

2016

# Virgin Islands Annual Labor Economic Analysis



VIDOL Labor Market Basket Publication  
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## Overview

Virgin Island's average employment during the 2016 cycle was 38.2k, with the seasonal employment peaking in March and the low point in September. The service sector continued to represent the majority of employment activity specifically in the retail, and hospitality sectors. Other sectors that marginally moved were in government, education, healthcare, and administrative services.

During the year, unemployment estimates averaged 11.1% slightly down from previous cycles based on the economic contraction, slow job demand and workers exiting the labor market or not actively seeking employment. On St. Croix the area with continued slow job vacancy estimates peaked to 12% and during the summer months decreased to roughly 10.2 % from summer employment activity, and small construction projects. In the St. Thomas and St. John area, the typical seasonal trend occurred with employment moving based on the open and close of the tourist related activity. The area reached a high of 12% during the peak of low season in September and was low as 9.6%.

The average salary for occupations throughout the Territory was \$37,640 per annum and hourly workers average pay was \$18.10. At the high end of the wage scale professional, and technical occupations requiring advanced study and degrees ranged from \$33k to upwards of \$190k in the legal and computer and mathematical occupations. At the entry level and lower scale the range was from \$16K to \$38k for persons just likely entering the workforce and having less than five years' experience.

In the broader labor market economy short term industry employment is projected to grow to 2.3% from the base year 2016 out to 2018. Sectors that are expected to contribute to this are construction, government, and health care. Offsetting this change, the telecommunications, retail, and general merchandise stores will have slight declines.

The short term projections for occupations is expected to experience a minor decrease by the third quarter of 2018, however, although in aggregate there will be a decline, there are some occupations that reflect anticipated growth some of which are personal care workers, physical therapists, and truck operators.

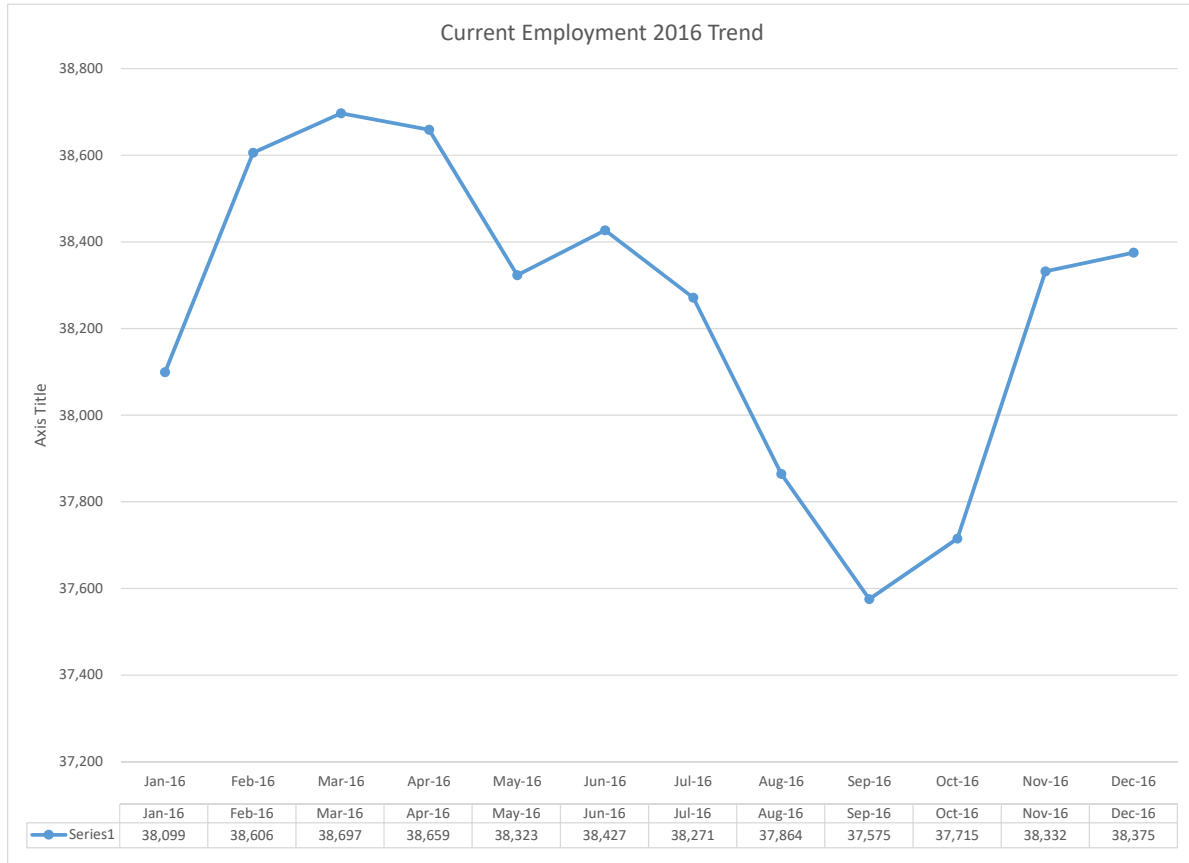
Job opening activity during the 2 year period is expected to be derived from replacement factors versus actual true job growth. These replacements are relative to the peak and troughs of the employment market relative to temporary construction or short term activity and also the swing of the tourist trade that impacts the job demand. Replacements are expected to reach 1,832, concurrent with 317 in growth openings.

