

Alternative Measures of Unemployment

2021 Annual Average

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***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/stalt.htm>.

Executive Summary

The current four quarter average, 2021:Q1 – 2021:Q4, for alternative measures of labor underutilization show the impact of the ongoing recovery from the COVID-19 pandemic. All measures of unemployment and underemployment decreased from the previous four quarter average and notably decreased from the previous year's four quarter average. All of Virginia's measures of unemployment continue to be below the current national average. The Commonwealth's labor force in November 2021 was 0.27% smaller than what it was in November 2020.

Labor Underutilization in Virginia

The most recent four quarter average for measures of labor includes the first quarter of 2021 through the fourth quarter of 2021. The impact of COVID-19 on Virginia's labor supply and demand is evidenced in **Table 1**. Every measure moderately decreased from the previous average, from 0.4 percentage points in U-1 to 0.8 percentage points in U-6. Comparing the current four quarter average to that of last year, all measures have again significantly decreased with decreases of 0.5 percentage points in U-1 to 3.0 percentage points in U-6.

Nationally, Virginia fares better than many states, with every measure of unemployment below the current national average. It is one of 29 states to have all measures below the national

average, as well as one of 15 states east of the Mississippi¹ and one of ten states in the southeast region of the United States². Three of that states that share a boarder with Virginia³, Kentucky, Tennessee, and West Virginia also meet this designation. By all measures of unemployment and labor underutilization, many states' economies in the region including the Commonwealth appears to be recovering from the effects of the pandemic better than many states in the region.

Underemployment has fallen from both the previous four quarters and the previous year, as seen in **Table 2 and Figure B**. Virginia's underemployment rate is 0.3 percentage points lower than the previous four quarter average and 0.9 percentage points lower than 2020's average. However, job seeker discouragement has remained relatively stable. The current job-seeker discouragement rate of 0.3 percent is the same as the previous four quarter average and 0.1 percentage points higher than last year's average. Both underemployment and job-seeker discouragement are at the national averages.

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 Kentucky, Maryland, Tennessee, West Virginia and the District of Columbia share a boarder with Virginia.

Appendix

Table 1: Alternative Measures of Labor Underutilization

Measurement	Virginia's current 4 quarter average (2021:Q1 – 2021:Q4)	Virginia's previous 4 quarter average (2021 Annual Average)	National Data (2021:Q1 – 2021:Q4)	Virginia's 4 quarter average from previous year (2020:Q1 – 2020:Q4)
U-1	1.9	2.3	2.8	2.4
U-2	1.9	2.4	3.2	4.4
U-3*	3.9	4.5	5.3	6.3
U-4	4.2	4.8	5.6	6.5
U-5	5.1	5.6	6.4	7.2
U-6	8.1	8.9	9.4	11.1

* Measurement utilized as the “official” unemployment rate, defined as the total number of unemployed reported as a percentage of the civilian labor force

Note: Quarters reflect calendar year and not Virginia's fiscal year. National Data is seasonally adjusted.

Table 2: Underemployment and Job Seeker Discouragement

Measurement	Virginia's current 4 quarter average (2021:Q1 – 2021:Q4)	Virginia's previous 4 quarter average (2021 Annual Average)	National Data (2021:Q1 – 2021:Q4)	Virginia's 4 quarter average from previous year (2020:Q1 – 2020:Q4)
Underemployment	3.0	3.3	3.0	3.9
Job Seeker Discouragement	0.3	0.3	0.3	0.2

