



LABOR MARKET TRENDS & TROUBLES **NORTHERN VIRGINIA – 2021**

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Manager, Labor Market Research

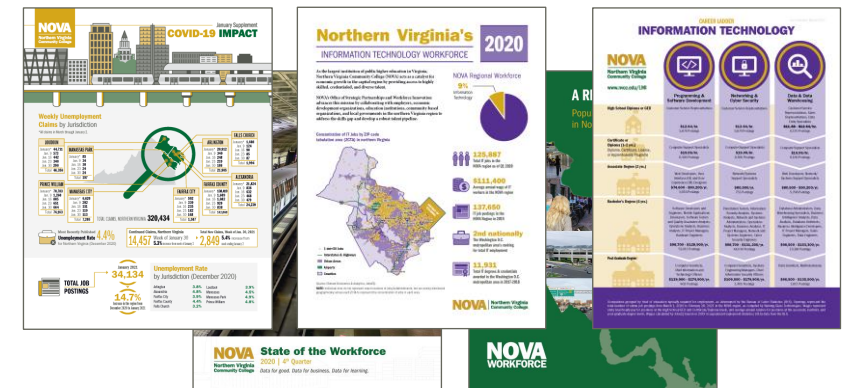
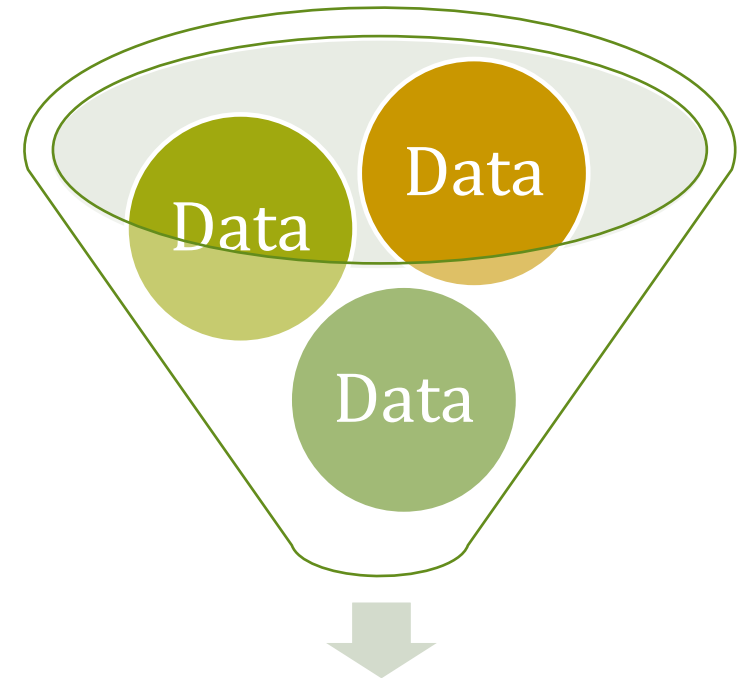
NOVA | Northern Virginia
Community College

LABOR MARKET RESEARCH AT NOVA

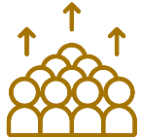
What We Do

Collect, compile, and analyze economic and workforce data to inform program offerings, career navigation/advising, business engagement, and community partnerships:

- Occupations and employment
- Wages and cost of living
- Job postings
- Skills, certifications, and education requirements
- Career pathways
- Population and demographics



NORTHERN VIRGINIA AT-A-GLANCE



Population: **2,550,377** (2020)

- 30% of VA; 39% of MSA
- Average growth: 1.3% annually (2010-2020)
- 32,000 new residents annually (on average)



Total employment: **1,315,003** (Q2 2021)

- Professional Services: 285,067 (22%)
 - Computer Systems Design: LQ 5.8
- Median annual wage: \$56,200
 - Cost of Living 57% higher than US avg.



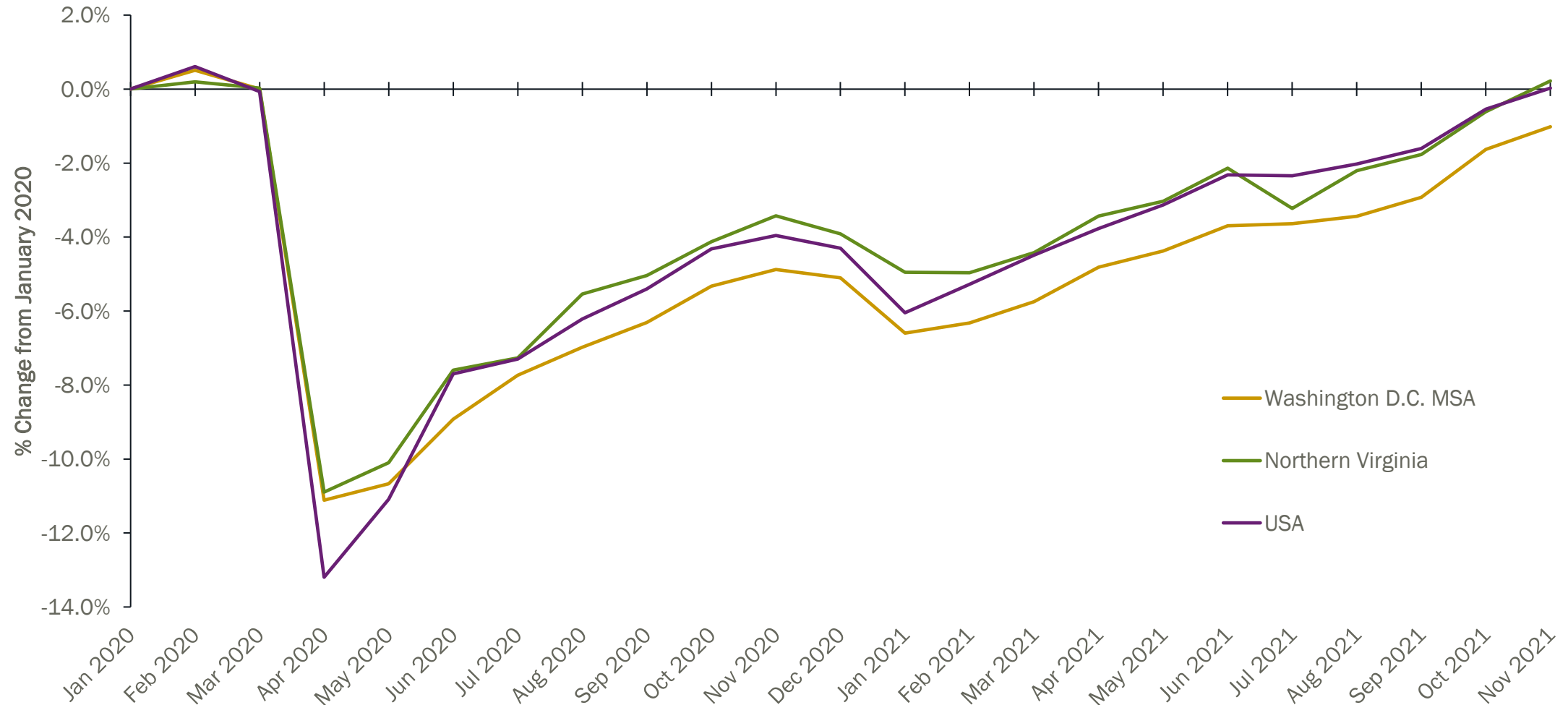
Unemployment Rate: **2.3%** (November 2021)

