



2015 ANNUAL REPORT

WE HELP NORTHERN VIRGINIA WORK

INTRODUCTION

February 2016

To Northern Virginia Business Leaders and Local Citizens:

Every day, Americans awake to the morning news announcing the overnight changes in the global economy along with its impact on the United States. Closer to home, economists highlight the challenges experienced by the Greater Washington regional economy as compared to other metropolitan areas viewed as peers. Whether at the global, national, or local level, a key determinant of economic growth is the condition of the workforce and its ability to meet the needs of employers.

A strength of the Northern Virginia regional economy has been a focus on talent development, attraction, and retention. An integral ingredient to talent attraction and retention is the importance of workforce development, training, and employment services offered through the public workforce system and primarily funded through Federal, State, and local government organizations. In Northern Virginia, local elected officials and Workforce Development Board representatives understand the employment needs and the challenges facing the tens of thousands of jobseekers annually visiting the six Northern Virginia **SkillSource** Centers.

In 2015, the Northern Virginia Workforce Development Board initiated a redesign in delivering public workforce services at the six Northern Virginia **SkillSource** Centers, based on new Federal requirements from Congress and the President through the Workforce Innovation and Opportunity Act (WIOA) and new State requirements from the Virginia General Assembly, the Governor, and the Virginia Board of Workforce Development. These new Federal and State mandates will provide opportunities to serve more jobseekers faster and will focus more funding on jobseeker skills training along with their attainment of in-demand credentials.

This 2015 Annual Report for the **SkillSource** Group, Inc. and the Northern Virginia Workforce Development Board highlights the beginning of our accelerated approach to delivering public workforce services. Our local Board has made deliberate choices to focus on high-growth industries and in-demand occupations. We have acquired additional resources to deliver targeted workforce services to specific populations including veterans, adults with a disability, offenders returning to the community, young adults seeking a career foothold in the Northern Virginia economy, and entrepreneurs, among many others.

The Northern Virginia Workforce Development Board is one of fifteen local Workforce Boards in the Commonwealth of Virginia, serving over 1.9 million residents and thousands of businesses in Fairfax, Loudoun, and Prince William counties, and the cities of Fairfax, Falls Church, Manassas, and Manassas Park. Our six **SkillSource** Centers offer multiple free services to businesses seeking to hire and retain workers while also providing many opportunities for jobseekers to prepare and find jobs that can support themselves and their families.

We help Northern Virginia work. Please join us.

Northern Virginia Workforce Development Board

The **SkillSource** Group, Inc.



Todd Rowley
Chairman



Lesley Channell
Vice Chairman



Hector Velez
Chairman



Linda Gentry
Vice Chairman

Who We Are

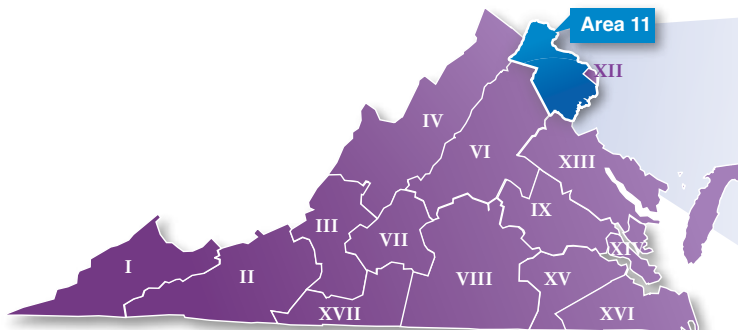
The **SkillSource** Group (SSG) is the non-profit organization serving Northern Virginia employers and jobseekers as the fiscal agent on behalf of the Northern Virginia Workforce System. Our six SSG One-Stop Employment Centers and additional affiliate sites offer a wide range of free employment and training 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 Innovation and Opportunity Act (WIOA) 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.



Bruce Patterson, ServiceSource and NVWDB Board Member; Anthony Cancelosi, Columbia Lighthouse for the Blind and NVWDB Board Member; Douglas James, Virginia Department for Aging and Rehabilitative Services and former NVWDB Board Member.

Virginia Local Workforce Areas



Northern Virginia Workforce Area #11 and SkillSource Center Locations

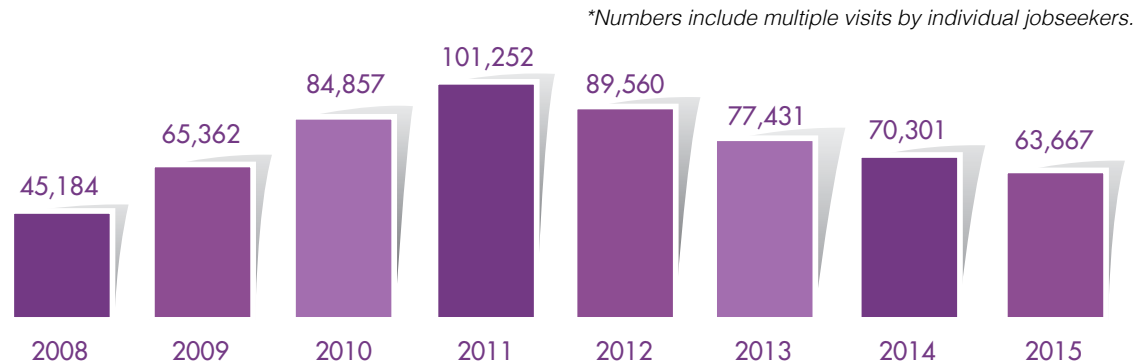


At left, Ramiro Ramos, International Brotherhood of Electrical Workers, Local 26, and NVWDB Board Member; Crystal Thrower, VA Department of Labor and Industry and NVWDB Board Member; On right, Louis Cernak, former president, Northern Virginia Central Labor Council and NVWDB Board Member.