Figure A: Labor Underutilization in Virginia

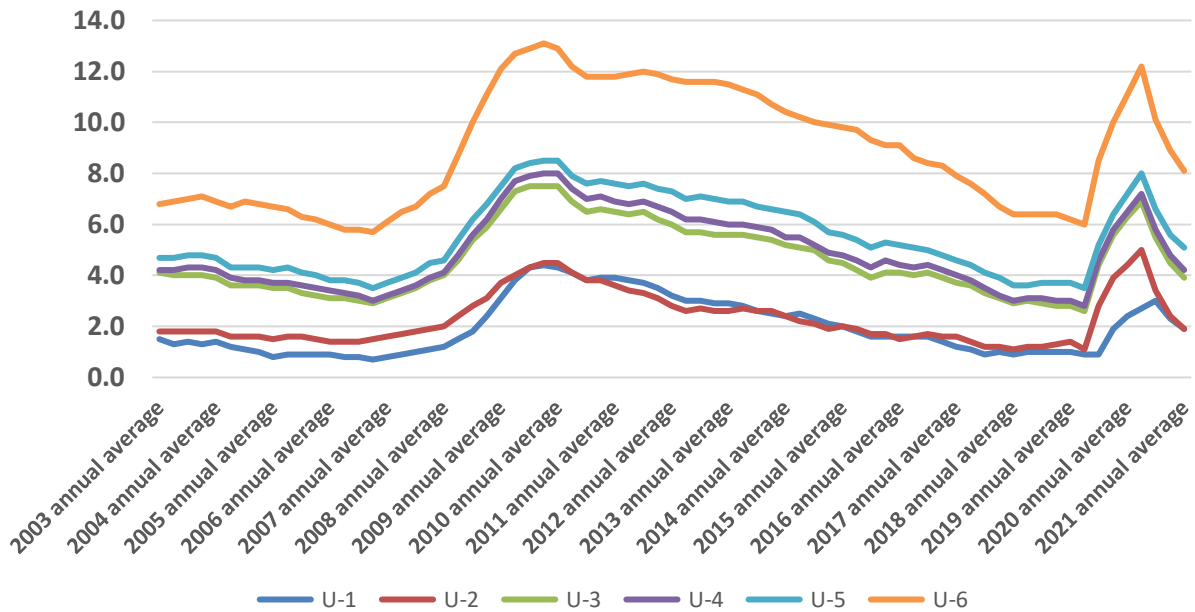
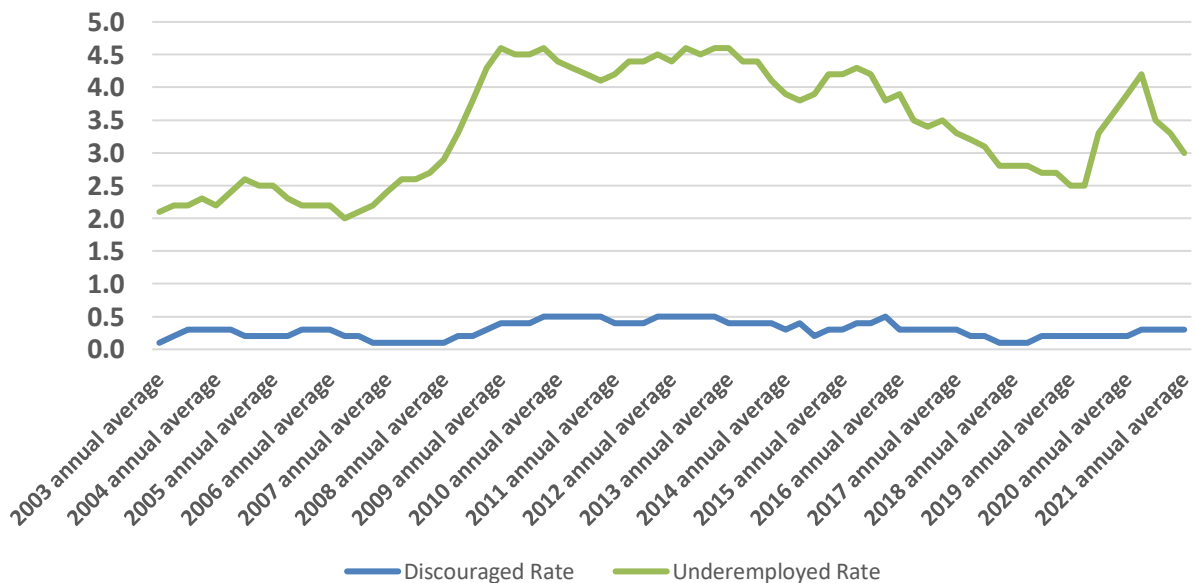


