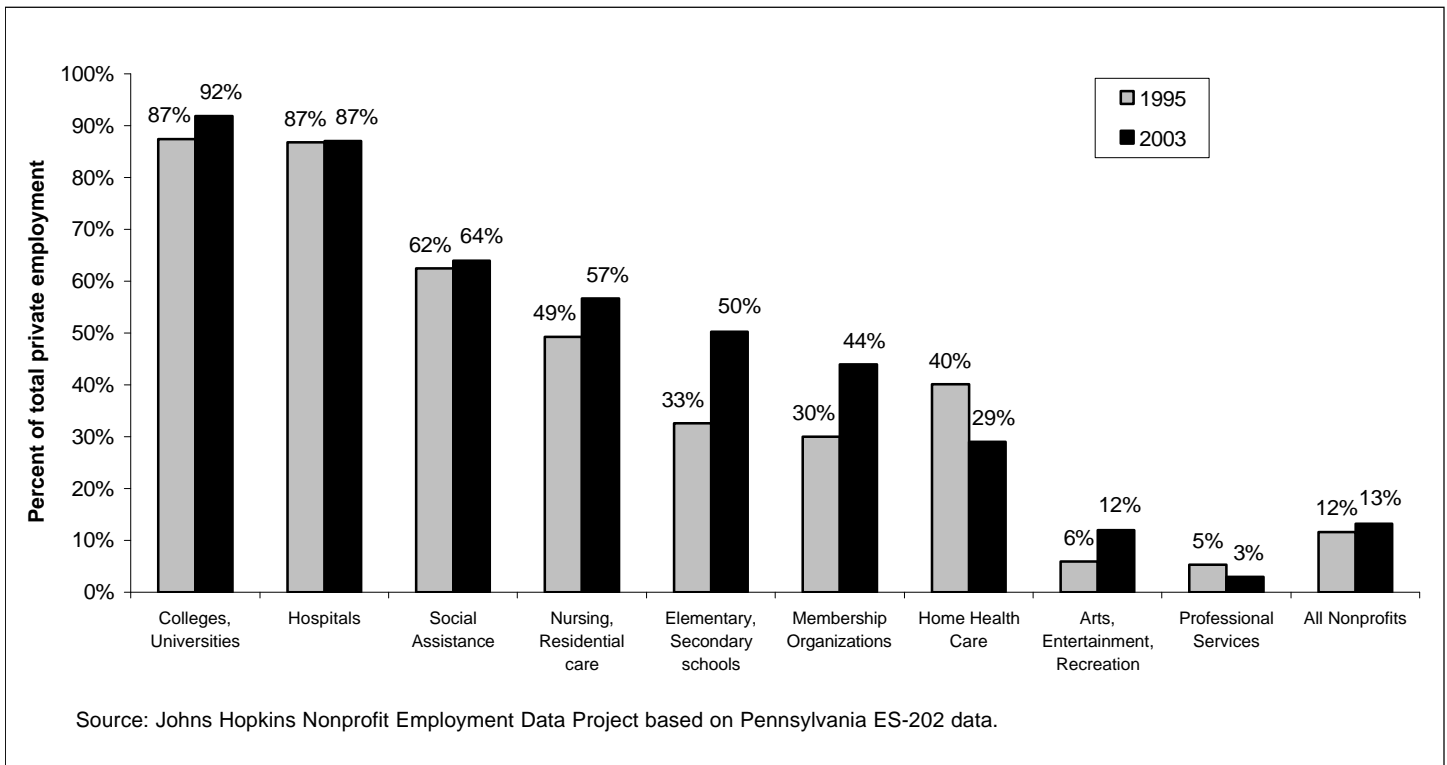
- In contrast, nonprofit hospitals and home health providers lost jobs during this period. Hospitals experienced a 1 percent decline in jobs, while home health care experienced a 25 percent decline. This considerable loss of jobs in the home health care field may reflect the Medicare regulations and technological innovations that resulted in an explosion of for-profits in this arena.

