

2023 West Virginia Economic Review

WorkForce West Virginia

Research, Information and Analysis

Introduction

The annual Economic Review for West Virginia is prepared by the Research, Information, and Analysis Division of WorkForce West Virginia. The 2023 edition delivers a detailed appraisal of the economic outlook of the state and its seven workforce development regions. The information contained within is derived from multiple data sources covering various aspects of the economy and can be utilized by those responsible for public policy, economic development, education, job training and career counseling. Data in the Economic Review are revised frequently and are accessible on the division’s website: [LMI.WorkForceWV.org](http://lmi.workforcewv.org)

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Summary of State Economic Activity 2023

Employment Continues to Make Gains

West Virginia's total nonfarm employment continued its upward trajectory in 2023. Total nonfarm rose 7,400 as the state's overall employment level moved back above 700,000 for the first time since 2019, on an annual average basis. Total employment climbed to 703,500 in 2023 from 696,100 in 2022. The 1.1 percent over-the-year growth rate represents a slowdown from the previous year's rate of growth, 2.2 percent. However, growth rates for 2022 and 2021 were heavily influenced by recovery from job losses incurred at the start of the pandemic.

Gains of 1.2 percent came in each of the two industry supersectors: the goods-producing supersector and the private service-providing supersector. Seven of the ten major industry sectors contained in the two supersectors saw employment growth, one went unchanged, and two saw losses. The government industry sector also showed a small gain overall (+0.5%) as federal government employment grew by 2.0 percent, and state government growth matched local government losses.

Labor Force Grows and Unemployment Remains Low

Labor force statistics continued to show signs of a tight labor market in 2023; a market where the supply of available workers (job seekers) is small relative to the demand for workers set by employers. This tight market appears driven by a shrinking work age population (16-64), a growing retirement age population (65 and older), and employers who continue to add jobs and seek more workers.

In tune with this, the number of employed West Virginians rose 0.9 percent over the year to reach 755,000, keeping the state's record low 3.9 percent unemployment rate unchanged from 2022. Aside from the spike in unemployment during the pandemic (2020), West Virginia has seen decreasing unemployment and a corresponding decrease in the unemployment rate since 2010 when the rate topped 8.7 percent.

Even with a shrinking work age population, the size of the state's resident labor force grew to 785,600 in 2023, a 0.9 percent increase. This comes as the civilian noninstitutionalized population age 16 and older slipped to 1,430,800, a dip of 0.08 percent from 2022. As a result, West Virginia's labor force participation rate climbed to 54.9 percent, its highest point since 2010. The participation rate now sits just 1.0 percentage point shy of its peak (55.9%) seen in 2000, 2002, and 2006.

Wages and Businesses Added to Industries

The total number of private industry business establishments grew by just shy of 3,500 in 2023, an increase of 6.7 percent. New establishments were added in all but one of the state's nineteen, broad level two-digit private industry NAICS sectors (North American Industry Classification System). Three sectors accounted for 60.0 percent of the gain with a total of 2,063 new establishments. Professional, Scientific, and Technical Services; and Health Care and Social Assistance were the top two.

The addition of new establishments in 2023 pushed the total number of private establishments to 55,282 for West Virginia. New establishments also helped drive payroll growth. Total payroll for the state topped \$38.4 billion with total private payroll climbing to more than \$30.5 billion. Private industry payroll grew

by 7.1 percent over the year, or roughly \$2.0 billion while government industry payroll grew by 7.9 percent, or roughly \$571 million.

Gross Domestic Product Continues to See Real Growth

West Virginia's Nominal GDP grew by 2.1 percent to reach \$99.5 billion in 2023; nominal GDP measures economic output without adjusting for inflation. By this same measure, GDP growth was more substantial in 2022 (+12.6%) and in 2021 (+12.4%). Economic growth for these two years was partly influenced by recovery following a 3.6 percent drop in nominal GDP in 2020, where the Pandemic Recession brought employment cuts and reduced production. Growth was also partly influenced by high inflation as rising prices inflated the dollar value of goods and services, putting upward pressure on nominal GDP growth rates.

Adjusting for inflation removes the effect that price changes have on GDP growth, creating Real GDP, and providing a clearer look at economic activity. Real GDP growth was 4.7 percent for 2023, the largest rate of growth for West Virginia's GDP since at least 1998. In comparison, Real GDP grew by 1.3 percent in 2022 and 2.1 percent in 2021. Both rates sit above the average annual growth rate of 1.1 percent since 1998.

Industry and Occupational Projections – Skilled Help Wanted

Employment growth is expected to continue over the coming decade. The ten-year Industry and Occupational projections developed by WorkForce West Virginia on a biennial basis place the state's total expected gain at roughly 29,300 new jobs added to the economy from 2022 to 2032. This projection, which captures nonfarm payroll employment growth along with growth in agricultural employment and growth in self-employment, represents a 4.0 percent overall increase in total employment for West Virginia.

On the industry side, growth is projected in all but four of the state's nineteen NAICS sectors; half of all private industry job gains are expected in the health care and social assistance sector. Government employment is projected to decrease by 2.3 percent, or roughly 1,700 jobs.

On the occupational side, roughly 42.0 percent of these gains are projected to manifest in two of the twenty-two major SOC groups (Standard Occupational Classification): health support occupations, and health practitioners and technical occupations. All but three of the twenty-two SOC groups are expected to see job gains.

Population Continues to Decline

The state's population slid to 1,770,071 residents in 2023, a decline of 0.2 percent from 2022. Of the state's 55 counties, just eight experienced a population increase. The U.S. Census Bureau's population estimates reveal that variance between births and deaths was the largest contributor to population loss in the state. Deaths outnumbered births on a state level at a rate of one-and-one-half deaths per every one birth. The overall result was a natural decrease of 8,666 people for the state. Forty-three counties matched or exceeded the state rate and 53 counties in all saw deaths outnumber births. Summers County was on the high side at 2.6 deaths per birth while Jefferson County on the low side saw the number of births fall just short of equaling the number of deaths. Two counties in 2023, Berkeley and Monongalia, saw the opposite with births outnumbering deaths.

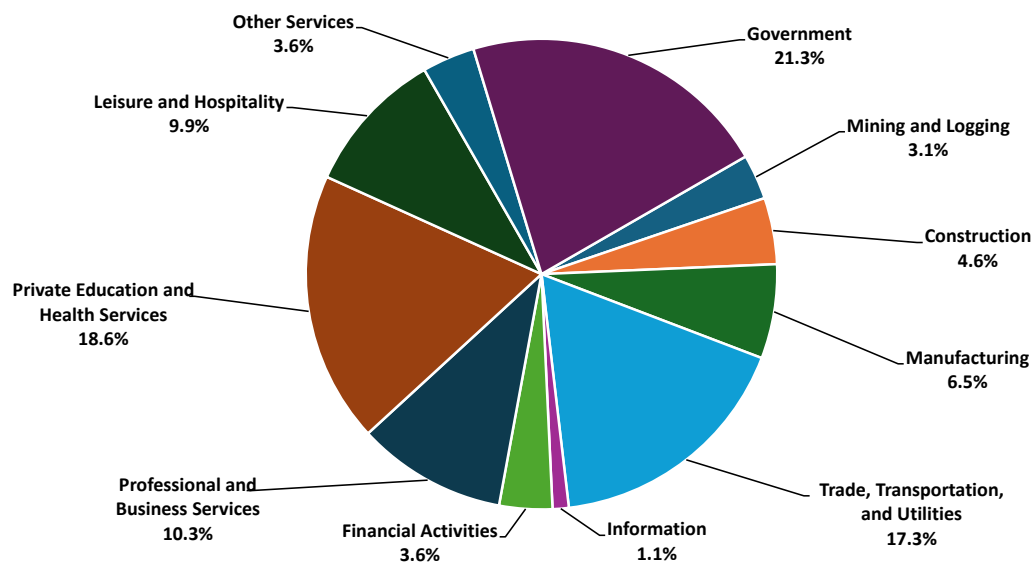
While deaths did outnumber births in virtually every county, its effect on population loss was mitigated somewhat by net migration. Net migration was positive in 31 counties and as a result, 4,696 new residents were added to West Virginia from outside of the state. Combined with the 17,263 new residents added through birth and accounting for the total number of deaths, the state's population is estimated to have dipped by 3,964 people.

Gradual population loss is something West Virginia's been experiencing for a long time. Long term population projections for the nation and the 50 states developed by the University of Virginia suggest that West Virginia's population could decline to 1.63 million by 2040. West Virginia University's population projections have the state's total population sliding to 1.7 million over the same period. While not as drastic as the University of Virginia's projections, either case raises the question of how a declining population might impact an economy on the upswing, and how a growing economy could impact a declining population.

West Virginia Nonfarm Payroll Employment

The majority of West Virginia's employment (57.3%) came from three sectors in 2023. Government employment supplied 150,100 jobs while private education and health services wasn't far behind with 131,000 jobs. Trade, transportation, and utilities was third with 122,000 jobs.

Three Industry Sectors Account for Nearly Sixty Percent of employment in West Virginia



Share of Total Nonfarm Payroll Employment by Broad Industry Sector in 2023

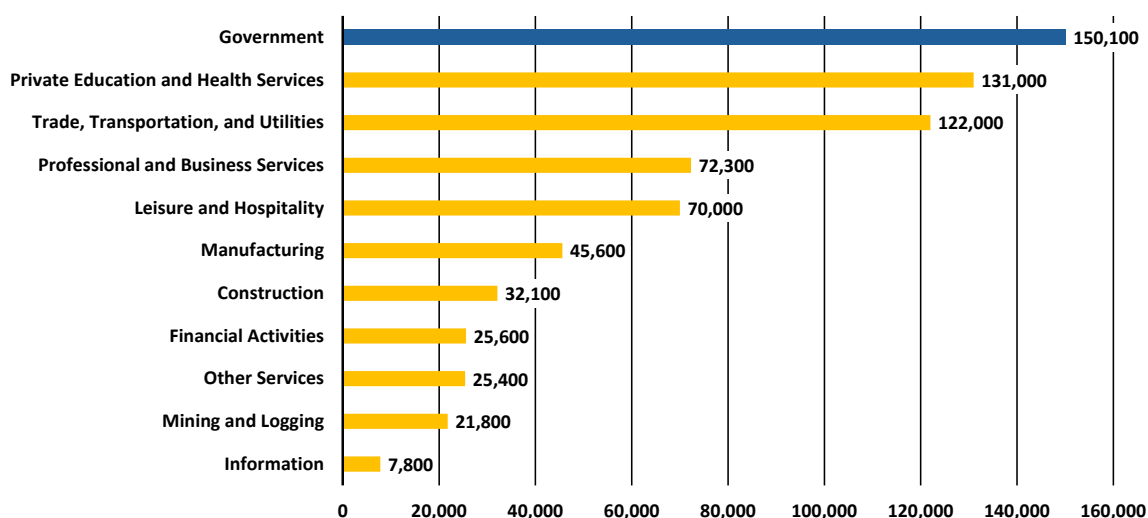
Source: WorkForceWV, Research, Information, and Analysis, Current Employment Statistics Data 2023

Local government accounted for just over half of all government employment, and half of local government jobs were in educational services, almost entirely in elementary and secondary schools. State government accounted for nearly one-third of government employment with roughly 44.0 percent of jobs in educational services; primarily in colleges and universities. The bulk of federal employment was found in justice, public order, and safety activities, such as the Federal Bureau of Prisons or the U.S.

Customs and Border Protection Advanced Training Center; hospitals, such as Veterans Administration Medical Centers in Beckley, Huntington, and Martinsburg; and the postal service.

Private education and health services, which was less than 20,000 jobs shy of replacing government as the top employer in 2023, saw most of its employment in the health care and social assistance industry. Health care and social assistance supplied 123,900 jobs, roughly 95.0% of which was in private side education and health services, and the majority of this came from health care alone: ambulatory health care, hospitals, and nursing and residential care facilities. If we compare private industry health care to the subsectors of total government employment (federal, state, and local), private industry health care indeed comes out ahead as the state's top employer.

Two Private Sector Industries Close to Lead for Total Employment



West Virginia Employment Levels for the Eleven Major Industry Sectors in 2023

Source: WorkForceWV, Research, Information, and Analysis, Current Employment Statistics Data 2023

Trade, transportation, and utilities, West Virginia's third largest sector, came in with employment just shy of the health care industry in 2023. This sector is comprised of three subsectors: wholesale trade; retail trade; and transportation and warehousing. Roughly two-thirds of the sector's 122,000 jobs were found in the world of retail. General merchandise stores, food and beverage stores, motor vehicle and parts dealers, and gas stations accounted for the bulk of retail trade's 78,500 jobs. Transportation and warehousing saw the largest portion of employment in truck transportation, with relatively even shares coming from generalized freight trucking and specialized freight trucking. Wholesale trade saw the majority of its employment in durable goods, although nondurable goods also accounted for a sizeable portion.

Employment Gains in Majority of Sectors

Employment gains were seen in seven of the ten major private industry sectors in 2023. Education and health services saw a 2.5 percent increase as the sector added 3,200 jobs, 2,800 of which came in health care and social assistance; this was the largest increase by number. Mining and logging saw a 9.5 percent increase as the sector added 1,900 jobs; this was the largest increase in terms of percent change. Apart

from these two sectors and other services, which saw a gain of 1,400 jobs (+5.8%), employment gains were relatively light.

On the downside, manufacturing saw a 1.3 percent decline overall as a 1,000 job drop in nondurable goods manufacturing outweighed a 300 job gain in durable goods manufacturing. Trade, transportation, and utilities edged down 0.2 percent overall with retail trade adding 500 jobs as wholesale trade, and transportation and utilities both shed jobs, down 200 jobs and 600 jobs, respectively.

West Virginia Nonfarm Payroll Employment by Industry

	Annual Average Employment			Change From	
	2023	2022	2021	2022	2021
Total nonfarm	703,500	696,100	681,300	1.1%	3.3%
Total private	553,400	546,600	534,300	1.2%	3.6%
Goods-producing	99,400	98,200	93,900	1.2%	5.9%
Mining and logging	21,800	19,900	17,800	9.5%	22.5%
Construction	32,100	32,100	30,800	0.0%	4.2%
Manufacturing	45,600	46,200	45,400	-1.3%	0.4%
Durable goods	27,800	27,500	26,400	1.1%	5.3%
Nondurable goods	17,700	18,700	19,000	-5.3%	-6.8%
Private service-providing	454,000	448,400	440,300	1.2%	3.1%
Trade, transportation, and utilities	122,000	122,200	122,900	-0.2%	-0.7%
Wholesale Trade	18,200	18,400	18,700	-1.1%	-2.7%
Retail trade	78,500	78,000	78,700	0.6%	-0.3%
Transportation and warehousing	25,300	25,900	25,500	-2.3%	-0.8%
Information	7,800	7,700	7,200	1.3%	8.3%
Financial activities	25,600	25,400	24,600	0.8%	4.1%
Finance and insurance	18,900	18,800	18,200	0.5%	3.8%
Real estate and rental and leasing	6,700	6,600	6,500	1.5%	3.1%
Professional and business services	72,300	71,700	68,300	0.8%	5.9%
Professional and technical services	28,100	28,000	26,600	0.4%	5.6%
Management of companies and enterprises	7,600	7,700	7,700	-1.3%	-1.3%
Administrative and waste services	36,600	36,000	34,000	1.7%	7.6%
Education and health services	131,000	127,800	127,100	2.5%	3.1%
Educational services	7,100	6,700	6,700	6.0%	6.0%
Health care and social assistance	123,900	121,100	120,400	2.3%	2.9%
Leisure and hospitality	70,000	69,700	67,300	0.4%	4.0%
Arts, entertainment, and recreation	9,000	8,600	8,000	4.7%	12.5%
Accommodation and food services	61,000	61,100	59,200	-0.2%	3.0%
Other services	25,400	24,000	23,000	5.8%	10.4%
Government	150,100	149,400	147,000	0.5%	2.1%
Federal	25,700	25,200	25,200	2.0%	2.0%
State government	45,400	45,200	46,000	0.4%	-1.3%
Local government	78,900	79,100	75,800	-0.3%	4.1%

Source: WorkForceWV, Research, Information, and Analysis, Current Employment Statistics Data 2021-2023

While nearly all sectors continued to add jobs there was a marked slowdown in the size of gains compared with gains of the previous year. Total nonfarm employment growth was half of what it was in 2022. In fact, education and health services was one of just two sectors to add more jobs in 2023 than

the previous year; having added 700 jobs in 2022. Other services was the other sector, adding 1,400 jobs in 2023 compared with 1,000 jobs in 2022. It should be noted that while trade, transportation, and utilities did not see growth in 2023, the sector did see smaller losses, 200 in 2023 compared with 700 in 2022.

This slowdown in growth aligns with a trend of post-pandemic recovery and total employment approaching pre-pandemic levels. From 2004 to 2019 total employment averaged 718,200. The pandemic was the first time since 2004 that total employment left its relative plateau or ever dropped below 710,000. A return to 715,700 or above for total employment would mark a full return to pre-pandemic employment levels. The slowdown of growth in 2023's tight labor market is likely driven by labor supply constraints rather than labor demand constraints.

Weekly Hours Mixed as Weekly Earnings Rise

As employment growth slowed in 2023, average weekly hours increased in four and decreased in five of the ten private industry sectors. At the same time, average hourly earnings rose in nine sectors by enough to create a corresponding increase in average weekly earnings in eight of the ten sectors. Education and health services saw no change in weekly earnings, and how the information sector fared is unknown because data on weekly hours, hourly earnings, and weekly earnings is unavailable due to the sector's small size in West Virginia.

Mining and logging saw a \$3.15 increase in average hourly earnings; most sectors saw a gain of less than \$1.00. The sector has the largest average hourly earnings and has seen sizeable gains in hourly earnings over each of the last three years, a 32.7 percent increase for the period, while at the same time seeing a 22.5 percent increase in employment since 2021. The sector saw one of the larger drops in employment during the pandemic and the increase may reflect rekindled demand, seeking to recover and hold on to lost labor in a tight labor market.

West Virginia Average Hours and Earnings Production and Nonsupervisory Workers 2021-2023

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	2023	2022	2021	2023	2022	2021	2023	2022	2021
Total Private	\$989	\$957	\$907	35.5	35.8	35.7	\$27.82	\$26.75	\$25.44
Goods Producing	\$1,312	\$1,236	\$1,125	41.8	41.2	40.6	\$31.35	\$29.95	\$27.73
Mining and Logging	\$1,908	\$1,753	\$1,513	46.5	46.3	44.3	\$41.00	\$37.85	\$34.10
Construction	\$1,221	\$1,163	\$1,084	40.4	38.6	38.5	\$30.21	\$30.13	\$28.16
Manufacturing	\$1,103	\$1,062	\$1,002	40.7	40.9	40.6	\$27.11	\$25.97	\$24.71
Private Service Providing	\$918	\$897	\$861	34.2	34.6	34.6	\$26.87	\$25.92	\$24.87
Trade, Transportation, and Utilities	\$822	\$807	\$784	34.0	34.7	34.8	\$24.21	\$23.25	\$22.55
Financial Activities	\$1,040	\$921	\$941	36.0	35.2	36.4	\$28.86	\$26.18	\$25.86
Professional and Business Services	\$1,108	\$1,056	\$1,030	37.3	36.5	37.4	\$29.73	\$28.94	\$27.51
Education and Health Services	\$1,065	\$1,065	\$1,014	35.7	36.7	36.4	\$29.83	\$29.05	\$27.86
Leisure and Hospitality	\$394	\$373	\$355	26.0	26.3	26.5	\$15.14	\$14.16	\$13.40
Other Services	\$796	\$718	\$632	32.6	32.7	33.4	\$24.43	\$21.92	\$18.94

Source: WorkForceWV Research, Information, and Analysis; and Bureau of Labor Statistics, State and Area Employment, Hours, and Earnings 2021-2023

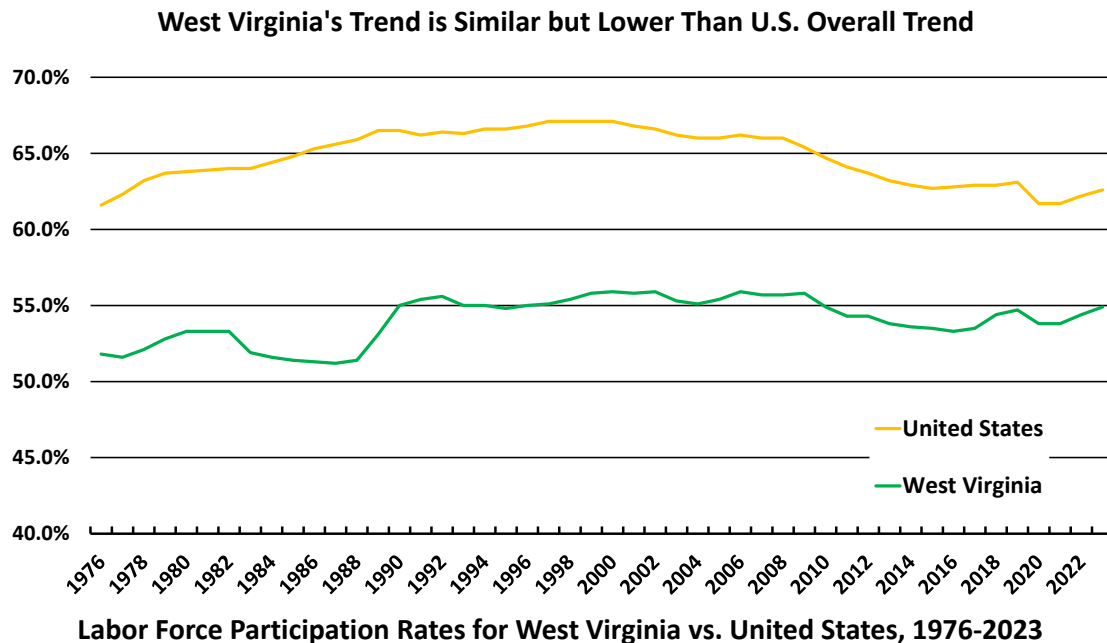
Financial activities saw a \$2.68 increase in average hourly earnings, with a corresponding \$120 jump in weekly earnings. The sector was roughly the same size as mining and logging in 2019 but is now 17.4

percent larger (3,800 jobs). Financial activities did not see much of a decrease in employment during the pandemic and has added 1,900 jobs since. It likely experienced a slowdown during the pandemic in what drives the sector, economic activities directly or indirectly from other sectors, and is now seeing gains due to increased economic activity. Financial activities experienced a 9.6 percent increase in average hourly earnings over the last three years with a 4.1 percent increase in employment since 2021.

Other services saw the third largest gain with a \$2.51 increase in average hourly earnings in 2023. The sector lost 2,300 jobs in 2020 but recovered 40.0 percent of those jobs in 2021. Other services grew 10.4 percent since 2021 to tack on another 2,400 jobs and is the same size as financial activities. This sector captures employment in various business activities such as personal care and death care services, civic and social organizations, labor and political organizations, and repair and maintenance. Weekly hours averaged 32.7 hours for other services over the last ten years while hourly earnings averaged \$20.80 for the same period. Average weekly hours for 2023 was relatively unchanged compared with the ten-year average, however average hourly earnings of \$24.43 represents a significant increase.

