

Men at Work in Virginia: The employment picture

Where Virginia's male workforce is strong—and
where connection breaks down

This is not a zero-sum game.

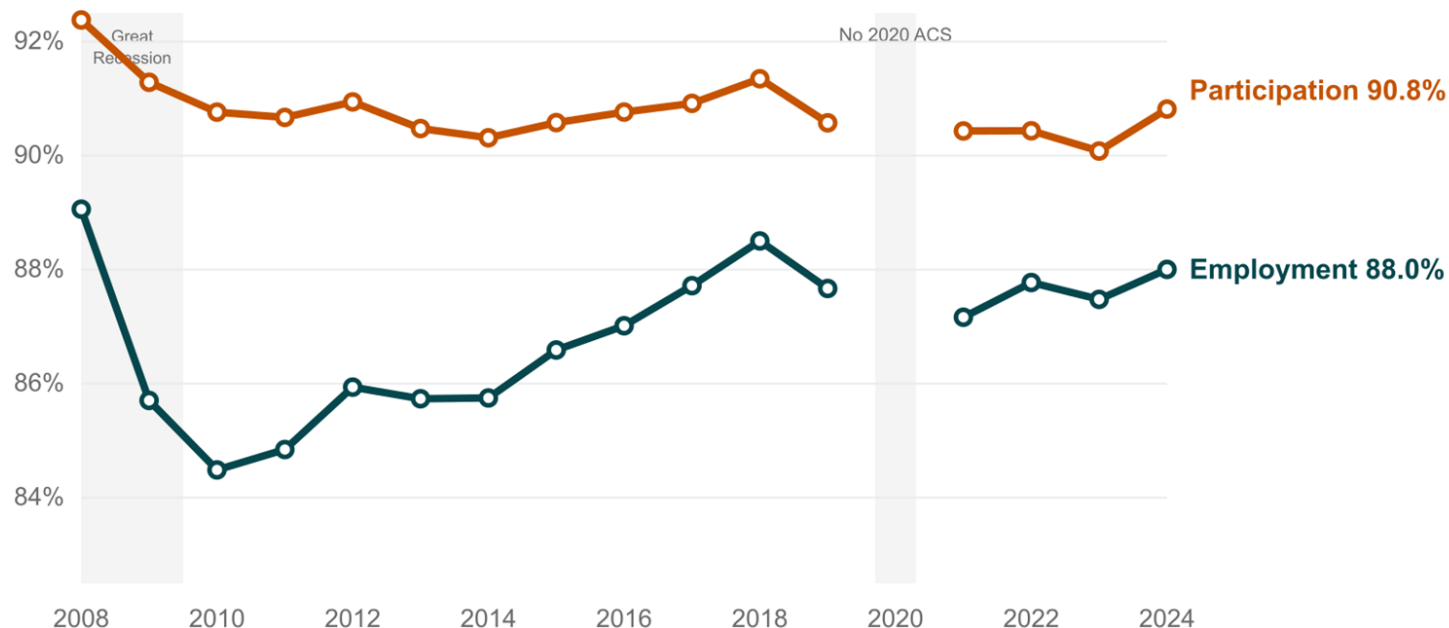
Virginia's employment picture is not men versus women.
The question is which men are connected to work—and which are not.

What we'll walk through

- 01 Overall picture: overall male employment pretty high**
But recent changes have threatened stability
- 02 Which men: concentrated challenges**
 - Education
 - Disability
 - Race
 - Geography
 - Re-entry
- 03 Which jobs: opportunities for engagement**
- 04 Policy pathways: aimed at the men and sectors the topline conceals.**

Male labor force participation recovered, slightly down

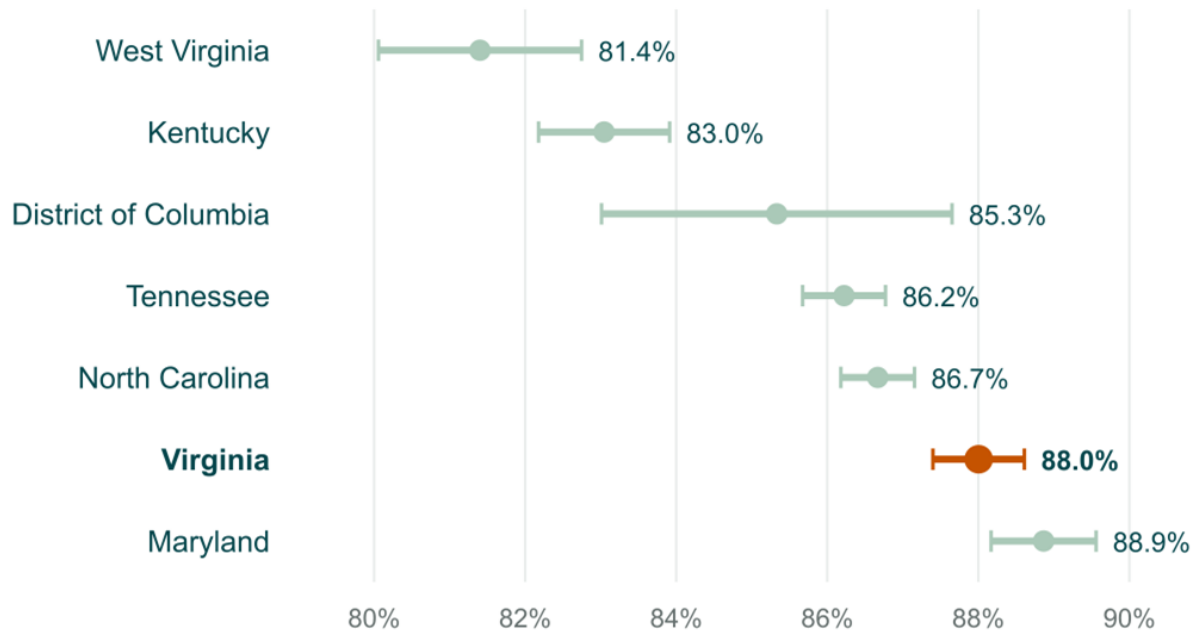
Virginia prime-age men: labor-force participation and employment



Source: U.S. Census Bureau, ACS 1-year PUMS, 2008-2019 and 2021-2024 · AIBM analysis · 2008 questionnaire redesign; 2020 unavailable
Excludes armed forces and those living in institutional group quarters

