



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION

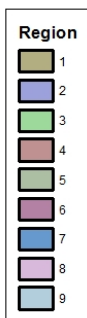
REGIONAL BASELINE MEASURES
REGION 8



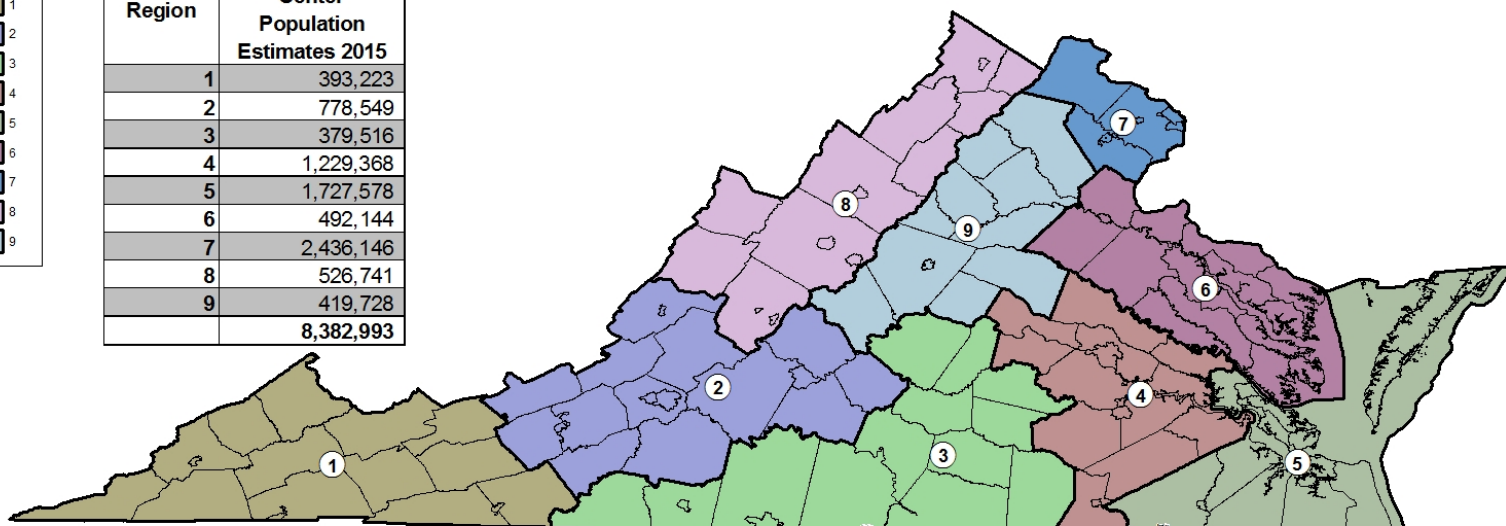


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IN EACH REGION

GO Virginia Regional Boundaries



| Region | Weldon Cooper Center Population Estimates 2015 |
|--------|--|
| 1 | 393,223 |
| 2 | 778,549 |
| 3 | 379,516 |
| 4 | 1,229,368 |
| 5 | 1,727,578 |
| 6 | 492,144 |
| 7 | 2,436,146 |
| 8 | 526,741 |
| 9 | 419,728 |
| | 8,382,993 |



0 15 30 60 90 120
Miles

Source: US Census, VA PDC



12/5/2016



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Region 8

Counties of:

- Augusta, Bath, Clarke, Frederick, Highland, Page, Rockbridge, Rockingham, Shenandoah, Warren

Cities of:

- Buena Vista, Harrisonburg, Lexington, Staunton, Waynesboro, Winchester



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Data Included

- **Population**
 - Population Trends
 - Components of Population Change
- **Income and Wealth**
 - Per Capita Income
 - Poverty
- **Employment**
 - Total Employment Trends
 - Unemployment
- **Economic Sectors**
 - Employment Trends by Industry Sector
 - Relative Concentration (Location Quotients) by Sector
 - Wages by Industry Sector



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Data Included

- **Labor Force**

- Labor Force Participation
- Commuting
- Educational Attainment
- Educational Awards

- **Firm Growth**

- Jobs Created by Young Companies (5 years old or less)
- Jobs Created by Older Companies (greater than 10 years old)
- Jobs Created by Small Companies (less than 20 employees)
- Sole Proprietorships

- **Local Government Costs**

- Average Cost of Government Services



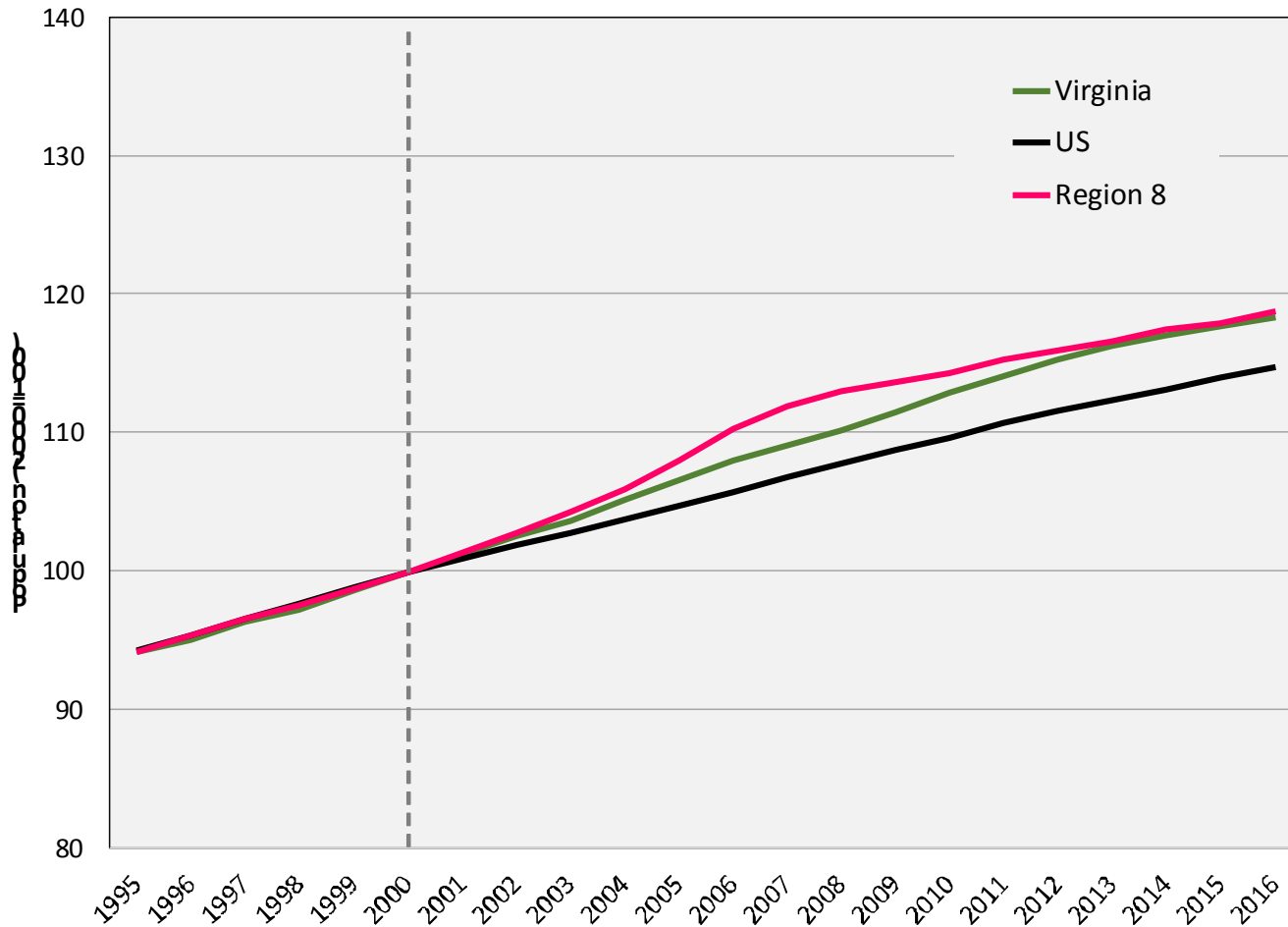
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Population



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Population Trends



Source: US Census Bureau, Population Estimates Programs



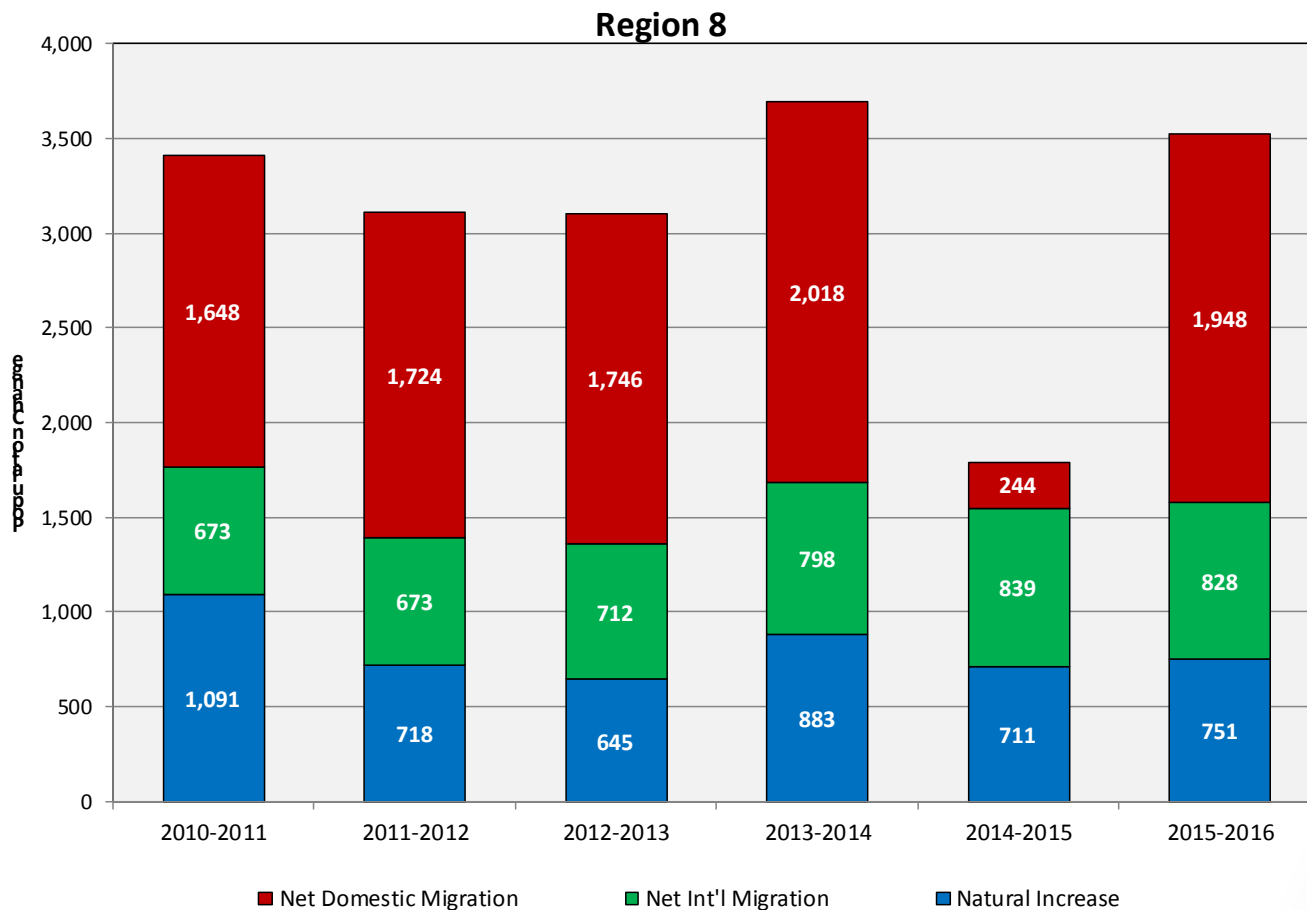
Population Trends

Population Trends: Region 8

| | 1995 | 2000 | 2010 | 2016 | Annual Growth (95-00) | Annual Growth (00-10) | Annual Growth (10-16) |
|----------------------|--------------------|--------------------|--------------------|--------------------|-----------------------|-----------------------|-----------------------|
| United States | 265,471,847 | 281,424,600 | 308,745,538 | 323,127,513 | 1.2% | 0.9% | 0.8% |
| Virginia | 6,696,100 | 7,105,817 | 8,025,773 | 8,411,808 | 1.2% | 1.2% | 0.8% |
| Region 8 | 419,700 | 445,222 | 509,185 | 528,945 | 1.2% | 1.4% | 0.6% |
| Augusta | 61,400 | 65,572 | 73,475 | 74,997 | 1.3% | 1.1% | 0.3% |
| Bath | 5,000 | 5,020 | 4,713 | 4,476 | 0.1% | -0.6% | -0.9% |
| Clarke | 12,400 | 12,672 | 14,038 | 14,374 | 0.4% | 1.0% | 0.4% |
| Frederick | 52,700 | 59,639 | 78,584 | 84,421 | 2.5% | 2.8% | 1.2% |
| Highland | 2,600 | 2,529 | 2,294 | 2,216 | -0.6% | -1.0% | -0.6% |
| Page | 22,700 | 23,149 | 24,053 | 23,654 | 0.4% | 0.4% | -0.3% |
| Rockbridge | 19,600 | 20,835 | 22,294 | 22,392 | 1.2% | 0.7% | 0.1% |
| Rockingham | 63,800 | 67,977 | 76,368 | 79,744 | 1.3% | 1.2% | 0.7% |
| Shenandoah | 33,400 | 35,240 | 42,058 | 43,175 | 1.1% | 1.8% | 0.4% |
| Warren | 29,900 | 31,690 | 37,515 | 39,155 | 1.2% | 1.7% | 0.7% |
| Buena Vista city | 6,300 | 6,381 | 6,647 | 6,452 | 0.3% | 0.4% | -0.5% |
| Harrisonburg city | 36,000 | 40,437 | 49,046 | 53,078 | 2.4% | 1.9% | 1.3% |
| Lexington city | 7,100 | 6,825 | 7,060 | 7,045 | -0.8% | 0.3% | 0.0% |
| Staunton city | 24,200 | 23,896 | 23,833 | 24,363 | -0.3% | 0.0% | 0.4% |
| Waynesboro city | 18,900 | 19,661 | 21,043 | 21,887 | 0.8% | 0.7% | 0.7% |
| Winchester city | 23,700 | 23,699 | 26,164 | 27,516 | 0.0% | 1.0% | 0.8% |

Source: US Census Bureau, Population Estimates Programs

Components of Population Change





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Components of Population Change

Region 8

| | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 |
|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Natural Increase | 1,091 | 718 | 645 | 883 | 711 | 751 |
| Net Int'l Migration | 673 | 673 | 712 | 798 | 839 | 828 |
| Net Domestic Migration | 1,648 | 1,724 | 1,746 | 2,018 | 244 | 1,948 |

