



NORTHERN REGION

Board of Directors Meeting

Agenda and Meeting Materials

**Friday, June 5, 2026
8:30 a.m. – 10:00 a.m.**

In-Person Option:

**Intelligent Office Tysons Corner
1934 Old Gallows Road, Suite 350
Vienna, VA 22182**

Virtual Option:

[Microsoft Teams](#)

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

**Friday, June 5, 2026
8:30 a.m. – 10:00 a.m.**

Roll Call

Chairman's Report

Approval of March 5, 2026 Quarterly Board Meeting Summary Notes

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

Award of Virginia Career Works – Northern Quarterly Employer Impact Award to Mission Critical Interior Solutions (MCIS)

Approval of Nominations for New VCWN Board Member Officers for July 2026 – June 2028

Necessary Board Actions Aligned with Approved 2025-2027 Strategic Priorities

Become a Thought Leader for Workforce Development

- Initial Ratification – FY 2027 *SkillSource* Group Budget Draft Three
- Review with Potential Board Decision - New Virginia Works Branding Policy
- The *SkillSource* Group, Inc. FY 2025 Return On Investment Report

Build Sustainable Partnerships with Employers in Target Industries

- Approval of 2026 Quarter 2 VCW Northern Regional Employer Impact Award

Expand Talent Pipeline of Youth and Adults for Business

- New Federal Guidance on Medicaid Work Requirements Effective January 2027
- New Enrollment Process for WIOA Adult and Dislocated Worker Program

Focus on Quality Services through Data Collection and Continuous Improvement

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

Board Business Items

- Program Management Reports
- Executive Director Items

Adjourn

Virginia Career Works Northern Region

Thursday, March 5, 2026

Quarterly Board of Directors Meeting

Summary Notes

Members Present Virtually:

Swati Aneja	Jackie Maldonado	Roopal Saran
Robert Bartolotta	Daniel McGuire	Cindy Shao
Michael Bear	Roxanna Mejia	Karen Smaw
Stacey Dessecker	Susan Orehowsky	Zuzana Steen
Joseph Diaz	Steven Partridge	William Trumbull
George Harben	Rachel Payne	Michele Weatherly
Debora Harvey	Christopher Rieley	Samuel Wiggins
Debby Hopkins	Todd Rowley	Rachael Wooden

Executive Director: David Hunn

Staff: Seema Jain, Sabrina Miller, Hanna Do, Haimanot Andualem, Rebecca Bennett, Robert Mahon, Lisa Shapiro, Virginia Judd, Angela Harris, Suzanne Boudreaux, Ann Hyslop, Eliza Chappell, Sheila Jones, Jannette Sequeira, Linda Sperling, Karla Quiroz, Helen Hakiza, Lauren Parker, Anna Cuba

Observers: Dortehea Brown, Kellan Graves, Lisa Tatum, Eileen Rakshys, Toi Tanton, Trang Montgomery, Tatiana Nuth, Andrew Everett, Greg Vaughn, Robin Baker, Sandra Zacarias, Jennifer Van Buren, Rae Nguyen, James Cho, Annabelle Tamerjan, Dai Nguyen, Nathan Mart, Chris Slagle

The meeting commenced at **8:29 a.m.**

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

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

Chairman's Report:

Ed Trumbull, Chairman of the Virginia Career Works Northern Region Board of Directors, welcomed Board Members and attendees to the first board meeting of 2026, held virtually.

Mr. Trumbull reflected on the organization's progress in navigating the past year's funding challenges and program-related concerns. Earlier in FY 2026, staff worked closely with the Fairfax County Department of Family Services, serving as the WIOA One-Stop Operator, to develop a

balanced FY 2026 budget that required funding reductions, staffing adjustments, and program revisions. As the organization enters the final quarter of FY 2026, preparation has begun for FY 2027 funding recommendations, with anticipated discussions on budget challenges and strategic priorities.

An update was provided on federal workforce funding, noting that Congress approved the FY 2026 Labor-HHS-Education appropriations bill, ensuring continued federal WIOA funding through June 2027. While funding levels are expected to remain relatively stable nationally, Virginia may experience reductions. Proposed federal cuts to WIOA Adult and Youth programs and SCSEP were noted as no longer under consideration at this time.

The Board was advised that meeting discussions would include employer recognition awards, support for federal dislocated workers and contractors, pending Virginia workforce legislation, FY 2027 budget considerations, and potential alignment of the region's five American Job Centers. It was also reported that VCW Northern American Job Centers and workforce programs served more than 29,000 customers through January 2026, with over 85% representing low-skilled, low-income adults seeking employment opportunities.

Mr. Trumbull introduced several new and returning Board members, including representatives from the Northern Virginia Chamber of Commerce, the City of Falls Church, Prince William County Department of Economic Development and Tourism, and the Virginia Minority Chambers of Commerce.

Lastly, the Board Chairman announced his intention to step down following the June 2026 meeting and shared plans to establish a nominating committee, in partnership with David Hunn, to recommend officers for Board consideration. Board members interested in leadership opportunities or participation on the nominating committee were encouraged to express interest.

The Chairman invited questions before moving into the printed agenda.

Mr. Trumbull then asked for Committee Report Updates, as follows:

The *SkillSource* Group, Inc. (SSG) Board of Directors: George Harben reported for the SSG Board of Directors. Since the Virginia Career Works Northern Board meeting in September 2025, the SSG Board of Directors met and acted on the following items:

- Awarded a contract for an Executive Search Firm, Pyramid, LLC of Falls Church, Virginia, in January 2026 to support the Board Search Committee for identifying candidates for the President and CEO role with The SkillSource Group, Inc. and the Executive Director of the Virginia Career Works Northern Region.
- Approved and accepted The SkillSource Group 2024 IRS Form 990 tax submission in January 2026. The online link to the 2024 IRS Form is listed in the Executive Directors' Report on page 60 of this Board package.
- In January 2026, SkillSource Group approved Incumbent Worker Training grant awards to JK Moving and Jansen Consulting, totaling roughly \$5,700. Board Members should be

aware that SkillSource has roughly \$53,000 in Employer Led Training funds this fiscal year that is available for Incumbent Worker Training grants to eligible companies. Be sure to speak with Seema Jain about this grant funding opportunity or refer any employers to the SkillSource Group Team.

Youth Committee: Roopal Saran reported for the Youth Committee.

- The Youth Committee last met on December 16, 2025.
- As of November 2025, the Northern Virginia WIOA Youth Program was at 163 enrollments, with 3 In-School Youth enrollment. Over 80% youth are Basic Skills Deficient and 57% have a disability. Northern Virginia is now the largest WIOA Youth Program in the State.
- The Committee reviewed the final FY 2026 budget, and the reductions that had to be made to the WIOA Youth program, or both SkillSource and the Northern Virginia WIOA Youth Program Operator to Fairfax County Department of Family Services, due to decreased WIOA Youth allocations for PY 2025.
- Lastly, the Committee reviewed the WIOA Youth PY 2024 Q4 Performance benchmarks - Area 11 exceeded all five of the performance benchmarks.

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

- The Quality Assurance Committee last met on December 18, 2025.
- The Committee reviewed and approved applications from five (5) new Eligible Training Providers that were adding new programs and one (1) current provider requesting to expand their course offerings.
- The Committee also reviewed and approved program cost changes for one (1) current Eligible Training Provider.
- As of November 30, 2025, 41 training vouchers had been issued and \$141,050 had been obligated in WIOA training funds.
- Lastly, the Committee reviewed the new State WIOA Eligible Training Provider process policy, centralizing all training provider oversight, selection and reporting at the State level in Richmond. As a result of this change, local review by the QA Committee of new Eligible Training Providers and programs will no longer be necessary.

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

Robert Mahon presented Inova Health with the 2025 Quarterly VCW Northern Employer Impact Award in recognition of the organization's continued strong regional workforce engagement through its partnership with the Virginia Career Works Northern network. Inova interviewed dozens of job seekers referred through programs including Talent Up Fairfax, VIEW, DARS, WIOA, and the Employer Engagement Team (EET). Inova also remained engaged in the Northern

Virginia Regional Health Care Workforce Initiative in partnership with the Claude Moore Foundation and hosted the 2025 Northern Virginia HOSA Regional Leadership Conference, attended by over 500 high school students interested in healthcare careers.

Through Talent Up Fairfax, Inova hosted four paid internships, including Patient Services Representative and IS Service Desk positions. One participant, an Afghan refugee enrolled in VIEW and Talent Up Fairfax, completed a 12-week internship and was hired full-time as an IS Service Desk Associate earning \$26 per hour. Inova also continued workforce collaboration across multiple jurisdictions, including Loudoun County, helping strengthen regional partnerships and talent pipelines through programs such as Talent Up Fairfax, FEP, DARS, and WIOA.

Stacey Dessecker, Director of Workforce Development for Inove Health System, accepted the award.

Necessary Board Actions Aligned with Approved 2025-2027 Strategic Priorities

Become a Thought Leader for Workforce Development

Update on Executive Search - New VCWN Executive Director/SkillSource Group President and CEO

Robert Bartolotta gave a brief update on the ongoing search for *SkillSource*'s New President and CEO. Mr. Bartolotta opened the floor for questions.

Review of Pending 2026 Virginia Workforce Assembly Legislation

David Hunn provided an overview of several pending 2026 Virginia Workforce Assembly legislative initiatives. Topics discussed included proposed changes to Virginia minimum wage, the Work-Based Learning Pilot Program, the AI Workforce Impact Act, and nondegree workforce training programs, among other workforce-related legislation.

FY 2027 Budget Outlook – Challenges in Maintaining Current Programs

David Hunn discussed anticipated fiscal challenges for FY 2027 and the potential impact on sustaining current workforce programs and service levels. Factors such as funding uncertainty, rising operational costs, and changing workforce priorities may require strategic planning to maintain program effectiveness. Staff emphasized the importance of identifying funding opportunities and evaluating resources to support continuity of services and key initiatives.

Build Sustainable Partnerships with Employers in Target Industries

Approval of 2026 Quarter 1 VCW Northern Regional Employer Impact Award

Robert Mahon presented MCIS- Mission Critical Interior Solutions Inc, supporting construction and mission-critical infrastructure projects throughout Northern Virginia, including Reston and Manassas as the recipient of the Virginia Career Works (VCW) Northern Region 2026 Quarter 1 Employer Recognition Award. This quarterly award was created to highlight employers who demonstrate outstanding commitment to workforce development and inclusion.

MCIS, based in Ashburn, Virginia, has demonstrated strong engagement with the regional workforce network since participating in the Regional Employer Solutions Team (EST) meeting on January 15th. Following the initial engagement, MCIS quickly partnered with workforce staff to host hiring events, resulting in multiple job seeker interviews and several job offers for positions ranging from Installers to leadership-track roles, including Superintendent and Assistant Project Manager pathways.

MCIS also hired a Talent Up NOVA participant into a high-wage Project Manager role at \$60 per hour, supporting the federal impacted/dislocated worker talent pipeline. Additional hiring events held in Reston on February 18 and 19 continued recruitment efforts, with same-day offers extended and further hiring decisions under review. MCIS has remained highly responsive in coordinating with Business Services and Case Management teams and providing ongoing hiring updates.

A motion to approve MCIS for the 2026 Quarter 1 VCW Northern Employer Recognition Award, was made by Zuzanna Steen and seconded by Joseph Diaz. The full board approved, with no abstentions.

Talent Up Fairfax Award – Apolitical’s 50 States, 50 Breakthroughs

Seema Jain discussed the Talent Up Fairfax initiative received national recognition through a collaboration between Apolitical, the National Academy of Public Administration, and Humans of Public Service, highlighting one transformative public service project from each U.S. state. The recognition underscores Fairfax County’s success in advancing economic growth and workforce development through innovative solutions for employers and jobseekers.

Launched in late 2023 through a partnership among Fairfax County’s Department of Economic Initiatives, the Department of Family Services, and The SkillSource Group, Talent Up Fairfax addressed workforce shortages by connecting underserved jobseekers with quality career opportunities. By Fall 2025, the program engaged 347 employers, established 179 paid work-based learning internships, and achieved a median participant wage of \$25 per hour.

Rebecca Bennett and Robert Mahon also provided remarks on the program, discussing its development, outcomes, and collaborative approach to workforce and economic mobility. The initiative was highlighted as a scalable and sustainable workforce model that strengthens talent pipelines and meets employer workforce needs through cross-agency partnership.

Expand Talent Pipeline of Youth and Adults for Business

State Virginia Works Staff Transfer May Force Closure of Cherokee Avenue Center

David Hunn apprised the Board of recent updates communicated by senior officials from Virginia Works regarding immediate staffing changes and planned office space reductions at the Cherokee Avenue American Job Center, with reductions anticipated in June 2026. Concerns were raised regarding the potential impact on current and future customers who rely on services provided at the Center.

It was noted that The SkillSource Group, Inc. has served as the Center's landlord since 2018 under a ten-year lease agreement, and the proposed reduction in office space could create an estimated \$50,000 annual funding shortfall. As a result, early lease termination and potential closure of the Center may need to be considered, creating possible impacts for customers, staff, and organizational operations.

Board members were informed that the Center served more than 7,000 customers in 2025, with over 82% seeking unemployment insurance assistance. Concerns were expressed that reduced staffing levels may limit meaningful customer support and potentially require individuals to travel to alternative locations without assurance of adequate service capacity.

Planning for the 2026 Summer Youth Employment Program

Seema Jain presented an update on the EYE Program, reporting projected enrollments of approximately 140–155 participants, including eight (8) 14–15-year-old youth referred by Fairfax County NCS. She noted that staffing plans include the hiring of six counselors by DFS, with one SkillSource Group counselor assigned to support KP youth. Workshop curriculum development is currently underway and is expected to begin at the end of June.

Ms. Jain further shared that work experiences are scheduled from July 6 through August 13, followed by the EYE Recognition Ceremony on August 14. EYE referrals total 153 and are drawn from multiple sources, including WIOA, DARS, NCS, and CYF. Partners were encouraged to assist with program implementation by identifying worksites or hosting youth participants.

Update on Programs for Impacted Federal Workers and Contractors

Tatiana Nuth and Kellan Graves of the Fairfax County Department of Family Services, serving as the One-Stop Operator for the Virginia Career Works Northern Region, provided an update on efforts to support federal dislocated workers. Ms. Nuth highlighted targeted activities, including job fairs, workshops, and other employment support services designed to assist impacted individuals in transitioning to new career opportunities. She also shared participant success stories and discussed ongoing and future strategies to strengthen support for federal dislocated workers across the region.

Focus on Quality Services through Data Collection and Continuous Improvement

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

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 PY 2025 and FY 2026.

Board Business Items

Program Management Reports

Not reviewed due to time constraints.

Executive Director Items

Not reviewed due to time constraints.

Adjournment

With all Board activities completed, Chairman William Trumbull sought a motion to adjourn the meeting. The motion was made and seconded.

The meeting adjourned at 9:57 a.m.

Virginia Career Works Northern Region Quarterly Employer Recognition Award

June 2026

MCIS

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

Chronological Engagement & Outcomes

January 15 – EST Engagement

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

January 21 – Hiring Event (First Event)

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

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

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

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

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

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

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

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

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

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



NORTHERN REGION

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

June 5, 2026

TO: VCW Northern Board of Directors

**FROM: David Hunn
Executive Director**

SUBJECT: FY 2027 – 2028 Virginia Career Works Northern Officer Nominations

For your consideration, the VCW Northern Board Nominating Committee recommends the following slate of Board Officers, who have agreed to serve in these roles for FY 2027 – 2028.

