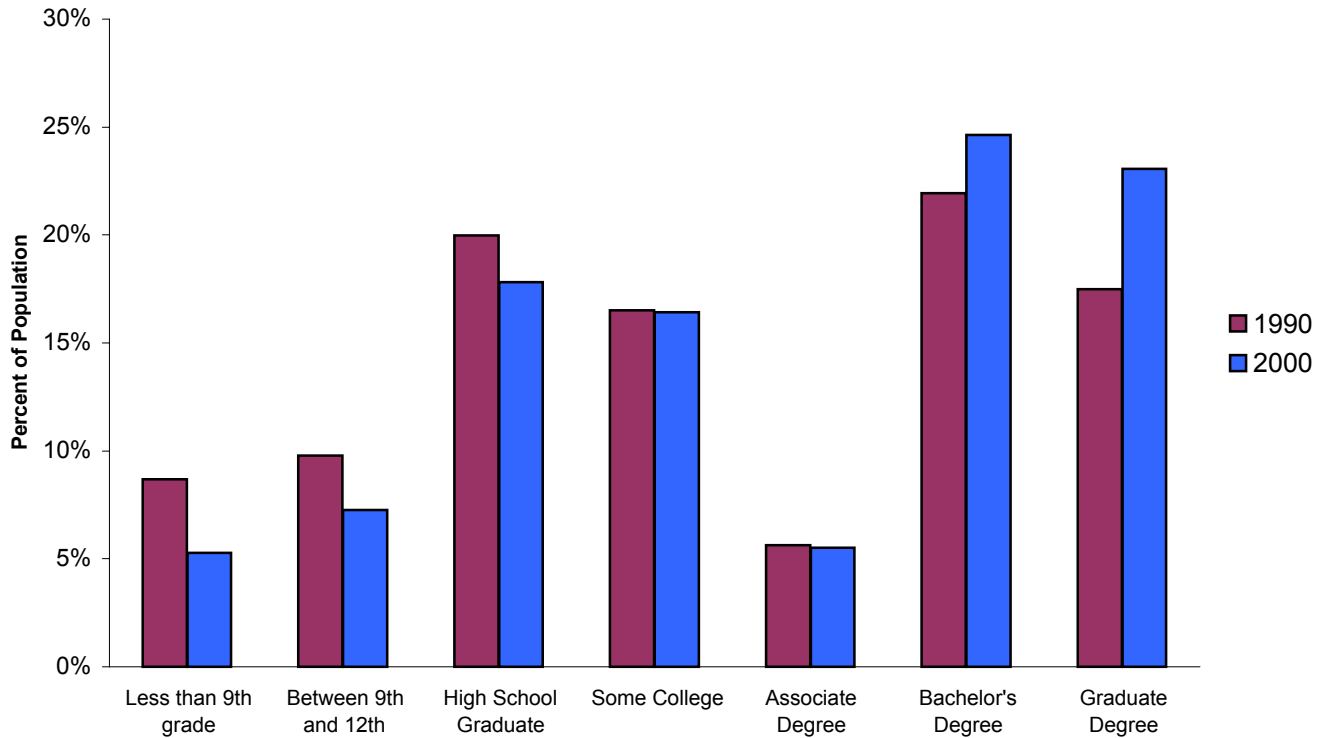


Strategic Direction #3:  
Quality of Life

**Workforce Profile**

### The educational attainment level of the workforce is increasing



#### Educational Attainment in Albemarle

The level of educational attainment for the population age 25 and older has increased between 1990 and 2000, with 9% more of the population over age 25 having at least a Bachelor's degree.

