



2023 - 2024
Program Year

Statewide Economic Analysis Report

Division of Economic Information & Analytics, Virginia Works

Executive Summary

Virginia's labor market in planning year 2024 remained buoyant, continuing its expansion from pandemic era lows and maintaining a consistently low unemployment rate.

During the first half of 2024, the Commonwealth was a national leader in household labor force and employment growth. This was largely driven by a rapidly increasing labor force participation rate, which measures the proportion of the civilian population age 16 and older that is employed or actively looking for work. The Commonwealth's labor force participation rate rose to 66.6 percent over the winter of 2024, marking the highest rate since November 2012. This increased participation was needed since the Commonwealth added nearly a quarter of a million payroll jobs from January 2022 to June 2024.

Heading toward the end of the fiscal year, household employment conditions decelerated with many Virginians remaining on the sidelines, not working. Despite this deceleration, the Commonwealth maintained relatively low numbers of unemployment insurance claimants and layoffs.

As the overheated labor market of recent years cooled, labor markets were less tight than in 2023. The ability of employers to fill open positions steadily improved while movement from job to job steadily slowed since the beginning of 2022.

Contributing to this deceleration has been slowing in the growth of consumer price inflation. In recent years, the costs of household goods and services rose rapidly but that pace slowed during the spring and summer of 2024. As of May 2024, South Atlantic inflation stopped outpacing Virginia wage growth.

Virginia experienced positive GDP growth in all quarters of calendar year 2023 as well as the first quarter of 2024. GDP growth has been slowing over time, but remains above two percent in the first quarter of 2024.

In summary, while Virginia's labor market shows signs of cooling, its solid foundation, marked by a robust labor force participation rate and sustained GDP growth, positions the Commonwealth for continued resilience and adaptability in the face of evolving economic conditions.



Highlights of Program Year 2023 - 2024

- The 35-to-54 age group is larger than the retiring 55-to-74 group by about 283,000 people, which is promising for Virginia's wage growth, but could lead to underemployment and frustration due to insufficient job openings.
- With 9.1% of its population aged 18 and older being civilian veterans, Virginia ranks second among all 50 states and the District of Columbia, trailing only Alaska, which has a rate of 10.5%.
- Thanks to Federal Reserve measures, the South Atlantic CPI-U peaked at 4.5% in July 2023 and gradually declined to 2.9%, achieving a remarkable "soft landing" for the economy, with real wages turning positive in May 2024 and now growing at a healthy 2%.
- Virginia's civilian labor force grew by 26,325 over the 2023 program year, reaching 4,574,713 in June 2024, with a solid 0.6% year-over-year growth rate.
- Virginia's labor force growth accelerated, reaching nearly 4.5 million in June 2024—an increase of nearly 200,000 employed since January 2022—driven by a rising labor force participation rate that reached 66.6 in winter 2024, the highest since November 2012.
- In the first quarter of 2024, Virginia's total number of establishments rose by 2,574 to 313,240, reflecting a positive 0.8% increase from the first quarter of 2023.
- In 2023, Virginia's total statewide employment increased by over 108,000 to reach nearly 4 million, marking a 2.8% increase over 2022.
- Virginia's mean annual wage grew by 6.8% over 2022, and at \$70,050, was 7.0% higher than the national average of \$65,470. The median annual wage grew by 3.4% over 2022, and at \$49,920, exceeded the national median of \$48,060 by 3.9%.

PART 1: Virginia Snapshot

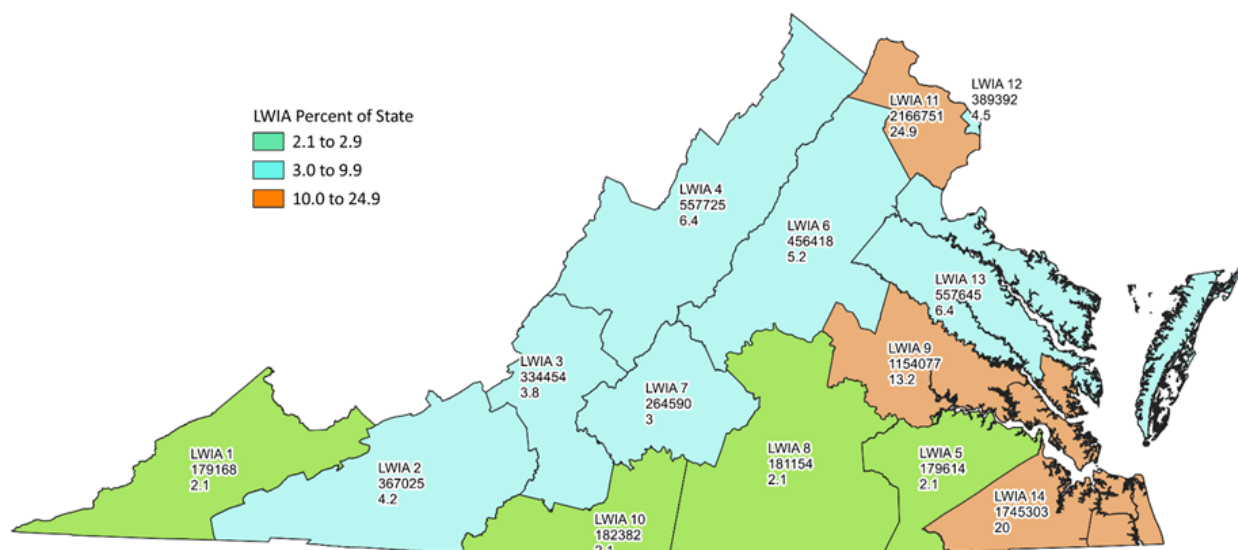
Population Snapshot

US Census Bureau figures show that the population of Virginia grew by 0.4% (36,599) to 8,715,698 between July 1, 2022, and July 1, 2023. This was slightly slower than population growth nationwide, which rose 0.5% (1,643,484) over that period to 334,914,895. Virginia's population growth contributed to a little over 2% of nationwide population growth.

Figure 1 shows the percentage of 2023 Virginia population by its 14 Local Workforce Investment Areas (LWIAs). Population is concentrated heavily in Northern Virginia in LWIAs 11 and 12, as well as in the Hampton Roads region of LWIA 14. These regions are heavy drivers of the Virginia economy as a whole.

Figure 1

Population Percentage by Local Workforce Investment Area (LWIA)

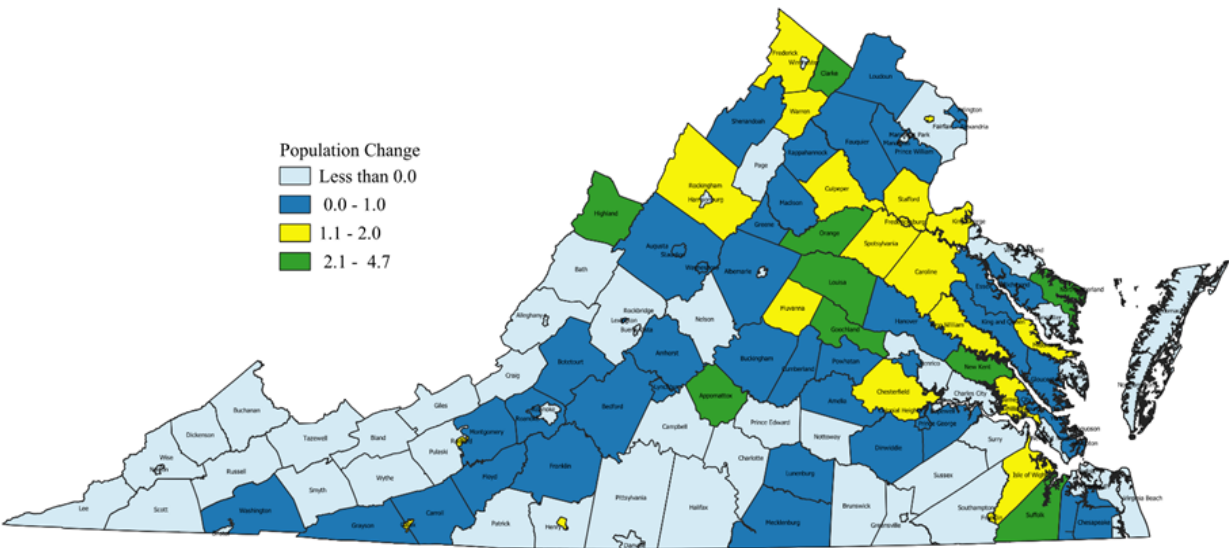


Source: US Census Bureau Annual Population and Housing Unit Estimates 2023. [Click here for full data.](#)

As shown in **Figure 2**, population between July 1, 2022, and July 1, 2023 increased in 82 and decreased in 51 of Virginia's 133 counties and cities. Almost half of the growth during that time (15,689) came from natural increase or having more births than deaths. Most of the growth (21,132) came from net migration into the state. Fifty-seven of Virginia's counties and cities grew faster than the 0.4% growth rate of the Commonwealth overall. Most of the areas with the fastest growth rates were concentrated in the central part of the state, not too far from Richmond. Examples of this regional population growth were seen in New Kent (4.7%), Goochland (4.0%), King William (2.7%), Louisa (2.5%), Suffolk (2.3%), Chesterfield (1.5%), and Orange (1.4%). Two independent cities experienced population loss between July 2022 and 2023 of 2% or more and included Norton City (-2.7%) and Manassas Park City (-2.0%).

Figure 2

Population Change by County and City - 2022 to 2023



Source: US Census Bureau Annual Population and Housing Unit Estimates 2023. [Click here for full data.](#)

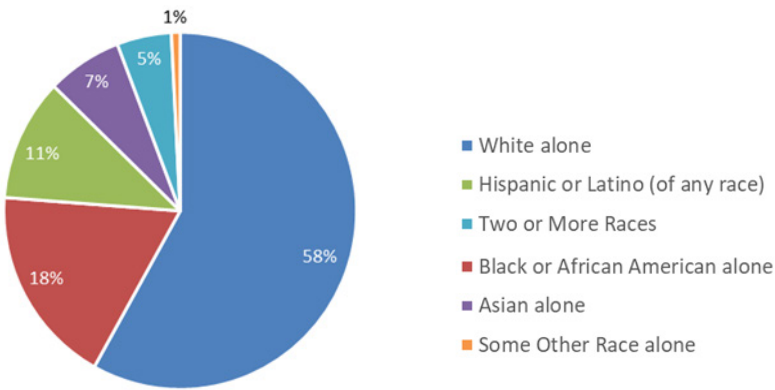
Increases in population are necessary for sustained economic growth and flattening population trends in the last five to ten years have likely been a drag on the Commonwealth’s economic expansion. However, data on the components of population change from 2020 to 2023 shows that population growth has been healthy in terms of natural change from births and deaths and that domestic net out-migration is slowing. From 2022 to 2023, net natural change totaled 15,689, and net migration totaled 21,132 (28,117 international in-migration and domestic out-migration of 6,985). Compared to the total domestic net out-migration of 37,414 since 2020, 2022’s domestic out-migration is below the annual average of the last three years (12,471).

The 2023 figures from the US Census Bureau’s American Community Survey one-year estimates give insights into the demographics of Virginia’s diverse population. Since 2022, the proportion of the male population has decreased slightly from 49.5% (4,299,314) to 49.4% (4,302,096), with the female proportion of the population rising from 50.5% (4,384,305) in 2022 to 50.6% (4,413,602) in 2023. The same trend can be observed nationally, with the national male population decreasing from 49.6% to 49.5% since 2022. This was likely influenced by the aging of the Baby Boomers and differences in mortality rates among males and females. Growth trends in Virginia white collar and healthcare employment may have also contributed to the shift.

As seen in **Figure 3**, the Commonwealth’s population continues to be racially diverse, with the share of people who identify as white continuing to trend downward, decreasing 0.6 percentage points to 58.1% between 2022 and 2023. Those who

Figure 3

Virginia Population by Race



identify as Black or African American make up the second largest share of population at 18.1%, followed by the Hispanic or Latino category, which made up 11.1% of the Virginia population in 2023. The percentage of people who identify as American Indian, Alaska Native, Native Hawaiian, or Other Pacific Islander remained at 0.2%. These categories are included in the “Some Other Race” category in **Figure 3**, which only makes up about 1% of the total Virginia population.

