HAMPTONROADS
WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

BOARD OF DIRECTORS MEETING AGENDA

March 15, 2023 9:00 AM

HAMPTON ROADS PLANNING DISTRICT COMMISSION OFFICE at 723 Woodlake Drive, Chesapeake, VA

AGENDA ITEMS	ACTION ITEM	ATTACH-MENT	PRESENTER
CALL TO ORDER			**Mr. Mark Johnson, Vice-Chair**
Welcome and Introductions			
CONSENT AGENDA			**Mr. Mark Johnson, Vice-Chair**
Approval of Agenda	X	A	
Minutes of Dec 21, 2022	X	B	
MEETING AGENDA			
SPECIAL PRESENTATION			**Dr. Jane Glasgow, Executive Director, Minus 9 to 5**
COMMITTEE PRESENTATIONS			
Finance & Strategy		C	**Dr. Johnny Garcia, Committee Chair**
Youth Services		D	**Mr. Dudley Harris, Committee Chair**
Business & Workforce Services		E	**Dr. Larry Dotolo, Committee Chair**
-One Stop Waiver	X	F	
PRESIDENT'S REPORT			**Mr. Shawn Avery, President & CEO**
Update of Regional Efforts			
-Nancy Grden, President & CEO, Reinvent Hampton Roads			
OLD BUSINESS			**Mr. Mark Johnson, Vice-Chair**
NEW BUSINESS			
ANNOUNCEMENTS			**Mr. Shawn Avery, President & CEO**
PUBLIC COMMENTS			**Mr. Mark Johnson, Vice-Chair**
ADJOURNMENT			

Hampton Roads Workforce Council Board of Directors

Meeting Minutes

December 21, 2022

A meeting of the Board of Directors for the Hampton Roads Workforce Council convened at Hub 757, located at 6801 Bridgeway Dr in Suffolk, VA, on December 21, 2022. The meeting was called to order by Dr. John Olson at 9:07 AM with a quorum present. (A list of attendees is attached to the Minutes.)

MEETING MINUTES

Dr. Dotolo motioned to approve the Minutes from the June 15, 2022, meeting of the Hampton Roads Workforce Council Board of Directors. The motion was seconded and carried out to approve the Minutes from the last session, as presented.

SPECIAL PRESENTATION

CEO Shawn Avery introduced a video highlighting the 2022 year's activities depicting program participants and achievements. Two in-person testimonials were given. Ms. Lorenzia Wiggens is a Camp Community College graduate who participated in the Out-Of-School Youth Program and spoke of the financial support for certifications, mentorship interview preparation, and job referral services she was provided. Duane Jefferson a Virginia Peninsula Community College student, spoke briefly of the help from Career Planner Shay Claxton at the Virginia Career Works Hampton Center, which resulted in him being a small businessperson operating two trucks which he could not have done without support from the agency and encouragement from people like Shay Claxton who believed in him.

FINANCE AND STRATEGY COMMITTEE

Vice-Chair, Jesse Goodrich presented the financials and shared the Finance Committee's recommended budget, which the Executive Committee approved on October 19, 2022. The budget increased by over seven million dollars from the previously approved budget in June 2022. Overall, the twenty-two-million-dollar budget resulted from the expanded programs (largely WIOA) and multi-year funding approvals for the Good Jobs Challenge Grant, Women in Skills Career Grant, Norfolk Strong, etc. Since the last meeting, additional funds ($3 million over two years) were received via The United Way's VB Thrive Grant. Vice-Chair Goodrich asked and received a motion to approve the additional funding of three million dollars to the operating budget. The motion was seconded and carried.

YOUTH SERVICES COMMITTEE

Chairperson Dudley Harris reported that as of November 30th, one-hundred-twenty-two youth participated in our Federal Youth Program (WIOA). (17 In-school youth and 105 out-of-school participants). Contractor training was conducted on August 21, 2022, covering policy updates. Monitoring continues of existing programs, emphasizing replacing and training program staff.

Pathways Opportunity Programs, geared toward serving students at risk of falling behind or dropping out, have been extended to the highly lauded ForKids Program as part of their 21st Century Learning Grant. NextGen has served over 90youth this year. Youth have worked in business administration, social media marketing, customer service, childcare, conservation engineering, workforce development, library services, and more. 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.

The NextGen program partnered with Newport News Public Schools to provide a life after high school career exploration program to their graduating seniors at all eight high schools simultaneously on October 25, 2022. Approximately 1,000 students attended the workshops.

Chairperson Harris announced:

- The 2023 NextGen Opportunity Fair will be held on March 2, 2023, at the Chesapeake Conference Center from 5:30 -7:30 pm.
- The Hampton Roads Workforce Council will be debuting the inaugural Top 20 Under 20 Awards on April 27, 2023. This event will celebrate the accomplishments of 20 emerging leaders under 20 in Hampton Roads.
- The NextGen program has partnered with Norfolk Public Schools to host a Hire Our Grads event followed by a Signing Day. This event will match career-ready graduating seniors with full-time employment opportunities.
- The Choose 757 Career Conference for Educators will be held on June 27, 28, and 29, 2023. Featured industries tentatively include Maritime, Healthcare, and Information Technology.

BUSINESS AND WORKFORCE SERVICES COMMITTEE RECOMMENDATIONS

Chairperson Larry Dotolo reported that work continues in leadership and support of area businesses and the workforce of the Hampton Roads Community.

(Preface: The **Workforce Innovation and Opportunity Act (WIOA)**, a federal law that replaced the previous Workforce Investment Act of 1998 (WIA) as the primary federal workforce development legislation to bring about increased coordination among national workforce development and related programs.)

Dr, Dotolo gave a brief overview of our two-year mandated updates to our Local Plan. The two-year review and updates are required to ensure relevancy and viability to changing circumstances in the local areas. (The line-item changes are listed in Attachment 2. The link for the

Draft of Modification #1 to the LWDA #14 WIOA Local Plan is attached here: https://www.theworkforcecouncil.org/wp-content/uploads/2022/12/FINAL-Local-Plan-LWDA-14-Hampton-Rds-Revised-11.29.22-DRAFT3-.PDF-VERSION.pdf)

Dr. Dotolo described the review Committee and Board review process of the changes in detail and detailed the Public Comment period. In addition to newspaper postings, the local elected and board members were asked to publicize the changes to their constituencies and affiliates.

Dr, Dotolo concluded with the requirement guidelines (submitted electronically to the State by 1/20/23.) and the action steps. Once the State approves the Final Revised LWDA #14 WIOA Local Plan through the period ending 6/30/24, it will be posted on the HRWC Website.

