



Leisure & Hospitality Employment:

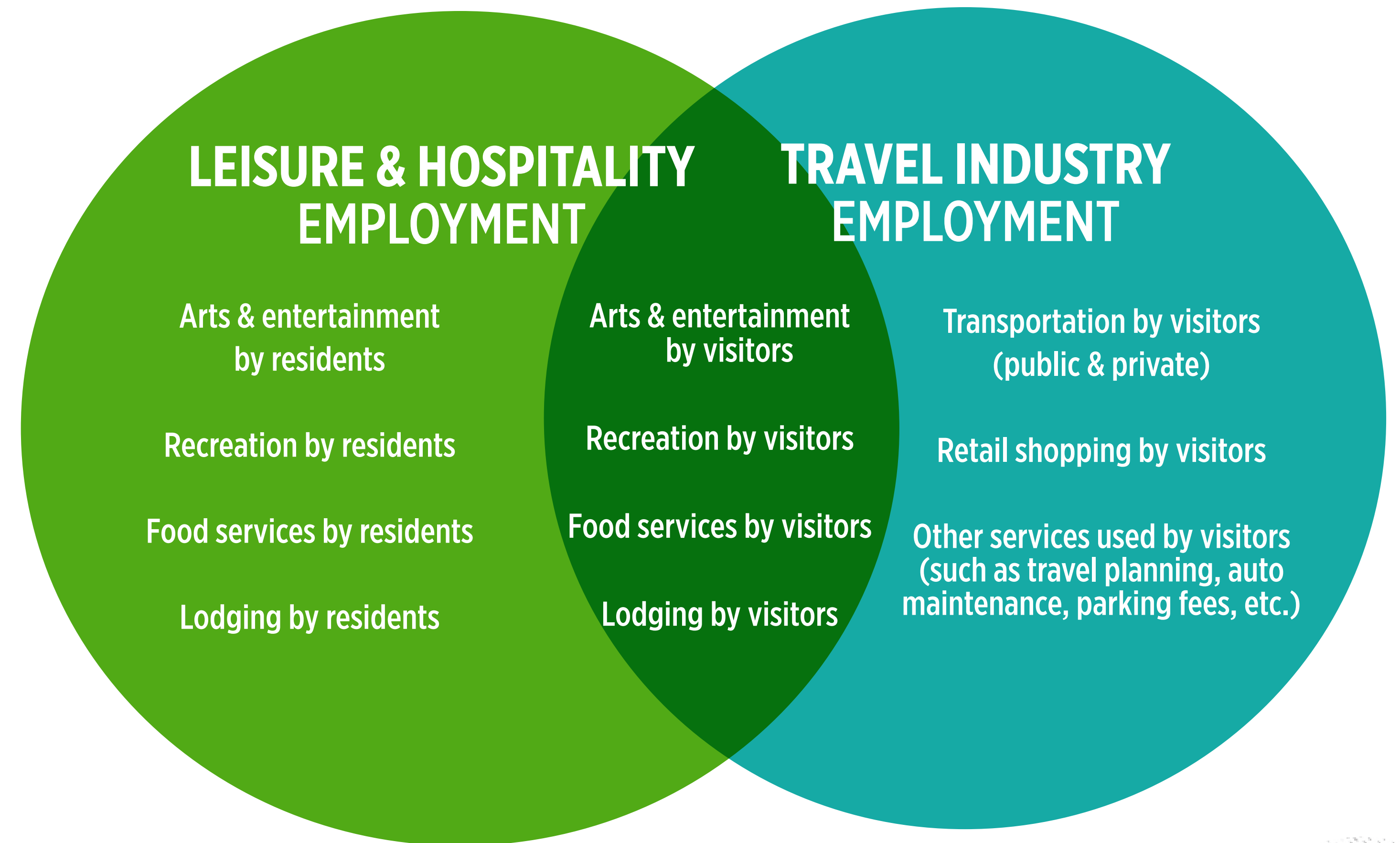
2021 Year in Review (and January 2022)

U.S. TRAVEL
ASSOCIATION®

This presentation focuses on the Leisure & Hospitality (L&H) industry as defined by the [Bureau of Labor Statistics](#).

We use it as a proxy for the Travel Industry as they have historically followed similar trends. Since the onset of the pandemic, however, the travel industry has suffered even greater losses than L&H. Specific travel Industry employment data for 2021 will be released by U.S. Travel in March 2022.

Please refer to this [fact sheet](#) for a short summary of the major differences between the L&H and Travel industries.



L&H accounts for 77% of travel employment while Travel accounts for roughly 40% of L&H employment.

REVISED DATA: Latest data revision paints darker picture for L&H job losses

The Bureau of Labor Statistics (BLS) revised its historic “Establishment Survey” data in its February 2022 release.

The revision paints a better picture for the overall U.S. jobs recovery. **But Leisure & Hospitality (L&H) now remains even further behind than previously estimated.**

The number of lost L&H jobs in December 2021 increased from 1.2 to 1.9 million due to the revision, while total U.S. lost jobs decreased from 3.5 to 3.3 million. As a result, L&H accounted for a staggering 57% of all jobs still lost in December (up from 34% pre-revision), and 61% in January 2022.

