

Nov.
2025



Greater Richmond, Va.

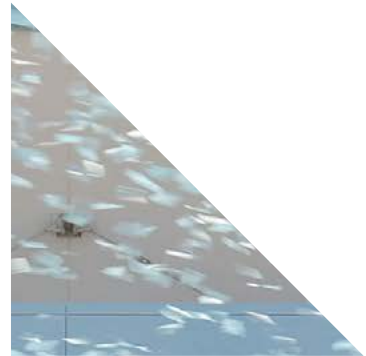
ECONOMIC REVIEW





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Introduction



As of the fourth quarter of 2025, macroeconomic conditions in the U.S. remain uncertain. The recent government shutdown delayed the release of several key economic indicators, limiting visibility into overall economic health and trajectory.

Hiring has slowed and signs point to a shrinking labor force, though the economy continues to operate near full employment. In September, the Federal Reserve lowered its benchmark rate by a quarter point to stimulate economic activity.

However, tariffs continue to add upward pressure on prices and complicate world trade. While economic uncertainty persists, available data do not indicate that the U.S. is currently in a recession.

Greater Richmond has remained headstrong despite uncertainty and the economy is continuing to grow. Gross Domestic Product in the Richmond MSA is up 37 percent from



2019 to 2024. Greater Richmond's growth rate in average weekly wages (19 percent since 2020) has exceeded the U.S. average.

The Richmond MSA's population increased 4.1 percent since 2020, fueled by significant growth in domestic migration. There has been a slight uptick in the labor force by 0.04 percent since 2024Q3. Unemployment is only slightly up, 0.3 percentage points from 2024Q3, and payroll employment is up 1.8 percent since 2024Q3.

Strong economic resilience is one of many factors that attract economic development projects to Greater

Richmond. The Greater Richmond Partnership (GRP) has continued working with hundreds of company prospects interested in doing business in Greater Richmond. International projects represent more than 50 percent of GRP's current pipeline as Greater Richmond continues to emerge as a top mid-sized market for foreign direct investment.

Richmond International Airport has seen a 187 percent increase since 2020 in passenger activity, further proving a case for more direct flights.

Residents in Greater Richmond are continuing to experience competitive housing costs (19 percent lower than the national average last year) with overall cost of living nearly 6 percent lower than the national average.

Keep reading and enjoy our take on the state of Greater Richmond's economy.

Research Manager

Jenny Wharry

Leading Economic Indicators

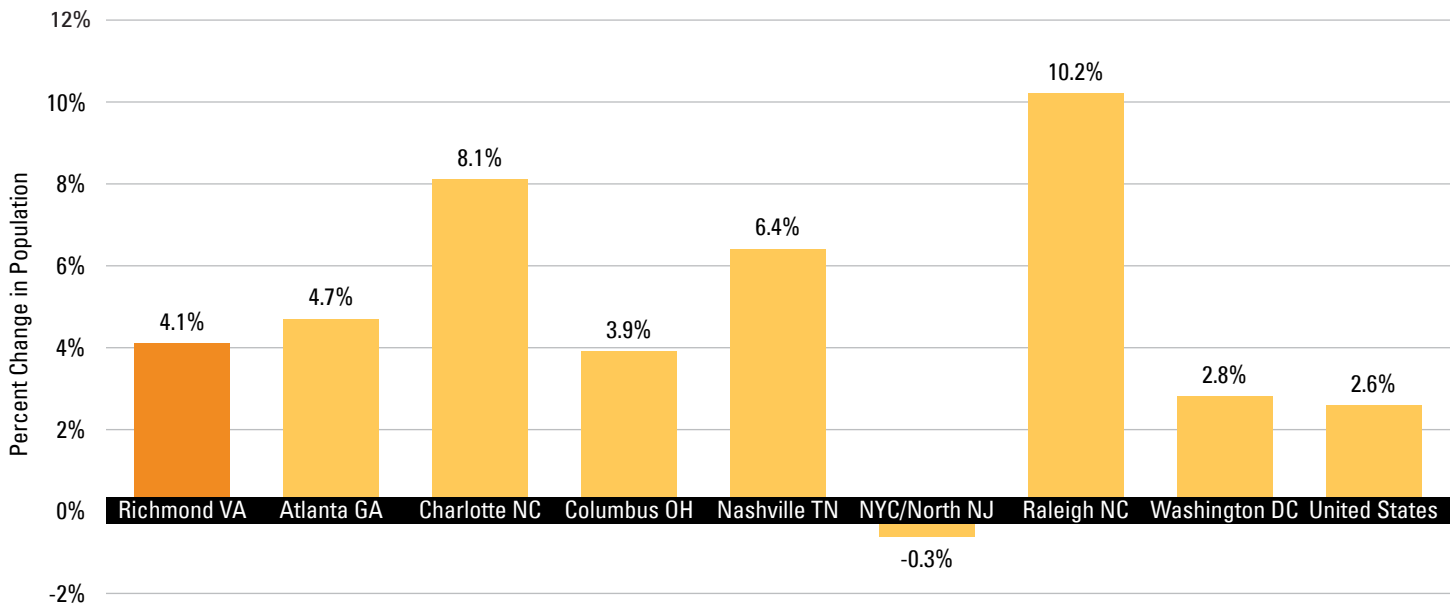
- ▲ Population (+4% since 2020)
- ▲ Labor Force (+0.04% from 2024Q3)
- ▲ Unemployment Rate (+0.3% from 2024Q3)
- ▲ Payroll Employment (+1.8% since 2024Q3)
- ▼ Class A Office Vacancy (-0.5% from 2024Q3)
- ▲ Office Asking Rent (+1¢ from 2024Q3)
- ▲ Industrial Vacancy (+0.3% since 2024Q3)
- ▲ Industrial Asking Rent (+5.8% since 2024Q3)
- ▲ Existing Home Sales (+9.4% since Sept. 2024)
- ▲ Median Home Sales Price (+1.2% since Aug. 2024)
- ▲ RIC Passenger Volume (+2.6% since Aug. 2024)
- ▲ RIC Cargo Volume (+0.53% since Aug. 2024)
- ▲ RIC Mail Volume (+65.96% since Aug. 2024)
- ▲ Hotel Occupancy (+7.7% since Sept. 2024)

Population



Percent Population Change, 2020 to 2024

Greater Richmond gained population by 4.1 percent from 2020 to 2024 with a total increase of 53,423 residents. Richmond's increase was fifth highest among the eight comparison communities. New York City was the only comparison community to lose population.

