



Alexandria/Arlington Region Labor Market Update

From the Report:
"Assessing Alexandria/Arlington's Regional Labor Market"
by
Dr. Mark White , George Mason University's Center for Regional Analysis



Alexandria/Arlington Regional Workforce Council





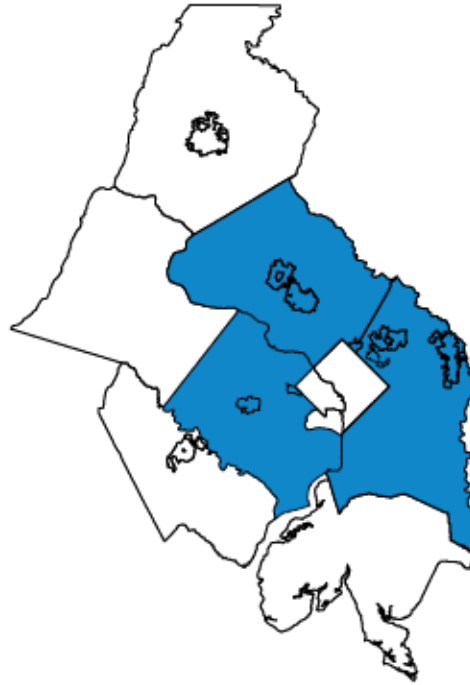
Key Demographic Trends



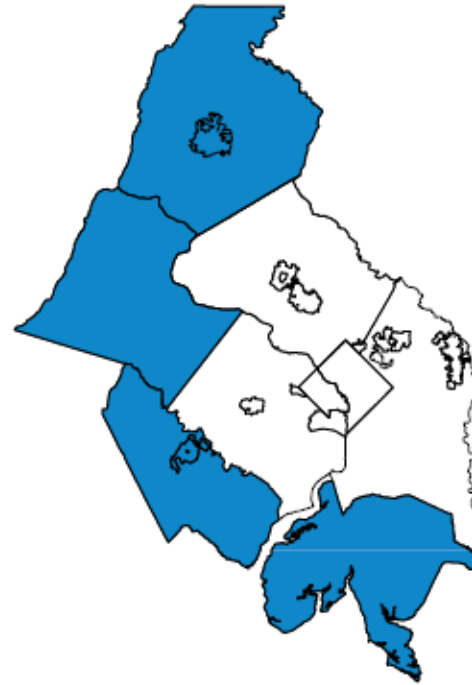
Central jurisdictions, inner suburbs, & outer suburbs



Central Jurisdictions: District of Columbia, City of Alexandria, and Arlington County.



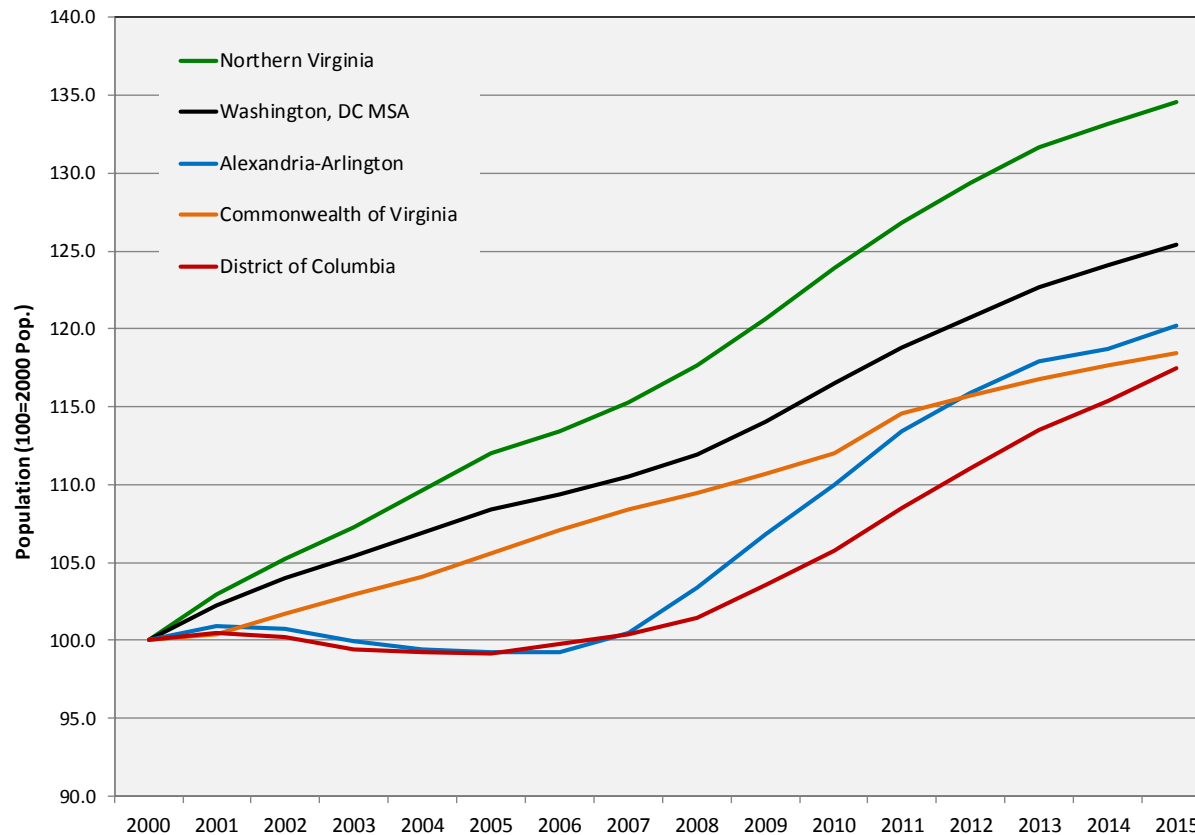
Inner Suburbs: Town of Bladensburg, City of Bowie, City of College Park, City of Gaithersburg, City of Greenbelt, City of Hyattsville, Montgomery County, Prince George's County, City of Rockville, City of Takoma Park, City of Fairfax, Fairfax County, and City of Falls Church.



Outer Suburbs: Charles County, City of Frederick, Frederick County, Loudoun County, City of Manassas, City of Manassas Park, and Prince William County

Source: "State of the Region: Human Capital Report", Metropolitan Council of Governments, February 2017.

