



NORTHERN REGION

Board of Directors Meeting

Agenda and Meeting Materials

**Thursday September 5, 2024
8:30 a.m. – 10:00 a.m.**

By Zoom Meeting

<https://us02web.zoom.us/j/88298332991?pwd=bkKCukmpPFa5mgJZ32VPEzOjmHRLah.1>

Meeting ID: 882 9833 2991

Passcode: 062508

**VIRGINIA CAREER WORKS - NORTHERN
BOARD OF DIRECTORS
Quarterly Meeting**

**Thursday September 5, 2024
8:30 a.m. – 10:00 a.m.**

Roll Call

Chairman's Report

Approval of June 6, 2024 Quarterly Board Meeting Summary Notes

Board Committee Reports; The *SkillSource* Group, Inc. Report

Necessary Board Actions Aligned with Approved 2021 – 2024 Strategic Priorities

Become a Thought Leader for Workforce Development

- Ratification of Final FY 2025 *SkillSource* Group Budget
- Creation of a 2025 - 2028 Strategic Planning Committee
- Creation of VCWN Center Certification Team
- Approval of Virginia Career Works – Northern Policies:
 - VCWN Member Participation by Electronic Means Policy (New)
 - VCWN WIOA Youth Policy on 5% Low-Income Exception (Revised)

Expand Talent Pipeline of Youth and Adults for Business

- Review of 2024 Educating Youth through Employment (EYE) Program Outcomes

Expand Strategic Partnerships Across Northern Virginia to Accomplish Our Goals

- Update on Fairfax County Talent Up Initiative
- Northern Virginia One Stop Operator Update on Caseload and Service Strategy for FY 2024

Board Business Items

- Program Management Reports
- Executive Director Items

Adjourn

Virginia Career Works Northern Region

Thursday, June 6, 2024

Quarterly Board of Directors Meeting

Summary Notes

Members Present:

Shekera Alvarado
Robert Bartolotta
Michael Becketts
Joseph Carter
George Harben
Debora Harvey
Debby Hopkins

William Mountjoy
Steven Partridge
Leanna Rerko
Christopher Rieley
Todd Rowley
Roopal Saran

Karen Smaw
Zuzana Steen
Paul Steiner
William Trumbull
Hector Velez
Michele Weatherly

Executive Director: David Hunn

Staff: Sabrina Miller, Seema Jain, Angela Harris, Suzanne Boudreaux, Rebecca Bennett, Wossenu Weldekiros, Robert Mahon, Sheila Jones, Ann Hyslop, Karla Quiroz, Anna Briceno, Lauren Parker, Ahsan Ijaz, and Virginia Judd

Observers: Tatiana Nuth, William Browning, Swati Aneja, Lindsay Washington, Susan Orehowsky, Linda Siam, Sandra Zacarias, Robin Baker, Kayla May, Annie Tamerjan, Rachael Wooden, Rae Nguyen, Eileen Rakshys, Michael Bozeth, Leann White, Eugene Mensah, and Dortha Brown

The meeting commenced at **11:01 a.m.**

Board Member Roll Call: Sabrina Miller conducted roll call and a quorum was met.

Approval of March 7, 2024 Summary Notes: A motion was made by George Harben to approve the Board Summary notes from March 7, 2024 and was seconded by Karen Smaw. The Summary notes were approved unanimously by the full Board of Directors, with no abstentions.

Chairman's Report:

Mr. William Trumbull, the Chairman of the Virginia Career Works Northern Region Board of Directors, welcomed the Board to the meeting.

Mr. Trumbull opened the meeting by acknowledging that after 23 years, we celebrate the last Virginia Career Works Northern Board Meeting at the Tysons Corner location. In September 2024, we will be completely virtual, as the Board Offices will be moving to a new location in Tysons. While we will continue to have Board Meetings with a virtual option, we are searching for a new specific location for our public meetings.

Mr. Trumbull apprised Board members of several important Board votes this morning, including the renewal of the Board Officers, as well as the ratification of the Virginia Career Works Northern FY 2025 Annual Budget. We will also be discussing recent correspondence sent to Capitol Hill, along with an update on the pending Board Op-Ed with the Washington Business Journal. We are heading into the final two weeks of this fiscal year and will hit the ground running in FY 2025, starting on July 1st. Our programs and services have reached over 43,922 Center customers served through April 2024, putting our Workforce Area on track to serve over 58,000 jobseekers by June 2024.

Mr. Trumbull provided an update from our March 2024 meeting where we discussed how the Appropriations Subcommittee for the U.S. House of Representatives approved an FY 2024 Budget proposal that recommended significant funding reductions to the WIOA programs, including substantial cuts to the WIOA Adult Program, and complete elimination of the WIOA Youth Program and the Senior Community Service Employment Program. As we all know, Congress did finally agree on a funding level for the WIOA Programs, roughly at the current services level. Those funds have now flowed through the Labor Department to the Virginia Governor and now down to us at the Workforce Board – after all the Congressional drama, our allocation for the new fiscal year is roughly 7.5% lower for WIOA Adult, 5.3% lower for WIOA Youth and 1% lower for WIOA Dislocated Workers. As we were planning for a reduction of 10% or more, our Team is planning for a good year ahead.

Mr. Trumbull then introduced the new VCW Northern Board Members whose membership is still pending with the various jurisdictions. VCW new Board members include:

- Daniel McGuire Ground Up Trade and Talent Solutions (GUTTS) (Fairfax County)
- LeAnn White Northern Virginia Black Chamber of Commerce (Fairfax County)
- Swati Aneja ServiceSource (Fairfax County)
- Daisy Saulls Independent Workforce Consultant (Loudoun County)
- Rachael Wooden Kaiser Permanente (Fairfax County)
- Karen Drenkard Independent Consultant and American Association of Retired Persons (AARP) (Fairfax County)

Mr. Trumbull then asked for Committee Report Updates, as follows:

The SkillSource Group, Inc. (SSG) Board of Directors: George Harben reported for the SSG Board of Directors. Since the Virginia Career Works Northern Board meeting in March 2024, the SSG Board of Directors met and acted on the following items:

- Reviewed and approved the draft FY 2025 Budget for SkillSource, the Virginia Career Works Northern and the WIOA One Stop Operator. This Board will be asked to ratify the revised FY 2025 Budget.
- The Board also continued to review and approve multiple Incumbent Worker Training contract proposals, supporting local Northern Virginia employers with skills upgrades.
- The lease for the American Job Center Prince William will end in December 2024. SkillSource staff have been working with State officials to downsize our space footprint at

the Center. The Virginia Employment Commission and the Virginia Department of Aging and Rehabilitative Services intend to downsize their office and cubicle space by 50%, effective January 2025. SkillSource and the Building Owner have agreed on a plan to subdivide the building space, with SkillSource retaining roughly 6,000 square feet for this American Job Center. This Board will be briefed on this item later this morning.

- The Board has been following the Federal legislative and appropriations process for FY 2024 and FY 2025 and this Board will be updated on recent correspondence to Virginia Senator Kaine.
- Finally, the Board has engaged our audit firm, GRF, to begin preparing our annual audit review, starting in early August 2024, with the final audit to be presented in late September or early October. GRF is also contracted to prepare and submit our annual IRS Form 990 tax forms, later in 2024.

Youth Committee: Leanne Rerko reported for the Youth Committee.

- The Youth Committee last met on June 4, 2024.
- As of May 31, 2024, the Northern Virginia WIOA Youth Program was at 233 enrollments, with 5 In-School Youth enrollment. Nearly 85% youth are Basic Skills Deficient and 55% have a disability. Northern Virginia is the third largest WIOA Youth Program in the State.
- The Committee was apprised of the data from the State WIOA performance report for the third quarter of PY 2023 – the program is meeting all 5 performance measures. The Committee also reviewed the proposed WIOA performance measures for PY 2024 and PY 2025.
- Lastly, the Committee reviewed the PY 2022 obligations and expenditures – as of April 2024, the program has spent all of the PY 2022 funds and has now began using PY 2023 funding that will expire June 30, 2025.

Quality Assurance Committee: Robert Bartolotta reported for the Quality Assurance Committee.

- The Quality Assurance Committee last met on March 21, 2024.
- There are currently 72 providers and 484 programs approved by Virginia Career Works – Northern.
- The Committee reviewed three (3) new Eligible Training Providers and their programs, and approved expanded course offerings for two (2) current Eligible Training Provider.
- Virginia Career Works – Northern is still currently awaiting State guidance regarding the upcoming Center certification process. All Centers are currently certified through June 2024.
- We are also still awaiting State guidance on renewals for all Eligible Training Providers and programs, which will need to occur by June 30, 2024.
- Lastly, as of April 30, 2024, 258 training vouchers had been issued and \$694,493 had been obligated in WIOA training funds.

Board of Directors Vote on New Officers for FY 2025 – 2026

David Hunn presented to the Board for consideration the following current Slate of Board Officers who have agreed to continue serving in these roles for FY 2025 – 2026.

- Chairman - William “Ed” Trumbull; ICF International (Fairfax County)
- Vice Chairman - Joseph Carter; R&K CyberSolutions, LLC (Prince William County)
- Secretary – George Harben; Prince William County Government (Prince William County)
- Treasurer – Robert Bartolotta; Manhattan Strategy Group (Fairfax County)
- Parliamentarian – Roxana Mejia; International Union of Painters and Allied Trades (IUPAT District Council 51) (Fairfax County)

A motion was made by Deborah Harvey to accept the continuance of the Slate of Board Officers for FY 2025- FY 2026. The motion was seconded by Michele Weatherly. The full Board of Directors approved unanimously with no abstentions.

Necessary Board Actions Aligned with Approved 2021 – 2024 Strategic Priorities

Become a Thought Leader for Workforce Development

Ratification of Initial FY 2025 SkillSource Group Budget

Ahsan Ijaz discussed the second draft of the FY25 Budget estimates total revenues at \$11.641M and expenses at \$11.571, showing a surplus of \$70,255. This is the second of a few upcoming drafts to be presented as The SkillSource Group (SSG) competes in several grant renewals and new grant proposals.

Revenue Updates:

- The State has not yet provided guidance on Program Year (PY) 24 WIOA allocations so the SSG is assuming a 10% reduction across the three (3) WIOA programs. The NVCPR grant has also ended on March 31, 2024, budgeted for \$168,201 in FY24. FY25 also includes the remaining portion of the PW ELEVATE and Talent Up Fairfax grants.
- Several of SSG’s grants are in the process of renewal and are assumed to be renewed at the same level as FY24 in this budget version. These renewals include:
 - SCSEP \$1,407,528
 - TANF \$486,724 – SkillSource has recently received notice that this grant was renewed at a reduced budget of \$247k.
- There are also proposals pending for new grants that if awarded will change the FY25 budget projections.
- Personnel cost updates:

This draft assumes that the PW Center lease will be renewed at a reduced space amount as of January 1, 2025. Therefore, revenue and expenditures will be lower for all Partners going forward.

- **This budget requests a transfer of up to \$750,000 from WIOA Dislocated Worker to WIOA Adult.**

Expenditure Updates

- The personnel budget a COLA increase of 4% but also assumes a few positions will drop off as their respective grants expire, such as Elevate, Work-based Learning, Talent Up, etc. Since the positions dropping off are higher than the COLA increase, the personnel budget is projected to decrease when compared to FY24.
- The fringe benefit expenses will drop in correlation with the salaries expense.
- This draft assumes that the PW Center lease will be renewed at a reduced space amount as of January 1, 2025. Therefore, revenue and expenditures will be lower for all Partners going forward.
- Since it is unknown how much of the WIOA Adult and Dislocated Worker Program Year 23 budgets will be spent between now and June 2024 and what the funding amount will be for PY24, we will re-classify the one-stop center set aside funds, the training funds and the unobligated funds in the next budget once these figures are available.
- Direct training expenses (without staff costs) are projected at 16% and once we have the DFS allocation for training, this will likely inch closer to the 40% requirement.

A motion to approve the second version of the assumptions for the FY25 Interim SkillSource Budget, was made by George Harben and seconded by Robert Bartolotta. The motion was unanimously approved by the full Board of Directors with no abstentions.

Federal Legislative Update on WIOA Reauthorization – Letter to Congress

David Hunn shared Board a letter to Congress from Fairfax County Board of Supervisors Chairman, Jeffrey McKay, outlining the community's disappointment with House-passed bill (H.R. 6655) that includes several provisions that undermine local communities in their effort to promote economic vitality. Chairman McKay respectfully provided recommendations and suggestions for a WIOA authorization bill that will strengthen local capacity, promote flexibility, and improve operational efficiencies.

Near-Final Washington Business Journal Article on Importance of Immigration to Northern Virginia Labor Market

David Hunn presented to the board a draft version of an article on importance of immigration to Northern Virginia labor market, to be published in the Washington Business Journal. This article highlights the State of the Region based on insights from analysis of Census Bureau data and economic data by the Northern Virginia Regional Commission (NVRC).

A motion to approve the draft version of Washington Business Journal article on the Importance of Immigration to Northern Virginia Labor Market was made by Joseph Carter and seconded by Deborah Harvey. The motion was unanimously approved by the full Board of Directors with no abstentions.

Expand Talent Pipeline of Youth and Adults for Business

Update on Prince William Workforce Center Lease Status

David Hunn updated the Board on the status of the Prince William Workforce Center lease. This update included the plans of renegotiating our long-term lease at the Prince William Woodbridge Center for another 5 or 10 years, as we realign our space needs at the Center to accommodate a smaller Partner agency footprint. Mr. Hunn shared a blueprint and pictures of the space currently and a blueprint of what the space will be moving forward for our new lease term.

Review of LinkedIn Learning License Utilization and Plans for FY 2025

Angela Harris, Workforce Center Specialist for the Virginia Career Works Northern -Prince William Center, gave a presentation on VCW's utilization of LinkedIn Learning. This data included license distribution, marketing strategies, and success stories. Ms. Harris highlighted our jobseeker's utilization of hours viewed on LIL courses, online course completion, and more.

Expand Strategic Partnerships Across Northern Virginia to Accomplish Our Goals

Northern Virginia One Stop Operator Update on Caseload and Service Strategy for FY 2024

Tatiana Nuth from the Fairfax County Department of Family Services, the One-Stop Operator for the Virginia Career Works Northern Region, gave a presentation reporting on the Training caseloads for FY 2024 during the period of July 2023 through May 2024.

Board Business Items

Program Management Reports

David Hunn provided an overview of the Program Management report, which highlighted service and performance data for FY 2024 from July 1, 2023, through April 30, 2024.

Executive Director Items

David Hunn provided an overview on FY 2024 (through April 2024) WIOA Training expenditures, by vendor and OJT Commitments, Proposed FY 2025 – 2026 WIOA Performance Benchmarks Issued, from which the VCW Northern management will commence negotiations to be completed by June 2024. Finally, Mr. Hunn reviewed the *SkillSource* Group Summary of Grants and Contracts Award Matrix

Adjournment

With all Board activities completed, Chairman William Trumbull sought a motion to adjourn the meeting. The motion was made and seconded.

The meeting adjourned at 12:13 p.m.

THE SKILLSOURCE GROUP, INC.
BOARD OF DIRECTORS MEETING
SUMMARY SHEET

SUBJECT: Review and Approval of the FY 25 Budget

The FY25 Budget estimates total revenues at \$11.74M and expenses at \$11.71M, showing a surplus of \$33,255. The *SkillSource Group* (SSG) is competing in several grant renewals and new grant proposals and will request budgeted modifications as these new awards are announced.

Revenue Updates

- The State has provided guidance on Program Year (PY) 24 WIOA allocations coming in at a 7% reduction across the three (3) WIOA programs. The NVCPR grant has also ended on March 31, 2024, budgeted for \$168,201 in FY24. FY25 also includes the remaining portion of the PW ELEVATE and Talent Up Fairfax grants.
- The TANF grant renewal was awarded for less than projected. There is a second component of the grant award that SSG is eligible for and if awarded will be included a budget modification.
- This budget assumes that the PW Center lease will be renewed at a reduced space amount as of January 1, 2025. Therefore, revenue and expenditures will be lower for all Partners going forward.
- **This budget requests a transfer of up to \$750,000 from PY23 WIOA Dislocated Worker to PY23 WIOA Adult.**

Expenditure Updates

- The personnel budget proposes a COLA increase of 4% but also assumes a few positions will drop off as their respective grants expire, such as Elevate, Work-based Learning, Talent Up, etc. Since the positions dropping off are higher than the COLA increase, the personnel budget is projected to decrease when compared to FY24.
- The fringe benefit expenses will drop in correlation with the salaries expense.
- This budget assumes that the PW Center lease will be renewed at a reduced space amount as of January 1, 2025. Therefore, revenue and expenditures will be lower for all Partners going forward.
- Training expenses for the WIOA grant are projected at 42%, above the 40% minimum requirement.

ACTION REQUESTED:

The *SkillSource* Group Board of Directors approve the final version of the FY25 *SkillSource* Budget.

STAFF: David Hunn, Seema Jain, Ahsan Ijaz, 703-827-3782



The SkillSource Group, Inc.
FY25 Proposed Budget - Version 3

	FY25 Budget Version 3	FY24 Budget Version 5	Change from Prior Year	% Change from Prior Year	Notes
Revenue					
Government Contracts	\$ 10,520,583	\$ 11,873,773	\$ (1,353,190)	-11%	Drop in revenue is from a few grants expiring in FY25 (Elevate, Talent Up, WBL, etc) and a drop in WIOA revenue
Unrestricted Revenue	594,000	365,300	228,700	63%	Projecting an increase in DARS SEAL, EYE and UW FEC revenue
Rental Income	624,861	937,267	(312,406)	-33%	PW Center renewal at a reduced footprint
Other Income	2,000	1,800	200	11%	Projecting slightly higher interest income as the cash balance increases
Total Revenue	11,741,445	13,178,140	(1,436,696)	-11%	
Personnel Costs					
Salaries	1,720,225	1,767,137	(46,912)	-3%	Budget drop is a result of a few positions ending when their respective grants expire (Elevate, Talent Up, WBL, etc)
Fringe	567,674	574,042	(6,368)	-1%	Drop in fringe benefits related to the above mentioned positions
Total Personnel Costs	2,287,899	2,341,179	(53,280)	-2%	
Operating Costs					
70451 · Annual Report Production	6,000	6,000	-	0%	
50930 · Audit Services	38,000	38,000	-	0%	
50919 · Communication	50,916	50,296	620	1%	
51651 · Contracted Maintenance	33,673	76,122	(42,449)	-56%	Assuming a drop related to smaller footprint in Woodbridge in FY25
50920 · Dues & Memberships	4,535	4,035	500	12%	
51763 · Equipment & Maint Costs	12,000	13,944	(1,944)	-14%	
51770 · IT support	100,800	50,000	50,800	102%	Increased fee related to increased scope with IT provider
50210 · Financial Mgmt Services	120,000	90,000	30,000	33%	Annualized cost of outsourced accounting firm
50900 · HR & PR Processing	76,000	81,526	(5,526)	-7%	
71651 · Insurance	29,673	29,084	589	2%	
50858 · Meetings & Conferences	5,000	4,225	775	18%	
50879 · Professional Development	8,350	11,500	(3,150)	-27%	
50200 · Professional Services - Other	147,820	20,181	127,639	632%	Passthrough portion of UW FEC grant
50878 · Rent	309,993	628,355	(318,362)	-51%	Assuming a drop related to smaller footprint for Woodbridge in FY25
50883 · Rent - CAM and Taxes	12,000	18,000	(6,000)	-33%	Assuming a drop related to smaller footprint for Woodbridge in FY25
51111 · Security Services	170,000	168,901	1,099	1%	
50863 · Supplies & Office Expense	136,725	150,088	(13,363)	-9%	
50940 · Travel - SSG Staff	5,750	8,572	(2,822)	-33%	
52955 · Utilities	14,250	31,500	(17,250)	-55%	Assuming a drop related to smaller footprint for Woodbridge in FY25
Total Operating Costs	1,281,485	1,480,329	(198,844)	-13%	
Program Costs					
50350 · Outreach - SSG	100,973	101,957	(984)	-1%	
50160 · Customer Wages	2,660,143	2,370,928	289,215	12%	Increase in customer wages for Talent Up from FY24's share
60100 · Customer Payroll Taxes	90,199	98,789	(8,590)	-9%	
50952 · Training	135,915	497,679	(361,764)	-73%	
58783 · One-Stop Center Set Aside	764,478	1,210,914	(446,436)	-37%	
58799 · Unobligated Funds	337,742	547,437	(209,695)	-38%	
Total Program Costs	4,089,451	4,827,704	(738,253)	-15%	
Contractual Services					
50150 · Contract Personnel	3,038,009	3,109,103	(71,094)	-2%	
50400 · Contract Operations	126,345	170,281	(43,936)	-26%	
50600 · Contract Training & Other	885,000	1,181,584	(296,584)	-25%	
Total Contractual Services Costs	4,049,354	4,460,968	(411,614)	-9%	
Indirect Costs	-	-	-	0%	
Total Expenditures	11,708,189	13,110,180	(1,401,991)	-11%	
Net	\$ 33,255	\$ 67,960	\$ (34,705)		

	WIOA Admin	WIOA Adult	USDOL - VCCS					USHHS		Other Government					Other Programs				Centers		Indirect		SSG	Total FY25
			WIOA DW	WIOA Youth Out	NoVA WBL	SCSEP	ICF	TANF	Go VA	Go VA Admin	PW Elevate	Talent Up	Manassas CARES	UW FEC	EYE	DARS SEAL	Ticket to Work	PW Center	Cherokee Center	Indirect - Other	Indirect - Admin	Unrestricted		
Revenue																								
Government Revenue	543,140.50	2,968,423.90	851,520.50	2,024,320.10	28,162.15	1,407,631.00	94,763.95	247,568.19	258,365.87	26,945.03	233,956.57	1,815,000.00	20,785.30										10,520,583.06	
Unrestricted Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-											
Rental Income	-	-	-	-	-	-	-	-	-	-	-	-	-	99,000.00	120,000.00	225,000.00	150,000.00						594,000.00	
Other Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-					319,688.88	305,172.58				624,861.46	
																						2,000.00	2,000.00	
Total Revenue	543,140.50	2,968,423.90	851,520.50	2,024,320.10	28,162.15	1,407,631.00	94,763.95	247,568.19	258,365.87	26,945.03	233,956.57	1,815,000.00	20,785.30	99,000.00	120,000.00	225,000.00	150,000.00	319,688.88	305,172.58	-	-	2,000.00	11,741,444.52	
Personnel Costs																								
Salaries	180,488.02	241,297.89	154,849.02	185,312.17	18,982.08	31,183.48	50,450.41	149,633.30	148,690.52	11,180.00	11,179.42	167,429.52	2,341.04	-	-	-	100,833.46	61,622.00	61,941.07	62,739.87	34,234.80	45,836.61	1,720,224.66	
Fringe	59,561.05	79,628.30	51,100.18	61,153.02	6,264.09	10,290.55	16,648.64	49,378.99	49,067.87	3,689.40	3,689.21	55,251.74	772.54	-	-	-	33,275.04	20,335.26	20,440.55	20,704.16	11,297.49	15,126.08	567,674.16	
Total Personnel Costs	240,049.07	320,926.19	205,949.19	246,465.19	25,246.17	41,474.03	67,099.05	199,012.29	197,756.39	14,869.40	14,868.63	222,681.26	3,113.58	-	-	-	134,108.50	81,957.26	82,381.62	83,444.03	45,532.29	60,962.68	2,287,898.80	
Operating Costs																								
70451 - Annual Report Production	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,000.00	-	6,000.00	
50930 - Audit Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	38,000.00	-	38,000.00	
50919 - Communication	-	-	-	-	-	1,450.00	-	-	-	-	-	-	-	-	-	-	-	9,466.00	12,000.00	3,000.00	25,000.00	-	50,916.00	
51651 - Contracted Maintenance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	33,673.00	-	-	-	-	33,673.00	
50920 - Dues & Memberships	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	535.00	-	-	4,000.00	-	4,535.00	
51763 - Equipment & Maint Costs	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10,000.00	2,000.00	-	-	12,000.00	
51770 - IT support	49,800.00	-	-	-	-	-	-	-	1,200.00	-	-	-	-	-	-	-	-	-	-	-	-	49,800.00	-	100,800.00
50210 - Financial Mgmt Services	60,000.00	-	-	-	-	12,000.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	48,000.00	-	120,000.00	
50900 - HR & PR Processing	-	-	-	-	-	32,000.00	-	-	-	-	-	20,000.00	-	-	-	-	-	-	-	-	24,000.00	-	76,000.00	
71651 - Insurance	-	-	-	-	-	-	-	-	5,673.00	-	-	-	-	-	-	-	-	-	-	-	24,000.00	-	29,673.00	
50858 - Meetings & Conferences	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,000.00	-	-	5,000.00	
50879 - Professional Development	-	-	-	-	-	-	-	-	350.00	-	-	-	-	-	-	-	-	-	-	-	8,000.00	-	8,350.00	
50200 - Professional Services - Other	-	33,000.00	-	-	-	-	-	-	13,320.00	9,000.00	-	-	-	90,000.00	-	-	-	2,500.00	-	-	-	-	147,820.00	
50878 - Rent	-	-	-	-	-	1,200.00	-	-	-	-	-	6,000.00	-	-	-	-	-	143,745.00	156,048.00	-	3,000.00	-	309,993.00	
50883 - Rent - CAM and Taxes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12,000.00	-	-	-	12,000.00	
51111 - Security Services	-	56,666.67	56,666.67	56,666.67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	170,000.00	
50863 - Supplies & Office Expense	-	-	65,000.00	-	355.79	3,684.52	19,050.00	-	8,826.68	626.08	-	17,682.38	-	-	-	-	-	4,500.00	5,000.00	10,000.00	2,000.00	-	136,725.44	
50940 - Travel - SSG Staff	-	-	-	-	-	-	-	2,000.00	3,750.00	-	-	-	-	-	-	-	-	-	-	-	-	-	5,750.00	
52955 - Utilities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14,250.00	-	-	-	-	14,250.00	
Total Operating Costs	109,800.00	89,666.67	121,666.67	56,666.67	355.79	50,334.52	19,050.00	2,000.00	33,119.68	9,626.08	-	43,682.38	-	90,000.00	-	-	-	208,669.00	195,048.00	15,000.00	236,800.00	-	1,281,485.44	
Program Costs																								
50350 - Outreach - SSG	-	-	70,000.00	-	-	-	-	1,000.00	4,000.00	-	4,500.00	20,000.00	1,473.00	-	-	-	-	-	-	-	-	-	100,973.00	
50160 - Customer Wages	-	-	-	-	-	1,045,143.00	-	-	-	-	-	1,500,000.00	-	-	50,000.00	65,000.00	-	-	-	-	-	-	2,660,143.00	
60100 - Customer Payroll Taxes	-	-	-	-	-	80,999.00	-	-	-	-	-	-	-	-	4,000.00	5,200.00	-	-	-	-	-	-	90,199.00	
50952 - Training	-	22,000.00	22,000.00	22,000.00	-	24,463.27	-	22,000.00	-	-	9,143.06	-	14,309.15	-	-	-	-	-	-	-	-	-	135,915.48	
58783 - One-Stop Center Set Aside	76,447.82	330,247.76	130,840.24	226,942.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	764,478.20	
58799 - Unobligated Funds	81,858.71	738.18	428.01	253,667.89	-	-	-	1,049.70	-	-	-	-	-	-	-	-	-	-	-	-	-	-	337,742.49	
Total Program Costs	158,306.53	352,985.94	223,268.25	502,610.27	-	1,150,605.27	-	24,049.70	4,000.00	-	13,643.06	1,520,000.00	15,782.15	-	54,000.00	70,200.00	-	-	-	-	-	-	4,089,451.17	
Contractual Services																								
50150 - Contract Personnel	-	1,341,512.00	178,632.00	1,120,698.00	-	151,090.00	-	-	-	-	131,148.57	-	-	-	51,255.00	63,673.00	-	-	-	-	-	-	3,038,008.57	
50400 - Contract Operations	-	15,000.00	15,000.00	25,000.00	-	-	-	-	-	-	68,945.14	-	-	-	1,200.00	1,200.00	-	-	-	-	-	-	126,345.14	
50600 - Contract Training & Other	-	805,000.00	65,000.00	15,000.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	885,000.00	
Total Contractual Services Costs	-	2,161,512.00	258,632.00	1,160,698.00	-	151,090.00	-	-	-	-	200,093.71	-	-	-	52,455.00	64,873.00	-	-	-	-	-	-	4,049,353.71	
Indirect Costs	34,984.91	43,333.10	42,004.39	57,879.97	2,560.20	14,127.18	8,614.90	22,506.20	23,487.81	2,449.55	5,351.17	28,636.36	1,889.57	9,000.00	5,400.00	7,020.00	13,410.85	29,062.63	27,742.96	(98,104.17)	(281,357.58)	-	-	
Total Expenditures	543,140.50	2,968,423.90	851,520.50	2,024,320.10	28,162.15	1,407,631.00	94,763.95	247,568.19	258,365.87	26,945.03	233,956.57	1,815,000.00	20,785.30	99,000.00	111,855.00	142,093.00	147,519.35	319,688.88	305,172.58	339.86	974.71	60,962.68	11,708,189.13	
Net	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,145.00	82,907.00	2,480.65	-	-	(339.86)	(974.71)	(58,962.68)	33,255.40	

**VIRGINIA CAREER WORKS - NORTHERN
BOARD OF DIRECTORS MEETING**

SUMMARY SHEET

SUBJECT: Virginia Career Works Northern 2025 – 2028 Strategic Plan Development

The Virginia Career Works Northern Region Board will commence a new Working Group to plan and develop its 2025 – 2028 Strategic Plan. The current 2021 -2024 Strategic Plan is attached for review.

The Virginia Career Works Northern Board of Directors is invited to participate on this Strategic Plan Working Group during September – November 2024. The Working Group will meet virtually three (3) times for 90 minute sessions. The Strategic Plan and its development process will be led by a ***SkillSource*** Group contractor, Mr. Mason Bishop, President and CEO of WorkED. Mr. Bishop is a nationally-recognized expert in workforce development policy and is based locally in Burke, Virginia.

Following the completion of the Working Group sessions, Mr. Bishop and his Team will prepare the draft 2025 – 2028 Strategic Plan, which will be circulated for review to all VCW Northern Board members. The Plan will be considered and voted on at the December 5, 2025 Virginia Career Works Northern Board Meeting.

Action Requested

Seeking Virginia Career Works Northern Board Member volunteers to serve on the Strategic Planning Working Group.

Staff

David Hunn
Seema Jain
703-827-3782



STRATEGIC ACTION PLAN

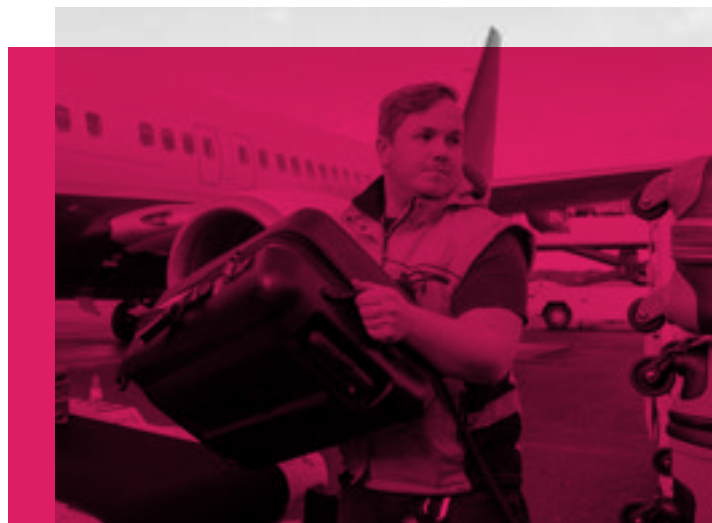
2021 – 2024

We Help Northern Virginia Work.



NORTHERN REGION

February 2021



Preparation of this item was 100% funded by a Federal Workforce Innovation and Opportunity Act (WIOA) Statewide Rapid Response Grant Number: AA-32183-18-55-A-51 through the U.S. Department of Labor – Employment and Training Administration.

The Northern Virginia PY 2020 Federal WIOA Statewide Rapid Response funding allocation is \$10,000.

Virginia Career Works – Northern is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities.

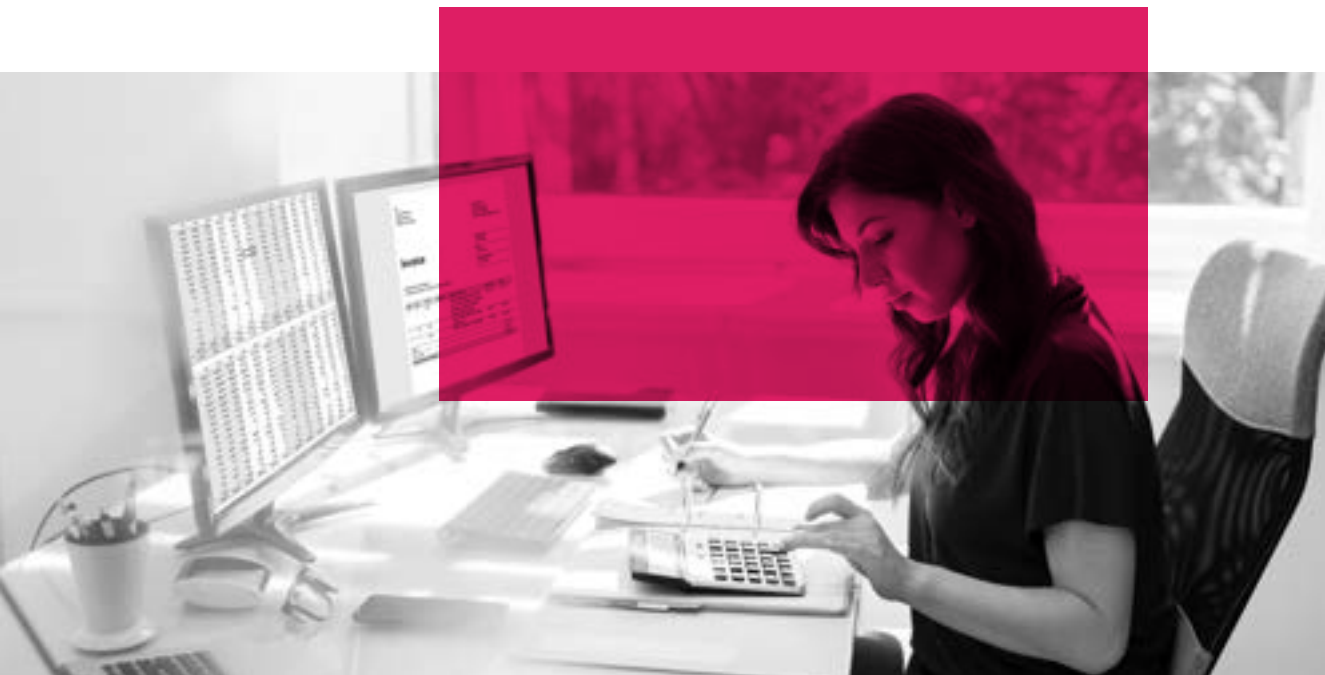


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VIRGINIA CAREER WORKS – NORTHERN PLANNING TEAM MEMBERS

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VIRGINIA CAREER WORKS – NORTHERN BOARD OF DIRECTORS

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INTRODUCTION

In late 2020, the Virginia Career Works – Northern Region Board began the process of revising the current strategic plan.

The planning process included a Strategic Planning Committee made up of VCW Northern members. The Committee met three times to examine current labor market data that would inform strategic challenges over the next 18 months. A focus group of job seekers was also conducted to understand their perceptions of the move to a more virtual service delivery approach and the challenges they face.

The Committee took time to examine the VCW Northern’s vision for impact as the environmental context and needs change. We want to make sure our work remains relevant as the system within which we operate has changed in the short term and may continue to change over the long term. Our discussions included examining how to shift the way programs and services are delivered, what new partnerships need to be forged to extend our reach and impact, and how to use this moment to advocate for systemic change.

Delivering the impact we wish to achieve, to prepare individuals for high demand careers and connect them to businesses, requires talent, systems, and processes that are sustainable. In response to stay-at-home orders across Virginia, our organization had to quickly shift to virtual operations and deal with other challenges to our capacity. Through this planning process we identified four capacity needs that are core to sustainability and we believe are our strengths:

- **Leadership capacity.** We believe we have strong and diffuse leadership that can make quick decisions in response to evolving challenges that keeps the organization resilient.
- **Adaptive capacity.** The importance of adaptability right now is apparent. We considered possible changes in client needs, behaviors, and the operating environment over the next 15 to 18 months, and how the organization might respond.
- **Collaborative capacity.** We want to partner with an expanded set of business organizations. Our assessment is that we have the right organizational pillars: a culture that explicitly calls out the importance of collaboration, a team with collaborative skillsets, and leadership that models and incentivizes collaborative behaviors.
- **Technology capacity.** As we shifted to virtual operations, the need for strong systems and staff who can use them become clear. We made the shift quickly and staff rapidly adapted and learned. Technology capacity is critical to business continuity now and will remain critical during recovery—both for data-informed decision-making, and as a method of delivering services.

We are cognizant of the issues that are keeping job seekers from training, education, and work during this pandemic, including:

- The impact home schooling has on the ability for individuals, particularly women, to go back to work or become available for work.
- The impact the lack of childcare has on an individual’s ability to work and how the lack of childcare in the region has only intensified during the pandemic.

- The pandemic has prevented job-seeking activities for some individuals who lack access to technology or need face to face assistance because workforce centers and agencies are closed.
- The impact the lack of access to the Internet and devices has on limiting an individuals' capacity for distance learning or to work from home.

We believe that the new goal and additional strategies in this Plan will help us to address some of these issues.



ORGANIZATIONAL OVERVIEW

VISION, MISSION AND VALUES

VISION:	We envision a vibrant business and workforce region that is globally competitive.
MISSION:	We prepare individuals for high demand careers and connect them to businesses.
VALUE PROPOSITION:	We leverage data and expertise to provide labor market intelligence and analytics to our customers to help make business and career decisions. We provide easy access to services and a quality customer experience.
TAG LINE:	We Help Northern Virginia Work.
CUSTOMERS:	Our primary external customers are business and industry and job seekers (emerging, transitional, and incumbent)
ROLE:	<p>The Virginia Career Works – Northern Region Board will play several roles in furtherance of our vision and mission:</p> <ul style="list-style-type: none">• We seek to catalyze change in the community to build effective partnerships.• We act as a convener of business and industry.• We will act as an intermediary/broker between key stakeholders to ensure mutually beneficial relationships and outcomes.• We will strategically invest in program innovation.

ORGANIZATIONAL CORE VALUES

Our Common Values:

We believe in the following shared principles, beliefs and priorities...

INNOVATION. We embrace on-going innovation, creativity, and change for achieving continuous improvement and growth.

INTEGRITY. We live our values every minute of every day. We believe in doing the right thing right the first time for our customers and always honoring our commitments.

STEWARDSHIP. We are stewards of the public trust and take seriously our responsibility for fiscal management of the public tax dollars.

LEARNING. We know learning and growth matters for our community, for our employees, and for our organization.

RESULTS. We are focused on results as essential to our success. Results are obtained by focusing on customer expectations, by providing a return on investment, and by ensuring future growth.



STRATEGIC PRIORITIES AND GOALS

Virginia Career Works – Northern Region

January 2021 Through December 2024

STRATEGIC PRIORITIES: January 2021 thru December 2024

- Build sustainable partnerships with businesses in the VCW Northern's targeted industries.
- Create a more deliberate system to align business demand to the talent supply.
- Create more robust and comprehensive advertising channels to expand the VCW Northern's reach.

STRATEGIC GOALS and OBJECTIVES

The following goals and objectives support VCW Northern in accomplishing the priorities set for the next three years.

Strategic Goal 1: Be the regional go-to organization on workforce development as both a 'thought leader' and in the delivery of high-quality workforce services.

Key Objectives: Focus for 2021-2024

- 1.1.1. Identify key advertising channels to promote and advertise the workforce system as a bridge between business, people looking for jobs, training, and jobs.
- 1.1.2 Develop a simplified message for the advertising for two key audiences, businesses, and jobseekers.

Continued from 2020:

- 1.1 Provide leadership on workforce issues within Northern Virginia and the broader Capital Region by designing and executing innovative pilots; developing a formal targeted industry sector approach based on best practices in the field; and creating and executing a strategy to serve small businesses.
- 1.2 Transition Business Solutions from an industry partnership model to viable sector strategies model to meet broad talent needs of key industries.
- 1.3 Continue to design, pilot and scale innovative workforce development solutions in collaboration with employers and SkillSource America Job Centers.
- 1.4 Develop strategies that support the creation, growth and sustainability of local small businesses.
- 1.5 Pursue opportunities to be recognized and to win awards within the profession and/or for customer excellence and quality.
- 1.6 Enhance the VCW Northern's brand through expanded presence on social media and other methods. Continue to ensure a transparent, accessible workforce system.

Strategic Goal 2: Expand and improve the talent pipeline of youth and adults for business.

Key Objectives: Focus for 2021-2024

- 2.1.2 Work with training programs to ensure that placement is the focus at the end of every training program through partnerships with Virginia Career Works Centers in the region.
- 2.1.2 Map career pathways in high demand occupations within the targeted industries to help jobseekers know the steps they need to take to become employed.
- 2.2.3 Develop and provide navigation tools that will help jobseekers choose appropriate certificates and training.

Continued from 2020:

- 2.1 Strengthen workforce development strategies for adults that link education and career pathways¹ to increased targeted sector employment opportunities to ensure that workers have the skills needed to fill current and emerging high wage/high demand jobs.
- 2.2 Strengthen workforce development strategies for youth that ensure access to education and training opportunities, particularly youth facing barriers to employment.
- 2.3 Establish strong linkages with post-secondary institutions to align programming with career pathways and labor market demand.
- 2.4 Promote registered apprenticeship programs.
- 2.5 Build a highly efficient job placement infrastructure through alignment of local public and private services.
- 2.6 Customize the service delivery processes to meet the needs of diverse populations, such as dislocated workers, older workers, veterans, low skilled adults, youth and adults with disabilities, offenders, etc.

Strategic Goal 3: Continue to focus on quality and diversify funding to ensure a sustainable impact over the long term.

Key Objectives:

Continued from 2020:

- 3.1 Continue to diversify funding in support of a strong public and private workforce development infrastructure.
- 3.2 Explore the feasibility creating a social enterprise by investing in start-up businesses as a way to generate funding and as a job creation strategy.
- 3.3 Maintain and increase capacity to attract non-WIOA formula funding resources.
- 3.4 Continue commitment to quality standards and a certification process.
- 3.5 Continue to produce return on investment Return on Investment (ROI) study annually.

New for 2021-2024: Strategic Goal 4: Build sustainable partnerships with businesses in the VCW Northern's targeted industries.

Key Objectives:

- 4.1 Develop partnerships with industry and trade associations in targeted industries.
- 4.2 Learn and distribute information about the skill requirements of current job openings in 'real time' and the skill sets of those currently unemployed.
- 4.3 Through partnerships in 4.1, learn what jobs are hard to fill and recruit and train jobseekers to fill them.
- 4.4 Upskill current workers as needed to help businesses fill higher level jobs.

VIRGINIA CAREER WORKS – NORTHERN REGION MAP



¹ Career pathways are defined in WIOA as a combination of rigorous and high-quality education, training, and other services that align with the skill needs of industries in the economy of the State or regional economy involved (as well as other criteria). As part of the business plan that will be developed, VCW Northern will facilitate a process to define what the career pathways are locally.

DATA SNAPSHOTS (Updated 2021)

The following data describes the area and is key to setting the context for the strategy contained in this revised plan. The Northern Region (LWIA 11) is comprised of the following jurisdictions: Fairfax County, Loudoun County, Prince William County, Fairfax City, Falls Church City, City of Manassas, and City of Manassas Park.

Population and Commuting Patterns

- The region's population is projected to increase over the next 10 years.

	LWIA XI	% Change	Virginia % Change	
2000	1,497,461		7,079,030	
2010	1,883,030	25.75 %	8,001,024	13.02 %
2020	2,198,314	16.74 %	8,744,273	9.29 %
2030	2,543,430	15.70 %	9,546,958	9.18 %
2040	2,846,376	11.91 %	10,201,530	6.86 %

(Source: U.S. Census Bureau, Weldon Cooper Center for Public Service).

COMMUTING PATTERNS



593,008

People who live
and work in the area



326,350

In-Commuters



347,549

Out-Commuters



-21,199

Net In-Commuters
(In-Commuters minus
Out-Commuters)

- Slightly More people commute out of the area to work than commute into the area.

(Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics, 2014).

Employment and Education

- The top five industries with the most employees: Professional, Technical, and Scientific Services (198,717), Health Care and Social Assistance (98,061), Local Government (97,649), Retail Trade (95,937), and Accommodation and Food Services (81,375).
(Source: Virginia Employment Commission, Economic Information & Analytics, Quarterly Census of Employment and Wages (QCEW), 1st Quarter (January, February, March) 2020).
- The top average weekly wages: Management of Companies and Enterprises (\$5,011), Professional, Technical, and Scientific Services (\$2,528), Finance and Insurance (\$3,400), Information (\$3,198), and Wholesale Trade (\$2,366).
- The lowest average weekly wages: Accommodation and Food Services (\$497), Arts, Entertainment and Recreation (\$787), Retail Trade (\$735) and Agriculture, Forestry, Fishing and Hunting (\$690).
(Source: Virginia Employment Commission, Economic Information & Analytics, Quarterly Census of Employment and Wages (QCEW), 1st Quarter (January, February, March) 2020).
- The second quarter of 2020 saw significant impacts from COVID-19 nationwide and in northern Virginia. Job postings were down nearly 30% between Q1 and Q2 of this year, with Arlington and Alexandria experiencing the largest percent loss of job postings between the two quarters.
- The combined area of Fairfax County and Falls Church continued to have the largest number of employer job postings in the region, accounting for 56.7% of quarter two job postings. Job postings in cybersecurity and health care make up 19.1% of total job postings for the region, which was a greater share of postings than in Q1, but still a decline overall.
- The region remains the number one location for employers advertising positions in cybersecurity, with approximately 10.8% of all Q2 cybersecurity job postings nationwide coming from northern Virginia.
- The unemployment rate increased 6.4% between May 2019 and May 2020 due to impacts related to COVID19. However, the May unemployment rate was 1.5% lower than the unemployment rate for April.
(Source: Northern Virginia Community College, State of the Workforce, 2nd Quarter, 2020).



Top Certifications by Number of Job Postings

1	Security Clearance	21,140
2	Driver's License.....	5,978
3	CompTIA Security+	3,754
4	Project Management Certification (PMP)	3,232
5	Certified Information Systems Security Professional (CISSP).....	3,108
6	IT Infrastructure Library (ITIL)	2,634
7	Registered Nurse	2,425
8	Cisco Certified Network Associate (CCNA).....	1,769
9	SANS/GIAC Certification	1,754
10	Advanced Cardiac Life Support (ACLS).....	1,339
11	Certified Information Systems Auditor (CISA)	1,187
12	Critical Care Registered Nurse (CCRN).....	1,160
13	First Aid / CPR / AED	1,100
14	Certified Public Accountant (CPA).....	1,041
15	Cisco Certified Network Professional (CCNP).....	961

(Source: Northern Virginia Community College, State of the Workforce, 2nd Quarter, 2020).

- Of those 18 and older, 16% have graduated high school or have a GED, 18% have some college, 6% have an Associate's Degree, 28% have a Bachelor's Degree and 22% have a graduate or Professional Degree.

	LWIA XI	Virginia	United States
8th Grade or Less	63,199	275,329	12,639,425
Some High School	72,226	464,075	20,093,117
High School Grad/GED	244,413	1,633,105	68,044,371
Some College	268,862	1,457,887	57,431,237
Associate's Degree	87,840	440,219	18,586,866
Bachelor's Degree	419,995	1,258,661	42,027,629
Graduate or Professional Degree	331,557	862,686	24,008,551
	1,488,092	6,391,962	242,831,196

(Source: U.S. Census Bureau, American Community Survey, 2011-2015).

**VIRGINIA CAREER WORKS - NORTHERN
BOARD OF DIRECTORS MEETING**

SUMMARY SHEET

SUBJECT: Creation of VCWN Center Certification Team

Title I of WIOA requires the Virginia Board of Workforce Development, in consultation with the Chief Elected Officials and Local Workforce Development Boards, to establish objective criteria and procedures for the LWDBs to evaluate and certify the comprehensive and affiliate American Job Centers located within the Local Workforce Development Area (LWDA). The purpose of the certification is to: (1) ensure consistent delivery of services across the Commonwealth, (2) ensure continuous improvement of service delivery through the AJCs, (3) furnish a basis for evaluation of service provider effectiveness, and (4) maintain eligibility for AJC infrastructure funding. The evaluation and certification examines effectiveness (including customer satisfaction), physical and programmatic accessibility, and continuous improvement.

Every AJC (comprehensive, affiliate, and specialized) must be certified every three (3) years with no lapse between certifications. The LWDB is required to appoint a Center Certification Team (CCT) to conduct the certification review; at least one member must be a Board member.

Each Center will complete a one-stop self-assessment prior to the CCT evaluation, and will review all necessary documentation for each Center. In-person Center visits may also be conducted. The CCT shall determine if the Center has sufficiently met the certification requirements. Upon completion of review, the completed Center Certification Application for each Center, with the certification recommendation, will be presented to the Virginia Career Works – Northern Board at its next meeting on December 5, 2024. Completed applications will be submitted to the State after approval.

Action Requested

Virginia Career Works Northern Board Member volunteers to serve on the Center Certification Team.

Staff

David Hunn
Seema Jain
703-827-3782



VIRGINIA BOARD OF WORKFORCE DEVELOPMENT

Policy Area: Operations	
Title of Policy: American Job Center Certification Process	Number: 300-06 Change 2
Effective Date: July 1, 2024	Approved Date:
Revision Date: 300-06 Change 1 Dec 14, 2020	Approved by: <i>Jim Monroe</i>

Purpose

The purpose of this issuance is to define the requirements for comprehensive, affiliate, and specialized American Job Centers (AJCs) in Virginia and to outline the policy and procedures for the certification of the AJCs under the Workforce Innovation and Opportunity Act (WIOA), including establishing quality assurance standards.

Rescission

This policy replaces VBWD policy 300-06, change 1 One-Stop Certification Process and VBWD policy 300-02, One-Stop Delivery: Comprehensive and Affiliate One-Stop Career Centers.

Summary

Title I of WIOA requires the State Board (Virginia Board of Workforce Development VBWD) in consultation with Chief Elected Officials (CEOs) and Local Workforce Development Boards (LWDBs), to establish objective criteria and procedures for the LWDBs to evaluate and certify the comprehensive, affiliate, and specialized AJCs located within its Local Workforce Development Area (LWDA).

Federal law requires that each LWDA must have at least one certified comprehensive AJC in accordance with WIOA Section 121(g), WIOA Section 188, and the Code of Federal Regulations. The federal regulatory language also requires that affiliate and specialized AJCs be compliant with quality assurance, accessibility and other criteria associated with AJC certification.

The purpose of the certification is to: (1) ensure consistent delivery of services across the Commonwealth, (2) ensure continuous improvement of service delivery through the AJCs, (3) furnish a basis for evaluation of service provider effectiveness, and (4) maintain eligibility for AJC infrastructure funding. The evaluation and certification examines effectiveness (including customer satisfaction), physical and programmatic accessibility, and continuous improvement.

