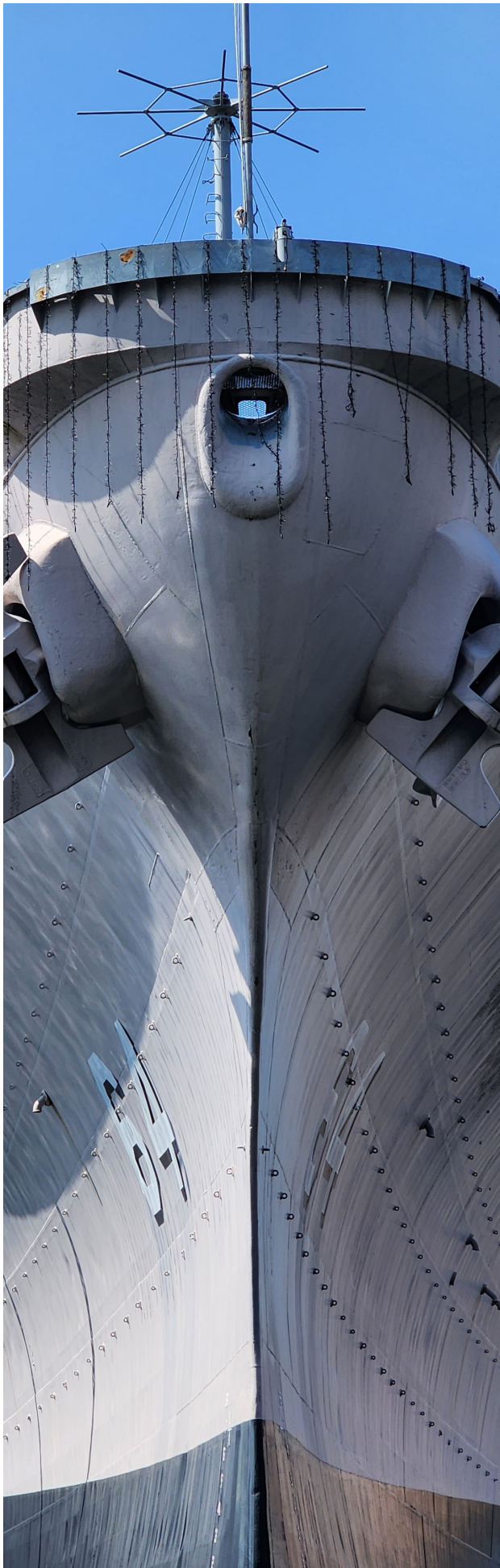


STATEWIDE ECONOMIC ANALYSIS

State Fiscal Year 2024 - 2025





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FROM THE COMMISSIONER

Governor Youngkin and Secretary Slater,

I am pleased to present the 2025 Statewide Economic Analysis Report, which demonstrates Virginia's remarkable economic resilience and the success of our economic growth and diversification strategy.



The data contained in this report tells a compelling story of Virginia's competitive advantage. While national GDP growth faces headwinds, Virginia is projected to achieve strong GDP growth in 2025, outpacing the national average. More importantly, Virginia continues to experience lower inflation than the U.S. average and maintains sectoral resilience driven by productivity gains, even as our competitor states face more significant economic pressures.

This resilience reflects the strategic economic diversification we have pursued under your leadership. Virginia's economy includes a robust foundation spanning technology, defense, agriculture, manufacturing, and emerging industries like data centers and renewable energy. This diversification has proven differentiating for our Commonwealth.

While Virginia sectors show signs of resilience with the economic slowdown happening later than expected, the report also identifies areas requiring continued attention, particularly in workforce development and infrastructure investment to support our growing technology corridor.

The analysis reinforces that Virginia Works' focus on future-ready skills training and industry partnerships, positions us well for sustained growth, even as economic headwinds challenge other states. Our talent development investments are paying dividends precisely when businesses need skilled workers most.

This report provides foundational data for our continued economic development strategy and workforce policy decisions. I look forward to discussing these findings and their implications for Virginia's competitive position.

Respectfully submitted,





Virginia's economy is resilient, diverse, and positioned for growth.

EXECUTIVE SUMMARY

Virginia's economy remains resilient. Wage growth, continued job openings, and diversified industry strength position the Commonwealth to adapt to technological disruptions and demographic shifts. This report emphasizes the importance of workforce development initiatives to prepare Virginians for emerging opportunities—particularly in healthcare, technology, and skilled trades—while addressing risks from automation and federal employment uncertainty.

Virginia's labor market remains strong but shows signs of cooling from post-pandemic highs. Total employment approached 4.3 million in June 2025, up nearly 270,000 jobs since 2022. Job openings remained high, with 0.7 unemployed individuals per opening, indicating continued labor market tightness compared to the national average. Unemployment edged up slightly to 3.65%, consistent with "full employment," though layoffs and discharges have increased modestly. Wage growth was robust, with private-sector weekly earnings rising nearly 10% from mid-2024 to mid-2025, outpacing inflation.

Unemployment insurance (UI) activity increased year-over-year, with 148,809 initial claims and 1,055,795 continued claims filed in program year 2025. The average weekly benefit was \$352.36, yielding a wage replacement rate of just 21.78% compared to the statewide average weekly wage of \$1,617.94. Females represented 53% of UI claimants, reflecting occupational distributions skewed toward female-dominated sectors. Management, office support, and computer/mathematical occupations had the most claimants, with professional services and administrative support industries leading in claims by sector.



01

VIRGINIA'S RESILIENT LABOR MARKET

Events in the past five years demonstrate the resiliency of Virginia's labor markets. In mid-March of 2020, the spread of COVID-19 and efforts to mitigate it abruptly hit the Commonwealth. By the end of that month, initial claims for unemployment insurance soared to 112,497, compared to only 3,267 initial claims during the last filing week in February. This shock to the economy erased nearly all jobs gained in the years following The Great Recession of 2007-09. But by June 2025, payrolls had grown to 4,271,100, with a gain of 266,500 jobs from January 2022 alone. This increase in jobs reflects the continued ability of Virginia's labor market to bounce back and, with nearly a quarter of a million job openings, of workers to continue to find great career opportunities in 2025.

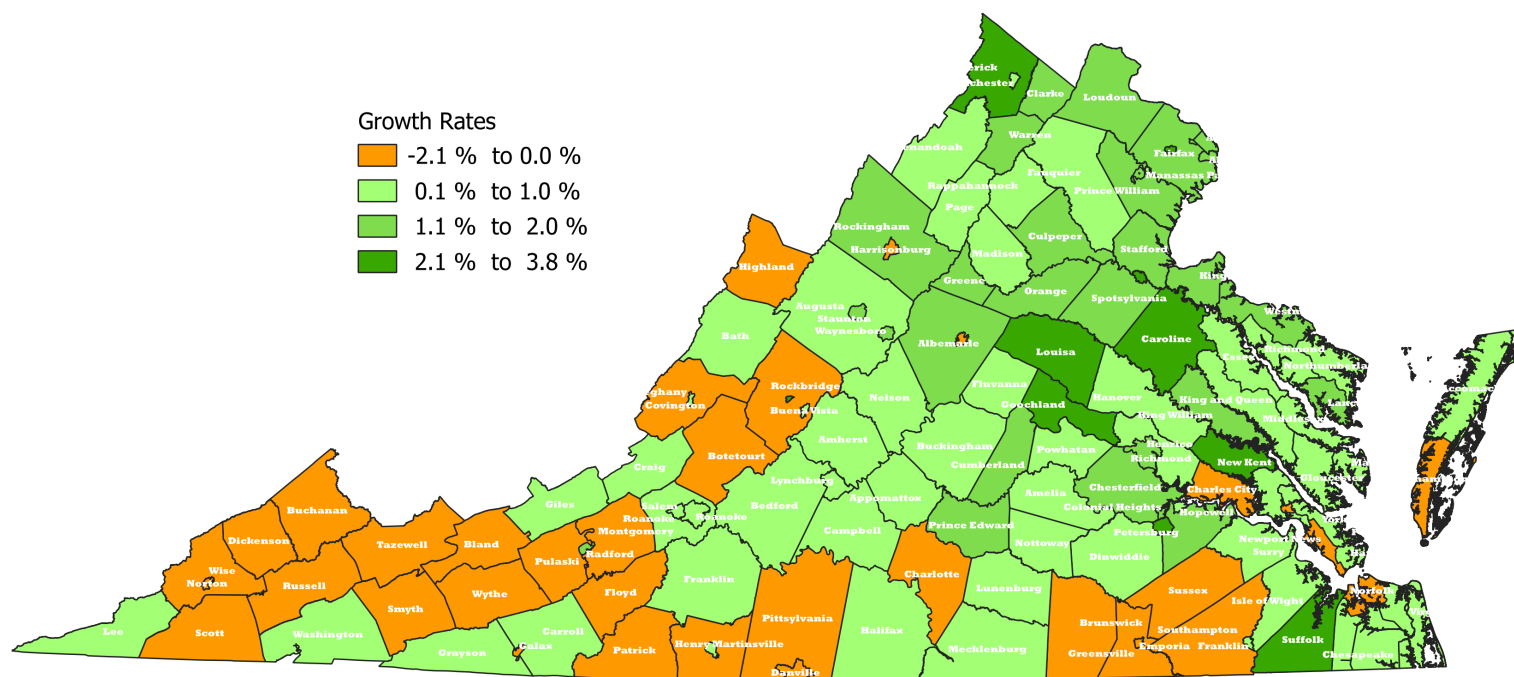
Portending serious headwinds, this year has brought a sense of uncertainty regarding the direction of federal government employment. The federal workforce is important to all regions in the Commonwealth, but it casts an especially large footprint in Northern Virginia. At the beginning of 2025, news outlets reported on federal reduction-in-force announcements and resulting increases in layoffs and retirements. According to BLS data, federal government layoffs nationwide spiked in February before receding in subsequent months. Federal government 'other separations' (primarily federal employee retirements) roughly doubled in April and May but also receded back to typical levels in June and July.

U.S. federal government hires reached ten-year lows in June and July (23k and 24k). All of this added up to moderate job loss as Virginia federal payroll employment in August fell by 8,700 jobs (-4.5%) over the year. This result was buoyed by strong job growth at times in other government employment as state government jobs grew by 3.6% and local government by 3.3% over the same period. These trends over the last five years show that Virginia has navigated serious economic challenges but relied upon its workforce strengths and workforce development leadership for continued resilience in the face of evolving labor market conditions.

VIRGINIA'S DEMOGRAPHICS

US Census Bureau figures show that the population of Virginia grew by 0.9% (76,510) to 8,811,195 between July 1, 2023, and July 1, 2024. The US is very close to the Virginia population growth which grew at 1.0% with a total 340.1 million population. Both Virginia and the U.S. grew in population, and seem to have recovered from pandemic-era lows.

Figure 1: Population Change by County and City - 2023 to 2024



As shown in **Figure 1**, population between July 1, 2023, and July 1, 2024 increased or stayed the same in 96 localities. Growth decreased in 37 of Virginia's 133 counties and cities.

Counties and Cities That Grew Year-Over-Year

New Kent County **3.8%**

Goochland County **3.7%**

Fairfax City **3.6%**

Lexington City **3.3%**

Counties and Cities That Declined Year-Over-Year

Bristol City **-2.1%**

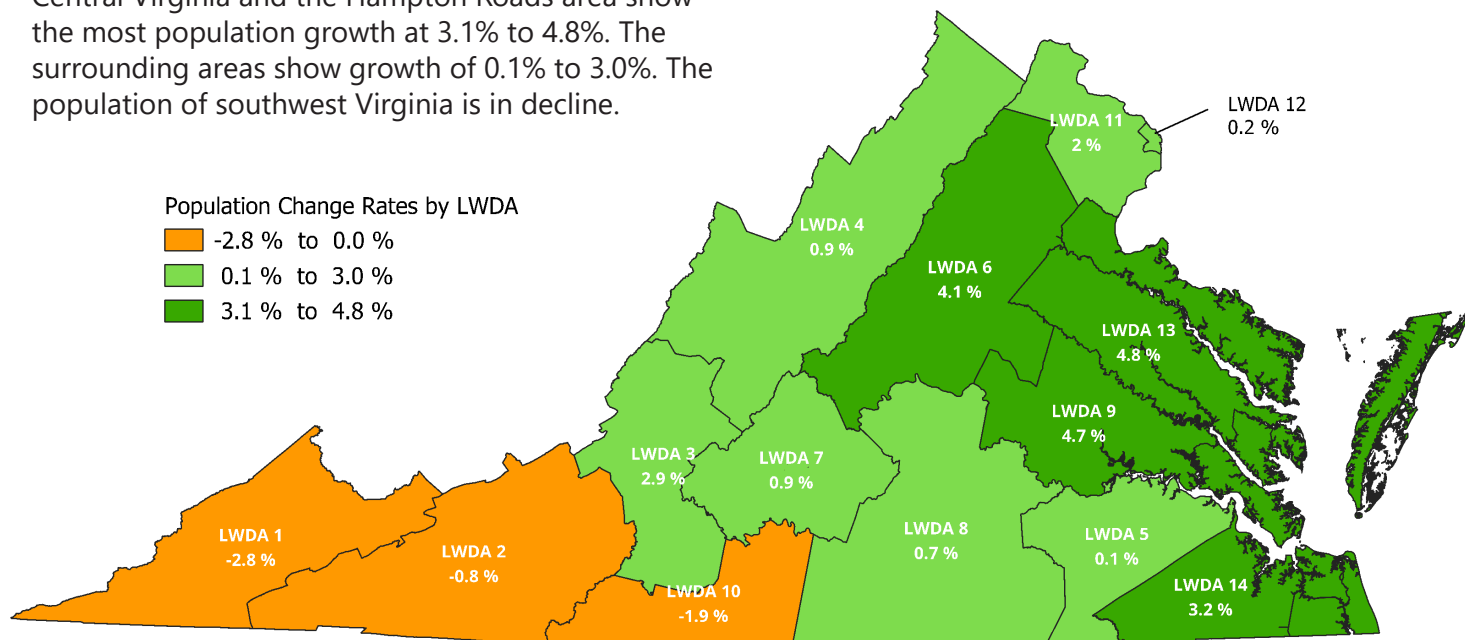
Buchanan County **-1.8%**

Emporia City **-1.4%**

Dickenson County **-1.3%**

Figure 2: Population Rate of Change by Local Workforce Development Area (LWDA)*

Central Virginia and the Hampton Roads area show the most population growth at 3.1% to 4.8%. The surrounding areas show growth of 0.1% to 3.0%. The population of southwest Virginia is in decline.

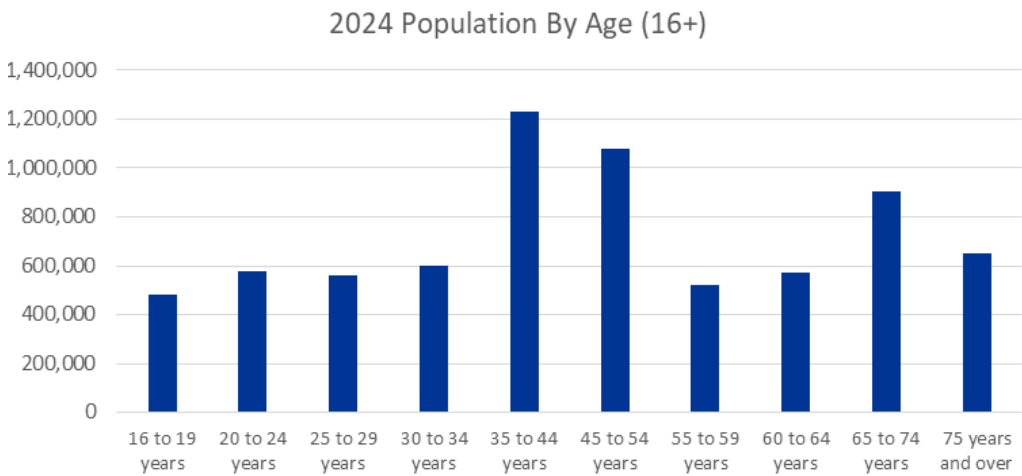


Source: US Census Bureau Annual Population Estimates 2024 summed to LWDAs.

*Virginia is organized into fourteen **Local Workforce Development Areas (LWDA)**. See Appendix B on page 45 for a map showing each LWDA.

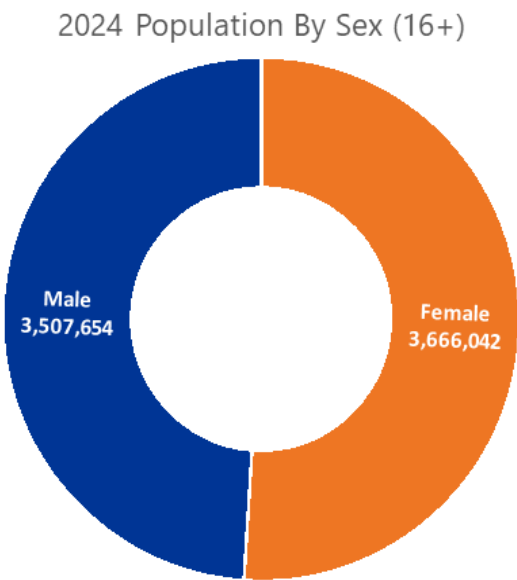


Population By Demographics

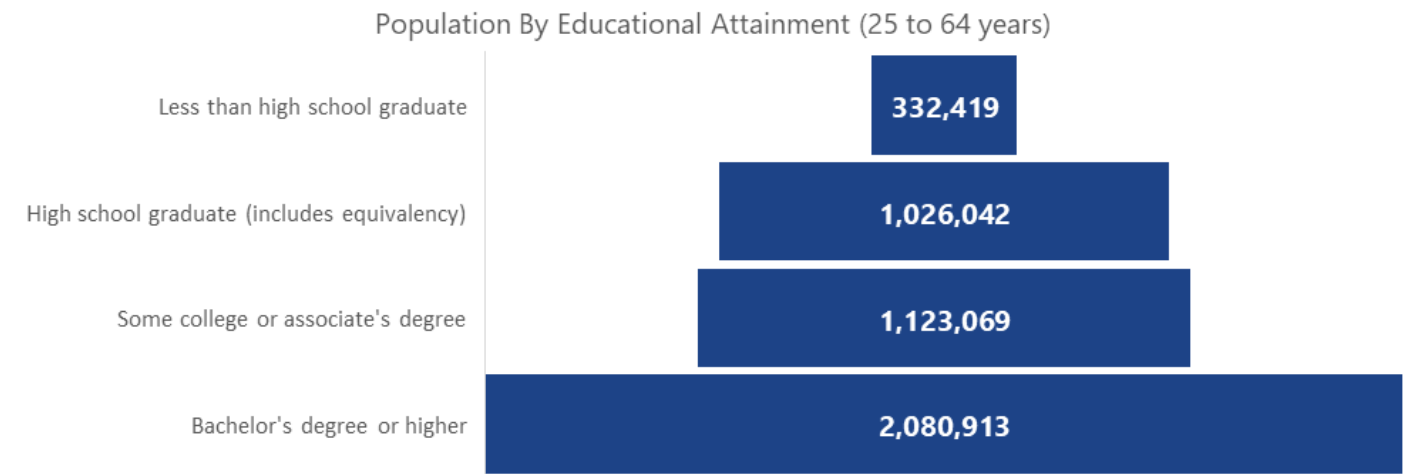


The aging of Virginia’s population is apparent, even in a one-year change.

