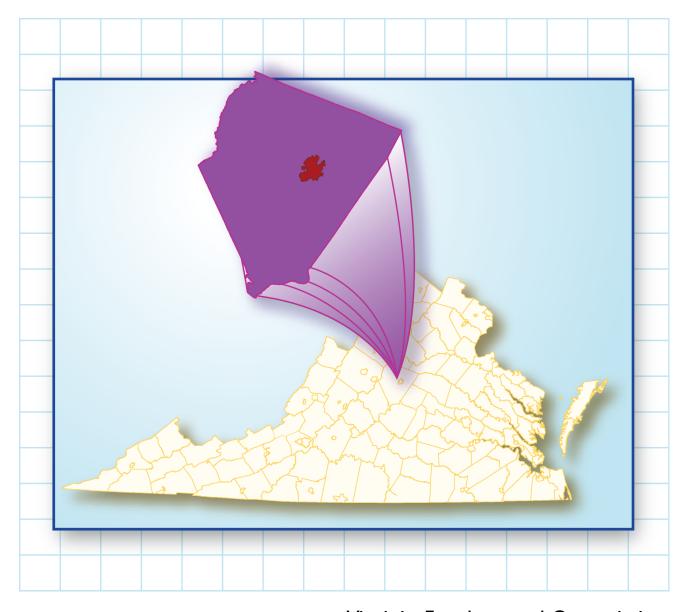


Charlottesville city





Virginia Employment Commission 703 East Main Street • Richmond, Virginia 23219 Tel: (804) 786-8223 • www.VirginiaLMI.com

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Table of Contents

I.	Introduction	4
II.	Demographic Profile	5
	Population by Age Cohort	6
	Population by Race/Ethnicity	7
	Population by Gender	7
	Population Change	8
	Population Projections by Age and Gender	9
	Population Projections by Race/Ethnicity	9
	English Language Skills	10
	Commuting Patterns	10
	In-Commuting	11
	Out-Commuting	11
ш.	Economic Profile	12
	Unemployment Rates	13
	Characteristics of the Insured Unemployed	15
	Unemployment Insurance Payments	18
	Employers by Size of Establishment	20
	Employment by Size of Establishment	20
	50 Largest Employers	21
	Employment by Industry	22
	New Startup Firms	23
	New Hires by Industry	24

	Turnover by Industry	25
	Average Weekly Wage by Industry	26
	Age of Workers by Industry	27
	Industry Employment and Projections	28
	Occupation Employment and Projections	30
	Growth Occupations	32
	Declining Occupations	33
	Consumer Price Index (CPI)	34
	Local Option Sales Tax	35
IV.	Education Profile	37
	Educational Attainment	38
	Educational Attainment by Age	39
	Educational Attainment by Gender	40
	Educational Attainment by Race/Ethnicity	41
	Graduate Data Trends	42
	Training Providers	43

I. Introduction

This report provides a community profile of Charlottesville city. It is intended to complement the information found in our Virginia Workforce Connection application, which can be accessed online at:

www.VirginiaLMI.com

The report is divided into three major sections. The first contains a profile of regional demographic characteristics and trends, the second supplies similar information for the regional economy, and the third provides a profile of regional education characteristics.

II. Demographic Profile

Overview

This Demographic Profile provides an in-depth analysis of the population in Charlottesville city. Most of the data is produced by the U.S. Census Bureau, and includes demographic characteristics such as age, race/ethnicity, and gender.



Related Terms and Definitions

Ability to speak English

For people who speak a language other than English at home, the response represents the person's own perception of his or her ability to speak English. Because census questionnaires are usually completed by one household member, the responses may represent the perception of another household member.

Age

The age classification is based on the age of the person in complete years as of April 1, 2010. The age of the person usually was derived from their date of birth information. Their reported age was used only when date of birth information was unavailable.

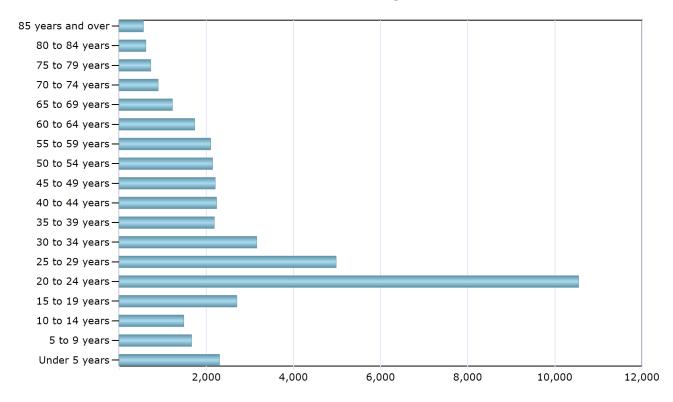
Gender

The data on gender were derived from answers to a question that was asked of all people. Individuals were asked to mark either "male" or "female" to indicate their gender. For most cases in which gender was not reported, it was determined by the appropriate entry from the person's given (i.e., first) name and household relationship. Otherwise, gender was imputed according to the relationship to the householder and the age of the person.

Race

The concept of race as used by the Census Bureau reflects self-identification by people according to the race or races with which they most closely identify. The categories are sociopolitical constructs and should not be interpreted as being scientific or anthropological in nature. Furthermore, the race categories include both racial and national-origin groups.

Please note: In the past, our population by race/ethnicity data has always excluded the Hispanic ethnicity from each race category. Starting in January 2013, each race category now includes all ethnicities.



Population by Age

	Charlottesville city	Virginia	United States
Under 5 years	2,305	509,625	20,201,362
5 to 9 years	1,665	511,849	20,348,657
10 to 14 years	1,485	511,246	20,677,194
15 to 19 years	2,702	550,965	22,040,343
20 to 24 years	10,545	572,091	21,585,999
25 to 29 years	4,981	564,342	21,101,849
30 to 34 years	3,162	526,077	19,962,099
35 to 39 years	2,186	540,063	20,179,642
40 to 44 years	2,238	568,865	20,890,964
45 to 49 years	2,208	621,155	22,708,591
50 to 54 years	2,145	592,845	22,298,125
55 to 59 years	2,100	512,595	19,664,805
60 to 64 years	1,736	442,369	16,817,924
65 to 69 years	1,224	320,302	12,435,263
70 to 74 years	896	229,502	9,278,166
75 to 79 years	726	173,929	7,317,795
80 to 84 years	614	130,801	5,743,327
85 years and over	557	122,403	5,493,433
	43,475	8,001,024	308,745,538

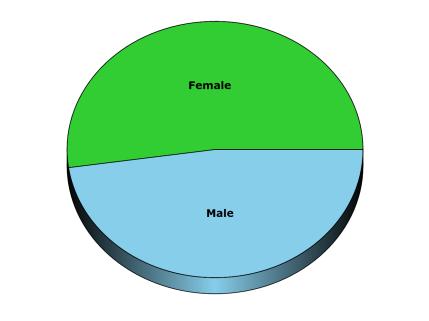
Source: 2010 Census.

Population by Race/Ethnicity

	Charlottesville city	Virginia	United States
Total			
Total Population	43,475	8,001,024	308,745,538
Race		·	
White	30,031	5,486,852	223,553,265
Black or African American	8,437	1,551,399	38,929,319
American Indian or Alaska Native	116	29,225	2,932,248
Asian	2,771	439,890	14,674,252
Native Hawaiian/Pacific Islander	17	5,980	540,013
Other	794	254,278	19,107,368
Multiple Races	1,309	233,400	9,009,073
Ethnicity		·	
Not Hispanic or Latino (of any race)	41,252	7,369,199	258,267,944
Hispanic or Latino (of any race)	2,223	631,825	50,477,594

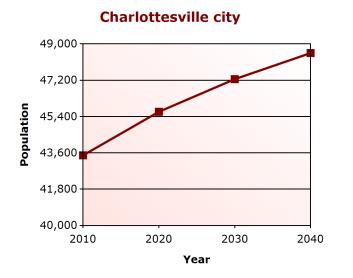
Source: 2010 Census.

Population by Gender

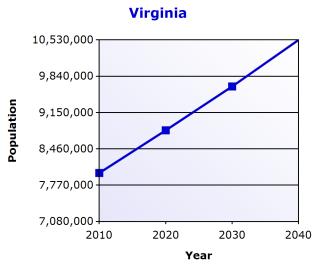


	Charlottesville city	Virginia	United States
Male	20,754	3,925,983	151,781,326
Female	22,721	4,075,041	156,964,212
	43,475	8.001.024	308,745,538

Source: 2010 Census.



Population Change



United States

	Charlottesville city	(% change)	Virginia	(% change)
2000	40,099		7,079,030	
2010	43,475	8.42 %	8,001,024	13.02 %
2020	45,636	4.97 %	8,811,512	10.13 %
2030	47,252	3.54 %	9,645,281	9.46 %
2040	48,545	2.74 %	10,530,229	9.17 %

Source: U.S. Census Bureau, Virginia Employment Commission.

Did you know...

you can log on to our website today and see population counts from each Decennial Census all the way back to 1900? Looking for annual population estimates? We have those too, all the way back to the 1970s!

