

# Virginia Workforce Council 2006 annual report



Graphic Design/Layout by Tracee Davis, Virginia  
Employment Commission



# 2006 annual report

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# Virginia Workforce Council Members

## **Governor**

**The Honorable  
Timothy M. Kaine**  
State Capitol  
Richmond

## **Daniel G. LeBlanc**

Senior Advisor to the Governor  
for Workforce  
Richmond

## **Chair**

### **Marjorie M. Connelly**

Chief Operating Officer,  
President of Business Services  
Group  
Wachovia Securities  
Richmond

## **Vice-Chair**

### **Mark B. Dreyfus**

President  
ECPI College of Technology  
Virginia Beach

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### **Huey J. Battle**

Area Manager for Virginia Public  
Affairs, Washington Gas  
Springfield

### **Elwood B. Boone III**

Chief Executive Officer  
HCA John Randolph Medical Center  
Hopewell

### **The Honorable Kathy J. Byron**

Virginia House of Delegates  
Bedford

### **Dr. Glenn DuBois**

Chancellor  
Virginia Community College System  
Richmond

### **Dolores A. Esser**

Commissioner  
Virginia Employment Commission  
Richmond

### **Richard A. Gonzalez**

President  
EthNet: the Ethnic Network  
Springfield

### **The Honorable Patrick O. Gottschalk**

Secretary of Commerce and Trade  
Richmond

### **Lovey L. Hammel**

President  
Employment Enterprises, Inc  
Manassas

### **The Honorable Clarke N. Hogan**

Virginia House of Delegates  
South Boston

### **Hugh D. Keogh**

President and CEO  
The Virginia Chamber of Commerce  
Richmond

### **James R. Leaman**

President  
Virginia AFL-CIO  
Richmond

### **James McClain II**

Vice President of Administration  
Southwestern Virginia Gas Company  
Martinsville

### **Guillermo Meneses**

Ashburn

### **The Honorable Yvonne B. Miller**

Senate of Virginia  
Norfolk

### **The Honorable Thomas R. Morris**

Secretary of Education  
Richmond

### **Robert H. Myers**

President  
Virginia State Building and Construction  
Trades Council  
Roanoke

### **Hiawatha Nicely Jr.**

Chair, President and CEO  
New Century Consultants Inc.  
Daleville

### **Doyle Rasnick**

Industrial Development Authority  
Tazewell

### **Rita C. Ricks**

Chairman  
Mirror Enterprise, Inc  
Richmond

### **Toney Rigali**

Virginia Pipe Trade Association  
Richmond

### **The Honorable Frank M. Ruff Jr.**

Senate of Virginia  
Clarksville

### **Don "Robin" Sullenberger III**

Chief Executive Officer  
Shenandoah Valley Partnership  
Harrisonburg

### **The Honorable Marilyn B. Tavenner**

Secretary of Health  
and Human Resources  
Richmond

### **Brett A. Vassey**

President & CEO  
Virginia Manufacturers Association  
Richmond

### **Andrea J. Wooten**

Washington

# 2006 annual report



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December 14, 2007

The Honorable Timothy M. Kaine  
Governor's Office  
State Capitol, Third Floor  
Richmond, Virginia 23219

Dear Governor Kaine:

With the passage of the 2006 Byron-Ruff legislation and your commitment to workforce development with the appointment of the Senior Advisor to the Governor for Workforce, the Virginia Workforce Council supports your vision for workforce development in the Commonwealth. We were honored to have participated in the development of the first Governor's Workforce Development Strategic Plan, "**Making Connections: Virginia's New Direction for Workforce Development.**" With a Council of 29 members, we were also successful in accomplishing several priorities in 2006 that we believe are consistent with your strategic plan. Our commitment remains focused on serving workers, job seekers and employers to ensure that training is available to create a skilled workforce in the Commonwealth.

