



2017 ANNUAL REPORT

We Help Northern Virginia Work

Letter from Leadership

February 2018

To Northern Virginia Employers and Local Citizens:

We all remain grateful that the economy of our Northern Virginia region, the Commonwealth of Virginia and the nation continues to expand with more employers adding workers to their payrolls, with positive impacts for individuals and families alike. And, we are heartened that economists forecast continued growth and improvement in our local labor market in the months and year ahead.

Interestingly, the demands by local jobseekers to gain new skills and find good employment continues unabated. 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 (6) **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.

The 2017 Annual Report for the **SkillSource** Group, Inc. and the Northern Virginia Workforce Development Board summarizes a variety of services and achievements by our region's public workforce system, including:

- » Continued delivery of workforce and training services within six (6) Northern Virginia **SkillSource** Centers. In 2017, our Centers hosted over 55,000 jobseeker visits. The Northern Virginia Workforce Development Board again met State requirements for spending on jobseeker training. We also started planning a new Comprehensive Workforce Center in Alexandria which will open in 2018.
- » Signing a WIOA Youth Program Pay For Performance contract with funding from the Federal Workforce Innovation and Opportunity Act (WIOA). Northern Virginia is the first local workforce area in the nation to utilize this new performance-based contract and we are excited to better support our young adult jobseekers in their career development process.
- » Ongoing expansion of the Northern Virginia Ticket to Work Employment Network, leading more adults with a disability into fulltime employment. Our Employment Network has become one of the most productive sites in the entire Mid-Atlantic region.

We help Northern Virginia work. Please join us.

Northern Virginia Workforce
Development Board

The **SkillSource** Group, Inc.



Todd W. Rowley
Chairman



Lesley Channell
Vice Chairman



Hector Velez
Chairman



Kim Clark-Pakstys
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 (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 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.

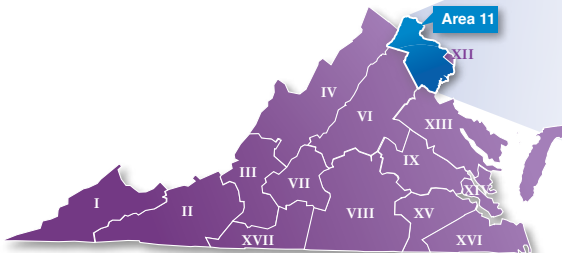


Gilbert Sanchez of the Virginia Employment Commission (left) and Todd Rowley, United Bank and Workforce Board Chairman, prepare for a quarterly Board meeting.



Panelists at the November 2017 Northern Virginia Regional Workforce Discussion, including Ryan Opsitos of Amazon Web Services (left), Steve Jordon of the Northern Virginia Technology Council (center), and Charlie Palumbo of the Virginia Values Veterans Program (right).

Virginia Local Workforce Areas



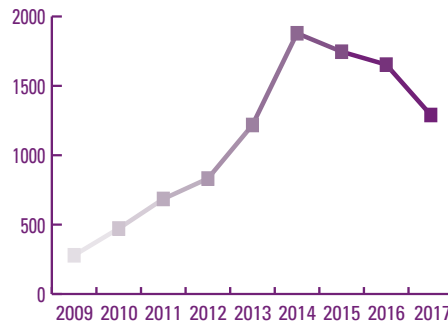
Northern Virginia Workforce Area #11 and SkillSource Center Locations



Comparison of Job Placement Rates 2009-2017

The One Stop Operator for the Northern Virginia Workforce Area, the Fairfax County Department of Family Services, continues to focus on appropriate job placements for thousands of local jobseekers to best meet employer expectations. Over the past four years, the local labor market has shown significant improvements each year. As local labor conditions have changed and improved, Federal funding for local workforce programs, especially the Workforce Innovation and Opportunity Act (WIOA) has been reduced significantly, with fewer resources available to support jobseekers. Also, several targeted programs for entrepreneurs and veterans have ended in recent years, thereby reducing the total number of jobseekers served in a specific fiscal year, including the most recent year, 2017.

