



NORTHERN REGION

Board of Directors Meeting

Agenda and Meeting Materials

**Thursday, September 3, 2026
8:30 a.m. – 10:00 a.m.**

Virtual Option:

[Microsoft Teams](#)

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

**Thursday, September 3, 2026
8:30 a.m. – 10:00 a.m.**

Roll Call

Chairman's Report - Announcement of VCWN Executive Director Selection

Approval of June 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 Loudoun Department of Information Technology and Metropolitan Washington Council of Governments

Necessary Board Actions Aligned with Approved 2025-2027 Strategic Priorities

Become a Thought Leader for Workforce Development

- Discussion of New Virginia Works Branding Policy and Guidance
- New Virginia Workforce Letter on 40% Training Expenditure Waiver
- September Workforce Development Month Outreach and Awareness Campaign

Build Sustainable Partnerships with Employers in Target Industries

- Approval of 2026 Quarter 3 VCW Northern Regional Employer Impact Award

Expand Talent Pipeline of Youth and Adults for Business

- Impacts of New Federal Guidance under HR-1 on Medicaid Work Requirements
- Outcomes of 2026 Summer Educating Youth through Employment (EYE) Program

Focus on Quality Services through Data Collection and Continuous Improvement

- Northern Virginia One Stop Operator Report on Caseload and Outcomes in FY 2027

Board Business Items

- Program Management Reports
- Interim Executive Officer Items

Adjourn

Virginia Career Works Northern Region

Friday, June 5, 2026

Quarterly Board of Directors Meeting

Summary Notes

Members Present In-Person:

Shekera Alvarado
Swati Aneja
Robert Bartolotta
Stacey Dessecker
Joseph Diaz
George Harben
Debora Harvey

Daniel McGuire
Clayton Medford
Susan Orehowsky
Steven Partridge
Rachel Payne
Christopher Rieley
Todd Rowley

Roopal Saran
Karen Smaw
Theofilos Stamatis
Zuzana Steen
William Trumbull

Members Present Virtually:

Michael Becketts
Karen Drenkard
Jackie Maldonado

Leanne Rerko
Cindy Shao

Michele Weatherly
Rachel Wooden

Executive Director (In-Person): David Hunn

Staff (In-Person): Seema Jain, Sabrina Miller, Robert Mahon, Rebecca Bennett, Hanna Do, Ann Hyslop

Staff (Virtual): Haimanot Andualem, Jannette Sequeira, Deborah Dubin, Eliza Chappell, Suzanne Boudreaux, Karla Quiroz, Sheila Jones, Ghezal Kohestani, and Virginia Judd

Observers (In-Person): Mitchell Wood

Observers (Virtual): Jennifer Ibarra, Andrew Everett, Jamie Hudson, Michael Bozeth, Robin Baker, Toi Tanton, Tatiana Nuth, Jennifer Van Buren, Shelly Rodriguez, Dai Nguyen, Eileen Rakshys

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

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

Approval of March 5, 2026 Summary Notes: A motion was made by Todd Rowley to approve the Board Summary notes from March 5, 2026 and was seconded. The Summary notes were approved unanimously by the full Board of Directors, with no abstentions.

Chairman's Report:

Chairman Ed Trumbull welcomed Board members to the final Board meeting of FY 2026 and thanked members for attending in person. He highlighted the Board's preparation for FY 2027, including consideration of a new slate of Board Officers and review and ratification of the near-final FY 2027 SkillSource Group budget. The final budget will be presented for Board review and ratification in September.

Chairman Trumbull reported that federal WIOA funding will continue through September 2027, with Virginia receiving increased funding across the WIOA Adult, Dislocated Worker, and Youth programs. He noted that the increased funding will provide additional resources for jobseeker training. He also discussed recently approved state legislation, HB 771, which eliminates the 40% training expenditure requirement for Adult and Dislocated Worker funds, providing the Board with greater flexibility in allocating WIOA resources. Additional State guidance is expected before the September Board meeting.

The Chairman highlighted key items on the meeting agenda, including the Quarterly Employer Impact Awards, the FY 2025 Return on Investment Report, and the potential impact of new Medicaid work requirements beginning January 1, 2027. He recognized MCIS, based in Loudoun County, as the recipient of the Board's third Quarterly Employer Recognition Award and noted that staff would present a proposed recipient for the second quarter award.

Chairman Trumbull reported that, through April 2026, Virginia Career Works Northern Region American Job Centers and programs had served more than 44,000 customers and were on track to serve more than 53,000 jobseekers by the end of FY 2026. More than 85% of those served were low-skilled, low-income adults seeking entry into the labor market.

The Chairman welcomed new Board members Clayton Medford, Senior Vice President of the Northern Virginia Chamber of Commerce, and Samuel Wiggins, CEO of the Virginia Minority Chambers of Commerce.

Chairman Trumbull also announced that this would be his final meeting as Board Chairman. He expressed his appreciation for the opportunity to serve as Chairman and stated that he intends to remain on the Board for the remainder of his term.

The Chair 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 March 2026, the SSG Board of Directors met and acted on the following items:

- Prepared a Third Draft of the FY 2027 SkillSource Group Budget, which will be considered by this Board later this morning. This budget version remains draft until later in June, as further funding allocations are anticipated. This Board will review and ratify the FY 2027 Final Budget in September.

- As noted on page 56 of your Board Package, the Fairfax County Department of Family Services, our Board's WIOA One Stop Operator and Manager, continue to excel in WIOA Program performance and, frankly, raise the rest of the State's performance. The chart on page 56 highlights the Program Year 2024 Performance Outcomes, with a nearly unanimous 100% plus performance above negotiated WIOA Benchmarks. Well done!
- As noted on page 54 of your Board Package, the SkillSource Group has received a 4-Star rating for 2026 from Charity Navigator, an increase of 1 Star from last year. The Charity Navigator rating is in addition to the Platinum rating by Candid, measuring organizational governance and transparency, earlier this year.
- Finally, to be reviewed later this morning, SkillSource has had a contractor, Chmura Economics, to prepare a Return On Investment Report for our FY 2025 program results. Our staff will review this Report (found on page 20 of your Board Package). That year's ROI is measured at 2.6X the initial public investment, by creating 581 new jobs and generating \$4.4 million in new Federal, State and local tax revenues.

Youth Committee: Leanne Rerko reported for the Youth Committee

- The Youth Committee last met on April 7, 2026.
- As of February 2026, the Northern Virginia WIOA Youth Program was at 170 enrollments, with 4 In-School Youth enrollments. 85% youth are Basic Skills Deficient, 57% have a disability, and 22% are English Language Learners. Northern Virginia is the second largest WIOA Youth Program in the State.
- The Committee received an update on the summer 2026 Educating Youth through Employment Program. The program is projecting 150 youth enrollments, with training to start on June 22nd and internships to begin on July 6th and conclude on August 13th. Please contact staff if you are interested in hosting a young adult this summer, or know of a potential worksite.
- The Committee reviewed the PY 2025 obligations and expenditures as of February 2026
- Lastly, the Committee reviewed the WIOA Youth PY 2025 Q1 Performance benchmarks - Area 11 was exceeding the Credential Attainment benchmark, and meeting the Employment Q2 and Q4 after Exit, as well as Median Earnings Q2 after Exit. The Measurable Skills Gain benchmark is lagging, but we are anticipating to meet all benchmarks by the end of the program year.

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

Bobby Mahon presented the Quarterly Employer Recognition Award to MCIS, an Ashburn-based company supporting construction and mission-critical infrastructure projects throughout Northern Virginia. MCIS began engaging with the regional workforce network through the Regional Employer Solutions Team meeting on January 15 and quickly demonstrated a strong commitment to utilizing the Virginia Career Works talent pipeline. Within six days, MCIS partnered with the team to host a hiring event attended by nine jobseekers, resulting in at least eight job offers for

Installer and leadership-track positions. MCIS subsequently hired a Talent Up NOVA candidate as a Project Manager at \$60 per hour, representing a high-wage placement with strong career advancement potential. MCIS continued its recruitment efforts through additional hiring events in Reston, including an event attended by 18 candidates that resulted in two same-day offers, with additional hiring decisions pending. MCIS was recognized for its strong employer engagement, responsiveness, collaboration with Business Services and Case Management teams, and commitment to providing employment opportunities to Northern Virginia jobseekers. Mitchell Wood accepted the award on behalf of MCIS and delivered brief remarks.

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

David Hunn presented the Board Nominating Committee’s recommended slate of officers for FY 2027–2028. The proposed officers are:

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

All nominees have agreed to serve in their respective positions and will concurrently serve on The SkillSource Group, Inc. Board of Directors. The Board was invited to discuss and consider the proposed slate of officers.

A motion was made by Theofilos Stamatis to accept and approve the new VCWN Board Member Officers for July 2026 – June 2028 and seconded by Zuzanna Steen. The full board approved, with no abstentions.

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

Seema Jain presented 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.

A motion to ratify the Draft FY 2027 SkillSource Budget was made by Joseph Diaz and seconded by Debora Harvey. The board approved unanimously with no abstentions.

Review with Potential Board Decision - New Virginia Works Branding Policy

David Hunn provided an update on the Virginia Works statewide branding initiative, which is intended to create a consistent identity for the Virginia Workforce Network among stakeholders, jobseekers, and employers. Virginia Career Works Northern Region has volunteered to participate as one of four workforce regions in a statewide pilot program to explore and test a new regional workforce brand. Northern Region management recommended shortening the local workforce board name to Virginia Works – Northern Region, which would be used across the website, letterhead, Career Center signage, and social media. The SkillSource Group, Inc. name would continue to be used in materials related to its role as the fiscal agent and contracting entity for the regional workforce board. Additional information regarding the branding pilot and implementation will be provided to the Board as the initiative progresses.

No motion was made regarding the proposed item. The Board discussed the matter, and further discussion and consideration will take place at a later date.

The SkillSource Group, Inc. FY 2025 Return On Investment Report

Seema Jain presented the FY2025 Virginia Career Works Northern Region Impact Infographic, highlighting the region's economic and employment impact. In FY2025, VCW Northern Region programs and services resulted in 488 direct job placements, with a total economic impact of 581 jobs and \$28.6 million in labor income. The region generated approximately \$4.4 million in tax revenue and achieved a 2.6x return on investment.

The presentation highlighted the impact of WIOA Career Services, Talent Up Fairfax, Ticket to Work, and other workforce programs. WIOA Enhanced Career Services accounted for 301 job placements, while other programs collectively contributed 187 placements. The information demonstrated the significant economic and employment outcomes generated through VCW Northern Region programs and services.

Build Sustainable Partnerships with Employers in Target Industries

Approval of 2026 Quarter 2 VCW Northern Regional Employer Impact Award

Eliza Chappell presented the nomination for Loudoun County Government, in partnership with the Metropolitan Washington Council of Governments (MWCOG), for the Quarterly Employer Recognition Award. The nomination recognizes Loudoun County Government's commitment to workforce development and innovative talent acquisition through the Loudoun Learners program and partnership with Virginia Career Works – Northern and ICF International's LEAD4IT program.

The Loudoun Learners initiative provides paid, work-based learning opportunities for local residents interested in building careers in technology, with an emphasis on hiring for potential, aptitude, and transferable skills rather than traditional IT experience. Through the partnership, six participants received support, including five WIOA-funded On-the-Job Training (OJT) participants from non-traditional backgrounds.

The program has produced strong employment outcomes. Five participants transitioned directly into permanent positions with Loudoun County Government, initially earning \$43,000 annually with benefits and later increasing to \$47,820. Participants also earned Registered Apprenticeship Certificates of Completion and industry-recognized credentials, including Scrum Master, ServiceNow Administrator, and Security+. All six participants remain employed in IT, with two advancing to ServiceNow Developer positions with consulting firms earning more than \$88,000 annually.

A motion to approve Loudoun County Government, in partnership with the Metropolitan Washington Council of Governments (MWCOG) for the 2026 Quarter 2 VCW Northern Employer Recognition Award, was made by Zuzanna Steen and seconded by Joseph Diaz. The full board approved, with no abstentions.