Persons over 65 increased from 1,498,931 in 2023 to 1,550,385 in 2024. The percentage of persons 65 and over increased their share of total population moving from 17.2% in 2023 to 17.6% in 2024.



In terms of race, the percentage of the 16+ population that is White decreased from 61.7% in 2023 to 61.0 % in 2024. Black or African American also decreased as a percentage of total, from 18.4% to 18.3%. Asian percentage increased from 7.2% to 7.4% in the one-year period. Although not race, but ethnicity, persons of any race identifying as Hispanic increased from 9.9% to 10.4%.



LABOR FORCE AND EMPLOYMENT

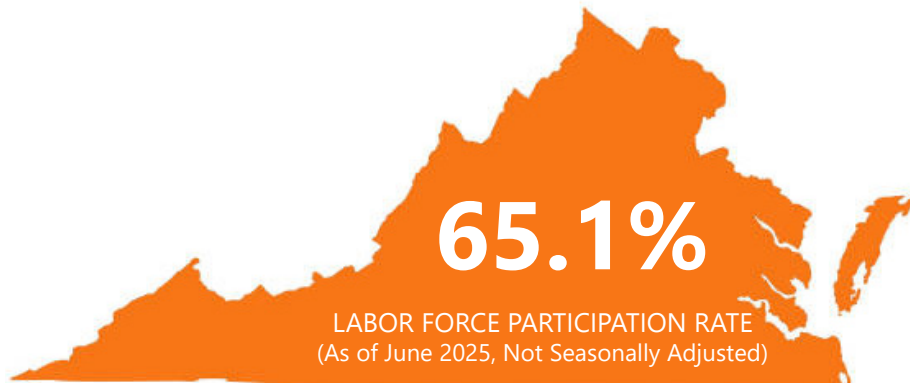


Figure 3: Labor Force, Employment and Unemployment (Not Seasonally Adjusted)

Year	Labor Force	Employment	Unemployment	Unemployment Rate
2019	4,404,760	4,283,473	121,287	2.8%
2020	4,331,844	4,051,401	280,443	6.5%
2021	4,317,221	4,151,661	165,560	3.8%
2022	4,433,149	4,313,701	119,448	2.7%
2023	4,556,785	4,433,696	123,089	2.7%
2024	4,585,885	4,454,616	131,269	2.9%

Figure 4: Labor Force, Employment and Unemployment by MSA, Annual Averages 2024 (Not Seasonally Adjusted)

MSAs	Labor Force	Employment	Unemployment	Unemployment Rate
Blacksburg-Christiansburg-Radford	93,234	90,363	2,871	3.1%
Charlottesville	120,973	117,919	3,054	2.5%
Harrisonburg	72,402	70,386	2,016	2.8%
Lynchburg	127,422	123,295	4,127	3.2%
Richmond	728,792	707,181	21,611	3.0%
Roanoke	158,715	154,075	4,640	2.9%
Staunton-Stuarts Draft	65,486	63,804	1,682	2.6%
Winchester	77,589	75,465	2,124	2.7%
Virginia Beach-Chesapeake-Norfolk	883,768	856,716	27,052	3.1%
Arlington-Alexandria-Reston	1,811,964	1,766,095	45,869	2.5%

Figure 5: Percent of Virginia’s Total Employment By MSA

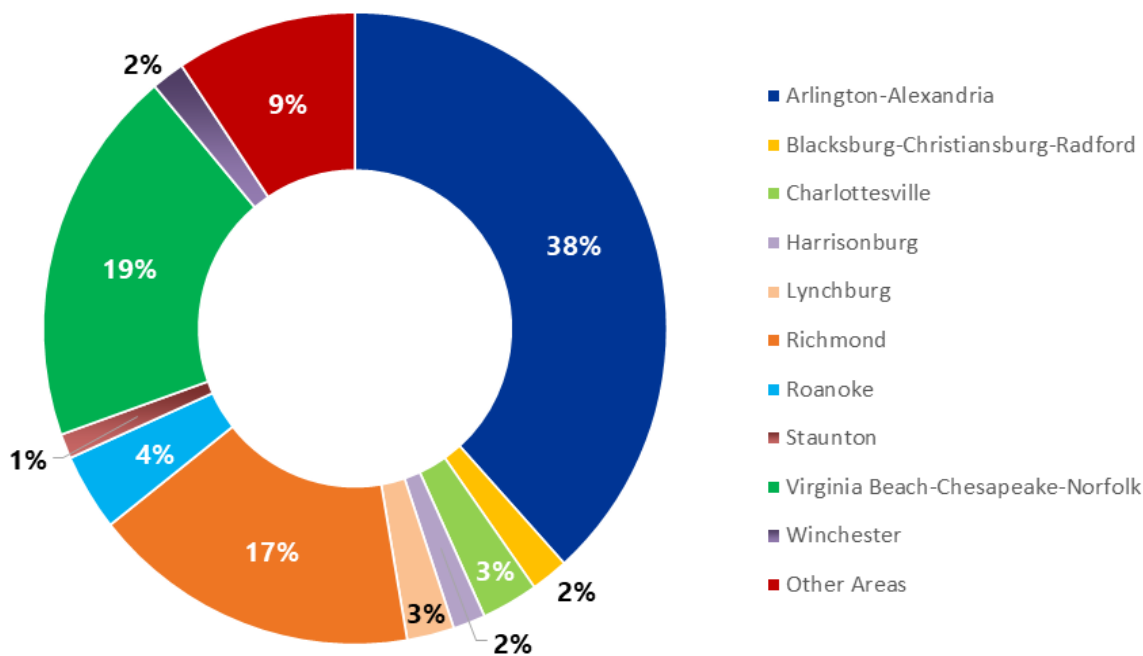
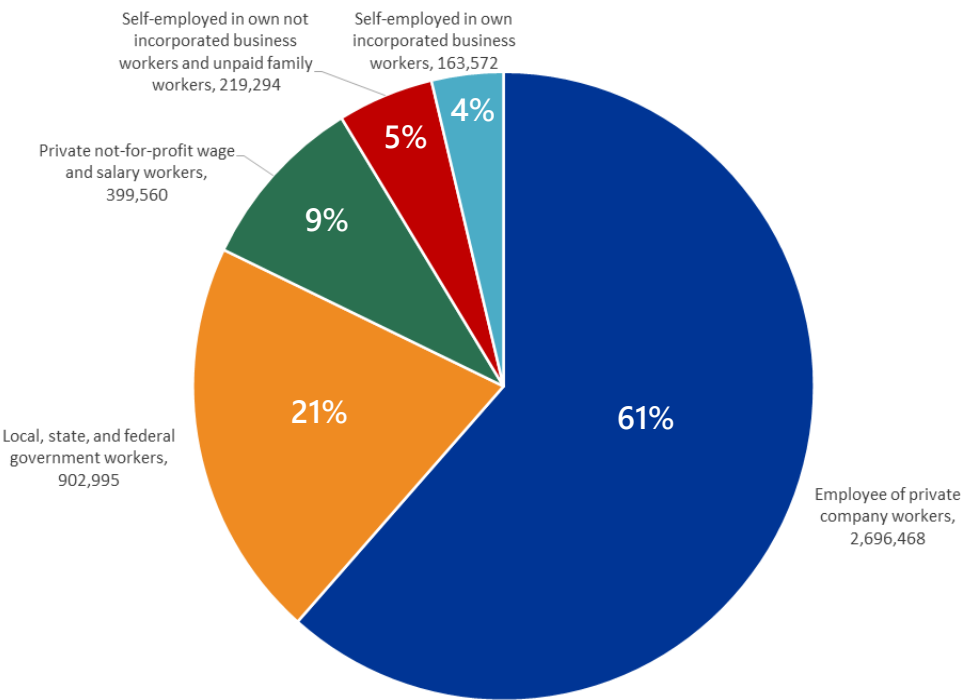


Figure 6: Class of Worker



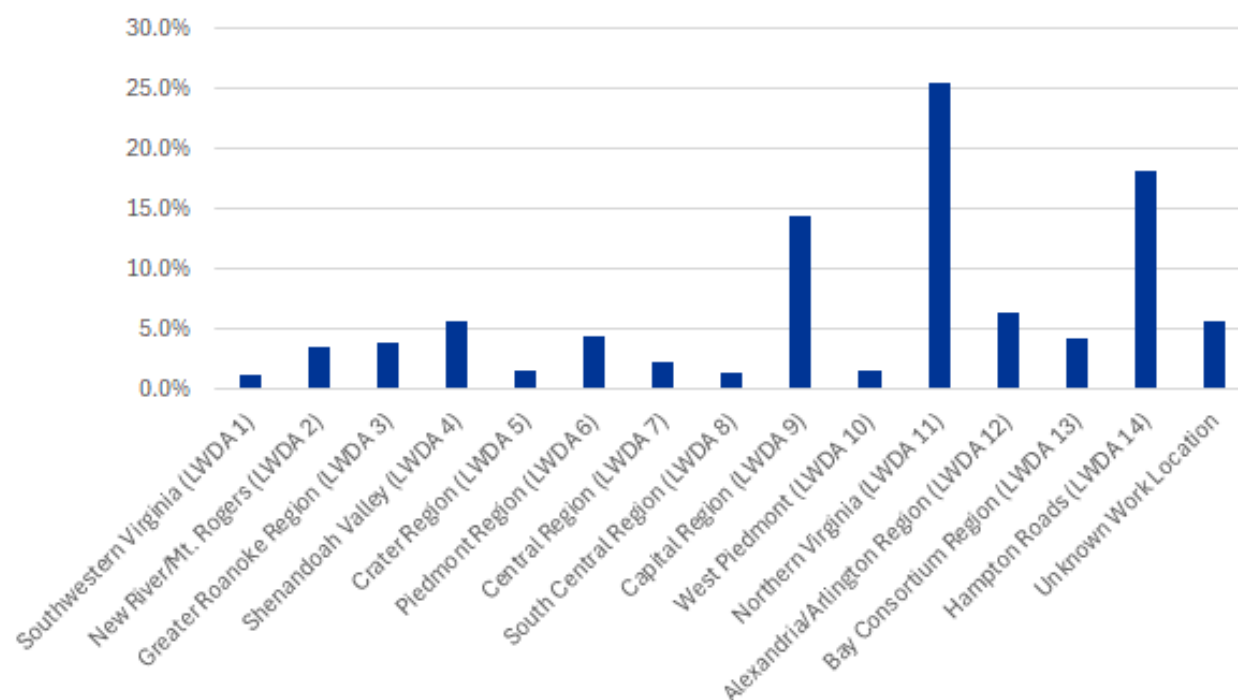
Source: U.S. Census Bureau American Community Survey 2024 1-Year Estimates. For full data [click here](#).

According to the U.S. Census Bureau’s American Community Survey, most Virginians are private company employees, making up 61% of the workforce. Government employment is the second largest category, accounting for about one in five workers across local, state, and federal levels. Private not-for-profit workers represent 9% of the workforce, while self-employed workers make up a smaller share, with 5% in unincorporated businesses and 4% in incorporated ones. This distribution highlights Virginia’s strong private-sector base alongside a significant public-sector presence.

Figure 7: Labor Force, Employment and Unemployment by LWDA, Annual Averages 2024 (Not Seasonally Adjusted)

LWDAs	Labor Force	Employment	Unemployment	Unemployment Rate
Southwest Region (LWDA 1)	66,124	63,538	2,586	3.9%
New River/Mt. Rogers Region (LWDA 2)	177,538	171,866	5,672	3.2%
Greater Roanoke Region (LWDA 3)	166,964	161,999	4,965	3.0%
Shenandoah Valley Region (LWDA 4)	290,570	282,582	7,988	2.7%
Crater Region (LWDA 5)	80,772	77,806	2,966	3.7%
Piedmont Region (LWDA 6)	241,268	235,076	6,192	2.6%
Central Region (LWDA 7)	127,423	123,295	4,128	3.2%
South Central Region (LWDA 8)	79,113	76,209	2,904	3.7%
Capital Region (LWDA 9)	636,824	618,357	18,467	2.9%
West Piedmont Region (LWDA 10)	81,809	78,544	3,265	4.0%
Northern Region (LWDA 11)	1,235,916	1,204,638	31,278	2.5%
Alexandria/Arlington Region (LWDA 12)	256,535	250,590	5,945	2.3%
Bay Consortium Region (LWDA 13)	282,839	274,375	8,464	3.0%
Hampton Roads (LWDA 14)	862,194	835,744	26,450	3.1%

Figure 8: Share of State Employment by LWDA (Not Seasonally Adjusted)



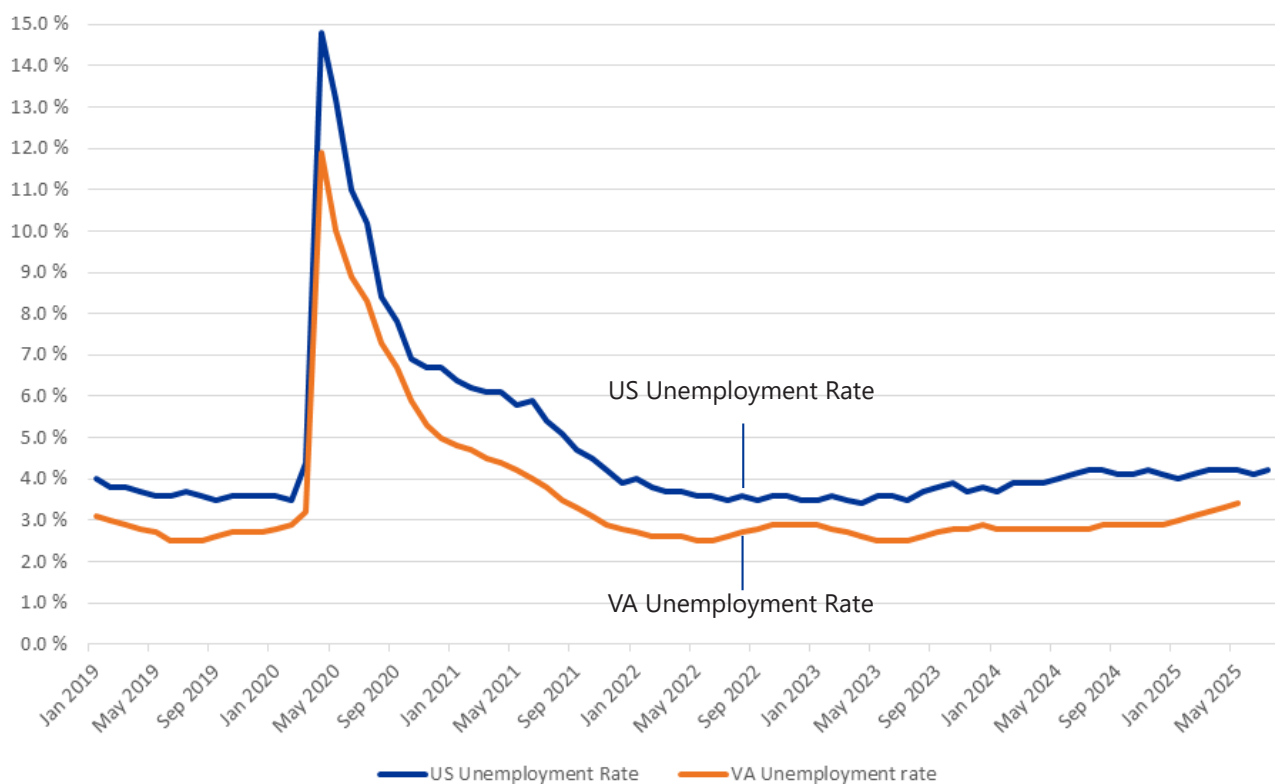
UNEMPLOYMENT

The unemployment rate has nearly returned to 2019 levels.

Virginia has, for the most part, met and indeed exceeded pre-pandemic numbers for the labor force metrics. Virginia has consistently outperformed nationwide averages on unemployment rates by nearly a percentage point from pre-pandemic periods.



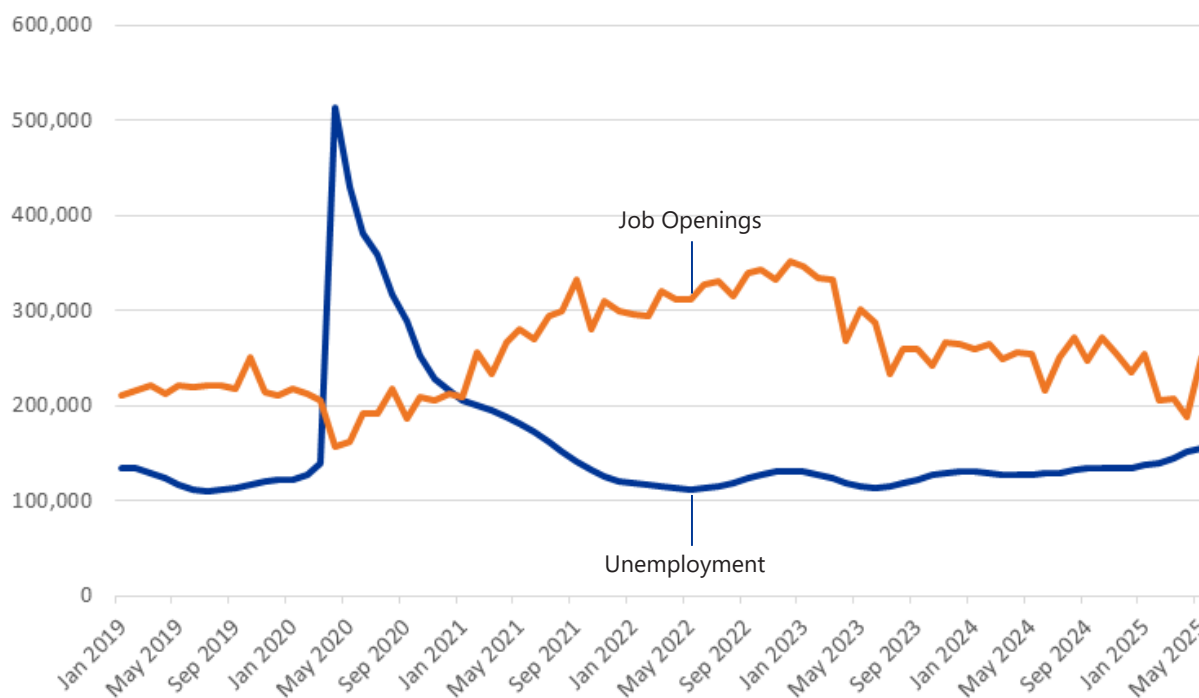
Figure 9: VA Unemployment Rate vs US Unemployment



Source: Bureau of Labor Statistics, Local Area Unemployment Statistics, Seasonally Adjusted. For full data, click [here](#).

