

Benefits to Working People in Virginia from Raising Virginia's Minimum Wage to \$15 by 2024 and Closing Exemptions

Group	Total estimated		Share directly affected	Indirectly affected	Share indirectly affected	Total affected	Share of group	
	workforce	Directly affected					who are affected	Group's share of total affected
All workers	3,986,488	1,018,372	25.5%	253,675	6.4%	1,272,048	31.9%	100.0%
Sex								
Women	1,960,644	607,794	31.0%	143,115	7.3%	750,909	38.3%	59.0%
Men	2,025,844	410,579	20.3%	110,560	5.5%	521,139	25.7%	41.0%
Age								
Age 17 and younger	85,642	60,309	70.4%	2,239	2.6%	62,548	73.0%	4.9%
Ages 18 and older	3,900,846	958,063	24.6%	251,436	6.4%	1,209,500	31.0%	95.1%
Ages 19 and younger	136,842	100,203	73.2%	4,389	3.2%	104,592	76.4%	8.2%
Age 20 or older	3,849,646	918,169	23.9%	249,286	6.5%	1,167,456	30.3%	91.8%
Ages 16–24	513,577	353,336	68.8%	32,108	6.3%	385,444	75.1%	30.3%
Ages 25–39	1,301,667	327,740	25.2%	98,514	7.6%	426,254	32.7%	33.5%
Ages 40–54	1,301,976	185,383	14.2%	73,536	5.6%	258,919	19.9%	20.4%
Age 55 or older	869,268	151,914	17.5%	49,517	5.7%	201,431	23.2%	15.8%
Race/ethnicity								
White	2,513,531	510,465	20.3%	141,614	5.6%	652,080	25.9%	51.3%
Black	778,918	280,367	36.0%	56,389	7.2%	336,756	43.2%	26.5%
Hispanic	352,661	148,522	42.1%	31,800	9.0%	180,322	51.1%	14.2%
Asian or other race/ethnicity	341,377	79,018	23.1%	23,872	7.0%	102,890	30.1%	8.1%
Men of color	725,738	213,213	29.4%	52,913	7.3%	266,126	36.7%	20.9%
Women of color	747,219	294,694	39.4%	59,148	7.9%	353,842	47.4%	27.8%
Not people of color	2,513,531	510,465	20.3%	141,614	5.6%	652,080	25.9%	51.3%
	19%							
Family status								
Married parent	1,010,562	134,845	13.3%	50,769	5.0%	185,613	18.4%	14.6%
Single parent	329,182	131,274	39.9%	27,694	8.4%	158,968	48.3%	12.5%
Married, no children	1,082,934	158,232	14.6%	59,302	5.5%	217,534	20.1%	17.1%
Unmarried, no children	1,563,810	594,023	38.0%	115,910	7.4%	709,933	45.4%	55.8%
Work hours								
Part time (< 20 hours)	223,279	117,699	52.7%	14,298	6.4%	131,997	59.1%	10.4%
Mid time (20– 34 hours)	553,442	326,251	58.9%	39,515	7.1%	365,766	66.1%	28.8%
Full time (35+ hours)	3,209,768	574,422	17.9%	199,863	6.2%	774,285	24.1%	60.9%
Educational attainment								
Less than high school	319,803	184,502	57.7%	25,803	8.1%	210,306	65.8%	16.5%
High school	929,941	379,439	40.8%	89,770	9.7%	469,209	50.5%	36.9%
Some college, no degree	894,544	315,292	35.2%	73,071	8.2%	388,364	43.4%	30.5%
Associate degree	323,452	70,935	21.9%	24,811	7.7%	95,745	29.6%	7.5%
Bachelor's degree or higher	1,518,748	68,204	4.5%	40,220	2.6%	108,424	7.1%	8.5%
Industry								
Agriculture, forestry, fishing, hunting	30,596	10,624	34.7%	1,831	6.0%	12,454	40.7%	1.0%
Construction	229,344	43,355	18.9%	17,542	7.6%	60,897	26.6%	4.8%
Manufacturing	311,245	52,538	16.9%	19,090	6.1%	71,628	23.0%	5.6%
Wholesale trade	78,847	16,019	20.3%	5,673	7.2%	21,693	27.5%	1.7%
Retail trade	457,575	230,118	50.3%	37,813	8.3%	267,931	58.6%	21.1%
Transportation, warehousing, utilities	173,177	29,455	17.0%	10,866	6.3%	40,320	23.3%	3.2%
