



NORTHERN REGION

Board of Directors Meeting

Agenda and Meeting Materials

Thursday December 1, 2022

8:30 a.m. – 10:30 a.m.

In Person at 8300 Boone Blvd., 1st Floor, Vienna, VA 22182 and

By Zoom Meeting

<https://us02web.zoom.us/j/84790456326?pwd=Q21GT2hLQ3VxbnA5K2VPWHhPWjRVUT09>

Meeting ID: 847 9045 6326

Passcode: 727267

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

**Thursday December 1, 2022
8:30 a.m. - 10:30 a.m.**

**In Person at 8300 Boone Blvd., First Floor, Vienna, VA 22182 and
Join Zoom Meeting**

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Roll Call

Approval of September 1, 2022 Quarterly Board Meeting Summary Notes

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

Introduction of New Virginia Career Works Northern Region Board Members

Necessary Board Actions Aligned with Approved 2021 – 2024 Strategic Priorities

Become a Thought Leader for Workforce Development

- Review of Proposed Reorganization of Virginia Workforce Agencies and Programs
- Update on Northern Virginia Regional Labor Market Conditions

Expand Talent Pipeline of Youth and Adults for Business

- Consideration of New State Workforce Referral Portal and Local Impacts

Expand Strategic Partnerships Across Northern Virginia to Accomplish Our Goals

- Introduction of Opportunity@Work – A Jobseeker Mentoring Initiative
- Northern Virginia One Stop Operator Update on Caseload and Service Strategy for FY 2023

Board Business Items

- Program Management Reports
- Executive Director Items

Adjourn

Virginia Career Works Northern Region

Thursday, September 1, 2022

Quarterly Board of Directors Meeting

Summary Notes

Members Present:

Robert Bartolotta	Susan Mitchell	Karen Smaw
Michael Becketts	William Mountjoy	Zuzana Steen
Anthony Cancelosi	Fatimah Ogungbade	Paul Steiner
Louis Cernak	Derwin Overton	Joseph Terry
Joseph Diaz	Steven Partridge	William Trumbull
Edward Dupass	Leanne Rerko	Michele Weatherly
George Harben	Christopher Rieley	Lisa Whetzel
Debora Harvey	Roopal Saran	Joan Wise
Roxana Mejia		

Executive Director: David Hunn

Staff: Sabrina Walker, Seema Jain, Nancy Nguyen, Sheila Jones, Karla Quiroz, Deborah Shaffer, Rebecca Bennett, Ann Hyslop, Angela Harris, Susan Baker, Rodney Guidry, Mark Chernisky and Eliza Chappell

Observers: Lisa Tatum, Tatiana Nuth, Desiree Roberts, Diane McBride, Trang Montgomery, Lisa Vivian, Greg Vaughn, William Browning, Kimberly Carr, Shelly Rodriguez, John Bottimore, Susan Orehowsky, Kayla May, Linda Siam, Jenny Pardo, Toi Tanton, Cindy Shao and Sandra Zacarias

The meeting commenced at **8:30 a.m.**

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

Approval of June 2, 2022 Summary Notes: A motion was made by Joseph Terry to approve the Board Summary notes from June 2, 2022 and was seconded by Christopher Rieley. The Summary Notes were approved unanimously by the full Board of Directors, with no abstentions.

Introduction of New VCW Northern Board of Director Members:

David Hunn introduced three new board members, Cindy Shao, President and CEO, Northern Virginia Asian American Chamber of Commerce, Executive Director, Northern Virginia Black Chamber of Commerce and Jenny Pardo, Operations Recruiter, Interstate Moving.

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 introduced himself as the new Chairman of the Virginia Career Works Northern Region Board of Directors. Mr. Trumbull serves as a Vice President at ICF, International, a large non-profit consulting firm based in Fairfax, Virginia. He's held positions in the public and private sector focusing on workforce development for over three decades and have been the Vice Chairman of the Virginia Career Works Northern Board for the past two years, under Christopher Rieley's leadership.

Mr. Trumbull shared Since our last Board Meeting, VCW Northern has received State details on a substantially large increase in our WIOA Funding Allocations for FY 2023 for Adult, Dislocated Worker and Youth Programs. We will be briefed on this new funding allocation and the additional flexibility it will provide to our programs this year and next.

Last week, Virginia Governor Youngkin gave a speech in Hampton Roads, discussing his plans to make major changes to the alignment of the State's workforce development programs and services during the upcoming General Assembly session in 2023. We have not seen any details coming from the Governor's speech, but the Governor's focus appears to be targeting the State's employment participation rate – right now, Virginia is in the low 62-64% range. Interestingly, our Northern Virginia labor market participation rate is roughly 71-73%, due largely to the high cost of living and the requirement for many households to have two or more earners. I have been invited to meet with State officials and other local workforce board Chairs in Charlottesville later in September and will plan to report back to all of you with further details as to the State's goals and plans.

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 June 2022, the SSG Board of Directors and its Executive Committee have met and acted on the following items:

- For the period July 2022 – June 2024, the *SkillSource* Group Board of Directors unanimously elected Christopher Rieley, the Vice President for The Bank of Clarke County as the new Chairman and re-elected Marc Tate, of Amazon Web Services as the Vice Chairman.
- Approved the Third and Final version of the FY 2023 Budget for The *SkillSource* Group, Inc. and the Virginia Career Works Northern Region. This Budget will be presented to the VCW Northern Board of Directors later this morning for ratification and represents a huge infusion of new Federal funding resources for expansion of our services.
- Approved an Incumbent Worker Training Proposal for an Oakton-based employer, for \$6,000.
- Reviewed the Final FY 2021 Annual Report for the *SkillSource* 401k Plan – This Plan has grown since inception in 2006 to having assets of over \$3.5 million.
- Approved a four-year contract extension for the *SkillSource* Group President and CEO, and Executive Director of the Virginia Career Works Northern Region, through June 2026.

Youth Committee: Leanne Rerko reported for the Youth Committee.

- The Youth Committee last met on June 7, 2022.
- As of April 30, 2022, the Northern Virginia WIOA Youth Program was at 143 enrollments, and currently at 100% Out of School Youth enrollments. The Committee continues to be focused on how to increase caseloads for FY 2023, given the significant increase in WIOA Youth funding for the new program year.
- The Committee reviewed the upcoming plans for the summer Educating Youth through Employment program, which added a new partnership with the Virginia Department for Aging and Rehabilitative Services. The Youth Program still offered the Summer Leadership Academy for County agencies, and provided virtual training in the form of mock interviews, resume feedback, assistance with creating a LinkedIn account, financial literacy, meeting industry professionals and more.
- Lastly, the Committee reviewed the new WIOA Youth funding allocations and current performance outcomes; for PY 2021, the Youth program exceeded 4 out of the 5 WIOA performance measures.

Quality Assurance Committee: Seema Jain reported for the Quality Assurance Committee.

- The Quality Assurance Committee last met on June 16, 2022.
- At this last meeting, the Committee approved three (3) new Eligible Training Providers and their programs and expanded course offerings from one (1) current training provider. One (1) provider also submitted a request to increase their program costs.
- The Committee also reviewed the new State policy for Eligible Training Providers to extend their certification as a Training Provider. Training Providers must submit all performance data to State officials in order to continue for the year on the ETPL. Further guidance will be provided by the State on 2022 performance reporting.
- Lastly, the Committee was briefed on the results of the Center monitoring by VCWN staff that took place in the first quarter of 2022. All Centers passed and there were no findings or corrective actions to be taken.

Necessary Board Actions Aligned with Approved 2021 – 2024 Strategic Priorities

Become a Thought Leader for Workforce Development

Summary of New WIOA PY 2022 Local Workforce Area Funding Allocations

David Hunn gave a brief overview of the WIOA PY 2022 funding allocations, compared to PY 2021 WIOA allocations.

Approval of FY 2023 SkillSource Group Budget – Third Pass

Nancy Nguyen discussed **the second draft of the FY 2023 *SkillSource* budget reflects nearly \$9.87 million in revenues and \$9.88 million in expenses, with a resulting Decrease in Net Assets of \$11,411.**

This budget now includes actual PY 2022 WIOA allocations for Area #11. The WIOA Adult, Dislocated Worker, and Youth programs saw an increase of 64.9%, 1.8%, and 66.2% from PY 2021 levels, respectively.

The FY 2023 budget reflects 10% WIOA Administration (maximum allowable is 10%) and no transfer from the Dislocated Worker to Adult program, due to the significant increase in WIOA Adult funding received for PY 2022. **The WIOA Adult & Dislocated Worker Training rate is budgeted at 42.93%.** *SkillSource* will work with the One-Stop Operator, Fairfax County Department of Family Services, to determine how best to allocate the increased funding towards training and other costs. Currently, any funding in excess of the initial budgeted assumptions for Training have been kept in Unobligated funds and will be revised later.

Other changes incorporated in the interim FY 2023 budget include:

- Addition of \$80,000 in costs for LinkedIn Learning Licenses, which has been allocated among WIOA programs based on current caseload ratios (Adult: 35%, DW: 31%, Youth: 34%). These costs count towards the 40% Training expenditure requirement for WIOA Adult and Dislocated Worker.
- The SCSEP budget has been updated to reflect the actual FY23 funding allocation, which is lower than the FY22 level by \$13,020.
- Allocated 50% of the VCW – Cherokee Avenue Center Resource Coordinator’s salary and fringe costs to the Center’s shared costs, and 50% directly to WIOA.

A motion was made by Robert Bartolotta and seconded by Joseph Terry to approve FY 2023 *SkillSource* Group Budget – Third Pass. The motion was unanimously approved by the full Board of Directors, with no abstentions.

Update on PY21 and PY20 WIOA 40% Expenditure Rate

Seema Jain discussed per the formula prescribed in VWL 14-17 Change 2 and VWL 14-17 Change 3, the PY 2021 training rate as of June 30, 2022, is 34.9%. The final PY 2020 training rate was 23.6%

Expand Talent Pipeline of Youth and Adults for Business

Approval of New Federal Workforce Innovation and Opportunity Act (WIOA) Operating Policies

Seema Jain reviewed the revised WIOA Policy regarding work experience stipends and the WIOA Funding Training Cap. The revised policy now states Paid work experience stipends can be earned at a rate of \$14/hour.

As for the WIOA Training Cap Limit, the VCWN sets the training fund cap limit every program year. Currently, the maximum training fund limit for adults is \$6,000 and \$6,500 for dislocated workers. The training fund limit on an individual ITA for adults is \$4,500 and \$5,000 for dislocated workers. The WIOA Manager may allow for an increase in training funds based on client needs, beyond the \$6,000 or \$6,500 limitation.

A motion was made by Roxana Mejia and seconded by Anthony Cancelosi to approve the New Federal Workforce Innovation and Opportunity Act (WIOA) Operating Policies. The motion was unanimously approved by the full Board of Directors, with no abstentions.

Update on Northern Virginia Senior Community Service Employment Program (SCSEP)

Linda Siam And Kimberly Carr shared a presentation on the Senior Community Service Employment Program. They reviewed the outcomes to date while spotlighting highlights and successes of the program. Linda Siam and Kimberly Carr also discussed the challenges and what's to come for FY2023.

Expand Strategic Partnerships Across Northern Virginia to Accomplish Our Goals

Review of GO Virginia Northern Programs and Funding Priorities

Ann Hyslop and Susan Baker shared a presentation and gave an update on the GO Virginia northern Region initiative.

Northern Virginia One Stop Operator Update on Caseload and Service Strategy for FY 2022

Sandra Zacarias and 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 2022 during the period of July 2021 through June 2022.

Board Business Items

Program Management Reports

David Hunn provided an overview of the Center Program Management report, which highlighted service and performance data for FY 2023 from July 1, 2022 through July 31, 2022.

Executive Director Items

David Hunn provided an overview on FY 2022 (through June 2022) WIOA Training expenditures, by vendor and OJT Commitments. He also reviewed Northern Virginia Regional Commission

Study on Post-COVID Economy, VCW Northern Staff Meeting with Professional Staff, U.S. House of Representatives Education and Labor Committee. Finally, he 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 10:24 a.m.