Figure B: Job Seeker Discouragement Rate and Underemployment Rate



Glossary of Terms

Civilian Labor Force: All persons classified as employed or unemployed. Civilian meaning not living in institutions such as correctional facilities, long-term care hospitals, and nursing homes, and not on active duty in the Armed Forces

Discouraged Workers: Persons not in the labor force who want and are available for a job and who have looked for work sometime in the past 12 months (or since the end of their last job if they held one within the past 12 months), but who are not currently looking because they believe there are no jobs available or there are none for which they would qualify

Employed: Persons 16 years and older in the civilian non-institutional population who, during the reference week, (a) did any work at all (at least 1 hour) as paid employees; worked in their own business, profession, or on their own farm, or worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family; and (b) all those who were not working but who had jobs or businesses from which they were temporarily absent because of vacation, illness, bad weather, childcare problems, maternity/paternity leave, labor-management dispute, job training, or other family or personal reasons, whether or not they were paid for the time off or were seeking other jobs. Each employed person is counted only once, even if they hold more than one job.

Involuntary Part-Time Workers: Persons who are available and want to work full-time, but accept part-time work for economic reasons.

Job Losers: Unemployed persons who involuntarily lost their last job or who had completed a temporary job. This includes persons who were on temporary layoff expecting to return to work, as well as persons not on temporary layoff. Those not on temporary layoff include permanent job losers and persons whose temporary jobs had ended.

Job-seeker Discouragement: A measurement of would-be job-seeker discouragement, calculated as the difference between alternative measures U-4 and U-3. While the actual figure is somewhat artificial and difficult to interpret on its own, the overall trend gives an idea of perceptions about the labor market.

Marginally Attached Workers: Persons not in the labor force who want and are available for work, and who have looked for a job sometime in the prior 12 months (or since the end of their last job if they held one within the past 12 months), but were not counted as unemployed because they had not searched for work in the 4 weeks preceding the survey. Discouraged workers are a subset of the marginally attached.

Marginally Attached Workers Plus Civilian Labor Force: Measure of the "Full" labor force, often used when calculating alternative measures of underutilization in order to include discouraged workers

Underemployment: A measurement of the underemployment rate, calculated as the difference between alternative measures U-6 and U-5. This essentially looks at the widest possible definition of unemployment and the labor force, and separates out those that, while employed, feel that they are not in a position which suits their needs and abilities.

Unemployed: Persons aged 16 years and older who had no employment during the reference week, were available for work, except for temporary illness, and had made specific efforts to find employment sometime during the 4-week period ending the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.

U-1: Persons unemployed 15 weeks or longer, as a percent of the civilian labor force

U-2: Job losers and persons who completed temporary jobs, as a percent of the civilian labor force

U-3: Total unemployed, as a percent of the civilian labor force (this is the definition used for the official unemployment rate)

U-4: Total unemployed, plus discouraged workers, as a percent of the civilian labor force, plus discouraged workers

U-5: Total unemployed, plus discouraged workers, plus all other marginally attached workers, as a percent of the civilian labor force, plus all marginally attached workers

U-6: Total unemployed, plus all marginally attached workers, plus total employed part-time for economic reasons, as a percent of the civilian labor force plus all marginally attached workers

U-1 Diff.: Difference between alternative measure U-1 and official unemployment measure U-3

U-2 Diff.: Difference between alternative measure U-2 and official unemployment measure U-3

U-4 Diff.: Difference between alternative measure U-4 and official unemployment measure U-3

U-5 Diff.: Difference between alternative measure U-5 and official unemployment measure U-3

U-6 Diff.: Difference between alternative measure U-6 and official unemployment measure U-3