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## Employment

The employment data estimates for 2016 averaged 38,245k (this data is related to the current employment statistics monthly survey of employer’s payrolls) in the Virgin Islands. Based on seasonal activity employment moved to a high point of 38,697 in March and troughed to 37,575 in September, followed by an uptick in December to end the cycle at 38,375. (See Table 1).

Table 1



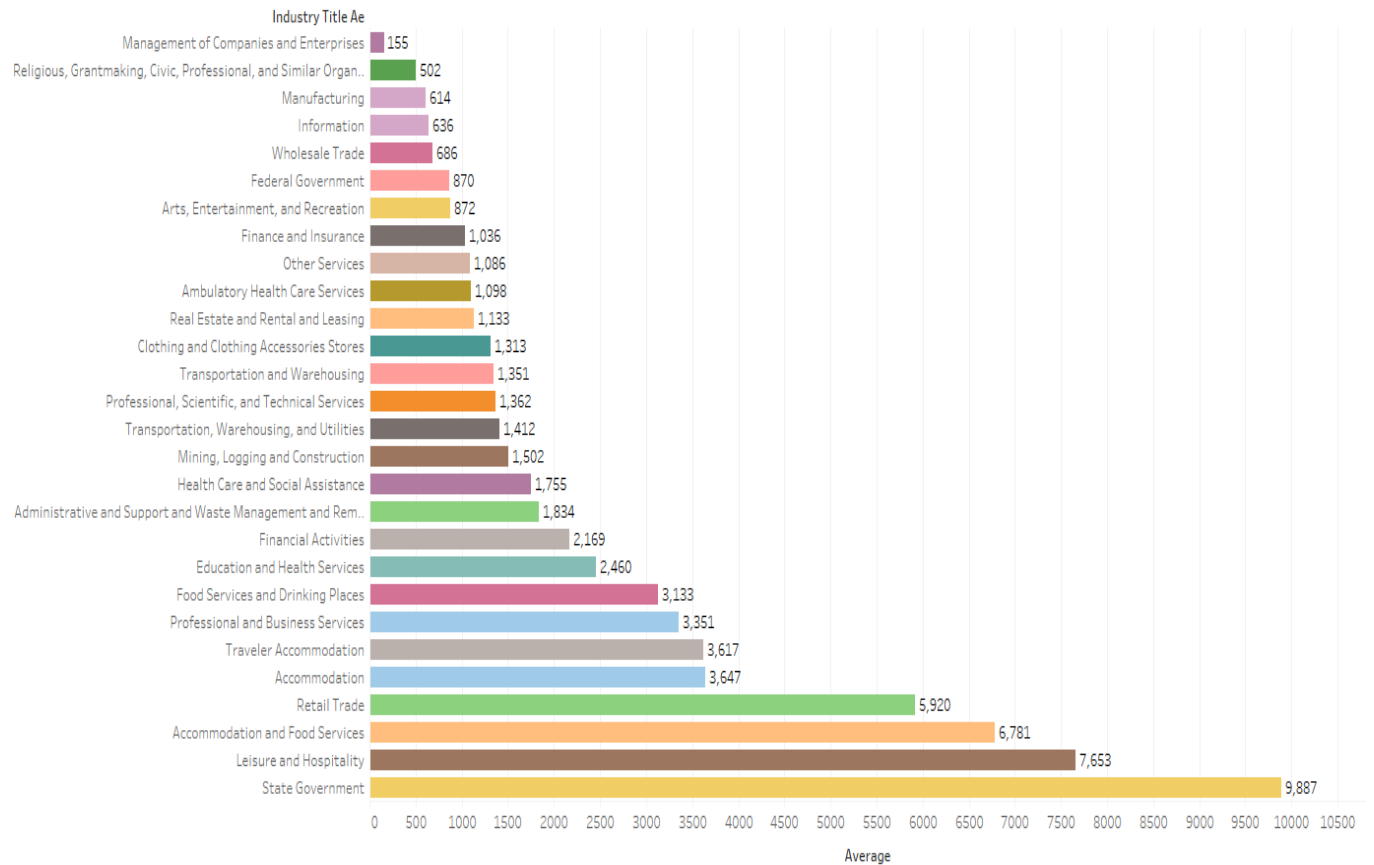
At the highest level of measuring labor output employment is categorized between a service and goods producing sectors. In 2016, the goods producing sector represented 5.53% of employment with service providing establishments including public sector at 94.47%. The service providing sector averaged 36,129 with goods producing at 2,116.

