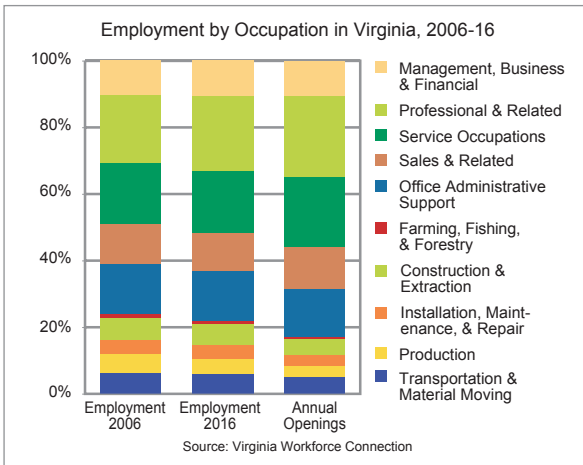


Current economic uncertainties introduce doubt about projections of future job growth and make it more difficult to predict the workforce needs of employers. Even in the face of a shrinking job market, however, employment in Virginia will continue to span a broad range of occupations and will require education at all levels. Making the right investments in preparing Virginia's workforce doesn't require a crystal ball — just a commitment to producing highly skilled and motivated workers for the full spectrum of the Commonwealth's employment opportunities. Three questions can guide state and private investments in workforce development:

1. What is Virginia's current and projected employment demand by occupation?
2. What education and training is desired for current and anticipated job openings?
3. How well are Virginians meeting the education and training requirements of the Commonwealth's employers?



- The distribution of employment in Virginia across occupational sectors is not projected to change dramatically.
- Professional and Related Occupations is the largest single sector, with Service, Sales, and Office Administration occupations not far behind.

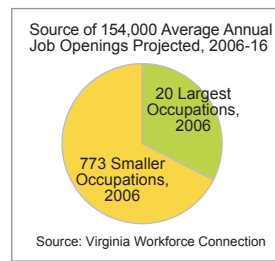
### Future Employment Needs

“Job openings” result from the creation of new positions and the emptying out of existing positions as people retire or leave the field. Openings are a more practical measure of opportunity than either total employment or percent change in employment. The relative number openings is likely to remain fairly constant while “percent change” will change with the economy.

Virginia Occupational Employment Projections	Estimated 2006	Projected 2016	Percent change	Average annual openings
<b>All occupations</b>	<b>4,012,887</b>	<b>4,635,775</b>	<b>15.5</b>	<b>154,391</b>
<b>Fastest-growing occupations</b>				
Home Health Aides	11,994	20,892	74.2	997
Gaming Surveillance Officers	51	88	72.5	5
Personal & Home Care Aides	10,899	18,259	67.5	921
Network Analysts	15,310	25,205	64.6	1,302
Marriage & Family Therapists	624	989	58.5	49
<b>Occupations with the most job openings</b>				
Retail Salespersons	134,298	154,555	15.1	6,161
Cashiers	107,984	107,775	-0.2	5,135
Office Clerks, General	125,559	148,914	18.6	4,640
Waiters & Waitresses	59,361	65,675	10.6	3,856
Customer Service Reps	57,855	76,467	32.2	3,472

Source: Virginia Workforce Connection

- Although fast-growing occupations (those with a high projected percent change such as network analysts) seem to represent the wave of the future, more traditional occupations are usually larger and offer more job openings.
- A few very large occupations dominate our employment picture. The twenty largest occupations in 2006 (out of almost 800 that are analyzed) are projected to contribute 32 percent of Virginia job openings from 2006-16.

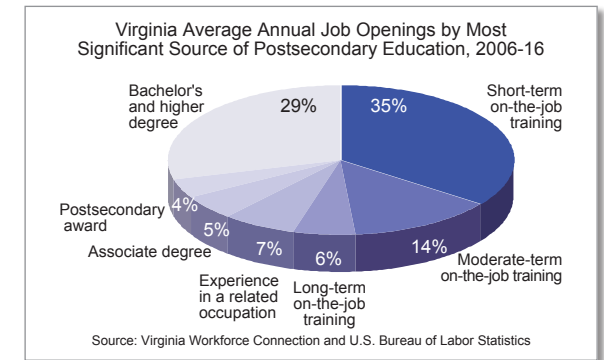


- The largest occupations will continue to be important. Recession will slow growth but will not eliminate the long-term need for these occupations.
- While some occupations are unevenly distributed, those with the most openings are found throughout the Commonwealth.

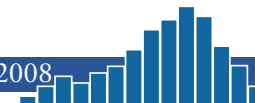
### Future Education Needs

While most occupations employ people with a range of educational attainment, occupations can be characterized by their “most significant source of postsecondary education.”

Employers do not necessarily seek the maximum possible education for every occupation. Instead they balance specific job requirements, hiring costs, and many other factors when deciding how much education a position requires. Skills and trainability are often more important than degree attainment.