References

- Workforce Innovation and Opportunity Act (Pub. L. 113-128)

- Workforce Innovation and Opportunity Act Section 121(g) Certification and Continuous Improvement of One-Stop Centers
- United States Department of Labor, Workforce Innovation and Opportunity Act; Joint Final Rule, 20CFR, Part 678 and Part 679, 34 CFR 361.800, and 34 CFR 463.800
- Training and Guidance Letter No. 04-15, *Vision for One-Stop Delivery System Under WIOA*
- Training and Guidance Letter No. 16-16, *One-Stop Operations Guidance for the American Job Center Network*
- Training and Guidance Letter No. 19-14, *Vision for the Workforce System and Initial Implementation of the Workforce Innovation and Opportunity Act of 2014*
- United States Department of Labor, Promising Practices in Achieving Universal Access and Equal Opportunity: A Section 188 Disability Reference Guide
- Commonwealth of Virginia WIOA Combined State Plan
- Virginia Board of Workforce Development Policy No. 600-03, Services to Individuals with Disabilities

Definitions

AJCs

American Job Centers (AJCs) are comprehensive, affiliate, and specialized centers where workforce development services and activities are made available to the citizens of the Commonwealth of Virginia.

AJC Staff

AJC Staff is inclusive of WIOA Title I, II, III and IV staff and other partner staff located in the workforce center, paid and volunteer.

Communications Accessibility

Communications Accessibility is accomplished when whatever is written or spoken is as clear and understandable to all individuals, including those who are Deaf/Hard-of-Hearing or with other disabilities, unless it would fundamentally alter the nature of the service or program in question or would result in an undue financial and administrative burden.

Program Accessibility

Program Accessibility is the physical accessibility of facilities, programs, services, technology, and materials for individuals with disabilities.

Programmatic Accessibility

Programmatic Accessibility is accomplished when policies, practices, and procedures provide effective and meaningful opportunity for persons with disabilities to participate in or benefit from aid, benefit, service and training. According to WIOA Section 188 it ensures full participation of people with disabilities from policy to practice. Programmatic accessibility includes communications accessibility.

Program Year

Program Year is the period that runs from July 1 through June 30 of the subsequent year.

VaWC

Virginia Workforce Connection (VaWC) is the system of record for the WIOA Title I programs in the Commonwealth of Virginia.

Required Partners

The federally mandated programs for delivery of services through the AJCs include the following:

1. Programs authorized under Title I of WIOA, including Adults, Dislocated Workers, and Youth; Job Corps; YouthBuild; Native American programs; and Migrant and Seasonal Farmworker programs
2. Wagner-Peyser Employment Services authorized under Title III of WIOA
3. Adult Education and Family Literacy activities authorized under Title II of WIOA
4. Vocational Rehabilitation, authorized under Title I of the Rehabilitation Act of 1973, as amended by WIOA Title IV
5. The Senior Community Service Employment Program (SCSEP) as authorized under Title V of the Older Americans Act of 1965
6. Carl D. Perkins Career and Technical Education Programs at the postsecondary level
7. Trade Adjustment Assistance as authorized under Trade Act of 1974, as amended
8. Jobs for Veterans State Grants authorized under Chapter 41 of Title 38
9. Community Services Block Grant (CSBG) employment and training activities authorized under Community Services Block Grant Act
10. Department of Housing and Urban Development (HUD) employment and training activities
11. Programs authorized under state unemployment compensation laws.
12. Reentry Employment Opportunities (REG) authorized under Section 213 of the Second Chance Act
13. Temporary Assistance for Needy Families (TANF) authorized under the Social Security Act Title IV part A.

If a program from the above list is not carried out in a local area, the requirements relating to a required AJC partner are not applicable to such program or activity in that local one-stop delivery system (Reference 20 CFR 678.415(a)).

Comprehensive Center Requirements

The WIOA requires at least one comprehensive physical AJC in each local workforce development area. Comprehensive centers should reflect and exemplify the characteristics of a high-quality AJC as described in TEGL 4-15 *Vision for the One-Stop Delivery System under the WIOA*. The comprehensive AJC must be physically and programmatically accessible to individuals with disabilities.

In Virginia, a comprehensive AJC has the following requirements:

A comprehensive AJC is a physical location where both job seeker and employer customers can access the programs, services, and activities of all required AJC partners.

A comprehensive center must have appropriately trained staff to deliver workforce services for each of the partners detailed in the table below. The executed Memorandum of Understanding (MOU) for AJC services must describe when staff from each partner program will be present on site, how access to program services will be provided to customers when program staff are not physically present, the roles and responsibilities of the partners, and include cost sharing agreements, including the infrastructure agreement.

Programs with Full-Time Staff Physically Present at the Comprehensive AJC
<ul style="list-style-type: none"> • Adult WIOA Title I • Dislocated Worker WIOA Title I • Youth WIOA Title I • Wagner-Peyser Employment Services WIOA Title III • Jobs for Veterans State Grants (including Disabled Veteran Outreach Program or Local Veterans Employment Representative Staff)
Programs with Staff Physically Present at least Part-Time at the Comprehensive AJC
The executed Memorandum of Understanding for AJC services should include the staffing commitments for the AJC and a plan to provide sufficient office accommodations for part-time partners to enable the partner to provide high quality service to customers.
<ul style="list-style-type: none"> • Vocational Rehabilitation WIOA Title IV: Also required to provide regular training to partner staff in the identification and delivery of services to individuals with disabilities, and through strategic investments in hardware and software support the delivery of staff-supported services and self-service clients in the AJC Resource Room. • Adult Education and Family Literacy WIOA Title II
Programs that must be accessible from the Comprehensive AJC if the program is provided in the local area
<ul style="list-style-type: none"> • Registered Apprenticeship* • Non-Credit Workforce Training provided by the Virginia Community College System* • Virginia Initiative for Employment not Welfare (VIEW)* • Supplemental Nutrition Assistance Program Employment and Training (SNAP ET)* • Carl D. Perkins Career and Technical Education Programs at the postsecondary level • Trade Adjustment Assistance • Temporary Assistance for Needy Families (TANF) • Job Corps WIOA Title I • YouthBuild WIOA Title I • Native American programs WIOA Title I • Migrant and Seasonal Farmworker programs WIOA Title I • The Senior Community Service Employment Program (SCSEP) Title V of Older American Act • Community Services Block Grant (CSBG) employment and training activities • Department of Housing and Urban Development (HUD) employment and training activities • Programs authorized under state unemployment compensation laws • Reentry Employment Opportunities (REO) authorized under Section 213 of the Second Chance Act
*Specific Virginia Requirement

A comprehensive AJC must provide full access to career services described in 20 CFR 678.430 and training services described in 20 CFR 680.200. Access is defined as (1) having program staff physically present at the one-stop career center; or (2) having a staff member from a different partner program physically present at the American Job Center and appropriately trained to provide information to customers about the programs, services, and activities available through partner programs or (3) providing direct linkage through technology to program staff who can provide meaningful information and/or services.

Each comprehensive AJC must provide a full array of labor market information for job seekers, including online access to tools and resources. This information shall be provided by Virginia Works through the Virginia Workforce Connection and VirginiaLMI.com and may be supplemented with local tools and resources.

Comprehensive AJCs must provide access to programs, services, and activities during regular business days and hours. Program access strategies must include consideration for program access during non-traditional hours.

Comprehensive AJCs must have referral processes in place in order for employers and job seekers to have access to specialized or other services available through partner programs and service providers. These processes must be documented in the MOU for AJC services.

Affiliate and Specialized Centers

LWDBs may also choose to operate other access points to services in addition to comprehensive centers. Such access points are called affiliate or specialized American Job Centers. The MOU for AJC services must describe when staff from each partner program will be present on site, how access to program services will be provided to customers when program staff are not physically present, the roles and responsibilities of partners, and include cost sharing agreements, including the infrastructure agreement.

An affiliate center must have one partner program with a physical staff presence at the location. An affiliate center does not need to provide access to every required partner program, although it is encouraged that remote access be provided, such as program partner electronic intake forms and appointment scheduling at other locations. The frequency of the physical presence of various program staff at the affiliate center is determined at the local level through arrangements with program partners. At each affiliate center, a program partner lead must be identified. This lead could be any partner administering a WIOA Title I, Title II, Title III, Title IV, or Jobs for Veterans State Grant program. This encourages an expansive and inclusive network of physical AJC locations. All affiliated sites must be physically and programmatically accessible to individuals with disabilities.

LWDBs may have specialized centers to address special needs such as the needs of dislocated workers, youth, or key industry sectors or clusters. Specialized centers do not need to provide access to every required partner, but should be knowledgeable about, and prepared to make referrals to AJC partners in the comprehensive or affiliate centers. Partner services provided through specialized centers must also be determined through partner negotiations at the local level and incorporated into the MOU. All specialized centers must be physically and programmatically accessible to individuals with disabilities.

All affiliate and specialized centers must have referral processes in place to comprehensive centers in order for employers and job seekers to have access to services available through partner programs and service providers. Wagner-Peyser staff must provide meaningful Unemployment Insurance (UI) assistance to those impacted by UI for all AJCs, even if Wagner-Peyser staff are not physically located in an affiliate center. These processes must be documented in the partner MOU.

Colocation of Wagner-Peyser Act Employment Services

Wagner-Peyser employment service sites cannot be affiliate or specialized one-stop career centers

unless they are collocated with another program partner. In this particular case, “another partner program” may not include the partner administering the Jobs for Veterans State Grant Program (JVSG), Trade Act Program, or unemployment insurance programs. If Wagner-Peyser employment services are provided at an affiliate site, there must be at least one or more other partners with a physical presence of combined staff more than fifty (50) percent of the time the center is open.

Certification Roles and Responsibilities

The VBWD, in consultation with LWDBs and CEOs, is responsible for establishing objective criteria and procedures for use by LWDBs in certifying AJCs. LWDBs and their CEOs have responsibility for ensuring the achievement of certification and quality standards for all centers. The LWDBs must have at minimum one certified Comprehensive AJC. The goal is to assure that each AJC has been determined to meet uniform certification standards, such that businesses and job seekers can expect to encounter a minimum baseline of quality services regardless of location.

LWDBs are to be supported by partner program leaders who shall work collaboratively to ensure that policy is clear and enforced, resources are properly allocated, and problems are resolved in a timely fashion. It is expected that service-level certification expectations and reporting metrics are integrated into written agreements with partners and operators.

The VBWD is also responsible for ensuring the certification criteria is reviewed and updated every two years as part of the review and modification of the WIOA State Plan. The VBWD is also responsible for certifying the AJCs when the local board is the One-Stop operator in a LWDA.

The LWDBs are responsible for oversight of the AJC certification process at the local level and for the appointment of a certification team to conduct the certification reviews for each AJC (comprehensive, affiliate, and specialized) in its LWDA (unless the LWDB is also the One-Stop operator, discussed more fully below). The LWDB must use the *Virginia American Job Center Certification Application* (Attachment A) and the corresponding criteria established by the VBWD.

The LWDB may set higher standards for service coordination beyond those identified in the certification criteria established by the VBWD. However, the additional criteria must be clearly identified in an addendum to the *Virginia American Job Center Certification Application*.

Certification Procedure

Center Certification Teams

If the LWDB does NOT serve in the role of the One-Stop operator for its LWDA, the LWDB will work with their Executive Director to appoint a team of three or more individuals to conduct the certification review. In appointing the team, the LWDB must ensure avoidance of conflict of interest. One of the three individuals appointed to serve on the center certification team (CCT) must be a LWDB member. The LWDB shall notify the chief elected official (CEO) of the certification team selection.

If the LWDB does serve in the role of One-Stop operator for a LWDA, the VBWD shall be responsible for conducting the AJC certification for each AJC in that particular LWDA. Virginia Works will establish a review team of three or more state staff to conduct the certification and ensure there are no conflicts of interest and provide a certification recommend to the VBWD.

The individuals selected to be on any center certification team must be able to conduct an independent and objective evaluation of the AJC(s) and make a recommendation to the LWDB or VBWD. One individual on the certification team must serve as the “team lead” for contact purposes.

Certification Process

LWDB staff will provide the CCT with the certification application (Attachment A) and electronic materials to begin a desk and onsite review.

The CCT shall review all necessary documentation including, but not limited to the following:

- The Local MOU/IFA
- Business and/or Local Plan
- Local policies, procedures, and manuals
- Complaints and compliance findings
- Marketing and other printed materials
- Training schedules
- Customer feedback reports.

After the initial desk review, the certification team shall contact each center to schedule a time to visit the center and conduct the onsite certification review. The Center Certification Team will adhere to all emergency mitigation requirements and practices established by the Commonwealth of Virginia and the United States Center for Disease Control (CDC) during a pandemic. During a pandemic, interviews and the onsite review may be conducted remotely through electronic communication.

The CCT may request that a center complete a one-stop self-assessment prior to the CCT evaluation. A self-assessment is a helpful tool that can assist the center in addressing potential compliance issues or areas of improvement prior to the certification decision. Centers are encouraged to complete a self-assessment in advance of the certification review.

During the onsite certification review, the certification team shall conduct staff interviews with applicable staff. Interviewees shall include the Center Manager, the local Equal Opportunity Officer, and a random sample of at least 20 percent of the frontline (state and partner) service staff at the AJC to determine their level of knowledge pertaining to the following:

- WIOA partner programs/services
- Local Initiatives
- AJC policies and procedures
- Staff roles and contributions to performance
- Awareness of accessibility requirements and available assistive technologies.

The CCT shall determine, as a group, whether an AJC has sufficiently met the certification criteria. To be certified, the center must meet all certification criteria as identified in Attachment A. Center Certification teams must submit a completed Attachment A to the LWDB or to the VBWD (if state certification team) within thirty (30) days of conducting the AJC certification review. The CCT may designate a center as certified, not certified, or probationary.

Certified Center: A certified center has met all criteria.

Probationary Center: A probationary center has not met one or more criteria and must be re-evaluated within 6 months.

Not Certified Center: A non-certified center has continued to not meet one or more criteria after the 6-month probationary status.

The CCT may hold an exit interview with the LWDB and One-Stop Operator if requested.

Upon completion of review, the CCT shall present the completed Attachment A to the LWDB with a recommended certification status. Once the recommendation is approved by the LWDB, the board shall obtain the signature of the CEO(s) for final approval.

Once the LWDB and CEO approve the certification of a comprehensive, affiliate, or specialized AJC, the LWDB chair or designee will submit electronically a copy of Attachment A to the WIOA Title I Administrator for subsequent notice to be sent to the Virginia Board of Workforce Development (VBWD).

For certification reviews conducted by state staff, recommendations will be approved by the VBWD. Applications submitted by state CCT do not require the signature of the local board chair or the local chief elected official.

Non-Certification

If the AJC fails to achieve certification on initial review the AJC will be given the “Probationary” status. The CCT must provide the rationale for the determination and develop with the one-stop operator an action plan with timeline to address each deficient criteria to bring the center into compliance within six (6) months. The local board or designee will provide monthly updates regarding the progress made to address each deficient criteria to Virginia Works. The certification team must re-evaluate the AJC within six (6) months of the written determination utilizing the same method as the initial evaluation. The CCT must submit to the VBWD and the LWDB, a follow-up, written determination within thirty (30) days of the re-evaluation. If an AJC fails to achieve certification after the re-evaluation review, the center will be given the “*Not Certified*” status.

The LWDB shall have a total of six (6) months to bring a probationary AJC into compliance (infrastructure cost-funding will not be impacted during this time frame). If the LWDB fails to certify any AJC after the probationary period, that AJC will not be eligible for infrastructure-cost funding for the ensuing program year. LWDBs may also consider additional ramifications for failing certifications in their One-Stop operator contracts.

Frequency of Certification

Every AJC (comprehensive, affiliate, and specialized) must be certified every three (3) years with no lapse between certifications. It is recommended that the certification process begin at least six months prior to the current certification expiration date.

The VBWD reserves the right to update the certification criteria at any time and issue guidance on when all centers must be compliant with any new criteria.

New AJC Locations

Prior to a local decision to open or relocate an AJC the state must be notified. The local plan and MOU agreement among partners must be updated and submitted to the state to ensure alignment with state plan and policy. The new site must be certified as a comprehensive, affiliate, or specialized AJC and be ADA compliant prior to opening.

If an AJC relocates, the new site must be certified as a comprehensive, affiliate, or specialized AJC and be ADA compliant prior to the relocation.

Criteria

Criteria for certification are as follows:

- A. Evaluations of Effectiveness** examines the extent to which the AJC integrates available services and meets the needs of local employers and participants.

Evaluations of effectiveness include:

1. The executed MOU identifies the center as a comprehensive, affiliate, or specialized center and includes all required partners.
2. The AJC has an operating budget and cost sharing agreement and a reconciliation process in place with all partners.
3. The AJC has a one-stop operator who has oversight of center operations.
4. The AJC has an inventory containing partner agency contact information and services offered that is available to all center staff.
5. The AJC has a written process in place to promptly greet all customers, identify their needs and reason for their visit, and quickly connect them to appropriate services.
6. The AJC integrates available services for customers. (Review available co-enrollment rates, Not applicable to a new AJC)
7. The AJC integrates available services for businesses. (Review Business Service Team and Job Orders)
8. The AJC staff are cross trained on partner programs and can provide basic information on all partners' programs.
9. Staff at the AJC are aware of the sector strategies and high demand occupation list to meet the needs of local businesses.
10. Staff at the AJC are aware and make available high demand career pathways, including occupations and credentials.
11. The AJC adheres to the use of the official American Job Center logo.
12. The AJC's regular business hours are clearly visible outside of the AJC building.
13. The AJC makes services available to customers outside regular business hours.
14. There is at least one Title I staff member present at the AJC at all times during business hours. (Applies to comprehensive AJC only)
15. The AJC includes customer feedback when evaluating the effectiveness of the center. (Not applicable to a new AJC)
16. The AJC includes employer feedback when evaluating the effectiveness of the center. (Not applicable to a new AJC)
17. Corrective action plans are being implemented to address any programmatic or administrative findings. (Not applicable to a new AJC)

- B. Evaluations of physical and programmatic accessibility** must include how well the AJC ensures equal opportunity for individuals with disabilities to benefit from services. The American with Disabilities Act and WIOA Section 188 establish physical and programmatic accessibility standards.

Annually each AJC will be evaluated for physical and programmatic accessibility by Virginia Works. The annual Equal Opportunity (EO) review will address the physical and programmatic accessibility criteria below and will be conducted in accordance with 29 CFR Part 38. As part of the AJC certification process the CCT team must review the most recently completed EO report to confirm that the AJC is compliant and has no unresolved findings. If the AJC has any outstanding EO findings, the AJC will be deemed probationary until all EO findings are resolved.

Evaluations of accessibility include:

1. The local Equal Opportunity Officer periodically reviews policies and procedures regarding accessibility and equal opportunity and provides staff access to training and updates to staff at the AJC.
2. The AJC includes the required Equal Opportunity tagline on all documents or includes a link or QR code to the EO tagline.
3. AJC staff communication with persons with disabilities as effectively as with others.
4. The AJC is physically accessible.
5. The AJC prohibits employment discrimination by the LWDB and its partners.
6. The AJC administers programs in the most integrated setting possible.
7. The AJC has auxiliary aids and services, including assistive technology devices and services, where necessary to afford individuals with disabilities an equal opportunity to participate in, and enjoy the benefits of, the program or activity.
8. The AJC staff provide reasonable accommodations for individuals with disabilities.
9. The AJC has a written process in place for customers to file Equal Opportunity complaints/grievances and a process for addressing these complaints/grievances when they are filed.

- C. Continuous Improvement** requires the AJC network to collect, analyze, and use multiple data resources including the negotiated levels of performance measures. Data to support continuous improvement could stem from: customer satisfaction surveys; use of performance indicators to address technical assistance needs; and professional development opportunities made available to staff to successfully apply latest policies and procedures.

Evaluations of continuous improvement include:

1. The AJC regularly reviews performance data to identify strategies and set goals to improve outcomes. (For new AJCs that do not yet have performance data to evaluate, review the written plan that will be implemented to review performance data.)
2. The AJC has a written process in place to elicit and respond to customer, employer, and partner feedback.
3. The AJC has a written plan for systematic staff development and cross-program training.

Submitting Documentation

Documentation regarding the AJC certification should be sent electronically to lwdbinquiries@virginiaworks.gov

Technical Assistance

Virginia Works will provide technical assistance through a dedicated support team comprised of subject matter experts.

Monitoring

The AJC Certification process will be monitored in accordance with established state and local monitoring policies and guidance documents.

Contact for Questions

lwdbinquiries@virginiaworks.gov

Attachment A: Virginia American Job Center Certification Application



Attachment A: Virginia American Job Center Certification Application

LWDA Name: _____

Name of American Job Center: _____

Comprehensive, Affiliate, or Specialized Status: _____

Address of American Job Center: _____

Hours of American Job Center: _____

Phone Number of American Job Center: _____

Website of American Job Center: _____

Completion Date of the American Job Center Certification Review: _____

Certification Period (not to exceed three years): _____

Certifying Body (LWDB or VBWD): _____

Signatures of Center Certification Team: _____

Recommendation: ☐ Certified ☐ Not Certified ☐ Probationary

If Probationary Status specify date that final review must occur by (within 6 months): _____

I certify to the best of my knowledge and belief that the American Job Center named above has met the certification criteria in this American Job Center Certification Review. I also certify to the best of my knowledge and belief that this AJC Certification Tool is correct, and that we have appropriate documentation on file to support the submissions claimed herein.

Printed Name of LWDB/VBWD Chair: _____

Signature of LWDB/VBWD Chair: _____

Date of Signature: _____

(For Local Area Certification Only)

Printed Name of Chief Elected Official: _____

Signature of Chief Elected Official: _____

Date of Signature: _____

Partner Programs Available at the American Job Center

Instructions: For each program listed in the table below, provide the name of the partner administering the program and indicate the number of hours per week the partner is physically present on site and (if applicable) how services are provided if the partner is not located on site. *Access to ALL partner programs is only required for comprehensive centers.* A comprehensive center must have at least one WIOA Title I staff person physically present 100% of the time (20 CFR 678.305).

	Name of Program Provider	Number of staff located in center	Average Number of Hours Physically On-Site Each Week	If program is not physically present describe how services are provided	Program Not in Local Area
*These programs must have a full-time staff physically present at a comprehensive center					
WIOA Title I Adult*					
WIOA Title I Dislocated Workers*					
WIOA Title I Youth*					
WIOA Title III Wagner-Peyser Act*					
Jobs for Veterans State Grants*					
**These programs must have a part-time staff physically present at a comprehensive center					
WIOA Title II Adult Education and Family Literacy Act **					
WIOA Title IV Vocational Rehabilitation**					
Remaining programs must be accessible from a comprehensive center if the program is available in the local area					
Registered Apprenticeship					
Non-Credit Workforce Training by VCCS					
Virginia Initiative for Employment not Welfare					
Supplemental Nutrition Assistance Program Employment and Training					
Carl D. Perkins Career and Technical Education Programs					
Trade Adjustment Assistance					
Temporary Assistance for Needy Families (TANF)					
WIOA Title I Job Corps					
WIOA Title I YouthBuild					
WIOA Title I Native American Programs					
WIOA Title I Migrant and seasonal farmworker programs					
Senior Community Service					

Employment Program					
Community Services Block Grant Employment and Training					
Housing and Urban Development Employment and Training					
Unemployment Compensation					
Reentry Employment Opportunities Second Chance Act					

Confirmation Statement for Comprehensive Center Application:

A comprehensive center must provide (a) all the career services described in 20 CFR 678.430; (b) access to training services described in 20 CFR 680.200; (c) access to any employment and training activities carried out under WIOA Sec 134 (d); (d) access to programs and activities carried out by partners listed in 678.400 through 678.410; and (e) workforce and labor market information.

If applying as a comprehensive center, do the partners in the table above provide all required services?

☐ Yes ☐ No

Interviews Conducted

During the onsite certification review, the certification team must conduct staff interviews with applicable staff. Interviewees must include the One-Stop Operator, the local Equal Opportunity Officer, and a random sample of at least 20 percent of the frontline (state and partner) service staff at the center.

Name of Individuals Interviewed	Title of Individual Being Interviewed	Interview Conducted By	Date of Interview

Virginia American Job Center Certification Criteria

The center certification team shall assess and determine if the center has met each criteria below by indicating “Meets” or “Not Meets”. **To be certified the center must meet all certification criteria.** If a criteria is not applicable per VBWD policy, write in the evidence section the justification for that determination and leave the “Meets” and “Not Meets” box blank.

Standards		Meets	Not Meets
A. Evaluation of Effectiveness			
A.1	<p>The executed MOU identifies the center as a comprehensive, affiliate, or specialized center and includes all required partners.</p> <p>Reference: WIOA 121 (c)</p> <p>Evidence:</p>		
A.2	<p>The AJC has an operating budget and cost sharing agreement and a reconciliation process in place with all partners.</p> <p>Reference: 20 CFR 678.800 (b)</p> <p>Evidence:</p>		
A.3	<p>The AJC has a one-stop operator who has oversight of center operations.</p> <p>Reference: 20 CFR 678.620</p> <p>Evidence:</p>		

Standards		Meets	Not Meets
A.4	The AJC has an inventory containing partner agency contact information and services offered that is available to all center staff.		
	Reference: 20 CFR 678.800 (b) Evidence:		
A.5	The AJC has a written process in place to promptly greet all customers, identify their needs and reason for their visit, and quickly connect them to appropriate services.		
	Evidence:		
A.6	The AJC integrates available services for customers. <i>Not applicable to new AJCs that have not yet served customers</i> Reference: WIOA Pub L. 113-128 121(g)(2)(B)(ii), 20 CFR 678.800 (b)		
	Evidence: (Review available co-enrollment rates between WIOA Title III Wagner-Peyser and WIOA Title I Adult, Dislocated Worker, and Youth)		
A.7	The AJC integrates available services for businesses.		
	Reference: 20 CFR 678.800 (b) Evidence: (Review Business Services Team members, activities, and job orders)		

Standards		Meets	Not Meets
A.8	The AJC staff are cross trained on partner programs and can provide basic information on all partners' programs. Reference: 20 CFR 678.800 (b)		
	Evidence:		
A.9	Staff at the AJC are aware of the sector strategies and high demand occupation list to meet the needs of the local businesses. Reference: 20 CFR 679.560		
	Evidence:		
A.10	Staff at the AJC are aware and make available high demand career pathways, including occupations and credentials. Reference: 20 CFR 679.560		
	Evidence:		
A.11	The AJC adheres to the use of the official American Job Center logo. Reference: WIOA Sec 121(e)(4) & 20 CFR 678.900		
	Evidence:		
A.12	The AJC's regular business hours are clearly visible outside of the AJC building. Reference: 20 CFR 678.305(c)		
	Evidence:		

Standards		Meets	Not Meets
A.13	The AJC makes services available to customers outside regular business hours.		
	Reference: 20 678.800 (b) Evidence:		
A.14	There is at least one Title I staff member present at the AJC at all times during business hours.		
	<i>Not applicable to affiliate or specialized AJCs.</i> Reference: 20 CFR 678.305(a) Evidence:		
A.15	The AJC includes customer feedback when evaluating the effectiveness of the center.		
	<i>Not applicable to new AJCs that have not yet served customers.</i> Reference: 20 CFR 678.800 (a)(2) Evidence:		
A.16	The AJC includes employer feedback when evaluating the effectiveness of the center.		
	<i>Not applicable to new AJCs that have not yet served customers.</i> Reference: 20 CFR 678.800 (a)(2) Evidence:		
A.17	Corrective action plans are being implemented to address any programmatic or administrative compliance findings.		
	<i>Not applicable to new AJCs that have not yet served customers.</i> Reference: WIOA Section 188; 29 CFR part 38 Evidence:		

B. Evaluations of Physical and Programmatic Accessibility			
Standards		Meets	Not Meets
B.1	The local Equal Opportunity Officer periodically reviews policies and procedures regarding accessibility and equal opportunity and provides access to available training and updates to staff at the AJC. Reference: WIOA 188 29 CFR Part 38		
	Evidence: Review most recent EO Report Items #4 & #5 (#4 Does the EO Officer process discrimination complaints? Does the EO Officer conduct desk and on-site EO monitoring visits to service providers and contractors to ensure its contractors are not violating their nondiscrimination obligations? Does the EO officer provide EO training to staff? #5 What EO training has been provided to staff within the LWDA and to service providers?)		
B.2	The AJC includes the required Equal Opportunity tagline on all documents or includes a link or QR code to the EO tagline. Reference: WIOA 188 29 CFR Part 38		
	Evidence: Review most recent EO Report Items #7 & #9 (#7 Where are the EO Notice posters displayed and in what languages? #9 Is the appropriate tagline included in brochures, pamphlets, flyers, electronic/oral marketing?)		
B.3	AJC staff communicate with persons with disabilities as effectively as with others. Reference: 20 CFR 678.800(b)(4), WIOA Sec 188, 29 CFR part 38		
	Evidence: Review most recent EO Report Item #11 (#11 What efforts does the LWDB make to ensure that communications within the local area VaWC system with individuals with disabilities are just as effective as communications with others?)		
B.4	The AJC is physically accessible. Reference: 20 CFR 678.800(b)(6), WIOA Sec 188, 29 CFR part 38		
	Evidence: Review most recent EO Report Item #19 & #22 (#19 Does the LWDB have an ADA accessibility survey on file? Provide copy #22 Are the Centers accessible to individuals with disabilities?)		

Standards		Meets	Not Meets
B.5	The AJC prohibits employment discrimination by the LWDB and its partners. Reference: 20 CFR 678.800(b)(2), WIOA Sec 188, 29 CFR part 38		
	Evidence: <i>Review most recent EO Report Item #23 (#23 Describe efforts to prohibit discrimination on the basis of disability in employment practices by the LWDB and its partners.)</i>		
B.6	The AJC administers programs in the most integrated setting possible. Reference: 20 CFR 678.800(b)(3), WIOA Sec 188, 29 CFR part 38		
	Evidence: <i>Review most recent EO Report Item #24 (#24 Is the LWDB aware that programs and activities must be administered in the most integrated settings possible.)</i>		
B.7	The AJC has auxiliary aids and services, including assistive technology devices and services, where necessary to afford individuals with disabilities an equal opportunity to participate in, and enjoy the benefits of, the program or activity. Reference: 20 CFR 678.800(b)(5), WIOA Sec 188, 29 CFR part 38		
	Evidence: <i>Review most recent EO Report Item #25 (#25 Describe the availability of assistive technology for individuals with disabilities.)</i>		
B.8	The AJC staff provide reasonable accommodations for individuals with disabilities. Reference: 20 CFR 678.800(b)(1), WIOA Sec 188, 29 CFR part 38		
	Evidence: <i>Review most recent EO Report Item #28 & #29 (#28 How is it made known that reasonable accommodations will be provided? #29 Please describe any reasonable accommodations that have been provided for applicants or participants with disabilities.)</i>		
B.9	The AJC has a written process in place for customers to file Equal Opportunity complaints or grievances and a process for addressing any complaints or grievances. Reference: WIOA 188, 29 CFR Part 38		
	Evidence: <i>Review most recent EO Report Item #34 & #37 (#34 What discrimination complaint policies and procedures are used in the LWDA? Provide copies of policy and procedures #37 Describe the LWDB practice or procedures for service providers when they receive a discrimination complaint from their participants.)</i>		

C. Continuous Improvement			
Standards		Meets	Not Meets
C.1	<p>The AJC regularly reviews performance data to identify strategies and set goals to improve outcomes.</p> <p><i>(For new AJCs that do not yet have performance data to evaluate, review the written plan that will be implemented to review performance data.)</i></p> <p>Reference: 20 CFR 678.800 c</p>		
	Evidence:		
C.2	<p>The AJC has a written process in place to elicit and respond to customer, employer, and partner feedback.</p> <p>Reference: 20 CFR 678.800 c</p>		
	Evidence:		
C.3	<p>The AJC has a written plan for systematic staff development and cross-program training.</p> <p>Reference: 20 CFR 678.800 c</p>		
	Evidence:		



NORTHERN REGION

Virginia Career Works – Northern Region WIOA Youth Policy on 5% Low-Income Exception

Policy Number: 2024-02

Effective Date: March 7, 2019

Revised Date: September 5, 2024

Purpose: Up to 5% of the youth participants served by Workforce Innovation and Opportunity Act (WIOA) Youth Programs in a Local Workforce Development Area may be individuals who do not meet the income criterion for eligible youth, provided that they still have a barrier.

DEFINITIONS:

Covered Individual - WIOA defines an in-school youth and the following two categories of out-of-school youth as "covered individuals":

- A recipient of a secondary school diploma or its recognized equivalent who is a low-income individual and is basic skills deficient or an English language learner.
- A low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment (WIOA sec. 129 (a) (3) (A) (i)).

Low-Income Individual/Youth - An individual youth who meets one or more of the following:

- i. Receives, or in the past 6 months has received, or is a member of a family that is receiving or in the past 6 months has received, assistance through the supplemental nutrition assistance program established under the Food and Nutrition Act of 2008 (7U.S.C. 2011 et seq.), the program of block grants to States for temporary assistance for needy families program under part A of Title IV of the Social Security Act (42 U.S.C. 601 et seq.), or the supplemental security income program established under title XVI of the Social Security Act (42 U.S.C. 1381 et seq.), or State or local income-based public assistance;
- ii. Is in a family with total income that does not exceed the higher of-
 - a. The poverty line; or
 - b. 70 percent of the lower living standard income level;
- iii. Is a homeless individual;
- iv. Receives or is eligible to receive free or reduced price lunch;
- v. Is a foster child on behalf of whom State or local government payments are made;
- vi. Is a youth who lives in a "high poverty area" defined in WIOA sec. 3(36).

Non Low-Income Youth - An In-School Youth (ISY) or an Out-Of-School Youth (OSY) who does not meet the WIOA, Title I, eligibility criteria for low-Income Individual.

Policy:

Not more than 5% of participants assisted under the Northern Virginia WIOA Youth program in Local Workforce Area #11 may be individuals who do not meet the low-income criteria to be considered eligible youth. Additionally, not more than 5% of participants assisted in the in-school youth program in Local Workforce Area #11 may be determined eligible under the barrier "An individual who requires additional assistance to complete an educational program or to secure or hold employment".

For a WIOA Youth participant to be considered under the 5% Rule, the WIOA Youth Service Provider must make a formal written request via email to the Virginia Career Works – Northern Region Executive Director and receive written approval prior to the youth being registered in WIOA to receive program services. The written request must contain the following information:

- Specific information about the applicant including; family size, income and barrier(s) as well as other characteristics that necessitate WIOA intervention.
- The request should also include a comprehensive plan listing the strategies and youth elements the career advisor will utilize to assist the youth in addressing the barrier(s).
- The request must also include the current number and percentage of non-low-income youth enrollments on the WIOA Youth Services provider's case load. This total includes all participants served during the current program year.

The Virginia Career Works – Northern Region Executive Director will respond within 5 days to all requests. The written determination from the Executive Director must be maintained with all other eligibility and assessment documents in the individual's file. Enrollment is not permitted until receipt of approval from the Virginia Career Works – Northern Region Executive Director.

5% Exception Determination Calculation

The 5 percent low-income exception under WIOA is calculated based on youth enrolled in a given program year who would ordinarily be required to meet the low-income criteria.

Calculation Equation: The sum of the total number of low income In-School Youth (ISY) and Out-of-School Youth (OSY) with a low-income barrier requirement is subject to the 5% exception calculation. The total youth program year non low-income exceptions (numerator) is divided by the total number of program year low-income eligible youth (denominator) to determine the PY percentage (%) low-income exception for a single point in time in any program year.

Example: A local area enrolled 200 youth. 100 of those youth were OSY who were not required to meet the low-income criteria, 50 were OSY who were required to meet the low-income criteria, and 50 were ISY. In this example, the 50 OSY required to be low income and the 50 ISY are the only youth factored into the 5 percent low-income exception calculation. Therefore, in this example of the 100 youth who ordinarily would be required to be low-income, only 5 (i.e. 5 percent) do not have to meet the low-income criteria based on the low-income exception.

Youth Enrolled in a LWDA	No.
OSY not required to meet the low-income criteria	100
OSY who are required to meet the low-income criteria	50
ISY	50
Total Youth Enrolled	200

5% Exception Determination	No.
OSY who are required to meet the low-income criteria	50
ISY (all ISY have to meet the low-income criteria)	50
Total	100
5% Exception Determination {5% of 100}	5

Result: *A maximum of 5 Youth who ordinarily would be required to be low-income do not have to meet the low-income criteria.*

Monitoring of the 5% Exception

The WIOA Youth Service Provider will track the number of youth that are approved under the 5% exception criteria. The data on the number of youth that meet the 5% exception criteria will be reported quarterly to the VCWN Youth Committee. The WIOA Youth Service Provider may be asked to provide this data upon request by the VCWN Executive Director and staff, outside of the quarterly Youth Committee meetings.

References:

- Virginia Workforce Letter #16-12

Approved:

Signed by:

Date of VCW - Northern Region Board Approval

David A. Hunn, Executive Director



NORTHERN REGION

Virginia Career Works – Northern Region

Member Participation by Electronic Means Policy

Policy Number: 2024-01

Effective Date: September 5, 2024

Purpose: This policy provides guidance and direction for Virginia Career Works Northern Board member and public participation by electronic means instead of attending a public meeting in-person. This policy also provides guidance for holding all-virtual Board of Director public meetings.

Background:

Based on new direction and guidance from the Virginia Board of Workforce Development Policy 100-04 Change 2 Policy and the Virginia Code §2.2-3708.3, the Virginia Career Works – Northern Board is implementing this policy, which describes when an all-virtual public meeting may be held and the circumstances that remote participation at an in-person public meeting will be allowed. This policy also describes the process the Board members will use to request permission for remote participation, the process for approving or denying requests, and the process for documenting all requests and decisions.

Policy

It has been the practice of the Virginia Career Works Northern Board to conduct public meetings in a hybrid manner – allowing both physical participation at a public site along with accessing Board meetings through electronic Internet connections. Virginia Career Works – Northern Board members may participate in meetings of the Board by electronic means as permitted by Virginia Code §2.2-3708.3. All persons virtually attending meetings shall be afforded the same opportunity to address the public body as persons attending the primary or central location. This policy shall apply to the entire membership and without regard to the identity of the member requesting remote participation or the matters that will be considered or voted on at the meeting. This policy also applies to all Board Committees of Virginia Career Works - Northern.

The Board Member requesting remote participation must notify in writing, **prior to the meeting**, to the Board's Executive Director and Chair of their need to participate remotely due to one of the following reasons:

- i. The member has a temporary or permanent disability or other medical condition that prevents the member's physical attendance;
- ii. A medical condition of a member of the member's family requires the member to provide care that prevents the member's physical attendance;
- iii. The member's principal residence is more than 60 miles from the meeting location identified in the required notice for such meeting; or
- iv. The member cannot attend the meeting due to a personal matter and identifies with specificity the nature of the personal matter. No member may use remote participation due to personal matters,

more than two meetings per calendar year, or 25 percent of the meetings held per calendar year rounded up to the following whole number, whichever is greater.

All remote participation requests and the decision and justification to approve or disapprove remote participation shall be communicated in writing by the Board's Executive Director after consultation with the Board's Chair and shall be documented in the meeting minutes as described in §2.2-3708.3. Remote locations need not be open to the public and may be identified in the minutes by a general description. The VCWN may hold all virtual public meetings. The decision to have an all-virtual public meeting shall be made by the Board's Executive Committee. The basis for the decision to hold an all-virtual public meeting shall be documented in the Executive Committee's minutes.

An all-virtual public meeting must adhere to the guidance in §2.2-3708.3 C.

- i. The required meeting notice must identify that the meeting will be all-virtual and includes a statement that the meeting method will not change unless the public body provides a new meeting notice in accordance with the provision of §2.2-3707;
- ii. Public access to the all-virtual public meeting is provided via electronic communication means;
- iii. The electronic communication means used allows the public to hear all members of the public body participating in the all-virtual public meeting and when audio-visual technology is available to see the members of the public body as well;
- iv. A phone number or other live contact information is provided to alert the public body if the audio or video transmission of the meeting provided by the public body fails, the public body monitors such designated means of communication during the meeting, and the public body takes a recess until public access is restored if the transmission fails for the public;
- v. A copy of the proposed agenda and all agenda packets and, unless exempt, all materials furnished to members of a public body for a meeting is made available to the public in electronic format at the same time that such materials are provided to members of the public body;
- vi. The public is allowed to comment through electronic means, including by way of written comments at those public meetings in which public comment is customarily received;
- vii. No more than two members of the public body are together in any one remote location unless that remote location is open to the public to access it physically;
- viii. If a closed session is held during an all-virtual public meeting, transmission of the meeting to the public resumes before the public body votes to certify the closed meeting as required by subsection D of §2.2-3712;
- ix. The Virginia Career Works Northern Board will not convene an all-virtual public meeting
 - a) more than two times per calendar year or 25 percent of the meetings held per calendar year rounded up to the following whole number, whichever is greater, or
 - b) consecutively with another all-virtual public meeting; and
- x. Minutes of all-virtual public meetings held by electronic communication means are taken as required by §2.2-3707 and include the fact that the meeting was held by electronic communication means and the type of electronic communication means by which the meeting was held. If a

member's participation from a remote location is disapproved, which shall be recorded in the minutes with specificity.

All Virginia Career Works Northern Board of Directors meetings, including all virtual meetings, will comply with §2.2-3707 to include:

- i. For in-person meetings, a quorum is physically assembled at one primary or central meeting location (2.2-3701); for all-virtual meetings, members do not need to be assembled at one primary or central location to establish a quorum.
- ii. Appropriate notice of the meeting has been provided at least three working days in advance of the date scheduled for the meeting, and the notice identifies the meeting as in-person or all-virtual.
- iii. A copy of the proposed agenda and agenda packets and, unless exempt, all materials that will be distributed to members of the public body and that have been made available to the staff of the public body in sufficient time for duplication and forwarding to all locations where public access will be provided shall be made available to the public at the time of the meeting.
- iv. Minutes of all meetings shall be recorded as required by §2.2-3707. Votes taken during any meeting conducted through electronic communication means shall be recorded by name in roll-call fashion and included in the minutes.

References:

- Virginia Code §2.2-3708.3
- Virginia Board of Workforce Development (VBWD) 100-04 Change 2 Participation by Electronic Means

Approved:

Signed by:

Date of VCW – Northern Region Board Approval

David A. Hunn, Executive Director

Northern Virginia



EDUCATING YOUTH THROUGH EMPLOYMENT

2024 End-of-Summer Overview

Virginia Career Works - Northern Board Meeting

September 2024

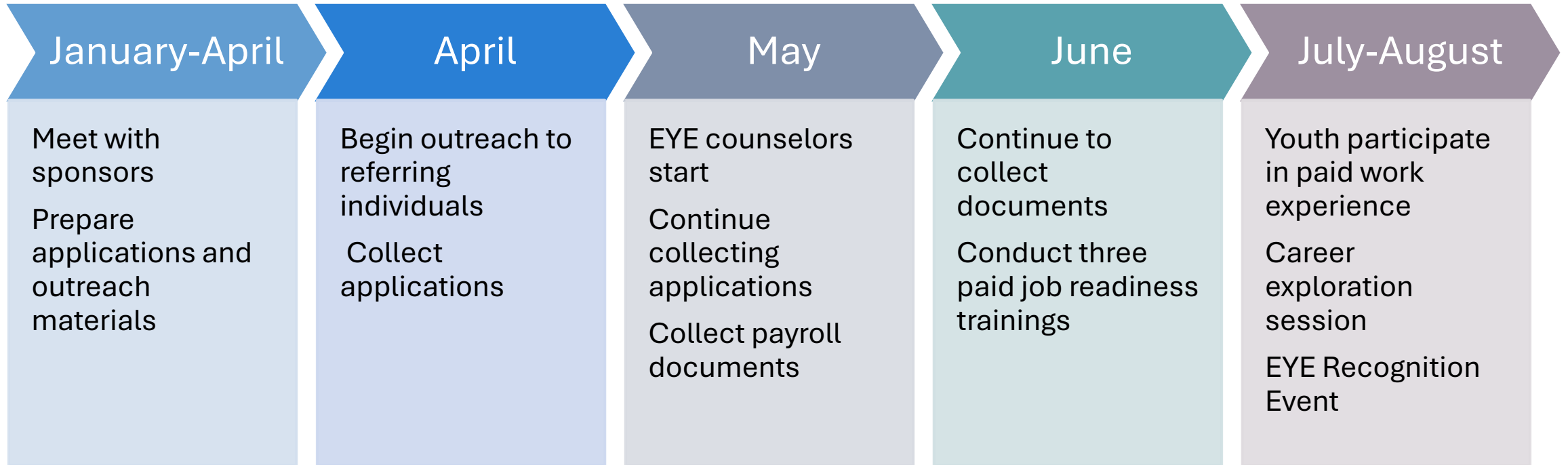
2024 Sponsoring Partners

- Fairfax County Department of Family Services – Children, Youth, and Families (CYF)
- Fairfax County Neighborhood and Community Services (NCS)
- Virginia Department for Aging and Rehabilitative Services (DARS)
- The Northern Virginia Workforce Innovation & Opportunity Act Youth Program (WIOA Youth)
- Kaiser Permanente (KP)

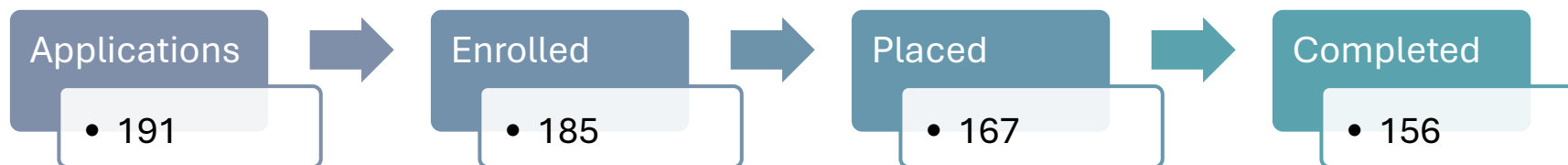
Overview

EYE is a private sector initiative of The SkillSource Group, Inc., in collaboration with the Fairfax County Department of Family Services, which provides young adults ages 16-24 with professional paid employment opportunities at agencies, non-profit organizations, and private sector companies throughout Fairfax, Loudoun, and Prince William Counties.





2024 EYE Process



Sponsor	Interns	Program Completion	Hours	Total Earnings
CYF	5	5	330	\$4,628
NCS	32	32	3,261	\$45,660
DARS	56	51	4,696	\$56,423
WIOA Youth	34	28	3,732	\$52,254
KP	40	40	3,738	\$65,419
TOTAL	167	156 91.8%	15,757 ~94 hrs/youth	\$224,384 ~\$1,344/youth

*KP earned \$17.50 hourly; CYF, KP, NCS and WIOA Youth earned \$14 hourly;
DARS earned \$12 hourly.*

EYE Youth Data

EYE Worksites

Fairfax County Government

➤ Department of Family Services

- Public Assistance Lobbies
- Reston Employment Center
- VIEW Job Center
- Virginia Career Works – Annandale

➤ Department of Human Resources

➤ Department of Housing & Community Development

➤ Animal Shelter – Lorton and West Ox

➤ Park Authority

➤ Neighborhood and Community Services (NCS)

- Gerry Hyland Building
- Bailey's Crossroads Community Center
- Cathy Hudgins Community Center
- David Pinn Community Center
- Gum Springs Community Center
- Herndon Senior Center
- Huntington Community Center
- Hybla Valley Community Center
- James Lee Community Center
- Jim Scott Community Center
- Kingsley Commons – CTP
- Lorton Community Action Center
- Lorton Community Center
- Oakwood Senior Resident Center
- Pimmit Hills Senior Center
- Reston Teen Center
- Reston Teen Center – Herndon Middle School
- SACC – Fairfax
- Sully Community Center
- Sully Historic Site
- Wilston Multicultural Center
- Employee Child Care Center

EYE Worksites

- ACE Hardware
- American Turkish Friendship Association
- Boys & Girls Club – Greater Washington
- City Healthcare Services
- City of Fairfax Regional Library
- Cornerstones
- Dale City Hardware
- Dollar Tree
- Dulles Glass and Mirror
- Eduruna
- Emerson H. Lee Accounting
- FastSigns of Springfield
- The SkillSource Group, Inc
- Virginia Career Works – Prince William
- Health Information Technology Solutions, LLC
- Intellectual Point
- J&C Healthcare
- Kitchen of Purpose
- United Community
- Let Them Eat Cake, LLC
- Mandate Democracy
- Mobile Hope
- Paxton Van Lines
- RxCatering
- Internal Practice Weight Loss and Smoking PC
- Tackett's Mill Veterinary
- The Hilton at Dumfries
- To the Rescue
- Vienna Pet Spaw
- Kaiser Permanente Tysons Medical Center
- Kaiser Permanente Largo Medical Center
- Kaiser Permanente South Baltimore County Medical Center
- Kaiser Permanente Capitol Hill Medical Center

Employer Feedback

At least 93% of the employers responding to the Employer Feedback Survey said their interns were effective, timely, courteous, respectful, and professional. Additionally, they would recommend the program to other businesses and would participate again.

Success Story

The WIOA Youth Program referred Kevin. He had previous justice involvement but had been actively seeking education and employment services since his release from the juvenile detention center. He interned at Paxton Van Lines as an Assistant where he engaged in moving services such as preparing new shipments and loading and unloading items.

Kevin showed that he was able to quickly learn new tasks and establish relationships with his peers and supervisors. Paxton Van Lines appreciated his hard work and offered him a full-time position as a Warehouse Personnel after his internship, earning \$17.50 hourly with benefits.



Success Story



Conrad was referred by DARS for his first formal work experience and was placed at Tackett's Mill Veterinary Hospital as a Kennel Assistant. His site supervisor said Conrad excelled at managing his time and working independently. He built strong relationships with his coworkers and took the initiative to contribute outside of his assigned tasks.

His enthusiasm and dedication throughout the summer had a positive impact on the team. Conrad's ability to excel in his position led to a permanent spot at Tackett's Mill. Conrad has greatly benefited from the EYE Program and his work experience. He plans to continue working there on weekends during his senior year of high school and hopes to transition into a full-time position after graduation. Conrad has a love for animals and plans to pursue a career as a veterinary technician.

Program Update

Bobby Mahon, Business Engagement Manager
The SkillSource Group, Inc.

September 5th, 2024

Talent Solution for Fairfax County Employers

A transformative talent acquisition strategy

- Offers a distinctive, cost-free solution for businesses to discover and onboard talent through fully funded Work-Based Learning Internships.
- Brings diverse and qualified individuals without financial risk.
- Supported by the American Rescue Plan Act



Employer Pitch: Partner with Talent Up

- ❖ **Customized Internships:** Offer tailored work-based learning internships with competitive wages ranging from \$20-30/hr., aligning with organization's needs.
- ❖ **Significant Savings:** Up to \$8,400 in savings per hire- Talent Up fully funds wages and worker's compensation for the entire internship(8-14 weeks).
- ❖ **Mutual Benefit:** Employers enrich their teams by welcoming Talent Up participants, who bring current, industry-relevant skills and a proactive mindset, ready to contribute effectively and evolve into permanent roles within your organization.
- ❖ **Zero-Cost Talent Evaluation:** No-risk solution enhances workforce with skilled individuals, ensuring financial ease and operational efficiency.



Fairfax County Employers

Who Can Participate?