Source: US Census Bureau, Population Estimates Program, V2016



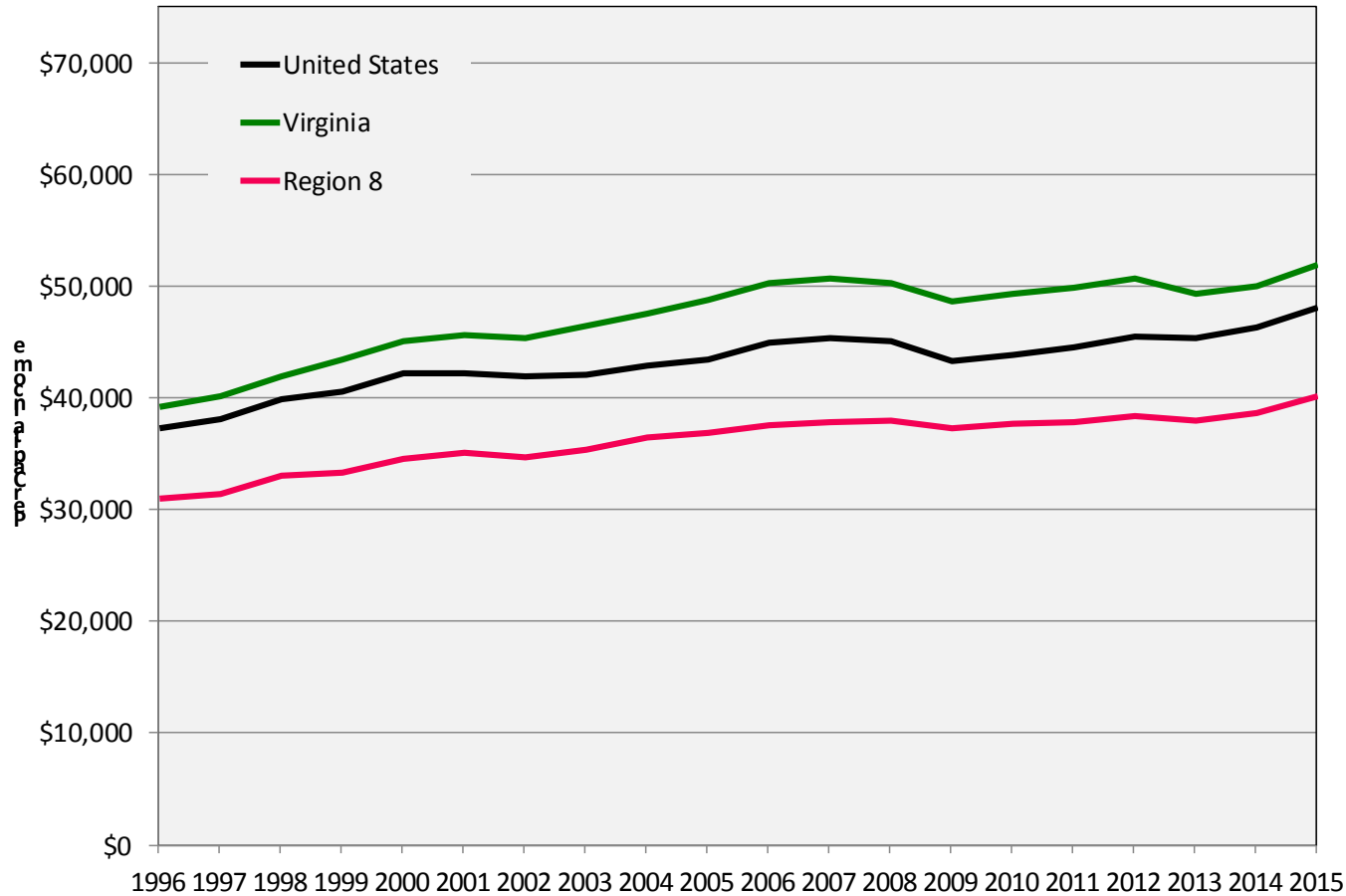
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Income and Wealth



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IN EACH REGION

Per Capita Income



Source: US Bureau of Economic Analysis, PCI adjusted for 2015 dollars



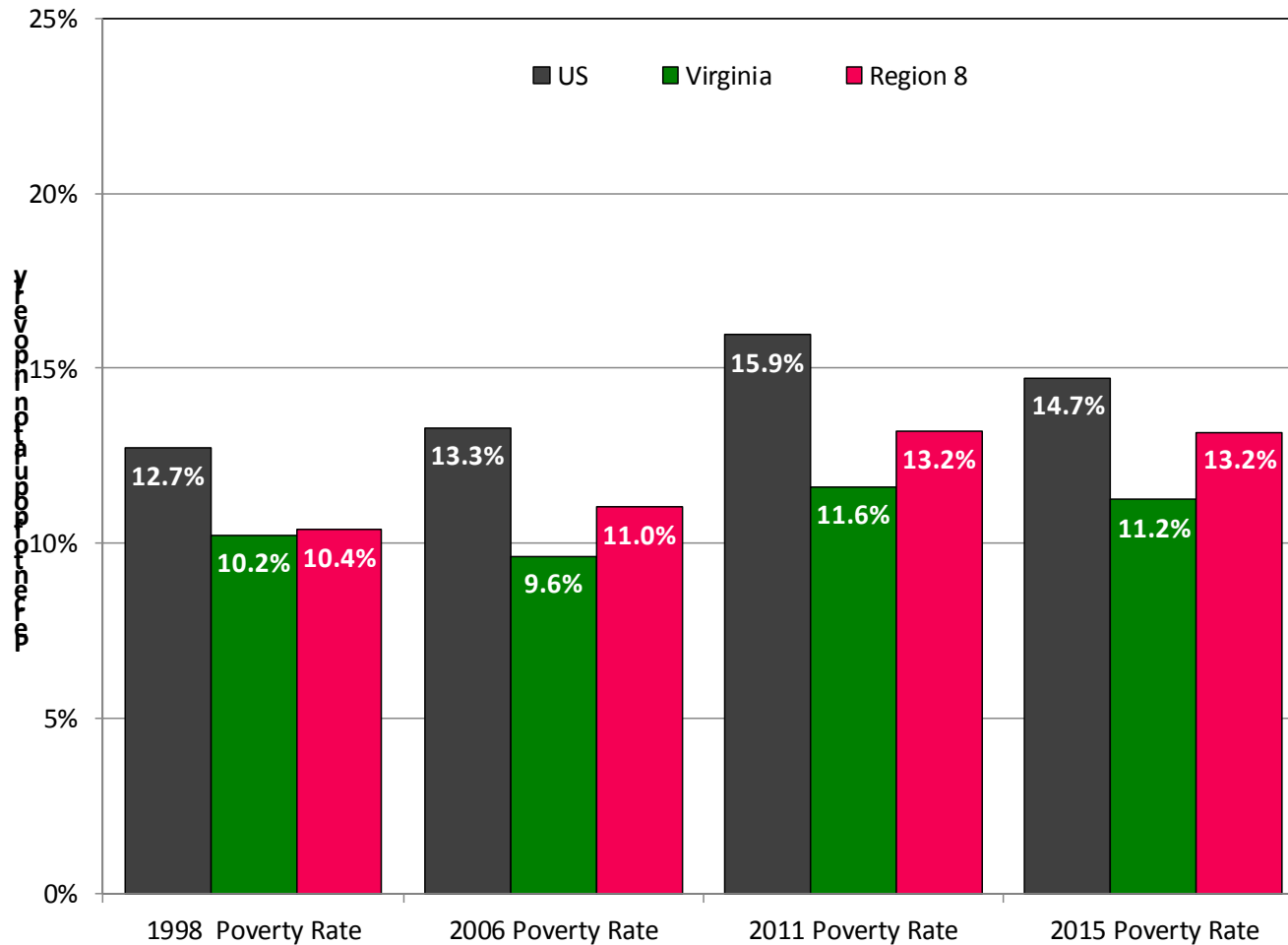
Per Capita Income

Per Capita Income: Region 8

| | 1996 | 2000 | 2010 | 2015 | Annual Growth (96-00) | Annual Growth (00-10) | Annual Growth (10-15) |
|--|-----------------|-----------------|-----------------|-----------------|-----------------------|-----------------------|-----------------------|
| United States | \$37,340 | \$42,231 | \$43,902 | \$48,112 | 1.2% | 0.4% | 1.5% |
| Virginia | \$39,203 | \$45,144 | \$49,421 | \$52,052 | 1.4% | 0.9% | 0.9% |
| Region 8 | \$31,058 | \$34,680 | \$37,757 | \$40,199 | 1.1% | 0.9% | 1.0% |
| Augusta, Staunton + Waynesboro, VA* | \$31,675 | \$34,410 | \$38,511 | \$40,000 | 0.8% | 1.1% | 0.6% |
| Bath | \$33,091 | \$37,210 | \$41,488 | \$50,326 | 1.2% | 1.1% | 3.3% |
| Clarke | \$34,517 | \$43,606 | \$54,321 | \$56,372 | 2.4% | 2.2% | 0.6% |
| Frederick + Winchester, VA* | \$34,170 | \$39,064 | \$42,120 | \$44,871 | 1.3% | 0.8% | 1.1% |
| Highland | \$30,734 | \$33,031 | \$37,000 | \$44,498 | 0.7% | 1.1% | 3.1% |
| Page | \$26,972 | \$30,660 | \$33,420 | \$35,766 | 1.3% | 0.9% | 1.1% |
| Rockbridge, Buena Vista + Lexington, VA* | \$28,454 | \$31,457 | \$34,371 | \$37,210 | 1.0% | 0.9% | 1.3% |
| Rockingham + Harrisonburg, VA* | \$29,164 | \$31,981 | \$33,040 | \$35,700 | 0.9% | 0.3% | 1.3% |
| Shenandoah | \$31,143 | \$34,021 | \$36,218 | \$39,291 | 0.9% | 0.6% | 1.4% |
| Warren | \$31,487 | \$36,601 | \$40,095 | \$41,815 | 1.5% | 0.9% | 0.7% |

Source: US Bureau of Economic Analysis, PCI adjusted for 2015 dollars

Poverty



Source: US Census Bureau, Small Area Income and Poverty Estimates

Poverty

Poverty Trends: Region 8

| | 1998 Poverty Rate | 2006 Poverty Rate | 2011 Poverty Rate | 2015 Poverty Rate |
|----------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| United States | 12.7% | 13.3% | 15.9% | 14.7% |
| Virginia | 10.2% | 9.6% | 11.6% | 11.2% |
| Region 8 | 10.4% | 11.0% | 13.2% | 13.2% |
| Augusta | 8.7% | 8.3% | 10.0% | 9.3% |
| Bath | 10.0% | 8.4% | 10.8% | 10.3% |
| Clarke | 8.1% | 6.4% | 8.2% | 8.4% |
| Frederick | 7.4% | 7.1% | 8.9% | 7.7% |
| Highland | 13.4% | 12.9% | 13.8% | 13.8% |
| Page | 11.7% | 13.0% | 17.1% | 15.0% |
| Rockbridge | 11.2% | 12.0% | 12.9% | 12.8% |
| Rockingham | 8.9% | 8.7% | 9.6% | 11.0% |
| Shenandoah | 9.8% | 8.3% | 13.4% | 11.5% |
| Warren | 9.8% | 9.6% | 10.4% | 10.8% |
| Buena Vista city | 12.6% | 12.5% | 15.1% | 17.3% |
| Harrisonburg city | 17.2% | 28.1% | 27.0% | 30.9% |
| Lexington city | 15.9% | 20.8% | 22.8% | 22.9% |
| Staunton city | 12.5% | 13.7% | 16.0% | 15.2% |
| Waynesboro city | 13.3% | 12.4% | 18.0% | 16.0% |
| Winchester city | 12.7% | 13.9% | 17.8% | 17.8% |

Source: US Census Bureau, Small Area Income and Poverty Estimates



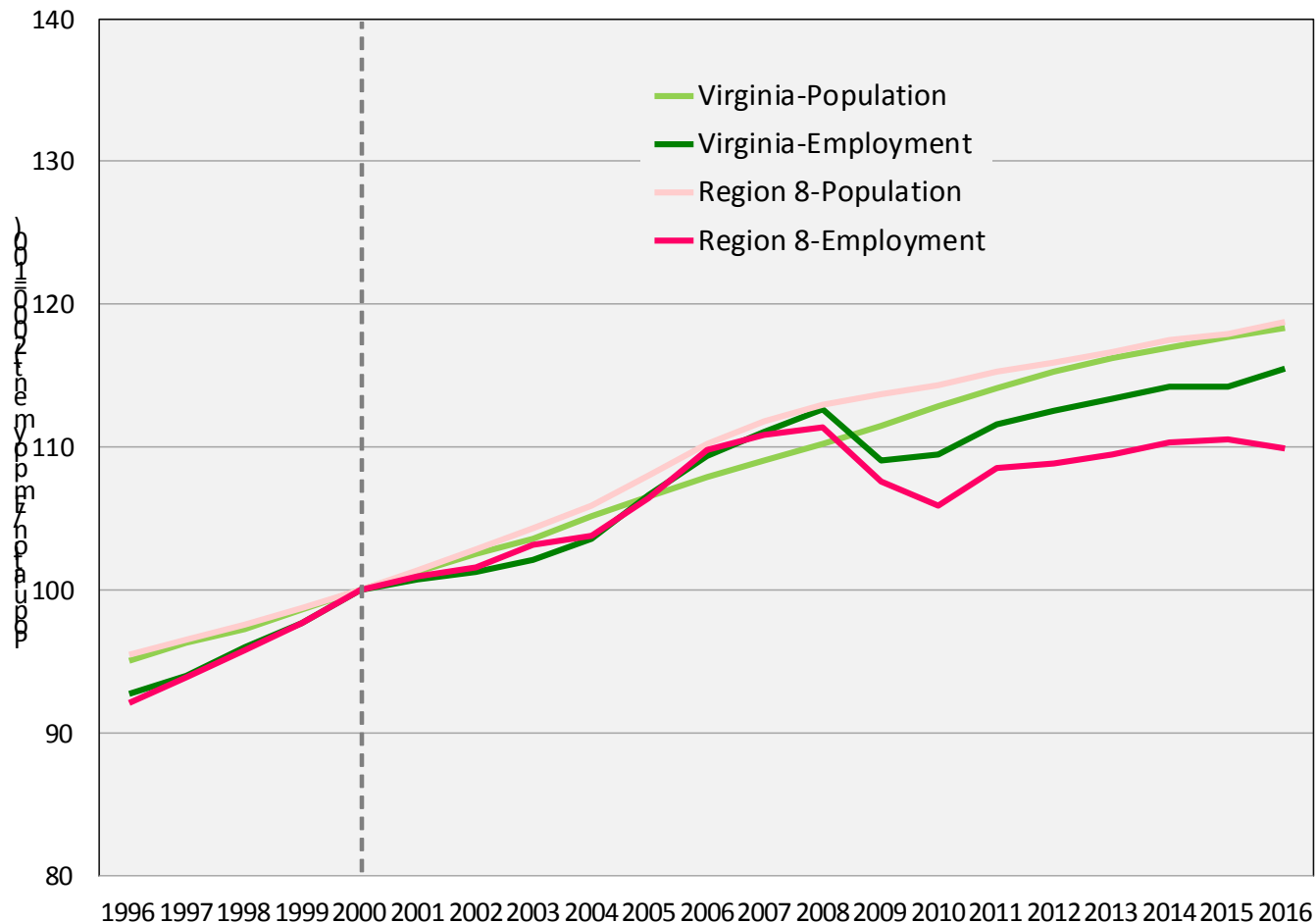
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Employment



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Total Employment Trends



Source: US Census Bureau Population Estimates, US Bureau of Labor Statistics Local Area Unemployment Statistics (2016 preliminary)



