



# Virginia Healthcare Workforce Briefs

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

Series 2, Issue 145

April 2024

## Inside this Brief:

|                             |   |
|-----------------------------|---|
| Regional Employment         | 2 |
| Regional Employment Growth  | 2 |
| Subsector Employment        | 3 |
| Subsector Employment Growth | 4 |
| Region Map                  | 5 |
| About the Data              | 6 |

## 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 experienced a decline in Health Care & Social Assistance (HC&SA) employment in March. Both Northern Virginia and Richmond lost 400 HC&SA jobs in March, while Hampton Roads and the Rest of Virginia each saw HC&SA employment fall by 200 during the month. Despite these losses, Hampton Roads and the Rest of Virginia were still able to increase HC&SA employment in Q1 2024 by 900 and 100, respectively.
- ◆ Social Assistance experienced its largest monthly employment decline in one year after losing 1,000 jobs in March. Meanwhile, both Nursing & Residential Care Facilities and Hospitals lost 100 jobs during the month. Regardless, these two HC&SA subsectors enjoyed identical employment gains in Q1 2024 with the creation of 500 new jobs each over the past three months. As for Ambulatory Health Care Services, this HC&SA sector experienced no change in employment in March.

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

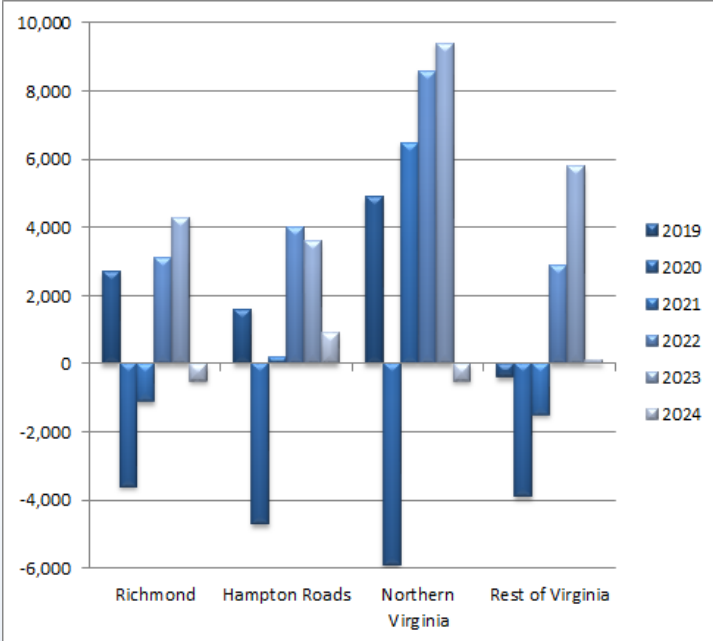
## Data in Brief

| Not Seasonally Adjusted*        | Employment, in Thousands |           |           |           | Growth Rate, Annualized |         |         |
|---------------------------------|--------------------------|-----------|-----------|-----------|-------------------------|---------|---------|
|                                 | Mar. 2023                | Dec. 2023 | Feb. 2024 | Mar. 2024 | 12 Month                | 3 Month | 1 Month |
| <b>Virginia</b>                 |                          |           |           |           |                         |         |         |
| Total Nonfarm                   | 4,134.4                  | 4,215.2   | 4,182.0   | 4,208.9   | 1.8%                    | -0.6%   | 8.0%    |
| Health Care & Social Assistance | 474.4                    | 491.9     | 493.1     | 491.9     | 3.7%                    | 0.0%    | -2.9%   |
| <b>Hampton Roads</b>            |                          |           |           |           |                         |         |         |
| Total Nonfarm                   | 798.0                    | 816.2     | 809.8     | 814.8     | 2.1%                    | -0.7%   | 7.7%    |
| Health Care & Social Assistance | 97.4                     | 100.7     | 101.8     | 101.6     | 4.3%                    | 3.6%    | -2.3%   |
| <b>Northern Virginia</b>        |                          |           |           |           |                         |         |         |
| Total Nonfarm                   | 1,558.6                  | 1,585.0   | 1,569.3   | 1,577.6   | 1.2%                    | -1.9%   | 6.5%    |
| Health Care & Social Assistance | 153.2                    | 159.5     | 159.4     | 159.0     | 3.8%                    | -1.2%   | -3.0%   |
| <b>Richmond</b>                 |                          |           |           |           |                         |         |         |
| Total Nonfarm                   | 705.4                    | 718.7     | 714.7     | 719.8     | 2.0%                    | 0.6%    | 8.9%    |
| Health Care & Social Assistance | 88.0                     | 91.7      | 91.6      | 91.2      | 3.6%                    | -2.2%   | -5.1%   |
| <b>Rest of Virginia</b>         |                          |           |           |           |                         |         |         |
| Total Nonfarm                   | 1,072.4                  | 1,095.3   | 1,088.2   | 1,096.7   | 2.3%                    | 0.5%    | 9.8%    |
| Health Care & Social Assistance | 135.8                    | 140.0     | 140.3     | 140.1     | 3.2%                    | 0.3%    | -1.7%   |

