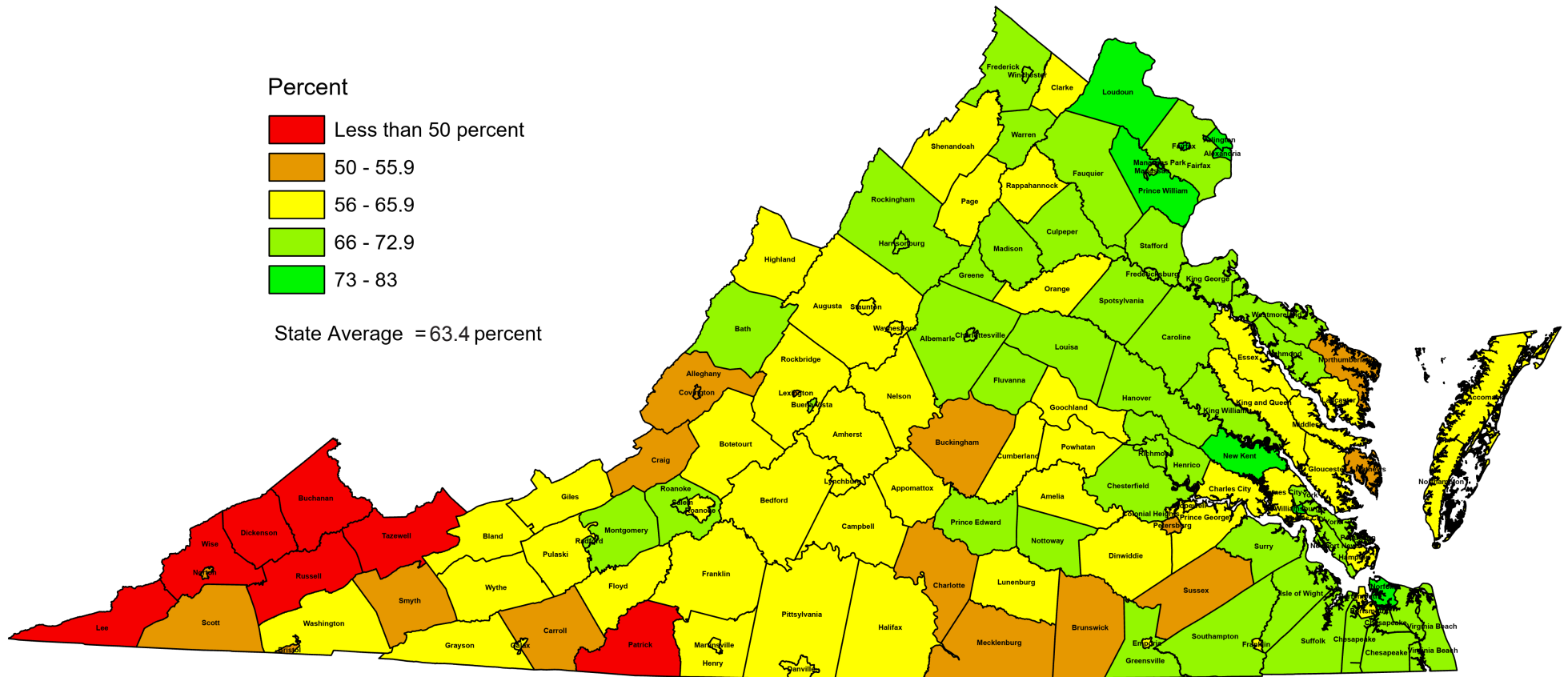


# Labor Force Participation Rates

2019 (by County and Independent City)



Source: Virginia Employment Commission - Economic Information & Analytics Division, May 2020

The Labor Force Participation Rate is the percentage of the population that is in the labor force. The labor force is considered anyone who is employed or unemployed. Unemployed individuals are only those that are actively available and looking for work, not necessarily all individuals without a job. For the most accurate measure, the population considered is the Civilian Non-institutionalized Population. This is individuals over the age of 16, who are not in the military, and are not otherwise prevented from working, such as the incarcerated.



