

2014

ANNUAL REPORT



WE HELP NORTHERN VIRGINIA WORK

INTRODUCTION

January 2015

To Northern Virginia Business Leaders and Local Citizens:

The critical importance of workforce development, skills training and employment services are recognized as key factors for the Northern Virginia, the Commonwealth of Virginia and the United States economy to continue growing out of the unemployment challenges from the Great Recession. Local elected officials understand the employment needs of the tens of thousands of jobseekers visiting the six (6) Northern Virginia **SkillSource** Centers. Virginia Governor McAuliffe has elevated the importance of workforce training and credential attainment to one of his Administration's key priorities. Moreover, President Obama and the U.S. Congress emphasized the critical role of the public workforce system through a rare 2014 bipartisan agreement and the enactment of the new Workforce Innovation and Opportunity Act (WIOA). All of these activities, at the national, state and local levels, are a challenge to **SkillSource**, the Northern Virginia Workforce Investment Board and our State and Local Partners to constantly evaluate our services and to assess outcomes on behalf of the public.

We are pleased to highlight an independent evaluator's 2014 Return on Investment estimate of nearly five times the public funding investment, as a result of successful employment outcomes from **SkillSource** and the One Stop Operator for Northern Virginia Workforce Area #11.

The Northern Virginia Workforce Investment Board is one of 15 local Workforce Boards in the Commonwealth of Virginia, serving over 1.9 million residents and tens of thousands of businesses in Fairfax, Loudoun and Prince William counties and the cities of Falls Church, Fairfax, Manassas and Manassas Park. For the years 2014 - 2016, the Board established three strategic goals – **Sustainability, Comprehensive Training and Job Placement Services and Building Partnerships with Employers**. In this 2014 Annual Report, you will read how the

Northern Virginia Workforce Board is aligning programs and services with these strategic goals through a variety of initiatives and projects, including:

- Ongoing growth of Northern Virginia workforce services to military veterans through the Northern Virginia Jobs for Veterans initiative.
- Implementing the Virginia Employment Through Entrepreneurship Project, funded through the U.S. Department of Labor's Workforce Innovation Fund, creating new independent enterprises and business owners.
- Enhancing services to jobseekers and employers utilizing our six (6) Northern Virginia **SkillSource** Centers.
- Continued expansion of the **SkillSource** Ticket To Work Program, which supports adult jobseekers with disabilities with their transition to employment and self-sufficiency.

You are invited to join us in connecting jobseekers with employment and supporting businesses with skilled workers. We help Northern Virginia work.

Northern Virginia Workforce Investment Board

The **SkillSource** Group, Inc.



Todd Rowley
Chairman



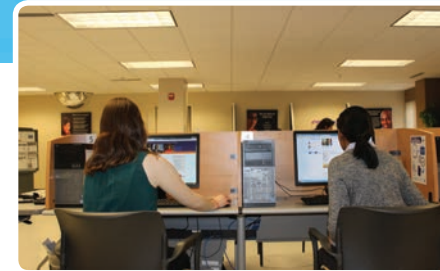
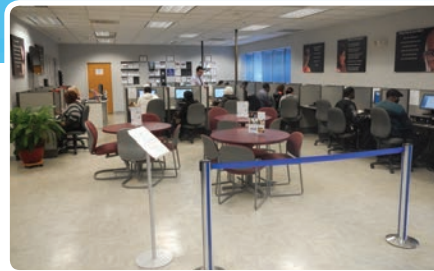
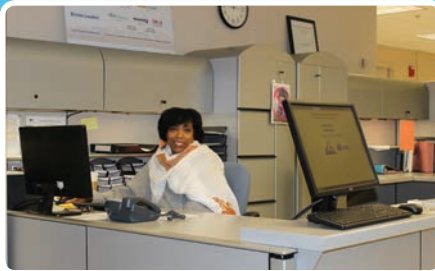
Lesley Channell
Vice Chairman



Hector Velez
Chairman



Linda Gentry
Vice Chairman

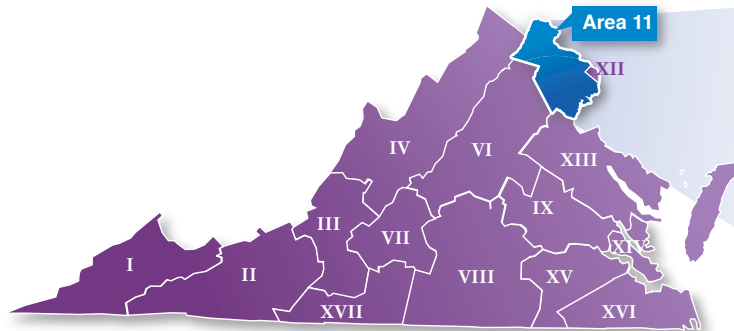


Who We Are

The **SkillSource** Group (SSG) is a non-profit organization serving Northern Virginia employers and jobseekers, serving as the fiscal agent on behalf of the Northern Virginia Workforce System. Our six (6) SSG One-Stop Employment Centers and additional affiliate sites offer a wide range of free employment and training services to businesses seeking to hire and retain qualified workers, and to jobseekers searching for employment to support themselves and their families.

The Northern Virginia Workforce System has 18 public/private partners who bring critical expertise and resources to our SSG Centers and greatly supplement Federal Workforce Investment Act (WIA) funds with related Federal, State and local funding resources. Partners share in our vision to offer diverse populations universal access to a customer-driven service delivery system.

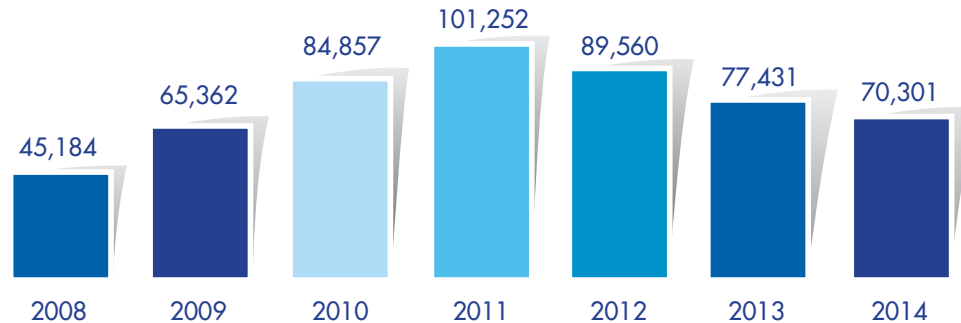
Virginia Local Workforce Areas



Northern Virginia Workforce Area #11 and **SkillSource** Center Locations



Adult Jobseeker Visits Workforce Area #11*



*Numbers include multiple visits by individual jobseekers.

