

# US Virgin Islands Labor Market Analysis



December 2023

# Unlock new possibilities in the labor market

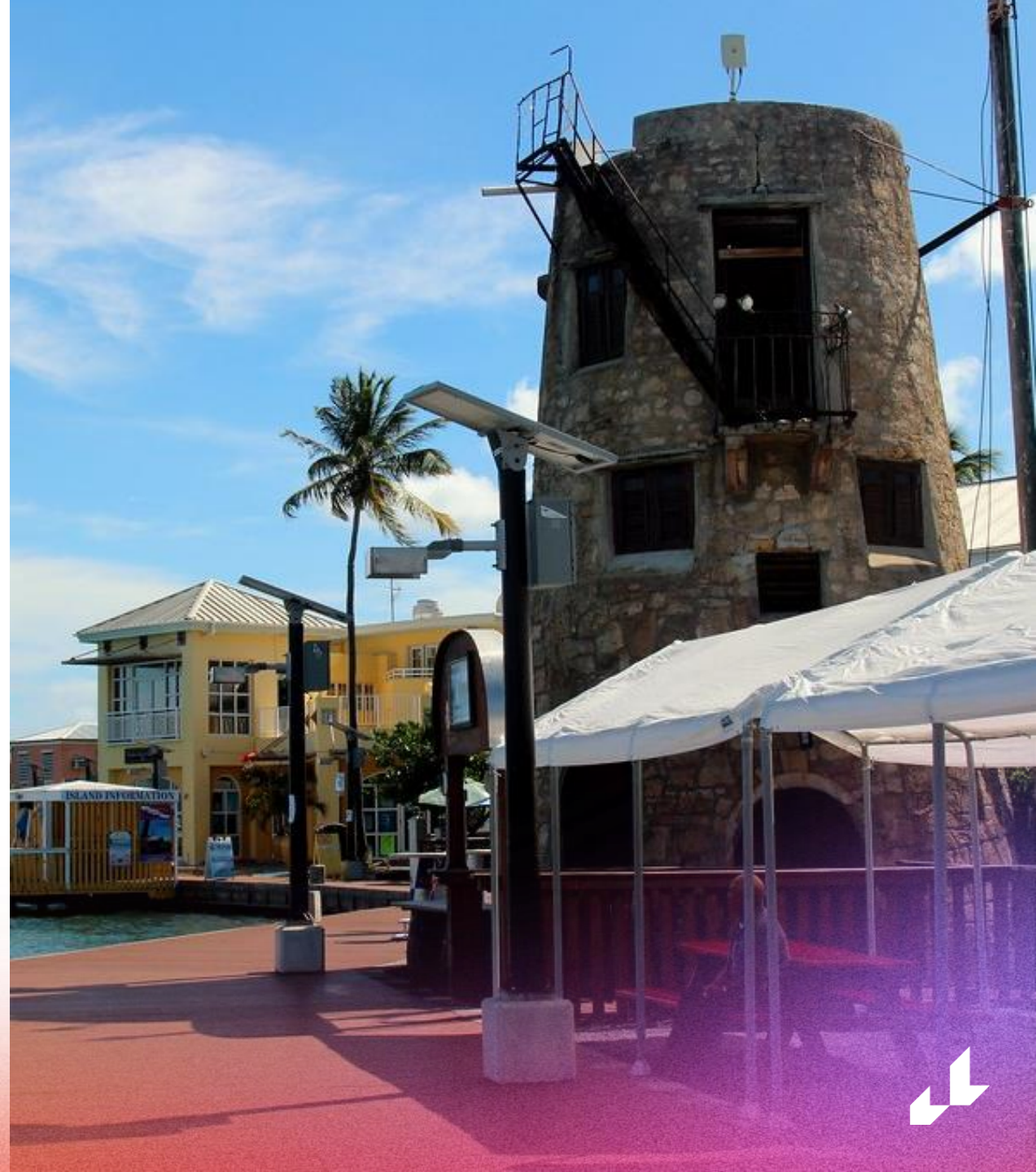
For more than 20 years, Lightcast has illuminated the future of work with **data-driven tools and strategies** to help communities, companies, and learning providers thrive.





