



NORTHERN REGION

Board of Directors Meeting

Agenda and Meeting Materials

**Thursday December 7, 2023
8:30 a.m. – 10:30 a.m.**

In Person at 8300 Boone Blvd., 4th Floor, Vienna, VA 22182 and

By Zoom Meeting

<https://us02web.zoom.us/j/86941556959?pwd=ZUoxZ0ZDeTQ0cFVhK1lBWUJOGtOZz09>

Meeting ID: 869 4155 6959

Passcode: 952272

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

**Thursday December 7, 2023
8:30 a.m. - 10:00 a.m.**

Roll Call

Chairman's Report

Approval of September 7, 2023 Quarterly Board Meeting Summary Notes

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

Necessary Board Actions Aligned with Approved 2021 – 2024 Strategic Priorities

Become a Thought Leader for Workforce Development

- Ratification of Updated FY 2024 *SkillSource* Group Budget
- Approval of Proposed Virginia Career Works – Northern Legislative Recommendation to The Fairfax County Board of Supervisors
- Update on New State Workforce Development Agency Implementation

Expand Talent Pipeline of Youth and Adults for Business

- Approval of Updated VCWN Policies – Supportive Services

Expand Strategic Partnerships Across Northern Virginia to Accomplish Our Goals

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

Board Business Items

- Program Management Reports
- Executive Director Items

Adjourn

Virginia Career Works Northern Region

Thursday, September 7, 2023

Quarterly Board of Directors Meeting

Summary Notes

Members Present:

Robert Bartolotta	Debora Harvey	Roopal Saran
Michael Becketts	Debby Hopkins	Daisy Saulls
Glenda Blake	Roxana Mejia	Cindy Shao
Anthony Cancelosi	Derwin Overton	Zuzana Steen
Louis Cernak	Steve Partridge	Hector Velez
Julie Coons	Leanne Rerko	Michele Weatherly
Edward Dupass	Christopher Rieley	Tonya White (for
George Harben	Todd Rowley	Sheila Dixon)

Executive Director: David Hunn

Staff: Sabrina Miller, Seema Jain, Nancy Nguyen, Rebecca Bennett, Wossenu Weldekiros, Deborah Shaffer, Sheila Jones, Karla Quiroz, Angela Harris, Claudia Barrios, Lauren Parker, Virginia Judd, Jannette Sequeira, Jenny Pardo, Haimanot Andaleum, and Eliza Chappell

Observers: Robin Baker, Lindsay Washington, Toi Tanton, Trang Montgomery, Mike Bozeth, Greg Vaughn, William Browning, Kimberly Carr, Shelly Rodriguez, Myra Mobley, Susan Orehowsky, Kayla May, Linda Siam, Sandra Zacarias and Jennifer Lucio Corsini

The meeting commenced at **8:35 a.m.**

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

Approval of June 2, 2023 Summary Notes: A motion was made by Louis Cernak to approve the Board Summary notes from June 2, 2023 and was seconded by Michael Becketts. The Summary Notes were approved unanimously by the full Board of Directors, with no abstentions.

Chairman's Report:

Mr. Chris Rieley, filling in for Mr. William Trumbull, the Chairman of the Virginia Career Works Northern Region Board of Directors, welcomed the Board to the meeting.

Mr. Rieley discussed the organization being nearly through the First Quarter of FY 2024. Our Team and the Virginia Career Works One Stop Operator, the Fairfax County Department of Family Services, finished FY 2023 with an excellent year of program expansion, innovative partnerships, and outstanding job placements. Mr. Rieley shared a brief overview of new issues that have emerged over the Summer and then got into the specific Agenda items in the Board Package.

Mr. Rieley sent congratulations to one of our fellow Board Members, Ms. Debora Harvey, the Executive Director of the Heavy Equipment Operators of Virginia, for her recent appointment by Governor Youngkin to the State Board of Workforce Development. Deborah joins another VCW Northern Board Member, Zuzana Steen, of Micron, on the State Workforce Board.

Mr. Rieley updated the board on the Implementation of State Workforce Portal. At our June Board meeting, our Team outlined their Implementation Plan for moving ahead with the State Workforce Portal, as of July 1, 2023. Our Team, and other local workforce areas throughout the State, had been planning for months on how best to move ahead with Portal implementation, with all its technological challenges. In early August, State officials notified all local workforce areas that Portal Implementation was being suspended immediately and that State officials would not be holding local workforce areas responsible for implementation. No reasons were provided by State officials.

Mr. Rieley discussed the U.S. House of Representatives Committee proposing massive Workforce program funding reductions. In July, the Appropriations Subcommittee for the U.S. House of Representatives approved an FY 2024 Budget proposal that recommends significant funding reductions to the WIOA programs, including substantial cuts to the WIOA Adult Program, and complete elimination of the WIOA Youth Program and the Senior Community Service Employment Program. The VCWN Board Chairman signed a letter expressing our Board's concerns to Congresswoman Jennifer Wexton that is included in today's Board Package that we will discuss in our Agenda review. Mr. Rieley noted that this Subcommittee budget has not been considered by the full Appropriations Committee or the full House of Representatives, likely due to insufficient support by many House members.

Mr. Rieley then updated the board on the WIOA Training Expenditure Requirement. Our Team learned recently that the Governor and Labor Secretary will be proposing legislation later this year to increase the WIOA Training Funding percentage to 50% (from 40%), to be effective July 2024. The definition of training will be expanded to include time spent by WIOA case managers for job placement of WIOA jobseekers. **In 2015, our local workforce area was one of the most vocal opponents of this initial legislation, but it was accepted by the Fairfax County Board as it was proposed by a Democratic Governor.** The VCWN Board needs to see much more detail on how the definition of training expenditures will be outlined in the policy documents.

This Summer, our Board staff worked closely with Michele Weatherly of the Prince William Department of Economic Development to plan and organize the Prince William Workforce Round Table, a taped interview session that included Ms. Christina Winn, the Director of the Prince William County Department of Economic Development, Dr. Anne Kress, President of Northern Virginia Community College, and Ms. Latanya McDade, the District Superintendent of Prince William Public Schools. This video interview was taped at TriVision Studios in Chantilly and the final product is close to being produced. Michele Weatherly shared her perspective on the Round Table taping and how her department plans to utilize this video session.

Later in September, the SkillSource Group Board Chairman, Christopher Rieley, in collaboration with Ms. Rebecca Moudry, the Director of the Fairfax County Department of Economic Initiatives will publish a new workforce editorial in The Washington Business Journal, highlighting a new

Fairfax County initiative called Talent Up Fairfax. There will be a briefing on this initiative later in today's Board Meeting and its anticipated impact on the local workforce system. The SkillSource Group, Inc. has been invited to administer the Talent Up Fairfax program, with funding made available from the American Rescue Plan (ARPA).

Finally, in the September 15th edition of the Washington Business Journal, the Virginia Career Works Northern Region will be highlighted in a new Workforce Directory, to be highlighted to the region's employers who read the Washington Business Journal.

Introduction of New Board Members

Mr. Rieley then introduced a new board member. He called on each board member and affiliations and invited them to introduce themselves to their fellow Board Members.

- Michael Hain, Director of Human Resources, Salamander Resort and Spa

Mr. Rieley then asked for Committee Report Updates, as follows.

The SkillSource Group, Inc. (SSG) Board of Directors: George Harben reported for the SSG Board of Directors. Since the Virginia Career Works Northern Board meeting in June 2023, the SSG Board of Directors met later in June and acted on the following items:

- Reviewed and approved the Final FY 2024 Budget for SkillSource, the Virginia Career Works Northern and the WIOA One Stop Operator. This Board will be asked to ratify the updated and revised FY 2024 Budget.
- Harben highlighted that the FY 2024 Budget is continuing to fund armed security guards at two American Job Centers in Northern Virginia, Alexandria, and Woodbridge, which include Virginia Employment Commission employees. **The Virginia Employment Commission is providing no funding to support these security guards in this fiscal year and the Agency has not responded to our request to share 50% of security costs in FY 2024.** VCWN will discuss our budget appeal to the Virginia Labor Secretary later in the meeting.
- In June, SkillSource was notified by the Fairfax County Sheriff's Office that our SkillSource Group Pre-Release Employment Center at the Fairfax Jail was to close. That Center had been opened since 2008 (15 years) and served over 900 inmates transitioning back to the community. While the Center has closed down, SkillSource staff were able to negotiate having a staff person work closely with inmates at the Fairfax Adult Detention Center, which will be an ongoing service.
- The SkillSource Group Board authorized the purchase of a new SkillSource Management Information System, using LaunchPad as a product vendor. LaunchPad is a Salesforce FedRamp certified vendor, and this new system will be used for our non-WIOA programs such as Ticket to Work and the TANF Employment Assistance program.

- Finally, Mr. Harben shared that The SkillSource Group President has announced that the offices in Tysons Corner will be open five days per week, starting on Monday June 5th. SSG staff will continue with a hybrid work environment, both in office and off-site. The SkillSource offices will also be used by trainees with the Senior Community Service Employment Program and the WIOA Youth Program, as needed.

Youth Committee: Leanne Rerko reported for the Youth Committee.

- The Youth Committee last met on June 6, 2023.
- As of May 31, 2023, the Northern Virginia WIOA Youth Program was at 154 enrollments, with 1 In-School Youth enrollment.
- The Committee was apprised of the activities around the upcoming summer Educating Youth through Employment (or EYE) program, which the Board will hear more about during our meeting today.
- The Committee approved hiring two new positions to support the expansion of the Northern Virginia WIOA Youth Program, including a part-time Youth Ambassador to conduct outreach to youth. The other position is a WIOA Youth Job Developer position who would develop work-based learning opportunities with local employers and identify permanent employment for enrolled youth. Both positions have now been hired
- Lastly, the Committee reviewed the PY 2022 obligations and expenditures, as well as the performance report for the third quarter; the Northern Virginia WIOA Youth program exceeded three of the five performance measures. The program was falling short on Measurable Skills Gain, but is expected to meet this measure by the end of the program year.

Necessary Board Actions Aligned with Approved 2021 – 2024 Strategic Priorities

Become a Thought Leader for Workforce Development

Virginia Career Works – Northern Letter to Congress on FY 2024 Appropriations Funding Level

David Hunn reviewed the letter to Congress, highlighting the negative impacts of the allocations included in the FY 2024 House Appropriations Subcommittee for Labor-HHS Education and Related Agencies bill. The Subcommittee bill proposes to reduce core Workforce Innovation and Opportunity Act (WIOA) Title I funding by 50.1 % or \$2.85 billion, and includes:

- A cut of \$886 million for WIOA Adult Job Training funding to States. In Northern Virginia, our five American Job Centers served over 50,000 jobseekers this past year, of which at least 85% of these jobseekers meet WIOA Adult program eligibility.
- Funding elimination for WIOA Youth Job Training state grants, a cut of \$948 million that would eliminate job training and employment services. Our Northern Virginia WIOA

Youth Program is on track to serve over 200 at-risk young adults currently, one of the largest youth employment programs in Virginia.

- Funding elimination for the Senior Community Service Employment Program, a cut of \$405 million. Our workforce area is a subcontractor with the National Council on Aging and our Northern Virginia SCSEP Program reaches over 130 older workers throughout the region, one of the largest older worker programs in the Mid-Atlantic region.

If enacted, these proposed funding reductions and program eliminations will dramatically impact our ability to serve Northern Virginia jobseekers and employers. It was asked that these anticipated program impacts be shared with all Committee members before the full U.S. House of Representatives Appropriations Committee hearing on this legislation.

Virginia Career Works – Northern Appeal of FY 2024 Infrastructure Funding Agreement

David Hunn reviewed the Appeal letter on Proposed FY 2024 Infrastructure Funding Agreement - American Job Centers, Alexandria and Prince William.

Ratification of Updated FY 2024 SkillSource Group Budget

Nancy Nguyen discussed the Final Draft of the FY 2024 Budget shows a balanced budget with total revenues equal total expenses, at \$11.294 million. The increase in Net Assets with Donor Restrictions is expected to offset the decrease in Net Assets Without Donor Restrictions, resulting in no deficit or surplus.

Program	Increase / (Decrease) in Net Assets
United Way Financial Empowerment Center (UW FEC)	16,823
Ticket to Work	(17,161)
Unrestricted Program	(5,039)
Indirect cost	5,379
Total Increase / (Decrease) in Net Assets	(0)

This draft of the budget incorporates the following changes regarding the WIOA programs:

- Addition of new Dislocated Worker funding of \$47,873, which is the result of fixing an error in the State formula calculating Dislocated Worker funding allocations to local workforce areas. This new funding is added to the temporarily unobligated funds.
- Increase in Dislocated Worker Training to \$65,000 from \$55,000 in the second draft of the budget.
- One-Stop Operator – Fairfax County Department of Family Services

- Revised the number of staff: 22.5 FTEs for the WIOA Adult, Dislocated Worker and Youth programs combined, 1.5 FTE for the Senior Community Service Employment Program (SCSEP), and 3 for the Prince William ELEVATE program.

Other changes include:

- Conclusion of the Job Access Reverse Commute (JARC) project (Contract #17-033) funded by the Metropolitan Washington Council of Governments (MWCOG) at the end of fiscal year 2023. The previous budget draft assumed the project continues into fiscal year 2024.
- Updating the FY 2024 SCEP budget based on the actual funding level stipulated in the FY24 MOU between SkillSource the National Council on Aging (NCOA).
- Updating health insurance and life & disability premiums increases, with health insurance.
- premium increases by 15.24% on average for all employees, and 0% premium increase for life & disability insurance in FY 2024. The previous budget versions assume 9% increase of health insurance and 6% for life & disability insurance.
- Miscellaneous staff time allocation adjustments across grants and programs.

The SkillSource Group, Inc. Board of Directors approved this budget at its June 23, 2023, meeting.

A motion to ratify Final Draft of the FY 2024 *SkillSource* Budget, was made by George Harben and seconded by Debora Harvey. The motion was unanimously approved by the full Board of Directors.

Expand Talent Pipeline of Youth and Adults for Business

Review of Northern Virginia Career Pathways for Refugee State Grant

Eliza Chapell presented to the Board of Director the Northern Virginia Career Pathways for refugees State Grant. This grant is targeted to support WIOA Clients Transitioning from Afghanistan and Ukraine during the period of November 2023 until March 31, 2024. \$168,000 has been allocated to reduce barriers for clients. This includes certification training, Work-Based learning opportunities, interview coaching, resume writing and more.

Ms. Chapell shared data about NVCPR clients, this data included age, gender, visa status etc. While also providing information on the potential positive economic impact of refugee clients under the new grant.

Lastly, Ms. Chapell shared a success story and the goals and progress of the Northern Virginia Career Pathways for Refugees WIOA Initiative.

2023 Educating Youth through Employment (EYE) Program Update

Seema Jain presented on the wrap up of the 2023 EYE Program. The Educating Youth Through Employment (EYE) Program, a private sector initiative of The SkillSource Group, Inc., in collaboration with the Fairfax County Government, provides young adults with professional paid employment opportunities at agencies, non-profit organizations, and private sector companies throughout Fairfax, Loudoun, and Prince William Counties.

This year, Fairfax County Department of Family Services – Children, Youth, and Families (CYF) and Neighborhood and Community Services (NCS), Department of Aging and Rehabilitative Services (DARS), Workforce Innovation & Opportunity Act Youth Program (WIOA Youth); and Kaiser Permanente (KP) sponsored young adults ages 14-24 with paid work experiences for just under six weeks. Participants were provided the opportunity to build professional skills through workforce development trainings throughout the summer. EYE program counselors acted as mentors and provided guidance as the participants built important skills for their future.

In 2020 and 2021, the program converted to 100% virtual training sessions due to the COVID-19 pandemic. In 2022, the program offered both in-person work experiences for WIOA and DARS Youth and virtual training for County agency-sponsored youth. In 2023, the program returned to pre-pandemic services, and training and work experiences for all youth were offered in-person.

Ms. Jain shared the EYE process beginning in January through April, which includes meeting with sponsoring agencies and preparing applications and marketing materials. April begins the outreach to EYE Youth individuals and collecting applications. May through June, EYE counselors start and continue to collect applications and payroll documents. EYE Youth participants also go through two paid job readiness trainings. Finally, July through August, EYE Youth participants start their paid work experiences, attend a career exploration session and then come together for a EYE Ceremony recognition event.

