

LABOR MARKET INFORMATION

AN OVERVIEW OF OUR LEADING
PUBLICATIONS, REPORTS, AND WEBSITE

Economic Information & Analytics



**FOR MORE INFORMATION OR QUESTIONS ABOUT OUR
LABOR MARKET INFORMATION (LMI) PUBLICATIONS OR
LMI DATA, PLEASE CONTACT:**

Carol Agee, LMI Manager

Carol.Agee@vec.virginia.gov

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LABOR MARKET DATA

Labor market information includes all data and analysis related to the status of the labor market.



Labor Market Data

Research labor market, economic and demographic data and compare information over time and between regions.

- » [LMI Tools](#)
- » [Labor Force Data](#)
- » [Industry Data](#)
- » [Occupation Data](#)
- » [Demographic Data](#)
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[Labor Market Analysis](#)

Publications

The Virginia Employment Commission produces several LMI-related publications that can be viewed online or downloaded. **NOTE:** We no longer provide hard copies of these publications, but we give permission to the user to download the PDFs and have them printed.

Our most popular publications include:

- » [Community Profiles](#)
- » [Economic Indicators](#)
- » [Business Indicators](#)
- » [Virginia Occupational Career Resource Guide](#)

[View More](#)

Local Workforce Development Areas

This section features labor force information by Local Workforce Development Area (LWDA).

LWDAs divide the state into 15 workforce regions. Labor force data is collected and analyzed for each region to provide a picture of the state of the workforce by region as well as at the state level.

- » [Local Workforce Development Areas - Statewide](#)
- » [2017 Labor Force Participation Rates by Counties and LWDAs](#)
- » [Unemployment Rates by Census Tract - Statewide](#)
- » [Unemployment Rates by Local Workforce Development Area](#)

[View More LWDA Subject Matter](#)

Interactive Data and Graphs

In this section you will find interactive data and graphs pertaining to LMI subjects.

- » [UI Duration and Exhaustion Rates](#)
- » [Characteristics of the Insured Unemployed](#)

Research and Analytics

In this section you will find data sets that are outside the Bureau of Labor Statistics core program products. Also, we will populate this section with LMI-relevant articles as they are developed by staff.

- » [Summary Analysis of Virginia 2017 and 2016 Benchmark Revisions of Nonagricultural Employment and Unemployment](#)
- » [Structural Unemployment: A New Measurement and Continuing Discussion of an Elusive Economic Indicator](#)

[View More Documents](#)

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Economic Information & Analytics

PUBLICATIONS

Through our various publications and reports that are available on our Labor Market Information (LMI) webpage, the Economic Information & Analytics (EIA) division of the Virginia Employment Commission strives to provide valuable information pertaining to labor market subjects such as employment, unemployment, occupations, wages, industries, careers, and demographics, as well as topical subjects such as the “gig economy” and underemployment. Everything produced by EIA focuses on Virginia specific data and information. The publications are designed to meet the needs of a wide-range of end users including, but not limited to, workforce professionals, economists, government agencies, law makers, teachers, students, counselors, job seekers, employers, and veterans.

This overview gives a brief look at each of EIA’s leading publications that are available on our website at www.VirginiaLMI.com.

Publications

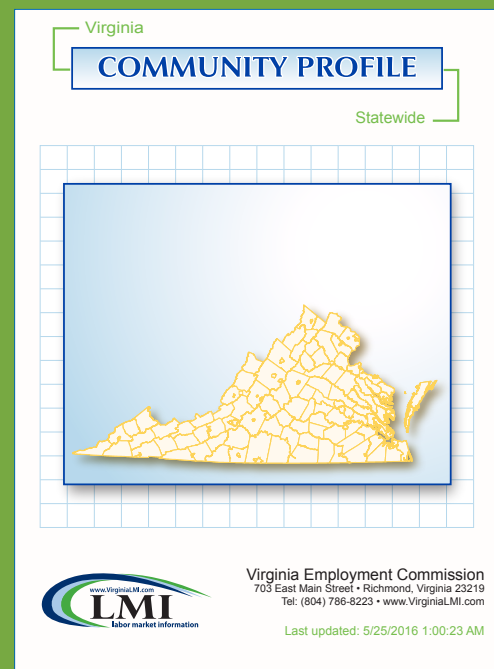
COMMUNITY PROFILES

The Community Profiles feature a wealth of information including demographic, economic, and educational data. Each report is automatically updated every time we make changes to our database, so you can be assured they will always be up-to-date.

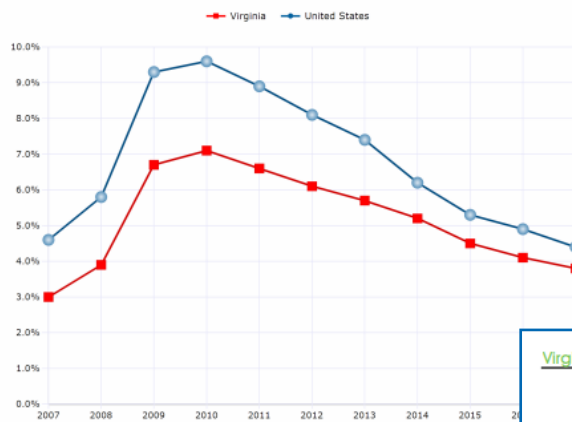
Reports are generated for Statewide; Counties and Cities; Planning Regions; Local Workforce Development Areas; Congressional Districts; Metropolitan Statistical Areas; and Virginia Community College Regions.

The reports feature:

- **Demographic Profile** (age, race, gender, population)
- **Economic Profile** (unemployment rates, characteristics of the insured unemployed, unemployment insurance payments, employers by size of establishment, employment by size of establishment, 50 largest employers, employment by industry, new startup firms, new hires by industry, turnover by industry, average weekly wage by industry, age of workers by industry, industry employment and projections, occupation employment and projections, growth occupations, declining occupations, consumer price index, and local option sales tax)
- **Education Profile** (education attainment by age, gender, and race, graduation data trends, and training providers)



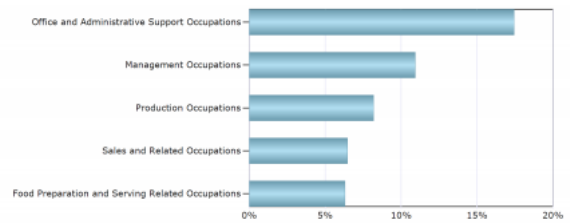
Unemployment Rates Trends



Source: Virginia Employment Commission, Economic Information & Analytics, Local Area Unemployment Statistics.

Characteristics of the Insured Unemployed

Top 5 Occupation Groups With Largest Number of Claimants in Virginia
(excludes unknown occupations)

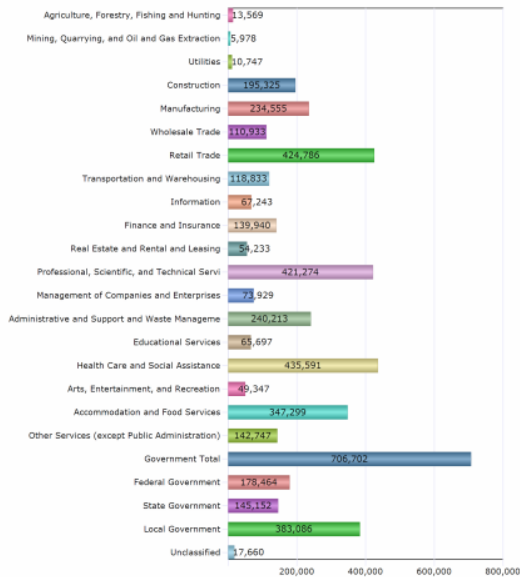


Occupation	Claimants
Office and Administrative Support Occupations	4,448
Management Occupations	2,787
Production Occupations	2,088
Unknown Occupation Code	1,983
Sales and Related Occupations	1,649
Food Preparation and Serving Related Occupations	1,606
Transportation and Material Moving Occupations	1,488
Construction and Extraction Occupations	1,463
Business and Financial Operations Occupations	1,314
Computer and Mathematical Occupations	1,192
Education, Training, and Library Occupations	731
Installation, Maintenance, and Repair Occupations	663
Healthcare Support Occupations	628
Arts, Design, Entertainment, Sports, and Media Occupations	572
Healthcare Practitioners and Technical Occupations	540
Personal Care and Service Occupations	492
Building and Grounds Cleaning and Maintenance Occupations	472
Community and Social Service Occupations	354
Architecture and Engineering Occupations	345
Protective Service Occupations	230
Life, Physical, and Social Science Occupations	174
Legal Occupations	148
Military Specific Occupations	76
Farming, Fishing, and Forestry Occupations	48

Virginia Employment Commission

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Employment by Industry



Total: 3,876,600

Note: Asterisk (*) indicates non-disclosable data.

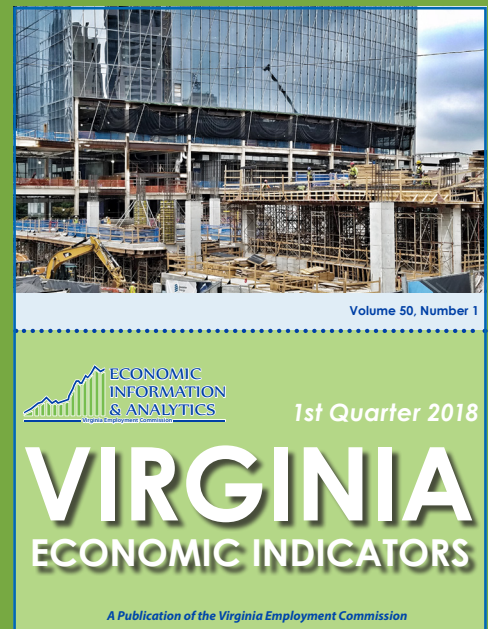
Source: Virginia Employment Commission, Economic Information & Analytics, Quarterly Census of Employment and Wages (QCEW), 4th Quarter (October, November, December) 2017.

Publications

VIRGINIA ECONOMIC INDICATORS

For those who are interested in studying the business cycle, the Virginia Economic Indicators quarterly publication is designed to depict the movement of the key economic indicator series readily available in Virginia. They are brought together in both graphic and tabular form, under one cover, and grouped so that they may be analyzed and interpreted easily.

All but one of the series currently used are produced in-house by EIA and are comparable to similar national series produced by the U.S. Department of Labor. All series published in the Indicators have been seasonally adjusted to minimize regular seasonal fluctuations in the data in order to show only activity related to the business cycle. The Virginia Economic Indicators is the only seasonally adjusted publication of some of the Virginia series.