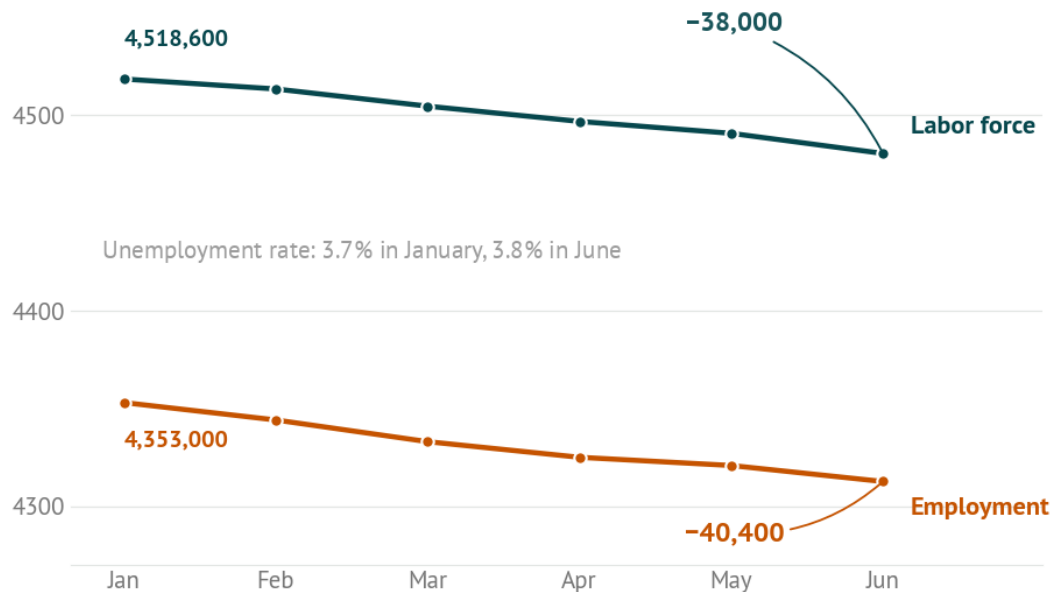
Virginia overall has had high male employment

Employment-to-population ratio, men ages 25–54



Labor force exits hidden in headline employment numbers

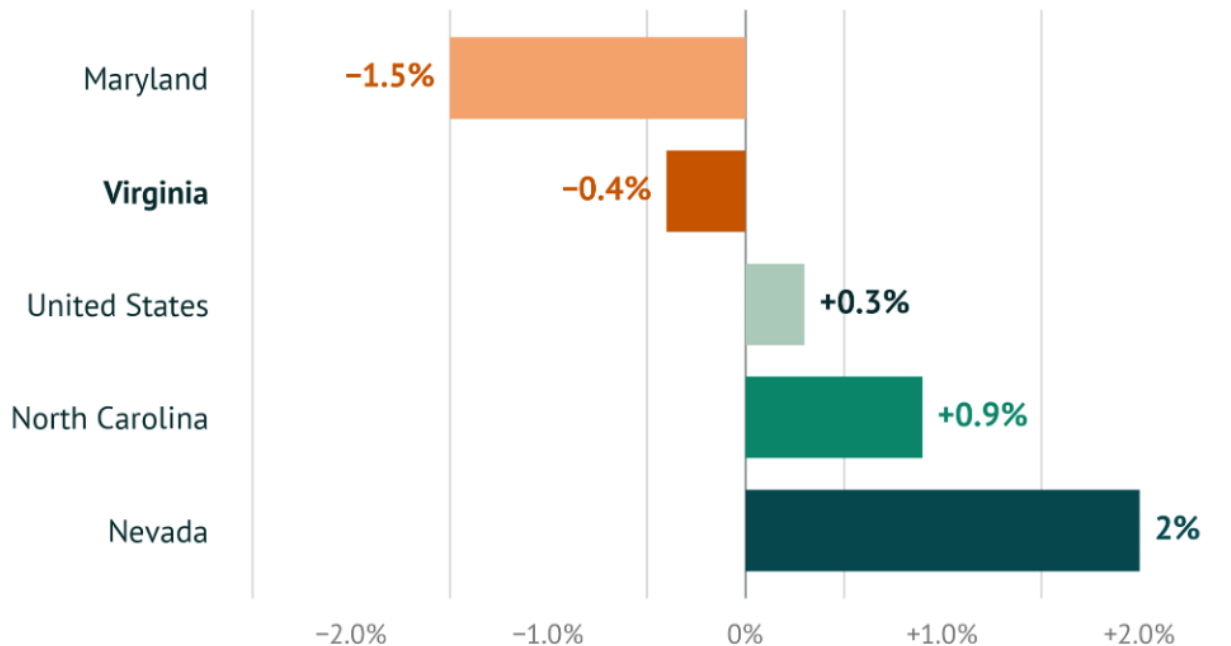
Virginia labor force and employment, January to June 2026 (thousands)



Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics · seasonally adjusted · June 2026 preliminary

Recent declines in the labor market

Average seasonally adjusted nonfarm employment, Jul. 2025 – Jun. 2026 versus the prior 12 months



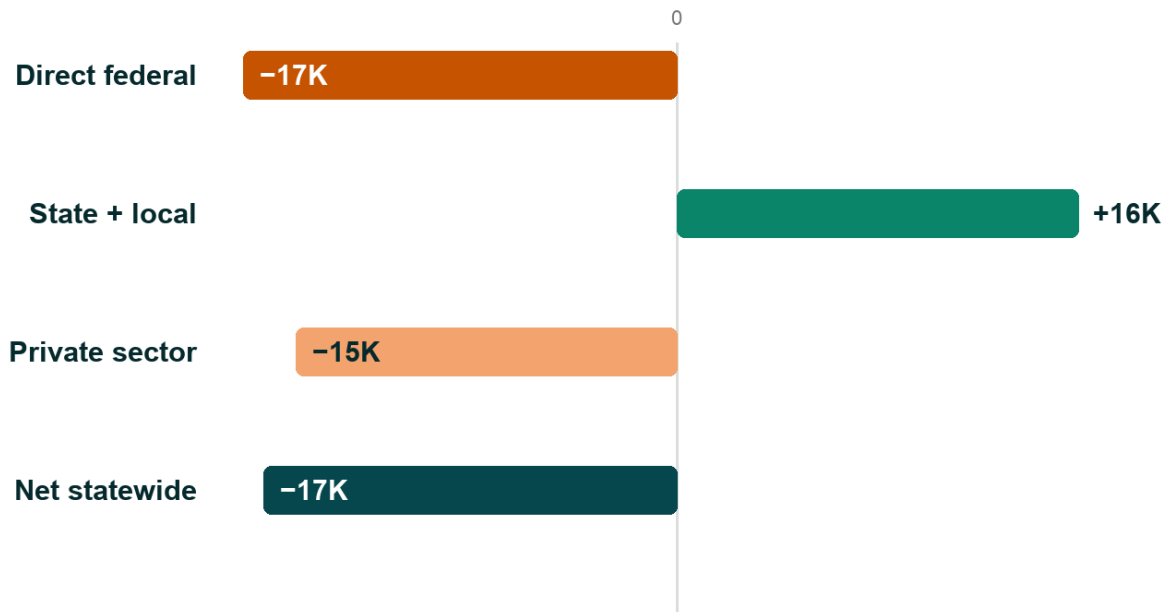
Source: U.S. Bureau of Labor Statistics, CES; seasonally adjusted. June 2026 is preliminary. AIBM calculations from monthly estimates.

