HAMPTONROADS
WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

EXECUTIVE COMMITTEE
MEETING AGENDA

April 19, 2023
9 AM -10:30 AM

VIRTUAL: Join Zoom Meeting
https://us02web.zoom.us/j/83461428792?pwd=Mnpzb2lQckh5OUlZeDdMV1RKeHVJdz09&from=addon

1) **CALL TO ORDER** — Dr. John Olson, Chairperson
   Welcome, Introductions

2) **MEETING MINUTES**
   February 15th, 2023, Executive Committee Meeting

3) **COMMITTEE REPORTS**

   a) Finance and Strategy Committee — Dr. Johnny Garcia, Committee Chair

   b) Business and Workforce Services Committee — Dr. Larry Dotolo, Committee Chair

   c) Youth Services Committee — Dudley Harris, Committee Chair

4) **PRESIDENT'S REPORT** — Shawn Avery, President & CEO

5) **OLD BUSINESS**

6) **NEW BUSINESS**

7) **ANNOUNCEMENTS**
   Next Executive Committee Meeting is scheduled for May 17th at 9:00 a.m.

8) **PUBLIC COMMENT** — Mark Johnson, Vice-Chair

9) **Adjournment** — Dr. John Olson, Chairperson

HAMPTONROADS
WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

ATTACHMENT #1

Executive Committee Meeting
MINUTES

BOARD OF DIRECTORS
OF THE HAMPTON ROADS WORKFORCE COUNCIL
EXECUTIVE COMMITTEE
MEETING MINUTES
February 15, 2023

A meeting of the Executive Committee of the Hampton Roads Workforce Council (HRWC) convened at Brooks Crossing Innovation and Opportunity Center, located at 550 30th Street, Newport News, on February 15, 2023.

PROCEEDINGS

With a quorum present, the meeting was called to order at 9:00 a.m. by Vice-Chair, Mark Johnson. (Attachment 1- Attendee List).

MEETING MINUTES

As presented, Mr. Donald Goldberg motioned to approve the Minutes from the October 19, 2022, Executive Committee Meeting. The motion was seconded by Councilperson Tina Vick and unanimously carried.

COMMITTEE REPORTS

Finance & Strategy Committee

Committee Vice Chair Jesse Goodrich briefly reviewed the financial reports and Motioned for the Executive Committee's approval of the Revised Budget (Attachment 2). Dr. Larry Dotolo seconded the motion, which was carried out unanimously.

A discussion ensued over the request for more information to evaluate trends. Mr. Avery addressed the process for performance measurements to unify the sizes of the fifty+ programs to include the number of jobs, number of customer contacts, number of businesses served, number of people in training, and the number of job placements. Gary Butler is spearheading the Key Performance Indicator (KPI) process. A Data Analysis Manager who will utilize Launchpad and Salesforce to analyze and provide the information has been hired.

Business and Workforce Committee

Chairperson Dotolo reviewed the highlights of the grants, Career Services, Veterans' Centers, and Talent Pipeline. (The Business and Workforce Services Committee Report is Attachment 3.) Mr. Guenter Weissenseel stated that we tend to discuss trainees; what are the staffing levels of the trainers, and how does the forecast for trainers respond to the demand signals for the various industry sectors? Mr. Avery said we implore a hybrid process of full and part-time trainers with sufficient staffing levels now; however (applauding his forward-thinking), there is a need for more predictive analysis, which will be addressed later in the meeting.

Youth Services Committee

Committee Chair Dudley Harris presented ongoing initiatives targeted at youth. The Committee was informed that the coaching staff of ODU contacted us to facilitate a new internship program for their football players. (The Youth Report presented by Chairperson Harris is Attachment 4.)

PRESIDENT'S REPORTS

Shawn Avery, President & CEO of the Hampton Roads Workforce Council (HRWC), informed the Executive Committee of a pro bono 6-week engagement with McKinsey Consulting Group to focus on the Hampton Roads Maritime Industrial Base via its' Regional Training System (RTS). Specifically, McKinsey would review whether the system's components, coordinated programs, and partnerships are optimally designed to meet the desired capacity. This analysis would entail everything from thesis to methodology, metrics, and accountability of deliverables. Not surprisingly, the industry, in many ways, showed what we know from experience. However, the unbiased expertise (1) identified opportunities to widen and diversify prospective funding and shift initiatives for more long-term effectiveness to meet the Year 2030 talent demand; and (2) yielded a comprehensive plan for implementing a best-in-class governance system to address some of the broader existential challenges of our regional workforce opportunities by tiered capacity-building methods.