Performance Benchmarks

Through the work of its One-Stop Operator, Northern Virginia Workforce Area #11 has been one of the strongest local workforce board performers in meeting or exceeding the annual WIA performance benchmark ratings in the State. In PY 2013, SSG met or exceeded 9 benchmarks and exceeded 2 employment and credential measures.

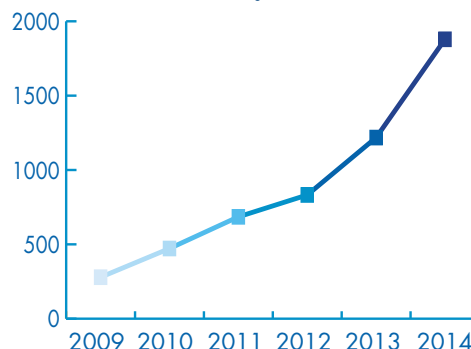


| Adult | Northern Virginia Workforce Area #11 | State Average | Dislocated Workers | Northern Virginia Workforce Area #11 | State Average |
|--|--------------------------------------|---------------|------------------------------|--------------------------------------|---------------|
| Entered Employment Rate | | | Entered Employment Rate | | |
| Employment Retention Rate | | | Employment Retention Rate | | |
| Average Earnings | | | Average Earnings | | |
| Youth | | | Employment & Credentials | | |
| Literacy/Numeracy Gains | | | Adult Employment | | |
| Placement in Employment or Education | | | Dislocated Worker Employment | | |
| Attainment of Degree or Certificate Rate | | | | | |

One Stop Operator Continues Strong 2014 Performance

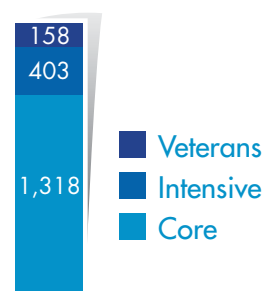
The Fairfax County Department of Family Services (DFS) has an impressive track record for delivering effective workforce and training services. DFS has served as the operator of SSG's One-Stop Centers and WIA Programs since 2001. Their productivity and performance outputs reflect a 573% growth rate from 2009-2014, as measured in Annual Core and Intensive Job Placements of Center Jobseekers. In FY 2014, 1,180 jobseekers were enrolled in WIA Adult, Dislocated Worker and Youth programs.

Northern Virginia Workforce Area #11
Core and Intensive Job Placements *



*Beginning May 2014, totals include Prince William SSG Center Core Placements.

FY2014 Job Placement
Customer Categories



Average Annual Salary

| | |
|-----------------|-------------------|
| \$30,202 | Core |
| \$29,224 | Adult |
| \$55,556 | Dislocated Worker |
| \$72,820 | Veterans |

CDL Puts Single Mother on Road to Independence

Clarisse Kizinga, a single mother with three small children, came to this country as an immigrant and was intent on providing her children a better life. Through her job search, Kizinga discovered SSG and the WIA program, and was referred to a WIA case manager for interest assessments and training options.

Kizinga showed strong interest in a Commercial Driver License (CDL) to become a bus driver. With parenting demands and continuing education pursuits, the hours were more accommodating. Within five months of becoming licensed, Kizinga was hired by the Fairfax County Public Schools making \$18.16 per hour plus benefits.

Kizinga expressed gratitude for the WIA program support she received. She has worked for Fairfax County for over a year and is currently enrolled in accounting classes. Kizinga is motivated to achieve her long-term goal of earning a bachelor's degree.

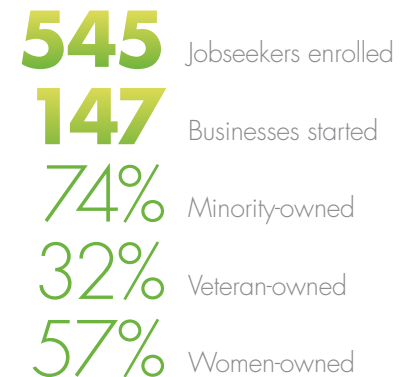


SUSTAINABILITY

Employing Virginia Through Entrepreneurship

The Virginia Employment Through Entrepreneurship Consortium program (VETEC), now in its third year, has provided entrepreneurial training services to Virginia area WIA-eligible jobseekers, and veterans, committed to becoming business owners. Throughout Northern Virginia, Richmond, and Norfolk, VETEC has helped launch 142 new businesses. They represent a broad range of industries including food service, retail, healthcare, consulting, education, information technology, security and federal contracting.

As the project enters the evaluation phase, SSG will gain further insight into program effectiveness and whether the desired goal to promote and facilitate entrepreneurship has been met. VETEC was funded by a grant from the U.S. Department of Labor and is the largest non-WIA grant awarded to SSG.



As of December 2014.

Veteran Reestablishes Entrepreneurial Venture

Dr. Simmie Adams is a retired veteran who enrolled in the VETEC/ Employing Northern Virginia through Entrepreneurship (ENOVATE) program in June 2014. He had been laid-off from a government contracting company and was interested in using his expertise gained from 20 years in the Army and seven years in government contracting to provide management consulting.

The Business Development Assistance Group, an ENOVATE contractor, assisted in reactivating Adams' company, Consortium of Scientific Practitioners, LLC, originally created in 2011, by updating his business certifications and providing him with access to business opportunities. Adams attended both the two-week Northern Virginia Community College Entrepreneurship Boot Camp and SCORE's 5 Simple Steps to Starting Your Business training.

While working closely with ENOVATE staff, he won a subcontract in October 2014 with PKW and Associates to provide organizational effectiveness to a Federal agency. Adams credits the ENOVATE Program for helping him focus on his business. He says, "In order to be successful in business you need to have a valid and strategic business plan that clearly defines your business goals, a strong ambition to succeed, and be very persistent."



Fitness Inspired Transition

Two years ago, Rodney Haith, known to most as Asad, enrolled in the VETEC/Greater Richmond GATE program with a passion for exercise, health and proper nutrition. Through assistance from GATE, Asad launched ASAD Fitness, LLC, and was able to transition his life as a former incarcerated individual into a self-employed businessman.

Asad took inspiration from his prison experience and created a business model to help motivate and boost self-esteem for others. He actively manages a diverse customer base, from high school

athletes to working professionals, who have a desire to lose weight, become more physically fit, or simply maintain a healthy lifestyle. His personal training program is tailored to meet each client's unique needs and personal fitness goals. Asad also leverages his experience to motivate and empower ex-felons as they transition back into society.



