



NORTHERN REGION

Board of Directors Meeting

Agenda and Meeting Materials

**Thursday March 5, 2026
8:30 a.m. – 10:00 a.m.**

[Meeting via Microsoft Teams](#)

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

**Thursday March 5, 2026
8:30 a.m. – 10:00 a.m.**

Roll Call

Chairman's Report

Approval of December 4, 2025 Quarterly Board Meeting Summary Notes

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

Award of Virginia Career Works – Northern Quarterly Employer Impact Award to Inova Health

Necessary Board Actions Aligned with Approved 2025-2027 Strategic Priorities

Become a Thought Leader for Workforce Development

- Update on Executive Search - New VCWN Executive Director/*SkillSource* Group President and CEO
- Review of Pending 2026 Virginia Workforce Assembly Legislation
- FY 2027 Budget Outlook – Challenges in Maintaining Current Programs

Build Sustainable Partnerships with Employers in Target Industries

- Approval of 2026 Quarter 1 VCW Northern Regional Employer Impact Award
- Talent Up Fairfax Award - Apolitical's 50 States, 50 Breakthroughs

Expand Talent Pipeline of Youth and Adults for Business

- State Virginia Works Staff Transfer May Force Closure of Cherokee Avenue Center
- Planning for the 2026 Summer Youth Employment Program
- Update on Programs for Impacted Federal Workers and Contractors

Focus on Quality Services through Data Collection and Continuous Improvement

- Northern Virginia One Stop Operator Report on Caseload and Outcomes in FY 2026

Board Business Items

- Program Management Reports
- Executive Director Items

Adjourn

Virginia Career Works Northern Region

Thursday, December 4, 2025

Quarterly Board of Directors Meeting

Summary Notes

Members Present In-Person:

Swati Aneja
Robert Bartolotta
Michael Becketts
Joseph Diaz
Debora Harvey

Daniel McGuire
Michael Morgan
Rachel Payne
Christopher Rieley
Roopal Saran

Daisy Saulls
Zuzana Steen
William Trumbull

Members Present Virtually:

Julie Coons
George Harben

Debby Hopkins
Susan Orehowsky

Leanne Rerko
Todd Rowley

Executive Director (In-Person): David Hunn

Staff (In-Person): Seema Jain, Sabrina Miller, Robert Mahon

Staff (Virtual): Rebecca Bennett, Virginia Judd, Angela Harris, Haimanot Andualem, Suzanne Boudreaux, Ann Hyslop, Sheila Jones, Eliza Chappell, Jannette Sequeira, Karla Quiroz, Helen Hakiza, Anna Cuba, Ahsan Ijaz

Observers (Virtual): Marie Grayson-George, Kellan Graves, Jamie Hudson, Trang Montgomery, Tatiana Nuth, Andrew Everett, Greg Vaughn, Robin Baker, Sandra Zacarias, Shelly Rodriguez, Jennifer Van Buren, Rae Nguyen, Dai Nguyen, Thea Piquette, Rebecca Thompson

The meeting commenced at **8:34 a.m.**

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

Approval of September 4, 2025 Summary Notes: A motion was made by Debora Harvey to approve the Board Summary notes from September 4, 2025 and was seconded by George Harben. The Summary notes were approved unanimously by the full Board of Directors, with no abstentions.

Chairman's Report:

Ed Trumbull, Chairman of the Virginia Career Works Northern Region Board of Directors, welcomed Board Members and attendees to the final Board meeting of 2025, acknowledging both in-person and virtual participants.

Mr. Trumbull reflected on the significant employer disruptions impacting the region, including large-scale federal employee layoffs and early retirement buyouts. He noted that the Board and local workforce area have navigated substantial funding challenges and program uncertainties over the past six months. Staff will present the final FY 2026 Budget, developed after extensive discussions with the Fairfax County Department of Family Services, the WIOA One-Stop Operator. The budget includes funding reductions, staffing shifts, and program revisions; however, no Fairfax County or The SkillSource Group, Inc. staff positions were eliminated for FY 2026. Difficult funding decisions are anticipated as planning begins for FY 2027.

The Board will continue monitoring Congressional budget negotiations, with a new federal deadline of January 2026. The Administration and U.S. House have proposed significant reductions to WIOA Adult, Youth, and SCSEP programs, while the U.S. Senate version maintains funding at approximately current levels.

During the recent federal government shutdown, there were concerns that local WIOA funds would be depleted before new PY 2025 allocations were released. Intervention by the Virginia Works Commissioner resulted in the release of full-year WIOA allocations to local workforce areas.

Board staff are coordinating with Virginia Works and the Governor's Office to track increased walk-in traffic at American Job Centers from dislocated federal workers and contractors. In November, Virginia Works awarded \$551,000 in Rapid Response funding to support affected workers over the next year. Leadership continues discussions with program managers to prepare for potential additional federal funding reductions in FY 2027.

In September, the Board approved its third Quarterly Employer Recognition Award for the Children and Youth Services Program at Fort Belvoir, Virginia, with a formal presentation scheduled. The Chair also announced a proposed fourth-quarter Employer Recognition Award for Board approval.

Program outcomes were highlighted: during FY 2025 (through June 2025), VCW Northern American Job Centers served more than 50,000 customers. In the first four months of FY 2026, over 19,000 jobseekers were served, with more than 85% identified as low-skilled, low-income adults seeking workforce entry.

Mr. Trumbull concluded by welcoming new Board Member Michael Morgan, Executive Director of the Northern Virginia Black Chamber of Commerce.

The Chair invited questions before moving into the printed agenda.

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 September 2025, the SSG Board of Directors met and acted on the following items:

- Approved a Final FY 2026 SkillSource Budget, given the late release of information from the Federal Labor Department, which will be presented later at this meeting today. As Ed Trumbull mentioned earlier, this Final Budget for the current fiscal year required substantial reductions from SkillSource as well as the Fairfax County Department of Family Services. We all need to start preparing for our FY 2027 Budget starting in July 2026
- Approved and accepted The SkillSource Group FY 2025 Audit Basic Financial Statements and which are located on page 26 of today’s Board Package. This year’s Audit was clean, with no Findings or Concerns. Our audit firm, GRF, was not able to complete the Uniform Guidance Audit, due to the hold-up of critical audit guidance from the Federal Government shut-down. We anticipate the SkillSource Group Uniform Guidance Audit for FY 2025 will be completed later this month and the results will be shared with this Board by email distribution in January 2026.
- The SkillSource Group, Inc. and the Virginia Career Works Northern Region, has achieved the Platinum Seal of Transparency for 2025 with Candid. <https://candid.org/>
- The SkillSource Group Board of Directors has released a Request for Proposals for Executive Search firms to work with our Board to conduct a search for the President and CEO and Executive Director of the Virginia Career Works Northern Region. The RFP responses are due December 31, 2025 and the firm selection and search will likely commence in late January 2026. The RFP is listed on the Virginia Career Works Northern website and there is also a link from page 21 in today’s Board package.

Youth Committee: Leanne Rerko reported for the Youth Committee

- The Youth Committee last met on September 16, 2025.
- As of August 2025, the Northern Virginia WIOA Youth Program was at 151 enrollments, with 4 In-School Youth enrollment. Over 80% youth are Basic Skills Deficient and 56% have a disability. Northern Virginia is the second largest WIOA Youth Program in the State.
- The Committee was updated on outcomes for the summer Educating Youth through Employment (EYE) Program, which placed 123 young adults into summer employment.
- The Committee reviewed the PY 2024 obligations and expenditures – as of July 2025, the program has obligated and spent approximately \$1.31 million of the \$1.35 million in funds available. Currently, VCWN has spent all PY 2024 WIOA Youth funding.
- Lastly, the Committee reviewed the budget considerations and reductions needed for FY 2026, for both SkillSource and the Northern Virginia WIOA Youth Program Operator to Fairfax County Department of Family Services.

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

- The Quality Assurance Committee last met on September 17, 2025.
- The Committee reviewed and approved applications from four (4) current Eligible Training Providers that were requesting to expand their course offerings.

- The Committee also reviewed and approved program cost changes for two (2) current Eligible Training Providers.
- As of August 31, 2025, 32 training vouchers had been issued and \$103,654 had been obligated in WIOA training funds. The Committee was also briefed on the temporary pause in jobseeker training during August 2025.
- Lastly, the Committee reviewed the PY 2024 WIOA Annual Compliance report conducted by the State. There were no administrative or fiscal findings or concerns; there were a few program findings.
- At the next meeting, the Committee will review the new State WIOA Eligible Training Provider process policy, centralizing all training provider oversight, selection and reporting at the State level in Richmond. Past WIOA policy has delegated authority to local workforce boards for oversight and implementation. The new State Policy will be considered by the State Workforce Board on December 12, 2025. Virginia Works Northern staff comments on the draft State Policy Revision can be found on page 44 of the Board packet.

Award of Virginia Career Works – Northern Quarterly Employer Impact Award to U.S. Army Fort Belvoir Child and Youth Services

Jamie Hudson presented U.S. Army Child & Youth Services (CYS), Fort Belvoir with the 2025 Third Quarter VCW Northern Employer Impact Award in recognition of the organization’s efficient, community-centered hiring pipeline in partnership with VCW Northern American Job Centers in South County Fairfax, Annandale, and Cherokee Ave. in Alexandria.). Across roughly a dozen events—including five single-employer fairs—CYS operated an onsite “application → interview → same-day contingent offer” model that turns Center visits by jobseekers into Federal Non-Appropriated Fund (NAF) jobs. Marie Grayson-George, Chief, accepted the award on behalf of U.S. Army Child & Youth Services (CYS), Fort Belvoir and delivered brief remarks.

Recognition Award to Rebecca Thompson, Volunteer Income Tax Assistance (VITA) Site Program Coordinator for the VCW – Prince William American Job Center

Seema Jain presented Rebecca Thompson, VITA Volunteer, with a recognition award for her great work and partnership with Virginia Career Works – Prince William Center. Since 2016, the Virginia Career Works – Prince William Center has served as a host site for the Volunteer Income Tax Assistance (VITA) Program. VITA provides free basic tax preparation and electronic filing services through IRS-certified volunteers for individuals earning \$67,000 or less, persons with disabilities, and limited English-speaking taxpayers.

Rebecca Thompson has served as the VITA Site Coordinator since 2018, first in her role with Prosperity Now and most recently as a Senior Advisor at the U.S. Department of the Treasury. Under her leadership, VITA volunteers have assisted hundreds of community members each tax season with filing both state and federal tax returns.

The program offers weekly Saturday drop-in sessions during tax season at the Prince William Center and regularly experiences high demand. In response, Rebecca and the Center team introduced “Do It Yourself” Tax Sessions last year, allowing individuals to prepare their own returns with guided support. These sessions are planned to continue during the 2026 tax season.

SkillSource and Virginia Career Works – Northern expressed appreciation for Rebecca Thompson’s longstanding volunteer leadership and the significant time and commitment she has dedicated to providing these essential services to the community.

Necessary Board Actions Aligned with Approved 2025-2027 Strategic Priorities

Become a Thought Leader for Workforce Development

Approval of Final FY 2026 SkillSource Budget and Preparing for FY 2027

Seema Jain and Ahsan Ijaz presented the fifth and Final version of the FY 2026 Budget estimates total revenues at \$9,519,340 and expenses at \$9,627,393 showing a deficit of \$108,053 for the year. SkillSource Group has finalized negotiations with the Fairfax County Department of Family Services. The Fairfax County Agency has reallocated six (6) staffing positions away from providing WIOA services for the remainder of FY 2026 and there were no personnel layoffs.

This updated budget reflects the final FY 2026 budget proposal from Fairfax County Department of Family Services, and new guidance from National Council on Aging that expenses incurred since July 1, 2025 towards the Senior Community Service Employment Program (SCSEP) can be charged to the grant. This has decreased the total SkillSource deficit.

The SkillSource Group budget deficit is due to a smaller share of indirect costs that are covered by SSG’s WIOA allocation, as well as some staffing costs that have been moved to Unrestricted for FY 2026 only. Staffing decisions will need to be determined during the remainder of FY 2026 to avoid continuing losses into FY 2027. Further SSG has allocated \$60,000 of its Unrestricted funds to offset WIOA costs, to allow Fairfax County to bolster their WIOA budget for the year.