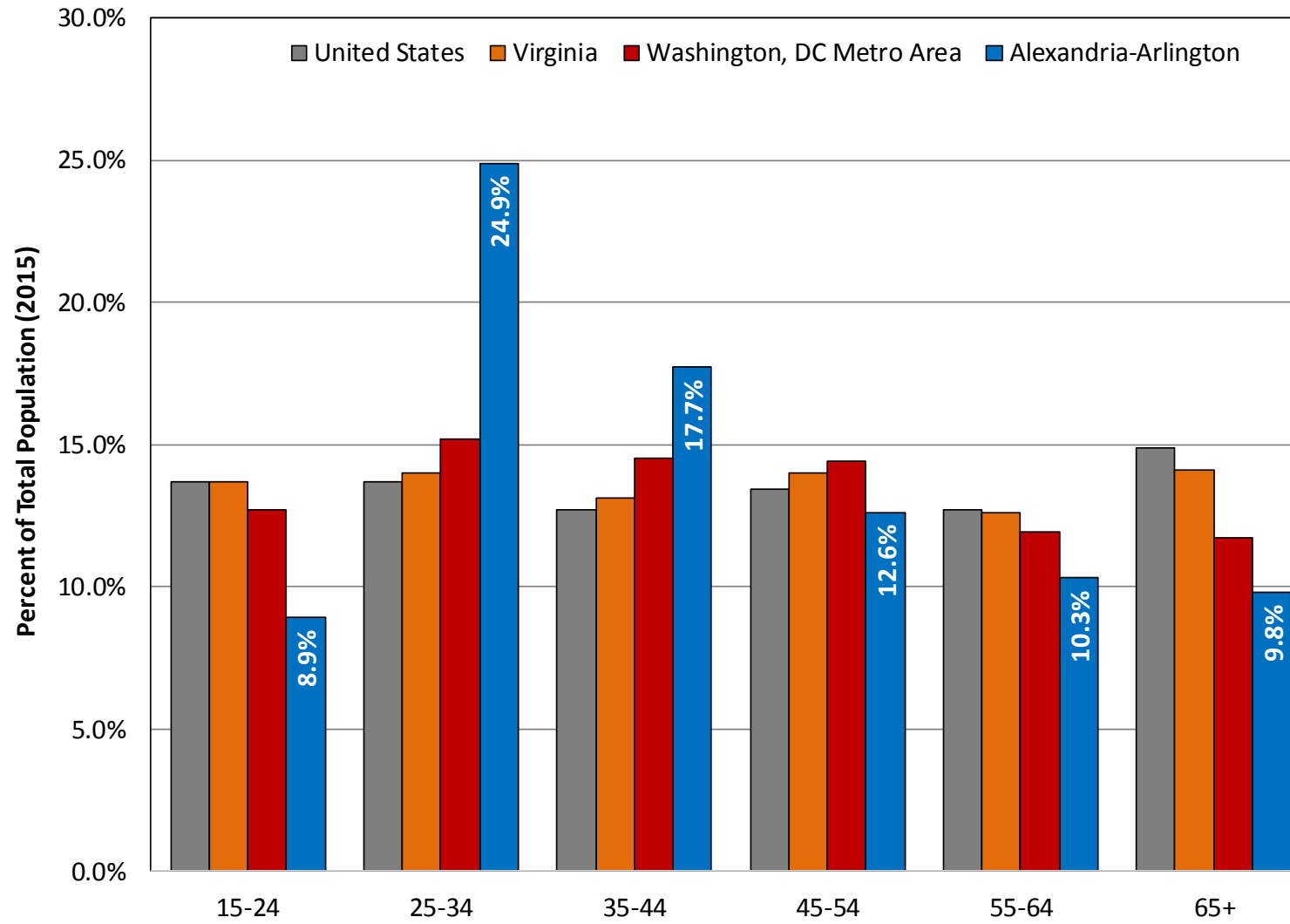
After a period of flat/negative growth, A-A grew significantly after the recession



Source: US Census Bureau Population Estimates Program

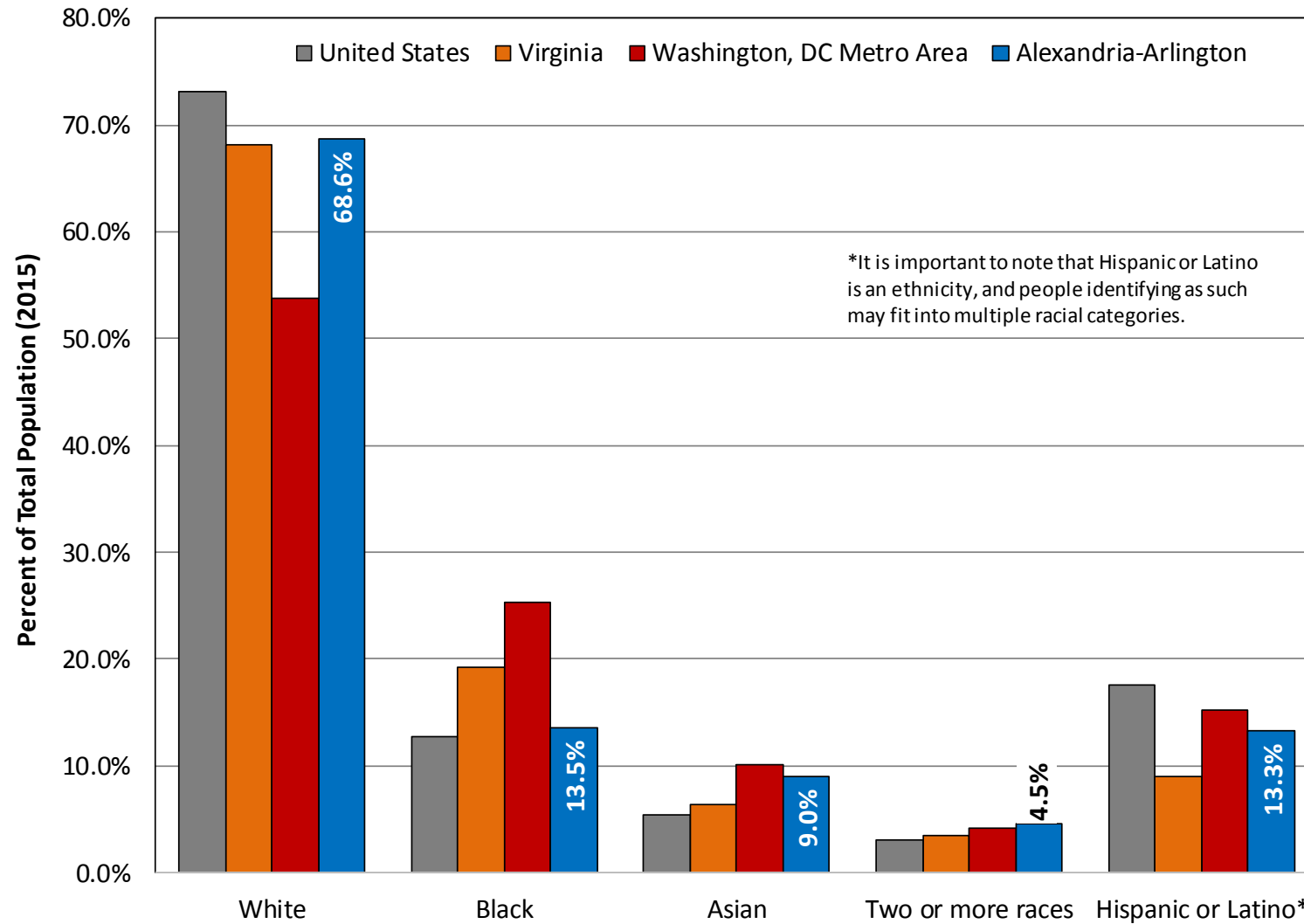
- 382,000 residents
 - 60 percent in Arlington
 - 40 percent in Alexandria