Ms. Jain shared outcome data as follows.

Applications received:171

Enrolled:152

Placed:140

Completed:124

Lastly, Ms. Jain highlighted the EYE Worksites and shared success stories of two EYE Participants.

Expand Strategic Partnerships Across Northern Virginia to Accomplish Our Goals

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

Sandra Zacarias and Trang Montgomery 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 June 30, 2023. They also provided an update on FY2024 for the period of July 1-31, 2023.

Build Sustainable Partnerships with Region's Targeted Industries

Overview of New Fairfax County Talent Up Initiative

Seema Jain and Rebecca Bennett gave a presentation of the Talent Up Initiative. Talent Up Is a Work-Based Learning (WBL) 17-month demonstration pilot project funded by Fairfax County's Department of Economic Initiative (DEI). \$2.3 million initiative using ARPA funding, that will end on December 31, 2024. Staffing costs included part-time Project Director and 3 staff positions. Talent Up staff will utilize multiple strategies to engage approximately 400-500 Fairfax County employers (including employers interested in revising their job background and education requirements to be more inclusive of previously overlooked candidates who may not have initially qualified). Talent Up will sponsor 185 or more temp-to-perm internships to create or expand the use of work-based learning as a low risk and high-return method of filling hard-to-recruit jobs in gateway occupations.

Ms. Jain and Mrs. Bennett reviewed the program benefits, the eligibility criteria, and the Talent Up Fairfax goals.

Board Business Items

Program Management Reports

David Hunn provided an overview of the Program Management report, which highlighted service and performance data for FY 2023 from July 1, 2022, through June 30, 2023.

Executive Director Items

David Hunn provided an overview on FY 2023 (through June 2023) WIOA Training expenditures, by vendor and OJT Commitments, The New Skilled Trades Partnership with Google Data Centers, New Northern Virginia Health Foundation Report on Health Disparities, and the VCW Northern Annual WIOA Compliance Review. Finally, he reviewed the *SkillSource* Group Summary of Grants and Contracts Award Matrix

Adjournment

With all Board activities completed, Mr. Rieley sought a motion to adjourn the meeting. The motion was made and seconded.

The meeting adjourned at 10:30 a.m.

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

SUBJECT: Approval of FY 2024 Final Budget – Fourth Pass

The fourth draft of the FY24 Budget shows a balanced budget with total revenues equal total expenses, at \$12.91 million. The increase in Net Assets With Donor Restrictions is expected to offset the decrease in Net Assets Without Donor Restrictions, resulting in no deficit or surplus.

Program	Increase / (Decrease) in Net Assets
United Way Financial Empowerment Center (UW FEC)	16,823
NVITE	(15,454)
TANF4	(3,490)
Ticket to Work	(7,161)
Unrestricted Program	(5,039)
Indirect costs	14,322
Total Increase / (Decrease) in Net Assets	(0)

This budget version incorporates the following changes:

- Addition of the new Talent-Up Fairfax grant. The total grant funding for 17 months is \$2,310,000, and the FY24 portion is estimated at \$1,524,217.
- Additional transfer of \$230,00 from the WIOA PY22 Dislocated Worker program to the Adult program, increasing total transfer requested for PY22 to \$710,000 (for two years FY23 and FY24). Total FY24 WIOA transfer from the Dislocated Worker program to the Adult program for both PY22 and PY23 is \$780,000.
- Updating the FY24 SCEP budget as approved by the National Council on Aging, updating the NVITE grant with actual carryover funds from FY23, and updating the EYE and DARS SEAL grants with more accurate expenses.
- Increasing estimated Ticket to Work revenue to \$170,000 from \$160,000 based on actual FY23 results.
- Miscellaneous staff time allocation adjustments across grants and programs.

ACTION REQUESTED:

The Virginia Career Works - Northern Board of Directors approves the fourth pass of the FY 2024 SkillSource Budget.

STAFF: David Hunn
Seema Jain
703-827-3782

**The SkillSource Group, Inc.
FY 2024 Budget**

December 7, 2023



**The SKILLSOURCE GROUP, INC.
Fiscal Year 2024 Consolidated Budget**

	Budget FY 2024	Budget FY2023	Inc. (Dec) in Budget FY23 to FY24	
Revenues				Discussion of Budget FY 2023 to Budget FY 2024
Government contracts	\$ 11,596,664	\$ 8,850,879	2,745,786	Estimated Reduced WIOA funding; conclusion of AJC Security, Covid Disaster Relief, Covid CWH Discretionary, NVITE
Other restricted income	1,144,240	859,296	284,944	Increase in UW FEC funding and increased rental revenue due to increased total One-stop center operating costs
Unrestricted income	170,300	162,808	7,492	
Interest	1,800	1,800	-	
Total Revenues	12,913,004	9,874,782	3,038,222	
Expenditures				
<u>SSG Personnel costs</u>				
Salaries	1,744,916	1,335,298	409,618	Salary increase due to COLA
Fringe benefits	555,897	389,574	166,323	Fringe increase due to COLA and estimated increases in health insurance and disability insurance premiums
Total Personnel Costs	2,300,813	1,724,872	575,941	
<u>Operating Expenses</u>				
Annual report production	6,000	6,000	-	
Audit	38,000	38,522	(522)	
Communications	50,296	42,631	7,665	
Contracted maintenance & Other repairs	76,122	68,366	7,756	
Dues and memberships	4,035	4,035	-	
Equipment leases & maintenance	13,944	13,350	594	
Financial mgt services	32,919	35,833	(2,914)	
Insurance (business)	29,084	27,084	2,000	
Leases	509,825	482,512	27,313	Increase in Lease costs
Meetings and conference fees	4,225	3,225	1,000	
Supplies	150,088	81,170	68,918	
Payroll & HR Services	81,526	53,150	28,376	
Professional services/Consultants	70,181	129,238	(59,057)	Remove Security Services from Professional Services/Consultant
Security Services	168,901	-	168,901	Security Services funded by WIOA
Staff training & development	11,500	4,000	7,500	Lead Virginia training costs for Program Director
Travel (staff)	8,573	8,355	218	
Utilities	31,500	31,500	-	
Total - SSG Operating	1,286,718	1,028,971	257,747	
<u>SSG Program Costs</u>				
Outreach	101,957	45,009	56,948	Increase in Outreach costs for PW ELEVATE
One-stop center costs	171,530	160,331	11,199	
Incumbent worker training	120,000	130,000	(10,000)	
Pay for Performance Bonus Payment	35,000	35,000	-	
Transitional Employment Work Exp	2,397,717	1,101,076	1,296,641	
Other training & support	342,679	235,630	107,049	
Program transportation & vouchers	-	5,943	(5,943)	
One Stop Center FY20 Set Aside	1,210,914	601,579	609,335	
Unobligated Funds	512,708	751,279	(238,571)	Decreased WIOA Funding and increased personnel costs due to COLA
Total - SSG Program	4,892,505	3,065,847	1,826,659	
<u>Subcontract services - One-stop Operator</u>				
One-stop Operator personnel	3,051,065	2,748,935	302,130	Increase personnel costs due to COLA
One-stop operations	72,966	39,788	33,178	
Subtotal - Personnel & Operations	3,124,031	2,788,723	335,308	
Training	1,181,584	1,226,357	(44,773)	Decreased WIOA Funding (Est.)
Total Subcontract - One-stop Operator	4,305,615	4,015,080	290,535	
<u>Other subcontract and programmatic services</u>				
Contractual personnel & Services	33,038	119,855	(86,818)	Conclusion of the American Job Center Security grant
Contractual operations	94,315	94,315	-	
Other Training & Services	-	-	-	
Total Subcontract - Others	127,353	214,170	(86,818)	
Total Expenditures	12,913,004	10,048,941	2,864,064	
Increase (Decrease) in Net Assets	\$ (0)	\$ (174,158)	174,158	

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**Virginia Career Works Northern
Proposed Legislative Position Statement to the Fairfax County Board of Supervisors
For the 2024 Virginia General Assembly**

DRAFT as of December 7, 2023

Issue

In 2015, at the request of Governor McAuliffe, the Virginia General Assembly added new language in the Virginia Code (Chapter 4.2 section 2.2-2472.2) requiring Virginia local workforce development boards to annually allocate no less than 40% of its annual Federal Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker Formula Funding towards jobseeker training costs. In 2020, the Virginia Secretary of Labor amended the regulatory guidance for implementing this policy to allow local workforce boards to include portions of staff salary and benefits costs necessary to prepare the jobseeker for training to be included in this formula calculation.

In January 2024, Governor Youngkin is expected to propose new General Assembly legislation to amend the Virginia Code to increase the WIOA Training Expenditure Requirement to 50% of a local workforce area's WIOA Adult and Dislocated Worker annual funding allocation.

Background

Each year Congress appropriates Federal funding for the Workforce Innovation and Opportunity Act Title I Adult, Dislocated Worker, and Youth programs. Each State receives a formula-based allocation from this Federal appropriation for each WIOA program. Funds are then allocated to the State's local workforce areas, by formula, to deliver workforce and training services as determined by the WIOA Grant Recipient (Fairfax County Government) and the Local Workforce Development Board (Virginia Career Works Northern).

The VCW Northern Region includes Fairfax, Loudoun and Prince William Counties and the cities of Fairfax, Falls Church, Manassas, and Manassas Park, representing over 2.1 million residents and tens of thousands of employers.

The total costs necessary to operate the local workforce system are covered within the WIOA funding allocated to the local workforce board, to include Center staff salaries and benefits, One Stop Operator costs, jobseeker training, supportive services for jobseekers, local workforce board administrative costs, and marketing and outreach expenses.

The Virginia Career Works Northern Region has achieved the State's 40% WIOA Training Requirement, as follows:

<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Yes	Yes	No	No	Yes	Yes (Projected)

Recommendation for Proposed Legislative Position of Fairfax County Government

The Virginia Career Works Northern Region Board of Directors requests the Fairfax County Board of Supervisors to oppose this proposed legislation to increase the WIOA Training Expenditure Requirement for Virginia local workforce areas.

- A WIOA Training Spending requirement limits local flexibility to administer WIOA programs to best meet the needs of jobseekers. A higher training expenditure requirement will greatly impact American Job Center staffing levels in Northern Virginia, including Fairfax County employees funded through the WIOA program.
- Reductions and fluctuations in annual Federal WIOA funding to the Northern Virginia workforce area reduces consistent planning and predictability, forcing decisions to reduce staffing levels to meet the State training expenditure requirement. With continued reductions in Federal WIOA funding, a WIOA Training Expenditure increase will require local workforce area staffing reductions in FY 2025 and FY 2026.
- As a State Code requirement, this spending issue becomes an Audit Finding for local governments if the WIOA Expenditure level is not met by a local workforce development area.

STAKEHOLDER ADVISORY GROUP

Transition Updates: Logo Announcement



STAKEHOLDER ADVISORY GROUP

Transition Updates: Functional Transition Timeline

We are pleased to announce that the Phase III transitioning programs will be moving to the DWDA ahead of schedule! Along with the scheduled transition of the VEC workforce services programs, the VCCS WIOA Title I program will be moving over on January 15, 2024. This will officially conclude the transitioning program/staff process.

Updated Phased Transition in Oversight of Workforce Programs by the DWDA

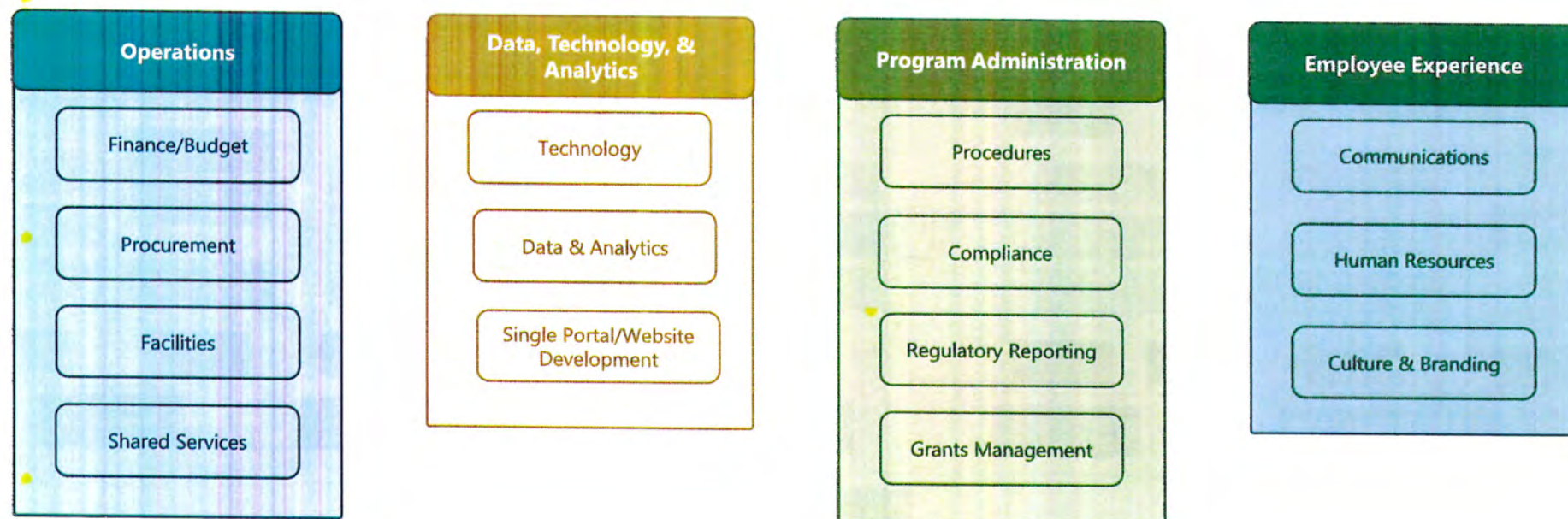


Portals & Systems that are also transitioning include: Virginia Career Works Portal & Data Trust, Workforce Connection (VAWC), Virginia Voyager, Virginia Workforce Career Information System, Premier Virtual, WOTC, Farm Placement, and other VEC internal back-office systems.

STAKEHOLDER ADVISORY GROUP

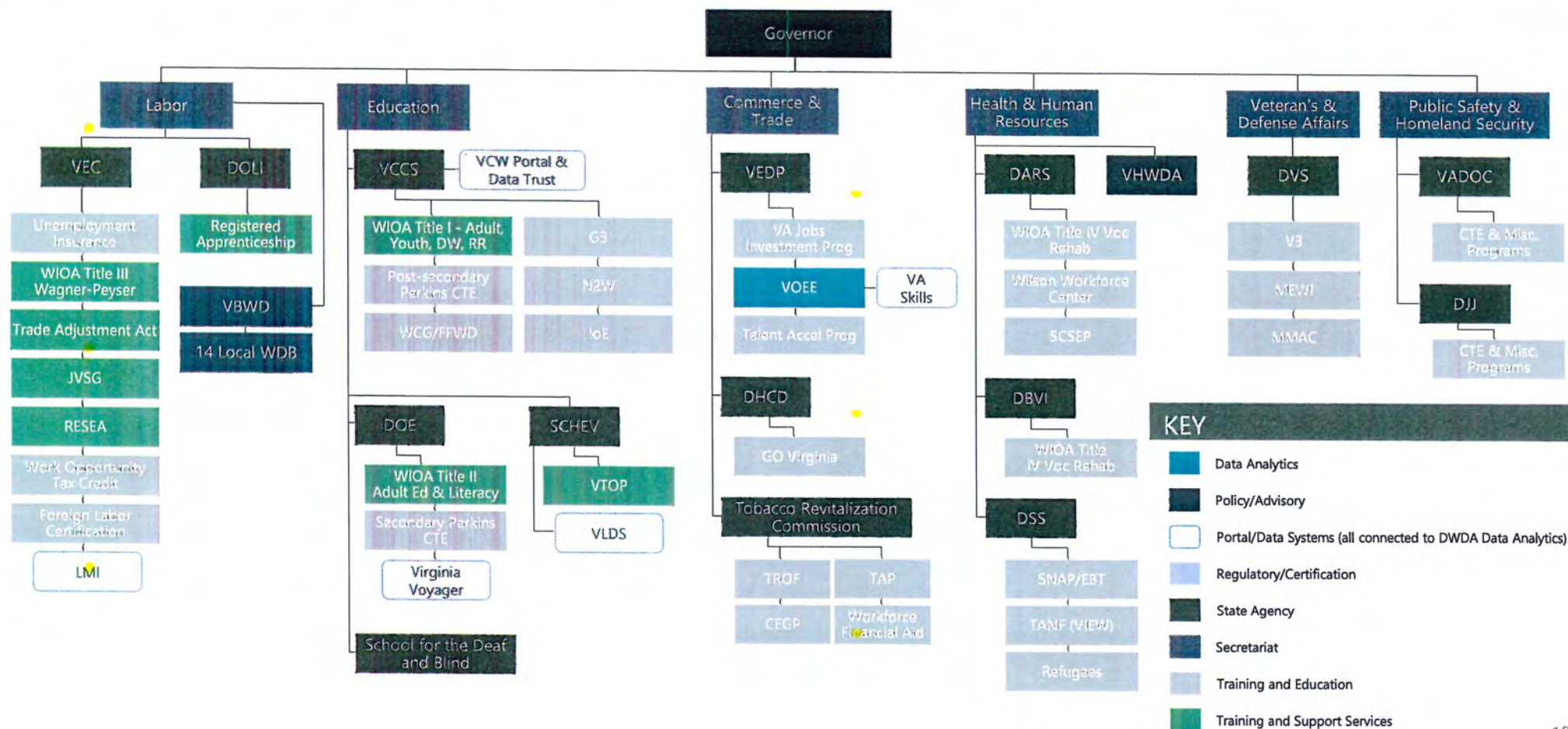
Transition Updates: Agency Transition Workstreams

The Agency Transition Workstream Leads meet weekly with the Secretary of Labor and his staff to discuss the progress of the transition.