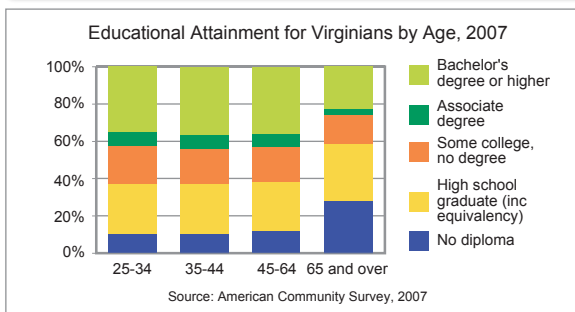
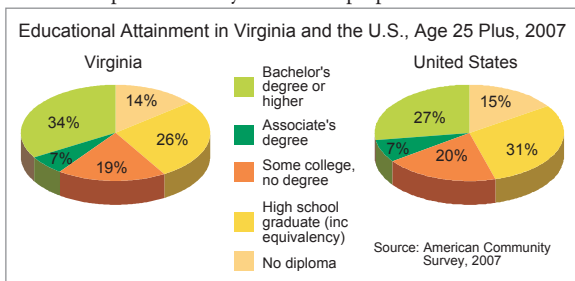
- Job openings are expected at every education level. Occupations that require high levels of education are growing but are not projected to displace those requiring less education.
- More than half of all job openings are expected in occupations for which “on-the-job training” is the most significant source of postsecondary education.
- Moderate- and long-term on-the-job training frequently involves classroom instruction at community colleges and technical schools, but does not necessarily lead to a degree.
- 29 percent of openings are expected in occupations for which a bachelor's or higher degree is the most significant source of training.



### Educational Attainment in Virginia

Virginians outperform the nation in educational attainment at all levels.

- Thirty-four percent of Virginians age 25 and over have bachelor's degrees or higher compared to 27 percent nationwide.
- Fourteen percent of Virginians have not completed high school.
- The Census Bureau tracks degrees attained, but not participation in job training programs, the most significant area of postsecondary workforce preparation.



- Despite a generally high level of performance, Virginia is not seeing significant increases in educational attainment across recent generations. The educational attainment of Virginia's 25-34 year olds is virtually identical to that of their parents.
- Employers consistently report the need for workers, at all levels, who have basic workplace readiness skills, including satisfactory attendance, teamworking, and a positive attitude.

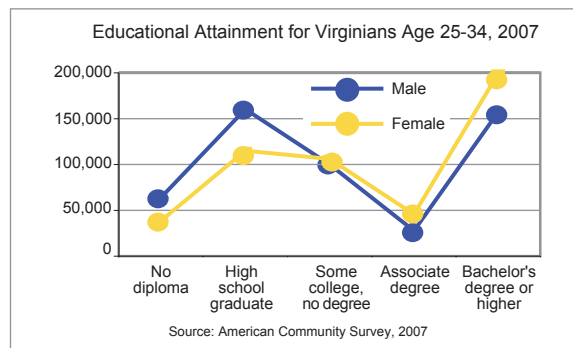
### Two Populations to Watch

Virginia data illuminate two demographic groups that warrant particular attention: young men and immigrants.

#### Young men are entering the workforce with less education than their female peers or their parents

For years we have been concerned about increasing women's educational attainment. We now face the opposite problem — Virginia women age 25-35 are significantly better educated than men of the same age.

- Eight percent of women age 25-34 lack a high school diploma, in contrast to 13 percent of men.
- Thirty-nine percent of women age 25-34 have a bachelor's degree or higher, compared to 31 percent of men.
- Not only are men falling behind women of their own age, they are failing to achieve the education levels of their fathers' generation. Thirty-one percent of young men have a bachelor's or higher degree, compared to 38 percent of men age 45-64.

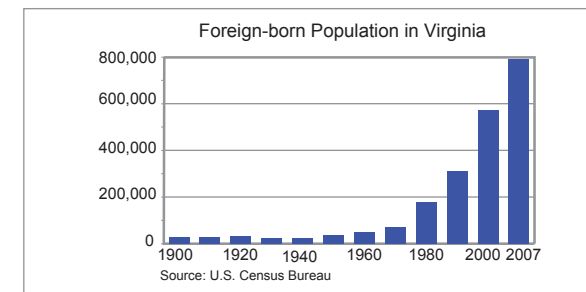


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### Immigrants are entering our workforce in ever-growing numbers

- Virginia's foreign-born population grew by more than 200,000 from 2000 to 2007. We anticipate that this population will continue to grow.



- Virginia's working-age immigrants are concentrated at the two extremes of the education spectrum. Forty percent of those who entered the country since 2000 have a bachelor's degree and 44 percent have less than a high school diploma. Immigrants who arrived since 2000 have more education than those who arrived in the 1990s.
- Nearly 40 percent of recent arrivals do not speak English well or at all and 25 percent of those who arrived in the 1990s still speak English poorly.
- Regardless of educational attainment, many immigrants would benefit from certification and language training to meet U.S. employment requirements and to maximize their contribution to the economy of the Commonwealth.