Total Employment Trends

Employment Trends: Region 8

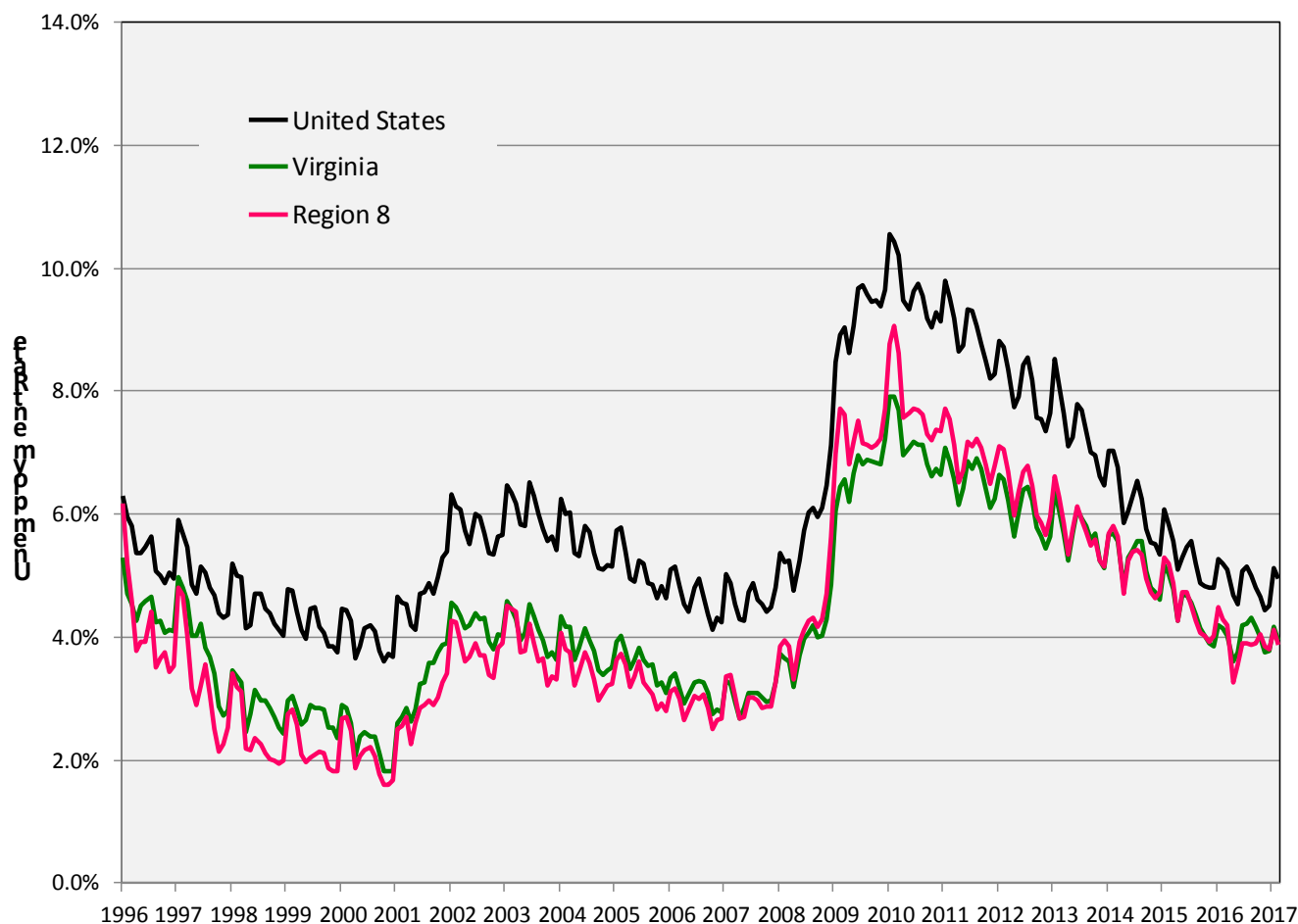
| | 1996 | 2000 | 2010 | 2016 | Annual Growth (96-00) | Annual Growth (00-10) | Annual Growth (10-16) |
|----------------------|--------------------|--------------------|--------------------|--------------------|-----------------------------|-----------------------------|-----------------------------|
| United States | 126,707,500 | 136,891,000 | 139,064,000 | 151,436,000 | 2.0% | 0.2% | 1.4% |
| Virginia | 3,268,553 | 3,522,865 | 3,860,386 | 4,070,260 | 1.9% | 0.9% | 0.9% |
| Region 8 | 208,344 | 226,064 | 239,612 | 248,553 | 2.1% | 0.6% | 0.6% |
| Augusta | 29,661 | 33,919 | 34,481 | 34,491 | 3.4% | 0.2% | 0.0% |
| Bath | 2,182 | 2,664 | 2,320 | 2,422 | 5.1% | -1.4% | 0.7% |
| Clarke | 6,132 | 6,798 | 7,181 | 7,270 | 2.6% | 0.5% | 0.2% |
| Frederick | 29,882 | 32,247 | 38,832 | 43,693 | 1.9% | 1.9% | 2.0% |
| Highland | 1,194 | 1,138 | 1,355 | 1,251 | -1.2% | 1.8% | -1.3% |
| Page | 10,816 | 11,474 | 10,900 | 10,793 | 1.5% | -0.5% | -0.2% |
| Rockbridge | 9,328 | 10,442 | 10,303 | 9,307 | 2.9% | -0.1% | -1.7% |
| Rockingham | 35,438 | 35,508 | 37,656 | 37,918 | 0.0% | 0.6% | 0.1% |
| Shenandoah | 16,467 | 18,179 | 19,117 | 20,302 | 2.5% | 0.5% | 1.0% |
| Warren | 14,062 | 16,245 | 18,480 | 19,024 | 3.7% | 1.3% | 0.5% |
| Buena Vista city | 2,920 | 3,152 | 2,925 | 2,948 | 1.9% | -0.7% | 0.1% |
| Harrisonburg city | 17,142 | 19,206 | 21,250 | 22,512 | 2.9% | 1.0% | 1.0% |
| Lexington city | 2,723 | 2,163 | 2,086 | 1,894 | -5.6% | -0.4% | -1.6% |
| Staunton city | 10,034 | 11,393 | 10,920 | 11,250 | 3.2% | -0.4% | 0.5% |
| Waynesboro city | 8,151 | 8,912 | 9,255 | 9,398 | 2.3% | 0.4% | 0.3% |
| Winchester city | 12,212 | 12,624 | 12,551 | 14,082 | 0.8% | -0.1% | 1.9% |

Source: US BLS Local Area Unemployment Statistics (2016 preliminary)



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Unemployment



Source: US Bureau of Labor Statistics, Local Area Unemployment Statistics



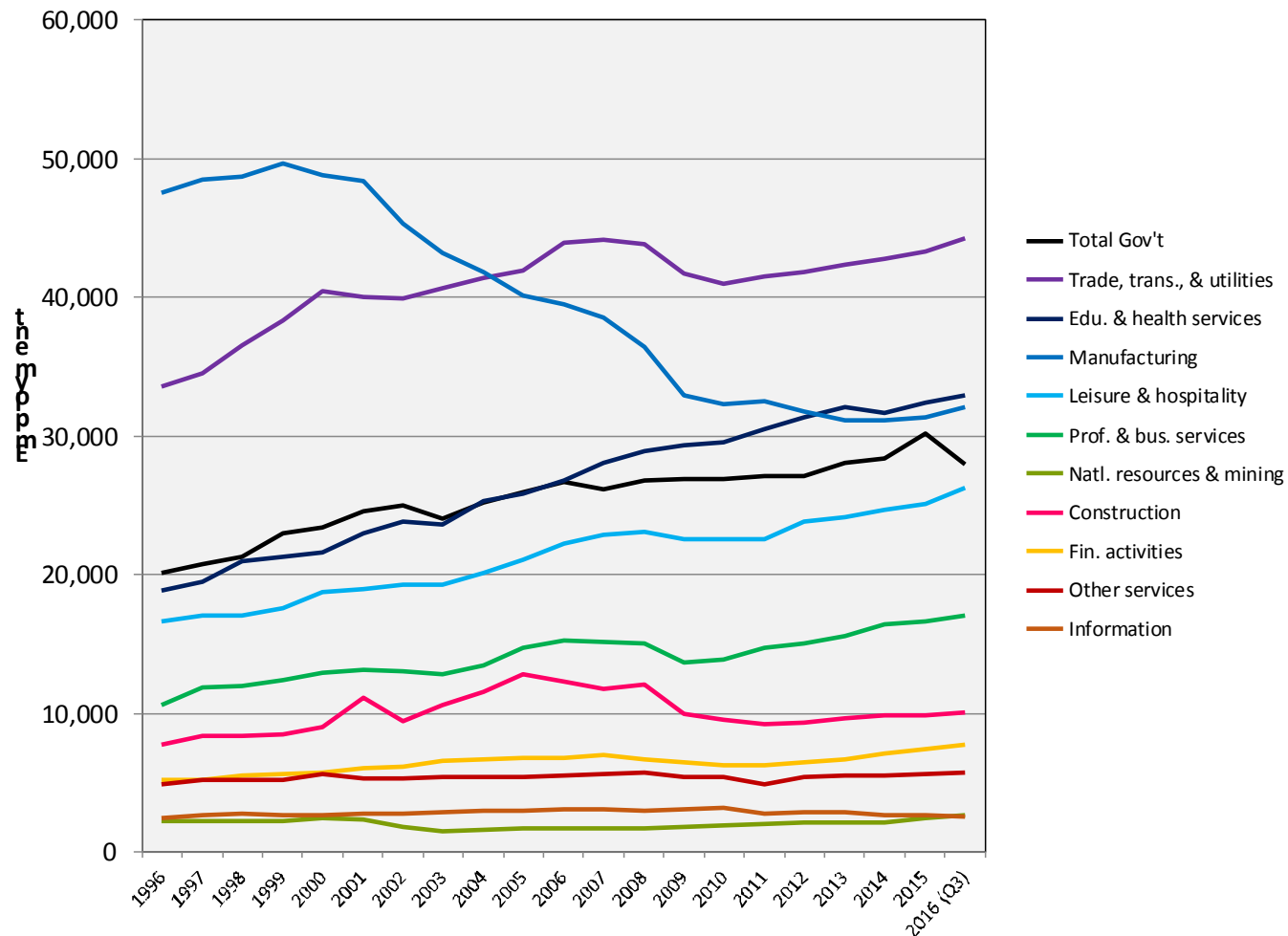
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Employment Sectors



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Employment Trends by Industry Sector



Source: US Bureau of Labor Statistics, Quarterly Census of Employment and Wages



Employment Trends by Industry Sector

Region 8: Industry Sectors

| Sector | Employment# | | LQ | | 2015 Region 8 Avg Wage | 2015 US Avg Wage |
|--------------------------------------|-------------|--------|------|------|------------------------------|------------------------|
| | 2005 | 2015 | 2005 | 2015 | | |
| Trade, transportation, and utilities | 41,919 | 43,349 | 1.03 | 1.06 | \$33,834 | \$44,321 |
| Education and health services | 40,151 | 32,424 | 1.78 | 1.01 | \$44,275 | \$47,383 |
| Manufacturing | 25,835 | 31,308 | 0.99 | 1.67 | \$50,136 | \$64,305 |
| Leisure and hospitality | 21,075 | 25,079 | 1.04 | 1.09 | \$16,067 | \$21,807 |
| Local government | 18,907 | 19,683 | 0.87 | 0.93 | \$36,292 | \$47,573 |
| Professional and business services | 14,693 | 16,657 | 0.55 | 0.56 | \$45,904 | \$69,270 |
| Construction | 12,780 | 9,843 | 1.11 | 1.00 | \$42,112 | \$57,009 |
| Financial activities | 6,761 | 7,452 | 0.53 | 0.62 | \$48,566 | \$87,915 |
| Other services | 5,366 | 5,648 | 0.78 | 0.86 | \$29,611 | \$35,116 |
| State government | 5,032 | 4,972 | 0.70 | 0.71 | \$39,098 | \$55,878 |
| Federal government | 2,969 | 3,182 | 0.61 | 0.76 | \$75,576 | \$77,900 |
| Information | 1,972 | 2,598 | 0.45 | 0.62 | \$51,829 | \$95,098 |
| Natural resources and mining | 1,712 | 2,447 | 0.63 | 0.80 | \$31,398 | \$58,461 |

Source: US Bureau of Labor Statistics, Quarterly Census of Employment and Wages

*2015 is the most recently available complete year

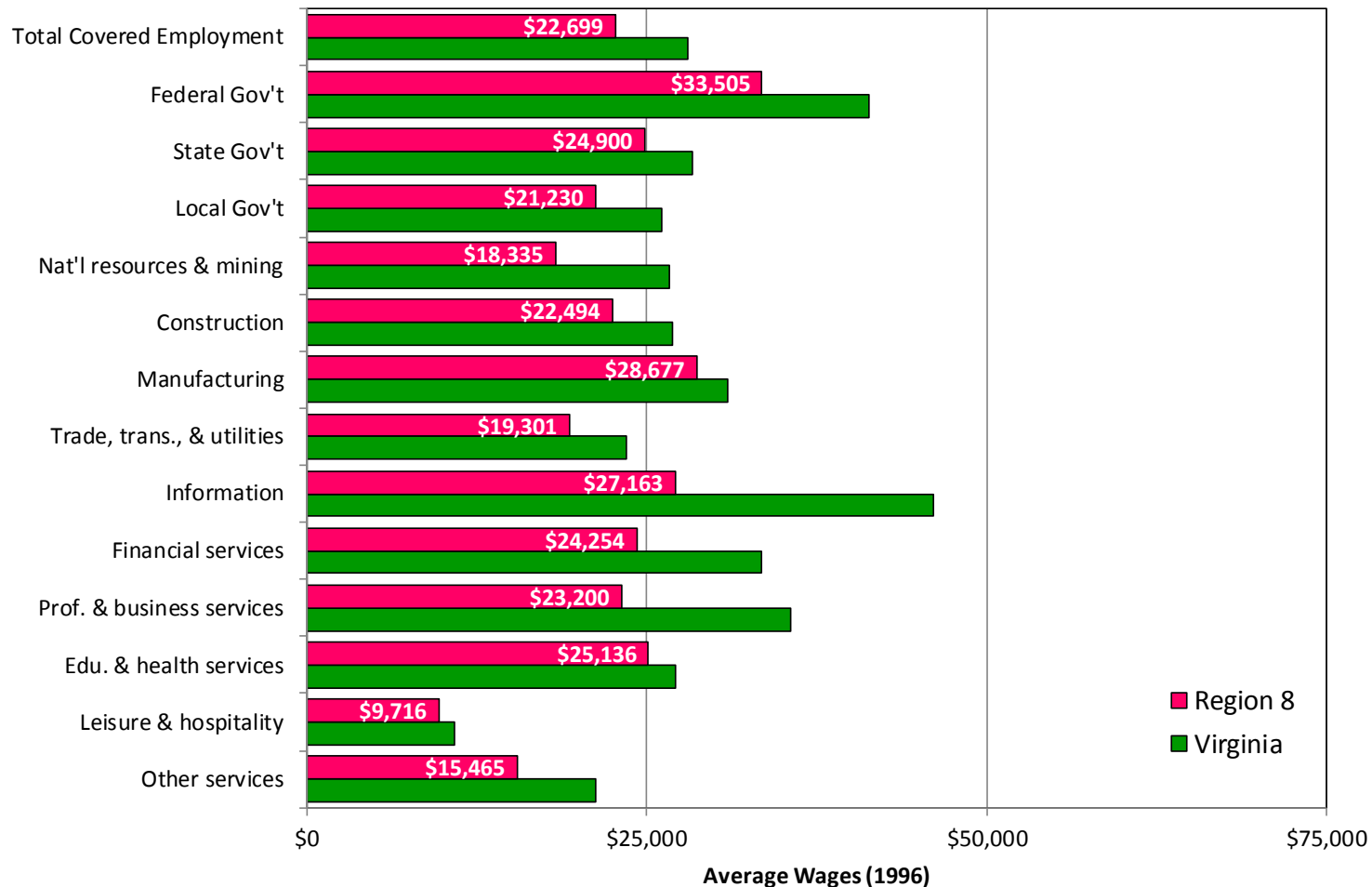
#Does not include suppressed employment

*Additional data available in accompanying spreadsheet for the years: 1990, 2000, 2005, 2010, 2015



