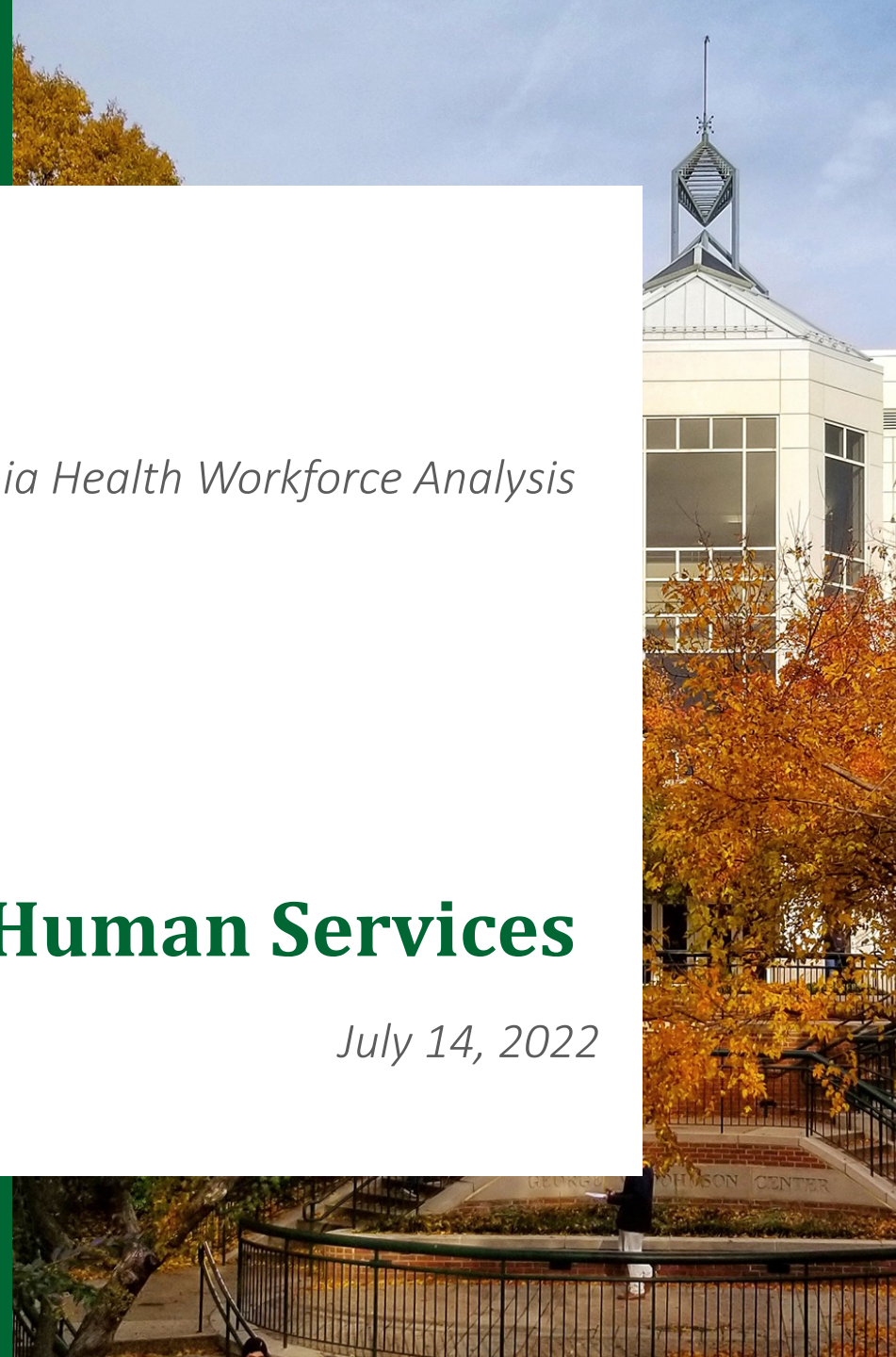




Virginia Health Workforce Analysis

Human Services

July 14, 2022



Purpose

The purpose of this presentation is to provide workforce analysis on human services related occupations in Virginia.

The information enclosed includes information on:

- Workforce demand
 - Employment by industry
 - Occupation projections
 - Employer demand (job estimates)
- Workforce supply
 - Wages
 - Demographic characteristics

Occupation Groups Included

Community and Social Service Occupations (SOC 21-000)

- Counselors, social workers, community & social service specialists

Healthcare Practitioners and Technical Occupations (SOC 29-000)

- Practitioners: nurse practitioners

Healthcare Support Occupations (SOC 31-0000)

- Home health and personal care aides, nursing assistants, psychiatric aides

Protective Service Occupations (SOC 33-0000)

- First-line supervisors of correctional officers, correctional officers and jailers

Personal Care & Service Occupations (SOC 39-0000)

- Childcare workers
- Personal care & service workers

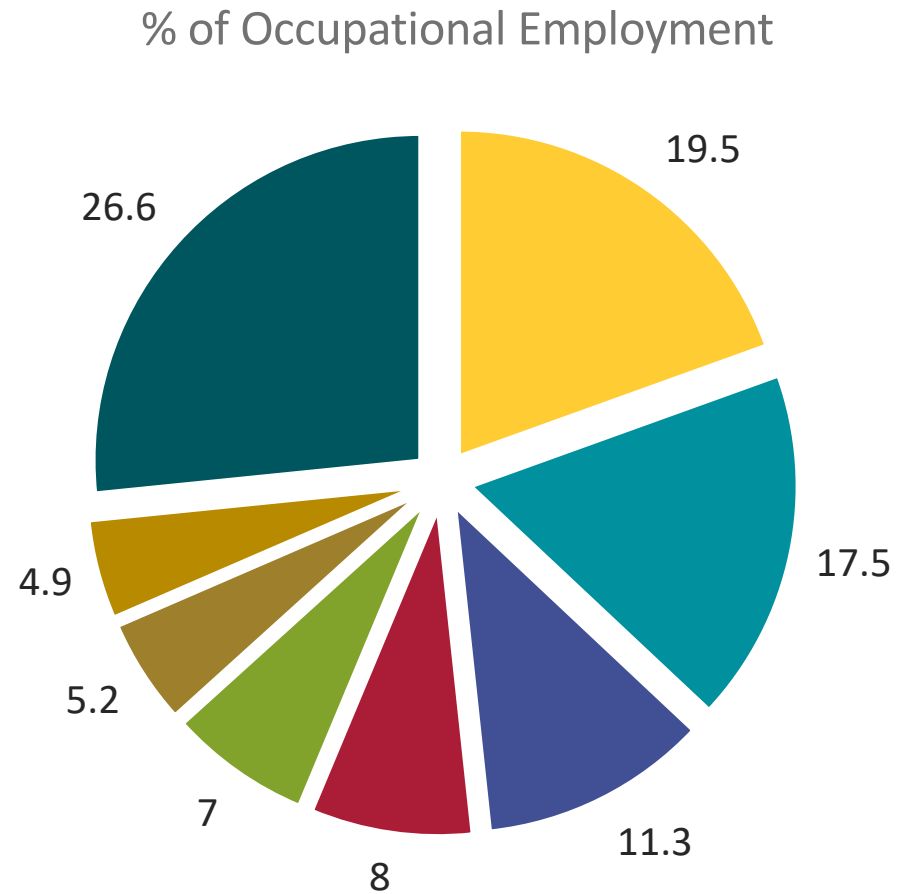
Counselors (SOC 21-1010)

Includes substance abuse and behavior disorder counselors; education, guidance, and career counselors and advisors; marriage and family therapists; mental health advisors, rehabilitation counselors; and all other counselors

Counselor

Employment by Industry

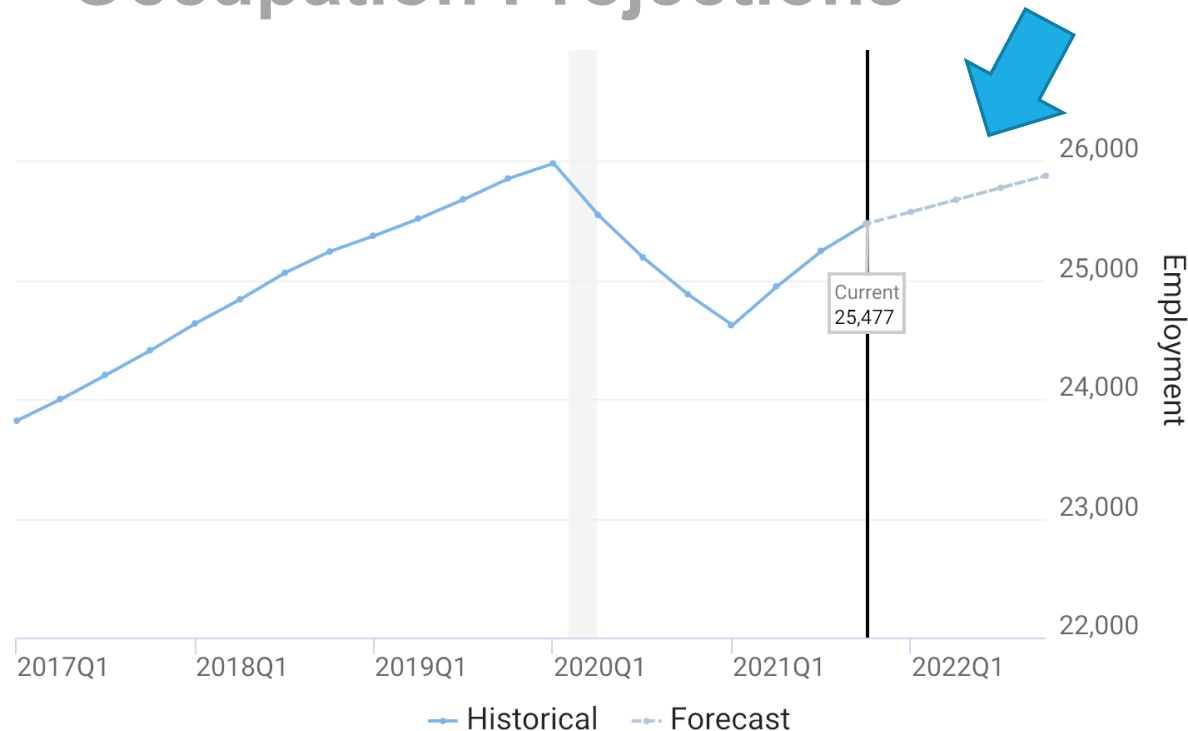
- Individual & Family Services
- Elementary/Secondary Schools
- Outpatient Care Centers
- Office of Health Practitioners
- Post-secondary Schools
- Vocational Rehab
- Residential Facilities
- Other



Source: JobsEQ, Industry Snapshot. Data as of 2021Q4

Counselors

Occupation Projections



Employed	25,477
5-Year Empl Change	1,820
5-Year Ann % Change	1.5%
1-Year Demand	2,874
1-Year Exits (left occupation)	887
1-Year Transfers (new job)	1,585
1-Year Net Growth	402
1-Year Ann % Growth	1.6%
Online Job Ads (last 30 days)	2,266

- **Historic growth much faster (1.5%)** than all other occupations (0.3%)
- 1-year projected almost **1% faster** than all other occupations (0.7%)
- Job ads represent about 8.9% of currently employed in occupation
- Projected **supply deficit** for substance abuse, behavioral disorder, and mental health counselors (-166); other counselors (-54)

Source: JobsEQ, Data as of 2021Q4. The shaded area of the graph represent national recession.