- Reflecting these trends:

- The nonprofit share of private jobs in the home health care field declined from 40 percent in 1995 to 29 percent in 2003, as shown in Figure 10.

- By contrast, in most other fields, nonprofits gained on for-profits in Pennsylvania, boosting their share of private employment.

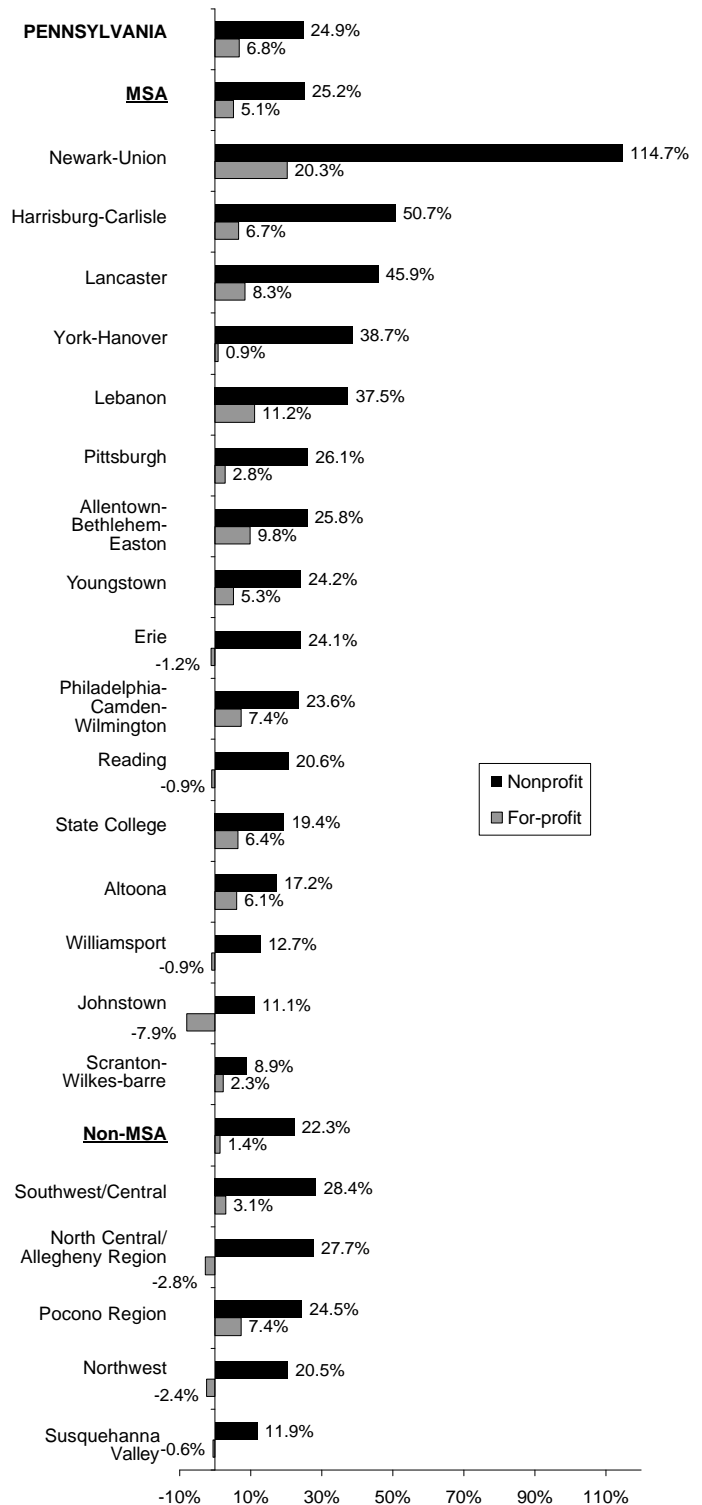
Figure 10: Pennsylvania nonprofits as a percent of total private employment, by sector, 1995 vs. 2003



Source: Johns Hopkins Nonprofit Employment Data Project based on Pennsylvania ES-202 data.