Expand Talent Pipeline of Youth and Adults for Business

New Federal Guidance on Medicaid Work Requirements Effective January 2027

David Hunn presented an update, with input from Dr. Michael Becketts with the Fairfax County Department of Family Services, regarding the Centers for Medicare & Medicaid Services (CMS) Interim Final Rule establishing new 80-hour-per-month work or community engagement requirements for certain Medicaid expansion adults ages 19–64.

The requirement may be met through employment, community service, qualifying education or work programs, or a combination of activities. Certain populations, including individuals who are pregnant or postpartum, disabled or medically frail, caregivers of young children, and individuals already meeting SNAP or TANF work requirements, are exempt.

The Board was informed that **states** must implement the requirements by January 1, 2027, and that WIOA Title I programs are included among qualifying work programs. The rule encourages coordination between state Medicaid and workforce agencies for data sharing and verification of participant activities.

The discussion highlighted the potential impact on the public workforce system, including additional documentation and verification responsibilities for local workforce programs and opportunities to coordinate workforce services with Medicaid work requirements.

New Enrollment Process for WIOA Adult and Dislocated Worker Program

Tatiana Nuth presented information on the new enrollment process for WIOA Adult and Dislocated Workers program. A new process introduced in May 2026 was presented to streamline applications and enrollment for job seekers. The process begins with a virtual information session, followed by a brief survey to identify the individual’s service interests and needs. Based on the results, job seekers are either provided a WIOA application and intake appointment or directed to appropriate Virginia Career Works centers and other employment programs.

The new process provides job seekers with upfront information about available WIOA and One-Stop services, reduces time and effort by identifying early when WIOA services may not be necessary or appropriate, and increases awareness and access to the full range of workforce services available throughout the system.

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 caseloads for PY 2025/FY 2026.

Board Business Items

Program Management Reports

Not reviewed due to time constraints.

Executive Director Items

Not reviewed due to time constraints.

Closing Remarks

David Hunn, CEO of the **SkillSource** Group, Inc. and Executive Director of Virginia Career Works – Northern Region, closed his final Board meeting prior to his retirement. He expressed his gratitude to the Board members and staff for their support, collaboration, and partnership throughout his tenure. Mr. Hunn reflected on his time with the organization and the accomplishments achieved during his leadership and thanked the Board and staff for their commitment to the mission and the communities served.

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 9:56 a.m.

Virginia Career Works Northern Region Quarterly Employer Recognition Award September 2026

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/ExelARATION 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.



New Virginia Works Branding Policy and Guidance

Policy and Direction

- Per VBWD Policy 300-07, the workforce system will align around Virginia Works as the statewide workforce system brand. The Commonwealth is investing in long-term marketing for Virginia Works and sunsetting state promotion of "Virginia Career Works" (VCW).
- **Local boards retain full autonomy over their legal entity names and local brands.**
- The goal is to move toward a model where Local Workforce Development Boards (LWDBs) maintain independent governance and identity while public-facing job centers adopt a unified statewide service mark to ensure a clear "front door" for job seekers and employers.
- Virginia Career Works – Northern is one of four (4) Local Workforce Areas part of the Branding pilot with the State.

Key Opportunities

- As the State is no longer utilizing the Virginia Career Works branding, adopting the Virginia Works naming allows for broader brand recognition and awareness across the system. A unified statewide identity will make it easier for jobseekers and employers moving between regions (or seeing state-level marketing) to recognize and trust our services.
- The State will provide each Local Workforce Area with \$25,000 in funding for exterior and interior signage, center outreach collateral, and digital asset refresh. We can leverage existing state-developed brand assets, templates, and guidelines rather than maintaining a fully separate local brand.
- Brand alignment with the state workforce system reinforces our role as an engaged, cooperative partner within the broader Virginia Works network, which could help with state-level relationship management and discretionary funding considerations.

Key Challenges

- Navigating brand equity and familiarity built under VCW that would be lost in the brand transition.
- Maintaining clear separation between not only workforce development services and Unemployment Insurance (UI/VEC), but also between the local workforce area and state agencies.
- Administrative hurdles of physical location changes, including lease restrictions, municipal sign permitting, and vendor pricing, as well as having to change other things such as website URLs, email addresses, print collateral, etc.
- By tying the local branding to the State, the possibility exists that the State will rebrand again in the future, which would require Local Workforce Areas to again update names and branding.
- If individual local areas decide not to adopt the Virginia Works branding, this will weaken the goal of a unified statewide branding.

Three-Track System Alignment

To accommodate varying local names/brands and governance preferences, pilot regions will self-select into one of three alignment tracks:

Track 1: Co-Branded Integration - Established local brand (e.g., retains VCW or board name) with full statewide network co-branding. Centers would adopt Virginia Works Center naming.



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Three-Track System Alignment

To accommodate varying local names/brands and governance preferences, pilot regions will self-select into one of three alignment tracks:

Track 2: Transitional Alignment

– Either a full adoption of Virginia Works naming for the Board and Centers, or a hybrid launch with refreshed local mark + system co-branding.



Three-Track System Alignment

To accommodate varying local names/brands and governance preferences, pilot regions will self-select into one of three alignment tracks:

Track 3: Independent Operations – Autonomous local identity electing to postpone adaptation of Virginia Works.



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Next Steps

- Each participating pilot Local Workforce Area will establish a tailored transition plan that identifies their track, key target date and milestone schedule, and support requests from the State.
- A budget will be submitted to Virginia Works with identified costs, in order to draw down the \$25,000 in grant funds (current expire on December 31, 2026 – Virginia Works is seeking to get an extension on these funds approved.)

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

SUBJECT: New Virginia Workforce Letter on 40% Training Expenditure Waiver

Virginia Works has released Virginia Workforce Letter No. 14-17, Change 4 to clarify allowable expenses and explains the option to request a waiver related to the implementation of training requirements. In 2015, Virginia passed legislation that mandated that Local Workforce Development Boards allocate a minimum of 40% of WIOA Adult and Dislocated Worker Formula Funds to training services. In 2026, this was amended to allow Virginia Works to issue a waiver from the 40% allocation requirement to a Local Workforce Development Board that submits a request for a waiver, due to the following reasons:

- Lack of available training providers in the LWD area
- Lack of demand for training services among eligible participants
- Extraordinary Circumstances, such as:
 - The region's unemployment rate has been below the statewide average for the 5 consecutive years preceding the request, or
 - UI applications have declined over the 5 years preceding the request, or
 - The region encountered unanticipated reduction in staff, or
 - A unique opportunity to expand or improve operations (e.g., business services) that requires financial contribution

Any unencumbered funds resulting from a waiver may be directed toward client services, including reemployment services.

Title I Client Services, for purposes of this waiver process, does not include:

- Costs associated with increasing staff with the exception of:
 - Case management staff that provide direct services to job seekers
 - Up to one full-time business service team coordinator, if the LWDA does not have a current business services staff member in place.

These new hires can only be put in place once the LWDA has received an approved waiver request from Virginia Works. A waiver request missing any of the information requested in this VWL will not be considered complete.

- Operational costs for the AJC
- Administrative costs for the AJC

For Program Year 2025, the waiver request is due on December 31, 2026.

VCWN is still utilizing PY 2025 WIOA funding; however, as of July 2026, the training rate is just 23.1%. While we have exceeded 41% in training funds for the WIOA Adult program, we are only at 5.4% for WIOA Dislocated Worker. This is due to a number of reasons:

- VCWN received two discretionary State grants that focus on services to impacted federal

workers and contractors, who qualify under the WIOA Dislocated Worker Program. Those grants total over \$701,000 in additional funding, that has been used towards training costs that normally would be charged to the WIOA Formula funds.

- VCWN also received an additional discretionary State grant of \$60,000 that provides additional funding for Incumbent Worker Training and On-the-Job Training, costs that again would normally be charged to the WIOA Formula funds.
- A portion of labor costs can count towards the training requirement; currently, training labor for the Dislocated Worker staff is only 16% of total incurred labor, compared with the 30% budgeted allocation.

VCWN would qualify for a waiver under Extreme Circumstances, as the local unemployment rate has been below the state average for the last five (5) years.

Annual Unemployment Rate, 2021-2025 (Not Seasonally Adjusted)

Year	Fairfax County	Loudoun County	Prince William County	Virginia Statewide
2021	3.4%	2.9%	3.8%	3.9%
2022	2.3%	2.2%	2.5%	2.7%
2023	2.3%	2.3%	2.5%	2.7%
2024	2.6%	2.5%	2.7%	2.9%
2025	3.2%	3.1%	3.2%	3.4%

Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics

VCWN will be considering submission of a 40% waiver request, and will bring this to the VCWN Board at its next meeting in early December 2026 for a vote. This would also need to be discussed with Fairfax County officials, as the WIOA Grant Recipient for Area #11 and as Chairman Jeff McKay would need to sign off on the waiver request, as the Chief Local Elected Official.

STAFF: Seema Jain
Hanna Do
703-827-3782

**WORKFORCE INNOVATION AND OPPORTUNITY ACT****VIRGINIA WORKFORCE LETTER (VWL) No. 14-17, Change 4**

TO: Local Workforce Development Boards
FROM: Nicole Overley
Commissioner, Virginia Works

A handwritten signature in black ink that reads 'Nicole Overley'.

SUBJECT: Minimum Training Expenditure Requirement

EFFECTIVE DATE: 07/01/2026

PURPOSE:

This letter offers guidance to support implementation of the minimum Workforce Innovation and Opportunity Act (WIOA) Title I Adult and Dislocated Worker Local Workforce Development Area formula funds expenditure requirement, established by Virginia Code effective July 1, 2015, and modified effective July 1, 2026, for training leading to recognized in-demand postsecondary education and workforce credentials.

REFERENCES:

WIOA, Section 134;

Code of Virginia §2.2-2472.2;

Virginia Board of Workforce Development Policy 404-01: Identification of Eligible Training Providers of Occupational Skills Training

REVISIONS:

This guidance updates and replaces VWL 14-07, Change 3, Minimum Training Expenditure Requirement, dated October 14, 2021. This revision clarifies allowable expenses and explains the option to request a waiver related to the implementation of training requirements.

DEFINITIONS:

See Guidance

BACKGROUND:

The Virginia Acts of Assembly 2015 session amended the Code of Virginia by adding Chapter 4.2, section 2.2-2472.2, which states:

Each local workforce development board shall allocate a minimum of 40 percent of WIOA Adult and Dislocated Worker funds to training services as defined under § 134(c)(3)(D) of the WIOA that lead to recognized postsecondary education and workforce credentials aligned with in-demand industry sectors or occupations in the local area or region.

As authorized in the 2026 Virginia House Bill 772, which amended Chapter 4.2, section 2.2-2472, Virginia Works will issue a waiver from the 40 percent allocation requirement to an LWDB that submits a request that shows it is unable to meet the requirement due to (i) a lack of available training providers in the local workforce development area, (ii) a lack of demand for training services among eligible participants, or (iii) other extraordinary circumstances.

Virginia Works has developed and published a process for requesting and approving these waivers, described below. Any unencumbered funds resulting from an approved waiver may be redirected to support client services, including reemployment services, as defined by the Commissioner of Virginia Works.

To ensure an LWDB is effectively leveraging WIOA funds to provide workers with training where feasible, each board should continue to track and report on its training spending, using the calculations in Attachment 1. Further, the Secretary of Labor shall continue to submit a biannual report to the Board evaluating the rate of the expenditure of WIOA Adult and Dislocated Worker funds under this section. Virginia Works will provide technical assistance to Local Boards as needed or requested.

GUIDANCE:

Under Virginia Code, LWDBs in Virginia must ensure that a minimum of 40% of the WIOA Title I Adult and Dislocated Worker formula Program Year allocations are expended on allowable training costs, unless they have received a waiver from the training expenditure requirements.

Definition of Training:

To support the use of high-quality training providers and programs, all training providers must be WIOA-certified under the existing state eligible training provider system. The one exception is when the employer itself is serving as the training provider.

