



NORTHERN REGION

2018

ANNUAL REPORT



A proud partner of the American  Job Center network

Letter from Leadership

May 2019

To Northern Virginia Employers and Local Citizens:

With this 2018 Annual Report, we introduce our new name, the Virginia Career Works – Northern Region. Our work supporting jobseekers and Northern Virginia employers continues to be our primary focus. And we are thrilled that the Northern Virginia economy and labor market, as well as the Commonwealth of Virginia and the nation, continues to expand with more employers adding workers to their payrolls.

The Virginia Career Works – Northern Region Board of Directors is one of fifteen local workforce boards in the Commonwealth of Virginia, serving over 2.1 million residents and tens of thousands of businesses in Fairfax, Loudoun and Prince William counties and the cities of Fairfax, Falls Church, Manassas and Manassas Park. Our seven (7) Virginia Career Works – Northern Centers offer multiple free services to businesses seeking to hire and retain workers while also providing many opportunities for jobseekers to develop new skills and find good jobs.

The 2018 Annual Report for the **SkillSource** Group, Inc. and the Virginia Career Works – Northern Region Board summarizes a variety of services and achievements by our region's public workforce system.

- » Continued delivery of our workforce and training services within seven (7) Virginia Career Works Northern – Centers. In 2018, our Centers hosted over 50,750 jobseeker visits and the Virginia Career Works – Northern Region Board again met State requirements for jobseeker training expenditures. We also officially opened a new Workforce Center on Cherokee Avenue in Alexandria, in partnership with the Virginia Employment Commission and other partner organizations.
- » Expanded employment supports and job placement assistance for local jobseekers receiving Federal public assistance through the Temporary Assistance for Needy Families (TANF) program.

The **SkillSource** initiatives served 124 jobseekers enrolled in TANF services in 2018 and has one of the highest wage rate at job placement (\$16.23/hour, \$33,758 annually) among workforce providers within Virginia.

- » In partnership with the United Way of the National Capital Area and the Virginia Cooperative Extension, Prince William, with funding from the SunTrust Bank Foundation, **SkillSource** opened the Prince William Financial Empowerment Center at the Virginia Career Works – Prince William Center, in Woodbridge. The new initiative will offer free financial education and services for local jobseekers seeking to be better informed on their finances, debt management, savings, housing counseling and tax preparation services. We expect to serve over 1,000 participants during the next twelve months.
- » Our annual 2018 Return On Investment Study, which compares our total public workforce costs with the economic benefits from our many employment outcomes for jobseekers, shows a benefit/cost ratio of 8.8:1, indicating that the public benefits derived from our local workforce programs were nearly nine times greater than the public costs needed to run these programs. This Study is a key measure of our contributions to the Northern Virginia region.

We help Northern Virginia work. Please join us.

Virginia Career Works Northern Region Board



Todd W. Rowley
Chairman



Christopher Rieley
Vice Chairman

The SkillSource Group, Inc.



Kim Clark-Pakstys
Chairman



Marc Tate
Vice Chairman

Who We Are

The **SkillSource** Group (SSG) is the non-profit organization serving Northern Virginia employers and jobseekers as the fiscal agent on behalf of the Virginia Career Works – Northern Region. Our seven (7) Employment Centers and additional affiliate sites offer a wide range of free employment and training services to businesses seeking to hire and retain qualified workers, and to jobseekers searching for employment to support themselves and their families.

