**EST Virtual Meeting Notes**

**Thursday, January 20, 2022 10 a.m. – 12 p.m.**

**Follow Up Questions and Answers from Tucker Plumlee:**

**Q: QUIT RATES: are these numbers calibrated for multiple job holders (people who may work in health care or hospitality f/t and retail on the side or vice versa, for example...)? POSTINGS: Is that number typically inflated (bloated?) (some employers advertising "nice to have"/hard to find positions and "real" (urgent) positions)?**

**Answer:** Good questions, Mark-- JOLTS (which provides quits/openings) is gathered from establishments, so multiple job-holders are counted for each job move. Also, yes, postings are not a one-to-one reflection of openings--duplicate postings are removed but, for example, contractors may post for jobs on a contract that hasn't been awarded yet. As a result, areas such as IT can be a little inflated, while areas like construction are somewhat underrepresented.

**Q: What rate of growth are you seeing in the Gig economy?**

**Answer:** The gig economy question is tricky as there isn't great up-to-date data at the local/regional level... This is a good website for relevant data/research, however: <https://www.gigeconomydata.org/>

**Q: What are the trends in wages?**

**Answer:** I will have to look further into trends in local wages. However, the MIT website has a great resource for identifying liveable wages in your area that you can use as a guide: <https://livingwage.mit.edu/>

**Talent Solutions Time Discussion:**

**Shared Challenges:**

* Transportation, need jobs that do not require a drivers license or transportation assistance
* Candidates with IT degrees or certifications but need initial experience
* Need employers open to internships and/or diversity

**Solution Suggestions:**

* Judy Galen, Loudoun commuter services, is available to help plan public transportation routes to resolve transportation issues. Nancy Evanko or Michael Bozeth for more information.
* Case staffing between relevant EST members (example: Nancy Evanko, LWRC, and DARS) to look at resumes and try to problem solve those cases on a monthly basis.
* Educational event on Diversity and Inclusion or Internships that could be offered to employers
* Consider remote work from locations outside of Northern Virginia
* Focus on non-federal contractor Virginia companies who may have less strict requirements
* For candidates with disabilities or veterans, look more into Schedule A for federal pathways to increase hiring success

**Things EST Would Like to See/Learn More About This Year:**

* Security Clearance - Security Clearance subject matter expert, find out if you can pay a company separately for Security Clearance
* Virginia Credit Union to help low credit score candidates and inform on Fair Credit Reporting Act
* GovCon Committees of Northern Virginia Chambers of Commerce
* Collaborate more in sending job announcements – send any leads you have to Warren and Kellan and they will distribute
* A centralized list of active employers for active apprenticeships and internships. When and where are the opportunities being offered.
* List employers with free training and Learn to Earn opportunities (Heavy Equipment, Healthcare, etc)
* Review option to do a quarterly or bimonthly meeting with Arlington and Alexandria to be more centralized for shared interest and shared challenge.
* Current sources of data on job quality features that WORKERS now value more. E.g., what pay and job quality features are most likely to attract and retain workers, health and wellness etc.
* Resource or guidance to help assist employers in attracting applicants (employers are still continuing their old ways of hiring). Bullet points or presentation of strategies to incentivize and improve job quality (ie offering metro cards to help get to work, info on retention, recommended wages, additional benefits, flexibility).
* Suggestion to include other EST members in employer meetings because we're all seeking time with the employer, kill multiple birds with one stone (for example, Mike could join a meeting to do HR consulting on this topic).
* Supports for Refugees: American Workplace Culture and connecting to AJCs
* Continue sharing challenges and brainstorming solutions
* Local workforce data as well as vetted articles and information

**On-the-Job Training Review**

* OJT subsidies are available for you to pitch to employers. Can go up to $5000 per employer.
* New flyer is attached that you can share with employers
* Reverse referrals- Employers can identify a candidate and then WIOA can qualify them, or they can refer a candidate directly who is already enrolled.
* All members of EST can pitch OJT, and then connect with Mike, Warren, or Kellan to implement
* For support on how to pitch OJT to employers, contact Kellan Graves or Bobby Mahon Robert.mahon@fairfaxcounty.gov

**Upcoming Events and Announcements:**

* [**January 26th Manassas Community Job Fair**](https://www.relianthiring.com/greater-manassas-community-job-fair.html)**(In Person)**
* **Virtual job fair Amazon Feb** **15th** 11am - 1pm (lots of positions, some remote)
* **Save the Date: Statewide Virtual Hiring Event February 24th**– More details in coming days (Contact: Ed DuPass)
* [**Washington Gas and Goodwill Training for Energy Careers:**](https://dcgoodwill.org/education/training-programs/energy-construction/)
(Please note, the dates mentioned in the text are not accurate, but the calendar to sign up for information sessions is accurate. They are recruiting for a cohort now).
* **[Warn Notice:](https://www.vec.virginia.gov/warn-notices)**ABM Industry Group Kaiser Permanente, 137 people all over Northern VA (Springfield, Tysons, Burke, Sterling, etc). Contact Greg Vaughn with questions.
* **Reminder of two Loudoun websites to assist jobseekers** to identify employers: [WorkInLoudoun.com](http://www.workinloudoun.com/) and [workinnorthernvirginia.com](http://www.workinnorthernvirginia.com/)

**Jobs Highlighted:**

* Mouly has an IT employer who is willing to hire candidates with one felony if they have 2-3 years of experience in IT (mouly.alamouati@fairfaxcounty.gov)
* Michael Bozeth contact: Integrity Tech – Loudoun area, starting at $18, hiring for multiple positions. Interested in training and certifying candidates (first step in a Network Engineering Career). Careers to install cable in data centers. Open to anyone with a healthy back and transportation. Contact Mike Bozeth or Mark Chernisky for contact information.
* Amazon Fresh 1000 hiring bonus