- Regional patterns.** Nonprofit job growth was not confined to a few areas of Pennsylvania. Rather, in all regions of the state, nonprofits added jobs at a rate significantly above that of the for-profit sector (see Figure 11).
 - Nonprofit job growth in metropolitan areas was slightly higher than in rural ones (25 percent vs. 22 percent, respectively). However, while nonprofits in metropolitan areas grew five times faster than metropolitan-based for-profits, nonprofits in rural areas grew 16 times faster than for-profits in these areas.
 - Urbanized regions with higher than average nonprofit job growth include Harrisburg-Carlisle (51 percent), Lancaster (46 percent), York-Hanover (39 percent), and Lebanon (38 percent), all of which are located in Central Pennsylvania.
 - Nonprofit job growth was especially robust in Pike County,⁷ where it increased by close to 115 percent during this eight-year period. This county’s dramatic nonprofit job growth has been linked to its location at the periphery of New York City’s “eastern megalopolis.”
- At 26 percent, nonprofit job growth in the state’s second largest MSA, Pittsburgh, was only slightly higher than the state’s average during this period. This growth was spread proportionally among the MSA’s seven counties. Reflecting this, from 1995 to 2003, the Allegheny county⁸ share of the region’s nonprofit jobs increased only half a percentage point.
- At 24 percent, nonprofit job growth in the state’s largest MSA, Philadelphia, was close to the state’s average during this period. However, the area’s urban core, Philadelphia, gained jobs at a slower rate than most of its surrounding counties. As such, the City of Philadelphia’s share of nonprofit employment in this region decreased from 62 to 59 percent, while the surrounding areas’ share increased from 38 to 41 percent. This suggests a progressive suburbanization of nonprofit employment, a trend also evident in other major metropolitan areas.

Figure 11: Changes in Pennsylvania nonprofit and for-profit employment by region, 1995-2003



Source: Johns Hopkins Nonprofit Employment Data Project based on Pennsylvania ES-202 data.

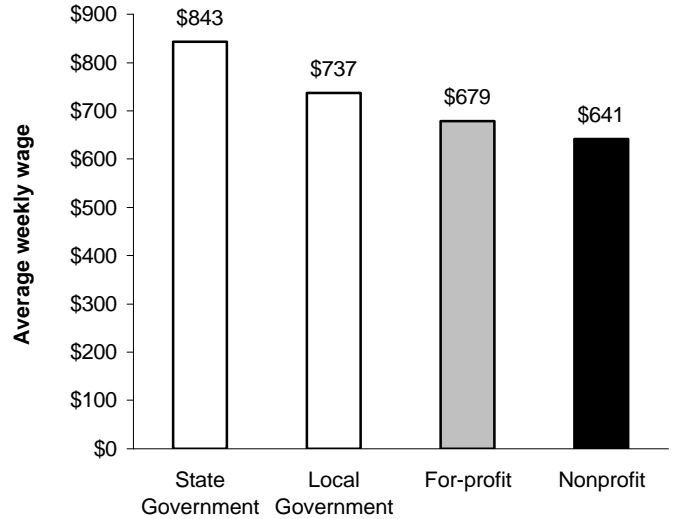
V. RELATIVELY HIGH WAGES

Overall average weekly wages of nonprofit employees are lower than those of for-profit and government employees in Pennsylvania, as elsewhere. However, in industries in which nonprofits and for-profits are both significantly involved, average weekly wages of nonprofit employees often exceed those of for-profit workers.