- ❖ Any for-profit business, nonprofit or public sector organization.
- ❖ Physical location presence in Fairfax County; Must be in good standing.
- ❖ Ready to establish a work-based learning internship.
- ❖ Priority given if they have an entry to mid-level job opening in high-demand fields – *but not limited to employers with current openings.*

(Funding available for up to 185+ paid internships, actively recruiting through Winter 2024)

How it Works



Employer Outreach and Marketing

Chambers of Commerce Partnerships

EDA (Business Investment Team referrals, Job Fairs, Promotion)

Employer Meetings (LEAD4IT, INOVA, Fairfax County)

Media: Washington Business Journal, Mt. Vernon on the Run, FFX Now

Social Media-LinkedIn, Facebook, Next Door

DEI Small Business Programs: CORE, THRIVE

MULTI-EMPLOYER CAREER FAIR

ATTENTION: JOB SEEKERS
Finding work in high-demand industries is looking **UP**.

FAIRFAX COUNTY TalentUP
Elevating Opportunities. Empowering Talent.

DATE: Wednesday, July 31, 2024
TIME: 11:00 AM - 2:00 PM
LOCATION:
Richard J. Ernst Community Cultural Center
NVCC Annandale Campus
8430 Center Drive
Annandale, VA 22003

REGISTER NOW >

EMPLOYERS:
To participate in this event, register by scanning the QR code or at: bit.ly/TUF_Employers

JOBSEEKERS:
Go to bit.ly/TUF_Jobseeker or scan the QR code.

QUESTIONS?
Contact Bobby Mahon at 571-279-1801 or Email at talentupfairfax@vcwnorthern.com

Reaching Jobseekers

Job Fairs (EDA, NOVA, GMU)

Nonprofit Partners

Virginia Career Works Northern/WIOA/Career Centers

Bus Tail Campaign

Board of Supervisors & County Partners

Social Media- LinkedIn, Facebook, Next Door

County Podcast

VIRTUAL INFORMATION SESSION

Are you looking for a job with better opportunities?

Do you want to break into the high-demand fields but lack the industry experience or education credentials typically required?

Talent Up Fairfax is the solution!

PROGRAM SERVICES

- Paid work experience.
- Career guidance/job coaching.
- Job placement assistance.
- Entry to mid-level career opportunities in high demand fields.

Visit TalentUpFairfax.com to download the application.

ELIGIBILITY

- 18 years or older.
- Be eligible to work in U.S.
- Primary residence in Fairfax County (excluding residents of City of Falls Church and City of Fairfax).
- Demonstrate COVID-related employment challenges.
- Meet the job qualifications of posted internship opportunities.



FRIDAY
JULY 26, 2024
11:00AM - NOON

Learn More! REGISTER by scanning the QR code or bit.ly/4eljZOm



ONS?
X AT 703-397-6577 OR
9 (VA RELAY: 711); OR
WNORTHERN.COM

Employer Response

Employers Expressing Interest	245
Employers Engaged	100
Employer Agreements	41
Internships Positions Established	82
Internship Placements	75

Skill Source Group, (YTD), updated August 30, 2024

Participating Employers

- Business, nonprofit and Fairfax County government
- Diverse industry representation across sectors, including professional, scientific and technical; healthcare and education, retail, public administration, construction
- The majority are small (<49) and/or medium-sized (<249) employers
- Many firms elected to offer more than 1 internship
- Job titles are largely aligned with targeted occupations; Median wage \$25 hour

Intern Placements- Examples

- ✓ **General Systems Corporation** – Digital Marketing Specialist and Low-Code / No Code Developer - \$20/hr
- ✓ **CertaPro Painters of Springfield** - Commercial Sales Associate - \$24/hr
- ✓ **State Farm** – Insurance Agent Trainee - \$20/hr
- ✓ **Slable IT** – Fiber Optic Technician - \$25/hr
- ✓ **Agile Defense, LLC** – HR Assistant - \$20/hr
- ✓ **DCS Contractors** – Scheduling Intern - \$20/hr
- ✓ **Hoang International LLC.** – Cybersecurity Engineer Intern - \$30/hr

Intern Placements - continued

- ✓ **Lutheran Social Services** – Intake Coordinator - \$20/hr
- ✓ **Exiger** - Cognitive Computing Development Intern - \$25/hr, Associate – Research and Delivery Intern - \$25/hr
- ✓ **Netlogic Solutions** – Business Analyst - \$30/hr, Non-technical Intern - \$20/hr
- ✓ **Legacy Learners** – Student Analyst - \$20/hr, Medical Admin Assistant - \$20/hr
- ✓ **Certified Stone LLC** – Integrated Engagement and Partnership Manager - \$25/hr
- ✓ **Tungez** - Bookkeeping/Accountant - \$20/hr, Business Analyst - \$20/hr
- ✓ **Classic Development Services** – Project Manager - \$30/hr

Talent Up Internships New Hires

- ✓ **General Systems Corporation** – Digital Marketing Specialist - \$20/hr
- ✓ **CertaPro Painters of Springfield** - Commercial Sales Associate - \$24/hr
- ✓ **Netlogic Solutions** – Business Analyst - \$30/hr
- ✓ **Legacy Learners** – Medical Admin Assistant - \$20/hr
- ✓ **Certified Stone LLC** – Integrated Engagement and Partnership Manager - \$25/hr
- ✓ **Tungez** - Bookkeeping/Accountant - \$20/hr
- ✓ **Elevate Vending** – Project Manager - \$30/hr

Talent Up Internships (Open Positions)

- ✓ **Intelligent Office** – Business Consultant/Sales Manager, Intelligent Assistant - \$20/hr
- ✓ **Agile Defense, LLC** – Procurement Technician, Staff Accountant I – Jr. Level - \$20/hr
- ✓ **LogicFinder** – System Engineer Intern - \$20/hr, Operations Assistant - \$20/hr
- ✓ **Karin's Florist** – Delivery Manager - \$20/hr, Medical Admin Assistant - \$20/hr
- ✓ **Glue Up**– Sales Development Representative, Customer Services Associate - \$20/hr
- ✓ **Decena Home Care LLC** – Community Marketing Specialist - \$20/hr
- ✓ **NIO Solutions** – Marketing Specialist, Data Analyst - \$20/hr

Employer Success Story

General Systems Corporation

“General Systems collaboration with the Talent Up Program has been remarkably smooth and beneficial. We have successfully integrated 3 new employees into our organization, each bringing a unique set of skills and opportunities that have significantly increased our organization.”

– **Mike Bradicich, Chief Technology Officer**

Jobseekers

Who can Participate?

- 18 years and older
- Fairfax County resident
- Must be able to demonstrate COVID-19 impact; multiple pathways related to employment
- Provide resume, required documentation

Why Participate?

- Paid work experience
- Minimum wages \$20/hour/30+ hours/8-14 weeks
- Career Coaching
- Potential placement in FT job
- Access to LinkedIn Learning License; Virginia Career Works resources beyond Talent UP

Jobseekers

YTD Response

432 jobseekers applied

- 171 qualified under ARPA
- 55 ineligible
- 158 incomplete/inactive
- 55 Intake Waitlist

Skill Source Group, (YTD), updated July 23, 2024

Jobseeker Characteristics

- Employed/unemployed, career switchers, immigrants, recent grads
- Ages range from 18 to 50+; 29% under 30; 33% under 39; 26% under 49
- Strong representation from minorities
- Over 60% have a bachelor's degree or higher

Talent Up Intern Success



“Talent Up gave me a chance to reimagine my skills in a new career function in higher demand. Marketing is not what I envisioned myself! But Bobby Mahon and Anna Briceno helped me to realize how my work history as a creative could put me a cut above the fold, with a little bit of demonstrated work experience in the new field. They got me a connected to a paid internship to meet my employment needs and eliminate the ever-growing gap in my resume.” - **Talent Up Intern**

“It is really hard to start a career with zero experience for a recent graduate. I learned a lot in this internship, from automation to webpage development analysis to Scrum Master. I noticed my career is heading to either Data Analyst or Project Manager. “– **Talent Up Intern**

Action Plan

Fall 2024

- *Continue with Outreach and Engagement Campaign*
- *Chamber Engagement & Events*
- *Partnership with EDA and Fairfax County DFS/PAES*
- *Establish Several Large Employer Cohorts*
- *Explore Program Sustainability*
- *Monitor Outcomes & Reporting*

September 5, 2024



For more information visit
www.talentupfairfax.com
or contact:

Robert Mahon
Business Engagement Manager
571-279-1801
robert.mahon@vcwnorthern.com

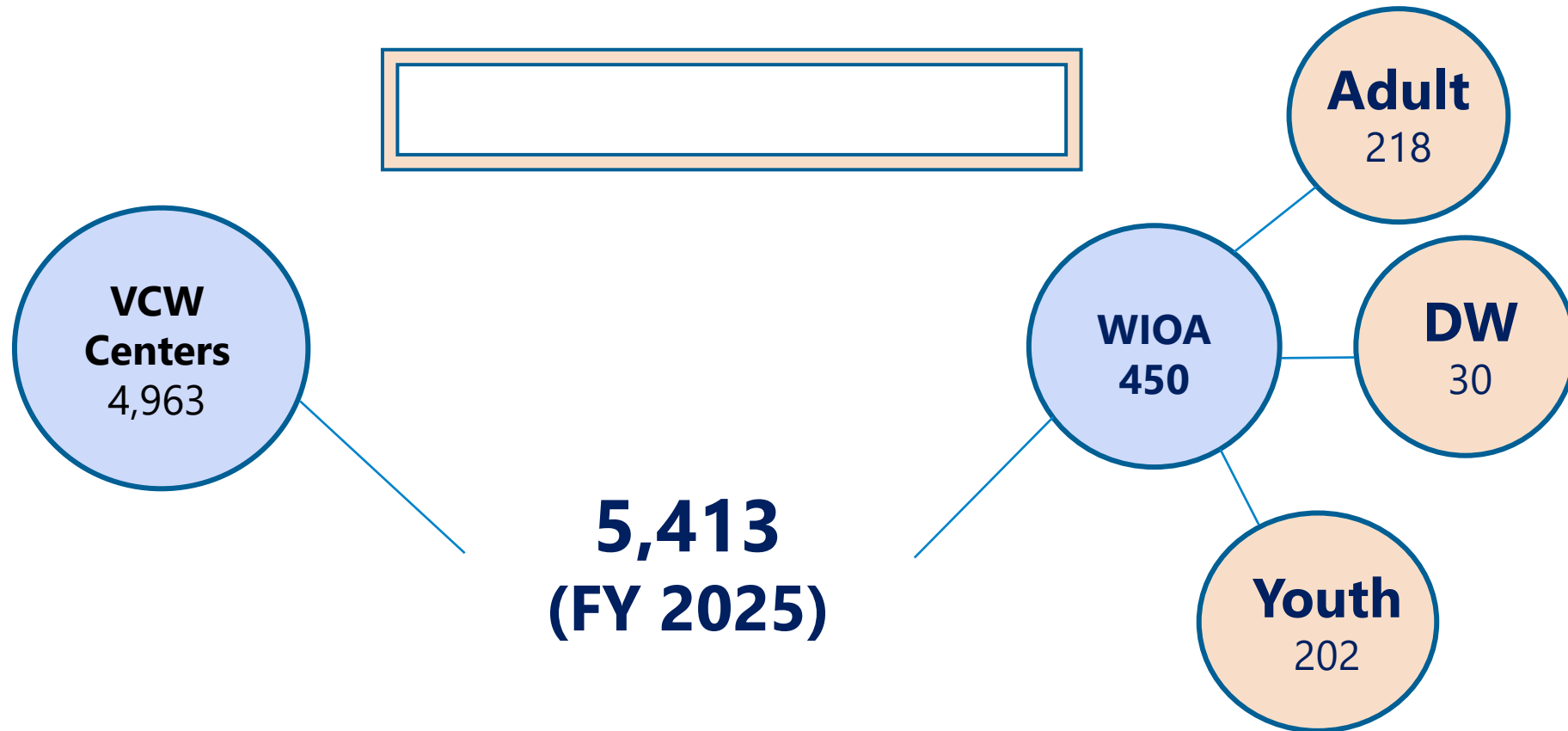


FAIRFAX COUNTY DEPARTMENT OF
FAMILY SERVICES

NVWDB One-Stop Operator Presentation

Virginia Career Works - Northern
PY 2024 Program Review
September 5, 2024

Community Impact



Customers Served

Job Seekers: July 2024

	Consortium Wide	Fairfax County	Prince William County	Loudoun County	Cherokee Ave
DW Enrolled	30	15	7	7	1
Adult Enrolled	218	137	34	31	16
Youth Enrolled	202	149	34	19	-

WIOA Services

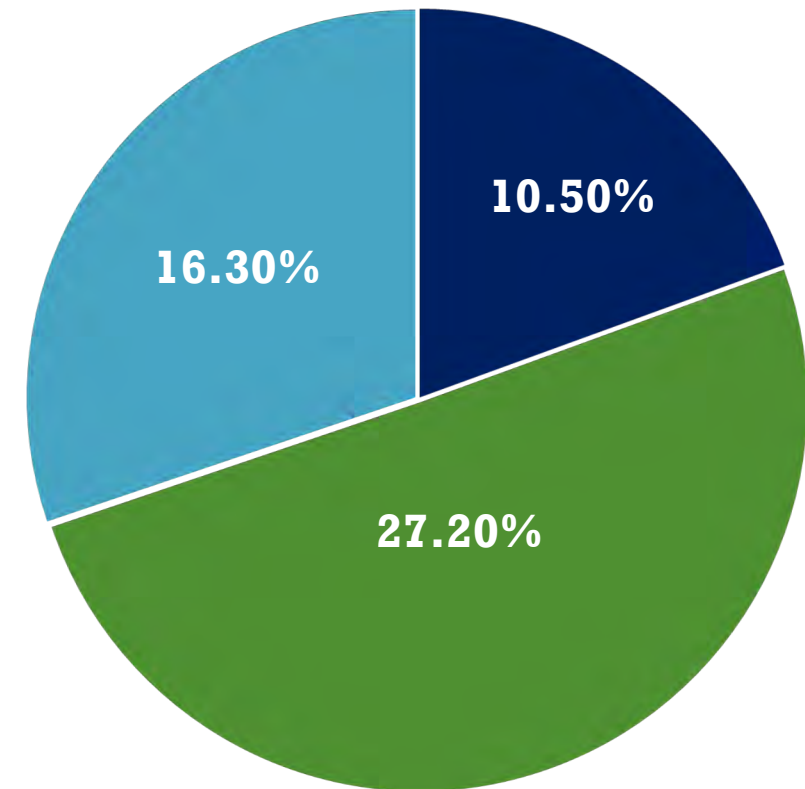
Industry Trends – July 2024

Obligated Funds: **\$42,831**

- Healthcare – \$11,650
✓ 27.2% of obligated funds
- Technology – \$6,999
✓ 16.3% of obligated funds
- Transportation - \$4,500
✓ 10.5% of obligated funds

Top Training Trends

■ Transportation ■ Healthcare ■ Technology



Thank you

Fairfax County – Family Services | Fairfax County, VA | September 2024

fairfaxcounty.gov/familyservices



FAIRFAX COUNTY DEPARTMENT OF
FAMILY SERVICES

Department of Family Services

Employment & Training Team Report

thru June 2024



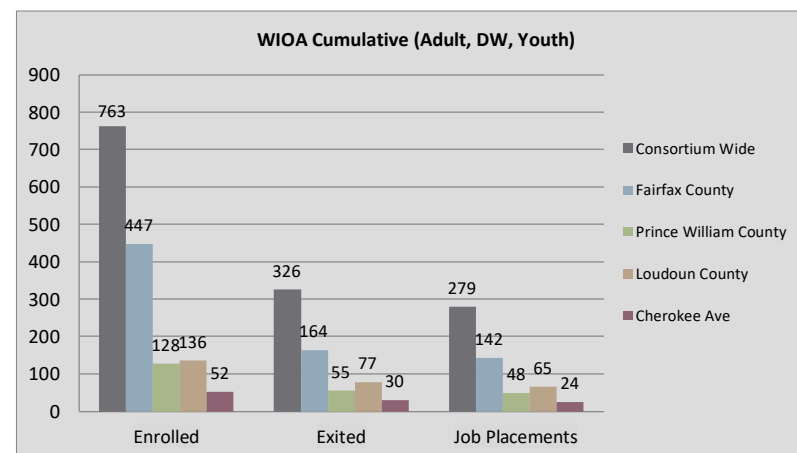
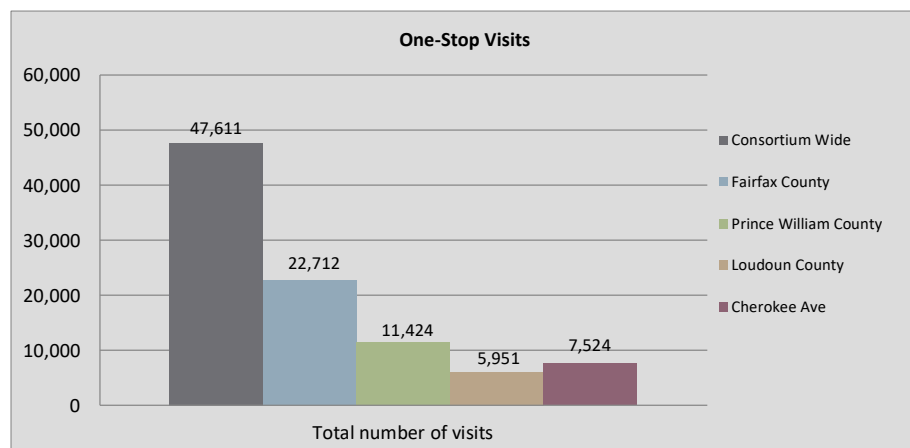
- Pages 1-2: Workforce Innovation and Opportunity Act Program
- Page 3: Workforce Innovation and Opportunity Act/Other Grants
- Page 4: ITA and OJT Breakdown
- Page 5: Senior Community Service Employment Program (SCSEP)
- Page 6: ELEVATE



Northern Virginia Workforce Development Area, LWDA XI

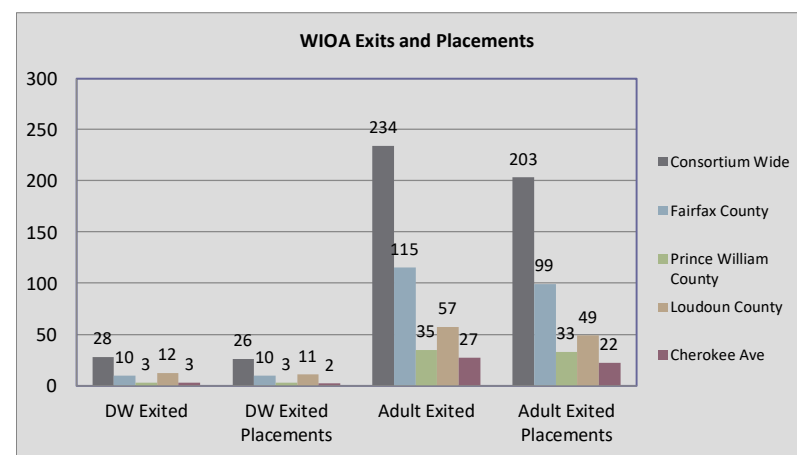
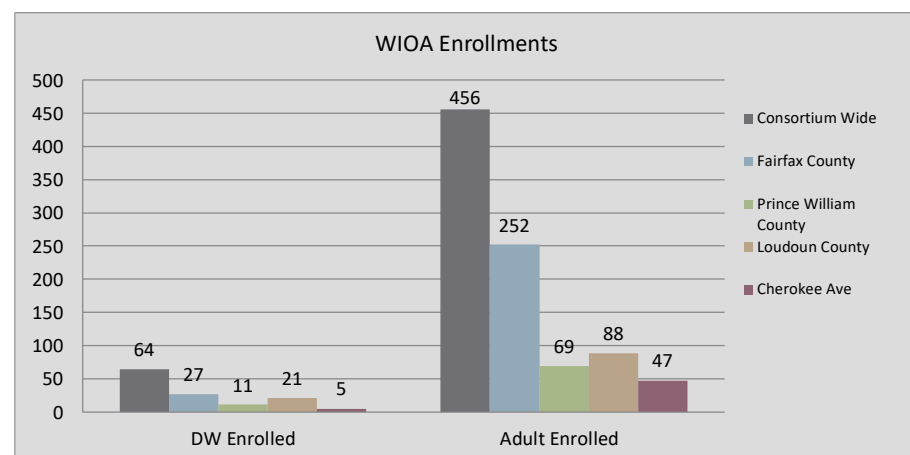
WIOA Adult, Dislocated Worker, and Youth Statistics (July 1, 2023 - June 30, 2024)

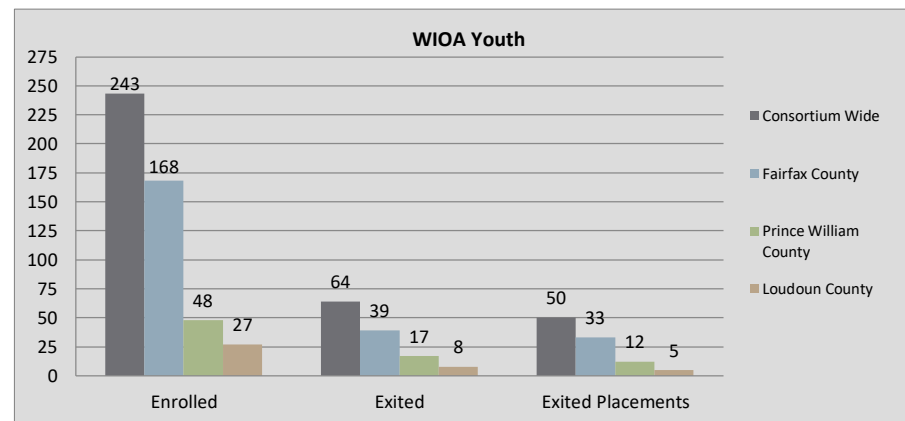
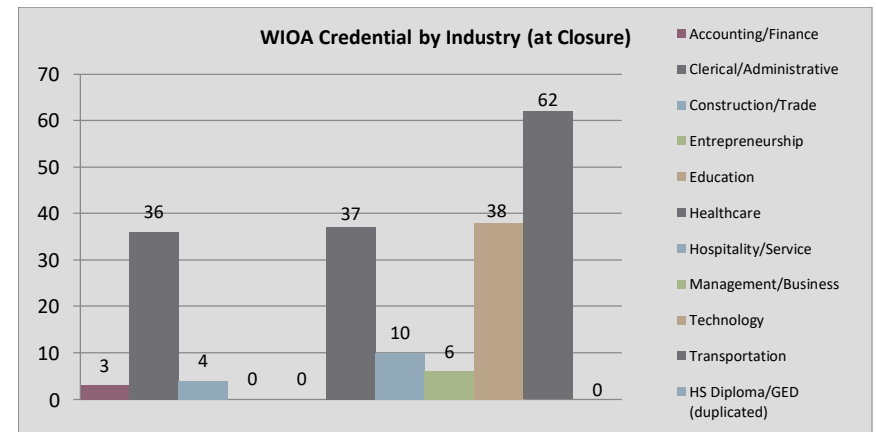
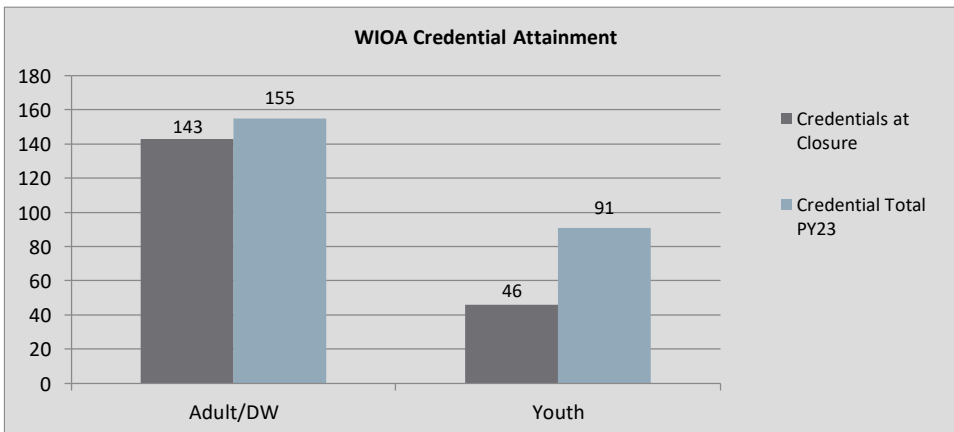
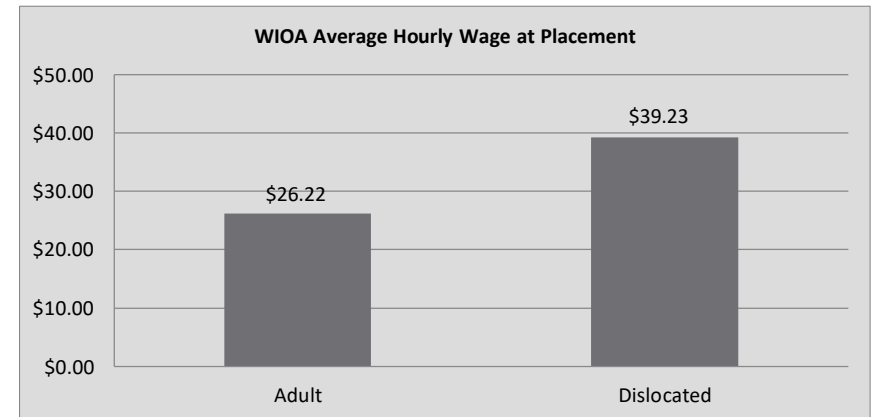
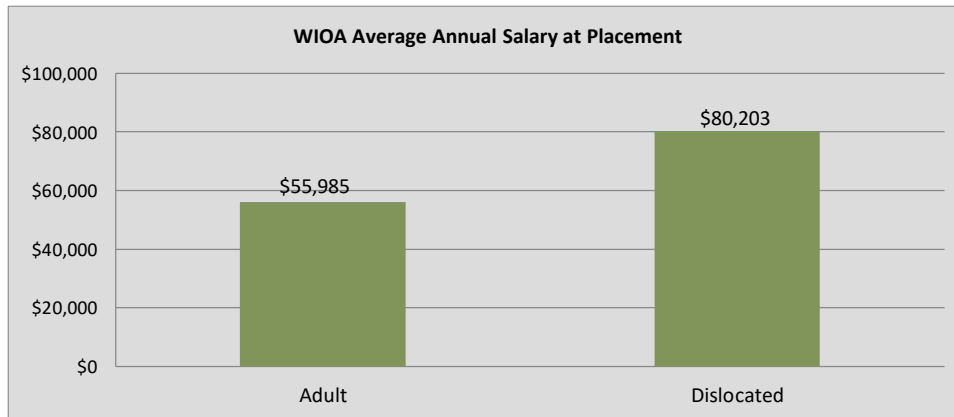
At-A-Glance					
One-Stop Services*		WIOA Services (Youth/Adult/DW)		All Employment & Training Programs	
Center Visits	47,611	Total Participants	763		
One-Stop Job Placements	97	WIOA Job Placements	279	Total Enrolled	763
Average Hourly Wage at Placement	\$31.49	Average Hourly Wage at Placement (Adult)	\$26.22	Total Exited	326
* Visit numbers include in-person and virtual services being provided by center programs. Note: Core placements are updated quarterly.		Average Hourly Wage at Placement (DW)	\$39.23	Total Job Placements	279
		Average Hourly Wage at Placement (Youth)	\$18.56	Total Participants with Disabilities	179
		Credentials Received in PY23	246	Total Veterans	17
		Credentials Received at Closure	189		



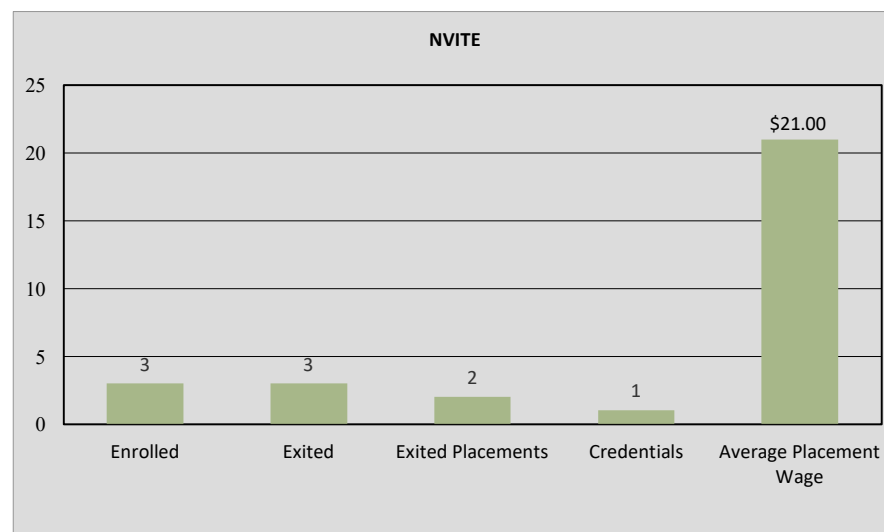
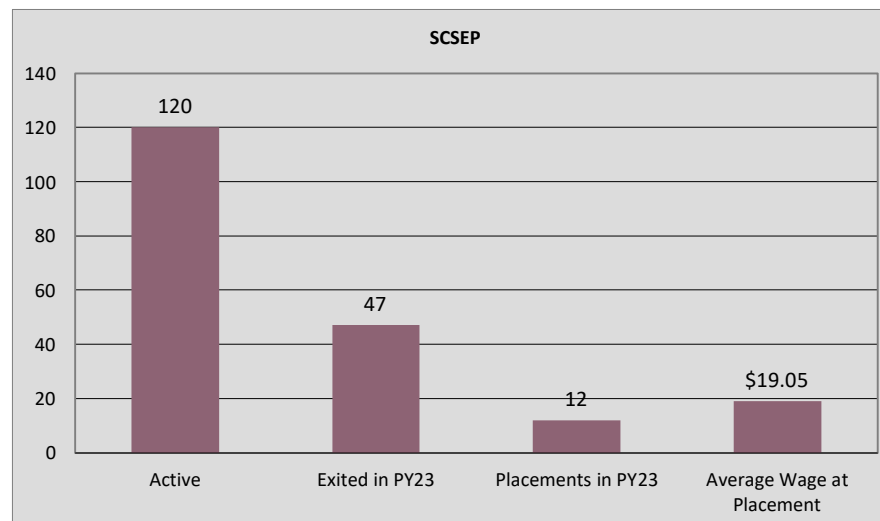
*IWT not included, see Page 3 for Data

WIOA Breakdown - Adult, Dislocated Worker and Youth





Northern Virginia Workforce Development Area, LWDA XI
WIOA Grants and Other Programs Statistics (July 1, 2023 - June 30, 2024)
Non-WIOA Grants



Breakdown of ITAs and OJTs*As of June 30, 2024*

ITAs / INDUSTRY	Obligated Funds	Additional Training Expenses	WIOA YOUTH		WIOA ADULT/DW		TOTAL
			Number	Percent	Number	Percent	
Accounting/Finance (AF)	\$8,144.00		0	0.00%	10	4.29%	10
Clerical /Administrative (CA)	\$46,969.00		2	3.08%	15	6.44%	17
Construction / Trade (CT)	\$24,063.95		5	7.70%	5	2.14%	10
Education (Ed)	\$0.00		0	0.00%	0	0.00%	0
Healthcare (He)	\$187,990.00		30	46.15%	45	19.31%	75
Hospitality Services (HS)	\$48,891.50		5	7.70%	9	3.86%	14
Literacy (LA)	\$5,565.00		9	13.84%	1	0.43%	10
Management/Business (MB)	\$79,942.48		1	1.54%	34	14.59%	35
Technology (Tech)	\$185,366.00		10	15.38%	70	30.04%	80
Transportation (TR)	\$202,845.00		3	4.61%	44	18.88%	47
Others	\$0.00		0	0.00%	0	0.00%	0
TOTAL	\$789,776.93	\$0.00	65	100.00%	233	100.0%	298

ITAs / INDUSTRY	Obligated Funds
Accounting/Finance (AF)	\$8,144.00
Clerical /Administrative (CA)	\$46,969.00
Construction / Trade (CT)	\$24,063.95
Education (Ed)	\$0.00
Healthcare (He)	\$187,990.00
Hospitality Services (HS)	\$48,891.50
Literacy (LA)	\$5,565.00
Management/Business (MB)	\$79,942.48
Technology (Tech)	\$185,366.00
Transportation (TR)	\$202,845.00
Others	\$0.00
TOTAL	\$789,776.93

OJT Obligated by Grants	OJT /WEX Amount
WIOA Adult	\$30,223
WIOA DW	\$742
Youth	\$87,949
TOTAL	\$118,914

Northern Virginia Workforce Area #11

SCSEP Monthly Report - June 2024

SCSEP Eligible Clients Identified	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24
SCSEP Active Participants	121	124	127	143	140	141	140	130	126	124	121	120
Transferred to NCOA Data Team	0	0	0	0	0	0	0	0	0	0	0	0
Participants on LWOP	4	3	5	7	7	16	9	6	3	3	4	2
New SCSEP Enrollments	4	4	9	3	7	7	2	1	3	0	0	0
Re-Enrollments	0	1	1	1	1	2	0	0	1	0	0	0
Average Age of Enrolled	67	66	66	66	66	66	66	66	66	66	66	66
Persons Screened/Intake					40	48	6	45	23	38	36	51
New SCSEP Applications Received	4	4	20	34	8	18	21	8	5	14	6	11
Exited from Program	1	3	3	4	5	6	4	9	4	3	3	2
Exited with Placement	0	0	2	1	2	0	0	2	1	2	1	1
Average Employed Monthly Wage	\$0.00	\$0.00	\$19.93	\$19.00	\$17.75	\$0.00	\$0.00	\$23.13	\$25.66	\$16.68	\$14.00	\$15.00
Information Session Attendance			9	12	5	20	10	16	18	15	17	16
Active Host Site Agencies	29	29	28	28	29	30	30	31	31	32	31	30
Host Site Agencies with Slots	3	1	2	2	3	3	2	4	6	4	2	1
Number of Available Slots	4	2	2	3	5	5	5	11	9	4	2	1
Participants Referred to Host Site	4	1	2	3	4	5	5	14	9	5	2	1
New Host Site Agencies Contacted	1	0	2	1	1	1	4	2	0	2	11	2
Referral from WIOA One Stop Centers	15	12	7	8	5	12	10	5	0	3	7	5
Dual Enrolled with WIOA	1	1	0	0	0	0	0	0	0	0	0	0

ELEVATE June 2024 Monthly Report
Prince William County
March 2022-October 2024

	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Cumulative.	Goals			
Job Seeker Services																																	
Initial Assessments	36	45	31	52	30	41	35	24	24	29	62	43	53	27	60	27	21	66	71	145	42	84	24	12	56	59	76	20	1,295	1,000			
Individualized Career Services (Enrolled)	10	13	13	23	16	19	16	9	3	5	17	11	9	5	6	9	5	5	4	4	1	3	2	3	3	1	3	7	225	200			
Started Training	6	3	5	9	8	2	4	5	2	0	8	15	2	6	8	7	8	5	7	2	3	0	0	6	2	3	3	3	132	150			
a. Occupational Training	5	1	4	9	6	1	3	4	2	0	6	15	2	3	6	6	8	5	7	2	3	0	0	6	1	2	3	1	111	-			
d. OJT Training	1	2	1	0	2	1	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	11	-			
e. Work Experience (WEX)	0	0	0	0	0	0	0	0	0	0	2	0	0	2	1	1	0	0	0	0	0	0	0	0	1	1	0	2	10				
Training/Support Services Amount Obligated	\$1,221	\$12,058	\$8,705	\$16,080	\$25,988	\$19,081	\$5,689	\$16,410	\$0	\$6,049	\$25,062	\$38,004	\$15,955	\$18,190	\$27,044	\$20,963	\$32,194	\$26,876	\$17,994	\$10,480	\$6,438	\$88	\$4,880	\$20,592	\$11,670	\$5,318	\$11,245	\$7,795	\$412,068	\$475,438			
Completed Training	2	2	3	1	4	3	1	4	5	0	0	2	7	0	4	5	5	8	5	5	3	1	1	1	6	2	2	4	86	105			
a. Occupational Training	2	2	3	1	4	3	1	2	4	0	0	2	5	0	3	4	4	6	5	5	3	1	1	1	6	2	1	4	75				
c. OJT Training	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	4				
d. Work Experience (WEX)	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	1	1	1	0	0	0	0	0	0	0	0	1	0	7				
Placed in Employment	1	2	3	0	2	4	6	2	2	12	3	7	4	2	5	11	4	5	6	4	1	4	2	1	6	5	4	5	113	140			
Hourly Wage	\$17	\$18	\$23	\$0	\$20	\$20	\$19	\$25	\$27	\$22	\$20	\$23	\$21	\$22	\$20	\$21	\$37	\$19	\$18	\$28	\$24	\$24	\$21	\$18	\$20	\$19	\$21	\$30	\$22	\$17			
Employer Services																																	
New Employer Contacts	15	16	19	17	11	16	15	13	7	5	10	5	9	10	20	4	2	4	9	20	2	3	2	6	7	23	13	14	297	300			
Employers Served	15	21	12	4	7	4	4	3	26	12	3	10	5	4	31	11	5	5	7	39	1	4	2	2	7	30	7	9	290	75			
Employer/Job Seeker Connections	6	85	14	12	248	14	9	2	75	12	4	5	5	5	77	11	5	5	5	120	2	2	57	1	3	317	1	2	1,104	-			
Job Offers	1	4	3	3	3	4	6	2	2	12	2	7	1	2	5	10	5	5	6	4	1	4	2	7	6	7	10	6	130	-			
New Hires*	1	4	3	3	3	4	6	2	2	12	2	7	1	2	5	10	5	5	6	4	1	4	2	7	6	6	6	6	125	-			
Average Hourly Wage	\$17	\$17	\$23	\$18	\$19	\$20	\$19	\$25	\$27	\$22	\$20	\$23	\$17	\$22	\$20	\$25	\$37	\$19	\$18	\$28	\$24	\$24	\$21	\$18	\$20	\$19	\$20	\$27	\$22	-			
Employees Served through IWT Contracts	0	0	1	0	0	0	2	12	0	0	1	6	9	0	1	-	7	-	40	-	-	-	-	-	-	-		79	-				
IWT Amount Obligated	\$0	\$0	\$899.00	\$0	\$0	\$0	\$ 4,850	\$ 13,096	\$0	\$0	\$4,572	\$ 4,341	\$ 1,080	\$0	\$4,572	\$0	\$ 1,050.00	\$0	\$9,860	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$44,320	\$ -			

*New Hires is a combination of OJT's and direct placements with PWC employers

VIRGINIA CAREER WORKS - NORTHERN BOARD OF DIRECTORS MEETING

SUMMARY SHEET

SUBJECT: Executive Director Items

The Executive Director will discuss the following items at the Board of Directors meeting.

- **FY 2024 Workforce Area #11 Training and OJT Commitments** – For FY 2024 (through June 2024), Workforce Area #11 has obligated \$789,777 for 298 WIOA Adult, Dislocated Worker and Youth jobseekers.
- **WIOA PY 2023 Funding Met Virginia’s 40% WIOA Training Expenditure Requirement** – For the WIOA Program Year 2023, which ended June 30, 2024, the Virginia Career Works Northern Region exceeded Virginia’s WIOA 40% Training expenditure requirement. T
- **Prince William American Job Center Space Reduction** – Virginia Career Works Northern staff are in negotiations with the building owner at 13370 Minnieville Road, Woodbridge, VA 22192, the site of the Prince William American Job Center. Planned space reductions of over 40% in square footage are expected by January 2025 and a new floor plan design is being developed.
- **Virginia Career Works Northern WIOA Success Stories** – Each quarter, the Virginia Career Works Northern staff share WIOA jobseeker Success Stories with the State and the U.S. Department of Labor. The recent Success Stories from June 2024 are attached.
- **PY 2024 WIOA Performance Benchmarks Established** – State Virginia Works officials have set the PY 2024 WIOA Performance Benchmarks for the VCW Northern Region. Our new WIOA Benchmarks are attached.
- **PY 2023 WIOA Compliance Review** – The Virginia Works Compliance Review of the VCW Northern WIOA Programs is attached.
- **Virginia Secretary of Labor Transition Report on Virginia Works** – Virginia Labor Secretary Bryan Slater provides a Quarterly Transition Report to the Virginia General Assembly on the Virginia Works agency transition. The July 1, 2024 Report is attached.
- **Congressional Appropriations Actions on FY 2025 WIOA Budget** – Congress is continuing to consider and mark-up the FY 2025 Budget for the various WIOA Programs administered by Virginia Career Works. A summary of Congressional Appropriation marks is attached.
- **Ongoing Submission of SSG Grant and Contract Proposals** – On behalf of Virginia Career Works Northern workforce programs, the *SkillSource* Group, Inc. continues to prepare and submit contract and grant proposals. The attached summary highlights recent proposal submissions and outcomes.

FY 2024 ITA Provider Summary

July 1-June 30, 2024

A. ITA Obligated by Providers

Provider (A-Z)	Training amount	Number of ITA	Training Industries
160 Driving Academy	\$4,500.00	1	Transportation
1st CDL Training Center of NOVA	\$61,250.00	14	Transportation
3T Career Institute	\$3,085.00	1	MB
7 CDL Driving School	\$22,500.00	5	Transportation
A Security Training Academy	\$900.00	1	HS
AAA CDL School	\$23,500.00	6	Transportation
AAMU	\$600.00	1	LA
ADV Technical Institute	\$4,554.98	3	MB
American Inst., Health, Science & Tech.	\$17,500.00	6	Health
Arlington Educatio & Employment	\$370.00	1	LA
ASM Education Center	\$10,438.00	5	Tech
Astar Education Institute	\$16,656.00	9	Health
Carolina's Solution Group	\$13,500.00	3	Tech
Catholic University	\$1,095.00	1	MB
CDS Tractor Trainer	\$9,000.00	2	Transportation
CFA Institute	\$1,600.00	1	AF
Clary's LPN School of Nursing	\$450.00	1	Health
Commonwealth Criminal Justice Academy	\$4,208.95	2	CT
Fairfax County Public School	\$74,673.00	34	AF, Health & CT
George Mason University	\$55,515.50	25	CA, MB & Tech
Germanna Community College	\$700.00	1	CT
Global Educational Institute	\$2,215.00	1	Health
Global Institute of tech	\$5,000.00	2	Tech
GUTTS	\$11,505.00	3	CT
Impact Tek	\$45,369.00	28	Technology
Intellectual Point	\$32,658.00	18	Technology
James Madison University	\$3,995.00	1	CA
Joyce Carelock Ministries	\$30,000.00	10	CA
Kitchen of Purpose	\$13,500.00	3	HS
Le Arai	\$10,000.00	3	HS
Learnix	\$27,205.00	7	Technology
Medcerts	\$8,000.00	2	Health
Medical Education Center	\$39,185.00	13	Health
Moon River Nursing Careers	\$5,400.00	3	Health
NU Paths	\$11,500.00	2	MB, Technology
NVCC	\$46,064.00	28	Health, Technology
Old Dominion	\$1,800.00	1	MB
Online Consulting Inc.	\$4,165.00	2	Technology
PeopleN Tech	\$14,000.00	3	Technology
PWCS	\$325.00	2	LA
Security University	\$14,985.00	5	Technology
Shipper's Choice	\$76,500.00	17	Transportation
Smarthpath	\$7,050.00	6	MB

Spectrum Beauty Academy	\$16,542.50	4	HS
The Medical Center	\$5,620.00	2	Health
Three T Institute	\$9,605.00	4	Technology & MB
Thrive Healthcare	\$1,400.00	1	Health
Topcurl Beauty Academy	\$3,100.00	1	HS
Virginia Career Solutions	\$3,475.00	1	MB
Visible Edge	\$3,500.00	1	Health
Vital Phlebotomy	\$2,476.00	1	Health
TOTAL	\$782,735.93	298	

B. ITA Obligated by Grants

Funding	Training Amount
WIOA Adult	\$566,064.43
WIOA Dislocated	\$55,670.50
WIOA Youth	\$161,001.00
TOTAL	\$782,735.93

Northern Virginia Workforce Innovation and Opportunity Act--LWDA XI

July 1 - June 30, 2024

FY 2024 OJT Provider Summary

A. OJT/WEX Obligated by Providers:

Provider (A-Z)	Name of OJT/WEX	Training Industries
About Face Center	Office Asst.	EYE Program
Absolute Electric		CT
City of Alexandria		CA
DavisReederHalDVM, PLC	Summer EYE Participant	CT
Dept of Land Development Services		CA
ECDC		CA
FCPS ACE	HVAC Technician, Admin. Support	Accounting/Finance, Healthcare & Technology
First Light Home Care	Home Care	Health
Frizzles___		EYE Program
Infractures Team, IT Services	IT Technician Intern	Technology
JR's Auto Solutions		HS
Lutheran Social Services of Nat. Capital area		CA
Premier Insurance	Insurance support	HS
Safety Net Data Advisers	Data Analytics	Technology
Steam LLC dba Velvet Wax & Beauty	Operations Assistant	HS
Tots N Us Childrens Academy		HS
VP Services		EYE Program

B. OJT/WEX Obligated by Grants:

Grant	OJT/WEX Amount
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WIOA Adult	\$30,223.00
WIOA DW	\$742.00
Youth	\$87,949.00
Total	\$118,914.00

September 5, 2024

THE SKILLSOURCE GROUP, INC.
FINANCE COMMITTEE
SUMMARY SHEET

SUBJECT: March 31, 2024 Management Report Notes

The financial results of operations for the nine months ended March 31, 2024, reflect an **increase in Net Assets of \$64,861**.

Total revenues year to date (YTD) were \$7,080,691 against a YTD budget of \$9,883,605 resulting in an unfavorable variance of 28%, which was mostly due to the delayed start of the Talent-Up Fairfax program and underspending in training funds in WIOA during the first few months of the year.

The Change in Net Assets comprises:

Increase (Decrease) in Net Assets without Donor Restrictions	\$64,861
Increase (Decrease) in Net Assets with Donor Restrictions	<u>\$ (0)</u>
Total Increase (Decrease) in Net Assets	\$64,861

The changes in Net Assets Without Donor Restrictions and Net Assets With Donor Restrictions reflect the difference between revenues and expenses in each class of net assets.

Category	Change in Net Assets Without Donor Restrictions
Unrestricted funds	\$89,061
Indirect (unbillable)	(\$24,200)
Total change in Net Assets Without Donor Restrictions	\$64,861

The positive Unrestricted funds balance is made up of DARS SEALS revenue, Ticket to Work revenue and TANF P4P revenue.

Unbillable indirect costs consist of expenses paid at the beginning of the year, such as the audit and business insurance, but the cost recovery happens throughout the year. This unbillable balance will decrease and eventually be eliminated as we move closer towards the end of the fiscal year.

Program Activities:

WIOA: PY22 WIOA Adult, Dislocated Worker and Youth collectively expended 100% of the budget. The Adult and Dislocated Worker combined training rate was 44%, above the 40% required minimum. The cumulative Youth Work Experience (WEX) rate was 21.7%, exceeding the required minimum rate of 20%. SSG began expending PY23 WIOA funds in November 2023. As of March 31, 2024 the training rate is 8.4% and is expected to rise in the months ahead.