For this data and more, visit us on the web at:

www.VirginiaLMI.com

	2020		2030		2040	
	Female	Male	Female	Male	Female	Male
Under 5 years	1,034	1,059	1,069	1,094	1,091	1,117
5 to 9 years	854	904	914	967	882	933
10 to 14 years	950	964	788	800	868	881
15 to 19 years	2,085	1,833	2,012	1,769	2,293	2,015
20 to 24 years	4,999	4,202	5,890	4,951	5,206	4,376
25 to 29 years	1,576	1,750	2,088	2,319	2,146	2,384
30 to 34 years	1,910	1,994	1,523	1,590	1,912	1,996
35 to 39 years	1,609	1,600	982	976	1,386	1,378
40 to 44 years	1,278	1,260	1,442	1,422	1,225	1,208
45 to 49 years	1,002	970	1,344	1,301	874	846
50 to 54 years	1,172	1,020	1,215	1,058	1,461	1,271
55 to 59 years	1,133	1,044	925	852	1,322	1,218
60 to 64 years	1,122	944	1,048	882	1,158	973
65 to 69 years	1,113	828	1,055	784	917	682
70 to 74 years	873	606	950	659	945	656
75 to 79 years	526	358	763	519	770	524
80 to 84 years	333	201	502	303	582	351
85 years and over	368	160	345	150	488	212
	23,937	21,697	24,855	22,396	25,526	23,021
	45,634		47,251		48,547	

Population Projections by Age and Gender

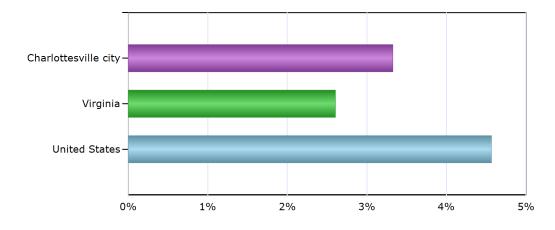
Source: Virginia Employment Commission.

Population Projections by Race/Ethnicity

	2020	2030	2040
Total			
Total Population	45,636	47,252	48,545
Race			
White	28,176	27,698	27,666
Black or African American	10,457	9,927	8,432
Asian	3,242	4,358	6,529
Other	3,761	5,269	5,918
Ethnicity			
Not Hispanic or Latino (of any race)	41,752	41,234	40,620
Hispanic or Latino (of any race)	3,884	6,018	7,926

Source: Virginia Employment Commission.

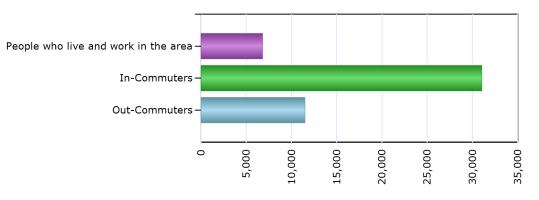
English Language Skills (Age 5 and over that speak English less than well)



	Total	Speak English less than well	Percent
Charlottesville city	42,055	1,399	3.33%
Virginia	7,673,811	199,874	2.60%
United States	294,133,373	13,435,997	4.57%

Source: U.S. Census Bureau American Community Survey, 2010-2014.

Commuting Patterns



Commuting Patterns	
People who live and work in the area	6,811
In-Commuters	31,055
Out-Commuters	11,497
Net In-Commuters (In-Commuters minus Out-Commuters)	19,558

Source: U.S. Census Bureau,

OnTheMap Application and LEHD Origin-Destination Employment Statistics, 2014.

Area	Workers
Albemarle County, VA	5,966
Fairfax County, VA	579
Henrico County, VA	380
Richmond city, VA	282
Chesterfield County, VA	224
Harrisonburg city, VA	211
Staunton city, VA	147
Prince William County, VA	138
Arlington County, VA	137
Augusta County, VA	132

Top 10 Places Workers are Commuting From

Area	Workers
Albemarle County, VA	12,919
Fluvanna County, VA	2,401
Greene County, VA	1,409
Louisa County, VA	1,121
Augusta County, VA	1,039
Nelson County, VA	797
Waynesboro city, VA	717
Orange County, VA	605
Fairfax County, VA	573
Virginia Beach city, VA	494

Source: U.S. Census Bureau,

OnTheMap Application and LEHD Origin-Destination Employment Statistics, 2014.

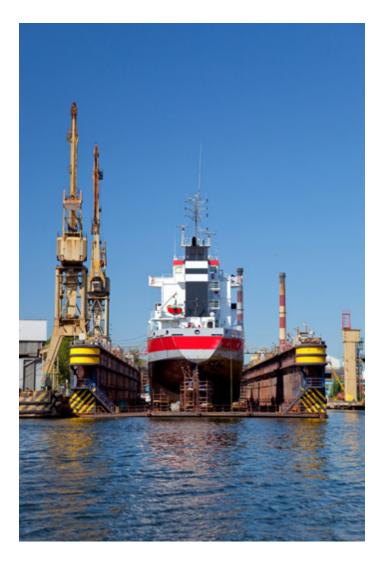
Please Note: Commuting patterns data is no longer produced from the Decennial Census. As an alternative, we are providing commuting data from the U.S. Census Bureau's OnTheMap application and LEHD Origin-Destination Employment Statistics program. Since this data is produced from an entirely different data set, it is not advisable to compare the new data with previously released commuting patterns. For more information about the OnTheMap application or the LEHD program, please visit the following website:

http://lehd.ces.census.gov

III. Economic Profile

Overview

The Economic Profile of Charlottesville city consists primarily of data produced by the Virginia Employment Commission, U.S. Census Bureau, and the Bureau of Labor Statistics.



Related Terms and Definitions

Average Weekly Wage

Computed as average quarterly wages divided by 13.

Consumer Price Index (CPI)

The Consumer Price Index measures the average change over time in the prices paid by urban consumers for a representative market basket of consumer goods and services.

Local Employment Dynamics (LED)

The Local Employment Dynamics Program at the Census Bureau, together with its state partners, provides employment information at the county, city, and Workforce Investment Area level. This information tracks workers in different industries by age and gender and provides statistics on job creation, separation, turnover, and wages.

Quarterly Census of Employment & Wages (QCEW)

À federal/state cooperative program that collects and compiles employment and wage data for workers covered by state unemployment insurance (UI) laws and the federal civilian workers covered by Unemployment Compensation for Federal Employees (UCFE). These data are maintained at the state in micro and macro levels and also sent to BLS quarterly.

Unemployment Insurance (UI)

Unemployment insurance is a program for the accumulation of funds paid by employers to be used for the payment of unemployment insurance to workers during periods of unemployment which are beyond the workers' control. Unemployment insurance replaces a part of the worker's wage loss if he becomes eligible for payments.

Unemployment Rate

The number of unemployed people as a percentage of the labor force.

Trends ---- Charlottesville city ---- Virginia ---- United States 10.0% 9.0% 8.0% 7.0% 6.0% 5.0% 4.0% 3.0% 2.0% 1.0% 0.0% 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016

Unemployment Rates

	Charlottesville city	Virginia	United States
2006	3.2%	3.1%	4.6%
2007	3.1%	3.0%	4.6%
2008	3.9%	3.9%	5.8%
2009	6.5%	6.7%	9.3%
2010	6.1%	7.1%	9.6%
2011	5.6%	6.6%	8.9%
2012	5.1%	6.1%	8.1%
2013	4.7%	5.7%	7.4%
2014	4.3%	5.2%	6.2%
2015	3.7%	4.5%	5.3%
2016	3.3%	4.0%	4.9%

Source: Virginia Employment Commission, Economic Information & Analytics, Local Area Unemployment Statistics.

Unemployment Rates Past 12 Months ---- Charlottesville city ---- United States ---- Virginia 6.0% 4.0% 2.0% 0.0% Mar. 2017 Sep. 2017 Sep. Aug. 2017 Oct. Nov. Dec. Jan. Feb. Apr. May Jun. Jul. 2016 2016 2016 2016 2017 2017 2017 2017 2017 2017

Sep. 2016 3.5% Oct. 2016 3.3% Nov. 2016 3.0%	4.2% 4.0% 3.8%	4.8% 4.7% 4.4%
	3.8%	
Nov. 2016 3.0%		4.4%
	2.00/	
Dec. 2016 2.9%	3.8%	4.5%
Jan. 2017 3.5%	4.2%	5.1%
Feb. 2017 3.1%	4.0%	4.9%
Mar. 2017 2.9%	3.8%	4.6%
Apr. 2017 2.8%	3.6%	4.1%
May 2017 3.2%	3.8%	4.1%
Jun. 2017 3.6%	3.9%	4.5%
Jul. 2017 3.6%	3.8%	4.6%
Aug. 2017 3.5%	3.8%	4.5%
Sep. 2017 2.9%	3.6%	4.1%

Source: Virginia Employment Commission, Economic Information & Analytics, Local Area Unemployment Statistics.