Information	82,803	8,949	10.8%	3,780	4.6%	12,729	15.4%	1.0%
Finance, insurance, real estate	249,187	25,068	10.1%	12,650	5.1%	37,718	15.1%	3.0%
Professional, scientific, management, technical services	410,893	18,907	4.6%	6,926	1.7%	25,833	6.3%	2.0%
Administrative, support, and waste management	159,173	64,987	40.8%	13,426	8.4%	78,412	49.3%	6.2%
Education	419,214	74,706	17.8%	19,106	4.6%	93,812	22.4%	7.4%
Healthcare	508,361	137,214	27.0%	34,011	6.7%	171,225	33.7%	13.5%
Arts, entertainment, recreational services	68,067	31,982	47.0%	4,746	7.0%	36,728	54.0%	2.9%
Accommodation	42,411	23,156	54.6%	4,926	11.6%	28,083	66.2%	2.2%
Restaurants and food service	253,479	170,819	67.4%	28,263	11.1%	199,081	78.5%	15.7%
Other services	173,798	59,930	34.5%	22,265	12.8%	82,194	47.3%	6.5%
Public administration	338,318	20,546	6.1%	10,764	3.2%	31,309	9.3%	2.5%
Sector								
For profit	2,822,942	854,658	30.3%	203,159	7.2%	1,057,817	37.5%	83.2%
Government	831,832	101,583	12.2%	33,775	4.1%	135,358	16.3%	10.6%
Non-profit	331,714	62,131	18.7%	16,741	5.0%	78,872	23.8%	6.2%
Family income								
Less than \$25,000	435,720	307,796	70.6%	35,990	8.3%	343,785	78.9%	27.0%
\$25,000–\$49,999	719,200	251,129	34.9%	87,081	12.1%	338,209	47.0%	26.6%
\$50,000–\$74,999	696,992	161,506	23.2%	49,369	7.1%	210,875	30.3%	16.6%
\$75,000–\$99,999	579,522	107,389	18.5%	31,604	5.5%	138,993	24.0%	10.9%
\$100,000–\$149,999	763,147	111,459	14.6%	28,571	3.7%	140,030	18.3%	11.0%
\$150,000 or more	791,908	79,094	10.0%	21,061	2.7%	100,155	12.6%	7.9%
Family income-to-poverty ratio								
At or below the poverty line	206,203	159,526	77.4%	11,097	5.4%	170,623	82.7%	13.4%
101–200 percent of poverty	453,156	269,469	59.5%	51,748	11.4%	321,217	70.9%	25.3%
201–400 percent of poverty	1,157,351	331,660	28.7%	117,730	10.2%	449,390	38.8%	35.3%
401 percent or above	2,139,675	235,938	11.0%	72,005	3.4%	307,943	14.4%	24.2%
Poverty status not available	30,103	21,779	72.3%	1,095	3.6%	22,874	76.0%	1.8%
Tipped occupations								
Tipped workers	104,193	69,389	66.6%	34,804	33.4%	104,193	100.0%	8.2%
Not tipped workers	3,882,295	948,983	24.4%	218,871	5.6%	1,167,855	30.1%	91.8%

Notes:

Values reflect the result of the proposed change in the state minimum wage. Wage changes resulting from existing state and local minimum wage laws are accounted for by EPI's Minimum Wage Simulation Model. Totals may not sum due to rounding. Shares calculated from unrounded values. Directly affected workers will see their wages rise as the new minimum wage rate exceeds their existing hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They will receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage. Wage increase totals are cumulative of all preceding steps.

Source:

Economic Policy Institute Minimum Wage Simulation Model using data from the Census Bureau, Bureau of Labor Statistics, and Congressional Budget Office. See EPI Minimum Wage Simulation Model 2019. Dollar values adjusted by projections for CPI-U in CBO Augst 2019 projections.