Revenue Updates

- The State has provided final guidance on Program Year (PY) 25 WIOA allocations. The total PY25 allocation for SSG is \$3,299,898, a \$522,493 (13%) decrease from PY24. Total PY24 and PY25 WIOA Revenue expected for FY 2026 is \$4,133,822.82 with \$659k of that amount set aside for the initial months of FY 2027.
- The FY 2026 budget includes the remaining portion of the Talent Up Fairfax grant, through December 31, 2025.
- FY 2026 also includes the remaining portion of the Manassas and Talent Up Fairfax grants. Several of SSG’s grants were also renewed and are included in this budget as well
 - SCSEP \$1,358,795
 - TANF \$753,398
 - Arlington WIOA \$313,747
 - Go Virginia \$308,016

Expenditure Updates

- The personnel budget assumes a higher level of staffing support as SSG will be hiring replacement positions for the Arlington WIOA, Go Virginia, and SCSEP grants.
- Personnel costs assume a 2% COLA increase for staff.
- Operating costs are reduced by 4% and are constrained by the reduction in WIOA funding. The largest reduction is from terminating the security officer services provided at the Prince William and Alexandria American Job Centers as of September 30th.
- Program costs, especially customer wages, dropped because of the Talent Up grant ending in Q2 FY 2026.
- Contractual costs are reduced due to the drop in WIOA funding and a shift from DFS to SSG for the program delivery of the SCSEP grant.

The Budget also incorporates a transfer of \$425,000 from WIOA Dislocated Worker to WIOA Adult, based on caseload demand.

The SkillSource Board of Directors approved this budget at its meeting on November 20, 2025.

A motion to approve the allocations for the final version of the FY 2026 SkillSource Budget was made by Joseph Diaz and seconded by Daniel McGuire. The board approved unanimously with no abstentions.

Build Sustainable Partnerships with Employers in Target Industries

Approval of 2025 Quarter 4 VCW Northern Regional Employer Impact Award

Robert Mahon presented on approval to award Inova, Northern Virginia’s leading nonprofit healthcare system, as the recipient of the Virginia Career Works (VCW) Northern Region Quarter 4 Employer Recognition Award. This quarterly award was created to highlight employers who demonstrate outstanding commitment to workforce development and inclusion.

Inova continues to demonstrate strong partnership and leadership within the Virginia Career Works Northern network by actively supporting regional workforce initiatives.

Inova has interviewed numerous candidates referred through workforce programs including Talent Up Fairfax, VIEW, DARS, WIOA, and the Employer Engagement Team. The organization also partners in the Northern Virginia Regional Health Care Workforce Initiative with The Claude Moore Foundation and recently hosted the 2025 Northern Virginia HOSA Regional Leadership Conference, serving more than 500 high school students interested in healthcare careers.

Through paid internships and work-based learning opportunities, Inova has supported successful employment outcomes, including the full-time hire of a former intern. The organization’s multi-county engagement and use of workforce programs have strengthened its talent pipeline, reduced onboarding costs, and reinforced its commitment to inclusive, community-focused hiring.

A motion to approve INOVA for the 2025 Quarter 4 VCW Northern Employer Recognition Award, was made and seconded. The full board approved, with no abstentions.

Expand Talent Pipeline of Youth and Adults for Business

New Grant Programs for Impacted Federal Workers and Contractors

Tatiana Nuth and Seema Jain gave a presentation on The SkillSource Group's award of two (2) new State Grants to support impacted Federal Workers and Contractors. The first award is a \$551,035 Rapid Response grant to be implemented in partnership with the Fairfax County Department of Economic Initiatives and the Fairfax County Department of Family Services. Over 12 months, the initiative will serve at least 125 dislocated workers through reemployment services, career navigation, and training opportunities. The program anticipates placing 94 participants into training, with approximately 80% securing employment at wages of at least \$40 per hour. The cost per participant is \$4,408.

The second award is a \$150,000 Governor's Grant to launch Talent Up Northern Virginia, expanding the existing Talent Up Fairfax model. The program will support at least 35 dislocated workers, placing 28 into paid internships at \$30 per hour or higher. Approximately 82% are expected to secure permanent employment at \$35 per hour or more, with an anticipated 80% retention rate two quarters after exit. The cost per participant is \$5,357.

Together, these grants strengthen regional capacity to respond to federal workforce disruptions, expand work-based learning opportunities, and connect skilled talent to high-demand industries.

Final Outcomes - Talent Up Fairfax Initiative

Robert Mahon gave a final update on the Talent Up Fairfax Program. The Talent Up Fairfax program is a county-wide workforce initiative providing fully funded, 12-week paid internships to help residents reconnect to stable employment following COVID-19. The program is entirely supported through American Rescue Plan Act (ARPA) funding, with a goal of accelerating reemployment and reinforcing key talent pathways across Fairfax County. It serves residents 18 and older, including those negatively impacted by COVID-19, individuals who are unemployed, underemployed, or transitioning careers, and participants across multiple career stages and educational backgrounds. As of March 2025, the program was in its final implementation phase, having completed over 125 internships and achieved more than 30 permanent placements. The initiative has fostered strong employer engagement across healthcare, IT, business, and logistics, with priorities focused on strengthening partnerships, aligning referrals, and improving internship-to-employment conversion rates.

The Talent Up Fairfax program received approximately 1,200 applications, with 389 jobseekers determined eligible and 179 internships completed, resulting in a 46% eligibility-to-internship conversion rate. Employer engagement included 350 employers, of which 66 served as host

employers, spanning healthcare, IT, business, logistics, professional services, government, and nonprofit sectors. Program outcomes to date include 179 internships completed, 75 permanent placements, and a 42% internship-to-hire conversion rate. Of those placed, 47 hires were retained with host employers. The average permanent wage for participants is \$26.19 per hour, equating to an average annual salary of \$54,475.

Focus on Quality Services through Data Collection and Continuous Improvement

Northern Virginia One Stop Operator Report on Caseload and Outcomes in FY 2025

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 caseloads for PY 2025/FY 2026.

Board Business Items

Program Management Reports

Not reviewed due to time constraints.

Executive Director Items

Not reviewed due to time constraints.

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 10:01 a.m.

HB1

Status: In Committee

Minimum wage; increases incrementally to \$15.00 per hour by January 1, 2028.

Patrons

All Patrons [More info](#)

Introduced by: [Jeion A. Ward \(Chief Patron\)](#)

Summary As Introduced

Minimum wage. Increases the minimum wage incrementally to \$15.00 per hour by January 1, 2028. The bill codifies the adjusted state hourly minimum wage of \$12.77 per hour that is effective January 1, 2026, and increases the minimum wage to \$13.75 per hour effective January 1, 2027, and to \$15.00 per hour effective January 1, 2028. Effective January 1, 2029, and annually thereafter, the bill requires the minimum wage to be adjusted to reflect increases in the consumer price index.

History

Date

[Collapse All](#)

2/4/2026Senate

Referred to Committee on [S-Commerce and Labor](#)

2/4/2026Senate

Constitutional reading dispensed (on 1st reading)

2/3/2026House

Read third time and passed House (64-Y 34-N 0-A)

[Vote](#)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB1\)](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB1 - Revised\)](#)

2/2/2026House

Read second time and engrossed

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB1\)](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB1 - Revised\)](#)

1/30/2026House

Read first time

1/28/2026House

Reported from [H-Appropriations](#) committee (15-Y 7-N)

[Vote](#)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB1\)](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB1 - Revised\)](#)

1/23/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB1)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB1\)](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB1 - Revised\)](#)

1/20/2026House

Reported from [H-Labor and Commerce](#) committee and referred to Appropriations (15-Y 7-N)

[Vote](#)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB1\)](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB1 - Revised\)](#)

1/20/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB1)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB1\)](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB1 - Revised\)](#)

11/17/2025House

Referred to Committee on [H-Labor and Commerce](#)

11/17/2025House

Prefiled and ordered printed; Offered 01-14-2026 26101997D

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB1\)](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB1 - Revised\)](#)

2026 Regular Session

Create Report

HB20

Status: In Committee

Minimum wage; farm laborers or farm employees, temporary foreign workers. Patrons

[All Patrons](#)[More info](#)

Introduced by: [Adele Y. McClure \(Chief Patron\)](#)

Summary As Passed House

[All Summaries](#)[More info](#)

Minimum wage; farm laborers or farm employees; temporary foreign workers. Eliminates the exemptions from Virginia's minimum wage requirements for (i) persons employed as farm laborers or farm employees and (ii) certain temporary foreign workers. The bill has a delayed effective date of January 1, 2027.

History

Date

[Collapse All](#)

2/13/2026Senate

Referred to Committee on [S-Commerce and Labor](#)

2/13/2026Senate

Constitutional reading dispensed (on 1st reading)

2/12/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB20)

[Engrossed](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB20\)](#)

2/12/2026House

Read third time and passed House (62-Y 35-N 0-A)

[Vote](#)

[Engrossed](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB20\)](#)

2/11/2026House

Engrossed by House as amended

[Engrossed](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB20\)](#)

2/11/2026House

[H-Appropriations](#) committee amendment agreed to

[H-Appropriations Amendment\(s\)](#)

[Introduced](#)

2/11/2026House

Read second time

2/10/2026House

Read first time

2/6/2026House

Reported from [H-Appropriations](#) committee with amendment(s) (15-Y 7-N)

[Vote](#)

[H-Appropriations Amendment\(s\)](#)

[Introduced](#)

2/4/2026House

Subcommittee recommends reporting with amendment(s) (5-Y 1-N)

[Vote](#)

[H-Commerce Agriculture & Natural Resources Subcommittee Amendment\(s\)](#)

[Introduced](#)

2/4/2026House

H-APP [Commerce Agriculture & Natural Resources](#) subcommittee amendment offered

[H-Appropriations Amendment\(s\)](#)

1/28/2026House

Assigned H-APP sub: [Commerce Agriculture & Natural Resources](#)

1/27/2026House

Reported from [H-Labor and Commerce](#) committee and referred to Appropriations (15-Y 7-N)

[Vote](#)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB20\)](#)

1/22/2026House

H-LC [Subcommittee #2](#) recommends reporting (5-Y 2-N)

[Vote](#)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB20\)](#)

1/22/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB20)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB20\)](#)

1/15/2026House

Assigned HCL sub: [Subcommittee #2](#)

12/22/2025House

Referred to Committee on [H-Labor and Commerce](#)

12/22/2025House

Prefiled and ordered printed; Offered 01-14-2026 26100660D

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB20\)](#)

2026 Regular Session

Create Report

HB180

Status: Failed

**Work-Based Learning Coordinator Pilot Program; established, report, sunset.
Patrons**

All Patrons [More info](#)

Introduced by: [Bonita G. Anthony \(Chief Patron\)](#)

Summary As Introduced

Work-Based Learning Coordinator Pilot Program established. Establishes the Work-Based Learning Coordinator Pilot Program for the purpose of expanding equitable access to high-quality work-based learning experiences for public school students. The bill requires the Department of Education to administer the Pilot Program by selecting 12 to 24 school divisions or consortia thereof as participants. Under the bill, each participating school division is required to employ or contract with a work-based learning coordinator to perform certain duties over the three-year pilot period, including executing written agreements with employer partners to provide work-based learning experiences for students, such as paid or unpaid internships, cooperative education, clinical experiences, youth-registered apprenticeships, pre-apprenticeships, externships, job shadowing, and school-based enterprises. The bill also contains provisions relating to the funding of and the reporting of data pursuant to the Pilot Program. The bill sunsets on July 1, 2029.

History

Date

[Collapse All](#)

2/18/2026House

Left in Committee Appropriations

1/30/2026House

Subcommittee recommends laying on the table (6-Y 0-N)

[Vote](#)

[H-Education Amendment\(s\)](#)

[Introduced](#)

1/28/2026House

Assigned H-APP sub: [Elementary & Secondary Education](#)

1/28/2026House

Reported from [H-Education](#) committee with amendment(s) and referred to Appropriations (17-Y 4-N)

[Vote](#)

[H-Education Amendment\(s\)](#)

[Introduced](#)

1/27/2026House

K-12 Subcommittee recommends reporting with amendment(s) and referring to Appropriations (9-Y 1-N)

[Vote](#)

[H-K-12 Subcommittee Subcommittee Amendment\(s\)](#)

[Introduced](#)

1/27/2026House

K-12 Subcommittee amendment offered

[H-Education Amendment\(s\)](#)

1/23/2026House

Assigned H-ED sub: [K-12](#)

1/7/2026House

Referred to Committee on [H-Education](#)

1/7/2026House

Prefiled and ordered printed; Offered 01-14-2026 26103135D

[Introduced](#)

[PDF](#)

2026 Regular Session

Create Report

HB275

Status: In Committee

Employment prohibition exceptions; apprenticeships program for children 16 years of age or older.

