



COMMONWEALTH of VIRGINIA
Department of Workforce Development and Advancement

Carrie Roth
Director

6606 W. Broad Street
Richmond, VA 23230

For Release: Thursday, May 23, 2024

Contact: Virginia Works
Economic Information & Analytics Division
(804) 786-7496

Follow us on Twitter X: [VirginiaLMI](#)

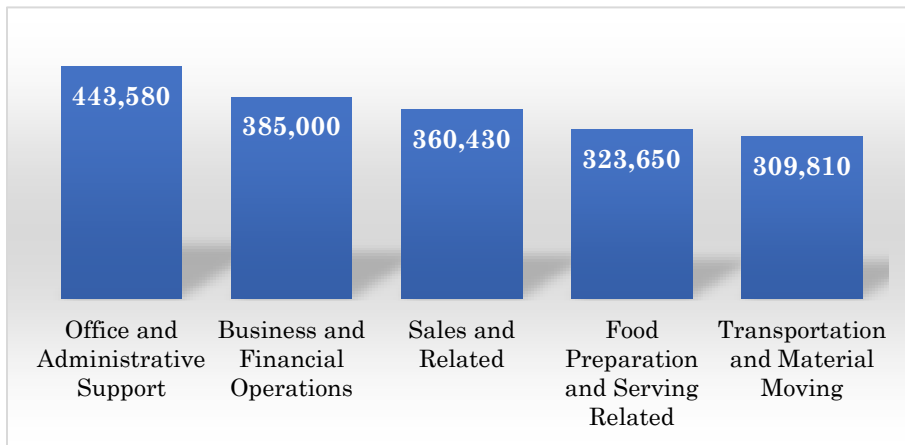
Virginia Occupational Employment and Wage Statistics 2023
—Statewide and Sub-State Estimates Released—

RICHMOND— Virginia Works (the Department of Workforce Development and Advancement) announced the publication of the 2023 Virginia Occupational Employment and Wage Statistics on Thursday. This Federal-State cooperative program provides annual estimates of employment and wages for over 800 occupations in 22 major occupational groups based on a survey of business establishments. The OEWS survey covers wage and salary workers in nonfarm and nonmilitary establishments and does not include the self-employed, owners and partners in unincorporated firms, household workers, or unpaid family workers. In collaboration with the Bureau of Labor Statistics, Virginia Works releases comprehensive data covering the entire state, including Virginia's Balance of State (BOS) regions and Metropolitan Statistical Areas (MSAs). Additionally, utilizing modeling from the Local Employment and Wage Information System (LEWIS), Virginia Works generates estimates for Local Workforce Investment Areas (LWIAs), Planning Regions, and Virginia Community College Regions. An industry breakdown is also available for statewide data up to the four-digit North American Industry Classification System (NAICS) code.

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

Figure 1 displays the top five major occupational groups in Virginia by employment. Office and Administrative Support Occupations remain the largest statewide occupational group, with over 11% of Virginians employed in those occupations. Employment is largely concentrated not only in that group, but also in Business and Financial Operations Occupations and Sales and Related Occupations, with 30% of statewide employment falling into one of these three categories. In terms of median annual wage, Business and Financial Operations Occupations rank relatively high among occupation groups with a median annual wage of \$85,030 while the remaining four out of five top employing occupational groups have a median annual wage below that of the state overall (\$49,020).