West Virginia Labor Force Statistics

West Virginia has seen low labor force participation since at least 1976, as far back as participation data goes for the 50 states as produced by the Bureau of Labor Statistics. West Virginia's labor force participation rate averaged 54.1 percent since 1976 while the U.S. overall rate averaged 64.8 percent. The state's labor force participation has consistently been 10.7 percentage points lower than the U.S. on average during this period. While West Virginia's participation rate is lower, the trend for the most part, has matched the U.S. overall trend – *The Labor Force Participation Rate (LFPR) is the percentage of the civilian noninstitutionalized population 16 years and over employed or actively seeking employment.*



Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics, Local Area Unemployment Statistics 2023

Utah had the nation's highest labor force participation rate in 2023 at 69.5 percent. Wisconsin's labor force participation rate was 65.8 percent to round out the top ten. Twenty-eight states had LFPRs higher than the U.S. overall average (62.6%). Participation in the labor force can be driven by several factors and without significant research into each state it's difficult to pin down a reason why one state has a higher participation rate than another. Marital status, birth rates, migration, demographics, regional industry profile, commutability, skills gaps, training availability, economic fluctuations, and geographic mobility can all play a part, as well as many other factors not on this list.

Ten States with the Highest Labor Force Participation Rates in 2023

	Civilian Labor Force	Total Employed	Total Unemployed	U-Rate	Labor Force Participation Rate
United States*	167,116,000	161,037,000	6,079,000	3.6%	62.6%
District of Columbia*	398,251	378,714	19,537	4.9%	71.7%
Utah	1,790,381	1,743,223	47,158	2.6%	69.5%
North Dakota	416,722	408,909	7,813	1.9%	69.2%
Nebraska	1,054,681	1,030,880	23,801	2.3%	69.1%
Colorado	3,230,482	3,128,115	102,367	3.2%	68.4%
Minnesota	3,099,923	3,012,707	87,216	2.8%	68.4%
South Dakota	480,238	470,715	9,523	2.0%	68.2%
Iowa	1,709,402	1,659,106	50,296	2.9%	67.7%
Kansas	1,510,988	1,470,936	40,052	2.7%	66.6%
Virginia	4,555,208	4,424,155	131,053	2.9%	66.4%
Wisconsin	3,133,909	3,038,960	94,949	3.0%	65.8%

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics, Local Area Unemployment Statistics 2023

*U.S. and D.C. included for reference and points of interest

There's a correlation between a state's growth or decline by natural population change (number of births vs. number of deaths), a state's share of population by select age groups, and a state's labor force participation rate. Five of the top ten states for labor force participation in 2023 were also in the top ten for rate of population growth by natural increase (births outnumbering deaths): Utah, North Dakota, South Dakota, Colorado, and Nebraska, respectively. Utah was first in this category, both short term and long term at +0.73 percent for 2023 and +14.1 percent from 2010 to 2023. If we look at the top 20 by natural increase the list also includes Minnesota, Virginia, and Kansas. These eight states also ranked in the top 20 states for share of population in the 0 to 49 year-old age group in 2022; four in the top ten, and three in the top five. Utah once again ranked first with roughly 75.0 percent of the state's population in this age group – *age group data is not yet available for 2023*.

Age is a key factor in both labor force participation, and in starting a family and raising children. Raising children helps drive labor force participation among young people. Increased labor force participation helps businesses expand, which drives economic activity. Increased economic activity helps create opportunity. Young people are less likely tied to any specific area, which allows them the geographic mobility to chase opportunity. Young people tend to chase opportunity in areas popular among other young people, which drives family formation and natural population increase. The correlation is complex however, and reminiscent of the chicken and egg scenario. It's difficult to say which came first, but labor force statistics reflect a positive feedback loop in top states for labor force participation.

Ten States with the Lowest Labor Force Participation Rates in 2023

	Civilian Labor Force	Total Employed	Total Unemployed	U-Rate	Labor Force Participation Rate
Florida	10,988,566	10,668,886	319,680	2.9%	59.6%
Maine	687,322	667,619	19,703	2.9%	59.2%
Louisiana	2,076,760	2,000,152	76,608	3.7%	58.6%
Arkansas	1,377,657	1,332,876	44,781	3.3%	57.5%
South Carolina	2,453,060	2,380,392	72,668	3.0%	57.4%
New Mexico	965,244	928,983	36,261	3.8%	57.3%
Alabama	2,308,131	2,250,472	57,659	2.5%	57.2%
Kentucky	2,026,263	1,941,994	84,269	4.2%	57.1%
West Virginia	785,642	754,986	30,656	3.9%	54.9%
Mississippi	1,231,104	1,192,015	39,089	3.2%	54.0%

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics, Local Area Unemployment Statistics 2023

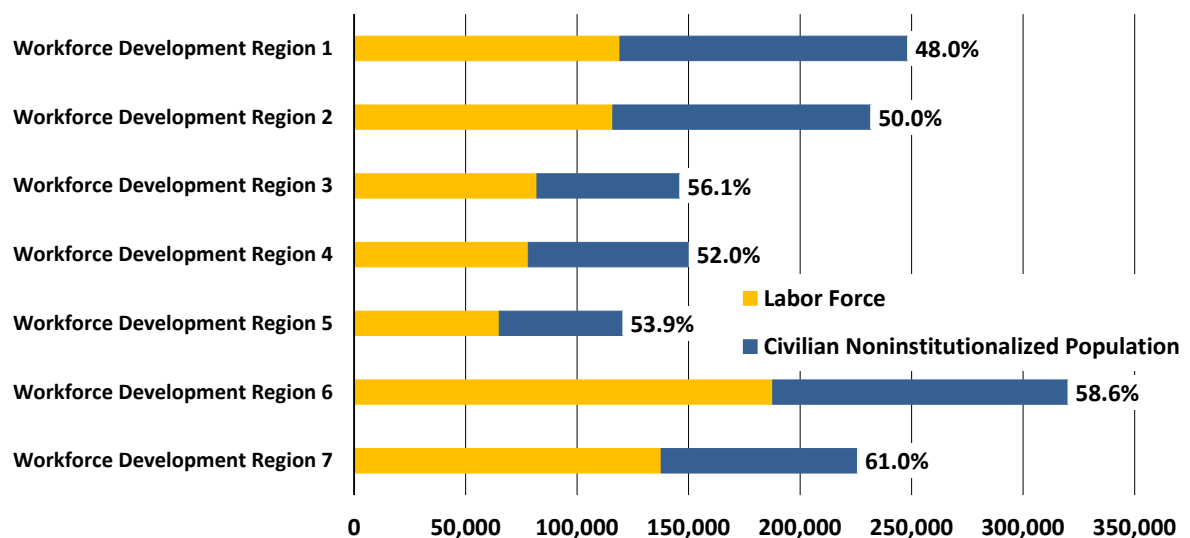
West Virginia had the nation's second lowest labor force participation rate in 2023 at 54.9 percent. Nine of the ten states with the lowest labor force participation rates were also in the top fifteen states for highest rate of population decline by natural decrease (deaths outnumbering births); Louisiana was the only outlier. In total, nineteen states saw deaths outnumber births. West Virginia had the highest rate of natural decline, both short term and long term at -0.49 percent for 2023 and -3.1 percent from 2010 to 2023. Seven of the ten states with the lowest labor force participation had a 0 to 49 year-old age group in 2022 that accounted for 63.5 percent or less of their population. Three were in the bottom five states for share of population by this age group: Florida, West Virginia, and Maine, respectively. West Virginia's 0 to 49 year-old age group accounted for 59.1 percent of its population.

Significant Variations in LFPRs Across WDRs and Counties

Labor force participation rates within the state are wide and varied, owing to the same factors as previously mentioned. Workforce Development Region 7 (WDR) comprised of eight counties in the eastern panhandle had the highest LFPR among the seven regions (61.0%). Workforce Development Region 1 comprised of eleven counties stretching from Pocahontas and Webster down to Mercer and McDowell had the lowest LFPR (48.0%).

One factor that puts upward pressure on LFPRs is a county's ease of commutability to population centers. While 2023 commute data from the U.S. Census Bureau is not yet available, 2021 commute data is. This data provides insight as to the impact that commutability can have on labor force participation. Roughly 18.0 percent of residents who were employed commuted out-of-state for work in 2021. Neighboring states received 95.0 percent of those workers. Virginia and Maryland welcomed 61.0 percent while Kentucky welcomed just 4.6 percent; Pennsylvania and Ohio welcomed roughly 17.0 percent apiece. Workers who commuted out-of-state for employment were more likely than those who worked inside the state to earn more than \$3,333 per month; 57.8 percent compared with 47.0 percent, respectively.

Labor Force Participation Varied Across West Virginia



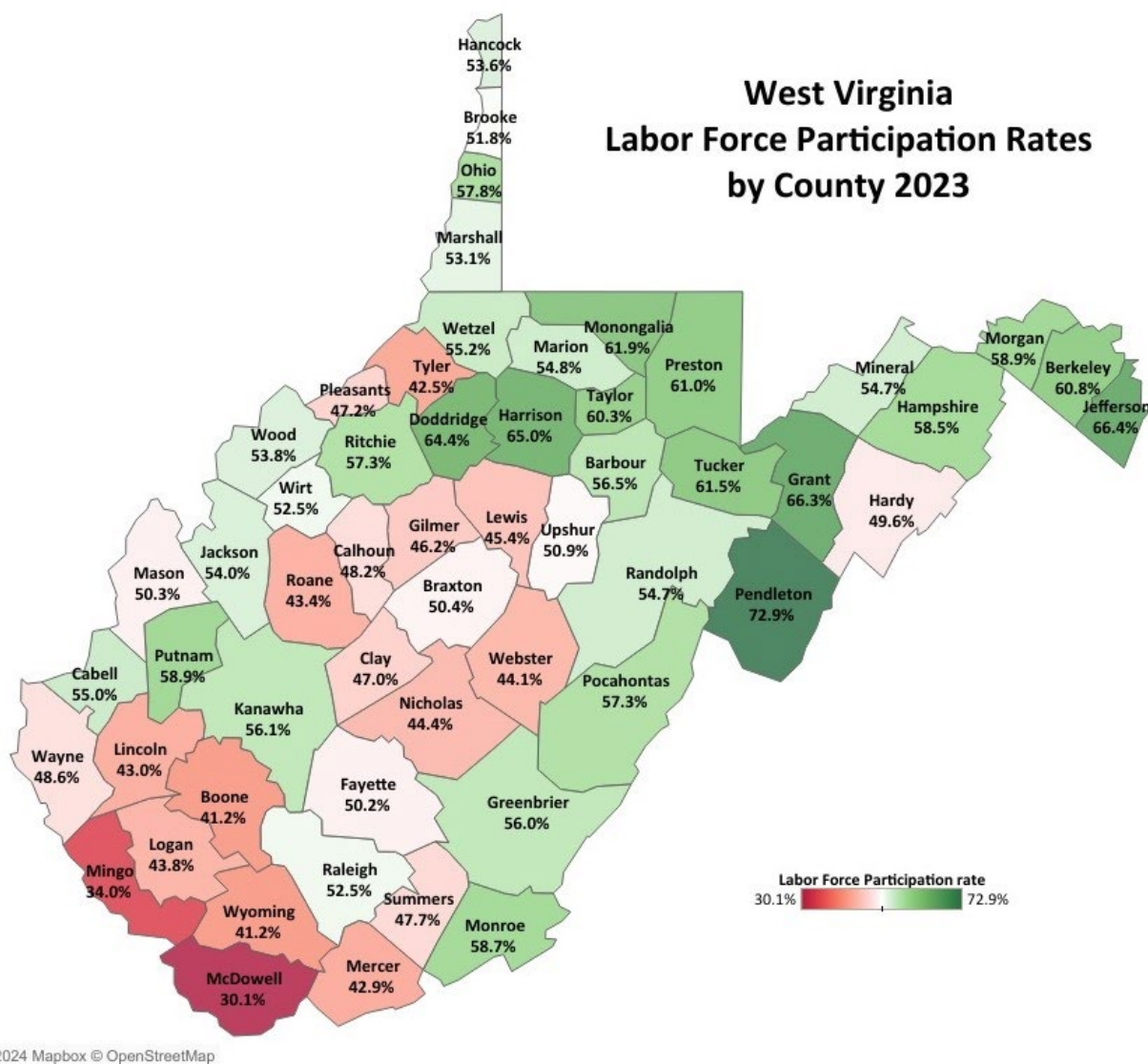
Labor Force Participation Rates in Workforce Development Regions 2023

Source: WorkForceWV, Research, Information, and Analysis, Local Area Unemployment Statistics 2022-2023

The eastern panhandle shipped nearly half of all West Virginia residents that commuted out-of-state for work in 2021. More than half (54.1%) of Workforce Development Region 7 residents who worked, worked outside of the region, and 86.3 percent of those people worked out-of-state; roughly 56,000 people. The region's high labor force participation is influenced by proximity to opportunity. Nearly 70.0 percent of WDR 7's labor force resides in Berkeley, Jefferson, and Pendleton counties, each of which is within an easy commute to a relatively sizeable and diversified job market, and each are on the high side of labor force participation for the region.

In contrast, just under one-third (31.1%) of Workforce Development Region 1 residents who worked, worked outside of the region, and just 37.7 percent of those people worked out-of-state; roughly 11,000 people. Roughly 54.0 percent of WDR 1's labor force resides in counties such as McDowell, Mercer, and Wyoming that are somewhat isolated from opportunity and are not within an easy commute to a relatively sizeable or diversified job market. Access to broadband and training can help ease the burden of a physical commute and provide fresh opportunities in counties where commuting is an economic constraint. Globally, remote work continues to become more favorable among growing companies searching for workers in a tight labor market.

Among the state's 55 counties, Pendleton County (WDR 7) had the highest labor force participation rate in 2023 at 72.9 percent. McDowell County (WDR 1), in stark contrast, had a labor force participation rate of just 30.1 percent. McDowell and other counties in the southern coal fields such as Mingo and Boone recorded the lowest labor force participation rates in 2023. Counties in the Central Appalachian Highlands such as Clay, Calhoun, and Gilmer also recorded comparatively low LFPRs. Counties along the eastern and northern border, stretching from Monroe to Jefferson to Monongalia and up to Hancock recorded comparatively high LFPRs.



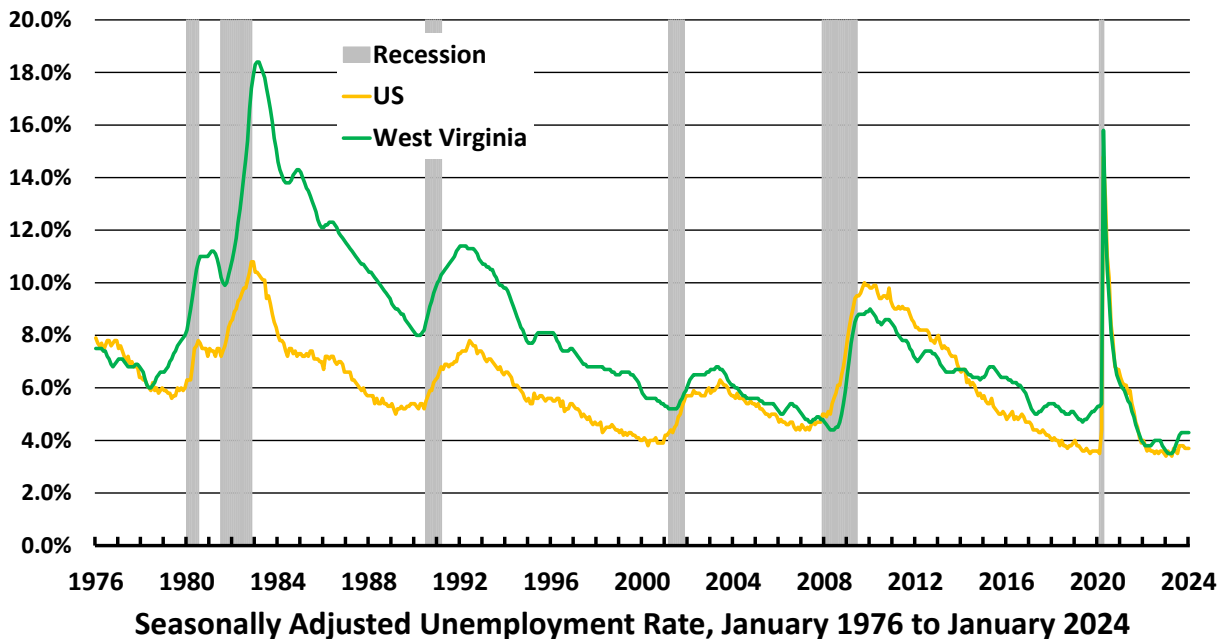
Unemployment Rate Historically Low and Following National Trend

West Virginia continued to use its labor force at near capacity in 2023. While labor force participation may be low comparatively, for those who do choose to enter or remain in the labor force, unemployment remains low as well. This reflects an employment situation where most people who want to work are currently employed and there are few people actively looking for work who cannot find a job. Although this doesn't speak to the state of underemployment for individuals (whether they're employed in an occupation that maximizes their education and skillset), it does speak to the direction and momentum of the economy overall.

Unemployment was historically low for the state with a rate of 3.9 percent in 2023, on an annual average basis, the same rate as in 2022. The state's lowest year prior to the pandemic was 2008 when we averaged 4.7 percent for the year. In 2008 West Virginia hit a record low monthly rate of 4.4 percent in April, May, and June on a seasonally adjusted basis. Prior to the year 2000 West Virginia's unemployment rate averaged 9.8 percent, having been above 10.0 percent for most of the 1980s. Since 2000 the state's

unemployment rate has averaged 6.0 percent; lower than 6.0 percent for several years but driven up by the great recession (2007-2009). After a slow recovery from the great recession and a relatively quick recovery from the pandemic recession West Virginia cracked the monthly record in November 2021, dropping to 4.2 percent. Monthly unemployment rates have remained below 4.4 percent since.

West Virginia's Unemployment Rate was Historically Low in 2023



Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics - Current Population Survey and Local Area Unemployment Statistics 1976-2024

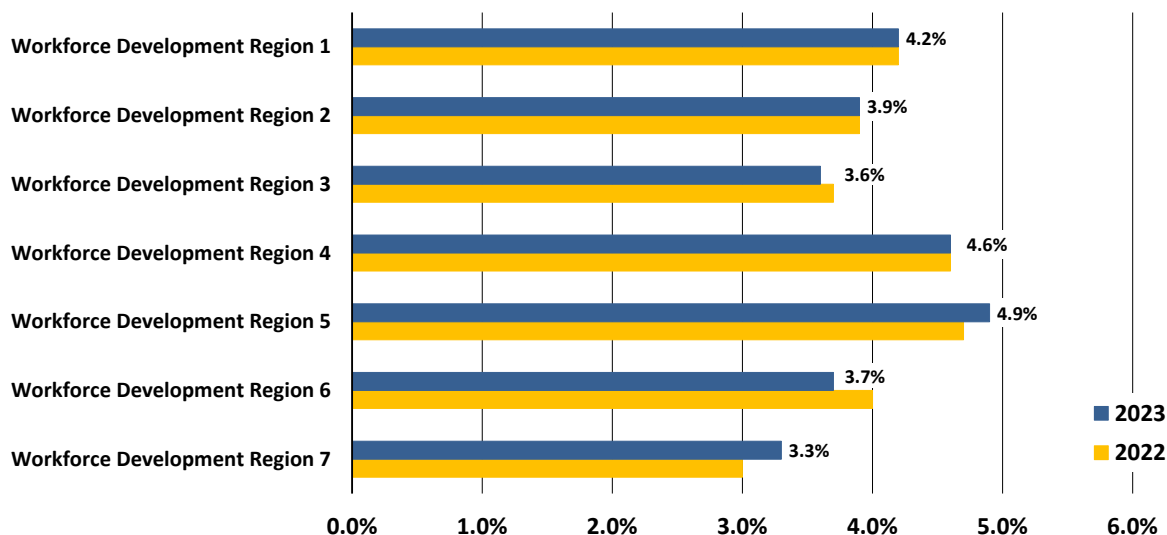
Unemployment Rate Below 5.0 Percent in Workforce Development Regions

Two of West Virginia's Workforce Development Regions showed a decline in the unemployment rate in 2023, two regions showed an increase, and three regions were unchanged. WDR 5 had the highest unemployment rate at 4.9 percent in 2023, a 0.2 percentage point increase from the previous year. Region 5 is comprised of the four counties in the northern panhandle plus the two counties directly below it. Three counties in Region 5 have unemployment rates near 6.0 percent and each of these saw an increase in 2023. The two counties which account for half of the region's labor force, Marshall and Ohio, each saw a light decrease in the unemployment rate. Ohio County benefits from its access to several surrounding population centers through major roadways while Marshall County benefits from its proximity to Wheeling in Ohio County. Ohio County's unemployment rate was the lowest in the region at 3.8 percent while Marshall's was the second lowest at 4.9 percent.

Workforce Development Region 7 had the lowest unemployment rate at 3.3 percent; however, Region 7 also had the largest of the two rate increases, up 0.3 percentage point in 2023. Berkeley County, which accounts for 42.9 percent of Region 7's labor force saw the largest unemployment rate increase in the region. Berkeley's rate moved to 3.4 percent in 2023 from 2.9 percent in 2022. The increase reflects the county's growth in labor force (+120) at odds with a decrease in employment (-160). It's estimated that Berkeley's total population grew by 3,060 people in 2023. Jefferson County, which accounts for 22.6 percent of the WDR 7's labor force saw the largest labor force increase and its unemployment rate moved to 2.7 percent in 2023 from 2.5 percent in 2022. The smaller increase reflects rising employment

(+660) nearly matching growth in labor force (+740). Berkeley and Jefferson are two of just eight counties in West Virginia to have seen population gains over the year and they ranked first and second in population growth, respectively among the eight counties.

Unemployment Rates Relatively Stable Across West Virginia Over-the-Year



Unemployment Rate in Workforce Development Regions 2022 vs. 2023

Source: WorkForceWV, Research, Information, and Analysis, Local Area Unemployment Statistics 2022-2023

Workforce Development Region 6 had the largest unemployment rate decrease, down 0.3 percentage point to 3.7 percent in 2023. WDR 6 is the largest of the seven regions and is comprised of 13 counties. Monongalia, Harrison, and Marion account for 61.1 percent of the region's labor force, but Preston and Taylor bring the total for this cluster of counties to almost 75.0 percent. These five counties benefit greatly from commutable proximity to each other. Monongalia, the state's third most populous county, is home to West Virginia University in Morgantown, the state's third most populous city. Harrison County holds the eighth largest population and is home to Clarksburg, the tenth most populous city. Marion County ranks twelfth in population and is home to Fairmont State University in Fairmont, the state's eighth most populous city. Monongalia ranked third among the counties that saw population growth in 2023, and it saw a labor force gain of 560 people. Harrison County also saw labor force growth, up 490 people. At the same time, both counties saw a 0.3 percentage point decrease in the unemployment rate. In total, 9 of the 13 counties in WDR 6 saw a decrease in the unemployment rate, ranging from 0.1 to 0.3 percentage point.