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Industry Wages by Sector (1996)



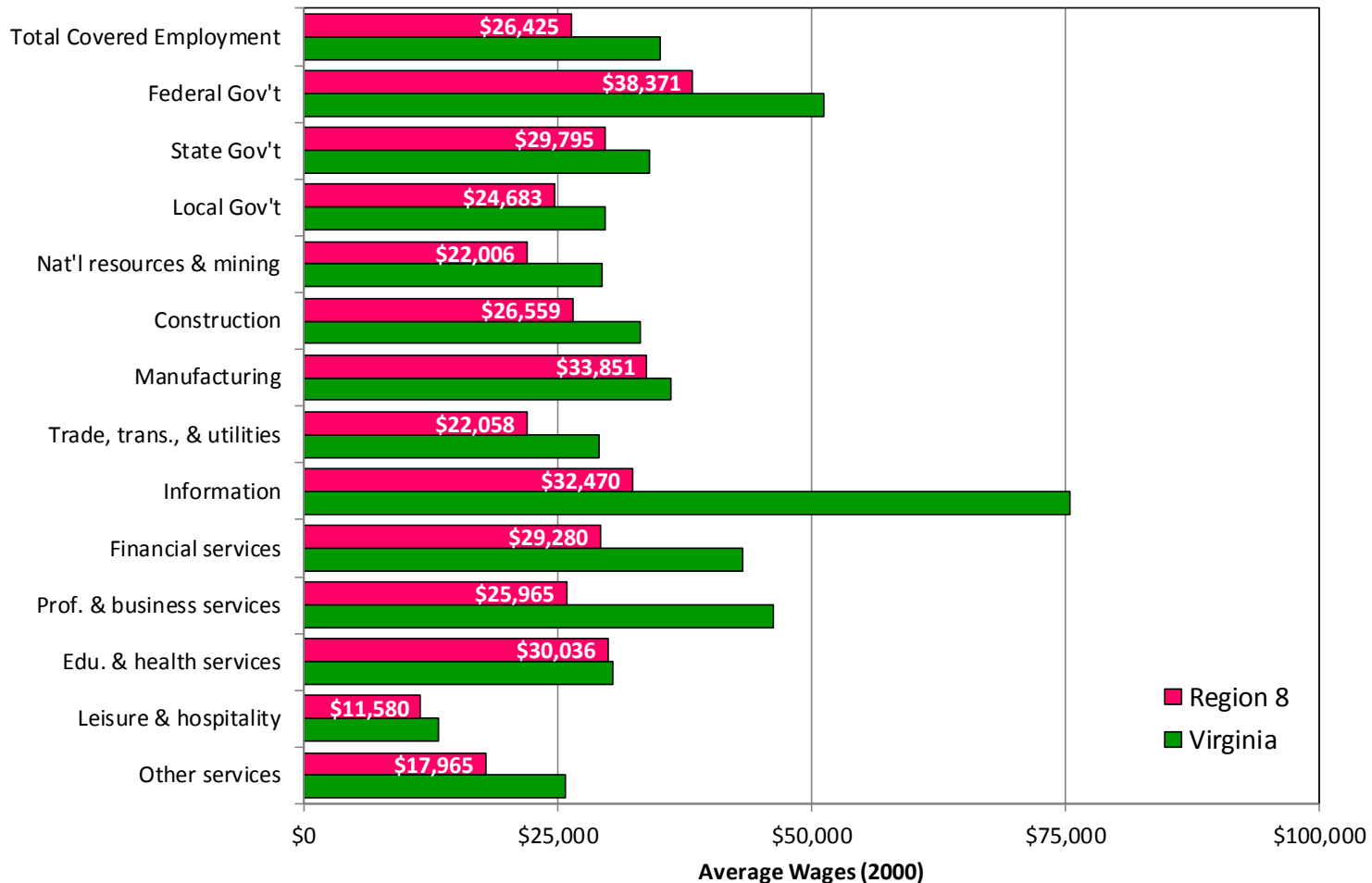
Source: US Bureau of Labor Statistics, Quarterly Census of Employment and Wages

* Wages in 2015 dollars



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Industry Wages by Sector (2000)



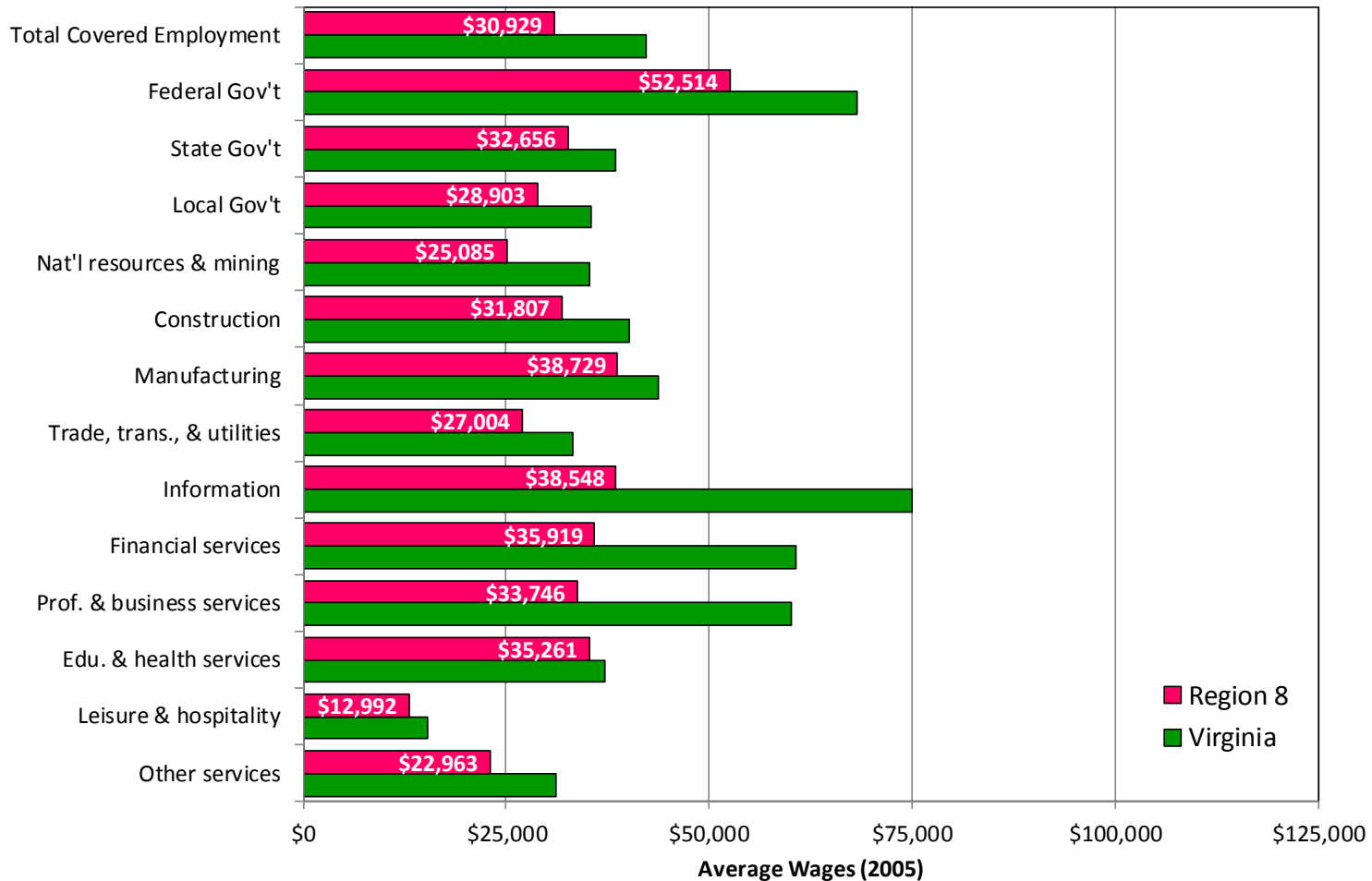
Source: US Bureau of Labor Statistics, Quarterly Census of Employment and Wages

* Wages in 2015 dollars



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Industry Wages by Sector (2005)



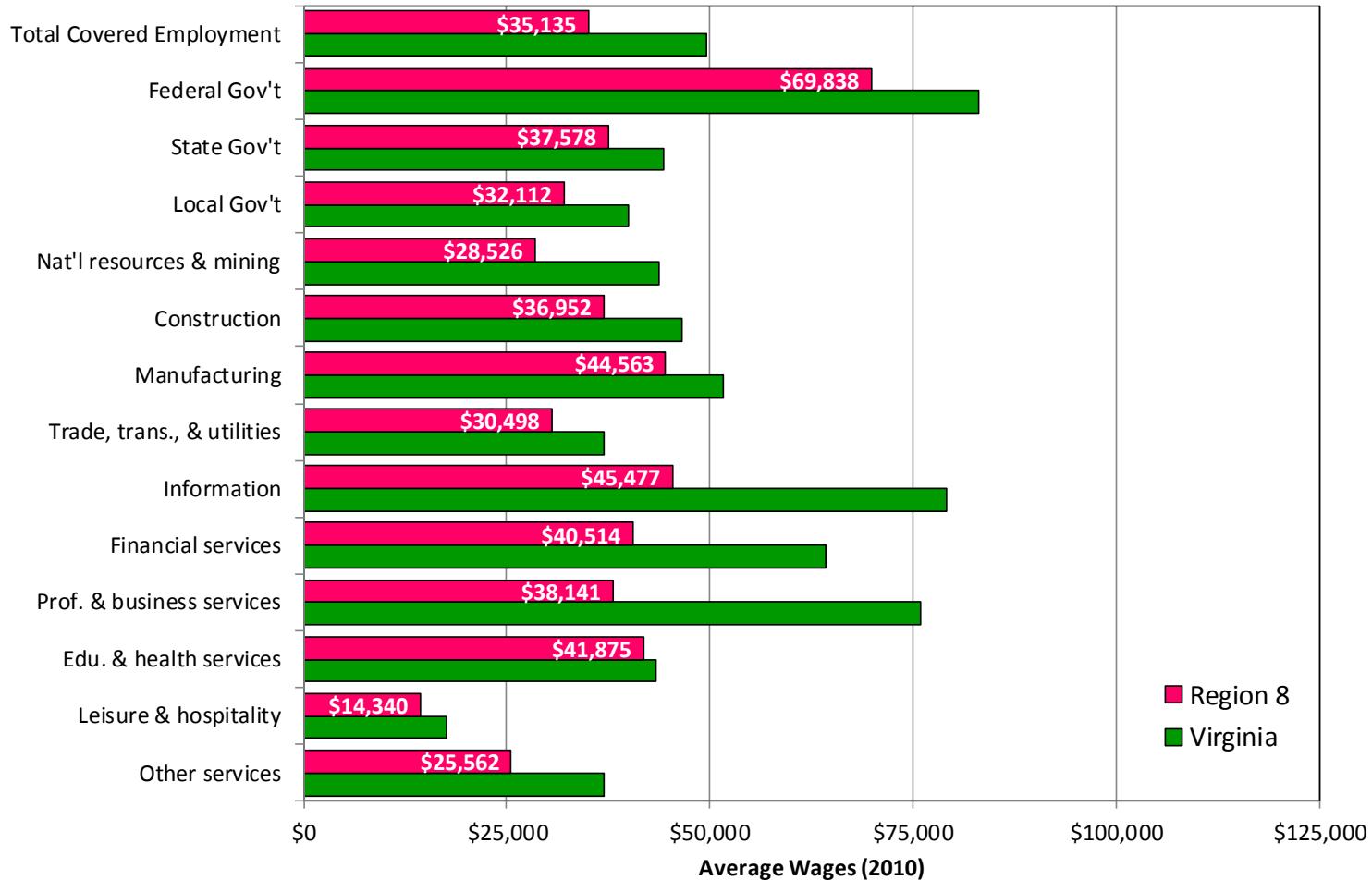
Source: US Bureau of Labor Statistics, Quarterly Census of Employment and Wages

* Wages in 2015 dollars



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Industry Wages by Sector (2010)

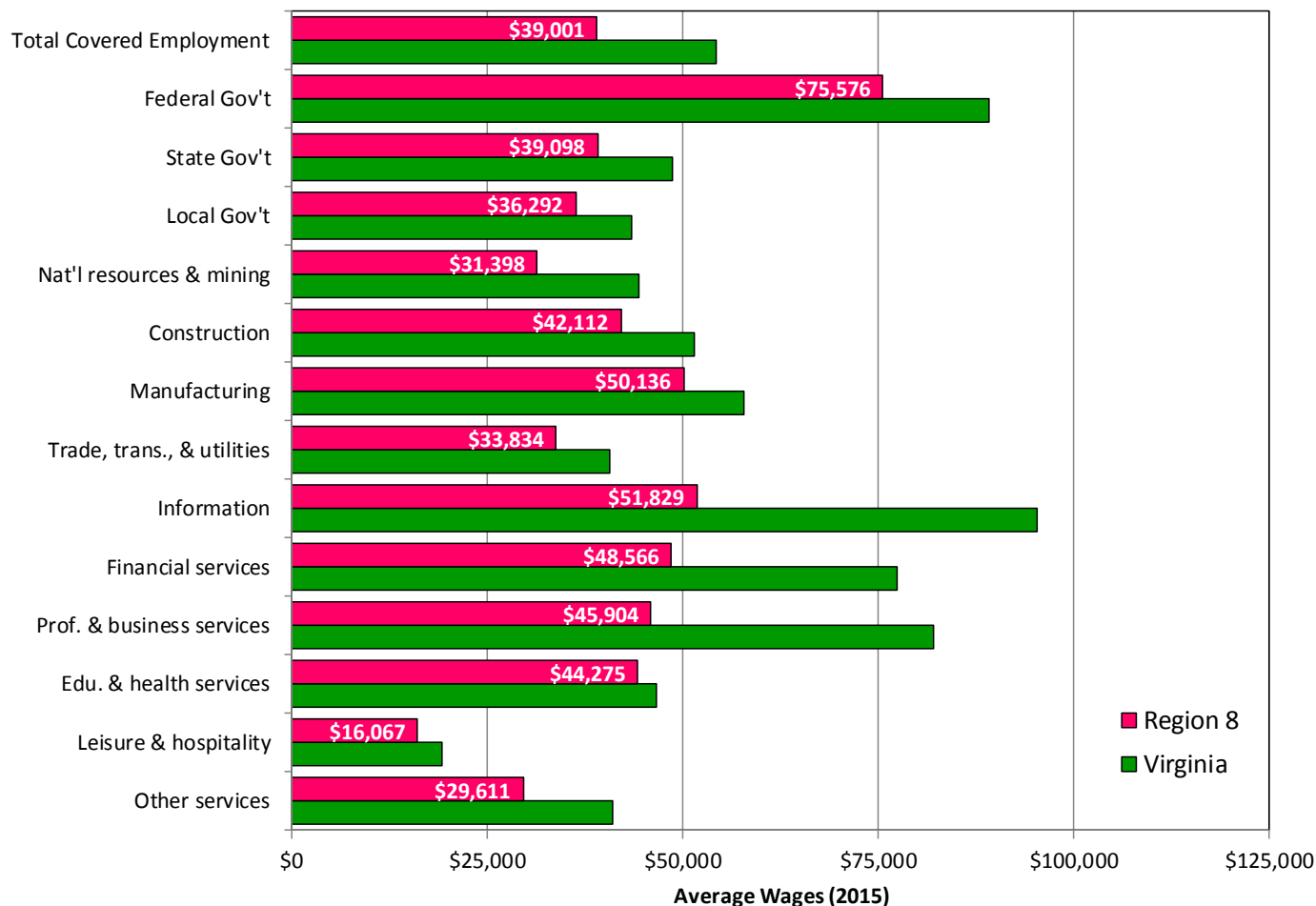


Source: US Bureau of Labor Statistics, Quarterly Census of Employment and Wages

* Wages in 2015 dollars



Industry Wages by Sector (2015)



