

# Leisure & Hospitality Employment Update

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

MARCH 2022 UPDATE

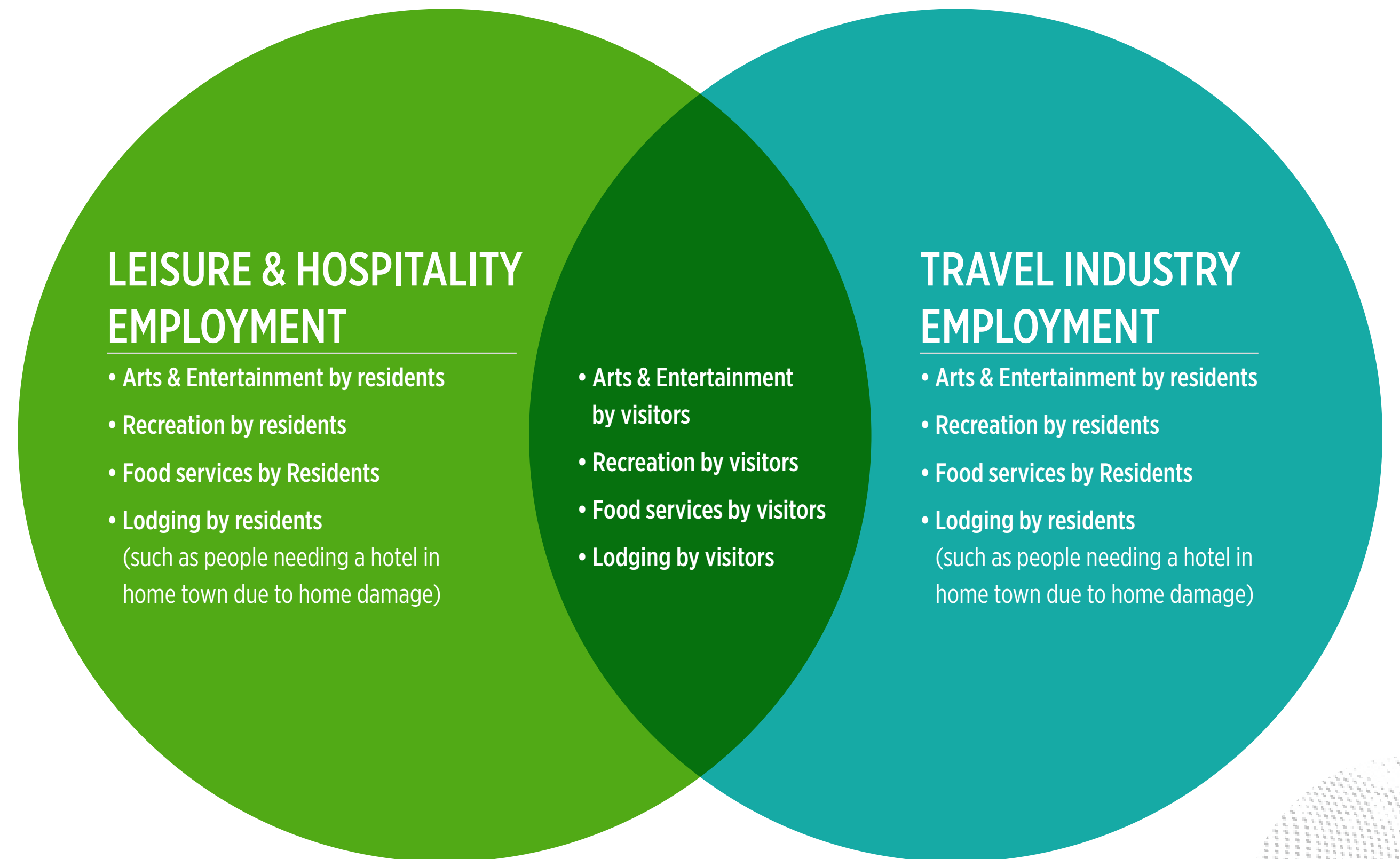
U.S. TRAVEL  
ASSOCIATION®

# Leisure & Hospitality Employment: March 2022 update (Jan.-Feb. data)

This monthly 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. U.S. Travel will release specific travel Industry employment data for 2021 by end of March 2022.