3rd largest

Virginia's absolute job loss among the 50 states

Only Maryland (-42,100) and Oregon (-19,500) lost more jobs. Virginia lost 16,600.

Federal losses drove the slowdown.



WHAT TO NOTICE

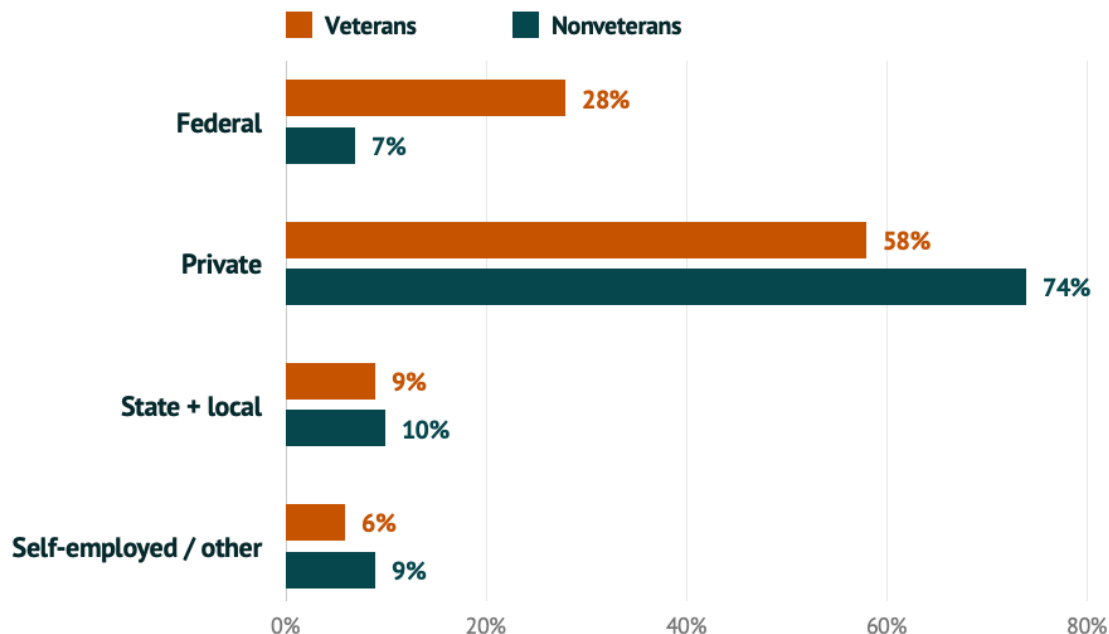
-17K

direct federal jobs, year over year

State and local hiring added 16K, but private employment fell 15K—leaving Virginia down 17K overall.

Veterans are four times as likely to work federal jobs.

Share of employed Virginia men ages 18–64 · 2024



WHAT TO NOTICE

28%

of employed male veterans work for the federal government

Only 7% of employed non-veteran men do.

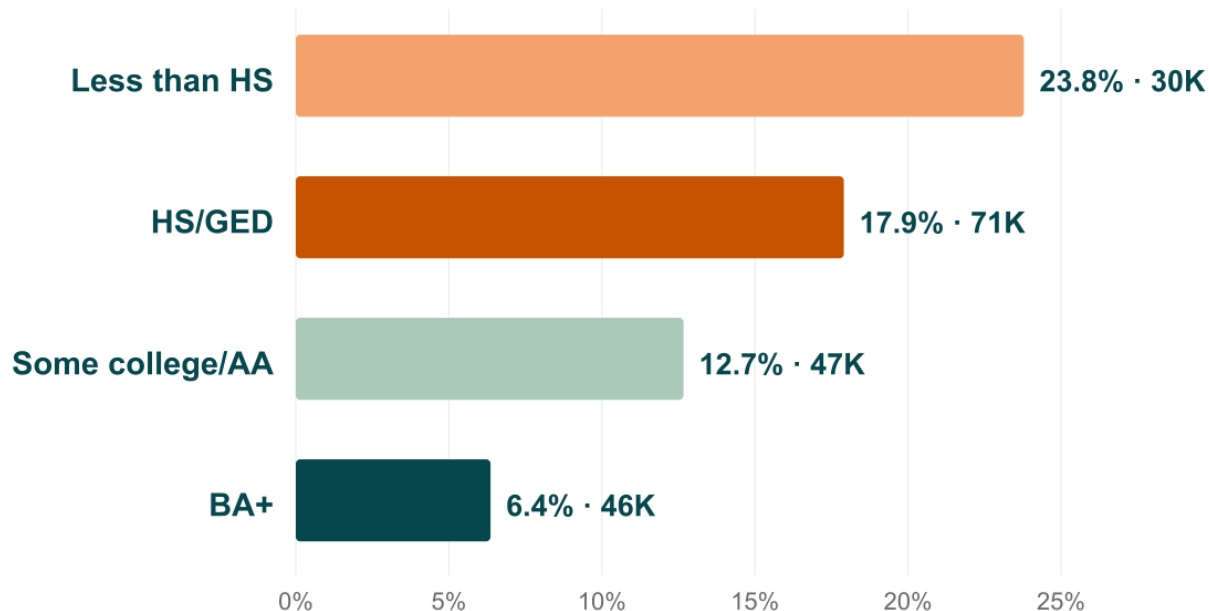
While veteran employment headline numbers remain high, federal exposure is a defining feature of Virginia veteran employment.

Which men? Concentrated challenges

Across education,

Education is one dividing line.

