



GO VIRGINIA REGION 8: ECONOMIC GROWTH & DIVERSIFICATION PLAN: 2025 FULL REVIEW

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Acknowledgments

This work would not be possible without the contributions of the individuals and organizations who provided insight and experience in guiding the collection, synthesis, and presentation of the information contained herein. Thank you especially to the Region 8 Regional Council members for their valuable contributions to this plan. The partnership and collaboration exhibited throughout this region drives both economic growth and the success of the GO Virginia program.

Special thanks to GO Virginia Region 8 Executive Director Alison Varner-Denbigh and the Growth & Diversification Committee members for their guidance and contributions:

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Introduction

In compliance with the 2016 Growth and Opportunity Act, the GO Virginia Region 8 Council updated its Growth and Diversification Plan during the 2025 calendar year. This report aligns with the guidance issued by the Department of Housing and Community Development (DHCD) for this Growth and Diversification Plan update.

The Plan's development was shaped by a three-pronged stakeholder engagement process to ensure broad-based engagement and informed decision-making.

- **Growth & Diversification Committee:** Comprised of GO Virginia Region 8 Council Members, provided strategic oversight throughout the planning process, bringing diverse regional perspectives and deep knowledge of local economic conditions to ensure alignment with broader regional priorities.
- **Stakeholder Survey:** To broaden stakeholder participation beyond the committee, Region 8 conducted a comprehensive survey that provided regional economic development stakeholders with opportunity to offer input on the region's targeted industries and investment priorities, ensuring that the plan reflects on-the-ground insights from practitioners.
- **Industry Focus Groups & Interviews:** A series of targeted focus groups and one-on-one interviews with industry representatives from each targeted sector provided critical insights into the specific challenges, opportunities, and market dynamics these industries are currently facing.

This multi-layered stakeholder engagement approach ensured that the final plan reflects both empirical data analysis and practical knowledge from the business community, economic development professionals, and regional leadership who will ultimately be responsible for implementing these strategic initiatives.

Data was compiled from multiple sources including JobsEQ, Virginia Economic Development Partnership (VEDP), and the Census Bureau. The planning process also included a review of existing regional economic and workforce development plans such as to incorporate key elements and recurring themes into this Plan. Special attention was given to the themes presented in the original Growth and Diversification Plan, currently funded projects, and evolving GO Virginia program guidance.

Ultimately, the Plan provides a robust exploration of the challenges and opportunities facing the Shenandoah Valley and establishes strategic priorities that will guide targeted investments in Region 8's long-term economic vitality.

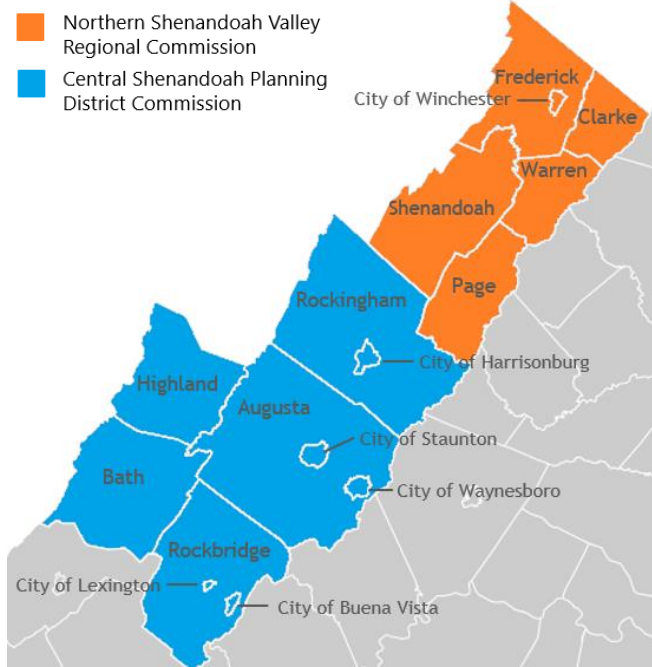
About Region 8

Region 8 is located in the Shenandoah Valley area of Virginia and comprised of 16 localities, as shown in the map.

Region 8 is home to two planning district organizations: Central Shenandoah Planning District Commission (CSPDC) and the Northern Shenandoah Valley Regional Commission (NSVRC). The Central Shenandoah Planning District Commission is comprised of Rockingham County, City of Harrisonburg, Highland County, Augusta County, City of Staunton, City of Waynesboro, Bath County, Rockbridge County, City of Lexington, and City of Buena Vista. The Northern Shenandoah Valley Regional Commission is comprised of Frederick County, City of Winchester, Clarke County, Shenandoah County, Warren County and Page County.

While the area is divided into two separate planning districts, Region 8 is fortunate to be served by one single workforce development entity – the Shenandoah Valley Workforce Development Board (SVWDB).

Region 8 Localities



About GO Virginia



GO Virginia is an initiative by Virginia's senior business leaders to foster private-sector growth and job creation through state incentives for regional collaboration by business, education, and government. The program works to create high-paying jobs by incentivizing strategic partnerships in every region of the Commonwealth. The initiative operates through a structured framework where the Growth & Opportunity Board awards funding to projects submitted by Regional Councils, with administrative support from the Virginia Department of Housing and Community Development. By serving as both catalyst and partner, state government facilitates this collaborative approach to diversify and strengthen Virginia's economy through coordinated, job-focused efforts.

Targeted Industries

GO Virginia strategically focuses on traded sector industries as these industries form the economic foundation that drives regional prosperity and sustainable growth. Traded sector companies—those that sell goods and services outside their local region and compete in national or international markets—bring new money into Virginia's communities rather than simply circulating existing local dollars. These industries typically offer higher wages and create multiplier effects that support additional local jobs. By concentrating resources on attracting and growing traded sectors, GO Virginia ensures that its investments generate maximum economic impact, creating the high-paying jobs and competitive advantages for Virginia to thrive.

Region 8 identified specific targeted industry sectors to guide future economic development initiatives. These sectors were selected based on a comprehensive quantitative and qualitative analysis of key industry criteria with a particular emphasis on:

- Industries that demonstrate strong current or projected employment growth
- Industries that have high earnings potential for workers
- Industries that are export-oriented

The selected sectors capitalize on Region 8's economic strengths and established assets, including its skilled workforce, robust infrastructure, innovation capacity, and entrepreneurial ecosystem. While Region 8 maintains a relatively diversified economic base, these targeted sectors represent strategic opportunities to accelerate growth and enhance the region's competitive position in the marketplace.

The five targeted industry sectors for Region 8 are:

- Agriculture & Value-Added Food
- Transportation & Logistics
- Manufacturing
- Life Sciences
- Information Technology & Emerging Technology

Together the targeted industries account for 56,158 jobs or 22.2% of the region's employment and 35.3% of the region's job growth over the last 5 years.

Previous iterations of the Region 8 Growth & Diversification Plan included Business Services as a sixth targeted industry. However, based on a comprehensive review of investment outcomes and economic performance, Region 8 reclassified Business Services from a targeted industry to a secondary industry. This strategic adjustment reflects the fact that the region has yet to receive a grant application for a Business Services project in the last 8 years. Additionally, Business Services has demonstrated lower employment growth rates and maintains a lower location quotient compared to the region's other targeted industries. Repositioning Business Services as a secondary industry will enable Region 8 to focus its limited resources on sectors that demonstrate greater potential for near-term project development and economic impact.

Economic Performance

The economic performance analysis provides a comprehensive assessment of Region 8's financial health and competitive position, serving as a critical resource for business operators and investors evaluating development opportunities within the region. This section examines each targeted industry cluster through multiple performance indicators, including annual growth trends since the previous plan update, sector concentration levels across regional localities, five-year historical growth patterns, and two-year employment forecasts with projected demand.

The analysis incorporates recent VEDP announcements regarding new and expanding companies, plus the Virginia Business Readiness Site Program (VBRSP) that classifies site inventory data. Both help provide stakeholders with current insights into the region's economic trajectory and growth potential. Data-driven evaluation enables informed decision-making by demonstrating how Region 8's industries compete against regional and national benchmarks while identifying emerging opportunities for strategic investment.

Economic Overview

GO Virginia Region 8 has demonstrated consistent economic expansion, with total employment increasing by 4.4% over the past five years, representing an annual growth rate of 0.9%. As of 2024, the region supports a workforce of 253,188 employees across a diverse economic landscape encompassing 830 distinct industry classifications. This employment growth has been accompanied by corresponding wage increases, with average annual wages increasing by 8.3% between 2022 and 2024, reaching \$53,347 by the end of 2024 (see Table 1).

Table 1. Annual Average Wage from 2022-2024 by Region				
Region	2022	2023	2024	Percent Change
Region 8	\$49,277	\$51,561	\$53,547	8.3%
Central Shenandoah PDC	\$47,710	\$50,200	\$51,887	8.8%
Northern Shenandoah Valley RC	\$51,342	\$53,365	\$55,277	7.7%

The region's recent success is expected to continue as economic forecasting models project sustained employment growth of over 2,400 jobs (0.5%) annually over the next two years. Sectoral analysis of the region's 830 industry classifications also reveals a predominantly positive economic outlook. Approximately 70% of industries (580 sectors) are projected to experience growth ranging from 0.1% to 13.4%, demonstrating broad-based economic expansion across diverse industry segments. See Appendix A for the complete list of industries by NAICS Code in Region 8 with current, historical, and forecasted data for wages and employment growth.

Economic Development Announcements

Region 8's recent economic growth is exemplified by significant business attraction and expansion investments documented by the Virginia Economic Development Partnership (VEDP). From 2021 through 2024, the Shenandoah Valley secured 40 major business announcements, comprising 10 new establishments and 30 facility expansions. These investments generated \$981 million in total capital expenditure and created 2,815 new employment opportunities across the region (see Table 2).

Table 2. VEDP Announcements – Investment Activity by Year, 2021-2024					
Year	VEDP Announcements		Total Investment	Jobs Created	Notable Announcements
	New	Expansion			
2021	14		\$239 million	918	Included TFC Poultry, Modine Manufacturing Co., Cava Group, Nature's Touch Frozen Foods LLC, and Innovative Refrigeration Systems
	5	9			
2022	6		\$168 million	688	Included the largest single expansion with Amazon's 500-employee facility
	1	5			
2023	9		\$335 million	753	Included new German animal nutrition manufacturer and military tent manufacturer relocating headquarters from Nevada
	2	7			
2024	11		\$239 million	456	Included the most diverse sectoral activity with investments across agriculture, business services, transportation, and manufacturing
	2	9			

Source: <https://announcements.vedp.org/>

New business establishments contributed \$218 million (22.2% of total investment) and 572 jobs, while existing business expansions generated \$763 million (77.8% of total investment) and 2,243 jobs, demonstrating strong retention and growth of established regional employers. Of Region 8's targeted industries, Agriculture & Value-Added food led with \$480 million worth of investment (48.9% of total investment) with 990 new jobs (35.3%) since 2021. Manufacturing expansions accounted for \$342 million in new investment (34.9%) and 1,193 jobs, while Transportation & Logistics added \$149 million (15.2%) with 586 jobs (20.8%) through facility expansions – largely due to Amazon's 500-job distribution center in Augusta County. Investment activity was well-distributed geographically, with the Central Shenandoah Planning District capturing 25 projects and the Northern Shenandoah Valley Regional Commission securing 15

projects, reflecting balanced regional economic development. A complete list of all the announcements for 2021-2024 is available in Appendix B.

VBRSP Site Inventory Data

Maintaining a robust inventory of business-ready sites is an essential foundation for Region 8's long-term economic vitality. Targeted site-readiness improvements will preserve the competitive advantage that enabled the major investment announcements and business expansions documented previously. Site development priorities must be grounded in an understanding of the region's existing site portfolio. The Virginia Business Readiness Site Program (VBRSP) maintains a database of the region's industrial sites, categorizes sites into five tiers based on development readiness, from minimal infrastructure (Tier 1) to shovel-ready "Business Ready" status (Tier 5).

Locality	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Not Classified	Total
Augusta County	-	7	-	2	-	5	14
Bath County	-	-	-	1	-	-	1
Buena Vista City	-	1	-	-	-	1	2
Clarke County	-	-	-	-	-	-	-
Frederick County	-	1	2	-	-	4	7
Harrisonburg City	-	1	-	-	-	10	11
Highland County	-	-	-	-	-	-	-
Lexington City	-	-	-	-	-	-	-
Page County	-	-	-	-	-	-	-
Rockbridge County	-	2	-	-	-	6	8
Rockingham County	-	-	-	2	-	2	4
Shenandoah County	1	3	2	2	-	7	15
Staunton City	-	2	-	-	-	-	2
Warren County	1	2	-	1	-	2	6
Waynesboro City	-	3	1	-	-	1	5
Winchester City	-	-	-	-	-	-	-
Total	2	22	5	8	-	38	75

Region 8 maintains 75 business ready sites within the VBRSP database, as of February 2025. The regional portfolio encompasses approximately 8,189 acres of certified development-ready land, with individual sites ranging from 0.5 to 889 acres. This size diversity accommodates businesses from small-scale operations to major manufacturing facilities to distribution centers, with an average site size of 109 acres.

Tier 1 Sites: 2 sites (2.6%) Tier 1 sites are emerging opportunities with initial site identification and basic assessments completed. These sites require the most additional development work but offer cost-effective options for businesses with flexible timelines, typically supporting 24-36 month development schedules.

Tier 2 Sites: 22 sites (29.3%) Tier 2 sites represent good development opportunities with basic site preparation and preliminary assessments completed. While requiring additional development work, these sites offer viable options for businesses with moderate flexibility, typically supporting 18-24 month development schedules.

Tier 3 Sites: 5 sites (6.6%) Tier 3 sites provide substantial development readiness with most environmental and engineering studies completed, utility infrastructure identified and accessible, established development parameters, and proper zoning designations attained. These sites enable project timelines of 12-18 months from commitment to occupancy.

Tier 4 Sites: 8 sites (10.6%) These premium sites offer a high level of development readiness, featuring completed environmental assessments, utility infrastructure at or to the site boundary, comprehensive due diligence documentation, and full regulatory approvals. Tier 4 sites can typically accommodate facility construction within 6-12 months of project commitment.

Tier 5 Sites: 0 sites (0.0%) Site is considered “shovel ready” with all permits in place or identified such that building construction can begin as soon as necessary land disturbance permits can be obtained.

VEDP Unclassified Sites: 38 sites (50.6%) The region has 38 sites that have yet to be classified by VBRSP, representing emerging opportunities in the development pipeline, providing substantial future capacity for business expansion. The majority of these sites are along I-81 with six of the sites along either I-64 or I-66. They range from 0.5 acres to 300 acres and are zoned for various uses including Industrial, Business, Rural Residential, Agriculture, or Mixed-used.

As shown in Table 3, this portfolio spans across the region providing strategic options for prospective businesses across multiple industry sectors. Augusta and Shenandoah counties contain the highest concentrations of classified sites with 9 and 8 classified sites respectively. Meanwhile, the presence of development pipeline sites in Harrisonburg and other localities ensures continued capacity expansion in key urban and transportation corridors. In fact, 68 sites are located within 5 miles of an interstate corridor.

Table 4. Industrial Sites Zoned to Accommodate Each Targeted Industry							
	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Null	Total
Ag & Value-Added Food	2	18	3	8	0	30	61
IT & Emerging Technology	2	13	3	8	0	29	55
Life Sciences	2	15	3	8	0	24	52
Manufacturing	2	13	3	8	0	21	47
Transportation & Logistics	2	11	2	6	0	21	42

Region 8's current local zoning framework demonstrates strategic flexibility, permitting targeted industry uses either by right or through special use permit across the majority of identified sites. Agriculture & Value-Added Food Manufacturing operations are permissible on 61 of the region's 75 business-ready sites, while Information Technology & Emerging Technology uses are allowable on 55 sites, Life Sciences on 52 sites, Manufacturing on 47 sites, and Transportation & Logistics on 42 sites. This zoning distribution reflects deliberate planning to accommodate diverse industrial uses, supporting adequate land availability for each targeted sector's specific operational requirements.

However, the predominance of Tier 2 and unclassified sites presents both challenges and opportunities for strategic site development. The substantial number of lower-tier or unclassified properties indicates significant potential for pipeline expansion through targeted infrastructure investment, environmental assessment, and formal tier certification. This analysis underscores the importance of continued investment in site development, infrastructure enhancement, and VBRSP classification to ensure an adequate supply of development-ready locations across all targeted industries.

Targeted Industry Performance

Region 8's five targeted industry clusters represent specialized groups of related industries designed to drive employment growth and economic expansion. These targeted sectors account for 56,158 positions, comprising 22.2% of the region's total employment base of 253,188 jobs, demonstrating their significant contribution to the regional economy. The three largest targeted industries by employment—Agriculture & Value-Added Food, Transportation & Logistics, and Manufacturing —maintain competitive advantages within the region. Agriculture & Value-Added Food exhibits the highest concentration with a 3.19 location quotient, indicating substantially greater regional specialization compared to national averages. Transportation & Logistics leads in total employment with 18,155 workers, reflecting the region's strategic location and infrastructure capabilities. Information Technology & Emerging Technology commands the highest average annual wages at \$92,529 and projects the strongest employment growth at 1.2% over the next two years, earning its place as an aspirational growth sector. Collectively, Region 8's targeted industries are projected to achieve 0.6% annual growth over the next two years, generating demand for 12,928 total positions with an additional 726 new employees, positioning these sectors as key drivers of the region's economic development strategy.

Table 5. Summary of Region 8's Targeted Industry Clusters

NAICS	Industry	Current			5-Year History		2-Year Forecast		
		Empl	Avg Annual Wages	LQ	Empl Change	YOY % Growth	Total Demand	Empl Growth	YOY % Growth
4432	Ag & Value-Added Food	17,287	\$55,668	3.19	1,731	2.1%	4,296	250	0.7%
4096	Transportation & Logistics	18,155	\$59,369	1.40	2,789	3.4%	4,532	391	1.1%
4090	Manufacturing	16,107	\$59,494	1.38	-389	-0.5%	3,247	-14	0.0%
4433	Life Sciences	1,556	\$88,890	0.86	-264	-0.3%	316	28	0.1%
4089	IT & Emerging Technology	3,053	\$92,569	0.35	-72	-0.5%	534	71	1.2%
	Targeted Industries	56,158	\$66,155	1.4	3,795	1.4%	12,928	726	0.6%
	All Industries	253,188	\$53,347	1.00	10,762	0.9%	57,591	2,483	0.5%

Agriculture & Value-Added Food

The Agriculture & Value-Added Food cluster encompasses the production, processing, and manufacturing of agricultural products from their original state to higher-value finished goods. The sector includes but is not limited to livestock and crop production, food processing, specialty manufacturing techniques, and consumer packaging operations. Added as an amendment to Region 8's targeted industries in 2018, this sector exemplifies strategic collaboration between agriculture and manufacturing to leverage shared resources and create enhanced business opportunities.

Region 8 is home to five of Virginia's top agricultural production counties, with \$82.3 billion in annual economic impact and \$43.8 billion in value-added products. The Shenandoah Valley's fertile land, supportive land use policies, and robust infrastructure for irrigation, livestock processing, and goods transported, attracts agricultural operations and supports the region's farming heritage.

The cluster includes 58 industries employing 17,287 workers (6.8% of regional workforce), representing a 9.1% increase from 15,844 workers in 2021. With a location quotient of 3.19—the highest among targeted industries and an increase from 2.98 in 2021—this sector demonstrates exceptional regional concentration. Average annual wages reached \$55,668, reflecting 21% growth from \$46,003 in 2021, though remaining the lowest among targeted industries.

The sector's top occupations are:

- Farmers and agricultural managers (1,954 employees, \$67,800 average wage),
- Packaging machine operators (1,248 employees, \$49,100 average wage), and
- Food batch makers (1,013 employees, \$45,800 average wage).

The sector achieved 2.1% annual employment growth over the last five years, generating 2,789 additional jobs. The fastest-growing sub-industries include:

- Wineries – 2.4% growth,
- Breweries – 2.3% growth,
- Bottled water manufacturing – 2.3% growth,
- Ice cream and frozen dessert manufacturing – 2.2% growth,
- Fluid milk manufacturing – 2.0% growth, and
- Soft drink manufacturing – 2.0% growth.

Agriculture & Value-Added Food Quick Facts	
Total Employment	17,287 ▲
Employment Growth Since 2021	9.1% ▲
Average Annual Wage	\$55,668 ▲
Wage Growth Since 2021	21.0% ▲
Location Quotient (LQ)	3.19 ▲
Forecasted Annual Employee Growth	0.7% ▲
VEDP Announcements, 2021-2024 (\$\$ invested)	17 (\$488 M)

Agriculture & Value-Added food also represented 42.5% of VEDP’s major economic development announcements in Region 8 from 2021-2024, including seven new businesses and ten expansions spanning cannabis production, food processing, meat curing, poultry processing, winery operations, and yogurt manufacturing.

Region 8's poultry concentration is particularly notable, with Rockingham County ranking first in Virginia and second nationally with 543 farms, followed by Augusta County (310 farms, second in state), Shenandoah County (192 farms, fourth in state), and Page County (115 farms, fifth in state). Poultry processing accounts for one-third of sector’s total projected growth over the next two years.

Transportation & Logistics

The Transportation & Logistics cluster manages the movement of goods from producers to consumers through warehousing, distribution, logistics, and aviation services. This sector employs 18,155 workers across 53 industries, representing 7.2% of Region 8's workforce—a 9.7% increase from 16,543 employees in 2021. Average wages reached \$59,369, reflecting an 18.62% increase from \$50,048 in 2021.

The top occupations in this industry cluster are:

- Tractor trailer truck drivers (2,876 employees, \$57,200 average wage),
- Freight and stock laborers (2,772 employees, \$43,200 average wage), and
- Stockers and order fillers (2,504 employees, \$43,700 average wage).

These three occupations comprise 45% of the jobs in Transportation & Logistics.

With a location quotient of 1.40, Transportation & Logistics ranks as the second-highest targeted industry, with 13 of 53 sub-industries demonstrating competitive advantage. The region’s competitive advantage is reinforced by the presence of a high concentration of major distribution centers, including Amazon, Target, Walmart, and many others. General warehousing and storage comprises the largest subsector at 50.2% of cluster employment. Non-scheduled air transportation maintains an exceptional 29.0 location quotient, encompassing cargo transport, crop dusting, aerial surveying, pilot training, and specialized aviation services.

Transportation & Logistics Quick Facts	
Total Employment	18,155 ▲
Employment Growth Since 2021	9.7% ▲
Average Annual Wage	\$59,369 ▲
Wage Growth Since 2021	18.62% ▲
Location Quotient (LQ)	1.40 ▲
Forecasted Annual Employee Growth	1.1% ▲
VEDP Announcements, 2021-2024 (\$\$ invested)	5 (\$149 M)

Region 8's strategic position within the Crescent Corridor, a transportation corridor of statewide significance, provides notable competitive advantages through robust transportation infrastructure. Interstate-81 serves as the primary north-south manufacturing corridor, transporting over \$300 billion in goods each year. Interstate 81 is complemented by Interstate 64, running east-west through Augusta and Rockbridge Counties, and Interstate 66, running east-west through Frederick and Warren Counties. Norfolk Southern Railroad parallels Interstate 81, handling 20.8% of the region's freight movement. The Virginia Inland Port in Warren County operates as a major intermodal logistics hub connecting freight to distribution centers. Region is also served by six airports with facilities supporting commercial or general aviation.

The Region's strategic location is within a day's drive of most major east coast markets and the robust transportation infrastructure has driven this sector's rapid growth. The sector achieved the highest employment growth rate among targeted industries at 3.4% annually over five years, adding 2,789 new employees. This growth was typified by five major VEDP announcements from 2021-2024, including expansions by Amazon (Augusta County distribution center), Evermark (Shenandoah County warehouse), WCS Logistics (Frederick County cold storage), Boxer Gifts (Harrisonburg distribution facility), and Valley Guard Supply (protective equipment (PPE) wholesaler).

This growth is expected to continue with a projected growth rate of 1.1% over the next two years. The industries with the greatest expected growth include general warehousing and storage, couriers and express delivery services, and general freight trucking.

Manufacturing

The Manufacturing cluster encompasses industries that mechanically, physically, or chemically transform materials into new products, including the production of materials, components, and machinery. To ensure there was no duplication of data, all food and beverage manufacturing and pharmaceutical manufacturing were removed from this target definition. This sector comprises 124 industries employing 16,107 workers (6.36% of regional workforce), representing a modest 0.16% increase from 16,081 employees in 2021. Average annual wages reached \$59,494, reflecting an 18.8% increase from \$50,092 in 2021. Manufacturing maintains a competitive location quotient of 1.38, though slightly decreased from 1.40 in 2021.

Manufacturing Quick Facts	
Total Employment	16,107 ▲
Employment Growth Since 2021	0.16% ▲
Average Annual Wage	\$59,494 ▲
Wage Growth Since 2021	18.8% ▲
Location Quotient (LQ)	1.38 ▼
Forecasted Annual Employee Growth	0.0% ■
VEDP Announcements, 2021-2024 (\$\$ invested)	17 (\$342 M)

Despite a 0.5% annual employment decline over five years resulting in 389 net job losses, Manufacturing generated 45% of the region's VEDP economic development announcements from 2021-2024, including one new facility and sixteen company expansions. Eleven of these 18 manufacturing announcements represent Region 8's targeted industries, demonstrating continued investment in strategic sectors. Companies locate in this region due to the major transportation networks including I-81, I-64, and I-66, reliable rail, the Business Ready Sites available, as well as abundant distribution centers for goods and materials to be transported to before going to the consumer.

The manufacturing cluster is projected to maintain stable employment over the next two years with zero net growth. However, growth within specific manufacturing industries is expected, as 48% of the 124 manufacturing industries are forecasted to grow over this period.

The top three occupations are:

- Team assemblers (1,481 employees, \$41,600 average wage)
- First-line supervisors of production and operations (699 employees, \$70,100 average wage)
- Printing press operators (540 employees, \$47,000 average wage)

Collectively, these positions represent 45% of the sector's employment.

Geographically, manufacturing is most heavily concentrated in Frederick County (123 businesses, 4,329 workers), Augusta County (76 businesses, 5,142 workers), Harrisonburg (73 businesses, 1,239 workers), and Waynesboro (49 businesses, 2,081 workers).

Life Sciences

The Life Sciences cluster encompasses research and development, medical laboratories, pharmaceutical and medical equipment manufacturing, and healthcare product distribution. This sector includes 12 industries employing 1,556 workers (0.61% of regional workforce), representing a 0.3% decline from 1,820 positions in 2021.

The top three occupations are:

- Team assemblers (111 employees)
- Dental laboratory technician (96 employees)
- Maintenance and Repair Workers, (53 employees)

Despite an overall location quotient of 0.86, the cluster demonstrates

exceptional specialization in specific sub-industries: in-vitro diagnostic substance manufacturing (LQ 7.35) and surgical appliance and supplies manufacturing (LQ 4.12).

The sector projects 0.9% annual growth over the next two years, with in-vitro diagnostic substance manufacturing leading growth at 1.8% annually, followed by research and development in physical, engineering, and life sciences at 1.4%, and nanotechnology research and development at 1.4%.

Resources to support the Life Sciences cluster include degrees and credential programs from Eastern Mennonite University (EMU), Shenandoah University (SU), James Madison University (JMU), Mountain Gateway Community College, Laurel Ridge Community College, and Blue Ridge Community College. Strategic partnerships between private companies and local universities provide workforce training across production and technical occupations. In addition, one of the largest employers in this cluster, Merck, is supplied a pipeline of workers through partnerships with BRCC and JMU for all levels of employment including production and technical occupations.

Life Sciences Quick Facts	
Total Employment	1,556 ▼
Employment Growth Since 2021	-0.3% ▼
Average Annual Wage	\$88,890 ▲
Wage Growth Since 2021	8.7% ▲
Location Quotient (LQ)	0.86 ▼
Forecasted Annual Employee Growth	0.9% ▲
VEDP Announcements, 2021-2024	0

IT & Emerging Technology

The Information Technology & Emerging Technology cluster encompasses computer systems and software design, cybersecurity, and telecommunications industries. This sector includes 19 industries employing 3,053 workers (1.3% of regional workforce), representing a substantial 26.4% increase from 2,416 positions in 2021. Average annual wages currently is \$92,569, reflecting a modest 1.6% increase from \$91,101 in 2021—the highest compensation among all targeted industries.

With an overall location quotient of 0.35, this cluster is the least concentrated targeted cluster in the region. However, specific industries, such as electronic connector manufacturing demonstrate competitive advantage with a 5.6 location quotient.

This cluster is forecasted to grow 1.2% annually over the next two years. Leading growth industries include semiconductor and related device manufacturing (2.5% annually), computer-related services (2.0%), computer facilities management (1.7%), computer systems design services (1.7%), and custom programming services (1.6%).

Engineering Services is the top industry in terms of the number of employees with 1,032, followed by computer systems design services with 558 jobs. The highest paying industries include: software developers (\$114,200 average annual wage), civil engineers (\$101,500 average annual wage), and project management specialists (\$111,400 average annual wage).

Geographically, IT & Emerging Technology are most heavily concentrated in Harrisonburg City (66 businesses, 1,583 employees), Warren County (51 businesses, 177 employees), Shenandoah County (46 businesses, 1,205 employees), Frederick County (32 businesses, 394 employees), and Rockingham County (32 businesses, 316 employees).

Despite representing the smallest employment base among targeted industries, IT & Emerging Technology offers the highest wage potential and strongest growth trajectory, positioning this sector as a key driver for economic diversification and high-value job creation in Region 8.

