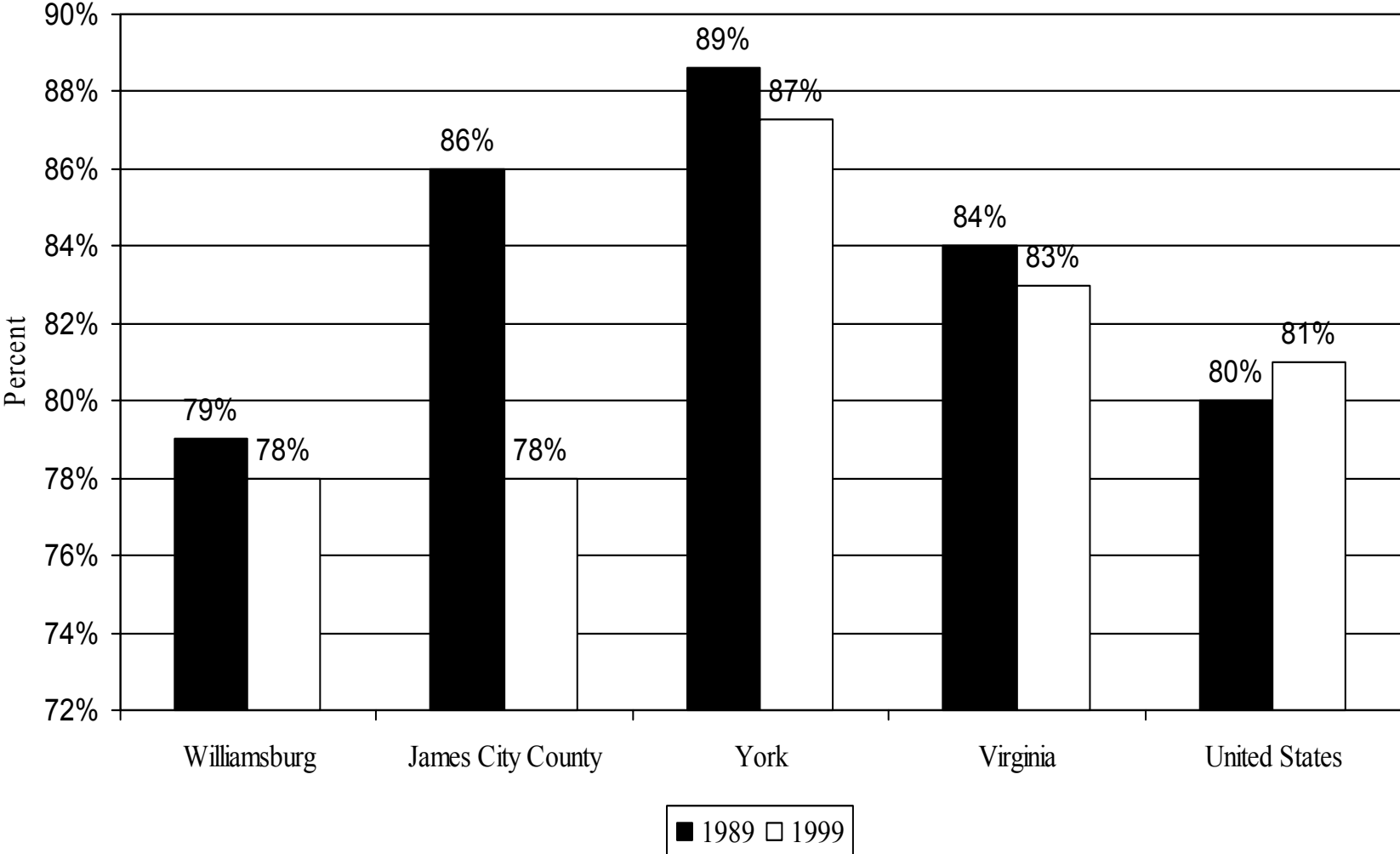


PART B:
A Portrait of the Williamsburg Area

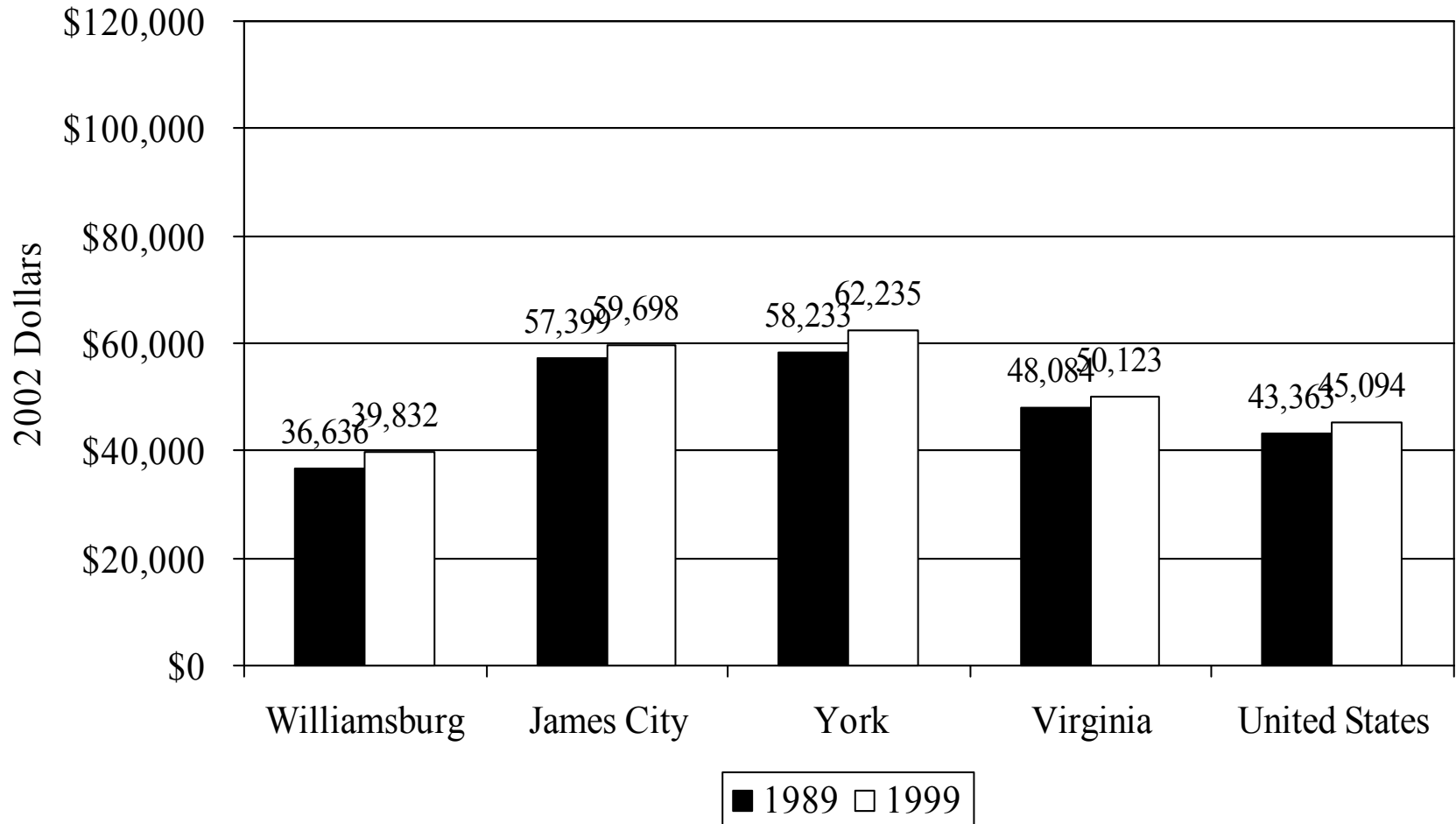
A Portrait of the Williamsburg Area: Earnings and Income

Households with Earnings in James City have fallen since 1990. (Share Residents that Report Earnings)

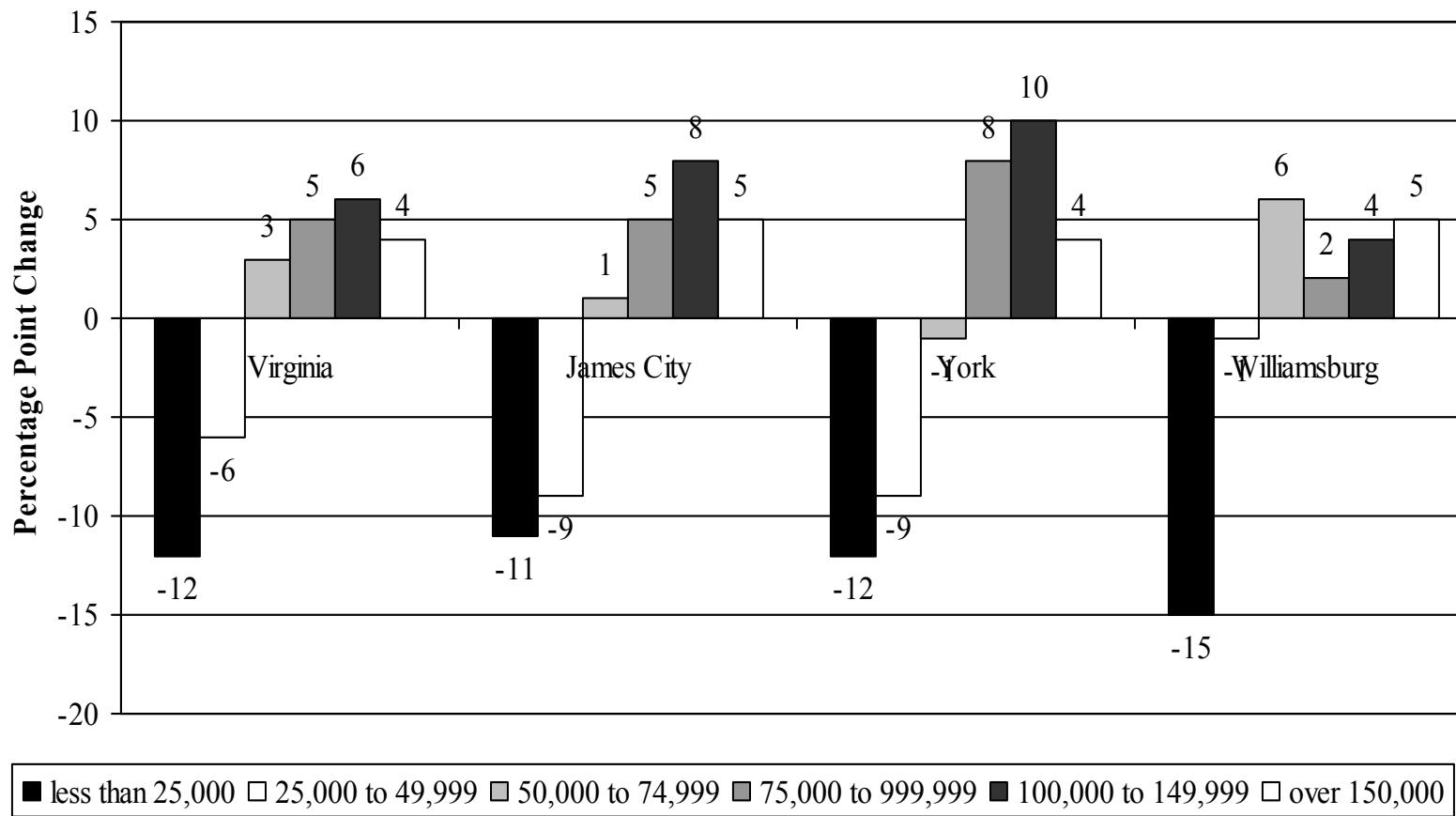


Sources: U.S. Decennial Census, 1990 and 2000.

Inflation-Adjusted Median Household Income is Highest in York County.



York County's Median Household Income Exceeds Williamsburg and James City Because It had Larger Growth in the \$75,000 to \$100,000 Range (Change in the Income Distribution: 1990-2000)



Sources: U.S. Decennial Census, 1990 and 2000.

