Virginia Department of
Health Professions

HEALTHCARE WORKFORCE
DATA CENTER

Virginia Healthcare Workforce Briefs

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

Series 2, Issue 142   January 2024

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

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.

♦ The Rest of Virginia enjoyed its fourth consecutive month of positive employment growth after creating 2,200 new jobs in December, which translates into a 20.3% annualized growth rate. Hampton Roads also experienced strong employment growth in December with the creation of 900 new jobs during the month, a gain that represents a one-month annualized growth rate of 11.2%. On the other hand, Northern Virginia and Richmond lost 1,500 and 100 HC&SA jobs, respectively, in December.

♦ Social Assistance was responsible for most of this month's increase in Virginia's HC&SA employment thanks to the creation of 1,700 new jobs in December, which translates into an impressive 28.9% annualized growth rate. Meanwhile, Nursing & Residential Care Facilities produced 800 new jobs in December, and Hospitals increased employment by 500 during the month. However, Ambulatory Health Care Services lost 1,500 jobs in December.

Data in Brief

Not Seasonally Adjusted*	Employment, in Thousands				Growth Rate, Annualized		
	Dec. 2022	Sept. 2023	Nov. 2023	Dec. 2023	12 Month	3 Month	1 Month
Virginia							
Total Nonfarm	4,134.3	4,159.4	4,205.0	*4,180.0*	1.1%	2.0%	-6.9%
Health Care & Social Assistance	467.8	481.9	488.8	*490.3*	4.8%	7.2%	3.7%
Hampton Roads							
Total Nonfarm	795.5	795.2	801.7	*800.6*	0.6%	2.7%	-1.6%
Health Care & Social Assistance	98.3	101.2	101.3	*102.2*	4.0%	4.0%	11.2%
Northern Virginia							
Total Nonfarm	1,556.3	1,569.2	1,586.2	*1,564.6*	0.5%	-1.2%	-15.2%
Health Care & Social Assistance	148.0	157.4	159.0	*157.5*	6.4%	0.3%	-10.8%
Richmond							
Total Nonfarm	706.7	713.7	725.6	*724.0*	2.4%	5.9%	-2.6%
Health Care & Social Assistance	84.8	84.9	86.5	*86.4*	1.9%	7.3%	-1.4%
Rest of Virginia							
Total Nonfarm	1,075.8	1,081.3	1,091.5	*1,090.8*	1.4%	3.6%	-0.8%
Health Care & Social Assistance	136.7	138.4	142.0	*144.2*	5.5%	17.8%	20.3%

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.

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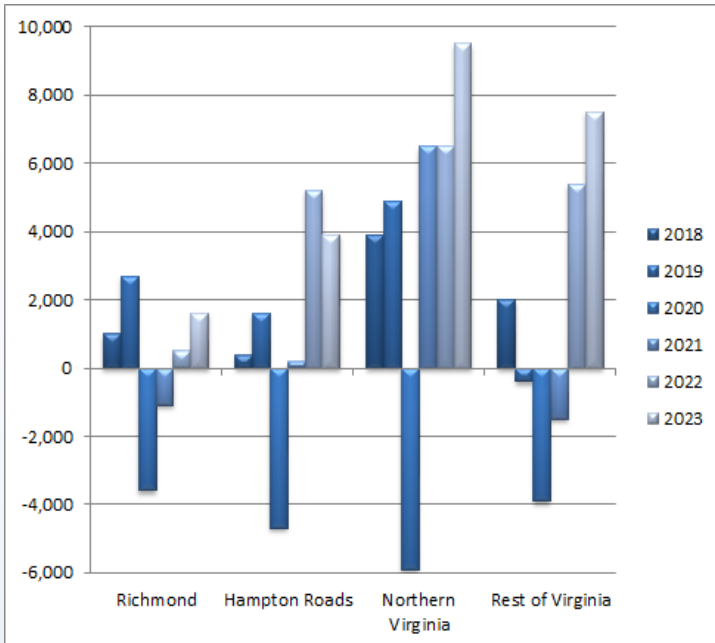
Regional HC&SA Employment Growth, Level

