



# Virginia Healthcare Workforce Briefs

Indicators from the Bureau of Labor Statistics'  
Current Employment Statistics Survey  
**Series 2: Regional & Sectoral Employment**

Series 2, Issue 141

December 2023

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## Highlights

- ◆ Data in this series are not seasonally adjusted and exhibit short-term volatility from fluctuations in holidays, weekends, weather and other seasonal factors. Estimates for the most recent month are preliminary.
- ◆ Every region in Virginia enjoyed positive Health Care & Social Assistance (HC&SA) employment growth in November. This growth was strongest in the Rest of Virginia, which produced 900 new HC&SA jobs in November, a gain that represents a one-month annualized growth rate of 7.9%. At the same time, Richmond and Hampton Roads each added 400 new HC&SA jobs in November, while Northern Virginia's HC&SA sector increased employment by 200 during the month.
- ◆ Most of November's employment growth in Virginia's HC&SA sector took place in Ambulatory Health Care Services, which created 2,500 new jobs during the month, a gain that represents a one-month annualized growth rate of 14.8%. At the same time, Hospitals enjoyed a small employment gain with the creation of 300 new jobs during the month. On the other hand, Nursing & Residential Care Facilities lost 500 jobs in November, while Social Assistance saw employment fall by 400 during the month.

*Data in this report are not seasonally adjusted. Self-employed persons, including health professionals in private practice, are not included.*

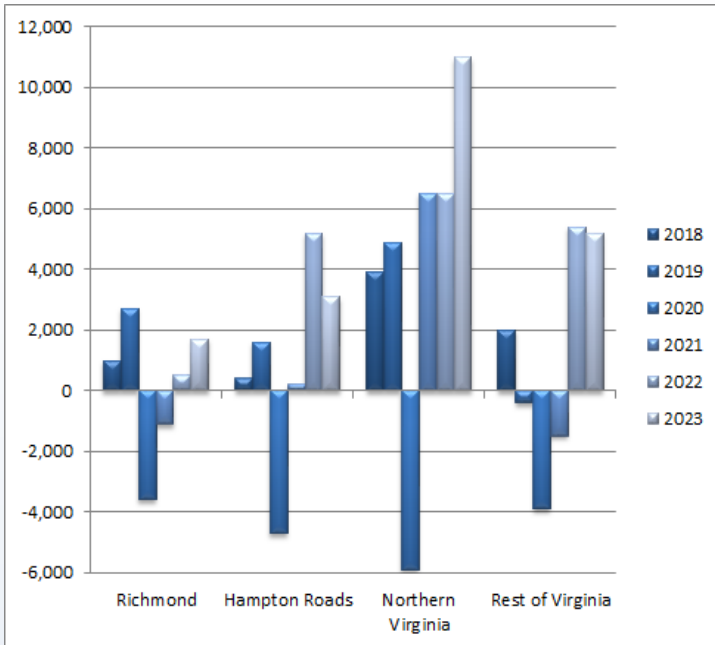
## Data in Brief

Not Seasonally Adjusted*	Employment, in Thousands				Growth Rate, Annualized		
	Nov. 2022	Aug. 2023	Oct. 2023	Nov. 2023	12 Month	3 Month	1 Month
<b>Virginia</b>							
Total Nonfarm	4,145.6	4,149.6	4,188.4	4,208.0	1.5%	5.7%	5.8%
Health Care & Social Assistance	470.1	479.3	486.9	488.8	4.0%	8.2%	4.8%
<b>Hampton Roads</b>							
Total Nonfarm	797.4	797.0	799.0	802.2	0.6%	2.6%	4.9%
Health Care & Social Assistance	97.6	100.3	101.0	101.4	3.9%	4.5%	4.9%
<b>Northern Virginia</b>							
Total Nonfarm	1,564.4	1,575.8	1,579.6	1,588.9	1.6%	3.4%	7.3%
Health Care & Social Assistance	150.6	155.4	158.8	159.0	5.6%	9.6%	1.5%
<b>Richmond</b>							
Total Nonfarm	706.6	713.6	720.3	725.7	2.7%	7.0%	9.4%
Health Care & Social Assistance	85.9	85.4	86.1	86.5	0.7%	5.3%	5.7%
<b>Rest of Virginia</b>							
Total Nonfarm	1,077.2	1,063.2	1,089.5	1,091.2	1.3%	11.0%	1.9%
Health Care & Social Assistance	136.0	138.2	141.0	141.9	4.3%	11.1%	7.9%

