



# HOTEL EMPLOYMENT

2019 performance vs. 2024 projections by state

*Oxford Economics – April 2024*

The hotel industry lost more than 680,000 direct employees as the pandemic slashed employment levels from nearly 2.4 million in 2019 to almost 1.7 million in 2020. Since then, the industry's annual employment number has been inching higher, and is expected to further improve in 2024. But an economy-wide workforce shortage is preventing hotels from reaching their full employment potential. Hotels are projected to hire nearly 45,000 new employees this year, while still employing nearly 225,000 fewer people compared to 2019. All but two states are expected to remain below their 2019 employment levels in 2024.

<b>DIRECT HOTEL EMPLOYMENT</b>			
<b>STATE</b>	<b>2019</b>	<b>PROJECTED 2024</b>	<b>2024 vs. 2019</b>
<b>NATIONAL</b>	<b>2,366,919</b>	<b>2,141,157</b>	<b>-9.5%</b>
<b>ALABAMA</b>	21,890	19,676	-10.1%
<b>ALASKA</b>	10,194	8,929	-12.4%
<b>ARIZONA</b>	59,099	50,405	-14.7%
<b>ARKANSAS</b>	13,007	13,191	1.4%
<b>CALIFORNIA</b>	289,042	250,876	-13.2%
<b>COLORADO</b>	53,239	49,237	-7.5%
<b>CONNECTICUT</b>	25,269	21,278	-15.8%
<b>DELAWARE</b>	4,839	4,725	-2.3%
<b>DISTRICT OF COLUMBIA</b>	16,824	16,683	-0.8%
<b>FLORIDA</b>	208,863	195,483	-6.4%
<b>GEORGIA</b>	54,631	50,113	-8.3%
<b>HAWAII</b>	43,873	36,949	-15.8%
<b>IDAHO</b>	13,010	11,994	-7.8%
<b>ILLINOIS</b>	59,720	51,430	-13.9%
<b>INDIANA</b>	24,151	21,433	-11.3%
<b>IOWA</b>	22,395	21,214	-5.3%
<b>KANSAS</b>	13,340	12,349	-7.4%
<b>KENTUCKY</b>	18,147	17,157	-5.5%
<b>LOUISIANA</b>	37,029	31,880	-13.9%
<b>MAINE</b>	11,430	10,621	-7.1%
<b>MARYLAND</b>	32,749	28,558	-12.8%
<b>MASSACHUSETTS</b>	43,390	39,268	-9.5%
<b>MICHIGAN</b>	57,919	51,095	-11.8%
<b>MINNESOTA</b>	38,912	35,363	-9.1%

MISSISSIPPI	33,318	30,361	-8.9%
MISSOURI	37,829	34,883	-7.8%
MONTANA	13,735	15,743	14.6%
NEBRASKA	9,623	9,101	-5.4%
NEVADA	201,722	180,303	-10.6%
NEW HAMPSHIRE	8,757	6,998	-20.1%
NEW JERSEY	56,473	49,658	-12.1%
NEW MEXICO	20,816	17,380	-16.5%
NEW YORK	113,791	105,393	-7.4%
NORTH CAROLINA	57,071	54,868	-3.9%
NORTH DAKOTA	7,712	7,180	-6.9%
OHIO	41,123	36,436	-11.4%
OKLAHOMA	36,738	34,395	-6.4%
OREGON	33,114	29,514	-10.9%
PENNSYLVANIA	65,173	56,499	-13.3%
RHODE ISLAND	7,593	7,171	-5.6%
SOUTH CAROLINA	34,114	31,906	-6.5%
SOUTH DAKOTA	11,163	10,274	-8.0%
TENNESSEE	44,577	42,714	-4.2%
TEXAS	148,641	139,578	-6.1%
UTAH	24,224	23,460	-3.2%
VERMONT	12,928	11,077	-14.3%
VIRGINIA	50,144	44,397	-11.5%
WASHINGTON	51,934	44,447	-14.4%
WEST VIRGINIA	13,002	11,677	-10.2%
WISCONSIN	46,638	44,894	-3.7%
WYOMING	12,003	10,941	-8.8%

Source: Oxford Economics

**Note:** Direct employment includes only those directly employed by hotels, including housekeepers, front desk agents, etc.