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**NORTHERN REGION**

**Board of Directors Meeting**

**Agenda and  
Meeting Materials**

**Thursday March 2, 2023  
8:30 a.m. – 10:30 a.m.**

**In Person at 8300 Boone Blvd., 4<sup>th</sup> Floor, Vienna, VA 22182 and**

**By Zoom Meeting**

**<https://us02web.zoom.us/j/84573702935?pwd=SHhqbzlhSUNPb1lhYkhiTEhCVFZ0UT09>**

**Meeting ID: 845 7370 2935**

**Passcode: 253557**

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

**Thursday March 2, 2023  
8:30 a.m. - 10:30 a.m.**

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**Roll Call**

**Chairman's Report**

**Approval of December 1, 2022 Quarterly Board Meeting Summary Notes**

**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 Governor Youngkin's State Workforce Agency Consolidation Legislation
- Northern Virginia Update on Policy Performance for WIOA 40% Training Expenditure Rate
- Understanding Northern Virginia's New Virginia Referral Portal Implementation Plan

**Expand Talent Pipeline of Youth and Adults for Business**

- Approval of Expanded Client Eligibility Criteria for Northern Virginia WIOA Youth Program
- Review of Northern Virginia WIOA Youth Program Obligations and Expenditures
- Northern Virginia WIOA Client Demographic Profiles – February 2023

**Expand Strategic Partnerships Across Northern Virginia to Accomplish Our Goals**

- Northern Virginia One Stop Operator Update on Caseload and Service Strategy for FY 2023

**Build Sustainable Partnerships with Region's Targeted Industries**

**Board Business Items**

- Program Management Reports
- Executive Director Items

**Adjourn**

# The Washington Post

*Democracy Dies in Darkness*

# Career-training companies scoop up federal funds with little oversight

The United States spends untold millions on workforce training programs. Many don't help people find jobs.

By Meredith Kolodner and Sarah Butrymowicz

February 25, 2023 at 6:00 a.m. EST

Dora Bray Magilke had been unemployed for over a month when someone from her local career center in Branson, Mo., reached out in the summer of 2020 with an offer. Magilke qualified for a government grant to go back to school, she was told, at a place the center suggested: an online company called MedCerts.

Having previously worked as a certified nursing assistant, Magilke leaped at the chance to move up in the medical field with the full \$4,000 tuition for a medical-assistant training program covered. But she said she was never told that she needed in-person clinical training — which MedCerts did not provide — to make her a viable candidate for a job as a medical assistant. After finishing the roughly seven-month program and passing her certification exam in late 2021, she found that no one would hire her. Would-be employers told her she lacked the experience they required.

She asked MedCerts for assistance finding a clinical training placement, but said she was told the company could not help. She tried going back to the local career center, too. “They couldn’t do anything,” Magilke, now 53, said. “That’s a lot of wasted money in my eyes.”

MedCerts, which offers short-term training in industries such as health care and information technology, is a large workforce training provider enrolling thousands of students annually. Like hundreds of similar programs, it receives millions in tuition dollars, not from traditional student aid, but from the Departments of Labor and Defense.

The appeal of training for a good job in a short program paid for by the government is obvious. But for hundreds of thousands of Americans like Magilke who have tried to take advantage of this, there is virtually no way to find out whether the programs actually lead to good jobs.

That’s because these schools aren’t eligible for federal student financial aid from the Department of Education, placing them in a sort of no man’s land of accountability. Students enrolling in traditional two- and four-year colleges can easily find graduation rates and can even get some employment data. But the Department of Defense does not release information on how many students complete specific programs for some of its grants — or even how much money the providers get. The Department of Labor does track and publish results, but the state and federal data on how many students finish a program and get jobs is often contradictory or is simply unavailable.

Between 2018 and 2021, these schools took in more than \$239 million in federal workforce grants from the Department of Labor — most of which went to for-profit institutions like MedCerts. On top of that, such schools received unspecified millions of dollars in tuition money from Department of Defense grants for military service members and their spouses.

“There isn’t enough oversight,” said Shalin Jyotishi, a senior analyst at the liberal think tank New America, adding that information about how students fare “is excruciatingly difficult to obtain for for-profit institutions.”

MedCerts, owned by the publicly traded corporation Stride, is approved to provide workforce training in more than 30 states. It promises quick, affordable paths to jobs; most courses take less than nine months to complete and cost less than \$5,000. Yet it’s impossible to know how many MedCerts students finish their programs or how many of those who use taxpayer money to do so ultimately get jobs in the fields they trained for.



In an interview, Rafael Castañeda, vice president of workforce development at MedCerts, said that more than 85 percent of students who sit for certification exams pass them.

Asked repeatedly for specific graduation rates and employment rates, Castañeda replied only that the “vast majority” of students work in the field they studied and that in “our best-performing programs, completion rates are 86 percent.”

MedCerts and other such providers must submit data to state agencies, which use that information to decide whether to approve them for funding. The data in MedCerts’s applications to the Michigan Department of Labor and Economic Opportunity, obtained through a public records request, shows that, at most, a third of students who went through MedCerts programs had a job of any kind a year after leaving. Castañeda said the data was imprecise because it was based on self-reported information. But MedCerts has told state regulators in Michigan, where the company is based, that “often times” students receiving federal grants fail to finish or to become employed because of “life obstacles.”

Michigan state officials said companies use such disclaimers to justify any exception to the required performance metrics. Department officials said that MedCerts had been meeting or exceeding its goals for the number of students who pass a certification exam.

Complicating matters further, agencies don't track what kinds of jobs the students get, meaning they have no way of knowing whether the students ended up in the field they were studying. Magilke, for instance, began working as a medication aide while taking classes and still has that job. On paper, she would count as a win for MedCerts. But her job pays less than what she could earn as a medical assistant, the job she was training for.

"You're still working in that same job that you were trying to get out of," she said. "It's just frustrating."

The data about student performance is also rife with inconsistencies. For example, Michigan's public website says that fewer than three students were enrolled in MedCerts's phlebotomy technician program for the most recent one-year time period available. But the company's applications to the state indicate that, in the same time period, 60 students exited the program, 40 of whom completed it. And an unwieldy federal database says that 1,041 Michigan residents have exited MedCerts's phlebotomy technician program over the past three years.

Officials at the federal Department of Labor said that states bear the responsibility for making sure their data is accurate.

Local workforce boards play a crucial role in connecting students with training programs, including those funded by the Workforce Innovation and Opportunity Act, known as WIOA. In 2021, the most recent year for which information is available, the government spent roughly \$547 million on training for more than 220,000 people. The inspector general from the Department of Labor, which is primarily responsible for administering WIOA, audited a sample of participant data in 2020 and said it was not “accurate, valid and reliable.”

The data that does exist paints a bleak picture: Since 2018, just 54 percent of people who attended WIOA-approved programs became employed at all after completing their program, according to the Department of Labor.

Officials said the agency “does not regulate training providers or their programs” because states do. States are required to set goals for the training programs WIOA funds, including graduation and job placement rates. But these criteria are often so weak or poorly enforced that schools that fail to help a majority of students get a job, according to federal data, can continue to enroll new ones year after year.

Many local workforce boards don’t have enough staffers or the technology to track what’s effective, experts say.

“Some workforce boards are persistently under-resourced, and they lack an understanding of how to best use WIOA money,” said Justin Birch, program director of workforce development at the Rural Local Initiatives Support Corporation.



Meanwhile, behind the scenes, companies such as MedCerts, which received about \$3 million through WIOA grants from 2018 to 2021, lobby local job centers to send students to their programs.

In marketing materials, the company also promises students access to subject-matter experts, one-on-one mentoring and job search assistance. But Isa Partee, a former student success adviser for the company who had a caseload of about 500 students for the year she worked there, remembers feeling ill-equipped to help students understand the course material. She'd sometimes try to puzzle through the content with them, having nowhere else to send them for assistance. Partee said many students didn't have access to a computer, despite having been admitted to an online-only program.

"It really started to feel like I wasn't a student success adviser that genuinely cares about students' overall success," Partee said, which is why she quit.

Castañeda said MedCerts had "more than tripled the size of our team and increased the training and level of proactive program support" since Partee left the company in November 2021. While subject matter experts are available to students, he said, the courses are designed for them to progress on their own.

"The need to talk to a faculty member, if you will, is somewhat redundant," he said.

That's not how Jon Oue understood it. As the covid pandemic and widespread unemployment raged in the summer of 2020, Oue, an Army specialist, was looking for a job that would earn him a decent paycheck when he left the military.

“I was Googling classes I could take, and MedCerts popped up. It said it was quick and easy and interactive,” said Oue from his home in Georgia. “It said you could talk to an instructor and it doesn’t take long.” He enrolled in the PC Technician program using an Army grant administered through the Department of Defense.

Significant federal funding for workforce training programs like those MedCerts offers comes from military grants, including a military spousal benefit known as MyCAA and the grant Oue used. And these grants receive even less oversight than WIOA’s; no information is collected about how many students get jobs or continue their education elsewhere.

Army officials said they do not track how much funding it directs to individual providers; Department of Defense officials said information on the spousal grant was not public. MedCerts has enrolled more MyCAA students than almost any other school or training program in the country, though, with nearly 16,000 having attended.

Oue’s problems with MedCerts began almost immediately. Delivery of his textbook was delayed, and he had questions about the material.

“When I signed up, I was under the impression that there would be an actual teacher uploading videos and that there would be a way for me to get in contact with that teacher to get better explanations,” said Oue, 23. “That wasn’t the case.”

Instead, he was assigned a career counselor to answer questions. MedCerts officials said Oue’s counselor offered career support services such as résumé assistance and interview coaching — not what Oue said he needed.

Between August 2020 and January 2021, Oue said he tried to reach his counselor several times with questions about the course material, but she responded only twice — and once was to tell him whether he needed to pass the state licensing exam to graduate from the course.

The answer to that was no. He worked hard to finish the course, in part to make sure he didn't have to reimburse the military for the tuition, he said, but never learned enough to enable him to take the state licensing exam.

“I didn't understand enough,” he said. “There was no way I could have passed the state test. It was just a big waste of my time.”

*This story about workplace training programs was produced by The Hechinger Report, a nonprofit, independent news organization focused on inequality and innovation in education.*

**Virginia Career Works Northern Region**

**Thursday, December 1, 2022**

**Quarterly Board of Directors Meeting**

**Summary Notes**

**Members Present:**

|                   |                    |                  |
|-------------------|--------------------|------------------|
| Robert Bartolotta | Fatimah Ogungbade  | Karen Smaw       |
| Michael Becketts  | Derwin Overton     | Zuzana Steen     |
| Anthony Cancelosi | Bruce Patterson    | Joseph Terry     |
| Louis Cernak      | Leanne Rerko       | William Trumbull |
| Joseph Diaz       | Christopher Rieley | Hector Velez     |
| Edward Dupass     | Todd Rowley        | Lisa Whetzel     |
| George Harben     | Roopal Saran       | Joan Wise        |
| Debora Harvey     | Cindy Shao         |                  |
| Roxana Mejia      | Mary Ann Shurtz    |                  |

**Executive Director:** David Hunn

**Staff:** Sabrina Miller, Seema Jain, Nancy Nguyen, Sheila Jones, Karla Quiroz, Deborah Shaffer, Rebecca Bennett, Ann Hyslop, Wossenu Weldekiros, 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 Garrison, Nick Clemente, Jennifer Williamson, Susan Orehowsky, Dortha Brown, Kayla May, Linda Siam, Jamie Hudson, Sandra Zacarias, Kate O’Sullivan, Audrey Mickahail, Jill Kaneff, Deidria Bolden, and John Bottimore

The meeting commenced at **8:32 a.m.**

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

**Approval of September 1, 2022 Summary Notes:** Ed Trumbull modified the Summary Notes to reflect that ICF International is a for-profit consulting firm, not a non-profit organization. With that modification, a motion was made by George Harben to approve the Board Summary notes from September 1, 2022 and was seconded by Christopher Rieley. The Summary Notes were approved unanimously by the full Board of Directors, with no abstentions.

**Chairman’s Report:**

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

Mr. Trumbull noted since the last Board Meeting, Governor Youngkin and Virginia Labor Secretary Slater have been much more public in providing details of their 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. VCWN is starting to receive more information now and will share parts of the proposals that the Governor will likely put forward in his upcoming Budget.

Mr. Trumbull noted that earlier in the week, he traveled to Roanoke and was part of a presentation with Labor Secretary Slater and Deloitte Consulting to local workforce board chairs and directors. Secretary Slater discussed the reasons for this agency consolidation proposal, including efficiencies, easier public access to services, increasing the State's Labor Market Participation Rate, among other factors. He noted that no one would lose their job in this consolidation and that there would be more State investments in technology for the workforce system.

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

Reviewed and approved the FY 2022 Uniform Guidance and Audited Financial Statements for The *SkillSource* Group, Inc. and submitted to State and Federal authorities. This year's Audit was clear, with no findings or recommendations, a trend going on for more than 12 years. George Harben offered thanks and great credit to Seema Jain, Nancy Nguyen, and Deborah Shaffer of the SSG staff, for overseeing this entire audit process this year.

The *SkillSource* Group has added several new Board of Director members, including Steve Deal of Salesforce, Cris Daniluk of Rythmic Technologies, and Jim Thomas, a human resources consultant and long-time jobs search presenter at our American Job Centers. All three members are bringing their interest and guidance to the Board.

The *SkillSource* Group Board has accepted new contract funding awards, including \$168K from the Governor Workforce Innovation Initiative to serve Afghan refugees and their families for the next 17 months.

Lastly, funding for the security guards at the American Job Centers in Woodbridge and Alexandria will end in December 2022. SSG staff have been working with all Partner organizations to continue this funding for the remainder of FY 2023, through June, but one agency, the Virginia Employment Commission, refuses to continue funding support. *SkillSource* has raised this issue to the Labor Secretary's Office for resolution. Ironically, VEC employees at both Centers have been verbally and physically threatened by Center customers and the Alexandria Center was vandalized with broken windows and doors this past summer. The SSG Board believes that continued security guards are essential in the short term.

**Youth Committee:** Leanne Rerko reported for the Youth Committee.



- The Youth Committee last met on November 13, 2022.
- As of August 31, 2022, the Northern Virginia WIOA Youth Program was at 86 enrollments, and currently at 100% Out of School Youth enrollments. The program is focused on how to increase caseloads for FY 2023.
- The Committee reviewed the outcomes of 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 40 youth sponsored by County agencies and provided virtual training in the form of four webinars and one career panel.
- The Committee reviewed the new WIOA Youth funding allocations and discussed strategies for how to spend the increased funding for FY 2023.
- The Committee also reviewed and approved the new VCWN Work Experience Policy, that increased the work experience stipend rate.
- Lastly, the Committee reviewed the full PY 2021 performance report; the Northern Virginia WIOA Youth program exceeded all of the five performance measures.

### **Introduction of New VCW Northern Board of Director Members:**

David Hunn introduced new board member, Michael Hain, Director of Human Resources, Salamander Resort and Spa.

### **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**

David Hunn reviewed Secretary of Labor, Bryan Slater's Workforce Development Optimization Initiative presentation. In this presentation, Secretary Slater outlined the current state of Workforce Development, and identified the issues and plans for the new organizational structure. It was proposed that a Task Force should be formed to review the Secretary of Labor's plan, and make recommendations. A motion to approve the proposed Task Force to discuss the proposed reorganization of Virginia Workforce Agencies and Programs was made by Debora Harvey and seconded by Robert Bartolotta. The motion was unanimously approved by the full Board of Directors, with no abstentions.

#### **Update on Northern Virginia Regional Labor Market Conditions**

Jill Kaneff from the Northern Virginia Regional Commission gave a presentation on the current Northern Virginia Labor Market conditions.

## **Expand Talent Pipeline of Youth and Adults for Business**

### **Update on Northern Virginia Regional Labor Market Conditions**

Tatiana Nuth from the Fairfax County Department of Family Services gave a presentation on the New Virginia Policy on the Workforce Referral Portal. Ms. Nuth reviewed past and present portal usage, highlights and challenges, and ideas to implement the new Portal Policy as a “next step” in the WIOA enrollment process.

### **Expand Strategic Partnerships Across Northern Virginia to Accomplish Our Goals**

#### **Introduction of Opportunity@Work – A Jobseeker Mentoring Initiative**

Audrey Mickahail gave an overview of Opportunity@Work, a national 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. Opportunity@Work connects leading businesses looking for talent to STARs with the skills to do the job but do not have a 4-year degree.

#### **Northern Virginia One Stop Operator Update on Caseload and Service Strategy for FY 2023**

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 2023 during the period of July 2022 through October 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 October 31, 2022.

#### ***Executive Director Items***

David Hunn provided an overview on FY 2023 (through October 2022) WIOA Training expenditures, by vendor and OJT Commitments. He also reviewed the communication with workforce partners around funding for Security Guards at two VCW Northern American Centers, new Virginia Career Works Northern Employer Outreach through the Washington Business Journal, the VCW - Loudoun Workforce Resource Center earning a Champion of Disability Employment Award, a new Governor’s Workforce Services Investments in Innovation Grant Funding Award, and an update on the VCW Northern Region’s WIOA 40% Training Expenditures

for PY 2022. 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 10:33 a.m.

# Governor Youngkin Praises Bipartisan Passage of Workforce Development Transformation Legislation

**RICHMOND, VA** – Governor Glenn Youngkin's legislation to consolidate and transform Virginia's fragmented workforce development system, supported by a broad coalition of businesses, trade and industry groups, labor unions, and workforce leaders, passed the General Assembly this week with nearly unanimous, bipartisan support. The legislation combines a dozen workforce development programs and data systems under a single agency, the Virginia Department of Workforce Development and Advancement (DWDA) and authorizes that agency to direct all workforce programs across state government to optimize workforce readiness for Virginia's current and future jobs.

“In order to continue to grow and strengthen Virginia's economy, we need to innovate how we train Virginia's workforce to drive opportunity and stimulate new business opportunities,” **said Governor Glenn Youngkin**. “The Virginia Department of Workforce Development and Advancement will fundamentally accelerate and transform Virginia's workforce through a bold approach that combines workforce development programs. This bipartisan effort will not only help us compete to win economically with our surrounding states, but also address Virginia's out migration.”

“For over 30 years, legislators and governors of both parties have contemplated and attempted to consolidate the Commonwealth's fragmented workforce development system. We were able to assemble a bipartisan group of legislators and stakeholders this year to get it done,” **said Secretary of Labor Bryan Slater**. “The new workforce-focused agency will allow us to provide better services and training to Virginians, measure and optimize our programs, create more high-paying jobs for Virginia workers, enable the Commonwealth to better compete with other states, and meet the employment needs of businesses. This will accelerate Virginia's economic growth to make Virginia the place people want to relocate to live, work, and raise a family.”

Delegate Kathy Byron patroned House Bill 2195 and Senators Frank Ruff and George Barker sponsored Senate Bill 1470.

“A skilled and trained workforce is essential to building a strong and growing economy,” **said Delegate Kathy Byron.** “This bipartisan legislation will strengthen Virginia’s ability to compete for the businesses that will create jobs, grow our economy, and ensure prosperity.”

“Many areas of Virginia, particularly rural Virginia, need additional tools to compete in the 21st Century economy. This workforce development transformation will set Virginian’s up with the skills and training they need to fill high-demand, good-paying jobs,” **said Senator Frank Ruff.**

“Workforce development is a bipartisan issue and needs bipartisan solution. This legislation is a perfect example of what happens when people come together and work toward a solution that that benefits all Virginians,” **said Senator George Barker.** “Serving on the Virginia Board of Workforce Development, I know this legislation will prepare Virginia, particularly Northern Virginia, to meet the ever-changing needs of a dynamic economy.”

The transformation of Virginia’s workforce development system will allow the Commonwealth to:

- Deliver programs more efficiently and increase workforce participation, fostering greater business investment, and, ultimately, a stronger economy for all Virginians;
- Provide data-driven insights that will improve the delivery of skill-building and workforce preparedness services through leveraging innovative data analysis;
- Create a comprehensive strategy, balanced with regional flexibility, ensuring programs and services remain consistent with the needs of regions across Virginia;
- Develop programs that better align with the needs of businesses and scale programs that work; and
- Create a set of measures and metrics focused on jobs filled and people retained in the workforce, with greater accountability of the results.

On final passage, HB 2195 passed the House on a 96-1 vote and SB 1470 passed the Senate 40-0.

###



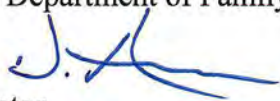


NORTHERN REGION

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

February 24, 2023

**TO:** Michael Becketts  
Director  
Fairfax County Department of Family Services

**FROM:** David Hunn   
Executive Director

**SUBJECT: Virginia Career Works Northern Board Review – Final SB 1470 Alternative**

Governor Youngkin's proposal to consolidate multiple State Workforce Agencies has been approved by the Virginia General Assembly – The House of Delegates passed SB 1470 98-Yes, 0-No, and the Senate vote was 40-Yes, 0-No. This bill is now headed to the Governor for signature. Once approved, implementation of the legislation will commence on September 1, 2023.

This memorandum and matrix outline the legislation, the location in the 25-page bill and the Virginia Career Works Northern Board review.

In summary, the final version of the bill is consistent with earlier versions, with a number of Concerning Provisions having been removed, including:

- The transfer of WIOA Title II programs from the State Department of Education to the Virginia Community College System (Removed).
- The elimination of adult education programs delivered by local school districts (Removed).
- The prohibition of local school districts from preparing and testing for high school equivalency competency (Removed).
- The creation of a \$5 million Line of Credit to facilitate the workforce program transition (Removed).

I can be reached at 703-795-0684 and [david.hunn@vcwnorthern.com](mailto:david.hunn@vcwnorthern.com).

It has been our pleasure to work with you and your Department's legislative review team to stay abreast of this legislation and its multiple versions. I hope you and the Fairfax County Board of Supervisors found our review and input of value.

Enclosure

8300 Boone Boulevard, Suite 450 | Vienna | VA | [www.vcwnorthern.com](http://www.vcwnorthern.com)  
Main (703) 827-3782 | Fax (703) 827-3785 | TTY 711 VA Relay

A proud partner of the American Job Center Network

**List of Members of VCW Northern Board of Directors Work Group**

1. William 'Ed' Trumbull, Vice President, ICF International
2. Debora Harvey, Executive Director, Heavy Construction Contractors Association of Virginia
3. Anthony Cancelosi, President and CEO, Columbia Lighthouse for the Blind
4. Robert Bartolotta, Professional Staff, Manhattan Strategy Group
5. Roopal Saran, Executive Director, English Empowerment Center
6. Susan Mitchell, President and CEO, Guardians of Honor, LLC
7. Michele Weatherly, Director, Existing Business Engagement, Prince William County Department of Economic Development
8. Glenda Blake, Vice President for Programs, Northern Virginia Family Service
9. George Harben, Assistant Director of Commercial Land Development Services, Prince William County Department of Development Services
10. Karen Smaw, Professional Staff, Fairfax County Economic Development Authority
11. Shekera Alvarado, Regional Adult Education Coordinator, Fairfax County Public Schools
12. Alycia Blackwell, Deputy Director, Fairfax County Department of Family Services

**Virginia Career Works Northern Staff**

1. David Hunn, Executive Director
2. Seema Jain, Deputy Executive Director

**Virginia Career Works Northern Region – The SkillSource Group, Inc.**

**Review of Governor’s State Workforce Reorganization Plan**

**Comparison of Final Passed Bill – SB1470 (House Substitute)**

**As of 2/24/2023**

|    | <b>Action</b>  | <b>SB1470 (House Substitute)<br/>Page and Line</b> | <b>VCW Northern Board Review</b>   |
|----|--|--|--|
| 1. | <b>Establishes VA Secretary of Labor as Administrator of Federal Workforce Innovation and Opportunity Act funds. Eliminates resolution of policy, funding or administration disagreements of WIOA funds.</b> | <b>Page 2, Line 89</b>                             | <b>CONCERN with elimination of any Executive position for resolution of disagreements for WIOA funding and policy.</b> |
| 2. | <b>Creates New Virginia Department of Workforce Development and Advancement.</b>   | <b>Page 2, Line 99</b>                             | <b>SUPPORT, with implementation questions surrounding timeline and new performance metrics.</b>                        |
| 3. | <b>Requires consolidated agencies to share program data and outcomes for State evaluation purposes in the Virginia Workforce Data Trust.</b>   | <b>Page 4, Line 188</b>                            | <b>SUPPORT, with implementation concerns.</b>  |
| 4. | <b>Requires New Department to Create Successful Job Placements and Job Retentions Across All State Workforce Programs</b>  | <b>Page 5, Line 251</b>                            | <b>SUPPORT, noting duplication of WIOA Title 1 Program Reporting requirements.</b>                                     |
| 5. | <b>Creation of State Apprenticeship Council; Creation of Joint Local-State Apprenticeship Committees,</b>  | <b>Page 5, Line 280<br/>Page 6, Line 336</b>       | <b>SUPPORT.</b>  |
| 6. | <b>Establishment of Virginia State Job Service.</b>  | <b>Page 8, Line 445</b>                            | <b>SUPPORT.</b>  |
| 7. | <b>Creation of Virginia Veterans Skills Database.</b>  | <b>Page 8, Line 460</b>                            | <b>SUPPORT.</b>  |
| 8. | <b>Provides Governor with authority to transfer appropriated funding from impacted State agencies to the new Department to facilitate this Reorganization.</b>   | <b>Page 24, Line 1422</b>                          | <b>QUESTION: Is this a permanent authority for any future Governor as well?</b>  |
| 9. | <b>Provides Governor with authority to transfer any employee from impacted State agencies to the new Department to facilitate this Reorganization.</b>   | <b>Page 24, Line 1437</b>                          | <b>QUESTION: Is this a permanent authority for any future Governor as well?</b>  |

**Virginia Career Works Northern Region – The SkillSource Group, Inc.**

**Review of Governor’s State Workforce Reorganization Plan**

**Comparison of Final Passed Bill – SB1470 (House Substitute)**

**As of 2/24/2023**

|     |   |                           |  |
|-----|---|---------------------------|--|
| 10. | <b>Assigns Virginia Employment Commission as conducting interim business functions of new Department.</b>   | <b>Page 24, Line 1443</b> | <b>QUESTION: Why is transfer necessary as Virginia Community College System role is already in place for administering WIOA Title 1 funding.</b> |
| 11. | <b>Directs Secretary of Labor to conduct a comprehensive review of State Workforce Programs and make recommendations on 1) Adequacy of collaboration among programs, 2) duties of DWDA, #) operations of local workforce boards and geographic areas, 4) Proper role of VCCS. Preliminary Report by November 2023, Final Report by June 2025.</b> | <b>Page 24, Line 1466</b> | <b>Support</b>   |
| 12. | <b>Authorizes Secretary of Labor to convene a Stakeholder Work Group, including local workforce boards, to advise during July 2023- June 2024 transition.</b>   | <b>Page 25, Line 1480</b> | <b>Support</b>   |

## HOUSE SUBSTITUTE

23107182D

**SENATE BILL NO. 1470**  
**FLOOR AMENDMENT IN THE NATURE OF A SUBSTITUTE**  
 (Proposed by Delegate Byron  
 on February 22, 2023)

(Patron Prior to Substitute—Senator Ruff)

A *BILL to amend and reenact §§ 2.2-214.2, 2.2-214.3, 2.2-435.10, 2.2-2237.3, 2.2-2238, 2.2-2472, 2.2-3711, 2.2-3905, 40.1-100, 54.1-1101, 60.2-105, 60.2-111, and 60.2-631 of the Code of Virginia; to amend the Code of Virginia by adding in Title 2.2 a chapter numbered 20.2, containing articles numbered 1 through 4, consisting of sections numbered 2.2-2035 through 2.2-2057; and to repeal § 2.2-435.8, Chapter 6 (§§ 40.1-117 through 40.1-127) of Title 40.1, §§ 60.2-110, 60.2-113, 60.2-113.1, 60.2-309, and 60.2-310, and Chapter 4 (§§ 60.2-400, 60.2-400.1, and 60.2-401) of Title 60.2 of the Code of Virginia, relating to consolidation of the Commonwealth's workforce development policies and programs; Department of Workforce Development and Advancement created; report.*

**Be it enacted by the General Assembly of Virginia:**

**1. That §§ 2.2-214.2, 2.2-214.3, 2.2-435.10, 2.2-2237.3, 2.2-2238, 2.2-2472, 2.2-3711, 2.2-3905, 40.1-100, 54.1-1101, 60.2-105, 60.2-111, and 60.2-631 of the Code of Virginia are amended and reenacted and that the Code of Virginia is amended by adding in Title 2.2 a chapter numbered 20.2, containing articles numbered 1 through 4, consisting of sections numbered 2.2-2035 through 2.2-2057 as follows:**

**§ 2.2-214.2. Position established; agencies for which responsible.**

The position of Secretary of Labor (the Secretary) is created. The Secretary shall be responsible to the Governor for the following agencies: the Department of Labor and Industry, the Department of Professional and Occupational Regulation, *the Department of Workforce Development and Advancement*, and the Virginia Employment Commission. The Governor, by executive order, may assign any state executive agency to the Secretary.

**§ 2.2-214.3. Responsibilities of the Secretary.**

A. The Secretary shall assist the Governor in his capacity as the Chief Workforce Development Officer for the Commonwealth pursuant to § 2.2-435.6. The Secretary shall be responsible for the duties assigned to him pursuant to this article, Chapter 4.2 (§ 2.2-435.6 et seq.), Article 24 (§ 2.2-2470 et seq.) of Chapter 24, and other tasks as may be assigned to him by the Governor.

B. The Chief Workforce Development Officer's responsibilities as carried out by the Secretary of Labor shall include:

1. Developing a strategic plan for the statewide delivery of workforce development and training programs and activities. The strategic plan shall be developed in coordination with the development of the comprehensive economic development policy required by § 2.2-205. The strategic plan shall include *mandatory performance measures for all workforce development programs across state government* that link the objectives of such programs and activities to the record of state agencies, local workforce development boards, and other relevant entities in attaining such objectives. *The Secretary shall have the authority to require compliance with such mandatory performance measures by all workforce development program administrators and providers across state government;*

2. Determining the appropriate allocation, to the extent permissible under applicable federal law, of funds and other resources that have been appropriated or are otherwise available for disbursement by the Commonwealth for workforce development programs and activities;

3. Ensuring that the Commonwealth's workforce development efforts are implemented in a coordinated and efficient manner by, among other activities, taking appropriate executive action to this end and recommending to the General Assembly necessary legislative actions to streamline and eliminate duplication in such efforts;

4. ~~Facilitating~~ *Providing oversight and directing* efficient implementation of workforce development and training programs by Cabinet Secretaries and agencies responsible for such programs;

5. Developing, in ~~coordination~~ *consultation* with the Virginia Board of Workforce Development, (i) certification standards and *metrics* for programs and providers and (ii) uniform policies and procedures, including standardized forms and applications, for one-stop centers;

6. Monitoring, in coordination with the Virginia Board of Workforce Development, the effectiveness of each one-stop center and recommending actions needed to improve its effectiveness;

7. Establishing measures to evaluate the effectiveness of the local workforce development boards and conducting annual evaluations of the effectiveness of each local workforce development board. As part of the evaluation process, the Governor shall recommend to such boards specific best management practices;

8. Conducting annual evaluations of the performance of workforce development and training

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60 programs and activities *across state government* and their administrators and *service* providers using the  
 61 performance measures developed through the strategic planning process described in subdivision 1. The  
 62 evaluations shall include, to the extent feasible, (i) a comparison of the per-person costs for each  
 63 program or activity; (ii) a comparative rating of each program or activity based on its success in  
 64 meeting program objectives, *consisting of individuals placed in jobs, jobs retained, and wages or*  
 65 *earnings paid, as determined by the Secretary*; and (iii) an explanation of the extent to which each  
 66 agency's appropriation requests incorporate the data reflected in the cost comparison described in clause  
 67 (i) and the comparative rating described in clause (ii). These evaluations, including the comparative  
 68 rankings, shall be considered in allocating resources for workforce development and training programs.  
 69 These evaluations shall be submitted to the Chairmen of the House Committee on Labor and Commerce  
 70 and the Senate Committee on Commerce and Labor and included in the biennial reports pursuant to  
 71 subdivision 10;

72 9. Monitoring federal legislation and policy in order to maximize the Commonwealth's effective use  
 73 of access to federal funding available for workforce development programs; and

74 10. Submitting biennial reports, which shall be included in the Governor's executive budget  
 75 submissions to the General Assembly, on improvements in the coordination of workforce development  
 76 efforts statewide. The reports shall identify (i) program success rates in relation to performance measures  
 77 established by the *Secretary in consultation with the Virginia Board of Workforce Development*, (ii)  
 78 obstacles to program and resource coordination, and (iii) strategies for facilitating statewide program and  
 79 resource coordination.