•DRAFT

A Portrait of the Williamsburg Area: The Structure of the Labor Market

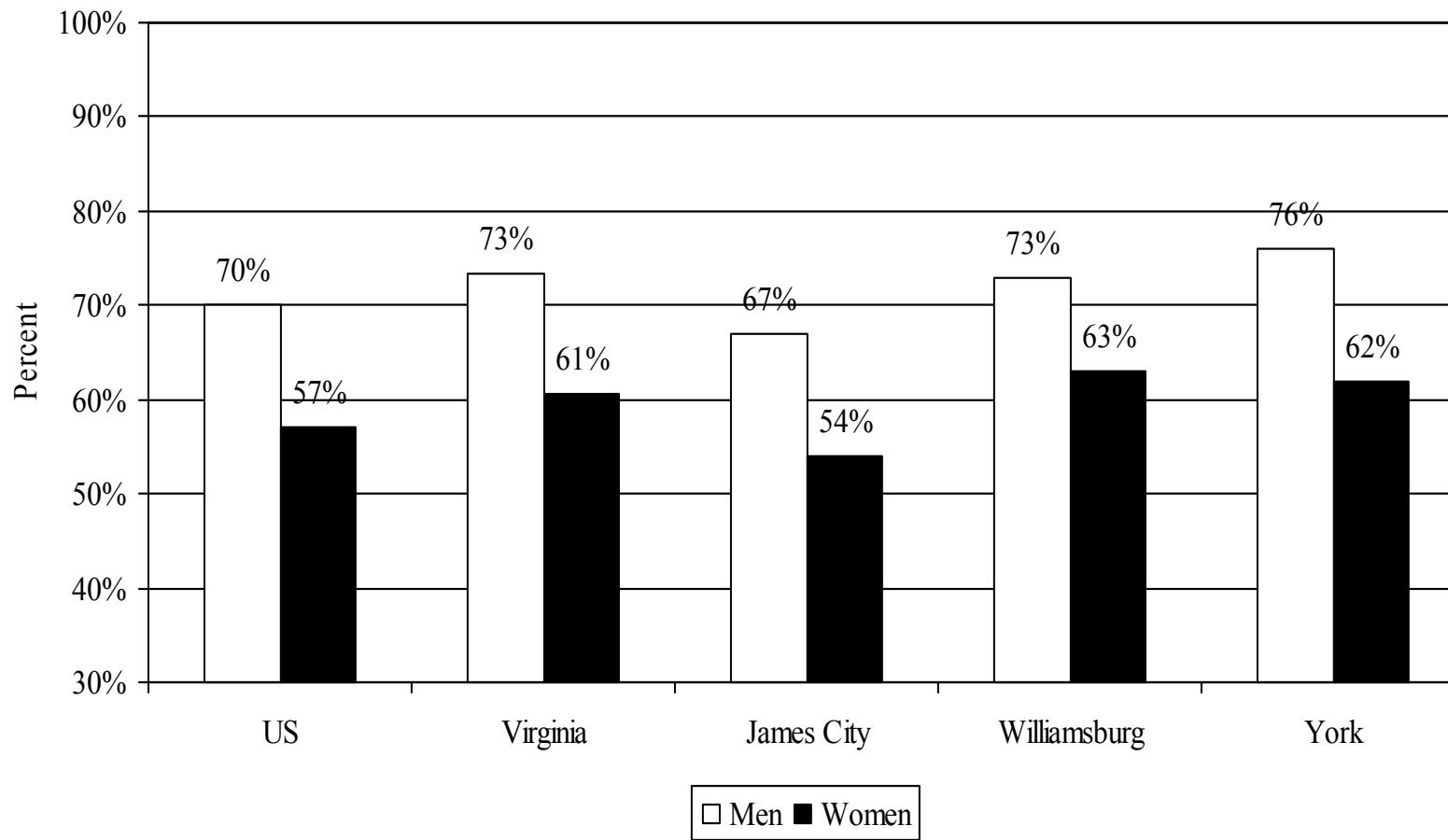
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The Structure of the Labor Market:

Labor Force Participation

(The Share of the Civilian Population that
is either Employed or Unemployed)

James City is the only Local Area with Labor Force Participation Below the National and State Averages (by Gender)

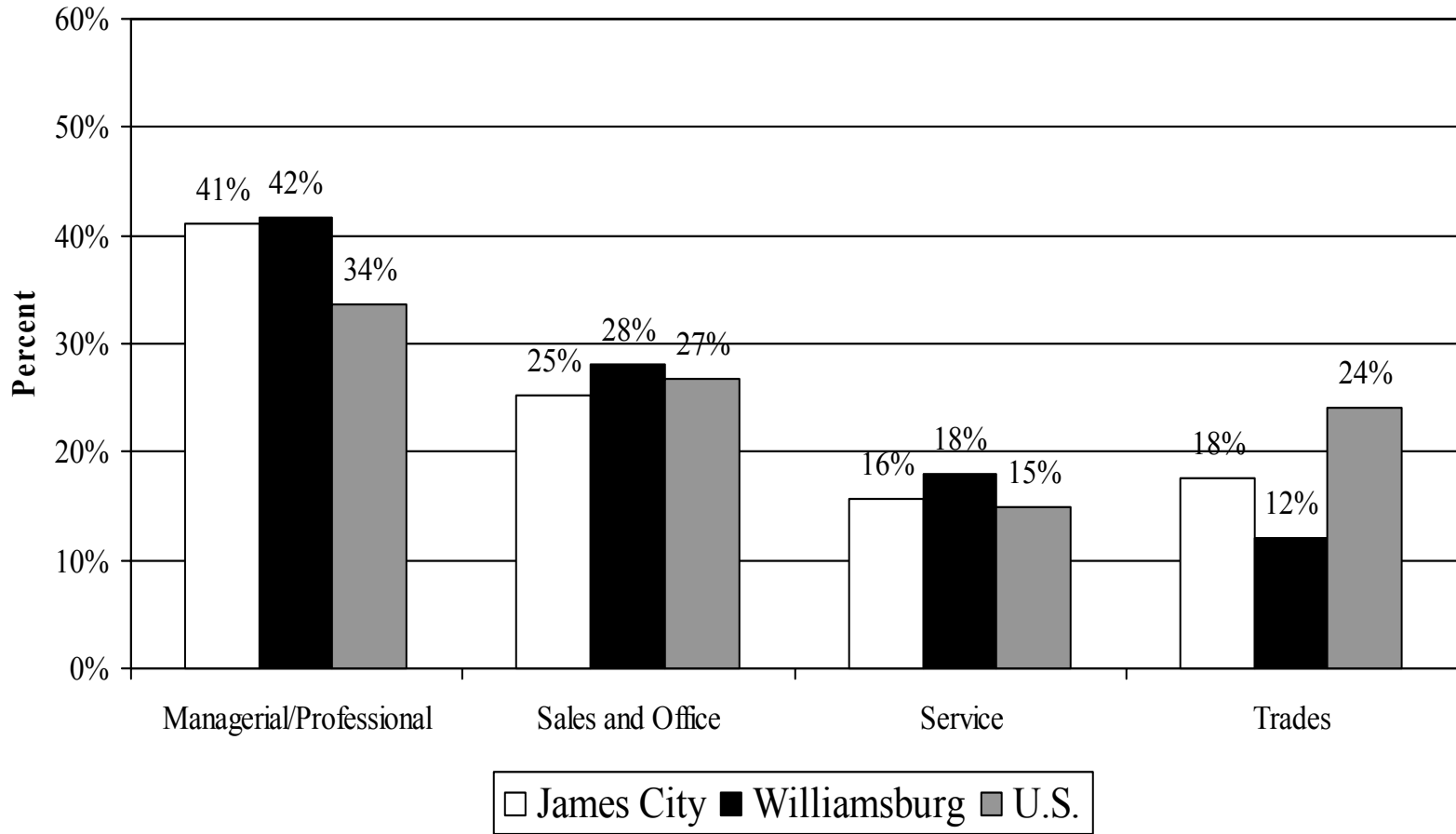


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The Structure of the Labor Market: Occupation

Over two-thirds of Williamsburg and James City
Employed Residents work in Managerial and
Sales and Office Occupations.

Williamsburg and James City Employment by Major Occupation

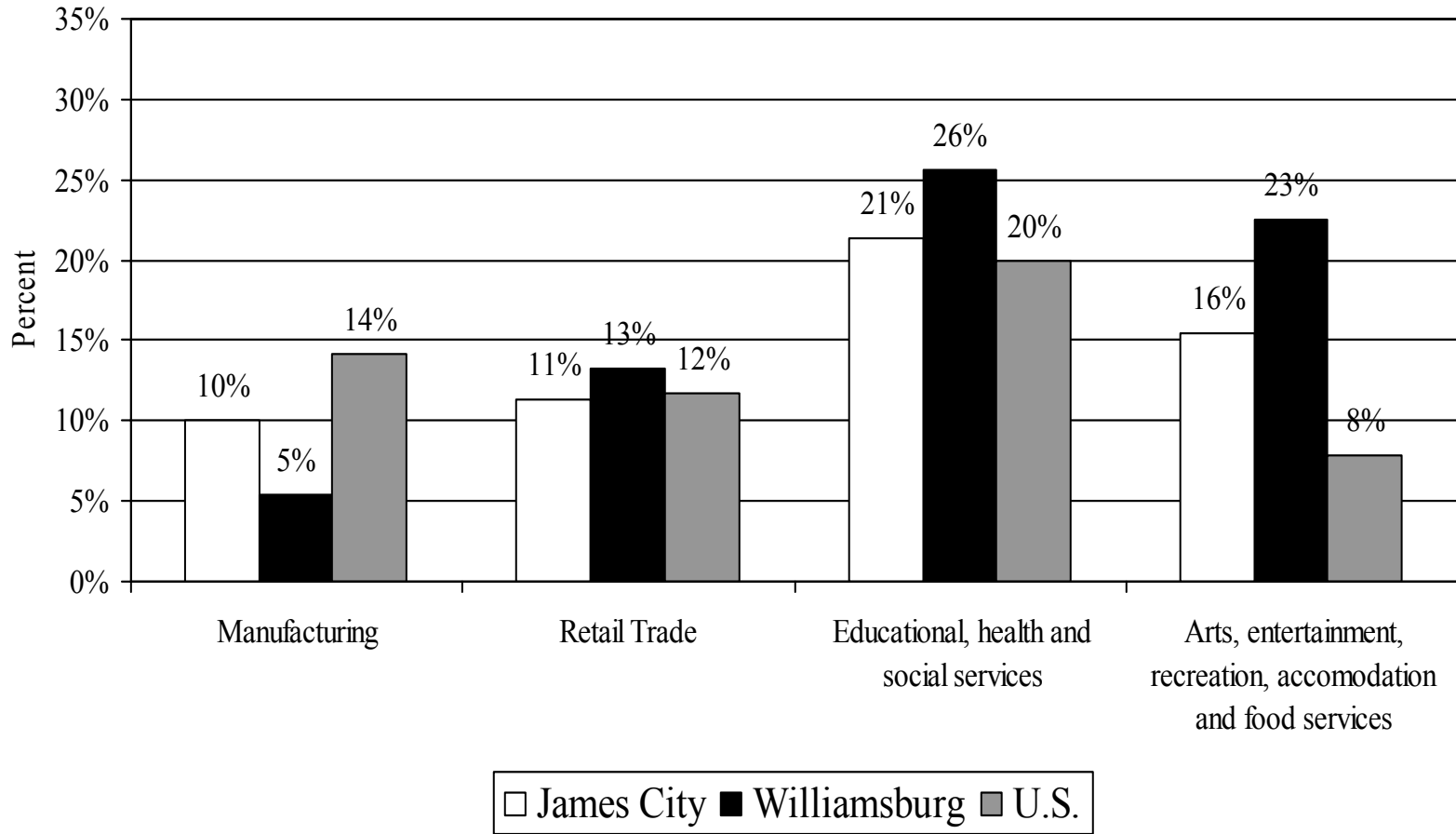


Source: 2000 U.S. Decennial Census. The trades are construction, extraction, and maintenance occupations and production, transportation, and material moving occupations. Farming occupations comprises 0.2 percent of employment in both James City County and Williamsburg.

The Structure of the Labor Market: Industry

Williamsburg and James City's Industry
Structure Contributes to the Lower Earnings
and Income of Working Families.

