

# Leisure & Hospitality Employment Update

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

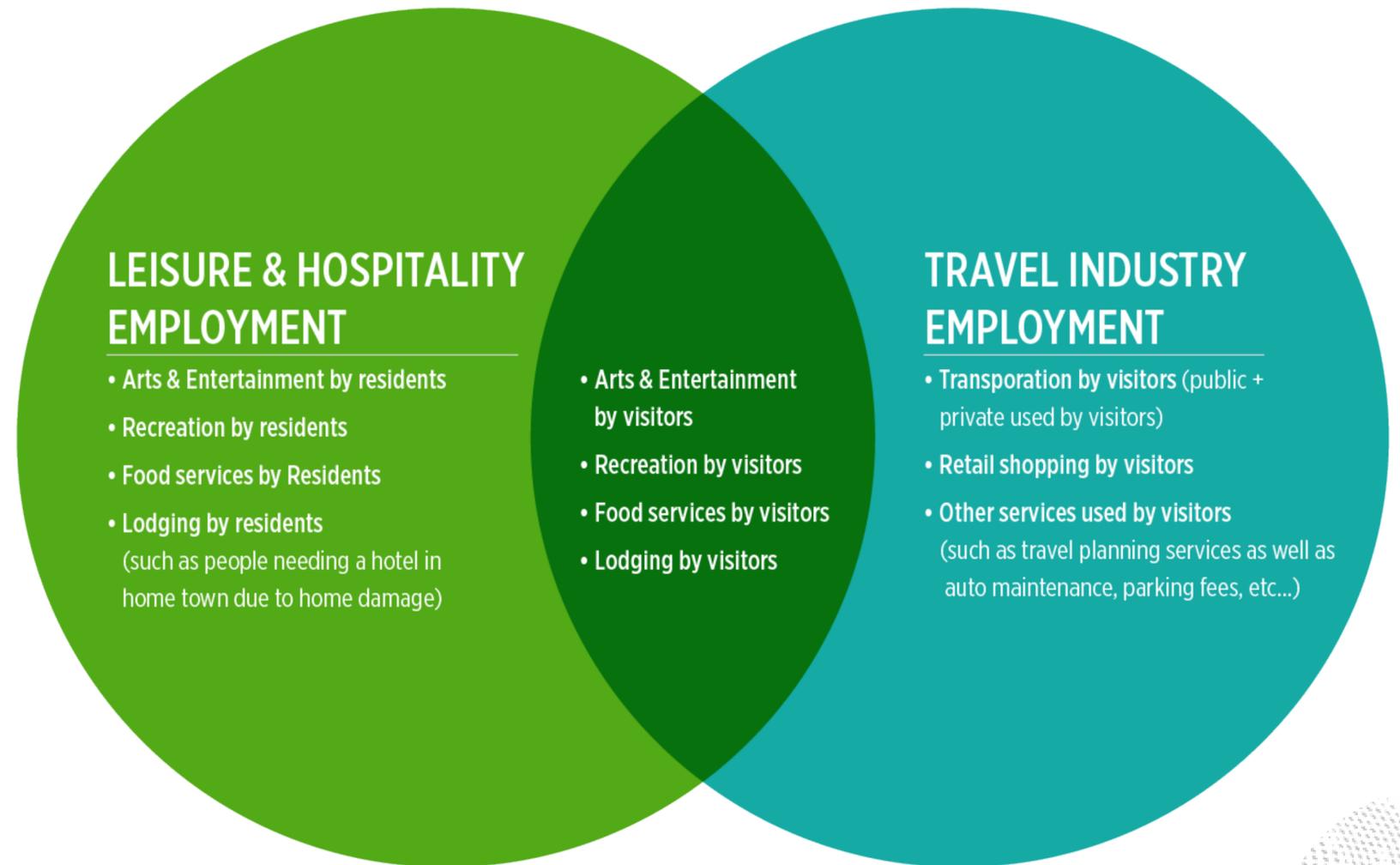
JUNE 2022 UPDATE

U.S. TRAVEL  
ASSOCIATION®

# Leisure & Hospitality employment: June 2022 update (Apr.-May. data)

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

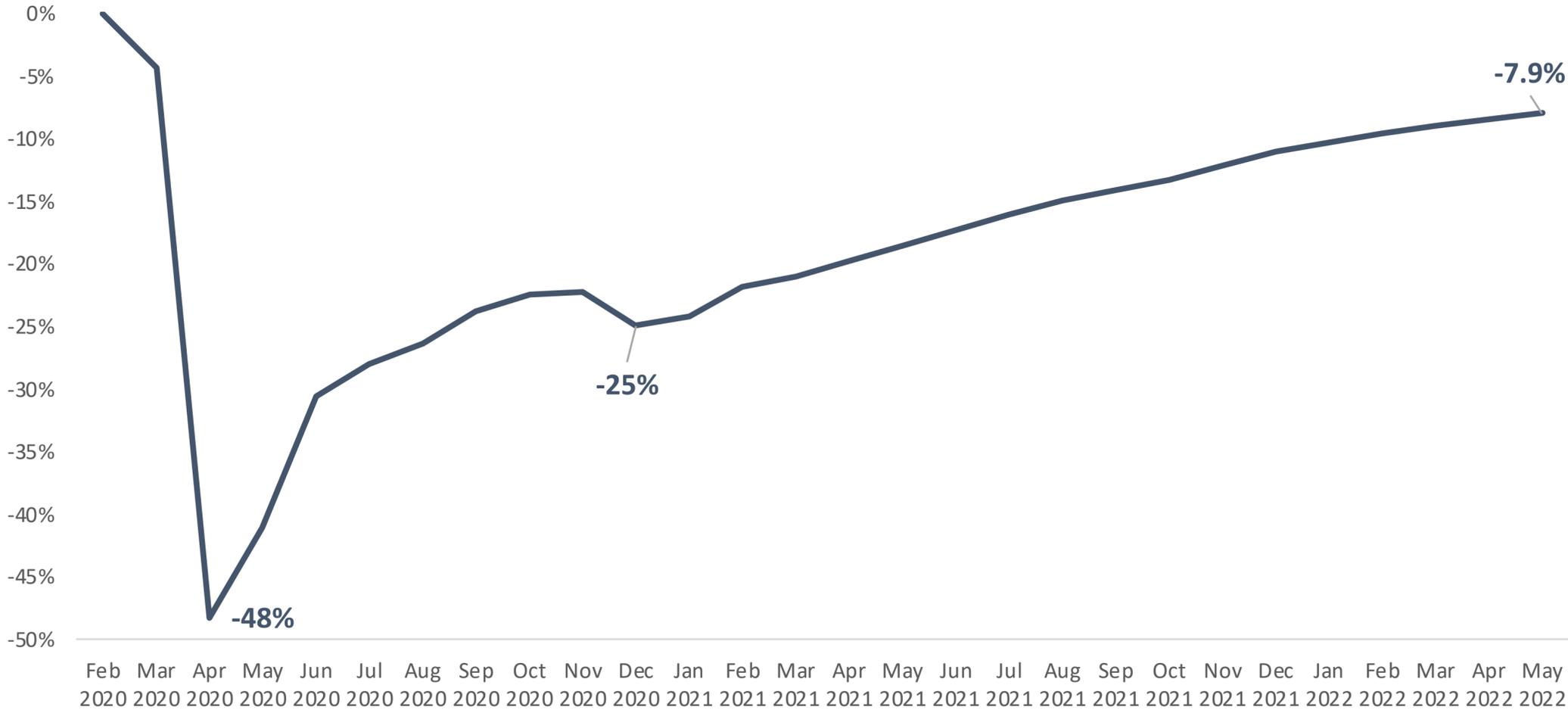
We use it as a proxy for the travel industry as they have historically followed similar trends. Since the onset of the pandemic, however, the travel industry has