Counselors

Employer Demand in Last 12 Months

Occupation	Median Duration	Median Wage	Median Wage "n"	JPLQ	Active Job Ads
Mental Health Counselors	46	\$47,355	1,268	0.96	7,036
Educational, Guidance, and Career Counselors and Advisors	48	\$48,125	271	1.77	1,503
Substance Abuse and Behavioral Disorder Counselors	48	\$41,600	72	0.79	372
Rehabilitation Counselors	36	\$38,480	46	1.30	156
Marriage and Family Therapists	14	\$59,711	5	2.55	123
Counselors, All Other	48	\$26,104	5	1.14	26

Top requested occupational certifications: Licensed Clinical Social Worker (1,983 ads), Licensed Professional Counselor (1,855 ads), Board Certified Behavior Analyst (566 ads), Board Certified Assistant Behavior Analyst (116 ads), Licensed Master Social Worker (64 ads)

Top requested hard skills: mental health (1,247 ads), working with children (720 ads), bilingual (449 ads), counseling (444 ads), Electronic Health Record (435 ads)

Source: JobsEQ, Data reflect online job postings that were active from 7/11/2021 to 7/11/2022

Counselors

Wages

Occupation	Mean	Entry Level	Experienced	Percentiles				
				10%	25%	50% (Median)	75%	90%
Educational, Guidance, and Career Counselors and Advisors	\$73,600	\$44,300	\$88,200	\$41,700	\$51,300	\$68,700	\$92,300	\$118,700
Marriage and Family Therapists	\$57,800	\$36,500	\$68,400	\$35,100	\$40,900	\$52,300	\$73,600	\$91,900
Rehabilitation Counselors	\$44,700	\$30,800	\$51,700	\$29,200	\$34,600	\$41,100	\$51,900	\$65,900
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$53,800	\$36,100	\$62,600	\$34,100	\$40,900	\$50,300	\$64,000	\$79,800
Counselors, All Other	\$52,000	\$31,700	\$62,100	\$30,000	\$36,100	\$46,800	\$63,000	\$80,500
Counselors	\$58,800	\$36,200	\$70,100	\$33,800	\$41,700	\$53,500	\$71,200	\$92,000
Total - All Occupations	\$59,600	\$24,100	\$77,300	\$21,100	\$28,600	\$44,400	\$73,600	\$117,600

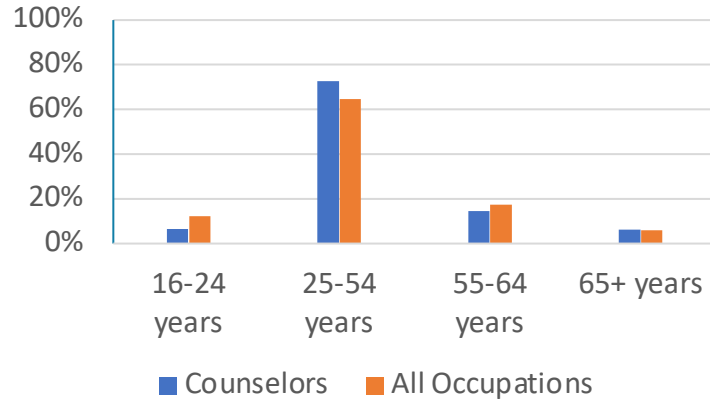
Source: JobsEQ, wage data are as of 2020

Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hrs worked)
Living wage for 1 adult 0 children \$19.40 per hour or \$40,352 annually (2,080 hrs worked)

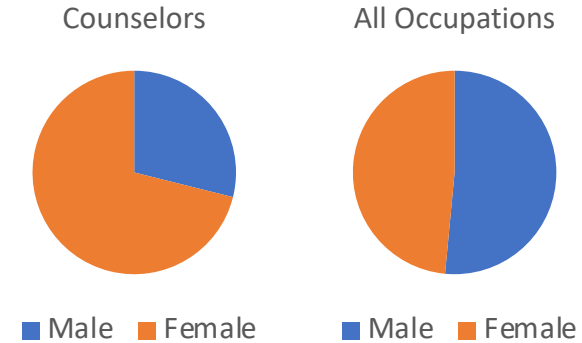
Counselors

Demographic Characteristics

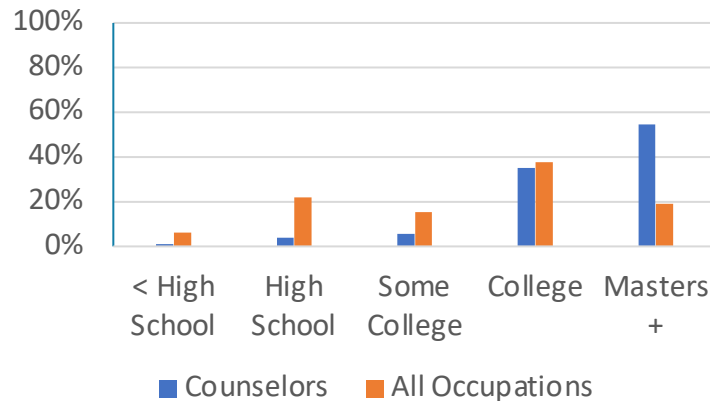
Age Distribution



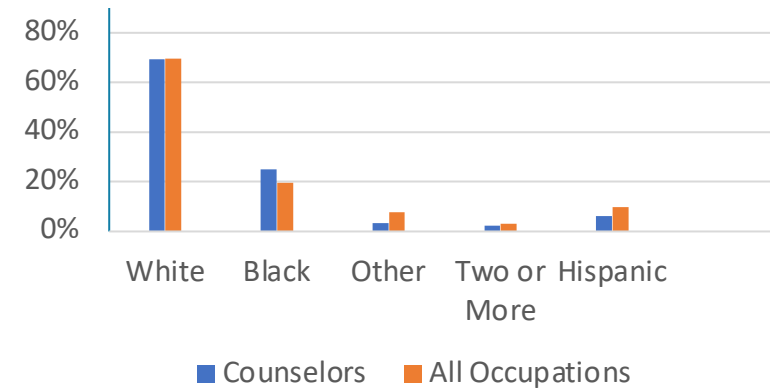
Gender Distribution



Education Attainment



Race Distribution



Source: JobsEQ, Data as of 2021Q4.

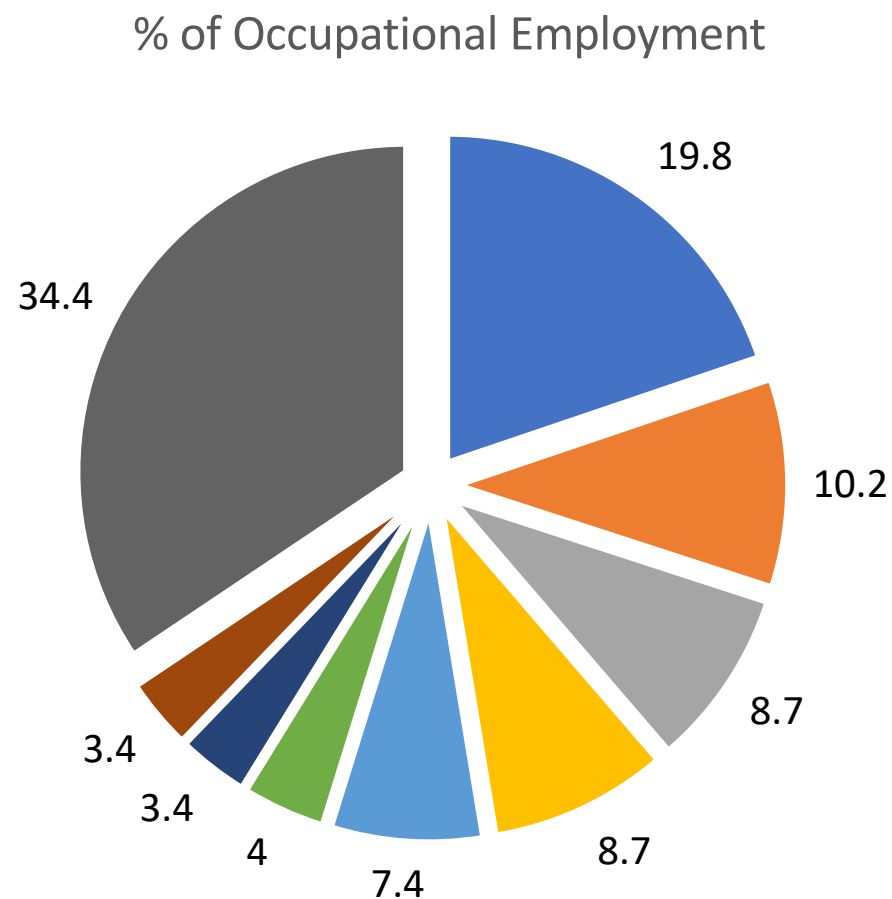
Social Workers (SOC 21-1020)

Includes child, family, and school social workers; healthcare social workers; mental health and substance abuse social workers; and all other social workers

Social Workers

Employment by Industry

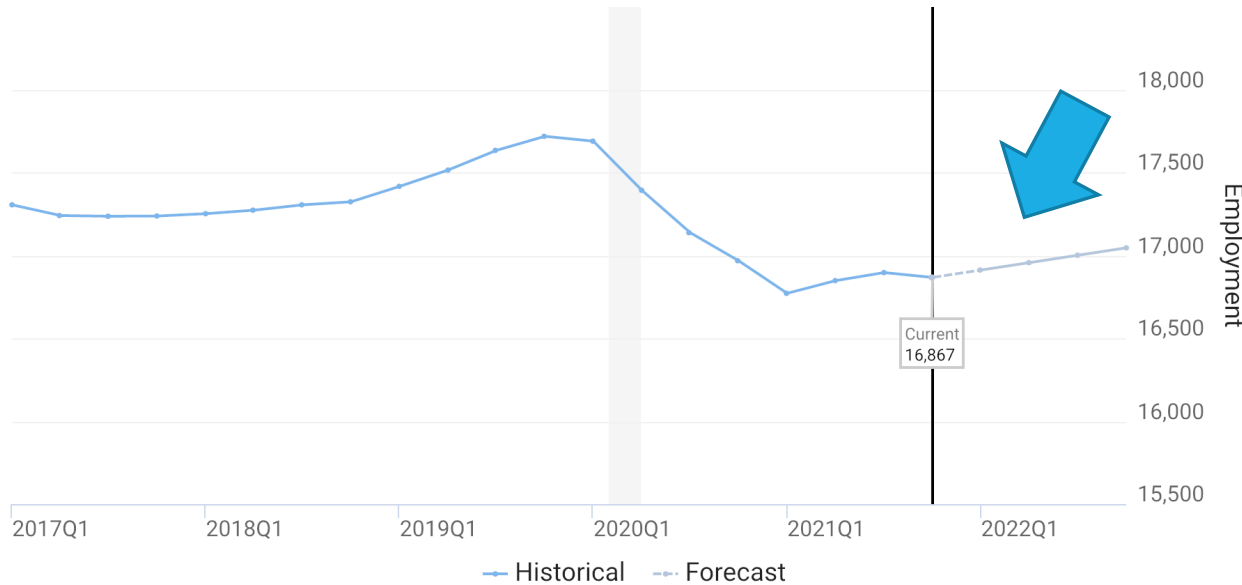
- Individual & Family Services
- Elementary/Secondary Schools
- Outpatient Care Centers
- Justic, Public Order, & Safety
- General Medical & Surgical Hospitals
- Executive, legislative, and other government
- Economic programs
- Home health care services
- Other



Source: JobsEQ, Industry Snapshot. Data as of 2021Q4

Social Workers

Occupation Projections



Source: JobsEQ®, Data as of 2021Q4, The shaded areas of the graph represent national recessions.

Employed	16,867
5-Year Empl Change	-466
5-Year Ann % Change	-0.5%
1-Year Demand	1,768
1-Year Exits (left occupation)	489
1-Year Transfers (new job)	1,100
1-Year Net Growth	178
1-Year Ann % Growth	1.1%
Online Job Ads (last 30 days)	1,417

- Historic decline (-0.5%) compared to slight growth all other occupations (0.3%)
- 1-year projected almost 0.4% faster than all other occupations (0.7%)
- Job ads represent about 8.4% of currently employed in occupation
- Project **supply deficit** for child, family and school social workers (-74); healthcare social workers (-32); mental health and substance abuse social workers (-28)

Social Workers

Employer Demand in Last 12 Months

Occupation	Median Wage	Median Wage "n"	JPLQ	Active Job Ads
Mental Health and Substance Abuse Social Workers	\$52,050	557	1.16	3,501
Child, Family, and School Social Workers	\$44,124	560	1.29	2,218
Healthcare Social Workers	\$46,571	29	1.08	512
Social Workers, All Other	\$75,437	6	1.62	7

Top requested occupational certifications: Licensed Clinical Social Worker (1,159 ads), Licensed Professional Counselor (834 ads), Board Certified Behavior Analyst (566 ads), Board Certified Assistant Behavior Analyst (116 ads), Licensed Master Social Worker (116 ads)

Top requested hard skills: report writing (437 ads), mental health (384 ads), Spanish (339 ads), Electronic Health Record (298 ads), social services (279 ads), working with children (272 ads), teaching/job training (270 ads), home health care (243 ads)

Source: JobsEQ, Data reflect online job postings that were active from 7/12/2021 to 7/3/2022