Before that course of action, Dr. Olson asked for questions or discussion about any modifications or updates to our federal Local Plan. With no questions, Dr. Olson stated the Board would entertain a motion to approve the Hampton Roads Workforce Council's Local Workforce Development Area #14 (LWDA) Workforce Innovation and Opportunity Act (WIOA) Modification #1 of 7/1/2020 to 6/30/2024. The motion was made, seconded, and unanimously approved.

PRESIDENT'S REPORT

CEO Avery stated that we had had a phenomenal year concerning being good stewards of the funds and, most importantly, the mission entrusted to our agency. He revealed a short video presentation of our mission, 2022 achievements, statistical outcomes, and partnerships.

Mr. Avery asked Sultan Camp, Director of Veteran Employment Centers, to speak briefly about hour highly regarded programs under his leadership. Mr. Camp described our achievements and progress to become the one-stop source for military personnel transitioning into the workforce. He spoke to our consistent growth in the numbers of whom we serve, the multiplicity of services provided, and the extended off-site touch points. Mr. Camp attributed the success to the strong team within our two Vet Centers and their enduring efforts with military outreach. In short... we are where they are". An example was the upcoming four Career Summits with specialized emphasis at each location (i.e., Langley's summit will focus on IT, database management, programming, cyber security, etc.) Lastly, Mr. Camp described the newly formed and promising partnerships with the US Army Reserves and how he will build upon these partnerships in 2023.

Mr. Avery announced that Governor Younkin would be proposing to the General Assembly a restructuring of the workforce system at the State level, which Mr. Avery believes will lead toward more streamlined operations within the community college programs, apprenticeships, and the VEC. Mr. Avery invited anyone to forward any questions directly to his attention.

Mr. Avery declared that in 2023, the Hampton Roads Workforce Council would focus intentions to build upon our deliverables by growing collaborations within the sectors of government, education, civic, and health/wellness organizations to serve multiple industry clusters and a more comprehensive demographic representation of individuals.

Mr. Avery emphasized that the work we do not only changes the lives of the individuals we serve but provides opportunities and support for generational change; none of which could be

done without the leadership of our Chief Elected Officials, Boards, and Committees; and the tireless support of our fantastic group of team members. He thanked everyone for their contributions.

OLD BUSINESS

Participants were asked to provide completed Conflict of Interest Statements.

NEW BUSINESS

Mr. Avery proposed the following changes to the Personnel Policy of the Hampton Roads Workforce Council, which were motioned, seconded, and carried.

- Clarification on payroll schedule (page 8)
- Prorated benefits are now offered to regular, part-time employees. (Page 9)
- Changes to Leave policies (pages 9-10)
    - Employees must use one week of vacation each year to promote a healthy work/life balance
    - Maximum accrual amounts are capped.
    - Time-off requests are to be submitted 30 days in advance.
    - Vacation accrual schedule for part-time employees outlined.
- Prorated holiday pay for part-time employees (page 15) outlined.
- Travel Policy update (pages 17-19) **travel reimbursement requests must be submitted within 30 days**
- Probation period has changed (pages 22-23)
- Technology Usage Policy has been updated (pages 24-28)
- Dress Code Policy has been added (pages 33-34)
- Page 41 of the manual contains an acknowledgment receipt.

ANNOUNCEMENTS

Dr. Olson announced that the next meeting of the entire board meeting would be at 9:00 a.m. on March 15, 2023, location to be determined.

PUBLIC COMMENT PERIOD

Vice Chair Mark Johnson invited and received comments from the Chief Local Elected Officials.

The meeting was adjourned at 10:40 a.m.

Respectfully Submitted,

Shawn Avery, President & CEO
Recording Secretary

Attachments

Hampton Roads Workforce Council

Funding, Budget, and Expenditure Summary

December 31, 2022

SOURCES OF FUNDS (ANNUAL ALLOCATION)

	FEDERAL WIOA TITLE 1 FORMULA ALLOCATIONS					OTHER FEDERAL/STATE/LOCAL GRANTS AND PROGRAMS									
	WIOA FORMULA ADULT	WIOA FORMULA DISLOCATED WORKER	WIOA FORMULA YOUTH	WIOA FORMULA ADMIN	TOTAL WIOA TITLE 1 FORMULA	CAMPUS 757 GO VIRGINIA GRANT	TALENT PIPELINE IMPLEMENT. GO VIRGINIA	ONE STOP SECURITY	CAREER NDWG DOL	HR STRONG	EDA GOOD JOBS GRANT	WANTO GRANT	TOTAL FEDERAL/ STATE PROGRAMS	TOTAL NON-GOVERNMENTAL FUNDING	TOTAL REVISED BUDGET
Grant Est. End Date						6/30/2023	10/31/2022	6/30/2023	9/12/2023	1/31/2023					
Prior Years' Funds	$ 604,201	$ 400,234	$ 1,147,679	$ 68,554	$ 2,220,668	$ 242,343	$ 317,053	$ -	$ 1,443,038	$ 951,517	$ -	$ -	$ 5,174,619	$ 2,072,969	$ 7,247,589
New Program Year 2022 Funds	2,704,040	1,708,516	2,887,902	811,162	8,111,620	-	-	160,000	-	-	11,006,941	714,619	19,993,180	7,645,249	27,638,429
Less: Future Year Expenditures	-	-	-	-	-	-	-	-	-	-	(6,530,864)	(357,310)	(6,888,174)	(2,442,735)	(9,330,909)
Transfer to Partners	(147,238)	(36,541)	-	-	(183,779)	-	-	-	-	-	-	-	(183,779)	183,779	-
Transfer from Admin to Adult & Dislocated	52,595	52,595	-	(105,190)	-	-	-	-	-	-	-	-	-	-	-
Management Fees Offset	-	-	-	-	-	-	-	-	-	-	-	-	-	(837,739)	(837,739)
Transfer To Adult from DW	1,700,000	(1,700,000)	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL SOURCE OF FUNDS	**$ 4,913,598**	**$ 424,804**	**$ 4,035,581**	**$ 774,526**	**$ 10,148,509**	**$ 242,343**	**$ 317,053**	**$ 160,000**	**$ 1,443,038**	**$ 951,517**	**$ 4,476,077**	**$ 357,309**	**$ 18,095,846**	**$ 6,621,523**	**$ 24,717,370**

USES OF FUNDS (YEAR TO DATE EXPENDITURES)