suffered even greater losses than L&H. Please refer [to this fact sheet](#) for a short summary of the major differences between the L&H and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



# Leisure & Hospitality (L&H) employment remains 7.9% below pre-pandemic levels

## Share of jobs lost in L&H

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



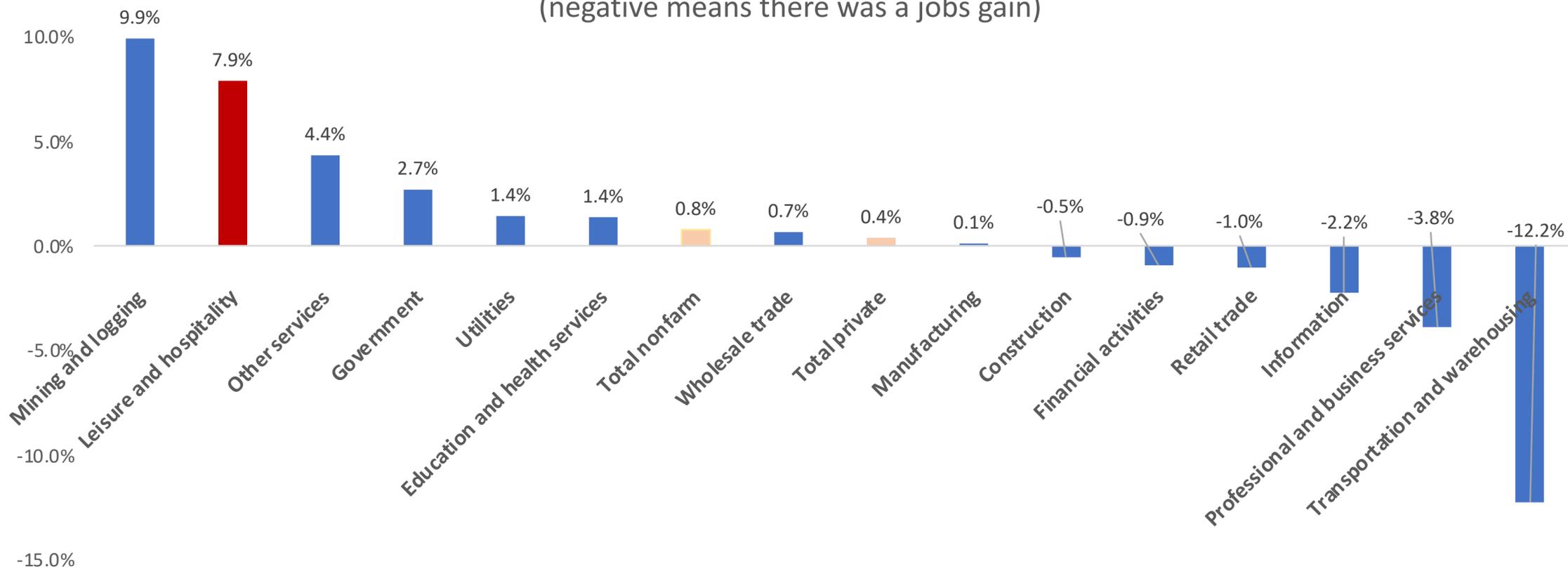
After falling to roughly half of pre-pandemic levels in April 2020, L&H employment recovered most of its losses.