Mr. Avery presented potential funding from grants, the government, partners, and industry to expand our services and marketing of programs. Nine million has been committed.

This viable process has been so well received that Go Virginia has pledged $250,000 to the HRWC to use it as a template for formulating their growth and opportunity focus. The model may also be replicated in other industry models, such as healthcare.

OLD BUSINESS

Vice-Chair Johnson stated there were no tabled discussions from the last meeting and asked for any added agenda items of old business to discuss. There were none.

NEW BUSINESS

Mr. Avery informed the group of the bill passed by the House and the Senate of the General Assembly for reorganizing the state's workforce development system. Six different agencies and twenty-nine programs are currently spread out over the Commonwealth. Mr. Avery acknowledged that not all people or entities favor the bill. Still, the reorganization proposed by the Youngkin Administration presents an opportunity for more efficiently streamlined processes, services, and funding streams.

Mr. Johnson asked the Elected Officials to approve new members to the Board of Directors. C Mustaffa Dozier, SPHR, Chief Human Resources Officer of the Williamsburg Foundation; Steve Barley, VP & Chief People Officer of Sentara Healthcare Systems; Niles Sommerville of Cox Communications, and R. Aaron Woodard, President, International Brotherhood of Electrical Workers (IBEW Local 1340). The Motion was made by The Honorable Linwood Johnson, seconded by The Honorable Tina Vick, and carried by all elected officials present.

ANNOUNCEMENTS

Mr. Johnson announced that the next meeting is scheduled for April 19th at 9 AM.

PUBLIC COMMENTS

Mr. Donald Golberg announced that a national movement gaining traction around Hampton Roads and Suffolk, in particular, called C.A.R.E., does not want additional growth in new

housing or large businesses. Mr. Goldberg stated that we need to be aware of these initiatives and encourage more businesspeople and community leaders with broader perspectives to show up at City Council meetings to counterbalance these initiatives, which inevitably curtail job opportunities and development.

Vice Chair Johnson officially adjourned the meeting at 10:27 a.m.

Shawn Avery, Recording Secretary
attachment

EXECUTIVE COMMITTEE
OF THE HAMPTON ROADS WORKFORCE COUNCIL
February 15, 2023

ATTENDANCE RECORD

EXECUTIVE COMMITTEE MEMBERS PRESENT

Mark Johnson	**Truist Bank**
Dr. Larry Dotolo	Virginia Tidewater Consortium for Higher Education
Donald Goldberg	Harvey Lindsay Commercial Real Estate
Jesse Goodrich	Riverside Health System
Kasia Grzelkowski	VersAbility Resources, Incorporated
Dudley Harris	Bay Electric Company. Incorporated
Robert McKenna	Virginia Peninsula Chamber of Commerce
Bryan Stephens	Hampton Roads Chamber
Guenter Weissenseel	IMS Gear Virginia Incorporated

EXECUTIVE COMMITTEE MEMBERS PRESENT VIRTUALLY

The Honorable Robert M. "Bobby" Dyer	City of Virginia Beach

EXECUTIVE COMMITTEE MEMBERS ABSENT

Dr. John Olson	ECPI University
Taylor Adams	City of Virginia Beach
Terry Banez	Greater Williamsburg Business Council
Rhonda Bunn	Canon Virginia, Incorporated
William W. Crow	Virginia Ship Repair Association
Dr. Johnny Garcia	SimIS, Incorporated
Delceno Miles	The Miles Agency
Kevin Will	Boys and Girls Club of Southeast Virginia

CHIEF LOCAL ELECTED OFFICIALS REPRESENTATIVES PRESENT

The Honorable Robert M. "Bobby" Dyer	City of Virginia Beach (ATTENDED VIRTUALLY)
The Honorable James Gray	City of Hampton
The Honorable Richard Grice	Isle of Wight County
The Honorable Christopher Hutson	Gloucester County
The Honorable James Icenhour	James City County
The Honorable Linwood Johnson	City of Franklin
The Honorable Mamie Johnson	City of Norfolk
The Honorable Sheila Noll	York County
The Honorable Barbara Ramsey	City of Williamsburg