December 2021 data according to BLS estimates

	PREVIOUS DATA	REVISED DATA
TOTAL JOBS STILL LOST*	3.5 MILLION	3.3 MILLION
L&H JOBS STILL LOST*	1.2 MILLION	1.9 MILLION
AS SHARE OF TOTAL U.S. JOBS STILL LOST	34%	57%
AS SHARE OF PRE-PANDEMIC L&H JOBS	7%	11%

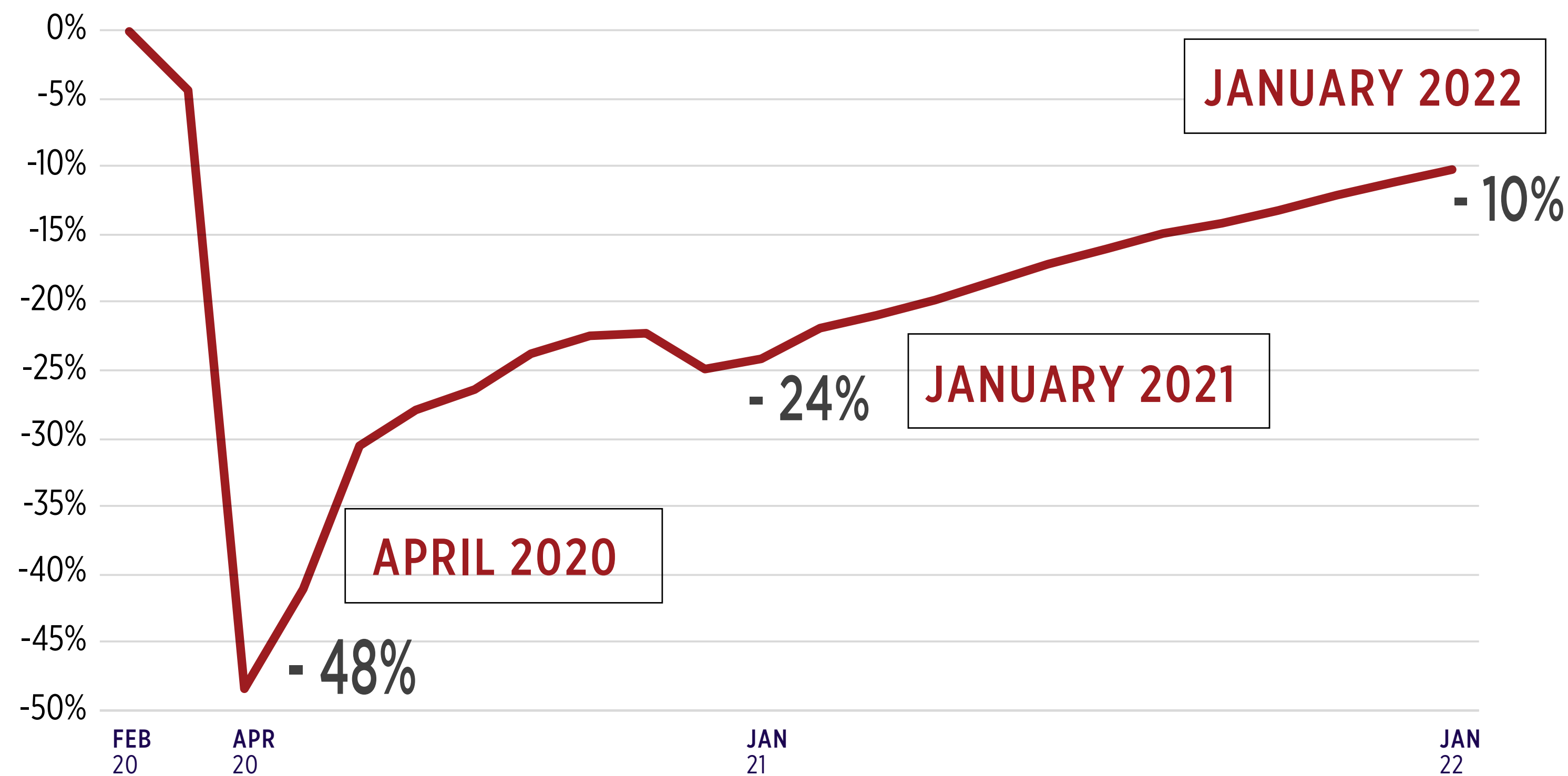
*COMPARED TO FEBRUARY 2020

SOURCE: BLS

L&H employment recovered most of its losses by the end of 2021... **but remains 10% below pre-pandemic levels**

