



**VIRGINIA BEACH**  
ECONOMIC DEVELOPMENT

2020-2021 COMMUNITY PROFILE

**CHOOSE  
VIRGINIA BEACH**

# VIRGINIA BEACH COMMUNITY PROFILE

Since its founding more than 50 years ago, Virginia Beach has quickly become known both domestically and internationally as a great place to live, work, and do business. This Community Profile is designed to provide residents and businesses, both existing and prospective, with an in-depth look at the City and all that it has to offer.

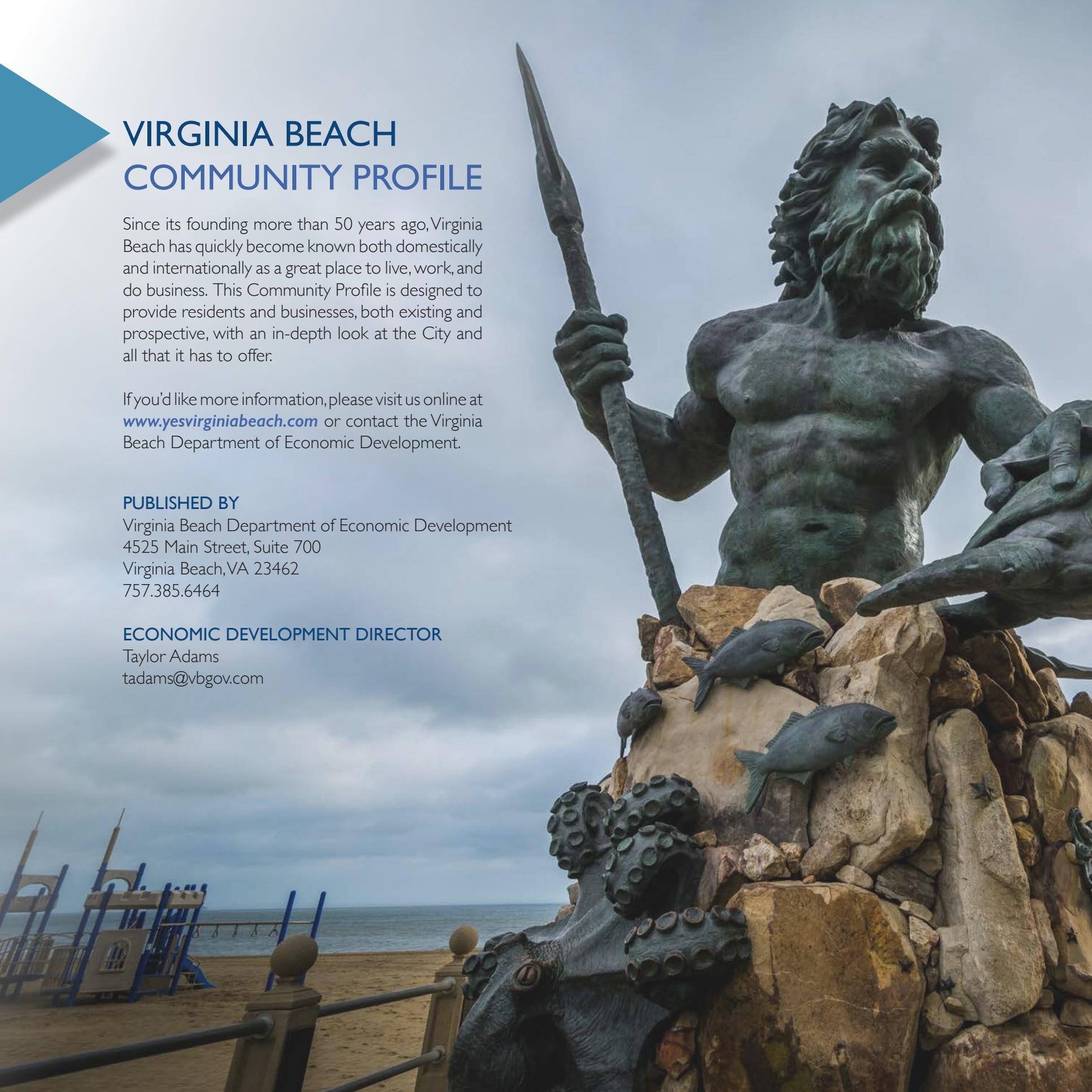
If you'd like more information, please visit us online at [www.yesvirginiabeach.com](http://www.yesvirginiabeach.com) or contact the Virginia Beach Department of Economic Development.

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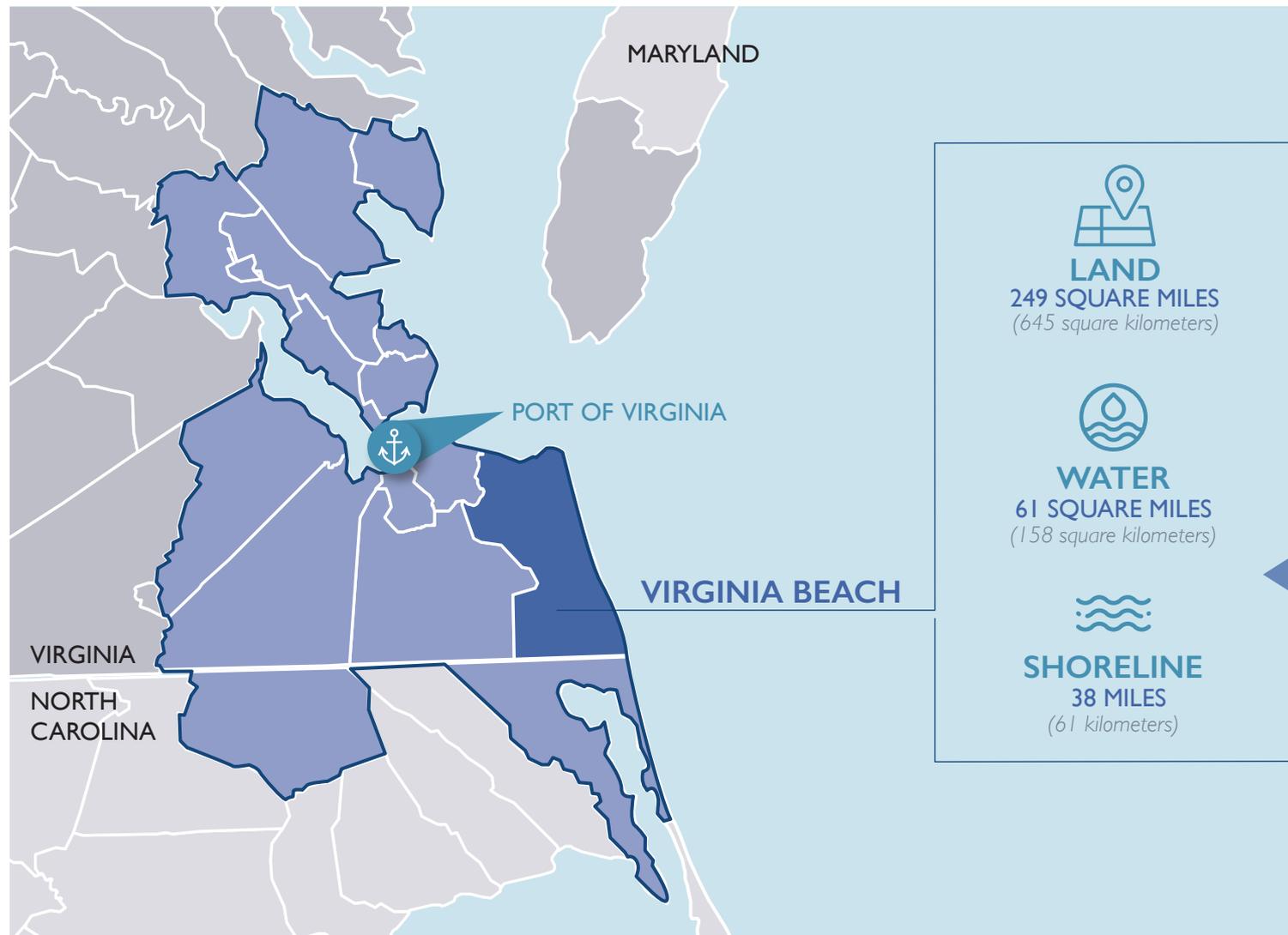
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# VIRGINIA BEACH: POWERFUL FORCES AT WORK

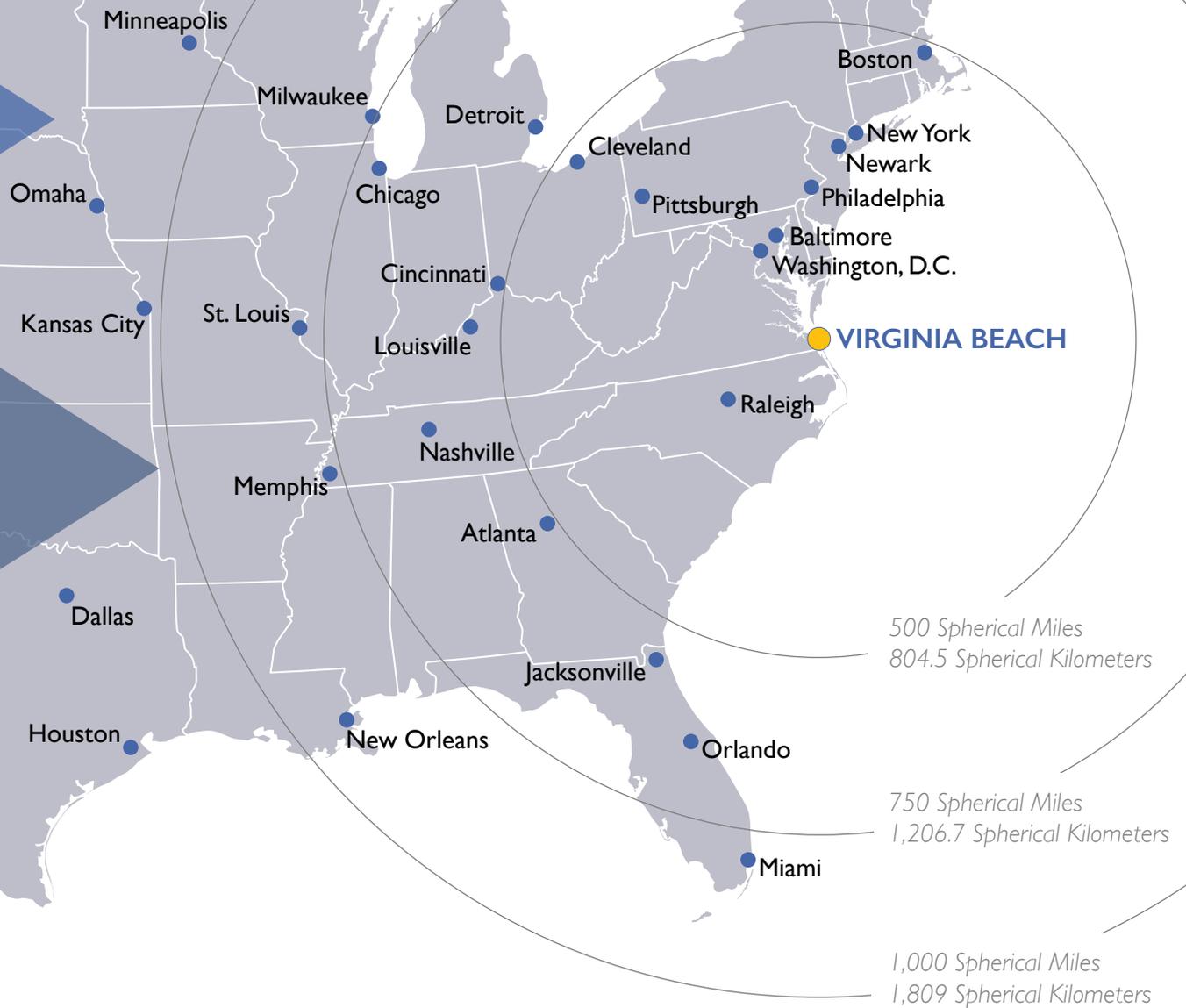
Virginia Beach is located in the southeastern corner of Virginia, along the shores of the Atlantic Ocean and the Chesapeake Bay. It is the most populous city in the Commonwealth of Virginia and the 42nd largest city in America. Among its strongest assets, the City boasts a skilled and educated workforce, low tax rates, a dynamic economy, and a strategic location in the Mid-Atlantic where domestic and international markets can be readily accessed through an extensive multi-modal transportation network.

