

VIRGINIA



EMPLOYMENT MONTHLY

November 2022



Virginia Unemployment Rate for October 2022

Virginia's October Unemployment Rate Increased to 2.7 Percent; Labor Force Participation Rate Unchanged at 63.6% and Labor Force Up by 1,162

- Virginia's **seasonally adjusted unemployment rate** increased in October to **2.7 percent**, which is 0.7 of a percentage point below the rate from a year ago. According to household survey data in October, the **labor force** increased by 1,162 to **4,348,072** as the number of unemployed residents increased by 3,665 to 116,881. The number of employed residents dropped by 2,503 to 4,231,191. Virginia's seasonally adjusted unemployment rate continues to be below the national rate, which rose to 3.7 percent.
- The Commonwealth's **labor force participation rate** held steady at **63.6 percent** in October. The labor force participation rate measures the proportion of the civilian population age 16 and older that is employed or actively looking for work.
- Virginia's **nonagricultural employment**, from the monthly establishment survey, rose by 6,900 jobs in October to **4,101,000**. September's preliminary estimate was revised up by 500, adding to that month's job gain. In October, private sector employment increased by 6,600 jobs to 3,374,100 while public sector employment climbed by 300 to 726,900. An increase within that sector occurred in federal government (+300 jobs), with state government and local government unchanged over the month.
- Employment rose in eight of eleven major industry sectors and declined in three. The largest job gain during October occurred in professional and business services, with an increase of 2,600 jobs to 800,400. The second largest increase occurred in manufacturing (+2,500 jobs) to 243,300. Education and health services was third, with a gain of 2,400 jobs, rising to 570,300.
- The largest job loss during October occurred in leisure and hospitality (-2,100 jobs) to 404,600. The second largest decrease occurred in finance, with a decrease of 800 jobs to 205,800. The third largest loss occurred in trade, transportation, and utilities (-100 jobs) to 672,700.

Virginia Employment - October 2022 (seasonally adjusted)

United States Unemployment Rate (October 2021 - October 2022 percentage point)	3.7% (-0.9)
Virginia Unemployment Rate (October 2021 - October 2022 percentage point)	2.7% (-0.7)
Civilian Labor Force (October 2021 - October 2022 Change)	4,348,072 (2.0%)
Labor Force Participation Rate (October 2021 - October 2022 Change)	63.6% (1.4%)
Total Nonfarm Employment (October 2021 - October 2022 Change)	4,101,000 (3.2%)
Number of Establishments, 2nd Quarter 2022 (2nd Quarter 2021 - 2nd Quarter 2022 Change)	320,590 (2.4%)
Average Weekly Wage, 2nd Quarter 2022 (2nd Quarter 2021 - 2nd Quarter 2022 Change)	\$1,316 (4.7%)

Unemployment Rates (percent) - September 2022 (not seasonally adjusted) (September 2021 - September 2022 percentage point)

Virginia	2.6 (-0.8)
Blacksburg-Christiansburg-Radford MSA	2.4 (-0.5)
Bristol MSA (VA part)	2.6 (-0.6)
Charlottesville MSA	2.3 (-0.7)
Harrisonburg MSA	2.5 (-0.4)
Lynchburg MSA	2.9 (-0.7)
Northern VA MSA (VA part)	2.2 (-0.7)
Richmond MSA	2.8 (-0.9)
Roanoke MSA	2.6 (-0.8)
Staunton-Waynesboro MSA	2.4 (-0.7)
Virginia Beach-Norfolk-Newport News, Virginia/NC MSA (VA part)	3.0 (-1.0)
Winchester, Virginia/WV MSA (VA part)	2.2 (-0.4)

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Job-to-Job Flows: Delve Into the Data

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J2J Explorer and the LEHD Program