The Honorable Bryan Slater

December 1, 2022

Secretary of Labor
Commonwealth of Virginia



COMMONWEALTH OF VIRGINIA

WORKFORCE DEVELOPMENT OPTIMIZATION INITIATIVE

REIMAGINING HOW WE SKILL OUR WORKFORCE

CONSOLIDATE ● OPTIMIZE ● CENTRALIZE ● STANDARDIZE ● UNIFY

BRYAN SLATER
SECRETARY OF LABOR

THE PROBLEM

Many agencies across the Commonwealth are responsible for workforce development activities, but **no one agency has it as their #1 priority.**

WORKFORCE DEVELOPMENT IN VIRGINIA



\$485M+
Total Funding



12+
Agencies



6
Secretariats



Fragmented, decentralized approach that prevents efficient coordination and administration



Lack of connection between industry demand and talent capabilities



Disparate and confusing entry points



Lack of consistent or reliable data for measuring workforce development program outcomes



Redundant, outdated, and siloed technology systems



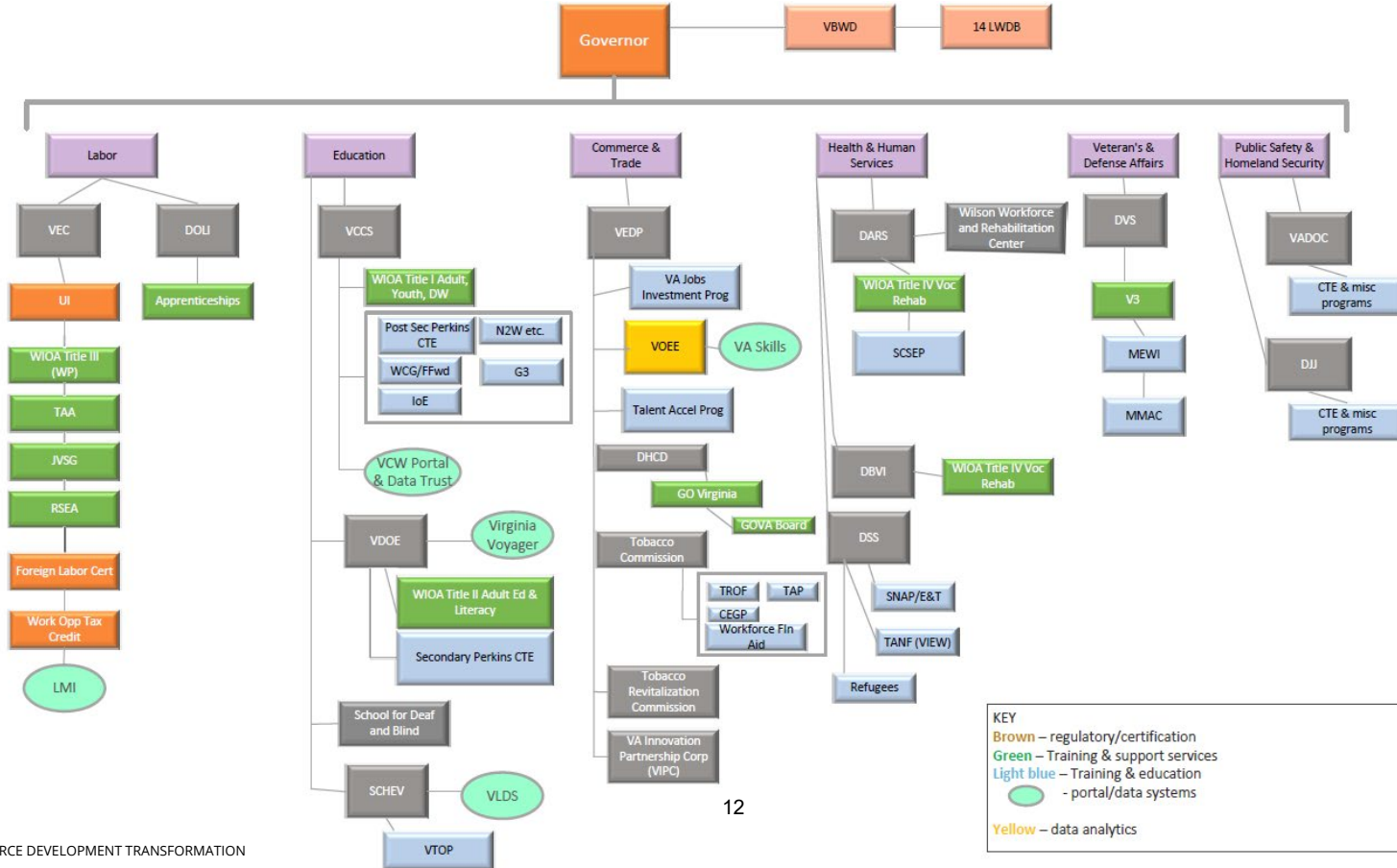
120K fewer Virginians in the Commonwealth's labor force compared to pre-pandemic levels, with a labor force participation rate of **63.6%**¹

50%² of Virginia small businesses are struggling to find workers

¹<https://www.vec.virginia.gov/latest-release>

²https://www.thecentersquare.com/virginia/about-half-of-virginia-small-businesses-still-struggling-to-find-workers/article_909e0012-d2f8-11d1-4afd8e37fbee0c0b2.html#:~:text=In%20the%20nationwide%20survey%2C%2063,percentage%20points%20better%20than%20average.

THE CURRENT STATE OF WORKFORCE DEVELOPMENT



THE OPPORTUNITY

A **single, dynamic, nation-leading workforce ecosystem hub** that proactively connects talent capabilities across all Commonwealth sectors and regions with industry demand. The aligned workforce development system will effectively **streamline capabilities** and resources with one goal in mind: a **transformed and transformational system that works for ALL Virginians**.



Balance centralized strategy with regional flexibility by eliminating duplicative programs and processes across the Commonwealth, while providing adaptable guidelines that allow regions to address their unique worker and employer needs.



Standardize goals, metrics, performance incentives, and Key Performance Indicators (KPIs) to drive accountability and enable meaningful outcomes that encourage improved service delivery.



Design a centralized hub to streamline workforce policy and for efficiently gathering, analyzing and sharing data between workforce development programs, while providing insights to inform policy and empower a long-term and best-in-class data and analytics strategy that prioritizes responsiveness and meaningful decision-making.

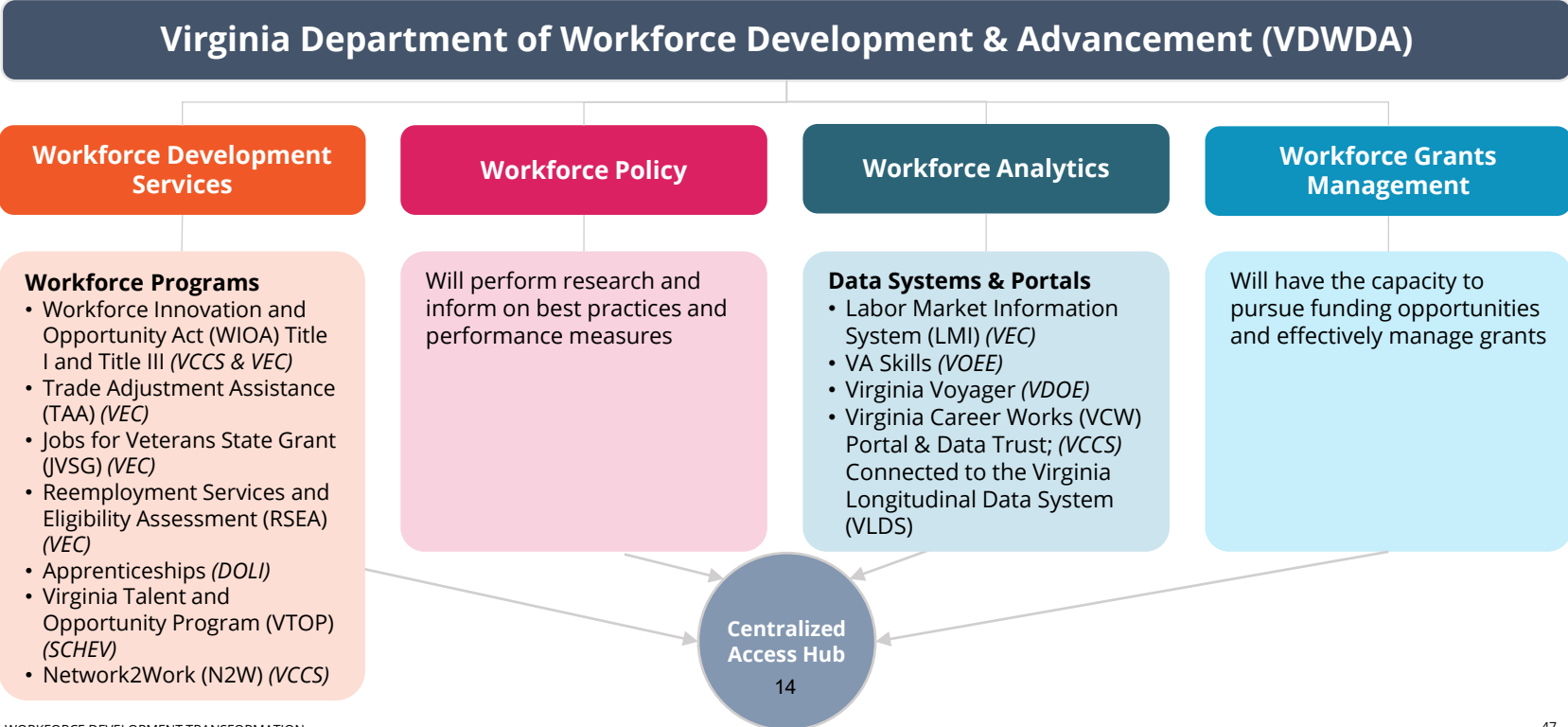


Create a centralized website portal for service seekers that enables them to easily access information, receive opportunities, and connect to employers and job seekers

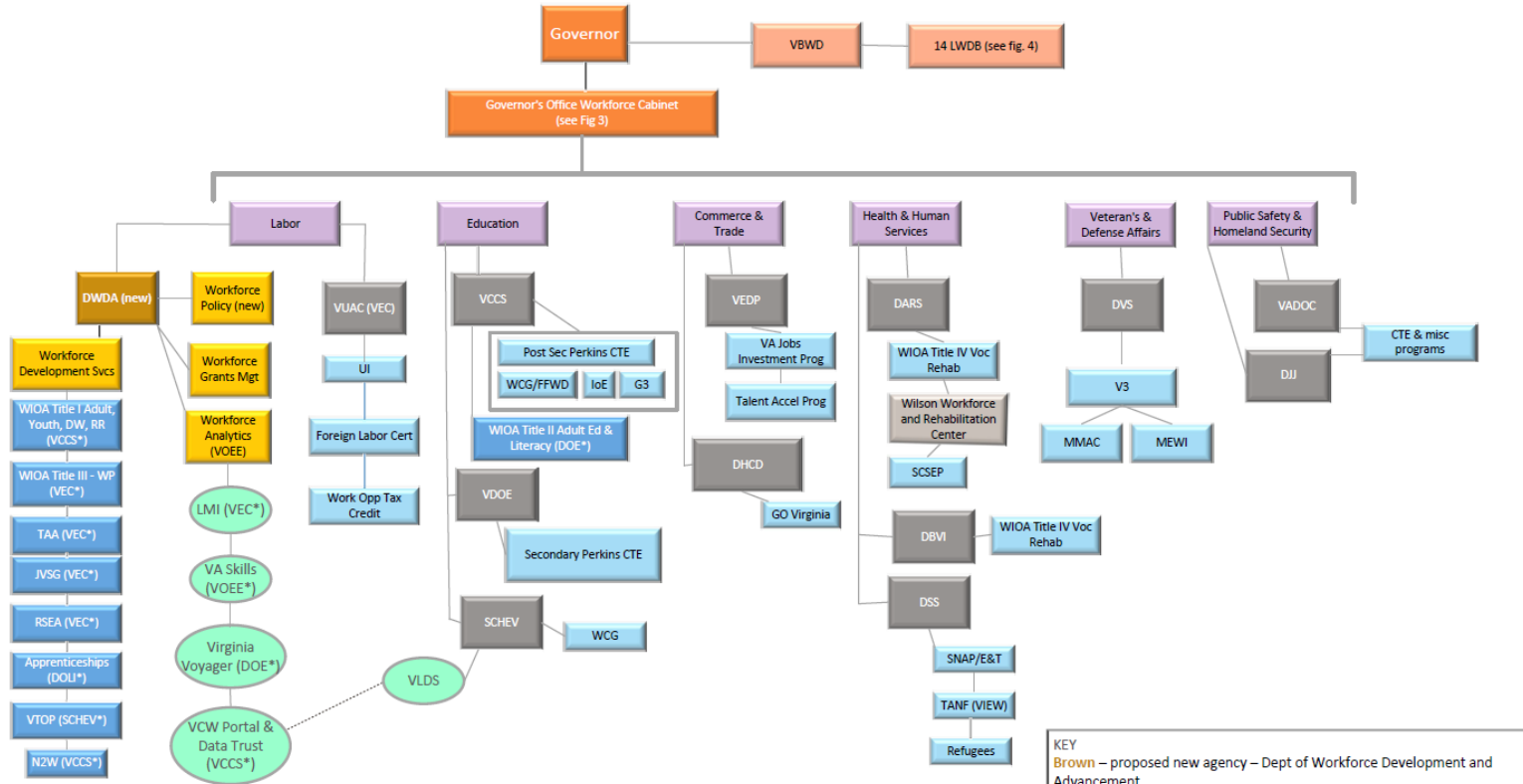
AFTER THE INITIAL INVESTMENT IN WORKFORCE DEVELOPMENT OPTIMIZATION, CONSOLIDATION AND OTHER EFFICIENCIES WILL RESULT IN MEASURES TO ¹³TARGET, EXPAND, AND SCALE TO SUCCESS.

THE NEW ORGANIZATIONAL STRUCTURE

We propose the following structure for the VDWD, moving offices and teams that have a similar mission to VDWD under one umbrella department.



THE FUTURE STATE OF WORKFORCE DEVELOPMENT



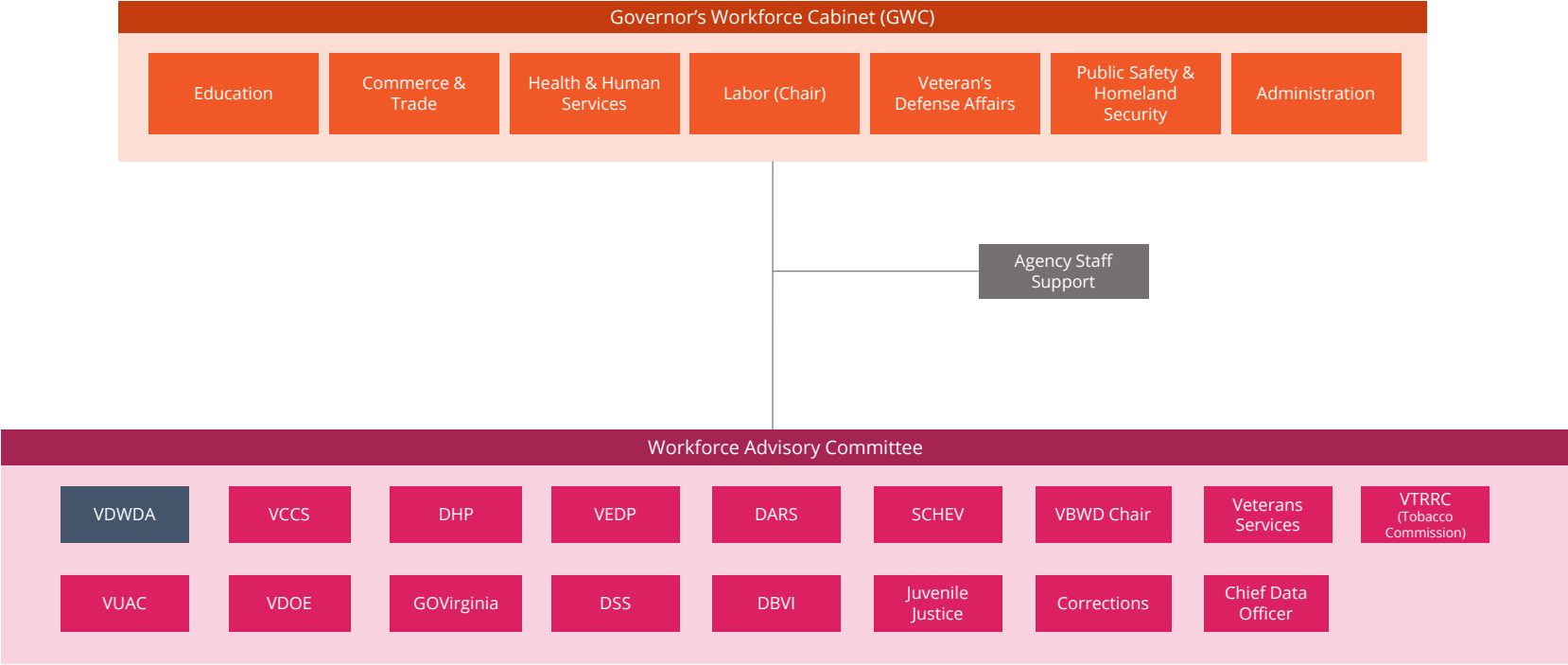
* - designates agency currently administering program

15
 This diagram represents agencies with programs that are directly engaged in providing workforce development services (6 Secretaries, 13 agencies).

