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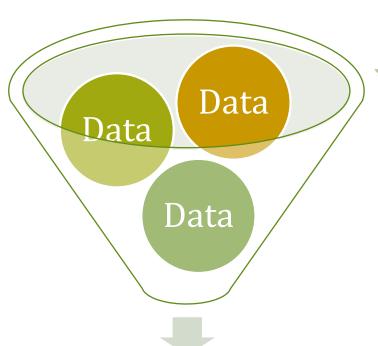


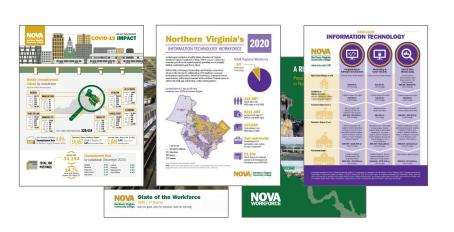
LABOR MARKET RESEARCH AT NOVA

What We Do

Collect, compile, and analyze economic and workforce data to inform program offerings, career navigation/advising, business engagement, and community partnerships:

- Occupations and employment
- Wages and cost of living
- Job postings
- Skills, certifications, and education requirements
- Career pathways
- Population and demographics





THE NEW NORMAL...OR IS IT?



MARKETS BUSINESS INVESTING TECH POLITICS CNBC TV WATCHLIST

Pandemic pushes search for remote jobs up 460%

PUBLISHED THU, AUG 26 2021-12:35 PM EDT

■ USA TODAY | USA TODAY

Move here, get paid: Small towns offer up to \$20K just to get you to live there, work remotely

Paul Davidson, USA TODAY

August 11, 2021 · 10 min read

WBEZCHICAGO

If you've been working from home for the past 18 months, are you ready to get off Zoom and return to the office?

By Nereida Moreno

Is Remote Work Here To Stay?

Aug. 10, 4:45 p.m. CT

THE WALL STREET JOURNAL.

Remote Work Is the New Signing Bonus

Workers are trading jobs, entited by the guarantee of flexible schedules and continued work from home



Remote work made life easier for many people with disabilities. They want the option to stay

By Neelam Bohra and AJ Willingham, CNN

① Updated 1:21 PM ET, Tue August 10, 2021

The New York Times

The Battles to Come Over the Benefits of Working From Home



SHRM Research Reveals Negative Perceptions of Remote Work

Forbes

Google May Cut The Pay Of Remote Workers

EDITORS' PICK | Aug 11, 2021, 01:26pm EDT | 46,718 views

©CBS NEWS

Thousands of Google workers agree to pay cuts so they can work remotely

BY MEGAN CERUILO





The People Who'd Rather Quit Than Give Up Remote Work

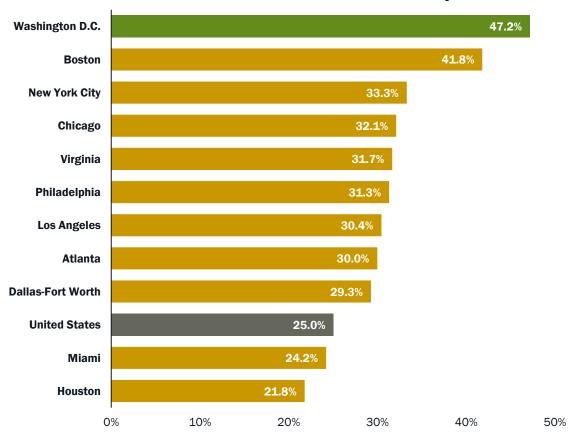
"I do not intend to ever again work in an office."

BY ALISON GREEN

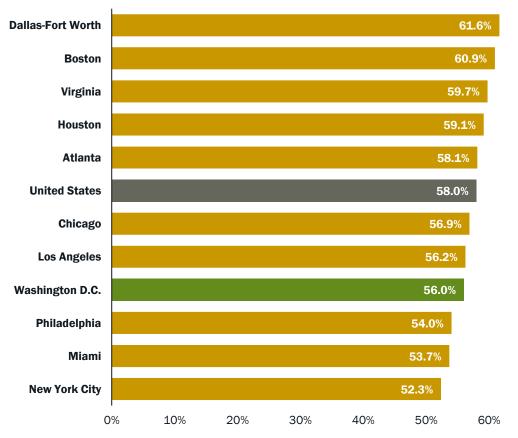
JULY 26, 2021 • 5:50 AN

WORKING REMOTE IN MAJOR CITIES

Percentage of adults in households where at least one adult has teleworked in the last 7 days