1 out of 4 residents are aged 25-34



Source: US Census Bureau, 2015 American Community Survey

The region is less diverse than the DC metro area



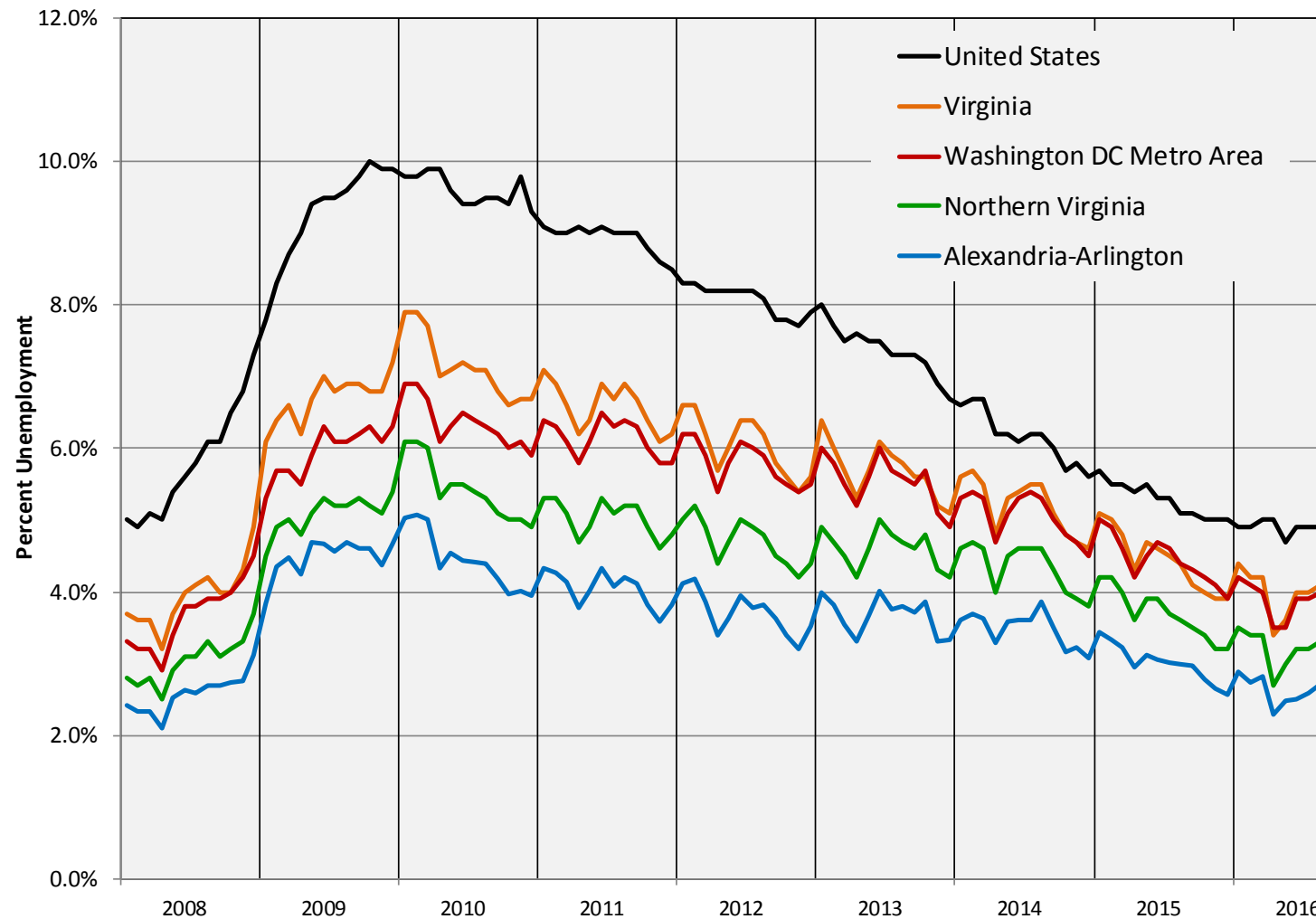
Source: US Census Bureau, 2015 American Community Survey