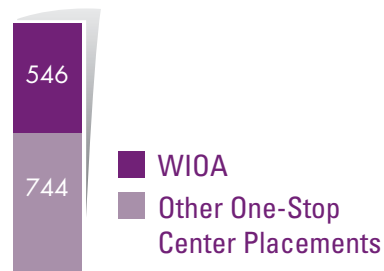
Northern Virginia Job Placements 2009-2017



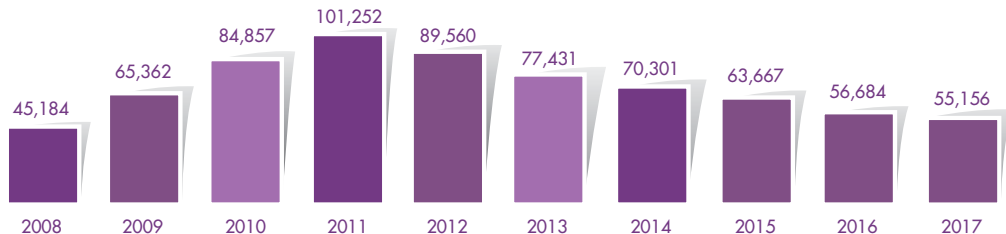
Jobseeker Visits

Jobseeker visits to SSG One-Stop Centers have gradually declined over the past few fiscal years, primarily due to improving local economic conditions. Despite a stronger local economy, thousands of jobseekers still visited the One-Stop Centers in 2017.

Northern Virginia Workforce Area #11 WIOA and One-Stop Job Placements



NORTHERN VIRGINIA SKILLSOURCE CENTERS ADULT JOBSEEKER VISITS 2008-2017

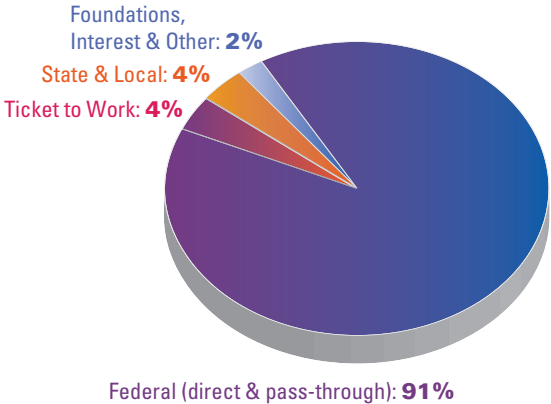


2017 Financial Results

Fiscal Year 2017 revenue totaled just under \$7 million dollars and added \$176,000 to Net Assets. Direct and pass-through Federal funding accounted for 91% of revenue, including 76% from the Workforce Innovation and Opportunity Act allocation.

Forty-one (41%) of WIOA Adult and Dislocated Worker expenditures provided training to eligible recipients, exceeding requirements set in the Code of Virginia.

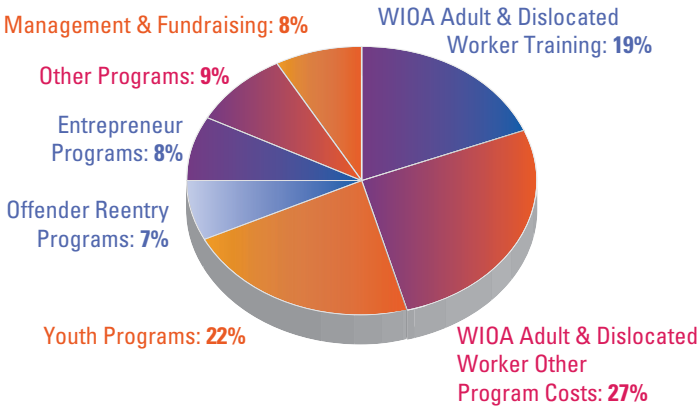
REVENUE SOURCES



SSG continues to control its fundraising and administrative costs, spending just 8% of its expenses on non-programmatic activities in support of its strategic objectives and goals.

As required, SSG submits to annual financial statement and Federal Award audits. For 2017, SSG received an unmodified opinion on its financial statement audit and the Statement of Expenditures of Federal Awards resulted in no findings or questioned costs.

EXPENSES



2017 SSG Contributors

The **SkillSource** Group, Inc. honors and recognizes our grantors, contractors and other financial contributors for 2017. Our initiatives and programs reflect a public and private workforce partnership in support of the entire Northern Virginia community.