80 **§ 2.2-435.10. Administration of the Workforce Innovation and Opportunity Act; executive**  
 81 **summaries.**

82 A. The Secretary of Labor and the Chancellor of the Virginia Community College System shall enter  
 83 into a memorandum of understanding that sets forth (i) the roles and responsibilities of each of these  
 84 entities in administering *administer* (i) a state workforce system and *facilitating* *facilitate* regional  
 85 workforce systems that are business-driven, aligned with current and reliable labor market data, and  
 86 targeted at providing participants with workforce credentials that have demonstrated value to employers  
 87 and job seekers; *and* (ii) a funding mechanism that adequately supports operations under the federal  
 88 Workforce Innovation and Opportunity Act of 2014 (P.L. 113-128) (WIOA); *and* (iii) a procedure for  
 89 the resolution of any disagreements that may arise concerning policy, funding, or administration of the  
 90 WIOA.

91 B. The Secretary of Labor and the Virginia Community College System shall collaborate to produce  
 92 an annual executive summary, no later than the first day of each regular session of the General  
 93 Assembly, of the interim activity undertaken to implement the memorandum of understanding  
 94 responsibilities described in subsection A and to administer the WIOA.

95 **CHAPTER 20.2.**

96 **WORKFORCE DEVELOPMENT AND ADVANCEMENT.**

97 **Article 1.**

98 **General Provisions.**

99 **§ 2.2-2035. Department of Workforce Development and Advancement; creation; appointment of**  
 100 **Director.**

101 A. *There is hereby created in the executive branch the Department of Workforce Development and*  
 102 *Advancement (the Department). The Department shall be headed by the Director of Workforce*  
 103 *Development and Advancement (the Director) who shall be appointed by the Governor, subject to*  
 104 *confirmation by the General Assembly, to serve at the pleasure of the Governor.*

105 B. *The Director may establish divisions within the Department and assign to such divisions any*  
 106 *duties described in this chapter or otherwise imposed upon the Department.*

107 **§ 2.2-2036. Definitions.**

108 *As used in this chapter, unless the context requires a different meaning:*

109 *"Department" means the Department of Workforce Development and Advancement.*

110 *"Director" means the Director of Workforce Development and Advancement.*

111 *"Encrypted" means the same as that term is defined in § 18.2-186.6.*

112 *"Identifying information" means the same as that term is defined in § 18.2-186.3.*

113 *"Virginia Longitudinal Data System" means the multiagency partnership administered by the State*  
 114 *Council of Higher Education for Virginia pursuant to subdivision 9 of § 23.1-203.*

115 *"Virginia Workforce Data Trust" means a workforce database maintained by the Department in an*  
 116 *encrypted state in compliance with § 2.2-2009.*

117 *"Workforce development program" means a publicly funded education, training, and support services*  
 118 *program designed and administered to prepare and enable participants to enter into and advance in*  
 119 *careers. Such program may, but is not required to, lead to nondegree credentials and may fall under the*  
 120 *administrative functions of the Department or reside in other agencies.*

121 *"Workforce education and training program" means a workforce development program offered by an*

122 education provider with the goal of providing an individual with a credential that leads to employment.  
 123 "Workforce services program" means a workforce development program that is primarily focused on  
 124 providing, coordinating, and supporting services to assist individuals attain employment, including  
 125 assistance with locating job opportunities, connecting to workforce education and training programs,  
 126 and coordinating with other available supportive services.

127 **§ 2.2-2037. Powers and duties of Department.**

128 The Department shall have the power and duty to:

129 1. Promulgate regulations necessary or incidental to the performance of duties or execution of  
 130 powers conferred under this chapter.

131 2. Establish a mission, goals, and objectives for the Department that align with the purpose of this  
 132 chapter, to create a unified system of workforce development for the Commonwealth.

133 3. Develop a strategy that shall inform and engage with the business and organized labor  
 134 communities to coordinate the workforce development programs offered by the Department, identify  
 135 labor market needs, and ensure alignment of the Department's offerings to the needs of employers and  
 136 the needs of the Commonwealth.

137 4. The Department and the State Council of Higher Education for Virginia shall jointly develop and  
 138 implement strategies, and collaborate with employers and higher education institutions, to grow and  
 139 expand the Innovative Internship Program established pursuant to § 23.1-903.4. The strategy shall  
 140 include key measures of success and they shall jointly develop an annual progress report that shall  
 141 include information on the number of students placed in internship programs, type of internship  
 142 programs, and the number and type of participating employers. The report shall be delivered to the  
 143 General Assembly, the Secretary of Education, and the Secretary of Labor annually by September 30.

144 5. Regularly track metrics relating to workforce development programs and establish a mechanism to  
 145 help assess the adequacy of Department services and programs.

146 6. Develop specific strategies or steps the Department will take to modify policies, procedures, or  
 147 processes to ensure effective and efficient administration of workforce development programs.

148 7. Develop a strategy for clearly communicating to customers changes to key workforce development  
 149 programs.

150 8. Develop a strategy for clearly communicating important workforce development program  
 151 information to Department staff, the public, and the General Assembly.

152 9. Identify other tactical actions to be taken to ensure the continuity of workforce development  
 153 programs and customer service.

154 **§ 2.2-2038. State and federal cooperation.**

155 In the administration of this chapter, the Department shall cooperate with the U.S. Department of  
 156 Labor to the fullest extent consistent with the provisions of this chapter. The Department shall make  
 157 such reports, in such form and containing such information, as the U.S. Department of Labor may  
 158 require and shall comply with such provisions as the U.S. Department of Labor may find necessary to  
 159 assure the correctness and verification of such reports. The Department shall take such action, through  
 160 the adoption of appropriate rules, regulations, administrative methods, and standards, as may be  
 161 necessary to secure to the Commonwealth and its citizens all advantages available under the provisions  
 162 of the federal Wagner-Peyser Act (29 U.S.C. § 49 et seq.), the federal Workforce Innovation and  
 163 Opportunity Act of 2014 (P.L. 113-128), and any other federal legislation executed with respect to  
 164 workforce development and training.

165 **§ 2.2-2039. Reciprocal agreements.**

166 Subject to the approval of the Governor, the Department is authorized to enter into arrangements  
 167 with the appropriate agencies of other states or the federal government for the purpose of workforce  
 168 development and training.

169 **§ 2.2-2040. Records and reports.**

170 A. Each workforce development program provider shall keep true and accurate training records  
 171 containing such information as the Department may prescribe. Such records shall be open to inspection  
 172 and be subject to being copied by the Department or its authorized representatives at any reasonable  
 173 time and as often as may be necessary. The Department may require from any workforce development  
 174 program provider any sworn or unsworn reports, with respect to persons employed by it, that the  
 175 Department deems necessary for the effective administration of this chapter.

176 B. Notwithstanding the provisions of subsection A, the Department shall, upon written request,  
 177 furnish the Virginia Economic Development Partnership Authority (the Authority) such information as it  
 178 may require to facilitate the administration and enforcement by the Authority of performance agreements  
 179 with businesses that have received incentive awards. Any information provided to the Authority under  
 180 this subsection shall be confidential pursuant to 20 C.F.R. Part 603 and shall only be disclosed to  
 181 members of the Authority who are public officials or employees of the Authority for the performance of  
 182 their official duties. No public official or employee shall disclose any confidential information obtained

183 pursuant to this subsection to nonlegislative citizen members of the Authority or to the public. Any  
 184 information so provided shall be used by the Authority solely for the purpose of verifying employment  
 185 and wage claims of those businesses that have received incentive awards.

186 Article 2.

187 Data Collection and Analytics.

188 **§ 2.2-2041. Workforce program evaluations; sharing of certain data; prohibited uses; civil penalty.**

189 A. To the extent permitted under federal law, the agencies specified in subsection D shall share data  
 190 from within their respective databases to (i) develop meaningful analyses and evaluations of workforce  
 191 programs required by subdivision B 8 of § 2.2-214.3 and clause (i) of subdivision B 10 of § 2.2-214.3;  
 192 (ii) meet state and federal reporting requirements; (iii) improve coordination, outcomes, and efficiency  
 193 across public workforce programs and partner organizations; (iv) enable the development of  
 194 comprehensive consumer-facing software applications; (v) support requirements for performance-driven  
 195 contracts; and (vi) support workforce initiatives developed by the General Assembly or the Governor.

196 B. Data shared pursuant to subsection A shall include only the identifying and attribute information  
 197 required to match entities across programs, support the coordination of services, and evaluate outcomes,  
 198 shall be encrypted, and shall be transmitted to the Governor or his designee. Upon receipt of such data,  
 199 the Governor or his designee shall maintain the data in an encrypted state pursuant to § 2.2-2009 and  
 200 restrict data sharing according to the Virginia Workforce Data Trust memorandum of understanding.

201 The agencies specified in subsection D shall enter into a memorandum of understanding supporting  
 202 the Virginia Workforce Data Trust and the associated application ecosystem. Such memorandum of  
 203 understanding shall include provisions for authorizing bona fide research requests that are related to  
 204 the data sharing referenced in subsection A. In accordance with the governance process defined in such  
 205 memorandum of understanding, the data sharing referenced in subsection A shall be accomplished by  
 206 integrating additional organizations, systems, data elements, and functionality into the Virginia  
 207 Workforce Data Trust.

208 C. The Governor or his designee and all agencies authorized under this section shall destroy or  
 209 erase all shared data upon completion of all required evaluations and analyses. The Governor may  
 210 retain a third-party entity to assist with the evaluation and analysis.

211 D. The databases from the following agencies relating to the specific programs identified in this  
 212 subsection may be shared solely to achieve the purposes specified in subsection A:

- 213 1. Virginia Employment Commission: Unemployment Insurance;
- 214 2. Virginia Community College System: Postsecondary Career and Technical Education;
- 215 3. Department for Aging and Rehabilitative Services: Vocational Rehabilitation and Senior  
 216 Community Services Employment Program;
- 217 4. Department for the Blind and Vision Impaired: Vocational Rehabilitation;
- 218 5. Department of Education: Special Education and Career and Technical Education;
- 219 6. Department of Social Services: Supplemental Nutrition Assistance Program, Virginia Initiative for  
 220 Education and Work;
- 221 7. Virginia Economic Development Partnership Authority: Virginia Jobs Investment Program;
- 222 8. Department of Juvenile Justice: Youth Industries and Institutional Work Programs, Career and  
 223 Technical Education Programs;
- 224 9. Department of Corrections: Career and Technical Education Programs;
- 225 10. The State Council of Higher Education for Virginia: certifications, certificates, and degrees;
- 226 11. Department of Veterans Services: Virginia Values Veterans;
- 227 12. Department of Workforce Development and Advancement: Apprenticeship, Job Service,  
 228 Reemployment Services and Eligibility Assessment program, Trade Adjustment Assistance Program Act,  
 229 Veterans Employment Training Programs, Innovative Internship Program, Workforce Innovation and  
 230 Opportunity Act of 2014 (P.L. 113-128) Titles I and III, and other workforce development programs of  
 231 the Department as determined by the Director; and
- 232 13. Any other agencies as deemed necessary by the Secretary of Labor, Chief Data Officer, and  
 233 Director of the Department of Workforce Development and Advancement.

234 E. Nothing in this section shall prohibit the inclusion of data from other sources deemed beneficial  
 235 by the Secretary of Labor, Chief Data Officer, and Director of the Department of Workforce  
 236 Development and Advancement.

237 F. Agencies participating in the Virginia Longitudinal Data System and the Virginia Workforce Data  
 238 Trust shall meet annually and work with the Office of Data Governance and Analytics for the purpose  
 239 of coordinating responses to changes in data collection of the participating agencies and the needs of  
 240 the Commonwealth with respect to workforce development and education policy development. Subject to  
 241 the approval by each participating agency, the Virginia Longitudinal Data System and the Virginia  
 242 Workforce Data Trust may develop processes to facilitate intersystem operability and communication  
 243 between the two entities for research and analysis purposes.

244 G. All agencies providing information to the Virginia Workforce Data Trust shall be prohibited from

245 disclosing any personal information or data, except as required under this section or other state law or  
 246 federal law, or to accomplish a proper purpose of the agency.

247 H. Any person alleging a violation of this section may bring a civil action for appropriate injunctive  
 248 relief. A court rendering judgment in favor of a complainant pursuant to this subsection shall award all  
 249 or a portion of the costs of litigation, including reasonable attorney fees and witness fees, to the  
 250 complainant.

251 **§ 2.2-2042. Job placement and retention; reporting.**

252 A. The Department shall develop a tool or process for the uniform tracking of successful job  
 253 placement and job retention outcomes of workforce development program participants.

254 B. All workforce development program providers shall annually track successful job placement and  
 255 job retention outcomes for workforce development program participants using the tool or process  
 256 developed by the Department.

257 Article 3.  
 258 Apprenticeships.

259 **§ 2.2-2043. Definitions.**

260 As used in this article, unless the context requires a different meaning:

261 "Apprentice" means a person at least 16 years of age who is covered by a written agreement with an  
 262 employer and approved by the Director. The agreement shall provide for not less than 2,000 hours of  
 263 reasonably continuous employment for such person, for his participation in an approved schedule of  
 264 work experience through employment, and for the amount of related instruction required in the  
 265 occupation.

266 "Apprenticeable occupation" means a skilled occupation having the following characteristics:

267 1. It is customarily learned in a practical way through a structured systematic program of on-the-job  
 268 supervised work experience;

269 2. It is clearly identifiable and recognized throughout an industry;

270 3. It involves manual, mechanical, or technical skills that require a minimum of 2,000 hours of  
 271 on-the-job work experience of new apprenticeable trades not otherwise established; and

272 4. It requires related instruction to supplement the on-the-job work experience.

273 "Employer" means any person or organization employing a registered apprentice, whether or not  
 274 such person or organization is a party to an apprenticeship agreement with a sponsor.

275 "Joint apprenticeship committee" means a group equally representative of management and labor  
 276 representatives that works under a bargaining agreement and is established to carry out the  
 277 administration of an apprenticeship training program.

278 "Sponsor" means either an individual employer, a group of employers, or an association or  
 279 organization operating an apprenticeship program and in whose name the program is registered.

280 **§ 2.2-2044. Apprenticeship Council; membership and terms of office; meetings and duties.**

281 A. The Governor shall appoint an Apprenticeship Council composed of four representatives each  
 282 from employer and employee organizations respectively and all of whom shall be familiar with  
 283 apprenticeable occupations. The Director, the Chancellor of the Virginia Community College System, or  
 284 their designated representatives, and a local superintendent from a school division that provides  
 285 apprenticeship-related instruction shall be ex officio members of the Apprenticeship Council. At the  
 286 beginning of each year, the Governor shall designate one member to serve as chairman. Each member  
 287 shall be appointed for a term of three years. Any member appointed to fill a vacancy occurring prior to  
 288 the expiration of the term of his predecessor shall be appointed for the remainder of such term. All  
 289 members, including ex officio members, shall have voting privileges.

290 B. The Apprenticeship Council shall meet at the call of the chairman of the Apprenticeship Council  
 291 and shall formulate policies for the effective administration of this article.

292 C. The Apprenticeship Council shall establish standards for apprentice agreements that shall not be  
 293 lower than those prescribed by this article and those established pursuant to Article 3 (§ 54.1-1128 et  
 294 seq.) of Chapter 11 of Title 54.1 and shall perform such other functions as may be necessary to carry  
 295 out the intent and purposes of this article. Not less than once a year, the Apprenticeship Council shall  
 296 make a report of its activities and findings to the General Assembly and to the public.

297 **§ 2.2-2045. Authority of Council.**

298 The Council may:

299 1. Determine standards for apprentice agreements, which standards shall not be lower than those  
 300 prescribed by this article;

301 2. Appoint the secretary of the Apprenticeship Council to act as secretary of each state joint  
 302 apprenticeship committee;

303 3. Review decisions of local joint apprenticeship committees relating to apprenticeship disputes  
 304 pursuant to subdivision C 3 of § 2.2-2047;

305 4. Perform such other duties as are necessary to carry out the intent of this article; and

306 5. Advise the Director on policies to coordinate apprenticeship-related instruction delivered by state  
307 and local public education agencies.

308 **§ 2.2-2046. Director to administer article; requirements for certain programs.**

309 A. The Director, with the advice and guidance of the Council, shall be responsible for administering  
310 the provisions of this article.

311 B. The Director shall:

312 1. Approve, if approval is in the best interests of the apprentice, any apprenticeship agreement that  
313 meets the standards established under this article;

314 2. Terminate or cancel any apprenticeship agreement in accordance with the provisions of such  
315 agreement;

316 3. Keep a record of apprenticeship agreements and their disposition;

317 4. Issue certificates of completion upon the completion of the apprenticeship;

318 5. Initiate deregistration proceedings when an apprenticeship program is not conducted, operated,  
319 and administered in accordance with the registered provisions, except that deregistration proceedings  
320 for violation of equal opportunity requirements shall be processed in accordance with the provisions of  
321 the Virginia State Plan for Equal Employment Opportunity in Apprenticeship;

322 6. Establish policies governing the provision of apprenticeship-related instruction delivered by state  
323 and local public education agencies and provide for the administration and supervision of related and  
324 supplemental instruction for apprentices; and

325 7. Perform such other duties as are necessary to carry out the intent of this article.

326 C. Any apprenticeship program designed to prepare individuals to engage in a career as a  
327 tradesman shall be a program of registered apprenticeships that meet or exceed the U.S. Department of  
328 Labor standards for registered apprenticeships, and such program shall meet or exceed the standards  
329 that were in place with the Apprenticeship Division of the Virginia Department of Labor and Industry as  
330 of January 31, 2023. As used in this subsection, "tradesman" means an individual engaged in the  
331 electrical, plumbing and heating, ventilation and air conditioning, carpentry, pipe fitting, boiler making,  
332 iron working, steel working, painting, or welding profession.

333 D. No state agency or locality shall sponsor, recognize, or establish any apprenticeship program  
334 designed to prepare individuals to engage in a career as a tradesman unless such apprenticeship  
335 program meets the requirements establish in subsection C.

336 **§ 2.2-2047. Local and state joint apprenticeship committees.**

337 A. A local joint apprenticeship committee may be established in any trade or group of trades in a  
338 city or trade area whenever the apprentice training needs of such trade or group of trades justify such  
339 establishment.

340 B. When two or more local joint apprenticeship committees have been established in the  
341 Commonwealth for a trade or group of trades or at the request of any trade or group of trades, a state  
342 apprenticeship committee may be established for such trade or group of trades. Such local and state  
343 joint apprenticeship committees shall be composed of an equal number of employer and employee  
344 representatives chosen from names submitted by the respective employer and employee organizations in  
345 such trade or group of trades. In a trade or group of trades in which there is no bona fide employer or  
346 employee organization, the committee shall be appointed from persons known to represent the interests  
347 of employers and of employees respectively.

348 C. The functions of a local joint apprenticeship committee shall be:

349 1. To cooperate with school authorities in regard to the education of apprentices;

350 2. In accordance with standards established by the Apprenticeship Council, to establish local  
351 standards of apprenticeship regarding schedule of operations, application of wage rates, working  
352 conditions for apprentices, and the number of apprentices that shall be employed locally in the trade;  
353 and

354 3. To adjust apprenticeship disputes.

355 D. The functions of a state trade apprenticeship committee shall be to assist in an advisory capacity  
356 in the development of statewide standards of apprenticeship and in the development of local standards  
357 and local committees.

358 **§ 2.2-2048. Discrimination prohibitions for registered apprenticeship programs.**

359 A. Notwithstanding the provisions of the Virginia Human Rights Act (§ 2.2-3900 et seq.), for  
360 purposes of this article a sponsor of a registered apprenticeship program shall not discriminate against  
361 an apprentice or applicant for apprenticeship on the basis of race, color, religion, national origin, sex,  
362 pregnancy, childbirth or related medical conditions, military status, sexual orientation, gender identity,  
363 age if the age of the individual is 40 years of age or older, genetic information, or disability.

364 B. Notwithstanding any provisions of Title 40.1, it shall not be an unlawful practice for an employer  
365 to fail or refuse to hire and employ any individual for any position in a registered apprenticeship  
366 program, or for any registered apprenticeship program to fail or refuse to accept or admit any  
367 individual to any registered apprenticeship program, if:

368 1. The occupancy of such position, or access to the premises in or upon which any part of the duties  
 369 of such position is performed or is to be performed, is subject to any requirement imposed in the  
 370 interest of the national security of the United States under any security program in effect pursuant to or  
 371 administered under any statute of the United States or any Executive Order of the President; and

372 2. Such individual has not fulfilled or has ceased to fulfill any requirement set forth in subdivision 1.

373 C. The sole remedy for a violation of subsection A shall be as provided in subdivision B 5 of  
 374 § 2.2-2046.

375 **§ 2.2-2049. Requisites of apprentice agreement.**

376 Every apprentice agreement entered into under this article shall contain:

377 1. The names, signatures, and addresses of the contracting parties;

378 2. The date of birth of the apprentice;

379 3. The contact information of the program sponsor and the Division of Registered Apprenticeship;

380 4. A statement of the occupation or business that the apprentice is to be taught and the time at  
 381 which the apprenticeship will begin and end;

382 5. A statement showing the number of hours to be spent by the apprentice in work and the number  
 383 of hours to be spent in related or supplemental instruction;

384 6. A statement setting forth a schedule of the processes in the occupation or industry division in  
 385 which the apprentice is to be taught and the approximate time to be spent at each process;

386 7. A statement of the graduated scale of wages to be paid the apprentice and whether the required  
 387 related instruction shall be compensated;

388 8. A statement providing for a period of probation of not less than 500 hours of employment and  
 389 instruction extending over not less than four months, during which time the apprentice agreement shall  
 390 be terminated by the Director at the request in writing of either party, and providing that after such  
 391 probationary period the apprentice agreement may be terminated by the Director by mutual agreement  
 392 of all parties thereto or cancelled by the Director for good and sufficient reason;

393 9. A reference incorporating as part of the apprentice agreement the standards of the apprenticeship  
 394 program as they exist on the date of the apprentice agreement and as they may be amended during the  
 395 period of the apprentice agreement;

396 10. A statement that the apprentice will be accorded equal opportunity in all phases of  
 397 apprenticeship employment and training without discrimination as provided in § 2.2-2048;

398 11. Contact information, including name, address, phone number, and email if appropriate, of the  
 399 appropriate authority designated under the program to receive, process, and make disposition of  
 400 controversies or differences arising out of the apprentice agreement when the controversies or  
 401 differences cannot be adjusted locally or resolved in accordance with the established procedure or  
 402 applicable collective bargaining provisions;

403 12. A provision that an employer who is unable to fulfill his obligation under the apprentice  
 404 agreement may, with the approval of the Director, transfer such contract to any other employer if (i) the  
 405 apprentice consents, (ii) such other employer agrees to assume the obligations of the apprentice  
 406 agreement, and (iii) the transfer is reported to the registration agency within 30 days of the transfer;  
 407 and

408 13. Such additional terms and conditions as may be prescribed or approved by the Director not  
 409 inconsistent with the provisions of this article.

410 **§ 2.2-2050. Approval of apprentice agreement by Director; signing.**

411 No apprentice agreement under this article shall be effective until approved by the Director. Every  
 412 apprentice agreement shall be signed by the employer, or by an association of employers or an  
 413 organization of employees as provided in § 2.2-2052, and by the apprentice, and, if the apprentice is a  
 414 minor, by the minor's father or mother, provided, that if both father and mother are dead or legally  
 415 incapable of giving consent or have abandoned their children, then by the guardian of the minor.

416 **§ 2.2-2051. Apprentice agreement binding after apprentice's majority.**

417 When a minor enters into an apprentice agreement under this article for a period of training  
 418 extending into his majority, the apprentice agreement shall likewise be binding for such a period as may  
 419 be covered during the apprentice's majority.

420 **§ 2.2-2052. Apprentice agreement signed by organization of employers or of employees.**

421 For the purpose of providing greater diversity of training or continuity of employment, any  
 422 apprentice agreement made under this article may in the discretion of the Director be signed by an  
 423 association of employers or an organization of employees instead of by an individual employer. In such  
 424 a case, the apprentice agreement shall expressly provide that the association of employers or  
 425 organization of employees does not assume the obligation of an employer but agrees to use its best  
 426 endeavors to procure employment and training for such apprentice with one or more employers that will  
 427 accept full responsibility, as herein provided, for all the terms and conditions of employment and  
 428 training set forth in the agreement between the apprentice and employer association or employee



429 organization during the period of each such employment. The apprentice agreement in such a case shall  
 430 also expressly provide for the transfer of the apprentice, subject to the approval of the Director, to such  
 431 employer or employers as shall sign a written agreement with the apprentice, and if the apprentice is a  
 432 minor with his parent or guardian, as specified in § 2.2-2050, contracting to employ the apprentice for  
 433 the whole or a definite part of the total period of apprenticeship under the terms and conditions of  
 434 employment and training set forth in the agreement entered into between the apprentice and the  
 435 employer association or employee organization.

436 **§ 2.2-2053. Operation and application of article.**

437 Nothing in this article or in any apprentice agreement approved under this article shall invalidate  
 438 any apprenticeship provision in any collective agreement between employers and employees establishing  
 439 higher apprenticeship standards regarding ratios of apprentices to journeymen, probationary periods, or  
 440 length of the program. None of the terms or provisions of this article shall apply to any person, firm,  
 441 corporation, or craft unless, until, and only so long as such person, firm, corporation, or craft  
 442 voluntarily elects that the terms and provisions of this article shall apply.

443 Article 4.

444 Job Services.

445 **§ 2.2-2054. Virginia State Job Service; cooperation with U.S. Employment Service agencies.**

446 A. The Department shall have all rights, powers, and duties with respect to the establishment,  
 447 maintenance, and operation of free employment offices in the Commonwealth and shall possess,  
 448 exercise, and perform the same through a division known as the Virginia State Job Service. The  
 449 Department through the division shall establish and maintain free public employment offices in such  
 450 number and in such places as may be necessary for the proper administration of this chapter.

451 B. The Department, through the Virginia State Job Service, is designated as the state agency and  
 452 vested with all powers necessary to cooperate with the U.S. Employment Service in accordance with the  
 453 terms and conditions expressed in 29 U.S.C. § 49 et seq.

454 C. The Department may cooperate with or enter into agreements with the Railroad Retirement  
 455 Board, or any other agency of the United States charged with the administration of an unemployment  
 456 compensation law, with respect to the maintenance and use of free employment service facilities.

457 D. Chapter 13 of the Acts of Assembly of 1933 providing for cooperation between the  
 458 Commonwealth and the U.S. Employment Service is, subject to the provisions of this article, continued  
 459 in effect.

460 **§ 2.2-2055. Veterans Skills Database.**

461 A. For purposes of this section, "veteran" means an individual who has served in the active military,  
 462 naval, or air service and who was discharged or released therefrom under conditions other than  
 463 dishonorable.

464 B. The Department, in cooperation with the Secretary of Commerce and Trade and the Department  
 465 of Veterans Services, shall establish the Veterans Skills Database (the Database), an Internet-accessible  
 466 database of veterans and their workforce skills, for the purpose of marketing and promoting the  
 467 workforce skills of veterans to potential employers.

468 C. The Department may contract with one or more third parties to develop, implement, and maintain  
 469 the Database. The Database provider shall (i) maintain the Database and (ii) take all actions to ensure  
 470 the protection of the confidentiality and security of the information contained in the Database in  
 471 accordance with the requirements established by the Department.

472 D. Any veteran may register with the Department to create a free profile on the Database in order  
 473 to supply information relating to his workforce skills and experience. Potential employers may register  
 474 with the Department to create a free profile in order to gain access to the Database for the purpose of  
 475 identifying potential employees with relevant workforce skills and experience.

476 **§ 2.2-2056. Employment stabilization.**

477 The Department shall have the following duties relating to employment stabilization:

478 1. Establish a viable labor exchange system to promote maximum employment for the Commonwealth  
 479 with priority given to those workers drawing unemployment benefits;

480 2. Provide Virginia State Job Service services, as described in this article, according to the  
 481 provisions of the federal Wagner-Peyser Act (29 U.S.C. § 49 et seq.), as amended by the federal  
 482 Workforce Innovation and Opportunity Act of 2014 (P.L. 113-128);

483 3. Coordinate and direct all workforce development program services, policies, grant management,  
 484 and data analytics across state government that lead to conducting activities that target job placement  
 485 and respond to industry demand;

486 4. Coordinate and conduct labor market information research services, programs, and operations,  
 487 including the development, storage, retrieval, and dissemination of information on the social and  
 488 economic aspects of the Commonwealth, and publish data needed by employers, economic development  
 489 programs, education and training entities, and government entities and for other users in the public and  
 490 private sectors;

491 5. Encourage and assist in the adoption of practical methods of vocational guidance, training, and  
492 retraining; and

493 6. Establish the Interagency Migrant Worker Policy Committee (the Committee), comprised of  
494 representatives from appropriate state agencies, including the Virginia Workers' Compensation  
495 Commission, whose services and jurisdictions involve migrant and seasonal farmworkers and their  
496 employees. All agencies of the Commonwealth shall be required to cooperate with the Committee upon  
497 request.

498 § 2.2-2057. Human trafficking hotline; posted notice required.

499 Within each employment office, the Department shall post notice of the existence of a human  
500 trafficking hotline to alert possible witnesses or victims of human trafficking to the availability of a  
501 means to report crimes or gain assistance. The notice required by this section shall (i) be posted in a  
502 place readily visible and accessible to the public and (ii) meet the requirements specified in subsection  
503 C of § 40.1-11.3.

504 § 2.2-2237.3. Division of Incentives.

505 A. Within the Authority shall be created a Division of Incentives that shall be responsible for  
506 reviewing, vetting, tracking, and coordinating economic development incentives administered by or  
507 through the Authority and for aligning those incentives with economic development incentives offered  
508 by other entities in the Commonwealth.

509 B. No project that includes an offer of economic development incentives by the Commonwealth,  
510 including grants or loans from the Commonwealth's Development Opportunity Fund, shall be approved  
511 by the Governor until (i) the Division of Incentives has undertaken appropriate due diligence regarding  
512 the proposed project and the Secretary of Commerce and Trade has certified that the proposed incentives  
513 to be offered are appropriate based on the investment and job creation anticipated to be generated by the  
514 project and (ii) when required by § 30-310, the MEI Project Approval Commission has reviewed the  
515 proposed incentives.