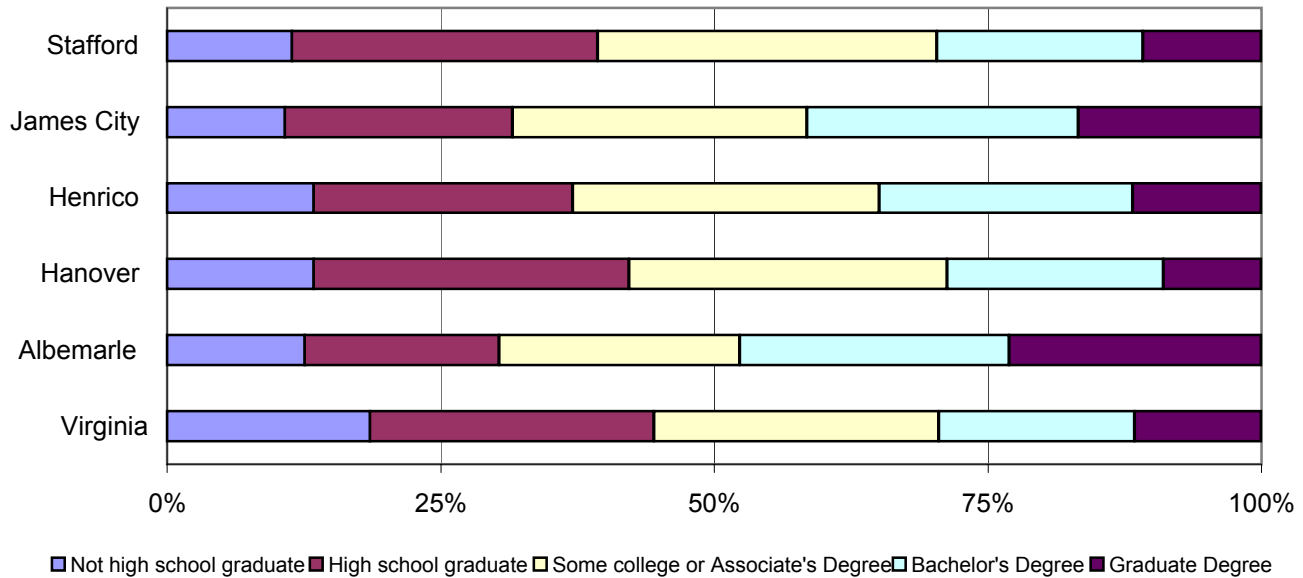
	<u>1990</u>	<u>2000</u>	<u>1990</u>	<u>2000</u>
Less than 9th grade	3,653	2,844	9%	5%
Between 9th and 12th	4,120	3,915	10%	7%
High School Graduate	8,418	9,591	20%	18%
Some College	6,950	8,848	17%	16%
Associate Degree	2,371	2,974	6%	6%
Bachelor's Degree	9,232	13,260	22%	25%
Graduate Degree	7,358	12,415	17%	23%

Source: US Census of Population; 2000 Table P37 and 1990 Table 17

Methodology: Sum male and female categories

Note: Graduate degree is a combination of Master's, Professional, and Doctorate Degrees

### Albemarle has a high level of educational attainment



#### Educational Attainment

Albemarle has an extremely high level of educational attainment compared to the state and other counties. 53% of the county population has at least an associates degree while the state level is only 35%.

	<u>Virginia</u>	<u>Albemarle</u>	<u>Hanover</u>	<u>Henrico</u>	<u>James City</u>	<u>Stafford</u>
Less than 9th grade	338,184	<b>2,844</b>	2,247	7,213	976	1,782
Between 9th and 12th	526,426	<b>3,915</b>	5,370	16,502	2,679	4,597
High school graduate	1,212,463	<b>9,591</b>	16,401	41,939	7,099	15,663
Some college	951,700	<b>8,848</b>	13,441	40,225	7,183	13,218
Associate degree	262,813	<b>2,974</b>	3,109	9,425	1,965	4,163
Bachelor's degree	835,011	<b>13,260</b>	11,245	41,102	8,449	10,550
Graduate degree	539,977	<b>12,415</b>	5,079	20,785	5,691	6,056

#### Educational Attainment, Percent

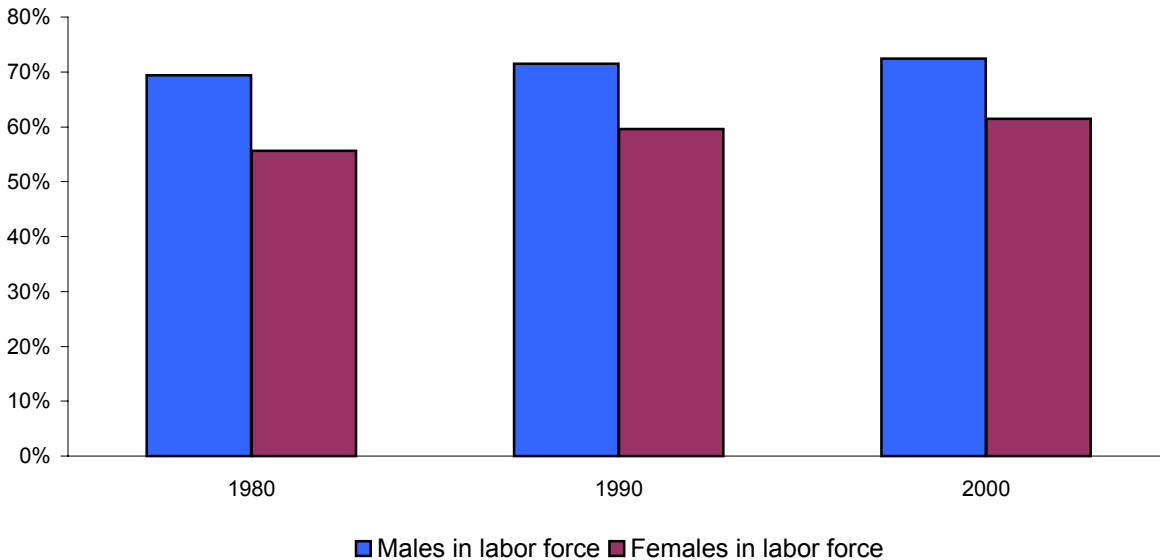
	<u>Virginia</u>	<u>Albemarle</u>	<u>Hanover</u>	<u>Henrico</u>	<u>James City</u>	<u>Stafford</u>
Less than 9th grade	7.2%	<b>5.3%</b>	3.9%	4.1%	2.9%	3.2%
Between 9th and 12th	11.3%	<b>7.3%</b>	9.4%	9.3%	7.9%	8.2%
High school graduate	26.0%	<b>17.8%</b>	28.8%	23.7%	20.9%	28.0%
Some college	20.4%	<b>16.4%</b>	23.6%	22.7%	21.1%	23.6%
Associate degree	5.6%	<b>5.5%</b>	5.5%	5.3%	5.8%	7.4%
Bachelor's degree	17.9%	<b>24.6%</b>	19.8%	23.2%	24.8%	18.8%
Graduate degree	11.6%	<b>23.1%</b>	8.9%	11.7%	16.7%	10.8%

