

Southampton Labor Market Area: An Analysis of Labor Force Characteristics

Prepared for



Prepared by

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Part I: Analysis of Labor Force Characteristics

Introduction

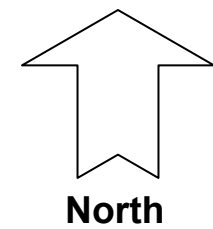
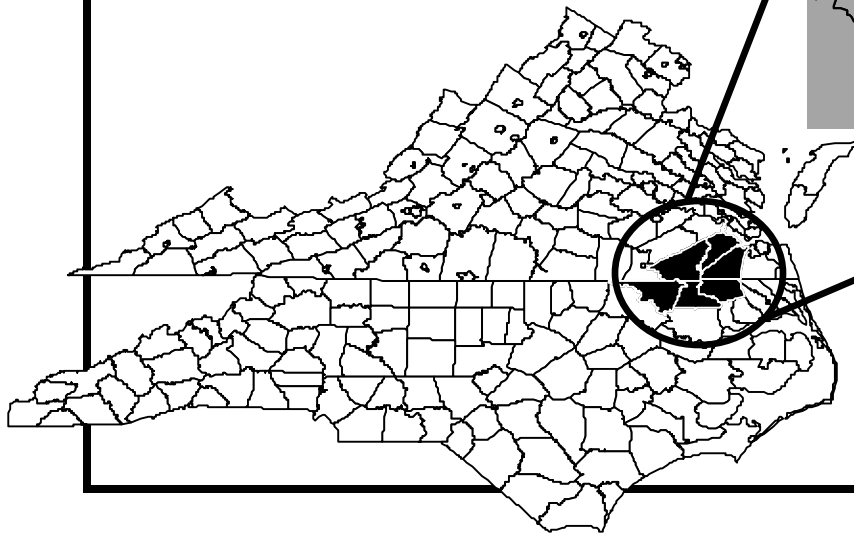
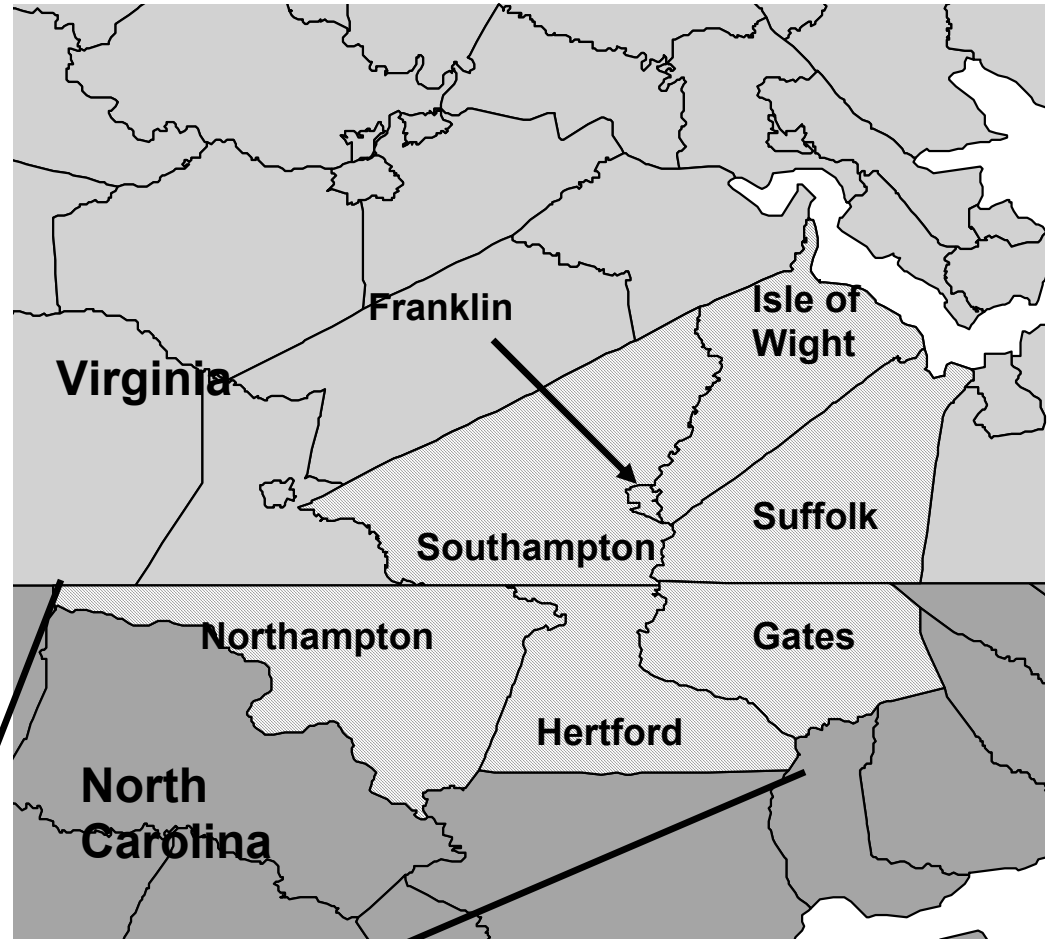
This report was prepared for and funded by Southampton County Economic Development. The purpose of this report is to provide the most current information available on the Southampton area labor force. This information is useful for firms considering a Southampton-area location and for officials wishing to monitor, maintain, and upgrade the skills of the labor force.

The report provides data and analysis of labor force characteristics useful for economic development purposes, especially business retention and recruitment strategies. For a thorough understanding of this local economy, the information presented should be used together with analyses of historical trends and labor force strategies in the development of the Southampton area economy. This report also provides explanations of the labor market data sources used to create the report.

The Southampton Labor Market Area (LMA) consists of seven jurisdictions: Franklin City, Isle of Wight County, Southampton County, and Suffolk City in Virginia, and Gates, Hertford, and Northampton Counties in North Carolina. Whenever possible, the tables and analysis in this report include all seven jurisdictions of the LMA, however some sections focus only on the Virginia portion of the LMA. Figure 1 on the next page shows the Southampton LMA.

Figure 1

Southampton Labor Market Area



1. Employment by Industry

This section explores employment by industry for the Southampton Labor Market Area (LMA). Tables 1a and 1b both classify employment using the North American Industrial Classification System (NAICS). The letter “D” indicates that data have been suppressed to comply with federal confidentiality rules.

Table 1a shows employment in absolute numbers, while Table 1b shows the percent of total employment in each major, or two-digit NAICS, industry sector. Also shown is the distribution of employment within each major industry sector. LMA totals and location quotients that are in *italics* indicate suppressed data has not been included, so that total employment shown here is lower than the actual total.

Total employment in the Southampton Labor Market Area for the third quarter of 2003 was 58,019. Employment is concentrated in four sectors: manufacturing, health care and social services, retail trade, and educational services. These sectors account for 18.2%, 12.9%, 12.8%, and 11.5% of total employment, respectively.

In the manufacturing sector, the three most important industries are food, paper, and wood product manufacturing. Food manufacturing is the leading employer with over 5,000 people on the payroll. This is more than three times the number employed in the next largest manufacturing industry sector, paper manufacturing, whose precise number cannot be given because of federal confidentiality rules. Wood product manufacturing is the third most important area, employing close to 800 individuals. Textile mills and chemical manufacturing round out the sector’s other major employers, supplying around 800 jobs between the two.

Health care and social assistance is already an important sector, and it is only likely to become more important in the future. The LMA employs 7,461 individuals in this sector, approximately a third of whom work in hospitals. Another important component of this is nursing and residential care facilities, which currently employ almost 1,700 people.

The LMA’s urban centers, particularly Suffolk, are important centers of retail trade. This sector is the third largest employer in the LMA with 7,265 workers. Data suppression prevents a detailed listing of employment in the educational services sector, which is the LMA’s fourth highest employer, with almost 6,700 employees.

Manufacturing employment is overwhelmingly located in Isle of Wight, which has 5,809 of the LMA’s 10,585 jobs in this sector. Suffolk plays host to the bulk of retail trade employment, accounting for 41% of employment in this sector. Hertford County, NC is the second largest retail center with 16% of the total. Hertford also takes second place to Suffolk in health care and social services employment, having 29% of that sector’s employment, compared to Suffolk’s 41.5%.

The Southampton LMA boasts excellent transportation resources. Accordingly, transportation and warehousing, with 2,824 employees, is an important part of the economic base. Truck transportation is an important part of this sector, employing over 1,000 individuals. The postal service also has an unusually strong employment presence in the area.

Tables 1a and 1b also show location quotients for each industry. Location quotients are calculated by dividing the percentage of the LMA's total employment in a particular industry by the percent employed in that same industry at the national level. A location quotient that is greater than 1.0 indicates that the industry is probably exporting its goods or services out of the local economy. Exports are important because they bring money into the local economy that supports other industries. Therefore, industries with the largest workforces are not necessarily the ones most important to an area's economic base. Rather, it is often industries with the highest location quotients that are most responsible for local economic growth and vitality.

Table 1a

Employment by Industry for the Third Quarter of 2003

| NAICS | Industry | Southampton LMA Avg Emp | Franklin Avg Emp | Isle of Wight Avg Emp | Southampton Avg Emp | Suffolk Avg Emp | Gates, NC Avg Emp | Hertford, NC Avg Emp | Northampton, NC Avg Emp | Location Quotient | USA Avg Emp |
|-----------|---|-------------------------------|---------------------|-----------------------------|------------------------|--------------------|----------------------|----------------------------|-------------------------------|----------------------|-------------------|
| 11 | Agriculture Forestry Fishing & Hunting | 1,201 | D | 118 | 111 | 277 | 138 | 227 | 330 | 2.09 | 1,265,137 |
| 111 | Crop Production | 595 | d | 33 | 25 | 247 | 71 | 116 | 103 | 2.06 | 634,753 |
| 112 | Animal Production | 221 | 0 | d | 20 | d | 21 | 46 | 134 | 2.34 | 207,742 |
| 113 | Forestry and Logging | 142 | d | d | 29 | d | 33 | 44 | 36 | 4.14 | 75,425 |
| 114 | Fishing Hunting and Trapping | d | 0 | d | 0 | d | 0 | 0 | 0 | n/a | 10,280 |
| 115 | Agriculture & Forestry Support Activity | 129 | d | 15 | 38 | d | 13 | 21 | 57 | 0.84 | 336,938 |
| 21 | Mining | D | 0 | D | D | D | 0 | 0 | D | n/a | 507,037 |
| 211 | Oil and Gas Extraction | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00 | 121,495 |
| 212 | Mining (except Oil and Gas) | d | 0 | d | d | d | 0 | 0 | d | n/a | 203,413 |
| 213 | Support Activities for Mining | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00 | 182,129 |
| 22 | Utilities | D | D | D | D | D | 0 | D | D | n/a | 575,674 |
| 221 | Utilities | d | d | d | d | d | 0 | d | d | n/a | 575,674 |
| 23 | Construction | 2,585 | 62 | 579 | 181 | 1,064 | 5 | 353 | 341 | 0.82 | 6,941,878 |
| 236 | Construction of Buildings | 573 | 12 | 166 | 44 | 217 | 0 | 66 | 68 | 0.78 | 1,609,230 |
| 237 | Heavy and Civil Engineering Construction | 422 | d | 77 | 38 | 210 | 0 | 97 | d | 0.98 | 950,986 |
| 238 | Specialty Trade Contractors | 1,559 | 20 | 336 | 100 | 638 | 5 | 190 | 270 | 0.78 | 4,381,663 |
| 31 | Manufacturing | 10,585 | 45 | 5,809 | 681 | 2,134 | 175 | 1,242 | 499 | 1.62 | 14,404,144 |
| 311 | Food Manufacturing | 5,027 | d | 3,998 | 118 | 911 | 0 | d | 0 | 7.17 | 1,540,645 |
| 312 | Beverage & Tobacco Product Manufacturing | d | 0 | 0 | 0 | d | 0 | 0 | 0 | n/a | 202,681 |
| 313 | Textile Mills | d | 0 | 0 | d | 0 | 0 | 0 | 0 | n/a | 255,106 |
| 314 | Textile Product Mills | d | 0 | 0 | d | d | 0 | 0 | 0 | n/a | 180,874 |
| 315 | Apparel Manufacturing | d | 0 | d | 0 | d | d | d | 0 | n/a | 303,450 |
| 316 | Leather and Allied Product Manufacturing | 0 | 0 | 0 | 0 | 0 | | 0 | 0 | 0.00 | 44,584 |
| 321 | Wood Product Manufacturing | 769 | d | 137 | 139 | 135 | 147 | 211 | d | 3.13 | 539,338 |
| 322 | Paper Manufacturing | 57 | 0 | d | 0 | 57 | 0 | d | 0 | 0.25 | 510,733 |
| 323 | Printing and Related Support Activities | 132 | 0 | 10 | 0 | 122 | 0 | d | d | 0.43 | 667,760 |
| 324 | Petroleum & Coal Products Manufacturing | d | 0 | 0 | 0 | d | 0 | 0 | 0 | n/a | 117,788 |
| 325 | Chemical Manufacturing | 278 | 0 | 0 | d | d | 0 | 0 | 278 | 0.68 | 904,920 |
| 326 | Plastics & Rubber Products Manufacturing | d | d | 0 | d | 0 | 0 | d | 0 | n/a | 808,485 |
| 327 | Nonmetallic Mineral Product Mfg | 109 | d | d | d | 109 | 0 | d | d | 0.48 | 503,204 |
| 331 | Primary Metal Manufacturing | d | 0 | 0 | 0 | d | 0 | d | 0 | n/a | 466,839 |
| 332 | Fabricated Metal Product Manufacturing | 169 | 0 | 58 | 0 | 111 | 0 | d | d | 0.25 | 1,465,029 |
| 333 | Machinery Manufacturing | 176 | d | d | d | 176 | d | d | d | 0.34 | 1,131,132 |

| | | | | | | | | | | | |
|-----------|--|--------------|-----------|------------|------------|------------|-----------|------------|------------|-------------|------------------|
| 334 | Computer and Electronic Product Mfg | d | 0 | 0 | 0 | d | 0 | 0 | 0 | n/a | 1,336,387 |
| 335 | Electrical Equipment and Appliances | d | 0 | 0 | 0 | d | 0 | 0 | 0 | n/a | 451,111 |
| 336 | Transportation Equipment Manufacturing | d | 0 | d | 0 | d | 0 | 0 | 0 | n/a | 1,747,419 |
| 337 | Furniture and Related Product Mfg | 63 | d | 13 | 0 | 50 | 0 | 0 | 0 | 0.24 | 566,202 |
| 339 | Miscellaneous Manufacturing | 24 | d | d | d | 24 | d | d | d | 0.08 | 660,456 |
| 42 | Wholesale Trade | 1,717 | 35 | 119 | 129 | 708 | 48 | 349 | 329 | 0.67 | 5,596,281 |
| 423 | Merchant Wholesalers Durable Goods | 466 | 34 | 32 | 22 | 245 | 31 | 52 | 50 | 0.35 | 2,929,580 |
| 424 | Merchant Wholesalers Nondurable Goods | 1,165 | d | 71 | 103 | 447 | d | 285 | 259 | 1.28 | 2,003,201 |
| 425 | Electronic Markets and Agents/Brokers | 69 | d | 16 | 5 | 16 | 0 | 12 | 20 | 0.23 | 663,500 |

| NAICS | | Southampton LMA | Franklin City | Isle of Wight | Southampton | Suffolk | Gates, NC | Hertford, NC | Northampton, NC | Location Quotient | USA Avg Emp |
|-----------|--|--------------------|------------------|------------------|-------------|--------------|------------|-----------------|--------------------|----------------------|-------------------|
| | Industry | Avg Emp | Avg Emp | Avg Emp | Avg Emp | Avg Emp | Avg Emp | Avg Emp | Avg Emp | | |
| 44 | Retail Trade | 7,265 | 935 | 953 | 272 | 2,980 | 168 | 1,164 | 793 | 1.07 | 14,882,996 |
| 441 | Motor Vehicle and Parts Dealers | 839 | 130 | 108 | 8 | 437 | 26 | 120 | 10 | 0.97 | 1,904,090 |
| 442 | Furniture and Home Furnishings Stores | 109 | d | 47 | d | 46 | 0 | 16 | 0 | 0.44 | 539,927 |
| 443 | Electronics and Appliance Stores | 40 | d | d | d | 23 | 0 | 17 | 0 | 0.17 | 504,867 |
| 444 | Building Material & Garden Supply Stores | 558 | 85 | 78 | 10 | 237 | 19 | 129 | d | 1.01 | 1,214,802 |
| 445 | Food and Beverage Stores | 1,473 | 122 | 351 | 63 | 495 | 75 | 286 | 81 | 1.14 | 2,848,648 |
| 446 | Health and Personal Care Stores | 265 | 63 | d | d | 117 | 0 | 66 | 19 | 0.62 | 935,379 |
| 447 | Gasoline Stations | 807 | 62 | 135 | 96 | 327 | 43 | 111 | 168 | 1.99 | 891,174 |
| 448 | Clothing and Clothing Accessories Stores | 122 | d | d | d | 77 | 0 | 45 | d | 0.21 | 1,290,990 |
| 451 | Sporting Goods/Hobby/Book/Music Stores | 34 | d | d | d | 18 | 0 | 16 | 0 | 0.12 | 639,181 |
| 452 | General Merchandise Stores | 310 | d | d | d | d | d | 310 | d | 0.25 | 2,769,635 |
| 453 | Miscellaneous Store Retailers | 264 | 22 | 49 | d | 121 | d | 23 | 49 | 0.62 | 932,336 |
| 454 | Nonstore Retailers | 168 | d | 32 | 18 | 93 | 0 | 25 | d | 0.90 | 411,966 |
| 48 | Transportation and Warehousing | 2,824 | D | 340 | 505 | 1,507 | 59 | 150 | 263 | 1.58 | 3,919,445 |
| 481 | Air Transportation | d | 0 | 0 | 0 | d | 0 | 0 | 0 | n/a | 521,999 |
| 482 | Rail Transportation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00 | 385 |
| 483 | Water Transportation | d | 0 | 0 | 0 | d | 0 | 0 | 0 | n/a | 54,455 |
| 484 | Truck Transportation | 593 | d | 215 | d | 174 | 22 | d | 182 | 0.97 | 1,340,986 |
| 485 | Transit and Ground Passenger Transport | d | d | d | d | d | 0 | d | d | n/a | 337,643 |
| 486 | Pipeline Transportation | d | 0 | 0 | 0 | d | 0 | 0 | 0 | n/a | 40,113 |
| 487 | Scenic and Sightseeing Transportation | d | d | 0 | 0 | d | 0 | d | 0 | n/a | 32,822 |
| 488 | Support Activities for Transportation | 115 | d | d | d | 115 | 0 | d | 0 | 0.49 | 512,417 |
| 491 | Postal Service | 107 | 0 | 0 | 0 | 0 | 27 | 40 | 40 | 81.38 | 2,890 |
| 492 | Couriers and Messengers | d | 0 | 0 | d | 0 | 0 | d | 0 | n/a | 555,137 |
| 493 | Warehousing and Storage | 1,171 | d | d | | 1,171 | d | d | d | 4.94 | 520,598 |
| 51 | Information | 663 | 80 | 99 | D | 385 | D | 99 | D | 0.46 | 3,161,531 |
| 511 | Publishing Industries | d | d | d | 0 | d | 0 | d | d | n/a | 926,508 |
| 512 | Motion Picture & Sound Recording Ind | d | d | 0 | 0 | d | 0 | 0 | d | n/a | 365,706 |
| 515 | Broadcasting (except Internet) | d | d | d | 0 | 0 | 0 | d | 0 | n/a | 323,547 |
| 516 | Internet Publishing and Broadcasting | d | 0 | 0 | 0 | d | 0 | 0 | 0 | n/a | 29,319 |
| 517 | Telecommunications | 118 | d | d | d | 84 | 0 | 34 | 0 | 0.24 | 1,068,806 |

| | | | | | | | | | | | |
|-----------|--|--------------|-----------|------------|-----------|------------|-----------|------------|-----------|-------------|------------------|
| 518 | ISPs Search Portals & Data Processing | d | d | d | 0 | d | 0 | 0 | 0 | n/a | 399,833 |
| 519 | Other Information Services | 20 | 0 | 0 | 0 | 0 | d | 20 | 0 | 0.92 | 47,811 |
| 52 | Finance and Insurance | 807 | 85 | 185 | D | 300 | 36 | 166 | 35 | 0.30 | 5,820,331 |
| 521 | Monetary Authorities - Central Bank | d | 0 | 0 | 0 | d | 0 | 0 | 0 | n/a | 22,937 |
| 522 | Credit Intermediation & Related Activity | 345 | d | 150 | d | 163 | 18 | 138 | 26 | 0.27 | 2,811,312 |
| 523 | Financial Investment & Related Activity | 38 | 13 | d | 0 | 25 | 0 | 0 | 0 | 0.11 | 757,706 |
| 524 | Insurance Carriers & Related Activities | 184 | 23 | 32 | d | 94 | d | 26 | 9 | 0.19 | 2,144,240 |
| 525 | Funds Trusts & Other Financial Vehicles | d | d | 0 | d | d | d | d | 0 | n/a | 84,136 |
| 53 | Real Estate and Rental and Leasing | 522 | 51 | 78 | 44 | 241 | D | 87 | 21 | 0.55 | 2,077,864 |
| 531 | Real Estate | 268 | 3 | 59 | 8 | 163 | d | 14 | 21 | 0.42 | 1,404,089 |
| 532 | Rental and Leasing Services | 191 | 21 | 19 | d | 78 | 0 | 73 | 0 | 0.65 | 647,372 |
| 533 | Lessors Nonfinancial Intangible Assets | d | 0 | 0 | 0 | d | 0 | 0 | 0 | n/a | 26,402 |
| 54 | Professional and Technical Services | 1,109 | 72 | 171 | 43 | 578 | 43 | 125 | 77 | 0.37 | 6,588,414 |
| 541 | Professional and Technical Services | 1,109 | 72 | 171 | 43 | 578 | 43 | 125 | 77 | 0.37 | 6,588,414 |