- Washington D.C. Metro: 3.6%; USA: 3.9%



EMPLOYMENT

Percentage Change in Total Employment from January 2020

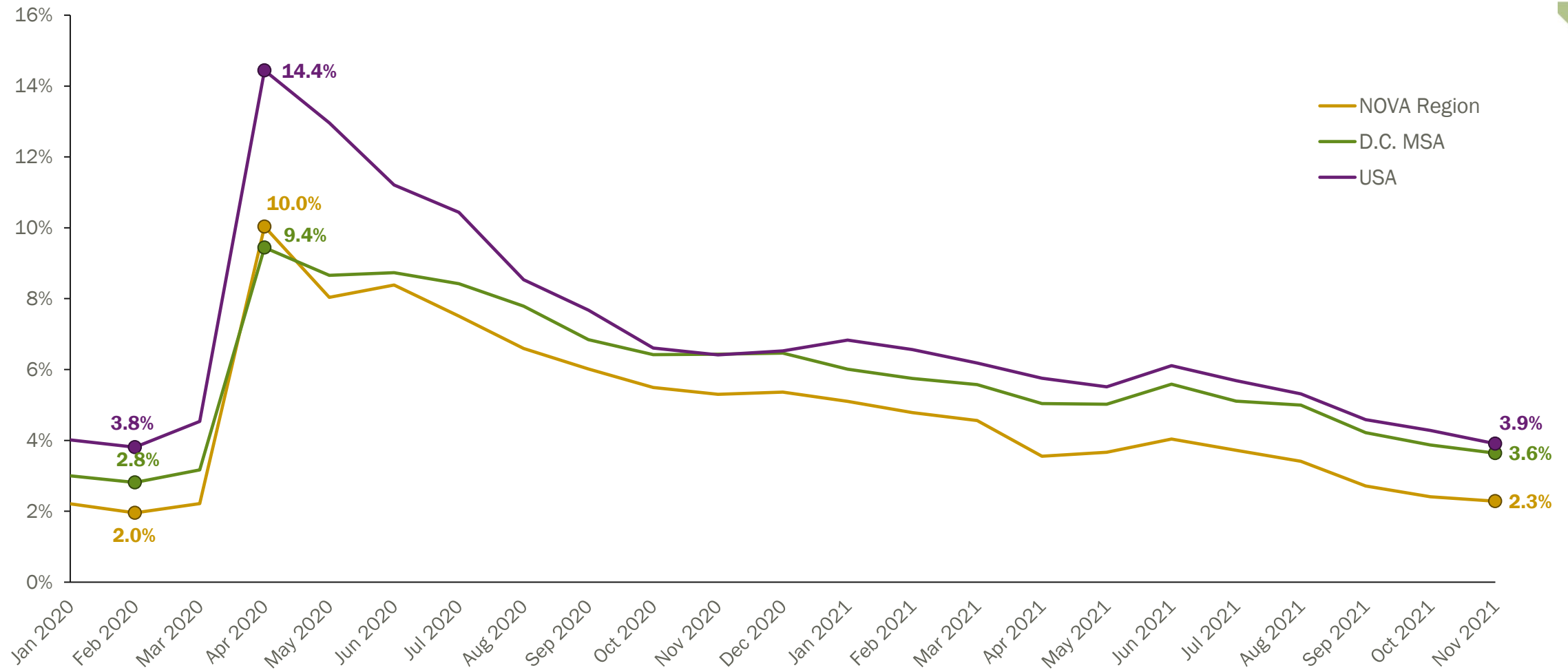


NOTE: Total nonfarm employment, not seasonally adjusted.

Source: U.S. BLS, Current Employment Statistics, December 30, 2021, <https://www.bls.gov/ces>.

UNEMPLOYMENT

Trend in Unemployment Rates

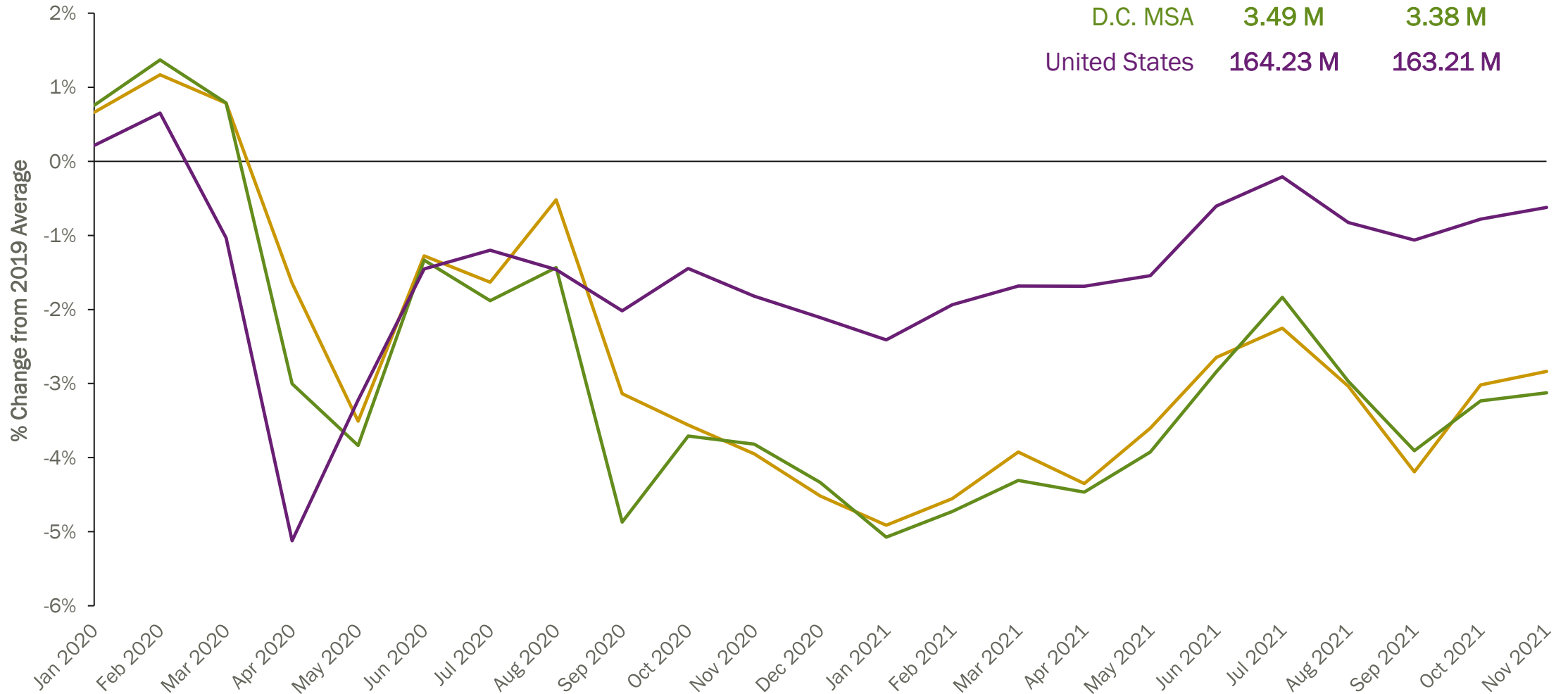


NOTE: Data is not seasonally adjusted.

Source: U.S. BLS, Local Area Unemployment Statistics, December 30, 2021, <https://www.bls.gov/lau>.