Patrons

[All Patrons](#)[More info](#)

Introduced by: [Sam Rasoul \(Chief Patron\)](#)

Summary As Passed House

[All Summaries](#)[More info](#)

Employment prohibition exceptions; apprenticeships; children 16 years of age or older. Permits a child 16 years of age or older to serve in an apprenticeship program or other work-based learning experience related to culinary arts or information technology, provided that the child (i) is continuously enrolled in an accredited secondary school, (ii) is a registered apprentice; (iii) is employed in a work-training program administered under the Board of Education; and (iv) the work being performed is not in violation of federal or state laws.

History

Date

[Collapse All](#)

2/17/2026Senate

Referred to Committee on [S-Commerce and Labor](#)

2/17/2026Senate

Constitutional reading dispensed (on 1st reading)

2/16/2026House

Passed House Block Vote (97-Y 0-N 0-A)

[Vote](#)

[H-Labor and Commerce Substitute \(26106533D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB275\)](#)

2/16/2026House

Reconsideration of passage agreed to by House

2/16/2026House

Read third time and passed House Block Vote (96-Y 0-N 0-A)

[Vote](#)

[H-Labor and Commerce Substitute \(26106533D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB275\)](#)

2/13/2026House

Engrossed by House - [H-Labor and Commerce](#) committee substitute

[H-Labor and Commerce Substitute \(26106533D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB275\)](#)

2/13/2026House

[H-Labor and Commerce](#) committee substitute agreed to

[H-Labor and Commerce Substitute \(26106533D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB275\)](#)

2/13/2026House

Read second time

2/12/2026House

Read first time

2/12/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB275)

[H-Labor and Commerce Substitute \(26106533D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB275\)](#)

2/10/2026House

[H-Labor and Commerce](#) committee substitute printed 26106533D-H1

[H-Labor and Commerce Substitute \(26106533D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB275\)](#)

2/10/2026House

Reported from [H-Labor and Commerce](#) committee with substitute (22-Y 0-N)

[Vote](#)

[H-Labor and Commerce Substitute \(26106533D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB275\)](#)

2/5/2026House

H-LC [Subcommittee #2](#) recommends reporting with substitute (7-Y 0-N)

[Vote](#)

[H-Subcommittee #2 Subcommittee Substitute \(26106533D\)](#)

[PDF](#)

2/5/2026House

H-LC [Subcommittee #2](#) substitute offered

[H-Labor and Commerce Substitute](#)

[PDF](#)

2/2/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB275)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB275\)](#)

1/19/2026House

Assigned HCL sub: [Subcommittee #2](#)

1/9/2026House

Referred to Committee on [H-Labor and Commerce](#)

1/9/2026House

Prefiled and ordered printed; Offered 01-14-2026 26101316D

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB275\)](#)

2026 Regular Session

Create Report

HB310

Status: Failed

Artificial Intelligence Workforce Impact Act; established, report.

Patron

Introduced by: [Michael B. Feggans \(Chief Patron\)](#)

Summary As Introduced

Artificial Intelligence Workforce Impact Act established; report. Establishes reporting requirements for each state agency in the Commonwealth relating to the impact of artificial intelligence on the workforce. The bill requires each agency to submit quarterly reports to the Department of Human Resource Management detailing workforce impacts as a result of the use of one or more artificial intelligence systems during the preceding quarter. If an agency reports 10 or more workforce impacts as a result of the use of one or more artificial intelligence systems within a fiscal year, the bill requires such agency to submit an Artificial Intelligence Workforce Transition Plan to the Department within 120 days of such quarterly report in which the threshold was reached.

The bill provides that a state employee whose job is eliminated, materially changed, or restructured due to the use of one or more artificial intelligence systems shall be eligible for (i) retraining or upskilling programs coordinated through the Department and the Virginia Community College System; (ii) priority consideration for vacancies for which such employee is qualified within any state agency; (iii) career transition services offered through the Virginia Employment Commission; and (iv) any additional support measures offered by the Department.

The bill requires the Department to review the information received by agencies under the bill and submit annual reports to the Governor, the Secretary of Administration, the Joint Legislative Audit and Review Commission, and the Chairs of the House Committee on Appropriations and the Senate Committee on Finance and Appropriations by November 1 of each year.

History

Date

Collapse All

2/18/2026House

Left in Committee Appropriations

2/6/2026House

Subcommittee recommends laying on the table (7-Y 0-N)

[Vote](#)

[H-Communications Subcommittee Substitute \(26105945D\)](#)

[PDF](#)

2/4/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB310)

[H-Communications Subcommittee Substitute \(26105945D\)](#)

[PDF](#)

2/3/2026House

Assigned H-APP sub: [General Government and Capital Outlay](#)

2/2/2026House

[H-Communications, Technology and Innovation](#) committee substitute printed 26105945D-H1

[H-Communications, Technology and Innovation Substitute \(26105945D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB310\)](#)

2/2/2026House

Reported from [H-Communications, Technology and Innovation](#) committee with substitute and referred to Appropriations (15-Y 7-N)

[Vote](#)

[H-Communications, Technology and Innovation Substitute \(26105945D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB310\)](#)

2/2/2026House

Subcommittee recommends reporting with substitute and referring to Appropriations (7-Y 3-N)

[Vote](#)

[H-Communications Subcommittee Substitute \(26105945D\)](#)

[PDF](#)

2/2/2026House

H-ST [Communications](#) subcommittee substitute offered

[H-Communications Subcommittee Substitute](#)

[PDF](#)

1/29/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB310)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB310\)](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB310 - Revised\)](#)

1/27/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB310)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB310\)](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB310 - Revised\)](#)

1/26/2026House

Assigned H-ST sub: [Communications](#)

1/9/2026House

Referred to Committee on [H-Communications, Technology and Innovation](#)

1/9/2026House

Prefiled and ordered printed; Offered 01-14-2026 26102961D

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB310\)](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB310 - Revised\)](#)

2026 Regular Session

Create Report

HB383

Status: In Committee

SCHEV; exemption of certain courses and programs of instruction from certification requirement.

Patron

Introduced by: [Elizabeth B. Bennett-Parker \(Chief Patron\)](#)

Summary As Introduced

State Council of Higher Education for Virginia; exemption of certain courses and programs of instruction from certification requirement. Exempts from the requirement to be certified by the State Council of Higher Education for Virginia any course or program of instruction on Scrum, Kanban, or other Agile-based methods or frameworks, provided that no such exempted course or program of instruction exceeds the number of hours required by the certifying body.

History

Date

Collapse All

2/4/2026Senate

Referred to Committee on [S-Education and Health](#)

2/4/2026Senate

Constitutional reading dispensed (on 1st reading)

2/3/2026House

Read third time and passed House (95-Y 3-N 0-A)

[Vote](#)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB383\)](#)

2/2/2026House

Read second time and engrossed

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB383\)](#)

1/30/2026House

Read first time

1/28/2026House

Reported from [H-Education](#) committee (20-Y 1-N)

[Vote](#)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB383\)](#)

1/27/2026House

Subcommittee recommends reporting (9-Y 1-N)

[Vote](#)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB383\)](#)

1/23/2026House

Assigned H-ED sub: [Higher Education](#)

1/16/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB383)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB383\)](#)

1/12/2026House

Referred to Committee on [H-Education](#)

1/12/2026House

Prefiled and ordered printed; Offered 01-14-2026 26104439D

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB383\)](#)

2026 Regular Session

Create Report

HB551

Status: Continued

Nondegree workforce training programs; accreditation.

Patrons

All Patrons [More info](#)

Introduced by: [Jessica L. Anderson \(Chief Patron\)](#)

Summary As Introduced

Department of Workforce Development and Advancement; accreditation of nondegree workforce training programs. Directs the Department of Workforce Development and Advancement to establish an accreditation pathway for nondegree workforce training programs in order to align the skills of the Commonwealth's workforce with the needs of industry in the Commonwealth and to provide a workforce entrance pathway for underserved populations in the Commonwealth. The bill includes minimum standards, admissions requirements, and reporting requirements for such programs. Additionally, the bill includes provisions related to the eligibility of accredited programs for state and federal workforce funding, including the federal Workforce Pell Grant.

History

Date

Collapse All

2/10/2026House

Continued to 2027 in [H-General Laws](#) committee (Voice Vote)

[H-Professions/Occupations and Administrative Process Subcommittee Substitute \(26107219D\)](#)

[PDF](#)

2/9/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB551)

[H-Professions/Occupations and Administrative Process Subcommittee Substitute \(26107219D\)](#)

[PDF](#)

2/5/2026House

Subcommittee recommends reporting with substitute and referring to Appropriations (6-Y 3-N)

[Vote](#)

[H-Professions/Occupations and Administrative Process Subcommittee Substitute \(26107219D\)](#)

[PDF](#)

2/5/2026House

H-GL [Professions/Occupations and Administrative Process](#) subcommittee substitute offered

[H-General Laws Substitute](#)

[PDF](#)

1/26/2026House

Assigned H-GL sub: [Professions/Occupations and Administrative Process](#)

1/13/2026House

Referred to Committee on [H-General Laws](#)

1/13/2026House

Prefiled and ordered printed; Offered 01-14-2026 26104054D

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB551\)](#)

2026 Regular Session

Create Report

HB636

Status: In Committee

Prospective employer; prohibited from seeking wage or salary history of prospective employees.

Patrons

All Patrons [More info](#)

Introduced by: [Michelle Lopes Maldonado \(Chief Patron\)](#)

Summary As Passed House

All Summaries [More info](#)

Prohibiting employer seeking wage or salary history of prospective employees; wage or salary range transparency; cause of action. Prohibits a prospective employer from (i) seeking the wage or salary history of a prospective employee; (ii) relying on the wage or salary history of a prospective employee in considering the prospective employee for employment; (iii) relying on the wage or salary history of a prospective employee in determining the wages or salary the prospective employee is to be paid upon hire; (iv) refusing to interview, hire, employ, or promote or otherwise retaliating against a prospective or current employee for not providing wage or salary history or requesting a wage or salary range; (v) failing or refusing to disclose in each public and internal posting for each job, promotion, transfer, or other employment opportunity the wage, salary, or wage or salary range; and (vi) failing to set a wage or salary range in good faith. The bill establishes a cause of action for an aggrieved prospective employee or employee and provides that an employer that violates such prohibitions is liable to the aggrieved prospective employee or employee for statutory damages between \$1,000 and \$10,000 or actual damages, whichever is greater, reasonable attorney fees and costs, and any other legal and equitable relief as may be appropriate. This bill incorporates [HB 1164](#).

History

Date

[Collapse All](#)

2/17/2026Senate

Referred to Committee on [S-Commerce and Labor](#)

2/17/2026Senate

Constitutional reading dispensed (on 1st reading)

2/16/2026House

Read third time and passed House (65-Y 33-N 0-A)

[Vote](#)

[H-Labor and Commerce Substitute \(26106771D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB636\)](#)

2/13/2026House

Engrossed by House - [H-Labor and Commerce](#) committee substitute

[H-Labor and Commerce Substitute \(26106771D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB636\)](#)

2/13/2026House

[H-Labor and Commerce](#) committee substitute agreed to

[H-Labor and Commerce Substitute \(26106771D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB636\)](#)

2/13/2026House

Read second time

2/12/2026House

Read first time

2/11/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB636)

[H-Labor and Commerce Substitute \(26106771D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB636\)](#)

2/10/2026House

[H-Labor and Commerce](#) committee substitute printed 26106771D-H1

[H-Labor and Commerce Substitute \(26106771D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB636\)](#)

2/10/2026House

Incorporates [HB1164](#) (Cole, N.T.)

2/10/2026House

Reported from [H-Labor and Commerce](#) committee with substitute (16-Y 6-N)

[Vote](#)

[H-Labor and Commerce Substitute \(26106771D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB636\)](#)

2/5/2026House

H-LC [Subcommittee #2](#) recommends reporting with amendment(s) (4-Y 2-N)

[Vote](#)

[H-Subcommittee #2 Subcommittee Amendment\(s\)](#)

[Introduced](#)

2/5/2026House

H-LC [Subcommittee #2](#) amendment offered

[H-Labor and Commerce Amendment\(s\)](#)

1/30/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB636)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB636\)](#)

1/20/2026House

Assigned HCL sub: [Subcommittee #2](#)

1/13/2026House

Referred to Committee on [H-Labor and Commerce](#)

1/13/2026House

Prefiled and ordered printed; Offered 01-14-2026 26102232D

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB636\)](#)

2026 Regular Session

Create Report

HB693

Status: In Committee

Workforce development programs; apprenticeship program.