Figure 1: Annual & YTD Change in HC&SA Regional Employment (Not Seasonally Adjusted, Full-Year Change for 2018-2023).
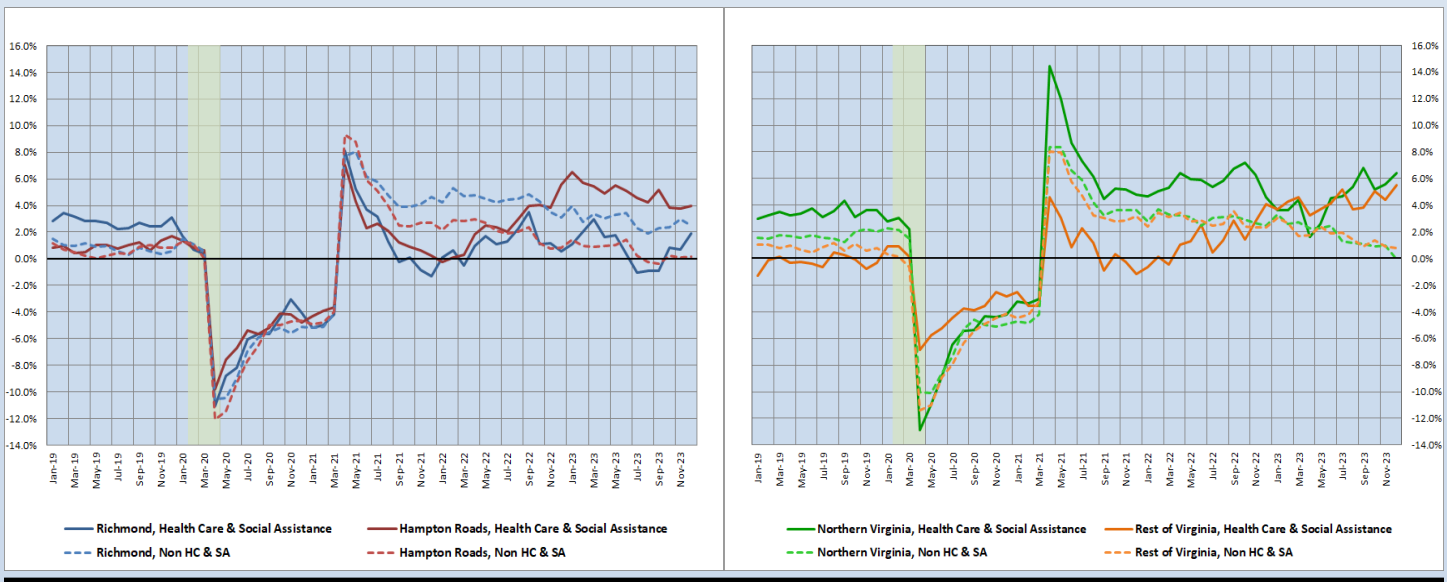
According to the preliminary data released on Tuesday, January 23, 2024, by the U.S. Department of Labor, Bureau of Labor Statistics, the Rest of Virginia finished the year with another strong month of employment growth with the creation of 2,200 new HC&SA jobs in December, a gain that represents a one-month annualized growth rate of 20.3%. In Q4 2023, the Rest of Virginia produced a total of 5,800 HC&SA jobs, which accounts for more than three-fourths of the 7,500 HC&SA jobs created in this region in 2023. This represents the largest full-year HC&SA employment gain in the Rest of Virginia in the past decade.