Flex Time Need Leads to Tymeless Designs

Tyneesha Owens is a Navy veteran, mother and a cancer survivor. With young children at home and an active duty military spouse, she desired a flexible, work-from-home employment arrangement. Owens decided the only way to accommodate her hectic schedule was to create a home-based business. Tymeless Designs became a reality, after enrolling in the VETEC/Launch Hampton Roads Business Start-up Program (Launch).

The Launch program provided Owens with vital entrepreneurial training and assistance from a case manager to help her start her own business. Tymeless Designs hosts, maintains and customizes, websites for entrepreneurs seeking to develop their on-line branding and to showcase their products and services.

Owens says, "Launch helped me find my voice, solidify my purpose and organize my plan. Without the assistance of this program, my idea would still be just that, an idea." Key advice she gives to up-and-coming entrepreneurs is to, "Network, network, network. The knowledge I received is invaluable."



Ticket to Work Reaches More Jobseekers with Disabilities

The Ticket to Work (TTW) program expanded its resources, tools and expertise in 2014. A full-time case manager was added in April, funded primarily through Social Security Administration (SSA) outcome payments, for successfully helping disability beneficiaries work their way off cash benefits. It is the second full-time hire since the program began in 2010. Additional funding came from two United Way Community Impact Grants to increase beneficiaries served in Loudoun and Prince William counties. With the new case manager, TTW has served 20 additional customers and helped place nine adult jobseekers with disabilities into employment.

Both case managers successfully completed an intensive year-long certification process on SSA Work Incentives. The Community Work Incentives Counseling Certification added valuable in-house expertise benefiting TTW clients. In addition, professional screen reading software for jobseekers with visual impairments was installed at Fairfax and Loudoun SSG Centers. As Virginia's top performing Employment Network, SSG has doubled total revenues earned since 2013 to over \$300,000.

October 2010 – December 2014

| | |
|-----------|---------------------------------|
| 1,027 | TTW Inquiries |
| 157 | Ticket Assignments |
| 76 | Job Placements |
| \$300,242 | Revenues Earned (45 Tickets) |

Fearful to Fearless on the Road to Self-Employment

Jesselle relocated from Missouri to Virginia in search of better job opportunities. She found employment quickly and, for a time, successfully juggled the demands of one full-time and two part-time jobs. When stricken with a sudden illness, she had to focus on recovery.

Through diligence and supportive friends, her condition stabilized, but ongoing treatments were still needed. The idea of self-employment emerged as a way to accommodate a varying schedule. Jesselle had a career goal in mind but feared jeopardizing her Social Security disability benefits, especially health care. She heard about the TTW program and met with a TTW case manager.

At their initial meeting, Jesselle was able to develop a roadmap with self-employment goals, understand available work incentives, and learn how to report self-employment wages to Social Security. "You don't know how much pressure you took off me!" she exclaimed, after finally understanding her options. TTW provided benefits, expertise, and gave her peace of mind to move forward with work.

Jesselle sells supplemental insurance to businesses and recently made her first sale. Her short term earnings goal is to make at least \$30,000 per year. When asked about long-term goals, Jesselle said, "To surpass 10 years and earn six figures."



2014 Financial Results

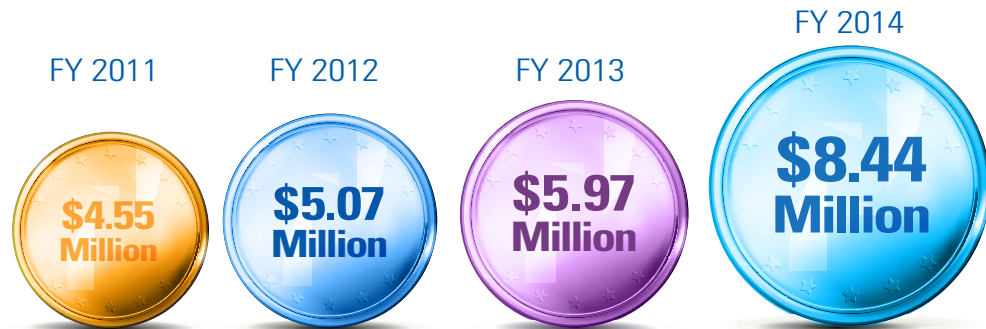
SSG fiscal year 2014 revenues increased 41% over fiscal year 2013 to \$8.44 million. Expenses included \$193,000 of non-cash Microsoft E-learning vouchers provided to customers in FY2014 and received in the prior year.

Federal Workforce Investment Act (WIA) programs account for 53% of expenditures. Other significant programs include the Virginia Employment Through Entrepreneurship Consortium (VETEC), Jobs for Veterans (J4VETS) and NoVaHealthFORCE.

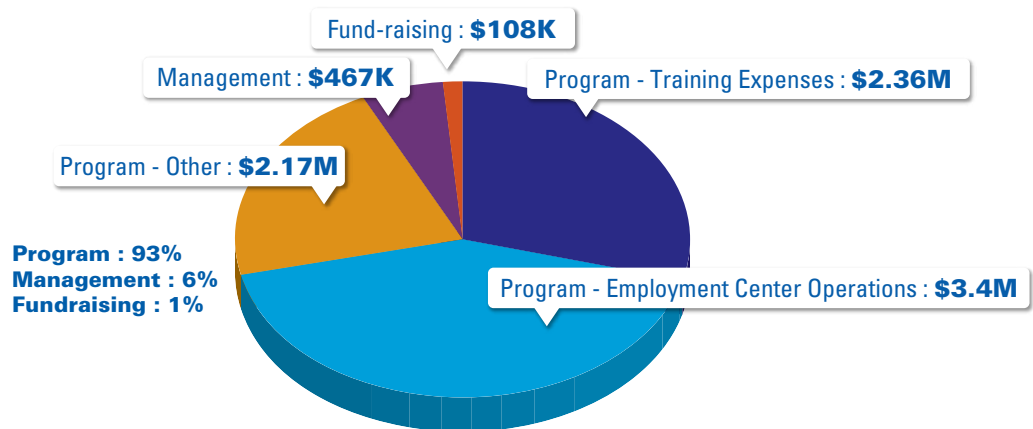
SSG continues to control its overhead with management and fundraising costs representing 7% of expenses.

SSG is audited annually by an independent public accounting firm. For the fiscal year ending June 30, 2014, SSG received an unmodified opinion. Current and prior audited financial statements and IRS Forms 990 can be found on our website.

