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Background

- **Design** - VEC & Office of the Governor (August, 2015)
- **Administration** – Survey & Evaluation Research Laboratory (September – December, 2015)
- **Analysis** - CURA (January – February, 2016)
- **Survey Population** - QCEW Fourth Quarter 2014
- **Sample** - 30,000 establishments
Responses & Analysis Categories

7,890 valid responses
- Response rate 26.3% - statistically highly reliable (sampling error < 1%)

Analyses by:
- Industry Sector
- Workforce Investment Board (WIB)
- Employer Size
- Occupation (SOC)
Purpose of the study

- **Current & projected number of employees** – next 12 months: full-time, part-time, seasonal
- **Number projected job vacancies** – replacement & new, & expected difficulty filling them
- **Job title of projected vacancies**
- **Most important skills**, including education, certifications, licenses, experience, training
- **Projected wage & salary levels**
Key Findings Statewide

More than 130,000 jobs. Most vacancies are full-time and permanent, but difficult to fill

- **Projected vacancy rate 2016** – 4.2% (130,827)
  - 61% separations, 39% new positions
- 60% full-time, 32% part-time (8% unknown)
- 83% permanent, 16% seasonal
- **Extremely / very difficult to fill** – 21%
  - Moderately difficult – 39%
  - No strong correlations w/ education, training, skills, location
Key Findings Statewide

The importance of soft skills

Attributes sought in new hires (rank-ordered)

- Professionalism
- Communication Skills
- Basic Academic Skills
- Interpersonal Skills
- Critical Thinking Skills
- Technology Use
Key Findings Statewide continued

• **Formal education required** –
  • High school diploma or GED – 63%
    • 37% of these require license or certification
  • Associate degree / some college – 12%
  • Bachelor’s degree or higher – 18%

• **Licensing or other credential** – 34%
Key Findings Statewide

- On-the-Job-Training (OJT) 1 month or less required for 46%
- OJT 1 year or less required for 31%
- No prior experience required for 42%

- Full-time average starting salary - $39,385
- Part-time average starting wage - $11.98
Key Findings – Industry Sectors

5 sectors account for 70% of vacancies –

- Accommodation & Food Services - 19%
- Health Care & Social Assistance - 17%
- Retail Trade - 16%
- Professional, Scientific & Technical Services - 11%
- Administrative Support, Waste Management & Remediation Services - 9%
Key Findings – Map of Virginia’s WIB Regions

Source: Virginia Employment Commission
5 WIBs – 70% of Vacancies
• XI. Northern Virginia – 26%
• XVI. Opportunity, Inc. Hampton Roads – 17%
• IX. Resource: Capital Region – 14%
• XII. Alexandria / Arlington – 7%
• XIV. Peninsula Council – 6%

4 WIBs – 19% of Vacancies
• II. New River / Mount Rogers – 5%
• IV. Shenandoah Valley – 5%
• III. Western Virginia – 5%
• XIII. Bay Consortium – 4%
Key Findings – Employer Size

Vacancies are concentrated in SMEs

- 25 – 99 employees – 35%
- 100 – 499 employees – 27%
- 10 – 24 employees – 22%
- 1 – 9 employees – 14%
- 500 – 999 employees – 2%
- 1,000 + employees – 0.4%
Key Findings – Standard Occupational Classification Codes

13 occupations – 85% of vacancies

- Sales & Related – 9%
- Office & Administrative Support – 9%
- Food Preparation & Serving – 9%
- Healthcare Support – 8%
- Education, Training & Library – 8%
- Construction & Extraction – 7%
- Building & Grounds Cleaning & Maintenance – 7%
- Protective Services – 7%
- Transportation & Material Moving – 5%
- Installation, Maintenance & Repair – 4%
- Personal Care & Service – 4%
- Healthcare Practitioners & Technical – 4%
- Production – 4%
Conclusion

• **Positive picture – 4.2% overall vacancy rate**
• **Most vacancies – average wage jobs**
• **Importance of soft skills**
• **Regional variation**
  • Urban Crescent – lion’s share of growth, especially in high formal skill jobs
  • Charlottesville, Valley, Blacksburg, Roanoke, Danville – also growing
• **Regional & Industry-specific review needed**
  • Why will it be difficult to fill vacancies?
Thank you!