Social Workers

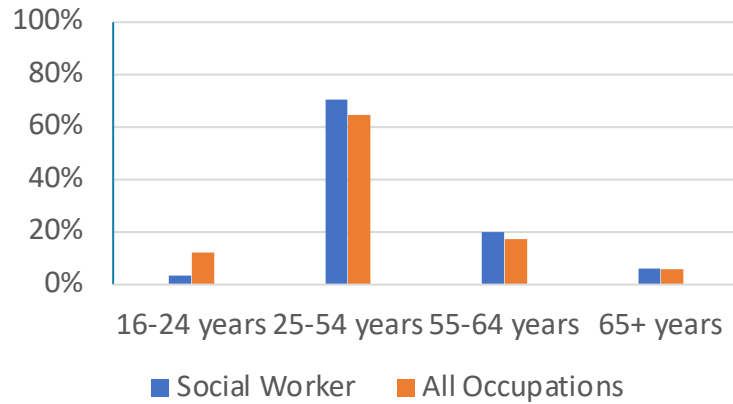
Wages

Occupation	Mean	Entry Level	Experienced	Percentiles				
				10%	25%	50% (Median)	75%	90%
Child, Family, and School Social Workers	\$56,600	\$35,800	\$67,000	\$33,600	\$40,900	\$51,200	\$66,100	\$89,500
Healthcare Social Workers	\$56,400	\$37,300	\$65,900	\$34,800	\$43,200	\$55,300	\$68,300	\$80,400
Mental Health and Substance Abuse Social Workers	\$52,500	\$36,000	\$60,700	\$34,200	\$40,200	\$48,400	\$61,100	\$78,700
Social Workers, All Other	\$77,100	\$55,800	\$87,700	\$49,300	\$67,500	\$79,400	\$90,000	\$99,500
Social Workers	\$56,800	\$36,500	\$67,000	\$34,300	\$41,800	\$52,800	\$68,300	\$86,100
Total - All Occupations	\$59,600	\$24,100	\$77,300	\$21,100	\$28,600	\$44,400	\$73,600	\$117,600

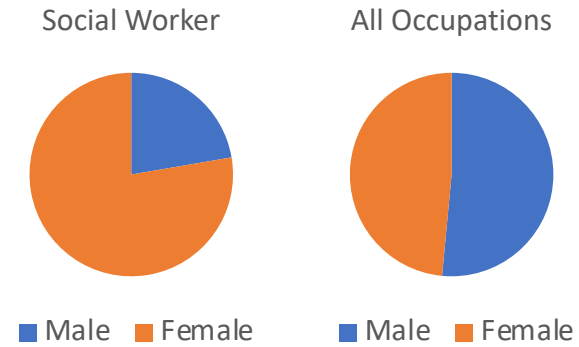
Social Workers

Demographic Characteristics

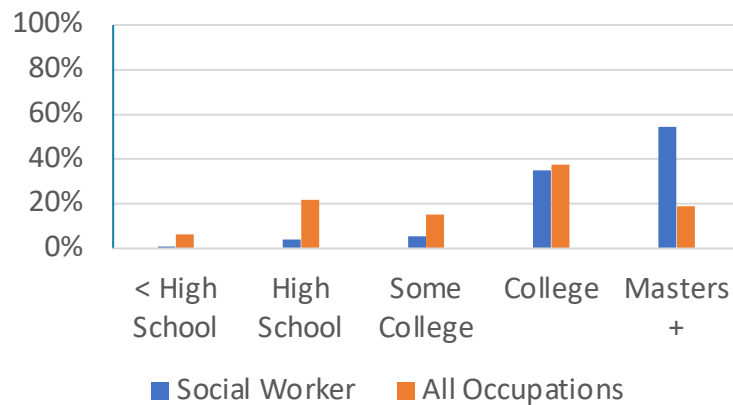
Age Distribution



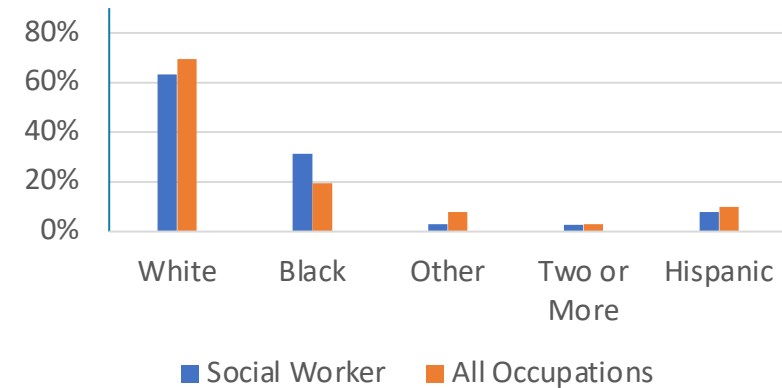
Gender Distribution



Education Attainment



Race Distribution



Source: JobsEQ, Data as of 2021Q4.

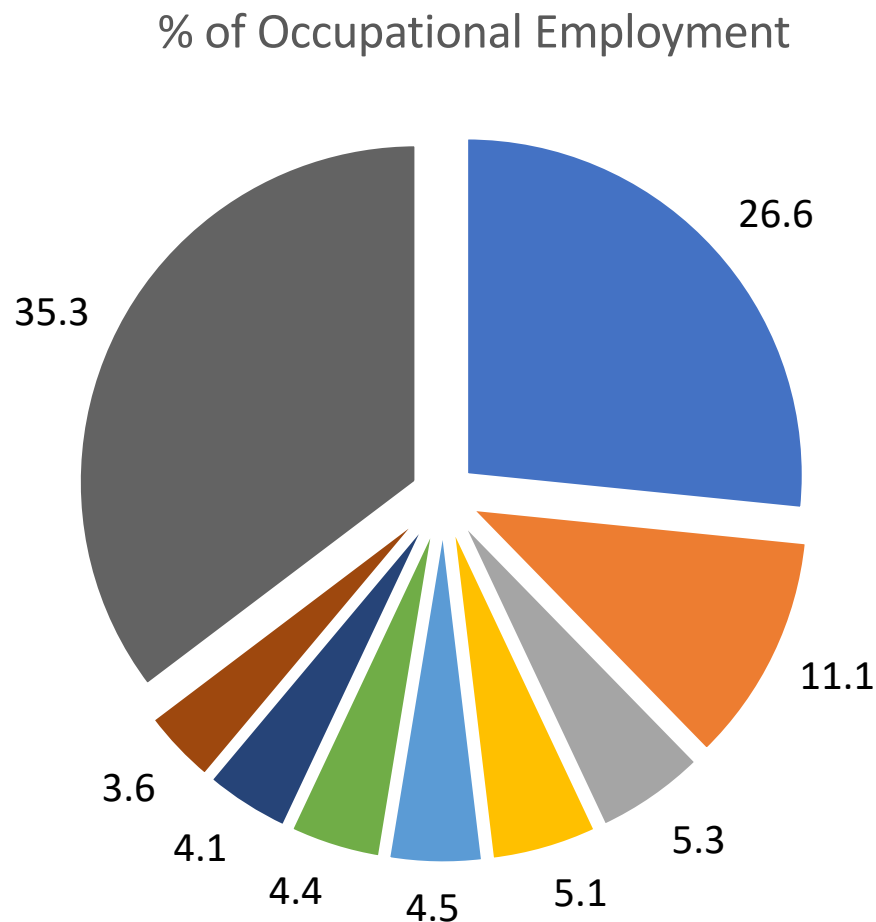
Community & Social Service Specialists (SOC 21-1090)

Includes health education specialists; probation and correctional treatment specialists; social and human service assistants; community health workers; and all other community and social service specialists

Community & Social Service Specialists

Employment by Industry

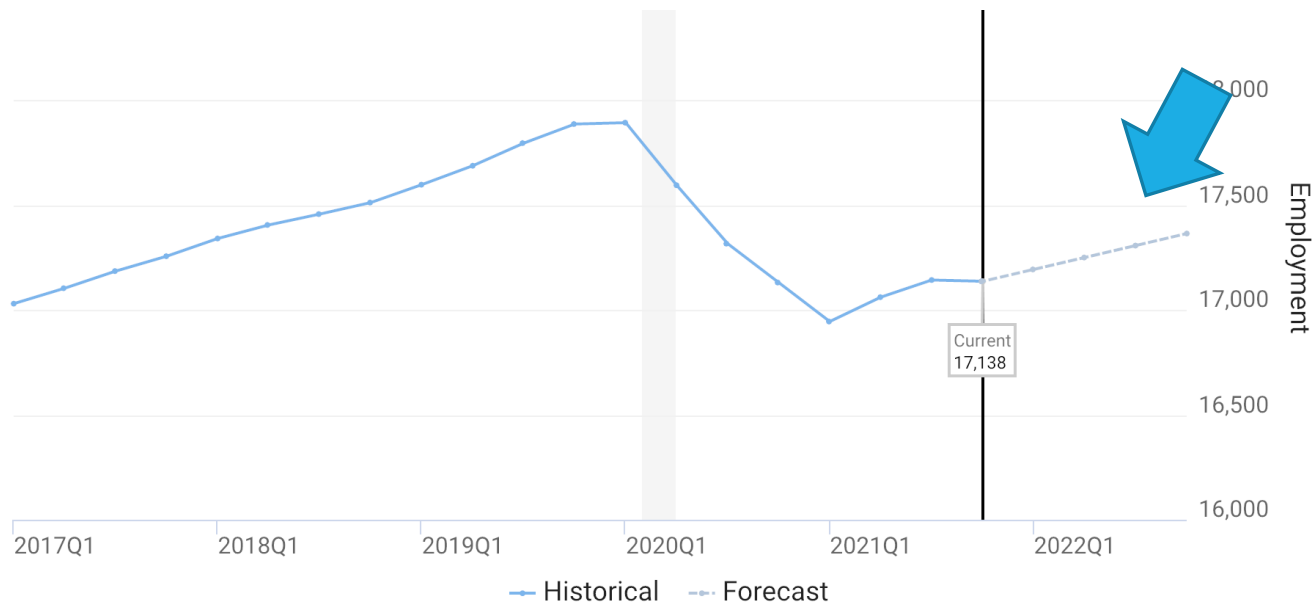
- Individual & Family Services
- Justic, Public Order, & Safety
- Executive, legislative, and other government
- Social Advocacy Organizations
- Outpatient Care Centers
- Community Food & Housing, & Emergency and Other Relief Services
- Administration of Economic Program
- Administration of Human Resource Programs
- Other



Source: JobsEQ, Industry Snapshot. Data as of 2021Q4

Community & Social Service Specialists

Occupation Projections



Employed	17,138
5-Year Empl Change	169
5-Year Ann % Change	0.2%
1-Year Demand	2,151
1-Year Exits (left occupation)	644
1-Year Transfers (new job)	1,279
1-Year Net Growth	228
1-Year Ann % Growth	1.3%
Online Job Ads (last 30 days)	4,632

- **Historically flat growth** on par with all other occupations (0.3%)
- 1-year projected almost 0.4% faster than all other occupations (0.7%)
- Job ads represent about **27%** of currently employed in occupation – **suggesting exceptionally high turnover**
- Projected **supply deficit** for probation officers & correctional treatment specialists (-10), community & social service specialists (-7), and health education specialists (-4)

Source: JobsEQ, Data as of 2021Q4. The shaded area of the graph represent national recession.

Community & Social Service Specialists

Employer Demand in Last 12 Months

Occupation	Median Wage	Median Wage "n"	JPLQ	Active Job Ads
Social and Human Service Assistants	\$36,070	5,405	1.27	18,396
Community Health Workers	\$38,148	114	5.47	858
Probation Officers and Correctional Treatment Specialists	\$43,678	151	2.42	588
Community and Social Service Specialists, All Other	\$41,600	115	1.44	342
Health Education Specialists	\$43,000	11	0.79	89

Top requested occupational certifications: CPR (1,034), First Aid (775 ads), Registered Behavior Tech (213 ads), Licensed Professional Counselor (175 ads), Licensed Clinical Social Worker (163 ads), Certified Nursing Assistant (152 ads), Basic Life Support (134 ads), Licensed Practical Nurse (131 ads), Child Development Associate (99 ads), Registered Nurse (91 ads)

Top requested hard skills: Spanish (1,672 ads), bilingual (1,316 ads), teaching/job training (1,067 ads), working with children (967 ads), mental health (913 ads)

Source: JobsEQ, Data reflect online job postings that were active from 7/12/2021 to 7/3/2022

Community & Social Service Specialists

Wages

Occupation	Mean	Entry Level	Experienced	Percentiles				
				10%	25%	50% (Median)	75%	90%
Health Education Specialists	\$60,100	\$37,900	\$71,200	\$35,600	\$44,000	\$58,800	\$75,300	\$85,800
Probation Officers and Correctional Treatment Specialists	\$49,400	\$38,600	\$54,800	\$38,100	\$40,500	\$46,300	\$55,800	\$66,700
Social and Human Service Assistants	\$34,600	\$23,700	\$40,000	\$22,300	\$26,700	\$32,600	\$39,700	\$50,200
Community Health Workers	\$48,000	\$31,200	\$56,400	\$29,200	\$35,900	\$45,500	\$56,700	\$72,500
Community and Social Service Specialists, All Other	\$59,200	\$41,100	\$68,300	\$38,500	\$47,200	\$59,600	\$70,100	\$80,300
Miscellaneous Community and Social Service Specialists	\$42,800	\$26,200	\$51,000	\$24,200	\$30,300	\$39,100	\$52,100	\$66,500
Total - All Occupations	\$59,600	\$24,100	\$77,300	\$21,100	\$28,600	\$44,400	\$73,600	\$117,600