Jobseeker Visits*

One-Stop Centers have seen a decline in jobseeker visits over the past few years, largely attributed to the improvement of the local economy and labor market conditions.

The Northern Virginia Workforce Area #11 has historically ranked as one of the strongest local workforce boards in meeting or exceeding the annual WIA performance benchmark ratings in the State, and FY 2014 proved to be no exception. Through the hard work of the dedicated One-Stop Operator staff, **SkillSource** exceeded 10 benchmarks.



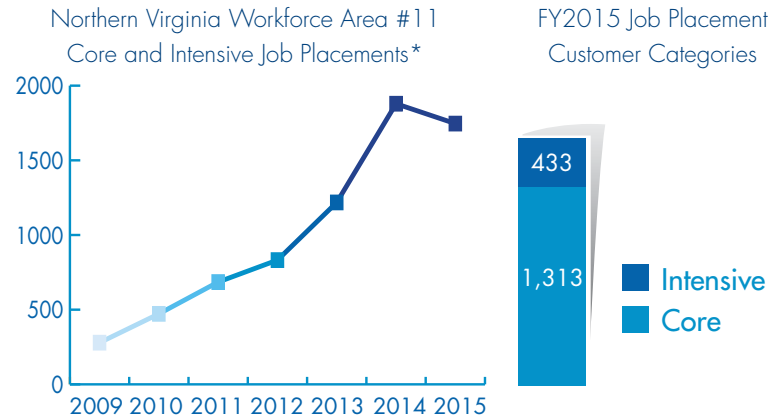
Performance Benchmarks



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 Maintains Strong Performance in 2015

2015 marked another year of strong performance outputs for the Fairfax County Department of Family Services (DFS), the current One-Stop Center operator. Total job placements declined as fewer jobseekers sought services. Yet, the average annual salary at placement has remained strong and steady. The WIA Dislocated Worker program saw an 11% increase in placement salary over FY 2015.



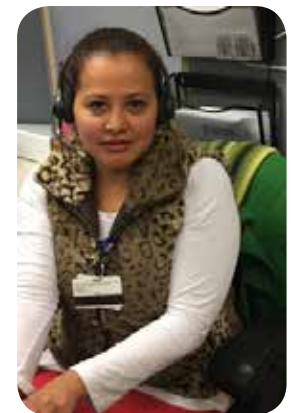
Average Annual Salary

\$29,400 Core
\$30,169 Adult
\$61,913 Dislocated Worker

Client Finds New Chance In WIOA

Luz Sanchez applied to the WIOA Adult Program in January 2015. Luz started as a Billing and Coding Specialist in 2006 and eventually worked her way to a Registration Representative II at INOVA Hospital in Fairfax. After being in the healthcare field for nine years, Luz was laid off and expecting a baby. After three months of applying and searching for positions in the healthcare field, she believed that she would benefit from updated career training to obtain new employment. She was enrolled into WIOA and subsequently into Medical Administrative Assistant training. Luz met the necessary requirements to take the National Health Career Association Certified Medical Administrative Exam. She attended every class and took the exam as soon as the course ended. Luz is now working as a Patient Accounts Representative III at INOVA Hospital. She landed this new position only a month after passing her national exam.

Luz said, "WIOA believed in me when nobody did. My case manager was a great source. She gave me the courage I needed when my life was upside down. I was pregnant and being unemployed was not easy. The minute I walked into the **SkillSource** Center, I felt like a door was opening. I thank everyone for giving me another chance. I am now working for INOVA Health System thanks to my recent skills I gained in my training as a Medical Administrative Assistant offered and paid by WIOA."



Transition to WIOA

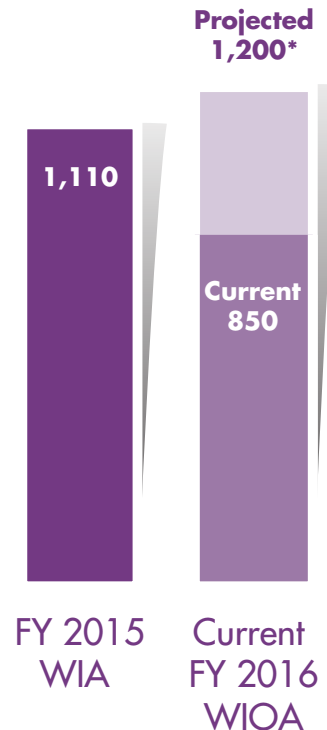
Workforce Innovation and Opportunity Act

Passed by Congress and approved by President Obama in July 2014, WIOA became effective on July 1, 2015. This new Federal workforce legislation replaced WIA. Under WIA, the public workforce system and the One-Stop Employment Centers were expected to provide three levels of services to all adult jobseekers—Core, Intensive, and Training. The WIA process was cumbersome and most jobseekers needed six to eight weeks to complete the required activities in order to receive authorization for new skills training services.

As of September 2015, the WIOA service delivery process was substantially revised at the Northern Virginia **SkillSource** Centers, with the most immediate changes including: 1) eliminating the requirement for the sequence of services; 2) a jobseeker's access to training services is not conditionally based on mandated activities; and 3) the One-Stop Centers provide up-front career coaching for all jobseekers at their first visit.

Since the WIOA roll-out of Career Service activities at the **SkillSource** One-Stop Centers, the Fairfax County Department of Family Services (the WIOA One-Stop Operator) reports that 1) more jobseeker intakes are occurring at the Centers and the rate of screening has more than doubled from pre-WIOA service levels; 2) jobseekers are obtaining faster access to training services with the waiting time reduced by more than 50%, from 6-8 weeks (pre-WIOA), to the current time period of 2-3 weeks. Moreover, jobseekers at the Northern Virginia **SkillSource** Centers are reporting a better customer experience.