# Setting the Context

- Multiple economic shocks: hurricanes, refinery closure, pandemic
- Steady population decline
- Historically high unemployment

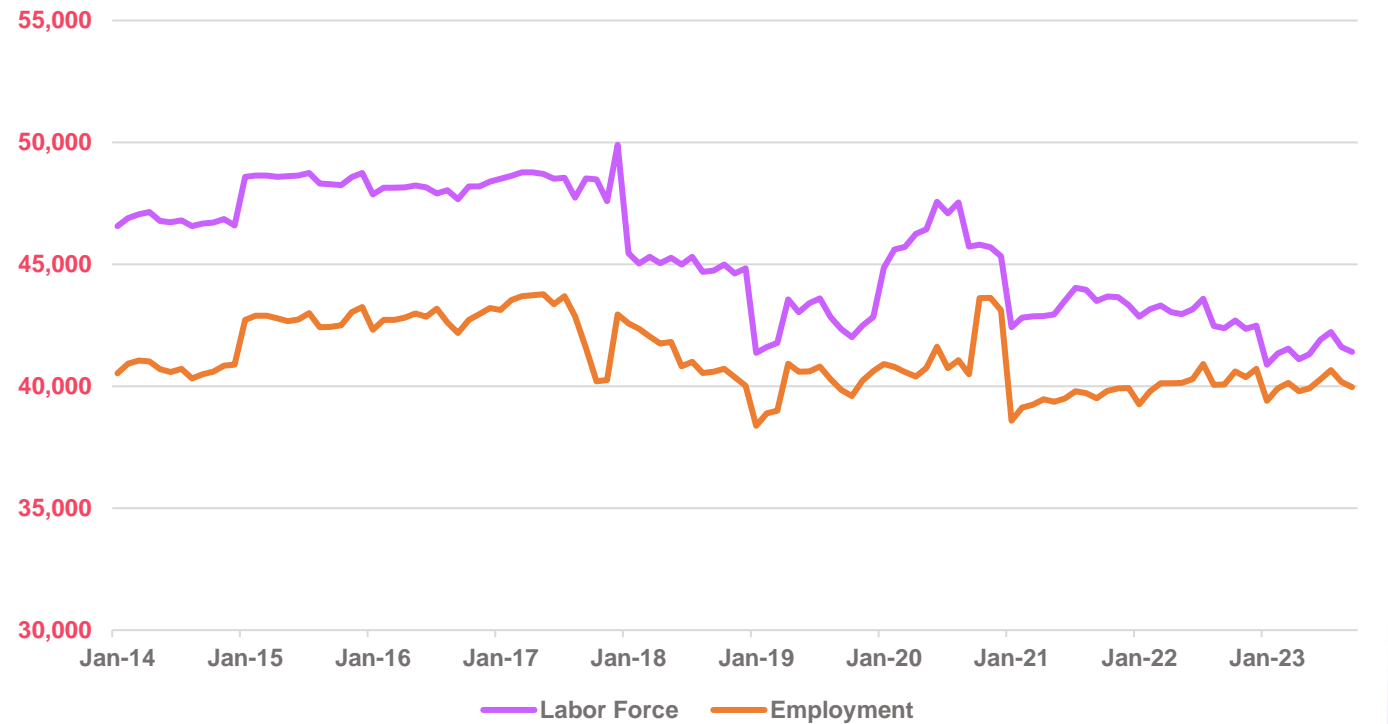


# A New Challenge

The labor force continues to shrink with population decline, but employment has remained steady (if not grown) since 2021.

**This means:**

- Scarcity of workers competing for more job opportunity
- Tight unemployment rates (3.5% in September 2023)
- Less available talent to support recovery and growth