The Labor Force

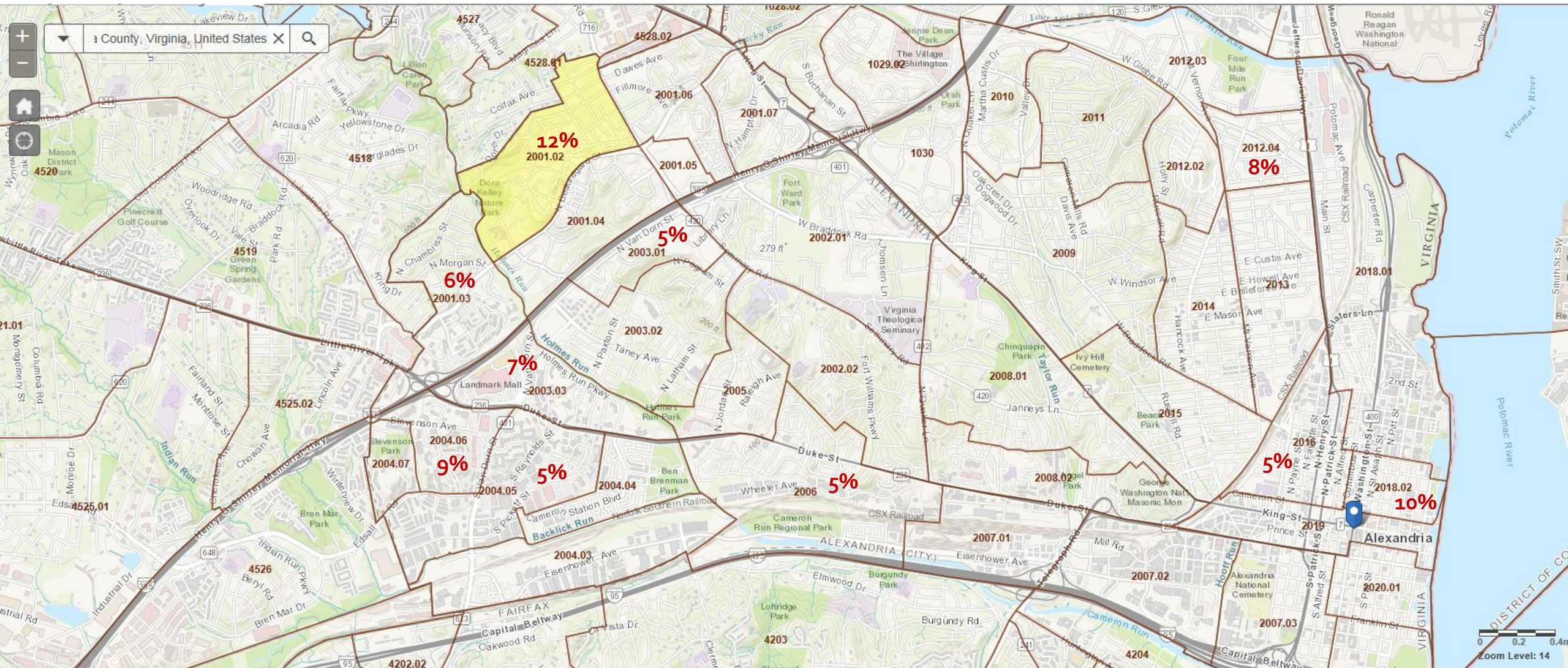


Unemployment remains lower than the region, state & nation

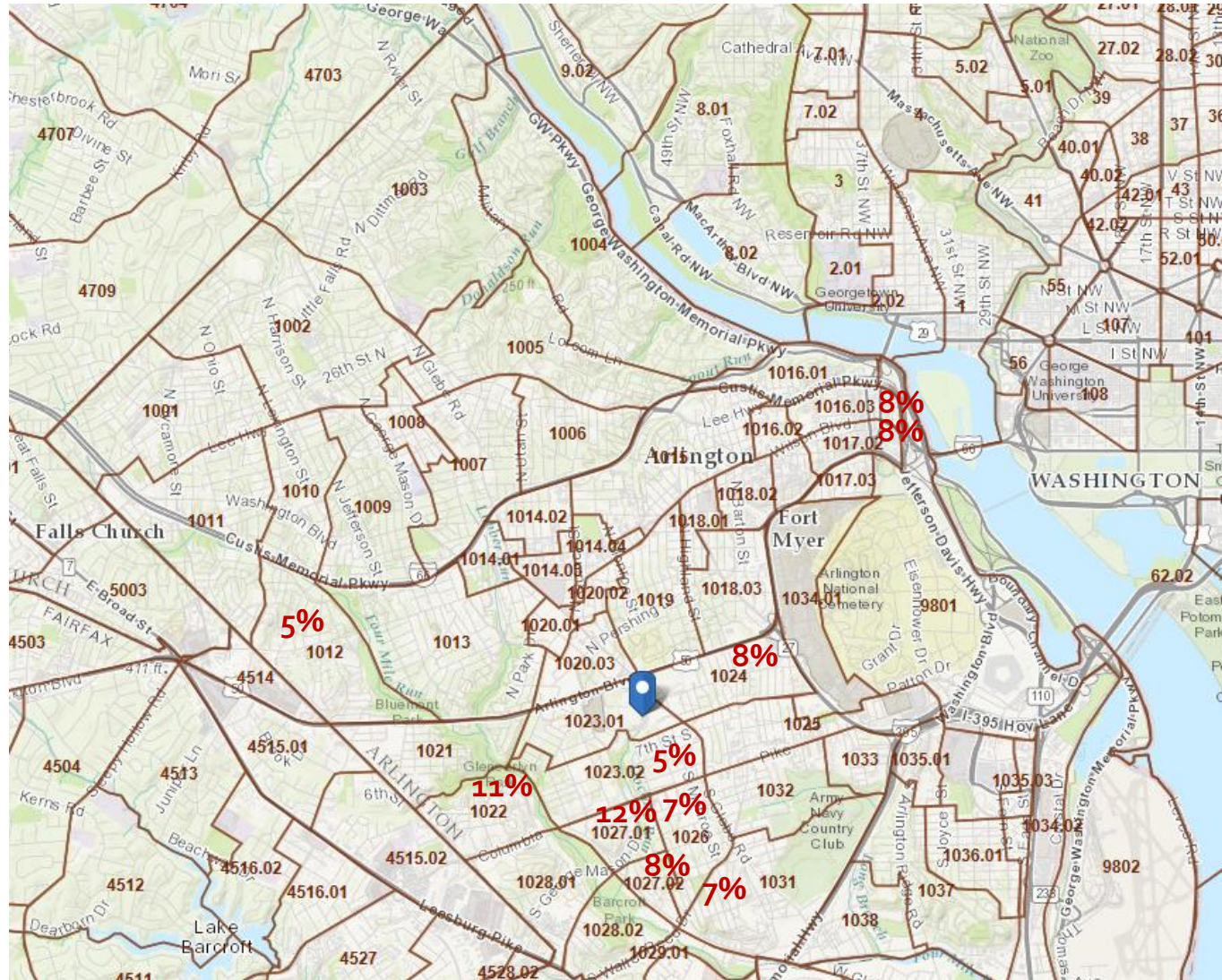


Source: US Bureau of Labor Statistics, Local Area Unemployment Statistics

Areas of high unemployment: Alexandria City



Areas of high unemployment: Arlington County



Outreach Ideas

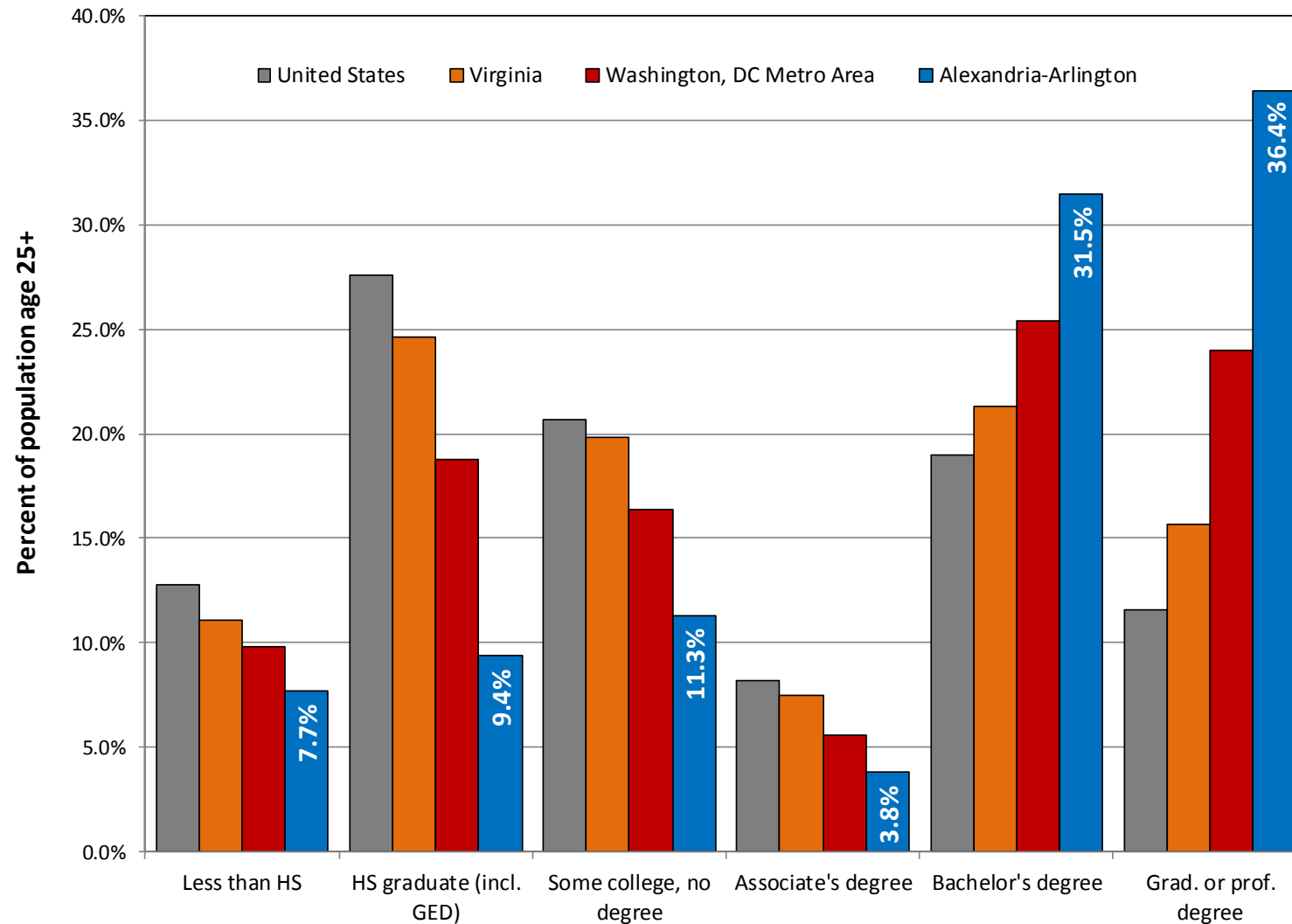
- Religious Entities
- Civic Associations
- Community List Serves
- Update Human Services Departments
- Update CBOs
- Update Elected Officials
- Post Flyers/Door-to-Door
- Customer Referrals