Share of Virginia men ages 25–54 not working, 2024



Source: 2024 ACS 1-year PUMS • AIBM analysis
Excludes armed forces and those living in institutional group quarters

WHAT TO NOTICE

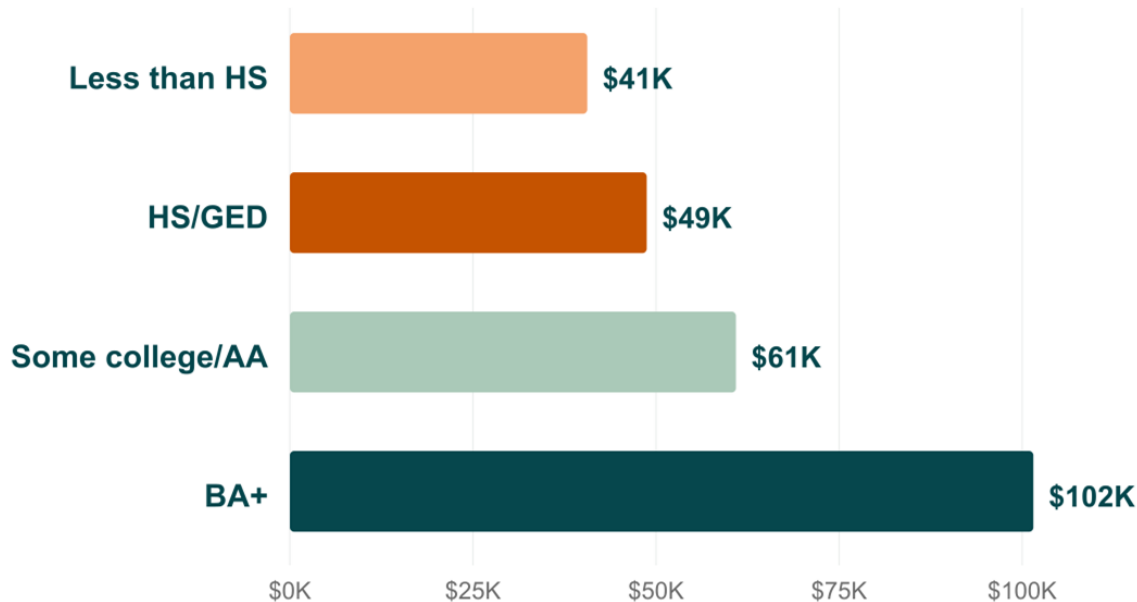
24% v 6%

less-than-HS vs. BA+ men not working

Nearly one in four men without a diploma is not working, compared with one in sixteen BA+ men.

And that translates into wages

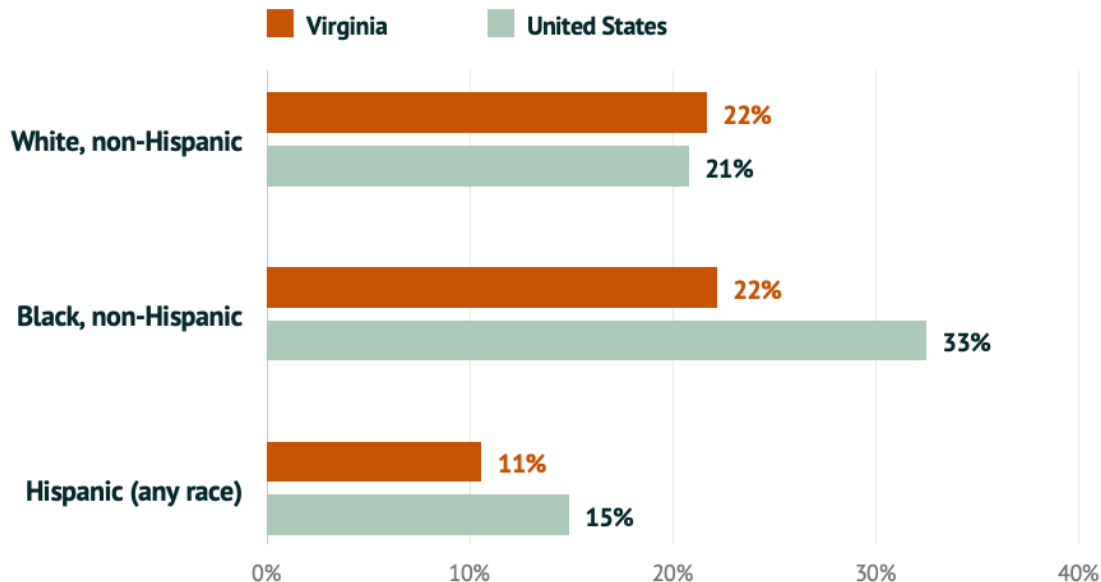
Median annual wages, employed Virginia men ages 25–54



Source: 2024 ACS 1-year PUMS • AIBM analysis • Positive wage income only, in 2024 dollars (ADJINC-adjusted)
Excludes armed forces and those living in institutional group quarters

Minimal black-white race gap among non-college men

Share not working, men ages 25–54 with a high school diploma or less 2024



Source: U.S. Census Bureau, 2024 ACS 1-year PUMS · civilian noninstitutional population, active-duty excluded · AIBM analysis.

Differences under ~2 points are within sampling error.

WHAT TO NOTICE

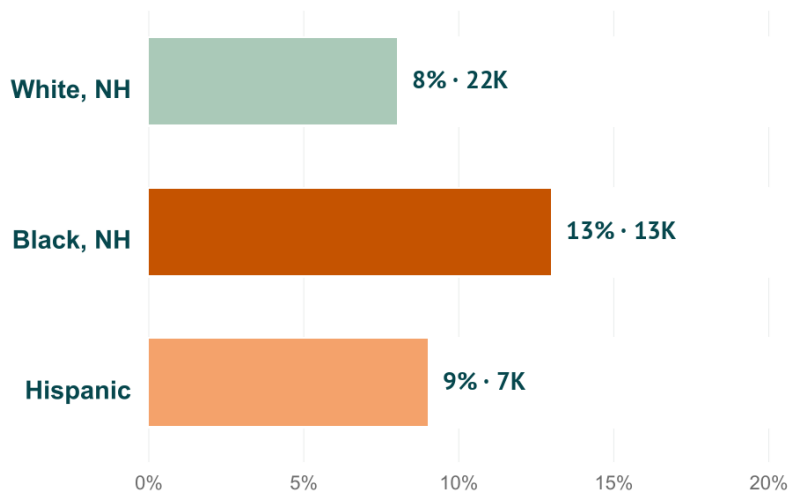
0.4 pts

Employment gap between Virginia's Black and white men with HS or less education

Nationally the same gap is 11.7 points. Virginia's Black men are 10.3 points below the national non-employment rate; white men are just above it.