Figure 1: Top 5 Major Occupation Groups by Employment



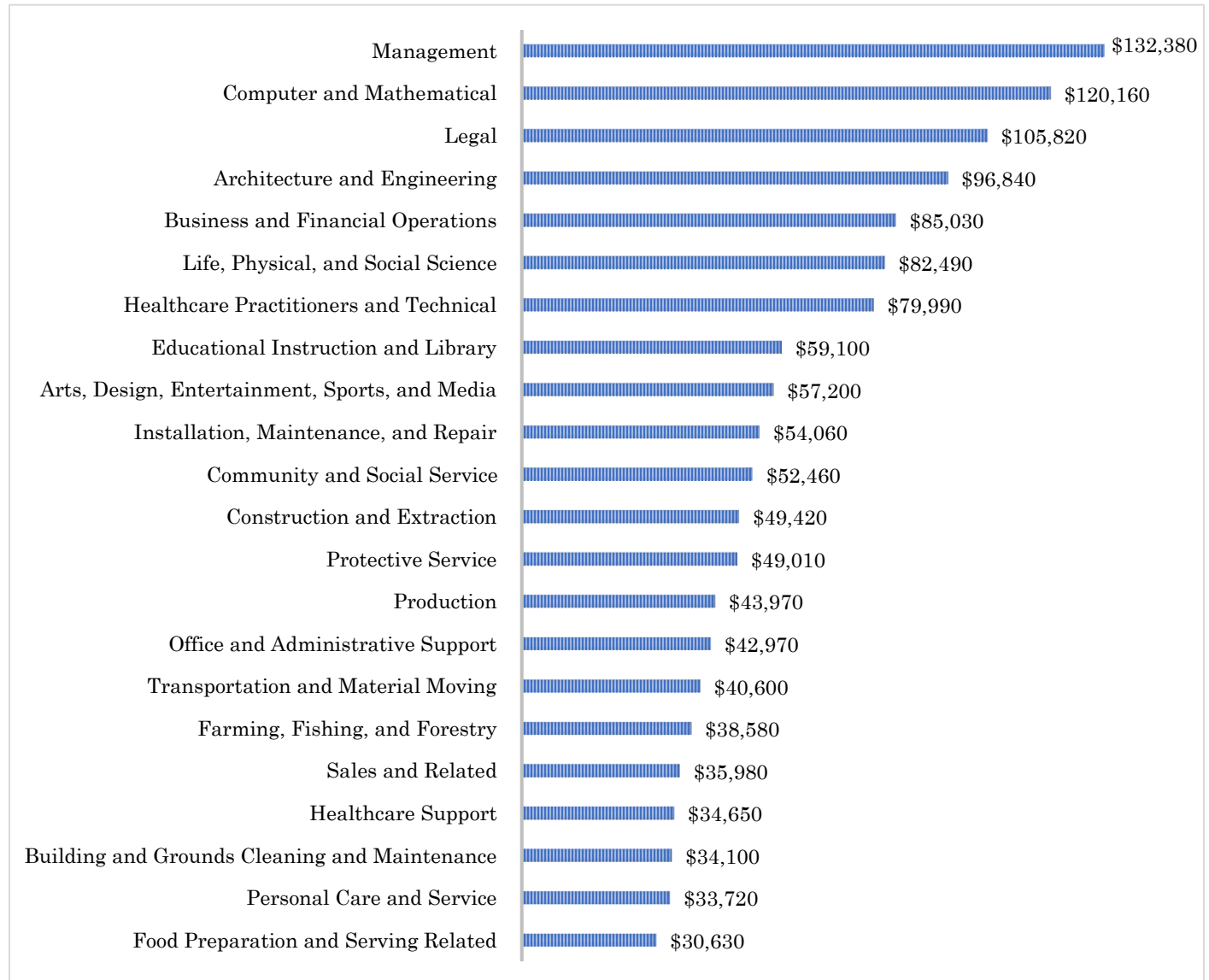
The largest detailed occupations in the state were Fast Food and Counter Workers (96,390 employed), Retail Salespersons (96,360), and Cashiers (93,280). **Figure 2** outlines detailed statistics on the top five detailed occupations in the state.

Figure 2: Top 5 Detailed Occupations by Employment

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

Figure 3 graphs statewide median salary by major occupation group. The highest median salary was predictably for Management Occupations at \$132,380 (over two and a half times the state’s median salary for all occupations), followed by Computer and Mathematical Occupations at \$120,160 and Legal Occupations at \$105,820. The lowest median salary reported was for Food Preparation and Serving Related Occupations at \$30,630, followed by Personal Care and Service Occupations at \$33,720 and Building and Grounds Cleaning and Maintenance Occupations at \$34,100.

Figure 3: Median Salary by Major Occupation Group



It is important to consider occupational trends across regions of Virginia. **Figure 4** gives employment and wage statistics for Virginia’s fourteen Local Workforce Investment Areas (map shown in **Appendix B**). As expected, the regions with the highest employment were Northern Virginia (1,013,710), Hampton Roads (734,470), and Capital Region Workforce Partnership (578,780). Alexandria/Arlington had the highest wages with a mean annual wage of \$100,470 and a median wage of \$78,420. Southwestern Virginia had the lowest wages with a mean annual wage of \$50,240 and a median annual wage of \$40,190.