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 2019-2023, Year-to-Date Change for 2024).**

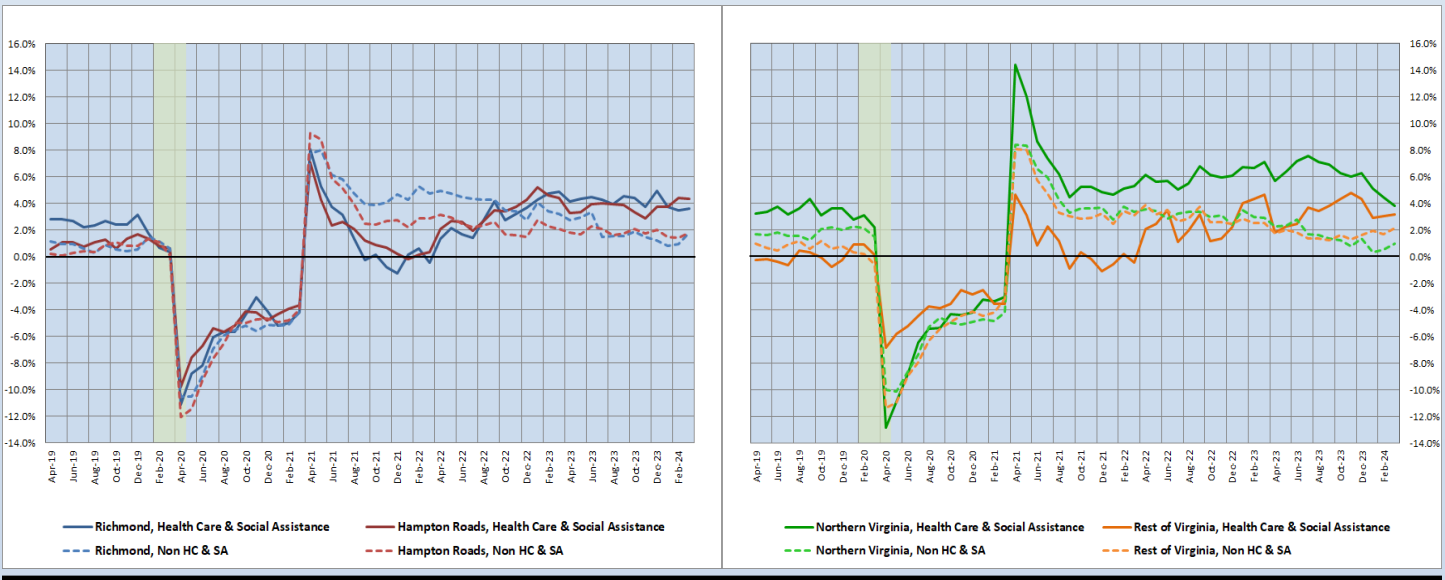
According to the preliminary data released on Friday, April 19, 2024, by the U.S. Department of Labor, Bureau of Labor Statistics, Virginia’s Health Care & Social Assistance (HC&SA) sector saw employment fall across every region in the state for the second time in the past three months. Richmond experienced the largest decline in HC&SA employment growth in March: this region lost 400 HC&SA jobs during the month, which translates into a  $-5.1\%$  annualized employment growth rate. Northern Virginia’s HC&SA sector also lost 400 jobs in March, a loss that represents a one-month annualized employment growth rate of  $-3.0\%$ . Neither of these two regions were able to produce positive HC&SA employment growth in Q1 2024.