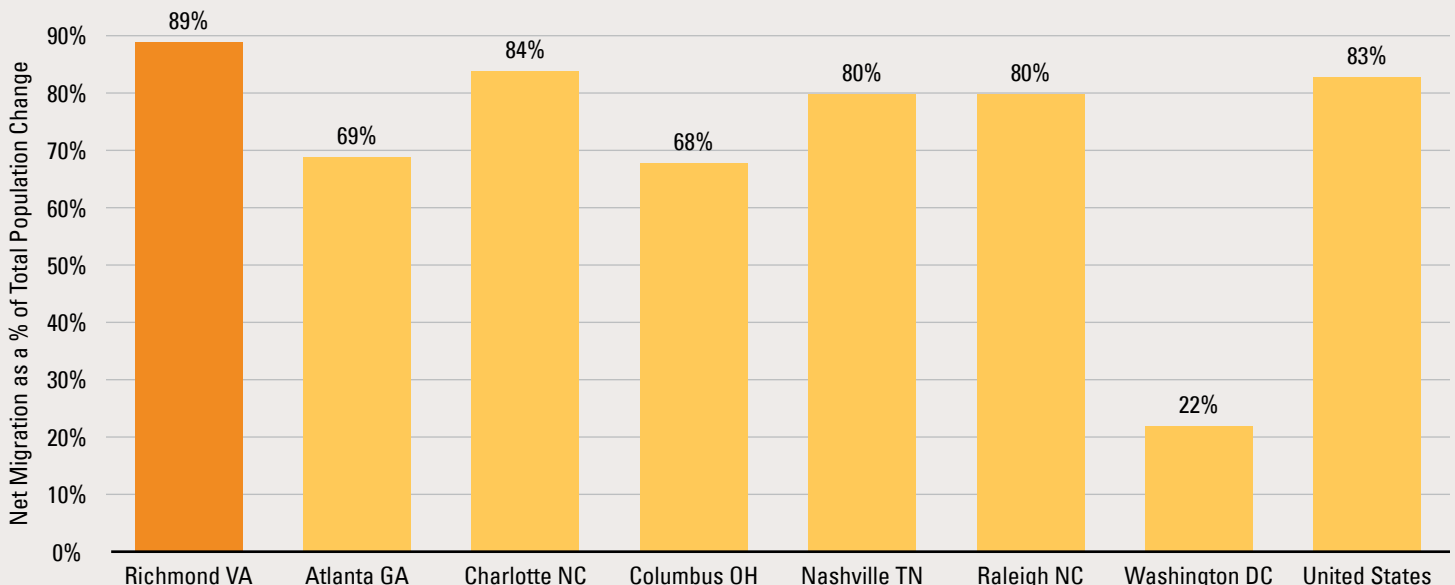


Source: US Census Bureau, Metropolitan and Micropolitan Statistical Areas Population Totals: 2020-2024.

Percent Population Change by Source, 2020 to 2024

Net migration (as a percent of total population change) measures what percentage of a metro area's population growth came from international and domestic migration. Richmond's population growth in the past 4 years was driven more by domestic migration than international

migration. More people moved to Richmond from elsewhere in the U.S. than natural change and international migration combined. Richmond's net migration accounted for the highest percent of total migration compared to the U.S. average and comparison metro areas.



Source: US Census Bureau, Metropolitan and Micropolitan Statistical Areas Population Totals: 2020-2024.

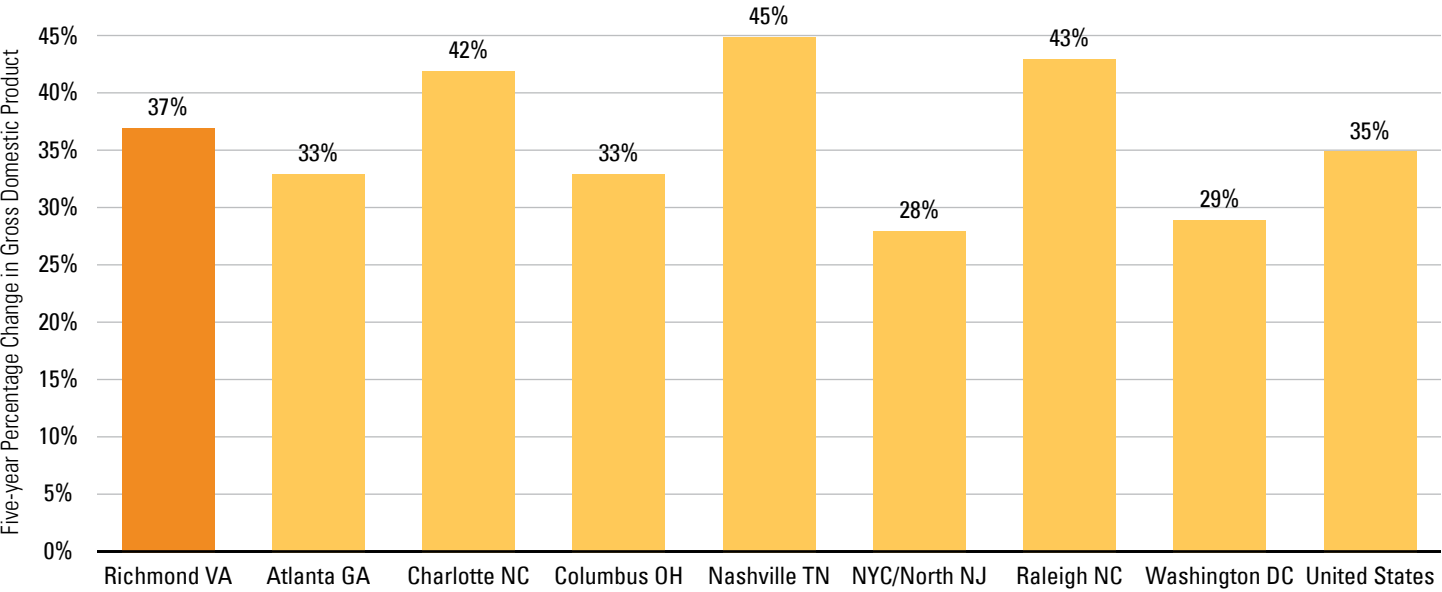
Gross Domestic Product



Gross Domestic Product, Percent Change Over 5 Years, 2019 to 2024

Richmond’s gross domestic product (GDP) increased by 37 percent between 2019 and 2024. That increase ranked fourth-best among its comparison communities. Richmond’s increase was 2 percentage points higher than the national increase of 35 percent. The 2019 GDP was \$84.5 billion and 2024’s was \$115.3 billion.

Community	5 Year Percent Change	2019	2024
Richmond, VA	37%	\$84,455,043,000	\$115,338,548,000
Atlanta, GA	33%	\$434,146,907,000	\$576,838,520,000
Charlotte, NC	42%	\$183,371,315,000	\$259,656,198,000
Columbus, OH	33%	\$146,754,958,000	\$195,055,140,000
Nashville, TN	45%	\$144,041,723,000	\$208,924,643,000
NYC/North NJ	28%	\$1,881,440,088,000	\$2,399,057,589,000
Raleigh, NC	43%	\$92,095,889,000	\$131,428,453,000
Washington, DC	29%	\$561,540,185,000	\$726,487,076,000
United States	35%	\$21,539,901,585,000	\$29,026,022,900,000