	FEDERAL WIOA TITLE 1 FORMULA ALLOCATIONS					OTHER FEDERAL/STATE/LOCAL GRANTS AND PROGRAMS											
	WIOA FORMULA ADULT	WIOA FORMULA DISLOCATED WORKER	WIOA FORMULA YOUTH	WIOA FORMULA ADMIN	TOTAL WIOA TITLE 1 FORMULA	CAMPUS 757 GO VIRGINIA GRANT	TALENT PIPELINE IMPLEMENT. GO VIRGINIA	ONE STOP SECURITY	CAREER NDWG DOL	HR STRONG	EDA GOOD JOBS GRANT	WANTO GRANT	TOTAL FEDERAL/ STATE PROGRAMS	TOTAL NON-GOVERNMENTAL FUNDING	TOTAL ACTUAL	REVISED TOTAL BUDGET	PERCENT EXPENDED
Operations	$ 722,791	$ 103,541	$ 235,987	$ 271,833	$ 1,334,153	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 1,334,153	$ 103,641	$ 1,437,794	$ 3,083,723	**46.6%**
Virginia Career Works System	802,524	166,863	18,276	-	987,663	-	-	80,858	-	-	-	-	1,068,522	115,855	1,184,376	2,593,369	**45.7%**
Business Services	117,381	18,326	45,594	-	181,301	-	-	-	-	-	-	-	181,301	-	181,301	379,416	**47.8%**
Youth Services		-	36,197	-	36,197	-	-	-	-	-	-	-	36,197	-	36,197	124,111	**29.2%**
Training	1,029,877	69,640	-	-	1,099,517	-	-	-	-	-	-	-	1,099,517	-	1,099,517	2,181,080	**50.4%**
Contracts	-	-	638,077	-	638,077	-	-	-	-	-	-	-	638,077	-	638,077	3,001,057	**21.3%**
NextGen Pathways (Fund 080)	-	-	-	-	-	-	-	-	-	-	-	-	-	315,229	315,229	713,386	**44.2%**
Veterans Employment Centers (Fund 070)	-	51,000	-	-	51,000	-	-	-	-	-	-	-	51,000	286,159	337,159	709,562	**47.5%**
Targeted Talent Alignment	-	-	-	-	-	-	139,685	-	-	-	-	-	139,685	8,476	148,160	452,053	**32.8%**
Campus 757	-	-	-	-	-	149,147	-	-	-	-	-	-	149,147	-	149,147	246,943	**60.4%**
Locality Funds Programs/Projects	-	-	-	-	-	-	-	-	-	-	-	-	-	191,261	191,261	862,989	**22.2%**
Financial Opportunity Centers (FOC)	-	-	-	-	-	-	-	-	-	-	-	-	-	103,602	103,602	365,174	**28.4%**
Kenan Trust	-	-	-	-	-	-	-	-	-	-	-	-	-	4,650	4,650	214,984	**2.2%**
CAREER NDWG Grant	-	-	-	-	-	-	-	-	190,820	-	-	-	190,820	-	190,820	1,423,959	**13.4%**
HR STRONG	-	-	-	-	-	-	-	-	-	183,329	-	-	183,329	91,709	275,038	1,286,611	**21.4%**
Norfolk Internship	-	-	-	-	-	-	-	-	-	-	-	-	-	87,008	87,008	72,041	**120.8%**
EDA Good Jobs Grant	-	-	-	-	-	-	-	-	-	-	17,917	-	17,917	-	17,917	4,476,077	**0.4%**
WANTO Grant	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	357,310	**0.0%**
City of Norfolk HR Strong	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	477,195	**0.0%**
United Way/ Va. Beach Thrive	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,417,735	**0.0%**
Management Fees Offset	-	-	-	-	-	-	-	-	-	-	-	-	-	(103,641)	(103,641)	(837,739)	**12.4%**
Alliance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	612,519	**0.0%**
Unrestricted Reserves	-	-	-	-	-	-	-	-	-	-	-	-	-	84,920	84,920	503,816	**16.9%**
TOTAL YTD EXPENDITURES	**$ 2,672,572**	**$ 409,371**	**$ 974,131**	**$ 271,833**	**$ 4,327,908**	**$ 149,147**	**$ 139,685**	**$ 80,858**	**$ 190,820**	**$ 183,329**	**$ 17,917**	**$ -**	**$ 5,089,664**	**$ 1,288,867**	**$ 6,378,531**	**$ 24,717,370**	**25.8%**
Add ITA/Training Obligations	**$ 734,348**	**$ 87,145**	**$ -**	**$ -**	**$ 821,493**	$ -	$ -	$ -	$ -	$ -	$ -	$ -	**$ 821,493**	**$ -**	**$ 821,493**		
Budgeted but Unexpended	**$ 1,506,677**	**$ (71,711)**	**$ 3,061,450**	**$ 502,693**	**$ 4,999,108**	**$ 93,196**	**$ 177,368**	**$ 79,142**	**$ 1,252,218**	**$ 768,188**	**$ 4,458,160**	**$ 357,309**	**$ 12,184,689**	**$ 5,332,656**	**$ 17,517,345**		
Expended, Budgeted, Obligated	**$ 4,913,598**	**$ 424,804**	**$ 4,035,581**	**$ 774,526**	**$ 10,148,509**	**$ 242,343**	**$ 317,053**	**$ 160,000**	**$ 1,443,038**	**$ 951,517**	**$ 4,476,077**	**$ 357,309**	**$ 18,095,846**	**$ 6,621,523**	**$ 24,717,370**		

Hampton Roads Workforce Council

Funding, Budget, and Expenditure Summary

December 31, 2022

SOURCES OF FUNDS (ANNUAL ALLOCATION)

	NON-GOVERNMENTAL FUNDING															
	CITY OF NORFOLK HR STRONG	CITY OF NORFOLK INTERNSHIPS	LISC GRANT FOC	KENAN TRUST	DOMINION ENERGY MARITIME	UNITED WAY ANTHEM	TALENT ALIGNMENT HEALTHCARE	LOCALITY FUNDS	UNITED WAY VIRGINA BEACH THRIVE	VA. BEACH FYF GRANT	VA. BEACH MENTAL HEALTH	CONTRIBUTIONS/ GRANTS FOR PROGRAMS	MANAGEMENT FEES	VIRGINIA CAREER WORKS PARTNERS	ALLIANCE	UNRESTRICTED RESERVES	TOTAL NON-GOVERNMENTAL FUNDING
Grant Est. End Date																	
Prior Years' Funds		$ 72,041	$ 61,459	$ 600,000	$ 150,000	$ 33,776	$ 50,000	$ 202,075		$ 90,630	$ 127,485	$ 354,638	$ -	$ -	$ -	$ 330,865	$ 2,072,969
New Program Year 2022 Funds	1,500,000	-	303,715	-	150,000	-	35,000	427,438	2,835,470	-	-	733,368	837,739	200,000	612,519	10,000	7,645,249
Less: Future Year Expenditures	(1,000,000)	-	-	-	-	-	-	-	(1,417,735)	-	-	(25,000)	-	-	-	-	(2,442,735)
Transfer to Partners	-	-	-	-	-	-	-	-		-	-	-	-	183,779	-	-	183,779
Transfer from Admin to Adult & Dislocated	-	-	-	-	-	-	-	-		-	-	-	-	-	-	-	-
Management Fees Offset	-	-	-	-	-	-	-	-		-	-	-	(837,739)	-	-	-	(837,739)
Transfer To Adult from DW	-	-	-	-	-	-	-	-		-	-	-	-	-	-	-	-
TOTAL SOURCE OF FUNDS	**$ 500,000**	**$ 72,041**	**$ 365,174**	**$ 600,000**	**$ 300,000**	**$ 33,776**	**$ 85,000**	**$ 629,513**	**$ 1,417,735**	**$ 90,630**	**$ 127,485**	**$ 1,063,006**	**$ -**	**$ 383,779**	**$ 612,519**	**$ 340,865**	**$ 6,621,523**