Nevertheless, while jobs in the overall economy are nearly back (-0.5%) to pre-pandemic levels, as of May 2022, L&H remains at -7.9% ...**an equivalent of 1.3 million jobs that are still lost.**

Source: BLS

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

**Share of jobs still lost**  
**Feb. 2020 vs May 2022**  
 (negative means there was a jobs gain)

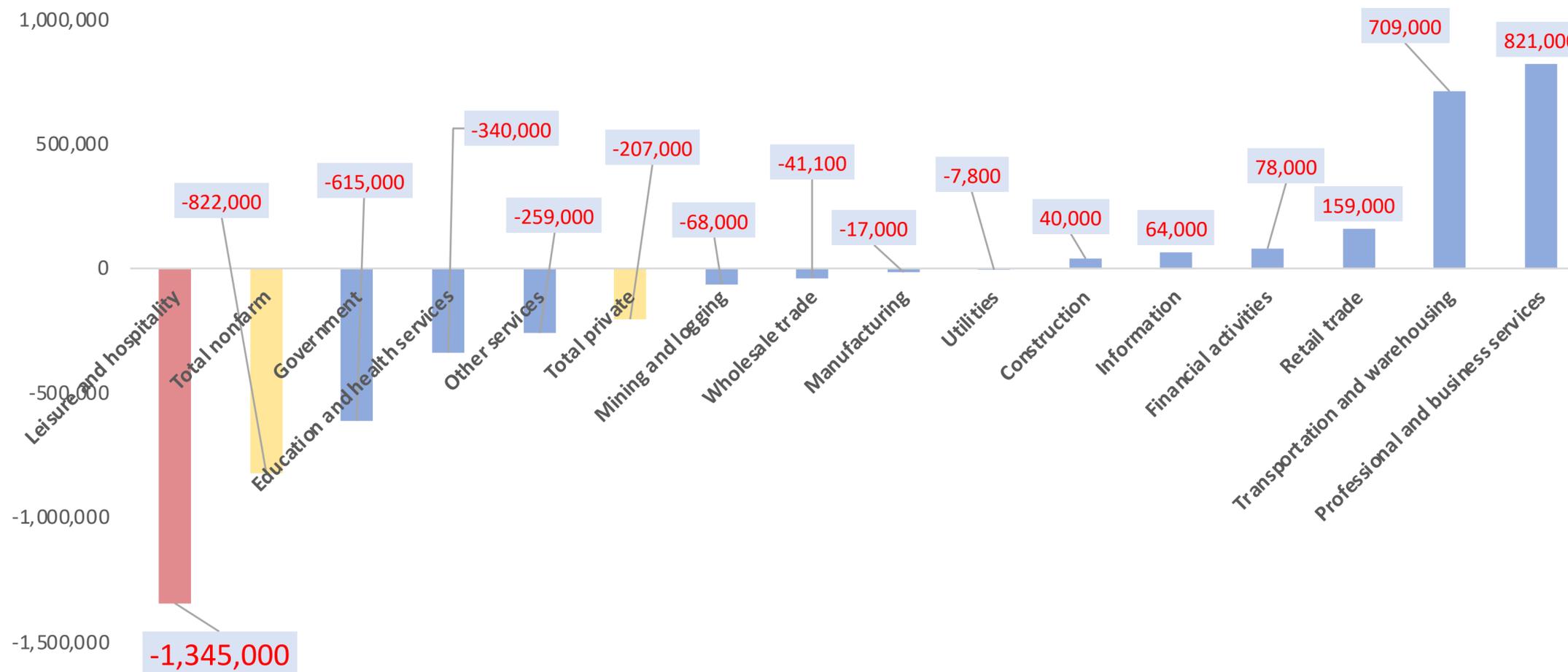


Only mining & logging has a higher share of jobs still lost, though the actual number of jobs lost in mining & logging (68,000) is much lower than in L&H (1.3 M).