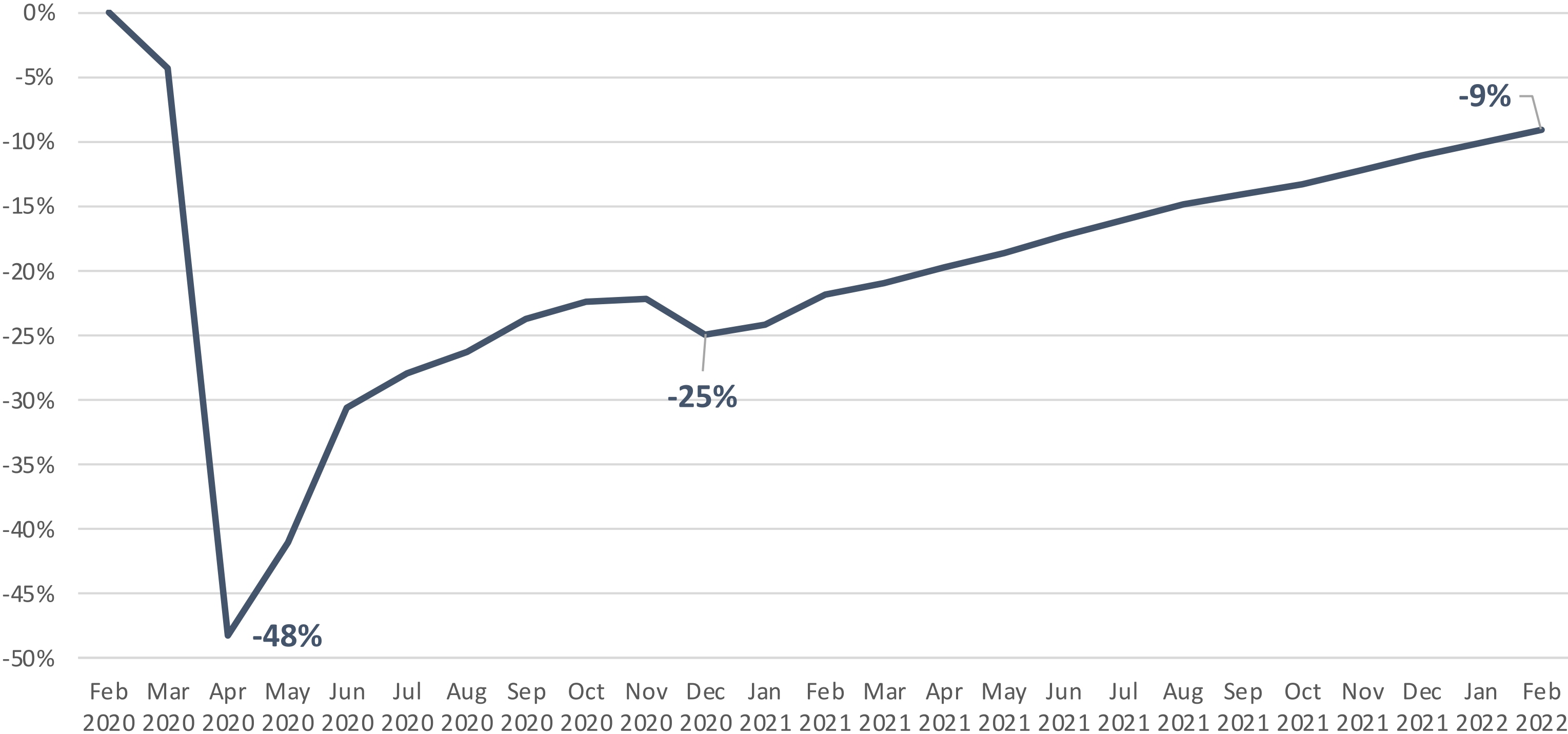
Please refer [to this fact sheet](#) for a short summary of the major differences between the L&H and Travel industries.