Revenue Growth



Expense Distribution



Grantors and Contributors; Corporate Leaders

The **SkillSource** Group, Inc. honors and recognizes our grantors, contractors and other financial contributors for 2013-2014. Our initiatives and programs reflect a public and private workforce partnership in support of the entire Northern Virginia community.

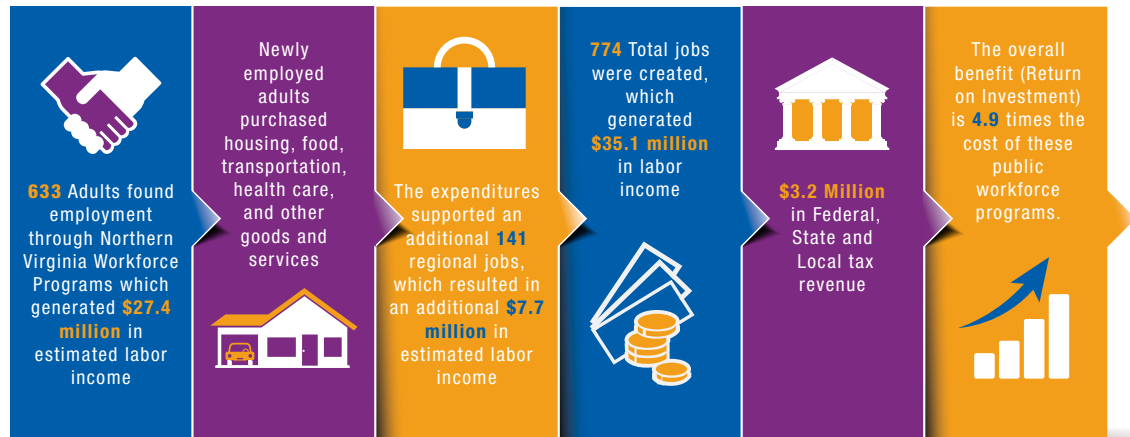
- BAE Systems Matching Gift/Employee Donations Program (Dr. Michael Bear)
 - Combined Federal Campaign of the National Capital Area
 - Commonwealth of Virginia, Department of Corrections
 - Commonwealth of Virginia, Department for Aging and Rehabilitative Services
 - Commonwealth of Virginia, Virginia Community College System
 - Commonwealth of Virginia, Virginia Workforce Council
 - Community Foundation of Northern Virginia
 - Fairfax County Consolidated Community Funding Pool
 - Fairfax County Government, Virginia
 - George Mason University, Office of Continuing Professional Education
 - Goodwill of Greater Washington
 - HireStrategy, Inc.
 - David & Jocelyn Hunn
 - Metropolitan Washington Council of Governments
 - Micron Technology Foundation, Inc.
 - Microsoft Corporation
 - National Capital Region Transportation Planning Board
 - Northern Virginia Community College
 - Northern Virginia Regional Gang Task Force
 - Project Management Institute, Washington D.C. Chapter
 - John and Sandra Ritzert
 - ServiceSource, Inc.
 - Strategic Organization Solutions
 - Todos Supermarket
 - United States Department of Labor, Employment and Training Administration (ETA)
 - United States Department of Labor, Office of Disability Employment Programs (ODEP)
 - United State Department of Labor, Veterans' Employment and Training Services (VETS)
 - United States Social Security Administration
 - United Way of the National Capital Area
 - Reston Hospital Center
 - Sentara Northern Virginia Medical Center
 - Virginia Hospital Center
- Contributions received on behalf of NoVaHealthFORCE:**
- INOVA Health System
 - Kaiser Permanente of the Mid-Atlantic
 - Northern Virginia Community College
 - Novant/Prince William Hospital System
- The **SkillSource** Group, Inc. extends our gratitude and appreciation to the 2014 Corporate Leadership Circle for their outstanding leadership in helping us to keep Northern Virginia working.
- Silver Leaders:**
- Micron Technology Foundation, Inc.
 - Northern Virginia Community College – Workforce Development Division
- Bronze Leaders:**
- George Mason University – Office of Continuing Professional Education
 - Goodwill of Greater Washington
 - David & Jocelyn Hunn
 - John & Sandra Ritzert
 - Todos Supermarket (Carlos Castro)
- Friends of SkillSource:**
- Asian Pest Services, LLC (Chau Tran)
 - HireStrategy Inc. (Hector Velez)
 - Strategic Organization Solutions (Kim Clark Pakstys)

Workforce Programs Generate Positive FY 2014 ROI Results

Adults entering the Northern Virginia workforce after participating in SSG training programs reflect an estimated return on investment (ROI) 4.9 times greater than public workforce costs. An annual ROI Study conducted by Mangum Economic Consulting LLC of Richmond, VA,

compares public workforce costs with the economic benefits from employment outcomes attained. The FY 2014 SSG study reflects continued positive ROI results and \$35.1 million in estimated labor income generated. If job placements through Core services are

considered, the benefit/cost ratio increases to approximately 11:1, which indicates benefits are more than 11 times greater than the public costs required to generate them. The diagram below summarizes 2014 Study highlights.



Prince William *SkillSource* Center Earns Tier II State Certification

In June 2014, State officials announced the Prince William Workforce Center met all Tier II State Certification standards and requirements established by the Virginia Board of Workforce Development. SSG is one of only five (5) Virginia workforce areas with a State-certified Center. Congratulations to SSG Center and Partner Agency staff who persevered through an 18-month certification process.



(LtoR) Sarah Scott, SSG; Gil Sanchez, Virginia Employment Commission; Donna Motsek, Prince William Public Schools; Todd Rowley, NVWIB and Cardinal Bank; Myra Mobley, Fairfax SSG Centers; Mark Fletcher, Virginia Department for Aging and Rehabilitative Services; Kristi Sargent, SSG, and Deb Stopak, SSG.

Congress and President Agree on WIOA Reauthorization

On July 22, 2014, President Barack Obama signed H.R.803, legislation reauthorizing the Workforce Investment Act (WIA), now titled the Workforce Innovation and Opportunity Act (WIOA). This marks the first reauthorization passed by Congress and the President, since WIA's inception in 1998. The foundation of WIOA retains the values of WIA, with an emphasis on offering jobseekers access to employment, education, training, and other support services. WIOA aims to streamline programs, as well as eliminates fifteen different programs.

The new WIOA provisions will affect a variety of SSG programs and procedures, including the sequence of services in Adult and Dislocated Worker programs, the structure of local Workforce Boards and committees, a service priority on out-of-school youth, and new performance measures for all programs.