Northern Virginia's enjoyed even stronger HC&SA job growth in 2023. Despite losing 1,500 HC&SA jobs in December, Northern Virginia still created 9,500 HC&SA jobs in 2023. As with the Rest of Virginia, this represents its largest full-year gain in the past decade. Finally, Hampton Roads added 900 new HC&SA jobs in December, but Richmond lost 100 HC&SA jobs during the month. In 2023, these two regions created 3,900 and 1,600 HC&SA jobs, respectively.
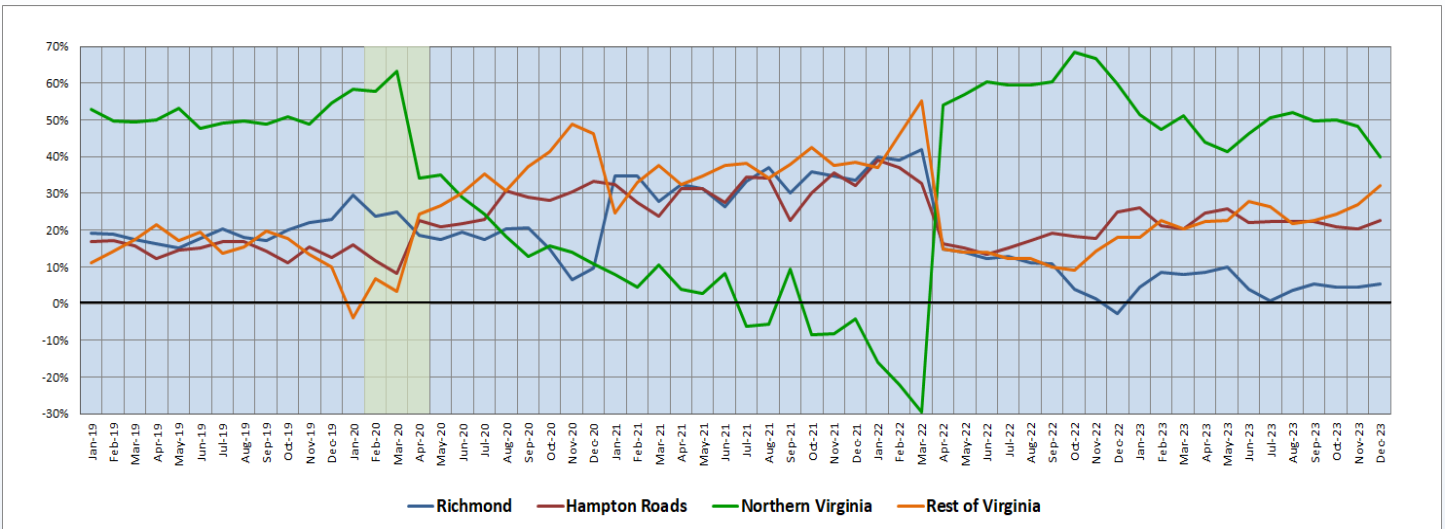
Year-Over-Year Regional Employment Growth

The Rest of Virginia saw its year-over-year HC&SA employment growth rate reach its highest value in 2023 thanks to an increase from 4.41% to 5.49%. In fact, this represents the highest year-over-year HC&SA employment growth rate in the Rest of Virginia in the past two decades. Meanwhile, Northern Virginia's year-over-year HC&SA employment growth rate remains the highest in the state; in fact, this growth rate increased in December from 5.58% to 6.42%. At the same time, Hampton Roads experienced a marginal increase to its own year-over-year HC&SA employment growth rate from 3.79% to 3.97%. Finally, Richmond's year-over-year HC&SA employment growth rate more than doubled from 0.70% to 1.89%.

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).

Despite falling from 48.19% to 39.90% in December, Northern Virginia's 24-month HC&SA employment growth share still remains the highest in the state, a position that it has retained for nearly two years. However, the gap between Northern Virginia's 24-month HC&SA employment growth share and the comparable growth share for the Rest of Virginia narrowed considerably during the month. In fact, this gap narrowed to single digits in December after the Rest of Virginia saw its 24-month HC&SA employment growth share increase from 27.02% to 32.17%. Meanwhile, Hampton Roads experienced an increase to its own 24-month HC&SA employment growth share from 20.33% to 22.69% in December. At the same time, Richmond's 24-month HC&SA employment growth share rose from 4.46% to 5.24%.