Ranking the various industries that provide employment throughout the Virgin Islands (See Table 2), the public sector as an industry employs the highest count (averaged 9,887) to include central government and all the various instrumentalities, and semi-autonomous agencies and institutions. In the private sector the leisure and hospitality super sector, and its sub-sectors consisting of accommodations, food services, and arts and entertainment are positioned as the highest employment sectors. On the lower to mid tiered, the healthcare, education, professional, and

administrative sectors provide employment more aligned with the local serving economy compared to the sectors that are part of direct seasonal tourist activity that provide export and remittances to the local economy.

Table 2

Average Employ by Industry



Sum of Average for each Industry Title Ae. Color shows details about Industry Title Ae. The data is filtered on Series, which keeps 28 of 35 members.

## Labor Force Estimates

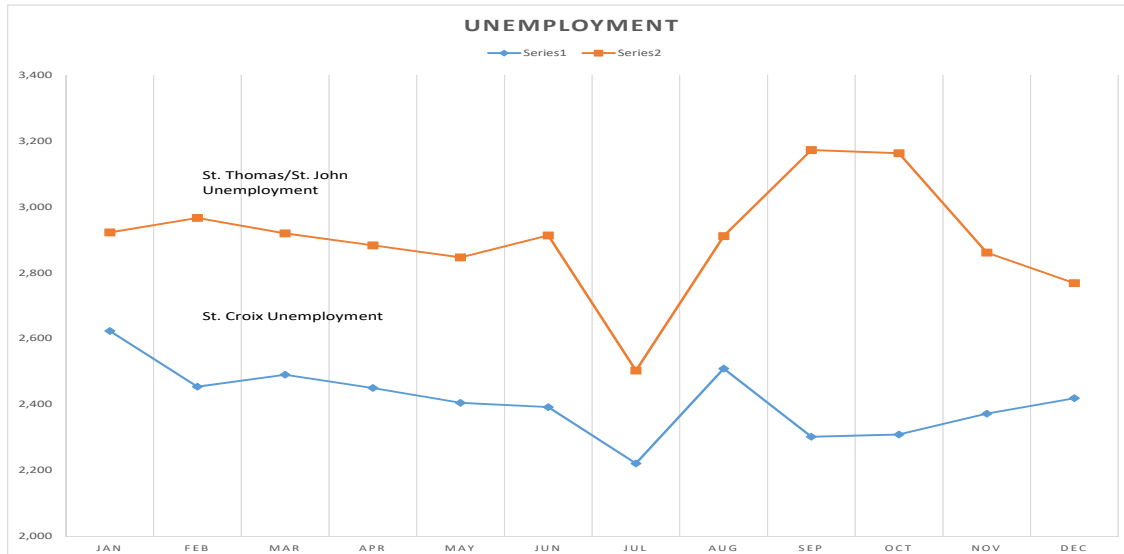
Unemployment in the Virgin Islands averaged 11.1%, with a labor force hovering around 48k throughout the Virgin Islands during the year (see table 3). Employment (estimate of persons employed in the population) average was 42,769, with approximately 5,314 unemployed.