516 C. Any contract or memorandum of understanding for the award of economic development incentives  
517 by the Commonwealth shall set forth the investment and job creation requirements for the payment of  
518 the incentive and shall include a stipulation that the business beneficiary of the incentives shall be liable  
519 for the repayment of all or a portion of the incentives to the Commonwealth if the business beneficiary  
520 fails to make the required investments or create the required number of jobs. For purposes of this  
521 section, an incentive awarded by the Commonwealth shall include an incentive awarded from a fund  
522 operated by the Commonwealth, including the Commonwealth's Development Opportunity Fund. If it is  
523 determined that a business beneficiary is liable for the repayment of all or a portion of an economic  
524 development incentive awarded by the Commonwealth, the Board may refer the matter to the Office of  
525 the Attorney General pursuant to § 2.2-518. Prior to the referral to the Office of the Attorney General,  
526 the Board shall direct any political subdivision that is a party to the relevant contract or memorandum of  
527 understanding to assign its rights to the Commonwealth arising under such contract or memorandum of  
528 understanding in which the business beneficiary is liable to repay all or a portion of an economic  
529 development incentive awarded by the Commonwealth. In any such matter referred to the Office of the  
530 Attorney General, a business beneficiary liable to repay all or a portion of an economic development  
531 incentive awarded by the Commonwealth shall also be liable to pay interest, administrative charges,  
532 attorney fees, and other applicable fees.

533 D. Notwithstanding any other provision of law, approval of the Board shall be required to grant an  
534 extension for an approved project to meet the investment and job creation requirements set forth in the  
535 contract or memorandum of understanding. Notwithstanding any other provision of law, approval of both  
536 the Board and the MEI Project Approval Commission shall be required to grant any additional  
537 extensions.

538 E. The Division of Incentives shall provide semiannual updates to the Board of the status and  
539 progress of investment and job creation requirements for all projects for which economic development  
540 incentives have been awarded, until such time as the investment and job creation requirements are met  
541 or the incentives are repaid to the Commonwealth. Updates shall be provided more frequently upon the  
542 request of the Board, or if deemed necessary by the Division of Incentives.

543 F. The Board shall establish a subcommittee, consisting of ex officio members of the Board  
544 authorized pursuant to §§ 2.2-2040 and 60.2-114 and federal law to receive and review employment  
545 information received from the Virginia Employment Commission and the Department of Workforce  
546 Development and Advancement, in order to assist the Division of Incentives with the verification of  
547 employment and wage claims of those businesses that have received incentive awards. Such information  
548 shall be confidential and shall not be (i) redisclosed to other members of the Board or to the public in  
549 accordance with the provisions of subsection B of § 2.2-2040 and subdivision C 2 of § 60.2-114 or (ii)  
550 subject to disclosure under the Virginia Freedom of Information Act (§ 2.2-3700 et seq.).

551 G. For purposes of this section, the award of economic development incentives by the

552 Commonwealth shall include an award of funds from the Commonwealth's Development Opportunity  
 553 Fund, regardless of whether the contract or memorandum of understanding for the disbursement of funds  
 554 is with the Commonwealth or a political subdivision thereof and the business beneficiary.

555 **§ 2.2-2238. Economic development services.**

556 A. It shall be the duty of the Authority to encourage, stimulate, and support the development and  
 557 expansion of the economy of the Commonwealth. The Authority is charged with the following duties  
 558 and responsibilities to:

559 1. See that there are prepared and carried out effective economic development marketing and  
 560 promotional programs;

561 2. Make available, in conjunction and cooperation with localities, chambers of commerce, industrial  
 562 authorities, and other public and private groups, to prospective new businesses basic information and  
 563 pertinent factors of interest and concern to such businesses;

564 3. Formulate, promulgate, and advance programs throughout the Commonwealth for encouraging the  
 565 location of new businesses in the Commonwealth and the retention and growth of existing businesses;

566 4. Encourage and solicit private sector involvement, support, and funding for economic development  
 567 in the Commonwealth;

568 5. Encourage the coordination of the economic development efforts of public institutions, regions,  
 569 communities, and private industry and collect and maintain data on the development and utilization of  
 570 economic development capabilities;

571 6. Establish such offices within and without the Commonwealth that are necessary to the expansion  
 572 and development of industries and trade;

573 7. Encourage the export of products and services from the Commonwealth to international markets;

574 8. Advise, upon request, the State Board for Community Colleges in designating technical training  
 575 programs in Virginia's comprehensive community colleges for the Community College Incentive  
 576 Scholarship Program pursuant to former § 23-220.4;

577 9. Offer a program for the issuance of export documentation for companies located in Virginia  
 578 exporting goods and services if no federal agency or other regulatory body or issuing entity will provide  
 579 export documentation in a form deemed necessary for international commerce; and

580 10. Establish an Office of Education and Labor Market Alignment (the Office) to coordinate data  
 581 analysis on workforce and higher education alignment and translate data to partners. The Office shall  
 582 provide a unified, consistent *and impartial* source of information or analysis for policy development and  
 583 implementation related to *talent development education, the labor market, and workforce development*.  
 584 The Office shall partner with the State Council of Higher Education for Virginia, institutions of higher  
 585 education, the Virginia Department of Education, the Virginia Employment Commission, ~~GO Virginia~~  
 586 *the Virginia Growth and Opportunity Board, the Department of Workforce Development and*  
 587 *Advancement*, and other relevant entities to offer resources and expertise related to education, *workforce*  
 588 *development*, and labor market alignment. *The Office shall communicate relevant information in a clear*  
 589 *and concise manner to enable policy and decision makers to navigate the complex connections between*  
 590 *education, workforce development, and labor market alignment.*

591 B. The Authority may develop a site and building assessment program to identify and assess the  
 592 Commonwealth's industrial sites of at least 100 acres. In developing such a program, the Authority shall  
 593 establish assessment guidelines and procedures for identification of industrial sites, resource  
 594 requirements, and development oversight. The Authority shall invite participation by regional and  
 595 industry stakeholders to assess potential sites, identify product shortfalls, and make recommendations to  
 596 the Governor and General Assembly for marketing such sites, in alignment with the goals outlined in  
 597 the Governor's economic development plan.

598 C. The Authority may encourage the import of products and services from international markets to  
 599 the Commonwealth.

600 **§ 2.2-2472. Powers and duties of the Board; Virginia Workforce System created.**

601 A. The Board shall implement a Virginia Workforce System that shall undertake the following  
 602 actions to implement and foster workforce development and training and better align education and  
 603 workforce programs to meet current and projected skills requirements of an increasingly technological,  
 604 global workforce:

605 1. Provide policy advice to the Governor on workforce and workforce development issues in order to  
 606 create a business-driven system that yields increasing rates of attainment of workforce credentials in  
 607 demand by business and increasing rates of jobs creation and attainment;

608 2. Provide policy direction to local workforce development boards;

609 3. Assist the Governor in the development, implementation, and modification of any combined state  
 610 plan developed pursuant to the WIOA;

611 4. Identify current and emerging statewide workforce needs of the business community;

612 5. Forecast and identify training requirements for the new workforce;

613 6. Recommend strategies to match trained workers with available jobs to include strategies for

614 increasing business engagement in education and workforce development;

615 7. Evaluate the extent to which the state's workforce development programs emphasize education and  
616 training opportunities that align with employers' workforce needs and labor market statistics and report  
617 the findings of this analysis to the Governor every two years;

618 8. Advise and oversee the development of a strategic workforce dashboard and tools that will inform  
619 the Governor, policy makers, system stakeholders, and the public on issues such as state and regional  
620 labor market conditions, the relationship between the supply and demand for workers, workforce  
621 program outcomes, and projected employment growth or decline. The ~~Virginia Employment Commission~~  
622 *Department of Workforce Development and Advancement*, along with other workforce partners, shall  
623 provide data to populate the tools and dashboard;

624 9. Determine and publish a list of jobs, trades, and professions for which high demand for qualified  
625 workers exists or is projected by the ~~Virginia Employment Commission~~ *Department of Workforce*  
626 *Development and Advancement*. The ~~Virginia Employment Commission~~ *Department of Workforce*  
627 *Development and Advancement* shall support the Virginia Board of Workforce Development in making  
628 such determination. Such information shall be published biennially and disseminated to employers;  
629 education and training entities, including associate-degree-granting and baccalaureate public institutions  
630 of higher education; government agencies, including the Department of Education and public libraries;  
631 and other users in the public and private sectors;

632 10. Develop pay-for-performance contract strategy incentives for rapid reemployment services  
633 consistent with the WIOA as an alternative model to traditional programs;

634 11. Conduct a review of budgets, which shall be submitted annually to the Board by each agency  
635 conducting federal and state funded career and technical and adult education and workforce development  
636 programs, that identify the agency's sources and expenditures of administrative, workforce education and  
637 training, and support services for workforce development programs;

638 12. Review and recommend industry credentials that align with high demand occupations, which  
639 credentials shall include a credential that determines career readiness;

640 13. Define the Board's role in certifying WIOA training providers, including those not subject to the  
641 authority expressed in Article 3 (§ 23.1-213 et seq.) of Chapter 2 of Title 23.1;

642 14. Provide an annual report to the Governor concerning its actions and determinations under  
643 subdivisions 1 through 13;

644 15. Create quality standards, guidelines, and directives applicable to local workforce development  
645 boards and the operation of one-stops, as necessary and appropriate to carry out the purposes of this  
646 article; ~~and~~

647 16. *Conduct or cause to be conducted, on a biennial basis, an independent evaluation of the*  
648 *operational and program objectives of the Department of Workforce Development and Advancement and*  
649 *submit a report to the Governor and the General Assembly summarizing such evaluation; and*

650 17. Perform any act or function in accordance with the purposes of this article.

651 B. The Board may establish such committees as it deems necessary

652 C. The Board, the Secretary of Labor, and the Governor's other Cabinet Secretaries shall assist the  
653 Governor in complying with the provisions of the WIOA and ensuring the coordination and  
654 effectiveness of all federal and state funded career and technical and adult education and workforce  
655 development programs and providers within Virginia's Workforce System.

656 D. The Board shall assist the Governor in the following areas with respect to workforce  
657 development: development of any combined state plan developed pursuant to the WIOA; development  
658 and continuous improvement of a statewide workforce development system that ensures career readiness  
659 and coordinates and aligns career and technical education, adult education, and federal and state  
660 workforce programs; development of linkages to ensure coordination and nonduplication among  
661 programs and activities; designation of local areas; development of local discretionary allocation  
662 formulas; development and continuous improvement of comprehensive state performance measures  
663 including, without limitation, performance measures reflecting the degree to which one-stop centers  
664 provide comprehensive services with all mandatory partners and the degree to which local workforce  
665 development boards have obtained funding from sources other than the WIOA; preparation of the annual  
666 report to the U.S. Secretary of Labor; development of a statewide employment statistics system; and  
667 development of a statewide system of one-stop centers that provide comprehensive workforce services to  
668 employers, employees, and job seekers.

669 The Board shall share information regarding its meetings and activities with the public.

670 E. Each local workforce development board shall develop and submit to the Governor and the Board  
671 an annual workforce demand plan for its workforce development board area based on a survey of local  
672 and regional businesses that reflects the local employers' needs and requirements and the availability of  
673 trained workers to meet those needs and requirements. Local boards shall also designate or certify  
674 one-stop operators; identify eligible providers of youth activities; develop a budget; conduct local

675 oversight of one-stop operators and training providers in partnership with its local chief elected official;  
 676 negotiate local performance measures, including incentives for good performance and penalties for  
 677 inadequate performance; assist in developing statewide employment statistics; coordinate workforce  
 678 development activities with economic development strategies and the annual demand plan, and develop  
 679 linkages among them; develop and enter into memoranda of understanding with one-stop partners and  
 680 implement the terms of such memoranda; promote participation by the private sector; actively seek  
 681 sources of financing in addition to WIOA funds; report performance statistics to the Board; and certify  
 682 local training providers in accordance with criteria provided by the Board. Further, a local training  
 683 provider certified by any workforce development board has reciprocal certification for all workforce  
 684 development boards.

685 F. Each workforce development board shall develop and execute a strategic plan designed to combine  
 686 public and private resources to support sector strategies, career pathways, and career readiness skills  
 687 development. Such initiatives shall include or address (i) a regional vision for workforce development;  
 688 (ii) protocols for planning workforce strategies that anticipate industry needs; (iii) the needs of  
 689 incumbent and underemployed workers in the region; (iv) the development of partners and guidelines for  
 690 various forms of on-the-job training, such as registered apprenticeships; (v) the setting of standards and  
 691 metrics for operational delivery; (vi) alignment of monetary and other resources, including private funds  
 692 and in-kind contributions, to support the workforce development system; and (vii) the generation of new  
 693 sources of funding to support workforce development in the region.

694 G. Local workforce development boards are encouraged to implement pay-for-performance contract  
 695 strategy incentives for rapid reemployment services consistent within the WIOA as an alternative model  
 696 to traditional programs. Such incentives shall focus on (i) partnerships that lead to placements of eligible  
 697 job seekers in unsubsidized employment and (ii) placement in unsubsidized employment for  
 698 hard-to-serve job seekers. At the discretion of the local workforce development board, funds to the  
 699 extent permissible under §§ 128(b) and 133(b) of the WIOA may be allocated for pay-for-performance  
 700 partnerships.

701 H. Each chief local elected official shall consult with the Governor regarding designation of local  
 702 workforce development areas; appoint members to the local board in accordance with state criteria; serve  
 703 as the local grant recipient unless another entity is designated in the local plan; negotiate local  
 704 performance measures with the Governor; ensure that all mandated partners are active participants in the  
 705 local workforce development board and one-stop center; and collaborate with the local workforce  
 706 development board on local plans and program oversight.

707 I. Each local workforce development board shall develop and enter into a memorandum of  
 708 understanding concerning the operation of the one-stop delivery system in the local area with each entity  
 709 that carries out any of the following programs or activities:

- 710 1. Programs authorized under Title I of the WIOA;
- 711 2. Programs authorized under the Wagner-Peyser Act (29 U.S.C. § 49 et seq.);
- 712 3. Adult education and literacy activities authorized under Title II of the WIOA;
- 713 4. Programs authorized under Title I of the Rehabilitation Act of 1973 (29 U.S.C. § 720 et seq.);
- 714 5. Postsecondary career and technical education activities authorized under the Carl D. Perkins  
 715 Vocational and Applied Technology Education Act (20 U.S.C. § 2301 et seq.);
- 716 6. Activities authorized under Chapter 2 of Title II of the Trade Act of 1974 (19 U.S.C. § 2271 et  
 717 seq.);
- 718 7. Activities pertaining to employment and training programs for veterans authorized under 38 U.S.C.  
 719 § 4100 et seq.;
- 720 8. Programs authorized under Title 60.2, in accordance with applicable federal law;
- 721 9. Workforce development activities or work requirements of the Temporary Assistance to Needy  
 722 Families (TANF) program known in Virginia as the Virginia Initiative for Education and Work (VIEW)  
 723 established pursuant to § 63.2-608;
- 724 10. Workforce development activities or work programs authorized under the Food Stamp Act of  
 725 1977 (7 U.S.C. § 2011 et seq.);
- 726 11. Other programs or activities as required by the WIOA; and
- 727 12. Programs authorized under Title I of the WIOA.

728 J. The quorum for a meeting of a local workforce development board shall consist of a majority of  
 729 both the private sector and public sector members. Each local workforce development board shall share  
 730 information regarding its meetings and activities with the public.

731 K. For the purposes of implementing the WIOA, income from service in the Virginia National Guard  
 732 shall not disqualify unemployed service members from WIOA-related services.

733 L. The Secretary of Labor shall be responsible for the coordination of the Virginia Workforce  
 734 System and the implementation of the WIOA.

735 **§ 2.2-3711. Closed meetings authorized for certain limited purposes.**

736 A. Public bodies may hold closed meetings only for the following purposes:

- 737 1. Discussion, consideration, or interviews of prospective candidates for employment; assignment,  
 738 appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public  
 739 officers, appointees, or employees of any public body; and evaluation of performance of departments or  
 740 schools of public institutions of higher education where such evaluation will necessarily involve  
 741 discussion of the performance of specific individuals. Any teacher shall be permitted to be present  
 742 during a closed meeting in which there is a discussion or consideration of a disciplinary matter that  
 743 involves the teacher and some student and the student involved in the matter is present, provided the  
 744 teacher makes a written request to be present to the presiding officer of the appropriate board. Nothing  
 745 in this subdivision, however, shall be construed to authorize a closed meeting by a local governing body  
 746 or an elected school board to discuss compensation matters that affect the membership of such body or  
 747 board collectively.
- 748 2. Discussion or consideration of admission or disciplinary matters or any other matters that would  
 749 involve the disclosure of information contained in a scholastic record concerning any student of any  
 750 public institution of higher education in the Commonwealth or any state school system. However, any  
 751 such student, legal counsel and, if the student is a minor, the student's parents or legal guardians shall  
 752 be permitted to be present during the taking of testimony or presentation of evidence at a closed  
 753 meeting, if such student, parents, or guardians so request in writing and such request is submitted to the  
 754 presiding officer of the appropriate board.
- 755 3. Discussion or consideration of the acquisition of real property for a public purpose, or of the  
 756 disposition of publicly held real property, where discussion in an open meeting would adversely affect  
 757 the bargaining position or negotiating strategy of the public body.
- 758 4. The protection of the privacy of individuals in personal matters not related to public business.
- 759 5. Discussion concerning a prospective business or industry or the expansion of an existing business  
 760 or industry where no previous announcement has been made of the business' or industry's interest in  
 761 locating or expanding its facilities in the community.
- 762 6. Discussion or consideration of the investment of public funds where competition or bargaining is  
 763 involved, where, if made public initially, the financial interest of the governmental unit would be  
 764 adversely affected.
- 765 7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual  
 766 or probable litigation, where such consultation or briefing in open meeting would adversely affect the  
 767 negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable  
 768 litigation" means litigation that has been specifically threatened or on which the public body or its legal  
 769 counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in  
 770 this subdivision shall be construed to permit the closure of a meeting merely because an attorney  
 771 representing the public body is in attendance or is consulted on a matter.
- 772 8. Consultation with legal counsel employed or retained by a public body regarding specific legal  
 773 matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be  
 774 construed to permit the closure of a meeting merely because an attorney representing the public body is  
 775 in attendance or is consulted on a matter.
- 776 9. Discussion or consideration by governing boards of public institutions of higher education of  
 777 matters relating to gifts, bequests and fund-raising activities, and of grants and contracts for services or  
 778 work to be performed by such institution. However, the terms and conditions of any such gifts, bequests,  
 779 grants, and contracts made by a foreign government, a foreign legal entity, or a foreign person and  
 780 accepted by a public institution of higher education in the Commonwealth shall be subject to public  
 781 disclosure upon written request to the appropriate board of visitors. For the purpose of this subdivision,  
 782 (i) "foreign government" means any government other than the United States government or the  
 783 government of a state or a political subdivision thereof, (ii) "foreign legal entity" means any legal entity  
 784 (a) created under the laws of the United States or of any state thereof if a majority of the ownership of  
 785 the stock of such legal entity is owned by foreign governments or foreign persons or if a majority of the  
 786 membership of any such entity is composed of foreign persons or foreign legal entities or (b) created  
 787 under the laws of a foreign government, and (iii) "foreign person" means any individual who is not a  
 788 citizen or national of the United States or a trust territory or protectorate thereof.
- 789 10. Discussion or consideration by the boards of trustees of the Virginia Museum of Fine Arts, the  
 790 Virginia Museum of Natural History, the Jamestown-Yorktown Foundation, the Fort Monroe Authority,  
 791 and The Science Museum of Virginia of matters relating to specific gifts, bequests, and grants from  
 792 private sources.
- 793 11. Discussion or consideration of honorary degrees or special awards.
- 794 12. Discussion or consideration of tests, examinations, or other information used, administered, or  
 795 prepared by a public body and subject to the exclusion in subdivision 4 of § 2.2-3705.1.
- 796 13. Discussion, consideration, or review by the appropriate House or Senate committees of possible  
 797 disciplinary action against a member arising out of the possible inadequacy of the disclosure statement



798 filed by the member, provided the member may request in writing that the committee meeting not be  
799 conducted in a closed meeting.

800 14. Discussion of strategy with respect to the negotiation of a hazardous waste siting agreement or to  
801 consider the terms, conditions, and provisions of a hazardous waste siting agreement if the governing  
802 body in open meeting finds that an open meeting will have an adverse effect upon the negotiating  
803 position of the governing body or the establishment of the terms, conditions and provisions of the siting  
804 agreement, or both. All discussions with the applicant or its representatives may be conducted in a  
805 closed meeting.

806 15. Discussion by the Governor and any economic advisory board reviewing forecasts of economic  
807 activity and estimating general and nongeneral fund revenues.

808 16. Discussion or consideration of medical and mental health records subject to the exclusion in  
809 subdivision 1 of § 2.2-3705.5.

810 17. Deliberations of the Virginia Lottery Board in a licensing appeal action conducted pursuant to  
811 subsection D of § 58.1-4007 regarding the denial or revocation of a license of a lottery sales agent; and  
812 discussion, consideration or review of Virginia Lottery matters related to proprietary lottery game  
813 information and studies or investigations excluded from disclosure under subdivision 6 of § 2.2-3705.3  
814 and subdivision 11 of § 2.2-3705.7.

815 18. Those portions of meetings in which the State Board of Local and Regional Jails discusses or  
816 discloses the identity of, or information tending to identify, any prisoner who (i) provides information  
817 about crimes or criminal activities, (ii) renders assistance in preventing the escape of another prisoner or  
818 in the apprehension of an escaped prisoner, or (iii) voluntarily or at the instance of a prison official  
819 renders other extraordinary services, the disclosure of which is likely to jeopardize the prisoner's life or  
820 safety.

821 19. Discussion of plans to protect public safety as it relates to terrorist activity or specific  
822 cybersecurity threats or vulnerabilities and briefings by staff members, legal counsel, or law-enforcement  
823 or emergency service officials concerning actions taken to respond to such matters or a related threat to  
824 public safety; discussion of information subject to the exclusion in subdivision 2 or 14 of § 2.2-3705.2,  
825 where discussion in an open meeting would jeopardize the safety of any person or the security of any  
826 facility, building, structure, information technology system, or software program; or discussion of reports  
827 or plans related to the security of any governmental facility, building or structure, or the safety of  
828 persons using such facility, building or structure.

829 20. Discussion by the Board of the Virginia Retirement System, acting pursuant to § 51.1-124.30, or  
830 of any local retirement system, acting pursuant to § 51.1-803, or by a local finance board or board of  
831 trustees of a trust established by one or more local public bodies to invest funds for postemployment  
832 benefits other than pensions, acting pursuant to Article 8 (§ 15.2-1544 et seq.) of Chapter 15 of Title  
833 15.2, or by the board of visitors of the University of Virginia, acting pursuant to § 23.1-2210, or by the  
834 Board of the Virginia College Savings Plan, acting pursuant to § 23.1-706, regarding the acquisition,  
835 holding or disposition of a security or other ownership interest in an entity, where such security or  
836 ownership interest is not traded on a governmentally regulated securities exchange, to the extent that  
837 such discussion (i) concerns confidential analyses prepared for the board of visitors of the University of  
838 Virginia, prepared by the retirement system, or a local finance board or board of trustees, or the Virginia  
839 College Savings Plan or provided to the retirement system, a local finance board or board of trustees, or  
840 the Virginia College Savings Plan under a promise of confidentiality, of the future value of such  
841 ownership interest or the future financial performance of the entity, and (ii) would have an adverse  
842 effect on the value of the investment to be acquired, held, or disposed of by the retirement system, a  
843 local finance board or board of trustees, the board of visitors of the University of Virginia, or the  
844 Virginia College Savings Plan. Nothing in this subdivision shall be construed to prevent the disclosure  
845 of information relating to the identity of any investment held, the amount invested or the present value  
846 of such investment.

847 21. Those portions of meetings in which individual child death cases are discussed by the State Child  
848 Fatality Review Team established pursuant to § 32.1-283.1, those portions of meetings in which  
849 individual child death cases are discussed by a regional or local child fatality review team established  
850 pursuant to § 32.1-283.2, those portions of meetings in which individual death cases are discussed by  
851 family violence fatality review teams established pursuant to § 32.1-283.3, those portions of meetings in  
852 which individual adult death cases are discussed by the state Adult Fatality Review Team established  
853 pursuant to § 32.1-283.5, those portions of meetings in which individual adult death cases are discussed  
854 by a local or regional adult fatality review team established pursuant to § 32.1-283.6, those portions of  
855 meetings in which individual death cases are discussed by overdose fatality review teams established  
856 pursuant to § 32.1-283.7, those portions of meetings in which individual maternal death cases are  
857 discussed by the Maternal Mortality Review Team pursuant to § 32.1-283.8, and those portions of  
858 meetings in which individual death cases of persons with developmental disabilities are discussed by the  
859 Developmental Disabilities Mortality Review Committee established pursuant to § 37.2-314.1.

860 22. Those portions of meetings of the board of visitors of the University of Virginia or the Eastern  
 861 Virginia Medical School Board of Visitors, as the case may be, and those portions of meetings of any  
 862 persons to whom management responsibilities for the University of Virginia Medical Center or Eastern  
 863 Virginia Medical School, as the case may be, have been delegated, in which there is discussed  
 864 proprietary, business-related information pertaining to the operations of the University of Virginia  
 865 Medical Center or Eastern Virginia Medical School, as the case may be, including business development  
 866 or marketing strategies and activities with existing or future joint venturers, partners, or other parties  
 867 with whom the University of Virginia Medical Center or Eastern Virginia Medical School, as the case  
 868 may be, has formed, or forms, any arrangement for the delivery of health care, if disclosure of such  
 869 information would adversely affect the competitive position of the Medical Center or Eastern Virginia  
 870 Medical School, as the case may be.

871 23. Discussion or consideration by the Virginia Commonwealth University Health System Authority  
 872 or the board of visitors of Virginia Commonwealth University of any of the following: the acquisition or  
 873 disposition by the Authority of real property, equipment, or technology software or hardware and related  
 874 goods or services, where disclosure would adversely affect the bargaining position or negotiating  
 875 strategy of the Authority; matters relating to gifts or bequests to, and fund-raising activities of, the  
 876 Authority; grants and contracts for services or work to be performed by the Authority; marketing or  
 877 operational strategies plans of the Authority where disclosure of such strategies or plans would adversely  
 878 affect the competitive position of the Authority; and members of the Authority's medical and teaching  
 879 staffs and qualifications for appointments thereto.

880 24. Those portions of the meetings of the Health Practitioners' Monitoring Program Committee within  
 881 the Department of Health Professions to the extent such discussions identify any practitioner who may  
 882 be, or who actually is, impaired pursuant to Chapter 25.1 (§ 54.1-2515 et seq.) of Title 54.1.

883 25. Meetings or portions of meetings of the Board of the Virginia College Savings Plan wherein  
 884 personal information, as defined in § 2.2-3801, which has been provided to the Board or its employees  
 885 by or on behalf of individuals who have requested information about, applied for, or entered into  
 886 prepaid tuition contracts or savings trust account agreements pursuant to Chapter 7 (§ 23.1-700 et seq.)  
 887 of Title 23.1 is discussed.

888 26. Discussion or consideration, by the former Wireless Carrier E-911 Cost Recovery Subcommittee  
 889 created pursuant to former § 56-484.15, of trade secrets submitted by CMRS providers, as defined in  
 890 § 56-484.12, related to the provision of wireless E-911 service.

891 27. Those portions of disciplinary proceedings by any regulatory board within the Department of  
 892 Professional and Occupational Regulation, Department of Health Professions, or the Board of  
 893 Accountancy conducted pursuant to § 2.2-4019 or 2.2-4020 during which the board deliberates to reach  
 894 a decision or meetings of health regulatory boards or conference committees of such boards to consider  
 895 settlement proposals in pending disciplinary actions or modifications to previously issued board orders as  
 896 requested by either of the parties.

897 28. Discussion or consideration of information subject to the exclusion in subdivision 11 of  
 898 § 2.2-3705.6 by a responsible public entity or an affected locality or public entity, as those terms are  
 899 defined in § 33.2-1800, or any independent review panel appointed to review information and advise the  
 900 responsible public entity concerning such records.

901 29. Discussion of the award of a public contract involving the expenditure of public funds, including  
 902 interviews of bidders or offerors, and discussion of the terms or scope of such contract, where  
 903 discussion in an open session would adversely affect the bargaining position or negotiating strategy of  
 904 the public body.

905 30. Discussion or consideration of grant or loan application information subject to the exclusion in  
 906 subdivision 17 of § 2.2-3705.6 by the Commonwealth Health Research Board.

907 31. Discussion or consideration by the Commitment Review Committee of information subject to the  
 908 exclusion in subdivision 5 of § 2.2-3705.2 relating to individuals subject to commitment as sexually  
 909 violent predators under Chapter 9 (§ 37.2-900 et seq.) of Title 37.2.

910 32. Discussion or consideration of confidential proprietary information and trade secrets developed  
 911 and held by a local public body providing certain telecommunication services or cable television services  
 912 and subject to the exclusion in subdivision 18 of § 2.2-3705.6. However, the exemption provided by this  
 913 subdivision shall not apply to any authority created pursuant to the BVU Authority Act (§ 15.2-7200 et  
 914 seq.).

915 33. Discussion or consideration by a local authority created in accordance with the Virginia Wireless  
 916 Service Authorities Act (§ 15.2-5431.1 et seq.) of confidential proprietary information and trade secrets  
 917 subject to the exclusion in subdivision 19 of § 2.2-3705.6.

918 34. Discussion or consideration by the State Board of Elections or local electoral boards of voting  
 919 security matters made confidential pursuant to § 24.2-410.2 or 24.2-625.1.

920 35. Discussion or consideration by the Forensic Science Board or the Scientific Advisory Committee

921 created pursuant to Article 2 (§ 9.1-1109 et seq.) of Chapter 11 of Title 9.1 of criminal investigative  
922 files.

923 36. Discussion or consideration by the Brown v. Board of Education Scholarship Committee of  
924 information or confidential matters subject to the exclusion in subdivision A 3 of § 2.2-3705.4, and  
925 meetings of the Committee to deliberate concerning the annual maximum scholarship award, review and  
926 consider scholarship applications and requests for scholarship award renewal, and cancel, rescind, or  
927 recover scholarship awards.

928 37. Discussion or consideration by the Virginia Port Authority of information subject to the exclusion  
929 in subdivision 1 of § 2.2-3705.6 related to certain proprietary information gathered by or for the Virginia  
930 Port Authority.

931 38. Discussion or consideration by the Board of Trustees of the Virginia Retirement System acting  
932 pursuant to § 51.1-124.30, by the Investment Advisory Committee appointed pursuant to § 51.1-124.26,  
933 by any local retirement system, acting pursuant to § 51.1-803, by the Board of the Virginia College  
934 Savings Plan acting pursuant to § 23.1-706, or by the Virginia College Savings Plan's Investment  
935 Advisory Committee appointed pursuant to § 23.1-702 of information subject to the exclusion in  
936 subdivision 24 of § 2.2-3705.7.

937 39. Discussion or consideration of information subject to the exclusion in subdivision 3 of  
938 § 2.2-3705.6 related to economic development.

939 40. Discussion or consideration by the Board of Education of information relating to the denial,  
940 suspension, or revocation of teacher licenses subject to the exclusion in subdivision 11 of § 2.2-3705.3.

941 41. Those portions of meetings of the Virginia Military Advisory Council or any commission created  
942 by executive order for the purpose of studying and making recommendations regarding preventing  
943 closure or realignment of federal military and national security installations and facilities located in  
944 Virginia and relocation of such facilities to Virginia, or a local or regional military affairs organization  
945 appointed by a local governing body, during which there is discussion of information subject to the  
946 exclusion in subdivision 8 of § 2.2-3705.2.

947 42. Discussion or consideration by the Board of Trustees of the Veterans Services Foundation of  
948 information subject to the exclusion in subdivision 28 of § 2.2-3705.7 related to personally identifiable  
949 information of donors.

950 43. Discussion or consideration by the Virginia Tobacco Region Revitalization Commission of  
951 information subject to the exclusion in subdivision 23 of § 2.2-3705.6 related to certain information  
952 contained in grant applications.

953 44. Discussion or consideration by the board of directors of the Commercial Space Flight Authority  
954 of information subject to the exclusion in subdivision 24 of § 2.2-3705.6 related to rate structures or  
955 charges for the use of projects of, the sale of products of, or services rendered by the Authority and  
956 certain proprietary information of a private entity provided to the Authority.