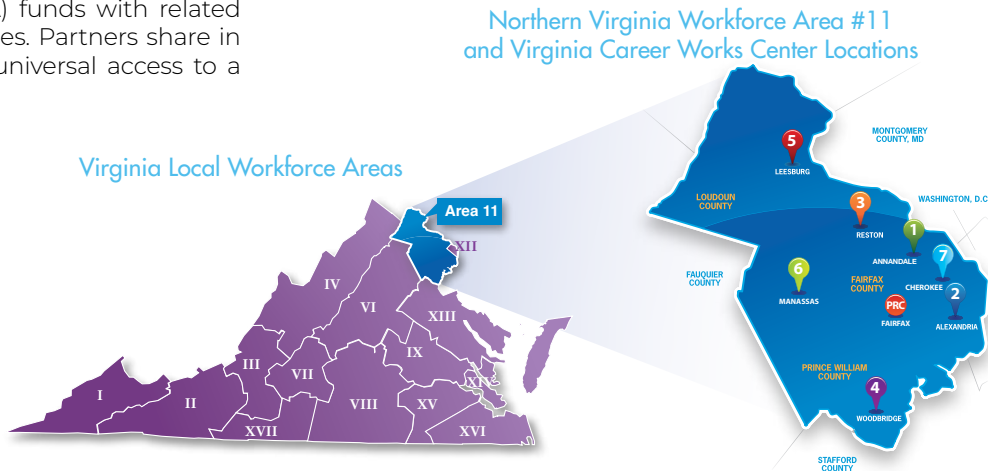
The Virginia Career Works – Northern Region has 18 public/private partners who bring critical expertise and resources to our Centers and greatly supplement Federal Workforce Innovation and Opportunity Act (WIOA) funds with related Federal, State and local funding resources. Partners share in our vision to offer diverse populations universal access to a customer-driven service delivery system.



Board Chairman Todd Rowley (left) conferring with Board Members William 'Ed' Trumbull (middle) of ICF, International and Robert Frew (right) of Balfour Beatty Construction following a Board of Directors meeting.



Board Members Hector Velez (left) of Vector Talent Solutions and Patricia Hughes (right) of Talent Connections, LLC preparing for a Board meeting.



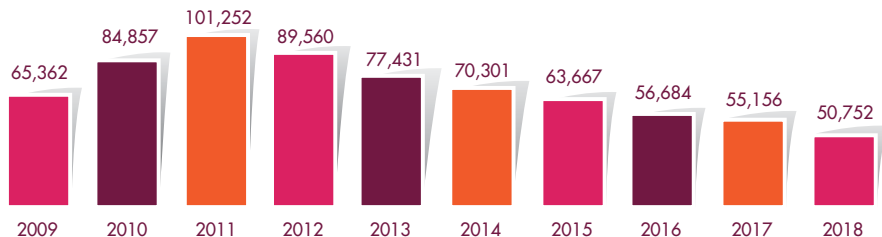
Comparison of Job Placement Rates 2010-2018

The One Stop Operator for the Virginia Career Works – Northern Region, the Fairfax County Department of Family Services, continues to focus on appropriate job placements for thousands of local jobseekers to best meet employer expectations. Over the past five years, the local labor market has shown significant improvements each year. As local labor conditions have changed and greatly improved, Federal funding for local workforce programs, especially the Workforce Innovation and Opportunity Act (WIOA), has been reduced significantly, with fewer resources available to support jobseekers. Targeted programs for entrepreneurs and veterans have ended in recent years, thereby reducing the total number of jobseekers served in a specific fiscal year, including the most recent year, 2018.

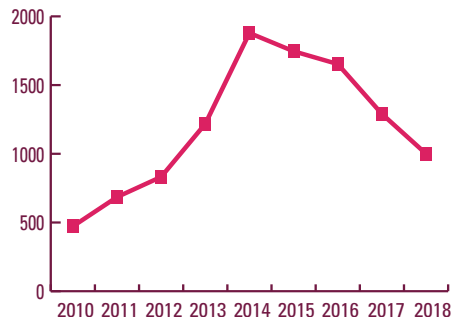
Jobseeker Visits

Jobseeker visits to Virginia Career Works – Northern Region Centers have gradually declined over the past few fiscal years, primarily due to improving local economic conditions. Despite a stronger local economy, thousands of jobseekers still visited the Centers in 2018.