Source: US Census of Population; 2000 Table P37

Methodology: Sum male and female categories. For percent, divide by total.

Note: Graduate degree is a combination of Master's, Professional, and Doctorate Degrees

**More women and men are participating in the labor force**



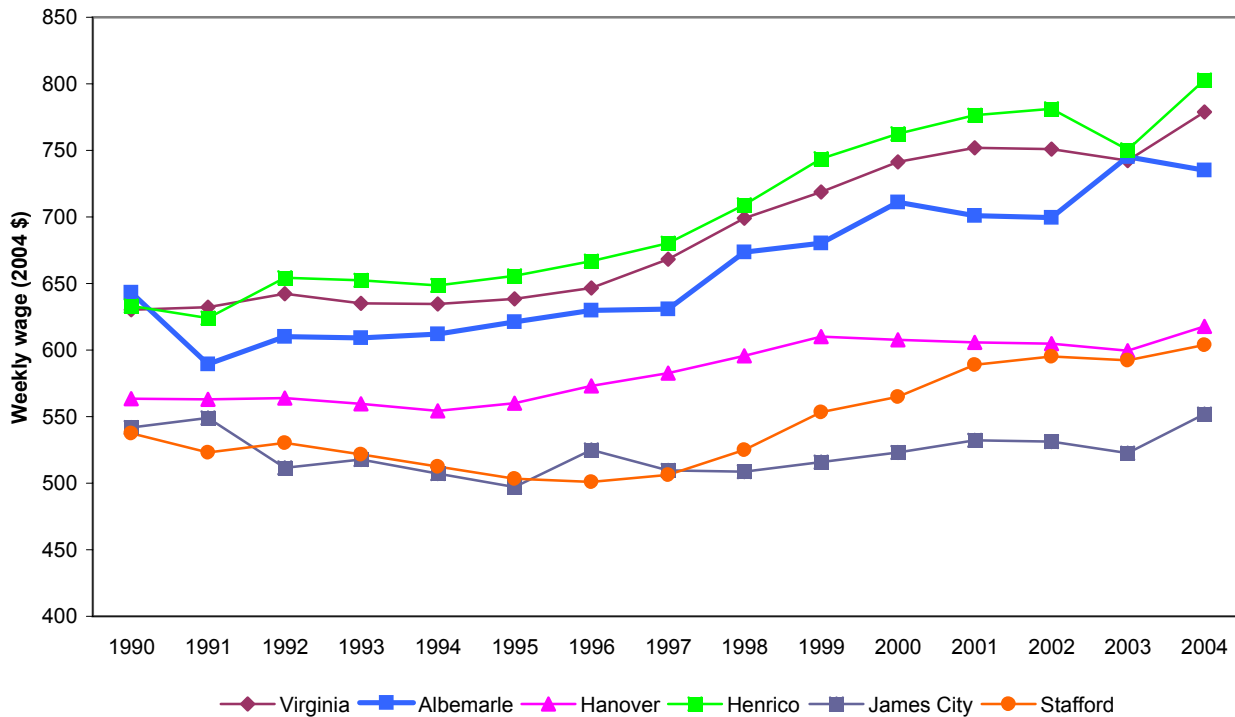
**Labor Force Participation by Sex for Population Age 16 years and over**

The participation of males in the labor force (72%) is greater than that of females (61%). Labor participation among both males and females has increased over the last three decades.

	<u>1980</u>	<u>1990</u>	<u>2000</u>
Males in labor force	69.4%	71.5%	72.4%
Females in labor force	55.6%	59.6%	61.4%

Source: U.S. Census of Population; 1980 Table P-10; 1990 Table DP-3; 2000 Table QT-P24  
 Methodology: For 1980 Male category, subtracted female population 16+ and labor force population for total population values to derive male only statistic

**Albemarle has witnessed a 14% increase in weekly wage since 1990**



**Annual Average Weekly Wage -- Inflation Adjusted -- In 2004 constant dollars**

Of the peer counties in 2004, Albemarle had the second highest adjusted average weekly wage with \$735, slightly below the state's average of \$779. Albemarle has witnessed a 14% increase in wage growth since 1990.

