



RVA Rising

An Introduction to the **Rewarding Work Pillar**

Presented to:

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Five Drivers of Mobility

Drivers

Big conditions that shape mobility.



High - Quality Education



Opportunity - Rich & Inclusive Neighborhoods



Healthy Environment & Access to Good Health Care



Responsive & Just Governance

Indicators

Evidence - based signposts that tell us where mobility breaks down.



Employment opportunities



Jobs paying living wages



Opportunities for income



Wealth - building opportunities



Financial Security

Metrics

Specific measures we track.

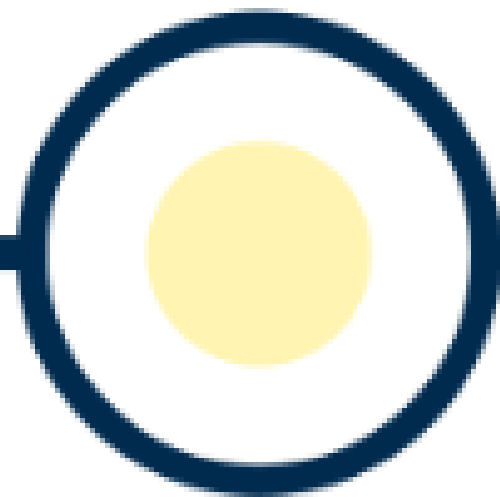
Share of adults ages 25 to 54 who are employed

Household income at 20th, 50th, and 80th percentiles

Share of adults with debt in collections

Our Three-Session Journey

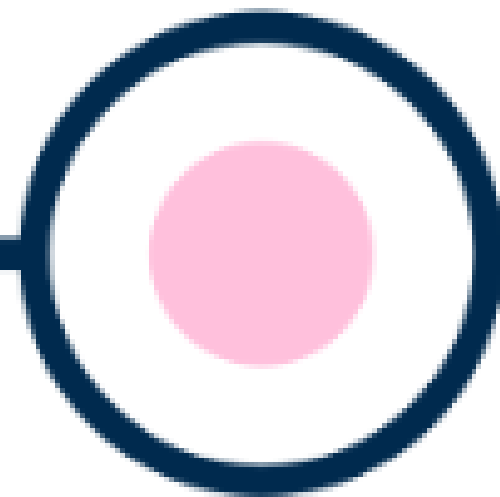
Access → Quality → Sustainability



Session 1: Ensuring Access to Work

Can people find employment?

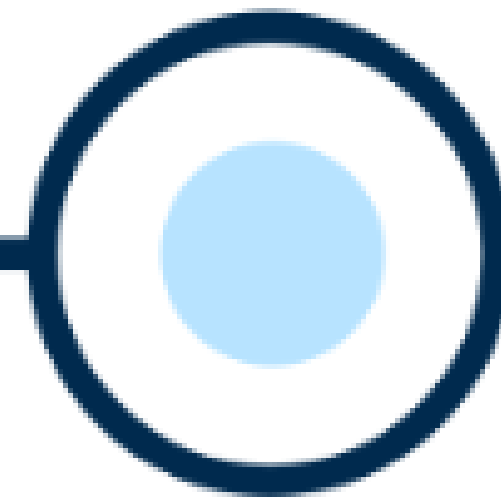
Labor force participation & job market health



Session 2: Ensuring Work is Rewarding

Does work support mobility?

Wages, job quality, and advancement opportunities



Session 3: Sustaining Work Through Supports

Can people stay and advance?

