

# Leisure & Hospitality Employment Update

This monthly presentation focuses on the  
Leisure & Hospitality (L&H) industry

MAY 2022 UPDATE

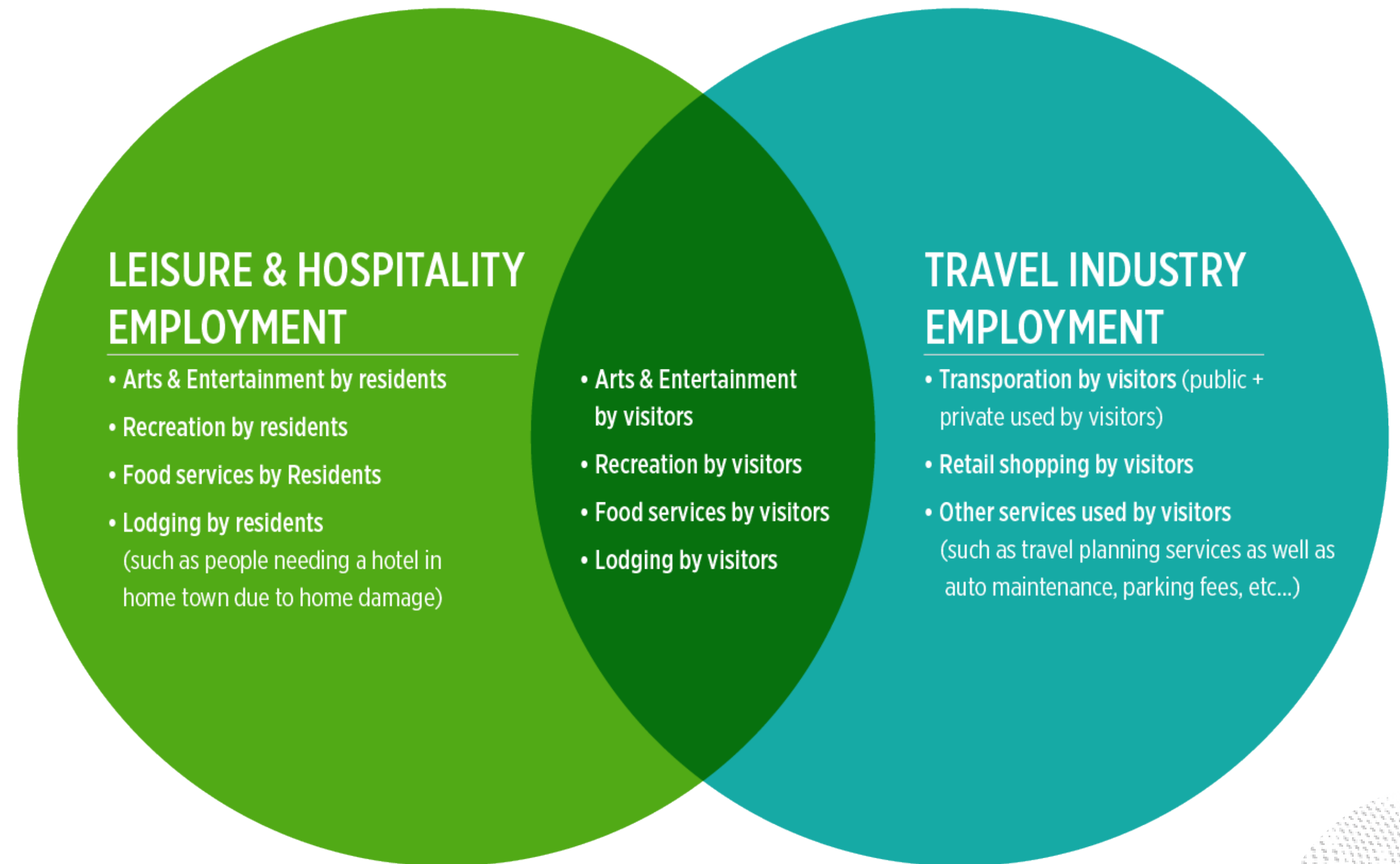
U.S. TRAVEL  
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# Leisure & Hospitality employment: May 2022 update (Mar.-Apr. data)