FEATURE ARTICLE

Summary Analysis of Virginia 2017 and 2016 Benchmark Revisions of Nonagricultural Employment and Unemployment

(Data is Not Seasonally Adjusted)

- Virginia nonfarm employment gained 36,900 jobs, or 0.9 percent, in 2017—
- Seven of the ten metropolitan areas added jobs—
- Jobless rate averaged 3.8 percent in 2017, compared to 4.1 percent in 2016—

The annual benchmark revision of employment estimates from the Current Employment Statistics to the Quarterly Census of Employment and Wages lowered Virginia's nonfarm employment estimate in 2016 by 0.1 percent and lowered it in 2017 by 0.4 percent; and as a result, nonfarm employment growth was revised downward in 2017 from 1.2 percent to 0.9 percent. For Virginia, the 2016 average nonfarm employment was revised downward by 3,500 jobs to 3,914,100, and the 2017 average nonfarm employment was revised downward by 14,300 jobs to 3,951,000. With these revisions, average nonfarm employment posted a job gain of 55,000, or 1.4 percent, in 2016 and a job gain of 36,900, or 0.9 percent, in 2017. The nation experienced nonfarm employment growth of 1.8 percent in 2016 and 1.6 percent in 2017.

The benchmark revision represents a once-a-year realignment, based on March data, of sample-based employment estimates to universe counts of employment derived primarily from Unemployment Insurance tax records. For Virginia, the March 2017 total nonfarm employment estimate was revised downward by 7,900 jobs, or 0.2 percent, compared to the national March sample-based upward revision of 138,000 jobs, or 0.1 percent. In Virginia, five industrial sectors experienced downward revisions to their March 2017 employment level, while the other six experienced upward revisions. The five industrial sectors that experienced downward revision were education and health services (-12,300 jobs); professional and business services (-4,900 jobs); trade and (-3,900 jobs); finance (-1,300 jobs); and manufacturing (-200 jobs). The six industrial sectors that experienced upward revisions were: construction (+4,200); leisure and hospitality (+3,100 jobs); information (+2,800 jobs); services (+2,500 jobs); total government (+1,900 jobs); and mining (+200 jobs).



Ann Lang, Senior Economist • Ann.Lang@vec.virginia.gov

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1st Quarter 2018

Note: All figures reported are Seasonally Adjusted

Nonfarm seasonally adjusted employment rebounded from 2017's stationary ending, increasing in the first three months of 2018 before ending with a record high of 3,987,200. At 3,978,400, the average quarterly employment set a new record as well. With the exception of recessions in 2008/09 the early 2000s and the early 1990s, nonfarm employment in the commonwealth has had an unyielding upward trend, with most variation occurring in the growth rate rather than the direction of change. This is underscored when looking at annual averages, which have increased every year since the data series began in 1990, with exceptions again coinciding with recessions in 1991, 2002, and 2009/10. Moreover, every major industry sector saw an over-the-year employment gain (in the final month of the quarter), with the exception of information. While most of the increase came from service-providing industries, goods-producing also saw a substantial over-the-year gain of approximately 14,000.

The total unemployment rate fell in the first quarter of 2018, following 5 months of stasis that came on the heels of a brief uptick in the latter half of 2016. The continued decline continues to be somewhat surprising as full employment has been surpassed, as has been reported in previous publications. March's seasonally adjusted unemployment rate of 3.4 percent is the lowest Virginia has seen since March of 2008, immediately before the last recession hit. While it is still our economic hypothesis that in the long run this continued decline is not sustainable, there is no indication that the trend will cease in the near future. The insured unemployment rate also declined each month, ending with a record low of 0.6 percent and matching the record setting quarterly average low point of 0.6 percent.

Average weekly initial claims totaled 7,435 in First Quarter 2018, a 6.5 percent decrease from the end of 2017, and a new record low. The decline also marks the seventh consecutive quarter of declining initial claims. While behaving somewhat erratically at the monthly level, February had the lowest weekly initial claims of any month since the data series began. The continued decline and all-time lows of average weekly initial claims can tell us a lot about the economy. For example, as the first step in the claimant process, filing an initial claim – and the data that follows – is largely reactionary to the ups and downs of the economy. Threats of layoffs and closings, reductions in hours, and other fluctuations such as the business cycle, and changing demands of consumers all lead to an increase in initial claims. Taken alone, the decline of initial claims suggests an improving labor market.

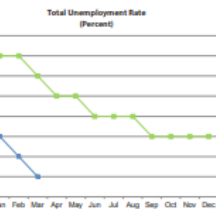
Final payments declined enough in the second and third months of the quarter to make up for the increase during January. In the end, the first quarter of 2018 saw final payments total 6,669. While not a record, this is the lowest amount of final payments since the second quarter of 2001 when final payments totaled 6,374. Individuals receiving final payments are recorded because they have exhausted benefits or claim weeks. Taken together, the declines in the insured unemployment rate, average weekly initial claims, and final payments suggest that the labor market is improving. Workers that lose their jobs may be finding work sooner than they were in the immediate aftermath of the last recession. Alternatively, it is possible that less people are qualifying for unemployment benefits which could drive these numbers down. This may be a result of the increasing number of unemployed individuals that hold multiple positions. Finally, the declines may actually hint at an economy in trouble. It has been documented in numerous publications that the labor force participation rates have been declining across the country, as well as

Paul Daniels, Statistician, EIA • Paul.Daniels@vec.virginia.gov

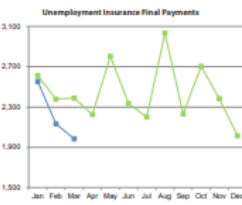
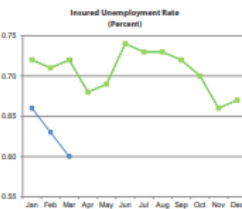
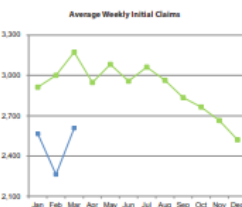
1st Quarter 2018

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Employment Indicators



Unemployment Insurance Indicators



2017 2018 January 2017 – March 2018 (seasonally adjusted)

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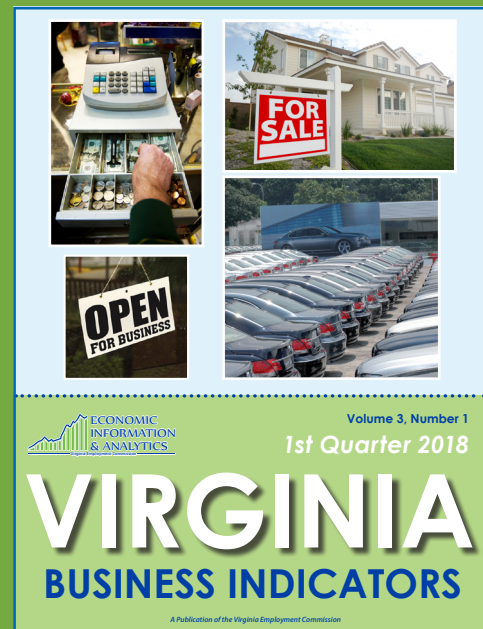
1st Quarter 2018

Publications

VIRGINIA BUSINESS INDICATORS

The Virginia Business Indicators is a quarterly publication analyzing key business indicators including taxable retail sales, deflated taxable retail sales, single family building permits, new business incorporations, and new vehicle registrations.

All series currently published in the Virginia Business Indicators have been seasonally adjusted to minimize regular fluctuations in the data in order to show only activity related to the business cycle.



Virginia Business Indicators (Seasonally Adjusted)

2017	Taxable Retail Sales (Millions of Dollars)		Deflated Taxable Retail Sales (Millions of 1982-84 Dollars)	
	Unadjusted	Adjusted	Unadjusted	Adjusted
January	8,695	9,952	3,671	4,164
February	8,890	10,057	3,744	4,239
March	10,564	10,464	4,445	4,397
April	9,959	9,930	4,177	4,169
May	10,371	10,144	4,346	4,209
June	11,067	10,523	4,634	4,431
July	10,066	10,162	4,218	4,278
August	10,308	10,362	4,305	4,346
September	10,471	10,492	4,346	4,371
October	10,195	10,021	4,238	4,169
November	10,394	10,574	4,319	4,369
December	12,319	10,513	5,122	4,333
2018				
January	9,079	10,392	3,753	4,256
February	9,058	10,247	3,728	4,221
March	10,783	10,681	4,429	4,381

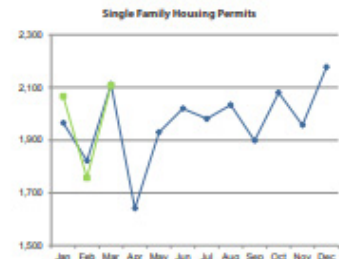
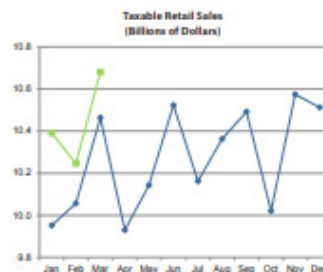
2017	Single Family Permits		New Business Incorporations		New Vehicle Registrations	
	Unadjusted	Adjusted	Unadjusted	Adjusted	Unadjusted	Adjusted
January	1,704	1,966	1,005	937	41,582	40,449
February	1,727	1,822	929	917	34,228	44,878
March	2,226	2,112	1,182	1,043	45,491	42,379
April	1,935	1,641	954	878	39,414	34,001
May	2,146	1,930	959	894	41,040	38,346
June	2,270	2,020	980	969	45,978	40,223
July	2,204	1,981	882	885	39,540	36,768
August	2,148	2,034	1,026	1,090	41,376	40,788
September	1,870	1,898	892	932	38,930	38,239
October	1,992	2,080	976	1,005	38,504	39,976
November	1,604	1,957	826	988	34,319	43,417
December	1,717	2,178	946	1,036	35,207	41,667
2018						
January	1,791	2,066	1,044	973		
February	1,665	1,757	1,021	1,008		
March	2,222	2,108	1,140	1,006		

1st Quarter 2018

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Virginia Business Indicators (Seasonally Adjusted)

- Total nominal taxable retail sales increased 0.7 percent from last quarter, setting a new record high in March. However, the total for the inflation-adjusted series decreased 0.1 percent from last quarter.
- Single family building permits fell 4.6 percent from fourth quarter's total and are now about 54 percent below the average monthly pre-recession high of 4,300.
- New business incorporations fell 1.4 percent from last quarter and are still about 42 percent below the 1,730 peak monthly average attained in 2005.
- New vehicle registrations were 0.1 percent lower than last quarter's total. The first quarter average was still over seven percent below the pre-recession high of about 45,000 per month.