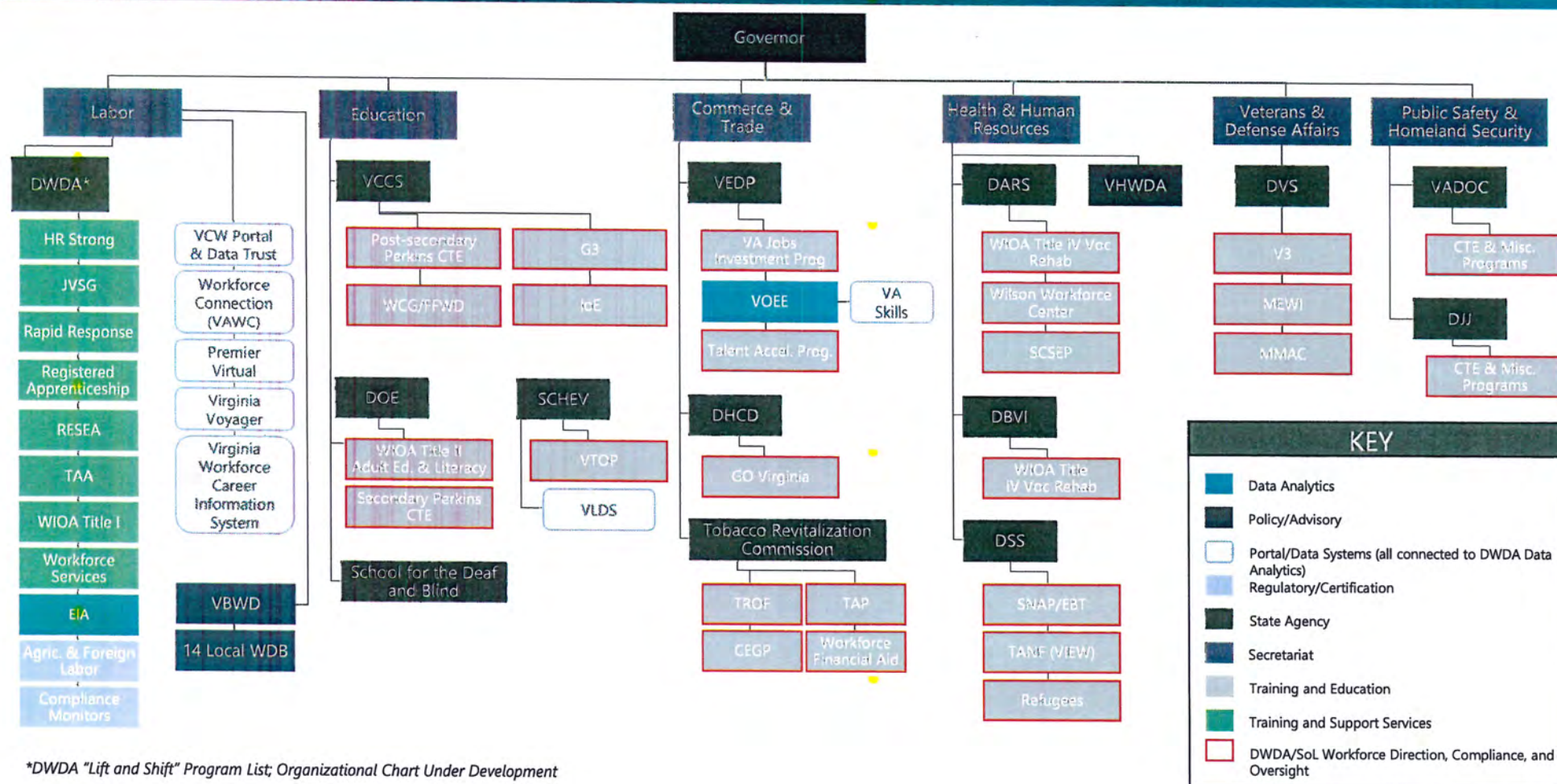
STAKEHOLDER ADVISORY GROUP

Workforce Development Program List Prior to July 2023



STAKEHOLDER ADVISORY GROUP

Workforce Development Programs Post-July 2023



*DWDA "Lift and Shift" Program List; Organizational Chart Under Development

STAKEHOLDER ADVISORY GROUP

Evolving List of Workforce Development Programs Post-July 2023

COMMERCE AND TRADE

DHCD	Appalachian Regional Commission-Southwest Virginia Community College Automotive
DHCD	Growth and Opportunity Fund (GO Virginia)
DHCD	Southeast Crescent Regional Commission (SCRC)
VCEDA	Workforce Development Training Fund
VEDP	Advanced Manufacturing Talent Investment Program and Fund Pilot
VEDP	Talent Accelerator Program
VEDP	Virginia Jobs Investment Program (VJIP)
VIPC	Commonwealth Center for Advanced Manufacturing
VIPC	Cyber Security Institute
VTRR	Competitive Education Awards
VTRR	Talent Attraction Program
VTRR	Workforce Financial Aid

EDUCATION

DOE	Adult Education
DOE	Perkins
DOE	STEM Industry Internship (Virginia Tech-Space Industry Consortium)
SCHEV	Innovative Internship Program
SCHEV	New Economy Workforce Credential Grant (aka FastForward)
VCCS	Advanced Regional Technology & Workforce Academy in Norfolk
VCCS	Botetourt County Education and Training Center and Roanoke Higher Education Center
VCCS	Get Skilled, Get a Job, Give Back (G3) Innovation and Program Grants
VCCS	Institutes of Excellence for Non-Credit Training and Instruction
VCCS	Mecklenburg County Job Retraining Center
VCCS	Postsecondary Career and Technical Educations (PERKINS)
VCCS/DWDA	WIOA Adult
VCCS/DWDA	WIOA Dislocated Worker
VCCS/DWDA	WIOA Youth
VCCS/Tidewater Community College	Apprenticeship-Related Instruction
VCCS-HRWC	Hampton Roads Skilled Trades Rapid On-ramp Network for Growth (HR STRONG)
VCCS-PCC	Network2Work

FINANCE

Tech Talent Investment

TRANSPORTATION

DMV	Drive to Work
DPRT	DPRT Workforce Development - Transportation

HEALTH AND HUMAN RESOURCES

DARS	State General Vocational Rehabilitation (VR) Program
DARS	The Senior Community Service Employment Program (SCSEP)
DARS	Wilson Workforce and Rehabilitation Center (WWRC)
DBHDS	Behavioral Health Institute
DBHDS	EMDR (Eye Movement Desensitization and Reprocessing) basic Training certification (evidence-based practice for the treatment of trauma)
DBHDS	Peer Recovery Specialist
DBVI	Vocational Rehabilitation Program
DSS	Refugee Resettlement
DSS	Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)
DSS	Virginia Initiative for Employment Not Welfare (VIEW)

LABOR

DOLI/DWDA	Registered Apprenticeship
VEC/DWDA	Employment Service Program
VEC/DWDA	Foreign Labor Certification
VEC/DWDA	Jobs for Veterans (JVSJ)
VEC/DWDA	Reemployment Services and Eligibility Assessment (RESEA)
VEC/DWDA	Trade Adjustment Assistance (TAA)
VEC/DWDA	Work Opportunity Tax Credit

PUBLIC SAFETY

DFP	Training and Professional Development
DJJ	Workforce Development initiative
DOC	CTE & Other Misc. Programs

VETERANS AND DEFENSE AFFAIRS

DVS	Military Education & Workforce Initiative (MEWI)
DVS	Military Education and Workforce Initiatives Program Credentialing and Certification- Pathways to Employment Program
DVS	Military Medics and Corpsman Program (MMAC)
DVS	State Approving Agency OJT/ Apprenticeship
DVS	Virginia Values Veterans (V3)

NATURAL AND HISTORIC RESOURCES

VMRC	Waterman's Apprentice Program
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STAKEHOLDER ADVISORY GROUP

Metrics Tracking and Reporting for All State Workforce Development Programs



Purpose

- To bolster and better understand programmatic impact, Virginia Code now requires new, on-going metrics tracking and reporting for state workforce development programs.



Benefits

- Increases customer and stakeholder transparency.
- Enables historical measurement of programmatic success.
- Leverages data-driven insights to inform improvements.



Progress

- Metric definitions alignment with data stakeholders.
- Initial dashboard concept designed.
- Preparation for initial tracking underway.



Next Steps

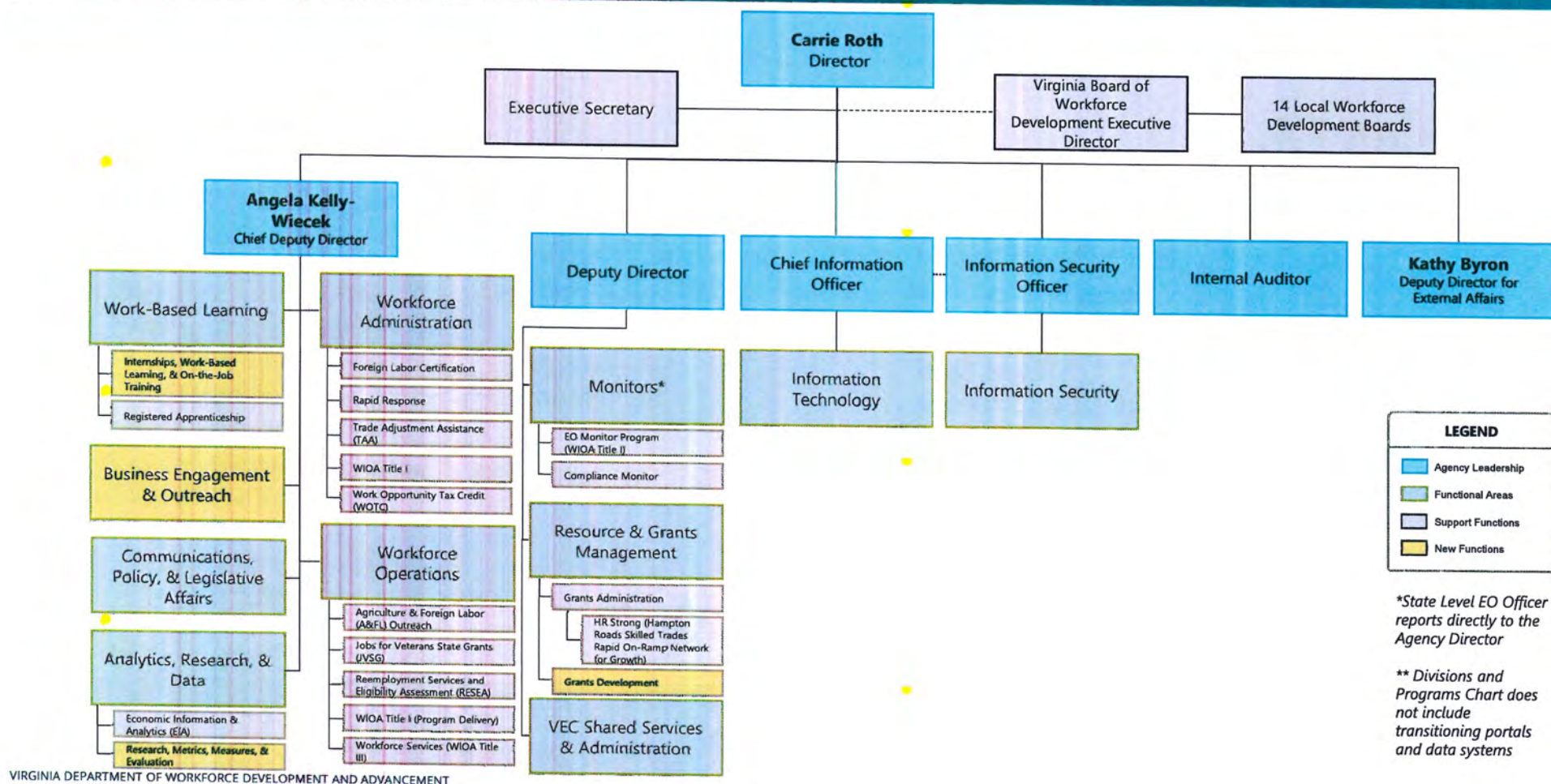
- Initial baseline and/or metric tracking for DWDA programs and engagement with broader workforce development program leadership will be initiated by Director Roth in December.

§ 2.2-2037-5. Regularly track metrics relating to workforce development programs and establish a mechanism to help assess the adequacy of Department services and programs.

As progress is made in the stand-up of metrics tracking and reporting, additional information will be available.

STAKEHOLDER ADVISORY GROUP


Transition Updates: DWDA Program Structure



STAKEHOLDER ADVISORY GROUP

Feedback on Local Workforce Center Site Visits

*Last month, we distributed a survey to each of you with an ask to help us improve workforce development service delivery. Since then, **we have received only one response.***



As a reminder, your input will inform the Phase III Discovery and Delivery strategy, providing initiative leaders guidance on focus areas to prioritize at the local level.

BY OUR NEXT MEETING IN JANUARY:

- 1 Visit your Local Workforce Center.
- 2 Talk to staff about programs and services.
- 3 Collect impressions on workforce development service delivery.
- 4 Report out your findings through the survey.

STAKEHOLDER ADVISORY GROUP

The Path Forward

The establishment of the DWDA, including the transition of people, programs, services, and systems will take place over three distinct phases and run through FY 2025.

WE ARE HERE

KEY ACTIVITIES

PHASE 1: AGENCY PLANNING (COMPLETE) (April '23 – July '23)

- ✓ Conducted a baseline data call.
- ✓ Developed a Memorandum of Understanding (MOU).
- ✓ Designed the Implementation, Communications, and Change Management Plans.
- ✓ Stood up agency transition workstreams.

PHASES 2&3: DWDA STAND UP & DISCOVERY (UNDERWAY) (July '23 – July '24)

- ✓ Auditing and discovering all current programs associated with Workforce Development.
- ✓ Developed the Organizational Design of the DWDA.
- Identifying Standard Operating Procedures and upcoming activities.
- Discovery of agency improvements and efficiencies.
- Functionally transitioning people, programs, services, and systems.
- Implementing the change management activities to cultivate the DWDA culture.
- Documenting program evaluation criteria methodology.