KEY
 Brown – proposed new agency – Dept of Workforce Development and Advancement
 Yellow – new division within DWDA
 Blue – Workforce development programs transferring from current agencies
 Light blue – workforce development related programs not transferring
 Green – portal/data systems

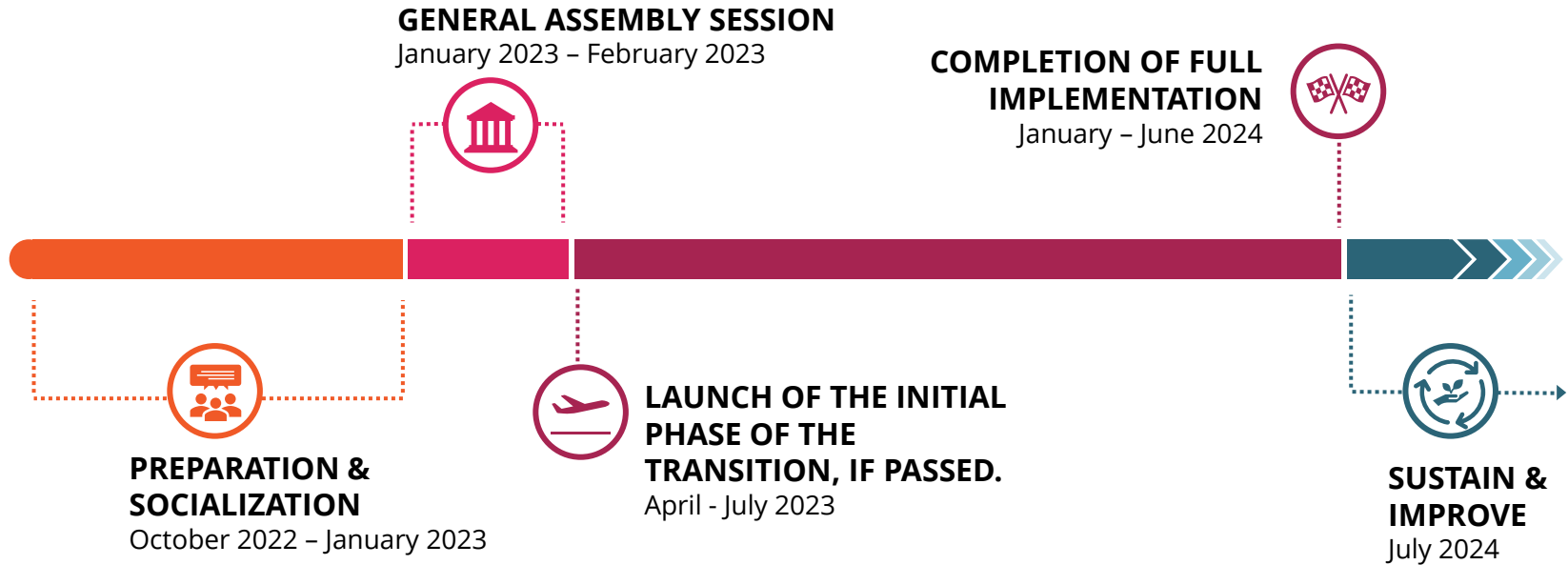
THE GOVERNOR'S WORKFORCE CABINET

The proposed governance structure of the Governor's Workforce Cabinet.



TRANSITION TIMELINE

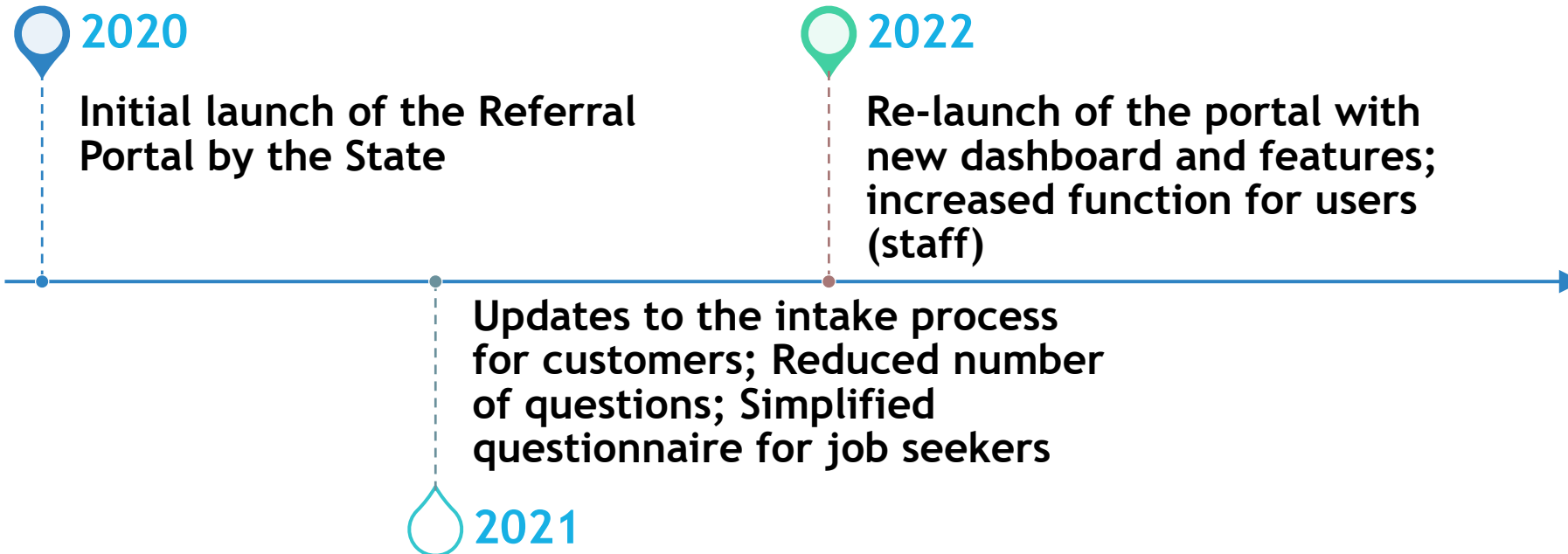
Our initiative extends across the next two years and features several key milestones.



New Virginia Policy on Workforce Referral Portal

December 1, 2022

Timeline



Portal Usage

Early Usage

- Receive referrals from the portal with all referred services
- LWDA 11 Staff would send an email to job seeker with contact information for all referred services

Current usage

- Receive referrals from the portal
- Can take action on referral (accept, reject)
- Can take notes on actions and services taken regarding job seeker referral
- Send other workforce partners referrals

Highlights and Challenges

Highlights

- Capturing job seekers whose first point of entry is the portal rather than VCW Centers

Challenges

- Reluctance of job seekers to register
- Not all partners are using the portal
- System does not currently feed or support case management efforts (i.e., in VAWC)

CLIENT WORKSPACE

My Workspace

Filtering Location: All Locations

Referrals

Incoming Referrals

New Referral	0
Accepted	3
Rejected	15
Unique Customers	6

Outgoing Referrals

New Referral	42
Accepted	3
Rejected	4
Unique Customers	6

Out-of-Network Referrals

Referral	0
Inquiry	0
Contact Shared	0
Unique Customers	0

My Current Customers

Agreements	0
Customer Information	5
Documents	0
Referrals	5

[View all customers I'm tracking](#) 10

All Current Customers

Agreements	0
Customer Information	67
Documents	0
Referrals	5

[View All Current Customers](#) 72

[Search All Customers](#)

Total Number of Customers in the database 1136

Announcements

New Updates!

We are thrilled to launch the new updates in Virginia Career Works Referral Portal on August 10th. As a reminder these updates include:

- Updated intake form.** The universal intake questions will be gathered through a simplified form rather than a content workflow.
- Local referrals.** All referral resources will be specific to a location.
- Professional notifications.** Professionals who manage the local referral resource will receive an email notification when a new referral is received.
- Referral status.** Professionals will have the ability to update the referral status.

If you were unable to attend one of our onboarding trainings, please watch this recording.

CLIENT WORKSPACE

My Workspace

Filtering Location: All Locations

Referrals

Incoming Referrals

New Referral	0
Accepted	3
Rejected	15
Unique Customers	6

Outgoing Referrals

New Referral	42
Accepted	3
Rejected	4
Unique Customers	6

Out-of-Network Referrals

Referral	0
Inquiry	0
Contact Shared	0
Unique Customers	0

My Current Customers

Agreements	0
Customer Information	5
Documents	0
Referrals	5

View all customers I'm tracking **10**

All Current Customers

Agreements	0
Customer Information	67
Documents	0
Referrals	5

View All Current Customers **72**
 Search All Customers

Total Number of Customers in the database **1136**

Ideas for Implementation of Portal Policy

- Distribute flyer to share with VAWC registered job seekers
- Post Referral Portal Information in center lobbys and encourage visitors to register
- Re-introduce Referral Portal during WIOA Intake meetings and include in “Next Steps” process for enrollment into WIOA

December 1, 2022

Activating Pathways into IT for STARs in Northern Virginia



Opportunity
@ Work

STARs
SKILLED THROUGH
ALTERNATIVE ROUTES

25

June 2022

Who is Opportunity@Work?

December 1, 2022

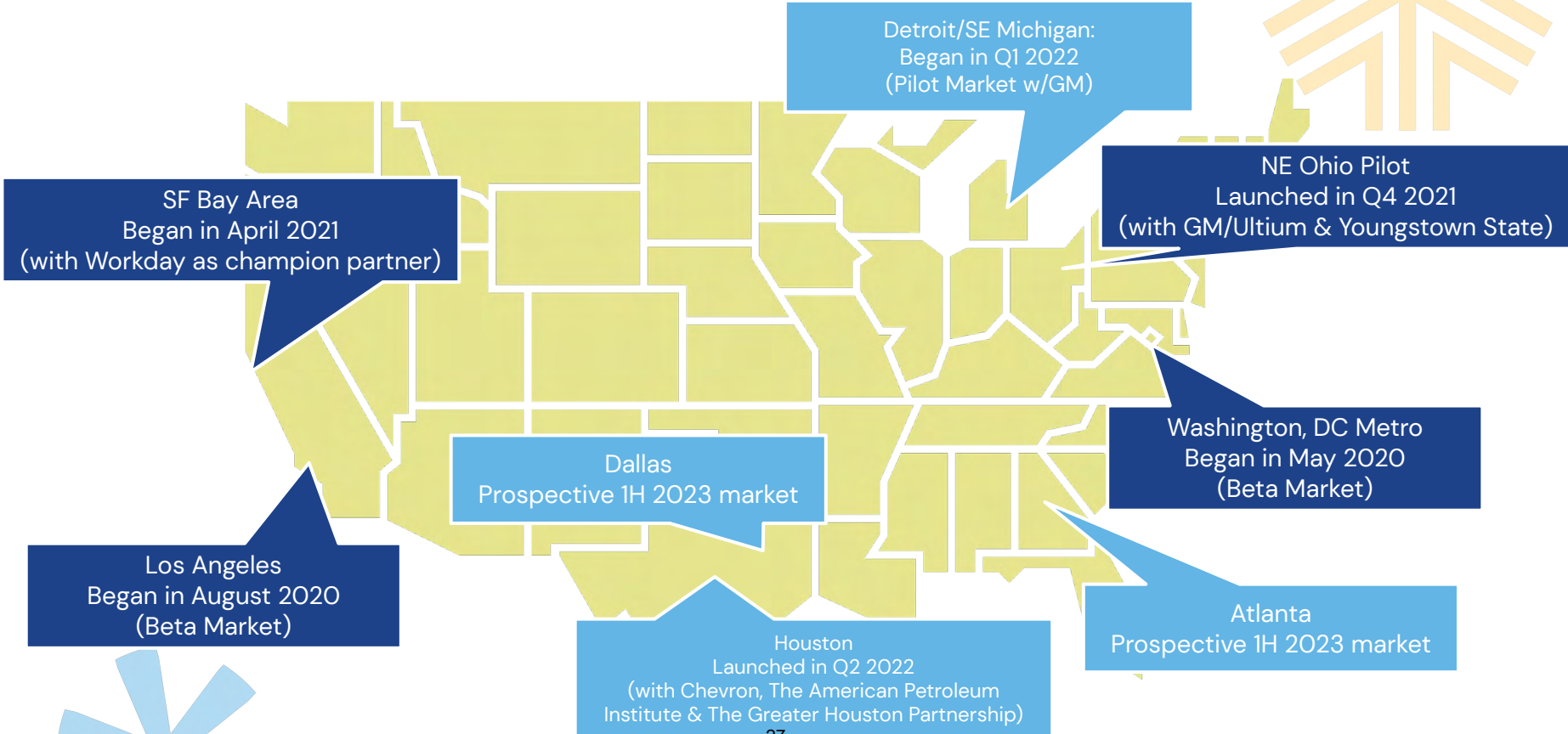


We are a national social enterprise whose mission is to rewire the U.S. labor market so that all individuals Skilled Through Alternative Routes (STARs) can work, learn, and earn to their full potential.