Preliminary estimates are italicized

\* Seasonally adjusted data are adjusted by the Bureau of Labor Statistics to account for weather and other seasonal changes. Since the U.S. Bureau of Labor Statistics does not provide seasonally adjusted data at this level, this series uses **non**-seasonally adjusted data exclusively. Seasonal variation may account for some of the variation in time series data. When comparing data in this series to other HWDC series or other publications, it is important to note whether the data reported have been seasonally adjusted.

### Regional HC&SA Employment Growth, Level



**Figure 1: Annual & YTD Change in HC&SA Regional Employment (Not Seasonally Adjusted, Full-Year Change for 2018-2022, Year-to-Date Change for 2023).**

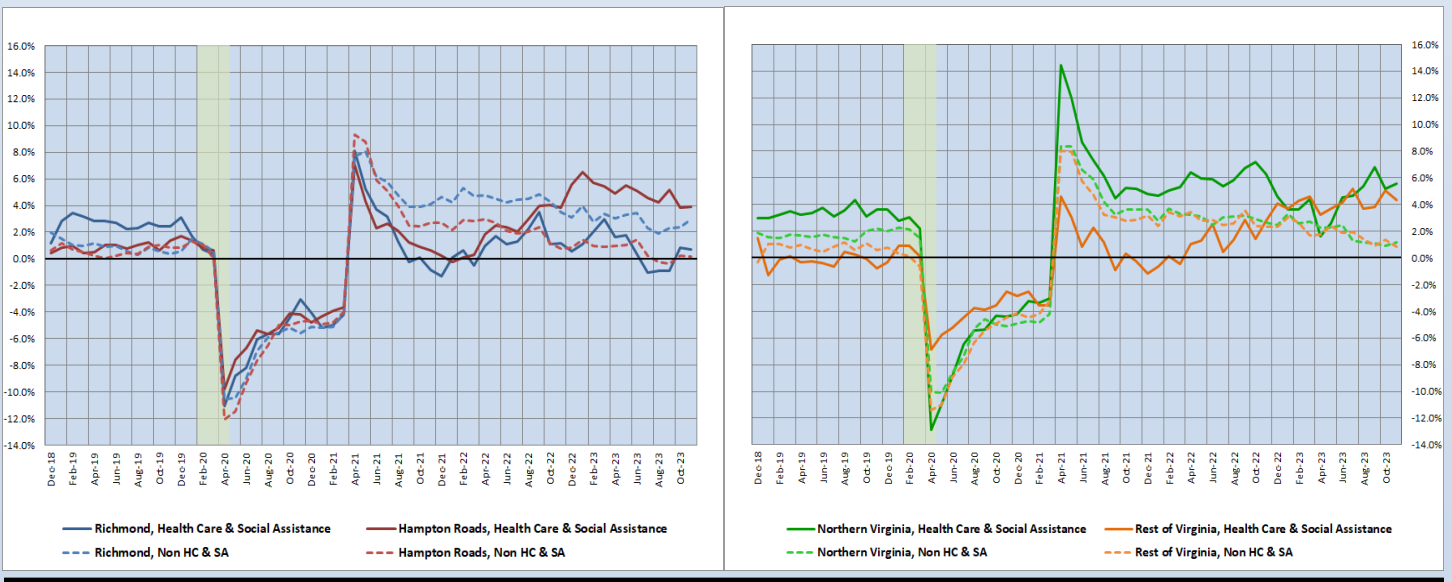
According to the preliminary data released on Friday, December 22, 2023, by the U.S. Department of Labor, Bureau of Labor Statistics, all four regions of Virginia increased Health Care & Social Assistance (HC&SA) employment in November. This growth was most pronounced in the Rest of Virginia, which produced 900 new jobs during the month. This gain represents a one-month annualized employment growth rate of 7.9%. Furthermore, this gain represents the third consecutive month in which HC&SA employment has increased in the Rest of Virginia. Over these past three months, the Rest of Virginia has created 3,700 HC&SA jobs, which translates into a 11.1% annualized growth rate.