## VIRGINIA BEACH – NORFOLK MSA



Virginia Beach is a 4-hour drive or a 45-minute flight to Washington, D.C.

Virginia Beach is a two-day's drive of more than 60 percent of the U.S. population



## THE METROPOLITAN AREA A STRATEGIC LOCATION

Officially the *Virginia Beach-Norfolk-Newport News, VA-NC Metropolitan Statistical Area (MSA)*, but also known throughout the years as Tidwater, Hampton Roads, Coastal Virginia, or more recently the “757”, the greater Virginia Beach area is the 38th largest MSA in the United States. The region encompasses 16 cities and counties across southeastern Virginia and northeastern North Carolina with a population of **1.73 million** people and a workforce of nearly **835,000**.

The Virginia Beach MSA is situated near the middle of the Eastern Seaboard, providing businesses access to more than **half of the total U.S. population within a 750-mile (1,200 km) radius**.

# DEMOGRAPHICS & WORKFORCE

Named the best large city to live in by Wallet Hub (2019), it's no surprise that since 2009 Virginia Beach saw an increase in population size at 3.3 percent. Through a combination of career opportunities, high quality of life, and a cost of living below national average, Virginia Beach appeals to millennials and those entering the workforce.

## POPULATION

Sources: U.S. Census Bureau 2018 ACS, University of Virginia, Weldon Cooper Center

	Virginia Beach	Virginia Beach MSA
POPULATION	452,643	1,731,193
HOUSEHOLDS	172,183	654,475
MEDIAN AGE	36.5	36.3

## WORKFORCE

### CIVILIAN WORKFORCE DATA

Source: U.S. Census Bureau 2018 ACS

	Virginia Beach	Virginia Beach MSA
CIVILIAN WORKFORCE	228,484	833,316
EMPLOYED	218,886	792,191
UNEMPLOYED	9,598	41,125
UNEMPLOYMENT RATE	4.2%	4.9%

### ADDITIONAL WORKFORCE

Source: 2018 Navy Region Mid-Atlantic Statistical Report

	Virginia Beach MSA
MILITARY PERSONNEL	98,561
CIVILIANS SERVING THE MILITARY	37,804

## AGE BREAKDOWN

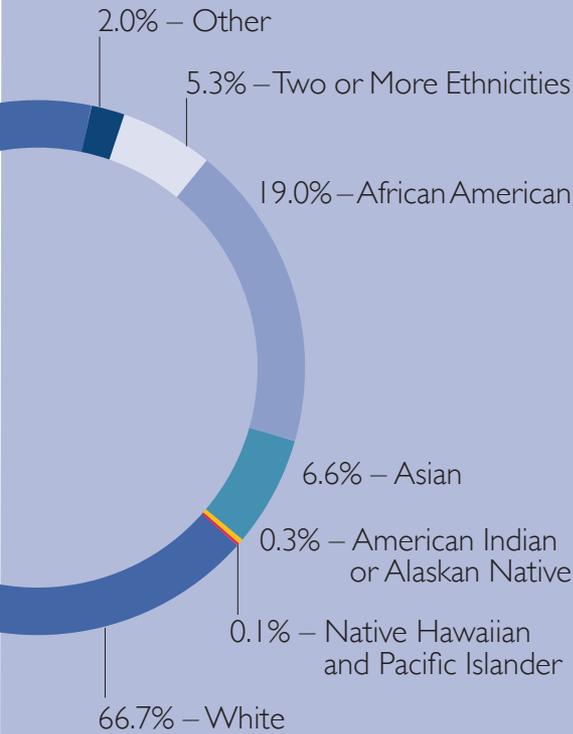
Sources: U.S. Census Bureau 2018 ACS, Hampton Roads Chamber of Commerce, SmartAsset.com (2019, 2018), Time Magazine (2017)

Virginia Beach holds a substantial amount of youthful talent: there was a 16 percent increase in millennials in Virginia Beach from 2010 to 2015. The Virginia Beach MSA also consistently ranks as top 10 area where millennials are moving.

	Number	Percent
< 18 YEARS	99,439	22.1%
18 - 24 YEARS	41,697	9.3%
25-34 YEARS	74,610	16.6%
35 - 44 YEARS	59,414	13.2%
45 - 54 YEARS	55,363	12.3%
55 - 64 YEARS	55,815	12.4%
65+ YEARS	63,851	14.2%

## RACE & ETHNICITY<sup>1</sup>

Source: U.S. Census Bureau 2018 ACS



<sup>1</sup>According to the U.S. Census Bureau, 18.5 percent of the Virginia Beach population identifies as Hispanic or Latino regardless of race.

## HOUSEHOLD INCOME DISTRIBUTION

Source: U.S. Census Bureau 2018 ACS

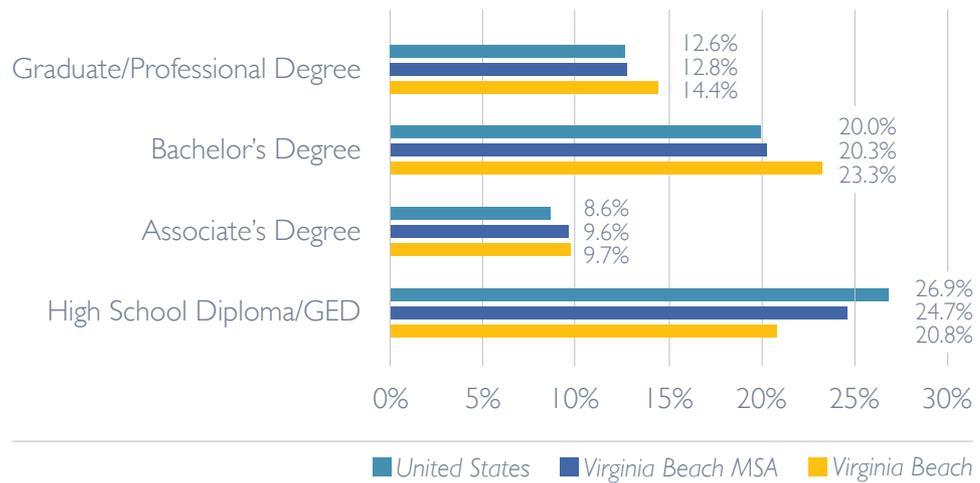
Virginia Beach's median household income is 24.4 percent higher than the national median, reflecting the City's attractiveness for a highly educated, highly skilled workforce which is enhanced annually by thousands of military personnel and college or university graduates who enter the workforce.

	Virginia Beach	Virginia Beach MSA	United States
MEDIAN HOUSEHOLD INCOME	\$77,059	\$65,604	\$61,937
AVERAGE HOUSEHOLD INCOME	\$98,295	\$85,788	\$87,864
< \$25,000	13.9%	17.0%	19.6%
\$25K - \$49,999	19.4%	20.7%	21.3%
\$50K - \$74,999	19.2%	18.9%	17.4%
\$75K - \$99,999	15.5%	14.1%	12.6%
\$100K - \$149,999	20.6%	16.5%	15.0%
≥ \$150,000	15.4%	12.7%	14.2%

## EDUCATIONAL ATTAINMENT

Source: U.S. Census Bureau 2018 ACS

Virginia Beach has a highly-educated workforce. Over 47 percent of the City's residents have a post-secondary degree compared with only 41 percent at the national level. The diversity of skilled workers offers employers a wide array of talent available for jobs throughout organizations from hourly/frontline work to management opportunities.



# INDUSTRY SNAPSHOT

The business community in Virginia Beach is composed of a highly diverse collection of industries, including national and international corporate headquarters, high-powered and technologically-advanced manufacturers, billion-dollar defense contractors and locally-owned small businesses. Every company, big or small, makes a unique contribution to the City's dynamic, growing economy.

## MAJOR EMPLOYERS

Source: Hoovers, 2019

COMPANY NAME	TYPE OF BUSINESS	CIVILIAN EMPLOYEES
Naval Air Station Oceana/Dam Neck Annex	Military Base (Civilians)	3,580
Joint Expeditionary Base Little Creek/Fort Story	Military Base (Civilians)	3,373
Lockheed Martin Corporation	Information Technology Services	2,279
STIHL Incorporated	North American Headquartered Power Tool Manufacturer	1,892
Diamond Resorts International, Inc.	Hotel Owner and Operator	1,700
GEICO General Insurance Company	National Insurance Carrier	1,500
AMSEC LLC (Huntingdon Ingalls Industry)	Shipbuilding and Repair	1,200
Sentara Princess Anne Hospital	Medical and Surgical Services	1,100
Mancon, LLC	Business Operations Consulting	900
City of Virginia Beach (Non-Permanent Staff)	Public Safety	800
Thirty First Street, LLC	Multi-Purpose Developer	800
Navy Exchange Service Command	Military and Government Exchange Headquarters	800
The Christian Broadcasting Network, Inc.	Radio and Television Broadcasting	700
Westminster-Canterbury On Chesapeake Bay	Retirement Health Care	675
Virginian-Pilot Media Companies, LLC	Multimedia Communications	650
Goldrush, LLC	Business Service Provider	610
Alorica Customer Care, Inc.	Business Service Provider	563
Wegmans Food Markets, Inc.	Retail Grocer	546



## KEY INDUSTRY SECTORS

Sand and salt water is usually what comes to mind when thinking of Virginia Beach. In fact the City reflects a highly diverse collection of industries. Many are still surprised to learn that the resort city is home to about 23,000 acres of farmland, that agriculture is the City's third largest industry, and that agriculture generates more than \$124 million in economic impact annually.

There are other industry sectors that are also pivotal to the growth of the local economy. These include (1) advanced manufacturing, (2) military and defense, (3) maritime and logistics, (4) office and retail, (5) cybersecurity and information technology, and in more recent years (6) offshore wind energy.



The Virginia Beach Department of Economic Development focuses its resources on these six business sectors in order to maximize its efforts in terms of marketing, business attraction and retention. Each one of these key industries are presented in more detail in the pages that follow.

# ADVANCED MANUFACTURING

Virginia Beach's strategic Mid-Atlantic location makes it ideally positioned for manufacturers looking to import, export or ship their goods both domestically and internationally. Below is a list of additional benefits that manufacturing companies enjoy when they choose Virginia Beach.

- Virginia Beach has eliminated its tax on machinery and tools
- Numerous workforce development programs are in place to assist manufacturers in recruiting and training employees
- Manufacturers' inventory is exempt from tax
- Virginia exempts manufacturers' purchases of goods used directly in production from sales tax
- The Port of Virginia provides incentive programs for its users including tax credits, grants, and Foreign Trade Zone designation

## FOREIGN TRADE ZONE 20

Foreign Trade Zones are areas which are geographically inside the United States, but are legally considered outside its Customs territory. Companies located in Virginia Beach are within the Foreign Trade Zone 20 (FTZ 20) service area and can benefit from special procedures that reduce, eliminate, or delay duties.