We connect leading businesses looking for talent to STARs with the skills to do the job but do not have a 4-year degree.

2022 Regional Locations

December 1, 2022





Context and Background

- Understanding what tech roles STARs are currently in
- Identifying employer demand for tech skills
- Mapping out mobility pathways into tech roles



A Skills Analysis of Pathways to Tech Occupations in Northern Virginia

December 1, 2022

In this analysis, we share Opportunity@Work's skills mapping framework to identify pathways into growing tech occupations

Opportunity@Work's mission is to promote economic mobility for workers who are Skilled Through Alternative Routes (STARs) via skills-based employment pathways. We identify these pathways based on an analysis of the skills workers display in their current occupations, and how those skills align to higher-paying employment opportunities.

Internalizing and adopting this framework allows employers to better identify skilled sources of talent that are often overlooked through restrictive hiring practices that are designed to screen-out, rather than screen-in, talent.

This deck outlines how Opportunity@Work's STAR Mobility Model could be applied to target STARs with relevant work experience to fill tech roles in Northern Virginia.

Insight about Northern Virginia's Workers and Labor Market

- Insights about the local workforce and economy
- The importance of skills transferability for mobility



Northern Virginia has one of the Most Educated Labor Forces in the US

December 1, 2022

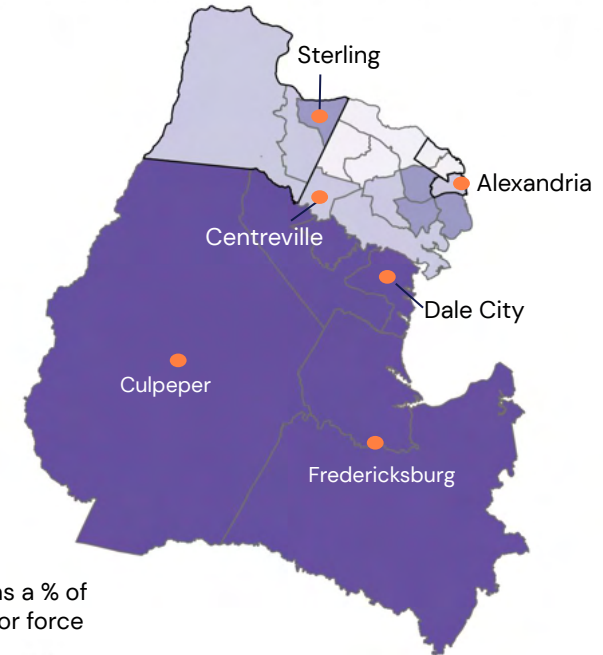
However, STARs are more likely to live in outer counties

528,000 STARs live in Northern Virginia, making up 34% of all workers. As part of the Washington DC metro area, the region is highly educated—59% of workers hold a bachelor's degree, one of the highest rates among major cities.

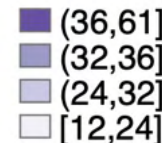
However, the educational attainment of the labor force varies throughout northern Virginia, with workers living further outside DC more likely to be STARs. While STARs make up only 34% of workers across the entire region, they make up –

- 60% of workers in the George Washington Regional Commission area (Spotsylvania, Caroline and King George Counties)
- 35% of workers in West Springfield & Franconia
- 12% of workers in Arlington County

2019: STARs as a Percent of the Northern Virginia Labor Force: by PUMA



STARs as a % of the labor force

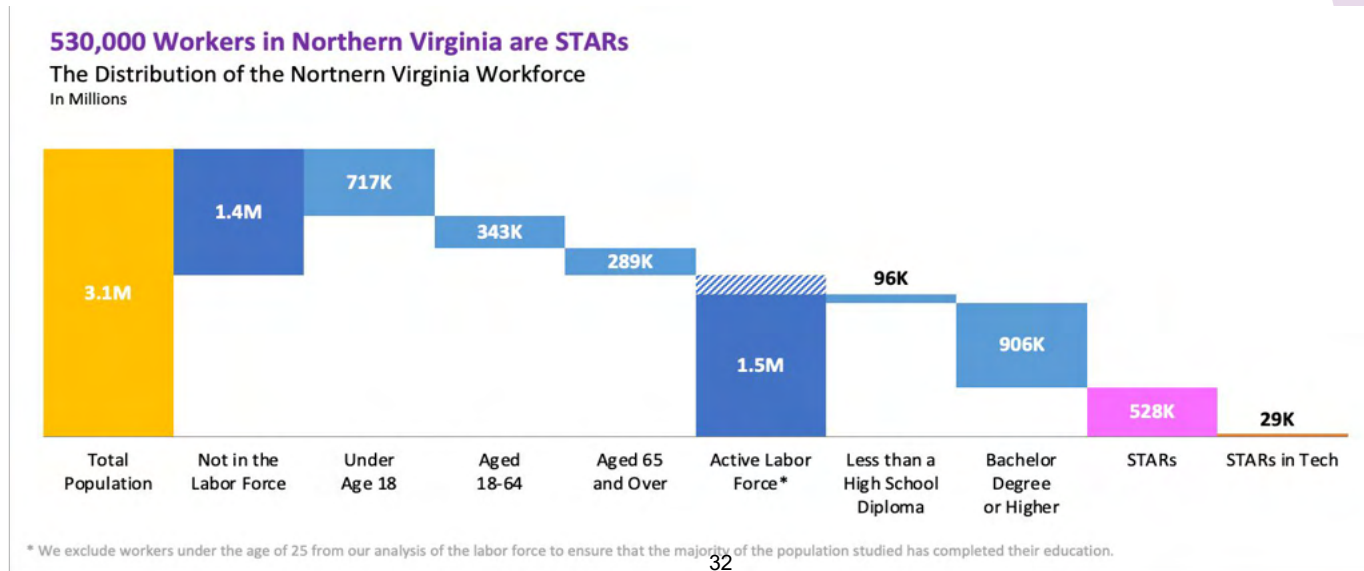


PUMAs shown in light grey
Counties shown in black
● Major city

There are More than Half a Million STARs in Northern Virginia, but only 29,000 Currently Work in the Tech Field

December 1, 2022

STARs are workers who are Skilled Through Alternative Routes. STARs are aged 25 or older, active in the labor force, have a high-school diploma or equivalent, and have developed their skills through alternative routes such as community college, the military, apprenticeships, bootcamps, and most commonly, on-the-job.



STARs in Northern Virginia are More Likely to be in Tech

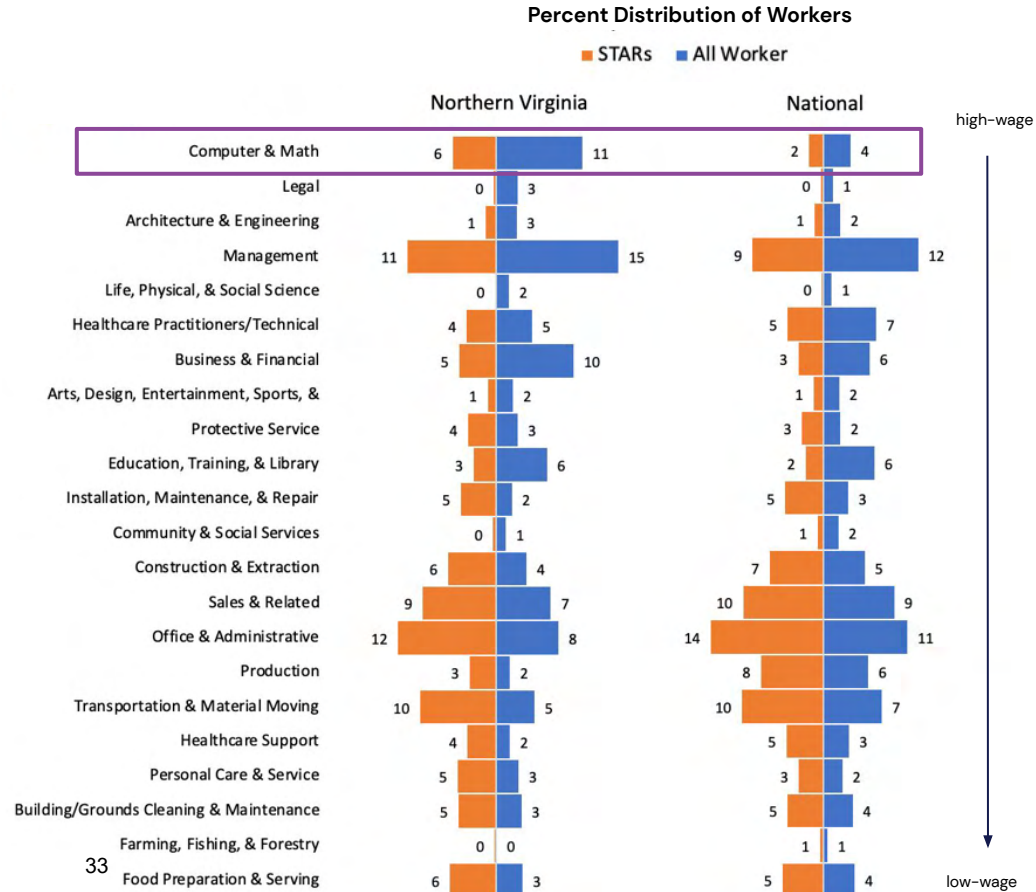
December 1, 2022

6% of STARs in NOVA work in Computer & Math fields, a rate 3x higher than the Nation

As part of the Washington DC metro area, Northern Virginia's economy is extremely unique and specialized, with national security, computer system design, and management consulting industries employing large numbers of workers.

There were 29,000 STARs in computer and math "tech" occupations in 2019, making up 6% of STARs overall. The top tech occupations for STARs included—

- Software developers (8K STARs)
- Misc. computer occupations (7K STARs)
- Computer support specialists (5K STARs)
- Information security analysts (3K STARs)



How Do STARs Move Into Tech Occupations?

December 1, 2022

Workers move into higher-wage work by translating their skills across jobs

STARs have valuable skills gained from on-the job experience, and skills are the currency of the labor market. This figure shows the high skills overlap across two occupations.

- The first, a lower-wage job is one STARs are frequently in, while the higher wage job has fewer STARs.
- The overall “skill distance” between these two occupations is calculated across 35 skill dimensions, providing an overall summary measure. The lower the skill distance, the more similar two jobs are.



Where Are We Seeing These Transitions?

December 1, 2022

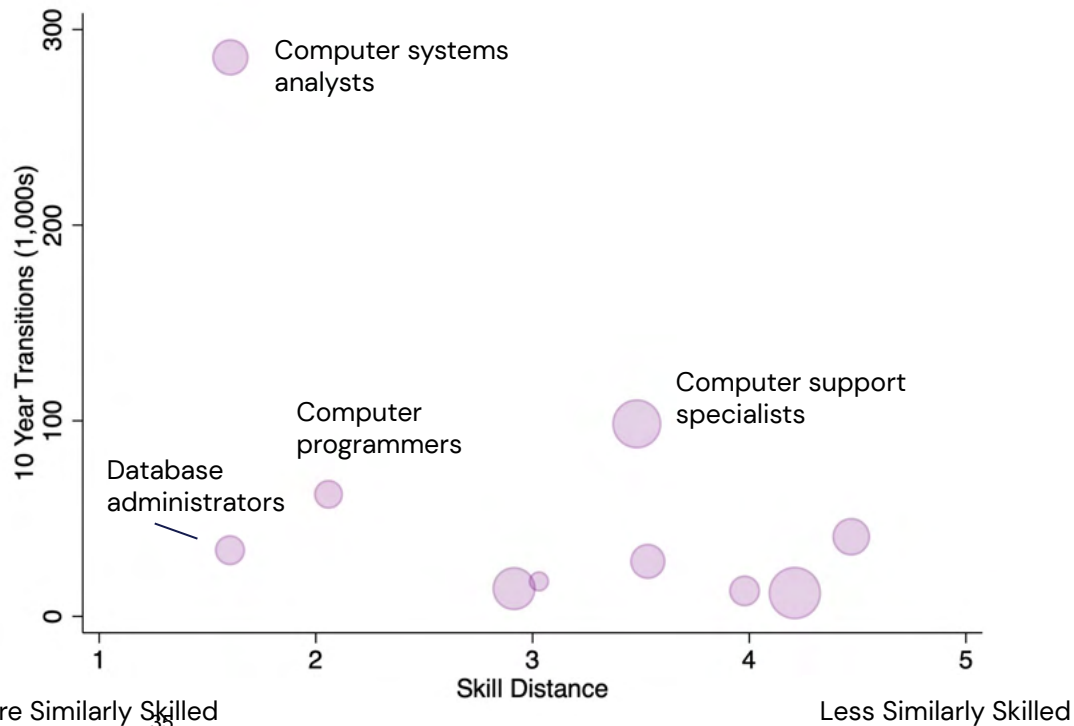
Most workers moving into tech roles are already in tech roles

Workers move into higher-wage work by translating their skills across jobs.

Workers are more likely to move into jobs that are similarly skilled, as we see in this example, the lower the skill distance, the more transitions we observe.

However, most people moving into high-wage tech roles are already in tech, indicating that developing these skills are less accessible to workers.

What are the origin jobs for workers who move into software developer jobs?

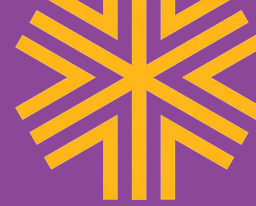


Note: Marker size indicates percent wage gain associated with a given destination occupation.
Source: Opportunity@Work analysis of the 2012 to 2021 Current Population Survey, Annual Social and Economic Supplement, Integrated Public Use Microdata Series.