Williamsburg and James City Employment is Concentrated in Lower Paying Industries (Major Industry)

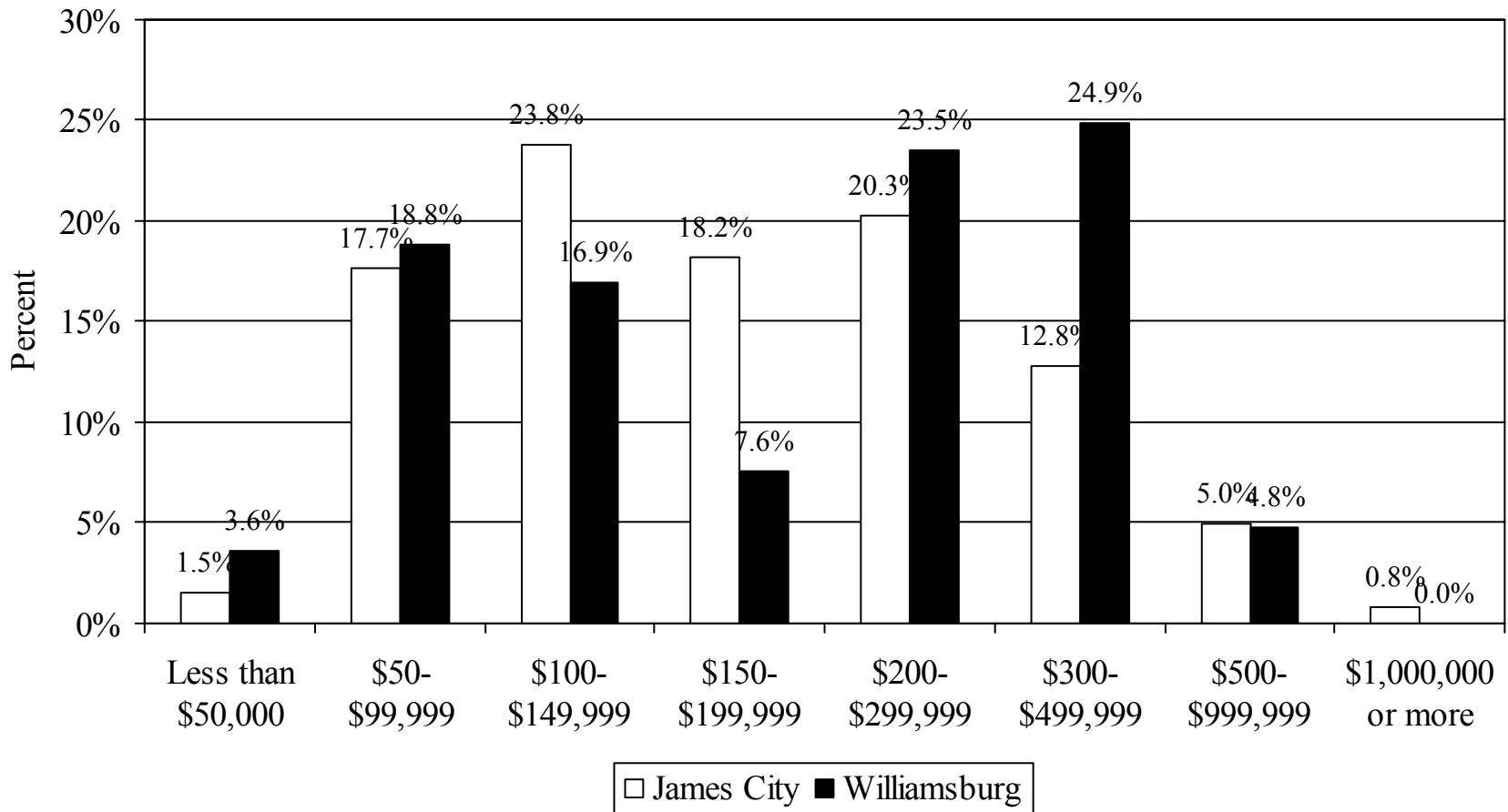


Source: 2000 U.S. Decennial Census. Figures do not sum to 100 because the figures for the following figures are not presented: agriculture, construction, wholesale trade, transportation and warehousing, finance, real estate, professional scientific, management, administrative, and waste management services, other services, and public administration.

A Portrait of the Williamsburg Area: The Housing Market

Housing Values Differ Within and Between
Williamsburg, York and James City.

Williamsburg and James City Have very Different Housing Distributions (Median Value of Owner-Occupied Homes)



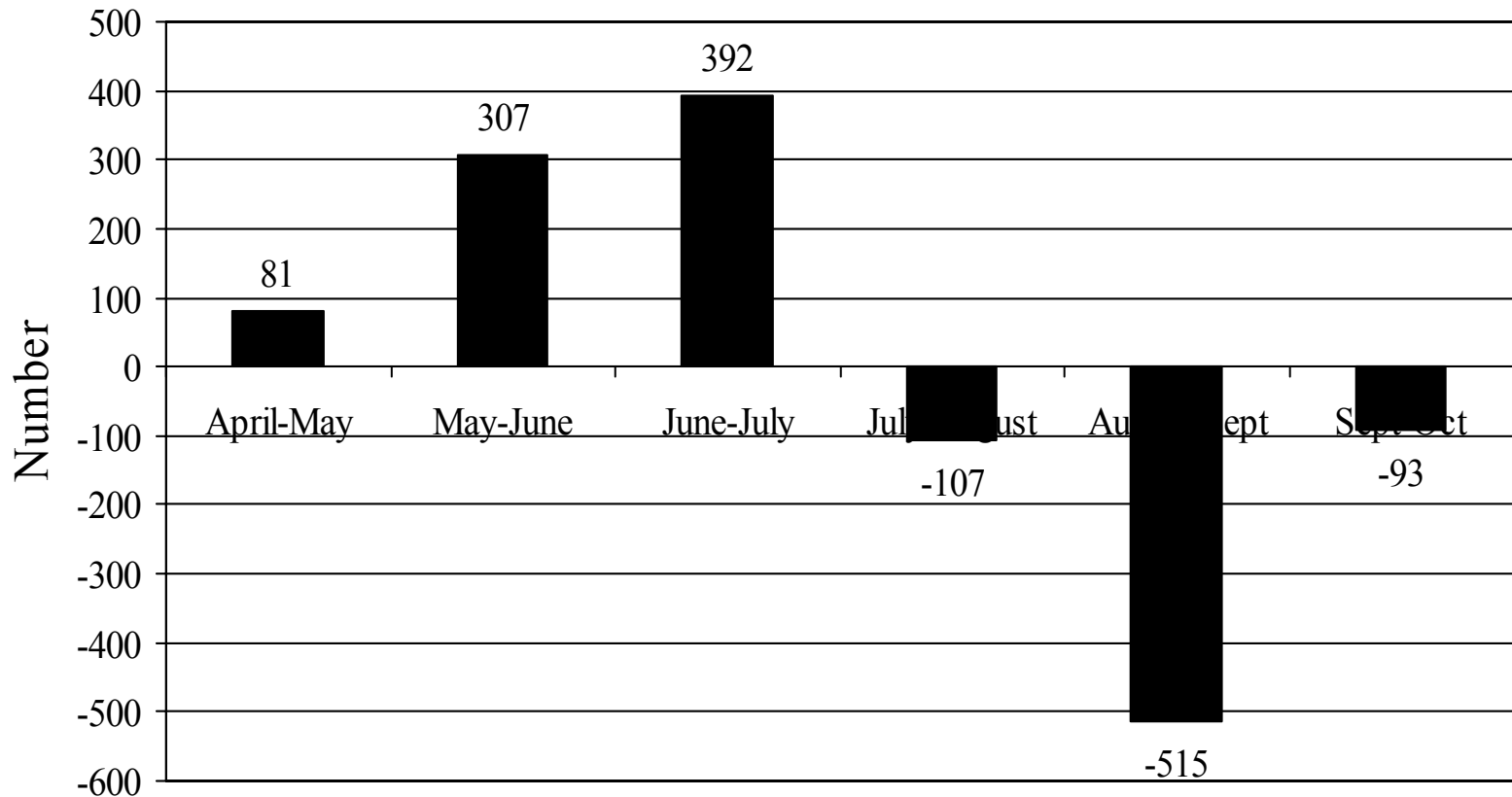
A Portrait of the Williamsburg Area:

Community Perceptions and the Labor
Market Perpetuate Structural Inequality

Community Perceptions Perpetuate Inequality

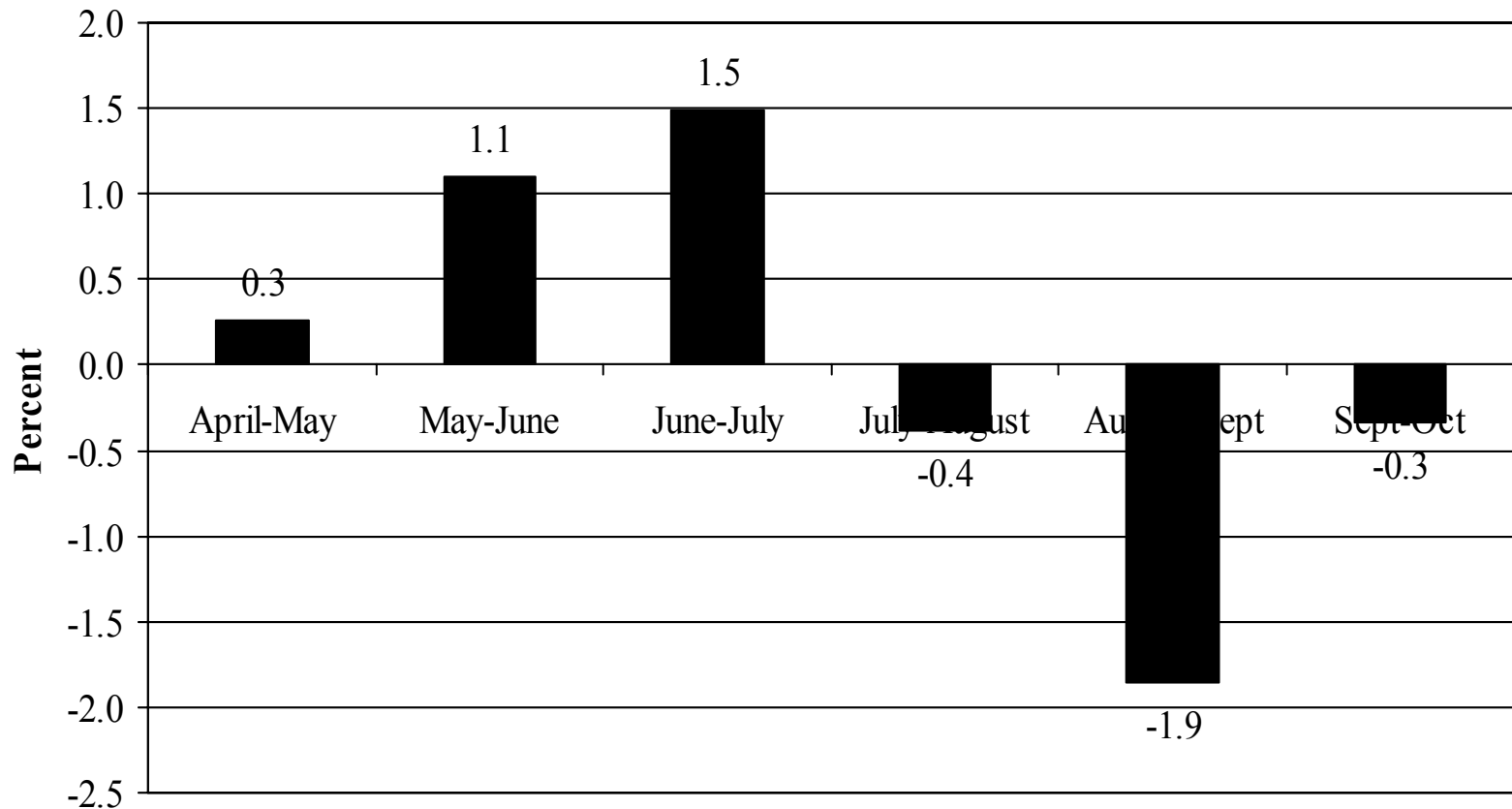
How Big Does Williamsburg and
James City's Employment Grow
During the Summer Months?

Williamsburg and James City adds an average of 780 new jobs from April to July, but then contracts by 815 jobs from July to October.



Source: Figures represent average monthly changes from 1990 to 2001. They are not seasonally adjusted. Bureau of Labor Statistics.

Employment typically expands by 2.9 percent from April to July and contracts by 2.6 percent from July to October.

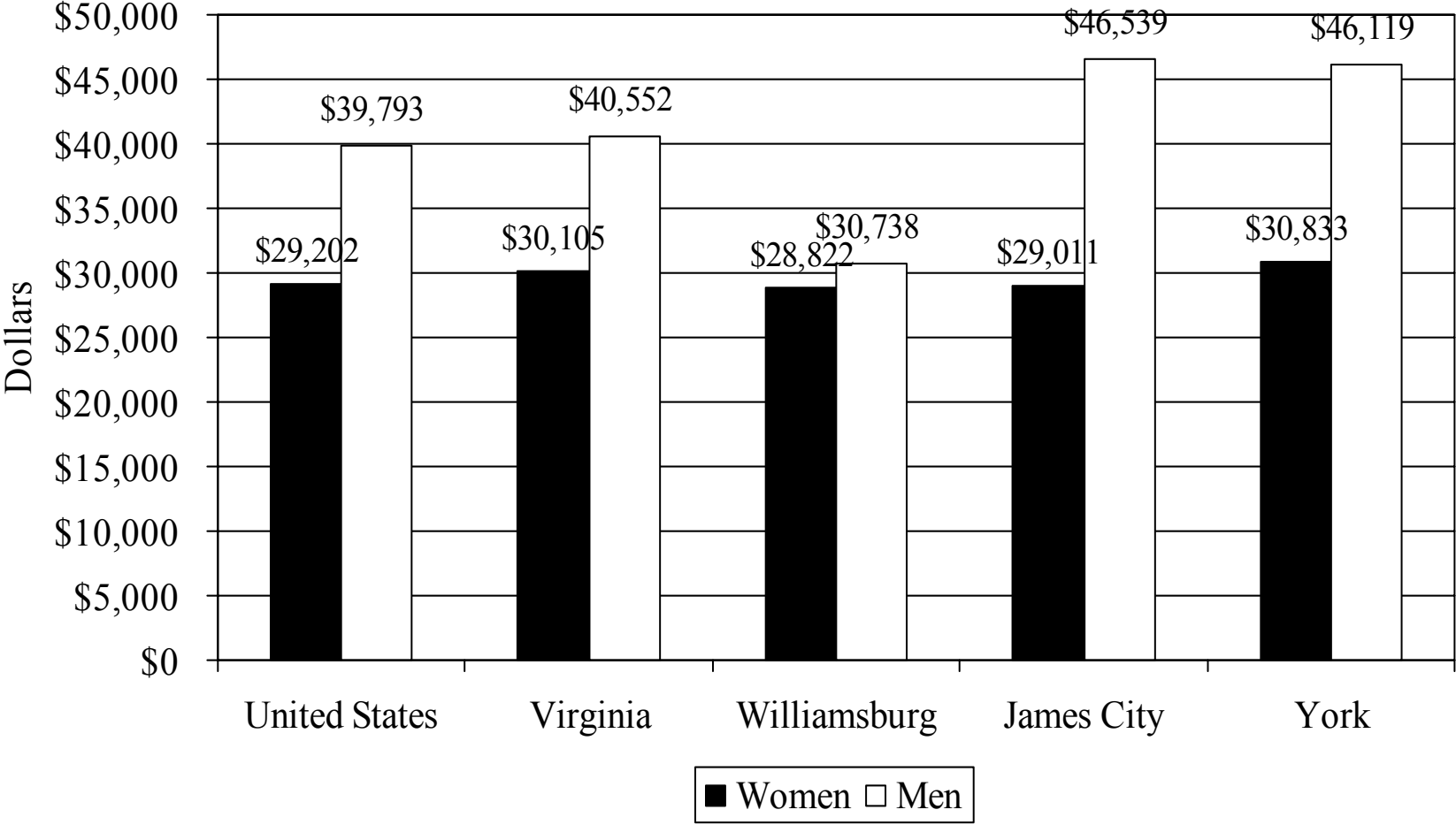


Source: Figures represent average monthly changes from 1990 to 2001. They are not seasonally adjusted. Bureau of Labor Statistics.