Figure 4 shows Virginia’s population by age cohort. One matter that may prove problematic for Virginia’s age group of 35-to-54-year-olds is that they are the most likely to enter into positions vacated by the aging population of 55 to 74 years old. In this case, the 35-to-54-year cohort (2,260,821) is much larger than those aged 55 to 74 years (1,978,427). As the older

Figure 4

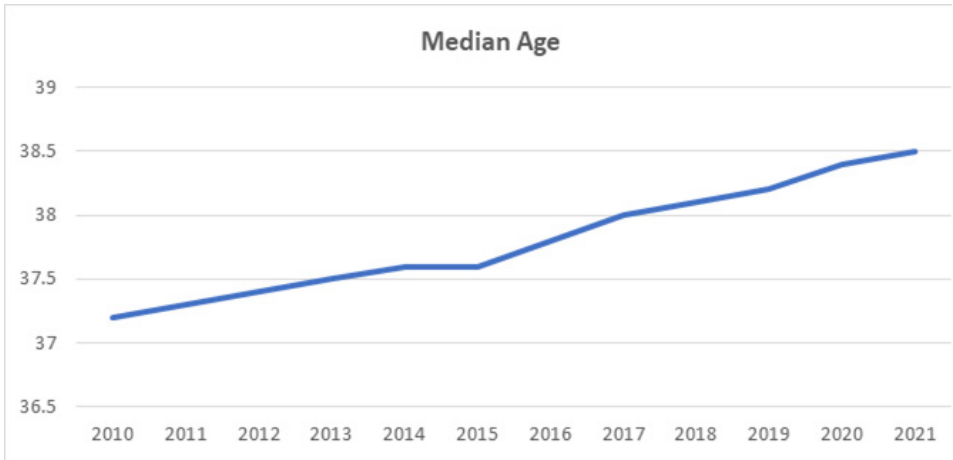
Age	Population	Percent of Population
0 to 14 Years	1,542,365	17.70%
15 to 19 Years	568,664	6.52%
20 to 34 Years	1,743,411	20.00%
35 to 54 Years	2,260,821	25.94%
55 to 74 Years	1,978,427	22.70%
75 Years and Over	622,010	7.14%

Source: US Census Bureau American Community Survey 2023 1-Year Estimates. For full data, [click here](#)

population group retires, the positions that open will not be in large enough supply for the younger workers to move into, thus setting the stage for underemployment and discouragement among the workforce in that age group.

As shown in **Figure 5**, the Commonwealth’s median age also continues to rise, reflecting the aging workforce trend.

Figure 5



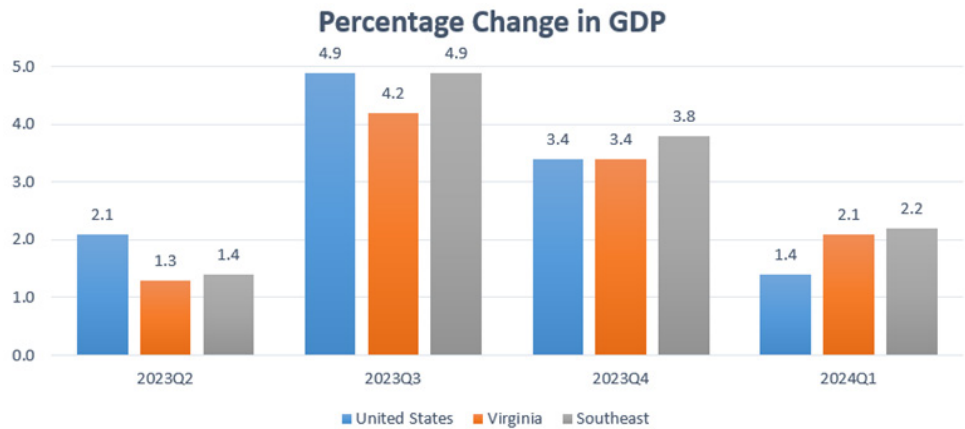
Source: US Census Bureau American Community Survey 5-Year Estimates since 2010. For full data, [click here](#).

Of the population aged 25 and over, 90.3% have at least a high school diploma, and 42.4% have a bachelor’s degree or higher. Of the total civilian noninstitutionalized population, 12.8% have a disability, with 41.3% of those 65 years and older identifying as having a disability. Notably, at 9.1%, the share of civilian veterans among the Virginia population 18 years and older ranks second among all 50 states and the District of Columbia, behind only Alaska (10.5%). The number of civilian veterans (612,622) ranks sixth behind Texas, Florida, California, North Carolina, and Pennsylvania. The share of Virginians without health insurance coverage decreased over the year from 6.5% to 6.4%.

Economic Snapshot

According to the most recent data from the Bureau of Economic Analysis shown in **Figure 6**, Virginia experienced positive GDP growth in all quarters of 2023 as well as the first quarter of 2024. However, Virginia’s economy grew slower than the Southeast region for all these periods and lagged the nation for the first two periods. Only in the first quarter of 2024 did Virginia pull well ahead of nationwide growth rates and has almost caught up with the Southeast GDP growth rate.

Figure 6



Source: Bureau of Economic Analysis. For full data, click [here](#).

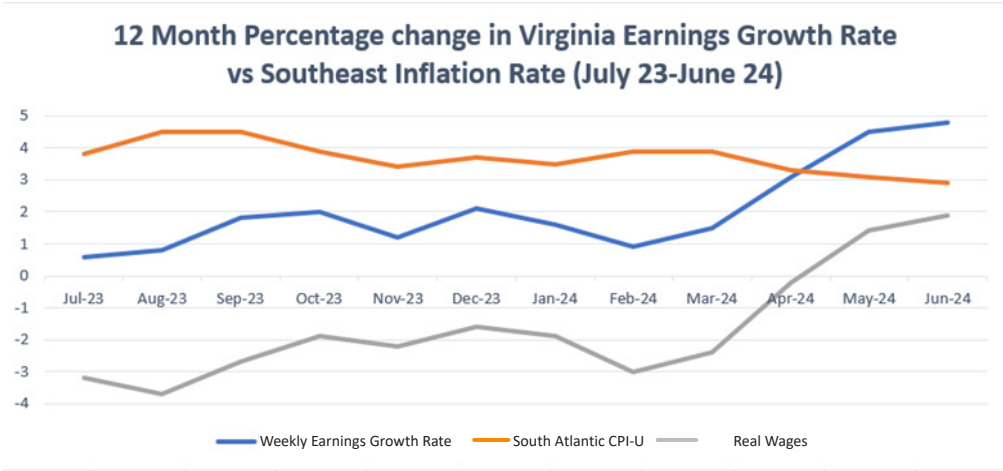
Following the pandemic and the subsequent economic recovery, Virginians experienced a drop in real wages (earnings after taking inflation into account) in 2021 and 2022, because the inflation rate exceeded the earnings growth rate. In March 2022, real wages for private industry workers were 3.3 percent lower than in March 2021.

However, thanks to the inflation fighting measures from the Federal Reserve, the South Atlantic Consumer Price Index (CPI-U) topped off at 4.5% in July 23, and then began a gradual decline over the next 12-months. It is currently at 2.9 percent, reaching what is considered a “soft landing” for the economy.

On an equally positive note, the 12 months growth rates of real wages rose gradually from negative rates in all of 2023 through April 2024, to positive territory starting May 2024. As of today, real wages are experiencing a healthy 2% growth rate.

Figure 7 below illustrates a summary of these real wage changes. While state estimates of CPI are not available, Consumer Price Index for Urban Consumers (CPI-U) is published for Census Regions, including the South Atlantic region which includes Virginia. State Current Employment Statistics give average weekly earnings for all private employees of Virginia. The following figure compares 12-month changes in both data sets to give an approximation of real wage trends in Virginia.

Figure 7



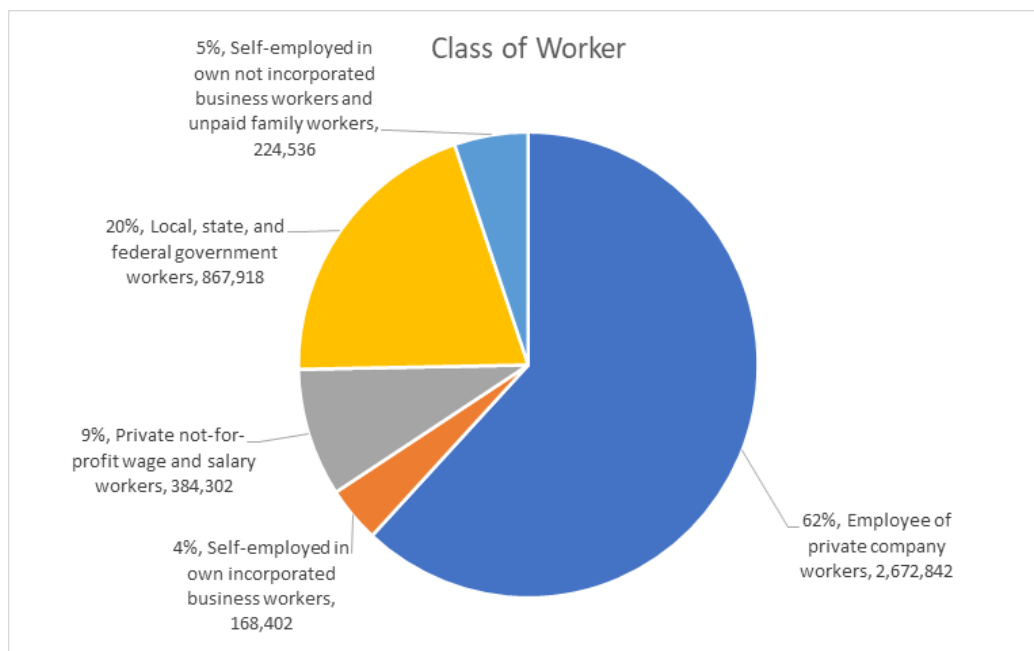
Source: Bureau of Labor Statistics. For full data, click [here](#).

PART 2: Virginia's Labor Force

Statewide Statistics

As an overview, **Figure 11** below shows class of worker for the Virginia civilian employed population 16 years and older (4,318,000). Most workers are private payroll workers (71%), but government workers make up a strong 20%. The remaining workers are classified as self-employed or unpaid family workers.

Figure 11



Source: US Census Bureau American Community Survey 2023 1-Year Estimates. For full data, click [here](#).

Local Area Unemployment Statistics (LAUS) provide comprehensive data on the labor force based on household interviews conducted each month for the Bureau of Labor Statistics. Also known as “the household survey,” LAUS distinguishes between whether a person is employed, unemployed, or not in the labor force.

According to LAUS data, the civilian labor force in Virginia increased 26,325 over program year 2023 (July 1, 2023 to June 30, 2024). Reaching 4,574,713, the labor force experienced a 0.6% over-the-year growth rate in June 2024.

There were more indicators of labor market strength in program year 2024, as captured in **Figure 12**. Labor force participation rose to a rate of 66.5%, which pushed the unemployment rate up to three percent—what many consider to be full employment levels. As the labor force edged up, new reentrants resumed looking for work. During their search, they would be considered unemployed in the BLS household survey.

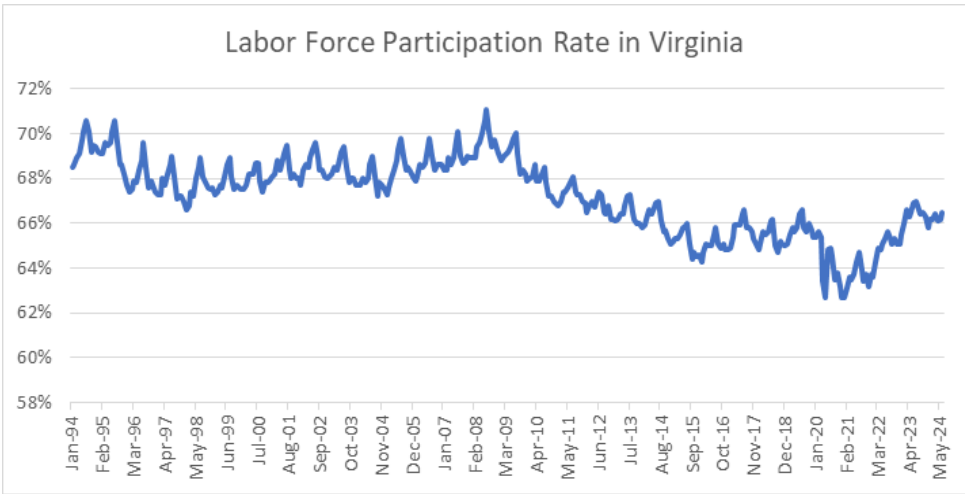
Figure 12

Unemployment Statistic	Jun-24	Jun-23	1-Year Actual Change	1-Year Percent Change
Labor Force	4,598,755	4,452,408	146,347	3.3%
Number of Employed	4,459,475	4,341,683	117,792	2.7%
Number of Unemployed	139,280	110,725	28,555	25.8%
Unemployment Rate	3.0%	2.5%	0.5%	20.0%
Labor Force Participation Rate	66.5%	65.1%	1.4%	2.2%

Source: Bureau of Labor Statistics, Local Area Unemployment Statistics (Not Seasonally Adjusted). For full data, click [here](#).