IT & Emerging Technology Quick Facts

Total Employment	3,053 ▲
Employment Growth Since 2021	26.4% ▲
Average Annual Wage	\$92,569 ▲
Wage Growth Since 2021	1.6% ▲
Location Quotient (LQ)	0.35 ▼
Forecasted Annual Employee Growth	1.2% ▲
VEDP Announcements, 2021-2024	0

Skills Gap Analysis

The 2025 skills gap analysis provides a comprehensive evaluation of the workforce landscape, examining shifting labor requirements across targeted industries and the region's adaptive capacity to meet these demands. This analysis incorporates population trends, current labor force composition, employment projections, and educational attainment levels to assess Region 8's capabilities for addressing current and future workforce needs. The identified workforce gaps and prioritized skill requirements will guide the Regional Council in evaluating future funding decisions, supporting strategic investments that align training programs with industry needs while expanding access to high-quality employment opportunities across all demographic groups within the region.

Regional Workforce Landscape

Population and Labor Force Trends

Region 8's population has expanded steadily over the past decade, increasing 7.6% from 2014 to reach 563,584 residents in 2024. This population growth has driven concurrent expansion of the regional labor force, which encompasses individuals aged 16-64 who are employed, unemployed, or actively seeking employment. The labor force has grown at an accelerated pace of 13.5% over the same period, totaling 277,979 workers in 2024. The workforce is expected to continue to expand in the coming years, with population projections indicating growth to 585,943 residents by 2030 (4.3% increase) and 620,032 by 2040 (5.8% increase), ensuring a sustained pipeline of workforce talent.

Labor force participation rates have stabilized following the COVID-19 pandemic. The region currently maintains a participation rate of 62.7%, slightly higher than in 2019. While slightly below the statewide average of 65.8%, this differential is due in part to the region's large number of college students and a slightly older demographic.

Employment Trends and Projections

Since 2021, regional employment has increased by 7.5% across all industries from 235,622 jobs in 2021 to 253,188 in 2024. This growth was led by the region's targeted industries particularly since 2023 where the targeted industries outpaced the region's employment by 2.2%. Among the targeted industries, recent employment growth has been concentrated in Transportation & Logistics (9.7% since 2021), Agriculture & Value-Added Food (9.1% since 2021), and IT & Emerging Technology industries (26.4% since 2021). By 2024, targeted industries employed 56,158 workers, representing 22.2% of total regional employment.

Table 6. Employment Growth by Targeted Industry, 2021-2024			
Industry	2021 Employment	2024 Employment	% Change
IT & Emerging Technology	2,416	3,053	26.4%
Transportation & Logistics	16,543	18,155	9.7%
Ag & Value-Added Food	15,844	17,287	9.1%
Manufacturing	16,081	16,107	0.2%
Life Sciences	1,820	1,556	-14.5%
Total - Targeted Industries	52,704	56,158	6.6%
Total - All industries	235,622	253,188	7.5%

This growth is representative of the growing demand for a strong, skilled workforce to support our targeted industries. This need is expected to grow in the coming years, as economic forecasting models project sustained employment growth of 2,483 jobs (0.5%) annually over the next two years. Among targeted industries, Information Technology & Emerging Technology leads projected growth at 1.2% annually (71 additional jobs), followed by Transportation & Logistics at 1.1% (391 jobs) and Value-Added Food at 0.7% (250 jobs). Manufacturing and Life Sciences are projected to remain stable with minimal growth.

Educational Attainment Levels

Region 8's educational profile reveals significant opportunities for workforce development, particularly in technical and vocational training. Educational attainment levels indicate 34.6% of residents have completed high school as their highest level of education, compared to 23.9% statewide and 26.2% nationally. The region shows lower rates of bachelor's degree attainment (16.4%) compared to Virginia (23.3%) and the United States (21.2%), though graduate degree completion (11.2%) approaches national averages (13.6%).

The regional educational landscape presents both challenges and opportunities for targeted industry development. While lower bachelor's degree rates might initially appear concerning, many targeted industries—particularly Manufacturing, Transportation & Logistics, and Agriculture & Value-Added Food—require specialized technical skills and certifications that align well with community college and technical training programs rather than traditional four-year degrees.

Workforce Challenges

In July 2025, GO Virginia Region 8, in partnership with the Shenandoah Valley Workforce Development Board, launched the Talent Pathways Initiative (TPI) to conduct a comprehensive workforce assessment of the region's labor force, with particular emphasis on the Manufacturing and Transportation & Logistics sectors. This initiative represents a strategic call to action designed to position Region 8 for collaborative investments and innovative workforce solutions that will provide a necessary foundation for the region's economic future. While the study concentrated on Manufacturing and Transportation & Logistics industries, the TPI provides a valuable framework for understanding broader regional workforce challenges, as many insights and key findings are applicable to the entire regional economy. The following section presents an overview of the critical workforce challenges identified through the TPI assessment that currently impact our region's economic competitiveness and growth potential.

Specialized Labor Shortage & Retention: Region 8 faces persistent shortages of specialized labor compounded by extremely high turnover rates, with Manufacturing experiencing 44% annual turnover and Transportation & Logistics reaching 69%. The "job hopping" phenomenon is particularly acute, with employees frequently leaving for marginal wage increases within 90 days of hire, and CDL drivers showing only a 5% first-year retention rate. This pattern strains employer resources as companies invest 3-6 months in training new hires who then leave for competitors. The region's aging workforce (32.9% over 55) exacerbates these challenges, as retiring workers take institutional knowledge with them while fewer young people enter the workforce, particularly impacting knowledge-intensive industries like Life Sciences.

Technical Skills Gaps: Employers consistently report that entry-level workers lack fundamental technical competencies, with critical shortages in specialized technical competencies. New hires often arrive without basic skills, forcing employers to provide extensive on-the-job training. The shortage of qualified instructors in technical fields further limits the region's ability to expand training capacity and meet growing industry demands for skilled workers.

Soft Skill Deficiencies & Impact: Employers cite soft skills deficiencies as equally problematic as technical skill gaps, with punctuality, attendance, and workplace professionalism being critical issues affecting productivity and retention. Many workers struggle with basic workplace behaviors including communication, interpersonal skills, and professional conduct, often escalating routine interactions into conflicts. The disconnect between educational preparation and real-world workplace expectations leaves many employees unprepared for professional environments. Technology has complicated assessment of these skills, as candidates increasingly use AI-generated resumes and responses, making it difficult for employers to evaluate authentic interpersonal abilities during hiring.

Barriers to Entry for Younger Workers: Younger workers face significant barriers entering Agricultural, Manufacturing, and Transportation & Logistics careers, primarily due to lack of awareness and persistent stigma about these industries being "dirty" or low-skilled work. Age and safety restrictions prevent students under 18 from participating in meaningful work-based learning opportunities, delaying exposure to career possibilities and reducing interest in technical pathways. Cultural shifts toward valuing four-year degrees over technical training, combined with parental preferences for "something better" for their children, further limit the talent pipeline. The mismatch between educational training and actual job realities creates unrealistic expectations among new workers, contributing to early departures from these career paths.

Structural Barriers to Workforce Participation: Multiple structural barriers prevent full workforce participation, with housing affordability being the most significant challenge as new developments do not align with local wages, driving talent to higher-wage areas like Northern Virginia. Transportation limitations severely impact shift workers, as public transit systems do not accommodate early morning or late evening schedules, particularly affecting rural workers without personal vehicles. Childcare accessibility remains a critical barrier, especially for parents working non-traditional hours, with limited evening or overnight care options available. These interconnected challenges disproportionately affect historically underserved populations and limit the region's ability to fully engage its potential workforce.

Regional Disparities: Economic development efforts often favor more populated areas, leaving rural communities with fewer resources, limited industrial zoning, and reduced access to workforce development opportunities. The region experiences significant talent migration, with a net outflow of over 31,000 workers who live in Region 8 but work elsewhere, particularly affecting rural areas as younger workers relocate to urban centers for higher wages and career advancement. Geographic placement between different media markets creates additional challenges, as some communities get overlooked in statewide initiatives and funding opportunities. The southern sub-region faces particular challenges with only 0.4% of land zoned for industrial use and fears of losing existing manufacturers due to workforce shortages.

Employer Expectations & Educational Outcomes: Dynamic industry evolution creates ongoing challenges in aligning educational programming with rapidly changing employer needs, particularly as technological advancement and automation reshape skill requirements. Enhanced structured communication between regional employers and educational institutions could improve alignment between training outcomes and job requirements, while expanded work-based learning opportunities would strengthen connections between classroom instruction and practical workplace application. These gaps represent opportunities for strategic collaboration as educational partners work to balance foundational knowledge with evolving industry demands in a rapidly changing economic landscape.

Industry Sector Skills Assessment

The following skills assessment analyzes workforce requirements across Region 8's primary targeted industries by examining current job demand, required competencies, certifications, and employment patterns, to identify strategic workforce development priorities. This analysis incorporates job posting data and employment projections to understand the specific skills, credentials, and experience levels demanded by regional employers. The data provides critical insights for aligning training programs with industry needs and addressing identified talent gaps.

Agriculture & Value-Added Food

Agriculture & Value-Added Food employs 17,262 workers, representing 6.8% of total regional employment with projected two-year demand for 4,345 positions. The sector offers an average annual wage of \$63,146 and maintains high school diploma or GED as minimum education requirements for most positions. The following table displays the highest employment occupations within the Agriculture & Value-Added Food industry along with the top skills and certifications employers are looking for in those positions.

Agriculture & Value-Added Food 17,262 Total Jobs 6.8% of total jobs Minimum Education- High School Diploma or GED Average Annual Wage \$63,146 2-Year Total Demand 4,345				
Top Occupation	Occupation Employment	Top Common Skills	Top Specialized Skills	Top Certifications
Farmers, Ranchers, and Other Agricultural Managers	1,954	1. Communication 2. Management 3. Detail Oriented	1. Animal Welfare 2. Agriculture 3. Hand tools/ Chainsaws	1. Valid Driver's License 2. CDL Class B License
Packaging and Filling Machine Operators and tenders	1,248	1. Operations 2. Management 3. Lifting Ability	1. Poultry 2. Bilingual (Spanish/English) 3. Purchasing	1. Valid Driver's License 2. Forklift Certification 3. Six Sigma Certification
Food Batch Makers	1,013	1. Quality Assurance 2. Food Safety and 3. Sanitation Communication	1. Food Safety and Sanitation 2. Discounts and Allowances 3. Employee Assistance Programs	1. Certified Safety Professional 2. Operator Certification
Meat, Poultry, and Fish Cutters, and Trimmers	986	1. Customer Service 2. Management 3. Communication	1. Food Safety and Sanitation 2. Animal Welfare 3. Merchandising	
Laborers and Freight, Stock, and Material Movers, Hand	808	1. Active Listening 2. Communication 3. Computer Literacy	1. Air Brakes 2. Drivetrain 3. Fleet Maintenance	1. DOT Certification 2. Valid Driver's License 3. Forklift Certification

Source: Virginia Office of Education Economics, 2024

Transportation & Logistics

Transportation & Logistics represents Region 8's largest targeted industry by employment, with 18,144 jobs comprising 7.1% of total regional employment. The sector projects robust two-year demand for 4,639 positions and offers competitive average annual wages of \$67,701, with minimum education requirements typically limited to high school diploma or GED. The following table displays the highest employment occupations within the Transportation & Logistics industry along with the top skills and certifications employers are looking for in those positions.

Transportation & Logistics Total jobs 18,144 7.1% of total jobs Minimum Education- High School Diploma or GED Average Annual Wage \$67,701 2-Year Total Demand 4,639				
Top Occupation	Occupation Employment	Top Common Skills	Top Specialized Skills	Top Certifications
Heavy and Tractor Trailer Truck Drivers	2,876	1. Loading and Unloading 2. Smartphone Operation 3. Good Driving Record	1. Truck Driving 2. No-Touch Freight 3. Dry Van Truck Operation	1. CDL Class A License 2. Tanker Endorsement
Laborers and Freight, Stock, and Material Movers, Hand	2,722	1. Loading and Unloading 2. Detail Oriented 3. Ability to Meet Deadlines	1. Warehousing 2. Forklift Truck 3. Warehouse Management Systems	1. Valid Driver's License 2. Forklift Certification 3. DOT Certification
Stockers and Order Fillers	2,504	1. Management 2. Strong Work Ethic 3. Energetic	1. Warehousing 2. Supply Chain 3. Palletizing	
Industrial Truck and Tractor Operators	1,681	1. Cleanliness 2. Communication 3. Loading and Unloading	1. Forklift Truck 2. Material Handling Equipment	
Light Truck Drivers	730	1. Communication 2. Computer Terminals 3. Lifting Ability	1. Administrative Support 2. Human Relations Movement 3. Selling Techniques	

Source: Virginia Office of Education Economics, 2024

Manufacturing

Manufacturing employs 16,082 workers across 6.3% of total regional employment, with projected two-year demand for 3,186 positions and average annual wages of \$65,151. The sector maintains high school diploma or GED as minimum education requirements while providing multiple pathways for skill development and career advancement. The following table displays the highest employment occupations within the Manufacturing industry along with the top skills and certifications employers are looking for in those positions.

Manufacturing Total jobs 16,082 6.3% of total jobs Minimum Education- High School Diploma or GED Average Annual Wage \$65,151 2-Year Total Demand 3,186				
Top Occupation	Occupation Employment	Top Common Skills	Top Specialized Skills	Top Certifications
Team Assembler	1,481	1. Troubleshooting 2. Communication 3. Leadership	1. Production Management 2. Machinery 3. Electrical Wiring	
First-Line Supervisors of Production and Operating Workers	699	1. Operations 2. Management 3. Leadership	1. Continuous Improvement Process 2. Operations Management 3. Supply Chain	1. Master of Business Administration 1. APICS Certified Supply Chain Professional 2. Certified in Production and Inventory Management
Printing Press Operators	540	1. Lifting Ability 2. Teamwork 3. Detail Oriented	1. Production Line 2. Bundler 3. Palletizing	
Laborers and Freight, Stock, and Material Movers, Hand	523	1. Lifting Ability 2. Communication 3. Loading and Unloading	1. Warehousing 2. Forklift Truck 3. Palletizing	1. Valid Driver's License 2. Forklift Certification 3. CDL License
Inspectors, Testers, Sorters, Samplers, and Weighers	473	1. Communication 2. Operations 3. Customer Service	1. Auditing 2. Good Manufacturing Practices 3. Continuous Improvement Process	1. Valid Driver's License 2. American Society for Quality (ASQ) Certified Hazard Analysis and Critical Control Point (HACCP) Certification

Source: Virginia Office of Education Economics, 2024

Life Sciences

Life Sciences employs 1,556 workers representing 0.6% of total employment, with projected two-year demand for 973 positions and competitive average annual wages of \$88,890. While entry-level positions require high school diplomas, career advancement typically demands specialized training and professional licensing. The following table displays the highest employment occupations within the Life Sciences industry along with the top skills and certifications employers are looking for in those positions.

Life Sciences Total jobs 1,556 0.61% of total jobs Minimum Education- High School Diploma or GED Average Annual Wage \$89,890 2-Year Total Demand 28				
Top Occupation	Occupation Employment	Top Common Skills	Top Specialized Skills	Top Certifications
Team Assembler	111	1. Communication 2. Computer Literacy 3. Microsoft Work	1. Biology 2. Laboratory Equipment 3. Pharmaceuticals	
Dental Laboratory Technicians	96	1. Detail Oriented 2. Investigation 3. Ability to Meet Deadlines	1. Corrective and Preventive Action (CAPA) 2. Good Laboratory Practice (GLP) 3. Microbiology	
Maintenance and Repair Workers, General	53	1. Communication 2. Customer Service 3. Good driving record	1. Equipment Maintenance	1. Valid Driver's License
Inspectors, Testers, Sorters, Samplers, and Weighers	53	1. Operations 2. Communication 3. Problem Solving	1. Pharmaceuticals 2. Good Manufacturing Practices 3. Biology	
Office Clerks, General	50	1. Troubleshooting 2. Operations 3. Problem Solving	1. Project Management 2. Manufacturing Processes 3. Data Management	1. Valid Driver's License

Source: Virginia Office of Education Economics, 2024

IT & Emerging Technology

IT & Emerging Technology, while representing the smallest targeted sector by employment with 3,016 jobs (1.2% of total employment), offers the highest average wages at \$80,800 and projects demand for 532 positions over two years. Despite high school diploma minimum requirements, career advancement typically requires specialized training and certifications. The following table displays the highest employment occupations within the IT & Emerging Technology industry along with the top skills and certifications employers are looking for in those positions.

IT & Emerging Technologies Total jobs 3,016 1.2% of total jobs Minimum Education- High School Diploma or GED Average Annual Wage \$80,800 2-Year Total Demand 532				
Top Occupations	Occupation Employment	Top Common Skills	Top Specialized Skills	Top Certifications
Software Developers	369	1. Problem Solving 2. Communication 3. Management	1. Computer Science 2. Agile Methodology 3. Automation	1. Top Secret-Sensitive Compartmented Information (TS/SCI Clearance) 2. Top Secret Clearance 3. Security Clearance
Civil Engineers	156	1. Communication 2. Management 3. Operations	1. Computer Science 2. Project Management 3. Agile Methodology	1. TS/SCI Clearance 2. Top Secret Clearance 3. Certified Information Systems Security Professional
Project Management Specialists	121	1. Information Technology 2. Customer Service 3. Filing	1. Business Process 2. Information Management 3. Computer Science	1. TS/SCI Clearance 2. Agile Certification 3. Certifies Risk Adjustment Coder (CRC)
Computer Systems Analysts	88	1. Communication 2. Curiosity 3. Governance	1. AWS CloudFormation 2. Agile Methodology 3. Amazon Web Services	1. AWS Certifies Solutions Architect 2. CISCO Certified Internetwork Expert 3. CISCO Certified Internetwork Professional
Computer User Support Specialists	86	1. Communication 2. Customer Service 3. Leadership	1. Project Management 2. Construction	

Source: Virginia Office of Education Economics, 2024

Situational Analysis

The following situational analysis provides a comprehensive evaluation of Region 8's five targeted industries through strategic assessment of internal strengths and weaknesses alongside external opportunities and threats that influence each sector's economic performance and competitive positioning. This SWOT framework examines both current market conditions and projected trends to identify strategic priorities for workforce development, infrastructure investment, and entrepreneurship support. The analysis considers Region 8's unique geographic position, existing industry clusters, workforce capabilities, educational infrastructure, and transportation networks while evaluating potential risks from economic shifts, technological disruption, and competitive pressures. This systematic evaluation supports evidence-based decision-making for the region's investment priorities and ensures that economic development strategies align with realistic market opportunities while leveraging existing strengths and addressing identified vulnerabilities within each targeted sector.

Regional SWOT

Strengths • Diverse economic base • Strong performance in targeted industries • High quality of life • Lower cost of living • Extensive educational infrastructure - 9 colleges and universities, 3 community colleges, and 6 technical centers • Strong trades programs through Career and Technical Centers • Established partnerships between educational institutions and regional employers • Proven track record of successful regional initiatives and shared resources • Robust transportation assets: ◦ Interstate network (I-81, I-64, I-66), ◦ Quality rail lines (Northern Suffolk and SV Railroad lines), ◦ 6 Regional Airports	Weaknesses • Shortage of affordable housing • Lack of “essential skills” (soft skills) in the workforce • Aging workforce with 32.9% of population over age 55 • Educational attainment is lower than the statewide average • Limited success retaining graduates from colleges and universities • Attracting qualified workforce requires higher wages and sign-on bonuses • Insufficient early-stage seed funding for entrepreneurial ventures • Limited mid-stage investment capital constraining business growth and expansion • Applications of information technology across all sectors requires worker training • Limited availability of specialized professional services compared to urban markets
Opportunities • Leverage recent successes and business expansion announcements to attract additional investment • Continue momentum of recent growth and development interest • Capturing student population (college and high school) with new employment options • Expand workforce training through regional collaborations including technical schools, certification program, and schools • Demand exists for business expansion • Innovative employers that want to engage • Redevelopment of underutilized properties • Marketing intra-regional supply of products and services. • 75 VBRSP certified sites providing development-ready opportunities • Enhance infrastructure capacity in underserved areas to unlock development potential	Threats • Accelerating workforce shortage as aging population retires • Competition with metropolitan areas for younger workers • Insufficient child- and elder-care services restricting workforce participation • Technological changes demand new skills that are not currently being taught • Regulatory processes create delays and increased costs for business expansion and site development • Difficulty raising investment capital in rural markets • Limited pipeline of future development-ready sites once current VBRSP inventory is utilized • Lack of publicly owned industrial sites • Infrastructure capacity constraints limiting development potential • Balancing agricultural preservation with industrial and residential expansion

Agriculture & Value-Added Food

Strengths • Deep-rooted farming tradition with rich soils and favorable climate • Market leadership with of Virginia's top five agricultural producing counties (29% of State's total market value) • Diverse product portfolio, including poultry, dairy, confectionery manufacturing, beverage production, and specialty food items • Established food and beverage manufacturing facilities providing value-added processing capabilities • Value-added processing capabilities generating higher profit margins compared to commodity agricultural production • Robust business expansion activity with 8 announcements and 10 expansions from 2021-2024 • Strong regional support ecosystem facilitating industry collaboration and resource sharing	Weaknesses • Agricultural wages remain below state average and other industries, limiting talent attraction and retention • High manual labor requirements across agricultural production and food processing operations • Seasonal workforce needs creating hiring challenges and labor cost volatility • Lack of young workers entering industry due to lack of awareness and persistent stigma
Opportunities • Build upon existing agritourism infrastructure to attract visitors seeking authentic rural experiences • Strengthen intra-regional supply chain connections reducing external dependencies • Projected growth of 0.7% annually over next two years • VA and US Agriculture exports are increasing • Respond to growing demand for locally-produced, premium-quality agricultural products • Develop incubator kitchens and shared processing facilities supporting entrepreneurial food businesses • Create processing cooperatives enabling smaller producers to access value-added manufacturing capabilities • Opportunity for regional purchasing programs to connect local producers with institutional buyers • Create regional branding initiatives highlighting Shenandoah Valley agricultural products • Development of JMU Agriculture Research & Innovation Center	Threats • Market volatility and condition unpredictability (drought, etc.) impact profitability • Difficulty attracting workers for agricultural production and food processing positions • Declining interest among younger generations in pursuing agricultural careers • Competition for agricultural land from residential and commercial development pressure • Water availability becoming increasingly critical resource • Food safety and environmental regulations increasing costs • Climate change affecting growing seasons, crop selection, and production reliability • Rapid depreciation of agricultural machinery and equipment • Tariffs impacting export opportunities and competitive positioning

Transportation & Logistics

Strengths • Strategic geographic location within a day's drive of most major metro areas on the east coast • Highest growth rate among targeted industries at 3.4% annually over five years • Active economic development with 1 new facility and 4 expansions from 2021-2024 • Competitive average wages of \$59,369 representing 18.6% growth since 2021 • Numerous major companies operating distribution centers throughout the region • Established credentialing programs through regional Workforce Solutions providing targeted skills training • Existing collaboration between training providers, support organizations, and employers • Strategic positioning of available sites along major transportation corridors maximizing logistics efficiency • Strong prospect activity resulting in continued investment • Location of Virginia Inland Port	Weaknesses • Critical CDL driver shortage creating supply chain bottlenecks and operational challenges • High turnover rates (69%) straining training resources and operational stability • Lack of young workers entering industry due to lack of awareness and persistent stigma • Traffic congestion on major highways during peak periods affecting delivery schedules and operational efficiency • Lack of advancement pathways from entry-level positions reducing long-term career attractiveness
Opportunities • CDL training programs at each community college supporting driver pipeline • Expansion of online retail driving demand for distribution and fulfillment services • Development priorities further north may drive more distribution center activity in the region • Increased capacity planned for major transportation routes including I-81, I-66, and Virginia Inland Port connections • Regional airports are high potential opportunities for shared costs and revenue • Community college CDL program expansion addressing driver shortage	Threats • Risk of job loss to automation and technological advancement • Skills obsolescence as technology advancement outpaces workforce retraining capabilities • Increased usage of major transportation routes accelerating infrastructure deterioration requiring substantial maintenance investments • Traffic congestion worsening on critical corridors affecting supply chain reliability and operational costs • "Last mile" access to infrastructure and utilities is not available in certain areas • Industry-specific cost increases including diesel fuel, petroleum products, and maintenance supplies • Tariff policies affecting import/export logistics and creating supply chain cost uncertainties • Consolidation in logistics industry reducing market opportunities for smaller providers

Manufacturing

Strengths • Strong regional concentration with location quotient of 1.38 • Established industrial ecosystem with supporting services, maintenance, and supplier networks • High paying jobs with wages higher than the regional average • Diverse manufacturing portfolio reducing dependency on single sector • Robust business expansion activity with 1 announcement and 16 expansions from 2021-2024 • Available sites 37 locations listed on VEDP database, 8 of which are designated as Tier 4 • Strategic location along major interstate corridors, proximity to Virginia Inland Port, and presence of rail and regional airports enable cost-effective raw material and finished goods transportation	Weaknesses • Limited availability of suitable manufacturing space for early-stage companies • Absence of dedicated funding for technology upgrades and automation • Critically high annual turnover rate (44%) straining training resources and operational efficiency • Skills misalignment with new hires lacking technical skills in mechatronics, hydraulics, and electrical systems • Lack of young workers entering industry due to lack of awareness and persistent stigma • Need for premium wages and signing bonuses to attract qualified workers
Opportunities • Workforce training expansion through enhanced collaboration between technical schools, community colleges, and certification programs • Strategic partnerships with educational institutions to develop targeted training programs • Build upon existing B2B relationships to create supply chain connections • Align industrial park development with sector infrastructure requirements • Enhance utility capacity supporting manufacturing processes and future expansion needs • Transportation infrastructure improvements including increased capacity on I-81, I-66, and Virginia Inland Port connections • Marketing intra-regional supply of products and services • Collaboration with universities and research institutions advancing manufacturing innovation • Innovation incubators supporting startups and advanced technology development	Threats • Intense international competition from manufacturers with lower labor costs • Risk of job loss to technological advancement and automation • Skills obsolescence as technology advancement outpaces workforce capabilities • Supply chain vulnerabilities from container shortages and raw material cost fluctuations • Trade policy uncertainties affecting import/export competitiveness and supply chain stability • Material and operational cost increases impacting profitability • Water availability becoming limited resource • Workforce migration to higher-wage markets • Depletion of site inventory as locations are acquired and developed • "Last mile" access to infrastructure and utilities unavailable in certain areas

Life Sciences

Strengths • High-value specializations in pharmaceutical manufacturing (LQ 2.99) and surgical supplies (LQ 3.35) • Growing R&D expenditures and patent activity across regional institutions and private companies • Proximity to major research universities and federal research facilities enhancing collaboration potential • Above-average wage levels with average annual compensation of \$63,677 • Strategic partnerships between Merck, James Madison University, and Blue Ridge Community College providing targeted workforce development • Availability of credentialing programs through Workforce Solutions • Available sites 37 locations listed on VEDP database, 8 of which are designated as Tier 4	Weaknesses • Constrained workforce pipeline • Need for premium wages and significant signing bonuses to attract qualified life sciences professionals • Limited specialized training programs aligned with pharmaceutical manufacturing and medical device production • Small employment base compared to other targeted sectors with 1,556 workers • Lower regional concentration with location quotient of 0.86 • Limited 'wet lab' space for biological, chemical, and pharmaceutical innovation.
Opportunities • Expand university-industry partnerships for collaborative R&D • Develop regional supply chain by building supporting industries around pharmaceutical manufacturing • Medical device development leveraging surgical appliance manufacturing capabilities • Strategic partnerships with educational institutions to develop targeted training programs • Continuing education and professional development programs supporting workforce skill advancement	Threats • Competition for specialized talent with major metropolitan areas • Brain drain of life sciences graduates and professionals • Risk of job loss to technological advancement and automation • Skills obsolescence as technology advancement outpaces workforce capabilities • Supply chain vulnerabilities to raw material cost fluctuations • Advanced manufacturing technologies require significant capital investment • Limited access to venture capital and investment funding in rural markets • Regulatory changes potentially affecting requirements and compliance costs

IT & Emerging Technology

Strengths • Highest average wages among all targeted sectors at \$92,569 • Robust sector growth with 26.4% employment increase since 2021 • Rural market location offering lower costs compared to metropolitan technology centers • Less congested business environment enabling closer client relationships and customized service delivery • Strong aviation training programs offered by community colleges • Less congested air space for aviation sector • Established credentialing programs aligned with industry certification requirements • Innovation potential through university partnerships and research collaboration opportunities	Weaknesses • Small employment base, smallest targeted sector • Below-average concentration with location quotient of 0.35 • Persistent broadband gaps in rural areas limiting business development • Venture capital gap with limited access to early-stage funding for technology startups • Launch capacity for start-ups is limited • Limited understanding for start-up support networks and available resources • Brain drain with skilled employees leaving region for higher-paying opportunities • Difficulty finding workers with specialized skills for innovative startups
Opportunities • Growing demand across all industries for IT solutions • Innovation opportunities in industries with existing competitive advantages • Leverage agricultural expertise to pioneer agricultural technology applications • Manufacturing technology integration including Industry 4.0 applications, automation, and smart manufacturing • Building on the region's growing node of aviation technology • Continuing to grow small business and entrepreneurial adventures • Continued improvements in access to capital start-ups • Strategic use of Tech Zones, Hub Zones, and other incentive programs to attract businesses • Streamlining/coordinating support services and pathways for entrepreneurs • Growing interest in data centers locating in the region	Threats • Intense competition for skilled IT workers from major metropolitan areas • Rapid pace of technological change requiring continuous workforce retraining and skill development • Increasing cybersecurity threats requiring specialized expertise • Economic volatility and the technology sector's susceptibility to fluctuations • Limited access to venture capital and technology investment funding constraining startup development • Regulatory policies that are slow to adapt to evolving market opportunities • Limited supply chain issues with mechanical and electrical components

Goals & Actionable Strategies

This section outlines how the Region 8 Council will continue to support regional economic development through strategic investments in GO Virginia's priority investment strategies:

- Talent Pipeline
- Entrepreneurial Ecosystem
- Cluster Scale up
- Site Development

These strategic investment areas provide a foundation for economic growth in the targeted industries by developing workforce capacity, fostering innovation and business creation, strengthening existing industry clusters, and ensuring adequate sites and infrastructure are available to support business expansion and attraction. The following goals and strategies for each investment framework provide a roadmap for regional economic development priorities. The accompanying matrix provides additional detail on outcome and impact measures for each strategy, identifies which targeted industries will benefit from implementation, highlights strategic partners essential to achieving stated goals, and documents recent and ongoing projects already addressing these strategic areas.



