EST Virtual Meeting Notes

Thursday, January 21, 10-12pm

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| **Announcements and Events**   * Annandale office now closed due to COVID – Remote services only * For questions on VITA Tax Assistance: DFSVITA@fairfaxcounty.gov * Jan 27th [Loudoun Regional Job Fair – Please share with your candidates](https://portal.premiervirtual.com/event/register-jobseeker/3517-loudoun-county-regional-fair) * Jan 28th - [Loudoun “Jumpstart Your Career in Construction” HCCA Informational Event](https://hccacareersinconstruction.eventbrite.com) * Re-Employing Virginians (REV) Grant Extended through 2021 - <https://www.nvcc.edu/rev/> * Crystal Thrower – Find Registered Apprenticeship companies near you: <https://www.doli.virginia.gov/apprenticeship/sponsor-list/> * JCA 50+ Expo February 4th is Seeking Employers – [Offer to employers as a recruiting opportunity](https://virtualexpos.accessjca.org/) * For automated notification of Amazon jobs opening near you, Text NOVANOW1 to 77088 |

1. **Overview recap of last meeting and update on suggestions** 
   * New EST Website: [www.vcwnorthern.com/est](http://www.vcwnorthern.com/est)
   * New Contact List
2. **Appteon Registered Apprenticeship Program - Joshua Harrold |** [joshua.harrold@appteon.com](mailto:joshua.harrold@appteon.com) | www.appteon.com | Connect on [LinkedIn](https://www.linkedin.com/in/joshua-harrold-cwdp-6397648/)

* Appteon is a Software developer employer hiring for 2 Software Development Apprentices
* Provides **both** 100% online 150 hours of IT coursework **and** 2000 hours of apprentice paid onsite training as an Appteon employee (graduates continue as salaried Appteon employees).
* No cost to candidate or our programs- Training is covered through CRAFT grant, work is paid
* One Year Program. Wages: Start out $32,500 for first 6 months (halfway of all hours), at 6 months bumped up to $40,000. After 12 months - $50,000-$75,000 based on certs completed. Expected to continue as their employee, opportunity to continue moving up.
* **Candidate qualifications:** 
  + GED/HS diploma (college classes or additional coursework helpful but not required)
  + Age 18+
  + Passion/commitment
  + Seeking diverse populations: Women, veterans, and other underserved populations
* **How to Apply:** 
  + Forward resumes to Warren at [warren.smith@fairfaxcounty.gov](mailto:warren.smith@fairfaxcounty.gov) ASAP
  + Candidate will be sent Assessment for math and analytical thinking – must pass 55% or higher
* **Other Requests to EST:** Appteon seeking connections with candidates AND employers
  + Intermediary to do administration and training of apprenticeships for other companies
  + Appteon has monetary incentives to offer companies to create apprenticeship positions
  + Appteon provides 150 hour training, company would hire candidate as apprentice
  + Appteon does all the apprenticeship paperwork
  + Requests EST recommend companies with tech positions: software, medical IT, banks.  
    Goal to engage up to 10 employer partners - Cold leads ok.
  + The more employers they partner with, the more opportunities for our candidates

1. **Amazon – Swati Dehnuwala, Staffing Coordinator- Workforce Staffing**

Email: [dehnswat@amazon.com](mailto:dehnswat@amazon.com) | Connect on [LinkedIn](https://www.linkedin.com/in/swatidehnuwala/)