- » Commonwealth of Virginia, Department for Aging and Rehabilitative Services
- » Commonwealth of Virginia, Department of Corrections
- » Commonwealth of Virginia, Department of Social Services
- » Commonwealth of Virginia, Virginia Community College System
- » Greater Washington Community Foundation
- » Fairfax County Government, Virginia
- » Metropolitan Washington Council of Governments
- » Third Sector Capital Partners funded through the Corporation for National & Community Service
- » United States Department of Health and Human Services in collaboration with Virginia Tech University
- » United States Department of Labor, Employment and Training Administration (ETA)
- » United States Social Security Administration

Contributions received on behalf of NoVaHealthFORCE:

- » Kaiser Permanente of the Mid-Atlantic
- » Northern Virginia Community College
- » Novant/Prince William Hospital System
- » Reston Hospital Center
- » Sentara Northern Virginia Medical Center
- » Virginia Hospital Center

Success Stories



WIOA Adult

Kristina Barnes



WIOA Youth

Maria Calvio

Learn more @ myskillsource.org/success-stories



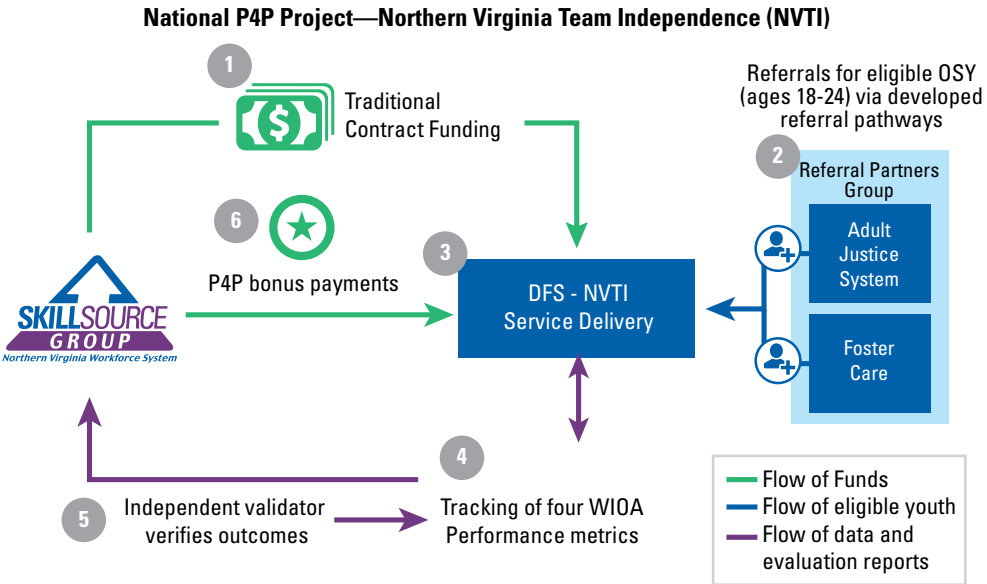
*At the newly refurbished Fairfax Sheriff – **SkillSource** Alternative Incarceration Branch Employment Center, including Mouly Aloumouati of Fairfax County Government (left), Fairfax Sheriff Stacey Kincaid, David Hunn of the **SkillSource** Group, Captain Derrick DeGears of the Fairfax Sheriff's Office, Mark Chernisky of the **SkillSource** Group, and Renee Brown of Fairfax County Government.*

Pay for Performance Project Serving Young Adults

The **SkillSource** Group, Inc. contract addendum with Fairfax County Government for the WIOA Youth Pay for Performance Project has now been completed and both parties have signed the contract effective through 2023. **SkillSource** has also completed the feasibility study phase of the Northern Virginia Team Independence (NVTI) Pay for Performance (P4P) project, and has launched program services. This Project includes broad participation among multiple jurisdictions and organizations, including workforce agencies, criminal justice programs and child welfare services. Currently, 24 young adults are enrolled in the Project, primarily youth that are justice-involved.

SkillSource and the Northern Virginia Workforce Development Board (Workforce Area #11) are the first local workforce area to begin implementing a WIOA Pay for Performance project in the nation.

The chart below highlights the unique opportunities presented by the new contracting authority for WIOA Pay For Performance initiatives.



FY 2017 Jobseeker Credential Attainment

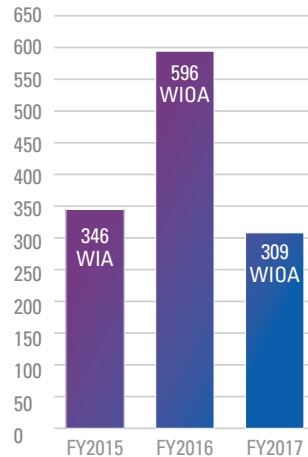
The Governor of Virginia and the Virginia Community College System have placed a strong emphasis on credential attainment, and the public workforce system has made a high priority of meeting the State's goals to increase jobseeker credential attainment. In FY 2017, the One-Stop Operator for the Northern Virginia Workforce Area #11, the Fairfax County Department of Family Services, aided jobseekers in attaining 309 credentials. These numbers declined from the prior year with the completion of the Virginia Employment through Entrepreneurship Consortium (VETEC) project in 2016, as well as a new VCCS policy to not include classification of Incumbent Worker Training certifications under WIOA for this credential count.