USES OF FUNDS (YEAR TO DATE EXPENDITURES)

	NON-GOVERNMENTAL FUNDING															
	CITY OF NORFOLK HR STRONG	CITY OF NORFOLK INTERNSHIPS	LISC GRANT FOC	KENAN TRUST	DOMINION ENERGY MARITIME	UNITED WAY ANTHEM	TALENT ALIGNMENT HEALTHCARE	LOCALITY FUNDS	UNITED WAY VIRGINA BEACH THRIVE	VA. BEACH FYF GRANT	VA. BEACH MENTAL HEALTH	CONTRIBUTIONS/ GRANTS FOR PROGRAMS	MANAGEMENT FEES	VIRGINIA CAREER WORKS PARTNERS	ALLIANCE	UNRESTRICTED RESERVES	TOTAL NON-GOVERNMENTAL FUNDING
Operations	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 103,641	$ -	$ -	$ -	$ 103,641
Virginia Career Works System	-	-	-	-	-	-	-	-	-	-	-	-	-	115,855	-	-	115,855
Business Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Youth Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Training	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Contracts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NextGen Pathways (Fund 080)	-	-	-	252,729	-	-	-	50,000	-	-	-	12,500	-	-	-	-	315,229
Veterans Employment Centers (Fund 070)	-	-	-	-	-	-	-	100,006	-	-	-	186,153	-	-	-	-	286,159
Targeted Talent Alignment	-	-	-	-	-	-	6,535	-	-	-	-	1,941	-	-	-	-	8,476
Campus 757	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Locality Funds Programs/Projects	-	-	-	-	-	-	-	96,276	-	41,800	53,185	-	-	-	-	-	191,261
Financial Opportunity Centers (FOC)	-	-	103,602	-	-	-	-	-	-	-	-	-	-	-	-	-	103,602
Kenan Trust	-	-	-	4,650	-	-	-	-	-	-	-	-	-	-	-	-	4,650
CAREER NDWG Grant	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HR STRONG	-	-	-	-	69,034	22,675	-	-	-	-	-	-	-	-	-	-	91,709
Norfolk Internship	-	72,041	-	14,967	-	-	-	-	-	-	-	-	-	-	-	-	87,008
EDA Good Jobs Grant	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WANTO Grant	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
City of Norfolk HR Strong	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United Way/ Va. Beach Thrive	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Management Fees Offset	-	-	-	-	-	-	-	-	-	-	-	-	(103,641)	-	-	-	(103,641)
Alliance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unrestricted Reserves	-	-	-	-	-	-	-	36,872	-	-	-	-	-	-	-	48,048	84,920
TOTAL YTD EXPENDITURES	**$ -**	**$ 72,041**	**$ 103,602**	**$ 272,346**	**$ 69,034**	**$ 22,675**	**$ 6,535**	**$ 283,154**	**$ -**	**$ 41,800**	**$ 53,185**	**$ 200,594**	**$ (0)**	**$ 115,855**	**$ -**	**$ 48,048**	**$ 1,288,867**
Add ITA/Training Obligations	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Budgeted but Unexpended	**$ 500,000**	**$ (0)**	**$ 261,572**	**$ 327,654**	**$ 230,966**	**$ 11,101**	**$ 78,465**	**$ 346,359**	**$ 1,417,735**	**$ 48,830**	**$ 74,300**	**$ 862,412**	**$ 0**	**$ 267,924**	**$ 612,519**	**$ 292,817**	**$ 5,332,656**
Expended, Budgeted, Obligated	**$ 500,000**	**$ 72,041**	**$ 365,174**	**$ 600,000**	**$ 300,000**	**$ 33,776**	**$ 85,000**	**$ 629,513**	**$ 1,417,735**	**$ 90,630**	**$ 127,485**	**$ 1,063,006**	**$ -**	**$ 383,779**	**$ 612,519**	**$ 340,865**	**$ 6,621,523**

HAMPTONROADS WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

Hampton Roads Workforce Council
Revised Organization Budget Summary
Program Year 2022
July 1, 2022-June 30, 2023

SOURCES OF FUNDS (REVENUES)