957 45. Discussion or consideration of personal and proprietary information related to the resource  
958 management plan program and subject to the exclusion in (i) subdivision 25 of § 2.2-3705.6 or (ii)  
959 subsection E of § 10.1-104.7. This exclusion shall not apply to the discussion or consideration of records  
960 that contain information that has been certified for release by the person who is the subject of the  
961 information or transformed into a statistical or aggregate form that does not allow identification of the  
962 person who supplied, or is the subject of, the information.

963 46. Discussion or consideration by the Board of Directors of the Virginia Alcoholic Beverage Control  
964 Authority of information subject to the exclusion in subdivision 1 of § 2.2-3705.3 related to  
965 investigations of applicants for licenses and permits and of licensees and permittees.

966 47. Discussion or consideration of grant, loan, or investment application records subject to the  
967 exclusion in subdivision 28 of § 2.2-3705.6 for a grant, loan, or investment pursuant to Article 11  
968 (§ 2.2-2351 et seq.) of Chapter 22.

969 48. Discussion or development of grant proposals by a regional council established pursuant to  
970 Article 26 (§ 2.2-2484 et seq.) of Chapter 24 to be submitted for consideration to the Virginia Growth  
971 and Opportunity Board.

972 49. Discussion or consideration of (i) individual sexual assault cases by a sexual assault response  
973 team established pursuant to § 15.2-1627.4, (ii) individual child abuse or neglect cases or sex offenses  
974 involving a child by a child sexual abuse response team established pursuant to § 15.2-1627.5, or (iii)  
975 individual cases involving abuse, neglect, or exploitation of adults as defined in § 63.2-1603 pursuant to  
976 §§ 15.2-1627.5 and 63.2-1605.

977 50. Discussion or consideration by the Board of the Virginia Economic Development Partnership  
978 Authority, the Joint Legislative Audit and Review Commission, or any subcommittees thereof, of the  
979 portions of the strategic plan, marketing plan, or operational plan exempt from disclosure pursuant to  
980 subdivision 33 of § 2.2-3705.7.

981 51. Those portions of meetings of the subcommittee of the Board of the Virginia Economic  
982 Development Partnership Authority established pursuant to subsection F of § 2.2-2237.3 to review and

983 discuss information received from the Virginia Employment Commission pursuant to subdivision C 2 of  
 984 § 60.2-114 and the Department of Workforce Development and Advancement pursuant to subsection B of  
 985 § 2.2-2040.

986 52. Discussion or consideration by the Commonwealth of Virginia Innovation Partnership Authority  
 987 (the Authority), an advisory committee of the Authority, or any other entity designated by the Authority,  
 988 of information subject to the exclusion in subdivision 35 of § 2.2-3705.7.

989 53. Deliberations of the Virginia Lottery Board conducted pursuant to § 58.1-4105 regarding the  
 990 denial or revocation of a license of a casino gaming operator, or the refusal to issue, suspension of, or  
 991 revocation of any license or permit related to casino gaming, and discussion, consideration, or review of  
 992 matters related to investigations excluded from mandatory disclosure under subdivision 1 of  
 993 § 2.2-3705.3.

994 54. Deliberations of the Virginia Lottery Board in an appeal conducted pursuant to § 58.1-4007  
 995 regarding the denial of, revocation of, suspension of, or refusal to renew any license or permit related to  
 996 sports betting and any discussion, consideration, or review of matters related to investigations excluded  
 997 from mandatory disclosure under subdivision 1 of § 2.2-3705.3.

998 B. No resolution, ordinance, rule, contract, regulation or motion adopted, passed or agreed to in a  
 999 closed meeting shall become effective unless the public body, following the meeting, reconvenes in open  
 1000 meeting and takes a vote of the membership on such resolution, ordinance, rule, contract, regulation, or  
 1001 motion that shall have its substance reasonably identified in the open meeting.

1002 C. Public officers improperly selected due to the failure of the public body to comply with the other  
 1003 provisions of this section shall be de facto officers and, as such, their official actions are valid until they  
 1004 obtain notice of the legal defect in their election.

1005 D. Nothing in this section shall be construed to prevent the holding of conferences between two or  
 1006 more public bodies, or their representatives, but these conferences shall be subject to the same  
 1007 procedures for holding closed meetings as are applicable to any other public body.

1008 E. This section shall not be construed to (i) require the disclosure of any contract between the  
 1009 Department of Health Professions and an impaired practitioner entered into pursuant to Chapter 25.1  
 1010 (§ 54.1-2515 et seq.) of Title 54.1 or (ii) require the board of directors of any authority created pursuant  
 1011 to the Industrial Development and Revenue Bond Act (§ 15.2-4900 et seq.), or any public body  
 1012 empowered to issue industrial revenue bonds by general or special law, to identify a business or industry  
 1013 to which subdivision A 5 applies. However, such business or industry shall be identified as a matter of  
 1014 public record at least 30 days prior to the actual date of the board's authorization of the sale or issuance  
 1015 of such bonds.

1016 **§ 2.2-3905. Nondiscrimination in employment; definitions; exceptions.**

1017 A. As used in this section:

1018 "Age" means being an individual who is at least 40 years of age.

1019 "Domestic worker" means an individual who is compensated directly or indirectly for the  
 1020 performance of services of a household nature performed in or about a private home, including services  
 1021 performed by individuals such as companions, babysitters, cooks, waiters, butlers, valets, maids,  
 1022 housekeepers, nannies, nurses, janitors, laundresses, caretakers, handymen, gardeners, home health aides,  
 1023 personal care aides, and chauffeurs of automobiles for family use. "Domestic worker" does not include  
 1024 (i) a family member, friend, or neighbor of a child, or a parent of a child, who provides child care in  
 1025 the child's home; (ii) any child day program as defined in § 22.1-289.02 or an individual who is an  
 1026 employee of a child day program; or (iii) any employee employed on a casual basis in domestic service  
 1027 employment to provide companionship services for individuals who, because of age or infirmity, are  
 1028 unable to care for themselves.

1029 "Employee" means an individual employed by an employer.

1030 "Employer" means a person employing (i) 15 or more employees for each working day in each of 20  
 1031 or more calendar weeks in the current or preceding calendar year, and any agent of such a person or (ii)  
 1032 one or more domestic workers. However, (a) for purposes of unlawful discharge under subdivision B 1  
 1033 on the basis of race, color, religion, national origin, military status, sex, sexual orientation, gender  
 1034 identity, marital status, disability, pregnancy, or childbirth or related medical conditions including  
 1035 lactation, "employer" means any person employing more than five persons or one or more domestic  
 1036 workers and (b) for purposes of unlawful discharge under subdivision B 1 on the basis of age,  
 1037 "employer" means any employer employing more than five but fewer than 20 persons.

1038 "Employment agency" means any person, or an agent of such person, regularly undertaking with or  
 1039 without compensation to procure employees for an employer or to procure for employees opportunities  
 1040 to work for an employer.

1041 "Joint apprenticeship committee" means the same as that term is defined in § 40.1-120 2.2-2043.

1042 "Labor organization" means an organization engaged in an industry, or an agent of such organization,  
 1043 that exists for the purpose, in whole or in part, of dealing with employers on behalf of employees

1044 concerning grievances, labor disputes, wages, rates of pay, hours, or other terms or conditions of  
 1045 employment. "Labor organization" includes employee representation committees, groups, or associations  
 1046 in which employees participate.

1047 "Lactation" means a condition that may result in the feeding of a child directly from the breast or the  
 1048 expressing of milk from the breast.

1049 B. It is an unlawful discriminatory practice for:

1050 1. An employer to:

1051 a. Fail or refuse to hire, discharge, or otherwise discriminate against any individual with respect to  
 1052 such individual's compensation, terms, conditions, or privileges of employment because of such  
 1053 individual's race, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy,  
 1054 childbirth or related medical conditions including lactation, age, military status, disability, or national  
 1055 origin; or

1056 b. Limit, segregate, or classify employees or applicants for employment in any way that would  
 1057 deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect an  
 1058 individual's status as an employee, because of such individual's race, color, religion, sex, sexual  
 1059 orientation, gender identity, marital status, pregnancy, childbirth or related medical conditions including  
 1060 lactation, age, military status, disability, or national origin.

1061 2. An employment agency to:

1062 a. Fail or refuse to refer for employment, or otherwise discriminate against, any individual because of  
 1063 such individual's race, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy,  
 1064 childbirth or related medical conditions, age, military status, disability, or national origin; or

1065 b. Classify or refer for employment any individual on the basis of such individual's race, color,  
 1066 religion, sex, sexual orientation, gender identity, marital status, pregnancy, childbirth or related medical  
 1067 conditions, age, military status, disability, or national origin.

1068 3. A labor organization to:

1069 a. Exclude or expel from its membership, or otherwise discriminate against, any individual because  
 1070 of such individual's race, color, religion, sex, sexual orientation, gender identity, marital status,  
 1071 pregnancy, childbirth or related medical conditions, age, military status, disability, or national origin;

1072 b. Limit, segregate, or classify its membership or applicants for membership, or classify or fail to or  
 1073 refuse to refer for employment any individual, in any way that would deprive or tend to deprive such  
 1074 individual of employment opportunities, or would limit such employment opportunities or otherwise  
 1075 adversely affect an individual's status as an employee or as an applicant for employment, because of  
 1076 such individual's race, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy,  
 1077 childbirth or related medical conditions, age, military status, disability, or national origin; or

1078 c. Cause or attempt to cause an employer to discriminate against an individual in violation of  
 1079 subdivisions a or b.

1080 4. An employer, labor organization, or joint apprenticeship committee to discriminate against any  
 1081 individual in any program to provide apprenticeship or other training program on the basis of such  
 1082 individual's race, color, religion, sex, sexual orientation, gender identity, pregnancy, childbirth or related  
 1083 medical conditions, age, military status, disability, or national origin.

1084 5. An employer, in connection with the selection or referral of applicants or candidates for  
 1085 employment or promotion, to adjust the scores of, use different cutoff scores for, or otherwise alter the  
 1086 results of employment-related tests on the basis of race, color, religion, sex, sexual orientation, gender  
 1087 identity, marital status, pregnancy, childbirth or related medical conditions, age, military status,  
 1088 disability, or national origin.

1089 6. Except as otherwise provided in this chapter, an employer to use race, color, religion, sex, sexual  
 1090 orientation, gender identity, marital status, pregnancy, childbirth or related medical conditions, age,  
 1091 military status, disability, or national origin as a motivating factor for any employment practice, even  
 1092 though other factors also motivate the practice.

1093 7. (i) An employer to discriminate against any employees or applicants for employment, (ii) an  
 1094 employment agency or a joint apprenticeship committee controlling an apprenticeship or other training  
 1095 program to discriminate against any individual, or (iii) a labor organization to discriminate against any  
 1096 member thereof or applicant for membership because such individual has opposed any practice made an  
 1097 unlawful discriminatory practice by this chapter or because such individual has made a charge, testified,  
 1098 assisted, or participated in any manner in an investigation, proceeding, or hearing under this chapter.

1099 8. An employer, labor organization, employment agency, or joint apprenticeship committee  
 1100 controlling an apprenticeship or other training program to print or publish, or cause to be printed or  
 1101 published, any notice or advertisement relating to (i) employment by such an employer, (ii) membership  
 1102 in or any classification or referral for employment by such a labor organization, (iii) any classification or  
 1103 referral for employment by such an employment agency, or (iv) admission to, or employment in, any  
 1104 program established to provide apprenticeship or other training by such a joint apprenticeship committee  
 1105 that indicates any preference, limitation, specification, or discrimination based on race, color, religion,

1106 sex, sexual orientation, gender identity, marital status, pregnancy, childbirth or related medical  
 1107 conditions, age, military status, disability, or national origin, except that such a notice or advertisement  
 1108 may indicate a preference, limitation, specification, or discrimination based on religion, sex, age, or  
 1109 national origin when religion, sex, age, or national origin is a bona fide occupational qualification for  
 1110 employment.

1111 C. Notwithstanding any other provision of this chapter, it is not an unlawful discriminatory practice:

1112 1. For (i) an employer to hire and employ employees; (ii) an employment agency to classify, or refer  
 1113 for employment, any individual; (iii) a labor organization to classify its membership or to classify or  
 1114 refer for employment any individual; or (iv) an employer, labor organization, or joint apprenticeship  
 1115 committee to admit or employ any individual in any apprenticeship or other training program on the  
 1116 basis of such individual's religion, sex, or age in those certain instances where religion, sex, or age is a  
 1117 bona fide occupational qualification reasonably necessary to the normal operation of that particular  
 1118 employer, employment agency, labor organization, or joint apprenticeship committee;

1119 2. For an elementary or secondary school or institution of higher education to hire and employ  
 1120 employees of a particular religion if such elementary or secondary school or institution of higher  
 1121 education is, in whole or in substantial part, owned, supported, controlled, or managed by a particular  
 1122 religion or by a particular religious corporation, association, or society or if the curriculum of such  
 1123 elementary or secondary school or institution of higher education is directed toward the propagation of a  
 1124 particular religion;

1125 3. For an employer to apply different standards of compensation, or different terms, conditions, or  
 1126 privileges of employment, pursuant to a bona fide seniority or merit system, or a system that measures  
 1127 earnings by quantity or quality of production, or to employees who work in different locations, provided  
 1128 that such differences are not the result of an intention to discriminate because of race, color, religion,  
 1129 sex, sexual orientation, gender identity, marital status, pregnancy, childbirth or related medical  
 1130 conditions, age, military status, disability, or national origin;

1131 4. For an employer to give and to act upon the results of any professionally developed ability test,  
 1132 provided that such test, its administration, or an action upon the results is not designed, intended, or  
 1133 used to discriminate because of race, color, religion, sex, sexual orientation, gender identity, marital  
 1134 status, pregnancy, childbirth or related medical conditions, age, military status, disability, or national  
 1135 origin;

1136 5. For an employer to provide reasonable accommodations related to disability, pregnancy, childbirth  
 1137 or related medical conditions, and lactation, when such accommodations are requested by the employee;  
 1138 or

1139 6. For an employer to condition employment or premises access based upon citizenship where the  
 1140 employer is subject to any requirement imposed in the interest of the national security of the United  
 1141 States under any security program in effect pursuant to or administered under any statute or regulation  
 1142 of the federal government or any executive order of the President of the United States.

1143 D. Nothing in this chapter shall be construed to require any employer, employment agency, labor  
 1144 organization, or joint apprenticeship committee to grant preferential treatment to any individual or to any  
 1145 group because of such individual's or group's race, color, religion, sex, sexual orientation, gender  
 1146 identity, marital status, pregnancy, childbirth or related medical conditions, age, military status,  
 1147 disability, or national origin on account of an imbalance that may exist with respect to the total number  
 1148 or percentage of persons of any race, color, religion, sex, sexual orientation, gender identity, marital  
 1149 status, pregnancy, childbirth or related medical conditions, age, military status, disability, or national  
 1150 origin employed by any employer, referred or classified for employment by any employment agency or  
 1151 labor organization, admitted to membership or classified by any labor organization, or admitted to or  
 1152 employed in any apprenticeship or other training program, in comparison with the total number or  
 1153 percentage of persons of such race, color, religion, sex, sexual orientation, gender identity, marital status,  
 1154 pregnancy, childbirth or related medical conditions, age, military status, disability, or national origin in  
 1155 any community.

1156 E. The provisions of this section shall not apply to the employment of individuals of a particular  
 1157 religion by a religious corporation, association, educational institution, or society to perform work  
 1158 associated with its activities.

1159 **§ 40.1-100. Certain employment prohibited or limited.**

1160 A. No child under 18 years of age shall be employed, permitted, or suffered to work:

1161 1. In any mine, quarry, tunnel, underground scaffolding work; in or about any plant or establishment  
 1162 manufacturing or storing explosives or articles containing explosive components; in any occupation  
 1163 involving exposure to radioactive substances or to ionizing radiations including X-ray equipment;

1164 2. At operating or assisting to operate any grinding, abrasive, polishing or buffing machine, any  
 1165 power-driven metal forming, punching or shearing machine, power-driven bakery machine, power-driven  
 1166 paper products machine, any circular saw, band saw or guillotine shear, or any power-driven



- 1167 woodworking machine;
- 1168 3. In oiling or assisting in oiling, wiping and cleaning any such machinery;
- 1169 4. In any capacity in preparing any composition in which dangerous or poisonous chemicals are  
1170 used;
- 1171 5. In any capacity in the manufacturing of paints, colors, white lead, or brick tile or kindred  
1172 products, or in any place where goods of alcoholic content are manufactured, bottled, or sold for  
1173 consumption on the premises except in places (i) licensed pursuant to subdivision 6 of § 4.1-206.1,  
1174 provided that a child employed at the premises shall not serve or dispense in any manner alcoholic  
1175 beverages or (ii) where the sale of alcoholic beverages is merely incidental to the main business actually  
1176 conducted, or to deliver alcoholic goods;
- 1177 6. In any capacity in or about excavation, demolition, roofing, wrecking or shipbreaking operations;
- 1178 7. As a driver or a helper on an automobile, truck, or commercial vehicle; however, children who are  
1179 at least 17 years of age may drive automobiles or trucks on public roadways if:
- 1180 a. The automobile or truck does not exceed 6,000 pounds gross vehicle weight, the vehicle is  
1181 equipped with seat belts for the driver and any passengers, and the employer requires the employee to  
1182 use the seatbelts when driving the automobile or truck;
- 1183 b. Driving is restricted to daylight hours;
- 1184 c. The employee has a valid State license for the type of driving involved and has no record of any  
1185 moving violations at the time of hire;
- 1186 d. The employee has successfully completed a State-approved driver education course;
- 1187 e. The driving does not involve: (i) the towing of vehicles; (ii) route deliveries or route sales; (iii)  
1188 the transportation for hire of property, goods, or passengers; (iv) urgent, time-sensitive deliveries; or (v)  
1189 the transporting at any time of more than three passengers, including the employees of the employer;
- 1190 f. The driving performed by the employee does not involve more than two trips away from the  
1191 primary place of employment in any single day for the purpose of delivering goods of the employee's  
1192 employer to a customer;
- 1193 g. The driving performed by the employee does not involve more than two trips away from the  
1194 primary place of employment in any single day for the purpose of transporting passengers, other than  
1195 employees of the employer;
- 1196 h. The driving takes place within a 30-mile radius of the employee's place of employment; and
- 1197 i. The driving is only occasional and incidental to the employee's employment and involves no more  
1198 than one third of the employee's work time in any workday and no more than 20 percent work time in  
1199 any work week;
- 1200 8. In logging or sawmilling, or in any lath mill, shingle mill or cooperage-stock mill, or in any  
1201 occupation involving slaughtering, meatpacking, processing or rendering;
- 1202 9. In any occupation determined and declared hazardous by rules and regulations promulgated by the  
1203 Commissioner of Labor and Industry, except as otherwise provided in subsection D.
- 1204 Notwithstanding the provisions of this section, children 16 years of age or older who are serving a  
1205 voluntary apprenticeship as provided in ~~Chapter 6 (§ 40.1-117 et seq.) of this title~~ *Article 3 (§ 2.2-2043*  
1206 *et seq.) of Chapter 20.2 of Title 2.2* may be employed in any occupation in accordance with rules and  
1207 regulations promulgated by the Commissioner.
- 1208 B. Except as part of a regular work-training program in accordance with §§ 40.1-88 and 40.1-89, no  
1209 child under 16 years of age shall be employed, permitted or suffered to work:
- 1210 1. In any manufacturing or mechanical establishment, in any commercial cannery; in the operation of  
1211 any automatic passenger or freight elevator; in any dance studio; or in any hospital, nursing home,  
1212 clinic, or other establishment providing care for resident patients as a laboratory helper, therapist,  
1213 orderly, or nurse's aide; in the service of any veterinarian while treating farm animals or horses; in any  
1214 warehouse; in processing work in any laundry or dry cleaning establishment; in any undertaking  
1215 establishment or funeral home; in any curb service restaurant, in hotel and motel room service; in any  
1216 brick, coal or lumber yard or ice plant or in ushering in theaters. Children 14 years of age or more may  
1217 be engaged in office work of a clerical nature in bona fide office rooms in the above types of  
1218 establishments.
- 1219 2. In any scaffolding work or construction trade; or in any outdoor theater, cabaret, carnival, fair,  
1220 floor show, pool hall, club, or roadhouse; or as a lifeguard at a beach.
- 1221 C. Children 14 years of age or more may be employed by dry cleaning or laundry establishments in  
1222 branch stores where no processing is done on the premises, and in hospitals, nursing homes, and clinics  
1223 where they may be engaged in kitchen work, tray service or room and hall cleaning. Children 14 years  
1224 of age or more may be employed in bowling alleys completely equipped with automatic pin setters, but  
1225 not in or about such machines, and in soda fountains, restaurants and hotel and motel food service  
1226 departments. Children 14 years of age or more may work as gatekeepers and in concessions at  
1227 swimming pools and may be employed by concessionaires operating on beaches where their duties and  
1228 work pertain to the handling and distribution of beach chairs, umbrellas, floats and other similar or

1229 related beach equipment.  
 1230 D. Notwithstanding any other provision of this chapter:  
 1231 1. Children age 16 years or older employed on farms, in gardens or in orchards may operate, assist  
 1232 in operating, or otherwise perform work involving a truck, excluding a tractor trailer, or farm vehicle as  
 1233 defined in § 46.2-1099, in their employment;  
 1234 2. Children age 14 years or older employed on farms, in gardens or in orchards may perform work  
 1235 as a helper on a truck or commercial vehicle in their employment, while engaged in such work  
 1236 exclusively on a farm, in a garden or in an orchard;  
 1237 3. Children age 16 years or older may participate in all activities of a volunteer fire company;  
 1238 however, any such child shall not enter a burning structure or a structure which contains burning  
 1239 materials prior to obtaining certification under National Fire Protection Association 1001, level one, fire  
 1240 fighter standards, pursuant to the provisions of clause (i) of subsection A of § 40.1-79.1, except where  
 1241 entry into a structure that contains burning materials is during training necessary to attain certification  
 1242 under National Fire Protection Association 1001, level one, firefighter standards, as administered by the  
 1243 Department of Fire Programs.  
 1244 **§ 54.1-1101. Exemptions; failure to obtain certificate of occupancy; penalties.**  
 1245 A. The provisions of this chapter shall not apply to:  
 1246 1. Any governmental agency performing work with its own forces;  
 1247 2. Work bid upon or undertaken for the armed services of the United States under the Armed  
 1248 Services Procurement Act;  
 1249 3. Work bid upon or undertaken for the United States government on land under the exclusive  
 1250 jurisdiction of the federal government either by statute or deed of cession;  
 1251 4. Work bid upon or undertaken for the Department of Transportation on the construction,  
 1252 reconstruction, repair, or improvement of any highway or bridge;  
 1253 5. Any other persons who may be specifically excluded by other laws but only to such an extent as  
 1254 such laws provide;  
 1255 6. Any material supplier who renders advice concerning use of products sold and who does not  
 1256 provide construction or installation services;  
 1257 7. Any person who performs or supervises the construction, removal, repair, or improvement of no  
 1258 more than one primary residence owned by him and for his own use during any 24-month period;  
 1259 8. Any person who performs or supervises the construction, removal, repair, or improvement of a  
 1260 house upon his own real property as a bona fide gift to a member of his immediate family provided  
 1261 such member lives in the house. For purposes of this section, "immediate family" includes one's mother,  
 1262 father, son, daughter, brother, sister, grandchild, grandparent, mother-in-law, and father-in-law;  
 1263 9. Any person who performs or supervises the repair or improvement of industrial or manufacturing  
 1264 facilities, or a commercial or retail building, for his own use;  
 1265 10. Any person who performs or supervises the repair or improvement of residential dwelling units  
 1266 owned by him that are subject to the Virginia Residential Landlord and Tenant Act (§ 55.1-1200 et  
 1267 seq.);  
 1268 11. Any owner-developer, provided that any third-party purchaser is made a third-party beneficiary to  
 1269 the contract between the owner-developer and a licensed contractor whereby the contractor's obligation  
 1270 to perform the contract extends to both the owner-developer and the third party;  
 1271 12. Work undertaken by students as part of a career and technical education project as defined in  
 1272 § 22.1-228 established by any school board in accordance with Article 5 (§ 22.1-228 et seq.) of Chapter  
 1273 13 of Title 22.1 for the construction of portable classrooms or single family homes;  
 1274 13. Any person who performs the removal of building detritus or provides janitorial, cleaning, or  
 1275 sanitizing services incidental to the construction, removal, repair, or improvement of real property;  
 1276 14. Any person who is performing work directly under the supervision of a licensed contractor and is  
 1277 (i) a student in good standing and enrolled in a public or private institution of higher education, (ii) a  
 1278 student enrolled in a career training or technical education program, or (iii) an apprentice as defined in §  
 1279 40.1-120 2.2-2043; and  
 1280 15. Work undertaken by a person providing construction, remodeling, repair, improvement, removal,  
 1281 or demolition valued at \$25,000 or less per project on behalf of a properly licensed contractor, provided  
 1282 that such contractor holds a valid license in the (i) residential building, (ii) commercial building, or (iii)  
 1283 home improvement building contractor classification. However, any construction services that require an  
 1284 individual license or certification shall be rendered only by an individual licensed or certified in  
 1285 accordance with this chapter.  
 1286 All other contractors performing work for any government or for any governmental agency are  
 1287 subject to the provisions of this chapter and are required to be licensed as provided herein.  
 1288 B. Any person who is exempt from the provisions of this chapter as a result of subdivision A 7, 10,  
 1289 11, or 12 shall obtain a certificate of occupancy for any building constructed, repaired or improved by

1290 him prior to conveying such property to a third-party purchaser, unless such purchaser has  
 1291 acknowledged in writing that no certificate of occupancy has been issued and that such purchaser  
 1292 consents to acquire the property without a certificate of occupancy.

1293 C. Any person who is exempt from the provisions of this chapter as a result of subdivision 7, 8, 9,  
 1294 10, 11, 12, or 14 of subsection A shall comply with the provisions of the Uniform Statewide Building  
 1295 Code (§ 36-97 et seq.).

1296 D. Any person who violates the provisions of subsection B or C shall be guilty of a Class 1  
 1297 misdemeanor. The third or any subsequent conviction of violating subsection B or C during a 36-month  
 1298 period shall constitute a Class 6 felony.

1299 **§ 60.2-105. Publication and distribution of law, regulations, etc.**

1300 The Commission shall cause to be ~~printed~~ readily available for distribution to the public the text of  
 1301 this title, the Commission's regulations and general rules, its annual reports to the Governor, and any  
 1302 other material the Commission deems relevant and suitable. The Commission shall furnish these  
 1303 materials to any person upon request.

1304 **§ 60.2-111. Duties and powers of Commission; reporting requirements.**

1305 A. It shall be the duty of the Commission to administer this title. *The Commission may establish*  
 1306 *separate divisions as necessary to carry out the duties and powers prescribed by this section.* It shall  
 1307 have power and authority to adopt, amend, or rescind such rules and regulations, to employ such  
 1308 persons, make such expenditures, require such reports, make such investigations, and take such other  
 1309 action, including the appointment of advisory groups, as it deems necessary or suitable to that end. Such  
 1310 rules and regulations shall be subject to the provisions of Chapter 40 (§ 2.2-4000 et seq.) of Title 2.2,  
 1311 except as to the subject matter of subdivisions 2 and 3 of § 60.2-515, which shall become effective in  
 1312 the manner prescribed by § 2.2-4103. The Commission shall determine its own organization and methods  
 1313 of procedure in accordance with provisions of this title, and shall have an official seal which shall be  
 1314 judicially noticed.

1315 B. *The Commission shall take all necessary steps to maintain a solvent trust fund financed through*  
 1316 *equitable employer taxes that provides temporary partial income replacement to involuntarily*  
 1317 *unemployed covered workers.*

1318 C. The Commission shall prepare an annual balance sheet of the moneys in the fund and in the  
 1319 Unemployment Trust Fund to the credit of the Commonwealth in which there shall be provided, if  
 1320 possible, a reserve against the liability in future years to pay benefits in excess of the then-current taxes.  
 1321 That reserve shall be set up by the Commission in accordance with accepted actuarial principles on the  
 1322 basis of statistics of employment, business activity, and other relevant factors for the longest possible  
 1323 period. Whenever the Commission believes that a change in tax or benefit rates is necessary to protect  
 1324 the solvency of the Fund, it shall promptly so inform the Governor and the General Assembly and make  
 1325 recommendations with respect thereto.

1326 ~~C.~~ D. In preparing the annual balance sheet required by subsection ~~B~~ C, the Commission shall  
 1327 regularly track metrics related to unemployment insurance benefits, establish a mechanism to help assess  
 1328 the adequacy of benefits, and examine metrics related to reciprocity, average benefit levels, and benefit  
 1329 income replacement ratios. The annual balance sheet shall include the following calculations: (i) the  
 1330 average unemployment insurance benefit levels, (ii) the average income replacement of unemployment  
 1331 insurance benefits, and (iii) the reciprocity rate for unemployment insurance benefits in the  
 1332 Commonwealth.

1333 ~~D.~~ E. The Commission, as part of its biennial strategic plan submitted to the Department of Planning  
 1334 and Budget, shall develop and maintain a comprehensive unemployment insurance Resiliency Plan that  
 1335 describes specific actions the Commission will take, depending on the level of increase in unemployment  
 1336 insurance (UI) claims, to address staffing, communications, and other relevant aspects of operations to  
 1337 ensure continued efficient and effective administration of the UI program. The Resiliency Plan shall  
 1338 include proposed actions consistent with the following objectives to effectively prepare for periods of  
 1339 high unemployment:

1340 1. Develop specific strategies or steps the Commission will take to modify staffing levels in response  
 1341 to incidents that increase UI program demand. These strategies or steps shall (i) include a staffing plan  
 1342 for varying levels of UI workload volume, (ii) cover several scenarios that may affect UI assistance  
 1343 services, (iii) explain how existing staff would be reallocated to high-priority functions in response to  
 1344 high demand, and (iv) describe how the Commission's hiring process will be streamlined to fill key  
 1345 vacant positions such as adjudication and appeals staff.

1346 2. Develop specific strategies or steps the Commission will take to modify policies, procedures, or  
 1347 processes in response to high demands on its services.

1348 3. Outline a strategy for clearly communicating key UI program changes to customers. This strategy  
 1349 shall indicate which staff will be responsible for different types of communications and include several  
 1350 communications goals, such as clearly conveying UI program and policy changes.

1351 4. Outline a strategy for clearly communicating important UI information to Commission staff, the

1352 public, and the General Assembly.

1353 5. Formalize a policy for prioritizing and assigning claims for adjudication during periods of high  
 1354 claims volume. This policy shall detail how prioritization may change in response to claims volume and  
 1355 state that the policy of the Commission is to generally prioritize resolving older claims before newer  
 1356 claims.

1357 6. Identify other tactical actions to be taken to ensure the continuity of UI claims processing and  
 1358 customer service.

1359 **§ 60.2-631. Board of Review.**

1360 A. The Commissioner, in his discretion, is hereby authorized to appoint a Board of Review  
 1361 consisting of three members, one of whom shall be designated chairman for a term of six years. The  
 1362 terms of the members first taking office shall be two, four, and six years, respectively, as designated by  
 1363 the Commissioner at the time of the appointment. Vacancies shall be filled by appointment by the  
 1364 Commissioner for the unexpired term. During his term of membership on the Board no member shall  
 1365 serve as an officer or committee member of any political organization. The members of the Board shall  
 1366 be compensated in a manner determined by the Commission. The Commission shall furnish the Board  
 1367 such stenographic and clerical assistance as the Board may require. All compensation of the members of  
 1368 the Board and all necessary expenses for the operation thereof shall be paid out of the administrative  
 1369 fund provided for in §§ 60.2-306 through 60.2-309, 60.2-307, and 60.2-308 and §§ 60.2-311 through  
 1370 60.2-312, and 60.2-313. The Commissioner may at any time, after notice and hearing, remove any  
 1371 member for cause. The Commissioner may, after thirty days' notice to the members of the Board and  
 1372 upon a finding that the Board is no longer needed, abolish the same.

