

Northern Virginia

INNOVATION LIVES HERE

WorkinNorthernVirginia.com

Powered by Fairfax County Economic Development Authority

Workforce Recruitment & Retention

Mike Batt

Vice President, Talent Program

Fairfax County Economic Development Authority

Northern Virginia JOB POSTINGS

OPENINGS BY OCCUPATIONS

Occupations		Active Job Ads
SOC	Occupation	
11-3021.00	Computer and Information Systems Managers	6,710
15-1252.00	Software Developers	5,487
15-1244.00	Network and Computer Systems Administrators	4,710
15-1232.00	Computer User Support Specialists	2,898
13-1111.00	Management Analysts	2,858
15-1299.08	Computer Systems Engineers/Architects	2,837
41-1011.00	First-Line Supervisors of Retail Sales Workers	2,816
41-2031.00	Retail Salespersons	2,668
15-1212.00	Information Security Analysts	2,492
29-1141.00	Registered Nurses	2,389

OPENINGS BY EMPLOYERS

Employers	Active Job Ads
Employer Name	
Leidos	1,347
Prince William County Public Schools	1,278
Loudoun County, Virginia	1,133
SAIC	1,077
Ampcus Inc	1,009
Deloitte	981
Booz Allen	949
Inova Health System	912
Diverse Lynx	908
CACI International Inc	809

- 123,000 jobs open across Northern Virginia
- 54% of the total jobs posted across Northern Virginia are in Fairfax County
- FFX County's Labor Force is about 22% of Metro DC's 3M+ Labor Force

Career
Exploration

Mentoring
Program

Job Readiness
& Placement

Engage Economically Disadvantaged
Middle and High School Students
Discover their Potential Through
Career Exploration, Mentorship,
and Job Readiness and Placement

think
BIG for kids

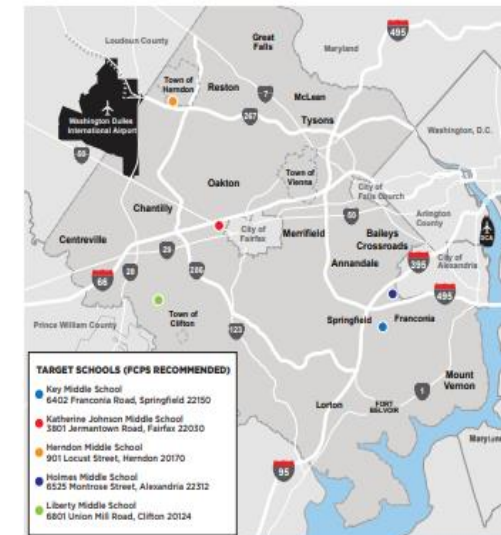
FAIRFAX COUNTY
ECONOMIC DEVELOPMENT AUTHORITY



**CALLING ALL
FAIRFAX COUNTY
BUSINESSES!**

Join us in breaking the cycle of poverty in Fairfax County, and build your talent pipeline in the process! We are committed to connecting middle and high school students with companies across all industries through career exploration, mentorship, and job readiness/placement. Help be a part of the change in our community.