The SkillSource Group, Inc.
Budget to Actual
For the Nine Months Ended March 31, 2024

September 5, 2024

	Actual	YTD Budget	YTD Variance	Annual Budget	Balance
Revenue					
Government Contracts	\$ 6,078,487	\$ 8,750,100	\$ (2,671,613)	\$ 11,666,801	\$ 5,588,313
Other Restricted Income	198,550	858,180	(659,629)	1,144,240	945,689
Unrestricted Income	802,324	273,975	528,349	365,300	(437,024)
Interest Income	1,329	1,350	(21)	1,800	471
Total	7,080,691	9,883,605	(2,802,914)	13,178,140	6,097,449
Personnel Expenses					
Salaries & Wages	1,312,599	1,325,353	12,754	1,767,137	454,538
Fringe	401,707	430,531	28,824	574,042	172,335
Total Personnel	1,714,306	1,755,884	41,578	2,341,179	626,873
Operating Expenses					
Annual Report	-	4,500	4,500	6,000	6,000
Audit	39,075	28,500	(10,575)	38,000	(1,075)
Communications	42,434	37,722	(4,712)	50,296	7,862
Contracted Maintenance	34,775	57,092	22,316	76,122	41,347
Dues & Memberships	10,020	3,026	(6,994)	4,035	(5,985)
Equipment & Maintenance Costs	13,603	10,458	(3,145)	13,944	341
Financial Management	59,362	67,500	8,138	90,000	30,638
HR Services & Payroll Processing	57,208	61,145	3,936	81,526	24,318
Insurance	22,724	21,813	(911)	29,084	6,360
Leases	372,904	382,369	9,465	509,825	136,921
Interest Expense	1,358	-	(1,358)	-	(1,358)
Meetings & Conferences	8,001	3,169	(4,833)	4,225	(3,776)
Supplies/Database Subscription	143,463	112,566	(30,897)	150,088	6,625
Professional Services/Consultants/IT Support	118,970	52,636	(66,335)	70,181	(48,789)
Security Services	117,246	126,676	9,429	168,901	51,655
Staff Training & Development	11,740	8,625	(3,115)	11,500	(240)
Travel (Staff)	10,691	6,429	(4,262)	8,572	(2,119)
Miscellaneous expenses (unbillable)	401	-	(401)	-	(401)
Utilities	19,331	23,625	4,294	31,500	12,169
Total Operating Expenses	1,083,309	1,007,849	(75,459)	1,343,799	260,490
Program Services					
Outreach	30,691	76,468	45,776	101,957	71,266
One Stop center shared costs	-	102,398	102,398	136,530	136,530
Incumbent Worker Training	30,080	90,000	59,920	120,000	89,920
Pay for Performance Bonus Payment (WIOA Youth)	-	26,250	26,250	35,000	35,000
Transitional Employment/Work Experience	86,296	1,852,288	1,765,992	2,469,717	2,383,421
Other Training & Supportive Services	136,494	257,009	120,515	342,679	206,185
Total Program Services	283,562	2,404,412	2,120,850	3,205,883	2,922,321
Contractual Services - One Stop Operator					
Personnel - OSO	3,087,715	2,307,049	(780,667)	3,076,065	(11,651)
Operating - OSO	72,032	56,975	(15,057)	75,966	3,934
Training & Supportive Services - OSO	694,906	886,188	191,282	1,181,584	486,678
Total Contractual - One Stop Operator	3,854,654	3,250,211	(604,442)	4,333,615	478,961
Contractual Services - Other					
Personnel - Other	-	24,779	24,779	33,038	33,038
Operating - Other	-	70,736	70,736	94,315	94,315
Training & Customer Services - Other	-	-	-	-	-
Total Contractual Services - Other	-	95,515	95,515	127,353	127,353
Total Expenses excluding Unobligated & Set-Aside Funds	6,935,830	8,513,871	1,578,041	11,351,829	4,415,998
Unobligated Funds	-	410,577	410,577	547,437	547,437
NoVA HealthForce Program Services	80,000	-	(80,000)	-	(80,000)
One-Stop Center Set Aside	-	908,186	908,186	1,210,914	1,210,914
Total Expenses	7,015,830	9,832,634	2,816,804	13,110,179	6,094,349
Change in Net Assets	\$ 64,861	\$ 50,971	\$ 67,961	\$ 3,100	

Budget V5 approved on 2/15/24

The SkillSource Group, Inc.
Statement of Financial Position
As of March 31, 2024

September 5, 2024

Assets	
Current Assets	
Cash & Equivalents	
Operating & Payroll	\$ 274,980
Insured Cash Sweep	27,915
Total Cash & Equivalents	<u>302,895</u>
Contracts Receivable	1,565,629
Other Current Assets	
Employee Advances	6,936
Other Accounts Receivable	-
Total Other Assets	<u>6,936</u>
Prepaid Expenses	23,109
Total Current Assets	<u>1,898,569</u>
Fixed Assets	
Property and Equipment	76,671
Less Accumulated Depreciation	<u>(56,714)</u>
Total Fixed Assets	<u>19,957</u>
Other Assets	
Right of Use Asset	1,590,529
Less Right of Use Asset Accumulated Amortization	<u>(707,916)</u>
Total Other Assets	<u>882,613</u>
Total Assets	<u><u>2,801,139</u></u>
Liabilities and Net Assets	
Current Liabilities	
Accounts Payable	716,997
Deferred Income	15,384
Accrued Expenses	155,468
Other Current Liabilities	-
NOVA HealthForce Funds Held in Trust	<u>357,817</u>
Total Current Liabilities	<u>1,245,666</u>
Long Term Liabilities	
Long-term Lease Liability	<u>904,387</u>
Total Long Term Liabilities	<u>904,387</u>
Total Liabilities	2,150,053
Net Assets	
	<u>Year-to-date</u>
Unrestricted Net Assets	501,499
Restricted Net Assets	149,586
Total Net Assets	<u>651,086</u>
Total Liabilities and Net Assets	<u><u>2,801,139</u></u>

The SkillSource Group - Grant Tracker

As of March 31, 2024

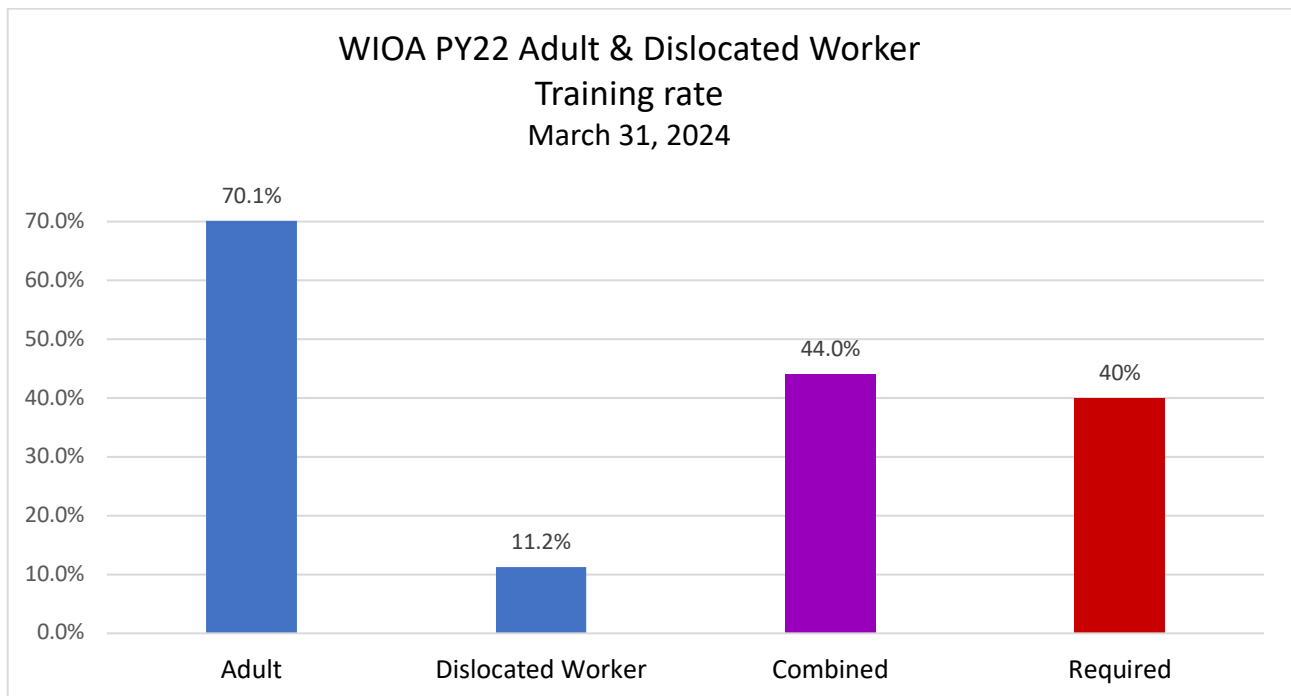
Funder	Budget	Actuals (ITD)	% of Actual	Remaining Budget	Start Date	Ending Date
WIOA PY22	5,400,671	5,400,671	100%	-	11/1/22	6/30/24
WIOA PY23	4,009,014	914,010	23%	3,095,004	7/1/23	6/30/24
SCSEP	1,407,631	1,065,226	76%	342,405	7/1/23	6/30/24
PW ELEVATE	697,910	676,358	97%	21,552	3/1/23	10/31/24
GO VIRGINIA	247,967	187,135	75%	60,833	7/1/23	6/30/24
NVCPR	168,201	136,030	81%	32,171	11/1/22	3/31/24
TANF3	165,036	99,511	60%	65,526	7/1/23	6/30/24
TANF5	152,786	120,663	79%	32,123	7/1/23	6/30/24
No.VA Work-based Learning	150,000	91,378	61%	58,622	11/1/22	3/31/24
TANF4	136,729	111,116	81%	25,613	7/1/23	6/30/24
H1B LEAD4IT	123,134	11,348	9%	111,786	2/1/24	3/31/25
MANASSAS GRADUATE	32,285	9,986	31%	22,299	7/1/23	6/30/24

THE SKILLSOURCE GROUP, INC.
BOARD OF DIRECTORS MEETING
SUMMARY SHEET

SUBJECT: Update on PY22 WIOA 40% Training Expenditure Rate

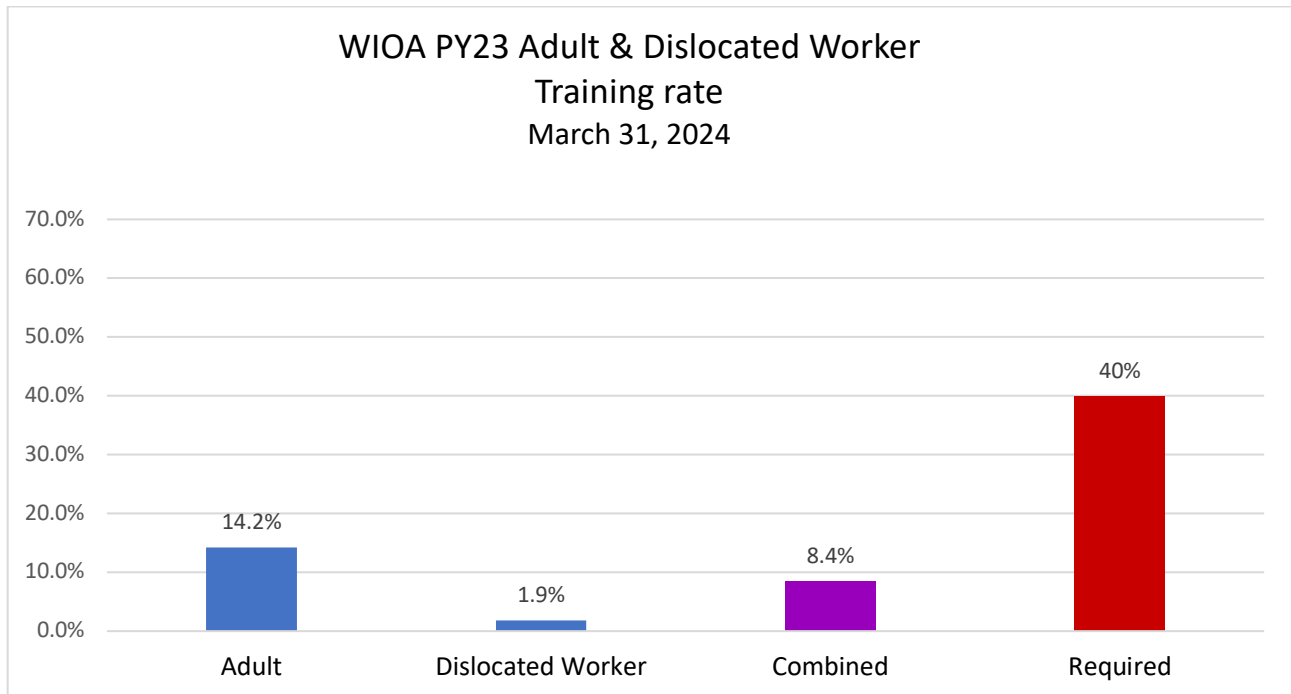
PY 2022 Training rate as of March 31, 2024:

Per VW: #14-17, Change 2 & 3	Adult	Dislocated Worker	Combined
WIOA PY22– NOO	1,704,787	1,353,236	3,058,023
(less 10% Administration)			
Training expenditure	791,827	51,727	843,554
Portion of case managers' compensation for provision of training services	402,959	100,134	503,093
Total Training	1,194,786	151,860	1,346,647
Training percentage	70.1%	11.2%	44.0%



PY 2023 Training rate as of March 31, 2024:

Per VW: #14-17, Change 2 & 3	Adult	Dislocated Worker	Combined
WIOA PY23– NOO	1,227,185	1,091,319	2,318,504
(less 10% Administration)			
Training expenditure	90,767	11,498	102,265
Portion of case managers' compensation for provision of training services	84,093	8,781	92,873
Total Training	174,860	20,279	195,138
Training percentage	14.2%	1.9%	8.4%



**NORTHERN REGION**Fairfax County | Prince William County | Loudoun County | City of Fairfax | City of Falls Church | City of Manassas | City of Manassas Park

Northern Virginia WIOA Success Stories – July 19, 2024

WIOA Adult

Jane, a widow with two children, was working part-time at a gas station while receiving food stamp assistance. Despite facing personal challenges, Jane was determined to secure a full-time job to better support her family. Jane learned about WIOA services from her SNAP benefit worker. In February 2024, Jane enrolled in WIOA and met with her employment specialist to discuss her career goals and how to leverage her accounting skills for job support. Her employment specialist collaborated with Jane to develop an employment plan which included revising her resume, registering for job readiness workshops, and a referral to the job developers for direct placement opportunities. Through her employment specialist, Jane was introduced to a work-based learning opportunity with a technology company for an administrative position. She worked with a job developer who arranged an interview for her. Jane interviewed and was selected for the position; she began her work-based learning opportunity in March 2024. **Jane's performance impressed the company and at the end of her work-based learning opportunity, she was offered a permanent full-time position beginning in June 2024 as a Final Inspection Administrator, earning \$18.00 an hour (\$37,440 annually).** Jane's determination, coupled with the support and resources provided by WIOA services, enabled her to overcome personal challenges and chart a path toward a stable, fulfilling career. Her story is a testament to the power of resilience and the impact of tailored workforce development programs.

WIOA Dislocated Worker

Sam had worked as an IT contractor for many years and was laid off from a U.S. Department of Agriculture contract in 2023. He was ready to find a more stable career and enrolled in WIOA as a Dislocated Worker after learning about the program through the Virginia Employment Commission (VEC). Sam met with his employment specialist to discuss his career history, goals, and interests. He explained he wanted a stable career in the IT field. While Sam had experience in the field, his certifications were out-of-date. After reviewing various job descriptions with his employment specialist, Sam decided to pursue a COMPTIA A+ certification – a credential in high demand among local employers. Sam started his training in October 2023 and successfully completed it in February 2024, earning his A+ certification. Sam continued to meet with his employment specialist to review and adjust his resume, apply for jobs, and practice interviewing skills. **In April 2024, Sam landed what he considers "his dream job" as a Systems Engineer earning \$90,000 per year.**

WIOA Youth Program

Maynor enrolled in the WIOA Youth program in October 2023. Maynor was a hardworking young man, but had faced challenges in furthering his employment goals. Maynor was justice-involved and was an English language learner. He had been working full-time with a kitchen remodeling company but he was looking for an opportunity to build a career path. Maynor was highly motivated from the start of his participation in the WIOA Youth Program and informed his employment specialist that his goal was to become a power lineman. Maynor and his case manager reviewed local labor market information for the field. They also discussed the experience and credentials he would need. Maynor and his case manager found that a CDL Class A would be a requirement for a power lineman career, so he requested to take the CDL Class A training through WIOA. Maynor started training in March 2024, and in May 2024, Maynor obtained his CDL license one month ahead of schedule. Upon receiving his CDL, **Maynor received a job offer with Dominion Energy to work as an Electric Ground Worker with full benefits and earning \$27.43 per hour (\$57,054 annually).** Maynor expressed to his WIOA employment specialist that he felt he would not have been able to accomplish this without the WIOA Youth Program and was extremely grateful. Maynor showed that with determination, hard work, and the guidance and support provided through WIOA Youth he could overcome obstacles and achieve his goals.

To: David Hunn, Executive Director, Northern Virginia Workforce Development Board

From: Dr Robert M Walker Jr, Director Workforce Services

Date: July 18th, 2024

Re: WIOA Title I Performance Goals for Program Years 2024 and 2025

Thank you for participating in the WIOA Title I Program Years 2024 and 2025 negotiations process. Below is a summary of the Final Negotiated and accepted Performance Goals for Program Years 2024 and 2025.

WIOA Title I Performance - LWDA 11	VA-LSAM - Model Predictions	Recommended starting negotiation level	LWDA 11 Response	State Accepted level/LWDA Final Goals PY 24&25
Adult				
Employment 2nd Quarter after Exit	88.80%	88.80%	85.00%	85.00%
Employment 4th Quarter after Exit	86.40%	86.40%	81.00%	81.00%
Median Earnings 2nd Quarter after Exit	\$10,104.00	\$10,104.00	\$10,104.00	\$10,104.00
Credential Attainment within 1 year	80.10%	80.10%	80.10%	80.00%
Measurable Skills Gain	89.50%	75.00%	75.00%	75.00%
Dislocated Workers				
Employment 2nd Quarter after Exit	89.30%	89.30%	86.50%	86.50%
Employment 4th Quarter after Exit	88.60%	88.60%	85.20%	85.20%
Median Earnings 2nd Quarter after Exit	\$13,680.00	\$13,680.00	\$13,680.00	\$13,680.00
Credential Attainment within 1 year	74.60%	74.60%	74.60%	74.00%
Measurable Skills Gain	93.60%	75.00%	75.00%	75.00%
Youth				
Employment 2nd Quarter after Exit	76.00%	78.00%	78.00%	78.00%
Employment 4th Quarter after Exit	81.70%	81.70%	79.00%	79.00%
Median Earnings 2nd Quarter after Exit	\$3,984.00	\$4,700.00	\$4,700.00	\$4,700.00
Credential Attainment within 1 year	67.60%	68.50%	68.50%	68.50%
Measurable Skills Gain	90.40%	75.00%	75.00%	75.00%

The final negotiated levels in this letter shall be included in your Local Workforce Development Area Modified Plan. If you have any questions, please email me at Robert.Walker@virginiaworks.gov

Thank you.

Dr Robert M Walker Jr



Virginia Department of Workforce Development and Advancement

**Workforce Innovation and Opportunity Act
Annual Compliance Review**

Issued to:

**Virginia Career Works – Northern Board
Program Year 2023**

July 31, 2024

**Prepared by
Deirdre Williams
Workforce Compliance Monitor**

Purpose of the Review

The Workforce Innovation and Opportunity Act of 2014 (WIOA) mandates the monitoring of recipients and sub-recipients of all grants awarded and funds expended under WIOA Title I to determine compliance with WIOA, the Uniform Administrative Requirements at 2 CFR Part 200, and other applicable Federal laws and regulations. The Virginia Department of Workforce Development and Advancement (VDWDA), as the WIOA Title I administrative entity, conducts the required annual compliance monitoring of Virginia's fourteen (14) local workforce development areas (LWDAs).

An enhanced desk review of the administrative, fiscal, and programmatic components was conducted. Various reports from the Virginia Workforce Connection (VaWC) system of record were analyzed, and a sample of records focusing on Individual Employment Plans, assessments, and documentation of credentials and measurable skill gains. An onsite review was conducted and included a walk-through of the One-stop, and interviews with One-stop staff, partners, and local workforce development board members.

Report Contents

Monitoring was conducted via enhanced desk review and onsite visits to:

- Ensure that Local Workforce Development Board (LWDB) activities and One-Stop System Operations are compliant with federal and state regulations and guidelines governing WIOA Title I funded activities.
- Determine that expenditures have been made against the proper cost categories and within the cost limitations specified in the federal and state regulations and guidelines.
- Ensure subrecipient compliance with the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal awards found at 2 CFR 200.
- Ensure that resources are efficiently and effectively used for authorized purposes and are protected from waste, fraud, and abuse.
- Ensure the Virginia Workforce Connection (VaWC) accurately reflects customer participation and contains supporting documentation for all services provided.

This report contains the results of the administrative, fiscal, and program reviews for the Virginia Career Works – Northern (VCWN) Board for Program Year 2023. The report may include commendations, findings, concerns, and considerations. If the review team identified a finding or concern, a detailed description and the required or recommended actions are provided. The following describes the difference between findings, concerns, and considerations.

- *Commendation:* Commendations indicate strong practices or results observed during the review.
- *Finding:* Findings indicate that the area is out of compliance with current federal laws/regulations or state and local policies. Each finding has a required action to ensure compliance. The local area must provide a corrective action plan for all findings.

- *Concern:* Concerns identify potential risk to the local area and may result in a future finding if the issue is not addressed. Although this does not indicate that the local area is out of compliance, recommended or required corrective actions are provided to improve services to the local area.
- *Consideration:* Considerations address an area identified that may benefit the local area or enhance monitoring of the local area.

The VCWN must provide a corrective action plan for all required actions as indicated in this report.

Commendations

1. The FY22 Return on Investment Report prepared by Chmura Economics and Analytics showed that for every public dollar spent on VCWN programs, the region generated more than \$5 in economic activity; including all one-stop services, which generated more than \$6.50 Return On Investment.
2. The local area offers its customers both virtual and in-person GED classes. In addition, GED courses are available in Spanish. This results in higher numbers of individuals participating and completing a GED. Many individuals who spoke only Spanish have been able to earn a GED and experience greater success.
3. In collaboration with the Virginia STAR program, the supportive service of a laptop is provided for some customers in training who need a laptop. Through the grant, the technology departments at the local high schools refurbished laptops that were formerly used by county employees.

Findings

1. **Member Participation by Electronic Means Policy**

- The administrative review of the VCWN identified the need for a Member Participation by Electronic Means Policy. Per Virginia Board of Workforce Development (VBWD) Policy 100-04, Change 3: "Local Workforce Development Boards must have a written policy, which shall be adopted annually by a recorded vote, that describes the circumstances under which an all-virtual public meeting will be held and the circumstances that remote participation at an in-person public meeting will be allowed that adheres to Virginia Code §2.2-3708.3. The policy must describe the process the board members will use to request remote participation, the process for approving or denying requests, and the process for documenting requests and decisions. The policy must state the number of times remote participation for personal matters or all-virtual public meetings can be used per calendar year, not to exceed the limitation set forth in §2.2-3708.3. Once adopted, the policy shall be applied strictly and uniformly, without exception, to the entire membership and without regard to the identity of the member

requesting remote participation or the matters that will be considered or voted on at the meeting.”

- Other requirements under Policy 100-04 include iv. Minutes of all meetings shall be recorded as required by §2.2-3707. Votes taken during any meeting conducted through electronic communication means shall be recorded by name in a roll-call fashion and included in the minutes.

References: Virginia Freedom of Information Act; Virginia Code Section §2.2: 3701, 3708.2, 3708.3, 3707; VBWD Policy 100-04, Change 3

Required Actions: The VCWN must create a Member Participation by Electronic Means policy including the information listed above. Documentation of this policy must be submitted to the VDWDA WIOA Title I monitoring team for review.

2. Virginia Workforce Connection (VaWC) Records Management

Reports on customers' activity status were run for the current program year. A sample of customer records was reviewed with a focus on individual employment plans, the use of assessments, credentials, measurable skill gains, and compliance with implementing fully electronic case files. The following issues were noted:

- Two (2) activity codes were system closed.
- Four (4) customers contained an Application Date entered in VaWC that differed from the signed application date in the Documents uploads.
- Nine (9) records were missing documentation, signatures, or contact information to support information in the VaWC.
- One (1) record reflected a VaWC training activity code that did not align with state guidelines in VWL 20-06.
- One (1) record contained medical information.
- Three (3) customers did not have the IEP/ISS updated.
- Four (4) customers earned “in-demand credentials” that were not used to seek employment.

References: Virginia Workforce Letter (VWL) 20-06 WIOA Participant Activity Code Definitions, Projected Duration and Use Projection Limitations; VWL 20-07 Change 2 Virginia Workforce Connection (VaWC) System of Record and Electronic Case Files; Training and Employment Guidance Letter (TEGL) 10-16, Change 2, Performance Accountability Guidance for Workforce Innovation and Opportunity Act (WIOA) Core Programs

Required Actions: The VCWN must review the cases identified in Attachment A and make the appropriate corrections to the active customer records in the VaWC. Missing documentation must be collected and loaded into the VaWC. The VCWN must ensure that case managers receive training on the guidelines listed above to ensure an understanding of data entry and supporting documentation requirements. Documentation of these actions must be submitted to the VDWDA Compliance Monitoring team for review.

Concerns

1. Five Percent (5%) Income Exception Policy

The VCWN's current policy includes information regarding Youth in Need of Additional Assistance and refers only to VWL 15-02. The policy should include information such as a) guidelines to not enroll more than five percent of "covered individuals" who are not low-income into the WIOA Title I Youth program at any given time; b) a description of the method of calculation, and c) the procedure the local area will follow to monitor the five percent exception process. Evaluation of program performance should be conducted throughout the program year.

References: 20 CFR 681.250 (b); TEGL 21-16; VWL 16-12

Required Actions: The VCWN must update the 5% Income Exception Policy including the information listed above. Documentation of this policy must be submitted to the VDWDA WIOA Title I monitoring team for review.

Considerations

No considerations were noted.

Next Steps

Development of a Corrective Action Plan

Upon receipt of this report, the VCWN must develop a corrective action plan that addresses the findings and concerns with the required actions in this report. A corrective action form is provided with this report. The LWDB Executive Director must submit the completed form to the VDWDA Compliance Monitoring Team for approval within 30 calendar days, including documentation of any required actions completed within the 30 calendar days and a timeline for any remaining items.

Follow-up

Once the plan is approved, the LWDB shall provide monthly updates on the status of the plan until all the actions identified are complete. Supporting documentation is required to demonstrate the completion of the actions.

The VDWDA Compliance Monitoring Team will monitor the implementation of corrective actions and provide technical assistance, as needed, or requested by the local areas, to ensure completion. If corrective actions are adequate to resolve the findings, written notification will be issued to the local areas. If corrective actions are not resolved within the timeframes noted in the corrective action plan, the issues shall be referred to the VDWDA Director for review and determination of further direction or the imposition of sanctions.

Attachment A: VaWC Records Management

State ID	Notes
Status Reports - Results	
2912569 - AD <i>Exited</i>	1. Activity 300 was system closed.
3112031 - AD <i>Exited</i>	1. Activity 153 was system closed.
File Review - Results	
1821043 - AD <i>Exited</i>	<ol style="list-style-type: none"> 1. An MSG was entered in VaWC with a date of 12/7/23. The Document "Certificate Verification-CBCS-Vivian_Alexander.pdf" shows the certification was earned on 12/6/23. 2. An MSG was entered in VaWC with a date of 1/9/24; however, the Document "V_Alexander_CBCS.pdf" shows a Certificate of Completion dated 12/6/23. A case note dated 1/9/24 states: "CM received a copy of Certificate Of Completion from the training provider on 1.9.24. Copy was uploaded to the file." The MSG date should be when the certificate is earned rather than the date received by the case manager.
1831962 - AD <i>Exited</i>	<ol style="list-style-type: none"> 1. The Eligible Training Provider expressed barriers and English language comprehension as a barrier for the customer. There was no documentation of assistance provided with translating materials or obtaining a textbook in Spanish. No referrals to partner agencies are mentioned to assist with English Language Learner skills or comprehension. Please add a case note explaining the opportunities that were offered by the ETP and Case Manager for English Language Learner status. 2. The Priority of Service form was completed and signed by the customer indicating she is a Priority of Service A (Veteran with low income). There was no documentation supporting Veteran status (believe the form should have been filled out checking category B?)
722133 - AD <i>Exited</i>	<ol style="list-style-type: none"> 1. The Application was signed on 10/31/22; however, the Application Date was entered in the VaWC as 2/24/23. 2. A Medical Exclusion Exit was used due to the customer being the Primary Caregiver of a Sick Child. TEGL 10-16 describes allowable Exclusions for the customer's medical treatment. The Exclusion should be removed. 3. Please edit the case note with Contact Date 6/30/23 containing medical information regarding the customer's family member: "The doctor's note is locked in CM's office. Ms. Young provided a letter from her daughter's

	<p>physician stating that she is currently her daughter's primary caregiver. Her daughter has a neurological disorder that doctors have not been able to diagnose after multiple tests and visits. Her medical condition has not improved but worsened over the past 90 days." The only information required was "The doctor's note is locked in CM's office."</p>
1427315 - AD <i>Exited</i>	<ol style="list-style-type: none"> 1. The signed application was not dated by the customer or the case manager.
1230482 - DW <i>Exited</i>	<ol style="list-style-type: none"> 1. The Application and forms were signed on 8/8/23; however, the Application Date was entered in the VaWC as 11/15/23. 2. There was no layoff letter located in the Documents section in the VaWC. 3. The Statement of Wages and Potential Benefit Entitlement document shows the wages, weekly Unemployment Insurance amount, and start date. However, it does not show the number of payments received, and while proof of eligibility to receive UI, does not show longer-term unemployment for Unlikely To Return.
1453824 - DW <i>Active</i>	<ol style="list-style-type: none"> 1. The Application and forms were signed on 8/1/23; however, the Application Date was entered in the VaWC as 11/30/23. 2. The file "UI_Benefit_Nov.pdf" was an email showing a submission was made. There was no confirmation of receipt of unemployment.
2980851 - DW <i>Active</i>	<ol style="list-style-type: none"> 1. Activity Code 153 was entered in the VaWC: however, a case note indicated an email was sent to the customer. This Activity Code requires staff activity and actions as outlined in VWL 20-06.
3586461 - DW <i>Active</i>	<ol style="list-style-type: none"> 1. Staff did not sign the Objective Assessment Summary in the Documents section in VaWC: "Signed_objective_assessment_-_C._Gates.pdf" 2. The IEP did not appear to have been updated since the date of creation on 9/20/2023.
3623336 - YTH <i>Active</i>	<ol style="list-style-type: none"> 1. The Application and forms were signed on 12/29/23; however, the Application Date was entered in the VaWC as 1/19/24, which was the time the customer completed the eligibility process (see case note dated 1/19/24). 2. The Case Manager did not complete the bottom half of the application (page 2 of 2). 3. An in-demand credential was obtained; however, there did not appear to be any movement from the Case Manager toward assisting with obtaining employment related to the credential. There did not appear to be any referrals to DARS or other partners for assistance as the customer mentioned an unrelated agency had secured employment for her.

	<ol style="list-style-type: none"> 4. The "VIRGINIA CAREER WORKS NORTHERN CENTER, EMPLOYMENT AND TRAINING PROGRAM, CUSTOMER COMPLAINT PROCEDURE" form did not contain the contact information for the first two contact persons). 5. The Consent to Exchange Information form did not contain the signature dates for the customer or the case manager. 6. A case note dated 2/13/24 stated the ISS had been updated with the credential. However, the ISS did not appear to have been updated since the creation date of 1/19/24. 7. The Objective Assessment indicated "Housing-Stable"; however, the application indicated Housing and Transportation were not stable.
2319878 - YTH Active	<ol style="list-style-type: none"> 1. An in-demand credential was obtained; however, there did not appear to be any movement from the Case Manager toward assisting with obtaining employment related to the credential. 2. The ISS was not updated with the completion of Nursing Aide Training. There does not appear to be any assistance in obtaining employment, nor any mention of assistance with studying for the nursing exam. 3. The VaWC Activity Code 416 is for "Approved Provider"; however, no provider information was entered for Gee's Institute (4/10/23 and 8/12/23).
2609470 - YTH Active	<ol style="list-style-type: none"> 1. An in-demand credential was obtained; however, there did not appear to be any movement from the Case Manager toward assisting with obtaining employment related to the credential.
3609653 - YTH Active	<ol style="list-style-type: none"> 1. An in-demand credential was obtained; however, there did not appear to be any movement from the Case Manager toward assisting with obtaining employment related to the credential. 2. As a Registered Apprenticeship Employer has not been confirmed for this customer, the training should not be coded under the 421 Activity Code. Activity Code 416 should be used if a customer is not connected with an employer in a formal Registered Apprenticeship.

Secretary of Labor's Quarterly Progress Report on the Transition of Workforce Programs to the Governor of Virginia and the General Assembly

AS OF JULY 1, 2024

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BACKGROUND

The Virginia Acts of Assembly – 2023 Session Chapter 624 mandates a quarterly report on the outcomes of the transition and expected costs. This report covers activities and updates since the last report (submitted March 2024) up to July 1, 2024.

*That the Secretary of Labor (the Secretary) shall convene a stakeholder work group consisting of two members of the House of Delegates appointed by the Speaker of the House of Delegates, two members of the Senate of Virginia appointed by the Senate Committee on Rules, representatives from the agencies affected by the transfer of programs pursuant to this act, local workforce boards, the business community, and labor organizations, and any other representatives deemed appropriate by the Secretary, for the purpose of advising the Secretary during the program transition period from July 1, 2023, through September 30, 2024. **The Secretary shall provide a progress report on the outcomes of the work group, the progress of the transition, the current and expected costs of transition, and the expected ongoing operational costs of the Department quarterly to the Governor and the General Assembly.***

2024 LEGISLATION

This session, SB436 (Suetterlein) was introduced to make administrative changes to the section of the Code of Virginia for Virginia Works (Department of Workforce Development and Advancement). SB436 passed the General Assembly *unanimously* and was signed into law by Governor Youngkin on 04/10/2024. The updates to the Code of Virginia go into effect on 07/01/2024 and include:

- Deems Virginia Works responsible for providing the official list of high-demand occupations to eligible educational institutions providing consistency across the programs.
- Updates the membership of the Apprenticeship Council including the addition of the Director of the Department of Professional and Occupational Regulations, the Commissioner of Labor and Industry, the Superintendent of Public Instruction (or their designated representatives), and two representatives of workforce training programs - one of whom shall represent an employee organization.
 - The Apprenticeship Council shall now meet on a quarterly basis.
- Changes to the title of the Director of the Department of Workforce Development and Advancement to the Commissioner of Workforce Development and Advancement.
- Other technical changes:
 - Deems Virginia Works, rather than the Virginia Community College

System, responsible for consulting with the Governor to develop a formula that provides 30% of WIOA Adult and Dislocated Worker funds reserved by the Governor for postsecondary workforce training.

- Requires that the specific workforce development programs, workforce education and training programs, and workforce services programs shall share data in the workforce data trust.

THE STAND UP OF VIRGINIA WORKS

The establishment of Virginia Works, including the transition of people, programs, services, and systems has taken place over four distinct phases and runs through FY 2025. They include Agency Planning, Stand Up and Discovery and Driving Success. Several activities have been completed and the remaining under Phase 4 are currently underway.



Figure 1 Phased Stand Up Activities

A detailed implementation plan was developed with leadership and key stakeholders, and is refined regularly as needed, and tracked in a project management tool. Now that the programs have functionally transitioned, Commissioner Roth and her leadership team have begun to focus on driving agency success, including service area process improvement. The sections below provide a high-level overview of each completed phase of the Stand Up, with deeper detail provided on the current work occurring in Phase 4.

PHASE 1: AGENCY PLANNING | HIGH LEVEL ACTIVITIES

In Phase 1 of the Agency Stand Up, the transition team conducted a baseline data call to collect data, documentation, processes, and financials around each service area transitioning to Virginia Works, resulted in the documentation of processes, policies, reports and operations across all programs transitioning to Virginia Works. The team also drafted, finalized and executed on a Memorandum of Understanding that established an agreement between the Virginia Employment Commission (VEC), Department of Labor and Industry (DOLI), Virginia Community College System (VCCS) and Virginia Works that from June 30, 2023 through July 1, 2024, VEC, DOLI and VCCS would continue to provide all necessary financial, compliance, HR, facilities and IT support for Virginia Works employees post their functional transition to the new agency.

The Agency Planning phase also included the development of a robust change management plan to support the functional transition of employees from VEC, DOLI and VCCS to Virginia Works. Further information on this plan and the execution which occurred in Phase 2 of the Agency Stand Up, are provided in Appendix D.

Finally, several transition workstreams were stood up in this planning phase to drive transition related activities across the following areas:



Figure 2 Workstreams and Sub Workstreams

The workstreams consist of Commonwealth of Virginia subject matter experts from the various agencies that advised on the stand up of the agency and helped refine the Standard Operating Procedures (SOPs) for each program, and each has subgroups that vary according to the current agency transition needs. The establishment of these groups was integral to facilitating a smooth transition of people and programs and continues to be critical as we are now navigating the fiscal and physical transition. During each Progress Report, we provide an updated table of high-level activities that this group has accomplished during the quarter being reported on. Please refer to [Appendix A](#) for the latest activities. The team has continued to track the activities, milestones, and phases of each workstream across the entirety of the agency stand up. Inputs

are updated, tracked daily and used to inform bi-weekly transition update meetings with the Secretary of Labor, Commissioner Roth and other leadership and is visible across workstreams. The bi-weekly transition update meetings provide the opportunity for workstream leads to report on progress and raise any decision points for Commissioner Roth and the Secretary of Labor.

PHASE 2 AND 3: AGENCY STAND UP AND DISCOVERY | HIGH LEVEL ACTIVITIES

During Phase 2 and 3 of the Agency Stand Up, Virginia Works leadership largely focused on ensuring that employees transitioning to Virginia Works were provided with meaningful information, support and change management activities to facilitate a smooth transition that did not interrupt service delivery.

THE FUNCTIONAL TRANSITION OF EMPLOYEES TO VIRGINIA WORKS

The programs were transitioned in a phased approach. In the weeks and months leading up to – and during – each transition, individual programs were engaged directly with an array of change management activities to welcome them into the new agency. The functional transition was so successful that both Registered Apprenticeship and VCCS WIOA Title I's transition dates were moved up; all 14 programs functionally transitioned to Virginia Works by January 16, 2024, two months ahead of schedule.

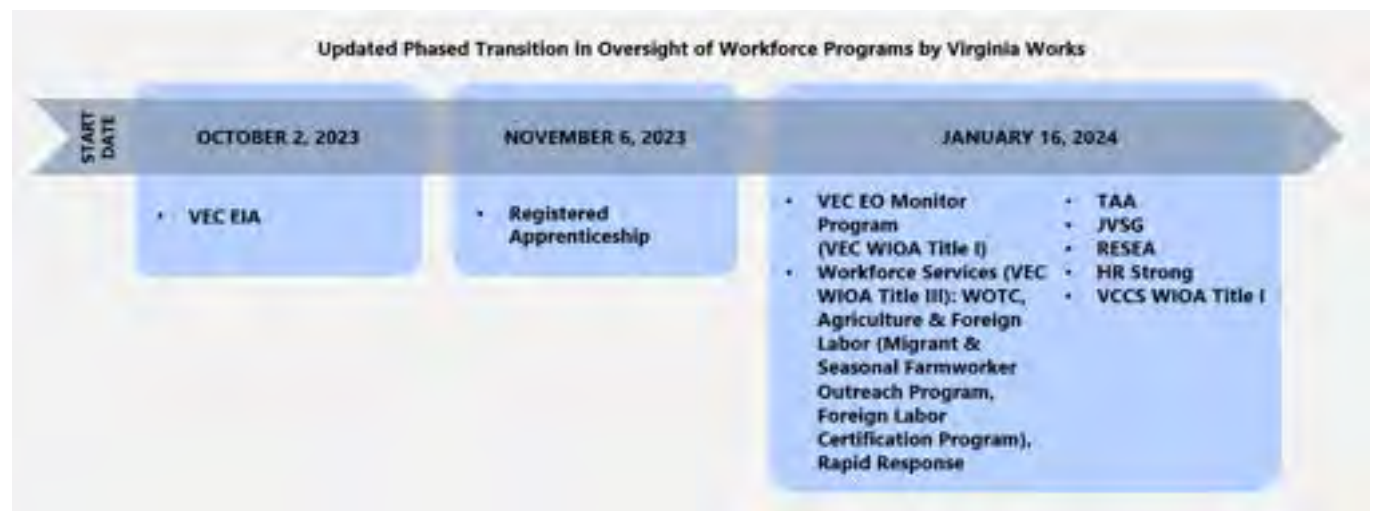


Figure 3 Program Transition Timeline

COMMUNICATIONS & CHANGE MANAGEMENT FOR THE FUNCTIONAL TRANSITION

A robust, formal communications and change management plan was developed and executed upon to connect all transitioning staff ahead of their transition to Virginia Works. These engagement activities provided team members moving to the new agency with valuable opportunities to connect with leadership, ease any concerns, and maintain continuity of operations. Among the regular communications, additional tools were deployed such as Monthly Virginia Works Town Halls, The Virginia Works Monthly Newsletter, Office Hours, Managers Syncs, Surveys and Culture/Branding Focus Groups. The change management activities conducted to support a smooth functional transition were incredibly successful as demonstrated by employee feedback collected through a post- functional transition survey. For more information on the agency's mission, vision, the functional transition and takeaways from the employee survey, reference [Appendix B](#), [Appendix C](#) and [Appendix D](#).

ORGANIZATIONAL DESIGN

The agency's organizational structure was solidified in October 2023 after working iteratively using data acquired during the baseline data call and the socialization process occurred as each group transitioned to the new agency. The Human Resources (HR) Workstream collected and analyzed current state organization documentation of transitioning programs from the Virginia Employment Commission (VEC), the Virginia Community College System (VCCS), and the Department of Labor and Industry (DOLI). They synthesized transitioning personnel data into a comprehensive view of current programs, teams, and positions. From these inputs, a preliminary Operating Model and Design Principles were developed to guide future state decision making. The updated organizational chart can be found in [Appendix E](#).

Programs that are now delivered within Virginia Works can be found in the below graphic.

Transferred Programs		
Registered Apprenticeship	Foreign Labor Certification	Migrant & Seasonal Farmer Outreach
Economic Information & Analytics (EIA)	Coordination of Local Workforce Services (WIOA Title I)	Jobs for Veterans State Grants (JVSG)
Reemployment Services & Eligibility (RESEA)	Trade Adjustment Assistance (TAA)	State Workforce Services
Work Opportunity Tax Credit (WOTC)	Layoff Aversion & Assistance (Rapid Response)	EO & Compliance Monitors

Figure 4 Programs Transferred from VEC, DOLI and VCCS Now Operational Within Virginia Works

Virginia Works also includes four distinct new functions around work-based learning, external business engagement, metrics, and grants development.

New Functions	
Internships, Work-Based Learning, & On-the-Job Training	Coordinates with Business Engagement & Outreach, as well as training institutions, to develop internships and other work-based learning and OJT programs
Grants Development	Builds and executes a private, state, and federal grant-funding strategy
Business Engagement & Outreach	Partners with businesses, associations, and employee organizations to anticipate and be responsive to business talent needs
Research, Metrics, Measures, & Evaluation	Leverages data insights to improve coordination, outcomes, and efficiency across the Commonwealth's workforce programs and partner organizations

Figure 5 Four New Functions Within Virginia Works

PHASE 4: DRIVING SUCCESS | HIGH LEVEL ACTIVITIES

The Agency is now in Phase 4 of the Agency Stand Up, focused on driving success through the evaluation and improvement of programs within the agency and the fiscal and physical transition of employees to Virginia Works, also known as Virginia Works Go-Live.

VIRGINIA WORKS PROCESS IMPROVEMENT SPRINTS

An integral part of Phase 4 of the Agency's establishment is that of supporting and driving the measurement of improvements across all service areas within the agency. To drive improved program outcomes and begin to stand up new functions within the agency, a robust process improvement sprint kicked-off in March 2024. The Virginia Works Process Improvement Sprint is an opportunity for employees to get involved and engaged in the co-creation of initiatives to improve the way that service areas operate across three main focus areas: Functional Operations, Integration and Collaboration and Engagement with External Partners and Customers – with an overall goal of improving service delivery for customers.

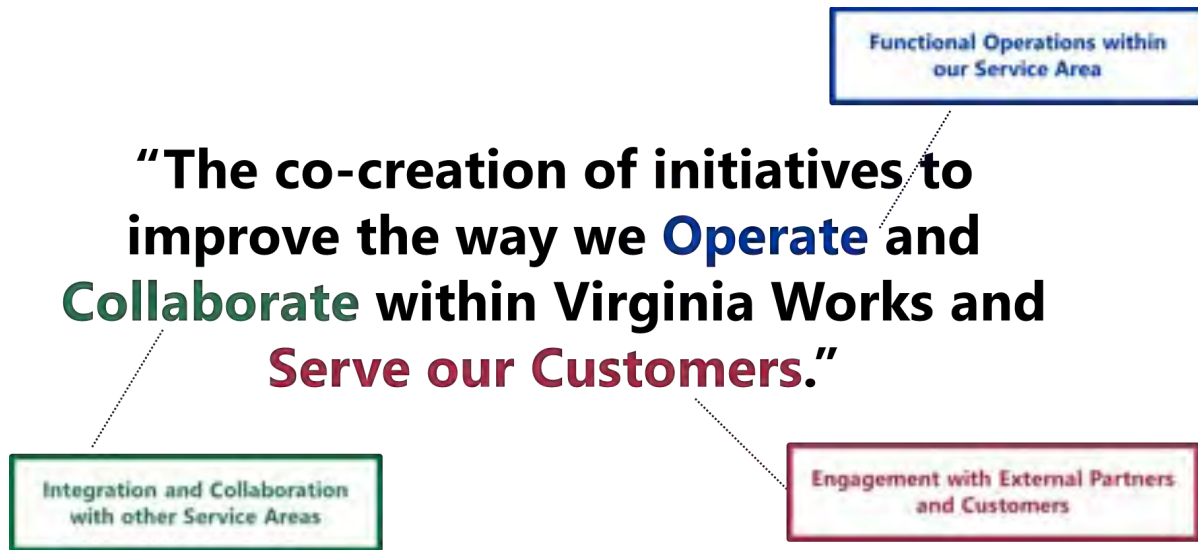


Figure 6 Process Improvement Mission Statement

This is an opportune time to reflect on each service area’s current mission, processes, and partnerships to continue creating success stories across the Commonwealth. Service areas will be engaged in sprint cycles - bringing together working groups to brainstorm initiatives and drive change. Each sprint consists of three phases with clear activities to assist the working groups in their development, prioritization, selection, and implementation of initiatives. Each sprint lasts approximately nine weeks, followed by ongoing implementation.

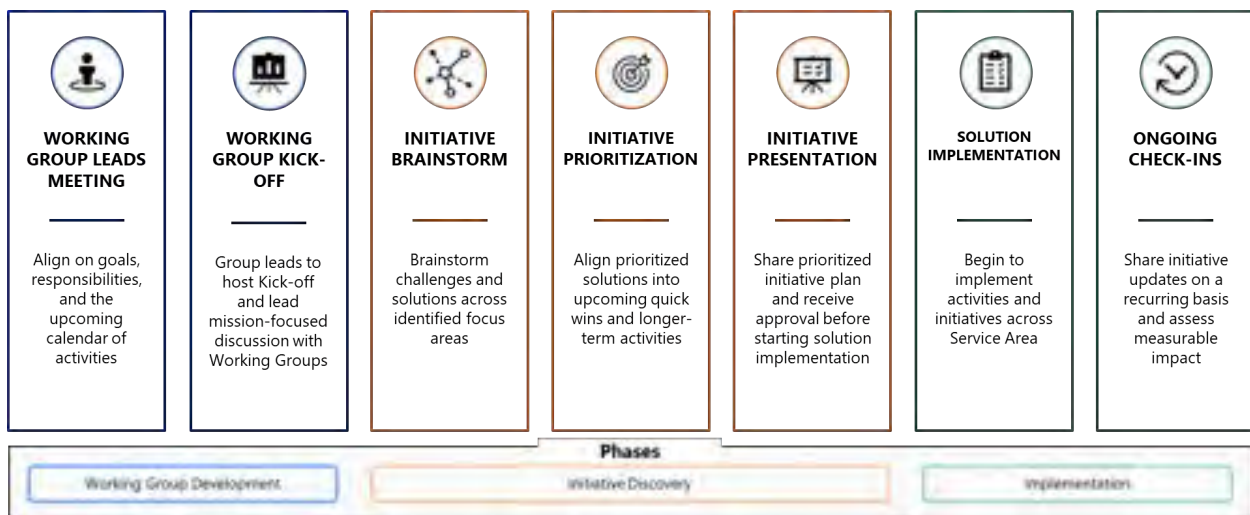


Figure 7 Overview of Sprint Activities Across Three Phases

There are four planned sprint cycles in total, each of which includes focus on three distinct Service Areas.

The following diagram illustrates the schedule and participating Service Areas for each sprint.



Figure 8 Sprint Execution Timeline

Sprint 1: RESEA, Rapid Response, Monitors

The Service Areas participating in Sprint 1, RESEA, Rapid Response, and Monitors, have successfully completed the first two phases (Working Group Development and Discovery). They are currently in the process of implementing the initiatives that each group has chosen to advance at this time. Each Service Area has developed a set of initiatives that will help them move towards the goals listed below. The Service Area's process improvement leads participates in ongoing bi-weekly check in with Commissioner Roth to report on progress, flag any risks and gain leadership input as initiative progress is made.

MONITORS

To ensure local, state and federal compliance is met and provide technical assistance to promote equal opportunity and continuous improvement across Virginia's workforce programs.

GOAL 1

Increase internal coordination across EO Monitors and Non-EO Monitors to **limit disruption to customer service and promote efficiency in the workforce centers.**

GOAL 2

Share best practices and increase education across all Monitoring groups to **standardize the delivery of services to workforce centers.**

GOAL 3

Better understand the experience of Monitor's customers (local workforce center employees) and **identify customer facing opportunities to improve in monitoring engagement activities.**

RESEA

Providing comprehensive support, encouragement, and hope to job seekers by offering resources, training, and career development opportunities to facilitate their timely return into Virginia's workforce thereby fostering personal success, economic growth, and empowerment.

GOAL 1

Increase internal coordination and share best practices across the RESEA team members to **standardize services and build united relationships with customers.**

GOAL 2

Further RESEA market presence and engagement with employers and job seekers **to increase claimant job placement while reducing the time for placement.**

RAPID RESPONSE

To help at-risk businesses and employees impacted by layoffs plan through proactive engagement, education, and empowerment to get Virginians back to work quickly.

GOAL 1

Invest in tools and conduct proactive outreach within and outside of the agency to **expand the portfolio of relationships and engage employers earlier.**

GOAL 2

Establish stronger collaboration and teaming environment within the Rapid Response team to **foster a community backed by shared values, transparency and development.**

Sprint 2: Registered Apprenticeship, Economic Information & Analytics, Workforce Services – *Started in April*

The service areas participating in Sprint 2, Workforce Services, EIA and Registered Apprenticeship, have successfully completed the first two phases (Working Group Development and Discovery). They are currently also in the early stages of implementing the initiatives that each group has chosen to advance at this time. Each Service Area has developed a set of initiatives that will help them move towards the goals listed below. The service area's process improvement leads participates in ongoing bi-weekly check in with Commissioner Roth to report on progress, flag any risks and gain leadership input as initiative progress is made.

REGISTERED APPRENTICESHIP

Fostering skill advancement and workforce development through employer-driven Registered Apprenticeship training programs, supporting the creation of sustainable talent pipelines to meet Virginia's evolving industry needs.

GOAL 1

Develop guides and handbooks to educate RAC's on other Service Areas to **Enhance educational offerings and expand resource capabilities.**

GOAL 2

Establish communication channels and Service Area cross collaboration to **Strengthen communication strategies and organizational alignment.**

ECONOMIC INFORMATION & ANALYTICS

To collect, produce, analyze and disseminate timely and accurate labor market information, empowering customers across the Commonwealth to make informed economic and policy decisions.

GOAL 1

Improve Data Products by implementing process efficiency and automation opportunities.

GOAL 2

Enhance EIA value for customers by uniquely marketing and branding products tailored to specific customer needs.

GOAL 3

Increase Collaborating and Cross-training **to boost regional specialization.**

WORKFORCE SERVICES

Connecting job seekers with meaningful employment opportunities, fostering career development, and supporting businesses in finding qualified candidates.

GOAL 1

Create Workforce Services SOP's and implement a service tracking system to **enhance system development and staff learning.**

GOAL 2

Document best practices and continuous improvement efforts to **expand the framework of quality standards and adopt best practices.**

GOAL 3

Provide consistent technology and communication updates and align outreach to **standardize communication strategies and develop a unified outreach plan with stakeholders.**

Sprint 3: Foreign Labor Certification/Migrant Seasonal Farmworker Outreach, Jobs for Veterans, Trade Adjustment Assistance – *Started in June*

The service areas participating in Sprint 3, Foreign Labor Certification/Migrant Seasonal Farmworker Outreach, Jobs for Veterans, Trade Adjustment Assistance, recently began their sprint activities and will begin to work on discovery activities in the coming weeks.

Sprint 4: WOTC, Data Analytics & Research, WIOA Title I – *Begins in August*

The service areas participating in Sprint 4, Work Opportunity Tax Credit (WOTC), Data Analytics & Research, and WIOA Title I will begin their sprint activities in mid-August.

Sprint 5: Ongoing Agency Level Transformation

Virginia Works is constantly improving its processes. As of July 1, Virginia Works is consistently working to identify areas for improvement and beginning new process improvement sprints on an as needed basis.

The Virginia Works team is actively engaged in executing the fiscal and physical transition of the agency, also known as Virginia Works Go-Live. Go-Live, being executed in three phases, includes several technology changes for employees, the launch of Shared Services as an extension of the VEC on July 1, and the opening of the new Virginia Works headquarters in the local Richmond area, requiring the physical relocation of some employees as well as the alignment of non-local employees to workforce centers across the Commonwealth. This final transition will increase the cohesiveness of the team and allow for a complete, coordinated administration of the agency. The lack of a central headquarters in the Richmond area has proven to be a current cultural challenge, though it has not impacted the quality-of-service delivery. The lease for a new central office has been signed following an in-depth evaluation and negotiation process in collaboration with the Department of General Services (DGS).



A robust change management and communication strategy is central to successfully navigating Virginia Works employees through Go-Live activities while incorporating employee feedback and addressing concerns. The chart below outlines high-level activities that have been conducted or are in the pipeline for deployment as part of the change management plan.