- Chairman Dr. Robert Bartolotta, Manhattan Strategy Group (Fairfax County)
- Vice Chairman Dr. Stacey Dessecker, INOVA Health (Fairfax County)
- Secretary Mr. George Harben, Prince William County Government (Prince William County)
- Treasurer Mr. Steven Partridge, Northern Virginia Community College, (Fairfax County)
- Parliamentarian Ms. Roopal Saran, English Empowerment Center, (Fairfax County)

These Officers will also concurrently serve on The *SkillSource* Group, Inc. Board of Directors.

I look forward to discussing this outstanding slate of Officer Nominations with the entire Board.

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

SUBJECT: Ratification of FY 2027 *SkillSource* Budget – Third Pass

The third draft (Version 2A) of the FY 2027 Budget estimates total revenues at \$9,686,746 and expenses at \$9,689,608 showing a deficit of \$2,861 for the year. **This Budget version reflects the known PY 2026 WIOA Formula Funding allocations.**

Our initial Revenue Assumptions are:

- New PY 2026 WIOA Formula Funding for Adult, Dislocated Worker and Youth Programs are final, with total increases of \$746,303 above FY 2025 levels.
- Current Services for TANF Funding Levels with new Proposals Pending State review;
- Current service funding levels for all other grant programs, including the Senior Community Service Employment Program, GO Virginia Northern, Arlington Employment Center WIOA Programs and the United Way Financial Empowerment Center;
- Addition of two grant awards: the Fairfax County Consolidated Community Funding Pool and the SCSEP Sector Demonstration grant.

Our initial Expenditure Assumptions are:

- The *SkillSource* Group personnel budget assumes fewer staff, with the retirement of the President and CEO and the TANF Project Director. This Draft 3 Budget includes the continuation of two (2) full-time Ticket to Work staff as well as the part-time (.4) contract case manager serving the Fairfax and Prince William Adult Detention Centers.
- The WIOA Adult and Dislocated Worker Program allocation and the WIOA Youth Program for the One-Stop Operator, Fairfax County Department of Family Services, is currently included at 100% of the funding level requested. Substantial funding increases for WIOA jobseeker training expenses has been included, totaling \$665,000 for WIOA Adult and Dislocated Worker programs and \$126,824 for WIOA Youth programs.
- Personnel costs assume a 2% COLA increase for staff along with the reduced contribution (5%) to the *SkillSource* Group 401k Plan as well as reduced funding support (50%) for employee dependent health care coverage.
- Funding is allocated for the American Job Center Cherokee Avenue Center to remain open in FY 2027, even with the office space and staff reductions by Virginia Works.

ACTION REQUESTED

The Virginia Career Works Northern Board of Directors ratify this Draft FY 2027 *SkillSource* Budget. The Final FY 2027 Budget will be presented in September 2026.

STAFF: David Hunn
Seema Jain
Hanna Do
703-827-3782



The SkillSource Group, Inc.
FY27 Proposed Budget - Draft 2

	FY27 Budget Draft 2	FY26 Budget Draft 5	Change from Prior Year	% Change from Prior Year	Notes
Revenue					
Government Contracts	\$ 8,258,872	\$ 7,900,498	\$ 358,373	5%	
Restricted Revenue	196,650	196,650	-		
Unrestricted Revenue	550,000	595,000	(45,000)	-8%	
Rental Income	661,225	807,192	(145,967)	-18%	
Other Income	20,000	20,000	-	0%	Higher interest from sweep account with ODNB
Total Revenue	9,686,746	9,519,340	167,406	2%	
Personnel Costs					
Salaries	1,889,972	1,970,985	(81,013)	-4%	
Fringe	599,972	672,758	(72,787)	-11%	
Total Personnel Costs	2,489,943	2,643,743	(153,800)	-6%	
Operating Costs					
70451 - Annual Report Production	-	6,000	(6,000)	-100%	
50930 - Audit Services	38,000	38,000	-	0%	
50919 - Communication	78,674	74,903	3,771	5%	
51651 - Contracted Maintenance	54,901	54,601	300	1%	
50920 - Dues & Memberships	5,775	4,175	1,600	38%	
51763 - Equipment & Maint Costs	16,700	8,944	7,756	87%	
51770 - IT support	105,156	100,200	4,956	5%	
50210 - Financial Mgmt Services	30,000	120,000	(90,000)	-75%	
50900 - HR & PR Processing	48,381	73,147	(24,766)	-34%	
71651 - Insurance	24,000	29,673	(5,673)	-19%	
50858 - Meetings & Conferences	7,895	7,894	1	0%	
50879 - Professional Development	7,500	6,500	1,000	15%	
50200 - Professional Services - Other	148,402	160,446	(12,044)	-8%	
50878 - Rent	363,667	379,457	(15,790)	-4%	
50883 - Rent - CAM and Taxes	10,202	21,745	(11,543)	-53%	
51111 - Security Services	-	42,500	(42,500)	-100%	
50863 - Supplies & Office Expense	59,053	85,698	(26,645)	-31%	
50940 - Travel - SSG Staff	9,479	9,272	207	2%	
52955 - Utilities	34,920	28,500	6,420	23%	
Total Operating Costs	1,042,704	1,251,655	(208,950)	-17%	
Program Costs					
50350 - Outreach - SSG	66,441	124,203	(57,763)	-47%	
50160 - Customer Wages	1,322,605	1,557,919	(235,314)	-15%	
60100 - Customer Payroll Taxes	98,079	94,695	3,384	4%	
50952 - Training	495,193	356,841	138,352	39%	
58783 - One-Stop Centers	-	-	-	0%	
58799 - Unobligated Funds	211,055	145,176	65,878	45%	
99999 - Set Aside Funds	809,240	659,980	149,261	23%	
Total Program Costs	3,002,613	2,938,814	63,799	2%	
Contractual Services					
50150 - Contract Personnel	2,162,391	2,212,571	(50,180)	-2%	
50400 - Contract Operations	28,132	44,500	(16,368)	-37%	
50600 - Contract Training & Other	963,824	536,111	427,714	80%	
Total Contractual Services Costs	3,154,347	2,793,181	361,166	13%	
Indirect Costs					
	-	-	-	0%	
Total Expenditures	9,689,608	9,627,393	62,214	1%	
Net	\$ (2,861)	\$ (108,053)	\$ 105,192		

	US DOL - DWDA							US DOL - Other			US HHS			Other Government			Other Programs				Centers		Indirect	SSG	Total FY27
	WIOA Admin	WIOA Adult	WIOA DW	WIOA Youth Out	Talent Up NOVA	Rapid Response	Governor's Set Aside	SCSEP	Sector Strategy	Arlington WIOA	TANF10	TANF11	Go VA	Go VA Admin	Manassas CARES	UWFEC	EYE	DARS SEAL	Ticket to Work	CCFP	PW Center	Cherokee Center	Indirect	Unrestricted	
Revenue																									
Government Revenue	404,620	2,122,290	794,044	1,479,775	150,000	240,000	60,000	1,396,023	60,560	313,747	445,553	449,618	212,126	12,165	25,975	-	-	-	-	92,375	-	-	-	-	8,258,872
Restricted Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	196,650	-	-	-	-	-	-	-	-	196,650
Unrestricted Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	215,000	205,000	130,000	-	-	-	-	-	550,000
Rental Income	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	427,167	234,058	-	-	661,225
Other Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20,000	20,000
Total Revenue	404,620	2,122,290	794,044	1,479,775	150,000	240,000	60,000	1,396,023	60,560	313,747	445,553	449,618	212,126	12,165	25,975	196,650	215,000	205,000	130,000	92,375	427,167	234,058	-	20,000	9,686,746
Personnel Costs																									
Salaries	146,756	97,231	73,128	59,962	-	33,921	-	160,772	6,650	159,996	230,939	226,314	155,940	5,217	3,871	36,901	5,404	6,828	101,667	54,399	120,461	75,827	127,766	-	1,889,972
Fringe	46,228	30,628	23,035	18,894	-	10,685	-	50,643	2,095	50,399	77,981	70,684	49,121	1,643	1,219	11,624	1,702	2,151	32,025	17,136	37,945	23,885	40,246	-	599,972
Total Personnel Costs	192,985	127,859	96,163	78,876	-	44,606	-	211,415	8,745	210,395	308,920	296,998	205,061	6,861	5,090	48,525	7,106	8,979	133,692	71,535	158,407	99,712	168,012	-	2,489,943
Operating Costs																									
70451 - Annual Report Production	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
50930 - Audit Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	38,000	38,000
50919 - Communication	-	-	-	-	-	334	-	1,450	-	1,046	3,000	3,000	2,000	-	-	-	40	2	2,500	1,050	26,784	13,848	23,620	-	78,674
51651 - Contracted Maintenance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,000	-	-	-	-	45,901	6,000	-	-	54,901
50920 - Dues & Memberships	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	175	-	600	-	5,000	-	5,775
51763 - Equipment & Maint Costs	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10,860	3,840	2,000	-	16,700
51770 - IT support	-	-	-	-	-	-	-	-	-	-	12,750	12,000	-	-	-	-	-	-	600	1,260	25,056	20,640	32,850	-	105,156
50210 - Financial Mgmt Services	-	-	-	-	-	-	-	-	-	-	10,000	12,000	-	-	-	-	-	-	-	-	-	-	8,000	-	30,000
50900 - HR & PR Processing	-	-	-	-	-	-	-	-	-	-	12,750	12,000	-	-	-	-	3,631	-	-	-	-	-	20,000	-	48,381
71651 - Insurance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24,000	-	24,000
50858 - Meetings & Conferences	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,895	-	1,000	-	-	-	5,000	-	7,895
50879 - Professional Development	-	-	-	-	-	-	-	-	-	-	1,500	1,500	-	-	-	-	-	-	-	-	-	-	4,500	-	7,500
50200 - Professional Services - Other	30,000	-	-	-	-	-	-	-	-	-	-	-	13,000	6,087	-	94,315	-	-	-	-	5,000	-	-	-	148,402
50878 - Rent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	173,107	161,560	29,000	-	363,667
50883 - Rent - CAM and Taxes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	62	10,140	-	-	10,202
51111 - Security Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
50863 - Supplies & Office Expense	-	-	-	4,402	-	334	-	4,000	-	400	7,133	9,620	2,000	329	-	2,500	-	-	2,000	336	8,000	6,000	12,000	-	59,053
50940 - Travel - SSG Staff	-	-	-	-	-	334	-	-	-	250	3,000	3,000	750	-	-	-	-	-	1,000	1,145	-	-	-	-	9,479
52955 - Utilities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	34,920	-	-	-	34,920
Total Operating Costs	30,000	-	-	4,402	-	1,001	-	5,450	-	1,696	50,133	53,120	17,750	6,416	-	99,815	5,566	2	7,275	3,791	330,290	222,028	203,970	-	1,042,704
Program Costs																									
50350 - Outreach - SSG	-	-	40,000	-	5,000	10,005	-	-	-	1,500	1,500	1,500	-	-	3,500	1,095	318	23	-	-	2,000	-	-	-	66,441
50160 - Customer Wages	-	-	-	-	130,000	-	-	975,194	-	-	-	-	-	-	-	-	152,000	65,411	-	-	-	-	-	-	1,322,605
60100 - Customer Payroll Taxes	-	-	-	-	-	-	-	80,454	-	-	-	-	-	-	-	-	12,327	5,299	-	-	-	-	-	-	98,079
50952 - Training	-	71,000	24,127	11,000	-	-	40,000	67,509	50,438	70,119	65,000	78,000	-	-	13,000	-	-	-	-	5,000	-	-	-	-	495,193
58783 - One-Stop Center Costs	-	116,474	38,825	-	-	-	-	31,437	-	-	-	-	-	-	-	33,324	-	-	-	-	(110,448)	(109,612)	-	-	-
58799 - Unobligated Funds	58,490	59,690	56,002	14,154	-	22,718	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	211,055
99999 - Set Aside Funds	80,924	353,081	111,926	263,309	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	809,240
Total Program Costs	139,414	600,245	270,880	288,463	135,000	32,723	40,000	1,154,594	50,438	71,619	66,500	79,500	-	-	16,500	34,419	164,645	70,732	-	5,000	(108,448)	(109,612)	-	-	3,002,613
Contractual Services																									
50150 - Contract Personnel	-	860,432	176,233	942,445	15,000	40,000	-	-	-	-	-	-	-	-	-	-	60,957	67,324	-	-	-	-	-	-	2,162,391
50400 - Contract Operations	-	5,000	5,000	15,000	-	-	-	-	-	-	-	-	-	-	-	-	1,566	1,566	-	-	-	-	-	-	28,132
50600 - Contract Training & Other	-	465,000	200,000	126,824	-	112,000	20,000	-	-	-	20,000	20,000	-	-	-	-	-	-	-	-	-	-	-	-	963,824
Total Contractual Services Costs	-	1,330,432	381,233	1,084,269	15,000	152,000	20,000	-	-	-	20,000	20,000	-	-	-	-	62,523	68,890	-	-	-	-	-	-	3,154,347
Indirect Costs	42,221	63,754	45,768	23,765	-	9,670	-	24,564	1,377	30,037	-	-	33,422	1,991	4,385	13,891	3,545	1,474	14,097	12,049	46,918	21,930	(394,857)	-	-
Total Expenditures	404,620	2,122,290	794,044	1,479,775	150,000	240,000	60,000	1,396,023	60,560	313,747	445,553	449,618	256,232	15,268	25,975	196,650	243,385	150,078	155,064	92,375	427,167	234,058	(22,874)	-	9,689,608
Net	0	(0)	0	(0)	-	(0)	-	(0)	(0)	(0)	0	(0)	(44,106)	(3,103)	(0)	0	(28,385)	54,922	(25,064)	0	(0)	(0)	22,874	20,000	(2,861)

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

SUMMARY SHEET

SUBJECT: New Virginia Works Branding Initiative

The State Virginia Works agency is undertaking a new branding initiative that seeks to identify and broadcast the mission and vision of the Virginia Workforce Network to Stakeholders, Jobseekers and Employers in a consistent manner. From a State-wide perspective, the Virginia Works title has generally superseded in general use the formal name of the Department of Workforce Development and Advancement (DWDA).

For local workforce development regions and boards, previous State Workforce Branding efforts assumed that local areas would adopt the State brand and follow State-established naming protocols, such as Virginia Career Works Northern Region, A Proud Partner of the Virginia Workforce Network. For this new initiative, State officials are proposing several different options, called Layers, and allowing local workforce board leadership to best determine how to identify a name and be recognized.

The Virginia Career Works Northern Region has volunteered to be one of four local workforce regions across the Commonwealth to participate in a pilot program this Summer to consider and test a new regional workforce brand. More details will be identified and shared with the Virginia Career Works Northern Region Board of Directors in the weeks ahead.

Virginia Career Works Northern Management recommend that the local workforce board name be shortened to Virginia Works – Northern Region. This new name would be utilized on the website, letterhead, Center signage, and all related social media materials. This name would be in addition to utilization of The *SkillSource* Group, Inc. in all online and print materials relating to the fiscal agent and contracting roles on behalf of the regional workforce board.