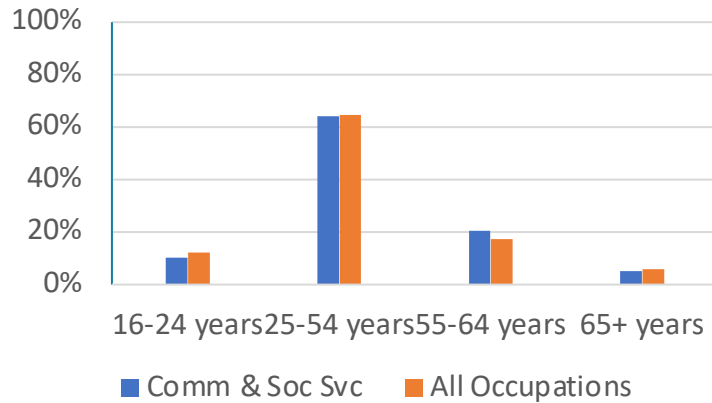
Source: JobsEQ, wage data are as of 2020

Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hrs worked)
Living wage for 1 adult 0 children \$19.40 per hour or \$40,352 annually (2,080 hrs worked)

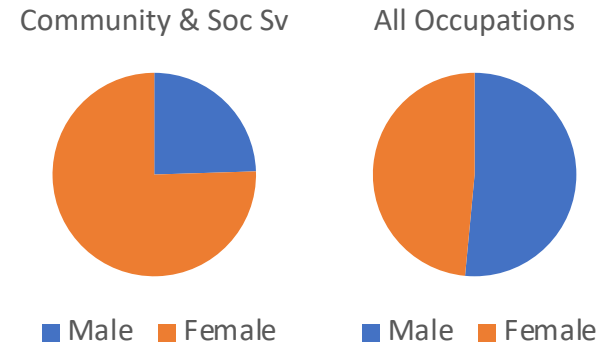
Community & Social Service Specialists

Demographic Characteristics

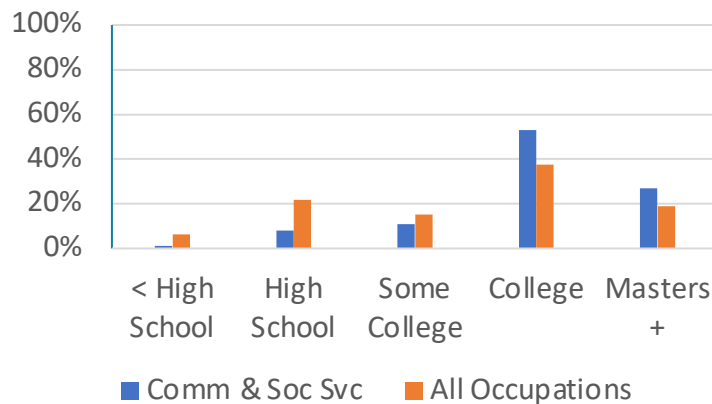
Age Distribution



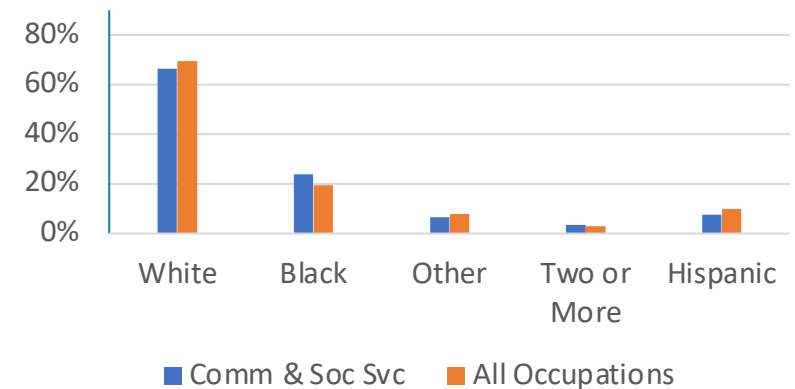
Gender Distribution



Education Attainment



Race Distribution



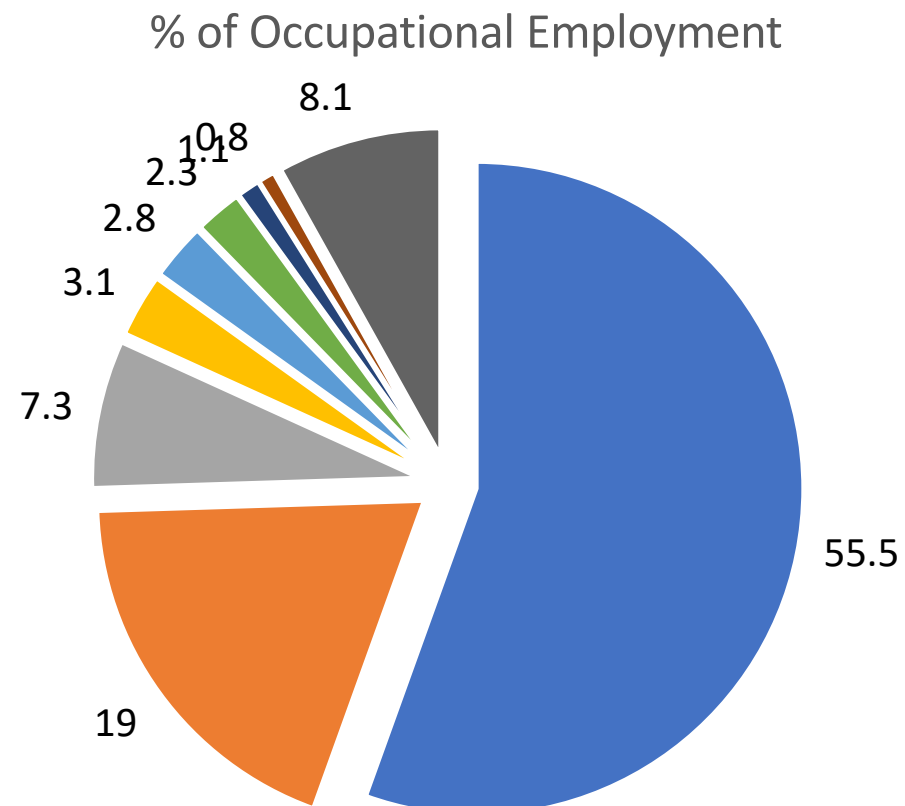
Source: JobsEQ, Data as of 2021Q4.

Nurse Practitioners (SOC 29-1171)

Includes all nurse practitioner specialties, for example: cardiology nurse practitioners, family practice nurse practitioners, and gerontological nurse practitioners

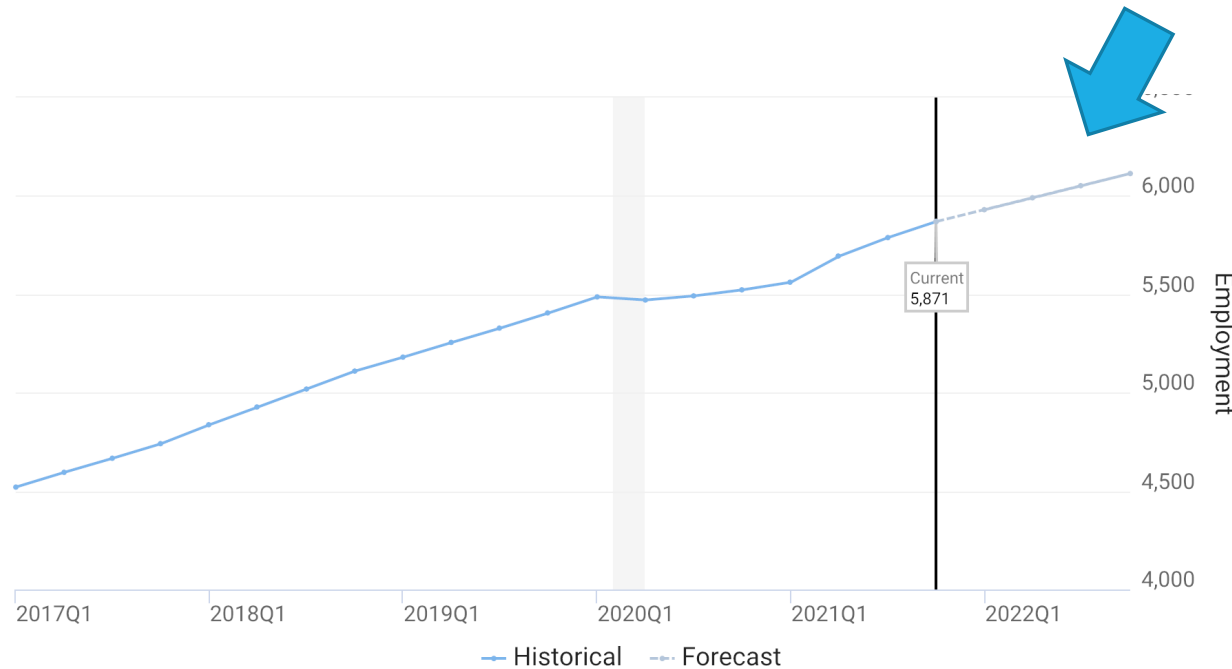
Nurse Practitioners Employment by Industry

- Offices of Physicians
- General Medical & Surgical Hospitals
- Outpatient Care Centers
- Post-secondary Schools
- Office of Other Health Practitioners
- Home Health Care Services
- Employment Services
- Individuals & Family Services
- Other



Source: JobsEQ, Industry Snapshot. Data as of 2021Q4

Nurse Practitioners Occupation Projections



Employed	5,871
5-Year Empl Change	1,422
5-Year Ann % Change	5.7%
1-Year Demand	596
1-Year Exits (left occupation)	142
1-Year Transfers (new job)	210
1-Year Net Growth	244
1-Year Ann % Growth	4.2%
Online Job Ads (last 30 days)	911

- **Historically growth 5.4% faster than all other occupations (0.3%)**
- **1-year projected growth 3.5% faster than all other occupations (0.7%)**
- **Job ads represent about 15.6% of currently employed in occupation – suggests higher high turnover OR much higher demand from employers than projections indicate**
- **Project supply deficit (-204) over next 10 years**

Source: JobsEQ, Data as of 2021Q4. The shaded area of the graph represent national recession.

Nurse Practitioners

Employer Demand in Last 12 Months

Occupation	Median Wage	Median Wage "n"	JPLQ	Active Job Ads
Nurse Practitioners	\$100,967	335	1.29	3,354

Top requested occupational certifications: family nurse practitioner (272 ads), psychiatric-mental health nurse practitioner (134 ads), certified hospice and palliative nurse (70 ads), certified hospice and palliative nurse (70 ads), pediatric advanced life support (70 ads), adult nurse practitioner (62 ads), neonatal resuscitation (47 ads), acute care nurse practitioner (33 ads), certified nurse midwife (31 ads), certified registered nurse anesthetist (29 ads)

Top requested hard skills: home health care (202 ads), Electronic Health Record (162 ads), Spanish (141 ads), geriatrics (124 ads), teaching/job training (94 ads), long-term care (73 ads)

Source: JobsEQ, Data reflect online job postings that were active from 7/12/2021 to 7/3/2022

Nurse Practitioners

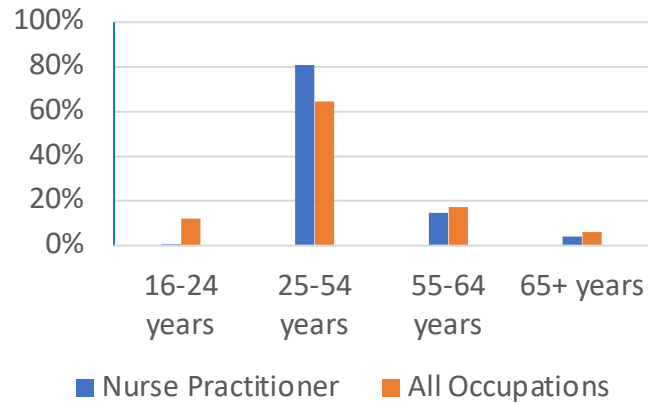
Wages

Occupation	Mean	Entry Level	Experienced	10%	25%	50% (Median)	75%	90%
Nurse Practitioners	\$109,700	\$84,800	\$122,100	\$81,600	\$92,500	\$108,500	\$125,800	\$141,300
Total - All Occupations	\$59,600	\$24,100	\$77,300	\$21,100	\$28,600	\$44,400	\$73,600	\$117,600