Talent Pipeline Goals & Strategies

Increase Skills Availability

Strategy: Encourage Earn and Learn programs (adult and youth).

Strategy: Support Work-Based Learning opportunities (grades 6-12).

Strategy: Establish unified workforce development framework to coordinate programs and streamline delivery.

Align Career Pathways with Employer Needs

Strategy: Increase educator engagement with industry.

Strategy: Engage business in sector partnerships.

Strategy: Identify and fill career pathway gaps.

Strategy: Support durable skills development.

Strengthen Regional Talent Retention

Strategy: Drive internship availability and placement.

Strategy: Increase job placement efforts.

Strategy: Expand community and family exposure to targeted industries.

Increase Talent Attraction

Strategy: Encourage talent to relocate to the region to fill high paying jobs.



Entrepreneurial Ecosystem Goals & Strategies

Increase Access to Capital

Strategy: Fill the gap in early-stage seed funding.

Strategy: Increase access to and utilization of SBA federal funding.

Support Student Entrepreneurship

Strategy: Increase opportunities to experience entrepreneurship for youth.

Encourage Development of Technology, Innovation, and Startup Hubs

Strategy: Focus on advanced technology incubation and acceleration.



Cluster Scale-Up Goals & Strategies

Support Business to Business Ecosystem Building

Strategy: Build on existing and identify new intra-regional supply chain opportunities.

Strategy: Perform cluster studies to evaluate market positioning and scale-up opportunities.

Support Expanding R&D Efforts in Cluster Relevant Areas

Strategy: Support research and innovation centers and respond to additional R&D needs.

Encourage Sector Partnerships

Strategy: Increase opportunities for business clusters to connect on regionally relevant topics.

Strategy: Increase industry association presence in region.

Increase Access to Capital

Strategy: Increase access to Venture Capital and Seed-funding.

Strategy: Increase utilization of available federal or state funding for cluster or business expansion.



Site Development Goals & Strategies

Increase Readiness of High Priority Sites

Strategy: Continue site enhancement work to increase VBRS Tier Level.

Strategy: Identify necessary infrastructure investments at regionally significant sites.

Strategy: Support regional infrastructure upgrades (broadband, water/sewer, etc.) to support future site development.

Continue to Explore Opportunities for Mega-Site Development

Strategy: Identify revenue sharing organizations for common investment in site development.

Talent Pipeline

GOALS	STRATEGIES	OUTCOMES/IMPACT MEASURES	TARGETED INDUSTRY (IES)	STRATEGIC PARTNERS	CURRENT/RECENT PROJECTS
Increase Skills Availability	Encourage Earn and Learn programs (adult and youth)	Programs established, credentials earned, jobs created	Manufacturing, Transportation & Logistics	Business and Industry, Industry Associations, Community Colleges, Shenandoah Valley Workforce Development Board, Career Technical Educators	Accelerating Advanced Manufacturing Workforce - Installed equipment in Laurel Ridge's expanded Mechatronics Lab.
	Support Work-Based-Learning opportunities (grades 6-12)	Number of Work-Based-Learning opportunities created, graduate job placement	Manufacturing, Life Sciences, Transportation & Logistics, IT & Emerging Technologies	Business and industry, Community Colleges, Shenandoah Valley Workforce Development Board, Career Technical Educators	Emil & Grace Shihadeh Innovation Center Developed facility for career and technical education programs. GO2Work - Created a regional training center to address skill gaps in manufacturing and transportation.
	Establish unified workforce development framework to coordinate programs and streamline delivery	Number of disenfranchised workers re-entering the workforce; increase in labor participation rate	All Targeted Industries	Shenandoah Valley Workforce Development Board, K-12 Education, Colleges and Universities, Private Industry,	
Align Career Pathways with Employer Needs	Increase educator engagement with industry	Number of businesses engaged in guaranteed interviews and Work-Based-Learning experiences	Manufacturing, Transportation & Logistics	Business and industry; Public and Private Higher Education, and specifically Community Colleges; Shenandoah Valley Workforce Development Board	Expressways to Power – Will provide an education-to-workforce powerline program that transitions participants into employment.
	Engage business in sector partnerships	Number of established industry consortiums and number of participants	Manufacturing, Life Sciences	Chambers of Commerce, Industry Associations, Local Economic Developers, Shenandoah Valley Partnership	RAAMP 2018 - Expanded training programs for skilled welders for Byers Inc. and other local employers.
	Identify and fill career pathway gaps	New or updated employer needs assessments; new or revised curriculum	All Targeted Industries	Shenandoah Workforce Development Board, Community Colleges	Talent Pipeline Initiative - Conducted a workforce assessment to position Region 8 for innovative workforce solutions. BRCC Cyber Security Workforce Training – Will offer cyber security industry credential not previously available in the region. Rockbridge Co Advanced Manufacturing 2025 - Will purchase equipment to expand welding and fabrication training.

Talent Pipeline Ctd.

GOALS	STRATEGIES	OUTCOMES/IMPACT MEASURES	TARGETED INDUSTRY (IES)	STRATEGIC PARTNERS	CURRENT/RECENT PROJECTS
Align Career Pathways with Employer Needs	Support durable skills development		All Targeted Industries	Shenandoah Valley Workforce Development Board, Colleges and Universities	
Strengthen Regional Talent Retention	Drive internship availability and placement	Number of new internship opportunities created	All Targeted Industries	K-12 Education, Colleges and Universities, Business and Industry	Accelerating Advanced Manufacturing Workforce - Installed equipment in Mechatronics Lab that will support apprenticeship and internship placements.
	Increase job placement efforts	Number of jobs created	All Targeted Industries	Healthcare, Private Industry, Colleges and Universities	Next Gen Nurses - Leveraged retiring nurses as preceptors to expand the pipeline of nurses into the workforce. Rockbridge Cyber Security Dual Enrollment – Will purchase equipment to support a cybersecurity program.
	Expand community and family exposure to targeted industries		All Targeted Industries	K-12 Education, Colleges and Universities, Business and Industry	
Increase Talent Attraction	Encourage talent to relocate to the region to fill high paying jobs	Number of jobs filled through recruitment	All Targeted Industries	Shenandoah Valley Partnership, Chambers of Commerce, Local Economic Developers, Shenandoah Valley Tourism Partnership	Shenandoah Valley Talent Solutions Strategy - Developed strategies to retain graduates to meet business needs and attract workers from outside the Region.

Entrepreneurial Ecosystem

GOALS	STRATEGIES	OUTCOMES/IMPACT MEASURES	TARGETED INDUSTRY (IES)	STRATEGIC PARTNERS	CURRENT/RECENT PROJECTS
Increase Access to Capital	Fill the gap in early-stage seed funding	Seed-fund established, number and value of investments, increased revenues and job creation	Manufacturing, Life Sciences, IT & Emerging Technologies	Shenandoah Valley Angel Investors, Shenandoah Valley Technology Council	
	Increase access to and utilization of SBA federal funding	Number of SBA products originated	IT & Emerging Technologies	Shenandoah Valley SBDC, Laurel Ridge SBDC, Lending Institutions, Federal and State Resources	
Support Student Entrepreneurship	Increase opportunities to experience entrepreneurship for youth	Number of student encounters with entrepreneurship	IT & Emerging Technologies	Staunton Community Capital Fund, K-12 schools	Tech Lab Feasibility Study - Assessed feasibility of creating a student-entrepreneur makerspace to teach creative ways to use innovative technology.
Encourage Development of a Technology, Innovation, and Startup Hubs	Focus on advanced technology incubation and acceleration	Number of tech companies and number of tech jobs created	Manufacturing, Life Sciences, Agriculture & Value-Added Food, IT & Emerging Technologies	Shenandoah Community Capital Fund, The Advancement Foundation, James Madison University, The Highland Center, Shenandoah Valley Technology Council, Innovation Centers	Startup Shenandoah Valley - Delivered a virtual accelerator program for rural entrepreneurial businesses. Virginia Innovation Accelerator - Built out multi-use facility with business incubator and commercialization services. SCCF Capacity Incubator Program - Supported a cohort-based, hybrid incubation model for scalable businesses.

Cluster Scale-up

GOALS	STRATEGIES	OUTCOMES/IMPACT MEASURES	TARGETED INDUSTRY (IES)	STRATEGIC PARTNERS	CURRENT/RECENT PROJECTS
Support Business to Business Ecosystem Building	Build on existing and identify new intra-regional supply chain opportunities	Number of new supply chain connections made; increased revenue; job creation	All Targeted Industries	Shenandoah Valley Partnership, Local Economic Development Associations, Chambers of Commerce, Industry Associations, Shenandoah Community Capital Fund, VEDP	Scale-up the Valley - Supported small-mid-sized companies in completing the National Center of Economic Gardening Program. LOCAL-I - Developed a platform to facilitate supply chain logistics and build cooperative relationships between producers and distributors.
	Perform cluster studies to evaluate market positioning and scale-up opportunities.	Studies completed	All Targeted Industries	Business and Industry, Industry Associations,	Agricultural Enterprise Center Feasibility Study - Conducted a feasibility study for a certified, commercial, shared-use Agricultural Enterprise Center. JMU Industrial Hemp Initiative - Studied the impacts and opportunities of the industrial hemp industry.
Support Expanding R&D Efforts in Cluster Relevant Areas	Support research and innovation centers and respond to additional R&D needs	Amount of R&D expenditure increase	All Targeted Industries	Universities and Colleges; Private Industry	Virginia Innovation Accelerator - The Advancement Foundation assists with proof of concept and its services incorporate emerging technologies.
Encourage Sector Partnerships	Increase opportunities for business clusters to connect on regionally relevant topics	Number of opportunities to connect	Manufacturing, Life Sciences, IT & Emerging Technologies	Shenandoah Valley Partnership, Local Economic Development Associations, Chambers of Commerce, Industry Associations, VEDP	Advanced Air Mobility (AAM) - Conducted a market study to identify assets, available workforce, competing industry needs, and workforce gaps. Small Business Resiliency Team - Provided expanded business support services to area businesses in the wake of COVID.

Cluster Scale-up Ctd.

GOALS	STRATEGIES	OUTCOMES/IMPACT MEASURES	TARGETED INDUSTRY (IES)	STRATEGIC PARTNERS	CURRENT/RECENT PROJECTS
Encourage Sector Partnerships	Increase industry association presence in region	Connections made; resources leveraged	Manufacturing, Agriculture & Value-Added Food	Chambers of Commerce, Industry Associations, Local Economic Development staff, Shenandoah Valley Partnership	
Increase Access to Capital	Increase access to Venture Capital and Seed-funding	Number of SVIR, SBA 7(a), small business loans and grants; number and amount of equity investments	Manufacturing, IT & Emerging Technologies	Shenandoah Community Capital Fund. Shenandoah Valley Angel Investors, Local Economic Developers	
	Increase utilization of available federal or state funding for cluster or business expansion	Number of investments	All Targeted Industries	Shenandoah Valley SBDC, Laurel Ridge SBDC, Colleges and Universities, Economic Development Administration	Reopening Staunton – Augusta – Waynesboro - Implemented a 3-phase outreach projects to help tourism-related businesses affected by COVID-19 closures.

Site Development

GOALS	STRATEGIES	OUTCOMES/IMPACT MEASURES	TARGETED INDUSTRY (IES)	STRATEGIC PARTNERS	CURRENT/RECENT PROJECTS
Increase Readiness of High Priority Sites	Continue site enhancement work to increase VBRS Tier Level	Tier level increase	All Targeted Industries	Shenandoah Valley Partnership, Local Economic Developers, Local Economic Development Authorities (EDA/IDA), Private Industry, VEDP	SHD Aviation Technology Park - Advanced 58 acres from a Tier 2 to Tier 4 site. Winchester Airport Site Development - Analyzed 27-acre site for future business development. Shenandoah Valley Sites Enhancement Project - Completed due diligence for 9 different sites, totaling 1181.9 acres.
	Identify necessary infrastructure investments at regionally significant sites	Investigation complete	All Targeted Industries	Private Business and Industry, CSPDC, NSVRC, Shenandoah Valley Partnership, Local Government	SHD Aviation Technology Park - Installed water and sewer lined to prepare the site for additional corporate hanger construction. Blue Mountain – Completed the due diligence for a 496-acre site. Camp 7 Site Development - Will perform due diligence on a 40-acre parcel with the potential to support 500,000 sq. ft. of industrial space.
	Support regional infrastructure upgrades (broadband, water/sewer, etc.) to support future site development	Amount (ft./miles) of infrastructure installed	All Targeted Industries	Private Business and Industry, CSPDC, NSVRC, Shenandoah Valley Partnership, Local Government, ISPs	
Continue to Explore Opportunities for Mega-Site Development	Identify revenue sharing organizations for common investment in site development	Site identified, projected job creation	Manufacturing, Transportation & Logistics	Shenandoah Valley Partnership, VEDP	RIFA Feasibility Study – Explored the formation of a RIFA to develop a better industrial product through more investors and spread the economic benefit among those investors.