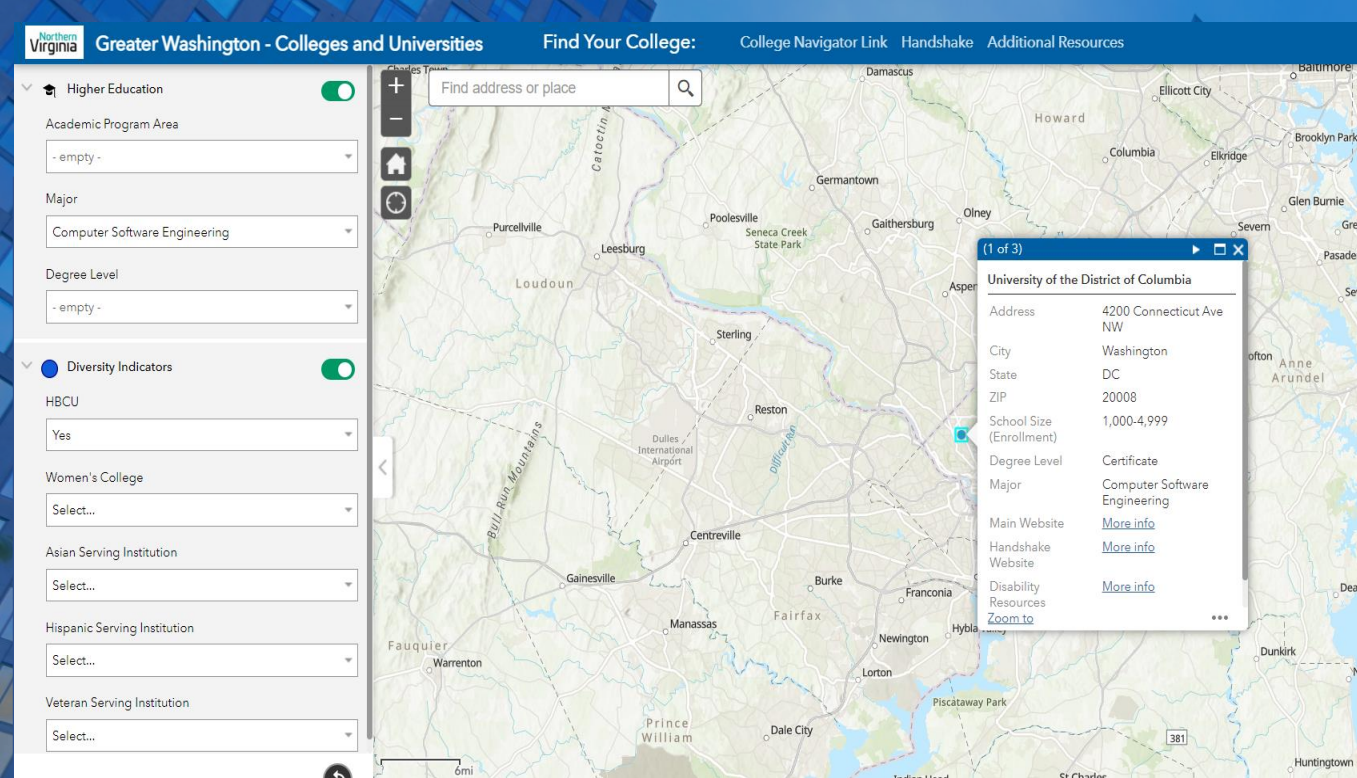
See the map below for locations of Think Big for Kids programming. These schools have been approved by Fairfax County Public Schools. Additional schools, as well as affiliate nonprofit organizations, are expected to be added.



NEXT STEPS/DETAILS:

- Affirm your company's commitment to facilitate monthly, hour-long career showcases, and identify volunteer presenters from your company.
- The FCEDA and Think Big for Kids team will work with your company's team to provide templates to build out your career showcases, spotlight your various positions/industry, and coordinate logistics.
- Starting Fall 2023, career showcases will start monthly across all five schools, with potential for additional schools and affiliate partner organizations.

INTERESTED IN GETTING YOUR COMPANY INVOLVED?
CONTACT LAYLA MAILOUDI, LMAILOUDI@FCEDA.ORG.



Identify Early Career Talent

- Greater Washington Region College/University Research Tool
- 110+ Colleges and Universities via Handshake
- Internships/Apprenticeships
- Career Fairs/Career Guide Ads



The #1 college-to-career network





TOTAL MILITARY COMMUNITY ALLIANCE

Partnerships

✓ State Department of Veteran Services & Employment Commission

✓ Hiring our Heroes & Hire Vets Now

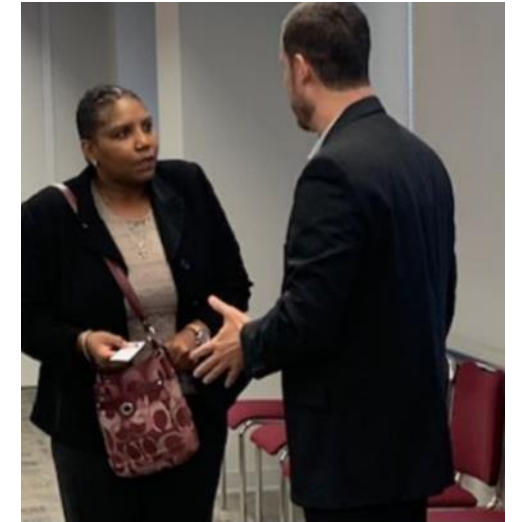
Quarterly surveys with Virginia Values Veterans (V3)