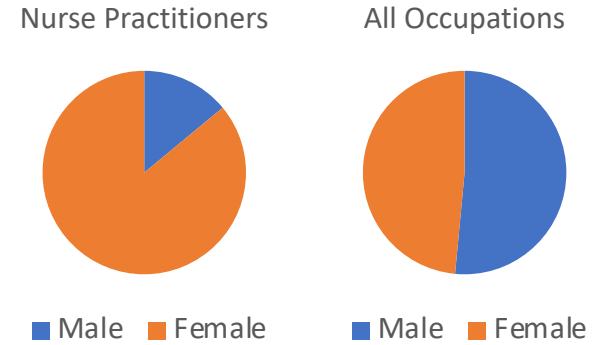
Nurse Practitioners

Demographic Characteristics

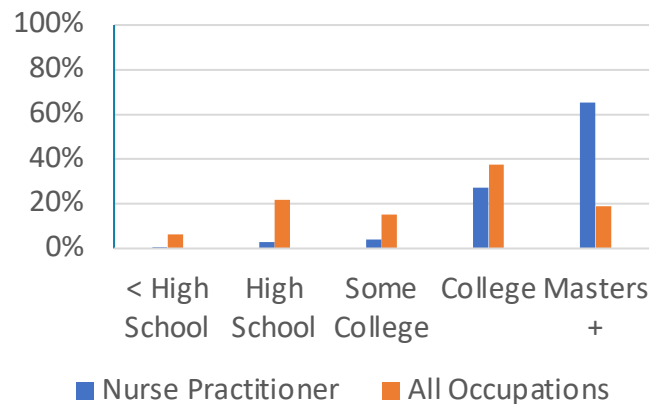
Age Distribution



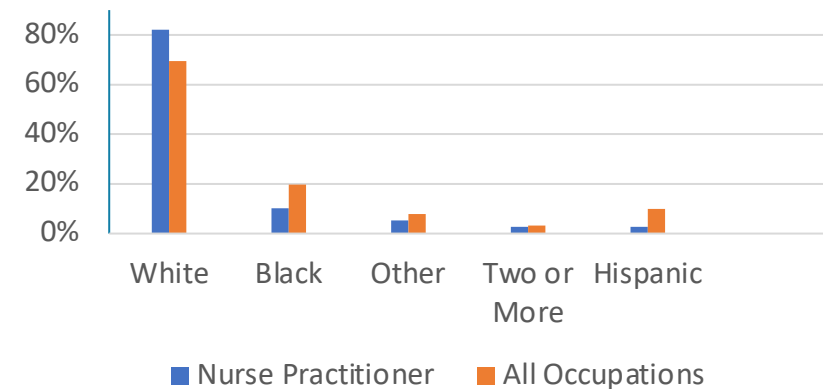
Gender Distribution



Education Attainment



Race Distribution



Source: JobsEQ, Data as of 2021Q4.

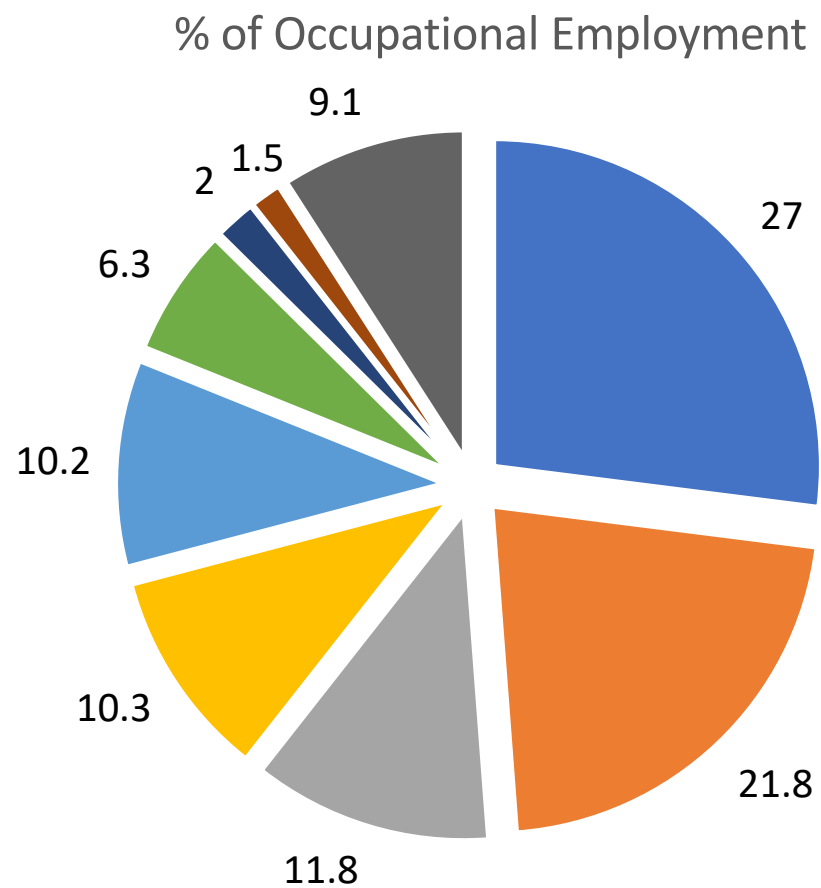
Home Health & Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides (SOC 31-1100)

Includes home health aides, personal care aides, nursing assistants, orderlies, and psychiatric aides

Health Aides

Employment by Industry

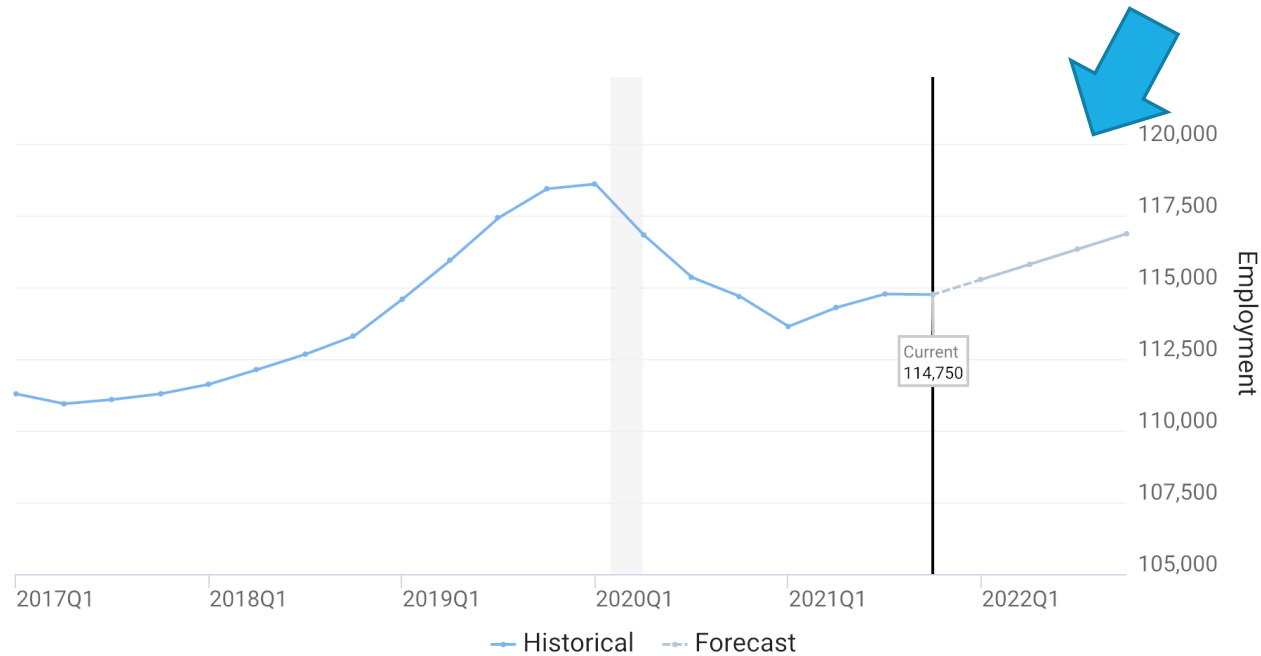
- Individuals & Family Services
- Home Health Care Services
- Retirement & Assisted Living Facilities
- Skilled Nursing Facilities
- General Medical & Surgical Hospitals
- Residential Facilities
- Employment Services
- Vocational Rehabilitation Services
- Other



Source: JobsEQ, Industry Snapshot. Data as of 2021Q4

Health Aides

Occupation Projections



Employed	114,750
5-Year Empl Change	3,694
5-Year Ann % Change	0.7%
1-Year Demand	17,774
1-Year Exits (left occupation)	8,200
1-Year Transfers (new job)	7,454
1-Year Net Growth	2,119
1-Year Ann % Growth	1.8%
Online Job Ads (last 30 days)	5,324

- Historically growth slightly faster than all other occupations (0.3%)
- 1-year projected **growth 1.1% faster** than all other occupations (0.7%)
- Job ads represent about 4.6% of currently employed in occupation
- Potential supply deficit (-117) of nursing assistants over the next 10 years

Source: JobsEQ, Data as of 2021Q4. The shaded area of the graph represent national recession.

Health Aides

Employer Demand in Last 12 Months

Occupation	Median Wage	Median Wage "n"	JPLQ	Active Job Ads
Nursing Assistants	\$31,200	1,410	1.02	13,551
Personal Care Aides	\$27,040	1,880	1.09	6,613
Home Health Aides	\$27,774	626	1.04	2,449
Orderlies	\$29,312	23	0.57	270
Psychiatric Aides	\$25,688	5	0.83	7

Top requested occupational certifications: certified nursing assistant or state tested nursing assistant (7,120 ads); basic life support (1,732 ads), CPR (1,596 ads), or first aid (647 ads); licensed practical nurse (407 ads); medical assistant certification (405 ads); emergency medical technician basic/advanced (590 ads); patient care tech (308 ads); certified home health aide or home care certification (180 ads)

Top requested hard skills: home health care (1,740 ads), caregiving or patient care (1,719 ads), long-term care (1,059 ads), medication administration (967 ads), assisted living (333 ads), medical terminology (281 ads)

Source: JobsEQ, Data reflect online job postings that were active from 7/12/2021 to 7/3/2022

Health Aides

Wages

Occupation	Mean	Entry Level	Experienced	Percentiles				
				10%	25%	50% (Median)	75%	90%
Home Health Aides	\$23,400	\$18,000	\$26,000	\$17,400	\$19,300	\$22,200	\$26,600	\$31,100
Personal Care Aides	\$23,400	\$18,000	\$26,000	\$17,400	\$19,300	\$22,200	\$26,600	\$31,100
Nursing Assistants	\$29,500	\$23,100	\$32,700	\$21,800	\$25,600	\$29,100	\$32,700	\$38,900
Orderlies	\$29,600	\$23,700	\$32,600	\$22,600	\$26,000	\$29,000	\$32,000	\$38,500
Psychiatric Aides	\$34,000	\$24,500	\$38,800	\$23,400	\$26,800	\$30,200	\$37,000	\$57,700
Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	\$25,500	\$18,800	\$28,800	\$17,900	\$20,500	\$24,800	\$29,600	\$34,000
Total - All Occupations	\$59,600	\$24,100	\$77,300	\$21,100	\$28,600	\$44,400	\$73,600	\$117,600

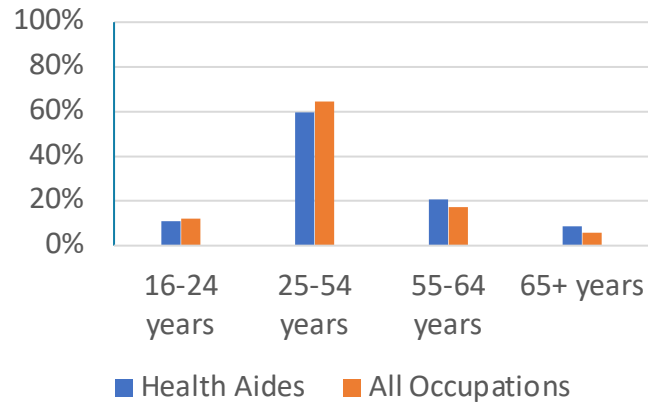
Source: JobsEQ, wage data are as of 2020

Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hrs worked)
Living wage for 1 adult 0 children \$19.40 per hour or \$40,352 annually (2,080 hrs worked)