Appendices

Appendix A: Region 8 Economic Performance Data

Industry Snapshot-All Industries in Region 8

GO Virginia - Region 8, 2024Q2 ¹											
NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
611110	Elementary and Secondary Schools	16,410	\$45,676	1.28	723	0.9%	3,068	1,404	1,652	11	0.0%
611310	Colleges, Universities, and Professional Schools	9,677	\$57,892	2.04	668	1.4%	1,734	752	965	17	0.1%
493110	General Warehousing and Storage	9,121	\$56,648	3.43	2,989	8.3%	2,511	817	1,432	262	1.4%
722511	Full-Service Restaurants	8,366	\$25,132	1.02	-318	-0.7%	3,063	1,257	1,736	70	0.4%
622110	General Medical and Surgical Hospitals	8,332	\$84,021	0.86	30	0.1%	1,377	603	709	65	0.4%
722513	Limited-Service Restaurants	7,513	\$20,917	1.06	670	1.9%	2,976	1,273	1,637	66	0.4%
311615	Poultry Processing	5,861	\$50,640	15.91	562	2.0%	1,428	517	841	69	0.6%
455211	Warehouse Clubs and Supercenters	4,438	\$32,813	1.75	754	3.8%	1,297	540	763	-5	-0.1%
621111	Offices of Physicians (except Mental Health Specialists)	4,066	\$110,775	0.89	-182	-0.9%	718	290	375	52	0.6%
551114	Corporate, Subsidiary, and Regional Managing Offices	3,656	\$119,636	0.97	823	5.2%	686	231	388	67	0.9%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
721110	Hotels (except Casino Hotels) and Motels	3,587	\$30,980	1.51	-778	-3.8%	1,060	438	588	34	0.5%
445110	Supermarkets and Other Grocery Retailers (except Convenience Retailers)	3,583	\$25,371	0.89	175	1.0%	1,081	474	635	-28	-0.4%
813110	Religious Organizations	3,142	\$23,278	1.27	-210	-1.3%	693	300	368	25	0.4%
522130	Credit Unions	2,851	\$51,016	6.02	793	6.7%	549	182	300	67	1.2%
624120	Services for the Elderly and Persons with Disabilities	2,709	\$27,435	0.74	82	0.6%	828	353	345	131	2.4%
561720	Janitorial Services	2,408	\$28,013	1.12	-52	-0.4%	667	292	346	29	0.6%
457110	Gasoline Stations with Convenience Stores	2,372	\$30,987	1.74	-80	-0.7%	759	362	429	-32	-0.7%
921190	Other General Government Support	2,298	\$46,685	3.32	256	2.4%	441	175	258	8	0.2%
623311	Continuing Care Retirement Communities	2,294	\$38,255	3.10	-47	-0.4%	678	278	325	75	1.6%
623110	Nursing Care Facilities (Skilled Nursing Facilities)	2,093	\$43,015	0.90	136	1.4%	474	218	271	-15	-0.4%
441110	New Car Dealers	1,995	\$68,821	1.17	95	1.0%	443	178	261	4	0.1%
561320	Temporary Help Services	1,960	\$44,562	0.48	-168	-1.6%	460	170	265	25	0.6%
922120	Police Protection	1,917	\$87,945	1.89	17	0.2%	366	142	212	12	0.3%
444110	Home Centers	1,745	\$34,484	1.53	249	3.1%	482	194	273	15	0.4%
561730	Landscaping Services	1,743	\$43,260	1.07	-54	-0.6%	440	150	266	23	0.7%
621610	Home Health Care Services	1,725	\$39,314	0.61	256	3.3%	443	192	193	58	1.7%
311352	Confectionery Manufacturing from Purchased Chocolate	1,672	\$43,478	33.12	553	8.4%	420	158	246	16	0.5%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
112000	Animal Production (Proprietors)	1,614	\$67,453	2.66	-192	-2.2%	316	204	126	-14	-0.4%
621210	Offices of Dentists	1,611	\$65,435	1.00	272	3.8%	330	137	173	19	0.6%
311511	Fluid Milk Manufacturing	1,549	\$84,586	18.13	261	3.8%	417	133	221	63	2.0%
326199	All Other Plastics Product Manufacturing	1,545	\$61,793	3.32	-188	-2.3%	340	116	200	23	0.8%
561730	Landscaping Services	1,743	\$43,260	1.07	-54	-0.6%	440	150	266	23	0.7%
492110	Couriers and Express Delivery Services	1,537	\$38,044	0.95	507	8.3%	385	129	214	41	1.3%
722310	Food Service Contractors	1,505	\$30,761	1.62	168	2.4%	501	208	283	9	0.3%
484121	General Freight Trucking, Long-Distance, Truckload	1,492	\$70,882	1.59	-690	-7.3%	319	120	186	14	0.5%
522110	Commercial Banking	1,468	\$72,114	0.70	-69	-0.9%	243	93	153	-3	-0.1%
455110	Department Stores	1,448	\$24,870	0.94	-478	-5.5%	415	176	248	-9	-0.3%
323117	Books Printing	1,396	\$43,258	58.79	-171	-2.3%	240	114	175	-50	-1.8%
238222	Nonresidential plumbing and HVAC contractors	1,393	\$74,638	1.48	35	0.5%	270	89	159	22	0.8%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
326130	Laminated Plastics Plate, Sheet (except Packaging), and Shape Manufacturing	1,064	\$101,172	34.34	636	20.0%	259	81	139	39	
722515	Snack and Nonalcoholic Beverage Bars	1,034	\$19,703	0.71	285	6.6%	410	175	225	10	
541330	Engineering Services	1,032	\$96,501	0.54	-90	-1.7%	167	55	99	13	0.6%
922140	Correctional Institutions	1,032	\$56,394	1.49	-58	-1.1%	186	70	111	5	0.2%
624190	Other Individual and Family Services	1,008	\$50,886	1.01	44	0.9%	239	84	116	39	1.9%
531210	Offices of Real Estate Agents and Brokers	997	\$70,043	0.99	67	1.4%	185	85	94	6	0.3%
541940	Veterinary Services	953	\$51,225	1.32	36	0.8%	260	78	145	36	1.9%
236115	New Single-Family Housing Construction (except For-Sale Builders)	946	\$49,933	1.22	-130	-2.5%	168	60	99	10	0.5%
456110	Pharmacies and Drug Retailers	945	\$40,859	0.81	-75	-1.5%	206	89	119	-1	-0.1%
238912	Nonresidential site preparation contractors	934	\$59,987	2.30	113	2.6%	180	62	103	15	0.8%
622210	Psychiatric and Substance Abuse Hospitals	919	\$65,845	2.44	-109	-2.2%	143	71	90	-19	-1.0%
238991	All other residential trade contractors	913	\$45,077	1.72	200	5.1%	177	60	101	16	0.9%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
811111	General Automotive Repair	903	\$49,711	1.28	55	1.3%	169	64	99	6	0.3%
441330	Automotive Parts and Accessories Retailers	897	\$32,300	1.43	62	1.4%	195	76	119	1	0.0%
561110	Office Administrative Services	889	\$79,831	0.80	4	0.1%	180	62	98	21	1.1%
458110	Clothing and Clothing Accessories Retailers	889	\$19,482	0.62	-19	-0.4%	228	100	137	-9	-0.5%
524210	Insurance Agencies and Brokerages	813	\$73,542	0.50	9	0.2%	151	57	84	10	0.6%
111000	Crop Production (Proprietors)	804	\$61,942	1.90	-77	-1.8%	169	95	75	-1	-0.1%
621340	Offices of Physical, Occupational and Speech Therapists, and Audiologists	778	\$48,679	0.98	-53	-1.3%	168	55	78	36	2.3%
541110	Offices of Lawyers	777	\$71,459	0.43	-64	-1.6%	116	51	66	-1	0.0%
491110	Postal Service	775	\$63,267	0.83	-43	-1.1%	117	59	65	-7	-0.4%
813410	Civic and Social Organizations	733	\$22,469	1.32	-45	-1.2%	226	86	132	8	0.6%
999999	Unclassified	725	\$41,229	1.49	307	11.7%	167	66	96	5	0.4%
424410	General Line Grocery Merchant Wholesalers	724	\$91,437	1.83	236	8.2%	167	59	98	10	0.7%
812112	Beauty Salons	716	\$35,058	0.74	-124	-3.2%	193	72	106	15	1.0%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
624310	Vocational Rehabilitation Services	716	\$43,135	1.52	-165	-4.1%	141	67	90	-15	-1.1%
312120	Breweries	715	\$35,383	4.22	43	1.3%	218	71	114	34	2.3%
531311	Residential Property Managers	713	\$49,379	0.80	166	5.5%	143	61	75	7	0.5%
713940	Fitness and Recreational Sports Centers	699	\$17,131	0.64	72	2.2%	243	88	144	12	0.8%
336390	Other Motor Vehicle Parts Manufacturing	671	\$46,060	2.85	56	1.8%	93	47	84	-38	-2.9%
493120	Refrigerated Warehousing and Storage	663	\$53,906	5.91	261	10.6%	174	59	104	12	0.9%
238911	Residential site preparation contractors	662	\$45,212	1.54	62	2.0%	128	44	73	11	0.8%
238212	Nonresidential electrical contractors	662	\$66,529	0.60	-30	-0.9%	129	42	77	10	0.8%
623210	Residential Intellectual and Developmental Disability Facilities	657	\$42,288	0.89	50	1.6%	166	78	82	6	0.4%
339113	Surgical Appliance and Supplies Manufacturing	649	\$78,533	4.12	81	2.7%	135	47	81	7	0.5%
311421	Fruit and Vegetable Canning	649	\$60,169	7.51	-101	-2.8%	149	55	91	3	0.2%
922160	Fire Protection	641	\$67,140	1.90	77	2.6%	127	51	74	2	0.2%
611210	Junior Colleges	633	\$53,152	0.68	-275	-7.0%	125	53	61	12	0.9%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
484220	Specialized Freight (except Used Goods) Trucking, Local	604	\$63,360	1.70	10	0.3%	130	48	75	6	0.5%
236210	Industrial Building Construction	596	\$70,214	2.39	-53	-1.7%	112	36	63	14	1.1%
712190	Nature Parks and Other Similar Institutions	592	\$37,427	5.08	28	1.0%	160	61	89	10	0.9%
713990	All Other Amusement and Recreation Industries	566	\$24,050	1.10	-33	-1.1%	193	74	111	7	0.7%
541512	Computer Systems Design Services	558	\$102,091	0.31	0	0.0%	98	28	51	19	1.7%
238211	Residential electrical contractors	548	\$44,178	0.82	109	4.5%	107	34	64	9	0.8%
713910	Golf Courses and Country Clubs	546	\$25,197	0.83	153	6.8%	196	73	109	15	1.3%
484122	General Freight Trucking, Long-Distance, Less Than Truckload	540	\$72,319	1.36	-45	-1.6%	118	43	67	8	0.7%
321113	Sawmills	527	\$51,348	4.05	149	6.9%	118	42	74	2	0.2%
424910	Farm Supplies Merchant Wholesalers	526	\$56,905	2.84	98	4.2%	115	43	70	1	0.1%
332112	Nonferrous Forging	526	\$83,062	49.60	54	2.2%	99	37	66	-5	-0.5%
449210	Electronics and Appliance Retailers	526	\$43,320	0.80	56	2.3%	106	44	71	-10	-0.9%
517121	Telecommunications Resellers	524	\$70,055	8.61	-34	-1.3%	85	32	60	-7	-0.6%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
711510	Independent Artists, Writers, and Performers	514	\$25,038	0.89	61	2.6%	103	42	55	6	0.5%
337110	Wood Kitchen Cabinet and Countertop Manufacturing	505	\$36,526	2.66	2	0.1%	95	38	62	-5	-0.5%
541611	Administrative Management and General Management Consulting Services	497	\$79,205	0.33	116	5.5%	96	30	54	12	1.2%
541990	All Other Professional, Scientific, and Technical Services	480	\$65,085	0.65	66	3.0%	88	30	49	9	0.9%
423110	Automobile and Other Motor Vehicle Merchant Wholesalers	480	\$77,963	2.24	188	10.5%	103	38	61	4	0.4%
541211	Offices of Certified Public Accountants	480	\$77,344	0.56	49	2.2%	87	35	51	1	0.1%
445131	Convenience Retailers	478	\$24,524	1.77	-29	-1.2%	144	63	84	-3	-0.4%
459510	Used Merchandise Retailers	476	\$24,965	1.31	157	8.4%	112	51	72	-11	-1.1%
321911	Wood Window and Door Manufacturing	472	\$38,410	5.27	-68	-2.6%	94	35	63	-4	-0.4%
444140	Hardware Retailers	469	\$38,585	1.69	80	3.8%	129	52	73	4	0.4%
484110	General Freight Trucking, Local	459	\$55,582	0.88	-12	-0.5%	98	37	57	4	0.4%
323111	Commercial Printing (except Screen and Books)	457	\$51,199	1.10	-605	-15.5%	83	37	57	-11	-1.2%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
811121	Automotive Body, Paint, and Interior Repair and Maintenance	438	\$59,895	1.04	-32	-1.4%	86	33	48	5	0.5%
611691	Exam Preparation and Tutoring	432	\$20,908	2.20	278	22.9%	112	49	61	2	0.3%
621420	Outpatient Mental Health and Substance Abuse Centers	430	\$62,913	0.85	253	19.3%	96	33	43	20	2.3%
444240	Nursery, Garden Center, and Farm Supply Retailers	430	\$37,593	1.71	59	3.0%	118	46	65	7	0.8%
459110	Sporting Goods Retailers	430	\$22,799	0.87	115	6.4%	114	47	66	1	0.1%
327390	Other Concrete Product Manufacturing	426	\$65,568	4.92	-131	-5.2%	97	33	54	11	1.2%
624110	Child and Youth Services	417	\$45,596	0.96	-253	-9.1%	101	35	48	19	2.2%
812990	All Other Personal Services	414	\$25,644	0.86	94	5.3%	133	42	77	13	1.6%
332710	Machine Shops	414	\$53,726	0.99	1	0.0%	86	30	52	4	0.5%
441120	Used Car Dealers	410	\$54,501	1.38	22	1.1%	91	35	52	3	0.4%
325510	Paint and Coating Manufacturing	408	\$57,767	6.22	119	7.2%	85	28	53	4	0.5%
332312	Fabricated Structural Metal Manufacturing	404	\$66,516	2.65	144	9.2%	88	28	52	7	0.9%
326113	Unlaminated Plastics Film and Sheet (except Packaging) Manufacturing	402	\$59,585	7.24	-93	-4.1%	84	30	52	2	0.2%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
423830	Industrial Machinery and Equipment Merchant Wholesalers	401	\$77,718	0.76	19	1.0%	82	29	48	5	0.7%
541219	Other Accounting Services	397	\$41,081	0.71	13	0.7%	72	29	41	1	0.2%
221310	Water Supply and Irrigation Systems	391	\$62,052	1.52	31	1.7%	72	28	45	-1	-0.1%
314110	Carpet and Rug Mills	390	\$36,676	9.57	-130	-5.6%	69	35	50	-15	-2.0%
541511	Custom Computer Programming Services	384	\$109,508	0.22	31	1.7%	67	19	35	13	1.6%
812910	Pet Care (except Veterinary) Services	372	\$28,852	1.07	12	0.6%	122	39	68	14	1.9%
326160	Plastics Bottle Manufacturing	371	\$85,905	7.00	-291	-10.9%	87	28	48	11	1.4%
922110	Courts	369	\$55,890	1.12	12	0.7%	68	27	40	2	0.2%
457120	Other Gasoline Stations	367	\$39,543	2.54	5	0.3%	114	56	66	-8	-1.1%
112120	Dairy Cattle and Milk Production	364	\$34,790	2.27	56	3.4%	95	44	53	-1	-0.2%
441340	Tire Dealers	363	\$50,156	1.21	-103	-4.9%	79	31	48	0	0.0%
562111	Solid Waste Collection	357	\$51,969	1.23	88	5.8%	81	28	49	4	0.5%
811310	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	345	\$67,081	0.89	43	2.7%	71	24	39	8	1.2%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
238112	Nonresidential poured foundation contractors	344	\$67,375	1.66	193	17.8%	60	21	36	4	0.6%
238161	Residential roofing contractors	343	\$49,596	1.33	108	7.9%	61	20	36	5	0.8%
561990	All Other Support Services	341	\$34,174	0.92	121	9.1%	83	34	43	6	0.9%
926150	Regulation, Licensing, and Inspection of Miscellaneous Commercial Sectors	340	\$43,878	2.15	14	0.8%	61	23	36	2	0.3%
325413	In-Vitro Diagnostic Substance Manufacturing	339	\$104,274	7.35	4	0.2%	75	21	42	12	1.8%
481219	Other Nonscheduled Air Transportation	339	\$115,633	29.00	-117	-5.8%	75	24	46	5	0.8%
325220	Artificial and Synthetic Fibers and Filaments Manufacturing	336	\$77,156	8.79	-10	-0.6%	66	21	42	3	0.4%
238992	All other nonresidential trade contractors	332	\$60,018	1.02	54	3.6%	66	22	37	7	1.0%
311821	Cookie and Cracker Manufacturing	330	\$39,867	5.60	77	5.4%	94	38	52	4	0.7%
923130	Administration of Human Resource Programs (except Education, Public Health, and Veterans' Affairs Programs)	326	\$52,917	0.52	-34	-1.9%	58	23	35	-	0.0%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
459999	All Other Miscellaneous Retailers	323	\$31,676	0.83	38	2.5%	77	32	48	-3	-0.5%
311119	Other Animal Food Manufacturing	320	\$74,196	5.51	101	7.9%	75	25	43	7	1.1%
321920	Wood Container and Pallet Manufacturing	316	\$41,559	3.03	144	13.0%	64	24	42	-2	-0.4%
238321	Residential painting contractors	315	\$32,865	0.85	-22	-1.4%	54	20	30	4	0.7%
449110	Furniture Retailers	315	\$43,943	0.97	4	0.3%	78	33	46	-1	-0.2%
238122	Nonresidential structural steel contractors	304	\$71,665	2.65	0	0.0%	62	20	34	8	1.4%
221122	Electric Power Distribution	303	\$90,942	0.71	35	2.5%	58	19	33	7	1.1%
712110	Museums	292	\$49,133	1.70	26	1.9%	81	30	44	6	1.1%
238292	Other nonresidential equipment contractors	292	\$74,509	1.36	16	1.1%	58	19	33	6	1.0%
238992	All other nonresidential trade contractors	332	\$60,018	1.02	54	3.6%	66	22	37	7	1.0%
311821	Cookie and Cracker Manufacturing	330	\$39,867	5.60	77	5.4%	94	38	52	4	0.7%
923130	Administration of Human Resource Programs (except Education, Public Health, and Veterans' Affairs Programs)	326	\$52,917	0.52	-34	-1.9%	58	23	35	-	0.0%
459999	All Other Miscellaneous Retailers	323	\$31,676	0.83	38	2.5%	77	32	48	-3	-0.5%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
311119	Other Animal Food Manufacturing	320	\$74,196	5.51	101	7.9%	75	25	43	7	1.1%
321920	Wood Container and Pallet Manufacturing	316	\$41,559	3.03	144	13.0%	64	24	42	-2	-0.4%
238321	Residential painting contractors	315	\$32,865	0.85	-22	-1.4%	54	20	30	4	0.7%
449110	Furniture Retailers	315	\$43,943	0.97	4	0.3%	78	33	46	-1	-0.2%
238122	Nonresidential structural steel contractors	304	\$71,665	2.65	0	0.0%	62	20	34	8	1.4%
221122	Electric Power Distribution	303	\$90,942	0.71	35	2.5%	58	19	33	7	1.1%
712110	Museums	292	\$49,133	1.70	26	1.9%	81	30	44	6	1.1%
238292	Other nonresidential equipment contractors	292	\$74,509	1.36	16	1.1%	58	19	33	6	1.0%
424490	Other Grocery and Related Products Merchant Wholesalers	292	\$57,870	0.77	95	8.2%	66	24	39	3	0.5%
457210	Fuel Dealers	290	\$74,249	2.65	-22	-1.4%	57	23	36	-2	-0.4%
238351	Residential finish carpentry contractors	285	\$38,135	0.83	22	1.6%	52	19	30	3	0.5%
111331	Apple Orchards	282	\$32,172	5.81	21	1.6%	79	33	41	6	1.1%
531110	Lessors of Residential Buildings and Dwellings	282	\$42,462	0.46	-62	-3.9%	56	24	30	2	0.4%
812210	Funeral Homes and Funeral Services	278	\$44,991	1.67	-4	-0.3%	66	27	39	0	0.0%
311999	All Other Miscellaneous Food Manufacturing	277	\$64,442	3.99	64	5.4%	73	24	40	9	1.6%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
561612	Security Guards and Patrol Services	269	\$36,545	0.22	-35	-2.4%	72	26	41	5	0.8%
237130	Power and Communication Line and Related Structures Construction	266	\$68,403	0.73	5	0.3%	49	17	29	4	0.7%
611620	Sports and Recreation Instruction	266	\$20,479	0.76	-2	-0.1%	72	30	38	4	0.7%
523150	Investment Banking and Securities Intermediation	264	\$195,559	0.38	-5	-0.4%	49	15	26	8	1.5%
459120	Hobby, Toy, and Game Retailers	263	\$21,596	1.29	-1	-0.1%	66	30	40	-3	-0.7%
924120	Administration of Conservation Programs	262	\$65,363	0.72	20	1.6%	45	18	28	-1	-0.1%
517111	Wired Telecommunications Carriers	262	\$72,055	0.37	-57	-3.9%	42	16	30	-4	-0.7%
621330	Offices of Mental Health Practitioners (except Physicians)	259	\$56,299	0.56	-25	-1.9%	52	18	23	11	2.1%
322211	Corrugated and Solid Fiber Box Manufacturing	259	\$56,460	1.65	-99	-6.3%	47	19	34	-6	-1.2%
623220	Residential Mental Health and Substance Abuse Facilities	257	\$49,261	0.62	65	6.0%	61	23	30	8	1.6%
519210	Libraries and Archives	256	\$24,126	1.04	-40	-2.8%	49	16	26	7	1.4%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
921130	Public Finance Activities	256	\$62,938	0.60	12	1.0%	47	18	27	2	0.4%
238111	Residential poured foundation contractors	255	\$51,686	1.08	-50	-3.5%	45	15	26	4	0.7%
115210	Support Activities for Animal Production	253	\$40,491	3.23	-157	-9.2%	73	25	45	3	0.5%
333414	Heating Equipment (except Warm Air Furnaces) Manufacturing	253	\$51,301	10.48	61	5.7%	47	17	31	-2	-0.3%
111419	Other Food Crops Grown Under Cover	252	\$50,604	4.30	-62	-4.3%	68	29	36	2	0.5%
326150	Urethane and Other Foam Product (except Polystyrene) Manufacturing	249	\$53,441	4.36	128	15.6%	56	19	32	5	1.0%
814110	Private Households	249	\$41,369	0.79	-428	-18.1%	75	35	39	1	0.1%
561210	Facilities Support Services	248	\$38,296	0.83	42	3.8%	62	23	33	6	1.2%
621498	All Other Outpatient Care Centers	243	\$70,041	0.58	79	8.2%	48	17	22	9	1.8%
424810	Beer and Ale Merchant Wholesalers	243	\$44,012	1.36	-48	-3.5%	58	20	33	5	1.0%
459910	Pet and Pet Supplies Retailers	242	\$28,169	1.04	1	0.0%	62	25	37	-	0.0%
812199	Other Personal Care Services	240	\$27,074	0.70	23	2.0%	64	24	35	4	0.8%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
811192	Car Washes	234	\$32,254	0.76	-12	-1.0%	57	22	35	-	0.0%
921110	Executive Offices	232	\$84,336	0.71	56	5.7%	44	18	27	-	-0.1%
513210	Software Publishers	229	\$94,560	0.23	-237	-13.2%	40	11	22	7	1.5%
541715	Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	227	\$98,405	0.26	21	2.0%	40	11	23	6	1.4%
513110	Newspaper Publishers	226	\$37,328	1.54	-75	-5.5%	30	17	25	-12	-2.6%
492210	Local Messengers and Local Delivery	222	\$24,839	0.53	150	25.3%	52	18	28	6	1.3%
562212	Solid Waste Landfill	222	\$48,584	2.75	51	5.4%	47	16	28	2	0.5%
425120	Wholesale Trade Agents and Brokers	221	\$83,063	0.28	-61	-4.8%	43	15	26	1	0.3%
812113	Nail Salons	220	\$39,730	0.61	67	7.5%	59	22	32	4	1.0%
424720	Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	220	\$68,020	2.14	23	2.3%	49	18	30	1	0.3%
541613	Marketing Consulting Services	219	\$56,862	0.36	74	8.7%	41	13	24	4	1.0%
722514	Cafeterias, Grill Buffets, and Buffets	217	\$22,125	1.64	-172	-11.0%	85	36	47	2	0.6%
312130	Wineries	215	\$32,266	1.77	4	0.4%	66	21	34	11	2.4%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
238162	Nonresidential roofing contractors	214	\$67,675	1.17	-48	-3.9%	36	12	23	1	0.3%
485113	Bus and Other Motor Vehicle Transit Systems	213	\$41,496	1.28	1	0.1%	48	25	22	-	0.1%
339950	Sign Manufacturing	212	\$45,101	1.47	18	1.8%	41	15	27	-1	-0.2%
322291	Sanitary Paper Product Manufacturing	212	\$51,067	5.01	2	0.1%	40	16	28	-4	-0.9%
721211	RV (Recreational Vehicle) Parks and Campgrounds	211	\$26,095	3.54	-64	-5.2%	57	22	33	3	0.6%
221320	Sewage Treatment Facilities	210	\$59,681	2.29	17	1.7%	41	15	24	2	0.5%
313230	Nonwoven Fabric Mills	210	\$54,933	9.46	-14	-1.2%	41	18	27	-4	-1.0%
524126	Direct Property and Casualty Insurance Carriers	208	\$80,317	0.30	-41	-3.5%	32	12	20	-1	-0.3%
459210	Book Retailers and News Dealers	208	\$20,853	1.71	-64	-5.2%	52	24	33	-5	-1.2%
621399	Offices of All Other Miscellaneous Health Practitioners	207	\$47,854	0.56	53	6.1%	42	18	20	4	1.0%
238311	Residential drywall contractors	207	\$41,854	0.81	-35	-3.1%	35	12	20	3	0.7%
512131	Motion Picture Theaters (except Drive-Ins)	206	\$7,790	1.12	11	1.1%	94	40	52	3	0.7%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
332215	Metal Kitchen Cookware, Utensil, Cutlery, and Flatware (except Precious) Manufacturing	206	\$86,227	13.96	11	1.1%	39	15	26	-2	-0.5%
456120	Cosmetics, Beauty Supplies, and Perfume Retailers	204	\$19,884	0.62	-23	-2.1%	48	21	29	-2	-0.4%
459991	Tobacco, Electronic Cigarette, and Other Smoking Supplies Retailers	203	\$25,756	0.80	56	6.7%	49	21	30	-2	-0.4%
624221	Temporary Shelters	200	\$34,463	1.41	42	4.9%	44	17	25	2	0.5%
334417	Electronic Connector Manufacturing	197	\$71,084	5.60	-15	-1.5%	40	13	22	5	1.4%
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	196	\$73,981	0.42	112	18.6%	37	14	18	5	1.3%
423120	Motor Vehicle Supplies and New Parts Merchant Wholesalers	196	\$63,468	0.70	-16	-1.6%	40	15	25	-1	-0.1%
488490	Other Support Activities for Road Transportation	195	\$48,433	2.19	14	1.5%	44	16	24	4	1.0%
423810	Construction and Mining (except Oil Well) Machinery and Equipment Merchant Wholesalers	193	\$75,409	1.19	-4	-0.5%	40	14	23	4	0.9%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
326140	Polystyrene Foam Product Manufacturing	192	\$86,448	4.27	67	9.0%	46	15	25	6	1.7%
332321	Metal Window and Door Manufacturing	191	\$49,323	1.83	9	1.0%	43	13	25	5	1.3%
331318	Other Aluminum Rolling, Drawing, and Extruding	188	\$51,598	4.48	-71	-6.2%	38	13	24	1	0.2%
221121	Electric Bulk Power Transmission and Control	187	\$95,009	3.36	-33	-3.2%	36	12	20	4	1.0%
322212	Folding Paperboard Box Manufacturing	187	\$59,109	4.32	20	2.2%	35	14	25	-4	-1.1%
311612	Meat Processed from Carcasses	186	\$51,593	0.80	89	13.8%	46	16	27	2	0.7%
111422	Floriculture Production	185	\$35,654	2.84	78	11.5%	49	21	26	2	0.4%
423720	Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers	185	\$64,223	1.00	19	2.2%	39	14	24	2	0.4%
621910	Ambulance Services	185	\$46,529	0.64	10	1.1%	29	10	18	1	0.4%
611610	Fine Arts Schools	184	\$21,001	0.77	85	13.1%	48	21	26	1	0.3%
923120	Administration of Public Health Programs	182	\$55,322	0.42	-33	-3.2%	32	13	19	0	0.0%
482110	Rail Transportation (non-covered)	179	\$94,694	0.76	-31	-3.1%	32	10	21	0	0.1%
621310	Offices of Chiropractors	178	\$36,297	0.75	11	1.3%	35	15	18	2	0.7%
922130	Legal Counsel and Prosecution	176	\$76,871	0.96	12	1.4%	32	12	19	1	0.2%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
331420	Copper Rolling, Drawing, Extruding, and Alloying	175	\$58,453	4.03	-27	-2.8%	35	12	22	1	0.3%
531390	Other Activities Related to Real Estate	175	\$82,407	0.60	-13	-1.4%	31	15	16	-	0.1%
337121	Upholstered Household Furniture Manufacturing	175	\$32,096	2.39	-20	-2.2%	34	13	22	-1	-0.4%
238312	Nonresidential drywall contractors	174	\$57,198	0.84	-35	-3.6%	28	10	17	1	0.2%
238141	Residential masonry contractors	173	\$43,911	1.10	6	0.7%	30	10	18	2	0.6%
813319	Other Social Advocacy Organizations	170	\$55,578	0.84	98	18.6%	36	13	21	3	0.7%
322220	Paper Bag and Coated and Treated Paper Manufacturing	170	\$60,605	2.08	76	12.5%	35	13	23	-	0.0%
449129	All Other Home Furnishings Retailers	169	\$33,500	0.79	-55	-5.5%	43	17	25	-	0.1%
621493	Freestanding Ambulatory Surgical and Emergency Centers	166	\$75,537	0.58	-37	-3.9%	33	12	15	6	1.9%
541690	Other Scientific and Technical Consulting Services	165	\$67,770	0.42	3	0.4%	32	10	18	4	1.2%
722320	Caterers	165	\$26,246	0.52	-1	-0.2%	54	22	31	1	0.4%
444230	Outdoor Power Equipment Retailers	161	\$68,349	3.16	15	1.9%	46	17	25	4	1.3%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
541213	Tax Preparation Services	161	\$31,095	0.82	9	1.2%	30	12	17	1	0.3%
459420	Gift, Novelty, and Souvenir Retailers	160	\$21,475	0.71	16	2.2%	38	17	24	-4	-1.1%
332431	Metal Can Manufacturing	159	\$80,240	4.67	-7	-0.9%	37	11	21	5	1.5%
811210	Electronic and Precision Equipment Repair and Maintenance	159	\$68,287	0.91	17	2.3%	30	11	18	1	0.3%
458210	Shoe Retailers	159	\$20,240	0.60	-7	-0.8%	41	18	25	-2	-0.5%
561710	Exterminating and Pest Control Services	158	\$50,322	0.67	-14	-1.7%	39	10	27	2	0.6%
926140	Regulation of Agricultural Marketing and Commodities	158	\$70,775	1.23	-	0.0%	27	10	16	-	0.0%
336360	Motor Vehicle Seating and Interior Trim Manufacturing	158	\$39,165	1.37	65	11.2%	24	11	20	-7	-2.2%
523940	Portfolio Management and Investment Advice	157	\$143,803	0.19	-23	-2.7%	28	9	15	4	1.2%
212312	Crushed and Broken Limestone Mining and Quarrying	157	\$56,410	4.37	-35	-4.0%	33	12	19	3	0.8%
621492	Kidney Dialysis Centers	156	\$72,017	0.79	22	3.1%	31	11	14	6	1.8%
541614	Process, Physical Distribution, and Logistics Consulting Services	156	\$81,149	0.58	-85	-8.3%	32	10	17	5	1.6%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
611710	Educational Support Services	153	\$40,938	0.36	14	2.0%	30	13	17	-	0.1%
488410	Motor Vehicle Towing	152	\$43,011	1.25	20	2.9%	33	13	19	2	0.6%
518210	Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	151	\$85,762	0.19	20	2.9%	28	8	15	5	1.6%
423130	Tire and Tube Merchant Wholesalers	151	\$53,251	2.87	22	3.2%	32	12	19	1	0.5%
339112	Surgical and Medical Instrument Manufacturing	150	\$60,736	0.69	79	16.2%	30	11	19	1	0.2%
324121	Asphalt Paving Mixture and Block Manufacturing	148	\$79,529	5.30	1	0.2%	29	9	18	2	0.8%
238331	Residential flooring contractors	148	\$34,787	0.89	-4	-0.6%	27	10	16	1	0.5%
449121	Floor Covering Retailers	148	\$57,700	1.28	-10	-1.3%	37	15	22	-	-0.1%
531130	Lessors of Miniwarehouses and Self-Storage Units	147	\$35,305	1.52	70	13.7%	29	13	16	1	0.3%
623990	Other Residential Care Facilities	146	\$41,924	0.54	-102	-10.0%	34	15	19	-	-0.1%
541519	Other Computer Related Services	145	\$86,514	0.67	63	11.9%	26	7	13	6	2.0%
561790	Other Services to Buildings and Dwellings	145	\$38,824	0.58	27	4.1%	40	18	21	2	0.6%
522292	Real Estate Credit	145	\$86,525	0.49	-80	-8.4%	25	9	15	1	0.3%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
321999	All Other Miscellaneous Wood Product Manufacturing	143	\$44,833	2.86	41	6.9%	30	11	19	-	-0.1%
423310	Lumber, Plywood, Millwork, and Wood Panel Merchant Wholesalers	142	\$67,893	0.80	-184	-15.3%	30	11	18	2	0.6%
722330	Mobile Food Services	142	\$24,335	1.02	43	7.5%	41	16	25	-	0.0%
237110	Water and Sewer Line and Related Structures Construction	141	\$54,515	0.43	-69	-7.6%	27	9	16	3	0.9%
621320	Offices of Optometrists	141	\$41,642	0.59	-11	-1.5%	29	12	14	2	0.7%
813312	Environment, Conservation and Wildlife Organizations	140	\$40,277	1.10	1	0.1%	29	10	17	2	0.6%
323113	Commercial Screen Printing	140	\$34,502	1.11	-13	-1.7%	23	11	17	-6	-2.1%
333612	Speed Changer, Industrial High-Speed Drive, and Gear Manufacturing	139	\$70,226	7.88	41	7.3%	24	9	16	-1	-0.4%
624230	Emergency and Other Relief Services	137	\$61,378	2.38	98	28.3%	31	12	17	2	0.8%
445298	All Other Specialty Food Retailers	136	\$19,686	0.90	11	1.6%	38	17	23	-2	-0.9%
424520	Livestock Merchant Wholesalers	135	\$21,798	5.44	21	3.5%	30	12	19	-	-0.2%
332322	Sheet Metal Work Manufacturing	134	\$50,099	0.75	-19	-2.6%	30	9	17	3	1.0%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
441227	Motorcycle, ATV, and All Other Motor Vehicle Dealers	133	\$49,688	1.04	-65	-7.7%	31	12	17	1	0.5%
238131	Residential framing contractors	132	\$44,169	0.98	-26	-3.5%	24	8	15	1	0.5%
423610	Electrical Apparatus and Equipment, Wiring Supplies, and Related Equipment Merchant Wholesalers	132	\$68,722	0.44	11	1.7%	27	10	17	1	0.2%
321215	Engineered Wood Member Manufacturing	131	\$56,295	2.10	37	6.9%	31	10	18	3	1.0%
327320	Ready-Mix Concrete Manufacturing	131	\$62,768	0.80	-73	-8.5%	28	10	16	1	0.5%
721214	Recreational and Vacation Camps (except Campgrounds)	131	\$27,223	2.19	17	2.8%	34	14	20	-	0.1%
321918	Other Millwork (including Flooring)	127	\$45,943	2.28	-1	-0.2%	27	10	17	1	0.3%
811191	Automotive Oil Change and Lubrication Shops	125	\$33,381	1.06	34	6.5%	31	12	19	-	0.2%
484230	Specialized Freight (except Used Goods) Trucking, Long- Distance	124	\$65,879	0.60	-35	-4.8%	27	10	16	1	0.6%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
811490	Other Personal and Household Goods Repair and Maintenance	124	\$42,992	1.15	1	0.1%	27	12	14	1	0.4%
423990	Other Miscellaneous Durable Goods Merchant Wholesalers	123	\$80,034	0.76	24	4.4%	25	9	15	1	0.2%
237990	Other Heavy and Civil Engineering Construction	121	\$60,703	0.57	5	0.9%	23	8	13	2	0.8%
531312	Nonresidential Property Managers	120	\$46,082	0.43	-16	-2.4%	24	10	13	1	0.5%
611699	All Other Miscellaneous Schools and Instruction	119	\$23,967	0.75	62	16.0%	31	14	17	1	0.4%
811198	All Other Automotive Repair and Maintenance	119	\$47,034	2.14	66	17.7%	30	11	18	1	0.3%
424690	Other Chemical and Allied Products Merchant Wholesalers	118	\$116,765	0.63	94	37.4%	25	8	14	2	0.9%
321992	Prefabricated Wood Building Manufacturing	116	\$58,985	4.00	-108	-12.3%	26	9	16	2	0.8%
334515	Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals	116	\$94,927	2.02	-67	-8.7%	21	7	12	1	0.6%
314999	All Other Miscellaneous Textile Product Mills	116	\$35,577	2.38	104	58.8%	21	11	14	-4	-1.8%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
721191	Bed-and-Breakfast Inns	115	\$25,787	4.82	9	1.6%	33	14	19	1	0.3%
423330	Roofing, Siding, and Insulation Material Merchant Wholesalers	114	\$74,307	1.61	21	4.1%	26	9	15	2	1.1%
311824	Dry Pasta, Dough, and Flour Mixes Manufacturing from Purchased Flour	111	\$81,395	3.33	1	0.2%	35	13	18	4	1.8%
531120	Lessors of Nonresidential Buildings (except Miniwarehouses)	111	\$45,176	0.44	1	0.2%	23	10	12	1	0.5%
926120	Regulation and Administration of Transportation Programs	111	\$42,526	0.23	10	1.8%	20	8	12	1	0.4%
541612	Human Resources Consulting Services	110	\$87,935	0.67	57	15.8%	22	7	12	3	1.4%
621112	Offices of Physicians, Mental Health Specialists	110	\$81,330	0.72	3	0.6%	18	8	9	1	0.6%
621999	All Other Miscellaneous Ambulatory Health Care Services	109	\$65,588	0.62	52	14.0%	23	8	12	3	1.3%
488991	Packing and Crating	109	\$44,631	3.25	37	8.8%	26	9	15	1	0.6%
561621	Security Systems Services (except Locksmiths)	108	\$58,598	0.46	33	7.4%	23	8	13	2	0.8%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
459310	Florists	108	\$21,963	1.01	-18	-3.0%	23	12	13	-3	-1.2%
541370	Surveying and Mapping (except Geophysical) Services	105	\$51,285	1.18	-12	-2.2%	18	7	10	1	0.4%
333515	Cutting Tool and Machine Tool Accessory Manufacturing	105	\$45,904	3.17	17	3.6%	19	7	13	-1	-0.4%
484210	Used Household and Office Goods Moving	104	\$48,419	0.70	-43	-6.6%	22	8	13	-	0.2%
236117	New Housing For-Sale Builders	103	\$65,435	0.87	-14	-2.5%	19	7	11	2	0.9%
516210	Media Streaming Distribution Services, Social Networks, and Other Media Networks and Content Providers	103	\$84,764	0.29	4	0.9%	18	6	11	1	0.5%
812332	Industrial Launderers	102	\$75,724	1.02	-41	-6.5%	26	11	13	2	0.8%
722410	Drinking Places (Alcoholic Beverages)	101	\$22,968	0.15	64	22.5%	35	12	21	2	1.0%
238322	Nonresidential painting contractors	101	\$45,634	0.73	29	7.1%	17	7	10	1	0.3%
424450	Confectionery Merchant Wholesalers	99	\$53,192	1.00	35	9.0%	22	8	13	1	0.3%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
423730	Warm Air Heating and Air-Conditioning Equipment and Supplies Merchant Wholesalers	98	\$67,029	0.76	2	0.5%	21	7	12	2	0.8%
561499	All Other Business Support Services	98	\$57,853	0.64	-20	-3.7%	21	8	13	-1	-0.4%
312112	Bottled Water Manufacturing	97	\$60,435	2.89	91	74.7%	29	10	15	4	2.3%
522291	Consumer Lending	97	\$73,725	0.67	-17	-3.1%	17	6	10	-	0.2%
111219	Other Vegetable (except Potato) and Melon Farming	96	\$43,490	0.95	22	5.2%	26	11	14	1	0.4%
532120	Truck, Utility Trailer, and RV (Recreational Vehicle) Rental and Leasing	95	\$52,988	0.64	15	3.4%	23	9	12	2	1.1%
812111	Barber Shops	95	\$32,829	0.76	34	9.4%	25	10	14	2	0.8%
424820	Wine and Distilled Alcoholic Beverage Merchant Wholesalers	95	\$117,131	0.62	13	3.0%	22	8	13	1	0.6%
423430	Computer and Computer Peripheral Equipment and Software Merchant Wholesalers	95	\$114,737	0.27	31	8.0%	18	6	11	1	0.5%
812320	Drycleaning and Laundry Services (except Coin-Operated)	95	\$28,562	0.65	-31	-5.5%	23	11	12	0	0.1%
221210	Natural Gas Distribution	95	\$95,134	0.51	44	13.1%	16	6	10	0	-0.2%
711219	Other Spectator Sports	94	\$24,443	0.86	-13	-2.6%	29	10	15	4	1.9%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
423320	Brick, Stone, and Related Construction Material Merchant Wholesalers	94	\$62,304	0.91	21	5.2%	20	7	12	1	0.4%
522310	Mortgage and Nonmortgage Loan Brokers	94	\$74,789	0.72	31	8.3%	16	6	10	-	0.0%
712120	Historical Sites	93	\$32,931	3.79	-15	-3.0%	26	10	14	2	1.1%
456191	Food (Health) Supplement Retailers	93	\$23,651	0.95	31	8.3%	22	9	13	-1	-0.4%
112340	Poultry Hatcheries	93	\$46,879	6.24	-44	-7.5%	24	11	13	-1	-0.5%
334419	Other Electronic Component Manufacturing	92	\$57,627	0.94	-5	-1.0%	19	6	10	3	1.4%
311811	Retail Bakeries	92	\$23,003	0.50	33	9.5%	27	11	15	1	0.7%
541921	Photography Studios, Portrait	92	\$32,346	0.71	-4	-0.9%	18	6	10	1	0.7%
711310	Promoters of Performing Arts, Sports, and Similar Events with Facilities	90	\$26,928	0.40	33	9.7%	26	10	15	2	0.9%
115112	Soil Preparation, Planting, and Cultivating	90	\$33,887	1.54	46	15.2%	26	10	15	-	0.2%
112111	Beef Cattle Ranching and Farming	90	\$41,572	1.40	9	2.3%	24	11	13	-	-0.1%
541191	Title Abstract and Settlement Offices	89	\$45,712	0.95	-14	-2.9%	14	6	8	-	0.2%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
926130	Regulation and Administration of Communications, Electric, Gas, and Other Utilities	82	\$85,900	1.72	3	0.7%	15	6	9	-	0.0%
624210	Community Food Services	81	\$44,591	1.03	22	6.7%	18	7	10	1	0.6%
711110	Theater Companies and Dinner Theaters	81	\$20,067	0.67	3	0.7%	21	9	12	1	0.3%
813910	Business Associations	89	\$103,194	0.47	-13	-2.8%	17	7	11	-	0.1%
112330	Turkey Production	87	\$44,277	12.08	-37	-6.9%	22	10	13	-1	-0.6%
326299	All Other Rubber Product Manufacturing	86	\$94,798	2.31	-81	-12.4%	21	7	11	3	1.6%
485320	Limousine Service	86	\$14,404	0.36	-18	-3.6%	19	8	9	2	1.2%
541214	Payroll Services	85	\$43,704	0.24	-42	-7.7%	18	6	9	2	1.3%
238142	Nonresidential masonry contractors	85	\$57,992	0.75	-42	-7.8%	15	5	9	1	0.4%
611430	Professional and Management Development Training	85	\$44,926	0.66	-13	-2.9%	15	6	9	-	0.3%
541910	Marketing Research and Public Opinion Polling	83	\$63,070	0.64	19	5.3%	16	5	9	2	1.1%
311423	Dried and Dehydrated Food Manufacturing	83	\$53,225	4.11	-126	-16.8%	19	7	12	-	0.2%
459130	Sewing, Needlework, and Piece Goods Retailers	83	\$17,173	1.31	-24	-5.0%	20	9	12	-1	-0.6%
115115	Farm Labor Contractors and Crew Leaders	82	\$25,230	0.28	75	66.8%	25	9	14	2	1.4%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
532310	General Rental Centers	82	\$35,635	1.63	3	0.6%	17	6	10	1	0.4%
541430	Graphic Design Services	82	\$51,156	0.57	-28	-5.7%	14	5	8	-	0.2%
551112	Offices of Other Holding Companies	80	\$201,604	0.60	46	18.7%	15	5	9	1	0.9%
326122	Plastics Pipe and Pipe Fitting Manufacturing	80	\$58,298	1.62	-15	-3.3%	17	6	10	1	0.5%
516110	Radio Broadcasting Stations	80	\$29,399	0.93	-45	-8.5%	15	6	9	-1	-0.4%
811114	Specialized Automotive Repair	79	\$50,054	1.00	-15	-3.4%	14	6	9	-	0.0%
561520	Tour Operators	78	\$37,495	1.97	-11	-2.7%	19	7	10	2	1.5%
813990	Other Similar Organizations (except Business, Professional, Labor, and Political Organizations)	78	\$37,233	0.46	-14	-3.3%	16	6	9	1	0.4%
456130	Optical Goods Retailers	78	\$35,269	0.66	-10	-2.3%	19	8	11	-	-0.2%
238171	Residential siding contractors	77	\$49,246	0.93	8	2.2%	14	5	9	1	0.6%
444120	Paint and Wallpaper Retailers	77	\$47,998	1.19	14	4.2%	21	9	12	1	0.4%
238341	Residential tile and terrazzo contractors	76	\$33,172	0.68	7	2.0%	14	5	8	1	0.5%
445132	Vending Machine Operators	76	\$40,354	1.21	32	11.6%	22	10	13	-1	-0.8%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
621511	Medical Laboratories	74	\$67,126	0.20	4	1.2%	13	5	7	1	0.6%
925120	Administration of Urban Planning and Community and Rural Development	74	\$61,366	1.23	3	0.8%	14	6	8	-	0.2%
541310	Architectural Services	74	\$77,493	0.22	-50	-9.7%	12	5	7	-	0.2%
337122	Nonupholstered Wood Household Furniture Manufacturing	74	\$37,310	1.64	-5	-1.4%	14	6	9	-1	-0.4%
532412	Construction, Mining, and Forestry Machinery and Equipment Rental and Leasing	73	\$70,068	0.48	2	0.5%	16	6	9	1	0.7%
541890	Other Services Related to Advertising	73	\$43,384	0.47	-32	-6.9%	14	5	8	-	0.2%
332999	All Other Miscellaneous Fabricated Metal Product Manufacturing	73	\$65,172	0.55	8	2.4%	14	5	9	-1	-0.5%
812930	Parking Lots and Garages	72	\$32,762	0.36	35	14.0%	23	8	13	2	1.3%
541618	Other Management Consulting Services	72	\$77,685	0.32	-18	-4.4%	14	4	8	2	1.1%
562910	Remediation Services	72	\$59,193	0.47	-31	-6.8%	15	5	9	1	1.0%
445230	Fruit and Vegetable Retailers	72	\$26,977	1.19	41	18.7%	22	9	13	-	0.0%
456199	All Other Health and Personal Care Retailers	72	\$39,735	0.53	8	2.4%	16	7	10	-1	-0.7%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
311611	Animal (except Poultry) Slaughtering	71	\$47,655	0.31	-35	-7.7%	18	6	10	1	0.8%
238391	Other residential finishing contractors	71	\$41,664	0.82	8	2.3%	13	5	8	1	0.7%
332323	Ornamental and Architectural Metal Work Manufacturing	71	\$61,189	1.01	-55	-10.9%	15	5	9	1	0.5%
331491	Nonferrous Metal (except Copper and Aluminum) Rolling, Drawing, and Extruding	71	\$57,689	3.01	15	4.7%	14	5	9	-	-0.2%
485999	All Other Transit and Ground Passenger Transportation	70	\$45,947	1.03	53	32.5%	19	10	8	2	1.2%
111998	All Other Miscellaneous Crop Farming	70	\$39,737	1.10	-14	-3.5%	19	8	10	1	0.7%
713950	Bowling Centers	70	\$16,587	0.65	-52	-10.4%	24	9	14	1	0.6%
423510	Metal Service Centers and Other Metal Merchant Wholesalers	69	\$65,792	0.34	-3	-1.0%	15	5	9	2	1.1%
713920	Skiing Facilities	69	\$21,218	1.00	-3	-0.9%	24	9	14	1	0.8%
339999	All Other Miscellaneous Manufacturing	69	\$47,890	0.56	-29	-6.9%	14	5	9	-	0.2%
327410	Lime Manufacturing	68	\$81,301	10.44	-98	-16.4%	15	5	9	2	1.3%
332313	Plate Work Manufacturing	68	\$64,956	0.91	-40	-8.8%	14	5	9	1	0.5%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