Share of jobs lost in L&H

% of L&H jobs still lost each month, compared to February 2020



SOURCE: BLS

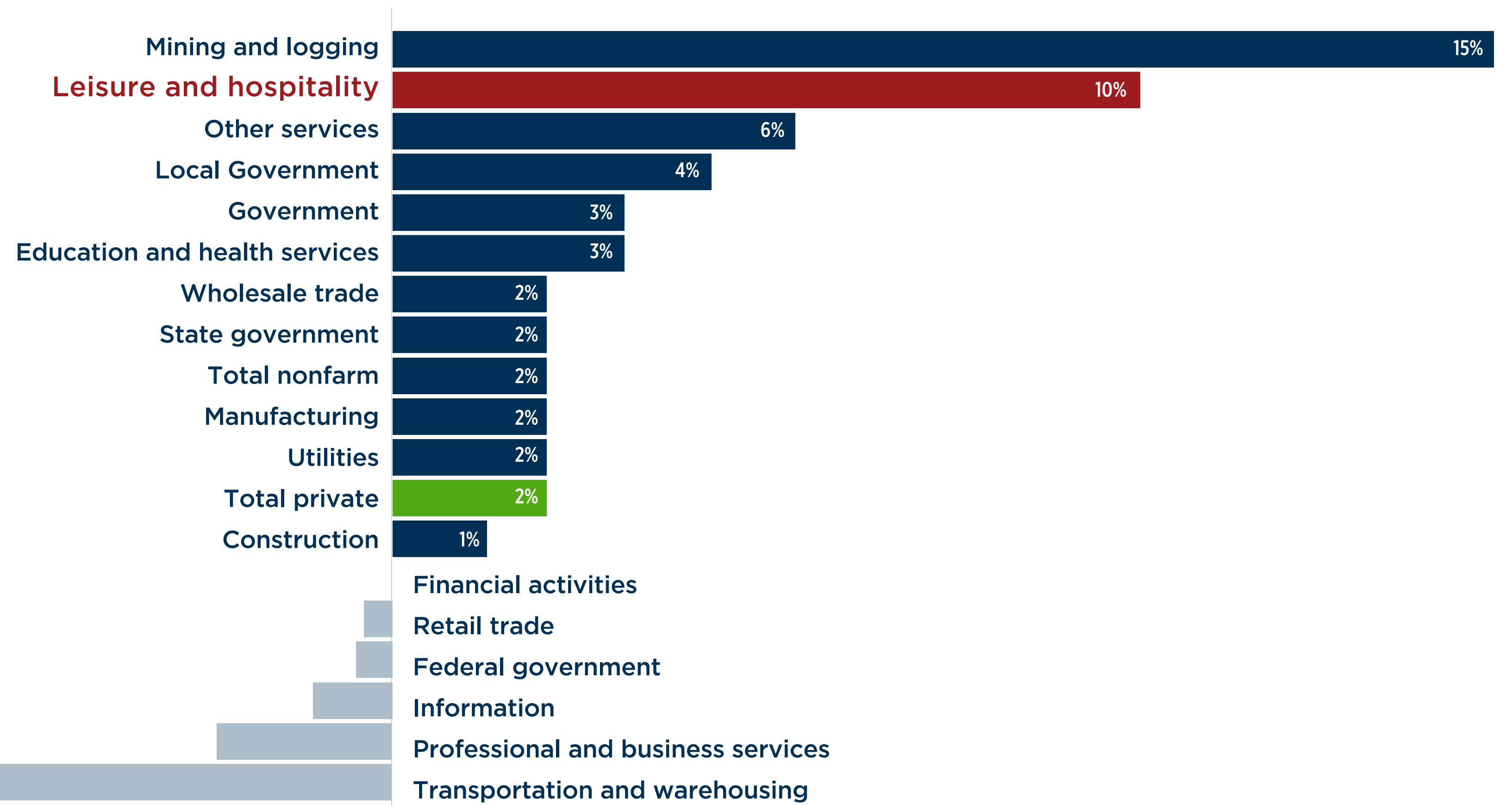
L&H employment grew throughout the year but still has ways to go to reach 2019 levels.

After falling to roughly half of pre-pandemic levels in April 2020, L&H employment recovered about half of its losses that year. Most of the remaining losses were recovered in 2021, but employment remained 11% below 2019 levels by year end, and at -10% in January 2022...**an equivalent of 1.8 million jobs that are still lost.**

L&H is still suffering from a **higher share of job loss** than nearly all other industries