Source: US Bureau of Labor Statistics, Quarterly Census of Employment and Wages



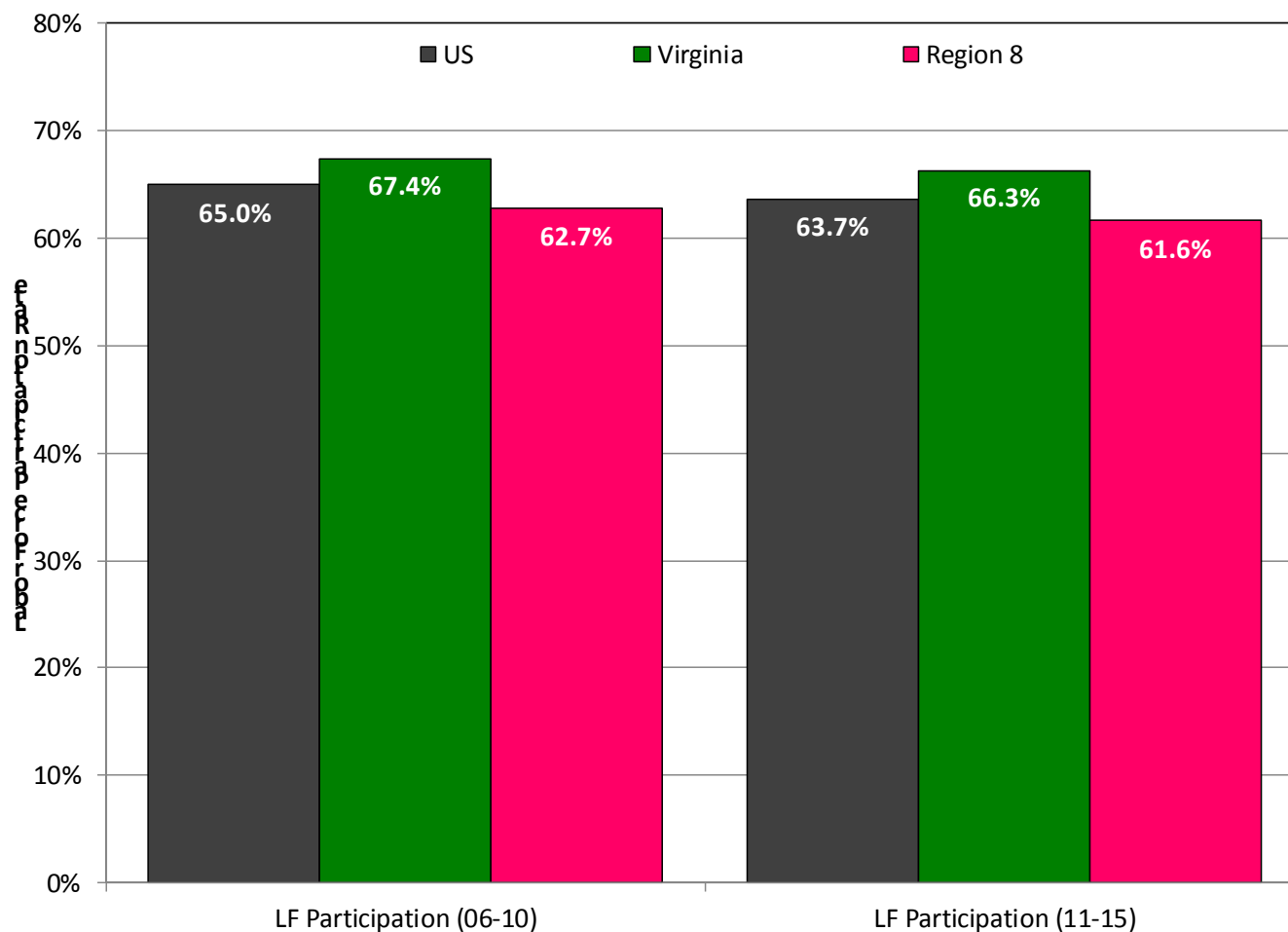
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Labor Force



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Labor Force Participation



Source: US Census Bureau, 2006-2010 and 2011-2015 American Community Surveys



Labor Force Participation

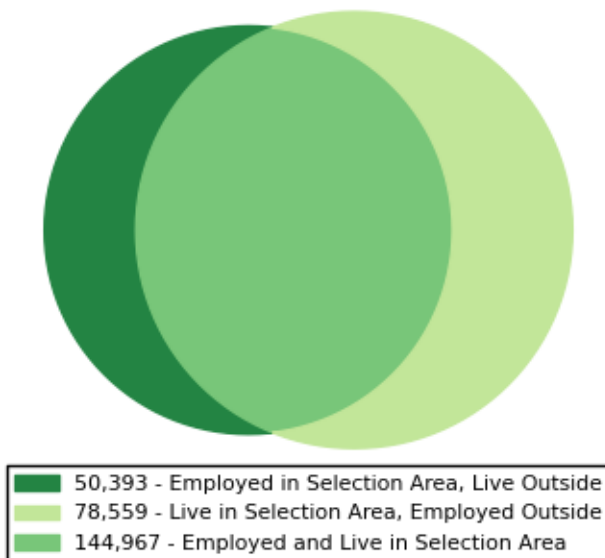
Labor Force Participation Rate: Region 8

| | LF Participation (06-10) | LF Participation (11-15) |
|----------------------|--------------------------|--------------------------|
| United States | 65.0% | 63.7% |
| Virginia | 67.4% | 66.3% |
| Region 8 | 62.7% | 61.6% |
| Augusta | 60.5% | 59.2% |
| Bath | 61.0% | 64.6% |
| Clarke | 66.6% | 62.7% |
| Frederick | 68.2% | 67.6% |
| Highland | 54.1% | 51.9% |
| Page | 61.0% | 58.3% |
| Rockbridge | 61.0% | 54.1% |
| Rockingham | 65.9% | 64.9% |
| Shenandoah | 63.3% | 61.8% |
| Warren | 69.6% | 65.7% |
| Buena Vista city | 64.8% | 55.9% |
| Harrisonburg city | 52.0% | 58.5% |
| Lexington city | 33.8% | 35.5% |
| Staunton city | 60.4% | 59.4% |
| Waynesboro city | 60.3% | 61.0% |
| Winchester city | 69.9% | 63.3% |

Source: US Census Bureau, 2006-2010 and 2011-2015 American Community Surveys

Commuting (Inflow/Outflow)

Inflow/Outflow Job Counts in 2014



Inflow/Outflow Job Counts (Primary Jobs): Region 8

| | 2014 | |
|---|---------|---------|
| | Count | Share |
| Employed in the Selection Area | 195,360 | 100.00% |
| Employed in the Selection Area but Living Outside | 50,393 | 25.80% |
| Employed and Living in the Selection Area | 144,967 | 74.20% |
| Living in the Selection Area | 223,526 | 100.00% |
| Living in the Selection Area but Employed Outside | 78,559 | 35.10% |
| Living and Employed in the Selection Area | 144,967 | 64.90% |

Source: US Census Bureau, Longitudinal Employer-Household Dynamics OnTheMap, 2014



Commuting (Inflow/Outflow)

Commuting Patterns 2014: Region 8

| | Employed in Selection Area | Employed in the Selection Area but Living Outside | | Employed and Living in the Selection Area | | Living in the Selection Area | Living in the Selection Area but Employed Outside | | Living and Employed in the Selection Area | |
|-------------------|-------------------------------|---|--------------|---|--------------|---------------------------------|---|--------------|---|--------------|
| Virginia | 3,313,939 | 286,033 | 8.6% | 3,027,906 | 91.4% | 3,377,666 | 349,760 | 10.4% | 3,027,906 | 89.6% |
| Region 8 | 195,360 | 50,393 | 25.8% | 144,967 | 74.2% | 223,526 | 78,559 | 35.1% | 144,967 | 64.9% |
| Augusta | 22,588 | 12,019 | 53.2% | 10,569 | 46.8% | 32,448 | 21,879 | 67.4% | 10,569 | 32.6% |
| Bath | 1,903 | 953 | 50.1% | 950 | 49.9% | 2,290 | 1,340 | 58.5% | 950 | 41.5% |
| Clarke | 3,465 | 2,542 | 73.4% | 923 | 26.6% | 6,923 | 6,000 | 86.7% | 923 | 13.3% |
| Frederick | 22,812 | 14,808 | 64.9% | 8,004 | 35.1% | 35,358 | 27,354 | 77.4% | 8,004 | 22.6% |
| Highland | 711 | 421 | 59.2% | 290 | 40.8% | 1,215 | 925 | 76.1% | 290 | 23.9% |
| Page | 4,741 | 1,638 | 34.5% | 3,103 | 65.5% | 9,840 | 6,737 | 68.5% | 3,103 | 31.5% |
| Rockbridge | 5,231 | 3,007 | 57.5% | 2,224 | 42.5% | 8,858 | 6,634 | 74.9% | 2,224 | 25.1% |
| Rockingham | 26,286 | 14,409 | 54.8% | 11,877 | 45.2% | 37,703 | 25,826 | 68.5% | 11,877 | 31.5% |
| Shenandoah | 12,720 | 6,092 | 47.9% | 6,628 | 52.1% | 17,312 | 10,684 | 61.7% | 6,628 | 38.3% |
| Warren | 11,477 | 6,942 | 60.5% | 4,535 | 39.5% | 18,150 | 13,615 | 75.0% | 4,535 | 25.0% |
| Buena Vista city | 2,620 | 1,765 | 67.4% | 855 | 32.6% | 2,797 | 1,942 | 69.4% | 855 | 30.6% |
| Harrisonburg city | 48,737 | 33,834 | 69.4% | 14,903 | 30.6% | 51,436 | 36,533 | 71.0% | 14,903 | 29.0% |
| Lexington city | 3,625 | 2,920 | 80.6% | 705 | 19.4% | 1,946 | 1,241 | 63.8% | 705 | 36.2% |
| Staunton city | 10,999 | 8,302 | 75.5% | 2,697 | 24.5% | 10,194 | 7,497 | 73.5% | 2,697 | 26.5% |
| Waynesboro city | 9,861 | 7,745 | 78.5% | 2,116 | 21.5% | 9,228 | 7,112 | 77.1% | 2,116 | 22.9% |
| Winchester city | 24,669 | 20,947 | 84.9% | 3,722 | 15.1% | 11,325 | 7,603 | 67.1% | 3,722 | 32.9% |

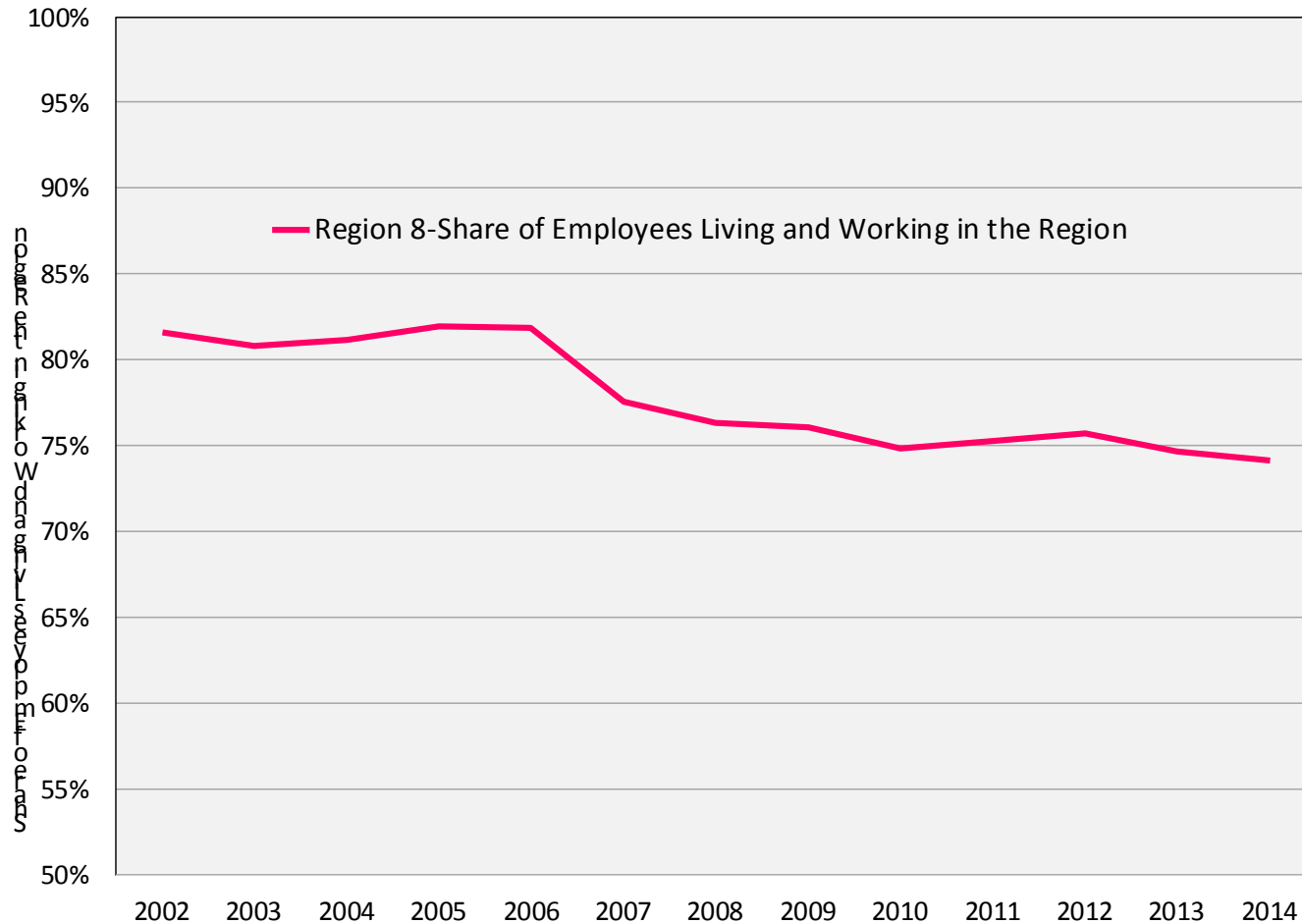
Source: US Census Bureau, Longitudinal Employer-Household Dynamics OnTheMap, 2014