| NAICS Code | Industry | Southampton LMA Avg Emp | Franklin City Avg Emp | Isle of Wight Avg Emp | Southampton Avg Emp | Suffolk Avg Emp | Gates, NC Avg Emp | Hertford, NC Avg Emp | Northampton, NC Avg Emp | Location Quotient | USA Avg Emp |
|------------|--|----------------------------|--------------------------|--------------------------|------------------------|--------------------|----------------------|-------------------------|----------------------------|-------------------|-------------------|
| 55 | Management of Companies and Enterprises | 132 | 79 | D | D | 25 | D | 28 | d | 0.17 | 1,657,898 |
| 551 | Management of Companies and Enterprises | 132 | 79 | d | 0 | 25 | d | 28 | d | 0.17 | 1,657,898 |
| 56 | Administrative and Waste Services | 1,684 | 67 | 216 | 26 | 777 | D | 570 | 28 | 0.48 | 7,730,067 |
| 561 | Administrative and Support Services | 1,628 | 67 | 212 | d | 757 | d | 570 | 22 | 0.48 | 7,408,256 |
| 562 | Waste Management and Remediation Service | d | d | d | d | d | 0 | 0 | d | n/a | 321,811 |
| 61 | Educational Services | 1,927 | D | D | D | D | 386 | 1,004 | 537 | 2.20 | 1,921,648 |
| 611 | Educational Services | 1,927 | d | d | d | d | 386 | 1,004 | 537 | 2.20 | 1,921,648 |
| 62 | Health Care and Social Assistance | 7,461 | 790 | 518 | 132 | 3,096 | 130 | 2,172 | 623 | 1.19 | 13,755,636 |
| 621 | Ambulatory Health Care Services | 2,817 | 196 | 49 | 29 | 982 | 43 | 1,240 | 278 | 1.29 | 4,808,984 |
| 622 | Hospitals | d | d | 0 | 0 | d | 0 | d | 0 | n/a | 4,217,534 |
| 623 | Nursing and Residential Care Facilities | 1,523 | d | 376 | d | 608 | d | 269 | 270 | 1.20 | 2,788,008 |
| 624 | Social Assistance | 466 | d | 92 | d | 374 | d | d | d | 0.53 | 1,941,110 |
| 71 | Arts Entertainment and Recreation | 466 | D | 134 | 67 | 210 | D | 55 | D | 0.51 | 2,010,707 |
| 711 | Performing Arts and Spectator Sports | 10 | 0 | d | d | 10 | 0 | d | d | 0.05 | 409,214 |
| 712 | Museums Parks and Historical Sites | d | 0 | d | d | 0 | d | 0 | d | n/a | 121,823 |
| 713 | Amusement Gambling & Recreation Ind | 369 | d | 113 | d | 201 | 0 | 55 | d | 0.55 | 1,479,670 |
| 72 | Accommodation and Food Services | 3,241 | 438 | 577 | 125 | 1,301 | 80 | 550 | 170 | 0.67 | 10,611,604 |
| 721 | Accommodation | 218 | d | 119 | d | 65 | 0 | 34 | d | 0.26 | 1,857,404 |
| 722 | Food Services and Drinking Places | 2,947 | 401 | 458 | 109 | 1,236 | 80 | 516 | 147 | 0.74 | 8,754,200 |
| 81 | Other Services Ex. Public Admin | 1,627 | 201 | 331 | 97 | 570 | 60 | 238 | 130 | 0.83 | 4,289,788 |
| 811 | Repair and Maintenance | 601 | 39 | 172 | 70 | 157 | 28 | 90 | 45 | 1.08 | 1,225,766 |
| 812 | Personal and Laundry Services | 387 | 38 | 52 | d | 207 | d | 83 | 7 | 0.67 | 1,262,837 |
| 813 | Membership Organizations & Associations | 279 | 85 | 74 | 12 | d | d | 45 | 63 | 0.47 | 1,309,466 |
| 814 | Private Households | 184 | 40 | 34 | 12 | 51 | 12 | 20 | 15 | 0.82 | 491,719 |

| | | | | | | | | | | | |
|----|-------------------------------|---------------|--------------|---------------|--------------|---------------|--------------|--------------|--------------|-------------|--------------------|
| 99 | Unclassified | 21 | D | D | D | D | 9 | 12 | D | 0.20 | 227,230 |
| 0 | Total Private Industry | 45,151 | 3,018 | 10,771 | 2,548 | 16,520 | 927 | 7,678 | 3,689 | 0.92 | 107,945,309 |
| 0 | Total Local Gov't | 8,765 | 529 | 1,408 | 775 | 3,441 | 503 | 1,170 | 939 | 1.56 | 12,375,004 |
| 0 | Total State Gov't | 3,345 | 202 | 58 | 768 | 1,356 | 93 | 417 | 451 | 1.66 | 4,431,374 |
| 0 | Total Federal Gov't | 758 | 21 | 107 | 53 | 406 | 36 | 84 | 51 | 0.60 | 2,772,015 |
| | Total Government | 12,868 | 752 | 1,573 | 1,596 | 5,203 | 632 | 1,671 | 1,441 | 1.44 | 19,578,393 |
| 0 | Total | 58,019 | 3,770 | 12,344 | 4,144 | 21,723 | 1,559 | 9,349 | 5,130 | 1.00 | 127,523,702 |

Source: BLS Release of 2003 Third Quarter Preliminary Data from the Quarterly Census of Employment and Wages

D' or 'd' indicates that data cannot be reported due to federal confidentiality rules, which prohibit reporting of employment data for NAICS sectors with three or less establishments

Total or location quotients in *italics* indicates that suppressed data has not been included in the calculation

Table 1b

Percent of Total Employment by Industry for the Third Quarter of 2003

| NAICS | Industry | Southampton LMA | Franklin | Isle of Wight | Southampton | Suffolk | Gates, NC | Hertford, NC | Northampton, NC | Location Quotient | USA |
|-------|---|-----------------|-------------|---------------|--------------|-------------|--------------|--------------|-----------------|-------------------|--------------|
| 11 | Agriculture Forestry Fishing & Hunting | 2.1% | D | 1.0% | 2.7% | 1.3% | 8.9% | 2.4% | 6.4% | 2.09 | 1.0% |
| 111 | Crop Production | 49.5% | d | 28.0% | 22.5% | 89.2% | 51.4% | 51.1% | 31.2% | 2.06 | 50.2% |
| 112 | Animal Production | 18.4% | 0.0% | d | 18.0% | d | 15.2% | 20.3% | 40.6% | 2.34 | 16.4% |
| 113 | Forestry and Logging | 11.8% | d | d | 26.1% | d | 23.9% | 19.4% | 10.9% | 4.14 | 6.0% |
| 114 | Fishing Hunting and Trapping | d | 0.0% | d | 0.0% | d | 0.0% | 0.0% | 0.0% | n/a | 0.8% |
| 115 | Agriculture & Forestry Support Activity | 10.7% | d | 12.7% | 34.2% | d | 9.4% | 9.3% | 17.3% | 0.84 | 26.6% |
| 21 | Mining | D | 0.0% | D | D | D | 0.0% | 0.0% | D | n/a | 0.4% |
| 211 | Oil and Gas Extraction | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 | 24.0% |
| 212 | Mining (except Oil and Gas) | d | 0.0% | d | d | d | 0.0% | 0.0% | d | n/a | 40.1% |
| 213 | Support Activities for Mining | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 | 35.9% |
| 22 | Utilities | D | D | D | d | d | 0.0% | D | D | n/a | 0.5% |
| 221 | Utilities | d | d | d | d | d | 0% | d | d | n/a | 100% |
| 23 | Construction | 4.5% | 1.6% | 4.7% | 4.4% | 4.9% | 0.3% | 3.8% | 6.6% | 0.82 | 5.4% |
| 236 | Construction of Buildings | 22.2% | 19.4% | 28.7% | 24.3% | 20.4% | 0.0% | 18.7% | 19.9% | 0.78 | 23.2% |
| 237 | Heavy and Civil Engineering Construction | 16.3% | d | 13.3% | 21.0% | 19.7% | 0.0% | 27.5% | d | 0.98 | 13.7% |
| 238 | Specialty Trade Contractors | 60.3% | 32.3% | 58.0% | 55.2% | 60.0% | 100.0% | 53.8% | 79.2% | 0.78 | 63.1% |
| 31 | Manufacturing | 18.2% | 1.2% | 47.1% | 16.4% | 9.8% | 11.2% | 13.3% | 9.7% | 1.62 | 11.3% |

| | | | | | | | | | | | |
|-----------|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 483 | Water Transportation | d | 0.0% | 0.0% | 0.0% | d | 0.0% | 0.0% | 0.0% | n/a | 1.4% |
| 484 | Truck Transportation | 21.0% | d | 63.2% | d | 11.5% | 37.3% | d | 69.2% | 0.97 | 34.2% |
| 485 | Transit and Ground Passenger Transport | d | d | d | d | d | 0.0% | d | d | n/a | 8.6% |
| 486 | Pipeline Transportation | d | 0.0% | 0.0% | 0.0% | d | 0.0% | 0.0% | 0.0% | n/a | 1.0% |
| 487 | Scenic and Sightseeing Transportation | d | d | 0.0% | 0.0% | d | 0.0% | d | 0.0% | n/a | 0.8% |
| 488 | Support Activities for Transportation | 4.1% | d | d | d | 7.6% | 0.0% | d | 0.0% | 0.49 | 13.1% |
| 491 | Postal Service | 3.8% | 0.0% | 0.0% | 0.0% | 0.0% | 45.8% | 26.7% | 15.2% | 81.38 | 0.1% |
| 492 | Couriers and Messengers | d | 0.0% | 0.0% | d | 0.0% | 0.0% | d | 0.0% | n/a | 14.2% |
| 493 | Warehousing and Storage | 41.5% | d | d | 0.0% | 77.7% | d | d | d | 4.94 | 13.3% |
| 51 | Information | 1.1% | 2.1% | 0.8% | D | 1.8% | D | 1.1% | d | 0.46 | 2.5% |
| 511 | Publishing Industries | d | d | d | 0.0% | d | 0.0% | d | d | n/a | 29.3% |
| 512 | Motion Picture & Sound Recording Ind | d | d | 0.0% | 0.0% | d | 0.0% | 0.0% | d | n/a | 11.6% |
| 515 | Broadcasting (except Internet) | d | d | d | 0.0% | 0.0% | 0.0% | d | 0.0% | n/a | 10.2% |
| 516 | Internet Publishing and Broadcasting | d | 0.0% | 0.0% | 0.0% | d | 0.0% | 0.0% | 0.0% | n/a | 0.9% |
| 517 | Telecommunications | 17.8% | d | d | d | 21.8% | 0.0% | 34.3% | 0.0% | 0.24 | 33.8% |
| 518 | ISPs Search Portals & Data Processing | d | d | d | 0.0% | d | 0.0% | 0.0% | 0.0% | n/a | 12.6% |
| 519 | Other Information Services | 3.0% | 0.0% | 0.0% | 0.0% | 0.0% | d | 20.2% | 0.0% | 0.92 | 1.5% |
| 52 | Finance and Insurance | 1.4% | 2.3% | 1.5% | d | 1.4% | 2.3% | 1.8% | 0.7% | 0.30 | 4.6% |
| 521 | Monetary Authorities - Central Bank | d | 0.0% | 0.0% | 0.0% | d | 0.0% | 0.0% | 0.0% | n/a | 0.4% |
| 522 | Credit Intermediation & Related Activity | 42.8% | d | 81.1% | d | 54.3% | 50.0% | 83.1% | 74.3% | 0.27 | 48.3% |
| 523 | Financial Investment & Related Activity | 4.7% | 15.3% | d | 0.0% | 8.3% | 0.0% | 0.0% | 0.0% | 0.11 | 13.0% |
| 524 | Insurance Carriers & Related Activities | 22.8% | 27.1% | 17.3% | d | 31.3% | d | 15.7% | 25.7% | 0.19 | 36.8% |
| 525 | Funds Trusts & Other Financial Vehicles | d | d | 0.0% | d | d | 0.0% | d | 0.0% | n/a | 1.4% |
| 53 | Real Estate and Rental and Leasing | 0.9% | 1.4% | 0.6% | 1.1% | 1.1% | D | 0.9% | 0.4% | 0.55 | 1.6% |
| 531 | Real Estate | 51.3% | 5.9% | 75.6% | 18.2% | 67.6% | d | 16.1% | 100.0% | 0.42 | 67.6% |
| 532 | Rental and Leasing Services | 36.6% | 41.2% | 24.4% | d | 32.4% | 0.0% | 83.9% | 0.0% | 0.65 | 31.2% |
| 533 | Lessors Nonfinancial Intangible Assets | d | 0.0% | 0.0% | 0.0% | d | 0.0% | 0.0% | 0.0% | n/a | 1.3% |
| 54 | Professional and Technical Services | 1.9% | 1.9% | 1.4% | 1.0% | 2.7% | 2.8% | 1.3% | 1.5% | 0.37 | 5.2% |
| 541 | Professional and Technical Services | 100% | 100% | 100.0% | 100% | 100% | 100% | 100% | 100% | 0.37 | 100% |

| NAICS | Industry | Southampton LMA | Franklin City | Isle of Wight | Southampton | Suffolk | Gates, NC | Hertford, NC | Northampton, NC | Location Quotient | USA |
|-----------|--|-----------------|---------------|---------------|-------------|--------------|--------------|--------------|-----------------|-------------------|--------------|
| 55 | Management of Companies and Enterprises | 0.2% | 2.1% | D | d | 0.1% | D | 0.3% | d | 0.17 | 1.3% |
| 551 | Management of Companies and Enterprises | 100% | 100% | d | d | 100% | d | 100% | 100% | 0.17 | 100% |
| 56 | Administrative and Waste Services | 2.9% | 1.8% | 1.7% | 0.6% | 3.6% | D | 6.1% | 0.5% | 0.48 | 6.1% |
| 561 | Administrative and Support Services | 96.7% | 100.0% | 98.1% | d | 97.4% | d | 100.0% | 78.6% | 0.48 | 95.8% |
| 562 | Waste Management and Remediation Service | d | d | d | d | d | 0.0% | 0.0% | d | n/a | 4.2% |
| 61 | Educational Services | 3.3% | D | D | d | D | 24.8% | 10.7% | 10.5% | 2.20 | 1.5% |
| 611 | Educational Services | 100% | d | d | d | 100% | 100% | 100% | 100% | 2.20 | 100% |
| 62 | Health Care and Social Assistance | 12.9% | 21.0% | 4.2% | 3.2% | 14.3% | 8.3% | 23.2% | 12.1% | 1.19 | 10.8% |
| 621 | Ambulatory Health Care Services | 37.8% | 24.8% | 9.5% | 22.0% | 31.7% | 33.1% | 57.1% | 44.6% | 1.29 | 35.0% |
| 622 | Hospitals | d | d | 0.0% | 0.0% | d | 0.0% | d | 0.0% | n/a | 30.7% |
| 623 | Nursing and Residential Care Facilities | 20.4% | d | 72.6% | d | 19.6% | d | 12.4% | 43.3% | 1.20 | 20.3% |
| 624 | Social Assistance | 6.2% | d | 17.8% | d | 12.1% | d | d | 0.0% | 0.53 | 14.1% |

| | | | | | | | | | | | |
|-----------|--|--------------|--------------|---------------|--------------|--------------|--------------|--------------|--------------|-------------|--------------|
| 71 | Arts Entertainment and Recreation | 0.8% | D | 1.1% | 1.6% | 1.0% | D | 0.6% | D | 0.51 | 1.6% |
| 711 | Performing Arts and Spectator Sports | 2.1% | 0.0% | d | d | 4.8% | 0.0% | d | d | 0.05 | 20.4% |
| 712 | Museums Parks and Historical Sites | d | 0.0% | d | d | 0.0% | d | 0.0% | d | n/a | 6.1% |
| 713 | Amusement Gambling & Recreation Ind | 79.2% | d | 84.3% | d | 95.7% | 0.0% | 100.0% | d | 0.55 | 73.6% |
| 72 | Accommodation and Food Services | 5.6% | 11.6% | 4.7% | 3.0% | 6.0% | 5.1% | 5.9% | 3.3% | 0.67 | 8.3% |
| 721 | Accommodation | 6.7% | d | 20.6% | d | 5.0% | 0.0% | 6.2% | d | 0.26 | 17.5% |
| 722 | Food Services and Drinking Places | 90.9% | 91.6% | 79.4% | 87.2% | 95.0% | 100.0% | 93.8% | 86.5% | 0.74 | 82.5% |
| 81 | Other Services Ex. Public Admin | 2.8% | 5.3% | 2.7% | 2.3% | 2.6% | 3.8% | 2.5% | 2.5% | 0.83 | 3.4% |
| 811 | Repair and Maintenance | 36.9% | 19.4% | 52.0% | 72.2% | 27.5% | 46.7% | 37.8% | 34.6% | 1.08 | 28.6% |
| 812 | Personal and Laundry Services | 23.8% | 18.9% | 15.7% | d | 36.3% | d | 34.9% | 5.4% | 0.67 | 29.4% |
| 813 | Membership Organizations & Associations | 17.1% | 42.3% | 22.4% | 12.4% | d | d | 18.9% | 48.5% | 0.47 | 30.5% |
| 814 | Private Households | 11.3% | 19.9% | 10.3% | 12.4% | 8.9% | 20.0% | 8.4% | 11.5% | 0.82 | 11.5% |
| 99 | Unclassified | 0.0% | D | D | d | D | 0.6% | 0.1% | D | 0.20 | 0.2% |
| 0 | Total Private Industry | 77.8% | 80.1% | 87.3% | 61.5% | 76.0% | 59.5% | 82.1% | 71.9% | 0.92 | 84.6% |
| 0 | Total Local Gov't | 68.1% | 70.3% | 11.4% | 48.6% | 66.1% | 79.6% | 70.0% | 65.2% | 1.56 | 63.2% |
| 0 | Total State Gov't | 26.0% | 26.9% | 0.5% | 48.1% | 26.1% | 14.7% | 25.0% | 31.3% | 1.66 | 22.6% |
| 0 | Total Federal Gov't | 5.9% | 2.8% | 0.9% | 3.3% | 7.8% | 5.7% | 5.0% | 3.5% | 0.60 | 14.2% |
| | Total Government | 22.2% | 19.9% | 12.7% | 38.5% | 24.0% | 40.5% | 17.9% | 28.1% | 1.44 | 15.4% |
| 0 | Total | 100% | 100% | 100.0% | 100% | 100% | 100% | 100% | 100% | 1.00 | 100% |

Source: BLS Release of 2003 Third Quarter Preliminary Data from the Quarterly Census of Employment and Wages

D' or 'd' indicates that data cannot be reported due to federal confidentiality rules, which prohibit reporting of employment data for NAICS sectors with three or less establishments

Total or location quotients in *italics* indicates that suppressed data has not been included in the calculation

2. Employment by Occupation

This section looks at employment by occupation. The data presented here in Table 2 differ from that in Table 1 in two important ways. First, this table shows 2000 Census data while Table 1 is Bureau of Labor Statistics data from the third quarter of 2003. Second, it shows the occupation of the employed residents in each jurisdiction regardless of where they work, while Table 1 shows employment in each jurisdiction regardless of where the workers live.

When one compares the distribution of employment among the major occupational categories of the Southampton LMA and the United States, the rural characteristics of the LMA become apparent. It has a smaller percentage of workers engaged in the generally more white-collar jobs of management, professional and related occupations, and sales and office occupations, while a significantly higher percentage are involved in the agriculturally related occupations of farming, fishing, and forestry and the manufacturing related occupations of production, transportation, and material moving.

Among the more specific occupational categories, the Southampton LMA stands out with a particularly large proportion of its workforce engaged in protective services. This is a reflection of the relatively large number of prison facilities in the LMA. Within the professional and related category of occupations, the LMA has a relatively low proportion of workers in legal, computer and mathematical, and arts, design, entertainment, sports, and media occupations.

Among the jurisdictions, Southampton has the most significant proportion of its population engaged in agriculturally related occupations of all Virginia jurisdictions in the LMA. Suffolk, being the most urban of the LMA's independent jurisdictions, has an occupational profile more closely representing the pattern of white-collar jobs associated with urban areas.

Table 2a

Employment by Occupation - 2000

| | United States | | North Carolina | | Virginia | | Southampton LMA | | Virginia Sub-Total | | North Carolina Sub-Total | |
|---|-------------------|--------------|------------------|--------------|------------------|--------------|-----------------|--------------|--------------------|--------------|--------------------------|--------------|
| Management, professional, & related : | 43,646,731 | 33.6% | 1,192,816 | 31.2% | 1,304,906 | 38.2% | 20,629 | 28.2% | 15,470 | 29.7% | 5,159 | 24.6% |
| *Management, business, & financial operations : | 17,448,038 | 40.0% | 473,796 | 39.7% | 530,148 | 40.6% | 7,682 | 37.2% | 5,887 | 38.1% | 1,795 | 34.8% |
| Management , except farmers & farm managers | 11,115,046 | 63.7% | 308,794 | 65.2% | 336,461 | 63.5% | 4,898 | 63.8% | 3,882 | 65.9% | 1,016 | 56.6% |
| Farmers & farm managers | 773,218 | 4.4% | 20,643 | 4.4% | 13,304 | 2.5% | 871 | 11.3% | 469 | 8.0% | 402 | 22.4% |
| Business & financial operations : | 5,559,774 | 31.9% | 144,359 | 30.5% | 180,383 | 34.0% | 1,913 | 24.9% | 1,536 | 26.1% | 377 | 21.0% |
| <i>Business operations specialists</i> | 2,718,121 | 48.9% | 70,873 | 49.1% | 96,376 | 53.4% | 1,159 | 60.6% | 966 | 62.9% | 193 | 51.2% |
| <i>Financial specialists</i> | 2,841,653 | 51.1% | 73,486 | 50.9% | 84,007 | 46.6% | 754 | 39.4% | 570 | 37.1% | 184 | 48.8% |
| *Professional & related : | 26,198,693 | 60.0% | 719,020 | 60.3% | 774,758 | 59.4% | 12,947 | 62.8% | 9,583 | 61.9% | 3,364 | 65.2% |
| Computer & mathematical | 3,168,447 | 12.1% | 82,770 | 11.5% | 145,074 | 18.7% | 834 | 6.4% | 757 | 7.9% | 77 | 2.3% |
| Architecture & engineering : | 2,659,298 | 10.2% | 67,518 | 9.4% | 77,610 | 10.0% | 1,583 | 12.2% | 1,371 | 14.3% | 212 | 6.3% |
| <i>Architects, surveyors, cartographers, & engineers</i> | 1,926,689 | 72.5% | 44,189 | 65.4% | 57,674 | 74.3% | 1,005 | 63.5% | 908 | 66.2% | 97 | 45.8% |
| <i>Drafters, engineering, & mapping technicians</i> | 732,609 | 27.5% | 23,329 | 34.6% | 19,936 | 25.7% | 578 | 36.5% | 463 | 33.8% | 115 | 54.2% |
| Life, physical, & social science | 1,203,443 | 4.6% | 34,859 | 4.8% | 37,944 | 4.9% | 485 | 3.7% | 366 | 3.8% | 119 | 3.5% |
| Community & social services | 1,953,184 | 7.5% | 61,189 | 8.5% | 48,532 | 6.3% | 1,159 | 9.0% | 682 | 7.1% | 477 | 14.2% |
| Legal | 1,412,737 | 5.4% | 27,477 | 3.8% | 53,426 | 6.9% | 354 | 2.7% | 259 | 2.7% | 95 | 2.8% |
| Education, training, & library | 7,337,276 | 28.0% | 215,311 | 29.9% | 197,881 | 25.5% | 4,193 | 32.4% | 2,865 | 29.9% | 1,328 | 39.5% |
| Arts, design, entertainment, sports, & media | 2,484,201 | 9.5% | 55,230 | 7.7% | 70,307 | 9.1% | 686 | 5.3% | 527 | 5.5% | 159 | 4.7% |
| Healthcare practitioners & technical : | 5,980,107 | 22.8% | 174,666 | 24.3% | 143,984 | 18.6% | 3,653 | 28.2% | 2,756 | 28.8% | 897 | 26.7% |
| <i>Health diagnosing & treating practitioners & technical</i> | 4,144,065 | 69.3% | 116,930 | 66.9% | 99,958 | 69.4% | 2,218 | 60.7% | 1,702 | 61.8% | 516 | 57.5% |
| <i>Health technologists & technicians</i> | 1,836,042 | 30.7% | 57,736 | 33.1% | 44,026 | 30.6% | 1,435 | 39.3% | 1,054 | 38.2% | 381 | 42.5% |
| Service : | 19,276,947 | 14.9% | 517,418 | 13.5% | 468,179 | 13.7% | 10,692 | 14.6% | 7,177 | 13.8% | 3,515 | 16.8% |
| Healthcare support | 2,592,815 | 13.5% | 78,695 | 15.2% | 54,170 | 11.6% | 1,906 | 17.8% | 1,074 | 15.0% | 832 | 23.7% |
| Protective service : | 2,549,906 | 13.2% | 64,555 | 12.5% | 72,883 | 15.6% | 2,255 | 21.1% | 1,565 | 21.8% | 690 | 19.6% |
| <i>Fire fighting, prevention, & law enforcement workers</i> | 1,536,287 | 60.2% | 42,185 | 65.3% | 45,205 | 62.0% | 1,857 | 82.4% | 1,261 | 80.6% | 596 | 86.4% |
| <i>Other protective service workers</i> | 1,013,619 | 39.8% | 22,370 | 34.7% | 27,678 | 38.0% | 398 | 17.6% | 304 | 19.4% | 94 | 13.6% |
| Food preparation & serving related | 6,251,618 | 32.4% | 165,063 | 31.9% | 147,316 | 31.5% | 2,636 | 24.7% | 1,861 | 25.9% | 775 | 22.0% |
| Building & grounds cleaning & maintenance | 4,254,365 | 22.1% | 119,201 | 23.0% | 102,939 | 22.0% | 2,184 | 20.4% | 1,427 | 19.9% | 757 | 21.5% |
| Personal care & service | 3,628,243 | 18.8% | 89,904 | 17.4% | 90,871 | 19.4% | 1,711 | 16.0% | 1,250 | 17.4% | 461 | 13.1% |
| | United States | | North Carolina | | Virginia | | Southampton LMA | | Virginia Sub-Total | | North Carolina Sub-Total | |
| Sales & office : | 34,621,390 | 26.7% | 947,865 | 24.8% | 868,527 | 25.5% | 17,031 | 23.3% | 12,626 | 24.2% | 4,405 | 21.0% |
| Sales & related | 14,592,699 | 42.1% | 415,575 | 43.8% | 359,850 | 41.4% | 6,660 | 39.1% | 4,783 | 37.9% | 1,877 | 42.6% |