Patrons

All Patrons [More info](#)

Introduced by: [John Chilton McAuliff \(Chief Patron\)](#)

Summary As Passed House

All Summaries [More info](#)

Department of Workforce Development and Advancement; workforce development programs; apprenticeship program. Recognizes the Department of Workforce Development and Advancement as the federally and state designated agency responsible for workforce development in the Commonwealth. The bill additionally makes technical changes to reflect the previous transfer of administration of apprenticeship programs from the Department of Labor and Industry to the Department of Workforce Development and Advancement. The bill also specifies that the State Council of Higher Education for Virginia shall share data related to the Innovative Internship Program for certain purposes related to evaluation workforce programs. The bill also amends the seventh enactments of Chapters 624 and 625 of the Acts of Assembly of 2023 to exempt the Department of Workforce Development and Advancement's initial adoption and any additional regulations from the provisions of the Administrative Process Act provided that, prior to the final adoption of such regulations, the Department publishes in the Virginia Register of Regulations and posts on the Virginia Regulatory Town Hall an action that provides (i) a 30-day comment period; (ii) a summary of the proposed regulations, the text of the proposed regulations, and the name, address, email address, and telephone number of the agency contact person responsible for receiving public comments; and (iii) the statutory authority to promulgate the regulations.

History

Date

[Collapse All](#)

2/10/2026Senate

Referred to Committee on [S-General Laws and Technology](#)

2/10/2026Senate

Constitutional reading dispensed (on 1st reading)

2/9/2026House

Read third time and passed House (70-Y 28-N 0-A)

[Vote](#)

[H-General Laws Substitute \(26106550D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB693\)](#)

2/6/2026House

Engrossed by House - [H-General Laws](#) committee substitute

[H-General Laws Substitute \(26106550D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB693\)](#)

2/6/2026House

[H-General Laws](#) committee substitute agreed to

[H-General Laws Substitute \(26106550D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB693\)](#)

2/6/2026House

Read second time

2/6/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB693)

[H-General Laws Substitute \(26106550D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB693\)](#)

2/5/2026House

Read first time

2/3/2026House

[H-General Laws](#) committee substitute printed 26106550D-H1

[H-General Laws Substitute \(26106550D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB693\)](#)

2/3/2026House

Reported from [H-General Laws](#) committee with substitute (18-Y 3-N)

[Vote](#)

[H-General Laws Substitute \(26106550D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB693\)](#)

1/29/2026House

Subcommittee recommends reporting with substitute (9-Y 0-N)

[Vote](#)

[H-Professions/Occupations and Administrative Process Subcommittee Substitute \(26106550D\)](#)

[PDF](#)

1/29/2026House

H-GL [Professions/Occupations and Administrative Process](#) subcommittee substitute offered

[H-General Laws Substitute](#)

[PDF](#)

1/26/2026House

Assigned H-GL sub: [Professions/Occupations and Administrative Process](#)

1/13/2026House

Referred to Committee on [H-General Laws](#)

1/13/2026House

Prefiled and ordered printed; Offered 01-14-2026 26105077D

[Introduced](#)

[PDF](#)

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026 Regular Session

Create Report

HB698

Status: Failed

Virginia Workforce Development and Career Connection and Training Foundation and Fund; established, Patron

Introduced by: [John Chilton McAuliff \(Chief Patron\)](#)

Summary As Introduced

Virginia Workforce Development and Career Connection and Training Foundation and Fund. Establishes as a body politic and corporate the Virginia Workforce Development and Career Connection and Training Foundation to support the interests of the Commonwealth's workforce and its employers and contributors through the Secretary of Labor and the programs and services of the Department of Workforce Development and Advancement. The bill sets out the membership and powers and duties of the Foundation, provides that the Foundation may hire an Executive Director and employees, and creates the Virginia Workforce Development and Career Connection and Training Fund. The bill provides that funds or property to the Fund are gifts to the Commonwealth and the Fund is exempt from all state and local taxes.

History

Date

Collapse All

2/18/2026House

Left in Committee Appropriations

2/11/2026House

Subcommittee recommends laying on the table (7-Y 0-N)

[Vote](#)

[H-General Laws Amendment\(s\)](#)

[Introduced](#)

2/3/2026House

Assigned H-APP sub: [Commerce Agriculture & Natural Resources](#)

2/3/2026House

Reported from [H-General Laws](#) committee with amendment(s) and referred to Appropriations (21-Y 0-N)

[Vote](#)

[H-General Laws Amendment\(s\)](#)

[Introduced](#)

1/29/2026House

Subcommittee recommends reporting with amendment(s) and referring to Appropriations (9-Y 0-N)

[Vote](#)

[H-Professions/Occupations and Administrative Process Subcommittee Amendment\(s\)](#)

[Introduced](#)

1/29/2026House

H-GL [Professions/Occupations and Administrative Process](#) subcommittee amendment offered

[H-General Laws Amendment\(s\)](#)

1/29/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB698)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB698\)](#)

1/26/2026House

Assigned H-GL sub: [Professions/Occupations and Administrative Process](#)

1/13/2026House

Referred to Committee on [H-General Laws](#)

1/13/2026House

Prefiled and ordered printed; Offered 01-14-2026 26101570D

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB698\)](#)

2026 Regular Session

Create Report

HB772

Status: In Committee

Adult and Dislocated Worker funds; minimum allocation requirement waived.
Patrons

All Patrons [More info](#)

Introduced by: [Virgil Thornton \(Chief Patron\)](#)

Summary As Introduced

Workforce Innovation and Opportunity Act Adult and Dislocated Worker funds; minimum allocation requirement eliminated. Eliminates the requirement that each local workforce development board allocate a minimum of 40 percent of certain funding under the federal Workforce Innovation and Opportunity Act of 2014 to training services.

History

Date

[Collapse All](#)

2/13/2026Senate

Referred to Committee on [S-Finance and Appropriations](#)

2/13/2026Senate

Constitutional reading dispensed (on 1st reading)

2/12/2026House

Read third time and passed House Block Vote (98-Y 0-N 0-A)

[Vote](#)

[H-Appropriations Substitute \(26107180D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB772\)](#)

2/11/2026House

Engrossed by House - [H-Appropriations](#) committee substitute

[H-Appropriations Substitute \(26107180D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB772\)](#)

2/11/2026House

[H-Appropriations](#) committee substitute agreed to

[H-Appropriations Substitute \(26107180D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB772\)](#)

2/11/2026House

Read second time

2/10/2026House

Read first time

2/8/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB772)

[H-Appropriations Substitute \(26107180D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB772\)](#)

2/6/2026House

[H-Appropriations](#) committee substitute printed 26107180D-H1

[H-Appropriations Substitute \(26107180D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB772\)](#)

2/6/2026House

Reported from [H-Appropriations](#) committee with substitute (22-Y 0-N)

[Vote](#)

[H-Appropriations Substitute \(26107180D\)](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB772\)](#)

2/4/2026House

Subcommittee recommends reporting with substitute (6-Y 0-N)

[Vote](#)

[H-Commerce Agriculture & Natural Resources Subcommittee Substitute \(26107180D\)](#)

[PDF](#)

2/4/2026House

H-APP [Commerce Agriculture & Natural Resources](#) subcommittee substitute offered

[H-Appropriations Substitute](#)

[PDF](#)

1/27/2026House

Fiscal Impact Statement from Department of Planning and Budget (HB772)

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB772\)](#)

1/20/2026House

Assigned H-APP sub: [Commerce Agriculture & Natural Resources](#)

1/13/2026House

Referred to Committee on [H-Appropriations](#)

1/13/2026House

Prefiled and ordered printed; Offered 01-14-2026 26103224D

[Introduced](#)

[PDF](#)

[Fiscal Impact Statement from Department of Planning and Budget \(HB772\)](#)

2026 SESSION

HOUSE SUBSTITUTE

26107180D

HOUSE BILL NO. 772

AMENDMENT IN THE NATURE OF A SUBSTITUTE

(Proposed by the House Committee on Appropriations

on February 6, 2026)

(Patron Prior to Substitute—Delegate Thornton)

A BILL to amend and reenact § 2.2-2472.2 of the Code of Virginia, relating to federal Workforce Innovation

and Opportunity Act Adult and Dislocated Worker funds; minimum allocation requirement waived.

Be it enacted by the General Assembly of Virginia:

1. That § 2.2-2472.2 of the Code of Virginia is amended and reenacted as follows:

§ 2.2-2472.2. WIOA Adult and Dislocated Worker funds; use of Governor's reserved funds; incentives to postsecondary workforce training institutions.

A. Each local workforce development board shall allocate a minimum of 40 percent of WIOA Adult and

Dislocated Worker funds to training services as defined under § 134(c)(3)(D) of the WIOA that lead to recognized postsecondary education and workforce credentials aligned with in-demand industry sectors or occupations in the local area or region. *The Department of Workforce Development and Advancement may waive the 40 percent allocation requirement for a local workforce development board that submits a request for a waiver and demonstrates that the board is unable to meet the requirement due to (i) a lack of available training providers in the local workforce development area, (ii) a lack of demand for training services among eligible participants, or (iii) other extraordinary circumstances. The Department shall develop and publish a process for the application and approval of such waivers. Any unencumbered funds resulting from such a waiver shall be used for client services, including reemployment services, as that term shall be defined by the Commissioner of the Department of Workforce Development and Advancement.* Beginning October 1, 2016, and biannually thereafter, the Secretary of Labor shall submit a report to the Board evaluating the rate of the expenditure of WIOA Adult and Dislocated Worker funds under this section.

B. Failure by a local workforce development board to meet the required training expenditure percentage requirement, *unless a waiver has been granted by the Department pursuant to subsection A*, shall result in sanctions, to increase in severity for each year of noncompliance. These sanctions may include corrective action plans; ineligibility to receive state-issued awards, additional WIOA incentives, or sub-awards; the recapturing and reallocation of a percentage of the local area board's Adult and Dislocated Worker funds; or for boards with recurring noncompliance, development of a reorganization plan through which the Governor would appoint and certify a new local board.

C. The Department of Workforce Development and Advancement, in consultation with the Governor, shall develop a formula providing for 30 percent of WIOA Adult and Dislocated Worker funds reserved by the Governor for statewide activities to be used solely for providing incentives to postsecondary workforce training institutions through local workforce development boards to accelerate the increase of workforce credential attainment by participants. Fiscal incentive awards provided under this section must be expended on training activities that lead participants to a postsecondary education or workforce credential that is aligned with in-demand industry sectors or occupations within each local workforce area. Apprenticeship-related instruction shall be included as a qualifying training under this subsection if such instruction is provided through a postsecondary education institution.

Virginia Career Works Northern Region Quarterly Employer Recognition Award

March 2026

MCIS

MCIS is based in **Ashburn, Virginia**, supporting construction and mission-critical infrastructure projects throughout Northern Virginia, including Reston and Manassas. Their direct engagement with our regional workforce network began at the **Regional Employer Solutions Team (EST) meeting on January 15th**, and the pace of progress since that date has been remarkable.

Chronological Engagement & Outcomes

January 15 – EST Engagement

MCIS participated in the Regional EST meeting and immediately expressed interest in actively leveraging the Virginia Career Works Northern talent pipeline.

January 21 – Hiring Event (First Event)

Within six days of the EST meeting, MCIS partnered with our team to host a hiring event. The results were significant:

- **9 job seekers attended**
- **At least 8 job offers were extended** (same-day or shortly thereafter, depending on role level)
- Offers included Installer positions and leadership-track roles such as Superintendent and Assistant Project Manager pathways

This level of offer conversion demonstrates strong hiring intent and decisive employer engagement.

January 26 - Talent Up NOVA Placement – High-Wage Hire

Following that engagement, MCIS successfully hired a **Talent Up NOVA candidate** into a

Project Manager role at \$60/hour, aligning with our federal impacted/dislocated worker talent pipeline. This represents a high-wage, quality placement with clear upward mobility.

February 18 & 19 – Two-Day Hiring Events (Reston)

MCIS continued the momentum this week with two additional hiring events:

- **February 18:** 18 candidates attended; 2 same-day offers were extended, with additional decisions pending internal leadership review
- **February 19 (today):** Continued recruitment activity underway, with additional offers anticipated as evaluations conclude

Throughout this process, MCIS has been highly responsive in providing outcome data, coordinating directly with our Business Services and Case Management teams, and maintaining open communication regarding hiring decisions.