9% of Virginia youth are disconnected

Virginia males 16-24 neither enrolled nor employed, 2024



Source: 2024 ACS 1-year PUMS • AIBM analysis
Excludes armed forces and those living in institutional group quarters

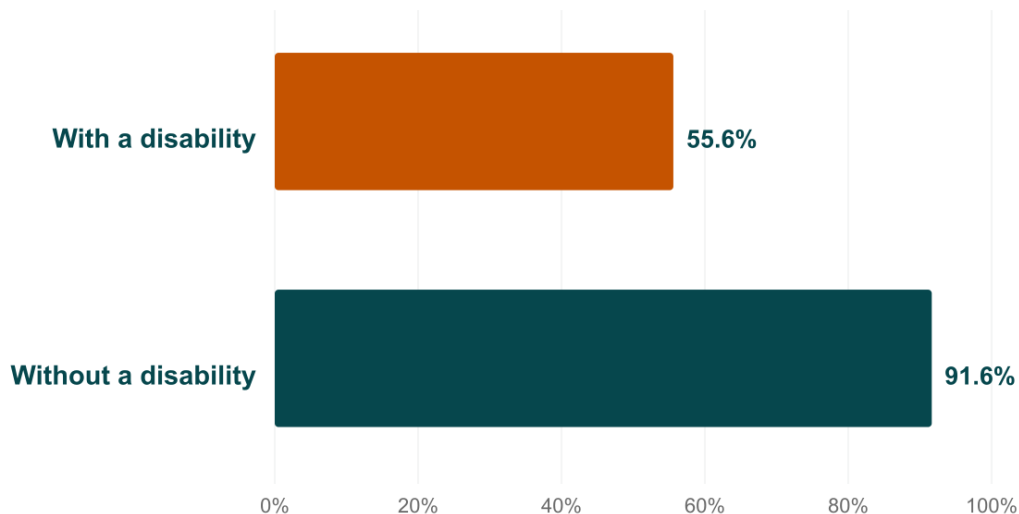
9%

Overall rate of young men
disengaged from employment
and education

Virginia has the 16th highest
overall NEET rate among
states.

Disability is the largest measurable divide.

Employment rate, Virginia men ages 25–54, 2024



Source: 2024 ACS 1-year PUMS • AIBM analysis

Excludes armed forces and those living in institutional group quarters

WHAT TO NOTICE

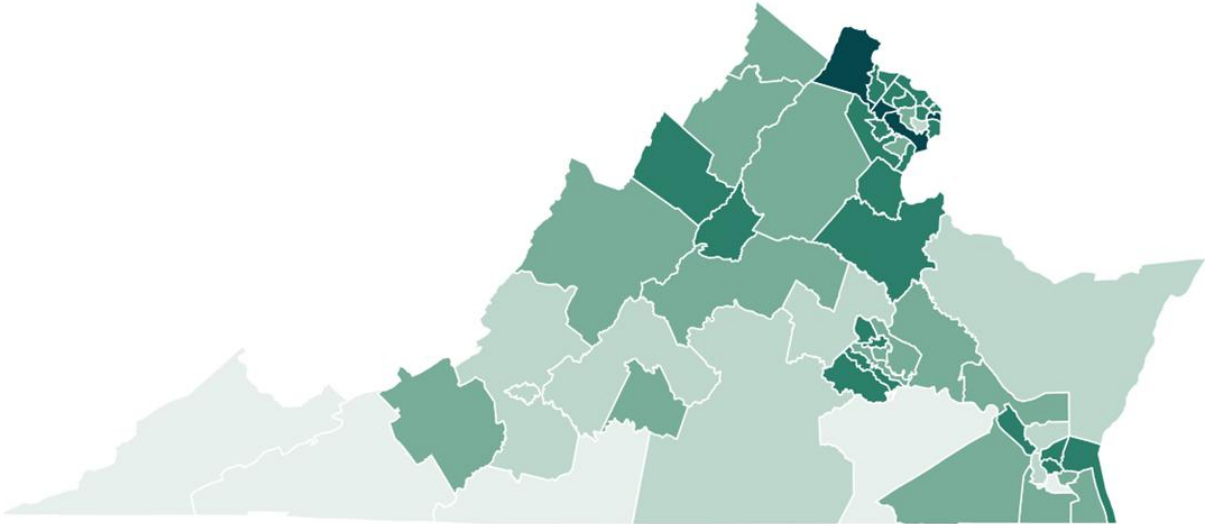
44%

Of men with a disability are not employed.

About 73,000 prime-age men with disabilities are not working—more than one-third of all prime-age men not working.

Prime-age male labor-force participation by PUMA

Virginia residents ages 25–54 · Percent in the labor force · 2024 ACS 1-year PUMS



STATEWIDE

90.8%

Lowest PUMA estimates

LENOWISCO & Cumberland
Plateau PDCs

78.2% 90% MOE ±4.1

Mount Rogers PDC

81.4% 90% MOE ±4.4

Crater PDC

82.2% 90% MOE ±5.5

Chesapeake City
(Northeast)

82.3% 90% MOE ±6.3

West Piedmont PDC

82.4% 90% MOE ±4.3

<84% 84–88 88–92 92–96 96%+

PUMA margins of error are commonly 4–6 percentage points; use broad geographic patterns, not precise ranks.

Source: 2024 ACS 1-year PUMS; 2024 TIGER/Line 2020 PUMA boundaries · Civilian noninstitutional population · AIBM analysis