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

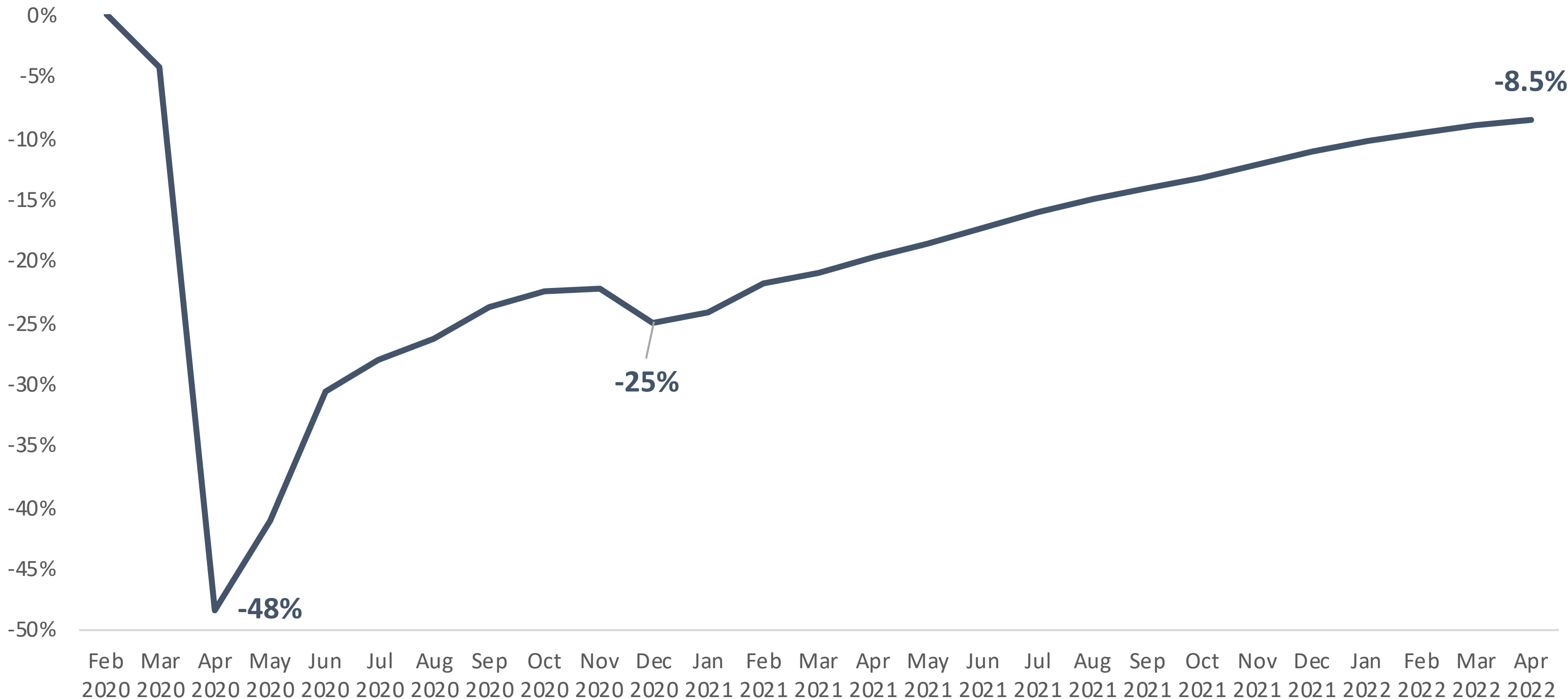
We use it as a proxy for the Travel Industry as they have historically followed similar trends. Since the onset of the pandemic, however, the travel industry has suffered even greater losses than L&H. Please refer [to this fact sheet](#) for a short summary of the major differences between the L&H and Travel industries.