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

# L&H employment remains 9% below pre-pandemic levels

**Share of jobs lost in L&H**  
 % change in L&H jobs, compared to February 2020

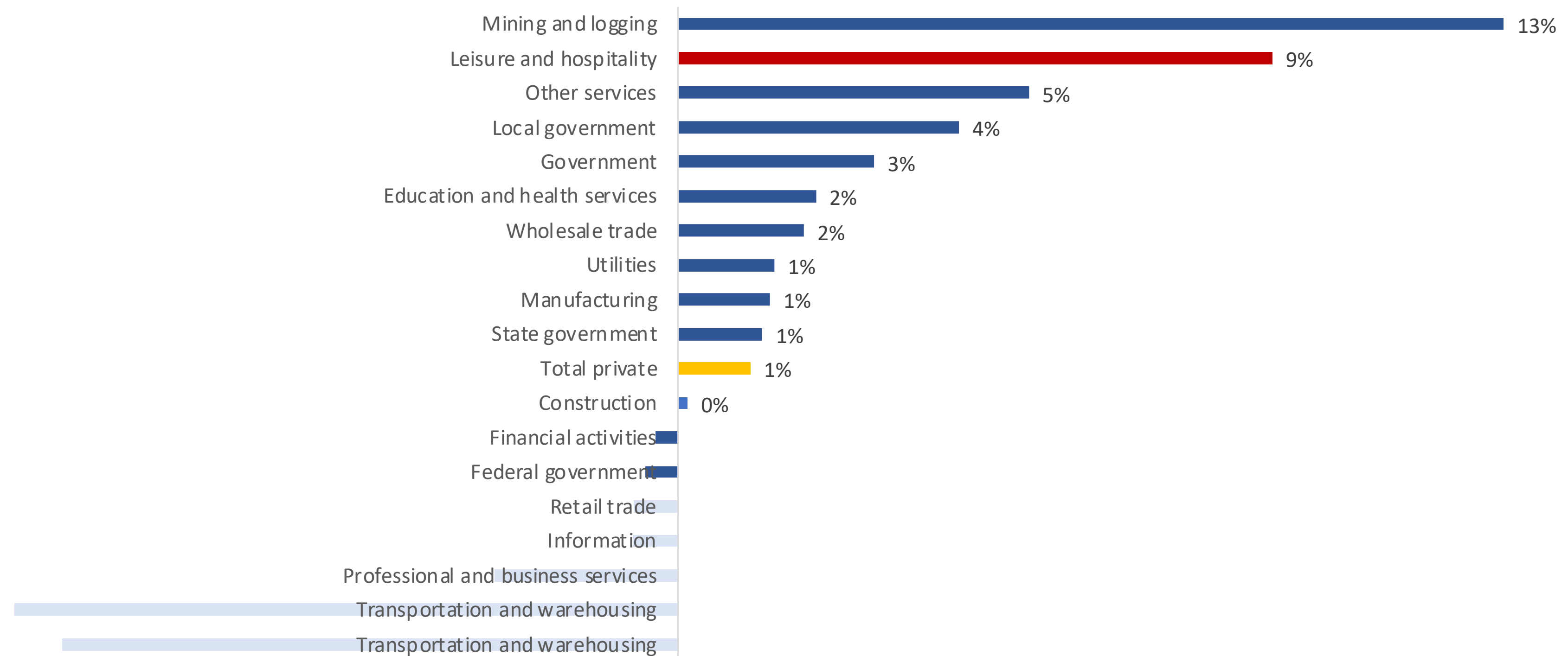


After falling to roughly half of pre-pandemic levels in April 2020, L&H employment recovered about half of its losses that year. Most of the remaining losses were recovered in 2021, but employment remained 11% below 2019 levels by year end, and at -9% in February 2022... **an equivalent of 1.5 million jobs that are still lost.**

Source: BLS

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

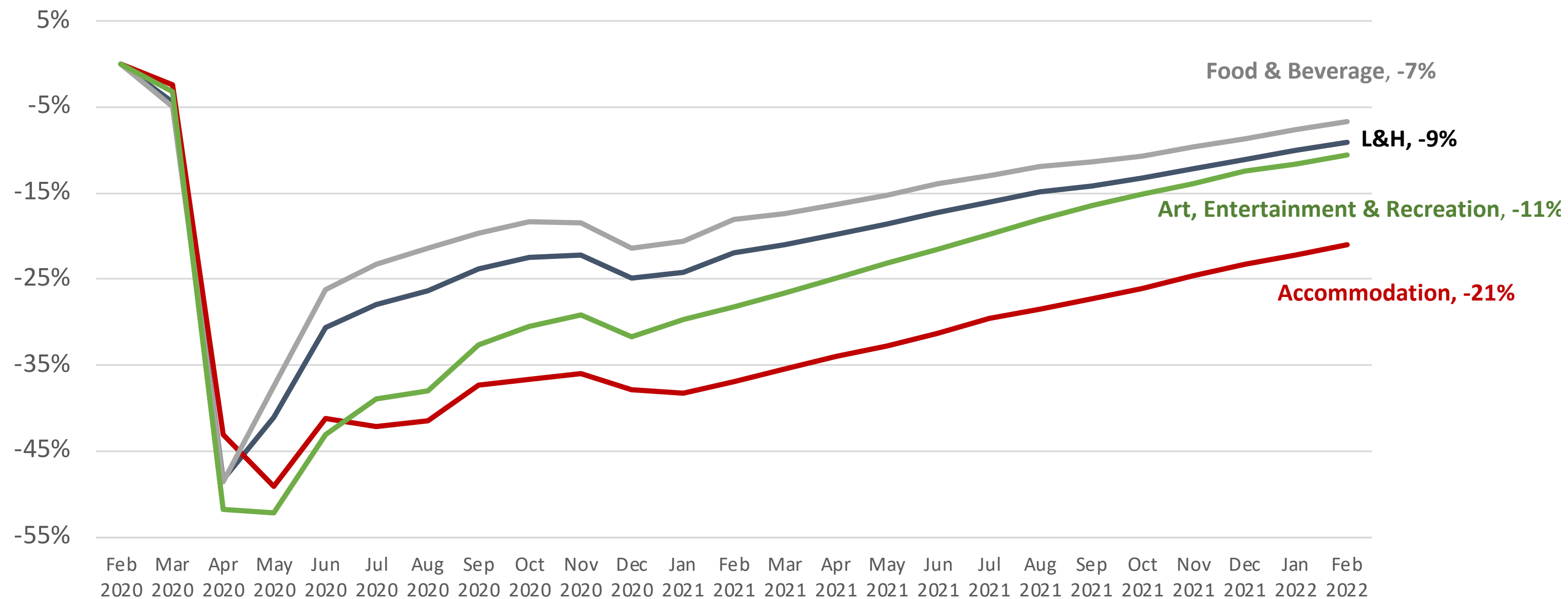
**Share of jobs lost in major industries**  
**% of jobs still lost from Feb. 2020 - Feb. 2022**