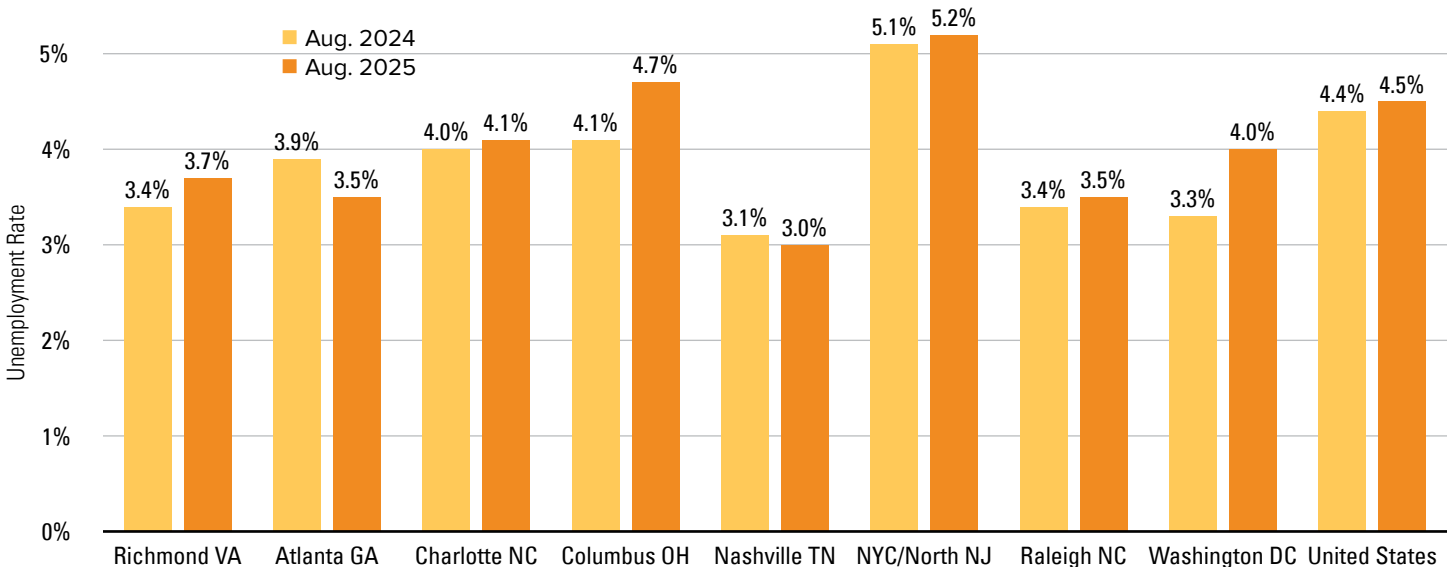
Source: Chmura Economics, May 2025

Employment + Wages

Unemployment Rate Comparison, Jun. 2024 vs. Jun. 2025

Greater Richmond and most its comparison communities are all at “full employment” levels (typically viewed as an unemployment rate of 5 percent or less). August unemployment rates were higher in 2025 than in

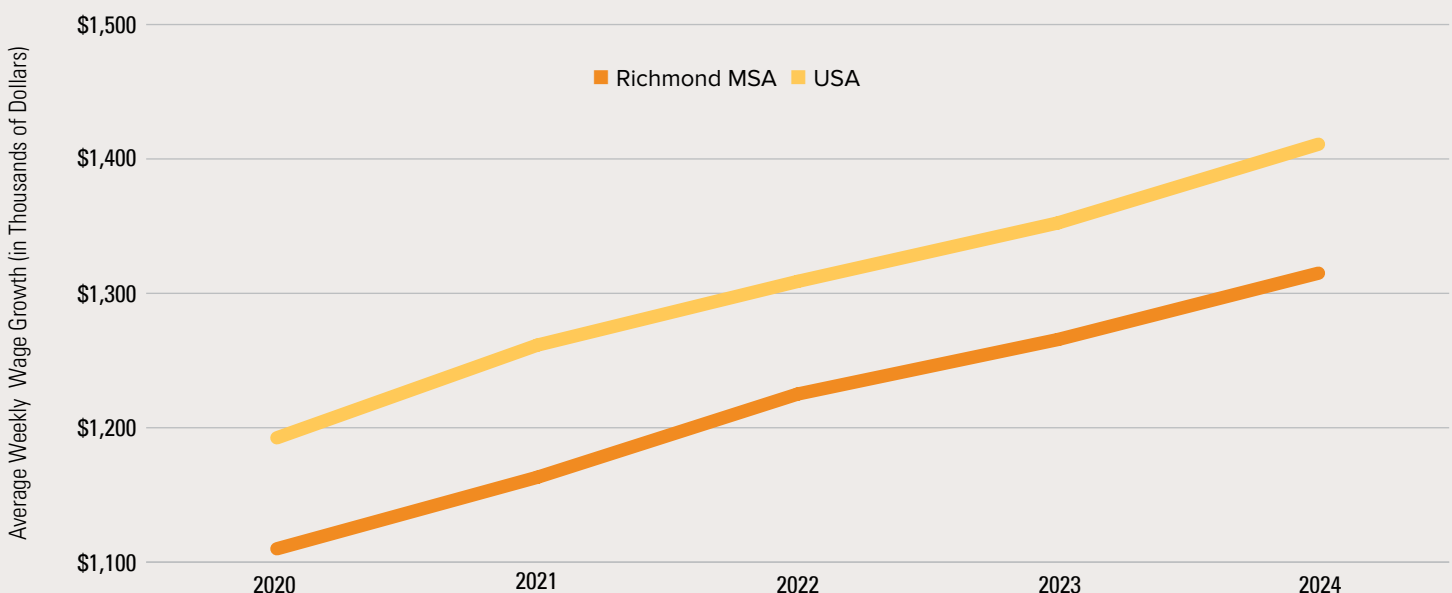
2024 in all metros except Atlanta and Nashville. The national average was also higher in 2025. Richmond’s 2025 unemployment levels are nearly one percentage point below the U.S. average.



Source: Chmura Economics & Analytics; JobsEQ, 2024-2025 unemployment rate

Growth in Average Weekly Wage 2020 to 2024

Greater Richmond’s 2024 average weekly wage was 7 percent below the national average – \$1,315 compared to \$1,411 (nearly \$100 lower per week). Richmond’s growth rate was 19 percent in average weekly wages from 2020 to 2024 and has exceeded the nation’s growth rate by 1 percentage point.



Source: BLS Current Employment Statistics survey

Top 10 jobs that increased

Distribution centers and the healthcare industry created the most new jobs over the last year. Warehousing led all industries in the top 10 jobs that increased – over 1,600 jobs

were added. Health Care added more than 2,200 new jobs. More than 2,000 new business operations and management jobs were added.

Job Title	Change 2024Q1 to 2025Q1
Material Moving Workers	1,639
Home Health and Personal Care Aides; and Nursing Assistants, Orderlies and Psychiatric Aides	1,298
Business Operations Specialists	935
Healthcare Diagnosing or Treating Practitioners	925
Other Management Occupations	669
Top Executives	510
Building Cleaning and Pest Control Workers	412
Counselors, Social Workers, and Other Community and Social Service Specialists	389
Construction Trades Workers	383
Other Installation, Maintenance and Repair Occupations	365

Source: Chmura Economics, Sept. 2025, 3-digit SOC

Top 10 jobs that declined

The largest job losses were in retail sales workers and financial clerks, which lost 745 total jobs. Production occupations and miscellaneous manufacturing lost nearly

250 jobs. The top 10 jobs that declined in the Richmond Region lost a total of 1,641 jobs from 2024 to 2025.