Under 22 years

22 to 24 years

25 to 34 years

<i>i</i> har	lottesvil	le city	/

Characteristics of the Insured Unemployed

Total number of claimants: 80

Virginia

364

988

5,456

Charlottesville city - (80 claimants)

Virginia - (24,035 claimants)

Gender	Charlottesville city	Virginia
Male	44	11,943
Female	36	12,092
Unspecified		



Race	Charlottesville city	Virginia
White	49	11,836
Black	28	9,412
American Native		134
Asian		743
Other	1	945
Hispanic or Latino	2	965

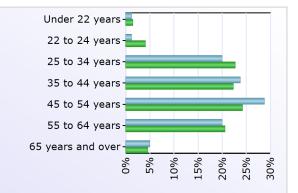
Charlottesville city

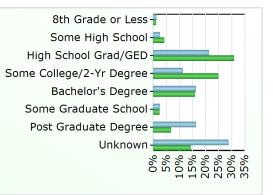
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16

White -				
Black -		-		
American Native -				
Asian -				
Other 👆				
Hispanic or Latino -				
%0	20%	40%	60%	80%
	0	4	Ŷ	õ





35 to 44 years	19	5,364
45 to 54 years	23	5,814
55 to 64 years	16	4,944
65 years and over	4	1,105
Unknown		
Education	Charlottesville city	Virginia
8th Grade or Less	1	243
Some High School	2	1,003

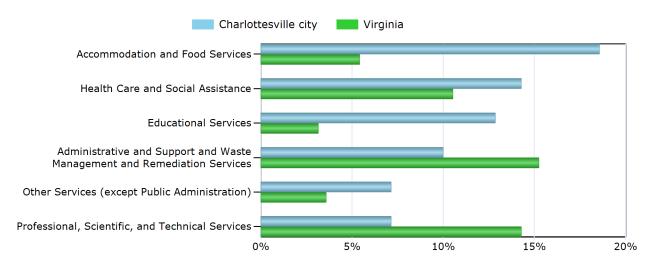
Some High School	2	1,003
High School Grad/GED	17	7,413
Some College/2-Yr Degree	9	5,954
Bachelor's Degree	13	3,827
Some Graduate School	2	553
Post Graduate Degree	13	1,618
Unknown	23	3,424

Source: Virginia Employment Commission, Economic Information & Analytics, Characteristics of the Insured Unemployed, October 2017.

Characteristics of the Insured Unemployed

Top 5 Industries With Largest Number of Claimants in Charlottesville city

(excludes unclassified)

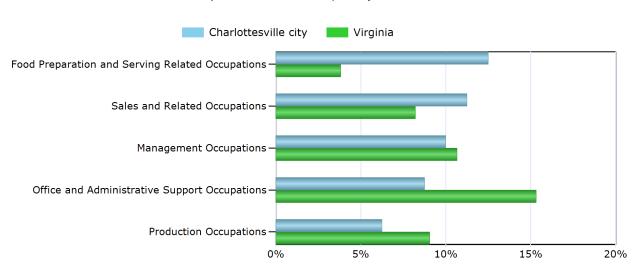


Industry	Charlottesville city	Virginia
Accommodation and Food Services	13	1,125
Health Care and Social Assistance	10	2,187
Educational Services	9	654
Administrative and Support and Waste Management and Remediation Services	7	3,166
Unclassified	7	2,169
Professional, Scientific, and Technical Services	5	2,966
Other Services (except Public Administration)	5	743
Retail Trade	4	1,651
Construction	3	1,552
Real Estate and Rental and Leasing	3	483
Wholesale Trade	2	947
Information	2	562
Agriculture, Forestry, Fishing and Hunting		88
Mining, Quarrying, and Oil and Gas Extraction		67
Utilities		28
Manufacturing		564
Transportation and Warehousing		500
Finance and Insurance		990
Management of Companies and Enterprises		161
Arts, Entertainment, and Recreation		165

Source: Virginia Employment Commission, Economic Information & Analytics, Characteristics of the Insured Unemployed, October 2017.

Characteristics of the Insured Unemployed

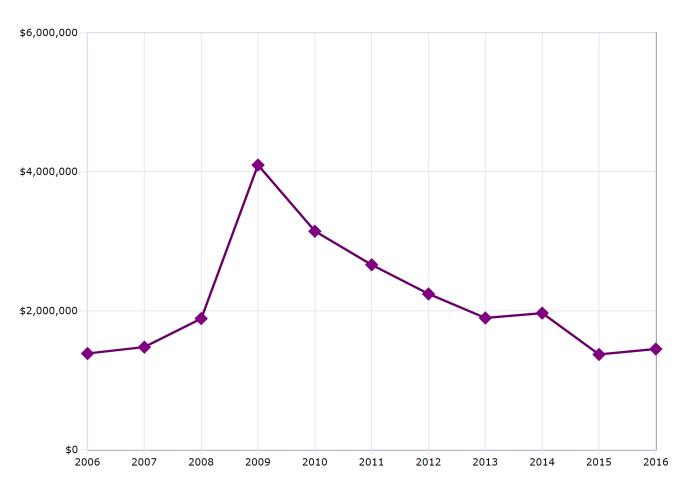
Top 5 Occupation Groups With Largest Number of Claimants in Charlottesville city



(excludes unknown occupations)

Food Preparation and Serving Related Occupations	10	
		917
Sales and Related Occupations	9	1,974
Management Occupations	8	2,563
Office and Administrative Support Occupations	7	3,683
Unknown Occupation Code	6	2,297
Production Occupations	5	2,176
Business and Financial Operations Occupations	4	1,374
Computer and Mathematical Occupations	4	1,007
Education, Training, and Library Occupations	4	495
Installation, Maintenance, and Repair Occupations	4	842
Healthcare Support Occupations	3	754
Building and Grounds Cleaning and Maintenance Occupations	3	538
Transportation and Material Moving Occupations	3	1,200
Life, Physical, and Social Science Occupations	2	116
Community and Social Service Occupations	2	249
Healthcare Practitioners and Technical Occupations	2	491
Architecture and Engineering Occupations	1	331
Arts, Design, Entertainment, Sports, and Media Occupations	1	470
Protective Service Occupations	1	299
Construction and Extraction Occupations	1	1,331
Legal Occupations		154
Personal Care and Service Occupations		518
Farming, Fishing, and Forestry Occupations		53
Military Specific Occupations		203

Source: Virginia Employment Commission, Economic Information & Analytics, Characteristics of the Insured Unemployed, October 2017.

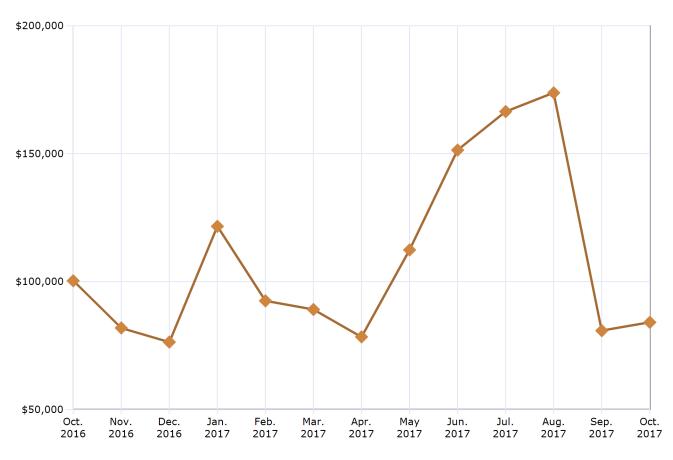


Unemployment Insurance Payments

Trends

	Charlottesville city		Virgini	а
	Weeks Paid	Amount Paid	Weeks Paid	Amount Paid
2006	6,233	\$1,385,212	1,334,848	\$334,996,815
2007	6,432	\$1,476,686	1,384,335	\$364,789,088
2008	7,543	\$1,888,024	1,699,923	\$468,544,246
2009	16,358	\$4,096,593	3,782,630	\$1,069,206,277
2010	12,823	\$3,143,827	2,727,738	\$748,174,724
2011	10,856	\$2,661,600	2,242,341	\$612,702,314
2012	9,036	\$2,242,055	2,102,986	\$592,044,339
2013	7,608	\$1,896,344	1,999,039	\$574,074,609
2014	7,511	\$1,966,353	1,684,690	\$490,522,709
2015	5,199	\$1,371,327	1,198,476	\$351,290,100
2016	5,416	\$1,449,681	1,263,292	\$379,622,081

Source: Virginia Employment Commission, Economic Information & Analytics, Unemployment Insurance Program.



Unemployment Insurance Payments

Past 12 Months

	Charlottesvi	Virgini	a	
	Weeks Paid	Amount Paid	Weeks Paid	Amount Paid
Oct. 2016	349	\$100,345	92,947	\$28,461,452
Nov. 2016	283	\$81,902	78,874	\$24,054,832
Dec. 2016	291	\$76,374	83,871	\$25,120,302
Jan. 2017	514	\$121,615	119,865	\$35,546,956
Feb. 2017	357	\$92,498	100,181	\$29,994,222
Mar. 2017	329	\$89,113	103,551	\$31,350,211
Apr. 2017	276	\$78,409	84,007	\$25,475,201
May 2017	428	\$112,405	97,219	\$29,499,484
Jun. 2017	621	\$151,407	89,386	\$26,673,098
Jul. 2017	654	\$166,472	90,050	\$26,778,571
Aug. 2017	650	\$173,788	106,830	\$32,052,040
Sep. 2017	267	\$80,843	78,463	\$24,100,313
Oct. 2017	264	\$84,101	88,873	\$27,477,193

Source: Virginia Employment Commission, Unemployment Insurance Program.