	<u>1990</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>		
Virginia	\$630	\$632	\$642	\$635	\$635	\$638	\$647		
Albemarle	\$643	\$589	\$610	\$609	\$612	\$621	\$630		
Hanover	\$564	\$563	\$564	\$560	\$554	\$560	\$573		
Henrico	\$633	\$624	\$654	\$652	\$649	\$656	\$667		
James City	\$542	\$549	\$512	\$518	\$507	\$497	\$525		
Stafford	\$538	\$523	\$530	\$522	\$512	\$503	\$501		
	<u>1997</u>	<u>1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>1990-2004 % Change</u>
Virginia	\$669	\$699	\$719	\$742	\$752	\$751	\$742	\$779	24%
Albemarle	\$631	\$673	\$680	\$711	\$701	\$699	\$745	\$735	14%
Hanover	\$583	\$596	\$610	\$608	\$606	\$605	\$600	\$618	10%
Henrico	\$680	\$709	\$744	\$762	\$777	\$781	\$750	\$803	27%
James City	\$510	\$509	\$516	\$523	\$532	\$531	\$523	\$552	2%
Stafford	\$506	\$525	\$553	\$565	\$589	\$595	\$592	\$604	12%

Source: Virginia Employment Commission, Velma, ES-202 Data (<http://velma.virtuallmi.com/analyzer/mappages/cnty.asp?mapcode=04>); Consumer Price Index (CPI) data from BEA

Methodology: inflation adjusted price = (CPI 2004 \* Unadjusted Price)/CPI of Unadjusted Price year; in 2004 dollars.

**5 Year Trends: The number of jobs in Albemarle has increased, with the exception of 2001**

In the last five years, the overall number of jobs has increased every year with the exception of 2001, with a small drop of 120 jobs. Although Albemarle lost 1,362 manufacturing jobs between 2000 and 2004, the County did gain jobs in the following sectors: state government (2,700) and health care (897). The largest local employer is the state government (UVA and the Medical Center) with 25% of local jobs. The data is a count of the number of jobs in Albemarle, *not* the number of employed residents.

**Wages -- average weekly wage has increased by 13% between 2000 and 2004**

Total nominal average weekly wage for most sectors has grown slightly between 2000-2004.

	Average Annual Employment							2004 % of Total	1yr % Change	5yr Change	5yr % Change	Avg. Weekly Wage		
	1999	2000	2001	2002	2003	2004	Rank					2004	5yr Change	% Change
Total	38,036	38,838	38,718	39,478	41,882	43,822	100%	5%	4,984	13%	N/A	\$735	\$87	13%
Govt Total	11,005	11,336	11,863	12,413	14,137	14,895	34%	5%	3,559	31%	N/A	\$995	\$221	29%
Govt State	7,941	8,160	8,958	8,958	10,709	10,860	25%	1%	2,700	33%	7	\$906	\$38	4%
Trade-Retail	4,551	4,533	4,328	4,386	4,716	4,944	11%	5%	411	9%	19	\$441	\$27	7%
Health Care	2,938	3,034	3,128	3,410	3,601	3,931	9%	9%	897	30%	10	\$773	\$87	13%
Govt Local	3,208	3,106	3,208	3,390	3,363	3,367	8%	0%	261	8%	13	\$632	\$102	19%
Manufacturing	4,619	4,395	3,452	3,005	2,749	3,033	7%	10%	-1,362	-31%	5	\$958	\$114	14%
Construction	2,434	2,844	2,895	2,949	2,908	3,027	7%	4%	183	6%	12	\$649	\$78	14%
Accommodation/Food	1,959	2,078	2,149	2,234	2,300	2,373	5%	3%	295	14%	21	\$290	\$9	3%
Other Services	1,355	1,453	1,578	1,685	1,582	1,576	4%	0%	123	8%	14	\$623	\$120	24%
Prof/Tech Serv	1,282	1,428	1,492	1,496	1,673	2,141	5%	28%	713	50%	9	\$839	\$94	13%
Admin/Waste Ser	1,570	1,439	1,503	1,368	1,395	1,441	3%	3%	2	0%	17	\$461	\$77	20%
Management of COS	1,170	1,199	1,202	1,210	1,325	1,389	3%	5%	190	16%	6	\$950	\$114	14%
Arts/Enter/Rec	912	947	968	970	982	1,101	3%	12%	154	16%	18	\$445	\$12	3%
Information	599	694	743	850	890	662	2%	-26%	-32	-5%	4	\$971	\$329	51%
Real Estate	747	769	715	786	869	827	2%	-5%	58	8%	11	\$733	\$178	32%
Finance/Insurance	750	815	807	747	608	682	2%	12%	-133	-16%	2	\$996	\$289	41%
Trade-Wholesale	549	565	579	619	610	585	1%	-4%	20	4%	8	\$894	\$126	16%
Educational Ser	424	431	439	552	560	550	1%	-2%	119	28%	16	\$472	-\$2	0%
Agriculture	481	487	509	449	494	494	1%	0%	7	1%	20	\$441	\$11	3%
Transportation***	504	472	456	445	543	574	1%	6%	102	22%	15	\$562	\$50	10%
Govt Federal**	69	71	67	66	66	668	2%	912%	597	841%	1	\$1,446	\$807	126%
Mining	47	45	45	46	47	47	0%	0%	2	4%	3	\$987	\$240	32%
Utilities	D	D	D	D	D	6	0%		N/A	N/A	N/A	\$2,605	N/A	N/A
Unclassified	13	7	4	0	0	0	0%		-7	-100%	N/A	0	-\$643	-100%