Job Title	Change 2024Q1 to 2025Q1
Retail Sales Workers	-397
Financial Clerks	-348
Other Production Occupations	-175
Other Office and Administrative Support Workers	-136
Sales Representatives, Wholesale and Manufacturing	-129
Financial Specialists	-120
Supervisors of Sales Workers	-103
Secretaries and Administrative Assistants	-99
Electrical and Electronic Equipment Mechanics, Installers and Repairers	-73
Other Sales and Related Workers	-61

Source: Chmura Economics, Sept. 2025

New and Expanding Companies by Industry, 2020 to 2025

Half of new business location or expansions in Greater Richmond over the past year were in the advanced manufacturing sector. Seventy percent were from

domestically-headquartered companies. The listed announcements reflect more than 3,300 new jobs and \$3.62 billion in capital investment for the Richmond Region.

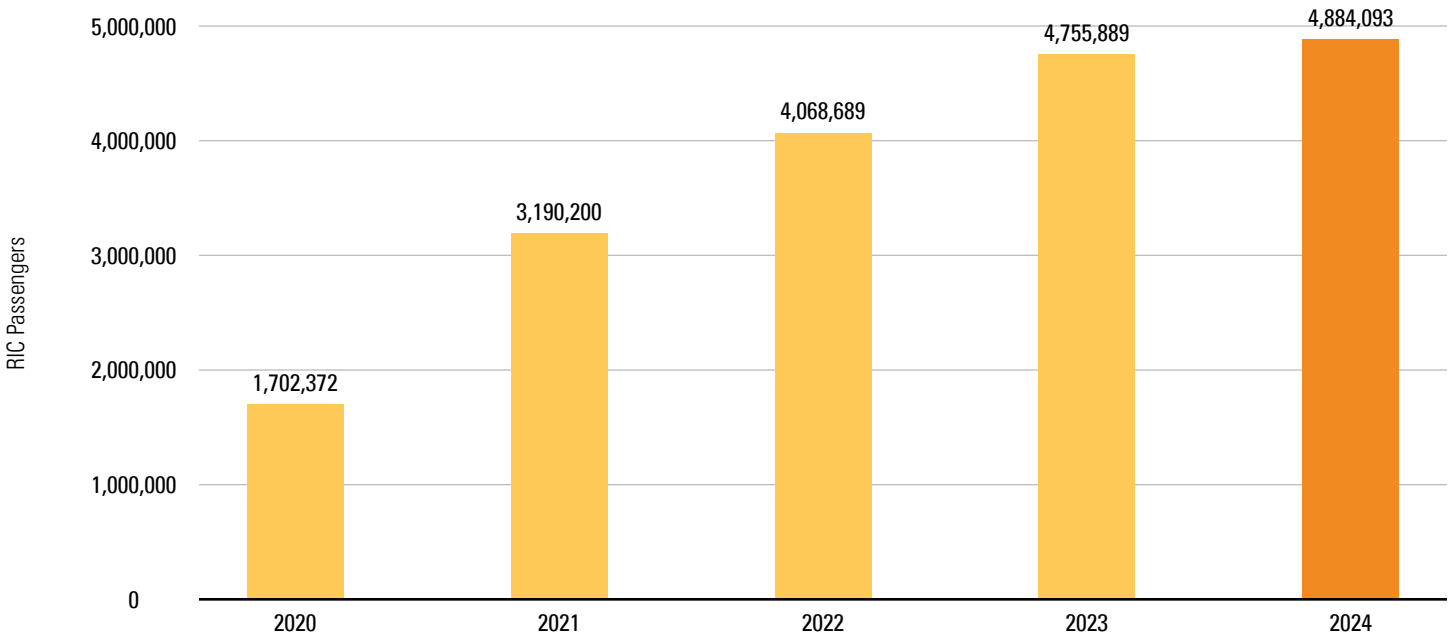
Cluster	Projects	Announced Jobs	Announced Investment
Advanced Manufacturing	52	5,389	\$2,916,000,000
Logistics & E-commerce	20	5,172	\$1,982,000,000
Corporate Services	15	2,357	\$58,000,000
Life Science	11	1,849	\$2,505,000,000
Information Technology	1	0	\$144,000,000
All Other	31	4,390	\$1,087,000,000
TOTAL	130	19,157	\$8,692,000,000

All New & Expanding Companies, Sept. 2024 to Sept. 2025

Cluster	Company Name	Description	New or Expansion	Planned Jobs	Announced Investment
Adv. Mfg.	Dover Food Retail	Refrigeration manufacturer	Expansion	321	\$25,000,000
Adv. Mfg.	ABB, Inc.	Manufactures power distribution units	Expansion	108	\$29,000,000
Life Sciences	Eli Lilly	Pharma manufacturer	New	468	\$2,149,000,000
Adv Mfg.	Red River Foods, Inc.	Supplier of snacks	Expansion	23	\$15,000,000
Corp. Services	Chewing and Wilmer	Electrical contractors	Expansion	25	\$1,000,000
Corp. Services	A & A Rigging	Provides rigging services	Expansion	50	\$17,000,000
Logistics	Amazon	Distribution center	Expansion	500	\$51,000,000
Adv. Mfg.	Nightingale Ice Cream Sandwiches	Ice cream manufacturer	Expansion	166	n/a
Logistics	Amazon	Robotics fulfillment center	Expansion	1,000	\$500,000,000
Logistics	The LEGO Group	Toy distribution	New	305	\$366,000,000
Logistics	Shepherd Electric Supply	Distributor of electrical products	New	20	\$13,000,000
Adv. Mfg.	Ceraclad	Paint manufacturer	New	10	\$10,000,000
Adv. Mfg.	84 Lumber	Truss manufacturer	Expansion	15	n/a
Adv. Mfg.	Strickland Manufacturing	Excavation attachments manufacturer	Expansion	20	\$3,000,000
Life Sciences	Haleon	Pharma R&D	Expansion	0	\$54,000,000
Adv. Mfg.	Super Radiator Coils	Heat exchange manufacturer	Expansion	160	\$22,000,000
Adv. Mfg.	ANSA McAL	Producer of chemicals	New	20	\$327,000,000
Corp. Services	DPR Construction	Construction services	Expansion	15	\$3,000,000
Logistics	Marble Systems	Stone products	Expansion	59	\$10,000,000
Adv. Mfg.	KSB Inc.	Pump and valve manufacturer	Expansion	32	\$25,000,000