| | | | | | | | | | | | | |
|--|-------------------|--------------|----------------|--------------|----------------|--------------|---------------|--------------|---------------|--------------|--------------|--------------|
| Office & administrative support | 20,028,691 | 57.9% | 532,290 | 56.2% | 508,677 | 58.6% | 10,371 | 60.9% | 7,843 | 62.1% | 2,528 | 57.4% |
| Farming, fishing, & forestry | 951,810 | 0.7% | 29,178 | 0.8% | 16,336 | 0.5% | 978 | 1.3% | 416 | 0.8% | 562 | 2.7% |
| Construction, extraction, & maintenance : | 12,256,138 | 9.4% | 422,336 | 11.0% | 327,733 | 9.6% | 8,768 | 12.0% | 6,275 | 12.0% | 2,493 | 11.9% |
| Construction & extraction : | 7,149,269 | 58.3% | 246,163 | 58.3% | 196,291 | 59.9% | 4,797 | 54.7% | 3,433 | 54.7% | 1,364 | 54.7% |
| Supervisors, construction & extraction workers | 911,013 | 12.7% | 32,934 | 13.4% | 26,541 | 13.5% | 713 | 14.9% | 540 | 15.7% | 173 | 12.7% |
| Construction trades workers | 6,116,087 | 85.5% | 211,372 | 85.9% | 165,749 | 84.4% | 4,017 | 83.7% | 2,843 | 82.8% | 1,174 | 86.1% |
| Extraction workers | 122,169 | 1.7% | 1,857 | 0.8% | 4,001 | 2.0% | 67 | 1.4% | 50 | 1.5% | 17 | 1.2% |
| Installation, maintenance, & repair | 5,106,869 | 41.7% | 176,173 | 41.7% | 131,442 | 40.1% | 3,971 | 45.3% | 2,842 | 45.3% | 1,129 | 45.3% |
| Production, transportation, & material moving : | 18,968,496 | 14.6% | 715,128 | 18.7% | 426,966 | 12.5% | 14,998 | 20.5% | 10,149 | 19.5% | 4,849 | 23.1% |
| Production | 11,008,625 | 58.0% | 470,486 | 65.8% | 240,015 | 56.2% | 8,908 | 59.4% | 5,863 | 57.8% | 3,045 | 62.8% |
| Transportation & material moving : | 7,959,871 | 42.0% | 244,642 | 34.2% | 186,951 | 43.8% | 6,090 | 40.6% | 4,286 | 42.2% | 1,804 | 37.2% |
| Supervisors, transportation & material moving workers | 237,902 | 3.0% | 6,547 | 2.7% | 5,772 | 3.1% | 155 | 2.5% | 113 | 2.6% | 42 | 2.3% |
| Aircraft & traffic control | 158,481 | 2.0% | 3,861 | 1.6% | 5,326 | 2.8% | 66 | 1.1% | 62 | 1.4% | 4 | 0.2% |
| Motor vehicle operators | 3,852,820 | 48.4% | 117,357 | 48.0% | 93,262 | 49.9% | 2,744 | 45.1% | 1,833 | 42.8% | 911 | 50.5% |
| Rail, water & other transportation | 400,826 | 5.0% | 6,924 | 2.8% | 9,303 | 5.0% | 229 | 3.8% | 195 | 4.5% | 34 | 1.9% |
| Material moving workers | 3,309,842 | 41.6% | 109,953 | 44.9% | 73,288 | 39.2% | 2,896 | 47.6% | 2,083 | 48.6% | 813 | 45.1% |
| Total: | 129,721,512 | 100% | 3,824,741 | 100% | 3,412,647 | 100% | 73,096 | 100% | 52,113 | 100% | 20,983 | 100% |

Source: P50. SEX BY OCCUPATION FOR THE EMPLOYED CIVILIAN POPULATION 16 YEARS & OVER [95] - Universe: Employed civilian population 16 years & over

Data Set: Census 2000 Summary File 3 (SF 3) - Sample Data

Table 2b

Employment by Occupation - 2000

| | Southampton LMA | | Isle of Wight County | | Southampton | | Franklin | | Suffolk | | Gates County | | Hertford | | Northampton | |
|---|------------------------|--------------|-----------------------------|--------------|--------------------|--------------|-----------------|--------------|----------------|--------------|---------------------|--------------|-----------------|--------------|--------------------|--------------|
| Management, professional, & related : | 20,629 | 28.2% | 4,407 | 31.3% | 1,646 | 23.2% | 925 | 27.2% | 8,492 | 30.9% | 1,104 | 25.5% | 2,279 | 26.2% | 1,776 | 22.3% |
| *Management, business, & financial operations : | 7,682 | 37.2% | 1,751 | 39.7% | 644 | 39.1% | 247 | 26.7% | 3,245 | 38.2% | 398 | 36.1% | 756 | 33.2% | 641 | 36.1% |
| Management , except farmers & farm managers | 4,898 | 63.8% | 1,189 | 67.9% | 379 | 58.9% | 163 | 66.0% | 2,151 | 66.3% | 200 | 50.3% | 494 | 65.3% | 322 | 50.2% |
| Farmers & farm managers | 871 | 11.3% | 199 | 11.4% | 159 | 24.7% | 8 | 3.2% | 103 | 3.2% | 91 | 22.9% | 99 | 13.1% | 212 | 33.1% |
| Business & financial operations : | 1,913 | 24.9% | 363 | 20.7% | 106 | 16.5% | 76 | 30.8% | 991 | 30.5% | 107 | 26.9% | 163 | 21.6% | 107 | 16.7% |
| <i>Business operations specialists</i> | 1,159 | 60.6% | 269 | 74.1% | 74 | 69.8% | 24 | 31.6% | 599 | 60.4% | 63 | 58.9% | 80 | 49.1% | 50 | 46.7% |
| <i>Financial specialists</i> | 754 | 39.4% | 94 | 25.9% | 32 | 30.2% | 52 | 68.4% | 392 | 39.6% | 44 | 41.1% | 83 | 50.9% | 57 | 53.3% |
| *Professional & related : | 12,947 | 62.8% | 2,656 | 60.3% | 1,002 | 60.9% | 678 | 73.3% | 5,247 | 61.8% | 706 | 63.9% | 1,523 | 66.8% | 1,135 | 63.9% |
| Computer & mathematical | 834 | 6.4% | 254 | 9.6% | 12 | 1.2% | 25 | 3.7% | 466 | 8.9% | 29 | 4.1% | 23 | 1.5% | 25 | 2.2% |
| Architecture & engineering : | 1,583 | 12.2% | 461 | 17.4% | 93 | 9.3% | 40 | 5.9% | 777 | 14.8% | 84 | 11.9% | 89 | 5.8% | 39 | 3.4% |
| <i>Architects, surveyors, cartographers, & engineers</i> | 1,005 | 63.5% | 338 | 73.3% | 41 | 44.1% | 18 | 45.0% | 511 | 65.8% | 41 | 48.8% | 47 | 52.8% | 9 | 23.1% |
| <i>Drafters, engineering, & mapping technicians</i> | 578 | 36.5% | 123 | 26.7% | 52 | 55.9% | 22 | 55.0% | 266 | 34.2% | 43 | 51.2% | 42 | 47.2% | 30 | 76.9% |
| Life, physical, & social science | 485 | 3.7% | 129 | 4.9% | 18 | 1.8% | 48 | 7.1% | 171 | 3.3% | 7 | 1.0% | 32 | 2.1% | 80 | 7.0% |
| Community & social services | 1,159 | 9.0% | 158 | 5.9% | 118 | 11.8% | 55 | 8.1% | 351 | 6.7% | 51 | 7.2% | 243 | 16.0% | 183 | 16.1% |
| Legal | 354 | 2.7% | 67 | 2.5% | 14 | 1.4% | 17 | 2.5% | 161 | 3.1% | 13 | 1.8% | 59 | 3.9% | 23 | 2.0% |
| Education, training, & library | 4,193 | 32.4% | 700 | 26.4% | 346 | 34.5% | 288 | 42.5% | 1,531 | 29.2% | 308 | 43.6% | 543 | 35.7% | 477 | 42.0% |
| Arts, design, entertainment, sports, & media | 686 | 5.3% | 223 | 8.4% | 33 | 3.3% | 32 | 4.7% | 239 | 4.6% | 41 | 5.8% | 84 | 5.5% | 34 | 3.0% |
| Healthcare practitioners & technical : | 3,653 | 28.2% | 664 | 25.0% | 368 | 36.7% | 173 | 25.5% | 1,551 | 29.6% | 173 | 24.5% | 450 | 29.5% | 274 | 24.1% |
| <i>Health diagnosing & treating practitioners & technical</i> | 2,218 | 60.7% | 402 | 60.5% | 192 | 52.2% | 132 | 76.3% | 976 | 62.9% | 88 | 50.9% | 245 | 54.4% | 183 | 66.8% |
| <i>Health technologists & technicians</i> | 1,435 | 39.3% | 262 | 39.5% | 176 | 47.8% | 41 | 23.7% | 575 | 37.1% | 85 | 49.1% | 205 | 45.6% | 91 | 33.2% |
| Service : | 10,692 | 14.6% | 1,705 | 12.1% | 1,054 | 14.8% | 634 | 18.6% | 3,784 | 13.8% | 612 | 14.1% | 1,364 | 15.7% | 1,539 | 19.3% |
| Healthcare support | 1,906 | 17.8% | 173 | 10.1% | 168 | 15.9% | 170 | 26.8% | 563 | 14.9% | 116 | 19.0% | 365 | 26.8% | 351 | 22.8% |
| Protective service : | 2,255 | 21.1% | 303 | 17.8% | 240 | 22.8% | 154 | 24.3% | 868 | 22.9% | 78 | 12.7% | 207 | 15.2% | 405 | 26.3% |
| <i>Fire fighting, prevention, & law enforcement workers</i> | 1,857 | 82.4% | 210 | 69.3% | 211 | 87.9% | 135 | 87.7% | 705 | 81.2% | 50 | 64.1% | 191 | 92.3% | 355 | 87.7% |
| <i>Other protective service workers</i> | 398 | 17.6% | 93 | 30.7% | 29 | 12.1% | 19 | 12.3% | 163 | 18.8% | 28 | 35.9% | 16 | 7.7% | 50 | 12.3% |
| Food preparation & serving related | 2,636 | 24.7% | 594 | 34.8% | 193 | 18.3% | 98 | 15.5% | 976 | 25.8% | 183 | 29.9% | 275 | 20.2% | 317 | 20.6% |
| Building & grounds cleaning & maintenance | 2,184 | 20.4% | 261 | 15.3% | 302 | 28.7% | 153 | 24.1% | 711 | 18.8% | 148 | 24.2% | 299 | 21.9% | 310 | 20.1% |
| Personal care & service | 1,711 | 16.0% | 374 | 21.9% | 151 | 14.3% | 59 | 9.3% | 666 | 17.6% | 87 | 14.2% | 218 | 16.0% | 156 | 10.1% |
| | Southampton LMA | | Isle of Wight County | | Southampton | | Franklin | | Suffolk | | Gates County | | Hertford | | Northampton | |

| | | | | | | | | | | | | | | | | |
|--|---------------|--------------|---------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Sales & office : | 17,031 | 23.3% | 3,336 | 23.7% | 1,584 | 22.3% | 752 | 22.1% | 6,954 | 25.3% | 927 | 21.4% | 1,837 | 21.1% | 1,641 | 20.6% |
| Sales & related | 6,660 | 39.1% | 1,190 | 35.7% | 510 | 32.2% | 321 | 42.7% | 2,762 | 39.7% | 330 | 35.6% | 820 | 44.6% | 727 | 44.3% |
| Office & administrative support | 10,371 | 60.9% | 2,146 | 64.3% | 1,074 | 67.8% | 431 | 57.3% | 4,192 | 60.3% | 597 | 64.4% | 1,017 | 55.4% | 914 | 55.7% |
| Farming, fishing, & forestry | 978 | 1.3% | 126 | 0.9% | 171 | 2.4% | 16 | 0.5% | 103 | 0.4% | 133 | 3.1% | 210 | 2.4% | 219 | 2.8% |
| Construction, extraction, & maintenance : | 8,768 | 12.0% | 1,842 | 13.1% | 923 | 13.0% | 414 | 12.2% | 3,096 | 11.3% | 550 | 12.7% | 962 | 11.1% | 981 | 12.3% |
| Construction & extraction : | 4,797 | 54.7% | 1,003 | 54.5% | 361 | 39.1% | 244 | 58.9% | 1,825 | 58.9% | 307 | 55.8% | 523 | 54.4% | 534 | 54.4% |
| Supervisors, construction & extraction workers | 713 | 14.9% | 164 | 16.4% | 33 | 9.1% | 34 | 13.9% | 309 | 16.9% | 44 | 14.3% | 85 | 16.3% | 44 | 8.2% |
| Construction trades workers | 4,017 | 83.7% | 824 | 82.2% | 314 | 87.0% | 210 | 86.1% | 1,495 | 81.9% | 259 | 84.4% | 427 | 81.6% | 488 | 91.4% |
| Extraction workers | 67 | 1.4% | 15 | 1.5% | 14 | 3.9% | 0 | 0.0% | 21 | 1.2% | 4 | 1.3% | 11 | 2.1% | 2 | 0.4% |
| Installation, maintenance, & repair | 3,971 | 45.3% | 839 | 45.5% | 562 | 60.9% | 170 | 41.1% | 1,271 | 41.1% | 243 | 44.2% | 439 | 45.6% | 447 | 45.6% |
| Production, transportation, & material moving : | 14,998 | 20.5% | 2,669 | 18.9% | 1,731 | 24.3% | 659 | 19.4% | 5,090 | 18.5% | 1,004 | 23.2% | 2,047 | 23.5% | 1,798 | 22.6% |
| Production | 8,908 | 59.4% | 1,767 | 66.2% | 970 | 56.0% | 381 | 57.8% | 2,745 | 53.9% | 596 | 59.4% | 1,335 | 65.2% | 1,114 | 62.0% |
| Transportation & material moving : | 6,090 | 40.6% | 902 | 33.8% | 761 | 44.0% | 278 | 42.2% | 2,345 | 46.1% | 408 | 40.6% | 712 | 34.8% | 684 | 38.0% |
| Supervisors, transportation & material moving workers | 155 | 2.5% | 31 | 3.4% | 26 | 3.4% | 6 | 2.2% | 50 | 2.1% | 4 | 1.0% | 0 | 0.0% | 38 | 5.6% |
| Aircraft & traffic control | 66 | 1.1% | 28 | 3.1% | 0 | 0.0% | 0 | 0.0% | 34 | 1.4% | 0 | 0.0% | 0 | 0.0% | 4 | 0.6% |
| Motor vehicle operators | 2,744 | 45.1% | 377 | 41.8% | 440 | 57.8% | 111 | 39.9% | 905 | 38.6% | 246 | 60.3% | 376 | 52.8% | 289 | 42.3% |
| Rail, water & other transportation | 229 | 3.8% | 63 | 7.0% | 19 | 2.5% | 11 | 4.0% | 102 | 4.3% | 11 | 2.7% | 2 | 0.3% | 21 | 3.1% |
| Material moving workers | 2,896 | 47.6% | 403 | 44.7% | 276 | 36.3% | 150 | 54.0% | 1,254 | 53.5% | 147 | 36.0% | 334 | 46.9% | 332 | 48.5% |
| Total: | 73,096 | 100% | 14,085 | 100% | 7,109 | 100% | 3,400 | 100% | 27,519 | 100% | 4,330 | 100% | 8,699 | 100% | 7,954 | 100% |

Source: P50. SEX BY OCCUPATION FOR THE EMPLOYED CIVILIAN POPULATION 16 YEARS & OVER [95] - Universe: Employed civilian population 16 years & over
Data Set: Census 2000 Summary File 3
(SF 3) - Sample Data

3. Employment by Occupation for 2000 & 2012

Table 3 shows the distribution of employment among different occupations in the Southampton LMA and the US for 2000. It also shows the projected distribution of national employment by occupation for 2012 and how that differs 2000. Exploring how the national economy will change over time can be useful in understanding the larger trends that may affect the local labor market, and therefore help inform current workforce development strategies.

A major category of occupations expected to grow significantly are service occupations, which made up 14.9% of national employment in 2000 and are projected to comprise 19.3% of total employment in 2012. The sub-service occupational category that is expected to grow the fastest is in food preparation and related, this is an area where the LMA presently has a smaller proportion of its total employment than the nation as a whole. An area where the LMA has disproportionately large concentration of employment is in protective services occupations. Even with consistent growth projected for this occupation at the national level, the LMA will likely retain a higher percent of employment in this area than the US. This is primarily a result of the relatively greater number institutional employees in the LMA.

Consistent with the Southampton LMA's rural nature and strong manufacturing presence, the proportion of total employment in agriculture and production related occupations dwarfs the proportion involved in these occupations nationally. While national employment in farming, fishing and forestry is projected to remain stable, production occupations will shrink from 8.5% of total employment in 2000 to just 7.0% of the total in 2012. Employment in the related occupational category of installation, maintenance, & repair, however, will remain roughly stable; this is an occupational category where the LMA has a relative concentration.

Occupations where strong growth is projected nationally and that the Southampton LMA presently has a relatively smaller proportion of its workers engaged in are computer & mathematical, legal, and arts, design, entertainment, sports, & media occupations. These tend to be higher-wage occupations, potentially putting the LMA at an earnings disadvantage if its proportion of employment stays relatively smaller.

Table 3

Employment by Occupation for 2000 & 2012

| | Southampton LMA | | US 2000 | US 2012 | Change 2000 - 2012 |
|--|-----------------|--------------|--------------|--------------|--------------------|
| Management | 4,898 | 6.8% | 8.6% | 6.8% | -1.8% |
| Business & financial operations | 1,913 | 2.6% | 4.3% | 4.0% | -0.3% |
| Professional & related : | 12,947 | 17.9% | 20.3% | 20.7% | 0.4% |
| Computer & mathematical | 834 | 1.2% | 2.5% | 2.5% | 0.0% |
| Architecture & engineering | 1,583 | 2.2% | 2.1% | 1.7% | -0.4% |
| Life, physical, & social science | 485 | 0.7% | 0.9% | 0.9% | 0.0% |
| Community & social services | 1,159 | 1.6% | 1.5% | 1.7% | 0.2% |
| Legal | 354 | 0.5% | 1.1% | 0.8% | -0.3% |
| Education, training, & library | 4,193 | 5.8% | 5.7% | 6.4% | 0.7% |
| Arts, design, entertainment, sports, & media | 686 | 0.9% | 1.9% | 1.7% | -0.2% |
| Healthcare practitioners & technical | 3,653 | 5.1% | 4.6% | 5.0% | 0.4% |
| Service : | 10,692 | 14.8% | 14.9% | 19.3% | 4.4% |
| Healthcare support | 1,906 | 2.6% | 2.0% | 2.7% | 0.7% |
| Protective service | 2,255 | 3.1% | 2.0% | 2.4% | 0.4% |
| Food preparation & serving related | 2,636 | 3.6% | 4.8% | 7.1% | 2.3% |
| Building & grounds cleaning & maintenance | 2,184 | 3.0% | 3.3% | 3.9% | 0.6% |
| Personal care & service | 1,711 | 2.4% | 2.8% | 3.3% | 0.5% |
| Sales & related | 6,660 | 9.2% | 11.3% | 10.4% | -0.9% |
| Office & administrative support | 10,371 | 14.4% | 15.5% | 15.4% | -0.1% |
| Farming, fishing, & forestry | 978 | 1.4% | 0.7% | 0.7% | 0.0% |
| Construction & extraction | 4,797 | 6.6% | 5.5% | 5.1% | -0.4% |
| Installation, maintenance, & repair | 3,971 | 5.5% | 4.0% | 3.9% | -0.1% |
| Production | 8,908 | 12.3% | 8.5% | 7.0% | -1.5% |
| Transportation & material moving | 6,090 | 8.4% | 6.2% | 6.7% | 0.5% |

Source: US Census 2000 and US Bureau of Labor Statistics and Employment Projections (2004)

4. General Labor Force Characteristics

This section describes key characteristics of the Southampton LMA's population and labor force. Table 4a.1 presents civilian and military labor-force participation rates by gender. The overall labor force participation rate is lower than averages in North Carolina, Virginia and the US. The percent of the labor force in the Armed Forces is higher in the LMA than it is nationally, however this is almost entirely due to Suffolk County's 1,412 residents in the Armed Services (almost 85% of the LMA's total).