Richmond’s HC&SA sector created 400 new jobs in November, a gain that represents a one-month annualized growth rate of 5.7%. Hampton Roads also increased HC&SA employment by 400 during the month, which translates into a 4.9% annualized growth rate. Finally, Northern Virginia’s HC&SA sector enjoyed its seventh consecutive month of positive employment growth after creating 200 jobs in November.

### Year-Over-Year Regional Employment Growth

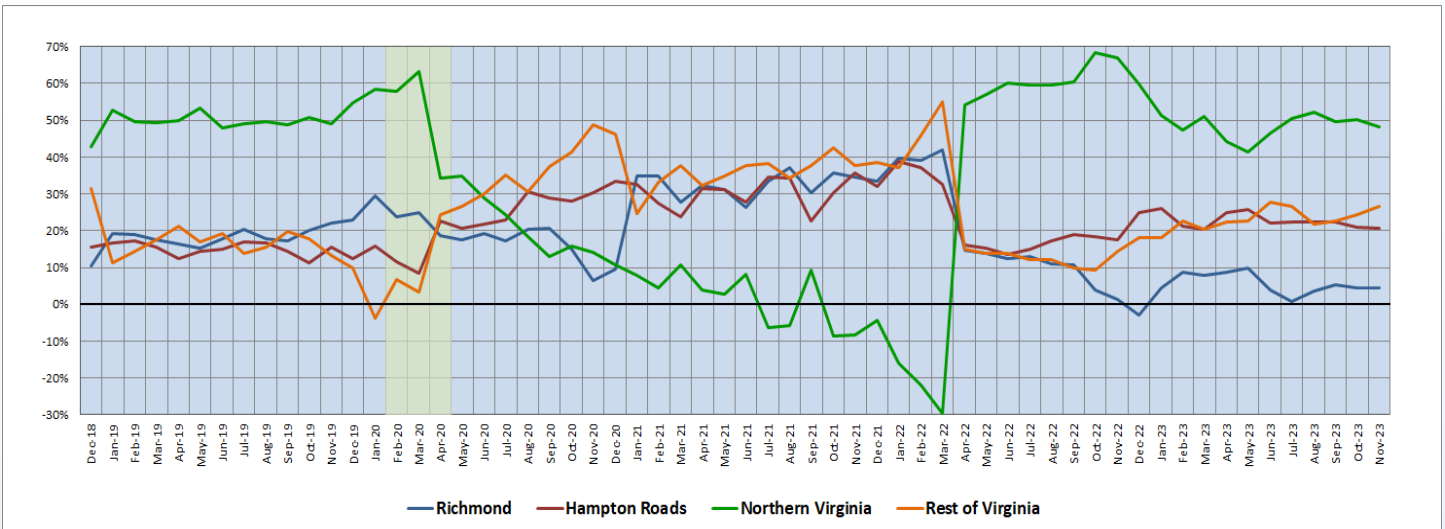
Northern Virginia’s year-over-year HC&SA employment growth rate rebounded in November, increasing from 5.17% to 5.58% during the month. Meanwhile, Hampton Roads experienced a modest increase to its own year-over-year HC&SA employment growth rate, which rose from 3.80% to 3.89% in November. On the other hand, the Rest of Virginia saw its year-over-year HC&SA employment growth rate, which nearly overtook the comparable growth rate for Northern Virginia in October, fall from 5.07% to 4.34% in November. As for Richmond, its own year-over-year HC&SA employment growth rate remained positive for the second consecutive month despite falling from 0.82% to 0.70% in November.