2017 2018 January 2017 - March 2018 (seasonally adjusted)

3

1st Quarter 2018

Publications

VIRGINIA INDUSTRY PROFILES

The Virginia Industry Profiles provide information on the top five industries within Virginia based on employment. Each profile gives a summary of the industry in Virginia, followed by tables and graphs for the industry's establishments, employment, and average weekly wage for the state. The report also provides a table showing the total establishments, employment, and average weekly wage for that industry in each county and city.

The data within the profiles come from the Quarterly Census of Employment and Wages (QCEW) program.



2018 Virginia Accommodation & Food Services



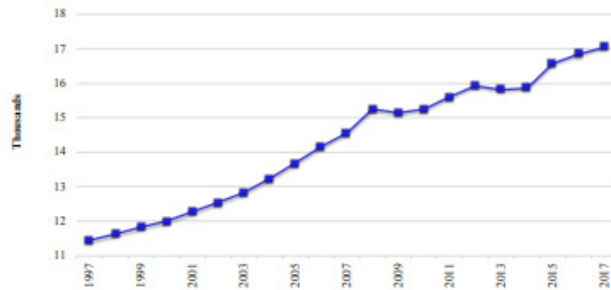
Accommodation and Food Services remains ranked fourth for average private employment annually, with an average of 347,576 in 2017. However, industry wages remain well below the other top industries, despite its continued employment growth of more than 12 percent over the last five years. Total wages account for only three percent of Virginia's private sector wages with just over \$6 billion, and, at \$367 per week, the average weekly wages remain the lowest of all industries. Not surprisingly, this industry is driven almost exclusively by Restaurants and Other Eating Places. This sub-sector is responsible for more than 80 percent of the industry's employment, while also having one of the lowest average weekly wages at \$333. Though low wages account for higher rates of turnover between employers, the ubiquity and necessity of the work performed in a commonwealth that continues to see overall wage and employment increases suggests that Accommodation and Food Services is likely to continue to be one of the largest employing industries in Virginia.

For additional information or explanation of the contents of this document, you may contact the Economic Operations Research section at (804) 786-7497 or James.Wilson@vec.virginia.gov.



Private Accommodation & Food Services Establishments

(Annual Average)



Source: Quarterly Census of Employment and Wages



NAICS Code	Industry	Establishments			2017 Employment	2017 Employment per Establishment
		1997	2012	2017		
721110	Hotels and Motels, except Casino Hotels	1,114	1,477	1,522	44,947	30
721191	Bed-and-breakfast Inns	89	101	107	579	5
721199	All Other Traveler Accommodations	27	26	37	267	7
721211	RV Parks and Campgrounds	80	82	86	915	11
721214	Recreational and Vacation Camps	41	38	39	530	14
721310	Rooming and Boarding Houses	40	45	42	127	3
722310	Food Service Contractors	298	687	724	15,311	21
722320	Caterers	251	223	234	3,424	15
722330	Mobile Food Services	11	55	113	516	5
722511	Full-service Restaurants	4,145	5,953	6,469	146,526	23
	Limited-service Restaurants	4,683	6,080	6,454	118,056	18
	Cafeterias, Grill Buffets, and Buffets	169	214	164	3,336	20
	Snack and Nonalcoholic Beverage Bars	408	927	1,022	12,731	12
	Restaurant and Other Eating Places Total	9,404	13,173	14,109	280,648	20
	Accommodation Total	1,391	1,769	1,833	47,369	26
	Food Services and Drinking Places Total	10,054	14,154	15,210	300,307	20
	Accommodation and Food Services Total	11,445	15,923	17,043	347,576	20
	Average	182,039	234,932	262,959	3,836,960	15

Private Accommodation & Food Services Totals for 2017

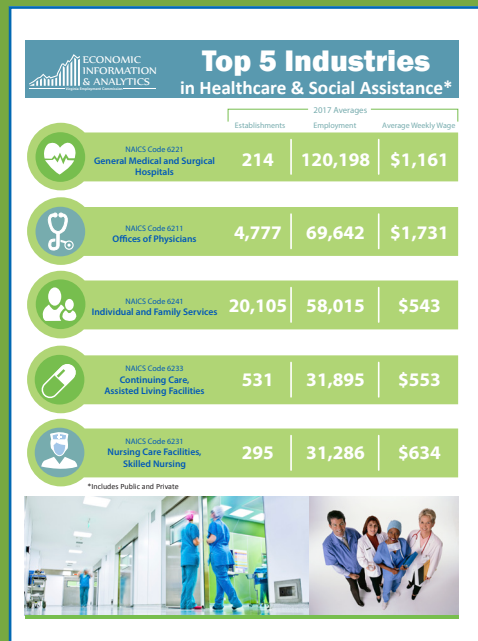
Area	Establishments	Average Employment	Average Weekly Wage
Accomack County	103	1,239	\$316
Albemarle County	217	4,366	\$384
Alexandria city	354	8,425	\$496
Alleghany County	23	366	\$264
Amelia County	13	121	\$242
Amherst County	47	617	\$249
Appomattox County	18	305	\$225
Arlington County	623	16,151	\$537
Augusta County	97	1,806	\$295
Bath County	17	non-disclosable data	non-disclosable data
Bedford County	111	1,538	\$271
Blair County	4	18	\$220
Bolton County	50	873	\$267
Bristol city	69	1,496	\$303
Brunswick County	12	169	\$287
Buchanan County	22	262	\$274
Buckingham County	10	144	\$314
Buena Vista city	13	158	\$303
Campbell County	77	1,088	\$273
Caroline County	32	496	\$306
Carrington County	42	742	\$264
Charles City County	3	non-disclosable data	non-disclosable data
Charlotte County	12	86	\$197
Charlottesville city	268	5,519	\$388
Chesapeake city	454	9,739	\$306
Chesapeake County	573	12,250	\$315
Clarke County	20	210	\$380
Colonial Heights city	78	2,036	\$294
Covington city	21	314	\$274
Craig County	4	54	\$246
Culpeper County	76	1,406	\$305
Cumberland County	1	non-disclosable data	non-disclosable data
Danville city	135	2,720	\$279
Dickenson County	14	170	\$259
Dinwiddie County	16	205	\$299
Emporia city	24	608	\$266
Essex County	28	437	\$276
Fairfax city	119	2,205	\$389
Fairfax County	2,308	45,729	\$473
Falls Church city	91	1,179	\$415
Fauquier County	122	2,404	\$348
Floyd County	21	276	\$258
Fluvanna County	20	282	\$299
Franklin city	21	430	\$242
Franklin County	73	1,028	\$289

Publications






TOP FIVE INDUSTRY FACT SHEETS

These two page fact sheets provide an at-a-glance look at the top five industries within the top industries in Virginia based on employment. The front side of the publication gives industry details such as establishments, employment, and average weekly wages. The back side gives samples of potential career paths for the industry, the education needed, and the occupational projections for each of the listed careers.

The data within the profiles come from the Quarterly Census of Employment and Wages (QCEW) program and the Bureau of Labor Statistics.



Top 5 Industries in Accommodation & Food Services

	Establishments	Employment	Average Weekly Wage
 NAICS Code 722511 Full-service Restaurants	6,469	146,526	\$375
 NAICS Code 722513 Limited-service Restaurants	6,454	118,056	\$284
 NAICS Code 721110 Hotels and Motels, except Casino Hotels	1,522	44,947	\$512
 NAICS Code 722310 Food Service Contractors	724	15,311	\$520
 NAICS Code 722515 Snack and Nonalcoholic Beverage Bars	1,022	12,731	\$314



Sample of Career Paths in Accommodations & Food

In the Accommodation & Food Service industry, jobs that require specific skills, like cooking or managing hotel staff, usually require certification or some higher education. Most jobs in this industry, however, only require on-the-job training.



Chefs and Head Cooks



Recommended

Most chefs and head cooks learn their skills through work experience. Others receive training at a community college, technical school, culinary arts school, or 4-year college. A small number learn through apprenticeship programs or in the Armed Forces.



Waiters and Waitresses



Recommended

Most waiters and waitresses and related workers learn their skills on the job. No formal education or previous work experience is required. Some establishments might require a high school diploma or GED.



Meeting, Convention, and Event Planners



Recommended

Most meeting, convention, and event planning positions require a bachelor's degree. Some hospitality industry experience related to event planning is considered valuable for many positions.



Concierges



Recommended

Most concierge positions require training in vocational schools, related on-the-job experience, or an associate's degree.

Source: Bureau of Labor Statistics: Occupational Outlook Handbook

Sample of Occupational Projections in Accommodations & Food

The Restaurants and Other Eating Places sub-sector is responsible for more than 80 percent of the industry's employment. High demand for jobs in this industry continues to see overall wage and employment increases which suggests that Accommodation and Food Services is likely to continue to be one of the largest employing industries in Virginia.

The table below shows the long-term industry projections for Multiple Industries in Virginia for the 2016-2026 projection period.

Industry	2016 Estimated Employment	2026 Projected Employment	Percent Change 2016-2026
Chefs and Head Cooks	3,320	3,770	13.6%
Waiters and Waitresses	70,210	77,190	9.9%
Meeting, Convention, and Event Planners	4,320	5,050	16.9%
Concierges	1,910	2,280	19.6%

Source: Virginia Employment Commission, Industry and Occupational Projections

For more information, visit www.virginialmi.com or call (804) 786-8824

Publications

LMI CAREER & LABOR MARKET NEWS

This is a quarterly newsletter highlighting recent developments in labor market and occupational activities in Virginia. It is broken into five sections that feature various articles on LMI news, employment, education/training, and career advice aimed at workforce professionals and LMI specialists, job seekers, career counselors, students, and veterans.