Re-entry labor market attachment is precarious

FY2021 Virginia state-responsible release cohort; three years after release

11,443

released

100%

6,801

had any covered VA wages

59%

1,700

worked in >77% of quarters

15%

4.5×

higher reincarceration rate
among those unemployed
than those employed

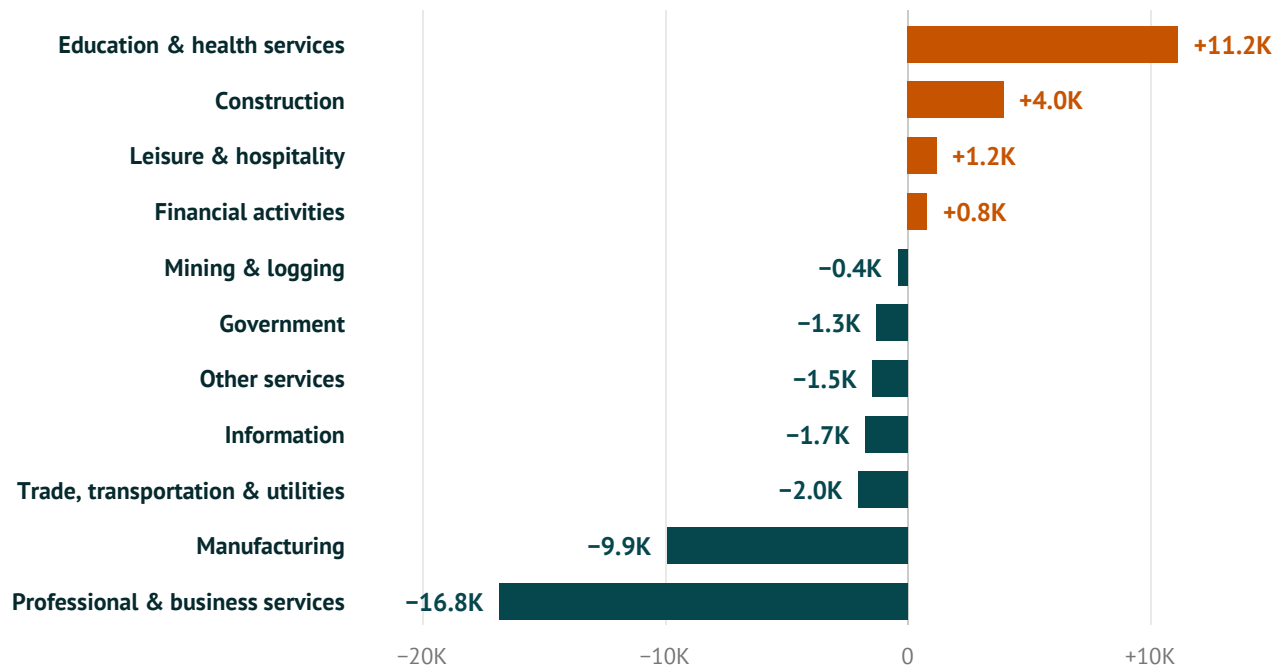
Sources: Virginia DOC FY2021 release cohort (June 2026); JLARC correctional education report (Nov. 2025).

Which industries? Opportunities

Health care, classrooms, and reentry are shortages men could close.

Last year: Gains are concentrated in certain industries

Change in average employment, Jul. 2025–Jun. 2026 versus the prior 12 months; thousands



TOTAL NONFARM

-16.6K

statewide change, 4,271.6K to 4,255.0K (-0.39%)

Seven of eleven major industries shed jobs. Professional & business services and manufacturing drive most of the decline.

Source: U.S. Bureau of Labor Statistics, Current Employment Statistics (State and Area) · Virginia statewide, seasonally adjusted all-employees series · AIBM calculations.

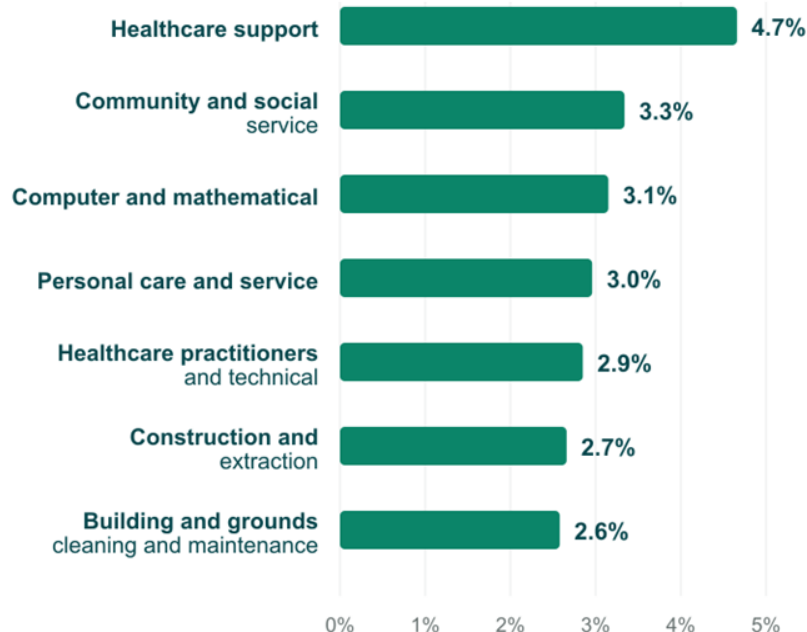
Each figure is the mean of 12 monthly estimates; industry changes sum to the total nonfarm change.