WIA/WIOA Caseload Comparison



*1,200 represents the projected number of WIOA cases at the end of FY2016.



Dr. Scott Ralls, Northern Virginia Community College and NVWDB Board Member; Carlos Castro, TODOS Supermarket and NVWDB Board Member; Stephanie Berkowitz, Northern Virginia Family Service and NVWDB Board Member.



Participants and employer representatives at a **SkillSource**-sponsored employer hiring event.

The Virginia Employment Through Entrepreneurship Consortium

The Virginia Employment Through Entrepreneurship Consortium (VETEC) is a collaborative effort of local workforce areas, community colleges, and the business community, led by SSG, to provide adult and dislocated workers who are eligible for WIA—now known as WIOA—services with comprehensive entrepreneurship training and technical assistance. Through VETEC, SSG is introducing self-employment and entrepreneurship as a viable career option for WIOA-eligible jobseekers in three Virginia workforce regions (Northern Virginia, Richmond, and Hampton Roads).

Now in its final program year, VETEC has experienced many successes as well as challenges during program implementation, resulting in several lessons learned.

Through VETEC, SSG has learned:

- For a program to run smoothly and effectively when managing multiple administrative components and involving multiple staff at different organizations, each partner must understand the role it plays, the activities it is responsible for, and the data it needs to collect and share with other partners.
- Having a single point of contact at partner organizations is important to ensure that program's mission is understood by all involved and that key processes and policies related to the program are properly administered.
- When engaging community partners during outreach and recruitment, it is important to publicize and promote the larger mission of the program to increase buy-in from local organizations. Also, create and leverage a shared brand to help establish a common message for the program.

The VETEC program has also seen much success with 279 new businesses opening across the three Virginia regions. This represents 33% of the VETEC participants to start a business since enrolling in the program. This far exceeds the overall performance outcome goal of 25-30% of new businesses created through the VETEC grant.



Program Highlights Participants

Number receiving entrepreneurial services	676
Number of veterans in program	227
Number of new businesses launched	279

Empowered Through ENOVATE

Ms. Christina Clark, a veteran, applied to the VETEC/Employing Northern Virginia Through Entrepreneurship (ENOVATE) program with over 19 years of experience as a Federal government employee. She was eligible for the program and services through the WIOA Program as a Dislocated Worker. Christina had always dreamed of having her own business but lacked the skills and knowledge with where to begin.

Six months into the program, Christina was able to establish two businesses: Human Capabilities Solutions, LLC and Science, Technology, Engineering and Math Education and Innovation Center (STEM EIC). STEM EIC won a contract with Stafford Junction, serving families between middle class and low-income to prevent summer learning gaps. Christina is very grateful to the support she received from the ENOVATE team. Christina stated, “I finally have the opportunity to create my own job utilizing the skill sets from my previous employer! What a dream come true. It is very empowering to be able to take a “thought” and a dream, put in the hard work and long hours, and create my own destiny.”



No Horsing Around For Entrepreneur With Big Dreams

Deanna Zagin’s journey toward entrepreneurship began when, after 27 years of serving as a marketing professional, she was suddenly laid off from her job in February 2014. One day, Deanna decided she wanted to explore her longtime dream of having a job that would combine her love of horses and her corporate experience. She created her company, Unbridled Learning Solutions, which provides corporate training using horses to build effective teamwork.

Deanna was enrolled into the ENOVATE program in February 2015 and she completed the entrepreneurial training classes in record time. She took full advantage of all of the technical services offered through this program. Deanna was able to participate in the Business Development Assistance Group sponsored procurement fair, Access to Success, which she says “was an extraordinary opportunity—I made new contacts, gathered information on how to access Federal, State, and local government opportunities, and met many incredible entrepreneurs.”

Northern Virginia Veterans' Programs



SSG's Northern Virginia Jobs 4 Veterans (J4VETS) program through the U.S. Department of Labor continued its strong numbers as it entered the last year of program services, having placed 231 veterans into high-wage positions and consistently exceeding the projected average hourly wage goal of \$20/hour. J4VETS offers case management, referral to training (including entrepreneurship training), Federal résumé development, and job placement assistance to all honorably discharged veterans. Although J4VETS ends in March 2016, the grant has allowed SSG

and the Northern Virginia One-Stop Employment Centers to increase its capacity and knowledge in serving veterans, create lasting partnerships with employers, and take an active role in veterans' employment services in Northern Virginia.

J4VETS Participants Enrolled Since Program Inception	406
Enrolled in Training	305
Placed into Employment	231
Current Average Hourly Wage	\$47.59
Current Average Annual Salary	\$98,987

Advanced Certification Leads to New Employment

Ms. M. Clark, a veteran and an IT professional, was laid off from her job as a Senior Configuration Engineer. Though Ms. Clark had an extensive work history within her field, she was unable to obtain employment for almost a year after being laid off. Ms. Clark was referred to the Northern Virginia J4VETS program by the Virginia Employment Commission in hopes of updating her skills and gaining much-needed credentials to compete in the evolving IT job market.

After enrolling in training through J4VETS, Ms. Clark continued to take in-demand IT courses and soon obtained Security + and Cisco Certified Network Associate credentials. She worked hard to find a job, collaborating with the training provider, job developers, and her J4VETS case manager to find the right match for her employment needs.

After a nine-month search, Ms. Clark was offered a position with a prestigious company that provides information solutions for the U.S. Departments of Defense, Justice, and Homeland Security. In her new position as a Security Analyst, she makes \$65,000 annually. Her employer sent her to training as a Certified ScrumMaster, a certification which she received in September 2015.