LABOR FORCE

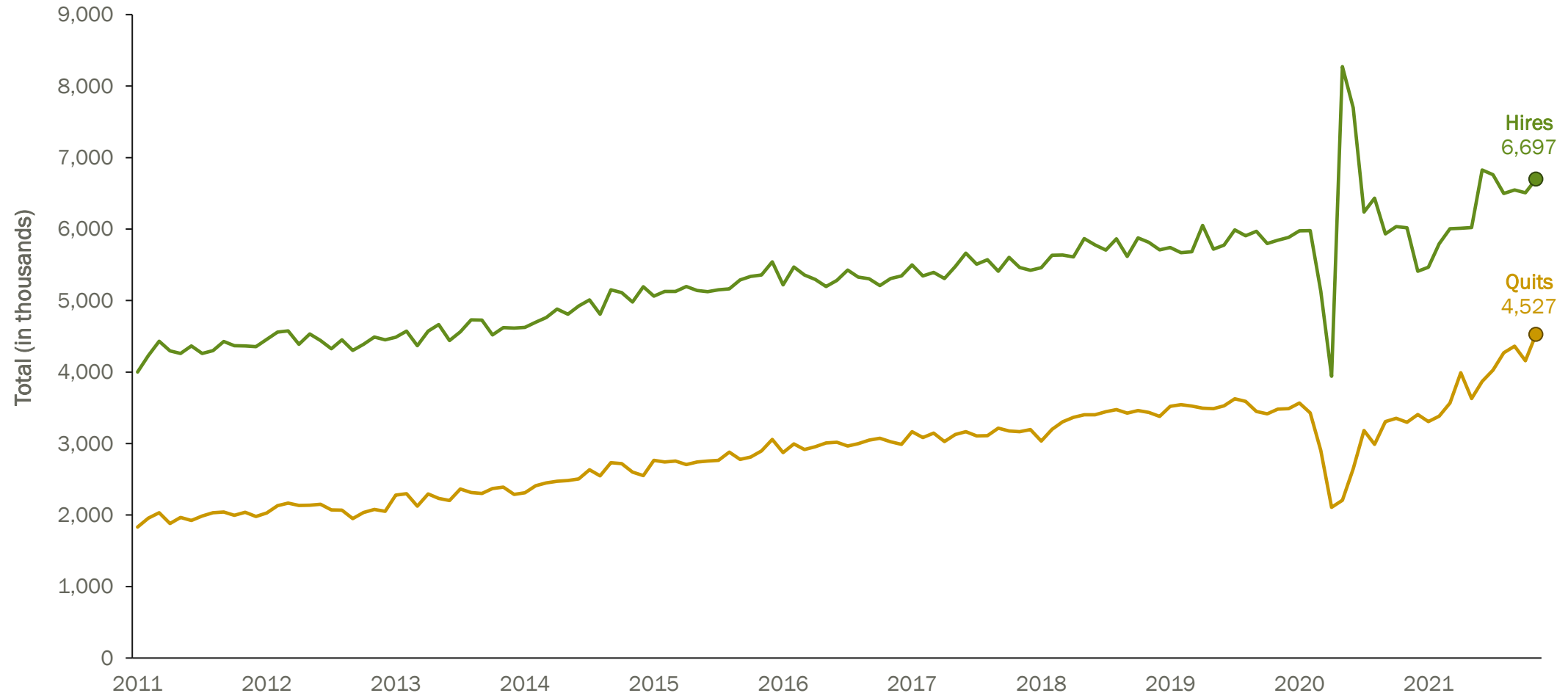
Labor Force Change from 2019 Average



NOTE: Data is not seasonally adjusted
Source: U.S. BLS, Local Area Unemployment Statistics, December 30, 2021. <https://www.bls.gov/lau>

THE “GREAT RESIGNATION”

Total Employees Quitting/Hired per Month (National)

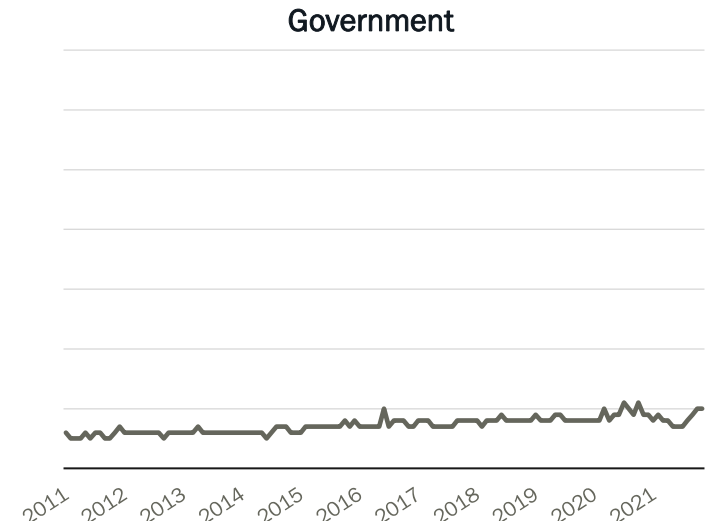
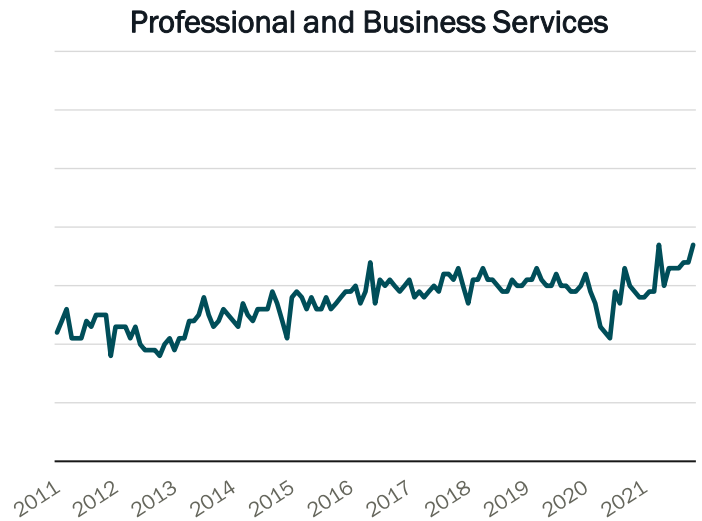
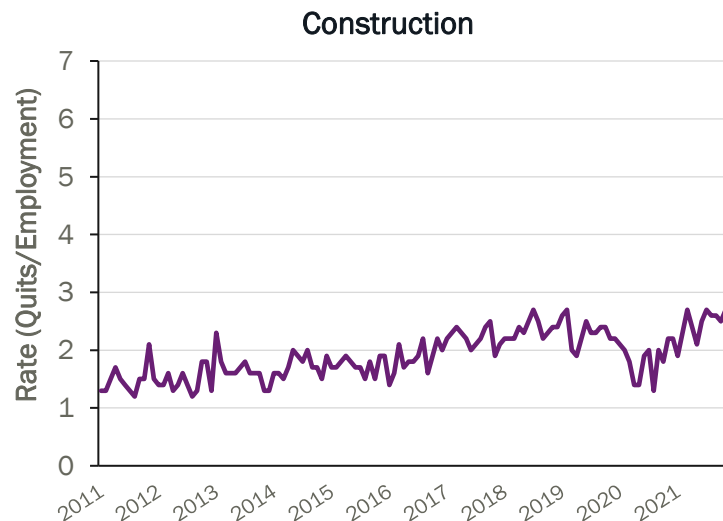
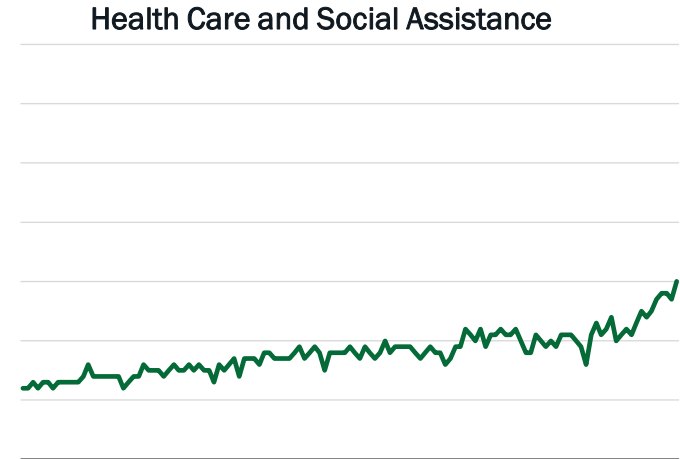
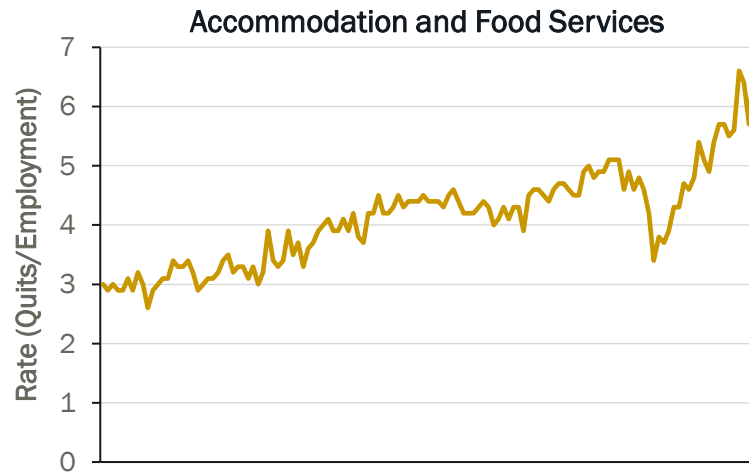


NOTE: Data is seasonally adjusted.