**Figure 2: Year-Over-Year Employment Growth (Not Seasonally Adjusted).**



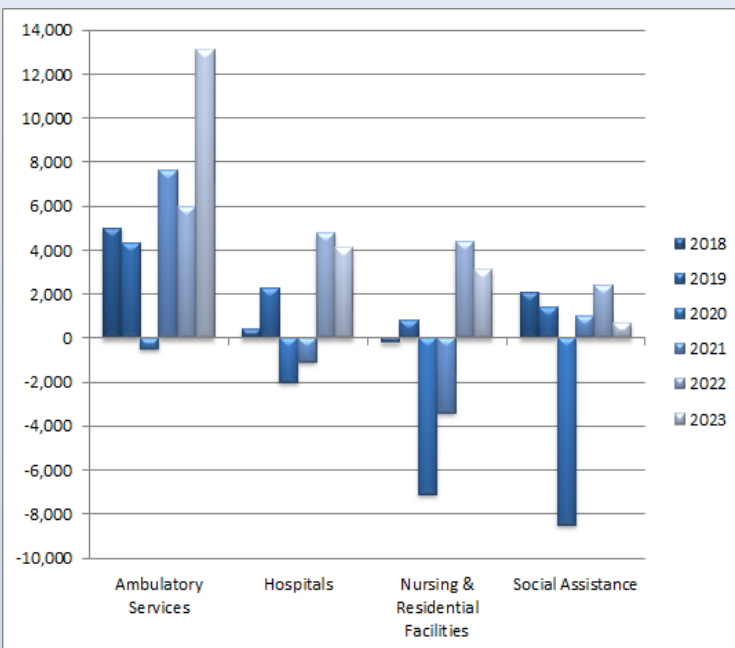
### Regional Share of 24-Month Employment Growth

**Figure 3: Regional Share of Previous 24-Month Employment Growth in Virginia’s HC&SA Sector (Not Seasonally Adjusted).**



In November, the Rest of Virginia was the only region in the state that experienced an increase to its 24-month HC&SA employment growth share, which rose from 24.37% to 26.74% during the month. With this increase, the Rest of Virginia’s 24-month HC&SA employment growth share has now reached its highest value since June. Meanwhile, Northern Virginia saw its 24-month HC&SA employment growth share fall from 50.14% to 48.19% in November. At the same time, Hampton Roads’ 24-month HC&SA employment growth share fell slightly from 21.01% to 20.61%, thereby approaching its year-to-date low of 20.45% from back in March. Richmond’s HC&SA sector experienced an even more modest decline to its own 24-month employment growth share in November with a decrease from 4.48% to 4.46% during the month.

### HC&SA Subsector Employment Growth, Level



**Figure 4: Annual & YTD Change in HC&SA Subsector Employment (Not Seasonally Adjusted, Full-Year Change for 2018-2022, Year-to-Date Change for 2023).**

The impressive employment growth that has characterized the Ambulatory Health Care Services job market this year continued unabated in November. In fact, this employment growth accelerated even further in November as Ambulatory Health Care Services produced 2,500 new jobs during the month. This total exceeds the 2,000 jobs that were created in Ambulatory Health Care Services in October. In addition, it also represents the largest monthly employment gain in this HC&SA subsector in more than two years. With this gain, Ambulatory Health Care Services have created 13,100 jobs in 2023, or 62% of all HC&SA jobs produced across the state so far this year.

Hospitals were the only other HC&SA subsector that increased employment during the month. In November, Hospitals created 300 new jobs, thereby increasing employment for the sixth consecutive month. On the other hand, Nursing & Residential Care Facilities lost 500 jobs in November, while Social Assistance saw employment fall by 400 during the month.