Table 3

2016 Virgin Islands Labor Force Estimates														
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual Average
Virgin Islands	Labor Force	47,856	48,133	48,131	48,148	48,235	48,151	47,897	48,031	47,659	48,188	48,191	48,384	11.1
	Employment	42,311	42,713	42,722	42,815	42,984	42,846	43,173	42,611	42,185	42,717	42,958	43,197	
	Unemployment	5,545	5,420	5,409	5,333	5,251	5,305	4,724	5,420	5,474	5,471	5,233	5,187	
	Unemployment Rate	11.6	11.3	11.2	11.1	10.9	11.0	9.9	11.3	11.5	11.4	10.9	10.7	
St. Croix	Labor Force	21,801	21,814	21,854	21,856	21,888	21,812	21,789	21,823	21,423	21,671	21,843	21,998	11.1
	Employment	19,178	19,360	19,364	19,406	19,483	19,420	19,568	19,314	19,121	19,362	19,471	19,579	
	Unemployment	2,623	2,454	2,490	2,450	2,405	2,392	2,221	2,509	2,302	2,309	2,372	2,419	
	Unemployment Rate	12.0	11.2	11.4	11.2	11.0	11.0	10.2	11.5	10.7	10.7	10.9	11.0	
St. Thomas/ St. John	Labor Force	26,055	26,319	26,277	26,292	26,347	26,339	26,108	26,208	26,236	26,517	26,348	26,386	11.1
	Employment	23,133	23,353	23,358	23,409	23,501	23,426	23,605	23,297	23,064	23,355	23,487	23,618	
	Unemployment	2,922	2,966	2,919	2,883	2,846	2,913	2,503	2,911	3,172	3,162	2,861	2,768	
	Unemployment Rate	11.2	11.3	11.1	11.0	10.8	11.1	9.6	11.1	12.1	11.9	10.9	10.5	

District wise the St. Croix market continued to remain level at roughly 19,386 on average and approximately 2,412 unemployed as the labor market swings and job creation remains marginal compared to prior years of more labor demand. In the St. Thomas/John area the employed counts mean was 23,384 with roughly 2,902 unemployed during the year (see table 4).