The new legislation is scheduled to begin implementation on July 1, 2015, with a wide array of rules and regulations to be drafted by the U.S. Department of Labor over the next year. States and Governors will also be expected to work with local elected officials in preparation for the legislation. SSG and its One-Stop Operator have already started to prepare for WIOA provisions and will implement the new policies and procedures with guidance from its Board, as well as State and Federal officials.



William Gary, former NVWIB Board Member; Karen Smaw, Fairfax County Economic Development and NVWIB Board Member.



Scott Price, Office of U.S. Senator Mark Warner and NVWIB Board Member; Janet Clarke, Loudoun County Board of Supervisors.



Dr. Michael Bear, BAE Systems and NVWIB Board Member; Chris Rieley, Access National Bank and NVWIB Board Member.

Veteran Programs Return High-Wage Employment Outcomes

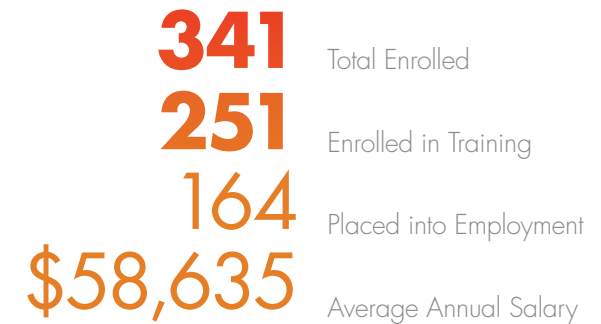
Services to veterans remained a priority for SSG, leveraging funds from multiple awards targeted towards comprehensive employment and training assistance for Northern Virginia veterans.

SSG's Jobs 4 Veterans (J4VETS) program through the U.S. Department of Labor offers case management, referral to training, including entrepreneurship training, and job placement assistance to all honorably discharged veterans. Many veterans have pursued IT and Project Management Professional (PMP) credentials, that when coupled with their background and security clearance, have helped them to secure highly-skilled, high-wage employment.

The United Way of the National Capital Area (UWNCA) funded a SSG Veterans' Job Developer to provide targeted outreach to area businesses with a focus on hiring veterans. By grant completion in August 2014, the Job Developer exceeded the veteran placement and average hourly wage goals by over 20%. Through this success, SSG received additional funding for FY 2015 to continue the Veterans Job Developer position through a competitive grant award from the Virginia Board of Workforce Development.



J4VETS November 2012 – December 2014



UWNCA September 2013 – August 2014



Persistence in Face of Long-Term Unemployment Pays Off

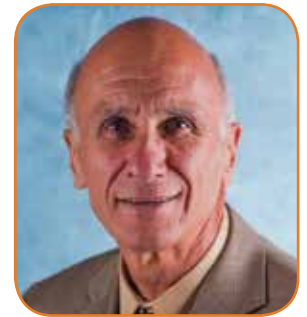
John Leach, an Air Force Veteran who speaks five languages and has an Accounting background, was unemployed for over two years. At a veterans' career fair he learned about SSG and the Northern Virginia Jobs for Veterans (J4VETS) program, and promptly enrolled. His positive attitude, strong work ethic and willingness to network eventually paid off.

Leach sought a career transition and opted for a Certified Associate Project Management (CAPM) certification. He attended training at Intellectual Point and passed the CAPM exam on his first try. A second certification in Information Technology Information Library (ITIL) followed.

Newly credentialed Leach was referred to the Northern Virginia Technology Council's Networking Pilot Program that facilitates veterans'

professional skills development. He worked with a mentor from Mitre Corporation, who informed Leach about a job at Accenture. He applied and was offered a full-time Software Engineering Associate position that started in October 2014.

Leach affirmed, "The J4VETS program and the Mitre Corporation's new Networking Pilot program were critical factors in my transition from Accounting to Information Technology." He continued, "These programs are a most valuable resource and do work. We need more of them."



Veteran Weighs Employment Options

Colonel Fernandez, a 30-year Combat Engineer in the U.S. Army, was referred to the J4VETS program in November 2013, after searching for employment for many months with no success. Fernandez has a Bachelor's Degree in Business Administration and a Master's Degree in International Relations, and held a series of short-term positions since his honorable discharge in 2010.

After undergoing ability and interest assessments, he enrolled in Project Management Professional (PMP) training, provided through J4VETS, to obtain his certification. He successfully completed training in July 2014. While in training, J4VETS staff referred Fernandez to advertised positions that matched his skill set. He was placed in an On-the-Job Training (OJT) opportunity with OPX Solutions as a Master Recruiter. The OJT contract

began in July 2014 with an anticipated completion date in October 2014. However, in August 2014, Fernandez was offered and accepted a Proposal Manager position with WebWorld Technologies managing and writing responses to government requests for proposals, at an annual salary of \$70,000. Fernandez credits the J4VETS program for connecting him to area employers.



Veteran Establishes Multiple Employment Paths

Julie Hoyte, an Army Veteran laid off from her position as a Deputy Project Manager, attended a September 2013 J4VETS orientation after a four-month job search yielded no prospects.

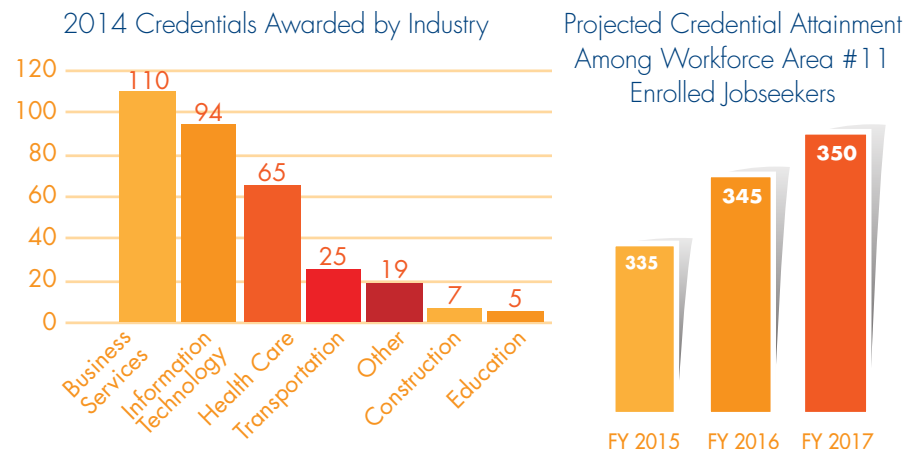
Hoyte's original goal was to find a full-time project management position, but she also had a vision to start her own Health IT consulting business. Determined to pursue both, Hoyte enrolled in J4VETS and quickly engaged with the Business Development Assistance Group for entrepreneurship training and technical assistance. Hoyte founded her business, Health Information Technology Solutions, LLC., (HITS) and bid on several Federal contracts. In February 2014, Hoyte gathered other budding entrepreneurs to start "The Consortium of Federal Contractors."

