HAMPTONROADS WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

EXECUTIVE COMMITTEE MEETING AGENDA

June 7, 2023, 9:00 AM

Join Zoom Meeting https://us02web.zoom.us/j/82980855102?pwd=ZUV4QzQ0UEM2UjZjc2lza0JZdVYwQT09&from=addon

AGENDA ITEMS	ACTION ITEM	ATTACHMENT	PRESENTER
CALL TO ORDER			**Dr. John Olson**
CONSENT AGENDA			
I. CONSIDERATION OF MINUTES			
Executive Committee Minutes, April 19, 2023	X	A	
II. COMMITTEE REPORTS			
A. Business & Workforce Servies Committee		B	
B. Finance & Strategy Committee		C	
C. Youth Services Committee		D	
AGENDA			
II. COMMITTEE RECOMMENDATIONS			
A. Business and Workforce Services			**Dr. Larry Dotolo**
ITA Program Recommendations	X	E	
One-Stop Operator Recommendation	X	F	
B. Youth Services			**Dudley Harris**
PY' 23 Youth Funding Recommendation	X	G	
C. Finance and Strategy			**Dr. Johnny Garcia**
- PY '22 Budget Revision	X	H	
- PY '23 Budget Presentation	X	I	
- Enterprise Business System Recommendation	X	J	
IV. PRESIDENT UPDATES			**Shawn Avery**
V. OLD BUSINESS			
Key Performance Indicators for Strategic Plan Measurement		K	
V. NEW BUSINESS			
Chair and Vice Chair Reappointment	X		
Discussion on changes to Bylaws			
VII. ANNOUNCEMENTS			
VII. PUBLIC COMMENT PERIOD AND ADJOURNMENT			**Mark Johnson**

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EXECUTIVE COMMITTEE

JUNE 7, 2023 MEETING

BOARD INFORMATION PACKET

HAMPTONROADS
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EXECUTIVE COMMITTEE MEETING

CONSENT AGENDA ITEMS

June 7, 2023

HAMPTONROADS
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ATTACHMENT A

EXECUTIVE COMMITTEE

MEETING MINUTES
April 19, 2023

BOARD OF DIRECTORS
OF THE HAMPTON ROADS WORKFORCE COUNCIL
EXECUTIVE COMMITTEE
MEETING MINUTES
April 19, 2023

The Executive Committee of the Hampton Roads Workforce Council (HRWC) met on April 19, 2023.

With a quorum present, Dr. John Olson, Chairperson, called the session to order at 9:01 a.m.

MEETING MINUTES

Dr. Dotolo motioned to approve the Minutes presented on February 15, 2023. The Honorable Tina Vick seconded the motion, which was unanimously carried.

COMMITTEE REPORTS

Finance & Strategy Committee
CFO Stacey Daniels-Fayson reviewed the Funding Budget and Expenditure Summary. Shawn Avery, President & CEO, applauded the Finance & Accounting Department's efforts to incorporate the additional funding streams and efforts to charge budgetary line items to specific revenue sources for programs. (Attachment #2-Financial Reports)

Business and Workforce Committee
Chairperson Larry Dotolo reviewed the highlights of the grants, Career Services, Veterans' Centers, and Talent Pipeline. Dr. Dotolo stated that we engaged with 11,259 adults in youth programs through the end of February. (The Business and Workforce Services Committee Report is Attachment #3.)

Dr. Dotolo confirmed that the process for securing training providers had begun. The RFP had been created and publicly posted, with responses due by close of business on May 8th. The team will go through the arduous review process and update the Board on the process and make recommendations at the June meeting.

Dr. Dotolo acknowledged Sultan Camp, Director of Veteran Centers, who shared information on outreach efforts and events supporting Veteran employment. Notably, at our Veteran Employment Centers, we have connected with 87 Employment Certified Companies and 18 non-certified companies to a total of approximately 386 military-connected job seekers. Mr. Camp summarized that we had serviced 528 clients, 37 employed from our centers, with salary averages of $61k. Mr. Camp reiterated that this was directly from our centers. Additional efforts of reach and various points of contact remain a part of what the Center does to be where the transitioning military is, focusing on them for convenient and timely service offerings. Further, HRWC now has a "footprint" at each area installation and is engaged with Transition Assistance Programs (TAPs) at each military base.
HRWC hosted the region's first 757 Military Career Summit, connecting 251 job seekers to 62 employers. This event will be conducted four times per year and include all military sectors.

Mr. Avery stated that the recent Spring Regional Job Fair at the Hampton Roads Convention Center was particularly noteworthy and further acknowledged Deborah Bailey, Director of Business Services, who reported that 136 area employers participated, 530 job seekers were at the event, with 57 candidates reportedly hired as of this meeting. (Additional interviews and background checks were still in progress.)

Mr. Whitney Lester, Senior Director of Talent Development, updated the Board of Directors on the success in terms of the level of interest garnered by efforts to raise awareness and educate all on being proactive about workforce development for the future of Hampton Roads. Additionally, the supportive systems of talent

recruitment, workforce skills training, and development have resulted in industry engagement and funding for capitalizing on the talent of an emerging workforce.

Virginia Beach Mayor Dyer asked and advised all to remember to implore innovative strategies and inclusive approaches to reach targeted age groups for hire and training. Mayor Dyer informed the Board of recent discussions stating that 16-year-olds are often overlooked but are generally flexible outside of school and easily trained for many jobs.

Youth Services Committee

Committee Chair Dudley Harris presented ongoing initiatives targeted at youth, including the Federal Youth Programs, the Pathways Program, and NextGen. (Attachment 4.) Mayor Dyer mentioned the HOPE (Helping Our People Excel) initiative and suggested the HRWC engage. Board Member Delceno Miles applauded the work of the Committee and the valuable services provided to the youth. She then asked if we have returned from post-COVID-19 shutdowns to contacting juvenile detention centers; and if we could quantify our efforts to reach homeless youth and those not attending schools. Ms. Christina Brooks, Senior Director of Next Gen and Special Projects, responded that we are engaged on all fronts "Anywhere they are, so are we."

PRESIDENT'S REPORTS

Shawn Avery, President & CEO of the Hampton Roads Workforce Council (HRWC), informed the Executive Committee that the next meeting would involve reviewing the Program Year Budgets and Bylaw changes to add a leadership level to the board with a second Vice Chair.

Mr. Avery expanded upon the report of Whitney Lester to share that the Hampton Roads Workforce Council has spent a great deal of time focusing on support systems and infrastructure with a holistic approach to investing in the maritime ecosystem of workforce development. Recognizing the interdependency of developing a skilled and talented workforce, the capacity and available talent within similar industry sectors (such as shipbuilding and offshore wind or the military), The United States Navy has been a significant collaborator in engaging in this holistic effort. Further, to increase capacity, The U.S. Navy has pledged an investment of $29 million in the maritime trade industry of Hampton Roads. Ten million has already been committed as a "game-changing investment" in Virginia Beach City Public Schools, New Horizons Regional Education Centers, Virginia Peninsula Community College, and Camp Community College. Mr. Avery announced his anticipation of the Navy to invest an additional $11 million in the HRWC for planning and capacity building to expand GoTech, employment centers, K-12 outreach, and marketing initiatives. The remaining $8 million may be for incumbent worker training. The same type of engagement with investment is being sought for the cyber and healthcare industries. Mr. Avery recognized Supervisor James Icenhour (James City County) and Ms. Terry Banez's leadership and support for Virginia Peninsula Community College to open "the world-class" skills trade center facility in Toano. The HRWC will support this facility also by staffing an employment recruiter to work out of that center.

Mr. Avery reported additional noteworthy activities of the Hampton Roads Workforce Council (HRWC), including:

-This summer, the HRWC, with the City of Virginia Beach and the Hampton Roads Alliance, will send a delegation to Germany to learn more about best practices with advanced manufacturing.

-Mr. Avery and Newport News Councilperson Tina Vick represented the HRWC in Congressman Bobby Scott, presenting an $850,000 check from the US Congress.

-Mr. Avery has been asked to represent the Commonwealth of Virginia in the U.S. Dept of Labor's Employment and Training Administration's **ETA Vision 2030**, a convening of workforce experts to help ensure

that this Administration's federal investments are poised to meet the needs of the future by sharing best practices, building partnerships that break down silos, catalyze success by scaling up together, and create strategic plans to meet the needs of the future.

OLD BUSINESS
None.

NEW BUSINESS
None.

ANNOUNCEMENTS
Virginia Beach's Mayor Bobby Dyer announced that Hampton Roads Military Facility Alliance (HRMFA) which recently participated in an event at the Pentagon, is a valuable local resource we should tap into for additional connectivity with armed services.

Chairperson Olson announced that the next meeting is scheduled for May 17th at 9 AM.

PUBLIC COMMENTS
None.

Dr. John Olson, Chairperson, adjourned the meeting at 10:08 AM.

Respectfully submitted,

Shawn Avery, Recording Secretary

EXECUTIVE COMMITTEE OF THE HAMPTON ROADS WORKFORCE COUNCIL MEETING - April 19th, 2023

EXECUTIVE COMMITTEE MEMBERS PRESENT

Dr. John Olson, Chairperson	ECPI University
Delceno Miles	The Miles Agency
Donald Goldberg	Harvey Lindsay Commercial Real Estate
Dr. Larry Dotolo	Virginia Tidewater Consortium for Higher Education
Dudley Harris	Bay Electric Company. Incorporated
Jesse Goodrich	Riverside Health System
Kasia Grzelkowski	VersAbility Resources, Incorporated
Kevin Will	Boys and Girls Club of Southeast Virginia
Mark Johnson	Truist Bank
Terry Banez	Greater Williamsburg Business Council

EXECUTIVE COMMITTEE MEMBERS ABSENT

Bryan Stephens	Hampton Roads Chamber
Dr. Johnny Garcia	SimIS, Incorporated
Guenter Weissenseel	IMS Gear Virginia Incorporated
Rhonda Bunn	Canon Virginia, Incorporated
Robert McKenna	Virginia Peninsula Chamber of Commerce
Taylor Adams	City of Virginia Beach
William W. Crow	Virginia Ship Repair Association

CHIEF LOCAL ELECTED OFFICIALS REPRESENTATIVES PRESENT

The Honorable Barbara Ramsey	City of Williamsburg
The Honorable Carey Freeman	City of Poquoson
The Honorable Christopher Cornwell	Southampton County
The Honorable James Gray	City of Hampton
The Honorable James Icenhour	James City County
The Honorable Linwood Johnson	City of Franklin
The Honorable Mamie Johnson	City of Norfolk
The Honorable Robert M. "Bobby" Dyer	City of Virginia Beach
The Honorable Shannon Glover, Mayor	City of Portsmouth
The Honorable Tina Vick	City of Newport News

CHIEF LOCAL ELECTED OFFICIALS REPRESENTATIVES ABSENT

The Honorable Christopher Hutson	Gloucester County
The Honorable Jeffrey Bunn	City of Chesapeake
The Honorable Richard Grice	Isle of Wight County
The Honorable Sheila Noll	York County
The Honorable Timothy Johnson	City of Suffolk

HAMPTON ROADS WORKFORCE COUNCIL STAFF

Shawn Avery
Amanda Slosson
Amanda Rafferty
Angela Harris
Christina Brooks
Deborah Bailey
Dominique Mick
Gary Butler
Holly Bryant
Joyce Williams
Katherine Henderson
Krystal Searcy
Rita Bond
Robert Schuller
Stacey Daniels-Fayson
Steve Cook
Sultan Camp
Whitney Lester

GUESTS

None

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ATTACHMENT B

BUSINESS & WORKFORCE SERVICES COMMITTEE

BWSC REPORT
April 30, 2023

HAMPTONROADS WORKFORCECOUNCIL
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BUSINESS AND WORKFORCE SERVICES COMMITTEE (BWSC)

PROGRAM YEAR 2022 (PY'22) VIRGINIA CAREER WORKS - HAMPTON ROADS REGION PERFORMANCE FOR THE CUMULATIVE PERIOD 7/1/22 TO 4/30/23

- Total new **Basic Career Services** Customer activity during the period was 14,526 individual customers.
  NOTE: The above number is based on total customer registrations for WIOA Mandatory Partner Organizations in the region, including the Virginia Employment Commission (VEC), extracted from the State Reporting System. In addition, it is projected that each individual customer will receive 4 to 5 services.
- Total new **Individualized Career Services** Customer Enrollment activity was 287 (85% of Plan – 287/337). In addition to the above new customers, 334 carry-over customers were enrolled in Program Year 2021 (PY '21) and were continuing to receive services on 7/1/22.
- Total new **Training Services** Customer Enrollment activity was 303 (103% of Plan – 303/293). In addition to the above new customers, 327 carry-over customers were still receiving training services on 7/1/22.
- The **Credential Attainment Rate** at Exit was 75% for Adults (Plan- 78%) and 81% for DWs (Plan - 80%).
- The **Employment Rate** at Exit was 56% for Adults (Plan- 81%) and 69% for Dislocated Workers (Plan - 85%).
- The **Average Placement Wage** for Adults was $20.99 (Plan - $11.73) and $27.13 for Dislocated Workers (Plan - $15.96).
- The 3 Month **Employment Retention Rate** for Adults was 76% (Plan - 85%) and 67% for DWs (Plan - 90%).
- The number of **Job Orders** developed was 624.
- 1,451 **Customer Referrals** were made to Job Orders of whom 646 (45%) were hired.
- 24 employees received occupational skills credential training through new **Incumbent Worker Training** (IWT) Contracts.
- 26 customers received training through new **On-the-Job Training** (OJT) Contracts.
- VCW Centers are currently providing in-person services to customers.
- The Norfolk and Hampton Comprehensive Centers and the Franklin and Portsmouth Affiliate Centers have received full State Certification to operate.
- The Certification Review for the Suffolk Workforce Center Affiliate Center has been completed and all outstanding ADA Accessibility issues have been satisfactorily addressed as of 1/30/23. HRWC has submitted the required certification document to the State in order to request full certification.