Northern Virginia Veterans' Programs CONTINUED

Due to the success of the Veterans' Job Developer, originally funded through a grant from the United Way of the National Capital Area, SSG received additional funding to continue the position through a competitive WIA Incentive grant award from the Virginia Board of Workforce Development. The Veterans' Job Developer works closely with the staff at the SSG One-Stop Employment Centers, and provides employment assistance to all veterans, including those enrolled in J4VETS and WIOA.

Veterans Served by Job Developer	99
Placed into Full-Time Employment	52
Current Average Hourly Wage	\$39.10
Current Average Annual Salary	\$81,328

Veteran Networks Way To Employment

When Mr. Thomas was laid off from his job as a Principal Installation Specialist of Fiber Optics in September 2014, he knew that in order to compete in the current job market, he would need to update his skills quickly to start working. He was referred to the Northern Virginia J4VETS program for training services and job development. He immediately took advantage of the many resources available to him in the program, taking an active role in his job search and networking with the J4VETS job development and case management team.

Mr. Thomas obtained in-demand IT certifications (Security +, Cisco Certified Network Associate, and ITIL Foundation) through J4VETS that landed him a position as a Senior Network Administrator with a starting salary of \$84,000 annually. Obtaining these certifications allowed him to compete in a highly competitive job market and obtain a new job with a 22.4% increase in pay.

Mr. Thomas is now successfully employed and is grateful for the opportunity J4VETS gave him to update his skills and start working again. Mr. Thomas sent an email to say, "Thank you all for everything," expressing his gratitude to everyone who assisted him along this process.

2015 Financial Results

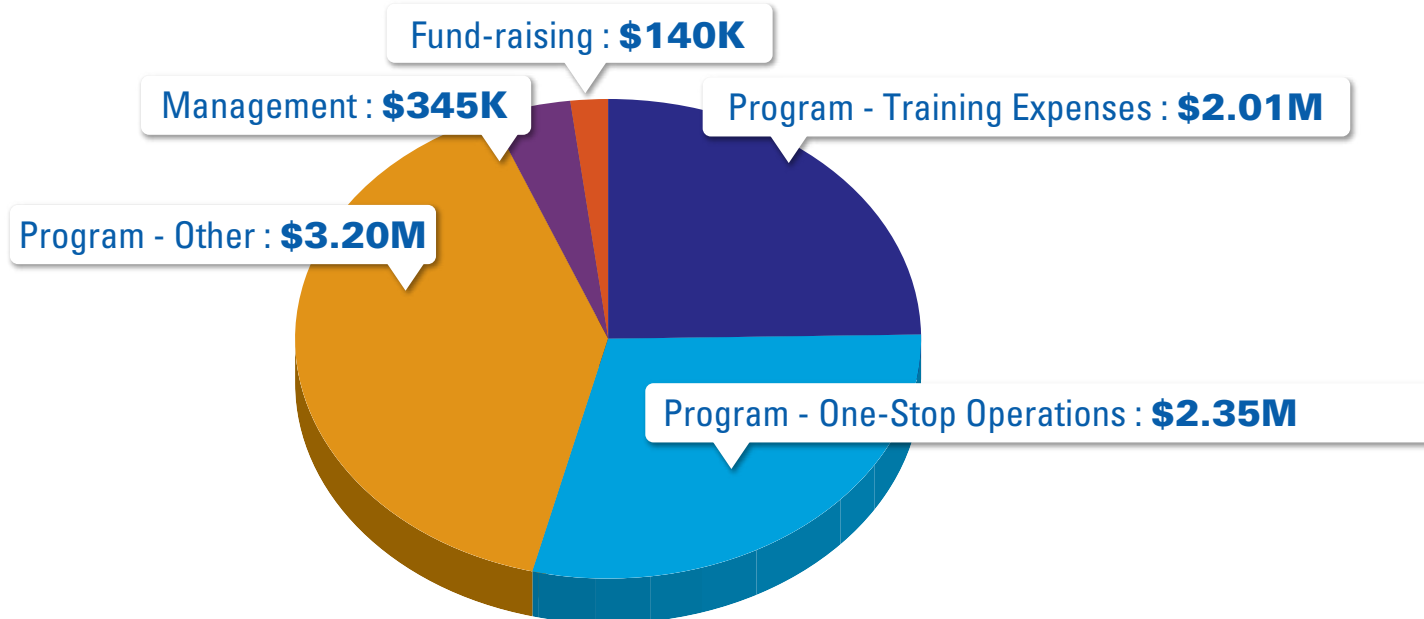


SSG fiscal year 2015 revenues decreased slightly from \$8.4 to \$8 million. Approximately 48% of total revenue was from grants funded by the U.S. Department of Labor (DOL) under WIOA, with 87% of the total revenue coming directly and indirectly from the DOL.

SSG continues to control its overhead with management and fundraising costs, which represent only 6% of total expenses.

An independent public accounting firm audits SSG annually. For the fiscal year ending June 30, 2015, SSG received an unmodified opinion on its financial audit, with no findings or questioned costs on its Statement of Expenditures of Federal Awards (SEFA). Current and prior audited financial statements, SEFAs, and IRS Forms 990 can be found on the SSG website at www.myskillsource.org.