### Distribution of Growth by Subsector

Not Seasonally Adjusted	Employment, in Thousands				Growth Rate, Annualized		
	Nov. 2022	Aug. 2023	Oct. 2023	Nov. 2023	12 Month	3 Month	1 Month
<b>Virginia</b>							
Health Care & Social Assistance	470.1	479.3	486.9	488.8	4.0%	8.2%	4.8%
<i>Ambulatory Health Care Services</i>	207.7	213.8	216.7	219.2	5.5%	10.5%	14.8%
<i>Hospitals</i>	110.5	112.7	113.9	114.2	3.3%	5.4%	3.2%
<i>Nursing &amp; Residential Care Facilities</i>	72.5	75.9	76.3	75.8	4.6%	-0.5%	-7.6%
<i>Social Assistance</i>	79.4	76.9	80.0	79.6	0.3%	14.8%	-5.8%
<b>Hampton Roads</b>							
Health Care & Social Assistance	97.6	100.3	101.0	101.4	3.9%	4.5%	4.9%
<i>Hospitals</i>	22.5	22.9	23.1	23.2	3.1%	5.3%	5.3%
<b>Northern Virginia</b>							
Health Care & Social Assistance	150.6	155.4	158.8	159.0	5.6%	9.6%	1.5%
<i>Ambulatory Health Care Services</i>	77.0	82.1	82.4	83.3	8.2%	6.0%	13.9%
<i>Hospitals</i>	28.6	29.1	29.5	29.6	3.5%	7.1%	4.1%

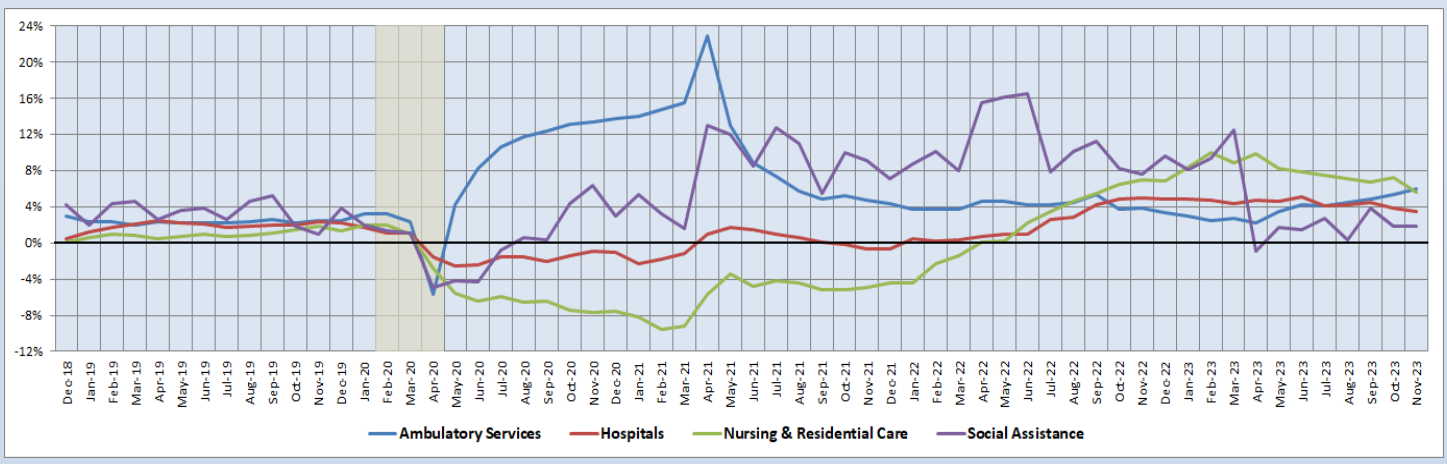
Preliminary estimates are italicized

In November, Ambulatory Health Care Services increased employment at a 14.8% annualized rate, or more than three times faster than the overall average of 4.8% for the statewide HC&SA sector as a whole. Its three- and 12-month annualized employment growth rates of 10.5% and 5.5%, respectively, also exceeded the comparable statewide HC&SA averages. Although Social Assistance saw employment decline in November, its three-month annualized employment growth rate of 14.8% is the highest among Virginia’s four HC&SA subsectors. Meanwhile, Nursing & Residential Care Facilities has enjoyed above-average long-term job growth thanks to its 12-month employment growth rate of 4.6%.