While launching her business, Hoyte also attended J4VETS-funded Project Management Professional (PMP) training at Global Knowledge. Hoyte continued to actively pursue job leads from J4VETS staff, and landed an Adjunct Faculty position teaching Anatomy and Physiology I & II, and Principles of Patient Care Management at Westwood College in October 2014. Hoyte praised the J4VETS program stating, "It not only provided me with tools, education, and techniques necessary to seek employment, but also provided the awareness of and access to veteran-focused professional and personal development, which has continued to foster more opportunities."



SSG Submits Credential Attainment Projections to Governor

In July 2014, Governor McAuliffe's Secretary of Commerce and Trade, Maurice Jones, requested all local workforce areas submit industry credentials most in-demand by area employers, as well as credentials awarded and projected data. In FY 2014, 325 Northern Virginia WIA-enrolled jobseekers attained a credential and 26% of SSG's total budget was spent on training. SSG anticipates this training goal to increase by 3% in FY15. In-demand industry credentials in the region's high-growth industry sectors were also identified, primarily in Professional, Scientific and Technical Services (including IT), and Health Care sectors. SSG's full response and 2015-2017 projections can be found on our website.



Jobseekers Earn While They Learn

SSG received \$100,000 in funding through the Virginia Community College System's Dislocated Worker Training National Emergency Grant award to provide 20-25 Northern Virginia long-term unemployed jobseekers with On-the-Job Training (OJT) opportunities with area employers. Through an OJT, 50% or more of a worker's wages

(dependent on the size of the participating business) will be reimbursed to the employer for up to six (6) months, allowing the worker to earn while they learn on the job. Through December 2014, SSG has already executed 14 OJT contracts with an average annual salary of \$43,534.

Positive Appraisal Received by Loan Officer

Ms. Sharonda Harris was a mortgage analyst making \$33 an hour without benefits when she was laid off in July 2014. She enrolled in WIA through SSG and learned about the OJT program. An assigned case manager and job developer provided guidance and employment leads. Harris attended job fairs, networking events, applied to jobs online, and received leads from OJT-interested employers. Her résumé was sent to Brilliant Corporation, a technology and business consulting company,

for a 2-month loan officer position beginning October 2014. Harris interviewed and was selected for an OJT contract. Given her strong performance, the employer retained Harris after the contract ended in November 2014 and she transitioned to a permanent position with benefits.

Job Training Contract Leads to Animal Health Career

Nathalie Rahnama holds a Bachelor of Arts Degree in Communication and an Associate's degree from Northern Virginia Community College, where she graduated with honors. She was laid off from her previous two positions and had been applying for jobs, attending job fairs and recruiting events, and pursuing leads from her Virginia Employment Commission case manager, without success.

Upon enrollment in the WIA program, she expressed interest in pursuing an OJT. In April 2014, through assistance from her

case manager and job developer, she was placed into a 17-week opportunity with NOVA Pets Health Center. She was able to use her Communications and Public Relations experience in her new Marketing and Events Coordinator/Administrative role.

During a recent site visit, the employer acknowledged Rahnama's positive performance to her WIA case manager. The OJT contract expired at the end of July 2014, and Rahnama was hired full-time.

SSG Creates Career Success for Area Youth

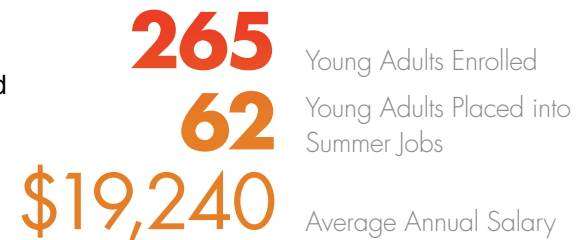
Rosale, a young adult with a learning disability, was struggling academically, had no income, and was at-risk of homelessness. In winter 2013, Rosale enrolled in SSG's WIA Youth Program, where her Youth Case Manager connected Rosale to housing resources and support for her academic studies. In 2014, the WIA Youth Program increased the number of Youth Case Managers, improved educational partnerships, provided more training and paid work experience opportunities, and launched a new Northern Virginia Leadership Development pilot program. Through increased outreach efforts, the WIA Youth Program is aiming to reach 350 enrollments in FY 2015.

After detailed career assessments and exploration activities, Rosale identified a passion for education and working with young adults. Rosale's Case Manager referred her to SSG's summer Educating Youth through Employment (EYE) Program. Of 144 young adults placed into summer jobs through the 2014 EYE Program, 62 were WIA Youth. EYE has provided young adults with professional, paid employment opportunities at county agencies, non-profit organizations and private sector companies in Northern Virginia, since 2006. In addition to a work experience, young adults are required to attend workforce development training focused on critical job readiness skills including workplace behavior and fiscal responsibility.

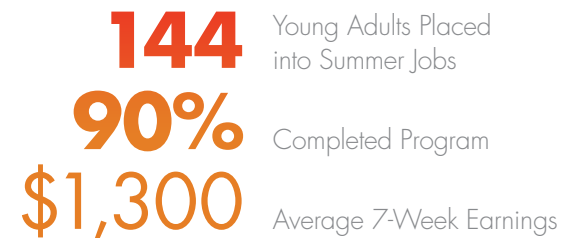
Rosale was placed into a paid work experience at the Fairfax County Willston Community Center. In her role as Activity Facilitator, she coordinated recreational and educational summer camp programs for more than 60 children, ages 6 to 10. Upon completion of the summer program, Rosale retained her position part-time with a 67% increase in wage, while she completes her senior year of high school.

Rosale is on track to graduate high school in June 2015, and is motivated to pursue a Bachelor's Degree in Special Needs Education. Due to the assistance she received through the WIA Youth and EYE programs, she aspires to help other young people with learning disabilities.

FY2014 WIA Youth Program



FY2014 EYE Program



Road to Ex-Offender Employment

Through Federal, State, and County funding, SSG's ex-offender programs have produced strong results in 2014.