PHASE 4: DRIVING SUCCESS (UNDERWAY) (July '24 – July '25)

- Refine and support the implementation of success metrics for each workforce development program.
- Support and drive the measurement of improvements across all workforce programs.
- Deliver agency improvements and efficiencies.
- Perform an evaluation of government-wide workforce programs.
- Train and coach personnel as needed to drive improved program outcomes.

LEGEND

- ✓ Complete
- Upcoming
- Underway



NORTHERN REGION

Virginia Career Works – Northern Region Supportive Services Policy

Policy Number: 2023-01

Effective Date: June 4, 2020

Revised Date: December 7, 2023

Purpose: The purpose of this policy is to provide guidance regarding the usage and different types of supportive services allowed for eligible Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker, and Youth participants in the Northern Virginia region.

Background:

Supportive services are necessary to enable an individual to participate in certain activities authorized under WIOA. Supportive services may include, but are not limited to, the following: Assistance with transportation; assistance with educational testing; reasonable accommodations for individuals with disabilities; assistance with uniforms or other appropriate work attire and work-related tools, including such items as eyeglasses and protective eye gear; assistance with books, fees, school supplies, and other necessary items for students enrolled in postsecondary education classes; and payments and fees for employment and training-related applications, tests, and certifications.

Youth participants may also receive assistance with educational testing; reasonable accommodations for youth with disabilities; referrals to medical services; and assistance with uniforms and other appropriate work attire and work-related tools, including such items as eyeglasses and protective eye gear. (20 CFR §681.570 and §688.120) Linkages to community services include, but are not limited to, legal aid services, securing government identification, and linkages to organizations that provide you the opportunity to develop their leadership skills through service to their respective communities.

Supportive services for Adults and Dislocated Workers may only be provided when they are necessary to enable individuals to participate in career services, **post-employment placement**, or training activities. This includes provision of information relating to the availability of supportive services. For Youth, this is one of the fourteen program elements required by WIOA in order to support the attainment of a secondary school diploma or its recognized equivalent, entry into post-secondary education and/or employment, and career readiness for youth participants.

Policy

Supportive services may be provided only to WIOA clients who are participating in WIOA programs and who are unable to obtain supportive services through other programs. No program operator may provide supportive services funded by a WIOA program until other local area programs (which generally provide the supportive service needed by the client) have been contacted. If a non-WIOA program is capable of providing the supportive service needed by the client, a referral will be made by the program operator. However, if alternative resources cannot be found, then supportive services may be provided using WIOA funds, if it is necessary to enable eligible individuals to participate in program activities under WIOA. Supportive services are intended as temporary assistance and should not be considered or provided as long-term support. Provision of supportive services is not guaranteed and is contingent on availability of funding.

I. Process Management

1. The Participant Request for Supportive Service form will be sent to the supervisor for approval and then forwarded to the designated WIOA staff for processing.
2. The designated WIOA staff will track requests through a tracking log to manage inventory and issue supportive service payments.
 - a. Pre-purchased gas cards, SmarTrip cards, and bus tokens will be issued based on mileage documentation and assessment of participant's need as mentioned above.
 - b. P-Card purchases will be paid directly to vendor upon supportive service request approval by WIOA supervisors.
 - a. Authorized P-Card users must complete county training prior to use.
 - b. Case manager and/or authorized P-Card user will work together to make required purchase.
3. Gas cards, SmarTrip cards, and bus tokens are securely stored by the program supervisor and/or the designated WIOA staff.
4. Case manager provides the gas card, SmarTrip card, and/or bus tokens to the client and has the client signs the Participant Request for Supportive Service form acknowledging their receipt.
5. The WIOA designated staff will compare client receipts with the site inventory monthly. Any discrepancies will be immediately addressed by program management.
6. Supportive service payments will be capped at \$3,000 per participant. Should the need exceed \$3,000, written approval will be submitted by the case manager and approved by the VCWN Executive Director. Supportive services are subject to the availability of funds and assessment of need.
7. All requests and payments are tracked by WIOA designated staff and approved by the WIOA supervisor against fiscal budget.

II. Transportation Service Policy

Transportation assistance may be provided to WIOA participants. Case managers and clients must submit the required forms to justify the need for the supportive service and ensure that the need is tied to client's training, employment goals and/or part of the follow-up services to ensure employability and job retention for recently employed individuals. WIOA may provide transportation services to certain individuals who have been placed in employment for up to 30 days. Exceptions to the time period must be requested and approved in advance and sufficient documentation must be provided to support an extenuating circumstance.

The WIOA service provider will complete all supportive service documentation prior to paying for services to support transportation costs. Travel mileage is calculated as the miles traveled from residence to the WIOA authorized activity (round-trip) at a current mileage rate (per Fairfax County's guidelines). Mileage will be verified by the case manager and documentation supported in the case file. WIOA staff have the discretion to provide less than the cost per mile based on client's needs. Transportation assistance will be evaluated throughout the duration of the WIOA approved activity and will end with the completion of the authorized activity. For those accessing public transportation, the amount will be calculated based on WMATA guidelines (www.wmata.com).

Documentation will include the following:

1. Participant Request for Supportive Services. This form assesses the participant's need to ensure that such support services are tied to the goals of the specific participant and addresses the policy outlining the requirement for alternative funding sources.

2. Using the Participant Request for Supportive Service form, the client and case manager will work together to determine alternative funding sources available through community partners and/or other agencies. If no other funding sources are available, a statement indicating unavailability of funds from DSS and/or other agencies will be indicated.
3. Documentation of mileage occurred during approved activity. Tools available include Google Maps, Waze, WMATA, Fairfax County's Mileage policy, etc.
4. Documentation of the actual transportation card provided to client (when applicable).

III. Other Supportive Services

Other supportive services assistance may be provided to WIOA participants who are engaged in WIOA approved activities. Case managers and clients must submit the required forms to justify the need for the supportive service and ensure the need is tied to the client's training and/or employment goals.

1. WIOA funds may pay for services to cover other expenses associated with participating in WIOA funded activities upon prior written approval when no other funding source is available. Additional supportive service payments may include, but are not limited to, assistance in obtaining a driver's license, uniforms and supplies for work and/or training, training support and credential fees.
2. The WIOA service provider will complete all supportive service documentation prior to paying for such services. These documents will include the following:
 - a. Participant Request for Supportive Services. This form assesses the participant's supportive service need and addresses the policy outlining the requirement for alternative funding sources.
 - b. Using the Participant Request for Supportive Service form, the client and case manager will work together to determine alternative funding sources available through community partners and/or other agencies. If no other funding sources are available, a statement indicating unavailability of funds from DSS and/or other agencies will be indicated.
 - c. Documentation of estimated cost (i.e. price quote).
 - d. Verification of purchases made by designated WIOA staff to the vendor (i.e. receipt).

IV. Procedure for Supportive Services

Determination of Need: Supportive services are not automatic or guaranteed; they are based on participant need and necessity to enable the participant to participate in approved programs and only when similar services are unavailable within the community. The participant's need and necessity of the supportive service must be documented in the case file; and for participants enrolled in individualized career or training services, must be included and tied to the goals outlined in the participant's Individual Employment Plan (IEP) or Individual Service Strategy (ISS).

Cost Limitations: Costs for Supportive Services must be reasonable and when necessary, competitively priced. An effort must be made by the service provider to make this determination. The cost limitation includes all supportive services provided during the participant's enrollment and those supportive services provided to the client as part of follow up after exit.

When multiple options are available for receiving supportive services, documentation must show a reasonable effort was made to determine and choose the most appropriate based on the customer's needs, ability to access and competitively priced service available.

The cost of reimbursement or direct payment to participants for supportive services shall be the actual costs incurred up to the maximum yearly amount allowed of \$3,000 per participant.

Exceptions to exceed cost limitations: In some instances, there may be a need to exceed the limitations specified by this policy, or to provide a supportive service not defined that otherwise meets the intent of this policy. Any request for exceeding cost limitations must be pre-approved by the VCWN Executive Director.

All exceptions must include the following:

- Customer name and State ID #;
- Identification of the additional supportive services needed and approximate cost and;
- Justification for the request, including documentation of need and the activity it supports, and;
- Current customer activity status, and
- Documentation of previous funds expended.

The VCWN will evaluate the request on a case-by-case basis and either approve or disapprove the exception request within seven (7) business days.

V. Tracking and Reporting

All requests and payments will be tracked in an internal database by WIOA designated staff and approved by the WIOA supervisor against the fiscal budget.

References:

- Workforce Innovation Opportunity Act (WIOA); Final Rules, U.S. Department of Labor (DOL), Employment and Training Administration (ETA), (20 CFR §681. 570 and §688.120,20 CFR §680.900 -20 CFR §680,970)
- Workforce Innovation Opportunity Act (WIOA); Final Rules, U.S. Department of Labor (DOL), Employment and Training Administration (ETA), Training and Employment Guidance Letter (TEGL) # 19-16, Dated March 1,2107 & #21-16, Dated March 2, 2017

Related Forms:

- Participant Request for Supportive Services
- Supportive Services Voucher

Approved:

Signed by:

Date of VCW – Northern Region Board Approval

David A. Hunn, Executive Director

Department of Family Services

Employment & Training Team Report

thru October 2023

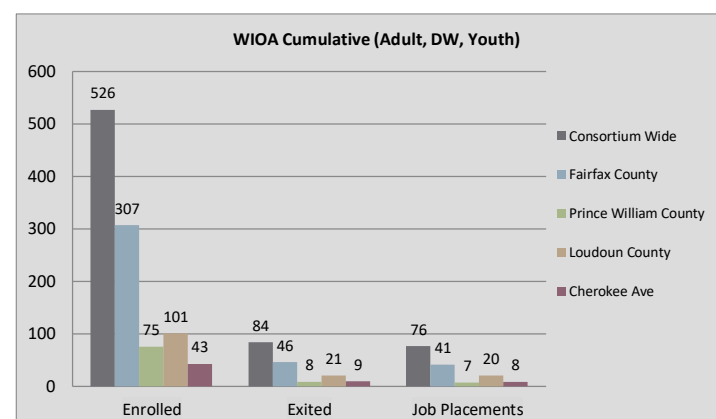
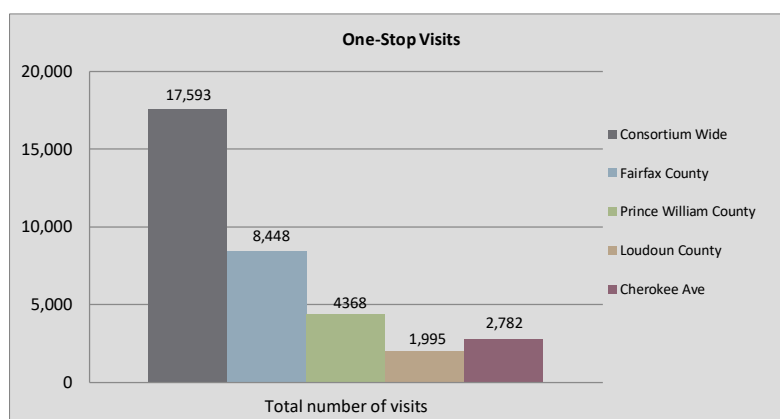


- Pages 1-2: Workforce Innovation and Opportunity Act Program
- Page 3: Workforce Innovation and Opportunity Act/Other Grants
- Page 4: ITA and OJT Breakdown
- Page 5: Senior Community Service Employment Program (SCSEP)
- Page 6: Elevate (Tables 1 & 2)



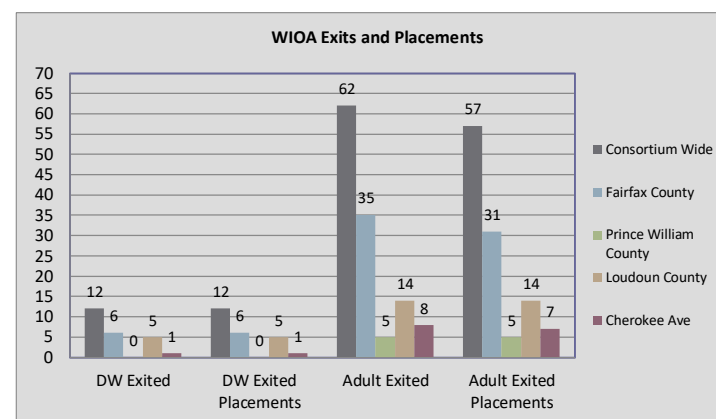
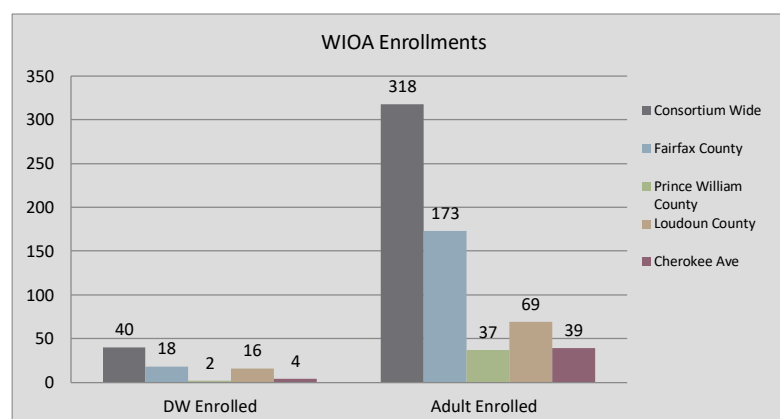
Northern Virginia Workforce Development Area, LWDA XI
WIOA Adult, Dislocated Worker, and Youth Statistics (July 1, 2023 - October 31, 2023)