NOTE:
Planned Goals for outcome metrics reflect those levels negotiated with the VCCS for Program Year 2022.

HAMPTON ROADS VETERANS EMPLOYMENT CENTER (HRVEC) UPDATE

Cumulative: 7/1/2022 to 4/30/23

- Veteran captured meaningful employment as the Executive Director of the Williamsburg Area Transit Authority
- Veteran captured meaningful employment as the Executive Director of the Williamsburg Area Transit Authority.
- Strengthening relationships with our Region's Military Installations & Community Partners:

- Exclusive invite! Connected with 85 Transitioning Service Members during 2 of Langley's Pre-Separation Briefings and 1 of Fort Eustis' Transition Assistance Program Company Connects.

- Represented the Hampton Roads Workforce Council during the Greater Williamsburg Chamber of Commerce LEAD Program Economic Development/Military Day.

- Provided 49 employers with 271 military professionals seeking employment or pathways leading to meaningful employment.

HRVEC Client Numbers (PY 22 Cumulative):

- 1st Time Individual Visits: 604
- Total Visits: 2212
- Total Employed: 49
- Average Salary: $58,165.50

HRVEC Outreach Numbers (Period-April 2023):

- HRVEC Coordinated Events/Workshops: 17
- Number of attendees: 384

HRVEC Upcoming Events:

- Southside DoD SkillBridge EXPO (NAS Oceana) on June 9th, expected to have over 28 approved programs.
- Next 757 Career Summit (Summer Edition) is scheduled for Joint Base Eustis on 23-24 August 2023.

The following are companies who the HRVEC team has met with and connected with the HRWC Business Services team; the V3 regional program manager and military installation employment transition program managers:

- Hampton Roads Regional Jail
- HII Newport News Shipbuilding
- Smithfield Foods
- Garrett Realty Partners
- Hampton Roads Sanitation District
- Intact Technologies
- HII-Mission Technologies
- Chesapeake Police Department
- ITA International
- City of Newport News
- Colonial Williamsburg Foundation
- Hampton Sheriff's Office
- Janus Research Group
- QED
- Amazon
- Liberty Military Housing
- Shipyard Staffing
- Day & Zimmerman
- First Command
- QED Systems Inc
- Serco
- Rose Hill Healthcare Resources

Partner Activities

- Coordinate the Fort Eustis "Company Connect" and "Employer Panels" at Joint Base Eustis, Naval Station Norfolk, NAS Oceana where companies can meet directly with transitioning service members.
- Coordinate the Quarterly Executive Military Employer Advisory Consortium with the V3 Team to connect newly certified and existing V3 companies to the Transition Assistance and Employment managers in the region in addition to the HRWC business services and VEC Veterans Employment teams.
- Participated in the Hampton Roads, Peninsula and Williamsburg Chambers of Commerce Military Affairs Councils (MAC) meetings.
- Participated in the Norfolk and Virginia Beach Military Economic Development Council (MEDAC) meetings.
- Convened Military Spouse Employment and Childcare Town Halls with area's installation commanders.

INDIVIDUAL GRANT CUMULATIVE PERFORMANCE THROUGH THE PERIOD ENDING ON 4/30/23

FINANCIAL OPPORTUNITY CENTER (FOC) GRANT

- Funded by the Local Initiatives Support Corporation (LISC).
- The purpose of the Grant is to provide staff to deliver financial coaching services to workforce services participants in order to support long term financial well-being.
- Operated at the Norfolk Comprehensive Center and the Newport News Brooks Crossing Center.
- Grant services are provided in partnership with the Urban League of Hampton Roads.
- The initial Grant performance period was 7/1/20 to 6/30/22 which has been extended through the period ending on 6/30/23.
- The overall participant goal for the cumulative period ending on 6/30/23 is 420.
  NOTE: As of 4/30/23, the cumulative participant enrollment number is 261.

CAREER PROJECT GRANT

- Funded by a National Dislocated Worker Grant from the United States Department of Labor.
- HRWC serves as the Grant Recipient and has executed sub-award agreements with 12 other workforce boards, Statewide. HRWC is also providing participant Supportive Services under the Grant. One Virginia workforce board elected not to receive Grant funds.
- The purpose of the Grant is to provide Supportive Services to WIOA eligible Dislocated Workers in order to support their program participation, with a focus on the Asset Limited, Income Constrained, Employed (ALICE) Population.
- The period of performance for the Grant is 9/13/21 to 9/12/23.
- 325 Total Participants are expected to receive funded Supportive Services under the Grant, Statewide.

  Through the cumulative period ending on 4/30/23, 67 Total Participants have been enrolled to receive funded supportive services under this grant.

HR STRONG GRANT

- Funded by the Commonwealth of Virginia with WIOA Statewide Dislocated Worker Funds.
- HRWC is the Grant Recipient and the period of performance for the Grant is 1/1/22 to 6/30/23.
- The purpose of the Grant is to provide Maritime Trades Training (MTT), pre-hire and job placement services for program participants to become employed in the local Ship Building and Ship Repair Industry.
- 200 Total Participants are expected to receive services under the Grant.
- Through the cumulative period ending on 4/30/23, 156 Total Participants have been enrolled under the Grant, with 70 participants getting employment.

- The Grant is implemented in partnership with Tidewater Community College, Camp Community College, Virginia Peninsula Community College and the Virginia Ship Repair Association (VSRA).
- HR Strong will serve as a Pilot to target individuals from under-resourced and underrepresented communities, inclusive of the ALICE Population.

BUSINESS SERVICES UPDATE:

BUSINESS SERVICES HIRING EVENTS/JOB FAIRS
7/1/22 TO 4/30/23

- Developed a Goal Setting Workshop to prepare jobseekers for hiring events and job fairs t in collaboration with Able Workspace on October 20, 2022.
- Regional Hiring Event, October 25, 2022, Update: Over 400 job seekers attended the event to visit with 80 employers from diverse industries. The focus was on employment of persons with disabilities.
- Exhibited at the Minority Business Council Conference and Expo connecting with 35 Large
- Developed a Recruitment Assistance plan with Open Road Renewables due to start filling over 300 positions in January 2023 on November 21, 2022
- Feb 14, Recorded Making A Difference Monday, WMBG Radio, Williamsburg to highlight the Virginia Career Works location in Williamsburg, goal is to draw more attention to Williamsburg location
- March 21, Conducted first Hire-Now Williamsburg Mini-Hiring event at Williamsburg location, 4 employers were present at the event, 12 job seekers attended
- March 28, Job Fair Preparation Workshop was conducted in both Hampton and Norfolk locations, this workshop focused on 20 jobs seekers attended the workshop
- April 13, 2nd Annual Spring Hampton Roads Regional Job Fair, 135 employers participating in the event and 480 job seekers attended

Business Services Upcoming events:

- Hampton Roads Spring Regional Job Fair – April 13, 2023 in collaboration with City of Hampton Economic Development.
- Upcoming Monthly - Small Business Mixer – May 2, 2023
- May 2, 2023 Department of Corrections Job Re-Entry Job Fair at Brooks Crossing
- May 16, 2nd Hire-Now Williamsburg Hiring Event scheduled
- June 26, York County, Small Business and Workforce Development Symposium

Rapid Response

- Liberty Source Rapid Response Employee Briefing.
- Conducted Presenter Training with Regional Rapid Response Coordinator from the VEC.
- Vitesco, three onsite rapid response events were organized and attended by the BSU team. We served over 140 employees who are being laid off from the company.
- Received a WARN notice for VSE Corporation – displacing 180 employees in Norfolk VA

- Coordinated online hiring event with VEC for Vitesco employees from Dec 20, 2023 to Jan 8, 2023
- Vitesco, Jan 11, conducted onsite resume workshop for affected employees, 23 employees attended the workshop
- Edgar Cayce A.R.E Rapid Response, 15 employees due to be laid off – This served as the manager's planning meeting for the announcement on March 3, 2023.

Partner Activities

- Guest Speaker at The Minority Business Council, Contractors Roundtable
- Participated in Checkered Flag Roundtable Discussion with ATI for Registered Apprenticeship program creation
- Representative Bobby Scott visited the Hampton Center on August 3, 2022. In conjunction with the visit a Round Table discussion was held, as well as a mini hiring event. Newport News Shipbuilding, AC Schultis, and Hampton University attended the event. Hampton University indicated they hired 4 job seekers from the event.
- Assisted with the planning, coordination and execution of the Shipbuilders' Day Hiring Event hosted by the City of Newport News and Brooks Crossing on August 12, 2022. Over 167 job seekers attended and 69 job offers were made the day of the event.
- Williamsburg Chamber Job Fair on August 17, 2022, 28 employers participated, and 157 job seekers attended.
- Developed a Coffee Connection event with Virginia Beach Hospitality Association on August 17, 2022 to connect with 32 properties on the southside and present them with opportunities to collaborate with HRWC for their workforces
- Presented to the Virginia Talent Pipeline about Hampton Roads Talent acquisition and Retention on August 30, 2022, and connected with 40 organizations and employers
- Fort Eustis Military Education and Job Fair, August 25, 2022, 80 employers, education and resource providers attended. Approximately 120 transitioning services members, spouses and veterans attended the event.
- Four Oaks Job Fair on August 31, 2022, Four Oaks Day Center serves our most vulnerable population. About 30 of our homeless citizens attended to gain information and resources.
- Virginia Peninsula Southeast Community, Career Fair, September 22. 40 employers attended looking to fill 100's of positions and approximately 90 job seekers attended.
- Rivers Casino Job FAIRS – Virginia Beach (September 2022) Update: Rivers Casino job fairs will be held at the Holiday Inn Virginia Beach-Norfolk location. Virginia Beach event was held on September 28 and over 600 job seekers attended this event.
- Attended the Women's Business Symposium in Williamsburg, networking with 50 small business who are looking to engage and expand their talent opportunities.
- Participated in the Thrive Young Professional Summit and connected with 15 businesses looking to expand and retain by upskilling their workforce
- Exhibited at the Minority Business Council Conference and Expo connecting with 35 Large organizations looking to work with SWAM Certified businesses for procurement contracts
- Presented on a panel of 3 to 50 startup businesses at the Black Brand B Force Accelerator Workshop # 9 : Smart Growth and Scalability on November 15, 2022.
- Partnered with Dominion Energy on the Offshore Wind Project to raise awareness about upcoming openings. Connected with 42 Jobseekers

- November 16, attended State of the City for Newport News, connecting with business owners and resources providers on the Peninsula.
- Attended Newport News Re-Entry Council meeting to improve the communication between returning citizens and business owners who are hiring on the Peninsula.
- Initiated a partnership with the ODU Veterans Business Outreach Center to design a monthly Small Business Mixer using workshops to increase the growth of small businesses in the region on November 21
- Dec 1, 2022 Attended Hampton State of the City event hosted by the mayor at the Hampton Roads Convention Center
- Created a Pipeline system for Job seekers with the Department of Labor on December 12
- Setup a partnership with Dollar Bank to provide Free direct deposit options at hiring events taking place in the Business Services Center in Norfolk on December 19
- Jan 13-14, Attended Martin Luther King, Health and Wellness and Job Fair at the Hampton Convention center, attended by over 100 job seekers.
- Attended Rivers Casino Charity Fundraiser in support of the Grand Opening of a team that Business Services helped to Staff January 19th
- Jan 27, Presented Business Services information to 20 small businesses in Williamsburg in conjunction with Maximum Business Bootcamp
- February 2 , Met with the Team of Instructors that serve the Inmate population with the Virginia Department of Corrections to come up with a Re-Entry Citizen pipeline and Pre-release workshop plan
- Feb 14, Williamsburg Round Table Meeting with Economic Development, Williamsburg
- Feb 15, partnered with Williamsburg Chamber for Young Professionals Resume Tune-up Workshop
- February 26, Designed a Four part series presentation for upcoming Town Hall Meetings in partnership with Norfolk Works and The City of Norfolk to raise awareness about funding streams available to small business owners
- March 2nd completed part 1 of 4 of the Norfolk Works Town Hall Series at the Jordan – Newby Library. 45 Small Business Owners were present
- March 14th Exhibited at the Small Business Symposium presented by the Small Business Association in conjunction with Chesapeake Economic Development
- March 16th Business Services Presentation to a room of 15 transitioning service members at the March After TAP workshop
- March 22nd completed part 2 of 4 of the Norfolk Works Town Hall Series at the Park Place Multi Service Center with 30 small business owners present
- March 30th completed part 3 of 4 of the Norfolk Works Town Hall Series at the Norview Community Center with 50 Small Business Owners present
- April 6th Provided resource to 150 Re-Entry Citizens at St. Brides Correctional Center during their Resource Fair
- April 18 Partnered with the Aviation Institute of Maintenance to provide resources to their upcoming graduates
- Shared resources with the BNI Accelerator Chapter on April 19th in room of 80 business owners and operators
- April 22nd Volunteered with the United Way for their Day of Action on a team of 7 to revitalize the garden at Booker T. Washington Elementary School.
- Created an employer pipeline system with Portsmouth Economic Development on April 25th for joint hiring events

The following are companies that the Business Services team has met with and given a full array of applicable Hampton Roads Workforce Council Business Services programs that are available through Virginia Career Works Hampton Roads Region.