Share of jobs lost in major industries

% of jobs still lost from Feb. 2020 - Jan. 2022

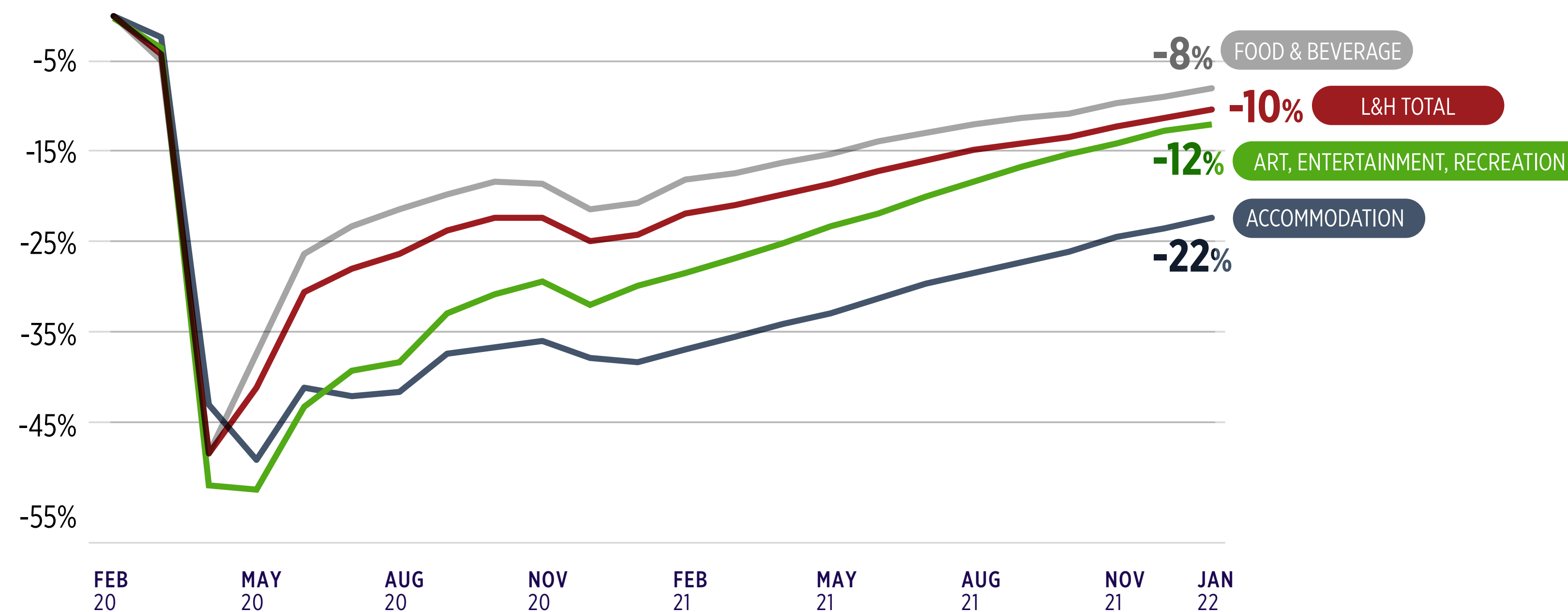


SOURCE: BLS

Within L&H, the sectors that are most travel-dependent fared worse

Share of jobs lost in L&H and its sub-industries

% of industry jobs still lost each month, compared to February 2020

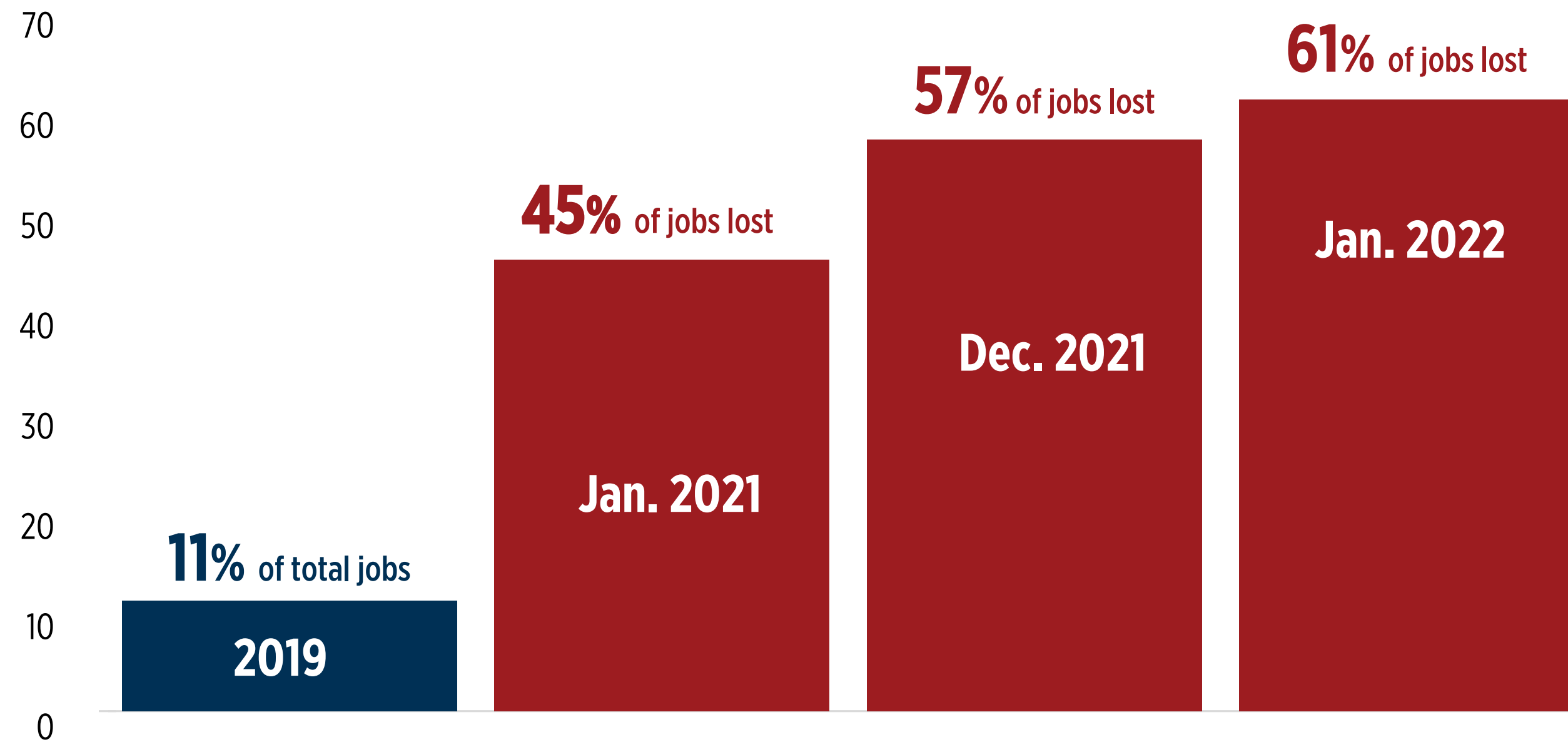


While Food & Beverage employment—which is also supported by local spending—was just 8% below pre-pandemic levels in January, Arts, Entertainment & Recreation was at -12% and Accommodation was at -22%.

SOURCE: BLS

L&H accounts for nearly two-thirds of all U.S. jobs still lost

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SOURCE: BLS

L&H accounted for 11% of pre-pandemic U.S. employment but represented a staggering 61% of all jobs lost in January 2022.