As **Figure 13** conveys, labor force participation languished before 2023 but has increased significantly in Virginia to exceed pre-COVID levels since the beginning of the year. The lowest reported period for seasonally adjusted labor force participation (63.4%) occurred during the winter of 2021, in the aftermath of the pandemic shutdowns. June 2020’s rate was also 63.4%. The rate has rebounded since then, with rates over 66% since January 2023.

Figure 13



Source: Bureau of Labor Statistics, Local Area Unemployment Statistics (Not Seasonally Adjusted). For full data, click [here](#).

Virginia’s labor market in fiscal year 2024 remained buoyant, continuing its expansion from pandemic era lows. The normalizing trend was seen in household employment data. It was also evident in unemployment insurance claims data, with slowly growing continuing claims totals and weekly initial claims filings in line with pre-pandemic conditions. As the Commonwealth outperformed many states in labor force and employment growth during this period, the phrenetic pace of job switching, with severe worker shortages in many sectors, slowed and receded to more normal, pre-pandemic conditions. Helping to temper wage-chasing job quitting among workers, inflationary pressures at this time also began to ease.

During the first half of 2024, the Commonwealth was a national leader in household labor force and employment growth. After little change in 2021, the pace of labor force growth accelerated in recent years and reached nearly 4.5 million in June 2024—or nearly 200,000 more employed since January 2022. This was largely driven by a rapidly increasing labor force participation rate, which measures the proportion of the civilian population age 16 and older that is employed or actively looking for work. The Commonwealth’s labor force participation rate rose to 66.6 over the winter of 2024, marking the highest rate since November 2012.¹

Similar trends were seen in claims for unemployment insurance. Initial claims for unemployment insurance filed in the June 1, 2024 filing week were fourteen percent lower than in the comparable week in 2023. For the filing week ending June 1, 2024,

¹ Source: “Virginia’s July’s Unemployment Rate Remained Unchanged at 2.7 percent. Labor Force Participation Rate Decreased by 0.1 Percentage Points to 66.1 percent and Employment Decreased by 6,226 to 4,446,004.” Virginia Works, August 16, 2024, <https://www.vec.virginia.gov/latest-release>.

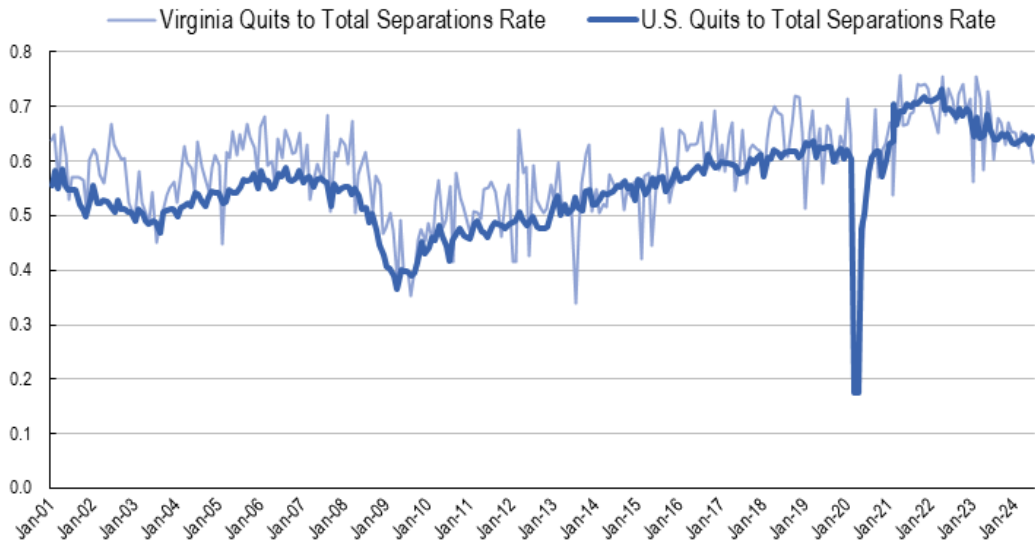
1,998 unemployment insurance weekly initial claims were filed during the week ending June 1, 2024, which is 3.3 percent lower than last week’s 2,066 claims and 13.8 percent lower than the comparable week of last year (2,317).²

Heading toward the end of the fiscal year, household employment conditions deaccelerated with many Virginians remaining on the sidelines, not working. According to Census household survey data, 2.3 million adult Virginians were not working at the end of June 2024. Of those reporting, nearly half of those not working cited retirement; many being part of huge Baby Boom demographic reaching retirement age. Retirees numbered 1.1 million in Virginia. Illness or disability was the second most-commonly reported reason for not working (14 percent of those reporting). Childcare was the third most reported reason (nine percent).³

As the overheated labor market of recent years cooled, BLS Jobs Opening and Labor Turnover Survey (JOLTS) data in June 2024 indicated that labor markets were less tight than in 2023. The ability of employers to fill open positions steadily improved while movement from job to job steadily slowed since the beginning of 2022. The number of hires in Virginia fell to 147,000 in June, a decrease of 33,000 over the month and down by 39,000 from June 2023 and down to its lowest level since 2020. June hires were twenty percent lower over the year but comparable to five years earlier. JOLTS defines hires as all additions to the payroll during the month.

This brought the ratio of hires to total job separations down to around one-to-one. With reduced hiring and separations, the churn rate (hires rate + total separations rate), or the velocity of movement from job to job, slowed to 2020 levels and equal to the national rate.⁴ Part of this slowing was positive because it was driven in part by low numbers of layoffs compared to before the pandemic. Layoffs were nearly a third lower than five years earlier. Quits (**Figure 14**) as a percentage of total job separations has declined since January 2022, but at over 60 percent of separations, still indicate sustained confidence among job switchers.

Figure 14
Quits as a Percentage of Total Separations, January 2001 to June 2024



A reason that many workers moved from job to job was for higher wages. Wages in program year 2024 rose as workers sought to stay ahead of rising prices at the grocery store, the gas pump, and for expenses like rent and insurance. Looking back to conditions in recent years, in the case of grocery items, higher costs to retailers were passed through in the form

2 Source: "Virginia's Latest Unemployment Insurance Weekly Initial Claims at 1,998; Continued Claims at 15,923." Virginia Works, June 1, 2024.
3 Source: U.S. Census Bureau Household Pulse Survey. Virginia phase 4.1 Cycle 06 Household Pulse Survey: May 28 - June 24. <https://www.census.gov/data/tables/2024/demo/hhp/cycle06.html>
4 Source: "Virginia Hires 33,000 Lower in June. Latest BLS Jobs Openings and Labor Turnover Survey Indicates Hiring Lower Compared to A Year Earlier." Virginia Works, August 20, 2024, <https://www.vec.virginia.gov/node/18882>.

of consumer inflation. According to the USDA, over a five-year period, 2022 food prices rose by a quarter nationally, rising faster than all other categories except transportation, and was the fastest pace experienced since 1979. Thankfully, recent CPI and PPI releases indicated that the worst of food inflation appears to be behind us.⁵

Virginia's labor market grew faster than most states during the first of the fiscal year 2024 but slowed in the second half. In addition to slowing household labor force and employment growth, other measures like hiring and movement from job to job also slowed. Despite this deacceleration, the Commonwealth's labor market remained buoyant with relatively low numbers of unemployment insurance claimants and layoffs. Contributing to this slowing has been slowing in the growth of consumer price inflation. In recent years, the costs of household goods and services rose rapidly but that pace slowed during the spring and summer of 2024.

Local Area Unemployment Statistics

Figure 15 illustrates the continuing story of strong success in most of the LWDA's, and the consequential positive statistics at the state level. It also shows the evidence of struggles in other regions of the state. Since reaching an all-time high in March of 2020, the unemployment rate steadily decreased statewide until 2023. During the past year, the state unemployment rate increased slightly by 0.2% from 2.8 % to 3.0%, and there has been a corresponding uptick of 0.2% across most of the LDWA. Nine out of 15 LWDA's (60 percent) have an unemployment rate above the state level of three percent. (Last year's unemployment rate is shown in parenthesis next to this year's rate). Alexandria/Arlington has the lowest unemployment rate at 2.3%, well below the state average. The highest unemployment rate was in Southwest Virginia at 4.2%. These rates reflect some regions' struggles related to the decline of manufacturing and traditional goods-producing industries, along with the economic impact of COVID-19.

Figure 15

Local Workforce Development Area (LWDA)	Labor Force	Employed	Unemployed	Unemployment Rate
I Southwestern Virginia	69,107	66,211	2,896	4.2% (4.0%)
II New River/Mt. Rogers	185,304	179,046	6,258	3.4% (3.2%)
III Western Virginia	173,496	168,198	5,298	3.1% (2.9%)
IV Shenandoah Valley	288,537	279,813	8,724	3.0% (2.8%)
V Crater Area	76,571	73,569	3,002	3.9% (3.6%)
VI Piedmont Workforce Network	239,363	232,587	6,776	2.8% (2.7%)
VII Region 2000/Central Virginia	124,148	119,590	4,558	3.7% (3.5%)
VIII South Central	81,563	78,440	3,123	3.8% (3.6%)
IX Capital Region Workforce Partnership	629,715	610,665	19,050	3.0% (2.9%)
X West Piedmont	86,323	82,988	3,335	3.9% (3.6%)
XI Northern Virginia	1,222,222	1,188,851	33,371	2.7% (2.5%)
XII Alexandria/Arlington	267,620	261,552	6,068	2.3% (2.1%)
XIII Bay Consortium	273,817	265,211	8,606	3.1% (2.9%)
XIV Hampton Roads	881,563	853,819	27,744	3.1% (3.0%)
State	4,599,349	4,460,540	138,809	3.0% (2.8%)

Source: Bureau of Labor Statistics, Local Area Unemployment Statistics (Not Seasonally Adjusted). For full data, click [here](#).

When speaking of Virginia's sub-state areas, it is important to consider commuting flows and place of work versus residency. As shown in **Figure 16**, 83.3% of workers commuted to work, while 16.7% worked from home. This represents a downward trend in working from home compared to the Covid recovery year of 2022 when 18.2% of workers worked from home and down from 2021 when 22.3% of workers worked from home.

5 Source: "Grocery Store Sticker Shock, 'Shrinkflation,' and Virginia's Food, Beverage, and Tobacco Producers." Virginia Works, https://www.virginiaworks.com/_docs/Publications/Press-Releases-and-Reports/PDF/GroceryStoreStickerShock.pdf.

Figure 16

Commuting to Work		
Workers 16 years and over	4,377,734	-
Car, truck, or van -- drove alone	2,994,370	68.4%
Car, truck, or van -- carpooled	376,485	8.6%
Public transportation (excluding taxicab)	109,443	2.5%
Walked	87,555	2.0%
Other means	78,799	1.8%
Worked from home	731,082	16.7%
Mean travel time to work (minutes)	27.5	-

Source: US Census Bureau American Community Survey 2023 1-Year Estimates. For full data, click [here](#).

Unemployment Insurance Data

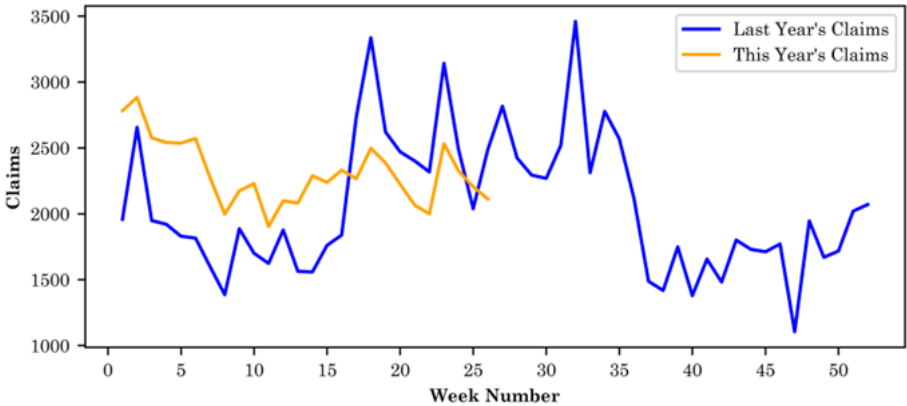
Figures 17 and 18 below show Virginia Employment Commission data on weekly initial and continued claims for 2023 and 2024.

Weekly Initial claims for 2024 started off higher than 2023 but have since then levelled off and are now generally lower each week than the corresponding weeks of 2023.

Continued claims for 2024, on the other hand, are consistently higher each week than the corresponding weeks of 2023.