Figure 4: Employment and Wages by Local Workforce Investment Area

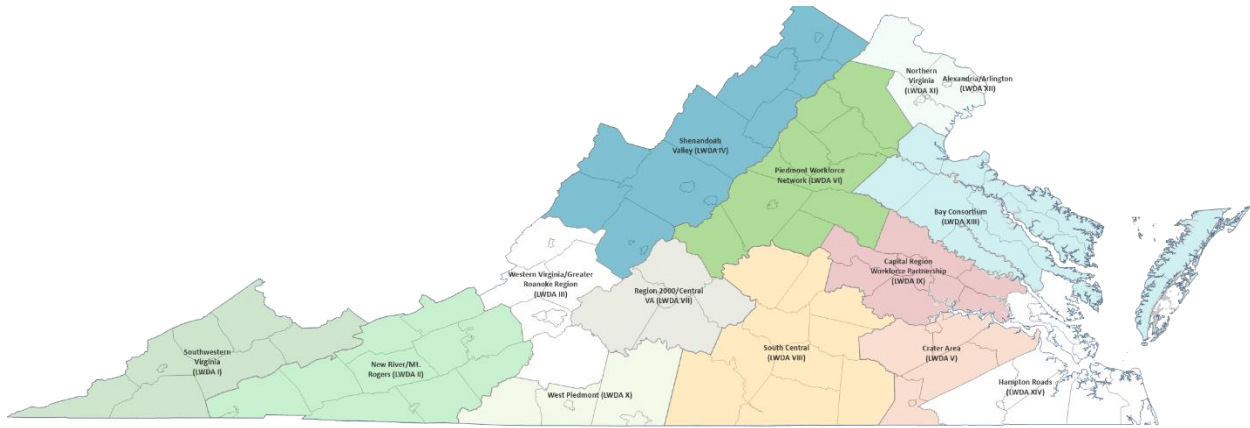
Local Workforce Investment Area (LWIA)	Employment	Mean Hourly Wage	Median Hourly Wage	Mean Annual Wage	Median Annual Wage
Southwestern Virginia (LWIA I)	52,480	\$24.16	\$19.32	\$50,240	\$40,190
New River/Mt. Rogers (LWIA II)	141,960	\$24.97	\$20.00	\$51,940	\$41,590
Western Virginia/Greater Roanoke Region (LWIA III)	157,120	\$26.16	\$21.15	\$54,410	\$43,990
Shenandoah Valley (LWIA IV)	229,200	\$26.16	\$21.39	\$54,420	\$44,490
Crater Area (LWIA V)	66,140	\$27.35	\$22.50	\$56,880	\$46,810
Piedmont Workforce Network (LWIA VI)	172,350	\$31.28	\$23.50	\$65,060	\$48,880
Region 2000/Central Virginia (LWIA VII)	97,080	\$25.94	\$20.27	\$53,950	\$42,160
South Central (LWIA VIII)	52,690	\$24.17	\$19.57	\$50,280	\$40,710
Capital Region Workforce Partnership (LWIA IX)	578,780	\$30.92	\$23.41	\$64,320	\$48,700
West Piedmont (LWIA X)	65,750	\$23.33	\$18.64	\$48,530	\$38,770
Northern Virginia (LWIA XI)	1,013,710	\$41.64	\$30.22	\$86,600	\$62,850
Alexandria/Arlington (LWIA XII)	256,050	\$48.30	\$37.70	\$100,470	\$78,420
Bay Consortium (LWIA XIII)	168,080	\$31.02	\$22.99	\$64,530	\$47,830
Hampton Roads (LWIA XIV)	734,470	\$28.89	\$22.60	\$60,100	\$47,000

Detailed statistics by major occupational group are shown in **Appendix A**. **Appendix C** gives a look into the top three major occupational groups and top three detailed occupations by LWIA. Full data may be accessed [at this link](#) and downloaded [here](#).