### USER BENEFITS

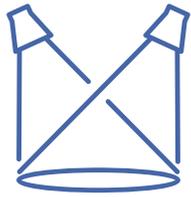
- No duties are paid if goods are re-exported
- No duties are paid on broken or wasted products
- Manufacturers pay duties on either the foreign parts used or on the finished product, whichever is least expensive
- Businesses can defer paying U.S. Customs duties on imported goods until the goods enter the United States for domestic consumption
- Businesses are allowed to store goods within the foreign trade zone for an unlimited period of time

### TALENT POOL FOR MANUFACTURING COMPANIES

Source: U.S. Bureau of Labor Statistics, 2018

	Number Employed	Average Annual Wage
INDUSTRIAL ENGINEERS	970	\$88,300
MECHANICAL ENGINEERS	2,120	\$85,890
GENERAL & OPERATIONS MANAGERS	9,070	\$124,190
MACHINISTS	2,980	\$51,880
WELDERS, CUTTERS, SOLDERERS, BRAZERS	3,300	\$49,860
TEAM ASSEMBLERS AND ASSEMBLERS AND FABRICATORS, ALL OTHER	3,300	\$32,620

MORE THAN  
**25 PERCENT**  
OF THE REGION'S  
MANUFACTURERS  
ARE LOCATED IN  
VIRGINIA BEACH



## SPOTLIGHT

ONE OF MANY BIG NAMES IN OUR LOCAL  
ADVANCED MANUFACTURING INDUSTRY

### STIHL INC.

In business for more than 90 years, STIHL Inc., a German-based manufacturer of chain saws and other power tools, has its 90-acre, one-million-square-foot North American headquarters in Virginia Beach. According to STIHL executives, the Virginia Beach business environment and workforce have proven crucial in aiding the company's impressive growth in the United States. Today, STIHL produces more power tools in Virginia Beach than it does in every other STIHL facility worldwide. For more information, visit [www.stihlusa.com](http://www.stihlusa.com)



**1,600+ ANNUAL GRADUATES**

in production-related programs join the  
workforce in the Virginia Beach MSA



**13% BELOW NATIONAL AVERAGE**

is the average cost of industrial space  
in the Virginia Beach MSA

# MILITARY & DEFENSE

The greater Virginia Beach area is home to the largest active-duty military population in the United States, as well as nine major military installations representing all branches of the U.S. Armed Forces. In addition, the only permanent NATO headquarters outside of Europe is located in the greater Virginia Beach area, as are the world's largest naval base and other major military commands including the U.S. Navy's headquarters for computer network command and control.



**113,000+**  
**MILITARY PERSONNEL**

and 15 military installations across  
the Virginia Beach MSA



**14,000+**  
**NEWLY TRANSITIONED  
MILITARY PERSONNEL**

enter the civilian workforce each year



**NO. 1  
WORLDWIDE**

Naval Station Norfolk is  
the world's largest naval base

Private industry support for the area's defense operation plays a major role in the regional economy, creating thousands of jobs and leading significant innovations in new technologies for both military and private sector applications. Two major federal research and development facilities (NASA Langley Research Center and Thomas Jefferson National Accelerator Facility) are responsible for developing new technologies in the fields of materials, sensors, aviation safety, and nuclear science.

## MAJOR DEFENSE COMPANIES IN VIRGINIA BEACH

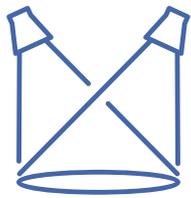
Source: Hoovers (2019), Virginia Beach Department of Economic Development (2020)

Company	# of Employees	Company	# of Employees
LOCKHEED MARTIN CORPORATION	2,279	ALLIED TECHNOLOGY GROUP INC.	200
SAIC	534	GLOBAL TECHNICAL SYSTEMS (GTS)	95
J.K. HILL & ASSOCIATES INC.	351	VALKYRIE ENTERPRISES, LLC	11
NORTHROP GRUMMAN	213		



SEVEN OF THE WORLD'S  
**TOP 10**  
**DEFENSE-RELATED**  
**FIRMS**

HAVE A PRESENCE IN THE  
VIRGINIA BEACH MSA



## SPOTLIGHT

ONE OF MANY BIG NAMES IN  
OUR LOCAL DEFENSE INDUSTRY

### VALKYRIE ENTERPRISES, LLC

Valkyrie Enterprises, a Veteran-owned small business headquartered in Virginia Beach, was founded in 2007 to provide system engineering, technical services, training, and other services to the U.S. Navy and Department of Defense agencies. Its customer base includes U.S. Fleet Forces Command, Norfolk Naval Shipyard, and Naval Network Warfare Command, among others. The company has also been included on multiple "fastest growing companies" lists as it continues to expand. Visit [www.valkyrie.com](http://www.valkyrie.com) for more information.

## MARITIME & LOGISTICS

Virginia Beach is strategically located in the heart of the Mid-Atlantic, which lends significant logistical advantages to the City and the region as a whole. Its convenient and accessible transportation infrastructure, including the acclaimed Port of Virginia, provides multiple options for moving goods between national and international markets. The metropolitan area is also home to two international airports, two class-one rail services, and a robust interstate and highway network. The region is currently investing heavily in land transportation infrastructure including over \$5.8 billion in interstate system expansion and improvements.



### 20,500+ EMPLOYEES

in the Virginia Beach MSA work in the logistics and distribution sector



### \$11 BILLION INVESTED

currently in land transportation infrastructure throughout the region



### 90 FOREIGN PORTS

have direct access to the region via 30 international shipping lines

Virginia Beach is *the* location of choice for businesses in the maritime and logistics sector. Given its close proximity to The Port of Virginia, the deepest harbor on the East Coast, the City has naturally gained a heavy concentration of businesses involved in freight transportation arrangement, marine cargo handling, logistics consulting services, port and harbor operations, coastal and deep-sea freight transportation, supply chain management, and warehousing and storage.

*The Port of Virginia is a powerful economic engine for the region that brings a number of maritime-related businesses to Virginia Beach.*

As volume coming through The Port of Virginia soars, and ultra-large container vessels continue to make stops in the region, the local maritime industry as a whole benefits.

The Port of Virginia recently completed two expansion projects, growing its cargo container capacity from roughly 2.7 million containers a year to about 4.4 million. This combined \$670 million investment was made in anticipation of the additional cargo volume that is expected to come through the region in the very near future, which will in turn give a boost to the already-thriving maritime-related industry in Virginia Beach.



Roughly 85 million U.S. consumers live within a one-day drive of Virginia Beach

More than 200 million U.S. consumers live within a two-day drive of Virginia Beach

## DRIVING DISTANCE & TIME TO MAJOR CITIES

Source: Google Maps, 2020

	Miles	Kilometers	Hours, Minutes <sup>1</sup>
WASHINGTON, D.C.	203	327	3 hrs, 23 min
PHILADELPHIA, PA	344	554	5 hrs, 44 min
NEW YORK, NY	400	644	6 hrs, 40 min
KNOXVILLE, TN	516	830	8 hrs, 36 min
ATLANTA, GA	585	941	9 hrs, 45 min
BOSTON, MA	642	1,033	10 hrs, 42 min
DETROIT, MI	732	1,178	12 hrs, 12 min
CHICAGO, IL	890	1,432	14 hrs, 50 min
DALLAS, TX	1,376	2,214	22 hrs, 56 min
HOUSTON, TX	1,382	2,224	23 hrs, 2 min

<sup>1</sup>Approximate travel times calculated based on average speed of 60 miles per hour.

## OFFICE & RETAIL

The Virginia Beach area is the home to hundreds of corporations, including three in the Fortune 500. A low corporate income tax rate, affordable office space and a well-educated workforce make Virginia Beach particularly attractive to companies looking for a headquarters or major office location. The City also has one of the most robust telecommunication infrastructure support systems in the United States to support all facets of corporate operations.

### WAGES IN CORPORATE, PROFESSIONAL & FINANCIAL SERVICES SECTOR

Source: U.S. Bureau of Labor Statistics, May 2019

	Average Annual Wages	
	Virginia Beach MSA	United States
ACCOUNTANTS & AUDITORS	\$72,580	\$79,520
FINANCIAL ANALYSTS	\$79,440	\$94,160
PERSONAL FINANCIAL ADVISORS	\$154,490	\$119,290
INSURANCE UNDERWRITERS	\$59,770	\$77,640
ARCHITECTS	\$88,830	\$89,560
SALES REPRESENTATIVES, SERVICES, ALL OTHER	\$58,400	\$66,760

**2.5%  
BELOW  
NATIONAL  
AVERAGE**

for salaries of corporate, professional, and financial services sector operating in the Virginia Beach MSA

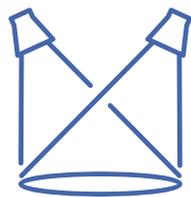
### COMMERCIAL SPACE AT COMPETITIVE RATES *(all rates below in dollars/square foot)*

Source: CoStar, 2020

Office		
	Virginia Beach	United States
CLASS A	\$27.48	\$57.38
CLASS B	\$19.67	\$30.13
CLASS C	\$15.76	\$23.72

Industrial		
	Virginia Beach	United States
FLEX	\$9.10	\$13.73
WAREHOUSE	\$7.68	\$8.81

Retail		
	Virginia Beach	United States
GENERAL RETAIL	\$17.11	\$21.69
SHOPPING CENTER	\$13.25	\$15.16



## SPOTLIGHT

ONE OF MANY BIG NAMES IN OUR  
LOCAL OFFICE AND RETAIL INDUSTRY

### ARMADA HOFFLER PROPERTIES, INC.

Armada Hoffer Properties is a vertically-integrated, self-managed real estate investment trust with nearly four decades of experience developing, building, acquiring and managing high-quality office, retail and multifamily properties located primarily in the Mid-Atlantic and southeastern United States. The Company was founded in 1979 as a privately owned real estate business until its initial public offering on the New York Stock Exchange in 2013. Visit [www.armadahoffler.com](http://www.armadahoffler.com) for more information.

Over the years, Virginia Beach has become an extremely attractive place for retailers of all stripes. The City offers a multitude of shopping experiences with its 11 retail districts. Highlighted amongst these is the ever-expanding Town Center which features nearly one million square feet of mixed-use retail space, mostly occupied by higher-end retailers. Locals rack up more than \$6.4 billion in retail sales each year and tourists add more than \$104 million annually.

# CYBER SECURITY & INFORMATION TECHNOLOGY

Virginia Beach is a location of choice for the information and communication technology industry thanks to its advantageous business climate. The industry is strengthened by a strong telecom infrastructure, reliable power supply and higher education facilities that provide a wide variety of degree and certificate programs to support the area's rapidly expanding private-sector IT core.

Virginia Beach has also emerged as a leader in the cyber security industry by working to unite the unique assets of its businesses with the defense community. Virginia Beach's strength in defense translates well into the cyber security industry. Many exiting military personnel are able to bring their considerable expertise in this particular field into private sector information technology companies. In 2018, newly exiting military personnel accounted for 530 IT jobs in the Virginia Beach MSA, many of which support defense-related information technology.



## 500+ IT-RELATED ESTABLISHMENTS

in the Virginia Beach MSA contribute to a cybersecurity cluster development



## 12,000 CIVILIANS IN THE VIRGINIA BEACH MSA

work in the areas of information and communication technology or IT/electronics-related engineering



## 1.6% JOB GROWTH

expected in the regional information technology sector by 2023

### AVERAGE WAGES IN IT SECTOR FOR VIRGINIA BEACH MSA

Source: U.S. Bureau of Labor Statistics, 2020

	# Employed	Average Annual Wage
SOFTWARE DEVELOPERS	5,450	\$94,940
COMPUTER SYSTEMS ANALYSTS	3,070	\$94,000
COMPUTER & INFORMATION SYSTEMS MANAGERS	1,500	\$145,220
COMPUTER NETWORK ARCHITECTS	860	\$113,130
COMPUTER HARDWARE ENGINEERS	250	\$107,660

VIRGINIA BEACH  
NAMED THIRD  
**MOST  
TECHNOLOGICALLY  
ADVANCED**  
CITY OF ITS SIZE  
IN AMERICA

## SUBSEA CABLES

TWO HIGHEST CAPACITY  
SUBMARINE CABLES IN THE WORLD  
LAND IN VIRGINIA BEACH

Telxius, owned by the **Telefónica Group**, a Spanish telecom company, operates the two highest capacity submarine cables in the world: MAREA, developed in partnership with Microsoft and Facebook, and BRUSA, fully owned and operated by Telxius.

**MAREA** is the highest capacity system to ever cross the Atlantic, reaching 200 Tbps. It is set to boost Atlantic connections, providing ultra-high transmission capacity that keeps growing. It is a game changer that will easily adapt to the future of data services.