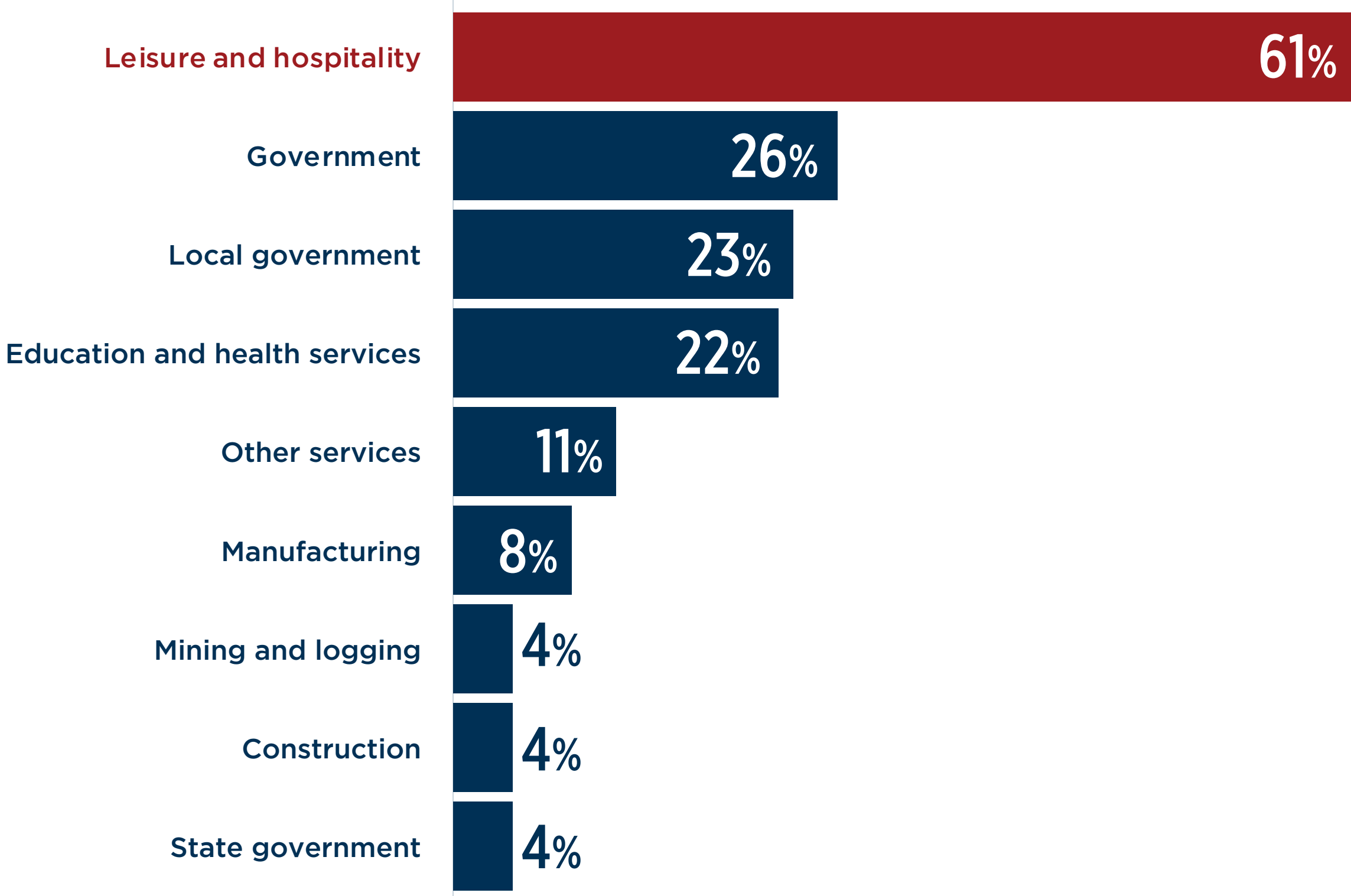
After accounting for 43% of all U.S. jobs lost at the beginning of 2021, L&H employment grew slower than overall U.S. employment through much of 2021 and ended the year accounting for 57% of all U.S. jobs lost. This share fell further to 61% in January 2022.

In other words, out of the 2.9 million total U.S. jobs still lost as a result of the pandemic, 1.8 million were in L&H.

L&H share of jobs lost is **worse than any other industry**

Share of total U.S. employment loss by industry

% of jobs still lost from Feb. 2020 - Jan. 2022



SOURCE: BLS

L&H job losses remained worse than those of any other industry

L&H accounted for a higher share of total U.S. job losses than any other industry throughout the pandemic. Since L&H jobs have been recovering at a slower pace than other industries, its share of total U.S. job losses continued to increase and reached a high of 61% in January 2022.