Source: U.S. BLS, Job Openings and Labor Turnover Survey, January 4, 2021, <https://www.bls.gov/jlt/>.

QUIT RATES BY INDUSTRY

Quit Rates by Industry (National)



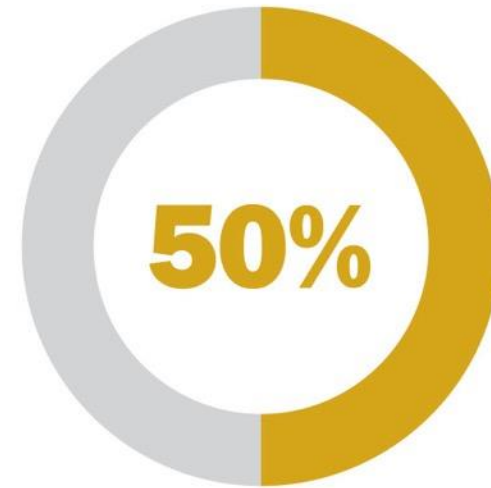
NOTE: Data is seasonally adjusted.

Source: U.S. BLS, Job Openings and Labor Turnover Survey, January 4, 2021, <https://www.bls.gov/jlt/>.

2021 NORTHERN VIRGINIA WORKFORCE INDEX



Our recent survey of nearly 100 regional business leaders found...



Reported that, since the start of the year, hiring has been more difficult than usual.



Our recent survey of nearly 100 regional business leaders found...

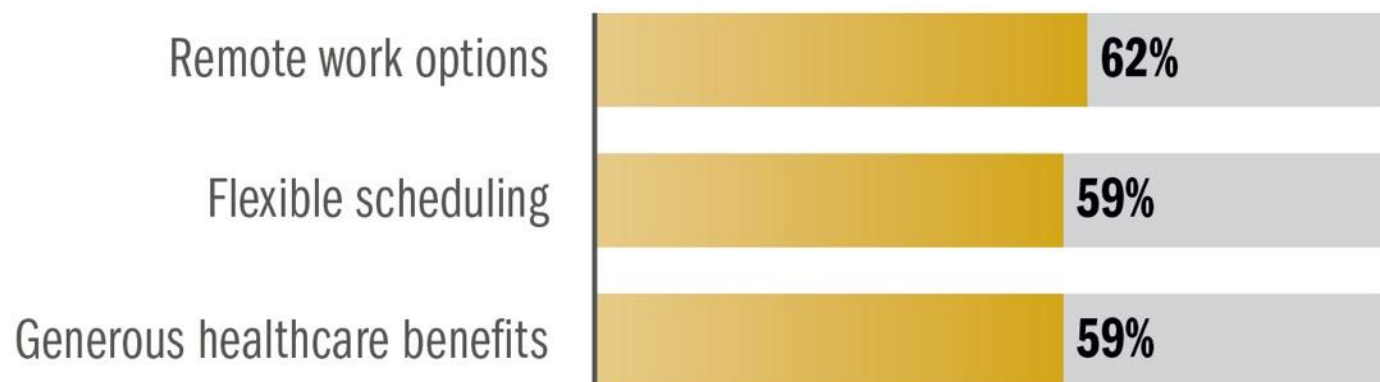


Indicated that an overall shortage of candidates has been a primary barrier to hiring over the past 12 months.



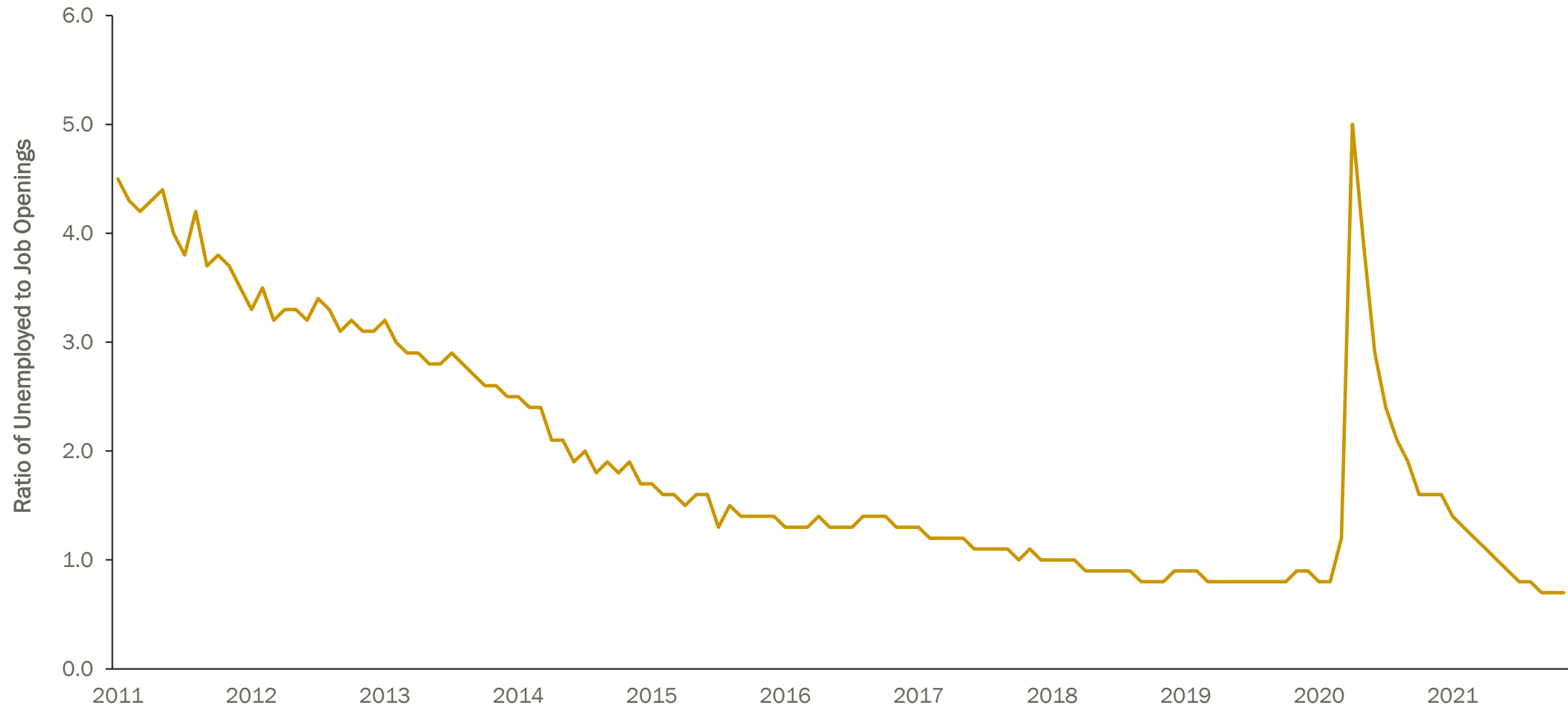
Our recent survey of nearly 100 regional business leaders found...