Expense Distribution



Grantors and Contributors; Corporate Leaders

The **SkillSource** Group, Inc. honors and recognizes our grantors and other financial contributors for 2014-2015. 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)
 - Brooks Business Transfer, Inc.
 - 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
 - Competitive Edge Services, Inc.
 - Consumer Financial Protection Bureau
 - David A. & Jocelyn B. Hunn
 - Jocelyn B. Hunn
 - Fairfax County Consolidated Community Funding Pool
 - Fairfax County Government, Virginia
 - INTEGRITYOne Partners, Inc.
 - Larry Hoffman
 - Metropolitan Washington Council of Governments
 - National Capital Region Transportation Planning Board
 - Northern Virginia Community College
 - Project Management Institute, Washington D.C. Chapter
 - Region 2000 Workforce Development Board
 - John E. & Sandra Ritzert
 - ServiceSource, Inc.
 - United States Department of Defense, Office of Economic Adjustment
 - United States Department of Labor, Employment and Training Administration (ETA)
 - United States Department of Labor, Veterans' Employment and Training Services (VETS)
 - United States Social Security Administration
 - United Way of the National Capital Area
- Contributions received on behalf of NoVaHealthFORCE:**
- INOVA Health System
 - Kaiser Permanente of the Mid-Atlantic States
 - Northern Virginia Community College
 - Novant/Prince William Hospital System
 - Reston Hospital Center
 - Sentara Northern Virginia Medical Center
 - Virginia Hospital Center

The **SkillSource** Group, Inc. extends our gratitude and appreciation to the 2015 Corporate Leadership Circle for their outstanding leadership in helping us to keep Northern Virginia working.

Silver Leaders:

- David A. & Jocelyn B. Hunn

Bronze Leaders:

- Brooks Business Transfer, Inc.
- INTEGRITYOne Partners (Michael Waddell)
- ServiceSource (Janet Samuelson)

Friends of SkillSource:

- John E. & Sandra Ritzert
- Competitive Edge Services, Inc. (Carl Savino)



NVWDB Board Members attending a quarterly Board Meeting.

Northern Virginia Workforce Development Board FY 2015 Credential Attainment

In October 2014, the Northern Virginia Workforce Development Board (NVWDB) staff submitted a credential attainment and projections report to the Virginia Secretary of Commerce and Trade that committed to credential attainment goals over the next three program years. As illustrated in the chart, the One-Stop Operator for the Northern Virginia Workforce Area #11, the Fairfax County Department of Family Services, aided jobseekers in attaining 325 credentials in FY 2014. We projected a 3% increase in credential attainment in FY 2015, for a total of 335 credentials. In spite of reduced Center traffic and lower enrollments in WIA Programs, the One-Stop Operator reported that Area #11 exceeded the goal by 13% and that area jobseekers attained 378 credentials in FY 2015.

The credential attainment increase in FY 2015 is due to greater emphasis by the One-Stop Center staff to ensure jobseekers are taking certification exams upon completion along with paying for exam fees. There was also a significant increase in both youth occupational credential attainment (62), as well as GED attainment (36).

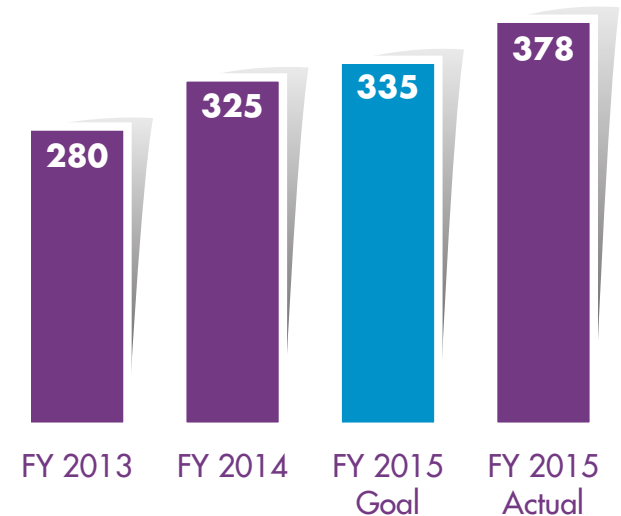
Most credentials were earned in Information Technology, Healthcare, Professional and Business Services (including Project Management), and Entrepreneurship. The "Other" category includes GED and certifications in the Service industry such as interior design, esthetics, and culinary skills training.

The FY 2016 goal for credential attainment is 345 credentials.



Todd Rowley, Cardinal Bank and NVWDB Chairman; Michael Forehand, Inova Health System and NVWDB Board Member.

FY 2015 Credential Attainment Workforce Area #11



Workforce Programs Generate Positive FY 2015 ROI Results

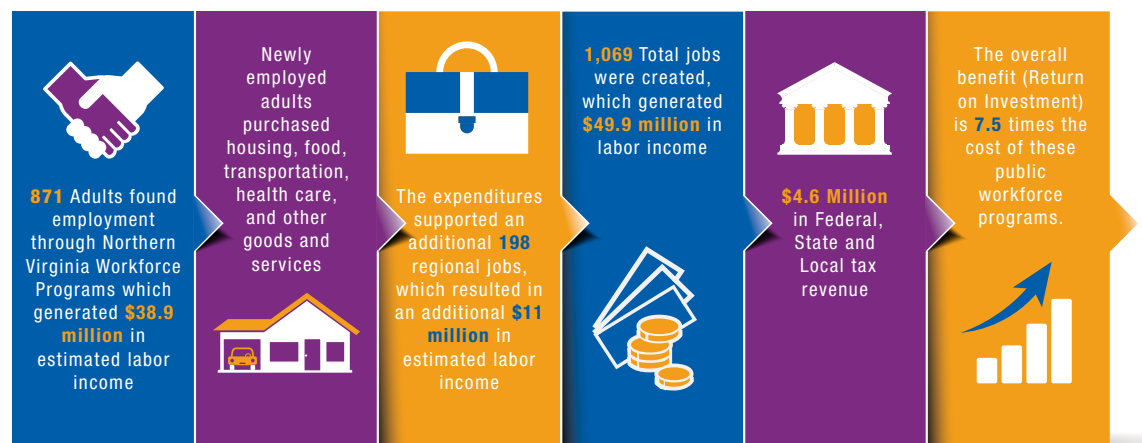
Northern Virginia Workforce Programs Generate Positive FY 2015 Return On Investment Results

Each year, the **SkillSource** Group, Inc. works with a private sector economist to review and prepare a Return On Investment Study, examining the impacts and results of the multiple workforce and skills training programs administered by **SkillSource** and the Northern Virginia Workforce Development Board. Conducted by Mangum Economics, of Richmond, Virginia, the annual **SkillSource** Return On Investment Study also compares public workforce costs with the economic benefits from employment outcomes attained for FY 2015.