# L&H employment remains 8.5% below pre-pandemic levels

## Share of jobs lost in L&H

% change in L&H jobs, compared to February 2020

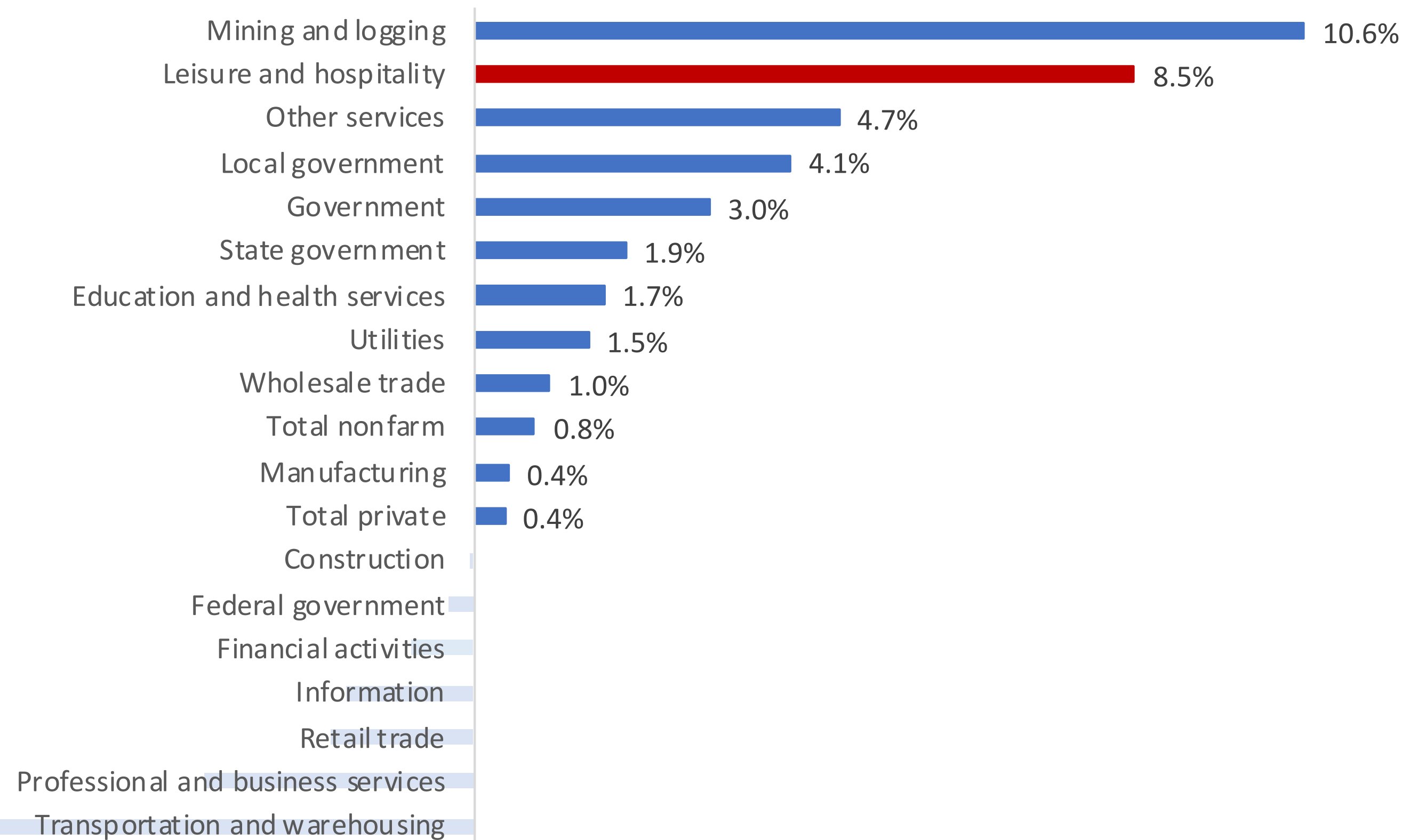


After falling to roughly half of pre-pandemic levels in April 2020, L&H employment recovered about half of its losses that year. Most of the remaining losses were recovered in 2021, but employment remained 11% below 2019 levels by year end, and at -8.5% in April 2022... **an equivalent of 1.4 million jobs that are still lost.**

Source: BLS

# L&H is suffering from the second highest share of jobs still lost

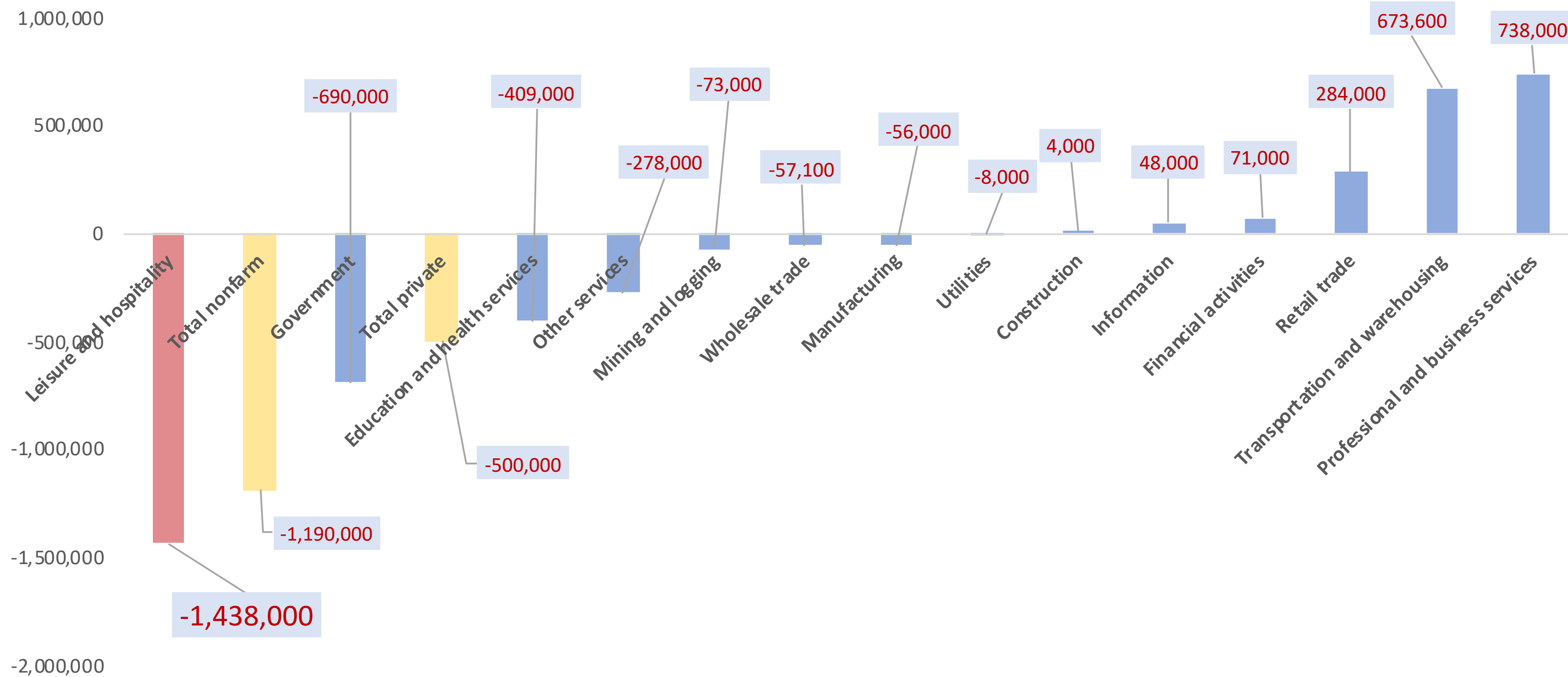
**Share of jobs lost in major industries**  
% of jobs still lost from Feb. 2020 - Apr. 2022