Source: BLS

# Within L&H, Accommodation fares worse

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 7% below pre-pandemic levels in February, Arts, Entertainment & Recreation was at -11% and Accommodation was at -21%.

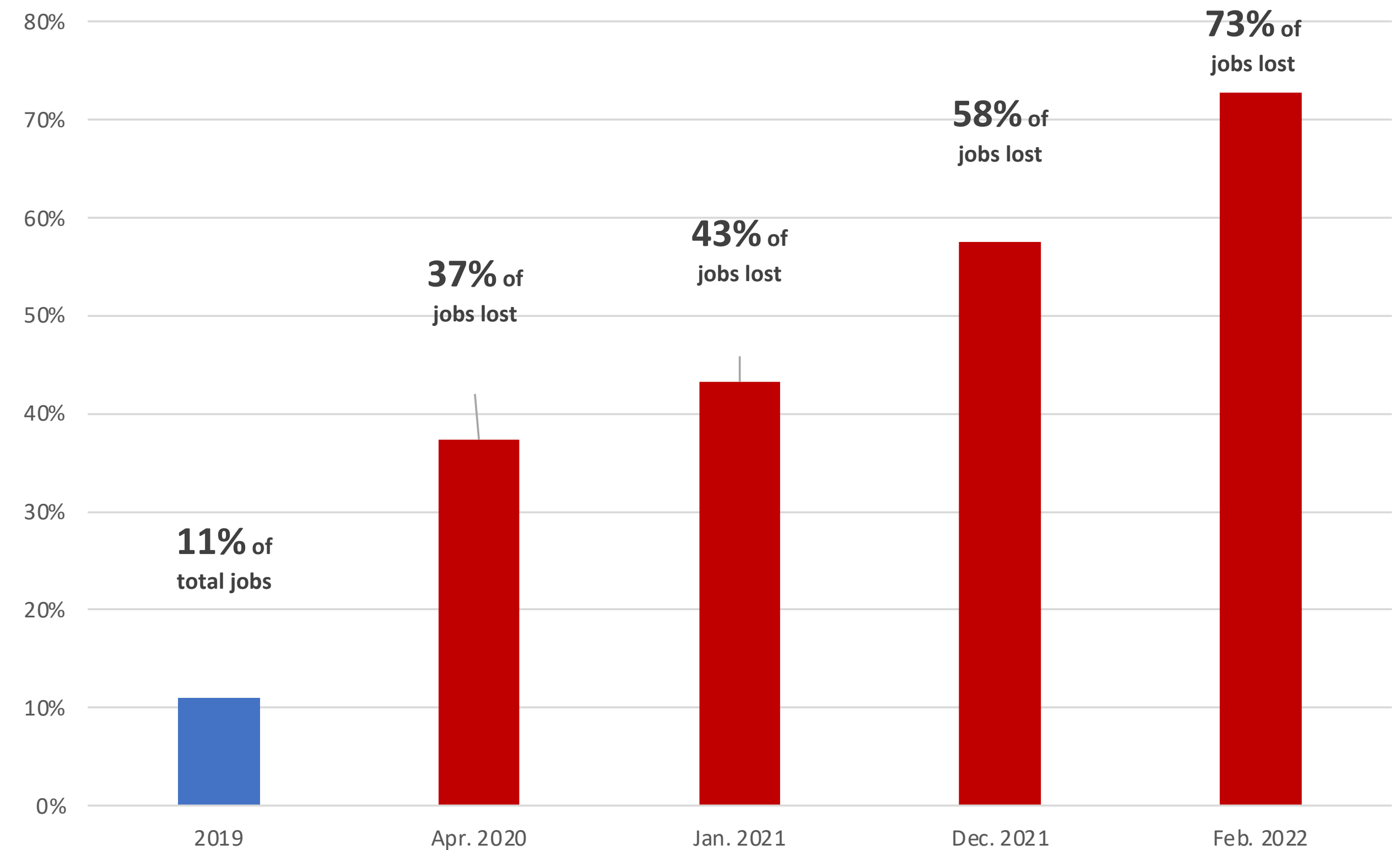
Source: BLS

# L&H accounts for more than two thirds of all U.S. jobs still lost

**L&H accounted for 11% of pre-pandemic U.S. employment but represented a staggering 73% of all jobs lost in February 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 grew further to 73% in February 2022.