Streamlined Technology Updates	Transition to Shared Services	Shift into the New Headquarters
<ul style="list-style-type: none"> • Employees will have received their new @virginiaworks.gov emails by the end of June • Select employees will receive refreshed laptops & cellphones • Employees will receive access to the Virginia Works OneDrive and operate under MS Teams 	<ul style="list-style-type: none"> • Employees have received guidance on completing new employee eligibility materials and receiving a new ID badge • Employees will partake in a pre-transition survey to inform the transition team of their needs • All employees will participate in a new Virginia Works Orientation, Shared Services Office Hours, and Cardinal Training • All employees will be kept up to date on payroll changes 	<ul style="list-style-type: none"> • Virginia Works will be hosting an HQ ribbon-cutting ceremony • Move-Champions are being assembled to help with employee relocation • Employees will partake in a post-transition survey
<p>The team continues to build a strong culture of unity, continuous improvement, and customer service by hosting monthly Town Halls and deploying our monthly newsletter, The Virginia Works & Advance.</p>		

Figure 9 High-Level Change Management Plan

The Finance Director at the VEC as part of shared services worked with the U.S. Department of Labor to manage the transition of all the grants that fund the new agency and coordinate with

the Virginia Department of Accounts and Planning and Budget. A significant effort has been undertaken to ensure that agency is operational, given that most of the agency's funding comes from the federal government and is paramount to seamless operations.

Go-Live also includes working with the Virginia Department of Human Resource Management, Virginia Retirement System and Department of Accounts to ensure all payroll, health, and retirement benefits transition to the new agency without any impact on Virginia Works team members. All eligible Virginia Works employees will see a 3 percent salary increase as part of the statewide increase, effective beginning June 10, 2024. This increase will be reflected in their July 1, 2024, paycheck with their legacy agency. Employees' July 16, 2024, paycheck will be distributed in two deposits: one from their legacy agency and one from Virginia Works. The paycheck amount will not change, and employees will begin receiving their full paycheck from Virginia Works on a routine basis beginning with the following check.

The transition of technology is an unprecedented effort in the Commonwealth as we transition the individual profiles, devices, and data systems to Virginia Works without interruption. The VEC team is leading extraordinary work in coordination with VITA and VITA suppliers to make this happens and minimize impact. Additionally, the Data, Technology, and Analytics workstream and the Shared Services team have been working in tandem with VITA and all employee email addresses have been updated to the @virginiaworks.gov domain before July 1.

BEYOND THE AGENCY: COMMONWEALTH-WIDE COORDINATION OF WORKFORCE PROGRAMS

§ 2.2-2037-5 of the Code of Virginia gives the Secretary of Labor the authority to regularly track metrics relating to workforce development programs and establish a mechanism to help assess the adequacy of Virginia Works services and programs. In addition, 2.2-2042, provides for the agency to provide the mechanisms for the reporting. After a successful metrics pilot in the fall of 2023, the metrics effort was scaled out to workforce programs across the Commonwealth.

THE METRICS JOURNEY

In January 2024, 65 workforce programs across 20 state agencies, spanning nine secretariats, were engaged for the initial metrics collection period. Each program self-identified "data owners" who were responsible for the tracking and submission of data informing the requested metrics. The Virginia Works coordinating team initiated the collection of six initial baseline metrics. Those metrics were:



Figure 10 Six Baseline Metrics

The initial metrics reporting period, which concluded at the end of February 2024, engaged every program, and in addition to collecting quantitative data from all 65 programs, also collected as much meaningful insight and context regarding their purpose and services provided. Due to the unique nature of each program and the services they provide, not all programs could submit data for each of the six metrics, but 100% of programs responded to the initial data call with the information they could. Throughout March, the Virginia Works Metrics team coordinated with programs to collect meaningful and informative data about their programs.

During the first quarter, the team conducted significant analysis on the data submissions received and findings from the initial collection period are anticipated to be shared with programs and additional stakeholders this spring. Additionally, considerable effort has been allocated to the design of metric dashboarding and strategic discussions have been initiated for planning for the anticipated transition to a more automated dashboard technology solution later in 2024. Metrics collection is anticipated to be repeated on a quarterly basis; however, it is acknowledged that an annual cumulative view of programmatic data will yield the most comprehensive view informing baselines.

The following programs have been engaged as part of the on-going metrics tracking and reporting effort. The programs within this list are either currently being tracked for the initial reporting period or are slated to begin reporting in the following reporting period. The Virginia Works metrics team took findings and feedback from the initial reporting period to refine the process and update the list of programs involved in the effort.

Agency	Program List as of 6/18/2024
COMMERCE AND TRADE	
DHCD	Broadband Equity, Access, and Development Program (BEAD)
	Growth and Opportunity Fund (GO Virginia)

VCEDA	Coalfield Workforce Development and Training Fund
VEDP	Advanced Manufacturing Talent Investment Program and Fund Pilot
	Semiconductor Career Certification Program (VAST)
	Talent Accelerator Program
	Tech Talent Investment
	Virginia Jobs Investment Program (VJIP)
VIPC	Commonwealth Center for Advanced Manufacturing
	Commonwealth Cyber Initiative
Virginia Energy	Training for Residential Energy Contractors (TREC)
EDUCATION	
DOE	Adult Education and Literacy
	Institute for Advanced Learning and Research Workforce Programs - Apprenticeship
	Institute for Advanced Learning and Research Workforce Programs – Work Ready Communities
	New College Institute
	Roanoke Higher Education Center Workforce Programs
	Secondary CTE “Perkins”
	Southern Virginia Higher Ed Center Workforce Training Programs “SVHEC”
	Southwest Virginia Higher Ed Center Workforce Training Programs “SWVHEC”
SCHEV	Virginia Talent + Opportunity Program - “VTOP”
	New Economy Workforce Credential Grant – “FastForward”
VCCS	Get Skilled, Get a Job, Give Back (G3) Innovation and Program Grants
	Institutes of Excellence for Non-Credit Training and Instruction
	Postsecondary Career and Technical Educations (PERKINS)
ODU (Old Dominion University)	Virginia Space Grant Consortium
HEALTH AND HUMAN RESOURCES	
DARS	State General Vocational Rehabilitation (VR) Program
	Senior Community Service Employment Program (SCSEP)
DBVI	Vocational Rehabilitation Program
DSS	Family Engagement Services
	Refugee Support Services Program (RSSEP)

	Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)
	Virginia Initiative for Building Earning Capacity of Parents
	Virginia Initiative for Employment Not Welfare (VIEW)
VDH	Virginia J-1 Waiver Program Health and Human Services Waiver Program
	Virginia J-1 Waiver Program – National Interest Waiver Program
	Virginia J-1 Waiver Program – Virginia Conrad 30 Waiver Program
	Virginia J-1 Waiver Programs ARC
	Earn to Learn Nursing Education Acceleration Program
	Virginia Loan Repayment Program for Healthcare Jobs - Virginia Student Loan Repayment Program
	Virginia Loan Repayment Program for Healthcare Jobs - Virginia Student Loan Repayment Program, Delta Dental Foundation Extension
	Virginia Loan Repayment Program for Healthcare Jobs - Virginia Student Loan Repayment Program, Tobacco Extension
	Virginia Loan Repayment Program - Virginia Behavioral Health Student Loan Repayment Program
	Virginia Nurse Preceptor Incentive Program
	Virginia Nursing Scholarship Programs – CNA Nursing Scholarships
	Virginia Nursing Scholarship Programs – Mary Marshall Nursing Scholarships for CNA, LPN & RN
	Virginia Nursing Scholarship Programs – Virginia Nurse Educator Nursing Scholarships
	Virginia Nursing Scholarship Programs – Virginia Nursing Scholarships Long-Term facility (CNA, LPN, RN)
	Virginia Nursing Scholarship Programs – Virginia Nursing Scholarships Nurse practitioner / Nurse Mid-Wife
LABOR	
Virginia Works	Registered Apprenticeship
	Employment Service Program, Wagner-Peyser
	Foreign Labor Certification
	Hampton Roads Skilled Trades Rapid On-ramp Network for Growth – “HR STRONG”
	Jobs for Veterans (JVSG)
	Rapid Response
	Reemployment Services and Eligibility Assessment (RESEA)
	Trade Adjustment Assistance (TAA)
	Work Opportunity Tax Credit

	WIOA Adult
	WIOA Dislocated Worker
	WIOA Youth
NATURAL AND HISTORIC RESOURCES	
VMRC	Waterman's Apprentice Program
PUBLIC SAFETY	
DFP	Training and Operations
DJJ	Workforce Development Program
DOC	Apprenticeships
	DOC Vocational Rehabilitation Career and Technical Education
	Work Certifications
TRANSPORTATION	
DPRT	Workforce Development Grant Program
VETERANS AND DEFENSE AFFAIRS	
DVS	Military Education & Workforce Initiative (MEWI)
	Military Medics and Corpsman Program (MMAC)
	Virginia Values Veterans (V3)

The second cycle of metrics reporting kicked off on May 1, 2024. With a better understanding of programs around the Commonwealth, some programs from the first cycle were rolled up due to overlap of data and/or individual program reporting abilities. The results of the second cycle of reporting will be provided in the next quarterly report.

The metrics effort has relied on a growing and significant partnership between Secretary of Labor's Office, the Virginia Works Metrics Team, and all the workforce programs across the Commonwealth. Ultimately, metrics tracking and reporting for state workforce programs will increase customer and stakeholder transparency, enable historical measurement of programmatic success, and leverage data-driven insights to inform improvements.

Per the Code of Virginia, the Secretary of Labor has the authority to oversee direction and compliance across all workforce-related programs in the Commonwealth, and the associated steps that are being taken to being tracking metrics and establishing reporting processes across these programs in coordination with Virginia Works.

WORKFORCE ECOSYSTEM CATALOG OF PROGRAMS

Since the completion of the Functional Transition on January 16, 2024, Deputy Secretary Overlay and Commissioner Roth have begun forging partnerships with the 72 workforce development programs to further build the Commonwealth's Workforce Development Ecosystem. A culmination of their partnership efforts, the effort to establish metrics, and launch of a bi-monthly Commonwealth-Wide Town Hall has resulted in the development of the Ecosystem Program Catalog ([See Appendix G](#)). This is a comprehensive working catalog that includes one page that details information on each program within the ecosystem, as well as various summary views of the ecosystem depending on user needs. These summary views include program categorizations by service type, customer type (individuals or businesses), industry sector, secretariat, and geographic area. The catalog was designed with a multipurpose use, to be a valuable resource for programs looking to solve various needs and allows programs to learn about, connect with and work alongside other programs around the Commonwealth to serve customers. The catalog will continue to grow and evolve as more programs are identified and engaged in the ecosystem.



Figure 11 Bringing Together Individuals and Businesses

COMMONWEALTH-WIDE WORKFORCE TOWN HALLS AND ADDITIONAL ENGAGEMENT

The team has hosted five Commonwealth-Wide Workforce Town Halls with our sixth scheduled for August 27, 2024.

The continuous execution of this town hall is an important effort that aligns program leaders across the executive branch, establishing a precedence of tracking metrics to bolster and better understand programmatic impact. Held every other month, this town hall presents an opportunity for the workforce development community to come together, dive deeper into the insights gathered through the metrics collection effort, learn about the great work being done

across Virginia's workforce ecosystem and provide feedback on new topics they'd like to hear more about. 200+ attendees include Agency Heads, Agency Staff, Program Leadership, Program Owners, Program Staff, all Secretariats and their teams, State Workforce Board Leaders, local workforce board Executive Directors, Program-specific Metrics POCs, and more.



Figure 12 April 2024 Commonwealth-Wide Town Hall Speakers

In addition to the Town Halls, Deputy Secretary for Workforce Development Overlay, Commissioner Roth, Chief Deputy Commissioner Kelly-Wiecek, Deputy Commissioner for External Affairs Byron, and others have continued to engage with programs across the Commonwealth that have workforce development components or workforce development-related needs. Their conversations have been impactful in understanding the extensive landscape and bringing programs into the fold.

In addition, Virginia Works is in the customer-discovery and design phase for a technology hub that will serve as the virtual one stop for job seekers and employers, while fulfilling needs for data sharing and reporting across agencies and programs at the state and local level. Requirements for this technology hub have been developed for a request for proposal.

COST OF THE TRANSITION

FUNDING SOURCES

Item	Amount	Fiscal Year	Additional Notes
Discretionary Funds	\$1,089,325	FY2023	WIOA Title I
Total FY2023	\$1,089,325		
General Funds from General Assembly	\$500,000	FY2024	Awarded to Secretary of Labor for transition, transferred to VEC
Discretionary Funds	\$3,128,211	FY2024	WIOA Title I & Title III
Total FY2024	\$3,628,211		
General Funds from General Assembly	\$1,501,000	FY2025	Included in Virginia Works annual budget for transition
Discretionary Funds	\$1,590,000	FY2025	WIOA Title I currently planned
Total FY2025	\$3,091,000		
Total Funding	\$7,808,536		

ACTUAL COSTS TO DATE & EXPECTED FY2025 COSTS

Item	Cost	Fiscal Year	Timeframe	Additional Notes
Cost of Contractor	\$1,089,325	FY2023	April-June 2023	Contractor planning
Total FY2023	\$1,089,325			
Cost of Contractor	\$2,869,913	FY2024	July 2023 - June 2024	Planning, communications, program discovery and metrics supported by contractor
Cost of Virginia Works Transition	\$215,471	FY2024	July 2023 - June 2024	Costs incurred at VEC for Virginia Works transition including VEC IT employee expenses
Cost of Virginia Works Operations	\$542,827	FY2024	October 2023 - June 2024	Virginia Works admin salaries/benefits, VITA costs, rent and portion of indirect costs associated with hours
Total FY2024	\$3,628,211			

Cost of Virginia Works Transition	\$1,991,000	FY2025	July 2024 - June 2025	Physical move, operations, agency Go Live
Cost of Virginia Works Transition	\$500,000	FY2025	July 2024 - June 2025	Communications, operations and process improvements during agency Go Live supported by contractor
Cost of Virginia Works Transition	\$600,000	FY2025	July 2024 - June 2025	Ongoing process improvement (currently planned)
Total FY2025	\$3,091,000			
Total Costs	\$7,808,536			

APPENDIX

APPENDIX A: AGENCY WORKSTREAM TRANSITION UPDATES

Several transition workstreams have been heavily involved in contributing agency-specific knowledge that was integral to facilitating a smooth transition of people and programs and continues to be critical as we navigate the fiscal and physical transition. Below are high level activities that each workstream has been accomplishing over the past few months.

Operations
Finance/Budget: The team has been working through tactical items including, finance system updates, a grant transfer process and schedule, registering the new agency with the Internal Revenue Service (IRS), and reappropriation/reallocation of general funds. The team has also held several meetings with the US Department of Labor (USDOL) regarding the timing of the transfer of grants to Virginia Works, personnel transfer, and expense carry-over.
Procurement: The procurement workstream has coordinated with corresponding operations workstreams and is supporting ongoing prioritization of relevant tasks.
Facilities: The lease has been signed for the Virginia Works headquarters in Henrico County with an anticipated October move in date.
Shared Services: Shared Services has worked to establish all the necessary HR, internal audit and fiscal management processes.
Program Administration
Procedures: Programmatic specific procedures have been collected and management report cards were created for each transitioning program to validate program information.
Compliance: Compliance dependencies have been collected and tracked from all programs that have transitioned for this year.
Regulatory Reporting: Programmatic regulatory requirements have been collected for all transitioned programs and performance measures were established for programs.
Grants Management: Work has included the tracking and cataloging of available grant opportunities and the stand up of the Grants Management Department.
Employee Experience

Human Resources: An in-depth evaluation, led by Department of Human Resource Management (DHRM), has continued to ensure consistent alignment to transitioned employees' role titles, work titles, Fair Labor Standard Act (FLSA) status, Equal Employment Opportunity (EEO) Category, and salaries across comparable job functions. The HR team has led hiring efforts for several vacancies across the programs.

Communications: As outlined in the communication and change management section, the communications workstream has been supporting employee engagement across the completion of the employee transition to the new agency as well as the wide-spread use of new brand materials.

Data, Technology, and Analytics

IT Infrastructure: Ongoing coordination has continued between Virginia Information Technology Agency (VITA) for the movement of users and device migrations from both VEC and DOLI. The workstream has also created a plan to provide equipment to the VCCS team members as they begin to physically work at the new agency. Evaluations of potentially necessary Memorandum of Understandings (MOUs) and data sharing agreements is underway.

Landing Page/Technology Hub: The website domain was placed by VITA into the proposal sprint that started on February 21st. An initial landing page was then created by the workstream for the new agency under the name of virginiaworks.gov.

The team has continued to track the activities, milestones, and phases of each workstream across the entirety of the agency stand up. Inputs are updated, tracked daily and used to inform bi-weekly transition update meetings with the Secretary of Labor, Commissioner Roth and other leadership and is visible across workstreams. The bi-weekly transition update meetings provide the opportunity for workstream leads to report on progress and raise any decision points for Commissioner Roth and the Secretary of Labor.

APPENDIX B: VIRGINIA WORKS MISSION, VISION AND VALUES

Prior to the 2023 General Assembly Session, Secretary Slater and other workforce development stakeholders developed a working group to align on a shared definition of "workforce development" in the Commonwealth of Virginia. The resulting definition was:

The coordination of public- and private-sector policies and programs that empowers Virginians with the skills, knowledge, and experience for a sustainable livelihood and enables businesses to achieve their growth ambitions, driving a robust Virginia economy.

Once aligned on a shared definition of what workforce development means in the Commonwealth, the next step was to create a set of mission, vision, and values to be used as guiding principles for the new agency. The principles are as follows:

The Mission: To create, sustain, and retain a viable workforce that can support current and future business and industry while recognizing the unique regional needs and capabilities of the Commonwealth through public-private partnerships and robust data and infrastructure investment, which results in standard measures and program accountability.

The Vision:

- Coordinated service delivery that is easily accessible
- Best-in-class centralized data collection to inform decision-making
- Agile system to address both the state and local workforce needs
- Consistent metrics to measure program success
- Single sign-on to connect employers and job seekers to opportunities
- Responsive to employer needs
- Business and industry involved in training and curriculum development

The Values:

- Accessible to all Virginians
- Metrics for accountable and transparent program management
- Standardized metrics of success
- Innovative and responsive programs with a focus on the customer
- Centralized direction and management accountability under one agency whose priority is workforce development

APPENDIX C: VIRGINIA WORKS FUNCTIONAL TRANSITION

All programs have functionally transitioned to Virginia Works (aka Department of Workforce Development and Advancement) as of January 16, 2024. The functional transition of staff to Virginia Works occurred from October 2023 through January 2024, included new agency leadership and reporting structures, but not a physical location change. All determined programs and functions have transitioned from the Virginia Employment Commission (VEC), Department of Labor and Industry (DOLI) and Virginia Community College System (VCCS) to Virginia Works with great success, supported by a proactive communication and change management plan.

Heading into the functional transition, it was recognized the most significant change management impact is around the Title 1 team from VCCS as their transition is not a clean lift and shift as their work crosses many functions, and several individuals took alternative positions at VCCS; and the registered apprenticeship team transitioned without senior leadership due to a retirement and transfer to another agency. The assistant director for registered apprenticeship has since been named and is the senior leader of the team. We are actively recruiting for current vacant positions in both program areas.

APPENDIX D: COMMUNICATIONS AND CHANGE MANAGEMENT

A robust, formal communications and change management plan was developed and executed upon to connect all transitioning staff ahead of their transition to Virginia Works. These engagement activities provided team members moving to the new agency with valuable opportunities to connect with leadership, ease any concerns, and maintain continuity of operations. Among the regular communications tools deployed are the following:

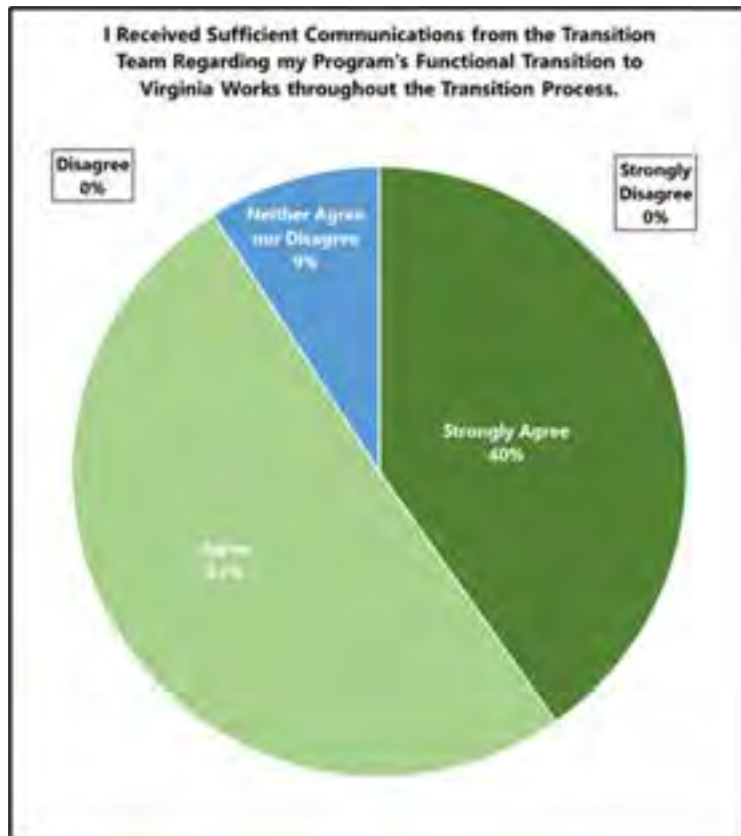
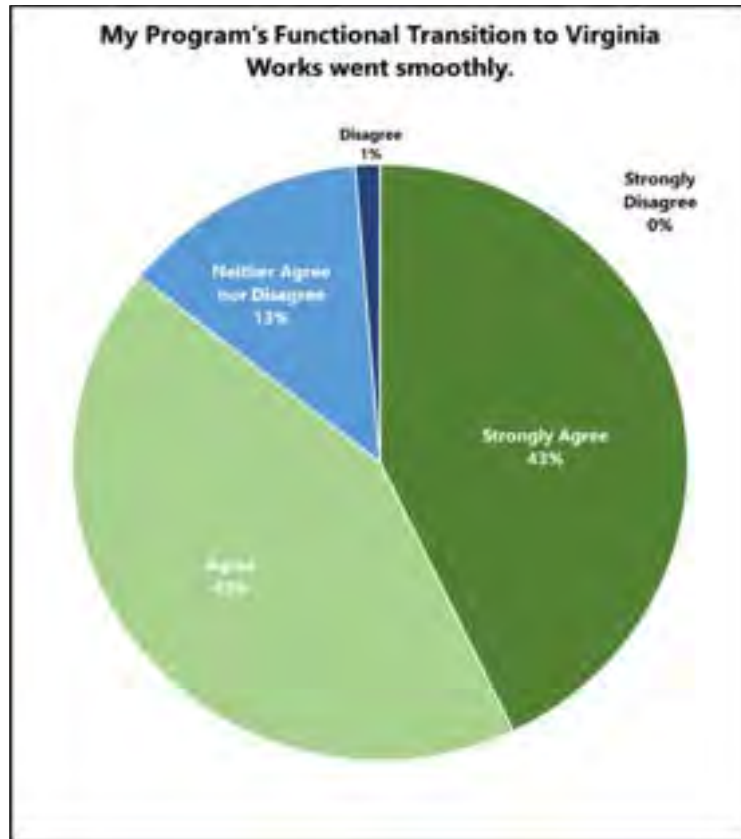
Town Halls: Ten agency-wide meetings have been hosted by the leadership team that provide major transition updates and an opportunity for staff to hear directly from agency leadership. These occur monthly. The town halls to date have addressed questions from staff on topics like parking, their future office space, human resource considerations, and other topics that brought up by participating staff. Given the completion of the functional transition, the Town Halls will now focus on the physical transition, connecting programs with each other to promote collaboration within the agency, and spotlighting employees and their work.

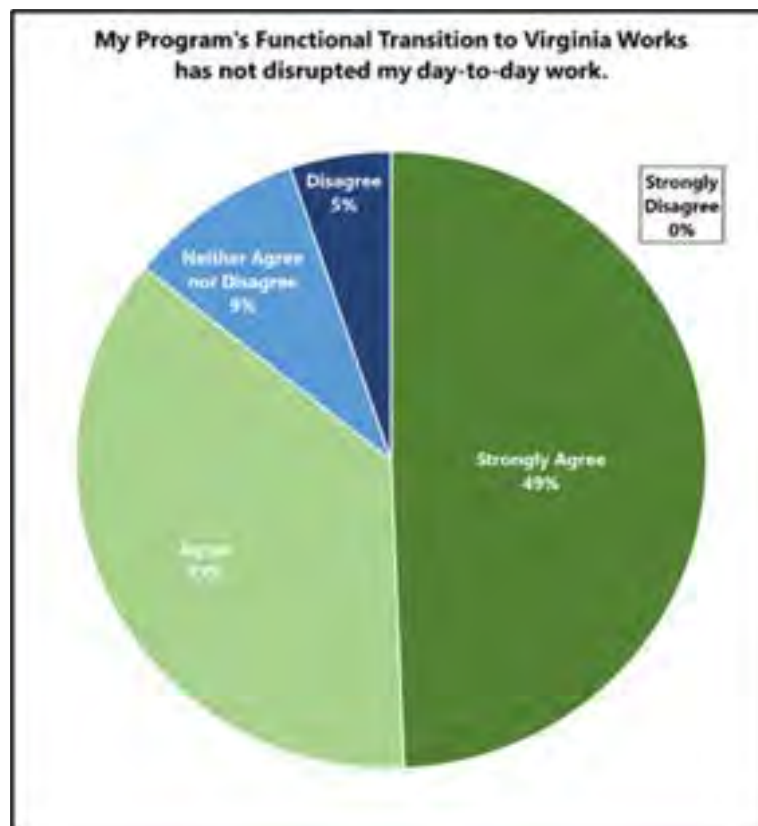
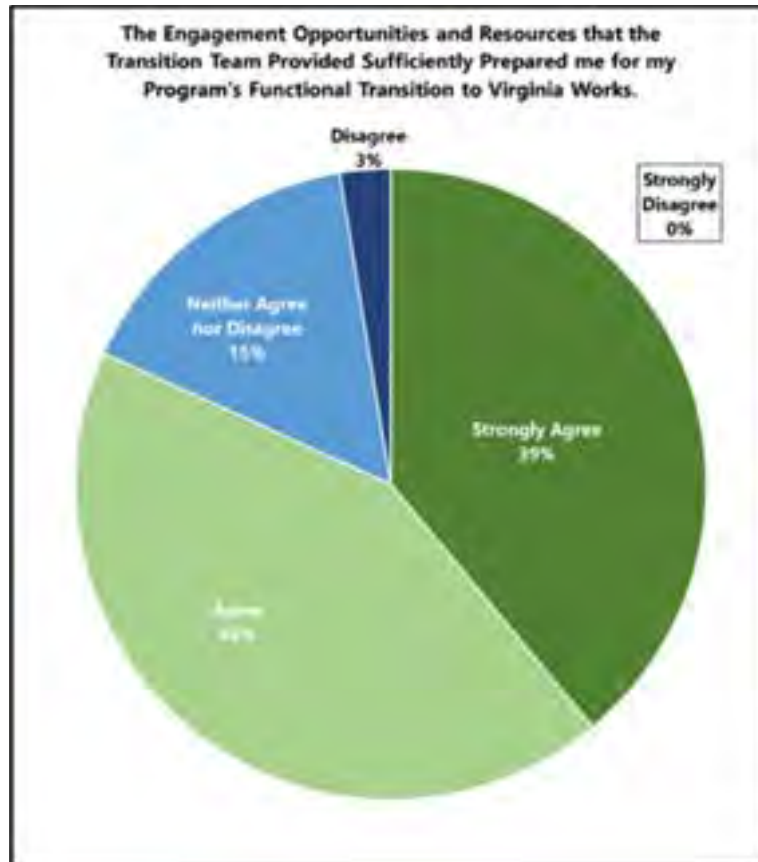
Virginia Works & Advance Newsletter: A monthly newsletter goes out to all transitioning employees and provides a deeper dive into transition activities, program highlights, and other fun and engaging information for employees of Virginia Works. Ten editions of newsletter have been delivered to date.

Office Hours: 30-minute virtual sessions that were offered to employees transitioning to the new agency to ask questions, pose any concerns and provide feedback. Fifteen office hour sessions were offered.

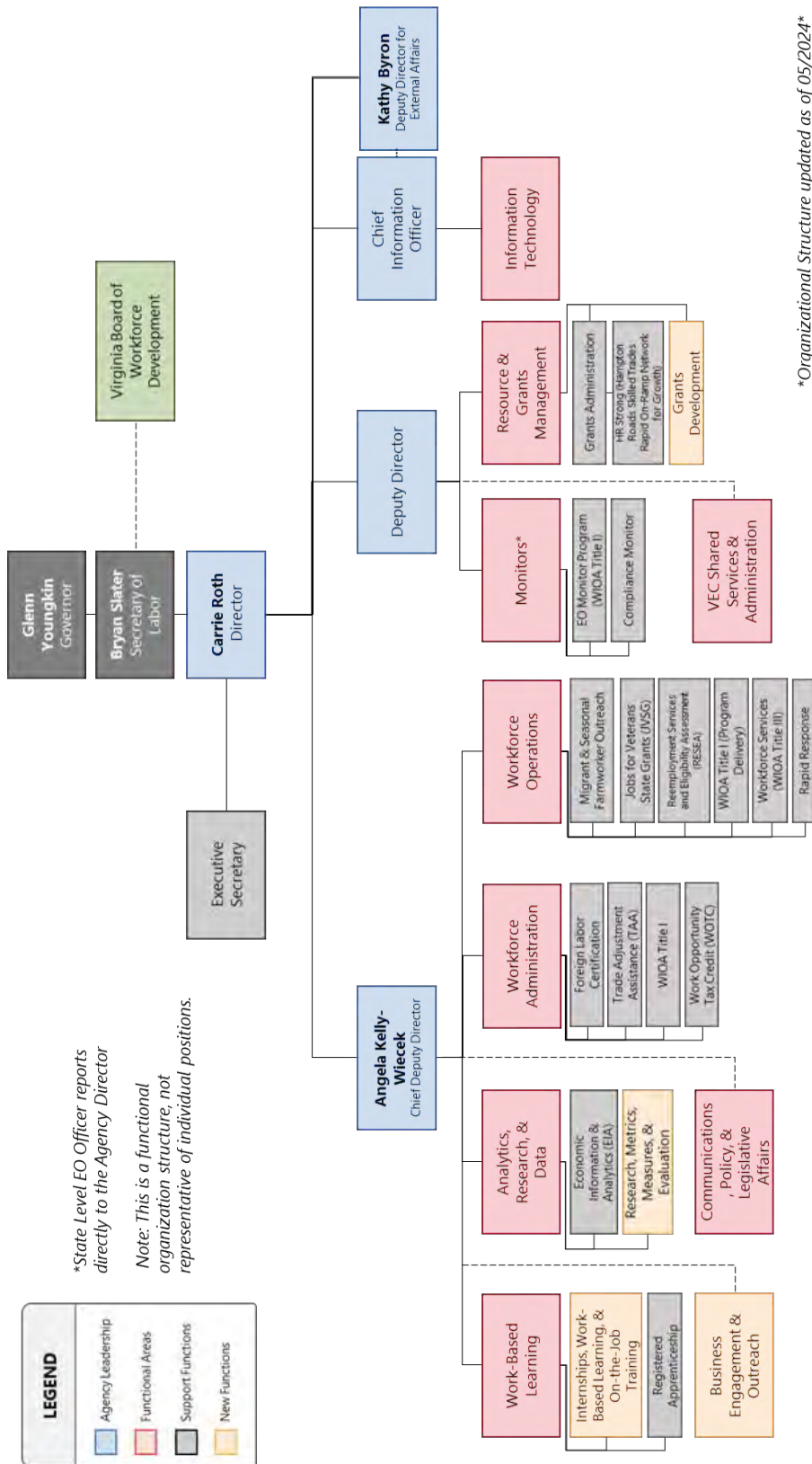
Managers Sync: Weekly and bi-weekly short meetings as needed with transitioning managers heading into the functional transition – depending on program size - leading up to, during, and after the transitioning month to check in, provide any resources, updates, collect feedback and any need for extra support. Five syncs were hosted.

Surveys: Pre- and post-transition surveys are provided to each group of transitioning employees and feedback informs the iteration of future materials. Nine surveys were delivered. Below are the results from the submitted post-transition surveys collected across all employees who transitioned to the new agency.





APPENDIX E: VIRGINIA WORKS ORGANIZATIONAL CHART



APPENDIX F: MEETING MINUTES

Meeting minutes for the 07/25/2023, 09/29/2023, 11/29/2023, 03/27/2024, and 05/29/2024 meetings can be found at <https://www.labor.virginia.gov/workforce-transition/>

APPENDIX G: WORKFORCE ECOSYSTEM PROGRAM CATALOG

The catalog begins on the next page and is updated per the programs that were identified or reported metrics during the Q1 collection process.

Virginia's Workforce Ecosystem Catalog

Last Updated June 24, 2024

Virginia's workforce development programs & services are varied – they serve the broad and unique needs of Virginians throughout their career journeys, from preparing for a first job to switching occupations – and the needs of Virginia's businesses that gainfully employ them. Programs typically fall into four categories:



WORKFORCE EDUCATION & TRAINING

Offered by an education or training provider with the goal of providing quality education and/or training resulting in a credential leading to employment.

- *EXAMPLE: Postsecondary Career and Technical Education (PERKINS, VCCS)*



BUSINESS SERVICES

Tailored to the talent needs of targeted businesses and sectors, with the goal of filling open roles with qualified individuals that meet employers' needs.

- *EXAMPLE: Virginia Job Investment Program (VEDP)*



SUPPORTIVE WORKFORCE SERVICES

Focused on providing and coordinating additional services that assist individuals in attaining employment, including transportation, housing, and childcare, as well as support in locating job opportunities and identifying workforce education and training programs.

- *EXAMPLE: Refugee Support Services Program (DSS)*



CAPACITY BUILDING

Improving the Commonwealth's capability to produce, perform, or deploy workforce development programs and services supporting individuals and businesses.

- *EXAMPLE: Growth and Opportunity Fund (GO Virginia, DHCD)*

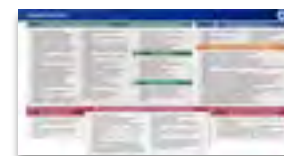
This catalog includes one page for every program and a summary of all programs by...



By primary **type of service** provided –
– [Click Here!](#)



By **who is served**
(individuals or businesses) –
– [Click Here!](#)



By **industry sector** –
– [Click Here!](#)



By **Secretariat** –
– [Click Here!](#)



By **geographic area** –
– [Click Here!](#)



Looking for Additional Detail on a Program?

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Programs that are highlighted gray are in the process of submitting their information and will be catalogued in the next round of updates. PLEASE NOTE: The catalog is updated per the programs that were identified or reported metrics during the Q1 collection process.

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Workforce Education and Training





Adult Education and Literacy | Virginia Department of Education

This program is administered by *Superintendent Dr. Lisa Coons and Director of the Office of Career, Technical, and Adult Education Dr. J. Anthony Williams*

What it Does

Adult education providers teach academic, civic, and employability skills that lead to higher wages, transition learners to further education and training, increase learners' English language proficiency, and help parents become more involved in their children's education.

According to the 2016-2020 American Community Survey, over 640,000 Virginia adults do not have a high school diploma or high school equivalency credential, and many more lack literacy in key areas such as math, English proficiency, or workforce preparation skills.

Who it Serves

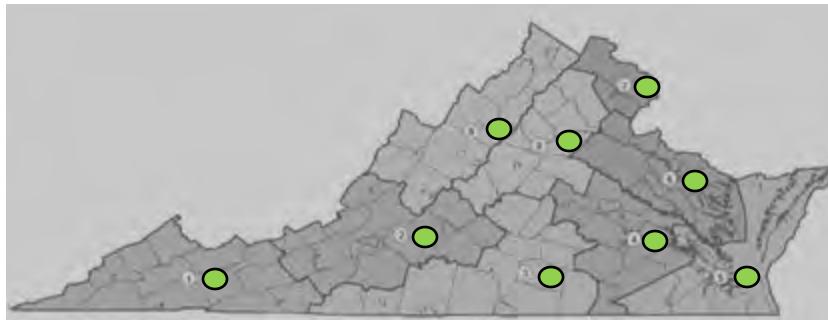
Adult education serves youths and adults with or without a high school credential who have basic skill needs. Over 60% of our students are enrolled to improve their English proficiency.

Eligibility Requirements:

Adult education serves youths and adults over the age of 18. Youths between the ages of 16-18 may be served if they have been released from compulsory attendance. There is no residency or citizenship requirement.

Where it Operates

Adult education is provided in all communities in the commonwealth. See our map and directory [here](#).



How it Achieves Results

Adult education is provided in partnership with other WIOA services, coordinating services within local workforce development areas to align career pathways and serve local businesses. In addition to providing academic and employability services, integrated education and training (IET) programs prepare and support learners to earn industry-recognized credentials. IET programs account for approximately 10% of all adult education enrollment; see planned IETs at the [IET Blueprint map](#). Adult education is also offered in local and regional correctional facilities across the state.

Why it Matters

Adult education serves the workforce of today with over half of enrolled students attending while employed. Attendance prepares adult learners for further education, training, and career advancement. Those who earn a secondary or industry-recognized credential can see significant wage progression.

Adult education is a minority-serving program, enrolling over 77% of students who identify as non-White and nearly 67% who started their education outside of the U.S. Each year, Virginia's adult education programs serve thousands of internationally trained professionals who enroll to improve their English language proficiency so that they may integrate more fully into civic and economic life in the U.S.





This program is administered by the Director, Deputy Director, Superintendent of Education, and Asst. Superintendent of CTE Programs

What it Does

Collaboration between CTE Program instruction and workforce programming for those enrolled in a registered Department of Labor and Industry Apprenticeship program (DOLI).

Mission:

To prepare adult inmate students to reenter society with advanced career ready skills for successful employment and to enhance overall public safety.

Who it Serves

Inmates are directly served by providing workforce ready skills. The Commonwealth is served through releasing inmates who are prepared to work, less likely to recidivate and become productive citizens.

Eligibility Requirements:

Students must hold or be eligible for employment within VADOC in a position and correctional facility registered by DOLI.

Where it Operates

VADOC Apprenticeship programs are offered in VADOC operated facilities.



How it Achieves Results

The Apprenticeship programs for VADOC utilizes workforce training in collaboration with trade knowledge to provide students with critical skills in construction trades, barbering, cosmetology, culinary arts and other careers for life changing opportunities. All programs are registered with DOLI and for those trades applicable opportunities to be licensed through Department of Professional and Occupational Regulation (DPOR).

Why it Matters

VADOC is committed to improving public safety throughout Virginia. At 20.6%, Virginia has one of the lowest recidivism rates in the country. Inmates who completed Apprenticeship Programs had a significantly lower recidivism rate at 1.8%. Additionally, completing Career and Technical Education (CTE) programs has proven to result in longer employment tenure and for a higher rate of pay compared to those who have not.

Additional Information on Recidivism:
<https://vadoc.virginia.gov/general-public/recidivism-studies/>





Career Technical Education | Virginia Department of Corrections

This program is administered by the Director, Deputy Director, Superintendent of Education, and Asst. Superintendent of CTE Programs

What it Does

Teach adult inmates workforce ready skills.

Mission:

To prepare adult inmate students to reenter society with skills for successful employment and enhance overall public safety.

Who it Serves

Inmates are directly served by providing workforce ready skills. The Commonwealth is served through releasing inmates who are prepared to work, less likely to recidivate and become productive citizens.

Eligibility Requirements:

Students have prescribed Reading and Math minimum requirements for each of the programs

Where it Operates

VADOC Vocational Career and Technical Education (CTE) programs are offered in VADOC operated facilities.



How it Achieves Results

Vocational programs at VADOC utilizes hands on learning in concert with critical knowledge growth to provide students with critical skills in construction trades, technical careers, and many other careers for life changing opportunities. All programs have Industry based certifications as a key ingredient to this success.

Why it Matters

VADOC is committed to improving public safety throughout Virginia. At 20.6%, Virginia has one of the lowest recidivism rates in the country. Inmates who completed CTE Programs had a significantly lower recidivism rate at 12.4%. Additionally, completing Career and Technical Education (CTE) programs has proven to result in longer employment tenure and for a higher rate of pay compared to those who have not.

Additional Information on Recidivism:
<https://vadoc.virginia.gov/general-public/recidivism-studies/>





Commonwealth Center for Advanced Manufacturing | VIPC

Program Owner: John Milton-Benoit, CCAM President and CEO | **Agency Head:** Joe Benevento, VIPC President and CEO

What it Does

CCAM's primary focus is R&D for advanced manufacturing. They accelerate talent through industry driven initiatives: [GO TEC](#), [FAME](#), [immersive internships](#), industry training, and [college course development](#).

Mission:

CCAM creates opportunities for research solutions and innovation to address today's most pressing advanced manufacturing challenges.

Who it Serves

GO TEC supports STEM education for 6th-8th graders in partnership with local industries. FAME provides an apprentice-style Associate degree program for high school graduates. CCAM's acclaimed internship program welcomes students from ODU, UVA, VT, VSU, and VCU. Member organizations receive skills training. Eligibility varies by program.

Where it Operates



Why it Matters

For the third consecutive year, CCAM has been named one of Virginia's Top Employers for Interns by the Virginia Talent + Opportunity Partnership. CCAM's intern program is designed to equip interns with immediately applicable technical skills, paired with dedicated mentors and essential business "soft skills."

"My CCAM internship taught me how to work in a team of drastically different skillsets. Both in school and in previous employment, I had very little ability to work with those outside of the computer/data science departments, but at CCAM, researchers are each skilled at their specializations and work together in cross-department teams to complete some impressively diverse projects."

~2023 CCAM intern

How it Achieves Results

CCAM achieves result by fills gaps in talent education with industry driven training. Partners include K-12, community college, Virginia research universities, economic development organizations, federal and state entities, and small, medium and large manufacturers. The salary potential for an engineer exceeds the national average.

Hampton Roads – Skilled Trades Rapid On-ramp Network for Growth (HR STRONG) | Hampton Roads Workforce Council (HRWC)



This program is administered by Shawn Avery, President & CEO

What it Does

Hampton Roads STRONG supports workforce development efforts for the skilled trades in Hampton Roads.

Mission:

To grow the pipeline of skilled workers in Hampton Roads needed to support critical industry sectors (e.g., Shipbuilding, Ship Repair, Emerging Offshore Wind.)

Where it Operates

Denote here the region(s) your program operates by placing the green dot on the map below.



Why it Matters

Hampton Roads STRONG represents a true public-private partnership that will help close the current gap between the extensive and growing demand for capable skilled tradespersons and the necessity for stable careers offering a family sustaining wage for those who most need them.

Who it Serves

Underserved communities, underemployed individuals, minorities, and non-traditional participants.

Eligibility Requirements:

Virginia Resident, 18+, Registered for Selective Service & Eligible to Work

How it Achieves Results

We ensure the strategic alignment of efforts that facilitate meaningful employment and economic growth by preparing existing and emerging workforce to meet the needs of industry. Workforce training support and coordination will be provided by the Community College Workforce Cooperative.

Of the 325 participants to be served, 60% will come from this targeted effort. And of the program completers, we anticipate 80% job placement with regional employers.

To be added



Institutes of Excellence for Non-Credit Training and Instruction | VCCS

This program is administered by *Dr. David Doré*.

What it Does

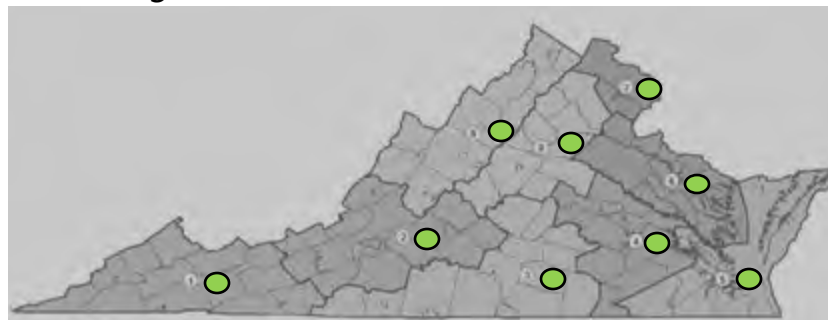
Develop and improve workforce training programs targeted at high-demand, high-growth workforce needs as recognized by today's employers at Virginia's community colleges.

Mission:

Type here why your program was created and the need it fills

Where it Operates

Operates throughout the entire state of Virginia.



Why it Matters

- During Fiscal Year 2023, colleges provided 31,468 individuals with noncredit workforce training in 2,379 courses. The types of workforce instruction include courses that provide skills upgrades, such as training in information technology, leadership and supervision, and project management. Selection of these courses is driven by the specific needs of local employers and the short-term workforce needs of individual community members.*

Who it Serves

Workforce training programs at Virginia's community colleges.

Eligibility Requirements:

Must be one of the 23 community colleges in Virginia.

How it Achieves Results


Community Colleges work with local business and industry to determine training needs, coordinate with local economic development personnel, the local workforce training council, and other providers.



New College Institute Workforce Training Programs – “NCI”

Workforce
Education &
Training

September 5, 2024



To be added





New Economy Workforce Credential Grant – “Fast Forward” | SCHEV

Program Owner: Tom Allison | **Agency Head:** Scott Fleming

What it Does

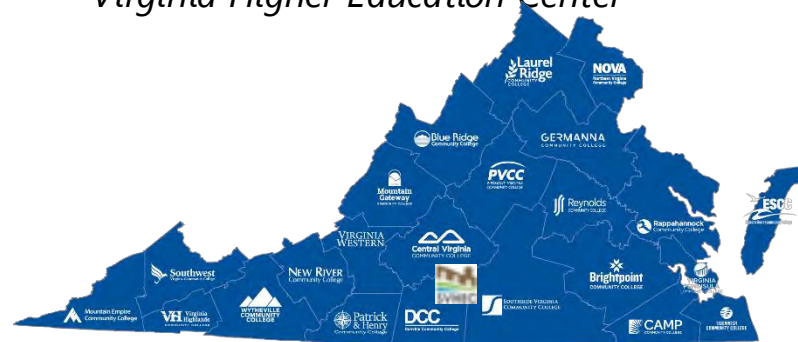
Noncredit workforce training that leads to a credential in a high-demand field

Mission:

(i) Create and sustain a supply of credentialed workers for high-demand occupations (ii) expand the affordability of workforce training and credentialing; and (iii) increase the interest of current and future Virginia workers in technician, technologist, and trade-level positions.

Where it Operates

All community colleges and Southern Virginia Higher Education Center



Why it Matters

In seven years, WCG programs have enrolled 59,353 individuals and conferred 42,352 credentials. WCG fulfills needs in ten industry sectors:

*Computer and Mathematical
Construction and Extraction
Education, Training, and Library
Healthcare Practitioners and Technical
Healthcare Support
Installation, Maintenance, and Repair
Office and Administrative Support
Production Public Administration
Transportation and Material Moving*

Who it Serves

WCG serves individuals interested in affording and pursuing credentials in high-demand fields. The program helps employers fill open positions in key fields.

Eligibility Requirements:

The program's financing is 100% performance-based and requires student-level data reporting.

How it Achieves Results

WCG programs have high success rates (completion 94% and credentialing 71%). Completers' wages increase \$9,350, or 38%, in the 12 months. Since its inception in 2017, WCG has grown to enroll over 13,000 students in FY 2023.





Post-secondary Perkins | Virginia Community College System

This program is administered by the Carl D. Perkins Career and Technical Education for the 21st Century Act *under the U.S. Department of Education and the Virginia Department of Education*

What it Does

Perkins V affords states and local communities the opportunity to implement a vision for CTE that uniquely supports the range of educational needs of students — exploration through career preparation — and balances those learners needs with the current and emerging needs of the economy.

Where it Operates



Why it Matters

Perkins V reflects the 100-year federal commitment to Career Technical Education (CTE) by providing federal support for CTE programs and focusing on improving the academic and technical achievement of CTE learners, strengthening the connections between secondary and postsecondary education and improving accountability.

Who it Serves

Career and technical education programs and programs of study in Virginia's Community Colleges

Eligibility Requirements: *All colleges are eligible for Perkins V funding. Colleges must submit an annual state application to include certificate of insurances and performance assessments.*

How it Achieves Results

Colleges ensure CTE capacity building by leveraging Comprehensive Local Needs Assessments (CLNA) with local and regional Labor Market Information (LMI) to sustain and advance CTE programming.





Registered Apprenticeship | Virginia Works

This program is administered by *Carrie Roth, Virginia Works* and *Donna Carvana, Assistant Director of Registered Apprenticeship*

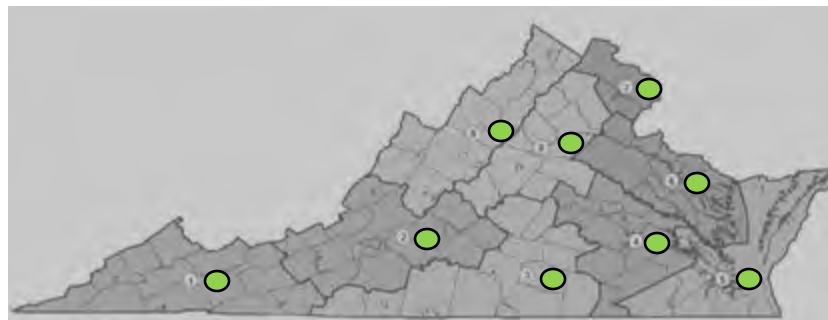
What it Does:

Registered Apprenticeship (RA) is a training system that combines on-the-job training and related classroom instruction to produce highly skilled workers. The program offers a portable, nationally-recognized credential within the apprentice's industry.

Mission: The Virginia Registered Apprenticeship (RA) Division's mission is to develop a highly skilled workforce to improve opportunities for business and employees in the Commonwealth and to contribute to economic development and quality of life for all Virginians.

Where it Operates

RA is a statewide workforce development program.



Why it Matters

Registered Apprenticeship Programs (RAPs) are beneficial for both employers and apprentices. They develop a steady talent pipeline, decrease turnover, improve productivity, and create diversification among teams. There is recent momentum in RA across many sectors, due to the tight labor market, the rising cost of traditional post-secondary education, and the demand for a more skilled workforce. States across the country have successfully expanded RAPs by providing direct support to employers, aligning efforts between multiple state agencies, and capitalizing on federal funding opportunities. Continued collaboration between states and employers, regardless of their size or location, is essential to adapt and scale RAPs in in-demand and non-traditional sectors in response to the evolving economic and workforce landscape.

Who it Serves

Registered Apprenticeship has programs to meet the needs of both employers and career seekers, in both public and private industry.

Eligibility Requirements:

Interest in developing skill sets for a skilled occupation

How it Achieves Results

Registered apprenticeship is most successful when connected to overall workforce, education, and economic development goals. Key stakeholders in registered apprenticeship and youth apprenticeship include federal, state, and local governments, employers in a wide variety of industries, K-12 and postsecondary education providers, and apprentices themselves. Additional partners include community-based organizations, workforce leaders, and industry associations. Moreover, non-traditional partners like vocational rehabilitation providers, faith-based organizations, and others can offer important support services that increase apprentices' likelihood of successful program completion and help employers adjust programs to meet individuals' needs.