CHIEF LOCAL ELECTED OFFICIALS REPRESENTATIVES ABSENT

The Honorable Christopher Cornwell	Southampton County
The Honorable Shannon Glover	City of Portsmouth
The Honorable Herbert Green, Jr.	City of Poquoson
The Honorable Tina Vick	City of Newport News
The Honorable Rick West	City of Chesapeake

ATTACHMENT 1: ATTENDANCE

HAMPTON ROADS WORKFORCE COUNCIL STAFF

Shawn Avery	President and CEO
Andrew Nissman	Director, Grants and Corporate Stewardship
Dominique Mick	Director, Finance
Joyce Williams	Executive Assistant to the President
Latonya English	Senior Director, Virginia Career Works-Southside
Rita Bond	Office Manager, Peninsula
Stacey Daniels-Fayson	Chief Financial Officer
Jaedda Hall	Director Campus757

GUESTS

Aaron Woodard, IBLA

HAMPTONROADS
WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

ATTACHMENT #2

Executive Committee Meeting

FINANCIAL REPORTS

Hampton Roads Workforce Council

Funding, Budget, and Expenditure Summary

February 28, 2023

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	CITY OF NORFOLK HR STRONG	CITY OF NORFOLK INTERNSHIPS	LOCALITY FUNDS	UNITED WAY VIRGINA BEACH THRIVE	VA. BEACH FYF GRANT	VA. BEACH MENTAL HEALTH	ONE STOP SECURITY	CAREER NDWG DOL	HR STRONG	EDA GOOD JOBS GRANT	WANTO GRANT	TOTAL FEDERAL/ STATE / LOCAL 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		$ 72,041	$ 202,075		$ 90,630	$ 127,485	$ -	$ 1,443,038	$ 951,517	$ -	$ -	$ 5,666,850	$ 1,580,738	$ 7,247,589
New Program Year 2022 Funds	2,704,040	1,708,516	2,887,902	811,162	8,111,620	-	-	1,500,000	-	427,438	2,835,470	-	-	160,000	-	-	11,006,941	714,619	24,756,088	2,882,341	27,638,429
Less: Future Year Expenditures	-	-	-	-	-	-	-	(1,000,000)	-	-	(1,417,735)	-	-	-	-	-	(6,530,864)	(357,310)	(9,305,909)	(25,000)	(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**	**$ 500,000**	**$ 72,041**	**$ 629,513**	**$ 1,417,735**	**$ 90,630**	**$ 127,485**	**$ 160,000**	**$ 1,443,038**	**$ 951,517**	**$ 4,476,077**	**$ 357,309**	**$ 20,933,250**	**$ 3,784,119**	**$ 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	CITY OF NORFOLK HR STRONG	CITY OF NORFOLK INTERNSHIPS	LOCALITY FUNDS	UNITED WAY VIRGINA BEACH THRIVE	VA. BEACH FYF GRANT	VA. BEACH MENTAL HEALTH	ONE STOP SECURITY	CAREER NDWG DOL	HR STRONG	EDA GOOD JOBS GRANT	WANTO GRANT	TOTAL FEDERAL/ STATE / LOCAL PROGRAMS	TOTAL NON-GOVERNMENTAL FUNDING	TOTAL ACTUAL	REVISED TOTAL BUDGET	PERCENT EXPENDED
Operations	$ 858,672	$ 120,829	$ 308,551	$ 342,954	$ 1,631,006	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 1,631,006	$ 136,619	$ 1,767,626	$ 3,083,723	**57.3%**
Virginia Career Works System	1,045,567	212,415	27,623	-	1,285,606	-	-	-	-	-	-	-	-	93,942	-	-	-	-	1,379,548	157,723	1,537,271	2,593,369	**59.3%**
Business Services	153,322	23,038	64,154	-	240,514	-	-	-	-	-	-	-	-	-	-	-	-	-	240,514	-	240,514	379,416	**63.4%**
Youth Services		-	71,305	-	71,305	-	-	-	-	-	-	-	-	-	-	-	-	-	71,305	-	71,305	124,111	**57.5%**
Training	1,343,263	101,000	-	-	1,444,262	-	-	-	-	-	-	-	-	-	-	-	-	-	1,444,262	-	1,444,262	2,181,080	**66.2%**