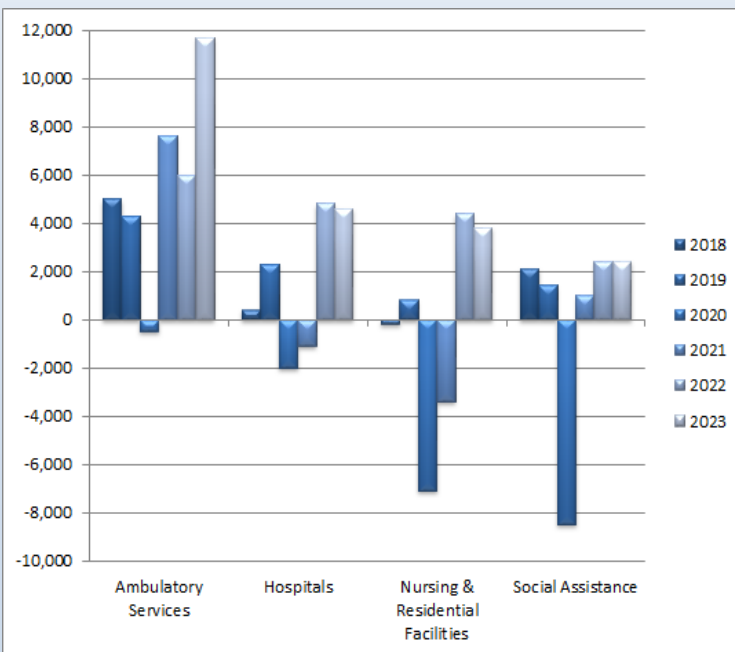## HC&SA Subsector Employment Growth, Level

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

In December, Social Assistance created 1,700 new jobs across the state. This gain represents the third time in the past four months in which Social Assistance has produced more than 1,000 jobs. This employment strength at the end of the year completes a remarkable turnaround in the Social Assistance job market, which had lost 2,000 jobs between January and August. In total, Social Assistance created 2,400 jobs in 2023.

Nursing & Residential Care Facilities also enjoyed strong employment growth in December with the creation of 800 new jobs during the month. With this gain, Nursing & Residential Care Facilities produced a total of 3,800 jobs in 2023. Meanwhile, Hospitals experienced their seventh consecutive month of positive employment growth after adding 500 new jobs in December. In 2023, Hospitals increased employment by 4,600. As for Ambulatory Health Care Services, which lost 1,500 jobs in December, this HC&SA subsector created 11,700 jobs in 2023. This represents its largest full-year job gain in the past decade.

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Distribution of Growth by Subsector