Richmond International Airport Passenger Activity, 2020 to 2024

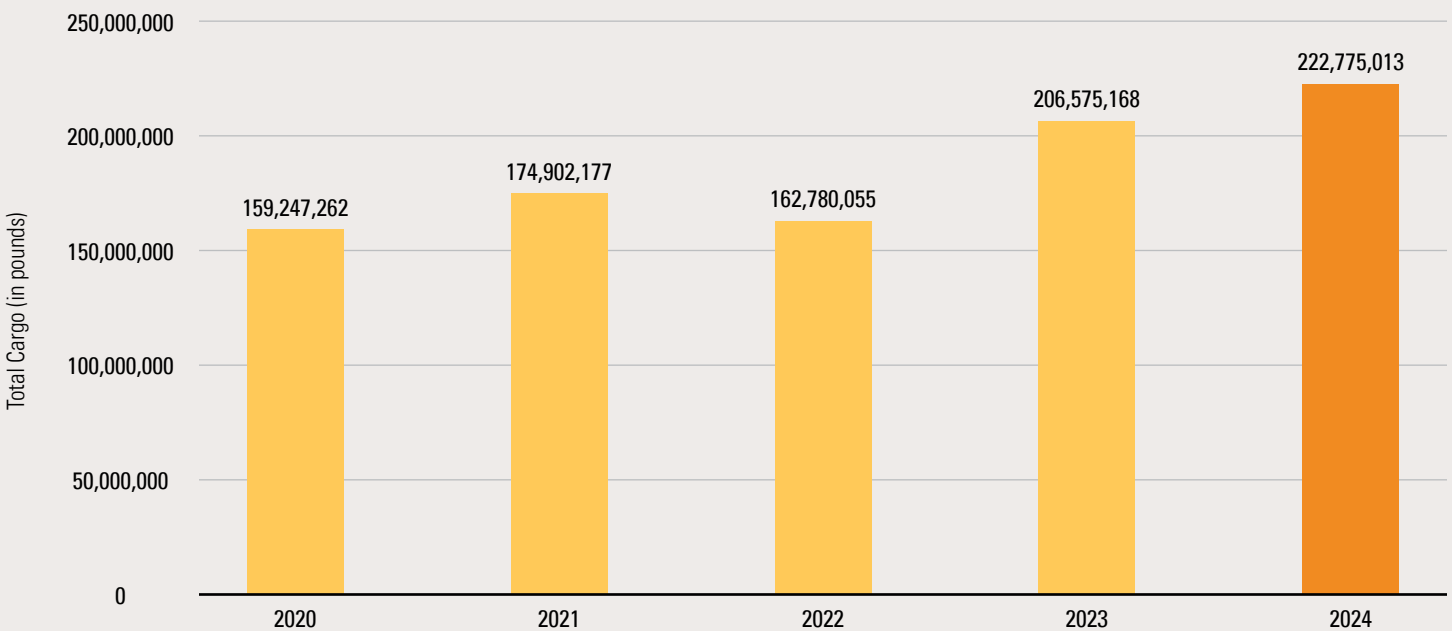
From 2023 to 2024, passenger activity at Richmond International Airport (RIC) has increased by nearly 3 percent. From 2020 to 2024, RIC passenger activity has nearly tripled, increasing 187 percent.



Source: Richmond International Airport, 2020-2024

Richmond International Airport Total Cargo (in pounds), 2020 to 2024

From 2020 to 2024, total cargo at RIC has increased 40 percent. Total cargo year-over-year has increased by 8 percent.



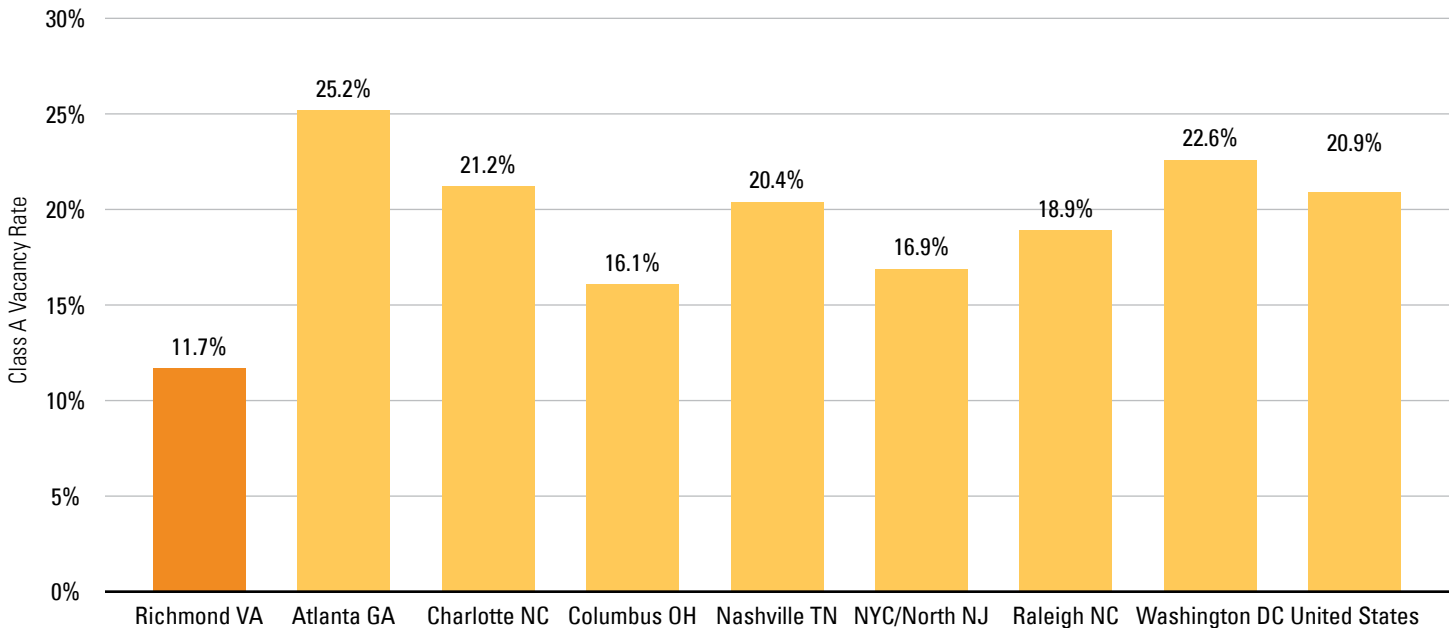
Source: Richmond International Airport



Class A Office Vacancy Rate

Greater Richmond's Class A office vacancy rate of 11.7 percent is significantly lower than the national rate of 20.9 percent. Compared to the competitor communities,

Richmond's vacancy rate is also the lowest as well as holding a vacancy rate 9 percentage points lower than the average of the comparison communities.