The following services count as training for purposes of the 40% requirement, and boards are encouraged to consider the full range of options available to them:

A. Occupational Classroom Training

- a. Occupational training is predominantly technical training that prepares the student for entry into a particular occupation or set of occupations. Training must be delivered in accordance with VBWD Policy 404-01, Identification of Eligible Providers of Occupational Skills Training. Expenditures for occupational training (Individual Training Account (ITA) and Non-ITA) include:
 - i. Occupational Classroom Training-ITA: Payments made to a training institution or provider for occupational classroom training authorized to be funded by an Individual Training Account (ITA).
 - ii. Occupational Classroom Training-Non-ITA: Payments made to a training institution or provider, including community-based organizations or other public or private organizations of demonstrated effectiveness, for occupational classroom training authorized pursuant to a contract for training services or other contractual arrangement that constitutes an exception to the use of an ITA (20 CFR Part 663.430).

B. On-The-Job Training (OJT)

- a. OJT payments are payments made to public, not-for-profit, and private sector employers for training costs authorized pursuant to an OJT contract.

C. Work Experience

- a. Payments made to participants that represent hours worked in work-based training, including internships. While WIOA classifies Adult and Dislocated Worker Work Experience as an Individualized Career Service, the state allows this expense to count toward the 40% training requirement under this VWL, giving boards more flexibility.

D. Customized Training

- a. Customized training is designed to meet the specific needs of an employer or group of employers. For it to count toward the 40% requirement:
 - i. It should make up no more than 50% of the total training cost; and
 - ii. It should be delivered under a contract with an employer who either:
 - 1. Agrees to hire WIOA participants upon completion of the customized training; or
 - 2. Is training employed workers who:
 - a. Do not earn wages at a self-sufficiency level and whom the employer commits to continue employing; and
 - b. Are being trained in new technologies, new production or service procedures, or additional skills or workplace literacy needed for retention and progression in employment.

E. Class-Size Training Contracts

- a. Class-Size Training Contracts are a helpful option when there's a need to place multiple WIOA-registered students in the same training program with one educational institution or eligible training provider, and these may count toward the 40% requirement. Congressional authority permits the use of WIOA formula funds for this purpose. Costs associated with these contracts are allowable when:
 - i. The contract leads to placement in an in-demand occupation and is in place with an institution of higher education or other eligible training provider.
 - ii. Training services include a full range of occupational skills training or customized training, as described in WIOA section 134.
 - iii. When WIOA registrants occupy only a portion of a class-size contract, a method is in place to allocate costs proportionally to the percentage of WIOA-registered students. (All costs associated with the contract should be allocated in proportion to the number of WIOA-registered students relative to the overall number of students.)
 - iv. The contract complies with the existing class size training policy.

F. Transitional Jobs

- a. Transitional jobs are a type of work experience local WDBs may offer under WIOA. Payments for wages that represent hours worked in a work experience may count toward the 40% minimum training requirement. While Transitional Jobs **are not classified as training under WIOA**, the state allows this expense to

count toward the requirement under this VWL. Please note that for federal reporting purposes, Transitional Jobs are not included under training costs.

G. Registered Apprenticeship (RA)

- a. Eligible expenses for Registered Apprenticeships include Individual Training Accounts, OJT, and contracted classes.

H. Incumbent Worker Training

- a. Incumbent Worker Training involves working with an employer or employer association to upgrade the skills of a particular workforce, whether at the workplace or an off-site location, during or after work hours. Only costs directly associated with training incumbent workers may be included. These costs are:
 - i. Training development
 - ii. Instructor wages
 - iii. Tuition
 - iv. Training materials and supplies
 - v. Fees; and
 - vi. Travel for incumbent workers from the workplace to the training location, as needed and if training is off-site

I. Remedial Training/Pre-Vocational Services

- a. Payments made to a training institution for classroom instruction in academic remediation for a postsecondary education or workforce program, for short-term prevocational services, or for education toward high school equivalency. While these services **are not classified as training under WIOA**, the state allows this expense to count toward the 40% requirement under this VWL. For federal reporting purposes, Remedial Training/Pre-Vocational Services are not included under training costs.
 - i. Virginia Works asks that these services be limited to no more than nine months in duration, unless provided alongside occupational training services.

J. Books, Fees, Travel, Materials and Related

- a. These expenses include those paid to a training institution, training provider, or individual participant for books, training materials, required uniforms and other workplace attire, and tools or equipment required for training. Costs of training-related licenses, permits, or fees may also count toward the 40% requirement.

- b. Participant travel to and from a training location, for any type of WIOA-supported training and in accordance with local policy, may count toward the 40% expenditure requirement. WIOA considers these costs a Supportive Service cost.

K. Certification Tests

- a. All examination and testing costs, including practice tests, associated with a participant's attainment of an in-demand industry certification or occupational license. While WIOA considers these a Supportive Service cost, the state allows this expense to count toward the 40% requirement under this VWL.

L. Case Management

- a. Allowable case management costs include:
 - i. Case Manager time spent working directly with participants enrolled in training (not participants seeking training), including researching, creating, monitoring, providing supportive services, ITA development, and closing out an Adult or Dislocated Worker jobseeker training account.
 - ii. Case Manager time spent identifying or developing training opportunities, including working with employers and/or training providers.
 - iii. Case Manager time working with employers to help ensure a successful training experience, including managing and evaluating the work experience.
 - iv. Case Manager costs are limited to salaries and benefits.
- b. Case management costs that contribute to the Training Expenditure requirement do not include costs associated with providing basic, individualized, or follow-up career services. The supervision of case managers is not eligible for inclusion in meeting the 40% requirement. Each LWDA must maintain a written process to identify staff and associated costs (salary and benefits) for case management, and to establish a consistent method for accounting and reporting these costs toward the 40% requirement.

One option for accounting for case management staff costs: (1) determine what percentage of each Case Manager's caseload is directly related to training, and (2) apply that same percentage to their salary and benefits to count toward the 40% requirement. It is also acceptable to use hourly timesheets that classify staff time by activity to inform payroll allocation.

Technical Assistance

- A. Virginia Works will offer technical assistance to areas that:
 - a. Did not meet the required expenditure level each year;
 - b. Would like to improve their ability to provide training services, including refining training provider selection for ITAs and use of non-ITA contracting mechanisms; or
 - c. Would find it helpful to get guidance on non-ITA procurement methods, including quality control and management of class-size training contracts.

Process for Waiver of 40% Requirement

In accordance with updates to the Code of Virginia § 2.2-2472.2, Virginia Works will provide a waiver to an LWDB upon request.

Any unencumbered funds resulting from a waiver may be directed toward client services, including reemployment services.

Title I Client Services, for purposes of this waiver process, does not include:

- 1. Costs associated with increasing staff **with the exception** of:
 - 1. Case management staff that provide direct services to job seekers
 - 2. Up to one full-time business service team coordinator, if the LWDA does not have a current business services staff member in place.

Please note that these new hires **can only be put in place** once the LWDA has received an approved waiver request from Virginia Works. A waiver request missing any of the information requested in this VWL will not be considered complete.

- 2. Operational costs for the AJC
- 3. Administrative costs for the AJC

Waiver requests should be submitted each Program Year; they will be accepted on a rolling basis beginning July 1 of each Program Year, with the application window closing nine months later, on April 1 of the following year. An exception applies for Program Year 2025 funds, where applications should be received by December 31, 2026. To be approved for a waiver, the requesting LWDB should continue to meet regionally negotiated federal performance levels, remain in good administrative standing, and resolve all monitoring findings as prescribed.

Program Year	Funding Availability	Waiver Request Due
Program Year 2025	July 1, 2025-June 30, 2027	December 31, 2026
Program Year 2026	July 1, 2026-June 30, 2028	April 1, 2027
Program Year 2027	July 1, 2027-June 30, 2029	April 1, 2028

All waivers are subject to changes in state and federal laws.

Waiver Request Content:

To be considered for this waiver, an LWDB should demonstrate that the board is unable to meet the requirement due to one or more of the following:

- A. Lack of available training providers in the LWD area
- B. Lack of demand for training services among eligible participants
- C. Extraordinary Circumstances, such as:
 - 1. The region's unemployment rate has been below the statewide average for the 5 consecutive years preceding the request, or
 - 2. UI applications have declined over the 5 years preceding the request, or
 - 3. The region encountered unanticipated reduction in staff, or
 - 4. A unique opportunity to expand or improve operations (e.g., business services) that requires financial contribution

The waiver request should include:

- 1. The specific percentage being requested.
- 2. Signatures of the LWDB Executive Director, LWDB Chair, and Chief Local Elected Official (CLEO)
- 3. The waiver qualification criteria selected A-C above) and a detailed justification for the request

Please note that an LWDB with an approved waiver from the 40% training requirement is still asked to report spending on the MEDR.

Waiver Request Process:

- 1. The LWDB submits a waiver request in writing to LWDBinquiries@virginiaworks.gov.

2. Virginia Works will review program performance, administrative standing, and monitoring compliance status.
3. Virginia Works may reach out for additional clarifying information, including relevant data, within thirty (30) days of receiving the waiver request.
4. Once all requested information has been received, the Commissioner will share a decision in writing within thirty (30) days of that receipt.

Waiver Appeal Process:

If a waiver request is denied and the LWDA would like to appeal, Virginia Works asks that the appeal be submitted in writing to the Commissioner of Virginia Works within 15 days of receiving the original waiver determination.

ACTION REQUESTED:

Virginia Works appreciates your help sharing this guidance with WIOA service providers, LWDB Board members, and other interested parties, and updating any local board policies, procedures, or contracts affected by this guidance.

INQUIRIES:

Please reach out to:

Director of Title I Policy and Ecosystem Engagement
Virginia Works 2221 Edward Holland Dr. Richmond, VA 23230
LWDBinquiries@viriniaworks.gov

Attachment I: Calculating the Expenditure Level

- A. The calculation below helps determine whether the LWDA is meeting the 40% minimum training expenditure:

The sum of Adult Cumulative Total Training Expenses and Dislocated Worker Cumulative Total Training Expenses, divided by the sum of Adult Program Allocation and Dislocated Worker Program Allocation.

The program allocation is calculated by subtracting the maximum allowed for administrative expenses per the Federal Award Terms and Conditions from the Notice of Obligation.

Below is an example of the calculation:

Example 1: Federal Terms and Conditions allow for a maximum of 10% allocated to Admin

	Notice of Obligation	Maximum Admin Allocation	Program Allocation	Actual Training Expenses	Percentage

Adult	\$100,000	\$10,000	\$90,000	\$42,000	40.0%
DLW	\$100,000	\$10,000	\$90,000	\$30,000	Compliant

Calculation: $(\$42,000 + \$30,000) / (\$90,000 + \$90,000) = 40.0\%$

Example 2: Federal Terms and Conditions allow for a maximum of 20% allocated to Admin

	Notice of Obligation	Maximum Admin Allocation	Program Allocation	Actual Training Expenses	Percentage
Adult	\$100,000	\$20,000	\$80,000	\$33,500	39.7%
DLW	\$100,000	\$20,000	\$80,000	\$30,000	Not Compliant

Calculation: $(\$33,500 + \$30,000) / (\$80,000 + \$80,000) = 39.7\%$

- B. Other sources of training funds (for example, other discretionary grants) are not included in the calculation.
- C. Percentages are calculated to one decimal point.
- D. The Adult/DW Training Expenditure Rate is calculated on the Monthly Expenditure Detail Report (MEDR). A percentage is calculated for each Program Year, with the final percentage calculated when the LWDA submits its close-out report for the Program Year.

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

SUBJECT: September Workforce Development Month Outreach and Awareness Campaign

In recognition of Workforce Development Month in September, VCWN staff are coordinating a regional effort to increase awareness of workforce services and strengthen engagement with job seekers, employers, and community partners. Key activities include the development of a consolidated regional calendar that brings together hiring events, workshops, and resource fairs across all workforce centers, along with other workforce-related events occurring throughout the region. This resource will provide a centralized source of information and improve access to opportunities for residents and businesses.

In addition, we are launching a targeted outreach and awareness campaign to highlight the impact of workforce investments across the region. The campaign will showcase program outcomes, participant success stories, employer partnerships, and workforce achievements through social media and our partner networks. These efforts are designed to elevate public awareness of available services while demonstrating the value and results of the workforce system.