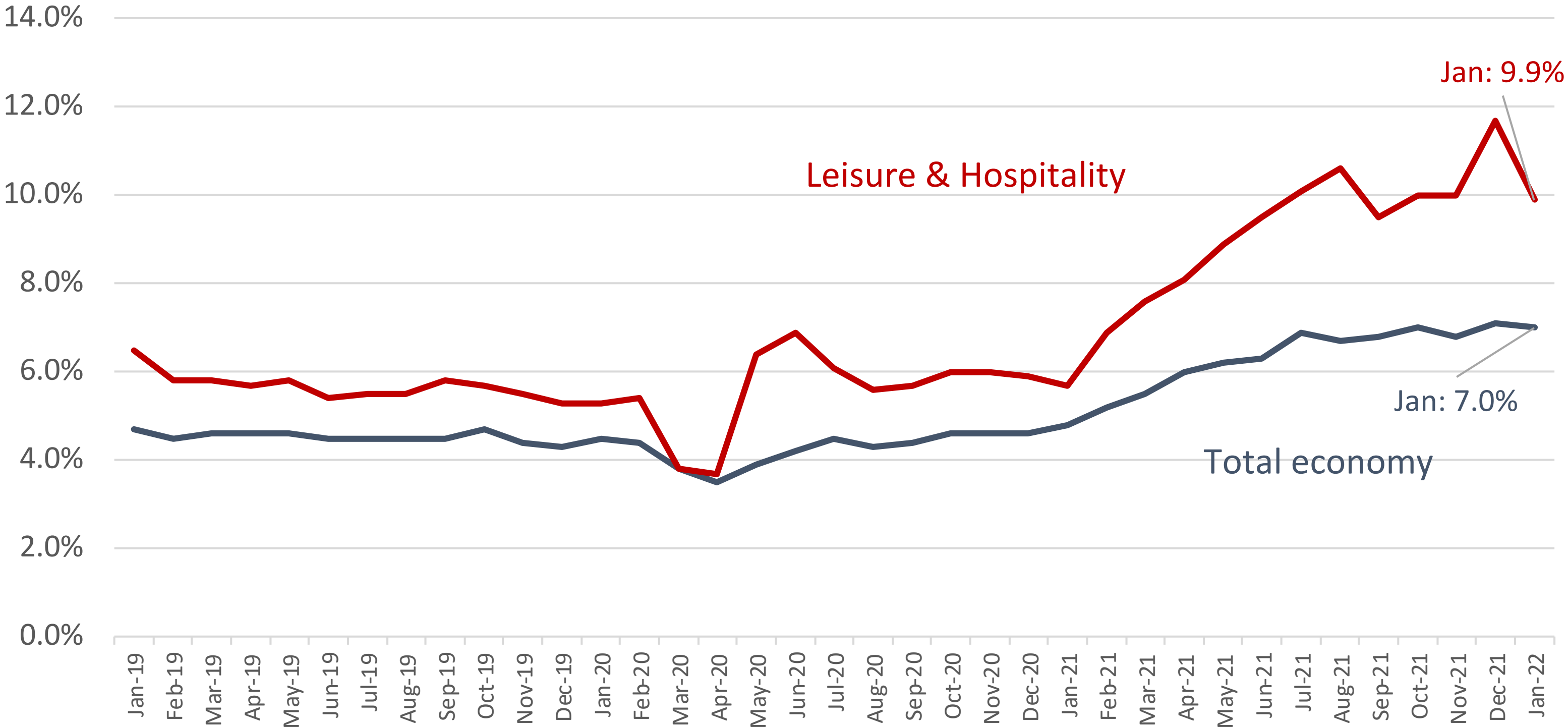
L&H accounts for a disproportional share of all U.S. jobs (still) lost



# 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



**The share of L&H job openings increased dramatically from 5.7% in January 2021 to 9.9% in January 2022. This compares to a 7.0% 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 March 9, was for Jan. 2022.