Benefits, childcare, and long-term security + portfolio review



Rewarding Work: Indicators & Metrics

REWARDING WORK

ACCESS TO WORK

- Unemployment Rate
- Skills Gap by Occupation
- Hires & Separations

QUALITY WORK

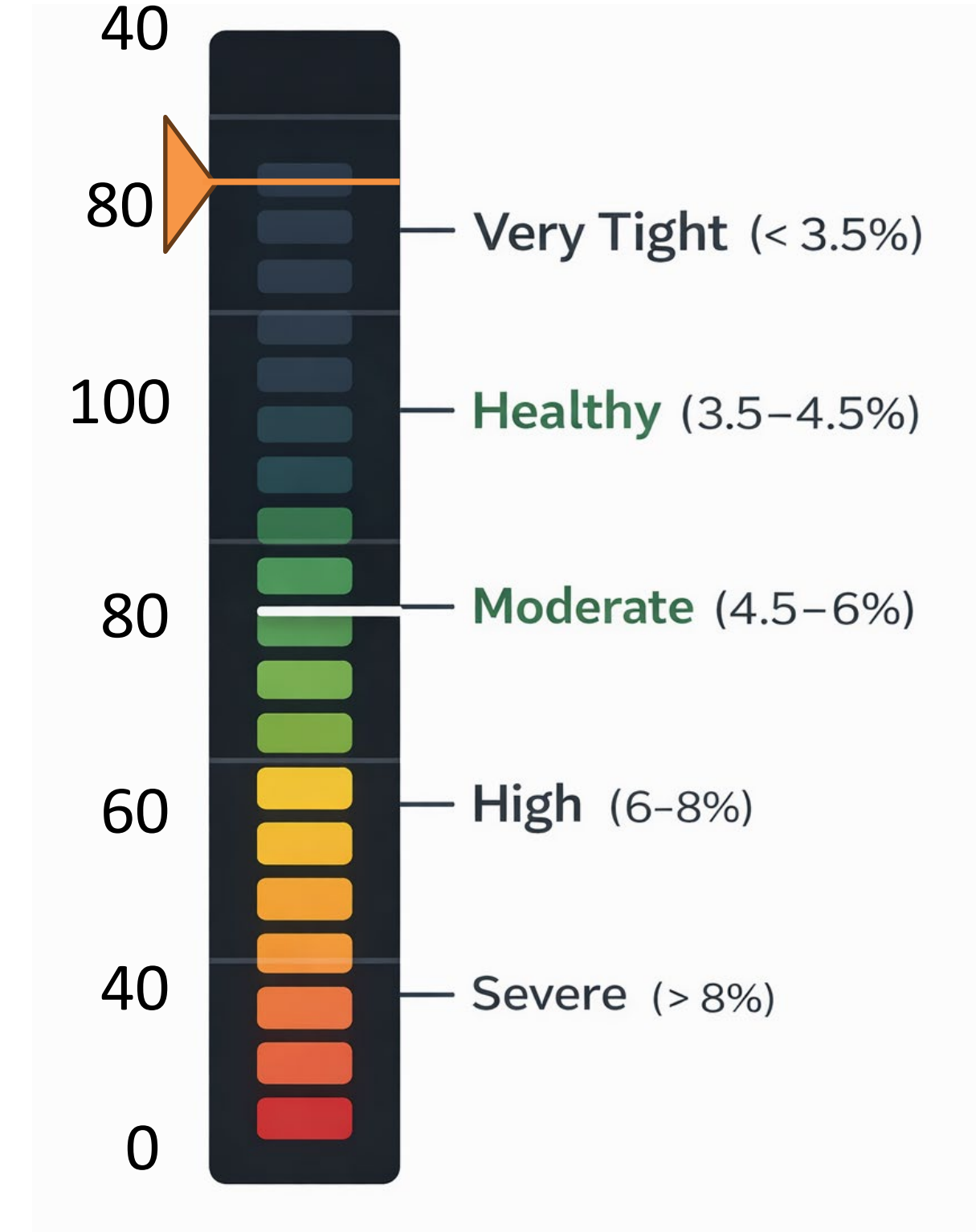
- Wage-to-Cost of Living
- Quality Job Share
- Employment by Occupation
- Occupation Representation by Race

SUSTAINING WORK

- Employment in Opportunity Sectors
- Childcare Affordability
- Share of Adults in Debt Collection
- Housing Wealth by Race
- Worker Mobility through Sectors



Access to Work: Unemployment Rate





Access to Work: Occupation – Skills Gap

Do Workers and Jobs Match?