The Structure of our Labor Market Perpetuates Inequality

Gender Inequality Illustrates the
Area's Structural Imbalances

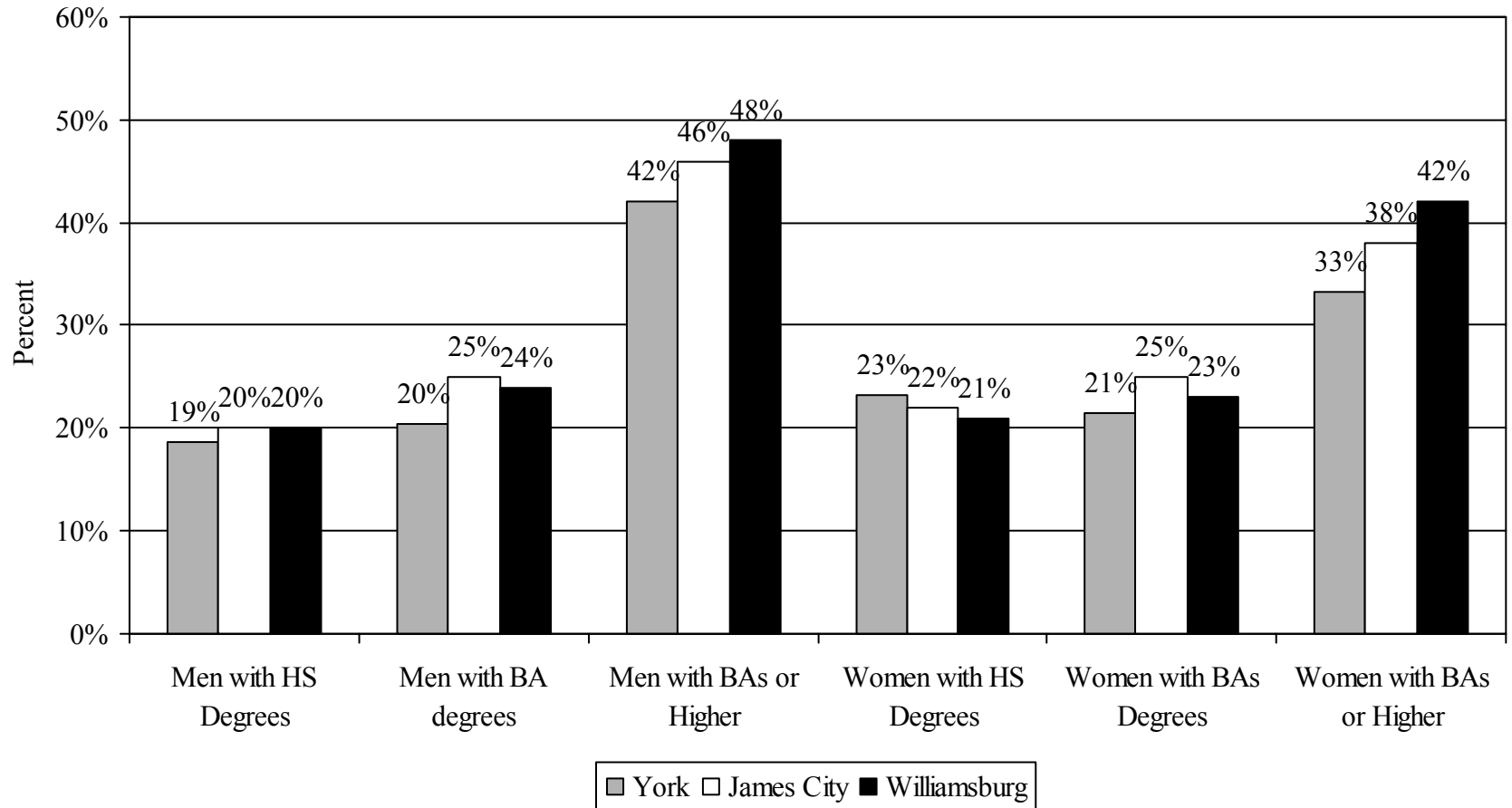
Median Earnings of Full-time, Year-Round Workers by Gender



Sources: Figures are for 1999, but have been placed in 2002 dollars. U.S. Decennial Census, 2000.

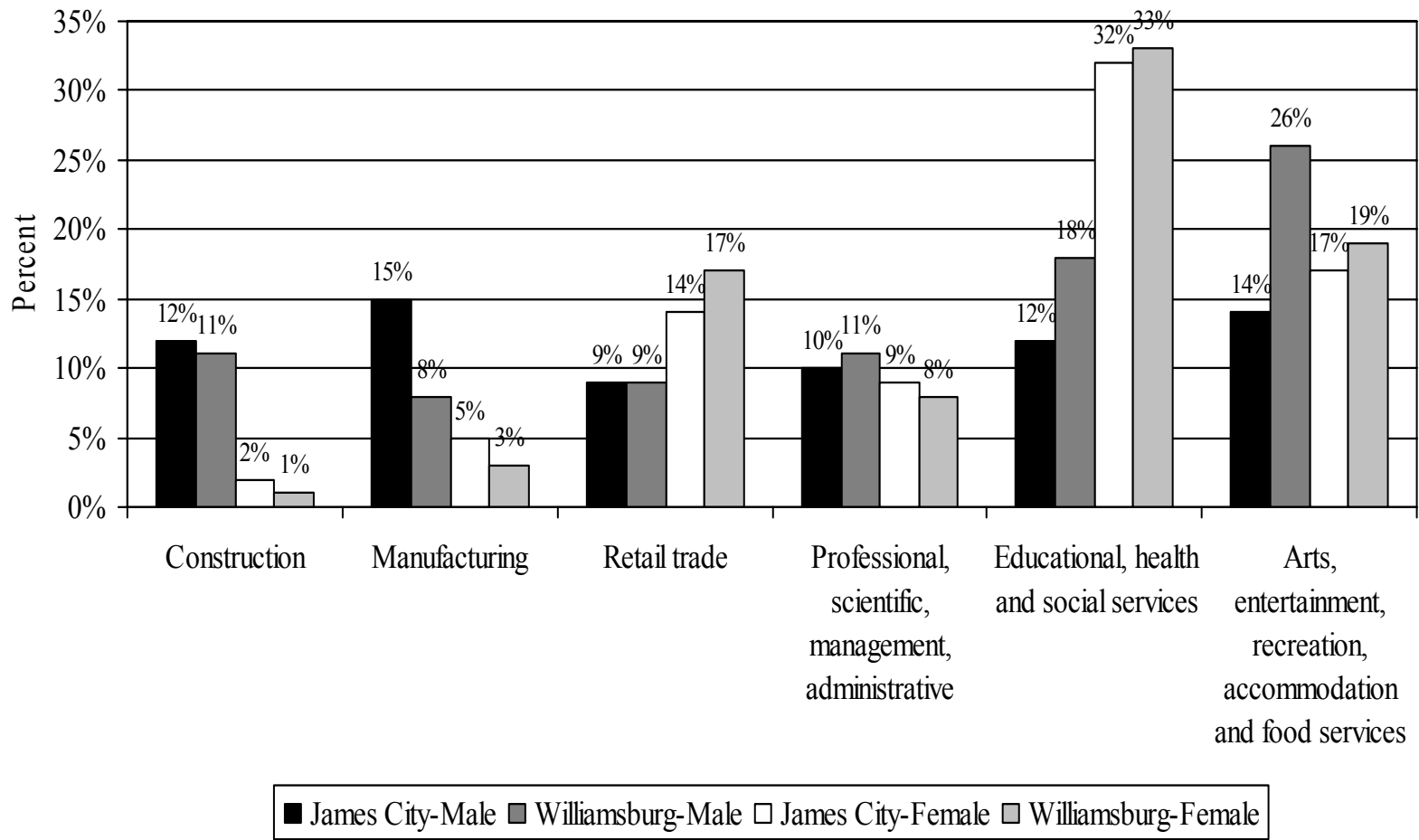
Educational Differences are not the
Source of Gender Inequality.

Educational Attainment Williamsburg, York and James City County Residents (by Gender)



Industry Differences Explain some of the
Earnings Inequality.

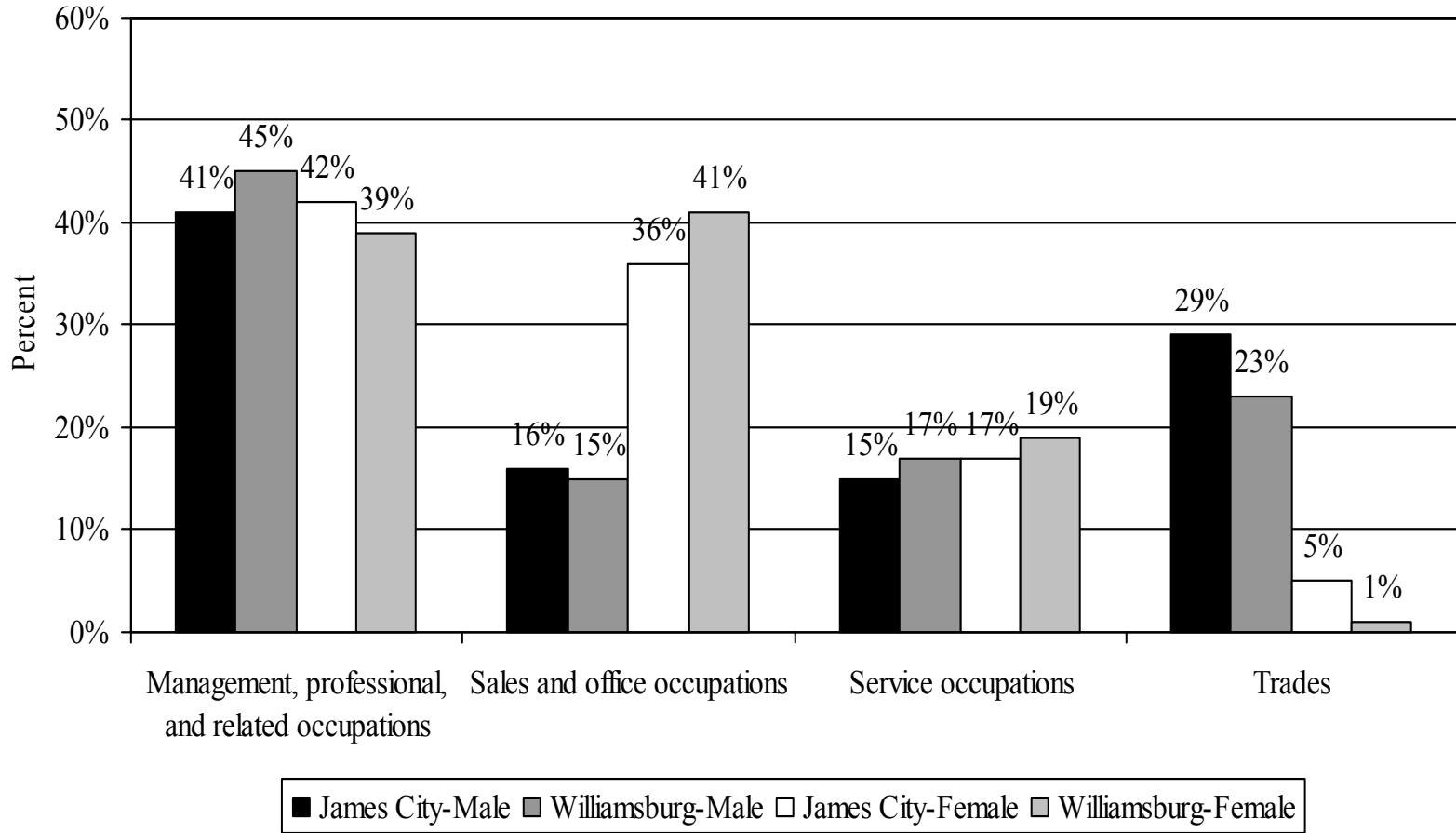
Williamsburg and James City County Employment by Major Industry and Gender



Source: 2000 U.S. Decennial Census. Figures do not sum to 100 because the figures for the following figures are not presented: agriculture, construction, wholesale trade, transportation and warehousing, finance, real estate, professional scientific, management, administrative, and waste management services, other services, and public administration.