Source: BLS

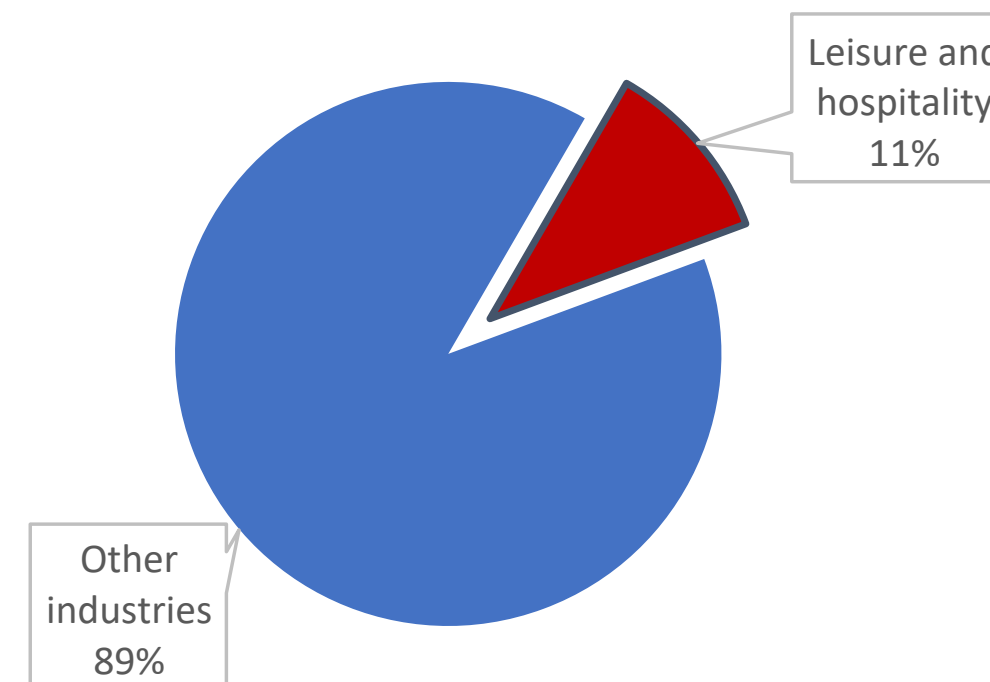
# L&H accounts for a disproportionate share of total U.S. job openings

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.

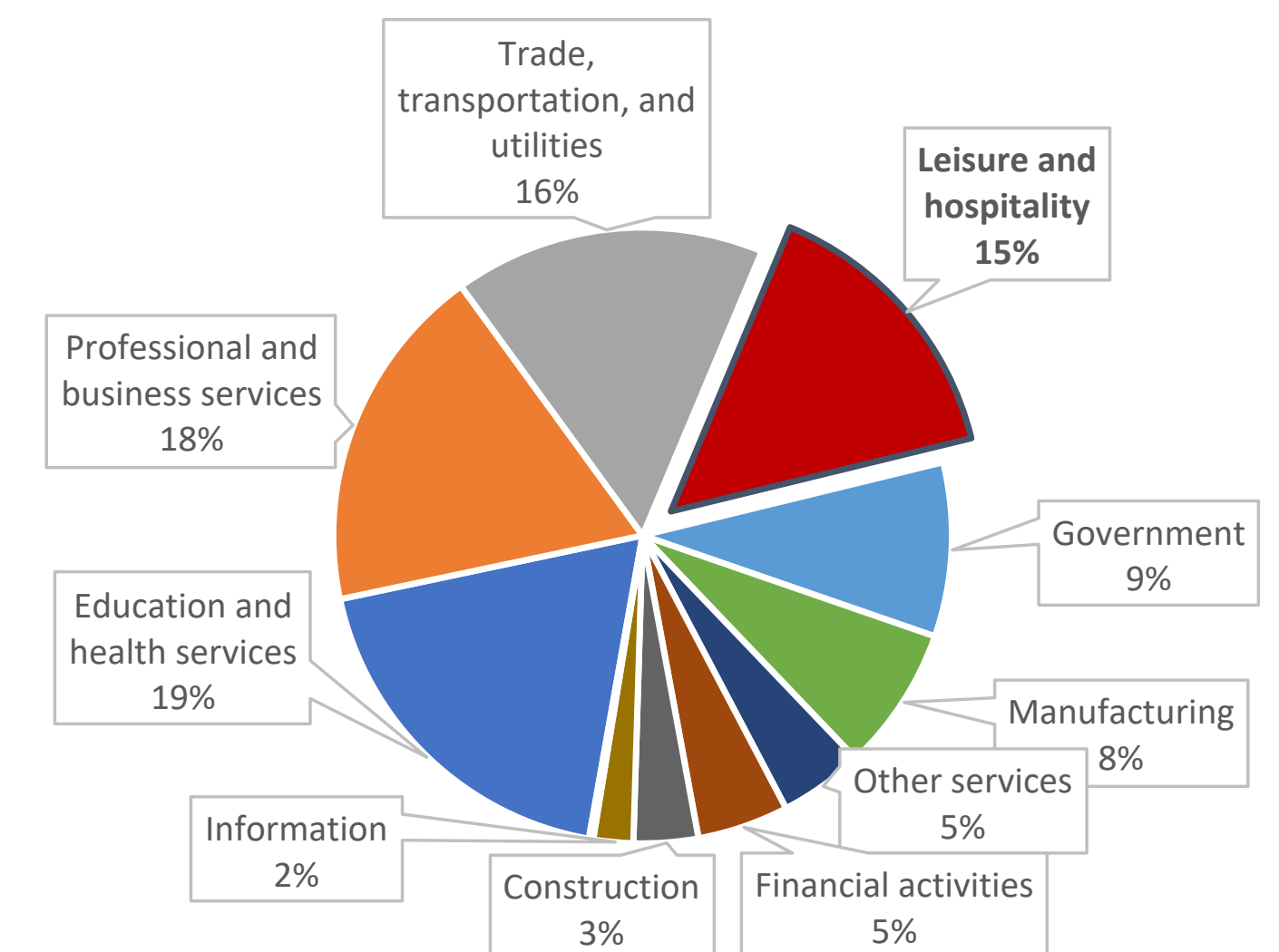
In January 2022, L&H—which accounted for 11% of pre-pandemic U.S. employment—still accounted for 15% of U.S. openings.