In addition, **Figure 10** below further demonstrates Virginia's resilience and success in achieving pre-pandemic levels, as it shows that the positive delta between job openings and unemployed is higher today than in 2019.

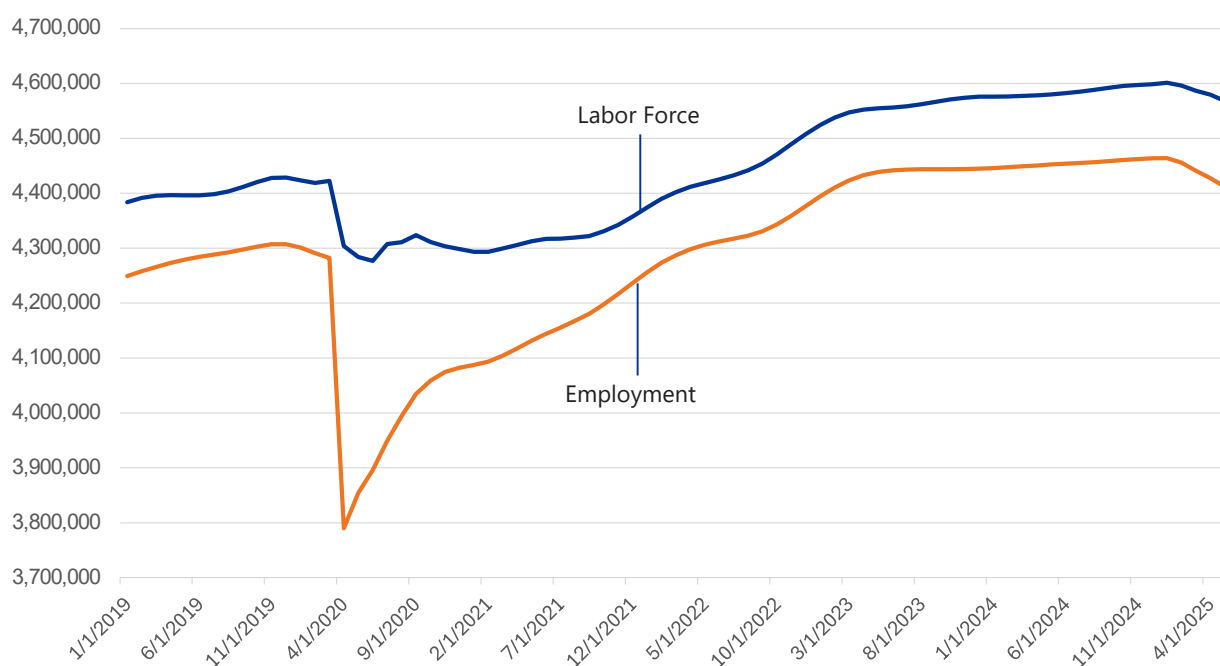
Figure 10: Virginia Unemployment Compared to Job Openings 2019-2025



Source: Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (for full data click [here](#)) and Local Area Unemployment Statistics (for full data, click [here](#)).

As the graph below indicate (from Jan 2019 to current), the **Labor Force** and the **Employed** have increased by 1% and 4.4% respectively compared to 2019.

Figure 11: Employment Compared to Labor Force 2019-2025



WEEKLY INITIAL AND CONTINUED CLAIMS

Weekly initial claims for 2025 started off lower than 2024, but have since then generally been higher each week than the corresponding week of 2024.

Continued claims for 2025, on the other hand, are consistently higher each week than the corresponding week of 2024, which in turn has been higher than the corresponding week of 2023.

Figures 12 and 13 below show Virginia Employment Commission data on weekly initial and continued claims for Fiscal Years 2023, 2024 and 2025.

Figure 12: Weekly Initial Claims for Fiscal Years 2023, 2024, 2025

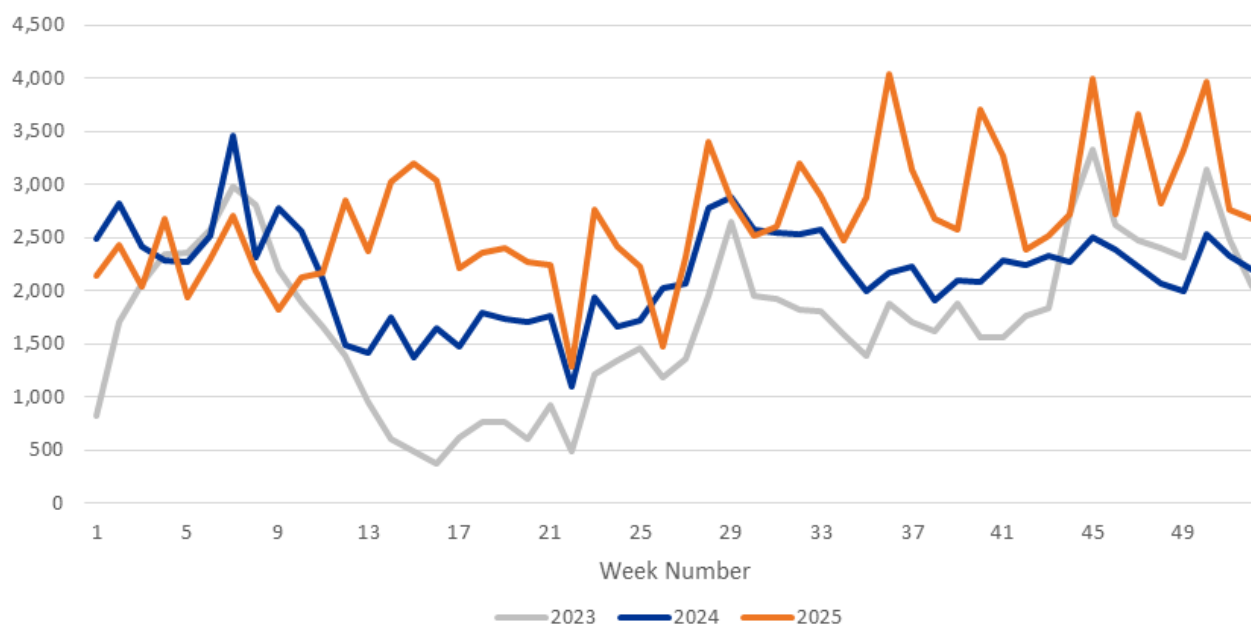
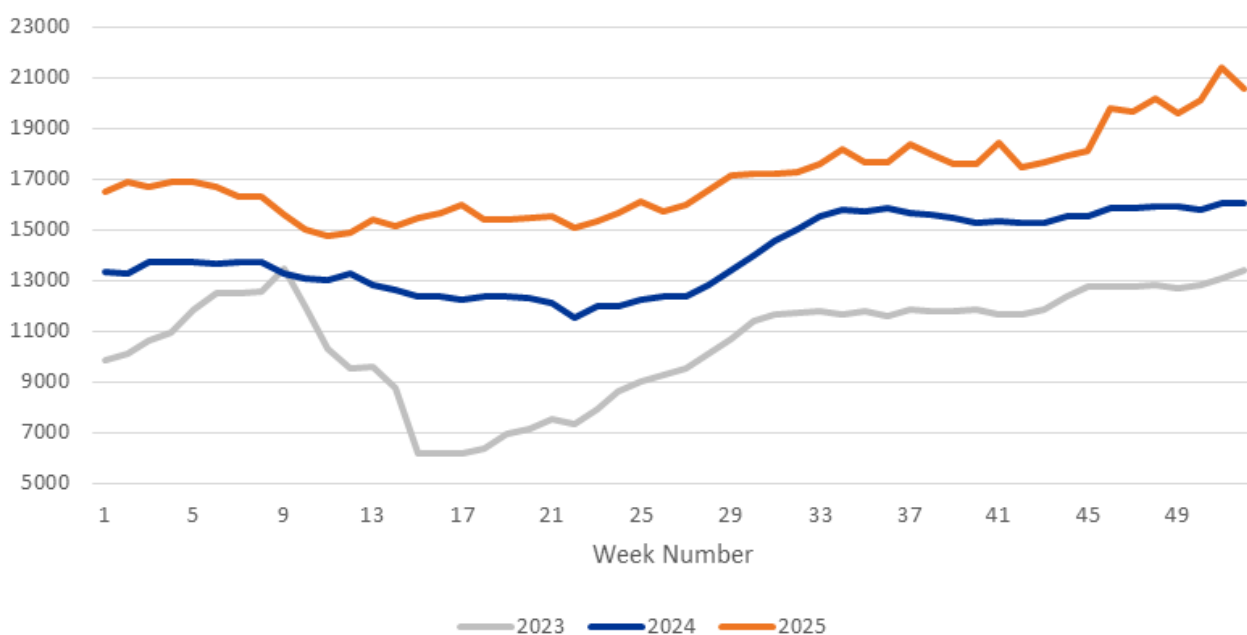


Figure 13: Weekly Continued Claims for Fiscal Years 2023, 2024, 2025



As the continued claims graph indicates above, the **total number of continued claimants** increased year after year since 2023. Claimants increased by 28.7% in the program year 2025 as compared to program year 2024, and by 23.4% in program year 2024 as compared to program year 2023.



In program year 2025 (from July 2024 to June 2025), **\$306,704,783** was paid in unemployment benefits for 148,809 initial claims and 1,055,795 continued claims.

The average weekly benefit amount received by claimants for the first quarter of 2025 was **\$352.36**. Compared to a statewide average weekly wage of \$1617.94, this made for a wage replacement rate of 21.78%.

Demographics of UI Claimants

Figure 14 examines unemployment insurance claimants in Virginia by sex.

Females, at 53%, made up a much larger segment of initial claims in June 2025. Since most measures of labor force participation show lower participation of females compared to males, the higher number of female claimants stands out further. Generally, the industries and occupations with the largest number of claims tend to have a female leaning skew of employment, leading to a higher number of female claimants compared to male claimants overall.

Figure 14: UI Claimant By Sex

Females, at 53%, made up a much larger segment of initial claims in June 2025.

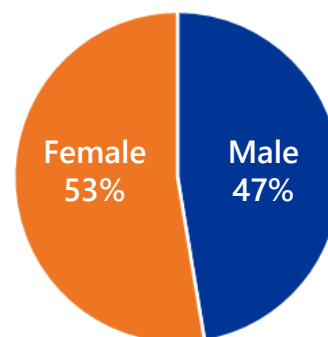


Figure 15: UI Claimant By Age

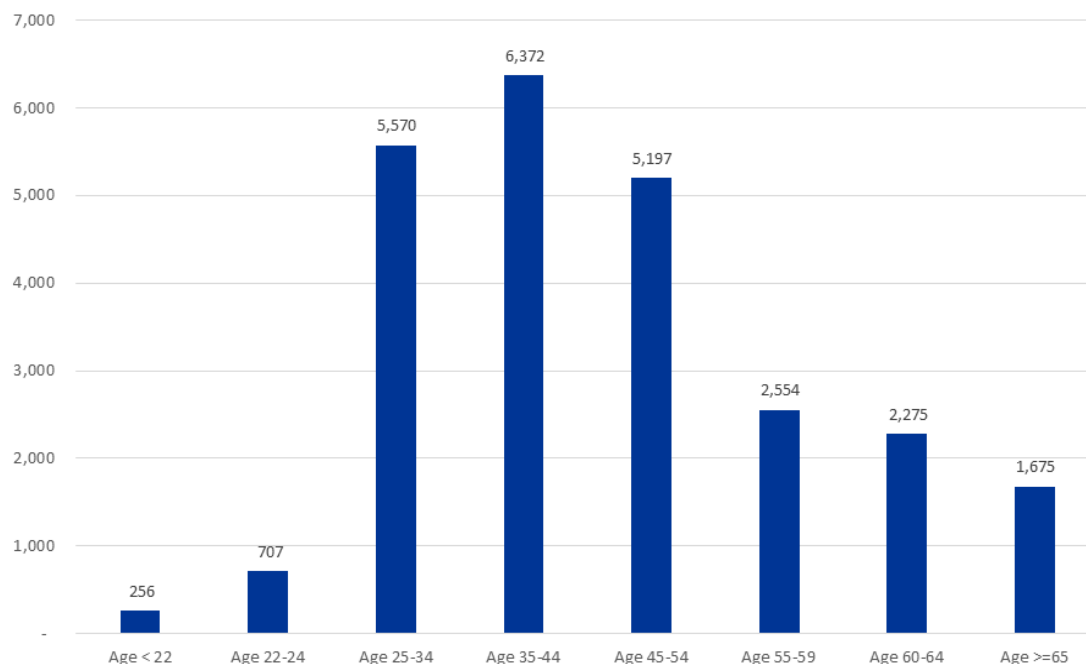


Figure 15 examines unemployment insurance claimants in Virginia by age. For most of the “prime age” categories, the number of claimants is relatively even for June 2025.

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

Figures 16 and 17 and look at unemployment claimants in terms of occupations and industries.

The top five occupations by number of claimants for 2025 have remained the same from last year, with **Management and Office & Administrative Support** switching the top two spots.

In terms of industries as well, the top five industries by number of claimants for 2025 have remained the same from last year, with **Manufacturing and Retail Trade** switching fourth and fifth places.

Figure 16

Top 5 Occupations by Number of Claimants			
June 2025 Occupations	Claimants	June 2024 Occupations	Claimants
Office and Administrative Support	3,321	Office and Administrative Support	2,976
Management	3,287	Management	2,832
Computer and Math	2,521	Computer and Math	1,480
Business and Financial Operations	2,066	Business and Financial Operations	1,415
Production	1,951	Sales and Related	1,223
Total, All Occupations	24,606	Total, All Occupations	18,459

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

Figure 17

Top 5 Industries by Number of Claimants			
June 2025 Industries	Claimants	June 2024 Industries	Claimants
Professional, Scientific, and Technical Services	3,896	Professional, Scientific, and Technical Services	2,064
Manufacturing	2,178	Administration and Support, Waste Management, and Remedial Services	1,711
Administration and Support, Waste Management, and Remedial Services	1,791	Healthcare and Social Assistance	1,237
Healthcare and Social Assistance	1,388	Retail Trade	1,136
Retail Trade	1,274	Manufacturing	1,051
Total, All Industries	24,606	Total, All Industries	18,915

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



02

VIRGINIA'S DIVERSE ECONOMY

Virginia's labor market resilience in an era of global economic uncertainty lies, in part, to the diversity of its industrial mix. Virginia is a large, dynamic economy, with legacy strengths in production industries like agriculture and manufacturing and in service industries like information technology, finance and government that span back to before the founding of the nation. Recent industry employment trends shed light on which of these industries have been contributing most to Virginia's labor market strength.

While Virginia's construction industry has been a strength for several years, others in the production sector like Mining, Manufacturing, and Agriculture/Forestry play a smaller role and have driven job growth less in the Commonwealth than in years past. However, as technology continues to make in-roads in these industries, areas dependent on factories, mining, farming, and forestry may again see new capital investments with large numbers of well-paying jobs as a welcome boost to their local economies.

White-collar services have long been a key driver of the Virginia economy. The largest among these is the Professional, Scientific, and Technical Services industry, which is dependent on the health of other sectors like government, healthcare and education. Virginia's Information employment growth has been led by tech job demand but held back by that of traditional methods of publication and broadcasting. Management of Companies and Enterprises, with numerous high-profile corporate headquarters located in Virginia in recent years, is more prominent in the Commonwealth than it is nationwide.

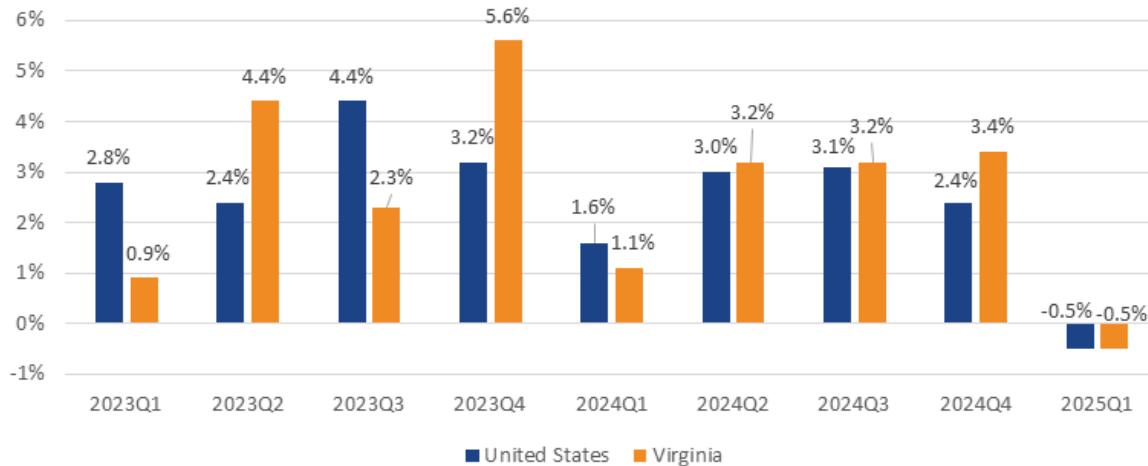
Virginia has long been associated with government enterprises, especially the federal government. After all, nearly 200,000 worked at federal work locations in 2024. While important, the private sector still provides most jobs, with private sector jobs growing by 34,200 over the year in August compared to 10,200 in the government sector.

The Commonwealth of Virginia has long been noted for its remarkable geographic diversity. Unique features like mountains, oceans, farmland, and cities gave rise to regional specialization within the state. Though times have changed, Virginia maintains this diversity among its industrial composition—from banking in Richmond, to government in Northern Virginia, to the port and shipbuilding in Hampton Roads, and to great rural destinations to enjoy in between.