Insight about Northern Virginia's Tech Employers

- Insights about local employers
- Understanding how employers value skills and credentials

December 1, 2022



Right Now, Employers Are Not Seeing STARs

December 1, 2022

Only 10% of jobs in the tech industry are open to STARs in the DC metro area

From January to May 2022, there were 86,304 roles posted for Computer and Math Occupations in the metro area. Only 8,780 of these (10% of all job postings) were open to STARs!

The top employers (Capital One, Leidos, and Booz Allen Hamilton) often posted many jobs that did not require bachelor degrees, but those jobs tended to be in lower paying roles with median advertised salaries of \$70K (compared to a median of \$105K for tech jobs overall).

Most In Demand Jobs	Jobs Available to STARs
Software Developers	Systems Administrators
Systems Engineers	Help Desk Technician
Data Scientists	Data Center Technician
Systems Administrators	Network Engineer

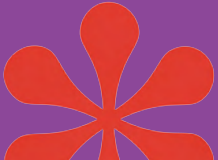
Understanding Employer Demand for Software Developers December 1, 2022

Although only 87% of current software developers in Northern Virginia have a bachelor's degree, 99% of employer job postings require a BA

Software Developers			
Highest Volume Origin Jobs	Most Frequently Requested Skills	Most Frequently Requested Certifications	% of Job Postings Requiring BA
Computer Systems Analysts	Computer Science Agile Java, Python, SQL Software Engineering Software Development	Security Clearance	99%
Misc. Computer Occupations		CompTIA Security+	
Information Security Analysts		Certified Information Systems Security Professional (CISSP)	
Computer Programmers		Information Assurance Technician Level II (IAT)	
Computer Support Specialists		Global Information Assurance Certification (GIAC)	
Database Administrators			

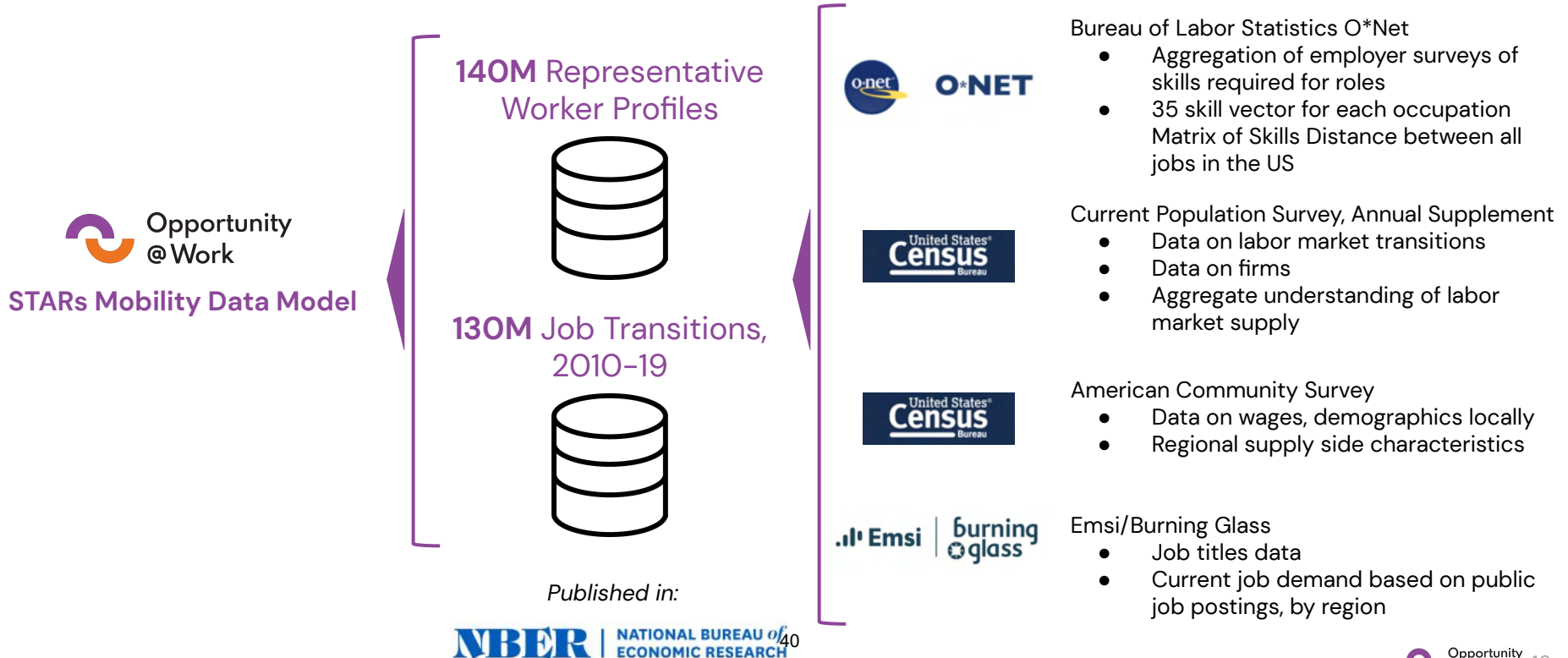
Identifying Pathways to Tech Occupations for STARs in Northern Virginia

- Trajectories to higher wages in tech occupations



Overview of Opportunity@Work's STARs Mobility Data Model

Research-grade and intentionally built with public data sources



Skills Based Pathways for High-Wage Tech Roles

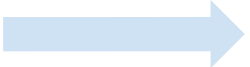
December 1, 2022

Lower Wage Origin Job

Computer Support Specialists
\$31.25 / hr (national median)
1.5M workers nationwide
55% of workers have a BA

Misc. Business Operations & Management Specialists
\$32.02 / hr (national median)
2.3M workers nationwide
73% of workers have a BA

- 27% wage gain
- 271K transitions in last 10 years
- 2.9 skill distance

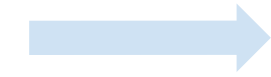
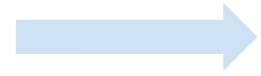


- 24% wage gain
- 11K transitions in last 10 years
- 2.1 skill distance

Gateway Job

Computer Scientists, Systems/Network Analysts & Web Developers
\$39.61 / hr (national median)
4.9M workers nationwide
70% of workers have a BA

- 34% wage gain
- 286K transitions in last 10 years
- 1.6 skill distance



- 31% wage gain
- 29K transitions in last 10 years
- 1.3 skill distance

Higher Wage Destination Job

Software Developers, Applications and Systems Software
\$52.88 / hr (national median)
5.7M workers nationwide
90% of workers have a BA

Database Administrators
\$51.92 / hr (national median)
338K workers nationwide
81% of workers have a BA

Understanding Employer Demand for Entry Level Computer Support Specialists

December 1, 2022

Even for computer support specialists roles that expect less than 3 years experience, the majority of employers still require a bachelor's degree.

Further, we see a high volume of workers move into this role from dissimilarly skilled roles, indicating that they are developing these skills independently or through talent developers.

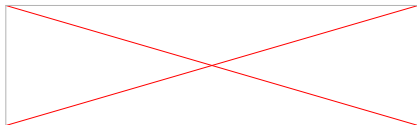
Computer Support Specialists			
Highest Volume Origin Jobs	Most Frequently Requested Skills	Most Frequently Requested Certifications	% of Job Postings Requiring BA
Cashiers	Help desk support	Security Clearance	54%
Retail Salespersons	Technical support	CompTIA Security+	
First-Line Supervisors of Food Service Workers	Operating systems	CompTIA A+	
Waiters & Waitresses	Computer science	CompTIA Network+	
	Issue tracking	Microsoft Certified Professional	

Where are some common areas for collaboration?

December 1, 2022

Stellarworx, the only skills-based, STARs-specific talent marketplace, a one-stop-shop that aggregates supply & demand

- built to help employers scale inclusive hiring
- to support STARs and talent developers in finding middle-wage jobs that lead to greater upward mobility, and
- to connect organizing efforts in communities.



Quick Introduction: Stellarworx

December 1, 2022



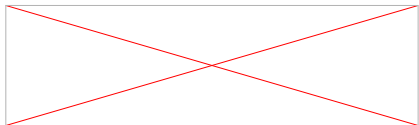
[Click here to view on YouTube](#)

Where are some common areas for collaboration?

December 1, 2022

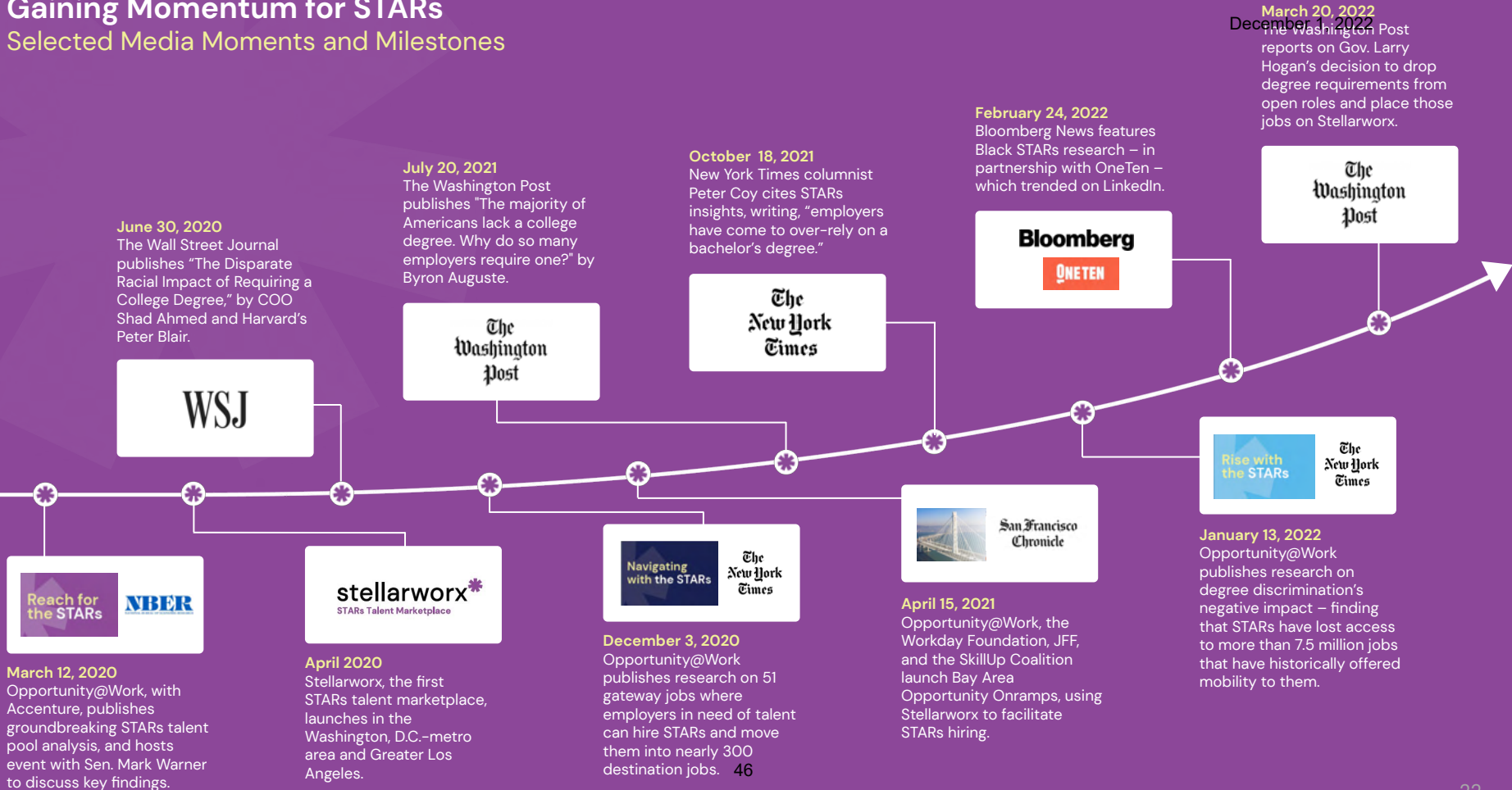
STARs Campaign, an opportunity to Raise Awareness, Change Mindsets and Influence Behavior:

- **Activate STARs** – Empower STARs to show their value to employers
- **Change Employer Perceptions** – Shatter myths to rewire employer hiring practices
- **Improve Signals** – Increase awareness to direct STARs and employers to resources