Table 4



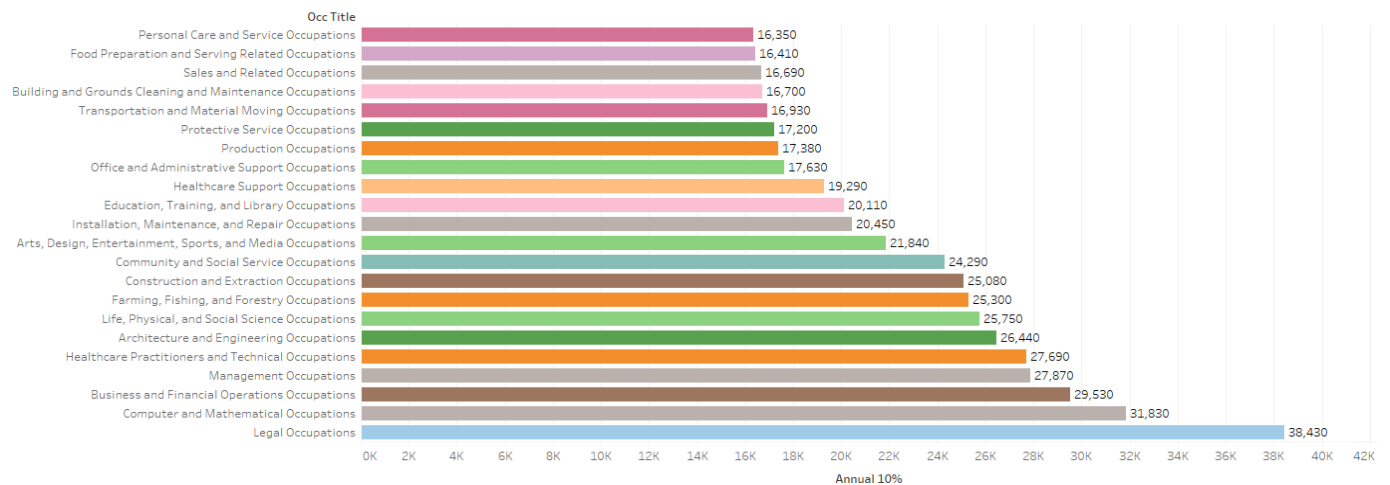
## Occupational Data

The average wage in 2016 was \$18.10, and the average annual salary was \$37,640 per annum. The median (middle value of salaries in survey) salary was \$29,420.

At the lower end of the range or the entry level of occupations, the table (see table 5) below ranks the annual salary from the lowest to the highest. At the lower end of the scale the majority of occupations fall within the hospitality sector, the next set of occupations fall within the general service sectors, and at the top are the professional occupations.

Table 5

### Entry Level Ranked

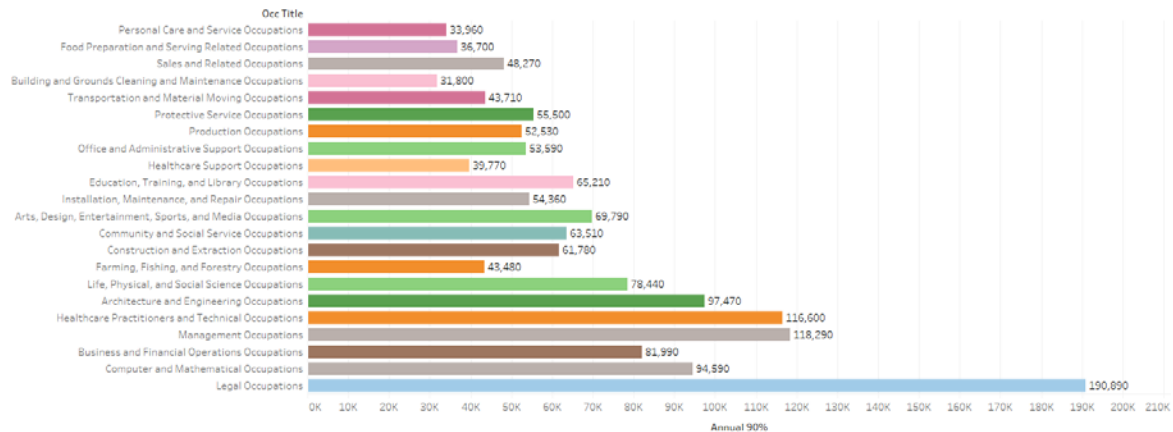


Sum of Annual 10% for each Occ Title. Color shows details about Occ Title. The marks are labeled by sum of Annual 10%. The data is filtered on Group, which keeps major.

At the higher end of the scale or wherein the occupations annual salary is at the greatest, the same holds true for the ranking of the occupations, which is relative to the required skills sets, educational background, and experience required (see table 6).

Table 6

### Experienced Level Ranked



Sum of Annual 90% for each Occ Title. Color shows details about Occ Title. The marks are labeled by sum of Annual 90%. The data is filtered on Group, which keeps major.

At the midpoint of the 2016 Occupational Employment Survey, the range of annual salaries for the respective occupations can be seen in table 7. At the lower end were the transport and material moving occupations that include truck drivers, stock handlers, sailors, ship mates, and package handlers.