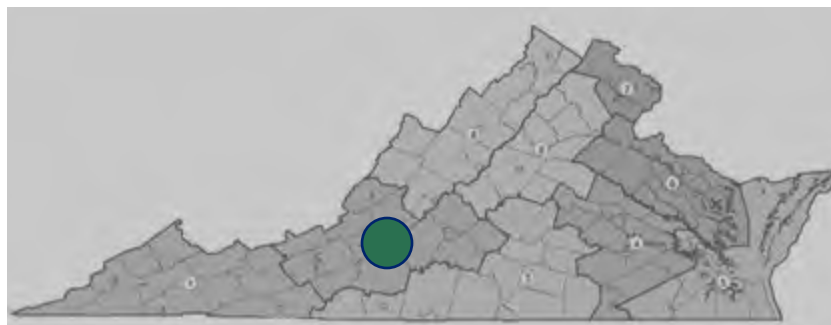
This program is administered by *Dr. Kay Dunkley, Executive Director, of the Roanoke Higher Education Authority, a political subdivision of the Commonwealth of VA*

What it Does

Mission:

The Roanoke Higher Education Center develops partnerships and maintains a state-of-the-art learning facility that provides citizens of the Roanoke region access to training, certifications, and degrees.

Where it Operates



Why it Matters

Eleven college and workforce partners deliver programming at the Center: CodeVA, JMU, ODU Global, RU, Region 5 Adult Ed., Sovah School of Health Professions, TAP-This Valley Works, VCU, VSU, VT, and VWCC.

Since the Center opened in 2000, over 14,000 individuals have received certificates, endorsements, and degrees. In FY 23, we celebrated 945 program completers, the majority completing workforce training.

The 2019 Economic Impact Study reveals the Center contributes \$10 million annually to the Roanoke region and graduates who stay in the area contribute another \$6 million.

Who it Serves

RHEC expands access to education and training at all levels from earning a GED, receiving a degree, and obtaining workforce certificates and endorsements. Over 100 programs of study are available.

Eligibility Requirements:

Each college and workforce agency set their own admission criterion and tuition rates.

How it Achieves Results

- Partnering with college and workforce agencies*
- Delivering services to support the success of students*
- Hosting an educational testing center to administer graduate and distance learning exams, standardized tests, prior learning assessments, and industry specific tests*
- Providing classroom and meeting space, including laboratories and distance learning technology*



This program is administered by *Superintendent Dr. Lisa Coons* and *Director of the Office of Career, Technical, and Adult Education Dr. J. Anthony Williams*.

What it Does

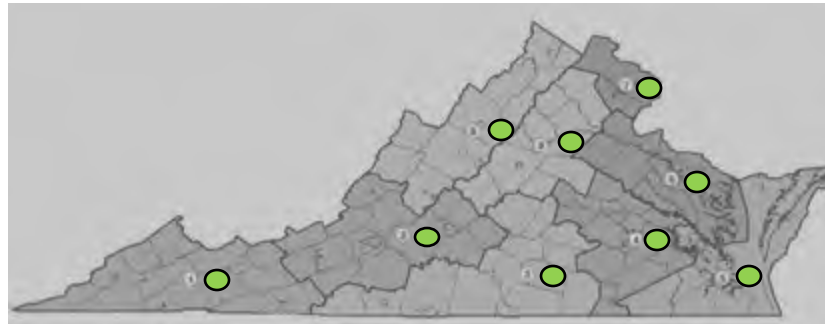
The Strengthening Career and Technical Education for the 21st Century Act (Perkins V), is the federal legislation impacting career and technical education (CTE) programs in the Commonwealth and around the country.

Mission:

To develop the academic knowledge and technical and employability skills of secondary education students who enroll in CTE programs and programs of study.

Where it Operates

CTE programs in Virginia's 131 public school divisions serve more than 708,000 students in one or more CTE courses in grades 6-12.



Why it Matters

CTE programming links secondary and postsecondary education in a sequenced series of courses, aligns curriculum with industry-validated standards and credentials, and provides hands-on, work-based learning experiences that enable students to apply their skills.

CTE Graduates 1 year later (2022-23):

- 72% Enrolled in Post-Secondary
- 16% Employed Full Time
- 6% Employed Part Time
- 4% Military
- 1% out of Labor Force
- 1% Unemployed

Who it Serves

CTE programs in Virginia public schools serve more than 708,000 students in one or more CTE courses in grades 6-12.

How it Achieves Results

These programs are designed to prepare secondary students for productive futures while meeting the Commonwealth's need for well-trained and industry-certified technical workers.

Semiconductor Career Certification Program | VAST



This program is administered by *Insert here the name(s) of your Agency Head and Program Owner*

What it Does

VAST is a collaborative network of semiconductor, microelectronics, nanotechnology industries, and Virginia colleges and universities providing access to state-of-the-art research facilities and training programs to bolster workforce access in addition to advocating the growth of semiconductors.

Mission:

VAST and its partners work to advance semiconductors in Virginia.

Who it Serves

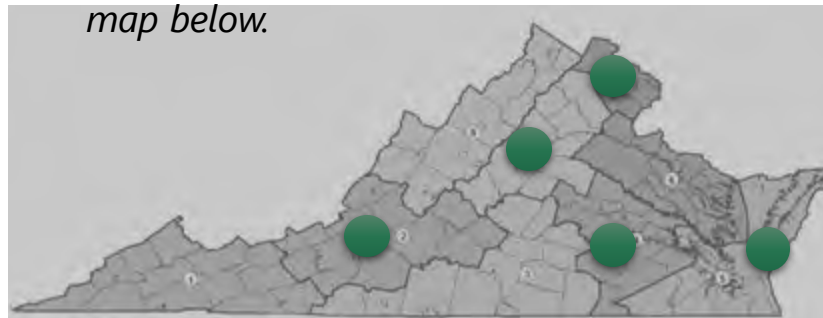
VAST serves semiconductor industry, academic institutions, small businesses, adult learners, K-12 students and teachers, underrepresented communities, veterans.

Eligibility Requirements:

Adult learners and veterans need to have a high school diploma or equivalent and be English literate.

Where it Operates

Denote here the region(s) your program operates by placing the green dot on the map below.



How it Achieves Results

Students who successfully complete the VAST Fast Track to Semiconductor Careers training program will be ready for internships and entry-level careers in the semiconductor industry.

Why it Matters

VAST and its partners are working together to reduce the time and cost between concept, creation, and prototype implementation for new semiconductor innovations.

The Fast Track to Semiconductor Careers workforce training programs provide valuable certifications to bolster workforce access in rapidly evolving fields and meet industry needs.

VAST's initiatives lay a foundation for future growth that will:

- Inspire and engage K-12 students in future careers in semiconductor and nanotechnology industries through STEM camps and lab tours.
- Expand internship, scholarship, fellowship, and apprenticeship opportunities
- Serve as an advocacy organization for attracting federal funding and private sector investment within the semiconductor and nanotechnology industry



Southern Virginia Higher Education Center | SVHEC

This program is administered by *Betty Adams, Executive Director* and *David Kenealy, Chief Workforce Training Officer*

What it Does

The SVHEC advances the regional economy by providing access to college degrees & job training for in-demand careers, by sparking interest among K-12 students for these careers, & by acting on shifting employer needs.

Mission:

The SVHEC's mission is to advance Southern Virginia's economic potential through education, innovation, and collaboration.

Who it Serves

*The SVHEC serves **adults** with access to college degrees and short-term, credential-based training; **K-12 students** with access to college & career readiness opportunities & dual-enrollment technical training; **industry** with customized training; and **educational partners** with staffing & program support like that provided through the Healthcare Training Hub.*

Where it Operates

The SVHEC serves the Southern Virginia region.



How it Achieves Results

The SVHEC develops career pathways in key sectors including information technology, healthcare, advanced manufacturing, technical trades, and engineering. Collaborating with education partners, business and industry, localities, and public workforce, the SVHEC has become a critical driver of regional economic development.

Why it Matters

The skilled worker shortage means well-paying technical jobs are going unfilled across southern Virginia. In October 2023, the SVHEC, Halifax County Public Schools, and community & business partners hosted the first "CTE Showcase and Community Call to Action" to build awareness about Career & Technical Education (CTE) opportunities. The CTE Showcase introduced & connected an audience of almost 400 students, parents & community members with the CTE resources to start pathways to these in-demand careers.

The SVHEC's Career Tech Academy offers high school students technical training in five career tracks to earn college credit and industry-recognized credentials. Students may also complete a Registered Apprenticeship.



To be added



Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) | Virginia Department of Social Services

This program is administered by Acting Commissioner James Williams and Economic Assistance and Employment Manager Mark Golden.

What it Does

SNAP E&T is part of the Commonwealth's workforce development system. It is a multi-component employment and training program designed to assist SNAP recipients with their employment and training needs.

Mission:

The mission of SNAP E&T is to assist SNAP recipients with opportunities that will lead to paid employment and decreased dependency on assistance programs.

Where it Operates

There are currently 36 SNAP E&T local agencies in Virginia. For a complete list, visit:

dss.virginia.gov/benefit/snap/employment.cgi



Why it Matters

Virginia's SNAP E&T program has played a vital role in providing employment and training opportunities to a historically underserved population. Through program efforts, SNAP E&T participants have achieved an average wage of \$16.41 per hour, which exceeds the state's minimum wage of \$12.00 per hour by \$4.41 or an average of an additional \$568.89 earned per month.

(As of March 2024 and based on an average of 30 hours worked per week.)

Who it Serves

SNAP recipients interested in employment and training services.

Eligibility Requirements:

Must be a current SNAP recipient in Virginia.

How it Achieves Results

SNAP E&T provides employment and training services, such as job search, adult education, vocational training, and work experience to SNAP participants.

Employment Services (Non-financial): Resume Writing, Employer Networking, Mock Interviews, Job Search & Application Training, Career Certifications.

Support Services (Financial): Work/Job Interview Attire, Transportation Assistance (Bus Passes, Gas Reimbursement, Car Repairs), Work Permits, Course Registration Fees.



This program is administered by *Brad Creasy, Executive Director & Jamey Brads, Chief of Training and Operations*

What it Does

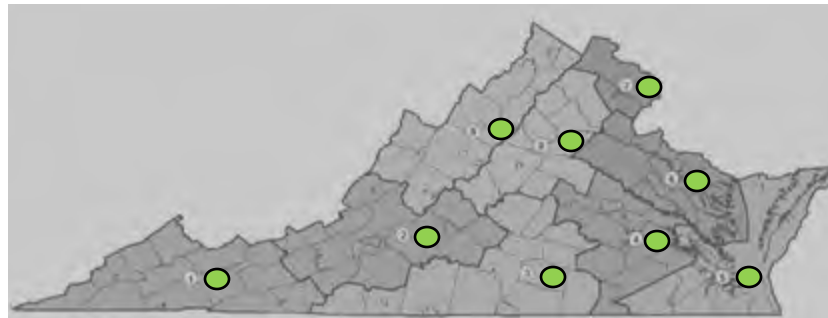
As the nationally-accredited fire service training entity in Virginia, the Agency provides training programs for both career and volunteer fire service professionals throughout the Commonwealth.

Mission:

VDFP is committed to enhancing public safety throughout the Commonwealth.

Where it Operates

VDFP's Training and Operations operates throughout the entire state of Virginia.



Why it Matters

Virginia Department of Fire Programs provides no cost training to all fire service localities in the Commonwealth. 70% of the Commonwealth's firefighting workforce is comprised of Virginians who serve in a volunteer capacity.

With 25 accredited certification programs, and 140+ attendance-based trainings VDFP leaves an indelible mark on the public safety of Virginians.

Who it Serves

VDFP serves the entire Commonwealth of firefighters both career and volunteer.

Eligibility Requirements:

To participate, stakeholders must be actively affiliated with a volunteer or career fire service locality.

How it Achieves Results

As an Authority Having Jurisdiction state, VDFP provides:

- *Guidance through standardized curriculum development/delivery that meets or exceeds national standards*
- *Nationally accredited certification testing that establishes a workforce of excellence in public safety*
- *Funded training to the volunteer workforce through a dedicated instructor cadre*





To be added





Virginia Initiative for Education and Work (VIEW) | Department of Social Services

This program is administered by Acting Commissioner James Williams and Economic Assistance and Employment Manager Mark Golden.

What it Does

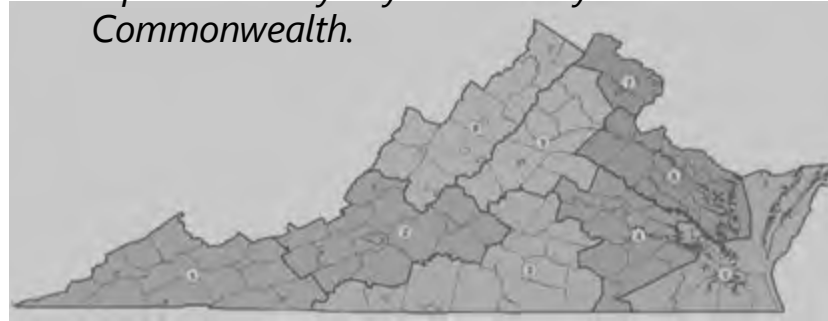
VIEW provides employment and training services such as job readiness training, job search assistance, and job skills training. The program also provides supportive services such as transportation and childcare.

Mission:

VIEW assists families living in poverty to achieve the goal of self-sufficiency.

Where it Operates

VIEW is operated at the 120 local departments of social services, which represent every city and county in the Commonwealth.



Why it Matters

The families served in VIEW have income below 50% of the federal poverty level. They lack the income necessary to meet basic needs. VIEW helps these families obtain employment income, reduces the need for public assistance, and reduce the likelihood of involvement in the child welfare system.

Who it Serves

The VIEW program serves individuals who are receiving Temporary Assistance for Needy Families (TANF).

Eligibility Requirements:

All adult recipients of TANF must participate unless disabled, caring for a child under one or incapacitated adult, over 60, or in college full-time.

How it Achieves Results

Each VIEW case manager develops an individualized plan for a client with a goal of obtaining employment with family-sustaining income. Barrier removal is combined with employment and training activities to assist participants. Partners include community colleges, other state agencies, and nonprofits.



Partnering with NASA, Industry, and Institutions to Provide STEM Education, Promote STEM Research, and Prepare a Diverse STEM Workforce.

What it Does

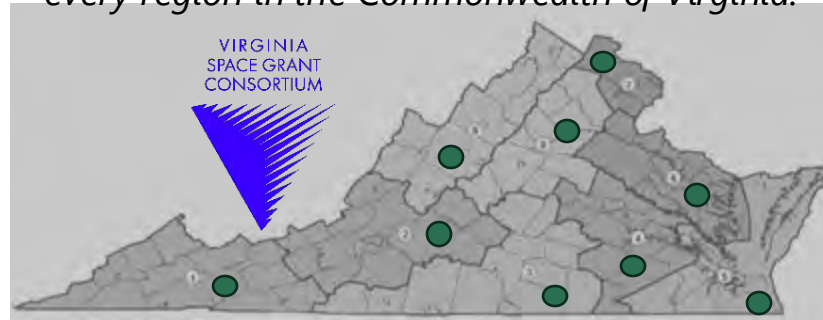
Mission:

The Virginia Space Grant Consortium (VSGC) acts as an umbrella organization, coordinating and developing quality aerospace-related, high technology, educational, workforce development and research efforts throughout the Commonwealth.

Chris Carter, Director (cxcarter@odu.edu)

Where it Operates

VSGC serves as a statewide catalyst for STEM education and workforce development and serves every region in the Commonwealth of Virginia.



Why it Matters

- 95% of VSGC participants pursue STEM studies or employed in STEM careers.
- Every NASA Space Grant dollar leveraged by at least \$4 from other sources.
- > 22,000 K-12 students impacted.
- > \$9 million awarded in scholarships and fellowships.
- ~20,000 educators received professional development.
- > 40% female participants
- > 25% underrepresented minority participants
- > 6,000 Paid STEM Internships provided



Chris Jones participated in VASTS in 2016 and now works on the Northrop Grumman Antares team at NASA's Wallops Flight Facility

Who it Serves

VSGC provides programs for the entire STEM ecosystem including students, teachers, faculty, researchers, industry, organizations, and others.

VSGC actively seeks partnerships to increase and diversify participation in the STEM pipeline.

How it Achieves Results

Commonwealth STEM Industry Internship Program (CSIIP); Scholarships and Fellowships; Free STEM Courses and Summer Academies in Partnership with NASA; NASA Internships; Educator Professional Development; Faculty Research Opportunities; Uncrewed Systems Education; Pilot Training



Virginia Talent + Opportunity Partnership (V-TOP) | SCHEV

Program Owner: Alisha Bazemore (Assistant Director of Innovative Work-Based Learning Initiatives) | **Agency Head:** Scott Fleming

What it Does

V-TOP, a partnership between the State Council of Higher Education for Virginia (SCHEV), the Virginia Chamber Foundation (VCF), and the Virginia Business Higher Education Council (VBHEC), advocates for, supports, and seeks to expand paid and credit-bearing internships and work-based learning opportunities in the Commonwealth.

Mission:

SCHEV/V-TOP's mission is to ensure every graduate of a Virginia two-year and four-year institution has participated in at least one paid or credit-bearing student internship or work-based learning (WBL) opportunity.

Who it Serves

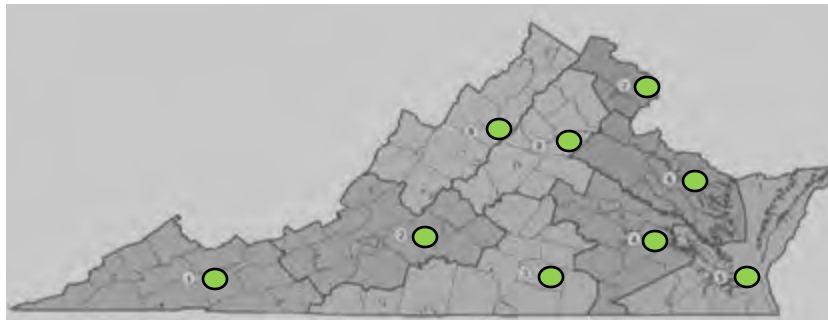
V-TOP serves students, institutions of higher education, and employers within the Commonwealth of Virginia seeking to enhance internship readiness and contribute to the state's distinction in higher education and talent pathways.

Eligibility Requirements:

V-TOP's resources are guided by statute (Va. Code § 23.1-903.4) and aim to support the readiness needs of students, employers, and institutions of higher education in Virginia, with varying eligibility requirements for each stakeholder.

Where it Operates

V-TOP, a statewide initiative with a regional approach, aligns with the nine GO VA regions. Each region across the state is led by a public institution of higher education or higher education center.



How it Achieves Results

V-TOP develops resources to ensure that students, institutions, and employers are **internship-ready**. V-TOP resources created at the state level can be accessed through the nine regions. Using this approach, V-TOP deploys state-level resources to regional markets and connects employers, students, and institutions of higher education to internships and work-based learning opportunities within their region.

Why it Matters

VCU conducted a graduate outcome survey for SCHEV from 2007 to 2018, which provides valuable insights into the impact of internships as an extension of a student's education.

- The survey revealed that 58% of four-year and 24.4% of two-year graduates had completed a paid or unpaid internship.
- Moreover, 57% of four-year and 53% of two-year institutions reported that internships helped graduates secure job offers after graduation, regardless of whether they accepted them.





Waterman's Apprentice Program | Virginia Marine Resources Commission

This program is administered by Commissioner Jamie Green and Deputy Chief of Fisheries Joseph Grist

What it Does

Produces knowledgeable and proficient watermen committed to preserving our marine resources, promoting responsible fishing practices, and bolstering the economic growth of our seafood community.

Mission:

To empower individuals with the technical skills, hands-on experience, and individual guidance they need to thrive in a fulfilling career in the seafood industry and beyond.

Where it Operates



Why it Matters

The seafood industry is facing unprecedented challenges in today's economy, to include: a workforce that is not replenishing itself as older members age-out; fisheries that are either facing reductions (because of past fishing effort or climate change impacts) or in need of development (new fisheries to be developed because of changes in species diversity and climate change); economic depression because of the cost of materials and gear to either maintain or start a new career in the industry; and a lack of accessible training to both traditional and non-traditional fishing communities to promote diversity in the workforce.

The programs target audience are the next generation of industry leaders and supporters and the application process is open to individuals 12 years of age and older, regardless of already possessing a Commercial Fishing License in the Commonwealth of Virginia.

Who it Serves

Young individuals looking to gain experience and access into an industry of self-motivated, hard working, and stewards of sustainable seafood.

Eligibility Requirements:

Age 12 and above.

How it Achieves Results

The program pairs up apprentices with industry mentors for hands on training and oversight, with apprentices being granted educational permits providing limited use of commercial fishing gear for harvest and reporting training. The program is also open to those interested in the for-hire recreational fishing industry. The program has in development partnerships with several entities to provide hands-on safety training, business training,, as well as access to safety gear through the program.





This program is administered by Director Carrie Roth and the Title I Team

What it Does

Provides local workforce development areas oversight, technical assistance, and allocates funds to deliver individualized workforce services to eligible adults seeking employment

Mission:

Serve adults with one or more barriers to employment to attain skills training, credentials, and secure employment with career/promotional opportunities

Who it Serves

Adults seeking employment and advancement and business seeking workforce services

Eligibility Requirements:

- (a) 18 years of age or older,
- (b) has the legal right to work in the United States of America, and
- (c) has registered for the Selective Service if required by U.S. law

Where it Operates

Statewide - through the 14 Local Workforce Development Areas (LWDAs)



How it Achieves Results

Work with, and through, the 14 Local Workforce Development Boards (LWDBs) that deliver business services and deliver individualized career services to adult clients to help them overcome barriers to employment, through training and other high-touch employment focused services. Partners include Titles II, III, IV, and DSS, among many others. Co-enrollment and braiding of funding are two methods of such collaboration.

Why it Matters

Giving individuals with barriers to employment, access to and opportunities for the employment, education, training, and support services they need to succeed in the labor market results in increasing employment, retention, earnings, and credentials for participants. These activities, as a result, improve the quality of the workforce, reduce welfare dependency, increase economic self-sufficiency, meet the skill requirements of employers, and enhance the productivity and competitiveness of the Commonwealth.

Priority Populations -

- Veterans and Eligible Spouses
- Low-income Individuals
- Individuals receiving public assistance
- Individuals who are Basic Skills Deficient



This program is administered by Director Carrie Roth and the Title I Team

What it Does

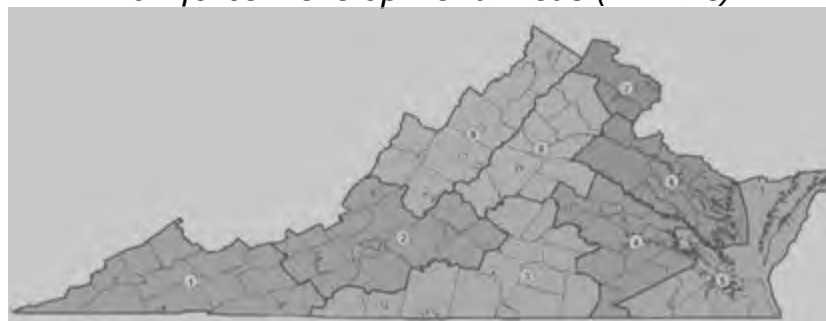
Provides local workforce development areas oversight, technical assistance and allocates funds to deliver individualized workforce services to eligible dislocated workers seeking employment

Mission:

Serve dislocated workers with one or more barriers to employment to attain skills training, credentials, and secure employment with career/promotional opportunities

Where it Operates

Statewide - through the 14 Local Workforce Development Areas (LWDAs)



Why it Matters

Giving individuals with barriers returning to employment, access to and opportunities for the employment, education, training, and support services they need to succeed in the labor market results in increasing employment, retention, earnings, and credentials for participants. These activities, as a result, improve the quality of the workforce, reduce welfare dependency, increase economic self-sufficiency, meet the skill requirements of employers, and enhance the productivity and competitiveness of the Commonwealth.

Priority Populations -

- Veterans and Eligible Spouses

Who it Serves

Dislocated workers seeking employment and business seeking workforce services

Eligibility Requirements:

- 18 years of age or older,
- has the legal right to work in the United States of America,
- has registered for the Selective Service if required by U.S. law, and
- has been laid off through no fault of their own

How it Achieves Results

Work with, and through, the 14 Local Workforce Development Boards (LWDBs) that deliver business services and deliver individualized career services to dislocated clients to help them overcome barriers to employment, through training and other high-touch employment focused services. Partners include Titles II, III, IV, and DSS, among many others. Co-enrollment and braiding of funding are two methods of such collaboration.



This program is administered by *Virginia Works, Commissioner, Carrie Roth and Robert E Henry, Program Coordinator*

What it Does

WIOA, Title I Youth Programs provide local workforce development areas oversight, technical assistance and allocate funds to deliver comprehensive services to eligible youth.

Mission:

Serve out-of-school youth and in-school youth, with one or more barriers to employment; to attain skills training credentials; and secure employment with career/promotional opportunities.

Where it Operates

Statewide - through the 14 Local Workforce Development Areas (LWDAs)



Why it Matters

Priorities:

- **Out-of-School Youth**, between the ages of (16 – 24) – A minimum of **75 percent** of the Youth funds allocated to States and local areas, except for the local area expenditures for administration, must be used to provide services to OSY.
- **Work Experience** – Not less than **20 percent** of Youth funds allocated to the local area, except for the local area expenditures for administration, must be used to provide paid and unpaid work experiences. Focus on Partnering – Co-enrollment encouraged where appropriate with Titles II and IV.

Who it Serves

Out-of-school youth (OSY) and in-school youth (ISY) and young adults between the ages 14-24

Eligibility Requirements:

An OSY/ISY is an individual who is: **(a) IS** or **Not** attending any school (as defined under State law); **(b)** Not younger than age 14 or older than age 24 at time of enrollment; and **(c)** One or more barriers to education/employment.

How it Achieves Results

Focus on Partnering – Co-enrollment encouraged where appropriate with **Titles II and IV**.

The allotment - is based on formula provisions including three factors: **(1)** the number of unemployed in areas of substantial unemployment; **(2)** the number of excess unemployed individuals; and **(3)** the number of economically disadvantaged youth.





Work Certifications | Virginia Department of Corrections

This program is administered by the Director, Deputy Directors, and Work Program Supervisors in Agribusiness, Food Service, Virginia Correctional Enterprises, Operations, and Architectural and Engineering

What it Does

Workforce training and skill building for inmates employed at the facilities in work programs. VADOC work program employed inmates have opportunities to earn nationally and regionally recognized industry-based credentials. These credentials are critical to improve post-release employment opportunities. Currently, reporting includes only those certifications earned with Department of Correctional Education, but other areas of the department offers work certifications: Agribusiness, Food Service, Virginia Correctional Enterprises, etc. A reporting solution is being worked on for these additional areas.

Mission:

To prepare adult inmate students to reenter society with career ready skills for successful employment and to enhance overall public safety.

Who it Serves

Inmates are directly served by providing workforce ready skills and certifications. The Commonwealth is served through releasing inmates who are prepared to work, less likely to recidivate and become productive citizens.

Eligibility Requirements:

Students must hold or be eligible for employment within VADOC in a position at a correctional facility. Each industry certification has requirements specific to the industry standard.

Where it Operates

VADOC Work Certification programs are offered in VADOC operated facilities.



How it Achieves Results

The Workforce Certification programs for VADOC incorporate relevant job skills and on-the-job training programs with Industry Based Certifications. These certification programs provide a highly credentialed workforce within the facility and post release. Each certification program provides credentials based on the needs of the career pathway and the changing workforce opportunities.

Why it Matters

VADOC is committed to improving public safety throughout Virginia. At 20.6%, Virginia has one of the lowest recidivism rates in the country. Inmates who completed Workforce Certificate Programs had a lower recidivism rate at 15.3%. Additionally, completing Career and Technical Education (CTE) programs has proven to result in longer employment tenure and for a higher rate of pay compared to those who have not.

Additional Information on Recidivism:

<https://vadoc.virginia.gov/general-public/recidivism-studies/>





This program is administered by *Zach Trogon and Mitch Huber*

What it Does

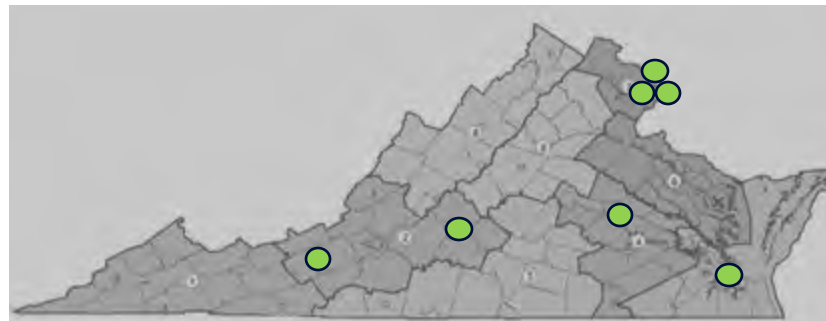
Support the Commonwealth's transit providers and localities in training the next generation public transportation workforce.

Mission:

Our program was created to increase awareness and interest in the public transportation and planning fields to ensure talent recruitment.

Where it Operates

WFD Grant Program is a statewide workforce development program.



*Based on currently active workforce development grant recipients

Why it Matters

Like many sectors, public transportation and planning are experiencing workforce attraction and retention challenges in the post-pandemic era. There is a renewed effort across the Commonwealth for more through workforce planning and our program can be a part of an agency's solution. From transitioning master mechanics to developing and training young talent DRPT has the tools available for our agencies to leverage. This is but one of multiple ways we support the grantees we serve in building up their technical and workforce capacity.

Who it Serves

Local/State Governments, Public Transit Operators, Planning Commissions, and others.

Eligibility Requirements:

Be an eligible applicant and fulfill application and reporting requirements found in our Grants Application Manual.

How it Achieves Results

Our program has enabled our many agencies to inspire countless interns and apprentices to pursue a career in public transportation. Eligible recipients have been able to develop talent pipelines and ensure smooth workforce transitions.

Business Services





Foreign Labor Certification Program | Virginia Works

This program is administered by *Director Carrie Roth*

What it Does

Administer the H-2A and H-2B visa programs, by which employers bring foreign guest workers to fill seasonal labor needs.

Mission:

Promote job opportunities to test the labor market and ensure that the importation of foreign workers does not adversely affect the wages and working conditions of US workers similarly employed. Deliver services efficiently and effectively.

How it Achieves Results

VA Works staff review job orders for compliance with state and federal regulations and program requirements. Staff inspect farmworker housing to be used in connection with H-2A job contracts, conduct surveys to monitor labor market conditions, and facilitate compliance for successful use of the programs.

Where it Operates

In every part of the Commonwealth.

Who it Serves

Employers and temporary / seasonal workers in agriculture and other industries such as landscaping, hospitality, seafood processing, and recreation, who are experiencing or anticipate a labor shortage.

Eligibility Requirements:

H-2A employers must have job opportunities that are agricultural in nature. Both H-2A and H-2B employers must have a seasonal or temporary need for workers in the proposed job opportunity.

Why it Matters

Agriculture is Virginia's largest private industry with an economic impact of \$82.3 billion annually. Agricultural employers and other employers with seasonal labor needs are experiencing decreased availability of domestic workers. The use of foreign guest workers is a lifeline for some companies who report that their businesses would be shuttered without the H-2A and H-2B programs. In these industries, seasonal patterns dictate planting and harvesting deadlines, timelines for fulfilling services to customers, and short time periods where the business needs to earn their revenue. Lack of a labor force during these crucial times can be catastrophic for such a business.





Virginia Talent Accelerator Program | VEDP

This program is administered by *Jason El Koubi and Mike Grundmann*

What it Does

Delivers recruitment and training services fully customized to an eligible company's unique processes, job tasks, standards, and culture

Mission:

Helps Virginia win the competition among states for coveted job creation projects by delivering a higher level of workforce support

Who it Serves

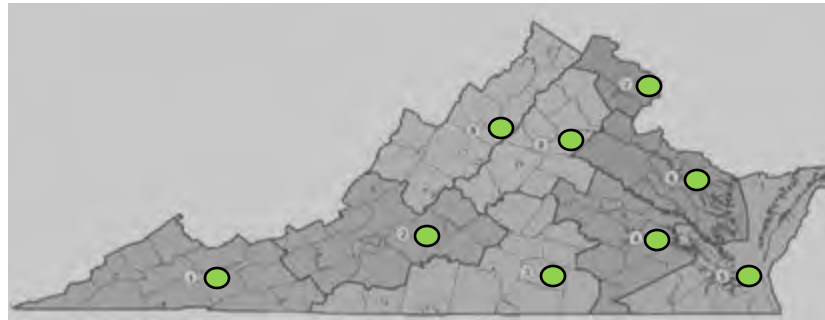
Serves new & existing businesses considering Virginia for an eligible job creation project

Eligibility Requirements:

Eligibility is limited to businesses that meet job creation and wage thresholds, and are considering multiple states for the project

Where it Operates

The Virginia Talent Accelerator Program operates throughout the entire state of Virginia.



How it Achieves Results

By delivering recruitment and training services that are more immediate, customized, and comprehensive, the Talent Accelerator differentiates Virginia from competing states. To complement the services delivered by its expert, in-house team, the Accelerator partners with the nearest Community College.

Why it Matters

Since becoming operational in 2020, the program has helped Virginia secure over 13,000 new job announcements. In 2023, the Talent Accelerator was recognized as the nation's #1 workforce incentive by Business Facilities and has been ranked #2 by Area Development for three consecutive years. This recognition helps Virginia get considered for more job creation projects, and the program's superior services help Virginia win more competitions among states. The program is particularly helpful to small towns and rural Virginia because manufacturers tend to prefer those locations and the Accelerator primarily supports manufacturers.





Tech Talent Investment Program (TTIP) | VEDP

This program is administered by the Secretary of Finance, in consultation with other designated reviewers. The Virginia Economic Development Partnership (VEDP) and the State Council of Higher Education for Virginia (SCHEV) provide support.

What it Does

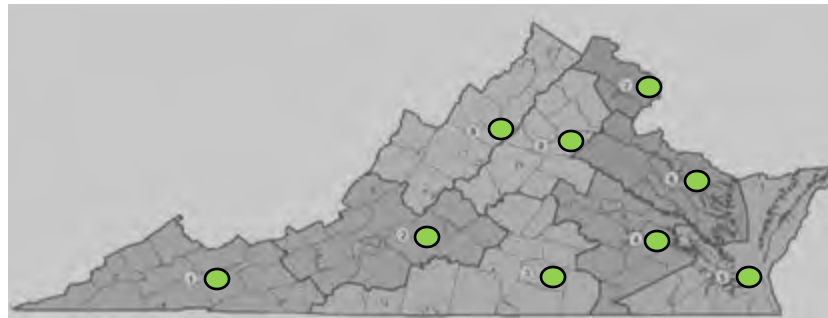
TTIP is a \$1.1 billion 20-year performance-based funding program to encourage postsecondary institutions to produce more Computer Science graduates.

Mission:

TTIP was designed to help meet employer demand for tech talent.

Where it Operates

Institutions across the Commonwealth receive TTIP funding.



Why it Matters

As of the 2022-2023 fiscal/academic year, institutions were collectively exceeding their targets.

- 1,689 additional BS graduates
- 652 additional MS graduates

Who it Serves

Fifteen public institutions of higher education participate in TTIP.

Eligibility Requirements:

Participating institutions committed to producing more BS and MS graduates in Computer Science and related fields.

How it Achieves Results

TTIP provides operating expense support, equipment support, and capital support to institutions to expand and enhance their Computer Science and related programs.





Virginia Jobs Investment Program | VEDP

This program is administered by Jason El Koubi, President & CEO and Tim Stuller, Vice President of Regional Talent Solutions and Business Outreach

What it Does

The Virginia Jobs Investment Program (VJIP) is a discretionary economic development incentive that provides funding and services to qualifying companies to offset the cost of new job creation or upskilling in conjunction with new or expanding operations.

Mission:

Foster business and economic growth by incentivizing companies to invest in job creation and upskilling.

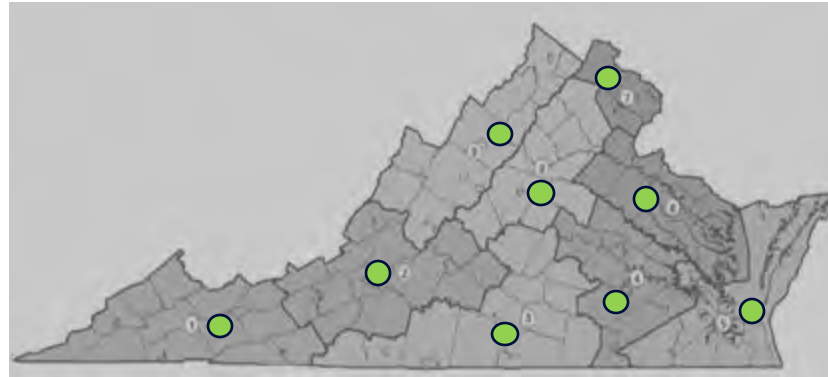
Who it Serves

VJIP serves companies locating or expanding in Virginia that meet the incentive criteria.

Eligibility Requirements:

- At least 51% of revenue must be derived from outside of VA
- Only full-time jobs supported paid at least 120% of VA minimum wage plus benefits
- Depending on company size:
 - Minimum threshold of job creation or jobs retrained
 - Minimum threshold of capital investment
 - Competitive with another state or country

Where it Operates



How it Achieves Results

VJIP stimulates business investment and job creation by offsetting a company's recruitment and training costs. Staff facilitates holistic talent development support in response to the unique needs of each project through partnerships with regional workforce and education providers.

Partners include:

- Virginia Community College System
- 4-Year Colleges and Universities
- Virginia Works
- Virginia Career Works
- Career & Technical Education Providers
- Local and Regional Economic Developers

Why it Matters

VJIP is one of Virginia's most widely used discretionary incentives to support business expansions. The incentive is performance based with flexible criteria to support large and small traded-sector businesses. VJIP is state funded and is paid as a cash grant directly to the business.

In addition to administering the VJIP incentive, staff provide recruitment and training consultative support, including introductions to and coordination with regional workforce and education partners and programs.

During FY2019 to FY2023 the Virginia Jobs Investment Program impact included:

- 248 business projects supported
- Potential creation of 30,000+ new jobs
- Projected capital investment over \$4.1B
- Projects in 76 Virginia localities





Virginia Values Veterans | Department of Veterans Services

Agency Head: Commissioner Chuck Zinger; Director Patrice Jones, Program Administrator: Transition and Employment Deputy Director Jasmine Gore

What it Does

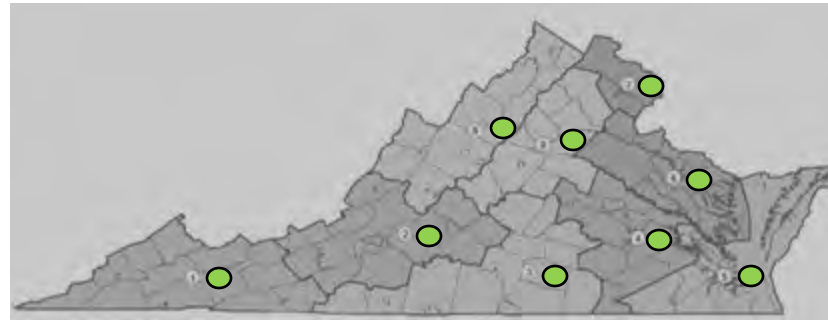
The Virginia Values Veterans (V3) Program trains and certify employers on national best practices to recruit, hire, train, and retain veterans and military-affiliated job seekers. The V3 Program also provides transition assistance, to include employment, entrepreneurship, and career readiness, to military job seekers.

Mission:

The Virginia Values Veterans (V3) Program is a Virginia Department of Veterans Services Program whose mission is to educate and train employers throughout the Commonwealth on the Value of Virginia's Veterans, and to help employers connect with these personnel assets to maximize the productivity of their workforce.

Where it Operates

The V3 Program operates throughout the entire state of Virginia.



Why it Matters

The V3 program has certified 3,500 organizations who have agreed to establish best practices for veteran workforce development. More than 135,000 veterans have been hired by V3 certified companies.

Who it Serves

The V3 Program serves employers, organizations and military-affiliated individuals (Transitioning service members, veterans, National Guard/Reservists, Military Spouses, and dependents.)

Eligibility Requirements:

V3 program participants must be veterans, transitioning service members, or military spouses of veterans and/or transitioning service members and employers.

How it Achieves Results

The V3 Program utilizes a regional based program model to manage one-one-one relationships with both the employer and military job seekers. Employers are provided technical assistance and pathways to recruit, hire, train and retain talent. Job seekers are provided tools, resources and assistance to prepare for transition, training, business creation and employment. Job seekers and employers are connected through various platforms to facilitate return on program investment and pathways to employment.



Supportive Workforce Services





Employment Services Program, Wagner-Peyser | Virginia Works

Program Owner: Dr. Robert Walker | **Agency Head:** Carrie Roth, Commissioner, Virginia Works

What it Does

The Wagner Peyser program provides basic and individualized career- and training-related services to Virginia job seekers, and helps employers fill their workforce needs with job-seeking Virginians.

Mission:

to be the conduit for ensuring collaboration within the American Job Centers in accordance with governing laws and regulations to facilitate the identification and or creation of employment opportunities for job seekers and the hiring of qualified job seekers by Virginia's employers to fill their open positions.

Who it Serves

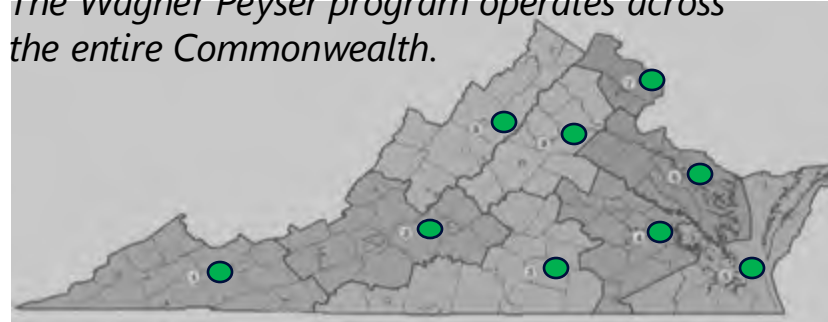
The Wagner Peyser program serves anyone eligible to work in Virginia and performs outreach to employers.

Eligibility Requirements:

There are no specific eligibility requirements for this program. Employment services are provided at no cost to the universal population.

Where it Operates

The Wagner Peyser program operates across the entire Commonwealth.



How it Achieves Results

The WP program consists of a variety of employment-related labor exchange services including, but not limited to:

- job search assistance
- job placement assistance
- re-employment services
- work registration for unemployment insurance claimants
- recruitment services to employers

Services are provided through three methods: self-service, facilitated service, and staff-assisted services.

Specialized services are also made available to veterans, migrant and seasonal farmworkers, and individuals with disabilities

Why it Matters

The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices, now known as the Employment Service. The Employment Service seeks to improve the functioning of the nation's labor markets by bringing together individuals seeking employment with employers seeking workers.

In February 2024, Virginia boasted a population of 8,001,024 with a labor force of approximately 4,547,751; of which 4,424,565 were actually employed.

Ninety six percent of Virginia employers have fewer than 50 employees. The Wagner Peyser Program in collaboration with the partners within the American Job Centers ensures that every business regardless of size has the qualified job seekers it needs to be successful.

The WP program fills a very specific niche in the overall State Workforce Delivery System by serving the hardest to serve Virginia job seekers who have barriers to employment.



Family Engagement Services (FES) | Department of Social Services

This program is administered by Acting Commissioner James Williams and FES Team Program Manager Gregory Harrison.

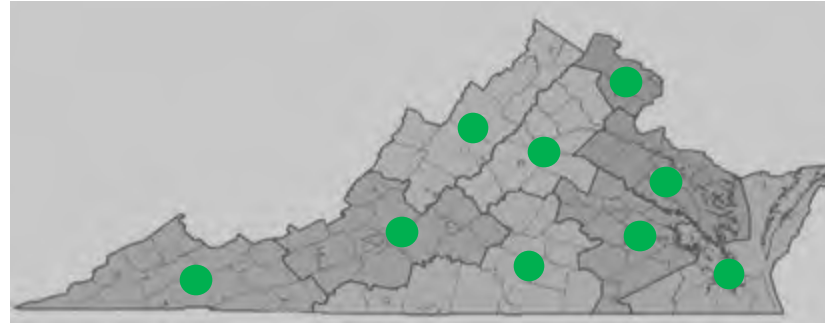
What it Does

FES provides intensive case management to noncustodial parents facing challenges in housing, transportation, food insecurity, mental health, substance use, or other barriers to child support payment compliance and offers them the opportunity to overcome obstacles so they are better able to provide emotional and financial support for their children.

Mission:

FES serves as a program agent for assigned child support cases to engage families for success so they have the financial and family support they need to grow and thrive.

Where it Operates



Why it Matters

A noncustodial parent found a positive path forward after contacting the FES call line. He expressed his willingness to do whatever was necessary to get back on track with making consistent payments. He authorized FES to share his details with partners who offer job support. An FES Workforce Liaison collaborated with Goodwill Industries in Richmond to help connect the parent with a job. FES was delighted to help the parent embark on this new chapter in his new career despite the previous employment challenges he had encountered. A wage withholding was filed in conjunction with his new job, and he began making payments toward his child support case. This case highlights the positive outcomes when a parent participates in FES and exemplifies procedural justice in support of parents and children.

Who it Serves

Noncustodial parents facing barriers with an open, active child support case.

Eligibility Requirements:

Noncustodial parents identified as having barriers and who have expressed an interest in participating in services

How it Achieves Results

FES uses the procedural justice case management model to engage parents with community partners to achieve the primary goals of:

- *Addressing parents' reasons for nonpayment*
- *Promoting positive engagement with the child support program and the other parent*
- *Improving the consistency of payments*
- *Reducing arrears*
- *Minimizing the need for continued enforcement actions and sanctions, and*
- *Minimizing the need for contempt actions against parents*





Agency Head: Commissioner Chuck Zinger; Director Patrice Jones. Program Administrator: Education Deputy Director Tramaine Carroll-Payne; Program Manager: John Hall

What it Does

The Military Education and Workforce Initiatives (MEWI) assists Veterans and service members with their transition from active duty to civilian life.

Mission:

MEWI enhances employment opportunities for Virginians who have served in the United States Military, and their spouses, by providing a pathway to education, training, certifications, and technology.

Who it Serves

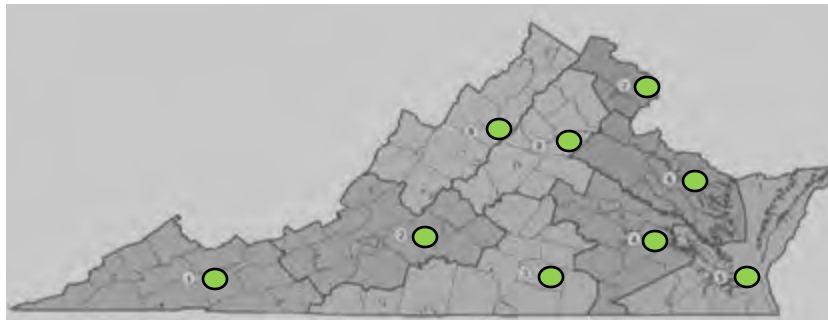
MEWI serves Active-Duty Service members, Veterans, Spouses, and Dependents,

Eligibility Requirements:

For the Virginia SkillBridge Program- You must be an active-duty service member within 180 days of your end of service. For other initiatives eligibility is determined by proof of service, and/or marital/ dependent status.

Where it Operates

MEWI operates throughout the entire state of Virginia.



How it Achieves Results

For the Virginia SkillBridge Program- Internships provide critical training, and networking before transition and are intended to lead to direct employment offers. MEWI Initiatives- Provides technology, credentialing, and certification in industry-leading fields.

Why it Matters

Lt Col Russell B. Cuenca:

"My internship started on Tuesday, January 2, 2024. , I was exposed to the Operations Officer's day-to-day activities which centered on compliance with the Federal Aviation Administration Part 139 guidance and regulations. Activities included daily observations and inspections on the movement areas of the airfield, supporting airlines and tenant requests, monitoring wildlife hazards, and addressing safety hazards. This was a successful and beneficial internship, because I was focused on a specific project, the SMS implementation, while still observing the Operations Officer's airport duties."

This SkillBridge internship leads directly to employment through the networking and skills learned within.





Military Medics and Corpsmen Program | Department of Veterans Services

Agency Head: Commissioner Chuck Zinger; Director Patrice Jones, Program Administrator: Transition and Employment Deputy Director Jasmine Gore; Program Manager: Antwon Jacobs

What it Does

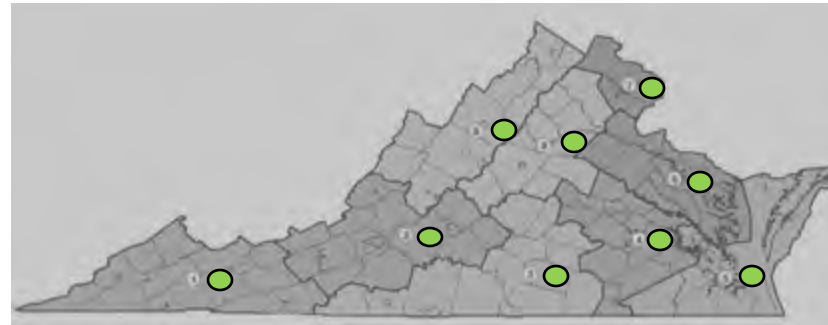
The Military Medics and Corpsmen program MMAC provides healthcare employment opportunities for those medical transitioning service members, veterans and military spouses.

Mission:

OFFER CAREER AND CREDENTIALING PATHWAYS FOR VETERANS AND MILITARY SPOUSES SEEKING EMPLOYMENT IN VIRGINIA'S HEALTHCARE SYSTEM

Where it Operates

MMAC operates throughout the entire state of Virginia.



Why it Matters

MMAC is a necessary program that provides healthcare employment for TSMs, veterans to transition from the military to the civilian sector to fill vacant healthcare positions around the Commonwealth.

Who it Serves

MMAC services healthcare transitioning services members, veterans and military spouses

Eligibility Requirements:

- *MMAC pathway- within 12 months of ETS date, perform 19 of 39 MMAC skillsets within 12 months of application with MMAC*
- *NO Vet Left Behind- Healthcare background with valid healthcare license/certification*
- *Healthcare Leadership- Managerial experience while in the service and secondary education*
- *Military spouse- healthcare experience*

How it Achieves Results

MMAC achieves results from working with healthcare partners around Virginia who are interested in hiring healthcare veterans for open positions within their organizations.





This program is administered by Virginia Works and Brett Tavel

What it Does

Assists businesses and impacted employees experiencing layoffs and closures.

Mission:

To help at-risk businesses and employees impacted by layoffs plan through proactive engagement, education, and empowerment to get Virginians back to work quickly.

Who it Serves

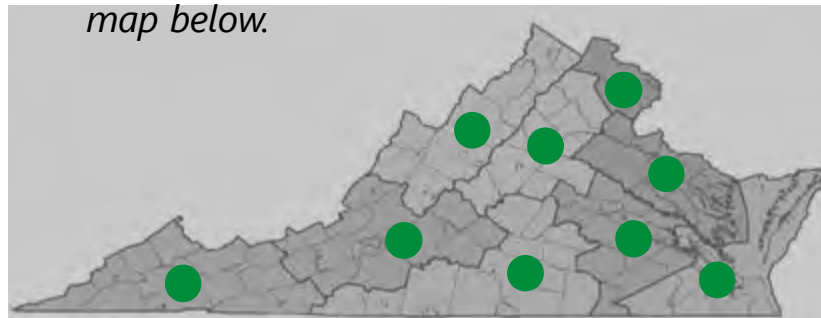
Businesses and dislocated workers.