Contracts	-	-	873,497	-	873,497	-	-	-	-	-	-	-	-	-	-	-	-	-	873,497	-	873,497	3,001,057	**29.1%**
NextGen Pathways (Fund 080)	-	-	-	-	-	-	-	-	-	67,194	-	-	-	-	-	-	-	-	67,194	323,727	390,921	713,386	**54.8%**
Veterans Employment Centers (Fund 070)	-	73,574	-	-	73,574	-	-	-	-	134,116	-	-	-	-	-	-	-	-	207,690	227,245	434,935	709,562	**61.3%**
Targeted Talent Alignment	-	-	-	-	-	-	169,359	-	-	-	-	-	-	-	-	-	-	-	169,359	75,900	245,260	452,053	**54.3%**
Campus 757	-	-	-	-	-	188,979	-	-	-	383	-	-	-	-	-	-	-	-	189,362	4,807	194,169	246,943	**78.6%**
Locality Funds Programs/Projects	-	-	-	-	-	-	-	-	-	116,276	-	41,800	53,185	-	-	-	-	-	211,261	-	211,261	862,989	**24.5%**
Financial Opportunity Centers (FOC)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	142,913	142,913	365,174	**39.1%**
Kenan Trust	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,650	4,650	214,984	**2.2%**
CAREER NDWG Grant	-	-	-	-	-	-	-	-	-	-	-	-	-	-	224,950	-	-	-	224,950	-	224,950	1,423,959	**15.8%**
HR STRONG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	277,931	-	-	277,931	91,859	369,790	1,286,611	**28.7%**
Norfolk Internship	-	-	-	-	-	-	-	-	72,134	-	-	-	-	-	-	-	-	-	72,134	14,967	87,101	72,041	**120.9%**
EDA Good Jobs Grant	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	119,493	-	119,493	-	119,493	4,476,077	**2.7%**
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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(136,619)	(136,619)	(837,739)	**16.3%**
Alliance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	268,820	268,820	612,519	**43.9%**
Unrestricted Reserves	-	-	-	-	-	-	-	-	-	48,263	-	-	-	-	-	-	-	-	48,263	56,546	104,810	503,816	**20.8%**
TOTAL YTD EXPENDITURES	**$ 3,400,825**	**$ 530,856**	**$ 1,345,130**	**$ 342,954**	**$ 5,619,764**	**$ 188,979**	**$ 169,359**	**$ -**	**$ 72,134**	**$ 366,233**	**$ -**	**$ 41,800**	**$ 53,185**	**$ 93,942**	**$ 224,950**	**$ 277,931**	**$ 119,493**	**$ -**	**$ 7,227,771**	**$ 1,369,158**	**$ 8,596,930**	**$ 24,717,370**	**34.8%**
Add ITA/Training Obligations	**$ 455,259**	**$ 43,710**	**$ -**	**$ -**	**$ 498,969**	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	**$ 498,969**	**$ 498,969**	**$ 997,938**		
Budgeted but Unexpended	**$ 1,057,514**	**$ (149,762)**	**$ 2,690,451**	**$ 431,572**	**$ 4,029,775**	**$ 53,364**	**$ 147,694**	**$ 500,000**	**$ (93)**	**$ 263,280**	**$ 1,417,735**	**$ 48,830**	**$ 74,300**	**$ 66,058**	**$ 1,218,088**	**$ 673,586**	**$ 4,356,584**	**$ 357,309**	**$ 13,206,509**	**$ 2,414,961**	**$ 15,621,471**		
Expended, Budgeted, Obligated	**$ 4,913,598**	**$ 424,804**	**$ 4,035,581**	**$ 774,526**	**$ 10,148,509**	**$ 242,343**	**$ 317,053**	**$ 500,000**	**$ 72,041**	**$ 629,513**	**$ 1,417,735**	**$ 90,630**	**$ 127,485**	**$ 160,000**	**$ 1,443,038**	**$ 951,517**	**$ 4,476,077**	**$ 357,309**	**$ 20,933,250**	**$ 4,283,088**	**$ 25,216,339**		

Hampton Roads Workforce Council

Funding, Budget, and Expenditure Summary

February 28, 2023

SOURCES OF FUNDS (ANNUAL ALLOCATION)