	FEDERAL WIOA TITLE 1 FORMULA ALLOCATIONS					OTHER FEDERAL/STATE PROGRAMS								OTHER FUNDING																	
	Existing Grant - Increase in Allocation					Existing Grant - Change in Prior Years' Funds	Existing Grant - Change in Prior Years' Funds	Existing Grant - Change in Prior Years' Funds	Existing Grant - Change in Prior Years' Funds	Existing Grant - Change in Prior Years' Funds	New Grant	New Grant		Existing Grant - Change in Prior Years' Funds			Existing Grant - Change in Prior Years' Funds		New Grant	New Grant	Existing Grant	Existing Grant Additional Grant for PY 2022	Existing Grant - Change in Prior Years' Funds	New Grants		Existing - Change in Allocation	New				
	WIOA FORMULA ADULT	WIOA FORMULA DISLOC. WORKER	WIOA FORMULA YOUTH	ADMIN	TOTAL WIOA TITLE 1 FORMULA	CAMPUS 757 GO VIRGINIA GRANT 6/30/2023	TALENT PIPELINE IMPLEMENTATION GO VIRGINIA 10/31/2022	ONE STOP SECURITY FUNDS 6/30/2023	CAREER NDWG DOL 9/12/2023	HR STRONG Extended to 6/30/2023	EDA GOOD JOBS GRANT 9/30/2024	WANTO GRANT 6/30/2023	TOTAL FEDERAL/ STATE PROGRAMS	LISC GRANT FOC	KENAN TRUST	DOMINION ENERGY MARITIME GRANT	UNITED WAY ANTHEM GRANT	CITY OF NORFOLK INTERNSHIPS	CITY OF NORFOLK - HR STRONG	UNITED WAY VIRGINIA BEACH THRIVE	VA. BEACH GRANTS FYF MENTAL HEALTH	TALENT ALIGNMENT HEALTHCARE 6/30/2023	LOCALITY FUNDS	CONTRIBUTIONS/ GRANTS FOR PROGRAMS	MANAGEMENT FEES	VIRGINIA CAREER WORKS PARTNER	ALLIANCE	UNRESTRICTED RESERVES	REVISED TOTAL BUDGET Revisions #2	REVISED TOTAL BUDGET Revisions #1	ORIGINAL TOTAL BUDGET
Prior Years' Funds	$ 604,201	$ 400,234	$ 1,147,679	$ 68,554	$ 2,220,668	$ 242,343	$ 317,053	$ -	$ 1,443,038	$ 951,517	$ -	$ -	$ 5,174,619	$ 61,459	$ 600,000	$ 150,000	$ 33,776	$ 72,041	$ -	$ -	$ 218,115	$ 50,000	$ 202,075	$ 354,638	$ -	$ -		$ 330,865	$ 7,247,588	$ 7,196,637	$ 6,340,000
New Program Year 2022 Funds	$ 2,704,040	$ 1,708,516	$ 2,887,902	$ 811,162	$ 8,111,620	$ -	$ -	$ 160,000	$ -	$ -	$ 11,006,941	$ 714,619	$ 19,993,180	$ 303,715	$ -	$ 150,000	$ -	$ -	$ 1,500,000	$ 2,835,470	$ -	$ 35,000	$ 427,438	$ 733,368	$ 837,739	$ 200,000	$ 612,519	$ 10,000	$ 27,638,430	$ 24,161,141	$ 9,483,257
Less: Future Year Expenditure	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ (6,530,864)	$ (357,310)	$ (6,888,174)	$ -	$ -	$ -	$ -	$ -	$ (1,000,000)	$ (1,417,735)	$ -	$ -	$ -	$ (25,000)	$ -	$ -		$ -	$ (9,330,909)	$ (7,913,174)	$ -
Management Fees Offset	$ -	$ -	$ -		$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ (837,739)	$ -		$ -	$ (837,739)	$ (808,439)	$ (409,205)
Transfer to Partners	$ (147,238)	$ (36,541)			$ (183,779)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ (183,779)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 183,779		$ -	$ -	$ -	$ -
Transfer from Admin to Adult and DW	$ 52,595	$ 52,595	$0	($105,190)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -		$ -	$ -	$ -	$ -
Transfer To Adult from DW	$1,700,000	($1,700,000)	$ -		$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -		$ -	$ -	$ -	$ -
TOTAL SOURCE OF FUNDS	**$ 4,913,598**	**$ 424,804**	**$ 4,035,581**	**$ 774,526**	**$ 10,148,509**	**$ 242,343**	**$ 317,053**	**$ 160,000**	**$ 1,443,038**	**$ 951,517**	**$ 4,476,077**	**$ 357,310**	**$ 18,095,847**	**$ 365,174**	**$ 600,000**	**$ 300,000**	**$ 33,776**	**$ 72,041**	**$ 500,000**	**$ 1,417,735**	**$ 218,115**	**$ 85,000**	**$ 629,513**	**$ 1,063,006**	**$ -**	**$ 383,779**	**$ 612,519**	**$ 340,865**	**$ 24,717,370**	**$ 22,636,165**	**$ 15,414,052**

USES OF FUNDS (EXPENDITURES)