 Compare Jobs to Workers

SHORTAGE -1

SURPLUS +2

Measure the Gaps

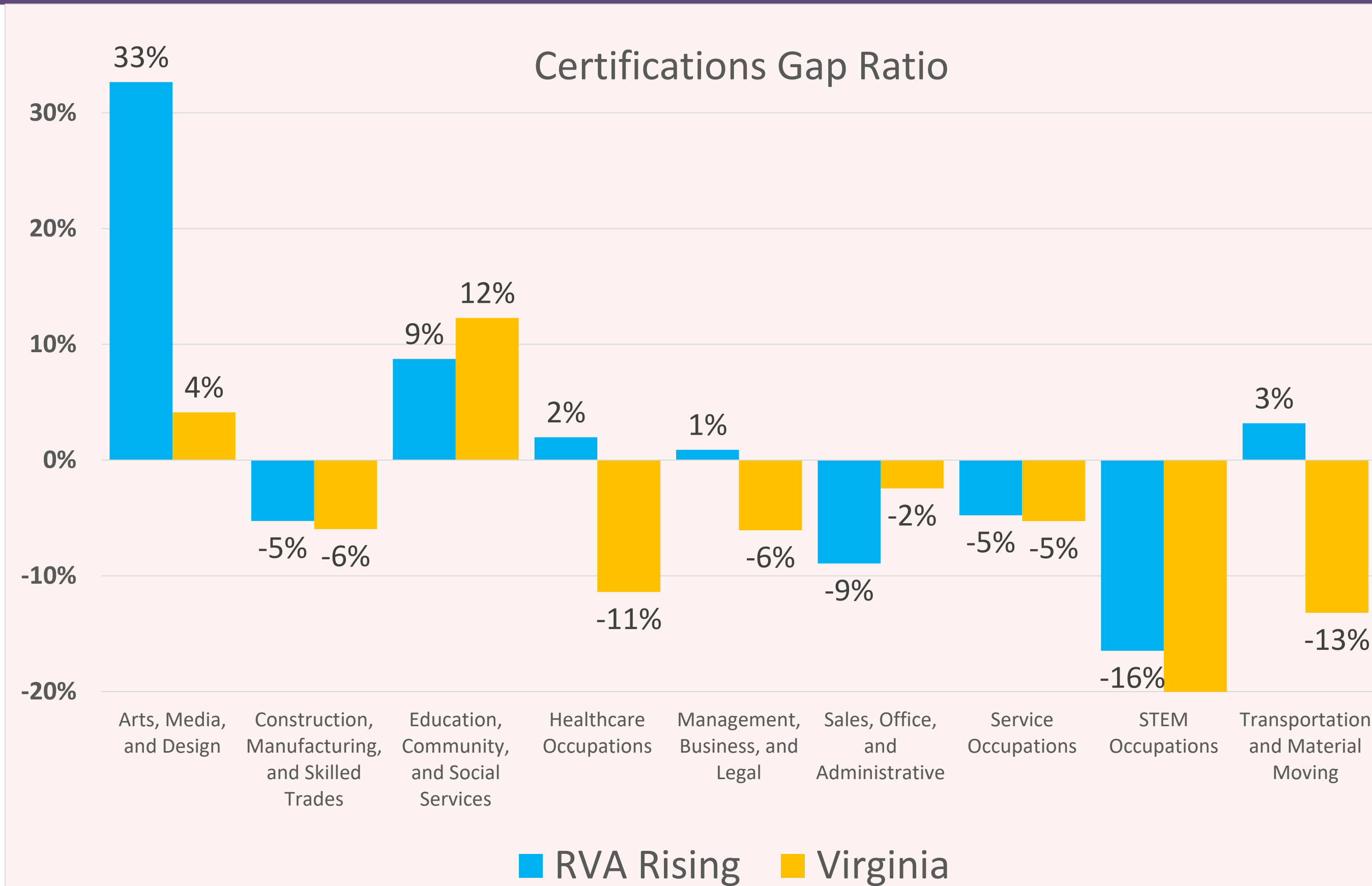
 Weigh Big Industries Heavier

Small

Calculate Score 0-100

82

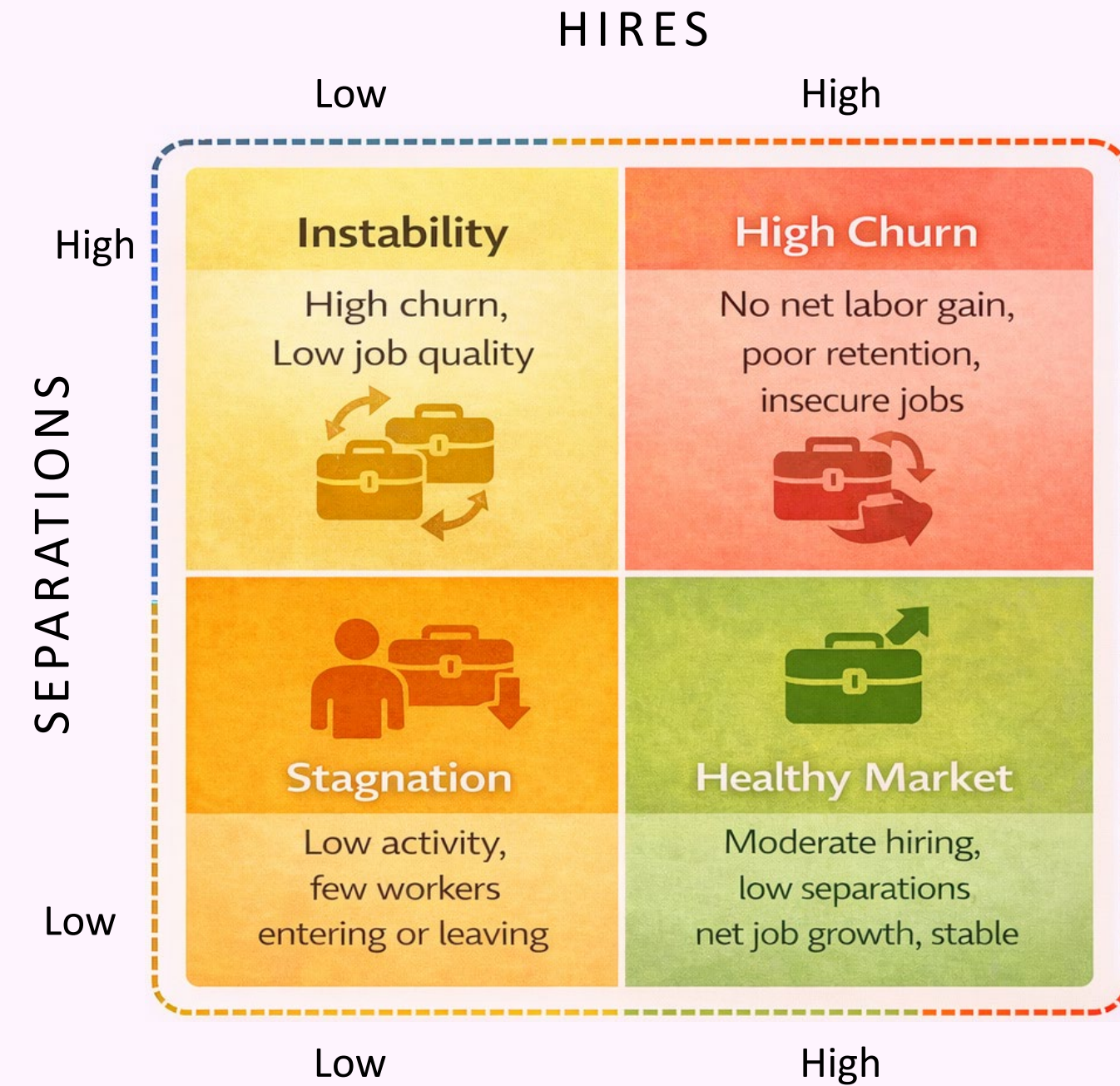
Calculate Score 0-100



Can workers keep good jobs?