Virginia Economy at a Glance:

Data Series	Dec 2017	Jan 2018	Feb 2018	Mar 2018	Apr 2018	May 2018
Labor Force Data						
Civilian Labor Force ⁽¹⁾	(p)4,318.5	4,317.0	4,320.8	4,325.3	4,331.0	(p)4,338.6
Employment ⁽¹⁾	(p)4,162.2	4,163.1	4,171.1	4,178.4	4,187.0	(p)4,198.6
Unemployment ⁽¹⁾	(p)156.3	154.0	149.7	147.0	144.0	(p)140.1
Unemployment Rate ⁽²⁾	(p)3.6	3.6	3.5	3.4	3.3	(p)3.2
Nonfarm Wage and Salary Employment						
Total Nonfarm ⁽³⁾	3,954.1	3,964.9	3,983.2	3,989.0	3,994.3	(p)4,000.5
12-month % change	0.5	0.6	0.9	1.0		
Mining and Logging ⁽⁴⁾	8.2	8.2	8.2	8.2		
12-month % change	2.5	3.8	3.8	2.5		
Construction ⁽⁴⁾	197.3	198.0	201.5	201.7		
12-month % change	3.4	3.3	4.0	4.6		
Manufacturing ⁽⁴⁾	236.4	237.1	239.3	238.6		
12-month % change	1.5	1.7	2.3	1.9		
Trade, Transportation, and Utilities ⁽⁴⁾	662.0	660.1	662.3	664.7		
12-month % change	-0.1	-0.6	-0.2	0.2		
Information ⁽⁴⁾	67.2	67.9	67.6	67.4		
12-month % change	-1.2	-0.4	-1.2	-1.3		
Financial Activities ⁽⁴⁾	206.2	205.1	205.5	206.5		
12-month % change	1.5	0.8	0.8	1.2		
Professional & Business Services ⁽⁴⁾	730.0	735.0	737.1	737.7		
12-month % change	1.2	1.9	1.7	1.7		
Education & Health Services ⁽⁴⁾	528.9	532.1	533.8	536.0		
12-month % change	0.4	0.7	1.0	1.3		
Leisure & Hospitality ⁽⁴⁾	397.9	400.5	405.1	406.4		
12-month % change	-1.2	-0.8	-0.1	0.4		
Other Services ⁽⁴⁾	203.9	205.3	206.6	205.9		
12-month % change	1.1	1.6	2.2	1.8		
Government ⁽⁴⁾	716.1	715.6	716.2	715.9		
12-month % change	0.0	-0.2	-0.1	0.0		

Footnotes

- (1) Number of persons, in thousands, seasonally adjusted.
 (2) Reflects revised population controls, model reestimation, and a new seasonal adjustment procedure.
 (3) In percent, seasonally adjusted.
 (4) Number of jobs, in thousands, seasonally adjusted.
 (p) Preliminary

Source: <https://www.bls.gov/eag/eag/va.htm>

2

Career Spotlight

Claims Adjusters, Appraisers, Examiners, and Investigators

Quick Facts: Claims Adjusters, Appraisers, Examiners, and Investigators

2017 Median Pay	\$64,690 per year \$31.10 per hour
Typical Entry-Level Education	See How to Become One
Work Experience in a Related Occupation	None
On-the-job Training	See How to Become One
Number of Jobs, 2016	328,700
Job Outlook, 2016-26	-1% (Little or no change)
Employment Change, 2016-26	-3,600



Education

A high school diploma or equivalent is typically required for a person to work as an entry-level claims adjuster, examiner, or investigator, although some positions may require a bachelor's degree or insurance-related work experience. Auto damage appraisers typically have either a postsecondary nondegree award or previous work experience in identifying and estimating the cost of automotive repair.

Duties

Claims adjusters, appraisers, examiners, and investigators typically do the following:

- Investigate, evaluate, and settle insurance claims
- Determine whether the insurance policy covers the loss claimed
- Decide the appropriate amount the insurance company should pay
- Ensure that claims are not fraudulent
- Contact claimants' doctors or employers to get additional information on questionable claims
- Confer with legal counsel on claims when needed
- Negotiate settlements
- Authorize payments

Claims adjusters, appraisers, examiners, and investigators have varying duties, depending on the type of insurance company they work for and a lot about what their company insures.

	High	Median	Low
Virginia	\$91,340	\$62,660	\$41,670
United States	\$97,080	\$64,900	\$38,930

Source: Bureau of Labor Statistics 2017 wage data; <https://www.onetonline.org/link/summary/13-1031.01>

3

For Veterans

The Best Civilian Career Fields For Veterans

by Military Benefits

What are the best civilian career fields for veterans? Transitioning out of the military and back into civilian life can be difficult in more ways than one, and there's no one-size-fits-all career path for those making the jump. But in general, some fields and industries offer more for veterans.

Government

Government jobs are a natural for anyone leaving military service with an honorable discharge. Veterans frequently take advantage of hiring preferences for Civil Service, state jobs, and municipal positions.

Government jobs often require screening tests that may feel quite familiar to anyone who has taken professional military education, distance learning for career progression, or promotion tests. Military members are used to taking exams to advance a career, which can be a big advantage over first-time government test-takers.

The veteran brings her experience and military discipline to the table, and government hiring processes tend to favor people with military "hard skills" and "soft skills" alike. Your exact military experience may not directly translate with some government work, but the fact that you successfully completed your military service commitment speaks volumes to the employer.

Consider those who have moved out of forward-deployed military duty in combat zones who go on to become defense contractors or employees of aerospace industries that have ties with the government.

Finding Government Jobs

There are three basic resources you can use to get started hunting for a government job—one is a Federal search tool called USAJobs that can help you find open positions at the federal level. Your state Department of Veterans Affairs may feature government jobs at both the VA and state/local level depending on how extensively the official site is maintained.

You can also find local job hunting resources via the usual places such as LinkedIn, Monster.com, etc. When searching for these types of jobs, it helps to try both general and specific terms. "State



medical jobs" or "Federal medical jobs in Provo, Utah" are fairly broad, but a search for "Freelance X-ray technician positions in Baltimore VA clinics" may yield interesting results.

Another way to locate government jobs is by searching the official sites of government agencies like the Department of Veterans Affairs (which has a section specifically for VA job openings).

Technology

How wide-open is the technology field for vets? Five out of eight jobs listed in a Monster.com article, "Eight High-Paying Jobs For Veterans" were tech-related.

It's not surprising, really, the tech industry is a very large one, covering everything from IT and intelligence gathering to aerospace, renewable energy, and much more. The United States Department of Labor published a report in 2016 estimating job growth in the tech sector—speculating that more than half a million new tech jobs will be added between the time of the report to 2026.

The problem with telling soon-to-be-civilian employees to "look in the tech sector for jobs" is naturally related to the veteran's military career, the vastness of the industry, and the desired specialty. How can a military member decide which aspect of the industry to approach?

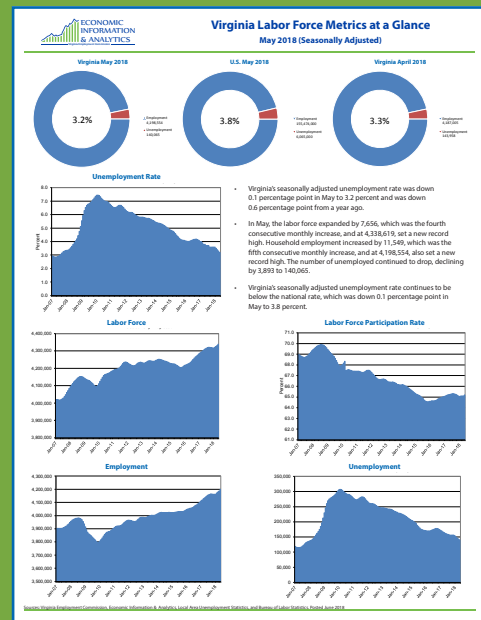
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Publications

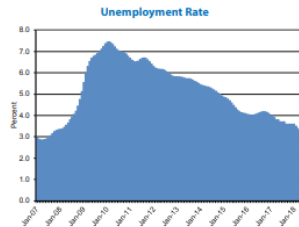
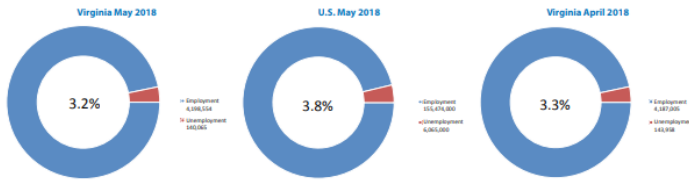
LABOR FORCE METRICS AT A GLANCE

Virginia Labor Force Metrics at a Glance provides a snapshot of the most recent unemployment rate for Virginia and the U.S. as well as a historical graphic representation of Virginia's unemployment rate, labor force, labor force participation rate, employment and unemployment. In addition, a historical graphic representation of Virginia's initial claims, continued claims, average duration, and exhaustion rate along with bullet points for each is also shown.

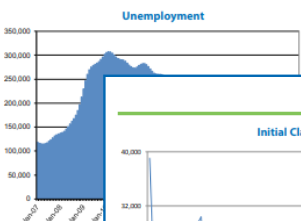
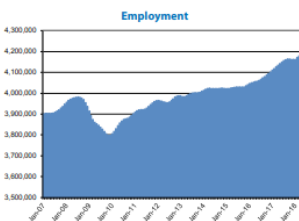
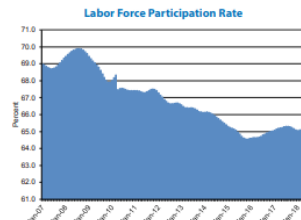
This one sheet publication is updated monthly.



Virginia Labor Force Metrics at a Glance May 2018 (Seasonally Adjusted)

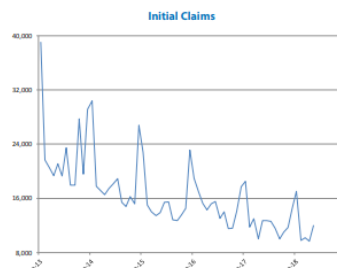


- Virginia's seasonally adjusted unemployment rate was down 0.1 percentage point in May to 3.2 percent and was down 0.6 percentage point from a year ago.
- In May, the labor force expanded by 7,656, which was the fourth consecutive monthly increase, and at 4,338,619, set a new record high. Household employment increased by 11,549, which was the fifth consecutive monthly increase, and at 4,198,554, also set a new record high. The number of unemployed continued to drop, declining by 3,893 to 140,065.
- Virginia's seasonally adjusted unemployment rate continues to be below the national rate, which was down 0.1 percentage point in May to 3.8 percent.

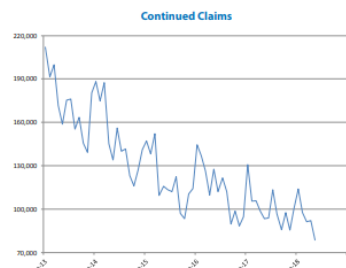


Sources: Virginia Employment Commission, Economic Information & Analytics, Local Area Unemployment Statistics, and Bureau of Labor Statistics. Posted June 2018.

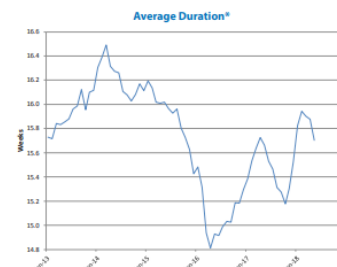
May 2018 (Not Seasonally Adjusted)



- For 2018 are down 11 percent from 2017.
- Are down about 71 percent from the recession high in 2009.
- For the four weeks ending May 26, Virginia's initial claims are down over nine percent compared to last May versus a national decrease of eight percent.



- For 2018 are down over 11 percent from 2017.
- Are down over 71 percent from the recession high in 2009.
- For the four weeks ending May 26, Virginia's continued claims are down almost 12 percent compared to last May versus a national decline over ten percent.