# Labor Force Participation Rates by County and Independent City

Locality	2011	2012	2013	2014	2015	2016	2017	2018	2019*
Accomack County	62.0%	62.0%	61.3%	60.9%	60.1%	60.0%	59.6%	54.4%	63.9%
Albemarle County	72.3%	71.9%	70.6%	70.9%	69.9%	69.2%	65.0%	61.9%	72.1%
Alleghany County	61.1%	60.2%	57.9%	55.5%	54.1%	53.5%	52.9%	50.1%	55.2%
Amelia County	62.9%	61.5%	60.6%	60.6%	60.7%	60.7%	60.3%	61.7%	61.5%
Amherst County	65.0%	64.6%	63.5%	62.7%	60.1%	60.1%	57.2%	58.7%	59.9%
Appomattox County	61.1%	60.4%	59.3%	58.5%	57.7%	57.0%	56.2%	57.6%	57.6%
Arlington County	84.6%	83.5%	82.0%	79.9%	78.2%	79.0%	77.3%	78.7%	82.5%
Augusta County	65.8%	64.8%	64.1%	63.6%	62.8%	63.0%	59.8%	59.1%	64.2%
Bath County	66.1%	67.5%	69.3%	67.6%	67.5%	67.8%	68.5%	61.1%	67.8%
Bedford County	71.9%	70.0%	69.1%	63.3%	62.0%	60.8%	60.3%	60.1%	60.7%
Bland County	55.2%	56.6%	57.2%	56.3%	55.5%	54.6%	48.5%	49.5%	58.6%
Botetourt County	67.4%	67.1%	66.4%	66.3%	64.7%	64.2%	63.2%	60.0%	64.3%
Brunswick County	55.1%	54.8%	54.0%	53.2%	52.0%	52.5%	43.4%	48.7%	50.2%
Buchanan County	44.3%	44.9%	42.8%	41.1%	38.8%	37.1%	35.1%	37.3%	38.3%
Buckingham County	53.5%	54.9%	53.6%	52.8%	53.1%	53.1%	45.3%	50.7%	54.2%
Campbell County	63.5%	61.8%	61.1%	60.2%	58.8%	58.2%	57.6%	61.5%	58.1%
Caroline County	67.5%	67.0%	67.0%	67.7%	67.4%	69.0%	63.7%	67.9%	71.0%
Carroll County	55.8%	55.8%	54.7%	54.2%	53.4%	53.2%	53.0%	54.4%	54.2%
Charles City County	65.3%	63.4%	61.9%	61.2%	61.2%	61.4%	62.5%	58.2%	61.4%
Charlotte County	54.8%	54.9%	54.4%	54.2%	53.4%	53.9%	53.1%	54.3%	54.7%
Chesterfield County	72.8%	72.2%	71.9%	71.9%	70.7%	70.5%	69.6%	68.5%	71.9%
Clarke County	71.2%	70.0%	68.1%	66.4%	64.2%	64.4%	63.9%	63.2%	65.8%
Craig County	60.0%	59.7%	61.7%	61.5%	58.2%	56.9%	55.4%	52.0%	53.9%
Culpeper County	68.4%	67.7%	66.9%	66.0%	64.1%	63.7%	61.7%	65.4%	65.9%
Cumberland County	57.9%	57.4%	56.5%	56.8%	56.7%	58.3%	57.4%	61.6%	57.6%
Dickenson County	43.3%	41.1%	42.9%	42.2%	40.6%	38.0%	35.3%	38.1%	39.7%
Dinwiddie County	64.2%	63.3%	62.3%	61.6%	60.1%	60.3%	59.5%	63.3%	61.4%
Essex County	64.6%	64.6%	63.8%	63.5%	61.5%	61.7%	61.1%	61.3%	62.7%
Fairfax County	76.1%	75.1%	74.1%	72.4%	70.8%	71.4%	69.9%	71.8%	72.6%
Fauquier County	72.3%	71.3%	70.0%	69.2%	67.7%	67.5%	67.1%	67.3%	69.1%
Floyd County	68.6%	68.9%	67.0%	66.5%	66.3%	64.8%	63.0%	56.9%	64.1%
Fluvanna County	69.6%	69.1%	67.3%	67.5%	66.7%	66.5%	63.2%	60.1%	69.2%
Franklin County	62.9%	61.6%	60.9%	60.6%	58.5%	58.5%	56.0%	56.7%	58.0%
Frederick County	73.5%	72.4%	72.3%	71.8%	70.9%	70.3%	69.4%	65.8%	72.8%