STAFF: Seema Jain
 Rebecca Bennett
 703-827-3782

VIRGINIA CAREER WORKS – NORTHERN REGION

September 3, 2026

WORKFORCE DEVELOPMENT MONTH CONSOLIDATED CALENDAR (SEPTEMBER 2026)

Monday	Tuesday	Wednesday	Thursday	Friday
	1 Conversational English for Job Readiness 11:00 am – 12:00 pm Fairfax Annandale Center Hosted by FAC Walk-Ins Welcome Budgeting Basics 7:00 pm – 8:00 pm Virtual via Zoom, Hosted by PWC Register: https://bit.ly/FinancialEmpowermentSeries	2 Meet The Employer Event: Hazel Construction 11:00 am – 2:00 pm 12000 Government Center Parkway, Fairfax Hosted by FAC and FAX Register: https://www.fairfaxcounty.gov/ Create a Winning Resume 5:30 pm – 7:00 pm Prince William Center Virtual, Hosted by PWC Register: https://bit.ly/4xodDNO	3	4
				
7	8 Get to Know About DARS 10:30 am – 11:30 am Virtual, Hosted by PWC Register: https://bit.ly/4xYux4B ECDC/ACC – VA Metro Career and Community Resource Fair 11:00 am – 3:00 pm 903 S Highland Street, Arlington Register: https://www.fairfaxcounty.gov/ Smart Money Management 1:00 pm – 2:00 pm Prince William County Complex, Development Services Building, Room 107 Hosted by PWC Register: https://bit.ly/2SmartMoneyManagement Borrowing Basics 7:00 pm – 8:00 pm Virtual via Zoom, Hosted by PWC Register: https://bit.ly/FinancialEmpowermentSeries	9 How to Write an Effective Resume 11:00 am – 12:00 pm Virtual via Zoom, Hosted by FAC and FAX Register: https://vccs.zoom.us/	10 Rock Your LinkedIn Profile: Build a Standout Presence on LinkedIn 10:00 am – 11:00 am Virtual, Hosted by PWC Register: https://bit.ly/3SeELPk Avoiding Foreclosures 7:00 pm – 8:00 pm Virtual via Zoom, Hosted by PWC Register: https://bit.ly/AvoidingForeclosureEviction	11
				

CALENDAR LEGEND

PWC – Prince William Center

13370 Minnieville Road
Woodbridge, VA 22192
(703) 586-6800

FAC – Fairfax Annandale Center

7611 Little River Turnpike (West Wing), Suite 300W
Annandale, VA 22003
(703) 533-5400

WRC – Loudoun Workforce Resource Center

705 East Market Street, Suite E
Leesburg, VA 20176
(703) 777-0150

FAX – Fairfax Alexandria Center

8350 Richmond Highway, Suite 327
Alexandria, VA 22309
(703) 533-5400

CAC – Cherokee Avenue Center

5520 Cherokee Avenue, Suite 100
Alexandria, VA 22312
(571) 327-2206



Note: Attendance is free for all events, but registration is required for all sessions except The Resume Roadshow.

VIRGINIA CAREER WORKS – NORTHERN REGION

September 3, 2026

WORKFORCE DEVELOPMENT MONTH CONSOLIDATED CALENDAR (SEPTEMBER 2026)

Monday	Tuesday	Wednesday	Thursday	Friday
14 Understanding Your Pay Stub 12:00 pm – 1:00 pm Virtual, Hosted by WRC Register: https://www.loudoun.gov/wrcworkshops	15 The Resume Roadshow 11:00 am – 2:00 pm Ashburn Recreation & Community Center Hosted by WRC Register: https://www.eventbrite.com/ Budgeting for Beginners 11:30 am – 1:00 pm Prince William Center Hosted by PWC Register: https://bit.ly/46IC4yy Understanding Credit Reports and Scores 7:00 pm – 8:00 pm Virtual via Zoom, Hosted by PWC Register: https://bit.ly/FinancialEmpowermentSeries 	16 Career Forward: Veteran Transition Summit 8:00 am – 5:00 pm Marymount Ballston Center, Arlington Register: https://www.veteran-careers.org/ Answering Interview Questions 9:00 am – 11:30 am Virtual, Hosted by WRC Register: https://www.loudoun.gov/wrcworkshops Hiring Event with Gate Gourmet 10:00 am – 12:00 pm Workforce Resource Center, Leesburg Hosted by WRC Register: https://www.eventbrite.com/ Prince William County Career & Resource Fair 10:00 am – 1:00 pm National Museum of the Marine Corps, Triangle Hosted by PWC Register: https://www.eventbrite.com/ Art of Interviewing 11:00 am – 12:00 pm Virtual via Zoom, Hosted by FAC and FAX Register: https://vccs.zoom.us/ Ace the Interview and Grow Your Professional Network 5:30 pm – 7:00 pm Virtual, Hosted by PWC Register: https://bit.ly/3UI3Zfp	17 WORKFORCE DEVELOPMENT DAY Lunch & Learn: Small Business 101 12:00 pm – 1:00 pm Virtual via Zoom, Hosted by PWC Register: https://bit.ly/SmallBus101	18 Volunteer Fairfax VolunteerFest 2026 8:30 am – 11:45 am NOVA Annandale Campus Register: https://www.volunteerfairfax.org/ Pathways to Career Growth: NOVA Workforce Certification Program 12:00 pm – 1:00 pm Virtual, Hosted by WRC Register: https://www.loudoun.gov/wrcworkshops What Job Seekers Should Know in the Age of AI 1:30 pm – 3:00 pm Virtual, Hosted by WRC Register: https://www.loudoun.gov/wrcworkshops
				Saturday
				19 Careers and Coffee 8:00 am – 11:00 am Blend Coffee Bar, Ashburn Hosted by WRC Register: https://www.eventbrite.com/
21 The Resume Roadshow 11:00 am – 2:00 pm Gum Spring Library, Stone Ridge Hosted by WRC Register: https://www.eventbrite.com/	22 Express Mock Interviews 9:00 am – 10:00 am and 10:15 am – 11:15 am Workforce Resource Center, Leesburg Hosted by WRC Walk-ins Only Conversational English for Job Readiness 11:00 am – 12:00 pm Fairfax Annandale Center Hosted by FAC Walk-Ins Welcome Pathways to Career Growth: NOVA Workforce Certification Program 6:00 pm – 7:00 pm Virtual, Hosted by WRC Register: https://www.loudoun.gov/wrcworkshops Protecting Yourself Against ID Theft, Fraud, and Scams 7:00 pm – 8:00 pm Virtual via Zoom, Hosted by PWC Register: https://bit.ly/FinancialEmpowermentSeries	23 30 Second Commercial: So, Tell Me About Yourself 9:00 am – 11:30 am Workforce Resource Center, Leesburg Hosted by WRC Register: https://www.loudoun.gov/wrcworkshops Money Smarts for Older Adults: Confident Financial Decisions at Any Age 10:00 am – 12:00 pm Fairfax Alexandria Center Conference Rooms A, B, and C Hosted by FAX Register: https://www.fairfaxcounty.gov/	24 Your Next Badge of Growth: Unlock LinkedIn Learning Certifications for Career Success 10:00 am – 11:00 am Virtual, Hosted by WRC Register: https://www.loudoun.gov/wrcworkshops Recovering From Financial Hardship 5:00 pm – 6:00 pm Virtual, Hosted by WRC Register: https://www.loudoun.gov/wrcworkshops 	25
28 Use AI to Supercharge Your Job Search 2:30 pm – 4:00 pm Virtual, Hosted by PWC Register: https://bit.ly/4gyym9y	29	30		

More Than Getting the Job

For someone receiving Social Security disability benefits, going to work brings a tricky question: will I actually come out ahead? What happens to my healthcare?

That's where Ticket to Work comes in. Since 2010, the SkillSource Group, Inc. has served as a Social Security Employment Network, helping SSDI/SSI recipients understand how work affects their benefits, set employment goals, find jobs, and keep building their earnings.

This National Workforce Development Month, we're proud to highlight what Ticket to Work delivers: support that goes beyond getting the job, by helping participants navigate changes and move toward greater financial independence.

#WorkforceDevelopmentMonth #TicketToWork #SSDI #SSI #DisabilityEmployment #SocialSecurity #VirginiaCareerWorks #WorkforceDevelopment

SEPTEMBER IS
**WORKFORCE
DEVELOPMENT**
MONTH

Since the launch of our Ticket to Work Program in 2010:
274 Social Security Disability beneficiaries have gone to work.
More than 8 in 10 reached earnings milestones recognized by Social Security.
And 132 ultimately worked their way off Social Security cash benefits.

OPPORTUNITY Connecting talent to possibilities.	GROWTH Building skills for stronger careers.	IMPACT Strengthening communities together.

VIRGINIA CAREER WORKS
NORTHERN REGION
A proud partner of the AmericanJobCenter network

SKILLSOURCE GROUP
Northern Virginia Workforce System

www.vcwnorthern.com

Virginia Career Works Northern Region
Quarterly Employer Recognition Award Nomination – 2026 Q3
Northern Virginia Health Foundation

Northern Virginia Health Foundation has distinguished itself as an exceptional employer partner through their participation in Talent Up NOVA and its commitment to turning a short-term work experience into a lasting career opportunity.

From the outset, the Foundation was responsive, engaged, and eager to participate. Its leadership proactively requested candidates and created an eight-week Administrative and Operations work experience for an experienced professional navigating an unexpected career transition after being laid off from USAID. Although the candidate possessed considerable skills and experience, they had encountered difficulty reentering the workforce following the layoff.

The Foundation approached the opportunity with care and intention. After conducting a thoughtful candidate review and interview process, its leadership selected the Talent Up NOVA enrollee and provided meaningful assignments, supervision, and an opportunity to demonstrate their abilities within the organization. Throughout the placement, the Foundation carefully assessed the participant's performance, professional growth, and long-term potential.

Their commitment led to a life-changing outcome: the employer recognized the participant's talent and extended a full time job offer with an annual salary of \$72,000. They further ensured long-term success by utilizing On the Job Training (OJT) resources to support the employee's continued development.

The Northern Virginia Health Foundation's participation in Talent Up NOVA also reflects its broader commitment to strengthening the Northern Virginia community. Established in 2005, the Foundation works to improve the health and health care of Northern Virginians, with particular emphasis on residents who are low-income, uninsured, or underinsured. Over its first 20 years, the Foundation awarded more than \$24 million in grants to organizations expanding access to health care, responding to emerging community needs, and addressing the social conditions that influence health and well-being.

By opening its own workplace to an experienced professional in transition, Northern Virginia Health Foundation put its organizational values into practice. Its responsiveness, meaningful supervision, competitive compensation, commitment to inclusive hiring, and willingness to invest in long-term employee success exemplifies the type of employer partnership Talent Up NOVA was designed to foster.

The Northern Virginia Health Foundation's outstanding engagement, inclusive hiring practices, and willingness to invest in emerging talent make them an exemplary partner and a highly deserving recipient of the 2026 Q3 Employer Recognition Award.



FAIRFAX COUNTY DEPARTMENT OF
FAMILY SERVICES

H.R.1 Overview and Workforce System Impact

September 3, 2026

H.R. 1 Changes

Non-Citizen Eligibility

Effective October 1, 2026

Limits full eligibility for non-pregnant adults to US Citizens, Legal Permanent Residents, Cuban/Haitian Entrants, and Compact of Free Association migrants.
May qualify for Emergency Medicaid.

Retroactive Eligibility Reductions

Effective January 1, 2027

Medicaid Expansion: Retroactive Coverage reduced to one month
Non-Medicaid Expansion Coverage Groups: Retroactive Coverage Reduced to two months

Twice-Annual Eligibility Redetermination

Effective January 1, 2027

Conduct eligibility redeterminations (renewals) for Medicaid Expansion Adults every six months.
New and current Medicaid enrollees meet the Work & Community Engagement requirements in the month before their application/renewal to be eligible.

Work & Community Engagement Requirements

Effective January 1, 2027

Adults in the Medicaid expansion or waiver populations must complete at least 80 hours per month of work, education, training, or volunteer activities to maintain eligibility.

H.R.1 Work & Community Engagement Impacted Individuals

SNAP recipients: Expands ABAWD* definition, increasing the number of people who must document employment or qualifying activity to maintain their benefits.