- James City County Public Schools
- Didlake
- Prism Maritime
- Busch Gardens and Water Country USA
- City of Newport News
- Amazon
- Gault Electric
- Hilton Garden Inn-Newport News
- Hampton University
- Norfolk Naval Shipyard
- Colonna's Shipyard Inc
- Primrose School
- Clark Professional Cleaning
- Block by Block
- ADP
- Department of Corrections
- Power Labor
- J&Z Land and Lawn
- Snelling Staffing
- Old Point National Bank
- United Way of the Peninsula
- Innovative Machine and Tool
- ITA International
- Newport News Shipbuilding
- Grove Christian Outreach Center
- LeMans Karting
- Dollar Bank
- Colonial Behavior Health
- Waterview Health and Rehab Center
- Supreme Styles, LLC
- Chesapeake Bank
- Foodbank of Southeastern Virginia
- Virginia Living Museum
- Farmers Insurance
- Kiewit
- Junkluggers
- 757 Property Inspections
- Northwestern Mutual
- Sentara
- York County Schools
- Able Workspace
- Old Dominion University Police Department
- Clark Professional Cleaning
- City of Franklin Virginia Police Department
- Plasser American
- Post University
- Waco Inc
- Hope House Foundation
- Hilton Virginia Beach Oceanfront Hotel
- In-Place Machining Co LLC
- Shipyard Staffing
- Support Services of Virginia Inc
- Dept for Aging and Rehabilitative Services
- S.L. Nusbaum Realty Co
- Virginia Employment Commission
- Got Fish Seafood
- Southeastern Cooperative Educational Programs
- Valkyrie
- Newport News Department of Juvenile Services
- Troy University
- Newport News Fire Department
- Landmark Hotel Group
- Progressive Services of Virginia LLC
- AvalonBay Communities
- Military Sealift Command - Ashore
- Hampton Roads Transit
- McDonald's
- Sysco Hampton Roads
- C&F Bank
- QED Systems Inc
- Senior Services of Southeastern Virginia
- Unconditional Love Home Care
- Manpower
- Dudley's Driving Center Inc.
- East Coast Repair & Fabrication
- JLGOV LLC
- Newport News Public Schools
- The Virginia Beach Police Department
- WR Systems Ltd.
- Drucker & Falk
- Belicia Lewis
- Hampton Roads Community Action Program
- Chesbay Distributing
- VersAbility Resources
- Clark Nexsen
- Liberty Military Housing

- Norfolk Public Schools
- Gaskins Barbecue Sauce
- Hampton Police Division
- Pride Industries
- US Facilities
- Chesapeake Public Schools
- East Coast Water Quality
- V-Tech Solutions
- Hampton Roads Regional Jail
- Hardee's
- Tecnico
- Titan Solar Power
- Science and Systems and Applications, Inc.
- Hampton Sheriff's Office
- Hampton Roads Connecter Partners
- River's Casino
- Military Sealift Command-Over the Shore
- FamMat Services
- East Coast Repair
- Cloud9
- Howard Hanna Real Estate
- Empower All
- TE Connectivity
- Bayside of Poquoson
- Singtone Technologies
- Bank of America
- Serco
- South Bay Communications & Security
- Norfolk Police Department
- Zel Tech
- Child Development Resources
- UgPlay Service Inc
- Newport News Department of Human Services
- Endependence Center, Inc.
- CMA CGM
- ServiceSource
- ZIM American Integrated Shipping Services Co. LLC
- United Way of South Hampton Roads
- WelFore Health
- Sumitomo Machinery Corp of America
- Velocity Urgent Care
- Peninsula Chamber
- Discount Tire
- Mid-Atlantic Maritime Academy
- Farmers Insurance
- Tidewater Orthopedic
- Sinclair Communications
- Raising Cane's
- YLS Landscape Contractors
- Tali Bar Services
- The Success Coach Company
- Carte Brunch
- EVMS
- Nails 757
- Day & Zimmerman
- Intensive Community Treatment
- Pearl Designs Properties
- Open Road Renewables
- 215 Gear
- Military Sealift Command
- Able Workspace
- USPS
- Onyx Realty
- Glamorous Styles
- Amp United
- HRSD
- Edgar Cayce A.R.E
- QED Systems
- Precise Portions

TALENT DIVISION: TALENT PIPELINE DEVELOPMENT UPDATES

Cumulative: 7/1/2022 to 4/30/23

Using the Talent Pipeline Management (TPM) methodology that's produced by the US Chamber of Commerce and utilized across the country, we:

- Formed the 1st employer collaborative in this region of a dozen representative maritime companies
- Produced a series of surveys to capture Needs Assessment, Demand Planning, Competencies and Credentials, and analysis of current Talent Flows for the six critical trades (Welder, Shipfitter, Pipefitter, Electrician, Outside & Inside Machinist) identified by the collaborative
- Hosted a series of collaborative meeting to discuss the survey responses received, and aggregated data results. Data collected will be used to garner employment data projections, past history, and ultimately a picture of regional demand signal
- Established communication channels to create an ongoing dialogue on these subjects that will continue indefinitely
- Conducted outreach to other industry partners interested in joining the existing collaborative or participating in a 2nd collaborative that will focus on a different set of critical trades
- Facilitated information sessions for 4 industry partners interested in joining the existing HR maritime collaborative. Critical functions determined to be the same and so new data obtained will be aggregated with current data
- Strategy 4 (Analyze the Talent Supply) data is complete and was delivered to the collaborative in June. This survey looked at member's current workforce to gather information on demographics in addition to previous employment, education and training, recruitment source, etc.
- Secured collaborative members' permission for initial demand signal data to be share with MIBE for Journey's tool development
- Sent out new Demand Survey to Maritime Collaborative members to update hiring demand through 2024 for the six critical trades – Welder, Shipfitter, Pipefitter, Electrician, Outside Machinist, and Inside Machinist
- We are working with new members that have joined the 1st Maritime Collaborative to help them complete the surveys for Strategy 2 (Demand Planning) and Strategy 3 (Competencies, Credentials, and Hiring Requirements). The original collaborative members have completed through Strategy 4 (Talent Supply Analysis)
- Ongoing dialogue on these subjects has continued with collaborative members.
- In November, we met with the Port of Virginia to get them started on the TPM process. We will be working with them as a stand-alone due to their unique status in our economy.
- For the next traditional collaborative, we plan to engage with logistics companies that are important partners to the Port of Virginia.
- Staff attend TPM Connections meetings monthly. This is a TPM user group made up of TPM users around the country.
- We will be looking at how Talent Pipeline Management and the Maritime Collaborative tie in with Harbor demand as monitored by VSRA, the Good Jobs Challenge, the Virginia Talent Pipeline Program, and Submarine Industrial Base (SIB).
- Updated demand data requested from the collaborative, including new members, bringing our demand through 2024. New members have been asked to complete Competencies and Hiring Requirements data.

- Onsite meeting with Norfolk Naval Shipyard and Newport News Shipbuilding. We are working to include Norfolk Naval in the Maritime Collaborative.
- Regional Talent Education & Training Discussion survey results were sent to over 34 training providers and were due Dec 2. Through January, we received responses/ updates from 10 training providers. (About 29% response rate). The survey is intended to garner regional information about annual capacity, enrollments, completions, and job placements (tracking the percentage of employees placed in jobs after training vs employees who are currently employed and receiving training from employers).
- Maritime Collaborative Meeting was held on January 30th, TPM National Learning Network on January 18th, and TPM Connections on January 24th.
- We continue collecting updated demand data.
- We are utilizing the McKinsey Inventory tool to track and store Maritime training providers and training program data. We have 12 programs listed on the tool. They include Welding, coatings, Electrical, HVAC, Inside Machinist, Pipefitting, Casting, Outside Machinist, Rigging, Wind Turbine Technicians, and Mariners. Additional Programs will be added in the future.
- We are tracking program capacity, enrollment completions, and Job offers accepted after training on the maritime inventory tool. We have 64 training providers listed in the tool to date.
- Maritime Collaborative Meeting on 2/8. This meeting primarily focused on updates and the next steps in the talent pipeline project. Topics discussed include VSRA Update, Updated Demand Planning results and relative change from previous results, Maritime Training Provider survey data, and HRWC 2023 initiatives (Good Jobs Challenge Grant and Regional Training System Maturity). About 5 collaborative members attended the meeting.
- Attended TPM Connections with TPM practitioners from around the country on 2/28.
- On 2/2, met with the Port of Virginia to discuss how we can assist them with talent. They renewed their commitment to trying TPM.
- In February, sent out Job Description Compilation, Demand Planning, and Competencies, Credentials, and Hiring Requirements to the Port of Virginia for 5 critical jobs.
- Working to start dialogue with the Port of Virginia's logistics partners and ILA representatives.
- 4/4 – Attended TPM Quarterly webinar.
- 4/19 – Met with collaborative member (Oceaneering) to clarify training data and update.
- 4/24 – Met with collaborative member (Auxiliary Systems) at the work site to clarify training data and update.
- 4/25 – Attended TPM Connections with practitioners from around the country.
- The Port of Virginia has completed most of the surveys for their 5 jobs – will work with them to complete Competencies, Credentials, and Hiring Requirements.
- Efforts to track program capacity, enrollment completions, and Job offers on the maritime inventory tool still on-going. We have 64 training providers listed in the tool to date and 8 providers who have provided information to date.

HR Strong Training Program

- Presented at Employer Information Session held at VSRA. This event was attended by 49 employers.
- There were over 1,000 clicks on the HR Strong website in May and June.

- The first shipyard tour with 4 HR Strong trainees was held at Colonna's Shipyard in Norfolk. The second shipyard tour is planned for Lyon's Shipyard in Norfolk. We are working on transportation to the site for a larger group of trainees.
- The first HR Strong Employer Meet & Greet was held at the Virginia Ship Repair Association and included 4 maritime employers and 7 HR Strong trainees. Both the employers and trainees had positive feedback on this event.
- Working with VSRA to plan another HR Strong Employer Information Session for their members in the near future.
- The HR Strong training schedule did not include any Employer Engagement events in November. There is an event scheduled in December.
- HR Strong Employer Engagement Event in late December was lightly attended. Staff are regrouping to increase participation.
- There were no scheduled Employer Engagement Events in January, but a larger group of trainees is planned for February.
- Participation numbers did not increase as much as expected for the early February Employer Meet & Greet. There are 2 Employer Meet & Greets planned for March.
- Presented to approximately 35 employers at VSRA Lunch & Learn on 2/16. Several new employers are interested in participating in future Employer Meet & Greets.
- Employer engagement held on 3/1 included Newport News Shipbuilding, Oceaneering, QED Systems, and Continental Tide Defense Systems.
- Employer engagement held on 3/30 included Newport News Shipbuilding, Fairlead, AIT Marine, Nassco, and Tradesmen International. Both events had positive reviews.
- 4/27 Employer Engagement Meet & Greet included Newport News Shipbuilding, Continental Tide Defense Systems, and Tidewater Staffing. There were 17 participants.