As indicated in Table 4a.2, Northampton County has the lowest female labor force participation rate in the LMA at 47.0%, while neighboring Isle of Wight has the highest at 56.5%. In terms of male participation in the labor force, Isle of Wight County has the highest rate at 72.9%, significantly higher than Southampton County's rate of 55.6%, the lowest among the LMA's Virginia jurisdictions. These unusually low rates for males in Southampton County can be attributed to its large institutional population.

The total labor force of the Southampton LMA as of 2000 is 79,175; 58.9% of the total population. Men comprise 52.3%, or 41,421 of this total, with women making up the remaining 37,754, or 47.7%, of the labor force. Table 4b.1 and 4b.2 break down the civilian labor force in 2000 by gender and race. Whites (non-Hispanic) account for over 58% of the LMA workforce; Blacks comprise most of the remainder (39.1%).

Table 4c.1 and 4c.2 show characteristics of the unemployed by gender and race. For the LMA, females comprise a larger share of the unemployed at 54.2%, slightly less than the national average of 56.8%. Blacks comprise approximately three-quarters of total unemployment in the LMA. This is more than double the average for Virginia, North Carolina, and US. In Southampton County, however, whites make up a majority of the unemployed (57.6%).

Tables 4d.1, 4d.2, and 4d.3 present the general characteristics of the unemployed in the Southampton LMA by sex, race and age, by previous industry, and by previous occupation. These tables include totals from previous months so trends can be examined, as well as a monthly average, which provides a better overall picture of unemployment. It should be noted that these tables use unemployment data from 2003 – 2004, while Tables 4c.1 and 4c.2 use 2000 Census data. The distinction is important, as 2003 – 2004 were recession years, while in 2000 the economy was more robust.

For the twelve-month period from April 2003 to March 2004, total unemployment averaged 888. Women comprised 56.5% of this figure. Each month, unemployed Blacks made up slightly less than two-thirds of total unemployment, while unemployed Whites comprised about one-third. Unemployment by age group differed little from the State of Virginia, with the 25-34, 35-44, and the 45-54 age cohorts making up about 25% each of total unemployment.

Over this period, unemployment in four industry sectors accounts for over 44% of the total. Unemployment in manufacturing is greatest at 17.3%, with a monthly average of 137 unemployed workers. This rate, however, is only slightly higher than the State of Virginia's average of 17.0% for the same period. The LMA's next two most significant areas of unemployment are in Administrative Services (10.8%) and Retail Trade (8.9%). Both of these rates are well over a third

higher than Virginia's. Unemployment in the Construction industry makes up 7.2% of total unemployment in the LMA, lower than the state average of 8.2%.

Another way to examine unemployment is by looking at the previous occupation of the unemployed. Consistent with the high rates of unemployment in Manufacturing and Administrative Services, Production Occupations and Office and Administrative Support Occupations make up the greatest number of the LMA's unemployed, accounting for 18.1% and 17.4% respectively. Other occupations in the LMA with significant numbers of unemployed are jobs in Transportation and Material Moving (12.0%), Sales (7.7%), and Management (6.0%). Generally speaking, the LMA trails Virginia in unemployment rates for white-collar workers, and exceeds them for health care and blue-collar workers.

Table 4a.1

Labor Force in 2000 by Sex and Employment Status

| | Southampton LMA | | Virginia Portion of LMA | | North Carolina Portion of LMA | | Virginia | | North Carolina | | United States | |
|-----------------------------|-----------------|--------------|-------------------------|--------------|-------------------------------|--------------|------------------|--------------|------------------|--------------|--------------------|--------------|
| Total: | 134,331 | 100% | 91,360 | 100% | 42,971 | 100% | 5,529,980 | 100% | 6,290,618 | 100% | 217,168,077 | 100% |
| In labor force: | 79,175 | 58.9% | 56,366 | 61.7% | 22,809 | 53.1% | 3,694,663 | 66.8% | 4,130,579 | 65.7% | 138,820,935 | 63.9% |
| <i>In Armed Forces</i> | 1,673 | 2.1% | 1,627 | 2.9% | 46 | 0.2% | 130,891 | 3.5% | 90,847 | 2.2% | 1,152,137 | 0.8% |
| <i>Employed Civilians</i> | 73,096 | 92.3% | 52,113 | 92.5% | 20,983 | 92.0% | 3,412,647 | 92.4% | 3,824,741 | 92.6% | 129,721,512 | 93.4% |
| <i>Unemployed Civilians</i> | 4,406 | 5.6% | 2,626 | 4.7% | 1,780 | 7.8% | 151,125 | 4.1% | 214,991 | 5.2% | 7,947,286 | 5.7% |
| Not in labor force | 55,156 | 41.1% | 34,994 | 38.3% | 20,162 | 46.9% | 1,835,317 | 33.2% | 2,160,039 | 34.3% | 78,347,142 | 36.1% |
| Male: | 63,388 | 47.2% | 43,550 | 47.7% | 19,838 | 46.2% | 2,675,692 | 48.4% | 3,039,013 | 48.3% | 104,982,282 | 48.3% |
| In labor force: | 41,421 | 65.3% | 30,018 | 68.9% | 11,403 | 57.5% | 1,964,591 | 73.4% | 2,210,748 | 72.7% | 74,273,203 | 70.7% |
| <i>In Armed Forces</i> | 1,415 | 3.4% | 1,375 | 4.6% | 40 | 0.4% | 110,752 | 5.6% | 81,912 | 3.7% | 987,898 | 1.3% |
| <i>Employed Civilians</i> | 37,767 | 91.2% | 27,246 | 90.8% | 10,521 | 92.3% | 1,778,658 | 90.5% | 2,024,178 | 91.6% | 69,091,443 | 93.0% |
| <i>Unemployed Civilians</i> | 2,239 | 5.4% | 1,397 | 4.7% | 842 | 7.4% | 75,181 | 3.8% | 104,658 | 4.7% | 4,193,862 | 5.6% |
| Not in labor force | 21,967 | 34.7% | 13,532 | 31.1% | 8,435 | 42.5% | 711,101 | 26.6% | 828,265 | 27.3% | 30,709,079 | 29.3% |
| Female: | 70,943 | 52.8% | 47,810 | 52.3% | 23,133 | 53.8% | 2,854,288 | 51.6% | 3,251,605 | 51.7% | 112,185,795 | 51.7% |
| In labor force: | 37,754 | 53.2% | 26,348 | 55.1% | 11,406 | 49.3% | 1,730,072 | 60.6% | 1,919,831 | 59.0% | 64,547,732 | 57.5% |
| <i>In Armed Forces</i> | 258 | 0.7% | 252 | 1.0% | 6 | 0.1% | 20,139 | 1.2% | 8,935 | 0.5% | 164,239 | 0.3% |
| <i>Employed Civilians</i> | 35,329 | 93.6% | 24,867 | 94.4% | 10,462 | 91.7% | 1,633,989 | 94.4% | 1,800,563 | 93.8% | 60,630,069 | 93.9% |
| <i>Unemployed Civilians</i> | 2,167 | 5.7% | 1,229 | 4.7% | 938 | 8.2% | 75,944 | 4.4% | 110,333 | 5.7% | 3,753,424 | 5.8% |
| Not in labor force | 33,189 | 46.8% | 21,462 | 44.9% | 11,727 | 50.7% | 1,124,216 | 39.4% | 1,331,774 | 41.0% | 47,638,063 | 42.5% |

Source: P43. SEX BY EMPLOYMENT STATUS FOR THE POPULATION 16 YEARS AND OVER [15] - Universe: Population 16 years and over
 Data Set: Census 2000 Summary File 3 (SF 3) - Sample Data

In the Southampton LMA in 2000, for example, this table shows a total population in that jurisdiction of 134,331, 47.2% of the total population is male and 52.8% is female. Of the LMA's male population, 41,421, or 65.3%, of them are participating members of the workforce. Of the 41,421 men in the workforce, 3.4% are in the Armed forces, 5.4% are unemployed, and 91.2% are employed civilians.

Table 4a.2

Labor Force in 2000 by Sex and Employment Status

| | Southampton LMA | | Franklin | | Isle of Wight | | Southampton | | Suffolk | | Gates, NC | | Hertford, NC | | Northampton, NC | |
|-----------------------------|-----------------|--------------|--------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|--------------|--------------|---------------|--------------|-----------------|--------------|
| Total: | 134,331 | 100% | 6,565 | 100% | 23,081 | 100% | 13,983 | 100% | 47,731 | 100% | 8,012 | 100% | 17,625 | 100% | 17,334 | 100% |
| In labor force: | 79,175 | 58.9% | 3,670 | 55.9% | 14,851 | 64.3% | 7,500 | 53.6% | 30,345 | 63.6% | 4,551 | 56.8% | 9,540 | 54.1% | 8,718 | 50.3% |
| <i>In Armed Forces</i> | 1,673 | 2.1% | 13 | 0.4% | 162 | 1.1% | 40 | 0.5% | 1,412 | 4.7% | 22 | 0.5% | 12 | 0.1% | 12 | 0.1% |
| <i>Employed Civilians</i> | 73,096 | 92.3% | 3,400 | 92.6% | 14,085 | 94.8% | 7,109 | 94.8% | 27,519 | 90.7% | 4,330 | 95.1% | 8,699 | 91.2% | 7,954 | 91.2% |
| <i>Unemployed Civilians</i> | 4,406 | 5.6% | 257 | 7.0% | 604 | 4.1% | 351 | 4.7% | 1,414 | 4.7% | 199 | 4.4% | 829 | 8.7% | 752 | 8.6% |
| Not in labor force | 55,156 | 41.1% | 2,895 | 44.1% | 8,230 | 35.7% | 6,483 | 46.4% | 17,386 | 36.4% | 3,461 | 43.2% | 8,085 | 45.9% | 8,616 | 49.7% |
| Male: | 63,388 | 47.2% | 2,798 | 42.6% | 11,078 | 48.0% | 7,420 | 53.1% | 22,254 | 46.6% | 3,877 | 48.4% | 7,846 | 44.5% | 8,115 | 46.8% |
| In labor force: | 41,421 | 65.3% | 1,801 | 64.4% | 8,073 | 72.9% | 4,123 | 55.6% | 16,021 | 72.0% | 2,329 | 60.1% | 4,685 | 59.7% | 4,389 | 54.1% |
| <i>In Armed Forces</i> | 1,415 | 3.4% | 13 | 0.7% | 145 | 1.8% | 40 | 1.0% | 1,177 | 7.3% | 16 | 0.7% | 12 | 0.3% | 12 | 0.3% |
| <i>Employed Civilians</i> | 37,767 | 91.2% | 1,674 | 92.9% | 7,606 | 94.2% | 3,889 | 94.3% | 14,077 | 87.9% | 2,204 | 94.6% | 4,307 | 91.9% | 4,010 | 91.4% |
| <i>Unemployed Civilians</i> | 2,239 | 5.4% | 114 | 6.3% | 322 | 4.0% | 194 | 4.7% | 767 | 4.8% | 109 | 4.7% | 366 | 7.8% | 367 | 8.4% |
| Not in labor force | 21,967 | 34.7% | 997 | 35.6% | 3,005 | 27.1% | 3,297 | 44.4% | 6,233 | 28.0% | 1,548 | 39.9% | 3,161 | 40.3% | 3,726 | 45.9% |
| Female: | 70,943 | 52.8% | 3,767 | 57.4% | 12,003 | 52.0% | 6,563 | 46.9% | 25,477 | 53.4% | 4,135 | 51.6% | 9,779 | 55.5% | 9,219 | 53.2% |
| In labor force: | 37,754 | 53.2% | 1,869 | 49.6% | 6,778 | 56.5% | 3,377 | 51.5% | 14,324 | 56.2% | 2,222 | 53.7% | 4,855 | 49.6% | 4,329 | 47.0% |
| <i>In Armed Forces</i> | 258 | 0.7% | 0 | 0.0% | 17 | 0.3% | 0 | 0.0% | 235 | 1.6% | 6 | 0.3% | 0 | 0.0% | 0 | 0.0% |
| <i>Employed Civilians</i> | 35,329 | 93.6% | 1,726 | 92.3% | 6,479 | 95.6% | 3,220 | 95.4% | 13,442 | 93.8% | 2,126 | 95.7% | 4,392 | 90.5% | 3,944 | 91.1% |
| <i>Unemployed Civilians</i> | 2,167 | 5.7% | 143 | 7.7% | 282 | 4.2% | 157 | 4.6% | 647 | 4.5% | 90 | 4.1% | 463 | 9.5% | 385 | 8.9% |
| Not in labor force | 33,189 | 46.8% | 1,898 | 50.4% | 5,225 | 43.5% | 3,186 | 48.5% | 11,153 | 43.8% | 1,913 | 46.3% | 4,924 | 50.4% | 4,890 | 53.0% |

Source: P43. SEX BY EMPLOYMENT STATUS FOR THE POPULATION 16 YEARS AND OVER [15] - Universe: Population 16 years and over
 Data Set: Census 2000 Summary File 3 (SF 3) - Sample Data

Table 4b.1

Racial & Gender Characteristics of Civilian Labor Force in 2000

| Geography | Sex | Total | | White non-Hispanic | | Hispanic | | Black non-Hispanic | | All Others | |
|-------------------------------|--------|-------------|-------|--------------------|-------|------------|-------|--------------------|-------|------------|-------|
| Southampton LMA | Total | 77,485 | 100% | 45,149 | 58.3% | 788 | 1.0% | 30,326 | 39.1% | 1,289 | 1.7% |
| | Male | 40,043 | 51.7% | 24,969 | 55.3% | 414 | 52.5% | 14,029 | 46.3% | 631 | 49.0% |
| | Female | 37,509 | 48.4% | 20,180 | 44.7% | 374 | 47.5% | 16,297 | 53.7% | 658 | 51.0% |
| Virginia Portion of LMA | Total | 54,725 | 100% | 34,280 | 62.6% | 567 | 1.0% | 18,981 | 34.7% | 899 | 1.6% |
| | Male | 28,641 | 52.3% | 19,096 | 55.7% | 290 | 51.1% | 8,807 | 46.4% | 448 | 49.8% |
| | Female | 26,086 | 47.7% | 15,184 | 44.3% | 277 | 48.9% | 10,174 | 53.6% | 451 | 50.2% |
| North Carolina Portion of LMA | Total | 22,760 | 100% | 10,869 | 47.8% | 221 | 1.0% | 11,345 | 49.8% | 390 | 1.7% |
| | Male | 11,402 | 50.1% | 5,873 | 54.0% | 124 | 56.1% | 5,222 | 46.0% | 183 | 46.9% |
| | Female | 11,423 | 50.2% | 4,996 | 46.0% | 97 | 43.9% | 6,123 | 54.0% | 207 | 53.1% |
| Virginia | Total | 3,563,775 | 100% | 2,589,225 | 72.7% | 157,040 | 4.4% | 615,275 | 17.3% | 202,269 | 5.7% |
| | Male | 1,853,855 | 52.0% | 1,376,405 | 53.2% | 89,725 | 57.1% | 282,875 | 46.0% | 104,850 | 51.8% |
| | Female | 1,709,954 | 48.0% | 1,212,820 | 46.8% | 67,315 | 42.9% | 332,400 | 54.0% | 97,419 | 48.2% |
| North Carolina | Total | 4,039,730 | 100% | 2,954,100 | 73.1% | 178,720 | 4.4% | 769,555 | 19.0% | 137,368 | 3.4% |
| | Male | 2,128,839 | 52.7% | 1,578,705 | 53.4% | 123,755 | 69.2% | 354,260 | 46.0% | 72,119 | 52.5% |
| | Female | 1,910,904 | 47.3% | 1,375,395 | 46.6% | 54,965 | 30.8% | 415,295 | 54.0% | 65,249 | 47.5% |
| United States | Total | 137,668,805 | 100% | 100,177,995 | 72.8% | 14,719,715 | 10.7% | 14,453,515 | 10.5% | 8,317,575 | 6.0% |
| | Male | 73,285,310 | 53.2% | 53,734,255 | 53.6% | 8,490,255 | 57.7% | 6,663,955 | 46.1% | 4,396,845 | 52.9% |
| | Female | 64,383,490 | 46.8% | 46,443,740 | 46.4% | 6,229,460 | 42.3% | 7,789,560 | 53.9% | 3,920,730 | 47.1% |

Source: Census 2000 Special EEO Tabulation

NOTE: Percentages may not add to total due to rounding.

For information on confidentiality protection, sampling error, nonsampling

error, and accuracy of the data, see <http://www.census.gov/prod/cen2000/doc/sf3chap8.pdf>.

Table 4b.2

Racial & Gender Characteristics of Civilian Labor Force in 2000

| Geography | Sex | Total | | White non-Hispanic | | Hispanic | | Black non-Hispanic | | All Others | |
|-----------------|--------|--------|-------|--------------------|-------|----------|--------|--------------------|-------|------------|-------|
| Southampton LMA | Total | 77,485 | 100% | 45,149 | 58.3% | 788 | 1.0% | 30,326 | 39.1% | 1,289 | 1.7% |
| | Male | 40,043 | 51.7% | 24,969 | 55.3% | 414 | 52.5% | 14,029 | 46.3% | 631 | 49.0% |
| | Female | 37,509 | 48.4% | 20,180 | 44.7% | 374 | 47.5% | 16,297 | 53.7% | 658 | 51.0% |
| Franklin | Total | 3,655 | 100% | 1,867 | 51.1% | 29 | 0.8% | 1,743 | 47.7% | 14 | 0.4% |
| | Male | 1,789 | 48.9% | 1,020 | 54.6% | 25 | 86.2% | 734 | 42.1% | 10 | 71.4% |
| | Female | 1,864 | 51.0% | 847 | 45.4% | 4 | 13.8% | 1,009 | 57.9% | 4 | 28.6% |
| Isle of Wight | Total | 14,685 | 100% | 10,744 | 73.2% | 172 | 1.2% | 3,633 | 24.7% | 126 | 0.9% |
| | Male | 7,921 | 53.9% | 5,989 | 55.7% | 106 | 61.6% | 1,740 | 47.9% | 86 | 68.3% |
| | Female | 6,754 | 46.0% | 4,755 | 44.3% | 66 | 38.4% | 1,893 | 52.1% | 40 | 31.7% |
| Southampton | Total | 7,455 | 100% | 4,806 | 64.5% | 16 | 0.2% | 2,585 | 34.7% | 75 | 1.0% |
| | Male | 4,095 | 54.9% | 2,843 | 59.2% | 12 | 75.0% | 1,203 | 46.5% | 37 | 49.3% |
| | Female | 3,387 | 45.4% | 1,963 | 40.8% | 4 | 25.0% | 1,382 | 53.5% | 38 | 50.7% |
| Suffolk | Total | 28,930 | 100% | 16,863 | 58.3% | 350 | 1.2% | 11,020 | 38.1% | 684 | 2.4% |
| | Male | 14,836 | 51.3% | 9,244 | 54.8% | 147 | 42.0% | 5,130 | 46.6% | 315 | 46.1% |
| | Female | 14,081 | 48.7% | 7,619 | 45.2% | 203 | 58.0% | 5,890 | 53.4% | 369 | 53.9% |
| Gates, NC | Total | 4,525 | 100% | 2,838 | 62.7% | 4 | 0.1% | 1,593 | 35.2% | 98 | 2.2% |
| | Male | 2,321 | 51.3% | 1,489 | 52.5% | 4 | 100.0% | 774 | 48.6% | 54 | 55.1% |
| | Female | 2,212 | 48.9% | 1,349 | 47.5% | - | 0.0% | 819 | 51.4% | 44 | 44.9% |
| Hertford, NC | Total | 9,525 | 100% | 4,052 | 42.5% | 181 | 1.9% | 5,123 | 53.8% | 189 | 2.0% |
| | Male | 4,682 | 49.2% | 2,179 | 53.8% | 92 | 50.8% | 2,334 | 45.6% | 77 | 40.7% |
| | Female | 4,863 | 51.1% | 1,873 | 46.2% | 89 | 49.2% | 2,789 | 54.4% | 112 | 59.3% |
| Northampton, NC | Total | 8,710 | 100% | 3,979 | 45.7% | 36 | 0.4% | 4,629 | 53.1% | 103 | 1.2% |
| | Male | 4,399 | 50.5% | 2,205 | 55.4% | 28 | 77.8% | 2,114 | 45.7% | 52 | 50.5% |
| | Female | 4,348 | 49.9% | 1,774 | 44.6% | 8 | 22.2% | 2,515 | 54.3% | 51 | 49.5% |

Source: Census 2000 Special EEO Tabulation

NOTE: Percentages may not add to total due to rounding.

For information on confidentiality protection, sampling error, nonsampling

error, and accuracy of the data, see <http://www.census.gov/prod/cen2000/doc/sf3chap8.pdf>.

Table 4c.1

Characteristics of the Unemployed* by Gender and Race in 2000

| Geography | Sex | Total | | White non-Hispanic | | Hispanic | | Black non-Hispanic | | All Others | |
|-------------------------------|--------------|---------------|-------------|--------------------|--------------|--------------|--------------|--------------------|--------------|--------------|-------------|
| Southampton LMA | Total | 578 | 100% | 105 | 18.2% | 20 | 3.5% | 453 | 78.4% | - | 0.0% |
| | Male | 265 | 45.8% | 41 | 39.0% | - | 0.0% | 224 | 49.4% | - | 0.0% |
| | Female | 313 | 54.2% | 64 | 61.0% | 20 | 100.0% | 229 | 50.6% | - | 0.0% |
| Virginia Portion of LMA | Total | 234 | 100% | 31 | 13.2% | 20 | 8.5% | 183 | 78.2% | - | 0.0% |
| | Male | 101 | 43.2% | 12 | 38.7% | - | 0.0% | 89 | 46.4% | - | 0.0% |
| | Female | 133 | 56.8% | 19 | 61.3% | 20 | 100.0% | 94 | 53.6% | - | 0.0% |
| North Carolina Portion of LMA | Total | 344 | 100% | 74 | 21.5% | - | 0.0% | 270 | 78.5% | - | 0.0% |
| | Male | 164 | 47.7% | 29 | 39.2% | - | 0.0% | 135 | 50.0% | - | 0.0% |
| | Female | 180 | 52.3% | 45 | 60.8% | - | 0.0% | 135 | 50.0% | - | 0.0% |
| Virginia | Total | 18,195 | 100% | 9,525 | 52.3% | 1,385 | 7.6% | 6,060 | 33.3% | 1,223 | 6.7% |
| | Male | 8,380 | 46.1% | 4,315 | 45.3% | 405 | 29.2% | 3,185 | 52.6% | 475 | 38.8% |
| | Female | 9,813 | 53.9% | 5,210 | 54.7% | 980 | 70.8% | 2,875 | 47.4% | 748 | 61.2% |
| North Carolina | Total | 28,835 | 100% | 14,285 | 49.5% | 2,900 | 10.1% | 10,480 | 36.3% | 1,169 | 4.1% |
| | Male | 11,924 | 41.4% | 5,105 | 35.7% | 1,420 | 49.0% | 4,905 | 46.8% | 494 | 42.3% |
| | Female | 16,910 | 58.6% | 9,180 | 64.3% | 1,480 | 51.0% | 5,575 | 53.2% | 675 | 57.7% |
| United States | Total | 47,608 | 100% | 23,915 | 50.2% | 4,305 | 9.0% | 16,993 | 35.7% | 2,392 | 5.0% |
| | Male | 20,569 | 43.2% | 9,461 | 39.6% | 1,825 | 42.4% | 8,314 | 48.9% | 969 | 40.5% |
| | Female | 27,036 | 56.8% | 14,454 | 60.4% | 2,480 | 57.6% | 8,679 | 51.1% | 1,423 | 59.5% |

Source: Census 2000 Special EEO Tabulation

* Unemployed defined as having No Civilian Work Experience Since 1995

NOTE: Percentages may not add to total due to rounding.