Source: BLS

# And the largest absolute number of jobs still lost

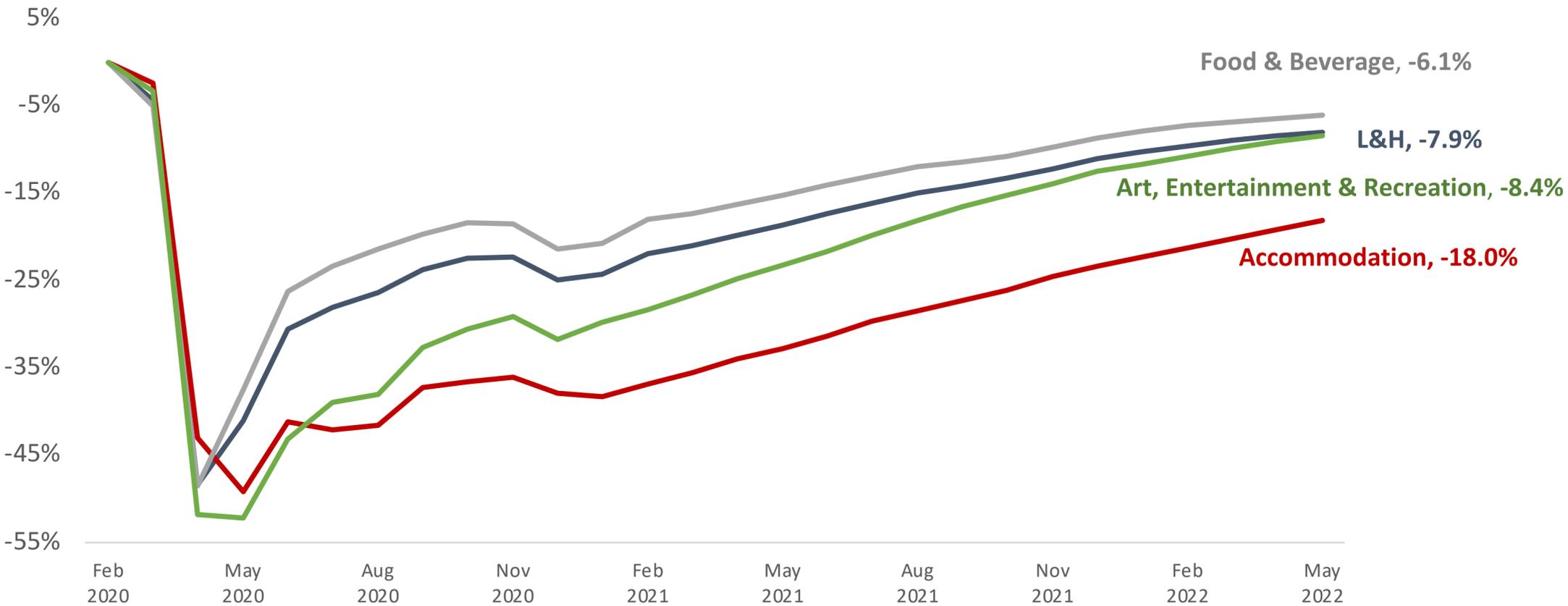
**Difference in Number of Jobs, by Industry**  
February 2020 vs May 2022



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 (1.3 M) than the net job loss of the entire economy (822,000)**