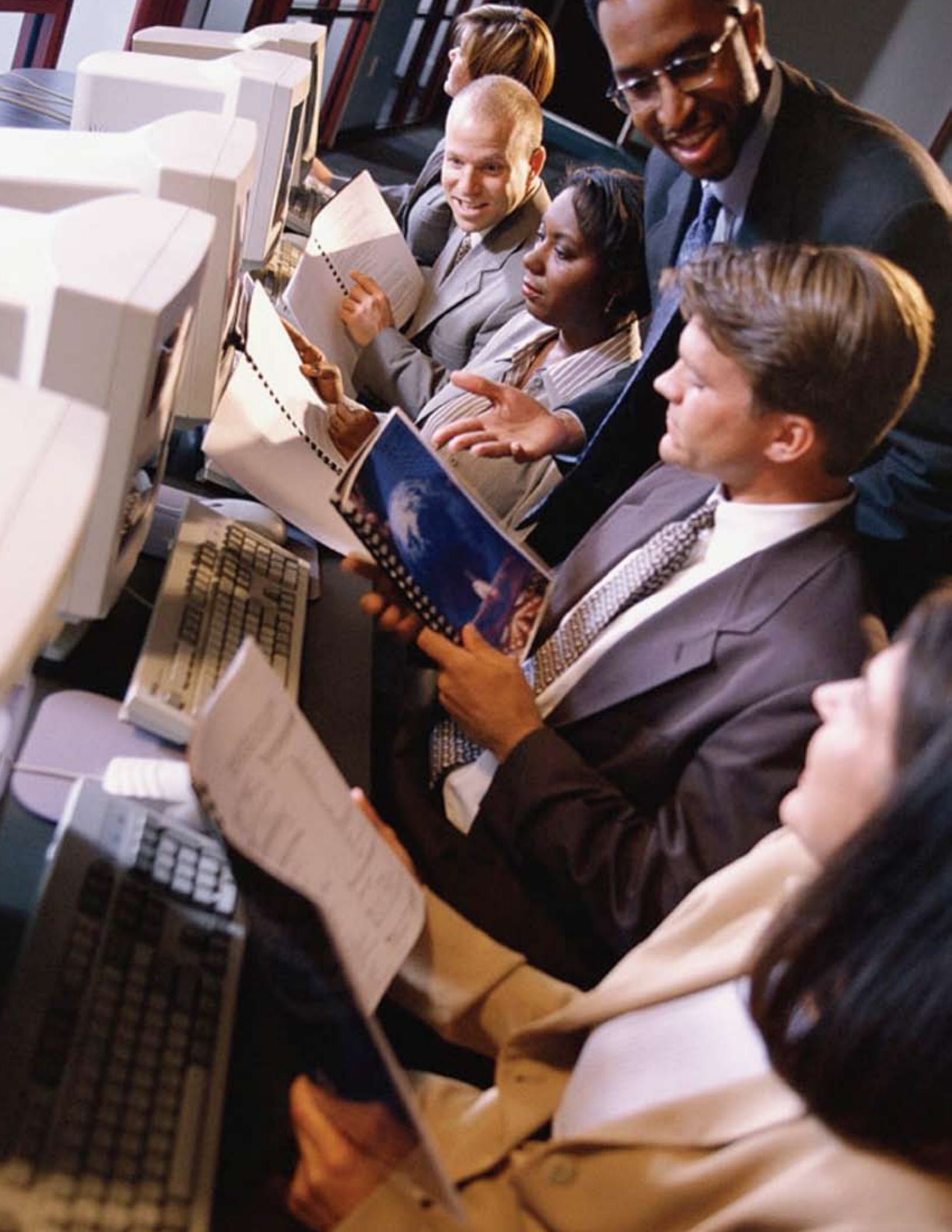
As we look to Program Year 2007 and the goals articulated in your strategic plan to reform the Virginia workforce delivery system, we are committed to assisting you with the implementation by providing clear policy advice, providing consistent policy direction to the local workforce investment boards, identifying current and emerging statewide workforce needs of the business community, forecasting and identifying training requirements, and creating strategies to match trained workers with jobs.

On behalf of the Council, I present to you the Council's 2005-2006 Annual Report. Thank you for the opportunity to serve the citizens of Virginia.

Sincerely,

A handwritten signature in black ink, appearing to read "Marjorie M. Connelly".