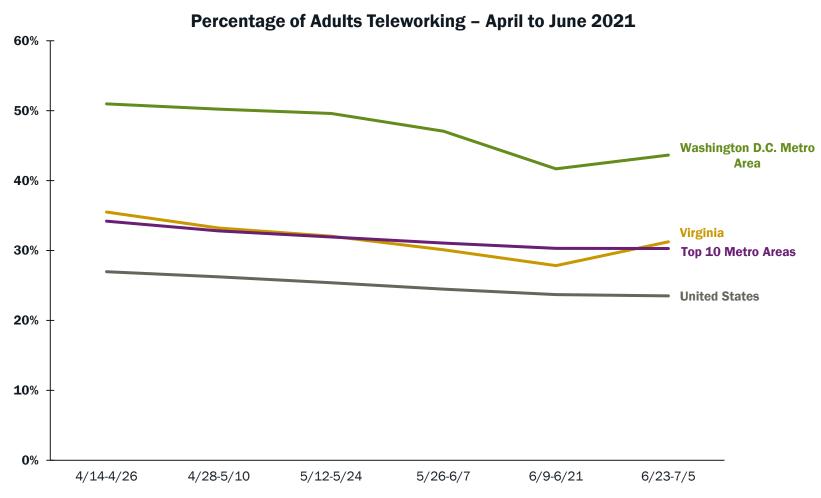
Percentage of adults in households where someone worked onsite at a workplace in the last 7 days



Source: U.S. Census Bureau, Household Pulse Survey, Weeks 34 and 35; Northern Virginia Community College, Office of Institutional Research

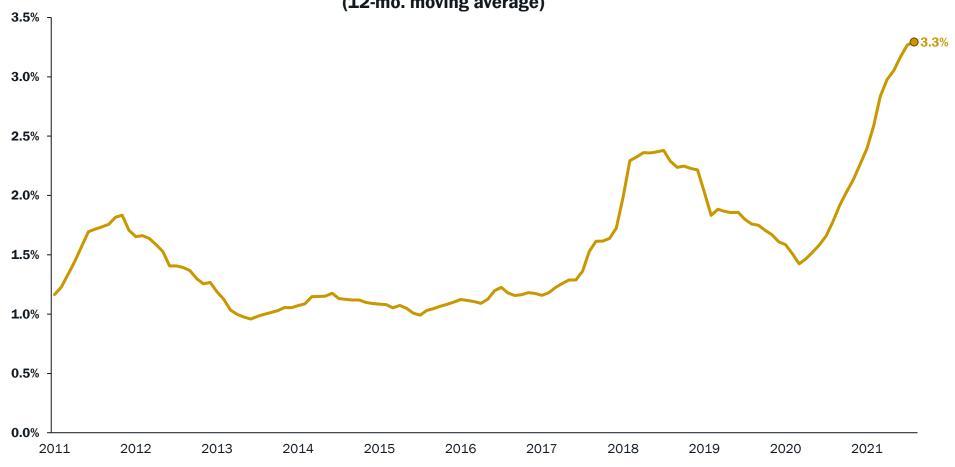
70%

REMOTE WORK TRENDS – SURVEY DATA



REMOTE WORK TRENDS – JOB POSTINGS

Percentage of Total Job Postings Mentioning Remote Work in Northern Virginia (12-mo. moving average)



Source: Burning Glass Technologies, Labor Insight. https://www.burning-glass.com/products/labor-insight/; Northern Virginia Community College, Office of Institutional Research.

TOP EMPLOYERS HIRING FOR REMOTE WORK IN NOVA

Employer	Business Type	Remote Work Postings (past 12 months)	% of Total Postings
General Dynamics	Aerospace, defense and IT contracting	989	19.8%
Navy Federal Credit Union	Finance and banking	624	49.8%
Anthem Blue Cross	Health insurance	428	11.6%
Cognosante	Health IT services	379	61.8%
Northrop Grumman	Aerospace and defense contracting	340	9.1%
K12 (Stride, Inc.)	Online education design and management	326	49.2%
Assurance	Insurance, employee benefits, retirement services	319	73.2%
SAIC	IT support and contracting	314	9.8%
Leidos	Aerospace, defense and IT contracting; biomedical research	196	3.0%
U.S. Government	Federal departments and agencies	181	9.2%
Raytheon	Defense contracting	176	9.0%
UnitedHealth Group	Health insurance	174	70.7%
MasterCard	Financial services	163	100.0%
Chemonics	International development consulting	155	91.7%
ICF	Management consulting	117	12.9%

Source: Burning Glass Technologies, Labor Insight. https://www.burning-glass.com/products/labor-insight/; Northern Virginia Community College, Office of Institutional Research.