*Additional data available for each year 2002-2014 in accompanying spreadsheet



VIRGINIA INITIATIVE FOR
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Commuting (Inflow/Outflow)



Source: US Census Bureau, Longitudinal Employer-Household Dynamics OnTheMap, 2014



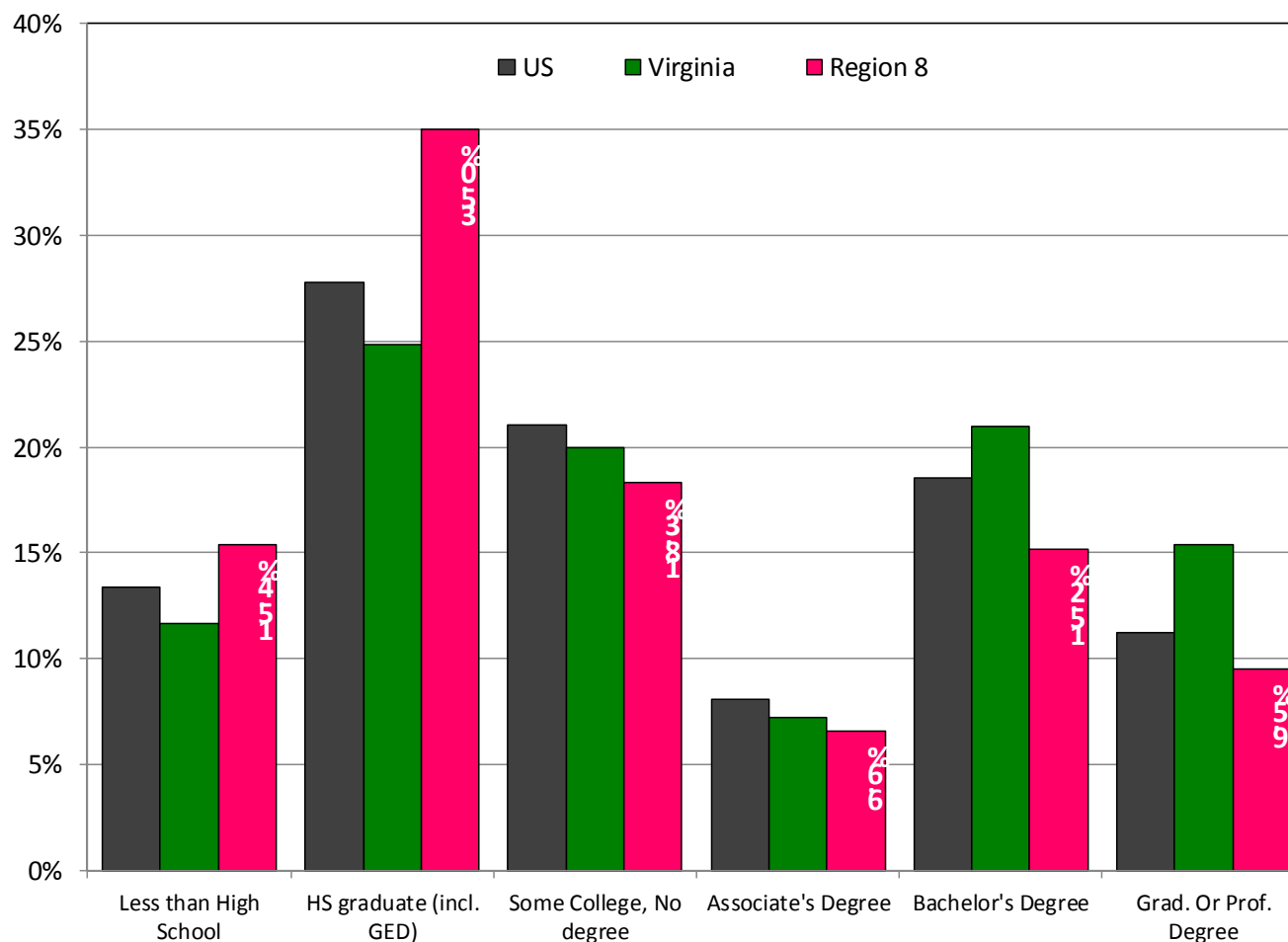
Commuting (Inflow/Outflow)

| Jobs Counts by States Where Workers Live: Region 8 | | |
|--|----------------|---------------|
| | Count | Share |
| All States | 195,360 | 100.0% |
| Virginia | 178,575 | 91.4% |
| West Virginia | 11,445 | 5.9% |
| Maryland | 1,903 | 1.0% |
| Pennsylvania | 807 | 0.4% |
| North Carolina | 526 | 0.3% |
| All Other Locations | 2,104 | 1.1% |

Source: US Census Bureau, Longitudinal Employer-Household Dynamics OnTheMap, 2014



Educational Attainment



Source: US Census Bureau, 2011-2015 American Community Survey



Educational Attainment

Educational Attainment: Region 8

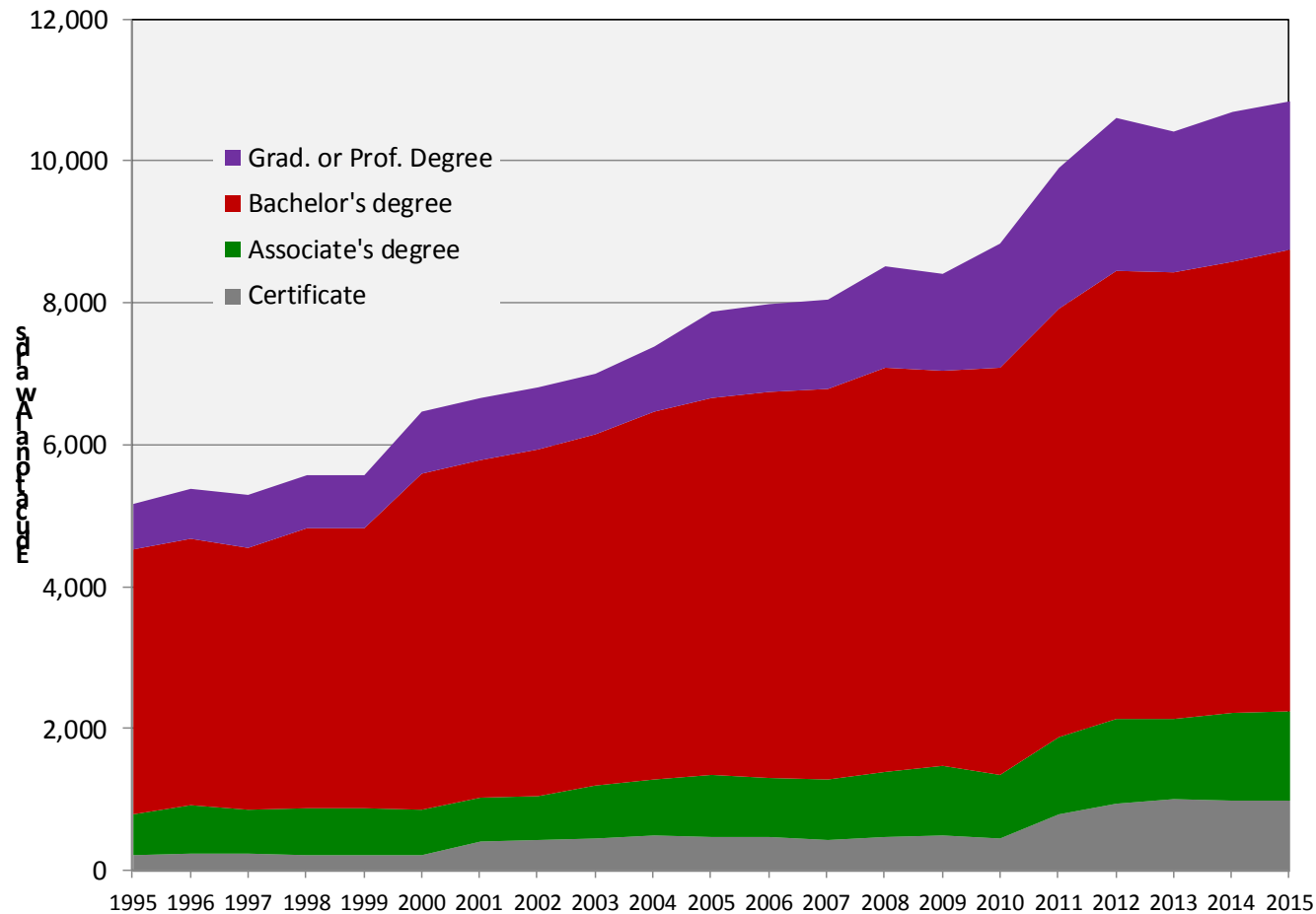
| | 2006-2010 | | | | | | 2011-2015 | | | | | |
|-------------------|-----------------------------|----------------------------------|----------------------------------|-----------------------|----------------------|-----------------------------|-----------------------------|----------------------------------|----------------------------------|-----------------------|----------------------|-----------------------------|
| | Less than High School | HS graduate (incl. GED) | Some College, No degree | Associate's Degree | Bachelor's Degree | Grad. Or Prof. Degree | Less than High School | HS graduate (incl. GED) | Some College, No degree | Associate's Degree | Bachelor's Degree | Grad. Or Prof. Degree |
| United States | 14.9% | 29.0% | 20.6% | 7.5% | 17.6% | 10.3% | 13.3% | 27.8% | 21.1% | 8.1% | 18.5% | 11.2% |
| Virginia | 13.9% | 26.0% | 19.6% | 6.7% | 19.9% | 13.9% | 11.7% | 24.8% | 19.9% | 7.3% | 21.0% | 15.4% |
| Region 8 | 19.1% | 35.9% | 17.2% | 5.5% | 14.0% | 8.3% | 15.4% | 35.0% | 18.3% | 6.6% | 15.2% | 9.5% |
| Augusta | 16.3% | 42.1% | 17.3% | 5.1% | 13.4% | 5.7% | 14.0% | 40.1% | 17.5% | 6.3% | 14.7% | 7.3% |
| Bath | 20.8% | 47.3% | 17.2% | 3.1% | 7.4% | 4.1% | 12.1% | 38.9% | 22.6% | 4.7% | 12.6% | 9.2% |
| Clarke | 12.5% | 31.3% | 20.3% | 6.7% | 17.2% | 11.9% | 12.3% | 28.0% | 20.9% | 7.8% | 18.1% | 12.9% |
| Frederick | 16.9% | 33.2% | 19.9% | 6.9% | 14.3% | 8.7% | 12.6% | 30.5% | 20.0% | 7.9% | 18.4% | 10.7% |
| Highland | 26.4% | 36.9% | 11.3% | 4.1% | 13.5% | 7.8% | 16.3% | 38.6% | 18.9% | 4.5% | 14.6% | 7.0% |
| Page | 27.5% | 42.1% | 15.0% | 4.3% | 7.4% | 3.8% | 22.9% | 42.9% | 16.7% | 4.7% | 8.1% | 4.7% |
| Rockbridge | 20.4% | 35.1% | 16.8% | 6.0% | 14.2% | 7.5% | 14.2% | 36.3% | 18.0% | 6.0% | 13.8% | 11.6% |
| Rockingham | 22.1% | 36.6% | 13.9% | 5.4% | 13.7% | 8.2% | 18.7% | 35.5% | 16.5% | 5.5% | 14.4% | 9.4% |
| Shenandoah | 17.3% | 40.0% | 19.8% | 5.4% | 11.0% | 6.5% | 15.5% | 39.5% | 19.9% | 6.1% | 12.2% | 6.8% |
| Warren | 16.7% | 36.7% | 19.7% | 5.5% | 13.2% | 8.1% | 14.5% | 36.6% | 19.4% | 8.8% | 13.9% | 6.7% |
| Buena Vista city | 27.3% | 34.4% | 15.7% | 6.2% | 9.7% | 6.8% | 18.1% | 40.5% | 18.5% | 6.4% | 11.0% | 5.5% |
| Harrisonburg city | 22.6% | 24.2% | 15.3% | 4.6% | 19.3% | 14.0% | 15.9% | 26.5% | 15.9% | 5.9% | 20.6% | 15.2% |
| Lexington city | 18.8% | 20.9% | 13.3% | 2.7% | 20.6% | 23.7% | 20.0% | 18.1% | 14.7% | 3.4% | 22.5% | 21.4% |
| Staunton city | 17.3% | 32.1% | 17.3% | 4.8% | 18.2% | 10.3% | 12.8% | 30.9% | 18.3% | 6.6% | 18.8% | 12.5% |
| Waynesboro city | 18.9% | 37.9% | 16.5% | 5.0% | 13.9% | 7.9% | 15.1% | 38.5% | 21.6% | 6.4% | 11.7% | 6.7% |
| Winchester city | 20.4% | 27.8% | 16.4% | 5.8% | 16.8% | 12.9% | 15.8% | 30.4% | 17.5% | 8.0% | 15.3% | 12.9% |

Source: US Census Bureau, 2006-2010 and 2011-2015 American Community Surveys



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION

Educational Awards



Source: US Dept. of Education, National Center for Education Statistics' (NCES) Integrated Postsecondary Education Data System (IPEDS)



Educational Awards

Educational Awards/degrees conferred: Region 8

| | 1994-1995 | | | | 2004-2005 | | | | 2014-2015 | | | |
|-----------------|--------------|--------------------|-------------------|-----------------------|---------------|--------------------|-------------------|-----------------------|---------------|--------------------|-------------------|-----------------------|
| | Certificate | Associate's Degree | Bachelor's Degree | Grad. Or Prof. Degree | Certificate | Associate's Degree | Bachelor's Degree | Grad. Or Prof. Degree | Certificate | Associate's Degree | Bachelor's Degree | Grad. Or Prof. Degree |
| Virginia | 6,915 | 10,580 | 30,794 | 13,509 | 11,632 | 14,163 | 36,115 | 16,602 | 14,914 | 25,565 | 56,893 | 37,653 |
| Region 8 | 227 | 579 | 3,740 | 631 | 493 | 866 | 5,304 | 1,217 | 996 | 1,261 | 6,494 | 2,097 |
| Augusta | 66 | 206 | 0 | 0 | 219 | 418 | 0 | 0 | 259 | 611 | 0 | 256 |
| Bath | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clarke | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Frederick | 78 | 225 | 0 | 0 | 181 | 445 | 0 | 0 | 561 | 647 | 0 | 140 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Page | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rockbridge | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rockingham | 0 | 0 | 162 | 0 | 0 | 0 | 277 | 0 | 0 | 0 | 347 | 0 |
| Shenandoah | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Warren | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Buena Vista cit | 3 | 42 | 0 | 0 | 0 | 0 | 60 | 0 | 0 | 0 | 118 | 0 |
| Harrisonburg ci | 30 | 1 | 2,599 | 353 | 32 | 1 | 3,644 | 517 | 76 | 3 | 4,505 | 880 |
| Lexington city | 0 | 0 | 629 | 115 | 0 | 0 | 762 | 148 | 0 | 0 | 861 | 174 |
| Staunton city | 23 | 0 | 201 | 26 | 30 | 0 | 292 | 68 | 9 | 0 | 252 | 109 |
| Waynesboro ci | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Winchester city | 27 | 105 | 149 | 137 | 31 | 2 | 269 | 484 | 91 | 0 | 411 | 538 |