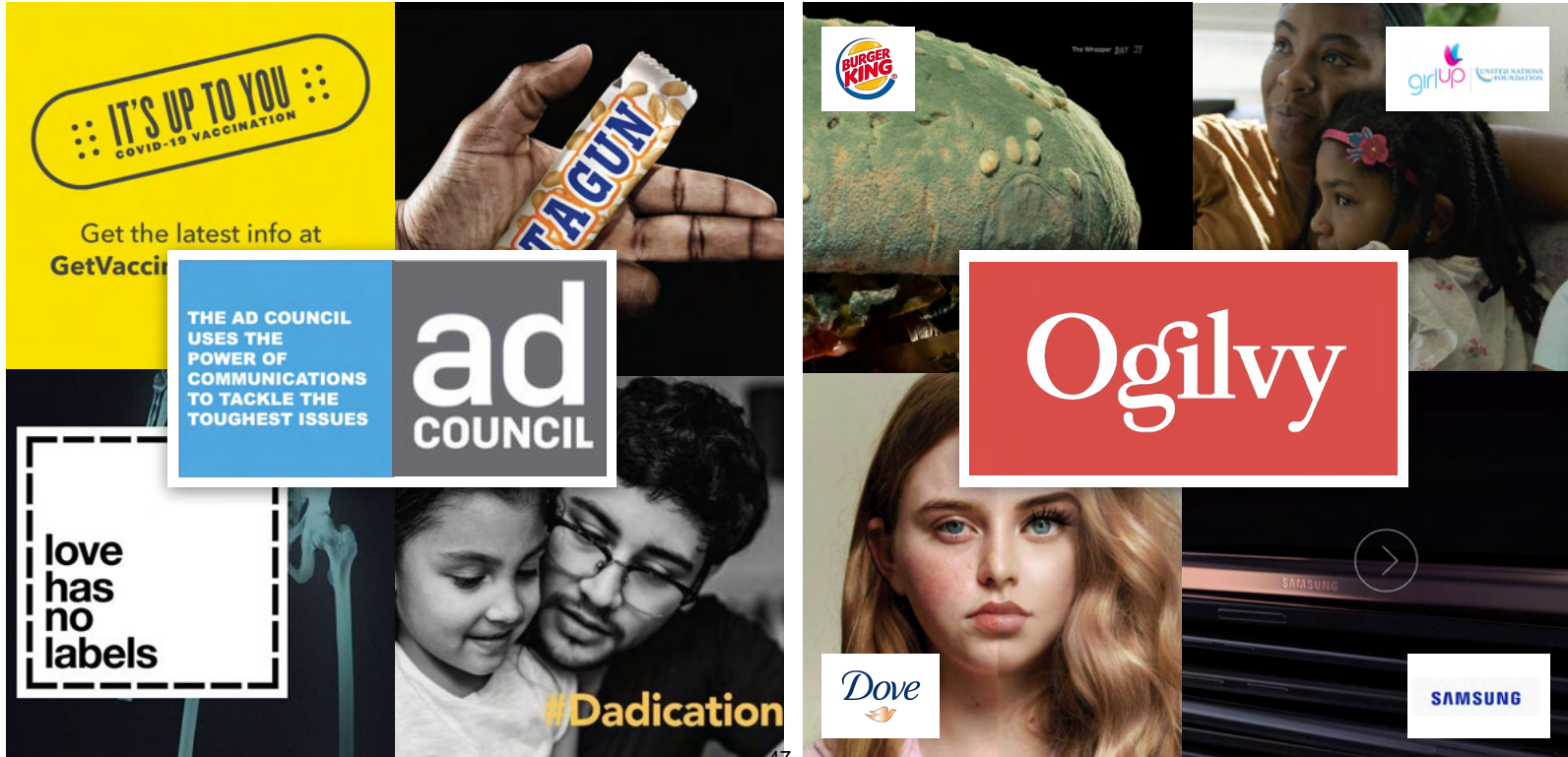
Gaining Momentum for STARs

Selected Media Moments and Milestones



Campaign Creative Partners

Research-Driven, Behavior Change Agents



47

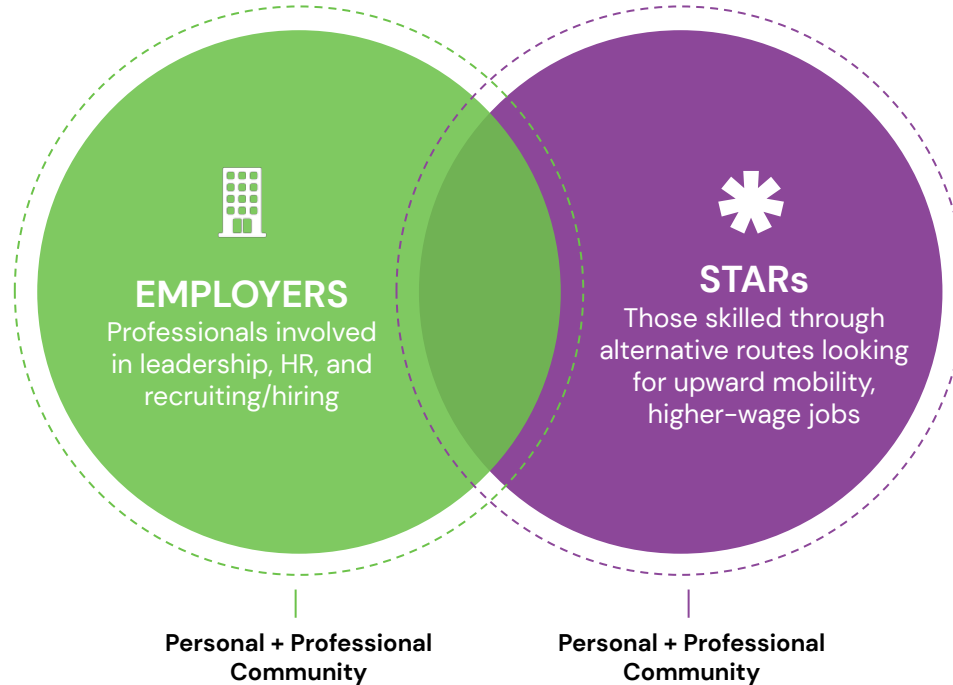
Dual Audience Approach

December 1, 2022

AUDIENCES

OUTCOMES:

- Change hiring practices for fair consideration
- Serve as messengers
- Leverage storytelling to de-risk hiring
- Model behavior for other employers



OUTCOMES:

- Advocate for themselves
- Amplify the message of their value
- Affirm skills vs. need to upskill
- Create demand

Confirmed campaign partners to date



Supporters



Thank You!

For additional follow up, please contact:

Ashley Edwards
Director, Data Services
ashley@opportunityatwork.org

Bridgette Gray
Chief Customer Officer
bridgette@opportunityatwork.org



Department of Family Services

Employment & Training Team Report

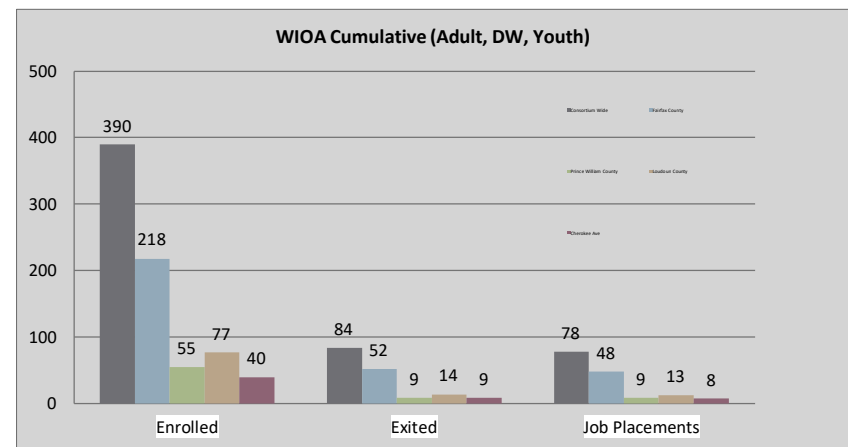
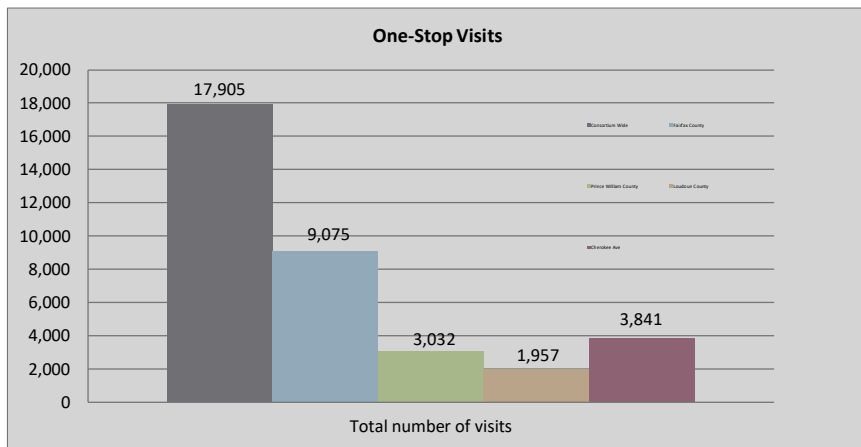
October 2022

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



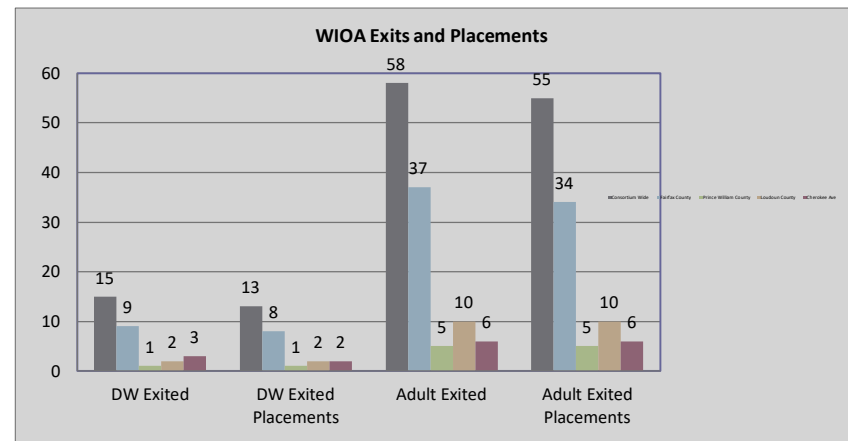
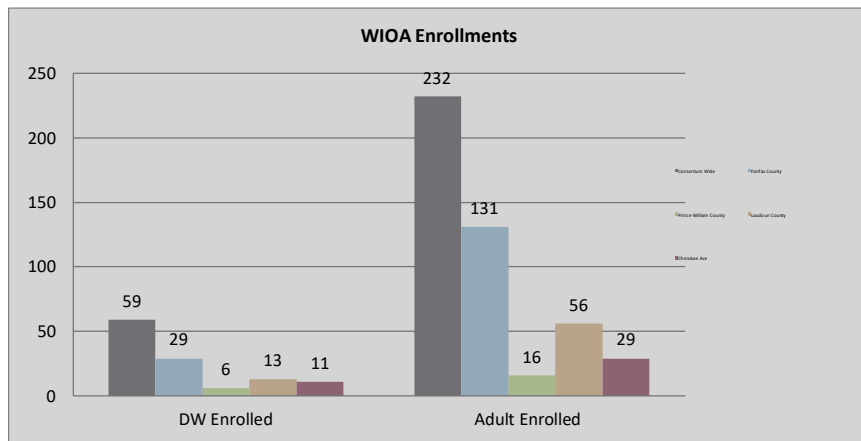
Northern Virginia Workforce Development Area, LWDA XI
WIOA Adult, Dislocated Worker, and Youth Statistics (July 1, 2022- October 31, 2022)

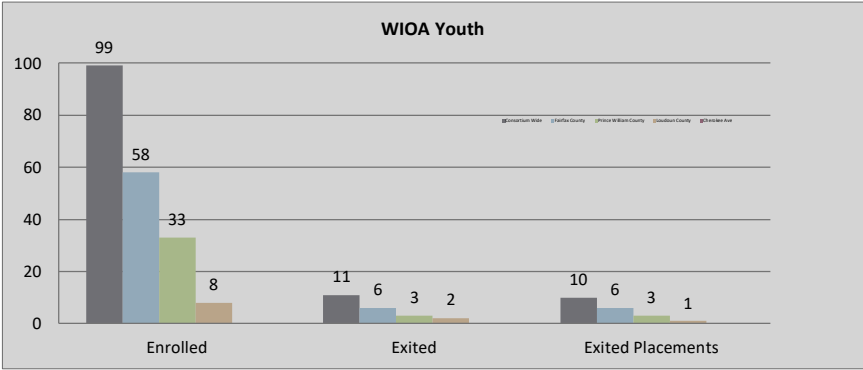
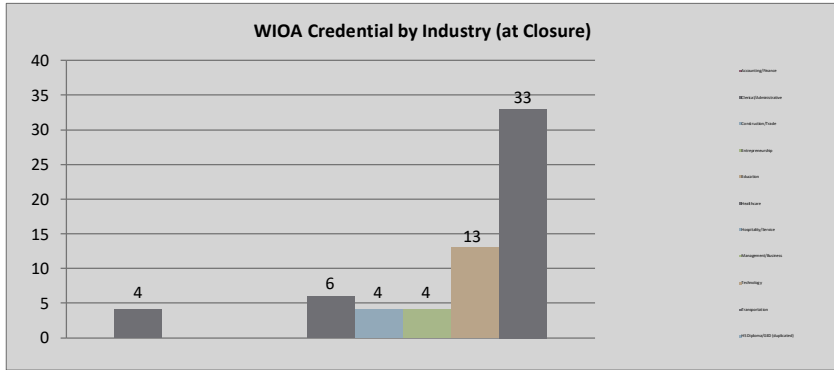
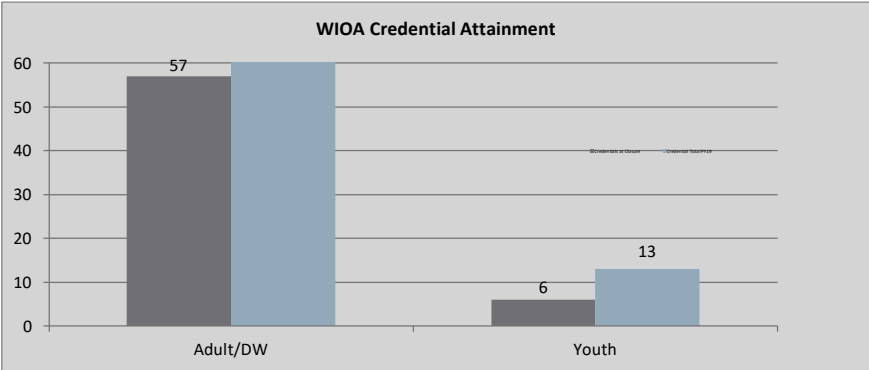
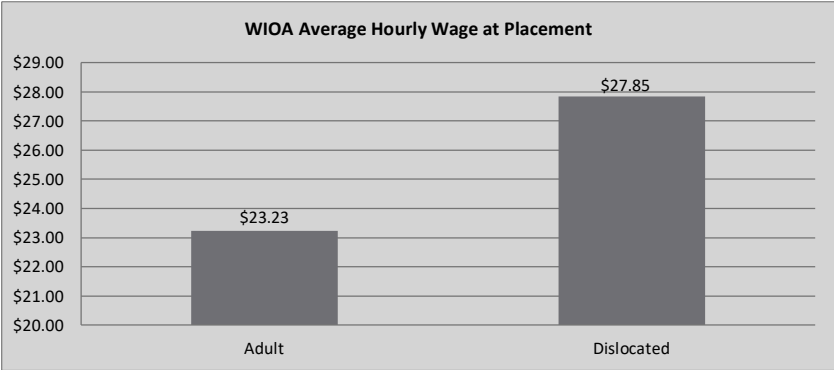
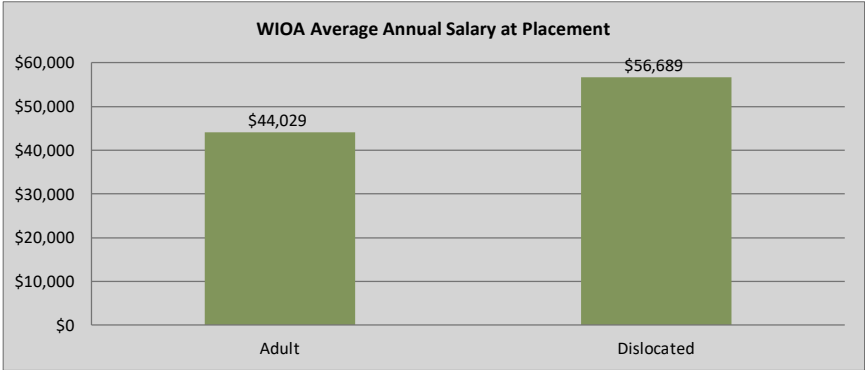
At-A-Glance				
One-Stop Services*	WIOA Services (Youth/Adult/DW)	All Employment & Training Programs		
Center Visits	17,905	Total Participants	390	
One-Stop Job Placements	19	WIOA Job Placements	78	
Average Hourly Wage at Placement	\$18.95	Average Hourly Wage at Placement (Adult)	\$23.23	
* Visit numbers are being brought current to include all virtual services being provided by center programs that would have utilized pre-COVID walk-in services during this PY if available.	Average Hourly Wage at Placement (DW)	\$27.85	Total Enrolled	390
	Average Hourly Wage at Placement (Youth)	\$15.19	Total Exited	84
	Credentials Received in PY22	77	Total Job Placements	78
Note: Core placements are updated quarterly.	Credentials Received at Closure	63	Total Participants with Disabilities	77
			Total Veterans	7