- At \$641, nonprofit average weekly wages are 6 percent below those of for-profit workers. Nonprofit workers make even less, on average, than their government counterparts, earning 13 percent less than local government workers and 24 percent less than state government workers (see Figure 12).
- These averages obscure some significant variations in the average wages of nonprofit workers in different fields, however. Thus, as shown in Figure 13, average nonprofit weekly wages range from a low of \$406 in the field of social assistance to a high of \$785 in the field of educational services.
- As Figure 13 also shows, in the fields where both nonprofits and for-profits are significantly involved, the average weekly wage of the nonprofit workers is actu-

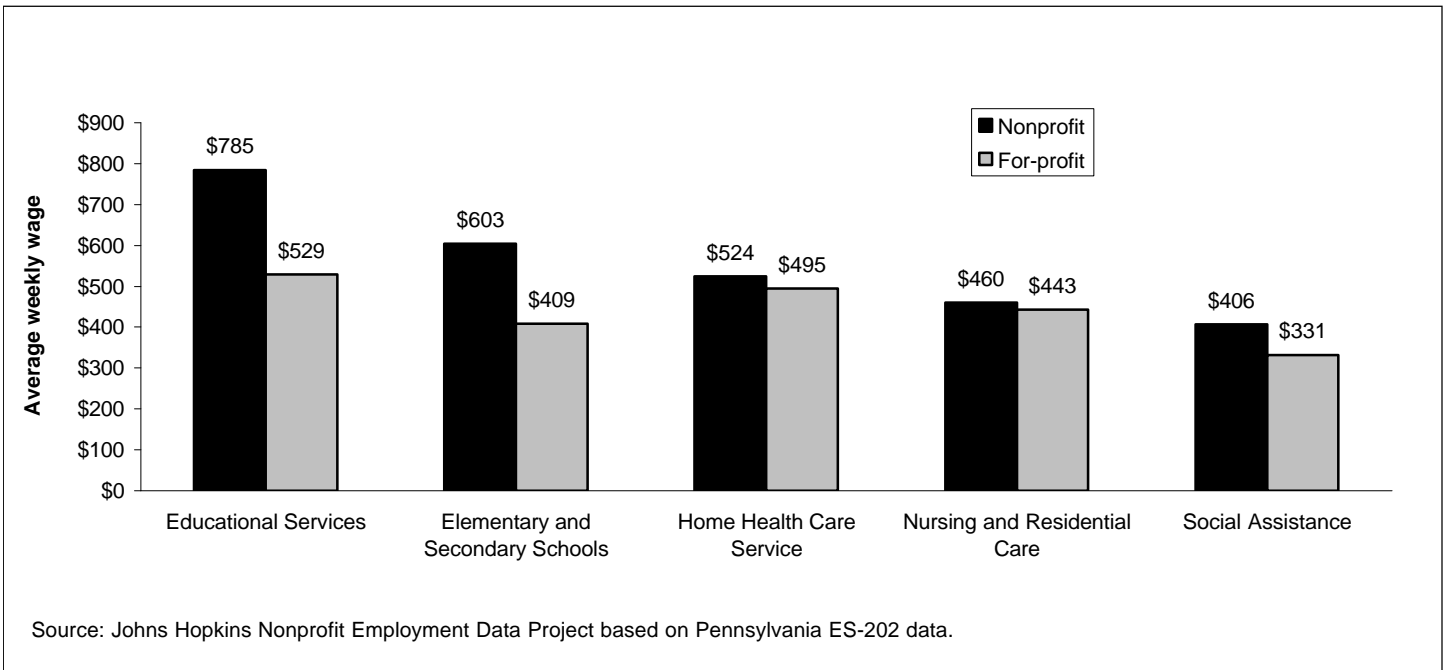
ally often higher than that of the for-profit workers. This suggests that the lower overall average wage of nonprofit employees is more a function of the industry

Figure 12: Nonprofit, for-profit, and government average weekly wages, Pennsylvania, 2003



Source: Johns Hopkins Nonprofit Employment Data Project based on Pennsylvania ES-202 data.