ECONOMIC GROWTH

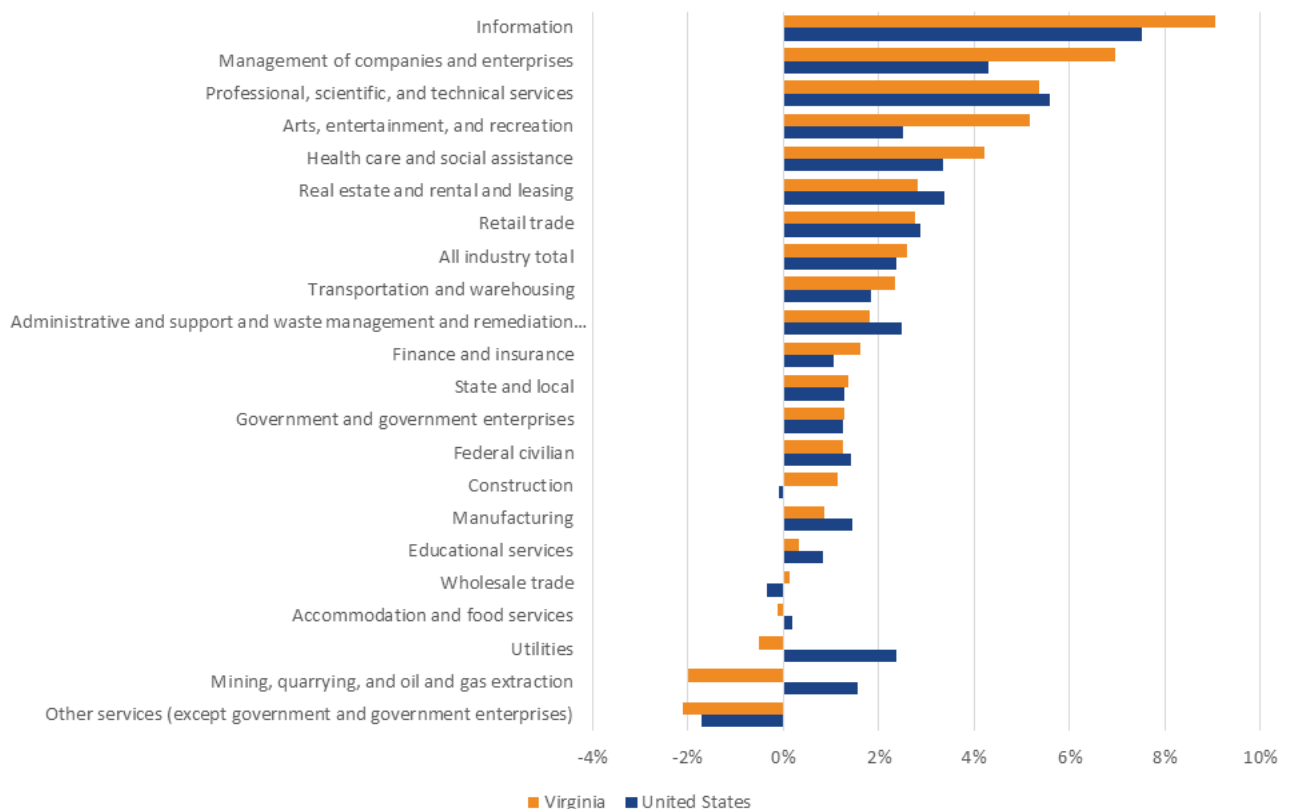
According to the most recent data from the Bureau of Economic Analysis shown in **Figure 18**, Virginia's economy tracked closely with the national trend through 2023 and 2024, but with sharper swings. The Commonwealth outpaced the U.S. in Q2 and Q4 of 2023, hitting a peak of 5.6% growth, before settling into steadier gains around 3% in 2024. By early 2025, both Virginia and the U.S. slipped slightly negative, reflecting a cooling period after two years of strong expansion.

Figure 18: Annualized Percent Change in GDP



Source: U.S. Bureau of Economics Analysis, SQGDP 11Contributions to percent change in real GDP 2023Q1 - 2025Q1. For full details, click [here](#).

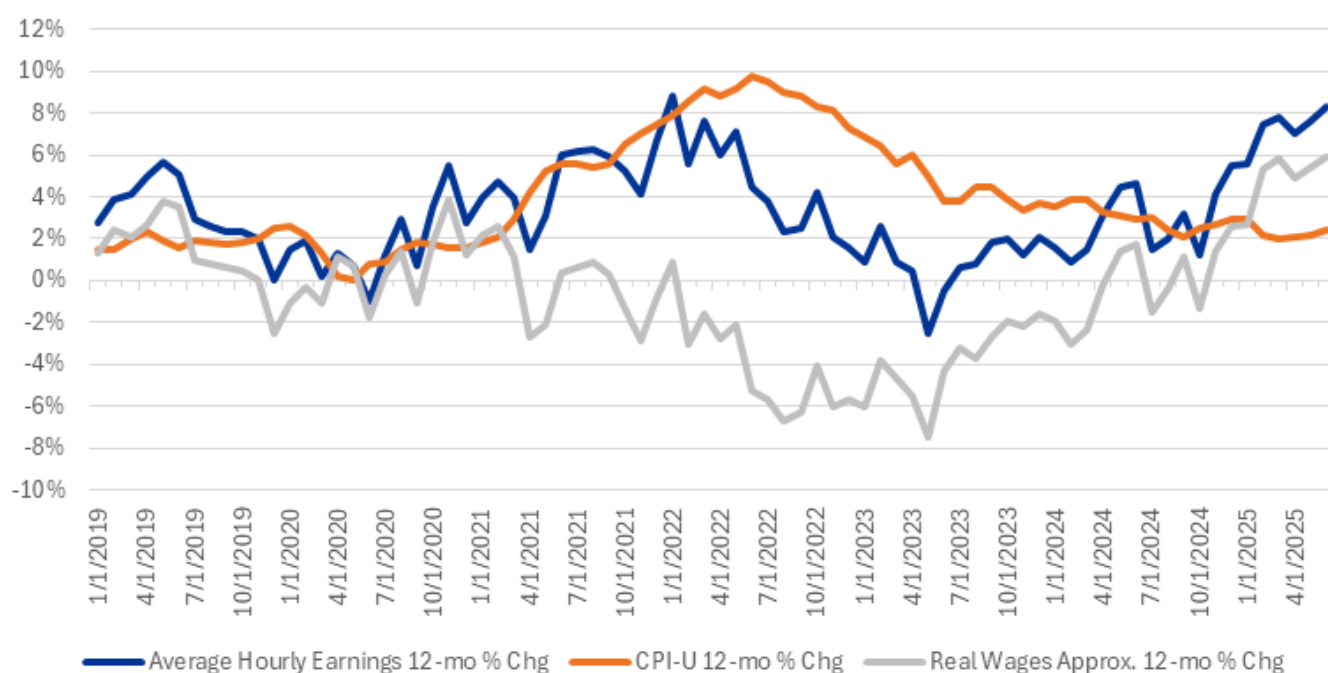
Figure 19: Real Annualized GDP Growth by Industry 2019Q1 - 2025Q1



Source: U.S. Bureau of Economic Analysis, SQGDP9 Real GDP by state 2019Q1 – 2025Q1. For full data, [click here](#).

Since 2024, Real Wages in Virginia have increased, signaling stronger purchasing power for Virginia workers.

Figure 20: Virginia Earnings Growth Rate vs Southeast Inflation Rate



Source: U.S. Bureau of Labor Statistics Current Employment Statistics Survey Average Hourly Earnings (for full data, [click here](#)) and U.S. Bureau of Labor Statistics Consumer Price Index for Southeast (for full data, [click here](#))

Based on Bureau of Economic Analysis data, Virginia’s growth over the past six years has been concentrated in high-value sectors like **information, management, and professional services**, where the Commonwealth kept pace with or exceeded national gains. **Health care** stood out as a solid performer compared to the U.S., while **real estate** also added steady support. Some industries, such as accommodation and food services, mining, and other services, posted modest declines, reflecting shifts in consumer demand and longer-term structural changes in the economy.

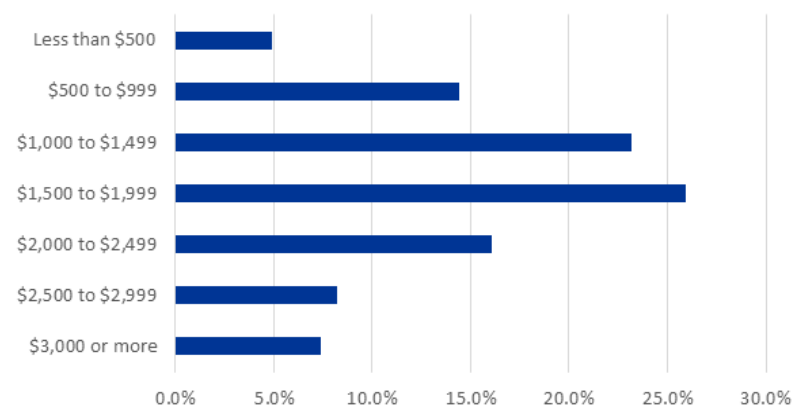
The chart above compares average hourly earnings in Virginia from the U.S. Bureau of Labor Statistics’ Current Employment Statistics survey with the Consumer Price Index for All Urban Consumers (CPI-U) for the Southeast region. Both series are shown as year-over-year percent changes to highlight how wage growth and inflation have moved over time. From 2021 through much of 2022, inflation in the Southeast ran ahead of earnings growth, leaving real wages in negative territory. Beginning in 2023, however, that trend reversed—earnings growth strengthened while inflation eased. By 2024 and into 2025, real wages turned positive, rising at a healthy pace and signaling stronger purchasing power for Virginia workers.



VIRGINIA HOUSING



Figure 21: Gross Rent of Renter-Occupied Units



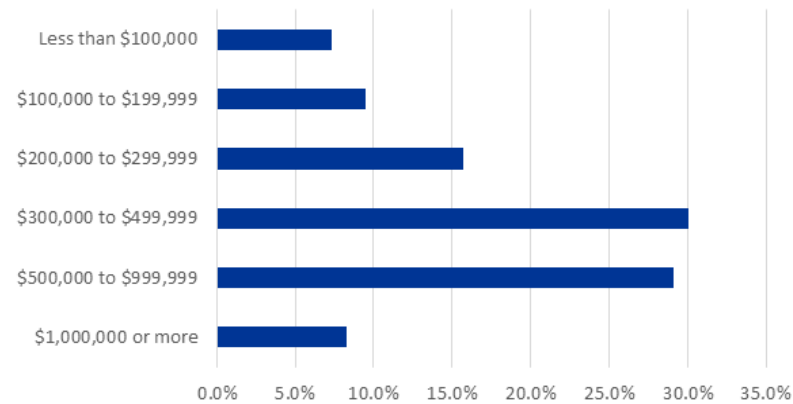
Most Virginia Renters Paid
\$1,000 - \$1,999
per month in 2024

1 in 5
renters paid \$1,000 - \$1,499

16.1%
spent between \$2,000 - \$2,499

Median rent in Virginia increased from
\$1,567 in 2023 to \$1,646 in 2024.

Figure 22: Home Value of Owner-Occupied Units



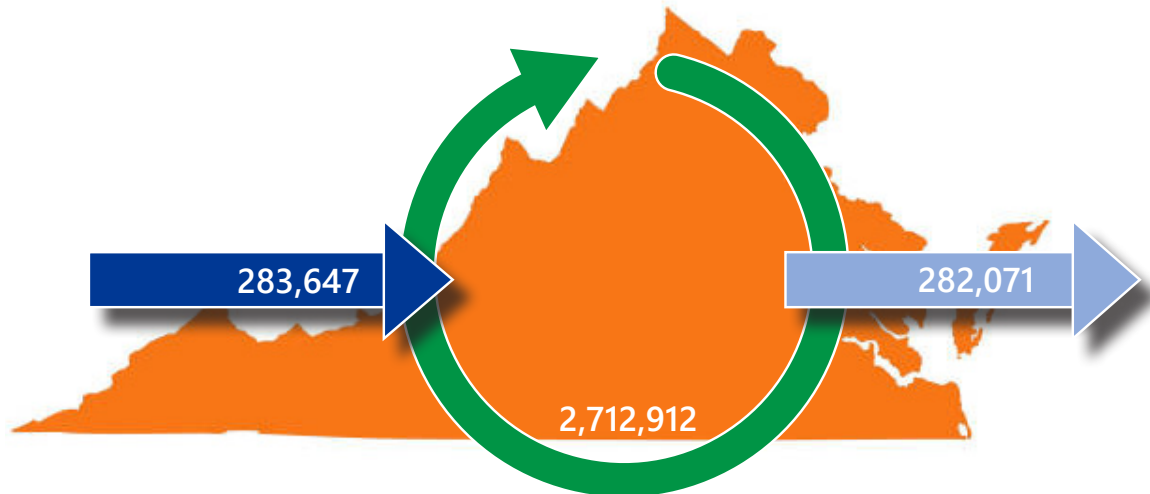
Most Virginia owner-occupied homes
valued between
\$300,000 - \$999,999

One-third
valued between \$300,000 - \$499,999

29.1%
valued between \$500,000 - \$999,999

Median home value in Virginia increased
\$382,900 in 2023 to \$403,500 in 2024.

VIRGINIA'S COMMUTING PATTERN



As of 2022, the Figure above shows a balanced flow of workers traveling between their home state and workplace with roughly 79% living and working in Virginia.

High out-commuting* rates were especially prevalent in Northern Virginia, closely tied to the Washington, D.C. metro area. Similarly, counties in Central Virginia, such as Caroline, King William, and New Kent, which are located between Richmond and Fredericksburg, also exhibit high out-commuting rates.

*The **out-commuting** rate measures the share of employed residents who work outside their home county.

Top 10 Localities with the Highest Out-Commuting Rates, 2022



Rank	County/City	Percentage
1	Manassas Park City	94.7%
2	Fairfax City	91.8%
3	Falls Church City	91.3%
4	King and Queen County	90.3%
5	Caroline County	89.4%
6	King William County	88.5%
7	Manassas City	88.3%
8	New Kent County	88.1%
9	Cumberland County	88.0%
10	Clarke County	88.0%

Source: Weldon Cooper Center for Public Services. For full report, click [here](#).

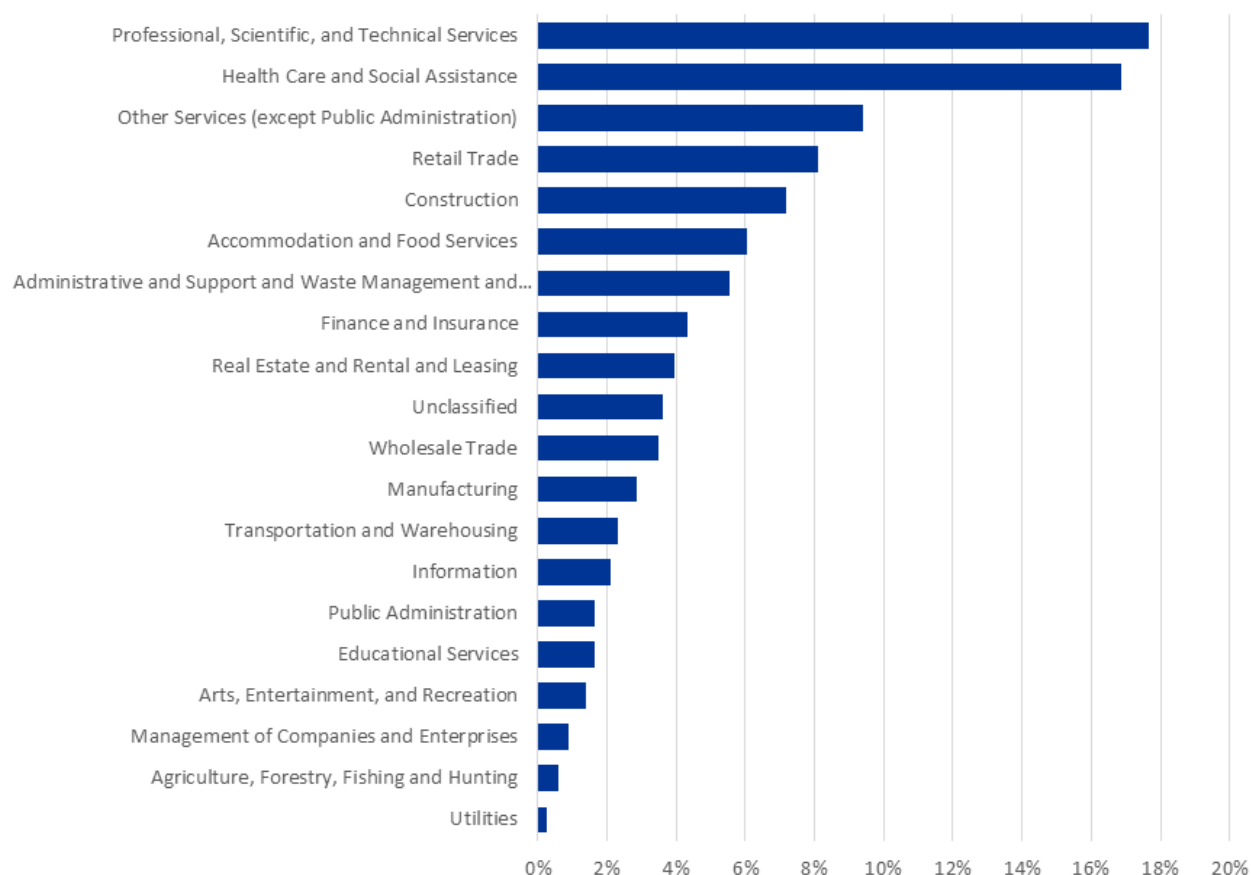
INDUSTRY IN VIRGINIA

The Quarterly Census of Employment and Wages (QCEW) program provides data on the number of establishments, employment levels, and wages by industry for workers covered by unemployment insurance laws. An analysis of the most recent data from the first calendar quarter of 2025 gives insight into the various industries present in the Commonwealth.

According to QCEW data, average covered employment during the months of January, February, and March 2025 was a little over 4 million (4,091,946). Virginia's primary industries of employment remain concentrated in **Health Care and Social Assistance; Professional, Scientific, and Technical Services; Retail Trade; Educational Services; and Accommodation and Food Services**. Altogether, these five industries account for over half (52.8%) of the state's total employment.

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

Figure 23: Percent of Employment by Industry



Source: Virginia Works, Quarterly Census of Employment and Wages, 2025Q1. For full data, click [here](#).

In the first quarter of 2025, Virginia’s total count of establishments reached 315,112, a 0.6% increase from the first quarter of 2024 (313,240).