Top perks and benefits offered by respondents to increase employee retention:



UNEMPLOYMENT VS. OPENINGS

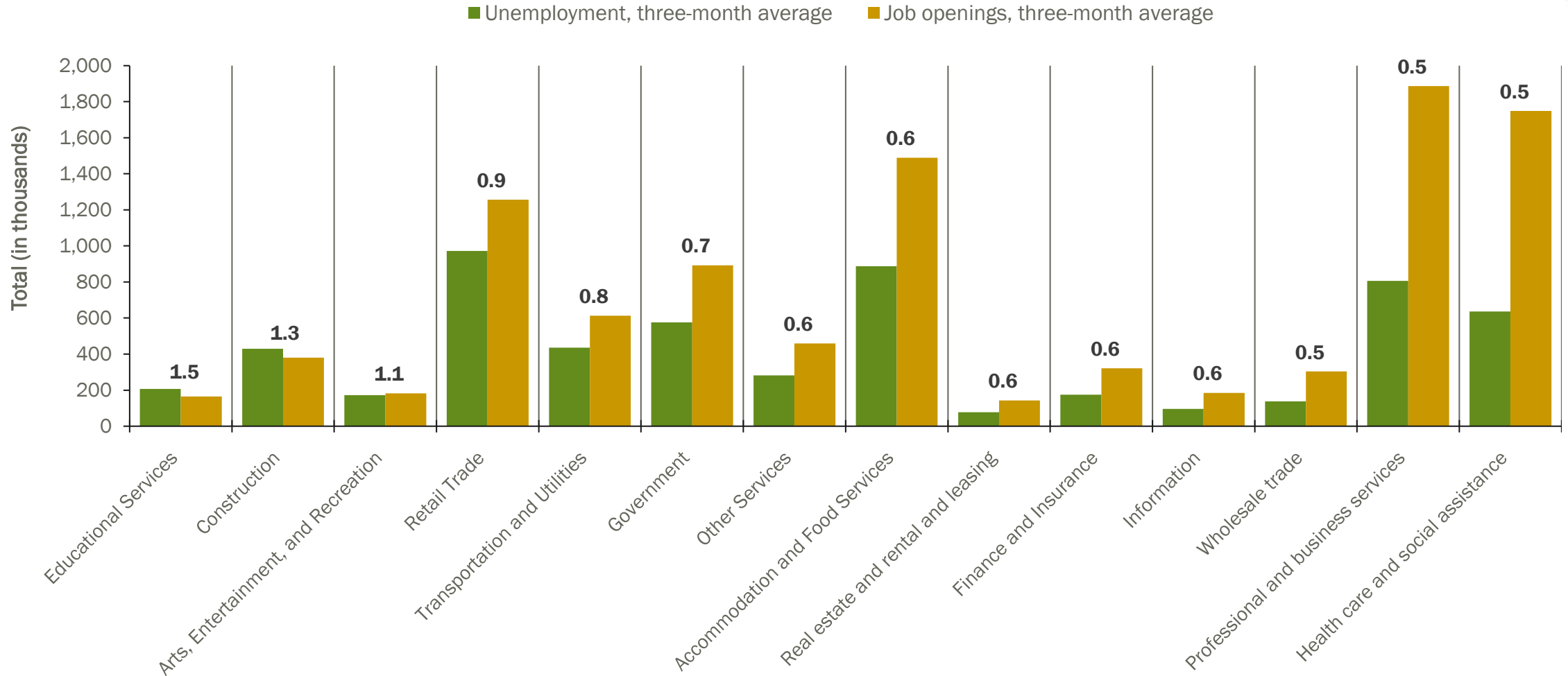
Ratio of Unemployment to Number of Job Openings (National, Nonfarm)



NOTE: Data is seasonally adjusted.
Source: U.S. BLS, Job Openings and Labor Turnover Survey, January 4, 2021, <https://www.bls.gov/jlt/>.

UNEMPLOYMENT VS. OPENINGS

Ratio of Unemployment to Number of Job Openings by Industry (National)

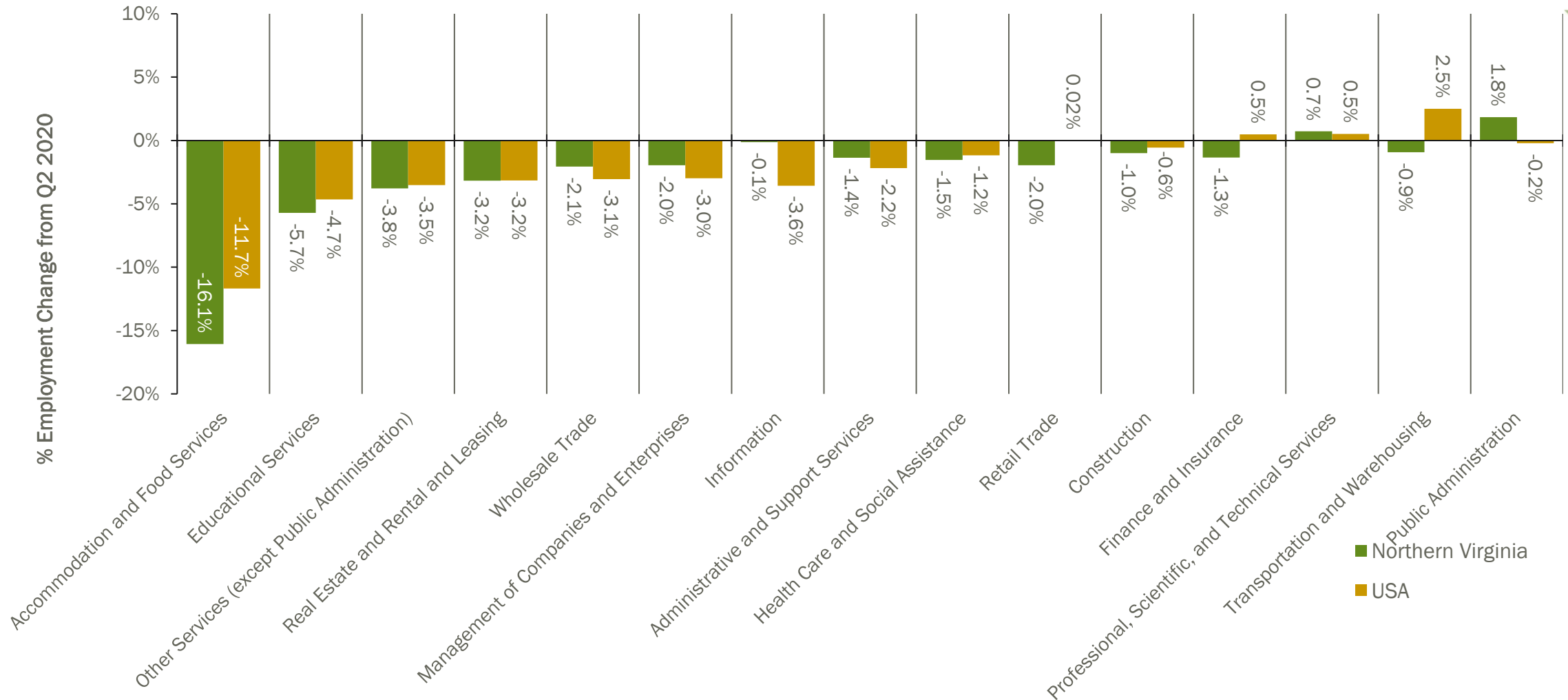


NOTE: Data is seasonally adjusted.

Source: EPI analysis of Bureau of Labor Statistics Job Openings and Labor Turnover Survey and Current Population Survey. <https://www.epi.org/indicators/jolts/>.