For information on confidentiality protection, sampling error, nonsampling error, and accuracy of the data, see <http://www.census.gov/prod/cen2000/doc/sf3chap8.pdf>.

Table 4c.2

Characteristics of the Unemployed* by Gender and Race in 2000

| Geography | Sex | Total | | White non-Hispanic | | Hispanic | | Black non-Hispanic | | All Others | |
|------------------------|--------------|--------------|-------------|---------------------------|--------------|-----------------|--------------|---------------------------|---------------|-------------------|-------------|
| Southampton LMA | Total | 578 | 100% | 105 | 18.2% | 20 | 3.5% | 453 | 78.4% | - | 0.0% |
| | Male | 265 | 45.8% | 41 | 39.0% | - | 0.0% | 224 | 49.4% | - | 0.0% |
| | Female | 313 | 54.2% | 64 | 61.0% | 20 | 100.0% | 229 | 50.6% | - | 0.0% |
| Franklin | Total | 14 | 100% | - | 0.0% | - | 0.0% | 14 | 100.0% | - | 0.0% |
| | Male | 4 | 28.6% | - | 0.0% | - | 0.0% | 4 | 28.6% | - | 0.0% |
| | Female | 10 | 71.4% | - | 0.0% | - | 0.0% | 10 | 71.4% | - | 0.0% |
| Isle of Wight | Total | 59 | 100% | 4 | 6.8% | - | 0.0% | 55 | 93.2% | - | 0.0% |
| | Male | 49 | 83.1% | 4 | 100.0% | - | 0.0% | 45 | 28.6% | - | 0.0% |
| | Female | 10 | 16.9% | - | 0.0% | - | 0.0% | 10 | 71.4% | - | 0.0% |
| Southampton | Total | 33 | 100% | 19 | 57.6% | - | 0.0% | 14 | 42.4% | - | 0.0% |
| | Male | 14 | 42.4% | 4 | 21.1% | - | 0.0% | 10 | 28.6% | - | 0.0% |
| | Female | 19 | 57.6% | 15 | 78.9% | - | 0.0% | 4 | 71.4% | - | 0.0% |
| Suffolk | Total | 128 | 100% | 8 | 6.3% | 20 | 15.6% | 100 | 78.1% | - | 0.0% |
| | Male | 34 | 26.6% | 4 | 50.0% | - | 0.0% | 30 | 30.0% | - | 0.0% |
| | Female | 94 | 73.4% | 4 | 50.0% | 20 | 100.0% | 70 | 70.0% | - | 0.0% |
| Gates, NC | Total | 50 | 100% | 25 | 50.0% | - | 0.0% | 25 | 50.0% | - | 0.0% |
| | Male | 30 | 60.0% | 15 | 60.0% | - | 0.0% | 15 | 60.0% | - | 0.0% |
| | Female | 20 | 40.0% | 10 | 40.0% | - | 0.0% | 10 | 40.0% | - | 0.0% |
| Hertford, NC | Total | 169 | 100% | 24 | 14.2% | - | 0.0% | 145 | 85.8% | - | 0.0% |
| | Male | 89 | 52.7% | 4 | 16.7% | - | 0.0% | 85 | 58.6% | - | 0.0% |
| | Female | 80 | 47.3% | 20 | 83.3% | - | 0.0% | 60 | 41.4% | - | 0.0% |
| Northampton, NC | Total | 125 | 100% | 25 | 20.0% | - | 0.0% | 100 | 80.0% | - | 0.0% |
| | Male | 45 | 36.0% | 10 | 40.0% | - | 0.0% | 35 | 35.0% | - | 0.0% |
| | Female | 80 | 64.0% | 15 | 60.0% | - | 0.0% | 65 | 65.0% | - | 0.0% |

Source: Census 2000 Special EEO Tabulation (see previous table for other notes)

* Unemployed defined as having (No Civilian Work Experience Since 1995)

NOTE: Percentages may not add to total due to rounding.

For information on confidentiality protection, sampling error, nonsampling error, and accuracy of the data, see <http://www.census.gov/prod/cen2000/doc/sf3chap8.pdf>.

Table 4d.1

Southampton LMA Unemployed by Sex, Race, and Age for 2003 - 2004

| | Monthly Average from April '03 to March '04 & percent of total unemployment | | % for State of Virginia* | Southampton LMA Unemployment by Month | | | | | | | | | | | |
|------------------------|---|---------------|--------------------------|---------------------------------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|------------|
| | | | | M-04 | F-04 | J-04 | D-03 | N-03 | O-03 | S-03 | A-03 | J-03 | J-03 | M-03 | A-03 |
| Sex | | | | | | | | | | | | | | | |
| Male | 387 | 43.5% | 50.2% | 399 | 354 | 383 | 296 | 311 | 301 | 321 | 368 | 461 | 461 | 507 | 477 |
| Female | 501 | 56.5% | 49.8% | 433 | 446 | 488 | 437 | 436 | 457 | 465 | 575 | 671 | 589 | 553 | 464 |
| | | 100.0% | | | | | | | | | | | | | |
| Race | | | | | | | | | | | | | | | |
| White | 300 | 33.8% | 50.7% | 234 | 281 | 293 | 266 | 254 | 251 | 275 | 330 | 387 | 352 | 337 | 344 |
| Black | 562 | 63.3% | 39.6% | 575 | 496 | 555 | 440 | 461 | 481 | 490 | 590 | 721 | 671 | 698 | 569 |
| Hispanic | 6 | 0.6% | 2.5% | 4 | 7 | 6 | 7 | 8 | 6 | 4 | 5 | 6 | 6 | 5 | 5 |
| Am. Native | 3 | 0.3% | 0.7% | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 1 | 3 | 3 | 4 |
| Asian/Pacific | 4 | 0.5% | 2.2% | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 |
| Race INA | 13 | 1.4% | 4.3% | 13 | 10 | 10 | 14 | 17 | 14 | 11 | 12 | 13 | 13 | 12 | 15 |
| | | 100.0% | | | | | | | | | | | | | |
| Age | | | | | | | | | | | | | | | |
| < 22 | 25 | 2.8% | 2.2% | 16 | 27 | 24 | 20 | 23 | 24 | 18 | 26 | 46 | 23 | 27 | 21 |
| 22 - 24 | 59 | 6.6% | 5.5% | 49 | 46 | 55 | 40 | 64 | 56 | 69 | 72 | 74 | 70 | 57 | 53 |
| 25 - 34 | 221 | 24.9% | 24.0% | 205 | 200 | 232 | 200 | 191 | 189 | 185 | 236 | 279 | 255 | 254 | 223 |
| 35 - 44 | 252 | 28.4% | 28.5% | 202 | 201 | 227 | 186 | 206 | 229 | 234 | 284 | 341 | 311 | 311 | 293 |
| 45 - 54 | 214 | 24.2% | 24.8% | 239 | 212 | 208 | 184 | 169 | 165 | 176 | 206 | 254 | 253 | 284 | 223 |
| 55 - 59 | 64 | 7.2% | 8.3% | 63 | 61 | 70 | 57 | 55 | 59 | 62 | 63 | 73 | 77 | 70 | 61 |
| 60 - 64 | 38 | 4.3% | 4.9% | 47 | 39 | 38 | 33 | 28 | 24 | 29 | 40 | 48 | 43 | 42 | 46 |
| >= 65 | 15 | 1.7% | 1.7% | 11 | 14 | 17 | 13 | 11 | 12 | 13 | 16 | 17 | 18 | 15 | 21 |
| Total | 888 | 100.0% | | 832 | 800 | 871 | 733 | 747 | 758 | 786 | 943 | 1132 | 1050 | 1060 | 941 |
| Avg. Duration** | | 11 | 11 | 9 | 10 | 10 | 11 | 11 | 12 | 12 | 12 | 11 | 10 | 11 | 12 |

Source: Virginia Employment Commission, ETA 203 File, Characteristics of the Insured Unemployed

*Monthly Average from April '03 to March '04

** Average Duration is calculated using an unweighted average of the four jurisdictions for preceding dates listed

Note: Southampton LMA in this case refers to Franklin, Suffolk, Southampton and Isle of Wight only

Table 4d.2

Unemployed in the Southampton LMA by Previous Industry for 2003 - 2004

| | Monthly Average & Percent for LMA from Mar 04 to Oct 03 | | % for State of Virginia | M-04 | F-04 | J-04 | D-03 | N-03 | O-03 |
|--------------------|--|---------------|----------------------------|------------|------------|------------|------------|------------|------------|
| | Industry | | | | | | | | |
| Agriculture | 12 | 1.5% | 0.3% | 8 | 12 | 11 | 13 | 13 | 13 |
| Mining | 0 | 0.0% | 0.3% | 0 | 0 | 0 | 0 | 0 | 0 |
| Utilities | 1 | 0.1% | 0.1% | 1 | 0 | 1 | 1 | 1 | 1 |
| Construction | 57 | 7.2% | 8.2% | 53 | 62 | 71 | 49 | 55 | 52 |
| Manufacturing | 137 | 17.3% | 17.0% | 249 | 125 | 121 | 100 | 111 | 113 |
| Wholesale Trade | 29 | 3.6% | 2.4% | 22 | 27 | 33 | 28 | 32 | 31 |
| Retail Trade | 71 | 8.9% | 6.2% | 66 | 72 | 84 | 67 | 74 | 60 |
| Transportation | 34 | 4.2% | 2.6% | 34 | 47 | 43 | 27 | 24 | 26 |
| Information | 14 | 1.7% | 2.6% | 10 | 12 | 13 | 16 | 16 | 14 |
| Finance/Insurance | 16 | 2.0% | 2.2% | 12 | 12 | 11 | 18 | 18 | 26 |
| Real Estate | 6 | 0.8% | 1.0% | 5 | 5 | 6 | 6 | 6 | 8 |
| Pro/Sci/Tech | 30 | 3.8% | 4.6% | 20 | 29 | 35 | 28 | 33 | 36 |
| Management | 3 | 0.4% | 0.2% | 0 | 1 | 3 | 4 | 5 | 4 |
| Admin Support | 86 | 10.8% | 7.4% | 68 | 87 | 106 | 92 | 77 | 84 |
| Educational Svcs | 2 | 0.2% | 0.5% | 2 | 0 | 2 | 2 | 2 | 3 |
| Health/Soc Svcs | 35 | 4.4% | 3.6% | 28 | 27 | 36 | 36 | 41 | 41 |
| Art/Entertain/Rec | 7 | 0.8% | 0.9% | 3 | 5 | 7 | 8 | 7 | 9 |
| Accommodation/Food | 27 | 3.4% | 4.2% | 30 | 31 | 33 | 20 | 22 | 26 |
| Other Services | 16 | 2.1% | 2.1% | 8 | 15 | 21 | 19 | 20 | 15 |
| Public Admin | 0 | 0.0% | 0.3% | 0 | 0 | 0 | 0 | 0 | 0 |
| State | 7 | 0.9% | 0.7% | 11 | 11 | 10 | 5 | 3 | 3 |
| Local | 23 | 2.9% | 1.5% | 19 | 20 | 22 | 23 | 26 | 29 |
| Other Services | 11 | 1.4% | 3.2% | 9 | 10 | 14 | 12 | 12 | 11 |
| Ind INA | 169 | 21.4% | 27.9% | 174 | 190 | 188 | 159 | 149 | 153 |
| Total | 790 | 100.0% | 100.0% | 832 | 800 | 871 | 733 | 747 | 758 |

Source: Virginia Employment Commission, ETA 203 File, Characteristics of the Insured Unemployed

* Average Duration is calculated using an unweighted average of the four jurisdictions for preceding dates listed

Note: Breakdown by Industry & Occupation for dates prior to October 2003 are not listed here

as they were recorded under the previous classification scheme and are not directly comparable

Note: Southampton LMA in this case refers to Franklin, Suffolk, Southampton and Isle of Wight only

Table 4d.3

Unemployed in the Southampton LMA by Previous Occupation for 2003 - 2004

| | Monthly Average & Percent for LMA from Mar 04 to Oct 03 | | % for State of Virginia | M-04 | F-04 | J-04 | D-03 | N-03 | O-03 |
|--|---|---------------|-------------------------|------------|------------|------------|------------|------------|------------|
| | | | | | | | | | |
| Occupation | - | - | - | | | | | | - |
| Management Occupations | 48 | 6.0% | 8.0% | 41 | 46 | 50 | 48 | 49 | 52 |
| Business and Financial Operations Occupations | 19 | 2.4% | 3.3% | 15 | 22 | 21 | 18 | 20 | 19 |
| Computer and Mathematical Occupations | 14 | 1.7% | 3.9% | 17 | 14 | 15 | 11 | 14 | 12 |
| Architecture and Engineering Occupations | 10 | 1.2% | 1.5% | 8 | 10 | 11 | 8 | 10 | 10 |
| Life, Physical, and Social Science Occupations | 8 | 0.9% | 0.5% | 7 | 10 | 8 | 9 | 7 | 4 |
| Community and Social Services Occupations | 4 | 0.5% | 0.7% | 1 | 1 | 4 | 5 | 5 | 6 |
| Legal Occupations | 3 | 0.3% | 0.7% | 3 | 4 | 3 | 3 | 1 | 1 |
| Education, Training, and Library Occupations | 12 | 1.5% | 1.3% | 8 | 7 | 11 | 13 | 13 | 20 |
| Arts, Design, Entertainment, Sports, and Media Occupations | 7 | 0.8% | 1.1% | 7 | 7 | 10 | 7 | 6 | 2 |
| Healthcare Practitioners and Technical Occupations | 15 | 1.9% | 1.1% | 11 | 13 | 19 | 19 | 16 | 13 |
| Healthcare Support Occupations | 22 | 2.7% | 1.8% | 18 | 19 | 21 | 20 | 24 | 27 |
| Protective Service Occupations | 14 | 1.7% | 1.2% | 11 | 14 | 11 | 14 | 16 | 15 |
| Food Preparation and Serving-Related Occupations | 24 | 3.0% | 3.9% | 28 | 31 | 24 | 18 | 19 | 22 |
| Building and Grounds Cleaning and Maintenance Occupations | 26 | 3.2% | 3.5% | 34 | 24 | 31 | 19 | 22 | 24 |
| Personal Care and Service Occupations | 9 | 1.1% | 1.1% | 8 | 9 | 10 | 9 | 8 | 9 |
| Sales and Related Occupations | 61 | 7.7% | 8.1% | 51 | 58 | 71 | 61 | 59 | 64 |
| Office and Administrative Support Occupations | 138 | 17.4% | 14.0% | 110 | 130 | 139 | 135 | 159 | 153 |
| Farming, Fishing, and Forestry Occupations | 3 | 0.4% | 0.5% | 4 | 5 | 4 | 4 | 2 | 1 |
| Construction and Extraction Occupations | 65 | 8.2% | 8.7% | 64 | 73 | 80 | 58 | 57 | 58 |
| Installation, Maintenance, and Repair Occupations | 36 | 4.5% | 3.8% | 38 | 37 | 44 | 36 | 32 | 29 |
| Production Occupations | 144 | 18.1% | 17.1% | 200 | 152 | 160 | 121 | 112 | 116 |
| Transportation and Material Moving Occupations | 95 | 12.0% | 8.3% | 131 | 100 | 108 | 75 | 81 | 74 |
| Military Specific | 1 | 0.1% | 0.2% | 2 | 2 | 0 | 0 | 0 | 0 |
| SOC INA | 20 | 2.5% | 5.6% | 15 | 12 | 16 | 22 | 25 | 27 |
| Total | 792 | 100.0% | 100.0% | 832 | 800 | 871 | 733 | 757 | 758 |

Source: Virginia Employment Commission, ETA 203 File, Characteristics of the Insured Unemployed (see previous table for additional notes)

5. Workforce Education and Training

This section describes educational attainment of the Southampton LMA's workforce, as well as the quality and production of its public schools and community college. As shown in Table 5a, a challenge that the LMA faces is that a higher percentage of its residents (28.6%) have less than a high school diploma (or equivalent) than do residents of Virginia, North Carolina, or the nation as a whole. The LMA also compares unfavorably in bachelor's and post-bachelor's degrees.

Educational attainment for those 25 years and older is not evenly distributed within the LMA. Southampton County, for instance, has the highest rate of individuals with less than a 9th grade education, 16.2%, which is almost double the 8.3% in neighboring Isle of Wight County, which is the lowest in the LMA. This possibly reflects the relatively large institutionalized population in the county.

Table 5b shows the number of High School graduates in the LMA, as well as the diploma type. Data on degree types are not available for the North Carolina portion of the LMA. For the Virginia portion of the LMA, 906 standard diplomas and 283 advanced diplomas were conferred in the 2002 – 2003 combined term. An Advanced Studies diploma is more rigorous than a Standard Diploma because it involves more college preparatory courses and other requirements.

Table 5c shows the post-high school plans of Southampton LMA's graduates for the 2002 – 2003 combined school year and compares them to Virginia. In this period, the LMA produced 1,722 high school graduates. Over 75% of them plan on some type of continuing education, with four- and two-year colleges being the most popular, accounting for 46.2% and 23.1% of the total, respectively. However, a high school graduate in the Southampton LMA is 40% more likely to plan on joining the workforce immediately after graduation than the average Virginia high school graduate. The LMA's graduates also join the military at a much higher rate than in rest of Virginia, with 8.1% choosing to do so, compared to 3.0% for the state.

An analysis of inter-jurisdictional differences within the LMA reveals that 55.9% of Suffolk graduates plan to go to four-year colleges, this is notable when compared to 33.2% of Southampton High School graduates who plan to do the same. While this 33.2% is the lowest in the LMA, it should be noted that 32.6% of Southampton graduates plan to attend a two-year colleges. The quality of Paul D. Camp Community College, with campuses in Franklin city, Suffolk, and Smithfield, is probably an important factor in this.

Table 5d presents high school dropout statistics for 2001 – 2002. The overall rate for the LMA (3.0%) is higher than the Virginia rate (2.0%) and lower than that of North Carolina (3.5%). Southampton County has the lowest dropout rate in the LMA at 2.0%, while neighboring Franklin city has the second highest at 4.5%.

The Virginia Department of Education produces at least two measures of school achievement. The one included here as Table 5e is a relatively simple average of a school's pass rate on Standards of Learning exams. It is the End of Course Exam given to test proficiency in the major subject areas required for High School graduation. What constitutes passing and failing can change from year to year and from school district to school district, so conclusions based on these scores should be avoided. For more information on this subject, visit the Virginia Department of Education's web site (www.pen.k12.va.us) or contact their Department of Assessment and Reporting.

While one should be careful not to draw too strong of a conclusion from Table 5e, it does show that student testing performance in the Southampton Labor Market Area trails that of Virginia as a whole. This is particularly true in all areas of math, as well as biology. Within the LMA, students in Isle of Wight and Southampton counties performed better than their counterparts in Franklin and Suffolk, and in a number of subjects, better than the statewide averages.

Tables 5f.1 and 5f.2 show the number and type of degrees awarded by Paul D. Camp Community College. For the 2002 – 2003 term the community college conferred 195 associate's degrees and certificates. Of these, 31% were an Associate of Applied Science degree, with the largest number of these graduates, 27, or 44%, majoring in Administration of Justice. This was the single most popular major, after General Studies, among all the students. Table 5f.2 shows that for the 2002 – 2003 school year, 22 students received certificates, mostly in clinical studies, office information processing, and early childhood development. An additional 44 students earned career study certificates, primarily in childcare, bookkeeping and medical office specializations. Business technology, administrative support, and business administration were also popular areas of study.