Median Unemployment Rate 4.3 Percent Among Counties

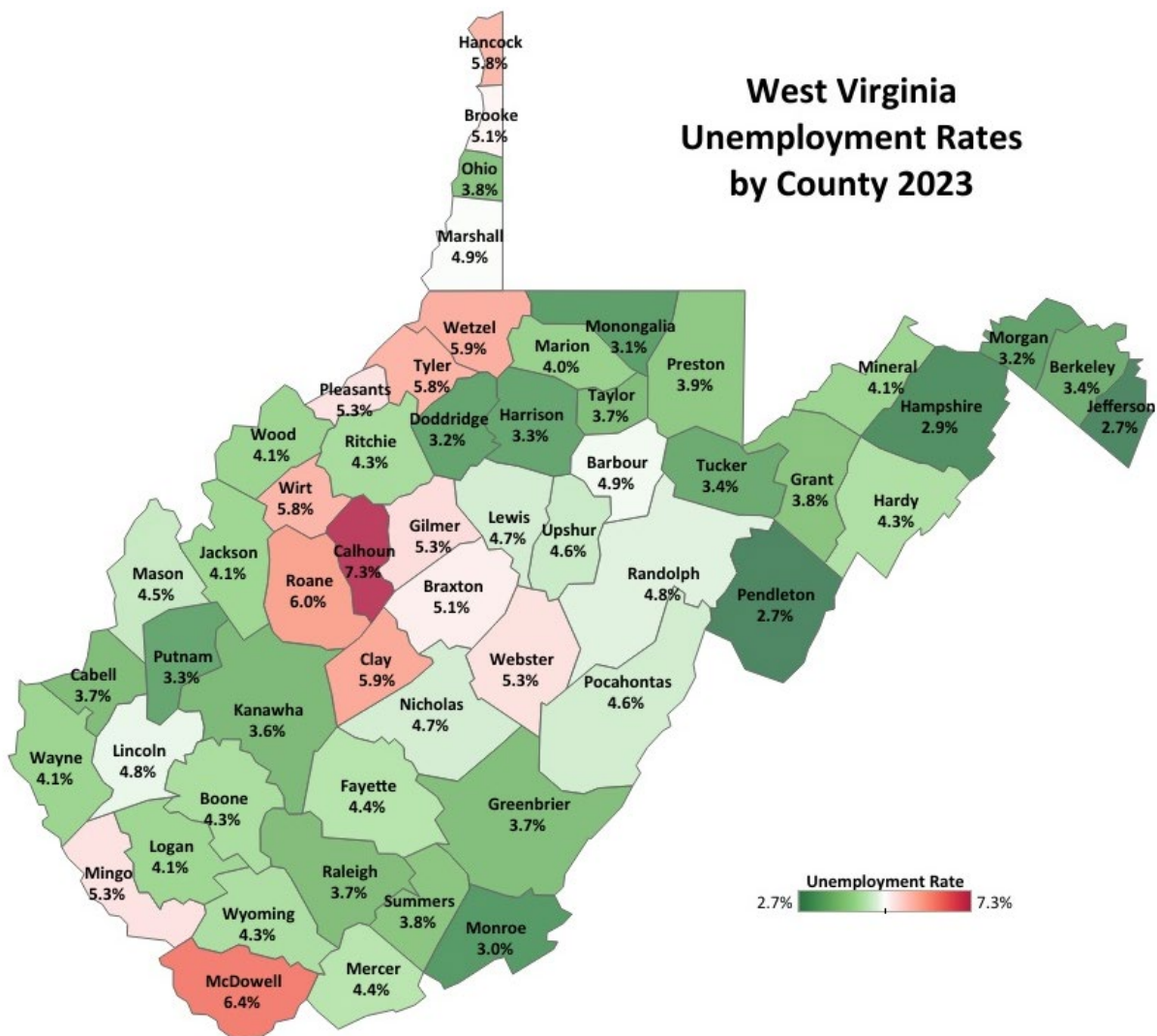
Twenty-six counties saw declining unemployment rates while 21 counties saw increasing rates in 2023; eight counties saw unemployment rates unchanged. The largest decrease came in Braxton County, down 1.0 percentage point. The largest increase came in Webster and Hancock counties, each up 0.9 percentage point.

The labor force statistics in this *West Virginia Labor Force Statistics* section are calculated based on where people live, therefore the county unemployment rates help to better understand the employment situation of people in the labor force who reside in specific counties. In other words, are people who

want to work and who live in specific counties having a tougher time finding a job than people who live in other counties?

The following map shows how unemployment rates across counties differ. When compared with the labor force participation map, the two maps in conjunction call into question whether low labor force participation is problematic from the resident's point of view. For example, Logan County has very low labor force participation (41.2%), but also very low unemployment (4.1%). In contrast, Tyler County has similar participation (42.5%), but the fifth highest unemployment rate in the state (5.8%).

Many factors influence a person's decision to enter or exit the labor force, however, like health, childcare, commute distance, and the type of available jobs. So, while low unemployment in an area reflects the availability and ease of acquiring a job it doesn't necessarily mean that low labor force participation in that area is not problematic. It's simply one piece of the puzzle and warrants further investigation.



West Virginia Employment, Wages, and Industry

West Virginia's average annual wage for all establishments increased to \$56,045 in 2023, a gain of \$2,887 or 5.4 percent. The average wage for the United States increased to \$72,357, a gain of \$2,371 or 3.4 percent. The state's average wage, while smaller than that of the U.S., outpaced the U.S. in growth by dollar value and by rate. Not only did West Virginia's rate of growth outpace the national average in 2023, it outpaced the rate of growth of each state in the nation. West Virginia's 5.4 percent growth rate was first among the 50 states and the District of Columbia, edging out Washington and Alaska to become King of the Mountain. This reflects growth in the average annual wage as calculated for all establishments and total employment in the state using data captured by the Quarterly Census of Employment and Wages (QCEW).

The QCEW data is updated using quarterly reports submitted by employers and includes all workers covered by state and federal unemployment insurance programs. The data contains high level employment and wage numbers by month for employers at the industry level. Average annual employment is calculated as the sum of all monthly employment counts for the year divided by 12. Annual payroll is calculated as the sum of all monthly wages paid for the year. Average annual wages are calculated by dividing annual payroll by average annual employment.

Growth in Average Annual Wages from 2022 - 2023 Top, Middle, and Bottom Three by Percent Change

	Annual Wage 2023	Annual Wage 2022	Over-Year Change
United States*	\$72,357	\$69,986	3.4%
District of Columbia*	\$117,915	\$113,915	3.5%
West Virginia	\$56,045	\$53,159	5.4%
Washington	\$88,482	\$84,010	5.3%
Alaska	\$68,778	\$65,316	5.3%
⋮	⋮	⋮	⋮
South Dakota	\$56,060	\$54,055	3.7%
Vermont	\$61,805	\$59,603	3.7%
California	\$87,531	\$84,436	3.7%
⋮	⋮	⋮	⋮
Delaware	\$69,306	\$67,816	2.2%
New York	\$91,352	\$89,552	2.0%
Massachusetts	\$91,504	\$89,800	1.9%

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics, Quarterly Census of Employment and Wages 2022-2023

*U.S. and D.C. included for reference and points of interest

Average Annual Wages Tied to Industry Structure

The District of Columbia saw growth comparable to the U.S. (3.5%) but D.C.'s gain of \$4,000 pushed its average annual wage to \$117,915, roughly 63.0 percent higher than the U.S. average wage and more

than double West Virginia's average wage. Industry structure has a lot to do with total payroll so this shouldn't be too surprising given how average annual wages are calculated and given the District of Columbia's federal government presence. Federal employment accounts for a large share of D.C.'s total employment, which accounts for a lot of the difference between the states and D.C. when it comes to annual payroll and in turn average annual wages.

D.C. drew 25.2 percent of its total employment from the federal government in 2023 whereas private industry accounted for 69.4 percent of total employment; the national average was 1.9 percent and 85.7 percent, respectively. The state where federal employment accounted for the largest share of total employment was Maryland, which drew just 5.9 percent from the federal government and 81.0 percent from private industry. Hawaii ranked second (5.5%), Alaska and Virginia tied for third (4.7%), and West Virginia ranked fourth for federal employment as a share of total employment at 3.8 percent.

Federal government wages tend to be higher than private industry wages as well as state and local government wages. The average wage for federal employment in the U.S. was 34.8 percent higher than the average wage for private sector employment in the U.S.; \$97,874 compared with \$72,609, respectively. The average federal wage for D.C. was \$136,235, which was 21.5 percent higher than the average private industry wage, but the average private industry wage was still \$112,075.

Average Annual Employment and Wages - 2023

Top Five States vs. Bottom Five States by Average Annual Wage

	Average Annual Employment	Average Annual Wage	Average Annual Federal Wage	Average Annual Private Wage
United States*	153,087,529	\$72,357	\$97,874	\$72,609
District of Columbia*	757,777	\$117,915	\$136,235	\$112,087
Massachusetts	3,635,556	\$91,504	\$99,189	\$93,013
New York	9,470,223	\$91,352	\$92,420	\$92,024
Washington	3,581,448	\$88,482	\$96,624	\$89,859
California	17,991,153	\$87,531	\$101,028	\$87,404
Connecticut	1,668,283	\$83,782	\$89,316	\$84,947
⋮	⋮	⋮	⋮	⋮
Idaho	842,329	\$56,277	\$86,382	\$56,745
South Dakota	452,761	\$56,060	\$81,591	\$56,549
West Virginia	685,293	\$56,045	\$91,665	\$55,587
Arkansas	1,277,284	\$55,697	\$83,845	\$55,953
Mississippi	1,160,288	\$49,130	\$83,861	\$48,363

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics, Quarterly Census of Employment and Wages 2023

*U.S. and D.C. included for reference and points of interest

The District of Columbia is a hub for top-tier federal and private industry jobs. Competition for top tier talent to fill vacancies along with factors such as high costs of living in the area drive up wages. Because D.C. is the nation's capital, private industry is structured with a slant toward supporting the federal government and the nation in its operations. Professional, scientific, and technical services, for example,

accounted for 23.7 percent of all private industry employment in the district in 2023; the U.S. average was 8.2 percent. In D.C. the industry had an average annual wage of \$174,711; the U.S. average was \$121,244.

This doesn't suggest that high federal employment alone will lock in a high average annual wage, it simply highlights how certain industries impact other industries and how industry structure has a large impact on wages. Federal employment *can* have a high degree of offset to bolster wages, but only when the share of employment drawn from the federal government is exceedingly large such as the case with the District of Columbia.

The District of Columbia stands out because its total payroll relative to employment produces a high average annual wage. D.C.'s annual employment (757,777) fits in with 14 states that have annual employment under 1.0 million. D.C.'s total payroll for the year at \$89.4 billion, however, was \$38.6 billion more than the state with the highest total payroll among those 14 states; New Hampshire at \$50.8 billion in total payroll and 682,220 in annual employment. New Hampshire ranked tenth for average annual wage in the U.S. at \$74,439 and although West Virginia has comparable employment (685,293) the state ranked 48th in the U.S. for average annual wage. West Virginia's total payroll at \$38.4 billion roughly matched the difference between D.C.'s total payroll and New Hampshire's total payroll.

Industry Structure Tends to Drive Wages

In general, states with the highest average annual private wages tend to be the states with the highest average annual wages. The top five states for average annual wage in 2023 were also the top five states for average annual private wage, in the same order: Massachusetts, New York, Washington, California, and Connecticut. This trend holds until the 8th ranked state before variance in state government and local government wages bolsters or drags on average annual wages. The top five states had the smallest difference between their respective average annual federal wage and their average annual private wage. They each also had an average annual state government wage above \$82,000 and a local government wage above \$70,000.

West Virginia ranked fourth in federal employment as a share of total employment and 23rd in average annual federal wage (\$91,665), however any federal offset was minimal as it relates to the state's average annual wage. The state's annual private wage (\$55,587) ranked 49th, just above Mississippi; the average annual state government wage (\$54,567) ranked 50th, just below Missouri; and the average annual local government wage (\$47,133) ranked 45th, just below North Dakota and just above Idaho.

Compared with the U.S., the top five states had a larger share of total employment from four key industries with high wages: information; finance and insurance; professional, scientific, and technical services; and management of companies and enterprises. For the top five states these industries had an average annual wage that was between 105.0 percent and 177.4 percent higher than the average annual private wage for the U.S. (\$72,609). For the five states, the average annual wage for these four industries was also between 66.4 percent and 125.2 percent higher than their own average annual private wage (\$89,449).

West Virginia, when compared with the U.S., had a smaller share of total employment from these four industries. Each of the four industries also had a much smaller average annual wage compared with the average annual private wage for the U.S. In West Virginia these wages were between 27.2 percent higher to 4.7 percent lower. For West Virginia the average wage for these four industries was also closer to the

state's own average annual private wage of \$55,587, ranging from 66.1 percent higher to just 24.5 percent higher. For the U.S., the wage for these four industries ranged from 113.4 percent higher to 67.0 percent higher than the U.S. average annual private wage of \$72,609.

West Virginia also had a share of total employment from state government that was double that of the U.S. and the top five states. State government employment accounted for 6.0 percent of total employment for West Virginia compared with 3.0 percent for the U.S. and 3.1 percent for the top five. At the same time, West Virginia's average annual state wage was \$54,569, which was 24.8 percent lower than the U.S. average annual private wage and 1.8 percent lower than its own average annual private wage. For the U.S., the average annual state wage was \$76,359 which was 5.2 percent higher than the U.S. average annual private wage. For the top five states, the average annual state wage was \$94,425 which was 5.6 percent higher than their own average annual private wage and 30.0 percent higher than the U.S. average annual average private wage.

Average Annual Wage and Share of Total Employment by industry - 2023 West Virginia vs. U.S. and Top Five States

	2023 Average Annual Wage			Share of Total Employment		
	WV	US	Top Five*	WV	US	Top Five*
Total	\$56,045	\$72,357	\$88,530	100.0%	100.0%	100.0%
Total Private	\$55,586	\$72,609	\$89,449	80.2%	85.7%	86.0%
Agriculture, forestry, fishing and hunting	\$39,594	\$45,426	\$47,609	0.2%	0.8%	1.2%
Mining, quarrying, and oil and gas extraction	\$105,710	\$123,502	\$93,022	3.0%	0.4%	0.1%
Utilities	\$109,235	\$128,448	\$146,398	0.8%	0.4%	0.3%
Construction	\$68,144	\$77,179	\$86,177	4.8%	5.2%	4.7%
Manufacturing	\$70,191	\$82,556	\$98,694	6.7%	8.4%	7.1%
Wholesale trade	\$77,437	\$98,579	\$111,658	2.8%	4.0%	3.6%
Retail trade	\$34,256	\$41,137	\$46,371	11.3%	10.1%	9.2%
Transportation and warehousing	\$60,919	\$63,984	\$67,354	2.7%	4.2%	3.5%
Information	\$69,222	\$154,926	\$201,398	1.2%	1.9%	3.0%
Finance and insurance	\$70,275	\$135,757	\$197,312	2.7%	4.1%	4.3%
Real estate and rental and leasing	\$50,716	\$74,505	\$88,451	1.0%	1.6%	1.6%
Professional, scientific, and technical services	\$73,967	\$121,244	\$148,882	4.3%	7.0%	7.8%
Management of companies and enterprises	\$92,326	\$146,882	\$174,993	1.1%	1.7%	1.9%
Administrative and support and waste management	\$50,915	\$56,275	\$66,135	5.2%	6.1%	5.4%
Educational services	\$40,774	\$61,785	\$70,950	0.9%	2.0%	3.0%
Health care and social assistance	\$59,055	\$62,852	\$65,787	18.4%	13.9%	16.0%
Arts, entertainment, and recreation	\$21,494	\$49,078	\$55,756	1.3%	1.6%	1.7%
Accommodation and food services	\$22,582	\$28,663	\$33,533	9.2%	9.1%	8.2%
Other services (except public administration)	\$43,574	\$50,701	\$52,349	2.6%	3.0%	3.2%
Government	\$57,908	\$70,842	\$82,699	19.8%	14.3%	14.0%
Federal Government	\$91,663	\$97,874	\$95,715	3.8%	1.9%	1.4%
State Government	\$54,569	\$76,359	\$94,425	6.0%	3.0%	3.1%
Local Government	\$47,133	\$63,486	\$77,334	10.0%	9.3%	9.4%

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics, Quarterly Census of Employment and Wages 2023

*Top Five represents the average for each category of Massachusetts, New York, Washington, California, and Connecticut

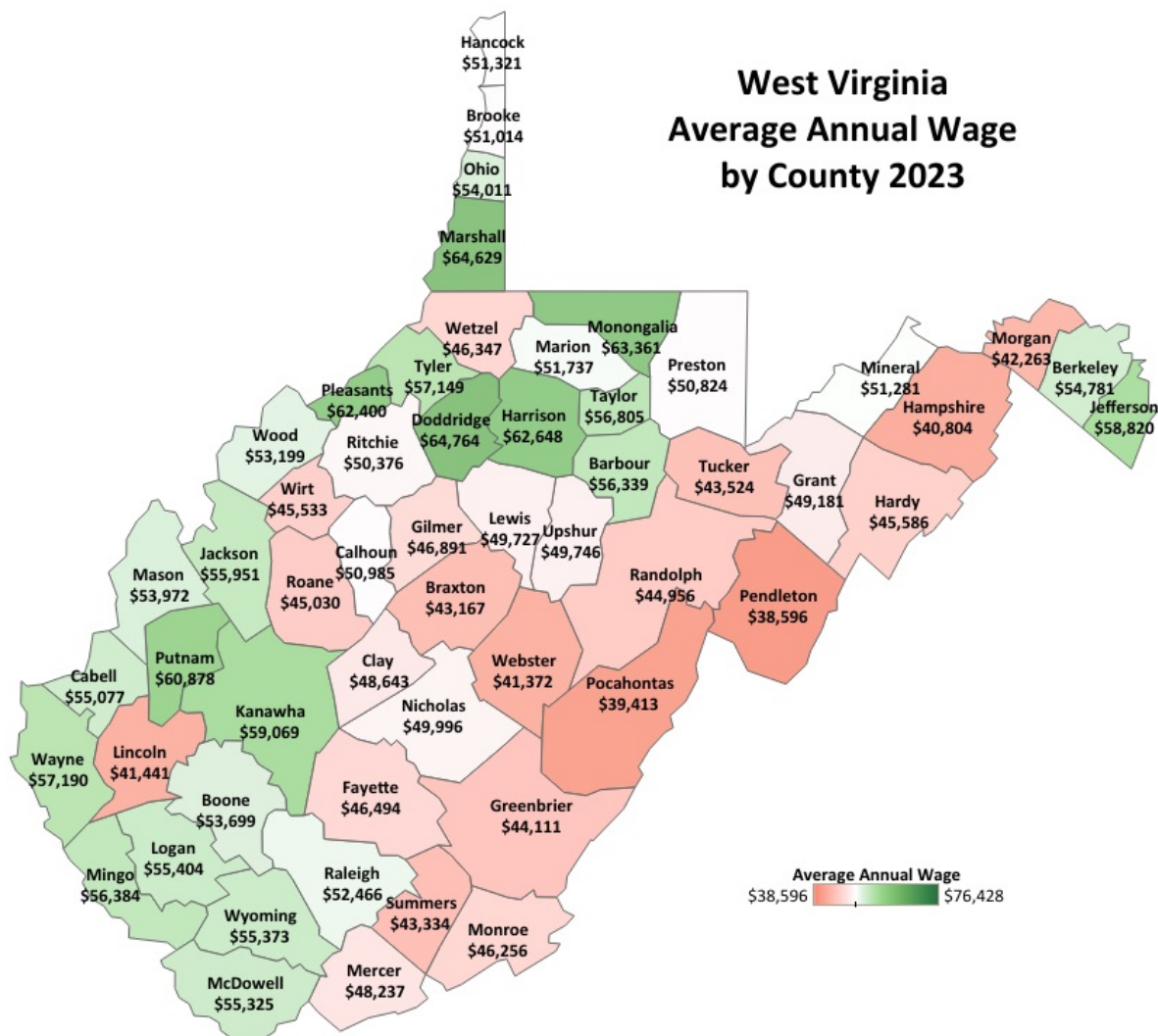
2023 Average Annual Wage by County

The top five counties for average annual wage in 2023 are clustered near the northern panhandle: Doddridge, Marshall, Monongalia, Harrison, and Pleasants. Doddridge, Pleasants, Marshall, Taylor, and

Monongalia are the top five counties for average annual private wage. Harrison was ninth for average annual private wage while Taylor was 11th for average annual wage. Pendleton, Pocahontas, Hampshire, Webster, and Lincoln were the bottom five counties for average annual wage. Pocahontas, *Gilmer*, Pendleton, Hampshire, and Lincoln were the bottom five for average annual private wage. Webster was 50th for average annual private wage while Gilmer was 38th for average annual wage.

Wage growth was seen in nearly every West Virginia county in 2023. Clay County stood out with an average annual wage gain of 42.0 percent from 2022. The county's total average wage jumped to \$48,643 as employment rose by 260 and the number of business establishments rose by 12, climbing to 185. Clay's average annual private wage rose to \$53,317 for a gain of 57.9 percent.

Outside of Clay County wage gains seem subdued by comparison. Total average annual wage growth ranged from 14.2 percent in Jackson County to 1.8 percent in Putnam County. Tyler County was the only County to see a decline in the average annual wage, however Tyler still managed to rank 10th among the counties for average annual wage. Tyler's average wage slid by 4.9 percent to \$57,149. The County's average annual private wage dropped 7.6 percent to \$60,483. Tyler also saw the number of business establishments in the county rise by 13 to reach 168 as employment dipped by 50.



Jackson County's wage gain brought the county's average annual wage to \$55,951. The private wage rose by 15.9 percent to \$57,667. And the number of business establishments in the county grew by 51 to reach 682. Putnam County may have seen the smallest wage growth in 2023, however the county's average wage ranked 6th in the state at \$60,878. Average annual private wage growth was just 1.3 percent for Putnam which brought the private wage to \$61,645. The number of business establishments for Putnam County grew by 165 to reach 1,738 in 2023.

Economic Indicators

Data from the U.S. Bureau of Economic Analysis (BEA) shows that 49 states experienced growth in Real GDP in 2023 – *Real GDP defined as: the inflation adjusted, final value of all goods and services produced* – Delaware was the only state to see a decrease (-1.2%). West Virginia, with a gain of 4.7 percent ranked among the top ten states for rate of growth in real GDP. North Dakota recorded the fastest rate of growth, up 5.9 percent. The United States showed a gain of 2.5 percent while the District of Columbia showed a gain of 1.0 percent for the year.