The FY 2015 SSG study shows that SSG's adult training and job placements resulted in \$38.9 million in additional labor income in the region. When compared to the costs required to provide those services, the return on investment (ROI) is 7.5, indicating that the benefits are almost eight times the costs.

If job placements through Core services are also considered, the additional regional labor income associated with SSG's adult training and job placements in FY 2015 grows to \$64.5 million and the ROI grows to 12.4, indicating that the benefits are more than twelve times the costs.

The diagram below summarizes 2015 Study highlights. The full FY 2015 Return On Investment Study for **SkillSource** workforce programs and services can be reviewed online at www.myskillsource.org.



A Team Effort: Inclusion of Jobseekers with Disabilities



October 2015 marked the 5th anniversary of the **SkillSource** Ticket to Work (TTW) program. Alongside TTW, the Northern Virginia Workforce System has expanded its capacity to serve jobseekers with disabilities to improve workforce services for all. This commitment to inclusion is now bolstered by the enactment of WIOA, which includes targets for improved services to individuals with disabilities. Program staff promote a disability perspective across programs and services by strengthening its partnerships through the Design Team, Employer Solutions Team, Continuing Quality Improvement

teams, and at monthly WIOA case manager meetings. Program staff also deliver disability training for One-Stop Center staff and provide information and consultation services to employers on disability hiring topics.

Through its strengthened partnerships, TTW is able to connect jobseekers to resources and supports that enable a successful return to work. Employment services that remain staples of TTW success include Social Security work incentives counseling and continued supports after job placement. In 2015, these efforts were realized with over \$104,000 in revenues paid by the Social Security Administration for assisting Ticket holders into gainful employment.

TTW Program Totals

Total Job Placements	98
Total Ticket Assignments	203
Total Inquiries	1202

TTW Revenues

59 Tickets
\$427,881

Ticket to Work Jobseeker Bags Employment

Before Peter came to **SkillSource**, he was frustrated with his job search process. He didn't know where to look for jobs and had difficulty completing employment applications. Peter has Asperger Syndrome (an autism spectrum disorder) and found interviewing especially difficult due to the typical social context and cues inherent to interviewing. After trying other agencies with no luck, Peter contacted the **SkillSource** Group, Inc.'s TTW Program.

When Peter met his TTW case manager, he told her he wanted to put on a uniform every day and go to work. Together, they addressed the issues and challenges in his job search. In July, Peter successfully interviewed for a full-time grocery clerk position at a local Harris Teeter supermarket and bagged the job. His earnings are high enough that he no longer depends on his monthly Social Security Disability Insurance payment. Peter said, "Having a paycheck is great! I can do things that I enjoy, like going to the movies. I can go out, pay my bills, and buy Christmas gifts." Peter's goal for the future is to become a manager with more responsibilities and to be in charge of staff scheduling.

Supporting Civilian Defense Contractors

Defense Transition Program Assists Laid-off Civilian Defense Contractors

Through the impact of the Federal Budget Control Act of July 2011 and federal budget sequestration, Northern Virginia has seen a growing number of dislocated workers from companies who contract with the U.S. Department of Defense. In response, SSG and its partners are servicing these laid-off workers through a new Federal/State multi-year grant titled the Defense Transition Assistance Program (DTAP).

DTAP provides no-cost transitional workforce services and skills training that draw upon existing Northern Virginia Workforce Development Board resources such as access to our six One-Stop Employment Centers, job search and placement assistance, and personalized counseling. Most importantly, DTAP provides training funds to help dislocated workers obtain industry-recognized credentials that lead to re-employment.

DTAP is an initiative funded through a grant from the U.S. Department of Defense, Office of Economic Adjustment to the Commonwealth of Virginia, and locally to Arlington County, Virginia. Grant funding is anticipated to end on June 30, 2016.



An employer representative meeting with an interested jobseeker at a **SkillSource** - sponsored hiring event.

SSG Fosters Leadership and Career Goals for Northern Virginia Young Adults

The Northern Virginia WIOA Youth Program grew in enrollments by nearly 20% from the prior year. In FY 2015, 56% of youth were Out-of-School, and the program continues to work towards the mandatory requirement in FY 2016 under WIOA that 75% of program spending must be for participants who are Out-of-School Youth. Through increased outreach efforts and improved partnerships with educational and community organizations, SSG will steadily increase the numbers of young adults enrolled in the program, with a primary focus on Out-of-School young adults.

Out of the 143 young jobseekers enrolled into SSG's Educating Youth through Employment (EYE) Program, 77 were WIOA Youth, an increase of nearly 25% from the prior year. Since 2006, the EYE Program has provided young adults with professional, paid employment opportunities at county agencies, non-profit organizations, and private sector companies in Northern Virginia. In addition to a work experience, young adults are required to attend workshops focused on critical job readiness skills, including workplace behavior, project management, and fiscal responsibility.

Young Adults Enrolled in FY 2015	315
Young Adults Placed into Employment or Education	64
Average Hourly Wage	\$9.51
Young Adults Enrolled in 2015 EYE Program	143

U.S. Consumer Financial Protection Bureau Selects SSG for Youth Financial Capability Initiative

SkillSource was selected by the U.S. Consumer Financial Protection Bureau (CFPB) as one of 24 organizations nationally to participate in its Youth Employment Success (YES) Initiative. The YES initiative, managed through a contract with the Corporation for Enterprise Development, will provide targeted technical assistance to integrate financial knowledge and skills-building services into the WIOA Youth Program. The goal is to help young people make financial decisions to reach their own life goals by providing appropriate financial capability education and access to resources to start saving for their future. Young adults who participate in the YES initiative will have the opportunity to learn how to access their free annual credit report, understand its impact on employment, as well as gain critical knowledge of financial basics, learn about positive spending and savings behaviors, and ways to pay for college.