- Raises maximum age for work requirements from 55 to 65 years old
- Lowers age of dependent children that makes someone exempt from requirements from 18 to 14 years old

Medicaid recipients: Establishes work requirements for Medicaid Expansion adults.

- Individuals ages 19-64 years old with incomes under 138% of the federal poverty level, or \$21,597/year for an individual
- Potential impact: **45,600 individuals** across Northern Virginia Workforce Development Area**

*Able-Bodied Adults Without Dependents

** Includes the counties of Fairfax, Prince William and Loudoun and the cities of Manassas and Fairfax.

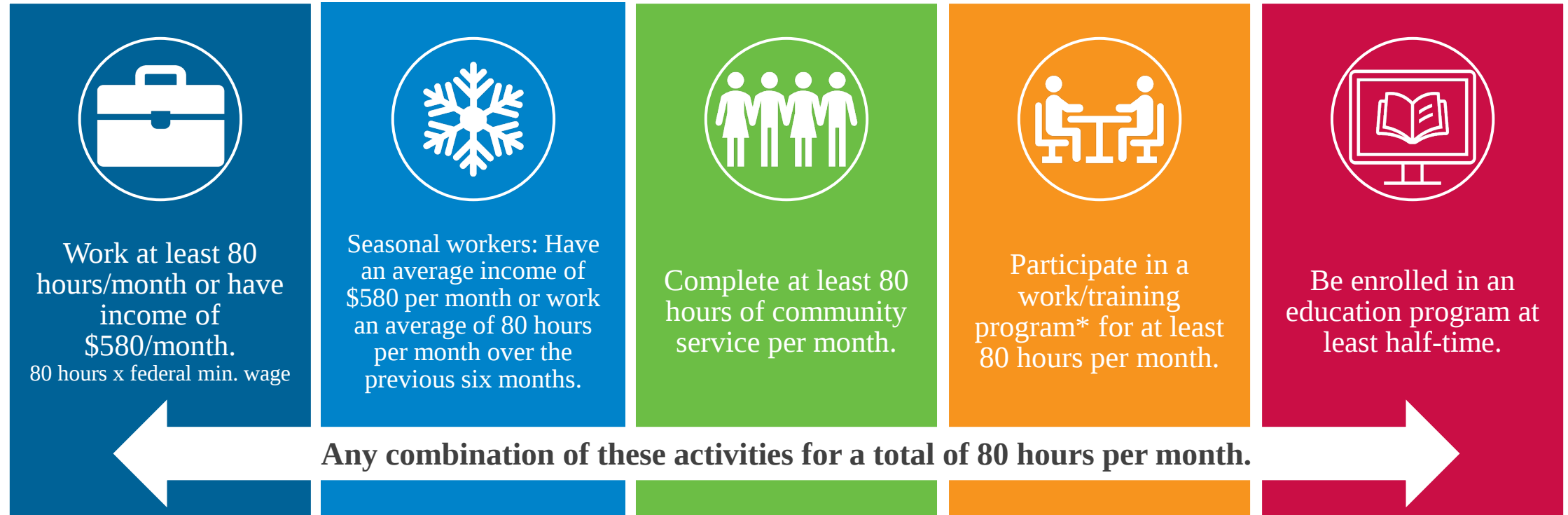
Data for Cities of Falls Church and Manassas Park is unavailable. Data source: [Health and Human Resources Data Overview](#)

Effective January 1, 2027

- **New Applicants:** Must have met the compliance requirement in the calendar month immediately preceding their application month (e.g., January review for February application).
- **Existing Members:** Must have met the requirement for at least one month since their most recent eligibility renewal to maintain ongoing coverage in their 6-month review cycle.
 - **Coverage Window:** Successful renewal establishes a new 6-month coverage period, requiring compliance in any single month within that timeframe.

Medicaid Work & Community Engagement Requirements –

To meet the requirement, non-exempt individuals must:



*Approved programs include WIOA, Trade Act, SNAP E&T (or other state supervised employment and training program), DOL, and Veterans Affairs employment and training programs.

Potentially Impacted Medicaid Members by Region in Area #11

September 3, 2026

Fairfax County	23,435
Prince William County	13,121
Loudoun County	7,185
City of Manassas	1,180
City of Fairfax	674
TOTAL	45,595

**Enrollment data is not displayed for localities with a populations of less than 20,000 and where member enrollment is less than 10.*

It is currently unknown how many members will qualify for an exemption or exception from this work requirement.

What is the Impact?

- **Medicaid Work & Community Engagement requirements will significantly increase demand for workforce services.**
 - Referrals will be made to Virginia Works, the Local Workforce Development Boards, and the One-Stop Centers, with no additional funding to increase capacity.
 - Many job seekers are expected to seek foundational career services at job centers, including resume development, career coaching, and career exploration.
 - WIOA intake processes are likely to be strained, potentially requiring the use of waitlists and/or priority of service policies to effectively manage increased participant volume.

What is the State Doing to Prepare for This?

- Virginia DSS has put together a series of work groups to put together a statewide strategy:
 - Policy Alignment, Service Model Design, Operations & Workflow (Data), Capacity, Funding, & Implementation, SNAP Test/Implementation, AI Bot Integration, Community Engagement Meetings, and Online Education
- VDSS is intending to build one case management front door across SNAP and Medicaid: standardized intake and screening, tiered case management, a statewide referral network, and an AI-assisted navigator.

What is the State Doing to Prepare for This?

- VDSS will be holding a series of regional sessions with the goal to:
 - Build a shared understanding of new SNAP and Medicaid work requirements
 - Map the local service ecosystem — work, education, training, and case management resources
 - Identify barriers that may impact resident success (transportation, language, job readiness)
 - Define a collective strategy for collaboration and implementation support
- Invited partners include workforce system partners, education and training partners, CBOs, economic development, health and human service partners, and volunteer and community engagement partners

The Northern Virginia regional session is scheduled for September 16, 2026.

How Will VCWN Prepare for This?

- Continue the conversation with regional partners beyond the 9/16 meeting.
- Develop a mapping process for service and partner referrals for impacted individuals.
 - How will this information be tracked and documented?
- Identify strategies for career exploration, job readiness, and resume assistance that can be delivered in a group format to serve as many individuals as possible.
- Identify resources that impacted individuals can access on their own, i.e. LinkedIn Learning.
- Develop a communication strategy and materials that clearly outline the process and method to access these resources and tools.
- Implement any tools that the State provides for tracking and reporting.

Resources

- [DMAS New Federal Requirements](#)
- [Federal Work Requirements](#)
- [HR1 Work Requirement Advocate Toolkit](#)
- [Health and Human Resources Data Overview](#)

Department of Family Services

Employment & Training Team Report

thru June 2026



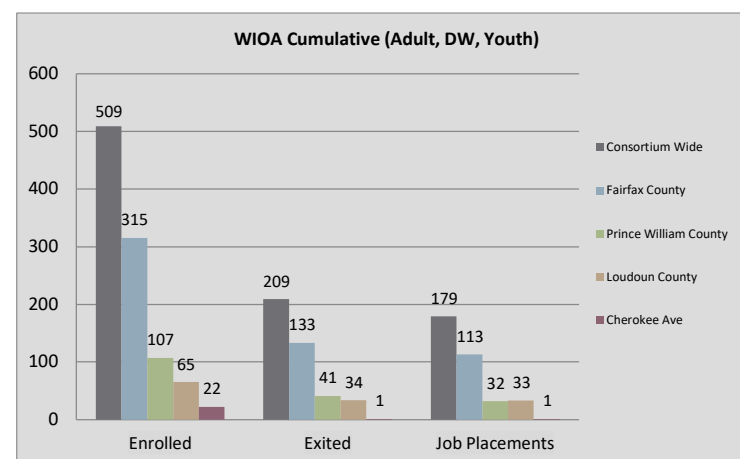
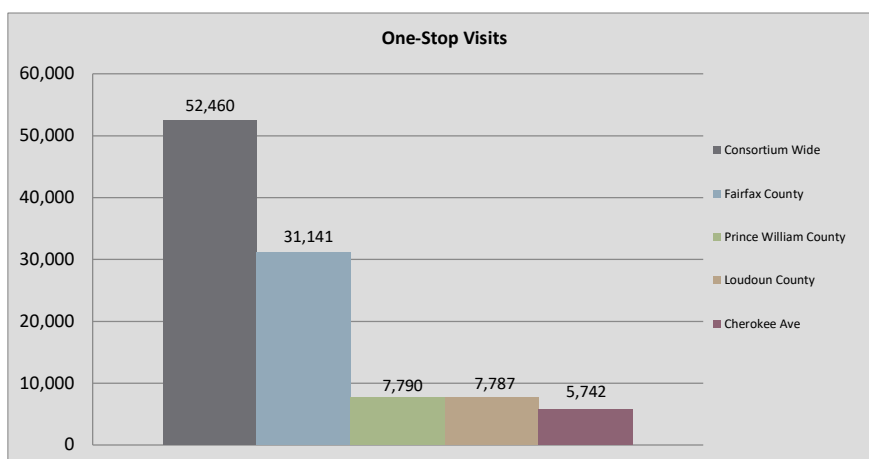
- Pages 1-2: Workforce Innovation and Opportunity Act Program
- Page 3: ITA and OJT Breakdown
- Page 4: Talent Up NOVA



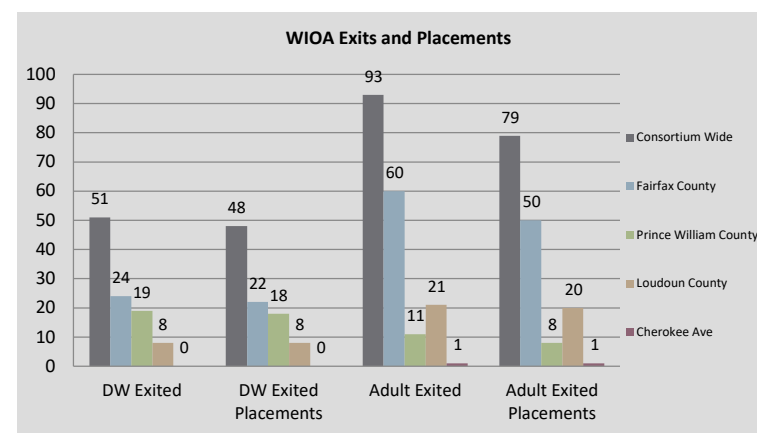
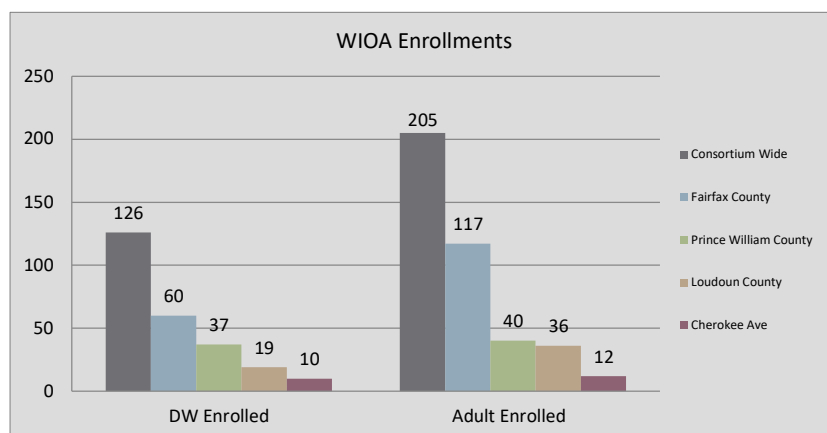
Northern Virginia Workforce Development Area, LWDA XI