Blue High Growth sector (500+ job growth) 5 yr Change

Red Declining sector (5yr % change)

Gray Insignificant for sector analysis

Note: Figures represent ES-202 data, by 2-digit NAICS sector. An entry of "D" means that, for reasons of confidentiality, the Virginia Employment Commission (VEC) has suppressed the number.

\*\*Note: The large increase observed in federal government employment and wage data is a reflection of a correction made by the VEC. The Department of Defense facility on Boulders Road was recorded as being in Charlottesville until the error was corrected in 2004 Q1 and the facility was correctly recorded in Albemarle County.

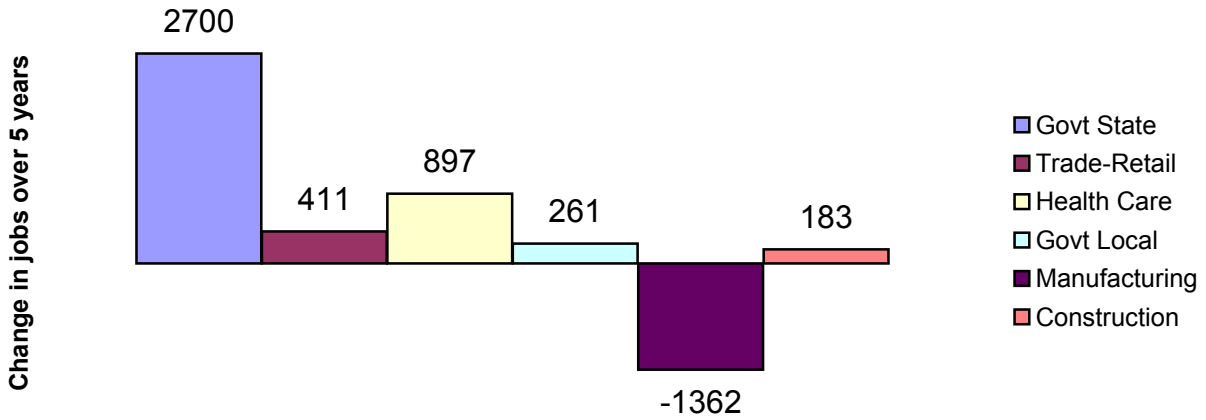
\*\*\*Note: Transportation data for 2004 reflects an average of 2004 Quarter 1, Quarter 2, and Quarter 3 as 2004 annual data was unavailable from the VEC.

Source: Virginia Employment Commission (<http://www.vec.virginia.gov>). Data was compiled on June 14, 2005 from the VEC's "Virginia's Electronic Labor Market Access" (VELMA) website, "Quarterly Census of Employment and Wages" page for Albemarle County.