50 States, 50 Breakthroughs

New approaches, tools and technologies are building better government across the United States. From digital transformation and citizen engagement to quantum, energy and AI, breakthroughs can be found in every corner of the country.

Apolitical is proud to launch the first-ever **50 States, 50 Breakthroughs** list, created in collaboration with the [National Academy of Public Administration](#) and [Humans of Public Service](#). This list showcases some of the most forward-thinking government projects that are improving how government operates and how citizens are served. One project from every U.S. state, plus Puerto Rico, Washington DC and Guam, is featured on the 50 States, 50 Breakthroughs list.

Whether by modernizing infrastructure, strengthening climate resilience, transforming service delivery or building new models for policymaking and public engagement, the 50 breakthrough projects are advancing public outcomes by doing things differently.

We invite you to learn more about these projects and the public servants behind them. Together, they offer a clear view of what the future of government can look like.

Our Approach

The projects featured in this list were identified through a combination of community insight, partner engagement and independent research. At the center of this process were **community nominations**, where public servants across the United States shared initiatives making a meaningful difference. These submissions brought forward a wide range of work happening on the ground, reflecting real priorities and progress across states, territories and Tribal governments.

We prioritized breakthrough projects in key areas where innovation can significantly improve public outcomes, including:

- Artificial intelligence and emerging technology
- Climate, energy and disaster response
- Digital transformation
- Workforce planning and transformation
- Policymaking
- Transport and infrastructure
- Housing and health
- Citizen engagement

Methodology

An initial shortlist of over **150 nominated projects** was sourced primarily through community submissions, alongside partner input and independent research. Each nomination was evaluated based on a number of metrics: how cutting edge it is with strong evidence of innovation, the extent to which it creates public value by improving government or citizen outcomes and its timeliness – projects launched or significantly expanded within the last five years were prioritized.

To ensure the integrity and quality of the selection process, the shortlist then underwent an **independent review by external experts** with demonstrable experience in public sector innovation. This additional layer of scrutiny provided a fair and rigorous assessment of each project's significance and impact, allowing us to arrive at a final list of 50 breakthroughs making a notable impact on the future of government across the United States.

If you have any questions about our methodology, please contact:
ula.rutkowska@apolitical.co

Fairfax County's "Talent Up" Program Recognized in National '50 States, 50 Breakthroughs'

February 11, 2026

Fairfax County is proud to announce that its Talent Up Fairfax program has been selected as Virginia's featured innovation in [50 States, 50 Breakthroughs](#).

This new national showcase, a collaboration between Apolitical, the National Academy of Public Administration, and Human of Public Service, highlights one transformative public service project from every U.S. state, celebrating initiatives that drive economic growth and modernize government service.

The recognition underscores Fairfax County's success in building a resilient, inclusive economy through innovative workforce solutions for both businesses and jobseekers.

Bridging the Talent Gap: Talent Up Fairfax

Launched by Fairfax County's Department of Economic Initiatives in late 2023, in partnership with The SkillSource Group and the Department of Family Services, Talent Up Fairfax addressed a dual challenge: connecting overlooked jobseekers with high-quality career pathways while providing businesses with a low-risk strategy to expand their workforce.

By its completion in Fall 2025, the program delivered results:

- **347 local employers** engaged across diverse industries.
- **179 paid work-based learning internships** established in high-demand jobs.
- **\$25.00 per hour median wage** for participants, ensuring competitive and livable earnings.
- **Established a scalable model** utilizing state-of-the-art tools to track placements and create a blueprint for "grow-your-own" talent strategies.

"Talent Up Fairfax invested in our local businesses by connecting them with skilled workers, and invested in our residents by opening doors to \$25-an-hour gateway careers," said Rebecca Moudry, Director, Department of Economic Initiatives. "We have helped employers fill critical positions with qualified, motivated workers—and shown that workforce programs are economic development programs. This national recognition validates what we've known all along—Fairfax County's greatest competitive advantage is our talent".

Driving Fairfax County's Economic Future

The program's success stems from a strategic partnership among three entities that co-designed the initiative from its inception. This "operational

engine" approach enabled the county to translate policy into high-impact results through clearly defined roles:

- [Department of Economic Initiatives](#): Developed the concept and the program's strategic vision, secured and managed funding via the American Rescue Plan Act.
- [Department of Family Services](#): Acted as a key partner in the strategic planning of the initiative, providing essential expertise in career services and specialized workforce training to ensure the program reached priority populations.
- [The SkillSource Group Inc.](#): Served as the operational and technical lead, managing day-to-day execution, jobseeker enrollments and employer outreach, along with administrative back-office operations.

This partnership produced a sustainable model for economic mobility—connecting skilled workers to quality jobs while meeting critical employer talent needs.

Seema Jain

From: Walker, Robert (VIRGINIA WORKS) <Robert.Walker@viriniaworks.gov>
Sent: Tuesday, March 3, 2026 11:33 AM
To: David Hunn; Rebecca Bennett; Seema Jain
Cc: Walker, Kimion (VIRGINIA WORKS); Dupass, Edward (VIRGINIA WORKS); Sampery, Melissa (DGS); Mitchell, David (VIRGINIA WORKS); Overlay, Nicole (VIRGINIA WORKS)
Subject: Notification of Virginia Works Space Reduction in the Cherokee Office

Dear David,

I am writing to inform you that Virginia Works will be reducing its presence in the Cherokee Center effective March 3, 2026.

Specifically, Virginia Works will be relinquishing:

- Two cubicle spaces
- The two offices formerly occupied by the Virginia Employment Commission

This adjustment is part of our ongoing efforts to optimize space utilization and align resources with current operational needs. We will coordinate closely with your office to ensure a smooth transition and to address any logistical considerations related to this change.

Understanding this center's historical importance in providing support to UI claimants in particular, we remain committed to ensuring that this population receives the support that they need in partnership with the VEC. We look forward to working with you on a continuous basis to understand client needs and respond accordingly, which may potentially include mobile service delivery, support from VEC, or other alternatives.

Thank you for your continued collaboration. Please let me know if you need additional details or if a meeting would be helpful to discuss next steps.

Sincerely,

Dr Rob

Dr Robert M Walker Jr (DMin, MAMFT)

Director Service Delivery, Virginia Works

E: robert.walker@VirginiaWorks.Gov | VA RELAY



Virginia Works (Virginia Department of Workforce Development and Advancement) is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance services are available and free of charge.

Virginia Works' Service Delivery Staffing & Operational Strategy for Virginia's Northern Area (LWDA 11)

March 2026



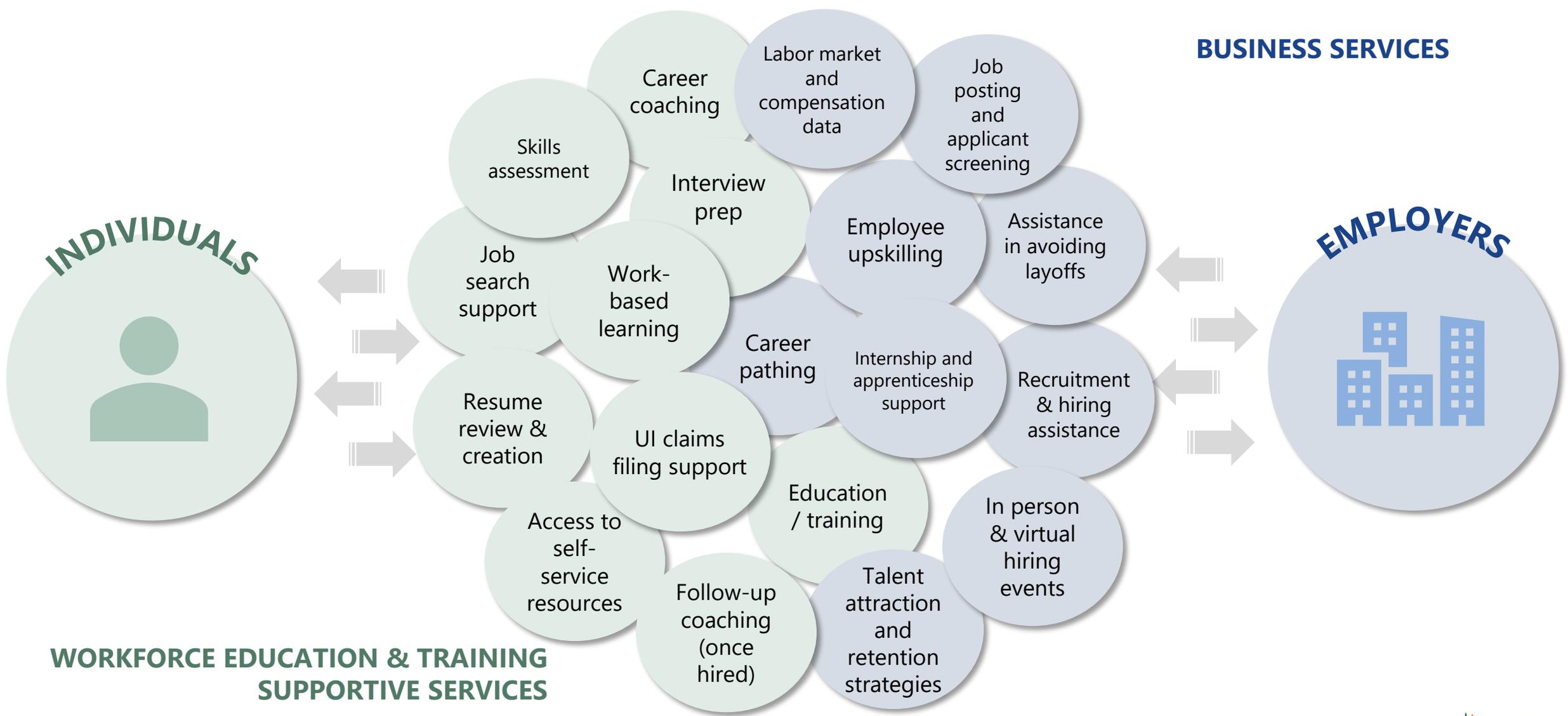
**VIRGINIA
WORKS**

*We connect people to
careers and employers
to skilled talent.*

What's included in this presentation

- **Virginia Works' service delivery modernization efforts**
- **The agency's staffing strategy, clients, and services**
- **Important dates and details**

Who we serve and the services we provide as an ecosystem



Why We Are Evolving Our Operational Staffing Service Delivery Model

- Shifts in client behavior require a more agile approach that balances in-person and virtual services.
- Aligning workforce and Meaningful UI services to ensure both are delivered efficiently and effectively.
- Making strategic, equitable decisions about how we use limited resources, especially physical space.
- Above all, ensuring clients experience seamless, high-quality service—wherever and however they engage with us.

Who are our clients?

- VEC U/I Applicants (Primary)
- Unemployed Career Seekers
- Underemployed/Career pivoters
- Businesses (Employers)

How do we hope to deliver our services in 2026?

- 50% Career Seeker Services
- 25% Business Service Delivery
- 25% Provide Meaningful UI

Leading the nation with client-centric and highly responsive service delivery

Our Goal

Ensure Virginia Works' resources are effectively aligned to meet current and emerging workforce needs across the Commonwealth, resulting in an exceptional, seamless client experience.