Source: BLS

# And the largest absolute number of jobs still lost

Difference in Number of Jobs, by Industry  
February 2020 vs April 2022

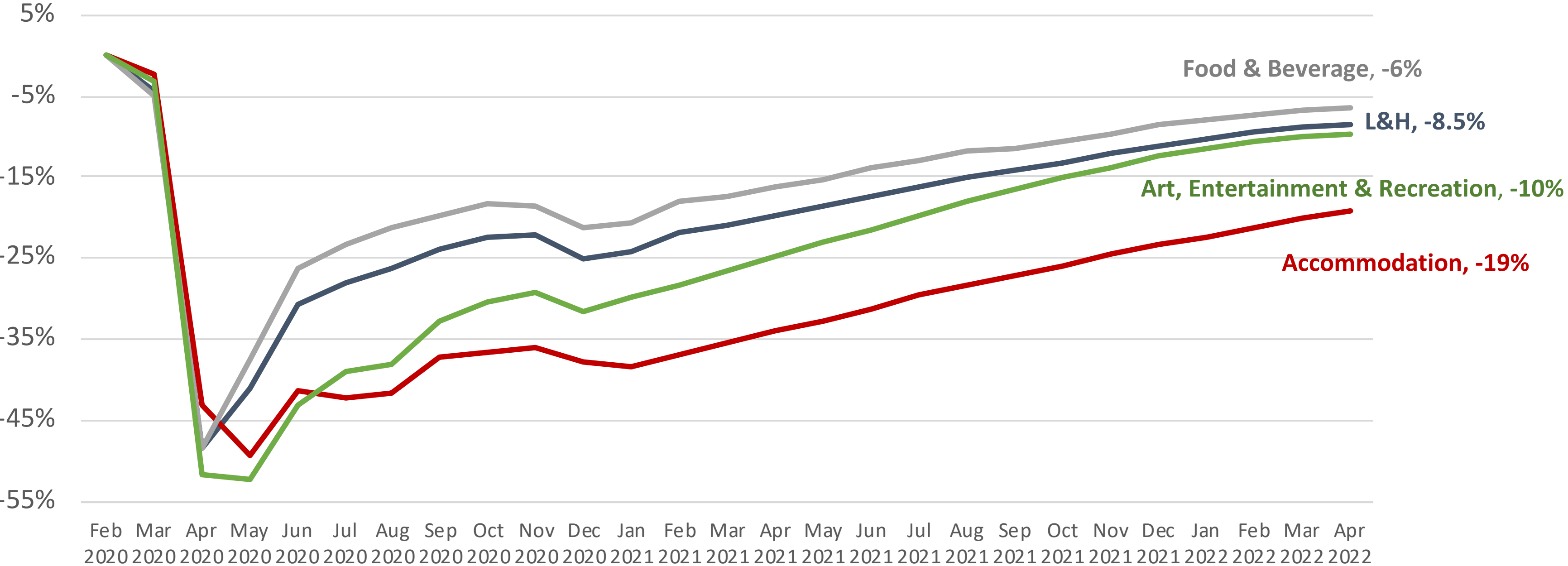


L&H is not only the industry with the highest number of jobs still lost, but also **the only one that has more jobs lost (1.4 M) than the net job loss of the entire economy (1.2M)**

Source: BLS

# Within L&H, accommodation is the furthest behind

Share of jobs lost in L&H and its sub-industries  
% change in jobs, compared to February 2020