# Within L&H, accommodation is the furthest behind

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

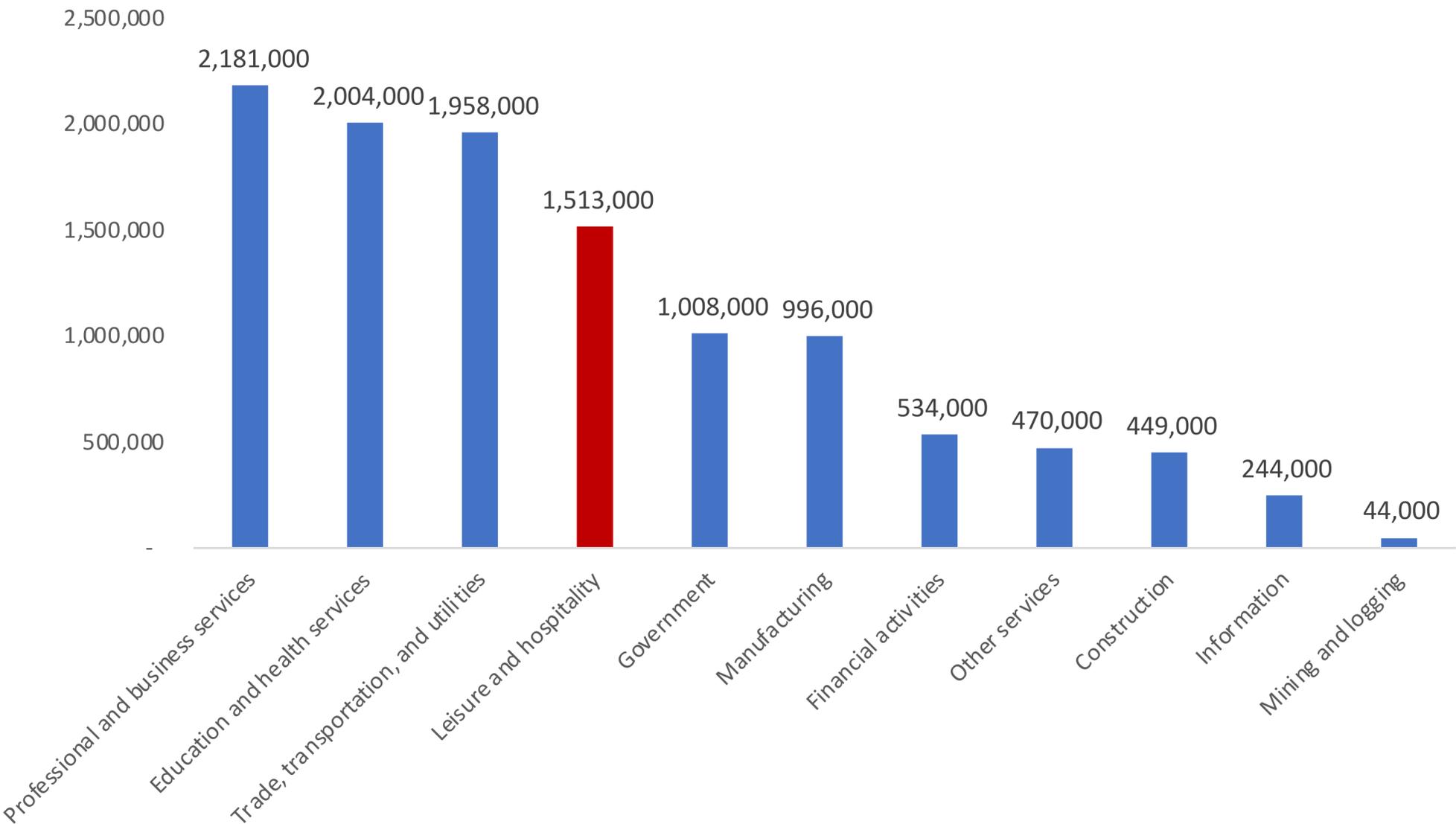


While Food & Beverage employment—which is also supported by local spending—was just 6% below pre-pandemic levels in May, Arts, Entertainment & Recreation was at -8% and Accommodation was at -18%.

Source: BLS

# But the problem isn't a lack of openings

Job openings by industry, April 2022



With 1.5 million job openings in April (latest avail.), L&H accounts for a disproportional 13% of all U.S. job openings (11.4 M)

But **while many industries have now nearly or fully recovered and are posting job openings focused on growth, L&H is desperately seeking to fill jobs just to recover to where it was in 2019** (as it remained 1.4 million jobs behind in April). Filling these positions, however, has been a challenge.

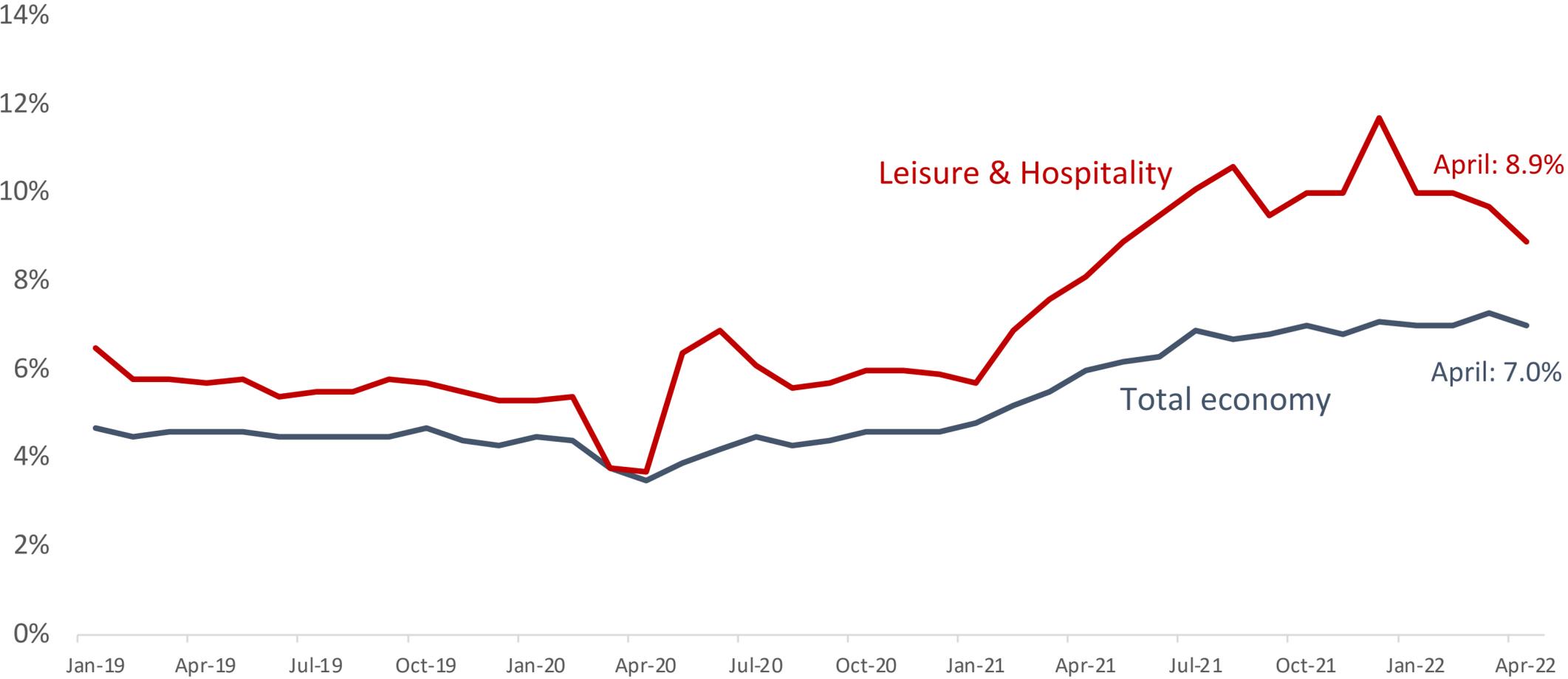
Please note: Job openings and quits data lags the overall employment data released by BLS by one month. The latest data available, as of June 8, was for April 2022.