Table 7

## Annual Median Salary

Occ Title	
Architecture and Engineering Occupations	57,640
Arts, Design, Entertainment, Sports, and Media Occupations	43,590
Building and Grounds Cleaning and Maintenance Occupations	21,950
Business and Financial Operations Occupations	48,980
Community and Social Service Occupations	38,910
Computer and Mathematical Occupations	49,300
Construction and Extraction Occupations	39,420
Education, Training, and Library Occupations	38,630
Farming, Fishing, and Forestry Occupations	29,480
Food Preparation and Serving Related Occupations	19,840
Healthcare Practitioners and Technical Occupations	52,540
Healthcare Support Occupations	27,160
Installation, Maintenance, and Repair Occupations	34,200
Legal Occupations	72,750
Life, Physical, and Social Science Occupations	44,010
Management Occupations	59,080
Office and Administrative Support Occupations	28,890
Personal Care and Service Occupations	20,310
Production Occupations	27,150
Protective Service Occupations	29,350
Sales and Related Occupations	22,000
Transportation and Material Moving Occupations	24,000

Sum of Annual Median broken down by Occ Title. The data is filtered on Group, which keeps major. The view is filtered on Occ Title, which keeps 178 of 179 members.

All major occupational categories and their corresponding tiers can be seen for the 2016 wage survey in the appendix figure 1. At each level the approximate employment count and the various levels from entry level to senior or experience are displayed in a quartile range array.

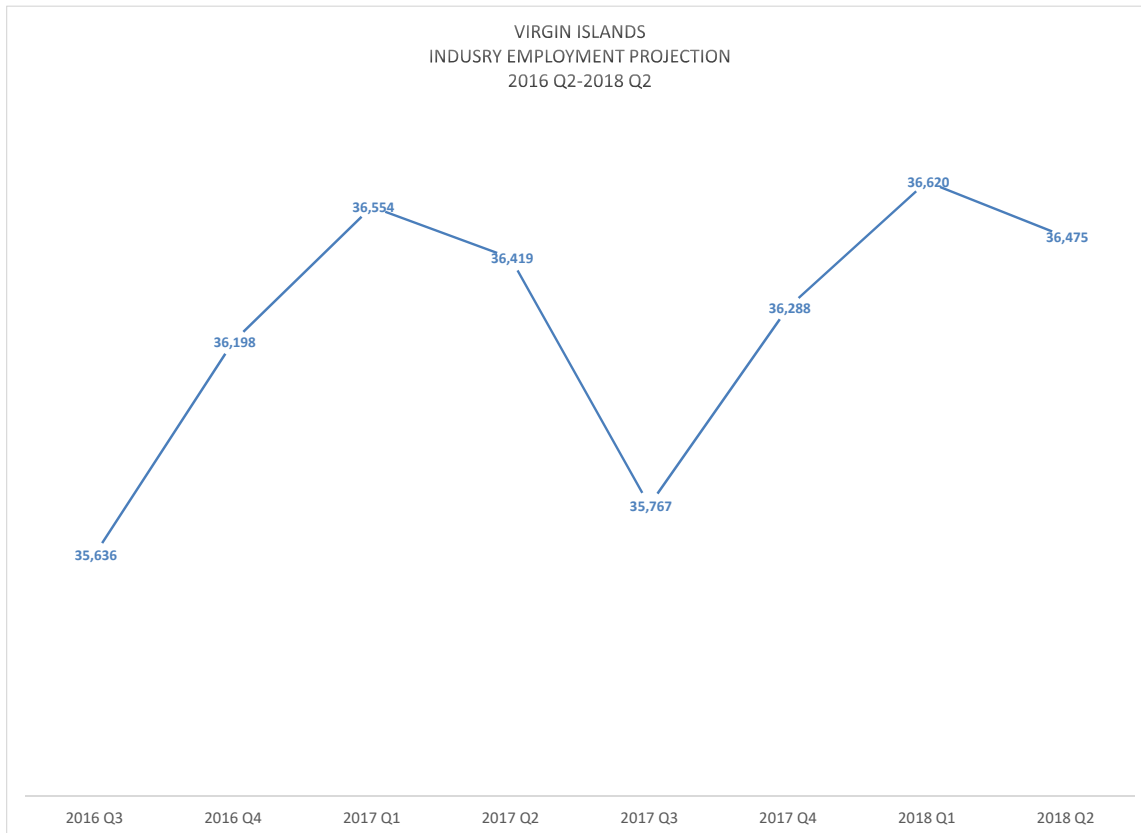
The highest concentration of occupations in the 2016 estimates were in retail sales, cashiers, front line supervisors, waitresses, and restaurant cooks. In the mid-tier teachers, secretaries, laborers, accountants, and nurses. On the lower end management analyst, computer specialist, carpenters, and welders.