Appendix A: 2023 Statewide Employment and Wages of Major Occupational Groups

Occupational Group	Employment	Average Hourly Wage	Median Hourly Wage	Average Annual Wage	Median Annual Wage
Total all occupations	3,981,130	\$33.68	\$24.00	\$70,050	\$49,920
Management	245,040	\$71.71	\$63.64	\$149,150	\$132,380
Business and Financial Operations	385,000	\$51.94	\$40.88	\$108,030	\$85,030
Computer and Mathematical	241,530	\$58.95	\$57.77	\$122,610	\$120,160
Architecture and Engineering	72,190	\$49.56	\$46.56	\$103,090	\$96,840
Life, Physical, and Social Science	39,180	\$46.86	\$39.66	\$97,470	\$82,490
Community and Social Service	63,180	\$27.87	\$25.22	\$57,980	\$52,460
Legal	33,480	\$64.03	\$50.88	\$133,190	\$105,820
Educational Instruction and Library	243,170	\$31.19	\$28.41	\$64,880	\$59,100
Arts, Design, Entertainment, Sports, and Media	53,440	\$32.53	\$27.50	\$67,660	\$57,200
Healthcare Practitioners and Technical	221,550	\$47.33	\$38.46	\$98,440	\$79,990
Healthcare Support	148,020	\$17.61	\$16.66	\$36,640	\$34,650
Protective Service	102,360	\$27.14	\$23.56	\$56,450	\$49,010
Food Preparation and Serving Related	323,650	\$16.70	\$14.73	\$34,730	\$30,630
Building and Grounds Cleaning and Maintenance	120,590	\$17.37	\$16.40	\$36,120	\$34,100
Personal Care and Service	83,360	\$18.59	\$16.21	\$38,680	\$33,720
Sales and Related	360,430	\$25.27	\$17.30	\$52,560	\$35,980
Office and Administrative Support	443,580	\$22.51	\$20.66	\$46,820	\$42,970
Farming, Fishing, and Forestry	5,290	\$20.89	\$18.55	\$43,450	\$38,580
Construction and Extraction	163,520	\$26.38	\$23.76	\$54,860	\$49,420
Installation, Maintenance, and Repair	156,080	\$27.85	\$25.99	\$57,930	\$54,060
Production	166,680	\$22.83	\$21.14	\$47,480	\$43,970
Transportation and Material Moving	309,810	\$22.71	\$19.52	\$47,240	\$40,600

Appendix B: Map of Local Workforce Investment Areas



Appendix C: Top Occupations by Employment by Local Workforce Investment Area

Local Workforce Investment Area (LWIA)	Top 3 Major Occupational Groups (employment)	Top 3 Detailed Occupations (employment)
Southwestern Virginia (LWIA I)	<ol style="list-style-type: none"> 1. Office and Administrative Support (6,590) 2. Sales and Related (5,190) 3. Transportation and Material Moving Occupations (4,760) 	<ol style="list-style-type: none"> 1. Cashiers (2,200) 2. Fast Food and Counter Workers (1,410) 3. Customer Service Representatives (1,370)
New River/Mt. Rogers (LWIA II)	<ol style="list-style-type: none"> 1. Production (16,140) 2. Office and Administrative Support (15,410) 3. Sales and Related (13,410) 	<ol style="list-style-type: none"> 1. Cashiers (4,600) 2. Miscellaneous Assemblers and Fabricators (4,240) 3. Fast Food and Counter Workers (3,880)

<p>Western Virginia/Greater Roanoke Region (LWIA III)</p>	<ol style="list-style-type: none"> 1. Office and Administrative Support (19,350) 2. Sales and Related (14,870) 3. Transportation and Material Moving (14,650) 	<ol style="list-style-type: none"> 1. Registered Nurses (5,590) 2. Retail Salespersons (4,200) 3. Cashiers (3,820)
<p>Shenandoah Valley (LWIA IV)</p>	<ol style="list-style-type: none"> 1. Transportation and Material Moving (27,990) 2. Office and Administrative Support (24,840) 3. Production (21,570) 	<ol style="list-style-type: none"> 1. Cashiers (6,680) 2. Stockers and Order Filers (6,600) 3. Fast Food and Counter Workers (6,500)
<p>Crater Area (LWIA V)</p>	<ol style="list-style-type: none"> 1. Transportation and Material Moving (8,320) 2. Office and Administrative Support (6,850) 3. Sales and Related (5,970) 	<ol style="list-style-type: none"> 1. Cashiers (2,100) 2. Fast Food and Counter Workers (1,990) 3. Stockers and Order Filers (1,900)
<p>Piedmont Workforce Network (LWIA VI)</p>	<ol style="list-style-type: none"> 1. Office and Administrative Support (18,280) 2. Educational Instruction and Library (16,200) 3. Food Preparation and Serving Related (15,860) 	<ol style="list-style-type: none"> 1. Cashiers (4,450) 2. Fast Food and Counter Workers (4,420) 3. Retail Salespersons (4,150)