Labor market information, or data about industries, occupations, and labor force, includes vital indicators such as the unemployment rate, size of the labor force, and the labor force participation rate. These indicators paint a broad picture of the economy, and the data mainly tracks job growth, wages, and unemployment. The importance of these data is undeniable, as it helps policymakers, educators, business owners, and employees make informed decisions. Last month's article, "Labor Market Information and a Lynchburg Layoff," discussed common indicators and data sources and followed the Lynchburg manufacturer Masterbrand Cabinets, Inc.'s layoff. This month, we are featuring a relatively new analysis tool from the Census Bureau that helps paint an even deeper picture of the economy. This analysis tool is called Job-to-Job Flows (J2J) Explorer, and its focus is to describe the journey of worker allocation and job mobility in the United States, a gap that other data sources do not currently cover.

Job-to-Job flows data is a product of the U.S. Census Bureau's Longitudinal Employer-Household Dynamics (LEHD) program, which combines federal, state, and Census Bureau data on employers and employees under the Local Employment Dynamics (LED) Partnership, under which states agree to share Unemployment Insurance earnings data and Quarterly Census of Employment and Wages (QCEW) data with the Census Bureau. The LEHD program combines this data with additional administrative data and data from censuses and surveys to create statistics on employment, earnings, and job flows at detailed levels of geography and industry and for different demographic groups.

The [J2J Explorer](#) is a web-based analysis tool that disseminates these statistics with particular insight into the job-to-job transition rate, hires and separation to and from employment, earnings changes due to job change, and characteristics of origin and destination jobs for job-to-job transitions. The statistics are available at the national, state, and metropolitan statistical area (MSA) levels and by worker and firm characteristics. These statistics are extremely relevant, as they capture aspects of the massive amount of labor turnover and job churn that is missed by other data sets. Workers tend to build their careers through job-hopping from one job to the next, often seeking higher wages, better-fitting employment, or more fulfilling job duties. Employers also seek experienced workers who are often already employed by other firms. The flow of workers across employers, industries, and labor markets are quite large, and J2J data provides insight into these transitions in terms of origin and destination firm, industry, salary, and geographical location. Users can also learn more about workers entering and exiting nonemployment. This information allows academics, business owners, and policy makers to better understand worker turnover, see the impact of job ladders, and to look at economic migration across labor markets.

J2J data is accessible on the Census Bureau website [here](#). The first page that you see will be the "Guided Entry" page, shown in **Figure 1**. Here, you will find drop down menus and analysis suggestions to allow you to find the answers to basic questions and get to the

data quickly without being overwhelmed by its full potential and complexity. Depending on the data for which you are searching, the resulting data can be visualized as a table, line chart, bar graph, map, bipartite chart, or a matrix. There is also an option to export the data to an XLSX or ZIP file. Please note that only non-seasonally adjusted data is available, and there is a year lag for data availability, meaning that the [most recent 2022 Q3 release](#) is national data from 2021 Q3. With that in mind, let's delve into the data and see what we can learn about job-to-job flows within Virginia's labor market.

Figure 1: Guided Entry Page to J2J Explorer

First, let's find out more about types of hires in Virginia over time. On the guided entry page, we will select "Hires to," change the state in the drop-down menu to "Virginia," and then select the hyperlink

Guided Entry

1. Start Here

Frame your question by selecting from the three dropdowns below. Then click one of the blue links on the right to go to your customized results.

Hires to:

New York:

All NAICS Sectors:

2. Then Choose an Analysis

Analysis of Job-to-Job Flows

From (Origin Job)

To (Destination Job) New York

Which Metro Areas?

Which Industries?

Analysis of Hires Over Time

Are hires to jobs in New York coming from nonemployment or another job?

How do earnings for hires to jobs in New York compare to earnings for job stayers?