924110	Administration of Air and Water Resource and Solid Waste Management Programs	68	\$73,458	0.37	-5	-1.5%	13	5	7	-	0.3%
561311	Employment Placement Agencies	68	\$35,194	0.17	-23	-5.6%	14	6	9	-	-0.1%
336310	Motor Vehicle Gasoline Engine and Engine Parts Manufacturing	68	\$53,348	0.77	8	2.5%	9	5	9	-4	-2.9%
459410	Office Supplies and Stationery Retailers	67	\$38,376	0.60	-72	-13.5%	16	7	10	-1	-1.0%
488510	Freight Transportation Arrangement	66	\$56,427	0.16	-41	-9.2%	14	5	8	1	1.1%
336411	Aircraft Manufacturing	66	\$93,326	0.17	34	15.2%	12	4	7	1	0.4%
513130	Book Publishers	66	\$39,501	0.77	-4	-1.1%	11	4	7	-	-0.3%
113310	Logging	66	\$43,333	0.79	-7	-1.9%	15	7	10	-2	-1.1%
238152	Nonresidential glass and glazing contractors	65	\$84,923	0.89	-40	-9.2%	11	4	7	-	0.1%
485310	Taxi and Ridesharing Services	64	\$13,820	0.30	-30	-7.5%	14	6	6	2	1.2%
541714	Research and Development in Biotechnology (except Nanobiotechnology)	64	\$133,943	0.14	19	7.2%	11	3	7	1	1.0%
332996	Fabricated Pipe and Pipe Fitting Manufacturing	64	\$62,856	1.28	20	7.9%	13	5	8	1	0.5%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
423450	Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	64	\$71,013	0.13	32	14.9%	12	4	7	-	0.4%
611692	Automobile Driving Schools	64	\$19,757	1.80	22	8.9%	17	7	9	-	0.3%
713110	Amusement and Theme Parks	63	\$22,523	0.20	46	31.1%	24	10	14	1	0.6%
522299	International, Secondary Market, and All Other Nondepository Credit Intermediation	63	\$77,665	0.45	-17	-4.8%	11	4	7	0	0.3%
321114	Wood Preservation	63	\$65,818	3.67	17	6.3%	13	5	9	-1	-0.5%
332618	Other Fabricated Wire Product Manufacturing	63	\$55,622	1.69	-50	-11.0%	11	4	8	-1	-0.8%
314910	Textile Bag and Canvas Mills	63	\$34,641	1.70	50	36.9%	11	6	8	-2	-2.0%
522390	Other Activities Related to Credit Intermediation	62	\$71,953	0.56	43	26.8%	12	4	6	1	1.1%
621391	Offices of Podiatrists	62	\$68,443	1.17	-11	-3.2%	13	5	6	1	1.0%
812220	Cemeteries and Crematories	61	\$55,548	1.11	-5	-1.5%	15	6	9	1	0.5%
561330	Professional Employer Organizations	61	\$47,926	0.09	29	13.4%	13	5	8	-	-0.1%
541620	Environmental Consulting Services	60	\$67,298	0.35	19	7.7%	12	4	7	2	1.5%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
813920	Professional Organizations	60	\$50,010	0.44	6	2.2%	13	5	7	1	0.9%
332812	Metal Coating, Engraving (except Jewelry and Silverware), and Allied Services to Manufacturers	60	\$46,268	0.64	-21	-5.8%	11	4	8	-1	-0.8%
562991	Septic Tank and Related Services	59	\$47,845	1.10	9	3.3%	13	4	7	2	1.4%
541350	Building Inspection Services	59	\$56,884	1.13	14	5.6%	11	4	6	1	1.0%
311340	Nonchocolate Confectionery Manufacturing	58	\$52,012	1.44	57	125.6%	14	5	9	-	0.2%
561740	Carpet and Upholstery Cleaning Services	57	\$36,928	0.81	27	13.4%	16	7	8	1	0.6%
925110	Administration of Housing Programs	56	\$54,911	0.56	2	0.8%	11	4	6	-	0.0%
332311	Prefabricated Metal Building and Component Manufacturing	55	\$60,627	0.95	25	12.4%	12	4	7	1	0.5%
424440	Poultry and Poultry Product Merchant Wholesalers	55	\$91,700	3.06	22	10.7%	12	4	7	1	0.5%
238191	Other residential exterior contractors	55	\$45,313	1.12	9	3.6%	10	3	6	-	0.4%
512110	Motion Picture and Video Production	55	\$48,698	0.15	8	3.1%	10	3	6	-	0.3%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
532289	All Other Consumer Goods Rental	55	\$40,746	0.56	-39	-10.1%	11	4	7	-	0.0%
621512	Diagnostic Imaging Centers	54	\$102,120	0.40	29	17.2%	11	4	6	2	1.8%
532490	Other Commercial and Industrial Machinery and Equipment Rental and Leasing	54	\$68,613	0.41	21	10.6%	12	4	7	1	0.9%
424930	Flower, Nursery Stock, and Florists' Supplies Merchant Wholesalers	54	\$36,241	0.70	-21	-6.4%	12	4	7	-	0.1%
516120	Television Broadcasting Stations	54	\$40,721	0.51	8	3.3%	9	3	6	-1	-0.5%
311520	Ice Cream and Frozen Dessert Manufacturing	53	\$63,537	1.37	13	5.8%	15	5	8	2	2.2%
524114	Direct Health and Medical Insurance Carriers	53	\$63,532	0.08	-2	-0.7%	9	4	5	-	0.4%
111421	Nursery and Tree Production	53	\$35,035	0.41	24	12.7%	14	6	8	-	0.3%
485410	School and Employee Bus Transportation	53	\$18,317	0.14	-21	-6.5%	15	10	5	-	0.1%
522320	Financial Transactions Processing, Reserve, and Clearinghouse Activities	53	\$132,531	0.27	16	7.6%	9	3	6	-	-0.1%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
928110	National Security	53	\$70,947	0.06	13	5.6%	8	3	5	-	-0.2%
517410	Satellite Telecommunications	53	\$89,873	3.82	39	31.3%	9	3	6	-1	-0.7%
721199	All Other Traveler Accommodation	52	\$30,253	1.58	42	38.6%	15	6	8	-	0.5%
541410	Interior Design Services	52	\$46,947	0.37	1	0.3%	9	3	5	-	0.4%
445240	Meat Retailers	52	\$26,345	0.52	6	2.7%	16	7	9	-	-0.2%
325211	Plastics Material and Resin Manufacturing	51	\$102,491	0.55	-13	-4.4%	11	3	6	2	1.6%
926110	Administration of General Economic Programs	51	\$108,394	0.36	34	24.4%	10	3	5	1	1.0%
485991	Special Needs Transportation	51	\$33,208	0.41	-13	-4.4%	14	7	6	1	0.9%
238192	Other nonresidential exterior contractors	51	\$57,278	1.07	29	18.1%	9	3	6	1	0.5%
423860	Transportation Equipment and Supplies (except Motor Vehicle) Merchant Wholesalers	51	\$89,250	0.85	20	10.7%	10	4	6	-	0.5%
485510	Charter Bus Industry	51	\$30,983	1.42	-67	-15.5%	12	6	5	1	0.5%
333248	All Other Industrial Machinery Manufacturing	51	\$63,016	0.48	-3	-1.0%	10	3	6	-	-0.1%
812310	Coin-Operated Laundries and Drycleaners	51	\$20,757	0.81	-9	-3.3%	12	6	7	-	-0.2%
327991	Cut Stone and Stone Product Manufacturing	50	\$54,383	0.90	32	23.2%	11	4	6	1	1.1%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
423860	Transportation Equipment and Supplies (except Motor Vehicle) Merchant Wholesalers	51	\$89,250	0.85	20	10.7%	10	4	6	-	0.5%
541930	Translation and Interpretation Services	50	\$34,747	0.60	7	2.8%	9	3	5	1	0.7%
325412	Pharmaceutical Preparation Manufacturing	50	\$123,019	0.14	-471	-37.3%	10	3	6	1	0.6%
561910	Packaging and Labeling Services	50	\$46,755	0.48	45	57.6%	12	5	6	1	0.5%
611519	Other Technical and Trade Schools	50	\$35,854	0.34	13	6.6%	9	4	5	-	0.1%
561492	Court Reporting and Stenotype Services	50	\$38,994	1.36	-	0.0%	10	4	6	-	-0.1%
561599	All Other Travel Arrangement and Reservation Services	49	\$79,551	0.40	37	32.2%	12	4	6	2	1.9%
519290	Web Search Portals and All Other Information Services	49	\$110,390	0.19	-11	-4.0%	9	3	5	1	1.4%
531320	Offices of Real Estate Appraisers	49	\$77,938	0.81	-15	-5.3%	9	4	5	-	0.4%
423850	Service Establishment Equipment and Supplies Merchant Wholesalers	49	\$39,358	0.56	-2	-0.9%	10	3	6	-	0.3%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
112990	All Other Animal Production	49	\$31,777	2.79	-5	-1.9%	13	6	7	-	-0.2%
524127	Direct Title Insurance Carriers	49	\$64,111	0.55	1	0.3%	7	3	5	-	-0.3%
312111	Soft Drink Manufacturing	48	\$57,842	0.38	-2	-0.9%	14	5	8	2	2.0%
813930	Labor Unions and Similar Labor Organizations	48	\$44,196	0.29	1	0.5%	9	3	5	-	0.1%
922150	Parole Offices and Probation Offices	48	\$57,123	0.81	11	5.4%	9	4	5	-	-0.2%
311211	Flour Milling	47	\$99,504	2.07	3	1.1%	11	4	6	1	1.3%
532111	Passenger Car Rental	47	\$48,382	0.26	-50	-13.5%	11	4	6	1	0.8%
423690	Other Electronic Parts and Equipment Merchant Wholesalers	47	\$93,467	0.21	-2	-0.9%	10	3	6	-	0.3%
561431	Private Mail Centers	47	\$22,352	0.79	17	9.6%	10	4	6	-	-0.5%
311514	Dry, Condensed, and Evaporated Dairy Product Manufacturing	46	\$92,429	1.51	10	5.3%	12	4	7	1	1.4%
424710	Petroleum Bulk Stations and Terminals	46	\$66,544	0.86	-29	-9.5%	11	4	6	1	0.8%
327120	Clay Building Material and Refractories Manufacturing	45	\$69,396	1.32	43	101.2%	11	3	6	1	1.6%
423440	Other Commercial Equipment Merchant Wholesalers	45	\$76,281	0.49	-4	-1.6%	9	3	5	1	1.5%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
813211	Grantmaking Foundations	45	\$98,796	0.36	14	8.0%	8	3	5	0	0.4%
531190	Lessors of Other Real Estate Property	45	\$34,555	0.67	7	3.5%	9	4	5	-	0.4%
811412	Appliance Repair and Maintenance	45	\$41,281	0.96	-6	-2.3%	9	4	5	-	0.1%
541513	Computer Facilities Management Services	44	\$84,083	0.32	34	33.4%	8	2	4	2	1.7%
541810	Advertising Agencies	44	\$57,526	0.12	16	9.1%	9	3	5	-	0.6%
445320	Beer, Wine, and Liquor Retailers	44	\$26,340	0.15	-3	-1.2%	14	6	8	-	0.2%
541199	All Other Legal Services	44	\$44,015	0.68	-8	-3.3%	6	3	4	-	-0.3%
813219	Other Grantmaking and Giving Services	43	\$44,818	0.61	5	2.5%	8	3	5	-	0.4%
311111	Dog and Cat Food Manufacturing	42	\$67,348	0.73	15	9.0%	10	3	6	1	1.1%
524298	All Other Insurance Related Activities	42	\$61,445	0.25	-26	-9.1%	8	3	4	1	0.8%
445291	Baked Goods Retailers	42	\$24,053	1.19	23	17.3%	12	5	7	-1	-0.7%
541922	Commercial Photography	41	\$34,784	0.79	4	2.3%	8	3	4	1	0.7%
111332	Grape Vineyards	41	\$37,444	1.11	41	140.8%	11	5	6	-	0.5%
488999	All Other Support Activities for Transportation	40	\$60,045	1.36	11	6.3%	10	3	6	1	1.3%
423840	Industrial Supplies Merchant Wholesalers	40	\$68,371	0.24	-	0.0%	8	3	5	1	0.8%
524291	Claims Adjusting	40	\$50,016	0.36	-4	-1.7%	7	3	4	-	0.4%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
424990	Other Miscellaneous Nondurable Goods Merchant Wholesalers	40	\$42,107	0.28	-15	-6.3%	8	3	5	-	-0.1%
112310	Chicken Egg Production	40	\$47,813	1.20	17	11.2%	10	5	6	-	-0.3%
561410	Document Preparation Services	40	\$22,508	0.37	-7	-3.4%	8	3	5	-1	-0.7%
311920	Coffee and Tea Manufacturing	39	\$46,207	0.83	17	11.8%	10	3	6	1	1.2%
561450	Credit Bureaus	39	\$110,658	1.10	28	28.4%	10	3	5	1	1.1%
238291	Other residential equipment contractors	39	\$52,547	0.97	-19	-7.7%	7	3	4	-	0.5%
333310	Commercial and Service Industry Machinery Manufacturing	39	\$80,576	0.28	38	105.4%	7	3	5	-	0.3%
423140	Motor Vehicle Parts (Used) Merchant Wholesalers	39	\$37,519	1.10	12	7.5%	8	3	5	-	0.2%
337910	Mattress Manufacturing	39	\$45,504	1.26	-19	-7.6%	8	3	5	-	-0.5%
212322	Industrial Sand Mining	38	\$64,835	3.01	-18	-7.6%	9	3	5	1	1.9%
332410	Power Boiler and Heat Exchanger Manufacturing	38	\$80,908	1.14	-15	-6.4%	9	3	5	1	1.3%
115310	Support Activities for Forestry	38	\$43,499	0.94	-17	-7.3%	8	2	5	-	0.2%
237210	Land Subdivision	38	\$66,530	0.62	-88	-21.3%	7	3	4	-	0.0%
115114	Postharvest Crop Activities (except Cotton Ginning)	37	\$36,792	0.27	3	1.6%	11	4	6	-	0.3%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
327215	Glass Product Manufacturing Made of Purchased Glass	37	\$40,829	0.53	-16	-6.9%	7	3	5	-	0.0%
517112	Wireless Telecommunications Carriers (except Satellite)	37	\$76,490	0.28	-18	-7.5%	6	2	4	-	-0.3%
711320	Promoters of Performing Arts, Sports, and Similar Events without Facilities	36	\$34,548	0.44	-20	-8.6%	10	4	6	1	1.0%
813311	Human Rights Organizations	36	\$40,598	0.39	-6	-2.9%	8	3	4	1	0.9%
111940	Hay Farming	36	\$35,366	2.45	14	10.2%	10	4	5	-	0.6%
811122	Automotive Glass Replacement Shops	35	\$53,564	0.54	7	4.6%	7	3	4	1	0.8%
423930	Recyclable Material Merchant Wholesalers	35	\$46,827	0.22	2	1.4%	7	3	4	0	0.0%
336340	Motor Vehicle Brake System Manufacturing	35	\$65,013	1.11	21	19.7%	5	2	4	-2	-2.9%
325320	Pesticide and Other Agricultural Chemical Manufacturing	34	\$86,157	1.50	11	7.8%	6	2	4	-	0.2%
337127	Institutional Furniture Manufacturing	34	\$52,365	0.96	2	1.2%	6	3	4	-	-0.6%
541380	Testing Laboratories and Services	33	\$62,614	0.12	-68	-20.1%	7	2	4	1	0.8%
488119	Other Airport Operations	33	\$39,998	0.14	-1	-0.5%	7	3	4	-	0.7%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
238151	Residential glass and glazing contractors	33	\$51,973	0.61	-2	-1.1%	6	2	4	-	0.3%
337212	Custom Architectural Woodwork and Millwork Manufacturing	33	\$46,578	0.76	3	1.7%	6	3	4	-	-0.6%
459140	Musical Instrument and Supplies Retailers	33	\$30,192	0.54	-12	-6.0%	8	4	5	-1	-1.2%
311314	Cane Sugar Manufacturing	32	\$91,065	3.13	27	44.5%	8	3	5	-	0.7%
424470	Meat and Meat Product Merchant Wholesalers	32	\$57,844	0.43	13	10.5%	7	3	4	-	0.5%
541320	Landscape Architectural Services	32	\$54,970	0.44	-7	-4.0%	6	2	3	-	0.5%
335921	Fiber Optic Cable Manufacturing	31	\$65,725	1.63	-13	-7.0%	8	2	4	2	2.9%
611511	Cosmetology and Barber Schools	31	\$24,760	0.96	4	2.7%	6	2	3	-	0.4%
423390	Other Construction Material Merchant Wholesalers	31	\$67,406	0.57	-7	-4.0%	7	2	4	-	0.4%
532284	Recreational Goods Rental	31	\$27,087	0.96	1	0.8%	6	2	4	-	0.2%
711130	Musical Groups and Artists	31	\$30,879	0.39	-11	-5.9%	7	3	4	-	0.2%
333618	Other Engine Equipment Manufacturing	31	\$65,165	0.42	-5	-2.9%	5	2	4	-1	-0.9%
322120	Paper Mills	31	\$61,055	0.41	-83	-22.9%	5	2	4	-1	-2.1%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
236116	New Multifamily Housing Construction (except For-Sale Builders)	30	\$70,015	0.37	7	5.2%	6	2	3	1	1.0%
713290	Other Gambling Industries	30	\$25,029	0.30	30	124.0%	8	3	5	-1	-1.0%
212313	Crushed and Broken Granite Mining and Quarrying	29	\$57,168	3.15	21	29.6%	6	2	4	-	0.7%
541820	Public Relations Agencies	29	\$63,760	0.23	-87	-24.3%	5	2	3	-	0.2%
721310	Rooming and Boarding Houses, Dormitories, and Workers' Camps	29	\$41,612	1.03	-39	-15.7%	8	3	4	-	0.0%
513199	All Other Publishers	29	\$57,071	0.40	15	15.5%	5	2	3	-	-0.2%
326111	Plastics Bag and Pouch Manufacturing	28	\$91,689	0.46	18	23.0%	7	2	4	1	1.8%
711211	Sports Teams and Clubs	28	\$32,583	0.14	6	5.2%	9	3	5	1	1.8%
561920	Convention and Trade Show Organizers	28	\$41,932	0.26	-15	-8.3%	6	3	3	0	0.5%
327999	All Other Miscellaneous Nonmetallic Mineral Product Manufacturing	28	\$54,184	1.50	20	27.9%	6	2	4	-	-0.1%
315210	Cut and Sew Apparel Contractors	28	\$25,680	0.57	-14	-7.6%	4	3	3	-2	-3.8%
424430	Dairy Product (except Dried or Canned) Merchant Wholesalers	27	\$93,730	0.51	10	9.3%	6	2	4	-	0.5%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
486210	Pipeline Transportation of Natural Gas	27	\$181,496	0.50	-20	-10.6%	5	1	3	-	0.5%
112320	Broilers and Other Meat Type Chicken Production	27	\$39,294	2.42	0	-0.2%	7	3	4	-	-0.4%
315250	Cut and Sew Apparel Manufacturing (except Contractors)	27	\$32,705	0.36	-64	-21.4%	4	3	3	-2	-3.4%
562998	All Other Miscellaneous Waste Management Services	26	\$52,388	0.70	23	48.2%	6	2	3	1	1.4%
115116	Farm Management Services	26	\$31,667	0.67	1	0.6%	7	3	4	-	0.2%
333241	Food Product Machinery Manufacturing	26	\$63,312	0.82	-30	-14.1%	5	2	3	-	0.2%
611512	Flight Training	26	\$50,798	0.59	20	34.7%	5	2	3	-	0.1%
921120	Legislative Bodies	26	\$12,820	0.05	2	2.0%	5	2	3	-	0.1%
311919	Other Snack Food Manufacturing	25	\$51,939	0.34	-873	-51.0%	7	2	4	1	1.3%
326121	Unlaminated Plastics Profile Shape Manufacturing	25	\$79,907	0.74	11	12.7%	6	2	3	1	1.1%
524292	Pharmacy Benefit Management and Other Third Party Administration of Insurance and Pension Funds	25	\$57,868	0.07	2	1.9%	4	2	3	-	0.4%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
423210	Furniture Merchant Wholesalers	24	\$59,992	0.30	13	17.4%	5	2	3	-	0.1%
561422	Telemarketing Bureaus and Other Contact Centers	24	\$27,661	0.05	-13	-8.3%	5	2	3	-	-0.7%
562920	Materials Recovery Facilities	23	\$13,984	0.57	4	4.1%	5	2	3	-	0.8%
561510	Travel Agencies	23	\$32,449	0.17	-13	-8.3%	5	2	3	-	0.8%
238332	Nonresidential flooring contractors	23	\$50,362	0.43	2	1.7%	4	2	2	-	0.3%
221111	Hydroelectric Power Generation	23	\$100,801	0.77	11	14.0%	3	1	2	-1	-1.3%
523910	Miscellaneous Intermediation	22	\$130,274	0.33	10	13.0%	4	1	2	1	1.3%
711212	Racetracks	22	\$22,932	0.45	-23	-13.4%	6	2	4	1	1.3%
488190	Other Support Activities for Air Transportation	22	\$53,138	0.10	13	19.7%	5	2	3	1	1.1%
561611	Investigation and Personal Background Check Services	22	\$54,002	0.28	13	19.7%	6	2	3	-	0.7%
238352	Nonresidential finish carpentry contractors	22	\$40,601	0.32	-3	-2.8%	4	1	2	-	0.7%
327420	Gypsum Product Manufacturing	22	\$59,380	1.20	22	n/a	5	2	3	-	0.5%
333992	Welding and Soldering Equipment Manufacturing	22	\$82,838	0.91	16	29.5%	4	1	3	-	0.5%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
611630	Language Schools	22	\$21,444	0.70	-6	-4.6%	6	3	3	-	0.2%
449122	Window Treatment Retailers	22	\$50,191	0.94	11	16.1%	5	2	3	-	0.0%
334413	Semiconductor and Related Device Manufacturing	21	\$193,440	0.07	20	n/a	5	1	2	1	2.5%
561622	Locksmiths	21	\$49,732	0.50	8	9.0%	4	1	3	-	0.7%
811420	Reupholstery and Furniture Repair	21	\$28,779	0.73	1	1.5%	4	2	2	-	0.1%
562219	Other Nonhazardous Waste Treatment and Disposal	21	\$61,102	0.55	-5	-4.4%	4	2	3	-	0.1%
331221	Rolled Steel Shape Manufacturing	21	\$66,227	0.63	-18	-11.5%	4	1	3	-	0.0%
332114	Custom Roll Forming	21	\$66,974	2.43	21	n/a	4	2	3	-	-0.3%
333514	Special Die and Tool, Die Set, Jig, and Fixture Manufacturing	21	\$69,032	0.26	-14	-9.6%	4	1	2	-	-0.5%
459920	Art Dealers	21	\$41,585	0.59	-17	-11.0%	5	2	3	-	-0.9%
312113	Ice Manufacturing	20	\$35,518	1.62	-3	-2.5%	6	2	3	1	1.9%
512132	Drive-In Motion Picture Theaters	20	\$5,444	6.32	17	44.6%	9	3	5	1	1.4%
325910	Printing Ink Manufacturing	20	\$68,234	1.75	-24	-14.5%	4	1	3	-	0.6%
238121	Residential structural steel contractors	20	\$52,321	0.71	-18	-12.1%	4	1	2	-	0.5%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growt
335210	Small Electrical Appliance Manufacturing	20	\$54,291	1.19	20	n/a	4	1	3	-	-0.6%
541870	Advertising Material Distribution Services	19	\$49,453	0.64	9	14.4%	4	1	2	-	0.6%
811411	Home and Garden Equipment Repair and Maintenance	19	\$31,732	1.56	3	2.8%	4	2	2	-	0.4%
339992	Musical Instrument Manufacturing	19	\$54,549	0.92	9	13.3%	4	1	2	-	0.1%
441210	Recreational Vehicle Dealers	19	\$54,687	0.23	-4	-3.5%	4	2	3	-	0.1%
334220	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	19	\$92,841	0.24	-16	-11.2%	3	1	2	-	-0.5%
311813	Frozen Cakes, Pies, and Other Pastries Manufacturing	18	\$68,064	0.88	18	n/a	6	2	3	1	1.8%
812922	One-Hour Photofinishing	18	\$31,023	14.24	6	8.0%	6	2	3	-	1.3%
712130	Zoos and Botanical Gardens	18	\$23,932	0.23	-28	-17.2%	5	2	3	-	0.8%
624229	Other Community Housing Services	18	\$50,942	0.23	8	12.5%	4	2	2	-	0.7%
212311	Dimension Stone Mining and Quarrying	18	\$32,971	1.57	5	6.5%	4	1	2	-	0.6%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
334510	Electromedical and Electrotherapeutic Apparatus Manufacturing	18	\$94,247	0.15	-14	-11.1%	3	1	2	-	0.6%
459930	Manufactured (Mobile) Home Dealers	18	\$78,720	0.87	-4	-4.3%	5	2	3	-	0.2%
423940	Jewelry, Watch, Precious Stone, and Precious Metal Merchant Wholesalers	18	\$64,545	0.29	-2	-2.3%	4	1	2	-	0.0%
532283	Home Health Equipment Rental	18	\$42,218	0.35	-94	-30.8%	4	1	2	-	-0.1%
445292	Confectionery and Nut Retailers	18	\$24,080	0.51	1	0.9%	5	2	3	-	-0.8%
337211	Wood Office Furniture Manufacturing	18	\$51,096	0.73	-5	-4.6%	3	1	2	-	-1.0%
313110	Fiber, Yarn, and Thread Mills	17	\$40,256	0.53	-26	-16.7%	3	2	2	-	-1.2%
336350	Motor Vehicle Transmission and Power Train Parts Manufacturing	17	\$49,785	0.14	16	n/a	2	1	2	-1	-2.9%
221112	Fossil Fuel Electric Power Generation	17	\$96,780	0.12	-14	-11.5%	2	1	2	-1	-3.5%
424480	Fresh Fruit and Vegetable Merchant Wholesalers	16	\$50,938	0.11	12	28.2%	4	1	2	1	1.6%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
325314	Fertilizer (Mixing Only) Manufacturing	16	\$52,990	1.34	5	7.3%	3	1	2	-	-0.2%
339910	Jewelry and Silverware Manufacturing	16	\$36,211	0.36	6	10.2%	3	2	2	-	-0.7%
316990	Other Leather and Allied Product Manufacturing	16	\$43,050	0.78	-4	-4.1%	3	1	2	-	-1.0%
332510	Hardware Manufacturing	15	\$71,126	0.40	13	52.4%	3	1	2	-	0.9%
339115	Ophthalmic Goods Manufacturing	15	\$57,968	0.41	-4	-4.9%	3	1	2	-	0.6%
541490	Other Specialized Design Services	15	\$50,936	0.35	8	15.8%	3	1	2	-	0.3%
424350	Clothing and Clothing Accessories Merchant Wholesalers	15	\$33,070	0.10	-18	-14.4%	3	1	2	-	-0.4%
327992	Ground or Treated Mineral and Earth Manufacturing	14	\$93,658	1.32	-22	-17.4%	3	1	2	-	1.6%
325612	Polish and Other Sanitation Good Manufacturing	14	\$68,152	0.34	-1	-0.8%	3	1	2	-	0.9%
325611	Soap and Other Detergent Manufacturing	14	\$73,648	0.31	8	17.2%	3	1	2	-	0.8%
334511	Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing	14	\$103,138	0.08	11	33.6%	3	1	2	-	0.7%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
423920	Toy and Hobby Goods and Supplies Merchant Wholesalers	14	\$62,943	0.34	1	1.4%	3	1	2	-	0.3%
517810	All Other Telecommunications	14	\$96,655	0.20	-18	-15.1%	2	1	2	-	-1.6%
523999	Miscellaneous Financial Investment Activities	13	\$106,324	0.23	10	34.0%	2	1	1	-	1.7%
621410	Family Planning Centers	13	\$66,471	0.27	6	13.5%	2	1	1	-	1.6%
311513	Cheese Manufacturing	13	\$66,225	0.14	7	17.9%	3	1	2	-	1.3%
541720	Research and Development in the Social Sciences and Humanities	13	\$69,881	0.12	11	44.6%	3	1	2	-	1.1%
541340	Drafting Services	13	\$39,727	0.55	-15	-13.8%	2	1	1	-	0.7%
334513	Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables	13	\$66,130	0.15	11	47.4%	2	1	1	-	0.6%
321211	Hardwood Veneer and Plywood Manufacturing	13	\$50,001	0.62	-3	-3.7%	3	1	2	-	-0.1%
513120	Periodical Publishers	13	\$34,810	0.12	-29	-21.0%	2	1	1	-	-0.6%
458320	Luggage and Leather Goods Retailers	13	\$28,959	0.69	11	39.6%	3	1	2	-	-0.8%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
337126	Household Furniture (except Wood and Upholstered) Manufacturing	13	\$89,723	0.87	12	55.6%	2	1	2	-	-1.0%
423420	Office Equipment Merchant Wholesalers	12	\$60,565	0.11	-9	-10.4%	2	1	1	-	0.8%
423910	Sporting and Recreational Goods and Supplies Merchant Wholesalers	12	\$44,569	0.11	-7	-9.3%	2	1	1	-	0.4%
112210	Hog and Pig Farming	12	\$40,470	0.29	2	2.9%	3	1	2	-	-0.3%
335999	All Other Miscellaneous Electrical Equipment and Component Manufacturing	11	\$71,132	0.19	10	69.0%	3	1	1	1	3.2%
488111	Air Traffic Control	11	\$56,938	0.34	2	3.2%	3	1	1	-	1.8%
213111	Drilling Oil and Gas Wells	11	\$60,959	0.15	11	n/a	2	1	1	-	0.6%
212321	Construction Sand and Gravel Mining	11	\$43,289	0.22	-3	-4.3%	2	1	1	-	0.6%
512240	Sound Recording Studios	11	\$25,231	0.57	3	7.0%	2	1	1	-	0.5%
238342	Nonresidential tile and terrazzo contractors	11	\$38,181	0.44	-5	-6.9%	2	1	1	-	0.4%
524128	Other Direct Insurance (except Life, Health, and Medical) Carriers	11	\$40,257	0.28	10	59.6%	2	1	1	-	0.3%
311412	Frozen Specialty Food Manufacturing	11	\$46,593	0.11	10	54.1%	3	1	2	-	0.3%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
337215	Showcase, Partition, Shelving, and Locker Manufacturing	11	\$41,974	0.19	-16	-17.0%	2	1	1	-	-0.3%
325180	Other Basic Inorganic Chemical Manufacturing	10	\$110,656	0.16	-25	-22.3%	2	1	1	-	1.6%
333120	Construction Machinery Manufacturing	10	\$80,808	0.08	3	6.7%	2	1	1	-	0.8%
423710	Hardware Merchant Wholesalers	10	\$53,277	0.07	-3	-4.7%	2	1	1	-	0.8%
311830	Tortilla Manufacturing	10	\$38,936	0.30	9	68.4%	3	1	2	-	0.7%
111336	Fruit and Tree Nut Combination Farming	10	\$27,086	0.85	3	6.9%	3	1	1	-	0.4%
813940	Political Organizations	10	\$48,902	0.62	6	19.9%	2	1	1	-	0.3%
112920	Horses and Other Equine Production	10	\$32,811	1.10	-8	-10.3%	3	1	2	-	0.0%
928120	International Affairs	10	\$109,828	0.15	2	4.5%	2	1	1	-	-0.1%
321912	Cut Stock, Resawing Lumber, and Planing	10	\$49,679	0.45	-7	-9.8%	2	1	1	-	-0.8%
332913	Plumbing Fixture Fitting and Trim Manufacturing	10	\$57,922	0.58	10	n/a	2	1	1	-	-0.9%
335931	Current-Carrying Wiring Device Manufacturing	9	\$53,394	0.20	-45	-30.1%	2	1	1	1	3.3%
327331	Concrete Block and Brick Manufacturing	9	\$70,096	0.33	-10	-13.2%	2	1	1	-	1.6%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
541713	Research and Development in Nanotechnology	9	\$95,528	0.21	4	11.3%	2	-	1	-	1.4%
812191	Diet and Weight Reducing Centers	9	\$45,598	0.39	-26	-23.8%	3	1	1	-	1.4%
562112	Hazardous Waste Collection	9	\$35,319	0.48	-8	-11.5%	2	1	1	-	0.8%
481211	Nonscheduled Chartered Passenger Air Transportation	9	\$84,775	0.13	-8	-12.4%	2	1	1	-	0.7%
238392	Other nonresidential finishing contractors	9	\$44,902	0.11	-7	-10.4%	2	1	1	-	0.4%
923110	Administration of Education Programs	9	\$64,862	0.08	9	n/a	2	1	1	-	0.1%
339930	Doll, Toy, and Game Manufacturing	9	\$55,334	0.45	4	11.9%	2	1	1	-	0.1%
561421	Telephone Answering Services	9	\$29,313	0.15	0	0.8%	2	1	1	-	-0.6%
337920	Blind and Shade Manufacturing	8	\$45,472	0.53	-2	-5.4%	2	1	1	-	0.1%
532281	Formal Wear and Costume Rental	8	\$36,152	0.94	-8	-13.8%	1	1	1	-	-0.3%
424950	Paint, Varnish, and Supplies Merchant Wholesalers	8	\$45,006	0.21	-10	-15.6%	2	1	1	-	-0.3%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
334610	Manufacturing and Reproducing Magnetic and Optical Media	8	\$107,272	0.45	-9	-14.5%	1	-	1	-1	-4.4%
221330	Steam and Air-Conditioning Supply	7	\$81,215	3.01	7	n/a	2	1	1	-	1.4%
311613	Rendering and Meat Byproduct Processing	7	\$63,037	0.51	-70	-38.8%	2	1	1	-	0.6%
713120	Amusement Arcades	7	\$10,056	0.14	-38	-30.6%	3	1	2	-	0.5%
238172	Nonresidential siding contractors	7	\$54,012	0.60	-3	-7.2%	1	-	1	-	0.4%
541860	Direct Mail Advertising	7	\$37,141	0.13	-5	-9.5%	1	-	1	-	0.4%
493190	Other Warehousing and Storage	7	\$45,322	0.09	-5	-9.6%	2	1	1	-	0.4%
424510	Grain and Field Bean Merchant Wholesalers	7	\$63,206	0.10	-21	-25.1%	2	1	1	-	0.3%
488210	Support Activities for Rail Transportation	7	\$43,867	0.12	2	8.0%	1	1	1	-	0.2%
424130	Industrial and Personal Service Paper Merchant Wholesalers	7	\$54,788	0.07	-33	-29.6%	2	1	1	-	0.2%
424310	Piece Goods, Notions, and Other Dry Goods Merchant Wholesalers	7	\$39,268	0.19	-5	-9.8%	1	1	1	-	0.0%
812331	Linen Supply	7	\$46,834	0.07	-80	-40.3%	2	1	1	-	-0.1%
112511	Finfish Farming and Fish Hatcheries	7	\$41,016	1.06	7	n/a	2	1	1	-	-0.3%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
561439	Other Business Service Centers (including Copy Shops)	7	\$23,985	0.11	2	7.9%	2	1	1	-	-0.7%
314120	Curtain and Linen Mills	7	\$36,602	0.33	-14	-19.1%	1	1	1	-	-1.5%
322130	Paperboard Mills	7	\$42,763	0.15	-6	-11.7%	1	-	1	-	-3.1%
333413	Industrial and Commercial Fan and Blower and Air Purification Equipment Manufacturing	6	\$63,272	0.11	-11	-19.8%	1	-	1	-	1.4%
423220	Home Furnishing Merchant Wholesalers	6	\$55,424	0.06	4	31.5%	1	-	1	-	1.1%
325411	Medicinal and Botanical Manufacturing	6	\$106,765	0.09	5	n/a	1	-	1	-	0.6%
711120	Dance Companies	6	\$14,542	0.24	-5	-11.9%	1	1	1	-	0.5%
541850	Indoor and Outdoor Display Advertising	6	\$44,806	0.11	-2	-5.5%	1	-	1	-	0.4%
424120	Stationery and Office Supplies Merchant Wholesalers	6	\$38,388	0.10	6	n/a	1	-	1	-	0.3%
512191	Teleproduction and Other Postproduction Services	6	\$45,766	0.17	1	2.5%	1	-	1	-	0.3%
611420	Computer Training	6	\$28,076	0.17	-2	-4.6%	1	-	1	-	0.2%
524113	Direct Life Insurance Carriers	6	\$64,034	0.02	-10	-17.9%	1	-	1	-	0.2%
487110	Scenic and Sightseeing Transportation, Land	6	\$24,668	0.34	1	4.7%	2	1	1	-	0.1%
113210	Forest Nurseries and Gathering of Forest Products	6	\$38,592	1.70	-	0.5%	2	1	1	-	0.0%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
923140	Administration of Veterans' Affairs	6	\$49,877	0.04	3	14.9%	1	-	1	-	-0.1%
561312	Executive Search Services	6	\$65,128	0.09	-3	-9.0%	1	-	1	-	-1.8%
221114	Solar Electric Power Generation	5	\$70,359	0.19	5	n/a	2	-	1	-	13.7%
114210	Hunting and Trapping	5	\$73,420	0.49	-1	-3.3%	1	-	1	-	0.7%
532210	Consumer Electronics and Appliances Rental	5	\$37,880	0.32	-1	-4.1%	1	-	1	-	0.4%
711410	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	5	\$44,140	0.08	-2	-6.8%	1	-	1	-	0.4%
611513	Apprenticeship Training	5	\$27,780	0.15	1	6.0%	1	-	1	-	0.3%
114111	Finfish Fishing	5	\$7,891	0.21	-	-1.1%	1	-	1	-	0.3%
532282	Video Tape and Disc Rental	5	\$84,617	1.03	-5	-13.4%	1	-	1	-	0.3%
333243	Sawmill, Woodworking, and Paper Machinery Manufacturing	5	\$75,422	0.24	-	-2.0%	1	-	1	-	0.1%
445250	Fish and Seafood Retailers	5	\$51,917	0.19	1	4.4%	1	1	1	-	-0.7%
315990	Apparel Accessories and Other Apparel Manufacturing	5	\$26,125	0.19	-5	-14.0%	1	-	1	-	-3.1%
532112	Passenger Car Leasing	4	\$74,312	0.22	4	n/a	1	-	1	-	2.1%
336413	Other Aircraft Parts and Auxiliary Equipment Manufacturing	4	\$90,902	0.03	4	n/a	1	-	-	-	1.3%
332911	Industrial Valve Manufacturing	4	\$80,641	0.11	-15	-26.1%	1	-	1	-	0.9%
213112	Support Activities for Oil and Gas Operations	4	\$71,754	0.01	2	11.1%	1	-	1	-	0.7%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
562119	Other Waste Collection	4	\$25,250	0.16	-4	-12.4%	1	-	1	-	0.7%
327310	Cement Manufacturing	4	\$68,947	0.16	4	n/a	1	-	-	-	0.5%
512230	Music Publishers	4	\$22,739	0.30	2	9.8%	1	-	-	-	0.5%
512250	Record Production and Distribution	4	\$22,739	0.24	-7	-18.4%	1	-	-	-	0.5%
325620	Toilet Preparation Manufacturing	4	\$21,614	0.05	-67	-42.9%	1	-	-	-	0.5%
541420	Industrial Design Services	4	\$46,334	0.11	-3	-10.7%	1	-	-	-	0.3%
339940	Office Supplies (except Paper) Manufacturing	4	\$33,703	0.23	-3	-11.8%	1	-	-	-	-0.2%
115113	Crop Harvesting, Primarily by Machine	4	\$16,760	0.23	-	1.9%	1	1	1	-	-0.3%
424920	Book, Periodical, and Newspaper Merchant Wholesalers	4	\$20,053	0.09	-27	-33.3%	1	-	1	-	-0.9%
332721	Precision Turned Product Manufacturing	4	\$40,258	0.07	2	18.6%	1	-	1	-	-1.3%
113110	Timber Tract Operations	3	\$51,851	0.22	-	1.0%	1	-	1	-	2.0%
424610	Plastics Materials and Basic Forms and Shapes Merchant Wholesalers	3	\$74,484	0.06	-1	-7.2%	1	-	-	-	1.8%
711190	Other Performing Arts Companies	3	\$21,801	0.21	-2	-8.4%	1	-	-	-	0.8%
333517	Machine Tool Manufacturing	3	\$69,045	0.04	2	28.7%	1	-	-	-	0.5%
512290	Other Sound Recording Industries	3	\$22,739	0.38	1	12.7%	1	-	-	-	0.5%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
713930	Marinas	3	\$35,834	0.05	-1	-5.6%	1	-	-	-	0.5%
513191	Greeting Card Publishers	3	\$38,288	0.73	-1	-5.8%	1	-	-	-	0.5%
114112	Shellfish Fishing	3	\$7,774	0.21	-1	-7.7%	1	-	-	-	0.3%
327212	Other Pressed and Blown Glass and Glassware Manufacturing	3	\$44,684	0.18	-	-0.4%	1	-	-	-	0.1%
336999	All Other Transportation Equipment Manufacturing	3	\$62,785	0.10	2	18.2%	1	-	-	-	0.0%
112410	Sheep Farming	3	\$28,806	1.70	3	n/a	1	-	-	-	-0.3%
112910	Apiculture	3	\$40,366	0.55	1	7.5%	1	-	-	-	-0.3%
323120	Support Activities for Printing	3	\$56,861	0.13	-1	-3.6%	1	-	-	-	-0.6%
533110	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	3	\$84,294	0.07	-4	-17.9%	-	-	-	-	-0.8%
311991	Perishable Prepared Food Manufacturing	3	\$25,328	0.03	-	-1.8%	1	-	-	-	-1.3%
561613	Armored Car Services	2	\$36,647	0.05	2	n/a	1	-	-	-	1.8%
312140	Distilleries	2	\$45,621	0.04	1	n/a	-	-	-	-	1.7%
423490	Other Professional Equipment and Supplies Merchant Wholesalers	2	\$75,046	0.03	-11	-31.8%	-	-	-	-	1.5%
812921	Photofinishing Laboratories (except One-Hour)	2	\$43,494	0.24	2	22.4%	1	-	-	-	1.2%
523991	Trust, Fiduciary, and Custody Activities	2	\$112,245	0.06	1	10.1%	-	-	-	-	0.9%
312230	Tobacco Manufacturing	2	\$86,192	0.14	2	n/a	-	-	-	-	0.7%
541840	Media Representatives	2	\$45,695	0.06	-	1.7%	-	-	-	-	0.6%
525990	Other Financial Vehicles	2	\$157,979	0.10	-1	-5.4%	-	-	-	-	0.6%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
523160	Commodity Contracts Intermediation	2	\$237,832	0.05	-5	-20.9%	-	-	-	-	0.6%
423620	Household Appliances, Electric Housewares, and Consumer Electronics Merchant Wholesalers	2	\$76,281	0.03	1	n/a	-	-	-	-	0.5%
327110	Pottery, Ceramics, and Plumbing Fixture Manufacturing	2	\$28,750	0.10	-5	-21.7%	-	-	-	-	0.4%
541830	Media Buying Agencies	2	\$61,659	0.07	1	19.0%	-	-	-	-	0.3%
325998	All Other Miscellaneous Chemical Product and Preparation Manufacturing	2	\$72,243	0.03	-	3.5%	-	-	-	-	0.3%
424590	Other Farm Product Raw Material Merchant Wholesalers	2	\$62,804	0.09	-20	-37.5%	-	-	-	-	0.3%
813212	Voluntary Health Organizations	2	\$15,411	0.03	-2	-13.9%	-	-	-	-	0.2%
332420	Metal Tank (Heavy Gauge) Manufacturing	2	\$48,778	0.03	1	7.4%	-	-	-	-	0.0%
339991	Gasket, Packing, and Sealing Device Manufacturing	2	\$29,095	0.04	-1	-8.2%	-	-	-	-	-0.4%
561440	Collection Agencies	2	\$43,200	0.01	-25	-42.1%	-	-	-	-	-0.5%
561491	Repossession Services	2	\$43,599	0.18	0	-1.5%	-	-	-	-	-0.9%
316110	Leather and Hide Tanning and Finishing	2	\$33,324	0.27	-	4.0%	-	-	-	-	-1.1%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
313320	Fabric Coating Mills	2	\$60,907	0.21	-2	-10.8%	-	-	-	-	-1.6%
522180	Savings Institutions and Other Depository Credit Intermediation	2	\$71,416	0.02	-112	-54.1%	-	-	-	-	-1.7%
311710	Seafood Product Preparation and Packaging	2	\$84,802	0.05	-60	-47.7%	-	-	-	-	-1.8%
621991	Blood and Organ Banks	1	\$20,593	0.01	-96	-59.3%	-	-	-	-	1.2%
481112	Scheduled Freight Air Transportation	1	\$25,450	0.02	-	0.2%	-	-	-	-	1.1%
561591	Convention and Visitors Bureaus	1	\$18,169	0.06	-	-2.7%	-	-	-	-	1.0%
541360	Geophysical Surveying and Mapping Services	1	\$59,304	0.04	-	1.2%	-	-	-	-	0.8%
332813	Electroplating, Plating, Polishing, Anodizing, and Coloring	1	\$53,702	0.01	-	-1.5%	-	-	-	-	0.7%
211120	Crude Petroleum Extraction	1	\$24,504	0.01	-6	-31.0%	-	-	-	-	0.7%
237120	Oil and Gas Pipeline and Related Structures Construction	1	\$30,386	0.00	-10	-39.2%	-	-	-	-	0.7%
424420	Packaged Frozen Food Merchant Wholesalers	1	\$92,611	0.02	-	-5.0%	-	-	-	-	0.6%
334519	Other Measuring and Controlling Device Manufacturing	1	\$105,583	0.02	-12	-36.8%	-	-	-	-	0.6%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
532411	Commercial Air, Rail, and Water Transportation Equipment Rental and Leasing	1	\$90,952	0.07	-	0.8%	-	-	-	-	0.5%
532420	Office Machinery and Equipment Rental and Leasing	1	\$90,952	0.03	-	-9.0%	-	-	-	-	0.5%
335312	Motor and Generator Manufacturing	1	\$55,206	0.02	-1	-16.1%	-	-	-	-	0.5%
532411	Commercial Air, Rail, and Water Transportation Equipment Rental and Leasing	1	\$90,952	0.07	-	0.8%	-	-	-	-	0.5%
334512	Automatic Environmental Control Manufacturing for Residential, Commercial, and Appliance Use	1	\$78,155	0.06	-2	-20.0%	-	-	-	-	0.5%
334516	Analytical Laboratory Instrument Manufacturing	1	\$89,071	0.02	1	n/a	-	-	-	-	0.3%
512199	Other Motion Picture and Video Industries	1	\$45,766	0.10	-	n/a	-	-	-	-	0.3%
512120	Motion Picture and Video Distribution	1	\$45,766	0.06	-	7.8%	-	-	-	-	0.3%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
424460	Fish and Seafood Merchant Wholesalers	1	\$100,625	0.01	-	-2.1%	-	-	-	-	0.3%
333998	All Other Miscellaneous General Purpose Machinery Manufacturing	1	\$59,764	0.02	1	10.9%	-	-	-	-	0.2%
522220	Sales Financing	1	\$53,710	0.01	-4	-24.7%	-	-	-	-	0.0%
424110	Printing and Writing Paper Merchant Wholesalers	1	\$69,903	0.08	1	n/a	-	-	-	-	-0.1%
335314	Relay and Industrial Control Manufacturing	1	\$58,868	0.01	-	-4.1%	-	-	-	-	-0.1%
441222	Boat Dealers	1	\$59,993	0.01	-	n/a	-	-	-	-	-0.2%
325212	Synthetic Rubber Manufacturing	1	\$49,891	0.08	-15	-41.5%	-	-	-	-	-0.2%
115111	Cotton Ginning	1	\$16,760	0.10	-	-4.6%	-	-	-	-	-0.3%
811430	Footwear and Leather Goods Repair	1	\$18,660	0.25	1	n/a	-	-	-	-	-0.4%
336991	Motorcycle, Bicycle, and Parts Manufacturing	1	\$73,279	0.05	-	n/a	-	-	-	-	-0.4%
336612	Boat Building	1	\$73,316	0.02	-	8.7%	-	-	-	-	-0.4%
424940	Tobacco Product and Electronic Cigarette Merchant Wholesalers	1	\$101,783	0.02	-6	-37.5%	-	-	-	-	-0.5%
333511	Industrial Mold Manufacturing	1	\$68,922	0.01	-12	-46.9%	-	-	-	-	-0.5%
313310	Textile and Fabric Finishing Mills	1	\$34,750	0.02	-29	-54.6%	-	-	-	-	-0.5%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
332216	Saw Blade and Handtool Manufacturing	1	\$53,702	0.01	-80	-63.7%	-	-	-	-	-0.6%
336214	Travel Trailer and Camper Manufacturing	1	\$73,316	0.01	-	n/a	-	-	-	-	-0.7%
488330	Navigational Services to Shipping	1	\$38,429	0.03	-	-5.2%	-	-	-	-	-0.7%
336211	Motor Vehicle Body Manufacturing	1	\$73,316	0.01	-1	-16.2%	-	-	-	-	-0.7%
487210	Scenic and Sightseeing Transportation, Water	1	\$15,192	0.03	-7	-34.4%	-	-	-	-	-1.1%
311942	Spice and Extract Manufacturing	1	\$25,328	0.03	-	0.2%	-	-	-	-	-1.3%
311941	Mayonnaise, Dressing, and Other Prepared Sauce Manufacturing	1	\$25,328	0.04	-	-2.1%	-	-	-	-	-1.3%
311911	Roasted Nuts and Peanut Butter Manufacturing	1	\$25,328	0.02	-	-6.1%	-	-	-	-	-1.3%
321991	Manufactured Home (Mobile Home) Manufacturing	1	\$41,957	0.01	-	n/a	-	-	-	-	-1.6%
513140	Directory and Mailing List Publishers	1	\$23,009	0.05	-3	-22.9%	-	-	-	-	-1.7%
331524	Aluminum Foundries (except Die-Casting)	1	\$56,761	0.02	-	n/a	-	-	-	-	-1.8%
311351	Chocolate and Confectionery Manufacturing	1	\$30,092	0.05	-	9.1%	-	-	-	-	-1.8%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
331110	Iron and Steel Mills and Ferroalloy Manufacturing	1	\$56,761	-	-	n/a	-	-	-	-	-2.1%
316210	Footwear Manufacturing	1	\$37,883	0.03	-	3.6%	-	-	-	-	-3.2%
334210	Telephone Apparatus Manufacturing	-	n/a	-	-	n/a	-	-	-	-	0.9%
325520	Adhesive Manufacturing	-	n/a	-	-1	n/a	-	-	-	-	0.7%
331222	Steel Wire Drawing	-	n/a	-	-9	n/a	-	-	-	-	0.7%
333611	Turbine and Turbine Generator Set Units Manufacturing	-	n/a	-	-9	n/a	-	-	-	-	0.5%
325613	Surface Active Agent Manufacturing	-	n/a	-	-22	n/a	-	-	-	-	0.5%
334290	Other Communications Equipment Manufacturing	-	n/a	-	-13	n/a	-	-	-	-	0.4%
611410	Business and Secretarial Schools	-	n/a	-	-4	n/a	-	-	-	-	0.2%
326112	Plastics Packaging Film and Sheet (including Laminated) Manufacturing	-	n/a	-	-38	n/a	-	-	-	-	0.2%
325315	Compost Manufacturing	-	n/a	-	-1	n/a	-	-	-	-	0.0%
525920	Trusts, Estates, and Agency Accounts	-	n/a	-	-1	n/a	-	-	-	-	0.0%
525120	Health and Welfare Funds	-	n/a	-	-5	n/a	-	-	-	-	0.0%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Current Avg Ann Wages	LQ	Empl Change	Ann%	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
326212	Tire Retreading	-	n/a	-	-63	n/a	-	-	-	-	0.0%
333111	Farm Machinery and Equipment Manufacturing	-	n/a	-	-1	n/a	-	-	-	-	-0.2%
334118	Computer Terminal and Other Computer Peripheral Equipment Manufacturing	-	n/a	-	-33	n/a	-	-	-	-	-0.2%
332994	Small Arms, Ordnance, and Ordnance Accessories	-	n/a	-	-2	n/a	-	-	-	-	-0.6%
488390	Other Support Activities for Water Transportation	-	n/a	-	-	n/a	-	-	-	-	-0.7%
335139	Electric Lamp Bulb and Other Lighting Equipment Manufacturing	-	n/a	-	-1	n/a	-	-	-	-	-0.7%
336320	Motor Vehicle Electrical and Electronic Equipment Manufacturing	-	n/a	-	-2	n/a	-	-	-	-	-0.7%
488310	Port and Harbor Operations	-	n/a	-	-4	n/a	-	-	-	-	-0.7%
311422	Specialty Canning	-	n/a	-	-	n/a	-	-	-	-	-0.8%
311930	Flavoring Syrup and Concentrate Manufacturing	-	n/a	-	-	n/a	-	-	-	-	-1.3%
423460	Ophthalmic Goods Merchant Wholesalers	-	n/a	-	-3	n/a	-	-	-	-	-1.3%
423410	Photographic Equipment and Supplies Merchant Wholesalers	-	n/a	-	-5	n/a	-	-	-	-	-1.3%
	Total - All Industries	253,188	\$53,347	1.00	10,762	0.9%	57,591	22,678	32,430	2,483	0.5%