### Recent 5 year Trends

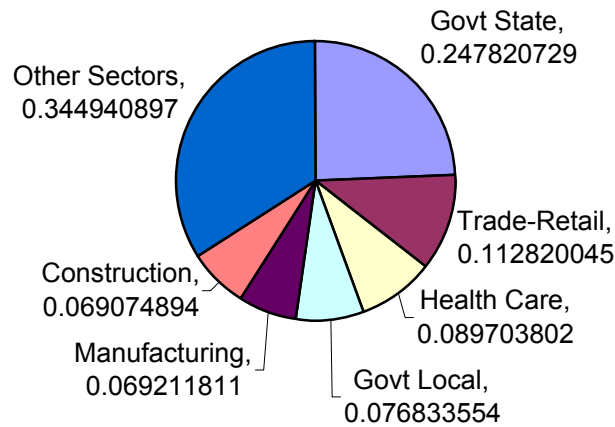
Source: VEC ES-202 report

#### Manufacturing and Local Govt. has declined while other sectors continue to experience growth

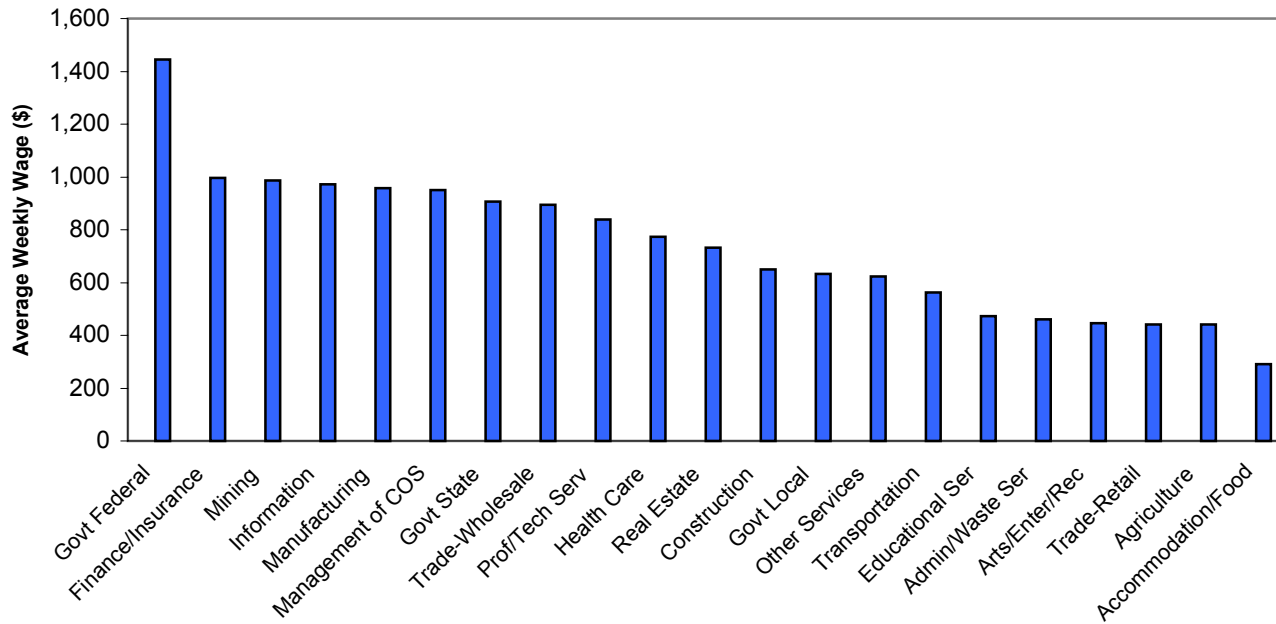


#### State Government is the largest employment sector

Employment by sector for 2004



### Average Weekly Wage by Sector 2004



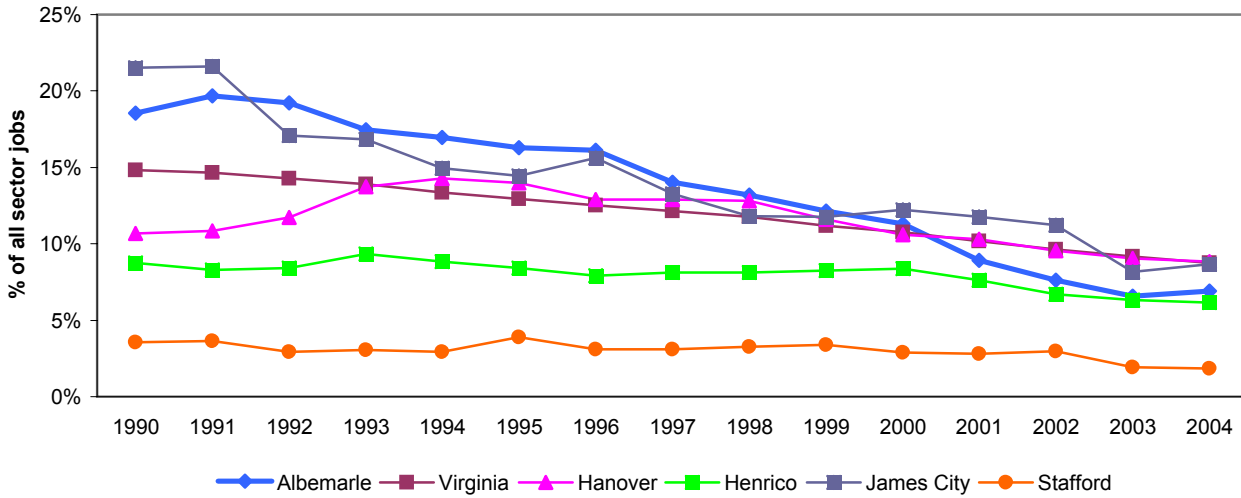
#### Average Weekly Wage

In 2004 employees of the Federal Government received the highest average weekly wage at \$1,446. The Finance/Insurance sector was the second highest paid on average at \$996 per week.

Source: Virginia Employment Commission (<http://www.vec.virginia.gov>). Data was compiled on June 14, 2005 from the VEC's "Virginia's Electronic Labor Market Access" (VELMA) website, "Quarterly Census of Income and Wages" data page for Albemarle County.