1373 B. 1. The Board shall meet upon the call of the chairman. It shall have the same powers and perform  
 1374 the same functions vested in the Commission in this title for review of decisions by an appeal tribunal,  
 1375 including the power to administer oaths and affirmations, take depositions, certify to official acts, and  
 1376 issue subpoenas to compel the attendance of witnesses and the production of books, papers,  
 1377 correspondence, memoranda and other records deemed necessary as evidence in connection with  
 1378 disputed claims.

1379 2. The Board may hold its hearings in the county or city where the claimant was last employed,  
 1380 except that hearings involving the provisions of subdivision A 2 of § 60.2-612 shall be held in the  
 1381 county or city where the claimant was last employed. When the same or substantially similar evidence is  
 1382 relevant and material to matters in issue in claims by more than one individual or in claims by a single  
 1383 individual with respect to two or more weeks of unemployment, the same time and place for considering  
 1384 each such claim may be fixed, hearings thereon jointly conducted, and a single record of the  
 1385 proceedings made.

1386 C. The Commission may issue such regulations as it deems necessary for the procedure of the Board  
 1387 in the conduct of its hearings. During the time the Board is organized under authority of the  
 1388 Commissioner, the Commission shall have no jurisdiction under § 60.2-622. Any decision of the Board  
 1389 shall become final ten days after the date of notification or mailing and judicial review shall be  
 1390 permitted the claimant, the Commission or any interested party claiming to be aggrieved. In any judicial  
 1391 action involving any such decision the Commission shall be represented by the Office of the Attorney  
 1392 General. Any decision of the Board from which no judicial review is sought within the time prescribed  
 1393 in § 60.2-625 shall be conclusive against any party to the hearing before the Board and the Commission  
 1394 in any subsequent judicial proceedings involving liability for taxes under this title.

1395 D. Within the time specified in § 60.2-625 the Commission, or any party to the proceedings before  
 1396 the Board, may obtain judicial review by filing in the circuit court of the county or city in which the  
 1397 individual who filed the claim was last employed, in the Commonwealth, a petition for review of such  
 1398 decision. In any such proceeding any other party to the proceeding shall be made a party respondent.  
 1399 The Commission shall be deemed to be a party to any such proceeding. The petition need not be  
 1400 verified. A copy of such petition shall be served upon the Commission and each party to the proceeding  
 1401 held before the Board at least thirty days prior to the placing of the petition upon the docket. The  
 1402 mailing of a copy of such petition to each party at his last known address shall be sufficient service.  
 1403 The Commission shall file along with its petition or answer a certified copy of the record of the case,  
 1404 including all documents and papers and a transcript of all testimony taken in the matter, together with  
 1405 the Board's findings, conclusions and decision therein.

1406 E. In any proceeding under this section the Board's findings of facts, if supported by the evidence  
 1407 and in the absence of fraud, shall be conclusive and the jurisdiction of the court shall be confined to  
 1408 questions of law. The court may order additional evidence to be taken by the Board, which such  
 1409 additional evidence, findings of fact or conclusions, together with the additional transcript of the record,  
 1410 shall be certified by the chairman of the Board and filed by him with the court. Such petition for review  
 1411 shall be heard in a summary manner and shall have preference over all other cases on the docket, except  
 1412 cases in which the Commonwealth is a party.

1413 F. An appeal may be taken from the decision of such court to the Court of Appeals in conformity  
1414 with Part Five A of the Rules of Supreme Court and other applicable laws. From any such decision  
1415 involving (i) the provisions of § 60.2-612 or § 60.2-618, (ii) whether an employing unit constitutes an  
1416 employer or (iii) whether services performed for or in connection with the business of an employing unit  
1417 constitute employment for such employing unit, the Court of Appeals shall have jurisdiction to review  
1418 such decision regardless of the amount involved in any claim for benefits. It shall not be necessary, in  
1419 any proceeding before the Board, to enter exceptions to its ruling, and no bond shall be required upon  
1420 any appeal to any court. Upon the final determination of such judicial proceeding, the Board shall enter  
1421 an order in accordance with such determination.

1422 2. That § 2.2-435.8, Chapter 6 (§§ 40.1-117 through 40.1-127) of Title 40.1, §§ 60.2-110, 60.2-113,  
1423 60.2-113.1, 60.2-309, and 60.2-310, and Chapter 4 (§§ 60.2-400, 60.2-400.1, and 60.2-401) of Title  
1424 60.2 of the Code of Virginia are repealed.

1425 3. That the Governor may transfer appropriations or portions thereof within the Virginia  
1426 Community College System, the Virginia Employment Commission, the Department of Education,  
1427 and the Department of Labor and Industry, or from any such agency to another, to support the  
1428 changes in organization or responsibility resulting from moving the following programs to the  
1429 Department of Workforce Development and Advancement established pursuant to § 2.2-2035 of  
1430 the Code of Virginia, as created by this act: (i) the Workforce Innovation and Opportunity Act of  
1431 2014 (P.L. 113-128) Titles I and III; (ii) the Trade Adjustment Assistance Program; (iii) the Jobs  
1432 for Veterans State Grant program; (iv) the Reemployment Services and Eligibility Assessment  
1433 program; (v) registered apprenticeship programs and other apprenticeship programs; (vi) the  
1434 Virginia Career Works Referral Portal and Workforce Data Trust; (vii) the Virginia Workforce  
1435 Connection; (viii) labor market information services; (ix) Virginia Voyager; (x) Network2Work;  
1436 and (xi) the Hampton Roads Skilled Trades Rapid On-Ramp Network for Growth.

1437 4. That the Governor may transfer any employee within the Virginia Community College System,  
1438 the Virginia Employment Commission, and the Department of Labor and Industry, or from any  
1439 such agency to another, to support the changes in organization or responsibility resulting from  
1440 moving the programs listed in the third enactment of this act to the Department of Workforce  
1441 Development and Advancement established pursuant to § 2.2-2035 of the Code of Virginia, as  
1442 created by this act.

1443 5. That during the interim period between July 1, 2023, and the formal establishment of the  
1444 Department of Workforce Development and Advancement (the Department), established pursuant  
1445 to § 2.2-2035 of the Code of Virginia, as created by this act, the Virginia Employment Commission  
1446 shall be responsible for conducting all necessary business functions assigned to the Department  
1447 pursuant to this act. Formal establishment shall include appointment of the Director of the  
1448 Department pursuant to § 2.2-2035 of the Code of Virginia, as created by this act, and  
1449 achievement of staffing levels adequate to allow the Department to independently accomplish such  
1450 business functions as determined by the Director and the Secretary of Labor.

1451 6. That the Secretaries of Finance and Labor from amounts appropriated to the Department of  
1452 Workforce Development and Advancement (the Department), established pursuant to § 2.2-2035 of  
1453 the Code of Virginia, as created by this act, shall approve disbursements prior to expenditure of  
1454 funds. The Department shall only use such funds for the purpose of paying the costs related to the  
1455 transition of workforce development programs, services, and functions to the Department in  
1456 accordance with the provisions of this act.

1457 7. That the regulations of the Virginia Community College System, the Virginia Employment  
1458 Commission, and the Department of Labor and Industry relating to any program, service, or  
1459 function be transferred to the Department of Workforce Development and Advancement (the  
1460 Department), established pursuant to § 2.2-2035 of the Code of Virginia, as created by this act,  
1461 and shall be administered by the Department and shall remain in full force and effect until the  
1462 Department promulgates regulations pursuant to this act.

1463 8. That the first report required pursuant to subdivision A 16 of § 2.2-2472 of the Code of  
1464 Virginia, as amended by this act, shall be submitted to the Governor and the General Assembly no  
1465 later than December 1, 2025.

1466 9. That the Secretary of Labor shall conduct a comprehensive review of the Commonwealth's  
1467 workforce development programs and provide recommendations to address a wide range of  
1468 subjects relating to improving the effectiveness and efficiency of such programs, including (i) the  
1469 adequacy of collaboration among such programs; (ii) the organization, powers, and duties of the  
1470 Department of Workforce Development and Advancement, established pursuant to § 2.2-2035 of  
1471 the Code of Virginia, as created by this act; (iii) the operations of the local workforce investment  
1472 boards and the geographic areas served by such boards; and (iv) the proper role of the Virginia  
1473 Community College System in supporting workforce development efforts. The Secretary of Labor  
1474 shall submit a preliminary report to the Governor and the General Assembly by November 30,

1475 2023. The final report shall be submitted to the Governor and the General Assembly by June 30,  
1476 2025.

1477 10. That the Secretary of Labor shall work with the Office of Data Governance and Analytics to  
1478 assess existing data systems to identify system redundancies and a solution for a proposed "hub"  
1479 technology.

1480 11. That the Secretary of Labor (the Secretary) shall convene a stakeholder work group consisting  
1481 of two members of the House of Delegates appointed by the Speaker of the House of Delegates,  
1482 two members of the Senate of Virginia appointed by the Senate Committee on Rules,  
1483 representatives from the agencies affected by the transfer of programs pursuant to this act, local  
1484 workforce boards, the business community, and labor organizations, and any other representatives  
1485 deemed appropriate by the Secretary, for the purpose of advising the Secretary during the  
1486 program transition period from July 1, 2023, through September 30, 2024. The Secretary shall  
1487 provide a progress report on the outcomes of the workgroup, the progress of the transition, the  
1488 current and expected costs of transition, and the expected ongoing operational costs of the  
1489 Department quarterly to the Governor and the General Assembly.

1490 12. That, to the extent practicable, the Director of the Department of Workforce Development and  
1491 Advancement (the Department), established pursuant to § 2.2-2035 of the Code of Virginia, as  
1492 created by this act, or the Governance Council of the Workforce Data Trust may enter into a  
1493 research agreement with the Office of Education and Labor Market Alignment on or before  
1494 December 1, 2023, for the purposes of assisting the Governor, the Department, the Virginia Board  
1495 of Workforce Development, and the General Assembly with research on the outcomes and  
1496 performance of Virginia's workforce programs and their alignment to Virginia's labor market.

1497 13. That the Secretaries of Finance and Labor shall provide periodic updates on the  
1498 implementation of the provisions of this act to the Chairs of the Senate Committee on Finance and  
1499 Appropriations and the House Committee on Appropriations.

**H O U S E  
S U B S T I T U T E**

SB1470H2






NORTHERN REGION

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

January 31, 2023

**TO:** George Taratsas  
 Director of Workforce Development  
 Office of the Virginia Secretary of Labor

**FROM:** David Hunn   
 Executive Director

**SUBJECT: Projected Regional Adult Education Losses Due to HB 2195/SB 1470**

The Virginia Career Works Northern Region has identified significant Northern Virginia school division staffing and revenue losses associated with bill language provisions in HB 2195 and SB 1470, the Governor’s Workforce Agency Consolidation legislation. Both bill versions propose to eliminate the role of local public school divisions in delivering adult education programming and services.

In HB 2195, the provisions are found at Page 61, Line 1609 and Page 66, Line 1755. In the original SB 1470 (before the House Alternative legislation), the provisions are found at Page 23, Line 1381 and Page 27, Line 1649.

Should these bill provisions be included in any final enacted legislation, we estimate that a grand total of 262 positions and \$4,732,716 in State funding, estimated program income and match funding will be lost should adult education programs be terminated from the Northern Virginia local school divisions. Approximately ten (10) positions are full-time; the remainder are part-time teaching employees. The details by these local school divisions effective as of July 1, 2023 (FY 2024), as follows:

| Northern Virginia School Division | Projected State Revenue Losses | Projected Staffing Losses |
|-----------------------------------|--------------------------------|---------------------------|
| Fairfax County Public Schools     | \$1,459,364                    | 129 positions             |
| Prince William Public Schools     | \$672,629                      | 61 positions              |
| Loudoun County Public Schools     | \$229,299                      | 33 positions              |
| Arlington County Public Schools   | \$288,663                      | 25 positions              |
| Alexandria City Public Schools    | \$207,157                      | 14 positions              |
| <b>Projected Total Losses</b>     | <b>\$2,857,112</b>             | <b>262 positions</b>      |

Virginia Administration Officials have stated that ‘No one will lose their job through the Governor’s Workforce Agency Consolidation Plan.’ That statement is clearly not correct. The elimination of local school division delivery of adult education programming will have a substantially negative impact on students and local adult education program staff throughout Northern Virginia and other urban regions of the Commonwealth.

I can be reached at 703-795-0684 and [david.hunn@vcwnorthern.com](mailto:david.hunn@vcwnorthern.com).

8300 Boone Boulevard, Suite 450 | Vienna | VA | [www.vcwnorthern.com](http://www.vcwnorthern.com)  
 Main (703) 827-3782 | Fax (703) 827-3785 | TTY 711 VA Relay

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**NORTHERN REGION**

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**Proposed Workforce Referral Portal  
Implementation Plan**

**FINAL**

**February 23, 2023**

**Submission Approval By:**

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

**David A. Hunn  
Executive Director**

*William Edouard Trumbull*  
William Edouard Trumbull (Feb 22, 2023 16:25 EST)

**William 'Ed' Trumbull  
Chairman**

A handwritten signature in blue ink, appearing to read "J. C. McKay", written over a horizontal line.

**Jeffrey C. McKay  
Chairman  
Fairfax County Board of Supervisors**

**Description of Local Workforce Area and American Job Centers**

The Virginia Career Works Northern Region (Area #11) represents the counties of Fairfax, Loudoun and Prince William and the cities of Fairfax, Falls Church, Manassas and Manassas Park and serves as the most populous local workforce area in the Commonwealth of Virginia, representing more than 2.1 million residents and tens of thousands of businesses. The Northern Virginia Workforce System has one (1) Comprehensive Virginia Career Works Center located in Woodbridge, Virginia, and four (4) Affiliate Virginia Career Works Centers (see map below). The System also includes two jail-based Employment Centers at the Fairfax County Alternative Incarceration Branch (AIB) and the Prince William Manassas Regional Adult Detention Center (PWMRADC).



**Outline of Business Process Planning and Timelines**

The Virginia Career Works Northern Center staff, the Northern Virginia WIOA One Stop Operator team and multiple State and community-based Partner organizations comprise multiple dozens of staff, with varying levels of familiarity with the Virginia Referral Portal. For the period of March – June 2023, substantial time and effort will be devoted to gaining Portal access for these professional staff in addition to conducting Portal orientation and training to assure a common

knowledge and proficiency of the Portal software among all employees. Therefore, the Virginia Career Works Northern Region will incrementally implement the Virginia Referral Portal between March and June 2023, with the region's American Job Centers starting Portal utilization and access to its customers within the following schedule:

- Virginia Career Works Prince William Center - March 20, 2023
- Virginia Career Works Cherokee Avenue Center – April 3, 2023
- Virginia Career Works Annandale Center – May 1, 2023
- Virginia Career Works, Loudoun Workforce Resource Center – May 22, 2023
- Virginia Career Works South County (Alexandria) Center – June 5, 2023

All customers entering a Virginia Career Works - Northern Center seeking employment and/or training services may be referred directly to a partner agency or case manager associated with that Center. Center staff are on hand to deliver assistance to those customers seeking basic business services such as computer use, printing, faxing or general workforce assistance. The VCW Center workforce staff often do not have the opportunity to deliver more specialized services directly to a customer when they walk through the Center doors. Customers are often referred by the workforce Center staff to the appropriate partner agency to provide services such as placement assistance, career guidance, or case management. The Referral Portal will serve as the State's tool to track these referrals. Customers entering the VCW Northern Centers for services will be directed as follows:

### **Portal Sign-In Process:**

#### **(Step 1)**

- When entering the Center, customers will be invited to sign into the Virginia Referral Portal by providing name, zip code, DOB, email address, telephone number and reason for visit (service needed).
- Customers are advised that a question will appear to click Yes or No to registration in the Virginia Referral Portal.

- Customers will be advised that registering in the Virginia Referral Portal will provide them with greater visibility among service providers in the workforce system for program information, employment leads and training opportunities.
- Customers who opt out from registering in the Virginia Referral Portal will be directed by Center workforce staff to appropriate services while in the VCW Center. Any customer that opts out from registering in the Referral Portal will not be denied services.

## **Portal Registration Process**

### **(Step 2)**

- Customers completing the sign in and the registration process in the Referral Portal, but DO NOT request to be referred for services, are assisted by workforce staff onsite at the VCW Centers. Examples of services that do not require referral are basic business services such as computer use, printing, faxing, telephone, or a typing proficiency test.
- Customers completing the sign in and the registration process in the Referral Portal and have selected to be referred for a particular service, the designated staffer reviewing all referral requests will pass the information onto the appropriate partner agency or case manager for assistance.

**The Virginia Career Works Northern Region and its five (5) American Job Centers will not endorse nor participate in any staff-assisted data input of customer information into the Virginia Referral Portal. Virginia Career Works Northern staff, in addition to American Job Center staff affiliated with Fairfax County Government and Loudoun County Government have determined that any staff-assisted data input of customer information into the Referral Portal database, without acquiring physical evidence of client consent, is contrary to established and long-standing State and County requirements for assuring appropriate customer confidentiality of Personally Identifiable Information (PII). This local workforce area position may be reconsidered if appropriate revisions are made to the online Virginia Referral Portal software that allows an electronic customer consent to be checked and confirmed.**

The broad utilization of the Virginia Referral Portal will require significant staffing assignments of new responsibilities that must be absorbed by existing personnel. These new requirements have yet to be determined increased workload burdens, in addition to increased costs for outreach and marketing materials, making the Virginia Referral Portal implementation an Unfunded State Mandate for the Virginia Career Works Northern Region. These new responsibilities and staffing requirements include:

- Executive Sponsor
- Professional Access Manager
- Community Catalog Manager
- Center Resource Point of Contact
- Center Referral Monitor
- Portal Communications Champion
- Portal Training and Feedback Liaison

Timeline:

March – June 2023 – Orientation and training on Portal software functions for all WIOA One Stop Operator staff, Center staff and Partner agencies.

March - June 2023 – Soft-launch of new Virginia Portal enrollment processes incrementally implemented at all VCW Northern American Job Centers, on the schedule outlined above..

March – June 2023 – Assessment of initial Portal enrollments and identification of any needed customer flow processes at the American Job Centers.

**Outline of Planned Communication Strategies**

All local communications outreach will be supplemental initiatives to Statewide outreach by the Virginia Secretary of Labor’s Office, the Virginia Community College System and the new Department of Workforce Development and Advancement.

The initial timeline and outreach steps and strategies include:

- March – June 2023 – Develop marketing and communication materials to promote the benefits associated with the Workforce Referral Portal.

- Link on VCW Northern website
  - Posters highlighting Virginia Portal link and benefits at all American Job Centers
  - Highlight Portal through email and texting outreach campaign to current VOS registrants.
- July – August 2023 - Hold in-person and virtual information sessions on the Referral Portal.
  - Engage community and state partners to promote Workforce Referral Portal to clients through monthly CQI meetings and other partner engagement activities.

### **Website & Social Media Process**

1. Utilize the VCW Northern website and social media channels to promote the VCW Referral Portal link.
2. Partner organizations will be invited to promote the portal on their websites and social media channels as well and will be provided with a copy of this implementation plan for their use.
3. The following language may be used on websites and social media:

Headline: Virginia Career Works Referral Portal  
Subtext: Connects you to local, regional, and state-wide career, education, and support resources.

### **American Job Center Resource Center Outreach**

1. All American Job Center public-facing computers will have <https://app.virginia.myjourney.com/> programmed as the home page for all web browsers used.
2. Virginia Career Works Northern Center staff will encourage job seekers, when appropriate, to enroll into the Portal as they are being escorted to their assigned computer.
3. Partner organizations will be invited to promote the portal on their public facing computers as well and will be provided with a copy of this implementation plan for their use.
4. The following language may be used by s Virginia Career Works Northern One Stop Operator staff and Partner Agency employees:



“If you are looking for local, regional, and state-wide career, education, and support resources beyond what we can offer you, we encourage you to enroll into the Virginia Career Works Referral Portal. When you open your web browser the portal will be the first website that you see. If you need help, please let me know.”

### **Case Worker Meeting Process**

1. All American Job Center Call Center Case Worker staff will ask clients during their introductory meeting if they would like to enroll into the Referral Portal.
2. Partner organizations will be invited to promote the Referral Portal during their staffs’ interactions with clients and will be provided with a copy of this implementation plan for their use.
3. The following language may be used by Virginia Career Works Northern One Stop Operator staff and Partner Agency employees:

“If you are looking for local, regional, and state-wide career, education, and support resources beyond what we can offer you, we encourage you to enroll into the Virginia Career Works Referral Portal. You can find the portal here, <https://app.virginia.myjourney.com/>. If you need help, please let me know.”

### **Discussion on Steps Taken to Reach Maximum Client Utilization in Portal**

During April – June 2023 and transitioning into the first six months FY 2024, Virginia Career Works Northern Management will monitor Portal utilization weekly and monthly to assess growing public utilization in these initial months. Data comparing overall Center utilization with Portal enrollments will be compared monthly to determine if gaps exist and persist. Decisions by customers not to utilize the Referral Portal will also be assessed and monitored during this time period.

### **Outline of Regional Process for Gathering Customer Feedback on Portal Utilization**

All Virginia Career Works Northern Centers will develop a method to solicit and record jobseeker feedback from American Job Center clients. VCWN will modify both its online and paper customer comment cards, to include questions regarding the Referral Portal. This customer input will be collected monthly and shared with the Virginia Career Works Northern Executive Director, for review and compilation. VCWN will also collect this feedback from customers during Center monitoring reviews.

The Northern Virginia WIOA One Stop Operator Management will develop a method to solicit and record jobseeker feedback from One Stop Operator staff. This professional staff input will be collected monthly and shared with the Virginia Career Works Northern Executive Director, for review and compilation. VCWN will also collect this feedback from staff and partners during Center monitoring reviews.

The collected input from both customers and Center and One Stop Operator professional staff will be compiled and shared with the State Referral Portal Steering Committee on desired Portal implementation.

### **Identification of Barriers to Implementation and Proposed Methods to Address**


The Virginia Career Works Northern management and Northern Virginia One Stop Operator management have initially identified multiple barriers to successful Referral Portal implementation, including:

- Center clients refuse to utilize Referral Portal or are unable to utilize the Referral Portal due to literacy limitations or a lack of computer technology proficiency.
- Lack of awareness among VCW Northern professional staff and Partner Organization staff on Referral Portal data policy and importance of Portal utilization.
- Lack of training among VCW Northern professional staff and Partner Organization staff on Referral Portal software.
- Limitations of Referral Portal software and limited data integration with existing VaWC and VOS management information systems.
- Unintentional consequences that may become a barrier to using the tool including:
  - Literacy levels for understanding the process and what is being agreed to by the client.

- Uncomfortable with PII being shared with other entities or others accessing their information.
- Assumption that by not agreeing to sharing information through the Virginia Referral Portal, clients must visit a Center in person to be served (the following statement that appears for those who are unwilling to consent to release data: “By not consenting to release your data, this application cannot be processed any further to determine a referral to Virginia services. Please visit your nearest Virginia Career Works center to determine your next steps in receiving services.”)
- Limitations on the use in that the terms of agreement state the platform is only for those 18 years or older.



## VIRGINIA BOARD OF WORKFORCE DEVELOPMENT

|   |   |
|---|---|
| <b>Policy Area:</b> State Governance                                      |   |
| <b>Title of Policy:</b> Workforce Referral Portal Utilization Requirement | <b>Number:</b> 22-01  |
| <b>Effective Date:</b><br>July 1, 2023                                    | <b>Review by Date:</b>  |
| <b>Approved Date:</b><br>December 15, 2022                                | <b>Approved by:</b><br> |

### I. Purpose

The Board’s strategic plan includes the goal to “Increase awareness, accessibility, and usage of the Virginia Career Works Job Seeker Workforce Services Referral Portal (“Portal”) to connect workers to sustainable jobs and provide actionable information to decision makers within Virginia’s workforce development system.”

This policy provides guidance for leveraging and utilizing the Portal to improve efficiency, transparency, and outcomes for all workforce stakeholders.

### II. Background

A primary goal of the Portal is to allow job seekers to register for services and to identify appropriate referrals for workforce programs and services. The business value of the Portal to the Commonwealth includes:

- Reduce redundancy of client paperwork
- Increase efficiency by sharing client information across providers
- Increase data transparency to better allocate funding
- Increase management of co-enrollment of clients
- Enable self-service access to workforce resources by clients
- Streamline client access to services through a single online source to request program services without having to use multiple systems

The foundation of the Portal is the Workforce Data Trust established by State code (see section IV References for additional information) and requires a central repository of data from all workforce programs and services be established and available for performance reporting and sharing information between workforce partners.

### III. Definitions

**Data Trust** As defined by State code, the Virginia Workforce Data Trust is a centralized workforce

data repository maintained by the Secretary of Labor of the Commonwealth and integrates related workforce organizations, systems, data elements, and functionality.

|                                |   |
|--------------------------------|---|
| System of Record               | Technology platform supporting the individual Workforce Innovation and Opportunity Act (WIOA) programs including VOS for Titles I and III, AWARE for Title IV, etc.       |
| Target Portal Utilization Rate | The proportion of active/new clients requesting services as reported by the program systems of record compared to the number of active/new clients registered the portal. |

**IV. References**

- Code of Virginia, Section 2.2-435.8. Defining the use of the Virginia Workforce Data Trust.
- Code of Virginia, Section 2.2-2472. Powers and duties of the Board; Virginia Workforce System created.

**V. Policy**

To fully realize the benefits of the Portal, there is a need to ensure consistent and comprehensive usage of the portal across all American Job Centers.

A phased implementation shall begin no later than January 1, 2023. Each Local Workforce Development Board (LWDB) must complete an implementation plan that will lead to full adoption and utilization of the Portal no later than June 30, 2023. Implementation plans, to include a client onboarding process with action and timelines, shall be completed and submitted to the Director of the Virginia Board Workforce Development (VBWD) no later than February 28, 2023.

Beginning July 1, 2023 all new AJC clients shall be onboarded through the Portal and all subsequent referrals shall be recorded and tracked through the Portal.

A Portal Steering Committee shall be established by December 15<sup>th</sup>, 2022, consisting of leaders of the WIOA Combined State Plan partner programs, two representatives of the LWDBs, the VBWD Director, a VBWD Operations Committee member, and Portal project manager. The Steering Committee shall guide and oversee the implementation of this policy and provide the VBWD quarterly progress reports on implementation results for each Local Workforce Development Area (LWDA).

The Steering Committee shall also consider future enhancements to the Portal, seek regular customer feedback, and develop outreach materials and messaging. Recommendations for future enhancements shall be submitted to the Portal and Data Trust Governance body.

The LWDB Directors will submit the implementation plans for their respective LWDA to the Director of the VBWD no later than February 28, 2023, who will send to the Steering Committee for review. The Steering Committee, upon completion of review, will respond to the LWDB Directors regarding any required changes to the implementation plans. The final plans will be submitted by the Steering Committee to the Chair of the Operations Committee with recommendations on approval action.




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**NORTHERN REGION**

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

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February 22, 2023

**TO:** Yolanda Crewe  
 Leo Campos  
 Virginia Community College System

**FROM:** David Hunn   
 Executive Director

**SUBJECT: VCW Northern Statement on Data Entry for Workforce Portal**

Your organized meeting on Friday February 17<sup>th</sup> with State and local workforce officials and the Portal vendor staff was very helpful for local workforce areas in gaining a much better understanding of the Virginia Referral Portal software and both its opportunities and limitations. During this meeting, there was significant discussion of 'staff-assisted client data input' into the Referral Portal, as a potential solution either for clients who could not use the Referral Portal or refuse to do so.

In preparing our local workforce area's Implementation Plan for the Virginia Referral Portal with our expansive team of Virginia Career Works Northern officials, multiple Center Managers and WIOA One Stop Operator Managers and expert consultants, we have concluded that the Virginia Career Works Northern Region and its five (5) American Job Centers will not endorse nor participate in any staff-assisted data input of customer information into the Virginia Referral Portal.

**Virginia Career Works Northern staff, in addition to American Job Center staff affiliated with Fairfax County Government and Loudoun County Government have determined that any staff-assisted data input of customer information into the Referral Portal database, without acquiring physical evidence of client consent, is contrary to established and long-standing State and County requirements for assuring appropriate customer confidentiality of Personally Identifiable Information (PII).**

At this time, our Team does not have an accurate estimate of Center customers who could refuse to utilize the Referral Portal. We intend to closely monitor any trends impacting these customers.

This local workforce area position may be reconsidered if appropriate revisions are made to the online Virginia Referral Portal software that allows an electronic customer consent to be checked and confirmed.

This statement of our intended policy and procedure practice will be included in our Referral Portal Implementation Plan to be submitted to your office in the days ahead. I can be reached at (703) 795-0684 and [david.hunn@vcwnorthern.com](mailto:david.hunn@vcwnorthern.com).

8300 Boone Boulevard, Suite 450 | Vienna | VA | [www.vcwnorthern.com](http://www.vcwnorthern.com)  
 Main (703) 827-3782 | Fax (703) 827-3785 | TTY 711 VA Relay

A proud partner of the American Job Center Network

**VIRGINIA CAREER WORKS – NORTHERN  
BOARD OF DIRECTORS MEETING  
SUMMARY SHEET**

**SUBJECT: Approval of Expanded Client Eligibility Criteria for Northern Virginia WIOA Youth Program**

Under the Workforce Innovation and Opportunity Act (WIOA), the WIOA Youth Program focuses primarily on Out-of-School Youth, requiring local areas to expend a minimum of 75% of WIOA youth funds on them and limiting the use of funding on occupational skills training for In-School Youth. Given these limitations, Virginia Career Works – Northern made the decision starting in FY 2016 to move towards enrolling 100% Out-of-School Youth into the Northern Virginia WIOA Youth program. This decision was made also due to lower funding allocations for the WIOA Youth program, and needing a more concentrated focus on the Out-of-School Youth population.

For Program Year 2022, Virginia Career Works – Northern received a 186% funding increase in WIOA Youth funding, nearly \$1,302,000, totaling \$2,002,898. State guidelines require that at least 80% of WIOA Formula funds are obligated by June 30, 2023, with all funds to be spent by June 30, 2024. Taking this into consideration, along with our anticipated new PY 2023 WIOA Youth allocations estimated to be at least \$1.8 million, new strategies will need to be put in place to ensure funds are spent within the required timeframe.

At the last VCWN Youth Committee meeting on December 6, 2022, the Committee discussed allowing In-School Youth to be enrolled in the Northern Virginia WIOA Youth program, as a strategy to increase enrollments in the program. The Committee was supportive of this policy change, particularly the members that represent the local public school systems. VCWN staff met with the State WIOA Youth Program Coordinator to obtain further clarity on how WIOA Youth funding can be used on the In-School Youth population, and will be further developing this into a revised policy, that will be reviewed by the VCWN Youth Committee at its next meeting on March 14, 2023. VCWN views this as just one of multiple strategies that will be necessary in order for the funds to be spent within the two-year timeframe.

**ACTION REQUESTED:**

Virginia Career Works – Northern Board of Directors approval to expand client eligibility criteria for the Northern Virginia WIOA Youth Program to include In-School Youth.