* + **Hiring for New Offices in Gainesville and Manassas:** 
    - Gainesville opening February 1st – Hiring Now
    - Manassas anticipated opening end of February – Hiring starting end of this month
    - Text NOVANOW1 to 77088 for automated alerts when jobs open near you
    - **Jobs listed weekly every Thursday night at:** [www.amazon.force.com](http://www.amazon.force.com) - Best time for the candidate to pick up the shift is right after it is posted
  + **Hiring for**
    - Fulfillment Centers (warehouse), delivery, grocery shopping
    - Good COVID-prevention practices – no COVID incidents
    - Most jobs part-time 20-25 hours/week, all shifts (3-4 days/week)
    - Full times sometimes available (40 hours with benefits, 4-5 days/week)
    - Swati is open to being invited to job fairs. Candidates must go through Amazon website.
* **Tips:** 
  + If want more hours, apply to the Warehouse – easier to pick up extra hours and overtime because they operate 24 hours.
  + Whole Foods shoppers most flexible (10-20 hours per week, pick own hours)
  + Not hiring in project management and IT right now, but Swati recommends apply for warehouse first and then possible to move around, manager knows you better. Easier to move from one job to another area.
  + Career Choice program after 1 year allows for chance for longer term employees to pick career pathways within Amazon, including IT jobs
  + For COVID – it is ok if candidate has expired ID as long as it expired after March 2020
* **Notes**:
  + Swati requested to be invited to job fairs/hiring events
  + Mark made the point: UPS and FedEx just ended their peak season so there are going to be some people with driving and delivery looking to transition.

1. **Britepaths – Sally Meyer, Workforce Development Director**

**3 Programs Open to Fairfax County Residents**

* **Career Services 1:1 Supports**
  + Can help with extra 1:1 supports: Resume review, interview prep, application assistance
* **Network Up Mentorship Program**
  + Candidate matched with a mentor in same or similar field for 2-5 virtual meetings
  + Not a job placement program, but can lead to networking referrals
  + Mentor provides industry-specific advice on interviews, resumes, LinkedIn etc.
* **Avenues to Career Training – 8-Week Healthcare Pathways Exploration**
  + Recruiting right now for 7th cohort, begins Feb 1st 8 weeks Mon – Friday 10-3pm
  + Pre-support for healthcare training, medical terminology and basic knowledge
  + Weekly financial literacy, weekly computer training with Computer Corp
  + Guest Speakers to talk about day in the life of a medical assistant or medical coder, explore different medical pathways.

1. **Events Updates**
   * **Michael Bozeth, Loudoun Workforce Resource Center**
   * “Ask an HR Pro” panel well-received, more recruiting-view events to come
   * Jan 28th - “Jumpstart Your Career in Construction” HCCA panel for candidates
   * Jan 27th Loudoun Regional Job Fair. Employer cutoff Jan 23rd. Encourage candidates.
   * **Ed Dupass, VEC/VCW Premier Virtual Contract** (edward.dupass@vec.virginia.gov)
   * Ed is administrator for new VCW/VEC Premier Virtual Job Fair License. Can create events for any workforce partner in Area 11, 12, 13 thru Dec 2021.
   * Large events or small events, any number events/employers
   * Targeted population events ok (veterans, disability, etc.) as long as open to all partners to send candidates within those categories
   * Update coming in March which may improve accessibility and complexity
   * Must let each other know when events are so we don’t overschedule and conflict
   * Accessibility concern: Accessibility of the platform is unclear at this time. Diane (DBVI) offered to connect to a JAWS user to test functionality at upcoming events
   * **February 4th Statewide Job Fair** - [Candidate registration page here](https://vcwnorthern.com/wp-content/uploads/Statewide-Hiring-Event-February-2021-Jobseeker.pdf)
     + Still recruiting employers and jobseekers
     + Jobs organized by region for candidates who are looking to relocate
     + For a list of employers so far, visit [www.vcwnorthern.com/est](http://www.vcwnorthern.com/est) in Announcements
     + Date: February 4th Time: 1pm – 4pm. Refer interested employers to [Myra.mobley@vcwnorthern.com](mailto:Myra.mobley@vcwnorthern.com).
2. **Salesforce Licenses, Seema Jain**
   * VCWN required to submit employer engagement data every quarter
   * 15 EST members have Salesforce licenses but most are not inputting data into the system
   * Required info VCWN uses to measure employer services.
   * Recommends cross-training for those unsure how to use it from those who use it regularly.
   * If it is no longer appropriate for you to have a Salesforce license, please contact [Seema.jain@vcwnorthern.com](mailto:Seema.jain@vcwnorthern.com)

Thank you everyone! The next meeting date is Thursday February 18th, 2021.