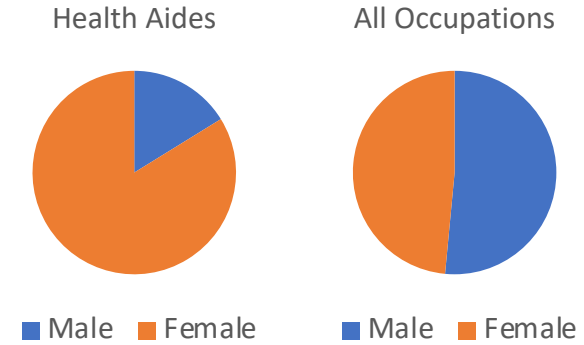
Health Aides

Demographic Characteristics

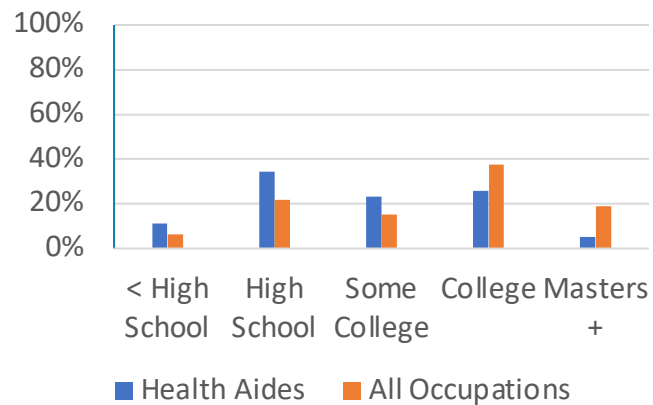
Age Distribution



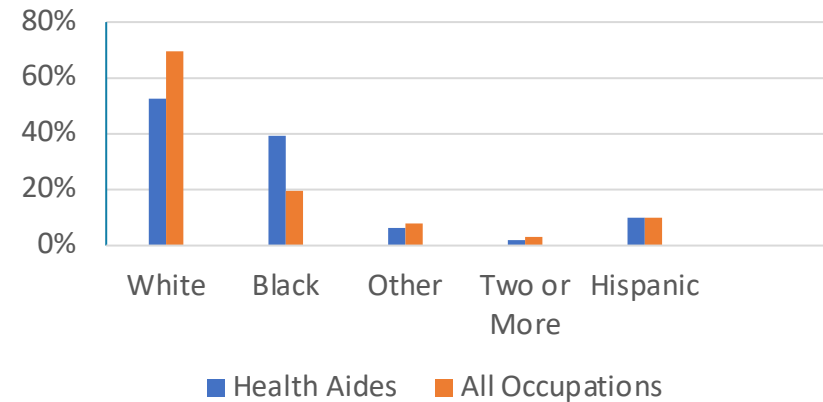
Gender Distribution



Education Attainment



Race Distribution



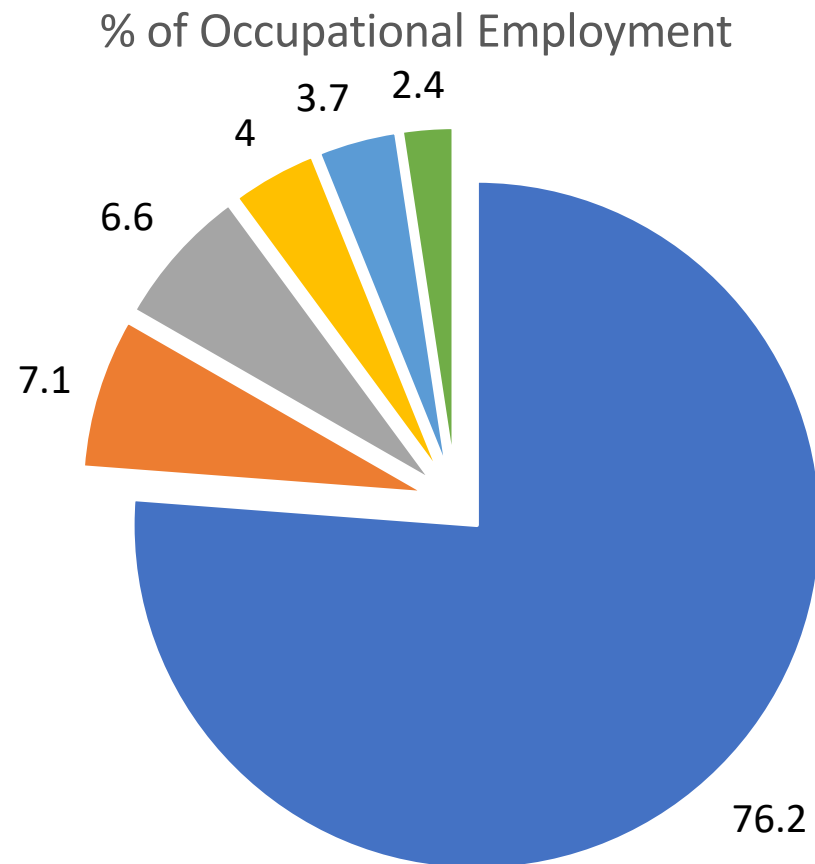
Source: JobsEQ, Data as of 2021Q4.

First-line Supervisors of Correctional Officers (SOC 33-1011)

First-line Supervisors of Correctional Officers

Employment by Industry

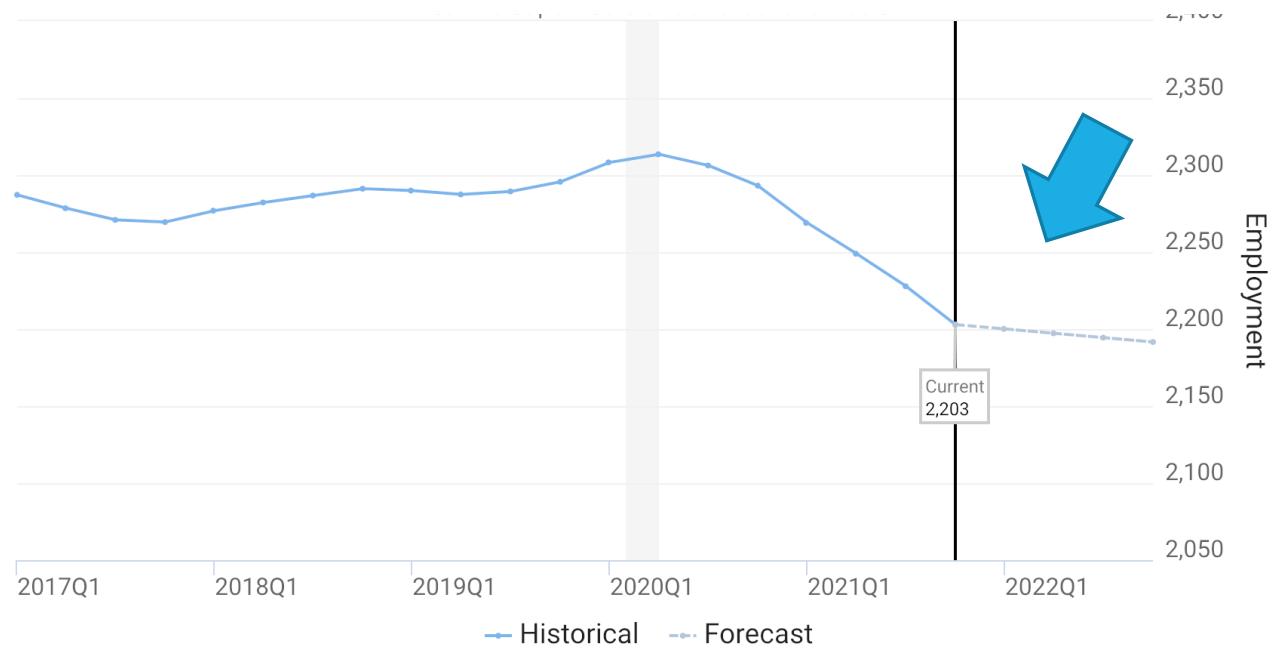
- Justice, Public Order, and Safety Activities
- Facilitates Support Services
- Executive, Legislative, and Other Government Support
- Administration of Economic Program
- Administration of Human Resource Programs
- Other



Source: JobsEQ, Industry Snapshot. Data as of 2021Q4

First-line Supervisors of Correctional Officers

Occupation Projections



Employed	2,203
5-Year Empl Change	-90
5-Year Ann % Change	-0.8%
1-Year Demand	157
1-Year Exits (left occupation)	69
1-Year Transfers (new job)	99
1-Year Net Growth	-11
1-Year Ann % Growth	-0.5%
Online Job Ads (last 30 days)	38

- Historical decline in this occupation
- 1-year projected **decline** in this occupation; response to 2021 recession not like health occupations
- Job ads represent about 1.7% of currently employed in occupation
- Projected supply expected to meet demand over next 10 years

Source: JobsEQ, Data as of 2021Q4. The shaded area of the graph represent national recession.

First-line Supervisors of Correctional Officers

Employer Demand in Last 12 Months

Occupation	Median Wage	Median Wage "n"	JPLQ	Active Job Ads
First-Line Supervisors of Correctional Officers	\$56,750	9	0.53	163

Top requested occupational certifications: CPR (9 ads), first aid (9 ads), secret clearance (1 ad)

Top requested hard skills: Spanish (105 ads), performance management (32 ads)

First-line Supervisors of Correctional Officers

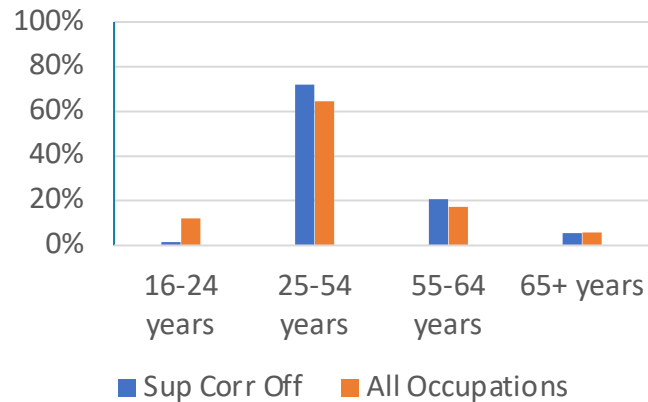
Wages

Occupation	Mean	Entry Level	Experienced	Percentiles				
				10%	25%	50% (Median)	75%	90%
First-Line Supervisors of Correctional Officers	\$58,900	\$42,600	\$67,100	\$41,900	\$45,000	\$51,400	\$64,600	\$87,600
Total - All Occupations	\$59,600	\$24,100	\$77,300	\$21,100	\$28,600	\$44,400	\$73,600	\$117,600

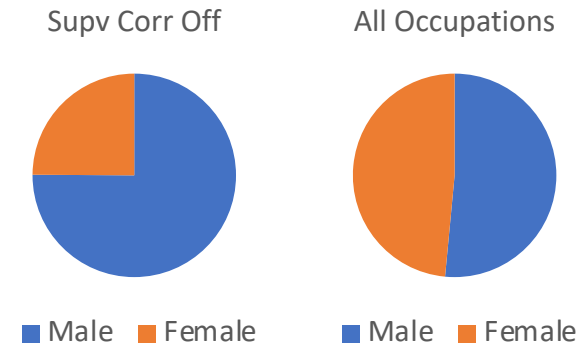
First-line Supervisors of Correctional Officers