Figure 13: Comparative nonprofit and for-profit average weekly wages in selected service fields in Pennsylvania, 2003



Source: Johns Hopkins Nonprofit Employment Data Project based on Pennsylvania ES-202 data.

mix of nonprofit employment than it is of the wage levels of nonprofit organizations. In fact, the nonprofit jobs in these industries tend to be better paying. For example:

- Nonprofit workers in home health care earn 6 percent more, on average, than their for-profit counterparts;
 - Nonprofit social assistance providers earn close to a quarter more than their counterparts in for-profit facilities;
 - Similarly, in the elementary and secondary education field, nonprofit salaries average nearly 50 percent more than for-profit ones.
- These variations in comparative earnings may be a result of a heavier use of part-time workers on the part of for-profit employers, but it is not possible to determine this from the available data.⁹

CONCLUSION

Throughout the state of Pennsylvania, nonprofit organizations serve citizens and communities, addressing issues of concern and improving the quality of life. Pennsylvania's nonprofits range from hospitals to boys and girls clubs, from universities to environmental groups, and from museums and theaters to organizations working with the elderly, veterans, and the disabled.

But nonprofit organizations are not only vital to Pennsylvania communities; they are also a major force in the state's economy and in the economies of the state's regions. Regrettably, however, the economic significance of the nonprofit sector as a source of jobs and wages is not well understood. As a result, this sector is often overlooked in economic development as well as in education and training efforts that could prove extremely beneficial to the sector in the long term. The data presented in this report are intended to correct this situation, promote greater understanding of the economic contributions and impact of the nonprofit sector, and demonstrate the immense stake that Pennsylvania citizens consequently have in this sector's continued health.

¹ Utilities includes establishments that provide electric power, natural gas, steam supply, water supply, or sewage removal.

² Information includes publishing industries, broadcasting and telecommunications, information and data processing services, and the motion picture and sound recording industries.

³ This category refers to NAICS sector 33 and includes primary metal manufacturing; fabricated metal product manufacturing; machinery manufacturing; computer and electronic product manufacturing; electrical equipment, appliance, and component manufacturing; transportation equipment manufacturing; and furniture and related product manufacturing.

⁴ All payroll data are annual estimates computed by multiplying second quarter data by 4. Actual annual payrolls may differ slightly due to seasonal variations.

⁵ Due to disclosure limitations, county-by-county data are only available for private employers. As such, sections of this report relating to the regional breakdown of employment compare nonprofit employment to private employment rather than to total employment.

⁶ According to the U.S. Office of Management and Budget, an MSA is: 1) a county or group of contiguous counties that contains at least one city of 50,000 inhabitants or more, or 2) an urbanized area of at least 50,000 inhabitants and a total MSA population of at least 100,000 inhabitants. The contiguous counties are included in an MSA if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city or cities. For a list of Pennsylvania MSAs and their component counties, see Appendix B.

⁷ Pike County is located in the Newark-Union MSA. The MSA also includes five counties in the state of New Jersey, which are not analyzed in this report.

⁸ Allegheny County is the urban center of the Pittsburgh MSA.

⁹ The average weekly wage reported in the ES-202 survey data makes no adjustment for full-time or part-time work. Industries with a greater number of part-time workers could appear to have lower average weekly wages than those with fewer part-time workers even if the actual pay rates are equal.

APPENDIX A: THE ES-202 UNEMPLOYMENT INSURANCE LABOR MARKET INFORMATION PROGRAM

SOURCE OF DATA

The major source of employment and wage data for this report is the Covered Employment and Wages Program, commonly referred to as the ES-202 program, a cooperative initiative involving State Employment Security Agencies and the Bureau of Labor Statistics. The ES-202 program produces a comprehensive tabulation of employment and wage information for workers covered by state Unemployment Insurance (UI) laws and federal workers covered by the Unemployment Compensation for Federal Employees Program. Data contained in this report represent all employees covered by the Unemployment Insurance (UI) Law of Pennsylvania as well as federal workers covered by the Unemployment Compensation of Federal Employees Program. The data on state-insured workers are compiled from quarterly contribution reports submitted by employers subject to Pennsylvania law. Employment data pertaining to the federal government are obtained from similarly required reports submitted by the various government installations in Pennsylvania.