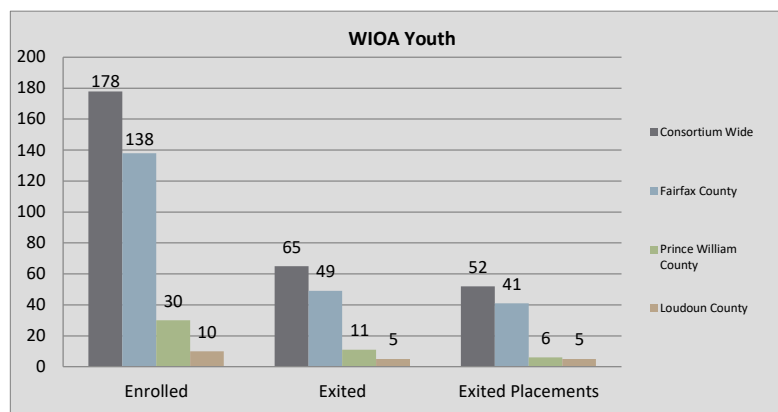
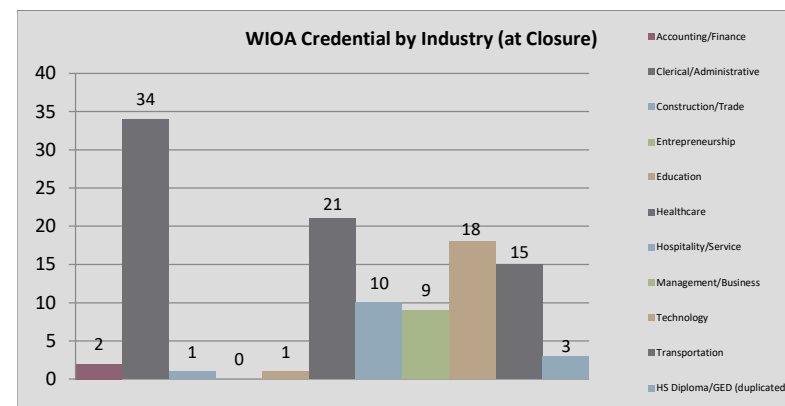
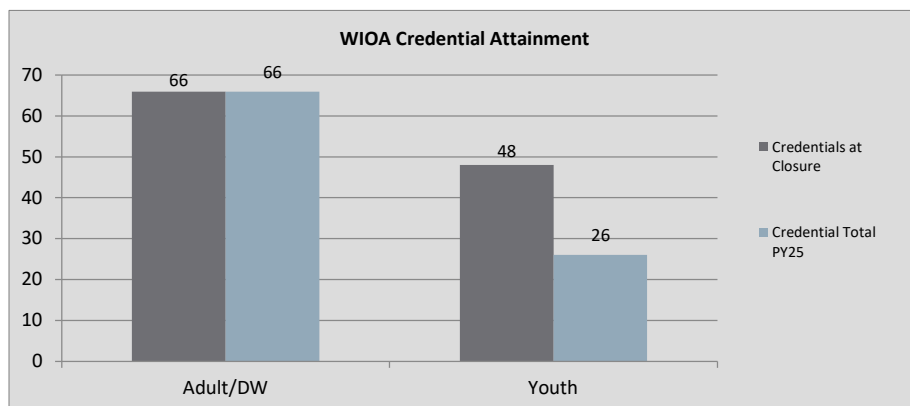
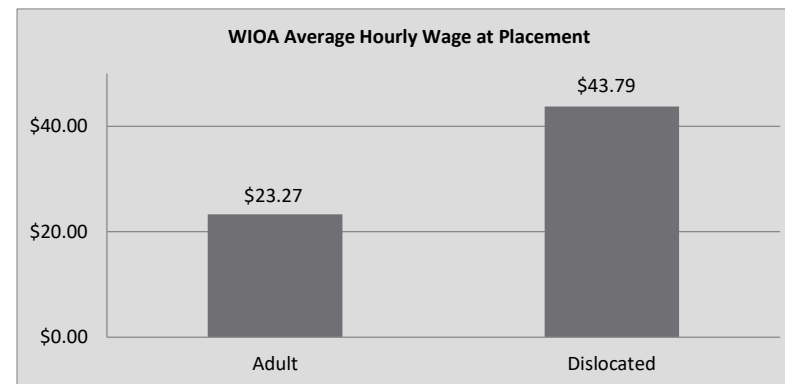
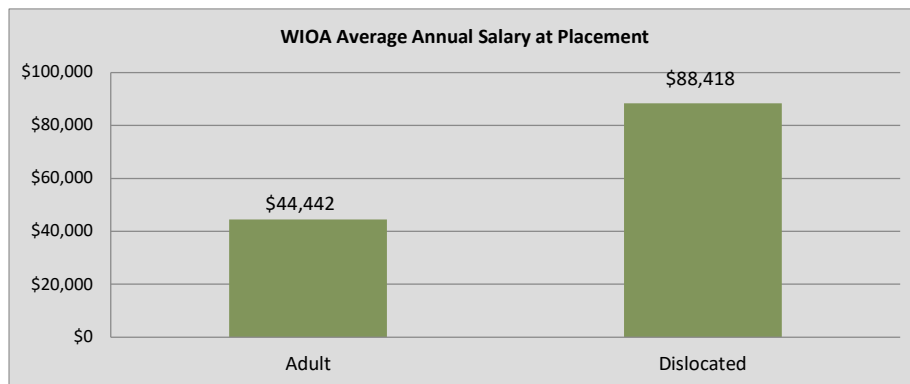
WIOA Adult, Dislocated Worker, and Youth Statistics (July 1, 2025 - June 30, 2026)

At-A-Glance		
One-Stop Services*	WIOA Services (Youth/Adult/DW)	All Employment & Training Programs
Center Visits 52,460	Total Participants 509	
One-Stop Job Placements 36	WIOA Job Placements 179	Total Enrolled 509
Average Hourly Wage at Placement \$28.19	Average Hourly Wage at Placement (Adult) \$23.27	Total Exited 209
* Visit numbers include in-person and virtual services being provided by center programs. Note: Core placements are updated quarterly.	Average Hourly Wage at Placement (DW) \$43.79	Total Job Placements 179
	Average Hourly Wage at Placement (Youth) \$17.90	Total Participants with Disabilities 137
	Credentials Received in PY25 92	Total Veterans 18
	Credentials Received at Closure 114	



WIOA Breakdown - Adult, Dislocated Worker and Youth





Breakdown of ITAs and OJTs
As of June 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	1.15%	1
Clerical /Administrative (CA)	\$0.00		0	0.00%	0	0.00%	0
Construction / Trade (CT)	\$30,800.00		1	8.33%	7	8.06%	8
Education (Ed)	\$0.00		0	0.00%	0	0.00%	0
Healthcare (He)	\$67,773.94		9	75.00%	14	16.09%	23
Hospitality Services (HS)	\$6,964.00		0	0.00%	2	2.30%	2
Literacy (LA)	\$2,168.60		2	16.67%	0	0.00%	2
Management/Business (MB)	\$39,361.50		0	0.00%	15	17.24%	15
Technology (Tech)	\$82,017.00		0	0.00%	30	34.47%	30
Transportation (TR)	\$77,850.00		0	0.00%	18	20.69%	18
Others	\$0.00		0	0.00%	0	0.00%	0
TOTAL	\$311,150.04	\$0.00	12	100.00%	87	100.00%	99

ITAs / INDUSTRY	Obligated Funds
Accounting/Finance (AF)	\$4,215.00
Clerical /Administrative (CA)	\$0.00
Construction / Trade (CT)	\$30,800.00
Education (Ed)	\$0.00
Healthcare (He)	\$67,773.94
Hospitality Services (HS)	\$6,964.00
Literacy (LA)	\$2,168.60
Management/Business (MB)	\$39,361.50
Technology (Tech)	\$82,017.00
Transportation (TR)	\$77,850.00
Others	\$0.00
TOTAL	\$311,150.04

OJT Obligated by Grants	OJT /WEX Amount
WIOA Adult	\$46,744
WIOA DW	\$3,360
ELG	\$4,968
Youth	\$20,374
TOTAL	\$70,478

Talent Up NOVA Monthly Report
June 26, 2025 - June 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	4	1	51	35
Placed in WEX			0	3	2	9	2	1	1	0	4	2	24	28
Started WEX			0	1	4	4	6	1	2	0	4	2	24	28
Completed WEX			0	0	0	3	4	5	3	2	1	1	19	28
Placed in Employment			0	0	1	2	5	4	2	3	6	1	24	23
Hourly Wage			\$0	\$0	\$ 41.00	\$ 35.00	\$45.00	\$ 45.00	\$44.00	\$ 48.00	\$ 44.00	\$ 45.00	\$45.00	\$35
Program Dropouts			na	na	na	na	na	na	na	na	na	na		
Employer Services														
Employers Interested			5	17	25	17	13	10	3	6	6		102	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.
May-26	Talent Up NOVA staff continued to expand employer engagement and create pathways to employment for participants. Six new employers completed our employer interest form, broadening opportunities for participant engagement and job placement. Five Work-Based Learning (WBL) placements were secured, further strengthening our pipeline of on-the-job training opportunities. Six participants transitioned into permanent employment resulting in meeting the employment goal of 23 participants in permanent employment, marking a significant milestone for Talent Up NOVA. This accomplishment reflects the continued success of our employer engagement strategy and our commitment to connecting participants with high-quality, long-term career opportunities. Our team continues to collaborate with the Fairfax Economic Development team to explore opportunities with local small businesses. This collaboration is expected to support the placement of participants into the remaining six available Work Experience opportunities as the program approaches its conclusion.
Jun-26	Talent Up NOVA staff continued to expand employer engagement and create pathways to employment for participants. To date, 24 participants have been placed in Work-Based Learning (WBL) opportunities, and the team is actively working to place at least four additional candidates with area employers. Outreach efforts now include collaboration with the Department of Economic Initiatives (DEI) and the Economic Development Authority (EDA) to increase employer engagement and promote opportunities for our federal dislocated worker population and local businesses. The team is planning July job fair events that will feature information sessions on services available through WIOA, Talent Up, and Rapid Response (RR) funding. In addition, staff are partnering with the Fairfax County communications team to increase social media outreach in order to attract more job seekers and raise awareness of available training and employment services.

Department of Family Services

Employment & Training Team Report

thru July 2026



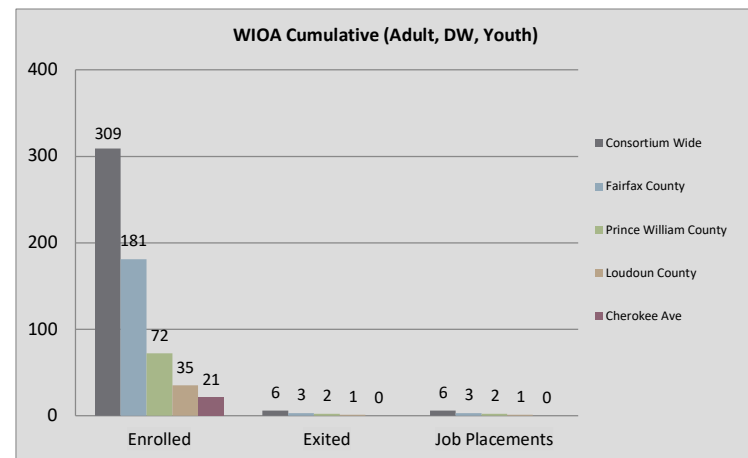
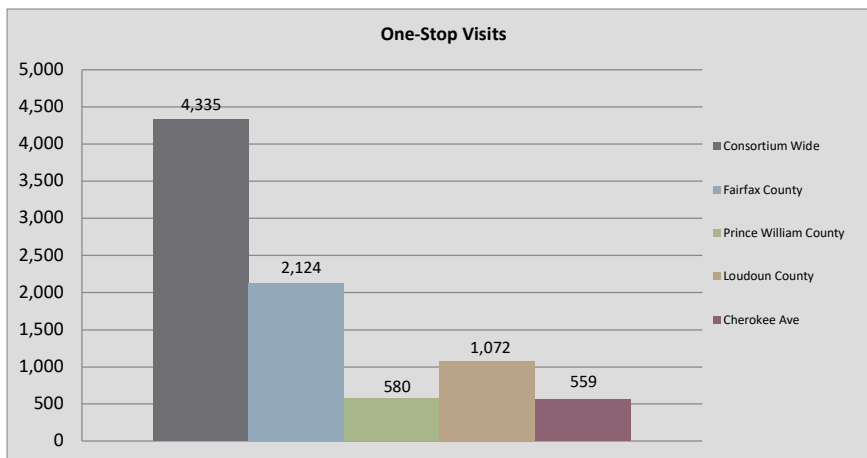
- Pages 1-2: Workforce Innovation and Opportunity Act Program
- Page 3: ITA and OJT Breakdown
- Page 4: Talent Up NOVA



