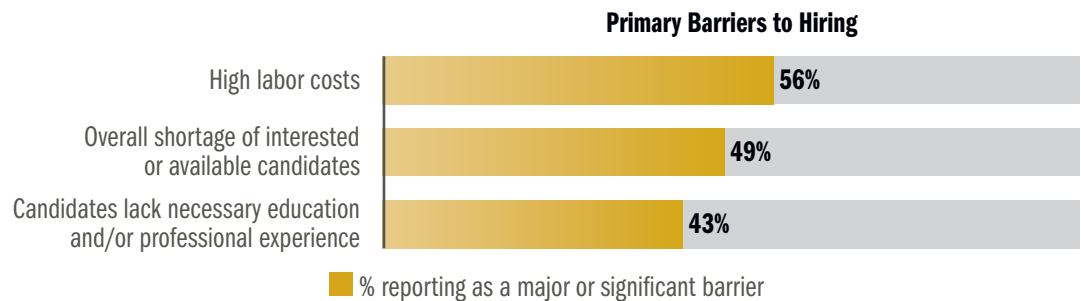
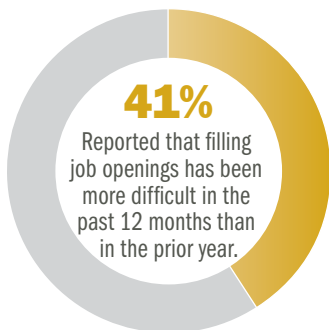


2024 NORTHERN VIRGINIA WORKFORCE INDEX

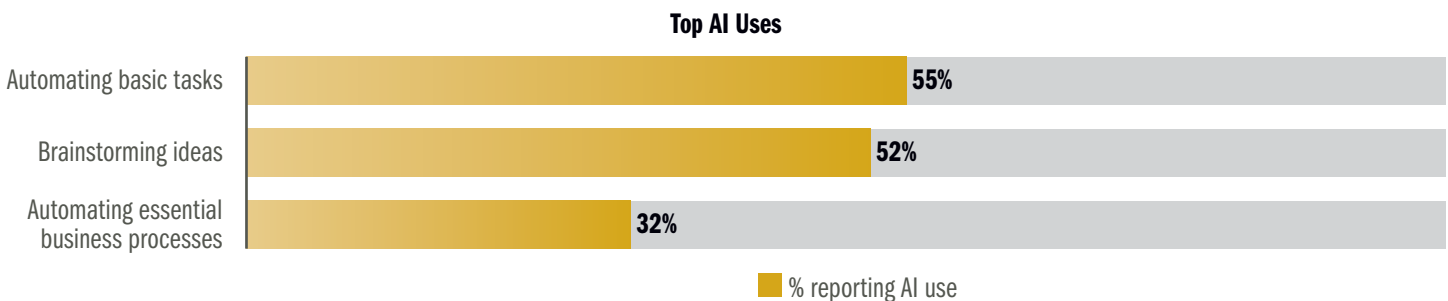
Executive Summary

Our recent survey of over 260 regional business leaders found that ...

High labor costs, coupled with a persistent shortage of qualified candidates, continue to pose significant challenges for businesses in Northern Virginia when it comes to both hiring and retaining top talent.



Less than half of businesses in the region have adopted artificial intelligence (AI) in their workplace. However, over half of businesses anticipate their AI usage to increase in the next few years. Of the businesses that are already using AI, the majority use it for automation and brainstorming purposes.



44%

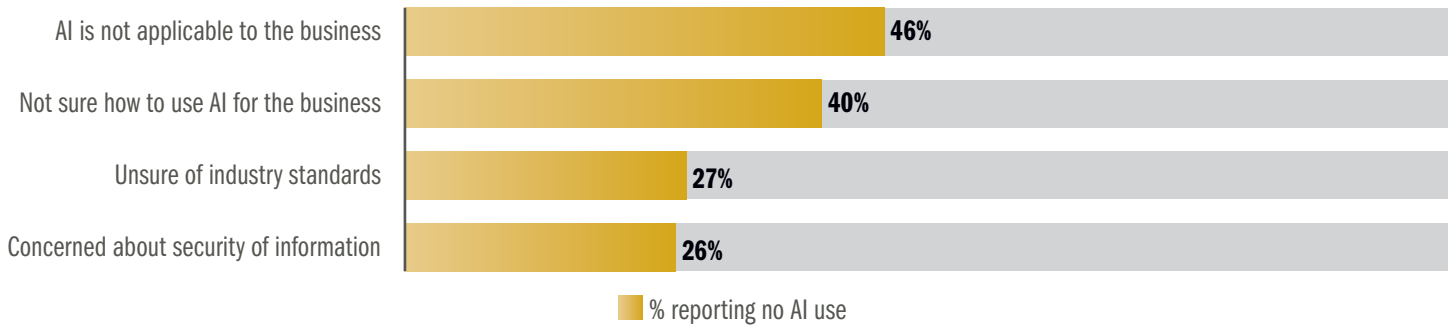
Reported using AI in the past 12 months.

59%

Anticipate their business's AI use to increase in the next 1-3 years.

Businesses often hesitate to adopt AI because of uncertainty and concerns about data security. Even companies that have adopted AI face challenges related to the use of sensitive information and appropriate utilization of AI by employees.

Top Reasons for Not Using AI



51%

Have significant concerns regarding use of sensitive information with AI.

25%

Have significant concerns about appropriate business use of AI by employees.

Employers in Northern Virginia still rely on formal educational credentials as part of the hiring process.

25%

Require at least a bachelor's degree when hiring for entry-level positions.

44%

Are rarely or never willing to accept equivalent professional experience in lieu of a degree.

The *Northern Virginia Workforce Index*, originally developed in 2021 through a partnership between NVC and Northern Virginia Community College, is an annual employer survey and report that provides data on employer sentiment and workforce practices specific to the Northern Virginia region.

To download a copy of the full 2024 Workforce Index Report, please visit: nvcbusiness.org/northern_virginia_workforce_index