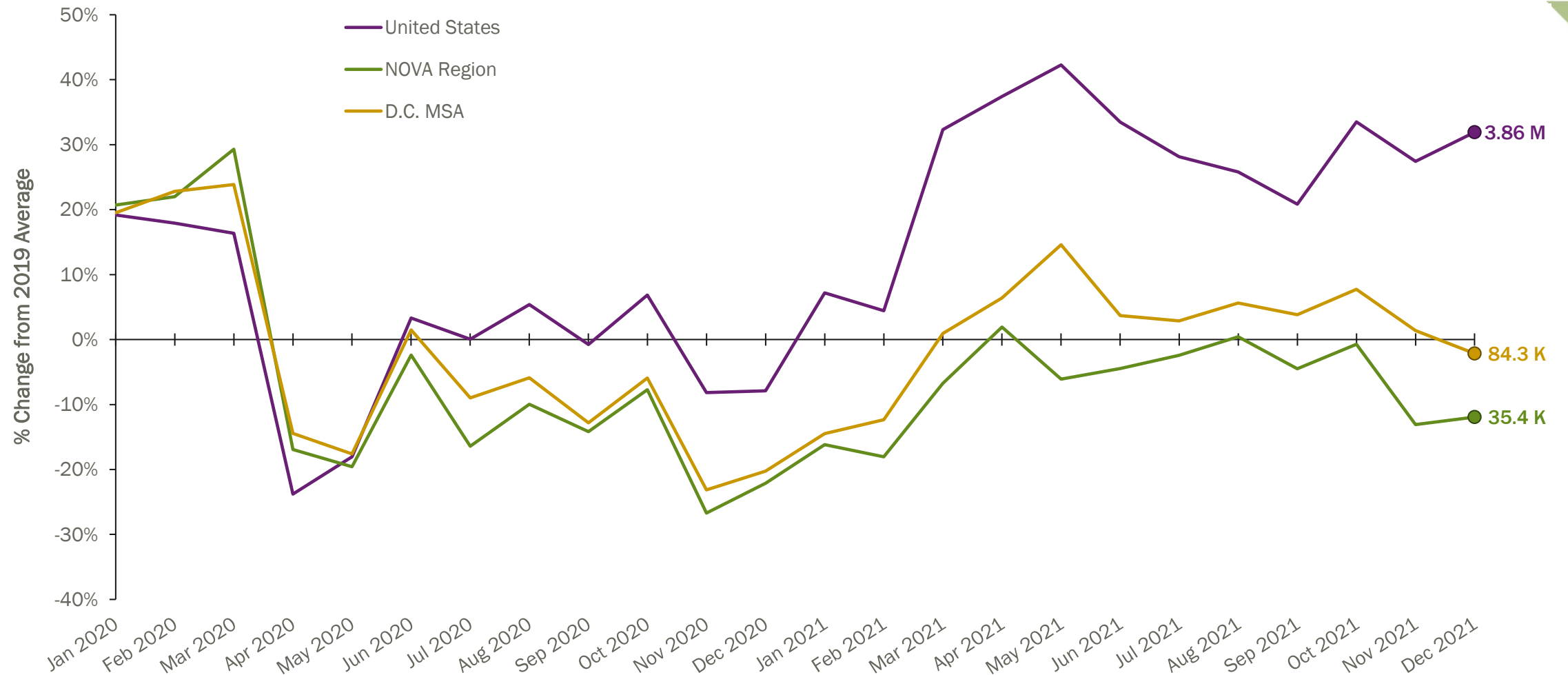
EMPLOYMENT

Over-the-Year Employment Change in Top 15 Sectors



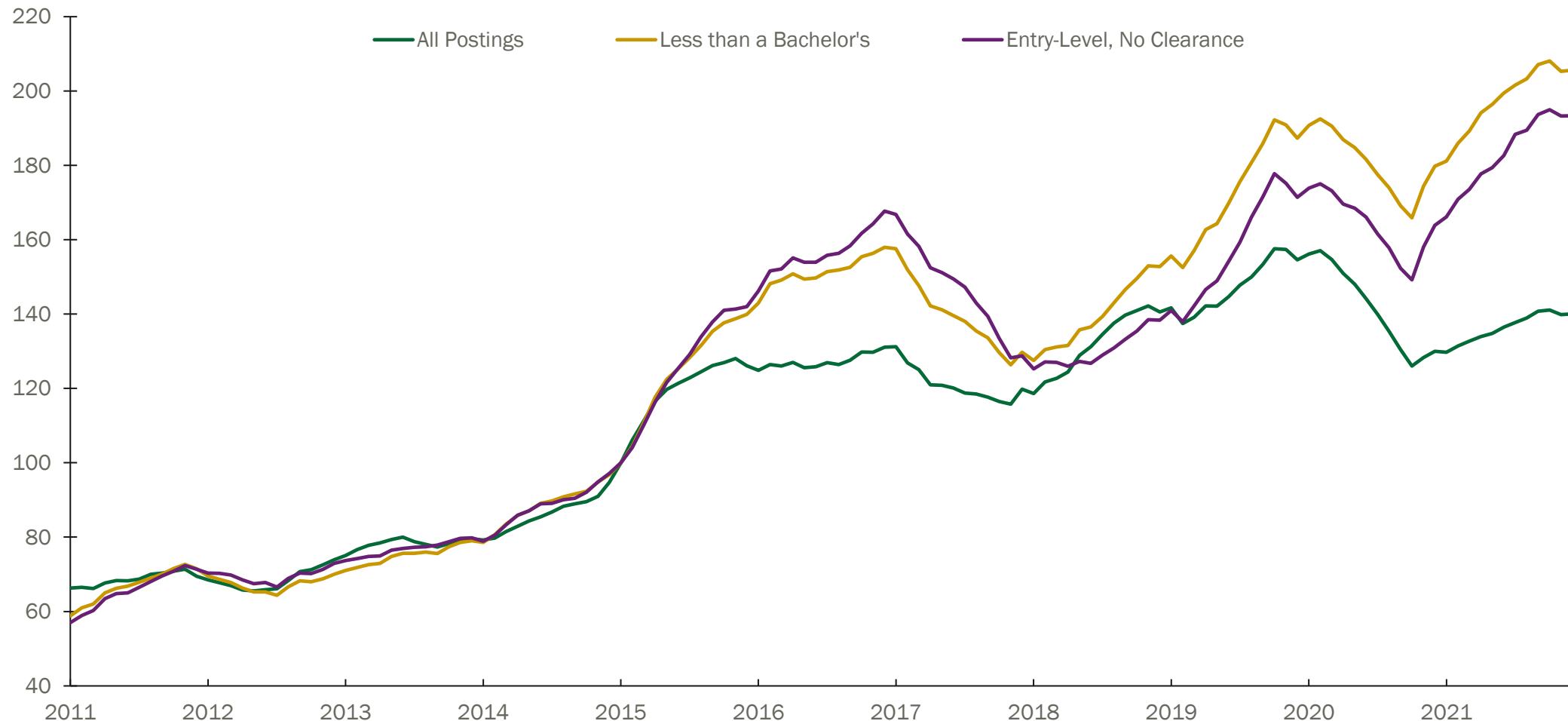
JOB POSTINGS

Percentage Change in Total Postings from 2019 Average



JOB POSTINGS

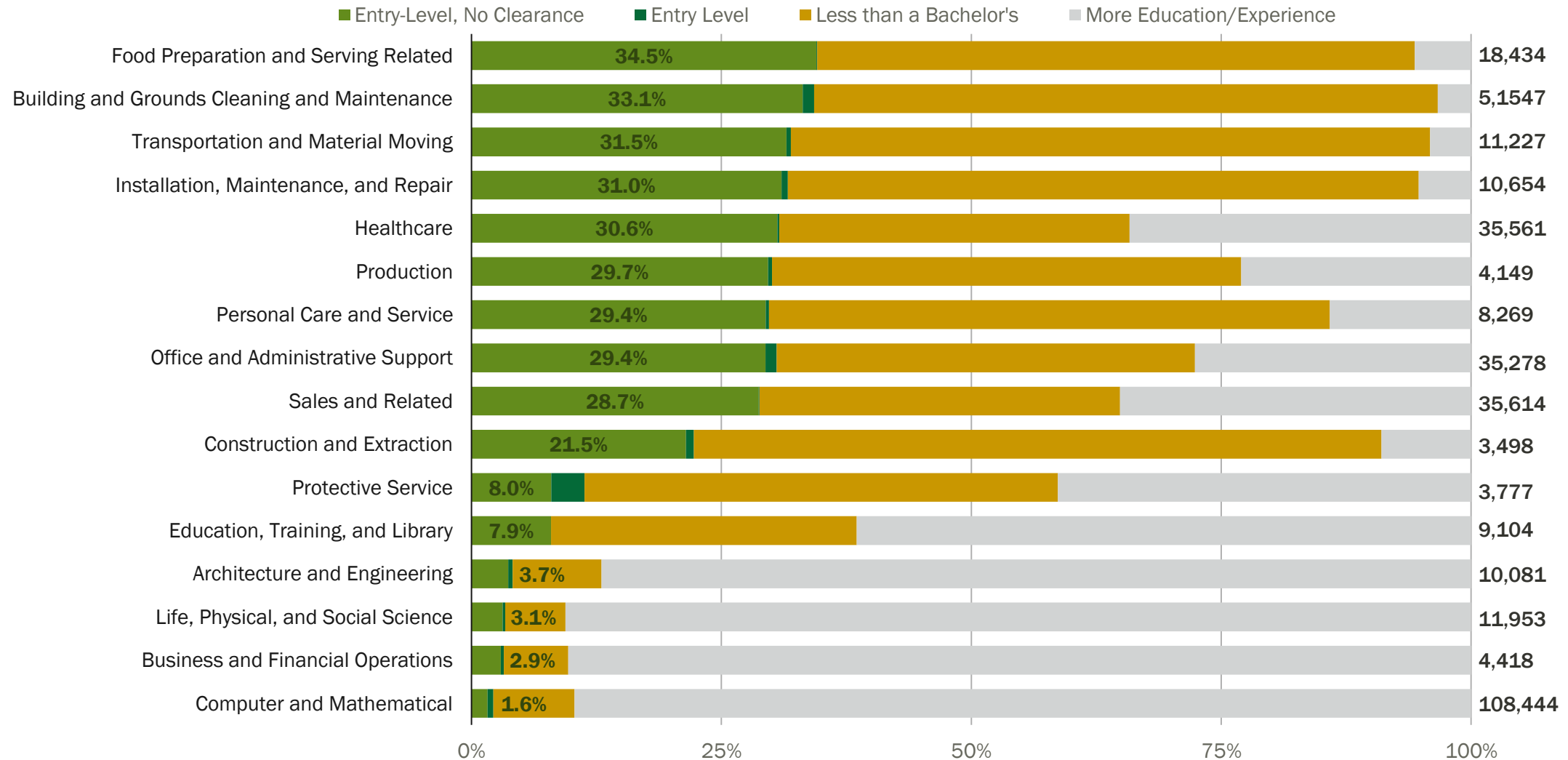
Postings by Education/Experience Over Time in NOVA Region
(12-mo. Average, Index: Jan. 2015 = 100)



NOTE: "Entry-level" defined as postings requiring education less than a bachelor's degree and 0-2 years' experience.