L&H job openings have grown substantially in 2021... but **there are not enough available workers** to fill them

Job Openings Rate

Share of job openings as a % of total available jobs



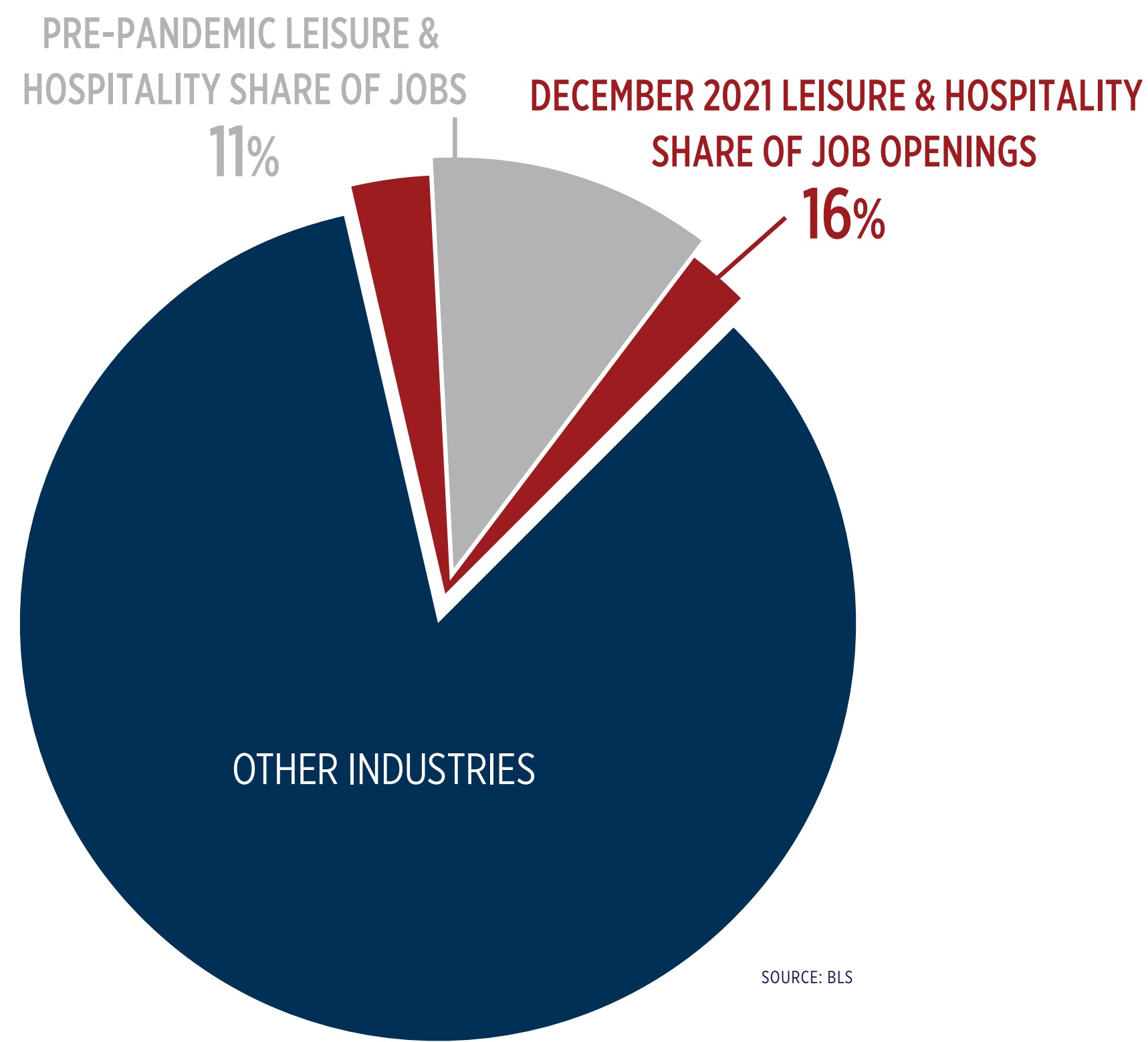
SOURCE: BLS

The share of L&H job openings increased dramatically from 5.3% in January to 11.2% in July, at the peak of the summer season.

While it declined to 9.9% in December, it remained the highest among all sectors, and compares to a 6.8% openings rate for the overall economy.

L&H accounts for a **disproportionate share of total U.S. job openings**

L&H still accounted for 16% of all U.S. job openings in December 2021



Despite a decrease in openings toward the end of the year, L&H retained its disproportionate share of total U.S. job openings at year's end.