RIO DE JANEIRO  
(BRAZIL)

*These next-generation cable systems, sharing a landing point at Virginia Beach, provide ultra-fast connectivity between the Americas and Europe.*

**BRUSA** is the highest capacity subsea cable connecting the Americas, with ultra-fast transmission capacity reaching up to 138 Tbps. It links the Americas through two of its largest economies: USA and Brazil, providing a robust latest generation route enabling ultra-high speed broadband services and improving overall network performance and end-to-end security.

**DUNANT** is expected to become available in late 2020 at which point it will be the second private submarine cable built by Google and the first ever in-service undersea cable featuring a 12 fiber-pair Space Division Multiplexing (SDM) design, with a total capacity of 25 Tbps per fiber pair. This new subsea cable will deliver record-breaking capacity of 300 Tbps across the Atlantic.

## VIRGINIA BEACH IS PLUGGED IN AND READY TO GO

Telxius built a 24,000-square-foot cable landing station to support the two new, ultra-high speed transatlantic fiber optic telecommunication cables that land in Virginia Beach's Corporate Landing Business Park. Globalinx Data Center, headquartered in Virginia Beach, is in the process of expanding its current facility.

VIRGINIA  
BEACH  
(USA)

BILBAO  
(SPAIN)

SAINT-HILAIRE-  
DE-RIEZ  
(FRANCE)

*Dunant  
marea*

*Brusa*

# OFFSHORE WIND ENERGY

The U.S. offshore wind sector is still in the early stages of its development – the country's first offshore facility only commenced commercial operation in 2016. Virginia Beach is well positioned to offer the best opportunity for business success and low exposure to risk for companies in the offshore wind supply chain.

In addition to its strategic Mid-Atlantic location, Virginia Beach offers a number of unique competitive advantages over other offshore wind business locations on the East Coast. Below are a few of them:



## PRO-BUSINESS CLIMATE

CNBC named Virginia America's Best State for Business in 2019 – a fourth win in 13 years for the Commonwealth.



## PROGRESSIVE ENERGY POLICY STANCE

Virginia's Grid Transformation and Security Act deems 5,000 MW of solar and wind energy generation to be in the public interest.



## CONGESTION-FREE NAVIGATION

The Virginia Beach area enjoys open shipping channels and navigational flexibility eliminating maritime congestion as a concern.



## UNRESTRICTED AIR DRAFT WATERWAYS

Virginia port facilities have direct access to sea with no overhead obstacles to impede the shipping of large and upright infrastructure and components.



## ABUNDANT WATERFRONT LAND AND INFRASTRUCTURE

Virginia's ports offer existing dock capacity and ample on-water marshaling areas. The Virginia coastline is geographically rich with waterfront properties and development or redevelopment opportunities.



Speaking of the Virginia Beach MSA's competitive advantages in offshore wind energy, Virginia Governor Ralph Northam declared that

“ *unmatched port infrastructure and high-quality maritime workforce make [our] region an ideal location for offshore wind energy development. Virginia should be the prime location for the offshore wind industry, from the supply chain to the full build-out of our offshore wind assets off the coast.*”

During the 2020 General Assembly session, state lawmakers passed the **VIRGINIA CLEAN ECONOMY ACT** with a plan to eliminate carbon emissions by 2050 and to invest in clean energy technologies, which will create thousands of jobs and make power cheaper for Virginians.

The Commonwealth's first Clean Energy Standard will spur economic growth:

- By creating up to 13,000 jobs per year in Virginia's advanced energy industry
- By producing \$69.7 billion in net benefits for Virginians
- By investing strategically in Virginia's energy efficiency, rooftop solar and offshore wind industries

**THREE OFFSHORE WIND PROJECTS ARE BEING CONSTRUCTED OFF THE COAST OF VIRGINIA, WHICH WILL SOON BRING 5 GIGAWATTS OF GREEN ENERGY TO VIRGINIA BEACH.**

## INTERNATIONAL PROFILE

Virginia Beach's strategic location and friendly business climate, coupled with logistical assets such as international airports and The Port of Virginia, establish the City as a hub of international commerce. The metropolitan area is home to approximately 200 internationally-based firms. Fifty have chosen Virginia Beach for their U.S. or North American headquarters.

In addition, the large volume of global trade that takes place in the Virginia Beach area allows businesses to have access to some of the best international business law and immigration attorneys in the United States. Moreover, most banks in the area are also experienced in conducting international financial transactions.



Some foreign-based companies with internationally-recognized names that have chosen Virginia Beach include:

**PRUFREX**

**SANJO**

**STIHL®**

**IMS:GEAR**

**Telefonica**

**Haulotte**

## INTERNATIONAL COMPANIES WITHIN THE VIRGINIA BEACH MSA

Source: Virginia Beach Economic Development, 2020

COUNTRY	COMPANY NAME	INDUSTRY SECTOR
Brazil	ARC Natural Stone	Wholesale
Canada	Gentek, Inc.	Distribution
Canada	LaserQuest Virginia Beach	Service
Canada	Rutherford Controls International	Manufacturing
Canada	WSP Parsons Brinckerhoff	Service
China	Hi-Logic	Wholesale
China	U-Play Corp	Service
Denmark	Thrane & Thrane, Inc.	Manufacturing
France	Haulotte North America	Manufacturing
France	Masa Group, Inc.	Service
Germany	AIN Plastics of Virginia, Inc.	Distribution
Germany	Atlas North American, LLC	Manufacturing
Germany	BMZ USA	Distribution
Germany	Busch Vacuum Solutions, Inc.	Manufacturing
Germany	Hapag-Lloyd (America), Inc.	Service
Germany	Hermes Abrasives, Ltd	Manufacturing
Germany	IMS Gear Virginia, Inc.	Manufacturing
Germany	Kettler International, Inc.	Distribution
Germany	Koster America	Wholesale
Germany	Prufrex	Manufacturing
Germany	Schenker International, Inc.	Service
Germany	STIHL, Inc.	Manufacturing
Germany	TAG Chemicals, GmbH	Manufacturing
Hong Kong	Equity Industries, Inc.	Distribution
India	Mantra, Inc.	Distribution
Israel	Diamonds Direct	Distribution
Italy	Atlantic Container Line	Service
Japan	ARS Manufacturing, Inc.	Manufacturing
Japan	NGK-Locke, Inc.	Manufacturing
Netherlands	Arcadis US, Inc.	Service
Netherlands	Ranstad	Service
Netherlands	W&O Supply Company	Wholesale
Singapore	Victory Tropical Oil USA, Inc.	Manufacturing
Spain	SANJO Corte Fino	Manufacturing
Spain	Telefonica	Service
Sweden	Lindab Profile, Inc.	Distribution
Sweden	Securitas Security Services USA	Service
Sweden	Skanka USA	Service
Switzerland	Adecco Staffing	Service
Switzerland	Ferguson Enterprises, Inc.	Service
Switzerland	Kriss USA	Manufacturing
Switzerland	UBS Financial Services	Service
Turkey	UNSA America, Inc.	Distribution
United Kingdom	G4S Secure Systems	Service
United Kingdom	MacTaggart Scott	Service
United Kingdom	Serco, Inc.	Service
United Kingdom	Top Golf	Service
United Kingdom	VT Group	Service

### EUROPEAN OFFICES

In addition to our office located in the Town Center of Virginia Beach, the Virginia Beach Department of Economic Development established offices in Madrid (Spain) and Ipswich (England) to offer assistance to the increasing number of European companies interested in establishing or expanding in Virginia Beach.

#### SPAIN

**Vicente Álvarez Fanjul**

Virginia Beach Economic Development,  
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#### GERMANY

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#### UNITED KINGDOM

**Charles Macdowell**

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# SMALL, WOMEN & MINORITY-OWNED BUSINESSES

Virginia Beach is a diverse community perpetually striving to create an inclusive business environment that is home to a wide variety of people and businesses, including a significant number of small, women and minority-owned (SWaM) companies.



**MORE THAN 30 PERCENT**  
of all women and minority-owned companies  
in the region are located in Virginia Beach



**ONE IN THREE START-UPS**  
in the metropolitan area  
are located in Virginia Beach

To help SWaM businesses flourish and achieve their goals, the City established a development program in 2007 to assist these businesses in generating new capital investment and employment opportunities. This program, which also benefits Service Disabled Veteran-Owned Businesses, provides technical resources, assistance and opportunities such as the ones listed below.

**ADVOCACY:**  
**MINORITY BUSINESS COUNCIL**

Ensures increased participation  
of SWaM businesses in the  
procurement process.

**COACHING:**  
**SMALL BUSINESS MENTORSHIP**  
Provides tailored business mentoring  
from area university and business  
leaders to select SWaM businesses.

**TRAINING:**  
**WORKSHOP SERIES**  
Offers workshops on a variety of topics  
from social media and marketing to small  
business financing and joint ventures.



# MILITARY PRESENCE

Virginia Beach is known around the world for its distinguished military presence. Of the 80,000+ active-duty personnel in the region, nearly 15,000 transition out of the military every year, either through retirement or into the civilian workforce. Thousands of these highly-trained men and women who enter our local workforce offer employers a unique opportunity to benefit from the skillset they have learned during their time in the service.

After transitioning to the private sector, approximately 60 percent of our exiting military find work within the following occupations:

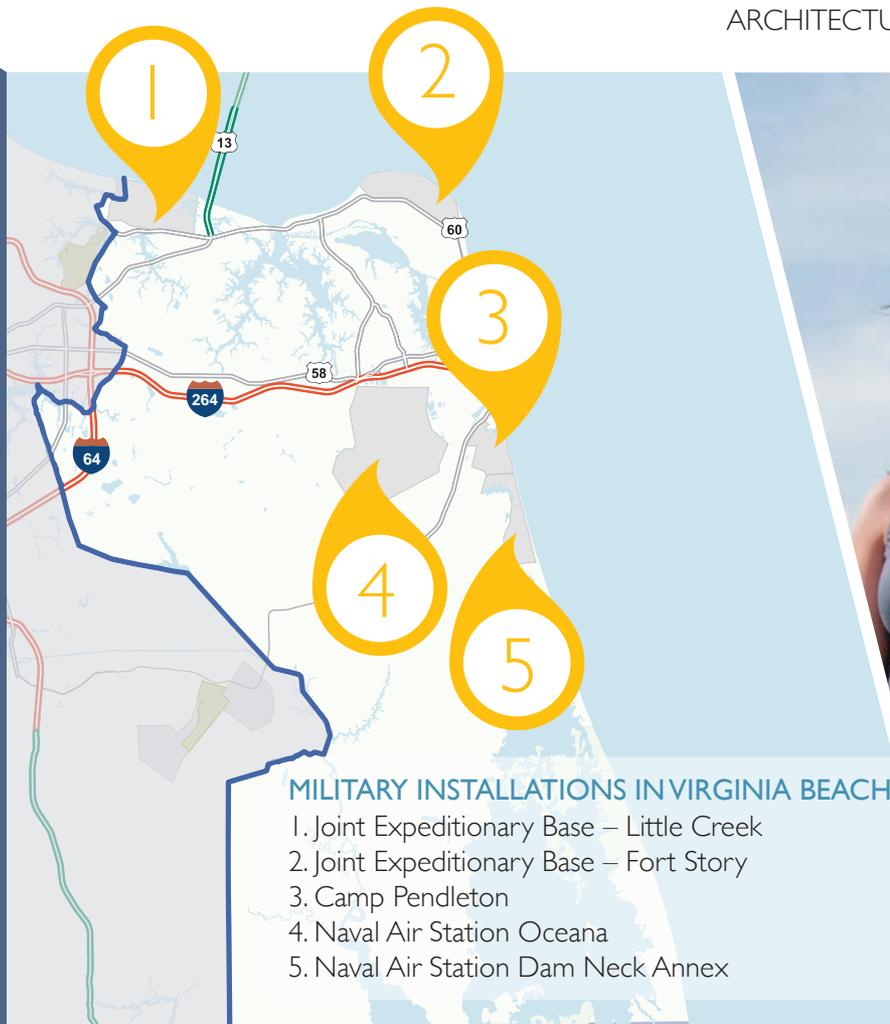
*The direct economic impact of the military on the regional economy was estimated at \$15.5 billion in total payroll annually.*

*Based on the Navy Region Mid-Atlantic Public Affairs Office and Joint Base Langley-Eustis, 2018.*

## EX-MILITARY EMPLOYMENT PER SECTOR

Source: U.S. Bureau of Labor Statistics, 2019

	# Employed
INSTALLATION, MAINTENANCE AND REPAIR	2,483
TRANSPORTATION AND MATERIAL MOVING	829
HEALTHCARE RELATED	827
COMPUTER AND MATHEMATICS	399
ARCHITECTURE AND ENGINEERING	276



## BUSINESS ENVIRONMENT (LOCAL)

Virginia Beach offers companies a highly competitive business environment with a tax system and incentive structure that highlight the City's dedication to support business growth and excellence. Additionally, the cost of doing business here is below the national average, thanks in large part to low City and State tax rates, competitive wages, moderate energy costs, and transportation infrastructure that provides businesses access to 25 percent of the U.S. population within a day's drive.