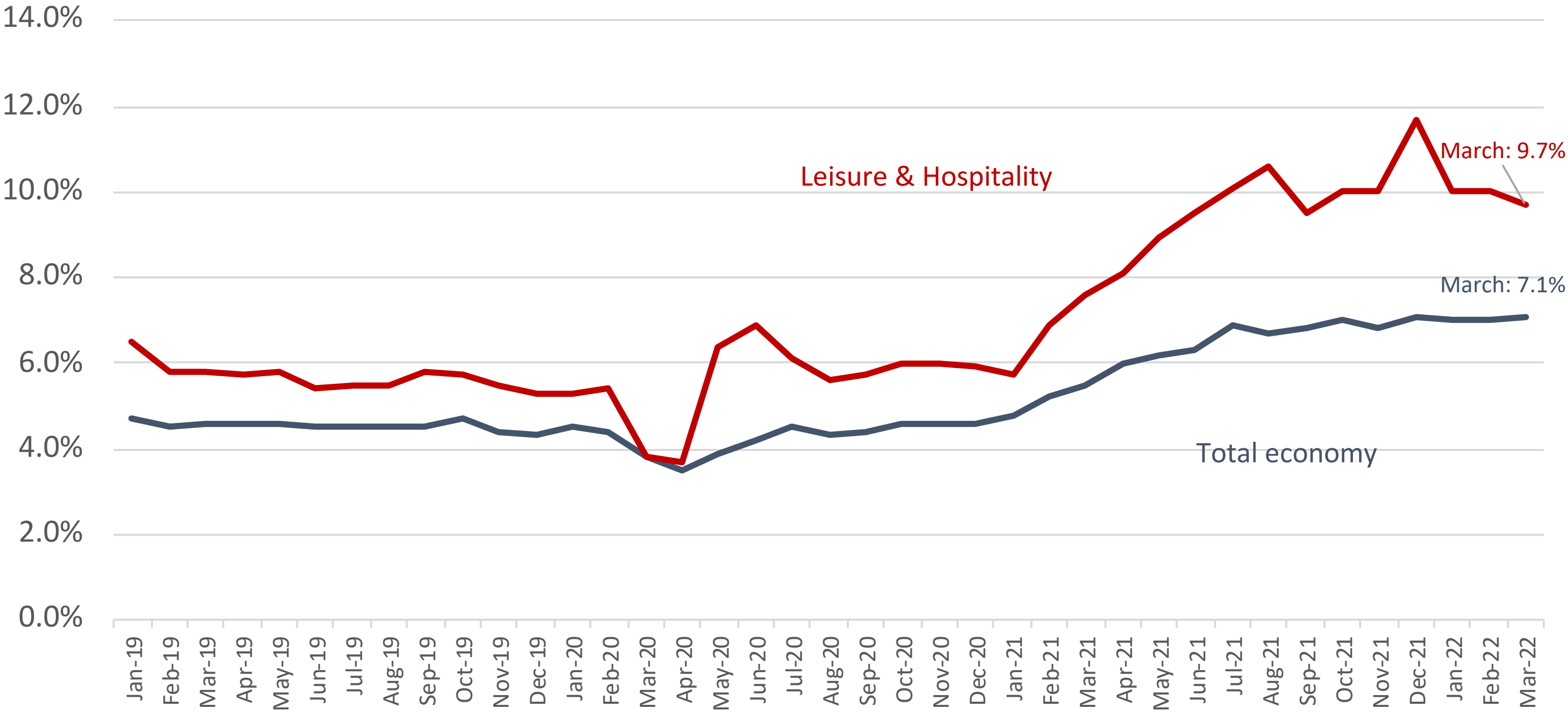


While Food & Beverage employment—which is also supported by local spending—was just 6% below pre-pandemic levels in April, Arts, Entertainment & Recreation was at -10% and Accommodation was at -19%.

Source: BLS

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

**Job Openings Rate**  
Share of job openings as a % of total available jobs



**The share of L&H job openings increased dramatically from 5.7% in January 2021 to 11.7% in December 2021, and then fell to 9.7% in March 2022. This compares to a 7.1% openings rate for the overall economy.**

Please Note: Job openings and quits data lags the overall employment data released by BLS by one month. The latest data available, as of May 10, was for March 2022.

Source: BLS

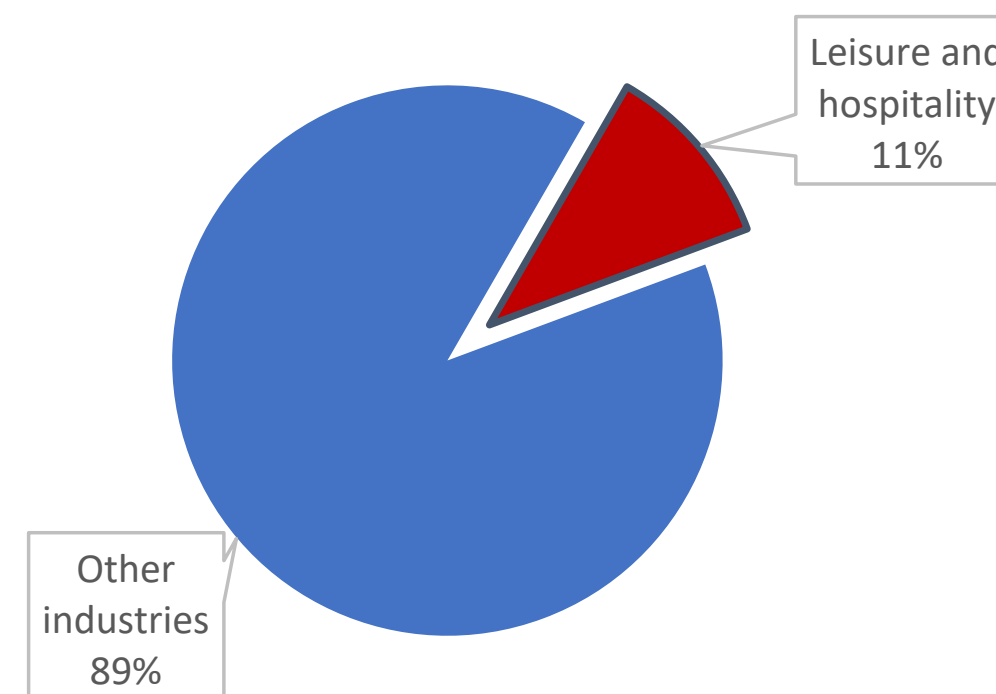
# L&H accounts for a disproportionate share of total U.S. job openings

Despite a decrease in openings in the beginning of the year, L&H retained its disproportionate share of total U.S. job openings.