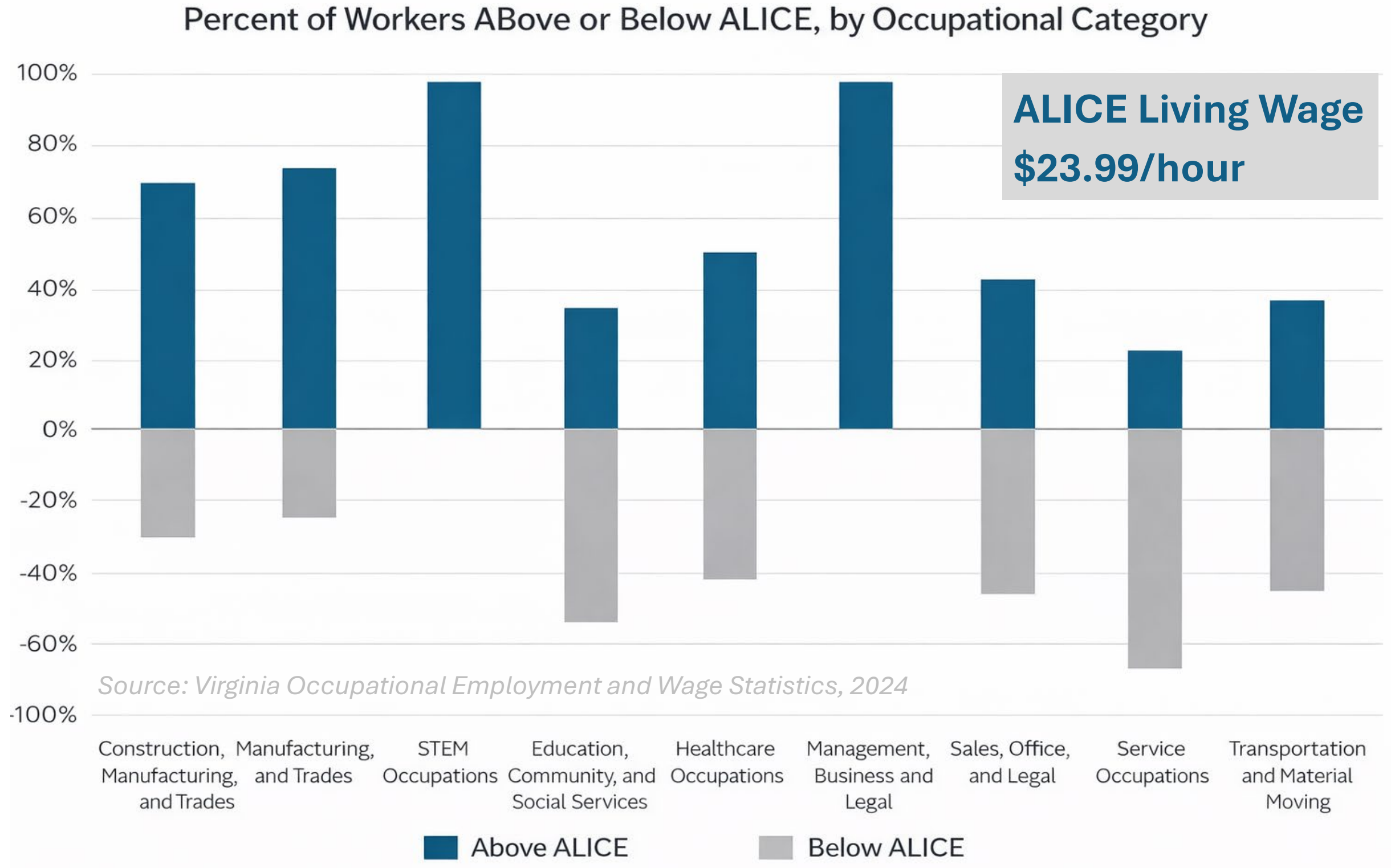
| HIRES & SEPARATIONS | | | | |
|---------------------|-------|-------|--------|-------|
| | All | New | Recall | Sep |
| RVA | 14.3% | 12.7% | 1.5% | 13.9% |
| VA | 13.8% | 12.2% | 1.6% | 13.5% |



Quality Work: **Quality Job Share**

Do we have stronger concentration of high-wage occupations?