# Labor Force Participation Rates by County and Independent City

Locality	2011	2012	2013	2014	2015	2016	2017	2018	2019*
Giles County	60.1%	60.1%	60.1%	59.0%	58.4%	59.0%	57.3%	56.6%	58.5%
Gloucester County	67.6%	66.5%	66.2%	66.3%	64.6%	63.9%	63.0%	60.2%	65.4%
Goochland County	61.9%	61.6%	61.6%	62.5%	62.4%	61.9%	59.3%	58.8%	62.9%
Grayson County	55.2%	54.1%	54.6%	59.8%	58.6%	60.3%	54.2%	51.5%	65.4%
Greene County	70.5%	69.5%	68.0%	68.2%	66.9%	66.6%	67.7%	68.4%	70.5%
Greensville County	65.7%	65.1%	60.7%	60.4%	63.8%	63.5%	43.4%	42.5%	66.3%
Halifax County	57.7%	56.5%	56.1%	55.4%	54.1%	53.2%	52.1%	53.9%	56.6%
Hanover County	72.5%	72.3%	72.0%	71.6%	71.2%	71.4%	70.1%	67.5%	72.8%
Henrico County	72.4%	72.1%	71.8%	71.8%	70.8%	70.9%	70.8%	69.8%	71.7%
Henry County	51.9%	52.4%	54.2%	53.7%	52.7%	52.2%	52.5%	51.3%	56.7%
Highland County	70.0%	70.3%	69.0%	70.8%	68.2%	66.6%	64.0%	46.2%	64.2%
Isle of Wight County	69.1%	68.0%	67.7%	67.2%	65.9%	65.3%	65.1%	64.5%	67.2%
James City County	63.1%	62.8%	62.7%	62.7%	61.1%	59.8%	58.9%	58.2%	62.2%
King and Queen County	63.0%	63.1%	63.7%	62.2%	62.0%	61.2%	64.7%	55.7%	65.9%
King George County	70.7%	69.2%	68.9%	67.3%	65.4%	65.0%	62.6%	68.7%	69.7%
King William County	71.9%	70.6%	70.5%	70.1%	69.1%	69.0%	68.6%	65.1%	70.7%
Lancaster County	58.0%	57.4%	56.3%	56.2%	54.1%	54.6%	54.6%	47.8%	59.3%
Lee County	53.0%	50.3%	48.1%	45.8%	44.8%	44.3%	40.4%	41.5%	44.7%
Loudoun County	83.7%	82.3%	81.4%	80.2%	78.7%	76.8%	76.4%	75.8%	79.4%
Louisa County	68.6%	67.8%	67.4%	68.1%	68.6%	66.7%	67.4%	61.0%	70.1%
Lunenburg County	57.9%	57.1%	56.2%	56.4%	56.3%	56.3%	50.8%	46.3%	58.4%
Madison County	69.5%	69.7%	68.9%	69.1%	68.8%	68.7%	68.7%	60.2%	71.1%
Mathews County	57.7%	57.0%	56.2%	55.6%	54.4%	54.1%	53.5%	50.9%	55.2%
Mecklenburg County	55.7%	52.4%	49.7%	49.5%	49.4%	49.7%	47.1%	50.0%	50.8%
Middlesex County	57.5%	57.1%	57.0%	56.2%	56.5%	56.1%	55.8%	48.9%	60.0%
Montgomery County	68.1%	68.6%	68.9%	68.3%	67.7%	67.8%	59.2%	57.6%	69.3%
Nelson County	61.5%	60.6%	59.5%	60.3%	59.5%	59.3%	59.3%	59.0%	61.3%
New Kent County	74.9%	74.0%	73.6%	74.1%	73.7%	72.2%	70.8%	64.5%	75.9%
Northampton County	64.2%	63.5%	61.0%	62.1%	62.7%	61.3%	54.8%	51.7%	57.4%
Northumberland County	56.7%	55.0%	53.6%	53.0%	51.3%	51.3%	50.4%	48.2%	53.8%
Nottoway County	63.4%	62.5%	64.7%	64.8%	67.2%	66.3%	54.4%	45.3%	67.9%
Orange County	61.1%	60.4%	60.3%	60.2%	58.9%	59.6%	58.2%	61.5%	62.5%
Page County	64.4%	63.0%	61.3%	60.8%	59.8%	59.5%	59.8%	59.3%	62.6%
Patrick County	52.9%	52.5%	51.7%	51.2%	50.1%	53.3%	48.9%	50.9%	49.3%
Pittsylvania County	61.8%	60.4%	60.0%	60.1%	59.5%	59.0%	57.7%	57.5%	60.6%