**STAFF:** David Hunn  
Seema Jain  
703-827-3782



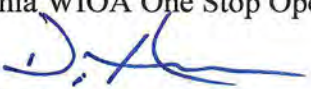


8300 Boone Blvd, Suite 450 • Vienna, VA 22182

PH: 703-827-3782 • FX: 703-827-3785 • www.vcwnorthern.com • TTY 711 VA Relay

February 25, 2023

**TO:** Lisa Tatum  
Daniel Mekibib  
Trang Montgomery  
Jamie Hudson  
Northern Virginia WIOA One Stop Operator Managers

**FROM:** David Hunn   
President and CEO

**SUBJECT: Observations on PY 2022 WIOA Youth Program Obligations and Spending**

This memorandum and attached data charts highlight our observations on PY 2022 WIOA Youth Program obligation and expenditure data through January 2023. I will be presenting this data to the VCW Northern Board of Directors on Thursday March 2, 2023 and will be seeking to work with all of you on possible Northern Virginia Youth Program expansion options in the weeks ahead.

We are all aware that the Virginia Career Works Northern area received a 186% funding increase in WIOA Youth Program funds for PY 2022, nearly \$1,302,000, to \$2,002,898. Your Team has worked diligently to increase program caseloads since July 2022, to at least 120 enrolled out-of-school young adults (January 2023). State guidelines require that at least 80% of WIOA Formula funds are obligated by June 30, 2023; there are no State requirements for minimum expenditure thresholds for WIOA Youth Program funds.

As of January 2023, roughly 50% of WIOA Youth Program funding has been obligated and just over \$370,000 has been expended. While I anticipated program expenditures to continue increasing, at present rates, total expenditures are unlikely to exceed \$800,000 by June 30, leaving at least \$1,200,000 available for Carryover, in addition to an anticipated new PY 2023 WIOA Youth Allocation estimated to be at least \$1.8 million. None of us want to return unspent PY 2022 WIOA Youth Program funds to the State in June 2024.

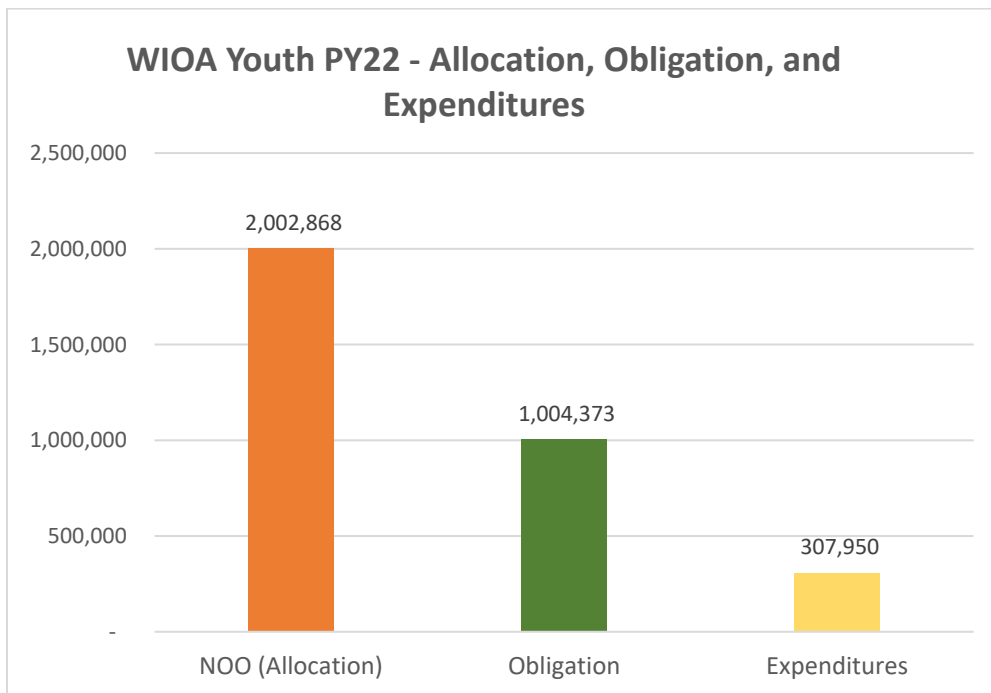
On Thursday March 2, the VCW Northern Board of Directors will consider a policy expansion for the Northern Virginia WIOA Youth Program to serve in-school young adults, a change from our policy of the last five years. This policy option was approved by our Board's Youth Committee in December 2022. If approved by the VCW Northern Board, this policy expansion will allow all of us time to better align our programs and services to enroll more eligible young adults, both out-of-school and in-school. There may be other innovative program expansion options that all of you wish to propose as well. I look forward to meeting with you very soon to begin considering all these options.

Enclosure

## The *SkillSource* Group

### PY22 WIOA Youth Programs – Allocation, Obligation, and Expenditures

| WIOA Youth PY22     |           |
|---------------------|-----------|
| NOO<br>(Allocation) | 2,002,868 |
| Obligation          | 1,004,373 |
| Expenditures        | 307,950   |



**VIRGINIA COMMUNITY COLLEGE SYSTEM**  
**Arboretum III - 300 Arboretum Place, Third Floor, Suite 200**  
**Richmond, Virginia 23236**

**WORKFORCE INNOVATION AND OPPORTUNITY ACT**

ISSUED BY: U. S. DEPARTMENT OF LABOR, EMPLOYMENT AND TRAINING ADMINISTRATION

PASS-THROUGH ENTITY: VIRGINIA COMMUNITY COLLEGE SYSTEM

ISSUE DATE: October 26, 2022

GRANT NUMBER: AA-38561-22-55-A-51

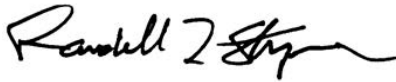
**PY 2022 NOTICE OF OBLIGATION**

Subrecipient: Fairfax County  
 DUNS #: 074837626  
 SAM Unique Entity ID: W2ZUFMBDM378

NOO No.: LWDA 11-22-03  
 Effective Date: October 1, 2022  
 Program Code: 2100

| <u>CFDA</u> | <u>Fund Type</u>           | <u>Prior Level</u>  | <u>CHANGE</u>       | <u>New Level</u>    |
|-------------|----------------------------|---------------------|---------------------|---------------------|
| 17.258      | Adult Programs             | \$ 346,364          | \$ 1,547,844        | \$ 1,894,208        |
| 17.259      | Youth Programs             | \$ 2,002,868        | \$ 0                | \$ 2,002,868        |
| 17.278      | Dislocated Worker Programs | \$ 299,523          | \$ 1,189,944        | \$ 1,489,467        |
|             | <b>Total All Programs</b>  | <b>\$ 2,648,755</b> | <b>\$ 2,737,788</b> | <b>\$ 5,386,543</b> |

For this subaward, the Subrecipient must adhere to: PY 22 WIOA Terms and Conditions, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards at 2 Code of Federal Regulations (CFR) Part 200, and U.S. Department of Labor exceptions codified at 2 CFR Part 2900. Administrative costs are limited to 10% of the funds allocated and 80% of the funds must be obligated by June 30, 2023. The period of availability expires June 30, 2024.

Approved by:   
 Associate Vice Chancellor  
 Career Education and Workforce Development  
 (804) 819-4691

Date: 10/26/22

cc: Virginia Career Works - Northern  
 SkillSource Group, Inc.  
 County of Fairfax, Department of Procurement and Material Management



# Department of Family Services

## Employment & Training Team Report

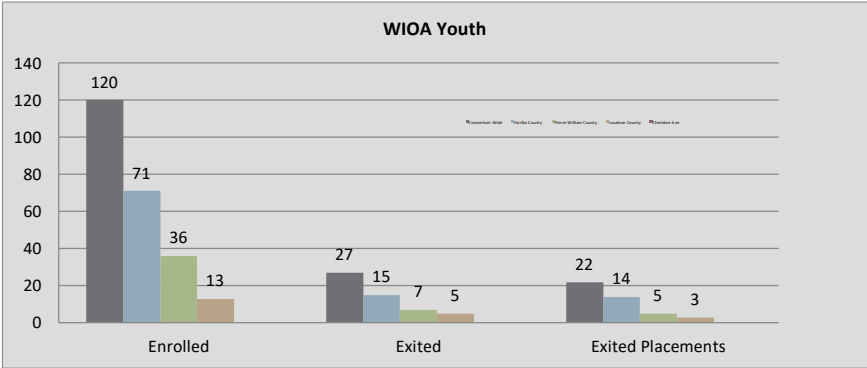
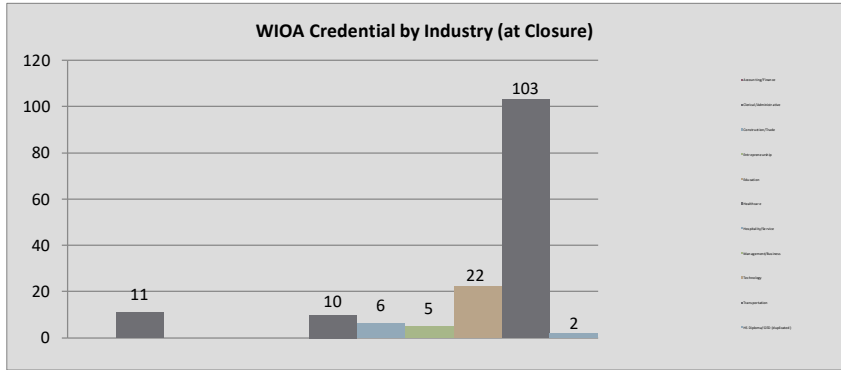
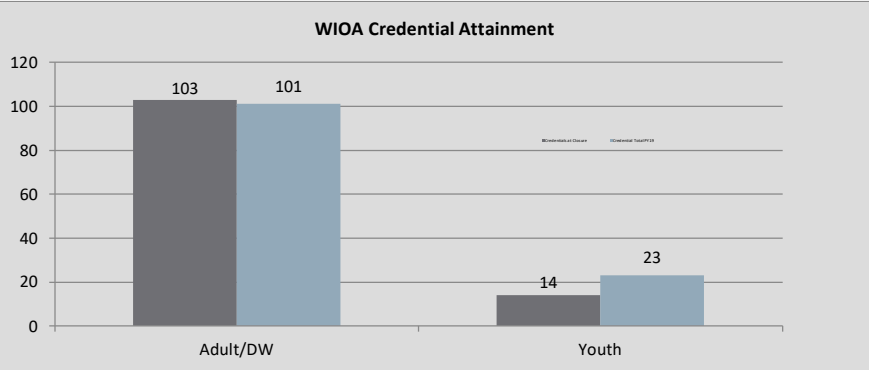
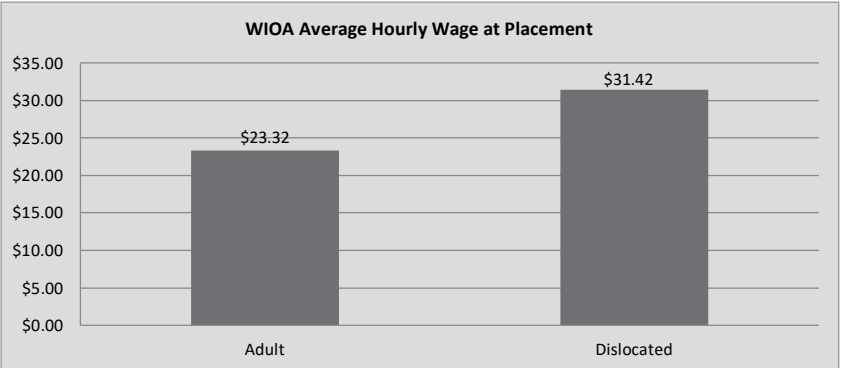
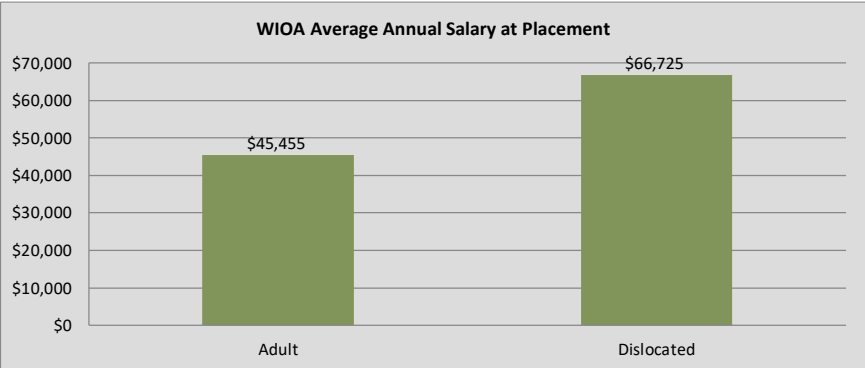
January 2023



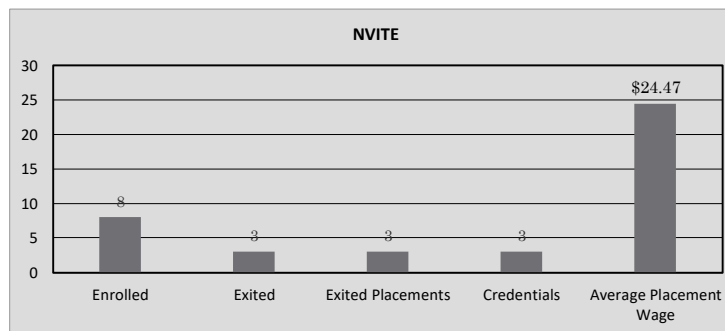
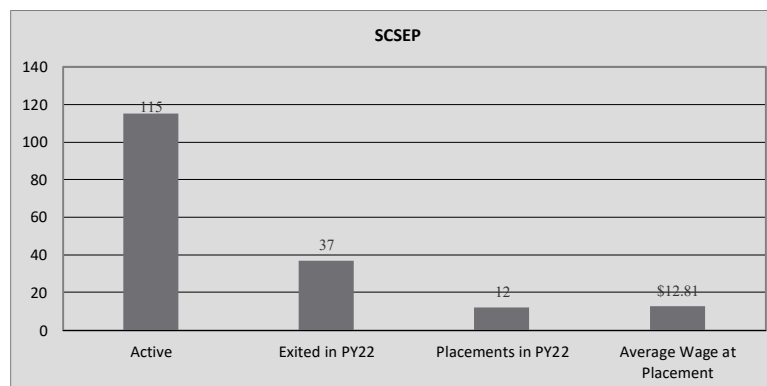
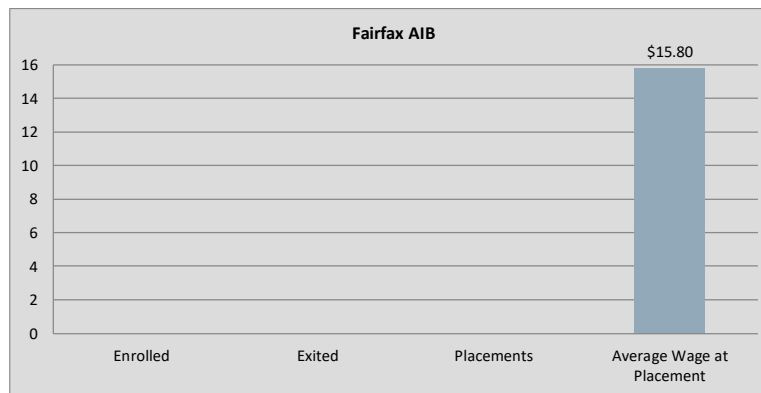
- Pages 1-2: Workforce Innovation and Opportunity Act Program
- Page 3: Workforce Innovation and Opportunity Act/ Other Grants
- Page 4: Fairfax Alternative Incarceration Branch (AIB) Center
- Page 5: ITA and OJT Breakdown
- Page 6: Senior Community Service Employment Program (SCSEP)







**Northern Virginia Workforce Development Area, LWDA XI**  
 WIOA Grants and Other Programs Statistics (July 1, 2022- January 31, 2023)  
**Non WIOA Grants**



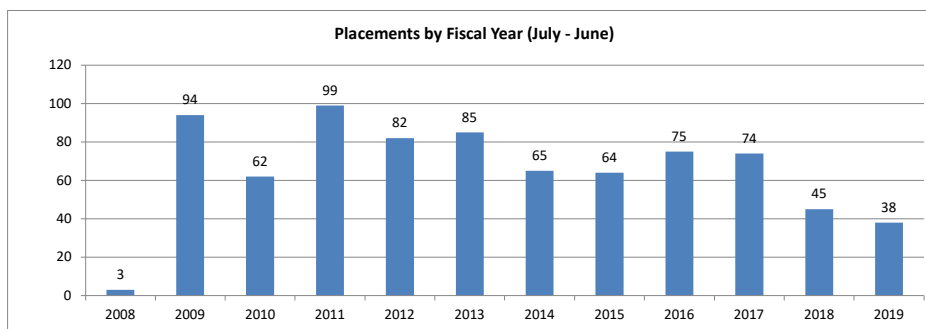
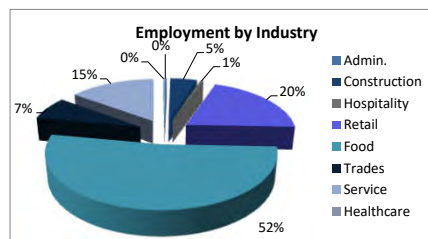
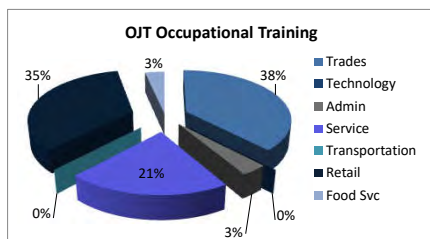


**Fairfax AIB (Alternative Incarceration Branch) Center**  
Monthly Report

|                              | 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       | 0       | 0       | 0       |        |        |        |        |        |
| Placed in Employment         | 0       | 0       | 0       | 0       | 0       | 0       | 0       |        |        |        |        |        |
| Exited                       | 0       | 0       | 0       | 0       | 0       | 0       | 0       |        |        |        |        |        |
| Employed at Exit             | 0       | 0       | 0       | 0       | 0       | 0       | 0       |        |        |        |        |        |
| Unemployed at Exit           | 0       | 0       | 0       | 0       | 0       | 0       | 0       |        |        |        |        |        |
| Currently Employed           | 0       | 0       | 0       | 0       | 0       | 0       | 0       |        |        |        |        |        |
| Other Fairfax Inmates served | 0       | 0       | 0       | 0       | 0       | 0       | 0       |        |        |        |        |        |
| Average Hourly Wage          | \$15.80 | \$15.80 | \$15.80 | \$15.80 | \$15.80 | \$15.80 | \$15.80 |        |        |        |        |        |

| Cumulative                       |           |
|----------------------------------|-----------|
| Enrolled                         | 938       |
| Non-Exited Placements            | 132       |
| Exited                           | 790       |
| Unemployed at Exit               | 127       |
| Employed at Exit                 | 658       |
| Insured by Federal Bonding       | 68        |
| Total Bonding Value              | \$340,000 |
| Total On the Job Trainings       | 29        |
| On the Job Training Expenditures | \$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)       | \$2,210.00          |                              | 0          | 0.00%       | 2             | 1.50%         | 2          |
| Clerical /Administrative (CA) | \$10,483.00         |                              | 0          | 0.00%       | 4             | 3.10%         | 4          |
| Construction / Trade (CT)     | \$5,083.00          |                              | 3          | 11.50%      | 1             | 0.76%         | 4          |
| Education (Ed)                | \$0.00              |                              | 0          | 0.00%       | 0             | 0.00%         | 0          |
| Healthcare (He)               | \$80,149.00         |                              | 13         | 50.00%      | 19            | 14.50%        | 32         |
| Hospitality Services (HS)     | \$6,000.00          |                              | 1          | 3.84%       | 0             | 0.00%         | 1          |
| Literacy (LA)                 | \$8,104.00          |                              | 3          | 11.50%      | 1             | 0.76%         | 4          |
| Management/Business (MB)      | \$10,528.00         |                              | 0          | 0.00%       | 5             | 3.80%         | 5          |
| Technology (Tech)             | \$84,087.00         |                              | 2          | 7.70%       | 34            | 26.00%        | 36         |
| Transportation (TR)           | \$249,889.00        |                              | 4          | 15.40%      | 65            | 49.60%        | 69         |
| Others                        | \$0.00              |                              | 0          | 0.00%       | 0             | 0.00%         | 0          |
| <b>TOTAL</b>                  | <b>\$456,533.00</b> | <b>\$0.00</b>                | <b>26</b>  | <b>100%</b> | <b>131</b>    | <b>100.0%</b> | <b>157</b> |

| ITAs / INDUSTRY               | Obligated Funds     |
|-------------------------------|---------------------|
| Accounting/Finance (AF)       | \$2,210.00          |
| Clerical /Administrative (CA) | \$10,483.00         |
| Construction / Trade (CT)     | \$5,083.00          |
| Education (Ed)                | \$0.00              |
| Healthcare (He)               | \$80,149.00         |
| Hospitality Services (HS)     | \$6,000.00          |
| Literacy (LA)                 | \$8,104.00          |
| Management/Business (MB)      | \$10,528.00         |
| Technology (Tech)             | \$84,087.00         |
| Transportation (TR)           | \$249,889.00        |
| Others                        | \$0.00              |
| <b>TOTAL</b>                  | <b>\$456,533.00</b> |

| OJT Obligated by Grants | OJT /WEX Amount |
|-------------------------|-----------------|
| WIOA Adult              | \$15,078        |
| WIOA DW                 | \$3,360         |
| Youth                   | \$22,161        |
| <b>TOTAL</b>            | <b>\$40,599</b> |

**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      | 117      | 115      | 115      |          |          |          |          |          |
| Transferred to NCOA Data Team       | 0        | 0      | 0        | 0        | 0        | 0        | 0        |          |          |          |          |          |
| Participants on LWOP                | 6        | 8      | 7        | 9        | 9        | 4        | 5        |          |          |          |          |          |
| New SCSEP Enrollments               | 1        | 5      | 6        | 3        | 9        | 7        | 3        |          |          |          |          |          |
| Average Age of Enrolled             | 66       | 66     | 65       | 65       | 66       | 66       | 66       |          |          |          |          |          |
| New SCSEP Pending Applications      | 9        | 5      | 4        | 6        | 5        | 7        | 5        |          |          |          |          |          |
| Exited from Program                 | 6        | 2      | 6        | 4        | 7        | 9        | 3        |          |          |          |          |          |
| Exited with Placement               | 4        | 0      | 1        | 2        | 3        | 2        | 0        |          |          |          |          |          |
| Average Employed Monthly Wage       | \$ 14.00 | \$ -   | \$ 17.00 | \$ 12.00 | \$ 16.00 | \$ 17.85 | \$ -     |          |          |          |          |          |
| Active Host Site Agencies           | 25       | 25     | 26       | 27       | 27       | 27       | 28       |          |          |          |          |          |
| Host Site Agencies with Slots       | 3        | 3      | 1        | 2        | 4        | 3        | 2        |          |          |          |          |          |
| Number of Available Slots           | 3        | 4      | 4        | 2        | 8        | 5        | 3        |          |          |          |          |          |
| Participants Referred to Host Site  | 4        | 5      | 4        | 3        | 8        | 5        | 3        |          |          |          |          |          |
| New Host Site Agencies Contacted    | 15       | 13     | 6        | 5        | 3        | 2        | 3        |          |          |          |          |          |
| Referral from WIOA One Stop Centers | 7        | 7      | 29       | 8        | 8        | 5        | 10       |          |          |          |          |          |
| Dual Enrolled with WIOA             | 1        | 1      | 1        | 1        | 0        | 0        | 0        |          |          |          |          |          |

**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 2023 Workforce Area #11 Training and OJT Commitments** – For FY 2023 (Through December 2022), the Workforce Area #11 One Stop Operator obligated \$353,984 for 128 WIOA Adult, Dislocated Worker, and Youth jobseekers. An additional \$40,599 has been committed for On The Job Training and Work Experience opportunities. The summary of funding obligations by each approved training provider is included here.
- **SkillSource Group Return on Investment Report – FY 2022** – The *SkillSource* Group has published its annual Return on Investment Report for FY 2022. The Report, prepared by Chmura Economics and Analytics, shows that for every public dollar spent in FY 2022, more than \$5 dollars was added to the regional economy through permanent job placements and enhanced skills. The full Report is attached.
- **State Annual WIOA Monitoring Report for PY 2021** – State officials have completed the annual WIOA Monitoring Review for PY 2021 and have issued the attached Report. VCW Northern staff will prepare a response to State officials within the next two weeks.
- **New Virginia Career Works Northern Employer Outreach Through Washington Business Journal** – In 2023, the *SkillSource* Group, Inc. and Virginia Career Works Northern have initiated an employer outreach initiative through the Washington Business Journal. Our second article and print ad will be published online in early March and in print copy on March 31, 2023.
- **Virginia Career Works Northern-Logo Clothing** – The Virginia Career Works Northern staff and partner organizations are utilizing office casual clothing with the emblazoned VCW Northern logo. Over 80 professional staff have received these clothing items, all purchased through a private donation to The *SkillSource* Group, Inc. More staff clothing orders, in addition to interested Board of Directors members, will be made in the weeks ahead. See enclosed photo.
- **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-December 30, 2022

#### A. ITA Obligated by Providers

| Provider (A-Z)                          | Training amount     | Number of ITA | Training Industries             |
|---|---------------------|---------------|---------------------------------|
| 1st CDL Training Center of NOVA         | \$38,750.00         | 12            | Transportation                  |
| 7 CDL Driving School                    | \$20,300.00         | 6             | Transportation                  |
| AAA CDL School                          | \$58,450.00         | 15            | Transportation                  |
| Agile1 Tech                             | \$10,850.00         | 4             | Technology                      |
| American Inst., Health, Science & Tech. | \$8,500.00          | 3             | Healthcare                      |
| ASM Educational Center                  | \$4,490.00          | 2             | Technology                      |
| Astar Education Institute               | \$2,694.00          | 2             | Healthcare                      |
| Fairfax County Public School            | \$22,545.00         | 12            | Accounting/Finance, Healthcare  |
| George Mason University                 | \$9,188.00          | 5             | 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                              | \$7,198.00          | 7             | Technology                      |
| Intellectual Point                      | \$12,593.00         | 7             | Technology                      |
| JASA Inc. Trade School                  | \$3,350.00          | 1             | Technology                      |
| Joyce Carelock Ministries               | \$9,000.00          | 3             | Administrative Certificate      |
| Learnix Tree Centr                      | \$10,500.00         | 3             | Technology                      |
| NVCC                                    | \$27,213.50         | 9             | Healthcare/LA                   |
| PeopleNTech                             | \$7,500.00          | 2             | Technology                      |
| PWCS                                    | \$170.00            | 1             | Literacy                        |
| Safe Driving Academy                    | \$389.00            | 1             | Transportation                  |
| Shipper's Choice                        | \$76,500.00         | 22            | Transportation                  |
| The Medical Education Center            | \$6,200.00          | 3             | Healthcare                      |
| Three T Institute                       | \$5,300.00          | 2             | MB & Technology                 |
| Thrive Healthcare Academy               | \$1,100.00          | 1             | Healthcare                      |
| <b>TOTAL</b>                            | <b>\$353,984.00</b> | <b>128</b>    |                                 |

#### B. ITA Obligated by Grants

| Funding         | Training Amount     |
|-----------------|---------------------|
| WIOA Adult      | \$279,257.00        |
| WIOA Dislocated | \$15,930.50         |
| WIOA Youth      | \$58,796.50         |
| <b>TOTAL</b>    | <b>\$353,984.00</b> |

## Northern Virginia Workforce Innovation and Opportunity Act--LWDA XI

July 1-December 30, 2022

### FY 2023 OJT Provider Summary

#### A. OJT/WEX Obligated by Providers:

| Provider (A-Z)                                     | Name of OJT/WEX          | Training Industries                         |
|--|--------------------------|---|
| Catalyst Recovery and Wellness                     | Front Office Coordinator | Healthcare                                  |
| Chandler and Sons                                  | Summer EYE Participant   |   |
| Children's Science Center                          | Summer EYE Participant   | Healthcare                                  |
| Fairfax County ACE Program                         | IT Training              | Accounting/Finance, Healthcare & Technology |
| Hampton Inn Hotel                                  | Summer EYE Participant   |   |
| Johnny Apple Seed Association (JASA);              | Electrical course        | Technology                                  |
| La Cocina  | Admin. Asst.             | Admin.                                      |
| Morcom International                               | Summer EYE Participant   |   |
| QuestKnight Enterprises                            | Summer EYE Participant   |   |
| Recovery Program Solutions of Virginia (Arlington) | Summer EYE Participant   |   |
| Virginia Career Works (Cherokee)                   | Summer EYE Participant   |   |

#### B. OJT/WEX Obligated by Grants:

| Grant        | OJT/WEX Amount  |
|--------------|-----------------|
| WIOA Adult   | \$15,078        |
| WIOA DW      | \$3,360         |
| Youth        | \$22,161        |
| <b>Total</b> | <b>\$40,599</b> |

PREPARED FOR  
Virginia Career Works Northern Region



NORTHERN REGION

A proud partner of the  American Job Center network

January 24, 2023

# ECONOMIC IMPACT & RETURN ON INVESTMENT OF THE VIRGINIA CAREER WORKS NORTHERN REGION

**FISCAL YEAR 2022**



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# 1. Executive Summary

This report assesses the economic impact and return on investment (ROI) attributable to the workforce programs and services provided by the Virginia Career Works Northern Region (VCWNR) for Fiscal Year (FY) 2022 in the region of Northern Virginia.<sup>1</sup> The main findings of the report are summarized below.<sup>2</sup>

During FY2022, the region was still recovering from the significant job losses resulting from the COVID-19 pandemic. By the fourth quarter of 2019, wage and salaried employment in Northern Virginia reached 1.28 million. As the COVID-19 pandemic caused shutdowns across the nation, employment dropped to 1.13 million by the second quarter of 2020. The region recovered 114,990 jobs (+10.1%) between June 2020 and June 2022 to reach 1.25 million employed.

As of the second quarter of 2022, the average annual wage in Northern Virginia was \$92,636. This was significantly higher than the state average of \$69,814 and the national average of \$69,381.

Comparing the four-quarter average ending with the second quarter of 2022 against the prior year, the Northern Virginia region gained 37,551 total wage and salaried jobs. Gains of more than 33,513 in the private sector were partially offset by losses of 506 jobs in federal government. State government

lost 8 jobs, while employment in local government rose by 4,552.

In FY2022, the largest industry by employment in Northern Virginia was professional, scientific, and technical services followed by health care and social assistance, and retail trade.

At the end of FY2022 (June 2022), the unemployment rate stood at 2.5% in Northern Virginia, lower than 3.0% statewide and 3.9% nationally. The regional unemployment rate has continued to decline to 2.3% as of October 2022, indicating a continuing tightening of the labor market.

**The workforce programs and services provided by the Virginia Career Works Northern Region have a large economic impact in Northern Virginia.**

In FY2022, Virginia Career Works Northern Region provided the following workforce programs and services:

- Workforce Innovation and Opportunity Act (WIOA) Adult Program
- WIOA Dislocated Workers Program
- WIOA Youth Program
- Incumbent Workers Training
- Fairfax Alternative Incarceration Branch Center (AIB)
- Temporary Assistance for Needy Families (TANF)
- Senior Community Service Employment Program (SCSEP)
- Return to Earn
- One-Stop services, providing self-service resources for jobseekers<sup>3</sup>

<sup>1</sup> Fiscal Year 2022 starts on July 1, 2021 and ends June 30, 2022. Virginia Career Works Northern Region serves the counties of Fairfax, Loudoun, and Prince William, and the cities of Fairfax, Falls Church, Manassas, and Manassas Park. This region is referred to as the VCWNR service area. However, in this report, the study region is defined as Northern Virginia, which also includes Arlington County and the City of Alexandria, in addition to seven localities served by VCWNR.

<sup>2</sup> Chmura provides economic software, consulting, and data to our clients that help them make informed decisions to benefit their communities. Our Ph.D. economists, data scientists, and strategic planners guide clients through their local labor market. Over the past 24 years, Chmura has served hundreds of clients nationwide with thoroughness, accuracy, and objectivity.