- For May was 15.7 weeks. This was below the April level of 15.9 weeks, but the same as last May's level.
- Remains below the all-time high of 17.1 weeks set in April 2010.
- For the last comparable period (December 2017), Virginia's average duration of 15.5 weeks was above the national level of 15.4 weeks.



- For May was 37.8 percent. This was below April's rate of 38.3 percent, but above the May 2017 rate of 37.4 percent.
- Remains below the all-time high of 53.8 percent set in January 2010.
- For the last comparable period (December 2017), Virginia's exhaustion rate of 39.0 percent was above the national rate of 36.4 percent.

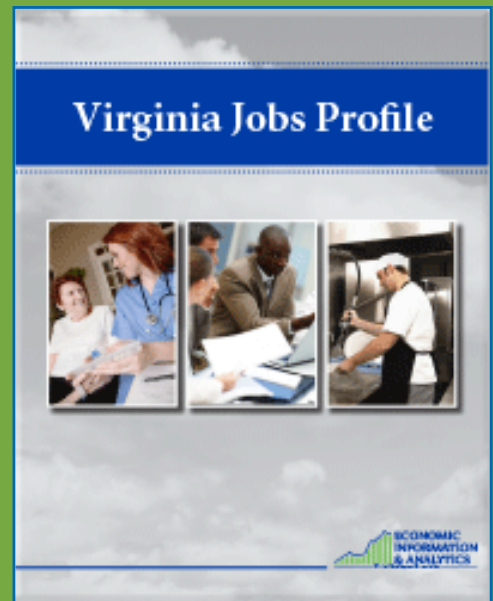
* 12-month moving averages which are calculated using U.S. Department of Labor's formula.

Sources: ETA-5159, Virginia Employment Commission, and Economic Information & Analytics. Posted June 2018.

Publications

VIRGINIA JOBS PROFILE

Virginia Jobs Profile provides a quarterly snapshot of employment by industry in Virginia and the quarterly year-over-year employment change.

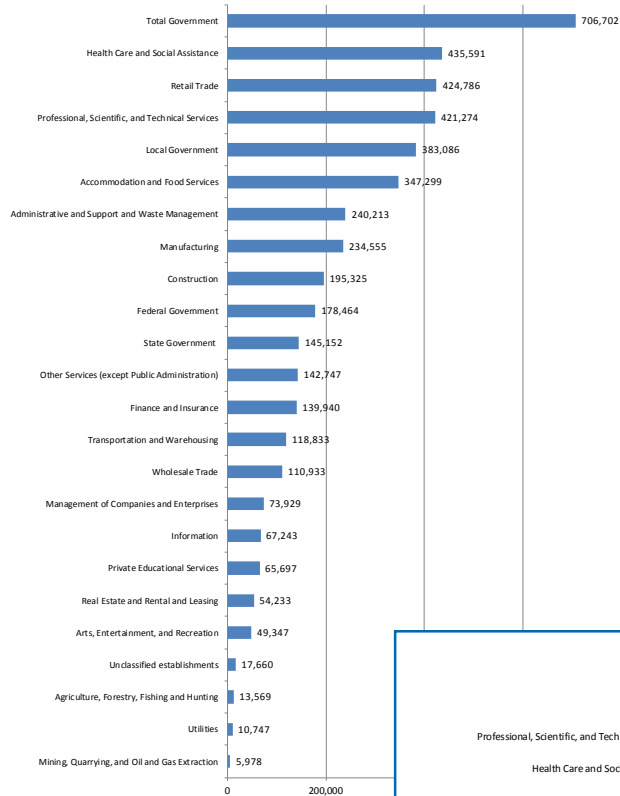




Virginia Jobs Profile

Employment by Industry

Fourth Quarter 2017 (October, November, December)



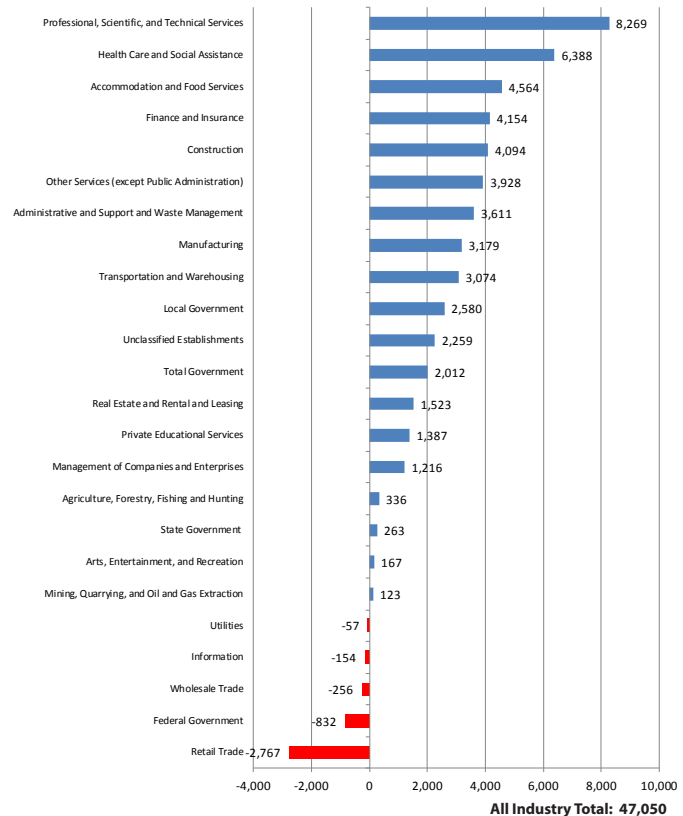
Note: Total Government includes: public education, federal, state, and local governments.

Source: Virginia Employment Commission, Economic Information & Analytics, Quarterly Census of Employment and Wages (QCEW), 4th Quarter 2017

For more detailed information about state and regional/metropolitan demographics, employment, industries, and more, go to the Virginia Community Profiles at: <https://data.virginialmi.com/gsipub/index.asp?docid=342>

Employment Change

Fourth Quarter 2016 - Fourth Quarter 2017



All Industry Total: 47,050

Note: Total Government includes: public education, federal, state, and local governments.

Source: Virginia Employment Commission, Economic Information & Analytics, Quarterly Census of Employment and Wages (QCEW), 4th Quarter 2017

For more detailed information about state and regional/metropolitan demographics, employment, industries, and more, go to the Virginia Community Profiles at: <https://data.virginialmi.com/gsipub/index.asp?docid=342>

Publications

VIRGINIA JOB OUTLOOK

The Virginia Job Outlook is a publication that provides occupations projected to have the highest number of openings along with expected salaries broken down by educational attainment. This publication is updated every other year.



Projected to 2024 VIRGINIA JOB OUTLOOK



Job opportunities in Virginia are expected to continue to expand.

Overall, employment in Virginia is projected to grow 9.3 percent by 2024 exceeding the national growth rate of 6.5 percent.

Which jobs are expected to grow or decline in Virginia?

This Job Outlook brochure lists a sampling of high-growth occupations by educational attainment and annual wages projected to 2024 as well as occupations that are projected to decline.

For more information, visit these websites:

www.acinet.org
www.bls.gov/ooh
www.VirginiaLMI.com

High-Growth Occupations by Educational Attainment:

Bachelor's Degree	Projected Job Growth to 2024	Median Annual Wage*	Associate's Degree, Post Secondary Non-Degree Award, or Some College	Projected Job Growth to 2024	Median Annual Wage*	High School Diploma or Equivalent	Projected Job Growth to 2024	Median Annual Wage*
Registered Nurses	8,949	\$64,600	Nursing Assistants	9,644	\$24,900	Customer Service Representatives	6,878	\$32,500
Management Analysts	8,911	\$97,100	Licensed Practical and Licensed Vocational Nurses	4,546	\$40,800	Office Clerks, General	5,413	\$31,000
Software Developers, Applications	8,019	\$105,000	Medical Assistants	3,434	\$31,000	First-Line Supervisors of Office and Administrative Support Workers	4,862	\$54,500
Computer Systems Analysts	7,090	\$96,800	Teacher Assistants	3,398	\$25,200	Receptionists and Information Clerks	4,829	\$28,200
Accountants and Auditors	6,319	\$75,900	Computer User Support Specialists	3,339	\$53,500	Security Guards	4,537	\$30,200
Software Developers, Systems Software	5,393	\$112,600	Heavy and Tractor-Trailer Truck Drivers	2,243	\$39,000	First-Line Supervisors of Food Preparation and Serving Workers	3,471	\$33,800
General and Operations Managers	4,443	\$120,300	Hairdressers, Hairstylists, and Cosmetologists	2,201	\$29,100	Maintenance and Repair Workers, General	2,845	\$37,700
Elementary School Teachers, Except Special Education	3,950	\$60,000	Dental Assistants	2,048	\$37,600	Sales Representatives, Services, All Other	2,614	\$60,400
Market Research Analysts and Marketing Specialists	3,683	\$64,700	Automotive Service Technicians and Mechanics	1,739	\$41,000	First-Line Supervisors of Retail Sales Workers	2,360	\$40,100
Computer and Information Systems Managers	2,892	\$155,400	Web Developers	1,472	\$79,800	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,304	\$35,900
Network and Computer Systems Administrators	2,770	\$91,400	Emergency Medical Technicians and Paramedics	1,404	\$30,800	Police and Sheriff's Patrol Officers	2,298	\$50,800
Information Security Analysts	2,741	\$104,200	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,399	\$47,900	Childcare Workers	2,191	\$19,900
Secondary School Teachers, Except Special and Career/Technical Education	2,628	\$60,700	Firefighters	1,235	\$49,700	Electricians	2,053	\$47,800
Personal Financial Advisors	2,453	\$87,700	Phlebotomists	1,193	\$31,500	Billing and Posting Clerks	1,990	\$36,900
Lawyers	2,291	\$125,000	Massage Therapists	1,134	\$34,200	Supervisors of Construction Trades and Extraction Workers	1,968	\$60,700
Operations Research Analysts	1,945	\$107,500	Paralegals and Legal Assistants	1,077	\$50,200	Recreation Workers	1,809	\$24,100
Middle School Teachers, Except Special and Career/Technical Education	1,857	\$58,600	Dental Hygienists	1,057	\$81,900	Carpenters	1,661	\$39,400
Physical Therapists	1,768	\$85,500	Preschool Teachers, Except Special Education	947	\$33,000	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,625	\$58,300
Mental Health Counselors	1,637	\$44,100	Medical and Clinical Laboratory Technicians	922	\$37,500	Fitness Trainers and Aerobics Instructors	1,539	\$38,800
Physicians and Surgeons, All Other	1,548	\$187,200	Physical Therapist Assistants	894	\$55,300	Medical Secretaries	1,513	\$33,700