Staff

David Hunn
Seema Jain
703-827-3782

Workforce System Branding Working Session

June 2, 2026



June 5, 2026



Possible Brand Architecture & Naming Convention

Layer 1: The Autonomous Legal Name (Governance)

- **What it is:** The legal entity and local governing body.
- **Example:** "Hampton Roads Workforce Council" or "Capital Region Workforce Partnership."
- **Usage:** Used on legal documents, board meetings, contracts, and specific local board activities.

Layer 2: The Network Partner Framing (Affiliation)

- **What it is:** The transitional/collaborative language used in joint partner public relations, events, and employer outreach.
- **Example:** "The Bay Consortium Workforce Development Board, a partner of the Virginia Works Network." "DARS, a partner of the Virginia Works Network."

Layer 3: The Regional Designation (Service Delivery)

- **What it is:** Incorporate into public-facing brand for the physical centers (AJCs) and specific geographic service delivery.
- **Example:** "Virginia Works - Southwest" or "Virginia Works - Northern Region."
- **Usage:** This is what goes on the physical exterior building signs, front doors, and regional job seeker portals, promotion of shared event.

Implementation Options & Considerations

- **All align together at one time**
- **Opt-in, phased approach:** Areas that want to transition this fall can do so and be treated as “pilots” for the rest of the system, with a hope for an overall transition through the following year
- **Alternative approaches?**

Pros?

Cons?

Decision?

What does the state commit to?

We WILL:

Position ourselves as a connector and guide

→ Ex. "We'll help you find the right path forward."

Reinforce a coordinated, statewide system

→ Ex. "Across Virginia, you'll experience a connected network of support."

Clarify how to move forward

→ Ex. "Here's where to start. Here's what to expect. Here's your next step."

Signal shared accountability

→ Ex. "We'll guide and support—you take the next step."

We will NOT:

Position ourselves as the sole solution

→ Ex. "We will solve your workforce challenges"

Override or diminish local expertise

→ Ex. Using language that implies central control or replacement

Create ambiguous processes

→ Ex. "We won't leave you unsure of where to begin, what comes next, or where to go from here."

Overpromise outcomes or guarantees

→ Ex. "We'll get you a job" / "We'll fill your roles quickly"



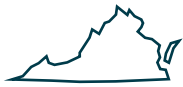
NORTHERN REGION

Virginia Career Works Northern Region
 FY2025 Impact Totaled **581 Jobs**,
\$4.4 Million in Tax Revenue, and
 Generated an **ROI of 2.6x**
 Public Investment

TOTAL IMPACT
581 Employment
\$28.6 Million Labor Income

INDIRECT + INDUCED IMPACT
93 Employment
\$4.4 Million Labor Income

DIRECT IMPACT
488 Employment
\$24.2 Million Labor Income



\$1.3 Million
 State and Local Tax Impact



\$3.0 Million
 Federal Tax Impact



WIOA Career Services
 provide employment and training services to assist eligible adults, dislocated (terminated or laid off) workers, and at-risk youth ages 16-24.



Ticket to Work
 increases opportunity and choice for Social Security disability beneficiaries in obtaining no-cost employment support focused on work-based learning.



Talent Up Fairfax
 provides essential job training services and internships tailored to the needs of individuals demonstrating a COVID-related employment challenge.



Other Programs
 include the Work-Based Learning Temporary Assistance for Needy Families.

PROGRAMS & SERVICES	JOB PLACEMENTS	INCREMENTAL AVERAGE ANNUAL SALARY	INCREMENTAL TOTAL HOUSEHOLD INCOME (\$MILLION)
WIOA ENHANCED CAREER SERVICES	301	\$49,785	\$15.0
WIOA – Adult	164	\$54,122	\$8.9
WIOA – Dislocated Worker	27	\$82,722	\$2.2
WIOA – Youth	110	\$35,235	\$3.9
OTHER PROGRAMS	187	\$49,233	\$9.2
SCSEP	9	\$39,894	\$0.4
Work-Based Learning (WBL)	13	\$42,192	\$0.5
Ticket to Work	42	\$38,896	\$1.6
TANF	48	\$57,613	\$2.8
Talent Up Fairfax	54	\$52,000	\$2.8
One-Stop Services	21	\$52,000	\$1.1
TOTAL VCWNR PROGRAM & SERVICES	488	\$49,574	\$24.2

PREPARED FOR

Virginia Career Works Northern Region



NORTHERN REGION

A proud partner of the  American Job Center network

5/27/2026

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

Fiscal Year 2025

1. Executive Summary

This report assesses the economic impact and return on investment (ROI) attributable to the northern Virginia workforce programs and services provided by Virginia Career Works Northern Region (VCWNR) for fiscal year (FY) 2025.¹ The main findings of the report are summarized below.²

The regional economy continues to expand beyond pre-pandemic levels and maintain low unemployment rates, providing a favorable environment for job seekers who access VCWNR programs and services. As of June 2025, the region’s unemployment rate stood at 3.6%, on par with Virginia’s 3.5% rate and below the 4.4% rate in the nation.

As of the second quarter of 2025, the average annual wage in Northern Virginia was \$102,915. This figure is 31% higher than the average for Virginia and 34% higher than the United States annual wage average, contributing to household spending and ripple effects in the region.

In FY2025, the largest industry by employment in the Northern region is professional, scientific, and technical services, followed by health care and social assistance, retail trade, and educational services.

The various workforce programs and services available through Virginia Career Works Northern region provide a large economic impact in the VCWNR service area.

In FY2025, 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
- Senior Community Service Employment Program (SCSEP)
- Work-Based Learning
- Ticket to Work Program
- Temporary Assistance for Needy Families (TANF)
- Talent Up Fairfax Program
- One-Stop Center Job Placements, providing self-service resources for jobseekers³

In FY2025, Virginia Career Works Northern Region helped 467 individuals obtain employment through its non-self-service programs. The increased annual household income associated with those programs is estimated at \$23.1 million in FY2025.

¹ Fiscal Year 2025 started July 1, 2024, and ended June 30, 2025. 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.

² 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 26 years, Chmura has served hundreds of clients nationwide with thoroughness, accuracy, and objectivity.

³ 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.

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The increased income resulting from VCWNR non-self-service programs is estimated to have supported 556 total jobs in Northern Virginia in FY2025, associated with \$27.3 million in total regional labor income. This increased income generated an estimated \$20.7 million in additional regional economic output, and \$4.2 million in state, local, and federal tax revenue.

If job placements through One-Stop services are included, VCWNR was instrumental in helping 488 individuals obtain employment in FY2025. The increased annual household income associated with those job placements is estimated at \$24.2 million in FY2025.

Increased income resulting from VCWNR programs supported an estimated 581 total jobs in Northern Virginia in FY2025, associated with \$28.6 million in total regional labor income. The increased income also resulted in \$21.7 million in additional regional economic output, and \$4.4 million in state, local, and federal tax revenue.

The ROI analysis shows that the benefit of VCWNR programs and services exceeds the cost.

In FY2025, the cost associated with all VCWNR programs and services was \$10.87 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 of 2.5 in FY2025, indicates that the benefit of VCWNR programs was more than double 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 FY2025 rises to 2.6. This figure indicates a benefit more than two and a half times the required public cost.

2. Background

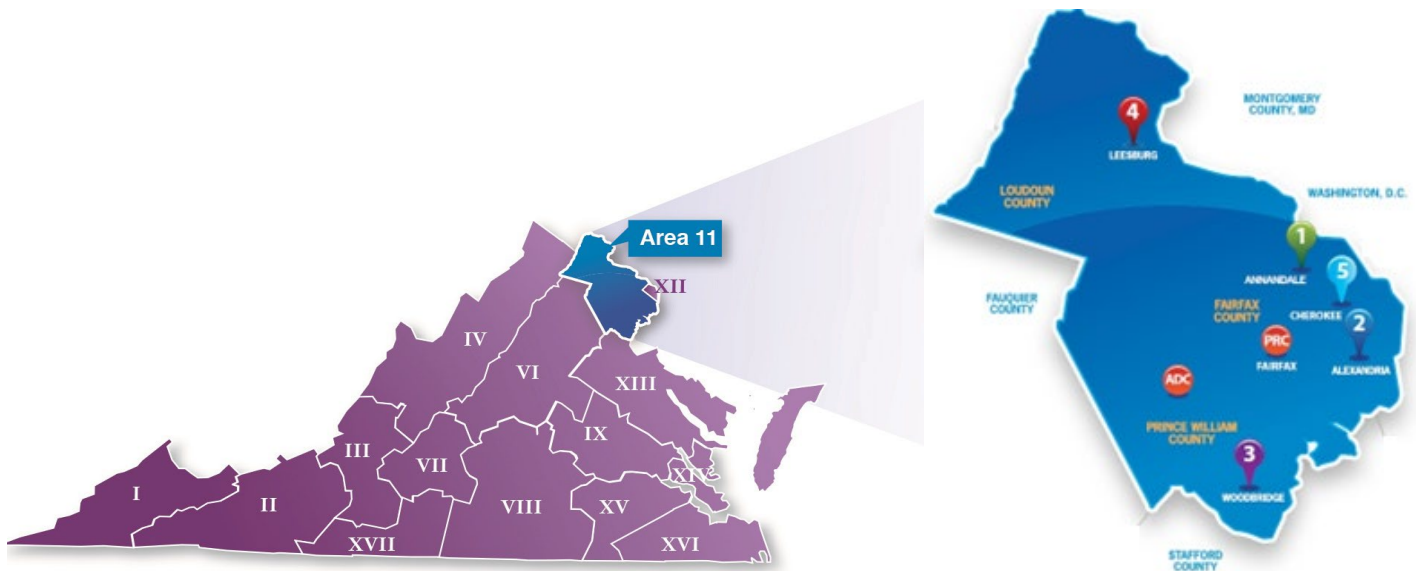
Virginia Career Works Northern Region (VCWNR) serves the counties of Fairfax, Loudoun, and Prince William, and the cities of Fairfax, Falls Church, Manassas, and Manassas Park (VCWNR service area).⁴ Through the SkillSource Group, Inc., (SkillSource), Virginia Career Works Northern Region provides a comprehensive 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, five SkillSource-managed centers (One-Stop Employment Centers) operate in the region (Figure 2.1).

Each year, the SkillSource Group commissions a study of the economic and fiscal impacts of Virginia Career Works Northern Region focused 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 2025.

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 enlarged map (Area 11) represent VCWNR Center locations.

⁴ This information is from the SkillSource website at <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 utilizes a methodology similar to previous studies.⁵

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 FY2025
2. The economic impact of VCWNR programs and services in Northern Virginia for FY2025
3. Return on investment analysis of VCWNR programs and services for FY2025

3.1 Profile of VCWNR and Economic Profile of the Northern Virginia

The profile of VCWNR summarizes existing programs and services and demonstrates their role in helping regional workers achieve career success. It also 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 include SkillSource program reports, audited SkillSource financial records, and administrative data.

An economic profile of Northern Virginia offers 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 are 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.⁶

For individuals unemployed prior to utilizing VCWNR programs and services, the incremental wage is equivalent to wages and salaries they receive in their new jobs. For individuals receiving training, the definition of incremental wage is 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, or the indirect impact, 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 multipliers from its JobsEQ® impact 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 supported in the regional economy through incremental household income
2. Labor income, or the salaries and wages associated with total employment
3. Economic output, or the total amount of regional economic activity generated through secondary indirect and induced transactions

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

⁶ 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.

4. Fiscal impact, or the federal, state, and local tax revenue because of the increased economic activity – 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 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 FY2025. The benefit is represented by the total annual labor income attributable to VCWNR programs and services, resulting from new job placements and improved skills.⁷

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

⁷ 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

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 individuals the opportunity to enroll in services and also provides case management to those individuals in several structured workforce programs (non-self-service programs). VCWNR also maintains five One-Stop Employment Centers (SkillSource centers) where individuals in search of employment can utilize facilities and resources. Other programs help employed workers gain new knowledge and skills.

4.1.1 Description of VCWNR Programs and Services

In FY2025, Virginia Career Works Northern Region provided career training and job placement services through the following programs:⁸

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

- WIOA Adult Program – provides employment and training services to assist eligible adults (individuals 18 years and older) find meaningful employment
- WIOA Dislocated Worker Program – provides employment and training services to dislocated workers (individuals terminated, laid off, or those who received notice that they will be terminated or laid off) in finding meaningful employment
- WIOA Youth Program – provides summer and year-round development programs to at-risk youth ages 16 – 24 (e.g., dropouts, foster children, juvenile offenders, children of incarcerated parents, and migrant children)
- Senior Community Service Employment Program (SCSEP) – provides temporary community service training opportunities as a bridge to employment opportunities outside of the program
- Work-Based Learning (WBL) - Connects job seekers and students with hands-on learning opportunities through local employers

- **Non - WIOA Grants Programs**

- Talent Up Fairfax Program
 - Tailored to the needs of individuals demonstrating a COVID-related employment challenge
 - Intended to facilitate permanent employment opportunities
 - Provides essential job training services and internships
 - Participants must be residents of Fairfax County
- Ticket to Work Program
 - A Social Security Administration (SSA) employment program
 - For social security disability beneficiaries between ages 18 and 64 who can and want to work
 - Goal is to increase opportunity and choice for Social Security disability beneficiaries in obtaining no-cost employment support
- Temporary Assistance for Needy Families (TANF)
 - SkillSource currently manages three TANF grants focused on assisting jobseekers with children under 18 who have barriers such as low income, a history of legal problems, and/or disabilities
 - These grants support individuals as they enter the workforce and maintain their employment
 - Offers the prospect of a career path and wage growth

In the following analysis, 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, and for non-self-service programs.

⁸ The impact of some programs may not be evaluated if data are not available.

4.1.2 Outcome of VCWNR Programs and Services

Table 4.1 summarizes participants and job placements for different VCWNR programs and services in FY2025. In FY2025, a total of 663 individuals were enrolled in WIOA Adult, WIOA Dislocated Worker, and WIOA Youth programs. In addition, 123 individuals utilized other WIOA grant programs including SCSEP and Work-Based Learning programs. Adding to the total, 622 individuals used other programs such as Ticket to Work, TANF, and Talent Up Fairfax. Finally, 50,650 unique individuals accessed the One-Stop Employment Centers to conduct job searches.

In total, these programs and services were instrumental in transitioning 488 individuals to employment, with an average annual wage of \$49,574. Out of this number, WIOA Adult, Dislocated Worker, and Youth programs placed 301 individuals into employment. Other programs facilitated employment for an additional 166 jobseekers.

Previous reports sometimes used regional entry-level wages for jobs which typically require short-term on-the-job training, no experience, and no education to estimate wages for participants in WIOA Youth programs. This year VCWNR tracked wages for participants in WIOA Youth programs. Participants earned an average hourly wage of \$16.94, slightly less than the estimated entry-level wage of \$17.56.