<sup>3</sup> In this report, all workforce programs and services excluding One-Stop services are collectively termed VCWNR non-self-service programs. Economic impact and ROI are evaluated for all non-self-service VCWNR programs and all VCWNR programs and services.

In FY2022, the Virginia Career Works Northern Region successfully helped 745 individuals obtain employment through its non-self-service programs. The increased annual household income associated with those programs is estimated to have been \$31.2 million in FY2022. The number of individuals served and total household income effects are returning to typical levels seen in past pre-pandemic reports as the region recovers.

The increased income resulting from VCWNR non-self-service programs is estimated to have supported 891 total jobs in Northern Virginia in FY2022, associated with \$40.7 million in total regional labor income. In addition, the increased income is estimated to have generated \$29.5 million in additional regional economic output, and \$5.3 million in state, local, and federal tax revenue.

If job placements through One-Stop services were included, VCWNR was instrumental in helping 833 individuals obtain employment in FY2022. The increased annual household income associated with those job placements is estimated to have been \$36.1 million in FY2022.

Increased income resulting from VCWNR programs is estimated to have supported 1,003 total jobs in Northern Virginia in FY2022, associated with \$47.1 million in total regional labor income. In addition, the increased income was also responsible for \$34.1 million in additional regional economic output, and \$6.2 million in state, local, and federal tax revenue.

**The return on investment analysis shows that the benefit of VCWNR programs and services exceeds the cost.**

In FY2022, the cost associated with all VCWNR programs and services was \$7.2 million.

The benefit is defined as the total labor income attributable to persons served through VCWNR programs and services.

Excluding One-Stop services, the benefit-to-cost ratio of VCWNR non-self-service programs was 5.6 in FY2022, indicating that the benefit of VCWNR programs was more than five times the public cost required.

If the ROI analysis is expanded to encompass One-Stop services, the benefit-to-cost ratio of all VCWNR programs and services in FY2022 would rise to 6.5. This indicates that the benefit is more than six times the public cost required.

## 2. Background

Virginia Career Works Northern Region (VCWNR) serves the counties of Fairfax, Loudoun, and Prince William, and the cities of Fairfax, Falls Church, Manassas, and Manassas Park (VCWNR service area).<sup>4</sup> Through the SkillSource Group, Inc., (SkillSource), Virginia Career Works Northern Region provides a comprehensive list of workforce development programs, such as the Workforce Innovation and Opportunity Act (WIOA) Adult, Youth, and Dislocated Worker programs; and other career services. In addition, there are five SkillSource-managed centers (One-Stop Employment Centers) in the region (Figure 2.1).

Each year, the SkillSource Group commissions a study of the economic and

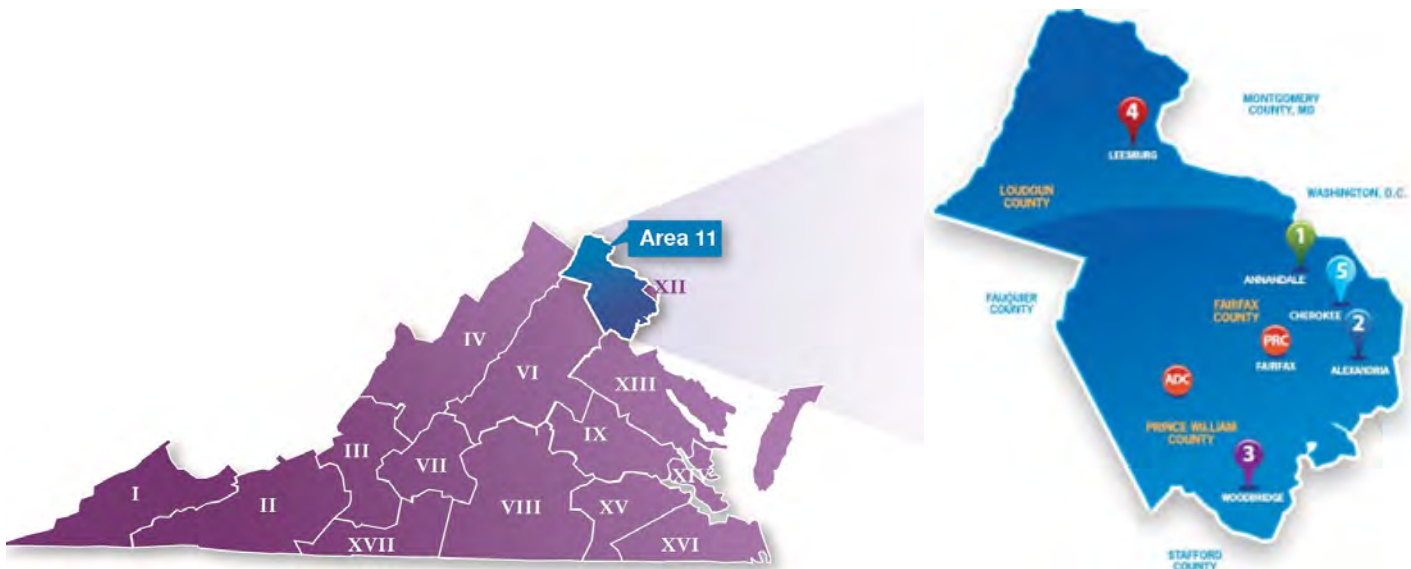
fiscal impacts of the Virginia Career Works Northern Region focusing on the varied workforce training and career services programs it provides. In addition, SkillSource seeks to understand the return on investment (ROI) of VCWNR programs and services. Chmura Economics & Analytics (Chmura) was contracted to perform such an analysis for Fiscal Year 2022.

The remainder of this report is organized as follows:

- Section 3 explains the methodology in conducting economic impact and return on investment analysis for workforce programs and services.

- Section 4 provides a profile of VCWNR programs and services and an economic profile of Northern Virginia.
- Section 5 analyzes the economic impact of VCWNR programs and services in Northern Virginia.
- Section 6 performs the ROI analysis for VCWNR programs and services.
- Section 7 provides a summary and conclusion.

Figure 2.1: Virginia Career Works Northern Region Center Locations



Source: SkillSource Group. The numbers on the map represent VCWNR Center locations.

<sup>4</sup> Source: SkillSource website, <https://vcwnorthern.com/contact/>. Please note that the economic impact and economic profile are analyzed for the broader Northern Virginia region, which also includes Arlington County and the City of Alexandria.

### 3. Economic Impact Methodology

To maintain consistency with prior reports published by SkillSource on the economic impact and ROI of VCWNR programs and services, this study largely utilizes a similar methodology to previous studies.<sup>5</sup>

Based on the needs of SkillSource and a review of prior studies, this report includes three major components:

1. A profile of Virginia Career Works Northern Region programs and services, and an economic profile of Northern Virginia for FY2022.

2. The economic impact of VCWNR programs and services in Northern Virginia for FY2022.
3. Return on investment analysis of VCWNR programs and services for FY2022.

#### 3.1. Profile of VCWNR and Economic Profile of Northern Virginia

The profile of VCWNR is a summary of existing programs and services and demonstrated roles they play in helping regional workers achieve career success. This profile presents information such as a list of VCWNR programs and services, participants and job placements by program, and post-training wages for program participants. The main data

sources for this analysis are SkillSource program reports, audited SkillSource financial records, and administrative data.

An economic profile of Northern Virginia is also included, providing a broad context to evaluate the economic impact and ROI of VCWNR programs and services. Chmura analyzed data on total employment and

employment growth, employment by major industry sector, employment by ownership category, average wages, and unemployment rate for the region. Data from Chmura’s proprietary JobsEQ® platform were utilized to complete this analysis.

#### 3.2. Economic Impact Analysis

In this analysis, Chmura examined the economic impact of VCWNR programs and services in Northern Virginia. The main source of economic impact is the incremental income gained by individuals who either successfully transitioned into employment or gained new training with the help of VCWNR programs and services.<sup>6</sup> For individuals who were unemployed prior to utilizing VCWNR programs and services, the incremental wage is equivalent to wages and salaries they would receive in their new jobs. For individuals receiving training, the incremental wage is defined as the difference between pre- and post-training wages.

When individuals spend incremental income in Northern Virginia, additional economic impact is generated in the region. While incremental spending constitutes the direct economic impact of VCWNR programs and services in Northern Virginia, the total economic impact also includes economic ripple effects from the direct impact. Ripple effects, categorized as indirect and induced impacts (see Appendix 1 for definitions), measure the secondary benefits of increased household spending at regional businesses. For example, when newly employed individuals spend their wages on housing and groceries, they help other businesses and support additional jobs. The cumulative result of these secondary effects is called indirect impact

when it represents business-to-business transactions, and induced impact when it represents household (employee)-to-business transactions.

Direct impact, measured as household spending from incremental income, was estimated based on data from SkillSource. Chmura estimated the indirect and induced economic impacts with the IMPLAN Model after the direct impacts were estimated.

In the analysis, Chmura examined economic impacts of VCWNR programs and services in four dimensions:

1. Employment, or the total number of jobs that are supported in the regional

<sup>5</sup> For examples of previous studies, please see <https://vcwnorthern.com/public-documents/>.

<sup>6</sup> The operation of VCWNR will also generate positive economic impact in the area. In addition, VCWNR also manages other programs such as the Center for Business Planning and Development. Those impacts are not included in this study as the focus is the success of participants of VCWNR programs.

economy through incremental household income.

2. Labor income, or the salaries and wages that are associated with total employment.

3. Economic output, or the total amount of regional economic activity that is generated through secondary indirect and induced transactions.

4. Fiscal impact, or the federal, state, and local tax revenue as a result of the

increased economic activity. To minimize variance in tax estimates from IMPLAN, Chmura directly estimated federal, state, and local taxes for the fiscal impact estimates.

### 3.3. Return on Investment Analysis

In addition to the economic impact analysis, Chmura also assessed the return on investment (ROI) of VCWNR programs and services. ROI is expressed as a benefit-to-cost ratio. In this study, the cost is represented by all expenses associated with workforce programs and services provided by Virginia Career Works

Northern Region in FY2022. The benefit is represented by the total annual labor income attributable to VCWNR programs and services, resulting from new job placements.<sup>7</sup>

To conclude the ROI analysis, a benefit-to-cost ratio was computed for two broad programs. These included all non-self-service VCWNR programs, and all VCWNR programs and services, including One-Stop services.

<sup>7</sup> This definition is consistent with prior studies.

# 4. Profile of VCWNR and the Northern Virginia Regional Economy

## 4.1. Profile of VCWNR Programs and Services

The Virginia Career Works Northern Region provides a wide range of workforce training programs and services to regional jobseekers to help them locate employment in the area. In particular,

VCWNR offers several structured workforce programs in which individuals are enrolled and work with case managers (non-self-service programs). In addition, VCWNR also maintains five One-Stop

Employment Centers (SkillSource centers) where individuals can utilize facilities and resources in search of employment. There are also programs helping employed workers gain new knowledge and skills.

### 4.1.1. Description of VCWNR Programs & Services

In FY2022, Virginia Career Works Northern Region provided career training and job placement services through the following programs:<sup>8</sup>

- **Workforce Innovation and Opportunity Act (WIOA) Programs**

- o WIOA Adult Program – provides employment and training services to assist eligible adults (individuals 18 years and older) in finding meaningful employment.
- o WIOA Dislocated Worker Program – provides employment and training services to dislocated workers (an individual who has been terminated or laid off, or has received notice that they will be terminated or laid off) in finding meaningful employment.
- o WIOA Youth Program – provides summer and year-round development programs to at-risk youth ages 16 – 24 years (e.g., dropouts, foster children, juvenile offenders, children of incarcerated parents, and migrant children).

- **Other WIOA Grant Programs**

- o Additional WIOA Programs – includes some programs carried over from prior years.

- **Non - WIOA Grants Programs**

- o Fairfax Alternative Incarceration Branch (AIB) Center – previously known as Fairfax pre-release employment center (PRC), supports the transition of long-term incarcerated adults into the workforce and community.
- o Temporary Assistance for Needy Families (TANF)– SkillSource currently has three TANF grants that have a mission to prepare jobseekers with barriers such as low-income, legal history, and/or disabilities to enter and maintain employment, with the prospect of a career path and wage growth.
- o Senior Community Service Employment Program (SCSEP) –

provides temporary community service training opportunities as a bridge to find employment opportunities outside the program.

- o Return to Earn – matches payments from eligible small businesses with less than 100 employees to support new hires in their transition back into the workforce.

In the analysis that follows, Chmura refers to all programs and services (other than One-Stop services) as VCWNR non-self-service programs. Economic impact and ROI evaluations are conducted for all VCWNR programs and services, as well as for non-self-service programs.

<sup>8</sup> The impact of some programs may not be evaluated if data are not available

#### 4.1.2. Outcome of VCWNR Programs & Services

Table 4.1 summarizes participants and job placements for different VCWNR programs and services in FY2022. Participation and successful job placements continued to be hindered by the COVID-19 pandemic but largely rebounded. In FY2022, a total of 1,224 individuals were enrolled in various non-self-service programs. Just under half (547) were enrolled in WIOA Adult, WIOA Dislocated Worker, and WIOA Youth programs. In addition, 667 jobseekers were enrolled in non-WIOA funded programs, such as Return to Earn and SCSEP. Finally, individuals utilized the VCWNR's One-Stop Employment Centers in-person and virtually to conduct job searches. They registered 37,662 total visits in FY2022.

In total, these programs and services were instrumental in transitioning 833 individuals to employment or improving their skills. VCWNR helped place them into meaningful jobs, with an average annual wage of \$43,323. Out of this number, 206 were placed into employment through the WIOA Adult, Dislocated Worker, and Youth programs. An additional 539 jobseekers found jobs through non-WIOA funded programs, such as Return to Earn and TANF. Finally, 88 jobseekers found employment as a result of utilizing VCWNR One-Stop services.

**Table 4.1: Virginia Career Works Northern Region Participants and Job Placements in FY2022**

| VCWNR PROGRAMS & SERVICES                  | ENROLLMENT    | JOB PLACEMENTS | AVERAGE INCREMENTAL ANNUAL SALARY |
|--|---------------|----------------|-----------------------------------|
| <b>WIOA Enhanced Career Services</b>       | <b>547</b>    | <b>206</b>     | <b>\$50,001</b>                   |
| WIOA – Adult                               | 275           | 97             | \$48,391                          |
| WIOA – Dislocated Worker                   | 121           | 58             | \$59,219                          |
| WIOA – Youth                               | 151           | 51             | \$33,155                          |
| <b>Other Programs</b>                      | <b>677</b>    | <b>539</b>     | <b>\$38,740</b>                   |
| SCSEP                                      | 120           | 23             | \$35,630                          |
| TANF                                       | 127           | 86             | \$38,896                          |
| Return to Earn                             | 430           | 430            | \$38,875                          |
| <b>Total Non-Self-Service Programs</b>     | <b>1,224</b>  | <b>745</b>     | <b>\$41,854</b>                   |
| <b>One-Stop Services*</b>                  | <b>37,662</b> | <b>88</b>      | <b>\$55,765</b>                   |
| <b>Total VCWNR Programs &amp; Services</b> |               | <b>833</b>     | <b>\$43,323</b>                   |

Source: SkillSource

\* Visit numbers are brought current to include all virtual services provided by center programs that would have utilized pre-COVID walk-in services if available. Some programs may not be displayed here if data are not available.



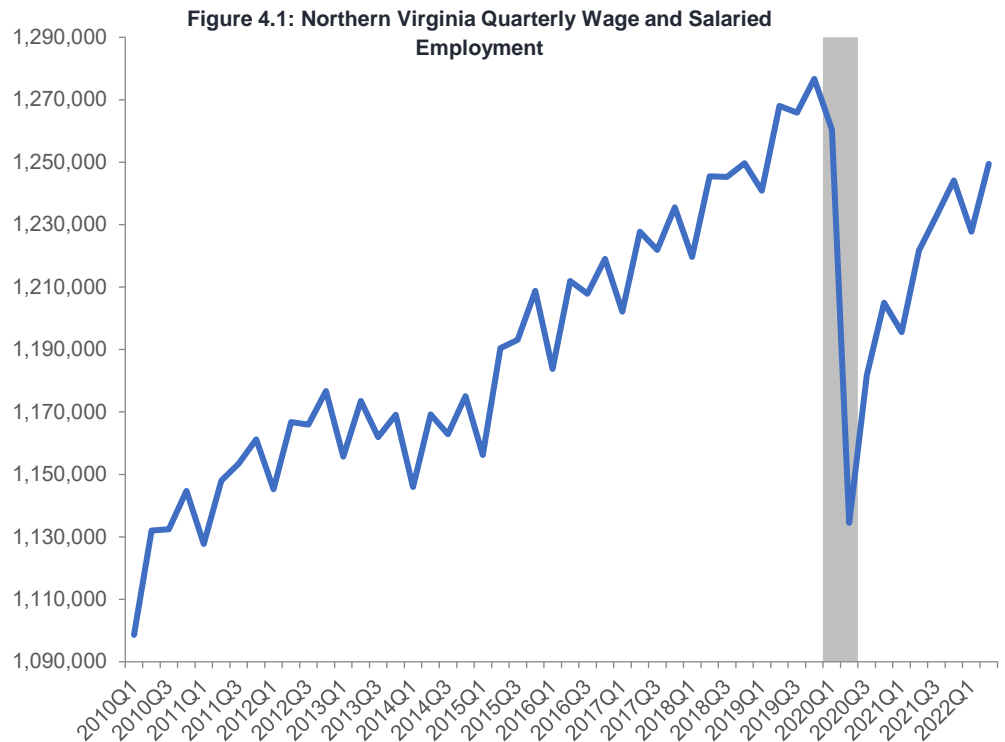
## 4.2. Regional Economic Profile

### 4.2.1. Trend in Employment and Wages

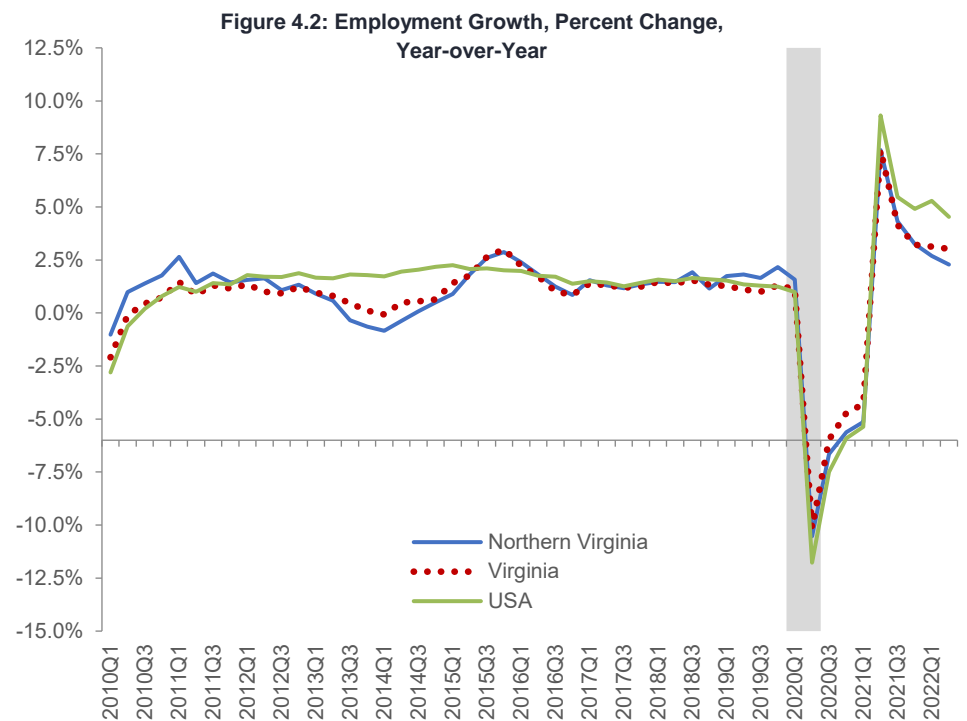
Employment level and growth is the broadest and timeliest indicator of a region’s overall economic health. A growing labor market also increases the chances that participants of VCWNR programs and services can find meaningful employment in the region.

The data show that in the second quarter of 2022 (last quarter of FY2022), Northern Virginia had total wage and salaried employment of 1.25 million, 2.3% above the 2<sup>nd</sup> quarter of 2021.<sup>9</sup> Employment dropped rapidly at the end of the first quarter and over the second quarter of 2020 due to the COVID-19 pandemic and statewide stay-at-home orders. As the economy reopened, the region has recovered 81% of the lost jobs as of the second quarter of 2022, and remains slightly below pre-pandemic levels.

Figure 4.1 depicts quarterly trends in total employment in Northern Virginia since 2010. Despite the seasonal regional employment decline in the first quarter of each year, the overall employment trend shows an expansion with two interruptions. Regional employment growth stalled during 2013 and 2014 largely due to federal spending cuts as a result of federal budget sequestration. Growth resumed after 2014, with strong employment growth occurring from 2015 through 2019. Employment peaked at 1.28 million in the fourth quarter of 2019, up 16.2% (or 178,087 jobs) since 2010. Job losses due to the pandemic set employment in the region back to its lowest level since the first quarter of 2011. As of the second quarter of 2022, the region has recovered an estimated 81% of the jobs lost in early 2020.



Source: JobsEQ® by Chmura

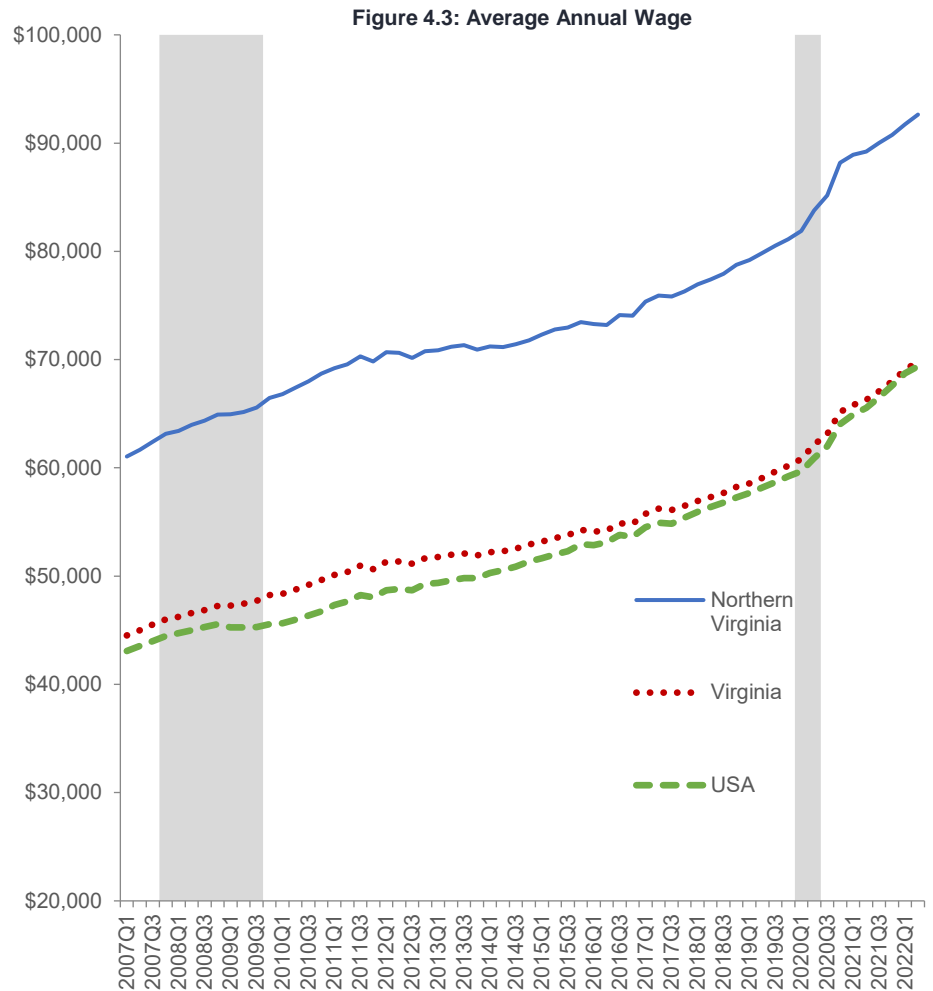


Source: JobsEQ® by Chmura

<sup>9</sup> Wage and salaried employment does not include proprietors or self-employed individuals. Chmura excluded those groups to be consistent with prior studies.

In terms of employment growth, since 2010, Northern Virginia's employment expanded at an average rate of 0.9% year-over-year; this is compared with 0.8% for Virginia and 1.1% for the nation. As Figure 4.2 shows, Northern Virginia rebounded from the 2007 to 2009 recession faster than both the state and nation, as job growth from 2010 to 2012 generally outpaced those two regions. Regional job growth lagged state and national averages from 2013 to 2015. This is largely due to federal budget cuts resulting from budget sequestration, which affected Northern Virginia disproportionately as the region has a high concentration of federal employees and federal contractors. The negative effect of federal budget cuts has since worn off. Employment growth in the region was steady from 2015 to the fourth quarter of 2019. However, there was a sharp decline in the second quarter of 2020 due to the COVID-19 pandemic, with a healthy recovery over FY2021. Over FY2022, employment growth in all three regions has begun to slow as employment numbers move closer to pre-pandemic levels.

As of the second quarter of 2022, the average annual wage per worker in Northern Virginia was \$92,636, significantly higher than the state average of \$69,814 and the national average of \$69,381 (Figure 4.3). As analyzed later, the higher average wage can be primarily attributed to the industry mix of the region. Northern Virginia has a high concentration of professional services and high-tech jobs, as well as federal government employees, which tend to pay high salaries. But wage growth in Northern Virginia trailed both state and national averages. Since 2010, the average annual wage per worker in Northern Virginia grew at 2.7% per year, compared with state and national averages of 3.0% and 3.3%, respectively.



Source: JobsEQ® by Chmura

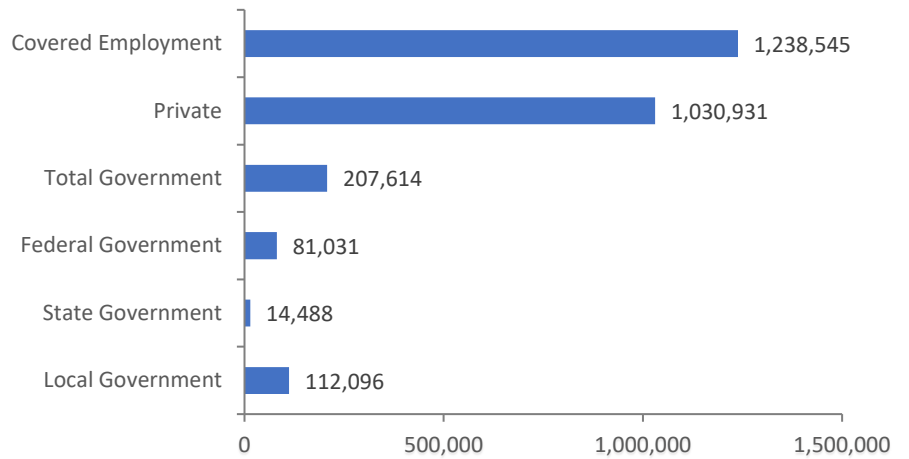
**4.2.2. Employment and Wage by Ownership**

Figure 4.4 provides a breakdown of total wage and salaried employment in Northern Virginia in FY2022 by ownership category. The data show that in FY2022, 1,030,391 jobs (or 83.2% of the region’s total employment of 1.24 million) were in the private sector. With 207,614 jobs (or 16.8%) in the government sector, the percentage of overall government employment in Northern Virginia is smaller than the state average of 17.8%. However, there is a higher percentage (6.5%) of federal government employment in the region than in Virginia (4.8%).

Among different ownership categories, average wage was the highest for workers in the federal government, averaging \$121,172 in FY2022. This is significantly higher than the average of \$92,636 for all wage and salaried workers in Northern Virginia (Figure 4.5). In contrast, workers employed in state and local governments had average wages of \$63,286 and \$67,836, respectively—much lower than wages in the federal government and private sector.

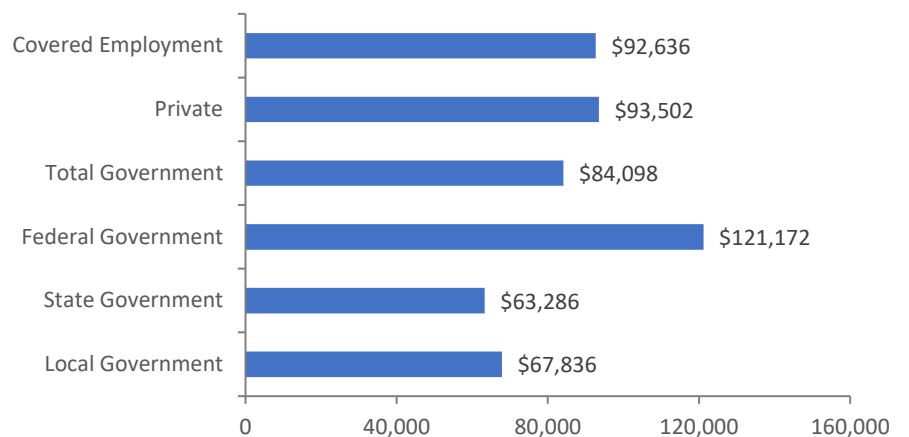
Figure 4.6 depicts the changes in employment by ownership category from FY2021 to FY2022 in Northern Virginia. Recovery from the COVID-19 pandemic was in full effect for employment in the private sector, which added 33,513 jobs over this period. Local governments gained 4,552 jobs, and federal and state government employment decreased by 506 and 8 jobs respectively.

**Figure 4.4: Employment by Ownership Category, FY2022**



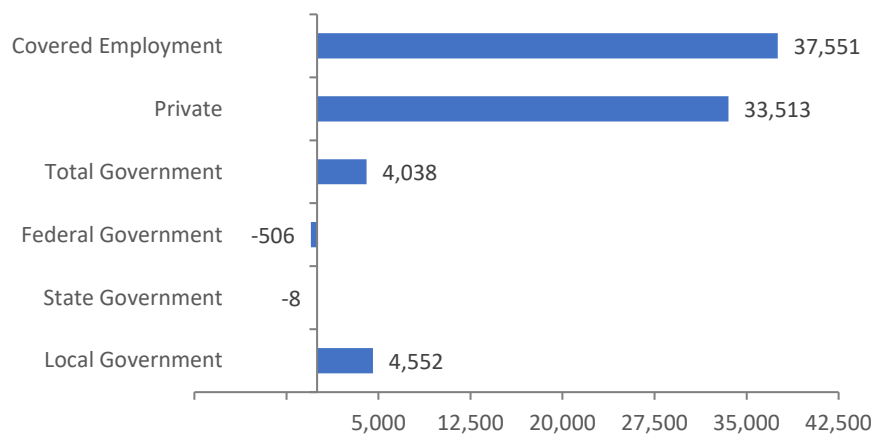
Source: JobsEQ® by Chmura

**Figure 4.5: Average Annual Wage by Ownership Category, FY2021**



Source: JobsEQ® by Chmura

**Figure 4.6: Annual Change in Employment by Ownership Category, FY2020 to FY2021**



Source: JobsEQ® by Chmura

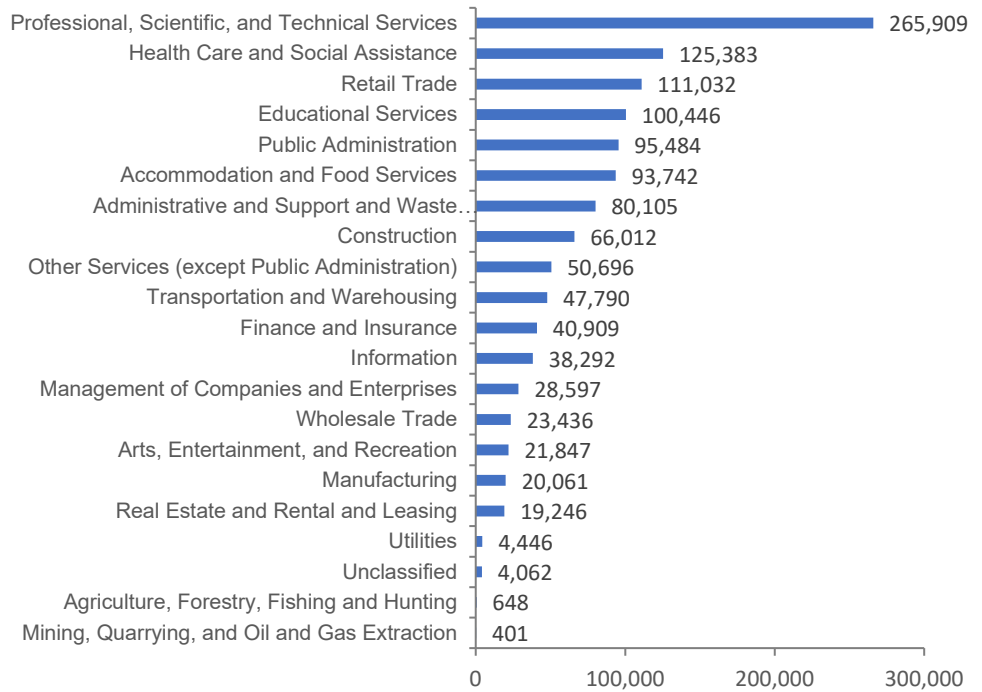
**4.2.3. Employment and Wage by Industry Sector**

Northern Virginia is home to many different industries. As Figure 4.7 shows, in FY2022, the largest industry by employment was professional, scientific, and technical services (265,909 jobs), followed by health care and social assistance (125,383 jobs), and retail trade (111,032 jobs). Other large industry sectors included educational services (100,446 jobs), public administration (95,484 jobs), and accommodation and food services (93,742 jobs). The high-paying professional, scientific, and technical services industry plays an important role in the regional economy as more than one in five (21.5%) regional workers were employed in this industry, compared with 11.8% for the state average.

