**EST Virtual Meeting Agenda Notes**

**Thursday, June 16, 2022, 10 a.m. – 12 p.m.**

1. **Job Developer Tip of the Month – Shared tips from Job Developers:**

* Attend Chambers of Commerce meetings– give a talk on your resources, network
* Attend the job fairs yourself as a job developer
* When you refer a candidate to a job developer or employer, send a referral email summarizing a referral email (see sample below).
* When orchestrating job fairs, add a calendar invitation for employers (and/or job seekers) and send a follow-up message through the calendar invitation the night before to remind them.
* Call your participants “Candidates” when speaking to an employer. Calling them “clients” “participants” can give the employer an unconscious connotation that this person needs help or has a barrier.
* Focus on the candidate skills, not the program the person is a part of. If you work for a program that supports a particular demographic, have a second signature block for employers that is more general (ie “Virginia Career Works”) to not label the candidate as a participant in a specific support.
* Two LinkedIn candidate tips from a recruiter

1. Be sure candidate adds the Title(s) of the jobs they want as a profile header, and add those words to their work history. Titles help them show up in recruiter searches.
2. Encourage candidates to search for recruiters and diversity recruiters in companies they want jobs in. Candidates who are 1st and 2nd in the network of the recruiter doing the search show up at the top of the list.

* Bill Browning: New report from McKinsey: Human Capital at Work – The Value of Experience: According to their analysis of career paths of 4 million workers in the US and several other countries, McKinsey says that work experience accounts for nearly half (46%) of one’s human capital over a career, with education and family upbringing making up the rest. Presenters and panel respondents were especially captivated by their finding that “bold moves” to take a chance on new roles or paths often lead to larger increases in earnings.

1. **Meet the EST Member: New Member Introductions**
   * **Shirley Dodson, Workforce Business Manager/Talent Solutions** (sdodson@vedp.org)  
     *Virginia Economic Development Partnership (VEDP)*

Temporarily covering Northern VA, participates in business development and HR consulting services to Virginia companies or those expanding into Virginia, including traded sector companies, research and development, corporate, manufacturing, and admin.

Has a number of incentives including the Virginia Jobs Investment Program to offset hiring and recruitment costs. She helps to make resource connections with workforce partners and employers.

* + **Gwendolyn Scott, DARS Placement Counselor  
    Kailan Wilson, DARS Sr. Employment Services Specialist**  
    *Department of Rehabilitative Services (DARS)*

DARS offers employment services for candidates with documented disabilities interested in employment.   
  
No Waiting list at the moment. Documentation of disability can include physician letter, IEP from school, or other forms. If you have a candidate to refer, contact your local DARS office for intake.   
  
DARS hosts weekly professional job club for DARS participants with employer partner visitors, opportunity to speak directly and hire out of the group.. Gwendolyn and Kailan welcome EST staff to sit in on job club to see how it works, and welcome employer referrals to visit the club.

* + **Alicia Edwards, Business and Executive Programs Manager, NOVA Workforce**  
    *Northern Virginia Community College (NOVA)*

Student Training Programs: Work with students who are underemployed or unemployed, or career changers. Can speak to programs like Fast Forward and Virginia domicile funding programs, to fill the gaps between job demand and training need.   
  
Examples: Provides a financial literacy training for parents who qualify for Head Start. Regionally, training available for enlisted marines in Quantico who are not quite academically eligible to qualify for tuition training to get them through that phase.

1. **Talent Solutions Time: Candidate Solutions Brainstorming**

* SHRM Mentoring opportunity upcoming – contact Nancy Evanko
* [Upwardly Global](file:///C:\Users\Eliza%20Chappell\AppData\Roaming\Microsoft\Word\upwardlyglobal.org) for new professional immigrants
* [Streetwise Partners](https://streetwisepartners.org/apply/) has a free job readiness program that comes with a lot of networking
* Youth: WIOA Youth Program - <https://vcwnorthern.com/youth-programs/>
* Question: Refugee/Immigrants with Medical Degrees, where can they transition into medical?
  + Sheila Jones had a candidate get a job as an administrative assistant at LMI (Urgent Care)
  + Dar Al Hijrah has had luck with Kaiser “Clinical Assistant” positions
  + Some insurance companies hire for [triage nurses](https://www.conduent.com/industry/insurance-industry/casualty-insurance-solutions/work-injury-triage/?utm_campaign=CMS-CAA-2021-04-AMER-CCC.CasClaimsNurse-Lead-PPC&utm_medium=ppc&utm_source=google&utm_content=search&sncid=14&keyword=nurse%20triage%20services&gclid=EAIaIQobChMIsfLuxaKy-AIVcPDjBx26NQyMEAAYAiAAEgKAafD_BwE).
  + Medical interpreting freelance companies
  + Capital Care
  + Care Manager at Assisted Living
  + Inova – Ask for a contact in their community clinics where they may value multilingual

1. **Old Business/New Business**

* **Kellan Graves new role** as Fairfax County Business Services Supervisor, filling Mouly Aloumouati’s vacant role
* **Loudoun County Job Fair Tailgate Update:** 37 out of 43 employers attended, jobseekers 50% attended (119 registered, 66 attended)
* **Employer Survey Updates** – Send to your employers by July 15th. <https://www.surveymonkey.com/r/V8BRVK9>
* **ELEVATE Program Updates:**
* ELEVATE has a lot of employers looking for candidates, seeking jobseekers. Woodbridge, parts of manassas, Dumfries, Gainesville.
* OJT $18 per hour and up pw service authority. Job fair July 19th. Public works, police, sherrifs, adult and detention center, community services, development services. At least 5 positions in each department.

1. **EST Schedule for the Summer**
   * Next Meeting –[**Joint Regional Meeting with Area 12 July 15th**](https://teams.microsoft.com/l/meetup-join/19%3ameeting_MTZiZjhkMWYtZmJlZi00NGEyLWE0MDAtMmUxNzRjODU0YjMw%40thread.v2/0?context=%7b%22Tid%22%3a%2280354804-1fdf-428e-9f5f-5091e994cf54%22%2c%22Oid%22%3a%2280b3f6f4-ba71-4d50-a175-6cdca9b1883a%22%7d)
   * No Meeting in August
   * No plans to return to in person at this time as the EDA offices are closed to the public at the moment.

The next meeting is scheduled for **FRIDAY July 15th, 2022 at 10:00 am on the** [**Area 12 Teams**](https://teams.microsoft.com/l/meetup-join/19%3ameeting_MTZiZjhkMWYtZmJlZi00NGEyLWE0MDAtMmUxNzRjODU0YjMw%40thread.v2/0?context=%7b%22Tid%22%3a%2280354804-1fdf-428e-9f5f-5091e994cf54%22%2c%22Oid%22%3a%2280b3f6f4-ba71-4d50-a175-6cdca9b1883a%22%7d)**.**Please Contact Eliza Chappell if you do not have the meeting invite.