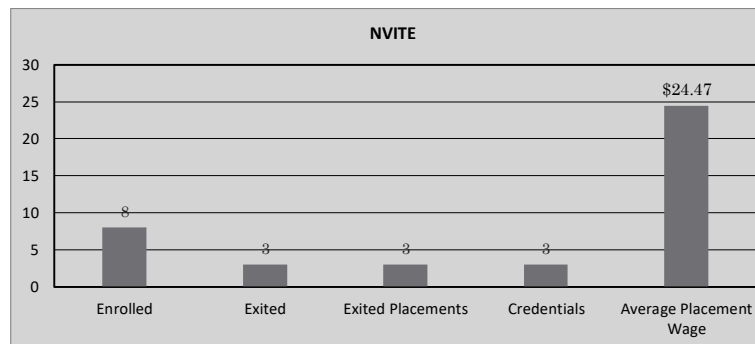
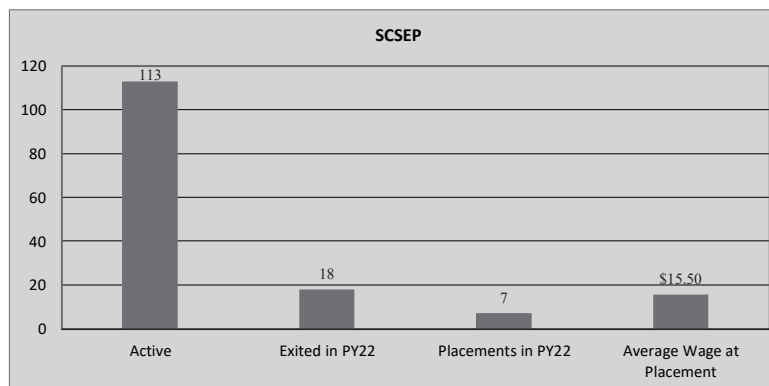
*IWT not included, see Page 3 for Data

WIOA Breakdown - Adult, Dislocated Worker and Youth





Northern Virginia Workforce Development Area, LWDA XI
 WIOA Grants and Other Programs Statistics (July 1, 2022- October 31, 2022)
Non WIOA Grants

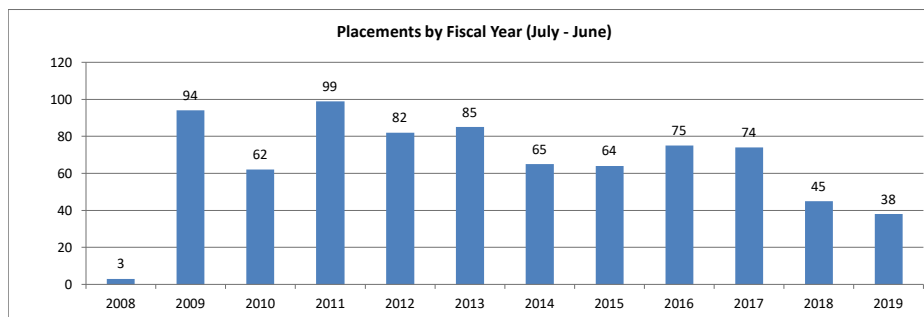
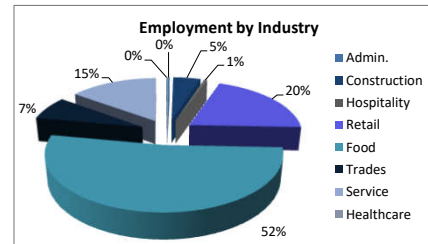
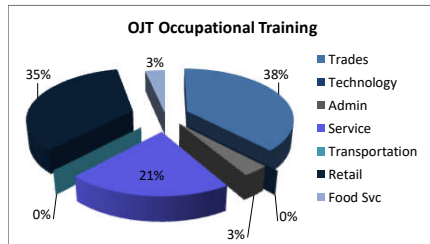


Fairfax AIB (Alternative Incarceration Branch) Center
Monthly Report

	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23
Enrolled	0	0	0	0								
Placed in Employment	0	0	0	0								
Exited	0	0	0	0								
<i>Employed at Exit</i>	0	0	0	0								
<i>Unemployed at Exit</i>	0	0	0	0								
Currently Employed	0	0	0	0								
Other Fairfax Inmates served	0	0	0	0								
<i>Average Hourly Wage</i>	\$15.80	\$15.80	\$15.80	\$15.80								

Cumulative	
Enrolled	938
Non-Exited Placements	132
Exited	790
<i>Unemployed at Exit</i>	127
<i>Employed at Exit</i>	658
Insured by Federal Bonding	68
<i>Total Bonding Value</i>	\$340,000
Total On the Job Trainings	29
<i>On the Job Training Expenditures</i>	\$62,628
Re-Offended	74

Recidivism Rate 8%



Sample of Monthly Placements

Positions	Employers	Wage
Laborer	Shirley Contracting	\$12.00
Crew	Chipotle	\$10.75
Laundry Attendant	I&L Laundry	\$9.00

BREAKDOWN REPORT ON ITAS AND OJTS

Monthly Report

ITAs / INDUSTRY	Obligated Funds	Additional Training Expenses	WIOA YOUTH		WIOA ADULT/DW		TOTAL
			Number	Percent	Number	Percent	
Accounting/Finance (AF)	\$1,636.50		0	0.00%	3	4.11%	3
Clerical /Administrative (CA)	\$7,483.00		0	0.00%	3	4.11%	3
Construction / Trade (CT)	\$4,085.00		3	17.00%	0	0.00%	3
Education (Ed)	\$0.00		0	0.00%	0	0.00%	0
Healthcare (He)	\$40,781.00		8	43.00%	7	9.59%	15
Hospitality Services (HS)	\$0.00		0	0.00%	0	0.00%	0
Literacy (LA)	\$3,882.50		1	6.00%	0	0.00%	1
Management/Business (MB)	\$6,499.00		0	0.00%	3	4.11%	3
Technology (Tech)	\$48,970.00		3	17.00%	19	26.03%	22
Transportation (TR)	\$128,089.00		3	17.00%	38	52.00%	41
Others	\$0.00		0	0.00%	0	0.00%	0
TOTAL	\$241,426.00	\$0.00	18	100%	73	100.0%	91

ITAs / INDUSTRY	Obligated Funds
Accounting/Finance (AF)	\$1,636.50
Clerical /Administrative (CA)	\$7,483.00
Construction / Trade (CT)	\$4,085.00
Education (Ed)	\$0.00
Healthcare (He)	\$40,781.00
Hospitality Services (HS)	\$0.00
Literacy (LA)	\$3,882.50
Management/Business (MB)	\$6,499.00
Technology (Tech)	\$48,970.00
Transportation (TR)	\$128,089.00
Others	\$0.00
TOTAL	\$241,426.00

OJT Obligated by Grants	OJT /WEX Amount
WIOA Adult	\$0
WIOA DW	\$0
Youth	\$0
TOTAL	\$0

Northern Virginia Workforce Area #11
SCSEP Monthly Report

SCSEP Eligible Clients Identified	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	1/1/2023	2/1/2023	3/1/2023	4/1/2023	5/1/2023	6/1/2023
SCSEP Active Participants	114	115	114	113								
Transferred to NCOA Data Team	0	0	0	0								
Participants on LWOP	6	8	7	9								
New SCSEP Enrollments	1	5	6	3								
Average Age of Enrolled	66	66	65	65								
New SCSEP Pending Applications	9	5	4	6								
Exited from Program	6	2	6	4								
Exited with Placement	4	0	1	2								
Average Employed Monthly Wage	\$ 14.00	\$ -	\$ 17.00	\$ -								
Active Host Site Agencies	25	25	26	27								
Host Site Agencies with Slots	3	3	1	2								
Number of Available Slots	3	4	4	2								
Participants Referred to Host Site	4	5	4	3								
New Host Site Agencies Contacted	15	13	6	5								
Referral from WIOA One Stop Centers	7	7	29	8								
Dual Enrolled with WIOA	1	1	1	1								

**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 2022 Workforce Area #11 Training and OJT Commitments** – For FY 2023 (Through October 2022), the Northern Virginia Workforce Area #11 One Stop Operator obligated \$241,426 for 90 WIOA Adult, Dislocated Worker, Youth and CARES Act jobseekers. The summary of funding obligations by each approved training provider is included here.
- **Partner Funding for Security Officers at Two VCW Northern American Job Centers** – Since 2019, special State funding has supported armed security guards at two American Job Centers in our region – Prince William and Alexandria. Grant funding will end in December 2022. Our negotiations with the Virginia Employment Commission have reached an impasse, with the VEC claiming that their organization has no funding to continued security guard service into calendar 2023, to protect their own VEC employees. VCW Northern staff have engaged the Labor Secretary’s Office to help reach resolution.
- **New Virginia Career Works Northern Employer Outreach Through Washington Business Journal** – In FY 2023, the *SkillSource* Group, Inc. and Virginia Career Works Northern have initiated an employer outreach initiative through the Washington Business Journal. Our first article and print ad started in September 2022 and is attached here.
- **Loudoun Workforce Resource Center Earns Champion of Disability Employment Award – In October 2022**, the Loudoun Workforce Resource Center was recognized by the Virginia Department for Aging and Rehabilitative Services (DARS) as a Champion of Disability Employment. The Loudoun Workforce Resource Center is one of five organizations in Virginia to receive this award from DARS in 2022. Organizations that earned this award proactively work with DARS to help increase employment opportunities for individuals with disabilities and demonstrate a commitment to help advance the DARS mission.
- **Virginia Career Works Northern Receives Governor’s Workforce Services Investments in Innovation Grant Funding** – In November 2022, Virginia Labor Secretary Bryan Slater awarded Workforce Services Investments in Innovation grant funding to the Virginia Career Works Northern Region, for proposed workforce supports to job seeking Afghan refugees in Northern Virginia and their families through March 2024. The grant award letter is attached.
- **An Update on the VCW Northern Region’s WIOA 40% Training Expenditures for PY 2022 is attached.**
- **SkillSource Group Summary of Grants and Contracts Award Matrix is attached.**

Northern Virginia Workforce Innovation and Opportunity Act--LWDA XI

FY 2023 ITA Provider Summary

July 1-October 31, 2022

A. ITA Obligated by Providers

Provider (A-Z)	Training amount	Number of ITA	Training Industries
1st CDL Training Center of NOVA	\$25,750.00	8	Transportation
7 CDL Driving School	\$16,500.00	5	Transportation
AAA CDL School	\$35,950.00	10	Transportation
Agile1 Tech	\$7,850.00	3	Technology
American Inst., Health, Science & Tech.	\$6,000.00	2	Healthcare
ASM Educational Center	\$4,490.00	2	Technology
Astar Education Institute	\$0.00	0	Healthcare
Fairfax County Public School	\$19,893.00	11	Accounting/Finance, Healthcare
George Mason University	\$4,998.00	3	Management/Business, Technology
Germanna Community College	\$573.50	1	Accounting/Finance
Global Education Institute	\$1,930.00	1	Healthcare
Global Institute of Technology	\$8,700.00	3	Technology
Impact Tek	\$3,585.00	4	Technology
Intellectual Point	\$9,395.00	5	Technology
JASA Inc. Trade School	\$3,350.00	1	Technology
Joyce Carelock Ministries	\$6,000.00	2	Administrative Certificate
Learnix Tree Centr	\$7,000.00	2	Technology
NVCC	\$17,172.50	5	Healthcare
PeopleNTech	\$3,000.00	1	Technology
Safe Driving Academy	\$389.00	1	Transportation
Shipper's Choice	\$49,500.00	16	Transportation
The Medical Education Center	\$3,000.00	1	Healthcare
Three T Institute	\$5,300.00	2	MB & Technology
Thrive Healthcare Academy	\$1,100.00	1	Healthcare
TOTAL	\$241,426.00	90	

B. ITA Obligated by Grants

Funding	Training Amount
WIOA Adult	\$173,370.00
WIOA Dislocated	\$20,430.50
WIOA Youth	\$47,625.50
TOTAL	\$241,426.00

Northern Virginia Workforce Innovation and Opportunity Act--LWDA X

July 1-October 31, 2022

FY 2023 OJT Provider Summary

A. OJT/WEX Obligated by Providers:

Provider (A-Z)	Name of OJT/W	Training Industries
Total	0	

B. OJT Obligated by Grants:

Grant	OJT Amount
WIOA Adult	\$0
WIOA DW	\$0
Youth	\$0
Total	\$0

WORKFORCE INSIGHTS

This is an article preview

Career & Workplace - Sponsored Content by Virginia Career Works - Northern

Looking to hire and retain more staff? These free services can help Northern Virginia employers

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By Lauren Lawley Head | Oct 10, 2022

RECOMMENDED

IN THIS ARTICLE

Competition for workers in Northern Virginia is fierce. The region's unemployment rate has rebounded from its pandemic high of 10% in April 2020, registering at 3% or less every month since September 2021. That has left many regional employers struggling to find and retain skilled workers.