Not sure? Try one of these recommended options:

- Where did information workers with the highest earnings for job flows into Seattle come from?
- Which age groups are driving worker reallocation out of New England states?
- Are workers without a college degree in North Dakota more likely to be hired from another job or from persistent nonemployment?
- Are Construction workers who changed jobs during the Great Recession demographically different from Construction workers who became persistently nonemployed?
- What states and firm ages are workers in California start-ups hired from?
- Which industries have the highest connectivity in terms of national job flows?

under "Analysis of Hires over Time" that asks "Are hires to jobs in Virginia coming from nonemployment or another job?" **Figure 2** shows the results of the query. The chart distinguishes between all hires, hires from jobs, and hires from persistent nonemployment. Nonemployment is defined as the lack of a job with any employer at a particular point in time (such as the beginning or end of a given quarter). Persistent nonemployment is nonemployment that lasts for two consecutive points in time (such as the beginning and end of a given quarter). As the data is not seasonally adjusted, only the second quarter from each year is shown. From this chart, we can see that job-to-job hires trended upward after a notable dip during the Great Recession, and then took another hit in 2020 due to the COVID-19 pandemic. Hires from persistent nonemployment also declined during the Great Recession, but were less affected than job-to-job hires. More generally, we can also see that Virginia workers were more likely to be hired from persistent nonemployment than they were to be hired from another job during the time period shown.

Figure 2: A Comparison of Hires to Jobs in Virginia by Year/Quarter Q2 Series 2006-2021

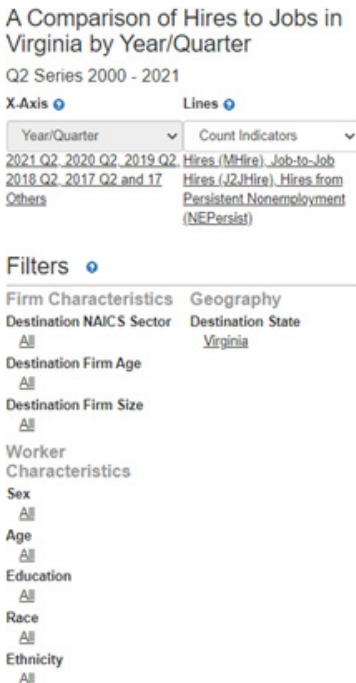
Hires to Jobs in Virginia can be further broken down by demographic, as exemplified in **Figure 4**, which breaks down job-to-



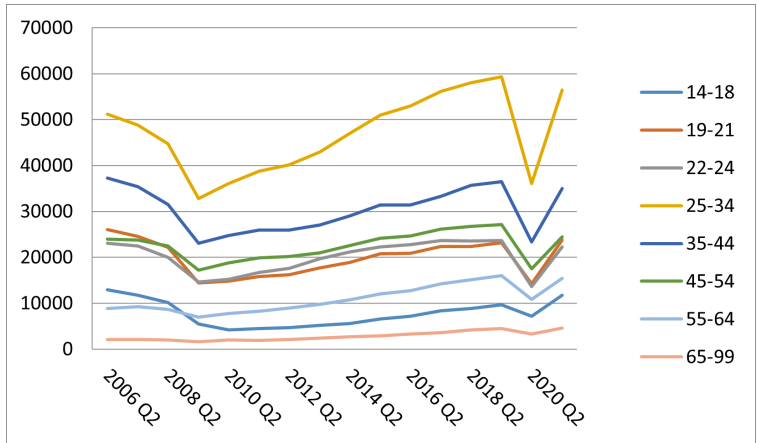
job flows to Virginia by age group over time. Within the J2J Explorer, options are listed to the right of each query result that allow you to select the indicator, x-axis, and lines shown, as well as filters and advanced functions. A screenshot of these menu options as they appear after our first query is shown in **Figure 3**. To get the results seen in **Figure 4**, select "Age" from the "Lines" drop down menu. Like **Figure 2**, **Figure 4** shows only each year's second quarter data, though you may select any quarter you wish to see by clicking on the hyperlinked list of years and quarters. From this chart, we can see that Virginia job-to-job flows are concentrated amongst the 25-34 year-old age group followed by workers ages 35-44. This is just one example of how to view jobs flows data by demographic: from the "Lines" drop down menu of the data tool, you can also choose to view job-to-jobs flow data by sex, education, race, or ethnicity, or, with the "Filters" section, you may filter out data you do not wish to include in your chart.