Step 1: Develop a Predictable Staffing Model that Meets Client and Partner Needs

Key Actions:

- ✓ Review and analyze Virginia Works' staffing levels and costs across every center (Complete)
- ✓ Assess roles and workload distribution within each center (Complete)
- ❑ Re-align workload and internal back-office functions to improve efficiency (*In Progress*)

Step 2: Collaborate with LWDA leadership to ensure alignment and shared ownership (*Pending, expected Completion Date March 31, 2026*)

Expected Outcomes:

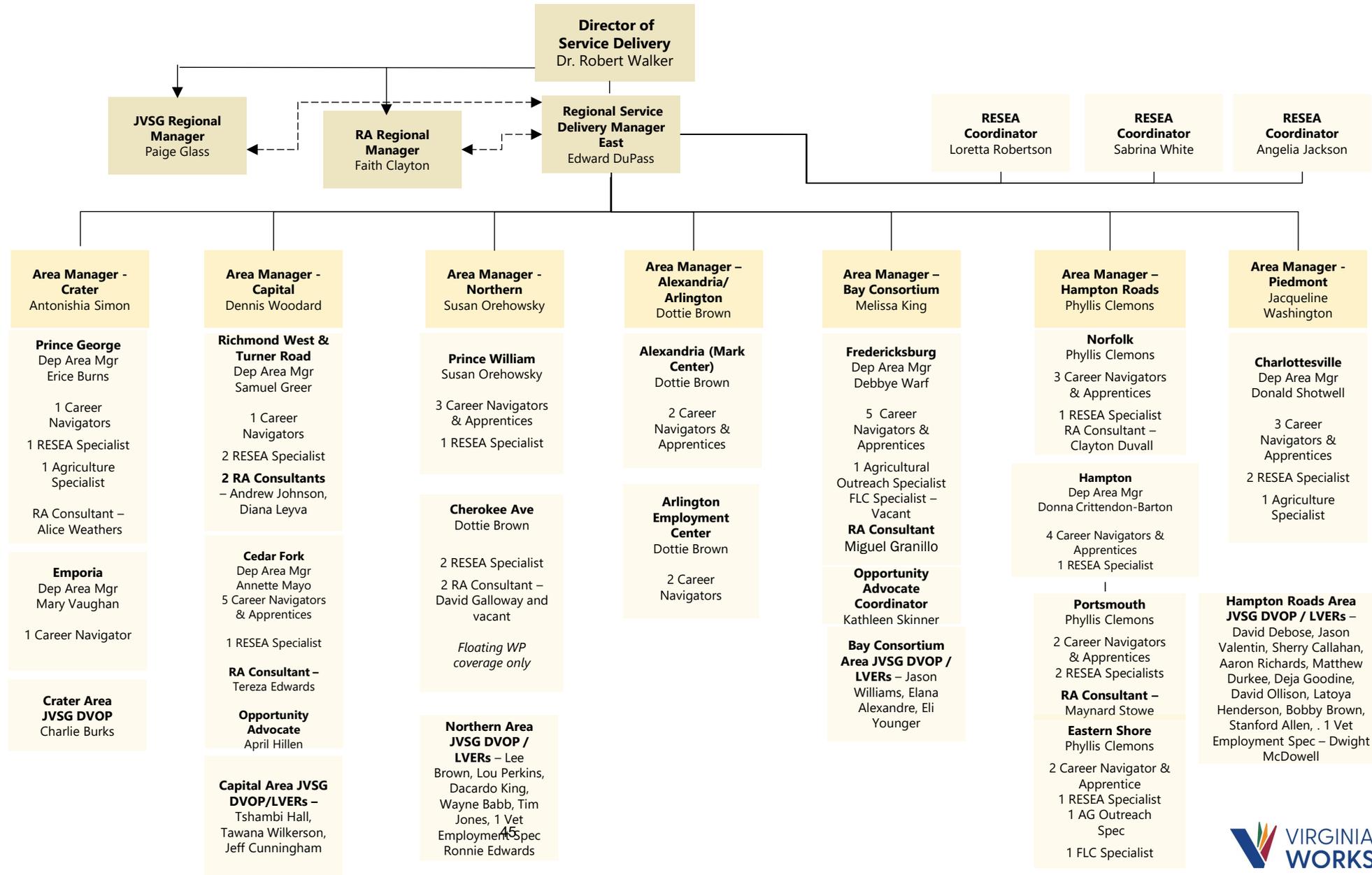
- **High-quality, consistent services** delivered across the Commonwealth
- **Resources aligned to client (individual and employer) needs** for greater impact
- **Standardized systemwide operations** that support clarity and alignment, while allowing for local needs
- **Valid, comparable performance metrics** ("apples to apples")
- Improved **referrals, coordination, and integration** across programs

EAST REGION WORKFORCE CENTERS

March 5, 2026

Service Delivery

Managing, coordinating and delivering key services to Virginians and employers; continually improving the service delivery experience



Virginia Works' staffing strategy

Commonwealth-wide, Virginia Works will prioritize staffing in the Comprehensive Centers:

- Virginia Works commits to fully manning 1 comprehensive center per LWDA
- Our goal for each comprehensive center is an Area Manager or Deputy Area Manager plus 4 Career Navigators
- In addition, per comprehensive center, our goal is to staff 1 Veteran representative and 1 RESEA specialist at a minimum (many centers also have RA Consultants and other roles)

Virginia Works' Roles in a Workforce Center

- Provide Basic Career Services – Resource Room and cubicles/office
- Provide meaningful UI assistance – Resource Room
- Provide other career supportive assistance in the Resource Room
- Provide services to employers and businesses
- VA Works in general will not perform Center operational tasks
 - Center manager roles/tasks
 - Reception/Triage role

Client Facing Hours:

- In general, Career Navigators will be expected to serve client-facing hours in the comprehensive centers from:
 - ✓ 8:30am – 4:00pm on Monday, Tuesday, and Thursday
 - ✓ 9:30am – 4:00pm on Wednesdays
 - ✓ Fridays are Area/Center dependent

When assigning center operational duties such as receptionist coverage, only VA Works staff who are able to perform those tasks should be considered:

- **RESEA and JVSG staff** are prohibited from performing tasks not directly related to their grants' designated missions
- **Career Navigators and FLC Specialists** are the only Virginia Works staff available for shared center tasks

Surge Response:

- Virginia Works in general will refrain from cross-leveling staff from a comprehensive in one LWDA to support another LWDA.
 - Statewide catastrophic events and large scale unplanned permanent layoffs are exceptions
 - Area Manager will coordinate with LWDA leadership
- Virginia Works reserves the right to leverage affiliate sites to facilitate surge management

Staffing Standards – Comprehensive Centers

- VA Works will only commit to fully manning 1 comprehensive center per LWDA
- VA Works goal is Area Manager or Deputy Area Manager plus 3 **Career Navigators**
- VA Works other team members goals are 1 Veteran representative and 1 RESEA specialists

Roles

- Provide Basic Career Services – Resource Room and cubicles/office
- Provide meaningful UI assistance – Resource Room
- Provide staff supported assistance in Resource Room
- Provide services to employers and businesses

Other Operational strategies

- VA Works will refrain from cross leveling staff in comprehensive centers to handle surge requirements
- VA Works will coordinate with LWDA's when a mass layoff occurs regarding career navigator availability past front facing hours.

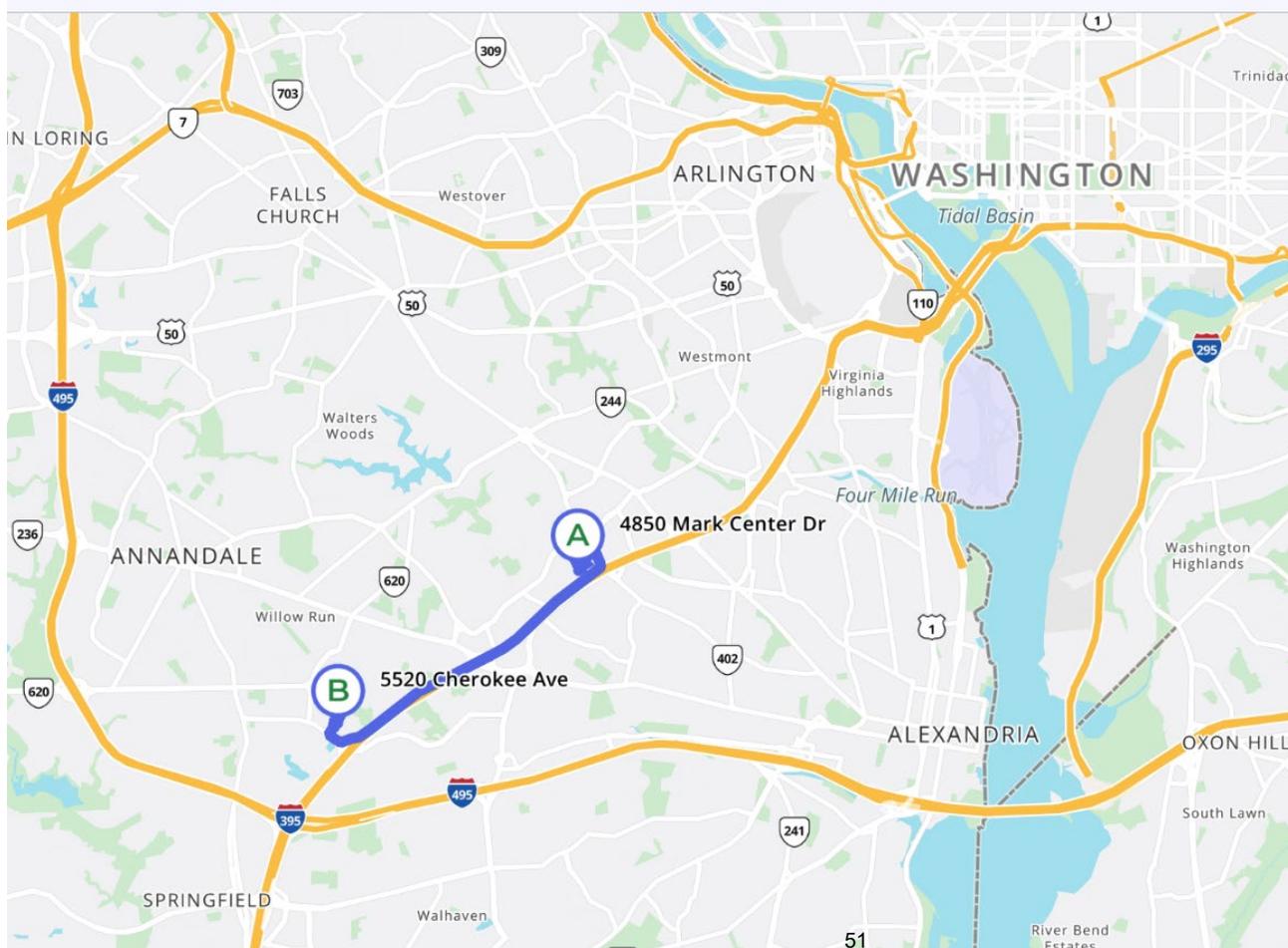
Affiliate Staffing (Cherokee Ave)

- 1 Area Manager Office **No Change**
- 1 JVSG Office **No Change**
- 1 Rapid Response office **No Change**
- 2 RESEA specialist cubicle(s) **No Change**
- 2 Registered Apprentice cubicle(s) **No Change**
- 1 Career Navigator on site Tuesdays and Thursdays **Change**
- Relinquishing two cubicle spaces **Change**
- Relinquishing two offices formerly occupied by the Virginia Employment Commission **Change**