Marjorie M. Connelly, Chair



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## Introduction and Background

The Virginia Workforce Council (VWC) is a 29-member business-led policy council whose purpose is to assist the Governor in meeting the workforce training needs in the Commonwealth. The duties of the Council are delineated in §2.2-2670 of the *Code of Virginia*. Those duties are:

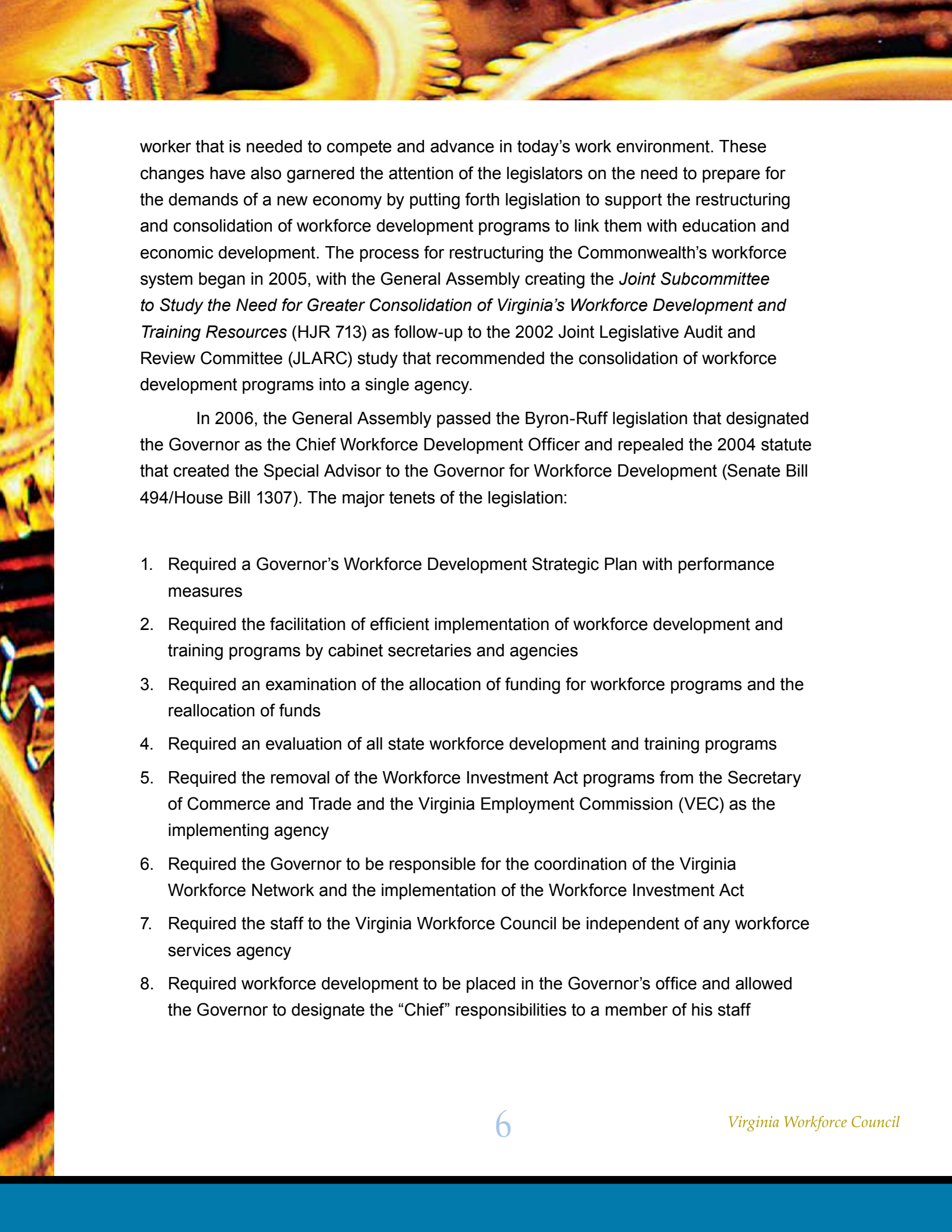
- Provide policy advice to the Governor on workforce and workforce development issues
- Provide policy direction to local workforce investment boards
- Identify current and emerging statewide workforce needs of the business community
- Forecast and identify training requirements for the new workforce
- Create strategies that will match trained workers with available jobs
- Provide an annual report to the Governor concerning its actions and determinations.
- Create procedures, guidelines, and directives applicable to local workforce investment boards and the operation of one-stops, as necessary and appropriate to carry out the purposes of the state law
- Perform any act or function in accordance with the purpose of the state law

The Appendix contains performance data for the 16 Workforce Investment Areas in Virginia and Workforce Investment Act statewide performance. Additionally, it contains a list of the Comprehensive One-Stop Career Centers (hereinafter referred to as “One-Stop” or “Center”) and outcome data for the state’s Rapid Response program and the Department of Business Assistance’s Workforce Services Program.