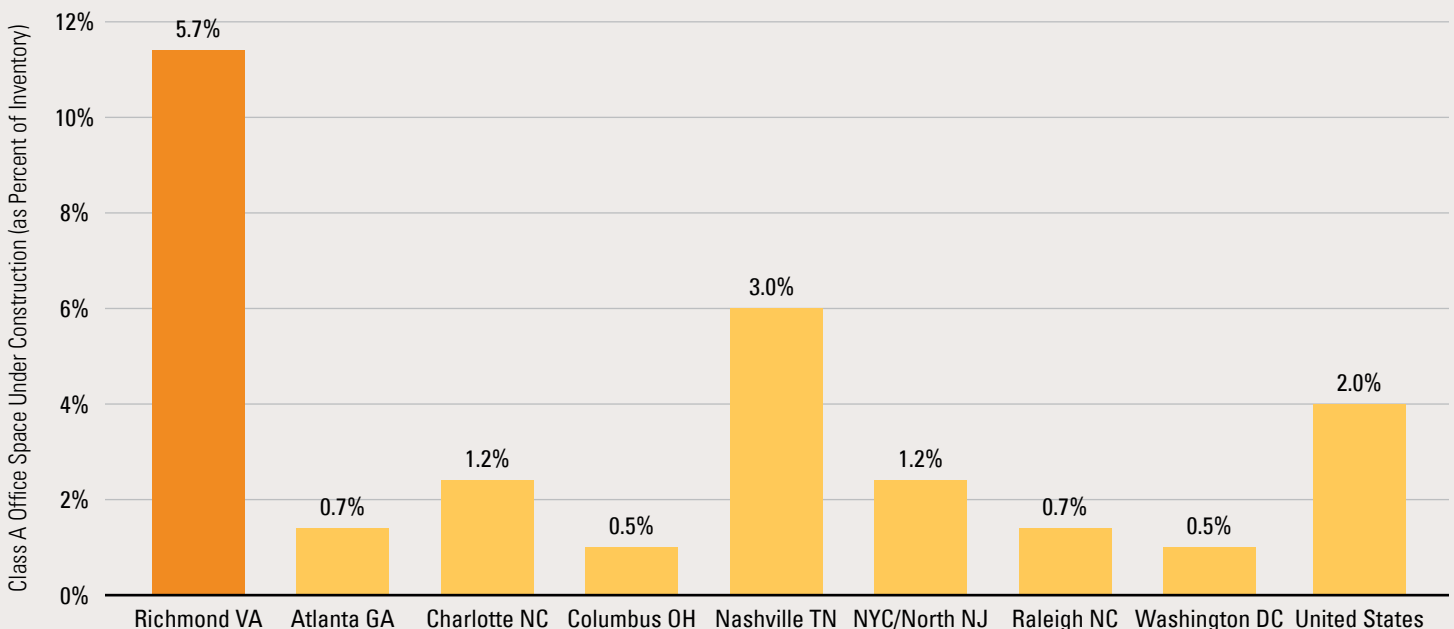


Source: Costar Markets as of 9/30/2025

Class A Office Space Under Construction

Richmond doesn't have the most square feet of office space under construction among its peers, however it leads the group with the percent of space under construction (mostly

The CoStar Group's new office building). Richmond's class A office space under construction as a percent of total inventory is 3.7 percentage points above the U.S. average.

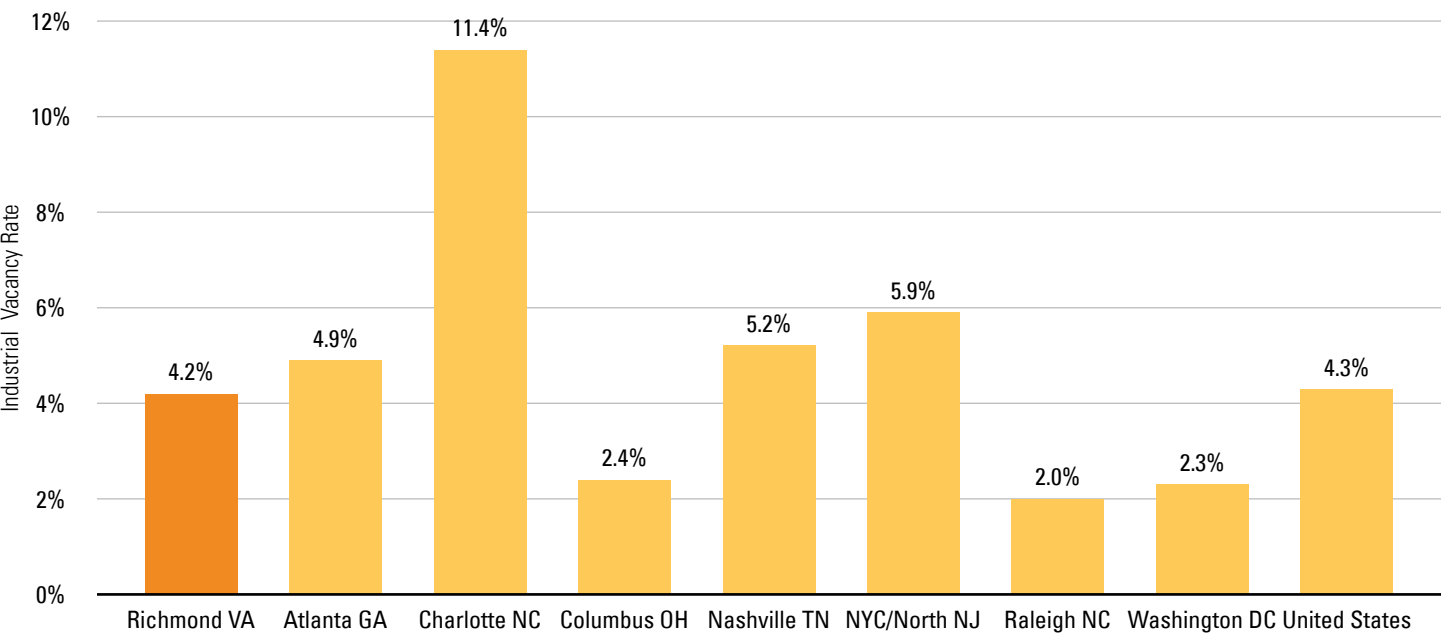


Source: Costar Markets as of 9/30/2025

Industrial Real Estate Vacancy Rate

Richmond’s industrial vacancy rate is slightly below the national average. Columbus, Raleigh and Washington D.C., are the only comparison communities with industrial

vacancy rates below Richmond’s. Charlotte has the highest industrial vacancy rate at 11.4 percent.