# A Way Forward



**Align CTE with Cross-Cutting Skills**



**Ensure Foundational & Transferable Skills**



**Expand the Labor Pool & Address Enrollment Decline**



**Create Funding/Scholarships for Non-WIOA Covered Training**





# A Way Forward



**Empower Job  
Transitions from the  
Public Sector to the  
Private Sector**



**Tailor Workforce  
Development to  
Forward-Looking  
Sector-Specific  
Initiatives**



# Target Sector Workforce Strategies

## Agriculture

Expand training and education for entry-level/low-skilled workers

Provide programming that encourages value-added processes

## Financial Services

Expand training and education for entry-level/low-skilled workers

Focus workforce programs on St. John

## Healthcare

Ample program availability but more completions volume needed

Support long-term care initiatives

Address nursing degree faculty shortage

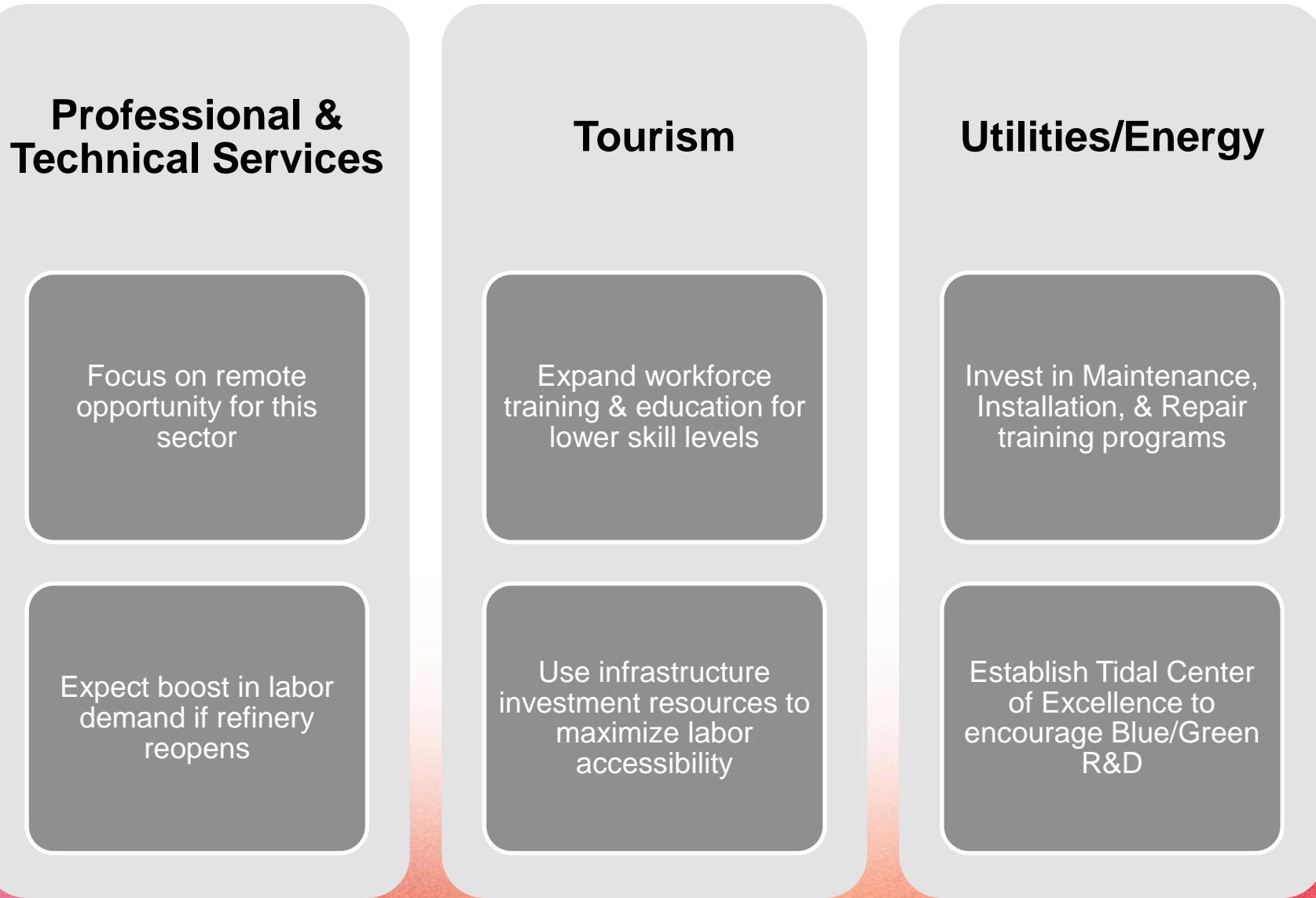
## Manufacturing

Develop programming contingency in case of refinery reopening

Encourage hiring local engineering talent



# Target Sector Workforce Strategies





# Policies & Practices



**Lower the Cost of Living**



**Enable Entrepreneurship**



**Enable the Private Sector to Pull Talent from the Public Sector**



**Become a Remote Work Destination**



# Ecosystem Improvement



**Data Stewardship**



**Stakeholder  
Collaboration**



# Thank You



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