Table 4.1: Virginia Career Works Northern Region and Job Placements in FY2025

Programs & Services	Enrollment	Job Placements	Average Incremental Annual Salary
WIOA Enhanced Career Services	663	301	\$49,785
WIOA – Adult	332	164	\$54,122
WIOA – Dislocated Worker	66	27	\$82,722
WIOA – Youth	265	110	\$35,235
Other WIOA Grant Programs	123	22	\$41,252
SCSEP	89	9	\$39,894
Work-Based Learning (WBL)	34	13	\$42,192
Other Programs	622	144	\$50,049
Ticket to Work	101	42	\$38,896
TANF	136	48	\$57,613
Talent Up Fairfax	385	54	\$52,000
Total Non-Self-Service Programs	1,408	467	\$49,464
One-Stop Services	50,650	21	\$52,000
Total VCWNR Programs & Services		488	\$49,574

Source: VCWNR

4.2 Regional Economic Profile

4.2.1 Trend in Employment and Wages

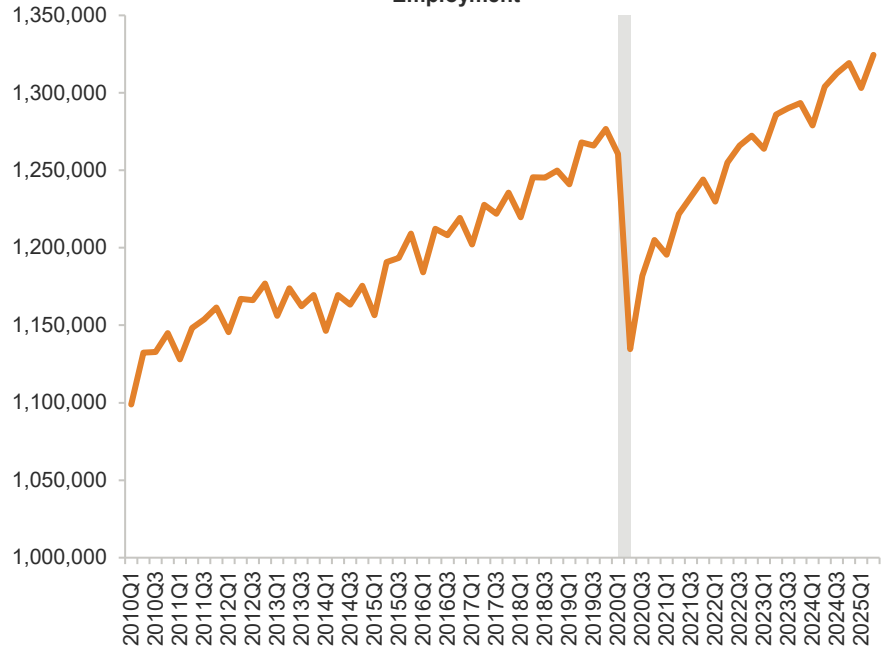
Employment size and growth is the broadest and timeliest indicator of a region’s overall economic health. A growing labor market also increases the chance that participants of VCWNR programs and services can find meaningful employment in the region.

In the second quarter of 2025, the Northern region reached a total wage and salaried employment of 1,324,503, 1.6% higher than the second quarter of 2024. Employment was also 16.7% higher than in the second quarter of 2020, when employment levels plummeted due to the COVID-19 pandemic.⁹

Figure 4.1 depicts quarterly trends in total employment in Northern Virginia since 2010. The overall trend shows expansion of employment growth, with a return to growth above pre-pandemic levels. In the fourth quarter of 2019, employment peaked at 1.28 million before dropping to 1.13 million in the second quarter of 2020. The drop in employment returned the region’s employment level to its lowest point since the first quarter of 2011. The region recovered from lost employment in the second quarter of 2023 and continues to improve beyond pre-pandemic levels. Currently, employment is 3.7% higher than the pre-pandemic peak in 2019.

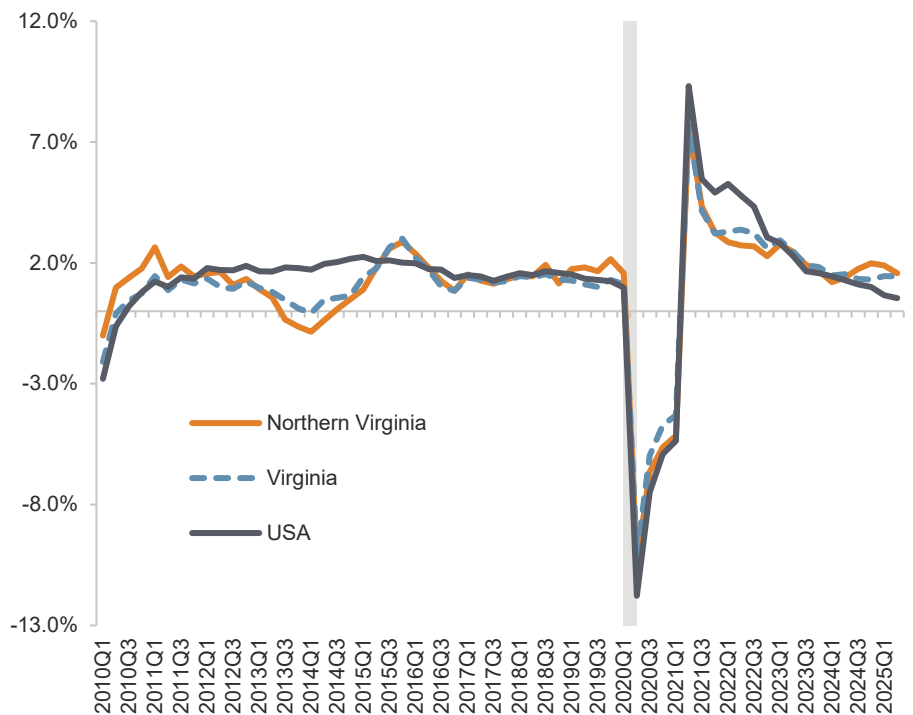
As Figure 4.2 shows, Northern Virginia employment growth in the region was steady from 2015 to the fourth quarter of 2019. However, a sharp decline occurred in the second quarter of 2020 due to the COVID-19 pandemic, followed by a healthy recovery throughout FY2021. Since FY2022, employment growth in Northern Virginia, Virginia, and the United States slowed as employment numbers moved closer to pre-pandemic levels. In FY2025, Northern Virginia saw an average growth rate of 1.8%, slightly higher than Virginia’s statewide average of 1.4% and more than double the United States’ average of 0.8% during the same period.

Figure 4.1: Northern Virginia Quarterly Wage and Salaried Employment



Source: JobsEQ® by Chmura

Figure 4.2: Employment Growth, Percent Change, Year-over-Year

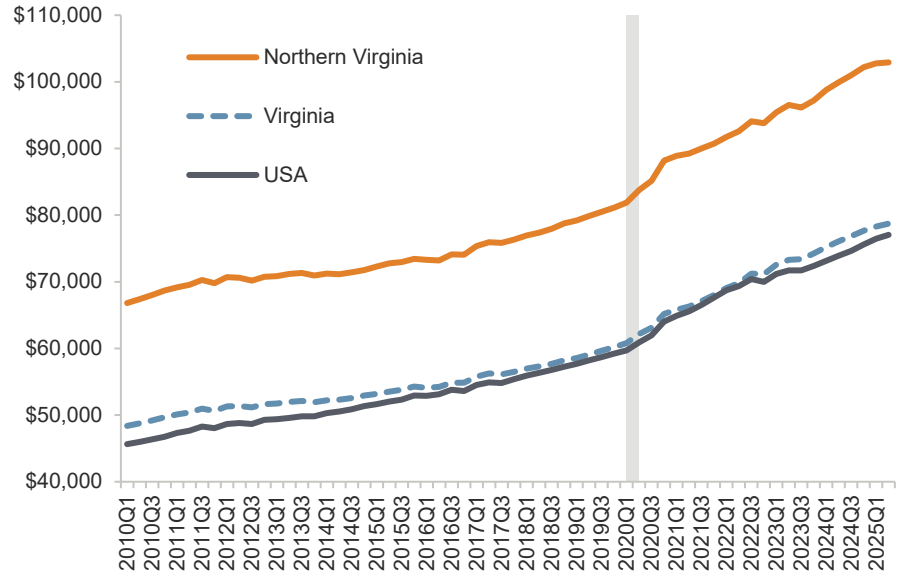


Source: JobsEQ® by Chmura

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

At the end of FY2025, the average annual wage per worker in Northern Virginia was \$102,915, 31% higher than the average wage in Virginia (\$78,725) and 34% higher than the national average (\$77,044). As shown in Figure 4.3, the average annual wage in Northern Virginia consistently stayed significantly higher than the state and national average. Since 2010, Northern Virginia's wages, on average, were 35% higher than Virginia's average wage and 39% higher than the national average. As analyzed later in this report, the higher average wage can be primarily attributed to the industry mix of the region. Northern Virginia possesses a high concentration of professional services, high-tech jobs, and federal government employees, which tend to pay high salaries. However, wage growth in Northern Virginia trailed both state and national averages. Since 2010, the average annual wage per worker in Northern Virginia grew on average 2.9% year-over-year, compared with state and national averages of 3.2% and 3.4%, respectively.

Figure 4.3: Average Annual Wages



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 by ownership category. In FY2025, 83.1% of employment occurred in the private sector, with 1.10 million jobs out of the total 1.32 million in covered employment. The federal, state, or local government provided the remaining 223,517 (16.9%) jobs. Over half of those employed by the government held positions in local government, 35.5% by the federal government, and the smallest proportion of 6.6% in state government. All government employment accounts for 16.9% of Northern Virginia’s employment, lower than the state’s average of 18.0%. However, Northern Virginia has a higher proportion of federal employees (6.0%), compared to the state (4.6%).

Among different ownership categories, average annual wages are the highest for federal workers, averaging \$135,863 in FY2025. This number ranks significantly higher than the average of \$102,915 for all wage and salaried workers in Northern Virginia (Figure 4.5). In contrast, workers employed in state and local governments earned average wages of \$77,093 and \$77,616, respectively – lower than wages in the federal government and private sector.

Figure 4.6 depicts the changes in employment by ownership category from FY2024 to FY2025 in Northern Virginia. Employment growth in the region was slightly above the prior year, but subdued primarily due to the effect of federal layoffs that have slowed economic growth. Overall employment increased by 20,519 jobs in FY2025, comparable to the previous increase of 20,140 during FY2024. The private sector added 16,503 jobs, an increase from 15,851 in FY2024, and total government employment increased by 4,017 jobs, a slight decrease from FY2024 (+4,289). This decrease in government hiring was driven by a contraction in federal employment of 1,824 jobs; both state and local government employment improved in FY2025 compared to FY2024. State government employment added 387 jobs in FY2025 compared to 102 the previous year. Local government also saw a marked increase from FY2024 to FY2025, adding 5,453 jobs, nearly 1,500 more than the previous year.

Figure 4.4: Employment by Ownership Category, FY2025

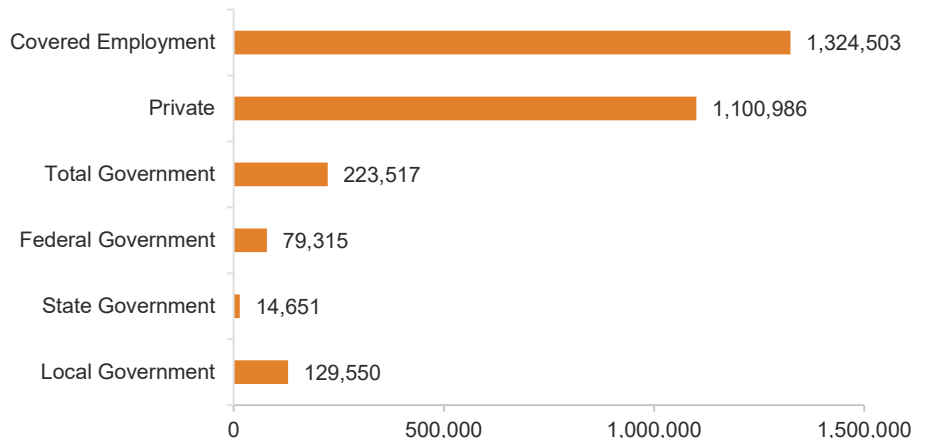
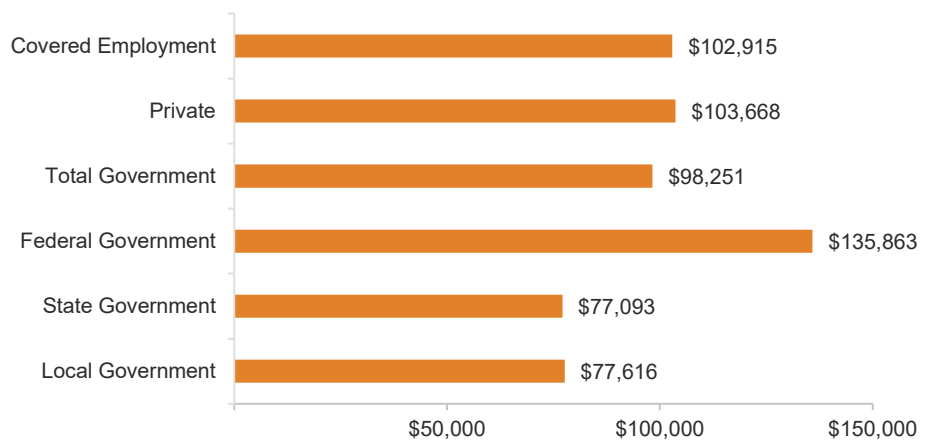
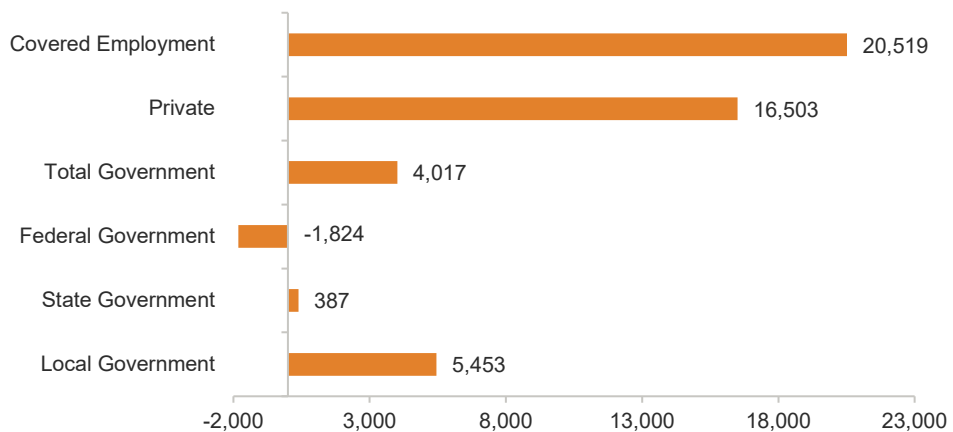


Figure 4.5: Average Annual Wage by Ownership Category, FY2025



Source: JobsEQ® by Chmura

Figure 4.6: Annual Change in Employment by Ownership Category, FY2024 to FY2025



Source: JobsEQ® by Chmura

4.2.3 Employment and Wage by Industry Sector

Northern Virginia employment covers a diverse mix of industries. As Figure 4.7 shows, in FY2025, the largest industry by employment was professional, scientific, and technical services (267,168 jobs), followed by health care and social assistance (151,563), and retail trade (109,640). Other large industry sectors included educational services (109,630), accommodation and food services (106,577), and public administration (97,964).¹⁰ These are the same five largest industries by employment as FY2024.