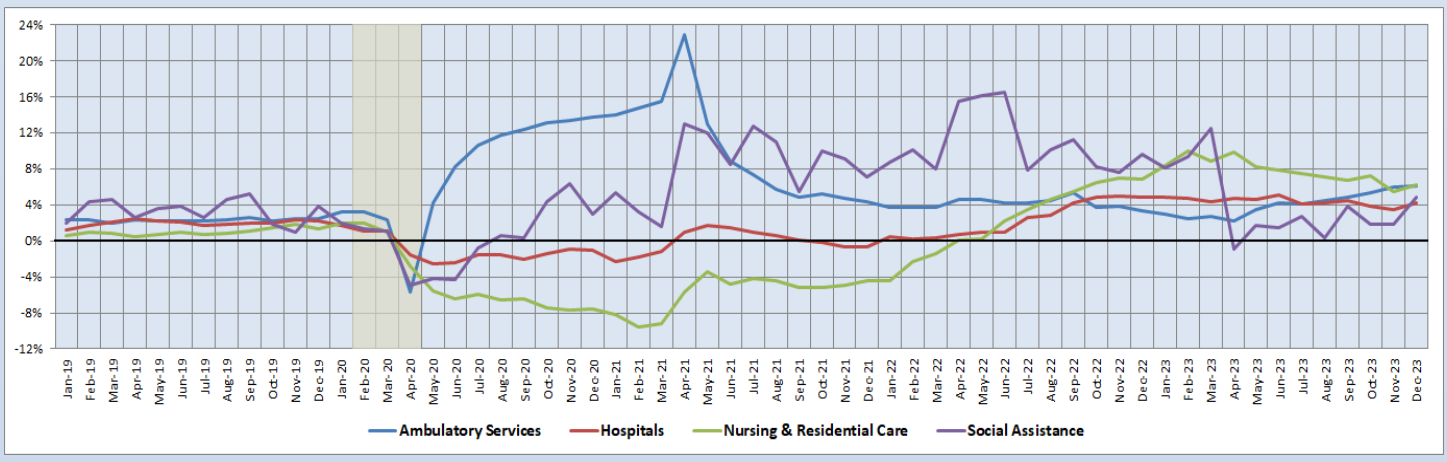| Not Seasonally Adjusted	Employment, in Thousands				Growth Rate, Annualized		
	Dec. 2022	Sept. 2023	Nov. 2023	Dec. 2023	12 Month	3 Month	1 Month
Virginia							
Health Care & Social Assistance	467.8	481.9	488.8	490.3	4.8%	7.2%	3.7%
Ambulatory Health Care Services	206.1	214.7	219.3	217.8	5.7%	5.9%	-7.9%
Hospitals	110.1	113.6	114.2	114.7	4.2%	3.9%	5.4%
Nursing & Residential Care Facilities	72.7	75.3	75.7	76.5	5.2%	6.5%	13.4%
Social Assistance	78.9	78.3	79.6	81.3	3.0%	16.2%	28.9%
Hampton Roads							
Health Care & Social Assistance	98.3	101.2	101.3	102.2	4.0%	4.0%	11.2%
Hospitals	22.4	23.1	23.2	23.3	4.0%	3.5%	5.3%
Northern Virginia							
Health Care & Social Assistance	148.0	157.4	159.0	157.5	6.4%	0.3%	-10.8%
Ambulatory Health Care Services	75.4	82.6	83.3	81.1	7.6%	-7.1%	-27.5%
Hospitals	28.4	29.3	29.6	29.7	4.6%	5.6%	4.1%