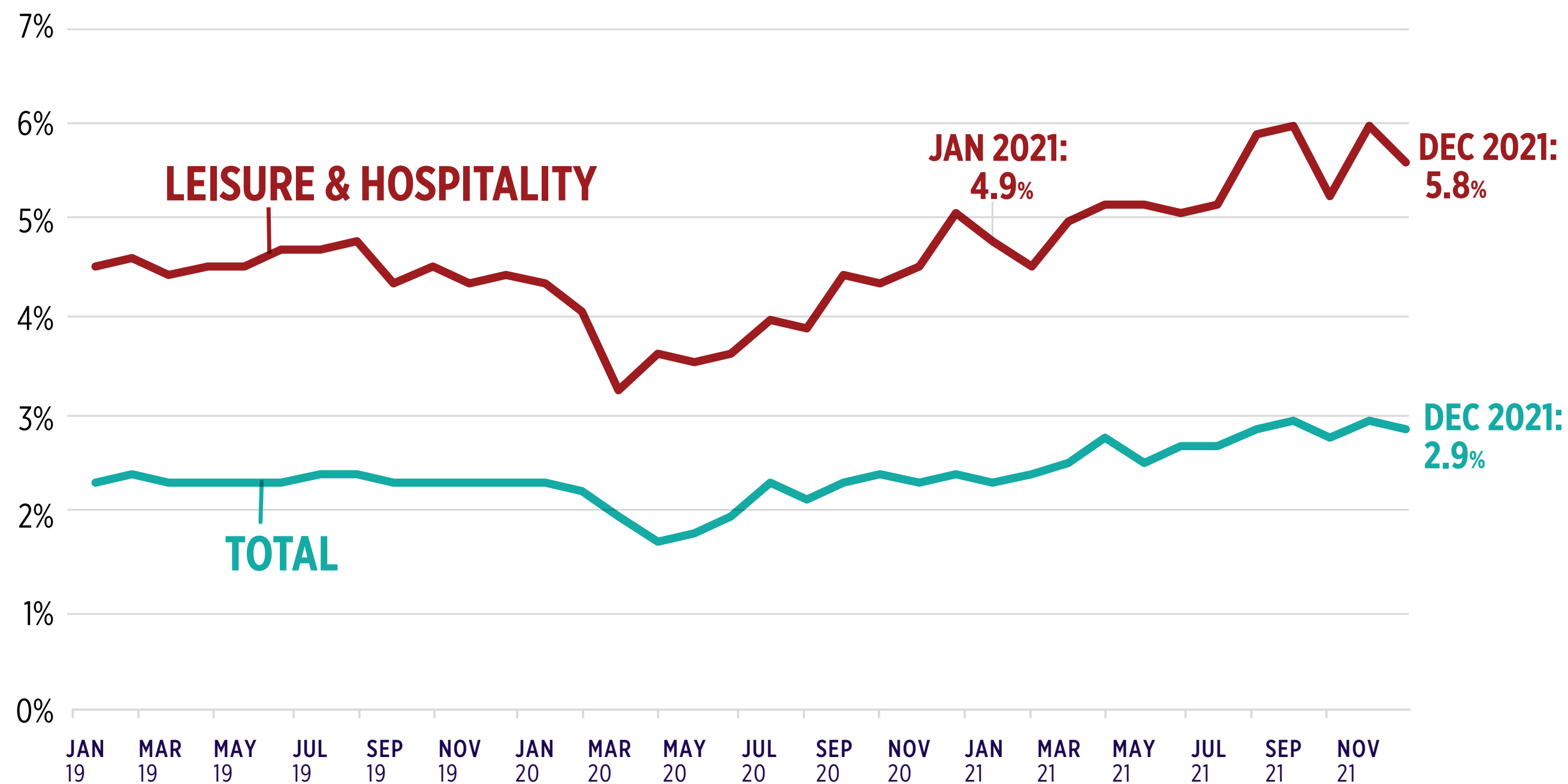
In December 2021, L&H—which accounted for 11% of pre-pandemic U.S. employment—still accounted for 16% of U.S. openings.

In other words, the 1.7 million L&H openings **ACCOUNTED FOR ROUGHLY ONE-IN-SIX** of the 10.9 million total U.S. job openings.

L&H has experienced a **surge in “job quits”** in 2020 and 2021, and its “job quits rate” is substantially **higher than that of the overall economy**

Job Quits Rate

Share of quits as a percent of total employment



L&H accounted for one-fifth of all job quits in December—and its “quits rate” (5.8%) was double that of the overall economy (2.9%).

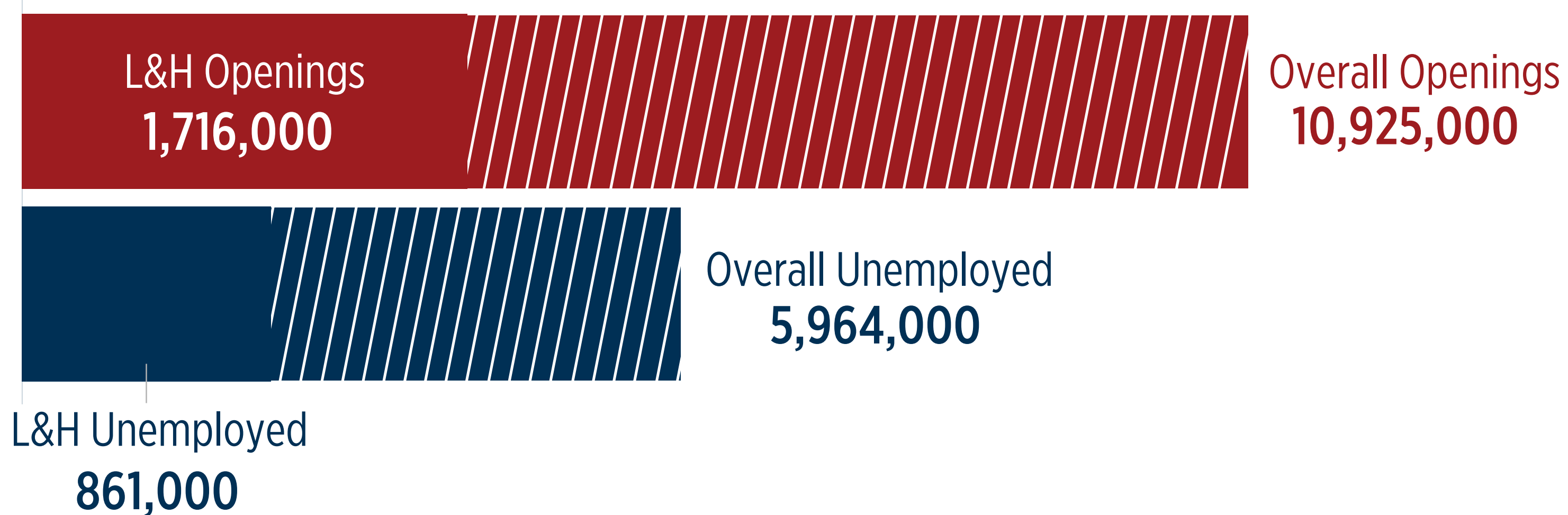
900,000 L&H workers quit their jobs in December, **which represents a disproportionate 21% of the 4.3 million Americans who quit their jobs.**

With such high quit rates, and so many other job options, it has been difficult to hire additional workers.