Occupation Differences are the Primary
Source of Earnings Inequality.

Williamsburg and James City Employment by Major Occupation and Gender

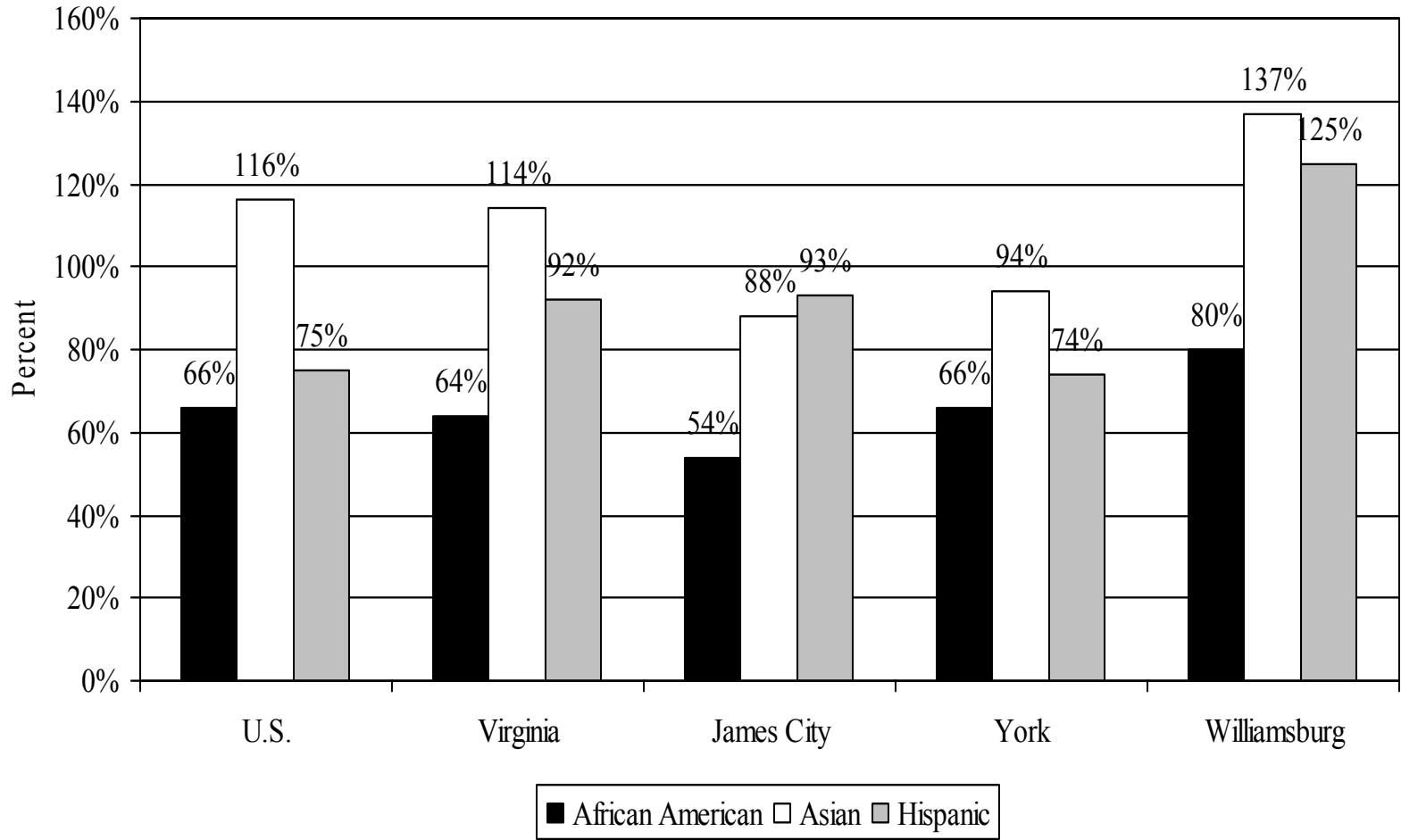


Source: 2000 U.S. Decennial Census. The trades are construction, extraction, and maintenance occupations and production, transportation, and material moving occupations. Farming occupations comprises 0.2 percent of employment in both James City County and Williamsburg.

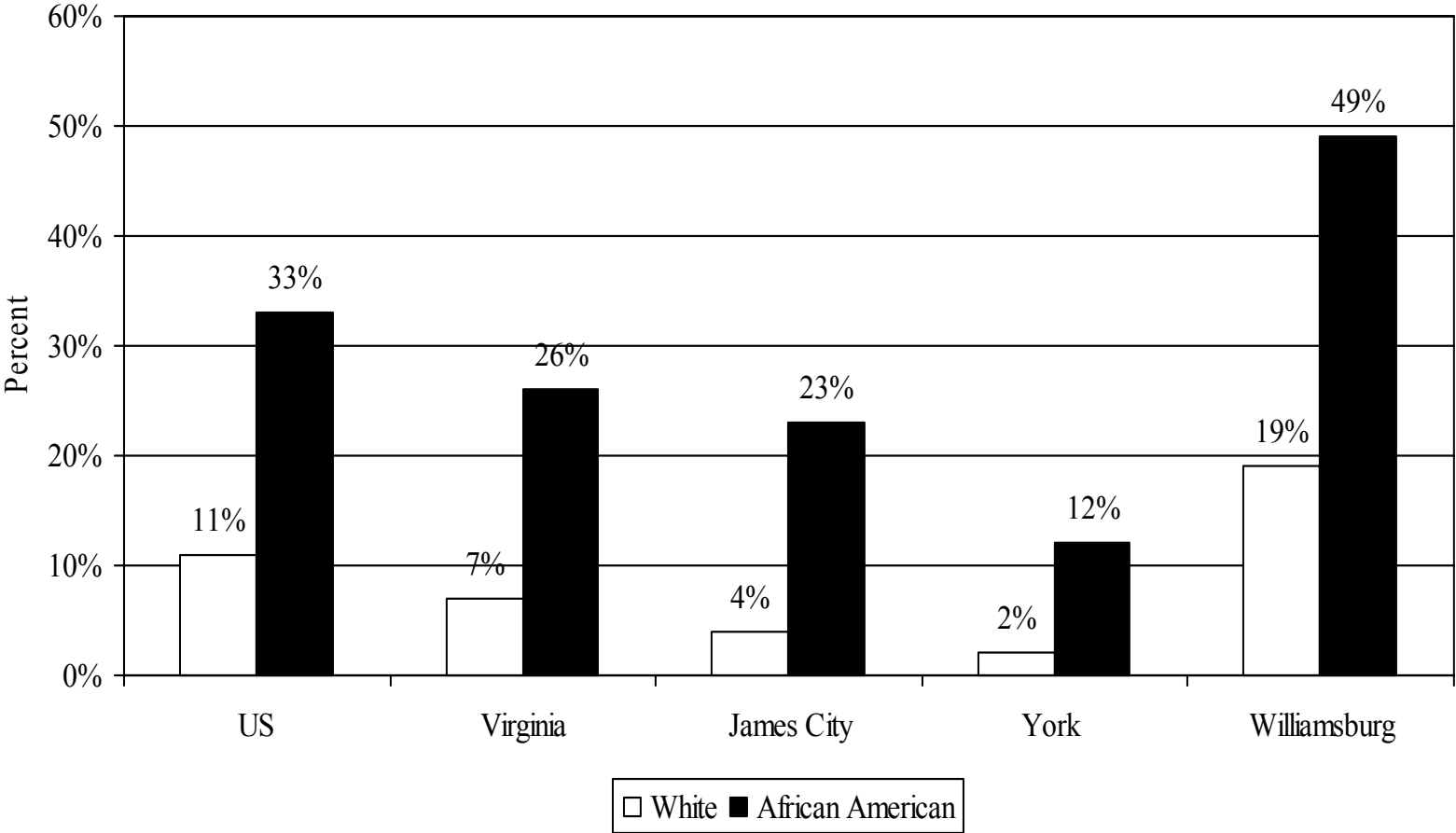
The Structure of our Labor Market Perpetuates Inequality

Racial Inequality Illustrates Our
Area's Structural Imbalances.

Ratio of Minority to White Median Household Income by Jurisdiction

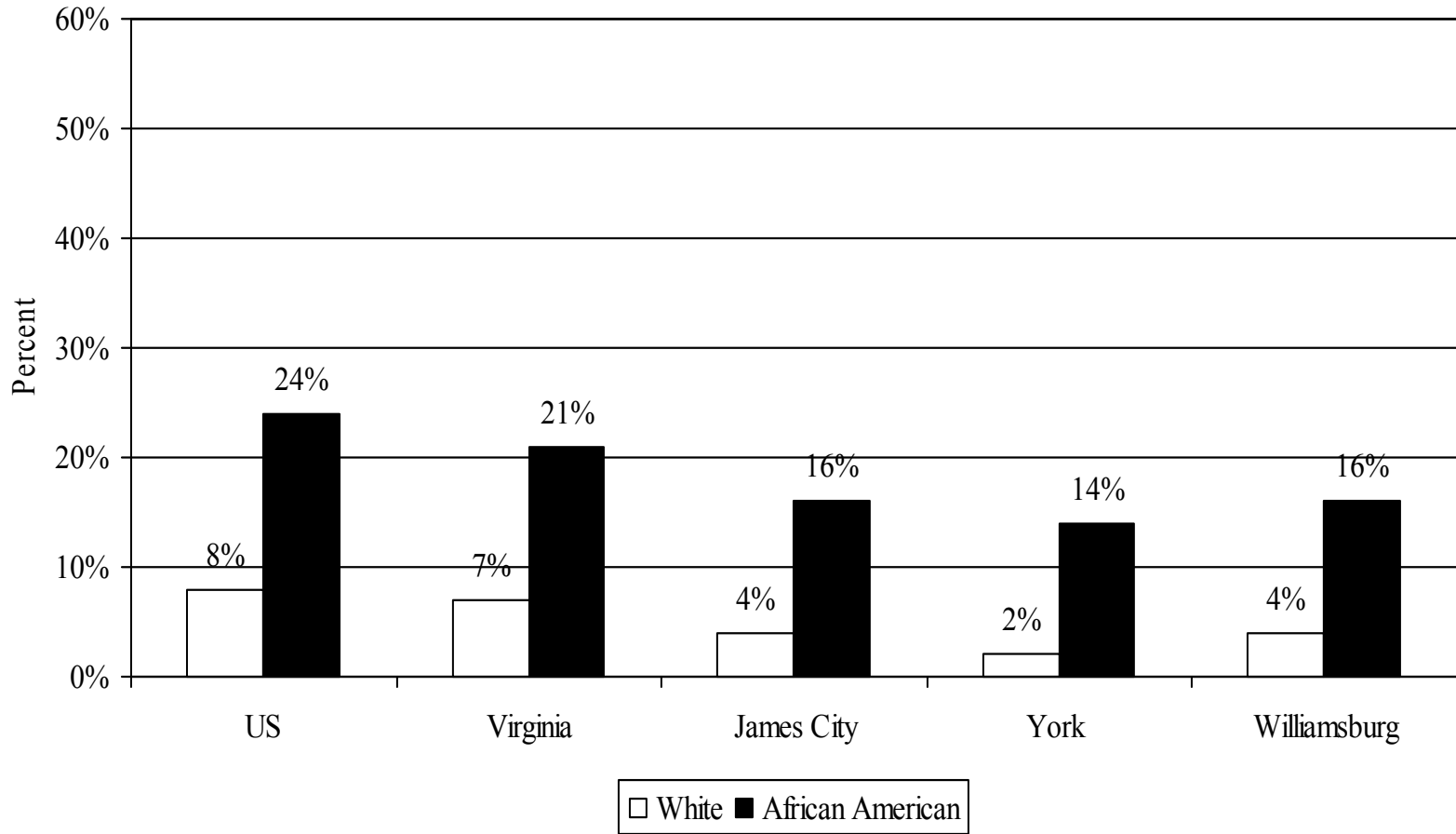


Williamsburg Youth, especially African American Youth Have Much Higher Poverty Rates