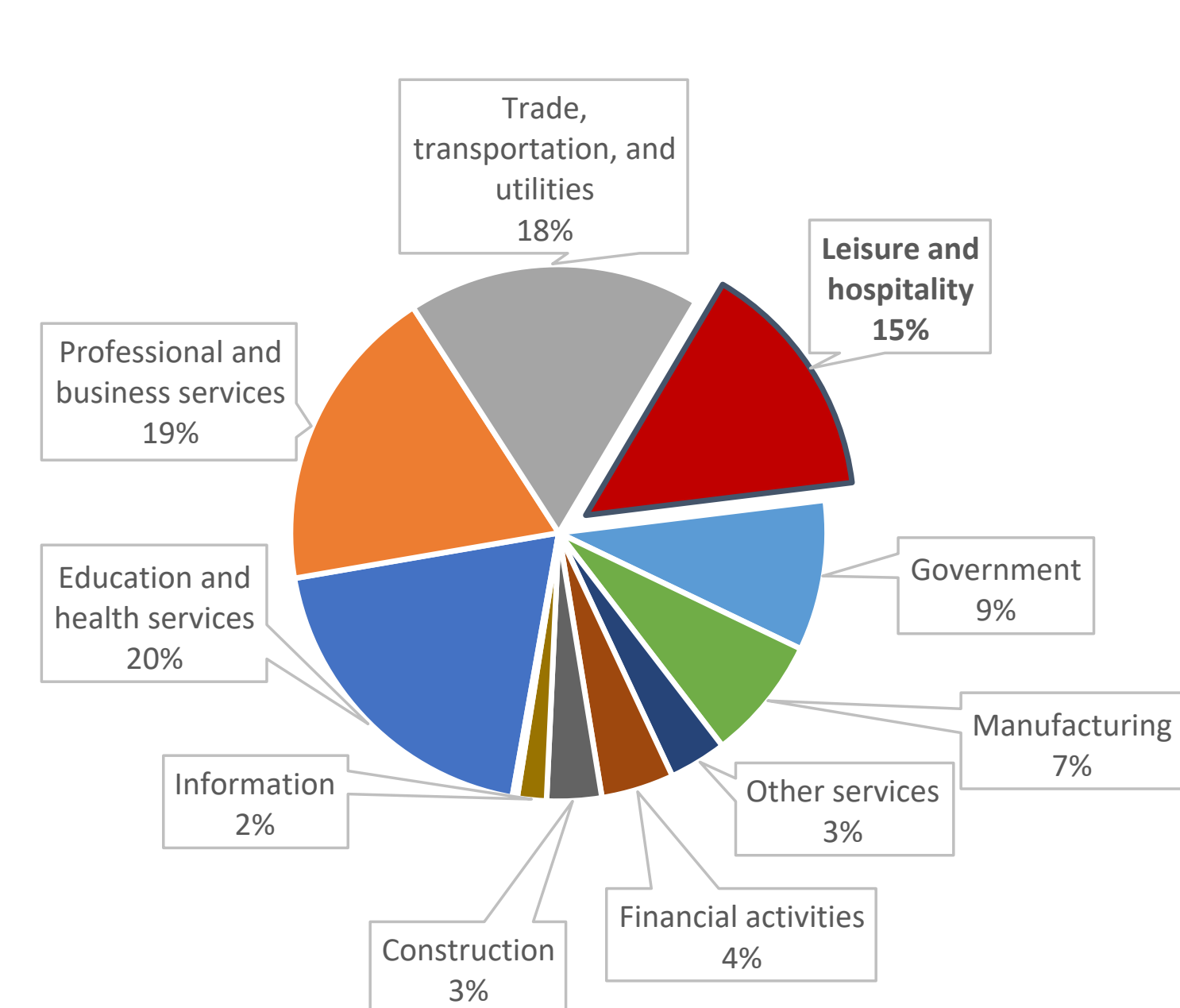
In March 2022, L&H—which accounted for 11% of pre-pandemic U.S. employment—still accounted for 15% of U.S. openings.

In other words, the 1.7 million L&H openings **accounted for roughly one-in-seven** of the 11.5 million total U.S. job openings.