SOURCE: BLS

There are **not enough unemployed people to fill new positions**

Number of unemployed vs job openings, Dec. 2021



SOURCE: BLS

The number of openings within L&H far exceeds the number of unemployed Americans who previously worked within L&H (and remain within the labor force).

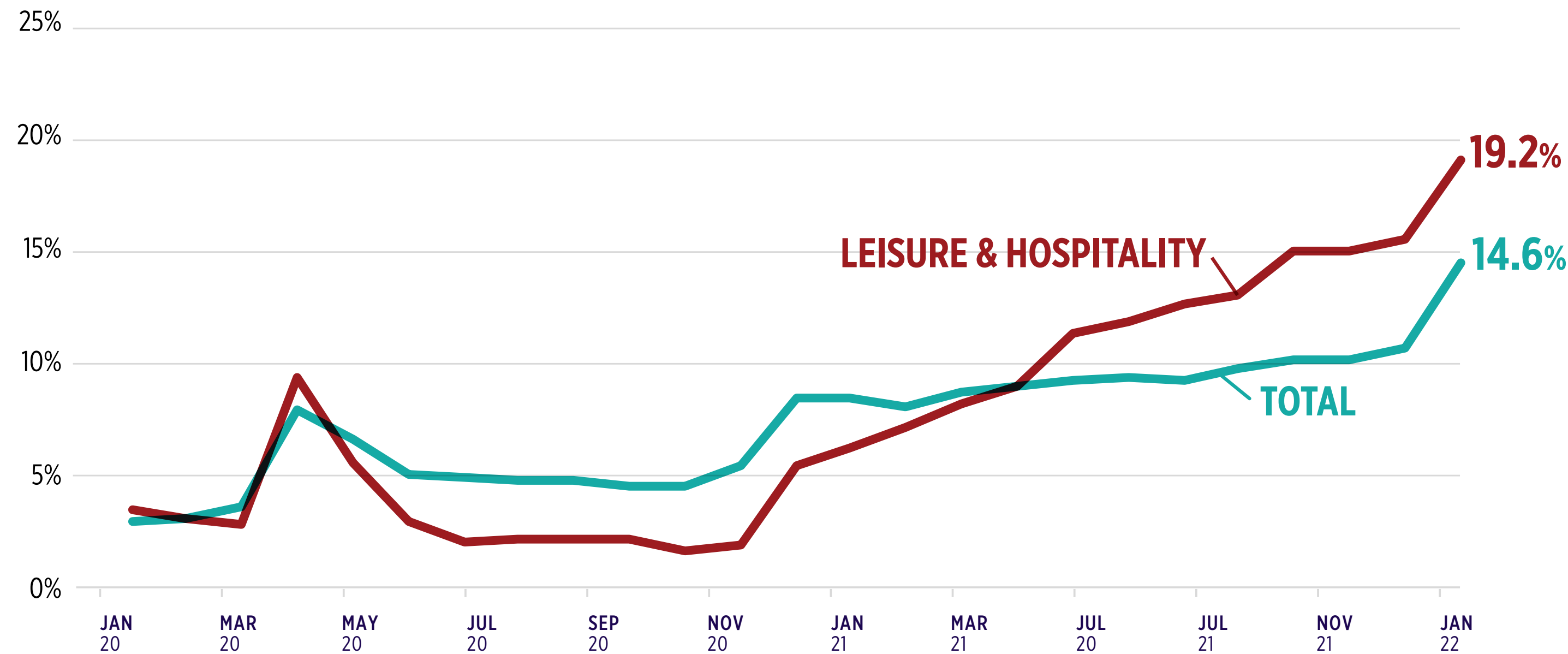
The overall economy is suffering from the same crisis (11 million openings and just 6 million unemployed). Even if every unemployed American took a job right now, we would still have more than 5 million job openings.

To get our labor force back to pre-COVID levels, the travel industry must, therefore, not only be competitive and recruit from the general U.S. population but will also need workers from outside the country.

Average L&H **wages have surged in 2021** as the industry must compete for a limited number of workers

Average Hourly Earnings

% change relative to same month in 2019



L&H wages grew significantly in 2021, from \$17.20 in January to \$19.43 in December (and same in January).

This compares to an average of \$31.31 for the total private sector December.

L&H wages were 19% above 2019 levels in January 2022 (and +13% YOY) while overall private sector wages were 15% above 2019 levels (and +6% YOY).

L&H AND THE TRAVEL INDUSTRY HAS ONE MORE ATTRACTIVE OPTION: TEMPORARY FOREIGN WORKERS

- The Biden Administration has recently released 20,000 additional H-2B temporary nonagricultural worker visas for the first half of fiscal year (FY) 2022.
- This is a good start to address the U.S. travel industry's significant workforce challenges, but more is needed to ensure businesses are adequately staffed—particularly ahead of the busy summer travel season when so many businesses rely on access to temporary workers to sustain operations.
- U.S. Travel respectfully urges the administration to release additional H-2B visas, which will be instrumental in facilitating an even recovery across all sectors of travel.