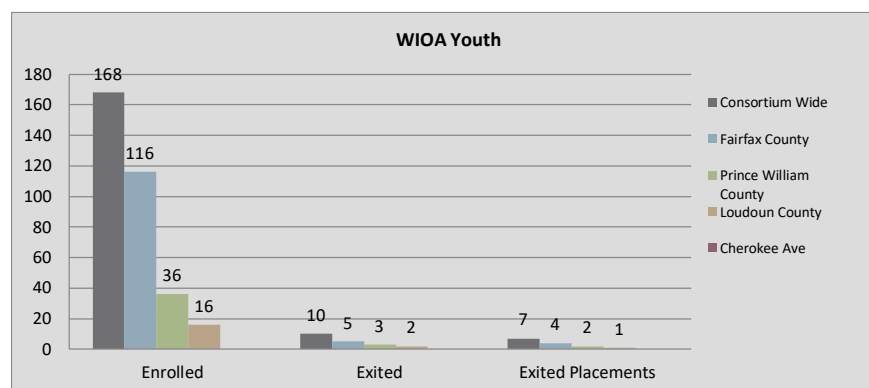
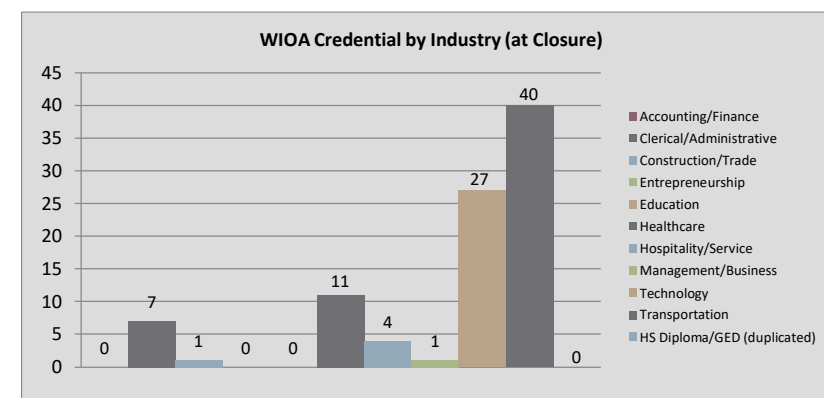
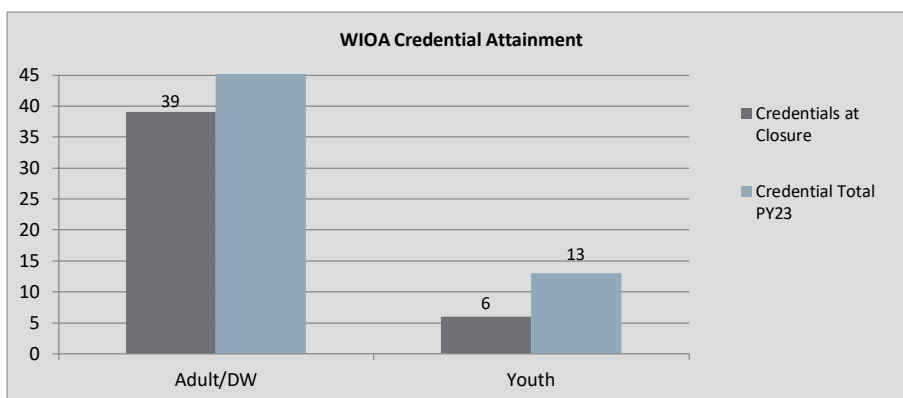
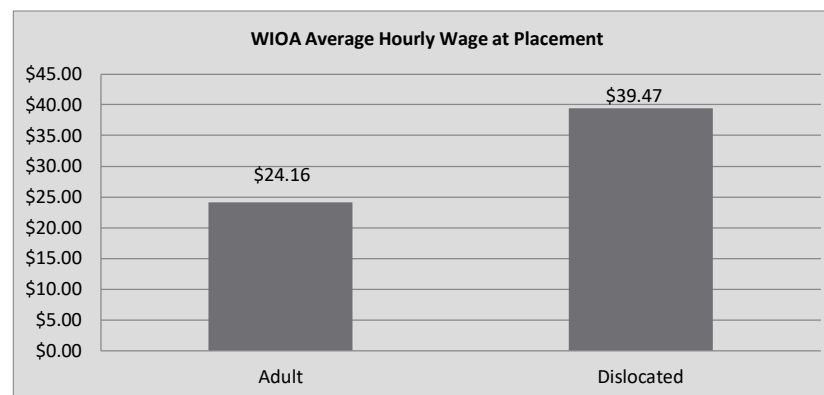
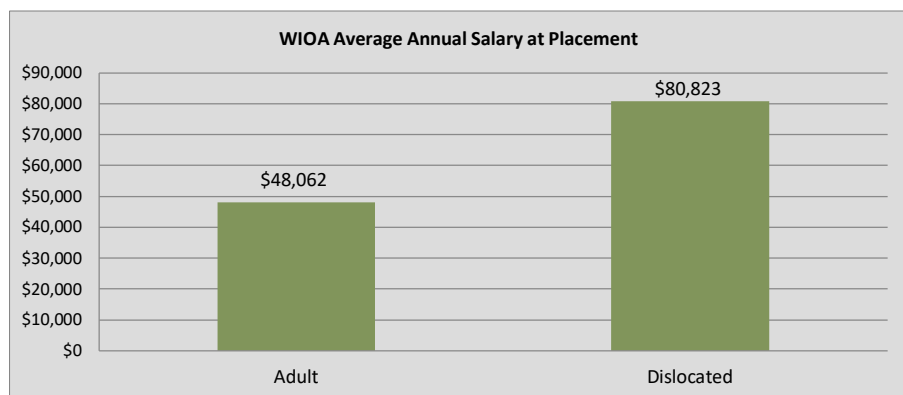
At-A-Glance		
One-Stop Services*	WIOA Services (Youth/Adult/DW)	All Employment & Training Programs
Center Visits 17,593	Total Participants 526	
One-Stop Job Placements 29	WIOA Job Placements 76	Total Enrolled 526
Average Hourly Wage at Placement \$27.30	Average Hourly Wage at Placement (Adult) \$24.16	Total Exited 84
* Visit numbers include in-person and virtual services being provided by center programs. Note: Core placements are updated quarterly.	Average Hourly Wage at Placement (DW) \$39.47	Total Job Placements 76
	Average Hourly Wage at Placement (Youth) \$17.47	Total Participants with Disabilities 137
	Credentials Received in PY23 67	Total Veterans 12
	Credentials Received at Closure 45	



*IWT not included, see Page 3 for Data

WIOA Breakdown - Adult, Dislocated Worker and Youth

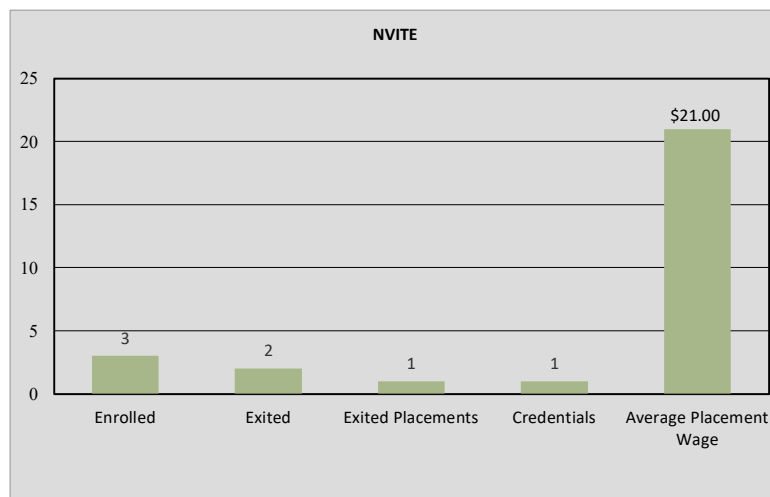
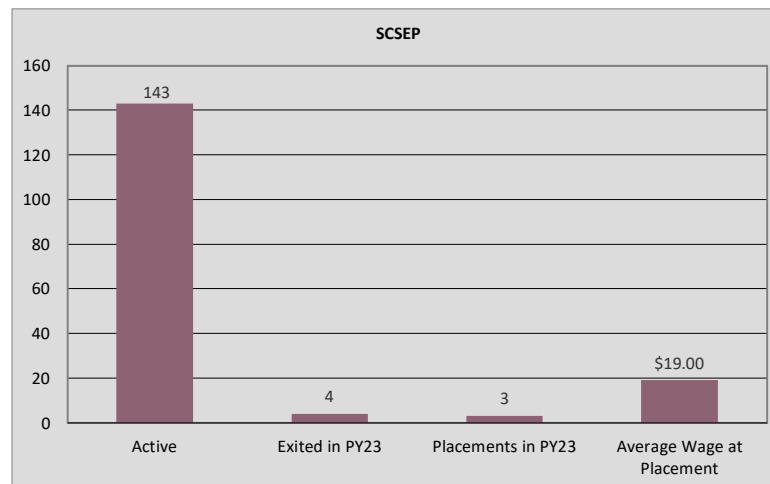




Northern Virginia Workforce Development Area, LWDA XI

WIOA Grants and Other Programs Statistics (July 1, 2023 - October 31, 2023)

Non-WIOA Grants



Breakdown of ITAs and OJTs

As of October 31, 2023

ITAs/INDUSTRY	Obligated Funds	Additional Training Expenses	WIOA YOUTH		WIOA ADULT/DW		TOTAL
			Number	Percent	Number	Percent	
Accounting/Finance (AF)	\$3,094.00		0	0.0%	4	3.0%	4
Clerical /Administrative (CA)	\$36,074.00		1	4.5%	12	13.0%	13
Construction / Trade (CT)	\$6,900.00		4	14.0%	1	1.0%	5
Education (Ed)	\$0.00		0	0.0%	0	0.0%	0
Healthcare (He)	\$95,913.00		19	63.5%	18	18.0%	37
Hospitality Services (HS)	\$13,399.00		1	4.5%	3	2.0%	4
Literacy (LA)	\$670.00		2	9.0%	0	0.0%	2
Management/Business (MB)	\$24,757.00		0	0.0%	13	13.0%	13
Technology (Tech)	\$53,711.00		2	4.5%	24	25.0%	26
Transportation (TR)	\$112,500.00		0	0.0%	26	25.0%	26
Others	\$0.00		0	0.0%	0	0.0%	0
TOTAL	\$347,018.00	\$0.00	29	100.0%	101	100.0%	130

ITAs / INDUSTRY	Obligated Funds
Accounting/Finance (AF)	\$3,094
Clerical /Administrative (CA)	\$36,074
Construction / Trade (CT)	\$6,900
Education (Ed)	\$0
Healthcare (He)	\$95,913
Hospitality Services (HS)	\$13,399
Literacy (LA)	\$670
Management/Business (MB)	\$24,757
Technology (Tech)	\$53,711
Transportation (TR)	\$112,500
Others	\$0
TOTAL	\$347,018.00

OJT Obligated by Grants	OJT /WEX Amount
WIOA Adult	\$14,247
WIOA DW	\$742
Youth	\$39,616
TOTAL	\$54,605

Northern Virginia Workforce Area #11

SCSEP Monthly Report - October 2023

SCSEP Eligible Clients Identified	Jul-23	Aug-23	Sep-22	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24
SCSEP Active Participants	121	124	127	143								
Transferred to NCOA Data Team	0	0	0	0								
Participants on LWOP	4	3	5	7								
New SCSEP Enrollments	4	4	9	3								
Re-Enrollements	0	1	1	1								
Average Age of Enrolled	67	66	66	66								
New SCSEP Applications Received	4	4	20	34								
Exited from Program	1	3	3	4								
Exited with Placement	0	0	2	1								
Average Employed Monthly Wage	\$ -	\$ -	\$ 19.93	\$ 19.00								
Information Session Attendance		9	12									
Active Host Site Agencies	29	29	28	28								
Host Site Agencies with Slots	3	1	2	2								
Number of Avalable Slots	4	2	2	3								
Participants Referred to Host Site	4	1	2	3								
New Host Site Agencies Contacted	1	0	2	1								
Host Site Agencies Contacted												
Active Host Site Agencies												
Referral from WIOA One Stop Centers	15	12	7	8								
Dual Enrolled with WIOA	1	1	0	0								

**ELEVATE September 2023 Monthly Report
Prince William County
March 2022-October 2024**

	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Cumulative.	Goals
Job Seeker Services																						
Initial Assessments	36	46	37	52	35	41	35	24	24	29	62	43	53	27	60	27	21	66	71	145	934	1,000
Individualized Career Services (Enrolled)	10	13	13	23	16	19	16	9	3	5	17	11	9	5	6	9	5	5	4	4	202	200
Started Training	2	2	4	8	7	2	4	5	1	0	8	15	2	6	8	7	8	5	7	2	103	150
a. Occupational Training	1	0	3	8	5	1	3	4	1	0	6	15	2	3	6	6	8	5	7	2	86	-
d. OJT Training	1	2	1	0	2	1	1	1	0	0	0	0	0	1	1	0	0	0	0	0	11	-
e. Work Experience (WEX)	0	0	0	0	0	0	0	0	0	0	2	0	0	2	1	1	0	0	0	0	6	-
Training/Support Services Amount Obligated	\$1,221	\$12,058	\$8,705	\$16,080	\$25,988	\$19,081	\$5,689	\$16,410	\$0	\$6,049	\$25,062	\$38,004	\$15,955	\$18,190	\$27,388	\$23,067	\$32,194	\$26,876	\$17,874	\$10,480	\$346,371	\$475,438
Completed Training	0	1	1	3	7	5	0	6	3	0	0	2	7	0	3	5	5	8	5	5	66	-
a. Occupational Training	0	1	1	3	7	4	0	4	2	0	0	2	5	0	2	4	4	6	5	5	55	105
c. OJT Training	0	0	0	0	0	1	0	2	1	0	0	0	0	0	0	0	0	1	0	0	5	-
d. Work Experience (WEX)	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	1	1	1	0	0	6	-
Placed in Employment	1	2	2	0	2	4	6	2	2	12	3	7	4	2	5	11	4	5	5	4	83	140
Hourly Wage	\$17	\$18	\$24	\$0	\$20	\$20	\$19	\$25	\$27	\$22	\$20	\$23	\$21	\$22	\$20	\$21	\$37	\$19	\$21	\$28	\$22	\$17
Employer Services																						
New Employer Contacts	32	55	19	18	17	16	15	38	7	5	10	5	9	10	20	4	2	4	9	20	315	300
Employers Served	15	21	12	4	7	4	4	3	26	12	3	10	5	4	31	11	5	5	6	39	227	75
Employer/Job Seeker Connections	6	85	14	12	248	14	9	2	75	12	4	5	5	5	77	11	5	5	5	120	719	-
Job Offers	1	4	3	3	3	4	6	2	2	12	2	7	1	2	5	10	5	5	5	4	86	-
New Hires*	1	4	3	3	3	4	6	2	2	12	2	7	1	2	5	10	5	5	5	4	86	-
Average Hourly Wage	\$17	\$17	\$18	\$18	\$19	\$20	\$19	\$25	\$27	\$22	\$20	\$23	\$17	\$22	\$20	\$25	\$37	\$19	\$21	\$28	\$22	-
Employees Served through IWT Contracts	0	0	1	0	0	0	3	12	0	0	1	2	9	0	1	-	7	-	43		79	-
IWT Amount Obligated	\$0	\$0	\$899.00	\$0	\$0	\$0	\$ 7,275	\$ 13,096	\$0	\$0	\$4,572	\$ 4,341	\$ 1,080	\$0	\$4,572	\$ -	\$ 1,050.00		\$10,758		\$47,643	\$ -

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

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

SUMMARY SHEET

SUBJECT: Executive Director Items

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

- **FY 2024 Workforce Area #11 Training and OJT Commitments** – For FY 2024 (Through October 2023), the Workforce Area #11 One Stop Operator obligated \$356,323 for 131 WIOA Adult, Dislocated Worker, and Youth jobseekers. An additional \$54,605 was committed for On The Job Training and Work Experience opportunities.
- **Northern Virginia Regional Commission Issues New Labor Market Update** – The Northern Virginia Regional Commission publishes monthly demographic and economic data status reports. The November 2023 Report is attached. The Commission’s demographer will be at the March 2024 VCW Northern Board meeting for a labor market update report.
- **Talent Up Fairfax Fund Is Now Live** – The *SkillSource* Group, Inc. and the Fairfax County Department of Economic Initiatives have launched the Talent Up Fairfax Fund, in late November 2023. The Program is actively seeking to enroll both eligible jobseekers and interested Fairfax County employers. More details are highlighted on the attached program flyers.
- **Governor Youngkin Participates in Greater Washington Talent Ready Announcement** – On November 30th, Virginia Governor Youngkin participated in the Greater Washington Partnership’s announcement of a \$5.2 million grant award from the J.P.Morgan Bank Foundation, to launch the Greater Washington Region’s Talent Ready Initiative. The Virginia Career Works Northern Region participated in this event. The event’s press release and photograph are attached.
- **Virginia Career Works Northern Offices to Move in 2024** – The Virginia Career Works Northern Board administrative offices will move in September 2024, as invited by the Fairfax County Economic Development Authority. The new offices are at 8270 Greensboro Drive, McLean, Virginia, on the eighth floor. A flyer describing the new office space is attached.
- ***SkillSource* Group Summary of Grants and Contracts Award Matrix is attached.**

FY 2024 ITA Provider Summary

July 1-October 31, 2023

A. ITA Obligated by Providers

Provider (A-Z)	Training amount	Number of ITA	Training Industries
160 Driving Academy	\$4,500.00	1	Transportation
1st CDL Training Center of NOVA	\$26,000.00	6	Transportation
7 CDL Driving School	\$9,000.00	2	Transportation
AAA CDL School	\$14,500.00	4	Transportation
American Inst., Health, Science & Tech.	\$9,000.00	3	Health
ASM Education Center	\$3,948.00	2	Tech
Astar Education Institute	\$8,424.00	4	Health
AVI Career Training	\$4,500.00	1	HS
Catholic University	\$1,195.00	1	MB
CDS Tractor Trainer	\$9,000.00	2	Transportation
CFA Institute	\$1,600.00	1	AF
Clary's LPN School of Nursing	\$450.00	1	Health
Fairfax County Public School	\$43,404.00	20	AF, Health & CT
George Mason University	\$25,714.00	13	CA, MB & Tech
Germanna Community College	\$700.00	1	CT
Global Educational Institute	\$1,405.00	1	Health
Impact Tek	\$19,705.00	11	Technology
Intellectual Point	\$11,289.00	7	Technology
James Madison University	\$3,995.00	1	CA
Joyce Carelock Ministries	\$21,000.00	7	CA
Kitchen of Purpose	\$5,000.00	1	HS
Le Arai	\$2,500.00	1	HS
Learnix	\$3,500.00	1	Technology
Medcerts	\$4,000.00	1	Health
Medical Education Center	\$20,205.00	7	Health
NVCC	\$26,940.00	11	Health & Technology
PeopleN Tech	\$9,500.00	2	Technology
PWPS	\$175.00	1	LA
Security University	\$2,500.00	1	Technology
Shipper's Choice	\$45,000.00	10	Transportation
Smarthpath	\$1,299.00	1	MB
Spectrum Beauty Academy	\$5,650.00	1	HS
Three T Institute	\$7,625.00	3	Technology & MB
Topcurl Beauty Academy	\$3,100.00	1	HS
TOTAL	\$356,323.00	131	