On the other hand, Hampton Roads and the Rest of Virginia both increased HC&SA employment in Q1 2024 despite losing jobs in March. In fact, Hampton Roads and the Rest of Virginia each lost 200 HC&SA jobs during the month. Regardless, these two regions grew employment by  $3.6\%$  and  $0.3\%$ , respectively, on an annualized basis in Q1 2024.

### Year-Over-Year Regional Employment Growth

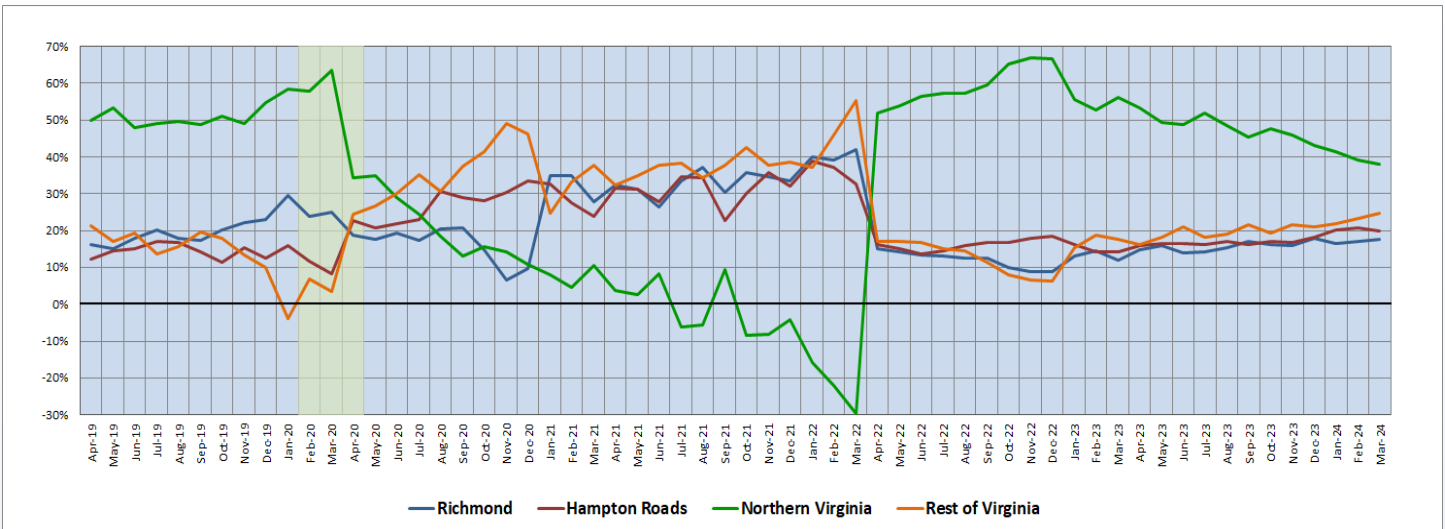
Despite losing jobs in March, both Richmond and the Rest of Virginia saw their year-over-year HC&SA employment growth rates increase marginally during the month. Richmond’s HC&SA sector saw its year-over-year employment growth rate increase from  $3.50\%$  to  $3.64\%$  in March, while the comparable growth rate for the Rest of Virginia rose from  $3.01\%$  to  $3.17\%$  during the month. However, both of these growth rates remain below those of Hampton Roads and Northern Virginia. Hampton Roads saw its year-over-year HC&SA employment growth rate fall from  $4.41\%$  to  $4.31\%$ , while Northern Virginia’s year-over-year HC&SA employment growth rate experienced a more dramatic fall from  $4.46\%$  to  $3.79\%$ .