### Manufacturing sector employment state-wide



#### Long Term Trends:

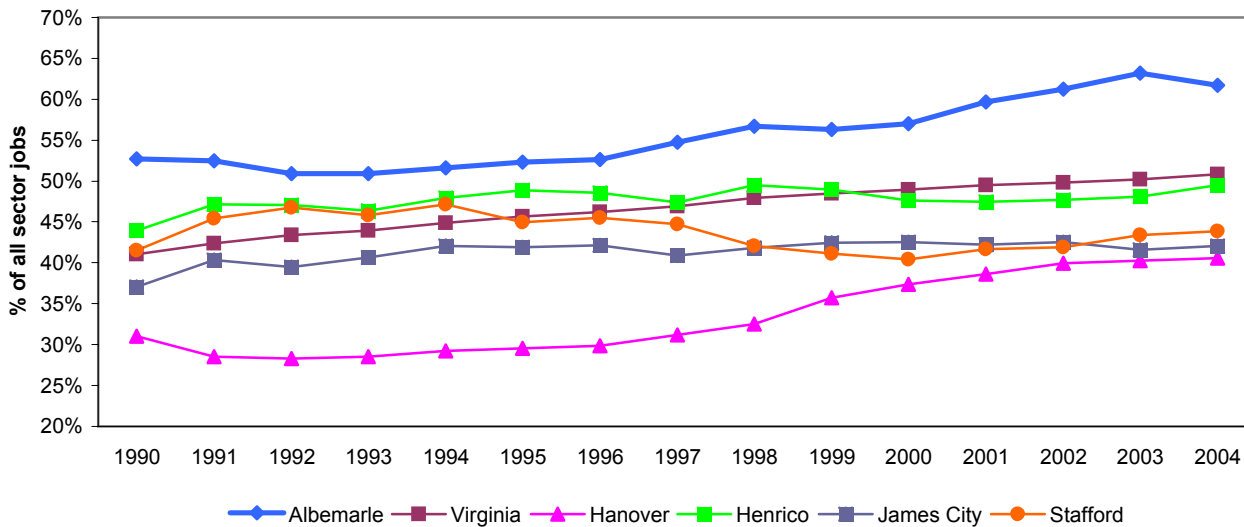
##### Decreasing Trend in Manufacturing Sector, Slightly Increasing Service Sector

The decrease in manufacturing sector employment that Albemarle has witnessed is consistent with larger national trends and those within the state and peer group. Service employment has increased from 53% in 1990 to 62% of all jobs in the County during 2004. Conversely, employment in manufacturing has decreased from 19% in 1990 to 7% of all jobs in 2004. However, in 2004 Albemarle County realized a 284 job increase in manufacturing which equates to an increase of .4 percentage points as a percentage of total jobs in the County. The average annual employment in all sectors was 43,822 in 2004.

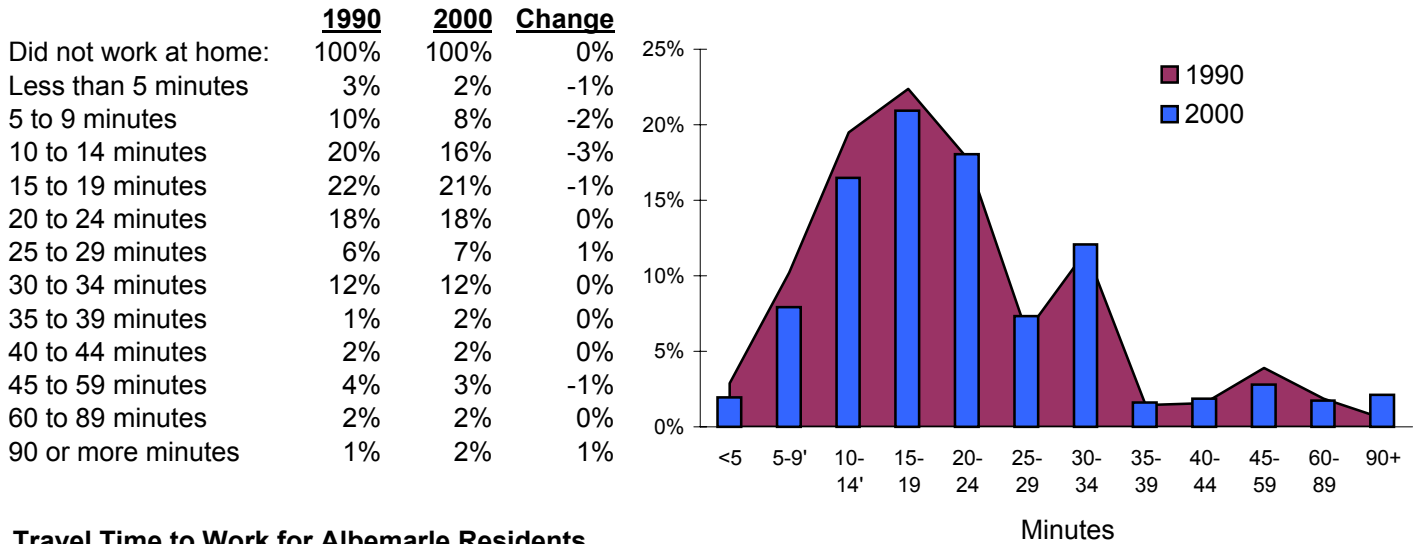
Source: VEC Velma reports, Manufacturing: NAICS Code 1013 Service: NAICS Codes 72,1022,1024,1025,1027