# Labor Force Participation Rates by County and Independent City

Locality	2011	2012	2013	2014	2015	2016	2017	2018	2019*
Powhatan County	66.4%	65.9%	65.3%	64.8%	60.7%	60.8%	58.0%	56.3%	61.9%
Prince Edward County	63.9%	67.6%	64.0%	64.2%	65.6%	64.7%	52.7%	46.3%	66.2%
Prince George County	68.1%	67.6%	65.4%	63.3%	62.6%	61.3%	49.5%	57.8%	60.4%
Prince William County	80.5%	78.9%	77.0%	74.7%	72.6%	72.2%	70.6%	73.0%	73.6%
Pulaski County	60.4%	60.2%	60.8%	59.4%	58.9%	59.8%	56.3%	57.0%	58.4%
Rappahannock County	66.0%	64.2%	63.2%	61.2%	59.7%	59.3%	60.1%	58.4%	59.9%
Richmond County	69.9%	65.3%	64.1%	64.7%	62.8%	64.6%	51.7%	47.6%	70.2%
Roanoke County	68.8%	68.2%	68.1%	67.9%	66.0%	66.4%	64.1%	61.6%	66.5%
Rockbridge County	60.7%	58.9%	56.4%	55.6%	55.2%	55.1%	55.7%	56.8%	58.6%
Rockingham County	71.1%	69.3%	68.5%	67.6%	66.2%	66.1%	64.7%	63.6%	67.6%
Russell County	51.2%	50.4%	50.1%	49.1%	49.8%	49.2%	48.0%	44.6%	50.0%
Scott County	54.7%	54.3%	54.5%	53.8%	52.8%	53.3%	50.6%	48.1%	52.3%
Shenandoah County	63.9%	62.6%	62.5%	63.0%	61.6%	60.2%	60.6%	61.6%	65.0%
Smyth County	54.1%	53.2%	52.8%	53.2%	53.3%	54.5%	50.6%	51.8%	55.4%
Southampton County	70.0%	69.8%	67.9%	67.7%	67.6%	66.9%	59.0%	54.9%	68.8%
Spotsylvania County	71.7%	70.0%	68.4%	66.9%	65.4%	65.3%	65.5%	67.9%	66.7%
Stafford County	75.1%	73.9%	72.9%	71.4%	69.1%	68.4%	64.3%	69.6%	70.4%
Surry County	66.7%	65.5%	64.1%	64.3%	65.0%	64.5%	66.2%	57.9%	66.5%
Sussex County	56.9%	55.3%	55.6%	54.9%	53.9%	48.3%	39.0%	36.9%	52.1%
Tazewell County	52.3%	51.3%	50.7%	49.7%	48.3%	46.4%	44.9%	48.3%	47.3%
Warren County	70.2%	69.2%	68.9%	67.8%	65.2%	65.7%	64.1%	63.8%	67.2%
Washington County	63.2%	63.8%	63.7%	63.0%	61.3%	61.0%	59.0%	55.8%	61.6%
Westmoreland County	65.5%	63.4%	62.9%	62.2%	61.9%	62.5%	61.9%	57.3%	66.2%
Wise County	56.0%	52.2%	49.0%	47.2%	45.6%	43.7%	39.9%	44.8%	45.8%
Wythe County	61.8%	60.6%	59.4%	58.5%	57.8%	57.5%	57.2%	58.5%	58.2%
York County	69.0%	67.8%	67.4%	66.4%	65.6%	65.7%	61.6%	67.1%	67.2%
Alexandria City	82.8%	81.9%	80.2%	78.8%	77.9%	77.9%	76.4%	78.3%	81.3%
<b>Bedford City</b>	50.1%	47.0%	46.0%						
Bristol City	58.0%	57.0%	55.6%	54.6%	53.4%	54.4%	53.6%	55.6%	53.3%
Buena Vista City	66.1%	64.4%	67.1%	65.2%	66.2%	66.5%	62.9%	58.3%	72.7%
Charlottesville City	66.9%	66.9%	66.1%	67.5%	67.7%	67.6%	64.0%	63.8%	70.9%
Chesapeake City	71.6%	70.7%	70.5%	70.1%	68.2%	67.4%	64.7%	66.0%	70.2%
Colonial Heights City	61.8%	62.2%	63.0%	64.0%	63.5%	64.1%	63.5%	60.6%	64.8%
Covington City	55.6%	56.5%	55.4%	54.7%	54.2%	53.7%	51.1%	56.7%	53.4%
Danville City	60.1%	59.4%	59.7%	60.0%	58.7%	58.7%	57.1%	55.2%	60.7%