Largest share of establishments:
Professional, Scientific, and Technical Services
17.7%

Second largest share of establishments:
Health Care and Social Assistance
16.9%

Followed by:
Other Services
9.4%

Retail Trade
8.1%

Construction
7.2%



Figure 24: Percent of Establishment by Industry

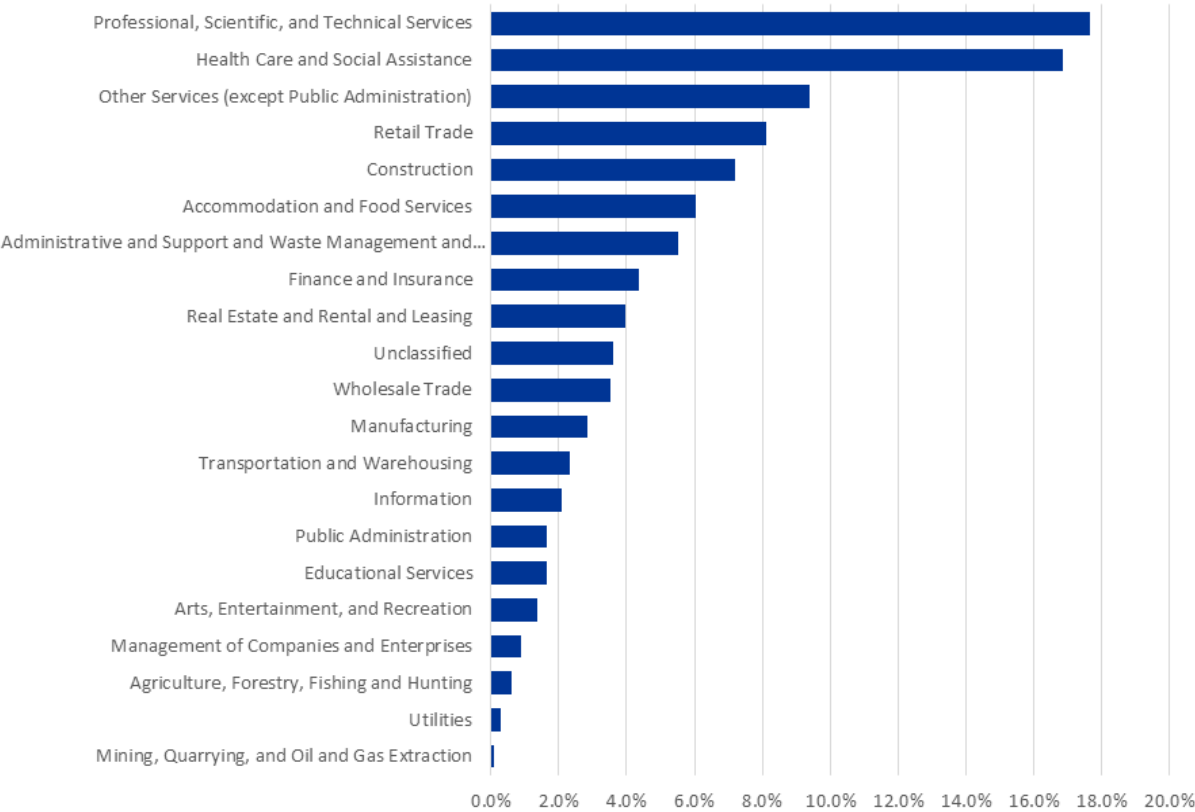
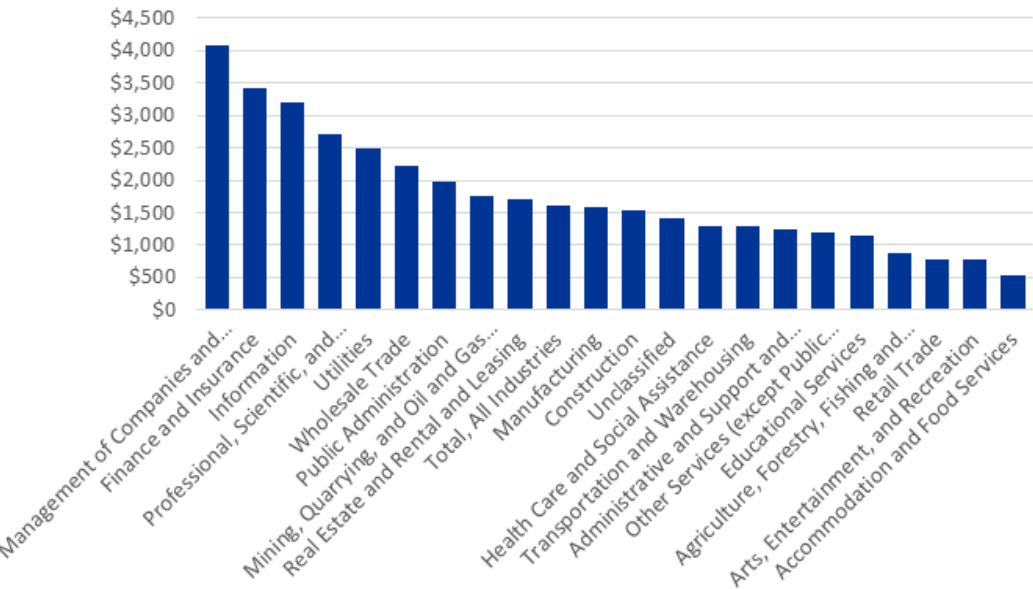


Figure 25: Average Weekly Wages by Industry

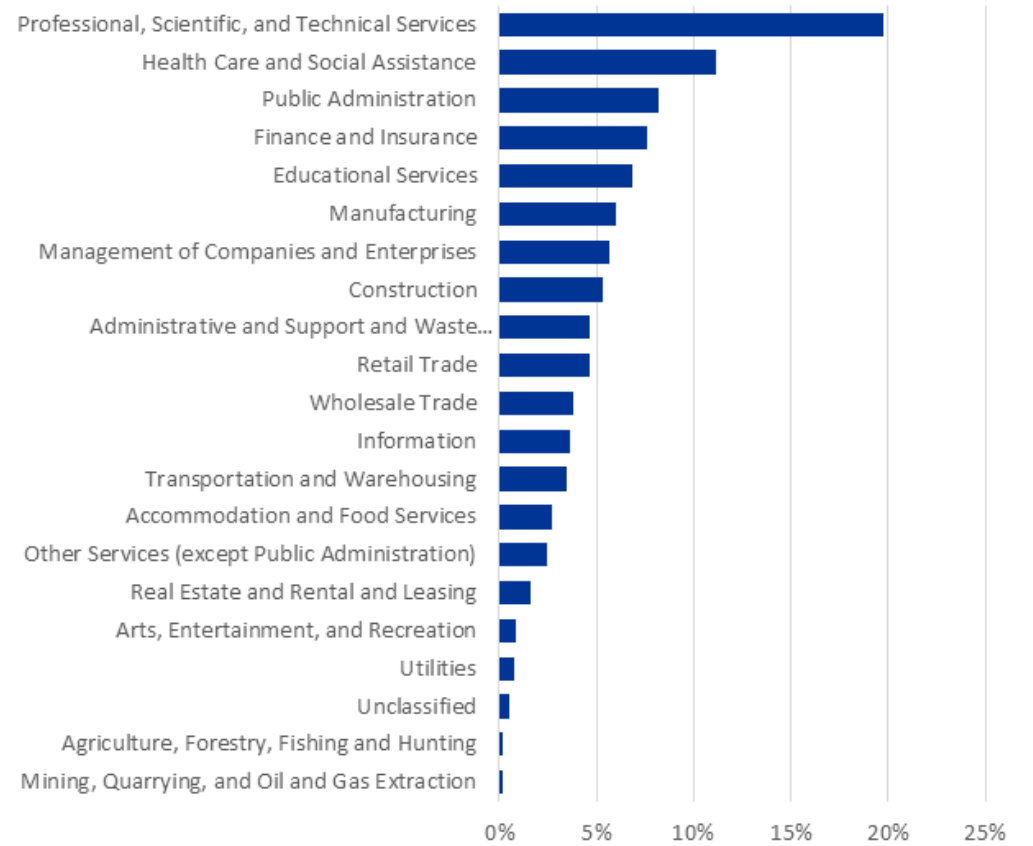


The average weekly wage for all industries across the Commonwealth was \$1,605 in the first quarter of 2025. This is a 3.3% increase over the average weekly wage in first quarter 2024 (\$1,554).

Figure 25 shows each industry sector’s average weekly wage in Virginia.

Source: Virginia Works, Quarterly Census of Employment and Wages, 2025Q1. For full data, click [here](#).

Figure 26: Total Wages by Industry

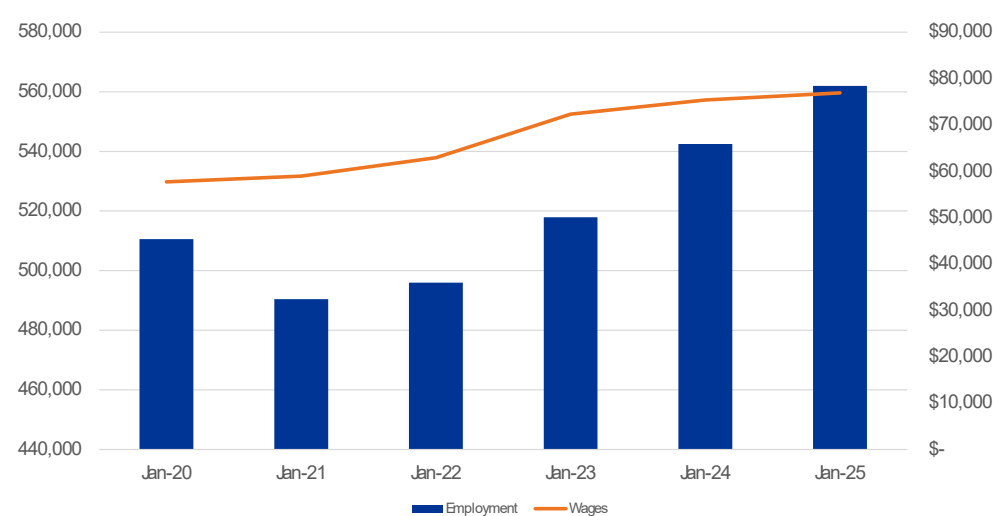


The **Professional, Scientific, and Technical Services** industry sector, with the second highest share of employment and largest share of establishments, also **generated the largest share of the Commonwealth’s \$85.4 billion in total wages (19.8%)** in the first quarter of 2025. Health Care and Social Assistance generated the second largest share of wages at 11.1%, and Public Administration was third at 8.2%. Mining, Quarrying, and Oil and Gas Extraction as well as Agriculture, Forestry, Fishing and Hunting generated the smallest share of total wages at just 0.1% and 0.2% respectively.

Source: Virginia Works, Quarterly Census of Employment and Wages, 2025Q1. For full data, click [here](#).

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

INDUSTRY FOCUS HEALTHCARE

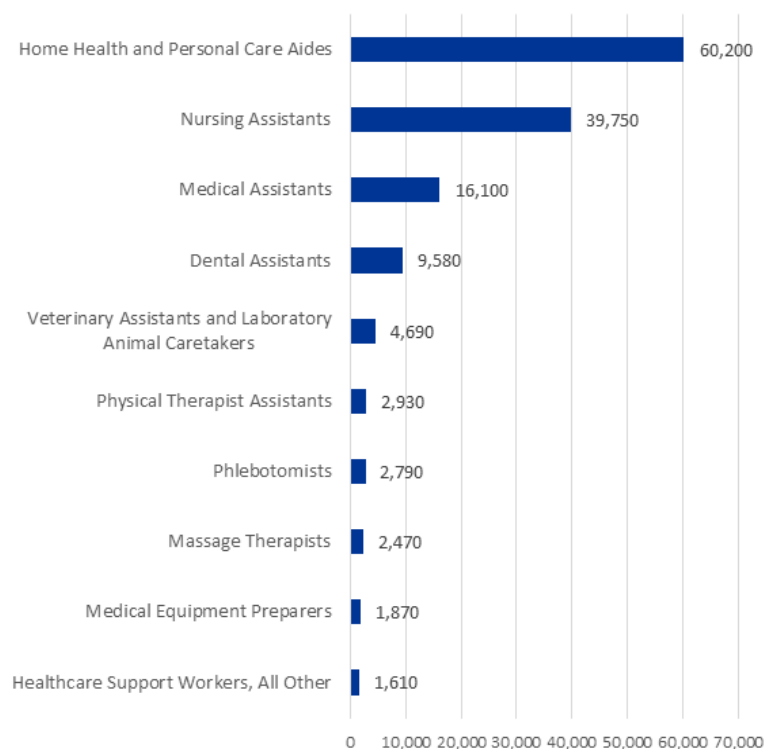


562,003
Total employment

13.7%
of total
employment.

\$76,908
Annual wages

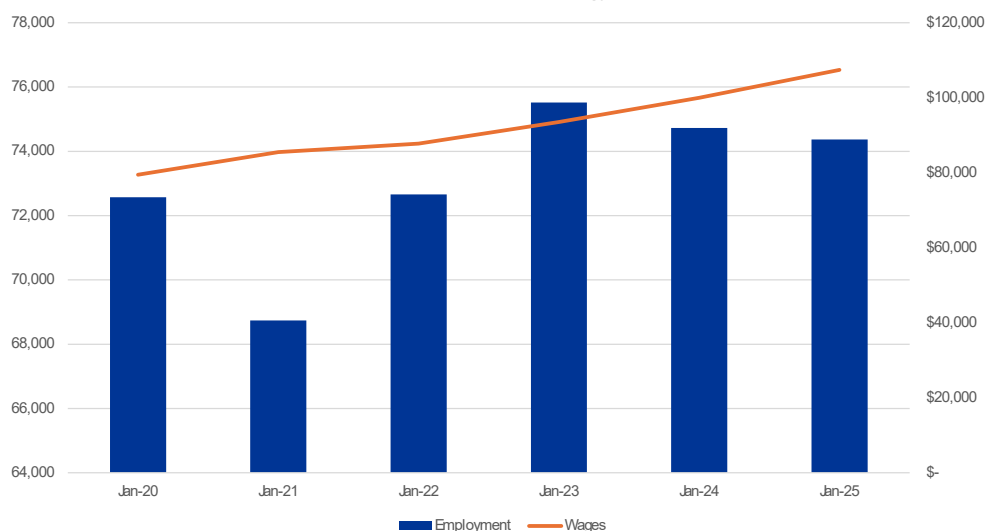
Top 10 Occupational Employment



Top 5 Healthcare Companies by Employment

Sentara Healthcare
Inova Health System
VCU MCV Hospitals
Riverside Regional Medical Centers
Carilion Medical Centers

INDUSTRY FOCUS INFORMATION TECHNOLOGY

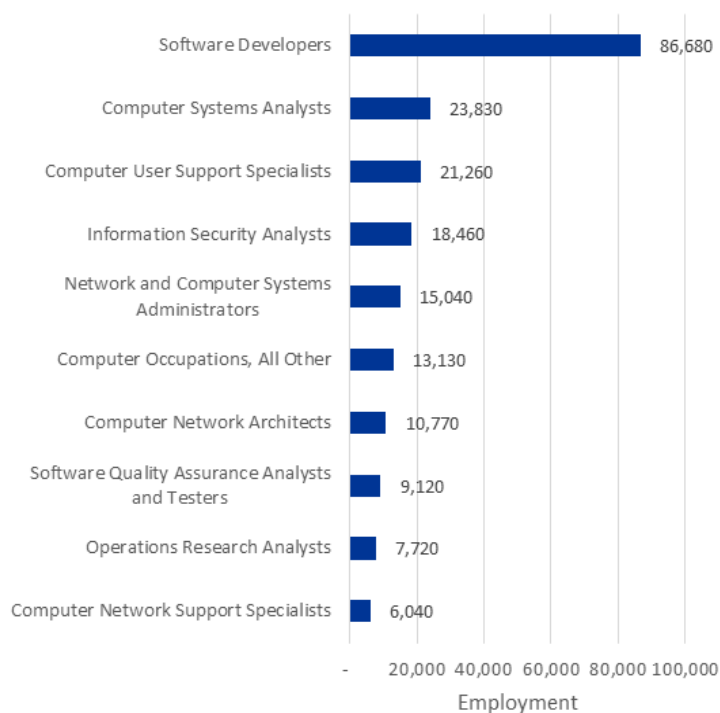


74,372
Total employment

1.8%
of total
employment.

\$107,432
Annual wages

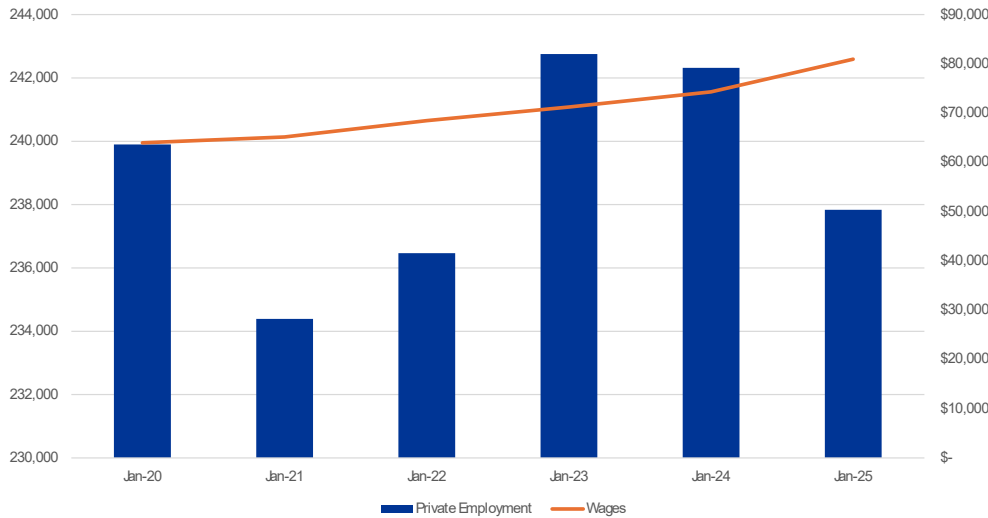
Top 10 Occupational Employment



Top 5 IT Companies by Employment

Amazon.Com
T-Mobile USA
Verizon Virginia
Comcast Cablevision
ECS Federal

INDUSTRY FOCUS MANUFACTURING



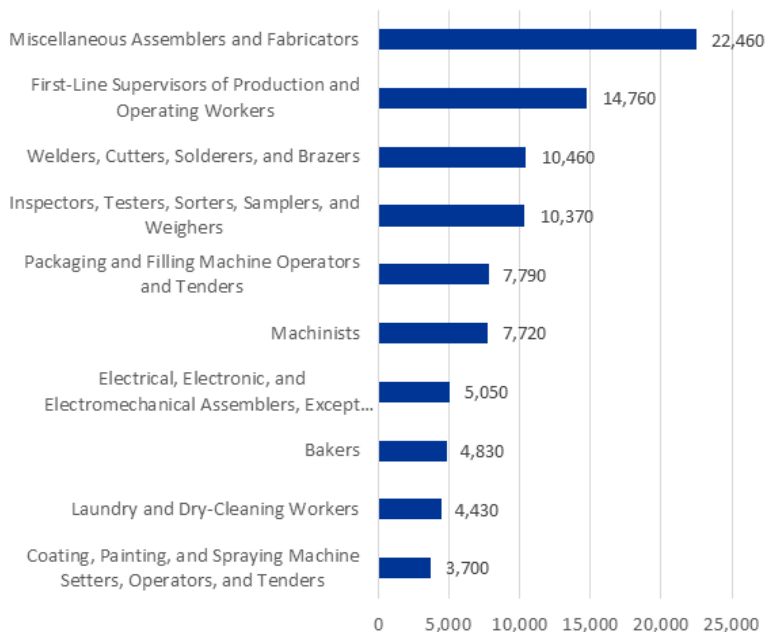
237,833
Total employment

5.8%
of total
employment.