TOP <u>INDUSTRIES</u> HIRING FOR REMOTE WORK IN NOVA

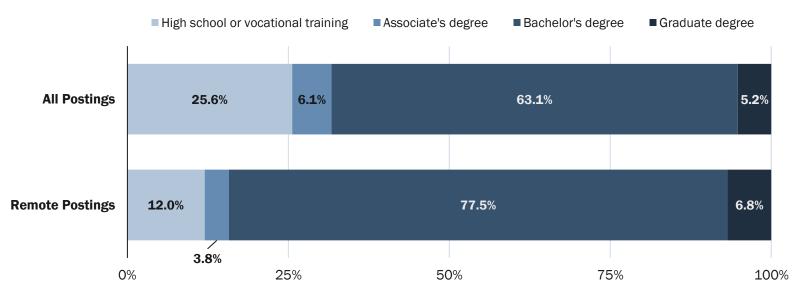
Industry	Remote Work Postings (past 12 months)	% of Total Postings
Banking & Credit Unions	779	9.0%
Insurance Carriers	775	9.2%
Engineering and Research Services	725	4.3%
Aerospace Product and Parts Manufacturing	438	7.4%
Business Support Services	338	10.5%
Educational Support Services	330	47.1%
Colleges, Universities, and Professional Schools	224	6.7%
Computer Systems Design and IT Services	222	1.3%
Scientific Research and Development Services	220	4.6%
Management, Scientific, and Technical Consulting Services	210	1.4%
National Security and International Affairs	186	2.1%
Individual and Family Services	185	12.2%
Consumer Lending & Finance	180	8.2%
Public Administration & Government Support	180	3.2%
Defense Manufacturing	178	8.1%

Source: Burning Glass Technologies, Labor Insight. https://www.burning-glass.com/products/labor-insight/; Northern Virginia Community College, Office of Institutional Research.

OCCUPATIONS WITH HIGHEST CONCENTRATION OF REMOTE POSTINGS

Occupation	Typical Level of Education Required	Total Job Postings (past 12 months)	% of Total Postings Mentioning Remote Work
Insurance Sales Agents	High school diploma/GED	1,271	36.9%
Loan Interviewers and Clerks	High school diploma/GED	452	9.5%
Loan Officers	Bachelor's degree	828	8.2%
Purchasing Agents	Bachelor's degree	3,152	7.4%
Editors	Bachelor's degree	577	7.3%
Compensation, Benefits, and Job Analysis Specialists	Bachelor's degree	575	7.1%
Computer Programmers	Bachelor's degree	1,193	6.8%
Market Research Analysts and Marketing Specialists	Bachelor's degree	2,510	6.4%
Architects	Bachelor's degree	645	6.2%
Technical Writers	Bachelor's degree	1,724	6.0%
Human Resources Specialists	Bachelor's degree	4,631	5.7%
Software Developers	Bachelor's degree	29,397	5.6%
Payroll and Timekeeping Clerks	High school diploma/GED	402	5.5%
Financial Specialists	Bachelor's degree	1,313	5.4%
Paralegals and Legal Assistants	Associate's degree	803	5.1%

MINIMUM EDUCATION REQUESTED IN JOB POSTINGS



Source: Burning Glass Technologies, Labor Insight. https://www.burning-glass.com/products/labor-insight/; Northern Virginia Community College, Office of Institutional Research.

Bloomberg Remote Work Is Crushing Low-Skilled Left Behind in U.S Cities By Michael Sasso September 1, 2021, 5:43 PM EDT

TAKEAWAYS

- Yes, remote work is likely here to stay
- Remote work opportunities are particularly prevalent in our region...
 - …largely due to its industry makeup
- Opportunities for remote work are most common in professional and business services
 - Sectors to consider: banking, insurance, IT, education, health support services
- Opportunities to work remotely increase with education and experience
 - <u>Occupations requiring less than a Bachelor's:</u> Insurance Agent, Loan Interviewer, Payroll Clerk, Paralegal
- Job posting terms to search for:
 - "Remote," "telework," "telecommute," "work from home," "WFH"