## Labor Force Participation Rates by County and Independent City

Locality	2011	2012	2013	2014	2015	2016	2017	2018	2019*
Emporia City	57.6%	55.3%	53.3%	52.8%	51.4%	53.5%	53.6%	60.4%	57.1%
Fairfax City	72.3%	72.1%	72.4%	71.8%	68.9%	69.1%	69.5%	70.1%	73.7%
Falls Church City	82.5%	81.9%	81.0%	78.7%	77.7%	76.2%	76.3%	74.5%	80.8%
Franklin City	55.4%	56.9%	56.5%	56.0%	55.6%	55.3%	53.8%	63.3%	58.1%
Fredericksburg City	78.3%	77.8%	76.3%	73.0%	68.7%	68.3%	60.7%	71.0%	70.2%
Galax City	56.3%	57.6%	57.9%	56.4%	56.4%	56.1%	51.5%	55.4%	58.6%
Hampton City	66.1%	65.8%	65.1%	64.6%	63.3%	63.3%	58.8%	65.3%	64.4%
Harrisonburg City	69.3%	69.7%	68.2%	67.2%	65.5%	65.9%	54.3%	59.8%	66.2%
Hopewell City	58.5%	58.2%	57.0%	56.9%	56.8%	57.2%	57.3%	59.9%	57.6%
Lexington City	62.5%	61.4%	63.7%	61.9%	63.1%	60.7%	33.8%	37.0%	55.7%
Lynchburg City	69.4%	67.9%	67.5%	67.1%	66.0%	65.0%	54.5%	58.2%	65.6%
Manassas City	78.3%	77.3%	75.7%	73.0%	70.5%	70.4%	70.1%	74.6%	71.0%
Manassas Park City	86.2%	82.0%	78.6%	71.9%	71.4%	71.0%	70.5%	73.2%	75.0%
Martinsville City	54.3%	52.3%	53.5%	52.6%	50.8%	49.4%	50.5%	56.9%	56.0%
Newport News City	72.2%	71.5%	71.8%	71.8%	70.0%	70.1%	63.2%	67.4%	71.1%
Norfolk City	81.0%	79.8%	78.9%	77.8%	76.4%	76.3%	55.5%	69.1%	78.3%
Norton City	68.6%	64.7%	58.0%	56.1%	53.8%	52.7%	50.9%	57.4%	55.4%
Petersburg City	55.1%	55.0%	55.2%	55.4%	54.1%	54.3%	51.4%	60.7%	54.1%
Poquoson City	68.7%	67.6%	66.9%	66.0%	64.3%	64.6%	64.1%	63.0%	66.8%
Portsmouth City	67.3%	66.9%	65.3%	64.4%	62.7%	63.3%	59.3%	65.1%	64.7%
Radford City	70.3%	68.7%	71.7%	71.8%	69.5%	66.7%	52.5%	52.0%	70.4%
Richmond City	69.5%	69.7%	69.3%	69.6%	68.6%	68.4%	63.2%	65.4%	68.8%
Roanoke City	65.8%	65.8%	65.7%	65.7%	63.6%	63.3%	61.4%	64.1%	63.7%
Salem City	68.3%	68.0%	69.1%	69.9%	67.2%	67.6%	61.0%	61.1%	68.2%
Staunton City	66.0%	63.8%	65.3%	65.4%	62.5%	62.5%	58.5%	60.0%	64.4%
Suffolk City	69.3%	68.2%	67.3%	67.1%	65.9%	65.2%	63.6%	66.9%	67.4%
Virginia Beach City	74.2%	73.4%	72.8%	72.3%	70.5%	70.2%	64.7%	70.5%	71.5%
Waynesboro City	61.8%	61.5%	61.2%	61.4%	60.7%	60.9%	60.2%	62.5%	63.1%
Williamsburg City	81.8%	78.5%	76.7%	77.0%	75.1%	73.2%	51.0%	49.2%	76.9%
Winchester City	70.3%	71.3%	70.9%	70.3%	68.4%	68.7%	66.5%	64.3%	70.5%