Targeted Industries

Value Added Food

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
311615	Poultry Processing	5,861	\$50,640	15.91	562	2.0%	1,428	517	841	69	0.6%
311352	Confectionery Manufacturing from Purchased Chocolate	1,672	\$43,478	33.12	553	8.4%	420	158	246	16	0.5%
311511	Fluid Milk Manufacturing	1,549	\$84,586	18.13	261	3.8%	417	133	221	63	2.0%
311812	Commercial Bakeries	1,142	\$46,786	5.03	1,018	56.0%	322	130	181	11	0.5%
112000	Animal Production (Proprietors)	1,614	\$67,453	2.66	-192	-2.2%	316	204	126	-14	-0.4%
312120	Breweries	715	\$35,383	4.22	43	1.3%	218	71	114	34	2.3%
111000	Crop Production (Proprietors)	804	\$61,942	1.90	-77	-1.8%	169	95	75	-1	-0.1%
311421	Fruit and Vegetable Canning	649	\$60,169	7.51	-101	-2.8%	149	55	91	3	0.2%
424910	Farm Supplies Merchant Wholesalers	526	\$56,905	2.84	98	4.2%	115	43	70	1	0.1%
311821	Cookie and Cracker Manufacturing	330	\$39,867	5.60	77	5.4%	94	38	52	4	0.7%
311119	Other Animal Food Manufacturing	320	\$74,196	5.51	101	7.9%	75	25	43	7	1.1%
311999	All Other Miscellaneous Food Manufacturing	277	\$64,442	3.99	64	5.4%	73	24	40	9	1.6%