### 12-Month Average Employment Growth by Subsector

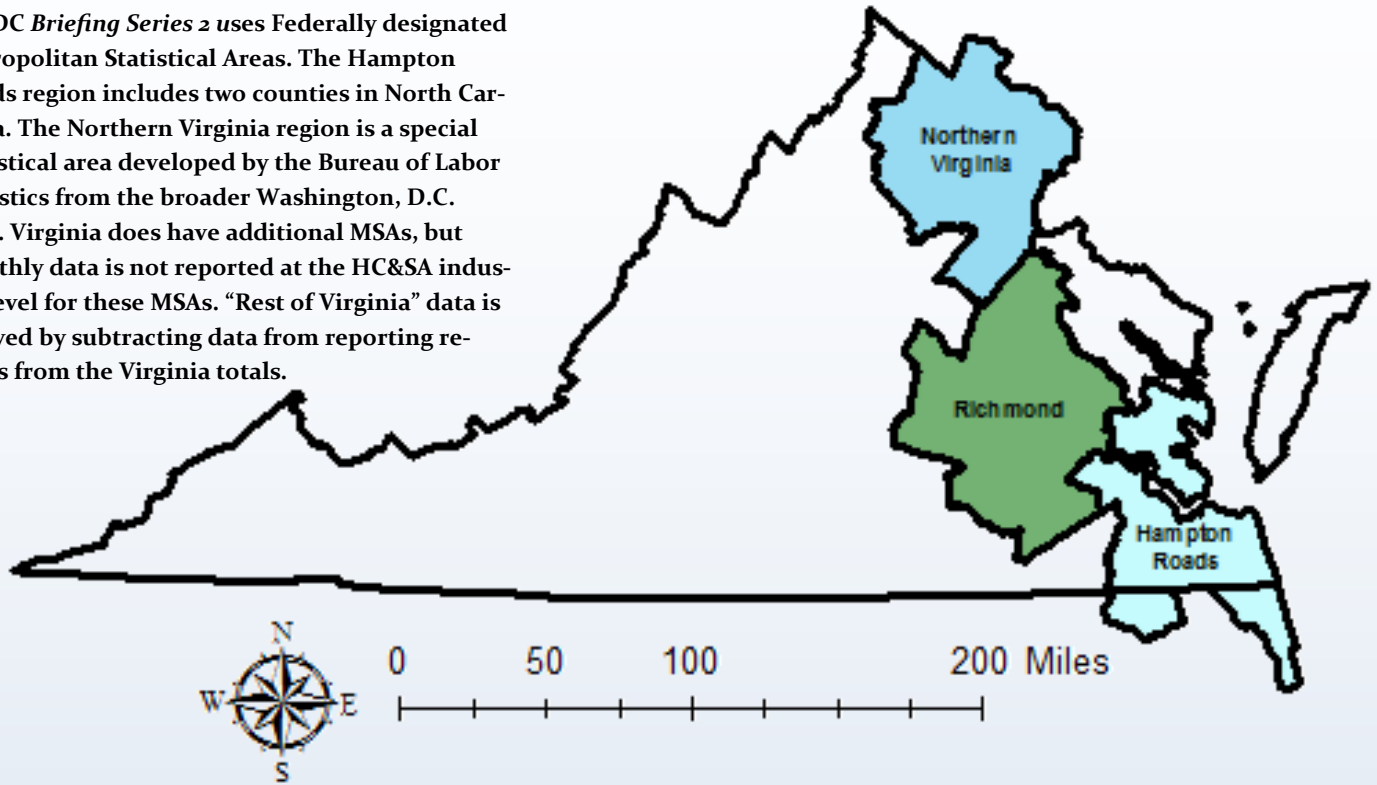
Ambulatory Health Care Services saw its 12-month employment growth rate moving average reach a new year-to-date high in November after increasing from 5.28% to 5.91% during the month. With this increase, the 12-month employment growth rate moving average for Ambulatory Health Care Services has overtaken the comparable moving average for Nursing & Residential Care Facilities, which fell from 7.20% to a year-to-date low of 5.54% during the month. Hospitals also saw its 12-month employment growth rate moving average reach a year-to-date low after falling from 3.84% to 3.44% in November. As for Social Assistance, its 12-month employment growth rate moving average held steady at 1.77% during the month.