Source: Burning Glass Technologies, Labor Insight, *Monthly Job Postings Trends Report*, January 15, 2022, <https://www.burning-glass.com/products/labor-insight>.

JOB POSTING REQUIREMENTS

Education, Experience, and Security Clearance by Occupation Group

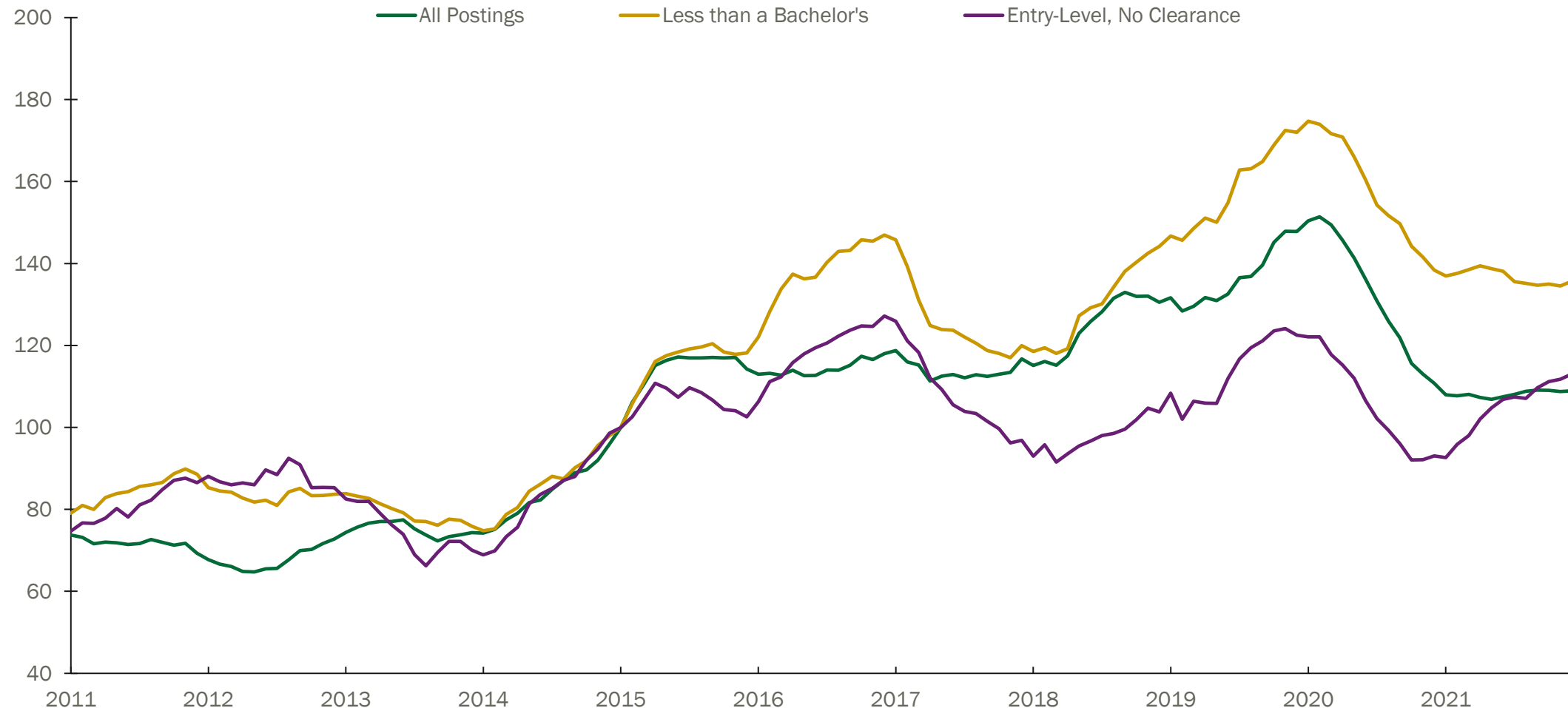


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Source: Burning Glass Technologies, Labor Insight, Custom Report, January 15, 2022, <https://www.burning-glass.com/products/labor-insight>.