Together, the Commonwealth of Virginia and the City of Virginia Beach have one of the fairest tax structures of the 50 states. The Commonwealth has not raised its corporate income tax rate of 6 percent since 1972, and Virginia's unemployment insurance rates and workers' compensation costs are among the lowest in the nation.

- Businesses and residents have only one local taxing authority – there are no special school district taxes, utility district taxes, or transportation district taxes.
- Virginia does not tax intangible business property, manufacturers' inventory, certain business property for manufacturers, or certified pollution control equipment.
- Operating expenses for utilities are below the national average; some rates are variable depending upon usage.
- The United States federal corporate income tax rates are set based upon a variety of factors, and range between 15 percent and 40 percent. Corporations may deduct local and state income tax expenses when computing federal tax income, generally resulting in a net effective rate of approximately 35 percent.

### STATE OF VIRGINIA TAX RATES

Source: Virginia Economic Development Partnership, September 2019

	Virginia	National Average
STATE CORPORATE INCOME TAX <sup>1</sup>	6%	6.49%
SALES & USE TAX <sup>2</sup>	6%	6.94%

<sup>1</sup>Effective tax rate as a percent of net income before federal income tax payments.

<sup>2</sup>Assessed at a combined state and local rate with certain purchases exempt.

### UTILITY RATES

#### COMPARISON FOR VIRGINIA, MARYLAND, MASSACHUSETTS, AND NEW JERSEY

Sources: Edison Electric Institute (2019), Energy Information Administration (2018)

	VA	MD	MA	NJ
COMMERCIAL ELECTRIC RATE <sup>1</sup>	\$7.58	\$10.45	\$18.01	\$13.20
INDUSTRIAL ELECTRIC RATE <sup>2</sup>	\$6.24	\$8.80	\$16.41	\$11.37
COMM. NATURAL GAS RATE <sup>3</sup>	\$8.08	\$9.57	\$12.84	\$9.01
IND. NATURAL GAS RATE <sup>4</sup>	\$5.08	\$8.51	\$10.31	\$8.03

<sup>1</sup>Average commercial electric rate (12 months ending 6/30/2018) in cents per kilowatt hour.

<sup>2</sup>Average industrial electric rate (12 months ending 6/30/2018) in cents per kilowatt hour.

<sup>3</sup>Average price of natural gas delivered to commercial consumers in dollars per thousand cubic feet.

<sup>4</sup>Average price of natural gas delivered to industrial consumers in dollars per thousand cubic feet.



## BUSINESS OPERATIONS COST

To operate a business, it's necessary to obtain a business license. As a pro-business city, Virginia Beach offers a Business License Incentive program in which ***new businesses that anticipate gross receipts in excess of \$100,000 are eligible to pay a maximum license fee of \$50 for each of the first two years of operation.***

For all other businesses, license rates are varied based on industry. Even though manufacturing and some nonprofit entities may qualify as tax exempt, all entities must register with the Commissioner of the Revenue regardless of status.

## CITY OF VIRGINIA BEACH TAX RATES

Source: Virginia Beach Department of Economic Development

Tax	Rate
REAL ESTATE <sup>1</sup>	\$1.02 per \$100 assessed value
ENERGY-EFFICIENT REAL ESTATE <sup>1</sup>	\$0.92 per \$100 assessed value
PERSONAL PROPERTY	\$4.00 per \$100 assessed value
<b>MACHINERY &amp; TOOLS</b>	<b>\$0.00</b>
BUSINESS PROPERTY	\$4.00 per \$100 assessed value 40% of original cost (tangible property) 33% of original cost for manufacturers
DATA CENTER BUSINESS PROPERTY	\$0.40 per \$100 assessed value depreciation schedule: 40% of original cost (computers and peripherals) for years 1-3; 30% for year four; 15% for year five and beyond
BUSINESS LICENSE <sup>2</sup> Capped at flat fee of \$50 for first two years of operation for a business new to the City.	Contracting: \$0.16 per \$100 of gross receipts Professional: \$0.58 per \$100 of gross receipts Retail: \$0.20 per \$100 of gross receipts Service: \$0.36 per \$100 of gross receipts Wholesale: \$0.12 per \$100 of gross purchases

<sup>1</sup>Real estate assessed at 100% of its fair market value.

<sup>2</sup>Capped at flat fee of \$50 for first two years of operation for a business new to the City.

*Virginia Beach*  
was the first city in Virginia to  
eliminate the machinery and tools tax.



## BUSINESS ENVIRONMENT *(STATE/REGIONAL)*

Virginia was named America's Top State for Business by CNBC in 2019. Its world-class workforce, high-performing education system and business-friendly regulations are what propelled Virginia to the top spot. This was the fourth win for the Commonwealth in the 13 years since the CNBC study began and the ninth ranking it earned in the top five.

It's no surprise Virginia consistently ranks as one of the top states for business. Virginia offers the best workforce in the country with 38 percent of adults who have a bachelor's degree or higher; according to the U.S. Census Bureau. This places Virginia in the top 10 nationwide for educational attainment. And per the U.S. Bureau of Labor Statistics, Virginia has the nation's fourth highest concentration of crucial science, technology, engineering and math (STEM) employees, making up 9 percent of the workforce in 2018. All of this in a **right-to-work state** with a minimal union presence. Also in the 2019 CNBC study, Virginia rose to third place in the Business Friendliness category, up from fifth place the previous year and earning an A grade. In 2018, Governor Ralph Northam signed into law a bipartisan program to cut business regulations by 25 percent within three years.

### WORKERS' COMPENSATION & UNEMPLOYMENT INSURANCE

Source: Cerity, Patriot, 2020

State	Workers' Compensation (rate per \$100 of payroll)	Unemployment Insurance (rate per employee)
VIRGINIA	\$7.06	3.60%
CALIFORNIA	\$16.99	3.85%
SOUTH CAROLINA	\$18.19	3.03%
GEORGIA	\$19.48	3.98%
MARYLAND	\$7.07	5.25%
NEW JERSEY	\$10.00	4.70%
NEW YORK	\$15.32	4.35%
NORTH CAROLINA	\$17.08	5.88%
PENNSYLVANIA	\$13.26	5.61%
U.S. AVERAGE	\$19.13	4.00%

#### *Workers' compensation insurance*

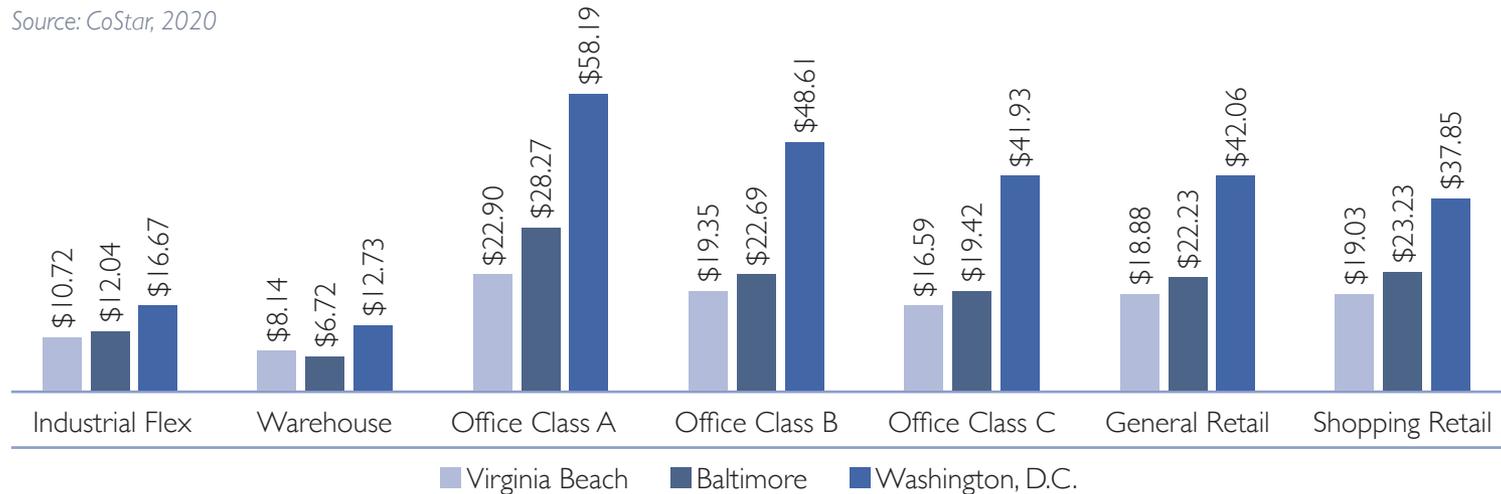
is required for most employers performing work in Virginia. It provides injured workers wage replacement and medical benefits while protecting employers from civil suit.

*Unemployment insurance* is part of an employer-paid program that provides temporary, partial income replacement to qualified individuals who are unemployed through no fault of their own. Employers pay unemployment insurance taxes and reimbursements to support unemployment benefit payments.

Aligning with the state's business friendliness, Virginia Beach offers companies a highly competitive business environment with a tax system and incentive structure that highlight the City's dedication to support business growth and excellence.

## REAL ESTATE COSTS

Source: CoStar, 2020



## AVERAGE ANNUAL WAGE COMPARISON

Source: U.S. Bureau of Labor Statistics, May 2019 Occupational Employment and Wage Estimates

Occupation Title	Virginia Beach	United States
ARCHITECTURE & ENGINEERING	\$83,570	\$88,800
ARTS, DESIGN, ENTERTAINMENT, SPORTS & MEDIA	\$55,580	\$61,960
BUSINESS & FINANCIAL OPERATIONS	\$75,610	\$78,130
COMPUTER & MATHEMATICAL	\$86,930	\$93,760
CONSTRUCTION & EXTRACTION	\$46,950	\$52,580
HEALTHCARE PRACTITIONERS & TECHNICAL SERVICES	\$78,920	\$83,640
HEALTHCARE SUPPORT	\$30,030	\$31,010
INSTALLATION, MAINTENANCE & REPAIR	\$49,280	\$50,130
LIFE, PHYSICAL & SOCIAL SCIENCES	\$73,590	\$77,540
MANAGEMENT	\$117,300	\$122,480
OFFICE & ADMINISTRATIVE SUPPORT	\$38,470	\$41,040
PRODUCTION	\$41,890	\$40,140
SALES & RELATED SERVICES	\$36,500	\$43,060
TRANSPORTATION & MATERIAL MOVING	\$36,000	\$37,920
ALL OCCUPATIONS	\$49,620	\$53,490

**7%  
BELOW  
NATIONAL  
AVERAGE**  
is the mean annual  
wage rate across all  
occupations in  
Virginia Beach

# TRANSPORTATION INFRASTRUCTURE

Centrally located on the East Coast of the United States, on the shores of the Atlantic Ocean, Virginia Beach is strategically located for international connectivity and global business. The City's superior multi-modal transportation network includes an extensive railway system, four shipping terminals accessible through the East Coast's largest ice-free deep port, an efficient and well-maintained highway system and two international airports within a 25-minute drive of city limits. Virginia Beach is optimally situated to move people, cargo, and even data quickly and efficiently.