✓ Double Certified Orgs in last 12 months to 1,400

Engagement w/Northern Virginia Military Installations

Multiple Networking and Job Fairs Coming Up

✓ <https://workinnorthernvirginia.com/events/>



Diversity Organizations Across Region

WIT

The Cyber Guild

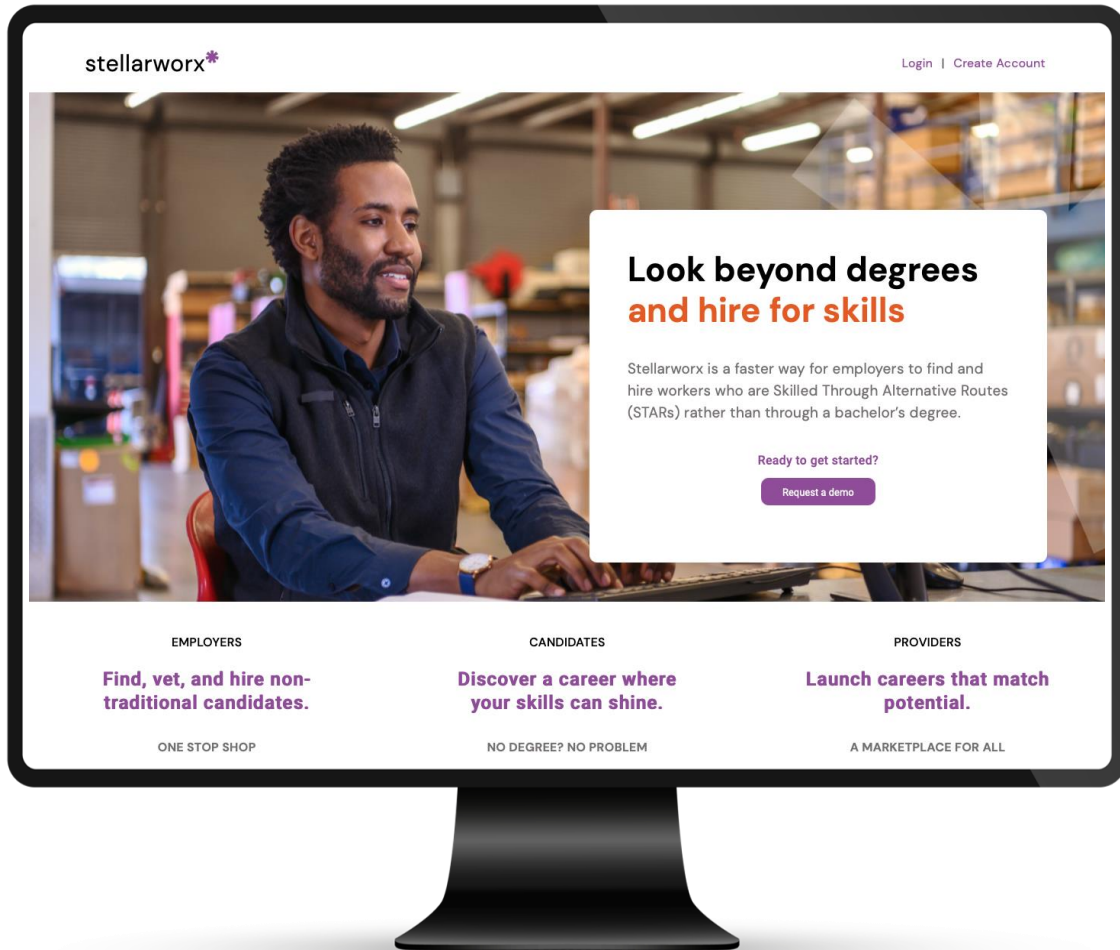
National Society of Black Engineers

Multi Cultural Chambers Alliance

Women in Cyber Security



*STARs (noun) — There are 70+ million adults in the U.S. who are Skilled Through Alternative Routes such as community college, workforce training, bootcamps, certificate programs, military service or on-the-job learning, rather than through a bachelor’s degree. STARs include the majority of Black, Hispanic, and essential workers, as well as veterans.



A faster way to match trained professionals who are **Skilled Through Alternative Routes (STARs)** with inclusive employers that are ready to hire.

One-Stop Shop



An all-in-one solution that connects employers to various training providers and a pipeline of skilled talent.