	TOTAL NON-GOVERNMENTAL FUNDING										
	LISC GRANT FOC	KENAN TRUST	DOMINION ENERGY MARITIME	UNITED WAY ANTHEM	TALENT ALIGNMENT HEALTHCARE	CONTRIBUTIONS/ GRANTS FOR PROGRAMS	MANAGEMENT FEES	VIRGINIA CAREER WORKS PARTNERS	ALLIANCE	UNRESTRICTED RESERVES	TOTAL NON-GOVERNMENTAL FUNDING
Grant Est. End Date											
Prior Years' Funds	$ 61,459	$ 600,000	$ 150,000	$ 33,776	$ 50,000	$ 354,638	$ -	$ -	$ -	$ 330,865	$ 1,580,738
New Program Year 2022 Funds	303,715	-	150,000	-	35,000	733,368	837,739	200,000	612,519	10,000	2,882,341
Less: Future Year Expenditures	-	-	-	-	-	(25,000)	-	-	-	-	(25,000)
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	**$ 365,174**	**$ 600,000**	**$ 300,000**	**$ 33,776**	**$ 85,000**	**$ 1,063,006**	**$ -**	**$ 383,779**	**$ 612,519**	**$ 340,865**	**$ 3,784,119**

USES OF FUNDS (YEAR TO DATE EXPENDITURES)

	TOTAL NON-GOVERNMENTAL FUNDING										
	LISC GRANT FOC	KENAN TRUST	DOMINION ENERGY MARITIME	UNITED WAY ANTHEM	TALENT ALIGNMENT HEALTHCARE	CONTRIBUTIONS/ GRANTS FOR PROGRAMS	MANAGEMENT FEES	VIRGINIA CAREER WORKS PARTNERS	ALLIANCE	UNRESTRICTED RESERVES	TOTAL NON-GOVERNMENTAL FUNDING
Operations	$ -	$ -	$ -	$ -	$ -	$ -	$ 136,619	$ -	$ -	$ -	$ 136,619
Virginia Career Works System	-	-	-	-	-	-	-	157,723	-	-	157,723
Business Services	-	-	-	-	-	-	-	-	-	-	-
Youth Services	-	-	-	-	-	-	-	-	-	-	-
Training	-	-	-	-	-	-	-	-	-	-	-
Contracts	-	-	-	-	-	-	-	-	-	-	-
NextGen Pathways (Fund 080)	-	311,227	-	-	-	12,500	-	-	-	-	323,727
Veterans Employment Centers (Fund 070)	-	-	-	-	-	227,245	-	-	-	-	227,245
Targeted Talent Alignment	-	-	-	-	59,624	16,277	-	-	-	-	75,900
Campus 757	-	-	-	-	-	-	-	-	-	4,807	4,807
Locality Funds Programs/Projects	-	-	-	-	-	-	-	-	-	-	-
Financial Opportunity Centers (FOC)	142,913	-	-	-	-	-	-	-	-	-	142,913
Kenan Trust	-	4,650	-	-	-	-	-	-	-	-	4,650
CAREER NDWG Grant	-	-	-	-	-	-	-	-	-	-	-
HR STRONG	-	-	69,034	22,825	-	-	-	-	-	-	91,859
Norfolk Internship	-	14,967	-	-	-	-	-	-	-	-	14,967
EDA Good Jobs Grant	-	-	-	-	-	-	-	-	-	-	-
WANTO Grant	-	-	-	-	-	-	-	-	-	-	-
City of Norfolk HR Strong	-	-	-	-	-	-	-	-	-	-	-
United Way/ Va. Beach Thrive	-	-	-	-	-	-	-	-	-	-	-
Management Fees Offset	-	-	-	-	-	-	(136,619)	-	-	-	(136,619)
Alliance	-	-	-	-	-	-	-	-	268,820	-	268,820
Unrestricted Reserves	-	-	-	-	-	-	-	-	-	56,546	56,546
TOTAL YTD EXPENDITURES	**$ 142,913**	**$ 330,844**	**$ 69,034**	**$ 22,825**	**$ 59,624**	**$ 256,022**	**$ 0**	**$ 157,723**	**$ 268,820**	**$ 61,353**	**$ 1,369,158**
Add ITA/Training Obligations	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	**$ 498,969**
Budgeted but Unexpended	**$ 222,261**	**$ 269,156**	**$ 230,966**	**$ 10,951**	**$ 25,376**	**$ 806,984**	**$ (0)**	**$ 226,056**	**$ 343,699**	**$ 279,512**	**$ 2,414,961**

Expended, Budgeted, Obligated	$ 365,174	$ 600,000	$ 300,000	$ 33,776	$ 85,000	$ 1,063,006	$ -	$ 383,779	$ 612,519	$ 340,865	$ 4,283,088