	WIOA FORMULA ADULT	WIOA FORMULA DISLOC. WORKER	WIOA FORMULA YOUTH	ADMIN	TOTAL WIOA TITLE 1 FORMULA	CAMPUS 757 GO VIRGINIA	TALENT PIPELINE IMPLEMENTATION GO VIRGINIA	ONE STOP SECURITY FUNDS	CAREER NDWG DOL	HR STRONG	EDA GOOD JOBS GRANT	WANTO GRANT	TOTAL FEDERAL/ STATE PROGRAMS	LISC GRANT FOC	KENAN TRUST	DOMINION ENERGY MARITIME GRANT	UNITED WAY ANTHEM GRANT	CITY OF NORFOLK INTERNSHIPS	CITY OF NORFOLK - HR STRONG	UNITED WAY VIRGINIA BEACH THRIVE	Va. Beach Grants FYF Mental Health	TALENT ALIGNMENT HEALTHCARE	LOCALITY FUNDS	CONTRIBUTIONS/ GRANTS FOR PROGRAMS	MANAGEMENT FEES	VIRGINIA CAREER WORKS PARTNER	ALLIANCE	UNRESTRICTED FUNDS	REVISED TOTAL BUDGET Revisions #2	REVISED TOTAL BUDGET Revisions #1	ORIGINAL TOTAL BUDGET
Operations	$ 675,150	$ 80,220	$ 770,477	$ 774,526	$ 2,300,373	$ -	$ -	$ -	$ 22,805	$ -	$ -	$ -	$ 2,323,178	$ -	$ -	$ -	$ -	$ -	$ 22,805	$ -	$ -	$ -	$ -	$ -	$ 737,739	$ -	$ -	$ -	$ 3,083,722	$ 3,080,541	$ 3,217,976
Virginia Career Works System	$ 2,031,752	$ 17,838	$ -	$ -	$ 2,049,590	$ -	$ -	$ 160,000	$ -	$ -	$ -	$ -	$ 2,209,590	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 383,779	$ -	$ -	$ 2,593,369	$ 2,593,369	$ 2,536,754
Business Services	$ 148,817	$ 40,663	$ 139,936	$ -	$ 329,416	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 329,416	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 50,000	$ -	$ -	$ -	$ -	$ -	$ 379,416	$ 379,416	$ 379,416
Youth Services	$ -	$ -	$ 124,111	$ -	$ 124,111	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 124,111	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 124,111	$ 124,111	$ 124,111
Training	$ 2,057,879	$ 123,201	$ -	$ -	$ 2,181,080	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 2,181,080	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 2,181,080	$ 2,174,763	$ 1,591,027
Contracts	$ -	$ -	$ 3,001,057	$ -	$ 3,001,057	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 3,001,057	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 3,001,057	$ 2,992,884	$ 2,717,220
NextGen Pathways	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 385,016	$ -	$ -	$ 72,041	$ -	$ -	$ -	$ -	$ 106,329	$ 150,000	$ -	$ -	$ -	$ -	$ 713,386	$ 713,386	$ 566,695
Veterans Employment Centers	$ -	$ 162,882	$ -	$ -	$ 162,882	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 162,882	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 209,312	$ 337,368	$ -	$ -	$ -	$ -	$ 709,562	$ 709,562	$ 709,562
Targeted Talent Alignment	$ -	$ -	$ -	$ -	$ -	$ -	$ 317,053	$ -	$ -	$ -	$ -	$ -	$ 317,053	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 85,000	$ -	$ 50,000	$ -	$ -	$ -	$ -	$ 452,053	$ 452,053	$ 365,000
Campus 757	$ -	$ -	$ -	$ -	$ -	$ 242,343	$ -	$ -	$ -	$ -	$ -	$ -	$ 242,343	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 4,600	$ -	$ -	$ -	$ -	$ -	$ 246,943	$ 246,943	$ 254,600
Locality Funds Programs/Projects	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 191,277	$ 432,597	$ -	$ -	$ -	$ -	$ 623,874	$ 563,210	$ 352,153
Financial Opportunity Centers (FOC)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 365,174	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 365,174	$ 365,174	$ 303,715
Kenan Trust	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 214,984	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 214,984	$ 214,984	$ 214,984
CAREER NDWG Grant	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 1,420,233	$ -	$ -	$ -	$ 1,420,233	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 3,726	$ -	$ -	$ -	$ -	$ -	$ 1,423,959	$ 1,423,959	$ 1,003,726
HR STRONG	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 951,517	$ -	$ -	$ 951,517	$ -	$ -	$ 300,000	$ 33,776	$ -	$ -	$ -	$ -	$ -	$ 1,318	$ -	$ -	$ -	$ -	$ -	$ 1,286,611	$ 1,286,611	$ 931,318
United Way/Virginia Beach Thrives	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 1,417,735	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 1,417,735	$ -	$ 931,318
Va. Beach Grants (FYF and Mental Health)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 218,115	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 218,115	$ 218,115	$ -
City of Norfolk - HR Strong	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 477,195	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 477,195	$ 477,195	$ -
EDA Grant Good Jobs Grant	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 4,476,077	$ -	$ 4,476,077	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 4,476,077	$ 4,476,077	$ -
Wanto Grant	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 357,310	$ 357,310	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 357,310	$ 357,310	$ -
Jobs for your Future	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 93,041	$ -	$ -	$ -	$ -	$ 93,041	$ 93,041	$ -
Alliance	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 612,519	$ -	$ 612,519	$ -	$ -
Management Fees Offset	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ (837,739)	$ -		$ -	$ (837,739)	$ (808,439)	$ (409,205)
Unrestricted Reserves	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 62,951	$ -	$ 100,000	$ -		$ 340,865	$ 503,816	$ 501,899	$ 555,000
TOTAL USE OF FUNDS	**$ 4,913,598**	**$ 424,804**	**$ 4,035,581**	**$ 774,526**	**$ 10,148,509**	**$ 242,343**	**$ 317,053**	**$ 160,000**	**$ 1,443,038**	**$ 951,517**	**$ 4,476,077**	**$ 357,310**	**$ 18,095,847**	**$ 365,174**	**$ 600,000**	**$ 300,000**	**$ 33,776**	**$ 72,041**	**$ 500,000**	**$ 1,417,735**	**$ 218,115**	**$ 85,000**	**$ 629,513**	**$ 1,063,006**	**$ -**	**$ 383,779**	**$ 612,519**	**$ 340,865**	**$ 24,717,370**	**$ 22,636,165**	**$ 15,414,052**

BUDGETED AMOUNT OF $2,170,606 FOR TRAINING FOR ADULTS AND DISLOCATED WORKERS PLUS TRAINING CASE MANAGER PERSONNEL COSTS OF $250,000 IS 45.5% OF PY 22 ADULT AND DISLOCATED WORKER PROGRAM FUNDS.

HAMPTONROADS
WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

YOUTH SERVICES COMMITTEE

FEDERAL YOUTH PROGRAMS
WORKFORCE INNOVATION AND OPPORTUNITY ACT

As of January 31, 2023, the In-School and Out-of-School year-round programs had served 146 youth for PY '22. That includes 23 In-School youth and 123 Out-of-School youth.

The WIOA Youth Program Staff will conduct its next quarterly Contractor Training on May 3, 2023, in Dominion Tower in Norfolk. All youth contractors will receive program and policy updates as well as technical assistance as needed.

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 and a career exploration course to homeschooled students from across the region with Renaissance School of the Arts.

The 2022 NextGen Regional Internship Program has served over 90 youth this year. Youth have worked in business administration, social media marketing, customer service, childcare, conservation engineering, workforce development, library services, and more.

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.

The 2023 NextGen Opportunity Fair was held on March 2, 2023 at the Chesapeake Conference Center from 5:30pm-7:30pm. 310 youth, along with over 150 parents/chaperones, networked with 65 vendors. The event also featured free headshots for attending youth.

HAMPTONROADS
WORKFORCECOUNCIL
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Upcoming Events

The Hampton Roads Workforce Council's NextGen and Campus757 programs have teamed up with the 757 Regional Internship Collaborative to host an Internship Summit on March 28, 2023 at the Chartway Arena. 1,000 high school and college students are expected to attend.

The Hampton Roads Workforce Council will be debuting the inaugural Top 20 Under 20 Awards on April 27, 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.

Special Announcement

We are pleased to announce that the Hampton Roads Workforce Council was honored with a national award at the National Association of Clean Water Agencies (NACWA) annual conference on February 14, 2023 for the joint pilot youth pre-apprenticeship program established with HRSD in summer 2022.

HAMPTONROADS WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

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 1/31/23

- Total new **Basic Career Services** Customer activity during the period was 9698 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 246 (73% of Plan –246/337). 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 257 (88% of Plan –257/293). 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 71% for Adults (Plan- 78%) and 78% for DWs (Plan - 80%).
- The **Employment Rate** at Exit was 59% for Adults (Plan- 81%) and 67% for Dislocated Workers (Plan - 85%).
- The **Average Placement Wage** for Adults was $22.20 (Plan - $11.73) and $31.22 for Dislocated Workers (Plan - $15.96).
- The 3 Month **Employment Retention Rate** for Adults was 73% (Plan - 85%) and 69% for DWs (Plan - 90%).
- The number of **Job Orders** developed was 385.
- 1199 **Customer Referrals** were made to Job Orders of whom 514 (43%) were hired.
- 19 employees received occupational skills credential training through new **Incumbent Worker Training** (IWT) Contracts.
- 20 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 1/31/23

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NOTE: The Norfolk Center first opened on 1/24/18 and the Newport News Center first opened on 11/16/21.