In other words, the 1.7 million L&H openings **accounted for roughly one-in-seven** of the 11.3 million total U.S. job openings.

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

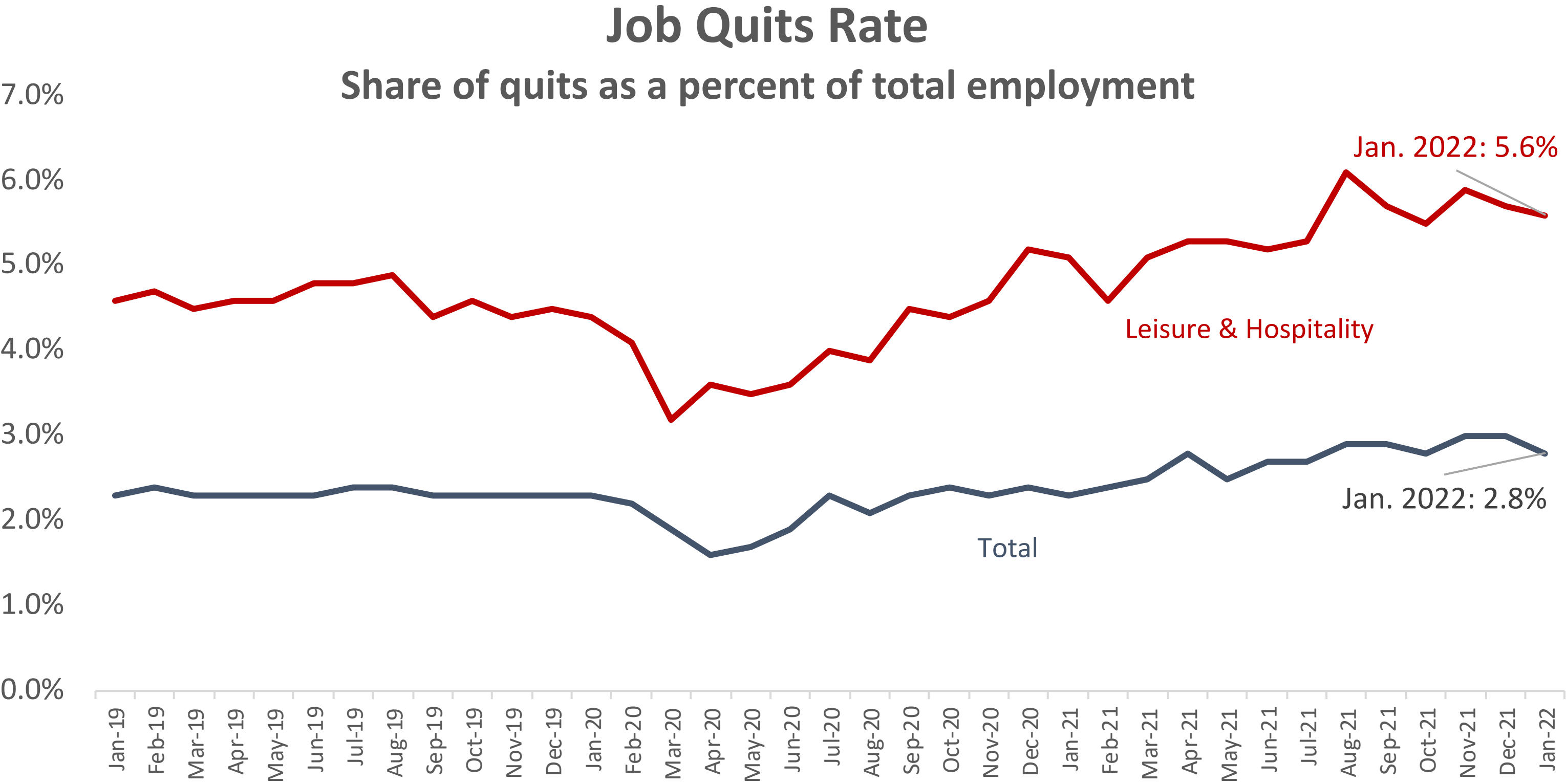


L&H still accounted for 15% of all U.S. job openings in January 2022





# 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



**The “jobs quits rate” for L&H increased from 4.1% pre-pandemic (in February 2020) to 5.6% in January 2022. This compares to 2.8% for the overall economy.**