Demographic Characteristics

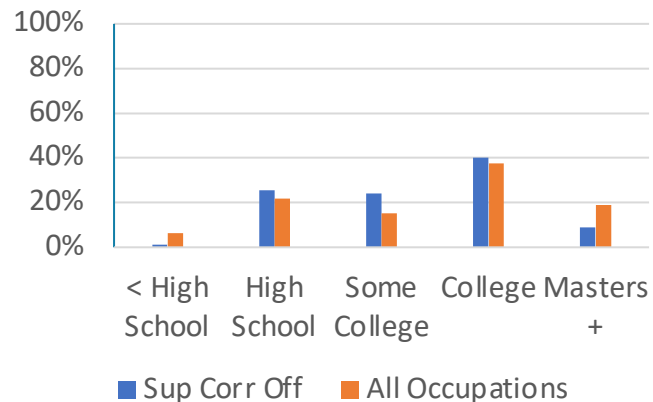
Age Distribution



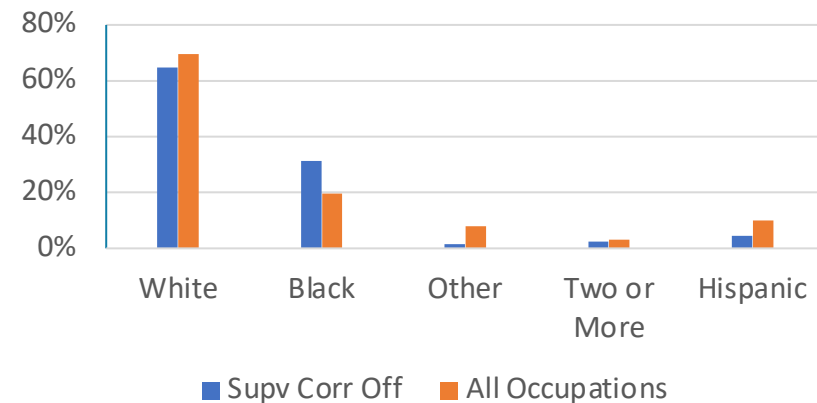
Gender Distribution



Education Attainment



Race Distribution

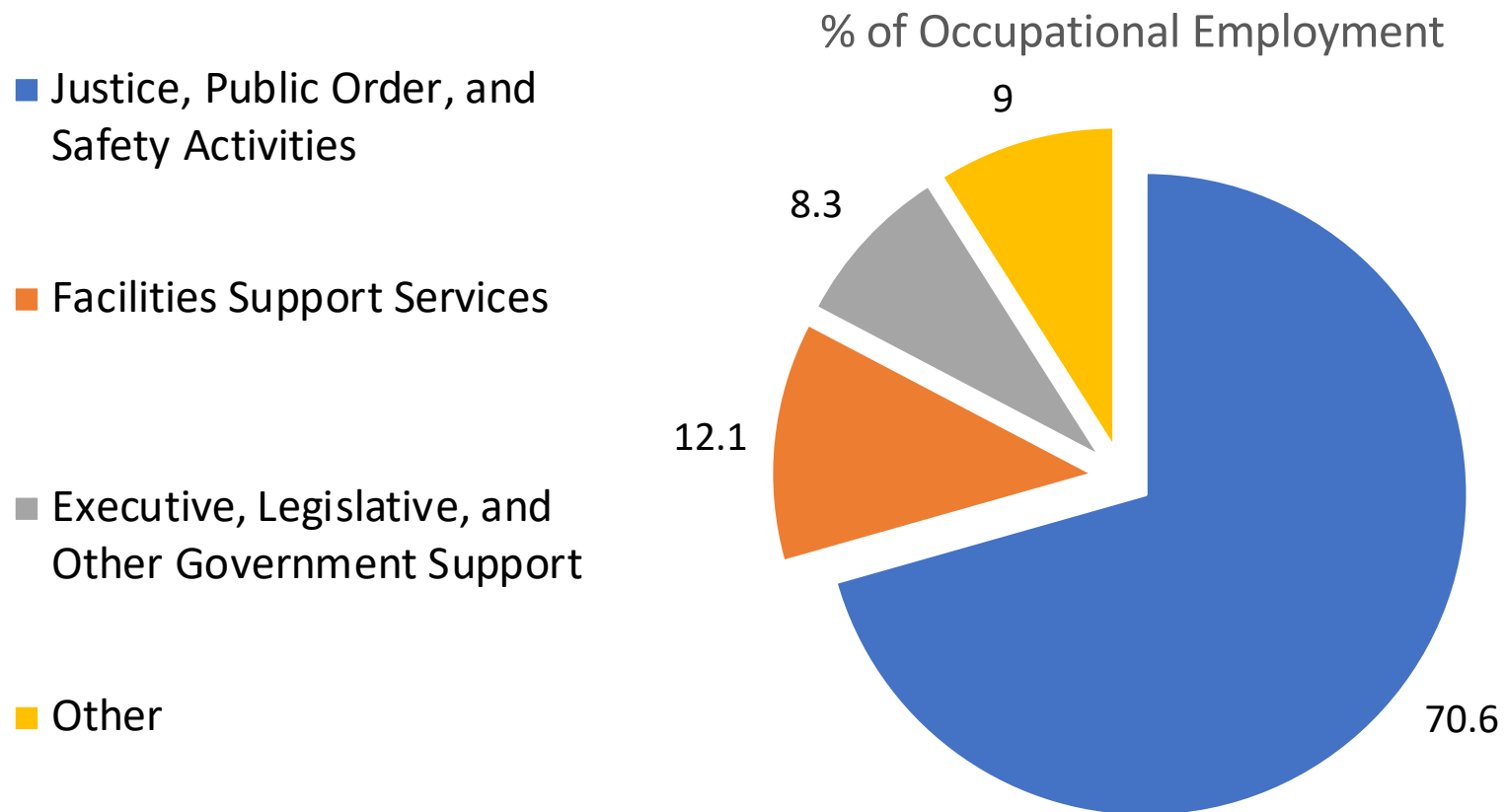


Source: JobsEQ, Data as of 2021Q4.

Correctional Officers & Jailers (SOC 33-3012)

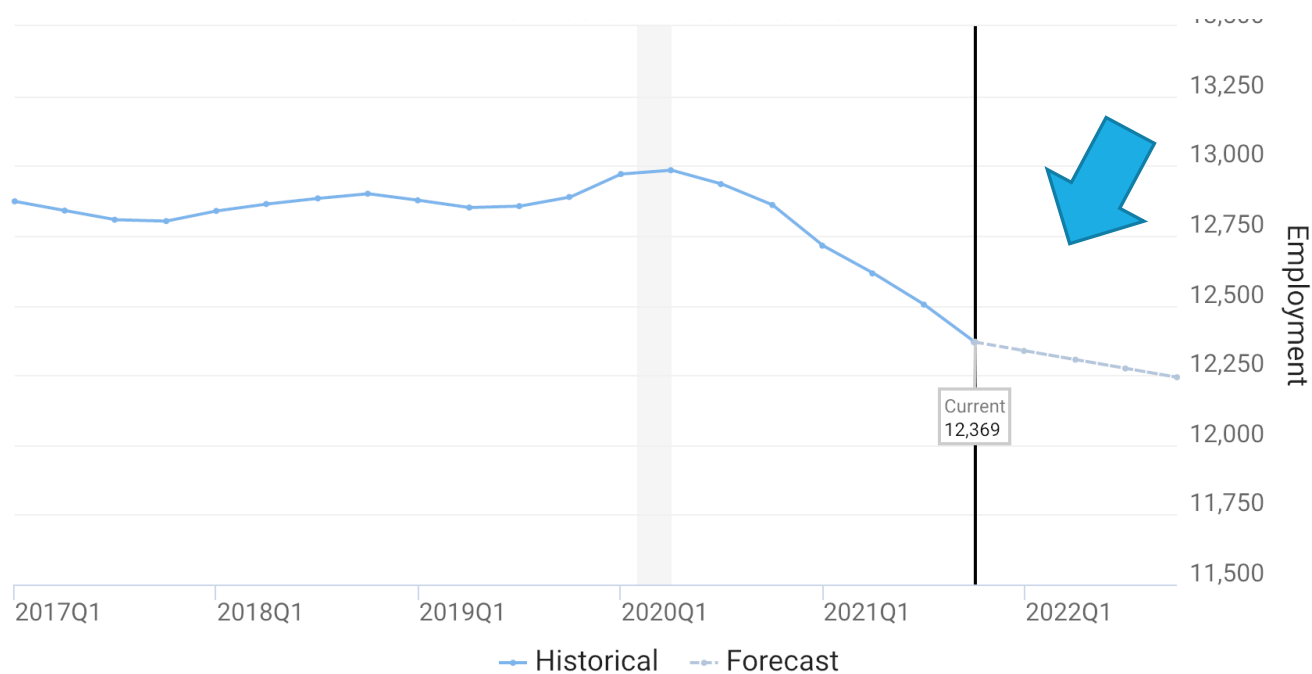
Correctional Officers & Jailers

Employment by Industry



Source: JobsEQ, Industry Snapshot. Data as of 2021Q4

Correctional Officers & Jailers Occupation Projections



Employed	12,369
5-Year Empl Change	-528
5-Year Ann % Change	-0.8%
1-Year Demand	972
1-Year Exits (left occupation)	454
1-Year Transfers (new job)	644
1-Year Net Growth	-126
1-Year Ann % Growth	-1.0%
Online Job Ads (last 30 days)	251

- Historical decline in this occupation
- 1-year projected **decline** in this occupation; response to 2021 recession not like health occupations
- Job ads represent about 2.0% of currently employed in occupation
- Projected supply surplus (17) over next 10 years

Source: JobsEQ, Data as of 2021Q4. The shaded area of the graph represent national recession.

Correctional Officers & Jailers

Employer Demand in Last 12 Months

Occupation	Median Wage	Median Wage "n"	JPLQ	Active Job Ads
Correctional Officers and Jailers	\$40,823	217	0.97	914

Top requested occupational certifications: first aid (13 ads), CPR (6 ads), certified corrections officer (6 ads)

Top requested hard skills: Spanish (221 ads), bilingual (115 ads), performance management (69 ads), report writing (62 ads)

Correctional Officers & Jailers

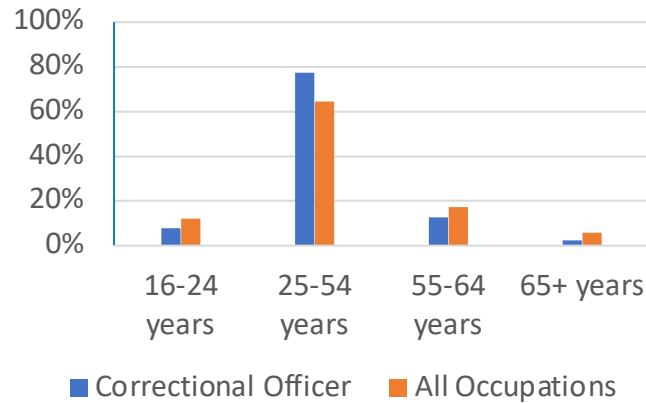
Wages

Occupation	Mean	Entry Level	Experienced	Percentiles				
				10%	25%	50% (Median)	75%	90%
Correctional Officers and Jailers	\$44,700	\$35,400	\$49,300	\$34,400	\$37,500	\$40,700	\$48,600	\$61,200
Total - All Occupations	\$59,600	\$24,100	\$77,300	\$21,100	\$28,600	\$44,400	\$73,600	\$117,600