Source: BLS

# L&H job openings rate has grown substantially... though it has declined in recent months

## Job Openings Rate

Share of job openings as a % of total available jobs



The share of L&H job openings (out of total available L&H jobs) increased dramatically from 5.7% in January 2021 to 11.7% in December 2021, and then fell to 8.9% in April 2022. This compares to a 7.0% openings rate for the overall economy.

Source: BLS

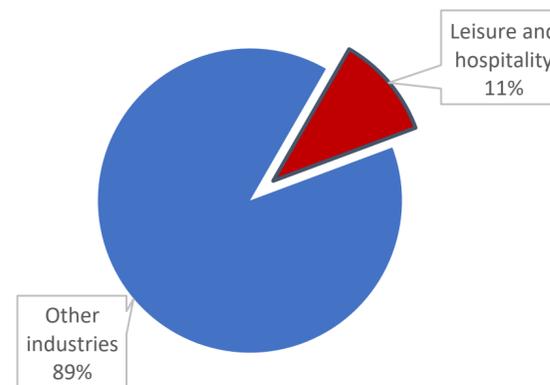
# L&H accounts for a disproportionate share of total U.S. job openings

**Despite a decrease in openings so far in 2022, L&H retained its disproportionate share of total U.S. job openings.**

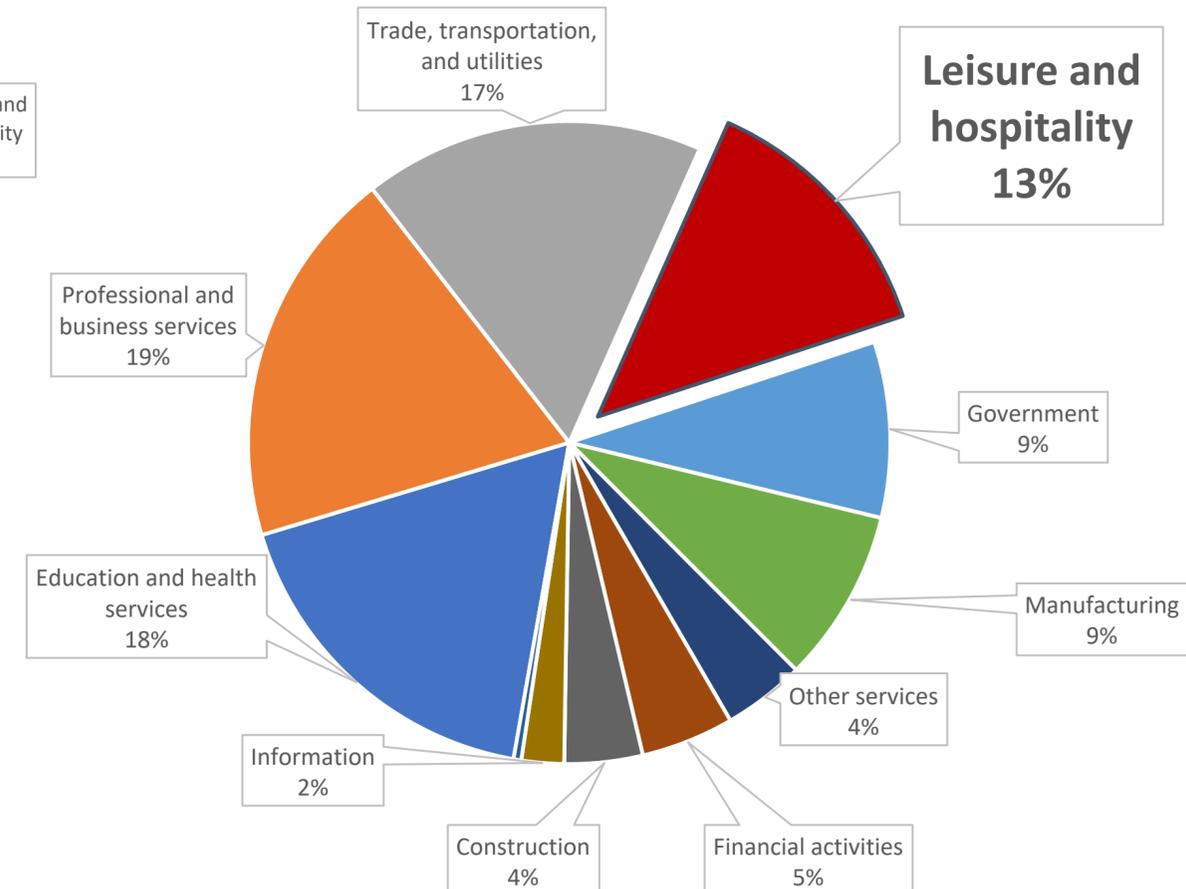
In April 2022, L&H—which accounted for 11% of pre-pandemic U.S. employment—still accounted for 13% of U.S. openings.