\$80,964
Annual wages



Top 10 Occupational Employment



Top 5 Manufacturing Companies by Employment

Huntington Ingalls, Inc.

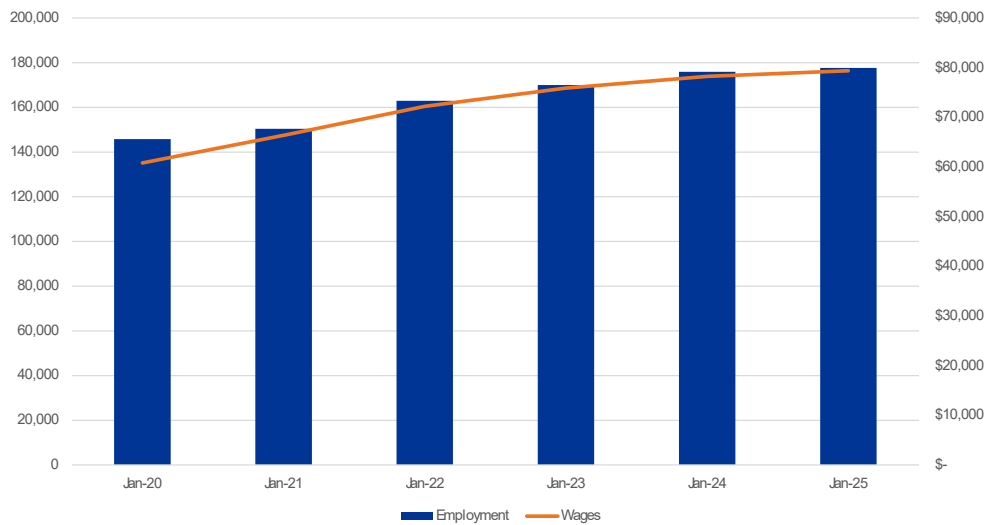
Volvo Group NA

Perdue Farms, Inc.

Westrock Services

Stihl

INDUSTRY FOCUS Transportation & Warehousing (Logistics)



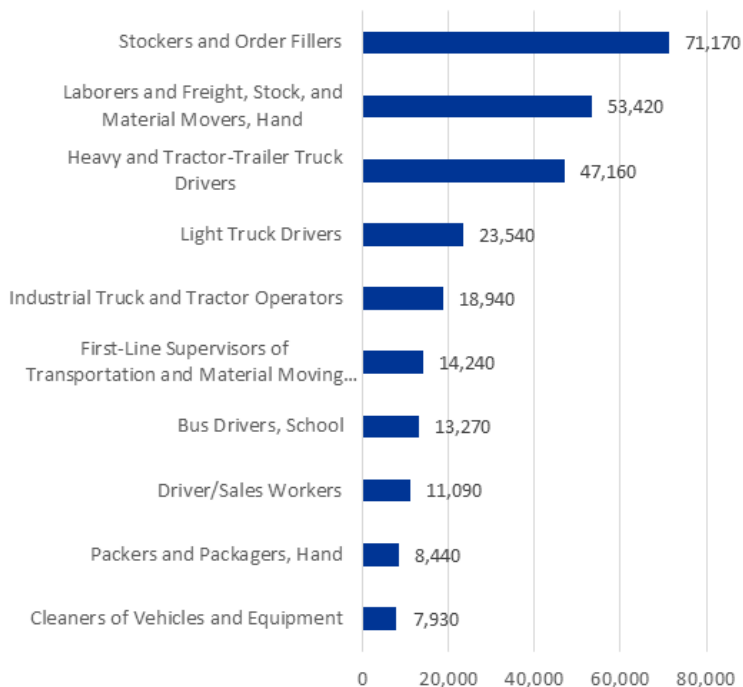
177,600
Total employment

4.3%
of total
employment.

\$79,352
Annual wages



Top 10 Occupational Employment



Top 5 Transportation Companies by Employment

United Parcel Service

United Airlines

Amazon.com Services

Continental Airlines

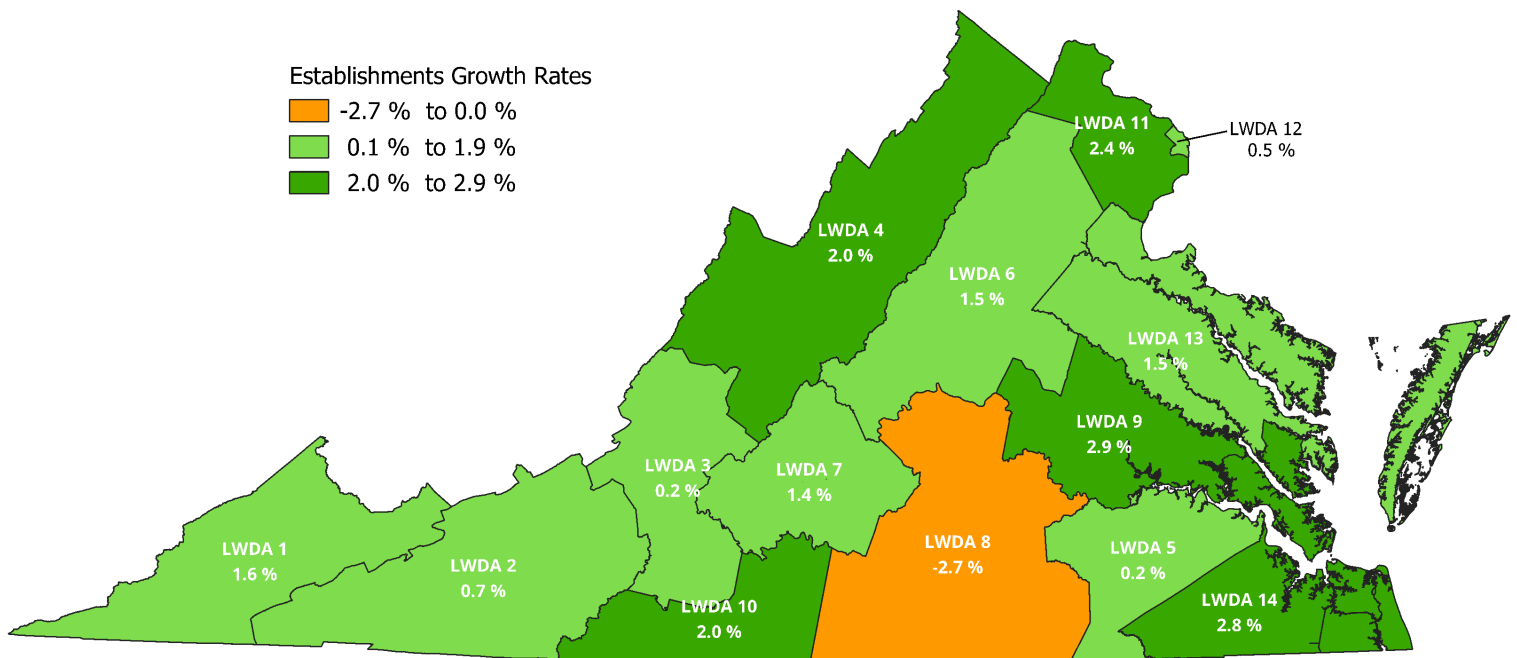
Federal Express Corp



INDUSTRY BY LOCAL WORKFORCE DEVELOPMENT AREA

Virginia is organized into fourteen **Local Workforce Development Areas (LWDA)**, each with their own Workforce Board that promotes and delivers workforce services under the Workforce Innovation and Opportunity Act (WIOA). See Appendix B on page 45 for a map showing each LWDA.

Figure 27: Number of Establishments and Percentage Growth Rates by Local Workforce Investment Area (LWDA)*



Source: Virginia Works, Quarterly Census of Employment and Wages, 2024Q1 – 2025Q1. For full data, [click here](#).

Figure 27 shows the number of establishments and the annual growth rate of establishments between the first quarter of 2024 and the first quarter of 2025 in each LWDA. Thirteen out of fourteen LWDAs are growing, with Capital (LWDA 9) and Hampton Roads (LWDA 14) showing the highest rates of growth, with both growth rates over 2.8 percent. Negative growth was seen only in South Central Virginia (LWDA 8).

Figure 28: Share of State Establishments by LWDA

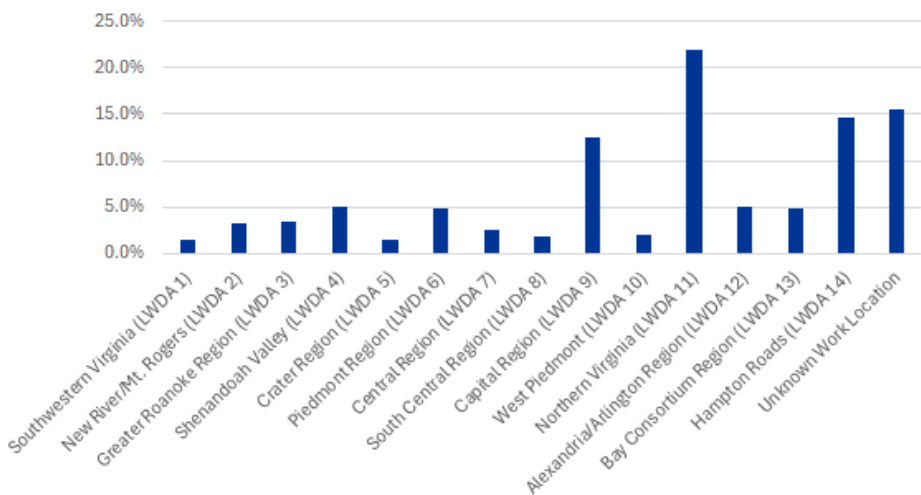


Figure 28 shows the share of establishments since first quarter of 2024 in each LWDA. Most LWDAs are growing, with Capital (LWDA 9) and Hampton Roads (LWDA 14) showing the highest rates of growth. Slight negative growth was seen in the areas of South Central Virginia (LWDA 8).

Figure 29: Average Weekly Wage by LWDA

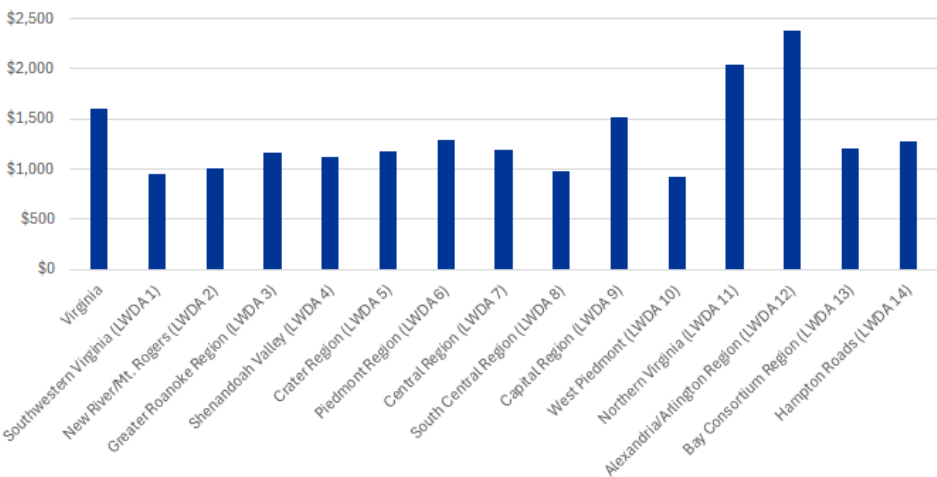


Figure 29 Average weekly wage varies widely amongst the LWDAs of Virginia, with the lowest average weekly wage (\$920) found in West Piedmont (LWDA 10) being less than half of that of Alexandria/Arlington (LWDA 12), the area with the highest average weekly wage (\$2,376).

Figure 30: Share of State Total Wages

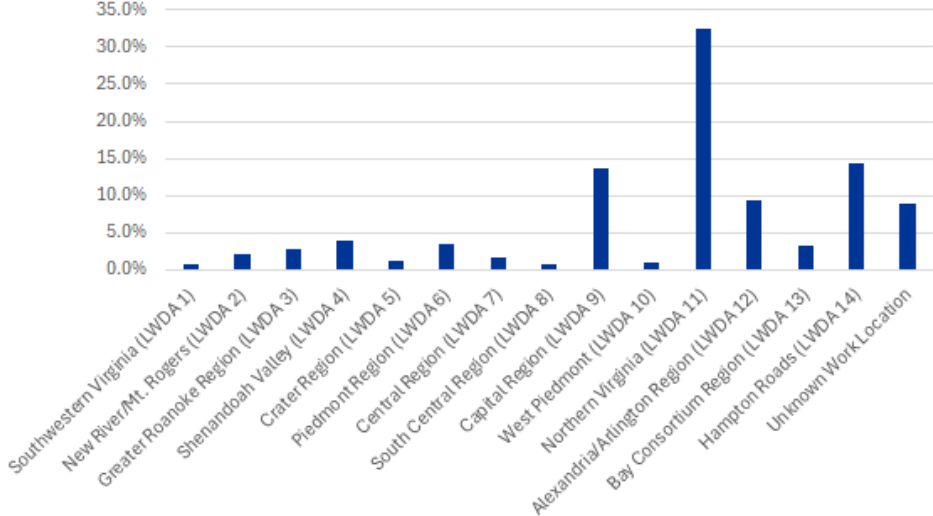


Figure 30 The share of total wages by LWDA mirrors that of the share of state employment by LWDA. Northern Virginia, Central Virginia and the Hampton Roads areas contain the bulk of total wages in Virginia, as well as employment.

Source: Virginia Works, Quarterly Census of Employment and Wages, 2025Q1. For full data, click [here](#).

TOP INDUSTRIES IN EACH LWDA

Figure 31 provides insight into the industrial landscape of Virginia's LWDAs. **Health Care and Social Assistance** dominates employment in most areas, with Northern Virginia (LWDA 11) and Alexandria/Arlington (LWDA 12) excelling in Professional, Scientific, and Technical Services, and other regions such as New River/Mount Rogers (LWDA 2), Shenandoah Valley (LWDA 4), and West Piedmont (LWDA 10) specializing in Manufacturing.

Figure 31: Top Industry

Area Name	Top Employing Industry Sector	Second Most Employing Industry Sector
Southwest (LWDA 1)	Health Care and Social Assistance	Retail Trade
New River/Mt. Rogers (LWDA 2)	Manufacturing	Educational Services
Greater Roanoke (LWDA 3)	Health Care and Social Assistance	Manufacturing
Shenandoah Valley (LWDA 4)	Manufacturing	Health Care and Social Assistance
Crater (LWDA 5)	Health Care and Social Assistance	Retail Trade
Piedmont (LWDA 6)	Educational Services	Health Care and Social Assistance
Central (LWDA 7)	Health Care and Social Assistance	Manufacturing
South Central (LWDA 8)	Health Care and Social Assistance	Educational Services
Capital (LWDA 9)	Health Care and Social Assistance	Retail Trade
West Piedmont (LWDA 10)	Manufacturing	Health Care and Social Assistance
Northern Virginia (LWDA 11)	Professional, Scientific, and Technical Services	Health Care and Social Assistance
Alexandria/Arlington (LWDA 12)	Professional, Scientific, and Technical Services	Public Administration
Bay Consortium (LWDA 13)	Health Care and Social Assistance	Retail Trade
Hampton Roads (LWDA 14)	Health Care and Social Assistance	Retail Trade





03

LOOKING FORWARD

Looking forward, the composition of the unemployed will likely continue to change. Among workers age 25 and older, jobless rates are generally higher for people with less formal education, and that continued to be the case in 2024. But the U.S. unemployment rate increased over the year for those with more education and changed little or not at all for those with less education. Also, much of the increase in the number of unemployed in 2024 occurred among women, as is reflected in their unemployment rate, which increased from 3.5% to 4.1% over the year.

In Virginia, many partially attribute these trends to the rapidly growing adoption in the workplace of artificial intelligence and other productivity-increasing technologies. AI is often discussed in terms of its potential negative impact on employment, but for many workers there are likely big upsides. Worker wages are often moved higher by increased productivity in firms. AI is used by workers or teams to increase output, assisting with lower value tasks and enabling workers to spend more time on higher value tasks. Virginia private sector wages have risen nearly ten percent annually during the summer of 2025 and increasing productivity likely has contributed to that jump. Looking ahead, higher wages, greater productivity, and greater job satisfaction may await many of those in occupations impacted by AI.

Federal job loss in Virginia has been moderate in 2025 and not as severe as many feared at the beginning of the year. However, unemployment claims have been much higher in the District of Columbia, and this is an indication that negative federal job impacts have been felt more there than in Virginia, as was the case during the last hiring freeze and reduction-in-force period in 2017. Looking forward, this may continue to spill over into Northern Virginia since over 300,000 federal workers resided in the Commonwealth in recent years—many of whom commuted to jobs across the Potomac. In addition, the federal budget outlook is uncertain, and, in FY 2023, the federal government committed about \$759 billion on contracts, with much of that funding going to contracting firms who employ thousands in Virginia.