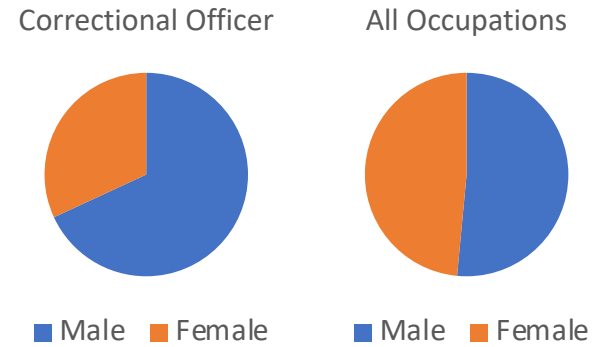
Correctional Officers & Jailers

Demographic Characteristics

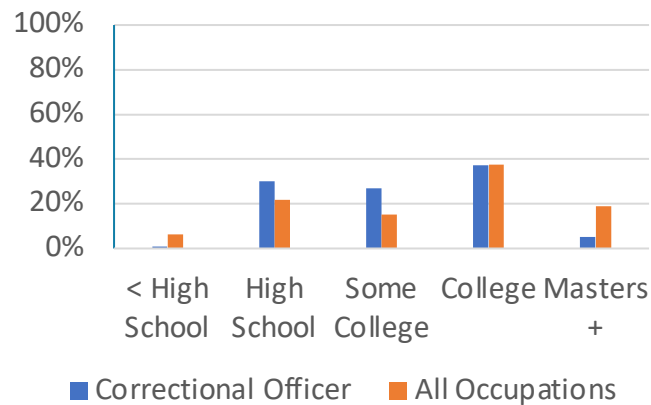
Age Distribution



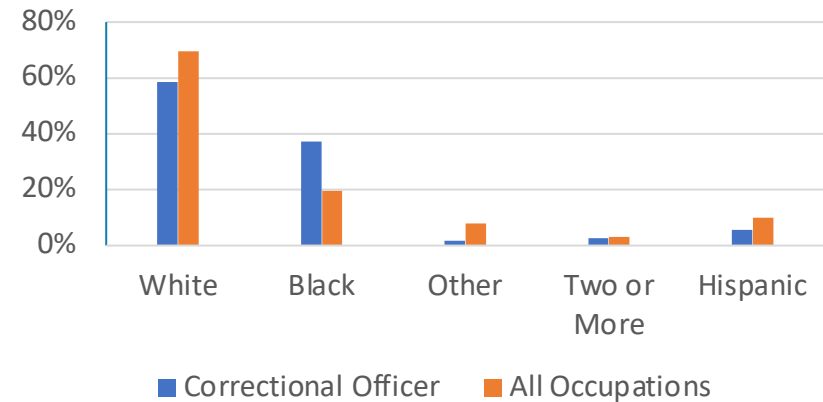
Gender Distribution



Education Attainment



Race Distribution

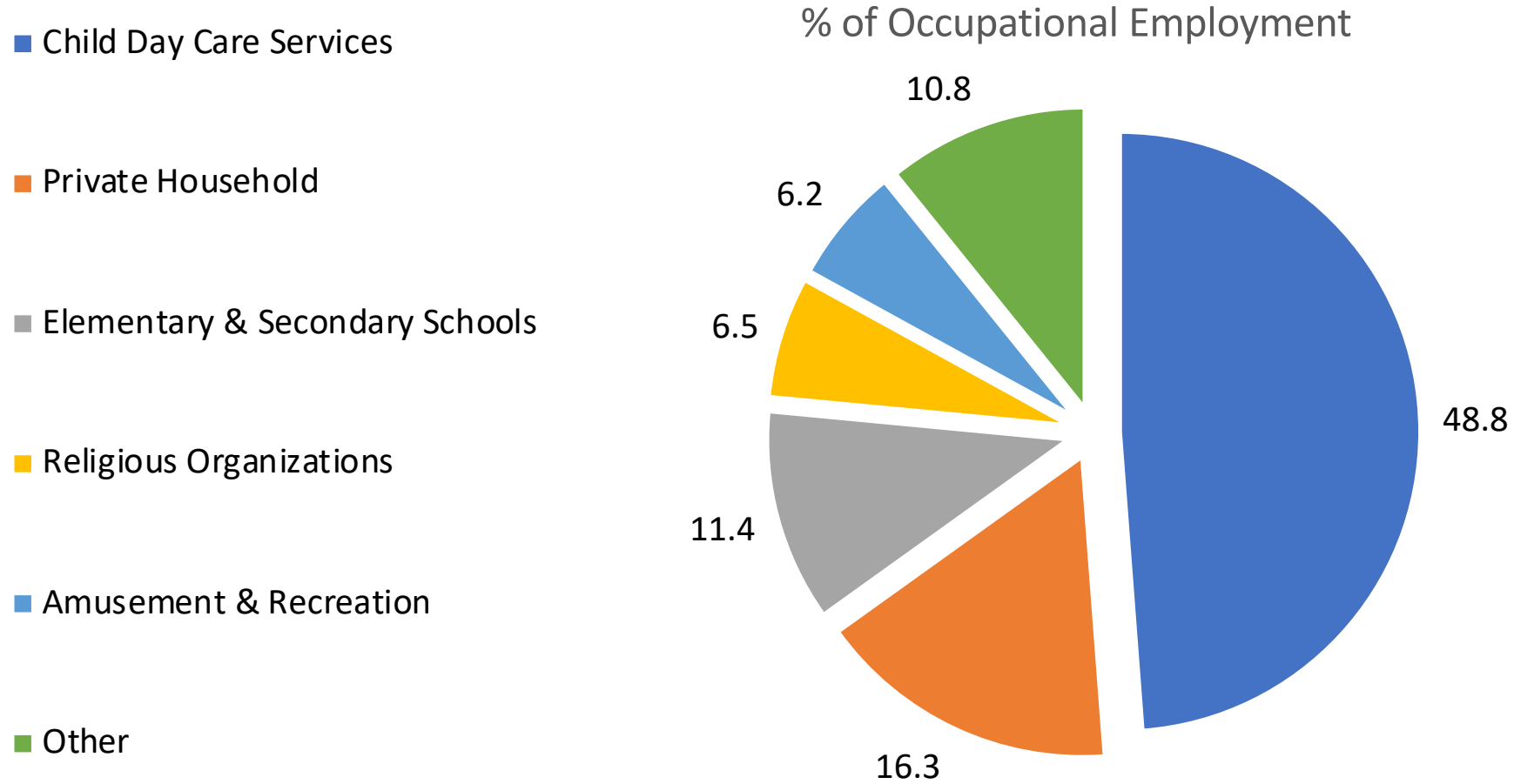


Source: JobsEQ, Data as of 2021Q4.

Childcare Workers (SOC 39-9011)

Childcare Workers

Employment by Industry



Source: JobsEQ, Industry Snapshot. Data as of 2021Q4

Childcare Workers

Wages

Occupation	Mean	Entry Level	Experienced	10%	25%	50% (Median)	75%	90%
Childcare Workers	\$26,400	\$17,600	\$30,700	\$17,000	\$18,800	\$23,500	\$33,000	\$40,200
Total - All Occupations	\$59,600	\$24,100	\$77,300	\$21,100	\$28,600	\$44,400	\$73,600	\$117,600

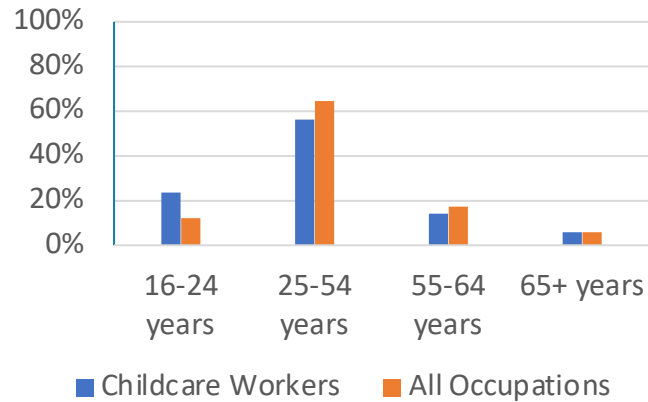
Source: JobsEQ, wage data are as of 2020

Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hrs worked)
 Living wage for 1 adult 0 children \$19.40 per hour or \$40,352 annually (2,080 hrs worked)

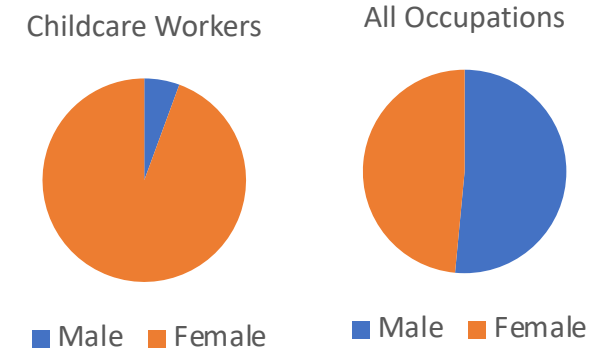
Childcare Workers

Demographic Characteristics

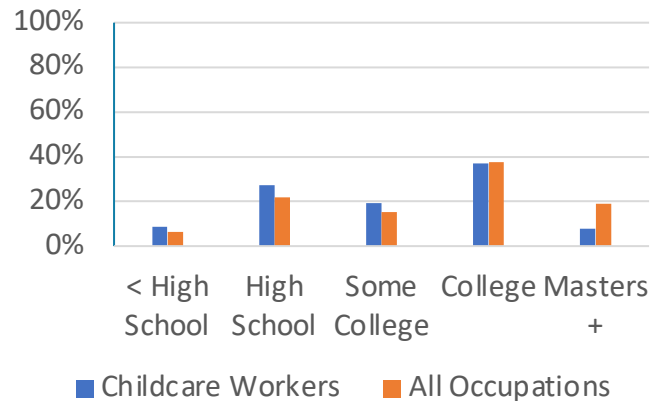
Age Distribution



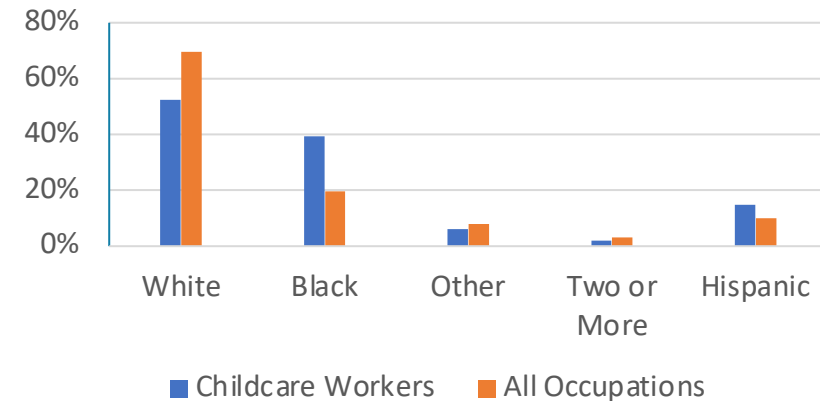
Gender Distribution



Education Attainment



Race Distribution



Source: JobsEQ, Data as of 2021Q4.

Personal Care & Service Workers (SOC 39-9098)

Personal Care & Service Workers

Wages

Occupation	Mean	Entry Level	Experienced	Percentiles				
				10%	25%	50% (Median)	75%	90%
Crematory Operators and Personal Care and Service Workers, All Other	\$22,900	\$17,400	\$25,700	\$17,000	\$18,200	\$20,100	\$24,500	\$33,600
Total - All Occupations	\$59,600	\$24,100	\$77,300	\$21,100	\$28,600	\$44,400	\$73,600	\$117,600

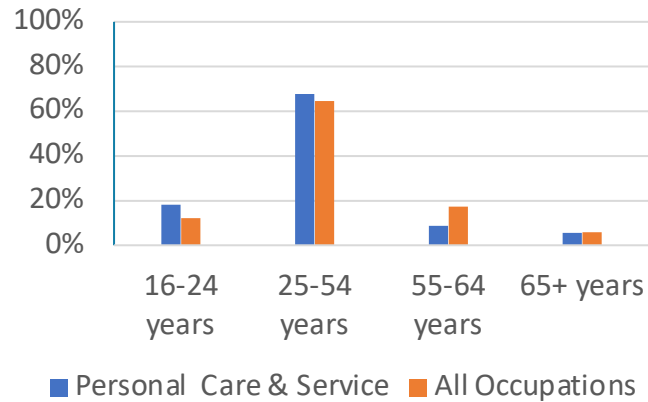
Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hrs worked)
 Living wage for 1 adult 0 children \$19.40 per hour or \$40,352 annually (2,080 hrs worked)

Source: JobsEQ, wage data are as of 2020

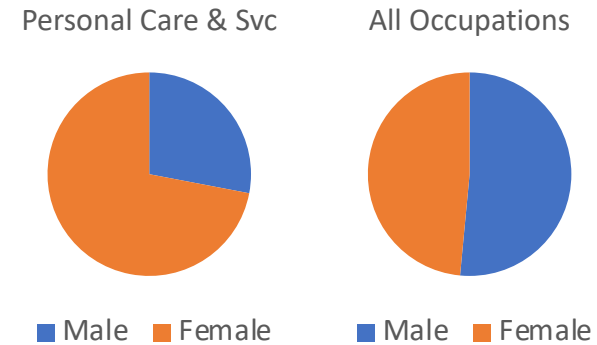
Personal Care & Service Workers

Demographic Characteristics

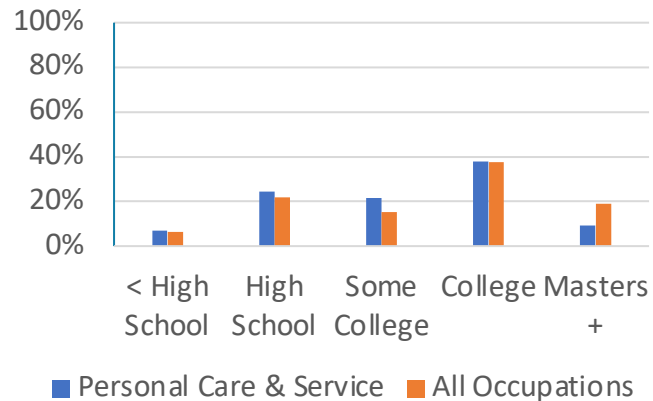
Age Distribution



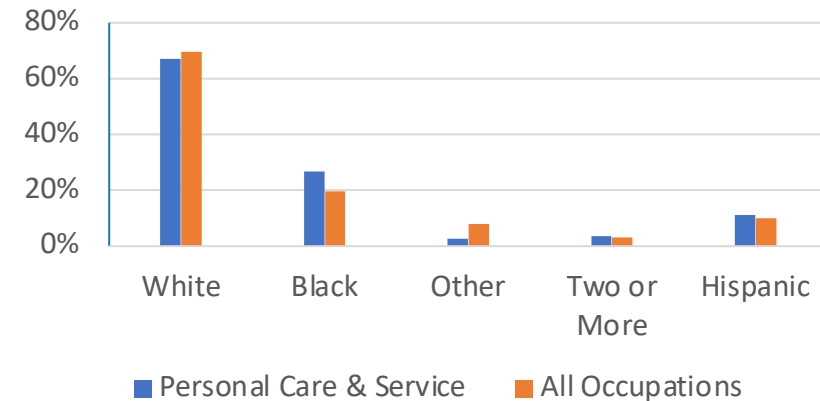
Gender Distribution



Education Attainment



Race Distribution



Source: JobsEQ, Data as of 2021Q4.

For questions regarding presentation content/data, please contact:

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