Figure 4.8 presents the average annual wages by major industry in Northern Virginia for FY2025. The average wage of all industries in FY2025 was \$102,915. Management of companies and enterprises was the highest-paying industry, with an average annual wage of \$220,935. This industry represents various corporate headquarters in Northern Virginia and employs many corporate executives and highly skilled professionals. The finance and insurance industry ranked second, with an average annual wage of \$176,280, followed by the information industry, with an average wage of \$172,853. Other high wage industries include the professional, scientific, and technical services sector (\$157,338 average annual wage), wholesale trade (\$148,601), and utilities (\$142,183).

On the other end of the spectrum, the accommodation and food services and retail trade sectors paid the lowest annual wages, averaging \$33,862 and \$46,840, respectively, in FY2025. Workers in those industries may face 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, FY2025

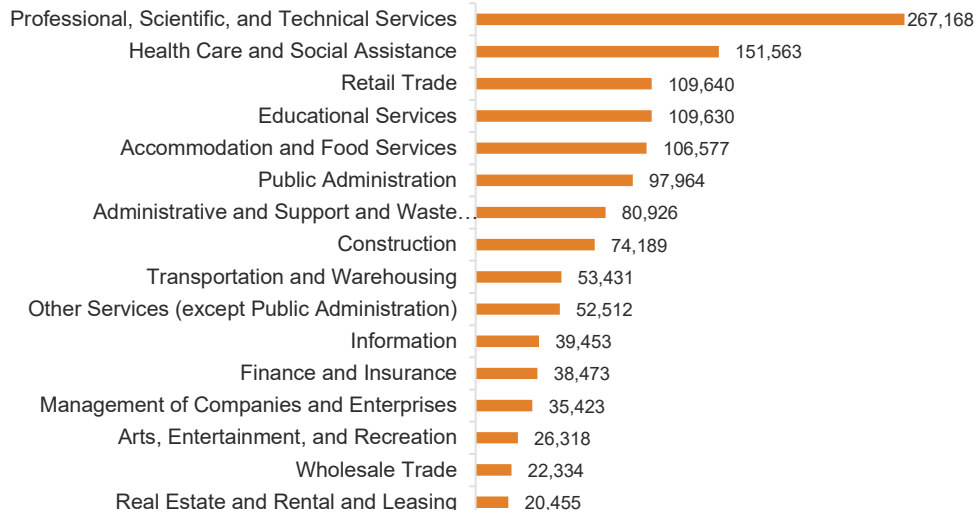
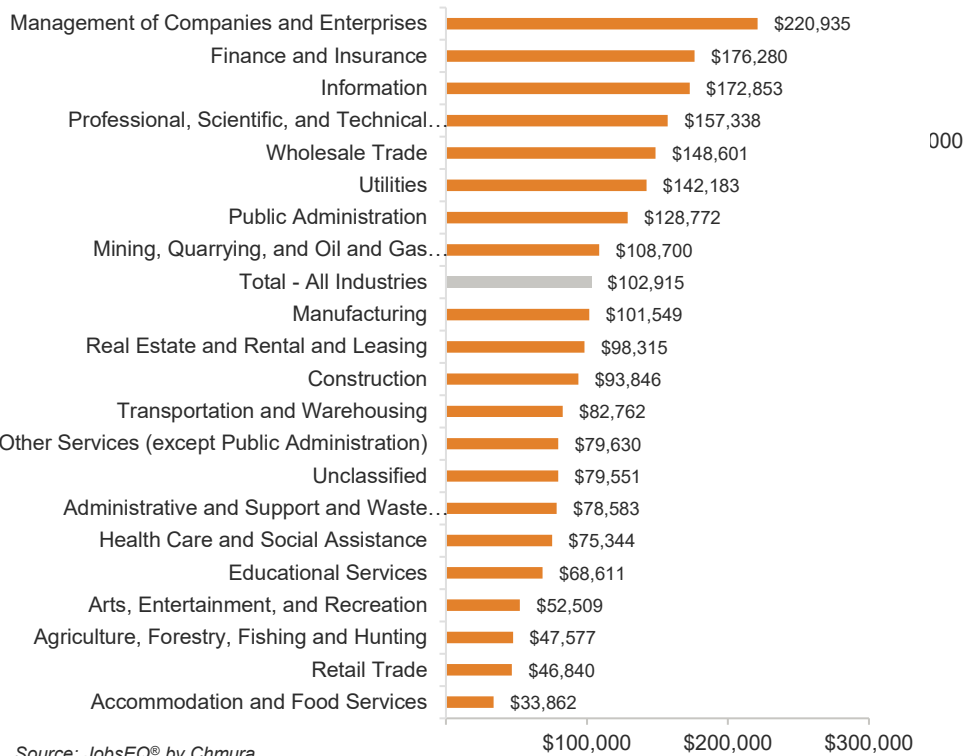


Figure 4.8: Average Annual Wages by Major Industry, FY2025



Source: JobsEQ® by Chmura

¹⁰ Please note that employees of public schools are classified as government employees by ownership category, but by industry, they are classified as working in the education services industry. For this reason, employment in public administration was smaller than total government jobs.

Figure 4.9 summarizes the employment changes by industry in the Northern region between FY2024 and FY2025. The largest employment gains over the period occurred in health care and social assistance (+8,839 jobs), construction (+4,441), and management of companies and enterprises (3,987). In contrast, the largest employment losses over the period occurred in wholesale trade (-921), professional, scientific, and technical services (-473), and manufacturing (-366). From the perspective of many participants of VCWNR programs and services, opportunities may lie in industries forecasted to grow in the long run, such as health care and social assistance, construction, management of companies and enterprises, or educational services.

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 February 2026, the most recent available data.

Unemployment rates steadily declined from 2010 to 2020, as the country and region recovered from the 2007 to 2009 recession. Northern Virginia’s unemployment rate also fell consistently lower than the national rate and Virginia’s unemployment rate. The pandemic resulted in an unemployment rate spike in April 2020 to 10.0% in the region compared with 11.0% in the state but that number steadily declined since that time. At the end of FY2025 (June 2025), unemployment rates stood at 3.6% in Northern Virginia, 3.5% statewide, and 4.4% nationally. As of the most recent data, February 2026, unemployment for Northern Virginia is at 3.7%, below both Virginia (3.9%) and the nation (4.7%). Unemployment has risen slightly from the end of the fiscal year across all three regions. The low regional unemployment rate, relative to state and national rates, indicates a tighter labor market in Northern Virginia compared to elsewhere. The resilient economy and its recovery are favorable for participants of VCWNR programs and services because they increase the likelihood of finding employment with adequate wages in the region.

Figure 4.9: Employment Change by Major Industry, FY2024 to FY2025

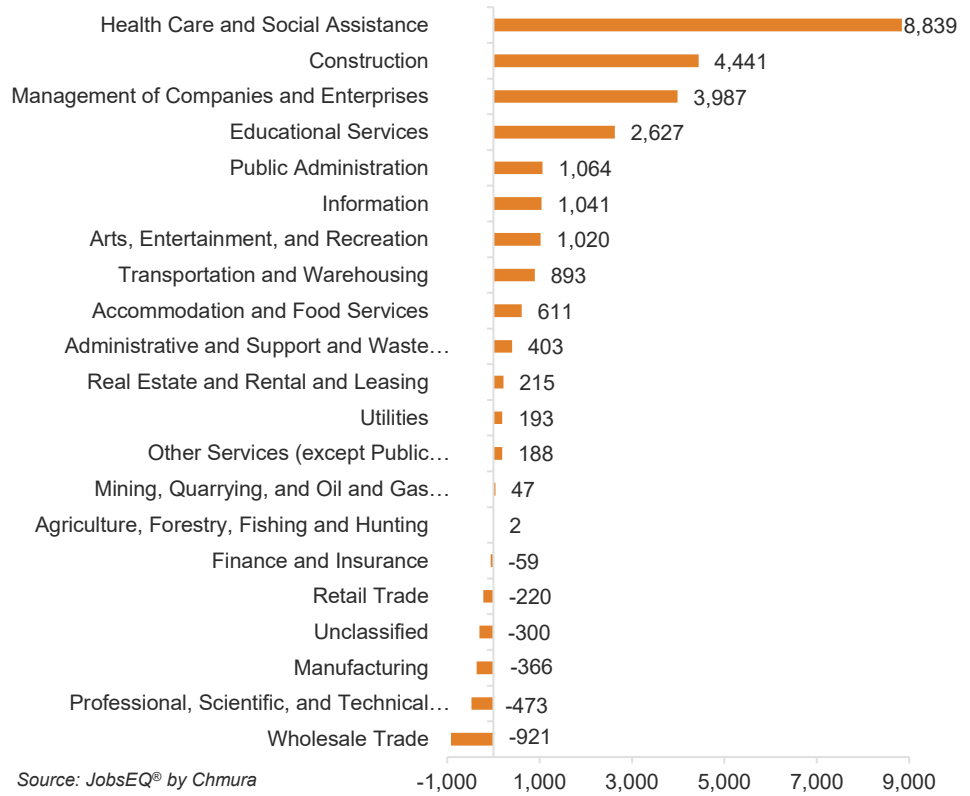
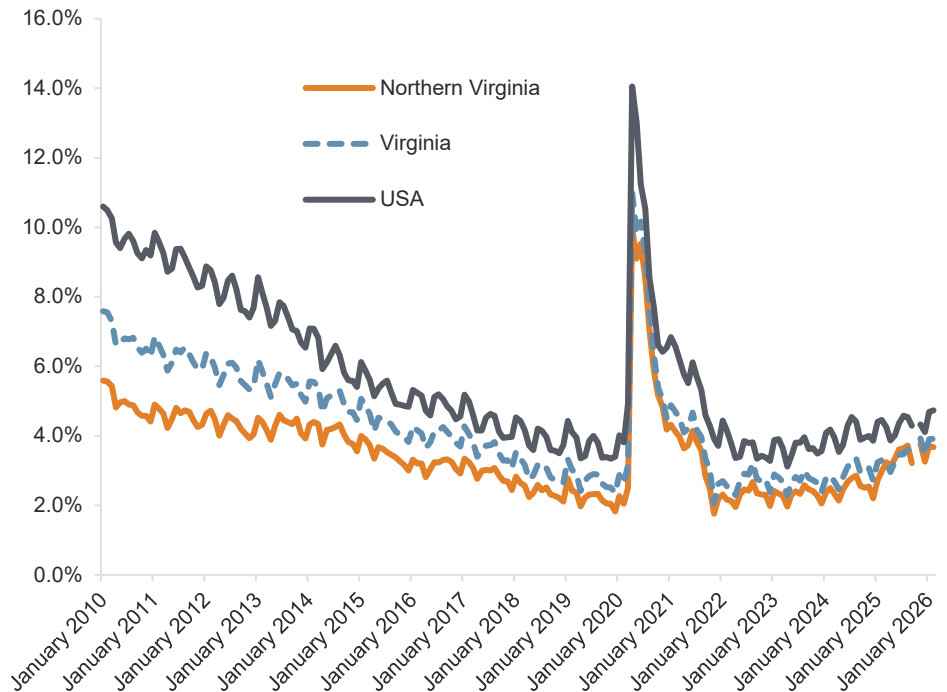


Figure 4.10: Monthly Unemployment Rate, January 2010 to February 2026



5. Economic Impact of VCWNR

The main benefit for a jobseeker who enrolls in VCWNR workforce training programs and services is the potential for obtaining a job, gaining new skills, and receiving higher earnings. When they spend this additional income within local communities, it generates additional economic impact in the Northern Virginia region.

As shown in Table 5.1, a total of 488 individuals found employment after enrolling in VCWNR programs in FY2025. Their average incremental wage was \$49,574 per year. As a result, these programs generated an estimated total annual incremental household income of \$24.2 million. This figure includes \$15.9 million for the incremental income of those who either found jobs or received training through VCWNR WIOA programs. The figure for those using other programs such as Talent Up Fairfax and TANF is \$7.2 million.

Table 5.1: Additional Household Income Attributable to VCWNR Programs, FY2025

Programs & Services	Job Placements	Incremental Average Annual Salary	Incremental Total Household Income (\$Million)
WIOA Enhanced Career Services	301	\$49,785	\$15.0
WIOA – Adult	164	\$54,122	\$8.9
WIOA – Dislocated Worker	27	\$82,722	\$2.2
WIOA – Youth	110	\$35,235	\$3.9
Other WIOA Programs	22	\$41,252	\$0.9
SCSEP	9	\$39,894	\$0.4
Work-Based Learning (WBL)	13	\$42,192	\$0.5
Other Programs	144	\$50,049	\$7.2
Ticket to Work	42	\$38,896	\$1.6
TANF	48	\$57,613	\$2.8
Talent Up Fairfax	54	\$52,000	\$2.8
Total Non-Self-Service Programs	467	\$49,464	\$23.1
One-Stop Services	21	\$52,000	\$1.1
Total VCWNR Programs & Services	488	\$49,574	\$24.2

Note: Numbers may not sum to total due to rounding
Source: VCWNR

5.1 Economic Impact of VCWNR Non-Self-Service Programs

Excluding job placements through One-Stop Services, a total of 467 individuals found jobs with the help of VCWNR WIOA programs in FY2025. They earned \$23.1 million in annual incremental income from wages and salaries.

Chmura assumes that almost all consumption expenditures occurred within the Northern Virginia region. 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 FY2025.¹¹

Table 5.2: Economic Impact of VCWNR Non-Self-Service Programs, FY2025

	Employment	Labor Income (\$Million)	Output
Direct Impact	467	\$23.1	\$0.0
Indirect & Induced Impact	89	\$4.2	\$20.7
Total Impact	556	\$27.3	\$20.7
	State & Local	Federal	Total
Fiscal Impact (\$Million)	\$1.3	\$2.9	\$4.2

Note: Numbers may not sum due to rounding
Source: Chmura, JobsEQ®

Table 5.2 sums up the economic impact of Non-Self-Service programs in the Northern Virginia region in FY2025. In terms of regional employment, the 467 individuals who transitioned into employment through VCWNR programs represent the direct impact. Household expenditures made by these newly employed individuals also supported an additional 89 jobs in the area through indirect and induced impact, for a total employment impact of 556 jobs in the Northern Virginia region.

¹¹ This same assumption has been used in previous studies.

For regional labor income, the direct impact is represented by \$23.1 million in annual wages and salaries paid to individuals participating in VCWNR WIOA programs. Household spending by these individuals also generated \$4.2 million in additional regional labor income through indirect and induced impact, for a total regional labor income of \$27.3 million in FY2025.

Household spending by newly employed individuals also generated \$20.7 million in additional annual total economic output in the region. In addition, we estimate that this household spending generated \$1.3 million in state and local tax revenue, and \$2.9 million in federal tax revenue—for a total fiscal impact of \$4.2 million in FY2025.

5.2 Economic Impact of all VCWNR Programs and Services

Including job placements from One-Stop Services, VCWNR programs and services helped a total of 488 individuals find jobs in FY2025. They earned an estimated \$24.2 million in annual income in terms of wages and salaries.

Table 5.3 summarizes the economic impact of all VCWNR programs and services in the Northern Virginia region in FY2025. In terms of regional employment, direct impact is represented by 488 individuals who transitioned into employment through VCWNR programs and services. Household expenditures made by these individuals supported an additional 93 jobs in the area through indirect and induced impact, for a total regional employment impact of 581 jobs.

For regional labor income, annual wages and salaries of \$24.2 million paid to individuals benefiting from all VCWNR programs and services represent the direct impact. Household expenditures by these individuals generated \$4.4 million in regional labor income through indirect and induced impact, for a total regional labor income of \$28.6 million in FY2025.