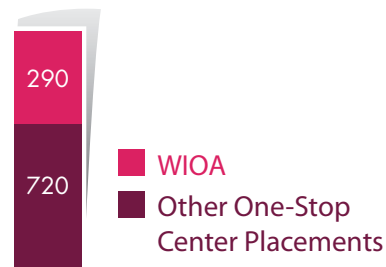
Virginia Career Works – Northern Centers Adult Jobseeker Visits 2009-2018



Northern Virginia Job Placements 2010-2018



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



2018 Financial Results

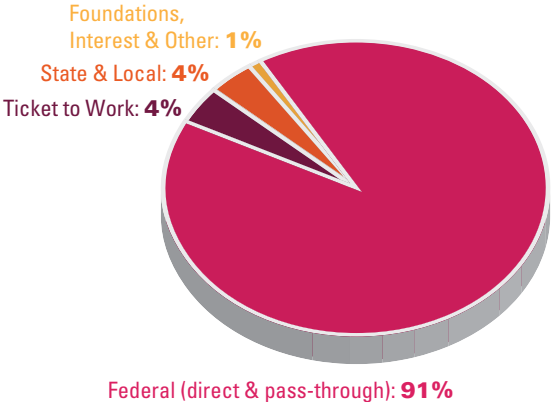
Fiscal Year 2018 revenue totaled just over \$6.1 million dollars. Direct and pass-through federal funding accounted for 91% of revenue, including 70% from the Workforce Innovation and Opportunity Act (WIOA) allocation.

Forty percent (40%) of WIOA Adult and Dislocated Worker expenditures provided training to eligible recipients, meeting requirements set in the Code of Virginia.

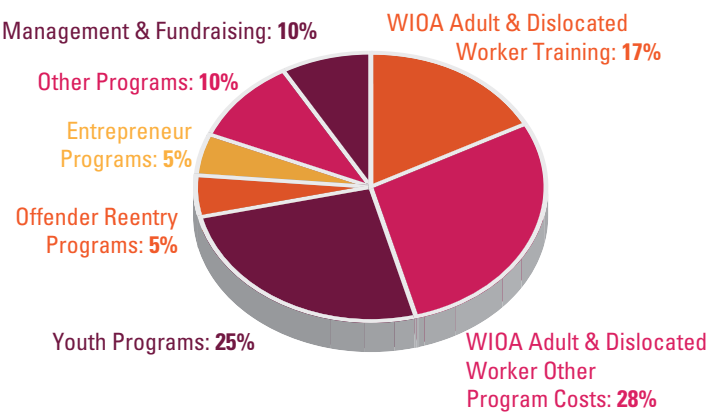
SSG continues to control its fundraising and administrative costs, spending just 10% of its expenses on non-programmatic activities in support of its strategic objectives and goals.

As required, SSG submits to annual financial statement and Federal Award audits. In FY18, SSG again received an unmodified opinion on its financial statement audit and the Statement of Expenditures of Federal Awards resulted in no findings or questioned costs.

REVENUE SOURCES



EXPENSES



WIOA Youth Success Story – Michelle

Michelle applied to the WIOA Youth Program in August 2017. She was interested in becoming a Licensed Practical Nurse, but needed financial assistance and additional educational supports to achieve her goal. Michelle had a Bachelor of Science degree and was working as a medical receptionist but wanted to advance in the healthcare field. The Virginia Career Works – Northern Region, using WIOA funding supports, assisted Michelle with transportation to school, textbooks and supplies, and was able to partially fund her tuition at Ultimate Health School. Michelle was dedicated to her success in the program and commuted 30 miles a day for training while continuing to work part-time. In October 2018, Michelle successfully completed the Practical Nursing Program, including 400 hours of clinical requirements. The Virginia Career Works – Northern Region and WIOA funded her licensing exam, which she successfully passed to become a Licensed Practical Nurse. She earned a promotion at work to become a full-time LPN earning \$19.00/hour or \$39,520 annually, with fringe benefits.