Figure 3: Menu Options for a Comparison of Hires to Jobs in Virginia by Quarter/Year

Figure 4: Job-to-Job Flows to Virginia by Year/Quarter and Age

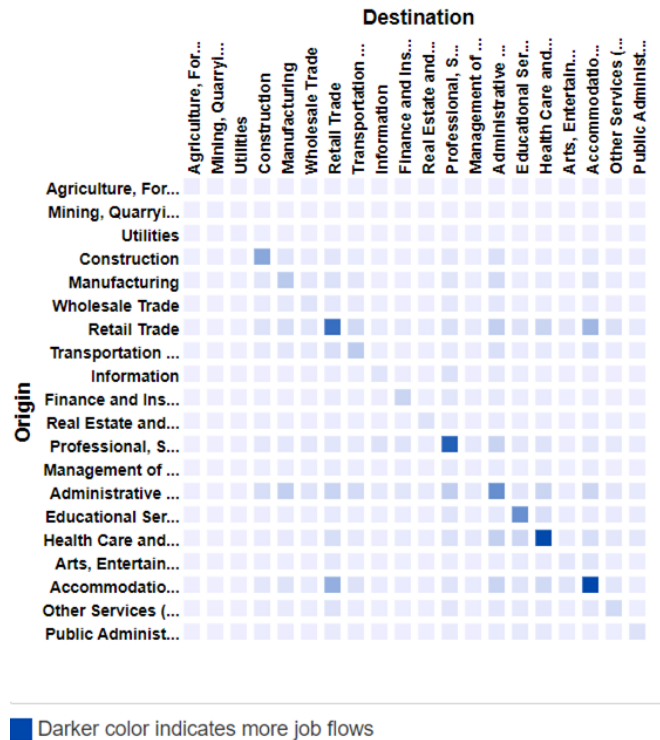


Q2 Series 2006-2021



Next, let's take advantage of J2J Explorer's vast industry data. From the guided entry page, select "Hires to Virginia," and select "Which Industries?" beneath the "To (Destination Jobs)" column. The automatic result will show the data as a bar graph. **Figure 5** shows the 20 origin and destination industries in a shaded matrix. Darker colors indicate more job flows between the two corresponding industries, and clicking on individual squares will show you the actual number of job flows. This matrix allows us to view the connectivity between industries and the amount of turnover within each industry for 2021 Q3. We can see from the center diagonal line that most turnover occurs within the same industry, although there is a relatively strong connection between the Accommodation and Food Services and Retail Trade. More generally, we can see from the shades of blue that there is relatively high turnover within retail trade; professional, scientific, and technical services; health care and social assistance; and accommodation and food services.