Figure 17

Virginia Initial Claims by Week: Previous and Current Year



Virginia Continued Claims by Week: Previous and Current Year

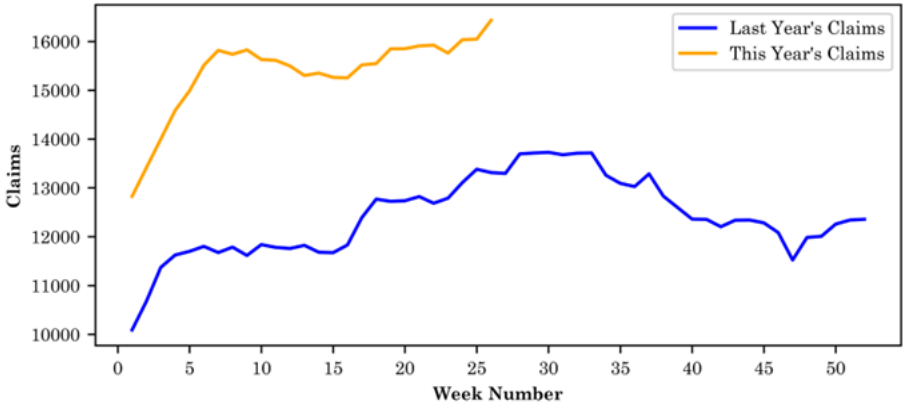


Figure 18

Claims – Comparison of Unemployment Insurance Activity				
	Week Ending 06/29/2024	Week Ending 06/22/2024	Week Ending 06/15/2024	Last Year 07/01/2023
Initial Claims	2,112	2,205	2,325	2,487
Initial Change (%)	-93 (-4.2%)	-120 (-5.2%)	-206 (-8.1%)	-375 (-15.1%)
Continued Claims	16,433	16,046	16,034	13,313 (+23.4%)

Source: Virginia Employment Commission, ETA-539. For full data, click [here](#).

In program year 2024 (from July 2023 to June 2024), \$258,824,638 was paid in unemployment benefits for 126,850 initial claims and 928,573 continued claims.

The average weekly benefit amount received by claimants for the first quarter of 2024 was \$349.30. Compared to a statewide average weekly wage of \$1,567.23, this made for a wage replacement rate of 22.3%.

The total number of continued claimants has increased by 23.4% in program year 2024 as compared to program year 2023. This increase could be attributed to a loosening labor market as the economy continues to recover from the extreme labor market tightness of the post-COVID-19 economy.

Figures 19 and 20 examine unemployment insurance claimants in Virginia by sex and age. Females made up a much larger segment of initial claims in June. Since most measures of labor force participation show lower participation of females compared to males, the higher number of female claimants stands out further. Generally, the industries and occupations with the largest number of claims tend to have a female leaning skew of employment, leading to a higher number of female claimants compared to male claimants overall.

Looking at age, for most of the “prime age” categories, the number of claimants is relatively even.

Figure 19

UI Claimants by Sex

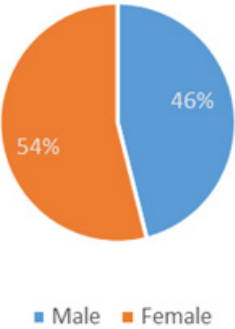
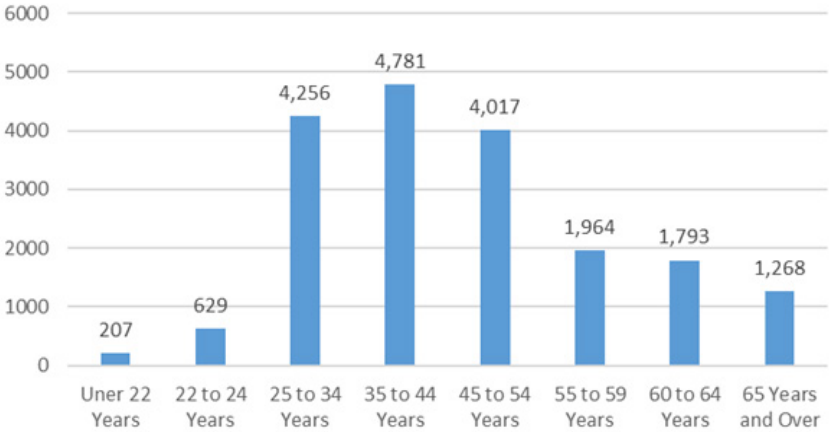


Figure 20

UI Claimants by Age



Source: Virginia Employment Commission ETA 203. For full data, click [here](#).

Figures 21 and 22 look at unemployment claimants in terms of occupations and industries.

The top two occupations by number of claimants have remained the same from last year, while Computer and Math has risen from 5th to 3rd place.

In terms of industries, the top two industries by number of claimants have remained the same from last year, while Manufacturing has dropped from third to fifth place.

Figure 21

Top 5 Occupations by Number of Claimants			
June 2024 Occupations	Claimants	June 2023 Occupations	Claimants
Office and Administrative Support	2,976	Office and Administrative Support	2,538
Management	2,832	Management	2,477
Computer and Math	1,480	Business and Financial Operations	1,335
Business and Financial Operations	1,415	Transportation and Material Moving	1,101
Sales and Related	1,223	Computer and Math	1,029
Total, All Occupations	18,459	Total, All Occupations	16,412

Source: Virginia Employment Commission ETA 203. For full data, click [here](#).

Figure 22

Top 5 Industries by Number of Claimants			
June 2024 Industries	Claimants	June 2023 Industries	Claimants
Professional, Scientific, and Technical Services	2,064	Professional, Scientific, and Technical Services	1,568
Administration and Support, Waste Management, and Remedial Services	1,711	Administration and Support, Waste Management, and Remedial Services	1,327
Healthcare and Social Assistance	1,237	Manufacturing	1,104
Retail Trade	1,136	Healthcare and Social Assistance	990
Manufacturing	1,051	Retail Trade	842
Total, All Industries	18,915	Total, All Industries	16,412

Source: Virginia Employment Commission ETA 203. For full data, click [here](#).



PART 3: Industries and Occupations

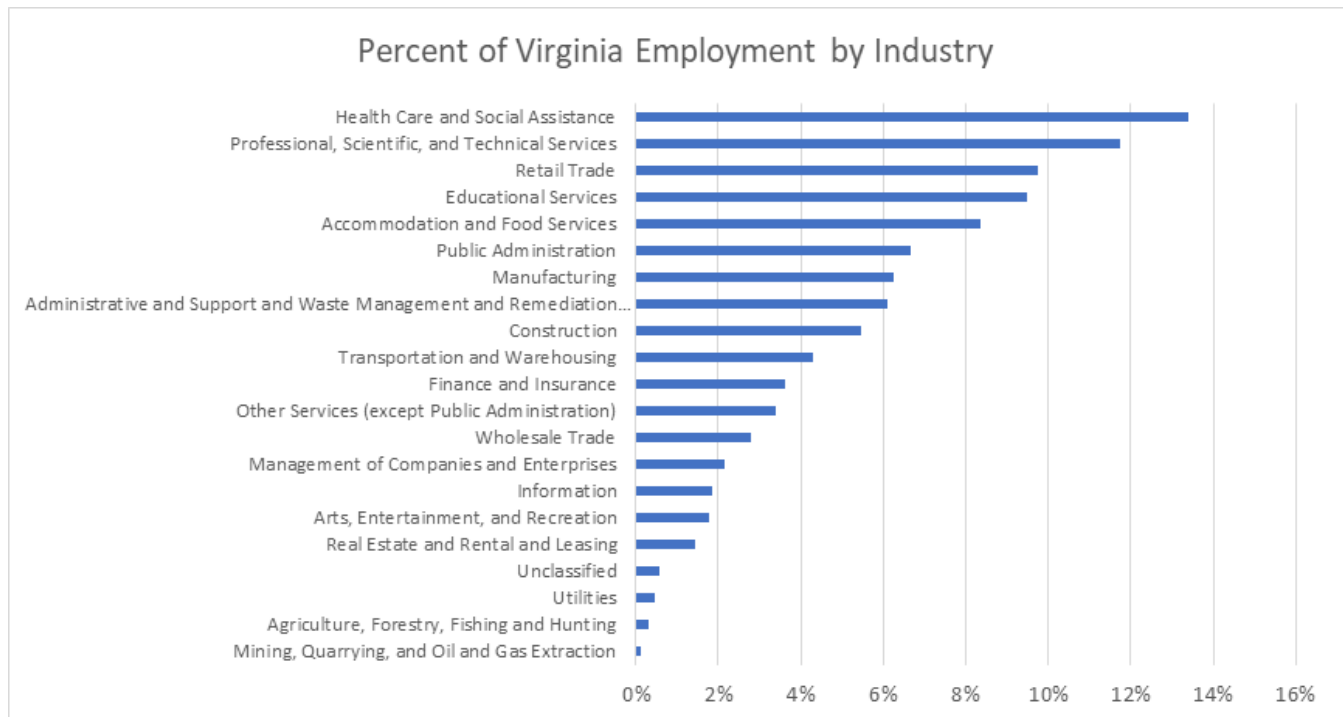
Industrial Landscape

The Quarterly Census of Employment and Wages (QCEW) program provides data on the number of establishments, employment levels, and wages by industry for workers covered by unemployment insurance laws. An analysis of the most recent data from the first calendar quarter of 2024 gives insight into the various industries present in the Commonwealth.

According to QCEW data, average covered employment during the months of January, February, and March 2024 hovered at a little over 4 million (4,050,392). Virginia's primary industries of employment remain concentrated in Health Care and Social Assistance; Professional, Scientific, and Technical Services; Retail Trade; Educational Services; and Accommodation and Food Services. Altogether, these five industries account for over half (52.7%) of the state's total employment.

In contrast, the industries of Mining, Quarrying, and Oil and Gas Extraction; Agriculture, Forestry, Fishing, and Hunting; and Utilities have the lowest concentration of employment, collectively representing just under one percent (0.9%) of the state's total employment. **Figure 23** shows the percentage of total Virginia employment by the 21 industry sectors.

Figure 23



Source: Virginia Works, Quarterly Census of Employment and Wages, 2024Q1. For full data, click [here](#).

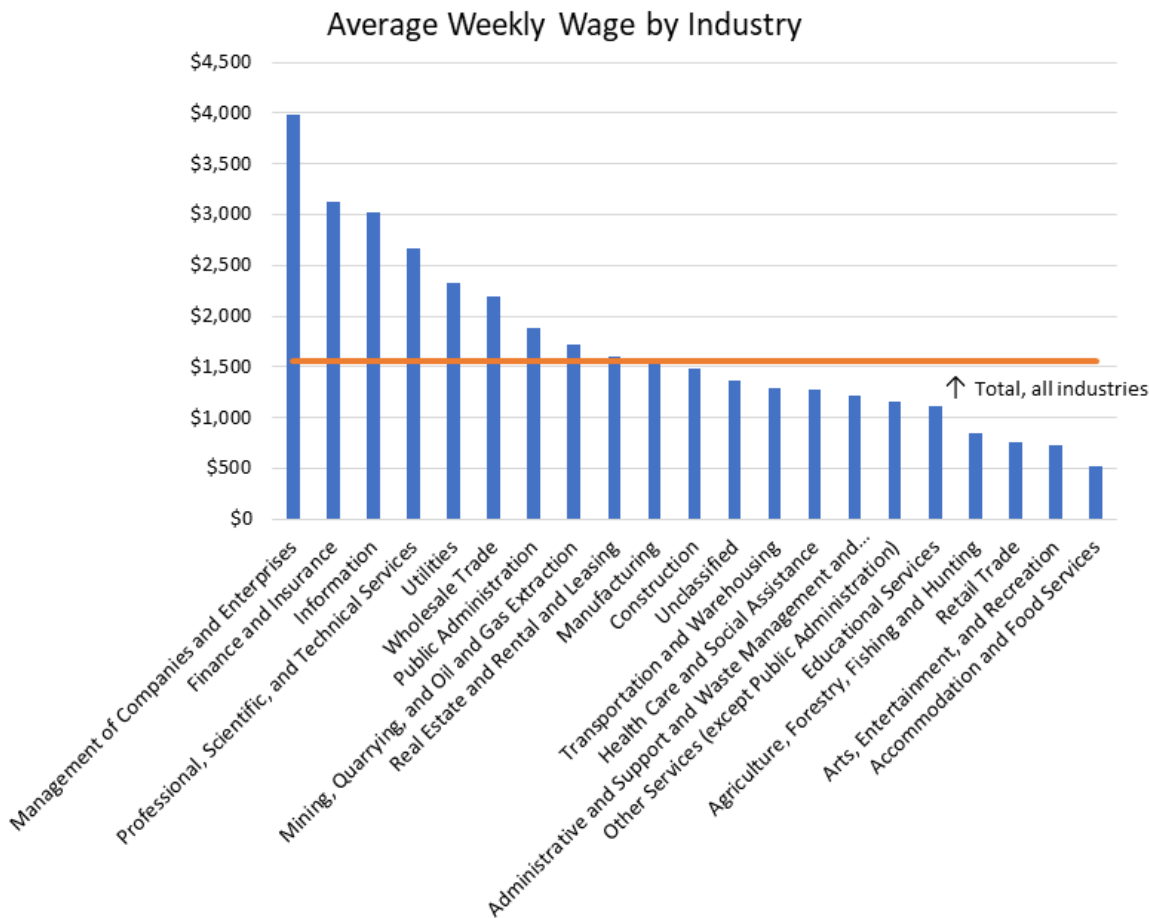
The share of establishments by industry sector tells a similar story, with the largest share of establishments (17.7%) belonging to Professional, Scientific, and Technical Services, and the second largest share (16.5%) belonging to Health Care and Social Assistance. Interestingly, Other Services (9.5%), Retail Trade (8.1%) and Construction (7.4%) are the next largest industry sectors in terms of establishments. In the first quarter of 2024, Virginia's total count of establishments reached 313,240, a 0.8% increase from the first quarter of 2023 (310,666).