- Entering its 12th year, SSG has provided case management services, skills training, job search assistance, business outreach and other employment-related supports to ex-offenders through the Virginia Serious and Violent Offender Re-entry (VASAVOR) Program, funded by the Virginia Department of Corrections.
- Since 2008, SSG has operated the Fairfax County Pre-Release Employment Center (PRC), located at the Fairfax County Alternative Incarceration Branch. Through staff funded by WIA and a Fairfax County Government grant, offender jobseekers in the Fairfax County Sheriff's Office Work Release Program are provided assistance with their job search and placed into job opportunities. Through an award from the Metropolitan Washington Council of Governments, SSG recently purchased a 7-passenger van to transport these jobseekers to employment sites not accessible by public transportation throughout Northern Virginia.
- Due to the success of the Fairfax PRC, a similar program has been replicated in Loudoun County. Since 2012, a dedicated WIA-funded case manager based out of the Loudoun Workforce Resource Center has assisted clients referred by the Loudoun County Sheriff's Office with their job search and job placement.

VASAVOR 2003 – 2014

472 Total Enrolled
98% Placement Rate
\$21,798 Average Annual Salary
4% Recidivism Rate

Fairfax County PRC 2008 – 2014

622 Total Enrolled
82% Placement Rate
\$21,174 Average Annual Salary
8% Recidivism Rate

Loudoun County PRC 2012 – 2014

154 Total Enrolled
94% Placement Rate
\$21,154 Average Annual Salary
1.3% Recidivism Rate

Prince William Initiative Aids Transition to Jobs

In July 2013, SSG launched the first year of its Employment Advancement for TANF Participants program, funded through an award from the Virginia Department of Social Services. SSG collaborates with the Prince William County Department of Social Services and Prince William County Office of Housing and Community Development to provide subsidized and unsubsidized employment opportunities for Prince William TANF participants and increase self-sufficiency through employment. SSG exceeded its Year One goals and due to strong performance, was approved to continue program services for a second year.

June 2013 - September 2014

| | |
|----------------|---|
| 73 | Prince William County TANF Participants Enrolled |
| 34/17 | Part-time/Full-time Employment Obtained |
| 47 | Received Hourly Wage Increase During Grant Period |
| \$10.58 | Average Hourly Wage |



*In October, a Shanghai municipal government delegation visited **SkillSource's** Vienna, VA office, as part of a U.S. tour of workforce and economic development agencies. Pictured with the delegation members is Cindy Shao, President, Asian American Chamber of Commerce (third from the left) and David Hunn, **SkillSource** President (middle).*

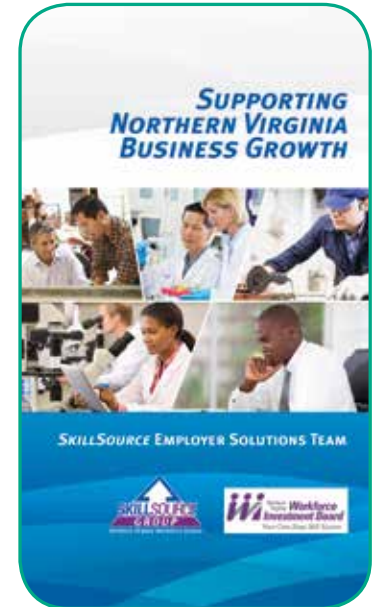
BUILD AWARENESS WITH EMPLOYERS

An Expanded Service Focus on Local Employers

SSG and its partner agencies have established a new Employer Solutions Team to better meet the unique workforce needs of local businesses. The employer team is in response to a requirement from both the Virginia Board of Workforce Development and the Virginia Community College System to design and deliver more coordinated businesses services. Expertise in recruitment and screening, employee development/retention, and consultative and planning are among the services offered at no cost. Employers can expect a prompt response to inquiries and a seamless, single point-of-contact customer experience. A new database tool will be used to track, monitor, and report all customer interactions. Whether contacting SSG by phone or special website inquiry form a designated representative will respond within one (1) business day. Partner agencies include the SSG One-Stop Operator, Fairfax County Department of Family Services, Virginia Department for Aging and Rehabilitative Services, Virginia Employment Commission, Northern Virginia Community College and Job Corps.



Manassas Career Services Center hosts first employer event.



Employer Success Story

Brilliant Corporation, founded in 2003, is a technology and business solutions firm serving U.S. Federal government and commercial clients and headquartered just outside Washington, DC, in Reston, VA. SSG was contacted to help Brilliant hire “brilliant people to provide brilliant outcomes.” SSG offered a number of employer options such as On-The-Job-Training (OJT), hiring events, and assistance with the Work Opportunity Tax Credit. To date, Brilliant has several OJTs in place and has already hired their first worker for a full-time position with benefits

after OJT completion in November 2014. Thomas Sanderson, Vice President for People Enablement at Brilliant, remarked, “We enjoyed working with your team and helping individuals to get back into the workforce.” Brilliant expects to pursue additional OJTs with SSG to enhance their current workforce.

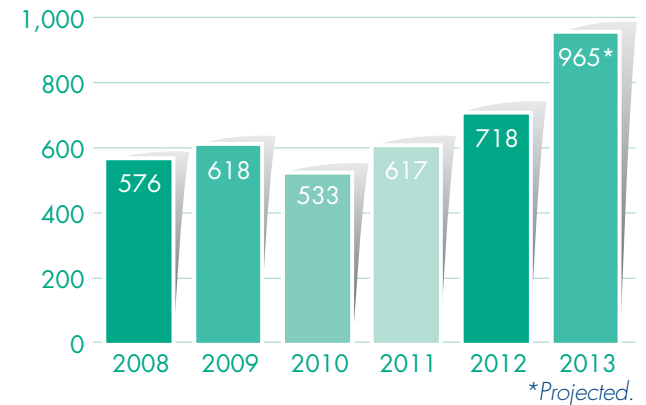


Continued Growth in Nursing Graduates Through NoVaHealthFORCE Investments

Founded in 2003, NoVaHealthFORCE, a coalition of regional health care providers, employers, higher education leaders, and the Northern Virginia Workforce Investment Board, has worked to expand institutional growth in nursing education specialties. Annual funding from the Virginia General Assembly and Northern Virginia health care providers have allowed the designated colleges and universities to enhance their nursing education specialties. This initiative resulted in both an estimated 21% increase in Northern Virginia nursing student admissions between 2008 and 2013 and a 67% increase in nursing graduates.