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



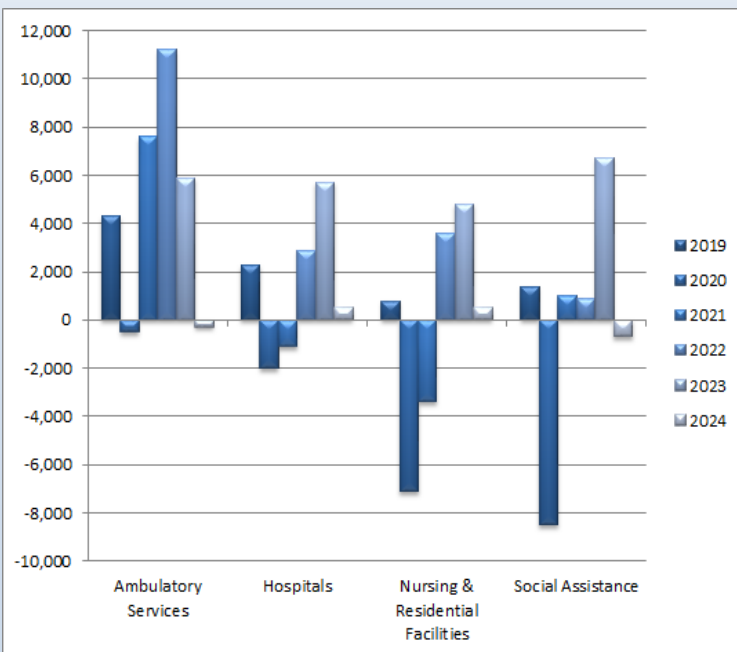
### Regional Share of 24-Month Employment Growth

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



After having fallen below 40% for the first time in nearly two years in February, Northern Virginia’s 24-month HC&SA employment growth share fell even further in March from 39.09% to 38.04%. On the other hand, the Rest of Virginia’s own 24-month HC&SA employment growth share reached its highest value in two years after increasing from 23.26% to 24.64% in March. As for Hampton Roads’ HC&SA sector, its 24-month employment growth share, after having risen above 20% for the first time in nearly two years back in January, fell back below this level in March with a decline from 20.62% to 19.86%. Finally, Richmond’s HC&SA sector saw its 24-month employment growth share reach a new year-to-date high after increasing from 17.03% to 17.46% in March.

### HC&SA Subsector Employment Growth, Level



**Figure 4: Annual & YTD Change in HC&SA Subsector Employment (Not Seasonally Adjusted, Full-Year Change for 2019-2023, Year-to-Date Change for 2024).**

No HC&SA subsector in Virginia experienced an increase in employment in March. However, whereas March’s HC&SA job losses were relatively evenly distributed across the state’s major regions, this was not the case with respect to its HC&SA subsectors. In fact, this month’s HC&SA employment losses were concentrated almost exclusively in one subsector: Social Assistance. In March, Social Assistance lost 1,000 jobs across the state. This represents its largest monthly job loss since experiencing an identical decline one year ago.

Meanwhile, both Nursing & Residential Care Facilities and Hospitals experienced small declines in employment in March. In fact, these two HC&SA subsectors each lost 100 jobs during the month. However, these declines were not enough to prevent both Nursing & Residential Care Facilities and Hospitals from enjoying positive job growth in Q1 2024: These two HC&SA subsectors each produced 500 jobs during the quarter. Finally, Ambulatory Health Care Services saw no change in employment in March.