Table 5a.1

Educational Attainment for Persons 25 Years and Older in 2000

| | Southampton LMA | | Virginia Portion of LMA | | North Carolina Portion of LMA | | Virginia | | North Carolina | | United States | |
|---|--------------------|-------|----------------------------|-------|----------------------------------|-------|-----------|-------|----------------|-------|---------------|-------|
| Total: | 116,765 | 100% | 79,495 | 100% | 37,270 | 100% | 4,666,574 | 100% | 5,282,994 | 100% | 182,211,639 | 100% |
| Less than 9th grade | 13,070 | 11.2% | 8,185 | 10.3% | 4,885 | 13.1% | 338,184 | 7.2% | 413,495 | 7.8% | 13,755,477 | 7.5% |
| Some High School (no diploma) | 20,339 | 17.4% | 12,335 | 15.5% | 8,004 | 21.5% | 526,426 | 11.3% | 741,229 | 14.0% | 21,960,148 | 12.1% |
| High school graduate (includes equivalency) | 35,143 | 30.1% | 23,231 | 29.2% | 11,912 | 32.0% | 1,212,463 | 26.0% | 1,502,978 | 28.4% | 52,168,981 | 28.6% |
| Some college, no degree | 23,721 | 20.3% | 17,585 | 22.1% | 6,136 | 16.5% | 951,700 | 20.4% | 1,080,504 | 20.5% | 38,351,595 | 21.0% |
| Associate degree | 7,368 | 6.3% | 5,088 | 6.4% | 2,280 | 6.1% | 262,813 | 5.6% | 358,075 | 6.8% | 11,512,833 | 6.3% |
| Bachelor's degree | 12,011 | 10.3% | 9,011 | 11.3% | 3,000 | 8.0% | 835,011 | 17.9% | 808,070 | 15.3% | 28,317,792 | 15.5% |
| Master's or Professional School degree | 4,697 | 4.0% | 3,749 | 4.7% | 948 | 2.5% | 481,554 | 10.3% | 332,073 | 6.3% | 14,390,482 | 7.9% |
| Doctorate degree | 416 | 0.4% | 311 | 0.4% | 105 | 0.3% | 58,423 | 1.3% | 46,570 | 0.9% | 1,754,331 | 1.0% |

Source: Census 2000 Summary File 3 (SF 3) - Sample Data

Table 5a.2

Educational Attainment for Persons 25 Years and Older cont'd

| | Southampton Labor Market Area | | Franklin | | Isle of Wight | | Southampton | | Suffolk | | Gates, NC | | Hertford, NC | | Northampton, NC | |
|---|-------------------------------|-------|----------|-------|---------------|-------|-------------|-------|---------|-------|-----------|-------|--------------|-------|-----------------|-------|
| Total: | 116,765 | 100% | 5,642 | 100% | 20,121 | 100% | 12,070 | 100% | 41,662 | 100% | 7,095 | 100% | 14,976 | 100% | 15,199 | 100% |
| Less than 9th grade | 13,070 | 11.2% | 773 | 13.7% | 1,662 | 8.3% | 1,954 | 16.2% | 3,796 | 9.1% | 742 | 10.5% | 1,983 | 13.2% | 2,160 | 14.2% |
| Some High School (no diploma) | 20,339 | 17.4% | 865 | 15.3% | 3,122 | 15.5% | 2,492 | 20.6% | 5,856 | 14.1% | 1,288 | 18.2% | 3,171 | 21.2% | 3,545 | 23.3% |
| High school graduate (includes equivalency) | 35,143 | 30.1% | 1,554 | 27.5% | 6,146 | 30.5% | 3,193 | 26.5% | 12,338 | 29.6% | 2,506 | 35.3% | 4,631 | 30.9% | 4,775 | 31.4% |
| Some college, no degree | 23,721 | 20.3% | 1,252 | 22.2% | 4,280 | 21.3% | 2,484 | 20.6% | 9,569 | 23.0% | 1,369 | 19.3% | 2,544 | 17.0% | 2,223 | 14.6% |
| Associate degree | 7,368 | 6.3% | 272 | 4.8% | 1,392 | 6.9% | 531 | 4.4% | 2,893 | 6.9% | 447 | 6.3% | 981 | 6.6% | 852 | 5.6% |
| Bachelor's degree | 12,011 | 10.3% | 636 | 11.3% | 2,476 | 12.3% | 1,027 | 8.5% | 4,872 | 11.7% | 585 | 8.2% | 1,129 | 7.5% | 1,286 | 8.5% |
| Master's or Professional School degree | 4,697 | 4.0% | 269 | 4.8% | 979 | 4.9% | 348 | 2.9% | 2,153 | 5.2% | 139 | 2.0% | 477 | 3.2% | 332 | 2.2% |
| Doctorate degree | 416 | 0.4% | 21 | 0.4% | 64 | 0.3% | 41 | 0.3% | 185 | 0.4% | 19 | 0.3% | 60 | 0.4% | 26 | 0.2% |
| Source: Census 2000 Summary File 3 (SF 3) - Sample Data | | | | | | | | | | | | | | | | |

Table 5b**High School Graduates by Diploma Type for the Southampton LMA 2001 - 2003***

| Area | Standard Diploma | Advanced Studies Diploma** | Other Diploma*** | Total Graduates by Degree |
|------------------------|------------------|----------------------------|------------------|---------------------------|
| Isle Of Wight | 196 | 111 | 6 | 313 |
| Southampton | 77 | 93 | 14 | 184 |
| Suffolk | 595 | 37 | 19 | 651 |
| Franklin City | 38 | 42 | 6 | 86 |
| VA Sub-Total | 906 | 283 | 45 | 1,234 |
| Gates | n/a | n/a | n/a | 92 |
| Hertford | n/a | n/a | n/a | 215 |
| Northampton | n/a | n/a | n/a | 181 |
| NC Sub-Total | n/a | n/a | n/a | 488 |
| Southampton LMA | n/a | n/a | n/a | 1,722 |

*VA data is for the 2002 - 2003 Combined Term and NC data is for the 2001 - 2002 term

**These require certain advanced or AP classes to be taken, details can be found on the Virginia Department of Education Web Site in a document entitled Standards of Accreditation

***This includes Special Diplomas, Certificate of Program Completion, GED Certificate, ISEAP and Modified Standard Diploma. Generally speaking, these diplomas are not as rigorous as the standard diplomas and are often for special needs students

Sources: Virginia Department of Education and 2003 North Carolina Public Schools Statistical Profile

Table 5c

High School Graduate Intentions for the Southampton LMA

| Division Name | Attending Two-year Colleges | | Attending Four-year Colleges | | Other Continuing Education Plans* | | Employment | | Military | | No Plans** | | Total Graduates by Plans | |
|------------------------|-----------------------------|--------------|------------------------------|--------------|-----------------------------------|-------------|------------|--------------|------------|-------------|------------|-------------|--------------------------|-------------|
| Franklin | 17 | 19.8% | 36 | 41.9% | 7 | 8.1% | 14 | 16.3% | 12 | 14.0% | 0 | 0.0% | 86 | 100% |
| Isle Of Wight | 73 | 23.3% | 123 | 39.3% | 39 | 12.5% | 48 | 15.3% | 30 | 9.6% | 0 | 0.0% | 313 | 100% |
| Southampton | 60 | 32.6% | 61 | 33.2% | 20 | 10.9% | 30 | 16.3% | 13 | 7.1% | 0 | 0.0% | 184 | 100% |
| Suffolk | 112 | 17.2% | 364 | 55.9% | 50 | 7.7% | 69 | 10.6% | 44 | 6.8% | 12 | 1.8% | 651 | 100% |
| VA Portion of LMA | 262 | 21.2% | 584 | 47.3% | 116 | 9.4% | 161 | 13.0% | 99 | 8.0% | 12 | 1.0% | 1,234 | 100% |
| Gates, NC | 19 | 20.7% | 46 | 50.0% | 2 | 2.2% | 13 | 14.1% | 6 | 6.5% | 6 | 6.5% | 92 | 100% |
| Hertford, NC | 46 | 21.4% | 81 | 37.7% | 2 | 0.9% | 59 | 27.4% | 23 | 10.7% | 4 | 1.9% | 215 | 100% |
| Northampton, NC | 39 | 21.5% | 108 | 59.7% | 11 | 6.1% | 12 | 6.6% | 11 | 6.1% | 0 | 0.0% | 181 | 100% |
| NC Portion of LMA | 104 | 21.3% | 235 | 48.2% | 15 | 3.1% | 84 | 17.2% | 40 | 8.2% | 10 | 2.0% | 488 | 100% |
| Southampton LMA | 366 | 21.3% | 819 | 47.6% | 131 | 7.6% | 245 | 14.2% | 139 | 8.1% | 22 | 1.3% | 1,722 | 100% |
| Virginia | 17,446 | 23.1% | 34,854 | 46.2% | 4,928 | 6.5% | 7,554 | 10.0% | 2,273 | 3.0% | 8,417 | 11.2% | 75,472 | 100% |

*For NC includes Trade or Business School

** For NC, includes Other Plans (which includes Information Not Available, Married, etc.)

Note: VA data is for the 2002 - 2003 Combined Term

NC data is for the 2001 - 2002 term

Source: Virginia Department of Education and 2003 North Carolina Public Schools Statistical Profile

Table 5d**Southampton LMA 2001 - 2002 Dropout Statistics**

| | Total Dropouts | 2001 Fall Membership Grades 7-12 | Dropout Percentage |
|--------------------------|-----------------------|---|---------------------------|
| Isle Of Wight | 59 | 2,306 | 2.6% |
| Southampton | 26 | 1,299 | 2.0% |
| Franklin | 27 | 597 | 4.5% |
| Suffolk | 115 | 4,921 | 2.3% |
| VA Portion of LMA | 227 | 9,123 | 2.5% |
| Gates, NC | 33 | 965 | 3.4% |
| Hertford, NC | 87 | 1,875 | 4.6% |
| Northampton, NC | 61 | 1,627 | 3.8% |
| NC Portion of LMA | 181 | 4,467 | 4.1% |
| Southampton LMA | 408 | 13,590 | 3.0% |
| Virginia | 10,505 | 518,909 | 2.0% |
| North Carolina | 21,046 | 597,898 | 3.5% |

Sources: Virginia Department of Education
and 2003 North Carolina Public Schools Statistical Profile

Table 5e

Spring 2003 Standards of Learning End of Course Exam Pass Rates

| | Southampton LMA* | State of Virginia | Franklin | Isle of Wight | Southampton | Suffolk |
|----------------------------------|-----------------------------|--------------------------|-----------------|----------------------|--------------------|----------------|
| English | 89 | 93 | 89 | 96 | 78 | 93 |
| Writing | 89 | 91 | 88 | 93 | 87 | 89 |
| Algebra | 64 | 78 | 41 | 69 | 89 | 55 |
| Geometry | 54 | 79 | 49 | 67 | 40 | 60 |
| Algebra II | 66 | 81 | 65 | 73 | 88 | 38 |
| Virginia & US History | 59 | 75 | 37 | 77 | 72 | 49 |
| World History I | 76 | 86 | 63 | 77 | 93 | 70 |
| World History II | 79 | 82 | 73 | 66 | 100 | 75 |
| Earth Science | 65 | 73 | 64 | 66 | 66 | 65 |
| Biology | 68 | 82 | 57 | 82 | 59 | 74 |
| Chemistry | 76 | 84 | 73 | 93 | 94 | 45 |

*This is an unweighted average of the four jurisdictions in the LMA

Source: Virginia Department of Education

Table 5f.1

Degrees and Certificates Conferred by Paul D. Camp Community College

| NUMBER OF GRADUATES BY CURRICULUM | | | | | | | | | | |
|---------------------------------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|
| Associates of Arts and Science Degree | 1998-99 | | 1999-00 | | 2000-01 | | 2001-02 | | 2002-03 | |
| | Number | % | Number | % | Number | % | Number | % | Number | % |
| Business Administration | 10 | 16% | 13 | 19% | 8 | 12% | 10 | 19% | 12 | 18% |
| Education | 18 | 30% | 16 | 23% | 15 | 22% | 8 | 15% | 12 | 18% |
| General Studies | 25 | 41% | 32 | 46% | 40 | 59% | 30 | 58% | 35 | 51% |
| General Studies - Computer Science | n/a | n/a | n/a | n/a | 0 | n/a | 0 | n/a | 5 | n/a |
| Liberal Arts | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2% | 0 | 0% |
| Science | 8 | 13% | 8 | 12% | 5 | 7% | 3 | 6% | 4 | 6% |
| Sub-Total | 61 | 38% | 69 | 42% | 68 | 44% | 52 | 31% | 68 | 35% |

| Associates of Applied Science Degree | 1998-99 | | 1999-00 | | 2000-01 | | 2001-02 | | 2002-03 | |
|---|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|
| | Number | % | Number | % | Number | % | Number | % | Number | % |
| Administration of Justice | 19 | 38% | 20 | 37% | 16 | 39% | 19 | 40% | 27 | 44% |
| Electronics Technology | 3 | 6% | 2 | 4% | 0 | 0% | 0 | 0% | 0 | 0% |
| Management | 16 | 32% | 20 | 37% | 16 | 39% | 19 | 40% | 7 | 11% |
| General Business | n/a | n/a | 11 | 20% | 6 | 15% | 7 | 15% | 3 | 5% |
| Computer Information Systems | n/a | n/a | 1 | 2% | 1 | 2% | 1 | 2% | 0 | 0% |
| Marketing | n/a | n/a | 4 | 7% | 3 | 7% | 6 | 13% | 1 | 2% |
| IST | n/a | n/a | 4 | 7% | 4 | 10% | 2 | 4% | 2 | 3% |
| Business Computing | n/a | n/a | 0 | 0% | 2 | 5% | 4 | 8% | 1 | 2% |
| Administration Support Tech. - Executive | 0 | 0% | 1 | 2% | 0 | 0% | 3 | 6% | 1 | 2% |
| Administration Support Technology | 9 | 18% | 7 | 13% | 4 | 10% | 5 | 10% | 9 | 15% |
| Industrial Technology-General | 3 | 6% | 4 | 7% | 5 | 12% | 1 | 2% | 5 | 8% |
| Industrial Technical - Electrical/Electronics | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | 5 | 8% |
| Sub Total | 50 | 31% | 54 | 33% | 41 | 26% | 48 | 29% | 61 | 31% |

Source: Paul D. Camp Community College

Table 5f.2

Degrees and Certificates Conferred by Paul D. Camp Community College

| Certificate | 1998-99 | | 1999-00 | | 2000-01 | | 2001-02 | | 2002-03 | |
|----------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | Number | % | Number | % | Number | % | Number | % | Number | % |
| Clerical Studies | 7 | 41% | 6 | 33% | 3 | 20% | 4 | 27% | 6 | 27% |
| Comp.Aid.Drafting&Design | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Early Childhood Development Asst | 1 | 6% | 7 | 39% | 6 | 40% | 2 | 13% | 4 | 18% |
| Electricity | 5 | 29% | 0 | 0% | 4 | 27% | 2 | 13% | 2 | 9% |
| Office Information Processing | 0 | 0% | 3 | 17% | 2 | 13% | 3 | 20% | 5 | 23% |
| Welding | 2 | 12% | 2 | 11% | 0 | 0% | 0 | 0% | 0 | 0% |
| Micro Comp Off | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 20% | 3 | 14% |
| Industrial Technology | 2 | 12% | 0 | 0% | 0 | 0% | 1 | 7% | 2 | 9% |
| Sub Total | 17 | 11% | 18 | 11% | 15 | 10% | 15 | 9% | 22 | 11% |
| | | | | | | | | | | |
| Career Studies Certificate | 1998-99 | | 1999-00 | | 2000-01 | | 2001-02 | | 2002-03 | |
| | Number | % | Number | % | Number | % | Number | % | Number | % |
| 051-Bookkeeping | 1 | 3% | 3 | 14% | 5 | 16% | 9 | 18% | 11 | 25% |
| 052-Child Care | 12 | 38% | 10 | 45% | 10 | 32% | 7 | 14% | 5 | 11% |
| 076- Child Care II | 8 | 25% | 0 | 0% | 2 | 6% | 4 | 8% | 7 | 16% |
| 075-Computer Appl Support SVS | 1 | 3% | 0 | 0% | 1 | 3% | 4 | 8% | 3 | 7% |
| 072-Computer Support SVS | 4 | 13% | 4 | 18% | 2 | 6% | 3 | 6% | 1 | 2% |
| 065-Indus/Res Wiring | 0 | 0% | 0 | 0% | 5 | 16% | 6 | 12% | 3 | 7% |
| 073-Med Office Bill Clerk | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 8% | 4 | 9% |
| 074-Med Office Spec | 0 | 0% | 1 | 5% | 1 | 3% | 6 | 12% | 4 | 9% |
| 058-Supervision | 1 | 3% | 2 | 9% | 2 | 6% | 7 | 14% | 2 | 5% |
| 221-022 Web Site Design | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2% |
| 077- Welder - Plate | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| 078 - Welder Fabricator | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| 079 - Welder Pipe | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| 067- Word Processing Tech | 5 | 16% | 2 | 9% | 3 | 10% | 1 | 2% | 3 | 7% |
| 080 Legal | n/a | n/a | n/a | n/a | 0 | 0% | 0 | 0% | 0 | 0% |
| Sub Total | 32 | 20% | 22 | 13% | 31 | 20% | 51 | 31% | 44 | 23% |
| GRAND TOTAL | 160 | | 163 | | 155 | | 166 | | 195 | |

Source: Paul D. Camp Community College

6. Commuting Patterns in the Southampton LMA

This section discusses commuting and commuting patterns in the Southampton LMA using data from the 2000 Census. Table 6a, which shows where people work, provides a crude measure of commuting activity. Most notable is the relatively high rate at which people in the Southampton LMA work outside their county of residence, 54.6%, compared to the Virginia rate of 47.0% and the national rate of 23.9%. Also of interest is a comparison of the Virginia and North Carolina county sub-groups that make-up the LMA. Almost 18% of North Carolina's workers go across the state border for work, while only 1.6% of the LMA's Virginia residents work in North Carolina.

Southampton and Isle of Wight counties have the highest rates of persons working outside their county of residence with 61.2% and 62.9% respectively. Additionally, among Virginia counties in the LMA, Southampton has the highest rate of workers leaving the state for work at 2.6%. This figure, however, pales in comparison with the LMA counties in North Carolina, particularly Gates County where over 40% of the workers leave the state for their job.

Tables 6b.1 and 6b.2 look at average, one-way commute times. A larger percentage of workers in the Southampton LMA (31.2%) travel more than 30 minutes to work than do US workers overall (24.5%). As far as commuting times over one hour in the LMA are concerned, North Carolina workers have to drive this far at a rate almost twice that of the Virginia workers, 11.8% versus 6.8%.

Within the LMA, Franklin city has the highest proportion of commuters with less than a ten-minute drive to work at 33.4%, while Isle of Wight and Suffolk have the least with 9.2% and 8.9% respectively. Among Virginia jurisdictions in the LMA, Southampton has the highest rate of workers making 60-minute or longer commutes at 10.5%, and over a third of these commutes take an hour and a half or more.

Tables 6c and 6d show the origins and destinations of Southampton LMA commuters. This information, which is from the 2000 Census, is useful for many things, one of which is determining a jurisdiction's labor market. For example, the increased commuting to and from Suffolk and Southampton County caused the Census Bureau to include Suffolk in the Southampton Labor Market Area.

Over the past 50 years, employment has become more concentrated in urban centers forcing rural residents to travel further for work. This effect is evident in Table 6c, which shows workers' commuting destinations. Southampton and Isle of Wight counties both have higher rates of people commuting out of their resident jurisdictions than do the cities of Franklin and Suffolk. In these counties, more than six out of ten workers cross county lines to go to work. The bulk of Southampton County workers (55.5%) commute to either Franklin city or Isle of Wight to work.

The flip side of this is Table 6d, which looks at the origins of people who commute to the Southampton LMA. Approximately 25% of the LMA's total workforce comes from outside its borders. Of the jurisdictions sending workers into the Southampton LMA, Chesapeake and Portsmouth are the leading contributors, comprising 11.2% and 10.9% respectively, of total in-commuters.

Franklin city has the largest percentage of its workforce comprised of in-commuters, 59.3%, thanks in large part to Southampton County, whose commuters represent 53.9% of Franklin's in-commuters. Indeed, Southampton County is the single largest contributor to in-commuters in the LMA, providing 14.2% of the total. Southampton County, on the other hand, has the smallest proportion of its workforce made-up of in-commuters, only 37.4%, and most these come from neighboring Franklin city. Gates, Hertford, and Northampton counties send 784, 438, and 287 workers respectively into the Virginia jurisdictions of the LMA.

Table 6a.1

Place of Work for Workers 16 Years and Over

| | Southampton LMA | | Virginia Portion of LMA | | North Carolina Portion of LMA | | Virginia | | North Carolina | | United States | |
|--|-----------------|-------------|-------------------------|-------------|-------------------------------|--------------|----------------|-------------|----------------|-------------|------------------|-------------|
| Total: | 73,148 | 100% | 52,640 | 100% | 20,508 | 100% | 3,481,820 | 100% | 3,837,773 | 100% | 128,279,228 | 100% |
| Worked in state of residence: | 68,657 | 93.9% | 51,811 | 98.4% | 16,846 | 82.1% | 3,164,052 | 90.9% | 3,762,169 | 98.0% | 123,643,704 | 96.4% |
| Worked in county of residence | 31,152 | 45.4% | 20,641 | 39.8% | 10,511 | 62.4% | 1,678,289 | 53.0% | 2,826,122 | 75.1% | 94,042,863 | 76.1% |
| Worked outside county of residence | 37,505 | 54.6% | 31,170 | 60.2% | 6,335 | 37.6% | 1,485,763 | 47.0% | 936,047 | 24.9% | 29,600,841 | 23.9% |
| Worked outside state of residence | 4,491 | 6.1% | 829 | 1.6% | 3,662 | 17.9% | 317,768 | 9.1% | 75,604 | 2.0% | 4,635,524 | 3.6% |

Source: P26. PLACE OF WORK FOR WORKERS 16 YEARS AND OVER--STATE AND COUNTY LEVEL [5] - Universe: Workers 16 years and over

Data Set: Census 2000 Summary File 3 (SF 3) - Sample Data

Table 6a.2

Place of Work for Workers 16 Years and Over cont'd

| | Southampton LMA | | Franklin | | Isle of Wight | | Southampton | | Suffolk | | Gates, NC | | Hertford, NC | | Northampton, NC | |
|--|-----------------|-------------|-----------|-------------|---------------|-------------|-------------|-------------|------------|-------------|--------------|--------------|--------------|--------------|-----------------|--------------|
| Total: | 73,148 | 100% | 3,337 | 100% | 13,986 | 100% | 6,945 | 100% | 28,372 | 100% | 4,266 | 100% | 8,453 | 100% | 7,789 | 100% |
| Worked in state of residence: | 68,657 | 93.9% | 3,289 | 98.6% | 13,803 | 98.7% | 6,766 | 97.4% | 27,953 | 98.5% | 2,549 | 59.8% | 7,560 | 89.4% | 6,737 | 86.5% |
| Worked in county of residence | 31,152 | 45.4% | 1,591 | 48.4% | 5,118 | 37.1% | 2,623 | 38.8% | 11,309 | 40.5% | 1,481 | 58.1% | 5,756 | 76.1% | 3,274 | 48.6% |
| Worked outside county of residence | 37,505 | 54.6% | 1,698 | 51.6% | 8,685 | 62.9% | 4,143 | 61.2% | 16,644 | 59.5% | 1,068 | 41.9% | 1,804 | 23.9% | 3,463 | 51.4% |
| Worked outside state of residence | 4,491 | 6.1% | 48 | 1.4% | 183 | 1.3% | 179 | 2.6% | 419 | 1.5% | 1,717 | 40.2% | 893 | 10.6% | 1,052 | 13.5% |

Source: P26. PLACE OF WORK FOR WORKERS 16 YEARS AND OVER--STATE AND COUNTY LEVEL [5] - Universe: Workers 16 years and over

Data Set: Census 2000 Summary File 3 (SF 3) - Sample Data

Table 6b.1

Commuting Times in the Southampton LMA

| | Southampton LMA | | Virginia Portion of LMA | | North Carolina Portion of LMA | | Virginia | | North Carolina | | United States | |
|------------------------------|-----------------|--------------|-------------------------|--------------|-------------------------------|--------------|------------------|--------------|------------------|--------------|--------------------|--------------|
| Total: | 73,148 | 100% | 52,640 | 100% | 20,508 | 100% | 3,481,820 | 100% | 3,837,773 | 100% | 128,279,228 | 100% |
| Did not work at home: | 71,599 | 97.9% | 51,459 | 97.8% | 20,140 | 98.2% | 3,371,753 | 96.8% | 3,734,822 | 97.3% | 124,095,005 | 96.7% |
| Less than 9 minutes | 9,222 | 12.9% | 5,666 | 11.0% | 3,556 | 17.7% | 381,289 | 11.3% | 503,941 | 13.5% | 17,868,011 | 14.4% |
| 10 to 19 minutes | 19,467 | 27.2% | 13,733 | 26.7% | 5,734 | 28.5% | 978,254 | 29.0% | 1,275,056 | 34.1% | 38,252,633 | 30.8% |
| 20 to 30 minutes | 13,378 | 18.7% | 10,063 | 19.6% | 3,315 | 16.5% | 730,763 | 21.7% | 818,464 | 21.9% | 25,172,296 | 20.3% |
| 30 to 39 minutes | 13,559 | 18.9% | 10,333 | 20.1% | 3,226 | 16.0% | 582,603 | 17.3% | 589,138 | 15.8% | 19,581,484 | 15.8% |
| 40 to 59 minutes | 10,078 | 14.1% | 8,148 | 15.8% | 1,930 | 9.6% | 416,952 | 12.4% | 333,663 | 8.9% | 13,322,833 | 10.7% |
| 60 or more minutes | 5,895 | 8.2% | 3,516 | 6.8% | 2,379 | 11.8% | 281,892 | 8.4% | 214,560 | 5.7% | 9,897,748 | 8.0% |
| Worked at home | 1,549 | 2.2% | 1,181 | 2.3% | 368 | 1.8% | 110,067 | 3.3% | 102,951 | 2.8% | 4,184,223 | 3.4% |