SCOPE OF COVERAGE

The ES-202 program accounts for approximately 98 percent of all wage and salary civilian employment nationally (the program does not cover self-employed and family workers). The principal exclusions from the ES-202 data set are employees of religious organizations, railroad workers, small-scale agriculture, domestic service, crew members on small vessels, state and local government elected officials, and insurance and real estate agents who receive payment solely by commission. In terms of nonprofit employment, the exclusion of religious organizations is the most significant; however, religious organizations may elect to be covered by the UI program and those that do are covered in the data. At this time, the level of noncoverage is unknown.

The number of employees is measured by the number of filled jobs for the pay period that includes the 12th day of each month as reported by the employer. Both part-time and full-time employees are included in the data set. If a person holds two jobs, that person would be counted twice in the data set. Wages include bonuses, stock options, the

cash value of meals and lodging, and tips and other gratuities.

The employment data for nonprofit organizations were identified by matching ES-202 files for Pennsylvania with registries of tax-exempt firms provided by the U.S. Internal Revenue Service.

For the purpose of this report, we have chosen to focus on the “charitable” portion of the nonprofit sector. This includes organizations registered with the U.S. Internal Revenue Service under Section 501(c)(3) of the Internal Revenue Code, which embraces private, not-for-profit hospitals, clinics, colleges, universities, elementary schools, social service agencies, day care centers, orchestras, museums, theaters, homeless shelters, soup kitchens, and many more. In addition to Section 501(c)(3), the Internal Revenue Code contains 25 other subsections under which organizations can claim exemption from federal income taxation as nonprofit organizations. Section 501(c)(3) is by far the most important of these, the one that covers the bulk of nonprofit organizations, and the one with the organizations most commonly associated with the nonprofit sector.

APPENDIX B: NONPROFIT EMPLOYMENT IN PENNSYLVANIA, BY REGION AND COUNTY, IN COMPARISON TO TOTAL PRIVATE EMPLOYMENT AND METAL AND MACHINE MANUFACTURING EMPLOYMENT, 2003

Region	County	Nonprofit employment 501(c)(3)	Metal and machine manufacturing employment	Total private employment	Nonprofit employment as a percent of total private employment
<u>MSA Regions</u>					
Allentown-Bethlehem-Easton	Carbon	1,095	399	13,234	8.3%
	Lehigh	20,587	9,433	153,400	13.4%
	Northampton	7,060	6,665	77,865	9.1%
	Total	28,742	16,497	244,499	11.8%
Altoona	Blair	6,319	2,412	50,378	12.5%
	Total	6,319	2,412	50,378	12.5%
Erie	Erie	15,182	12,775	110,810	13.7%
	Total	15,182	12,775	110,810	13.7%
Harrisburg-Carlisle	Cumberland	9,636	2,486	107,459	9.0%
	Dauphin	18,347	4,547	132,619	13.8%
	Perry	329	16	5,952	5.5%
	Total	28,311	7,049	246,030	11.5%
Johnstown	Cambria	8,692	2,425	46,920	18.5%
	Total	8,692	2,425	46,920	18.5%
Lancaster	Lancaster	19,715	21,001	201,463	9.8%
	Total	19,715	21,001	201,463	9.8%
Lebanon	Lebanon	3,611	2,836	36,881	9.8%
	Total	3,611	2,836	36,881	9.8%
Newark-Union	Pike	311	35	7,268	4.3%
	Total	311	35	7,268	4.3%
Philadelphia	Bucks	19,808	16,034	227,600	8.7%
	Chester	16,423	12,557	196,495	8.4%
	Delaware	27,904	10,264	185,254	15.1%
	Montgomery	37,165	25,790	441,539	8.4%
	Philadelphia	143,309	13,794	534,687	26.8%
	Total	244,610	78,439	1,585,576	15.4%
Pittsburgh	Allegheny	100,201	27,001	620,694	16.1%
	Armstrong	1,800	790	15,918	11.3%