B. ITA Obligated by Grants

Funding	Training Amount
WIOA Adult	\$256,103.00
WIOA Dislocated	\$19,015.00
WIOA Youth	\$81,205.00
TOTAL	\$356,323.00

Northern Virginia Workforce Innovation and Opportunity Act--LWDA XI

July 1 - October 31, 2023

FY 2024 OJT Provider Summary

A. OJT/WEX Obligated by Providers:

Provider (A-Z)	Name of OJT/WEX	Training Industries
About Face Center	Office Asst.	EYE Program
AIR Venture Assets INC DBA FirstLight Home Care	Office Administrator	Healthcare
DavisReederHalDVM, PLC	Summer EYE Participant	CT
FCPS ACE	HVAC Technician, Admin. Support	Accounting/Finance, Healthcare & Technology
First Light Home Care	Home Care	Health
Frizzles____		EYE Program
Infrastructures Team, IT Services	IT Technician Intern	Technology
Premier Insurance	Insurance support	HS
Velvet Wax & Beauty	Operations Assistant	HS
VP Services	Summer EYE Participant	

B. OJT/WEX Obligated by Grants:

Grant	OJT/WEX Amount
WIOA Adult	\$14,247
WIOA DW	\$742
Youth	\$39,616
Total	\$54,605



DEMOGRAPHICS AND ECONOMICS NORTHERN VIRGINIA

December 7, 2023

Nov. 3, 2023

POPULATION

Population

2022 Estimate

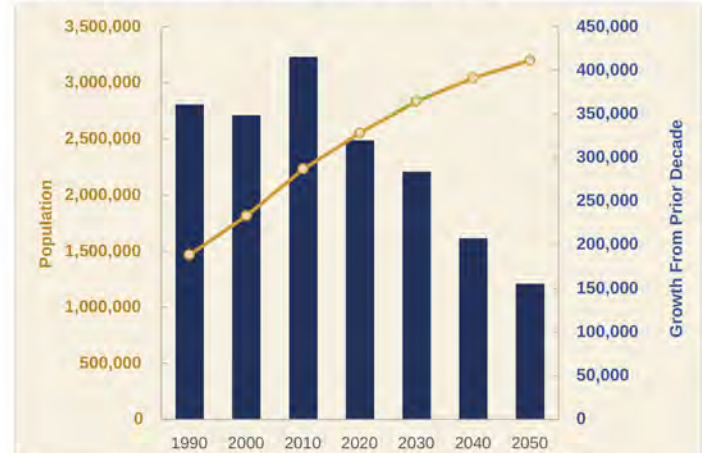
2,545,650

Source: U.S. Census Bureau, *Population Estimates Program*,
Vintage 2022, released March 2023.



There are 9 counties/cities in NOVA. By 2040, the region is forecasted to surpass **3-million** people; double the population of 1990.

Population - Historic and Forecast



Sources: U.S. Census Bureau, 1980-2020 Decennial Census; MWCOG, Round 10.0 Forecasts (2020-2050 population growth), approved June 14, 2023.

Land Area

1,338 Sq. Miles

Population Density, 2022

1,903 Persons/Sq. Mile

Sources: NVRC, *County Boundaries Northern Virginia GIS*, Oct. 4, 2022. U.S. Census Bureau, *Population Estimates Program*, Vintage 2022.

Share of Virginia Population, 2022

29.3%

Share of Virginia Growth Since 2010

45.5%

Sources: U.S. Census Bureau, *Population Estimates Program*, Vintage 2019, 2022.

HOUSEHOLDS

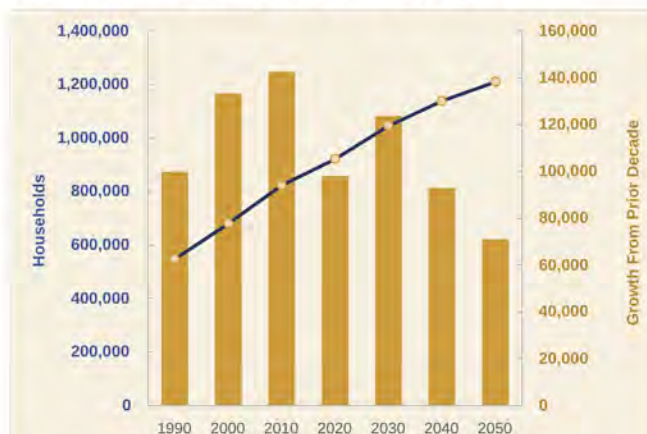


NOVA's total households is forecasted to be over **1-million** by 2030.

NOVA's income is nearly **double** the nation. Four of the top 10 localities in the nation for income are in NOVA.



Households - Historic and Forecast



Sources: U.S. Census Bureau, 1980-2020 Decennial Census; MWCOG, Round 10.0 Forecasts (2020-2050 population growth), approved June 14, 2023.

Median Household Income, 2017-2021



Source: NVRC analysis of U.S. Census Bureau, 2021 American Community Survey 5-Year Estimates.



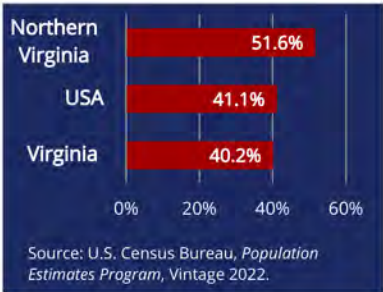
DIVERSITY



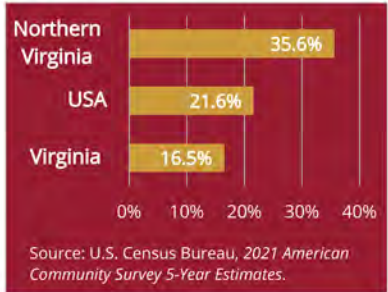
Foreign Born, 2017-2021



Minority Population, 2022

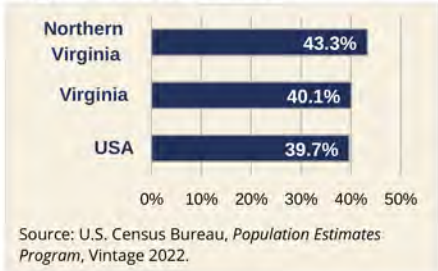


December 7, 2023
Speak Language Other than English at Home (Age 5+), 2017-2021

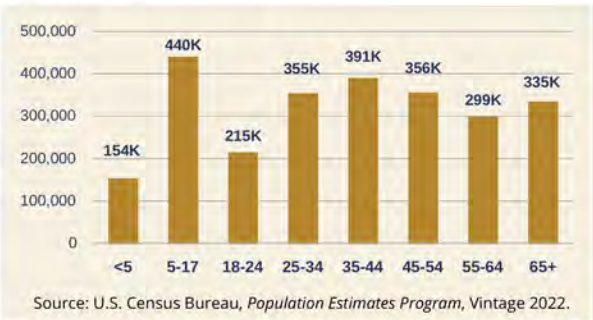


AGE

Prime Working Age (Ages 25 to 54), 2022



Age of Population, 2022



NOVA's thriving business community, entertainment, and top education systems draw families and younger populations. The median age for the USA is 38.9, while NOVA is a younger population with a median age of 37.8 and higher prime working age share.

ECONOMY

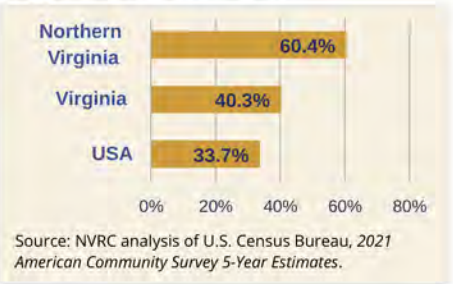
One of the most **highly educated** workforces in the nation. Five of the top 10 localities in the nation with bachelor's or higher are in NOVA.

GDP, 2021
\$250 Billion

- 41.4% of Virginia's GDP
- Larger than 23 states and D.C.
- Larger than 154 countries and 50th largest if NOVA were a country

Sources: U.S. Bureau of Economic Analysis, County Current Dollar GDP (CAGDP1), Dec. 8, 2022 and State Current Dollar GDP (SAGDP1), Sept. 30, 2022; World Bank, World Development Indicators, Sept. 19, 2023.

Bachelor's Degree or Higher (Age 25+), 2017-2021



Unemployment Rate, Sept. 2023 (Non-Seasonally Adjusted)



Employment by Industry, 2023 1Q

Industry	#	%
Professional, scientific, and technical services	267,371	22.90%
Health care and social assistance	133,776	11.46%
Retail trade	108,853	9.32%
Educational services	105,392	9.02%
Accommodation and food services	100,328	8.59%
Public administration	95,376	8.17%
Administrative, support, and waste management	77,410	6.63%
Construction	65,514	5.61%
Other services (except public administration)	50,337	4.31%
Transportation and warehousing	49,782	4.26%
Information	38,905	3.33%
Finance and insurance	38,575	3.30%
Management of companies and enterprises	30,719	2.63%
Wholesale trade	23,334	2.00%
Arts, entertainment, and recreation	20,263	1.74%
Real estate and rental and leasing	19,548	1.67%
Manufacturing	18,897	1.62%
Utilities	4,545	0.39%
Mining, quarrying, and oil and gas extraction	169	0.01%
Agriculture, forestry, fishing and hunting	167	0.01%

Source: Bureau of Labor Statistics, Quarterly Census of Employment and Wages, released Sep. 6, 2023.
Note: Excludes unclassified employment.

FAIRFAX COUNTY TalentUP

Elevating Opportunities, Empowering Talent

Fairfax County Job Seekers

Are you looking for a job with better opportunities?

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

Talent Up is the Solution!

Talent Up Fairfax is a paid internship that can help job seekers find employment in high-demand industries such as IT, Healthcare, Finance, Sales, and more.

Talent Up Fairfax offers coaching and career guidance to help job seekers succeed. Talent Up Fairfax can lead to full-time job offers for successful interns.

If you have experienced an employment-related challenge due to the effects of COVID-19, Talent Up Fairfax can accelerate your career opportunities.

For more information visit TalentUpFairfax.com, email talentupfairfax@vcwnorthern.com, or call Suzanne Boudreaux at 703-397-6577 or Anna Briceno at 703-397-7799 (VA Relay: 711).

ELIGIBILITY

- 18 years or older.
- Eligible to work in U.S.
- Primary residence in Fairfax County.
- Demonstrate COVID-related employment challenges.
- Resume or application that meets the qualifications of posted internship opportunities.

PROGRAM SERVICES

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



TalentUpFairfax.com



This project is supported, in whole or in part, by American Rescue Plan Act Coronavirus State and Local Fiscal Recovery Funds awarded to Fairfax County by the U.S. Department of the Treasury.

Equal Opportunity Employer/Program.

Auxiliary aids and service are available upon request to individuals with disabilities.



FAIRFAX COUNTY TalentUP

Elevating Opportunities, Empowering Talent

Fairfax County Employers

If you are a Fairfax County employer searching for talent to fill open positions in your company, Talent Up Fairfax is the solution!

Fairfax County's NEW Talent Up initiative helps employers find qualified candidates to fill open positions with no-cost temporary internships. Through a powerful network, Talent Up Fairfax matches your hiring needs with candidates who have the skills you are seeking. We recommend qualified candidates and then fund their 3-month temp-to-perm internship, giving you a risk-free way to ensure a strong hiring fit before making an offer.

What could be easier – it's a FREE WIN-WIN for employers and job seekers.

For more information visit TalentUpFairfax.com, email talentupfairfax@vcwnorthern.com, or call Robert Mahon at 571-279-1801 (VA Relay: 711).

ELIGIBILITY

- Any for-profit business or nonprofit organization with a physical presence in Fairfax County.
- Have entry- to mid-level jobs in fields such as:
 - Entry-level IT
 - Professional sales and customer service
 - Administrative or program assistants
 - Accounting, bookkeeping, and auditing
 - Entry-level health care
- Ready to establish a work-based learning internship that pays a competitive wage.
- Ready to consider Talent Up Fairfax interns for hire.

BENEFITS

- Internship wages and worker's compensation are paid by program.
- Access to our network of 1,000+ skilled job seekers.
- Supplemental training and coaching provided to upskill interns.
- Simple process and minimal paperwork.



TalentUpFairfax.com



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Equal Opportunity Employer/Program.

Auxiliary aids and service are available upon request to individuals with disabilities.



JPMORGAN CHASE & CO.



FOR IMMEDIATE RELEASE
November 30, 2023

CONTACT: Tom Shaw
(856) 625-6640
tshaw@greaterwashingtonpartnership.com

JPMorgan Chase Continues Support for Greater Washington’s Skilled Workforce Through \$5.3 Million “TalentReady” Commitment

Greater Washington Partnership and Education Strategy Group Will Expand TalentReady Educational Career Pathways Programs Over Next Three Years

Washington, DC (November 30, 2023) – Thursday, JPMorgan Chase, Greater Washington Partnership (“The Partnership”) and Education Strategy Group (ESG) announced an initiative to expand access to economic opportunity for students across Washington D.C., Maryland and Virginia to help meet the region’s growing demand for talent.

With the support of a \$5.3 million philanthropic commitment from JPMorgan Chase, the Partnership and ESG will expand the “TalentReady initiative” over the next three years, with a focus on ensuring students get work-based learning experience such as capstone projects and internships. To date, TalentReady has supported more than 25,000 high school students—from Baltimore City, Md.; Fairfax County, Va.; Montgomery County, Md.; Prince George’s County, Md.; and Washington, D.C.—in career pathways that include opportunities to earn college credit and industry-recognized credentials. In the next phase, additional effort will be made to help ensure students get work-based learning experience such as capstone projects and internships.

This philanthropic commitment from JPMorgan Chase expands on the firm’s [\\$75 million global career readiness initiative](#) and broader efforts to help more young people, particularly those from underserved backgrounds, enter the workforce and compete for quality careers in IT, healthcare and other high-demand industries.

A recent evidence-based policy analysis from the [JPMorgan Chase PolicyCenter](#) highlighted a more modernized workforce development system connecting higher education to labor market needs is important for a seamless and integrated approach to workforce development, and to strengthen the broader regional economy.

“The path to powering our communities and unlocking economic opportunity for everyone starts at the local level,” said **Tim Berry, Global Head of Corporate Responsibility and Chairman of the Mid-Atlantic Region, JPMorgan Chase**. “Through our investment in the TalentReady initiative, we are expanding our efforts to better prepare students for in-demand, skills-based jobs in the Greater Washington region. Working alongside local partners in the non-profit, education and business communities, and with engagement from regional leaders like Virginia Governor Glenn Youngkin, we can create a system that helps students advance their career pathways and support a thriving economy.”

A Local Community-Based Partnership Model for Success

Through TalentReady, the Partnership and ESG provide support to participating K-12 and higher education partners, using information and insights from local employers to build career pathways that are more closely aligned with regional labor market demands and real-world work experiences. The Partnership brings employers in DC, Maryland and Virginia to support TalentReady – and champion the region’s economic growth and vibrancy. ESG has a decade of experience working across the country to build partnerships between K-12, higher education and workforce systems to expand quality pathways and drive economic mobility for learners, especially those most traditionally marginalized.

“The Mid-Atlantic region has incredible STEM career opportunities in some of the world’s most in-demand technical fields,” **said Kathy Warden, Board Chair at Greater Washington Partnership and Chair, President and CEO, Northrop Grumman.** “The Greater Washington Partnership’s TalentReady initiative shows the power of collaboration across education, business and government to match thousands of students with the right training programs to fill these critical roles. Enriching our STEM workforce across the entire talent pipeline strengthens America’s technological leadership edge.”