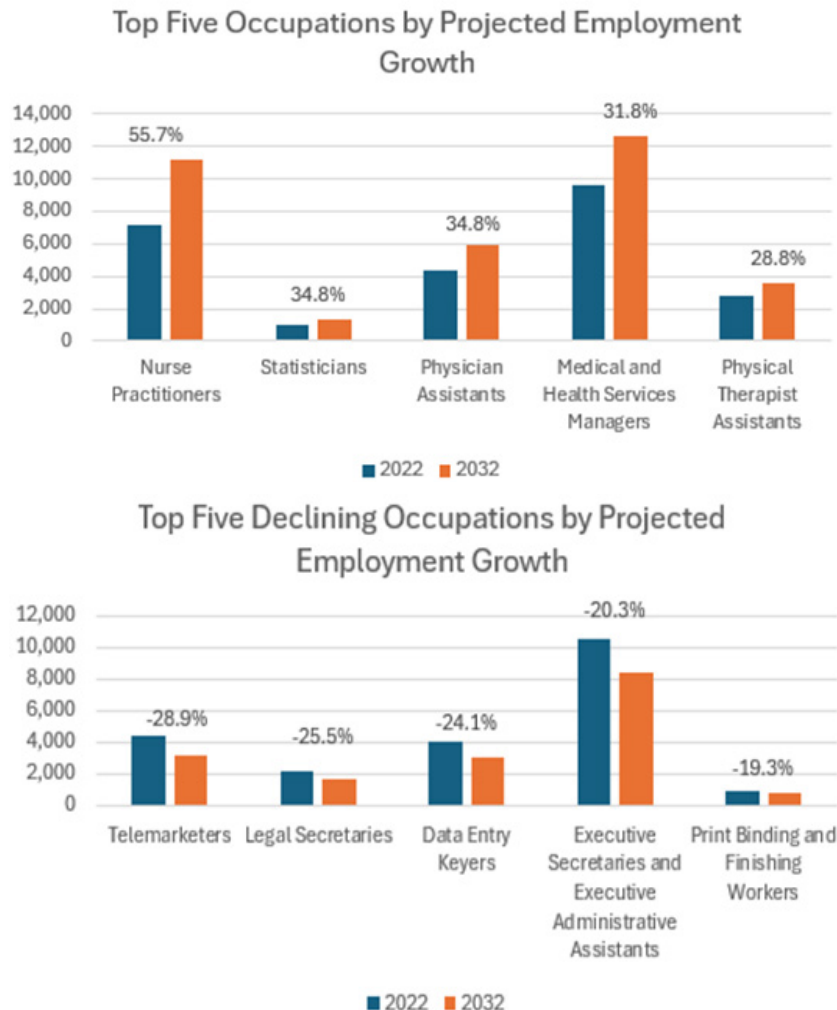
The subsequent pages include projection data for Virginia's employment and industries.

PROJECTIONS

Occupational Employment Projections

Many of the fastest growing occupations over the 2022–32 decade, with more than 1,000 jobs, are projected to be in the healthcare field. Health care and social assistance was the largest employer in the Commonwealth and growth leaders often reflect a national trend of rising healthcare demand from an aging population. Among the top five growing occupations, those in healthcare are projected to add nearly 10,000 new jobs. Several healthcare occupations could see rapid growth over the next ten years, including nurse practitioners (+55.7%), physician assistants (+34.8%), and physical therapist assistants (+28.8%).

Figure 32: Growing and Declining Occupations



Source: Virginia Long-Term Occupational Projections, 2022–2032

Many Virginians have pets, and their care is expected to drive demand for veterinary assistants and laboratory animal caretakers. As millennial and Generation Z consumers have come into adulthood, they have embraced the pet-owning and pet-loving lifestyles to a far greater extent than their elders. The number of veterinary assistants and laboratory animal caretakers is projected to grow by 26.8%.

Many of the fastest declining occupations over the 2022–32 decade with more than 1,000 jobs are projected to be impacted by the adoption of new workplace technologies, particularly artificial intelligence. While lower wage occupations were most susceptible to earlier waves of technological change, some occupations like computer and mathematical, legal, and financial occupations have significant share of job tasks with AI potential (AI job risk).

AI excels at tasks that follow predictable patterns, have clear rules, and involve large volumes of data. This includes clerical tasks: data entry, scheduling appointments, organizing documents, managing email inboxes, and generating routine reports are increasingly handled by AI. These tasks often require meticulous attention to detail but little human judgment, making them highly susceptible. Workers in roles with highly repetitive, rule-based tasks are at the greatest risk of displacement or significant job transformation.

Several of these types of administrative occupations could see rapid job declines over the next ten years, including legal secretaries (-25.5%), data entry keyers (-24.1%), and executive secretaries and executive administrative assistants (-20.3%).

Among the top five growing occupations, those in healthcare are projected to add nearly 10,000 new jobs.

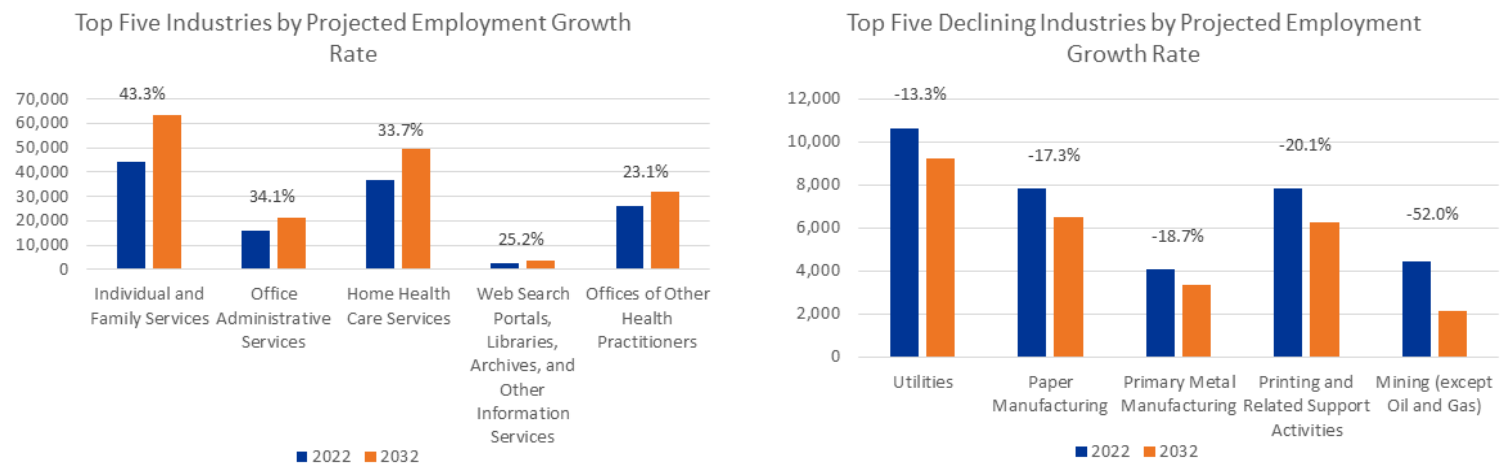
Industry Employment Projections

Healthcare and social assistance is projected to have large job growth and be a fast growing industry sector. Employment growth in this sector is expected to be primarily driven by both the aging population and the growing prevalence of chronic conditions, such as heart disease, cancer, and diabetes. Among the fastest growing industries, the services for the elderly and people are projected to be job growth leaders. Demand for in-home care will contribute to this growth (33.7%). Healthcare administration is also projected to increase, due to the industry's dependence on record-keeping, scheduling, billing, and patient intake processes. Over the past decade, employment in Individual and Family Services has risen and that trend is projected to continue (43.3%). Offices of Other Health Practitioners is another example (23.1%).

Increasing demand for energy may be positive for coal mining, but alternative sources are expected to increasingly contribute to meeting this need. Like manufacturing that continues to be impacted by automation, it is projected that mining and forestry will also be impacted as it adds another layer of efficiency to production processes, quality control, and supply chain logistics. Mining declines (-52%) are expected to be driven in part by productivity gains through the adoption of emerging technologies, such as robotics and drones, used in extraction. Technical support activities, however, may add jobs as the new technology is adopted.

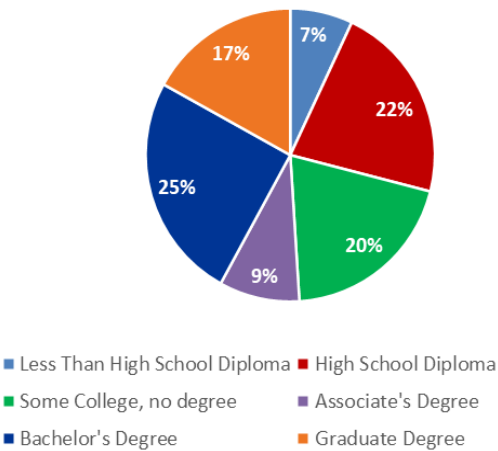
The use of paper in newspapers, periodicals, and documents has declined over the last decade and it is projected that this trend toward the use of digital information sources will continue in the years to come. Projected employment declines in Paper Manufacturing (-17.3%) and Printing and Related Support Activities (-20.1%) are examples of this trend.

Figure 33: Growing and Declining Industries

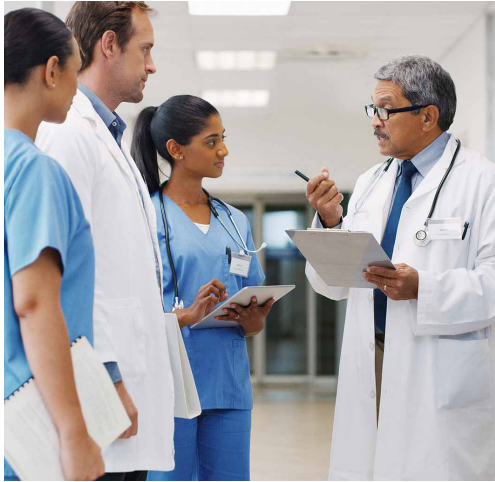


Source: Virginia Long-Term Industry Projections, 2022-2032

Figure 34: Projected Job Openings By Educational Requirement In 2023



STRENGTH AND OPPORTUNITIES



Virginia Industry Employment Strengths and Opportunities

Virginia is a large, economically diverse economy, with legacy strengths in production industries like agriculture and manufacturing and in service industries like finance and government that span back to before the founding of the nation. Recent employment data sheds light on how these industries are contributing to Virginia's labor market strength.

This section illustrates some of the industrial drivers of Virginia's labor market using BLS Quarterly Census of Employment and Wages (QCEW) Virginia employment data from 4Q23 - 4Q24. For the purposes of this analysis, strengths are primarily prevalent industries that exhibited positive job growth trends and underrepresented industries that also exhibited stronger job growth trends. Opportunities are primarily underrepresented industries and those that exhibited weaker job growth trends.

Strengths

Reflecting a national trend of rising healthcare demand from an aging population, **Health Care and Social Assistance** was the largest employer with in the fourth quarter of 2024 and had the third-fastest industrial employment growth in Virginia from 4Q23-4Q24.

With half a million jobs, the **Professional, Scientific, and Technical Services** industry was the second-largest employer in the fourth quarter of 2024 and provides many more jobs and plays a larger role in Virginia than it does nationwide. A caution in this industry is the rapidly growing adoption in the workplace of artificial intelligence and other productivity-increasing technologies that could limit job growth.

Virginia **construction** was the biggest strength among production industries during FY2025. Since the pandemic, construction (primarily residential) has struggled to keep up with demand for new housing amid rapidly rising demand and prices. Specialty trade contractors added more jobs over the year than Virginia economic and industry trends may suggest.

The Virginia **Public Administration** sector is known for its strength in federal government, but it also supports large numbers of state and local government workers. State and local government employment were job-growth leaders in the service sector from 4Q23 – 4Q24. Federal employment losses rose in early 2025 but receded somewhat by July 2025.

With numerous high-profile corporate headquarters located in Virginia in recent years, the industry **Management of Companies and Enterprises** is concentrated (92,395 employment) here and grew the fastest (6%) among industries from 4Q23 to 4Q24.

Opportunities

Financial Services are a traditional strength of the Virginia economy. The growing adoption of digital processing of financial transactions has reduced the need for retail banking branches. While this adds uncertainty regarding how many retail bankers and customer service representatives will be needed in coming years, these trends may lead to Virginia growing as a 'fin-tech' hub—especially where it remains most prevalent—in Richmond.

Household spending makes up two thirds of the U.S. economy, so how Virginians spend their money has a large influence on job growth. **Retail Trade** was Virginia's third-largest industry, but the size of Virginia's population and economy indicates that its household spending may be able to absorb more stores and jobs. Similarly, consumers continue to flock to their favorite attractions, further recovering from Pandemic-era downturns and labor shortages. As a result, growing by five percent over-the-year, **Arts, Entertainment, and Recreation** posted the second-fastest growing number of jobs from 4Q23 - 4Q24. This industry has rebounded in both the Commonwealth's vibrant metros and in its more rural areas. **Accommodation and Food Services** is one of Virginia's largest industrial sectors, but job growth has slightly underperformed since the Pandemic recession, as consumption habits have changed and rising prices for housing and other expenses cut into revenues and hiring nationwide. However, Virginia wages have risen significantly in 2025 along with slower inflation growth, which could lead to renewed consumer spending and, by extension, hiring at stores, entertainment venues, hotels, and restaurants.

The Virginia Information industry is an interesting mixture of old and new. Information jobs comprise a larger part of the Northern Virginia economy than is the case nationwide. Unfortunately, legacy industries like publishing and broadcasting experienced flat growth over the year and are not projected to quickly rebound. Most of recent years' job growth has been driven by added jobs with web search portals, computing infrastructure providers, data processing, web hosting, and related services.

The long-term **Mining** trend in Virginia has been steadily downward from its 1990 peak. A renewed interest in fully tapping domestic energy resources has brightened the outlook somewhat and support activities that incorporate cutting edge technologies are helping to boost productivity in mining operations. **Manufacturing** in Virginia comprises a smaller share of employment than nationwide. Its industrial composition has changed over the years, with older legacy industries like apparel manufacturing declining and more advanced manufacturing growing in importance. Ship building could again come to the forefront with the renewed national push for larger naval and commercial vessel fleets.

Figure 35: Industry Strength and Opportunities



Source: Virginia Works analysis of BLS Quarterly Census of Employment and Wages (QCEW) payroll employment data, 4Q23-4Q24.

CONCLUSION

The number of Virginia job openings continued to show strength, totaling 246,000 open positions in June 2025.

Virginia labor market conditions in the planning year 2025 remained resilient and ready to adapt to new challenges that included a cooling labor market nationwide, rapid technological change, and an uncertain federal employment outlook. In July 2025, Virginia payroll employment approached 4.3 million, adding nearly 270,000 jobs from January 2022.

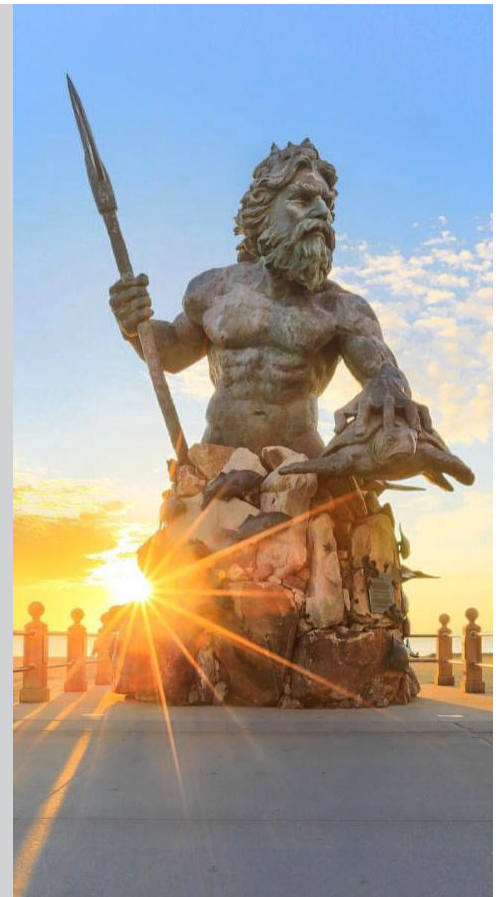
As the overheated labor market of recent years cooled, indicators of job dislocation remained moderate during planning year 2025. Virginia's seasonally adjusted unemployment rate in July 2025 edged up by 0.1 points to 3.6%, which is 'full employment' to many. The number of layoffs and discharges in Virginia was 37,000 in June, which was up by nearly a quarter over the year but down by 23% from five years earlier. Also, unemployment insurance weekly initial claims remained in line with historical trends.

The number of Virginia job openings continued to show strength, with 0.7 unemployed per job opening in the Commonwealth, compared to nearly one unemployed per job opening nationwide. Large numbers of unfilled positions can put upward pressure on wages and private sector earnings rose significantly for Virginia workers. Making this wage growth even more welcome was slowing in the growth of consumer price inflation, as the prices paid by Virginians stopped outpacing Virginia wage growth.

Increasing productivity can also boost wages, and Artificial intelligence (AI) has likely contributed to this as more businesses incorporated it into their business processes. Census Bureau business survey questions on artificial intelligence indicate that workplace adoption accelerated during FY 2025 in Virginia. Artificial intelligence is reshaping every sector, and Virginia is taking steps to ensure its people are not only prepared—but empowered.

2025 also brought a sense of uncertainty about the outlook for federal government employment in Virginia. At the beginning of 2025, news outlets reported on federal reduction-in-force announcements and resulting increases in layoffs and retirements. According to BLS data, federal government layoffs nationwide spiked in February before receding in subsequent months. Federal government retirements jumped in April and May but also receded back to typical levels as U.S. federal government hiring reached ten-year lows in June and July. All of this added up to moderate job loss in Virginia as Virginia federal payroll employment rose by 1,400 in July but was down by 6,500 jobs (-3.4%) over the year. This result was buoyed by strong job growth at times in state and local government employment during FY 2025.

Together, these trends show that Virginia navigated some economic challenges but relied upon its workforce strengths and economic diversity for continued resilience and adaptability in the face of evolving labor market conditions.