Higher scores = more workers in relatively high-paying jobs

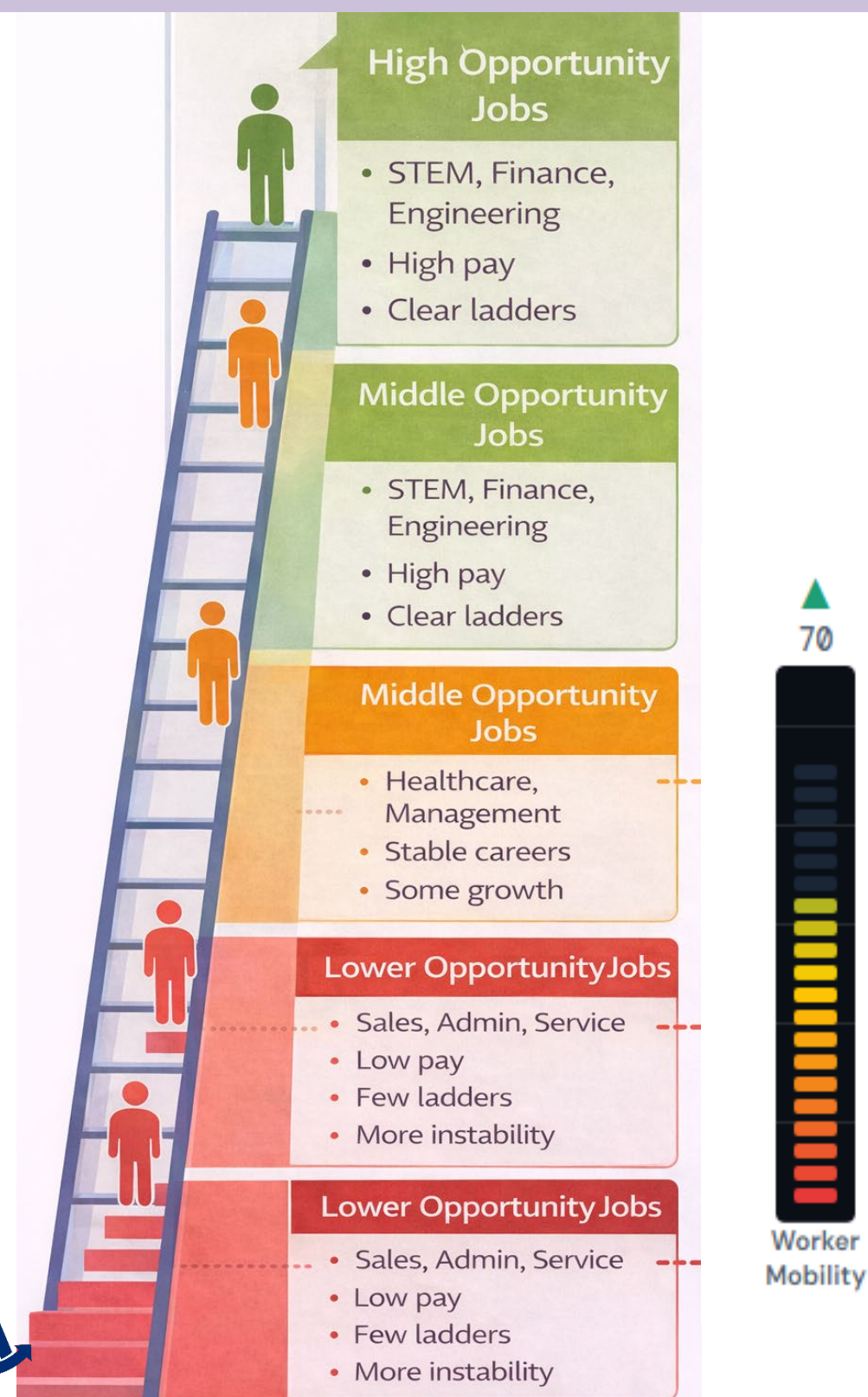




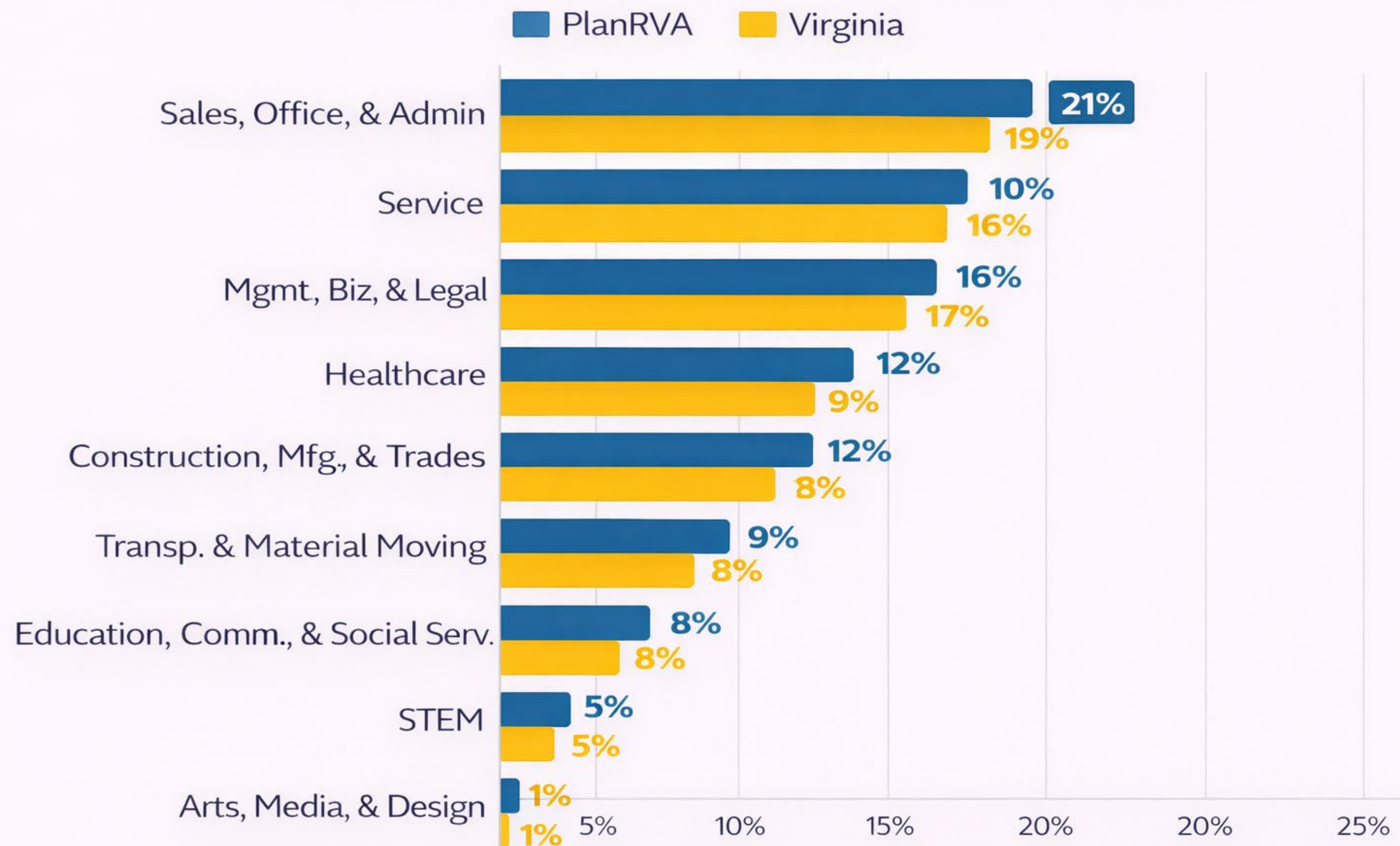
Quality Work: Employment by Occupation

How likely is economic mobility?