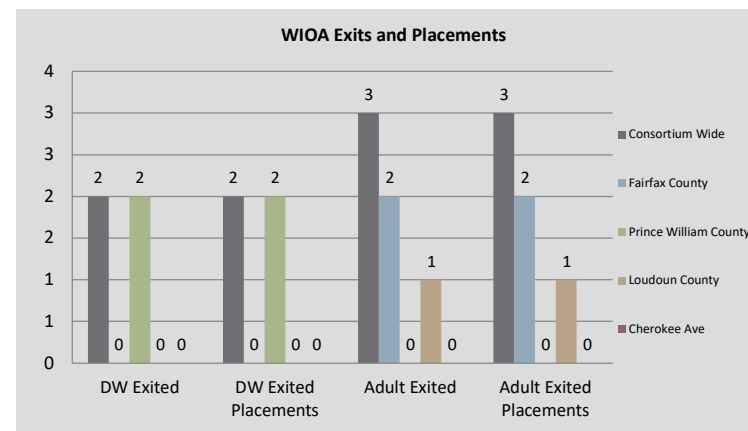
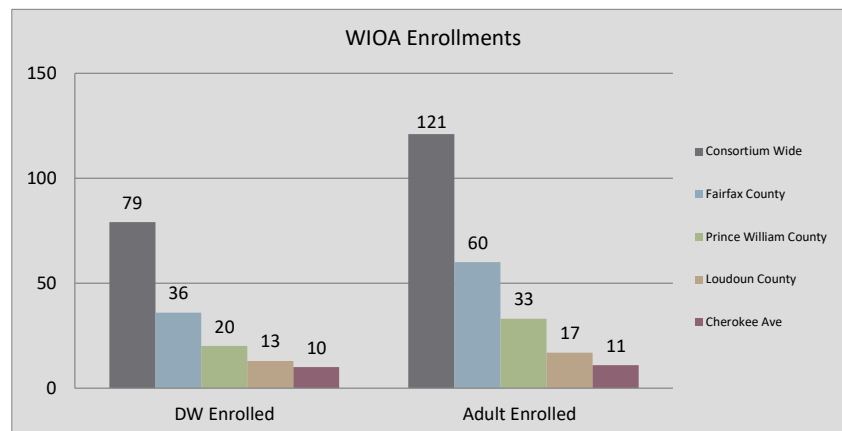
Northern Virginia Workforce Development Area, LWDA XI

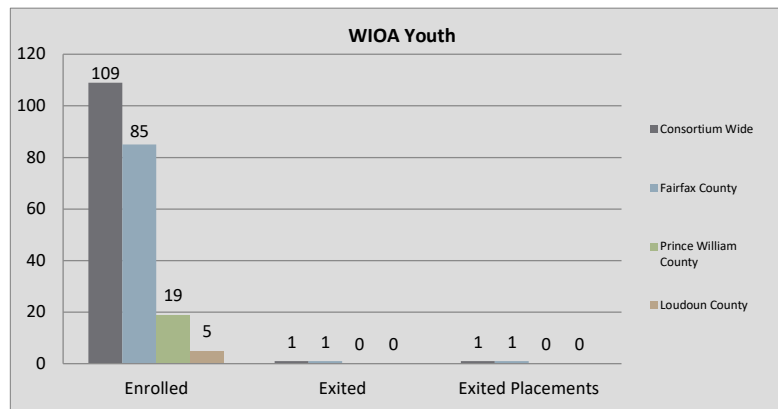
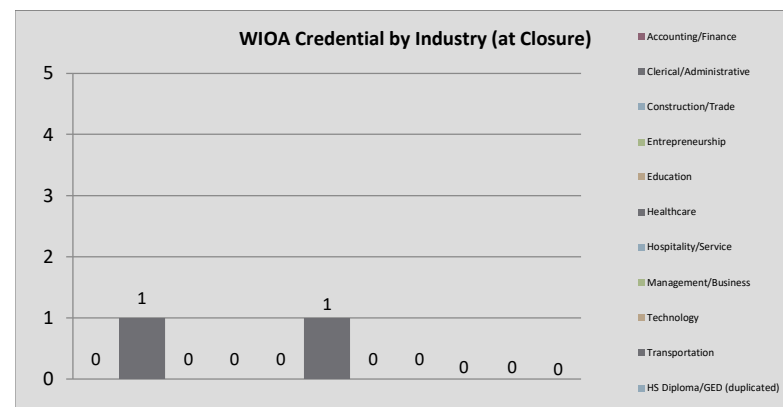
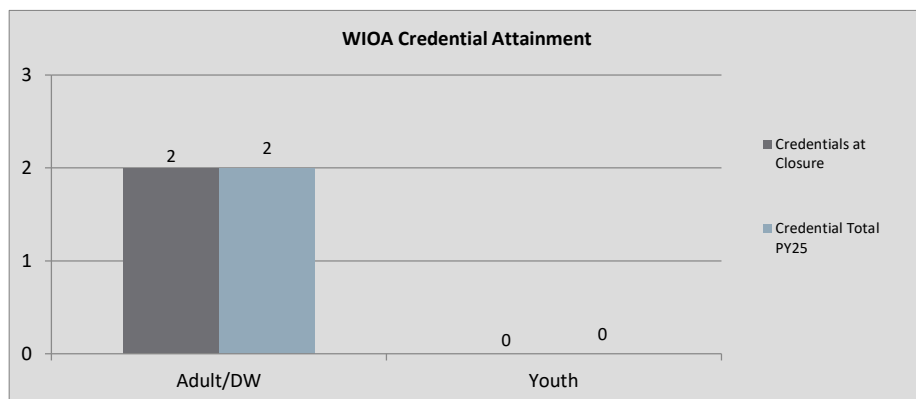
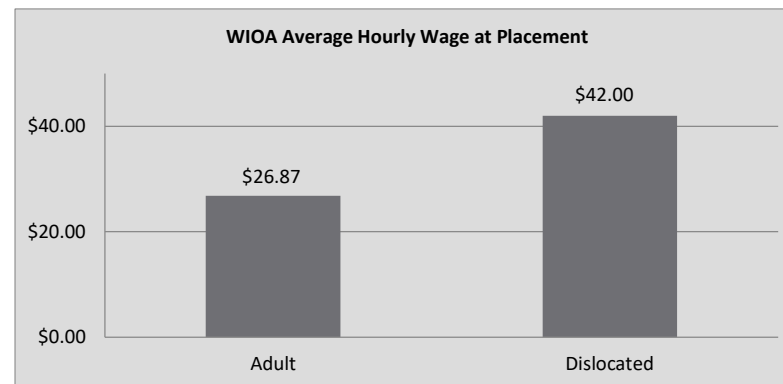
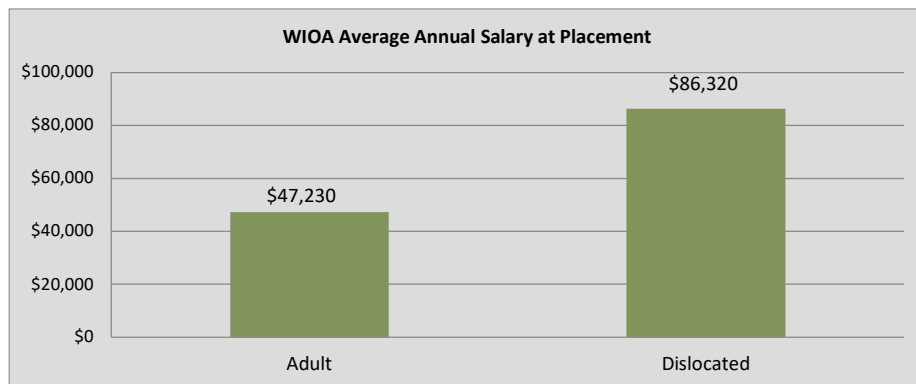
WIOA Adult, Dislocated Worker, and Youth Statistics (July 1, 2026 - July 31, 2026)

At-A-Glance		
One-Stop Services*	WIOA Services (Youth/Adult/DW)	All Employment & Training Programs
Center Visits	4,335	Total Participants
One-Stop Job Placements	0	WIOA Job Placements
Average Hourly Wage at Placement	\$0.00	6
* Visit numbers include in-person and virtual services being provided by center programs. Note: Core placements are updated quarterly.	Average Hourly Wage at Placement (Adult)	\$26.87
	Average Hourly Wage at Placement (DW)	\$42.00
	Average Hourly Wage at Placement (Youth)	\$0.00
	Credentials Received in PY26	2
	Credentials Received at Closure	2
		Total Enrolled
		309
		Total Exited
		6
		Total Job Placements
		6
		Participants with Disabilities
		83
		Veterans
		6



WIOA Breakdown - Adult, Dislocated Worker and Youth





Breakdown of ITAs and OJTs
As of July 31, 2026

ITAs / INDUSTRY	Obligated Funds	Additional Training Expenses	WIOA YOUTH		WIOA ADULT/DW		TOTAL
			Number	Percent	Number	Percent	
Accounting/Finance (AF)	\$5,665.90		0	0.00%	2	11.11%	2
Clerical /Administrative (CA)	\$0.00		0	0.00%	0	0.00%	0
Construction / Trade (CT)	\$6,100.00		0	0.00%	2	11.11%	2
Education (Ed)	\$0.00		0	0.00%	0	0.00%	0
Healthcare (He)	\$10,293.00		1	100.00%	3	16.67%	4
Hospitality Services (HS)	\$0.00		0	0.00%	2	11.11%	2
Literacy (LA)	\$0.00		0	0.00%	0	0.00%	0
Management/Business (MB)	\$6,348.00		0	0.00%	2	11.11%	2
Technology (Tech)	\$11,289.10		0	0.00%	5	27.78%	5
Transportation (TR)	\$7,750.00		0	0.00%	2	11.11%	2
Others	\$0.00		0	0.00%	0	0.00%	0
TOTAL	\$47,446.00	\$0.00	1	100.00%	18	100.00%	19

ITAs / INDUSTRY	Obligated Funds
Accounting/Finance (AF)	\$5,665.90
Clerical /Administrative (CA)	\$0.00
Construction / Trade (CT)	\$6,100.00
Education (Ed)	\$0.00
Healthcare (He)	\$10,293.00
Hospitality Services (HS)	\$0.00
Literacy (LA)	\$0.00
Management/Business (MB)	\$6,348.00
Technology (Tech)	\$11,289.10
Transportation (TR)	\$7,750.00
Others	\$0.00
TOTAL	\$47,446.00

OJT Obligated by Grants	OJT /WEX Amount
WIOA Adult	\$4,534
WIOA DW	\$3,360
ELG	\$4,968
Youth	\$4,998
TOTAL	\$12,892

Talent Up NOVA Monthly Report
June 26, 2025 - July 31, 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	Jul-26	Cumm.	Goals
Job Seeker Services															
Enrolled			7	5	8	17	1	0	3	4	4	1	0	50	35
Placed in WEX			0	3	3	9	2	1	1	0	4	2	0	25	28
Started WEX			0	1	4	4	6	1	2	0	5	2	0	25	28
Completed WEX			0	0	0	3	4	5	3	2	1	1	5	24	28
Placed in Employment			0	0	1	2	5	4	2	3	6	1	1	25	23
Hourly Wage			\$0	\$0	\$ 41.00	\$ 35.00	\$45.00	\$ 45.00	\$44.00	\$ 48.00	\$ 44.00	\$ 45.00	\$46.00	\$45.00	\$35
Program Dropouts			na	na	na	na	na	na	na	na	na	na	na		
Employer Services															
Employers Interested			5	17	25	17	13	10	3	6	6	3	4	109	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 Vinson'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.														
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Jun-26	Talent Up NOVA staff continued to expand employer engagement and create pathways to employment for participants. To date, 24 participants have been placed in Work-Based Learning (WBL) opportunities, and the team is actively working to place at least four additional candidates with area employers. Outreach efforts now include collaboration with the Department of Economic Initiatives (DEI) and the Economic Development Authority (EDA) to increase employer engagement and promote opportunities for our federal dislocated worker population and local businesses. The team is planning July job fair events that will feature information sessions on services available through WIOA, Talent Up, and Rapid Response (RR) funding. In addition, staff are partnering with the Fairfax County communications team to increase social media outreach in order to attract more job seekers and raise awareness of available training and employment services.														
Jul-26	Talent Up NOVA staff continued to expand employer engagement and create employment pathways for participants over the past month. To date, 25 participants have been placed in WBL opportunities. The team is working on finalizing three (3) work experience opportunities with Fairfax County Government in administrative support roles. There are potential openings anticipated later this fall that these candidates may be able to compete for, upon successful completion of their WEX assignments. A continued challenge is that many employers needs and/or opportunities do not align with participants' advanced skills and prior earnings, which limits suitable placement options for highly experienced candidates.														