A-A has a relatively larger proportion of working age veterans

	Veterans as a % of civilian pop. (Age 18+)	% of veteran pop. aged 18-64
United States	7.6%	50.5%
Virginia	10.8%	62.5%
Washington, DC Metro Area	8.3%	64.6%
Alexandria-Arlington	7.5%	68.0%

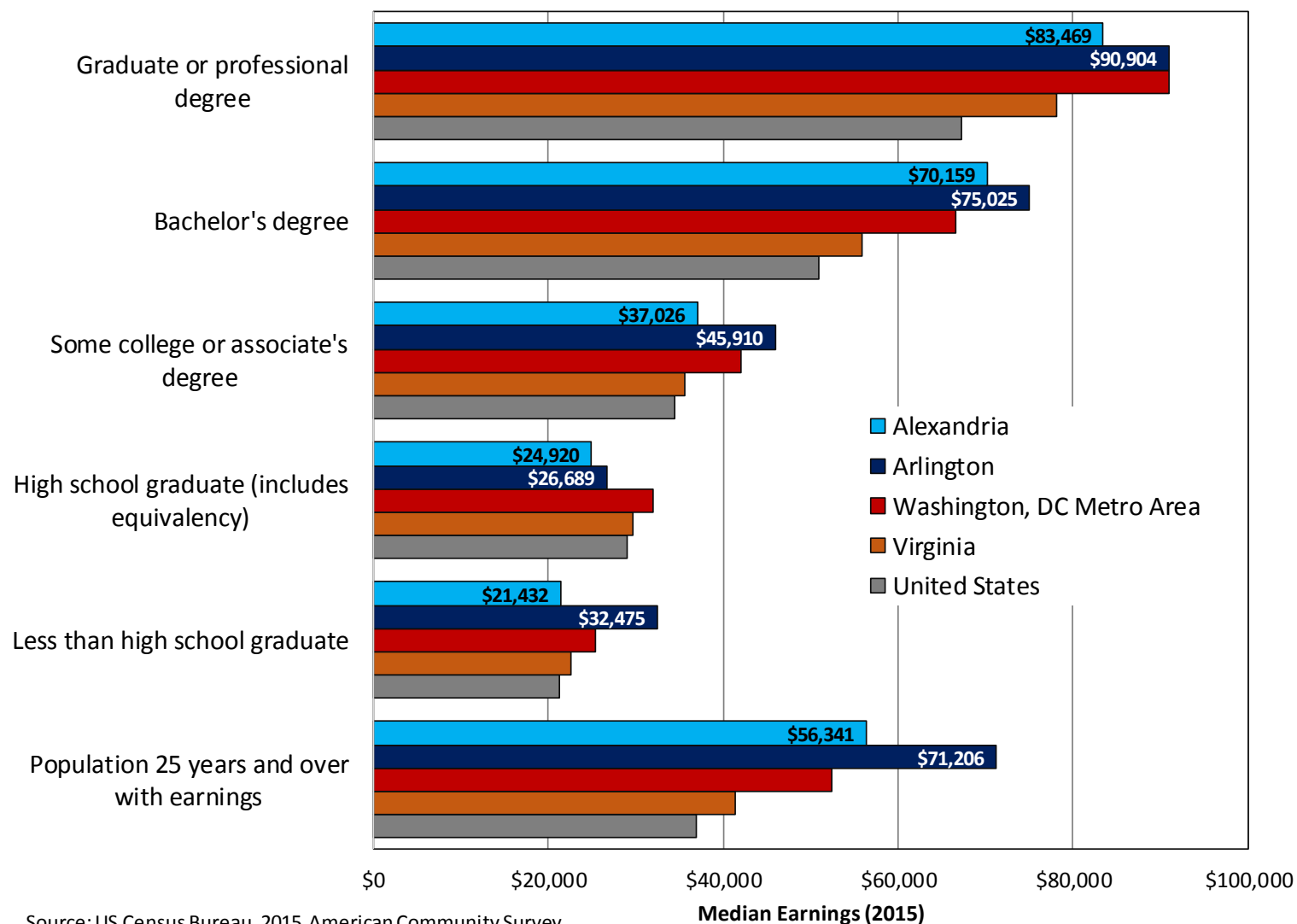
Source: US Census Bureau, 2015 American Community Survey