Household spending by newly employed individuals generated an additional \$21.7 million in total economic output in the region.

Further, household spending generated \$1.3 million in additional state and local tax revenue, and \$3.0 million in additional federal tax revenue. The total fiscal impact was \$4.4 million in FY2025.

Table 5.3: Economic Impact of all VCWNR Programs and Services, FY2025

	Employment	Labor Income (\$Million)	Output
Direct Impact	488	\$24.2	\$0.0
Indirect & Induced Impact	93	\$4.4	\$21.7
Total Impact	581	\$28.6	\$21.7
	State & Local	Federal	Total
Fiscal Impact (\$Million)	\$1.3	\$3.0	\$4.4

Note: Numbers may not sum due to rounding

Source: Chmura, JobsEQ®

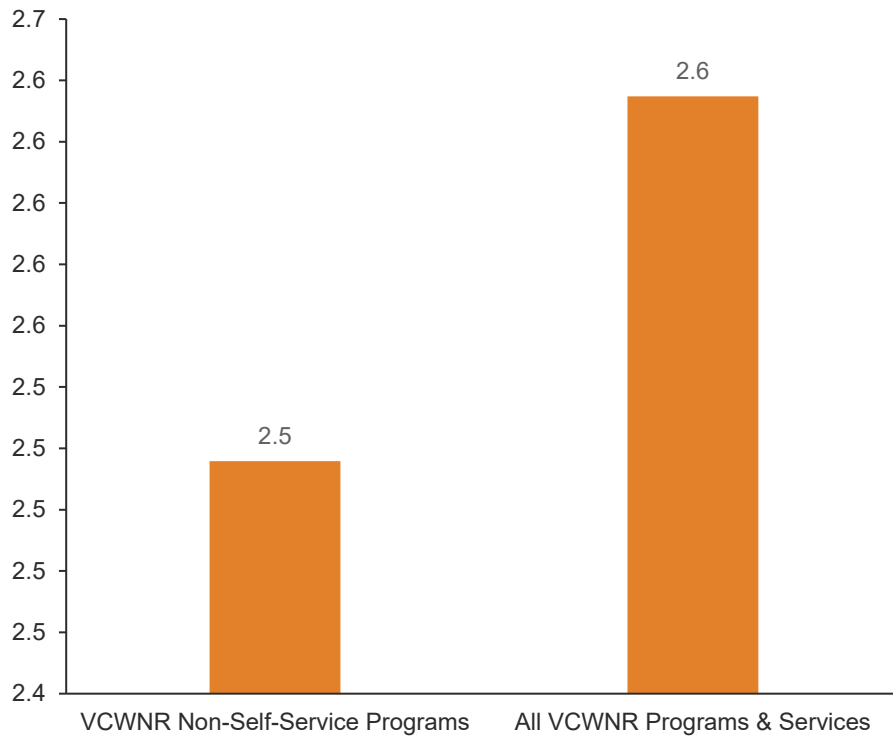
6. Return on Investment

In FY2025, the public cost associated with delivering VCWNR programs and services was \$10.87 million. Comparing this cost to the benefit derived from these programs, and measured in total labor income, Chmura estimates a benefit-to-cost ratio of 2.5 in FY2025 for VCWNR Non-Self-Service programs. This figure indicates that the benefit derived from the programs exceeded more than double the public cost (Figure 6.1).

When expanding the analysis to encompass all programs and services provided by VCWNR, the benefit-to-cost ratio rises to 2.6 in FY2025, indicating that the benefit exceeded the public cost by more than two and a half times the investment.

The ratios estimated in this section only capture the annual benefits of VCWNR programs and services. However, benefits recur in the Northern Virginia region each year, assuming those individuals remain employed. As a result, the long-term return on investment of these programs and services can rise significantly higher.

Figure 6.1: Benefit-to-Cost Ratio of VCWNR Programs and Services, FY2025



7. Conclusion

In FY2025, Virginia Career Works Northern Region made significant contributions to the regional economy during a period of growth. The system helped 488 individuals obtain jobs in FY2025 and saw approximately \$24.2 million in associated incremental household income for those individuals. The total impact of those programs and services is estimated to be 581 jobs in the Northern Virginia region, associated with \$28.6 million in total regional labor income, \$21.7 million in additional regional economic output, and \$4.4 million in state, local, and federal tax revenue.

Excluding job placements through One-Stop Services, Virginia Career Works Northern Region helped 467 individuals obtain employment through its WIOA programs in FY2025, with an increased household income of approximately \$23.1 million for those individuals. The total estimated impact of those programs includes 556 jobs in the Northern Virginia region and is associated with \$27.3 million in total regional labor income, \$20.7 million in additional regional economic output, and \$4.2 million in state, local, and federal tax revenue.

In FY2025, the public cost associated with all VCWNR programs and services was \$10.87 million. Comparing benefit and cost, the benefit-to-cost ratio for VCWNR non-self-service programs was 2.5, while the benefit-to-cost ratio rose to 2.6 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 the activity of the contractor; for operations, this represents activity by tenants of the property

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. Appendix 2 shows the fiscal impact when ripple effects are also included

Multiplier – The cumulative impacts of a unit change in economic activity on the entire economy

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

Michael Artson

Prince William County NAACP

Robert Bartolotta

Manhattan Strategy Group

Joseph Carter

SARC Solutions

Stephen Deal

Dupont Circle Solutions

Wayne Hallheimer

WCH Realty Advisors LLC

George Harben

Prince William County Department of

Development Services

Rebecca Hughes

SAP Global Marketing

Roxana Mejia

IUPAT District Council 51

Christopher Rieley

Atlantic Union Bank

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

Appendix 3: VCWNR Board of Directors

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Fairfax County Public Schools

Swati Aneja

ServiceSource

Robert J. Bartolotta

Manhattan Strategy Group

Michael Bear

MBO Partner

Michael Becketts

Fairfax County Department of Family Services

Joseph Carter

R&K Cyber Solutions LLC

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International Union of Operating Engineers, Local 99

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INOVA Health System

Karen Drenkard

Drenkard Healthcare Consulting, LLC

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Melwood

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Prince William County Department of Development Services

Debora Harvey

Heavy Construction Contractors Association

Jacki Maldonado

Northern Virginia Family Service

Daniel McGuire

Ground Up Trade & Talent Solutions

Derwin Overton

OAR

Steven Partridge

Northern Virginia Community College

Rachel Payne

DidLake

Leanne Rerko

Virginia Department for Aging and Rehabilitative Services

Christopher Rieley

Atlantic Union Bank

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Old Dominion National Bank

Roopal Saran

English Empowerment Center

Daisy Sauls

Sustainable Workforce Development Solutions

Cindy Shao

Asian American Chamber of Commerce

Karen Smaw

Fairfax County Economic Development Agency

Tehofilos Stamatis

Loudoun Chamber of Commerce

Zuzana Steen

Micron Technology, Inc.

Paul Steiner

Fairfax County Public Schools

William Trumbull

ICF International

Clayton Medford

Northern Virginia Chamber of Commerce

Roxana Mejia

IUPAT District Council 51

Susan Mitchell

Guardians of Honor, LLC

Susan Orehowsky

Virginia Works

Michele Weatherly

Prince William County Economic Development and

Tourism

Samuel Wiggins

Virginia Minority Chambers, Inc.

Rachael Wooden

Kaiser Permanente

Virginia Career Works Northern Region

Quarterly Employer Recognition Award Nomination – 2026 Q2

Loudoun County Government – in partnership with the Metropolitan Washington Council of Governments

Loudoun County Government, in partnership with the Metropolitan Washington Council of Governments, is recommended for recognition for its strong commitment to workforce development, innovative talent acquisition, and meaningful employment outcomes through its partnership with Virginia Career Works – Northern and ICF International’s LEAD4IT program.

In 2024, Loudoun County Government partnered with the Metropolitan Washington Council of Governments and the creators of the Arlington Talent Program/Exelation Foundation to launch the Loudoun Learners program. This mentor-driven, work-based learning initiative with the Loudoun County Department of Information Technology (DIT) gives local Loudoun County residents without IT work experience the opportunity to build long-term technology careers as paid apprentices and, upon completion, become qualified candidates for roles in software engineering, ServiceNow, and Agile.

What makes this partnership especially notable is the employer’s willingness to hire for potential, aptitude, and transferable skills, rather than traditional IT experience alone. Working with VCWN, the initiative sourced five WIOA-funded OJT participants with backgrounds in administrative work, teaching, and customer service; as well as one refugee participant with an IT background, but held back by lack of updated, U.S.-based experience. By investing in these candidates, Loudoun County Government demonstrated a practical, forward-thinking approach to meeting technology workforce needs while expanding access to quality career pathways.

The outcomes have been significant. Of the six (6) Loudoun Learners, five (5) participants received WIOA OJT funding, and transitioned directly into permanent employment with Loudoun County Government after their OJT period, earning \$43,000 annually with benefits. Since then, wages have increased to \$47,820 annually, and participants have received Registered Apprenticeship Certificates of Completion and earned industry-recognized credentials, including Scrum Master, ServiceNow Administrator, and Security+. All remain employed in IT: Four with Loudoun County, and two advanced to ServiceNow Developer roles with consulting firms earning \$88,000+ annually.

This partnership reflects the best of workforce development funding: helping employers meet real business needs while giving job seekers access to sustainable, career-building employment. Loudoun Learners worked closely with Virginia Career Works - Northern and used WIOA resources strategically to support skill development and retention of nontraditional candidates to strengthen our labor market. For these reasons, Loudoun County Government, in partnership with the Metropolitan Washington Council of Governments, is strongly recommended for the Employer Recognition Award.



June 2, 2026

Medicaid Work Requirement Rule Released

The Centers for Medicare and Medicaid Services (CMS) has issued an Interim Final Rule regarding new requirements that certain adult Medicaid applicants and prospective enrollees meet an 80-hour per month work requirement as a condition for eligibility. The rule implements this new requirement created by last year's One Big Beautiful Bill Act (OB3).

Under the new regulation, certain adults will need to complete 80 hours of a "qualifying activity" each month to keep their Medicaid coverage. The requirement applies to adults ages 19 through 64 covered through Medicaid expansion in the 40 states and the District of Columbia that have expanded coverage.

A person can meet the requirement through work, community service, enrollment in an educational program at least half-time, or participation in a work program, and can also qualify by combining activities or by earning a monthly income at or above the federal minimum wage.

The rule sets exemptions for groups, including people who are pregnant or postpartum, people who are disabled or medically frail, caregivers of young children, American Indian and Alaska Native individuals, and people already meeting work requirements under SNAP or TANF. In addition, for the initial year of the rule, individuals can self-attest to qualifying medical conditions and meet community engagement requirements until January 2028, at which point states would be required to verify those conditions.

States must implement the requirement no later than January 1, 2027, and comments on the proposal are due July 31, 2026.

Impact on the Public Workforce System

States must verify each month that enrollees are meeting the requirement, and the rule defines a qualifying work program to include programs under Title I of the Workforce Innovation and Opportunity Act (WIOA). CMS encourages states to coordinate with their workforce agencies on data sharing and on aligning job search activities, which places part of the verification and documentation burden on workforce programs that local boards oversee.

Medicaid Community Engagement Requirement for Certain Individuals Interim Final Rule with Comment Period (CMS-2454-IFC)

[Administration](#)

Share

Medicaid Community Engagement Requirement for Certain Individuals Interim Final Rule with Comment Period (CMS-2454-IFC)

As required by law, on June 1, 2026, the Centers for Medicare & Medicaid Services (CMS) issued an interim final rule implementing a new statutory requirement for certain adults in Medicaid to meet an 80 hours per month work requirement (sometimes referred to as Medicaid community engagement) as a condition of eligibility. States must generally implement this requirement no later than **January 1, 2027**. This fact sheet discusses the provisions of the Interim Final Rule with Comment Period.

Who is Affected?

The work requirement applies to non-pregnant adults between the ages of 19 and 64 who are not entitled to or enrolled in Medicare and are eligible for or enrolled in the Medicaid adult group or in certain section 1115 demonstrations that provide minimum essential coverage to adult beneficiaries. To date, 43 states and the District of Columbia provide coverage to these populations and will be required to implement the new requirement; U.S. territories are not subject to this law.

Certain individuals are exempt from the requirement, including those who are pregnant or in a postpartum period, disabled or medically frail, parents and caretakers of children under 14 years of age or people with disabilities, American Indians and Alaska Natives, and certain others.

States may also elect to offer short-term hardship exceptions for individuals subject to the work requirement under specific circumstances—for example, those receiving inpatient or certain other medical services, individuals who need (or whose dependent needs) to travel outside their community for certain medical care not available in their home community, those in a county with an unemployment rate at or above 8% or 1.5 times the national average, and those who reside in a county where certain national emergencies or disasters exist.

What the Requirement Means

Under the rule, affected Medicaid applicants and enrollees (referred to as “applicable individuals”) will be required to demonstrate 80 hours per month of qualifying activities, such as employment, participation in certain work programs, or community service, or be enrolled in educational program at least half time. Individuals may combine activities to meet the 80-hour requirement. or meet it by earning at least 80 times the Federal hourly minimum wage (\$580 per month in 2026); for seasonal workers, there is a different calculation. Certain new Medicaid applicants will need to meet the requirement for at least one month before the month in which the applicant applies, and existing Medicaid beneficiaries will need to meet the requirement for one or more months between renewals.

States must verify compliance of applicable individuals at application, at renewal, and—at state option—at more frequent periodic intervals. If a state cannot verify that an individual has met the requirement, it must send a notice of noncompliance and provide the individual with 30 calendar days to demonstrate compliance or that the requirement does not apply to them. If the individual fails to do so, their application might be denied or they might be disenrolled from Medicaid. Individuals who are disenrolled may reapply at any time and will be assessed for compliance upon reapplication.

States are responsible for implementing and administering the work requirement. This includes:

- Identifying who is and is not subject to the work requirement, including who meets an exception;
- Verifying that applicable individuals meet the requirement at application and renewal
- Providing outreach and notice to affected populations;
- Taking defined steps when individuals are found noncompliant or compliance cannot be verified;
- Submitting data to CMS to support monitoring and program integrity.

CMS is issuing new reporting requirements and will use existing data reporting systems to monitor state implementation. States that fail to submit required data or show compliance issues may be subject to corrective action. June 5, 2026

Key Provisions

The following chart is a high-level summary of key provisions in the Interim Final Rule. For more information on all provisions, see <https://www.federalregister.gov>.

Topic	Description
Work Requirement	<p>Beginning January 1, 2027, (or earlier date chosen by the state) states must require that certain adults meet a work requirement to enroll in Medicaid or keep their Medicaid coverage when their eligibility is renewed. The work requirement applies to “applicable individuals” or non-pregnant adults between the ages of 19 and 64 who are not entitled to or enrolled in Medicare and are eligible for or enrolled in the Medicaid adult group or in certain section 1115 demonstrations that provide minimum essential coverage to adult beneficiaries.</p> <p>States must conduct outreach to adults who are already enrolled in Medicaid and could be subject to the requirement prior to implementing the new requirement. States must also continue to conduct outreach to applicants who enroll in Medicaid or those whose coverage is renewed on a basis that is subject to meet these requirements after implementation.</p>
Work Requirement Activities	<p>Adults subject to the work requirement can meet the requirement for a month if they:</p> <ul style="list-style-type: none"> • Work, complete community service, or participate in a work program for not less than 80 hours; • Enroll in an educational program at least half-time; • Complete a combination of the activities described above for at least 80 hours; or • Have monthly income that is not less than the federal minimum wage multiplied by 80 hours.