### Service sector employment state-wide

(including Accommodation, Educational, Food, Health, Information, Other, Professional and Technical Services)



### Travel time to work for Albemarle residents

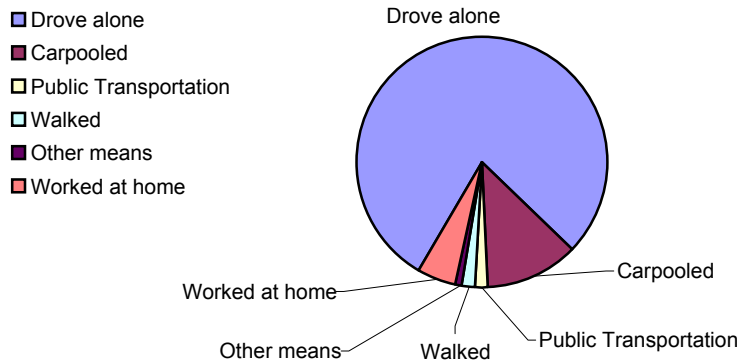


#### Travel Time to Work for Albemarle Residents

The travel time to work for Albemarle residents demonstrated a 7% decrease in the number of commuters making it to work under 25 minutes between 1990 and 2000.

Source: U.S. Census of Population; 1990 Table P050; 2000 Table P31

### 79% of Albemarle residents commute to work by driving alone



#### Means of Transportation to Work of Albemarle Residents

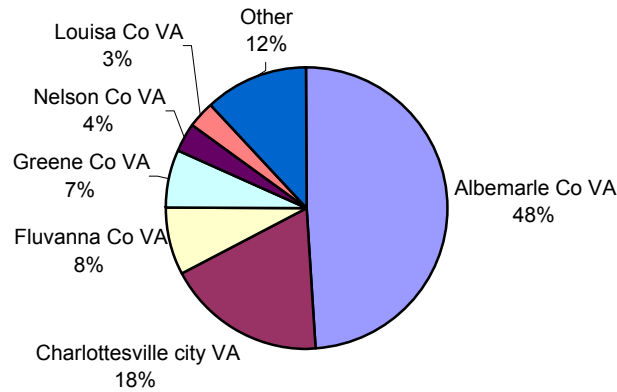
Since 1990, more residents are commuting to work by driving alone (up 4% of total commuters or 5,273), while the number of those carpooling, using public transportation or walking have decreased.

	<u>% of Total</u>		<u>Total</u>		<u>% Change</u>
	<u>1990</u>	<u>2000</u>	<u>1990</u>	<u>2000</u>	
Workers 16 years plus	100%	100%	34,110	39,137	15%
Drove alone	75%	79%	25,554	30,827	21%
Carpooled	15%	12%	5,244	4,715	-10%
Public Transportation	2%	2%	760	664	-13%
Walked	3%	2%	1,075	594	-45%
Other means	1%	1%	305	326	7%
Worked at home	3%	5%	1,172	2,011	72%

Source: U.S. Census of Population; 1990 Table P30; 2000 Table P049

Methodology: Combined "Motorcycle," "Bicycle," and "Other means" of original tables to be congruent with categories of the Census Table DP-3 Profile of Selected Economic Characteristics

**51% of Albemarle's jobs are filled by non-residents in 2000**



Albemarle residents only fill 49% of jobs in the County. Charlottesville residents fill 18% of Albemarle's jobs, Fluvanna fills 8%, and Greene fills 7%. Other residences of Albemarle job holders are scattered across the state.

**Workplace County to Residence County Flows for Virginia, Sorted by Workplace State and County**

Count: Number of Workers 16 Years and Over in Commuter Flow

Residence County and State	Workplace County or City	Number of Workers in Flow	Percent of Workplace's Employed
Albemarle Co VA	Albemarle	21,455	48.89%
Charlottesville City VA	Albemarle	7,990	18.21%
Fluvanna Co VA	Albemarle	3,413	7.78%
Greene Co VA	Albemarle	2,956	6.74%
Nelson Co VA	Albemarle	1,543	3.52%
Louisa Co VA	Albemarle	1,248	2.84%
Orange Co VA	Albemarle	877	2.00%
Augusta Co VA	Albemarle	782	1.78%
Buckingham Co VA	Albemarle	701	1.60%
Waynesboro city VA	Albemarle	535	1.22%
Madison Co VA	Albemarle	525	1.20%
Rockingham Co VA	Albemarle	180	0.41%
Henrico Co VA	Albemarle	149	0.34%
Amherst Co VA	Albemarle	127	0.29%
Culpeper Co VA	Albemarle	123	0.28%
Staunton city VA	Albemarle	104	0.24%
Other locations (66)		1,175	2.68%

Source: U.S. Census Bureau via Weldon Cooper Center