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

SUMMARY SHEET

SUBJECT: Interim Executive Officer Items

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

- In FY 2026, the Fairfax County Department of Family Services, the Northern Virginia WIOA One Stop Operator, supported 52,460 visits at our five regional American Job Centers. For the first month of FY 2027, there have been 4,335 visits to the Centers. The June and July 2026 Monthly Reports are included in this Board Package.
- In FY 2026, the Fairfax County Department of Family Services, the Northern Virginia WIOA One Stop Operator obligated nearly \$304,000 in jobseeker training funds, with an additional \$79,000 committed for on-the-job training and work experience stipends. For the first month of FY 2027, \$47,446 in funding has been obligated for training and an additional \$17,860 for OJT and WEX.
- Virginia Works has issued PY 2025 Q3 WIOA Performance Outcomes – the Virginia Career Works Northern Region is on track to meet all performance goals measured by Federal Labor and Virginia Works. The Performance Outcomes Summary is attached here.
- 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-June 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	\$35,680.94	11	AF, Health & CT
George Mason University	\$20,395.50	8	CA, MB & Tech
Germana Community Colege	\$3,078.00	2	Healthcare
GUTTS	\$13,350.00	3	CT
ImpacTek	\$4,900.00	4	Technology
Intellectual Point	\$9,991.00	5	Health, MB & Tech
James Madison University	\$8,475.00	3	Technology
Joshua Career Institute	\$4,215.00	1	AF,
Le Arai Beauty	\$7,500.00	2	Health
Learnix Tree	\$4,500.00	1	Technology
Medcerts	\$0.00	0	Technology
Medical Education Center	\$7,020.00	3	Health
Moon River Nursing Careers	\$9,600.00	4	Health
National Trade Technology	\$4,500.00	1	CT
NVCC	\$11,437.60	4	Health, Tech & LA
Old Dominion	\$2,150.00	1	MB
ONLC Training	\$12,500.00	5	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	\$36,000.00	8	Transportation
Spectrum Beauty Academy	\$2,464.00	1	HS
Smart Path	\$3,898.00	2	MB
Transformation Services	\$4,500.00	1	Health
Visible Edge	\$5,000.00	1	Technology
TOTAL	\$303,860.04	96	

B. ITA Obligated by Grants

Funding	Training Amount
WIOA Adult	\$196,076.00
WIOA Dislocated	\$41,949.50
WIOA RR-DW	\$36,587.00
WIOA Youth	\$29,247.54
TOTAL	\$303,860.04

Northern Virginia Workforce Innovation and Opportunity Act--LWDA XI

July1 - June 30, 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
Bermel Vision	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
Homer Fire Protection	Fire Protection Technician	HS
I-Way 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	\$42,712.00
WIOA DW	\$5,943.00
WIOA RR-DW	\$0.00
ELG	\$4,968.00
Youth	\$25,372.00
Total	\$78,995.00

FY 2027 ITA Provider Summary

July 1-July 31, 2026

A. ITA Obligated by Providers

Provider (A-Z)	Training amount	Number of ITA	Training Industries
1st CDL Training Center of NOVA	\$3,250.00	1	Transportation
Fairfax County Public School	\$10,293.00	4	AF, Health & CT
George Mason University	\$2,470.00	1	CA, MB & Tech
GUTTS	\$4,450.00	1	CT
Intellectual Point	\$7,843.00	3	Health, MB & Tech
James Madison University	\$2,294.10	1	Technology
New River Community College	\$3,195.90	1	AF
NVCC	\$1,650.00	1	Health, Tech & LA
ONLC Training	\$7,500.00	3	Technology
Shipper's Choice	\$4,500.00	1	Transportation
TOTAL	\$47,446.00	17	

B. ITA Obligated by Grants

Funding	Training Amount
WIOA Adult	\$22,115.00
WIOA Dislocated	\$8,195.90
WIOA RR-DW	\$15,436.10
WIOA Youth	\$1,699.00
TOTAL	\$47,446.00

Northern Virginia Workforce Innovation and Opportunity Act--LWDA XI

July1 - July 31, 2026

FY 2027 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
Bermel Vision	WEX Program	Health
Cardinal Montessori	Admin Assistant	CA
City Of Falls Church	WEX Program	CA
Computer Core	WEX Program	Tech
Elevate Vending LLC	Social Media Consultant	Tech
Ethiopian Community Development Council (ECDC)	WEX Program	Ed
Vitae Visual	Video Editor	CA

B. OJT/WEX Obligated by Grants:

Grant	OJT/WEX Amount
WIOA Adult	\$4,534.00
WIOA DW	\$3,360.00
WIOA RR-DW	\$0.00
ELG	\$4,968.00
Youth	\$4,998.00
Total	\$17,860.00

		ETA 9173 - Quarter 1		ETA 9173 - Quarter 2		ETA 9173 - Quarter 3	
PY 2025		Quarter 1		Quarter 2 - PY Cumulative		Quarter 3 - PY Cumulative	
State Level		State Level		State Level		State Level	
Adult	PY 25 Negotiated Level	Actual Performance	% of Negotiated Level	Actual Performance	% of Negotiated Level	Actual Performance	% of Negotiated Level
Employment 2nd Quarter after Exit	83.00%	84.40%	101.7%	83.80%	101.0%	83.30%	100.4%
Employment 4th Quarter after Exit	81.00%	81.80%	101.0%	81.20%	100.2%	80.50%	99.4%
Median Earnings 2nd Quarter after Exit	\$8,000.00	\$8,327.00	104.1%	\$8,424.00	105.3%	\$8,397.00	105.0%
Credential Attainment within 1 year	75.00%	68.20%	90.9%	65.30%	87.1%	68.10%	90.8%
Measurable Skills Gain	71.00%	41.30%	58.2%	62.10%	87.5%	66.30%	93.4%
Dislocated Workers							
Employment 2nd Quarter after Exit	86.00%	80.60%	93.7%	80.20%	93.3%	82.10%	95.5%
Employment 4th Quarter after Exit	85.00%	80.50%	94.7%	80.40%	94.6%	80.60%	94.8%
Median Earnings 2nd Quarter after Exit	\$10,000.00	\$11,274.00	112.7%	\$11,320.00	113.2%	\$11,132.00	111.3%
Credential Attainment within 1 year	74.00%	68.60%	92.7%	71.10%	96.1%	66.20%	89.5%
Measurable Skills Gain	68.00%	46.90%	69.0%	65.40%	96.2%	67.40%	99.1%
Youth							
Employment 2nd Quarter after Exit	78.00%	75.40%	96.7%	76.60%	98.2%	77.00%	98.7%
Employment 4th Quarter after Exit	77.00%	78.60%	102.1%	78.80%	102.3%	77.10%	100.1%
Median Earnings 2nd Quarter after Exit	\$4,700.00	\$5,424.00	115.4%	\$6,025.00	128.2%	\$5,907.00	125.7%
Credential Attainment within 1 year	68.50%	72.30%	105.5%	72.10%	105.3%	77.60%	113.3%
Measurable Skills Gain	68.00%	41.40%	60.9%	61.10%	89.9%	62.80%	92.4%
PY 2025		Quarter 1		Quarter 2 - PY Cumulative		Quarter 3 - PY Cumulative	
LWDA 11	LWDA 11	LWDA 11		LWDA 11		LWDA 11	
Adult	PY 25 Negotiated Level	Actual Performance	% of Negotiated Level	Actual Performance	% of Negotiated Level	Actual Performance	% of Negotiated Level
Employment 2nd Quarter after Exit	85.00%	86.90%	102.2%	78.80%	92.7%	75.50%	88.8%
Employment 4th Quarter after Exit	81.00%	82.10%	101.4%	78.70%	97.2%	75.50%	93.2%

Median Earnings 2nd Quarter after Exit	\$10,104.00	\$9,383.00	92.9%	\$10,034.00	99.3%	\$11,062.00	109.5%
Credential Attainment within 1 year	80.00%	89.70%	112.1%	82.80%	103.5%	81.70%	102.1%
Measurable Skills Gain	75.00%	40.00%	53.3%	70.20%	93.6%	71.20%	94.9%
Dislocated Workers							
Employment 2nd Quarter after Exit	86.50%	87.50%	101.2%	72.70%	84.0%	73.90%	85.4%
Employment 4th Quarter after Exit	85.20%	88.90%	104.3%	82.40%	96.7%	84.00%	98.6%
Median Earnings 2nd Quarter after Exit	\$13,680.00	\$28,800.00	210.5%	\$31,697.00	231.7%	\$24,539.00	179.4%
Credential Attainment within 1 year	74.00%	100.00%	135.1%	88.90%	120.1%	88.20%	119.2%
Measurable Skills Gain	75.00%	57.10%	76.1%	85.70%	114.3%	81.30%	108.4%
Youth							
Employment 2nd Quarter after Exit	78.00%	63.40%	81.3%	66.70%	85.5%	67.90%	87.1%
Employment 4th Quarter after Exit	79.00%	75.00%	94.9%	74.50%	94.3%	76.00%	96.2%
Median Earnings 2nd Quarter after Exit	\$4,700.00	\$4,034.00	85.8%	\$6,243.00	132.8%	\$6,342.00	134.9%
Credential Attainment within 1 year	68.50%	86.70%	126.6%	88.00%	128.5%	93.50%	136.5%
Measurable Skills Gain	75.00%	42.30%	56.4%	58.80%	78.4%	55.30%	73.7%

The SkillSource Group, Inc. SUMMARY OF PENDING FUNDING AND DEVELOPMENT ACTIVITIES To The VCWN Board September 3, 2026				
Project Name/Solicitation	Funding Request	SOG Funding	#s to Be Served	Proposal Status
APPROVED				
Northern Virginia Employment Supports for Lifelong Achievement for ESOs (Five-Year Grant Proposal to Virginia Dept. of Social Services)	\$449,618	\$449,618	96	APPROVED
Northern Virginia Employment Supports for Lifelong Achievement (Five-Year Grant Proposal to Virginia Dept. of Social Services)	\$405,967	\$405,967	90	APPROVED
FY 2027 Senior Community Service Employment Program (One-Year Grant from National Council on Aging)	\$1,341,083	\$1,341,083	144	APPROVED
FY 2027 SCSEP Sector Demonstration Training Grant (One-Year Grant from National Council on Aging)	\$60,560	\$60,560	20	APPROVED
Prince William Financial Empowerment Center (6-Month Grant to United Way of the National Capital Area)	\$97,793	\$50,636	150	APPROVED
	\$2,355,021	\$2,307,864	500	
NOT APPROVED				
SkillSource Ticket to Work Program (One-Year Grant Proposal to Prince William County Competitive Community Partners Grant)	\$50,000	\$50,000	25	DECLINED
Northern Virginia Jail-Based Employment Services Initiative (One-Year Grant Proposal to Prince William County Competitive Community Partners Grant)	\$50,000	\$50,000	25	DECLINED
PENDING				
SNAP E&T 50-50 Provider Grant (To Virginia Department of Social Services)	TBD	TBD	TBD	Under Consideration; Due on 10/13/2026
Rapid ReSkill Dislocated Worker Grant (Per Scholas-Led Three-Year Grant Proposal to U.S. Department of Labor)	TBD	TBD	10-20 per year	To be Submitted on 8/3/2026
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
	\$0	\$45,000		