Young Adult Leadership Program

In 2015, 25 participants from the SSG WIOA Youth Program graduated from the first cohort of the Northern Virginia Voices 4 Youth Program. Young adults in this program develop their leadership talents and recognize how their voices and actions can benefit their communities. This leadership program met monthly for eight months to help young adults become strong leaders and develop their public speaking abilities, while also working on job readiness and industry certifications. Youth traveled to Richmond, Virginia, and Washington, D.C. to speak with local Virginia General Assembly Delegates and State Senators, as well as U.S. Congressman and U.S. Department of Labor officials. Due to the overwhelming success of the program, two additional cohorts of the Leadership Program launched in 2015 - 2016.

Groomed For Future Career

Thomas Stringfield III graduated from high school in the summer of 2013 hoping to join the workforce, but lacked the necessary work experience. Thomas eventually found his way to the **SkillSource** One-Stop Employment Center in Alexandria, where he was enrolled in the WIOA Youth Program. His WIOA Youth Employment Specialist provided Thomas with career assessments and helped him create a strong résumé that emphasized his volunteer experience and hardworking nature. Thomas also attended job-readiness workshops, practiced basic and academic skills, and applied for jobs.

The Youth Employment Specialist connected Thomas to an opportunity with a local pet grooming business, Pretty Pet Salon, which was looking for a short-term volunteer, with the potential for a paid internship. After two full days of volunteer work, Pretty Pet Salon hired Thomas permanently as a Groomer Assistant. After almost a year of employment, Thomas has steadily increased the number of hours per week in this position and his hourly rate from minimum wage to \$10 per hour.

While helping Thomas find and maintain employment, the WIOA Youth Program also helped him obtain his Driver's License and expand his academic abilities. Thomas has increased two functional levels (almost 4 grade levels) in areas of literacy and numeracy. Thomas has now decided to pursue a career working with animals and will soon complete the Veterinary Assistant Program with Fairfax County Adult and Community Education. He also hopes to enroll in college after completing his training.

Thomas expressed his thanks to the WIOA Youth Program for giving him the opportunity to expand his knowledge and career skills. Thomas said, "The WIOA Youth Program helped change my life by putting me on a path that led me to getting my first job, which also led me to getting my own car. The program helped me to get back into going to school to be a Veterinary Assistant."



Northern Virginia Voices 4
Youth participants at Virginia
State Capitol in Richmond, VA.



Participants speaking to former
Virginia State Delegate K.
Robert Krupicka.



Northern Virginia Re-Entry Initiatives



Ex-Offender Success through Education, Employment, and Reintegration



In 2015, SSG was awarded a two-year grant of \$497,846 from the U.S. Department of Labor to expand training and employment services at the Fairfax County Pre-Release Employment Center (PRC), located at the Fairfax County Alternative Incarceration Branch, adjacent to the Fairfax County Jail. Since 2008, SSG has operated this program to assist jobseekers in the Fairfax County Sheriff's Office Work Release Program with their job search and placement into employment. The new Federal funding will support the Northern Virginia Success through Education, Employment

& Reintegration (STEER) initiative, which now offers inmates opportunities for pre- and post-training (GED and occupational skills training), as well as dual enrollment into WIOA while they are still incarcerated, with a transition strategy for continued service by the One-Stops post-release. The grant also allows SSG to expand training services to a new group, offenders at the Adult Detention Center, who are currently not authorized for work release.

Through a competitive contract from the Virginia Department of Corrections, SSG provides case management services, skills training, job search assistance, and other employment-related supports to ex-offenders through the Virginia Serious and Violent Offender Re-entry (VASAVOR) Program. SSG is now entering its 13th year of engagement with the Commonwealth of Virginia on the VASAVOR Program.

Participants Enrolled at the Fairfax County PRC Since Program Inception

699

Placement Rate

84%

Current Average Hourly Wage

\$10.24

Current Average Annual Salary

\$21,299

Point-in-Time Recidivism Check of FY 2015 Participants

1%

VASAVOR participants enrolled since program inception

506

Placement Rate

78%

Average Hourly Wage

\$9.42

Average Annual Salary

\$19,594

Recidivism Rate

4%

From Public Assistance to Employment

SSG Advances Employment for Prince William TANF Participants

Since 2012, the **SkillSource** Group, Inc., in partnership with the Prince William County Department of Social Services and the County's Department of Housing and Community Development, has been a contractor with the Virginia Department of Social Services, focusing on employment placement for County residents enrolled in the Temporary Assistance for Needy Families (TANF) VIEW Program.

A **SkillSource** Job Developer works closely with assigned participants to examine opportunities for both subsidized and unsubsidized employment. Where appropriate, participants may enter a stipend-based work experience for up to three months to strengthen their job skills and to promote job readiness, so they may better compete for higher wage employment. Alternatively, some participants choose a direct employment opportunity, for which they are provided job-search support.

Through December 2015, the **SkillSource** TANF Employment Advancement Project in Prince William County has been delivering strong and effective services. The **SkillSource** Group Project has enrolled 99 participants and placed 72% of program participants into employment at average wages of \$10.87 per hour, a 9% increase above average hourly wages of VIEW participants.

Immigrant Participant Learns Networking Lesson to Land High Paying Job

After receiving a U.S. special immigration VISA, AJ, along with his wife and two young daughters, immigrated to the U.S. from Kabul, Afghanistan in December 2014. Three months later, AJ was referred to the **SkillSource** Job Developer to assist him with finding a job. AJ's résumé underwent numerous revisions to translate his foreign work experience into roles, responsibilities, and accomplishments relevant to American employers.