Total GDP by State in Millions of Dollars (Adjusted for Inflation) 2020 - 2023
Top Ten States by Percent Change Over-the-Year

	2023	2022	2021	2020	2023-2022	2022-2021	2021-2020
United States*	22,376,906	21,822,037	21,407,692	20,234,074	2.5%	1.9%	5.8%
District of Columbia*	145,493	144,030	142,676	137,762	1.0%	0.9%	3.6%
North Dakota	58,015	54,799	55,401	55,699	5.9%	-1.1%	-0.5%
Texas	2,032,933	1,924,008	1,873,473	1,772,186	5.7%	2.7%	5.7%
Wyoming	39,322	37,294	36,930	36,181	5.4%	1.0%	2.1%
Alaska	53,006	50,315	51,022	50,345	5.3%	-1.4%	1.3%
Oklahoma	201,659	191,583	193,518	190,752	5.3%	-1.0%	1.5%
Nebraska	144,183	137,078	133,496	126,891	5.2%	2.7%	5.2%
Florida	1,279,119	1,218,430	1,164,778	1,068,378	5.0%	4.6%	9.0%
Washington	672,125	641,144	630,820	590,401	4.8%	1.6%	6.8%
West Virginia	80,136	76,526	75,521	73,953	4.7%	1.3%	2.1%
Kansas	182,350	174,795	172,840	168,541	4.3%	1.1%	2.6%

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Economic Analysis, GDP by State 2020-2023

*U.S. and D.C. included for reference and points of interest

The BEA hasn't released 2023 estimates yet for the three components of state GDP. The Bureau uses the income approach for states which consists of compensation, gross operating surplus, and taxes on production and imports less subsidies. According to 2022 data, on average from 2010 to 2019 these three components accounted for 52.4 percent, 39.9 percent, and 7.7 percent of GDP, respectively for West Virginia. The share represented by each component showed little fluctuation during the period. In 2022, however, compensation accounted for 47.2 percent of GDP, down from 53.1 percent in 2019. Gross operating surplus accounted for 45.7 percent, up from 39.4 percent in 2019. And taxes less subsidies accounted for 7.2 percent of GDP, down from 7.7 percent in 2019.

GDP growth was below the national rate in 26 states in 2023. Virginia at 2.4 percent fell just below the

nation while Wisconsin at 0.2 percent was at the bottom of the list for positive gains. The ten states with the lowest GDP growth ranged from Illinois' 1.3 percent gain to Delaware's 1.2 percent loss.

Total GDP by State in Millions of Dollars (Adjusted for Inflation) 2020 - 2023 Bottom Ten States by Percent Change Over-the-Year

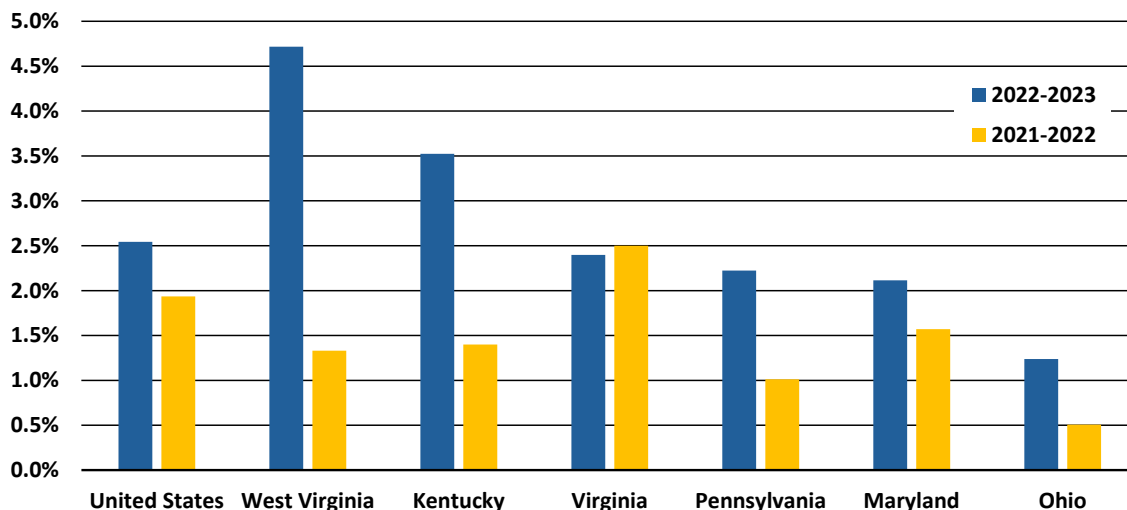
	2023	2022	2021	2020	2023-2022	2022-2021	2021-2020
Illinois	875,569	864,171	852,749	810,210	1.3%	1.3%	5.3%
Iowa	200,442	197,846	198,471	187,137	1.3%	-0.3%	6.1%
Ohio	698,217	689,681	686,206	654,586	1.2%	0.5%	4.8%
New Hampshire	91,255	90,151	89,890	83,182	1.2%	0.3%	8.1%
Minnesota	383,619	379,112	374,733	358,127	1.2%	1.2%	4.6%
Georgia	661,115	655,827	639,236	602,322	0.8%	2.6%	6.1%
Mississippi	114,950	114,153	114,199	109,894	0.7%	0.0%	3.9%
New York	1,775,714	1,763,525	1,724,472	1,650,567	0.7%	2.3%	4.5%
Wisconsin	336,461	335,689	334,517	322,973	0.2%	0.4%	3.6%
Delaware	74,263	75,173	74,437	72,550	-1.2%	1.0%	2.6%

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Economic Analysis, GDP by State 2020-2023

West Virginia and its Neighbors

West Virginia's GDP growth was stronger than all of its contiguous states in 2023, a significant change from the 4th place rank among the set of six states in 2022. The state's neighbor to the west was its closest competition while its neighbor to the northwest was its furthest. Kentucky's 3.5 percent gain ranked 2nd among the six, but 13th in the nation while Ohio's 1.2 percent gain ranked last among the six and 43rd in the nation. Virginia, Pennsylvania, and Maryland all showed similar growth, slightly above 2.0 percent, ranking 25th, 28th, and 30th in the nation, respectively.

West Virginia's GDP Growth Outpaced Neighboring States Over-the-Year



Growth in Total GDP (Adjusted for Inflation) by State from 2021 to 2023

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Economic Analysis, GDP by State 2021-2023

Pennsylvania's total Real GDP stands atop the set of six. Pennsylvania cranked out \$789.5 billion in GDP in

2023 which dwarfed West Virginia's \$80.1 billion output by \$9.85 to \$1.00. The difference can be largely attributed to the population disparity between the two states: 7.3 Pennsylvanians for every one Mountaineer. Measuring GDP per capita cuts the gap in economic output to \$1.35 to \$1.00, in Pennsylvania's favor. Another measure, GDP per worker, cuts the gap to \$1.15 to \$1.00, still in Pennsylvania's favor.

GDP per worker is a better gauge to compare worker productivity between states. By removing the portion of the population not in the labor force, the relationship of employment to economic output becomes the focus. This measure ranks Maryland first among the six states with per worker output of \$153,279 and ranks Virginia second with per worker output of \$141,676. Compensation is a large component of GDP as measured by the income approach and both states ranked in the top 15 nationally for average annual private wage, and first and second nationally for average annual federal wage. Pennsylvania and Ohio ranked third and fourth among the six-state group with per worker output of \$129,718 and \$124,269. West Virginia ranked fifth with per worker GDP output of \$112,692 and Kentucky sat sixth with output of \$111,701 per worker.

Personal Income's Largest Gain Came in Earnings

Total personal income for West Virginia grew by roughly \$4.3 billion in 2023 to reach \$93.0 billion. West Virginia ranked 41st among the states for total personal income. Total personal income is closely tied to population and a state's rank for total income is generally within a few spots of their rank for population, which for West Virginia was 39th in 2023. Personal income is comprised of three components: earnings; dividends, interest, and rent; and personal current transfer receipts.

Earnings (for the BEA's calculation of personal income) consists of employer paid wages, supplements to wages, and proprietors' income, minus any employer contributions for government social insurance. Most of West Virginia's growth in personal income over the year came from gains in earnings, which grew by nearly \$2.9 billion or 6.1 percent. Earnings accounted for 54.0 percent of total personal income in 2023, a share that rose just 0.6 percentage point from 2022. As a share of income from earnings, New Jersey ranked first at 67.9 percent while Wyoming ranked 50th at 50.9 percent. West Virginia ranked 47th, also above Arkansas and Florida.

Dividends, interest, and rent consists of, income generated as a shareholder of stock investments; income generated through interest on financial assets such as savings accounts, loans, and securities; and income generated through the rental of real estate. The second largest amount of growth in personal income for West Virginia came from gains in dividends, interest, and rent. This component of personal income grew by roughly \$1.1 billion or 7.4 percent in 2023. Dividends, interest, and rent accounted for 17.1 percent of total personal income, a share that rose just 0.4 percentage point from 2022. As a share of income from this component, Wyoming ranked first at 34.0 percent while Tennessee ranked 50th at 15.0 percent. West Virginia ranked 45th.

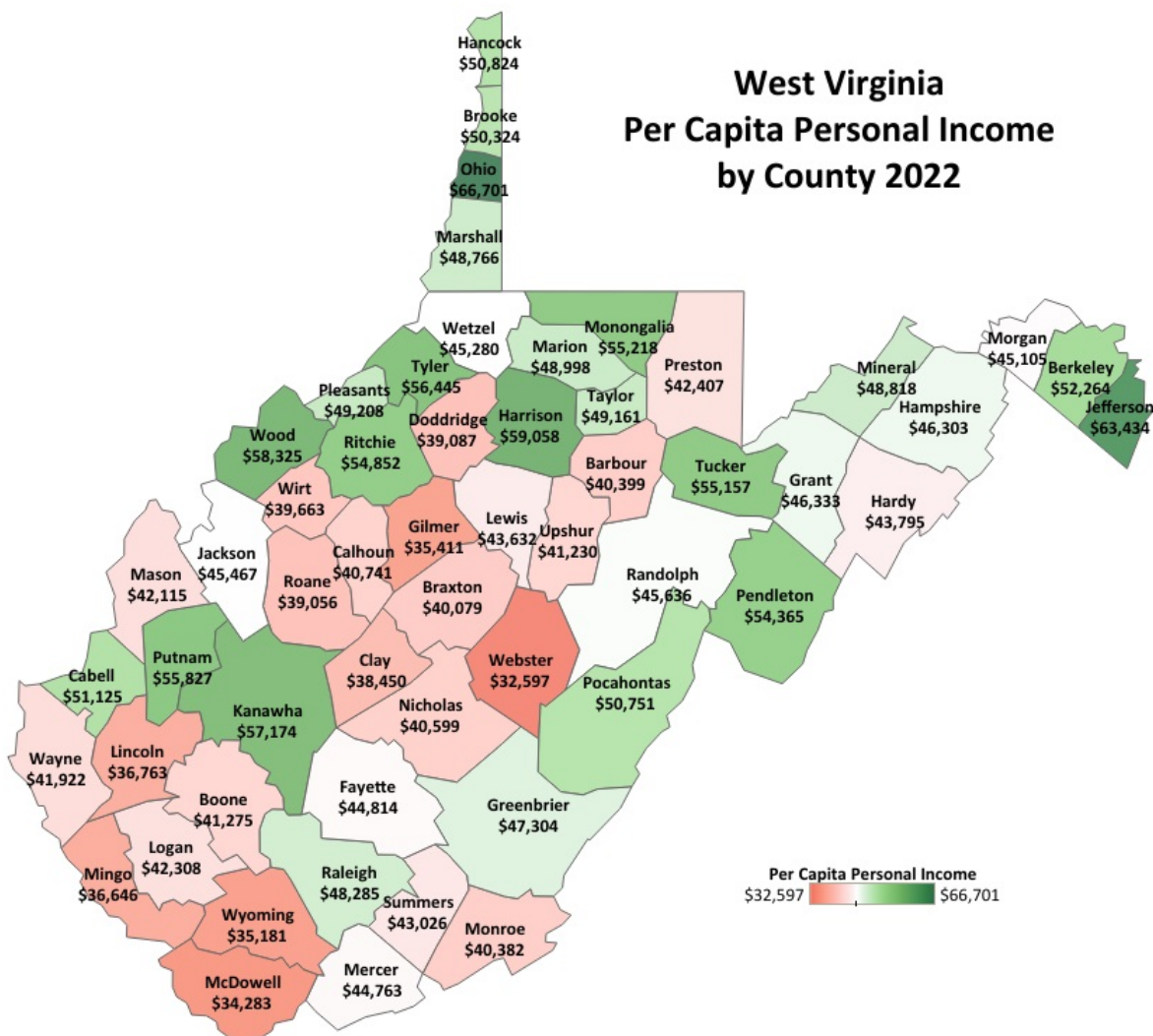
Personal current transfer receipts consists primarily of income generated through Social Security benefits such as, retirement and disability; medical benefits such as Medicare and public assistance medical benefits; veterans' benefits; and unemployment insurance benefits. The least amount of growth in personal income came from personal current transfer receipts in 2023. This third component grew by \$361.5 million or 1.4 percent. Transfer receipts, however, accounted for 28.9 percent of personal income for the state, a share that dipped by 1.0 percentage point from 2022. As a share of income from this component, West Virginia ranked first among the 50 states. Mississippi was second at 26.6 percent while

Utah was 50th at 13.0 percent.

On a per capita level, West Virginia ranked 49th among the states for personal income in 2023. Per capita personal income (PCPI) for the U.S. was \$68,531. West Virginia's PCPI sat below this mark at \$52,585. Massachusetts ranked first with per capita personal income of \$87,812 while Mississippi ranked 50th with PCPI of \$48,110. PCPI grew by 5.1 percent for West Virginia over the year, which bested the U.S. growth rate of 4.7 percent. West Virginia's gain of \$2,561, however, was below the U.S. gain of \$3,058. Wyoming led growth in the U.S. with a gain of 6.3 percent, up \$4,620, while Indiana ranked 50th with a gain of 2.9 percent, up \$1,709.

2022 Per Capita Personal Income by County

Personal income data for 2023 isn't available yet at the county level, so the aforementioned state level data can't be broken down and compared across West Virginia counties until later this year. The available 2022 data is still useful in gaining perspective on how personal income portions throughout the state and how the state level changes seen in 2023 are likely to manifest across West Virginia counties.



Ohio County in the state's Northern Panhandle ranked first for per capita personal income in 2022 at \$66,701 while Webster County in the middle eastern part of the state ranked 55th at \$32,597. For Ohio County, a sizeable share of personal income came from dividends interest and rent in 2022. The county was second on the list for share of income from this component at 29.8 percent. Nearby Tyler County was first at 37.0 percent. Doddridge (29.7%), Gilmer (25.3%), and Ritchie (23.5%) rounded out the top five. Webster County took in just 14.8 percent of income from dividends, interest, and rent, though it wasn't the lowest on the list. Clay (10.6%), McDowell (10.0%), Mingo (9.9%), Logan (9.4%), and Wyoming (9.3%) were the bottom five.

For Webster County, the largest share of personal income came from personal current transfer receipts. The county was third on the list for share of income from transfer receipts at 51.9 percent. McDowell, the southernmost county in the state was first at 55.5 percent. Mingo (52.4%), Logan (48.0%), and Wyoming (45.8%) rounded out the top five. Ohio County took in just 24.6 percent of income from transfer receipts and was 50th on the list. Doddridge (23.1%), Putnam (21.1%), Berkeley (19.0%), Monongalia (18.2%), and Jefferson (18.1%) were the bottom five.

Retirement and disability benefits, along with medical benefits accounted for 66.9 percent to 85.1 percent of personal current transfer receipts among all counties. Nearly all retirement and disability benefits were from social security; Calhoun County saw 99.2 percent from social security on the high end while Summers County saw 86.3 percent from social security on the low end. In general, counties with a higher share of transfer receipts from retirement and disability benefits saw a smaller share of transfer receipts from medical benefits, and vice versa. Doddridge (46.3%), Putnam (42.5%), and Monroe (41.0%) were the top three for share of transfer receipts from retirement and disability benefits while Pleasants (28.0%), Gilmer (7.2%), and Pocahontas (27.2%) were the bottom three. Pleasants (57.1%), Pocahontas (56.0%), and Randolph (50.4%) were the top three for share of transfer receipts from medical benefits while Berkeley (30.1%), Monroe (29.7%), and Doddridge (22.1%) were the bottom three. Ohio County saw 48.6 percent of transfer receipts from medical benefits while 33.2 percent came from retirement and disability benefits. Webster saw 39.9 percent of transfer receipts from medical benefits while 33.4 percent came from retirement and disability benefits.

Ohio and Webster were both low on the list for share of income from earnings; Ohio ranked 38th with 45.6 percent of income from earnings and Webster ranked 55th with 33.3 percent of income from earnings. Berkeley (68.0%), Jefferson (64.8%), Putnam (63.5%), Monongalia (60.6%), and Taylor (58.7%) were the top five, while Mingo (37.8%), Gilmer (37.6%), Tyler (36.4%), McDowell (34.5%), and Webster were the bottom five. While Ohio's *share* of income from earnings was comparatively low, the county's per capita earnings of \$30,430 was still in the top ten for earnings, which, when combined with the second highest per capita dividends, interest, and rent (\$19,876) among the counties, helped it slide into the top spot overall for per capita personal income. Webster on the other hand had earnings that was both comparatively low and low in value (\$10,855), and the county's largest share of income, transfer receipts (\$16,933), was not enough to boost its per capita income and lift it from the bottom of the list.

West Virginia Industry Projections (2022-2032)

Total employment is projected to grow by 29,300 jobs in West Virginia from 2022 to 2032. Over 80.0 percent of growth is expected to come from just two of the ten private industry sectors: education and health services (55.4%), and professional and business services (25.7%). It should be no surprise then that 8 of the top 15 industries for projected growth come from these two sectors and their respective

subsectors. The health care and social assistance *subsector* should account for roughly half of all growth while the educational services subsector should account for just 5.9 percent of growth. Professional and business services is apportioned more evenly; the administrative, support, waste management, and remediation services subsector should account for 14.0 percent of all growth; the professional, scientific, and technical services subsector should account for 9.1 percent of growth; and the management of companies and enterprises subsector should account for 2.6 percent of growth.

West Virginia Top Fifteen Industries by Projected Numeric Growth 2022-2032

NAICS Code	Industry	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
621000	Ambulatory Health Care Services	41,350	46,730	5,380	13.0%
624000	Social Assistance	27,150	31,280	4,130	15.2%
561000	Administrative and Support Services	34,290	38,200	3,910	11.4%
623000	Nursing and Residential Care Facilities	16,760	20,520	3,760	22.4%
541000	Professional, Scientific, and Technical Services	29,230	31,900	2,670	9.1%
336000	Transportation Equipment Manufacturing	6,310	8,380	2,070	32.8%
611000	Educational Services	57,230	58,970	1,740	3.0%
493000	Warehousing and Storage	4,460	5,870	1,410	31.6%
622000	Hospitals	51,150	52,370	1,220	2.4%
238000	Specialty Trade Contractors	15,740	16,750	1,010	6.4%
213000	Support Activities for Mining	4,260	5,120	860	20.2%
722000	Food Services and Drinking Places	51,400	52,200	800	1.6%
325000	Chemical Manufacturing	8,490	9,270	780	9.2%
326000	Plastics and Rubber Products Manufacturing	4,200	4,970	770	18.3%
551000	Management of Companies and Enterprises	7,750	8,510	760	9.8%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Industry Projections 2022-2032

Health care and social assistance provided nearly 19.0 percent of West Virginia's employment in 2022 when the most recent round of employment projections was produced. The subsector is projected to grow by 10.6 percent to reach roughly 151,000 jobs by 2032. The expected gain of 14,480 jobs is more than triple that of any other subsector. Roughly 72.0 percent of growth in health care and social assistance is expected to come on the health care side. Expansion in health care is expected throughout the nation due to the size of the aging baby boomer population. West Virginia has one of the oldest populations in the nation and many residents also struggle with health issues such as opioid abuse, diabetes, COPD, heart disease, and obesity.

Ambulatory health care services should account for the largest share of growth (37.2%) in health care. Ambulatory health care, which includes outpatient care such as dentist and physician offices, diagnostic laboratories, and other health practitioners should see a gain of 5,380 jobs over the period. Nursing and residential care facilities should account for 26.0 percent of growth with gains of 3,760 jobs in areas such as elderly care, mental health, substance abuse, and residential care facilities. General medical and surgical hospitals should account for the least amount of growth in the subsector (8.4%); the industry, however, still ranks ninth for projected gains in the state and should add 1,220 jobs by 2032.

The social assistance side of the health care and social assistance subsector should account for 28.0 percent of the subsector's growth. Social assistance is expected to add 4,130 jobs in areas such as individual and family services, vocational rehabilitation services, child day care services, and in food, housing, emergency, and other relief services. Social assistance ranks second for projected growth in the state.

Administrative, support, waste management, and remediation services is expected to be the closest subsector to health care and social assistance in terms of total growth. It's projected to add 4,110 jobs for an 11.0 percent gain by 2032. Only one of the subsector's two major industry groups made the top fifteen list: administrative and support services. Administrative and support services should see the third largest gain among major industry groups with projected growth of 3,910 jobs, an 11.4 percent increase for the industry. These jobs should come in areas such as facilities support, business support, employment services, office administrative services, and services to buildings and dwellings. Waste management and remediation services on the other hand should only see a gain of 200 jobs. While not enough to make the top fifteen, this still represents a 6.7 percent increase for the industry.

Professional, scientific, and technical services, a subsector of the professional and business services sector, and also a major industry group, rounds out the top five of the top fifteen industries for projected growth. The expected gain of 2,670 jobs for the industry should put upward pressure on West Virginia's average annual wage growth. Jobs in this industry tend toward the higher end of the pay scale as they come in areas such as computer systems design, scientific research and development, architectural and engineering services, legal services, and scientific and technical consulting services.

Not All Industries Expected to Grow

While most industries continue to grow some industries will experience decline. Two sectors, five subsectors, and 26 major industry groups are expected to experience an overall decline by 2032. At the sector level, government, and natural resources and mining should see a combined loss of 3,750 jobs. At the subsector level, mining, quarrying, and oil and gas extraction; government; utilities; retail trade; and agriculture, forestry, fishing, and hunting should see a combined loss of 5,190 jobs. And at the major industry level, we can see how this plays out in detail for a combined loss of 9,460 jobs. The net effect on projected growth in total employment, however, remains unchanged; losses countered by growth for an overall gain of 29,300 jobs by 2032.

West Virginia Top Fifteen Industries by Projected Numeric Decline 2022-2032

NAICS Code	Industry	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
212000	Mining (except Oil and Gas)	13,360	10,290	-3,070	-23.0%
910000	Total Federal Government Employment	19,800	18,020	-1,780	-9.0%
221000	Utilities	7,550	6,590	-960	-12.7%
455000	General Merchandise Retailers	18,280	17,710	-570	-3.1%
488000	Support Activities for Transportation	3,300	2,740	-560	-17.0%
457000	Gasoline Stations and Fuel Dealers	8,880	8,330	-550	-6.2%
445000	Food and Beverage Retailers	11,440	11,150	-290	-2.5%
920000	State Government, Excluding Education and Hospitals	25,270	25,030	-240	-0.9%
486000	Pipeline Transportation	1,120	960	-160	-14.3%
323000	Printing and Related Support Activities	960	800	-160	-16.7%
456000	Health and Personal Care Retailers	6,150	5,990	-160	-2.6%
339000	Miscellaneous Manufacturing	1,000	860	-140	-14.0%
337000	Furniture and Related Product Manufacturing	1,340	1,240	-100	-7.5%
324000	Petroleum and Coal Products Manufacturing	550	460	-90	-16.4%
424000	Merchant Wholesalers, Nondurable Goods	6,330	6,240	-90	-1.4%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Industry Projections 2022-2032

Losses come for a variety of industry specific reasons. For example, they can come from decreased economic activity in areas of the state with continued population decline. They can come from competition between local retailers and online retailers, or changes in consumer spending habits. They can come from growing popularity and increased usage of alternate energy sources such as wind, solar, and natural gas. And they can come for many other reasons as well.