“Thanks to the private sector leadership of JPMorgan Chase and their investment in Talent Ready, we are expanding workforce opportunities for students in Virginia,” **said Virginia Governor Glenn Youngkin.** “My administration is committed to fostering pathways to the most in demand careers, providing technical training, and investing in results-oriented programs that boost our workforce readiness. By fostering partnerships between our top ranked education institutions and Virginia’s most critical employers, we are preparing our young people to graduate workforce and college ready.”

A key resource the Partnership uses to address these gaps is the [Employer Signaling System \(ESS\)](#), a differentiating tool informed by employers and labor market data that helps educators prepare students to fill some of the most in-demand tech jobs.

“Through our TalentReady work, we’re continuing to strengthen the Employer Signaling System, our innovative process and tool that combines labor market data with feedback from employers and educators to paint a comprehensive picture of the region’s workforce landscape,” **said Kathy Hollinger, CEO at Greater Washington Partnership.** “We know conversations about talent pipelines can occur in silos, with various stakeholder groups in discussions amongst themselves, but not always to one another. The ESS serves as the connector between these groups—educators, employers and more—allowing them all to speak in common language about talent needs and skills gaps.”

ESG is also establishing a regional collaboration network, helping to empower initiative education, workforce development, and employer communities to build cross-cutting regional strategies to expand and align pathways.

“Building an economically vibrant region will take the combined efforts of the K-12 and higher education systems across Maryland, Washington D.C. and Virginia. Education Strategy Group is proud to be a partner in this effort to expand pathways into the region’s fastest-growing careers,” **said ESG President and CEO Matt Gandal.**

The expanded initiative builds on a foundation of success established in the first phase of TalentReady which launched in 2018. During this period, the K-12 school systems and colleges in the five participating communities launched or expanded a collective 19 technology-related career pathways to expose an even greater number of students to the skills needed in the workplace, including expanding internships and other work-based learning experiences.

The new phase of the TalentReady work will also deepen the focus on engaging employers and education leaders across D.C., Maryland and Virginia to strengthen regional collaboration.

###

About JPMorgan Chase & Co.

JPMorgan Chase & Co. (NYSE: JPM) is a leading financial services firm based in the United States of America (“U.S.”), with operations worldwide. JPMorgan Chase had \$3.9 trillion in assets and \$317 billion in stockholders’ equity as of September 30, 2023. The Firm is a leader in investment banking, financial services for consumers and small businesses, commercial banking, financial transaction processing and asset management. Under the J.P. Morgan and Chase brands, the Firm serves millions of customers in the U.S., and many of the world’s most prominent corporate, institutional and government clients globally. Information about JPMorgan Chase & Co. is available at www.jpmorganchase.com.

About Greater Washington Partnership

Greater Washington Partnership is the first-of-its-kind nonprofit alliance of the region’s most influential and leading employers across industry sectors in Maryland, Virginia and Washington, DC – all committed to championing the region’s economic growth and vibrancy. Together, we leverage our collective experiences, resources and assets to offer real solutions and identify shared challenges to the region’s most critical issues including skills and talent, regional mobility, infrastructure and inclusive economic growth. Our goal is to ensure the entire region, from Baltimore to Richmond, remains vibrant, economically competitive, prosperous and is the best place to live, work and build a business. Learn more about the Partnership at greaterwashingtonpartnership.com.

About Education Strategy Group

In today’s economy, success largely depends on attainment of a credential beyond high school. Education Strategy Group (ESG) supports the preparation, entry, and success of individuals from K-12 through postsecondary education to build a more equitable system, open economic doors for all, and strengthen our democracy. We work with America’s education and workforce leaders and employers to design, scale, and implement strategies that improve attainment of credentials that lead to high-value career opportunities. ESG specializes in strengthening the transition points that have the highest stakes for youth and adults and the highest benefit for states, communities, and economies. We are driven by the conviction that a robust education system aligned with workforce demands leads to a stronger, more equitable society.

TalentReady

December 7, 2023



JPMORGAN CHASE & CO.

ESG Education Strategy Group
ADVANCING GREATER IMPACT

ESG Education Strategy Group
ADVANCING GREATER IMPACT



JPMORGAN CHASE & CO.





8270
GREENSBORO

Desire to Inspire

8270 GREENSBORO DRIVE | TYSONS

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UNITED BANK

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PARKING



8270
GREENSBORO

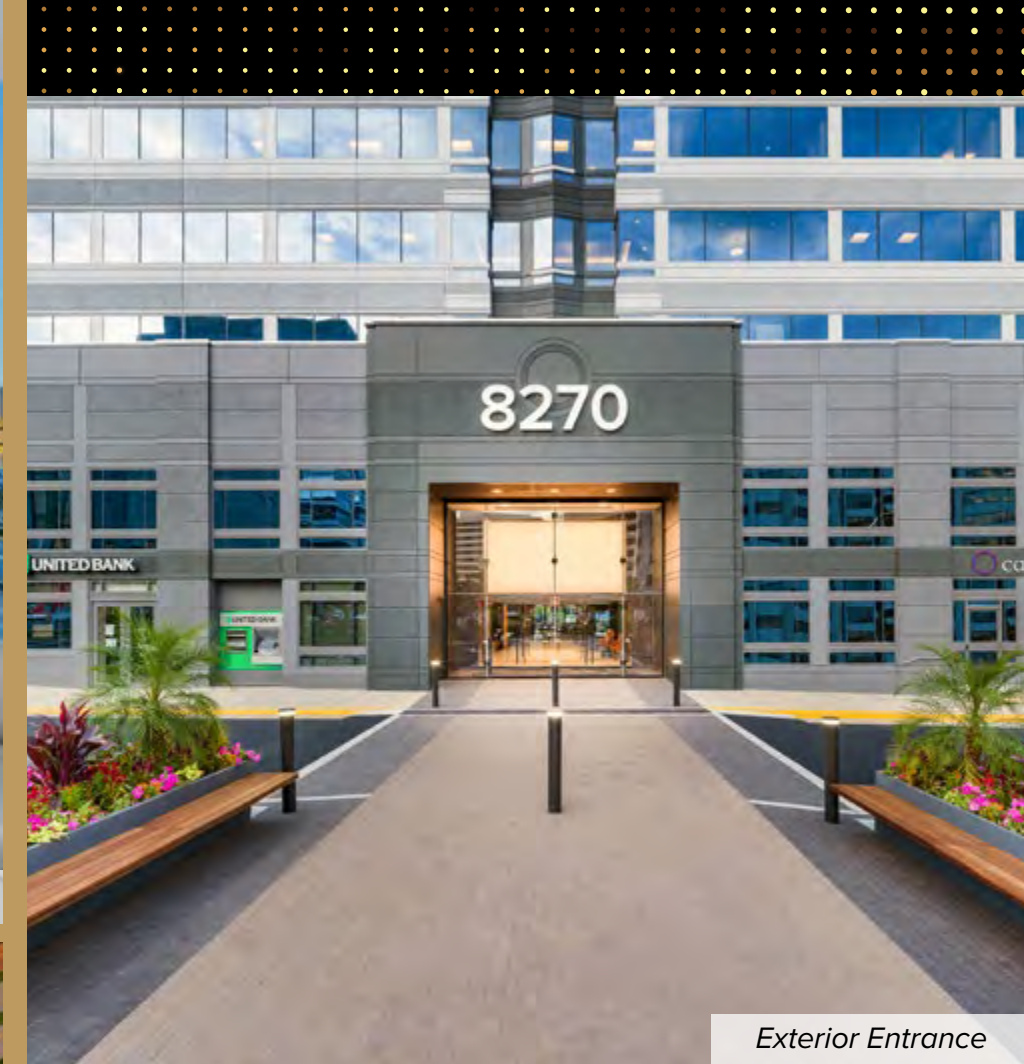
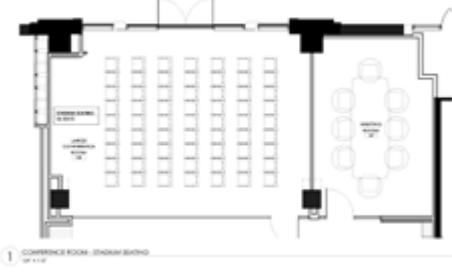
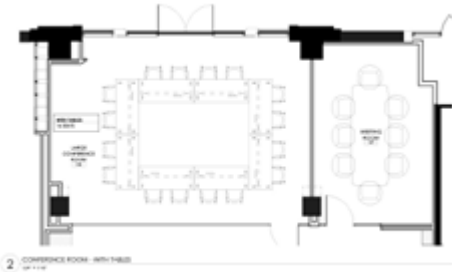
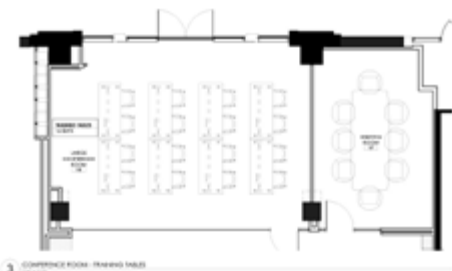
8270 Greensboro Drive is one of the last signature opportunities situated centrally within Tysons' most desirable block. Adjacent to The Boro, tenants have immediate access to numerous dining, retail, and entertainment options, as well as an easy 4-minute walk to Greensboro Metro Station.



 **VIRTUAL TOUR**

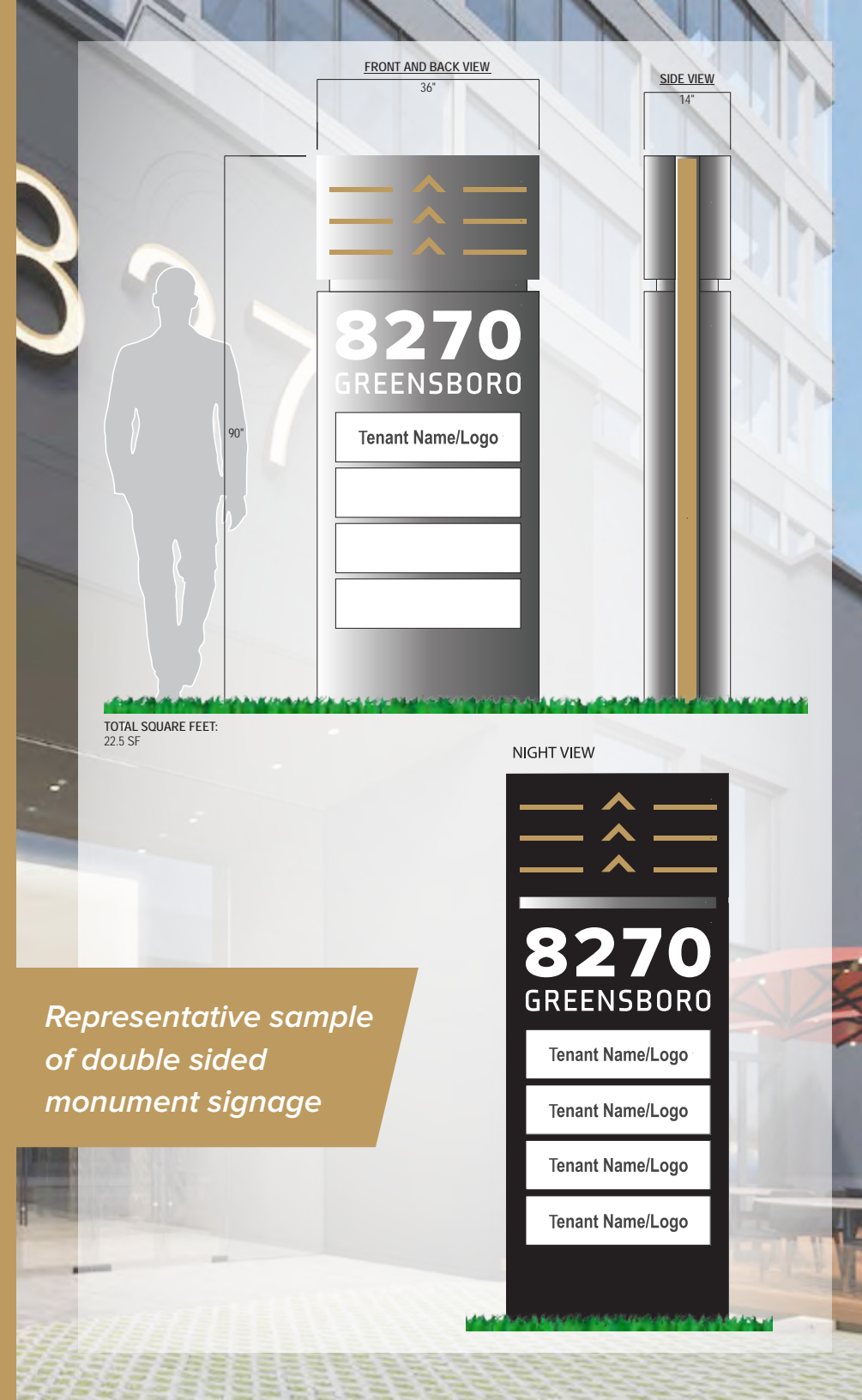
Building Features

- Transformational interior renovations include: inviting lobby with modern finishes, seating areas, and direct access to the tenant lounge; 56-person conference facility with access to a private outdoor seating area; and tenant lounge with kitchenette, multiple seating areas, and private booths
- Prestigious on-site restaurant, Café Ile, serving breakfast, lunch, and dinner
- Upgraded new exterior with industrial and natural elements
- One of the only “column-less” buildings in Tysons
- Four sides of glass with sweeping views of Tysons, DC, and the Blue Ridge Mountains
- Parking ratio of 3.0/1,000 SF



Signage Opportunity

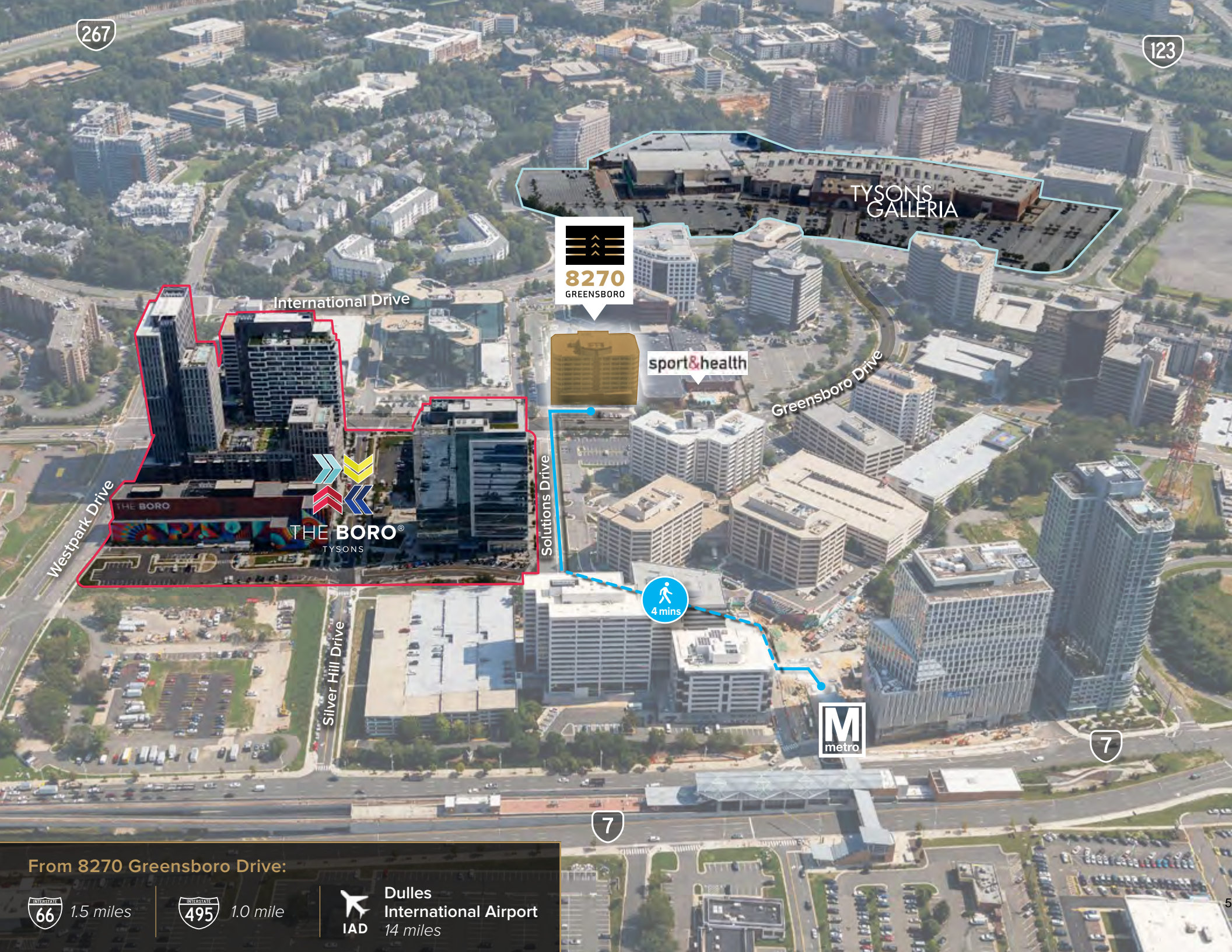
- Unmatched Greensboro Drive frontage with premier signage ability for marquee tenants
- Modernized entrance address and free-standing monument sign with tenant panels