Despite an impressive résumé that included a Project Management Professional (PMP) certification, and good English language skills, AJ was still unemployed. The Job Developer proposed a subsidized work experience (SWE) at the **SkillSource** headquarters in Vienna, VA. During his SWE, he spearheaded a significant project to migrate staff to the Microsoft Office 365 platform. In parallel, the Job Developer helped facilitate interviews at staffing firms and **SkillSource** colleagues networked with employers on AJ's behalf.

At the end of his SWE and subsequent one-month contract extension, AJ had two promising interviews that resulted from **SkillSource** colleagues' persistent networking efforts. In December 2015, he landed a high-wage Project Manager position in the finance industry. AJ repeatedly expressed gratitude for the efforts of **SkillSource** staff and the importance of networking.

Services For Northern Virginia Employers



The Federal Workforce Innovation and Opportunity Act (WIOA) and legislation enacted by the Virginia General Assembly and Governor have included provisions for local workforce development boards to enhance and expand workforce development services to local employers. In 2015, the Northern Virginia Workforce Development Board and its State, local and community partner organizations created the Northern Virginia Employer Services Team (EST). This Team is organized to quickly respond to employer requests for workforce assistance. The different types of supports include targeted candidate screening and hiring events, subsidized wage contracts and work experience job placements, assistance with both Federal and State tax credits, and entrepreneurship development, along with other services. The EST members work directly with employers and can also be contacted through telephone and email connections. In 2015, the Northern Virginia Employer Services Team served over 1,400 employers.



An employer representative meeting with an interested jobseeker at a **SkillSource** - sponsored hiring event.

The new WIOA legislation and State policy revisions in 2015 now allow the Northern Virginia Workforce Development Board to work directly with local employers in funding Incumbent Worker Training grants, allowing employers to upgrade the skills of their current workforce. Federal and State guidelines require local employers to share the costs of these new training opportunities with the public funding made available through the Northern Virginia Workforce Development Board; cost sharing requirements are dependent on the company size. More information on this new Incumbent Worker Training Policy is available on the SSG website.

Partnerships Build Foundation For Future Success

In Spring 2015, building contractor American Exteriors & Masonry, LLC in Leesburg, Virginia connected with a SSG Job Developer to find a Project Manager for one of its construction sites. In conjunction with the Northern Virginia Employer Solutions Team, the Job Developer found a suitable candidate, whom American Exteriors & Masonry hired through SSG's On-the-Job Training program at a starting hourly rate of \$16.25. Based on the successful recruitment for the Project Manager position, American Exteriors and Masonry plans to utilize SSG's employer services to hire three additional employees. The Operations Manager for American Exteriors and Masonry, Justin Gonzalez, commended SSG's support, noting, "This service is extremely valuable in finding the right candidate for the job."

Where is the Northern Virginia labor market headed?

Northern Virginia Workforce Development Board Members



Charles Ray – Manpower Group: Our company continues to be optimistic that private sector hiring will continue at a steady pace. In our recent 2016 First Quarter Projections, reflecting the strongest employment outlook since 2007, the Washington D.C. region was one of the top six metropolitan statistical areas that are expected to have the best job prospects.



Roxana Mejia - International Union of Painters and Allied Trades: Training and Education are at the highest demands in all fields. We must provide access for candidates to qualified training and apprenticeship at all skill levels. In order to be successful, partnerships with already established experts in all fields will prove efficient and we will have a higher retention of those seeking work. This way we keep up with demand from employers.



Christopher Rieley – Access National Bank: I am hopeful that the Northern Virginia economy will continue to rebound, which will add more employment opportunities for young adults seeking a start in our labor market. Our message to young jobseekers in Northern Virginia must include a focus on gaining new skills and certifications that local employers need. The adage of 'The more you learn, the more you will earn' is certainly true in Northern Virginia.



Debbie Eshelman - Management Concepts: There will be a greater effort by local leadership to develop private sector economic growth focused on non-federally dependent sectors thus requiring the Northern Virginia labor market to diversify and expand.



William "Ed" Trumbull – ICF, International: National and local labor market economists are predicting an uneven economic recovery and, if true, that will result in noted differences in local hiring, earnings, and job growth. Of the local jurisdictions represented by the Northern Virginia Workforce Development Board, the predominant occupational clusters demanding strong skills and work experiences are Professional and Business Services, Healthcare and Information Technology. I am convinced the Workforce Development Board and the Northern Virginia **SkillSource** Centers must highlight these occupational opportunities for both employers and jobseekers in our area.



Sheryl Granzow – Fairfax County Public Schools: The region will continue to see growth in the technology and healthcare sectors. The need for education and appropriate certifications will be important for a skilled workforce. Apprenticeships and job training will play an important role. As the economy improves the need for skilled trades and service industry workers will be on the rise. The diversity of opportunity will be there for the entry-level to the highly skilled.



Staci Redmon - Strategy and Management Services, Inc.: With our region's {Northern Virginia} dependence on the Federal market for jobs, and the very real and reoccurring threats of budget cuts, sequestration, and shrinking Federal workforce, companies must diversify its markets to provide qualified workers to high growth non-Federal markets such as healthcare, tourism and hospitality, and manufacturing. In turn the region's state and Federal funded workforce development programs that target Veterans, transitioning workers, immigrants, and minorities must step up their programs to assist employers in placing qualified candidates in jobs.

Board Members



Northern Virginia Workforce Development Board of Directors as of December 2015

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	Kim Clark Pakstys Strategic Organization Solutions	Rebecca Hughes SAP Public Services	Todd Rowley Cardinal Bank	Hector Velez Bloomforth

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
Parrish Hall, Room 204
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

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



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