Higher scores = workforce in occupations with strong mobility pathways



Employment Distribution by Occupational Category





Quality Work: Occupational Representation by Race

Is Race/Ethnicity represented proportionally across occupations?

Higher scores = proportional distribution | Lower scores = workforce segregation

1. Set the Baseline

Start with the region's overall workforce composition.



2. Check Occupations

Look inside each occupation.



3. Measure Segregation

Compare to the baseline.

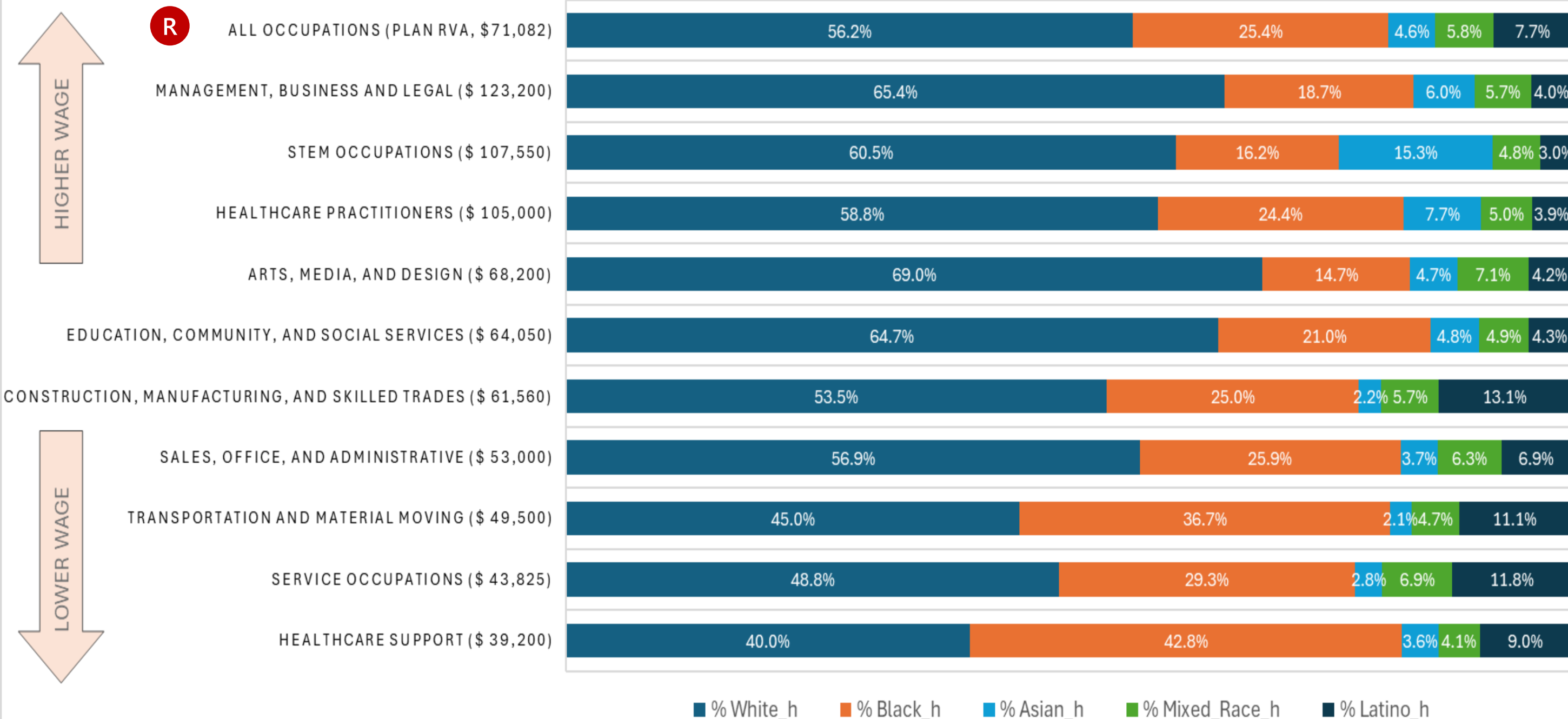


4. Calculate the Score

- Calculate racial/ethnic representation.
- Compare to the baseline.
- Convert onto a 0-100 scale interpretation.