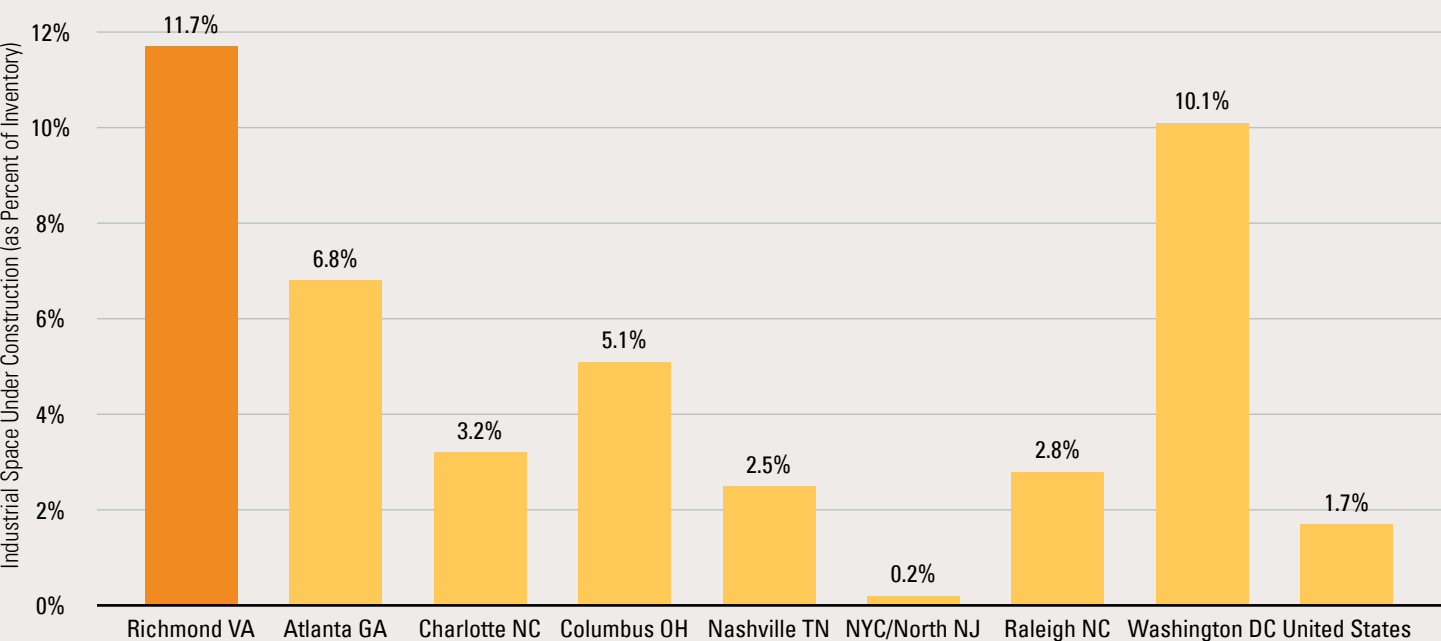


Source: Costar Markets as of October 2025

Industrial Real Estate Under Construction

Richmond has the highest percent of its industrial space under construction of all comparison communities at a rate that’s nearly 7 times higher than the national average

of 1.7 percent. Richmond’s total amount of square feet of industrial space under construction is second-highest among comparison communities, only behind Atlanta.

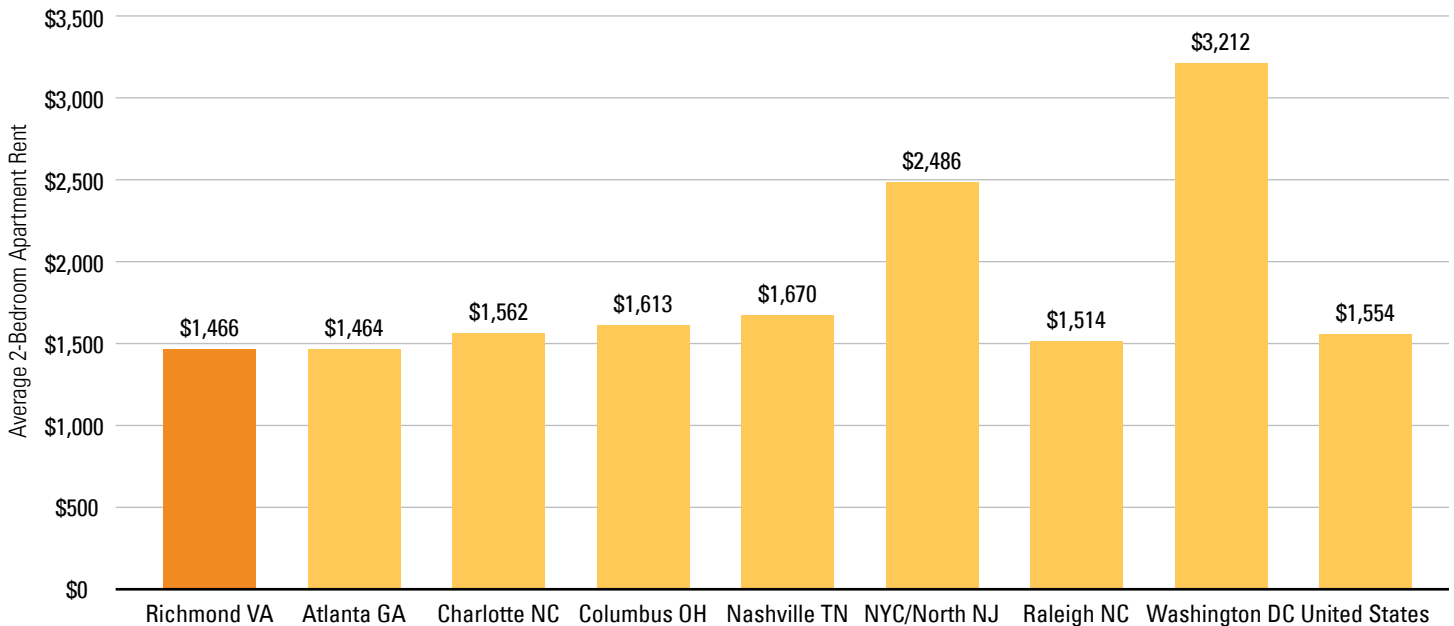


Source: Costar Markets as of Oct. 2025



Average Apartment Rent

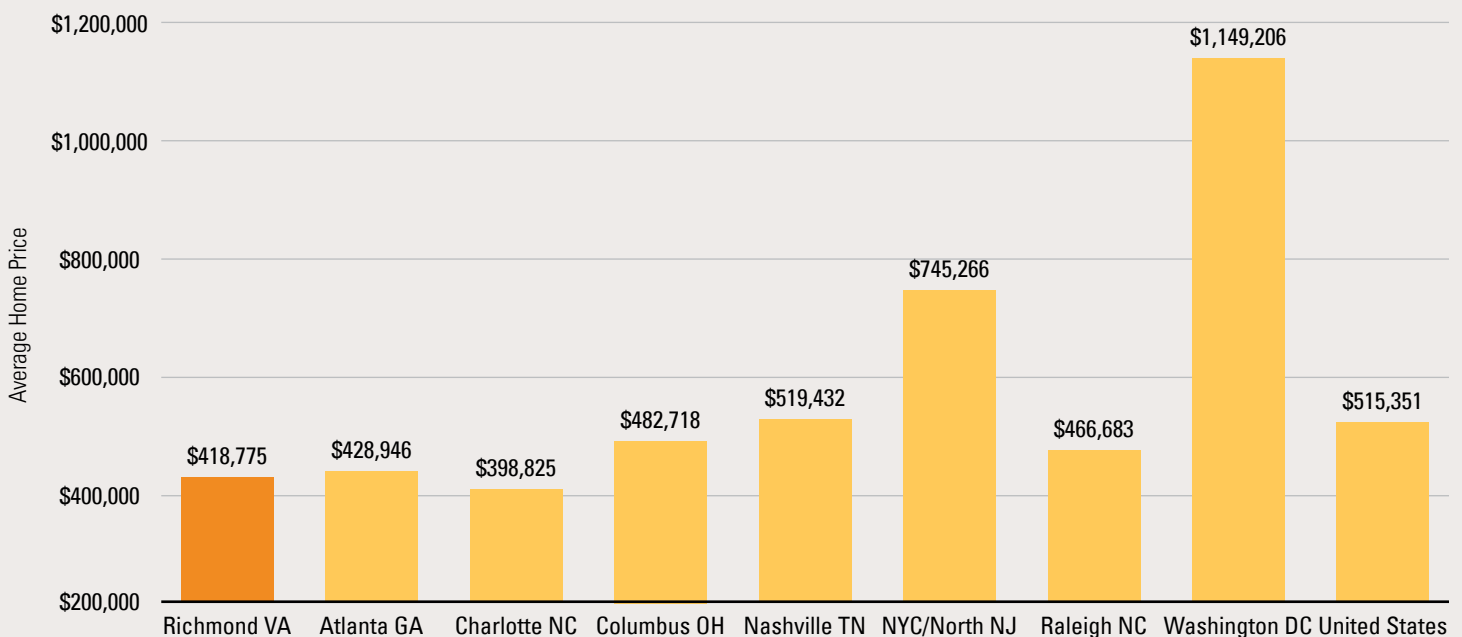
Richmond has the second-lowest apartment rent among the 7 other comparison communities. Richmond's two-bedroom apartment rent is nearly 6 percent lower than the national average.