General Activities / Initiatives

- Facilitated a maritime recruitment strategy meeting with NNS; meeting included representation from HRVEC and Business Services. Furthermore, Talent staff provided NNS direct assistance with military engagement strategies, and with execution of direct hire events. We have held an additional meeting with NNS Talent Acquisition and will recommend that core members of these meetings commit to meeting on a regular basis.
- Acquired and implemented talent alignment technology to power existing HRWC platforms (i.e., Veterans Career Compass, Campus 757 website, and HRWC "Go To Work" Campaign) in support of regional talent pipeline development efforts. Talent is generating weekly reports for departmental staff action, and monthly report for leadership awareness
- Entered into formal engagement with MIBE to assist with implementation of a new trades training program targeting Veterans: Operation NEXT. Talent is coordinating collaborative efforts, though execution of enhanced supportive services to assist graduates of the program will be conducted by HRVEC staff
- Involvement in MIBE Strategy Board engagement events, such as development of the "Journeys" application that will be used to assist parents, students, and military job seekers identify and explore career pathways in the trades. Working with current maritime collaborative to share aggregated data associated with the critical trades to help develop this application tool.
- Collaboration with MIBE to facilitate a skilled trades focus group
- Established a comprehensive maritime training provider inventory.
    - Providers listed within a 100-mile radius have been invited to participate in a HRWC facilitated Talent Education & Training Discussion hosted @ VSRA on 07JUL to discuss

current results of the Hampton Roads maritime collaborative, training pathways, enrollments, and outcomes.

- Developed the HRWC Talent Education & Training group, comprised of 30+ local training providers representing all industry types and training levels. This group convenes Quarterly and is led by HRWC Talent Division
    - Facilitated the 1st in a series of Quarterly events. Over 30 local education and training providers attended the inaugural event in March, hosted by ECPI; HRWC programs highlighted at this event were NextGen, Campus757, and HRVEC.
    - Follow-on session hosted by TCC @ their Skilled Trades Academy on June 23rd. Over 20 providers attended; HRWC program updates were provided, as was special presentation from Transfr on using their VR technology for Career Exploration and Training Curricula enhancements. Upon conclusion, attendees toured the Skilled Trades Academy
    - Maritime focused training provider event scheduled for July 7th at VSRA, with the purpose of evaluating engagement in a Maritime TP Collaborative
    - Regional Training Provider Survey issued July 28 and Nov 14 to all training partners engaged with
    - Regional Talent Education & Training Discussion round 1 event held on October 25 at Centura College in Newport News to discuss Training Provider Survey Data results and other Talent initiatives (i.e., Good Jobs Grant) with the Maritime TP Collaborative.
    - Regional Talent Education & Training Discussion round 2 event held on November 14 at ECPI in Virginia Beach to discuss Training Provider Survey Data results and other Talent initiatives (i.e., Good Jobs Grant) with the Maritime TP Collaborative.
- Participated in Maritime Skilled Labor Forum meeting, in partnership with VSRA
- Assisted with Salesforce integration for HRWC
- Introduced VR for Career Exploration to council leadership, local schools, colleges & universities to see how VR can be used to destigmatize and increase interest in the trades. The vendor supporting this initiative has crosswalk technology and already works with other workforce boards in Virginia. Demo events were facilitated by HRWC but hosted at VSRA on June 8th and at TCC on June 23rd.
- Participated in Youth Apprenticeship Listening Session with maritime employers hosted at VMA.
- Assisted with planning, coordination and facilitation of VSRA Workforce Development Committee meeting. The full committee meeting was held in June, focusing on Veterans programs/services such as V3, HRVEC, and SkillBridge.
- Supported QED Systems with a letter of support for grant proposal
- Maritime Ecosystem Pathways participation. The Talent Team is heavily engaged in this effort, with members of our team chairing several of the workgroups. Many of the workgroups held their initial meetings in June.
- Met with Chesapeake Career Center to discuss the Good Jobs Challenge and connecting with maritime employers.
- Attended Virginia Talent Pipeline Project Talent Acquisition and Retention workshop.
- Participated in Public Sector Planning Grant Learning event.
- Met with Nick Moore, Director of the Governor's office of Education and Workforce Transformation (Alabama) on talent development efforts.
- Attended multiple McKinsey meetings and provided data.
- Retiree to Teacher Initiative meeting - this initiative is looking first at military retirees and then industry retirees.
- Held Apprenticeship Convening for National Apprenticeship Week at TCC in Portsmouth.

- Meeting with Urban League on Good Jobs Challenge implementation.
- Attended Chesapeake Economic Development Employer Advisory Committee meeting.
- Attended Virginia Ship Repair Association General Membership Meeting.
- Virginia Ship Repair Association Workforce Development Committee planning meeting.
- Supported the Nursing Grant initiative by collecting general labor market data for the healthcare industry in Hampton Roads. Garnered data on Unemployment, Labor Force Participation, Job Postings Data, the top 10 Jobs and employers in the industry, etc.
- In addition, supported the grant with data about Nursing Education in Hampton Roads for 3 specific professional occupations in the field. Information Education requirements, Experience, and Adjunct and Full-time positions were provided.
- Virginia Ship Repair Association General Membership meeting
- VSRA Workforce Development Full Committee meeting – topic was Leadership Training presented by 4 local training providers
- Attended Maritime Ecosystem meeting.
- Meeting with Mid Atlantic Maritime Academy on Good Jobs Challenge Grant
- Met with Virginia Department of Corrections on general partnership
- Chesapeake Economic Development Holiday Open House
- Met with the President and Vice-President of United Steelworkers to discuss GJC and gain insight into their role in industry
- Participated in the Virginia Talent Pipeline Project Talent Acquisition and Retention workshop
- On-going efforts will be leveraged to increase/improve relationships with training providers as well as discuss the importance of the survey to collect data regarding regional training programs for the 6 critical trades.
- Efforts are in place to create a regional training provider inventory to warehouse local training providers and programs for the maritime industry.
- Developing a cumulative, high-level visualization report for Senior Leadership. Reporting on the Talent Pipeline Program milestones achieved by the talent team between June 2021 and to date.
- Participated in 2 Virginia Talent Pipeline Project meetings.
- Participated in 1 Virginia Talent Pipeline Project Talent Acquisition and Retention workshop. These workshops are attended by some of our collaborative members in addition to potential collaborative members. Average attendance at each – 20 businesses.
- Attended Virginia Ship Repair Foundation Board meeting.
- Attended 1 Virginia Ship Repair Association Workforce Development Committee planning meeting (topic for next meeting is registered apprenticeship)
- Attended the VSRA General Membership Luncheon – attended by 176 members and committee chairs
- Participated in HRWC Internship Employer Listening Session
- Attended Women of Offshore Wind meeting on 1/26
- Visited USS Wisconsin at Nauticus on 1/31 to observe QED training on board the ship
- Attended Cross Training for WOTC (Work Opportunity Tax Credit)
- Employer Engagement Industry specific contacts averaging approximately 100 per month
- We met with Hampton Roads Alliance Business Intelligence Team in February to discuss collaborative efforts in the future.
- Attended 3 VTPP events (All Hands, Talent Acquisition and Retention Workshop, and Mid-Year Review), presenting HRWC information at the Talent Acquisition and Retention workshop. All

Hands Meetings' usual attendance was 25 -30, Talent Acquisition and Retention averages 20, and Mid-Year Review was approximately 75.

- Meeting with multiple departments at the Port of Virginia on 2/2.
- Attended Women of Offshore Wind (WOW) meeting on 2/6 with approximately 15-20 businesswomen involved with Offshore Wind.
- Presented at Virginia Ship Repair Association's Workforce Development Committee Full Meeting on apprenticeship on 2/10. The meeting was attended by approximately 15 - 20 member companies.
- Presented to approximately 35 at Virginia Ship Repair Association's Lunch & Learn on 2/16.
- Attended Virginia Ship Repair Association's General Membership Luncheon on 2/21. This event is attended by 150 to 200 industry representatives.
- Met with Norfolk Naval Shipyard and Newport News Shipbuilding on 2/14 to discuss Norfolk Naval's potential participation in local maritime efforts and initiatives.
- Employer Engagement Industry specific contacts averaging over 100 per month, including 221 added in February.
- Attended HRWC cross training for Business Services.
- Professional Development Webinars (February) - U.S Census API Workshop 2/8 & 2/14
- Other meetings – JFF GJC Coaching kick off (2/6), Talent housing proposal meeting (2/9) & Launchpad meeting (2/9)
- GJC Data LMI Data Request – Developed a comprehensive report that highlights the population and labor market characteristics for each 27 independent localities. 50+ pages for the first draft.
- Meetings with Dominion Energy, Oceaneering , Crowley, Auxiliary Systems, Newport News Shipbuilding, Thermcor, AIT Marine, Walashek Marine, Regulator Marine, North Carolina Department of Transportation Ferry Division, Bayliss Boatworks, Lyon Shipyard, Nassco, Dominion Energy.
- Employer Engagement industry specific contacts totaled *221* in March and *188* in April, averaging over *200* per month. *117* total contacts with non-collaborative employers.
- 3/8 meeting with Newport News Shipbuilding and VSRA on the harbor workload projections.
- 3/15 VSRA Workforce Development Committee planning meeting.
- 3/28 VSRA General Membership luncheon
- 3/13 Meeting with Defense South Australia and VSRA to plan their upcoming visit to Virginia
- 3/16 Meeting with Business Leaders United (National Skills Coalition) on the Good Jobs Challenge grant
- 3/22 Meeting and tour of new training facility with Tidewater Staffing
- 3/29 Meeting with Lightcast staff on labor market information for maritime specific trades
- 3/22 Women of Offshore Wind meeting
- 3/23 Virginia Wind Avenger meeting
- 4/17 Meeting with Dominion Energy
- 4/19 Meeting with Oceaneering
- 4/11 Meeting with Crowley, VMA, and new WISC manager
- 4/24 Meeting with Auxiliary Systems
- 4/27 Tour of Newport News Shipbuilding and meeting with Bill Docalovich, Cindi Wolfe, Ryan Sparks, and Evelyn Gregory

- 4/14 VSRA Workforce Development Full Committee Meeting featuring ATI, Hampton High School, and New Horizons
- 4/18 VSRA General Membership Luncheon
- 4/7 Auukus meeting with Defense South Australia
- 4/12 Infrastructure Case Study Interview with National Skills Coalition
- 4/13 Helped with Let's Go To Work Regional Job Fair
- 4/19 Attended Registered Apprenticeship Technical Assistance Center of Excellence Forum
- 4/15 Attended TCC/City of Virginia Beach OffShore Wind Ribbon Cutting
- For Good Jobs Challenge grant, working to update industry partner info and hiring projections
- 3/8 Presented to North Carolina industry meeting in Edenton
- 3/14 Presented to North Carolina industry meeting in Manteo
- 3/20 Industry Kickoff meeting for Good Jobs Challenge grant held at ODU
- 3/2 Virginia Talent Pipeline Project All Hands Meeting
- 3/14 Virginia Talent Pipeline Project Talent Acquisition and Retention workshop
- 3/20 Virginia Talent Pipeline Project All Hands Meeting
- 4/3 Virginia Talent Pipeline Project All Hands Meeting
- 4/11 Virginia Talent Pipeline Project Talent Acquisition and Retention workshop
- 4/5 Talent Pipeline Management Meeting - Strategies for Creating Talent in IT industry
- 4/5 Training Provider Data Discussion
- 4/24 Soft Skills Training with NextGen Intern
- 4/20 Business Intelligence Data Request – Job Openings/ Occupation List for Hampton Roads for Next Gen.
- 4/25 Business Intelligence Data Request – Update Region 5 localities Job Vacancies data from last year for Next Gen.
- 4/27 Business Intelligence Data Request – Hampton Roads Sherriff and Police Department data for WISC Program manager.
- 4/17 - 4/27 - Business Intelligence Ad-hoc request – Interview Panel for Hampton Roads Regional Training System: Career Development Specialist and Recruitment and Outreach Specialist.
- 03/30 - Business Intelligence Data Request - Hampton Roads demographic data for 27 localities in Southeastern VA and Northeastern NC. (Combination of cities in Hampton Roads and North Carolina). A 67-page report with key findings and recommendations for the region.