Occupations That Are Declining:

Jobs	Projected Decline to 2024	Median Annual Wage*
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	-2,747	\$23,800
Bookkeeping, Accounting, and Auditing Clerks	-2,519	\$38,300
Postal Service Mail Carriers	-1,854	\$57,700
Farmers, Ranchers, and Other Agricultural Managers	-1,589	\$61,800
Cooks, Fast Food	-1,161	\$18,400
Computer Programmers	-1,147	\$92,800
Postal Service Mail Sorters, Processors, and Processing Machine Operators	-899	\$57,000
Tellers	-742	\$29,700
Photographic Process Workers and Processing Machine Operators	-709	\$28,100
Switchboard Operators, Including Answering Service	-668	\$26,600
Mail Clerks and Mail Machine Operators, Except Postal Service	-530	\$26,500
Postal Service Clerks	-499	\$58,100
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	-490	\$32,800
Sewing Machine Operators	-479	\$22,800
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	-452	\$35,100
Telecommunications Line Installers and Repairers	-438	\$64,400
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	-428	\$34,800
Bill and Account Collectors	-414	\$35,000
Executive Secretaries and Executive Administrative Assistants	-406	\$57,000
Printing Press Operators	-377	\$36,200

Industries in Virginia with the Largest Growth in Employment Projected to 2024

Industries	Projected Employment to 2024
Health Care and Social Assistance	97,087
Professional, Scientific, and Technical Services	70,701
Educational Services	42,378
Accommodation and Food Services	31,290
Retail Trade	29,162
Construction	22,760
Administrative and Support Services	19,692

*Note: Median annual wage is based on Virginia Employment Commission, Occupational Employment and Wage Rates, May 2015 data.

Sources for the brochure:
 America's Career Infonet, Occupational Profile.
 Virginia Employment Commission, Long-term Industry and Occupational Employment Projections, 2014-2024.
 Virginia Employment Commission, Occupational Employment and Wage Rates, May 2015.
 Virginia Employment Commission, Virginia Community Profile.

For information, contact:
 Virginia Employment Commission
 Economic Information & Analytics Division
 (804) 786-8824
 Fax: (804) 786-7844
 VRC/TDD VA Relay 711
www.VirginiaLMI.com

Publications

VIRGINIA OCCUPATIONAL CAREER RESOURCE GUIDE

The Virginia Occupational Career Resource Guide is produced to assist any person who is looking for information to aid them in researching and finding a new career. Information is provided on a variety of career choices, how to plan for a career, education needed to qualify for various jobs, how to apply and interview for jobs, and much more.





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Arts, Audio/Video Technology, and Communications

The arts, audio-video technology, and communications careers are divided into six pathways: audio and video technology and film; journalism and broadcasting; performing arts; printing technology; telecommunications; and visual arts. Occupations can include: designing, producing multimedia content, including visual and performing arts and design, journalism, and entertainment services.

Occupation	Employment Trend		Median Annual Salary (2016)		Most Common Education/ Training Level
	VA	US	VA	US	
Art, Drama, and Music Teachers, Postsecondary	↗↗↗	↗↗	\$57,590	\$68,650	Master's Degree
Audio and Video Equipment Technicians	↗↗↗	↗↗	\$40,260	\$42,230	Associate's Degree/Certification/OTI
Broadcast Technicians	↗	↗	\$43,800	\$38,550	Associate's Degree/Certification/OTI
Film and Video Editors	↗↗↗	↗↗↗	\$55,850	\$62,760	Associate's Degree/Certification/OTI
Graphic Designers	↗↗↗	↗	\$52,470	\$47,640	Bachelor's Degree
Librarians	↗↗	↘	\$62,910	\$57,680	Master's Degree
Multimedia Artists and Animators	↗↗	↗↗	\$68,120	\$65,300	Bachelor's Degree
Speech-Language Pathologists	↗↗↗	↗↗↗	\$82,180	\$74,680	Master's Degree
Video Game Designers	↗	↘	\$101,330	\$86,510	Bachelor's Degree
Web Developers	↗↗↗	↗↗↗	\$79,490	\$66,130	Associate's Degree/Certification/OTI

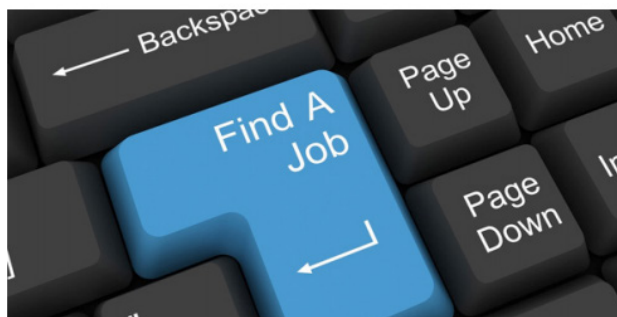
Source: <https://www.onetonline.org/find/quick?o=arts%2C+audio+technology+and+communication>

Business, Management, and Administration

There are six pathways in the Business, Management, and Administration cluster: Management; Business Financial Management and Accounting; Human Resources; Business Analysis; Marketing; and Administration and Information Support. Business Management and Administration careers encompass planning, organizing, directing, and evaluating business operations and are found in every sector of the economy.

Occupation	Employment Trend		Median Annual Salary (2016)		Most Common Education/ Training Level
	VA	US	VA	US	
Administrative Services Managers	↗↗↗	↗↗	\$94,870	\$90,050	Associate's Degree/Certification/OTI
Managers of Artists, Performers, and Athletes	↗	↘	\$75,760	\$62,080	Bachelor's Degree
Continuity Planners	↘	↗↗	\$79,730	\$69,040	Bachelor's Degree
Operations Specialists, All Other	↘	↗↗	\$79,730	\$69,040	Associate's Degree/Certification/OTI
Executives	↘	↗	\$208,000	\$181,210	Master's Degree
Branch or District Managers	↗↗	↗↗	\$136,430	\$121,750	Bachelor's Degree
Human Resources Specialists	↗↗↗	↗↗	\$67,640	\$59,180	Bachelor's Degree
Investment Analysts	↗↗↗	↗↗↗	\$95,320	\$81,330	Master's Degree
Marketing, General	↗↗↗	↗	\$31,300	\$30,580	High School Diploma or Equivalent
Record Management and Timekeeping Clerks	↗	↗	\$44,260	\$42,390	High School Diploma or Equivalent

<https://www.onetonline.org/find/quick?o=business+management+and+administration>



Job Searching

The most common way people used to search for jobs was through the Classified section of their local newspaper or word-of-mouth. That has changed over the years. Today, you can still find job openings in the local newspaper, but there are now more resources available to the job seeker—the Internet, job fairs, and career services.

Online Job Search

The Internet has become a powerful tool for the job seeker. There are multiple job posting sites such as wwwIndeed.com and wwwMonster.com; sites that link to state and federal government jobs; and company websites that list their own job openings.

On many of these sites, you can upload your résumé, search by criteria such as location and type of job, and apply for a job opening.

Popular Job Search Sites

CareerBuilder (<http://www.careerbuilder.com/>)

CareerBuilder is one of the biggest job boards, and its robust search function allows you to filter by several criteria, including location, degree required and pay range. CareerBuilder partners with news media around the country and collects job listings from them. It also provides career advice and resources for candidates.

Indeed (<https://www.indeed.com/>)

A huge aggregator of postings from across the Web, this site consolidates listings from many job boards in one place. It also compiles information from various company career pages and allows you to search locally or globally.

Job.com (<http://www.jobs.com/>)

This large site offers weekly job alerts, job search advice, a résumé builder, and job postings. This job search website also allows you to upload your résumé for hiring managers and recruiters to search.

TheLadders (<https://www.theladders.com/>)

This site focuses on job openings for upper-level executives and professionals who are aiming for the management suite. Not for entry-level jobs.

LinkedIn (<https://www.linkedin.com/>)

This top networking site enables you to find jobs through your extended network. Additionally, you can create a work experience profile, join groups, participate in conversations and follow companies you find interesting and relevant to your job search.

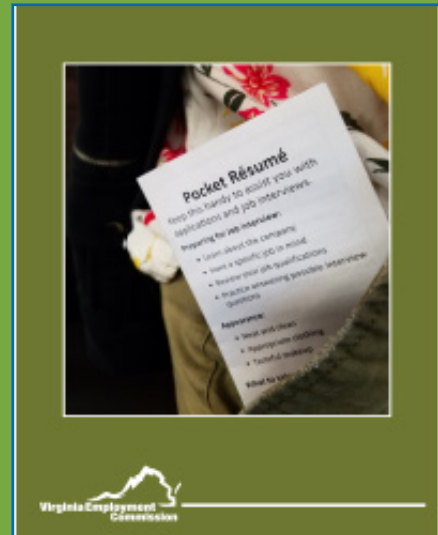
Glassdoor (<https://www.glassdoor.com/index.htm>)

Job search website Glassdoor boasts a large database of company reviews—submitted by employees. Glassdoor promotes itself as giving job seekers insights into a

Publications

POCKET RESUME

The Pocket Resume is a PDF form that can be filled out with a job seeker's education, work history, and references, that they can print, cut, and fold to fit in a pocket, purse, or wallet. This is a handy resource that can be quickly referenced when filling out a job application or preparing for a job interview.



The actual interview:

- Be prompt.
- Unless the interviewer asks your name, introduce yourself politely.
- Shake hand briefly but firmly.
- Answer questions directly and honestly.
- Be polite, professional, and cooperative.
- Ask questions and show enthusiasm.
- Thank the interviewer(s) for their time.

Skills and abilities:

Leadership/ Honors/Awards:

Possible Interview Questions:

- Tell me about yourself?
- Why are you interested in the job?
- Why are you the best candidate?
- What are your strengths/weaknesses?
- How has your education/training/ experience prepared you for this job?
- When are you available to work?

Questions to ask:

- How is a typical work day?
- Can this job lead to other opportunities?
- What skills are most important for this position?
- When can I expect to hear from you?
- Can I contact you by phone or email?

Follow-up:

- Write a thank you email within 24 hours of interview

Pocket Résumé

Keep this handy to assist you with applications and job interviews.

Preparing for Job Interviews:


- Learn about the company
- Have a specific job in mind
- Review your job qualifications
- Practice answering possible interview questions

Appearance:

- Neat and clean
- Appropriate clothing
- Tasteful makeup

What to take with you:

- This pocket résumé
- Small pad and pen
- Sample of your work if applicable



The actual interview:

- Be prompt.
- Unless the interviewer asks your name, introduce yourself politely.
- Shake hand briefly but firmly.
- Answer questions directly and honestly.
- Be polite, professional, and cooperative.
- Ask questions and show enthusiasm.
- Thank the interviewer(s) for their time.