- The labor force participation rate is the percentage of the population that is either employed or unemployed (that is, either working or actively seeking work)
- People with jobs are employed.
- People who are jobless, looking for a job, and available for work are unemployed.

- The labor force is made up of the employed and the unemployed.
- People who are neither employed nor unemployed are not in the labor force.
- See [https://www.bls.gov/cps/cps\\_htgm.htm](https://www.bls.gov/cps/cps_htgm.htm) and [https://www.bls.gov/cps/eetech\\_intro.pdf](https://www.bls.gov/cps/eetech_intro.pdf) for more detailed technical information

## Frequently Asked Question

### **Q: What is the Labor Force Participation Rate (LFPR)?**

**A:** The LFPR is a labor force statistic that can be used to help analyze and assess the health of a region's economy. The statistic explains how much of the potential labor force is being realized.

### **Q: How is the Labor Force Participation Rate calculated?**

**A:** The LFPR is calculated by taking the total labor force (both employed and unemployed but actively seeking work), and dividing it by the Civilian Non-Institutional Population (CNP). The CNP includes all individuals over the age of 16 that are potentially available for work. For this reason, active duty military and residents of prisons are removed.

### **Q: What is a good Labor Force Participation Rate?**

**A:** In recent decades the LFPR has reached its peak, but usually averages in the mid to upper 60s. The Virginia participation rate is currently at 63.4%, while the national rate is 63.1%. The national rate reached its peak of 67% in 2001, with a sharp decline since the end of the last recession. Contrastingly, Virginia's rate has remained relatively stable in the last decade. For more information regarding state averages for all 50 states as well as the national participation rate, see the U.S. Bureau of Labor Force Statistics at [www.bls.gov](http://www.bls.gov).

### **Q: Why is the Labor Force Participation Rate so low, even though the unemployment continues to decline?**

**A:** Consider the populations that these statistic draws from. Due to data availability at the sub-state level, some segments of the population that are not likely to participate in the labor force are left in the CNP equation. For example, residents of nursing homes, college dormitories and long-term health facilities, as well as the retired population, all remain part of the CNP. At the state and national level, it is common place to remove some of these populations as there is less sensitivity to data at such a large geographic area. However, groups such as the elderly, sick or disabled, and retired are nearly impossible to remove. For these reasons, the population of potential labor force participants remains large. Contrastingly, the unemployment rate utilizes the labor force as its population, necessarily lowering the percentage, and creating more potential for fluctuation.

### **Q: Why is my county's participation rate lower than another county, even though my region has higher employment?**

**A:** The largest factor in determining participation rates is the size of the denominator (population). Consider the following example. Region A has a civilian non-institutional population of 251,434 and its labor force is 180,031; Region B has a CNP of 252,172 with a labor force of 179,138. Because both regions have nearly identical CNPs and labor force sizes, the difference in their employment figures becomes arbitrary in participation rate calculations.