## RAIL

The Virginia Beach MSA is served primarily by rail giants CSX and Norfolk Southern. Our ports create a perfect entry location for railway cargo distribution throughout the East Coast and Midwest. Efficient connections with other rail systems and motor carriers provide easy and affordable access to the rest of the U.S.

### NORFOLK SOUTHERN

Norfolk Southern operates more than 21,200 miles of track, including 263 short line railroads in 22 states. Operations are focused in the southeast and Midwestern U.S., as well as Ontario, Canada. Of particular importance to many port users is the availability of Norfolk Southern's Heartland Corridor connecting the Virginia Beach MSA with the Chicago area.

### CSX

CSX offers a variety of rail, container-shipping, intermodal, trucking, barge, and contract logistics management services. With over 22,000 miles of track, CSX operates 240 short line railroads in 23 states, including the District of Columbia and two Canadian provinces. With operations along their I-95 Corridor, CSX ensures that the greater Virginia Beach area remains well connected.



*connectivity*

## ROADS

The Virginia Beach MSA is intersected by several interstate and state highway systems, making the region a hub for distribution and truck transportation services. Products move in and out of Virginia Beach efficiently and can be in the hands of more than 80 million consumers – nearly half of the U.S. population – within a day's drive.

## AIR

Norfolk International Airport (ORF) is the major airport serving the greater Virginia Beach area and northeast North Carolina. The airport offers flights to hundreds of cities worldwide. A second airport in the region – Newport News/Williamsburg (PHF) – also provides nonstop flights to airports across the country with connections to destinations worldwide.

Both airports are located well within a 30-minute commute of most business and residential areas in the region, providing air service for approximately four million passengers annually. Between them, nine major airlines provide over 160 flights per day to 26 airports, of which 17 are major hubs and international gateways. Both also on-site international customs capabilities and certifications, providing excellent air freight/cargo resources.

Norfolk International is the most conveniently located for Virginia Beach travelers, about 3 miles (less than 5 kilometers) outside of city limits. It is also an air cargo hub with two air cargo terminals totaling 88,000 square feet of space for processing. The airport is serviced by FedEx, United Parcel Service, and Mountain Air.



**5.8 MILLION  
POUNDS**

The total cargo volume handled by Norfolk International annually.



**4 MILLION  
PASSENGERS**

The total number of passengers flying through Norfolk International annually.



**TOP 13 PERCENT  
OF ALL AIRPORTS**

Where ORF ranks in the U.S. in terms of passengers served annually.



For distribution and logistics, the Virginia Beach area boasts a regional location quotient (2019) of

**2.25**

**– that's more than twice  
the national average.**

*The location quotient is a way of discovering the industries or occupations that are truly unique and specialized in a regional economy.*

## THE PORT OF VIRGINIA

The Port of Virginia offers channel depth of 50 feet, inbound and outbound, and is the only U.S. East Coast port with Congressional authorization to dredge to 55 feet. With its recently approved expansion project underway, The Port will take its channels to 55 feet deep by 2024 and widen them in select areas to allow for two-way traffic of ultra-large container vessels. In an era where container ships are carrying tens of thousands of twenty-foot equivalent units per voyage, deep water and the absence of overhead restrictions is a significant competitive advantage.

The Port of Virginia is a hub port; an important distinction for the shipping public. Nearly 30 international shipping lines offer direct, dedicated service to and from Virginia, with connections to 200+ countries around the world. In an average week, more than 40 international container, breakbulk and roll-on/roll-off vessels are serviced at its marine terminals.

Well integrated with other regional transportation infrastructure including railway, barge, and highway, The Port of Virginia is a key component to accessing the global marketplace. There are 15 weekly vessel calls to Asia and 13 to Europe. The Port also offers direct Interstate highway access from all terminals and is proud to be the largest intermodal rail port on the East Coast, with to/from service to 19 inland destinations. As the second largest on the East Coast in tonnage and the third largest in container volume, Virginia's ports have the ability to handle any type of cargo and can process over 4,000,000 containers on an annual basis.

*In 2019, CNBC ranked Virginia as the #1 state for business, and The Port of Virginia plays a key role in Virginia's ability to serve those businesses.*





## 6 TERMINALS (4 IN VIRGINIA BEACH MSA)

19,885 linear feet of channels and berth,  
30 miles of on-dock rail, and  
26 Suez-class, ship-to-shore cranes.



## \$2.8 BILLION IN ANNUAL MERCHANDISE

come through Foreign Trade Zone #20  
as well as \$408 million  
in annual exports.



## RANKED #3 EAST COAST PORT

in terms of container volume –  
2.9 million TEUs in 2019 or  
13% of total market share.



## 55-FOOT CHANNELS AND BERTHS BY 2024

will make it the deepest port on the  
East Coast when the expansion/dredging  
project is completed.



## FIRST-IN, LAST-OUT PORT OF CALL

with direct service to  
45+ countries and indirect  
service to 200+ countries.



## 2.5 HOURS TO OPEN SEA

with open shipping channels  
and navigational flexibility which  
eliminate maritime congestion.

### TOP TRADING PARTNERS

Source: The Port of Virginia, 2019

Country
India
Brazil
Ukraine
Morocco
Italy
Netherlands
China
United Kingdom
Japan
Turkey

### TOP IMPORTS/EXPORTS

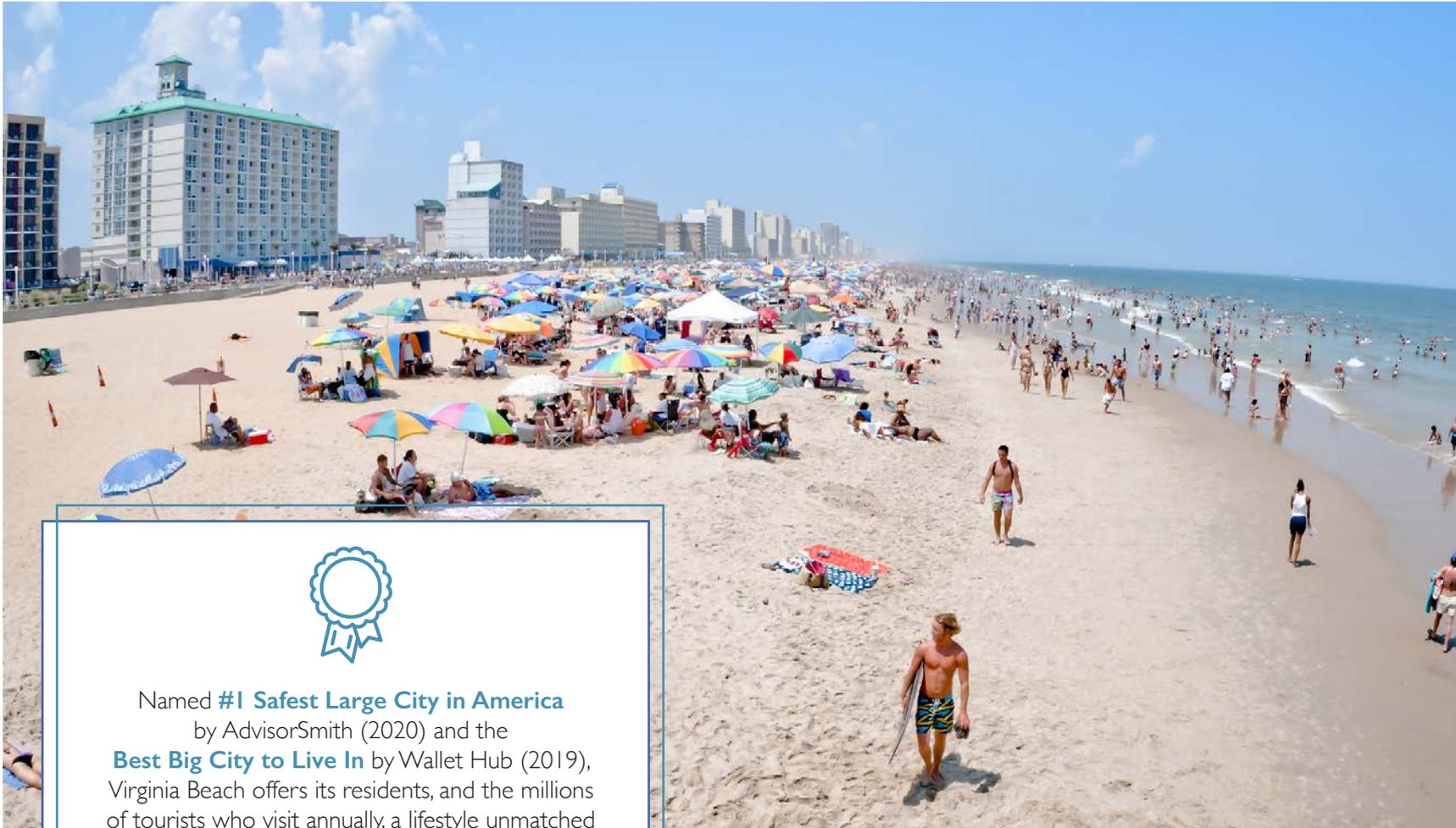
Source: The Port of Virginia, 2019

Top 10 Imports	Top 10 Exports
Furniture	Logs and Lumber
Auto Parts	Soybeans and Products
Plastic Products	Paper and Paperboard
Toys	Wood Pulp
Paper and Paperboard	Pet and Animal Feeds
Auto and Truck Tires and Tubes	Grocery Products
Fabrics; Including Raw Cotton	Field Seeds and Bulbs
Hardware	Auto Parts
Sheets, Towels, Blankets	Woodenware
Metalware	Poultry

## QUALITY OF LIFE

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A moderate coastal climate with four distinct seasons offers an abundance of natural treasures available to the community for enjoyment. When combined with a host of recreational and cultural opportunities and an affordable cost of living, it's easy to see why Virginia Beach is touted as one of the best places to live in America.



Named **#1 Safest Large City in America**  
by AdvisorSmith (2020) and the  
**Best Big City to Live In** by Wallet Hub (2019),  
Virginia Beach offers its residents, and the millions  
of tourists who visit annually, a lifestyle unmatched  
by any other major American city.



**38 MILES**  
OF BEACHES  
*(61 kilometers)*



**79 MILES**  
OF SCENIC WATERWAYS  
*(127 kilometers)*



**200 MILES**  
OF BIKEWAYS AND TRAILS  
*(322 kilometers)*



There is always something fun to do in Virginia Beach! The vibrant coastal city is home to a flourishing local culinary scene, rich history, a variety of arts and entertainment and family-friendly attractions that keep locals and millions of annual visitors entertained year-round.

***But Virginia Beach is more than just a beach.***

While beautiful beaches and endless waterways are some of its best assets, the City actually consists of multiple beach destinations and seven eclectic districts, each with its own distinct personality.

Located where the Chesapeake Bay meets the Atlantic Ocean, Virginia Beach is naturally positioned to offer an incredible lifestyle. The City also works diligently to uphold a high quality of life for residents through excellent services, including recycling programs, high quality public water, a well-trained police force, various publicly offered childcare programs, and internal management of enhancing the scenic beauty of the City. As a result, housing continues to be in demand as people choose to move to Virginia Beach for employment opportunities and its amenities.

## QUALITY OF LIFE



### THE GREAT OUTDOORS

Virginia Beach is a great place for outdoor recreation. The 300-foot-wide beach at the oceanfront and its famous three-mile boardwalk offer countless perks year round with a bevy of fun events and festivals. But the beauty of Virginia Beach extends far beyond the Atlantic shore. The City's parks and recreation system is made up of over 7,000 acres of fields, forests, wetlands, lakes and river and beach shoreline.

