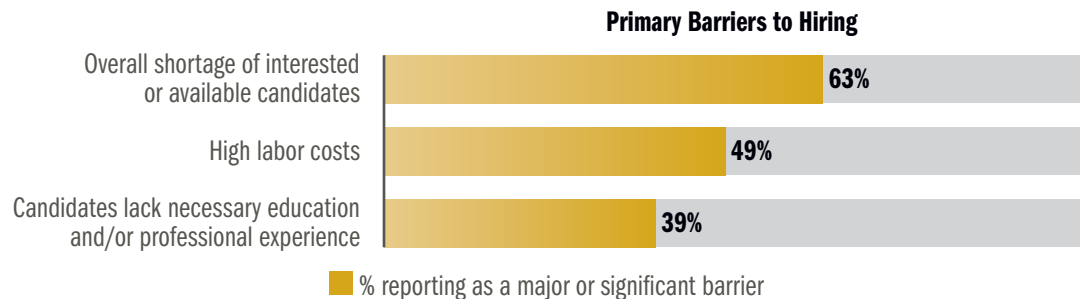
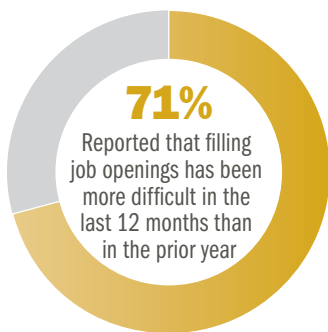


2022 NORTHERN VIRGINIA WORKFORCE INDEX

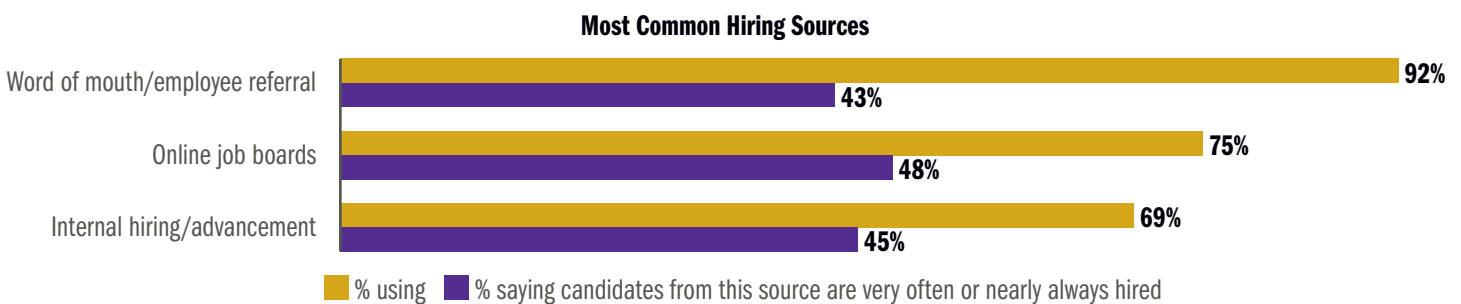
Executive Summary

Our recent survey of over 230 regional business leaders found that...

A tight labor market and high labor costs have made hiring and retaining talent an ongoing challenge for many businesses in Northern Virginia.



Businesses continue to rely on online job boards, internal hiring, and employee referrals to recruit talent. Work-based learning approaches such as internships and apprenticeships are underutilized and offer prime opportunities to expand recruitment.



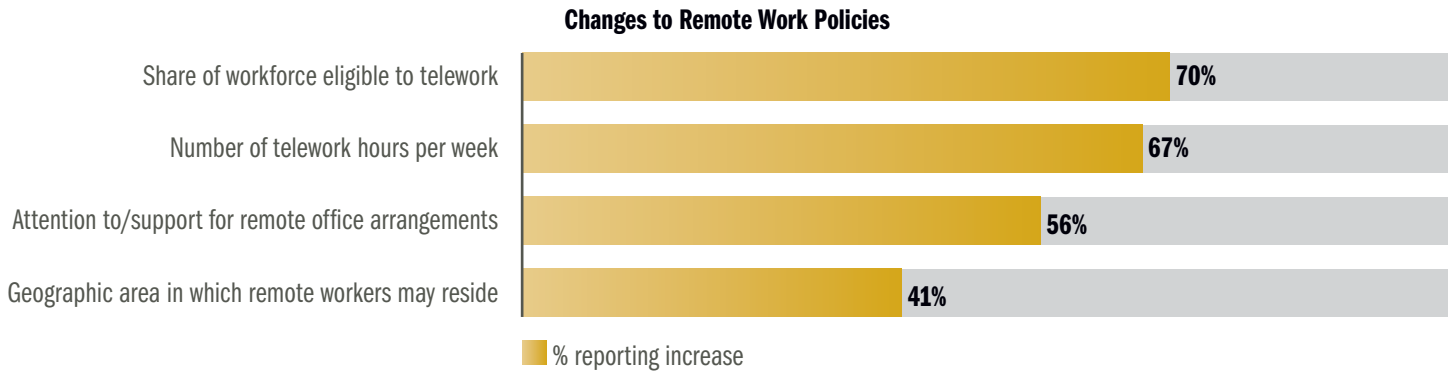
49%

Reported employing at least one intern over the past 12 months

15%

Recruit through apprenticeships

Despite the easing of COVID-19 restrictions, remote work is still top of mind for businesses.



Professional services businesses in the region that have increased the share of their workforce that is eligible for telework since early 2020 had, on average, fewer resignations over the past 12 months than businesses that reduced eligibility or kept it the same.

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

25%

Consider level of education to be very important or essential when making hiring decisions

42%

Are rarely or never willing to accept equivalent professional experience

Although employment has largely returned to pre-pandemic levels, the economic outlook, both regionally and nationally, remains uncertain. A tight labor market, high labor costs, and high inflation are making it more difficult for businesses in Northern Virginia to hire and retain talent. However, many hiring approaches that could address these challenges remain underutilized.

The *Northern Virginia Workforce Index*, originally developed in 2021 through a partnership between the Northern Virginia Chamber of Commerce and Northern Virginia Community College (NOVA), 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 2022 *Workforce Index Report*, please visit:

www.novachamber.org/northern_virginia_workforce_index