**Figure 5: 12-Month Moving Average, HC&SA Subsector Employment Growth Rate (Not Seasonally Adjusted).**



### Region Map

HWDC *Briefing Series 2* uses Federally designated Metropolitan Statistical Areas. The Hampton Roads region includes two counties in North Carolina. The Northern Virginia region is a special statistical area developed by the Bureau of Labor Statistics from the broader Washington, D.C. MSA. Virginia does have additional MSAs, but monthly data is not reported at the HC&SA industry level for these MSAs. “Rest of Virginia” data is derived by subtracting data from reporting regions from the Virginia totals.



### Region Detail

Northern Virginia		Richmond		Hampton Roads	
<i>Northern Virginia, VA (Non-standard CES Area 94783)</i>		<i>Richmond, VA (MSA 40060)</i>		<i>Virginia Beach-Norfolk-Newport News, VA-NC (MSA 47260)</i>	
<b>Counties:</b>	<b>Cities:</b>	<b>Counties:</b>	<b>Cities:</b>	<b>Counties:</b>	<b>Cities:</b>
Arlington	Alexandria	Amelia	Colonial Heights	Gloucester	Chesapeake
Clarke	Fairfax	Caroline	Hopewell	Isle of Wight	Hampton
Culpeper	Falls Church	Charles City	Petersburg	James City	Newport News
Fairfax	Fredericksburg	Chesterfield	Richmond	Mathews	Norfolk
Fauquier	Manassas	Dinwiddie		Surry	Poquoson
Loudoun	Manassas Park	Goochland		York	Portsmouth
Prince William		Hanover			Suffolk
Rappahannock		Henrico		<i>Currituck, NC</i>	Virginia Beach
Spotsylvania		King William		<i>Gates, NC</i>	Williamsburg
Stafford		New Kent			
Warren		Powhatan			
		Prince George			
		Sussex			



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## About the Data

Data in this report are from the U.S. Department of Labor, Bureau of Labor Statistics' Current Employment Statistics program. The CES program surveys about 143,000 businesses and government agencies monthly. Unless otherwise noted, this series uses data that are not seasonally adjusted. Seasonal variations related to weather, holidays, weekends, seasons and other predictable variations are apparent in the data. Short-term changes may be related to seasonal changes rather than underlying trends. Data from recent months are preliminary and subject to revision in future releases from the CES. Revisions will be reported in future editions of this series. Unless otherwise noted, the CES data presented in this series:

### Includes:

- ◆ Data on employed individuals drawing a paycheck (payroll employees).
- ◆ All employees, regardless of role, occupation or hours worked.
- ◆ HC&SA employees in the private sector only.
- ◆ Persons employed by health professionals in private practice.
- ◆ Both government and private sector workers in nonfarm employment data.

### Does not include:

- ◆ Self-employed workers or volunteers, including health professionals in private practice.
- ◆ HC&SA employees in the public sector (These are counted as government workers in monthly reports).
- ◆ Information on hours worked or the quality of employment.
- ◆ Government workers in HC&SA level data (Government workers, regardless of occupation and role, are classified as public sector employees).

The Department of Health Professions' Healthcare Workforce Data Center works to improve the data collection and measurement of Virginia's healthcare workforce through regular assessment of workforce supply and demand issues among the 80 professions and 350,000 practitioners licensed in Virginia by the DHP.

The HWDC collects data on Virginia's licensed health professionals through surveys completed during the online license renewal and application process. Survey results and data may be accessed on our website: [www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/](http://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/).

The HWDC also provides a series of Virginia Healthcare Workforce Briefs based on data collected by the U.S. Department of Labor's Bureau of Labor Statistics and the U.S. Department of Commerce's Bureau of Economic Analysis.

Virginia Healthcare Workforce Briefs:

Series 1: State & National Employment (Monthly)

Series 2: Virginia Regional & Sectoral Employment (Monthly)

Series 3: Income & Compensation (Quarterly)