Source: P31. TRAVEL TIME TO WORK FOR WORKERS 16 YEARS AND OVER [15] - Universe: Workers 16 years and over

Data Set: Census 2000 Summary File 3 (SF 3) - Sample Data

Table 6b.2

Commuting Times in the Southampton LMA

| | Southampton LMA | | Franklin | | Isle of Wight | | Southampton | | Suffolk | | Gates, NC | | Hertford, NC | | Northampton, NC | |
|------------------------------|-----------------|--------------|--------------|--------------|---------------|--------------|--------------|--------------|---------------|--------------|--------------|--------------|--------------|--------------|-----------------|--------------|
| Total: | 73,148 | 100% | 3,337 | 100% | 13,986 | 100% | 6,945 | 100% | 28,372 | 100% | 4,266 | 100% | 8,453 | 100% | 7,789 | 100% |
| Did not work at home: | 71,599 | 97.9% | 3,238 | 97.0% | 13,556 | 96.9% | 6,774 | 97.5% | 27,891 | 98.3% | 4,163 | 97.6% | 8,297 | 98.2% | 7,680 | 98.6% |
| Less than 9 minutes | 9,222 | 12.9% | 1,081 | 33.4% | 1,247 | 9.2% | 844 | 12.5% | 2,494 | 8.9% | 475 | 11.4% | 1,933 | 23.3% | 1,148 | 14.9% |
| 10 to 19 minutes | 19,467 | 27.2% | 1,067 | 33.0% | 3,134 | 23.1% | 2,220 | 32.8% | 7,312 | 26.2% | 762 | 18.3% | 2,534 | 30.5% | 2,438 | 31.7% |
| 20 to 30 minutes | 13,378 | 18.7% | 234 | 7.2% | 2,468 | 18.2% | 1,335 | 19.7% | 6,026 | 21.6% | 518 | 12.4% | 1,330 | 16.0% | 1,467 | 19.1% |
| 30 to 39 minutes | 13,559 | 18.9% | 283 | 8.7% | 2,976 | 22.0% | 1,018 | 15.0% | 6,056 | 21.7% | 773 | 18.6% | 1,163 | 14.0% | 1,290 | 16.8% |
| 40 to 59 minutes | 10,078 | 14.1% | 334 | 10.3% | 2,670 | 19.7% | 648 | 9.6% | 4,496 | 16.1% | 805 | 19.3% | 475 | 5.7% | 650 | 8.5% |
| 60 or more minutes | 5,895 | 8.2% | 239 | 7.4% | 1,061 | 7.8% | 709 | 10.5% | 1,507 | 5.4% | 830 | 19.9% | 862 | 10.4% | 687 | 8.9% |
| Worked at home | 1,549 | 2.2% | 99 | 3.1% | 430 | 3.2% | 171 | 2.5% | 481 | 1.7% | 103 | 2.5% | 156 | 1.9% | 109 | 1.4% |

Source: P31. TRAVEL TIME TO WORK FOR WORKERS 16 YEARS AND OVER [15] - Universe: Workers 16 years and over

Data Set: Census 2000 Summary File 3 (SF 3) - Sample Data

Table 6c

Southampton LMA Commuter Destinations

| From: To: | Franklin City | | Isle of Wight | | Southampton | | Suffolk | | Southampton LMA | |
|------------------------------------|---------------|--------------|---------------|--------------|-------------|--------------|-------------|-------------|-----------------|------------------------------------|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Chesapeake city | 20 | 1.1% | 526 | 5.9% | 115 | 2.7% | 3190 | 18.7% | 3851 | 12.0% |
| Chesterfield | 7 | 0.4% | | | 45 | 1.0% | | | 52 | 0.2% |
| Emporia city | | | | | 120 | 2.8% | | | 120 | 0.4% |
| Franklin city | | | 350 | 3.9% | 1247 | 28.9% | 233 | 1.4% | 1830 | 5.7% |
| Greensville | 34 | 1.9% | | | 279 | 6.5% | | | 313 | 1.0% |
| Hampton city | 7 | 0.4% | 1160 | 13.1% | 48 | 1.1% | 915 | 5.4% | 2130 | 6.7% |
| Hertford, NC | 12 | 0.7% | | | 71 | 1.6% | | | 83 | 0.3% |
| Isle of Wight | 636 | 36.4% | | | 1151 | 26.6% | 1615 | 9.5% | 3402 | 10.6% |
| James City | 13 | 0.7% | 131 | 1.5% | 22 | 0.5% | | | 166 | 0.5% |
| Monroe, AL | 8 | 0.5% | | | 82 | 1.9% | | | 90 | 0.3% |
| Newport News city | 85 | 4.9% | 2544 | 28.7% | 168 | 3.9% | 1397 | 8.2% | 4194 | 13.1% |
| Norfolk city | 65 | 3.7% | 674 | 7.6% | | | 3528 | 20.7% | 4267 | 13.3% |
| Northampton, NC | 28 | 1.6% | | | 62 | 1.4% | | | 90 | 0.3% |
| Portsmouth city | 26 | 1.5% | 787 | 8.9% | 81 | 1.9% | 3440 | 20.2% | 4334 | 13.5% |
| Prince George | 488 | 27.9% | | | 33 | 0.8% | | | 521 | 1.6% |
| Richmond city | 194 | 11.1% | | | 46 | 1.1% | | | 240 | 0.8% |
| Southampton | 33 | 1.9% | 153 | 1.7% | | | 123 | 0.7% | 309 | 1.0% |
| Suffolk city | 22 | 1.3% | 1284 | 14.5% | 400 | 9.3% | | | 1706 | 5.3% |
| Surry | 8 | 0.5% | 289 | 3.3% | 32 | 0.7% | 75 | 0.4% | 404 | 1.3% |
| Sussex | 12 | 0.7% | 76 | 0.9% | 127 | 2.9% | 66 | 0.4% | 281 | 0.9% |
| Virginia Beach city | 8 | 0.5% | 281 | 3.2% | 50 | 1.2% | 1644 | 9.6% | 1983 | 6.2% |
| Williamsburg city | | | 88 | 1.0% | 13 | 0.3% | | | 101 | 0.3% |
| Wise | | | 131 | 1.5% | | | | | 131 | 0.4% |
| Other Jurisdictions | 40 | 2.3% | 394 | 4.4% | 130 | 3.0% | 837 | 4.9% | 1,401 | 4.4% |
| Total Number of Out Commuters | 1,746 | 100.0% | 8,868 | 100.0% | 4,322 | 100.0% | 17,063 | 100.0% | 31,999 | Total Number of Out Commuters |
| Total Living and Working in County | 1,591 | | 5,118 | | 2,623 | | 11,309 | | 20,641 | Total Living and Working in County |
| Total Workers | 3,337 | | 13,986 | | 6,945 | | 28,372 | | 52,640 | Total Workers |

| | | | | | | |
|---|-------|-------|-------|-------|-------|--|
| % of Workers Commuting Out of County | 52.3% | 63.4% | 62.2% | 60.1% | 53.1% | % of Workers Commuting Out of Southampton LMA |
|---|-------|-------|-------|-------|-------|--|

Source: 2000 Census

Note: Percent equals number of out commuters divided by total number of outcommuters

Note: Jurisdictions representing less than 2/10 of 1% of total commuters for the LMA are not shown but are included in the total

Table 6d

Southampton LMA Commuter Origins

| To: From: | Franklin City | | Southampton | | Isle of Wight | | Suffolk | | Southampton LMA | |
|------------------------------------|---------------|--------------|-------------|--------------|---------------|--------------|--------------|--------------|-----------------|------------------------------------|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Bertie, NC | | | 10 | 0.6% | 84 | 1.3% | 38 | 0.4% | 132 | 0.7% |
| Chesapeake city | 22 | 1.0% | 52 | 3.3% | 294 | 4.4% | 1,850 | 20.2% | 2,218 | 11.2% |
| Chowan Co., NC | 17 | 0.7% | 17 | 1.1% | 25 | 0.4% | 54 | 0.6% | 113 | 0.6% |
| Emporia city | | | 52 | 3.3% | | | | | 52 | 0.3% |
| Franklin city | | | 488 | 31.2% | 636 | 9.5% | 194 | 2.1% | 1,318 | 6.7% |
| Gates, NC | 43 | 1.9% | 12 | 0.8% | 223 | 3.3% | 506 | 5.5% | 784 | 4.0% |
| Greensville | 11 | 0.5% | 66 | 4.2% | | | | | 77 | 0.4% |
| Halifax | 11 | 0.5% | 39 | 2.5% | | | | | 50 | 0.3% |
| Hampton city | 18 | 0.8% | 8 | 0.5% | 358 | 5.4% | 308 | 3.4% | 692 | 3.5% |
| Hertford Co., NC | 75 | 3.2% | 94 | 6.0% | 224 | 3.4% | 45 | 0.5% | 438 | 2.2% |
| Isle of Wight | 350 | 15.1% | 153 | 9.8% | | | 1,284 | 14.0% | 1,787 | 9.1% |
| James City | | | | | 39 | 0.6% | 48 | 0.5% | 87 | 0.4% |
| Newport News city | 15 | 0.6% | 19 | 1.2% | 394 | 5.9% | 384 | 4.2% | 812 | 4.1% |
| Norfolk city | 9 | 0.4% | 15 | 1.0% | 120 | 1.8% | 588 | 6.4% | 732 | 3.7% |
| Northampton Co., NC | 15 | 0.6% | 152 | 9.7% | 120 | 1.8% | | | 287 | 1.5% |
| Portsmouth city | 17 | 0.7% | 23 | 1.5% | 462 | 6.9% | 1,644 | 17.9% | 2,146 | 10.9% |
| Southampton | 1,247 | 53.9% | | | 1,151 | 17.2% | 400 | 4.4% | 2,798 | 14.2% |
| Suffolk city | 233 | 10.1% | 123 | 7.9% | 1,615 | 24.2% | | | 1,971 | 10.0% |
| Surry | 8 | 0.3% | 16 | 1.0% | 415 | 6.2% | 49 | 0.5% | 488 | 2.5% |
| Sussex | 23 | 1.0% | 77 | 4.9% | 67 | 1.0% | 29 | 0.3% | 196 | 1.0% |
| Virginia Beach city | 59 | 2.5% | 16 | 1.0% | 205 | 3.1% | 1,223 | 13.3% | 1,503 | 7.6% |
| York | | | | | 45 | 0.7% | 156 | 1.7% | 201 | 1.0% |
| Other | 142 | 6.1% | 133 | 8.5% | 204 | 3.1% | 380 | 4.1% | 859 | 4.4% |
| Total Number of In Commuters | 2,315 | 100% | 1,565 | 100% | 6,681 | 100% | 9,180 | 100% | 19,741 | Total Number of In Commuters |
| Total Living and Working in County | 1,591 | | 2,623 | | 5,118 | | 11,309 | | 20,641 | Total Living and Working in County |
| Total Workers | 3,906 | | 4,188 | | 11,799 | | 20,489 | | 40,382 | Total Workers |
| % of Workers Commuting | 59.3% | | 37.4% | | 56.6% | | 44.8% | | 48.9% | % of Workers Commuting |

| | | | | | | |
|--------------|--|--|--|--|--|-----------------------|
| in to County | | | | | | in to Southampton LMA |
|--------------|--|--|--|--|--|-----------------------|

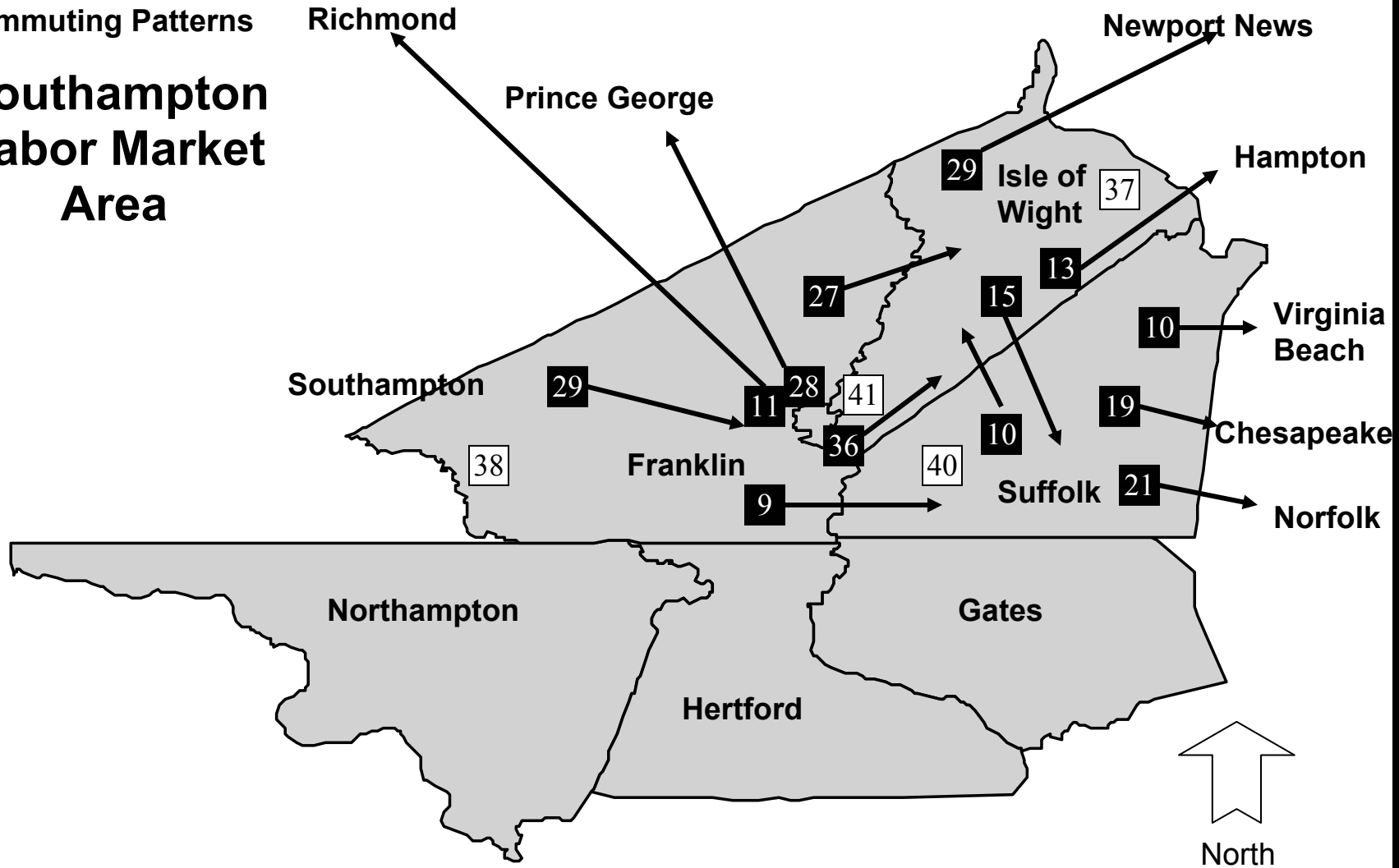
Source: 2000 Census

Note: Rate equals number of out commuters divided by total number of outcommuters

Note: Jurisdictions representing less than 3/10 of 1% of total commuters for the LMA are not shown but are included in the total

Figure 2.
Commuting Patterns

**Southampton
 Labor Market
 Area**



Number in white box represents the percentage of the county or city's labor force that lives and works in that jurisdiction (from Table 6c). Number in black box represents the percent of a county or city out-commuters that travel to a particular jurisdiction for work.(from Table 6c). Arrows indicate from where this percentage of out-commuters is coming and to where it is going. For example, 41% of Franklin City's work force lives and works in Franklin City, 36% of its out-commuters travel to Isle of Wight for work, while another 28% of its out-commuters travel to Prince George for work, etc.

Summary

Employment in the Southampton Labor Market Area is concentrated in manufacturing, health care, retail trade, and educational services. The major contributors to the LMA's economic base are food, paper, and wood products manufacturing, as well as the industry sectors of transportation and warehousing, educational services, and health care. While manufacturing continues to suffer nationwide, the need for transportation, education, and health care is only likely to grow in the years ahead.

The large number of commuters to the more urbanized areas of the North and East reveals a sizable pool of labor that might prefer to work in the LMA, given the opportunity to do so.

Overall labor force participation rates in the LMA are lower than state and national averages, indicating untapped labor resources. The high percentage of the labor force employed with the military shows there is a significant number of skilled workers not currently participating in the civilian workforce. A major strategy for the Southampton LMA should be to take advantage of the skilled workers who are leaving the military.

In terms of education, the LMA faces some challenges. It has a high rate of individuals with less than a high school diploma and low rates of individuals with advanced degrees. However, the Southampton LMA has a strong education and training asset in Paul D. Camp Community College, as well as good high schools in Southampton and Isle of Wight counties. The LMA also has encouraging rates at which high school graduates seek out continuing education.

Explanation of Sources

Table 1a & 1b

The employment by industry data for the local jurisdictions are derived from the ES-202 industry employment. This data set includes all jobs covered by the Virginia and North Carolina Unemployment Compensation Act. Hence, it excludes some agricultural workers, domestics, self-employed workers, and some non-profit employees. The national data are available in the U.S. Bureau of Labor Statistics' Employment and Earnings report. Both are available through the Virginia Employment Commission's Web Site. North Carolina data are available through the Employment Security Commission of North Carolina.

In these sources, firms are classified according to their primary product or service through a system called the North American Industrial Classification System (NAICS). This is a hierarchical system with six levels, each of which provides an increasingly detailed description of an establishment's primary product or service. Because of Federal Confidentiality laws, information in these tables has only been provided to the three-digit NAICS level. For example:

- 31: Manufacturing
- 311: Food Manufacturing

Even at these higher levels of aggregation, it is sometimes required to suppress data. This is largely a function of the relatively small size of the jurisdictions in the Southampton LMA. When this happens, a "D" or "d" is shown. When compiling totals for the Southampton LMA, if suppressed data has not been included in the total or in the location quotient, the figure will appear in *italics*.

Table 2a & b

This information came from the 2000 Census and is available through the US Census Web Site, www.census.gov

Table 3

This information came from the 2000 Census and is available through the US Census Web Site, www.census.gov, and from the US Bureau of Labor Statistics and Employment Projections (2004) and is available through their Web Site, www.bls.gov

Tables 4a.1 through 4c.2

This information came from the 2000 Census and is available through the US Census Web Site, www.census.gov

Tables 4d.1, 4d.2, and 4d.3

This information comes from the Virginia Employment Commission, ETA 203 File, Characteristics of the Insured Unemployed.

Table 5a.1 and 5a.2

This information came from the 2000 Census and is available through the US Census Web Site, www.census.gov

Tables 5c, 5b, and 5d

This information comes from the Virginia Department of Education and 2003 North Carolina Public Schools Statistical Profile

Table 5e

The Virginia Department of Education produces at least two measures of school achievement. Table 5e is a relatively simple average of a school's pass rate on Standards of Learning exams. It is the End of Course Exam given to test proficiency in the major subject areas required for High School graduation. What constitutes passing and failing can change from year to year and from school district to school district, so conclusions based on these scores should be avoided. For more information on this subject, visit the Virginia Department of Education's web site (www.pen.k12.va.us) or contact their Department of Assessment and Reporting.

Table 5f

This table is compiled from annual data supplied to the authors by Mr. Jerry Standahl of Paul D. Camp Community College

Tables 6a.1 through 6b.2

This information came from the 2000 Census and is available through the US Census Web Site, www.census.gov

Tables 6c and 6d

This information came from a special report done the Virginia Employment Commission based on 2000 Census information. The source tables are available on their Web Site.

Part 2: Surveys of Area Major Employers and Southampton County Out-Commuters

Introduction

This part of the report provides a more detailed picture of the Southampton labor force and of the fit between labor force characteristics and employer needs. It is drawn from survey of a sample of Southampton County's out-commuters, and a survey of major employers in the area.

The surveys were devised and administered by Dr. John Accordino and Stephen Versen of the Wilder School of Government and Public Affairs at Virginia Commonwealth University. For the survey of employers, questionnaires were mailed to the director of human resources at each of the area's top fifty employers. For the survey of Southampton County out-commuters, the surveys were administered by phone to members of four different communities in the county.

While neither survey created a sample size that could lead to statistically significant findings, they do provide valuable insight into the labor market. These findings should be used in conjunction with the analysis in Part I, historical trends, labor force policies, and other information to give the reader a more informed and complete picture of the Southampton County Labor Market Area.

1. Southampton Labor Market Area Top Employers Workforce Questionnaire – Analysis

The survey whose results are discussed here was mailed (twice) to 50 of the area's largest employers. Completed surveys were returned by 33 of those employers, for excellent response rate of 66 percent.

The employers responding are located generally in Suffolk, Franklin and Southampton. They range in size from a few dozen employees to over a thousand. While varied in size, they are similar in their ability to fill most of their job openings. In fact, these employers reported that they are able to fill 93.5% of their openings on average. Only 8 firms of 33 failed to fill every position during the past year

The majority of the new jobs these firms offer in the Southampton Labor Market are full-time positions (84%). Approximately two-thirds of new positions are in production-related occupations. Thus, production occupations are the most frequently recruited position. This is also the position for which employers have the most difficulty finding qualified applicants. A close second, however, are installation, repair and maintenance positions.

Question 7 in the survey asks employers what are the main factors making it difficult for them to find applicants for the positions discussed above. The answers most frequently given relate to what are often the downsides of many kinds of factory production work, namely low pay, odd hours, and difficult work. The most common response was that it is expensive to properly recruit and advertise for the position.

Question 8 looks at specific job skills in the workforce that the companies may or may not have trouble finding. One of the strongest skills present in the workforce is basic reading, writing, and math skills, with 39% of respondents stating that they have a low-level of difficulty finding candidates with such skills. While this would point to a strong secondary educational system, the positive findings are somewhat tempered by the relatively higher level of difficulty employers have finding employees with problem-solving/critical thinking ability and interpersonal communication skills. Also important is difficulty in finding tool, machine, and power equipment operators.

Despite the hiring difficulties discussed above, question 9 shows that for 42% of the employers this difficulty in finding qualified applicants has not notably affected their organization. The next most important effect this difficulty had on the organizations is increased cost for recruitment (39%). Reduced productivity (27%), lower hiring standards (24%), and lower product quality (24%) round at the most mentioned effects of hiring problems.