Projected occupational demand and growth

Virginia Works short-term projections, 2025–2027 · Major occupational groups

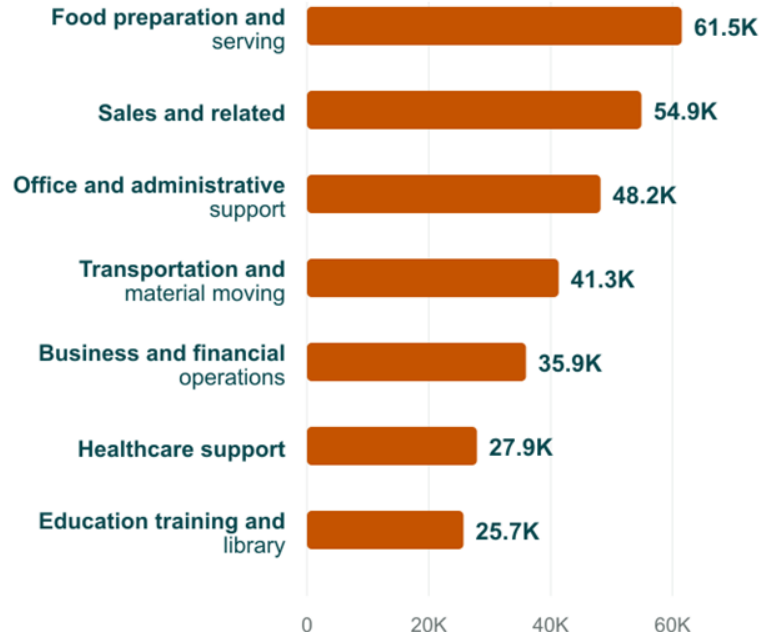
Fastest projected growth

Percent employment change, 2025–2027



Most annual openings

Replacement plus growth demand; two-year total ÷ 2



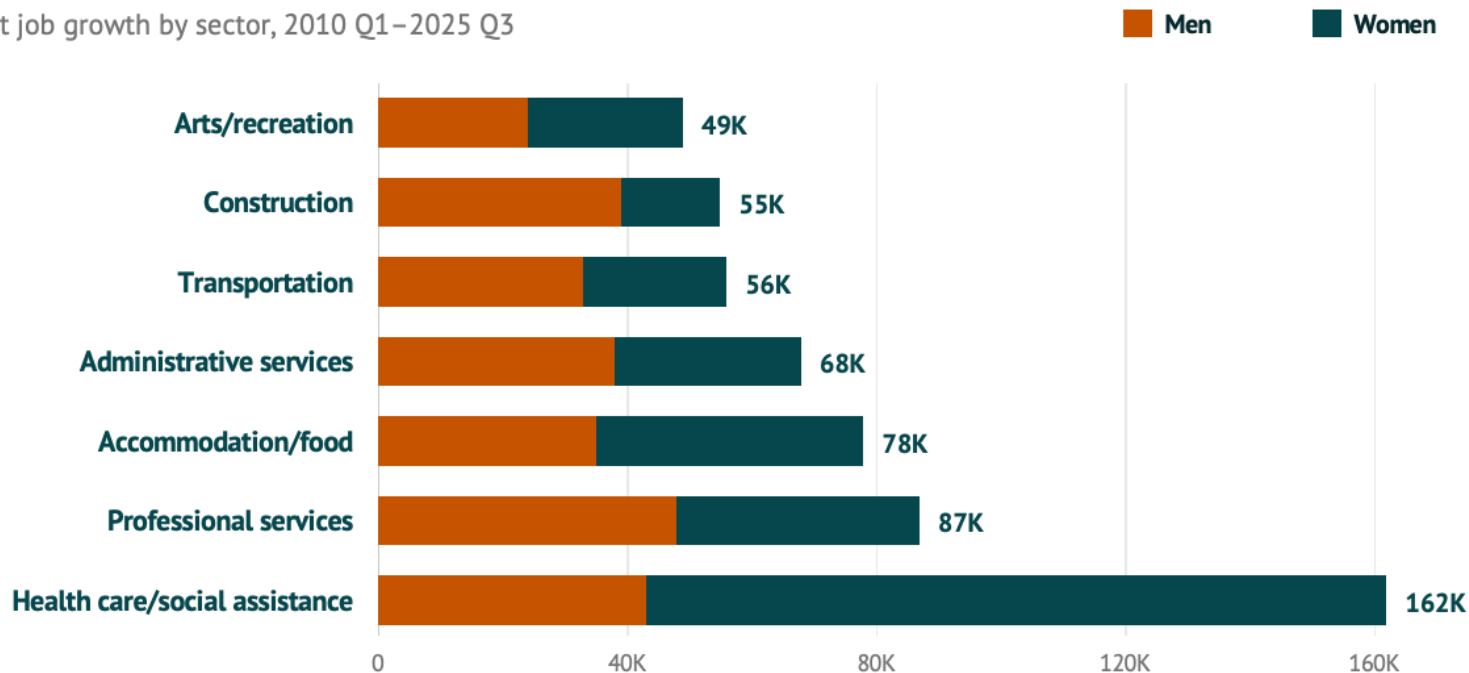
Fast growth is concentrated in health, computing and social services. Most openings, however, come from replacement demand in large service and office groups.

Source: Virginia Works Economic Profile, published March 2026; short-term projections 2025–2027. Projections are forecasts, not job postings.

03 · WHERE OPPORTUNITIES ARE

Men captured half the growth—but not every engine.

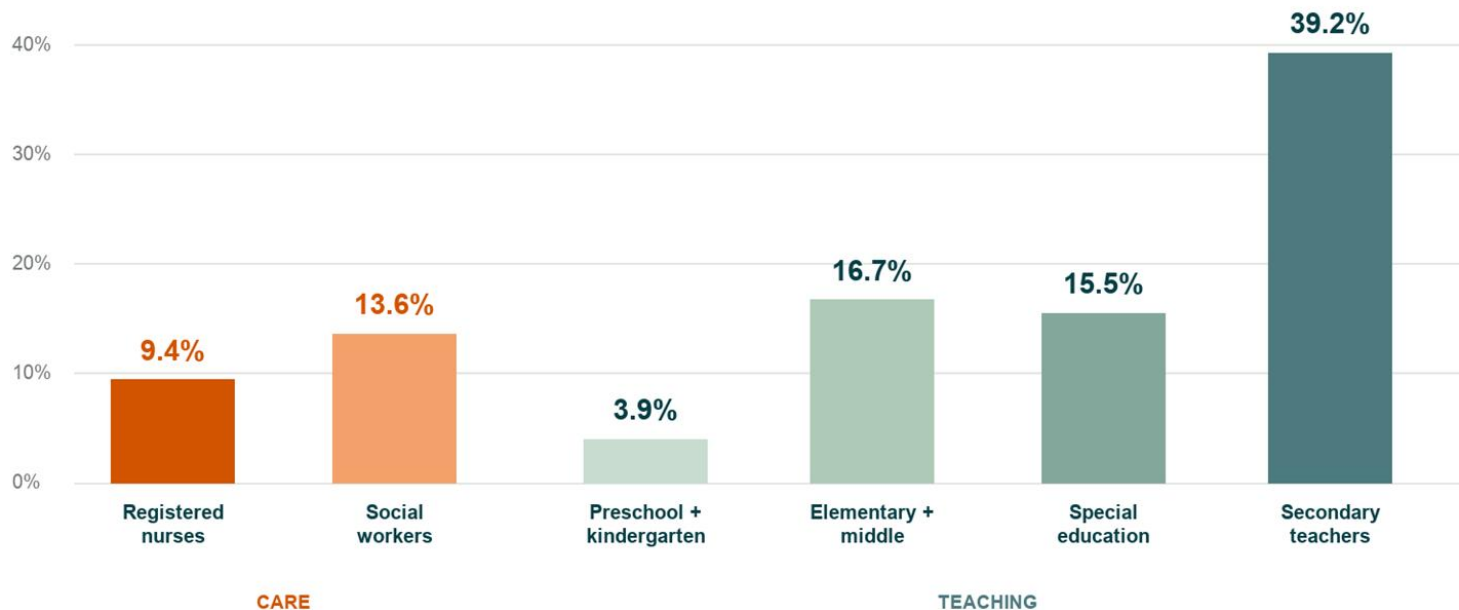
Net job growth by sector, 2010 Q1–2025 Q3



Source: Census LEHD/QWI · AIBM analysis · Excludes most federal and self-employed work

Men are scarce in early education and nursing.