TALENT DIVISION - MARITIME: OUTREACH & ENGAGEMENTS
7/1/22 TO 4/30/23

- Newport News Shipbuilding
- BAE Systems
- Delphinus Engineering
- Marine Specialty Painting
- WR Systems
- Regional Maritime Workforce Ecosystem
- VSRA
- Colonna's Shipyard
- Tenico Hiring Event @ VCE
- Virtual Talent Summit, Offshore Wind
- Q.E.D. Systems
- Clark Professional Cleaning
- Zeltech
- Elizabeth River Crossings
- Fairlead Integrated
- Carter Machinery
- Prism Maritime
- Venture Dynamics
- Oceaneering
- Lyon's Shipyard
- Hampton Roads Connector Partners
- Auxiliary Systems
- Hii Technical Solutions Division
- Thermcor
- Nassco
- GDIT
- Valkyrie
- IFPC
- MHI
- Avmac
- Epsilon Systems
- KT Black
- Tecnico
- CACI
- MIBE
- City of Norfolk
- City of Virginia Beach
- Virginia Ship Repair Association
- Navy Region Mid-Atlantic
- Norfolk Naval Shipyard
- Bradley-Morris, Inc.
- Recruit Military
- Maritime Institute
- Urban League
- Bay Metals and Fabrication
- Youth Earn and Learn
- Sentara
- Oplign
- ODU
- EVMS
- TransfrVR
- SCIPP
- ECPI
- ATI
- TCC
- VDVS
- UA: Local 110, Norfolk
- IVMF
- HBI
- MAMA
- ABNB
- Disabled American Veterans (DAV)
- Crowley
- Seafarers International Union (SIU)
- Southern Company
- Virginia Natural Gas
- IUPAT
- IMIA
- Centura AIM
- IVMF O2O
- HRSD
- Norfolk Naval Shipyard
- Tradesmen International
- United Steelworkers Union
- Chesapeake Career Center
- GTS
- Peregrine
- Mistras
- Dante Valve
- AIT
- Trident Maritime Systems
- Marcom
- Collins Machine Works
- New Horizons
- ESCC
- Centura College
- Virginia Wesleyan University
- TST Fabrication & Machine
- Amp United
- Labor Consultants International
- Advex
- Virginia Department of Labor and Industry

- Continental Tide Defense Systems
- Marine Chemist Service, Inc.
- Hutco, Inc.
- Advanced Machine
- HRCP
- Walashek Industrial Marine
- Electric Motor and Contracting
- Avengrid Renewables
- GI Industrial Marine
- IMIALLC
- Craft & Tech, LLC.
- Metropolitan Solutions
- G2Ops
- Principle Strategies
- Quality Coatings of Virginia
- Thermcor

Reporting though 4/30/23

Vision: Campus 757's mission is to work harmoniously with local universities and employers to retain and develop emerging professionals in the Hampton Roads region.
Mission: Campus757 exists to expand young professionals' outlook on the 757 and help them make connections to local businesses in pursuit of their dream career in greater Hampton Roads

Strategic Goals	**Objectives**	**Outcomes**
#1 Promote the 757 as a welcoming, vibrant, and accessible place for emerging professionals to make an impact.	#1.1 Conduct outreach to college students throughout the region to bring awareness to regional internships and job opportunities. #1.2 Coordinated Summer757, a soft skills enhancement program blending industry familiarization, cultural experiences, and workplace readiness training. #1.3 Engage with a college advisory panel, which offers guidance and advice on Campus757's programs and higher education partnerships.	#1.1 Collaborated with 10 regional colleges and universities* (list below). #1.1 Attended more than 50 campus and community events* (list below). #1.1 Reached more than 2,000 college students through community outreach students since July 2022. #1.2 Through Summer757, we engaged 81 college student participants from 16 different universities. The students attended six professional development activities in Summer 2022*. (list below) #1.3 Met quarterly with leaders at 7 different regional institutions to provide updates on Campus757's reach and impact.
#2 Develop a marketplace of internships and open jobs to facilitate the matching of employers and potential employees.	#2.1 Created an online portal, on Campus757.com, where students can sign-up to learn more about regional internship opportunities. #2.2 Created an online portal, on Campus757.com, where students can sign-up to learn more about regional internship opportunities.	To date, 298 students have signed-up for our portal to receive information on local internship opportunities. To date, 90 employers have signed-up to include their internship opportunities on our online portal to allow students to review information. More than 380 students and 50 employers participated in our first annual Internships Summit in collaboration with the 757 Internships Collaborative.

#3 Help students assimilate into the 757, referring them to resources they need to make this region their home.	3.1 Develop a resource page on Campus757, to help students access various community resources.	More than 27 regional career resources are listed on the Campus757 resources page. https://campus757.com/work/resources/
#4 Measure economic impact, help identify regionwide gaps in workforce, and develop plans with organizations to close gaps.	#4.1 Support regional employers with building and implementing internship positions and programs.	Interviewed 10 regional employers for an educational video series, called Internship U, which aims to provide guidance and support to employers seeking to create, revamp and promote a college internship program. (In-Progress)

***Campus757 has partnerships with the following 10 regional colleges:** Norfolk State University, Old Dominion University, Virginia Wesleyan University, Regent University, Tidewater Community College, Virginia Peninsula Community College, Bryant & Stratton College, Centura College, Christopher Newport University, William & Mary College.

***Campus757 has attended more than 50 college and community events and engaged with more than 2,000 students through events at the following institutions and organizations:** Bryant & Stratton College, Old Dominion University, Tidewater Community College, Norfolk State University, Virginia Wesleyan University, Youth Partnership of South Hampton Roads, Blue Star Military Families, Christopher Newport University, Executive Military Employer Advisory Consortium Meeting, Virginia Maritime Training & Education Meeting, RVA Now, CIVIC Scholars, Black Brand.

***Campus757 continued to facilitate the annual Summer757 initiative– enrolling a total of 81 college interns from area businesses including:** NASA Langley Research Center, Urban Renewal Center, ADP, Crowley, SimIS, Inc, YMCA, Chrysler Museum of Art, Virginia Natural Gas, Hampton Roads Workforce Council, Hampton Roads Association for Commercial Real Estate.

***The Summer757 college students hailed from the following universities:** Centura College, Christopher Newport University, ECPI University, Tidewater Community College, Virginia Tech, ECPI University, Norfolk State University, Old Dominion University, Virginia Wesleyan University, University of Richmond, Regent University, Clemson University, University of Virginia, University of South Florida, University of South Carolina, Radford University.

***Campus757 has engaged with the following employers through one-on-one meetings:** 757 Collab, Access College Foundation, American Red Cross, Appalachian Trail Conservancy, American Red Cross, ARCH Events, Busch Vacuum Solutions, CGM/CMA, Chesapeake Humane Society, City of Virginia Beach, Collier Aerospace, Community Foundation of Hampton Roads, Crowley International, Dollar Tree Corporation, Greater Norfolk Corporation, Hampton Roads Chamber, Hampton Roads Innovation Collaborative, Hampton Roads Sanitation District, M'Press Designs, Mariner's Museum, Mission Technologies, Nails 757, MHA Gap Initiative, NASA Langley Research Center, NASSCO Norfolk-General Dynamics, Newport News Shipbuilding, New River Valley Onward, Next Steps to Success, Northwestern Mutual, PRA Group, Ripley Heatwole, TeckArk, Rated Pretty Girl, The Connect 757, TRS Productions., Versability, Virginia Peninsula Chamber, Virginia Space Grant Consortium, Virginia Symphony Orchestra , Visit Norfolk, Volunteer Hampton Roads, Waterside District, Sentara , VMASC, WM Jordan, Clever Communities LLC, New Vision Youth Services, LISC, Harbor Group, HR Moving & Storage, EY

HAMPTONROADS
WORKFORCECOUNCIL
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ATTACHMENT C

FINANCE & STRATEGY COMMITTEE

FINANCIAL REPORTS
PY 2022 Budget Revision and Expenditure
Budget Summary Schedule for April 2023

HAMPTONROADS
WORKFORCECOUNCIL
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ATTACHMENT D

YOUTH SERVICES COMMITTEE

YOUTH SERVICES REPORT

MAY 2023

HAMPTONROADS WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

YOUTH SERVICES COMMITTEE

FEDERAL YOUTH PROGRAMS
WORKFORCE INNOVATION AND OPPORTUNITY ACT

As of April 30, 2023, the In-School and Out-of-School year-round programs had served 174 youth for PY '22. That includes 26 In-School youth and 148 Out-of-School youth.

The WIOA Youth Program Staff conducted its quarterly Contractor Training on May 3, 2023, in Dominion Tower in Norfolk. All youth contractors received program and policy updates as well as technical assistance as needed. Yolanda Crewe, WIOA Programs Director at the Virginia Community College System, attended to learn more about the Council's WIOA youth program operations.

NON-FEDERAL YOUTH PROGRAMS
NEXTGEN AND SPECIAL PROJECTS

Recurring Regional Programming

The Pathways to Opportunity Program continues to serve students at risk of falling behind or dropping out in the 2022-2023 school year. Current sites include Chesapeake, Portsmouth, Norfolk, Suffolk, and Virginia Beach. We are also providing Pathways programming to ForKids as part of their 21st Century Learning grant. We began providing a career exploration course to homeschooled students from across the region beginning in January 2023.

The 2022 NextGen Regional Internship Program served over 90 youth this year. Youth worked in business administration, social media marketing, customer service, childcare, conservation engineering, workforce development, library services, and more. The NextGen Regional Internship Program will serve approximately 60 youth in PY'23.

The NextGen Career Coaching team continues to provide support to job shadowing, mock interviewing, DECA competitions, entrepreneurship labs, lunch and learns, and other career development programming at public schools in Chesapeake, Portsmouth, Norfolk, York County, Williamsburg/James City County, Newport News, Hampton, and Virginia Beach.

Spring 2023 Events

The 2023 NextGen Opportunity Fair was held on March 2, 2023 at the Chesapeake Conference Center from 5:30pm-7:30pm. Over 300 youth and 100 adults attended.

HAMPTONROADS
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The Hampton Roads Workforce Council's NextGen and Campus757 programs teamed up with the 757 Regional Internship Collaborative to host an Internship Summit on March 28, 2023 at the Chartway Arena. 125 college students and 256 high school students attended.

Upcoming Events

The Hampton Roads Workforce Council will be debuting the inaugural Top 20 Under 20 Awards on June 22, 2023. This event will celebrate the accomplishments of 20 emerging leaders under the age of 20 in Hampton Roads.

The NextGen program has partnered with Norfolk Public Schools to host a Hire Our Grads event to be followed by a Signing Day. This event will match career-ready graduating seniors with full-time employment opportunities.

HAMPTONROADS
WORKFORCECOUNCIL
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EXECUTIVE COMMITTEE MEETING

COMMITTEE RECOMMENDATIONS

JUNE 7, 2023

HAMPTONROADS
WORKFORCECOUNCIL
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ATTACHMENT E

BUSINESS & WORKFORCE SERVICES COMMITTEE

ITA PROGRAM RECOMMENDATIONS

HAMPTONROADS WORKFORCECOUNCIL
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CURRENT ITA TRAINING PROGRAMS
TRAINING PROGRAM RE-CERTIFICATION RECOMMENDATIONS
7/1/23 TO 6/30/24

1. 160 Driving Academy

- Class A Commercial Driver's License (CDL) Training Program – 5 weeks – $4,950

2. Aviation Institute of Maintenance

- Aviation Maintenance Technician – 91 weeks – $53,022

3. Bliss Training Center

- Certified Nursing Assistant – 8 weeks – $1,500

4. Capital Commitment of Virginia

- Introduction to Broadband Technology IBT-109 – 8 weeks – $8,800
- Line Worker T-101 – 6 weeks – $6,600
- Multi-Media Technician T-100 – 10 weeks – $11,000
- Qualified Paraprofessional Mental Health M-101 – 8 weeks – $6,600
- Structured Wire Puller T-80 – 8 weeks – $8,800

5. Centura College

- AAS Degree in Business with Concentration in Management – 65 weeks – $39,373
- HVAC – 48 weeks – $27,852
- Massage Therapy – 33 weeks – $16,782
- Medical Assistant – 48 weeks – $25,182
- Medical Assistant with Limited Scope Radiologic Technology – 65 weeks – $32,642
- Carpentry – 48 weeks – $27,852
- Construction Electrician – 48 weeks – $28,232
- Dental Assistant – 33 weeks – $36,695
- Medical Billing and Coding – 33 weeks – $19,215
- Wind Turbine Technician – 48 weeks – $28,457
- AAS Degree in Biomedical Equipment Technology – 65 weeks – $37,072

6. Heart to Heart Career Training Center

- Nurse Aide/Medication Aide Bundle – 10 weeks – $1,399

7. MD Technical School, Inc.

- Helpdesk Specialist/Security+ – 2 weeks – $5,000

- Jr. Network Engineer/Security+ – 9 weeks – $5,000
- RMF and Security+ – 6 weeks – $5,000

8. MedCerts (On-Line Training)

- IT-3000 Healthcare IT Technician – 24 weeks – $4,000

9. New Horizons Regional Education Centers

- Welding Flux Core I and II – 24 weeks – $2,290

10. Newport News Public Schools – Peninsula Regional Education Program (PREP)

- National External Diploma Program – 12 months – $800

11. Old Dominion University

- Graduate Certificate in Cybersecurity Risk Management – 37 weeks – $10,782

12. Riverside College of Health Careers

- Physical Therapist Assistant – 68 weeks – $29,289
- Practical Nursing – 40 weeks – $18,496
- Radiologic Technology – 72 weeks – $27,212.50
- Registered Nurse – 64 weeks – $23,896
- Surgical Technology – 72 weeks – $23,991