## Industry Projections

Industry employment projections were performed using the 2016 second quarter quarterly census employment data and projecting out eight quarters to second quarter 2018. Overall employment is anticipated to grow by 2.3 % at the end of second quarter 2018. The table below trends the expected levels for each respective quarter. The seasonal factor shows a trough in 2016 with employment picking up in the first quarter of 2017 at 36,554, and then dropping off during the third quarter of 2017 at 35,767 compared to 2016 third quarter. Barring any major economic events that would slow down the job market these changes demonstrate marginal business activity in the market after many years slow activity.

Table 8



Based on this change the following sectors reflect advances/declines in the coming periods:

Advances	Declines
Ambulatory Health Care	Professional, Scientific, Technical Services
Construction	General Merchandise Stores
Government	Repair/Maintenance
Real Estate	Telecommunications
Social Assistance	Clothing Accessory Stores
	Management of Companies

## Occupational Projections

The projected outlook for occupations reflects a slight decrease by third quarter 2018. This decrease is less than a percent compared to the base period of 2016. Although there will be an overall decrease, some occupational fields are anticipated to see slight growth are in the Health Care Support, Social Service, Transportation/Material Moving, and Personal Care/Service . More specifically, occupations such as the following:

Home Health Aides	Dental Assistants
Physical Therapist	Medical Assistants
Counselors	Community Health Workers
Social Workers	Transportation Attendants
Material Moving Workers	Industrial Truck and Tractor Operators
Taxi Drivers/Chauffer's	Concierges
Childcare Workers	Personal Care Workers

In contrast occupational fields that are marginally declining during the cycle are:

Architectural Drafters	Surveyors
Paralegals and Legal Assistants	Sales Representatives
Rental Clerks	Retail Salespersons
Telecommunication Installers	Electrical and Electronic installers

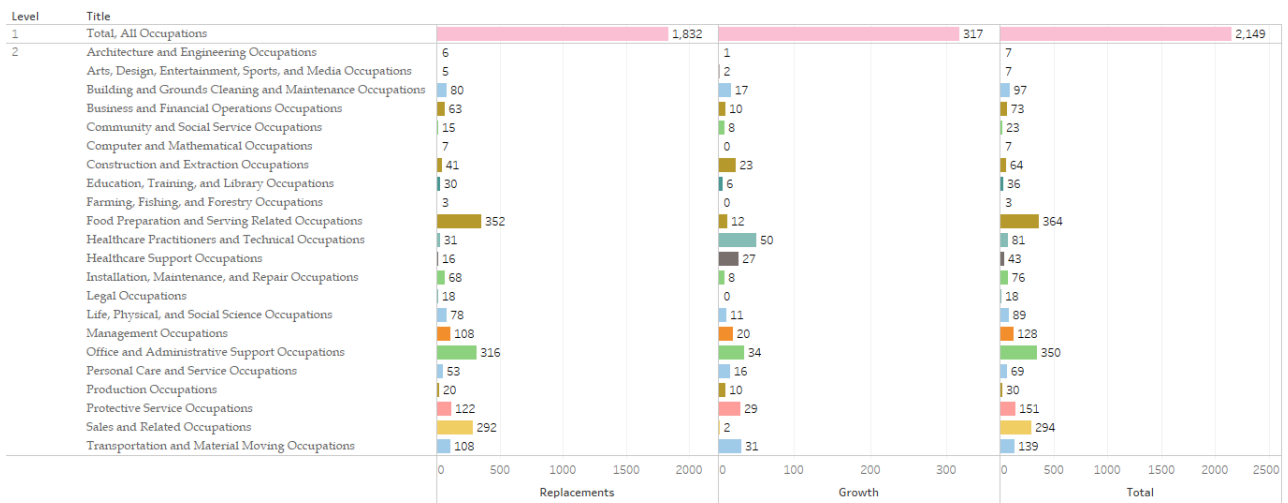
Another look at labor market activity that is done through annual projections is the amount of openings (which are estimated measure of potential job announcements, but do not necessarily result in hires) for the area. The openings are measured by multiple factors of growth and replacement, which combine to provide estimated activity of vacancies in the short run. The replacement component are jobs derived through resignations, retirement, terminations, or seasonal furloughs, compared to growth openings which net increases over the period based on expansion or increased demand for the specific occupation.