Source: Council for Community and Economic Research (C2ER), 2024 Annual Average Index

Average Home Price

Average home prices in the Richmond MSA are nearly 20 percent below the national average. Richmond has the second-lowest average home price among all comparison communities.



Source: Council for Community and Economic Research (C2ER), 2024 Annual Average Index

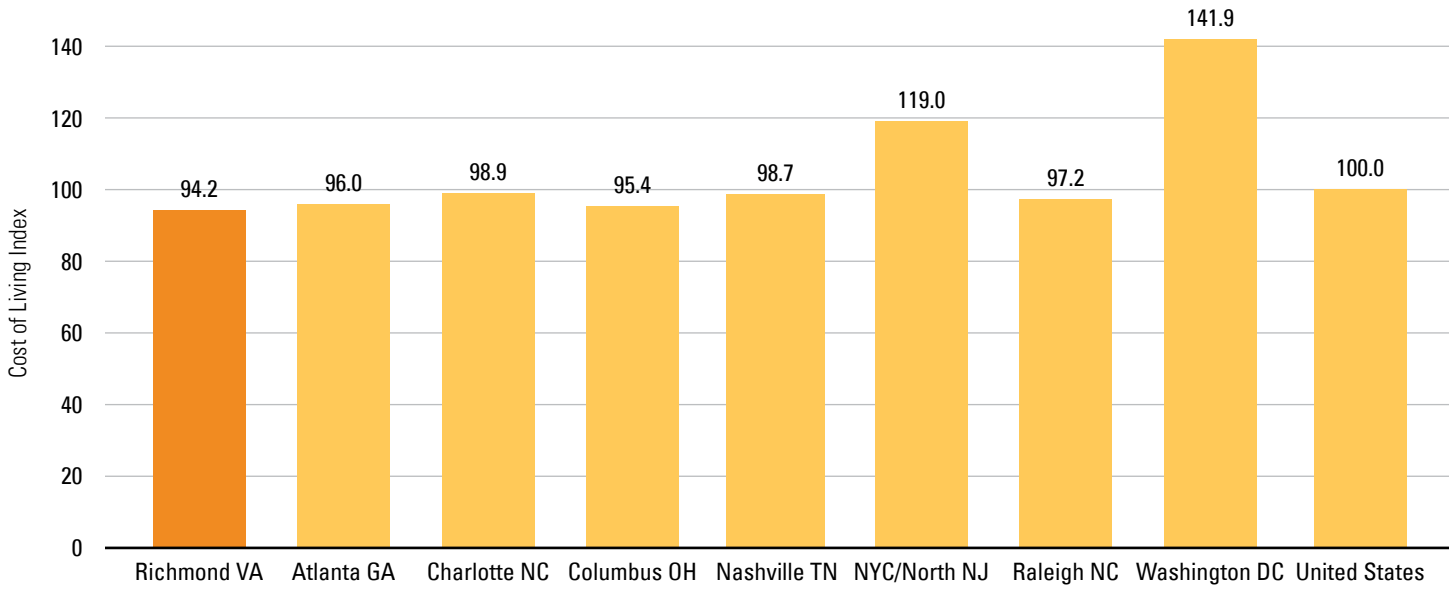
Quality of Life



Cost of Living

Richmond has the second-lowest cost of living among all comparison communities. Richmond's cost of living is nearly 6 percent below the national average. Washington, D.C.,

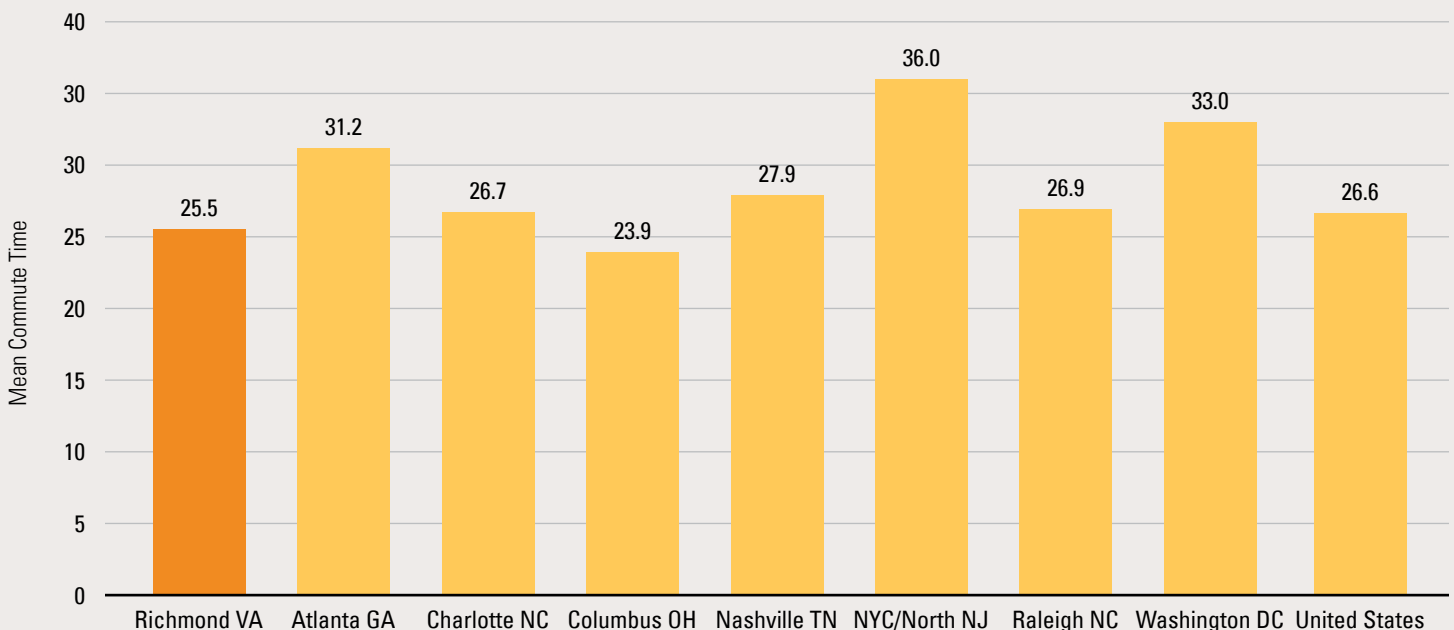
and NYC are the only two comparison communities with a cost of living above the national average – 41.9 percent and 19 percent higher, respectively.



Source: Council for Community and Economic Research (C2ER), 2024 Annual Average Index

Mean Commute Time

Richmond has the second lowest mean commute time among the seven comparison communities. Richmond's commute time is more than one minute shorter than the national average.



Source: Chmura Economics & Analytics, JobsEQ, 2025Q1.

GRP Research Committee

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