2 out of 3 A-A residents (age 25+) have at least a 4-year degree



Source: US Census Bureau, 2015 American Community Survey

Earnings and education go hand in hand



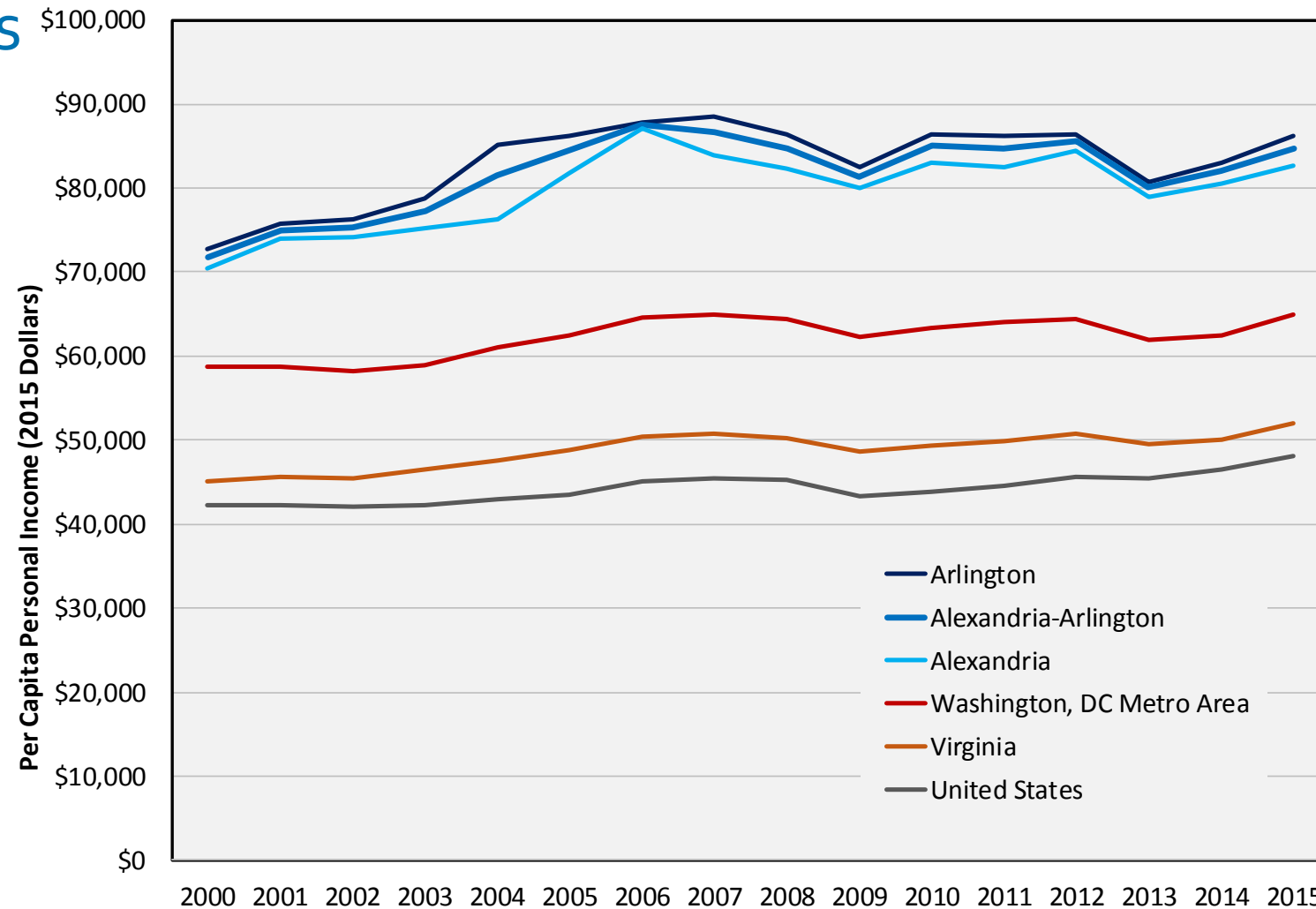
Source: US Census Bureau, 2015 American Community Survey



Economic Trends

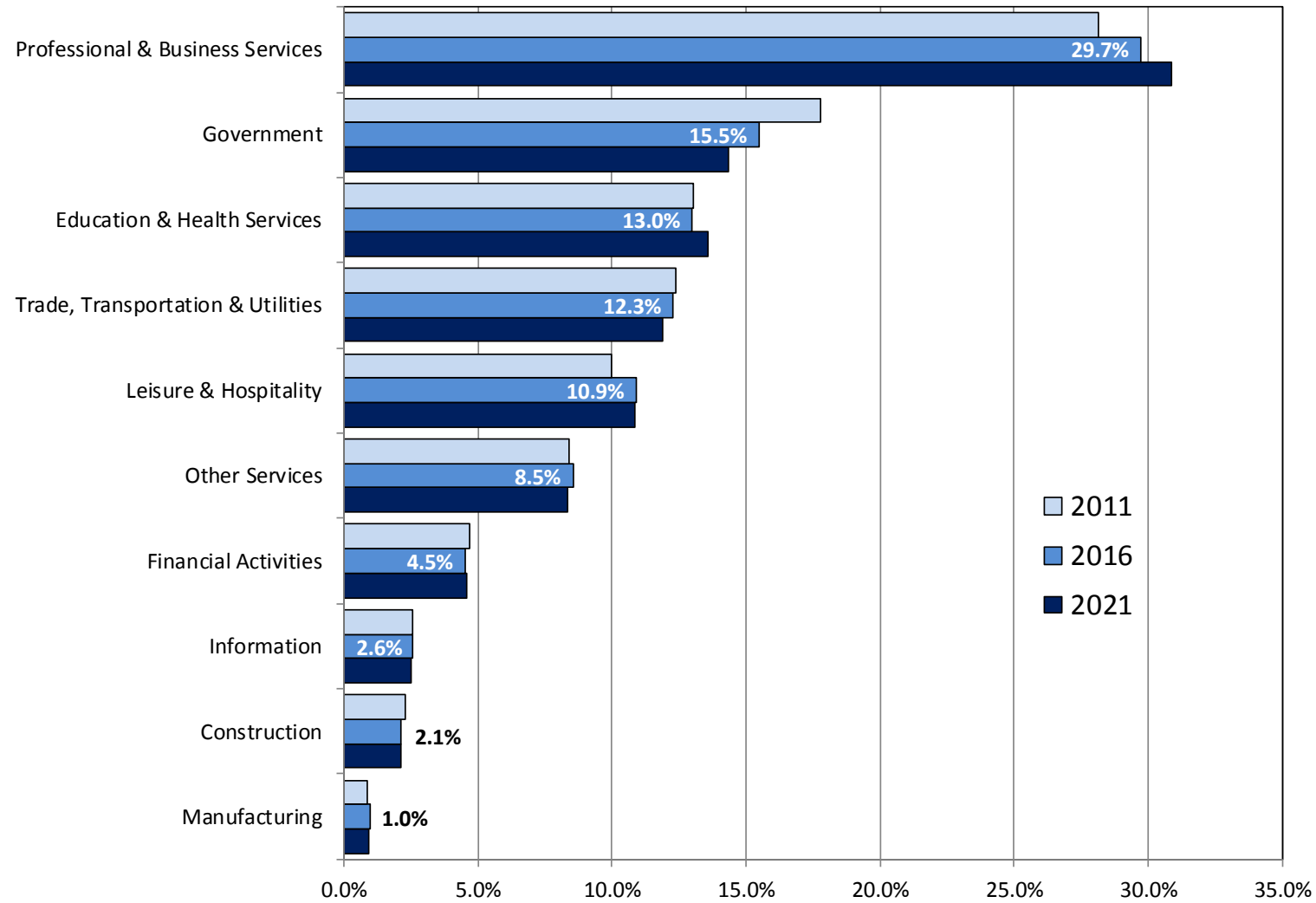


Arlington (#26) & Alexandria (#30) are two of America's wealthiest counties



Source: US Bureau of Economic Analysis, Adjusted for inflation using Bureau of Labor Statistics (BLS) Consumer Price Index