Skills and abilities:

Leadership/ Honors/Awards:

Possible Interview Questions:

- Tell me about yourself?
- Why are you interested in the job?
- Why are you the best candidate?
- What are your strengths/weaknesses?
- How has your education/training/ experience prepared you for this job?
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- Review your job qualifications
- Practice answering possible interview questions

Appearance:

- Neat and clean

Name: (Last) _____ (First) _____ (MI) _____ Email: _____					
Address: (Street) _____ (City) _____ (State) _____ (Zip) _____					
Phone: (Home) _____ Cell: _____					
Education					
Level of Education	Name & Location of School	From (Mo./ Year)	To (Mo./ Year)	Major/Certification/Degree	
High School					
College					
Trade/Business School					
Other Training					
Experience (Add work experience, internships, volunteer, etc.)					
Company Name & Address	Dates: (Mo./ Year)	Position/Salary	Supervisor	Phone No.	Reason for Leaving
References					
Name	Address	Phone number	Relationship to you		

Name: (Last) _____ (First) _____ (MI) _____ Email: _____					
Address: (Street) _____ (City) _____ (State) _____ (Zip) _____					
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Education					
Level of Education	Name & Location of School	From (Mo./ Year)	To (Mo./ Year)	Major/Certification/Degree	
High School					
College					
Trade/Business School					
Other Training					
Experience (Add work experience, internships, volunteer, etc.)					
Company Name & Address	Dates: (Mo./ Year)	Position/Salary	Supervisor	Phone No.	Reason for Leaving
References					
Name	Address	Phone number	Relationship to you		

Publications

INTERVIEW SKILLS POSTER

The Interview Skills Poster gives helpful tips for preparing for interviews. It is 11" x 17" (tabloid) and can be downloaded and printed by anyone, but it is designed especially for use by career counselors and workforce centers.





JOB INTERVIEW *Tips*

FIRST IMPRESSIONS MAKE A STATEMENT

- Dress appropriately.
- Look neat and clean.
- Be enthusiastic.
- Be polite and show respect.
- Be on time.



BE PREPARED

- Bring your résumé and references; a notepad and pen; a list of questions to ask about the job and/or company; and a sample of your work (if applicable).
- Learn as much about the company as possible. The more you know about the company, the more you show your interest in working for them.

KNOW YOURSELF, THEN SELL YOURSELF

- Be prepared to discuss your strengths and weaknesses.
- Present your weaknesses as positive attributes.
- Talk about your accomplishments, skills, and abilities and how they can be applied to the job.

FOLLOW UP

- Follow up your interview the same day (or the next day) with a thank-you note or email! Let them know you are interested in the job.



www.VirginiaLMI.com

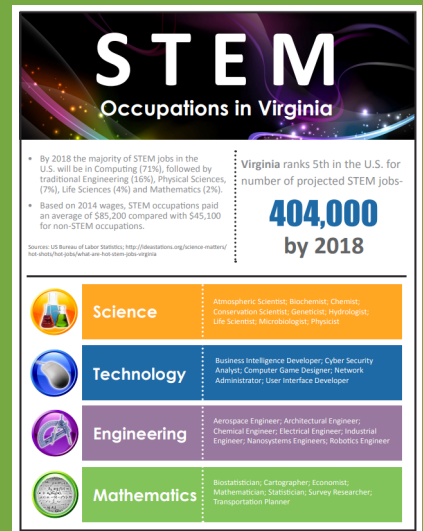
This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration, but does not necessarily reflect the official position of the U.S. Department of Labor.

1/2016-400

Publications

STEM FLYER

The STEM flyer provides labor market information on occupations in the fields of Science, Technology, Engineering, and Mathematics (STEM). It has been designed as a career aid particularly for students who might be considering a career in a STEM field.



STEM

Occupations in Virginia

- By 2018 the majority of STEM jobs in the U.S. will be in Computing (71%), followed by traditional Engineering (16%), Physical Sciences (7%), Life Sciences (4%) and Mathematics (2%).
- Based on 2014 wages, STEM occupations paid an average of \$85,200 compared with \$45,100 for non-STEM occupations.

Sources: US Bureau of Labor Statistics; <http://ideastations.org/science-matters/hot-shots/hot-jobs/what-are-hot-stem-jobs-virginia>

Virginia ranks 5th in the U.S. for number of projected STEM jobs-

404,000
by 2018



Science

Atmospheric Scientist; Biochemist; Chemist; Conservation Scientist; Geneticist; Hydrologist; Life Scientist; Microbiologist; Physicist



Technology

Business Intelligence Developer; Cyber Security Analyst; Computer Game Designer; Network Administrator; User Interface Developer



Engineering

Aerospace Engineer; Architectural Engineer; Chemical Engineer; Electrical Engineer; Industrial Engineer; Nanosystems Engineers; Robotics Engineer



Mathematics

Biostatistician; Cartographer; Economist; Mathematician; Statistician; Survey Researcher; Transportation Planner

Top 5 High Growth STEM Occupations in Virginia to 2024 by Major Occupational Group

Architecture and Engineering (Total Projected Job Growth - 3,210)

Occupation	2024 Projected Job Growth	2015 Annual Median Wage	Minimum Education
Civil Engineers	751	\$82,072	Bachelor's degree
Mechanical Engineers	578	\$83,590	Bachelor's degree
Electrical Engineers	382	\$93,648	Bachelor's degree
Environmental Engineers	317	\$87,845	Bachelor's degree
Electrical and Electronic Engineering Technicians	197	\$64,948	Associates degree

Computer and Mathematical (Total Projected Job Growth - 34,925)

Occupation	2024 Projected Job Growth	2015 Annual Median Wage	Minimum Education
Software Developers, Applications	8,019	\$104,990	Bachelor's degree
Computer Systems Analysts	7,090	\$85,800	Bachelor's degree
Software Developers, Systems Software	5,393	\$100,690	Bachelor's degree
Computer User Support Specialists	3,339	\$53,494	Post Secondary
Network and Computer Systems Administrators	2,770	\$91,355	Post Secondary Certificate

Healthcare Practitioners and Technical (Total Projected Job Growth - 37,296)

Occupation	2024 Projected Job Growth	2015 Annual Median Wage	Minimum Education
Registered Nurses	8,949	\$64,562	Associates degree
Licensed Practical and Licensed Vocational Nurses	4,546	\$40,823	Post Secondary Certificate
Physical Therapists	1,768	\$85,522	Doctoral/Professional degree
Physicians and Surgeons, All Other	1,548	\$92,806 (entry level)	Doctoral/Professional degree
Nurse Practitioners	1,523	\$95,707	Master's degree

Life, Physical, and Social Science (Total Projected Job Growth - 3,261)

Occupation	2024 Projected Job Growth	2015 Annual Median Wage	Minimum Education
Clinical, Counseling, and School Psychologists	770	\$69,828	Doctoral/Professional degree
Environmental Scientists and Specialists, Including Health	320	\$71,319	Bachelor's degree
Medical Scientists, Except Epidemiologists	295	\$86,272	Doctoral/Professional degree
Biological Technicians	253	\$40,671	Bachelor's degree
Forensic Science Technicians	229	\$66,277	Bachelor's degree

High Growth STEM-Related Occupations in Virginia to 2024 by Major Occupational Group

Management (Total Projected Job Growth -14,640)

Occupation	2024 Projected Job Growth	2015 Annual Median Wage	Minimum Education
Computer and Information Systems Managers	2,892	\$155,396	Bachelor's degree
Medical and Health Services Managers	1,260	\$97,812	Bachelor's degree
Architectural and Engineering Managers	205	\$143,883	Bachelor's degree
Natural Sciences Managers	37	\$129,167	Bachelor's degree

Education, Training, and Library (Total Projected Job Growth - 29,856)

Occupation	2024 Projected Job Growth	2015 Annual Median Wage	Minimum Education
Health Specialties Teachers, Postsecondary	1,272	\$64,613	Master's/Doctoral degree
Mathematical Science Teachers, Postsecondary	452	\$51,283	Master's/Doctoral degree
Nursing Instructors and Teachers, Postsecondary	446	\$61,509	Master's/Doctoral degree
Biological Science Teachers, Postsecondary	344	\$60,748	Master's/Doctoral degree
Psychology Teachers, Postsecondary	238	\$69,199	Master's/Doctoral degree

Sources: Virginia Employment Commission, Occupational Employment Projections, 2014-2024; Virginia Employment Commission, Occupational Employment Statistics (OES) Survey; O*NET™ - The Occupational Information Network. O*NET is a registered trademark of the US Department of Labor/ Employment and Training Administration.

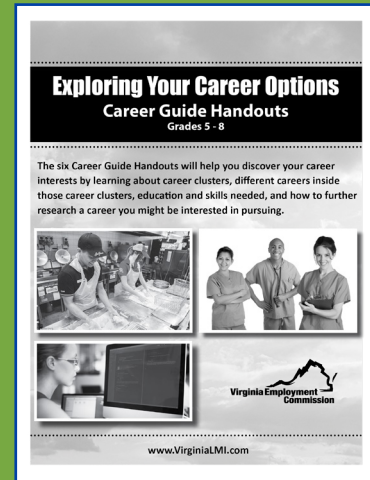
For More Information on STEM Occupations:

- Article - <https://www.bls.gov/spotlight/2017/science-technology-engineering-and-mathematics-stem-occupations-past-present-and-future/home.htm>
- Article - <http://ideastations.org/science-matters/hot-shots/hot-jobs/what-are-hot-stem-jobs-virginia>
- Data - <https://www.bls.gov/oes/2015/may/stem.htm>
- Data - <https://data.virginialmi.com> (Labor Market Data/Occupations)

Publications

EXPLORING YOUR CAREER OPTIONS: CAREER GUIDE HANDOUTS

The six Career Guide Handouts will help students discover their career interests by learning about career clusters, different careers inside those career clusters, education and skills needed, and how to further research a career they might be interested in pursuing. These Handouts are designed especially for students in grades 5 - 8.





Exploring Your Career Options Career Guide Handout

#1: Career Clusters

Clusters are groups of things that share similarities to each other in some way. For example: apples, pears, and oranges are all **fruits**; New York, Chicago, Richmond, and Orlando, are all **cities**; and cats, bears, dogs, and horses are all **animals**. A **career cluster** is a grouping of occupations and broad industries that all have things in common. Every Career and Technical Education class falls into one of 16 "career clusters."