*Representative sample
of double sided
monument signage*



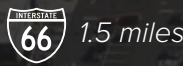
December 7, 2023



Coveted Neighborhood

- Adjacent to the renovated 85,000 SF Sport & Health
- Steps from The Boro which offering various dining, shopping, and retail including a flagship Whole Foods Market and state-of-the-art ShowPlace ICON Theatre
- Close by, Tysons Galleria and Tysons Corner Center offer additional shopping and dining destinations
- 4-minute walk to Greensboro Metro Station

From 8270 Greensboro Drive:



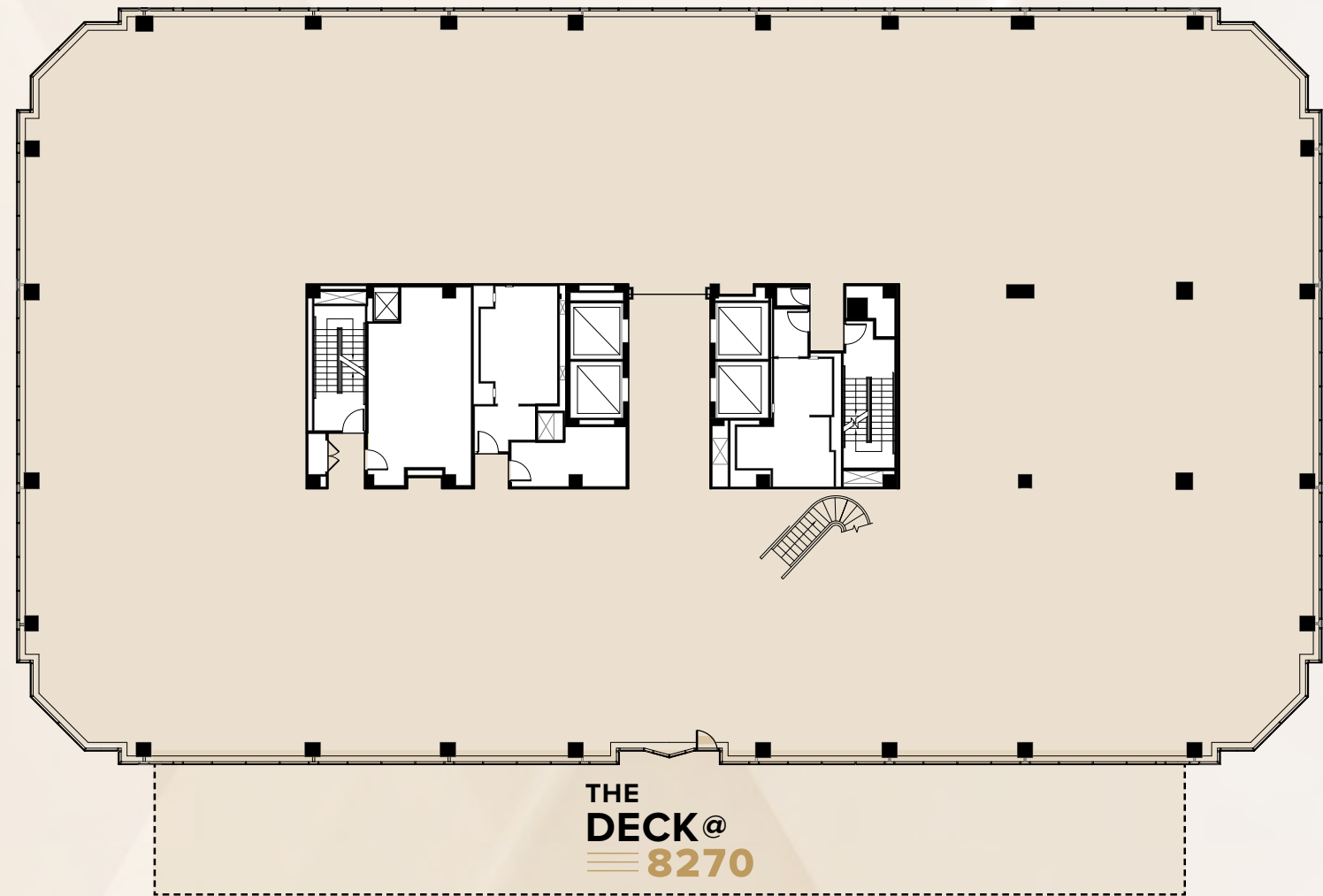
1.5 miles



1.0 mile



Dulles
International Airport
14 miles



Floors 4 through 8 contiguous to 110,814 SF



8270
GREENSBORO

Fourth Floor

Full Floor | 22,158 SF

\$45.00

Available Immediately





Existing internal staircase

Floors 4 through 8 contiguous to 110,814 SF



Fifth Floor

Full Floor | 22,158 SF
\$45.00
Available Immediately



Internal Staircase



Employee Break Out Space



Floors 4 through 8 contiguous to 110,814 SF



Sixth Floor

Full Floor | 22,158 SF
\$45.00
Available Immediately

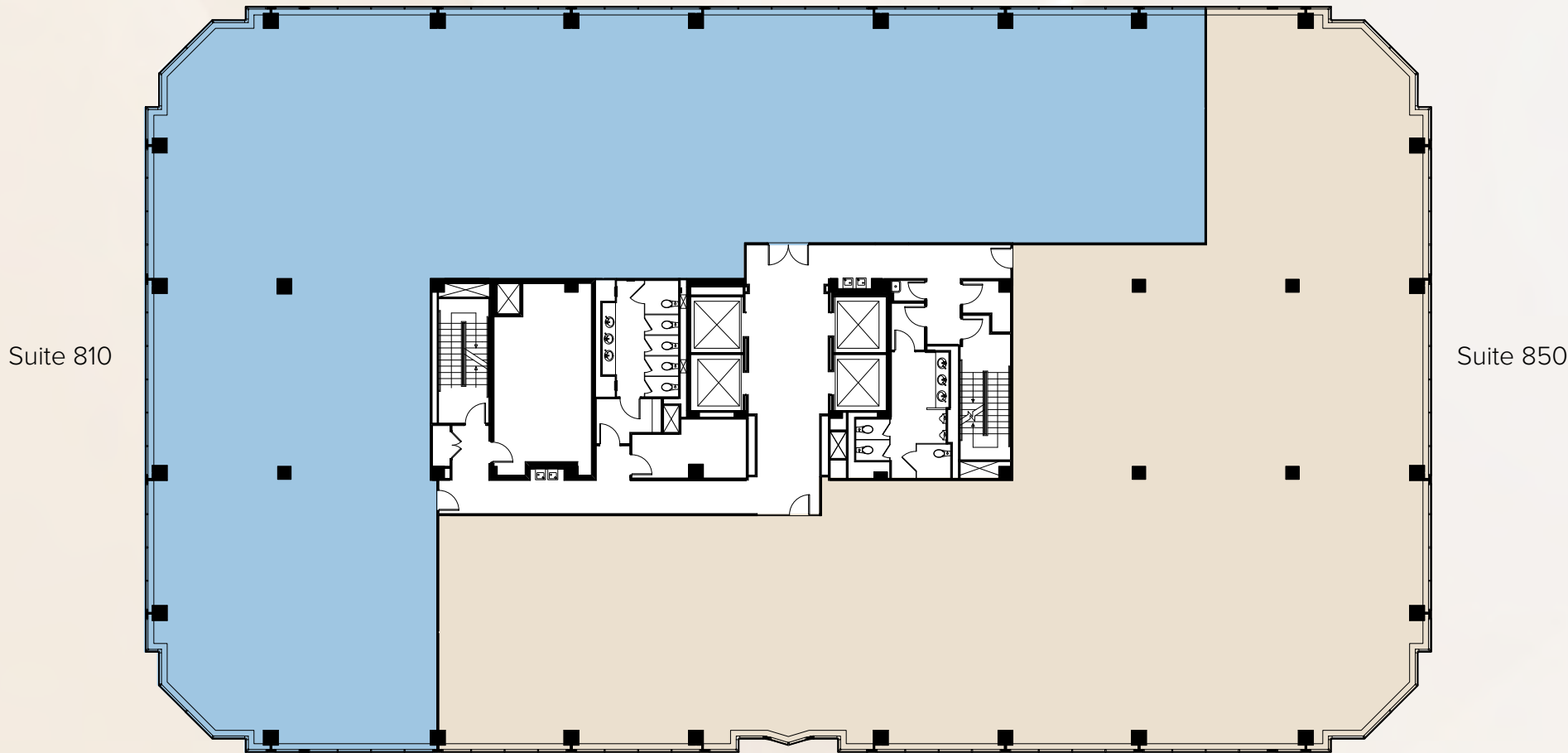


Floors 4 through 8 contiguous to 110,814 SF

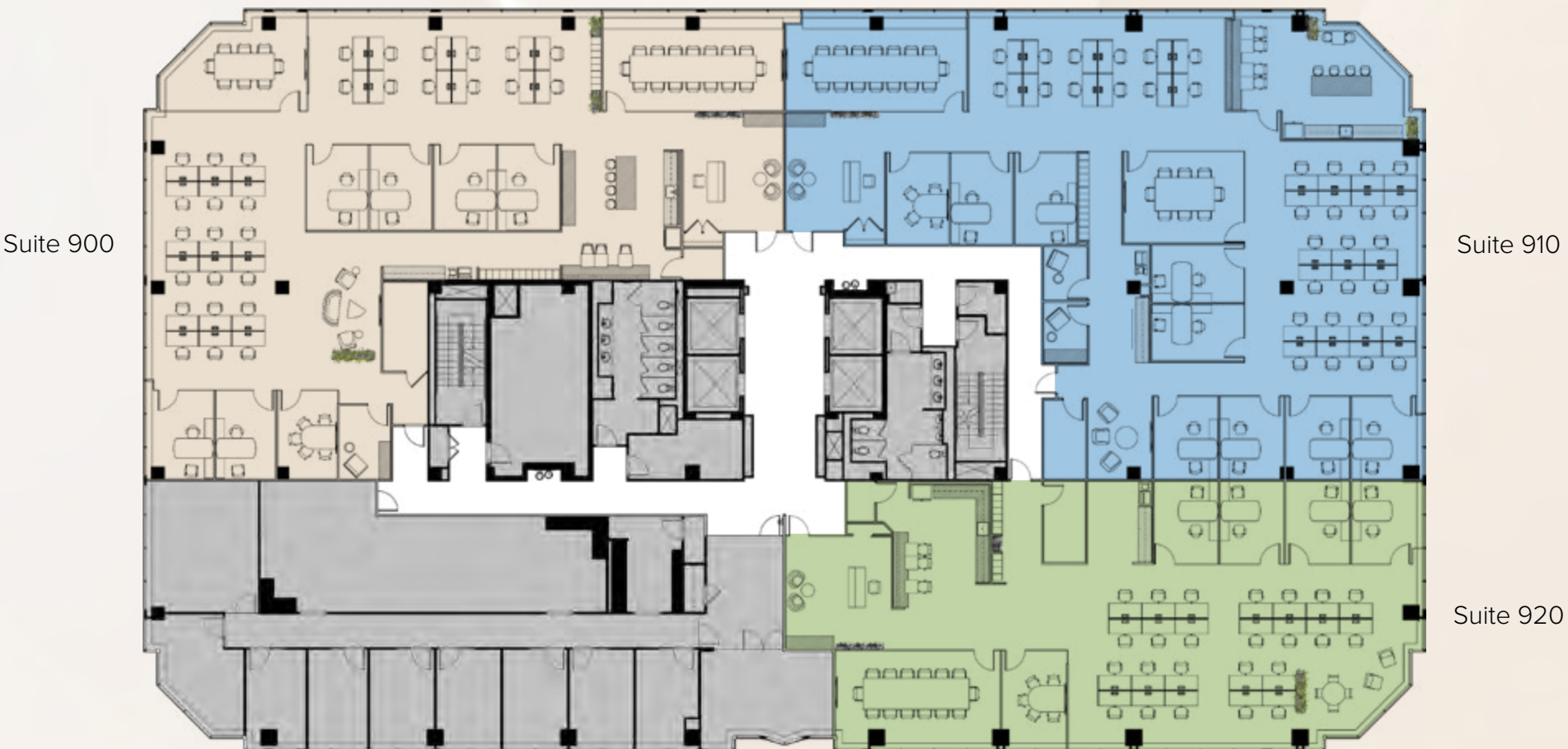


Seventh Floor

Suite 700 9,807 SF \$45.00 Available Immediately	Spec Suite 725 3,945 SF \$45.00 Available Immediately	Suite 750 8,416 SF \$45.00 Available Sept 2024
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Floors 4 through 8 contiguous to 110,814 SF



Contiguous to 17,041 SF

Test Fit Plans



Eighth Floor

Suite 810 11,085 SF	Suite 850 11,087 SF
\$45.00	\$45.00
Available May 2023	Available Immediately, Shell Condition



Ninth Floor

Suite 900 6,107 SF	Suite 910 6,490 SF	Suite 920 4,444 SF
\$45.00	\$45.00	\$45.00
Available Q3 2023	Available Q3 2023	Available Q3 2023



nuveen

A TIAA Company

Nuveen has supported the financial futures of millions of people for over 120 years. Under the leadership of TIAA, we invest in the growth of businesses, real estate, farmland, forests and infrastructure while building lifetime relationships with clients from all over the globe. With expertise across income and alternatives, and as one of the first in the industry to practice responsible investing, we've been able to adapt to a rapidly changing world while maintaining our legacy as a leading asset manager.



120+ YEARS
managing assets
designed for income



TOP 5
real estate
manager globally



5 DECADES
of responsible
investing



#1 MANAGER
of farmland
worldwide

Key Awards & Achievements 2019 – 2020

- Achieved 16 Green Stars in the Global Real Estate Sustainability Benchmark
- Earned 13th consecutive EPA ENERGY STAR 'Partner of the Year Sustained Excellence' award
- Earned an A+ rating in latest Principles for Responsible Investment sustainability bench-mark results
- Won 'Property Sustainability' award at the 2019 EG Tech Awards
- Named a 'Goal Achiever' by the U.S. Department of Energy



Investing Today for a Better Tomorrow

Nuveen Real Estate pledges to reduce the energy intensity of their global real estate equity portfolio by 30% by the year 2030, and tackle the growing risks of climate change through the delivery of net zero carbon real estate portfolios by 2050.

December 7, 2023

8270

UNITED BANK

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CBRE

nuveen
A TIAA Company

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The SkillSource Group, Inc.				
SUMMARY OF PENDING FUNDING AND DEVELOPMENT ACTIVITIES				
To the Virginia Career Works Northern Region Board of Directors December 7, 2023				
Project Name/Solicitation	Funding Request	SOG Funding	#s to Be Served	Proposal Status
APPROVED				
NOT APPROVED				
PENDING				
Fairfax Consolidated Community Funding Pool - Employment Services to Refugees in Fairfax County	\$300,000	\$300,000	65	Pending
	\$300,000	\$300,000	65	