Appendix A - Industry



Accommodation and Food Services

8.3% of total jobs | 8,250 Jobs Available | 19,063 Employers | \$18.42 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer Service	ServSafe Alcohol Certification	Fast Food and Counter Workers	85,350
Cash Handling	Certification in Cardiopulmonary Resuscitation	Waiters and Waitresses	57,110
Food Preparation	Pediatric Primary Care Mental Health Specialist (PMHS)	Cooks, Restaurant	38,810
Inventory Management	Food Handlers Card	First-Line Supervisors of Food Preparation and Serving Workers	21,320
Welcome patrons	TIPS Certification	Cooks, Fast Food	16,890



Administrative and Support and Waste Management and Remediation Services

6.1% of total jobs | 7,875 Jobs Available | 17,434 Employers | \$27.03 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Certified Career Coach	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	32,110
Developing new business	Registered Nurse (RN)	Security Guards	22,910
Risk management	Advanced Cardiac Life Support Certification (ACLS)	Landscaping and Groundskeeping Workers	17,480
Revenue Growth	Certification in Cardiopulmonary Resuscitation (CPR)	Customer Service Representatives	12,630
Root cause analysis	Basic Life Support (BLS) Certification	General and Operations Managers	7,310



Agriculture, Forestry, Fishing and Hunting

0.3% of total jobs | 121 Jobs Available | 1,899 Employers | \$23.05 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Commercial Drivers License (CDL)	Logging Equipment Operators	610
Fertilizing	Green Advantage Certified Practitioner	Heavy and Tractor-Trailer Truck Drivers	390
Unloading trucks	Certification in Cardiopulmonary Resuscitation (CPR)	Farmworkers, Farm, Ranch, and Aquacultural Animals	290
Apply pesticides	Licensed Massage Therapist (LMT)	First-Line Supervisors of Farming, Fishing, and Forestry Workers	280
Watering	Certified Professional As Scrum Master (CPSM)	Fallers	270

Appendix A - Industry



Arts, Entertainment, and Recreation

1.8% of total jobs | 1,869 Jobs Available | 4,322 Employers | \$21.80 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)	Exercise Trainers and Group Fitness Instructors	8,130
Cash handling	CPR/AED Certification	Amusement and Recreation Attendants	6,460
Answer phone calls	Personal Training Certification	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	3,230
Preventative maintenance	First Aid Certification	Landscaping and Groundskeeping Workers	2,660
Food preparation	Certified Strength and Conditioning Specialist (CSCS)	General and Operations Managers	2,410



Construction

5.6% of total jobs | 4,855 Jobs Available | 22,668 Employers | \$31.15 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Commercial Drivers License (CDL)	Construction Laborers	21,980
Purchase order	Certification in Cardiopulmonary Resuscitation (CPR)	First-Line Supervisors of Construction Trades and Extraction Workers	17,370
Risk management	Construction Health and Safety Technician (CHST)	Electricians	16,660
Preventative maintenance	Project Management Professional (PMP)	Carpenters	14,940
Developing new business	Safety Trained Supervisor (STS) Certification	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	9,860



Educational Services

9.6% of total jobs | 14,121 Jobs Available | 5,187 Employers | \$32.55 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)	Elementary School Teachers, Except Special Education	37,640
Background investigations	Registered Nurse (RN)	Secondary School Teachers, Except Special and Career/Technical Education	28,470
Stand for extended periods of time	Basic Life Support (BLS) Certification	Teaching Assistants, Except Postsecondary	28,280
Curriculum development	Commercial Drivers License (CDL)	Substitute Teachers, Short-Term	21,840
Maintains records	Licensed Practical Nurse (LPN)	Middle School Teachers, Except Special and Career/Technical Education	18,410

Appendix A - Industry



Finance and Insurance

3.6% of total jobs | 4,216 Jobs Available | 13,698 Employers | \$47.81 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Software engineering experience	Certified Public Accountant (CPA)	Insurance Sales Agents	13,090
Risk management	Series 7 - General Securities Representative	Securities, Commodities, and Financial Services Sales Agents	9,260
Customer service	Certified Information Systems Security Professional (CISSP)	Loan Officers	7,610
Regulatory compliance	Certified Information Systems Auditor (CISA)	Customer Service Representatives	7,470
Market analysis	Series 6 - Investment Company and Variable Contracts	Tellers	7,410



Health Care and Social Assistance

13.7% of total jobs | 23,724 Jobs Available | 53,186 Employers | \$33.08 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Registered Nurse (RN)	Registered Nurses	66,400
Discharge planning	Certification in Cardiopulmonary Resuscitation (CPR)	Home Health and Personal Care Aides	60,370
Risk management	Licensed Practical Nurse (LPN)	Nursing Assistants	40,680
Regulatory compliance	Basic Life Support (BLS) Certification	Medical Secretaries and Administrative Assistants	18,620
Market analysis	Advanced Cardiac Life Support Certification (ACLS)	Medical Assistants	14,440



Information

1.8% of total jobs | 2,485 Jobs Available | 6,625 Employers | \$52.29 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Certified Information Systems Security Professional (CISSP)	Software Developers	7,320
Financial planning	CompTIA Security+ Certification	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	4,470
Developing new business	Project Management Professional (PMP)	General and Operations Managers	2,480
Regulatory compliance	Certified Information Systems Auditor (CISA)	Computer and Information Systems Managers	2,200
Risk management	Certified Public Accountant (CPA)	Telecommunications Line Installers and Repairers	2,120

Appendix A - Industry



Management of Companies and Enterprises

2.2% of total jobs | 898 Jobs Available | 2,769 Employers | \$55.89 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Registered Nurse (RN)	Accountants and Auditors	4,730
Spine care	Basic Life Support (BLS) Certification	General and Operations Managers	4,000
Cardiac catheterization	Certified in Executive Nursing Practice (CENP)	Financial Managers	3,400
Risk management	Advanced Cardiac Life Support Certification (ACLS)	Software Developers	3,080
Developing new business	Pediatric Advanced Life Support (PALS)	Market Research Analysts and Marketing Specialists	2,710



Manufacturing

6.1% of total jobs | 6,523 Jobs Available | 8,988 Employers | \$29.67 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	CompTIA Security+ Certification	Miscellaneous Assemblers and Fabricators	15,090
Developing web based applications	Commercial Drivers License (CDL)	First-Line Supervisors of Production and Operating Workers	8,900
Welding	Cisco Certified Network Associate (CCNA)	Laborers and Freight, Stock, and Material Movers, Hand	8,050
Preventative maintenance	Certified Information Systems Security Professional (CISSP)	Inspectors, Testers, Sorters, Samplers, and Weighers	7,070
Risk management	Systems Security Certified Practitioner (SSCP)	Welders, Cutters, Solderers, and Brazers	6,040



Mining, Quarrying, and Oil and Gas Extraction

0.1% of total jobs | 200 Jobs Available | 317 Employers | \$37.53 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Preventative maintenance	Multiple Sclerosis Healthcare Associate (MSHA)	Excavating and Loading Machine and Dragline Operators, Surface Mining	530
Welding	Doctor of Dental Surgery (DDS)	First-Line Supervisors of Construction Trades and Extraction Workers	420
Maintain equipment	NDT Level I Certification	Operating Engineers and Other Construction Equipment Operators	370
Customer service	NDT Level II Certification	Heavy and Tractor-Trailer Truck Drivers	330
Industrial maintenance	Senior Professional in Human Resources (SPHR)	Mobile Heavy Equipment Mechanics, Except Engines	240

Appendix A - Industry



Other Services (except Public Administration)

3.3% of total jobs | 2,308 Jobs Available | 29,653 Employers | \$29.41 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Licensed Massage Therapist (LMT)	Hairdressers, Hairstylists, and Cosmetologists	8,970
Fundraising	Certification in Cardiopulmonary Resuscitation (CPR)	Automotive Service Technicians and Mechanics	5,960
Leadership development	Commercial Drivers License (CDL)	General and Operations Managers	5,620
Food preparation	Registered Dietitian or Registered Dietitian Nutritionist (RDN)	Animal Caretakers	5,370
In-home consultants	Personal Training Certification	Manicurists and Pedicurists	4,200



Professional, Scientific, and Technical Services

11.7% of total jobs | 35,544 Jobs Available | 55,634 Employers | \$56.94 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Certified Information Systems Security Professional (CISSP)	Software Developers	54,750
Risk management	Cisco Certified Network Associate (CCNA)	Management Analysts	37,720
Developing new business	CompTIA Security+ Certification	Project Management Specialists	21,080
Data analytics	Certification in Cardiopulmonary Resuscitation (CPR)	Accountants and Auditors	19,340
Risk assessments	Certified Public Accountant (CPA)	General and Operations Managers	18,690



Public Administration

6.7% of total jobs | 3,027 Jobs Available | 5,196 Employers | \$43.02 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Certification in Cardiopulmonary Resuscitation (CPR)	Business Operations Specialists, All Other	21,560
Crisis intervention	Commercial Drivers License (CDL)	Police and Sheriff's Patrol Officers	18,530
Maintains records	Licensed Clinical Social Worker (LCSW)	Managers, All Other	13,770
Word processing	First Aid Certification	Correctional Officers and Jailers	10,820
Record keeping	Nationally Certified Emergency Medical Technician (NREMT)	Computer Occupations, All Other	10,670

Appendix A - Industry



Real Estate and Rental and Leasing

1.5% of total jobs | 1,866 Jobs Available | 12,421 Employers | \$31.48 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Commercial Drivers License (CDL)	Counter and Rental Clerks	7,310
Preventative maintenance	Certified Apartment Maintenance Technician (CAMT)	Maintenance and Repair Workers, General	6,810
General maintenance	Certified Apartment Manager	Property, Real Estate, and Community Association Managers	4,190
Maintaining occupancy levels	Registered Dietitian or Registered Dietitian Nutritionist (RDN)	Real Estate Sales Agents	3,970
Apartment maintenance	Certified Public Accountant (CPA)	General and Operations Managers	3,210



Retail Trade

9.6% of total jobs | 14,555 Jobs Available | 25,507 Employers | \$20.34 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Commercial Drivers License (CDL)	Retail Salespersons	89,340
Inventory management	ASE Parts Specialist – Automobile Parts Specialist (ASE P2)	Cashiers	67,250
Inventory control	Food Safety Manager Certification	Stockers and Order Fillers	50,270
Dusting	Pharmacy Technician Certification (CPHT)	First-Line Supervisors of Retail Sales Workers	27,290
Building strong relationships	Certification in Cardiopulmonary Resuscitation (CPR)	Customer Service Representatives	12,420



Transportation and Warehousing

4.3% of total jobs | 1,328 Jobs Available | 7,328 Employers | \$31.71 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Commercial Drivers License (CDL)	Heavy and Tractor-Trailer Truck Drivers	31,360
Delivers mail	FAA Airline Transport Pilot (ATP)	Laborers and Freight, Stock, and Material Movers, Hand	19,120
Maintains records	Certified Public Accountant (CPA)	Light Truck Drivers	12,620
Preventative maintenance	Project Management Professional (PMP)	Industrial Truck and Tractor Operators	12,220
Inventory control	Chief Risk Officer (CRO) Certificate	Postal Service Mail Carriers	8,110

Appendix A - Industry



Utilities

0.5% of total jobs | 396 Jobs Available | 845 Employers | \$48.08 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Professional Engineer License	Electrical Power-Line Installers and Repairers	1,310
Regulatory compliance	Commercial Drivers License (CDL)	First-Line Supervisors of Mechanics, Installers, and Repairers	1,230
Root cause analysis	Certified Public Accountant (CPA)	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	580
Developing new business	Project Management Professional (PMP)	Customer Service Representatives	460
Preventative maintenance	Certification in Cardiopulmonary Resuscitation (CPR)	General and Operations Managers	420



Wholesale Trade

2.8% of total jobs | 2,445 Jobs Available | 11,049 Employers | \$36.21 Average Hourly Wage

Top Skills	Top Certifications	Top Occupations	Occupation Employment
Customer service	Commercial Drivers License (CDL)	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	13,300
Welding	Certified Information Systems Security Professional (CISSP)	Heavy and Tractor-Trailer Truck Drivers	6,450
Mops floors	Certified Public Accountant (CPA)	Laborers and Freight, Stock, and Material Movers, Hand	5,420
Inventory control	American Board of Ophthalmology (ABO) Certification	General and Operations Managers	4,360
Dusting	Multiple Sclerosis Healthcare Associate (MSHA)	Customer Service Representatives	4,290

Appendix B - Occupations



Registered Nurses

8,138 Jobs Available | 64 Potential Candidates | \$90,930 Average Annual Wage

Top skills	Top Certifications
Customer service	Registered Nurse (RN)
Administer medications	Advanced Cardiac Life Support Certification (ACLS)
Advanced cardiac life support	Basic Life Support (BLS) Certification
Discharge planning	Pediatric Advanced Life Support (PALS)
Evaluates patient care	Certification in Cardiopulmonary Resuscitation (CPR)



Computer Systems Engineers/Architects

6,896 Jobs Available | 108 Potential Candidates | \$130,690 Average Annual Wage

Top skills	Top Certifications
Software engineering experience	Certified Information Systems Security Professional (CISSP)
Risk management	CompTIA Security+ Certification
Developing web based applications	Cisco Certified Network Associate (CCNA)
System integration	CompTIA Advanced Security Practitioner (CASP+)
Regulatory compliance	Certified Agile Scaling Practitioner (CASP)



Retail Salespersons

3,190 Jobs Available | 265 Potential Candidates | \$36,350 Average Annual Wage

Top skills	Top Certifications
Customer service	Certified Accounts Payable Specialist (CAPS)
Inventory management	Personal Training Certification
Verifies proof of legal drinking age	Certified Compliance Specialist (CCOS)
Cash handling	Certification in Cardiopulmonary Resuscitation (CPR)
Proper food handling	Commercial Drivers License (CDL)

Appendix B - Occupations



Software Developers

2,913 Jobs Available | 339 Potential Candidates | \$142,230 Average Annual Wage

Top skills	Top Certifications
Developing web based applications	Certified Career Coach
Customer service	Certified Information Systems Security Professional (CISSP)
System design	CompTIA Security+ Certification
Software design	Cisco Certified Network Associate (CCNA)
Data analytics	Certified Agile Scaling Practitioner (CASP)



General and Operations Managers

2,528 Jobs Available | 416 Potential Candidates | \$140,090 Average Annual Wage

Top skills	Top Certifications
Customer service	Certified Public Accountant (CPA)
Developing new business	ServSafe Alcohol certification
Inventory management	Project Management Professional (PMP)
Strategic planning	Certification in Cardiopulmonary Resuscitation (CPR)
Risk management	Certified Information Systems Security Professional (CISSP)



Physicians, All Other

2,384 Jobs Available | 1 Potential Candidates | \$255,970 Average Annual Wage

Top skills	Top Certifications
Customer service	Advanced Cardiac Life Support Certification (ACLS)
Risk management	Basic Life Support (BLS) Certification
Analyze financial data	Certification in Cardiopulmonary Resuscitation (CPR)
Maintain equipment	Certified Public Accountant (CPA)
Therapeutic interventions	Licensed Practical Nurse (LPN)

Appendix B - Occupations



Customer Service Representatives

2,288 Jobs Available | 1,217 Potential Candidates | \$43,560 Average Annual Wage

Top skills	Top Certifications
Customer service	Commercial Drivers License (CDL)
Mops floors	Certified Career Coach
Unloading trucks	Certification in Cardiopulmonary Resuscitation (CPR)
Dusting	CompTIA A+ Certification
Inventory control	Food Safety Manager Certification



Coaches and Scouts

2,205 Jobs Available | 6 Potential Candidates | \$58,430 Average Annual Wage

Top skills	Top Certifications
Background investigations	Certification in Cardiopulmonary Resuscitation (CPR)
Customer service	First Aid Certification
Fundraising	Ruijie Certified Pre-Sales (RCPS)
Stand for extended periods of time	Certified Athletic Trainer
Strategic planning	CPR/AED Certification



Project Management Specialists

2,023 Jobs Available | 292 Potential Candidates | \$122,330 Average Annual Wage

Top skills	Top Certifications
Developing new business	Project Management Professional (PMP)
Risk management	Certified Associate in Project Management (CAPM)
Customer service	Certified Career Coach
Project planning	PMI Agile Certified Practitioner (PMI-ACP)
Manage multiple projects	Program Management Professional (PgMP)

Appendix B - Occupations



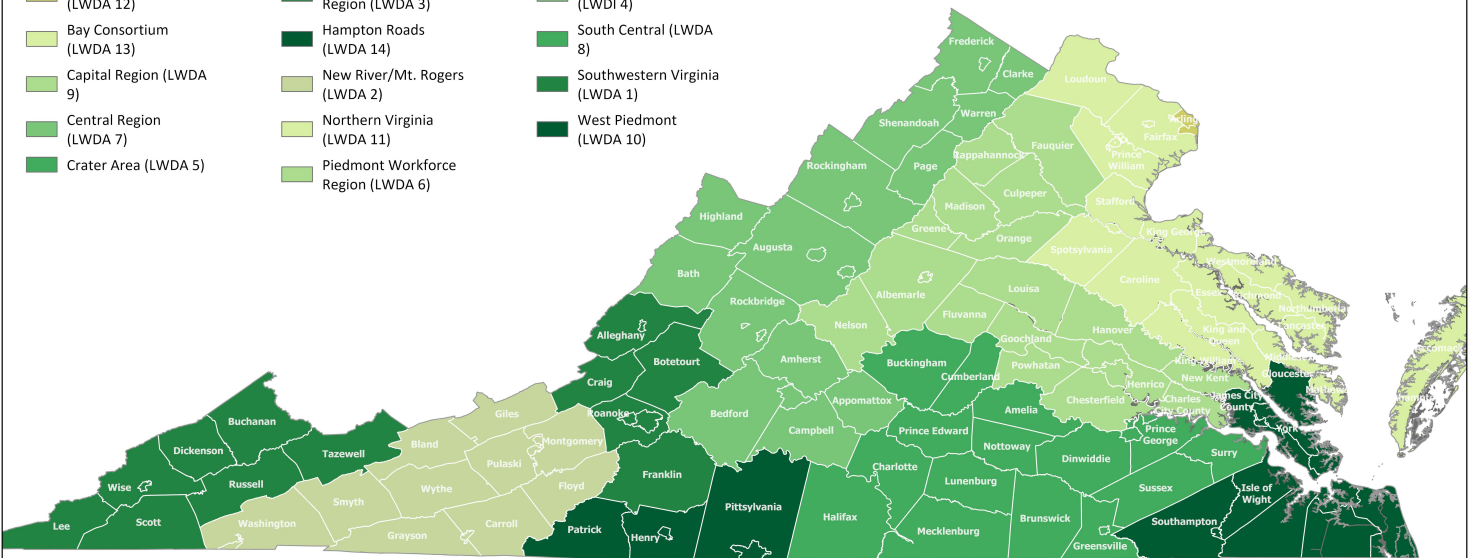
Computer Systems Analysts

1,758 Jobs Available | 139 Potential Candidates | \$120,880 Average Annual Wage

Top skills	Top Certifications
Customer service	Certified Career Coach
Systems analysis	Certified Business Analysis Professional (CBAP)
Requirements gathering	Certified Information Systems Security Professional (CISSP)
System design	PMI Agile Certified Practitioner (PMI-ACP)
Risk management	PMI Professional in Business Analysis (PMI-PBA)

Local Workforce Development Areas (LWDA)

- Alexandria/Arlington (LWDA 12)
- Bay Consortium (LWDA 13)
- Capital Region (LWDA 9)
- Central Region (LWDA 7)
- Crater Area (LWDA 5)
- Greater Roanoke Region (LWDA 3)
- Hampton Roads (LWDA 14)
- New River/Mt. Rogers (LWDA 2)
- Northern Virginia (LWDA 11)
- Piedmont Workforce Region (LWDA 6)
- Shenandoah Valley (LWDA 4)
- South Central (LWDA 8)
- Southwestern Virginia (LWDA 1)
- West Piedmont (LWDA 10)



Local Workforce Development Areas (LWDA)

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