Prof. and business services account for almost 30% of total employment



Source: Chmura Economics, Jobs EQ

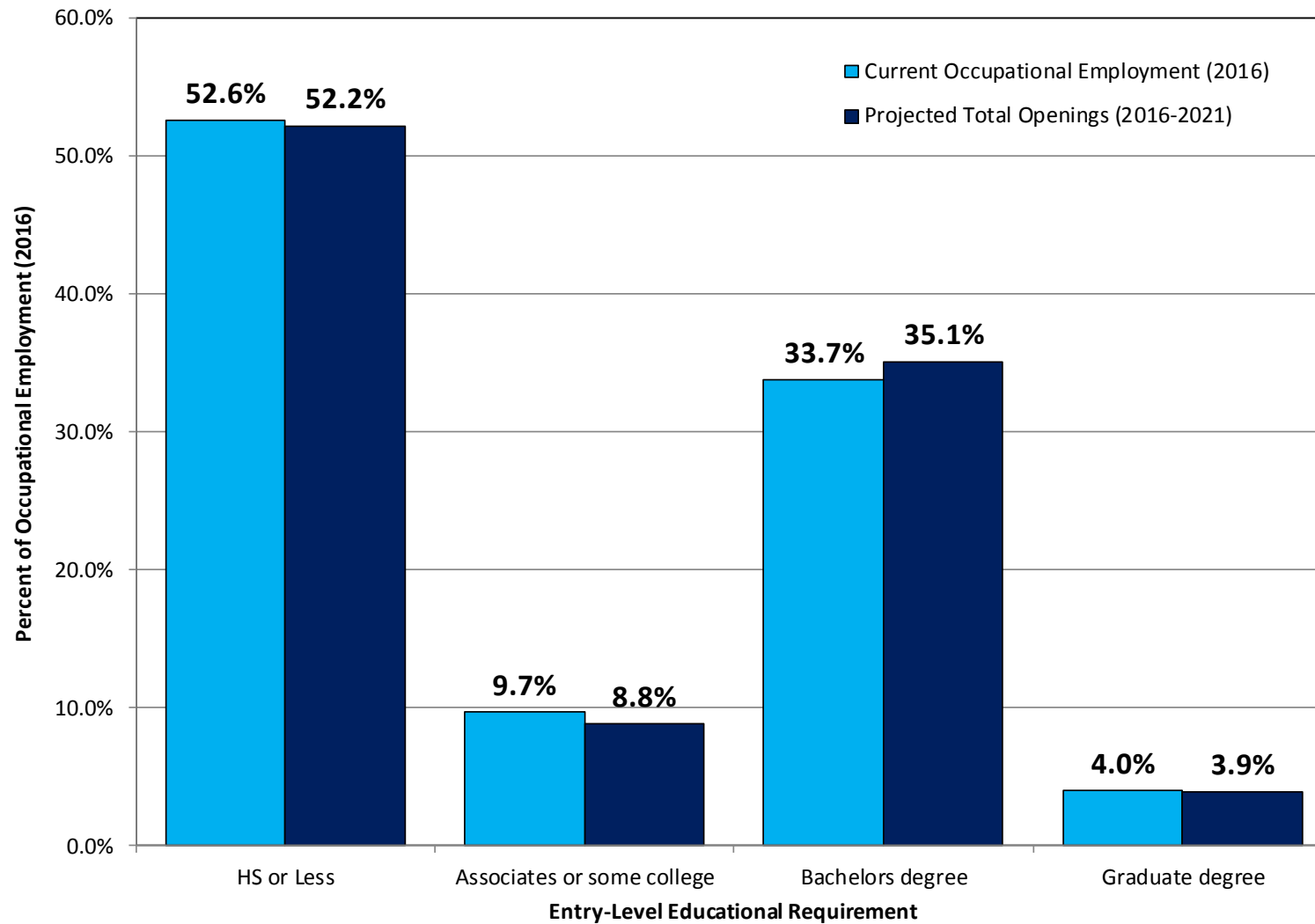
Percent of Total Employment



Sources of Workforce Demand



A-A has a polarized workforce with relatively few middle-skill jobs



Source: Chmura Economics, JobsEQ, 2016 Q2

Healthcare and business services are more average paying industries

- Growing industries

- Healthcare: Dentists offices, outpatient care centers, medical and diagnostic labs
- Business services: Advertising, PR, and related services; Accounting, tax prep, bookkeeping and payroll services
- Transport: Transit systems, air transportation

- Middle-skill occupations

- IT-related
 - Computer-user support specialists, web developers
- Healthcare
 - Nursing ass'ts, LPNs, medical and dental ass'ts
- Office support
 - Paralegals and legal ass'ts, bookkeeping, accounting and auditing clerks
- Maintenance
 - Auto service techs, aircraft mechs & techs,

IT and nursing occupations are among the most advertised middle-skill occupations

Ed. Level	Ten Most Advertised Occupations by Education Level	Available Jobs (2016)	Employers w/ Job Advertisements by Education Level	Available Jobs (2016)
Associate's Degree	Computer User Support Specialists	1,276	Inova Health System	323
	Web Developers	1,155	Forward Air, Inc.	205
	Heavy & Tractor-Trailer Truck Drivers	1,148	Virginia Hospital Center	192
	Registered Nurses	892	US Patent and Trade Office	151
	Hairdressers, Hairstylist & Cosmetologists	232	INOVA Geo	130
	LP/LV Nurses	219	Transportation Security Administration	106
	Network & Computer Systems Admin.	153	Pentagon Federal Credit Union	105
	Information Security Analysts	150	United States Army	101
	Exec. Secretaries & Exec. Assistants	136	Hair Cuttery	99
	General Maintenance & Repair Workers	119	US Department of State	95

Source: Help Wanted Online (1/1/16 to 11/28/16)