NOVA LABOR MARKET RESEARCH & RESOURCES

www.nvcc.edu/lmi

RESOURCES

County Hiring Profiles

- Local job information:
 - Top employers, jobs, and skills
- Keep track of what the job market looks like locally:
 - What jobs are employers hiring for?
 - Where should I be focusing my job search?
- Areas:
 - Alexandria and Arlington, Loudoun County, Prince William and Manassas County



Fairfax / Falls Church

Top Jobs Advertised in the Last 6 Months

1.	Software Developers	10. IT Project Managers	19. Sales Managers
2.	Computer Systems	11. Retail Salespersons	20. Retail Sales
	Engineers & Architects	12. Computer User Support	Supervisors
3.	General Managers	Specialists	Supervisors
4.	Information Security	13. Database	21. Software Quality
	Analysts	Administrators	Assura
5.	Registered Nurses	14. Web Developers	& Test
6.	Network & Computer	15. Security Guards	22. Operat
	Systems Administrators	16. Computer Network	
7.	Management Analysts	Architects	23. Purcha
8.	Computer Systems	17. Secretaries &	24. Busine
	Analysts	Administrative	Analys
9.	Sales Representatives,	Assistants	· · · · · · · · · · · · · · · · · · ·
	Wholesale &	18. Customer Service	25. Humar

Manufacturing **Top Skills Desired**

Specialized Skills	Baseline Skills	So: Progra
Customer Service Scheduling Project Management Software Development Budgeting Sales Customer Contact Systems Engineering Information Systems DevOps	Communication Skills Teamwork / Collaboration Planning Writing Research Problem Solving Organizational Skills Detail-oriented Troubleshooting	Micros Java Pytho SQL Linux JavaSi Scrum Oracle Agile I Micros
	 Creativity 	

Representatives

Data in this publication sourced from Burning Glass Technologies & JobsEQ by Chmu Please visit our website at www.nvcc.edu/lmi for more information. Updated November 2020

www.nvcc.ed

Competitive **Industries**

■ Computer Systems Design Services



Fairfax / Falls Church

Top 50 Employers:

Hiring For Jobs Adve	rticod Dotwoon 8	1ov 15 2020	and November 1E	20.20

ln	dustrv*		Number Employed	Averag		_	
13.	Anthem Blue Cross	26.	Navy Federal Credit Union	38.	Sunrise Senior Living	50.	. Accenture
12.	Microsoft	25.	CGI Group	37.	PAE Incorporated	49.	. ECS Federal
11.	Capital One		Intelligence Agency	36.	Peraton	48.	. Healthcare Travelers
10.	Northrop Grumman	24.	National Geospatial	35.	Fairfax County Government	47.	Chenega Corporation
	Corp.	23.	Raytheon	34.	George Mason University		. CareInHomes
9.	Mantech International	22.	Stanley Reid	33.	K12 Inc.		Dollar Tree
в.	Amazon	21.	The Boeing Company	32.	Fannie Mae		
7.	SAIC	20.	BAE Systems	31.	Quest Diagnostics		Amyx, Inc.
6.	Perspecta	19.	Parsons Brinckerhoff		of America	43.	. Shipt
5.	Booz Allen Hamilton	18.	Jacobs Engineering Group	30.	Hospital Corporation	42	Lockheed Martin
4.	Inova Health System	17.	Allied Universal		Public Schools	41.	. Tekmasters
3.	CACI	16.	Deloitte	29.	Fairfax County	40.	. KPMG
2.	Leidos	15.	Freddie Mac	28.	AT&T		of Defense
1.	General Dynamics	14.	MITRE Corporation	27.	U.S. Government	39.	U.S. Department
	ing roi Jobs Matertisea De	rmcon	may 15, 2020 and Novem	nei 10	, 2020		

172.160 \$130.411

33.963 \$103.172

31,233 \$72,528

30,344 \$142,170

21,492 \$134,992

18,590 \$41,382

14,388 \$145,049

12,225 \$81,836

11,226 \$33,726

6,299 \$74,115

154 \$17,620

\$46.765

53,089

47.737

46,106

31.866

2.416

-4.282

2.043

1.395

1.597

3,707

-148

357

-1,261

53

102

ññ	Population
	1,186,168









Professional, Scientific, and Technical Services

Administrative & Support & Waste Management

Health Care and Social Assistance

Accommodation & Food Services

Transportation & Warehousing

Management of Companies & Enterprises

Retail Trade

Educational Services

Public Administration

Finance & Insurance

Other Services

Construction

Information

Wholesale Trade

Manufacturing

Real Estate & Leasing Arts, Entertainment, & Recreation

^{2,123 \$92,195} \$91,853 Mining, Quarrying, & Gas & Oil Extraction

Agriculture, Forestry, Fishing, & Hunting *This data is estimated as of Quarter 2, 2020.

