

UPDATE TO THE EMPLOYMENT BASELINE GUIDANCE MEMO

Consistent Employment Baseline (2024 Data)

John Kent, Regional Planner, COG/DCES Staff

Cooperative Forecasting and Data Subcommittee
March 10, 2026

Agenda Item #6

Suggested Approach



*Note: This approach is tailored for jurisdictions where estimates from the Bureau of Labor Statistics (BLS) Quarterly Census of Employment and Wages (QCEW) are available. While the QCEW is published for independent cities in Virginia, **this data is not available for cities in Maryland**. These jurisdictions should work with their surrounding county and use other existing resources to develop baseline employment estimates.*

Wage and Salary Employment

Employment Covered by Unemployment Insurance / Quarterly Census of Employment and Wages (QCEW)

Jurisdiction	2024 (Thousands)
District of Columbia	759.67
Arlington County	179.24
Alexandria City	81.34
Montgomery County	462.30
Prince George's County	329.48
Fairfax County	636.43
City of Fairfax	24.18
City of Falls Church	12.42
Loudoun County	198.11
Prince William County	143.35
City of Manassas	24.89
City of Manassas Park	3.73
Charles County	43.09
Frederick County	108.44
Region	3,006.66

- A quarterly count of employment and wages of establishments which report to the UI programs of the United States
- ~95% of wage and salary civilian employment

Wage and Salary Employment

Employment Not Covered by Unemployment Insurance / Current Employment Statistics (CES) - Adjustment Factor

Jurisdiction	CES State or Metro Area	2024 QCEW (Thousands)	2024 CES (Thousands)	2024 Adjustment factor
District of Columbia	District of Columbia	759.67	769.40	1.01
Montgomery, Frederick	23224 - Frederick-Gaithersburg-Bethesda, MD Metropolitan Division	570.74	612.10	1.07
Charles, Prince George's	47764 - Washington, DC-MD Metropolitan Division minus District of Columbia	372.56	384.1	1.03
Arlington, Clarke, Fairfax, Fauquier, Loudoun, Prince William, Spotsylvania, Stafford, Warren, City of Alexandria, City of Fairfax, City of Falls Church, City of Fredericksburg, City of Manassas, City of Manassas Park, Jefferson County, WV	11694 - Arlington-Alexandria-Reston, VA-WV Metropolitan Division	1,488.53	1,622.50	1.09
Region		3,191.49	3,388.10	1.06

- Annual benchmark: (1) realign the sample-based employment totals with the unemployment insurance-based counts, and (2) account for wage and salary civilian employment not covered by unemployment insurance
- Examples: employees of religious organizations, railroad workers...



Self-Employment and Unpaid Family Workers

Adjustment for Self-Employed & Unpaid Family Workers / 2024 American Community Survey (ACS 1-Yr PUMS Data)

Jurisdiction	Wage and Salary Employment (Thousands)	Self-Employed Not Incorporated & Unpaid Family (Thousands)	Total Workers (Thousands)	Self-Employment Factor
District of Columbia	727.97	24.04	752.01	1.03
Arlington County	196.64	6.74	203.38	1.03
City of Alexandria	92.77	4.93	97.71	1.05
Montgomery County	511.57	35.99	547.56	1.07
Prince George's County	356.61	18.10	374.71	1.05
Fairfax County / City of Fairfax / City of Falls Church	684.51	32.58	717.08	1.05
Loudoun County	230.15	10.61	240.76	1.05
Prince William County / City of Manassas / City of Manassas Park	203.60	10.33	213.93	1.05
Charles County	58.93	3.09	62.02	1.05
Frederick County	132.73	6.25	138.98	1.05
Region	3,195.47	152.66	3,348.13	1.05

ACS provides data on the class of worker including wage and salary, self-employed not incorporated, and unpaid family worker.

Military Employment – Original Memo

Active-Duty Personnel counted as Military Employment in earlier Baseline Employment Estimates memos

Active-Duty Personnel refers to military members who currently serving on full-time status in their military capacity.