The Professional, Scientific, and Technical Services industry sector, with the second highest share of employment and largest share of establishments, also generated the largest share of the Commonwealth's \$76.6 billion in total wages (20.2%) in the first quarter of 2024. Health Care and Social Assistance generated the second largest share of wages at 11.0%, and Public Administration was third at 8.0%. Mining, Quarrying, and Oil and Gas Extraction as well as Agriculture, Forestry, Fishing and Hunting generated the smallest share of total wages at just 0.2% each.

The average weekly wage for all industries across the Commonwealth was \$1,554 in the first quarter of 2024. This is a 5.1% increase over the average weekly wage in first quarter 2023 (\$1,478). **Figure 24** shows each industry sector’s average weekly wage in Virginia.

For more detailed information on industries and employer needs, **Appendix A (page 24)** gives an overview of employer needs by industry. Skills, certifications, and technologies listed are based on employer self-identification in the Virginia Workforce Connection. Please note that because many job orders do not list these categories, data may skew towards those that do.

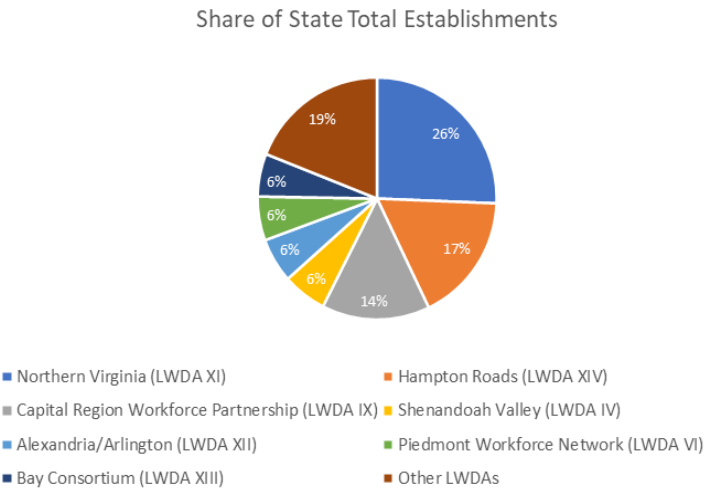
Figure 24



Source: Virginia Works, Quarterly Census of Employment and Wages, 2024Q1. For full data, click [here](#).

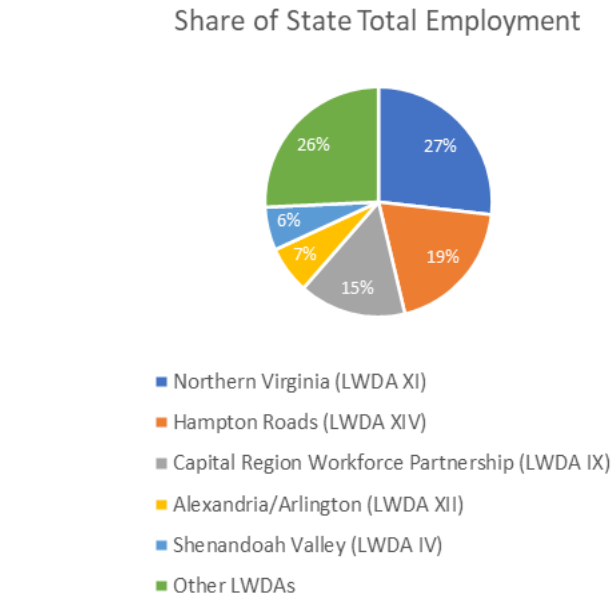
QCEW data is also available at the sub-state level, allowing for an analysis of Local Workforce Investment Areas (LWIAs). Figure 27 outlines the share of total establishments by LWIA. The continued story of concentration of population, establishments, employment, and wages in LWIAs like Northern Virginia, Hampton Roads, and Capital Region Workforce Partnership is echoed in **Figures 25-27**, which show that Virginia’s economic landscape is dominated by these areas.

Figure 25



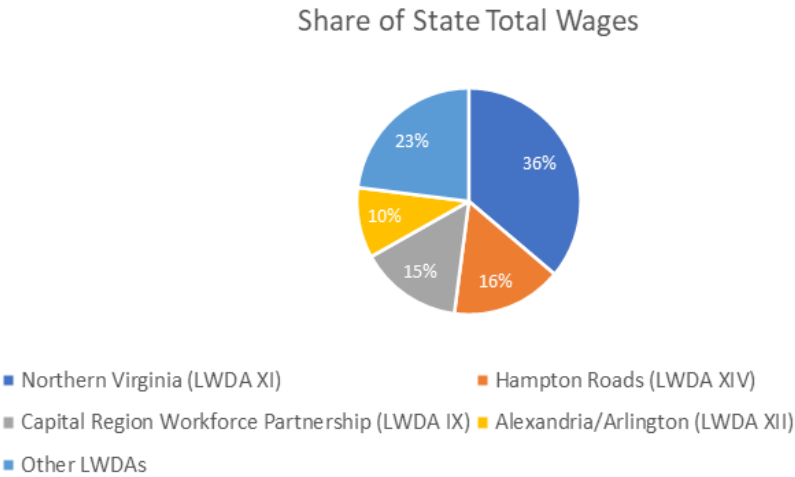
Source: Virginia Works, Quarterly Census of Employment and Wages, 2024Q1. For full data, click [here](#).

Figure 26



Source: Virginia Works, Quarterly Census of Employment and Wages, 2024Q1. For full data, click [here](#).

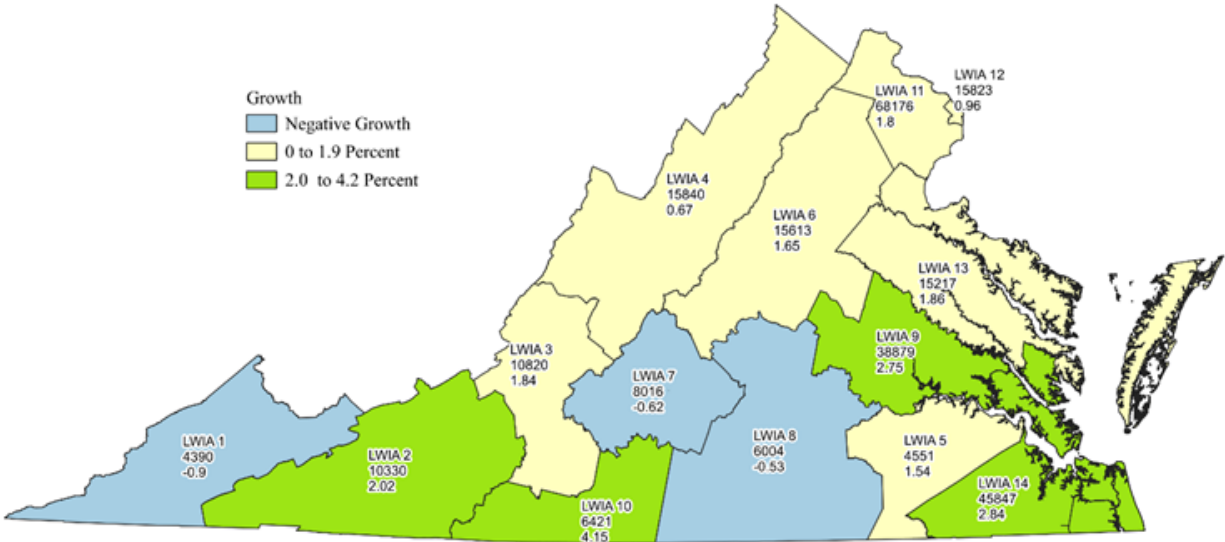
Figure 27



Source: Virginia Works, Quarterly Census of Employment and Wages, 2024Q1. For full data, click [here](#).

Figure 28 shows the number of establishments and the annual growth rate of establishments since first quarter of 2023 in each LWIA. Most LWIAs are growing, with West Piedmont (LWIA X) and Hampton Roads (LWIA XIV) showing the highest rates of growth. Slight negative growth was seen in the areas of Southwestern Virginia (LWIA I), Piedmont Workforce Network (LWIA VI), and Region 2000/Central Virginia (LWIA VII), though no regions experienced negative growth less than one percent.

Figure 28
Number of Establishments and Percentage Growth Rates by Local Workforce Investment Areas (LWIAs)



Source: Virginia Works, Quarterly Census of Employment and Wages, 2024Q1. For full data, click [here](#).

Figure 29 provides insight into the industrial landscape of Virginia’s LWIAs as well as the average weekly wage for each region. Health Care and Social Assistance and Retail Trade dominate employment in most areas, with Northern Virginia (LWIA XI) and Alexandria/Arlington (LWIA XII) excelling in Professional, Scientific, and Technical Services, and other regions such as New River/Mount Rogers (LWIA II), Shenandoah Valley (LWIA IV), and West Piedmont (LWIA X) specializing in Manufacturing.

Average weekly wage varies widely amongst the LWIAs of Virginia, with the lowest average weekly wage (\$901) found in West Piedmont (LWIA X) being less than half of that of Alexandria/Arlington (LWIA XII), the area with the highest average weekly wage (\$2,266).

Figure 29

LWIA	Top Employing Industry Sector	Second Most Employing Industry Sector	Average Weekly Wage
Southwestern Virginia (LWIA I)	Health Care and Social Assistance	Retail Trade	\$918
New River/Mt. Rogers (LWIA II)	Manufacturing	Educational Services	\$995
Western Virginia (LWIA III)	Health Care and Social Assistance	Manufacturing	\$1,132
Shenandoah Valley (LWIA IV)	Manufacturing	Health Care and Social Assistance	\$1,071
Crater Area (LWIA V)	Health Care and Social Assistance	Retail Trade	\$1,142
Piedmont Workforce Network (LWIA VI)	Educational Services	Health Care and Social Assistance	\$1,239
Region 2000/Central VA (LWIA VII)	Health Care and Social Assistance	Manufacturing	\$1,068
South Central (LWIA VIII)	Health Care and Social Assistance	Educational Services	\$933

(Continued)

LWIA	Top Employing Industry Sector	Second Most Employing Industry Sector	Average Weekly Wage
Capital Region Workforce Partnership (LWIA IX)	Health Care and Social Assistance	Retail Trade	\$1,461
West Piedmont (LWIA X)	Manufacturing	Health Care and Social Assistance	\$901
Northern Virginia (LWIA XI)	Professional, Scientific, and Technical Services	Health Care and Social Assistance	\$2,031
Alexandria/Arlington (LWIA XII)	Professional, Scientific, and Technical Services	Public Administration	\$2,266
Bay Consortium (LWIA XIII)	Retail Trade	Health Care and Social Assistance	\$1,174
Hampton Roads (LWIA XIV)	Health Care and Social Assistance	Retail Trade	\$1,232

Source: Virginia Works, Quarterly Census of Employment and Wages, 2024Q1. For full data, click [here](#).

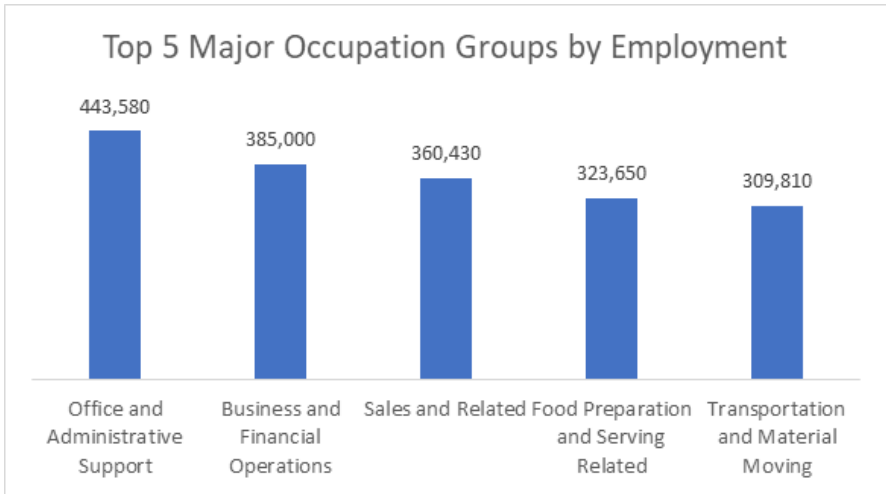
Occupational Landscape

Turning to occupations, the Occupational Employment and Wage Statistics (OEWS) program provides annual estimates of employment and wages for over 800 occupations in 22 major occupational groups based on a survey of business establishments. The OEWS survey covers wage and salary workers in nonfarm and nonmilitary establishments and does not include the self-employed, owners and partners in unincorporated firms, household workers, or unpaid family workers.