	Charlottesville city	Virginia
0 to 4 employees	1,337	161,748
5 to 9 employees	417	38,533
10 to 19 employees	292	28,168
20 to 49 employees	245	20,545
50 to 99 employees	76	7,176
100 to 249 employees	31	3,768
250 to 499 employees	6	1,069
500 to 999 employees	***	369
1000 and over employees	***	237
	2,408	261,613

Employers by Size of Establishment

Employment by Size of Establishment

	Charlottesville city	Virginia
0 to 4 employees	1,972	229,222
5 to 9 employees	2,787	255,916
10 to 19 employees	4,013	383,169
20 to 49 employees	7,417	620,806
50 to 99 employees	5,112	490,240
100 to 249 employees	4,752	559,494
250 to 499 employees	2,109	367,280
500 to 999 employees	***	252,794
1000 and over employees	***	615,442
	38,260	3,774,363

Note: Asterisks (***) indicate non-disclosable data.

'Zero; no employment' typically represents new startup firms or sole-proprietorships.

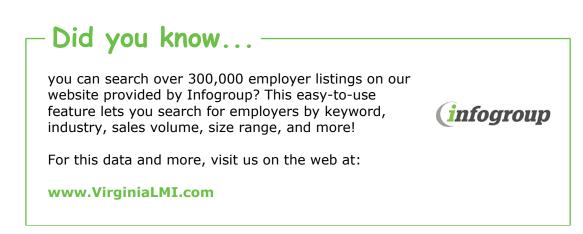
Source: Virginia Employment Commission, Economic Information & Analytics, Quarterly Census of Employment and Wages (QCEW), 1st Quarter (January, February, March) 2017.

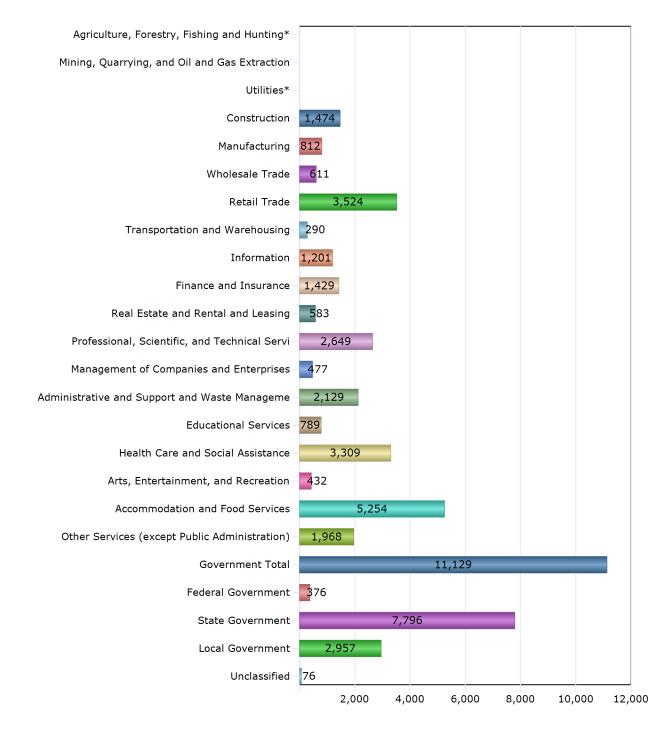
50 Largest Employers

- 1. University of Virginia Medical Center
- 2. City of Charlottesville
- 3. UVA Health Services Foundation
- 4. Charlottesville City School Board
- 5. Sevicelink Management Com Inc
- 6. Assoc for Investment Management
- 7. Lakeland Tours
- 8. Capital IQ Inc
- 9. Rmc Events
- 10. County of Albemarle
- 11. Morrison Crothall Support
- 12. Kroger
- 13. St. Anne's Belfield School
- 14. Fresh Fields Whole Food Market
- 15. Merkle Inc.
- 16. Morrison Management Specialists
- 17. Design Electric
- 18. Home Instead Senior Care
- 19. Region Ten Community Services
- 20. Brown Oldsmobile Honda Saab
- 21. Postal Service
- 22. National Radio Astro Observatory
- 23. Apex Wind Energy Inc.
- 24. WillowTree Apps
- 25. Omni Charlottesville

- 26. Harris Teeter Supermarket
- 27. Labormax Staffing
- 28. Va Institute of Autism Corp
- 29. Tiger Fuel Company
- 30. Zinburger Wine & Burger Bar
- 31. Reed Elsevier, Inc.
- 32. Silverchair Science & Com Inc
- 33. Beverly Home Care
- 34. Jaunt
- 35. McDonald's
- 36. CVS Pharmacy
- 37. Administaff
- 38. Matthew Bender & Company
- 39. Boys And Girls Club Of Charlottesville
- 40. Corner Crew Inc
- 41. Dicks Sporting Goods Inc
- 42. Dominion Virginia Power
- 43. Management Service Corporation
- 44. Medical Automation System Inc
- 45. Nearly Bros Inc
- 46. OS Restaurant Services, Inc.
- 47. Rivanna Water & Sewer Aut
- 48. WVIR TV
- 49. Compass Group USA
- 50. Best Buy

Source: Virginia Employment Commission, Economic Information & Analytics, Quarterly Census of Employment and Wages (QCEW), 1st Quarter (January, February, March) 2017.



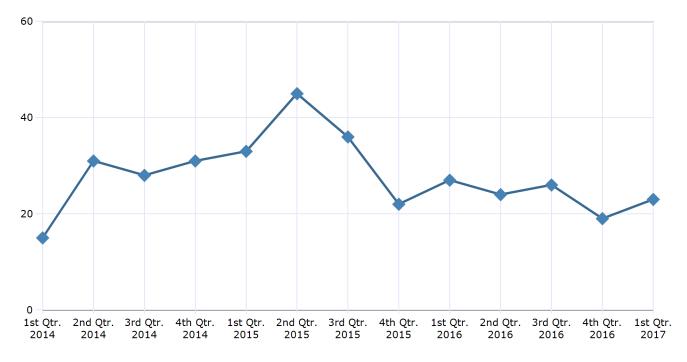


Employment by Industry

Total: 38,259

Note: Asterisk (*) indicates non-disclosable data.

Source: Virginia Employment Commission, Economic Information & Analytics, Quarterly Census of Employment and Wages (QCEW), 1st Quarter (January, February, March) 2017.



Νοω	Startur	o Firms
INEW	JULIU	

	Charlottesville city	Virginia
1st Qtr. 2014	15	3,404
2nd Qtr. 2014	31	3,299
3rd Qtr. 2014	28	3,317
4th Qtr. 2014	31	4,531
1st Qtr. 2015	33	3,923
2nd Qtr. 2015	45	3,749
3rd Qtr. 2015	36	3,396
4th Qtr. 2015	22	3,000
1st Qtr. 2016	27	3,802
2nd Qtr. 2016	24	4,283
3rd Qtr. 2016	26	3,398
4th Qtr. 2016	19	3,426
1st Qtr. 2017	23	3,758

Note: The following criteria was used to define new startup firms:

1.) Setup and liability date both occurred during 1st Quarter (January, February, March) 2017

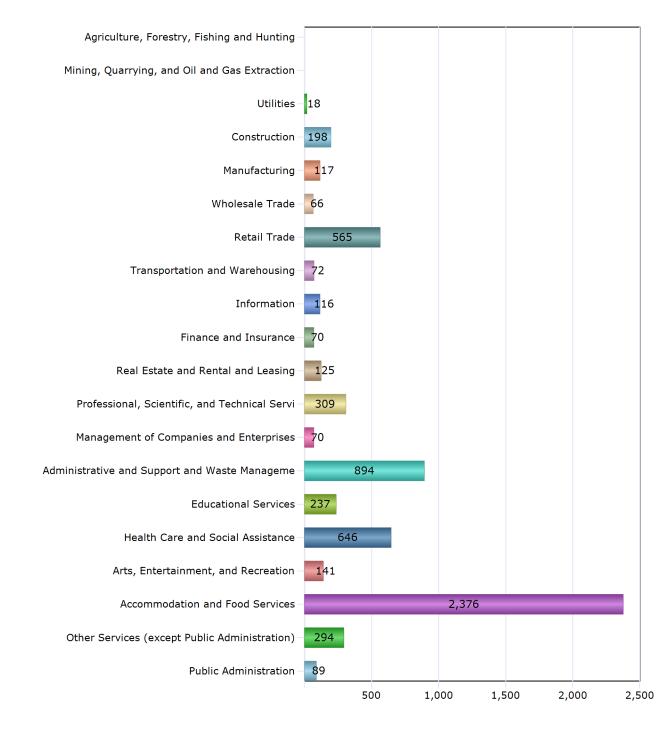
2.) Establishment had no predecessor UI Account Number

3.) Private Ownership

4.) Average employment is less than 250

5.) For multi-unit establishments, the parent company must also meet the above criteria.