Topic	Description
	<p>Some adults are considered to meet the requirement because they were under the age of 19, were enrolled in another Medicaid eligibility group or Medicare, were previously an inmate or were previously exempt from the requirement.</p>
Exemptions	<p>Some adults are exempt and do not need to meet the work requirement to enroll in Medicaid or keep their Medicaid coverage, including adults who are:</p> <ul style="list-style-type: none"> • Former foster care youth; • American Indians and Alaska Natives; • Parents, guardians, caretaker relatives, or family caregivers of a dependent child 13 years of age and under, or a disabled individual; • Veterans with a total disability rating; • Medically frail or otherwise have special medical needs that significantly impair their ability to comply with the requirement; • Meet the TANF work requirements or are a member of a household receiving SNAP benefits and are not exempt from the SNAP work requirements; • Participants in a drug or alcohol rehabilitation or treatment program; • Inmates of a public institution; and • Pregnant or eligible for postpartum coverage in their state.
Short-Term Hardship Exceptions	<p>States have the option to provide short-term hardship exceptions that allow an individual to be considered as meeting the work requirement. The short-term hardships offered, when states choose this option, are for adults:</p> <ul style="list-style-type: none"> • Receiving certain medical services such as inpatient hospital or nursing facility services; <ul style="list-style-type: none"> • Residing in a county in which there is an emergency or disaster declared by the President;

Topic	Description
	<ul style="list-style-type: none"> • Residing in a county with a high unemployment rate; or • Traveling outside of their community for an extended period of time for medical services for a serious or complex medical condition for themselves or their dependent.
<p>Assessing Community Engagement</p>	<p>Adults must meet the work requirement at application and during periodic renewals of eligibility. States determine how many months an individual must meet the requirement, and they have the option to conduct more frequent verifications that individuals meet the work requirement between renewals.</p> <p>If a state cannot verify someone meets the requirement, they must provide the individual 30 days to show the state that they meet the requirement or that they are exempt. If someone is disenrolled because they did not meet the work requirement, they may reapply for Medicaid coverage.</p>

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Department of Family Services

Employment & Training Team Report

thru April 2026

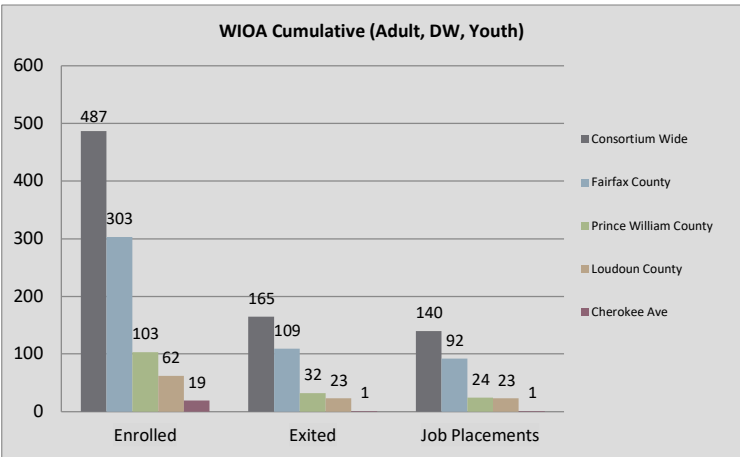
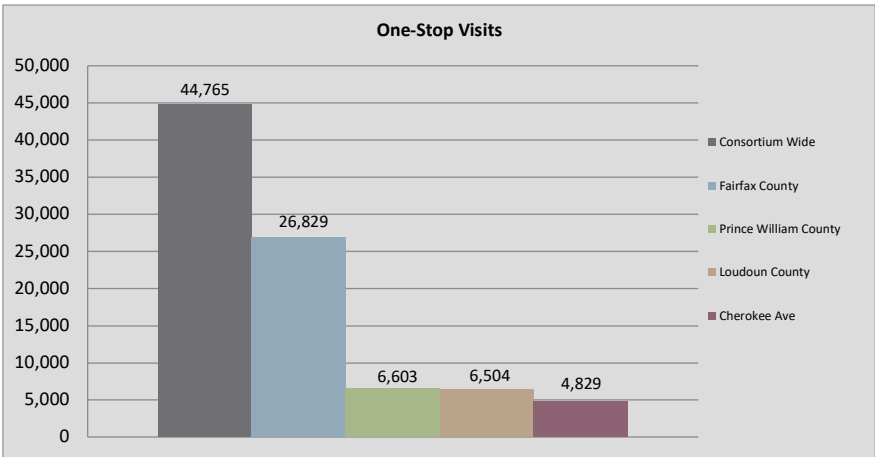


- Pages 1-2: Workforce Innovation and Opportunity Act Program
- Page 3: ITA and OJT Breakdown
- Page 4: Talent Up NOVA

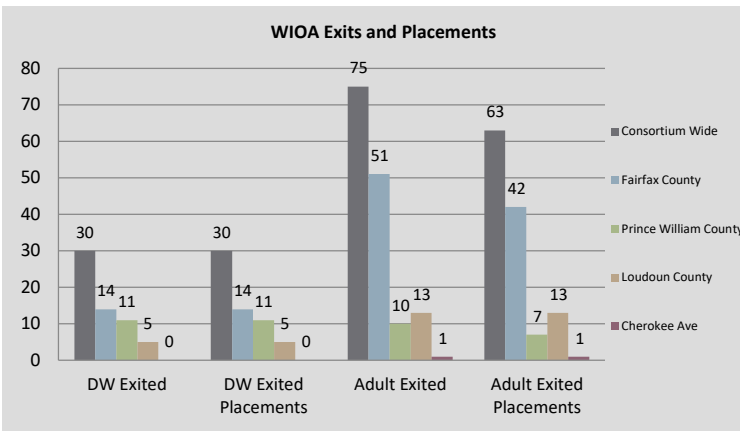
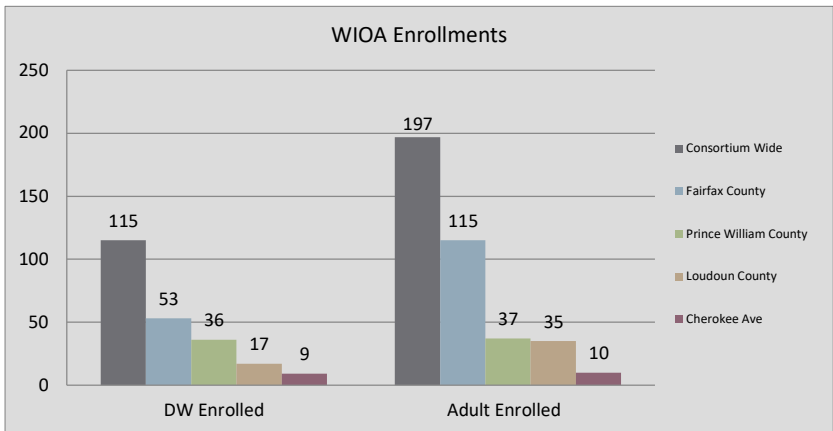


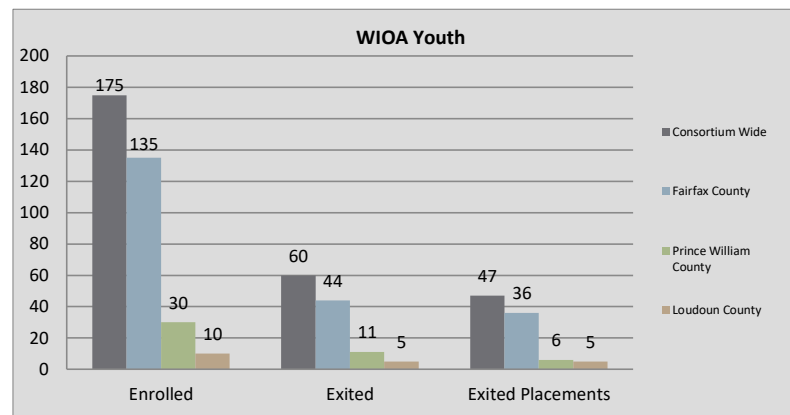
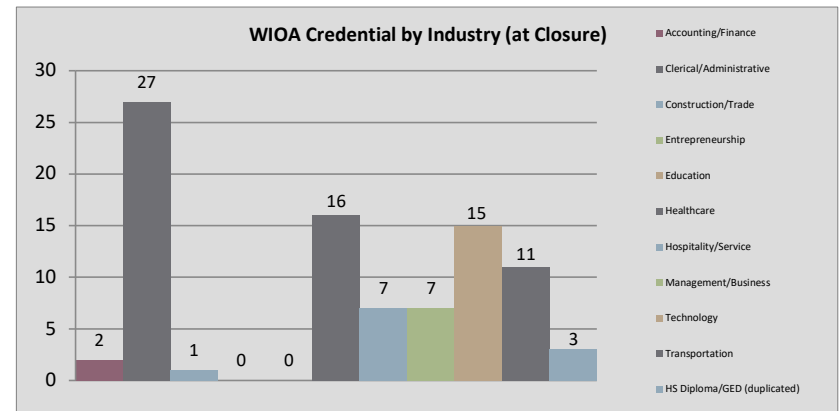
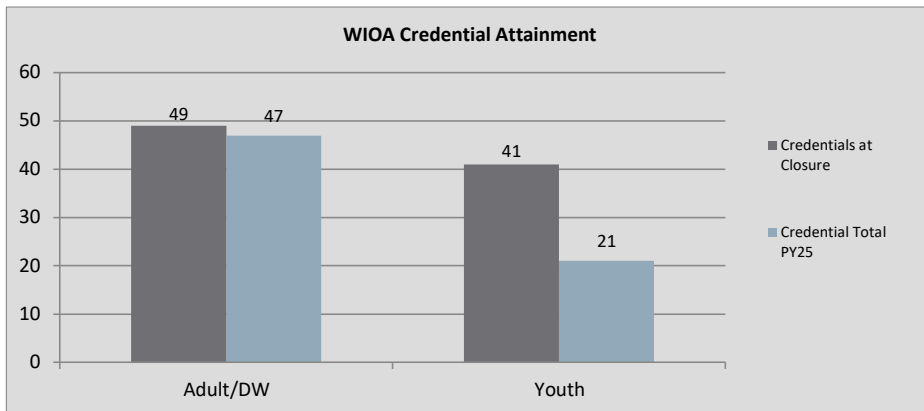
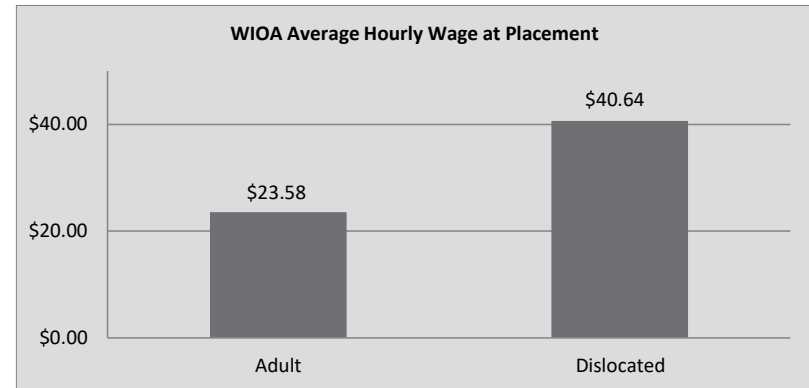
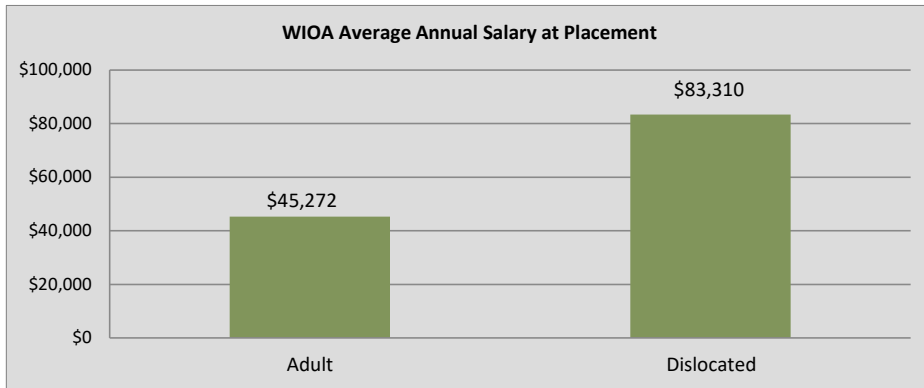
Northern Virginia Workforce Development Area, LWDA XI
WIOA Adult, Dislocated Worker, and Youth Statistics (July 1, 2025 - April 30, 2026)

One-Stop Services*		At-A-Glance		All Employment & Training Programs	
		WIOA Services (Youth/Adult/DW)			
Center Visits	44,765	Total Participants	487	Total Enrolled	487
One-Stop Job Placements	66	WIOA Job Placements	140	Total Exited	165
Average Hourly Wage at Placement	\$36.91	Average Hourly Wage at Placement (Adult)	\$23.58	Total Job Placements	140
* Visit numbers include in-person and virtual services being provided by center programs.		Average Hourly Wage at Placement (DW)	\$40.64	Total Participants with Disabilities	131
Note: Core placements are updated quarterly.		Average Hourly Wage at Placement (Youth)	\$18.20	Total Veterans	16
		Credentials Received in PY25	68		
		Credentials Received at Closure	90		



WIOA Breakdown - Adult, Dislocated Worker and Youth





Breakdown of ITAs and OJTs
As of April 30, 2026

ITAs / INDUSTRY	Obligated Funds	Additional Training Expenses	WIOA YOUTH		WIOA ADULT/DW		TOTAL
			Number	Percent	Number	Percent	
Accounting/Finance (AF)	\$4,215.00		0	0.00%	1	1.37%	1
Clerical /Administrative (CA)	\$0.00		0	0.00%	0	0.00%	0
Construction / Trade (CT)	\$15,750.00		1	9.09%	3	4.11%	4
Education (Ed)	\$0.00		0	0.00%	0	0.00%	0
Healthcare (He)	\$59,228.94		9	72.73%	12	16.43%	21
Hospitality Services (HS)	\$2,464.00		0	0.00%	1	1.37%	1
Literacy (LA)	\$2,168.60		2	18.18%	0	0.00%	2
Management/Business (MB)	\$37,112.50		0	0.00%	14	19.19%	14
Technology (Tech)	\$75,722.00		0	0.00%	26	35.62%	26
Transportation (TR)	\$68,850.00		0	0.00%	16	21.91%	16
Others	\$0.00		0	0.00%	0	0.00%	0
TOTAL	\$265,511.04	\$0.00	12	100.00%	73	100.00%	85

ITAs / INDUSTRY	Obligated Funds
Accounting/Finance (AF)	\$4,215.00
Clerical /Administrative (CA)	\$0.00
Construction / Trade (CT)	\$15,750.00
Education (Ed)	\$0.00
Healthcare (He)	\$59,228.94
Hospitality Services (HS)	\$2,464.00
Literacy (LA)	\$2,168.60
Management/Business (MB)	\$37,112.50
Technology (Tech)	\$75,722.00
Transportation (TR)	\$68,850.00
Others	\$0.00
TOTAL	\$265,511.04