Eligibility Requirements:

Businesses that are experiencing layoffs and closures who wish to participate.

Where it Operates

Denote here the region(s) your program operates by placing the green dot on the map below.



How it Achieves Results

Rapid Response partners with a variety of workforce partners such as the one-stop partners, local boards, TAA, Social Security, and EnrollVA. Solutions are designed based on employee and business interest and need, but focused on getting dislocated workers reemployed or in training prior to layoffs.

Why it Matters

Layoff Event: Augusta Correctional Center, Craigsville, VA

Number Impacted: 218

Type of Event: WARN

Final Date of Layoff: 06/30/2024

The notice of layoff was announced on 12/15/2023. Rapid Response provided initial services on 01/04/2024 prior to the Craigsville Town Hall Meeting where connections were made with the HR Director for the VA DOC. An on-site Rapid Response Employer Briefing was conducted to provide information regarding how to best serve those impacted by the layoff including information pertaining to Unemployment Insurance (UI), Enroll VA, Social Security Administration, WIOA Training, registration for job services and access to targeted hiring events. As of 04/16/2024, 204 of the impacted workers had been placed into employment. Hiring events are scheduled to be held for the 14 remaining workers who will leave employment as of 06/30/2024. It is projected that none of these workers will require UI.





This program is administered by Director Carrie Roth and Program Manager Stephen LaRosée

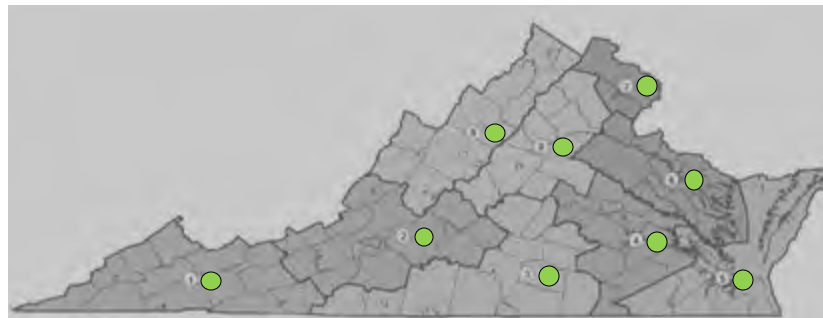
What it Does

RESEA provides targeted employment services to UI claimants likely to exhaust benefits.

Mission: *Reduce UI duration through improved employment outcomes; Strengthen UI program integrity; Promote alignment with the vision of WIOA, and; Establish RESEA as an entry point to other workforce system partners.*

Where it Operates

RESEA operates throughout the entire state of Virginia.



Why it Matters

RESEA participants collect fewer weeks of benefits versus all claimants, saving employers higher UI taxes while contributing to the Commonwealth's economic growth.

Participants are more successful in returning to work sooner, earning higher wages and retaining their jobs because they gain access to workforce services providing skills training and certifications as well as supportive services in the community to overcome socioeconomic barriers to employment.

RESEA also helps safeguard the UI programs integrity by monitoring for potential overpayments or fraud.

Who it Serves

Unemployment Insurance recipients deemed most likely to exhaust their benefits before returning to work.

Eligibility Requirements: RESEA selects claimants after first payment that do not have a return-to-work date, and are not seeking reemployment through a union hall, to include newly separated active-duty service members.

How it Achieves Results

RESEA uses evidence-based interventions and intensive one on one services to assist claimants develop and implement a SMART reemployment plan and facilitates referrals to workforce (WIOA Title I & III) and community partners to overcome barriers to gaining better employment.





Refugee Support Services Employment Program (RSSEP) | Department of Social Services

This program is administered by Acting Commissioner James Williams and RSSEP Program Owner Kyle Olden.

What it Does

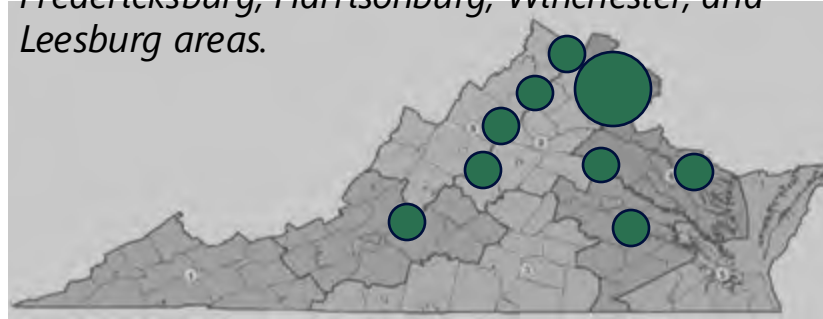
RSSEP provides employment services to eligible individuals for up to five years from their date of arrival or eligibility.

Mission:

The mission of RSSEP is to promote early self-sufficiency and social integration for refugees living in Virginia.

Where it Operates

RSSEP operates in the Northern Virginia, Charlottesville, Roanoke, Richmond, Newport News, Fredericksburg, Harrisonburg, Winchester, and Leesburg areas.



Why it Matters

RSSEP provides employment services geared toward assisting newcomers in securing gainful employment and joining Virginia's workforce. It empowers them to become self-sufficient and socially integrated, and reduces the need for public benefits.

Who it Serves

RSSEP serves clients who are in the country legally and eligible for employment through federal services. This includes refugees, asylees, special immigrant visa holders, Cuban and Haitian entrants, trafficking victims, and parolees from Afghanistan and Ukraine. Eligibility is determined by the federal government.

How it Achieves Results

RSSEP uses culturally competent employment services to fast-track newcomers into jobs, and follows up with them for up to five years to assist with job upgrades, training, language learning, and other services to enhance their employability.



Senior Community Service Employment Program | DARS



This program is administered by the Virginia Department for Aging and Rehabilitative Services

What it Does: The Senior Community Service Employment Program (SCSEP) is a community service and work-based job training program for older adults, authorized by the Older Americans Act. The program provides training for low-income, unemployed older adults. Participants also have access to employment services through American Job Centers.

SCSEP participants gain work experience in a variety of community services activities while they enhance and provide needed services to their communities. Participants have access to outside training, including digital literacy courses, occupational certifications, resume and interview skills, and community college courses that prepare them for employment. SCSEP is also administered by three national grantees in Virginia.

Who it Serves: SCSEP serves low-income older adults with barriers to employment.

Eligibility Requirements: SCSEP participants must be age 55 or older, unemployed, with a family income at or below 125% of the Federal Poverty Level. Participants must also have barriers to gaining employment. These barriers may include having a disability, being homeless or at risk of homelessness, having low literacy, among other barriers.

Where it Operates

Programs operate statewide.



How it Achieves Results

Fosters economic self-sufficiency by enabling participants to move into unsubsidized employment in the public and private sectors and benefits both participants and the communities they serve. Participants are assigned to non-profit or government organizations to learn job skills and are paid minimum wage during their assignments. They are offered outside training and support that increases their ability to gain unsubsidized employment.

Why it Matters

Impact of SCSEP Services

- *In FFY23, DARS SCSEP participants provided 121,212 hours of paid community service..*
- *In FFY23, 111 older adults were served through the DARS SCSEP.*
- *In FFY23, the median monthly wages of SCSEP participants who gained employment was \$3,600.*
- *Studies have shown that continued engagement of older adults with the community causes better physical and mental health outcomes, and reduction in isolation for older adults.*
- *SCSEP promotes self-sufficiency and reduces the need for benefits like SNAP and TANF.*

Learn more about the program here: [SCSEP](#)





Vocational Rehabilitation (VR) Program | DARS

The VR program is administered by DARS under the leadership of Kathryn Hayfield, Commissioner.

What it Does: *DARS supports Virginians with disabilities and older Virginians' efforts to secure independence, inclusion and integration in their communities. The agency specifically supports employment through the vocational rehabilitation (VR) program and the Senior Community Service Employment Program (SCSEP). Examples of services that may be provided through VR include: Youth Transition Services; Rehabilitation Technology; Job-related Services; Supported Employment; Environmental Modifications; Training; Placement; and Business Development*

Mission: *To improve the employment, quality of life, security, and independence of older Virginian, Virginians with disabilities, and their families.*

Who it Serves: *VR assists individuals with disabilities (no age limit) and SCSEP assists older adults with employment.*

Eligibility Requirements VR: *Have a disability, this disability is a barrier to employment but you want to work, and you are present in Virginia.*

Where it Operates

Programs operate statewide.



How it Achieves Results

VR – Works with clients to provide individualized services to help individuals reach their employment goal. Partners with employers to provide a rich talent pool to meet their business needs. Increased focus on quality jobs and outcomes.

Why it Matters

Impact of DARS Services:

Success Story: [Regina Root: Road to Recovery and Return to Employment – YouTube](#)

- *22,236 clients were served in FFY23.*
- *In FFY22, 58% of our clients were employed at 2nd quarter post exit from DARS.*
- *In FFY22, 65% of clients remained employed with the same business a year after exit from DARS.*
- *Virginia ranked 4th among 52 states and territories with regard to the number of credentials our clients obtained.*



This program is administered by *Roger Bushell, Trade Act Program Manager*, and *Carrie Roth, Commissioner of the Dept. of Workforce Development & Advancement*.

What it Does

TAA provides aid to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports or jobs shifting overseas.

Mission:

The goal is to help trade-impacted workers return to suitable employment by providing a variety of benefits and reemployment services. Workers may be eligible for training, job search assistance, relocation allowances, income support and other reemployment services.

Who it Serves

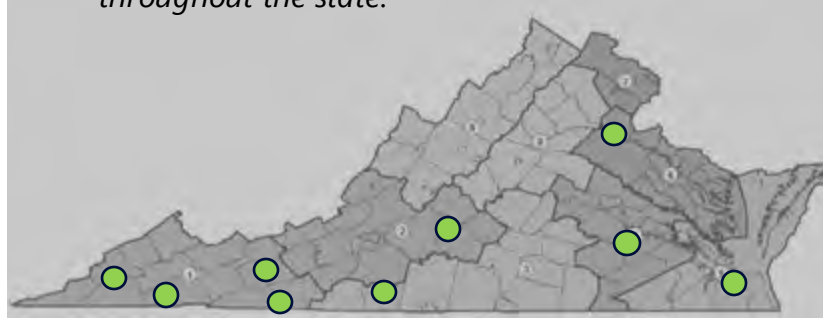
Trade-impacted worker groups who are determined to be eligible by the U.S. Department of Labor through submission of a TAA petition.

Eligibility Requirements:

Once a worker group is determined to be eligible, individual workers must then apply for benefits and services through the TAA program in the state of their trade-impacted employment.

Where it Operates

The Virginia Trade Team covers the entire state and staff are located in Virginia Works offices throughout the state.



How it Achieves Results

Trade Navigators research layoffs and file TAA petitions on behalf of trade-impacted workers and employers. Once a worker group is certified as eligible for TAA, the Trade team provides outreach to individuals about TAA benefits and services. Trade Case Managers then work with individual trade-affected workers to help apply for benefits, enroll in training, and provide job search to find suitable employment.

Why it Matters

Since 2010, there have been over 37,000 workers in Virginia determined by the Department of Labor to be trade-impacted and eligible for TAA benefits.

In FY 2022 (most recent DOL data):

- *Virginia had 725 TAA program participants.*
- *76.3% of participants attained a credential through TAA training benefits.*
- *99% of pre-participation wages were replaced in post-participation employment.*



Virginia Initiative for Building Earning Capacity of Parents (VIBES) | DSS

This program is administered by Acting Commissioner James Williams and Program Initiatives Manager Elaina Bills.

What it Does

VIBES is a demonstration project to improve earnings and child support compliance for unemployed and underemployed noncustodial parents in Virginia.

Mission:

The proposed services have a proven track record of boosting earnings, ensuring child support compliance, and aligning with Virginia's workforce development priorities.

Where it Operates



Why it Matters

VIBES will enhance earnings and ensure child support compliance among unemployed and underemployed noncustodial parents in Virginia. The theory of change guiding the proposed interventions outlines two desired outcomes. First, it will connect noncustodial parents to sectoral training programs and whole-family coaching to increase employment and earnings. Second, it will increase employment and earnings, leading to higher and more consistent child support payments.

Who it Serves

VIBES will serve those located in the Petersburg and Washington/Bristol areas.

Eligibility Requirements:

VIBES is open to noncustodial parents who owe \$500 or more in open child support cases, have limited or no recent employment, and have no outstanding warrants for failure to comply with court orders.

How it Achieves Results

As of April 2024, VIBES is currently in the procurement stage and has not yet begun implementation.



Vocational Rehabilitation | Department for the Blind and Vision Impaired (DBVI)

This program is administered by *Dr. Rick Mitchell, Commissioner and Megan Hall, Vocational Rehabilitation and Workforce Services Director*

What it Does

The Vocational Rehabilitation (VR) program provides vocational and rehabilitative services to individuals who are blind, deafblind, or vision impaired to assist them to prepare for, secure, retain, advance in or regain competitive integrated employment that considers their unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.

Mission:

The VR program was created to help people with disabilities go to work and stay employed, and to help businesses hire people with disabilities.

Who it Serves

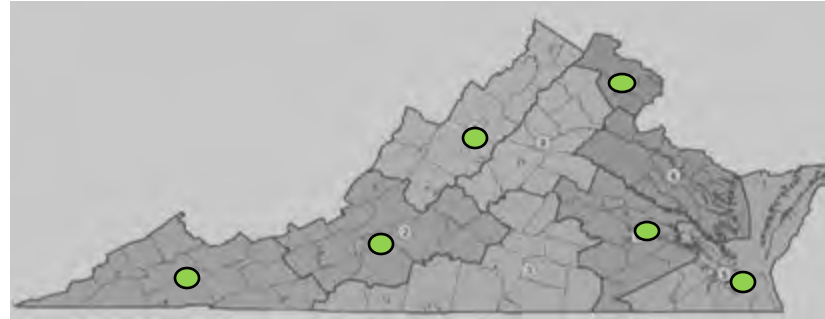
At DBVI the VR program serves both individuals and businesses.

Eligibility Requirements:

Individuals are determined eligible if they have a medically documented vision impairment that results in a barrier to employment.

Where it Operates

DBVI has six Regional Offices to serve people throughout Virginia.



How it Achieves Results

VR services may include but are not limited to; training to assist individuals in adjusting to the loss of vision; vocational and adjustment counseling; post-secondary school or vocational training, eye surgery and/or eye treatment for a limited number of individuals; adaptive equipment for training and/or employment; rehabilitation engineering services to modify training and/or job sites; customized and supported employment services. DBVI partners with the State Rehabilitation Council, consumer advocacy groups, and community partners in the implementation of the VR program.

Why it Matters

*To assist Virginians with vision impairments to go to work or stay employed **in 2023 DBVI VR** provided:*

- Career and training services to over 1000 individuals*
- Business services to over 100 businesses in Virginia*
- Pre-employment training services to over 400 students aged 14 to 22*

In 2023 121 people became employed after they completed their VR services.



Amy Floriano: Director

Leo Akujuobi, Community Engagement Business Developer, Data Owner

What it Does

Through its Workforce Development Initiative (WDI), Virginia Department of Juvenile Justice (VADJJ) provides quality workforce preparation programming that equips the justice-involved youth under its care with the knowledge, skills, and abilities to successfully seek, secure, sustain, and succeed in gainful employment in high-demand occupations in Virginia, while enabling them to pursue advance training and education leading to acquisition of industry standard trade credentials and post-secondary college certifications.

Mission:

Empowering justice-involved youth population under VADJJ care with the tools to break the cycle of incarceration, rediscover their deferred dreams, and rebuild their lives through effective workforce preparation, career development, access to wraparound supportive services, and gainful employment.

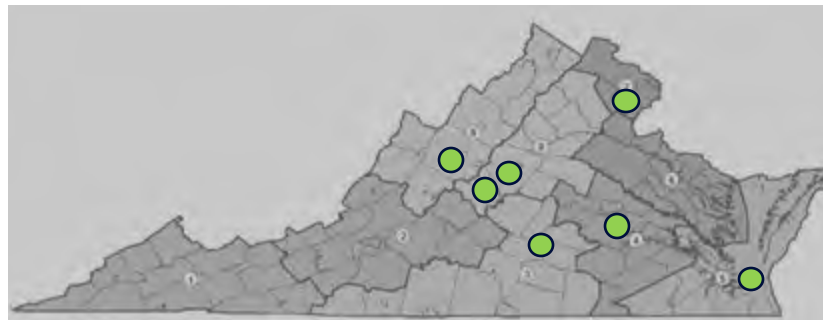
Who it Serves

VADJJ workforce development initiative and its associated preparatory class and vocational trades target both high school-age and post-secondary justice-involved youth in the Commonwealth of Virginia. Among others, our programs take into account the human capital needs of employers and colleges.

Eligibility Requirements:

Eligibility depends on participants' needs, age (up-21), educational status, legal, regulatory policies, rules, regulations, and related court sentencing mandates.

Where it Operates



How it Achieves Results

Beyond availability of effective needs-driven and evidence-based vocational trades, VADJJ achieves its desired workforce results through provision of continuing education/training and effective identification and engagement with employers and related reentry service stakeholders (DARS, DSS, Virginia Career Works, VCCS, Adult & Continuing Education providers, local juvenile detention centers, DOLI, DPOR, VEC, reentry councils). Additionally, VADJJ also provides continuous support in the community through the community services unit (CSU) and the community engagement efforts or the reentry unity.

Why it Matters

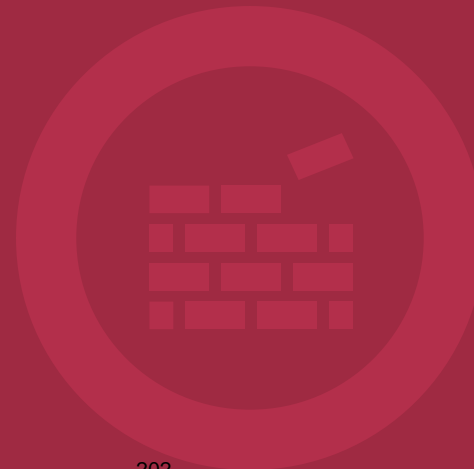
While it is challenging to focus on specifics, it is notable that due to VADJJ reentry efforts in general and workforce development initiative in particular, the rate of recidivism among justice-involved youth under our care continues to decrease in the Commonwealth of Virginia.

Further, due to sustained educational efforts of the agency, the completion of high school or its equivalence among our youth population remain on par with their counterparts in the community.

We continue to close any noticeable gaps in possession and demonstration of workplace readiness skills between our youth population and non-justice-involved youth.



Capacity Building





Advanced Manufacturing Talent Investment Program (AMTIP) | VEDP

This program is administered by the Virginia Economic Development Partnership (VEDP).

What it Does

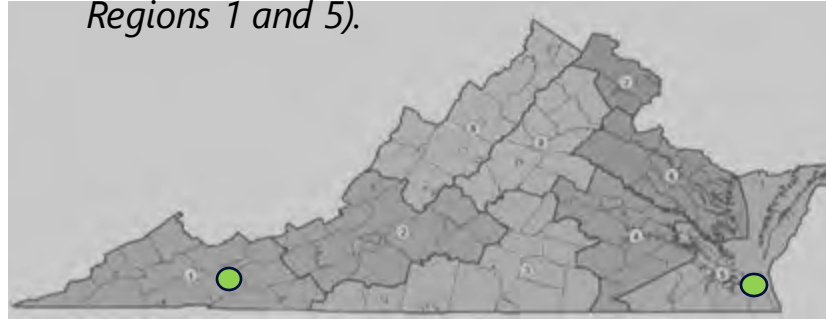
AMTIP is an annual fund to expand and enhance existing programs in advanced manufacturing.

Mission:

AMTIP is designed to increase the number of trained individuals entering advanced manufacturing careers and to improve the readiness of graduates.

Where it Operates

AMTIP serves Hampton Roads and the Southwest Virginia regions (GO Virginia Regions 1 and 5).



Why it Matters

FY 2024 is the pilot year for AMTIP. Two awards were granted in the fall of 2023 for a total of \$465,005. These awardees will submit their interim reports at the end of April and their final reports in November.

A second round of applications is currently underway.

Who it Serves

AMTIP funds are available to public institutions that operate programs in advanced manufacturing.

Eligibility Requirements:

Funds must be used for existing programs that serve the Hampton Roads or Southwest Virginia region.

How it Achieves Results

AMTIP provides awards up to \$500,000 to expand or enhance existing programs in advanced manufacturing. Funds may be used to increase the capacity of programs, improve student retention, refine and expand curricula, attract and hire qualified instructors, etc.



To be added





Coalfield Workforce Development & Training Fund | VA Coalfield EDA

This program is administered by Jonathan Belcher, Executive Director/General Counsel, Virginia Coalfield Economic Development Authority

What it Does

The Coalfield Workforce Development and Training Fund is a source of loan and/or grant funds to assist with workforce development and training in the VCEDA Region.

Mission:

To assist with the regional economic diversification of the seven-county, one-city VCEDA region.

Where it Operates

Buchanan, Dickenson, Lee, Russell, Scott, Tazewell, and Wise Counties and the City of Norton, Virginia.



Why it Matters

The program successfully has been used many times to help prepare the workforce for new, diversified job opportunities with employers who are expanding or which have located to the region. Recent examples include employees of EarthLink in Wise County, numerous students at the region's two community colleges who have received training via the funds, apprentices through a Solar Workforce Accelerator program, and high school students receiving training in entrepreneurship skills.

Who it Serves

The program primarily is designed to assist employers and training providers in the VCEDA region with costs of workforce dev. & training.

Eligibility Requirements:

For-profit, governmental, and not-for-profit entities in the VCEDA coalfield region of Virginia.

How it Achieves Results

The program provides loans and grants to eligible employers and training providers to help cover the costs of developing and training the region's workforce for jobs which will assist in the region's economic diversification.



Commonwealth Cyber Initiative | Virginia Innovation Partnership Corporation

Program Owner: Luiz DaSilva, CCI Executive Director | **Agency Head:** Joe Benevento, VIPC President and CEO

What it Does

Coordinates programs and strategy for Cybersecurity related research, workforce development and innovation

Mission:

CCI serves as an engine for research, workforce development and innovation at the intersection of cybersecurity, autonomous systems and intelligence.

Who it Serves

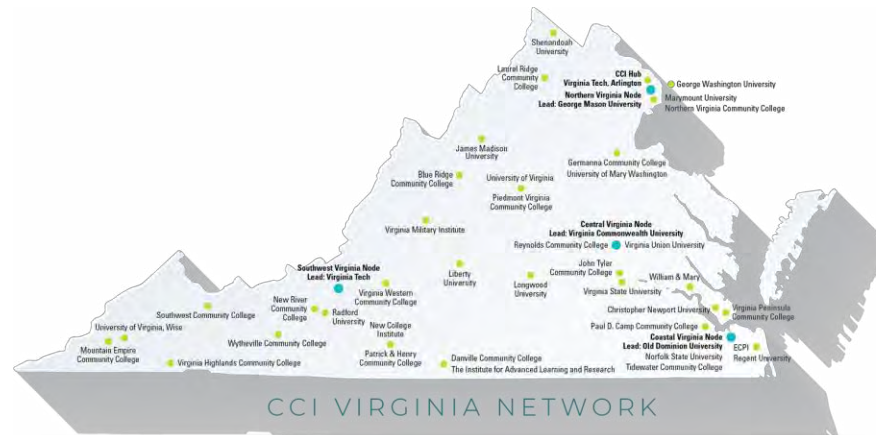
Faculty, students, government and industry partners within the cybersecurity eco-system of Virginia.

Eligibility Requirements:

Members and partners of the CCI network.

Where it Operates

CCI is a state-wide Network consisting of 45 public universities and community colleges.



How it Achieves Results

CCI sponsors numerous programs, projects, and events supporting each of its mission lines including research grants, experiential learning and internship opportunities and supporting the transition of research into the commercial space for entrepreneurs.

Why it Matters

In the first four years of operations, CCI has brought in \$192 million in federal and private sector funding, contributed to the creation of 2,517 jobs, helped generate \$196 million in labor income, and added \$367 million to Virginia's GDP.

CCI's state-wide scale and interlocking mission lines of research, workforce development and innovation focused on cybersecurity make CCI unique in the nation and accelerate establishing Virginia as a global center of excellence in cybersecurity research and serve as a catalyst for Virginia's economic diversification and long term leadership in the cyber sector.

This program is administered by Dr. Karen Shelton, agency head, Sandra Serna, Program owner and Olivette Burroughs, Program manager.

What it Does

The Earn to Learn (ETL) Program aims to establish partnerships between educational institutions and healthcare providers to increase clinical training for nursing students and create employment opportunities. The program supports registered nurses (RN) and licensed practical nurses (LPN) students by providing them with relevant employment opportunities to earn wages while learning. It also aims to produce more practice-ready graduate nurses.

Mission:

To increase nursing student enrollment, create more job opportunities for students, and produce practice-ready nurses to improve retention, allowing students to receive pay based on their current level of practice while pursuing a higher certification.

Who it Serves

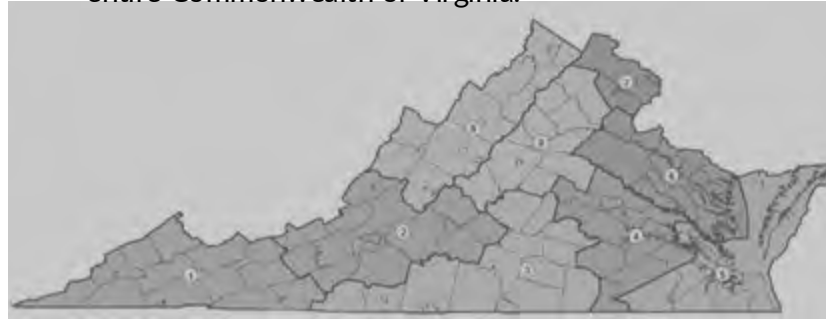
The program targets registered nurses (RNs) and licensed practical nurses (LPN) students by providing relevant employment opportunities to earn wages while learning and to produce more practice-ready graduate nurses through collaboration with clinical and educational institutions.

Eligibility Requirements:

https://mvendor.cgieva.com/Vendor/public/IVDetails.jsp?PageTitle=SO%20Details&rfp_id_lot=64325&rfp_id_round=2#gcaptcha

Where it Operates

The Earn to Learn program is physically implemented in Richmond, VA, in the Central region, serving the entire Commonwealth of Virginia.



How it Achieves Results

The Earn to Learn Program aims to enhance nurse clinical education to accelerate the preparation of practice-ready nurse graduates. This program will offer financial support to educational institutions in the Commonwealth to facilitate collaborative clinical training partnerships between grant recipients, hospitals, and healthcare providers. Its goals include increasing the number of nursing students receiving essential clinical training, helping them obtain certification or licensure for better employment prospects, improving nurses' transition into practice, and promoting nurse retention in Virginia. Grantees funded through the Virginia Earn to Learn program must demonstrate progress in specified evaluation areas.

Why it Matters

The Earn to Learn program cannot be comprehensively analyzed as it was initiated in May 2024. The primary goals are to increase nursing student enrollment, create more student job opportunities, and produce practice-ready nurses to improve retention. The ETL program will allow students to receive pay based on their current level of practice while pursuing a higher certification. Nationwide nursing shortages directly impact patient care in Virginia and the reliability of Virginia's healthcare systems. The Commonwealth of Virginia has almost 6,000 open permanent nursing positions, and vacancy rates for practical and registered nurses in Virginia State mental hospitals exceed 40 percent. Access to the clinical portion of nursing training is a barrier, and the cost of education results in a loss of income during the clinical training years.

The ETL model is based on a growing body of evidence suggesting better workforce program outcomes come from programs incorporating hands-on, work-based training alongside academic training. These programs include access to one-on-one career navigation assistance and other wraparound services. Partnerships between educational institutions and healthcare providers will help to increase clinical training for nursing students and create employment opportunities. The program supports registered nurses (RN) and licensed practical nurses (LPN) students by providing them with relevant employment opportunities to earn wages while learning.



Get a Skill, Get a Job, Get Ahead (G3) Tuition Assistance | VCCS

This program is administered by *Dr. David Doré*.

What it Does

G3 tuition assistance is for students living in Virginia who qualify for state financial aid with a household income that's less than \$100,000. G3 is available for select programs in five of Virginia's most in-demand industries, including Early Childhood Education, Healthcare, Information Technology, Public Safety and Skilled Trades (construction and manufacturing).

Who it Serves

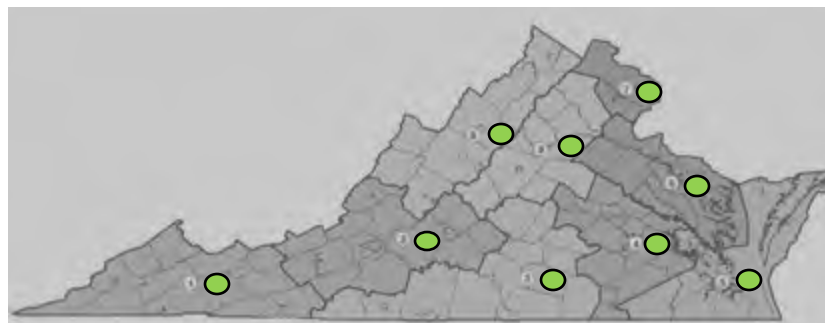
G3 is a last-dollar tuition assistance program that covers tuition, fees, and books for eligible students enrolled at a VCCS college.

Eligibility Requirements:

*Be eligible for Virginia in-state tuition
Have a total household income less than or equal to 400% of the federal poverty level (roughly \$100,000 for a family of four)
Be enrolled or accepted for enrollment at a Virginia public community college in an approved program
Be enrolled in a minimum of six credit hours per semester
Apply for federal and state financial aid programs for which they may be eligible.*

Where it Operates

G3 tuition assistance is available at all 23 community colleges statewide.



How it Achieves Results

G3 is a last-dollar scholarship that, with other financial aid, can bring tuition and fee cost down to \$0 for eligible students in high demand programs.

Why it Matters

- *12,594 VCCS students received over \$20.5 million in G3 tuition assistance.*
- *54% of G3 students had family income levels below 200% of the Federal Poverty Level (FPL).*
- *2,016 G3 academic program students earned associate degrees, certificates, and diplomas.*
- *2,543 G3 non-credit students completed FastForward programs, and 1,599 earned credentials.*
- *The median wage of AY 2022 G3 academic program completers increased by 95% from pre-enrollment to post-completion -- more than \$11,000 higher than that of students who left their program before completing.*



Growth and Opportunity Fund “GO Virginia” | DHCD

Program Owner: Sara Dunnigan, Director | **Agency Head:** Bryan Horn

What it Does

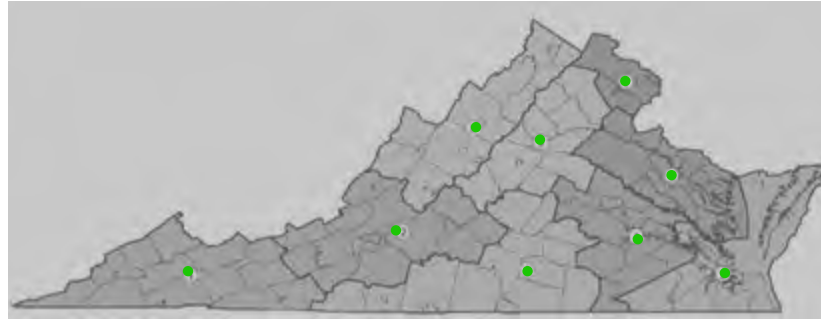
Strategic state investments in regional capacity to retain, strengthen and grow priority traded industry clusters in nine GO Virginia Regions.

Mission:

GO Virginia supports programs that create more high-paying jobs through incentivized collaboration between business, education, and government to diversify and strengthen the economy in every region of the Commonwealth.

Where it Operates

GO Virginia operates statewide within a 9 region structure.



Why it Matters (Highlight)

GO TEC – (Great Opportunities in Technology and Engineering Careers) has built educator, curriculum, and equipment capacity to deliver industry-relevant career exploration and skills training. In FY24-25, the program will support 37 school divisions and 52 career exploration labs.

GO TEC delivers workforce training and talent development through a collaborative, hub-and-spoke model that involves K12 school systems, higher education, and industry.

- 260+ work-ready graduates produced in 2023.
- 1,500+ students/future workers enrolled in the talent pipeline.
- Approx 1M VA jobs in GO TEC career clusters by 2026.

Who it Serves

Eligible applicants are units of local government or an entity active on their behalf.

Projects are designed to address the needs of businesses in priority traded industry clusters.

How it Achieves Results

Each project is designed with specific milestones, deliverables, and defined outcomes. Fund recipients report progress on activities and outcomes quarterly and at the end of the grant period.



Jobs for Veterans State Grant (JVSG) | Virginia Works

This program is administered by *Carrie Roth, Commissioner, Virginia Works* and *Alexander Sellner, Chief, Veteran Services*

What it Does

The JVSG program provides individualized career- and training-related services to eligible veterans and eligible persons with significant barriers to employment (SBEs), as well as other authorized populations, and helps employers fill their workforce needs with job-seeking veterans.

Mission:

Prepare America's veterans, service members, and their spouses, for meaningful careers, provide them with employment resources and expertise, protect their employment rights and promote their employment opportunities.

Who it Serves

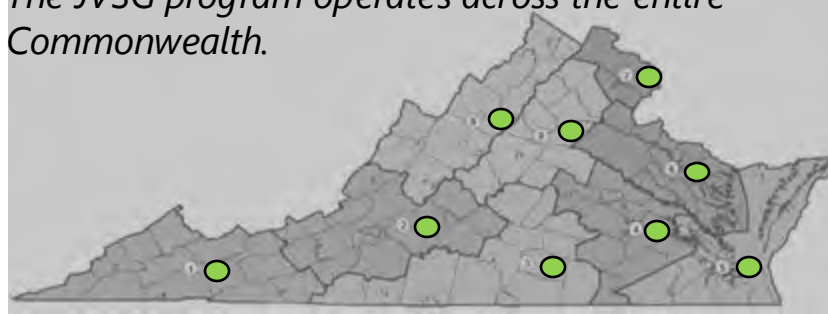
The JVSG program exclusively serves eligible veterans and eligible persons and performs outreach to employers.

Eligibility Requirements:

Eligibility is defined in 38 U.S.C. 4104(4), 4211(4), 4101(5) and is further refined in Veteran Program Letter (VPL) 05-24.

Where it Operates

The JVSG program operates across the entire Commonwealth.



How it Achieves Results

Disabled Veterans' Outreach Program (DVOP) specialists provide individualized career services to eligible veterans and eligible spouses experiencing SBEs, as well as other additional populations authorized by the Secretary, with an emphasis on assisting veterans who are economically or educationally disadvantaged. Veterans facing these barriers include veterans experiencing homelessness and vocational rehabilitation clients.

Local Veteran Employment Representatives (LVER) staff conduct outreach to employers to advocate for the hiring of veterans. They also work with businesses, contractors, and employer organizations to develop career opportunities for veterans.

Why it Matters

As of 2020, over 21,000 Active-Duty servicemen and servicewomen separate yearly in Virginia. Virginia Works serve this overall Veteran population via One-Stop Centers and with JVSG staff providing additional presence at fifteen military installations across the Commonwealth.

The JVSG program fills a very specific niche in the overall State Workforce Delivery System by serving the hardest to serve Veterans that belong to specific populations with barriers to employment. The program is different than other Veteran employment efforts in that the JVSG staff is 100% comprised of Veterans serving other Veteran job seekers and advocating on their behalf to employers. The JVSG program brings face-to-face connections via DVOPs with Veterans and again with LVERs to Employers. The ensuing Case Management and Employer Outreach help Veterans reintegrate into the workforce after having put their civilian job ambitions on hold to go serve their Nation.

Virginia J-1 Waiver Programs | VDH - Office of Health Equity

ARC, Health and Human Services, National Interest Waiver Program, Virginia Conrad 30 Waiver Program

Program Owner: Sandra Serna, Olivette Burroughs | **Agency Head:** Dr. Karen Shelton

What it Does

Virginia provides four waiver programs for foreign national physicians. These programs waive the two-year home country physical presence requirement or the employer sponsorship requirement in exchange for a service obligation of three to five years. The obligation must be fulfilled in a HPSA or MUA of Virginia or HPSA or MUA located in the Appalachian Region of Virginia. Both primary care and specialty disciplines are eligible for these waiver programs.

Mission:

To improve and increase access to quality healthcare providers in Virginia's Medically Underserved Areas (MUAs) and Health Professional Shortage Areas (HPSAs).

The programs are intended for both primary care and specialty physicians.

Eligibility Requirements:

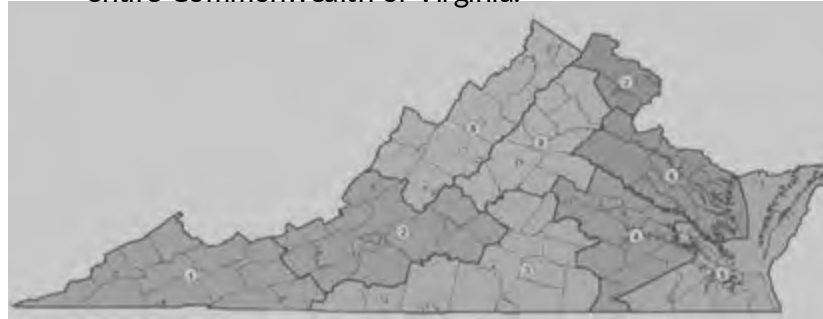
<https://www.vdh.virginia.gov/health-equity/hhs-exchange-visitor-program/>

<https://www.vdh.virginia.gov/content/uploads/sites/76/2016/06/Guidelines-revised-043013-NIW.doc>

[VIRGINIA CONRAD 30 WAIVER PROGRAM AND ARC J-1 WAIVER PROGRAM - Health Equity](#)

Where it Operates

The J-1 waiver programs are physically implemented in Richmond, VA, in the Central region, serving the entire Commonwealth of Virginia.



How it Achieves Results

All programs recruit eligible providers to work in underserved areas waive the two-year home country physical presence requirement or the employer sponsorship requirement in exchange for a service obligation of three to five years. VDH collaborate with various organizations, such as behavioral, and primary care facilities, health foundations, community health centers, and health-related non-profit organizations, attorneys, serving as advocates, collaborators, sponsors, and support.

Why it Matters

OHE conducted a study to determine whether the Conrad 30 Program met its goal of increasing the number of Physicians working in Virginia's underserved areas, and to assess retention in such underserved areas following completion of the three years obligation. The program recruits 30 foreign-trained physicians per year in underserved settings. Participating Physicians typically have completed residency training in the United States. Three Cohorts (2014-2017) of Physicians were studied, of the 82 Physicians in the index study, 36 moved out of Virginia (43.90%) following completion of three years obligation. The average duration they remained with J-1 waiver employers after obligation ended and before leaving Virginia was 26.91 months. Additionally, of the 46 Physicians that remained in Virginia, 14 Physicians (30.43%) originally served rural populations (10 remained rural and 4 moved urban at the end of obligation). Conversely, of the 32 Physicians who originally served in urban settings, 31 remained urban and 1 moved rural. Subsequently, the Health Economist performed an economic impact analysis of OHE programs using IMPLAN software, which is a widely used tool. Results of the analysis showed that placement of 12 Physicians of Conrad 30 program in rural areas, supported 26.4 jobs and \$4.8 million in economic activity (\$ 3.4 million in Labor income, \$3.8million in Value added and \$4.8million in output).



Program Owner: Sandra Serna, Olivette Burroughs | **Agency Head:** Dr. Karen Shelton

What it Does

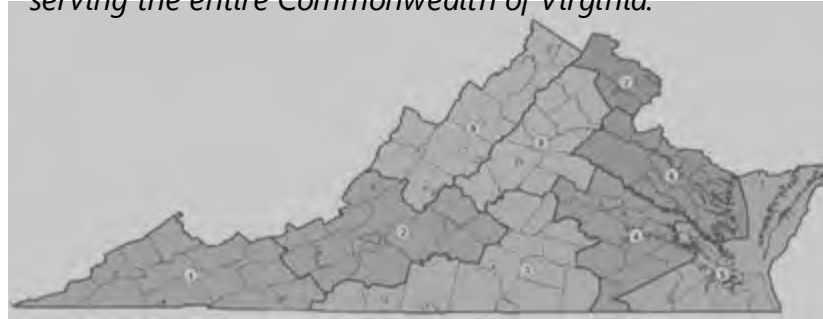
The Virginia Behavioral Health Student Loan Repayment Program (BHLRP) and the Virginia State Loan Repayment Program (VA-SLRP) aim to recruit and retain eligible providers in underserved areas in exchange for reducing student loan debt.

Mission:

To improve and increase access to quality healthcare providers in Virginia's Medically Underserved Areas (MUAs) and Health Professional Shortage Areas (HPSAs).

Where it Operates

The loan repayment programs are physically implemented in Richmond, VA, in the Central region, serving the entire Commonwealth of Virginia.



Why it Matters

The Health Economist performed Economic Impact Analysis of OHE programs using IMPLAN software, a widely used tool. For instance, the 10 recipients of the SLRP supported 26 jobs and \$3.4 million of economic activity in local areas. Participants in the VA-SLRP program frequently work in communities and safety net facilities that have difficulty attracting and keeping healthcare providers. The program provides incentives to these clinicians and helps them deliver crucial health services to disadvantaged communities. Furthermore, they produce substantial economic effects in the regions they cater to. The VDH-OHE projects that the investment of \$150,000 in community match will stimulate \$3.4 million in economic activity and sustain nearly 26 jobs. This comprises a total of 10 employment positions and a direct payment of \$1.45 million in compensation to members of the VA-SLRP program. Additionally, there is an indirect and induced activity that generates approximately \$2 million and supports nearly 16 jobs. Crucially, this number does not include the economic benefit of improved health and healthcare services, such as decreases in employee absences and reduced productivity due to illness, or avoidable visits to the emergency room.

Who it Serves

The target audience of the programs includes primary care providers, mental health professionals, and dental practitioners.

Eligibility Requirements:

https://www.vdh.virginia.gov/content/uploads/sites/76/2022/11/BH_SLRP_GUIDELINES_11_07_22.pdf

<https://www.vdh.virginia.gov/content/uploads/sites/76/2024/01/2022-2025-Virginia-State-Loan-Repayment-Program-VA-SLRP-Eligibility-Guidelines-web-updated-1-2-2024.pdf>

How it Achieves Results

Both programs recruit eligible providers to work in underserved areas and help defray their education costs in exchange. VDH collaborates with various organizations, such as behavioral, dental, and primary care facilities, health foundations, community health centers, and health-related non-profit organizations, serving as advocates, collaborators, sponsors, and supporters of these efforts.



Virginia Nurse Preceptor Incentive Program | VDH - Office of Health Equity

Program Owner: Sandra Serna, Olivette Burroughs | **Agency Head:** Dr. Karen Shelton

What it Does

The Virginia Nurse Preceptor incentive program aims to help increase access to care, address the primary care shortage, handle mental health crises, and manage chronic diseases.

Mission:

To improve and increase access to quality healthcare providers in Virginia's Medically Underserved Areas (MUAs) and Health Professional Shortage Areas (HPSAs).

Where it Operates

The nurse preceptor incentive program is physically implemented in Richmond, VA, in the Central region, serving the entire Commonwealth of Virginia.



Why it Matters

Since its inception, the nurse preceptor incentive program has not been comprehensively analyzed. However, its primary goals are to enhance healthcare accessibility, address the scarcity of primary care, manage chronic illnesses, and handle mental health emergencies. The nurse preceptor incentive program is essential for training new nurses and addressing shortages to improve access to care. These factors are crucial in improving all Virginians' overall health and well-being.

Who it Serves

The program targets primary care providers, mental health and specialty Licensed Practical Nurse preceptors, Registered Nurse preceptors, and Advanced Practice Nurse preceptors.

Eligibility Requirements:

https://www.vdh.virginia.gov/content/uploads/sites/76/2024/02/Nurse-Preceptor-Guidelines-Updated-2024-Feb_002.pdf

How it Achieves Results

The Nurse Preceptor Incentive Program is designed to address the shortage of primary care providers, help manage chronic diseases, and handle mental health crises by encouraging more nurses to take preceptorships. The program provides incentives for each semester preceptorship. VDH collaborates with a variety of organizations such as community health centers, health foundations, primary care and specialty care facilities, nursing schools, hospitals, educational centers with nursing programs, free clinics, health-related non-profit organizations, workgroups, Virginia legislators and policymakers, Virginia's community colleges and universities, and Virginia's underserved communities.



Virginia Nursing Scholarship Programs | VDH - Office of Health Equity

CNA Nursing Scholarships, Mary Marshall Nursing Scholarships for CNA, LPN & RN, Virginia Nurse Educator Nursing Scholarships, Nursing Scholarships Long-Term facility (CNA, LPN, RN), Nursing Scholarships Nurse Practitioner / Nurse Mid-Wife

Program Owner: Sandra Serna, Olivette Burroughs | **Agency Head:** Dr. Karen Shelton

What it Does

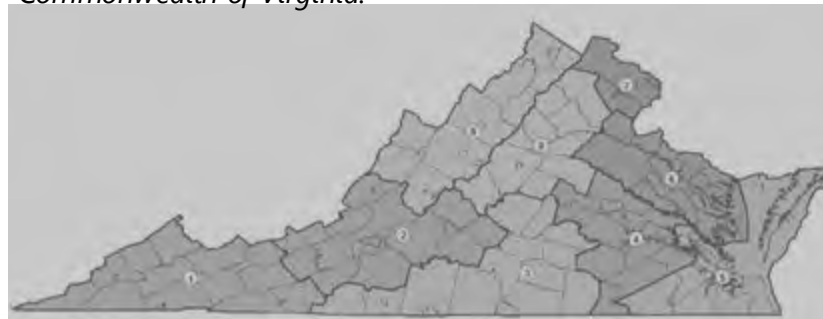
Virginia offers several scholarship opportunities to help pay for nursing education in exchange for service in Virginia upon graduation. Scholarships are available for individuals' seeking degrees, diplomas, or certificates as Certified Nursing assistants, Licensed Practical Nurses, Registered Nurses, Nurse Practitioners, Nurse Midwives, or Nurse Educators.

Mission:

To improve and increase access to quality healthcare providers in Virginia's Medically Underserved Areas (MUAs) and Health Professional Shortage Areas (HPSAs).

Where it Operates

The scholarship programs are physically implemented in Richmond, VA, in the Central region, serving the entire Commonwealth of Virginia.



Why it Matters

Virginia is projected to need over 1 million new registered nurses by 2030 due to staff shortage, with 7,746 registered nurses and 2,550 licensed practical nurses needed to meet current healthcare needs. These programs seek to address the nursing shortages by providing scholarships to defray the cost of nursing education. In an analysis, VDH found that between 2018 and 2022, 18% of Licensed Practical Nurses (LPNs) in the program completed their obligation period. 78% of LPNs in the program are in school, in the follow-up process, or employed/ in the process of fulfilling their obligation. The 4% of LPNs in default status did not complete school or did not find employment after their obligation period.

For Registered Nurses (RNs) in the program, 17.9% completed their obligation period. 77.9% of RNs in the program are in school, in the follow-up process, or employed/ in the process of fulfilling their obligation. The remaining 4.2% of RNs are in default, have requested deferment of their obligation (variance) or paid back the scholarship amount in full if the obligation was deferred.

Who it Serves

The programs are intended for nursing students pursuing their undergraduate or graduate degrees.

Eligibility Requirements:

https://www.vdh.virginia.gov/content/uploads/sites/76/2022/09/NursingPP_Mary-Marshall-ALL-2022-Review.pdf

How it Achieves Results

All nursing programs seek to address the nursing shortages by providing scholarships to defray the cost of nursing education in exchange. VDH collaborates with various organizations, such as nursing schools, employers, behavioral and primary care facilities, health foundations, community health centers, and health-related non-profit organizations, serving as advocates, collaborators, sponsors, and supporters of these efforts.





Work Opportunity Tax Credit (WOTC) | Virginia Works

This program is jointly administered by Internal Revenue Service (IRS) and Department of Labor (DOL)|Virginia Works, Director, Carrie Roth and Priscilla Skinner, WOTC State Coordinator

What it Does

The Work Opportunity Tax Credit (WOTC) is a Federal tax incentive program available to employers for hiring and employing jobs seekers from one or more of the ten WOTC categories who have faced significant barriers to employment.

Mission:

WOTC joins other workforce programs that incentivize workplace diversity and facilitate access to good jobs for American workers.

Who it Serves

Job seekers from one or more of the ten WOTC categories who have not worked for an employer in the past. Federal tax paying and non-profit business owners that hire from the ten WOTC categories. Non-profit business owners are able to participate when hiring from the veteran WOTC category.

Eligibility Requirements:

Each category has specific eligibility requirements as identified by the Internal Revenue Service (IRS) and Department of Labor (DOL) who jointly administer the program.

Where it Operates

The program serves small and large business owners throughout the state of Virginia.



How it Achieves Results

*Adhere to Employment and Training Administration (ETA) guidance and provisions of the Internal Revenue Service (IRS) code of 1986.
Develop and partner with One-Stop Career centers, job seekers and other Workforce Innovation and Opportunity Act (WIOA) partners to promote to coordinate efforts to promote the program.
Ensure timely verification of WOTC application submissions through an orderly processing system.*

Why it Matters

*Since its enactment by Congress in 1997, the **Work Opportunity Tax Credit (WOTC) Program** has been integral to the creation of jobs by giving employers a tax credit when they hire qualified individuals who consistently face significant barriers to employment.*

The program consistently provides millions of tax credit certifications to employers that participate in the program.

The latest data from the Department of Labor shows close to two million tax credit certifications issued in 2023.

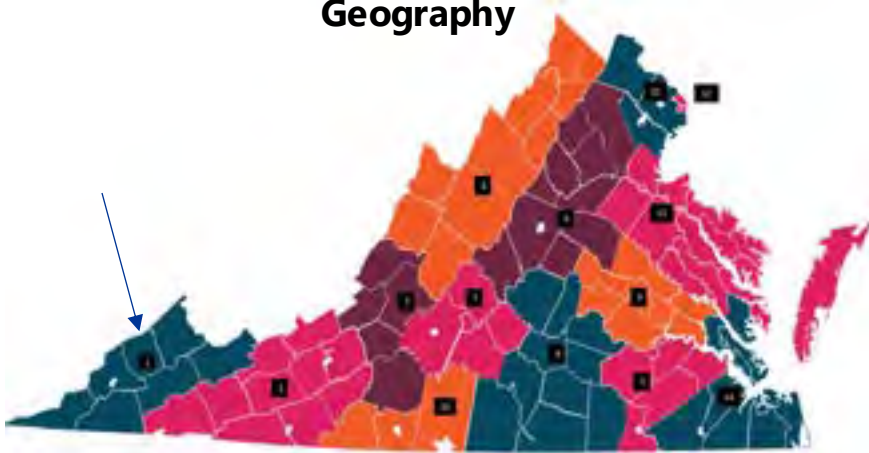


Looking for Additional Connections at the Local Level?