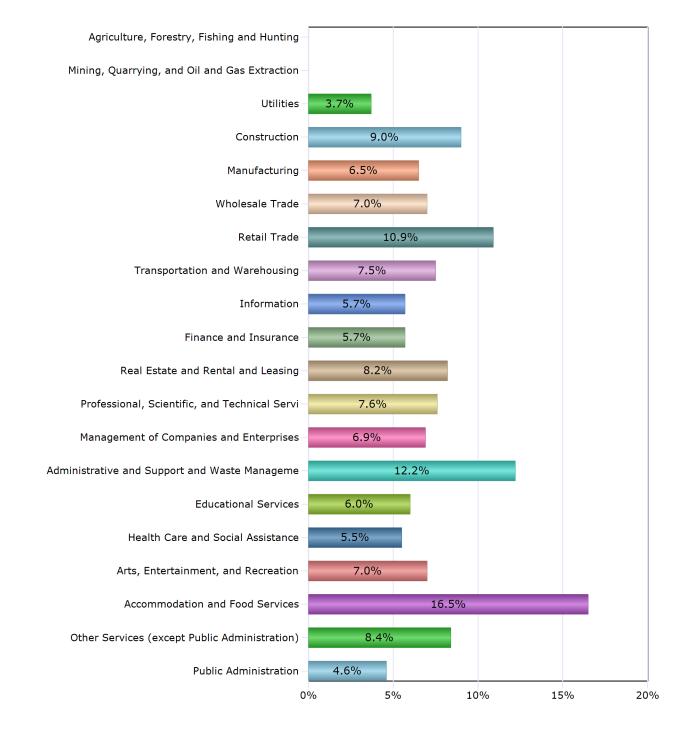
Source: Virginia Employment Commission, Economic Information & Analytics, Quarterly Census of Employment and Wages (QCEW), 1st Quarter (January, February, March) 2017.



New Hires by Industry

Total: 6,403

Source: U.S. Census Bureau, Local Employment Dynamics (LED) Program, 2nd Quarter (April, May, June) 2016, all ownerships.

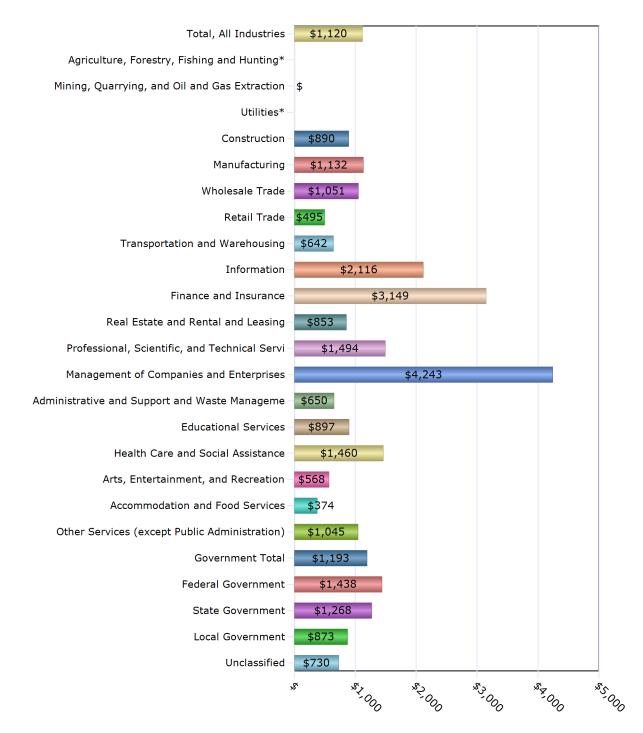


Turnover by Industry

Average: 7.7%

Source: U.S. Census Bureau, Local Employment Dynamics (LED) Program, 1st Quarter (January, February, March) 2016, all ownerships.





Note: Asterisk (*) indicates non-disclosable data.

Source: Virginia Employment Commission, Economic Information & Analytics, Quarterly Census of Employment and Wages (QCEW), 1st Quarter (January, February, March) 2017.

Age of Workers by Industry

	14-18	19-21	22-24	25-34	35-44	45-54	55-64	65+
Total, All Industries	560	1,526	2,492	9,912	8,167	7,922	6,626	2,304
Agriculture, Forestry, Fishing and Hunting								
Mining, Quarrying, and Oil and Gas Extraction								
Utilities			4	31	26	33	39	5
Construction	11	52	54	380	380	345	309	104
Manufacturing	7	20	41	173	193	190	181	58
Wholesale Trade	3	14	28	137	163	173	87	34
Retail Trade	134	254	294	744	490	559	488	248
Transportation and Warehousing	4	9	19	143	83	87	75	34
Information	15	19	78	447	413	314	168	40
Finance and Insurance		12	48	317	300	251	145	63
Real Estate and Rental and Leasing	6	25	39	143	119	109	85	32
Professional, Scientific, and Technical Servi	7	40	142	574	565	465	356	124
Management of Companies and Enterprises	5	11	28	112	118	114	73	18
Administrative and Support and Waste Manageme	13	54	121	545	463	499	435	214
Educational Services	4	37	149	898	944	1,023	923	292
Health Care and Social Assistance	22	172	524	2,800	2,133	2,236	2,082	520
Arts, Entertainment, and Recreation	29	40	64	205	181	149	123	36
Accommodation and Food Services	264	680	679	1,477	885	697	455	250
Other Services (except Public Administration)	23	62	141	573	462	414	328	153
Public Administration	14	21	38	208	248	264	273	79

Source: U.S. Census Bureau,

Local Employment Dynamics (LED) Program, 2nd Quarter (April, May, June) 2016, all ownerships.

-What is LED?-

Developed by the U.S. Census Bureau, the Local Employment Dynamics (LED) program merges Virginia's Unemployment Compensation wage and employer records with Census demographic data. Read more about LED on the following website:



http://lehd.did.census.gov/led/

Industry Employment and Projections

Long Term

		Employment		Percen	t
_	Estimated 2014	Projected 2024	Change	Total	Annual
Total, All Industries	167,208	184,916	17,708	10.59%	1.01%
Agriculture, Forestry, Fishing and Hunting	565	624	59	10.44%	1%
Mining, Quarrying, and Oil and Gas Extraction	248	247	-1	4%	04%
Utilities	1,502	1,356	-146	-9.72%	-1.02%
Construction	9,188	10,399	1,211	13.18%	1.25%
Manufacturing	8,337	7,929	-408	-4.89%	5%
Wholesale Trade	3,304	3,394	90	2.72%	.27%
Retail Trade	18,644	20,560	1,916	10.28%	.98%
Transportation and Warehousing	2,534	2,714	180	7.1%	.69%
Information	2,759	2,588	-171	-6.2%	64%
Finance and Insurance	3,502	3,926	424	12.11%	1.15%
Real Estate and Rental and Leasing	2,381	2,493	112	4.7%	.46%
Professional, Scientific, and Technical Servi	9,028	10,613	1,585	17.56%	1.63%
Management of Companies and Enterprises	2,160	2,225	65	3.01%	.3%
Administrative and Support and Waste Manageme	6,857	7,374	517	7.54%	.73%
Educational Services	25,747	28,762	3,015	11.71%	1.11%
Health Care and Social Assistance	22,911	27,502	4,591	20.04%	1.84%
Arts, Entertainment, and Recreation	2,899	3,251	352	12.14%	1.15%
Accommodation and Food Services	15,298	17,122	1,824	11.92%	1.13%
Other Services (except Public Administration)	6,773	7,379	606	8.95%	.86%

Note: Asterisks (***) indicate non-disclosable data.

Projections data is for Piedmont Workforce Network (LWDA VI). No data available for Charlottesville city.

Source: Virginia Employment Commission, Economic Information & Analytics, Long Term Industry and Occupational Projections, 2014-2024.

Industry Employment and Projections

Short Term

		Employment		Percen	t
_	Estimated 2015	Projected 2017	Change	Total	Annual
Total, All Industries	3,977,496	4,093,656	116,160	2.92%	1.45%
Agriculture, Forestry, Fishing and Hunting	4,210	4,433	223	5.3%	2.61%
Mining, Quarrying, and Oil and Gas Extraction	6,805	5,869	-936	-13.75%	-7.13%
Utilities	10,717	10,695	-22	21%	1%
Construction	185,026	195,598	10,572	5.71%	2.82%
Manufacturing	232,632	233,073	441	.19%	.09%
Wholesale Trade	110,001	111,188	1,187	1.08%	.54%
Retail Trade	412,345	421,889	9,544	2.31%	1.15%
Transportation and Warehousing	112,837	117,619	4,782	4.24%	2.1%
Information	69,554	68,654	-900	-1.29%	65%
Finance and Insurance	131,712	136,266	4,554	3.46%	1.71%
Real Estate and Rental and Leasing	52,593	53,535	942	1.79%	.89%
Professional, Scientific, and Technical Servi	394,584	409,625	15,041	3.81%	1.89%
Management of Companies and Enterprises	74,086	75,252	1,166	1.57%	.78%
Administrative and Support and Waste Manageme	224,339	236,780	12,441	5.55%	2.74%
Educational Services	365,350	372,071	6,721	1.84%	.92%
Health Care and Social Assistance	427,570	446,476	18,906	4.42%	2.19%
Arts, Entertainment, and Recreation	56,096	57,991	1,895	3.38%	1.68%
Accommodation and Food Services	334,516	349,857	15,341	4.59%	2.27%
Other Services (except Public Administration)	133,850	136,332	2,482	1.85%	.92%

Note: Asterisks (***) indicate non-disclosable data.

Projections data is for Virginia Statewide. No data available for Charlottesville city.

Source: Virginia Employment Commission, Economic Information & Analytics, Short Term Industry and Occupational Projections, 2015-2017.