BOTH CENTERS

- **New: 64**
- **Partners: 78**
- **Workshops: 67**
- **Hiring Events: 240**

- **PY 22 Cumulative Visits:**
- 1st Time Individual Visits: 480
- Total Visits: 1620

- **Cumulative Since First Opening:**
- 1st Time Individual Visits: 4090
- Total Visits: 13133
- Total Employed: 415
- Average Salary: $ 56,403.82

NORFOLK

- **New: 33**
- **Partners: 31**
- **Workshops: 13**
- **Hiring Events: 0**

- **PY 22 Cumulative Visits:**
- 1st Time Individual Visits: 303
- Total Visits: 1189

- **Cumulative Since First Opening**:
- 1st Time Individual Visits: 3744
- Total Visits: 12314
- Total Employed: 377
- Average Salary: $ 49,611.47

NEWPORT NEWS

- **New: 31**
- **Partners: 47**
- **Workshops: 54**
- **Hiring Events: 240**

- **PY 22 Cumulative Visits:**

- 1st Time Individual Visits: 177
- Total Visits: 431

- **Cumulative Since First Opening:**
- 1st Time Individual Visits: 346
- Total Visits: 819
- Total Employed: 38
- Average Salary: $ 63,196.16

HRVEC EVENTS

- CONNECTED 47 V3 CERTIFIED EMPLOYERS WITH 366 MILITARY CONNECTED JOB SEEKERS!!!
- STRENGTHENED PARTNERSHIPS WITH AND EXPANDED OUTREACH ON THE REGION'S MILITARY INSTALLATIONS:
    - SUCCESS! NN HRVEC SUCCESSFULLY EXECUTED REGION'S *FIRST* DOD SKILLBRIDGE EXPO FOR CY2023 ON LANGLEY!
        - 220 TRANSITIONING SERVICE MEMBERS ATTENDED
        - 34 DEPARTMENT OF DEFENSE APPROVED SKILLBRIDGE PROVIDERS PARTICIPATE.
    - EXCLUSIVELY INVITED TO SHARE ABOUT HRVEC SERVICES/VETTED OPPORTUNITIES DURING LANGLEY'S TRANSITION ASSISTANCE PROGRAM PRE-SEPARATION BRIEFINGS TO THOSE SEPARATING/RETIRING FROM THE MILITARY
    - CONNECTED WITH 145 MILITARY CONNECTED JOB SEEKERS ON FORT EUSTIS, LANGLEY, & AT THE NN HRVEC.
    - MAKING HISTORY! COLLABORATED WITH THE PENINSULA CHAMBER OF COMMERCE AND LANGLEY'S TRANSITION ASSISTANCE PROGRAM MANAGER TO EXECUTE THE REGION'S *FIRST* 757 MILITARY SUMMIT!
    - IMPACT! NN HRVEC IS THRILLED TO REPORT 38 CLIENTS HAVE CAPTURED MEANINGFUL EMPLOYMENT WITH AN AVERAGE SALARY OF $63,196.16!

INDIVIDUAL GRANT CUMULATIVE PERFORMANCE THROUGH THE PERIOD ENDING ON 1/31/23

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 1/31/23, 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 1/31/23, 47 Total Participants have received funded Supportive Services under the 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 1/31/23.
- 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 1/31/23, 81 Total Participants have been enrolled under the Grant.
- 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 1/31/23

- 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 21st, 2022

Business Services Upcoming events:

- One City Celebration, Newport News, VA on December 15th, expected to have over 60 employees for the hiring event portion of the event.
- Next regional job fair is scheduled for April 2023.

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

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 17th, 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 30th, 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, 21 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 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 15th, 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 21st
- Dec 1st, 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 12th
- 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 19th
- 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

The following are companies that 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 1/31/23

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 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 programs 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.**

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.
- 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.
- 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.**

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 with collecting and 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
- **GJC Data LMI Data Request - Tasked with creating a dashboard about the Population & Demographics in each locality, The median Income and Earnings, and the households/demographics that fall under the ALICE Population for each of the 27 localities served in the grant.**
- **We met with Hampton Roads Alliance Business Intelligence Team in February to discuss collaborative efforts in the future.**

TALENT DIVISION: OUTREACH & ENGAGEMENTS
7/1/22 TO 1/31/23

Reporting – Through 1/31/23

HAMPTONROADS WORKFORCECOUNCIL CAMPUS 757

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1. The Hampton Roads Workforce Council's Campus757 program has met the following project milestones and progress:

- **In July 2022 through August 2022, Campus757 continued to facilitate the annual Summer757 initiative– enrolling a total of 81 college interns from area businesses including:**
  - NASA Langley Research Center – Pathways and STEM Takes Flight Interns
  - SimIS, Inc.
  - YMCA
  - Chrysler Museum of Art
  - Virginia Natural Gas
  - Urban Renewal Center
  - ADP
  - Crowley
  - Hampton Roads Workforce Council
  - Hampton Roads Association for Commercial Real Estate

  The college interns enrolled in the Summer757 initiative attend the following 16 institutions:

  - Centura College
  - Christopher Newport University
  - ECPI University
  - Norfolk State University
  - Old Dominion University
  - Regent University
  - Tidewater Community College
  - Virginia Tech
  - Virginia Wesleyan University
  - University of Richmond
  - Virginia Commonwealth Univ.
  - Florida State University
  - Clemson University
  - University of Virginia
  - University of South Carolina
  - Radford University

- **The following six professional development and networking events were hosted for the Summer757 participants July 2022-August 2022:**
  - **July 8**: Business Soft Skills, *31 participants*
  - **July 12**: Port of Virginia Business Tour, *11 participants*
  - **July 18**: Buckroe Beach Visit & Tour, *5 participants*
  - **July 29**: Intern Night Out at Pelon's Baja Grill, *8 participants*
  - **August 4**: Volunteer Hampton Roads Board Bootcamp for College Students, 17 *participants*
  - **August 11**: Chesapeake Humane Society, *5 participants*