Among the 4,500-plus acres of community parks are some that attract thousands of visitors a year, including First Landing State Park, pictured left, False Cape State Park and Back Bay National Wildlife Refuge, just to name a few. There are also numerous outdoor sports and recreational options, and a variety of sporting venues such as public golf courses, softball fields, tennis courts, and many recreation centers.



### CULINARY SCENE

With its location on the southern tip of the Chesapeake Bay, Virginia Beach makes for a seafood-centric culinary culture, which boasts a wide array of unique restaurants and delectable fare. With the famously rich waters of the Bay, hundreds of inlets snaking through the City and miles of farmland, Virginia Beach is the place for seafood and locally harvested ingredients, and that's only the beginning. From a growing brewery network and the legendary Lynnhaven oysters to local chefs who are constantly pushing what it means to be farm-to-table and sea-to-table, Virginia Beach is a coastal community with a culinary scene that is truly something to be savored.





## ATTRACTIONS

The City of Virginia Beach offers a plethora of must-see museums and amusements, including a waterpark, a go-kart racing facility, an aquarium and marine science center, an aerial adventure park with tree-to-tree zip lining, a military aviation museum, as well as historical homes and sites such as the lighthouses pictured left.

The Cape Henry Lighthouse and Park is home to a 1792 lighthouse and a “new one” that was built in 1881. The old Cape Henry Lighthouse, a National Historic Landmark, serves as the official symbol for the City of Virginia Beach.

## ARTS, CULTURE & ENTERTAINMENT

Throughout the year, Virginia Beach pulsates with cultural celebrations, musical performances and diverse festivals. From the intimate indoor stages of The Sandler Center for the Performing Arts and Zeiders American Dream Theater, to the amped-up outdoor environment of Veterans United Home Loans Amphitheater and the steady stream of live music at the oceanfront, the stages around Virginia Beach host some of the best concerts on the East Coast.

Virginia Beach also hosts a number of lively and entertaining festivals year-round from wine tasting and marathon running, to international sand sculpting competitions and boardwalk art shows, to beer tastings and strawberry festivals, and so much more. Every season is festival season in Virginia Beach.

# WORKFORCE DEVELOPMENT & EDUCATION

A well-educated and skilled populace is vital for a thriving workforce and community. Virginia Beach residents and employers alike benefit from an excellent public and private education system, as well as a variety of local and state workforce development programs that provide assistance to employees and businesses.

The region's many high schools and colleges, as well as exiting members of the military, provide a steady stream of talented individuals into the labor pool. In fact, our highly skilled workforce is enhanced by more than 12,500 graduating college students and 5,200 graduating high school students who enter the workforce on an annual basis, as well as multiple internationally renowned research and development centers which truly make Virginia Beach a great place to find qualified talent.

**55** ELEMENTARY SCHOOLS

**15** MIDDLE SCHOOLS

**11** HIGH SCHOOLS \*

*\* PLUS ONE CHARTER HIGH SCHOOL AND A NUMBER OF SPECIALTY CENTERS*

## PRIMARY & SECONDARY EDUCATION

The Virginia Beach City Public Schools (VBCPS) system prepares students to be successful as workers and lifelong learners in this challenging and rapidly changing global economy by offering expanded academic choices including school-within-a-school academies, advanced academic programs, gifted programs and several specific career-track technical education programs.

## LANGUAGE IMMERSION PROGRAM

VBCPS offers partial-immersion programs in Spanish at select elementary and middle schools. Students in a VBCPS language immersion program follow the same curriculum as their grade-level peers. English as a second language (ESL) classes are also offered across the school system to students whose home language is other than English and who have limited English proficiency.

Virginia Beach is home to Virginia Wesleyan University, a highly selective liberal arts and science university offering 39 majors and 31 minors.



**8** UNIVERSITIES ACROSS THE REGION

**4** COMMUNITY COLLEGES

## HIGHER EDUCATION

The Virginia Beach MSA has the highest concentration of college students in Virginia, with more than 100,000 students attending the region's post-secondary institutions and technical schools. While our colleges and universities typically provide a pathway to bachelor's, master's and doctoral degrees, the region's community colleges play a crucial role in closing the skills gap by partnering with the business community to develop training programs that maximize workforce development and offering students the competencies they need to meet the evolving needs of employers.

*With the many educational and workforce training opportunities available, Virginia Beach is able to provide a comprehensive network to help ensure that its residents are educated and ready to enter the workforce of today and tomorrow.*



## SCHOOL-TO-INDUSTRY PARTNERSHIPS

Tidewater Community College has teamed up with local manufacturers, including IMS Gear, STIHL, and Busch, to turn a manufacturing floor into a college classroom. While Tidewater Community College provides the curriculum and instruction, local companies provide the lab space and necessary materials. This allows employees to learn on the floor of an actual manufacturing operation and become even more valuable members of their company. Additionally, a dual enrollment agreement exists between Virginia Beach City Public Schools and Tidewater Community College that allows high school students to earn college credit for selected manufacturing courses.

Below is a list of workforce development organizations and programs that aim to provide assistance to Virginia Beach employers.

### **VIRGINIA EMPLOYMENT COMMISSION**

The Virginia Employment Commission offers workforce services to job seekers and companies doing business in the Commonwealth. Employers can benefit from a variety of recruitment solutions and incentives.

### **VIRGINIA JOBS INVESTMENT PROGRAM**

Offered by the Virginia Economic Development Partnership, this program encourages the expansion of existing Virginia businesses and start-up of new business operations in Virginia by providing assistance to find and develop a skilled workforce. It helps offset recruiting and training costs incurred by companies that are either creating new jobs or implementing technological upgrades.

### **TIDEWATER COMMUNITY COLLEGE**

Tidewater Community College is a major provider of higher education and workforce development services in southeastern Virginia. Its Workforce Development Department provides customized training courses for various industry certifications, as well as a range of credit and noncredit courses.

### **HAMPTON ROADS WORKFORCE COUNCIL**

This workforce development board oversees federally funded programs and runs a number of One-Stop Workforce Centers for Virginia Beach and other neighboring localities. The organization helps jobseekers find suitable job openings and bolster their earning power through training, while offering direct services to employers such as assistance in finding qualified workers, potential financial incentives, information on tax credits and labor market data.

### **VIRGINIA BEACH CITY PUBLIC SCHOOLS**

The Virginia Beach Public Schools system has a strong Career and Technical Education program that ensures workforce readiness for thousands of students. Virginia Beach places a particular emphasis on STEM education, with a capstone robotics, maker, and cyber security challenge taking place each year.

### **VIRGINIA BEACH ECONOMIC DEVELOPMENT**

The Virginia Beach Department of Economic Development has a workforce development program designed to connect local schools, colleges, and universities to ensure that curriculums are being designed to fit the needs of employers. The department also provides companies with custom, comprehensive labor market information.

### **VIRGINIA BEACH GROWSMART**

Virginia Beach GrowSmart is an early childhood education initiative that works with school and community partners to ensure children's healthy development and access to high-quality education in the first years of life. This helps our young children enter formal education ready to learn and succeed.

*state*

*regional*

*local*

## INDUSTRIAL / COMMERCIAL INVENTORY

Virginia Beach has nine **BUSINESS DISTRICTS** – each with a distinct character and industry base. Some districts are heavily populated, making them ideal for corporate and retail clusters, while others are located where major transportation corridors converge, thus providing an ideal location for industrial development.

Virginia Beach also has eight **OPPORTUNITY ZONES** – each one identified by a red dotted line – that are uniquely positioned and ready for investment and growth. The opportunity zones program rewards investors with tax breaks for putting money earned from other investments back into businesses or real estate projects. Opportunity Zones are qualified census tracts that allow investors to receive tax benefits on currently unrealized capital gains by investing those gains in these areas according to the Federal Tax Cuts and Jobs Act of 2017 provisions.

As for the City's **BUSINESS PARKS** – a majority of which fall within a major business district – they allow companies to benefit from an advanced infrastructure and a synergy that's achieved by allowing companies in similar industries to locate in close proximity. The main business parks are listed below, however additional business parks are also located throughout the City in independent business districts.

1. Airport Industrial Park
2. Kempsville
3. Centre Pointe Office Park
4. Town Center
5. Lakeview Corporate Park
6. Oceana West Corporate Park
7. Taylor Farms Commerce Park
8. Oceana South Industrial Park
9. Castleton Commerce Park
10. Corporate Landing Business Park

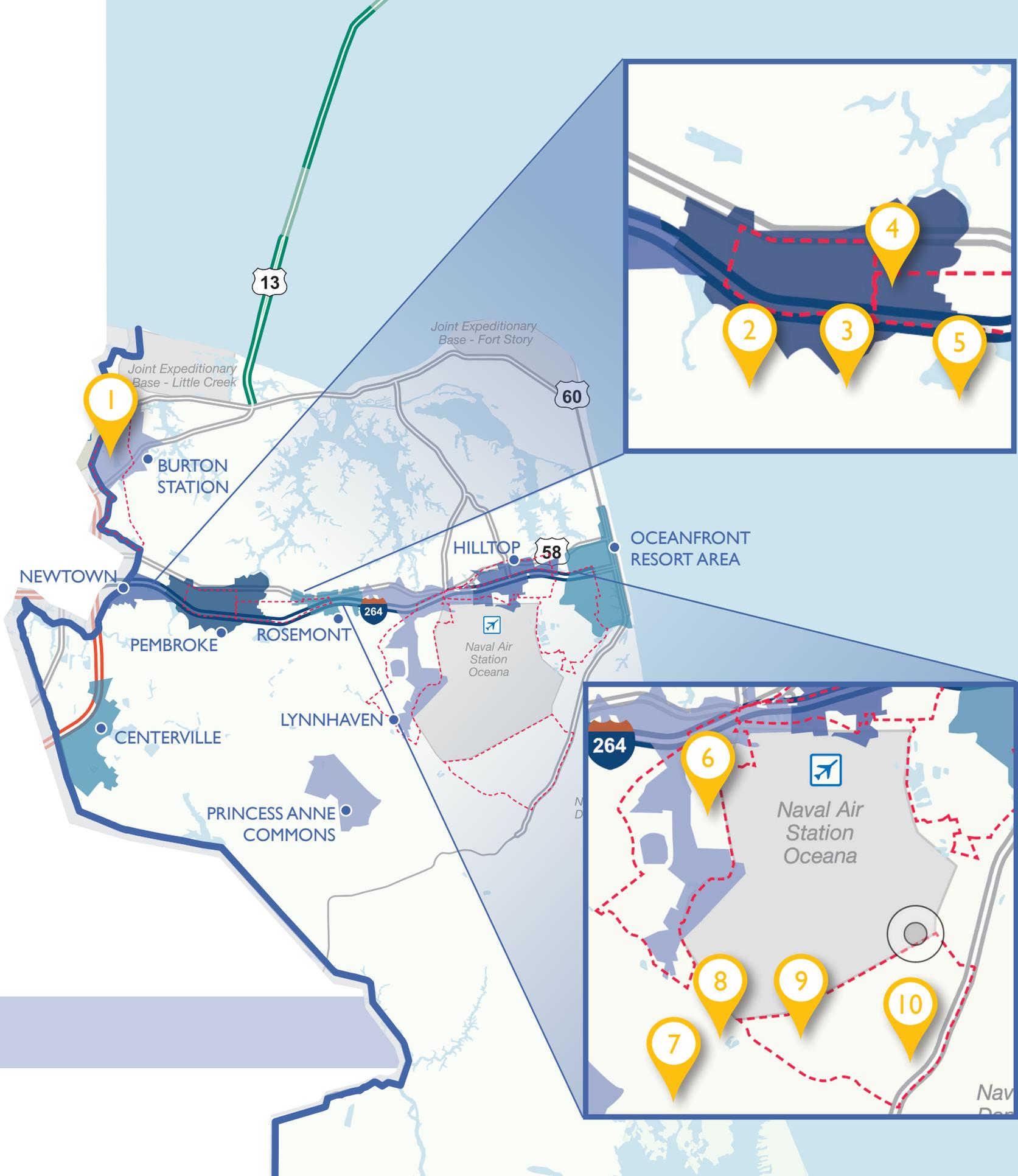
Virginia Beach has a long history of successfully developing and marketing shovel-ready industrial site inventory. From the 1960's to the present day, this commitment brought jobs and capital investment to the City through the location of companies like STIHL, Architectural Graphics, IMS Gear, Prufrex, Haulotte, and Sanjo. The Virginia Beach Innovation Park opened in early 2020. As evidence of the continuing strength of industrial activity in the community, all of Innovation Park Phase One was obligated within 100 days.