		Current			5-Year History		2-Year Forecast				
NAICS		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
312130	Wineries	215	\$32,266	1.77	4	0.4%	66	21	34	11	2.4%
311612	Meat Processed from Carcasses	186	\$51,593	0.80	89	13.8%	46	16	27	2	0.7%
311824	Dry Pasta, Dough, and Flour Mixes Manufacturing from Purchased Flour	111	\$81,395	3.33	1	0.2%	35	13	18	4	1.8%
424520	Livestock Merchant Wholesalers	135	\$21,798	5.44	21	3.5%	30	12	19	-	-0.2%
312112	Bottled Water Manufacturing	97	\$60,435	2.89	91	74.7%	29	10	15	4	2.3%
311811	Retail Bakeries	92	\$23,003	0.50	33	9.5%	27	11	15	1	0.7%
115112	Soil Preparation, Planting, and Cultivating	90	\$33,887	1.54	46	15.2%	26	10	15	-	0.2%
115115	Farm Labor Contractors and Crew Leaders	82	\$25,230	0.28	75	66.8%	25	9	14	2	1.4%
311423	Dried and Dehydrated Food Manufacturing	83	\$53,225	4.11	-126	-16.8%	19	7	12	-	0.2%
311611	Animal (except Poultry) Slaughtering	71	\$47,655	0.31	-35	-7.7%	18	6	10	1	0.8%
311520	Ice Cream and Frozen Dessert Manufacturing	53	\$63,537	1.37	13	5.8%	15	5	8	2	2.2%
311340	Nonchocolate Confectionery Manufacturing	58	\$52,012	1.44	57	125.6%	14	5	9	-	0.2%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
312111	Soft Drink Manufacturing	48	\$57,842	0.38	-2	-0.9%	14	5	8	2	2.0%
311514	Dry, Condensed, and Evaporated Dairy Product Manufacturing	46	\$92,429	1.51	10	5.3%	12	4	7	1	1.4%
424930	Flower, Nursery Stock, and Florists' Supplies Merchant Wholesalers	54	\$36,241	0.70	-21	-6.4%	12	4	7	-	0.1%
311211	Flour Milling	47	\$99,504	2.07	3	1.1%	11	4	6	1	1.3%
115114	Postharvest Crop Activities (except Cotton Ginning)	37	\$36,792	0.27	3	1.6%	11	4	6	-	0.3%
311920	Coffee and Tea Manufacturing	39	\$46,207	0.83	17	11.8%	10	3	6	1	1.2%
311111	Dog and Cat Food Manufacturing	42	\$67,348	0.73	15	9.0%	10	3	6	1	1.1%
311314	Cane Sugar Manufacturing	32	\$91,065	3.13	27	44.5%	8	3	5	-	0.7%
424990	Other Miscellaneous Nondurable Goods Merchant Wholesalers	40	\$42,107	0.28	-15	-6.3%	8	3	5	-	-0.1%
115116	Farm Management Services	26	\$31,667	0.67	1	0.6%	7	3	4	-	0.2%
311919	Other Snack Food Manufacturing	25	\$51,939	0.34	-873	51.0%	7	2	4	1	1.3%
311813	Frozen Cakes, Pies, and Other Pastries Manufacturing	18	\$68,064	0.88	18	n/a	6	2	3	1	1.8%
312113	Ice Manufacturing	20	\$35,518	1.62	-3	-2.5%	6	2	3	1	1.9%
311412	Frozen Specialty Food Manufacturing	11	\$46,593	0.11	10	54.1%	3	1	2	-	0.3%
311830	Tortilla Manufacturing	10	\$38,936	0.30	9	68.4%	3	1	2	-	0.7%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
311513	Cheese Manufacturing	13	\$66,225	0.14	7	17.9%	3	1	2	-	1.3%
424950	Paint, Varnish, and Supplies Merchant Wholesalers	8	\$45,006	0.21	-10	15.6%	2	1	1	-	-0.3%
424510	Grain and Field Bean Merchant Wholesalers	7	\$63,206	0.10	-21	25.1%	2	1	1	-	0.3%
311613	Rendering and Meat Byproduct Processing	7	\$63,037	0.51	-70	38.8%	2	1	1	-	0.6%
115113	Crop Harvesting, Primarily by Machine	4	\$16,760	0.23	-	1.9%	1	1	1	-	-0.3%
311991	Perishable Prepared Food Manufacturing	3	\$25,328	0.03	-	-1.8%	1	-	-	-	-1.3%
424920	Book, Periodical, and Newspaper Merchant Wholesalers	4	\$20,053	0.09	-27	33.3%	1	-	1	-	-0.9%
312230	Tobacco Manufacturing	2	\$86,192	0.14	2	n/a	-	-	-	-	0.7%
312140	Distilleries	2	\$45,621	0.04	1	n/a	-	-	-	-	1.7%
115111	Cotton Ginning	1	\$16,760	0.10	-	-4.6%	-	-	-	-	-0.3%
311351	Chocolate and Confectionery Manufacturing from Cacao Beans	1	\$30,092	0.05	-	9.1%	-	-	-	-	-1.8%
311941	Mayonnaise, Dressing, and Other Prepared Sauce Manufacturing	1	\$25,328	0.04	-	-2.1%	-	-	-	-	-1.3%
311942	Spice and Extract Manufacturing	1	\$25,328	0.03	-	0.2%	-	-	-	-	-1.3%
311911	Roasted Nuts and Peanut Butter Manufacturing	1	\$25,328	0.02	-	-6.1%	-	-	-	-	-1.3%

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
311422	Specialty Canning	-	n/a	-	-	n/a	-	-	-	-	-0.8%
311930	Flavoring Syrup and Concentrate Manufacturing	-	n/a	-	-	n/a	-	-	-	-	-1.3%
	Tobacco Product and Electronic Cigarette Merchant Wholesalers	1	\$101,783	0.02	-6	-37.5%	-	-	-	-	-0.5%
424590	Other Farm Product Raw Material Merchant Wholesalers	2	\$62,804	0.09	-20	-37.5%	-	-	-	-	0.3%
4432	GOVA8 Value Added Food	17,287	\$55,668	3.19	1,731	2.1%	4,296	1,668	2,378	250	0.7%
	Total - All Industries	253,188	\$53,347	1.00	10,762	0.9%	57,591	22,678	32,430	2,483	0.5%

Transportation and Logistics

GOVA8 Transportation and Logistics in GoVirginia - Region 8, 2024Q2 ¹											
NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
493110	General Warehousing and Storage	9,121	\$56,648	3.43	2,989	8.3%	2,511	817	1,432	262	1.4%
492110	Couriers and Express Delivery Services	1,537	\$38,044	0.95	507	8.3%	385	129	214	41	1.3%
484121	General Freight Trucking, Long-Distance, Truckload	1,492	\$70,882	1.59	-690	-7.3%	319	120	186	14	0.5%
493120	Refrigerated Warehousing and Storage	663	\$53,906	5.91	261	10.6%	174	59	104	12	0.9%
484220	Specialized Freight (except Used Goods) Trucking, Local	604	\$63,360	1.70	10	0.3%	130	48	75	6	0.5%
484122	General Freight Trucking, Long-Distance, Less Than Truckload	540	\$72,319	1.36	-45	-1.6%	118	43	67	8	0.7%
424910	Farm Supplies Merchant Wholesalers	526	\$56,905	2.84	98	4.2%	115	43	70	1	0.1%
484110	General Freight Trucking, Local	459	\$55,582	0.88	-12	-0.5%	98	37	57	4	0.4%
423830	Industrial Machinery and Equipment Merchant Wholesalers	401	\$77,718	0.76	19	1.0%	82	29	48	5	0.7%
481219	Other Nonscheduled Air Transportation	339	\$115,633	29.00	-117	-5.8%	75	24	46	5	0.8%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
423820	Farm and Garden Machinery and Equipment Wholesalers	379	\$61,006	2.11	-	0.0%	72	27	45	-	0.0%
481219	Other Nonscheduled Air Transportation	339	\$115,633	29.00	-117	-5.8%	75	24	46	5	0.8%
488490	Other Support Activities for Road Transportation	195	\$48,433	2.19	14	1.5%	44	16	24	4	1.0%
423810	Construction Machinery Merchant Wholesalers	193	\$75,409	1.19	-4	-0.5%	40	14	23	4	0.9%
482110	Rail Transportation	179	\$94,694	0.76	-31	-3.1%	32	10	21	-	0.1%
541614	Process, Physical Distribution, and Logistics Consulting	156	\$81,149	0.58	-85	-8.3%	32	10	17	5	1.6%
488410	Motor Vehicle Towing	152	\$43,011	1.25	20	2.9%	33	13	19	2	0.6%
484230	Specialized Freight Trucking, Long-Distance	124	\$65,879	0.60	-35	-4.8%	27	10	16	1	0.6%
488991	Packing and Crating	109	\$44,631	3.25	37	8.8%	26	9	15	1	0.6%
484210	Used Household and Office Goods Moving	104	\$48,419	0.70	-43	-6.6%	22	8	13	-	0.2%
423430	Computer Equipment and Software Merchant Wholesalers	95	\$114,737	0.27	31	8.0%	18	6	11	1	0.5%
485999	All Other Transit and Ground Transportation	70	\$45,947	1.03	53	32.5%	19	10	8	2	1.2%
488510	Freight Transportation Arrangement	66	\$56,427	0.16	-41	-9.2%	14	5	8	1	1.1%
423450	Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	64	\$71,013	0.13	32	14.9%	12	4	7	-	0.4%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
424930	Flower, Nursery Stock, and Florists' Supplies Merchant Wholesalers	54	\$36,241	0.70	-21	-6.4%	12	4	7	-	0.1%
485991	Special Needs Transportation	51	\$33,208	0.41	-13	-4.4%	14	7	6	1	0.9%
485510	Charter Bus Industry	51	\$30,983	1.42	-67	-	12	6	5	1	0.5%
423860	Transportation Equipment and Supplies (except Motor Vehicle) Merchant Wholesalers	51	\$89,250	0.85	20	10.7%	10	4	6	-	0.5%
423850	Service Establishment Equipment and Supplies Merchant Wholesalers	49	\$39,358	0.56	-2	-0.9%	10	3	6	-	0.3%
423440	Other Commercial Equipment Merchant Wholesalers	45	\$76,281	0.49	-4	-1.6%	9	3	5	1	1.5%
488999	All Other Support Activities for Transportation	40	\$60,045	1.36	11	6.3%	10	3	6	1	1.3%
423840	Industrial Supplies Merchant Wholesalers	40	\$68,371	0.24	0	0.0%	8	3	5	1	0.8%
424990	Other Miscellaneous Nondurable Goods Merchant Wholesalers	40	\$42,107	0.28	-15	-6.3%	8	3	5	-	-0.1%
488119	Other Airport Operations	33	\$39,998	0.14	-1	-0.5%	7	3	4	-	0.7%
486210	Pipeline Transportation of Natural Gas	27	\$181,496	0.50	-20	-	5	1	3	-	0.5%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
488190	Other Support Activities for Air Transportation	22	\$53,138	0.10	13	19.7%	5	2	3	1	1.1%
481111	Scheduled Passenger Air Transportation	16	\$95,455	0.02	11	24.7%	4	1	2	-	0.7%
423420	Office Equipment Merchant Wholesalers	12	\$60,565	0.11	-9	-10.4%	2	1	1	-	0.8%
488111	Air Traffic Control	11	\$56,938	0.34	2	3.2%	3	1	1	-	1.8%
481211	Nonscheduled Chartered Passenger Air Transportation	9	\$84,775	0.13	-8	-12.4%	2	1	1	-	0.7%
424950	Paint, Varnish, and Supplies Merchant Wholesalers	8	\$45,006	0.21	-10	-15.6%	2	1	1	-	-0.3%
493190	Other Warehousing and Storage	7	\$45,322	0.09	-5	-9.6%	2	1	1	-	0.4%
488210	Support Activities for Rail Transportation	7	\$43,867	0.12	2	8.0%	1	1	1	-	0.2%
487110	Scenic and Sightseeing Transportation, Land	6	\$24,668	0.34	1	4.7%	2	1	1	-	0.1%
424920	Book, Periodical, and Newspaper Merchant Wholesalers	4	\$20,053	0.09	-27	-33.3%	1	-	1	-	-0.9%
423490	Other Professional Equipment and Supplies Merchant Wholesalers	2	\$75,046	0.03	-11	-31.8%	-	-	-	-	1.5%
481112	Scheduled Freight Air Transportation	1	\$25,450	0.02	-	0.2%	-	-	-	-	1.1%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
424940	Tobacco Product and Electronic Cigarette Merchant Wholesalers	1	\$101,783	0.02	-6	-37.5%	-	-	-	-	-0.5%
488330	Navigational Services to Shipping	1	\$38,429	0.03	-	-5.2%	-	-	-	-	-0.7%
487210	Scenic and Sightseeing Transportation, Water	1	\$15,192	0.03	-7	-34.4%	-	-	-	-	-1.1%
488390	Other Support Activities for Water Transportation	-	n/a	-	-	n/a	-	-	-	-	-0.7%
488310	Port and Harbor Operations	-	n/a	-	-4	n/a	-	-	-	-	-0.7%
423460	Ophthalmic Goods Merchant Wholesalers	-	n/a	-	-3	n/a	-	-	-	-	-1.3%
423410	Photographic Equipment and Supplies Merchant Wholesalers	-	n/a	-	-5	n/a	-	-	-	-	-1.3%
4096	GOVA8 Transportation and Logistics	18,155	\$59,369	1.40	2,789	3.4%	4,532	1,542	2,598	391	1.1%
	Total - All Industries	253,188	\$53,347	1.00	10,762	0.9%	57,591	22,678	32,430	2,483	0.5%

Manufacturing

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
326199	All Other Plastics Product Manufacturing	1,545	\$61,793	3.32	-188	-2.3%	340	116	200	23	0.8%
323117	Books Printing	1,396	\$43,258	58.79	-171	-2.3%	240	114	175	-50	-1.8%
333415	Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing	1,076	\$63,414	7.25	302	6.8%	206	73	133	-	0.0%
326130	Laminated Plastics Plate, Sheet (except Packaging), and Shape Manufacturing	1,064	\$101,172	34.34	636	20.0%	259	81	139	39	1.8%
336390	Other Motor Vehicle Parts Manufacturing	671	\$46,060	2.85	56	1.8%	93	47	84	-38	-2.9%
321113	Sawmills	527	\$51,348	4.05	149	6.9%	118	42	74	2	0.2%
337110	Wood Kitchen Cabinet and Countertop Manufacturing	505	\$36,526	2.66	2	0.1%	95	38	62	-5	-0.5%
321911	Wood Window and Door Manufacturing	472	\$38,410	5.27	-68	-2.6%	94	35	63	-4	-0.4%
323111	Commercial Printing	457	\$51,199	1.10	-605	-15.5%	83	37	57	-11	-1.2%
327390	Other Concrete Product Manufacturing	426	\$65,568	4.92	-131	-5.2%	97	33	54	11	1.2%
332710	Machine Shops	414	\$53,726	0.99	1	0.0%	86	30	52	4	0.5%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
332312	Fabricated Structural Metal Manufacturing	404	\$66,516	2.65	144	9.2%	88	28	52	7	0.9%
326113	Unlaminated Plastics Film and Sheet (except Packaging) Manufacturing	402	\$59,585	7.24	-93	-4.1%	84	30	52	2	0.2%
314110	Carpet and Rug Mills	390	\$36,676	9.57	-130	-5.6%	69	35	50	-15	-2.0%
326160	Plastics Bottle Manufacturing	371	\$85,905	7.00	-291	-10.9%	87	28	48	11	1.4%
321920	Wood Container and Pallet Manufacturing	316	\$41,559	3.03	144	13.0%	64	24	42	-2	-0.4%
322211	Corrugated and Solid Fiber Box Manufacturing	259	\$56,460	1.65	-99	-6.3%	47	19	34	-6	-1.2%
333414	Heating Equipment (except Warm Air Furnaces) Manufacturing	253	\$51,301	10.48	61	5.7%	47	17	31	-2	-0.3%
326150	Urethane and Other Foam Product (except Polystyrene) Manufacturing	249	\$53,441	4.36	128	15.6%	56	19	32	5	1.0%
339950	Sign Manufacturing	212	\$45,101	1.47	18	1.8%	41	15	27	-1	-0.2%
322291	Sanitary Paper Product Manufacturing	212	\$51,067	5.01	2	0.1%	40	16	28	-4	-0.9%
332215	Metal Kitchen Cookware, Utensil, Cutlery, and Flatware (except Precious) Manufacturing	206	\$86,227	13.96	11	1.1%	39	15	26	-2	-0.5%
334417	Electronic Connector Manufacturing	197	\$71,084	5.60	-15	-1.5%	40	13	22	5	1.4%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
326140	Polystyrene Foam Product Manufacturing	192	\$86,448	4.27	67	9.0%	46	15	25	6	1.7%
332321	Metal Window and Door Manufacturing	191	\$49,323	1.83	9	1.0%	43	13	25	5	1.3%
322212	Folding Paperboard Box Manufacturing	187	\$59,109	4.32	20	2.2%	35	14	25	-4	-1.1%
337121	Upholstered Household Furniture Manufacturing	175	\$32,096	2.39	-20	-2.2%	34	13	22	-1	-0.4%
322220	Paper Bag and Coated and Treated Paper Manufacturing	170	\$60,605	2.08	76	12.5%	35	13	23	0	0.0%
336360	Motor Vehicle Seating and Interior Trim Manufacturing	158	\$39,165	1.37	65	11.2%	24	11	20	-7	-2.2%
321999	All Other Miscellaneous Wood Product Manufacturing	143	\$44,833	2.86	41	6.9%	30	11	19	-	-0.1%
323113	Commercial Screen Printing	140	\$34,502	1.11	-13	-1.7%	23	11	17	-6	-2.1%
332322	Sheet Metal Work Manufacturing	134	\$50,099	0.75	-19	-2.6%	30	9	17	3	1.0%
327320	Ready-Mix Concrete Manufacturing	131	\$62,768	0.80	-73	-8.5%	28	10	16	1	0.5%
321215	Engineered Wood Member Manufacturing	131	\$56,295	2.10	37	6.9%	31	10	18	3	1.0%
321918	Other Millwork (including Flooring)	127	\$45,943	2.28	-1	-0.2%	27	10	17	1	0.3%
334515	Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals	116	\$94,927	2.02	-67	-8.7%	21	7	12	1	0.6%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
321992	Prefabricated Wood Building Manufacturing	116	\$58,985	4.00	-108	-12.3%	26	9	16	2	0.8%
314999	All Other Miscellaneous Textile Product Mills	116	\$35,577	2.38	104	58.8%	21	11	14	-4	-1.8%
334419	Other Electronic Component Manufacturing	92	\$57,627	0.94	-5	-1.0%	19	6	10	3	1.4%
326122	Plastics Pipe and Pipe Fitting Manufacturing	80	\$58,298	1.62	-15	-3.3%	17	6	10	1	0.5%
337122	Nonupholstered Wood Household Furniture Manufacturing	74	\$37,310	1.64	-5	-1.4%	14	6	9	-1	-0.4%
332999	All Other Miscellaneous Fabricated Metal Product Manufacturing	73	\$65,172	0.55	8	2.4%	14	5	9	-1	-0.5%
332323	Ornamental and Architectural Metal Work Manufacturing	71	\$61,189	1.01	-55	-10.9%	15	5	9	1	0.5%
339999	All Other Miscellaneous Manufacturing	69	\$47,890	0.56	-29	-6.9%	14	5	9	-	0.2%
336310	Motor Vehicle Gasoline Engine and Engine Parts Manufacturing	68	\$53,348	0.77	8	2.5%	9	5	9	-4	-2.9%
332313	Plate Work Manufacturing	68	\$64,956	0.91	-40	-8.8%	14	5	9	1	0.5%
336411	Aircraft Manufacturing	66	\$93,326	0.17	34	15.2%	12	4	7	1	0.4%
332996	Fabricated Pipe and Pipe Fitting Manufacturing	64	\$62,856	1.28	20	7.9%	13	5	8	1	0.5%
321114	Wood Preservation	63	\$65,818	3.67	17	6.3%	13	5	9	-1	-0.5%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
314910	Textile Bag and Canvas Mills	63	\$34,641	1.70	50	36.9%	11	6	8	-2	-2.0%
332311	Prefabricated Metal Building and Component Manufacturing	55	\$60,627	0.95	25	12.4%	12	4	7	1	0.5%
333248	All Other Industrial Machinery Manufacturing	51	\$63,016	0.48	-3	-1.0%	10	3	6	-	-0.1%
327120	Clay Building Material and Refractories Manufacturing	45	\$69,396	1.32	43	101.2%	11	3	6	1	1.6%
337910	Mattress Manufacturing	39	\$45,504	1.26	-19	-7.6%	8	3	5	-	-0.5%
333310	Commercial and Service Industry Machinery Manufacturing	39	\$80,576	0.28	38	105.4%	7	3	5	-	0.3%
327215	Glass Product Manufacturing Made of Purchased Glass	37	\$40,829	0.53	-16	-6.9%	7	3	5	-	0.0%
336340	Motor Vehicle Brake System Manufacturing	35	\$65,013	1.11	21	19.7%	5	2	4	-2	-2.9%
337127	Institutional Furniture Manufacturing	34	\$52,365	0.96	2	1.2%	6	3	4	0	-0.6%
325320	Pesticide and Other Agricultural Chemical Manufacturing	34	\$86,157	1.50	11	7.8%	6	2	4	-	0.2%
337212	Custom Architectural Woodwork and Millwork Manufacturing	33	\$46,578	0.76	3	1.7%	6	3	4	-	-0.6%
335921	Fiber Optic Cable Manufacturing	31	\$65,725	1.63	-13	-7.0%	8	2	4	2	2.9%
322120	Paper Mills	31	\$61,055	0.41	-83	-22.9%	5	2	4	-1	-2.1%
326111	Plastics Bag and Pouch Manufacturing	28	\$91,689	0.46	18	23.0%	7	2	4	1	1.8%
315210	Cut and Sew Apparel Contractors	28	\$25,680	0.57	-14	-7.6%	4	3	3	-2	-3.8%
315250	Cut and Sew Apparel Manufacturing	27	\$32,705	0.36	-64	-21.4%	4	3	3	-2	-3.4%
333241	Food Product Machinery Manufacturing	26	\$63,312	0.82	-30	-14.1%	5	2	3	-	0.2%
326121	Unlaminated Plastics Profile Shape Manufacturing	25	\$79,907	0.74	11	12.7%	6	2	3	1	1.1%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
334413	Semiconductor and Related Device Manufacturing	21	\$193,440	0.07	20	n/a	5	1	2	1	2.5%
331221	Rolled Steel Shape Manufacturing	21	\$66,227	0.63	-18	-11.5%	4	1	3	-	0.0%
325910	Printing Ink Manufacturing	20	\$68,234	1.75	-24	-14.5%	4	1	3	-	0.6%
339992	Musical Instrument Manufacturing	19	\$54,549	0.92	9	13.3%	4	1	2	-	0.1%
337211	Wood Office Furniture Manufacturing	18	\$51,096	0.73	-5	-4.6%	3	1	2	-	-1.0%
334510	Electromedical and Electrotherapeutic Apparatus Manufacturing	18	\$94,247	0.15	-14	-11.1%	3	1	2	-	0.6%
336350	Motor Vehicle Transmission and Power Train Parts Manufacturing	17	\$49,785	0.14	16	n/a	2	1	2	-1	-2.9%
339920	Sporting and Athletic Goods Manufacturing	16	\$53,010	0.22	-4	-4.1%	3	1	2	-	0.0%
339910	Jewelry and Silverware Manufacturing	16	\$36,211	0.36	6	10.2%	3	2	2	-	-0.7%
325314	Fertilizer (Mixing Only) Manufacturing	16	\$52,990	1.34	5	7.3%	3	1	2	-	-0.2%
334511	Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing	14	\$103,138	0.08	11	33.6%	3	1	2	-	0.7%
337126	Household Furniture (except Wood and Upholstered) Manufacturing	13	\$89,723	0.87	12	55.6%	2	1	2	-	-1.0%
334513	Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables	13	\$66,130	0.15	11	47.4%	2	1	1	-	0.6%
321211	Hardwood Veneer and Plywood Manufacturing	13	\$50,001	0.62	-3	-3.7%	3	1	2	-	-0.1%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
337215	Showcase, Partition, Shelving, and Locker Manufacturing	11	\$41,974	0.19	-16	-17.0%	2	1	1	-	-0.3%
335999	All Other Miscellaneous Electrical Equipment and Component Manufacturing	11	\$71,132	0.19	10	69.0%	3	1	1	1	3.2%
333120	Construction Machinery Manufacturing	10	\$80,808	0.08	3	6.7%	2	1	1	-	0.8%
332913	Plumbing Fixture Fitting and Trim Manufacturing	10	\$57,922	0.58	10	n/a	2	1	1	-	-0.9%
321912	Cut Stock, Resawing Lumber, and Planing	10	\$49,679	0.45	-7	-9.8%	2	1	1	-	-0.8%
339930	Doll, Toy, and Game Manufacturing	9	\$55,334	0.45	4	11.9%	2	1	1	-	0.1%
335931	Current-Carrying Wiring Device Manufacturing	9	\$53,394	0.20	-45	-30.1%	2	1	1	1	3.3%
327331	Concrete Block and Brick Manufacturing	9	\$70,096	0.33	-10	-13.2%	2	1	1	-	1.6%
337920	Blind and Shade Manufacturing	8	\$45,472	0.53	-2	-5.4%	2	1	1	-	0.1%
322130	Paperboard Mills	7	\$42,763	0.15	-6	-11.7%	1	-	1	-	-3.1%
314120	Curtain and Linen Mills	7	\$36,602	0.33	-14	-19.1%	1	1	1	-	-1.5%
333413	Industrial and Commercial Fan and Blower and Air Purification Equipment Manufacturing	6	\$63,272	0.11	-11	-19.8%	1	-	1	-	1.4%
333243	Sawmill, Woodworking, and Paper Machinery Manufacturing	5	\$75,422	0.24	-	-2.0%	1	-	1	-	0.1%
339940	Office Supplies (except Paper) Manufacturing	4	\$33,703	0.23	-3	-11.8%	1	-	-	-	-0.2%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
336413	Other Aircraft Parts and Auxiliary Equipment Manufacturing	4	\$90,902	0.03	4	n/a	1	-	-	-	1.3%
332911	Industrial Valve Manufacturing	4	\$80,641	0.11	-15	26.1%	1	-	1	-	0.9%
332721	Precision Turned Product Manufacturing	4	\$40,258	0.07	2	18.6%	1	-	1	-	-1.3%
327310	Cement Manufacturing	4	\$68,947	0.16	4	n/a	1	-	-	-	0.5%
336999	All Other Transportation Equipment Manufacturing	3	\$62,785	0.10	2	18.2%	1	-	-	-	0.0%
327212	Other Pressed and Blown Glass and Glassware Manufacturing	3	\$44,684	0.18	0	-0.4%	1	-	-	-	0.1%
323120	Support Activities for Printing	3	\$56,861	0.13	-1	-3.6%	1	-	-	-	-0.6%
339991	Gasket, Packing, and Sealing Device Manufacturing	2	\$29,095	0.04	-1	-8.2%	-	-	-	-	-0.4%
327110	Pottery, Ceramics, and Plumbing Fixture Manufacturing	2	\$28,750	0.10	-5	21.7%	-	-	-	-	0.4%
325998	All Other Miscellaneous Chemical Product and Preparation Manufacturing	2	\$72,243	0.03	0	3.5%	-	-	-	-	0.3%
313320	Fabric Coating Mills	2	\$60,907	0.21	-2	10.8%	-	-	-	-	-1.6%
336991	Motorcycle, Bicycle, and Parts Manufacturing	1	\$73,279	0.05	0	n/a	-	-	-	-	-0.4%
336612	Boat Building	1	\$73,316	0.02	0	8.7%	-	-	-	-	-0.4%
335314	Relay and Industrial Control Manufacturing	1	\$58,868	0.01	0	-4.1%	-	-	-	-	-0.1%
335312	Motor and Generator Manufacturing	1	\$55,206	0.02	-1	16.1%	-	-	-	-	0.5%
334519	Other Measuring and Controlling Device Manufacturing	1	\$105,583	0.02	-12	36.8%	-	-	-	-	0.6%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
334516	Analytical Laboratory Instrument Manufacturing	1	\$89,071	0.02	1	n/a	-	-	-	-	0.3%
334512	Automatic Environmental Control Manufacturing for Residential, Commercial, and Appliance Use	1	\$78,155	0.06	-2	-20.0%	-	-	-	-	0.5%
332216	Saw Blade and Handtool Manufacturing	1	\$53,702	0.01	-80	-63.7%	-	-	-	-	-0.6%
331524	Aluminum Foundries (except Die-Casting)	1	\$56,761	0.02	0	n/a	-	-	-	-	-1.8%
321991	Manufactured Home (Mobile Home) Manufacturing	1	\$41,957	0.01	0	n/a	-	-	-	-	-1.6%
313310	Textile and Fabric Finishing Mills	1	\$34,750	0.02	-29	-54.6%	-	-	-	-	-0.5%
336320	Motor Vehicle Electrical and Electronic Equipment Manufacturing	0	n/a	0.00	-2	n/a	-	-	-	-	-0.7%
334118	Computer Terminal and Other Computer Peripheral Equipment Manufacturing	0	n/a	0.00	-33	n/a	-	-	-	-	-0.2%
333111	Farm Machinery and Equipment Manufacturing	0	n/a	0.00	-1	n/a	-	-	-	-	-0.2%
332994	Small Arms, Ordnance, and Ordnance Accessories Manufacturing	0	n/a	0.00	-2	n/a	-	-	-	-	-0.6%
331222	Steel Wire Drawing	0	n/a	0.00	-9	n/a	-	-	-	-	0.7%
326112	Plastics Packaging Film and Sheet (including Laminated) Manufacturing	0	n/a	0.00	-38	n/a	-	-	-	-	0.2%
325315	Compost Manufacturing	0	n/a	0.00	-1	n/a	-	-	-	-	0.0%
4090	GOVA8 Light Manufacturing	16,107	\$59,494	1.38	-389	-0.5%	3,247	1,208	2,053	-14	0.0%
	Total - All Industries	253,188	\$53,347	1.00	10,762	0.9%	57,591	22,678	32,430	2,483	0.5%