1. Agriculture, Food, and Natural Resources
2. Architecture and Construction
3. Arts, Audio/Visual Technology, and Communications
4. Business, Management, and Administration
5. Education and Training
6. Finance
7. Government and Public Administration
8. Health Science
9. Hospitality and Tourism
10. Human Services
11. Information Technology
12. Law, Public Safety, Corrections, and Security
13. Manufacturing
14. Marketing, Sales, and Services
15. Science, Technology, Engineering, and Mathematics
16. Transportation, Distribution, and Logistics

Within each cluster, there are cluster "pathways" that correspond to a collection of courses and opportunities to prepare you for a given career.

The 16 clusters were established at the national level by the *States' Career Clusters Initiative* and are recognizable across the United States in middle schools, high schools, community and technical colleges, and the workforce.

By figuring out your interests and finding out what career cluster those interests fall in can help you figure down what sort of career you might be interested in pursuing. A job can be hard work and not fun, but you will enjoy your job more and get satisfaction from your work if it is something that interests you.

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Exploring Your Career Options Career Guide Handout

#6: Researching Careers

There are plenty of resources available for you to further research a career on your own. You can:

- ▶ Interview your parents, teachers, or family friends to find out first-hand what their jobs are like.
- ▶ Attend Career Day at your school.
- ▶ Spend a day shadowing your parent or other adult at their job.
- ▶ Visit your local or school library to find books or magazines about different careers.
- ▶ Search the web for online career information.

Websites You Can Visit for More Career Information:

<https://www.virginiaLMI.com>

<https://www.bls.gov/k12/>

<http://www.vaview.org/>

<https://www.careerkids.com/careers>

<https://www.knowitall.org/series/kids-work>

<https://www.sciencebuddies.org/science-engineering-careers>

Preparing for the Future

High School—Freshman Year

When you start your freshman year of high school, be sure to:

- ▶ Meet with your counselor to discuss your college plans and review your class schedule for appropriate classes.
- ▶ Start a calendar with important dates and deadlines.
- ▶ Get involved in extracurricular activities.
- ▶ Start preparing for the PSAT test.



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Exploring Your Career Options Career Guide Handout

#4: Learning Job Skills

Summers are a great time for you to earn some extra money and gain some job skills that will help put your résumé ahead of the rest when applying for "real" jobs in high school. You can learn time management, dependability, people skills, communication and marketing skills, self-confidence, and money management (in addition to earning money!).

Identifying Potential Summer Jobs for Middle School Students

It is difficult to find a job at such a young age. But, here are some steps to go through to help you identify areas in which you may be able to earn some extra money:

1. Think about the jobs performed around your own house each day (or week).



- ▶ Who waters the lawn and patio plants?
- ▶ Who mows the lawn and sweeps the patios?
- ▶ Who washes the car(s)?
- ▶ Who takes care of the kids who are out of school for the summer?
- ▶ Who walks and feeds the dog? Makes dinner for the family?
- ▶ Who sorts the mail or takes out the recycling?

All of these are potential summer job ideas. You could work for relatives, neighbors, and friends who are going on vacation or working outside the home while their children are home for the summer. Make any additions to this list here:

2. Observe what you see others doing, such as neighbors or family friends. Would they invite a middle school student to help them? Add your observations here:

1

RESEARCH PAPERS AND REPORTS

The various LMI research papers and reports provide data sets that are outside the Bureau of Labor Statistics core program products. These reports and research papers—developed and written by LMI staff—cover LMI-relevant articles such as the “gig economy” in Virginia and studying the impact of underemployment in Virginia’s job market.

A few samples:

- *Summary Analysis of Virginia 2017 and 2016 Benchmark Revisions of Nonagricultural Employment and Unemployment*
- *Labor Supply and Demand in Virginia: A Dynamic Approach to Understanding the Labor Force 1st Quarter 2018 Average*
- *An Understanding of Alternative Measures of Labor Underutilization*



STRUCTURAL UNEMPLOYMENT: A NEW MEASUREMENT AND CONTINUING DISCUSSION OF AN ELUSIVE ECONOMIC INDICATOR

Paul L. Daniels, Statistician, Virginia Employment Commission
Timothy O. Kestner, Director of Economic Information & Analytics, Virginia Employment Commission
Salvatore Lupica, Chief Operating Officer, Virginia Employment Commission

Abstract

The Workforce Innovation and opportunity Act (WIOA) and the Trade Act of 1974 were both intended to address conditions that today may be characterized as contributors to "structural unemployment." These contributors include, primarily, mismatch between worker skillsets and the skills needs of employers in the relevant labor markets. WIOA seeks to coordinate skill development and credentialing at a local level to better match workers' abilities with employers' skills needs. The Trade Act is intended to assist workers adversely affect by foreign trade by providing, among other things, training to prepare them for new careers. Our review of the relevant literature suggests that there is no uniform definition or accepted quantitative measure of "structural unemployment" that would be comparable to the standard unemployment rate (U3) or U3 plus marginally attached workers (U5). We propose two new measures of economic labor utilization based on data from the Bureau of Labor Statistics that provide both a qualitative and quantitative measure of structural unemployment, called U-7X and U-7XR. We believe that these measures gauge the extent of unemployment intrinsic in an economy that is intransigent because of a variety of factors including skills-based-employer need mismatch, aging demographics, and people with disabilities. In turn, these measures can be used for assessment of the state level implementation of both WIOA and the Trade Act.



Nonemployer Statistics—An Indicator of Virginia's "Gig Economy"

By Ann Lang, Senior Economist • Ann.Lang@vec.virginia.gov

Author's Note: This article attempts to provide an indication of Virginia's "gig economy"—a much discussed but hard to define sector of the economy. This analysis is not a comprehensive look at the "gig economy" and is based solely on nonemployer statistics from the Census. Nonemployer statistics are used to gain insight into this sector of the economy, as many gig workers fit the definition of nonemployers.

Introduction

The "gig economy" is a much talked about phenomenon. However, there is no official, agreed upon definition. And as such, there is no easy, direct way to collect data on this segment of the labor market and measure its economic impact. Gig workers are not easily identified or counted in the usual surveys of employment and earnings making it difficult to capture their impact.

The Bureau of Labor Statistics describes a gig as "a single project or task for which a worker is hired, often through a digital marketplace, to work on demand."¹ Workers often use a website or mobile app that helps to match them with customers who are interested in their particular products or services. Some gig workers enter into a formal agreement with an on-demand company, such as Uber, providing services to the company's clients; most of these gig workers are viewed as independent contractors by the company. Other gig workers are hired on an on-demand basis for specific projects and paid accordingly.

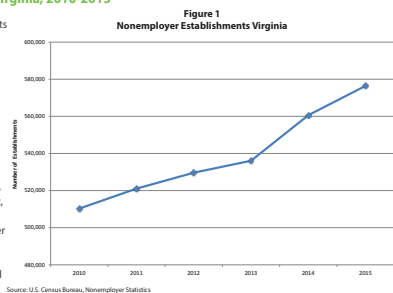
As the economy and business climate changes and evolves, some employers and industries are shifting away from conventional, salaried employment to gig workers or are supplementing their workforce with gig workers who are hired for specific projects. While a comprehensive count of gig employment does not currently exist, nonemployer statistics data from the U.S. Census may provide some insight into this trend. The U.S. Census compiles the nonemployer statistics data using Internal Revenue Service (IRS) tax data. According to the U.S. Census "A nonemployer business is one that has no paid employees, has business receipts of \$1,000 or more (\$1 or more in the Construction industry), and is subject to federal income taxes. Nonemployers are self-employed individuals operating very small unincorporated businesses, which may or may not be their principal source of income."² Since this definition of nonemployers fits most gig workers, an examination of this data provides useful information about gig employment, whether it's through a digital marketplace or not.

Nonemployer Establishments in Virginia, 2010-2015

The number of nonemployer establishments in Virginia rose over the 2010-2015 period.

See Figure 1.) According to the available data, Virginia had 576,446 nonemployer establishments in 2015, an increase of 66,149, or 13.0 percent, from 2010. In comparison, nonemployer establishments in the nation grew by 10.0 percent over this period. As a point of reference, Virginia payroll employment for 2015, as captured by the Quarterly of Employment and Wages (QCEW), increased by almost 200,000, or 5.6 percent, from 3.5 million to 3.7 million, over the five year period. So while Virginia's nonemployer establishments are growing by a significant amount, they remain smaller in number than the state's payroll employment as captured by the QCEW.

Source: U.S. Census Bureau, Nonemployer Statistics
by Hogan
www.census.gov/ipeds/nonemployer/view/define.html



Timothy O. Kestner
Director

Post Office Box 1358
703 East Main Street
Richmond, Virginia 23218-1358

Labor Supply and Demand in Virginia: A Dynamic Approach to Understanding the Labor Force First Quarter 2018

By Paul Daniels

Virginia Employment Commission, Division of Economic Information & Analytics

*Note: Unless otherwise noticed, all figures and tables are produced from data provided by the Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics program. Data on the Alternative Measures of Labor Underutilization can be obtained at the following website: <https://www.bls.gov/lau/stah.htm>. Previous versions of this report can be found under the title "Alternative Measures of Labor Underutilization."

Current Supply and Demand in Virginia

The most recent four quarter average for the alternative measures of labor underutilization ends with the first quarter of 2018. As evidenced in Table 1, every measure decreased from the previous average. While U-1 and U-3 had modest decreases of 0.1 percentage point, the decline in other measures was slightly more substantial with U-6 dropping by 0.3 percentage point. Looking at over-the-year changes, all measures are again markedly down with U-6 again having the greatest transformation with a 1.0 percentage point decline from the same point last year.

As U-6 represents the broadest definition of labor underutilization, its continued strong decline is a powerful indicator that the demand for workers is working towards parity with the excess supply left over from the last recession. Remember that U-6 contains not only traditionally unemployed, but those who are not working full-time, but desire and have the ability to. With all measures declining, it is safe to say that the number of job losers, long-term unemployed, and traditionally unemployed are decreasing. One concern is that these individuals are returning to work but at fewer hours than before. However, the large declines in U-6 suggest that this group is, in all likelihood, finding full-time employment once again.

Nationally, Virginia has once again out-performed the country with every measure below the current national average. It is one of 25 states (including Washington DC) to have all measures at or below the national average; one of nine states east of the Mississippi¹; one of four states in the southeast region of the United States²; and has only one neighboring state³ (Tennessee) that meets this designation. As suggested by the traditional unemployment rate, Virginia regionally has one of the best labor utilizing economies, which is impressive for a state so heavily reliant on government funding, particularly in a time when funding remains an uncertain and politically volatile topic.

¹ There are 26 states east of the Mississippi River.

² The 12 states used for comparison are in the Southeast region as designated by the Bureau of Economic Analysis: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia and West Virginia.

³ Four states and the District of Columbia neighbor Virginia.

As new and/or updated LMI publications become available, announcements of availability are posted on our LMI Facebook page and LMI Twitter account.