Preliminary estimates are italicized

Social Assistance has enjoyed very impressive employment growth in recent months. In December, Social Assistance increased employment at a 28.9% annualized rate. Its three-month annualized employment growth rate of 16.2% in Q4 2023 is also quite exceptional. Nursing & Residential Care Facilities have also experienced strong job growth over the same time period, albeit at a slower rate than Social Assistance. In particular, Nursing & Residential Care Facilities currently have one- and three-month annualized employment growth rate of 13.4% and 6.5%, respectively. Ambulatory Health Care Services are enjoying the strongest long-term job growth in the state thanks to their 12-month employment growth rate of 5.7%.
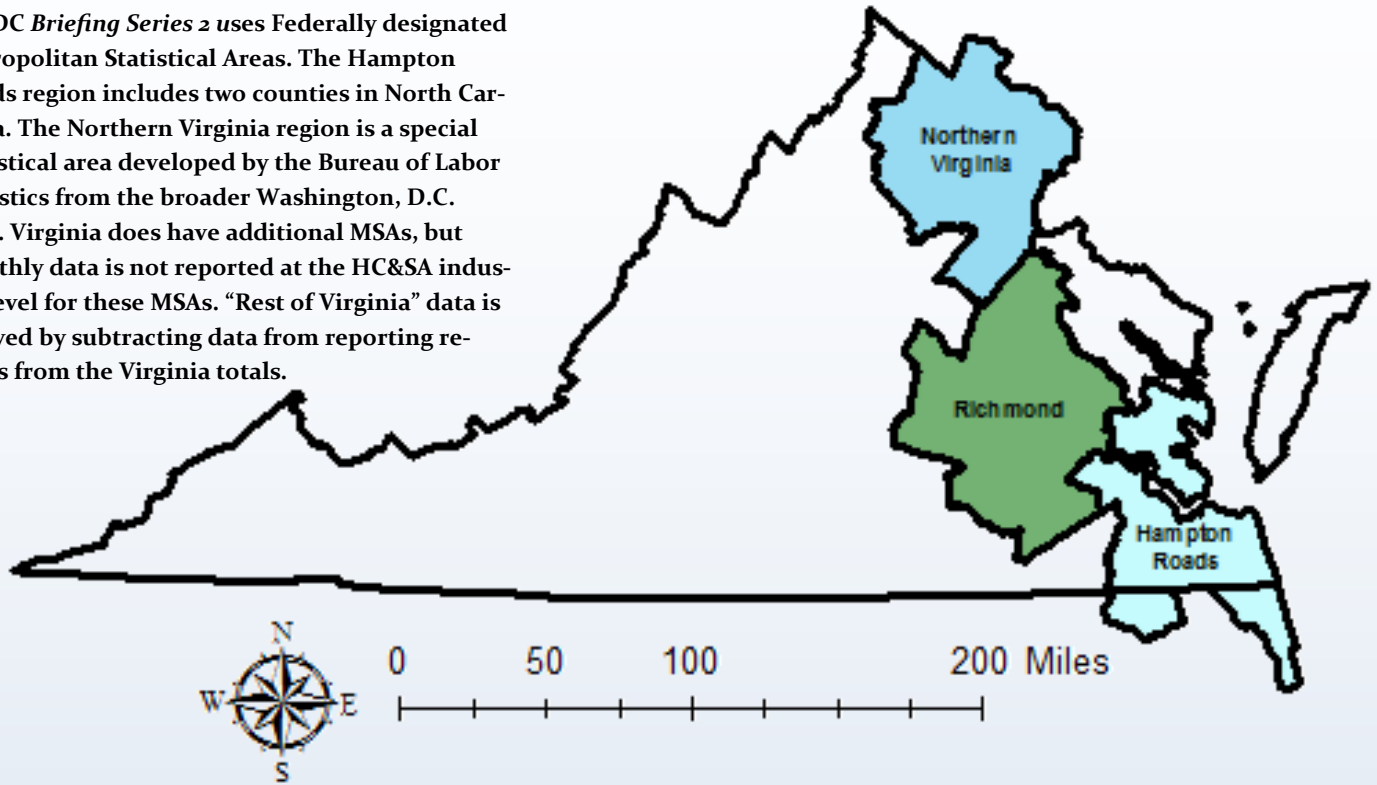
12-Month Average Employment Growth by Subsector

Nursing & Residential Care Facilities saw their 12-month employment growth rate moving average rebound from 5.42% to 6.26% in December. With this gain, Nursing & Residential Care Facilities once again have the highest 12-month employment growth rate moving average in Virginia. Meanwhile, Ambulatory Health Care Services experienced a slight increase to its own 12-month employment growth rate moving average, which rose from 5.96% to a nearly two-and-a-half year high of 6.04% in December. Social Assistance saw its 12-month employment growth rate moving average more than double from 1.77% to 4.79%, while the comparable moving average for Hospitals rose from 3.44% to 4.25%.

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

Region Map

HWDC *Briefing Series 2 u*ses 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

Northern Virginia, VA (Non-standard CES Area 94783)

Counties:	**Cities:**
Arlington	Alexandria
Clarke	Fairfax
Culpeper	Falls Church
Fairfax	Fredericksburg
Fauquier	Manassas
Loudoun	Manassas Park
Prince William	
Rappahannock	
Spotsylvania	
Stafford	
Warren	

Richmond

Richmond, VA (MSA 40060)

Counties:	**Cities:**
Amelia	Colonial Heights
Caroline	Hopewell
Charles City	Petersburg
Chesterfield	Richmond
Dinwiddie	
Goochland	
Hanover	
Henrico	
King William	
New Kent	
Powhatan	
Prince George	
Sussex	

Hampton Roads

Virginia Beach-Norfolk-Newport News, VA-NC (MSA 47260)

Counties:	**Cities:**
Gloucester	Chesapeake
Isle of Wight	Hampton
James City	Newport News
Mathews	Norfolk
Surry	Poquoson
York	Portsmouth
	Suffolk
Currituck, NC	Virginia Beach
Gates, NC	Williamsburg

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/.

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)

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).