L&H Share of pre-pandemic jobs was 11%



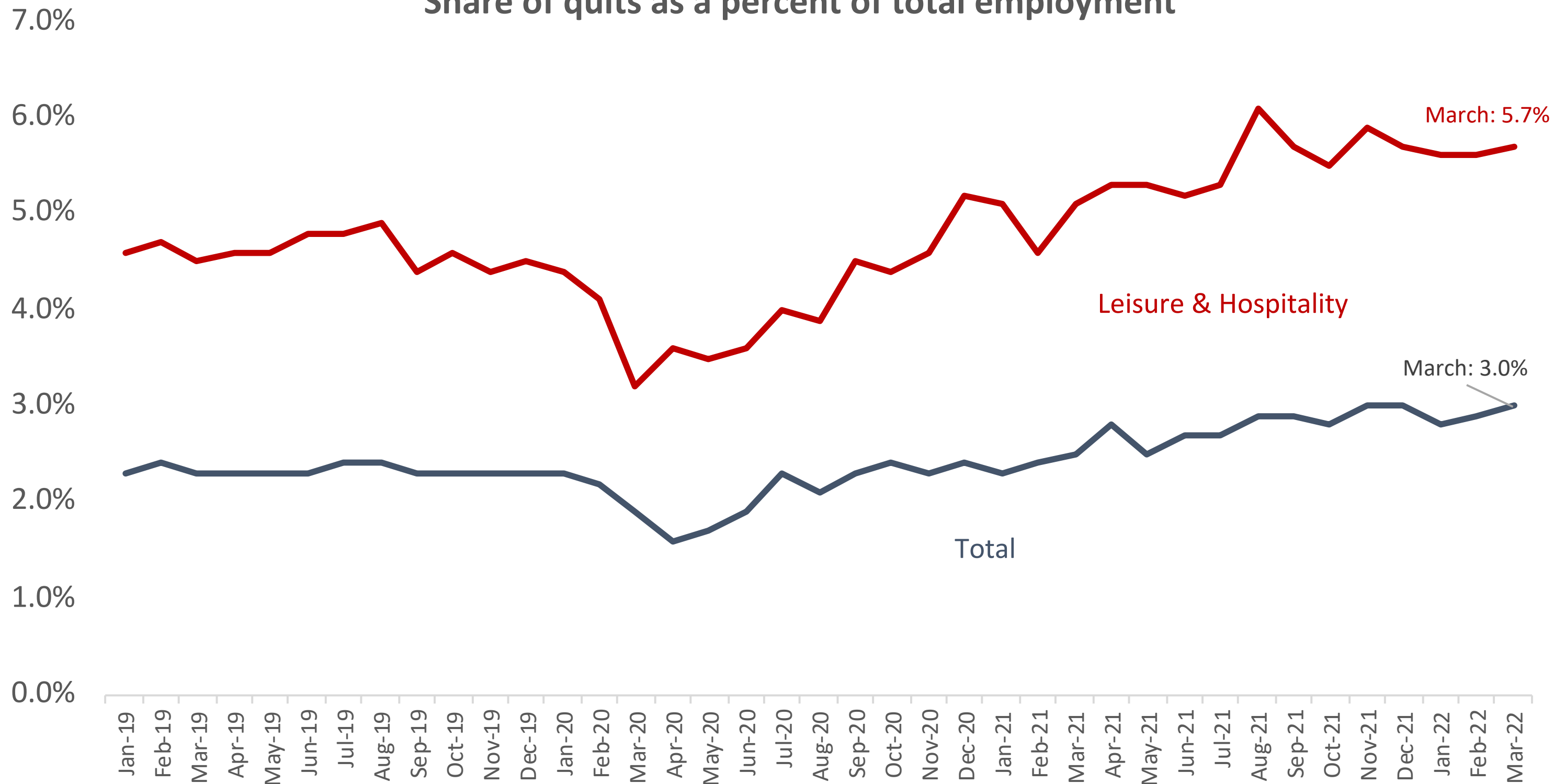
L&H still accounted for 15% of all U.S. job openings in March 2022





# 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



Source: BLS

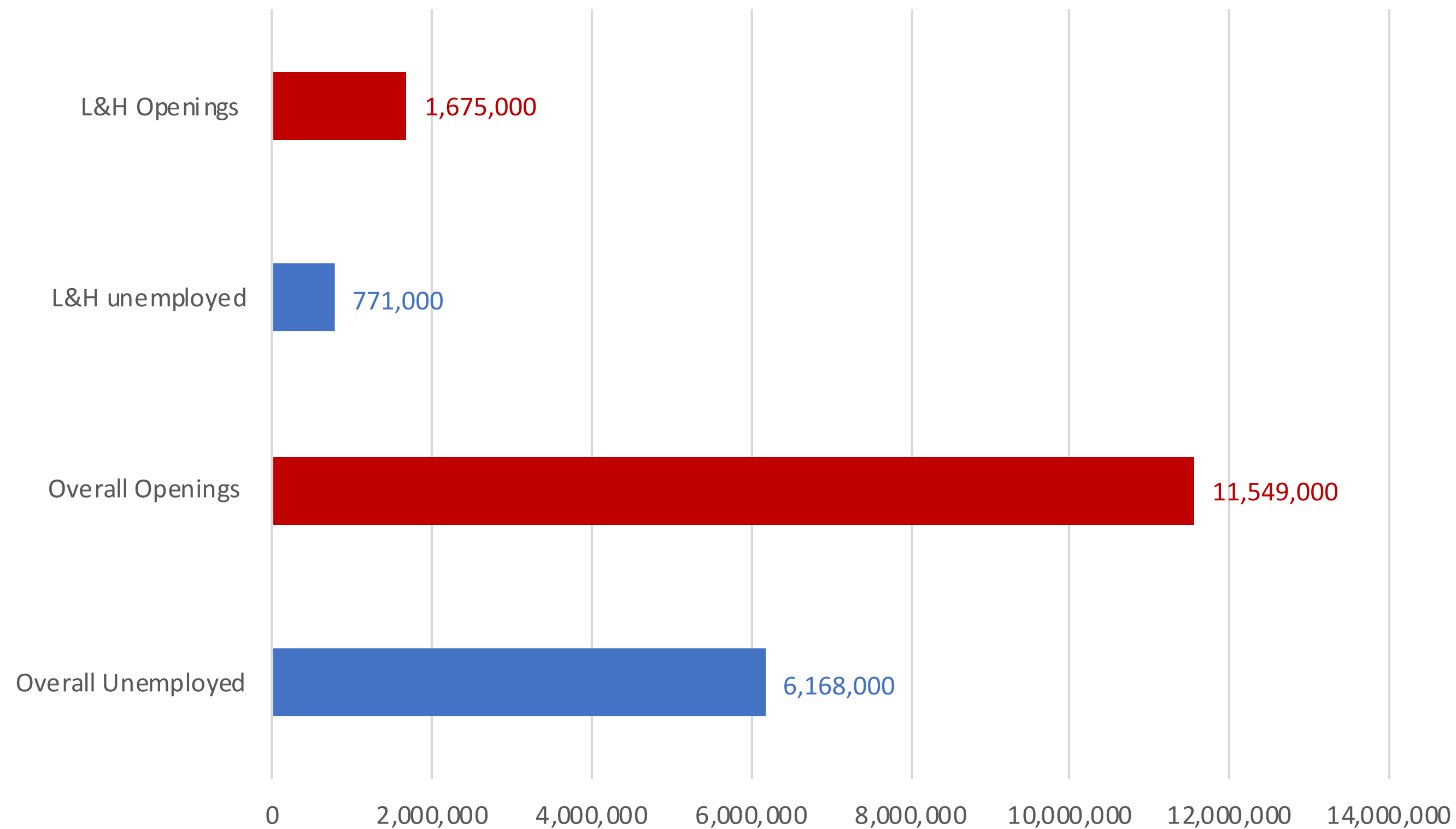
**The “jobs quits rate” for L&H increased from 4.1% pre-pandemic (in February 2020) to 5.7% in March 2022. This compares to 3.0% for the overall economy.**