Source: US Dept. of Education, National Center for Education Statistics' (NCES) Integrated Postsecondary Education Data System (IPEDS)



Educational Awards

Educational Awards/degrees conferred by Institution: Region 8

| | 1994-1995 | | | | 2004-2005 | | | | 2014-2015 | | | |
|--|--------------|--------------------|-------------------|-----------------------|---------------|--------------------|-------------------|-----------------------|---------------|--------------------|-------------------|-----------------------|
| | Certificate | Associate's Degree | Bachelor's Degree | Grad. Or Prof. Degree | Certificate | Associate's Degree | Bachelor's Degree | Grad. Or Prof. Degree | Certificate | Associate's Degree | Bachelor's Degree | Grad. Or Prof. Degree |
| Virginia | 6,915 | 10,580 | 30,794 | 13,509 | 11,632 | 14,163 | 36,115 | 16,602 | 14,914 | 25,565 | 56,893 | 37,653 |
| Region 8 | 227 | 579 | 3,111 | 516 | 493 | 866 | 4,542 | 1,069 | 996 | 1,261 | 5,633 | 1,923 |
| Blue Ridge Community College | 66 | 206 | 0 | 0 | 70 | 418 | 0 | 0 | 176 | 611 | 0 | 164 |
| Bridgewater College | 0 | 0 | 162 | 0 | 0 | 0 | 277 | 0 | 0 | 0 | 347 | 0 |
| Eastern Mennonite University | 3 | 1 | 256 | 38 | 0 | 1 | 315 | 100 | 48 | 3 | 340 | 113 |
| James Madison University | 27 | 0 | 2,343 | 315 | 32 | 0 | 3,329 | 417 | 28 | 0 | 4,165 | 767 |
| Lord Fairfax Community College | 78 | 225 | 0 | 0 | 181 | 445 | 0 | 0 | 561 | 647 | 0 | 140 |
| Mary Baldwin College | 0 | 0 | 201 | 26 | 0 | 0 | 292 | 68 | 0 | 0 | 252 | 109 |
| Shenandoah University | 27 | 105 | 149 | 137 | 31 | 2 | 269 | 484 | 91 | 0 | 411 | 538 |
| Southern Virginia University | 3 | 42 | 0 | 0 | 0 | 0 | 60 | 0 | 0 | 0 | 118 | 0 |
| Staunton School of Cosmetology | 23 | 0 | 0 | 0 | 30 | 0 | 0 | 0 | 9 | 0 | 0 | 0 |
| Wilson Workforce and Rehabilitation Center | 0 | 0 | 0 | 0 | 149 | 0 | 0 | 0 | 83 | 0 | 0 | 92 |

Source: US Dept. of Education, National Center for Education Statistics' (NCES) Integrated Postsecondary Education Data System (IPEDS)



VIRGINIA INITIATIVE FOR
**GROWTH &
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IN EACH REGION

Firm Growth



VIRGINIA INITIATIVE FOR
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IN EACH REGION

Jobs Created by Young Companies (5 years old or less)



Source: US Census Bureau, Longitudinal Employer-Household Dynamics, Quarterly Workforce Indicators



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION

Jobs Created by Young Companies (5 years old or less)

Region 8: Average Quarterly Young firm (5 yr. Young or less) job creation

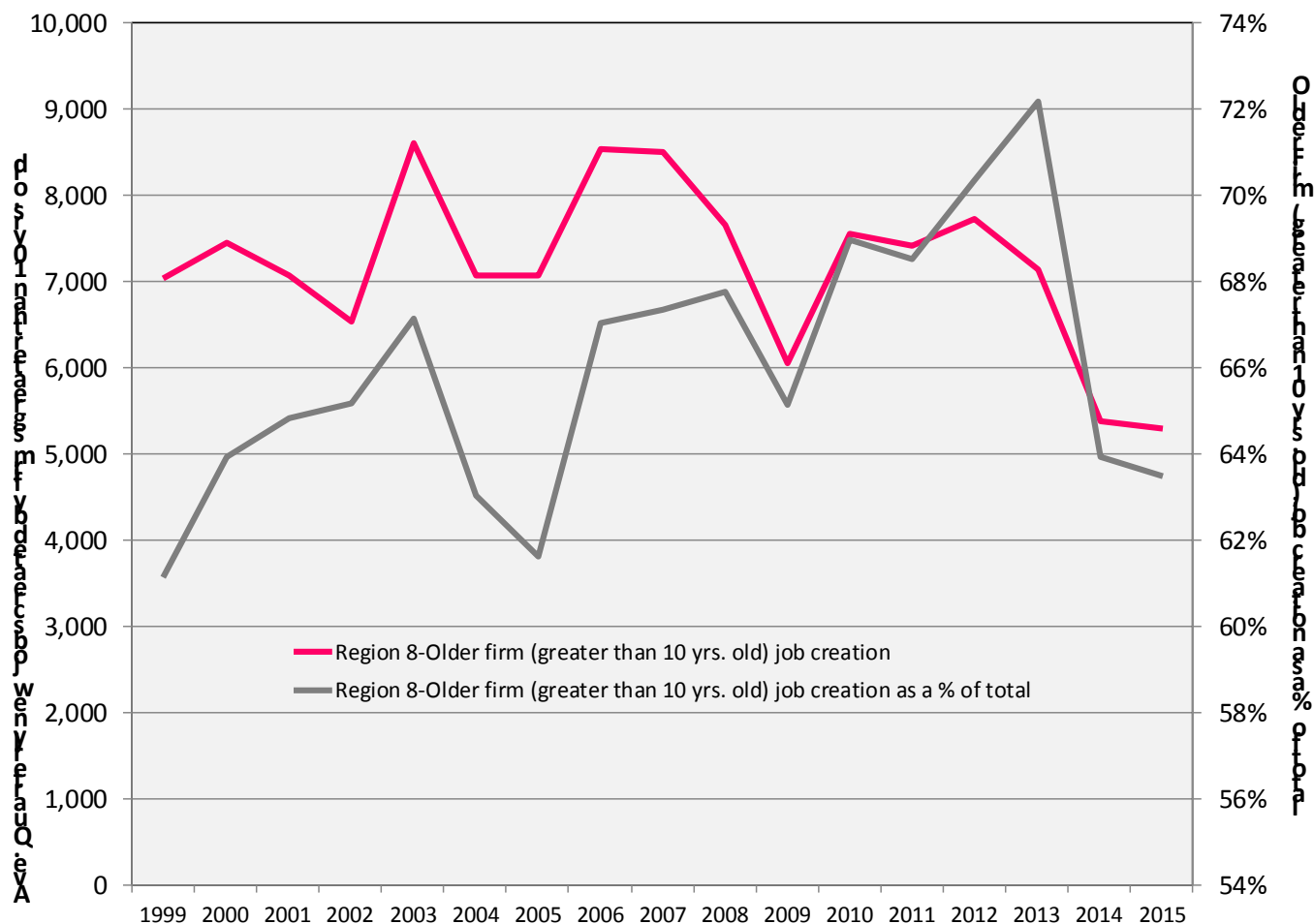
| | 2000 Average | 2010 Average | 2015 Average | 2000 as a % of Total | 2010 as a % of Total | 2015 as a % of Total |
|-------------------|------------------|------------------|------------------|----------------------------|----------------------------|----------------------------|
| US | 2,390,076 | 1,577,942 | 1,638,228 | 30.2% | 26.4% | 26.1% |
| Virginia | 58,935 | 42,890 | 39,288 | 27.9% | 22.6% | 26.2% |
| Region 8 | 2,875 | 2,533 | 2,096 | 24.7% | 23.1% | 25.1% |
| Augusta | 273 | 197 | 213 | 24.8% | 20.6% | 23.9% |
| Bath | 34 | 18 | 20 | 30.7% | 20.5% | 19.2% |
| Clarke | 89 | 82 | 39 | 36.6% | 38.8% | 22.1% |
| Frederick | 322 | 407 | 356 | 24.3% | 28.5% | 29.1% |
| Highland | 14 | 16 | 11 | 35.2% | 45.7% | 41.0% |
| Page | 103 | 88 | 77 | 28.7% | 28.1% | 25.0% |
| Rockbridge | 95 | 63 | 79 | 24.7% | 17.9% | 26.0% |
| Rockingham | 288 | 331 | 215 | 22.0% | 23.0% | 18.3% |
| Shenandoah | 275 | 195 | 114 | 36.0% | 30.7% | 21.8% |
| Warren | 195 | 227 | 148 | 22.8% | 40.1% | 27.8% |
| Buena Vista city | 29 | 13 | 14 | 25.8% | 7.0% | 15.3% |
| Harrisonburg city | 415 | 323 | 318 | 26.3% | 15.0% | 29.2% |
| Lexington city | 105 | 31 | 30 | 37.0% | 19.0% | 19.7% |
| Staunton city | 201 | 122 | 114 | 32.6% | 23.7% | 24.8% |
| Waynesboro city | 122 | 182 | 128 | 19.4% | 30.2% | 33.4% |
| Winchester city | 319 | 240 | 221 | 16.3% | 18.4% | 24.0% |

Source: US Census Bureau, LEHD, QWI



VIRGINIA INITIATIVE FOR
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OPPORTUNITY**
IN EACH REGION

Jobs Created by Older Companies (greater than 10 yrs. old)



Source: US Census Bureau, Longitudinal Employer-Household Dynamics, Quarterly Workforce Indicators



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION

Jobs Created by Older Companies

(greater than 10 yrs. old)

Region 8: Average quarterly older firm (greater than 10 yrs. old) job creation

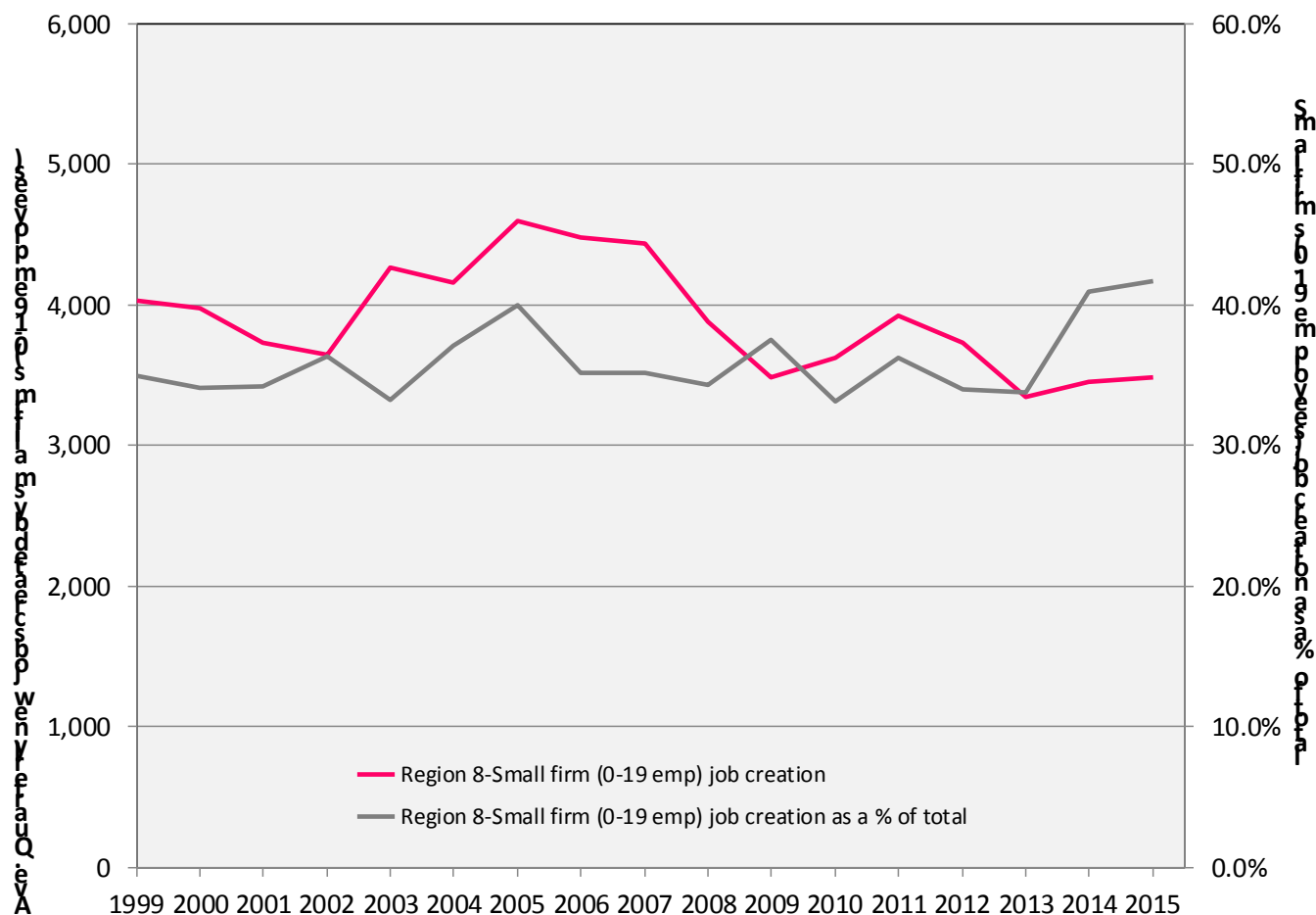
| | 2000 Average | 2010 Average | 2015 Average | 2000 as a % of Total | 2010 as a % of Total | 2015 as a % of Total |
|-------------------|------------------|------------------|------------------|----------------------------|----------------------------|----------------------------|
| US | 4,591,068 | 3,706,006 | 3,911,120 | 58.0% | 62.0% | 62.3% |
| Virginia | 126,758 | 128,052 | 93,513 | 60.0% | 67.3% | 62.3% |
| Region 8 | 7,450 | 7,553 | 5,304 | 63.9% | 69.0% | 63.5% |
| Augusta | 729 | 667 | 550 | 66.3% | 69.9% | 61.8% |
| Bath | 65 | 65 | 65 | 59.2% | 73.3% | 61.6% |
| Clarke | 107 | 89 | 101 | 43.7% | 42.3% | 57.9% |
| Frederick | 845 | 912 | 733 | 63.8% | 63.7% | 59.9% |
| Highland | 20 | 15 | 13 | 49.4% | 42.8% | 47.6% |
| Page | 225 | 200 | 193 | 63.1% | 64.1% | 62.3% |
| Rockbridge | 226 | 241 | 203 | 58.8% | 69.0% | 67.0% |
| Rockingham | 817 | 975 | 809 | 62.3% | 67.7% | 69.1% |
| Shenandoah | 364 | 372 | 348 | 47.6% | 58.4% | 66.4% |
| Warren | 579 | 297 | 319 | 67.7% | 52.4% | 59.9% |
| Buena Vista city | 71 | 172 | 75 | 63.5% | 90.5% | 83.1% |
| Harrisonburg city | 1,019 | 1,721 | 660 | 64.7% | 79.8% | 60.5% |
| Lexington city | 160 | 113 | 112 | 56.4% | 70.5% | 74.5% |
| Staunton city | 311 | 349 | 311 | 50.4% | 67.9% | 67.7% |
| Waynesboro city | 414 | 384 | 221 | 66.0% | 63.8% | 57.3% |
| Winchester city | 1,501 | 984 | 593 | 76.8% | 75.3% | 64.5% |