Figure 5: Job-to-Job Flows to 20 Industries in Virginia 2021 Q3



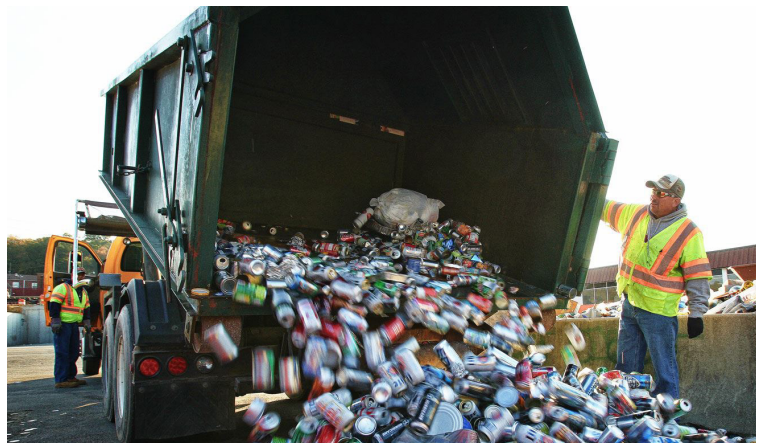
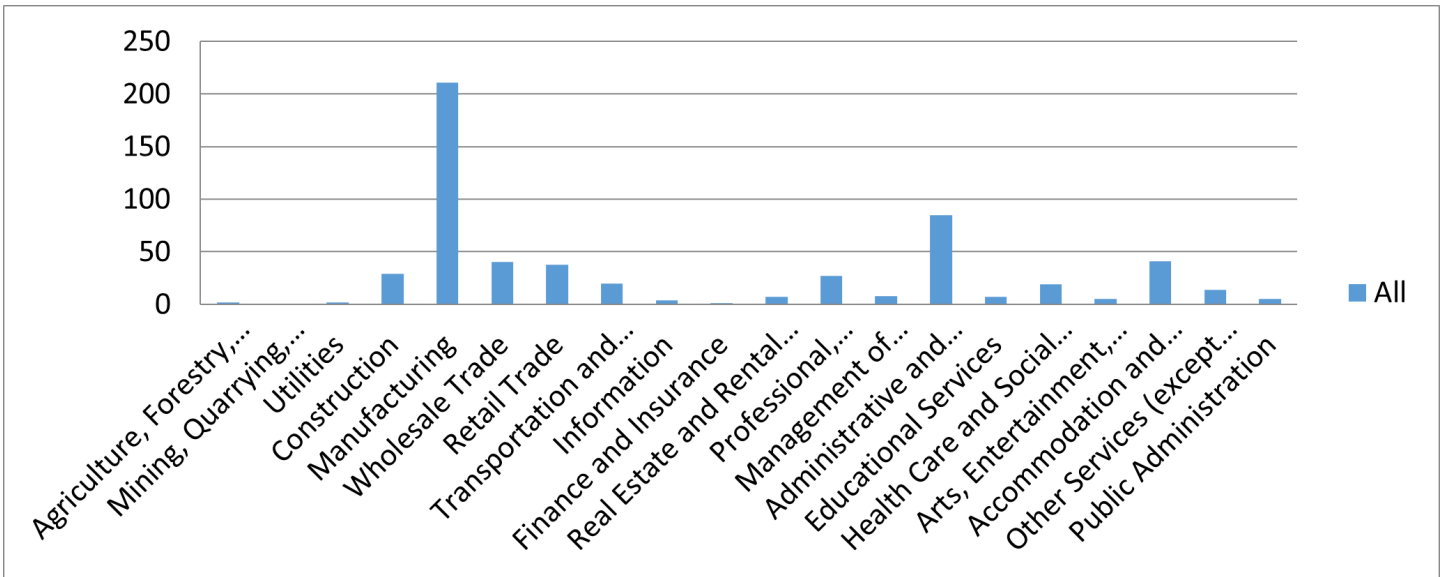
Lastly, we'll hone in on data for a more specific demographic with a real-life example. Last month, we discussed ways in which a labor market analyst could use available data to assist workers affected by a layoff at Lynchburg manufacturing company Masterbrand Cabinets, Inc. The Bureau of Labor Statistic's staffing patterns and Job Openings and Labor Turnover Survey (JOLTS) data is extremely useful for this analysis, as is job flows and industry data accessible in the J2J Explorer. Starting back at the guided entry page, this time select "Separations From" from the first drop-down menu. We will look at separations from the Lynchburg, VA metropolitan statistical area (MSA) in the manufacturing sector, and see which industries hired those Lynchburg manufacturing workers. So, select the "Lynchburg, VA" MSA from the second drop-down menu and lastly, drop down to the "Manufacturing" sector in the final drop-down menu. On the right side, for "To (Destination Jobs)," click the "Which Industries?" link. This will show us the bar graph of industries (**Figure 6**) to which Lynchburg workers separated from the manufacturing sector were hired. From the chart, we can see that a large portion of manufacturing workers were hired to other jobs in the manufacturing sector. Interestingly, we also see a relatively large portion of these workers being hired into jobs in the Administrative and Support and Waste Management and Remediation Services.