13. Suffolk Public Schools – The College and Career Academy at Pruden

- Certified Nursing Assistant – 16 weeks – $811

14. Tidewater Tech

- Auto Technician – 48 weeks – $26,902
- Building Construction Trades – 33 weeks – $18,947
- Combination Maritime Welding – 48 weeks – $29,397
- Combination Welding – 33 weeks – $19,495
- HVAC – 48 weeks – $27,474

15. Tidewater Community College

- MTT Structural Fitter Level 2 – 6 weeks – $3,400
- MTT Structural Fitter Level 3 – 6 weeks - $3,400
- Plumbing Level 1 – 20 weeks – $2,424

16. Virginia Peninsula Community College

- AAS Degree in Information Technology – 66 hours – $12,796

17. Virginia Technical Academy

- MA-100 Major Appliance – 80 weeks – $13,230

- Supplemental Credentials:
    - MA-101 Intro Module (pre-requisite for full course with Master Certification – 2 weeks – $1,730
    - MA-102-Electric & Gas Dryers – 2 weeks – $1,730
    - MA-103-Automatic Washer Top/Front Load – 2 weeks – $1,730
    - MA-104-Electric & Gas Ranges – 2 weeks – $1,730
    - MA-105-Dishwaters & Microwaves – 2 weeks – $1,730
    - MA-106 Domestic Refrigeration and Air Conditioning – 5 weeks – $4,265
    - MA-107-Anxilliary Products – 1 week – $2,045
    - HV-LR302 Light Commercial Refrigeration – 20 weeks – $2,850
    - HV-LR-303-Lokring – 1 day – $250
    - HV-HC-304-Hydrocarbon Refrigerant/Charging Systems – 2 days – $500
    - EL-NEC Continuing Ed National Electrical Code – 1 day – $60
    - HVAC-CE-IMC- Continuing Ed International Mechanical Code 2015 – 1 day – $60
    - PL-CE-IFGC- Continuing ED International Gas Code – 1 day – $60
    - OSHA 10 – 2 day – $85
    - EPA 608 Course and EPA 608 Exam – 1 day – $190
    - HV-R410-SC R-401A Safety Course and Safety Exam – 1 day – $200
    - EL-NEC-301 National Electrical Code 2015 – 5 weeks – $550
    - HV-IMC-301 International Mechanical Code Course 2015 – 5 weeks – $550
    - PL-IPC-301 International Plumbing Code Course 2015 – 5 weeks – $550

NOTE: The Training Programs on this List may be re-certified for continued receipt of HRWC ITA Vouchers for the period 7/1/23 to 6/30/24 in accordance with recent State guidance. Specifically, these Training Programs have each demonstrated overall outcome performance at or above a 50% Completion Rate AND at or above a 65% Credential Attainment Rate, in accordance with the performance data recently provided by the State.

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REGIONAL ITA APPLICATION PACKAGE APP ITARP#1 – PY'23
TRAINING PROGRAM APPROVAL RECOMMENDATIONS
7/1/23 TO 6/30/24

1. Advanced Technology Institute

- Air Conditioning and Heating Technology – 60 weeks – $29,726
- Automotive Technology – 60 weeks – $29,726
- Heavy Vehicle Technology – 60 weeks – $29,726
- Industrial Maintenance Technology – 60 weeks – $29,726
- Maritime Welding Technology – 60 weeks – $29,726
- Commercial Driving – Class A Tractor Trailer – 6 weeks – $7,360
- Commercial Driving – Class B Straight Truck – 6 weeks – $4,515

2. Bryant & Stratton College

- Criminal Justice and Security Services Diploma – 45 weeks – $26,610
- Early Childhood Care and Development Diploma – 45 weeks – $26,610
- Health Services Administration Assistant Diploma – 45 weeks – $26,610
- Medical Billing & Coding Diploma – 45 weeks – $26,610
- Information Technology Assistant Diploma – 45 weeks – $26,610
- Criminal Justice Studies Associate Degree – 60 weeks – $43,295
- Early Childhood Education Associate Degree – 60 weeks – $43,295
- Health Services Administration Associate Degree – 60 weeks – $43,295
- Medical Administrative Assistant Associate Degree – 60 weeks – $43,295
- Medical Assisting Associate Degree – 60 weeks – $43,295
- Medical Reimbursement and Coding Associate Degree – 60 weeks – $43,295
- Networking Technology Associate Degree – 60 weeks – $43,295
- Associate of Applied Science in Nursing (VA Beach Campus) – 75 weeks – $57,835

3. Camp Community College

- Associate of Applied Science Nursing – 2 years – $16,576
- Certificate in Practical Nursing – 2 years – $12,444.40
- Marine Welding Level 1 – 3 weeks – $3,000
- Marine Welding Level 2 – 3 weeks – $3,000
- Marine Welding Level 3 – 3 weeks – $3,000
- Fast Track Welding – 4 weeks – $3,000
- General Welding (credit program) – 16 weeks – $2,947.40
- NRF Customer Services and Sales – 4 weeks – $600
- Fast Track Healthcare Program – 20 weeks – $5,562
- Patient Care Technician Bundle Program – 21 weeks – $5,557
- EKG (Electrocardiogram) Technician Certification – 5 weeks – $2,302.76

- Phlebotomy Technician Certification – 3 weeks – $3,341.85
- Truck Driver Trainer CDL A – 4 weeks – $4,550
- Truck Driver Trainer CDL B – 4 weeks – $3,350
- CompTIA Security + – 17 weeks – $1,611
- CompTIA Network + – 17 weeks – $1,716
- CompTIA A + (Parts 1 and 2) – 17 weeks – $2,502
- Outside Machinist Level 1 – 3 weeks – $2,010
- Forklift, Clamp, & Reach Truck Operator – 3 days – $350
- NCCER CORE & Heavy Equipment Operator Level 1 Bundle – 12 weeks – $4,500

4. Central School of Practical Nursing

- Licensed Practical Nursing – 80 weeks – $8,600

5. ECPI University

- Associate of Applied Science in Culinary Arts – 60 weeks – $30,223
- Associate of Applied Science in Culinary Arts and Applied Nutrition – 60 weeks – $30,223
- Diploma in Culinary Arts – 30 weeks – $15,324
- Associate of Applied Science in Dental Assisting – 60 weeks – $27,149
- Associate of Applied Science in Diagnostic Medical Sonography – 85 weeks – $49,851
- Associate of Applied Science in Emergency Medical Services – 75 weeks – $24,691
- Associate of Applied Science in Health Science, Medical Assisting – 60 weeks – $27,149
- Associate of Applied Science in Physical Therapist Assistant – 75 weeks – $41,595
- Associate of Applied Science in Medical Radiography – 75 weeks – $41,395
- Bachelor of Science in Nursing (Traditional) – 120 weeks – $62,475
- Bachelor of Science in Nursing – 45 weeks – $16,406
- Associate Degree Nursing – 75 weeks – $42,765
- Practical Nursing – 60 weeks – $33,499
- Diploma Medical Assisting – 45 weeks – $20,390
- Associate of Science in Computer and Information Science, concentration in Cyber and Information Security Technology – 70 weeks – $37,363
- Associate in Science, Computer and Information Science, concentration in Software Development – 65 weeks – $37,363
- Associate in Science, Electronics Engineering Technology, concentration in Electronics Engineering Technology – 75 weeks – $37,363
- Associate of Science, Electronics Engineering Technology, concentration in Mechatronics – 75 weeks – $37,363
- Associate of Science, Mechanical Engineering Technology – 75 weeks – $37,363
- CAD, Prototyping, and 3D Printing – 10 weeks – $4,225
- Financial Literacy for Business Professionals – 10 weeks – $5,003
- Foundations of Law Enforcement – 10 weeks – $5,003
- Technical Support – 10 weeks – $5,003
- Helpdesk Administration and Management (A+, Network+, and Security+) – 20 weeks – $5,500
- Network Administration and Management (Cisco CCNA) – 28 weeks – $6,500
- Phlebotomy Technician Certification – 10 weeks – $1,200
- Department of Criminal Justice Services (DCJS) Security Officer Training – 7 days – $465

6. Fortis College

- Medical Assisting – 36 weeks – $17,223
- Dental Assisting – 48 weeks – $21,596
- Heating, Ventilation, Air Conditioning, and Refrigeration (HVAC-R) – 48 weeks – $21,232
- Practical Nursing – 60 weeks – $26,469
- Associate Degree in Nursing – 96 weeks – $52,008

7. Hampton University

- NCCER Core Curriculum – 6 weeks – $1,000
- HVAC Level 1 – 8 weeks – $2,300
- HVAC Level 2 – 10 weeks – $2,300
- HVAC Level 3 – 8 weeks – $2,300
- HVAC Level 4 – 8 weeks – $2,300
- Propane Technology – 10 weeks – $900

8. Healthcare Training Solutions

- Registered Medication Aide Course – 16 weeks – $670

9. Heart to Heart Career Training Center

- Online Medical Coding and Billing – 12 weeks – $1,860.50
- EKG Technician – 8 weeks – $1,574.50
- Clinical Medical Assistant – 22 weeks – $3,484.50
- Medical Assistant Administrative MAC – 16 weeks – $2,229.50
- Personal Care Aide PCA – 1 week – $299
- Online Monitor Technician – 6 weeks – $795
- Patient Care Technician – 21 weeks – $4,269.50
- Nurse Aide – 5 weeks – $1,408.50
- 68 HR Medication Aide – 5 weeks – $930.50
- Phlebotomy Technician – 8 weeks – $1,749.50

10. MedCerts

- BT-1000: Behavior Technician and the Medical Office – 18 weeks – $4,000
- BT-1100: Behavior Technician Specialist – 12 weeks – $2,500
- DA-3000: Dental Assistant – 14 weeks – $4,000
- HF-3000: NASM Personal Trainer and Nutrition Coach – 18 weeks – $4,000
- HI-1000: Medical Front Office Assistant and Administration Specialist – 21 weeks – $4,000
- HI-1100: Medical Billing Specialist – 14 weeks – $2,000
- HI-1200: Medical Front Office Administration Specialist – 15 weeks – $2,000
- HI-2100: Pharmacy Technician Specialist – 16 weeks – $2,700
- HI-3000: Medical Front Office and Electronic Health Records – 19 weeks – $4,000
- HI-3100: Electronic Health Records Specialist – 12 weeks – $2,700
- HI-4000: Electronic Health Records and Reimbursement Specialist – 19 weeks – $4,000
- HI-5000: Medical Coding and Billing Professional – 28 weeks – $4,000
- HI-5100: Professional Coder – 22 weeks – $3,500
- HI-6000: Medical Assistant – 28 weeks – $4,000

- HI-6100: Phlebotomy Technician – 12 weeks – $2,000
- HI-7000: Patient Care Technician – 24 weeks – $4,000
- HI-9600: Clinical Medical Specialist – 32 weeks – $5,000
- HI-9700: Clinical Medical Professional – 36 weeks – $6,000
- IT-1000: IT Support Professional – 9 weeks – $4,000
- IT-1100: Fundamentals of IT – 3 weeks – $1,300
- IT-2000: IT Helpdesk Administrator – 12 weeks – $4,000
- IT-2100: PC Technician – 6 weeks – $3,100
- IT-2200: IT Network Technician – 6 weeks – $2,300
- RX-3000: Pharmacy Technician Professional (ASHP/ACPE) – 25 weeks – $4,000

11. Mid Atlantic Maritime Academy

- Marine Service Technician – 5 weeks – $6,730
- Abridged Mariner Boot Camp – 4 weeks – $5,000

12. New Horizons Regional Education Centers Center for Apprenticeship and Adult Training

- Welding – Gas Metal Arc Welding GMAW (MIG) – 24 weeks – $2,290
- Welding – Shielded Metal Arc Welding (SMAW) – 24 weeks – $2,290
- Welding – Gas Tungsten Arc Welding GTAW (TIG) – 24 weeks – $2,290
- EKG Technician – 13.3 weeks – $1,550
- Phlebotomy Technician – 14 weeks – $1,700
- Construction & Facilities Technology – 48 weeks – $1,535
- Emergency Medical Technician – State of Virginia – 20 weeks – $1,475
- Veterinary Assistant – 48 weeks – $1,335
- Medical Administrative Assistant – 40 weeks – $1,800

13. Newport News Public Schools Peninsula Regional Education Program (PREP)

- Learn4Work Microsoft Word – 7 weeks – $500
- Learn4Work Microsoft PowerPoint – 7 weeks – $500
- PREP Learn4Work MOS Outlook – 4 weeks – $300
- Learn4Work Microsoft Excel – 7 weeks – $500
- Information Technology Boot Camp – 11 weeks – $800