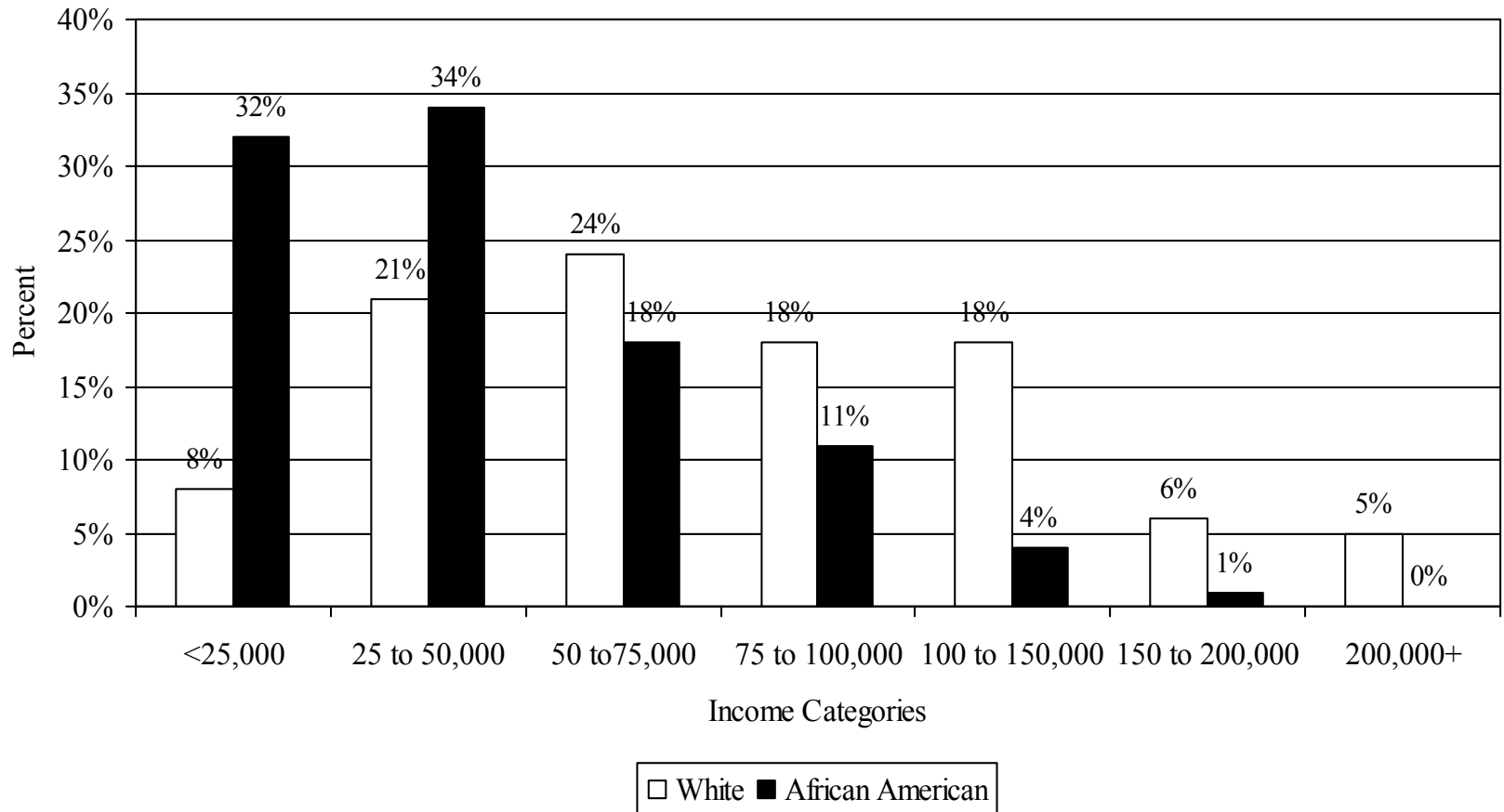


Source: Author's tabulations from the 2000 U.S. Census.

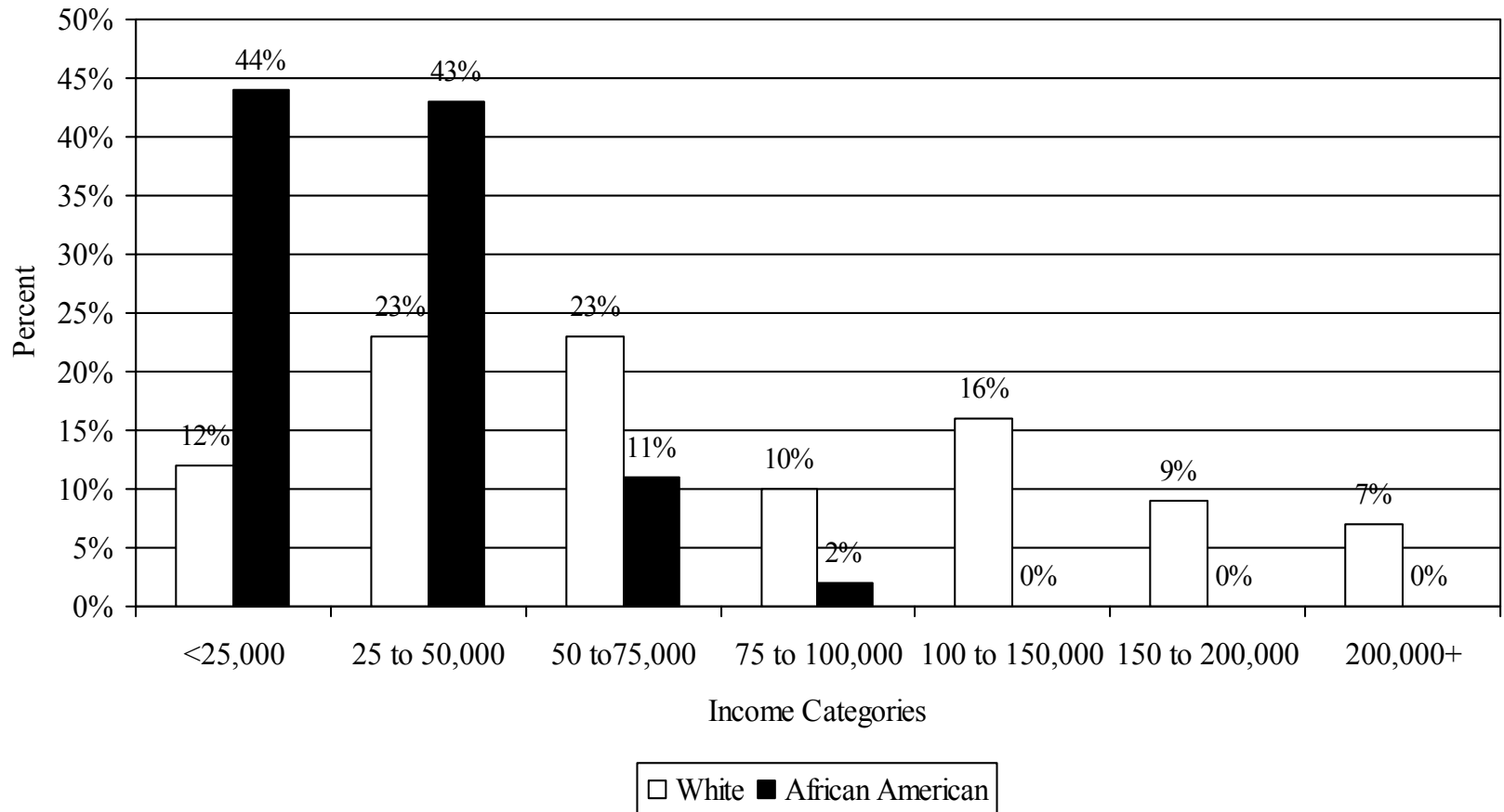
Although Lower than the US and Virginia, Elder African Americans Have Poverty Rates 4 to 7 Times Higher than Whites (Ages 65 and Over)



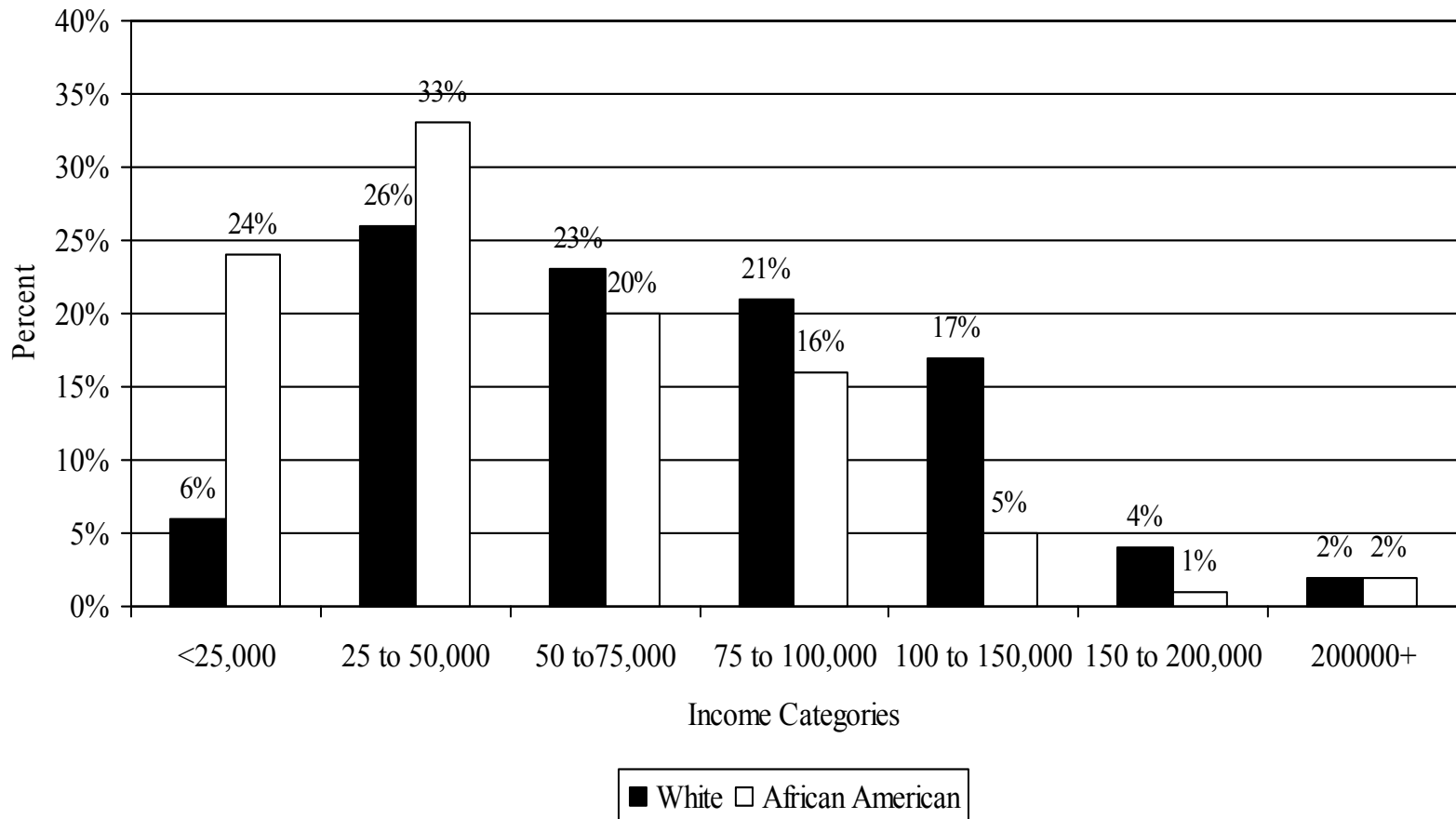
The Income Distributions of Black and White Families in James City are Quite Different



The Income Distributions of Black and White Families in Williamsburg are Quite Different