OJT Obligated by Grants	OJT /WEX Amount
WIOA Adult	\$48,844
WIOA DW	\$0
Youth	\$19,394
TOTAL	\$68,238

Talent Up NOVA Monthly Report
June 26, 2025 - April 30, 2026

	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Cumm.	Goals
Job Seeker Services														
Enrolled			7	5	8	17	1	0	3	5			46	35
Placed in WEX			0	3	2	9	2	1	1	0			18	28
Started WEX			0	1	4	4	6	1	2	0			18	28
Completed WEX			0	0	0	3	4	5	3	2			17	28
Placed in Employment			0	0	2	3	3	3	3	5			19	23
Hourly Wage			\$0	\$0	\$ 41.00	\$ 35.00	\$45.00	\$ 45.00	\$44.00	\$ 48.00			\$43.00	\$35
Program Dropouts			na	na	na	na	na	na	na	na				
Employer Services														
Employers Interested			5	17	25	17	13	10	3	6			96	75

Monthly Narrative	
Nov-25	Talent-Up NoVA staff conducted information sessions geared towards the laid off federal workforce twice this month reaching 66 new potential applicants. Staff also attended an informal networking group called Coffee Hour in Prince William to meet with displaced federal workers. Staff connected with Congressman Eugene Vindman's office staff to provide information on WIOA services available to FDWs. Staff sent out informational program outreach emails this month to 57 new federal jobseekers who completed our online interest form. Job seekers who have contacted the WIOA program to learn more about Talent-Up have remarked on their high level of satisfaction with the prompt and swift services received. One November client was interviewing with an employer 4 days after enrollment. Challenges: Job seekers show reluctance to enroll without having more specific employer and positions information available. In response the team created a resource list of employer descriptions and positions to share with job seekers. Staff continue efforts to connect participants with meaningful employment and internship opportunities, despite ongoing challenges in identifying candidates who fully meet employer requirements. Many employers have specific skills/qualification needs therefore staff continues to maximize outreach, coaching, and employer engagement to support successful placements.
Dec-25	Talent Up staff successfully reached and exceeded enrollment goal and connected 14 job seekers with local employers for work experience opportunities. Five (5) candidates have secured full-time positions, demonstrating the program's impact on long-term employment outcomes. We currently have over 60 employers engaged with program staff to explore work-based learning opportunities as well as permanent placements. To continue support FDWs in permanent placement, TU staff are organizing a large job fair event scheduled for February, dedicated to FDWs. The event will include over 40 employers looking to hire qualified candidates and will provide a significant networking and hiring opportunity.
Jan-26	Talent Up NOVA staff have successfully secured 16 work experience opportunities for candidates and 8 job placements. We currently have 64 employers signed up for work-experience matching, offering multiple positions. Program job developers continue to actively work with unplaced candidates to secure work experience and permanent placement opportunities. Additionally, a job fair event specifically for FDWs is scheduled for February with 50 employers expected to participate. Staff will be available on site to provide information on the TU NOVA program and provide seamless access to applying and enrolling into the program.
Feb-26	The Talent Up NOVA program continues to make a strong, positive impact in our community. To date, we have 38 participants enrolled, with 17 gaining valuable experience through work-based learning opportunities and 11 successfully placed into permanent employment. This month, we hosted the Future Forward Federal Career Transition Fair targeted to job seekers impacted by recent federal reductions with over 650 attendees. During the event, we offered dedicated workshop sessions to share information about Talent Up NOVA and related resources, while also providing streamlined on-site application and enrollment support. We remain actively engaged in outreach efforts across the region to promote the program, strengthen partnerships, and expand participation so more job seekers can benefit from these career-building opportunities. Staff participated in the Redefine Your Path webinar series for federally impacted job seekers, connecting with more than 60 participants to share information about available services and support. In addition, staff attended Representative James Walkinshaw's Constituent Service Fair, further raising awareness of the program and strengthening community connections to better serve impacted job seekers.
Mar-26	The Talent Up NOVA program continues to support federal job seekers in our region. As of March, we have 41 participants enrolled, with 18 individuals gaining hands-on experience through work-based learning opportunities and 14 transitioning into permanent employment. This month, our team participated in Congressman Don Beyer's Resource for Federal Workers and Contractors serving the federal job seeker population. Staff actively engaged with employers to promote the Talent Up NOVA program and recruit participants, strengthening our connections with hiring partners and supporting talent pipelines for in-demand roles. Additionally, our team continues to attend monthly "Coffee Hour" sessions for federal workers and provides information on available resources through WIOA. We remain focused on targeted outreach and employer engagement to broaden awareness of Talent Up NOVA, increase enrollment, and connect more individuals to high-quality career pathways and long-term employment opportunities.
Apr-26	In April, the Talent Up NOVA added six new employers to the Talent Up interest list, expanding our outreach and strengthening partnerships with businesses committed to hiring federal talent. During this period, five candidates transitioned into employment, and four additional interviews were scheduled, which we anticipate will lead to more placements in May. Our team also maintained a strong focus on individualized support for Talent Up participants. Throughout the month, staff provided regular communication and shared job leads tailored to candidates' skills and career goals, while offering guidance to those navigating the job search process. We remain committed to targeted outreach, employer engagement, and personalized career coaching to broaden awareness of Talent Up NOVA, increase enrollment, and connect more individuals to high-quality career pathways and long-term employment opportunities.

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

SUMMARY SHEET

SUBJECT: Executive Director Items

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

- Through April 2026, the Fairfax County Department of Family Services, the Northern Virginia WIOA One Stop Operator, has supported 44,765 visits at our five regional American Job Centers during FY 2026, putting the region on track to serve over 53,000 jobseekers by June 2026. The April 2026 Monthly Report is included in this Board Package.
- Through April 2026, the Fairfax County Department of Family Services, the Northern Virginia WIOA One Stop Operator has obligated over \$265,000 in jobseeker training funds, with an additional \$68,000 committed for on-the-job training and work experience stipends.
- Virginia Works has issued final PY 2024 WIOA Performance Outcomes – the Virginia Career Works Northern Region exceeded all performance goals measured by Federal Labor and Virginia Works. The Performance Outcomes Summary is attached here.
- The *SkillSource* Group, Inc. has earned a 4-Star rating from Charity Navigator for 2026, an increase from last year's 3-Star rating. The Charity Navigator rating is in addition to the 2026 Platinum rating by Candid. More details are at <https://www.charitynavigator.org/ein/300129320>
- The *SkillSource* Group, Inc. has confirmed that GRF will conduct its 2026 Annual Audit and IRS Form 990 preparation – the 2026 Audit will start in September 2026.
- Contract and Grant Award Matrix – The pending contract and grant proposal matrix for The *SkillSource* Group, Inc. and the Virginia Career Works Northern Region follows.

FY 2026 ITA Provider Summary

July 1-April 30, 2026

A. ITA Obligated by Providers

Provider (A-Z)	Training amount	Number of ITA	Training Industries
1st CDL Training Center of NOVA	\$15,500.00	4	Transportation
7 CDL Driving School	\$4,500.00	1	Transportation
AAA CDL	\$12,850.00	3	Transportation
AGILE 1 Tech	\$9,675.00	3	Technology
Alexandria City Public Schools	\$205.00	1	AF
ASM Educational Center	\$9,980.00	4	Technology
Atlas Institute of Technology	\$9,000.00	2	CT
CDL Safe Driving	\$9,000.00	2	Transportation
Fairfax County Public School	\$33,431.94	10	AF, Health & CT
George Mason University	\$20,395.50	10	CA, MB & Tech
Germana Community College	\$3,078.00	2	Healthcare
GUTTS	\$4,450.00	1	CT
ImpacTek	\$3,600.00	3	Technology
Intellectual Point	\$7,492.00	4	Health, MB & Tech
James Madison University	\$8,475.00	3	Technology
Joshua Career Institute	\$4,215.00	1	AF
Le Aral Beauty	\$3,000.00	1	Health
Learnix Tree	\$4,500.00	1	Technology
Medcerts	\$4,000.00	1	Technology
Medical Education Center	\$7,020.00	3	Health
Moon River Nursing Careers	\$6,600.00	3	Health
NVCC	\$12,036.60	4	Health, Tech & LA
Old Dominion	\$2,150.00	1	MB
ONLC Training	\$7,500.00	3	Technology
PeopleNTech	\$4,500.00	1	Technology
Quantum Institute of Science	\$4,500.00	1	Technology
Quick Start Academy	\$9,500.00	2	Technology
Security University	\$3,495.00	1	Technology
Shipper's Choice	\$27,000.00	6	Transportation
Spectrum Beauty Academy	\$2,464.00	1	HS
Smart Path	\$4,148.00	2	MB
Transformation Services	\$2,250.00	1	Health
Visible Edge	\$5,000.00	1	Technology
TOTAL	\$265,511.04	87	

B. ITA Obligated by Grants

Funding	Training Amount
WIOA Adult	\$174,227.97
WIOA Dislocated	\$35,526.50
WIOA RR-DW	\$26,837.00
WIOA Youth	\$28,919.57
TOTAL	\$265,511.04

Northern Virginia Workforce Innovation and Opportunity Act--LWDA XI

July 1 - March 31, 2026

FY 2026 OJT Provider Summary

A. OJT/WEX Obligated by Providers:

Provider (A-Z)	Name of OJT/WEX	Training Industries
Animal Education & Rescue Organization	WEX Program	Health
Cardinal Montessori	Admin Assistant	CA
City Of Falls Church	WEX Program	CA
Computer Core	WEX Program	Tech
Council on American Islamic Relations	WEX Program	CA
Elevate Vending LLC	Social Media Consultant	Tech
Employees Child Care Center	Teacher Assistant	Ed
Ethiopian Community Development Council (ECDC)	WEX Program	Ed
Fairfax County HR	WEX Program	CA
General Systems Corporation	Digital Marketing Associate	Tech
IWay Networks	WEX Program	Tech
Magic Puzzles LLC	WEX Program	Tech
Reaching for Las Estrellas Academy	Teacher Assistant	Ed
Tooth Town of Vienna	Dental Assistant	CA
Victor Wear	WEX Program	Health
Vitae Visual	Video Editor	CA

B. OJT/WEX Obligated by Grants:

Grant	OJT/WEX Amount
WIOA Adult	\$48,844.00
WIOA DW	\$0.00
WIOA RR-DW	\$0.00
Youth	\$19,394.00
Total	\$68,238.00

PY 2024		PY 2024 - Annual		
LWDA 11		LWDA 11		
	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 24 Negotiated Level
Adult				
Employment 2nd Quarter after Exit	85.00%	83.40%	98.1%	85.00%
Employment 4th Quarter after Exit	81.00%	81.90%	101.1%	81.00%
Median Earnings 2nd Quarter after Exit	\$10,104.00	\$10,588.00	104.8%	\$10,104
Credential Attainment within 1 year	80.00%	82.40%	103.0%	80.00%
Measurable Skills Gain	75.00%	76.30%	101.7%	75.00%
Dislocated Workers				
Employment 2nd Quarter after Exit	86.50%	88.90%	102.8%	86.50%
Employment 4th Quarter after Exit	85.20%	80.50%	94.5%	85.20%
Median Earnings 2nd Quarter after Exit	\$13,680.00	\$15,818.00	115.6%	\$13,680
Credential Attainment within 1 year	74.00%	70.40%	95.1%	74.00%
Measurable Skills Gain	75.00%	83.30%	111.1%	75.00%
Youth				
Employment 2nd Quarter after Exit	78.00%	84.50%	108.3%	78.00%
Employment 4th Quarter after Exit	79.00%	85.00%	107.6%	79.00%
Median Earnings 2nd Quarter after Exit	\$4,700.00	\$6,829.00	145.3%	\$4,700
Credential Attainment within 1 year	68.50%	74.00%	108.0%	68.50%
Measurable Skills Gain	75.00%	77.10%	102.8%	75.00%

PY 2024 - Annual LSAM Adjusted data				
LWDA 11				
Actual Performance	% of Negotiated Level	Adjustment	PY24 - Adjusted Levels of Performance (AL)	PY24 - Individual Indicators (AP/AL) (50% to Pass)
83.40%	98.10%	-0.80%	84.20%	99.10%
81.90%	101.10%	-1.10%	79.90%	102.50%
\$10,588	104.80%	(\$151)	\$9,953	106.40%
82.40%	103.00%	-0.50%	79.50%	103.70%
76.30%	101.70%	-1.10%	73.90%	103.20%
88.90%	102.80%	0.00%	86.50%	102.70%
80.50%	94.50%	-0.60%	84.60%	95.10%
\$15,818	115.60%	\$15	\$13,695	115.50%
70.40%	95.10%	-1.80%	72.20%	97.50%
83.30%	111.10%	-1.30%	73.70%	113.00%
84.50%	108.30%	-0.40%	77.60%	108.80%
85.00%	107.60%	-0.30%	78.70%	108.00%
\$6,829	145.30%	(\$314)	\$4,386	155.70%
100.00%	146.00%	0.80%	69.30%	144.30%
77.10%	102.80%	-1.70%	73.30%	105.10%

Overall (90% to pass)			
LWDA 11			
Overall Indicator Score	Overall Program Score Adult	Overall Program Score DW	Overall Program Score Yth
103.5%	103.0%	104.8%	124.4%
Not Assessed PY24			
Not Assessed PY24			
Not Assessed PY24			
107.1%			

LWDA #	Individual indicators	Overall indicators	Overall Program
11	All Passed	All Passed	All Passed

Area of highest concern

Virginia Career Works Northern Region SUMMARY OF PENDING FUNDING AND DEVELOPMENT ACTIVITIES To The Board of Directors Meeting June 5, 2026				
Project Name/Solicitation	Funding Request	SSG Funding	#s to Be Served	Proposal Status
APPROVED				
SkillSource Ticket to Work Program (Two-Year Grant Proposal to Fairfax County Consolidated Community Funding Pool)	\$184,750	\$184,750	82	APPROVED
NOT APPROVED				
Northern Virginia Jail-Based Employment Services Initiative (Two-Year Grant Proposal to Fairfax County Consolidated Community Funding Pool)	\$68,736	\$68,736	115	DECLINED
PENDING				
Northern Virginia Employment Supports for Lifelong Achievement for ESOs (Five-Year Grant Proposal to Virginia Dept. of Social Services)	\$449,618	\$449,618	96	Submitted on 4/7/2026
Northern Virginia Employment Supports for Lifelong Achievement (Five-Year Grant Proposal to Virginia Dept. of Social Services)	\$445,553	\$445,553	96	Submitted on 4/8/2026
Reentry Employment in Skilled Trades, Advanced Manufacturing, Registered Apprenticeships, and Training (RESTART) Initiative (Society for Human Resource Management Foundation-Led Four-Year Grant Proposal to U.S. Department of Labor)	TBD	\$45,000	N/A	Submitted on 4/10/2026
SkillSource Ticket to Work Program (One-Year Grant Proposal to Prince William County Competitive Community Partners Grant)	\$50,000	\$50,000	25	Submitted on 4/24/2026
Northern Virginia Jail-Based Employment Services Initiative (One-Year Grant Proposal to Prince William County Competitive Community Partners Grant)	\$50,000	\$50,000	25	Submitted on 4/24/2026
	\$995,171	\$1,040,171	242	