14. Norfolk Allied Health Training Center

- Nurse Aide – 3.5 weeks – $1,088
- Medication Aide – 3 weeks – $615

15. Old Dominion University

- Career Switcher Program – 15 weeks – $4,750
- UX/UI Design Bootcamp Certificate – 24 weeks – $9,600
- Tech Sales Bootcamp Certificate – 8 weeks – $3,200
- Software Development Certificate – 12 weeks - $10,000
- Society for Human Resource Management (SHRM) Learning System Certification – 7 weeks – $1,425

- Society for Human Resource Management (SHRM) Essentials of HR Management – 2 weeks – $599
- Paralegal Certificate Program – 13 weeks – $5,495
- Hospitality Management Certificate Program – 13 weeks – $1,999
- Digital Marketing Certificate – 16 weeks – $6,400
- Data Analysis Certificate – 16 weeks – $6,400
- Certified Medical Assistant Program – 20 weeks – $4,872
- IT Systems Support Specialist Certificate – 22 weeks – $999
- Executive Certificate in Financial Planning Program – 54 weeks – $7,794

16. Q.E.D. Systems, Inc. Center for Training and Development

- Fall Protection – Authorized Person Course – 8 hours – $195
- Forklift Operator Course – 2 days – $375
- Aerial Work Platform Operator Course – 2 days – $550
- Blueprint Reading Course – 3 days – $550
- Entry-Level Maritime Electrician Course – 2 weeks – $1,850
- Entry-Level Rigging Course – 1 week – $975
- Entry-Level Welder Course – 18 weeks – $8,000
- NAVSEA Cableway Installation, Repair, and Inspection Course – 1 week – $1,100
- NAVSEA Cableway Inspection Course – 3 days – $850
- Insulator Skills Course – 3 days – $750
- Basic Mari-time Insulation Course – 1 week – $1,200
- Entry-Level Insulator Course – 10 days – $2,500

17. REA-D University

- Traffic Control: Advanced Traffic Control – 4 weeks – $1,125

18. Sentara College of Health Sciences

- Patient Care Technician – 16 weeks – $3,626
- Monitor Surveillance – 14 weeks – $3,540
- Cardiovascular Technology – Certificate Cardiac Electrophysiology – 44 weeks – $9,127
- Traditional BSN Program – 80 weeks – $37,695

19. Shippers' Choice

- Class A CDL Driver Training – 4 weeks – $4,155

20. Sophia's School of Massage

- Massage Therapy Program – 36 weeks – $9,750

21. T & D Phlebotomy

- Phlebotomy Technician – 7 weeks – $2,500

22. Thompson Crane LLC

- National Commission Certification of Crane Operators (NCCCO) – 3 weeks – $7,090

23. Tidewater Community College

- Automotive Maintenance and Light Repair (MLR) (221-909-67) – 30 weeks – $4,933.75
- Automotive Technician (221-909-69) – 30 weeks – $8,270.05
- Automotive Technology (909) – 75 weeks – $12,903.80
- Collision Repair Technology (221-908-01) – 40 weeks – $6,377.70
- Diesel Engine Technician (221-920-02) – 30 weeks – $5,198.40
- Diesel Medium/Heavy Truck Technician (221-920-52) – 30 weeks – $5,754.45
- Diesel Technology: Diesel Marine Technician (790-01) – 75 weeks – $12,983.10
- Diesel Technology: Diesel Medium/Heavy Truck Technician (790-02) – 75 weeks – $12,983.10
- Marine Gasoline Engine Technician (221-953-10) – 30 weeks – $5,554.45
- Truck Driving (221-279-02) – 15 weeks – $4,491.60
- Basic Machining (221-952-70) – 30 weeks – $4,465.60
- Computer Numerical Controls (CNC) Operator (221-938-02) – 30 weeks – $6,327.70
- Mechatronics (706) – 60 weeks – $12,733.10
- Mechatronics Technician (221-736-02) – 30 weeks – $7,728
- Mechatronics Trainee (221-736-01) – 30 weeks – $4,207
- Nurse Aide Training Courses – 16 weeks – $1,766
- Basic Instructor Development (5400) – 1 week – $1,000
- Digital Court Reporting (600608) – 4 weeks – $5,500
- NIMS Machining Skills Certification: Job Planning, Benchwork and Layout; CNC Turning (Lathe): Programming, Setup, Operations; CNC Milling, Programming, Setup, Operations – 9 weeks – $8,000
- Solar Ready (730004) – 5 weeks – $5,000
- Clinical Medical Assistant (CMA) – 19 weeks – $3,267
- Medication Aide – 68 hours – $1,200
- CompTIA Fundamentals – 6 weeks – $2,500
- CompTIA A+ – 11 weeks – $2,502
- CompTIA Network+ – 6 weeks – $1,716
- CompTIA Security+ – 6 weeks – $1,611
- DriveNow Class B CDL Program (JSTP) – 12 weeks – $4,500
- Job Skills Training Program Certified Nurse Aide – 12 weeks – $6,000
- JSTP Culinary Arts Program – 12 weeks – $4,500
- JSTP Hospitality Program – 12 weeks – $3,500
- WeldNow (SMAW) – 7 weeks – $6,500
- Marine Trade Training Coatings Level 1 – 2 weeks – $1,600
- Marine Trade Training Pipefitting Level 1 – 3 weeks – $2,400
- Marine Trade Training Sheet Metal Level 1 – 2 weeks – $1,800
- Carpentry – Level 1 – 20 weeks – $2,349
- Electrical Level 1 – 10 weeks – $1,500
- Work Zone Flagger – 3 weeks – $414
- HVACR Level 1 – 10 weeks – $1,698
- Optical Telecom Installer – 144 hours – $5,000
- Public Safety Telecommunicator – 7 weeks – $5,000
- Commercial Drivers License (CDL) Class A – 8 weeks – $4,500
- Certified Logistics Associate (CLA) – 8 weeks – $1,800
- Certified Logistics Technician (CLT) – 9 weeks – $2,400
- Forklift and Reach Truck Operator – 2 weeks – $250

- Heavy Equipment Operations, Level 1 – 12 weeks – $3,402
- Gas Metal Arc Welding (GMAW) – 8 weeks – $4,131
- Marine Welding Level 1 – 6 weeks – $3,000
- Marine Welding Level 2 – 6 weeks – $3,000
- Marine Welding Level 3 – 6 weeks – $3,000
- Shielded Metal Arc Welding (SMAW) – 8 weeks – $4,500

24. Tidewater Medical Training

- Nurse Aide (CNA) – 7 weeks – $1,575
- Administrative Medical Assistant – 15 weeks – $1,725
- Medical Billing & Coding – 15 weeks – $2,030
- Clinical Medical Assistant – 15 weeks – $2,270
- EKG Technician – 7 weeks – $1,320
- Phlebotomy – 7 weeks – $1,495

25. Today's Dentist Assisting School

- Dental Assisting – 10 weeks – $4,900

26. Virginia Beach City Public Schools Adult Learning Center

- Nurse Aide (CNA) – 7 weeks – $1,235
- Clinical Medical Assistant – 15 weeks – $2,872
- Medical Administrative Assistant – 8 weeks – $1,199

27. Virginia Peninsula Community College

- Commercial Driver's License (CDL) Training – 4 weeks – $4,567
- Clinical Medical Assisting (CMA) – 18 weeks – $3,367
- Certified Medical Administrative Assistant – 12 weeks – $2,166
- Nurse Aide Education (CNA) – 8 weeks – $3,595
- EKG Technician – 10 weeks – $1,650
- Phlebotomy Technician – 10 weeks – $2,434
- CompTIA A+ Certification Training – 10 weeks – $2,502
- CompTIA Network+ Certification Training – 6 weeks – $1,611
- CompTIA Security+ Certification Training – 6 weeks – $1,716
- CNC Machining: Level 1: Milling Ops. – 10 weeks – $1,596
- CNC Milling Programming and Set-up Operations – 10 weeks – $1,422
- CNC Machining: Level 1 – Turning Operations – 10 weeks – $1,596
- CNC Turning Programming and Set-up – 10 weeks – $1,422
- Shielded Metal Arc Welding (SMAW) – 6 weeks – $2,178
- Flux-Cored Arc Welding (FCAW) – 6 weeks – $2,271
- Gas Metal Arc Welding (GMAW) – 6 weeks – $2,268
- Gas Tungsten Arc Welding (GTAW) – 4 weeks – $1,755
- Certified Welder – 4 weeks – $2,145
- Marine Welding Level 1 – 3 weeks – $3,000
- Marine Welding Level 2 – 3 weeks – $3,000
- Marine Welding Level 3 – 2 weeks – $3,000

- MTT Electrical Level 1 – 2 weeks – $2,000
- Facilities Maintenance Technician – 15 weeks – $3,345
- Electrical Level 1 – 10 weeks – $2,106
- Electrical Level 2 – 8 weeks – $1,650
- HVAC Level 1 – 14 weeks – $2,322
- HVAC Level 2 – 13 weeks – $2,301
- Plumbing Level 1 – NCCER Plumbing Level 1 – 14 weeks – $1,941
- Plumbing Level 2 – NCCER Plumbing Level 2 – 10 weeks – $1,548
- Plumbing Level 3 – NCCER Plumbing Level 3 – 10 weeks – $1,698
- Plumbing Level 4 – NCCER Plumbing Level 4 – 10 weeks – $1,698
- Certified Logistics Associate (Online) – 5 weeks – $1,500
- Certified Logistics Technician (Online) – 5 weeks – $1,500
- Carpentry Level 1 – NCCER Carpentry Level 1 – 15 weeks – $2,349
- Carpentry Level 2 – NCCER Carpentry Level 2 – 15 weeks – $2,250
- Masonry Level 1 – NCCER Masonry Level 1 – 15 weeks – $3,300
- Masonry Level 2 – NCCER Masonry Level 2 – 15 weeks – $2,498
- Work Zone Flagger – NCCER Core – 13 weeks – $414
- NCCER Core Introductory Craft Skills – 12 weeks – $1,098

28. Virginia Technical Academy

- C-100 & EL-2101 Core Curriculum & Electrical Level 1 Day – 6 weeks – $2,520
- C-100 & EL-2101 Core Curriculum & Electrical Level 1 Night – 16 weeks – $2,520
- EL-2102 Electrical Level 2 Day – 5 weeks – $1,910
- EL-2102 Electrical Level 2 Night – 16 weeks – $1,910
- EL-2103 Electrical Level 3 Day – 5 weeks – $2,040
- EL-2103 Electrical Level 3 Night – 16 weeks – $2,040
- EL-2104 Electrical Level 4 Day – 5 weeks – $2,380
- EL-2104 Electrical Level 4 Night – 16 weeks – $2,380
- CC-100 & HV-2101 – Core Curriculum & HVAC/R Level 1 Day Course – 6 weeks – $2,520
- CC-100 & HV-2101 – Core Curriculum & HVAC/R Level 1 Night Course – 16 weeks – $2,520
- HV-2102 – HVAC/R Level 2 Day Course – 5 weeks – $2,200
- HV-2102 – HVAC/R Level 2 Night Course – 16 weeks – $2,200
- HV-2103 – HVAC/R Level 3 Day Course – 5 weeks – $2,110
- HV-2103 – HVAC/R Level 3 Night Course – 16 weeks – $2,110
- HV-2104 – HVAC/R Level 4 Day Course – 5 weeks – $2,020
- HV-2104 – HVAC/R Level 4 Night Course – 16 weeks – $2,020
- CC-100 & PL-2101 Core Curriculum and Plumbing Level 1 Day – 6 weeks – $2,820
- CC-100 & PL-2101 Core Curriculum and Plumbing Level 1 Night – 16 weeks – $2,820
- PL-2102 – Plumbing Level 2 Day – 5 weeks – $2,185
- PL-2102 – Plumbing Level 2 Night – 16 weeks – $2,185
- PL-2103 – Plumbing Level 3 Day – 5 weeks – $2,010
- PL-2103 – Plumbing Level 3 Night – 16 weeks – $2,010
- PL-2104 – Plumbing Level 4 Day – 5 weeks – $1,835
- PL-2104 – Plumbing Level 4 Night – 16 weeks – $1,835
- BM-100 – Building Property Maintenance Day – 9 weeks – $5,050
- BM-100 – Building Property Maintenance Night – 25 weeks – $5,050
- HV-201 HVAC/R MRAC 101 Day – 2 weeks – $1,971.68

- HV-201 HVAC/R MRAC 101 Night – 14 weeks – $1,971.68
- HV-202 Electrical Controls 101 Day – 2 weeks – $1,933.52
- HV-202 Electrical Controls 101 Night – 14 weeks – $1,933.52
- HV-203 HVAC/R MRAC Day – 2 weeks – $1,971.68
- HV-203 HVAC/R MRAC Night – 14 weeks – $1,971.68

29. Williams Academy of Medical Coding

- Medical Coding and Reimbursement Program – 52 weeks – $6,049

NOTE: Training providers on this list are approved to operate for the delivery of their respective programs and all training programs will result in an applicable industry recognized credential upon the successful completion of training services.