Source: US Census Bureau, LEHD, QWI



VIRGINIA INITIATIVE FOR
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IN EACH REGION

Jobs Created by Small Companies (less than 20 employees)



Source: US Census Bureau, Longitudinal Employer-Household Dynamics, Quarterly Workforce Indicators



Jobs Created by Small Companies (less than 20 employees)

Region 8: Average quarterly small firm (0-19 Emp.) job creation

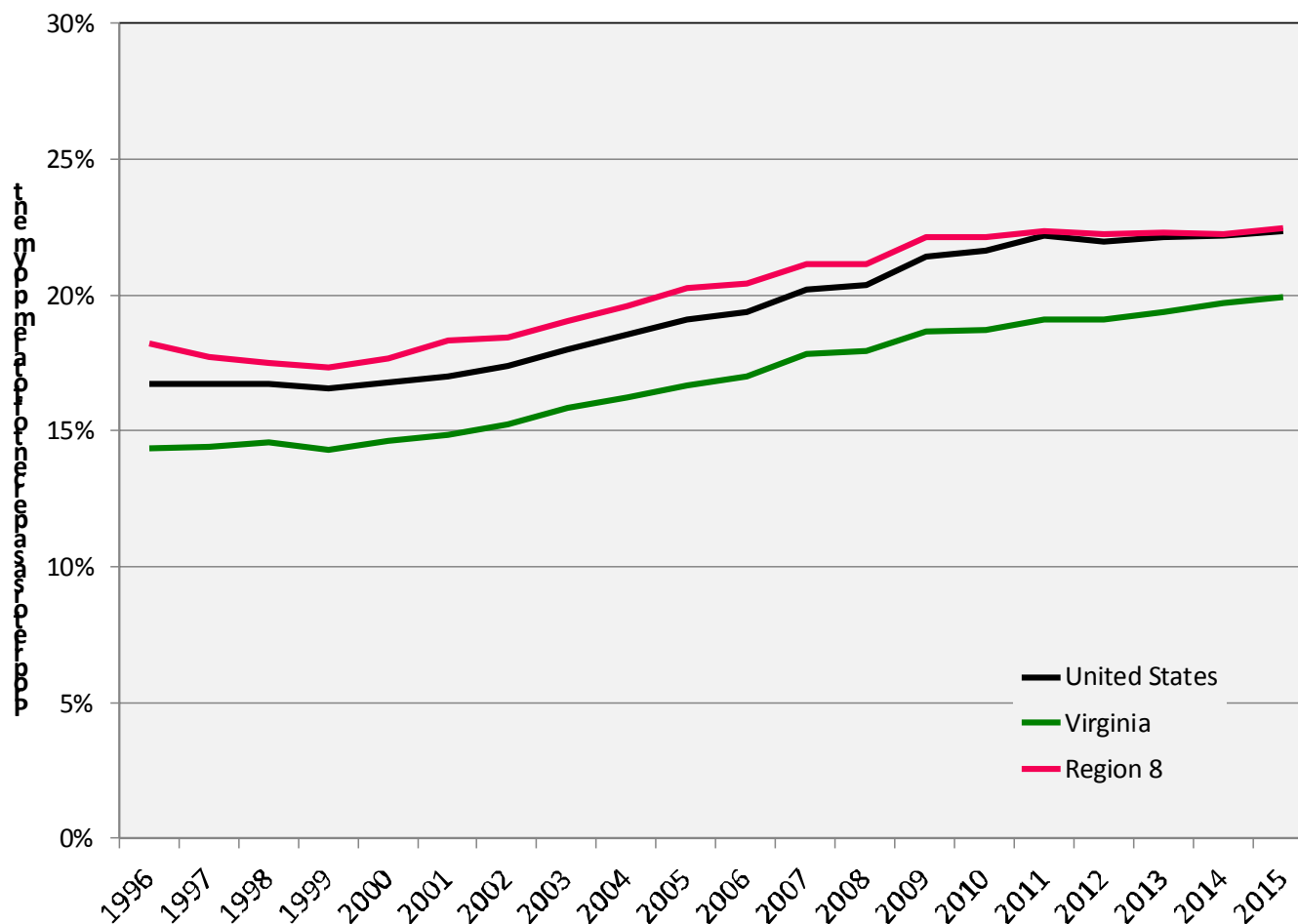
| | 2000 Average | 2010 Average | 2015 Average | 2000 as a % of Total | 2010 as a % of Total | 2015 as a % of Total |
|-------------------|------------------|------------------|------------------|----------------------------|----------------------------|----------------------------|
| US | 2,736,015 | 2,152,248 | 2,260,292 | 34.5% | 36.0% | 36.0% |
| Virginia | 65,095 | 56,625 | 54,683 | 30.8% | 29.8% | 36.4% |
| Region 8 | 3,974 | 3,626 | 3,485 | 34.1% | 33.1% | 41.7% |
| Augusta | 403 | 397 | 431 | 36.7% | 41.6% | 48.4% |
| Bath | 53 | 33 | 37 | 48.6% | 36.5% | 35.3% |
| Clarke | 146 | 144 | 105 | 59.8% | 68.3% | 60.0% |
| Frederick | 429 | 535 | 480 | 32.4% | 37.4% | 39.2% |
| Highland | 35 | 31 | 22 | 85.2% | 89.9% | 83.8% |
| Page | 163 | 164 | 149 | 45.8% | 52.7% | 48.3% |
| Rockbridge | 150 | 141 | 111 | 39.2% | 40.5% | 36.7% |
| Rockingham | 436 | 458 | 485 | 33.3% | 31.8% | 41.5% |
| Shenandoah | 327 | 282 | 270 | 42.8% | 44.3% | 51.6% |
| Warren | 275 | 264 | 246 | 32.2% | 46.6% | 46.3% |
| Buena Vista city | 34 | 33 | 29 | 30.5% | 17.3% | 32.5% |
| Harrisonburg city | 486 | 374 | 378 | 30.8% | 17.4% | 34.7% |
| Lexington city | 143 | 73 | 65 | 50.4% | 45.2% | 43.1% |
| Staunton city | 257 | 197 | 182 | 41.6% | 38.3% | 39.6% |
| Waynesboro city | 191 | 136 | 163 | 30.5% | 22.7% | 42.3% |
| Winchester city | 448 | 366 | 331 | 22.9% | 28.0% | 36.0% |

Source: US Census Bureau, LEHD, QWI



VIRGINIA INITIATIVE FOR
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IN EACH REGION

Sole Proprietorships (as a percent of total employment)



Source: US Bureau of Economic Analysis



Sole Proprietorships

Proprietors as a percent of total employment: Region 8

| | 1996 Proprietors | 2000 Proprietors | 2010 Proprietors | 2015 Proprietors | Annual Growth (96-00) | Annual Growth (00-10) | Annual Growth (10-15) | Proprietors as a % of total employment |
|--|---------------------|---------------------|---------------------|---------------------|-----------------------------|-----------------------------|-----------------------------|--|
| United States | 25,345,200 | 27,760,800 | 37,508,700 | 42,561,400 | 1.8% | 3.1% | 2.1% | 22.4% |
| Virginia | 574,082 | 644,573 | 890,602 | 1,008,978 | 2.3% | 3.3% | 2.1% | 19.9% |
| Region 8 | 43,197 | 46,256 | 61,620 | 66,503 | 1.4% | 2.9% | 1.3% | 22.5% |
| Augusta, Staunton + Waynesboro, VA* | 9,945 | 11,341 | 12,993 | 13,901 | 2.7% | 1.4% | 1.1% | 21.6% |
| Bath | 561 | 545 | 634 | 673 | -0.6% | 1.5% | 1.0% | 21.3% |
| Clarke | 1,624 | 1,840 | 2,847 | 3,062 | 2.5% | 4.5% | 1.2% | 42.4% |
| Frederick + Winchester, VA* | 7,897 | 8,652 | 12,330 | 13,849 | 1.8% | 3.6% | 2.0% | 19.5% |
| Highland | 723 | 710 | 699 | 725 | -0.4% | -0.2% | 0.6% | 54.9% |
| Page | 2,292 | 2,409 | 2,630 | 2,751 | 1.0% | 0.9% | 0.8% | 31.3% |
| Rockbridge, Buena Vista + Lexington, VA* | 3,002 | 3,226 | 4,532 | 4,772 | 1.4% | 3.5% | 0.9% | 24.9% |
| Rockingham + Harrisonburg, VA* | 10,376 | 10,168 | 15,070 | 16,574 | -0.4% | 4.0% | 1.6% | 20.1% |
| Shenandoah | 4,191 | 4,402 | 5,642 | 5,926 | 1.0% | 2.5% | 0.8% | 28.3% |
| Warren | 2,586 | 2,963 | 4,243 | 4,270 | 2.8% | 3.7% | 0.1% | 24.7% |

Source: US Bureau of Economic Analysis



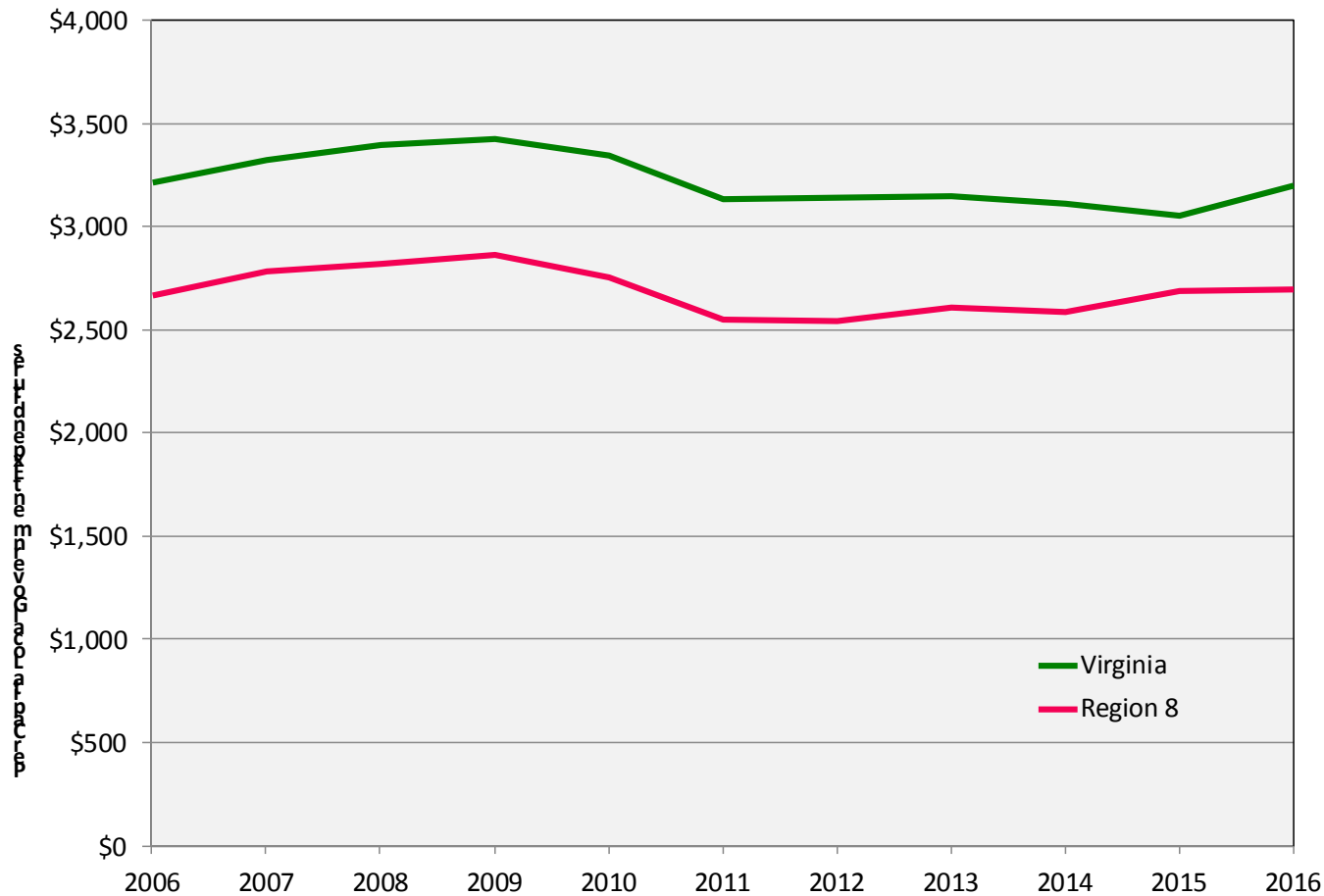
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IN EACH REGION

Local Government Costs



VIRGINIA INITIATIVE FOR
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IN EACH REGION

Average Cost of Government Services (Per Capita Local Government Expenditures)



Source: Virginia Auditor of Public Accounts, adjusted for 2016 dollars



Average Cost of Government Services (Per Capita Local Government Expenditures)

Per Capita Local Government Expenditures: Region 8

| | 2006 | 2011 | 2016 | Annual Growth (06-11) | Annual Growth (11-16) |
|-------------------|----------------|----------------|----------------|-----------------------------|-----------------------------|
| Virginia | \$3,217 | \$3,137 | \$3,201 | -0.4% | 0.3% |
| Region 8 | \$2,672 | \$2,557 | \$2,697 | -0.7% | 0.9% |
| Augusta | \$2,298 | \$2,134 | \$2,264 | -1.2% | 1.0% |
| Bath | \$4,212 | \$3,486 | \$4,237 | -3.1% | 3.3% |
| Clarke | \$2,354 | \$2,364 | N/A | 0.1% | N/A |
| Frederick | \$2,782 | \$2,595 | \$2,813 | -1.2% | 1.4% |
| Highland | \$3,248 | \$3,188 | \$3,756 | -0.3% | 2.8% |
| Page | \$2,346 | \$2,274 | \$2,453 | -0.5% | 1.3% |
| Rockbridge | \$2,689 | \$2,633 | \$2,884 | -0.3% | 1.5% |
| Rockingham | \$2,456 | \$2,336 | \$2,536 | -0.8% | 1.4% |
| Shenandoah | \$2,283 | \$2,132 | \$2,474 | -1.1% | 2.5% |
| Warren | \$2,353 | \$2,204 | \$2,427 | -1.1% | 1.6% |
| Buena Vista city | \$3,747 | \$3,178 | \$3,228 | -2.7% | 0.3% |
| Harrisonburg city | \$2,503 | \$2,723 | \$2,780 | 1.4% | 0.3% |
| Lexington city | \$2,554 | \$2,395 | \$2,387 | -1.1% | -0.1% |
| Staunton city | \$3,503 | \$3,183 | \$3,184 | -1.6% | 0.0% |
| Waynesboro city | \$3,429 | \$3,585 | \$3,888 | 0.7% | 1.4% |
| Winchester city | \$3,890 | \$3,731 | \$4,220 | -0.7% | 2.1% |

Source: Virginia Auditor of Public Accounts, adjusted for 2016 dollars



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IN EACH REGION

Thank You

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