(~1.2 million active-duty military members in the United States and ~41,000 in the COG Region in 2021)

Relied on...

- Department of Defense's (DOD) Base Structure report
 - discontinued personnel counts in 2018
- Defense Manpower Data Center (DMDC)
 - provides personnel counts by state but not by county or by installation



Military Employment – Methodology



Military

Number of Active-Duty Personnel, Reserves and National Guard Personnel

Jurisdiction	2022 (Thousands)	2023(Thousands)	2024 (Thousands)
District of Columbia	14.25	14.18	14.12
Arlington County	9.25	9.10	8.97
City of Alexandria	0.49	0.48	0.47
Montgomery County	7.99	7.81	7.72
Prince George's County	7.73	7.62	7.56
Fairfax County	10.26	10.10	9.96
City of Fairfax	0.00	0.00	0.00
City of Falls Church	0.00	0.00	0.00
Loudoun County	1.31	1.29	1.27
Prince William County	9.46	9.31	9.18
City of Manassas	0.00	0.00	0.00
City of Manassas Park	0.00	0.00	0.00
Charles County	1.12	1.10	1.09
Frederick County	2.09	2.04	2.02
Region	63.94	63.03	62.36

Source: S&P Global



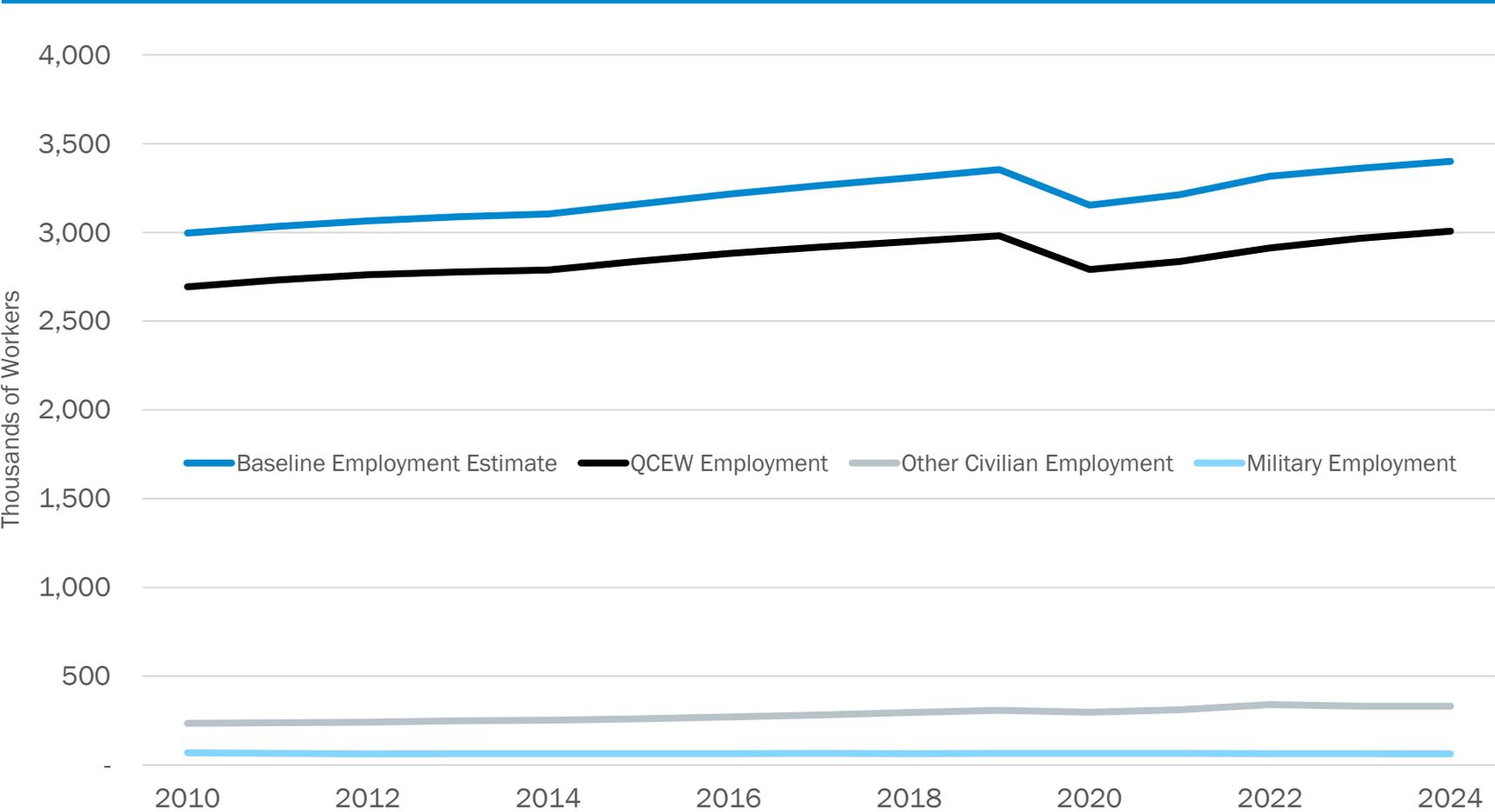
2024 Total Employment

Jurisdiction	QCEW (Thousands)	CES Adjustment Factor	Self-Employment Adjustment Factor	Military Employment (Thousands)	Baseline Employment (Thousands)
District of Columbia	759.67	1.01	1.03	14.12	808.93
Arlington County	179.24	1.09	1.03	8.97	211.05
City of Alexandria	81.34	1.09	1.05	0.47	93.85
Montgomery County	462.30	1.07	1.07	7.72	538.40
Prince George's County	329.48	1.03	1.05	7.56	364.47
Fairfax County	636.43	1.09	1.05	9.96	736.69
City of Fairfax	24.18	1.09	1.05	0.00	27.61
City of Falls Church	12.42	1.09	1.05	0.00	14.19