In FY 2017, the Trades and Transportation sector emerged as the top industry for which Northern Virginia WIOA clients were attaining certifications, followed closely by Information Technology, Healthcare, Business Management, and Retail Hospitality.

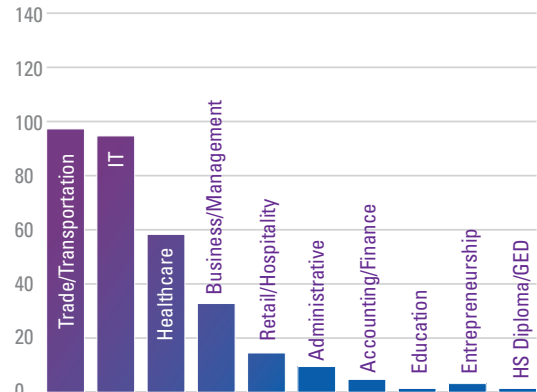


Hosting a Delegation from the Jiangxi Provincial Human Resources and Social Security Department in the People's Republic of China, Seema Jain (eighth from right) and Trang Montgomery (eighth from left), highlighted Northern Virginia workforce and labor market programs and services.

FY 2017 Credential Attainment Workforce Area #11



FY 2017 Credentials by Industry

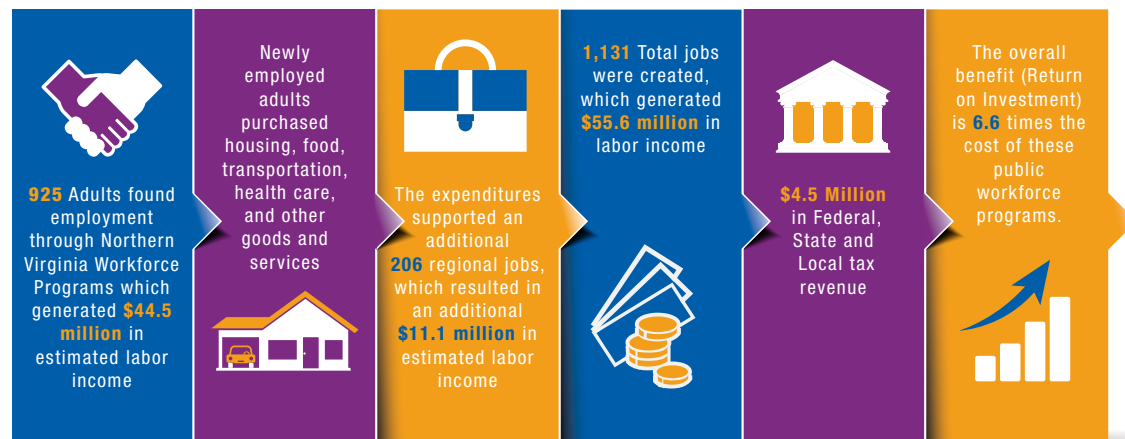


Northern Virginia Workforce Programs Generate Positive FY 2017 Return On Investment

An annual Return on Investment (ROI) Study conducted by Chmura Economics and Analytics, compares public workforce costs with the economic benefits from employment outcomes in order to determine the impact of programs administered by SSG. The study conducted in FY 2017 reflects positive ROI results and \$44.5 million in estimated labor income generated. Comparing the cost to the benefits derived

from SSG's multiple workforce and training skill programs in terms of total household (or labor) income, shows that the benefit/cost ratio is 6.6:1, indicating that the benefits derived from these programs were over six and a half times greater than the public costs necessary to generate those benefits. If job placements through Core services are considered, the benefit/cost ratio increases to 10.3:1.

The diagram below summarizes the 2017 Study findings. The full FY 2017 ROI Study for Northern Virginia Workforce Programs and services can be reviewed online at www.myskillsource.org.



