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.

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

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

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

Virginia Local Workforce Areas
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.

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 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.

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.
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
Learn more @ myskillsource.org/success-stories

WIOA Youth
Maria Calvio

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 DeGeare 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.

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**National P4P Project—Northern Virginia Team Independence (NVTI)**

1. Traditional Contract Funding
2. Referrals for eligible OSY (ages 18-24) via developed referral pathways
3. DFS - NVTI Service Delivery
4. Tracking of four WIOA Performance metrics
5. Independent validator verifies outcomes
6. P4P bonus payments

Referral Partners Group
- Adult Justice System
- Foster Care

Flow of Funds
- Flow of eligible youth
- Flow of data and evaluation reports
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.
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
<table>
<thead>
<tr>
<th>Name</th>
<th>Company/Institution</th>
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<tbody>
<tr>
<td>Robert J. Bartolotta</td>
<td>New Editions Consulting</td>
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<td>Stephanie L. Berkowitz</td>
<td>Northern Virginia Family Service</td>
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<td>Nannette M. Bowler</td>
<td>Fairfax County Department of Family Services</td>
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<td>Patrick Brennan</td>
<td>Communities in Schools of NOVA</td>
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<td>Sharon Bulova</td>
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<td>Anthony Cancelosi</td>
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<td>Joseph Carter</td>
<td>R&amp;K Cyber Solutions LLC</td>
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<td>Louis J. Cernak, Jr.</td>
<td>Northern Virginia Central Labor Council</td>
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<tr>
<td>Lesley N. Channell</td>
<td>Healthcare Corporation of America/Reston Hospital Center</td>
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<td>Marjorie Clift-Bowman</td>
<td>Virginia Employment Commission</td>
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<td>Patrick Dean</td>
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<td>Beth Doyle</td>
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<td>Debra Eshelman</td>
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<td>Metiasebia “Meti” Fekadu</td>
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<td>Thomas Fleetwood</td>
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<td>Michael Forehand</td>
<td>Northern Virginia Chamber of Commerce</td>
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<tr>
<td>Robert M. Frew</td>
<td>Balfour Beaty Construction</td>
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<tr>
<td>Matt Garcell</td>
<td>Cushman &amp; Wakefield</td>
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<tr>
<td>Kenneth Garrison</td>
<td>Heavy Construction Contractors Association</td>
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<tr>
<td>Karen Garvin</td>
<td>AHT Insurance</td>
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<tr>
<td>Ellen Graham</td>
<td>Cameron’s Coffee &amp; Chocolates</td>
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<td>Sheryl Granzow</td>
<td>Fairfax County Public Schools</td>
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<td>Ted Gregory</td>
<td>Diamond Transportation Services</td>
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<td>George N. Harben</td>
<td>Prince William County Department of Economic Development</td>
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<td>Oanh C. Henry</td>
<td>Allegra Marketing Print and Mail of Fairfax</td>
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<td>Larry Hoffman</td>
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<td>Luke Howe</td>
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<td>Patricia Hughes</td>
<td>Talent Connections LLC</td>
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<td>Christine Kallivokas</td>
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<td>Christina Kenney</td>
<td>George Mason University</td>
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<tr>
<td>Roxana Mejia</td>
<td>IUPAT District Council 51</td>
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<td>Catherine Meloy</td>
<td>Goodwill of Greater Washington</td>
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<td>Donna L. Motsek</td>
<td>Prince William Public Schools</td>
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<tr>
<td>William Mountjoy</td>
<td>AFL-CIO, International (Retired)</td>
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<td>Steven B. Partridge</td>
<td>Northern Virginia Community College</td>
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<tr>
<td>Bruce Patterson</td>
<td>ServiceSource</td>
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<tr>
<td>Scott Price</td>
<td>Office of U.S. Senator Mark Warner</td>
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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—Thu: 8:00 am to 4:30 pm
Fri: 10:00 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
8520 Cherokee Avenue, Suite 100
Alexandria, VA 22312

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

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