HAMPTONROADS
WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

ATTACHMENT #3

Executive Committee Meeting

BUSINESS & WORKFORCE SERVICE REPORTS

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 2/28/23

- Total new **Basic Career Services** Customer activity during the period was 11,259 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 272 (81% of Plan –272/337). 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 279 (95% of Plan –279/293). 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 72% for Adults (Plan- 78%) and 81% for DWs (Plan - 80%).
- The **Employment Rate** at Exit was 59% for Adults (Plan- 81%) and 69% for Dislocated Workers (Plan - 85%).
- The **Average Placement Wage** for Adults was $21.90 (Plan - $11.73) and $30.20 for Dislocated Workers (Plan - $15.96).
- The 3 Month **Employment Retention Rate** for Adults was 72% (Plan - 85%) and 73% for DWs (Plan - 90%).
- The number of **Job Orders** developed was 440.
- 1,333 **Customer Referrals** were made to Job Orders of whom 574 (43%) were hired.
- 24 employees received occupational skills credential training through new **Incumbent Worker Training** (IWT) Contracts.
- 22 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 2/28/23

- Connected 87 V3 certified and 18 non V3 companies and employers with 386 military connected job seekers.

- Strengthened partnerships with and expanded outreach on the Region's Military Installations:
- Exclusively invited to share about HRVEC services/vetted opportunities during Naval Station Norfolk U-93's Transition Assistance Program (TAP) workshop to 51 separating/retiring from the military. Connected with Transitioning Service Members during Joint Base Langley's Pre-Separation Briefing, and Joint Base Fort Eustis' Company Connects.

- Executed Region's FIRST 757 Career Summit. Collaborated with Peninsula Chamber of Commerce and Joint Base Langley's Military & Family Readiness Center. Attendance exceeded expectations with a total of 251 job seekers and 62 employers. Collaborated with Naval Air Station Oceana Fleet & Family Support Center staff to organize the SECOND Hampton Roads Career Summit.

HRVEC Client Numbers (PY 22 Cumulative):

- 1st Time Individual Visits: 528
- Total Visits: 1,803
- Total Employed: 37
- Average Salary: $61,115.00

HRVEC Outreach Numbers (Period-February 2023):

- HRVEC Coordinated Events/Workshops: 21
- Number of attendees: 591

HRVEC Upcoming Events:

- Peninsula DoD SkillBridge EXPO (Fort Eustis) on April 21st, expected to have over 28 approved programs.
- Next 757 Career Summit (Spring Edition) is scheduled for NAS Oceana on 16-17 May 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:

- James City County Public Schools
- City of Newport News
- Amazon
- Norfolk Naval Shipyard
- Sentara
- Hampton Roads Regional Jail
- Hampton Sheriff's Office
- Military Sealift Command-Over the Shore
- VersAbility Resources
- Liberty Military Housing
- South Bay Communications & Security
- Norfolk Police Department
- Old Dominion University Police Department
- Shipyard Staffing
- Virginia Employment Commission
- Southeastern Cooperative Educational Programs
- Valkyrie
- Military Sealift Command - Ashore
- Hampton Roads Transit
- QED Systems Inc
- WR Systems Ltd.
- Drucker & Falk
- Zel Tech
- CMA CGM
- United Way of South Hampton Roads
- Peninsula Chamber of Commerce

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 2/28/23

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 2/28/23, 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 2/28/23, 61 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 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 2/28/23, 119 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 2/28/23

- 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

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

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

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 2/28/23

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.**

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.**

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.

TALENT DIVISION - MARITIME: OUTREACH & ENGAGEMENTS
7/1/22 TO 2/28/23

- 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 – Through 2/28/23

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)

HAMPTONROADS
WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

ATTACHMENT #4

Executive Committee Meeting

YOUTH SERVICES REPORTS

HAMPTONROADS
WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

YOUTH SERVICES COMMITTEE

FEDERAL YOUTH PROGRAMS
WORKFORCE INNOVATION AND OPPORTUNITY ACT

As of March 31, 2023, the In-School and Out-of-School year-round programs had served 162 youth for PY '22. That includes 22 In-School youth and 140 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. We began providing a career exploration course to homeschooled students from across the region beginning in January 2023.

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.

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.

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.

HAMPTONROADS
WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

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.

The Choose 757 Career Conference for Educators will be held on June 27, 28, and 29 2023.