Success Story



Virginia Financial Support Network
David

Learn more @
myskillsource.org/success-stories

Northern Virginia Workforce Development Board of Directors (December 2017)

Robert J. Bartolotta

New Editions Consulting

Stephanie L. Berkowitz

Northern Virginia Family Service

Nannette M. Bowler

Fairfax County Department of
Family Services

Patrick Brennan

Communities in Schools of NOVA

Sharon Bulova

Fairfax County Board of Supervisors

Anthony Cancelosi

Columbia Lighthouse for the Blind

Joseph Carter

R&K Cyber Solutions LLC

Louis J. Cernak, Jr.

Northern Virginia Central
Labor Council

Lesley N. Channell

Healthcare Corporation of
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Marjorie Clift-Bowman

Virginia Employment Commission

Patrick Dean

Associated Builders and
Contractors

Beth Doyle

Loudoun County Public Schools

Debra Eshelman

Management Concepts

Metiasebia “Meti” Fekadu

MaKonnen Financial Group

Thomas Fleetwood

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Mark C. Fletcher

Virginia Department for Aging and
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Michael Forehand

Northern Virginia Chamber of
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Robert M. Frew

Balfour Beatty Construction

Matt Garcell

Cushman & Wakefield

Kenneth Garrison

Heavy Construction Contractors
Association

Karen Garvin

AHT Insurance

Ellen Graham

Cameron’s Coffee & Chocolates

Sheryl Granzow

Fairfax County Public Schools

Ted Gregory

Diamond Transportation Services

George N. Harben

Prince William County Department
of Economic Development

Oanh C. Henry

Allegra Marketing Print and Mail
of Fairfax

Larry Hoffman

Marymount University
Reston Center

Luke Howe

Government Tactical Partners

Patricia Hughes

Talent Connections LLC

Christine Kallivokas

Northern Virginia Technology
Council

Christina Kenney

George Mason University

Roxana Mejia

IUPAT District Council 51

Catherine Meloy

Goodwill of Greater Washington

Donna L. Motsek

Prince William Public Schools

William Mountjoy

AFL-CIO, International (Retired)

Steven B. Partridge

Northern Virginia Community
College

Bruce Patterson

ServiceSource

Scott Price

Office of U.S. Senator Mark Warner

Staci Redmon

Strategy and Management
Services, Inc.

Christopher Rielely

Access National Bank

Todd Rowley

United Bank

Fred Rubin

Pentagon Federal Credit Union

Carl Savino

Competitive Edge Services, Inc.

Linda Seyer

Fairfax County Public Schools

Mary Ann Shurtz

Stratford University

Julie Simmons

Human Capital Strategic
Consulting

Karen Smaw

Fairfax County Economic
Development Authority

Zuzana Steen

Micron Technology, Inc.

Crystal Thrower

Virginia Department of Labor and
Industry

Chau Tran

Asian Pest Services, Inc.

William “Ed” Trumbull

ICF International

Hector Velez

Vector Talent

Michael Waddell

INTEGRITYOne Partners, Inc.

Clifford Yee

Raffa, PC



The SkillSource Group, Inc. Board of Directors (December 2017)

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Bainum Family Foundation

Sharon Bulova

Fairfax County Board of Supervisors

Lesley Channell

Healthcare Corporation of
America/Reston Hospital Center

Kim Clark-Pakstys

Strategic Organization Solutions

Debra Eshelman

Management Concepts

Karen Garvin

AHT Insurance

George Harben

Prince William County Department
of Economic Development

Rebecca M. Hughes

SAP Global Marketing

Peter Joyce

RTI International

Donna Motsek

Prince William Public Schools

Scott Price

Office of Senator Mark Warner

Christopher Rielely

Access National Bank

Todd Rowley

United Bank

Marc Tate

Booz Allen Hamilton

William “Ed” Trumbull

ICF International

Hector Velez

Vector Talent

*Discussing Workforce Board issues
are Janet Muldoon, Chief of Staff
for Virginia Senator Richard Saslaw
(left) and Todd Rowley, United Bank
and Workforce Board Chairman.*

- 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, Tue, Thu, Fri: 8:30 am to 4:30 pm
Wed: 9:30 am to 4:30 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
We are now open 9:00 am to 4:30 pm
every Friday
- 6 Northern Virginia Community College,
Manassas Campus
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
- 7 Virginia Workforce Center
Alexandria (Emerging)
Cherokee Avenue
Opening in Spring 2018
5520 Cherokee Avenue, Suite 100
Alexandria, VA 22312

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



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