Life Sciences

		Current			5-Year History		2-Year Forecast				
NAICS	Industry	Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
339113	Surgical Appliance and Supplies Manufacturing	649	\$78,533	4.12	81	2.7%	135	47	81	7	0.5%
325413	In-Vitro Diagnostic Substance Manufacturing	339	\$104,274	7.35	4	0.2%	75	21	42	12	1.8%
541715	Research and Development in the Physical, Engineering, and Life Sciences	227	\$98,405	0.26	21	2.0%	40	11	23	6	1.4%
339112	Surgical and Medical Instrument Manufacturing	150	\$60,736	0.69	79	16.2%	30	11	19	1	0.2%
541714	Research and Development in Biotechnology	64	\$133,943	0.14	19	7.2%	11	3	7	1	1.0%
325412	Pharmaceutical Preparation Manufacturing	50	\$123,019	0.14	-471	-37.3%	10	3	6	1	0.6%
334510	Electromedical and Electrotherapeutic Apparatus Manufacturing	18	\$94,247	0.15	-14	-11.1%	3	1	2	-	0.6%
339116	Dental Laboratories	16	\$53,120	0.22	1	0.8%	3	1	2	-	0.3%
339115	Ophthalmic Goods Manufacturing	15	\$57,968	0.41	-4	-4.9%	3	1	2	-	0.6%
541720	Research and Development in the Social Sciences and Humanities	13	\$69,881	0.12	11	44.6%	3	1	2	-	1.1%
541713	Research and Development in Nanotechnology	9	\$95,528	0.21	4	11.3%	2	-	1	-	1.4%
325411	Medicinal and Botanical Manufacturing	6	\$106,765	0.09	5	n/a	1	-	1	-	0.6%
4433	GOVA8 Life Sciences	1,556		0.86	-264	-0.3%	316	100	188	28	0.9%
	Total - All Industries	253,188	\$53,347	1.00	10,762	0.9%	57,591	22,678	32,430	2,483	0.5%

IT & Emerging Technology

GOVA8 IT and Emerging Technologies in GoVirginia - Region 8, 2024Q2 ¹											
NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
541330	Engineering Services	1,032	\$96,501	0.54	-90	-1.7%	167	55	99	13	0.6%
541512	Computer Systems Design Services	558	\$102,091	0.31	-	0.0%	98	28	51	19	1.7%
541511	Custom Computer Programming Services	384	\$109,508	0.22	31	1.7%	67	19	35	13	1.6%
334417	Electronic Connector Manufacturing	197	\$71,084	5.60	-15	-1.5%	40	13	22	5	1.4%
518210	Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	151	\$85,762	0.19	20	2.9%	28	8	15	5	1.6%
541519	Other Computer Related Services	145	\$86,514	0.67	63	11.9%	26	7	13	6	2.0%
541370	Surveying and Mapping Services	105	\$51,285	1.18	-12	-2.2%	18	7	10	1	0.4%
423430	Computer and Computer Peripheral Equipment and Software Merchant Wholesalers	95	\$114,737	0.27	31	8.0%	18	6	11	1	0.5%
334419	Other Electronic Component Manufacturing	92	\$57,627	0.94	-5	-1.0%	19	6	10	3	1.4%
541310	Architectural Services	74	\$77,493	0.22	-50	-9.7%	12	5	7	-	0.2%
541350	Building Inspection Services	59	\$56,884	1.13	14	5.6%	11	4	6	1	1.0%

NAICS	Industry	Current			5-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
541513	Computer Facilities Management Services	44	\$84,083	0.32	34	33.4%	8	2	4	2	1.7%
541380	Testing Laboratories and Services	33	\$62,614	0.12	-68	-20.1%	7	2	4	1	0.8%
541320	Landscape Architectural Services	32	\$54,970	0.44	-7	-4.0%	6	2	3	-	0.5%
334413	Semiconductor and Related Device Manufacturing	21	\$193,440	0.07	20	n/a	5	1	2	1	2.5%
334511	Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing	14	\$103,138	0.08	11	33.6%	3	1	2	-	0.7%
541340	Drafting Services	13	\$39,727	0.55	-15	13.8%	2	1	1	-	0.7%
541360	Geophysical Surveying and Mapping Services	1	\$59,304	0.04	-	1.2%	-	-	-	-	0.8%
334118	Computer Terminal and Other Computer Peripheral Equipment Manufacturing	-	n/a	-	-33	n/a	-	-	-	-	-0.2%
4089	GOVA8 IT and Emerging Technologies	3,053	\$92,569	0.35	-72	0.5%	534	167	296	71	1.2%
	Total - All Industries	253,188	\$53,347	1.00	10,762	0.9%	57,591	22,678	32,430	2,483	0.5%

Appendix B: VEDP Economic Development Announcements 2021-2024

Value Added Food								
Company Name	Headquarters Location	Locality	NAICS	Business Description	Month/ Year Announced	New (N)/ Expansion (E)	New Jobs	Investment (\$M)
Smiley's Ice Cream	VA	Rockingham	311520	Produces premium, homemade-style ice cream	January 2021	E	8	1
Overlook Produce and Farm Adventures	VA	Rockingham	424480	Vegetable wholesaler	April 2021	E	6	1
Parallel	GA	Warren	325411	Produces cannabis products	June 2021	N	0	1
Cava Group	DC	Augusta	311941	Food processing and packaging for restaurant chain	September 2021	N	52	38
Veronesi Holding S.p.A.	Italy	Rockingham	311612	Manufacturer and producer of cured meats	September 2021	N	161	105
Nature's Touch Frozen Foods LLC	Canada	Warren	311411	Processes and packages produce for distributors	November 2021	E	67	40
TFC Poultry	MN	Winchester	311615	Specializes in deboning turkey thigh meat for sale to food manufacturers	December 2021	N	111	31
Shahi Foods	TX	Warren	311520	Manufactures ice cream and other frozen foods	May 2022	E	100	13

Value Added Food								
Company Name	Headquarters Location	Locality	NAICS	Business Description	Month/Year Announced	New (N)/ Expansion (E)	New Jobs	Investment (\$M)
Custom Crush Winery	VA	Waynesboro	312130	Custom crush winery processing grapes from independently owned vineyards throughout Virginia	October 2022	N	6	2
Farmer Focus	VA	Harrisonburg	311615	Organic chicken processor	February 2023	E	300	18
Bowman Andros	Belgium	Shenandoah	311421	R&D; Fruit processing, frozen desserts, dairy, and confectionery products manufacturer	March 2023	E	0	40
Leiber	Germany	Rockingham	311119	Manufactures animal nutrition and nutraceutical products from yeast	September 2023	N	35	19
Logan's Sausage	VA	Shenandoah	311612	Produces sausage	March 2024	E	60	15
HP Hood LLC	MA	Frederick	311511	Dairy and non-dairy beverage processing facility	April 2024	E	0	84
KERRY Harrisonburg	Ireland	Harrisonburg	311942	Manufactures broths and seasonings	April 2024	E	0	8
Desi Fresh Foods	VA	Frederick	311511	HQ relocation; manufactures drinkable yogurt and spoonable yogurt products	August 2024	N	56	13
Shamrock Foods Company	AZ	Augusta	311511	Produces dairy products	October 2024	E	28	59

Transportation and Logistics								
Company Name	Headquarters Location	Locality	NAICS	Business Description	Month/ Year Announced	New (N)/ Expansion (E)	New Jobs	Investment (\$M)
Valley Guard Supply	VA	Harrisonburg	423450	Personal protective equipment manufacturing	February 2021	N	45	1
Amazon	WA	Augusta	493110	Product distribution center	February 2022	E	500	120
Evermark	GA	Shenandoah	493110	Warehouse and distribution center for stair parts, railing, moulding, doors, frames, jambs, hinges, and hardware	October 2023	E	11	0
WCS Logistics	VA	Frederick	493110	Cold storage facility	February 2024	E	15	27
Boxer Gifts	United Kingdom	Harrisonburg	423920	Novelty gifts and games wholesaler and distributor	May 2024	E	15	1

Manufacturing								
Company Name	Headquarters Location	Locality	NAICS	Business Description	Month/Year Announced	New (N)/ Expansion (E)	New Jobs	Investment (\$M)
Ryzing Technologies	VA	Staunton	314910	Designs and manufactures textile-based engineering solutions	April 2021	E	31	0
Modine Manufacturing Co.	WI	Rockbridge	333415	Manufacturer of thermal management technology and solutions	April 2021	E	60	7
SIBO USA	Slovenia	Harrisonburg	326199	Manufacturer of closure solutions for tubes, containers, and other packaging systems	May 2021	E	24	3
Evolve Services, Inc.	VA	Frederick	327991	Produces composite productions and reproductions	August 2021	E	84	1
Virginia Industrial Plastics	VA	Rockingham	326121	Plastic thermoforming and fabrication	September 2021	E	92	7

Manufacturing								
Company Name	Headquarters Location	Locality	NAICS	Business Description	Month/Year Announced	New (N)/ Expansion (E)	New Jobs	Investment (\$M)
Innovative Refrigeration Systems	VA	Augusta	333415	Designs and manufactures industrial refrigeration systems	November 2021	E	177	3
Kingspan Insulation LLC	Ireland	Frederick	326150	Provides advanced insulation and innovative building solutions	April 2022	E	37	27
Blue Ridge Rubber & Industrial Products	VA	Harrisonburg	326220	Industrial rubber hose fabricator	August 2022	E	0	1
Ashworth Bros., Inc.	VA	Winchester	333922	Designs and manufactures conveyor systems for the food processing, industrial, transportation, and technology sectors	October 2022	E	45	5
AccuTec	VA	Augusta	332216	Industrial blade manufacturer	April 2023	E	13	7

Manufacturing								
Company Name	Headquarters Location	Locality	NAICS	Business Description	Month/Year Announced	New (N)/ Expansion (E)	New Jobs	Investment (\$M)
Ply Gem Industries, Inc.	NC	Augusta	326199	Manufacturer of home building products	September 2023	E	0	32
Montebello Packaging Inc	Canada	Harrisonburg	331318	Manufactures aluminum tubes for packaging	September 2023	E	3	12
Creative Tent	VA	Rockbridge	314910	Manufactures custom mobile, large-scale tents for the military and defense sector	October 2023	N	60	6
Northrop Grumman Corporation	VA	Waynesboro	336412	Electronics manufacturing and testing facility	November 2023	E	331	201
Modine Manufacturing	WI	Rockbridge	333415	Produces chillers for the data center industry	March 2024	E	211	18
Virginia Panel Corporation (VPC)	VA	Waynesboro	334417	Designs and manufactures interconnect solution products for various industries	July 2024	E	0	11
AD Engineering	VA	Shenandoah	333415	Manufactures insulated copper line sets, coils, and mini splits for HVAC equipment	November 2024	E	25	1

Appendix C: VBRSP Site Inventory

Available VBRSP Sites Tier 1-4 and Existing Conditions

Site	Location	Existing Conditions			Utility Providers			
Name VBRSP Tier	Locality	Total Acreage	Zoning	Topography	Electric	Natural Gas	Water & Sewer	Broadband
Industrial Development Authority Site 1 Tier 4	Mt. Jackson Shenandoah County	23.68 acres	M-1 Industrial	Level and Clear	Dominion Energy	Washington Gas	Town of Mount Jackson	Shentel
Interstate 66 Industrial Park Tier 4	Front Royal Warren County	53.57	Industrial	gently rolling	Rappahannock Electric Cooperative	Washington Gas (Shenandoah Station)	Town of Front Royal	Brightspeed
Mt. Jackson Industrial Park Tier 4	Mt. Jackson Shenandoah County	111	M-1, Industrial	Level to gently rolling; cleared.	Dominion Energy	Washington Gas (Shenandoah Station)	Town of Mount Jackson	Shentel
Bath County Industrial Park Tier 4	Millboro Bath County	144.66	M-1, Industrial	Level to gently rolling; mostly wooded	BARC Electric Cooperative	Not Available	Bath County Service Authority	MGW Communications
Shenandoah Valley Industrial Park South Campus Tier 4	Mount Crawford Rockingham County	323	I-1C	Gently Rolling, 50% cleared	Dominion Energy	Columbia Gas of Virginia	Rockingham County	Verizon

Site	Location	Existing Conditions			Utility Providers			
Name VBRSP Tier	Locality	Total Acreage	Zoning	Topography	Electric	Natural Gas	Water & Sewer	Broadband
Innovation Village at Rockingham Tier 4	Mount Crawford Rockingham County	360.8	I-1, Industrial	Gently rolling	Dominion Energy	Columbia Gas of Virginia	Rockingham County	Shentel
Mill Place Commerce Park Tier 4	Verona Augusta County	371.3	Planned Commerce	Gently rolling; 95% cleared	Dominion Energy	Columbia Gas of Virginia	Augusta Water	Shentel
Blue Mountain Site Tier 4	Weyers Cave Augusta County	496	Industrial	Gently Rolling	Dominion Energy	Columbia Gas of Virginia	Augusta Water	Verizon
Industrial Development Authority Site 1C Tier 3	Strasburg Shenandoah County	9.06	Business Park Light Industrial	relatively flat	Shenandoah Valley Electric Cooperative	Columbia Gas of Virginia	Town of Strasburg	Shentel
Graystone Commerce Center Tier 3	Winchester City Frederick County	71.7	M-1, Light Industrial	Rolling flat	Rappahannock Electric Cooperative	Washington Gas Company	Frederick Water	Verizon
One Logistics Park - Phase B Tier 3	Winchester City Frederick County	145.99	Light Industrial	rolling	Rappahannock Electric Cooperative	Washington Gas (Shenandoah Station)	Frederick Water	AT&T

Site	Location	Existing Conditions			Utility Providers			
Name VBRSP Tier	Locality	Total Acreage	Zoning	Topography	Electric	Natural Gas	Water & Sewer	Broadband
Nature's Crossing Technology Center Tier 3	Waynesboro City	170	M-1, Light Ind. & M-2, Heavy Ind	Gently rolling 50%cleared	Dominion Energy	Columbia Gas of Virginia	City of Waynesboro	Shentel
North Shenandoah Industrial & Business Park Tier 3	Strasburg Shenandoah County	291.8	BPLI, Business Park Light Industrial	Gently rolling	Shenandoah Valley Electric Cooperative	Washington Gas Company	Town of Strasburg	Shentel
Meadowbrooke Corporate Center - Parcel B Tier 2	Harrisonburg City	6.4	M-1	Gently rolling; 80% cropland	Harrisonburg Electric Commission	Columbia Gas of Virginia	City of Harrisonburg	Shentel
Fish Properties Tier 2	Woodstock Shenandoah County	8.669	I-1	gentle rolling	Dominion Energy	Washington Gas (Shenandoah Station)	Town of Woodstock	Shentel
DWS Site Tier 2	Strasburg Shenandoah County	9.5	Business Professional/ Limited Industrial	level	Shenandoah Valley Electric Cooperative	Columbia Gas of Virginia	Town of Strasburg	Shentel

Site	Location	Existing Conditions			Utility Providers			
Name VBRSP Tier	Locality	Total Acreage	Zoning	Topography	Electric	Natural Gas	Water & Sewer	Broadband
Waynesboro Town Center Commercial Park Tier 2	City of Waynesboro	11	C-2, General Business	Gently rolling	Dominion Energy	Columbia Gas of Virginia	City of Waynesboro	Lumos Networks
Buena Vista Industrial Park Tier 2	City of Buena Vista	34.2	Industrial	Level; cleared	Dominion Energy	Columbia Gas of Virginia	City of Buena Vista	Mid-Atlantic Broadband Cooperative
Wilson Commerce Park-Business Tier 2	Fishersville Augusta County	36.5	General Business	Sloping	Shenandoah Valley Electric Cooperative	Columbia Gas of Virginia	Augusta Water	Lumos Networks
SHD Aviation Technology Park Tier 2	Weyers Cave Augusta County	57	Airport Business	flat	Shenandoah Valley Electric Cooperative	Columbia Gas of Virginia	Augusta Water	Segra
Northpointe Tier 2	City of Lexington	58.31	B-1	rolling	Dominion Energy	Columbia Gas of Virginia	Rock-bridge County Public Service Authority	Shentel

Site	Location	Existing Conditions			Utility Providers			
Name VBRSP Tier	Locality	Total Acreage	Zoning	Topography	Electric	Natural Gas	Water & Sewer	Broadband
Front Royal Warren County Industrial Park Tier 2	Front Royal Warren County	80	Industrial	Hilly to gently rolling to level 60% clear	Town of Front Royal	Washington Gas Company	Town of Front Royal	Bright-speed
Argenbright Site Tier 2	Stuarts Draft Augusta County	87.8	Agriculture	Flat	Dominion Energy	Columbia Gas of Virginia	Augusta Water	Shentel
Wilson Commerce Park-Industrial Tier 2	Fishersville Augusta County	114.6	GI	flat to gently rolling	Dominion Energy	Columbia Gas of Virginia	Augusta Water	Segra
Greenville Property Tier 2	Staunton Augusta County	124	GB, GA	Gently rolling, some steep slopes	Dominion Energy	Columbia Gas of Virginia	Augusta Water	Shentel
Valley Innovation Park Tier 2	Winchester City Frederick County	147.27	M-1, Light Industrial	Level to rolling	Rappahannock Electric Cooperative	Washington Gas Company	Frederick Water	Verizon
Waynesboro Commerce and Industry Park Tier 2	City of Waynesboro	150	L-1 Light Industrial	rolling	Dominion Energy	Columbia Gas of Virginia	City of Waynesboro	Shentel
MEG Site Tier 2	Mint Springs Augusta County	181.45	GB, GI	rolling	Shenandoah Valley Electric Cooperative	Columbia Gas of Virginia	Augusta Water	Shentel

Site	Location	Existing Conditions			Utility Providers			
Name VBRSP Tier	Locality	Total Acreage	Zoning	Topography	Electric	Natural Gas	Water & Sewer	Broadband
Green Hills Industry and Technology Center Tier 2	City of Staunton	210	I-2, Heavy Industrial	Gently rolling; cleared	Dominion Energy	Columbia Gas of Virginia	City of Staunton	Lumos Networks
I-81 Interstate Land Tier 2	Toms Brook Shenandoah County	232	M2; B2	Gently rolling, hilly	Dominion Energy	Washington Gas Company	Toms Brook Maurer-town Sanitary District	Shentel
Martin Site Tier 2	Stuarts Draft Augusta County	271	GA	Gently rolling; cleared	Shenandoah Valley Electric Cooperative	Columbia Gas of Virginia	Augusta Water	Segra
Staunton Crossing Tier 2	City of Staunton	275	B-2 and I-2	50% cleared, and flat	Dominion Energy	Columbia Gas of Virginia	City of Staunton	Shentel
Avtex Redevelopment Tier 2	Front Royal Warren County	433	MCD	Flat	Town of Front Royal	Washington Gas Company	Town of Front Royal	Brightsped
Holland Property Tier 2	Lexington Rockbridge County	466.4	B-1, A-2	Gently rolling; 65% cleared	Bath-Alleghany-Rockbridge Cooperative	Columbia Gas of Virginia	Rockbridge County Public Service Authority	Mid-Atlantic Broadband Cooperative

Site	Location	Existing Conditions			Utility Providers			
Name VBRSP Tier	Locality	Total Acreage	Zoning	Topography	Electric	Natural Gas	Water & Sewer	Broadband
Brucheum Site Tier 2	City of Waynesboro	889	M-1, Light Industry/PUD	Gently rolling to hilly; wooded	Dominion Energy	Columbia Gas of Virginia	City of Waynesboro	Lumos Network
Glendale Property Tier 1	Strasburg Shenandoah County	91.87	M1	Flat	Shenandoah Valley Electric Cooperative	Washington Gas Company	Town of Strasburg	Shentel
Happy Creek Technology Park Tier 1	Front Royal Warren County	149	I-2	Level to gently rolling; cleared.	Town of Front Royal	Washington Gas Company	Town of Front Royal	Bright-speed

VBRSP Sites (Null) and Existing Conditions

Site	Location	Existing Conditions			Utility Providers			
Name VBRSP Tier	Locality	Total Acreage	Zoning	Topography	Electric	Natural Gas	Water & Sewer	Broadband
115 South Liberty Street	City of Harrisonburg	0.5	B-1	level	Harrisonburg Electric Commission	Columbia Gas of Virginia	City of Harrisonburg	Verizon
1410 Technology Drive	City of Harrisonburg	0.944	M1	level	Harrisonburg Electric Commission	Columbia Gas of Virginia	City of Harrisonburg	Verizon

Site	Location	Existing Conditions			Utility Providers			
Name VBRSP Tier	Locality	Total Acreage	Zoning	Topography	Electric	Natural Gas	Water & Sewer	Broadband
1420 Technology Drive	City of Harrisonburg	1.163	M1	level	Harrisonburg Electric Commission	Columbia Gas of Virginia	City of Harrisonburg	Verizon
635 Lew Dewitt Blvd	City of Waynesboro	2.62	Business	rolling	Dominion Energy	Columbia Gas of Virginia	City of Waynesboro	Lumos Networks
Four D Site	Lexington Rockbridge County	3.73	B-1	Rolling	Dominion Energy	Columbia Gas of Virginia	Rockbridge County Public Service Authority	Brightspeed
Dorsey	Lexington Rockbridge County	4.12	B-1	6%	Dominion Energy	Columbia Gas of Virginia	Rockbridge County Public Service Authority	Rockbridge Global Village
Strecker	Lexington Rockbridge County	4.82	B-1 and R-1	Flat to steep	Dominion Energy	Columbia Gas of Virginia	Rockbridge County Public Service Authority	Brightspeed
Red Oak St Build to Suite	City of Harrisonburg	5.15	M1	flat	Harrisonburg Electric Commission	Columbia Gas of Virginia	City of Harrisonburg	Comcast Business Communications
Mt. Clinton Pike Land	City of Harrisonburg	6.17	M-1	flat	Harrisonburg Electric Commission	Columbia Gas of Virginia	City of Harrisonburg	Shentel

Site	Location	Existing Conditions			Utility Providers			
Name VBRSP Tier	Locality	Total Acreage	Zoning	Topography	Electric	Natural Gas	Water & Sewer	Broadband
2210 E Market Street	City of Harrisonburg	6.61	R-1	Level; minimal grading needed	Harrisonburg Electric Commission	Not Available	City of Harrisonburg	Comcast Business Communications
Art Farm	Lexington Rockbridge County	7.3	B-1	Flat to Rolling	Dominion Energy	Columbia Gas of Virginia	Rockbridge County Public Service Authority	Rockbridge Global Village
Ad Investments	Woodstock Shenandoah County	11.6	I-1	flat and gently sloping	Dominion Energy	Washington Gas	Town of Woodstock	Shentel
Moonrise Properties	Strasburg Shenandoah County	13.1	Highway Commercial	Gentle Slope	Shenandoah Valley Electric Cooperative	Washington Gas	Town of Strasburg	Shentel
450 Mount Clinton Pike - City Owned	City of Harrisonburg	13.23	M1	mostly flat	Harrisonburg Electric Commission	Columbia Gas of Virginia	City of Harrisonburg	Shentel
Industrial Development Authority Site #2	Mt Jackson Shenandoah County	15.776	M-1 Industrial	Rolling/Clear	Dominion Energy	Washington Gas	Town of Mount Jackson	Shentel
Broadway Industrial Site	Broadway Rockingham County	21.07	Light Industrial	Flat / Gently Rolling	Dominion Energy	Columbia Gas of Virginia	Town of Broadway	Shentel
Myers Corner	Staunton Augusta County	21.71	General Business	Level	Dominion Energy	Columbia Gas of Virginia	Augusta Water	Lumos Networks

Site	Location	Existing Conditions			Utility Providers			
Name VBRSP Tier	Locality	Total Acreage	Zoning	Topography	Electric	Natural Gas	Water & Sewer	Broadband
Harrisonburg Technology Park	City of Harrisonburg	21.72	M-1	Level to gently rolling; 100% cleared	Harrisonburg Electric Commission	Columbia Gas of Virginia	City of Harrisonburg	Verizon
Wood Property by Expo	Fishersville Augusta County	21.92	Industrial (+/-20 acres)/Business (+/-1.92 acres)	Gently Rolling	Shenandoah Valley Electric Cooperative	Columbia Gas of Virginia	Augusta Water	Lumos Networks
PBR Associates, LLC	Stuarts Draft Augusta County	22.4	Industrial	Level	Dominion Energy	Columbia Gas of Virginia	Augusta Water	Verizon
4540 Early Road Site	Harrisonburg Rockingham County	24	Industrial	flat	Shenandoah Valley Electric Cooperative	Columbia Gas of Virginia	Rockingham County	Shentel
Winchester Regional Airport	Winchester Frederick County	25	Airport District	flat	Rappahannock Electric Cooperative	Washington Gas Company	Frederick Water	Comcast Business Communications
Eby Farm Site	City of Harrisonburg	27	M-1	At grade with road, retaining pond	Harrisonburg Electric Commission	Columbia Gas of Virginia	City of Harrisonburg	Shentel

Site	Location	Existing Conditions			Utility Providers			
Name VBRSP Tier	Locality	Total Acreage	Zoning	Topography	Electric	Natural Gas	Water & Sewer	Broadband
522 Properties, LLC	Front Royal Warren County	30.85	Residential/Commercial	level to gently rolling	Rappahannock Electric Cooperative	Washington Gas Company	Town of Front Royal	Brightspeed
Virginia Inland Port Services Industrial Park	Front Royal Warren County	34.22	Industrial/Commercial	Level to gently rolling; partially cleared	Rappahannock Electric Cooperative	Washington Gas Company	Town of Front Royal	Brightspeed
Huffman Property	Lexington Rockbridge County	36	B-1 and A-T	Rolling	Dominion Energy	Columbia Gas of Virginia	Rockbridge County Public Service Authority	Shentel
Greenville 340	Staunton Augusta County	36.59	GB	Gently sloping	Shenandoah Valley Electric Cooperative	Columbia Gas of Virginia	Augusta Water	Verizon
Eastgate Industrial Park	Winchester Frederick County	45.32	M-1, Light Industrial	Gently rolling	Rappahannock Electric Cooperative	Washington Gas (Shenandoah Station)	Frederick Water	Verizon
Keezletown Road Site	Weyers Cave Augusta County	47.6	General Industrial	Gently Rolling	Dominion Energy	Columbia Gas of Virginia	Augusta Water	Verizon

Site	Location	Existing Conditions			Utility Providers			
Name VBRSP Tier	Locality	Total Acreage	Zoning	Topography	Electric	Natural Gas	Water & Sewer	Broadband
Route 11 Maurertown	Maurertown Shenandoah County	51.42	M-1	rolling hills	Dominion Energy	Not Available	Shenandoah County	Shentel
Middletown Industrial Center	Middletown Frederick County	101.25	RA	flat to gently rolling, wooded	Rappahannock Electric Cooperative	Washington Gas Company	Frederick Water	Shentel
Berkstresser - Reveley Farm	Lexington Rockbridge County	130.35	B-1 and A-T	Flat to rolling to steep	Dominion Energy	Columbia Gas of Virginia	Rockbridge County Public Service Authority	Rockbridge Global Village
Shen Valle Land	Edinburg Shenandoah County	166	M-1 and A-1	flat and gentle slope	Dominion Energy	Washington Gas (Shenandoah Station)	Wells	Shentel
Waverly Farms	Clear Brook Frederick County	189	Rural Areas	Flat	Shenandoah Valley Electric Cooperative	Washington Gas Company	Frederick Water	Shentel
Savernake Tract	City of Buena Vista	300	Mixed-Use Corridor (MUC)	Rolling/mountainous	Dominion Energy	Columbia Gas of Virginia	City of Buena Vista	Bright-speed