Total statewide employment for all occupations was an estimated 3,981,130 in 2023, a 2.8% increase from 2022's total employment of 3,873,060. Wages in Virginia also increased during this period, with the mean annual wage growing by 6.8% to \$70,050 and the median annual wage growing by 3.4% to \$49,920. Virginia's mean annual wage was 7.0% higher than the United States' mean annual wage of \$65,470, with Virginia's median annual wage also larger than the United States' \$48,060 by 3.9%. Real wage growth was lower than the nominal rate, driven by continued, but lessened, inflationary pressure felt throughout the Commonwealth.

Figure 30 displays the top five major occupational groups in Virginia by employment. Office and Administrative Support Occupations remain the largest statewide occupational group, with over 11% of Virginians employed in those occupations. Employment is largely concentrated not only in that group, but also in Business and Financial Operations Occupations and Sales and Related Occupations, with 30% of statewide employment falling into one of these three categories. In terms of median annual wage, Business and Financial Operations Occupations rank relatively high among occupation groups with a median annual wage of \$85,030 while the remaining four out of five top employing occupational groups have a median annual wage below that of the state overall (\$49,020).

Figure 30



Source: Bureau of Labor Statistics Occupational Employment and Wage Statistics, 2023. For full data, click [here](#).

The largest detailed occupations in the state were Fast Food and Counter Workers (96,390 employed), Retail Salespersons (96,360), and Cashiers (93,280). **Figure 31** outlines comprehensive statistics on the top five detailed occupations in the state by employment.

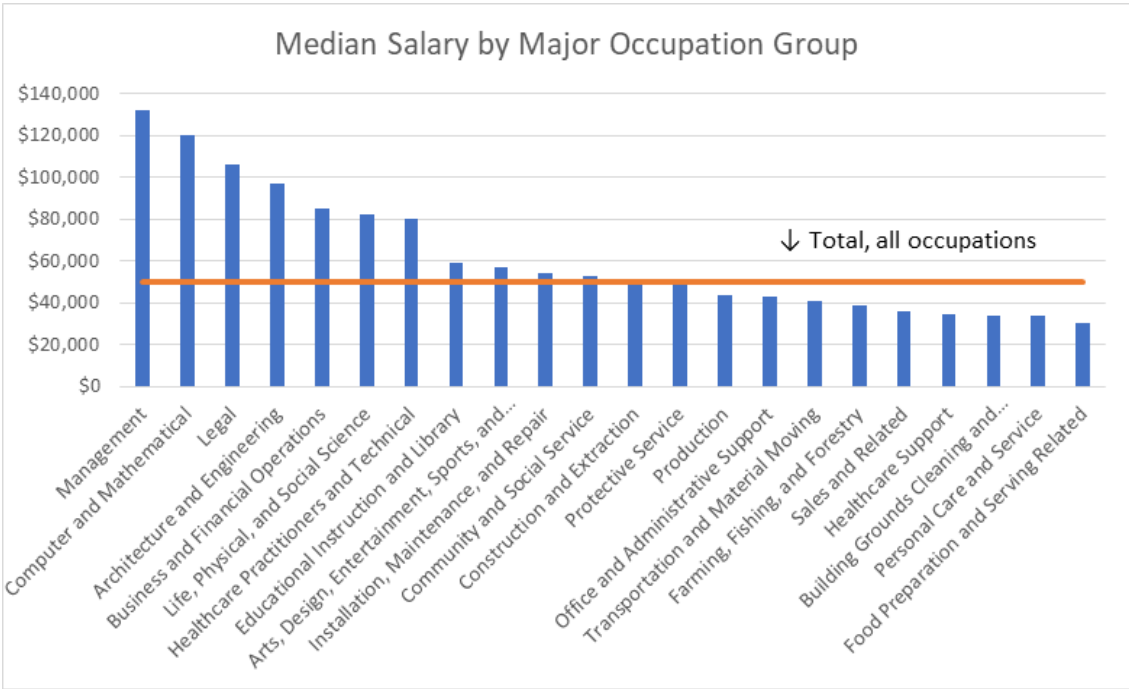
Figure 31

Detailed Occupation	Employment	Mean Hourly Wage	Median Hourly Wage	Mean Annual Wage	Median Annual Wage
Fast Food and Counter Workers	96,390	\$14.54	\$13.80	\$30,250	\$28,710
Retail Salespersons	96,360	\$17.25	\$15.11	\$35,880	\$31,440
Cashiers	93,280	\$14.39	\$13.80	\$29,920	\$28,700
General and Operations Managers	92,650	\$66.82	\$58.20	\$138,980	\$121,050
Software Developers	86,680	\$67.27	\$64.92	\$139,920	\$135,040

Source: Bureau of Labor Statistics Occupational Employment and Wage Statistics, 2023. For full data, click here.

Figure 32 graphs statewide median salary by major occupation group. The highest median salary was predictably for Management Occupations at \$132,380 (over two and a half times the state’s median salary for all occupations), followed by Computer and Mathematical Occupations at \$120,160 and Legal Occupations at \$105,820. The lowest median salary reported was for Food Preparation and Serving Related Occupations at \$30,630, followed by Personal Care and Service Occupations at \$33,720 and Building and Grounds Cleaning and Maintenance Occupations at \$34,100.

Figure 32



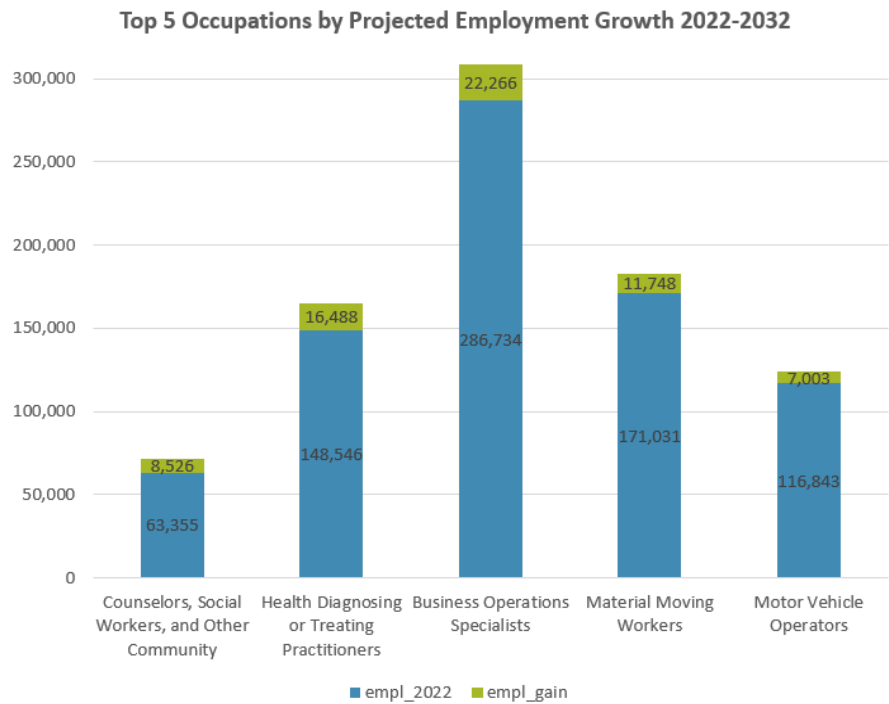
Source: Bureau of Labor Statistics Occupational Employment and Wage Statistics, 2023. For full data, click here.

For more detailed information on occupations, **Appendix B (page 31)** shows employer needs by top 10 occupations by number of postings in Virginia Workforce Connection.

Looking Ahead

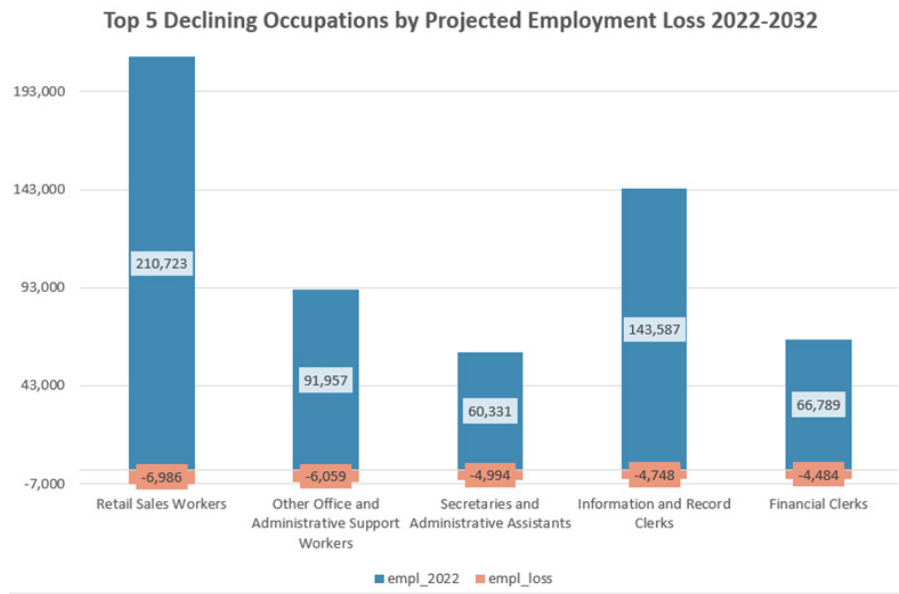
Virginia Works produces long- and short-term employment projections for occupations and industries. **Figures 33 and 34** show the top 5 growing and declining occupations as of the most recent 2022 – 2032 long-term employment projections.

Figure 33



Source: Virginia Employment Commission 2022 – 2032 Long-Term Projections.

Figure 34



Source: Virginia Employment Commission 2022 – 2032 Long-Term Projections. The top 5 growing occupations are projected to experience between 6.0% and 13.5% cumulative growth of employment from 2022 until 2032.

The highest rate of cumulative employment gain between 2022 and 2032 is projected for Counselors, Social Workers, and Other Community (+13.5%).

The top 5 declining occupations are expected to experience between -3.3% to -8.3% cumulative loss of employment from 2022 until 2032.

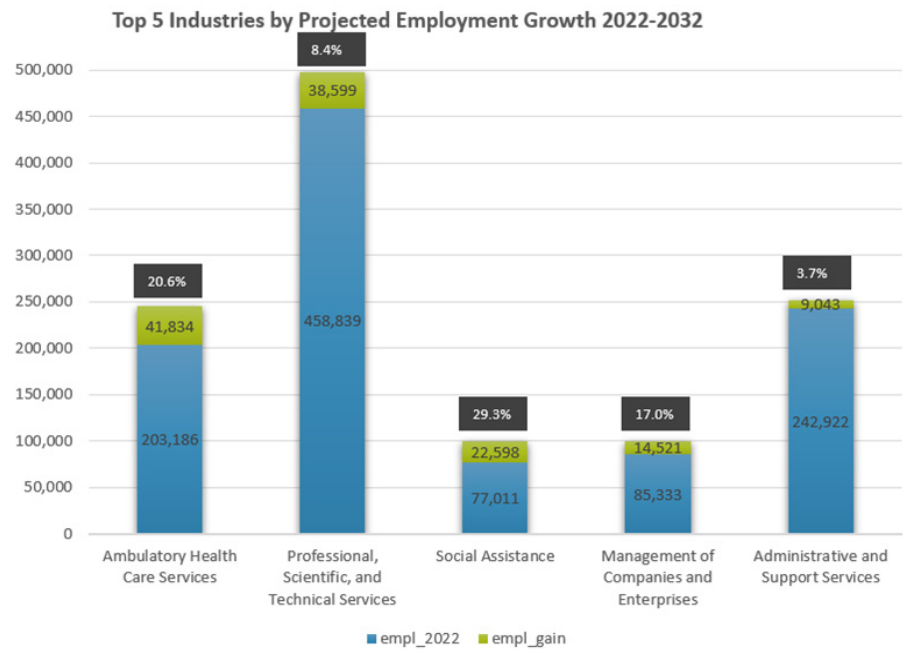
The highest rate of cumulative employment decline between 2022 and 2032 is projected for Secretaries and Administrative assistance (-8.3%).