The list of the top fifteen industries by projected decline reveals a numeric loss of 90 jobs in merchant wholesalers and the same size loss of 90 jobs in petroleum and coal products manufacturing. While equal in numeric loss the share of projected jobs to be lost in petroleum and coal products manufacturing (-16.4%) suggests a more significant impact to the industry than the share of jobs to be lost in merchant wholesalers (-1.4%). In general, a large share of jobs lost indicates a more structural change to an industry, rather than a scaling back as the loss of a small share of jobs might suggest.

At the sector level, natural resources and mining is projected to see a loss of 2,060 jobs by 2032. Industry level detail reveals that the majority of loss expected in this sector is from what looks to be structural changes in the mining (except oil and gas) industry. Mining (except oil and gas) is comprised of coal mining; metal ore mining; and nonmetallic mineral mining and quarrying, and the industry is projected to lose 3,070 jobs for a 23.0 percent decrease in employment over the period. The loss of these jobs should be countered to some degree by job growth in support activities for mining (+860 or 20.2%) and job growth in Oil and gas extraction (+230 or 12.2%). The projected increase in these two industries also supports the idea of structural change occurring in mining (except oil and gas).

West Virginia Occupational Projections (2022-2032)

Industry growth naturally implies growth in occupations, and with the number of jobs projected for West Virginia's health care and social assistance subsector it's natural to expect the largest number of openings to occur in health care related occupations. Two occupational groups are expected to account for 42.4 percent of all projected job growth by 2032: healthcare support occupations; and healthcare practitioners and technical occupations.

Healthcare support occupations is projected to grow by 7,990 jobs. This occupational group includes jobs that generally require a bachelor's or an associate degree. The majority of growth should come in home health and personal care aides which is projected to add 5,650 jobs. The healthcare support group includes occupations like nursing assistants and medical assistants, projected to grow by 870 jobs and 620 jobs, respectively. Other occupations in the group projected to see the largest growth are physical therapist assistants, psychiatric aides, veterinary assistants and laboratory animal caretakers, phlebotomists, and occupational therapy assistants.

Healthcare practitioners and technical occupations is projected to grow by 4,430 jobs. This occupational group includes many jobs that require an advanced degree. The occupation expected to see the most growth is registered nurses which is projected to add 950 jobs. Nurse practitioners, and licensed practical and licensed vocational nurses should also see sizeable growth, projected to add 890 jobs and 660 jobs, respectively. Other occupations in the group projected to see the largest growth are psychiatric technicians, respiratory therapists, physical therapists, and physician assistants.

West Virginia Major Occupational Groups by Projected Numeric Growth 2022-2032

SOC Code	Occupational Group	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
31-0000	Healthcare Support Occupations	41,140	49,130	7,990	19.4%
29-0000	Healthcare Practitioners and Technical Occupations	63,380	67,810	4,430	7.0%
53-0000	Transportation and Material Moving Occupations	64,050	68,200	4,150	6.5%
11-0000	Management Occupations	44,660	47,330	2,670	6.0%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	23,280	24,830	1,550	6.7%
21-0000	Community and Social Service Occupations	13,090	14,560	1,470	11.2%
49-0000	Installation, Maintenance, and Repair Occupations	37,110	38,550	1,440	3.9%
25-0000	Educational Instruction and Library Occupations	39,390	40,740	1,350	3.4%
13-0000	Business and Financial Operations Occupations	29,700	30,940	1,240	4.2%
39-0000	Personal Care and Service Occupations	14,000	15,060	1,060	7.6%
35-0000	Food Preparation and Serving Related Occupations	59,280	60,230	950	1.6%
15-0000	Computer and Mathematical Occupations	10,710	11,480	770	7.2%
51-0000	Production Occupations	35,670	36,360	690	1.9%
17-0000	Architecture and Engineering Occupations	10,110	10,690	580	5.7%
47-0000	Construction and Extraction Occupations	49,450	49,870	420	0.8%
23-0000	Legal Occupations	6,360	6,760	400	6.3%
19-0000	Life, Physical, and Social Science Occupations	7,230	7,600	370	5.1%
33-0000	Protective Service Occupations	15,770	16,130	360	2.3%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	7,190	7,540	350	4.9%
45-0000	Farming, Fishing, and Forestry Occupations	1,890	1,810	-80	-4.2%
41-0000	Sales and Related Occupations	65,890	65,630	-260	-0.4%
43-0000	Office and Administrative Support Occupations	91,410	88,790	-2,620	-2.9%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Occupational Projections 2022-2032

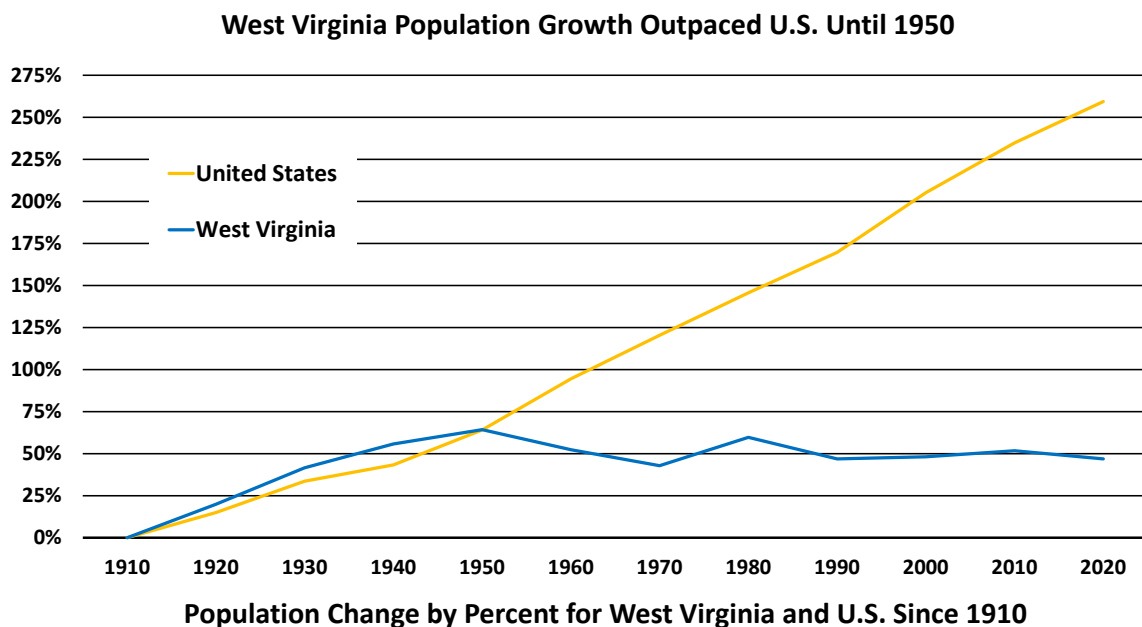
Transportation and material moving occupations is projected to see the third largest amount of growth, increasing by 4,150 jobs. This occupational group includes many jobs that don't require a degree but do require some form of specialized training beyond high school. Heavy and tractor-trailer truck drivers; and laborers and freight, stock, and material movers are projected to see the most growth in the group, each expected to increase by 820 jobs. Other occupations in the group projected to see sizeable growth are stockers and order fillers, taxi drivers, light truck drivers, shuttle drivers and chauffeurs, and industrial truck and tractor operators.

The top three occupational groups, along with the fourth group, management occupations, account for two-thirds of all expected job growth in the state. Management occupations is consistently near the top of the list for growth and can be overlooked when considering training for a career path. While other occupational groups can be heavily concentrated in a specific industry, management occupations are widely dispersed among every industry. Management positions often require at least a bachelor's degree and the clearest path to a management job is mainly through formal education in business, or an advanced degree in a particular field with supervisory experience. However, this is often industry specific and a nontraditional path such as nondegree seeking post high school education or even on the job training can lead to a job in management. General and operations managers is projected to add 860 jobs for the most growth in this occupational group. Medical and health services managers is expected to add 610 jobs for the second largest amount of growth.

West Virginia Population Trends 2023

Population's Past

Prior to 1950 all states in the U.S. experienced population growth, even if for some it was slow and gradual compared with growth since the 1950s. West Virginia's pre 1950s growth could be termed strong. The state grew from 1.2 million residents at the 1910 Decennial Census to 2.0 million residents at the 1950 Decennial Census. West Virginia's population growth rate for the period was 0.1 percentage point higher than the U.S. population growth rate of 64.1 percent. The state's 64.2 percent gain ranked 21st in the nation; 13 of the 20 states that ranked higher lie west of the Mississippi and several of those would be considered long-term population magnates during the 1900s and into the 2000s.



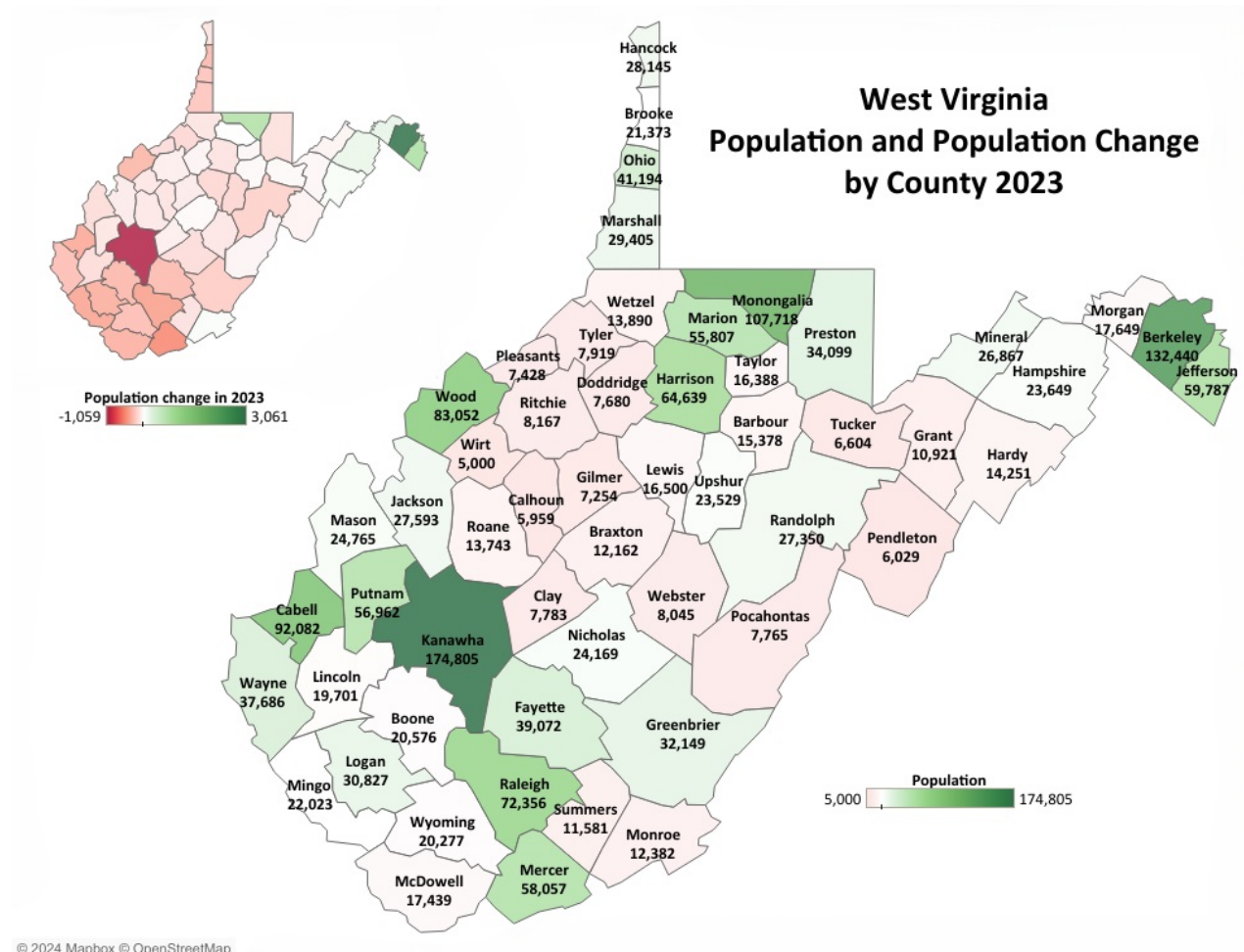
Source: WorkForceWV, Research, Information, and Analysis, and U.S. Census Bureau Decennial Census 1910-2020

Since the 1950s the story has been different for West Virginia. West Virginia is the only state in the nation with an overall population decline since the 1950 Census. In fact, North Dakota, South Dakota, and West Virginia are the only states that haven't seen continual population increase since the 1950s. North Dakota and South Dakota both showed growth until the 1930s before hitting a bump and stumbling along over the next several decades. South Dakota regained its upward momentum in the 1970s, however, and North Dakota has seen population gains since the 1990s.

Population's Present

The 2020 Decennial Census gave a detailed account of West Virginia's population demographics as we entered the new decade. The Census provides the most accurate count of the population by five-year age groups, which sets a benchmark for the basis of annual population estimates as we move toward the 2030 Census. It also provides a benchmark for the basis of long-term population projections; where demographers expect the population trend to head over the next several decades.

Comparing annual population estimates for 2023 with 2022 shows that Berkeley and Monongalia, two of the state's three most populous counties, continued their trend of growth over the year. Kanawha County, however, the largest of the three, continued to show a decline. Kanawha and counties in the south saw the largest losses in the state for the year. Proportionally speaking, these losses have a harder impact on Boone, Mingo, McDowell and other southern counties due to their already small populations.



The U.S. Census Bureau's annual population estimates for 2023 also reveal that the state's trend of population decline has continued since the 2020 Decennial Census. The net loss for the period was 23,642 residents. The variance between births and deaths brought about a natural decrease of 33,704 people, which was partially countered by a positive net migration gain of 9,730 new residents. A similar story played out among the state's 55 counties with Berkeley and Monongalia being the only two counties to add residents through natural increase. In total 24 counties saw positive net migration for the three-year span, however all but six counties saw a net loss of population from 2020 to 2023.

Age group data for 2023 hasn't been released yet so the most recent age group data is for 2022. Although just two years after the Decennial Census, the 2022 data highlights the long-term trend and gives a snapshot of how the trend is continuing. Since 2010, the size of the retirement age group (65 and older) increased by 26.0 percent, growing to more than 366,000. Over the same period the size of the preretirement age group (55 to 64) remained virtually unchanged, up 0.2 percent to roughly 251,000.

Since 2020 the retirement age group remains virtually unchanged while the preretirement age group declined by 2.6 percent, a likely result of people graduating into the retirement age group.

Since 2010, the size of the prime work age population (25 to 54) dropped by 11.8 percent to 654,000. This group saw losses across the board in each of its five-year age groups. Since 2020 the group has seen a slight increase, up 0.4 percent, while seeing a loss in the 35 to 39 and 45 to 49 five-year age groups. The size of the 15 to 24 age group, the age group expected to backfill the labor force, decreased by 5.4 percent since 2010, sliding to 226,000. Since 2020 the group has grown by 2.5 percent primarily in the 20 to 24 five-year age group. Finally, the school age population 14 and younger fell by 7.3 percent since 2010, to 295,000. The group is down 0.4 percent since 2020 with losses in the 5 to 9 and 10 to 14 five-year age groups.

Population's Future

West Virginia Population Change by Age Group 2020 to 2040

Age Group	DEC Population Count 2020	Estimated Change 2020 to 2022	% Change to 2022	Projected Change 2020 to 2040	% Change to 2040
0 to 14	296,382	-1,311	-0.4%	-33,391	-11.3%
15 to 24	220,917	5,450	2.5%	-29,007	-13.1%
25 to 54	651,764	2,370	0.4%	-66,115	-10.1%
55 to 64	257,638	-6,687	-2.6%	-56,457	-21.9%
65 and Older	367,015	-571	-0.2%	20,156	5.5%

Source: WorkForceWV, Research, Information, and Analysis, and U.S. Census Bureau, and University of Virginia, Weldon Cooper Center for Public Service

Population projections released in 2024 suggest that West Virginia's trend of declining population, with a growing retirement age population, and a decreasing work age and school age population is likely to continue in the coming decades. Projections from the University of Virginia, Weldon Cooper Center for Public Service, have the state's population falling to 1.63 million people by 2040. By 2040 the size of the retirement age group is projected to grow by 5.5 percent, the size of the preretirement age group is projected to drop by 21.9 percent, the size of the prime work age population is projected to drop by 10.1 percent, the size of the 15 to 24 age group is projected to drop by 13.1 percent, and the school age population 14 and younger is projected to drop by 11.3 percent.

In general, the projected decline in population and given age groups appears heavily influenced by a long-term trend of declining fertility rates, which is a national trend. The general fertility rate has fallen steadily in the U.S. since 2007 when it was roughly 70 per 1,000. Prior to that there were some ups and downs, but the rate never dropped below 65 per 1,000, and prior to the 1970s it was well above 80 per 1,000. According to the U.S. Centers For Disease Control and Prevention's (CDC) National Center for Health Statistics, the general fertility rate for the U.S. was 56 births per 1,000 women aged 15 to 44 in 2022. West Virginia's general fertility rate was slightly lower at 54 births per 1,000 women.

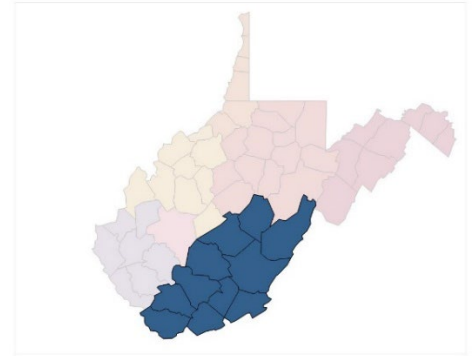
While fluctuations in migration can bring about population loss due to heavy periods of negative net migration, West Virginia's current state of population loss is primarily being determined by natural decrease. The state has an aging population which is not being replenished through natural increase. As fertility rates fall, natural increase continues to decline and the present and expected work age

population continues to shrink. This creates reliance on migration remaining large and positive to prop up the population and the current rate of in-migration isn't enough to overcome the pace of natural decrease.

In 2023 employers continued to add jobs and seek workers. More workers came off the sidelines to accommodate this and pushed the labor force participation rate toward its historic peak. The historically low unemployment rate showed that people looking for work were finding it, creating a tight labor market where wages continued to rise. Employment projections show that new jobs are expected to keep demand for workers elevated in coming years. A declining population, however, especially in the prime work age population, could constrain growth by putting downward pressure on the labor force. Given West Virginia's comparatively low labor force participation rate though, the labor force still has room to grow to meet demand for workers.

Workforce Development Region 1

Fayette, Greenbrier, Nicholas, McDowell, Mercer, Monroe, Pocahontas, Raleigh, Summers, Webster, Wyoming Counties



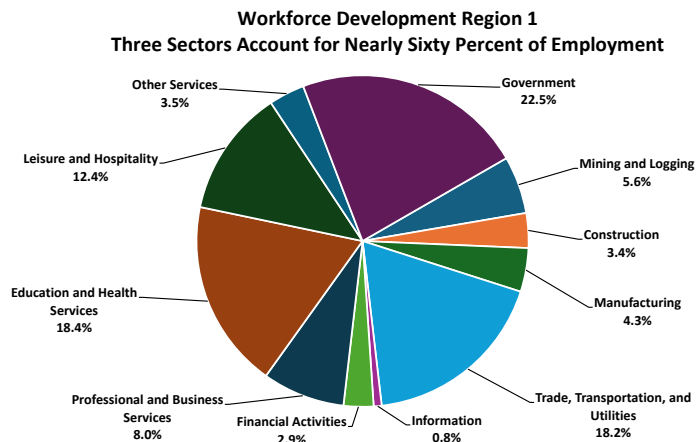
Annual Average Labor Force Statistics 2023

	Labor Force	Employed	Unemployed	U-Rate	Labor Force Participation Rate
Workforce Development Region 1	119,200	114,300	4,950	4.2%	48.0%
Fayette	15,930	15,220	700	4.4%	50.2%
Greenbrier	15,160	14,600	560	3.7%	56.0%
McDowell	4,050	3,790	260	6.4%	30.1%
Mercer	20,640	19,730	910	4.4%	42.9%
Monroe	5,960	5,780	180	3.0%	58.7%
Nicholas	9,010	8,590	420	4.7%	44.4%
Pocahontas	3,670	3,500	170	4.6%	57.3%
Raleigh	30,110	29,010	1,110	3.7%	52.5%
Summers	4,440	4,270	170	3.8%	47.7%
Webster	3,030	2,880	160	5.3%	44.1%
Wyoming	7,230	6,920	310	4.3%	41.2%

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics, Local Area Unemployment Statistics 2023

LABOR FORCE SNAPSHOT

Third largest Civilian labor force (119,200) among the state's seven development regions.
 Third highest unemployment rate (4.2%) among the regions in 2023.
 Lowest labor force participation rate (48.0%) among the seven regions.
 Monroe (3.0%) had the lowest unemployment rate.
 McDowell (6.4%) had the highest annual average unemployment rate in the region.
 Monroe (58.7%) had the highest labor force participation rate.
 McDowell (30.1%) had the lowest labor force participation rate in the region.



Share of Total Nonfarm Payroll Employment by Broad Industry Sector in 2023
 Source: WorkForceWV, Research, Information, and Analysis, Current Employment Statistics Data 2023

Workforce Development Region 1: Industry Employment Projections 2022-2032
Top and Bottom Five Industries by Projected Numeric Growth or Decline

NAICS Code	Industry	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
Growing Industries					
621000	Ambulatory Health Care Services	7,575	8,564	989	13.1%
722000	Food Services and Drinking Places	7,906	8,758	852	10.8%
624000	Social Assistance	3,259	3,755	496	15.2%
920000	State Government, Excluding Education and Hospitals	4,047	4,438	391	9.7%
541000	Professional, Scientific, and Technical Services	2,320	2,532	212	9.1%
Declining Industries					
457000	Gasoline Stations and Fuel Dealers	1,567	1,469	-98	-6.3%
455000	General Merchandise Retailers	3,505	3,396	-109	-3.1%
622000	Hospitals	5,485	5,275	-210	-3.8%
212000	Mining (except Oil and Gas)	3,902	3,360	-542	-13.9%
611000	Educational Services	7,424	6,642	-782	-10.5%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Industry Projections 2022-2032

Workforce Development Region 1
Top 25 Employers by Total Employment - 2023

Employer Name	Rank
WVU MEDICINE	1
CONTURA ENERGY	2
WAL-MART ASSOCIATES INC	3
GREENBRIER HOTEL CORPORATION, DBA	4
APPALACHIAN REGIONAL HEALTHCARE	5
LIFEPOINT HOSPITALS	6
VANDALIA HEALTH SYSTEM	7
WVU MEDICINE	8
LOWE S HOME CENTERS LLC	9
SNOWSHOE MOUNTAIN, INC.	10
KROGER LIMITED PTNSHP I	11
WVNH EMP LLC	12
DIVERSIFIED GAS & OIL CORPORATION	13
LITTLE GENERAL STORE, INC.	14
CLEVELAND-CLIFFS	15
DOLGENCORP INC	16
NW ACQUISITION, LLC, TA	17
ARCH COAL	18
SO HIGHLANDS COMM MNTL HLTH CTR INC	19
CRAMER SECURITY & INVESTIGATIONS, L	20
GINO'S DISTRIBUTING, INC., TA	21
RES-CARE	21
UNITED COAL	22
TRG CUSTOMER SOLUTIONS, INC.	23
WEST VIRGINIA'S CHOICE, INC.	24
HOMETOWN GROCERY, LLC, DBA	25

Source: WorkForceWV, Research, Information, and Analysis, Quarterly Census of Employment and Wages (QCEW) 2023

OCCUPATIONAL HIGHLIGHT

Healthcare occupations are expected to account for 45.6 percent of projected growth in Workforce Development Region 1. This reflects the large number of older adults within the state.