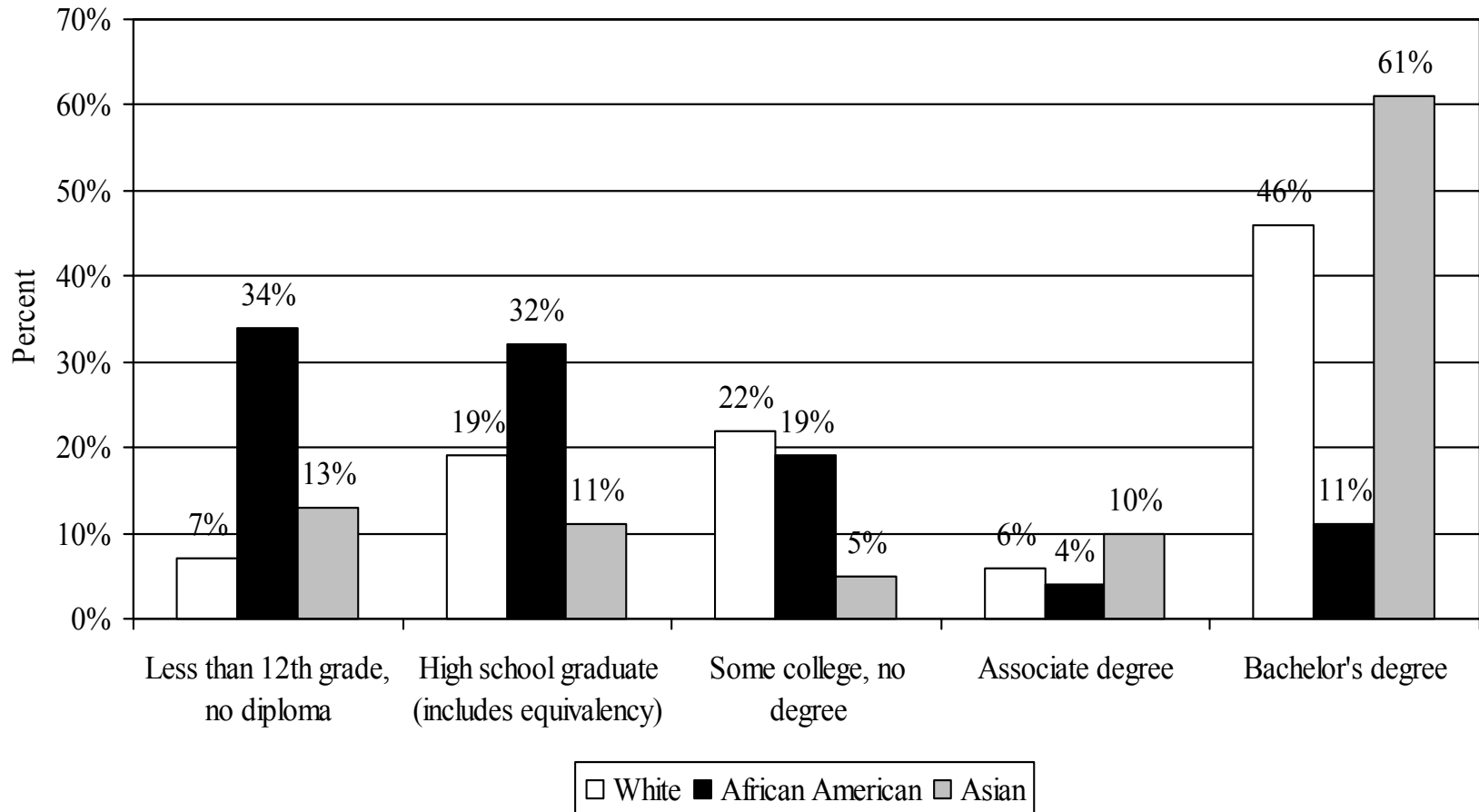
The Income Distributions of Black and White Families in York are More Similar



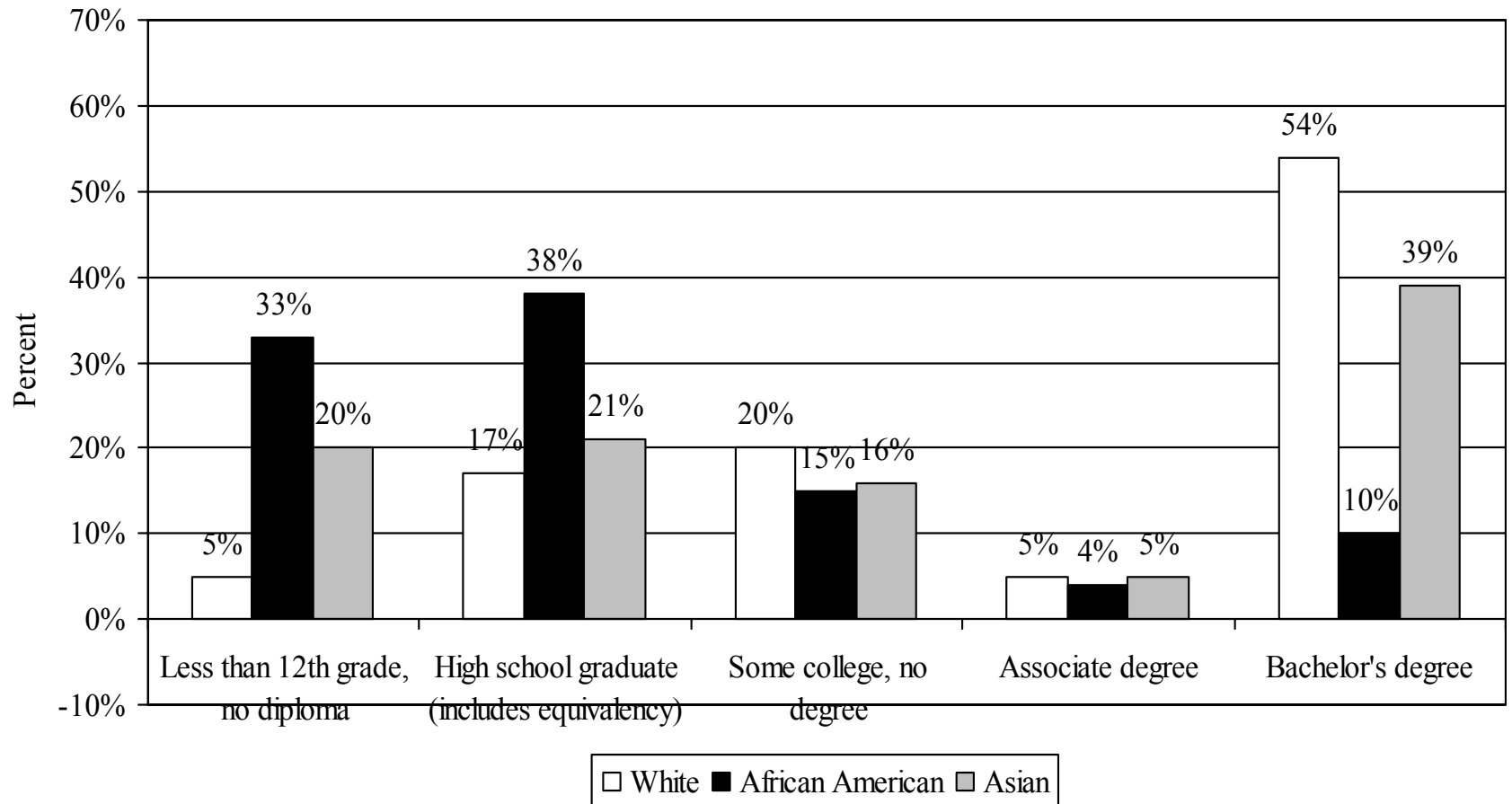
Racial Inequality Illustrates Our Area's Structural Imbalances

Differences in Education are Key Contributors
to the Income and Earnings Gaps in
Williamsburg and James City

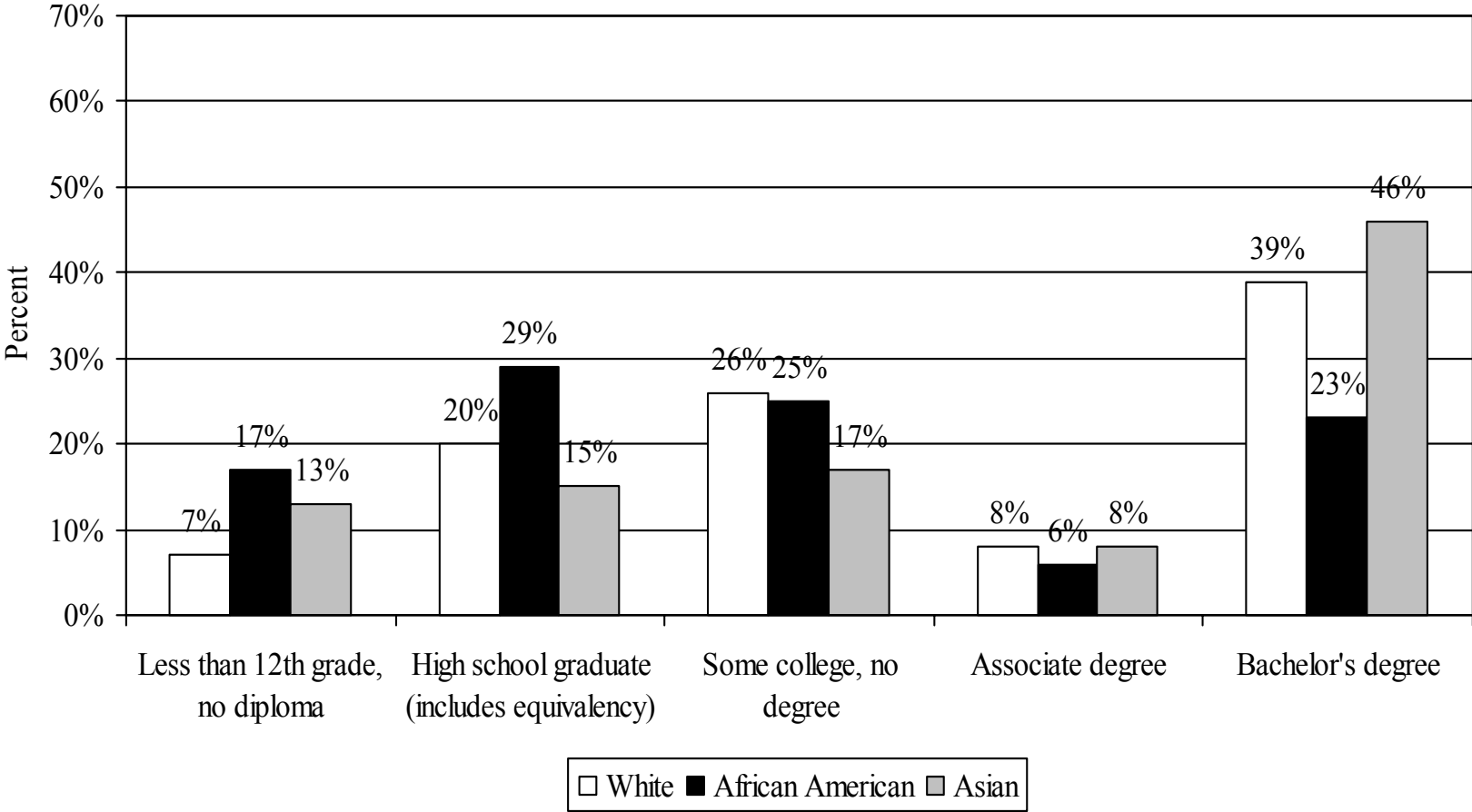
In James City, African American Adults Have Very Different Education Distributions from Whites and Asians



In Williamsburg, African American Adults Have Very Different Education Distributions from Whites and Asians



In York, African American, White and Asian Adults Have More Similar Education Distributions



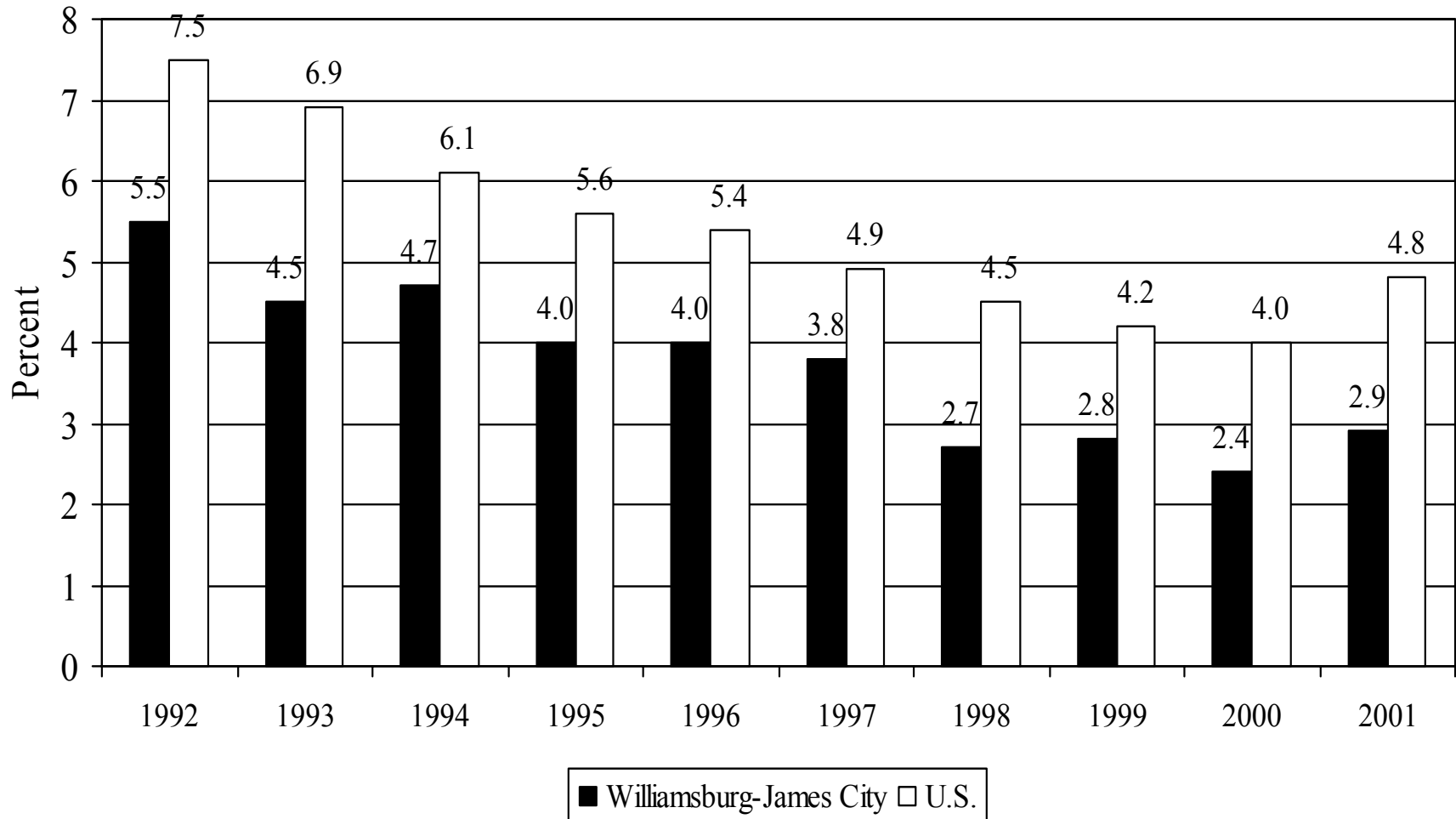
The Structure of our Labor Market Perpetuates Inequality