Diversity by Design



A direct path for hiring diverse and qualified candidates because each one is a STAR.

Skills-Based Matching



Confidence in being matched to only the BEST candidates that meet your skills criteria.

CBRE Scoring Tech Talent 2023

Evolving Workforces

Scoring Tech Talent 2023

4 Washington, D.C.

Score: 66.73

EMPLOYMENT BREAKDOWN

	Employed	5-Yr Growth**	Avg Wage*	5-Yr Growth**
Total Tech Occupations	265,240	6.9%	\$118,863	26.6%
Software Developers & Programmers	98,000	37.5%	\$103,842	13.3%
Computer Support, Database & Systems	134,110	-5.8%	\$122,604	37.3%
Computer & Information Systems Managers	18,280	2.1%	\$186,890	29.8%
Technology Engineering-Related	14,850	-10.8%	\$100,469	9.2%
Total Non-Tech Occupations	369,440	-10.2%	\$76,238	-34.7%
Sales	36,920	-6.1%	\$112,423	35.9%
Administrative & Office Support	177,300	-18.2%	\$50,606	-28.7%
Business Operations & Finance	97,570	1.8%	\$99,037	21.1%
Marketing	47,850	-1.9%	\$96,697	42.3%

**2022 vs 2017-2022. Source: U.S. Bureau of Labor Statistics (BLS) April 2023.

TOP 5 INDUSTRIES EMPLOYING TECH TALENT (2021)

40.0%	21.9%	14.5%	6.6%	2.6%
Core High-Tech*	Government	Profit Services***	FIRE**	Education

*Includes computer software and services and computer product manufacturing.

Finance, Insurance, Real Estate. *E-commerce. Source: U.S. Census (Mems), PUMS and CBRE Research, May 2022.

TOP 10 MOST CONCENTRATED MARKETS FOR SOFTWARE ENGINEERS EMPLOYED IN THE TECH INDUSTRY (2021)*

76.6%	76.4%	65.1%	64.6%	64.4%
SF Bay Area	Seattle	Austin	Portland	Madison
56.1%	56.1%	55.2%	54.7%	53.3%
Atlanta	Boston	Hartford	Inland Empire	Raleigh-Durham

Washington, D.C.: 52.1%

*% of total software engineers across all industries. Source: U.S. Census (Mems), PUMS and CBRE Research, May 2022.

WORKFORCE DIVERSITY (2021)



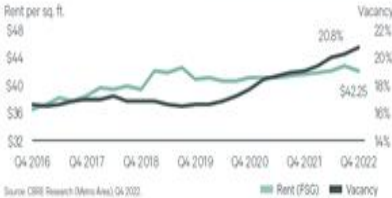
TALENT PIPELINE & DIVERSITY

Degree Completions (2022)	Total	Growth 2017-21	Male	Female
Computer Engineering	10,629	26%	73%	27%
Math/Statistics	1,037	36%	57%	43%
Other Tech-Engineering	2,022	-3%	79%	21%
Totals	13,688	22%	72%	28%

Degree Completions (2022)	Total	White	Asian	Hispanic	Black	Other
Computer Engineering	10,629	44%	17%	10%	24%	5%
Math/Statistics	1,037	58%	20%	9%	7%	6%
Other Tech-Engineering	2,022	60%	16%	8%	11%	5%
Totals	13,688	44%	16%	9%	20%	11%

Source: The National Center for Education Statistics (NCES) 2022.

OFFICE RENT & VACANCY TRENDS



Source: CBRE Research (Mems Area), Q4 2022.

ANNUAL OPERATING COSTS (2022)

#4	\$57M	+	\$3M	=	\$60M
Rank	Talent		Office Rent		Total

Source: U.S. Bureau of Labor Statistics April 2023; CBRE Research (Mems) Q4 2022.

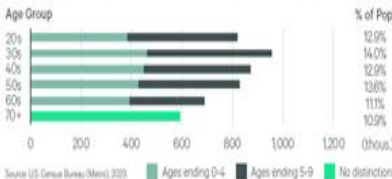
AVERAGE APARTMENT RENT (2022)

\$2,040	15.1%	20.6%
Per unit/month	5-year growth	Rent-to-Tech Wage Ratio*

*Ratio of annualized apartment rent (2022) to average annual wage for tech talent occupations (2022). Source: Bureau of Labor Statistics April 2023; CBRE Research (Mems) and Economics (Mems) Q4 2022.