Southwest Region (Area #1)

Rachel Patton, Executive Director: r.patton@swvaworks.com (276) 883-4034

Geography



Top Industries

- Mining, Extraction and Oil/Gas Extraction
- Government
- Healthcare/Social Assistance
- Retail
- Manufacturing
- Transportation/Warehousing
- Information Technology

Workforce Centers

- Virginia Career Works- Richlands
- Virginia Career Works- Grundy
- Virginia Career Works- Haysi
- Virginia Career Works- Wise
- Virginia Career Works- Lebanon
- Virginia Career Works- St. Charles

<https://vcwsouthwest.com/careers-for-job-seekers/>

Education & Training Providers

- Southwest Virginia Community College www.sw.edu
 - Southern Gap Transportation and Logistics Center
- Mountain Empire Comm. College <https://www.mecc.edu/>
- UVA- Wise <https://www.uvawise.edu/>
- Bluefield University <https://www.bluefield.edu/>
- Virginia Highlands Comm. College <https://www.vhcc.edu/>

Community Partners & Resources

For individuals:

- SWVA Works
- Dept. for Aging and Rehabilitation
- Virginia Works
- Clinch Valley Community Action
- People Inc.
- MEOC
- Goodwill of Tenneva

<https://vcwsouthwest.com/partners/>

For businesses:

- Workforce Board-Business Solutions <https://vcwsouthwest.com/businesses/>
- Mountain Empire Small Business Development <https://www.mecc.edu/sbdc/>
- Southwest Comm. College <https://sw.edu/sbdc/>



New River/Mount Rogers Region (Area #2)

Marty Holliday, Executive Director: marty.holliday@vcwnrmtrogers.com 540-357-0651 (cell)

Geography



Target Industries

- Manufacturing
- Health Care/Health Sciences
- Construction and Skilled Trades
- Transportation and Logistics
- Information and Advanced Technology
- Education
- Public Safety

Workforce Centers

- Virginia Career Works Center-Wytheville (comprehensive)
- Virginia Career Works Abingdon
- Virginia Career Works Bristol
- Virginia Career Works Galax
- Virginia Career Works Narrows
- Virginia Career Works Radford

<https://vcwnewrivermtrogers.com/job-seeker-tools/virginia-career-works-centers/>

Education & Training Providers

- Virginia Community Colleges – New River, Virginia Highlands & Wytheville
- Center for Manufacturing Excellence of SWVA
- Healthcare Academy of SWVA
- Pathways Medical Institute
- Tri-Area Driving Academy

Key Partners & Initiatives

For individuals:

- [Programs of Interest - New River/Mount Rogers Workforce Development Board \(vcwnewrivermtrogers.com\)](https://vcwnewrivermtrogers.com)
- [Ticket to Work](#)

Partners: People Inc., Mount Rogers Regional Adult Education, Literacy NRV, DARS, DSS, VaWorks, EO, Center for Manufacturing Excellence of SWVA, Healthcare Academy of SWVA, Virginia Department of Corrections (Bland and Marion centers), Virginia Rural Health Association, TAP, Occupational Enterprises, Inc, Habitat for Humanity of the NRV, Radford U, VT CECE

For businesses:

- [Business Solutions - New River/Mount Rogers Workforce Development Board \(vcwnewrivermtrogers.com\)](https://vcwnewrivermtrogers.com)

Partners: Chambers of Commerce, Economic Development, NRV SHRM, NRV HBA, SWVA Alliance for Manufacturing, Appalachian Center for Innovation, VT Center for Economic & Community Engagement, various education partners, VT CECE, various workforce partners



Greater Roanoke Region (Area #3)

September 5, 2024

Mrs. Morgan Romeo, CWDP | Executive Director | (826) 205-9759 | morgan@greaterroanokeworks.com

Geography



Target Industries

- Healthcare
- Manufacturing
- Transportation and Logistics
- Construction and Trades
- Educational Services
- Professional, Scientific, & Technical Services
- Arts, Entertainment, & Recreation

Workforce Centers

Virginia Career Works – Roanoke Center (*comprehensive*)
3601 Thirlane Road NW, Roanoke, VA 24019
(540) 613-8220

Virginia Career Works – Covington Center (*affiliate*)
106 N Maple Avenue, Covington, VA 24426
(540) 962-0983

Virginia Career Works – Franklin Center (*affiliate*)
50 Claiborne Avenue, Rocky Mount, VA 24151
(540) 483-0179

Education & Training Providers

- Virginia Western Community College
- Mountain Gateway Community College
- Roanoke Higher Education Center
- Radford University @ Carilion
- Roanoke College
- Hollins University
- Ferrum College

Key Partners & Initiatives

For individuals:

- **Career Quest:** Career exploration and exposure for 7th and 10th grade students in the Roanoke Valley, Alleghany Highlands, and New River Valleys.
- **Project Recovery (INSPIRE):** Additional coaching and wrap-around support to assist individuals recovering from substance use in the Alleghany Highlands reach their employment and education goals.
- **Southern Virginia Regional Employment Coalition (SVREC):** Bridging the gap for individuals receiving TANF or families living at 200% of the poverty line with dependents to connect with employment and training opportunities to reduce reliance on public assistance.
- **Star City Works:** Roanoke City focused program boosting the workforce development efforts to train and upskill residents to fill high demand jobs.
- **Technology Training Program:** Providing professional development and training through LinkedIn Learning for individuals in the technology field to earn professional certifications for growth.

For businesses:

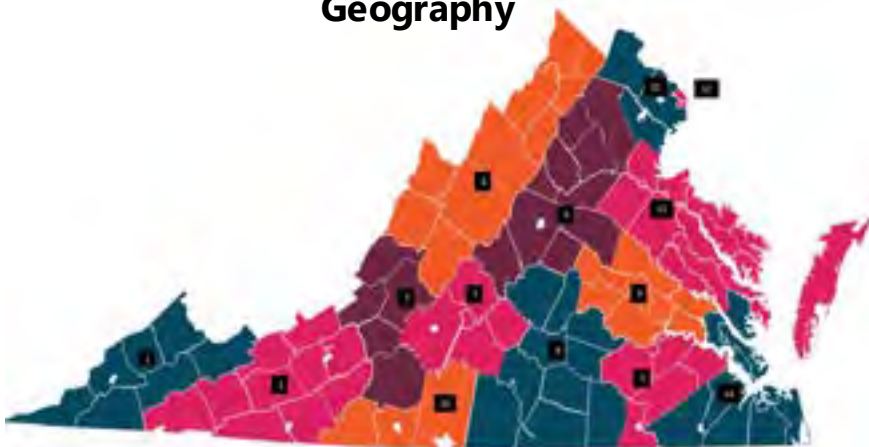
- **Greater Roanoke Business Solutions:** Regional collaboration to meet the workforce needs of business and industry in the Roanoke Valley and Alleghany Highlands.
- **Existing Worker Training Program:** Funding for employers to train or upskill their existing employees.



Shenandoah Valley Region (Area #4)

Sharon Johnson, Ph.D., Chief Executive Officer, (540) 649-4322 sjohnson@vcwvalley.com

Geography



Workforce Centers

- American Job Center Fishersville, 1076 Jefferson Hwy, Staunton, VA 24401 **(Comprehensive)**
- American Job Center Winchester, 419 N. Cameron Street, Winchester, VA 22601
- American Job Center Harrisonburg, 100 N. Mason Street, Harrisonburg, VA 22801

Key Partners & Initiatives

For individuals:

- Shenandoah Initiative for Adult Education (SHINE) <https://www.shineadulthood.org/>
- Skyline Literacy <https://www.skylineliteracy.org/>
- Laurel Ridge Adult Education <https://laurelridge.edu/adult-education/>
- Northern Virginia Senior Community Service Employment Program <https://vcwnorthern.com/scsep/>
- Goodwill Industries of the Valley <https://www.goodwillvalleys.com/>
- Department for Aging and Rehabilitative Services <https://www.dars.virginia.gov/#gsc.tab=0>
- Virginia Department of Blind and Vision Impaired <https://www.dbvi.virginia.gov/>

For businesses:

- Shenandoah Valley Business Solutions Team <https://vcwvalley.com/employers/>

Target Industries

- Construction and Skilled Trades
- Health Care
- Manufacturing
- Transportation and Logistics (Supply Chain)
- IT and Emerging Technologies

Education & Training Providers

- Blue Ridge Community College
- Laurel Ridge Community College
- Mountain Gateway Community College
- Massanutten Technical Center
- Valley Career and Technical Center
- Byers Technical Institute

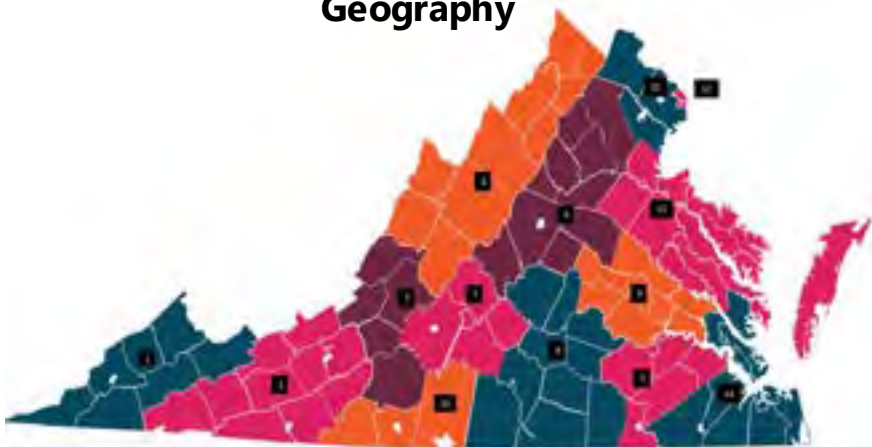


Crater Region (Area #5)

September 5, 2024

Tabitha S. Taylor, Executive Director, 804-862-6155, ttaylor@vcwcraterregion.com

Geography



Workforce Centers

- American Job Center Prince George, 4300 Crossings Blvd, Prince George, 23875 (**Comprehensive**)
- American Job Center Emporia, 1300 Greenville County Circle, Emporia 23847

Key Partners & Initiatives

For individuals:

- Crater Health Advisory Board
- Crater District Area Agency on Aging
<https://cdaaa.org>
- Soldiers for Life/Transition Assistance Program for Army members
<https://home.army.mil/greggadams/TAP>
- Non-Credit Training
<https://ccwatraining.org/>
- Adult & Continuing Education
<https://southsideadulthood.org/>
- Petersburg Financial Empowerment Center
<https://www.peoplesadvfco.org/financial-empowerment-center>

For businesses:

- <https://vcw-crater.com/employers/>

Target Industries

- Health Care & Social Assistance
- Retail & Trade
- Manufacturing
- Accommodations & Food Services
- Transportation Logistics & Warehousing

Education & Training Providers

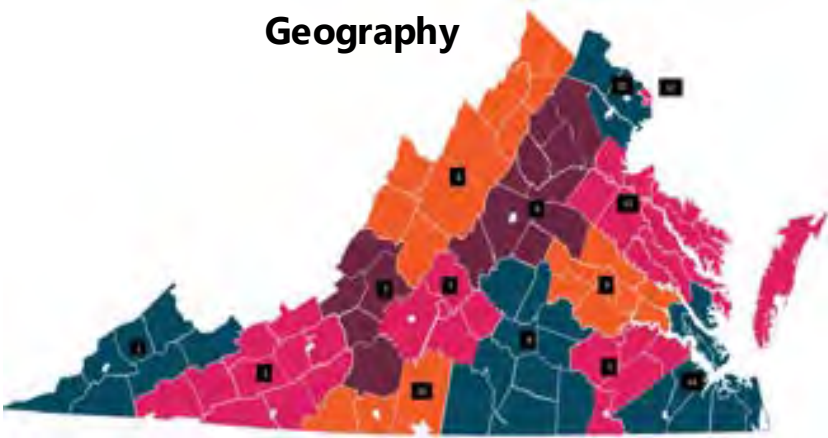
- Brightpoint Community College/Community College Workforce Alliance
- 160 Driving Academy
- Southside Programs for Adult & Continuing Education
- CC's Beauty School
- Virginia Career Solutions



Piedmont Region (Area #6)

Sarah Morton, Executive Director, 804-229-5627, smorton@vcwpiedmont.com

Geography



Target Industries

- Manufacturing & Distribution
- Financial & Business Services
- Food & Beverage Distribution
- Information Technology
- Hospitality & Tourism
- Healthcare Services
- Light Food and Beverage Manufacturing
- Agribusiness

Workforce Centers

- VCWP One-Stop Charlottesville Center, 943 and 944 Glenwood Station Lane, Charlottesville, VA 22901 (**Comprehensive**)
- VCWP One-Stop Culpeper Center, 210 Stevens St, Suite 200, Culpeper, VA 22701 (**Affiliate**)
- VCWP One-Stop Albemarle Center, 1600 5th St Ext, Charlottesville, VA 22902 (**Affiliate**)
- VCWP Mobile One-Stop Resources – Orange and Madison Counties

Education & Training Providers

- Piedmont Virginia Community College (PVCC)
- Thomas Jefferson Adult Center for Education (TJACE)
- Piedmont Regional Adult and Career Education Programs (PRACEP)
- Germanna Community College
- Laurel Ridge Community College
- Rappahannock Center for Education
- Charlottesville Albemarle Technology Education Center
- Culpeper Technology Education Center
- Career Nursing Academy
- 180AllSmiles Dental Assistant Academy
- National HealthCareer Certification Institute, LLC
- Carolina's Solution Group
- Culinary Concepts AB, Culinary School
- New Pathways Tech, Inc
- Orange County VIEW Adult Education Center

Key Partners & Initiatives

For individuals:

- WIOA Title I Services for Youth, Adult, and Dislocated Workers <https://vcwpiedmont.com/careerseekers/wioa/>
- Veteran Services for Veterans and their families <https://vcwpiedmont.com/careerseekers/veterans/>
- Department of Aging and Rehabilitative Services (DARS) <https://vcwpiedmont.com/about/partners/>
- Greene Farmers Market – promoting food resiliency <https://greenecommons.com/greene-farmers-market/>
- Department of Social Services – <https://vcwpiedmont.com/about/partners/>

For businesses:

- VCWP Business Services Team
 - Business Services Resource Guide
 - Employers Guide to Internships <https://vcwpiedmont.com/employers/>
- Career Pathways Guide for Employers <https://vcwpiedmont.com/employers/career-pathways-guide/>

For Schools:

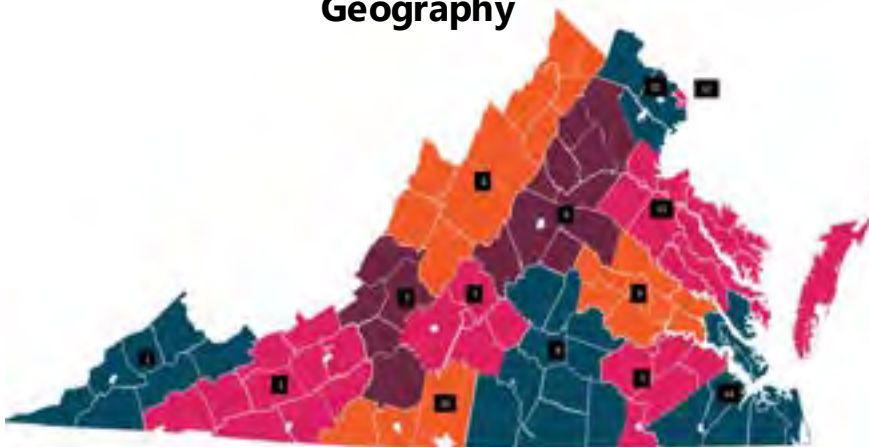
- Work-based Learning Academy to teach basic career skills to high school and middle school students throughout the Piedmont Region https://vcwpiedmont.com/WBLA_Framework.pdf



Central Region (Area #7)

Traci Blido, Executive Director, 434-258-8626, traci.blido@vcwcentral.com

Geography



Target Industries

- Healthcare
- Food and Beverage Manufacturing
- Steel and Metals Manufacturing
- Nuclear Technology
- Wireless Infrastructure and Communication
- Financial and Business Support Services

Workforce Centers

Virginia Career Works Lynchburg Center
(Comprehensive)
3125 Odd Fellows Road
Lynchburg, VA 24501
Phone: 434-455-5940

Education & Training Providers

- Centra College: www.centrahealth.com/college
- Central Virginia Community College: www.centralvirginia.edu
- Liberty University: www.liberty.edu
- Old Dominion Job Corps Center: olddominion.jobcorps.gov
- Randolph College: www.randolphcollege.edu
- Susie G. Gibson Science & Technology Center: bedfordsusieggibsonstc.sharpschool.net
- Raspberry Hill Adult Daytime Center – Nurse Aide Training: raspberrymission.org/adult-day-care-nurse-aide
- Sweet Briar College: www.sbc.edu
- University of Lynchburg: www.Lynchburg.edu
- Virginia Technical Institute: govti.org
- Virginia University of Lynchburg: wp.vul.edu

Key Partners & Initiatives

For individuals:

- Adult & Career Education (ACE) of Central Virginia: www.centralvaadulted.com/
- Bedford Area Resource Council: www.bedfordarearesourcecouncil.org
- Blue Ridge Reentry Council: facebook.com/blueridgereentrycouncil
- Goodwill Industries of the Valleys: www.goodwillvalleys.com
- HumanKind: www.humankind.org
- Impact Living Services: impactlivingservices.org
- Lynchburg Community Action Group (LynCAG): www.lyncag.org
- Parkview Community Mission: www.parkviewmission.org
- Patrick Henry Family Services: patrickhenry.org

For businesses:

- Central Virginia Business Services Team: vcwcentralregion.com/employers/business-services-team
- Lynchburg Regional Business Alliance: lynchburgregion.org
- Bedford Area Chamber of Commerce: bedfordareachamber.com



Geography

- Healthcare
- Educational Services
- Retail Trade
- Manufacturing
- Professional, Scientific, and Technical Services
- Construction

- Virginia Career Works South Boston Center, 2506 Houghton Ave, South Boston, VA 24592 (comprehensive)
- Virginia Career Works Keysville Center, 200 Daniel Road, Keysville, VA 23947
- Virginia Career Works Lake Country Center, 111 East Danville Street, South Hill, VA 23970

- Southside Virginia Community College
- Southern Virginia Higher Education Center
- Medical Careers Readiness
- The Warrior Workforce
- Or contact the Operations and Business Solutions Manager: Couper Lacks – clacks@vcwsouthcentral.com

- <https://vcwsouthcentral.com/resources/#communityResources>

- <https://vcwsouthcentral.com/resources/#communityResources>
- Or contact the Operations and Business Solutions Manager: Couper Lacks – clacks@vcwsouthcentral.com

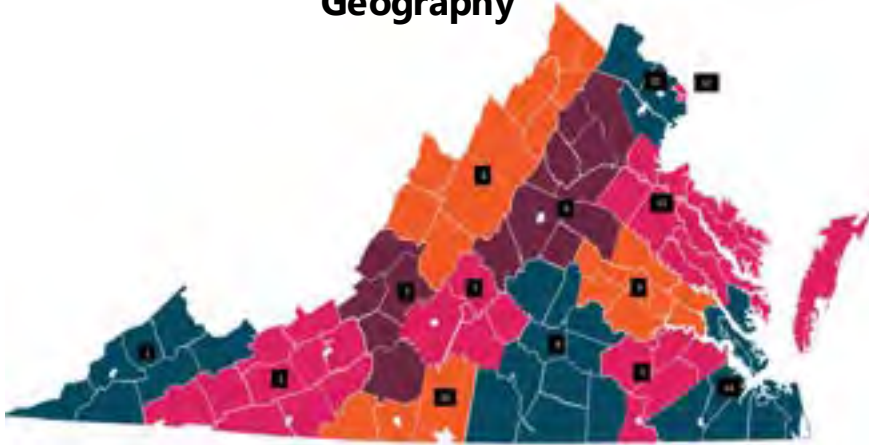


Capital Region (Area #9)

September 5, 2024

Brian Davis, Executive Director – brian.davis@Henrico.us or 804.652.3228

Geography



Workforce Centers

Chesterfield – 304 Turner Road, N. Chesterfield - 804.652.3490

Henrico – 121 Cedar Fork Road, Henrico - 804.952.6116

Richmond West – 4914 Radford Avenue, Richmond - 804.652.3240

Online orientation for jobseekers:

<https://vcwcapital.com/jobseekers/orientation/>

Key Partnerships & Current Initiatives

- Youth entrepreneurial efforts (Bossin' Up)
- Adult work-based learning focus
- Registered apprenticeship partnership with Richmond Redevelopment and Housing Authority and Community College Workforce Alliance
- Business Solutions Team
- Partner Resources: <https://vcwcapital.com/resources/>

Target Industries

- Advanced Manufacturing
- Healthcare
- Logistics
- Professional, Scientific and Technical

Education & Training Providers

<https://vawc.virginia.gov/vosnet/drills/program/ApprovedPrograms.aspx>



West Piedmont Region (Area #10)

Tyler Freeland, Chief Executive Officer: tyler@vcwwestpiedmont.org 276-656-6190 (office)

Geography

- Serving the cities of Martinsville and Danville and the counties of Henry, Pittsylvania and Patrick.



Workforce Centers

- Virginia Career Works Martinsville
- Virginia Career Works Danville
- Virginia Career Works Patrick County (affiliate)

<https://www.vcwwestpiedmont.com/centers>

Key Partners & Initiatives

- For individuals:** [Virginia Career Works - Individual Services](#)
- Partners:** Pittsylvania County Community Action Agency, Adult Education, DARS, DSS, Southern Area Agency on Aging, Solutions that Empower People, Inc.

Target Industries

- Manufacturing
- Healthcare and Life Sciences
- Information Technology and Telecommunications
- Transportation and Warehousing
- Business Services and Management

Education & Training Providers

- Patrick & Henry Community College
- Danville Community College
- Medical Solutions Academy
- Elite Driving School
- New Leaf AHEC

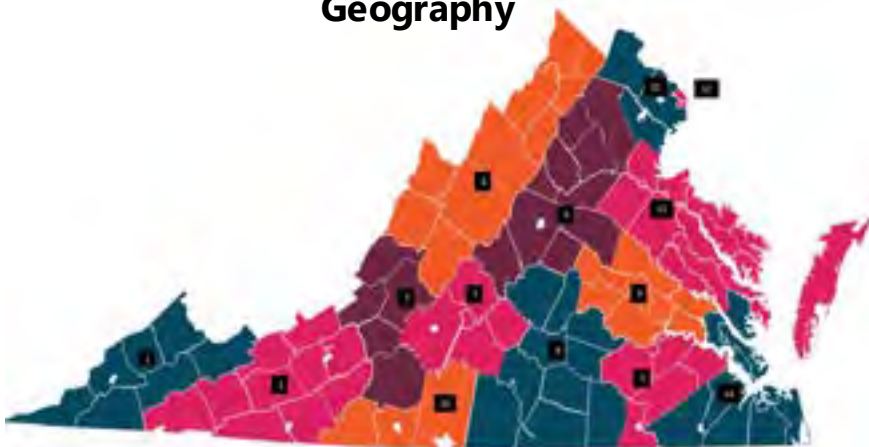
- For businesses:** [Virginia Career Works – Business Services](#)
- Partners:** Chambers of Commerce, Economic Development, Institute for Advanced Learning and Research, various education partners, various workforce partners



Northern Region (Area #11)

David A. Hunn, Executive Director, 703-827-3782, david.hunn@vcwnorthern.com

Geography



Target Industries

- Professional, Scientific and Technical
- Information Technology
- Health Care
- Transportation and Logistics
- Construction and Trades

Workforce Centers

- American Job Center Prince William, 13370 Minnieville Road, Woodbridge, VA 22192 (**Comprehensive**)
- American Job Center, Annandale, 7611 Little River Turnpike, Suite 300W, Annandale, VA 22003
- American Job Center, Alexandria, 5520 Cherokee Avenue, Suite 100, Alexandria, VA 22312
- American Job Center, Loudoun Workforce Resource Center, AutoZone Shopping Center, 705 East Market Street, Leesburg, VA 20176
- American Job Center, South Fairfax County, 8350 Richmond Highway, Suite 327, Fairfax, VA 22309

Education & Training Providers

- George Mason University
- Northern Virginia Community College
- Fairfax County Schools Adult and Community Education
- 1st CDL Training School of Northern Virginia
- Shippers Choice
- Intellectual Point

Key Partners & Initiatives

For individuals:

- Talent Up Fairfax <https://www.talentupfairfax.com/>
- Prince William ELEVATE <https://vcwnorthern.com/elevate/>
- Northern Virginia Ticket to Work <https://vcwnorthern.com/ticket-to-work/>
- Northern Virginia Senior Community Service Employment Program <https://vcwnorthern.com/scsep/>
- Career Paths for Refugees <https://vcwnorthern.com/refugees/>
- Career Resources for Reentry Jobseekers <https://vcwnorthern.com/jobseekers/reentry-resources/>
- TANF Employment Supports for Lifelong Achievement <https://vcwnorthern.com/esla/>
- LinkedIn Learning for Jobseekers <https://vcwnorthern.com/jobseekers/linkedin-learning/>
- Prince William Financial Empowerment Center <https://vcwnorthern.com/pwfec/>

For businesses:

- Northern Virginia Employer Solutions Team <https://vcwnorthern.com/employers/>
- Northern Virginia Incumbent Worker Program <https://vcwnorthern.com/incumbent-worker/>

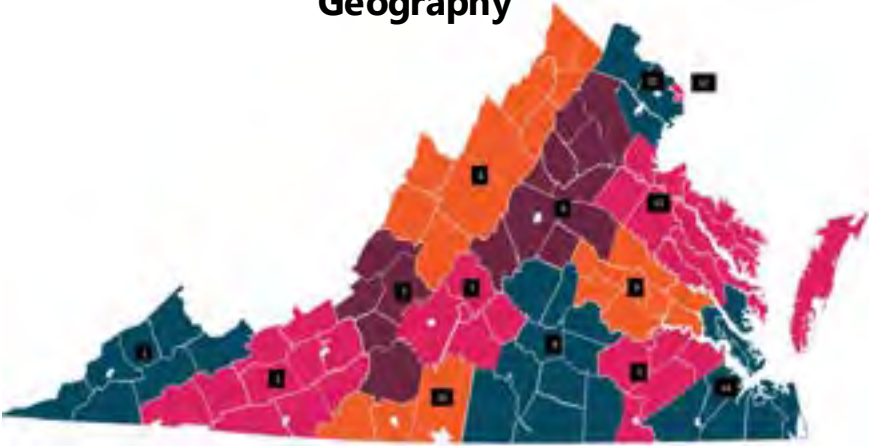


Alexandria/Arlington Region (Area #12)

September 5, 2024

David Remick, Executive Director, 703-228-1412, dremick@arlingtonva.us

Geography



Workforce Centers

- [Alexandria Workforce Development Center](#) (Comprehensive)
- [Arlington Employment Center](#) (Comprehensive)

Key Partners & Initiatives

- [Alexandria Department of Community and Human Services](#)
- [Arlington Department of Human Services](#)
- Regional Business Services Team (POC: [D. Remick](#))
- [Alexandria Economic Development Partnership](#)
- [Arlington Economic Development](#)
- <https://alexandriarlington.skillupamerica.org/>

We do not focus on specific career initiatives. We manage multiple funding streams to support job seekers achieve their specific career interests.

Target Industries

- Professional, Scientific and Technical
- Public Administration
- Accommodations & Food Service
- Health Care & Social Assistance
- Transportation and Logistics
- Retail Trade

Education & Training Providers

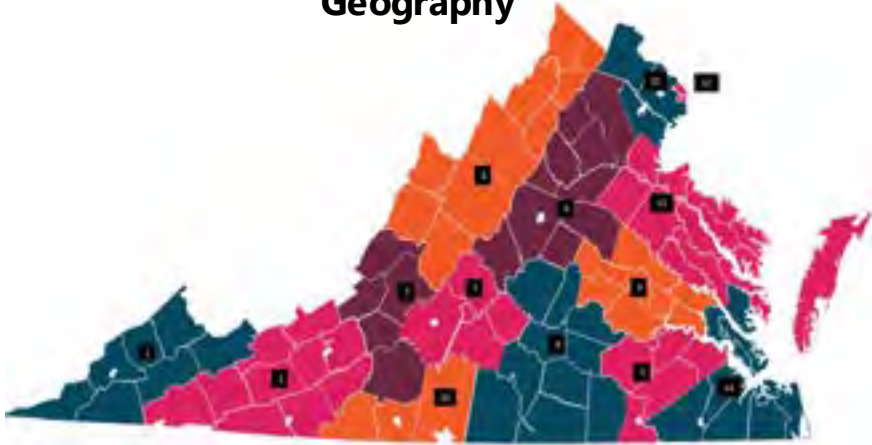
- George Mason University
- Northern Virginia Community College
- Arlington Education and Employment Program
- 1st CDL Training School of Northern Virginia
- Security University
- Kitchen of Purpose



Bay Consortium Region (Area #13)

Jackie Davis, Executive Director, 804-456-7651, jdavis@baywib.org

Geography



Virginia Career Works Centers

- American Job Center Fredericksburg, 10304 Spotsylvania Ave, Suite 100, Fredericksburg, VA 22408
(**Comprehensive**)
- American Job Center Northern Neck, 487 Main Street, Warsaw, VA 22572
(**Affiliate**)
- American Job Center Eastern Shore, 25036 Lankford Hwy, Onley, VA 23418
(**Affiliate**)

Key Partners & Initiatives

For individuals:

- TransferVR – Giles Scott – gscott@baywib.org
<https://transfrinc.com/>
- Metrix Learning – Steven Golas – sgolas@baywib.org
<https://bayconsortium.metrixlearning.com/>
- Rappahannock Goodwill Industries – Adult, Dislocated Worker and Youth Services – Greater Fredericksburg
- Rappahannock Community College – Adult, Dislocated Worker and Youth Services – Northern Neck and Middle Peninsula
- Eastern Shore Community -College – Adult, Dislocated Worker and Youth Services – Eastern Shore
- Resources for Job Seekers
<https://www.vcwibay.com/resources/#jobseekers>

For businesses:

- Business Services Teams – Jacob McCaleb,
jmccaleb@baywib.org
- Incumbent Worker Program
- On-the-Job Training Program
- Resources for Employers
<https://www.vcwibay.com/resources/#employers>

Target Industries

- Information Technology
- Health Care
- Transportation and Logistics

Education & Training Providers

- Germanna Community College
- Rappahannock Community College
- Eastern Shore Community College
- Virginia Career Solutions (Formerly New Horizons)
- 2020 CDL Driving School
- CDS Tractor Trailer Training

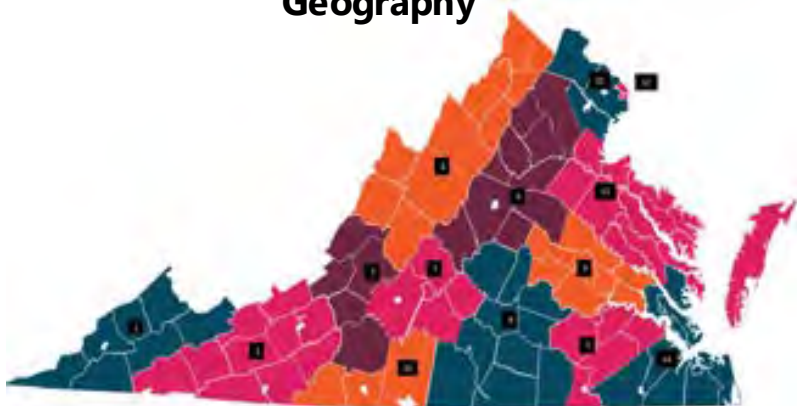


Hampton Roads (Area #14)

September 5, 2024

Shawn Avery, President and CEO, 757-314-2370, savery@theworkforcecouncil.org

Geography



Target Industries

- Maritime
- Information Technology
- Health Care
- Transportation and Logistics
- Construction and Trades

Workforce Centers

Hampton - 600 Butler Farm Road, Room 1015, Hampton, VA
 Norfolk - 861 Glenrock Road, Suite 100, Norfolk, VA
 Suffolk - 157 North Main Street, Suffolk, VA
 Franklin - 120 North Main Street - Room 222, Franklin, VA
 Portsmouth - 4010-C Victory Blvd, Portsmouth VA
 Williamsburg - 4601 Opportunity Way, Room 118, Williamsburg, VA

Education & Training Providers

Tidewater Community College
 Paul D. Camp Community College
 Virginia Peninsula Community College
 Rappahannock Community College
 ECPI University
 AIM/Centura/Tidewater Tech
 Old Dominion University
 Norfolk State University
 Regent University
 Virginia Wesleyan College

Key Partners & Initiatives

For individuals:

The Stop Organization
 Urban League of Hampton Roads
 AARP
 Senior Services of Southeastern Virginia
 Department for the Blind and Vision Impaired
 Eggleston Services
 Job Corps
 Virginia Employment Commission

For businesses:

Hampton Roads Alliance
 Hampton Roads Chamber of Commerce
 Franklin Southampton Chamber of Commerce
 Greater Williamsburg Chamber of Commerce
 Virginia Peninsula Chamber of Commerce
 Visit: www.theworkforcecouncil.org/strategic-partners/ for contact information



Organized Views



Workforce Education & Training

1. Adult Education and Literacy (VDOE)
2. Apprenticeships (DOC)
3. DOC Vocational Rehabilitation (DOC)
4. Commonwealth Center for Advanced Manufacturing (VIPC)
5. Virginia Space Grant Consortium (ODU)
6. Hampton Roads Skilled Trades Rapid On-ramp Network for Growth - "HR STRONG" (VA Works)
7. Virginia Talent + Opportunity Program - "VTOP" (SCHEV)
8. Institutes of Excellence for Non-Credit Training and Instruction (VCCS)
9. New Economy Workforce Credential Grant - "FastForward" (SCHEV)
10. Postsecondary Career and Technical Educations - "PERKINS" (VCCS)
11. Registered Apprenticeship (VA Works)
12. Roanoke Higher Education Center*
13. Secondary CTE - "PERKINS" (VDOE)
14. Semiconductor Career Certification Program (VAST)
15. Supplemental Nutrition Assistance Program Employment and Training - "SNAP" (DSS)
16. Southwest Virginia Higher Ed Center Workforce Training Programs - "SWVHEC"*
17. Institute for Advanced Learning and Research Workforce Programs - "IALR"*
18. Southern Virginia Higher Ed Center Workforce Training Programs - "SVHEC"
19. Training and Operations (DFP)
20. Training for Residential Energy Contractors (Virginia Energy)*
21. Virginia Initiative for Employment Not Welfare - "VIEW" (DSS)
22. Workforce Development Grant Program (DRPT)
23. Waterman's Apprentice Program (VMRC)
24. WIOA Adult (VA Works)
25. WIOA Dislocated Worker (VA Works)
26. WIOA Youth (VA Works)
27. Work Certifications (DOC)



Supportive Services

28. Employment Service Program, Wagner-Peyser (VA Works)
29. Family Engagement Services (DSS)
30. Military Education & Workforce Initiative (DVS)
31. Military Medics and Corpsman Program (DVS)
32. Refugee Support Services Program - "RSSEP" (DSS)
33. Rapid Response (VA Works)
34. Reemployment Services and Eligibility Assessment - "RESEA" (VA Works)
35. Senior Community Service Employment Program - "SCSEP" (DARS)
36. State General Vocational Rehabilitation Program (DARS)
37. Trade Adjustment Assistance (VA Works)
38. Virginia Initiative for Building Earning Capacity of Parents (DSS)
39. Vocational Rehabilitation Program (DBVI)
40. Workforce Development Program (DJJ)



Business Support Services

41. Foreign Labor Certification (VA Works)
42. Talent Accelerator Program (VEDP)
43. Tech Talent Investment (VEDP)
44. Virginia Jobs Investment Program (VEDP)
45. Virginia Values Veterans (DVS)

*Program will be added to catalog in the next iteration



Capacity Building

46. Advanced Manufacturing Talent Investment Program and Fund Pilot (VEDP)
47. Broadband Equity, Access, and Development Program (DHCD)*
48. Commonwealth Cyber Initiative (VIPC)
49. Earn to Learn Nursing Education Acceleration Program (VDH)
50. Get Skilled, Get a Job, Give Back "G3" Innovation and Program Grants (VCCS)
51. Growth and Opportunity Fund - "GO Virginia" (DHCD)
52. Jobs for Veterans (Virginia Works)
53. - 55. Virginia Nursing Scholarship Programs (for CNAs, nurse educators, LPN, RN, NP) (VDH)
56. Virginia Nurse Preceptor Incentive Program (VDH)
57. - 58. Virginia Loan Repayment Programs for Healthcare Jobs (Behavioral Health, State-wide - "BHLRP" AND "SLRP")
59. Virginia J-1 Waiver Programs (VDH)
60. Work Opportunity Tax Credit (VA Works)
61. Coalfield Workforce Development & Training Fund (VCEDA)

PROGRAMS FOR INDIVIDUALS

Workforce Education and Training Programs for Any Individual

- Adult Education and Literacy (VDOE)
- Apprenticeships (DOC)
- DOC Vocational Rehabilitation (DOC)
- Commonwealth Center for Advanced Manufacturing (VIPIC)
- Virginia Space Grant Consortium (ODU)
- Hampton Roads Skilled Trades Rapid On-ramp Network for Growth - "HR STRONG" (VA Works)
- Virginia Talent + Opportunity Program - "VTOP" (SCHEV)
- Institutes of Excellence for Non-Credit Training and Instruction (VCCS)
- New Economy Workforce Credential Grant - "FastForward" (SCHEV)
- Postsecondary Career and Technical Educations - "PERKINS" (VCCS)
- Registered Apprenticeship (VA Works)
- Roanoke Higher Education Center Secondary CTE - "PERKINS" (VDOE)
- Semiconductor Career Certification Program (VAST)
- Supplemental Nutrition Assistance Program Employment and Training - "SNAP" (DSS)
- Southwest Virginia Higher Ed Center
- Workforce Training Programs - "SWVHEC"
- Institute for Advanced Learning and Research Workforce Programs - "IALR"
- Southern Virginia Higher Ed Center Workforce Training Programs - "SVHEC"
- Training and Operations (DFP)
- Training for Residential Energy Contractors (Virginia Energy)*
- Virginia Initiative for Employment Not Welfare - "VIEW" (DSS)
- Workforce Development Grant Program (DRPT)
- Waterman's Apprentice Program (VMRC)
- WIOA Adult (VA Works)
- WIOA Dislocated Worker (VA Works)
- WIOA Youth (VA Works)
- Work Certifications (DOC)

Supportive Services

Unemployed Individuals

- Employment Service Program, Wagner-Peyser (VA Works)
- Rapid Response (Virginia Works)
- Reemployment Services and Eligibility Assessment - "RESEA" (VA Works)
- Trade Adjustment Assistance (VA Works)

Disabled Individuals

- State General Vocational Rehabilitation Program (DARS)
- Vocational Rehabilitation Program (DBVI)

Families

- Family Engagement Services (DSS)
- Virginia Initiative for Building Earning Capacity of Parents (DSS)

Veterans, Activity Duty Military, & Law Enforcement

- Military Education & Workforce Initiative (DVS)
- Military Medics and Corpsman Program (DVS)
- Workforce Development Program (DJJ)

Seniors

- Senior Community Service Employment Program - "SCSEP" (DARS)

Refugees

- Refugee Support Services Program (DSS)

PROGRAMS FOR BUSINESSES

Business Support Services

- Foreign Labor Certification (VA Works)
- Talent Accelerator Program (VEDP)
- Tech Talent Investment (VEDP)
- Virginia Jobs Investment Program (VEDP)
- Virginia Values Veterans (DVS)

Programs for Individuals and Businesses

Capacity Building

- Advanced Manufacturing Talent Investment Program and Fund Pilot (VEDP)
- Broadband Equity, Access, and Development Program (DHCD)*
- Commonwealth Cyber Initiative (VIPIC)
- Earn to Learn Nursing Education Acceleration Program (VDH)
- Get Skilled, Get a Job, Give Back "G3" Innovation and Program Grants (VCCS)
- Growth and Opportunity Fund - "GO Virginia" (DHCD)
- Jobs for Veterans (Virginia Works)
- Virginia Nursing Scholarship Programs (for CNAs, nurse educators, LPN, RN, NP) (VDH)
- Virginia Nurse Preceptor Incentive Program (VDH)
- Virginia Loan Repayment Programs for Healthcare Jobs (Behavioral Health, State-wide - "BHLRP" AND "SLRP")
- Virginia J-1 Waiver Programs (VDH)
- Work Opportunity Tax Credit (VA Works)
- Coalfield Workforce Development & Training Fund (VCEDA)

Cross-Industry Education & Training

- Adult Education and Literacy (VDOE)
- Hampton Roads Skilled Trades Rapid On-ramp Network for Growth - "HR STRONG" (VA Works)
- Institute for Advanced Learning and Research Workforce Programs - "IALR"
- Institutes of Excellence for Non-Credit Training and Instruction (VCCS)
- New Economy Workforce Credential Grant - "FastForward" (SCHEV)
- Postsecondary Career and Technical Educations - "PERKINS" (VCCS)
- Registered Apprenticeship (VA Works)
- Roanoke Higher Education Center
- Secondary CTE - "PERKINS" (VDOE)
- Supplemental Nutrition Assistance Program Employment and Training (DSS)
- Southern Virginia Higher Ed Center Workforce Training Programs - "SVHEC"
- Southwest Virginia Higher Ed Center Workforce Training Programs - "SWVHEC"
- Virginia Talent + Opportunity Program - "VTOP" (SCHEV)
- Virginia Initiative for Employment Not Welfare - "VIEW" (DSS)
- Virginia Space Grant Consortium (ODU)
- Workforce Development Grant Program (DRPT)
- WIOA Adult (VA Works)
- WIOA Dislocated Worker (VA Works)
- WIOA Youth (VA Works)

Advanced Manufacturing

- Commonwealth Center for Advanced Manufacturing (VIPIC)
- Semiconductor Career Certification Program (VAST)

Public Safety

- Apprenticeships (DOC)
- DOC Vocational Rehabilitation (DOC)
- Training and Operations (DFP)
- Work Certifications (DOC)

Natural Recourses

- Training for Residential Energy Contractors (Virginia Energy)*
- Waterman's Apprentice Program (VMRC)

Business Support Services

- Foreign Labor Certification (VA Works)
- Talent Accelerator Program (VEDP)
- Tech Talent Investment (VEDP)
- Virginia Jobs Investment Program (VEDP)
- Virginia Values Veterans (DVS)

Supportive Services for Individuals

- Employment Service Program, Wagner-Peyser (VA Works)
- Family Engagement Services (DSS)
- Military Education & Workforce Initiative (DVS)
- Military Medics and Corpsman Program (DVS)
- Rapid Response (VA Works)
- Refugee Support Services Program - "RSSEP" (DSS)
- Reemployment Services and Eligibility Assessment - "RESEA" (VA Works)
- Senior Community Service Employment Program - "SCSEP" (DARS)
- State General Vocational Rehabilitation Program (DARS)
- Trade Adjustment Assistance (VA Works)
- Virginia Initiative for Building Earning Capacity of Parents (DSS)
- Vocational Rehabilitation Program (DBVI)
- Workforce Development Program (DJJ)

Cross-Industry Capacity Building Initiatives

- Get Skilled, Get a Job, Give Back "G3" Innovation and Program Grants (VCCS)
- Jobs for Veterans (Virginia Works)
- Virginia J-1 Waiver Programs (VDH)
- Work Opportunity Tax Credit (VA Works)

Capacity Building Initiatives for the Healthcare Industry

- Earn to Learn Nursing Education Acceleration Program (VDH)
- Virginia Nursing Scholarship Programs (for CNAs, nurse educators, LPN, RN, NP) (VDH)
- Nursing Preceptor Incentive Program (VDH)
- Virginia Loan Repayment Programs for Healthcare Jobs (Behavioral Health, State-wide - "BHLRP" AND "SLRP")

Capacity Building for Manufacturing, Infrastructure, and Technology

- Advanced Manufacturing Talent Investment Program and Fund Pilot (VEDP)
- Broadband Equity, Access, and Development Program
- Coalfield Workforce Development & Training Fund (VCEDA)
- Commonwealth Cyber Initiative (VIPIC)
- Growth and Opportunity Fund - "GO Virginia" (DHCD)

Commerce and Trade

- Growth and Opportunity Fund – “GO Virginia” (DHCD)
- Broadband Equity, Access and Development Program (DHCD)
- Coalfield Workforce Development & Training Fund (VCEDA)
- Talent Accelerator Program (VEDP)
- Tech Talent Investment (VEDP)
- Virginia Jobs Investment Program (VEDP)
- Semiconductor Career Certification Program (VAST)
- Advanced Manufacturing Talent Investment Program and Fund Pilot (VEDP)
- Commonwealth Center for Advanced Manufacturing (VIPC)
- Commonwealth Cyber Initiative (VIPC)
- Training for Residential Energy Contractors (Virginia Energy)

Labor

- Network for Growth - “HR STRONG” (VA Works)
- Rapid Response (VA Works)
- Registered Apprenticeship (VA Works)
- WIOA Adult (VA Works)
- WIOA Dislocated Worker (VA Works)
- WIOA Youth (VA Works)
- Employment Service Program, Wagner-Peyser (VA Works)
- Reemployment Services and Eligibility Assessment – “RESEA” (VA Works)
- Trade Adjustment Assistance (VA Works)
- Jobs for Veterans (Virginia Works)
- Work Opportunity Tax Credit (VA Works)
- Foreign Labor Certification (VA Works)

Health and Human Services

- Senior Community Service Employment Program – “SCSEP” (DARS)
- State General Vocational Rehabilitation Program (DARS)
- Vocational Rehabilitation Program (DBVI)
- Virginia Initiative for Employment Not Welfare – “VIEW” (DSS)
- Family Engagement Services (DSS)
- Refugee Support Services Program – “RSSEP” (DSS)
- Virginia Initiative for Building Earning Capacity of Parents (DSS)
- SNAP E&T (DSS)
- Earn to Learn Nursing Education Acceleration Program (VDH)
- Virginia Nursing Scholarship Programs (for CNAs, nurse educators, LPN, RN, NP) (VDH)
- Virginia Nurse Preceptor Incentive Program (VDH)
- Virginia Loan Repayment Programs for Healthcare Jobs (Behavioral Health, State-wide – “BHLRP” AND “SLRP”)
- Virginia J-1 Waiver Programs (VDH)

Education

- Adult Education and Literacy (VDOE)
- Secondary CTE - “PERKINS” (VDOE)
- Virginia Talent + Opportunity Program – “VTOP” (SCHEV)
- New Economy Workforce Credential Grant – “FastForward” (SCHEV)
- Roanoke Higher Education Center
- Southwest Virginia Higher Ed Center– “SVVHEC”
- Institute for Advanced Learning and Research Workforce Programs – “IALR”
- Southern Virginia Higher Ed Center Workforce– “SVHEC”
- Institutes of Excellence for Non-Credit Training and Instruction (VCCS)
- Postsecondary Career and Technical Educations - “PERKINS” (VCCS)
- Institutes of Excellence for Non-Credit Training and Instruction (VCCS)
- Get Skilled, Get a Job, Give Back (VCCS)
- Virginia Space Grant Consortium (ODU)

Public Safety

- Training and Operations (DFP)
- Workforce Development Program (DJJ)
- Apprenticeships (DOC)
- DOC Vocational Rehabilitation (DOC)
- Work Certifications (DOC)

Veterans and Defense Affairs

- Military Education & Workforce Initiative (DVS)
- Military Medics and Corpsman Program (DVS)
- Virginia Values Veterans (DVS)

Transportation

- Workforce Development Grant Program (DRPT)

Natural and Historic Resources

- Waterman's Apprentice Program (VMRC)

Programs	FY25 House Labor, HHS, Education	FY25 Senate Labor, HHS, Education	FY24 Conference Labor, HHS, Education
Workforce Innovation and Opportunity Act Title I – State Formula Grants	\$1,981,202,000	\$2,929,332,000	\$2,929,332,000
WIOA Adult	\$173,649,000	\$885,649,000	\$885,649,000
WIOA Dislocated Worker	\$1,095,553,000	\$1,095,553,000	\$1,095,553,000
WIOA Youth	\$0	\$948,130,000	\$948,130,000
Wagner-Peyser/Employment Service Grants	\$653,639,000	\$653,639,000	\$658,639,000
Workforce Data Quality Initiative Grants	\$6,000,000	\$6,000,000	\$6,000,000
Apprenticeship Grants	\$150,000,000	\$290,000,000	\$285,000,000
DW National Reserve	\$325,859,000	\$302,859,000	\$300,859,000
Native American Programs	\$65,000,000	\$60,000,000	\$60,000,000
Ex-Offender Activities	\$60,000,000	\$115,000,000	\$115,000,000
Migrant and Seasonal Farmworkers	\$97,396,000	\$97,396,000	\$97,396,000
YouthBuild	\$110,000,000	\$110,000,000	\$105,000,000
Senior Community Service Employment Program	\$0	\$405,000,000	\$405,000,000
Trade Adjustment Assistance	\$33,900,000	\$33,900,000	\$30,700,000
Career and Technical Education State Grants	\$1,449,848,000	\$1,497,269,000	\$1,439,848,000
Adult Education State Grants and National Leadership Activities	\$714,455,000	\$729,167,000	\$715,455,000
Combined CTE and Adult Ed	\$2,186,436,000	\$2,226,436,000	\$2,181,436,000
Vocational Rehabilitation	\$4,389,957,000	\$4,219,297,000	\$4,253,834,000
Career Training Fund			\$0
Career Connected High School			
Civilian Climate Corp			\$0
Strengthen Community College Grant Program	\$65,000,000	\$65,000,000	\$65,000,000

FY2025 President's Budget
\$2,929,332,000
\$885,649,000
\$1,095,553,000
\$948,130,000
\$653,639,000
\$6,000,000
\$335,000,000
\$277,859,000
\$60,000,000
\$120,000,000
\$97,396,000
\$105,000,000
\$405,000,000
\$353,462,000
\$1,469,848,000
\$715,455,000
\$2,185,303,000
\$4,253,834,000
\$8,000,000,000
\$31,780,000
\$8,000,000,000
\$70,000,000

<p style="text-align: center;">The SkillSource Group, Inc. SUMMARY OF PENDING FUNDING AND DEVELOPMENT ACTIVITIES To the Virginia Career Works Northern Board of Directors September 5, 2024</p>				
Project Name/Solicitation	Funding Request	SOG Funding	#s to Be Served	Proposal Status
APPROVED				
Virginia Department of Social Services - Employment and Training for TANF and Income Eligible Participants (BEN-24-060)	\$361,942	\$361,942	75	APPROVED at \$299,558
National Council on Aging - Senior Community Service Employment Program (SCSEP) for FY 2025 - Four Months Award	\$350,000	\$350,000	130	Interim Funding Pending Full Year Award
Virginia Department of Social Services - Employment and Training for TANF and Income Eligible Participants for Employment Service Organizations (ESOs) (BEN-24-086)	\$350,000	\$350,000	75	Approved
NOT APPROVED				
U.S. Department of Labor Pathway Home - Employment Services to Offenders	\$1,633,210	\$1,633,210	235	NOT APPROVED
Arlington Economic Development Talent Initiative	\$214,119	\$214,119	7	NOT APPROVED
PENDING				
Dominion Energy Charitable Foundation Proposal	\$10,000	\$10,000	N/A	Pending
U.S. Department of Labor Building Pathways to Infrastructure Jobs Grant Program (Six Year Grant Proposal)	\$1,850,000	\$250,000	300	Pending
Arlington County Government - Provision of WIOA Adult and Dislocated Worker Services at the Arlington Employment Center	\$350,000	\$350,000	50	Pending
	\$2,210,000	\$610,000	350	