The Economic Boom of the 1990s
Failed to Lift All Boats

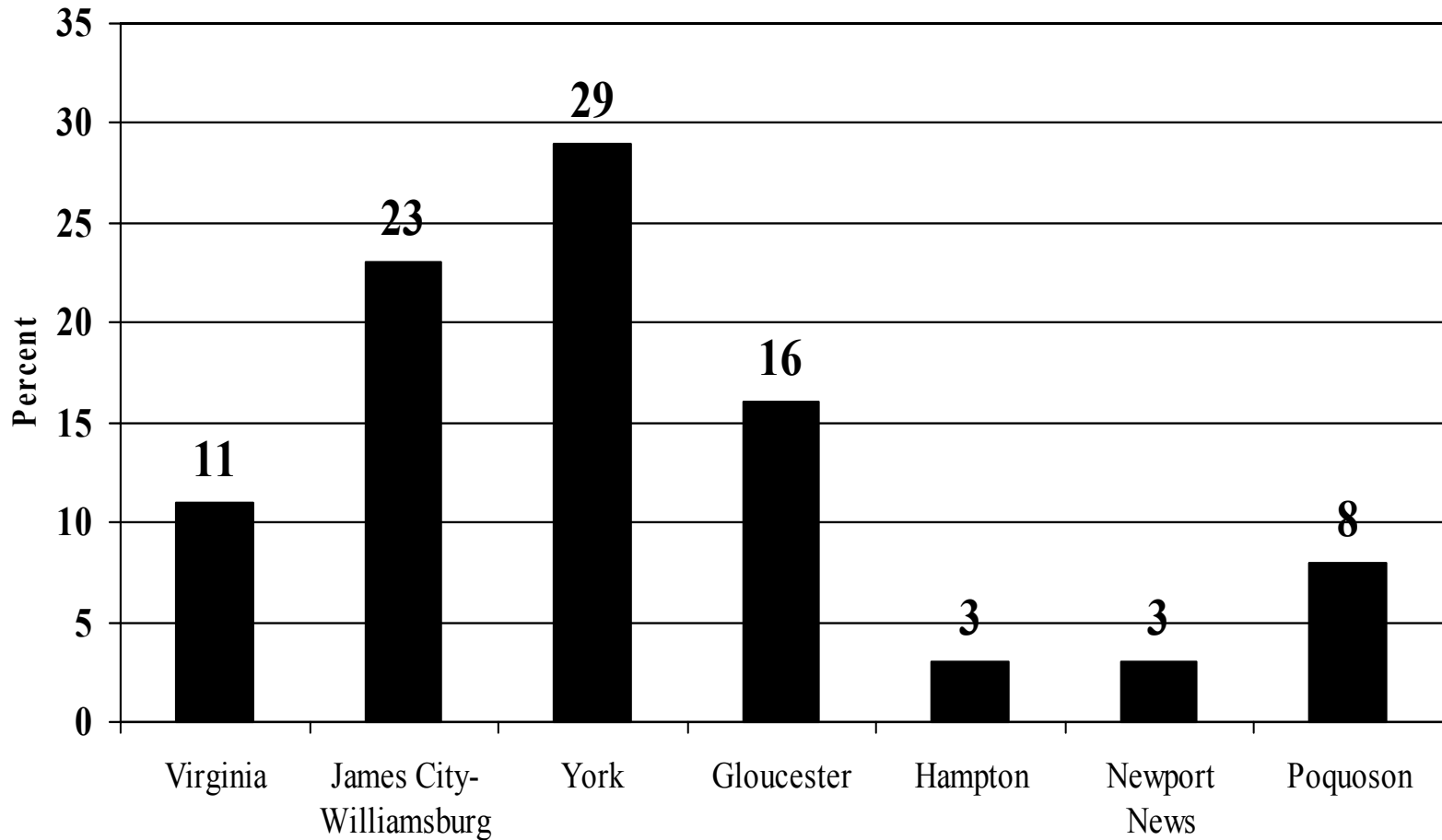
Facts About The Boom

- Longest economic expansion in U.S. history
- Key features of Williamsburg's boom:
 - The boom started at lower unemployment rates
 - Consistently low unemployment rates for extended period of time.

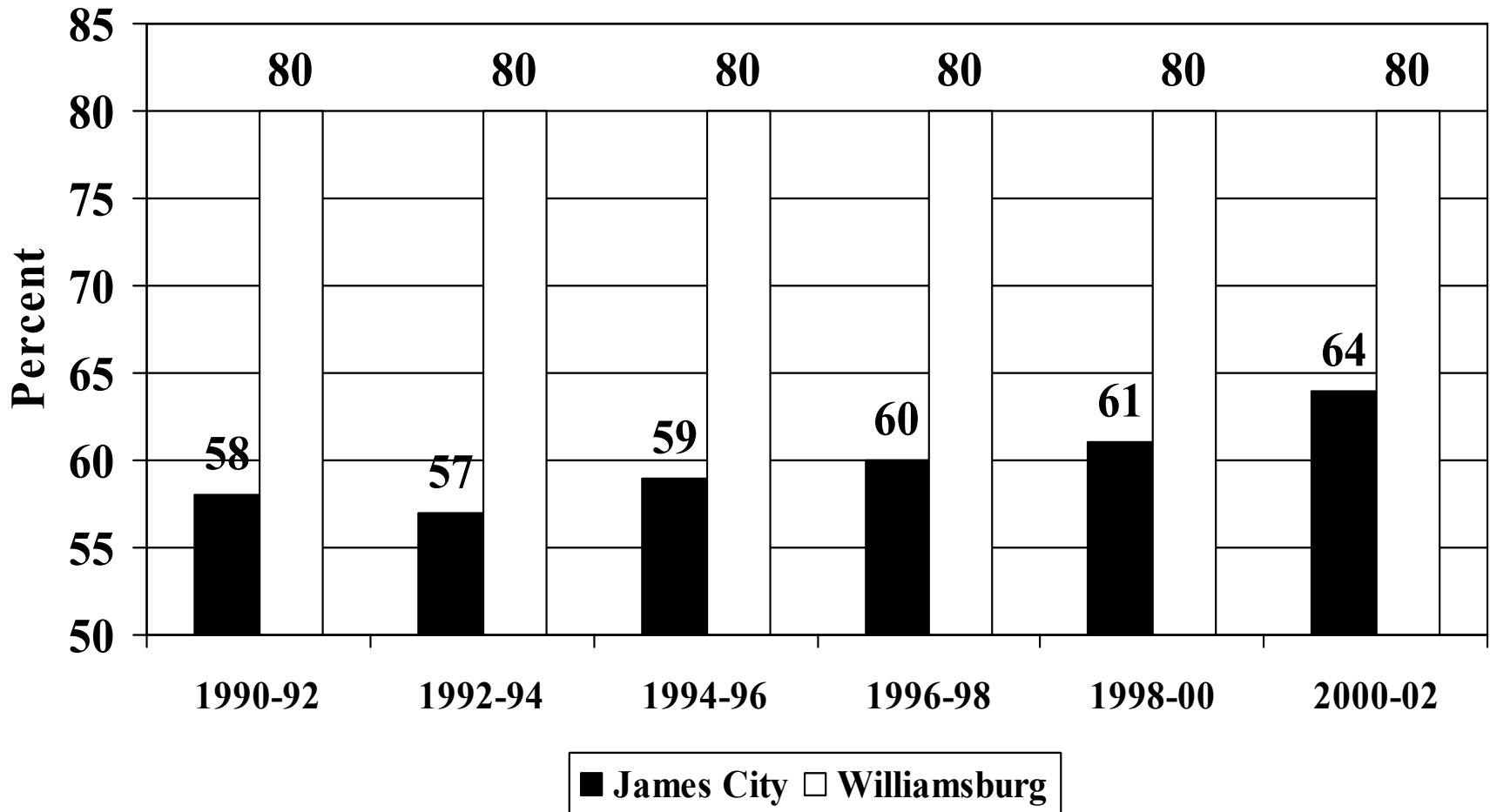
During the boom, the local jobless rate has always been below the national rate...



Employment Growth During the Boom: 1992 to 2000

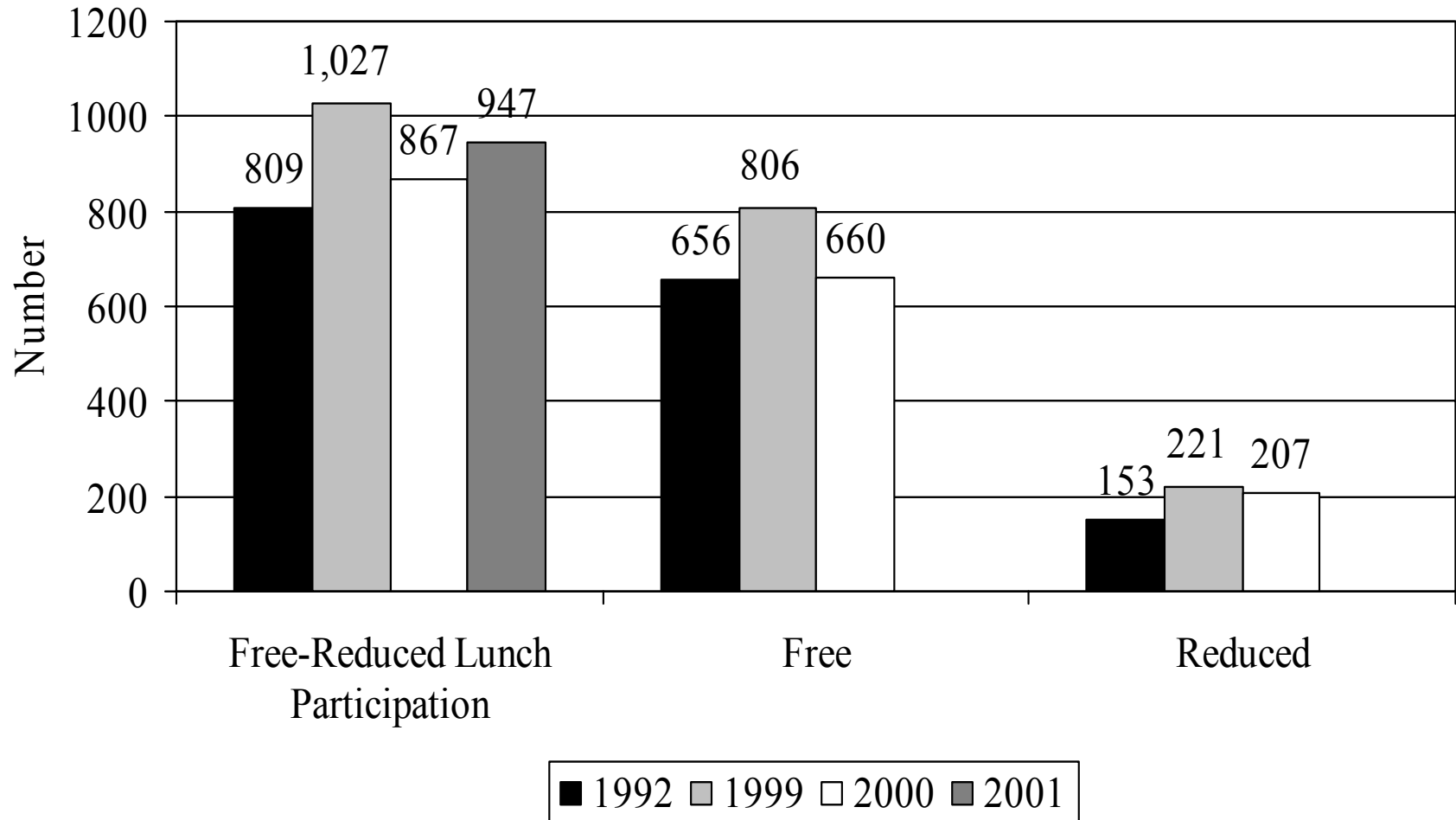


During the boom, the community became wealthier...



Source: Williamsburg-James City County Public Schools.

But the rising tide did not lift all boats. The Number of K-5 Children Utilizing the Free-Reduced Lunch Program Increased.



The Percent that Utilized the Program Also Increased.