Healthcare related occupations range from those requiring on the job training to those requiring an advanced degree.

Workforce Development Region 1: Occupational Employment Projections 2022-2032 Major Occupational Groups by Projected Numeric Growth or Decline

SOC Code	Occupational Group	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
31-0000	Healthcare Support Occupations	6,375	7,302	927	14.5%
35-0000	Food Preparation and Serving Related Occupations	9,444	10,178	734	7.8%
29-0000	Healthcare Practitioners and Technical Occupations	8,750	9,186	436	5.0%
21-0000	Community and Social Service Occupations	1,983	2,187	204	10.3%
11-0000	Management Occupations	6,097	6,236	139	2.3%
39-0000	Personal Care and Service Occupations	2,411	2,520	109	4.5%
13-0000	Business and Financial Operations Occupations	3,042	3,146	104	3.4%
49-0000	Installation, Maintenance, and Repair Occupations	5,494	5,579	85	1.6%
33-0000	Protective Service Occupations	2,676	2,752	76	2.8%
23-0000	Legal Occupations	519	572	53	10.2%
19-0000	Life, Physical, and Social Science Occupations	810	853	43	5.3%
53-0000	Transportation and Material Moving Occupations	8,222	8,265	43	0.5%
17-0000	Architecture and Engineering Occupations	883	910	27	3.1%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	3,892	3,898	6	0.2%
15-0000	Computer and Mathematical Occupations	718	721	3	0.4%
45-0000	Farming, Fishing, and Forestry Occupations	942	907	-35	-3.7%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	859	813	-46	-5.4%
51-0000	Production Occupations	3,658	3,516	-142	-3.9%
47-0000	Construction and Extraction Occupations	6,739	6,564	-175	-2.6%
41-0000	Sales and Related Occupations	10,510	10,158	-352	-3.4%
25-0000	Educational Instruction and Library Occupations	5,240	4,783	-457	-8.7%
43-0000	Office and Administrative Support Occupations	11,662	11,057	-605	-5.2%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Occupational Projections 2022-2032

POPULATION

Between 2022 and 2023, Workforce Development Region 1 recorded a projected population loss of 0.8 percent. Monroe was the only county in the region without a projected loss in population.

Raleigh County recorded the largest decline (-555), while Pocahontas County recorded the smallest decline (-32).

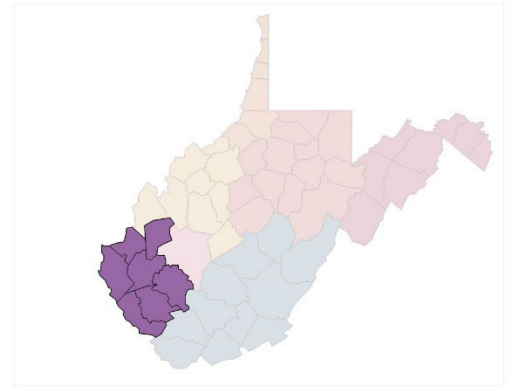
Annual Population Estimates

	2023	2022	Net Change
Workforce Development Region 1	303,292	305,825	-2,533
Fayette	39,072	39,388	-316
Greenbrier	32,149	32,375	-226
McDowell	17,439	17,806	-367
Mercer	58,057	58,612	-555
Monroe	12,382	12,322	60
Nicholas	24,169	24,309	-140
Pocahontas	7,765	7,797	-32
Raleigh	72,356	72,801	-445
Summers	11,581	11,702	-121
Webster	8,045	8,141	-96
Wyoming	20,277	20,572	-295

Source: WorkForceWV, Research, Information, and Analysis, and Census Bureau, Annual Population Estimates 2022-2023

Workforce Development Region 2

Boone, Cabell, Lincoln, Logan, Mingo, Putnam, and Wayne Counties



Annual Average Labor Force Statistics 2023

	Labor Force	Employed	Unemployed	U-Rate	Labor Force Participation Rate
Workforce Development Region 2	116,000	111,500	4,500	3.9%	50.0%
Boone	7,250	6,950	310	4.3%	41.2%
Cabell	41,410	39,890	1,520	3.7%	55.0%
Lincoln	7,030	6,680	340	4.8%	43.0%
Logan	11,340	10,870	470	4.1%	43.8%
Mingo	6,460	6,120	340	5.3%	34.0%
Putnam	26,890	26,010	880	3.3%	58.9%
Wayne	15,570	14,930	640	4.1%	48.6%

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics, Local Area Unemployment Statistics 2023

LABOR FORCE SNAPSHOT

Fourth largest civilian labor force (116,000) among the state's seven development regions.

Fourth lowest unemployment rate (3.9%) among the regions in 2023.

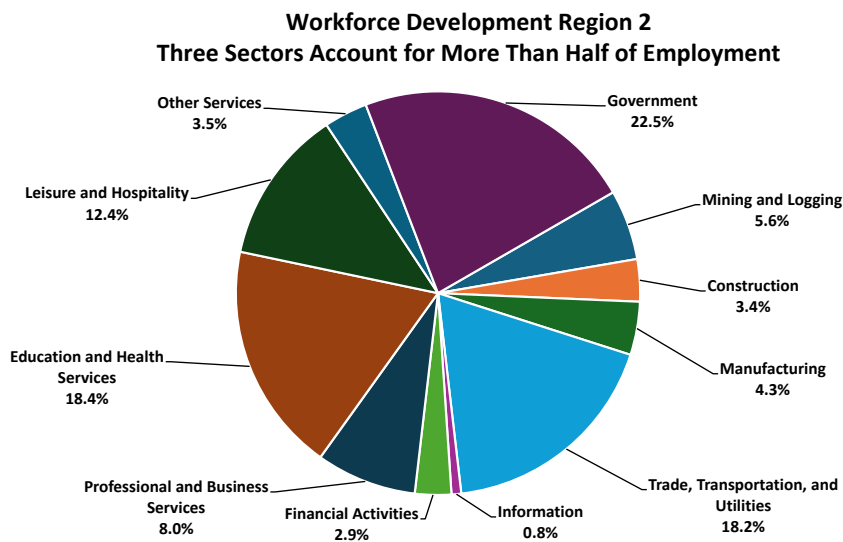
Second lowest labor force participation rate (50.0%) among the regions.

Putnam (3.3%) had the lowest unemployment rate.

Mingo (5.3%) had the highest unemployment rate in the region.

Putnam (58.9%) had the highest labor force participation rate.

Mingo (34.0%) had the lowest labor force participation rate in 2023.



Share of Total Nonfarm Payroll Employment by Broad Industry Sector in 2023
Source: WorkForceWV, Research, Information, and Analysis, Current Employment Statistics Data 2023

Workforce Development Region 2: Industry Employment Projections 2022-2032
Top and Bottom Five Industries by Projected Numeric Growth or Decline

NAICS Code	Industry	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
Growing Industries					
722000	Food Services and Drinking Places	8,958	9,936	978	10.9%
621000	Ambulatory Health Care Services	7,402	8,369	967	13.1%
561000	Administrative and Support Services	4,690	5,580	890	19.0%
624000	Social Assistance	5,020	5,784	764	15.2%
541000	Professional, Scientific, and Technical Services	4,327	4,722	395	9.1%
Declining Industries					
513000	Publishing Industries	181	140	-41	-22.7%
459000	Miscellaneous Store Retailers	1,017	951	-66	-6.5%
455000	General Merchandise Retailers	2,540	2,461	-79	-3.1%
441000	Motor Vehicle and Parts Dealers	1,652	1,559	-93	-5.6%
622000	Hospitals	10,656	10,343	-313	-2.9%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Industry Projections 2022-2032

Workforce Development Region 2
Top 25 Employers by Total Employment - 2023

Employer Name	Rank
MARSHALL HEALTH	1
TOYOTA MOTOR MANUFACTURING, WEST	2
TERRY L. DUNN, DBA	3
WAL-MART ASSOCIATES INC	4
ARCH COAL	5
VALLEY HEALTH SYSTEMS	6
HUNTINGTON ALLOYS CORPORATION	7
AEP	8
KROGER LIMITED PTNSHP I	9
CONTURA	10
ALCON RESEARCH, LLC	11
LOGAN GENERAL HOSPITAL, LLC	12
STEEL OF WEST VIRGINIA, INC.	13
VANDALIA HEALTH	14
WEST VIRGINIAS CHOICE INC	15
RAMACO RESOURCES LLC	16
MARSHALL UNIVERSITY RESEARCH CORPOR	17
GC SERVICES LIMITED PARTNERSHIP	18
ALLEVARD SOGEFI U.S.A., INC.	19
SEV.EN ENERGY	20
ARACOMA COAL COMPANY, LLC	21
DIRECTV CUSTOMER SERVICES, LLC	22
ENERFAB POWER & INDUSTRIAL, LLC	23
AMAZON.COM SERVICES, INC.	24
HHC RIVER PARK, INC., DBA	25
TRITON CONSTRUCTION, INC.	25

Source: WorkForceWV, Research, Information, and Analysis, Quarterly Census of Employment and Wages (QCEW) 2023

OCCUPATIONAL HIGHLIGHT

Healthcare occupations are expected to account for 37.9 percent of projected growth in Workforce Development Region 2.

Business occupations such as management occupations, and business and financial occupations are expected to account for 13.1 percent of projected growth in the region.

Workforce Development Region 2: Occupational Employment Projections 2022-2032 Major Occupational Groups by Projected Numeric Growth or Decline

SOC Code	Occupational Group	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
31-0000	Healthcare Support Occupations	7,300	8,471	1,171	16.0%
35-0000	Food Preparation and Serving Related Occupations	9,878	10,754	876	8.9%
29-0000	Healthcare Practitioners and Technical Occupations	11,710	12,260	550	4.7%
11-0000	Management Occupations	5,941	6,324	383	6.5%
21-0000	Community and Social Service Occupations	2,422	2,650	228	9.4%
13-0000	Business and Financial Operations Occupations	3,716	3,928	212	5.7%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	3,091	3,274	183	5.9%
39-0000	Personal Care and Service Occupations	1,926	2,069	143	7.4%
53-0000	Transportation and Material Moving Occupations	6,292	6,428	136	2.2%
51-0000	Production Occupations	6,761	6,894	133	2.0%
49-0000	Installation, Maintenance, and Repair Occupations	4,900	5,018	118	2.4%
33-0000	Protective Service Occupations	1,728	1,834	106	6.1%
23-0000	Legal Occupations	992	1,092	100	10.1%
15-0000	Computer and Mathematical Occupations	1,104	1,189	85	7.7%
19-0000	Life, Physical, and Social Science Occupations	928	989	61	6.6%
17-0000	Architecture and Engineering Occupations	985	1,040	55	5.6%
45-0000	Farming, Fishing, and Forestry Occupations	136	139	3	2.2%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	819	818	-1	-0.1%
25-0000	Educational Instruction and Library Occupations	6,192	6,188	-4	-0.1%
47-0000	Construction and Extraction Occupations	6,077	6,026	-51	-0.8%
41-0000	Sales and Related Occupations	9,659	9,603	-56	-0.6%
43-0000	Office and Administrative Support Occupations	12,664	12,469	-195	-1.5%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Occupational Projections 2022-2032

POPULATION

Estimated population data reveal all counties in Workforce Development Region 2 posted declines between 2022 and 2023. Mingo (-422) had the largest decline, while Putnam (-101) had the smallest decline. The region had an estimated population decline of 0.7 percent over the year.

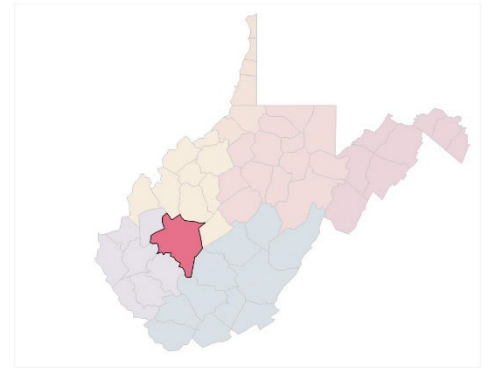
Annual Population Estimates

	2023	2022	Net Change
Workforce Development Region 2	281,937	279,857	-2,080
Boone	20,907	20,576	-331
Cabell	92,485	92,082	-403
Lincoln	19,851	19,701	-150
Logan	31,206	30,827	-379
Mingo	22,445	22,023	-422
Putnam	57,063	56,962	-101
Wayne	37,980	37,686	-294

Source: WorkForceWV, Research, Information, and Analysis, and Census Bureau, Annual Population Estimates 2022-2023

Workforce Development Region 3

Kanawha County



Annual Average Labor Force Statistics 2023

	Labor Force	Employed	Unemployed	U-Rate	Labor Force Participation Rate
Workforce Development Region 3	81,990	79,030	2,960	3.6%	56.1%
Kanawha	81,990	79,030	2,960	3.6%	56.1%

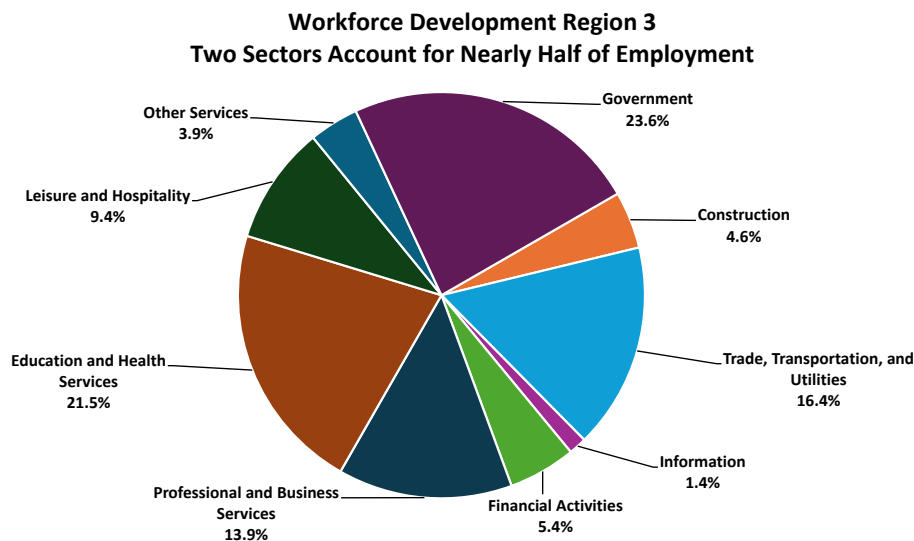
Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics, Local Area Unemployment Statistics 2023

LABOR FORCE SNAPSHOT

Civilian labor force (81,990) ranked fifth in size among the seven development regions.

Second lowest unemployment rate (3.6%) among the regions in 2023.

Third highest labor force participation rate (56.1%) among the regions.



Share of Total Nonfarm Payroll Employment by Broad Industry Sector in 2023

Source: WorkForceWV, Research, Information, and Analysis, Current Employment Statistics Data 2023

Workforce Development Region 3: Industry Employment Projections 2022-2032
Top and Bottom Five Industries by Projected Numeric Growth or Decline

NAICS Code	Industry	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
Growing Industries					
920000	State Government, Excluding Education and Hospitals	9,902	10,844	942	9.5%
621000	Ambulatory Health Care Services	6,632	7,498	866	13.1%
624000	Social Assistance	4,389	5,057	668	15.2%
541000	Professional, Scientific, and Technical Services	5,336	5,823	487	9.1%
517000	Telecommunications	441	621	180	40.8%
Declining Industries					
459000	Miscellaneous Store Retailers	818	765	-53	-6.5%
455000	General Merchandise Retailers	1,977	1,915	-62	-3.1%
449000	Furniture, Electronics, and Appliance Retailers	460	392	-68	-14.8%
910000	Total Federal Government Employment	2,599	2,472	-127	-4.9%
930000	Local Government, Excluding Education and Hospitals	3,763	3,404	-359	-9.5%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Industry Projections 2022-2032

Workforce Development Region 3
Top 25 Employers by Total Employment - 2023

Employer Name	Rank
VANDALIA	1
WVU MEDICINE	2
WAL-MART	3
SEVEN ENERGY	4
CVS	5
HIGHMARK WV-BLUE CROSS	6
DOW CHEMICAL	7
TRANSCANADA USA SERVICES INC	8
UNITED PARCEL SERVICE	9
NGK SPARK PLUGS (U.S.A.), INC.	10
ELDER AIDE SERVICES LLC, DBA	11
MOSES SERVICES COMPANY, LLC	12
GESTAMP WEST VIRGINIA, LLC	13
FRONTIER	14
LOWE'S HOME CENTERS LLC	15
WVNH EMP, LLC	16
GOODWILL IND OF KANAWHA VALLEY INC	17
PEOPLEREADY INC	18
CITIZENS TELECOM SERVICES CO LLC	19
MOUNTAIN STATE EDUCATIONAL SERVICES COOPERATIVE	20
CROSS LANES GAMING & ENTERTAINMENT, INC.	21
MOTORISTS SERVICE CORPORATION	22
CITY NATL BANK OF WEST VIRGINIA	23
TRITON CONSTRUCTION INC	24
MAXIM HEALTHCARE STAFFING SERVICES, INC.	25

Source: WorkForceWV, Research, Information, and Analysis, Quarterly Census of Employment and Wages (QCEW) 2023

OCCUPATIONAL HIGHLIGHTS

Healthcare occupations are expected to account for 34.0 percent of projected growth in Workforce Development Region 3.

Business occupations such as management occupations, and business and financial occupations are expected to account for 21.3 percent of projected growth in the region.

Workforce Development Region 3: Occupational Employment Projections 2022-2032
Major Occupational Groups by Projected Numeric Growth or Decline

SOC Code	Occupational Group	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
31-0000	Healthcare Support Occupations	5,288	6,309	1,021	19.3%
11-0000	Management Occupations	6,761	7,270	509	7.5%
29-0000	Healthcare Practitioners and Technical Occupations	4,520	4,909	389	8.6%
13-0000	Business and Financial Operations Occupations	5,096	5,471	375	7.4%
15-0000	Computer and Mathematical Occupations	2,290	2,613	323	14.1%
21-0000	Community and Social Service Occupations	1,925	2,190	265	13.8%
53-0000	Transportation and Material Moving Occupations	7,573	7,783	210	2.8%
49-0000	Installation, Maintenance, and Repair Occupations	4,351	4,508	157	3.6%
23-0000	Legal Occupations	1,511	1,645	134	8.9%
19-0000	Life, Physical, and Social Science Occupations	1,103	1,233	130	11.8%
33-0000	Protective Service Occupations	3,764	3,893	129	3.4%
17-0000	Architecture and Engineering Occupations	1,591	1,714	123	7.7%
35-0000	Food Preparation and Serving Related Occupations	6,786	6,898	112	1.7%
39-0000	Personal Care and Service Occupations	1,954	2,048	94	4.8%
51-0000	Production Occupations	3,420	3,483	63	1.8%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,317	2,372	55	2.4%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	956	987	31	3.2%
47-0000	Construction and Extraction Occupations	4,635	4,660	25	0.5%
25-0000	Educational Instruction and Library Occupations	836	838	2	0.2%
45-0000	Farming, Fishing, and Forestry Occupations	61	62	1	1.6%
41-0000	Sales and Related Occupations	8,257	8,038	-219	-2.7%
43-0000	Office and Administrative Support Occupations	13,123	12,796	-327	-2.5%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Occupational Projections 2022-2032

POPULATION

Workforce Development Region 3 had an estimated population decline of 0.6 percent between 2022 and 2023.

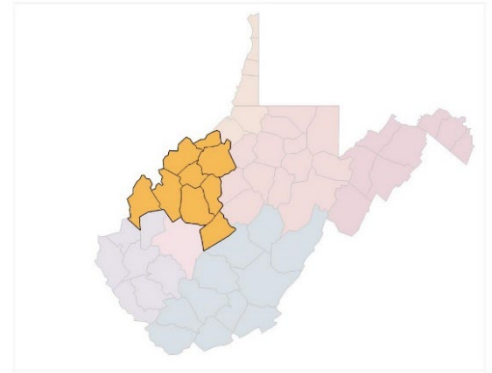
Annual Population Estimates

	2023	2022	Net Change
Workforce Development Region 3	175,864	174,805	-1,059
Kanawha	175,864	174,805	-1,059

Source: WorkForceWV, Research, Information, and Analysis, and Census Bureau, Annual Population Estimates 2022-2023

Workforce Development Region 4

Calhoun, Clay, Jackson, Mason, Pleasants, Roane, Ritchie, Wirt, Wood Counties



Annual Average Labor Force Statistics 2023

	Labor Force	Employed	Unemployed	U-Rate	Labor Force Participation Rate
Workforce Development Region 4	78,090	74,540	3,560	4.6%	52.0%
Calhoun	2,480	2,300	180	7.3%	48.2%
Clay	3,030	2,860	180	5.9%	47.0%
Jackson	12,090	11,590	500	4.1%	54.0%
Mason	10,130	9,670	460	4.5%	50.3%
Pleasants	2,660	2,520	140	5.3%	47.2%
Ritchie	4,000	3,830	170	4.3%	57.3%
Roane	4,980	4,680	300	6.0%	43.4%
Wirt	2,240	2,110	130	5.8%	52.5%
Wood	36,480	34,980	1,500	4.1%	53.8%

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics, Local Area Unemployment Statistics 2023

LABOR FORCE SNAPSHOT

Second smallest civilian labor force (78,090) among the state's seven development regions.

Second highest unemployment rate (4.6%) among the regions in 2023.

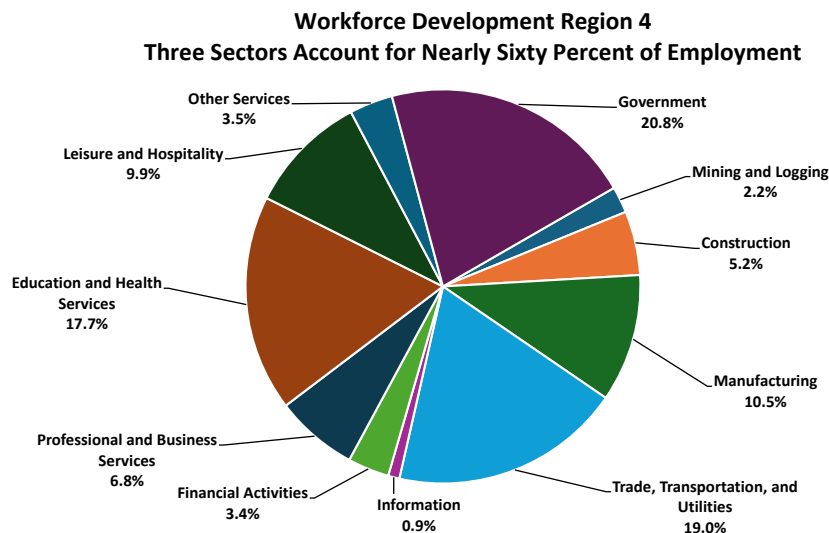
Labor force participation rate (52.0%) ranked fifth among the seven development regions.