Figure 4.8 presents the average annual wages by major industry in Northern Virginia for FY2022. Management of companies and enterprises was the highest-paying industry, with an average annual wage of \$193,248. This industry represents many corporate headquarters in Northern Virginia, employing a large number of corporate executives and highly skilled professionals. Finance and insurance ranked second with an average annual wage of \$159,807. Other high-paying industries were information (\$154,897 average annual wage), wholesale trade (\$141,032), and professional, scientific, and technical services (\$138,801).

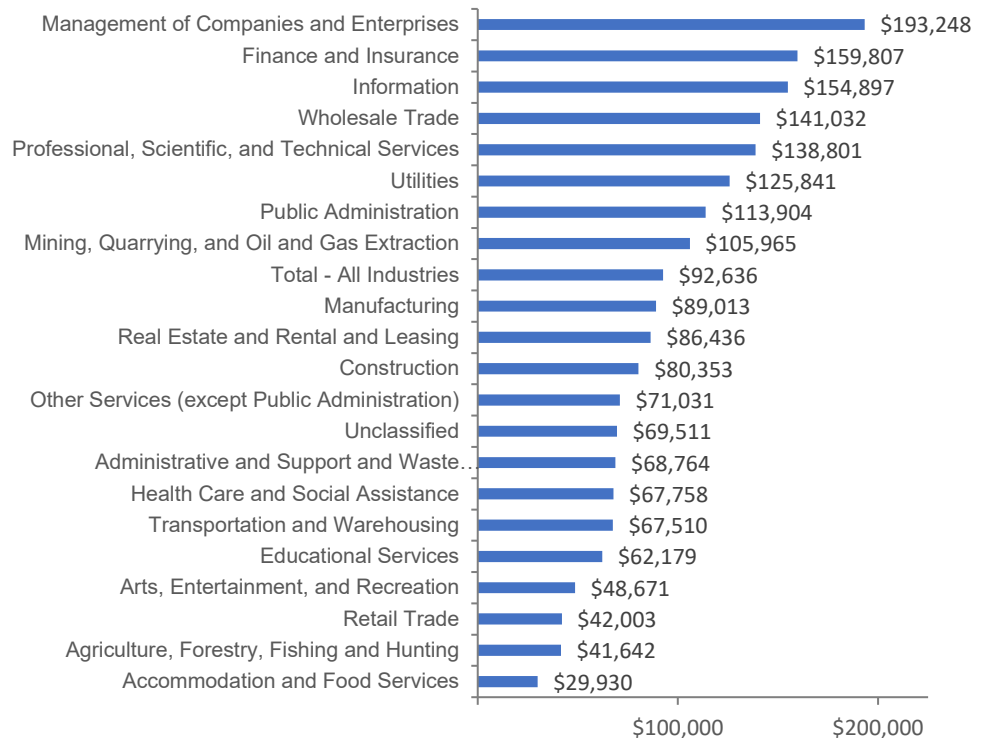
On the other end of the spectrum, the accommodation and food services and agriculture, forestry, fishing, and hunting industry paid the lowest annual wages, averaging \$29,930 and \$41,642, respectively, in FY2022. Workers in those industries may have faced challenges to maintain a certain standard of living as costs for housing and transportation in Northern Virginia are higher than in other areas of Virginia.

**Figure 4.7: Employment by Major Industry, FY2022**



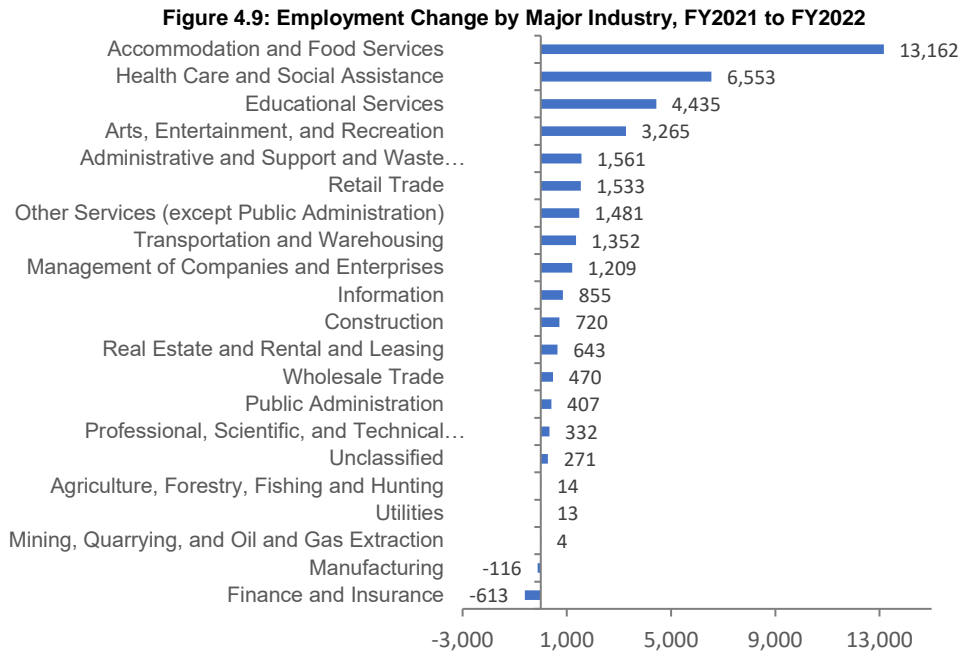
Source: JobsEQ® by Chmura

**Figure 4.8: Average Annual Wages by Major Industry, FY2022**



Source: JobsEQ® by Chmura

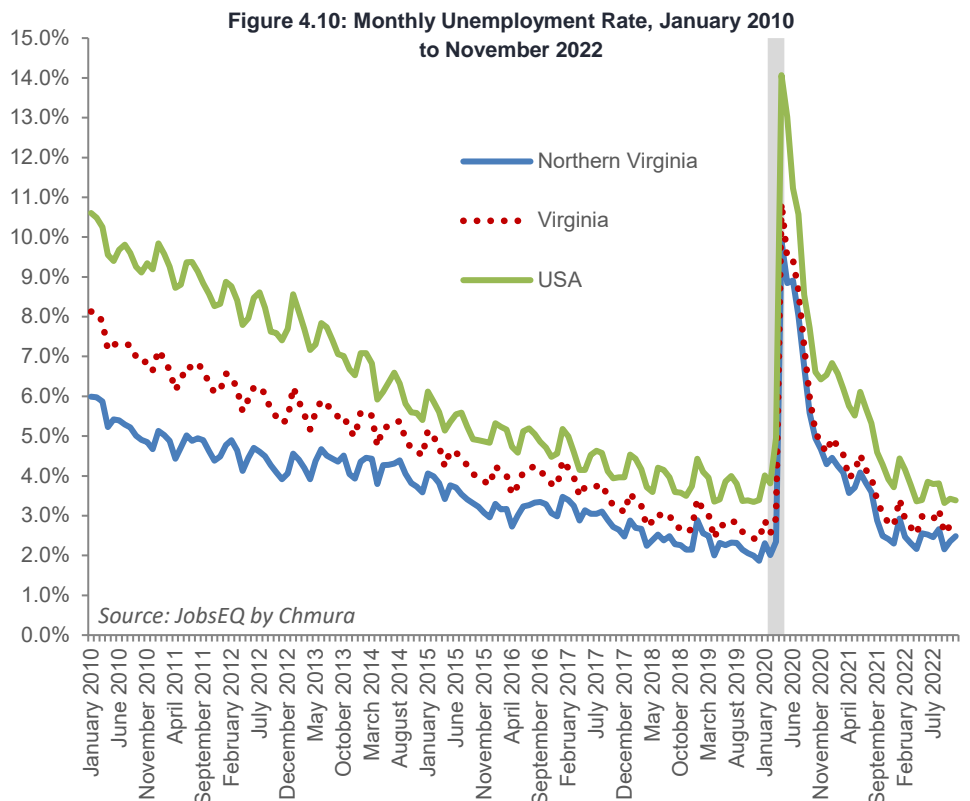
Figure 4.9 summarizes the employment changes by industry in Northern Virginia between FY2021 and FY2022. The largest employment gains over the period occurred in accommodation and food services (up 13,162 jobs following severe losses from the year prior due to the pandemic), and health care and social assistance (up 6,553 jobs). On the other hand, the largest employment losses over the period occurred in finance and insurance (down 613 jobs), and manufacturing (down 116 jobs). From the perspective of many participants of VCWNR programs and services, opportunities may lie in industries recovering lost jobs and forecast to grow in the long run such as health care and social assistance, educational services, and transportation and warehousing.



Source: JobsEQ® by Chmura

**4.2.4. Unemployment Rate**

Another broad indicator of the health of a regional economy is the unemployment rate. Figure 4.10 compares recent unemployment trends in Northern Virginia to those at the state and national levels. The unemployment rate data is monthly from January 2010 through November 2022 (the most recent month for which such data were available).



Source: JobsEQ by Chmura

The unemployment rates of the region, state, and nation steadily declined between 2010 and 2020 as the country recovered from the recession of 2007 to 2009. The data also show that unemployment rates in Northern Virginia have been consistently below the Virginia and U.S. levels since 2010. At the end of FY2022 (June 2022), unemployment rates stood at 2.5% in Northern Virginia, 3.0% statewide, and 3.9% nationally. The unemployment rate spiked in April 2020 to 9.9% in the region due to the pandemic, compared with 10.9% in the state, but has been on a steady decline ever since. The regional unemployment rate has fallen to 2.5% in November 2022, indicating a rather quick recovery from the

unemployment caused by the pandemic. The resilient economy and recovery bode well for participants of VCWNR programs

and services as they are more likely to find employment with adequate wages in the region.

## 5. Economic Impact of VCWNR

As noted earlier, the main benefit for a jobseeker to enroll in VCWNR workforce training programs and services is the potential for obtaining a job and receiving higher earnings for those formerly unemployed. When this additional income is spent within local communities, it generates additional economic impact in Northern Virginia.

As shown in Table 5.1, a total of 833 individuals found employment after enrolling in VCWNR programs or utilizing One-Stop services in FY2022. Their average incremental wage was \$43,323 per year. As a result, the total annual incremental household income generated through VCWNR programs'

job placements is estimated to be \$36.1 million. Of this figure, \$31.2 million is the incremental income for those who found jobs or received training through VCWNR non-self-service programs, and \$4.9 million is for those using One-Stop services, which remained somewhat constrained during the social distancing concerns in FY2022.

### 5.1. Economic Impact of VCWNR Non-Self-Service Programs

Excluding job placements through One-Stop services, a total of 745 individuals found jobs with the help of VCWNR non-self-service programs in FY2022. They earned \$31.2 million in annual incremental income from wages and salaries.

It is assumed that all consumption expenditures were made within Northern Virginia. In addition, the economic impact is estimated based on a "representative year" assuming all those individuals work a full year, even though employment start dates were likely spread out over FY2022.<sup>10</sup>

Table 5.2 sums up the economic impact of VCWNR non-self-service programs in Northern Virginia in FY2022. In terms of regional employment, direct impact is represented by 745 individuals who transitioned into employment through VCWNR programs. The household expenditures made by these newly employed individuals also supported an

**Table 5.1: Additional Household Income Attributable to FY2022 VCWNR Programs**

| VCWNR PROGRAMS & SERVICES                  | JOB PLACEMENTS | INCREMENTAL AVERAGE ANNUAL SALARY | INCREMENTAL TOTAL HOUSEHOLD INCOME (MILLION) |
|--|----------------|-----------------------------------|--|
| WIOA – Adult                               | 97             | \$48,391                          | \$4.7  |
| WIOA – Dislocated Worker                   | 58             | \$59,219                          | \$3.4  |
| WIOA – Youth                               | 51             | \$33,155                          | \$1.7  |
| SCSEP                                      | 23             | \$35,630                          | \$0.8  |
| TANF                                       | 86             | \$38,896                          | \$3.3  |
| Return to Earn                             | 430            | \$38,875                          | \$16.7                                       |
| <b>Total Non-Self-Service Programs</b>     | <b>745</b>     | <b>\$41,854</b>                   | <b>\$31.2</b>                                |
| <b>One-Stop Services</b>                   | <b>88</b>      | <b>\$55,765</b>                   | <b>\$4.9</b>                                 |
| <b>Total VCWNR Programs &amp; Services</b> | <b>833</b>     | <b>\$43,323</b>                   | <b>\$36.1</b>                                |

Source: SkillSource

**Table 5.2: Economic Impact of VCWNR Non-Self-Service Programs, FY2022**

|                           | EMPLOYMENT    | LABOR INCOME (MILLION) | OUTPUT |
|---------------------------|---------------|------------------------|--------|
| Direct Impact             | 745           | \$31.2                 | \$0.0  |
| Indirect & Induced Impact | 146           | \$9.5                  | \$29.5 |
| Total Impact              | 891           | \$40.7                 | \$29.5 |
|                           | STATE & LOCAL | FEDERAL                | TOTAL  |
| Fiscal Impact (\$Million) | \$2.2         | \$3.2                  | \$5.3  |

Note: Numbers may not sum due to rounding  
Source: IMPLAN 2021

additional 146 jobs in the area through indirect and induced impact, for a total employment impact of 891 jobs in Northern Virginia.

For regional labor income, the direct impact is represented by \$31.2 million in annual wages and salaries paid to individuals benefiting from VCWNR non-self-service programs. The household expenditures

made by these individuals also generated \$9.5 million in additional regional labor income through indirect and induced impact, for a total regional labor income of \$40.7 million in FY2022.

Finally, household spending by newly employed individuals also generated \$29.5 million in annual total economic output in the region.<sup>11</sup> In addition, this household

<sup>10</sup> This same assumption has been used in previous studies.

<sup>11</sup> Economic output is typically represented by total sales (revenue of all businesses) in a region.



spending is estimated to have generated \$2.2 million in state and local tax revenue, and \$3.2 million in federal tax revenue—for

a total fiscal impact of \$5.3 million in FY2022.

## 5.2. Economic Impact of all VCWNR Programs and Services

Including job placements from One-Stop services, a total of 833 individuals found jobs with the help of VCWNR programs and services in FY2022. They earned an estimated \$36.1 million in annual income in terms of wages and salaries.

Table 5.3 summarizes the economic impact of all VCWNR programs and services in Northern Virginia in FY2022. In terms of regional employment, direct impact is represented by 833 individuals who transitioned into employment through VCWNR programs and services. Household expenditures made by these individuals also supported an additional 170 jobs in the area through indirect and induced impact, for a total regional employment impact of 1,003 jobs.

For regional labor income, the direct impact is represented by \$36.1 million in

annual wages and salaries paid to individuals benefiting from all VCWNR programs and services. Household expenditures made by these individuals also generated \$11.0 million in regional labor income through indirect and induced impact, for a total regional labor income of \$47.1 million in FY2022.

In addition, household spending was responsible for generating \$2.5 million in additional state and local tax revenue, and \$3.7 million in additional federal tax revenue. The total fiscal impact was \$6.2 million in FY2022.

**Table 5.3: Economic Impact of all VCWNR Programs and Services, FY2022**

|                           | EMPLOYMENT    | LABOR INCOME (\$MILLION) | OUTPUT |
|---------------------------|---------------|--------------------------|--------|
| Direct Impact             | 833           | \$36.1                   | \$0.0  |
| Indirect & Induced Impact | 170           | \$11.0                   | \$34.1 |
| Total Impact              | 1,003         | \$47.1                   | \$34.1 |
|                           | STATE & LOCAL | FEDERAL                  | TOTAL  |
| Fiscal Impact (\$Million) | \$2.5         | \$3.7                    | \$6.2  |

*Note: Numbers may not sum due to rounding  
Source: IMPLAN 2021*



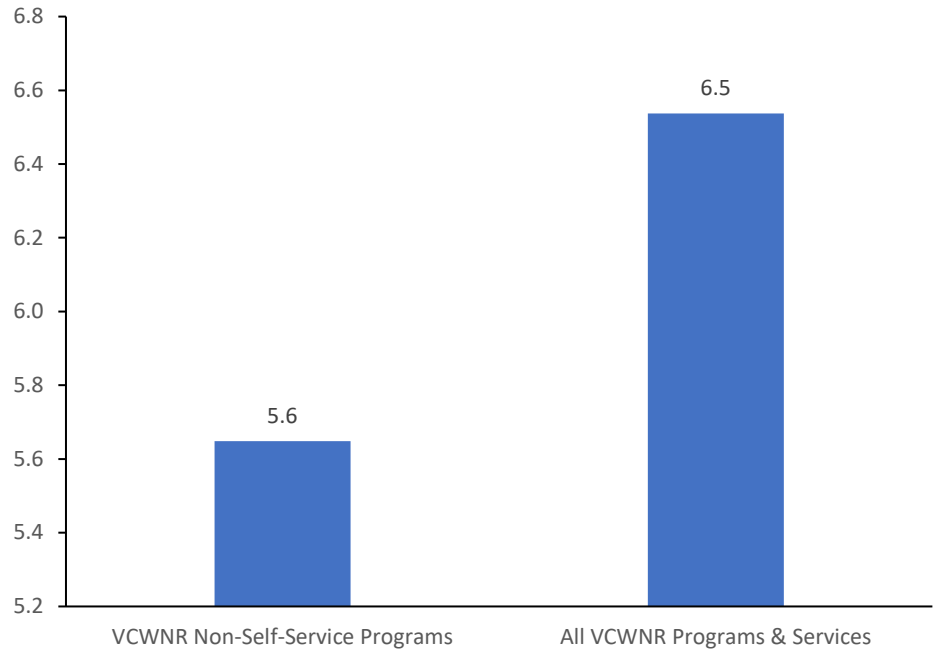
## 6. Return on Investment

In FY2022, the public cost associated with delivering VCWNR programs and services was \$7.2 million.<sup>12</sup> Comparing this cost to the benefit derived from these programs, measured in total labor income, it is estimated that the benefit-to-cost ratio was 5.6 in FY2022 for VCWNR non-self-service programs. This indicates that the benefit derived from the programs was more than five times the public cost required (Figure 6.1).

If the analysis is expanded to encompass all programs and services provided by VCWNR, including One-Stop services, the benefit-to-cost ratio rose to 6.5 in FY2022, indicating that the benefit was more than six times the public cost required.<sup>13</sup>

The ratios estimated above only capture the annual benefits of VCWNR programs and services. However, the benefits will recur in Northern Virginia each year, provided those individuals remain employed. As a result, the long-term return on investment of VCWNR programs and services can be significantly higher.

Figure 6.1: Benefit-to-Cost Ratio of VCWNR Programs and Services, FY2022



Source: Chmura, IMPLAN 2021

<sup>12</sup> Source: Audit Report, Financial and Federal Award Compliance Examination, for Year Ending June 30, 2022, SkillSource Group.

<sup>13</sup> To be consistent with prior studies, this report does not differentiate costs for One-Stop services.

## 7. Conclusion

In FY2022, Virginia Career Works Northern Region made significant contributions to the economy of Northern Virginia. Rebounding strongly following interruption of the COVID-19 pandemic, the system was instrumental in helping 833 individuals obtain jobs in FY2022. The associated incremental household income for those individuals was approximately \$36.1 million. The total impact of those programs and services is estimated to have been 1,003 jobs in Northern Virginia, associated with \$47.1 million in total regional labor income, \$34.1 million in

additional regional economic output, and \$6.2 million in state, local, and federal tax revenue.

Excluding job placements through One-Stop services, the Virginia Career Works Northern Region helped 745 individuals obtain employment through its non-self-service programs in FY2022. The increased household income for those was approximately \$31.2 million. The total impact of those programs is estimated to have been 891 jobs in Northern Virginia, associated with \$40.7 million in total

regional labor income, \$29.5 million in additional regional economic output, and \$5.3 million in state, local, and federal tax revenue.

In FY2022, the public cost associated with all VCWNR programs and services was \$7.2 million. Comparing benefit and cost, the benefit-to-cost ratio for VCWNR non-self-service programs was 5.6, while the benefit-to-cost ratio rose to 6.5 for all VCWNR programs and services.

## Appendix 1: Impact Analysis Glossary

*Impact Analysis*—an examination of business-business and business-consumer economic relationships capturing all monetary transactions in a given period, allowing one to calculate the effects of a change in an economic activity on the entire economy (input-output analysis).

*Direct Impact*—economic activity generated by a project or operation. For construction, this represents activity of the contractor; for operations, this represents activity by tenants of the property.

*Overhead*—construction inputs not provided by the contractor.

*Indirect Impact*—secondary economic activity that is generated by a project or operation. An example might be a new office building generating demand for parking garages.

*Induced (Household) Impact*—economic activity generated by household income resulting from direct and indirect impacts.

*Ripple Effect*—the sum of induced and indirect impacts. In some projects, it is

more appropriate to report ripple effects than indirect and induced impacts separately.

*Total Economic Impact*—the sum of the direct, indirect and induced impact.

*Fiscal Impact*—the tax revenue for federal, state or local governments derived from the direct economic impact.

*Multiplier*—the cumulative impacts of a unit change in economic activity on the entire economy.

## Appendix 2: The SkillSource Group, Inc. Board of Directors

**Robert Bartolotta**

Manhattan Strategy Group

**Joseph Carter**

R&K Cyber Solutions LLC

**Cris Daniluk**

Rhythmic Technologies

**Debra Eshelman**

Independent Consultant

**Wayne Hallheimer**

WCH Realty Advisors LLC

**George Harben**

Prince William County Department of

Development Services

**Todd House**

Washington Gas

**Rebecca Hughes**

SAP Global Marketing

**Roxana Mejia**

IUPAT District Council 51

**Christopher Rieley**

Bank of Clarke County

**Todd Rowley**

Old Dominion National Bank

**Patrick Small**

City of Manassas Economic Development

**Marc Tate**

Amazon Web Services

**James Thomas**

J.E. Thomas and Associates

**William Trumbull**

ICF International

**Hector Velez**

Vector Talen

## Appendix 3: Virginia Career Works Northern Region Board of Directors

**Shakera Alvarado**

Fairfax County Public Schools

**Robert J. Bartolotta**

New Editions Consulting

**Michael Becketts**

Fairfax County Department of Family Services

**Glenda Blake**

Northern Virginia Family Services

**Anthony Cancelosi**

Columbia Lighthouse for the Blind

**Joseph Carter**

R&K Cyber Solutions LLC

**Louis Cernak**

International Union of Operating Engineers, Local 99

**Julie Coons**

Northern Virginia Chamber of Commerce

**Joseph Diaz**

Didlake, Inc.

**Edward Dupass**

Virginia Employment Commission

**George Harben**

Prince William County Department of Development Services

**Debora Harvey**

Heavy Construction Contractors Association

**Larry Hoffman**

George Washington University

**Derwin Overton**

OAR

**Steven B. Partridge**

Northern Virginia Community College

**Bruce Patterson**

ServiceSource

**Leanne Rerko**

Virginia Department for Aging and Rehabilitative Services

**Christopher Rieley**

Bank of Clarke County

**Todd Rowley**

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**Olivia Shultz**

SAP NS2

**Mary Ann Shurtz**

Stratford University

**Karen Smaw**

Fairfax County Economic Development Agency

**Zuzana Steen**

Micron Technology, Inc.

**Paul Steiner**

Fairfax County Public Schools

**William Trumbull**

ICF International

**Roxana Mejia**

IUPAT District Council 51

**Susan Mitchell**

Guardians of Honor, LLC

**William Mountjoy**

AFL-CIO

**Fatimah A. Ogungbade**

Dominion Energy

**Hector Velez**

Vector Talent

**Michele Weatherly**

Prince William County Department of Economic  
Development

**Lisa Whetzel**

Britepaths, Inc.

**Joan Wise**

Cornerstones

**Workforce Innovation and Opportunity Act  
Annual Compliance Review  
Virginia Career Works – Northern Board  
Program Year 2021**

**Prepared by  
Deirdre Williams, Workforce Compliance Monitor  
Fred Hitti, Fiscal Workforce Compliance Monitor**

**Issued February 23, 2023**





## Purpose of the Review

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

Due to the lingering effects of the COVID-19 pandemic, an enhanced desk review of the administrative, fiscal, and programmatic components was conducted. A sample of individual records was reviewed, various reports from the Virginia Workforce Connection (VaWC) system of record were analyzed, and staff interviews were conducted to shed light on service delivery and case management.

## Report Contents

This report contains the results of the administrative, fiscal, and program reviews for the Virginia Career Works – Northern Board for the Program Year 2021. The report may include findings, concerns, and considerations. If the review team identified a finding or concern, a detailed description and the required or recommended actions are provided. The following describes the difference between findings, concerns, and considerations.

- *Findings:* Findings indicate that the area is out of compliance with current Federal laws/regulations or state and local policies. Each finding has a required action to ensure compliance. The local area must provide a corrective action plan for all findings.
- *Concerns:* Concerns identify potential risks to the local area and may result in a future finding if the issue is not addressed. Although this does not indicate that the local area is out of compliance, recommended or required corrective actions are provided to improve services to the local area.
- *Considerations:* Considerations address an area identified that may benefit the local area or enhance monitoring of the local area.

The Virginia Career Works – Northern Board (VCWNB) must provide a corrective action plan for all required actions as indicated in this report.

## Findings

### **1. Virginia Workforce Connection (VaWC) Records Management**

Reports on participants' activity status were processed for the current program year. Targeted reports were run on specific services, including supportive services for needs-related payments, work experience, on-the-job training, and incumbent worker training. A sample of participant records was reviewed relative to the targeted activity status and for compliance with implementing fully electronic case files. The following issues were noted in the VaWC:

- Three records do not contain documentation of payments made to the participant.

*References:* 20 CFR 681.600 (b); Virginia Workforce Letter (VWL) 19-07 WIOA Title I Youth Program Work Experience 20% Expenditure; VWL 20-06 WIOA Participant Activity Code Definitions, Projected Duration and Use Projection Limitations; VWL 20-07 VaWC System of Record and Electronic Case Files

*Required Actions:* The VCWNB should review the cases identified in Attachment A and make the appropriate corrections to the active participant records in the VaWC. The VCWNB must provide training

to staff on the issues listed above. Documentation of training must be submitted to the VCCS WIOA Title I monitoring team for review.

## Concerns

### **A. LWDA Website**

Because websites are a branding mechanism for the local area, the information on the site must be current and certain documents should be available for viewing. During a review of the vcwnorthern.com website, the following items were noted:

- Notice of the Chief Elected Official (CEO) meeting dates and times are not posted.
- The VCWN Board Meeting Summary Notes section does not contain information from the formal meetings of the board that occurred in 2022.

*References:* Virginia Board of Workforce Development (VBWD) Policy 20-02 Local Workforce Boards; VWL 17-03

*Required Action:* The local area must ensure that outdated documents are removed from the website and updated documents and information are added to the website. The VCWNB shall provide a timeline for the completion of this activity to the VCCS WIOA Title I monitoring team and notify the VCCS when the actions are complete.

## Next Steps

### **Development of a Corrective Action Plan**

Upon receipt of this report, the VCWNB must develop a corrective action plan that addresses the findings and concerns with the required actions in this report. A corrective action form is provided with this report. The LWDB Executive Director must submit the completed form to the VCCS WIOA Title I monitoring team for approval within thirty (30) calendar days, including documentation of any required actions completed within the thirty (30) calendar days, and a timeline for any remaining items.

### **Follow-up**

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

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

## Attachment A: VaWC Analysis

### Electronic Record

| State ID        | Activity Details  |
|-----------------|---|
| 2396527 - Youth | 1. The record does not contain documentation of payments made to the participant. |
| 3427019 - Youth | 1. The record does not contain documentation of payments made to the participant. |
| 3495534 - Youth | 1. The record does not contain documentation of payments made to the participant. |

March 2, 2023



| The <i>SkillSource</i> Group, Inc.   |                    |                    |                 |                                     |
|--|--------------------|--------------------|-----------------|-------------------------------------|
| SUMMARY OF PENDING FUNDING AND DEVELOPMENT ACTIVITIES  |                    |                    |                 |                                     |
| To the <i>SkillSource</i> Finance Committee February 24, 2023  |                    |                    |                 |                                     |
| Project Name/Solicitation  | Funding Request    | SSG Funding        | #s to Be Served | Proposal Status                     |
| <b>APPROVED</b>  |                    |                    |                 |                                     |
| <b>FY 2023 - 2024 United Way of the National Capital Area Member Application</b>   |                    |                    |                 | <b>Approved</b>                     |
|  | <b>\$0</b>         | <b>\$0</b>         | <b>0</b>        |                                     |
| <b>NOT APPROVED</b>  |                    |                    |                 |                                     |
| <b>DOL Youth Systems Building Academy Application for Technical Assistance</b>   | \$0                | \$0                | TBD             | <b>Not Selected</b>                 |
|  | <b>\$0</b>         | <b>\$0</b>         | <b>\$0</b>      |                                     |
| <b>PENDING</b>   |                    |                    |                 |                                     |
| <b>Employment Supports for Lifelong Achievement (ESLA) Proposal to Virginia Department of Social Services (March 2023 - June 2024)</b> | \$214,404          | \$214,404          | 34              | <b>In Contract Negotiation</b>      |
| <b>2023 Fairfax County Department of Economic Initiatives - Work-Based Learning Project (May 2023 - October 2024)</b>                  | \$2,800,000        | \$900,000          | 125             | <b>In Scope of Work Development</b> |
| <b>2023 Prince William Financial Empowerment Center Proposal to United Way of the National Capital Area (January 2023 - June 2023)</b> | TBD                | TBD                | TBD             | <b>Pending Submission</b>           |
| <b>U.S. Department of Justice Second Chance Act Improving Reentry Education and Employment Outcomes</b>                                | TBD                | TBD                | TBD             | <b>Due 4/4/2023</b>                 |
|  | <b>\$3,014,404</b> | <b>\$1,114,404</b> | <b>159</b>      |                                     |