In terms of industries, **Figures 35** and **36** show the top 5 growing and declining industries by employment.

The highest rate of cumulative employment gain between 2022 and 2032 is projected for Social Assistance (+29.3%).

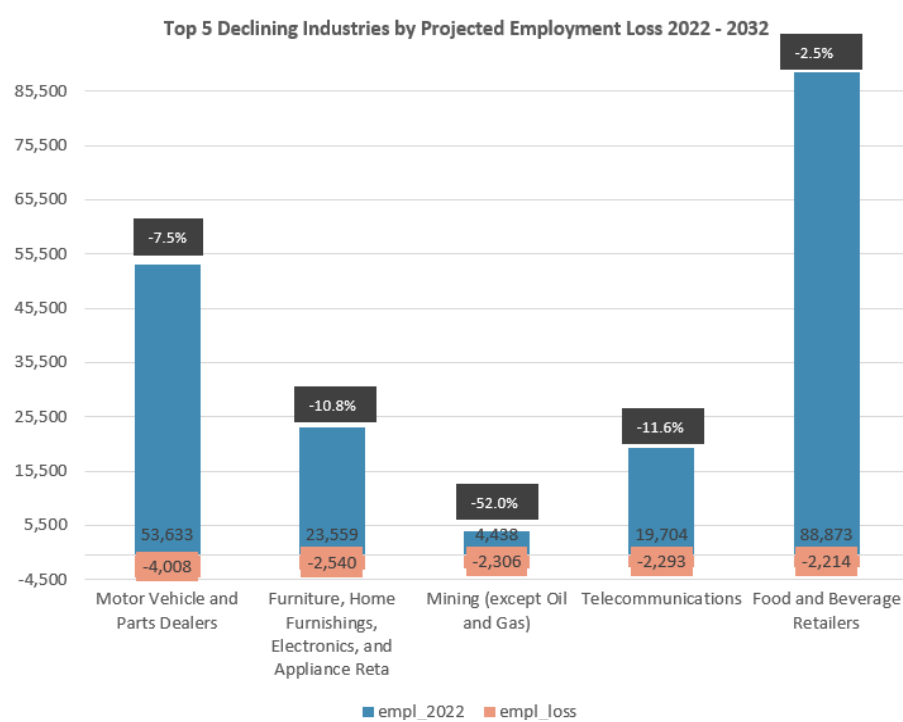
The highest rate of cumulative employment decline between 2022 and 2032 is projected for Mining (except Oil & Gas) (-52%).

Figure 35



Source: Virginia Employment Commission 2022 – 2032 Long-Term Projections.
(The percentage values at the top of each bar represent projected cumulative growth rates)

Figure 36



Source: Virginia Employment Commission 2022 – 2032 Long-Term Projections.
(The percentage values at the top of each bar represent projected cumulative growth rates)

Conclusion

Virginia remains a leader in workforce quality despite a rapidly changing workplace.

Virginia has long been recognized as a leader in both workforce quality and development. These achievements have helped to push the Commonwealth up to the upper tier of ‘best for business’ rankings in recent years.

However, the societal and economic disruptions of the pandemic era have pressed the need to further improve the quality of the workforce and workforce services to prepare for the fast-changing future of work.

The reopening of businesses begun in 2020 could be viewed as a ‘re-imagining phase’, when new ways of doing business and interacting with customers and coworkers were instituted to limit the spread of the virus. This transformation of the workplace has continued, and many cases, accelerated, since then. Ten years ago, researchers forecast that nearly half of U.S. occupations were at risk due to technology change or ‘computerization’. This encompassed many different types of technological trends which required workers to learn different, often more-advanced, skills. Technological change will continue to affect non-routine work tasks as well as routine ones. While tasks requiring things like social intelligence and creativity are more of a challenge, the boundaries of these frontiers are being pushed further and further with the emergence of artificial intelligence.

These anticipated changes in the future of work have brought to the forefront the necessity of re-imagining workforce services. Governor Glenn Youngkin signed two bills into law on May 31 in Chester, both designed to eliminate red tape and make it easier for Virginians to get a job. These bills create a centralized Department of Workforce Development and Advancement (Virginia Works). “After 30 years of people trying, we have been successful in bringing workforce development programs under the mission of the new Department of Workforce Development and Advancement and that will allow us to provide better services and training to Virginians, measure and optimize our programs, create more high-paying jobs, and enable the Commonwealth to better compete with other states,” said Secretary of Labor Bryan Slater. “This effort will accelerate Virginia’s economic growth and keep Virginia as the best place to live, work, and raise a family.”



Appendix A - Industry



Accommodation and Food Services

8.6% of total jobs | 9,420 Jobs Available | 14,295 Employers | \$17.20 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer Service	ServSafe Alcohol Certification	Fast Food and Counter Workers	80,040
Food Preparation	Certification in Cardiopulmonary Resuscitation	Waiters and Waitresses	54,980
Restaurant Management	Food Handlers Card	Cooks, Restaurant	36,210
Cash Handling	Registered Dietician or Registered Dietitian Nutritionist	First-Line Supervisors of Food Preparation and Serving Workers	26,290
Inventory Management	Commercial Drivers License	Cooks, Fast Food	15,380



Administrative and Support and Waste Management and Remediation Services

6.4% of total jobs | 9,098 Jobs Available | 16,504 Employers | \$25.80 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Registered Nurse (RN)	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	30,730
Regulatory compliance	Advanced Cardiac Life Support Certification (ACLS)	Security Guards	23,990
Risk management	Certification in Cardiopulmonary Resuscitation (CPR)	Customer Service Representatives	18,640
Dusting	Commercial Drivers License (CDL)	Landscaping and Groundskeeping Workers	15,800
Mops floors	Cisco Certified Network Associate (CCNA)	Office Clerks, General	6,460



Agriculture, Forestry, Fishing and Hunting

0.1% of total jobs | 223 Jobs Available | 1,861 Employers | \$22.50 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Commercial Drivers License (CDL)	Logging Equipment Operators	690
Watering	Certification in Cardiopulmonary Resuscitation (CPR)	Heavy and Tractor-Trailer Truck Drivers	310
Fertilizing	First Aid Certification	Farmworkers, Farm, Ranch, and Aquacultural Animals	280
Apply pesticides	Pharmacy Technician Certification (CPhT)	Fallers	220
Unloading trucks	GIAC Security Essentials (GSEC)	First-Line Supervisors of Farming, Fishing, and Forestry Workers	200

Appendix A - Industry



Arts, Entertainment, and Recreation

1.5% of total jobs | 2,198 Jobs Available | 3,648 Employers | \$21.10 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)	Fitness Trainers and Aerobics Instructors	7,260
Answer phone calls	CPR/AED Certification	Amusement and Recreation Attendants	6,150
Cash handling	Personal Training Certification	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	2,820
Food preparation	First Aid Certification	Landscaping and Groundskeeping Workers	2,750
Stand for long periods of time	Personal Trainer Certification	Childcare Workers	2,510



Construction

5.4% of total jobs | 4,621 Jobs Available | 22,304 Employers | \$30.00 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Commercial Drivers License (CDL)	Construction Laborers	22,030
Preventative maintenance	Certification in Cardiopulmonary Resuscitation (CPR)	First-Line Supervisors of Construction Trades and Extraction Workers	18,350
Welding	Flagger Certification	Electricians	16,380
Risk management	OMG-Certified Systems Modeling Professional (OCSMP)	Carpenters	14,120
Developing new business	Construction Health and Safety Technician (CHST)	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	9,080



Educational Services

9.3% of total jobs | 15,847 Jobs Available | 4,427 Employers | \$31.60 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)	Elementary School Teachers, Except Special Education	37,830
Manage multiple design projects	Registered Nurse (RN)	Secondary School Teachers, Except Special and Career/Technical Education	27,900
Record keeping	Basic Life Support (BLS) Certification	Teaching Assistants, Except Postsecondary	27,390
Background investigations	Commercial Drivers License (CDL)	Substitute Teachers, Short-Term	20,100
Supervises employees	Licensed Practical Nurse (LPN)	Middle School Teachers, Except Special and Career/Technical Education	18,930

Appendix A - Industry



Finance and Insurance

3.7% of total jobs | 3,807 Jobs Available | 8,915 Employers | \$46.30 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Software engineering experience	Certified Information Systems Security Professional (CISSP)	Securities, Commodities, and Financial Services Sales Agents	10,210
Customer service	Series 7 - General Securities Representative	Insurance Sales Agents	10,090
Risk management	Certified Information Systems Auditor (CISA)	Customer Service Representatives	9,600
Regulatory compliance	Certified Public Accountant (CPA)	Loan Officers	7,770
Identify opportunities	Certified Information Security Manager (CISM)	Tellers	7,150



Health Care and Social Assistance

12.1% of total jobs | 24,601 Jobs Available | 44,364 Employers | \$32.00 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Registered Nurse (RN)	Registered Nurses	58,870
Social perceptiveness	Basic Life Support (BLS) Certification	Nursing Assistants	37,660
Risk management	Certification in Cardiopulmonary Resuscitation (CPR)	Medical Assistants	14,320
Blood draws	Advanced Cardiac Life Support Certification (ACLS)	Licensed Practical and Licensed Vocational Nurses	14,290
Market analysis	Licensed Practical Nurse (LPN)	Medical Secretaries	13,920



Information

1.8% of total jobs | 2,788 Jobs Available | 5,334 Employers | \$48.70 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Certified Information Systems Security Professional (CISSP)	Software Developers	7,350
Financial planning	Certified Information Systems Auditor (CISA)	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	3,830
Regulatory compliance	Cisco Certified Network Associate (CCNA)	General and Operations Managers	2,540
Risk management	CompTIA Security+ Certification	Management Analysts	2,470
Developing new business	Project Management Professional (PMP)	Customer Service Representatives	2,430

Appendix A - Industry



Management of Companies and Enterprises

2.3% of total jobs | 1,831 Jobs Available | 2,348 Employers | \$54.00 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Registered Nurse (RN)	General and Operations Managers	3,930
Spine care	Certified in Executive Nursing Practice (CENP)	Accountants and Auditors	3,630
Discharge planning	Certification in Cardiopulmonary Resuscitation (CPR)	Customer Service Representatives	3,310
Crisis intervention	Basic Life Support (BLS) Certification	Financial Managers	3,120
Cardiac catheterization	Advanced Cardiac Life Support Certification (ACLS)	Software Developers	2,970



Manufacturing

6.2% of total jobs | 7,719 Jobs Available | 7,958 Employers | \$28.90 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Developing web based applications	CompTIA Security+ Certification	First-Line Supervisors of Production and Operating Workers	10,650
Customer service	Certified Information Systems Security Professional (CISSP)	Laborers and Freight, Stock, and Material Movers, Hand	8,400
System integration	Cisco Certified Network Associate (CCNA)	Inspectors, Testers, Sorters, Samplers, and Weighers	7,280
Regulatory compliance	Commercial Drivers License (CDL)	Welders, Cutters, Solderers, and Brazers	6,750
Risk management	Project Management Professional (PMP)	Packaging and Filling Machine Operators and Tenders	6,420



Mining, Quarrying, and Oil and Gas Extraction

0.1% of total jobs | 176 Jobs Available | 231 Employers | \$33.80 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)	Excavating and Loading Machine and Dragline Operators, Surface Mining	650
Preventative maintenance	First Aid Certification	Operating Engineers and Other Construction Equipment Operators	460
Welding	Child Development Associate (CDA) Credential	First-Line Supervisors of Construction Trades and Extraction Workers	390
Maintain equipment	Commercial Drivers License (CDL)	Continuous Mining Machine Operators	350
Industrial maintenance	Registered Nurse (RN)	Heavy and Tractor-Trailer Truck Drivers	310

Appendix A - Industry



Other Services (except Public Administration)

3.1% of total jobs | 3,540 Jobs Available | 27,741 Employers | \$29.00 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Registered Nurse (RN)	Hairdressers, Hairstylists, and Cosmetologists	9,010
Welding	Certification in Cardiopulmonary Resuscitation (CPR)	Automotive Service Technicians and Mechanics	5,570
Scheduling appointments	Advanced Cardiac Life Support Certification (ACLS)	Nonfarm Animal Caretakers	5,530
Developing new business	Licensed Massage Therapist (LMT)	General and Operations Managers	5,090
Typing	Basic Life Support (BLS) Certification	Manicurists and Pedicurists	3,670



Professional, Scientific, and Technical Services

11.5% of total jobs | 44,908 Jobs Available | 49,134 Employers | \$59.40 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Risk management	Risk management	Software Developers	57,670
Customer service	Customer service	Management Analysts	40,530
Developing new business	Developing new business	Accountants and Auditors	19,440
Leadership development	Leadership development	General and Operations Managers	17,570
Data analytics	Data analytics	Project Management Specialists	16,510