Occupation Employment and Projections

Long Term

	1	Employment			Openings	
	Estimated 2014	Projected 2024	% Change	Replace -ments	Growth	Total
Total, All Occupations	167,208	184,916	10.59%	3,896	1,870	5,766
Management Occupations	7,131	7,733	8.44%	164	63	227
Business and Financial Operations Occupations	8,427	9,539	13.2%	168	112	280
Computer and Mathematical Occupations	4,983	5,718	14.75%	72	75	147
Architecture and Engineering Occupations	2,066	2,109	2.08%	49	10	59
Life, Physical, and Social Science Occupations	2,513	2,758	9.75%	66	27	93
Community and Social Service Occupations	2,361	2,673	13.21%	52	31	83
Legal Occupations	1,227	1,350	10.02%	22	12	34
Education, Training, and Library Occupations	15,058	17,014	12.99%	314	196	510
Arts, Design, Entertainment, Sports, and Media Occupations	2,982	3,137	5.2%	78	19	97
Healthcare Practitioners and Technical Occupations	11,870	13,916	17.24%	266	205	471
Healthcare Support Occupations	4,096	5,225	27.56%	90	113	203
Protective Service Occupations	3,931	4,349	10.63%	88	42	130
Food Preparation and Serving Related Occupations	14,566	16,604	13.99%	547	208	755
Building and Grounds Cleaning and Maintenance Occupations	6,402	6,950	8.56%	130	55	185
Personal Care and Service Occupations	7,202	8,219	14.12%	146	104	250
Sales and Related Occupations	18,506	19,890	7.48%	548	143	691
Office and Administrative Support Occupations	23,247	24,736	6.41%	482	193	675
Farming, Fishing, and Forestry Occupations	883	969	9.74%	22	9	31
Construction and Extraction Occupations	9,185	10,154	10.55%	139	97	236
Installation, Maintenance, and Repair Occupations	5,756	6,332	10.01%	131	63	194
Production Occupations	5,564	5,586	.4%	119	22	141
Transportation and Material Moving Occupations	9,252	9,955	7.6%	201	73	274

Note: Asterisks (***) indicate non-disclosable data.

Projections data is for Piedmont Workforce Network (LWDA VI). No data available for Charlottesville city.

Source: Virginia Employment Commission, Economic Information & Analytics, Long Term Industry and Occupational Projections, 2014-2024.

Occupation Employment and Projections

Short Term

		Employment			Openings	
	Estimated 2015	Projected 2017	% Change	Replace -ments	Growth	Total
Total, All Occupations	3,977,496	4,093,656	2.92%	92,736	59,171	151,907
Management Occupations	211,684	216,918	2.47%	4,446	2,618	7,064
Business and Financial Operations Occupations	276,201	284,397	2.97%	4,962	4,098	9,060
Computer and Mathematical Occupations	203,891	212,732	4.34%	2,536	4,451	6,987
Architecture and Engineering Occupations	78,184	79,032	1.08%	1,861	488	2,349
Life, Physical, and Social Science Occupations	33,613	34,156	1.62%	820	278	1,098
Community and Social Service Occupations	53,847	56,057	4.1%	1,101	1,105	2,206
Legal Occupations	43,892	44,747	1.95%	712	428	1,140
Education, Training, and Library Occupations	243,781	249,029	2.15%	5,092	2,624	7,716
Arts, Design, Entertainment, Sports, and Media Occupations	61,233	62,553	2.16%	1,408	678	2,086
Healthcare Practitioners and Technical Occupations	205,158	211,360	3.02%	4,160	3,102	7,262
Healthcare Support Occupations	90,672	94,357	4.06%	1,859	1,842	3,701
Protective Service Occupations	105,361	107,514	2.04%	2,354	1,081	3,435
Food Preparation and Serving Related Occupations	327,173	342,449	4.67%	14,249	7,644	21,893
Building and Grounds Cleaning and Maintenance Occupations	151,649	157,036	3.55%	2,839	2,694	5,533
Personal Care and Service Occupations	155,803	163,251	4.78%	3,230	3,728	6,958
Sales and Related Occupations	423,418	432,998	2.26%	13,691	4,790	18,481
Office and Administrative Support Occupations	554,516	566,160	2.1%	11,737	5,962	17,699
Farming, Fishing, and Forestry Occupations	6,868	7,147	4.06%	168	141	309
Construction and Extraction Occupations	187,792	195,659	4.19%	2,884	4,098	6,982
Installation, Maintenance, and Repair Occupations	152,257	156,081	2.51%	3,384	2,080	5,464
Production Occupations	181,313	183,120	1%	3,937	1,364	5,301
Transportation and Material Moving Occupations	229,190	236,903	3.37%	5,304	3,878	9,182

Note: Asterisks (***) indicate non-disclosable data.

Projections data is for Virginia Statewide. No data available for Charlottesville city.

Source: Virginia Employment Commission, Economic Information & Analytics, Short Term Industry and Occupational Projections, 2015-2017.

Growth Oc	cupations
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		Employment		Average	Annual Open	ings	
	Estimated 2014	Projected 2024	% Change	Replace -ments	Growth	Total	Average Annual Salary
Physical Therapist Assistants	77	114	48.05%	2	4	6	\$56,024
Physical Therapists	333	489	46.85%	9	16	25	\$87,833
Personal Financial Advisors	369	536	45.26%	9	17	26	\$152,076
Home Health Aides	347	499	43.8%	8	15	23	\$23,010
Statisticians	95	131	37.89%	2	4	6	\$97,524
Physician Assistants	90	124	37.78%	2	3	5	\$83,600
Veterinary Technologists and Technicians	78	105	34.62%	1	3	4	\$38,955
Nurse Practitioners	267	353	32.21%	6	9	15	\$97,351
Optometrists	89	117	31.46%	3	3	6	\$117,238
Occupational Therapists	140	184	31.43%	3	4	7	\$92,319
Clinical, Counseling, and School Psychologists	199	260	30.65%	4	6	10	\$104,918
Medical Assistants	423	543	28.37%	9	12	21	\$32,594
Nursing Assistants	2,018	2,569	27.3%	46	55	101	\$26,487
Law Teachers, Postsecondary	***	***	***	***	***	***	N/A
Web Developers	234	297	26.92%	3	6	9	\$66,404
Photographers	96	121	26.04%	2	2	4	\$60,178
Information Security Analysts	158	198	25.32%	2	4	6	\$94,073
Diagnostic Medical Sonographers	91	114	25.27%	2	2	4	\$63,641
Licensed Practical and Licensed Vocational Nurses	1,099	1,375	25.11%	31	28	59	\$43,480
Veterinarians	371	463	24.8%	6	9	15	\$109,541

Note: Asterisks (***) indicate non-disclosable data. Projections and OES wage data are for Piedmont Workforce Network (LWDA VI). No data available for Charlottesville city.

Source: Virginia Employment Commission, Economic Information & Analytics, Long Term Industry and Occupational Projections, 2014-2024

Occupational Employment Statistics (OES) Survey, 2016.

Declining Occupations

	[Employment		(Openings	
	Estimated 2014	Projected 2024	% Change	Replace -ments	Growth	Total
Switchboard Operators, Including Answering Service	109	74	-32.11%	1	0	1
Postal Service Clerks	135	92	-31.85%	2	0	2
Postal Service Mail Carriers	342	235	-31.29%	7	0	7
Travel Agents	***	***	***	***	***	***
Travel Guides	***	***	***	***	***	***
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	***	***	***	***	***	***
Nuclear Engineers	***	***	***	***	***	***
Telecommunications Line Installers and Repairers	140	126	-10%	3	0	3
Mail Clerks and Mail Machine Operators, Except Postal Service	244	221	-9.43%	5	0	5
Air Traffic Controllers	***	***	***	***	***	***
Electrical Engineers	165	153	-7.27%	4	0	4
Social Scientists and Related Workers, All Other	327	304	-7.03%	4	0	4
Computer Programmers	246	230	-6.5%	6	0	6
Bookkeeping, Accounting, and Auditing Clerks	2,204	2,063	-6.4%	22	0	22
Telecommunications Equipment Installers and Repairers, Except Line Installers	162	152	-6.17%	2	0	2
HelpersProduction Workers	134	126	-5.97%	4	0	4
Electronics Engineers, Except Computer	153	144	-5.88%	3	0	3
Transportation, Storage, and Distribution Managers	167	158	-5.39%	4	0	4
Electrical and Electronics Engineering Technicians	120	114	-5%	3	0	3
Surveying and Mapping Technicians	***	***	***	***	***	***

Note: Asterisks (***) indicate non-disclosable data.

Projections data is for Piedmont Workforce Network (LWDA VI). No data available for Charlottesville city.

Source: Virginia Employment Commission, Economic Information & Analytics, Long Term Industry and Occupational Projections, 2014-2024.