Job opening activity over the two year period to second quarter 2018 is 2,149 openings in the labor market. Of this 1,832 are attributed to a replacement factor or 85%, and 317 in growth representing 15%. Under replacements, food preparation, administrative, sales, and transportation occupations are prevalent.

In the growth area, Healthcare occupations represent the highest expectation of growth in the fields such as registered nurses, home health aides, and medical assistants. Other occupations that are part of the growth factor are secretaries, truck drivers, construction laborers, electricians, and water craft attendants. Table 9 provides the various super sector (high level categorizing) of the growth and replacement factors for the 2018 projected time period.

Table 9

Grwth Open 2018



Sum of Replacements, sum of Growth and sum of Total for each Title broken down by Level. Color shows details about Title. The view is filtered on Level, which keeps 1 and 2.

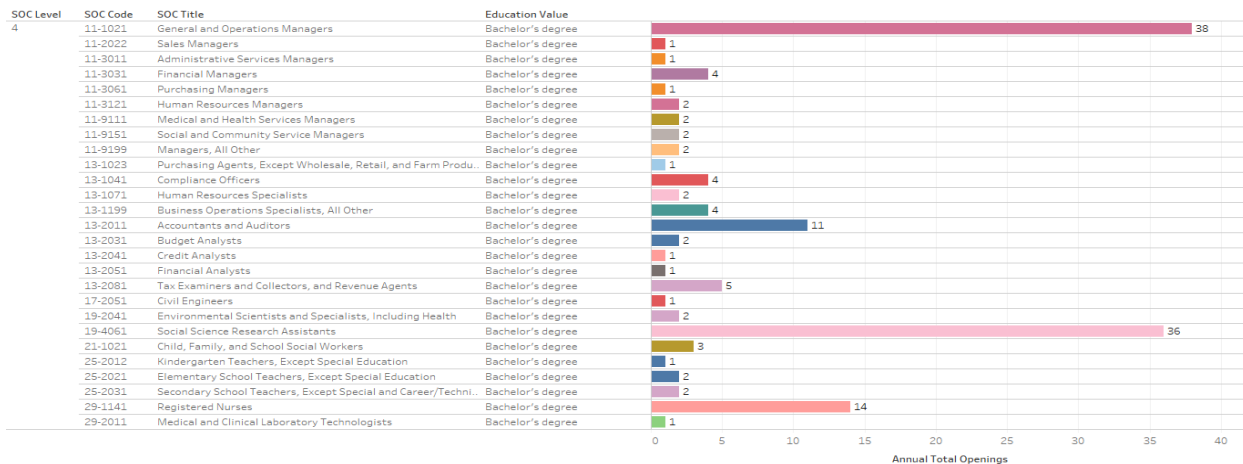
Another facet or derivative of annually projecting occupational growth or decline in the labor market is the educational and training factor that can assist in placing the necessary public and private resources, and guide persons on the necessary qualifications for a given occupation.

At the high level of the educational ladder, occupations requiring graduate degree that show slight openings are lawyers, pharmacists, physical therapist, dentists, and law clerks.

Occupations that normally require bachelor's degree or an equivalency in work experience that are expected to have openings can be seen in table 10. Some of the prevalent or higher counts are operations manager, research assistants, registered nurses, and accountants. At the associates degree level, although small in numbers, paralegal, preschool teachers, and medical technicians.

Table10

Sheet 6



Sum of Annual Total Openings for each Education Value broken down by SOC Level, SOC Code and SOC Title. Color shows details about SOC Title. The data is filtered on Work Experience Value, which has multiple members selected. The view is filtered on SOC Level, sum of Annual Total Openings, Education Value and SOC Code. The SOC Level filter keeps 4. The sum of Annual Total Openings filter ranges from 1 to 66. The Education Value filter keeps Bachelor's degree. The SOC Code filter keeps 708 of 708 members.