Public Administration

9.2% of total jobs | 5,288 Jobs Available | 712 Employers | \$40.40 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)	Business Operations Specialists, All Other	20,580
Maintains records	Commercial Drivers License (CDL)	Police and Sheriff's Patrol Officers	17,040
Financial management	Licensed Clinical Social Worker (LCSW)	Managers, All Other	13,110
Crisis intervention	Registered Nurse (RN)	Firefighters	10,520
Word processing	Licensed Practical Nurse (LPN)	Correctional Officers and Jailers	10,320

Appendix A - Industry



Real Estate and Rental and Leasing

1.5% of total jobs | 1,762 Jobs Available | 9,078 Employers | \$29.30 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Commercial Drivers License (CDL)	Maintenance and Repair Workers, General	7,100
Preventative maintenance	Certified Apartment Maintenance Technician (CAMT)	Counter and Rental Clerks	6,180
Mathematical Skills	Certified Apartment Manager	Real Estate Sales Agents	5,340
Maintaining occupancy levels	Certification in Cardiopulmonary Resuscitation (CPR)	Office Clerks, General	4,660
General maintenance	Certified Public Accountant (CPA)	Property, Real Estate, and Community Association Managers	4,300



Retail Trade

9.9% of total jobs | 16,806 Jobs Available | 15,127 Employers | \$19.70 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Commercial Drivers License (CDL)	Retail Salespersons	84,090
Inventory management	Food Safety Manager Certification	Cashiers	74,240
Inventory control	Pharmacy Technician Certification (CPhT)	Stockers and Order Fillers	50,730
Cash handling	Certified Information Systems Security Professional (CISSP)	First-Line Supervisors of Retail Sales Workers	28,500
Verifies proof of legal drinking age	Pediatric Advanced Life Support (PALS)	Customer Service Representatives	13,320



Transportation and Warehousing

4.2% of total jobs | 1,881 Jobs Available | 5,906 Employers | \$28.80 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Commercial Drivers License (CDL)	Heavy and Tractor-Trailer Truck Drivers	25,360
Delivers mail	Concrete Coating Applicator Specialist (CCAS)	Laborers and Freight, Stock, and Material Movers, Hand	21,550
Maintains records	Nationally Certified Emergency Medical Technician (NREMT)	Light Truck or Delivery Services Drivers	12,920
Preventative maintenance	Certification in Cardiopulmonary Resuscitation (CPR)	Industrial Truck and Tractor Operators	11,670
Financial planning	Certified Refrigeration Service Technician (CRST)	Postal Service Mail Carriers	8,220

Appendix A - Industry



Utilities

0.3% of total jobs | 335 Jobs Available | 450 Employers | \$44.70 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Professional Engineer License	Electrical Power-Line Installers and Repairers	1,290
Welding	Commercial Drivers License (CDL)	First-Line Supervisors of Mechanics, Installers, and Repairers	910
Provide technical expertise	Certified Public Accountant (CPA)	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	510
Root cause analysis	Certified Welding Inspector	Electrical Engineers	450
Regulatory compliance	Project Management Professional (PMP)	Customer Service Representatives	430



Wholesale Trade

2.9% of total jobs | 3,110 Jobs Available | 9,334 Employers | \$34.70 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Commercial Drivers License (CDL)	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	14,880
Welding	Certified Public Accountant (CPA)	Heavy and Tractor-Trailer Truck Drivers	5,680
Preventative maintenance	Accounts Receivable Specialist Certification	Stockers and Order Fillers	5,280
Inventory management	Certification in Cardiopulmonary Resuscitation (CPR)	Laborers and Freight, Stock, and Material Movers, Hand	4,650
Operate forklift	Cisco Certified Network Associate (CCNA)	General and Operations Managers	4,420

Appendix B - Occupations



Registered Nurses

7,408 Jobs Available | 91 Potential Candidates | \$88,360 Average Annual Wage

Top skills	Top Certifications
Customer service	Registered Nurse (RN)
Educate patients	Advanced Cardiac Life Support Certification (ACLS)
Medication administration	Certification in Cardiopulmonary Resuscitation (CPR)
Administer medications	Certified Nephrology Nurse
Discharge planning	Certified Dialysis Nurse
Customer service	Registered Nurse (RN)



Computer Occupations, All Other

3,753 Jobs Available | 524 Potential Candidates | \$125,680 Average Annual Wage

Top skills	Top Certifications
Customer service	Cisco Certified Network Associate (CCNA)
Developing new business	CompTIA A+ Certification
Project planning	CompTIA Network+ Certification
Typing	Certified Information Systems Security Professional (CISSP)
Regulatory compliance	Certified Information Systems Auditor (CISA)
Customer service	Cisco Certified Network Associate (CCNA)



Retail Salespersons

3,066 Jobs Available | 250 Potential Candidates | \$35,880 Average Annual Wage

Top skills	Top Certifications
Customer service	Pediatric Advanced Life Support (PALS)
Answer phone calls	Chartered Enterprise Risk Analyst (CERA)
Inventory management	Certified Compliance Specialist (CCOS)
Cash handling	Commercial Drivers License (CDL)
Verifies proof of legal drinking age	Food Safety Manager Certification
Customer service	Pediatric Advanced Life Support (PALS)

Appendix B - Occupations



Software Developers

2,808 Jobs Available | 265 Potential Candidates | \$139,920 Average Annual Wage

Top skills	Top Certifications
Software engineering experience	Cisco Certified Network Associate (CCNA)
Developing web based applications	Certified Information Systems Security Professional (CISSP)
Software design	Systems Security Certified Practitioner (SSCP)
Software development experience	CompTIA Security+ Certification
Data analytics	GIAC Security Essentials (GSEC)
Software engineering experience	Cisco Certified Network Associate (CCNA)



Computer Programmers

2,039 Jobs Available | 48 Potential Candidates | \$104,790 Average Annual Wage

Top skills	Top Certifications
Developing web based applications	Certified Information Systems Security Professional (CISSP)
Agile software development	ServiceNow Certified Application Developer (CAD)
Market analysis	CompTIA Security+ Certification
Java programming	ServiceNow Certified System Administrator (CSA)
Software design	Certified Secure Software Lifecycle Professional (CSSLP)
Developing web based applications	Certified Information Systems Security Professional (CISSP)



Physicians, All Other

1,703 Jobs Available | 3 Potential Candidates | \$209,170 Average Annual Wage

Top skills	Top Certifications
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)
Maintain equipment	Advanced Cardiac Life Support Certification (ACLS)
Cardiac catheterization	Certified Public Accountant (CPA)
Risk management	Certified Nursing Assistant (CNA)
Developing new business	Licensed Practical Nurse (LPN)
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)

Appendix B - Occupations



Customer Service Representatives

1,689 Jobs Available | 1,376 Potential Candidates | \$41,430 Average Annual Wage

Top skills	Top Certifications
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)
Maintain equipment	Advanced Cardiac Life Support Certification (ACLS)
Cardiac catheterization	Certified Public Accountant (CPA)
Risk management	Certified Nursing Assistant (CNA)
Developing new business	Licensed Practical Nurse (LPN)
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)



Fast Food and Counter Workers

1,644 Jobs Available | 88 Potential Candidates | \$30,250 Average Annual Wage

Top skills	Top Certifications
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)
Maintain equipment	Advanced Cardiac Life Support Certification (ACLS)
Cardiac catheterization	Certified Public Accountant (CPA)
Risk management	Certified Nursing Assistant (CNA)
Developing new business	Licensed Practical Nurse (LPN)
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)



Network and Computer Systems Administrators

1,612 Jobs Available | 144 Potential Candidates | \$108,490 Average Annual Wage

Top skills	Top Certifications
Customer service	Cisco Certified Network Associate (CCNA)
Provide technical support	CompTIA Security+ Certification
Developing web based applications	Systems Security Certified Practitioner (SSCP)
Patch management	GIAC Security Essentials (GSEC)
Root cause analysis	Global Industrial Cyber Security Professional (GICSP) Certification
Customer service	Cisco Certified Network Associate (CCNA)

Appendix B - Occupations

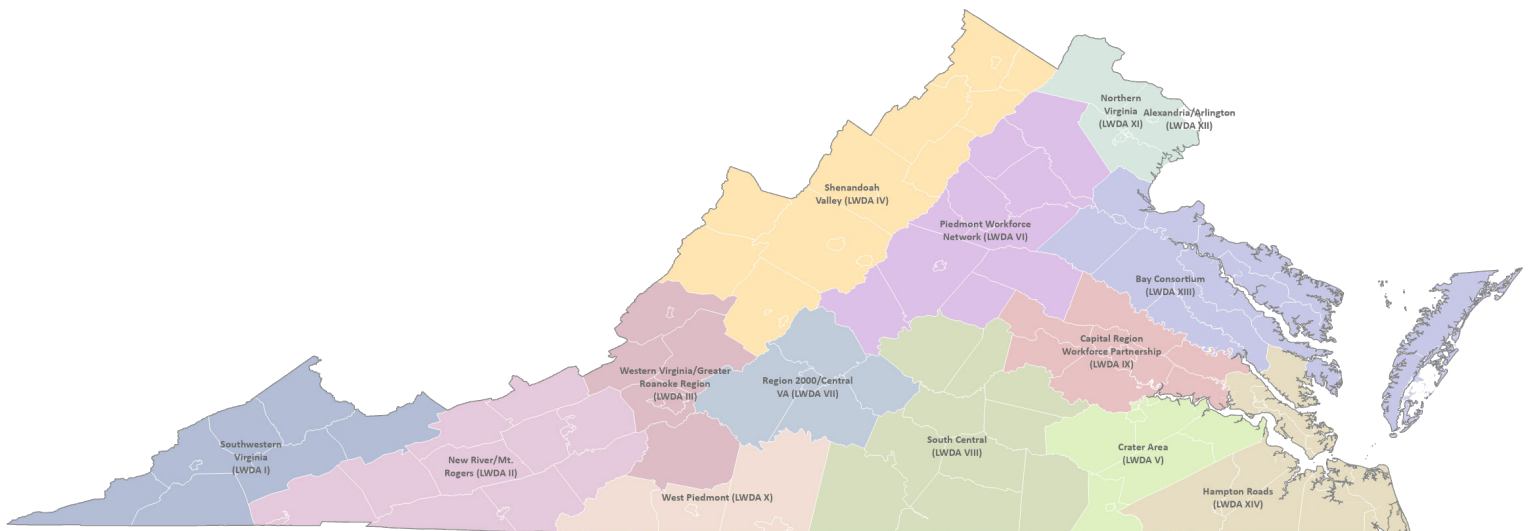


First-Line Supervisors of Food Preparation and Serving Workers

1,518 Jobs Available | 55 Potential Candidates | \$44,490 Average Annual Wage

Top skills	Top Certifications
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)
Inventory management	ServSafe Alcohol certification
Restaurant management	ServSafe Food Handler certification
Performance appraisals	TIPS Certification
Taste test food	Food Handlers Card
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)

Reference - LWIAs



Awards and Recognition

#1 Top State for Business Climate in 2022 according to Site Selection Magazine: “The 2022 Business Climate Rankings: Virginia Outmaneuvers the Perennial Heavyweights to Claim the Top Business Climate”

#1 Top State in the South Atlantic for Workforce Development in 2021 and 2022 according to Site Selection Magazine: “The 2023 Regional Workforce Development Rankings”

#1 Top State for Business Overall for 2024, #2 in 2023, #3 in 2022 according to CNBC: “America’s Top States for Business 2024: The full rankings”

#6 Top State for Business Friendliness in 2022 and 2023 according to CNBC: “America’s Top States for Business 2023: The full rankings”

#9 Top State for Workforce in 2024, #7 in 2023, #11 in 2022 according to CNBC: “America’s Top States for Business 2024: The full rankings”

#1 Top State for Education in 2023, #2 in 2022 according to CNBC: “America’s Top States for Business 2023: The full rankings”

#4 Top State for Access to Capital in 2023, #6 in 2022 according to CNBC: “America’s Top States for Business 2023: The full rankings”

#2 Top State for Workforce Development Programs in 2022 according to Area Development: “2022 Top States for Doing Business Provide an Environment for Business Growth”

#2 Top State for Logistics and Infrastructure in 2022 according to Area Development: “2022 Top States for Doing Business Provide an Environment for Business Growth”

#4 Top State for Access to Capital and Funding in 2022 according to Area Development: “2022 Top States for Doing Business Provide an Environment for Business Growth”

#7 Top State for Doing Business 2022 according to Area Development: “2022 Top States for Doing Business Provide an Environment for Business Growth”

#7 Top State for Business Incentive Programs in 2022 according to Area Development: “2022 Top States for Doing Business Provide an Environment for Business Growth”



Governor Youngkin at the Governor's Workforce Summit



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