Consumer Price Index (CPI)

All Urban Consumers (CPI-U)

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	Ann.	% chg
2007	202.416	203.499	205.352	206.686	207.949	208.352	208.299	207.917	208.490	208.936	210.177	210.036	207.342	2.8
2008	211.080	211.693	213.528	214.823	216.632	218.815	219.964	219.086	218.783	216.573	212.425	210.228	215.303	3.8
2009	211.143	212.193	212.709	213.240	213.856	215.693	215.351	215.834	215.969	216.177	216.330	215.949	214.537	-0.4
2010	216.687	216.741	217.631	218.009	218.178	217.965	218.011	218.312	218.439	218.711	218.803	219.179	218.056	1.6
2011	220.223	221.309	223.467	224.906	225.964	225.722	225.922	226.545	226.889	226.421	226.230	225.672	224.939	3.2
2012	226.665	227.663	229.392	230.085	229.815	229.478	229.104	230.379	231.407	231.317	230.221	229.601	229.594	2.1
2013	230.280	232.166	232.773	232.531	232.945	233.504	233.596	233.877	234.149	233.546	233.069	233.049	232.957	1.5
2014	233.916	234.781	236.293	237.072	237.900	238.343	238.250	237.852	238.031	237.433	236.151	234.812	236.736	1.6
2015	233.707	234.722	236.119	236.599	237.805	238.638	238.654	238.316	237.945	237.838	237.336	236.525	237.017	0.1
2016	236.916	237.111	238.132	239.261	240.229	241.018	240.628	240.849	241.428	241.729	241.353	241.432	240.007	1.3
2017	242.839	243.603	243.801	244.524	244.733	244.955	244.786	245.519	246.819					

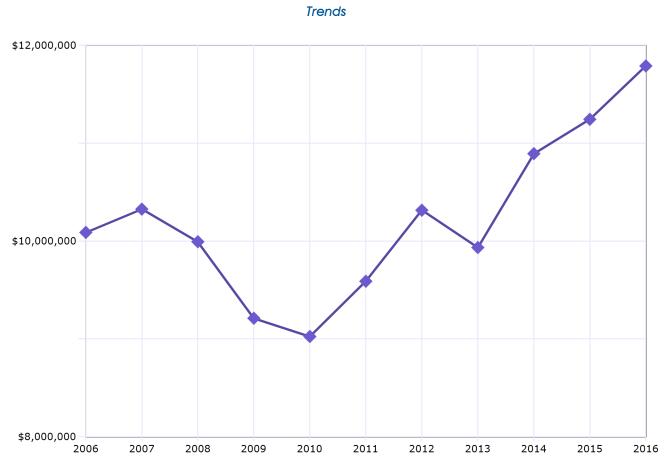
Urban Wage Earners and Clerical Workers (CPI-W)

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	Ann.	% chg
2007	197.559	198.544	200.612	202.130	203.661	203.906	203.700	203.199	203.889	204.338	205.891	205.777	202.767	2.9
2008	206.744	207.254	209.147	210.698	212.788	215.223	216.304	215.247	214.935	212.182	207.296	204.813	211.053	4.1
2009	205.700	206.708	207.218	207.925	208.774	210.972	210.526	211.156	211.322	211.549	212.003	211.703	209.630	-0.7
2010	212.568	212.544	213.525	213.958	214.124	213.839	213.898	214.205	214.306	214.623	214.750	215.262	213.967	2.1
2011	216.400	217.535	220.024	221.743	222.954	222.522	222.686	223.326	223.688	223.043	222.813	222.166	221.575	3.6
2012	223.216	224.317	226.304	227.012	226.600	226.036	225.568	227.056	228.184	227.974	226.595	225.889	226.229	2.1
2013	226.520	228.677	229.323	228.949	229.399	230.002	230.084	230.359	230.537	229.735	229.133	229.174	229.324	1.4
2014	230.040	230.871	232.560	233.443	234.216	234.702	234.525	234.030	234.170	233.229	231.551	229.909	232.771	1.5
2015	228.294	229.421	231.055	231.520	232.908	233.804	233.806	233.366	232.661	232.373	231.721	230.791	231.810	-0.4
2016	231.061	230.972	232.209	233.438	234.436	235.289	234.771	234.904	235.495	235.732	235.215	235.390	234.076	1.0
2017	236.854	237.477	237.656	238.432	238.609	238.813	238.617	239.448	240.939					

Note: CPI data is for the United States only. No data available for Charlottesville city.

The CPI-U includes expenditures by urban wage earners and clerical workers, professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, retirees and others not in the labor force. The CPI-W only includes expenditures by those in hourly wage earning or clerical jobs.

Source: Bureau of Labor Statistics, Consumer Price Indexes (CPI) Program.

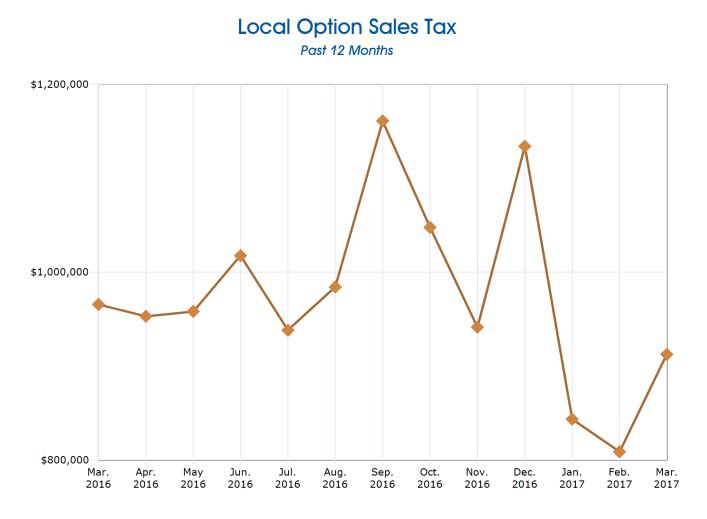


Local	Option	Sales	Tax

	Charlottesville city	Virginia
2006	\$10,088,720	\$1,028,544,074
2007	\$10,326,602	\$1,056,766,678
2008	\$9,993,615	\$1,032,815,078
2009	\$9,211,894	\$979,594,664
2010	\$9,025,490	\$992,820,512
2011	\$9,589,831	\$1,035,981,229
2012	\$10,315,429	\$1,080,663,042
2013	\$9,934,405	\$1,093,292,668
2014	\$10,893,614	\$1,131,194,860
2015	\$11,244,310	\$1,179,611,271
2016	\$11,789,676	\$1,202,257,995

Note: This data is based on Virginia sales tax revenues deposited, rather than the actual taxable sales figures as reported on a dealer's return.

Source: Virginia Department of Taxation, Revenue Forecasting.



	Charlottesville city	Virginia
Mar. 2016	\$965,807	\$103,129,428
Apr. 2016	\$953,223	\$96,492,946
May 2016	\$958,380	\$99,084,148
Jun. 2016	\$1,017,698	\$106,933,368
Jul. 2016	\$938,360	\$99,245,902
Aug. 2016	\$984,312	\$100,841,437
Sep. 2016	\$1,161,100	\$101,173,002
Oct. 2016	\$1,047,753	\$102,651,090
Nov. 2016	\$941,576	\$100,777,400
Dec. 2016	\$1,134,051	\$122,141,874
Jan. 2017	\$843,728	\$86,952,366
Feb. 2017	\$808,982	\$88,897,947
Mar. 2017	\$912,688	\$105,638,212

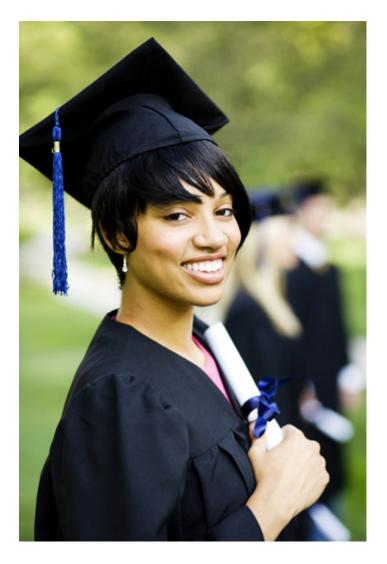
Note: This data is based on Virginia sales tax revenues deposited, rather than the actual taxable sales figures as reported on a dealer's return.

Source: Virginia Department of Taxation, Revenue Forecasting.

IV. Education Profile

Overview

The Education Profile for Charlottesville city provides an assortment of data collected from the United States Census Bureau and the National Center for Education Statistics (NCES).



Related Terms and Definitions

Associate's degree

An award that normally requires at least two but less than four years of full-time equivalent college work.

Bachelor's degree

An award that normally requires at least four but not more than five years of full-time equivalent college-level work.

Post-baccalaureate certificate

An award that requires completion of an organized program of study equivalent to 18 semester credit hours beyond the bachelor's. It is designed for persons who have completed a bachelor's degree, but do not meet the requirements of a master's degree.

Master's degree

An award that requires the successful completion of a program of study of at least the full-time equivalent of one but not more than two academic years of work beyond the bachelor's degree.

Post-master's certificate

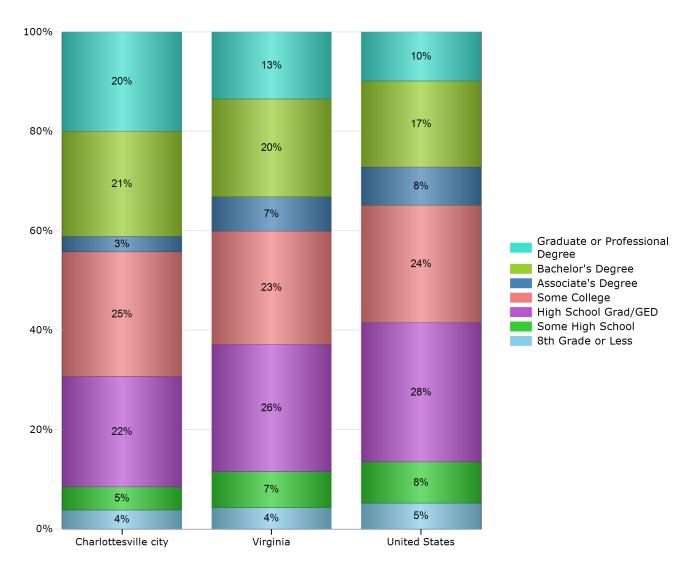
An award that requires completion of an organized program of study equivalent to 24 semester credit hours beyond the master's degree, but does not meet the requirements of academic degrees at the doctor's level.