<p>Region 2000/Central Virginia (LWIA VII)</p>	<ol style="list-style-type: none"> 1. Office and Administrative Support (10,870) 2. Sales and Related (10,420) 3. Food Preparation and Serving Related (9,400) 	<ol style="list-style-type: none"> 1. Retail Salespersons (3,470) 2. Fast Food and Counter Workers (3,260) 3. Cashiers (2,830)
<p>South Central (LWIA VIII)</p>	<ol style="list-style-type: none"> 1. Office and Administrative Support (6,130) 2. Transportation and Material Moving (5,820) 3. Sales and Related (4,760) 	<ol style="list-style-type: none"> 1. Home Health and Personal Care Aides (1,970) 2. Cashiers (1,770) 3. Stockers and Order Filers (1,410)
<p>Capital Region Workforce Partnership (LWIA IX)</p>	<ol style="list-style-type: none"> 1. Office and Administrative Support (75,640) 2. Sales and Related (54,530) 3. Business and Financial Operations (53,010) 	<ol style="list-style-type: none"> 1. Customer Service Representatives (14,150) 2. Fast Food and Counter Workers (14,050) 3. Retail Salespersons (13,990)
<p>West Piedmont (LWIA X)</p>	<ol style="list-style-type: none"> 1. Production (7,890) 2. Office and Administrative Support (7,730) 3. Transportation and Material Moving (7,020) 	<ol style="list-style-type: none"> 1. Home Health and Personal Care Aides (3,030) 2. Cashiers (2,190) 3. Stockers and Order Filers (1,740)

Northern Virginia (LWIA XI)	<ol style="list-style-type: none"> 1. Business and Financial Operations (128,090) 2. Computer and Mathematical (106,570) 3. Office and Administrative Support (97,990) 	<ol style="list-style-type: none"> 1. Software Developers (42,450) 2. Management Analysts (29,480) 3. General and Operations Managers (26,850)
Alexandria/Arlington (LWIA XII)	<ol style="list-style-type: none"> 1. Business and Financial Operations (48,190) 2. Computer and Mathematical (28,200) 3. Management (26,970) 	<ol style="list-style-type: none"> 1. Management Analysts (11,980) 2. Software Developers (9,510) 3. Business Operations Specialists, All Other (8,820)
Bay Consortium (LWIA XIII)	<ol style="list-style-type: none"> 1. Office and Administrative Support (18,760) 2. Sales and Related (17,760) 3. Food Preparation and Serving Related (15,870) 	<ol style="list-style-type: none"> 1. Cashiers (6,010) 2. Fast Food and Counter Workers (5,010) 3. Retail Salespersons (4,760)
Hampton Roads (LWIA XIV)	<ol style="list-style-type: none"> 1. Office and Administrative Support (82,240) 2. Food Preparation and Serving Related (70,970) 3. Sales and Related (68,960) 	<ol style="list-style-type: none"> 1. Fast Food and Counter Workers (20,820) 2. Retail Salespersons (20,550) 3. Cashiers (18,780)

Technical Notes:

Virginia Works has provided several extensions to the official OEWS data series which have been developed in cooperation with the Bureau of Labor Statistics. These additional products have not been validated by BLS and are not, therefore, official BLS data series.

Two of these additional products are the “entrywg” and “experience” fields. Virginia Works has used the Local Employment and Wage Information System (LEWIS) to calculate entry-level wage rates as the mean of the bottom third of the wage distribution, and experienced-level wage rates as the mean of the top two-thirds of the wage distribution. Data on experience level was not collected as part of the OEWS Survey, and the data contained in this report have not been validated by BLS and are not, therefore, official BLS data series.

Other products provided by Virginia Works which are not official BLS data series include OEWS estimates for Local Workforce Investment Areas (LWIAs), Planning Regions, and Virginia Community College Regions. These sub-state employment and wage estimates have been produced using the Local Employment and Wage Information System (LEWIS) and have not been validated by BLS.

Please note that for statewide estimates, employment levels below 100 have been excluded. For sub-state estimates, employment levels below 30 have been excluded. Other suppressions have been applied to estimates across all area types according to BLS guidelines.

More technical information may be found at this link: https://www.bls.gov/oes/current/oes_tec.htm