The results of the Lynchburg data query can be even further filtered and analyzed. Perhaps we want to see only men aged 19-24. We can do all this and more with the J2J Explorer analysis tool. The possibilities extend in multitudes and only know the bounds of user's curiosity and the confines of data availability. So, feed your curiosity with this new data tool and see what else you can learn about job flows in the labor market!

Additional Resources:

- [J2J Explorer One Page Introduction](#)
- [J2J Quick Start Guide](#)
- [J2J 101](#)
- [J2J Analysis Guides](#)

Figure 6: Job-to-Job Flows from Manufacturing in Lynchburg, VA to 20 Industries 2021 Q3



Trust Fund Data - October 2022

Financial Data

- Trust Fund Balance (millions) \$1,475.2
- Tax Revenue (Monthly) (millions) \$37.8

Benefits Data

- Benefits Paid (Monthly) (millions) \$9.5
- Average Weekly Benefit \$342.65
- Initial Claims (YTD) 141,744

Initial and Continued Claims

Initial Claims:

- There were 7,988 initial claims in October.
- Initial claims declined by 33.8% over the month.
- Year-to-date initial claims were over 72.6% lower in October 2022 compared to the same period in 2021, though that magnitude of difference has trended steadily downward since last March.

Continued Claims:

- There were 43,572 continued claims in October 2022.
- This was a 22.1% decrease over-the-month and a 75.9% decrease over-the-year.
- Year-to-date continued claims were 75.6% lower than during the same period in 2021.

*Claims counts include interstate and intrastate.

Claims Data			
	Initial Claims	Recipients	Final Payments
October 2022	7,988	7,111	804
September 2022	12,073	11,643	1,680
October 2021	19,660	12,517	3,069

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Upcoming Events



Spotsylvania County Schools Job Fair

Spotsylvania County Schools will be holding a job fair for multiple positions on Tuesday, December 6th from 3:00 p.m. to 6:00 p.m.

We are hiring:

- Licensed Teachers
- Substitute Teachers
- Paraeducators
- Bus Drivers

Do you have questions about the path to becoming a teacher? HR staff will be available to answer questions!

Ready to apply? Bring your resume and interview at the job fair! We are looking to fill current positions, as well as offering letters of intent for the 23-24 school year.

[Pre-register for the job fair here!](#) Walk-ins are also welcome.

If you have questions or are unable to attend, but would like to schedule an interview, please contact Jillian O'Neill at joneill@spotsylvania.k12.va.us (link sends e-mail).

Date:

Tuesday, December 6, 2022
3:00pm to 6:00pm

Address:

Spotsylvania County School Board Office
8020 River Stone Drive
Fredericksburg, VA 22407





COMMUNITY

ONE CITY CELEBRATIONS NORTH DISTRICT

**JOB
FAIR**



DATE: Thursday, December 15, 2022

TIME: 10:00 a.m. to 2:00 p.m.

**LOCATION: Denbigh Community Center
15198 Warwick Boulevard
Newport News, VA 23608**

WEARING A MASK IS OPTIONAL!

EMPLOYERS RSVP to David DeBose

david.debose@vec.virginia.gov

*Full Circle is the nonprofit host of the North District Holiday Food Drive.
All of the Employers' contributions are tax deductible.*

Hosted by Councilwoman Sharon Scott in partnership with:



The Virginia Employment Commission is an Equal Opportunity Employers/Programs. Auxiliary aids and services are available upon request to individuals with disabilities. TDD: VA Relay Center: 711 or 800.828.1120

For more Info on Upcoming Job Fairs,
Visit the Job fair page at

<https://www.vec.virginia.gov/job-fairs>