889,000 L&H workers quit their jobs in March, **which represents a disproportionate 20%** of the 4.5 million Americans who quit their jobs.

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

# There are not enough unemployed people to fill new positions

Number of unemployed vs job openings, March 2022



Source: BLS

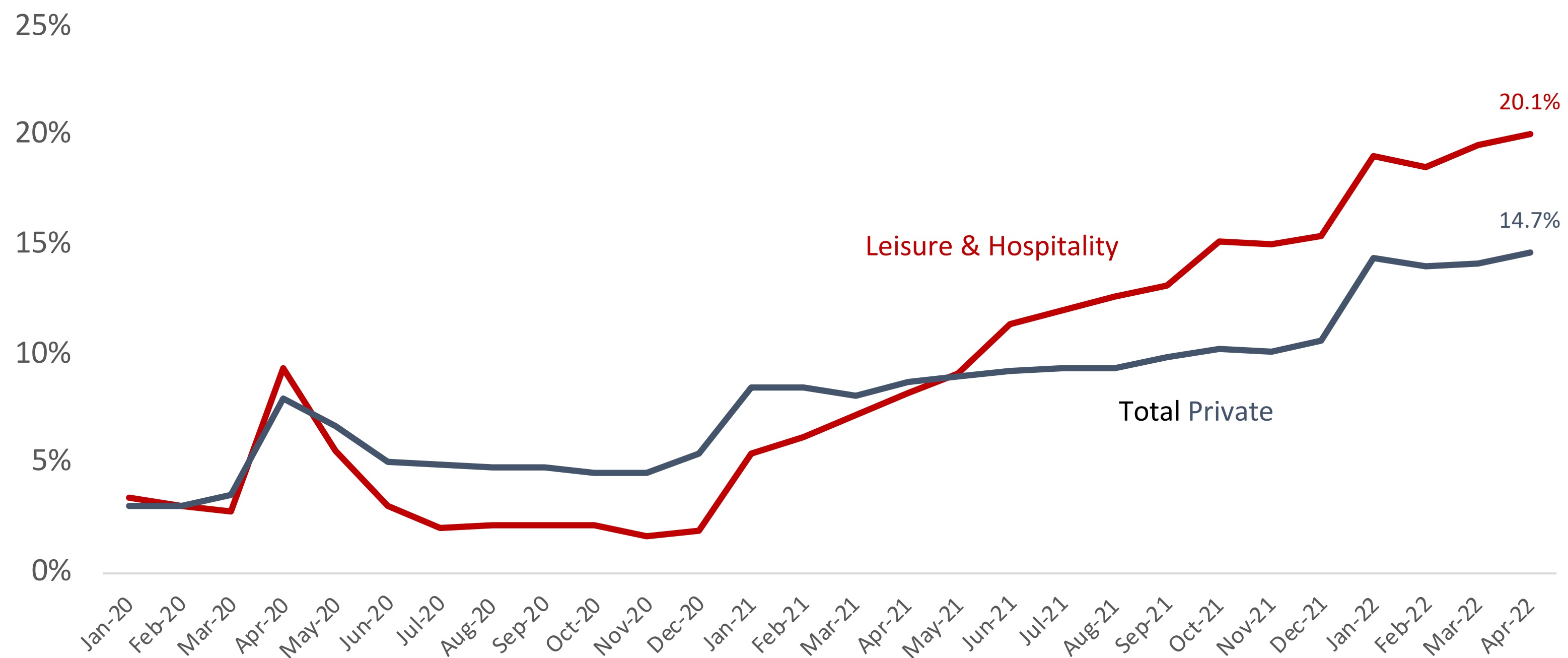
**The number of openings within L&H far exceeds the number of unemployed Americans who previously worked within L&H** (and remain within the labor force).

The overall economy is suffering from the same crisis (11.5 million openings and just 6.2 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 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 since the end of 2020, from \$17.12 in December 2020 to \$19.75 in April 2022**

This compares to an average of \$31.85 for the total private sector in April.

L&H wages were 20% above 2019 levels in April 2022 (and +11% YOY) while overall private sector wages were 15% above 2019 levels (and +5% YOY).

Source: BLS

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

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- Earlier this year, the Biden administration 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 urges members of Congress to cosponsor the H-2B Returning Worker Exemption Act (H.R. 3897) and introduce companion legislation in the Senate. The bill would permanently increase H-2B visas by exempting returning workers from the cap.**