Region	County	Nonprofit employment 501(c)(3)	Metal and machine manufacturing employment	Total private employment	Nonprofit employment as a percent of total private employment
	Beaver	5,925	3,543	46,066	12.9%
	Butler	5,965	8,886	61,826	9.6%
	Fayette	3,964	1,840	34,906	11.4%
	Washington	6,543	6,482	65,264	10.0%
	Westmoreland	11,704	16,762	115,734	10.1%
	Total	136,103	65,304	960,409	14.2%
Reading	Berks	11,778	18,616	139,591	8.4%
	Total	11,778	18,616	139,591	8.4%
Scranton-Wilkes- Barre	Lackawanna	14,152	4,382	85,826	16.5%
	Luzerne	13,421	7,692	121,688	11.0%
	Wyoming	826	52	8,721	9.5%
	Total	28,399	12,126	216,234	13.1%
State College	Centre	3,392	2,617	42,073	8.1%
	Total	3,392	2,617	42,073	8.1%
Williamsport	Lycoming	5,799	5,945	44,121	13.1%
	Total	5,799	5,945	44,121	13.1%
York-Hanover	York	13,479	21,595	146,496	9.2%
	Total	13,479	21,595	146,496	9.2%
Youngstown	Mercer	6,576	6,716	42,096	15.6%
	Total	6,576	6,716	42,096	15.6%
	MSA TOTAL	561,019	276,388	4,120,845	13.6%
<u>Non-MSA Regions</u>					
Pocono Region	Bradford	4,140	962	19,649	21.1%
	Susquehanna	699	94	6,397	10.9%
	Wayne	1,358	272	12,042	11.3%
	Sullivan	148	D	1,323	11.2%
	Monroe	2,576	1,253	41,173	6.3%
	Schuylkill	3,390	3,702	40,921	8.3%
	Total	12,311	6,284	121,505	10.1%
Susquehanna Valley	Clinton	644	184	10,297	6.3%
	Columbia	825	1,115	20,698	4.0%
	Juniata	289	663	5,601	5.2%
	Mifflin	1,974	112	13,584	14.5%
	Montour	6,257	D	11,062	56.6%
	Northumberland	1,541	2,123	24,381	6.3%
	Snyder	821	2,196	14,168	5.8%

Region	County	Nonprofit employment 501(c)(3)	Metal and machine manufacturing employment	Total private employment	Nonprofit employment as a percent of total private employment
	Union	3,611	264	14,294	25.3%
	Total	15,962	6,658	114,086	14.0%
Southwest/ Central	Bedford	817	1,037	13,598	6.0%
	Fulton	427	1,328	3,932	10.9%
	Greene	1,084	89	8,446	12.8%
	Huntingdon	1,800	314	9,558	18.8%
	Indiana	2,609	1,386	24,491	10.7%
	Somerset	2,566	2,901	21,571	11.9%
	Adams	3,737	1,423	27,076	13.8%
	Franklin	5,036	5,076	41,139	12.2%
	Total	18,077	13,554	149,811	12.1%
North Central/ Allegheny Region	Cameron	164	1,136	2,143	7.7%
	Clarion	1,187	450	11,508	10.3%
	Clearfield	3,872	1,426	27,302	14.2%
	Elk	2,178	5,491	13,790	15.8%
	Forest	D	NR	NR	NR
	Jefferson	1,672	1,849	13,214	12.7%
	McKean	2,471	1,364	14,819	16.7%
	Potter	D	NR	NR	NR
	Tioga	1,579	98	10,662	14.8%
Total	13,123	11,813	93,438	14.0%	
Northwest	Crawford	4,069	4,203	26,284	15.5%
	Lawrence	3,027	2,343	26,759	11.3%
	Warren	1,443	1,172	12,710	11.4%
	Venango	2,671	2,647	17,219	15.5%
	Total	11,210	10,365	82,973	13.5%
	NON-MSA TOTAL*	70,682	48,739	561,812	12.6%
GRAND TOTAL FOR STATE*		634,098	359,972	4,772,001	13.3%