Northern Virginia Nursing School Graduations Through 2013

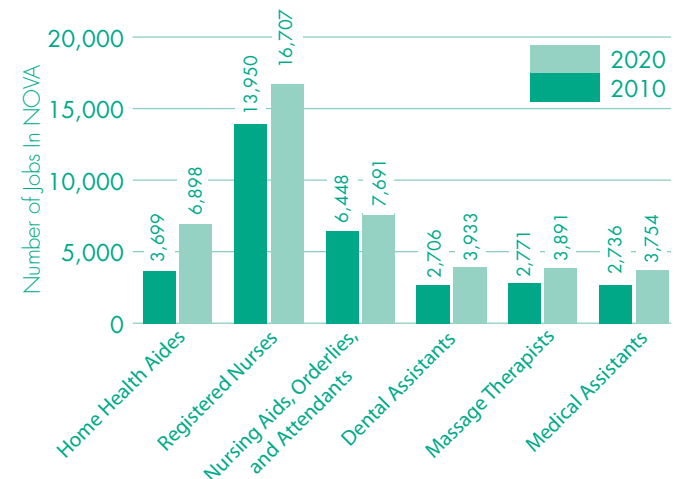


NoVaHealthFORCE Study Identifies In-Demand Regional Healthcare Occupations Through 2020

In 2014, Boston-based Jobs for the Future concluded a 10-month study for NoVaHealthFORCE that updates two previous local health workforce studies. In the 2014 report, Economic Modeling Specialists International (EMSI) projects several fast-growing health care support occupations along with registered nurses will produce the most number of job openings in the Northern Virginia region. The region is expected to create nearly 3,200 new jobs for home health aides by 2020, to lead all occupations. When also taking into account jobs that become available due to staff turnover, registered nursing will lead all occupations in total openings per year. The chart at right illustrates the top 6 creators of new jobs—those projected to result in at least 1,000 openings by 2020. The majority are in health care support positions, such as home health aides, nursing aides, and medical and dental assistants.



Top 6 New Job Creators



Source: EMSI and Jobs For the Future 2014 NoVaHealthFORCE Study Update.

Biggest Workforce Challenges Facing Northern Virginia?

Northern Virginia Workforce Investment Board Members



George Harben: Responding to the market's demand for new and/or enhanced skill sets and quickly delivering to the market potential employees with those skill sets. It will require greater coordination of training and educational resources. Finally, we must find mechanisms to help small and medium-sized firms with a small or part-time HR manager easily access these resources.



Catherine Meloy: Creating an environment where all individuals have access to the training and education needed to obtain and keep jobs in a highly competitive and educated market, with a low unemployment rate. Today, and in the future, workforce organizations, the Community College and the business community must work effectively and collaboratively to prepare individuals to fairly compete in this market.



Kim Clark Pakstys: I see two. Near-term, transforming and translating the gifts and skill sets of the un and underemployed into evolving job titles and connecting them to openings. Now and through 2020, fostering and retaining a high caliber, high impact workforce with credentials, interpersonal skills and aspirations to cultivate new high-paying businesses that grow wages and preserve NOVA's reputation and economic position.



Scott Price: The number one workforce issue is to continue to recruit a strong ethnically diverse and talented workforce to keep up with demand that our burgeoning companies demand. We can and will meet this issue but we must be diligent.



Oanh Henry: As a small business owner, training and adding staff is particularly time consuming and costly. I encourage the public workforce system to consider supporting opportunities for hiring part-time positions. Employers are taking fewer risks and this additional support could help them control payroll, while they assess the skill set of their new employee.



Hector Velez: Determining how to develop pathways for our high school and college students to pursue and complete STEM degrees. This would have a positive impact on the STEM-centric talent shortage plus it would make our region less dependent on both the H1B program and out-of-state recruiting.



Luke Howe: The NOVA region is a victim of its own success in that the record job growth the region has seen over the past few years in the area(s) of IT, health care and engineering has left employers in dire need of the unique talent necessary to fill those roles and a local workforce that is trying its best to catch up.

Northern Virginia Workforce Investment Board Board of Directors as of December 2014

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1 Fairfax **SkillSource** Center: Annandale
Heritage Center
7611 Little River Turnpike (West Wing),
Suite 300 W
Annandale, VA 22003
(703) 533-5400
TTY: 711 VA Relay
HOURS:
Mon—Thu: 8:00 am to 4:30 pm
Fri: 10:00 am to 4:30 pm

2 Fairfax **SkillSource** Center: Alexandria
8350 Richmond Highway, Suite 327
Alexandria, VA 22309
(703) 704-6286
TTY: 711 VA Relay
HOURS:
Mon—Thu: 8:30 am to 5:00 pm
Fri: 10:00 am to 4:30 pm

3 Fairfax **SkillSource** Center: Reston
11484 Washington Plaza West, Suite 110
Reston, VA 20190
(703) 787-4974
TTY: 711 VA Relay
HOURS:
Mon—Thu: 8:00 am to 4:30 pm
Fri: 10:00 am to 4:30 pm

4 Prince William **SkillSource** Center
13370 Minnieville Road
Woodbridge, VA 22192
(703) 586-6800
TTY: 711 VA Relay
HOURS:
Mon—Thu: 8:00 am to 4:30 pm
Fri: 10:00 am to 6:30 pm

5 Loudoun Workforce Resource
(A **SkillSource** Affiliate Center)
102 Heritage Way, N.E.
1st Floor, Rear Entrance
Leesburg, VA 20176
(703) 777-0150
TTY: 711 VA Relay
HOURS:
Mon, Tue, Thu, Fri: 9:00 am to 4:30 pm
Wed: 9:00 am to 12:00 pm
1st Fri of the month: 1:00 pm to 4:30 pm

6 **SkillSource** Career Services Center
Manassas Campus of Northern Virginia
Community College
6901 Sudley Road, MS Building
Manassas, VA 20109
(703) 530-3073
TTY: 711 VA Relay
HOURS:
Mon: by appointment only
Tue—Wed: 8:30 am to 5:00 pm
(Center closed for lunch 1:00 pm to 2:00 pm)
Thu: 1:00 pm to 5:00 pm
Fri: 8:30 am to 1:00 pm

*** SkillSource** Career Development and
Services Center
Woodbridge Campus of Northern Virginia
Community College
15200 Neabsco Mills Road, Room 254
Woodbridge, VA 22191
(703) 878-5873
TTY: 711 VA Relay
HOURS:
Mon and Thu: 9:00 am to 4:00 pm,
(Closed 12:00 pm to 1:00 pm)
Fri: 9:00 am to 12:00 pm

PRC Fairfax County Pre-Release Center
10520B Judicial Drive
Fairfax, VA 22030
(703) 246-4478



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