*New Virginia Career Works signage
at the Prince William Center, on
Minnieville Road, in Woodbridge.*

WIOA Dislocated Worker Program Success Story – Lauren

Lauren enrolled in the Virginia Career Works – Northern Region WIOA Dislocated Worker Program after being laid off from her job as a Systems Analyst. Lauren had worked in the Information Technology field for nearly 20 years, and after reviewing the Northern Virginia labor market, Lauren and her case manager saw that there were technology certifications available that she did not currently possess that would make her more marketable and competitive. Lauren attended Scrum Master training and successfully completed the course and attained the credential within the same month. The Virginia Career Works – Northern Region and WIOA funding supported Lauren achieving an additional stackable credential, the Scrum Master Product Owner certification, to further boost Lauren's marketability. After attaining these two credentials, Lauren was connected to the Employer Solutions Team for additional job search assistance. She actively participated in job fairs and hiring events, resume critique workshops and within two months she received a job offer as a SLM Lead with a salary of \$45.00/hour or \$93,600 annually, with fringe benefits. The Virginia Career Works – Northern Region WIOA program helped Lauren to be more marketable within her field, find full-time employment with benefits and increase her earnings.

WIOA Youth Success Story – Amber

Amber enrolled in the WIOA Youth program in May 2017 and also qualified for the Northern Virginia Team Independence Program, the first WIOA Youth Pay-for-Performance project in the nation. She faced multiple barriers to employment as she was homeless, had two young children, and had previously dropped out of high school. She had work experience in the retail field but had always been interested in a career in healthcare. With assistance from the Virginia Career Works – Northern Region and the WIOA Youth Program, Amber received her GED in November 2017 and then completed Customer Service Training in January 2018, both through Fairfax County Public Schools Adult and Community Education. Determined to reach her goal, she enrolled in the Nurse Aide Program through Access Medical Institute & Technology and successfully completed training in November 2018. The Virginia Career Works – Northern Region and WIOA supported her training, credential exam costs, and provided transportation assistance while she was in training. She successfully secured a position as a Nurse Assistant immediately after completing her training and shortly thereafter attained the Certified Nurse Aide (CNA) credential.

TANF Program Success Story – Sophany

Sophany is a married mother of three, with a bachelor's degree in business administration who gained USAID accounts payable experience working in her home country. The **SkillSource** Group Job Developer advised her to continue pursuing Accounting and enrolled Sophany in a transitional work experience with a local non-profit agency, to acclimate her to US work culture. She also received job search and resume guidance, interview preparation and was provided accounts payable job leads. Sophany applied to multiple positions at a Woodbridge job fair and remained in contact with the employers she met. She remained in close contact with the Job Developer throughout her search and landed a part-time accounting position with a local business council making \$20 per hour. Though a promising start, it did not fulfill Sophany's employment ambitions, so she continued her search. She eventually landed a full-time Payroll Administrator position at a consulting group making \$55,000 annually plus benefits.

Sophany recently reported new employment and advancement to a Senior Accounts Payable position with a U.S. Federal Agency making \$58,000 annually with benefits. She has also kept her part time accounting position with the local business council and received a pay increase to \$30 per hour.

2018 SSG Contributors

The **SkillSource** Group, Inc. honors and recognizes our grantors, contractors and other financial contributors for 2018. Our initiatives and programs reflect a public and private workforce partnership in support of the entire Northern Virginia community.

- » Commonwealth of Virginia, Department for Aging and Rehabilitative Services
- » Commonwealth of Virginia, Department of Social Services
- » Commonwealth of Virginia, Virginia Community College System
- » Greater Washington Community Foundation
- » Fairfax County Government, Virginia
- » Metropolitan Washington Council of Governments
- » United States Department of Health and Human Services in collaboration with Virginia Tech University
- » United States Department of Labor, Employment and Training Administration (ETA)
- » United States Social Security Administration
- » United Way of The National Capital Area

Contributions received on behalf of NoVaHealthFORCE:

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



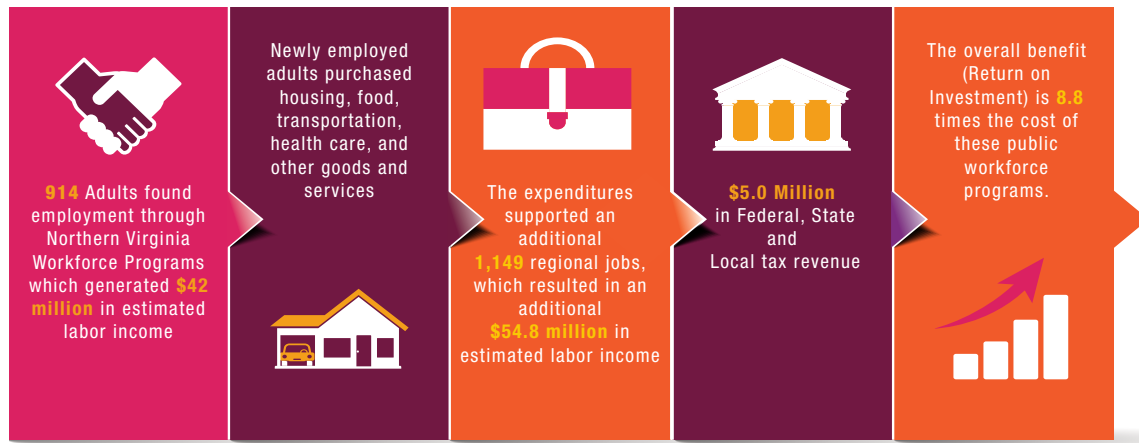
New Virginia Career Works signage at the Prince William Center, on Minnieville Road, in Woodbridge.

Northern Virginia Workforce Programs Generate Positive FY 2018 Return On Investment Results

An annual Return on Investment (ROI) Study conducted by Chmura Economics and Analytics of Richmond, VA, compares public workforce costs with the economic benefits from employment outcomes attained in order to determine the impact of programs administered by SSG. The study conducted in FY 2018 reflects positive ROI results and \$42 million in estimated labor income generated. Comparing the cost to the benefits derived from SSG's multiple workforce and training skill programs in terms of total household (or labor) income, shows that the benefit/cost ratio is 8.8 to 1,

indicating that the benefits derived from these programs were nearly nine times greater than the costs required to generate those benefits. If job placements through Core services are considered the benefit/cost ratio increases to 12.7 to 1, indicating that public benefits exceeded public costs by nearly thirteen times.

The diagram below summarizes 2018 Study highlights. The full FY 2018 ROI Study for SSG workforce programs and services can be reviewed online at www.vcwnorthern.com.



Virginia Career Works – Northern Region Board of Directors (December 2018)

Robert J. Bartolotta

New Editions Consulting

Nannette M. Bowler

Fairfax County Department
of Family Services

Patrick Brennan

Communities in Schools of
NOVA

Sharon Bulova

Fairfax County Board of
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Anthony Cancelosi

Columbia Lighthouse for the
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Joseph Carter

R&K Cyber Solutions LLC

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Northern Virginia Central
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Marjorie Clift-Bowman

Virginia Employment
Commission

Patrick Dean

Associated Builders and
Contractors

Andrea Eck

Northern Virginia Family
Service

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Management Concepts

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Allegra Marketing Print and
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Northern Virginia Technology
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George Mason University

Roxana Mejia

IUPAT District Council 51

Catherine Meloy

Goodwill of Greater
Washington

Jennifer Miller

Loudoun County Public
Schools

Donna L. Motsek

Prince William Public
Schools

William Mountjoy

AFL-CIO, International
(Retired)

Janet Muldoon

Office of Virginia Senator
Richard Saslaw

Steven B. Partridge

Northern Virginia
Community College

Bruce Patterson

ServiceSource

Scott Price

Office of U.S. Senator Mark
Warner



Board Member Crystal Thrower (middle) of the Virginia Department of Labor and Industry reviewing Board issues with Board Labor representatives, including Louis Cernak (right).

Staci Redmon

Strategy and Management Services, Inc.

Leanne Rerko

Virginia Department for Aging and Rehabilitative Services

Christopher Rieley

Access National Bank

Todd Rowley

United Bank

Carl Savino

Competitive Edge Services, Inc.