In other words, the 1.5 million L&H openings **accounted for roughly one-in-eight** of the 11.4 million total U.S. job openings.

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



L&H still accounted for 13% of all U.S. job openings in April 2022



Source: BLS

# L&H has experienced a surge in ‘job quits’ as a result of the pandemic, and its ‘job quits rate’ remains substantially higher than that of the overall economy



**The ‘job quits rate’ for L&H remained elevated at 5.2% in April 2022. This compares to 2.9% for the overall economy.**

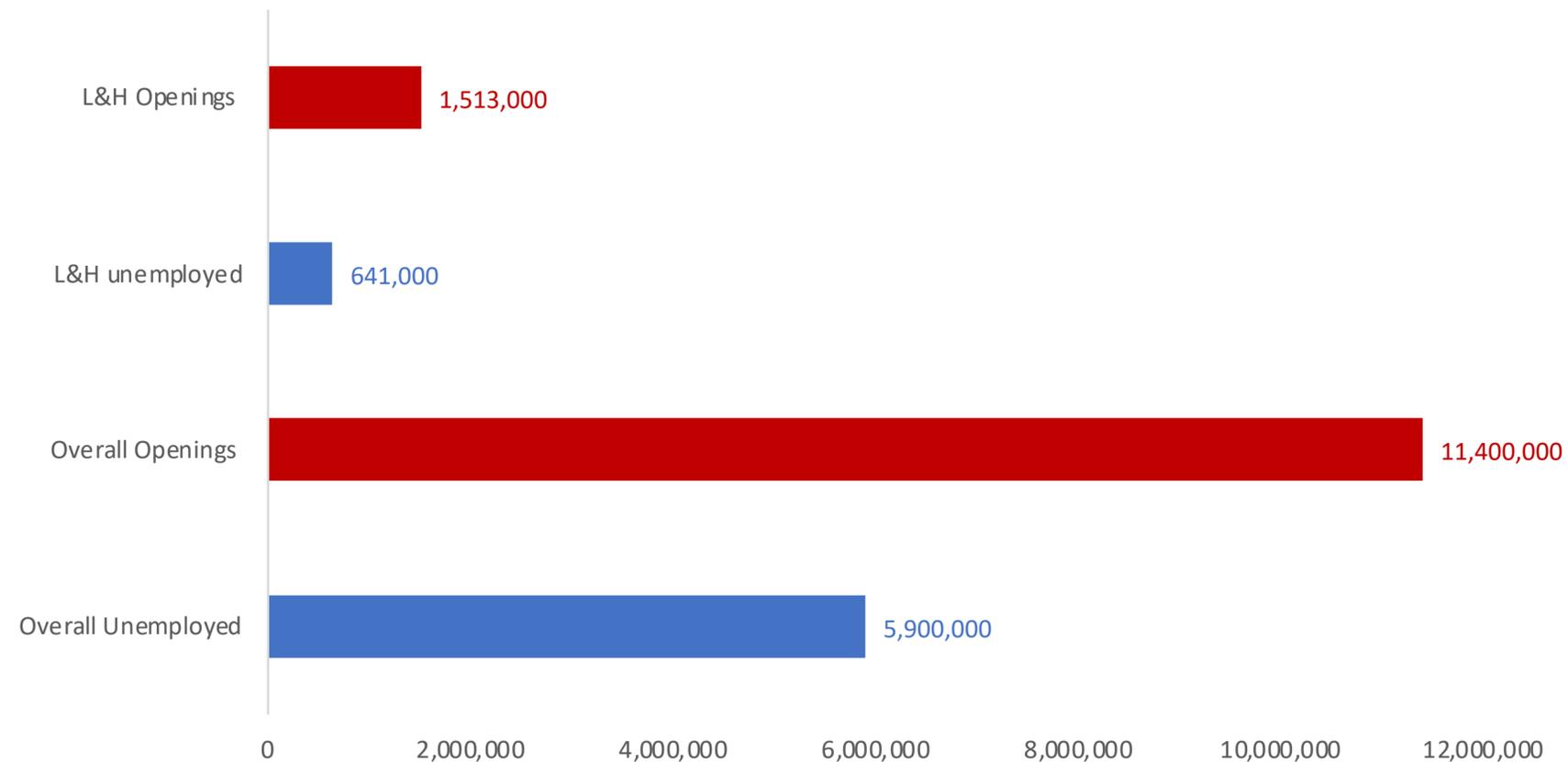
813,000 L&H workers quit their jobs in April, **which represents a disproportionate 18%** of the 4.4 million Americans who quit their jobs.