Wood had the lowest unemployment rate (4.1%) in the region.

Calhoun (7.3%) had the highest unemployment rate in the region.

Ritchie (57.3%) had the highest labor force participation rate in the region.

Roane (43.4%) had the lowest labor force participation rate in the region.



Source: WorkForceWV, Research, Information, and Analysis, Current Employment Statistics Data 2023

Workforce Development Region 4: Industry Employment Projections 2022-2032

Top and Bottom Five Industries by Projected Numeric Growth or Decline

NAICS Code	Industry	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
Growing Industries					
621000	Ambulatory Health Care Services	4,126	4,665	539	13.1%
624000	Social Assistance	2,668	3,074	406	15.2%
456000	Health and Personal Care Retailers	600	726	126	21.0%
541000	Professional, Scientific, and Technical Services	1,284	1,401	117	9.1%
493000	Warehousing and Storage	633	716	83	13.1%
Declining Industries					
459000	Miscellaneous Store Retailers	676	632	-44	-6.5%
449000	Furniture, Electronics, and Appliance Retailers	312	266	-46	-14.7%
458000	Clothing and Clothing Accessories Retailers	521	474	-47	-9.0%
622000	Hospitals	3,057	2,797	-260	-8.5%
611000	Educational Services	4,418	4,109	-309	-7.0%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Industry Projections 2022-2032

Workforce Development Region 4

Top 25 Employers by Total Employment - 2023

Employer Name	Rank
WVU MEDICINE	1
WAL-MART	2
CONSTELLIUM ROLLED PRODUCTS RAVENSWOOD LLC	3
CORNERSTONE BUILDING BRANDS SERVICES, INC	4
CHEMOURS COMPANY FC, LLC, THE	5
LINX COMMUNITY SERVICES LLC	6
MARSHALL HEALTH	7
DUPONT POLYMER PRODUCTS LLC	8
WESTBROOK HEALTH SERVICES, INC	9
HOSPITAL DEVELOPMENT CO., DBA	10
HINO MOTORS MANUFACTURING U.S.A., I	11
APPALACHIAN POWER CO	12
HALL DRILLING, LLC	13
WINCORE WINDOW COMPANY, LLC	14
WVUHS HOME CARE, LLC	15
IVS HYDRO, INC.	16
COMMUNITY HEALTH ASSOCIATION, TA	17
MINNIE HAMILTON HEALTH CARE CENTER,	18
LOWE S HOME CENTERS LLC	19
STAR HOLDING COMPANY	20
UNITED BANK	20
AEP	21
GENERAL MILLS RESTAURANTS, INC	22
WVNH EMP, LLC	23
KROGER LIMITED PTNSHP I	23
ON-BOARD PMO CORPORATION	24
PEOPLES BANK	25

Source: WorkForceWV, Research, Information, and Analysis, Quarterly Census of Employment and Wages (QCEW) 2023

OCCUPATIONAL HIGHLIGHT

Healthcare occupations are expected to account for 36.9 percent of projected growth in Workforce Development Region 4.

Occupations related to building maintenance and construction are expected to account for 28.2 percent of projected growth over the next 10 years.

Workforce Development Region 4: Occupational Employment Projections 2022-2032
Major Occupational Groups by Projected Numeric Growth or Decline

SOC Code	Occupational Group	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
31-0000	Healthcare Support Occupations	3,780	4,386	606	16.0%
53-0000	Transportation and Material Moving Occupations	5,596	5,870	274	4.9%
49-0000	Installation, Maintenance, and Repair Occupations	3,523	3,731	208	5.9%
11-0000	Management Occupations	3,792	3,994	202	5.3%
29-0000	Healthcare Practitioners and Technical Occupations	4,470	4,666	196	4.4%
47-0000	Construction and Extraction Occupations	4,437	4,568	131	3.0%
13-0000	Business and Financial Operations Occupations	3,523	3,636	113	3.2%
21-0000	Community and Social Service Occupations	1,257	1,364	107	8.5%
17-0000	Architecture and Engineering Occupations	780	852	72	9.2%
51-0000	Production Occupations	4,389	4,459	70	1.6%
35-0000	Food Preparation and Serving Related Occupations	5,848	5,898	50	0.9%
39-0000	Personal Care and Service Occupations	1,170	1,219	49	4.2%
19-0000	Life, Physical, and Social Science Occupations	536	567	31	5.8%
23-0000	Legal Occupations	486	513	27	5.6%
33-0000	Protective Service Occupations	1,339	1,354	15	1.1%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	1,781	1,795	14	0.8%
15-0000	Computer and Mathematical Occupations	812	818	6	0.7%
45-0000	Farming, Fishing, and Forestry Occupations	119	118	-1	-0.8%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	382	376	-6	-1.6%
41-0000	Sales and Related Occupations	6,131	6,026	-105	-1.7%
25-0000	Educational Instruction and Library Occupations	3,400	3,221	-179	-5.3%
43-0000	Office and Administrative Support Occupations	7,290	6,975	-315	-4.3%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Occupational Projections 2022-2032

POPULATION

Workforce Development Region 4 had an estimated population decline of 0.6 percent between 2022 and 2023.

All counties in the region had declines in population.

Wood (-336) had the greatest population decline, while Ritchie (-63) had the smallest population decline.

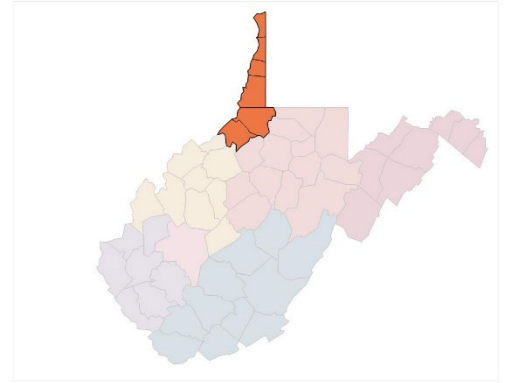
Annual Population Estimates

	2023	2022	Net Change
Workforce Development Region 4	184,600	183,490	-1,110
Calhoun	6,069	5,959	-110
Clay	7,840	7,783	-57
Jackson	27,667	27,593	-74
Mason	24,911	24,765	-146
Pleasants	7,570	7,428	-142
Ritchie	8,230	8,167	-63
Roane	13,833	13,743	-90
Wirt	5,092	5,000	-92
Wood	83,388	83,052	-336

Source: WorkForceWV, Research, Information, and Analysis, and Census Bureau, Annual Population Estimates 2022-2023

Workforce Development Region 5

Brooke, Hancock, Marshall, Ohio, Tyler, Wetzel Counties



Annual Average Labor Force Statistics 2023

	Labor Force	Employed	Unemployed	U-Rate	Labor Force Participation Rate
Workforce Development Region 5	65,050	61,850	3,190	4.9%	53.9%
Brooke	9,670	9,180	490	5.1%	51.8%
Hancock	12,840	12,100	740	5.8%	53.6%
Marshall	13,150	12,500	650	4.9%	53.1%
Ohio	20,010	19,250	760	3.8%	57.8%
Tyler	2,920	2,740	170	5.8%	42.5%
Wetzel	6,460	6,080	380	5.9%	55.2%

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics, Local Area Unemployment Statistics 2023

LABOR FORCE SNAPSHOT

Smallest civilian labor force (65,050) among the state's seven development regions.

Highest unemployment rate (4.9%) among the regions in 2023.

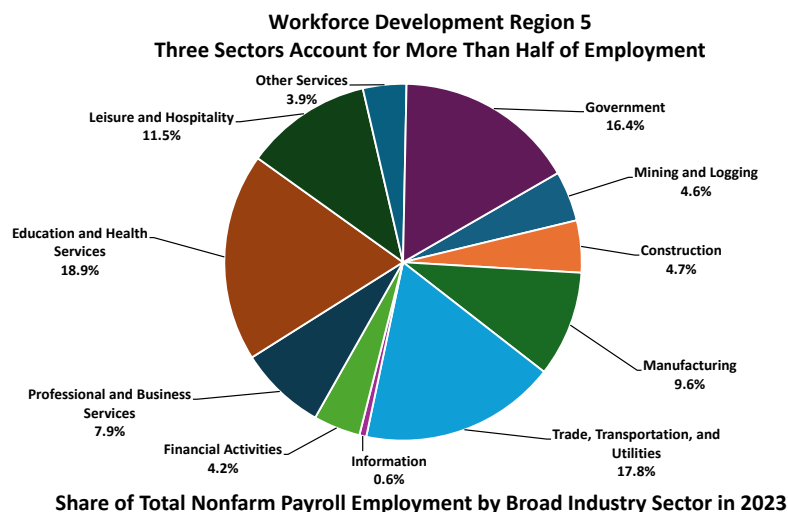
Labor force participation rate (53.9%) ranked fourth among the seven regions.

Ohio (3.8%) had the lowest unemployment rate in the region.

Wetzel (5.9%) had the highest unemployment rate in the region.

Ohio (57.8%) had the highest labor force participation rate in the region.

Tyler (42.5%) had the lowest labor force participation rate in the region.



Source: WorkForceWV, Research, Information, and Analysis, Current Employment Statistics Data 2023

Workforce Development Region 5: Industry Employment Projections 2022-2032
Top and Bottom Five Industries by Projected Numeric Growth or Decline

NAICS Code	Industry	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
Growing Industries					
621000	Ambulatory Health Care Services	2,966	3,353	387	13.1%
624000	Social Assistance	1,926	2,219	293	15.2%
541000	Professional, Scientific, and Technical Services	1,467	1,601	134	9.1%
551000	Management of Companies and Enterprises	1,075	1,179	104	9.7%
623000	Nursing and Residential Care Facilities	2,030	2,111	81	4.0%
Declining Industries					
455000	General Merchandise Retailers	1,683	1,634	-49	-2.9%
423000	Merchant Wholesalers, Durable Goods	658	603	-55	-8.4%
622000	Hospitals	4,127	4,016	-111	-2.7%
611000	Educational Services	4,527	4,412	-115	-2.5%
212000	Mining (except Oil and Gas)	2,408	2,214	-194	-8.1%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Industry Projections 2022-2032

Workforce Development Region 5
Top 25 Employers by Total Employment - 2023

Employer Name	Rank
WVU MEDICINE	1
AMERICAN CONSOLIDATED	2
WEIRTON MEDICAL CENTER -WMC PHYSICAN	3
WAL-MART	4
CLEVELAND-CLIFFS WEIRTON LLC	5
WILLIAMS LEA INC.	6
NORTHWOOD HEALTH SYSTEMS	7
KROGER	8
MOUNTAINEER PARK, INC.	9
TUNNEL RIDGE, LLC	10
WESBANCO BANK INC	11
SPORTSMAN'S DISTRIBUTION COMPANY, L	11
MENARD, INC, DBA	12
WHEELING ISLAND GAMING, INC.	13
HEALTH PLAN OF WEST VIRGINIA, INC	14
MOMENTIVE PERFORMANCE MATERIALS USA INC	15
BELLOFRAM CORPORATION	16
WESTLAKE MANAGEMENT SERVICES INC	17
WHEELING ISLAND GAMING, INC.	18
ORRICK, HERRINGTON & SUTCLIFFE, LLP	19
FIESTA TABLEWARE COMPANY, THE	20
ZIEGENFELDER COMPANY, THE	21
WILLIAMS WPC - I, INC.	22
CARDINAL HEALTH	23
GOOD SHEPHERD NURSING HOME, LC	24
AEP	25

Source: WorkForceWV, Research, Information, and Analysis, Quarterly Census of Employment and Wages (QCEW) 2023

OCCUPATIONAL HIGHLIGHT

Healthcare occupations are expected to account for 35.0 percent of projected growth in Workforce Development Region 5.

Business occupations such as management occupations, and business and financial occupations are expected to account for 17.6 percent of projected growth in the region.

Workforce Development Region 5: Occupational Employment Projections 2022-2032 Major Occupational Groups by Projected Numeric Growth or Decline

SOC Code	Occupational Group	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
31-0000	Healthcare Support Occupations	3,322	3,751	429	12.9%
11-0000	Management Occupations	3,770	3,949	179	4.8%
53-0000	Transportation and Material Moving Occupations	5,446	5,623	177	3.3%
29-0000	Healthcare Practitioners and Technical Occupations	4,842	5,002	160	3.3%
13-0000	Business and Financial Operations Occupations	2,262	2,380	118	5.2%
39-0000	Personal Care and Service Occupations	1,827	1,943	116	6.4%
49-0000	Installation, Maintenance, and Repair Occupations	3,847	3,960	113	2.9%
21-0000	Community and Social Service Occupations	1,003	1,100	97	9.7%
35-0000	Food Preparation and Serving Related Occupations	5,876	5,971	95	1.6%
23-0000	Legal Occupations	490	555	65	13.3%
15-0000	Computer and Mathematical Occupations	725	756	31	4.3%
17-0000	Architecture and Engineering Occupations	676	707	31	4.6%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	1,980	2,009	29	1.5%
33-0000	Protective Service Occupations	1,114	1,135	21	1.9%
19-0000	Life, Physical, and Social Science Occupations	425	441	16	3.8%
51-0000	Production Occupations	4,591	4,597	6	0.1%
45-0000	Farming, Fishing, and Forestry Occupations	68	67	-1	-1.5%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	637	628	-9	-1.4%
25-0000	Educational Instruction and Library Occupations	3,175	3,123	-52	-1.6%
47-0000	Construction and Extraction Occupations	4,414	4,335	-79	-1.8%
41-0000	Sales and Related Occupations	5,275	5,158	-117	-2.2%
43-0000	Office and Administrative Support Occupations	7,744	7,384	-360	-4.7%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Occupational Projections 2022-2032

POPULATION

All six counties in Workforce Development Region 5 had estimated population declines between 2022 and 2023.

The region had an estimated population decline of 0.9 percent.

Brooke County (-321) had the greatest decline while Wetzel County (-104) had the smallest estimated decline.

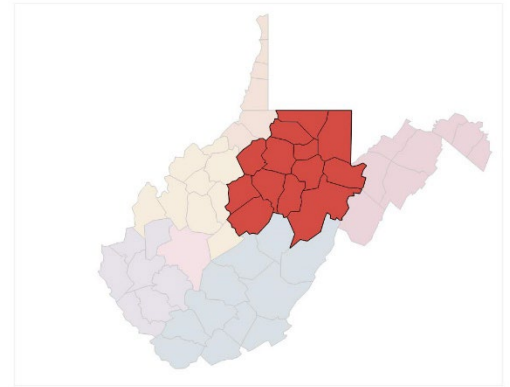
Annual Population Estimates

	2023	2022	Net Change
Workforce Development Region 5	143,162	141,926	-1,236
Brooke	21,694	21,373	-321
Hancock	28,254	28,145	-109
Marshall	29,667	29,405	-262
Ohio	41,463	41,194	-269
Tyler	8,090	7,919	-171
Wetzel	13,994	13,890	-104

Source: WorkForceWV, Research, Information, and Analysis, and Census Bureau, Annual Population Estimates 2022-2023

Workforce Development Region 6

Barbour, Braxton, Doddridge, Gilmer, Harrison, Lewis, Marion, Monongalia, Preston, Randolph, Taylor, Tucker, Upshur Counties



Annual Average Labor Force Statistics 2023

	Labor Force	Employed	Unemployed	U-Rate	Labor Force Participation Rate
Workforce Development Region 6	187,700	180,700	7,010	3.7%	58.6%
Barbour	7,160	6,820	350	4.9%	56.5%
Braxton	5,060	4,800	260	5.1%	50.4%
Doddridge	3,710	3,590	120	3.2%	64.4%
Gilmer	2,250	2,130	120	5.3%	46.2%
Harrison	34,140	33,020	1,110	3.3%	65.0%
Lewis	6,220	5,940	290	4.7%	45.4%
Marion	25,040	24,030	1,010	4.0%	54.8%
Monongalia	55,590	53,860	1,730	3.1%	61.9%
Preston	15,470	14,870	600	3.9%	61.0%
Randolph	11,750	11,190	560	4.8%	54.7%
Taylor	7,910	7,620	290	3.7%	60.3%
Tucker	3,580	3,450	120	3.4%	61.5%
Upshur	9,830	9,370	450	4.6%	50.9%

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics, Local Area Unemployment Statistics 2023

LABOR FORCE SNAPSHOT

Largest civilian labor force (187,700) among the seven workforce development regions.

Third lowest unemployment rate (3.7%) among the regions in 2023.

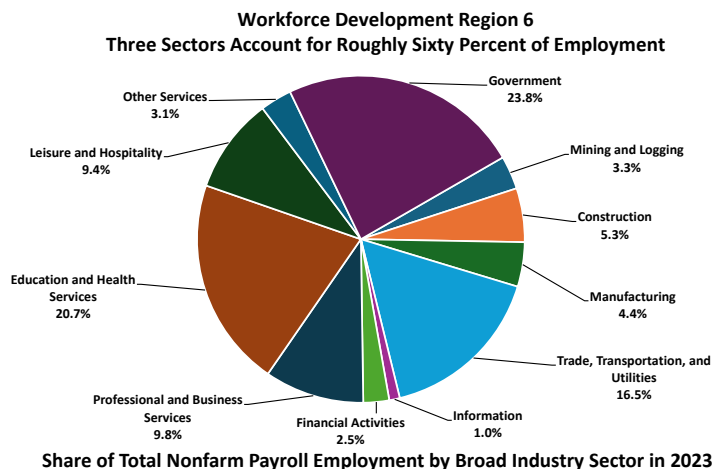
Second highest labor force participation rate (58.6%) among the state's seven workforce development regions.

Monongalia (3.1%) had the lowest unemployment rate among the counties of region 6 in 2023.

Gilmer (5.3%) had the highest unemployment rate in region 6.

Harrison (65.0%) had the highest labor force participation rate in region 6.

Lewis (45.4%) had the lowest labor force participation rate in region 6.



Source: WorkForceWV, Research, Information, and Analysis, Current Employment Statistics Data 2023

Workforce Development Region 6: Industry Employment Projections 2022-2032
Top and Bottom Five Industries by Projected Numeric Growth or Decline

NAICS Code	Industry	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
Growing Industries					
622000	Hospitals	16,089	19,345	3,256	20.2%
621000	Ambulatory Health Care Services	8,942	10,110	1,168	13.1%
624000	Social Assistance	6,435	7,414	979	15.2%
541000	Professional, Scientific, and Technical Services	6,688	7,299	611	9.1%
455000	General Merchandise Retailers	4,506	4,722	216	4.8%
Declining Industries					
221000	Utilities	2,240	2,182	-58	-2.6%
445000	Food and Beverage Retailers	2,273	2,215	-58	-2.6%
611000	Educational Services	16,851	16,753	-98	-0.6%
321000	Wood Product Manufacturing	2,185	2,037	-148	-6.8%
212000	Mining (except Oil and Gas)	2,734	2,514	-220	-8.1%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Industry Projections 2022-2032

Workforce Development Region 6
Top 25 Employers by Total Employment - 2023

Employer Name	Rank
WVU MEDICINE	1
VANDALIA HEALTH	2
WAL-MART	3
FIRST ENERGY	4
ARCH COAL	5
GABRIEL BROTHERS, INC.	6
MYLAN PHARMACEUTICALS INC.	7
WEST VIRGINIA UNIVERSITY RESEARCH	8
AMERICAN CONSOLIDATED COAL	9
WEYERHAEUSER NR CO	10
ARMSTRONG HARDWOOD FLOORING COMPANY	11
EASTERN GAS TRANSMISSION AND STORAGE, INC.	12
PRATT & WHITNEY ENGINE SERVICES, INC.	13
WEST VIRGINIA'S CHOICE, INC.	14
PENNEY OPCO LLC	15
MHI RJ AVIATION INC.	16
HOMETOWN CARE, LLC	17
BASS PRO OUTDOOR WORLD, L.L.C., DBA	18
HOPE GAS, INC., DBA	19
WEST VIRGINIA REHABILITATION HOSPITAL INC.	20
MARATHON PETROLEUM LOGISTICS SERVICES LLC	21
MYLAN INC.	22
TTEC SERVICES CORPORATION	23
WALGREEN CO., TA	24
WEST VIRGINIA WESLEYAN COLLEGE	25

Source: WorkForceWV, Research, Information, and Analysis, Quarterly Census of Employment and Wages (QCEW) 2023

OCCUPATIONAL HIGHLIGHT

Healthcare occupations are expected to account for 55.7 percent of projected growth in Workforce Development Region 6.

Business occupations such as management occupations, and business and financial occupations are expected to account for 12.4 percent of projected growth in the region.

Workforce Development Region 6: Occupational Employment Projections 2022-2032
Major Occupational Groups by Projected Numeric Growth or Decline

SOC Code	Occupational Group	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
29-0000	Healthcare Practitioners and Technical Occupations	17,043	19,536	2,493	14.6%
31-0000	Healthcare Support Occupations	10,537	12,602	2,065	19.6%
11-0000	Management Occupations	10,242	10,914	672	6.6%
53-0000	Transportation and Material Moving Occupations	12,953	13,449	496	3.8%
13-0000	Business and Financial Operations Occupations	6,483	6,823	340	5.2%
21-0000	Community and Social Service Occupations	3,026	3,335	309	10.2%
35-0000	Food Preparation and Serving Related Occupations	13,859	14,151	292	2.1%
15-0000	Computer and Mathematical Occupations	2,908	3,165	257	8.8%
49-0000	Installation, Maintenance, and Repair Occupations	8,418	8,673	255	3.0%
47-0000	Construction and Extraction Occupations	12,597	12,821	224	1.8%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	5,466	5,676	210	3.8%
39-0000	Personal Care and Service Occupations	2,920	3,073	153	5.2%
19-0000	Life, Physical, and Social Science Occupations	2,317	2,433	116	5.0%
25-0000	Educational Instruction and Library Occupations	10,233	10,317	84	0.8%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,462	1,534	72	4.9%
23-0000	Legal Occupations	1,022	1,092	70	6.9%
17-0000	Architecture and Engineering Occupations	2,346	2,393	47	2.0%
33-0000	Protective Service Occupations	3,543	3,568	25	0.7%
41-0000	Sales and Related Occupations	11,713	11,722	9	0.1%
45-0000	Farming, Fishing, and Forestry Occupations	609	565	-44	-7.2%
51-0000	Production Occupations	6,725	6,518	-207	-3.1%
43-0000	Office and Administrative Support Occupations	18,759	18,333	-426	-2.3%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Occupational Projections 2022-2032

POPULATION

Between 2022 and 2023, Workforce Development Region 6 had a population decline of less than 0.1 percent.

Of the region's 13 counties, 11 had population declines. Randolph (-202) had the greatest loss while Braxton (-8) had the smallest loss.