Loudoun County	198.11	1.09	1.05	1.27	227.17
Prince William County	143.35	1.09	1.05	9.18	173.35
City of Manassas	24.89	1.09	1.05	0.00	28.51
City of Manassas Park	3.73	1.09	1.05	0.00	4.27
Charles County	43.09	1.03	1.05	1.09	47.84
Frederick County	108.44	1.07	1.05	2.02	123.79
Region	3,006.66	1.07	1.05	62.36	3,400.12

Suggested Baseline Employment Estimates

Jurisdiction	2010	2015	2020	2021	2022	2023	2024
District of Columbia	756.76	808.32	783.36	780.69	806.17	809.41	808.93
Arlington County	186.23	194.93	201.81	203.95	205.58	211.74	211.05
Alexandria City	108.77	107.87	93.97	95.49	97.42	92.82	93.85
Montgomery County	501.00	521.53	501.18	512.96	527.24	530.31	538.40
Prince George's County	330.73	334.00	334.65	343.00	355.43	358.79	364.47
Fairfax County	634.51	656.09	679.01	701.49	719.60	728.89	736.69
City of Fairfax	21.72	21.53	20.36	21.46	24.86	26.70	27.61
City of Falls Church	13.54	12.70	12.31	13.02	13.20	13.91	14.19
Loudoun County	145.14	173.41	188.96	194.63	208.35	216.94	227.17
Prince William County	120.48	143.24	153.03	156.51	161.67	170.13	173.35
City of Manassas	25.95	24.99	25.68	26.23	27.18	28.53	28.51
City of Manassas Park	3.09	3.27	4.28	4.49	5.02	4.99	4.27
Charles County	44.29	46.00	43.80	45.13	46.49	45.75	47.84
Frederick County	103.83	111.25	110.77	113.53	117.55	122.09	123.79
Region	2,996.03	3,159.14	3,153.17	3,212.58	3,315.77	3,361.00	3,400.12

Suggested Baseline Employment Estimates



John Kent

Regional Planner

(202) 962-3215

jkent@mwkog.org

mwkog.org

777 North Capitol Street NE, Suite 300

Washington, DC 20002



Metropolitan Washington
Council of Governments