MEETING OF: Hampton Roads Workforce Council

COMMITTEE: Executive

DATE: June 7, 2023

ITEM: **Regional ITA Application Package APP ITARP#1 – PY'23 and Current ITA Training Programs Approval Recommendations by the HRWC Executive Committee for Program Year 2023 (7/1/23 – 6/30/24)**

Background:
Under paragraph 679.370 (I)(2) of the WIOA Regulations, the Local WDB must: (1) Select Providers of training services consistent with the criteria and information requirements established by the Governor and WIOA sec. 122. These provisions require the Local Workforce Development Board to do three things: 1) Determine the Initial Eligibility of entities providing a program(s) of training services, 2) to renew the eligibility of providers and programs, and 3) to consider any applicable termination of an eligible training provider due to a provider's submission of inaccurate eligibility and performance information or due to the provider's substantial violation of WIOA requirements (*including performance* – emphasis added) or other administrative requirements.

The HRWC issued the Individual Training Account (ITA) Program Regional Program #1 Application Package on 4/3/23 with a due date of submissions on 5/8/23. This application was for ITA program proposals for WIOA Program Initial Eligibility for the period 7/1/23 to 6/30/24.

In addition to the programs proposed under the application package detailed above, the state issued recent guidance allowing us to extend existing approved ITA programs for the period 7/1/23 to 6/30/24, provided that they meet certain performance criteria.

Actions Recommended:
The Business and Workforce Services Committee is recommending Executive Committee approval for the training programs listed on the two (2) attachments for inclusion on the HRWC Approved Training Programs List for the period beginning 7/1/23 and ending 6/30/24. All such programs and related training providers meet WIOA requirements and were reviewed by the BWSC at their meeting on 5/24/23.

RESOURCE PERSON:
Amanda Rafferty, Senior Director of Operations
757-314-2370 ext. 105
arafferty@theworkforcecouncil.org

Action Taken: [ ] Approved [ ] Not Approved [ ] Tabled

Certified By: _____

HAMPTONROADS
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ATTACHMENT F

BUSINESS & WORKFORCE SERVICES COMMITTEE

One-Stop Operator Recommendation

MEETING OF: Hampton Roads Workforce Council

COMMITTEE: Executive

DATE: June 7, 2023

ITEM: **One-Stop Operator Contract Extension Request**

Background:
The Hampton Roads Workforce Council entered into a contract for the One-Stop Operator with The WorkPlace for the period 7/1/22 to 6/30/23 at a contract amount of $110,000.00 to coordinate the service delivery of required one-stop partners and service providers.

Per the terms of their current contract, the WorkPlace has requested to have their contract extended for Program Year 2023 (7/1/23 – 6/30/24). The total request is for a 4.5% increase of their current contract amount for a new amount of $115,000.00 to cover planned increases with personnel and benefits.

Actions Recommended:
The HRWC Business and Workforce Services Committee reviewed this request at its meeting on 5/24/23 and is recommending approval by the Executive Committee.

RESOURCE PERSON:
Amanda Rafferty, Senior Director of Operations
757-314-2370 ext. 105
arafferty@theworkforcecouncil.org

Action Taken: [ ] Approved [ ] Not Approved [ ] Tabled

Certified By: _____

HAMPTONROADS
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ATTACHMENT G

YOUTH SERVICES COMMITTEE

PY ’23 Youth Funding Recommendation

MEETING OF: Hampton Roads Workforce Council

COMMITTEE: Executive

DATE: June 7, 2023

ITEM: **PY'23 Youth Program Funding Recommendation**

Per the terms of their current contract, the following Youth Contractors all requested to have their contracts extended for Program Year 2023 (7/1/23 – 6/30/24). The total Out-of-School Youth request is 215 youth at $1,856,840.00. The total In-School Youth request is 65 at $306,000.00. The requested amounts are as follows:

Mid Atlantic Maritime Academy
Out-of-School Youth – 30 at $280,500.00

New Horizons Regional Education Centers
In-School Youth – 25 at $112,000.00
Out-of-School Youth – 75 at $650,250.00

Paul D. Camp Community College
In-School Youth – 40 at $194,000.00
Out-of-School Youth – 50 at $410,000.00

Virginia Beach City Public Schools – Adult Learning Center
Out-of-School Youth – 20 at $180,000.00

Virginia Beach City Public Schools
Out-of-School Youth – 20 at $166,630.00

Viginia Technical Academy
Out-of-School Youth – 20 at $169,460.00

The HRWC Youth Services Committee reviewed this request at its meeting on April 13, 2023, and is recommending approval by the Executive Committee.

RESOURCE PERSON:
Amanda Rafferty, Senior Director of Operations
757-314-2370 ext. 105
arafferty@theworkforcecouncil.org

Action Taken: [ ] Approved [ ] Not Approved [ ] Tabled

Certified By: _____

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ATTACHMENT H

FINANCE & STRATEGY COMMITTEE

RECOMMENDATION: PY ’22 BUDGET REVISION

MEETING OF: Hampton Roads Workforce Council (HRWC) Executive Committee

DATE: June 7, 2023

ITEM: **Proposed Program Year 2022 Budget Revisions #3 RECOMMENDED**

ACTION: Approval of Finance Committee's Recommendation of Budget Revisions #3

BACKGROUND:

The Finance & Strategy Committee of the Hampton Roads Workforce Council (Council) recommends the approval of the Executive Committee of the Hampton Roads Workforce Council Board of Directors (Board) of the following budget revision that will result in the transfer of adult funds to dislocated worker funds in the amount of $500,000. There is no impact on the overall revised budget of $22,717,370. A revised overall budget document is attached and was officially approved by the Finance Committee on June 6, 2023. (Due to the number of programs and funds, the budget documents may be divided into more than one page to make them legible.)

ACTION REQUESTED:

TRANSFER OF ADULT FUNDS TO DISLOCATED WORKER FUNDS OF $500,000 FOR THE PROGRAM YEAR 2022

Current WIOA regulations allow local Workforce Boards to transfer up to 100% of their annual Adult and Dislocated Worker Funds between the two funds as needed to meet local services demand and to properly record the resulting expenditures of meeting those demands.

The current budget does not authorize the transfer of funds from Adult Funds to Dislocated Worker Funds for the Program Year 2022. Current analysis indicates it may be necessary to transfer more. This request asks for authority to transfer up to $500,000 of Program Year 2022 funds, if necessary. This transfer will not impact future services to the Adult Funds. Program Year 2022 funds must be expended by June 30, 2024.

RESOURCE PERSON:

Stacey Daniels-Fayson, Chief Financial Officer, (757) 314-2370 ext. 101
sdaniels-fayson@theworkfocecouncil.org

Action Taken: [] Approved [ ] Not Approved [ ] Tabled

Certified By:

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ATTACHMENT I

FINANCE & STRATEGY COMMITTEE

PY '23 BUDGET PRESENTATION

MEETING OF: Hampton Roads Workforce Council (HRWC) Executive Committee

DATE: June 7, 2023

ITEM: **Proposed Budget for the Program Year Ending June 30, 2024**

RECOMMENDED ACTION: Approval of Finance Committee's PY'23/24 Budget Recommendation

BACKGROUND:

The proposed Budget for the Hampton Roads Workforce Council for the Program Year ending June 30, 2024, is included in this package and includes new funding, partner resources, and Federal and/or State funding totaling $40,439,102. The Finance Committee approved this Budget for the Program Year ending June 30, 2023, on June 6, 2023.

ACTION REQUESTED:

The Finance & Strategy Committee of the Hampton Roads Workforce Council (Council) requests the approval of the Executive Committee of the Hampton Roads Workforce Council Board of Directors (Board) for their 2023 Program Year Budget recommendation.

RESOURCE PERSON:

Stacey Daniels-Fayson, Chief Financial Officer, (757) 314-2370 ext. 101
sdaniels-fayson@theworkfocecouncil.org

Action Taken: [] Approved [ ] Not Approved [ ] Tabled

Certified By:

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ATTACHMENT J

FINANCE & STRATEGY COMMITTEE

ENTERPRISE BUSINESS SYSTEM RECOMMENDATION

MEETING OF: Hampton Roads Workforce Council (HRWC) Finance and Strategy Committee

DATE: June 6, 2023

ITEM: Selection of an Enterprise Business System (EBS) Period of 7/1/2022 to 6/30/2024

RECOMMENDED ACTION: Approval to Execute a Contract

BACKGROUND:

HRWC issued a Request for Proposals (RFP) for an Enterprise Business System (EBS) on February 1, 2023, which closed on March 6, 2023. Requested were proposals from qualified offerors of proven, integrated solutions to implement a web-based Enterprise Business software system that integrates workflow to eliminate manual processes. The initial contract performance is for a period of two years (7/1/2023 to 6/30/2024), with the option for up to three (3) one-year renewals at the discretion of HRWC. Three (3) proposals were received: Oracle NetSuite, ADP, and HR Relations Firm.

On 4/11/2023, a committee comprised of Dominique Mick, Interim Senior Director of Accounting, Robin Furna, Accounting Manager, Holly Bryant, Human Resources Director, Robert Schuller, Director of Information Technology, and Andrew Nissman, Director of Grants and Corporate Stewardship, met to review the proposals and individually scored each based on the rating criteria stipulated in the RFP. As a result, the committee recommended to

ACTION REQUIRED:

Approval is requested for HRWC to enter contracts with the following offerors:

- Oracle NetSuite – Three-year contract (7/1/2023 to 6/30/2025) with the option for up to two (2) one-year renewals. Pricing for a three-year contract was more favorable to the HRWC than the pricing for a two-year contract, with a first-year cost of $150,235 versus $174,733 respectively.
    - First Year Cost – One-time implementation cost of $81,100 plus subscription of $69,135
    - Second Year Cost – Annual subscription of $54,733

- ADP – Two-year contract (7/1/2023 to 6/30/2024) with the option for up to three (3) one-year renewals.
    - First Year Cost – One-time implementation cost of $1,499.40 plus subscription of $21,788.75
    - Second Year Cost – Annual subscription of $21,788.75.

RESOURCE PERSON:

Stacey Daniels-Fayson, Chief Financial Officer,
(757) 314-2370 ext. 101
sdaniels-fayson@theworkfocecouncil.org

Action Taken: [ ] Approved [ ] Not Approved [ ] Tabled

Certified By: _____

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ATTACHMENT K

Workforce Council Presentation of KEY PERFORMANCE INDICATORS

KPI for Strategic Plan Measurement

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KEY PERFORMANCE INDICATORS - OVERVIEW

July 1, 2022 through March, 2023

BUDGET

PY 2022 Starting Budget: $15,414,052

Grant/Sponsorship Applications: **51**

Grant/Sponsorship Awarded: **42**

Individuals Served

Individuals receiving basic, career individualized, or other career other general service(s), excluding Training.

41,165 Individuals Served served across all HRWC departments.

Industry Training

Individuals in a completed HRWC employment-focused education/program/activity (e.g., Occupational Skills Training, soft skills training, WEX, OJT, IWT, internship, etc.).

910 training sponsorships funded across all HRWC departments.

This number is reflective of all courses/levels provided to participants.

CREDENTIALS EARNED: **588**

ACTIVE TRAINING PIPELINE: **671**

Job Placements

Successful hirings of job seekers that were directly facilitated by HRWC staff.

909 Job Placements across all HRWC departments.

ADULT
$25.36

YOUTH
$14.12

Engagements/ Partnerships

Community organizations significantly engaged/leveraged by HRWC that support or are supported by the HRWC activities and/or programs.

1,480 partnerships served across HRWC department.

Partners could be tied to more than one department, based on the services being provided

Coordinated Referrals

Unique referrals to any non-HRWC organization that a staff member has made to a job seeker or other HRWC client (e.g., Business or other organization) to utilize for non-HRWC provided resource.

1,685 leveraged referrals across all HRWC departments.

Trending issues: some referrals have not been formally tracked in all departments; will be rectified with Launchpad and the VCW Portal.

Events

In-person or virtual gatherings where HRWC was a significant partner in coordinating, promoting, planning, etc., and/or allocated resources (e.g., staff time, money, etc.).

816 events supporting the Hampton Roads Region.

Businesses Served

Employers receiving HRWC documented assistance for their business needs (e.g., Rapid Response events, consultations, screening candidates, etc.).

2,475 development events supporting the Hampton Roads Region.

Ecosystem

Documented activity by HRWC staff that furthers the mission of the Council in the workforce/economic arena (e.g., Participation on Boards and Councils, providing SME support to external organizations and partners, etc.).

712 activities broadening the Hampton Roads Regional Workforce Development network of relationships.

Outreach Activities:

43,051 passive outreach activities in the form of Newsletters,
Social Media Views, Website clicks, etc.

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