Monongalia (+740) and Marion (+23) were the only counties to show a population increase.

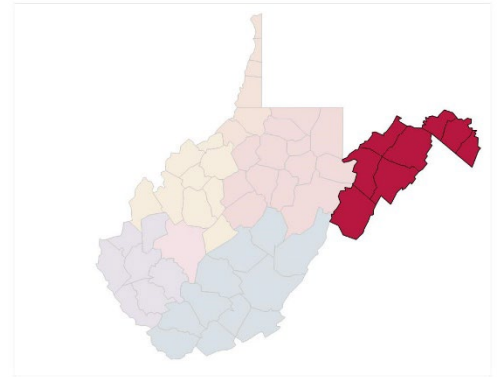
Annual Population Estimates

	2023	2022	Net Change
Workforce Development Region 6	395,300	395,108	-192
Barbour	15,391	15,378	-13
Braxton	12,170	12,162	-8
Doddridge	7,712	7,680	-32
Gilmer	7,330	7,254	-76
Harrison	64,752	64,639	-113
Lewis	16,674	16,500	-174
Marion	55,784	55,807	23
Monongalia	106,978	107,718	740
Preston	34,222	34,099	-123
Randolph	27,552	27,350	-202
Taylor	16,410	16,388	-22
Tucker	6,620	6,604	-16
Upshur	23,705	23,529	-176

Source: WorkForceWV, Research, Information, and Analysis, and Census Bureau, Annual Population Estimates 2022-2023

Workforce Development Region 7

Berkeley, Grant, Hampshire, Hardy, Jefferson, Mineral, Morgan, Pendleton Counties



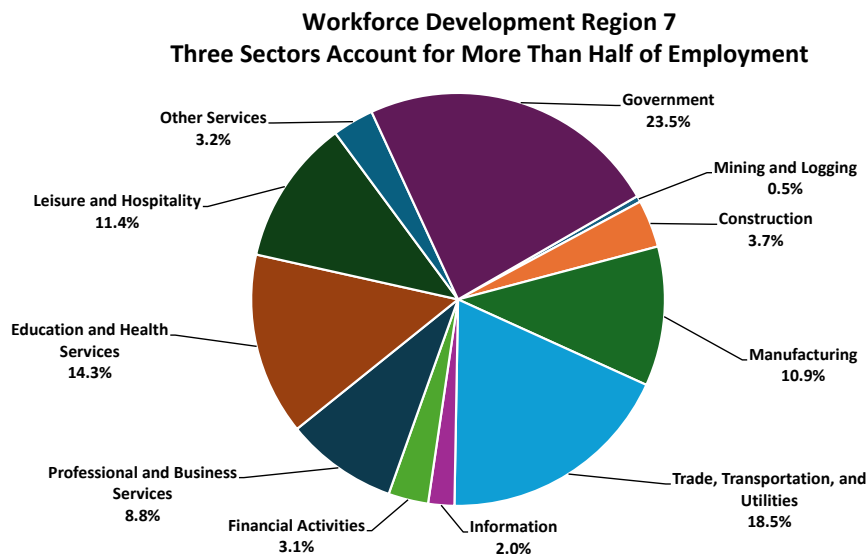
Annual Average Labor Force Statistics 2023

	Labor Force	Employed	Unemployed	U-Rate	Participation Rate
Workforce Development Region 7	137,700	133,200	4,520	3.3%	61.0%
Berkeley	59,110	57,100	2,010	3.4%	60.8%
Grant	6,070	5,840	230	3.8%	66.3%
Hampshire	11,150	10,830	320	2.9%	58.5%
Hardy	5,780	5,530	250	4.3%	49.6%
Jefferson	31,140	30,300	840	2.7%	66.4%
Mineral	12,190	11,690	500	4.1%	54.7%
Morgan	8,510	8,250	270	3.2%	58.9%
Pendleton	3,710	3,620	100	2.7%	72.9%

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics, Local Area Unemployment Statistics 2023

LABOR FORCE SNAPSHOT

Second largest civilian labor force (137,700) among the seven workforce development regions.
 Lowest unemployment rate (3.3%) among the regions in 2023.
 Highest labor force participation rate (61.0%) among the seven workforce development regions.
 Jefferson and Pendleton (2.7%) had the lowest unemployment rates in the region.
 Hardy (4.3%) had the highest unemployment rate in the region.
 Pendleton (72.9%) had the highest labor force participation rate in the region.
 Hardy (49.6%) had the lowest labor force participation rate in the region.



Share of Total Nonfarm Payroll Employment by Broad Industry Sector in 2023

Source: WorkForceWV, Research, Information, and Analysis, Current Employment Statistics Data 2023

Workforce Development Region 7: Industry Employment Projections 2022-2032
Top and Bottom Five Industries by Projected Numeric Growth or Decline

NAICS Code	Industry	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
Growing Industries					
611000	Educational Services	8,109	9,257	1,148	14.2%
622000	Hospitals	4,911	5,902	991	20.2%
624000	Social Assistance	2,955	3,405	450	15.2%
621000	Ambulatory Health Care Services	3,405	3,850	445	13.1%
721000	Accommodation, including Hotels and Motels	1,953	2,379	426	21.8%
Declining Industries					
910000	Total Federal Government Employment	2,953	2,927	-26	-0.9%
449000	Furniture, Electronics, and Appliance Retailers	303	258	-45	-14.9%
445000	Food and Beverage Retailers	2,204	2,148	-56	-2.5%
813000	Religious, Civic, and Professional Organizations	779	717	-62	-8.0%
457000	Gasoline Stations and Fuel Dealers	1,327	1,244	-83	-6.3%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Industry Projections 2022-2032

Workforce Development Region 7
Top 25 Employers by Total Employment - 2023

Employer Name	Rank
WVU MEDICINE	1
PILGRIM'S PRIDE CORPORATION OF WEST VIRGINIA, INC.	2
WAL-MART	3
MACY'S CORPORATE SERVICES, LLC	4
NORTHROP GRUMMAN SYSTEMS CORPORATIO	5
THE PROCTER AND GAMBLE MANUFACTURING COMPANY	6
VALLEY HEALTH SYSTEMS, INC.	7
GIANT FOOD STORES, LLC, DBA	8
PNGI CHARLES TOWN GAMING, LLC	9
FOOD LION LLC, TA	10
QUAD/GRAPHICS, INC.	11
AMERICAN WOODMARK CORPORATION	12
INTERNATIONAL BUSINESS MACHINES CORPORATION, TA IBM CORP.	13
SCHENKER INC.	14
ORGILL, INC., TA	15
POTOMAC VALLEY HOSPITAL	16
ZIMMERMAN ASSOCIATES INC.	17
JEFFERSON MEDICAL CENTER	18
AMERICAN PUBLIC UNIVERSITY SYSTEM,	19
SHENANDOAH VALLEY MEDICAL SYSTEMS,	20
VILLAGE CAREGIVING LLC	21
FEDEX CORPORATE SERVICES	21
KNAUF INSULATION, INC.	22
SEALED AIR CORPORATION	23
ECOLAB PRODUCTION LLC	24
WEST VIRGINIA'S CHOICE, INC.	25

Source: WorkForceWV, Research, Information, and Analysis, Quarterly Census of Employment and Wages (QCEW) 2023

OCCUPATIONAL HIGHLIGHT

Healthcare occupations are expected to account for 26.9 percent of projected growth in Workforce Development Region 7.

Occupations related to building maintenance and construction are expected to account for 22.1 percent of projected growth over the next 10 years.

Educational instruction occupations are expected to account for 12.2 percent of growth in the region.

Workforce Development Region 7: Occupational Employment Projections 2022-2032
Major Occupational Groups by Projected Numeric Growth or Decline

SOC Code	Occupational Group	2022 Base Employment	2032 Projected Employment	Numeric Change	Percent Change
31-0000	Healthcare Support Occupations	4,514	5,377	863	19.1%
29-0000	Healthcare Practitioners and Technical Occupations	5,793	6,649	856	14.8%
25-0000	Educational Instruction and Library Occupations	5,777	6,559	782	13.5%
53-0000	Transportation and Material Moving Occupations	9,319	10,070	751	8.1%
11-0000	Management Occupations	5,181	5,687	506	9.8%
49-0000	Installation, Maintenance, and Repair Occupations	3,878	4,225	347	9.0%
41-0000	Sales and Related Occupations	7,090	7,422	332	4.7%
47-0000	Construction and Extraction Occupations	3,821	4,136	315	8.2%
39-0000	Personal Care and Service Occupations	2,008	2,248	240	12.0%
13-0000	Business and Financial Operations Occupations	2,945	3,172	227	7.7%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,498	2,725	227	9.1%
35-0000	Food Preparation and Serving Related Occupations	7,585	7,785	200	2.6%
17-0000	Architecture and Engineering Occupations	1,221	1,396	175	14.3%
21-0000	Community and Social Service Occupations	1,266	1,428	162	12.8%
15-0000	Computer and Mathematical Occupations	1,649	1,804	155	9.4%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	755	840	85	11.3%
33-0000	Protective Service Occupations	1,439	1,506	67	4.7%
19-0000	Life, Physical, and Social Science Occupations	617	658	41	6.7%
23-0000	Legal Occupations	578	613	35	6.1%
43-0000	Office and Administrative Support Occupations	9,466	9,500	34	0.4%
45-0000	Farming, Fishing, and Forestry Occupations	232	230	-2	-0.9%
51-0000	Production Occupations	4,979	4,819	-160	-3.2%

Source: WorkForceWV, Research, Information, and Analysis, 10-Year Occupational Projections 2022-2032

POPULATION

Between 2022 and 2023, Workforce Development Region 7 had population growth of 1.5 percent.

Five of the eight counties in the region experienced population growth.

Berkeley County (+3,061) had the largest population increase, while Pendleton (-38) had the largest population decline.

Annual Population Estimates

	2023	2022	Net Change
Workforce Development Region 7	287,347	291,593	4,246
Berkeley	129,379	132,440	3,061
Grant	10,938	10,921	-17
Hampshire	23,457	23,649	192
Hardy	14,168	14,251	83
Jefferson	59,001	59,787	786
Mineral	26,902	26,867	-35
Morgan	17,435	17,649	214
Pendleton	6,067	6,029	-38

Source: WorkForceWV, Research, Information, and Analysis, and Census Bureau, Annual Population Estimates 2022-2023

West Virginia Labor Force Statistics by County 2023

	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Barbour	7,160	6,820	350	4.8%
Berkeley	59,110	57,100	2,010	3.4%
Boone	7,250	6,950	310	4.2%
Braxton	5,060	4,800	260	5.1%
Brooke	9,670	9,180	490	5.0%
Cabell	41,410	39,890	1,520	3.7%
Calhoun	2,480	2,300	180	7.2%
Clay	3,030	2,860	180	5.8%
Doddridge	3,710	3,590	120	3.2%
Fayette	15,930	15,220	700	4.4%
Gilmer	2,250	2,130	120	5.3%
Grant	6,070	5,840	230	3.8%
Greenbrier	15,160	14,600	560	3.7%
Hampshire	11,150	10,830	320	2.8%
Hancock	12,840	12,100	740	5.8%
Hardy	5,780	5,530	250	4.3%
Harrison	34,140	33,020	1,110	3.3%
Jackson	12,090	11,590	500	4.2%
Jefferson	31,140	30,300	840	2.7%
Kanawha	81,990	79,030	2,960	3.6%
Lewis	6,220	5,940	290	4.6%
Lincoln	7,030	6,680	340	4.9%
Logan	11,340	10,870	470	4.2%
Marion	4,050	3,790	260	6.4%
Marshall	25,040	24,030	1,010	4.0%
Mason	13,150	12,500	650	5.0%
McDowell	10,130	9,670	460	4.6%
Mercer	20,640	19,730	910	4.4%
Mineral	12,190	11,690	500	4.1%
Mingo	6,460	6,120	340	5.3%
Monongalia	55,590	53,860	1,730	3.1%
Monroe	5,960	5,780	180	3.0%
Morgan	8,510	8,250	270	3.1%
Nicholas	9,010	8,590	420	4.6%
Ohio	20,010	19,250	760	3.8%
Pendleton	3,710	3,620	100	2.6%
Pleasants	2,660	2,520	140	5.4%
Pocahontas	3,670	3,500	170	4.5%
Preston	15,470	14,870	600	3.9%
Putnam	26,890	26,010	880	3.3%
Raleigh	30,110	29,010	1,110	3.7%
Randolph	11,750	11,190	560	4.8%
Ritchie	4,000	3,830	170	4.3%
Roane	4,980	4,680	300	6.0%
Summers	4,440	4,270	170	3.9%
Taylor	7,910	7,620	290	3.7%
Tucker	3,580	3,450	120	3.4%
Tyler	2,920	2,740	170	5.9%
Upshur	9,830	9,370	450	4.6%
Wayne	15,570	14,930	640	4.1%
Webster	3,030	2,880	160	5.1%
Wetzel	6,460	6,080	380	5.9%
Wirt	2,240	2,110	130	5.8%
Wood	36,480	34,980	1,500	4.1%
Wyoming	7,230	6,920	310	4.3%

Source: WorkForceWV, Research, Information, and Analysis, and Bureau of Labor Statistics, Local Area Unemployment Statistics (LAUS) Data 2023

Top 100 Largest Employers in West Virginia - 2023

Employer Name and Range of Employment	Industry	Rank
10,000 or More Employees		
WVU MEDICINE	General Medical and Surgical Hospitals	1
VANDALIA HEALTH	General Medical and Surgical Hospitals	2
WAL-MART ASSOCIATES, INC.	Warehouse Clubs and Supercenters	3
5,000 to 9,999 Employees		
MARSHALL HEALTH	General Medical and Surgical Hospitals	4
2,500 to 4,999 Employees		
KROGER	Grocery and Convenience Retailers	5
CONTURA ENERGY	Underground Coal Mining	6
WVNH EMP, LLC	Nursing Care Facilities (Skilled Nursing Facilities)	7
LOWE'S HOME CENTERS, LLC	Home Centers	8
TOYOTA MOTOR MANUFACTURING WEST VIRGINIA	Motor Vehicle Parts Manufacturing	9
1,000 to 2,999 Employees		
AMERICAN CONSOLIDATED NATURAL RESOURCES	Underground Coal Mining	10
ARCH COAL	Underground Coal Mining	11
WEST VIRGINIA'S CHOICE, INC.	Services For The Elderly and Persons With Disabilities	12
BROOKFIELD-FIRSTENERGY SERVICE COMPANY	Fossil Fuel Electric Power Generation	13
WEST VIRGINIA CVS PHARMACY, L.L.C.,	Pharmacies and Drug Retailers	14
APPALACHIAN POWER COMPANY	Electric Power Distribution	15
DOLGENCORP, LLC, DBA	All Other General Merchandise Retailers	16
PILGRIM'S PRIDE CORPORATION OF WEST VIRGINIA	Poultry Processing	17
CHEMOURS COMPANY FC, LLC, THE	Plastics Material and Resin Manufacturing	18
NORTHROP GRUMMAN SYSTEMS CORPORATIO	Aerospace Product and Parts Manufacturing	19
MACY'S CORPORATE SERVICES, LLC	General Warehousing and Storage	20
SEVEN ENERGY	Underground Coal Mining	21
RES-CARE, INC.	Nursing and Residential Care Facilities	22
PROCTER AND GAMBLE MANUFACTURING COMPANY	Polish and Other Sanitation Good Manufacturing	23
FRONTIER WEST VIRGINIA INC., DBA	Wired Telecommunications Carriers	24
WALGREEN CO	Pharmacies and Drug Retailers	25
GMRI, INC.	Full-Service Restaurants	26
J. W. EBERT CORPORATION, TA	Limited-Service Restaurants	27
UNITED PARCEL SERVICE, INC.	Couriers and Express Delivery Services	28
ASPLUNDH TREE EXPERT, LLC	Landscaping Services	29
CORONADO GLOBAL RESOURCES INC	Underground Coal Mining	30
HIGHMARK WEST VIRGINIA INC., DBA	Direct Health and Medical Insurance Carriers	31
GABRIEL BROTHERS, INC.	Clothing and Clothing Accessories Retailers	32
GINO'S DISTRIBUTING, INC., TA	Limited-Service Restaurants	33
GREENBRIER HOTEL CORPORATION, DBA	Casino Hotels	34
FEDEX GROUND PACKAGE SYSTEM, INC.	Couriers and Express Delivery Services	35
CONSTELLUM ROLLED PRODUCTS RAVENSWOOD LLC	Aluminum Sheet, Plate, and Foil Manufacturing	36
PNGI CHARLES TOWN GAMING, LLC	Casino Hotels	37
CORNERSTONE BUILDING BRANDS SERVICES, INC	All Other Plastics Product Manufacturing	38
PAR-MAR OIL COMPANY	Gasoline Stations With Convenience Stores	39
GO-MART, INC., TA	Gasoline Stations With Convenience Stores	40
FOOD LION LLC, TA	Grocery and Convenience Retailers	41
500 to 999 Employees		
APPALACHIAN REGIONAL HEALTHCARE, IN	General Medical and Surgical Hospitals	42
LITTLE GENERAL STORE, INC.	Gasoline Stations With Convenience Stores	42
CLEVELAND-CLIFFS WEIRTON LLC	Iron and Steel Mills and Ferroalloy Manufacturing	43
FAMILY DOLLAR STORES OF WEST VIRGINIA LLC	All Other General Merchandise Retailers	44
UNITED BANK	Commercial Banking	45
MYLAN-UPJOHN-VIATRIS-PFIZER	Pharmaceutical Preparation Manufacturing	46
BOB EVANS RESTAURANTS INC	Full-Service Restaurants	47
CRACKER BARREL OLD COUNTRY STORE, I	Full-Service Restaurants	48
CHARTER CENTRAL, LLC, DBA	Limited-Service Restaurants	49
VALLEY HEALTH SYSTEMS, INC.	Offices Of Physicians (Except Mental Health Specialists)	50

Source: WorkForceWV, Research, Information, and Analysis, Quarterly Census of Employment and Wages (QCEW) 2023

Top 100 Largest Employers in West Virginia - 2023 (continued)

Employer Name and Range of Employment	Industry	Rank
500 to 999 Employees (continued)		
WESBANCO BANK, INC.	Commercial Banking	51
ADVANCE STORES COMPANY, INCORPORATE	Automotive Parts and Accessories Retailers	52
SPEEDWAY LLC	Gasoline Stations With Convenience Stores	53
HOME DEPOT U.S.A., INC.	Home Centers	54
VILLAGE CAREGIVING, LLC	Services For The Elderly and Persons With Disabilities	55
PEPSI	Other Grocery and Related Products Merchant Wholesalers	56
TARGET CORPORATION	Department Stores	56
EASTERN GAS TRANSMISSION	Pipeline Transportation Of Natural Gas	57
CAREFIRST MANAGEMENT COMPANY LLC	Direct Health and Medical Insurance Carriers	58
BFS FOODS, INC.	Gasoline Stations With Convenience Stores	59
GOODWILL INDUSTRIES OF KANAWHA VALLEY, INC.	Vocational Rehabilitation Services	59
HUNTINGTON ALLOYS CORPORATION	Nonferrous Metal Production and Processing	60
TRANSCANADA USA SERVICES INC	Pipeline Transportation Of Natural Gas	61
TRG CUSTOMER SOLUTIONS, INC.	Telemarketing Bureaus and Other Contact Centers	62
SNOWSHOE MOUNTAIN, INC.	Hotels (Except Casino Hotels) and Motels	63
CITY NATIONAL BANK OF WEST VIRGINIA	Commercial Banking	64
UNIVERSAL PROTECTION SERVICE, LLC	Security Guards and Patrol Services	66
ALLEGHENY WOOD	Sawmills	67
WENDSCHMIDT WV, INC.	Limited-Service Restaurants	68
RAMACO RESOURCES, LLC	Underground Coal Mining	69
HCSG EAST LLC	Offices Of All Other Miscellaneous Health Practitioners	70
VALLEY HEALTH SYSTEMS, INC.	General Medical and Surgical Hospitals	71
DOLLAR TREE STORES, INC.	All Other General Merchandise Retailers	72
ALCON RESEARCH, LLC	Surgical Appliance and Supplies Manufacturing	73
QUAD/GRAPHICS, INC.	Directory and Mailing List Publishers	74
LOGAN GENERAL HOSPITAL, LLC	General Medical and Surgical Hospitals	75
REHABILITATION HOSPITAL CORPORATION OF AMERICA, LLC	Specialty (Except Psychiatric and Substance Abuse) Hospitals	76
GIANT FOOD STORES, LLC, DBA	Grocery and Convenience Retailers	77
DIRECTV-AT&T	Electronics and Appliance Retailers	78
AMERICAN WOODMARK CORPORATION	Wood Kitchen Cabinet and Countertop Manufacturing	79
HCSG EAST LLC	Janitorial Services	80
OS RESTAURANT SERVICES, INC.	Full-Service Restaurants	81
WILLIAMS LEA INC.	Document Preparation Services	82
NORTHWOOD HEALTH SYSTEMS, INC.	Outpatient Mental Health and Substance Abuse Centers	83
PRESTERA CENTER FOR MENTAL HEALTH SERVICES, INC.	Outpatient Mental Health and Substance Abuse Centers	84
STEEL OF WEST VIRGINIA, INC.	Iron and Steel Mills and Ferroalloy Manufacturing	85
STARBUCKS CORPORATION	Snack and Nonalcoholic Beverage Bars	86
TRUIST BANK	Commercial Banking	87
DIVERSIFIED GAS & OIL CORPORATION	Natural Gas Extraction	88
AUTOZONERS, LLC	Automotive Parts and Accessories Retailers	89
TEXAS ROADHOUSE MANAGEMENT CORP, TA	Full-Service Restaurants	89
DIVERSIFIED ASSESSMT & THRPY SRVCS	Other Individual and Family Services	90
TRACTOR SUPPLY COMPANY	Nursery, Garden Center, and Farm Supply Retailers	91
HEALTH PLAN OF WEST VIRGINIA, INC.,	Direct Health and Medical Insurance Carriers	92
EXPRESS SERVICES, INC., TA	Temporary Help Services	93
FEC WEST VIRGINIA LLC	Limited-Service Restaurants	93
WEST VIRGINIA UNIVERSITY RESEARCH	Scientific Research and Development Services	94
PRIMARY AIM, LLC	Limited-Service Restaurants	95
250 to 499 Employees		
COMMUNITY CARE OF WEST VIRGINIA, IN	Offices Of Physicians (Except Mental Health Specialists)	96
WEYERHAEUSER NR COMPANY	Engineered Wood Member Manufacturing	96
MOUNTAINEER GAS COMPANY	Natural Gas Distribution	97
NGK SPARK PLUGS (U.S.A.), INC.	Motor Vehicle Parts Manufacturing	98
MOUNTAINEER PARK, INC.	Casino Hotels	99
RIGHT AT HOME-ELDER AIDE SERVICES LLC, DBA	Home Health Care Services	100

Source: WorkForceWV, Research, Information, and Analysis, Quarterly Census of Employment and Wages (QCEW) 2023

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 - **Current Employment Statistics**
 - **Local Area Unemployment Statistics**
 - **Occupational Employment and Wage Statistics**
 - **Quarterly Census of Employment and Wages**

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West Virginia

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