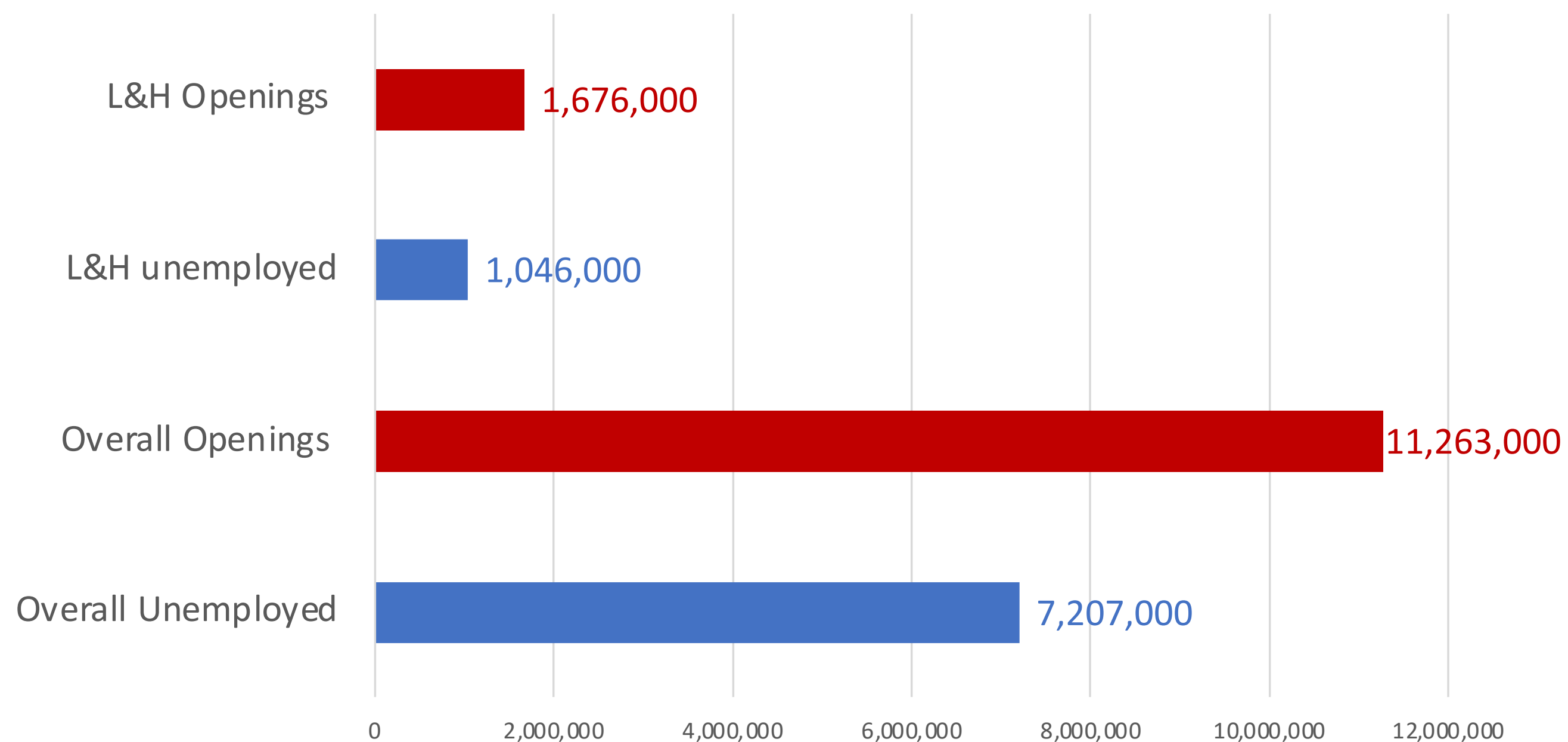
856,000 L&H workers quit their jobs in January, **which represents a disproportionate 20%** of the 4.3 million Americans who quit their jobs.

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

Source: BLS

# There are not enough unemployed people to fill new positions

Number of unemployed vs job openings, Jan. 2022



**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 (11.3 million openings and just 7.2 million unemployed). Even if every unemployed American took a job right now, we would still have more than 4 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 since the end of 2020, from \$17.12 in December 2020 to \$19.35 in February 2022**

This compares to an average of \$31.58 for the total private sector in February.

L&H wages were 18% above 2019 levels in February 2022 (and +11% YOY) while overall private sector wages were 14% above 2019 levels (and +5% YOY).

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

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- 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.**