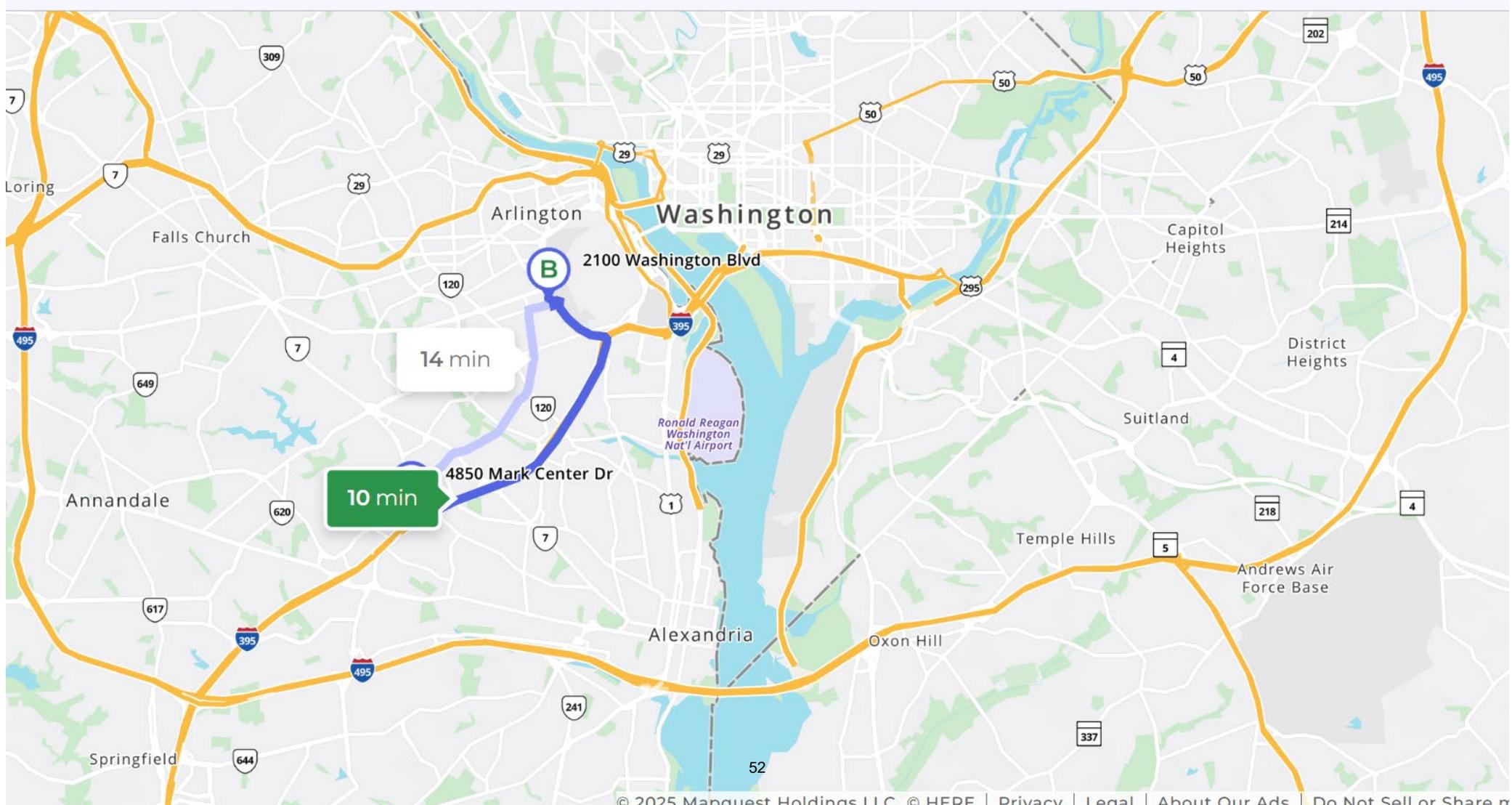
Important Dates

- Notification to Area 11 of VA Works updated space requirements – Completion Date 3/4/26
- Collaboration w/ Local Area Managers and Area 11 Leadership on staffing realignment - Completion Date 3/31/26
- Implementation of new staffing plan - 4/6/26
- Cherokee Ave Lease Modification – 90 Days After notification to Area 11

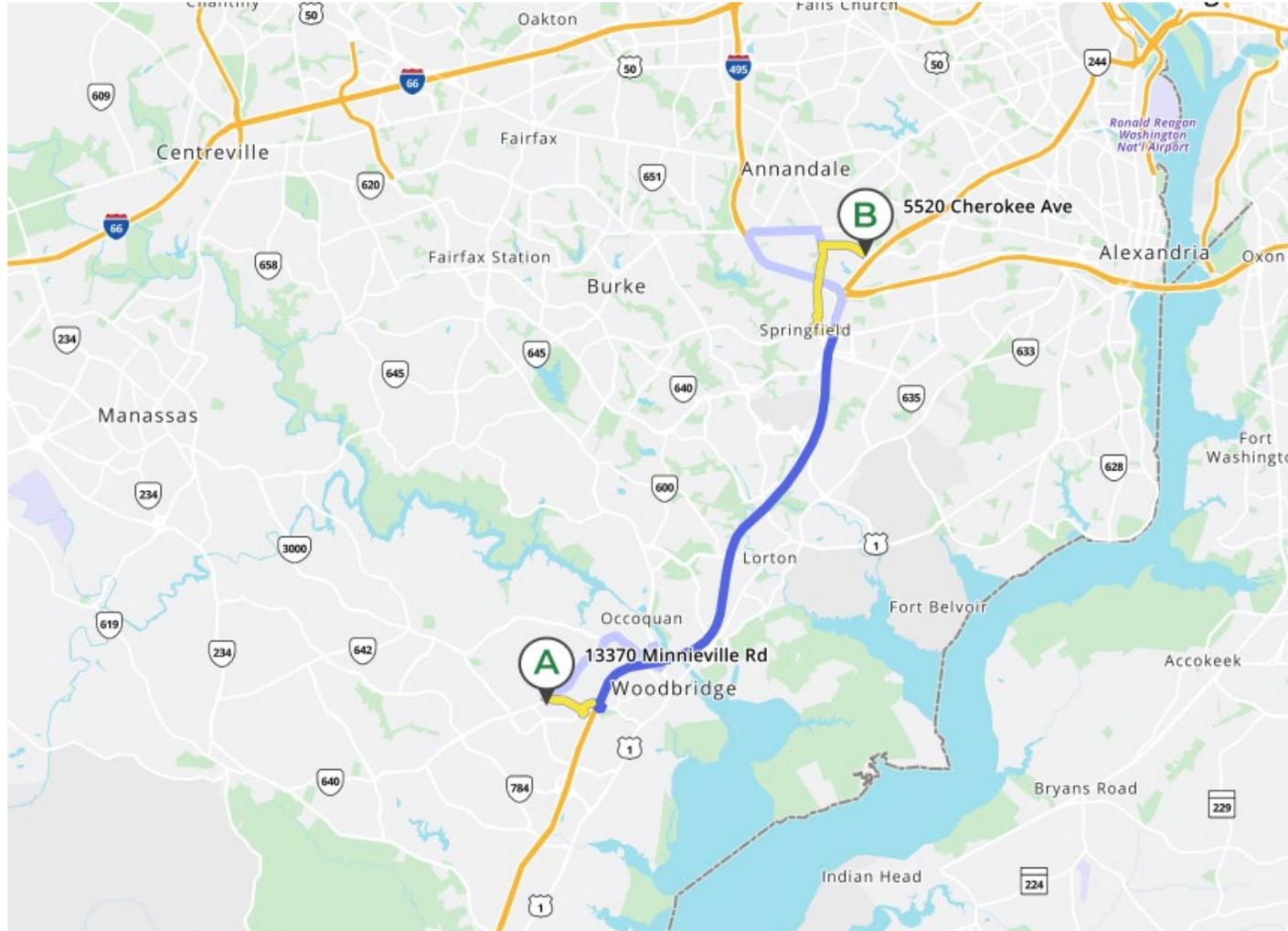
Distance between Mark Center and Cherokee office 4.1 miles (8 minutes)



Distance between Arlington and Alexandria Workforce Centers 4 to 6 miles (10 to 13 minutes)



Distance between Prince William Center and Cherokee Ave Center 16.5 miles (30 minutes)



2026 Summer Educating Youth through Employment (EYE) Updates

March 5, 2026



140-155 projected enrollments



The program will likely serve eight (8) 14-15 year-olds referred by Fairfax County NCS.



It is expected that 6 counselors will be hired by DFS and 1 SSG counselor will serve KP youth.



Workshop curriculums are in process of being developed and are scheduled to begin at the end of June.

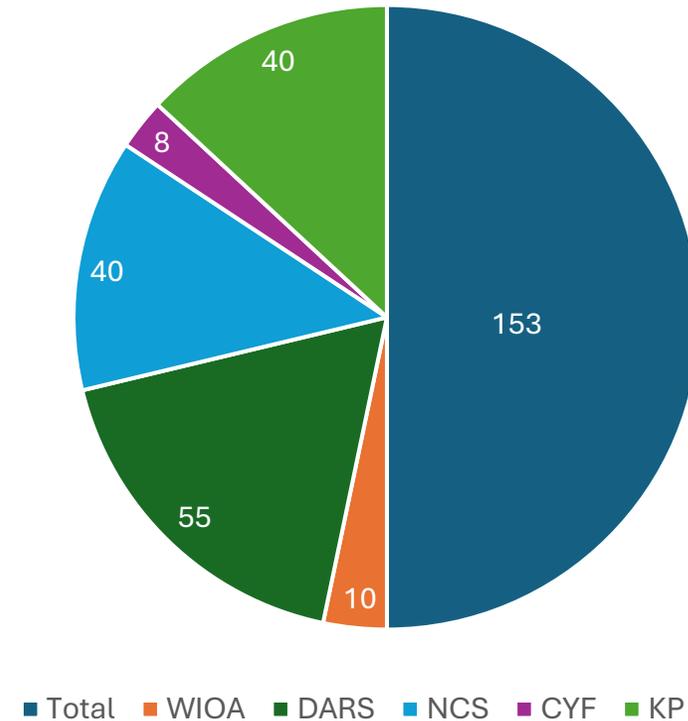


Work experiences will begin on July 6th and end on August 13th. The EYE Recognition Ceremony will be held on August 14th.



How you can help: **Identify worksites or host a youth!**

EYE Referrals



Department of Family Services

Employment & Training Team Report

thru January 2026



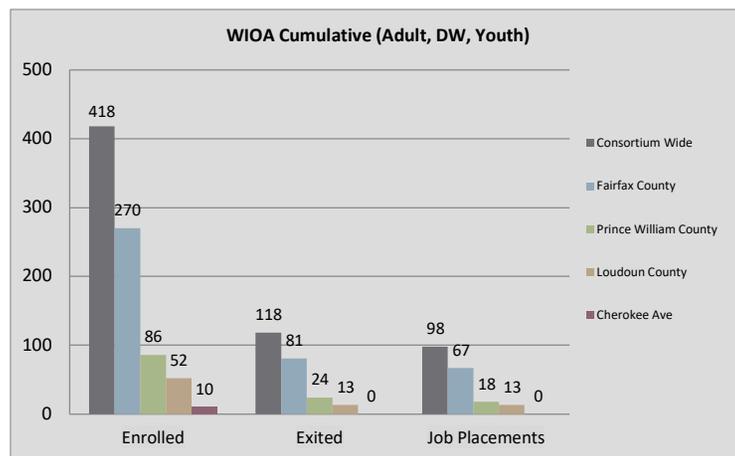
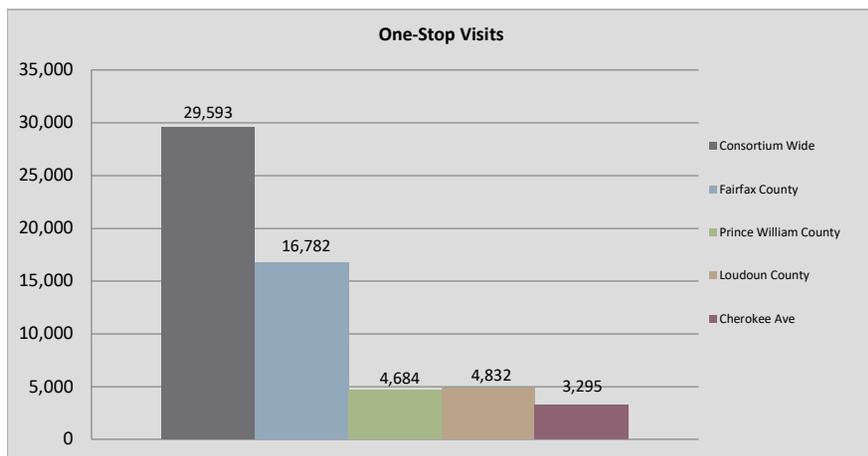
- Pages 1-2: Workforce Innovation and Opportunity Act Program
- Page 3: ITA and OJT Breakdown
- Page 4: Talent Up NOVA



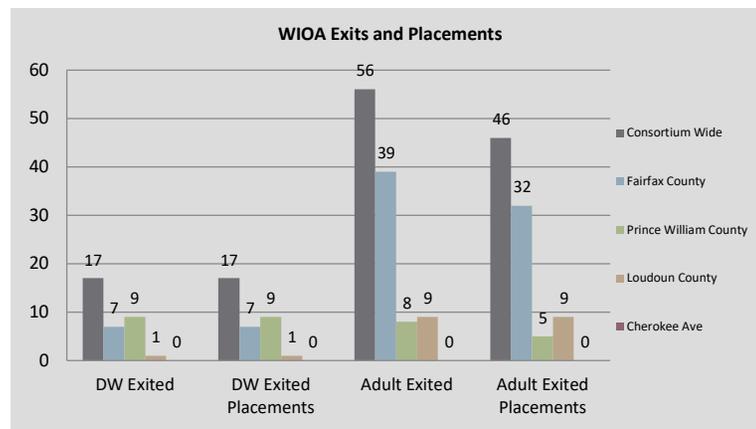
Northern Virginia Workforce Development Area, LWDA XI