"The market today in Northern Virginia is unlike any I have seen in my career in recruiting," said Karl Dillinger, manager of talent acquisition for Inova, an Alexandria-based health care system. "We are in The Great Resignation, and it is a candidate market, which means candidates have more choices than ever before."

Inova is facing challenges in hiring for clinical and non-clinical roles, Dillinger said. The nursing shortage and increasing demand for highly compensated travel nursing roles have made an impact on the clinical side, and the increase in remote and hybrid jobs has made it tougher to fill non-clinical roles such as patient access associates who require full-time, on-site work.



Karl Dillinger, manager of talent acquisition for Inova, an Alexandria-based health care system

Inova has implemented several programs to adapt to the current job market. The organization has increased pay in many positions, expanded its benefits package and is growing its RN new-graduate residency program as well as its partnerships with colleges and universities. Inova also is among the area employers to turn to Virginia Career Works - Northern for help.

Virginia Career Works - Northern is a team of private and public sector partners that operates five career centers and coordinates a number of workforce training and career services. It receives funding from the Workforce Innovation and Opportunity Act, a federal job training program enacted in 2015.

Recruitment services

Inova has worked with Virginia Career Works - Northern for three years. The organization is especially focused on filling employment needs in IT, technology, health care, hospitality and other professions.

"We have had solid success from job fairs, though Covid-19 was definitely a setback in not being able to do onsite job fairs for quite a while," Dillinger said, adding that Virginia Career Works - Northern's virtual career fairs helped it hire people for its Loudon hospital patient-access teams.

Inova also has attended Virginia Career Works - Northern information panels. "This was a great way to share information about Inova's culture, especially with giving back to our community," he said.

Training support



William "Ed" Trumbull, chairman of Virginia Career Works - Northern

Recruiting new employees is only part of the workforce development equation. Businesses also must focus on upskilling their existing workers for new roles.

For example, Virginia Career Works - Northern supports employers that provide training to their existing staff through an Incumbent Worker grant program. The grants reimburse employers for the cost of training, such as training courses, classes for certification exams, online programs, textbooks and manuals. Businesses must make a minimum matching contribution to the grant program, but the match can include in-kind services.

"I have worked with numerous local workforce development boards across the nation, and I have been consistently impressed with the quality of services delivered by Virginia Career Works - Northern," said William "Ed" Trumbull, vice president - workforce innovations for ICF International and chairman of Virginia Career Works - Northern. "VCWN has thoughtfully crafted innovative and creative solutions to address the challenges faced by employers, by creating programs that offer incentives, employer-reimbursements, and subsidized work-based learning opportunities to grow and advance our workforce."

The Virginia Career Works - Northern programs have a strong track record of adding more to the local economy in terms of public benefit than cost, said Christopher Rieley, senior vice president and regional commercial executive for Bank of Clarke County, and a board chairman for The SkillSource Group Inc., the nonprofit arm of Virginia Career Works - Northern.



Christopher Rieley, board chairman for SkillSource Group Inc., the nonprofit arm of Virginia Career Works - Northern

"VCWN's programs help thousands of jobseekers every year build their skills and knowledge to meet the workforce needs of area employers, generating income that goes directly back into our local communities," Rieley said. "I have been involved in the public workforce system for 18 years and have seen the value that VCWN's programs add for both jobseekers and employers."

Diversity, equity and inclusion

Virginia Career Works - Northern also has several programs that help employers diversify their workforce.

Virginia Career Works - Northern offers a summer internship program that companies can use to develop their future talent. Virginia Career Works - Northern can also assist employers interested in utilizing the Work Opportunity Tax Credit, which incentivizes hiring people from designated workforce programs. Businesses also can arrange for disability etiquette awareness training and assessments for workplace accommodations and assistive technology.

It is all part of supporting the region's workforce needs. "In order to address the growing workforce shortage in our region," Trumbull said, "more employers should access the beneficial programs and services offered through VCWN in order to find and retain talent within their companies."

Whether it is finding skilled individuals to fill open positions, developing existing employees or identifying subsidies available to local businesses, Virginia Career Works - Northern's services can advance your company's workforce goals. Local employers can find more details at vcwnorthern.com. Employers can also talk directly with Virginia Career Works - Northern staff by calling 703-827-3782.

Lauren Lawley Head is a freelance writer for The Business Journals Content Studio.

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COMMONWEALTH of VIRGINIA
Office of the Governor

G. Bryan Slater
Secretary of Labor

October 31, 2022

David Hunn
Executive Director Virginia Career Works Northern

Dear Mr. Hunn,

On behalf of the Governor, I am pleased to inform you that the proposal you submitted in response to the Workforce Services Investments in Innovative Activities RFP, which was issued in August 2022, has been approved for award of \$168,201

I am asking the WIOA Title I administration staff at VCCS to work with you to complete the formal award documents consistent with regulatory and policy requirements. We look forward to you implementing the work plan of the award successfully. We ask that you keep us informed of the progress you make in serving the most vulnerable population in your region that is currently out of work to return to the labor force. We would also like to share the success of your efforts to engage the public and private sector employers, as stated in your proposal, with other workforce development leaders across Virginia, to potentially implement successful practices within their workforce development regions.

Congratulations and best wishes for success.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bryan Slater", written over a horizontal line.

Bryan Slater

cc: Ed Trumbull, Board Chair
George Taratsas
Randy Stamper

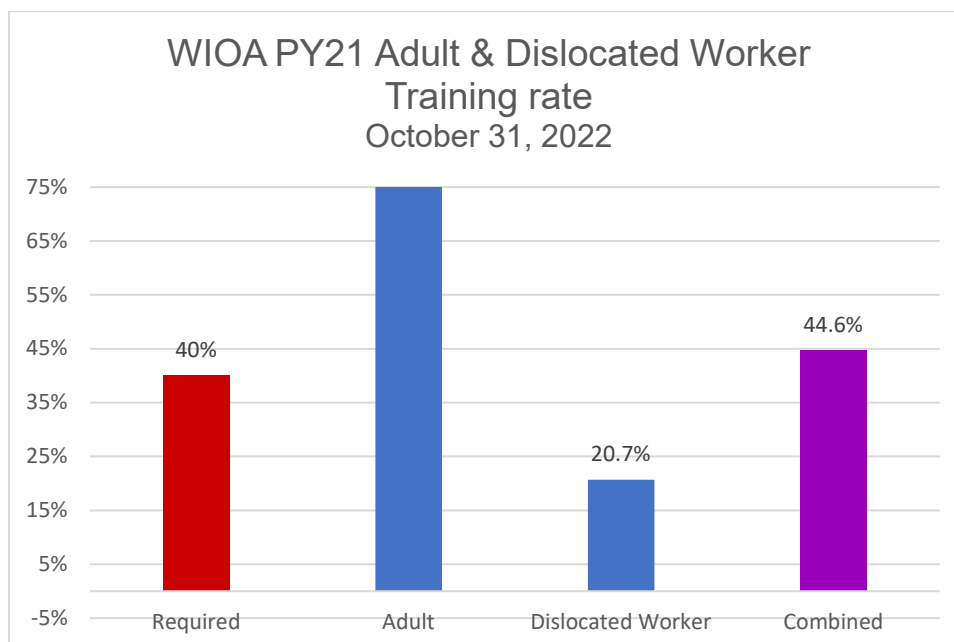
**THE SKILLSOURCE GROUP, INC.
BOARD OF DIRECTORS MEETING
SUMMARY SHEET**

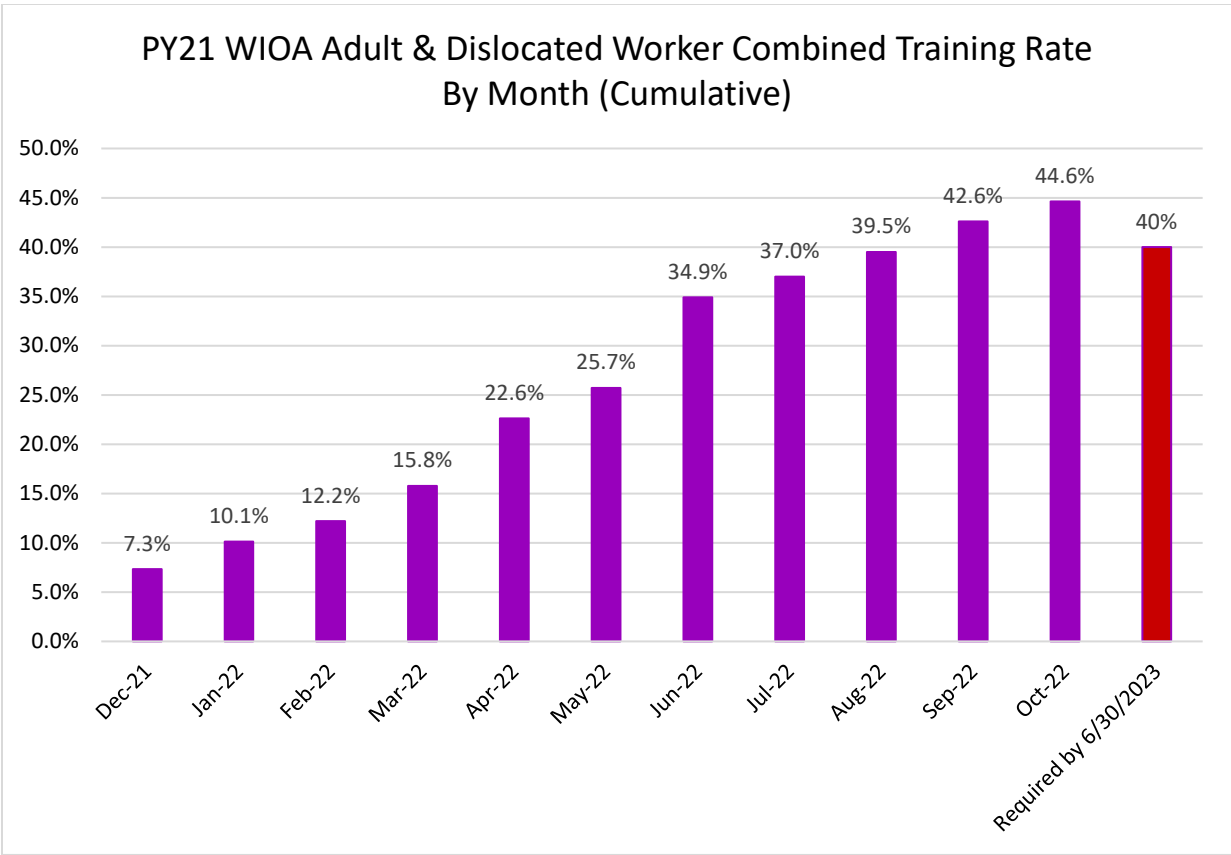
SUBJECT: Update on PY21 and PY20 WIOA 40% Expenditure Rate

Per the formula prescribed in *VWL 14-17 Change 2* and *VWL 14-17 Change 3*, the denominator of the training formula has changed to be the total allocation to Adult and Dislocated Worker program activities (the total NOO Adult and Dislocated Worker allocations minus 10% administration costs), resulting in a very low training rate in the early months of the grant period and a higher rate towards the end of grant period, as funds are exhausted. *VWL 14-17 Change 3* allows a portion of case managers’ salaries and benefits, which are attributed to the provision of training services, to be included in the training expenditures.

PY 2021 Training rate as of October 31, 2022:

Per VW: #14-17, Change 2& 3	Adult	Dislocated Worker	Combined
WIOA PY21 – NOO (less 10% Administration)	1,033,896.60	1,317,087.50	2,350,984.10
Participant Training expenses	563,891	126,006	689,897
Portion of case managers’ compensation for provision of training services	212,892	146,482	359,375
Total Training	776,783	272,488	1,049,272
Training percentage (Total training/ NOO amount)	75.1%	20.7%	44.6%





The <i>SkillSource</i> Group, Inc.				
SUMMARY OF PENDING FUNDING AND DEVELOPMENT ACTIVITIES				
To the <i>SkillSource</i> Finance Committee November 30, 2022				
Project Name/Solicitation	Funding Request	SSG Funding	#s to Be Served	Proposal Status
APPROVED				
Governor's Investment in Workforce Development Services Innovation for Northern Virginia Career Pathways for Refugees Initiative	\$168,201	\$168,201	45	Approved
Virginia Serious and Violent Offender Reentry (VASAVOR) Case Management Services to Virginia Department of Corrections	\$312,983	\$312,983	60	Approved
	\$168,201	\$168,201	45	
NOT APPROVED				
	\$0	\$0	0	
PENDING				
2022 Cox Charities Grant Funding Proposal	\$5,000	\$5,000	NA	Pending
Employment Supports for Lifelong Achievement (ESLA) Proposal to Virginia Department of Social Services	TBD	TBD	TBD	To be Submitted on 12/14/2022
FY 2023 - 2024 United Way of the National Capital Area Member Application				Pending
	\$5,000	\$5,000	0	