Doctor's degree

The highest award a student can earn for graduate study.

First-professional degree

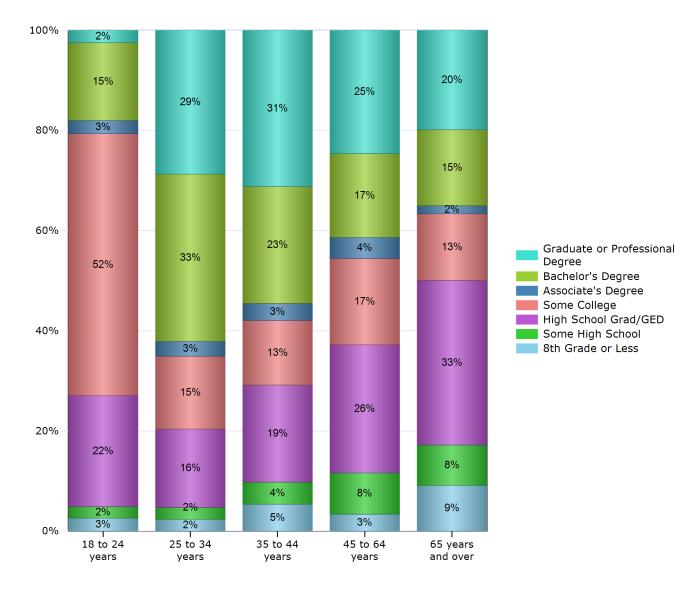
An award that requires completion of a program that meets all of the following criteria: (1) completion of the academic requirements to begin practice in the profession; (2) at least two years of college work prior to entering the program; and (3) a total of at least six academic years of college work to complete the degree program, including prior required college work plus the length of the professional program itself.



Educational Attainment

(Population 18 years and over)

	Charlottesville city	Virginia	United States
8th Grade or Less	1,453	275,329	12,639,425
Some High School	1,777	464,075	20,093,117
High School Grad/GED	8,477	1,633,105	68,044,371
Some College	9,572	1,457,887	57,431,237
Associate's Degree	1,190	440,219	18,586,866
Bachelor's Degree	8,081	1,258,661	42,027,629
Graduate or Professional Degree	7,627	862,686	24,008,551
	38,177	6,391,962	242,831,196

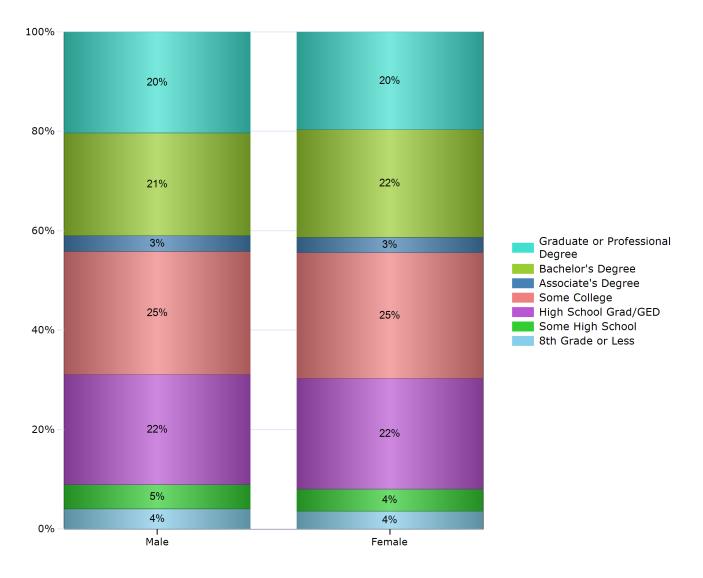


Educational Attainment by Age

	18 - 24	25 - 34	35 - 44	45 - 64	65+	Total
8th Grade or Less	270	216	280	310	377	1,453
Some High School	235	223	229	755	335	1,777
High School Grad/GED	2,304	1,452	1,009	2,350	1,362	8,477
Some College	5,420	1,349	672	1,581	550	9,572
Associate's Degree	281	275	177	389	68	1,190
Bachelor's Degree	1,606	3,098	1,214	1,535	628	8,081
Graduate or Professional Degree	258	2,663	1,624	2,259	823	7,627
	10,374	9,276	5,205	9,179	4,143	38,177

Educational Attainment by Gender

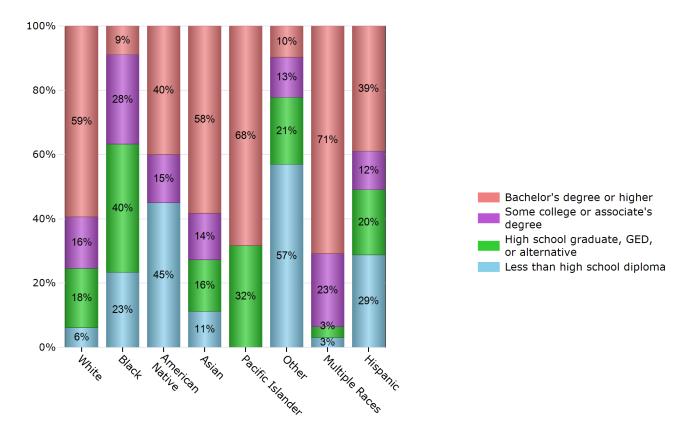
(Population 18 years and over)



	Male	Female	Total
8th Grade or Less	735	718	1,453
Some High School	888	889	1,777
High School Grad/GED	4,021	4,456	8,477
Some College	4,502	5,070	9,572
Associate's Degree	578	612	1,190
Bachelor's Degree	3,748	4,333	8,081
Graduate or Professional Degree	3,694	3,933	7,627
	18,166	20,011	38,177



(Population 25 years and over)



	Less than high school diploma	High school grad, GED, or alternative	Some college or associate's degree	Bachelor's degree or higher	Tota
e					
White	1,269	3,814	3,303	12,262	20,648
Black or African American	1,230	2,102	1,462	473	5,267
American Indian or Alaska Native	27	0	9	24	60
Asian	146	210	189	760	1,305
Native Hawaiian/Pacific Islander	0	19	0	41	60
Other	41	15	9	7	72
Multiple Races	12	13	89	277	391
nicity					
Hispanic or Latino (of any race)	334	235	139	452	1,160
	3,059	6,408	5,200	14,296	28,963

Graduate Data Trends

Charlottesville city

	Cert. <1 yr.	Cert. 1-2 yrs.	Assoc.	Cert. 2-4 yrs.	ВА	Cert. Post-BA	МА	Cert. Post-MA	Ph.D.	1st Prof.
2003	57	19	173		3447		1294	42	277	480
2004	28	23	198		3416		1459	42	285	493
2005	25	19	222		3578		1447	66	275	485
2006	42	24	204		3976		1579	52	303	513
2007	32	17	215		4026		1532	45	335	504
2008	158	17	197		3419		1692	53	375	532
2009	97									
2010		135								
2011		67			3637		1616	32	421	512
2012	140				3726	42	1742	33	393	511
2013	74				3738	114	1635	60	399	509

Note: This table only reflects degrees completed from institutions within Charlottesville city

Virginia Statewide

	Cert. <1 yr.	Cert. 1-2 yrs.	Assoc.	Cert. 2-4 yrs.	ВА	Cert. Post-BA	МА	Cert. Post-MA	Ph.D.	1st Prof.
2003	5,245	3,079	11,174	97	32,635	178	9,948	447	974	2,133
2004	4,465	3,772	11,400	76	33,392	247	10,487	360	1,033	2,407
2005	3,983	3,831	11,833	77	34,615	476	11,255	251	1,268	2,496
2006	4,213	4,298	14,431	102	39,247	608	12,429	225	1,440	2,490
2007	4,478	3,686	15,519	116	40,381	650	12,781	252	1,516	2,626
2008	5,197	3,813	16,207	134	39,160	725	13,802	334	1,080	2,168
2009	6,259	4,587	17,179	85	40,233	756	15,445	300	925	2,064
2010	7,648	8,158	21,014	374	45,361	915	18,889	601	2,100	2,598
2011	6,972	12,557	24,306	473	49,109	1,055	20,697	727	2,329	2,658
2012	8,825	12,801	26,199	620	53,051	1,215	21,516	686	2,095	3,298
2013	8,153	12,179	25,854	484	54,778	1,067	22,782	706	2,230	2,963

Source: U.S. Department of Education, Institute of Education Sciences (IES).

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www.VirginiaLMI.com



Training Providers

University of Virginia-Main Campus

1827 University Avenue Charlottesville, VA 22903 Phone: (434) 924-0311 http://www.virginia.edu/ Number of 2013 graduates: 6,455

Germanna Community College

2130 Germanna Hwy Locust Grove, VA 22508 Phone: (540) 423-9030 http://www.germanna.edu Number of 2013 graduates: 1,712

Piedmont Virginia Community College

501 College Drive Charlottesville, VA 22902 Phone: (434) 977-3900 http://www.pvcc.edu Number of 2013 graduates: 824

Virginia School of Massage

153 Zan Road Charlottesville, VA 22901 Phone: (434) 293-4031 http://www.steinered.com/ Number of 2013 graduates: 74

Source: U.S. Department of Education, Institute of Education Sciences (IES), 2013.