Question 10 has the respondents looking forward five years to see how their workforce needs will change. As before, basic skills like reading, writing, and math, as well as critical thinking/problem-solving and interpersonal communication skills remain important. After these soft skills, the greatest demand is for tool, machine, and power equipment operation skills. The skills that are seen to be the least necessary five years down the road are manual labor-related and computer-programming skills.

Question 11 makes it clear that the top employers of the Southampton County Labor Market Area believe that the work ethic of the employees and new hires from the area is outstanding, with over half describing the work ethic as either good or excellent. In terms of meeting their employment needs, the opinions are not as positive. Despite this, over 82% of respondents stated that the labor force is fair or better in meeting their needs.

The last question, 13, gave respondents a chance to give candid and open-ended comments on workforce development needs. A need that is made clear in their responses to this question, as well as throughout the survey, is for greater training for installation, repair and maintenance workers.

2. Workforce Questionnaire Results: Southampton Labor Market Area Top Employers

Results from 33 of the area's top 50 employers

| Jurisdiction | # |
|--------------|----|
| Suffolk | 15 |
| Southampton | 9 |
| Franklin | 6 |
| Other | 3 |

1. Approximately how many people do you have working for you at this time?

| Employees | # of firms |
|-----------|------------|
| <100 | 12 |
| 100 -300 | 10 |
| >300 | 11 |

| |
|--|
| Total: 10,610 Avg: 322 Over 1,000 employees: 3 |
|--|

2. Has your organization hired or tried to hire any new employees in the past year?

33 Yes 0 No

3. About how many total job openings did you try to fill in the past year?

| Employees | # of firms |
|-----------|------------|
| 1 - 10 | 12 |
| 11 - 49 | 12 |
| 50+ | 9 |

| |
|--|
| Total: 2271 Avg: 69 200 or more employees: 3 |
|--|

4. About how many of these job openings did you actually fill?

| Employees | # of firms |
|-----------|------------|
| 1 - 10 | 12 |
| 11 - 49 | 12 |
| 50+ | 9 |

| |
|--|
| Total: 2124 Avg: 64 200 or more employees: 3 8 of 33 didn't fill all their openings |
|--|

Of these vacancies, how many would you place in each of the following categories:

| Employment Type: | Total # | % | Employment Type: | Total # | % |
|-------------------|------------|-----------|-------------------|-------------|-----------|
| Part-Time: | 357 | 16 | Full-Time: | 1812 | 84 |
| Management | 0 | 0 | Management | 60 | 3 |
| Production | 253 | 71 | Production | 1170 | 64 |
| Other | 99 | 28 | Other | 364 | 20 |
| Did not specify | 0 | 0 | Did not specify | 240 | 13 |

5. What specific occupation do you most frequently recruit?

| Occupation | # |
|------------------------------------|-----------|
| Management, Business & Financial | 1 |
| Professional & Related | 7 |
| Service | 0 |
| Sales & Related | 0 |
| Office and Administrative support | 0 |
| Farming, Fishing & Forestry | 1 |
| Construction & Extraction | 1 |
| Installation, Maintenance & Repair | 4 |
| Production | 13 |
| Transportation & material moving | 5 |
| Total | 32 |

Most Frequently Recruited Occupations by Firm by Total Job Openings in Past Year

| | | |
|--|--------------------------------|---------------------------------------|
| 1. production/warehouse worker | 12. material handler | 23. driver and order selector |
| 2. teachers/bus drivers/cafeteria associates | 13. laborers | 24. unskilled labor |
| 3. registered nurses | 14. correction officers/nurses | 25. faculty and classified |
| 4. seafood processing | 15. welder/mechanics | 26. knife and scissor grinders |
| 5. laborer and heavy equipment operators | 16. assembly | 27. equipment operators/truck drivers |
| 6. nurses | 17. warehouse | 28. production workers |
| 7. operators-line production | 18. operators & maintenance | 29. chemical operator |
| 8. corrections officer and nurses | 19. receptionists | 30. machine operators |
| 9. teachers | 20. account manager | 31. truck driver |
| 10. production | 21. entry level production | 32. laborers |
| 11. field workers | 22. installer | |

6. For which occupations is it most difficult for you to find qualified applicants?

| Occupation Type | # | % |
|--|----|-----|
| 1. Management, Business & Financial account manager (2) data analysis supervisors (3) | 6 | 8% |
| 2. Professional & Related chemical engineer physicians correction officers (3) radiology techs faculty security assistants nurses (7) teachers (2) | 16 | 20% |
| 3. Service customer service food service (2) food service manager | 4 | 5% |

| | | | |
|--|--|----|-----|
| 4. Sales & Related retail sales | | 1 | 1% |
| 5. Office and Administrative Support receptionists | | 1 | 1% |
| 6. Farming, Fishing & Forestry field workers | | 1 | 1% |
| 7. Construction & Extraction n/a | | 0 | 0% |
| 8. Installation, Maintenance & Repair electrical technicians (3) mechanical engineer (2) installer mechanics (5) instrumentation technicians quality control technician knife and scissor grinders Refrigeration supervisor maintenance (2) welder (2) | | 21 | 26% |
| 9. Production assembly (2) production (6) chemical operator laborer (7) equipment operator (6) | | 22 | 28% |
| 10. Transportation & material moving bus drivers (2) truck maintenance truck driver (3) warehouse worker (2) | | 8 | 10% |
| Totals | | 80 | 100 |

7. In your opinion, what are the main factors making it difficult for you to find qualified applicants for the occupations you listed in Question 6?

| | # yes/33 | % |
|---|----------|-----|
| a The job duties are unattractive to prospects | 12 | 36% |
| b Prospects want full-time work | 2 | 6% |
| c Prospects don't want evening/weekend shifts | 14 | 42% |
| d Pay and/or benefits below prospects' expectations | 11 | 33% |
| f. Lack of career advancement opportunities | 0 | 0% |
| g Skills not present in local workforce | 5 | 15% |
| h Expensive to properly recruit and advertise for | 18 | 55% |
| i. Potential employees not wishing to move to the | 2 | 6% |
| j. Other (<i>please specify</i>): | 2 | 6% |
| 1. unwilling to be on call during off hours | | |
| 2. insufficient supply of applicants | | |

Note: Percentages only indicate the proportion of yes answers to no answers for each questions, therefore they will not add to 100%

8. How much difficulty does your organization have finding job applicants with the following skills?

| | Level of Difficulty | | | | | | | |
|--|---------------------|-----|--------|-----|------|-----|----------------|-----|
| | Low | | Medium | | High | | Does Not Apply | |
| a. Basic reading, writing, and math skills | 13 | 39% | 13 | 39% | 3 | 9% | 4 | 12% |
| b. Relevant management experience | 7 | 21% | 11 | 33% | 4 | 12% | 11 | 33% |

| | | | | | | | | |
|--|----|-----|----|-----|----|-----|----|-----|
| c. Problem solving / critical thinking | 5 | 15% | 12 | 36% | 11 | 33% | 5 | 15% |
| d. Interpersonal communication | 5 | 15% | 18 | 55% | 4 | 12% | 6 | 18% |
| e. Use computer software applications | 9 | 27% | 12 | 36% | 4 | 12% | 8 | 24% |
| f. Computer programming skills (C++, Java, etc.) | 8 | 24% | 3 | 9% | 3 | 9% | 19 | 58% |
| g. Supervisory / managerial / leadership | 6 | 18% | 14 | 42% | 6 | 18% | 7 | 21% |
| h. Manual labor related | 11 | 33% | 13 | 39% | 4 | 12% | 5 | 15% |
| i. Tool, machine, power equipment operation | 5 | 15% | 15 | 45% | 9 | 27% | 4 | 12% |

Note: Percentages only indicate the proportion of answers in each category for each questions, therefore they will not add to 100%

9. If you have had difficulty finding qualified applicants, how has this affected your organization?

| | # yes/33 | % |
|--|----------|-----|
| a Has not noticeably affected my organization | 14 | 42% |
| b Lowered overall productivity | 9 | 27% |
| c Reduced product or service quality | 8 | 24% |
| d Reduced production output or sales | 7 | 21% |
| e Prevented my organization from expanding its facilities | 1 | 3% |
| f Prevented my organization from developing new products or | 1 | 3% |
| g Caused my organization to move some operations out of the area | 2 | 6% |
| h Caused me to outsource jobs to other organizations | 6 | 18% |
| i. Caused me to lower the qualifications for new hires | 8 | 24% |
| j. Increased cost of recruitment | 13 | 39% |
| k Other: Created overtime costs (4) | | 12% |

Note: Percentages only indicate the proportion of yes answers to no answers for each questions, therefore they will not add to 100%

10. Now we would like you to think about the future needs of your organization. How do you think your organization's need for employees with each of the following skills will change in the next five years?

| Employees with... | Increase | Stay about the same | Decrease | Not needed |
|--|----------|---------------------|----------|------------|
| a. Basic reading, writing, and math skills | 17 52% | 14 42% | 0 0% | 2 6% |
| b. Relevant management experience | 14 42% | 12 36% | 0 0% | 7 21% |
| c. Problem solving / critical thinking | 21 64% | 9 27% | 0 0% | 3 9% |
| d. Interpersonal communication | 17 52% | 13 39% | 0 0% | 3 9% |
| e. Use computer software applications | 14 42% | 15 45% | 0 0% | 4 12% |

| | | | | | | | | |
|---|----|-----|----|-----|---|----|----|-----|
| f. Supervisory / managerial / leadership | 14 | 42% | 15 | 45% | 0 | 0% | 4 | 12% |
| g. Computer programming skills (C++,Java, etc.) | 6 | 18% | 11 | 33% | 2 | 6% | 14 | 42% |
| h. Language skills other than English | 8 | 24% | 13 | 39% | 0 | 0% | 12 | 36% |
| i. Manual labor related | 7 | 21% | 16 | 48% | 2 | 6% | 8 | 24% |
| j. Tool, machine, power equipment operation | 16 | 48% | 14 | 42% | 0 | 0% | 3 | 9% |

Note: Percentages only indicate the proportion of answers in each category for each questions, therefore they will not add to 100%

11. How would you describe the overall work ethic of employees and new hires from the area?

Avg: 2.91

| Poor (1) | Fair (2) | Neutral/No Opinion (3) | Good (4) | Excellent (5) |
|----------|----------|------------------------|----------|---------------|
| 6 | 10 | 0 | 15 | 2 |
| 18% | 30% | 0 | 45% | 6% |

12. Generally speaking, how would you describe the area's labor force in terms of meeting your employment needs?

Avg: 2.42

| Poor | Fair | Neutral/No Opinion | Good | Excellent |
|------|------|--------------------|------|-----------|
| 6 | 17 | 2 | 7 | 1 |
| 18% | 52% | 6% | 21% | 3% |

13. Which specific types of local education or training resources need to be improved to most help your organization?

- Basic reading and writing
- Communication skills, people skills accountability for own behaviors
- Courses in schools that focus on analytical problems solving, business finance, leadership, communication skills, and mechanical aptitude.
- How do you improve work ethic? How do you get team members to understand productivity goals?
- How to communicate correctly, using proper English. Business manners-how to treat customers. Developing a work ethic.
- I think local education is adequate. Our business is very specialized, unless job applicants have prior experience, on the job training is usually necessary.
- Increase work ethics training in high school. Increase job interviewing skills and job retention skills in high school. Great classes are being offered at the local community college and workforce development center, but are people taking them?
- Local training in first aid/CPR
- Need funds for free courses (college) scholarships
- Need improved work ethic
- Plan to coordinate with workforce transition for educating and communicating our expansion for enhancing recruitment within our general locality.
- Plant maintenance

- Problem solving skills, organization skills, business software skill training
- Problem solving, critical thinking, analytic thinking, and technical skills
- RN program at PDCCC get off ground. Start a health career class at Southampton High School like we did at Franklin High.
- Sheet metal, carpentry, CNC machinist
- Technical skills, practical and specific training, welders, basic mechanics, industrial technology, good worth ethic, quality, dependability, pride
- There is a shortage of persons qualified for the teaching profession.
- We have a strict pre-employment test to identify candidates for hire. The greatest stumbling blocks for passing the test are basic skills every high school graduate should have: reading comprehension, math skills (decimals, fractions, ratios, addition, subtraction, multiply, divide,). Basic mechanical aptitude is also lacking: rotating elements, levers/fulcrums, etc.
- We recruit from all over VA and US
- Work ethics, how to complete an application, how to interview

3. Southampton Out-Commuter Survey – Analysis

Almost two-thirds of Southampton County's working residents commute out of the county for work. These persons represent an untapped labor pool for Southampton County employers, so it is important to understand why they commute and what might induce them to stay and work in Southampton. Fifty out-commuters from Boykins, Drewryville, Ivor, and Sedley were surveyed by phone from July to September 2004.

In general, the survey found that most workers have lived there for over ten years, many for all of their lives, and they have commuted outside the county for more than ten years as well. Most, 72%, have commutes of a half-hour or more, with several reporting commutes of over an hour. Long commutes are even more prevalent among workers who have lived in the county for less than ten years, with almost 70% of them traveling more than 45 minutes to work, one way.

Commuting patterns of those surveyed are diffuse. Franklin City is the single most popular commuting destination, accounting for 18% of those surveyed. Other jurisdictions throughout Hampton Roads, Southside & Central Virginia, and North Carolina make-up the bulk of commuting destinations. Interestingly, of those who have lived in the county for less than ten years, only 15% commute to Franklin and none reported commuting to either Isle of Wight or Suffolk. Almost 70% of these relative newcomers commute elsewhere in Hampton Roads or Southside and Central Virginia.

The answers to survey questions 5 & 6, and 15 & 16, show a workforce that is, by and large, quite dedicated to their employers, not actively seeking other employment, and not particularly interested in taking even a small pay cut in return for a shorter commute. Those who have moved to the county more recently, within the past ten years, are just as dedicated to their employers and as unlikely to have looked for work closer to home as those who have lived there longer. They are, however, more willing to consider trading a small cut in pay, less than 10%, for a shorter commute.

Answers to questions 7, 8, & 9 may help to explain the loyalty that Southampton County out-commuters have towards their employers. Practically all those surveyed have full-time jobs that provide them with health benefits. For the 60% of households with children under 18 living with them, these benefits can be especially important. These responses were similar for relative newcomers and those of longstanding residence alike.

Manufacturing, not surprisingly, is single largest employer among those surveyed, accounting for 28% of the responses. Sales and retail, with 20% of the respondents, is the next most important. Interestingly, for those who have lived in Southampton County for less than ten years, manufacturing employment is third on the list at 15%, while sales and retail and government employment are both 23% each. Otherwise, the occupations of those surveyed do not follow any particular concentration or theme. Apart from the 20% of those involved in production, no one occupation accounts for more than 13% of those surveyed.

The bulk of the salaries of those commuting outside the county for work is not particularly high; 72% are under \$50,000. One in every five workers commuting for work is making the trip for less than \$20,000 a year. This is slightly less than the number of workers making greater than \$50,000. The rate of 22% for those in this top income category is three-times higher than the 7% of commuters who moved to the County less than ten years ago.

The educational attainment of those surveyed is similar to Census 2000 findings for Southampton County overall. Approximately two-thirds of respondents have a high school diploma and/or some post-secondary classes. Health-related fields are a popular choice for those with technical and bachelor

degrees. Interestingly, of those who moved to Southampton County within the past ten year, none surveyed have an educational attainment beyond some college.

When asked hypothetically where they would look if they wanted a job within Southampton County, the most common answer given was the local newspaper. Contacting an employer directly is a slightly more popular option than the Internet. Word of mouth was mentioned 12% of the time and the Virginia Employment Commission was mentioned just 6% of time.

When asked why they continue to live in Southampton County even though they have sometimes long commutes outside the county, the overwhelming sentiment was that Southampton County is home. That it is close to friends and family and that is what is most important. Of those who moved to the county within the last ten years, being close to friends and family is also an important reason, two moved to the county to care for an ailing parent. However, most of these persons live in Southampton County for quality of life reasons.

This survey highlights several positive aspects of the Southampton County labor force. In particular is their loyalty to an employer and their willingness to stick with them. Also of note is the long commutes they are willing to put-up with for full-time employment. This willingness to commute is, no doubt, shared with the workers in neighboring jurisdictions. In short, employers located almost anywhere in the LMA can draw on a large pool of workers with a diverse skill set and a willingness to drive long distances to work.

4. Southampton County Out-Commuter Survey Results

50 Total Respondents from Southampton County

| | |
|-------------|------|
| Boykins | = 20 |
| Sedley | = 18 |
| Drewryville | = 6 |
| Ivor | = 6 |

Surveys administered on weeknights from 7 to 9 pm from 9/19/04 – 10/20/04

There are two sets of responses, the first (% all) shows all survey respondents (n=50), while the second (%<10 yrs) represents just those respondents who have lived in Southampton County for less than ten years (n=13).

1. How long have you lived in Southampton County?

| Responses | % all | %<10 yrs |
|---------------------|-------|----------|
| Less than two years | 6 | 23 |
| Two to five years | 12 | 46 |
| Five to ten years | 8 | 31 |
| More than ten years | 74 | 0 |

2. How long have you commuted outside the County for work?

| Responses | % all | %<10 yrs |
|---------------------|-------|----------|
| Less than two years | 12 | 23 |
| Two to five years | 22 | 61 |
| Five to ten years | 4 | 8 |
| More than ten years | 62 | 8 |

3. How long, on average, does it take you to get to work, one way?

| Responses | % all | %<10 yrs |
|----------------------|-------|----------|
| Less than 10 minutes | 12 | 0 |
| 10 to 20 minutes | 16 | 31 |
| 30 to 45 minutes | 30 | 0 |
| more than 45 minutes | 42 | 69 |

4. In what city or county is your job located?

| Responses | % all | %<10 yrs |
|--|-------|----------|
| Franklin | 18 | 15 |
| Isle of Wight | 8 | 0 |
| Suffolk | 10 | 0 |
| Elsewhere in Hampton Roads | 22 | 39 |
| Elsewhere in Southside or Central Virginia | 20 | 31 |
| North Carolina | 14 | 15 |
| Other | 8 | 0 |

5. If you could find a suitable job in Southampton County so that you would not have to commute

very far, would you take it even if it meant working for somewhat less money than you now make?

| Responses | % all | %<10 yrs |
|------------------|--------------|--------------------|
| Yes | 28 | 54 |
| No | 68 | 46 |
| Maybe/Depends | 4 | 0 |

6. What is the largest cut in wage or salary that you would accept in order to take a job like that?

| Responses | % all | %<10 yrs |
|----------------------|--------------|--------------------|
| Less the 10 percent | 72 | 86 |
| 10 to 20 percent | 28 | 14 |
| More than 20 percent | 0 | 0 |
| Don't know | 0 | 0 |

7. What is your employment status? Are you working full-time or part-time?

| Responses | % all | %<10 yrs |
|------------------|--------------|--------------------|
| Full-time | 94 | 94 |
| Part-time | 6 | 6 |

8. Do you have health benefits through your job?

| Responses | % all | %<10 yrs |
|------------------|--------------|--------------------|
| Yes | 96 | 100 |
| No | 4 | 0 |

9. Do you have children under eighteen that live with you?

| Responses | % all | %<10 yrs |
|------------------|--------------|--------------------|
| Yes | 60 | 69 |
| No | 40 | 31 |

10. What general category of business do you feel best describes your employer.

| Responses | % all | %<10 yrs |
|--------------------------------|--------------|--------------------|
| Manufacturing | 28 | 15 |
| Sales/Retail | 20 | 23 |
| Health Care | 6 | 8 |
| Transportation and Warehousing | 6 | 0 |
| Education | 10 | 0 |
| Government | 10 | 23 |
| Professional Services | 6 | 0 |
| Technical | 2 | 0 |
| Other: | 12 | 31 |

| | | |
|--|--|--|
| (Which included: agriculture, teacher, and construction) | | |
|--|--|--|

11. What general category best describes your particular occupation

| Responses | % all | %<10 yrs |
|--|--------------|--------------------|
| Production or line worker | 20 | 23 |
| Management | 11 | 8 |
| Clerical/Administrative | 13 | 0 |
| Sales | 9 | 15 |
| Healthcare worker | 4 | 0 |
| White Collar Professional | 11 | 0 |
| Direct customer service | 4 | 8 |
| Construction/Laborer | 7 | 23 |
| Technical | 4 | 15 |
| Other: (Which included: Sole proprietor, shipping, probation officer) | 16 | 8 |

12. I am going to read a list of income ranges. Please stop me when I read the range that best describes your individual income from your primary job. This is before taxes and other deductions.

| Responses | % all | %<10 yrs |
|---|--------------|--------------------|
| Less than twenty thousand dollars | 20 | 31 |
| Between twenty and thirty-five thousand | 16 | 23 |
| Between Thirty-five and fifty thousand | 36 | 39 |
| Greater than fifty thousand dollars | 22 | 8 |
| Don't know/Prefer not to answer | 6 | 0 |

13. What is the highest grade of school you've completed

| Responses | % all | %<10 yrs |
|---|--------------|--------------------|
| Less than High School Graduation | 14 | 0 |
| High School Diploma or equivalent | 26 | 54 |
| Some college | 40 | 46 |
| Technical degree or certificate program | 8 | 0 |
| Bachelor's degree | 12 | 0 |
| Post-bachelor's degree | 0 | 0 |

14. Of those with a Technical or Bachelor's Degree, the primary area of study included:

| | | |
|---------------------|------------|------------|
| architecture | government | psychology |
| business technology | healthcare | teaching |
| dental assistant | nursing | welding |

15. Within the past five years have you looked for work that was closer to your home?

| Responses | % all | %<10 yrs |
|------------------|--------------|--------------------|
| Yes | 34 | 39 |
| No | 66 | 61 |

16. On a scale of one to five, with five being the highest, how would you rank your personal loyalty to your place of employment?

| Responses | % all | %<10 yrs |
|------------------|--------------|--------------------|
| 1 | 6 | 0 |
| 2 | 4 | 8 |
| 3 | 12 | 23 |
| 4 | 12 | 0 |
| 5 | 66 | 69 |

17. Hypothetically speaking, if you were to look for a job in Southampton County, where would you look?

| Responses | % all | %<10 yrs |
|--|--------------|--------------------|
| The local newspaper | 56 | 61 |
| The Internet | 38 | 31 |
| Contacting a potential employer directly | 42 | 39 |
| The Virginia Employment Commission | 6 | 8 |
| Word of Mouth | 12 | 8 |

18. Why do you continue to live in Southampton County even though you have to commute outside the County for work?

- Of those who responded, 90% said they continued to live in Southampton County so that they could be close to friends and family, or simply “it’s home”
- A minority sighted the quality of life and the quality of schools.
- A slightly higher number said that the commute wasn’t long enough to bother them or that moving closer to work would be more hassle than it was worth.
- Of those having lived in the county for less than ten years, a slightly higher number stated quality of life than did being close to friends and family