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

Source: BLS

# There are not enough unemployed people to fill new positions

Number of unemployed vs job openings, April 2022



Source: BLS

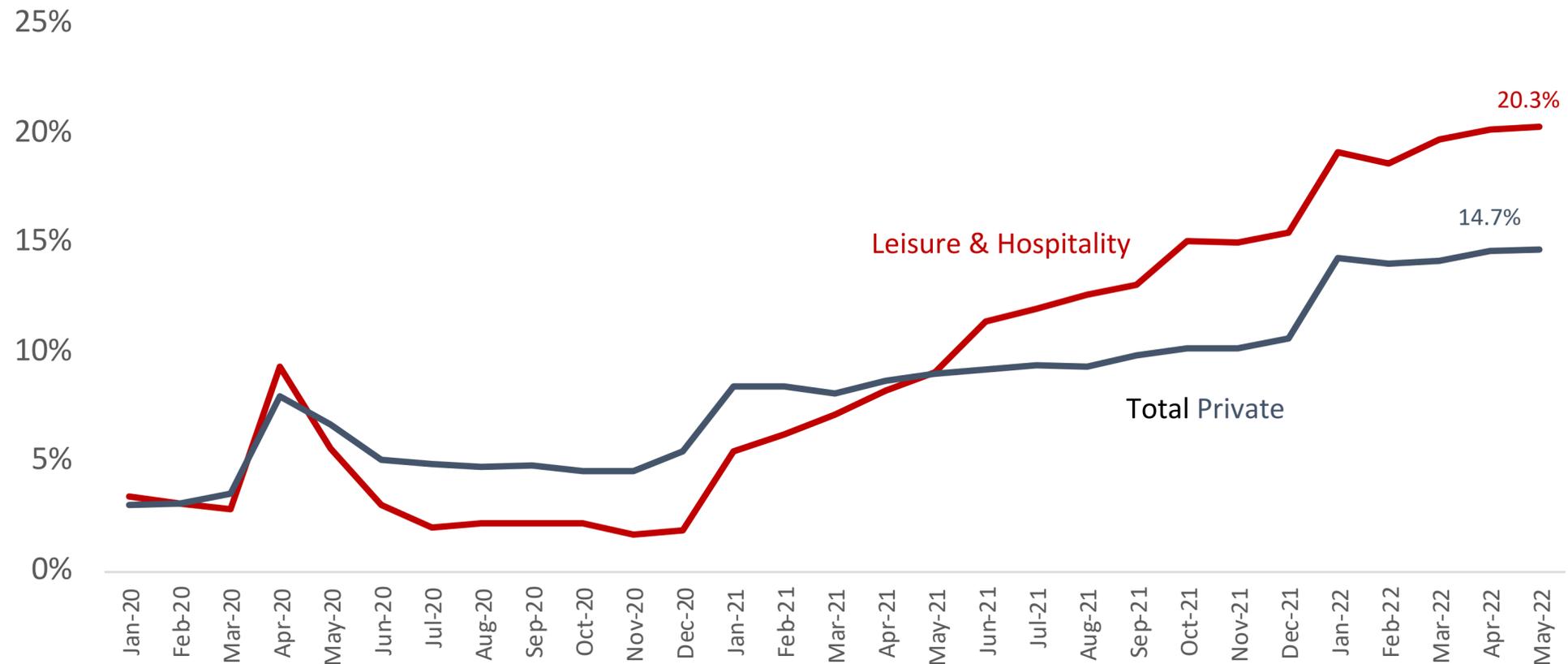
**The number of openings within L&H far exceeds the number of unemployed Americans who previously worked within L&H** (and remain within the labor force).

The overall economy is suffering from the same crisis (11.4 million openings and just 5.9 million unemployed). Even if every unemployed American took a job right now, we would still have close to 6 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 \$19.86 in May 2022**

This compares to an average of \$31.95 for the total private sector in May.

L&H wages were 20% above 2019 levels in May 2022 (and +10% YOY) while overall private sector wages were 15% above 2019 levels (and +5% YOY).

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

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- **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.**
- **U.S. Travel is also urging Congress to:**
  - H-2B Cap relief the travel industry's workforce desperately need. The H-2B Returning Worker Exemption Act (H.R. 3897) would permanently increase H-2B visas by exempting returning workers from the cap.
  - Support language in FY23 appropriations that require DHS to issue additional visas above the cap.
  - Encourage long-term structural reforms to temporary worker programs that would provide the travel industry with dedicated, increased and predictable access to temporary seasonal work visas.
  - Explore moderated immigration reform measures specific to the industry's workforce needs.