Entry-level wages are considered for the purposes of this analysis as wages at or below the highest wage of lower 10th percentile for Computer Occupations. Computer Occupations include the following Standard Occupation Classifications (SOC): Computer and Information Research Scientists; Computer Systems Analysts; Information Security Analysts; Computer Programmers; Software Developers, Applications; Software Developers, Systems Software; Web Developers; Database Administrators; Network and Computer Systems Administrators; Computer Network Architects; Computer User Support Specialists; Computer Network Support Specialists; and Computer Occupations, All Other. Source: Emsi Q4 2019 dataset.

**Skills Transferability.** Every occupation requires certain levels of knowledge, skill, and ability. Moreover, each skillset carries a varying degree of importance in performing the required duties. Related skillsets of a one occupation lend to greater ease of transitioning to other employment. Thus, more closely related occupations hold a higher degree of Skill Transferability.

For employers, a wider range of perspective employees are available to those who are more willing to train up from varying skill levels. At an entry-level wage, employers may be able to access an increasing percentage of the available workforce, given how flexible of a skillset match is required for a job opening. The chart above profiles the availability of employees in Computer Occupations within the Virginia Beach-Norfolk-Newport News MSA at an entry-level wage.

**Skillset Match.** At an entry-level wage, how many Computer Occupations workers can an employer access?

At an entry-level wage, employers may be able to access an increasing percentage of the available workforce, given how flexible of a skillset match is required for a job opening. The chart above profiles the availability of employees in Computer Occupations within the Virginia Beach-Norfolk-Newport News MSA at an entry-level wage.

- An exact skill match accesses 10% of the workforce.
- At a relevant skill match, 12% of the workforce is accessible.
- Loosely related skillsets access 55% of the workforce.
- Singularly related skillset matches access 60% of regional workers.

**Entry-level Wage.** Every May, the U.S. Bureau of Labor Statics releases metropolitan-level wage data reporting pay tiers, ranging from the lower 10th percentile to the upper 90th percentile. In accordance with Capital Theory, workers with more experience and refined skillsets will be compensated in accordance with higher tiers of pay, say, they upper 75th to 90th percentile range. Accordingly, general or less experienced workers would be compensated within the 25th percentile to median wage range, where entry level workers would be compensated more in line with the lower 10th percentile.

As shown above, an entry-level hourly wage for Computer Occupations workers is considered in line with the lower 10th percentile or $22.29 per hour.
**Total Non-Farm Employment**
Number of workers, excluding proprietors, private household employees, unpaid volunteers, farm employees, and the unincorporated self-employed.

**Civilian Labor Force**
Employed persons ages 16 and over in private sector, state and local government jobs + the unemployed that are available to work.

**Unemployment Rate**
Percent of people ages 16 and over actively searching for a job as a percentage of the total labor force.

**Average Weekly Hours**
The average number of hours per worker per week for which pay was received.

**Nominal Hourly Earnings**
Average hourly earnings per work in dollars ($) as reported through a survey of employers.

**Real Hourly Earnings**
Nominal Hourly Earnings adjusted for inflation occurring since the MSA’s post-recessionary trough in Q1 2010.

**Economic Conditions Index**
Measures average economic growth by factoring in thirteen (13) variables of various aspects of economic activity in the MSA (listed below). The trend indicates the climate of the labor market.

**Industry Employment Change**
From Q2 2019 to Q3 2019

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*20 Quarters = 5 Years*