[D] Data unavailable because of federal restrictions of disclosure of data that can identify individual establishments. The total nonprofit employment in the counties with such disclosure restrictions is 622, or 9.1 percent of total private employment.

[NR] Not reported due to unavailability of data on nonprofit employment in this county.

* Totals may be greater than the sum of individual counties due to the restrictions of disclosure of data.

APPENDIX C: DISTRIBUTION OF NONPROFIT EMPLOYMENT IN PENNSYLVANIA, BY INDUSTRY, 2003

NAICS codes ¹⁰	Industry	Types of organizations	Number of nonprofit employees	Percent of total nonprofit employment
541	Professional, Scientific, and Technical Services	Legal services; accounting and tax services; computer services; management, scientific and technical consulting services; and research and development services	8,410	1.3 %
611	Educational Services	Elementary and secondary schools, junior colleges, colleges, universities, professional schools, and technical and trade schools	118,325	18.7 %
621	Ambulatory Health Care Services	Outpatient care centers, family planning centers, medical laboratories, and home health care services	55,481	8.7 %
622	Hospitals	General medical and surgical hospitals, psychiatric and substance abuse hospitals, specialty hospitals	220,542	34.8 %
623	Nursing and Residential Care Facilities	Nursing care facilities; residential mental retardation, mental health, and substance abuse facilities; and elderly community care facilities	104,161	16.4 %
624	Social Assistance	Individual and family services, youth services, elderly and disabled services, community food services, community housing services, emergency and relief services, vocational rehabilitation services, and child day care services	61,201	9.7 %
711, 712, 713	Arts, Entertainment, and Recreation	Performing arts companies, museums, historical sites, zoos and botanical gardens, nature parks, recreation centers and facilities	9,832	1.6 %
813	Membership Organizations	Religious organizations, grant making and giving services, social advocacy organizations, professional associations, and civic and social organizations	30,259	4.8 %
All other	Other	Credit intermediation, visitors bureaus, waste management and remediation services, and others	25,887	4.1 %
			634,098	100%

¹⁰ NAICS codes are based on the *North American Industry Classification System* (U.S. Office of Management and Budget, 2002).

The Johns Hopkins Nonprofit Employment Data Project

The Nonprofit Employment Data (NED) Project is utilizing a previously untapped source of up-to-date data to shed new light on nonprofit employment and wages in the U.S. and to chart the relationship among nonprofit, for-profit, and government employment both nationally and locally. To do so, the project is drawing on data compiled as part of the U.S. Unemployment Insurance program. A collaboration between the Center for Civil Society Studies and state employment security agencies, the U.S. Bureau of Labor Statistics, and state nonprofit associations, the NED Project is yielding a vital new resource for understanding the nonprofit sector.

The Johns Hopkins Center for Civil Society Studies

The Johns Hopkins Center for Civil Society Studies seeks to improve understanding and the effective functioning of not-for-profit, philanthropic, or “civil society” organizations in the United States and throughout the world in order to enhance the contribution these organizations can make to democracy and the quality of human life. The Center is part of the Johns Hopkins Institute for Policy Studies and carries out its work through a combination of research, training, and information-sharing both domestically and internationally.

The Pennsylvania Association of Nonprofit Organizations

The Pennsylvania Association of Nonprofit Organizations (PANO) is the statewide membership organization serving and advancing the charitable nonprofit sector through leadership, advocacy, education and services in order to improve the quality of life in Pennsylvania.



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