### Distribution of Growth by Subsector

| Not Seasonally Adjusted                          | Employment, in Thousands |           |           |           | Growth Rate, Annualized |         |         |
|--|--------------------------|-----------|-----------|-----------|-------------------------|---------|---------|
|  | Mar. 2023                | Dec. 2023 | Feb. 2024 | Mar. 2024 | 12 Month                | 3 Month | 1 Month |
| <b>Virginia</b>                                  |                          |           |           |           |                         |         |         |
| Health Care & Social Assistance                  | 474.4                    | 491.9     | 493.1     | 491.9     | 3.7%                    | 0.0%    | -2.9%   |
| <i>Ambulatory Health Care Services</i>           | 211.8                    | 217.2     | 216.9     | 216.9     | 2.4%                    | -0.6%   | 0.0%    |
| <i>Hospitals</i>                                 | 109.6                    | 113.9     | 114.5     | 114.4     | 4.4%                    | 1.8%    | -1.0%   |
| <i>Nursing &amp; Residential Care Facilities</i> | 72.9                     | 76.7      | 77.3      | 77.2      | 5.9%                    | 2.6%    | -1.5%   |
| <i>Social Assistance</i>                         | 80.1                     | 84.1      | 84.4      | 83.4      | 4.1%                    | -3.3%   | -13.3%  |
| <b>Hampton Roads</b>                             |                          |           |           |           |                         |         |         |
| Health Care & Social Assistance                  | 97.4                     | 100.7     | 101.8     | 101.6     | 4.3%                    | 3.6%    | -2.3%   |
| <i>Hospitals</i>                                 | 22.1                     | 22.6      | 23.0      | 23.0      | 4.1%                    | 7.3%    | 0.0%    |
| <b>Northern Virginia</b>                         |                          |           |           |           |                         |         |         |
| Health Care & Social Assistance                  | 153.2                    | 159.5     | 159.4     | 159.0     | 3.8%                    | -1.2%   | -3.0%   |
| <i>Ambulatory Health Care Services</i>           | 79.5                     | 81.8      | 81.8      | 82.0      | 3.1%                    | 1.0%    | 3.0%    |
| <i>Hospitals</i>                                 | 29.1                     | 30.7      | 30.9      | 30.8      | 5.8%                    | 1.3%    | -3.8%   |

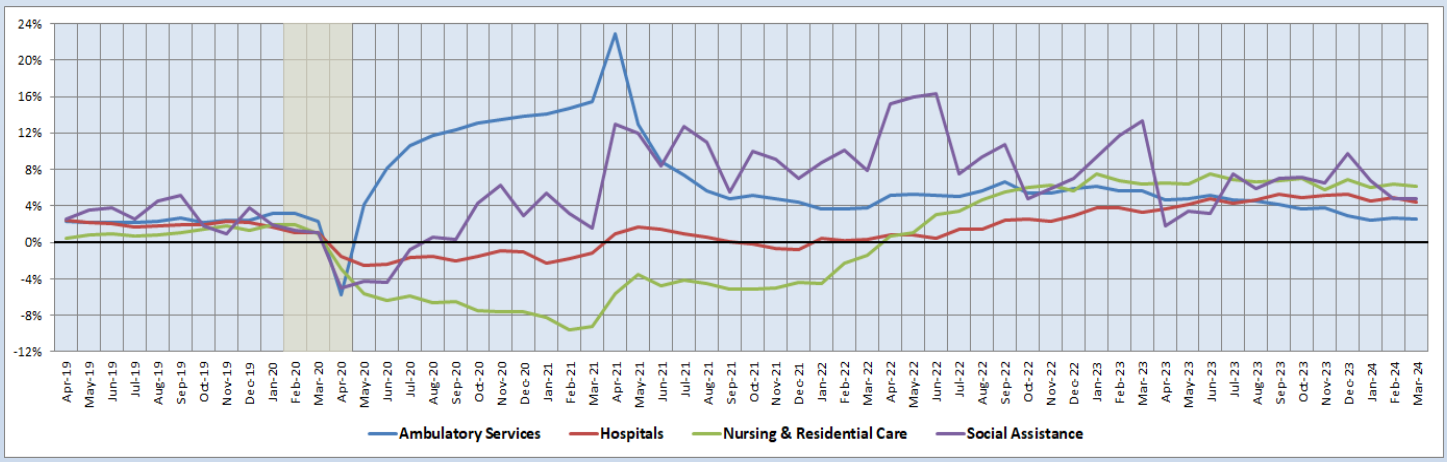
Preliminary estimates are italicized

Although none of Virginia’s four HC&SA subsectors experienced positive job growth in March, Nursing & Residential Care Facilities and Hospitals did increase employment by 2.6% and 1.8%, respectively, on an annualized basis in Q1 2024. Furthermore, all four of these subsectors are enjoying positive long-term employment growth. This long-term job growth is strongest in Nursing & Residential Care Facilities, which have increased employment by 5.9% over the past 12 months. At the same time, Hospitals and Social Assistance have 12-month employment growth rates of 4.4% and 4.1%, respectively. As for Ambulatory Health Care Services, this HC&SA subsector has created jobs at a 2.4% rate over the past 12 months.