POPULATION TRENDS (2021)

20-somethings by 18,939 (-2.2%) and 30-somethings grew by 15,477 (1.6%) since 2016.

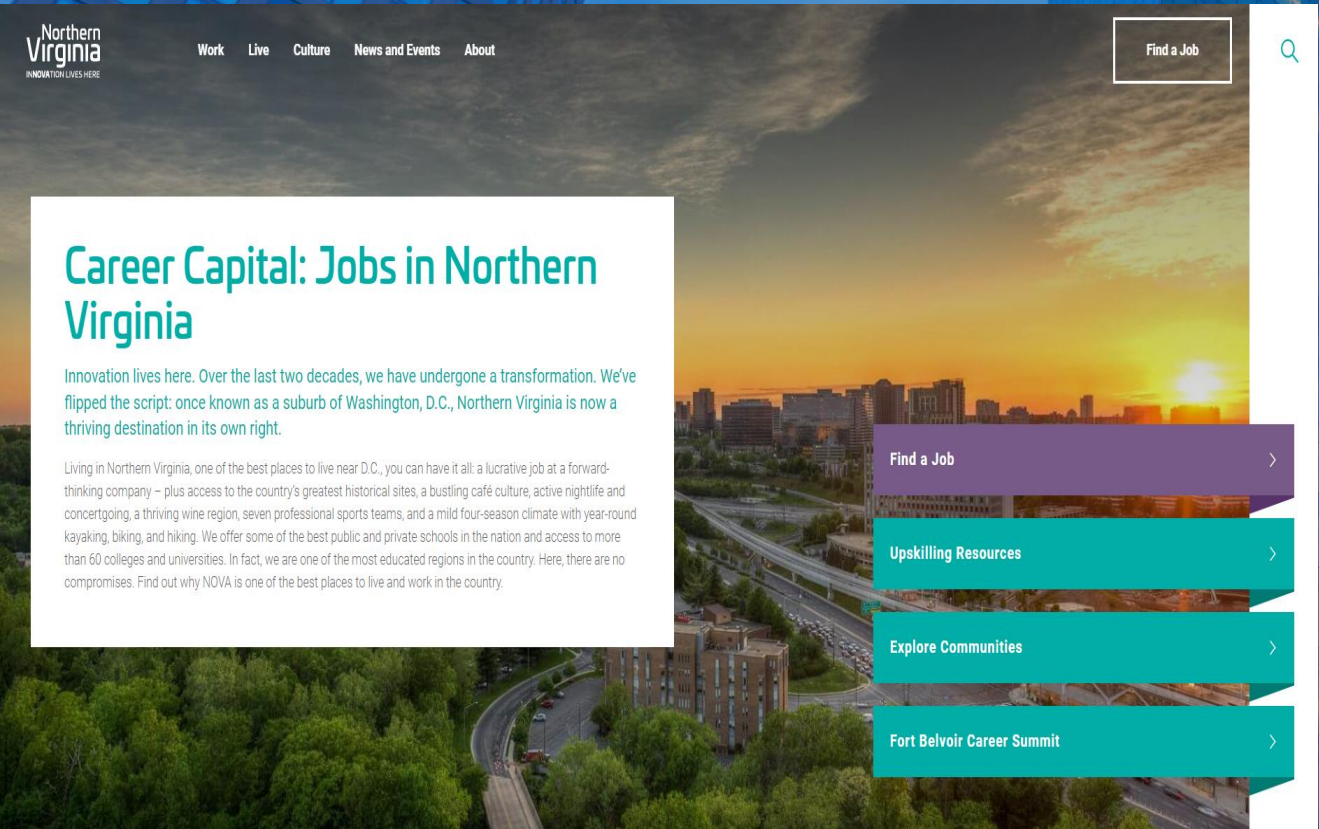


Source: U.S. Census (Bureau/Mems) 2021. Legend: Ages ending 0-4, Ages ending 5-9, No distinction.

1 market for educational attainment

1 most diverse large tech market for women

4 average tech talent wages



WorkinNorthernVirginia.com

- NOVA EDA
- Digital Advertising
- Averaging 50K Hits Per Month
- Approximately 10% Connecting Directly to our Companies Career Sites
- NVTC's Jobs Board Page

How to Engage!

Identify Champions/Leads for Each of the Programs We Discussed

Mike Batt

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