Linda Seyer

Fairfax County Public Schools

Mary Ann Shurtz

Stratford University

Karen Smaw

Fairfax County Economic Development Authority

Zuzana Steen

Micron Technology, Inc.

Crystal Thrower

Virginia Department of Labor and Industry

Chau Tran

Asian Pest Services, Inc.

William “Ed” Trumbull

ICF International

Hector Velez

Vector Talent

The *SkillSource* Group, Inc.

Board of Directors (December 2018)

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Bainum Family Foundation

Sharon Bulova

Fairfax County Board of Supervisors

Kim Clark-Pakstys

BDO

Debra Eshelman

Management Concepts

Karen Garvin

AHT Insurance

Wayne Hallheimer

WCH Realty Advisors, LLC

George Harben

Prince William County Department of Economic Development

Rebecca M. Hughes

SAP Global Marketing

Peter Joyce

RTI International

Donna Motsek

Prince William Public Schools

Scott Price

Office of Senator Mark Warner

Christopher Rieley

Access National Bank

Todd Rowley

United Bank

Marc Tate

Booz Allen Hamilton

William “Ed” Trumbull

ICF International

Hector Velez

Vector Talent

Preparation of this item was 100% funded by the Federal Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker Program through the U.S. Department of Labor – Employment and Training Administration.

100% of the total costs of the Northern Virginia WIOA Adult, Dislocated Worker and Youth programs will be financed with Federal WIOA Title I funds. The Northern Virginia FY 2019 Federal WIOA Title I funding allocations are: WIOA Adult: \$937,589; WIOA Dislocated Worker: \$1,197,307; WIOA Youth: \$978,007.

1 Virginia Career Works –
Fairfax Annandale Center
Heritage Center
7611 Little River Turnpike (West Wing)
Suite 300 W
Annandale, VA 22003
(703) 533-5400 TTY: 711 VA Relay
Hours: Monday-Thursday –
8:00 am to 4:30 pm
Friday – 10:00 am to 4:30 pm

2 Virginia Career Works –
Fairfax Alexandria Center
8350 Richmond Highway, Suite 327
Alexandria, VA 22309
(703) 704-6286 TTY: 711 VA Relay
Hours: Monday-Thursday –
8:00 am to 4:30 pm
Friday – 10:00 am to 4:30 pm

3 Virginia Career Works –
Fairfax Reston Center
11484 Washington Plaza West, Suite 110
Reston, VA 20190
(703) 787-4974 TTY: 711 VA Relay
Hours: Monday-Thursday –
8:00 am to 4:30 pm
Friday – 10:00 am to 4:30 pm

4 Virginia Career Works –
Prince William Center
13370 Minnieville Road
Woodbridge, VA 22192
(703) 586-6800 TTY: 711 VA Relay
Hours: Monday, Tuesday, Thursday,
Friday – 8:30 am to 4:30 pm
Wednesday – 9:30 am to 4:30 pm

5 Virginia Career Works –
Loudoun Workforce Resource Center
102 Heritage Way, N.E.
1st Floor, Rear Entrance
Leesburg, VA 20176
(703) 777-0150 TTY: 711 VA Relay
Hours: Monday, Tuesday, Thursday,
Friday – 9:00 am to 4:30 pm
Wednesday – 9:00 am to 12:00 pm

6 Virginia Career Works – Manassas Center
Northern Virginia Community College,
Manassas Campus
10500 Battleview Parkway,
Battleview Technology Center, Room 227
Manassas, VA 20109
(703) 530-3073 TTY: 711 VA Relay
Hours: Monday, Tuesday, Thursday – Closed
Wednesday – 8:30 am to 5:00 pm
(The Center is closed from 1:00 pm to
2:00 pm for lunch.)
Friday – 8:30 am to 1:00 pm

7 Virginia Career Works –
Cherokee Avenue Center
5520 Cherokee Avenue, Suite 100
Alexandria, VA 22312
(571) 327-2206 TTY: 711 VA Relay
Hours: Monday, Tuesday, Thursday,
Friday – 8:30 am to 4:30 pm
Wednesday – 9:30 am to 4:30 pm

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



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