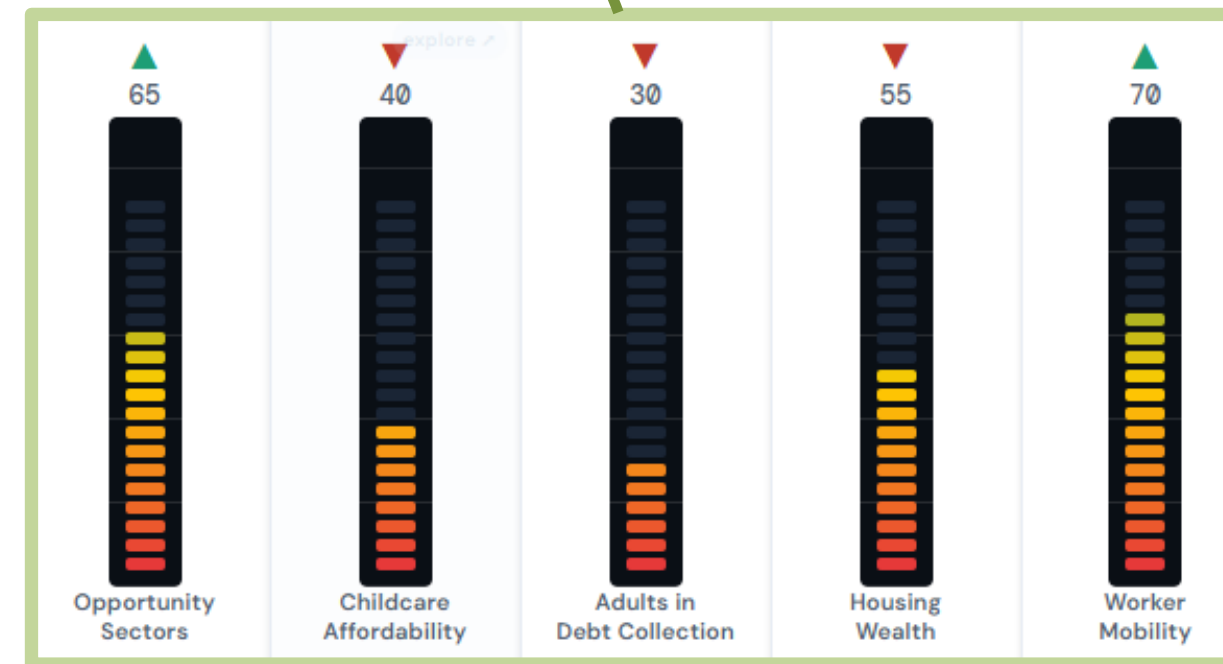
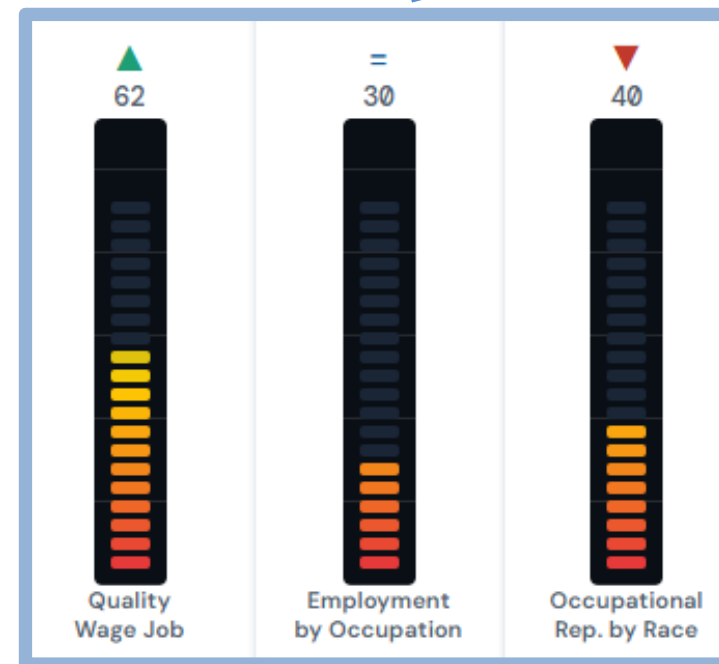
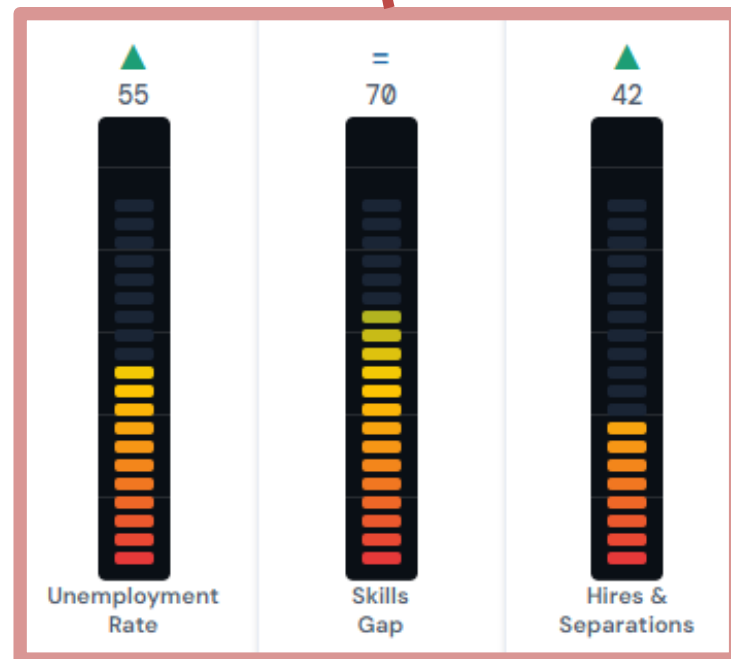
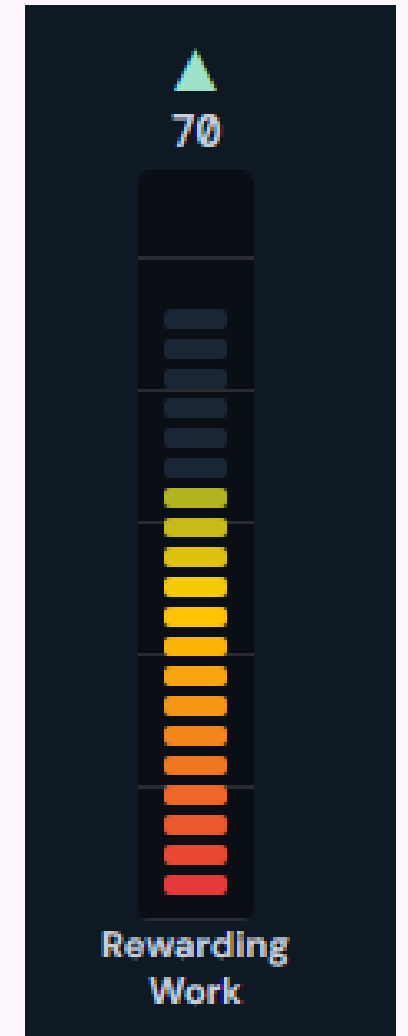
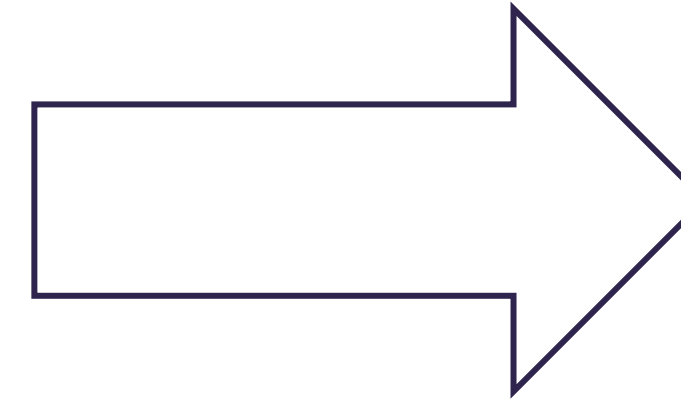
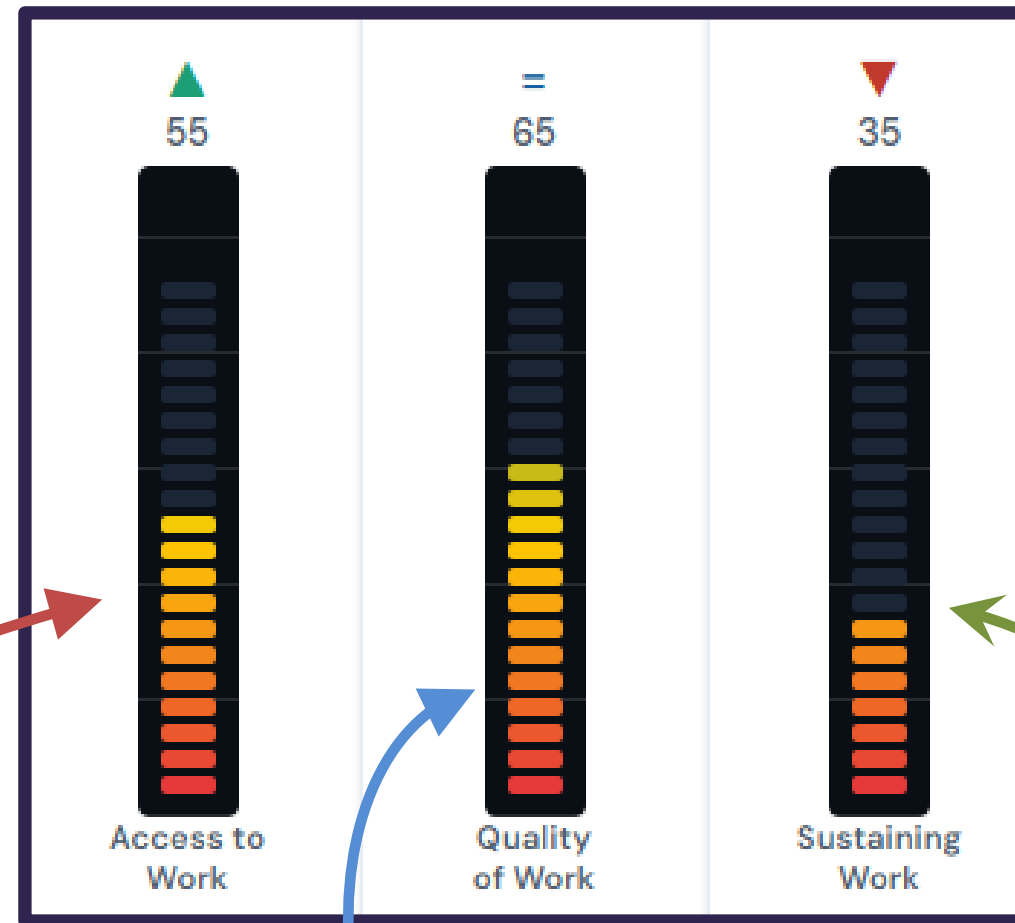
OCCUPATIONAL GAP BY RACE / ETHNICITY - PLAN RVA





Building the **Rewarding Work** Index

Note: The numbers and markers are examples. They do not represent real score .





Thank you!

Questions | Comments | Suggestions | Ideas

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PlanRVA is where the region comes together to look ahead.