Male share of employed Virginia workers · 2020–24 ACS five-year

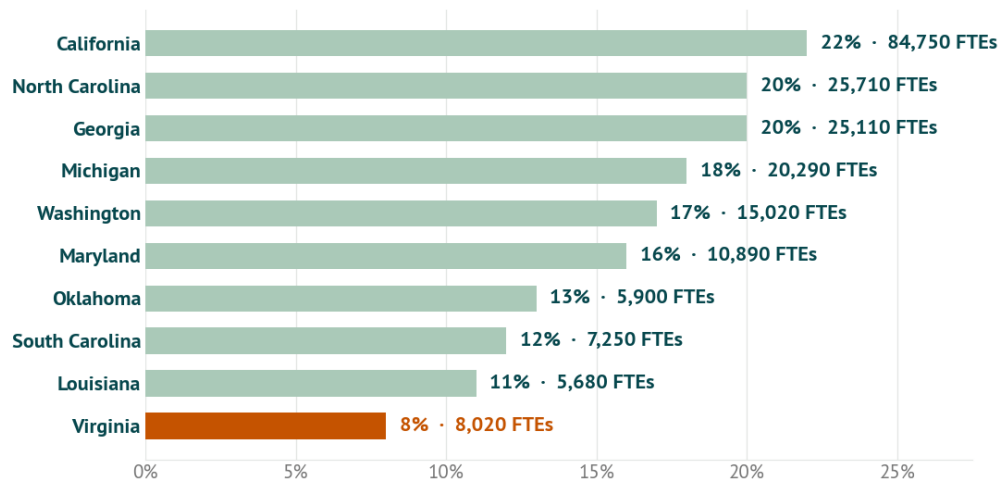


Source: U.S. Census Bureau, 2020–24 ACS five-year PUMS · civilian employed population age 16+ · AIBM analysis.

Social work includes all detailed social-worker occupations; teacher categories are mutually exclusive Census occupations.

The nursing shortage puts Virginia on the list.

States with the largest projected registered nurse shortages, 2038



Source: HRSA National Center for Health Workforce Analysis, Nurse Workforce Projections

8,020

projected shortfall of registered nurse FTEs in Virginia by 2038

HRSA ranks Virginia among the ten largest state RN shortages in 2038. Nationally, the supply of licensed practical nurses is projected to meet just 70% of demand.

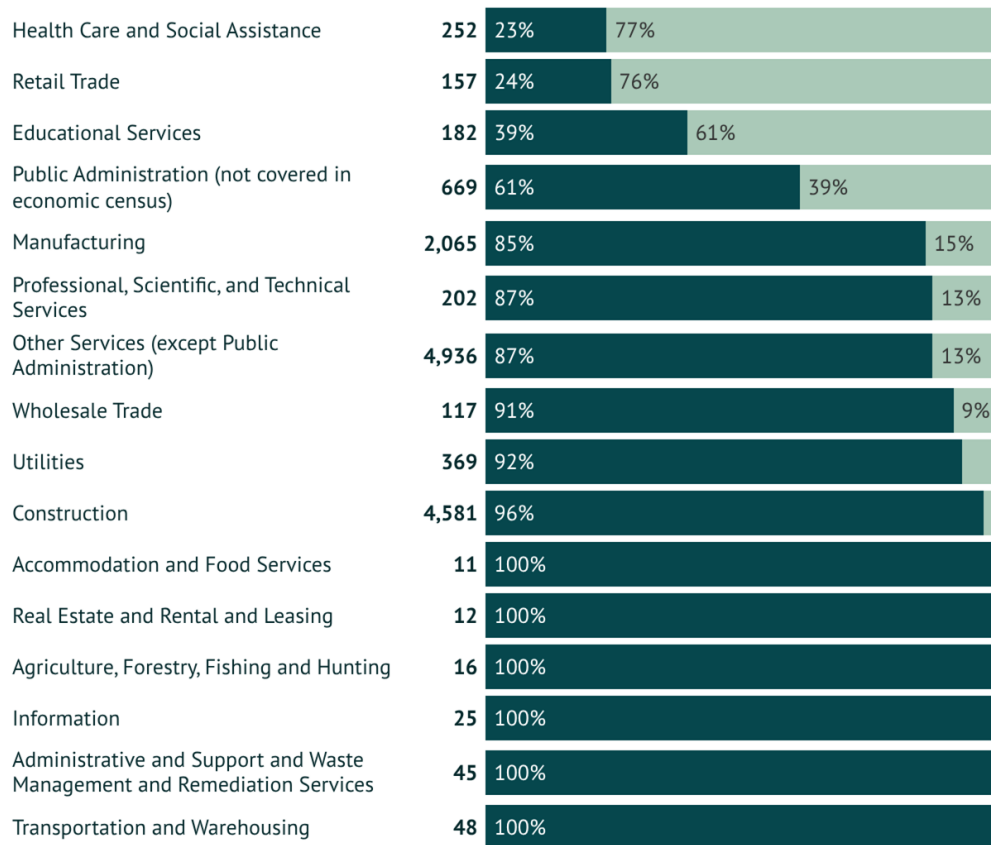
03 · WHERE OPPORTUNITIES ARE

**Men do
apprenticeships in
trades, but not in
health.**

Both are important.

Gender composition of Virginia apprentice industries (FY2025)

■ Male ■ Female



Other Services mainly includes Electricians, pipe fitters, cosmetologists, and estheticians.

Source: U.S. Department of Labor

03 · WHERE OPPORTUNITIES ARE

Virginia's next hiring wave is taking shape statewide.

Selected employer announcements outside Northern Virginia, 2025–26 · planned jobs, not current vacancies

NEWPORT NEWS

Hill Newport News

26K+ workforce

266 current job postings

[LINK ↗](#)

HURT · PITTSYLVANIA CO.

Avio USA

1,000+ jobs

rocket-motor manufacturing

[LINK ↗](#)

SOUTH BOSTON · HALIFAX CO.

Hitachi Energy

825 jobs

power transformers

[LINK ↗](#)

GOOCHLAND COUNTY

Eli Lilly

650 permanent

+1,800 construction jobs

[LINK ↗](#)

ROANOKE

RINGANA

435 jobs

manufacturing + distribution

[LINK ↗](#)

PRINCE GEORGE COUNTY

Jabil

352 jobs

power equipment · fall '26

[LINK ↗](#)

Announcements are commitments under economic-development agreements; hiring timing and final job counts may change.

Shortages men could fill.

- 01** Health care. Virginia will be 8,020 RN FTEs short by 2038
- 02** Education. Men are 19% of teachers
- 03** Several other growing industries in the state

Where Virginia can act

Build on systems already in place.

01 · GROWTH SECTORS

Build male pathways into HEAL jobs

Health care added 162K jobs; men received 43K.

- Set goals for men in professions
- Leverage existing Perkins and WIOA funding streams
- Expand paid clinical training and work-based learning
- Partner with employers on hiring and retention

02 · RECONNECTION

Reconnect men to work

194K prime-age men are not working; 73K have disabilities.

- Track employment + retention by gender
- Focus outreach on the largest gaps
- Connect re-entry services directly to employers
- Coordinate WIOA, vocational rehabilitation, and community colleges

03 · APPRENTICESHIPS AND EARN-TO-LEARN

Scale promising programs and innovate

15K active apprentices; rapid growth

- Scale programs that lead to credentials and permanent jobs
- Track completions and cancellations
- Align with shortage lists
- Innovations in new strategies

— Thank you!

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