● BUSINESS DISTRICTS

----- OPPORTUNITY ZONES



BUSINESS PARKS



# INCENTIVES

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Companies and entrepreneurs in Virginia Beach have access to a wide variety of programs designed to expand investment and job creation opportunities. Financial incentives are available from several sources that include state and local rewards for investment.

## CITY OF VIRGINIA BEACH FUNDING

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### *Economic Development Investment Program (EDIP)*

A local grant may be available from the Virginia Beach Development Authority (VBDA) to qualifying businesses locating or expanding in the City to assist with infrastructure improvements and other allowable project purposes.

### *Business License Fee Incentive*

Businesses new to the City of Virginia Beach have their business license fee capped at a maximum of \$50 for each of their first two years of operation in the City of Virginia Beach.

### *APZ-1 Incentives*

The City of Virginia Beach offers incentives for businesses that conform to APZ-1 (Accident Potential Zone) uses to move into the area surrounding Naval Air Station (NAS) Oceana. These incentives include conditional-use permit waivers, rebates on Business, Professional and Occupational License (BPOL) taxes and fees, and partial property tax exemptions for renovated or rehabilitated properties.

### *Industrial Revenue Bonds*

The VBDA issues tax-exempt industrial revenue bonds to provide financial assistance for businesses to acquire and construct industrial and commercial facilities.

## COMMONWEALTH OF VIRGINIA FUNDING

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### *Commonwealth Opportunity Fund*

Earmarked for major investments in Virginia, these grants can be used for training, construction or site acquisition.

### *Tax Exemptions for Manufacturers*

Manufacturers' purchases used directly in production are exempt from sales and use tax.

### *Virginia Jobs Investment Program*

VJIP helps offset recruiting and training costs incurred by companies that are either creating new jobs or implementing technological upgrades.

### *Corporate Income Tax Credits*

Virginia offers a variety of tax credits that can be used to offset a company's corporate tax liability, including the Major Facility Job Tax Credit for companies creating more than 50 new jobs.

## THE PORT OF VIRGINIA FUNDING

### *Barge and Rail Usage Tax Credit*

Tax credit for usage of barge or rail to move cargo rather than by truck or other motor vehicle on Virginia's highways. Credit is \$25 per TEU in excess of number of containers shipped by barge or rail during the preceding year.

### *Economic & Infrastructure Development Grant Program (POV Grant)*

A grant of up to \$500,000 per Qualified Company that is designed to assist businesses locate a new operation or expand an existing operation within the Commonwealth of Virginia. Available from Jan. 1, 2014 until June 30, 2025.

### *Port Volume Increase Tax Credit*

Tax credit for taxpayers engaged in the manufacturing of goods or the distribution of manufactured goods that use public or private port facilities located in Virginia and increase cargo volume through the facility by 5% in a single calendar year over their base year cargo volume. Credit is \$50 per TEU in excess of base cargo.

### *International Trade Facility Tax Credit*

Tax credit for creating new jobs or capital investment in an international trade facility as a result of moving 10% more cargo through a Virginia Port Authority-operated cargo facility than in the preceding taxable year. Credit is \$3,500 per qualified full-time employee that results from increased qualified trade activities or an amount equal to 2% of qualified capital investment expenses made by the taxpayer to facilitate increased qualified trade costs.

## STRATEGIC PARTNERS

The Virginia Beach Department of Economic Development provides resources and a responsive approach to help new and existing businesses thrive in our community. Below are regional and state partners we collaborate with to bring businesses even more tools and resources to help them succeed in Virginia Beach.

VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP \_\_\_\_\_ [www.vedp.org](http://www.vedp.org)

HAMPTON ROADS ALLIANCE \_\_\_\_\_ [www.hamptonroadsalliance.com](http://www.hamptonroadsalliance.com)

THE PORT OF VIRGINIA \_\_\_\_\_ [www.portofvirginia.com](http://www.portofvirginia.com)

HAMPTON ROADS WORKFORCE COUNCIL \_\_\_\_\_ [www.vcwhamptonroads.org](http://www.vcwhamptonroads.org)

HAMPTON ROADS CHAMBER OF COMMERCE \_\_\_\_\_ [www.hrchamber.com](http://www.hrchamber.com)

# DEPARTMENT OF ECONOMIC DEVELOPMENT

The City of Virginia Beach's economic development efforts are primarily carried out by the Virginia Beach Department of Economic Development and its accompanying YesOceana program. The Department also serves as staff for the Virginia Beach Development Authority.

## *our mission*

The Virginia Beach Department of Economic Development is focused on the attraction and retention of domestic and international business and industry that will bring new capital investment and jobs to our community.



### ECONOMIC DEVELOPMENT STAFF

Taylor Adams

*Director of Economic Development*

Laura Hayes

*Head of International Business Attraction & Retention*

Raymond White

*Head of Domestic Business Attraction & Retention*

Jeffrey Smith

*Head of Small, Woman, Minority & Veteran-Owned Business Portfolio*

Ihsane Mouak

*Head of Project Management*

David Couch

*Head of Domestic Bio-Medical Attraction & Retention*

### DEVELOPMENT TEAM

Charles J. Bauman III

Ron D. Berkebile

Letitia Langaster

Svetla Tomanova

### INTERNATIONAL OFFICES

Vicente Álvarez Fanjul – Madrid, Spain

Christine Krauss – Munich, Germany

Charles Macdowell – Ipswich, United Kingdom

### OFFICE MANAGEMENT

Olivia O'Bry

Vicki Kelley

Annagrid Walker

OUR TEAM

The City of Virginia Beach operates under a Council-Manager form of government. The City Council, comprised of eleven members, is the legislative body. The City Manager is appointed by Council and acts as the Chief Executive Officer. Along with staff, the Manager implements policies established by the Council.

### CITY COUNCIL

Robert M. "Bobby" Dyer  
*Mayor*

James Wood  
*Vice Mayor/Councilmember*

Louis Jones  
*Councilmember, Liaison to the Virginia Beach Development Authority*

Rosemary C. Wilson  
*Councilmember, Liaison to the Virginia Beach Development Authority*

Jessica Abbott  
*Councilmember*

Michael Berlucchi  
*Councilmember*

Barbara Henley  
*Councilmember*

John Moss  
*Councilmember*

Aaron R. Rouse  
*Councilmember*

Guy King Tower  
*Councilmember*

Sabrina Wooten  
*Councilmember*

### CITY EXECUTIVES

Patrick Duhaney  
*City Manager*

Mark Stiles  
*City Attorney*

Amanda Barnes, MMC  
*City Clerk*

Ronald H. Williams, Jr.  
*Deputy City Manager  
of Economic Vitality*

Comprised of some of the City's premier business leaders, the VBDA is tasked with expanding the tax base through increased investment. The VBDA is the body that reviews, approves and administers incentives associated with business attraction and retention in the City of Virginia Beach.

### CHAIR

Lisa M. Murphy

### VICE CHAIR

Joseph E. Strange

### SECRETARY

David Bernd

### ASSISTANT SECRETARY

W. Taylor Franklin

### TREASURER

William Brunke

### COMMISSIONERS

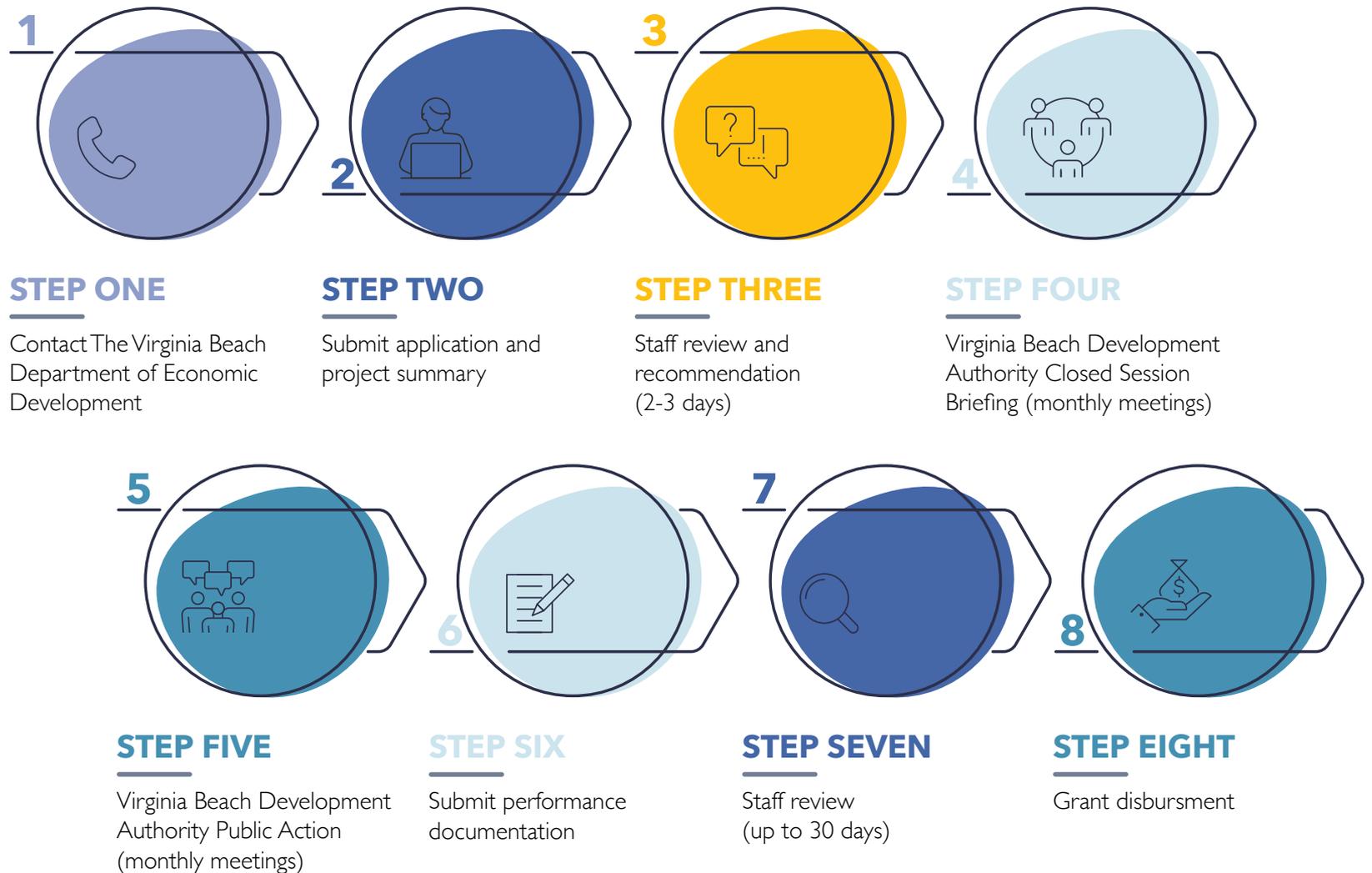
William P. Brown  
Nneka Chiazor  
Penny Morgan  
Michael J. Standing  
Guenter Weissenseel  
Dorothy L. Wood



# OUR PROCESS

The Virginia Beach Department of Economic Development provides a variety of services to help companies relocate to our community. We offer customized market research, building or site search, permitting and development assistance, and other useful resources to make relocation projects as effortless as possible.

Our services are free of charge, and business inquiries remain strictly confidential. Below is a diagram that summarizes our process:







FOR MORE INFORMATION

*Call* 757.385.6464

*Email* [ecdev@vbgov.com](mailto:ecdev@vbgov.com)

*Visit* [www.YesVirginiaBeach.com](http://www.YesVirginiaBeach.com)