INFORMATION TECHNOLOGY

RESOURCES

Career Ladders

- In-demand jobs across a field, organized into "pathways"
 - Level of education, average salary ranges, number of job postings
- Provides an idea of career paths/progression
- 7 Fields: IT; Healthcare; Business and Administration; Food Services, Hospitality, and Entertainment; Public Services and Administration: STEM: Construction and Skilled Trades (New)
- Updated annually



www.nvcc.edu/LMI

High School Diploma or GED



Certificate or Diploma (1-2 yrs.)

Diploma, Certificate, License or Apprenticeship Programs

Associate Degree (2 yrs.)



Bachelor's Degree (4 yrs.)



Post-Graduate Degree



Programming & **Software Development**

Customer Service Representatives

\$12.64/hr. 5.674 Postings

Computer Support Specialists \$19.09/hr. 6,166 Postings

Web Developers, User Interface (UI) and User Experience (UX) Designers \$74,600 - \$90,200/yr. 5,016 Postings

Software Developers and Engineers, Mobile Applications Developers, Software Testers and Quality Assurance Analysts, Operations Analysts, Business Analysts, IT Project Managers, Hardware Engineers

\$98.700 - \$128.900/vr. 51,011 Postings



Networking & **Cyber Security**

Customer Service Representatives

\$12.64/hr. 5.674 Postings

Computer Support Specialists \$19.09/hr. 6,166 Postings

> Network/Systems Support Specialists

> > \$80,500/yr. 753 Postings

Penetration Testers, Information Security Analysts, Systems Analysts, Network and Systems Administrators, Operations Analysts, Business Analysts, IT Project Managers, Network and Systems Engineers, Cyber Security Engineers

\$98,700 - \$131,200/yr. 44,014 Postings



Data & Data Warehousing

Customer Service Representatives, Sales Representatives, Data **Entry Specialists**

\$11.88 - \$12.64/hr. 6.170 Postings

Computer Support Specialists \$19.09/hr. 6,166 Postings

Web Developers, Network/ Systems Support Specialists

\$80.500 - \$90.200/vr. 5,768 Postings

Database Administrators, Data Warehousing Specialists, Business Intelligence Analysts, Data Analysts, Database Architects, Business Intelligence Developers IT Project Managers, Sales Engineers, Data Engineers

\$96.500 - \$153.300/yr. 17,028 Postings

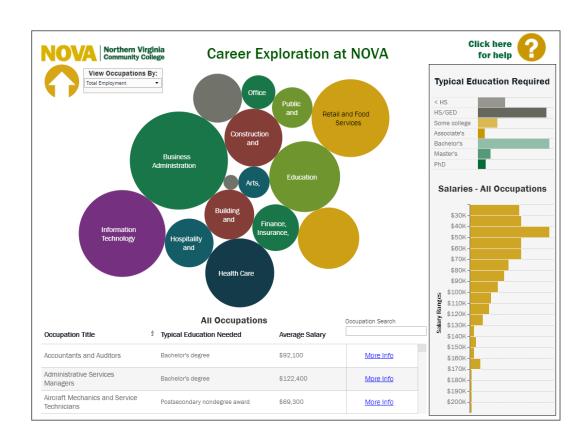
Data Scientists, Mathematicians

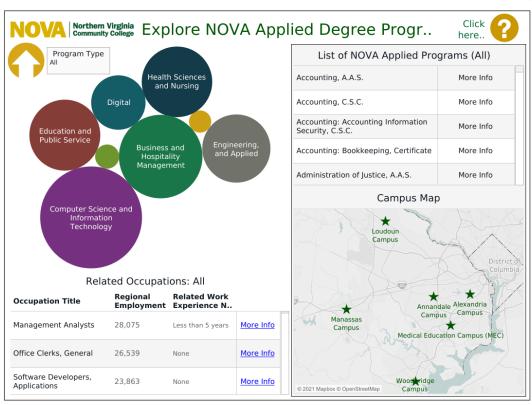
Computer Scientists

Computer Scientists, Systems,

INTERACTIVE DASHBOARDS

https://www.nvcc.edu/oiess/oir/labor-market/Im-dashboards.html





ADDITIONAL RESEARCH AND RESOURCES



www.nvcc.edu/lmi

Other Career Exploration Tools:

Occupation Outlook Handbook

My Next Move

CareerOneStop

QUESTIONS?

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