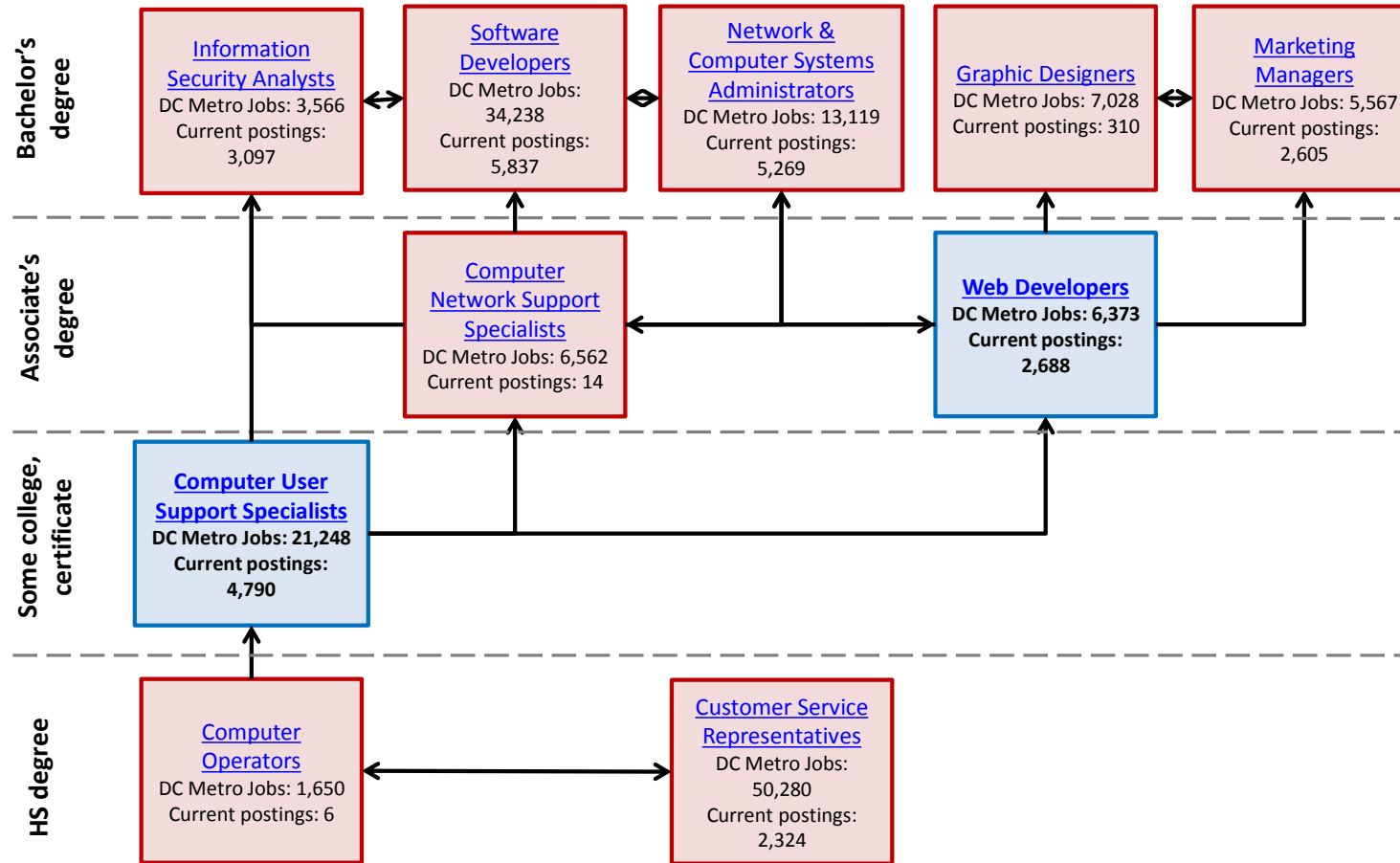
- Commonly required skills: Cyber Security, Java, SQL, Linux MS, MS Sharepoint
- Commonly demanded certifications: Security clearance, drivers license, CDL, HAZMAT, Nursing

In-demand IT/IS Opportunities

Occupational Code (SOC)	Occupation Name	Typical Entry Level Education	Top Related Certifications/ Competencies	2016 Total Employed	Projected Total Job Openings 2016-21	Median Hourly Earnings
15-1151	Computer Support Specialists	High School Diploma, Some Post-Secondary, A.A. Degree	A+, Network+, CCNA, Security+, Microsoft Technology Associate, IT Infrastructure	10,155	2,418	\$28.27
15-1152	Computer Network Support Specialists	High School Diploma, Some Post-Secondary, A.A. Degree	MCSA: Windows Server 2012	4,132	586	\$37.14
15-1142	Network and Computer System Administrators	B.A. Degree	Python Programming, Java SE8 Programming	10,663	1,618	\$47.83
15-1131	Computer Programmers	B.A. Degree	Java SE8 Programming, Python Programming	5,444	1,556	\$45.45
15-1132	Software Developers, Applications	B.A. Degree	CEH, CISSP, Security+	25,130	5,091	\$54.39
15-1133	Software Developers, Systems Software	B.A. Degree	Project Management	18,405	3,373	\$54.48
15-1122	Information Security Analysts	B.A. Degree	A+, Network+, CCNA, Security+, Microsoft Technology Associate, IT Infrastructure	7,372	1,614	\$53.11
11-3021	Computer/Information Systems Managers	B.A. Degree	MCSA: Windows Server 2012	5,632	1,462	\$75.63
TOTALS				86,933	17,718	

Creating opportunities for local talent through career pathways

Career Pathways for Computer User Support Specialists/Web Developers



Source: O*Net; Employment from Chmura Economics JobsEQ. Average of 4 quarters ending in Q4 2016, Current postings represent online ads in 30 Days between 1/17/2017 and 2/16/2017.

Hospitality and personal services provide important opportunities for lower-wage workers

- Industries

- Restaurants
- Travel accommodation
- Continued care facilities
- Personal care services
- Grocery stores
- Services to buildings and dwellings
- Employment services

- Occupations

- Janitors & cleaners, maids and housekeepers
- Waiters & waitresses
- Restaurant cooks, food prep workers
- Cashiers, sales reps, customer service representatives

Retail and hospitality employers are prominent advertisers of lower-skill jobs

Ed. Level	Ten Most Advertised Occupations by Education Level	Available Jobs (2016)	Employers w/ Job Advertisements by Education Level	Available Jobs (2016)
GED/High School	Retail Salespersons	1,505	Marriott	495
	First-line Spvrs. of Retail Sales Workers	1,314	Hilton Worldwide	379
	First-line Spvrs. of Food Prep. Workers	1,002	Macy's	353
	First-line Spvrs. of Office & Admin. Workers	791	Inova Health System	347
	Customer Service Representatives	733	Harris Teeter	294
	Maids & Housekeeping Cleaners	707	Target Corporation	244
	General Maintenance & Repair Workers	568	Nordstrom	240
	Managers, All Other	547	Sunrise Senior Living	220
	Stock Clerks & Order Fillers	452	Ritz-Carlton	219
	Security Guards	451	United States Army	184

Source: Help Wanted Online (1/1/16 to 11/28/16)

- Commonly required skills: Food preparation, QC, Bilingual, Tech support, preventative maintenance
- Commonly demanded certifications: Drivers License, Clearance, OSHA, HAZMAT

Top 40 In-Demand Skills

<u>Name</u>	<u>Job Openings</u>
Oral and written communication skills	69,360
Microsoft Office	29,064
Detail oriented	23,642
Integrity	22,612
Marketing	21,177
Creativity	20,237
Problem solving	18,542
Project Management	17,807
Customer service oriented	17,688
Work independently	17,604
Team-oriented, teamwork	17,077
Microsoft PowerPoint	16,954
Self-starting / Self-motivated	15,833
Troubleshooting	14,686
Organizational skills	14,185
Management skills	13,380
Software development	13,000
Management experience	12,980
Oracle	12,829
Java	11,904

<u>Name</u>	<u>Job Openings</u>
Linux	11,894
Coaching	11,549
Strong leadership skills	10,744
Quality Assurance	10,594
Analytical skills	10,146
Structured query language	10,000
Program management	9,655
Business development	9,473
Time management	9,380
Cyber security	8,535
Strong interpersonal skills	8,529
Technical support	8,065
Risk Management	7,824
JavaScript	7,769
UNIX	7,345
Sales experience / ability	7,290
Systems Development Life Cycle	7,257
Business process modeling	7,116
Microsoft SharePoint	7,005
Microsoft Word	6,760



Questions?



Thank you

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