TREND IN IT JOB POSTINGS

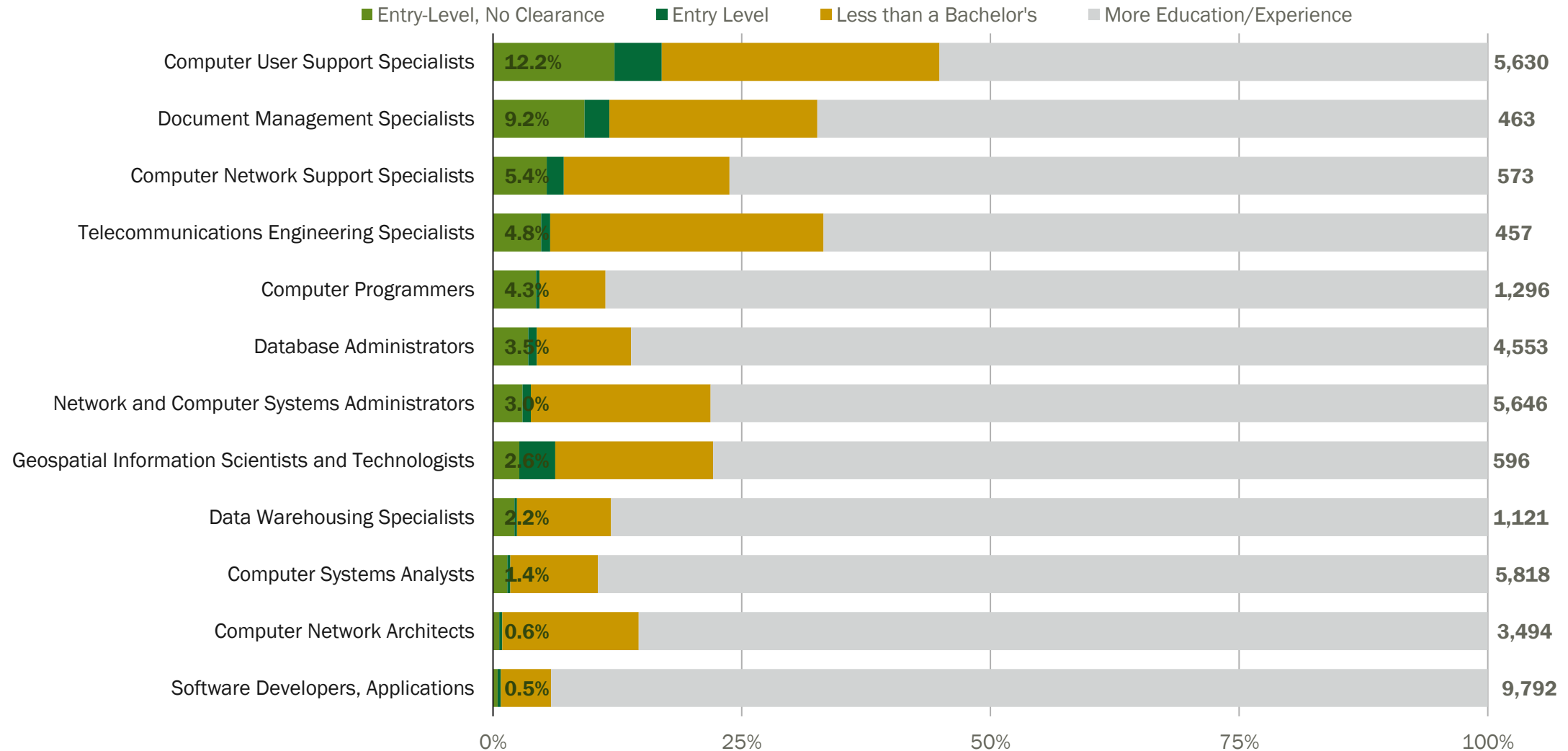
IT Postings by Education/Experience Over Time in NOVA Region
(12-mo. Average, Index: Jan. 2015 = 100)



Source: Burning Glass Technologies, Labor Insight, *Monthly Job Postings Trends Report*, January 20, 2021, <https://www.burning-glass.com/products/labor-insight>.

JOB POSTING REQUIREMENTS - IT

Education, Experience, and Security Clearance Requirements for Select IT Occupations



TOP OCCUPATIONS (BY ENTRY POSTINGS)

Occupation	Entry-Level, No Clear Postings	% of Total Postings	Median Wage	Avg. Ann. Proj. Growth
Registered Nurses	3,496	32.0%	\$83,100	0.4%
Retail Salespersons	1,743	16.6%	\$29,000	0.0%
Customer Service Representatives	1,406	20.6%	\$40,700	-0.3%
First-Line Supervisors of Retail Sales Workers	1,345	23.0%	\$49,200	-0.5%
Secretaries and Administrative Assistants	878	16.4%	\$48,300	-1.0%
Sales Representatives, Wholesale and Manufacturing	876	10.1%	\$71,500	0.2%
Medical Secretaries and Administrative Assistants	719	30.6%	\$42,000	0.7%
Hotel, Motel, and Resort Desk Clerks	638	36.0%	\$30,300	-0.6%
Maintenance and Repair Workers	633	17.4%	\$49,300	0.3%
Securities, Commodities, and Financial Services Sales Agents	530	40.6%	\$65,600	0.2%
Computer User Support Specialists	458	8.1%	\$62,700	1.5%
Stockers and Order Fillers	450	17.8%	\$31,000	0.0%
Food Service Managers	436	19.4%	\$74,100	-0.3%
Medical Assistants	434	30.8%	\$40,300	1.6%
Personal Service Managers	418	2.4%	\$142,400	-0.3%

Source: Burning Glass Technologies, Labor Insight, Custom Report, January 15, 2022, <https://www.burning-glass.com/products/labor-insight>.

TOP SPECIALIZED SKILLS

Skill	% of Entry-Level, No Clearance Postings	% of All Postings	Difference
Customer Service	32.5%	17.5%	15.0%
Scheduling	20.9%	14.8%	6.1%
Sales	17.9%	9.5%	8.4%
Cleaning	13.7%	6.0%	7.8%
Customer Contact	13.0%	7.8%	5.2%
Retail Industry Knowledge	13.0%	4.9%	8.1%
Repair	9.3%	5.1%	4.2%
Lifting Ability	8.6%	3.1%	5.5%
Administrative Support	7.6%	4.0%	3.6%
Appointment Setting	6.8%	2.2%	4.6%
Product Knowledge	6.8%	1.9%	4.8%
Data Entry	6.7%	2.7%	3.9%
Cardiopulmonary Resuscitation (CPR)	6.4%	2.7%	3.8%
Patient Care	6.4%	2.4%	4.0%
Merchandising	6.0%	2.9%	3.1%

TOP CERTIFICATIONS

Skill	% of Entry-Level, No Clearance Postings	% of All Postings	Difference
Driver's License	41.2%	21.5%	19.7%
Registered Nurse	23.8%	5.6%	18.2%
First Aid CPR/AED	10.6%	4.3%	6.3%
Basic Life Saving (BLS)	9.6%	2.6%	6.9%
Advanced Cardiac Life Support (ACLS) Certification	8.6%	1.6%	6.9%
Basic Cardiac Life Support Certification	5.2%	1.6%	3.6%
Critical Care Registered Nurse (CCRN)	3.0%	0.3%	2.7%
ServSafe	2.4%	0.7%	1.7%
Child Development Associate (CDA)	2.2%	0.8%	1.3%
American Heart Association Certification	2.0%	0.4%	1.6%
Certified Medical Assistant	2.0%	0.5%	1.5%
Licensed Practical Nurse (LPN)	2.0%	1.1%	0.9%
Food Handler Certification	1.8%	0.5%	1.3%
Food Service Certification	1.5%	0.3%	1.2%
Certified Pharmacy Technician	1.4%	0.3%	1.0%

Our recent survey of nearly 100 regional business leaders found...



Reported offering apprenticeships



ADDITIONAL RESEARCH AND RESOURCES

www.nvcc.edu/lmi

- Quarterly State of the Workforce
- Career Ladders
- Workforce Briefs
- Special Reports
- Other career exploration resources



QUESTIONS?

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www.nvcc.edu/lmi