- **The Campus757 team provided ongoing marketing and outreach to more than 1,000 students and stakeholder groups at the region's leading higher education institutions, businesses, and community agencies from July 2022-January 2023.**
    - **July 14**: "Meet the 757" Outreach Presentation at Bryant & Stratton College, 15 *participants*
    - **July 26**: Bryant & Stratton Career Fair, 4 *participants*
    - **August 1**: Old Dominion University Student Enrollment & Engagement Services Executive Team Meeting – Campus757 Presentation, *7 participants*
    - **August 4**: Tidewater Community College Artists and Entrepreneur Expo, *28 participants*
    - **August 16**: AGOGE Week at Norfolk State University Outreach Table, 60 *participants*
    - **August 16**: AGOGE Week at Norfolk State University Panel Discussion (Campus757 Director was a panelist, 45 *participants*
    - **September 2**: Virginia Wesleyan University Student Involvement Fair Tabling Event, 35 *participants*
    - **September 12:** Virginia Beach Vision "A Refreshing Exchange" Presentation, *32 participants*
    - **September 19:** Youth Partnership of South Hampton Roads Meeting, *32 participants*
    - **September 27:** Blue Star Military Family Career Fair, 13 *participants*
    - **September 28:** Blue Star Military Families Happy Hour – Virginia Beach, *28 participants*
    - **September 28:** Blue Star Military Families Happy Hour **–** Peninsula, 6 *participants*
    - **October 14:** Christopher Newport University Fall Festival, 97 *participants*
    - **October 17:** Inside Business Top 40 Under 40 Awards Ceremony (Campus757 Director Jaedda Hall Awarded), *152 participants*
    - **October 19:** HRWC Cross Training Workshop – Campus757 Presentation, *30 participants*
    - **October 20:** Hampton Roads World Culture Festival held at Virginia Wesleyan College – Campus757 Table, *33 participants*
    - **October 26:** Norfolk State University Career Fair Table, *25 participants*
    - **October 26**: Quarterly Executive Military Employer Advisory Consortium Meeting, *33 participants*
    - **November 2:** Virginia Wesleyan University Career Fair, *14 participants*
    - **November 2***: Bryant & Stratton Career Fair, 14 participants*
    - **November 11:** Old Dominion University, Networking Table, *24 students*
    - **November 17**: Norfolk State University's Student Affairs Team Meeting, *19 participants*
    - **November 18**: Tidewater Community College Resource Fair, *73 participants*
    - **November 30:** Virginia Maritime Training & Education Meeting, *8 participants*
    - **December 1:** Quarterly Business Expo w/ Hampton Roads Innovation Collaborative (HRWC-sponsored), *76 participants.*
    - **December 6:** RVA Now Talent Summit**,** *36 participants*

- **December 14:** Hampton Business
- **January 12:** Tidewater Community College Spring Semester Welcome Session
- **January 24:** CIVIC Scholars Program Presentation, *23 participants*
- **January 25**: HRWC Employer Listening Session**,** *62 employers*

- **Campus757 team conducted various one-on-one meetings with representatives from the following organizations to create partnership opportunities.**
  - 757 Collab
  - 757 Regional Internship Collaborative
  - Access College Foundation
  - Action Greensboro
  - American Red Cross
  - Appalachian Trail Conservancy
  - ARCH Events
  - Busch Vacuum Solutions
  - CGM/CMA
  - Chesapeake Humane Society
  - City of Virginia Beach
  - CIVIC Leadership Scholars
  - Collier Aerospace
  - Community Foundation of Hampton Roads
  - Crowley International
  - Dollar Tree Corporation
  - ECPI University
  - Greater Norfolk Corporation
  - Greater Rochester Chamber
  - Hampton Roads Chamber
  - Hampton Roads Innovation Collaborative
  - Hampton Roads Sanitation District
  - M'Press Design
  - Mariner's Museum
  - Metro
  - MHA Gap Initiative
  - Mission Technologies
  - Nails 757
  - NASA Langley Research Center
  - NASSCO Norfolk-General Dynamics
  - National Parks
  - Newport News Shipbuilding
  - New River Valley Onward
  - Next Steps to Success
  - Norfolk State University (Student Pathways Career Services)
  - Northwestern Mutual
  - ODU (Maritime Initiatives/Police)
  - ODU (Resident Housing)
  - PRA Group
  - Rated Pretty Girl
  - Ripley Heatwole Company
  - TechArk
  - The Connect 757
  - TRS Productions
  - Versability
  - Virginia Peninsula Chamber
  - Virginia Space Grant Consortium
  - Virginia Symphony Orchestra
  - Virginia Tech
  - Virginia Wesleyan University
  - Visit Norfolk
  - Volunteer Hampton Roads Staff
  - Waterside District

- **Campus757 conducted meetings with our larger Advisory Board as well as our Action Teams for Industry and College/University. This group of experts from various industries, colleges, and universities –** we meet quarterly.
    - **July 18:** College Action Team Meeting, 9 *participants*
    - **July 25:** Community Action Team Meeting, *4 participants*
    - **January 12:** College Action Team Meeting**,** *12 participants*
- **Campus757 staff participated in the following professional development activities:**
    - **Oct 10-12**: Young, Smart & Local 2022 Conference in Greensboro, NC – hosted by Campus Philly and Campus Greensboro
    - **Oct 19:** tHRive Young Professionals Summit – hosted by tHRive Hampton Roads
    - **December 6:** RVA Now Talent Summit
    - **January 26:** CampusROC, RVA and Campus757 Meet-Up/Best Practices Meeting
- **Campus757 maintains ongoing partnerships and collaboration with national programs who have embarked on the Campus model successfully.**
    - RVA NOW (previously CampusRVA) (Richmond, VA)
    - Campus Greensboro
    - ChooseATL (Atlanta, GA)
    - Campus Greensboro (Greensboro, NC)
    - Campus Philly (Philadelphia, PA)
    - CampusRoc (Rochester, NC)
    - Great New Orleans Corporation (New Orleans, LA)
- **Campus757 continues to leverage robust website.**
    - From October-December 2023, there were a total of 19,952 page views.
    - Created an Internship Interest Form for students to sign-up if they'd like to be connected to local internship opportunities. Employers can also complete the form to promote their internship opportunities.
    - As of January 2022, 14 students had enrolled to get one-on-one support with locating internship opportunities.
- **Continued increase of Campus757 Social Media channels including LinkedIn, Facebook, Instagram, Twitter, TikTok.**
- **Continued partnership with Spacious (Philadelphia, PA) responsible for all website development needs for Campus757.**
- **Continued communicating and tracking interactions with various stakeholders through digital portals.**
    - A total of 1,086 newsletter subscribers (student and stakeholder newsletter)
- **Final stages for launching a region-wide student ambassador program to promote Campus757, the region, and peer-to-peer engagement for students and new graduates.**
    - Set to launch in Fall of 2023.
- Partnership with **Virginia Maritime Association** to create a series of Internship Best Practices videos for employers (ongoing). As of January 2023, we have interviewed with: Ripley Heatwole Company, Port of Virginia, Busch Vacuum Solutions, Newport News Shipyard, Givens Transportation, and Sentara.
- Internships Summit (collaboration with 757 Regional Internships Collaborative – – March 28, 2023 date at the ODU Chartway Arena)