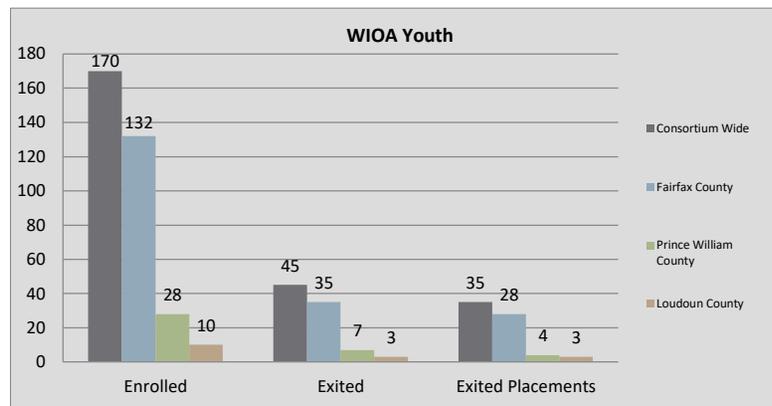
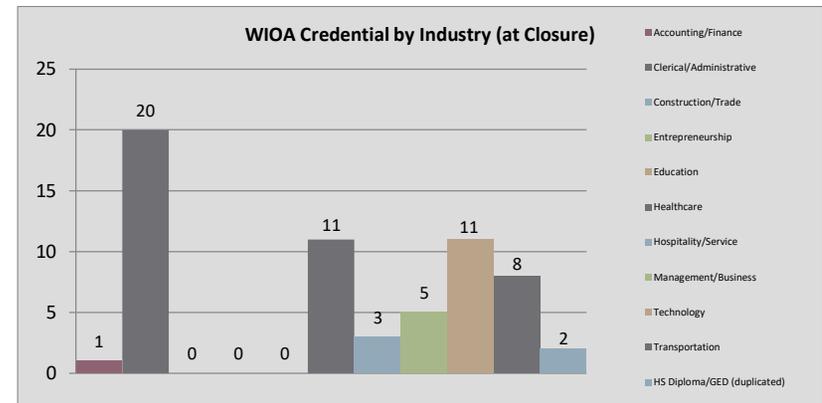
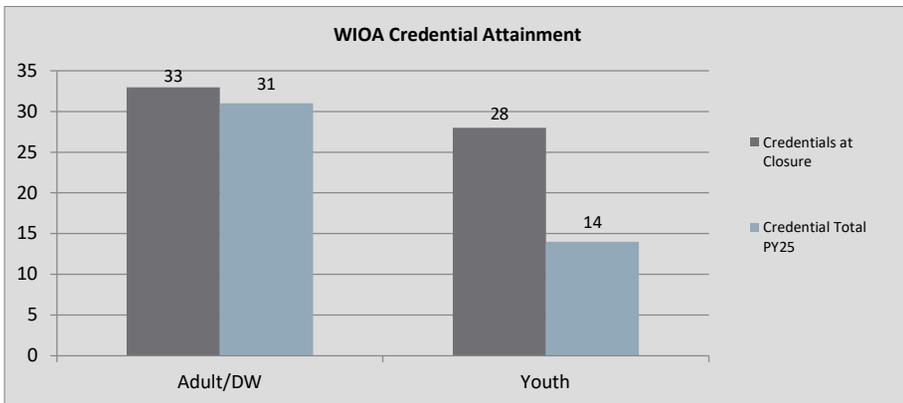
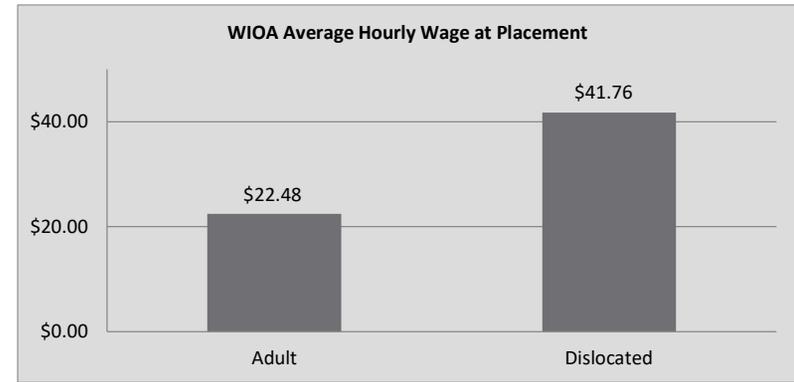
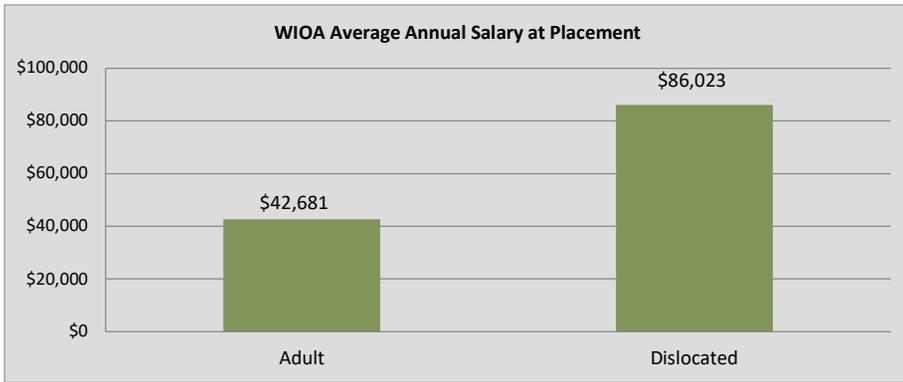
WIOA Adult, Dislocated Worker, and Youth Statistics (July 1, 2025 - January 31, 2026)

At-A-Glance				
One-Stop Services*	WIOA Services (Youth/Adult/DW)	All Employment & Training Programs		
Center Visits	29,593	Total Participants	418	
One-Stop Job Placements	33	WIOA Job Placements	98	
Average Hourly Wage at Placement	\$35.93	Average Hourly Wage at Placement (Adult)	\$22.48	
* 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)	\$41.76	
		Average Hourly Wage at Placement (Youth)	\$18.14	
		Credentials Received in PY25	45	
	Credentials Received at Closure	61	Total Enrolled	418
		Total Exited	118	
		Total Job Placements	98	
		Total Participants with Disabilities	123	
		Total Veterans	14	



WIOA Breakdown - Adult, Dislocated Worker and Youth





Breakdown of ITAs and OJTs
As of January 31, 2026

ITAs / INDUSTRY	Obligated Funds	Additional Training Expenses	WIOA YOUTH		WIOA ADULT/DW		TOTAL
			Number	Percent	Number	Percent	
Accounting/Finance (AF)	\$4,215.00		0	0.00%	1	1.72%	1
Clerical /Administrative (CA)	\$0.00		0	0.00%	0	0.00%	0
Construction / Trade (CT)	\$15,750.00		1	12.50%	3	5.17%	4
Education (Ed)	\$0.00		0	0.00%	0	0.00%	0
Healthcare (He)	\$35,910.97		6	75.00%	8	13.80%	14
Hospitality Services (HS)	\$0.00		0	0.00%	0	0.00%	0
Literacy (LA)	\$2,168.60		1	12.50%	1	1.72%	2
Management/Business (MB)	\$20,374.50		0	0.00%	8	13.80%	8
Technology (Tech)	\$48,578.00		0	0.00%	15	26.00%	15
Transportation (TR)	\$51,850.00		0	0.00%	10	17.20%	10
Others	\$0.00		0	0.00%	12	20.59%	12
TOTAL	\$178,847.07	\$0.00	8	100.00%	58	100.00%	66

ITAs / INDUSTRY	Obligated Funds
Accounting/Finance (AF)	\$4,215.00
Clerical /Administrative (CA)	\$0.00
Construction / Trade (CT)	\$15,750.00
Education (Ed)	\$0.00
Healthcare (He)	\$35,910.97
Hospitality Services (HS)	\$0.00
Literacy (LA)	\$2,168.60
Management/Business (MB)	\$20,374.50
Technology (Tech)	\$48,578.00
Transportation (TR)	\$51,850.00
Others	\$0.00
TOTAL	\$178,847.07

OJT Obligated by Grants	OJT /WEX Amount
WIOA Adult	\$27,634
WIOA DW	\$0
Youth	\$19,338
TOTAL	\$46,972

Talent Up NOVA Monthly Report
June 26, 2025 - January 31, 2026

	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Cumm.	Goals
Job Seeker Services														
Enrolled			7	5	8	17	1						38	35
Placed in WEX			0	3	2	9	2						16	28
Started WEX			0	1	4	4	6						15	28
Completed WEX			0	0	0	3	4						7	28
Placed in Employment			0	0	2	3	3						8	23
Hourly Wage			\$0	\$0	\$ 40.73	\$ 35.00	\$45.05						\$41	\$35
Program Dropouts			na	na	na	na	na							
Employer Services														
Employers Interested			5	17	25	17	13						77	75

Monthly Narrative	
Nov-25	Talent-Up NoVA staff conducted information sessions geared towards the laid off federal workforce twice this month reaching 66 new potential applicants. Staff also attended an informal networking group called Coffee Hour in Prince William to meet with displaced federal workers. Staff connected with Congressman Eugene Vindman's office staff to provide information on WIOA services available to FDWs. Staff sent out informational program outreach emails this month to 57 new federal jobseekers who completed our online interest form. Job seekers who have contacted the WIOA program to learn more about Talent-Up have remarked on their high level of satisfaction with the prompt and swift services received. One November client was interviewing with an employer 4 days after enrollment. Challenges: Job seekers show reluctance to enroll without having more specific employer and positions information available. In response the team created a resource list of employer descriptions and positions to share with job seekers. Staff continue efforts to connect participants with meaningful employment and internship opportunities, despite ongoing challenges in identifying candidates who fully meet employer requirements. Many employers have specific skills/qualification needs therefore staff continues to maximize outreach, coaching, and employer engagement to support successful placements.
Dec-25	Talent Up staff successfully reached and exceeded enrollment goal and connected 14 job seekers with local employers for work experience opportunities. Five (5) candidates have secured full-time positions, demonstrating the program's impact on long-term employment outcomes. We currently have over 60 employers engaged with program staff to explore work-based learning opportunities as well as permanent placements. To continue support FDWs in permanent placement, TU staff are organizing a large job fair event scheduled for February, dedicated to FDWs. The event will include over 40 employers looking to hire qualified candidates and will provide a significant networking and hiring opportunity.
Jan-26	Talent Up NOVA staff have successfully secured 16 work experience opportunities for candidates and 8 job placements. We currently have 64 employers signed up for work-experience matching, offering multiple positions. Program job developers continue to actively work with unplaced candidates to secure work experience and permanent placement opportunities. Additionally, a job fair event specifically for FDWs is scheduled for February with 50 employers expected to participate. Staff will be available on site to provide information on the TU NOVA program and provide seamless access to applying and enrolling into the program.

**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.

- Through January 2026, the Fairfax County Department of Family Services, the Northern Virginia WIOA One Stop Operator, has supported 29,953 visits at our five regional American Job Centers during FY 2026. Their January 2026 Monthly Report is included in this Board Package.
- The *SkillSource* Group, Inc. has awarded a contract for to Pyramind, LLC of Falls Church, Virginia, as the Executive Search Firm to oversee candidate selection for the new President and CEO and Executive Director of the Virginia Career Works Northern Region. More details are available online at www.pyramindsearch.com
- The *SkillSource* Group 2024 IRS Form 990 is now completed and signed. It can be accessed and reviewed online at <https://vcwnorthern.com/wp-content/uploads/SkillSource-Group-2024-Form-990-Public-Disclosure-Copy.pdf>
- Contract and Grant Award Matrix – The pending contract and grant proposal matrix for The *SkillSource* Group, Inc. and the Virginia Career Works Northern Region follows.

The <i>SkillSource</i> Group, Inc.				
SUMMARY OF PENDING FUNDING AND DEVELOPMENT ACTIVITIES				
To The Virginia Career Works Northern Board of Directors March 5, 2026				
Project Name/Solicitation	Funding Request	SSG Funding	#s to Be Served	Proposal Status
APPROVED				
NOT APPROVED				
PENDING				
SkillSource Ticket to Work Program (Two-Year Grant Proposal to Fairfax County Consolidated Community Funding Pool)	\$319,899	\$319,899	82	Submitted on 12/8/2025
Northern Virginia Jail-Based Employment Services Initiative (Two-Year Grant Proposal to Fairfax County Consolidated Community Funding Pool)	\$68,736	\$68,736	115	Submitted on 12/8/2025
Northern Virginia Career Redesign Initiative (ICF- Led Two-Year Grant Proposal to U.S. Department of Labor)	\$2,100,000	\$620,374	150	Submitted on 1/16/2026
	\$2,488,635	\$1,009,009	347	