### 12-Month Average Employment Growth by Subsector

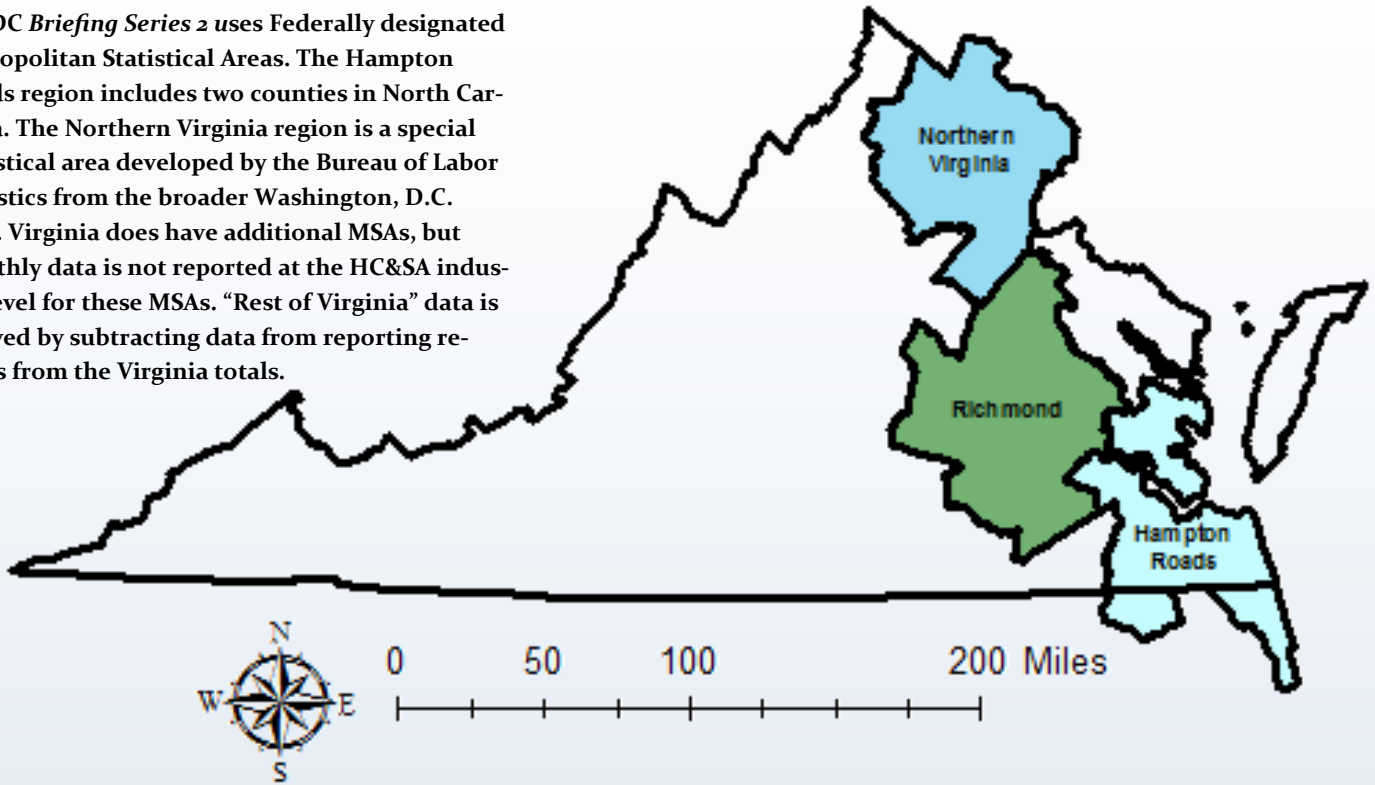
Although Social Assistance experienced by far the largest job loss among Virginia’s four HC&SA subsectors in March, it was also the only HC&SA subsector that experienced an increase to its 12-month employment growth rate moving average, which rose modestly from 4.80% to 4.84% during the month. Meanwhile, Nursing & Residential Care Facilities saw their 12-month employment growth rate moving average fall from 6.45% to 6.19% in March. Regardless, this moving average remains the highest among the state’s four HC&SA subsectors. Hospitals experienced a decline to their own moving average from 4.92% to 4.46% in March, while that of Ambulatory Health Care Services fell from 2.66% to 2.61% 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)