The ***Virginia Workforce Council 2006 Annual Report*** provides an overview of Virginia’s workforce development system; the accomplishments of the Council; a description of the Council’s major initiatives; and a spotlight on the workforce investment areas that have promoted excellence in the operation of Virginia’s Workforce Network Centers and increased the awareness of the Workforce Development System.

### ***Virginia’s Workforce Development Delivery System***

Since the signing of the Workforce Investment Act in 1998 by President Clinton, technology, trade, international competition and globalization have had a dramatic impact on workforce competitiveness and innovation. This has changed the type of



worker that is needed to compete and advance in today's work environment. These changes have also garnered the attention of the legislators on the need to prepare for the demands of a new economy by putting forth legislation to support the restructuring and consolidation of workforce development programs to link them with education and economic development. The process for restructuring the Commonwealth's workforce system began in 2005, with the General Assembly creating the *Joint Subcommittee to Study the Need for Greater Consolidation of Virginia's Workforce Development and Training Resources* (HJR 713) as follow-up to the 2002 Joint Legislative Audit and Review Committee (JLARC) study that recommended the consolidation of workforce development programs into a single agency.

In 2006, the General Assembly passed the Byron-Ruff legislation that designated the Governor as the Chief Workforce Development Officer and repealed the 2004 statute that created the Special Advisor to the Governor for Workforce Development (Senate Bill 494/House Bill 1307). The major tenets of the legislation:

1. Required a Governor's Workforce Development Strategic Plan with performance measures
2. Required the facilitation of efficient implementation of workforce development and training programs by cabinet secretaries and agencies
3. Required an examination of the allocation of funding for workforce programs and the reallocation of funds
4. Required an evaluation of all state workforce development and training programs
5. Required the removal of the Workforce Investment Act programs from the Secretary of Commerce and Trade and the Virginia Employment Commission (VEC) as the implementing agency
6. Required the Governor to be responsible for the coordination of the Virginia Workforce Network and the implementation of the Workforce Investment Act
7. Required the staff to the Virginia Workforce Council be independent of any workforce services agency
8. Required workforce development to be placed in the Governor's office and allowed the Governor to designate the "Chief" responsibilities to a member of his staff



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To more clearly define the duties of the Chief Workforce Development Officer and to place workforce development at the executive level, Governor Kaine appointed Daniel G. LeBlanc as Senior Advisor to the Governor for Workforce and issued Executive Order Twenty-five (25) that clarified the authority and responsibilities of the Senior Advisor; listed the duties of the Cabinet Secretaries; listed the duties of the Secretary of Commerce and Trade and the VEC; and the responsibilities to the Virginia Workforce Council. The responsibilities of the Senior Advisor to the VWC are:

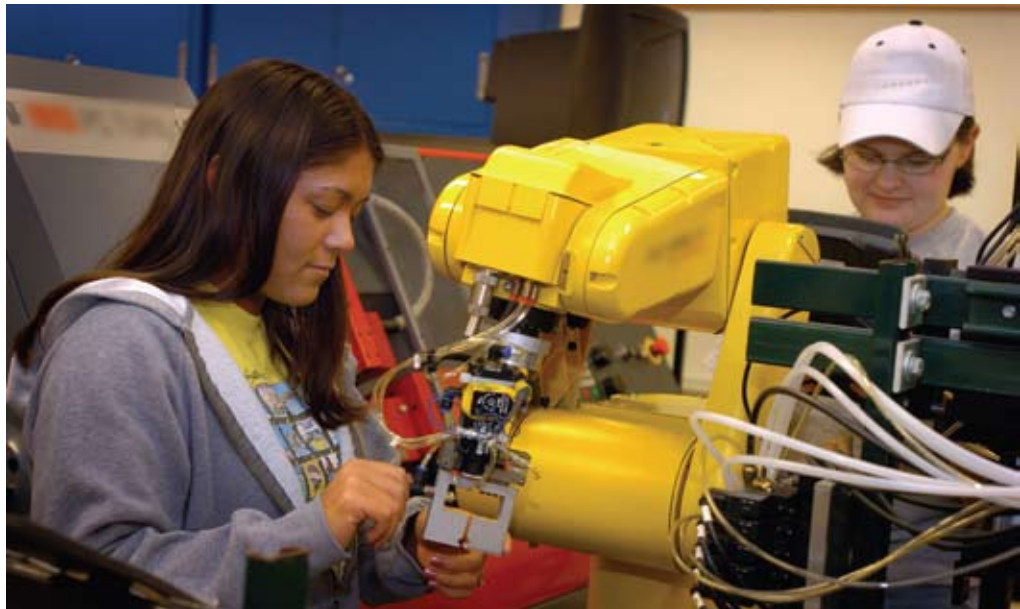
1. Hire subordinate staff of the VWC
2. Work with the VWC in establishing standards, policies, and procedures for the Virginia Workforce Network directed by the Workforce Development Strategic Plan
3. Serve and vote on the Executive Committee of the VWC

To support the functions of the VWC and to implement the Workforce Investment Act programs, the Governor's Office for Workforce Development was created in accordance with Executive Order Twenty-five (25). The Governor's Office for Workforce Development consists of a staff of 16 professionals under the leadership of the manager of Workforce Systems Development.

## Virginia Workforce Council's Strategic Plan

### *Vision*

Our Commonwealth has a world-class workforce system that is responsive to employer and worker needs and creates a well-trained, well-educated and globally competitive workforce. This workforce is qualified to meet the needs of employers, both now and in the future, and is engaged in life-long learning.





## *Mission*

The VWC is a business-led board that acts as principal advisor to the Governor and provides strategic leadership to the state regarding the workforce development system and its efforts to create a strong workforce aligned with employer needs.

## *Goals*

In 2005, the VWC reviewed and assessed the state of workforce development within the Commonwealth and revised its 2003 Strategic Plan. The Council defined five focused and foundational objectives that were added to the overall strategic goals of the Council.

They are:

### **Integration and Alignment**

- **Create a comprehensive picture of the “system”**  
What are all the various components, what are their roles and responsibilities, how should they interact?
- **Develop an overall “Blueprint” for the State**  
Gather and analyze job creation projections, skills needs and potential gaps in light of projected economic development trends. Identify industry and occupational targets for workforce development, all towards the goal of aligning workforce development efforts at both the state and local levels.
- **Ensure that the system is adequately meeting the needs of “hard to serve”**  
Assess the activities and ensure that business focus does not result in inadequate service to “hard to serve” (e.g., disabled, paroled, etc.), recommend changes/ programs to fill any gaps noted.

### **Local Excellence**

#### **Increase effectiveness and responsiveness at the local level**

Assist local WIBs and one-stops in removing obstacles and developing capabilities to allow them to meet their unique needs and respond rapidly to specific opportunities.

### **Awareness and Confidence**

#### **Develop a plan to market and brand system**

Continue efforts to build general awareness; also, take output from “create comprehensive system picture” task force to more clearly define brand and broader marketing effort.

## **Metrics and Incentives**

### **Create a comprehensive picture of the “system”**

As part of the aforementioned effort, we need to also quantitatively describe the system, including funding, expenses and performance metrics of the primary parts and the whole.

## **Key Player Effectiveness**

### **Create a recommendation clearly describing suggested roles and responsibilities of the state’s senior workforce development leader (Governor’s Senior Advisor)**

Provide clearer articulation of specific accountabilities, authority, and relationship to other key players in other organizations, etc.

## *The Virginia Workforce Council Committee Structure*

The Council’s committee structure consists of four sub-committees in addition to the Executive Committee. The committees and chairs are as follows:

Executive Committee: Marjorie Connelly

One-Stop Career Center Committee: Rita Ricks

Performance and Accountability Committee: Huey Battle

Skills Committee: Robin Sullenburger

Workforce Systems Development Committee: Mark Drefyus

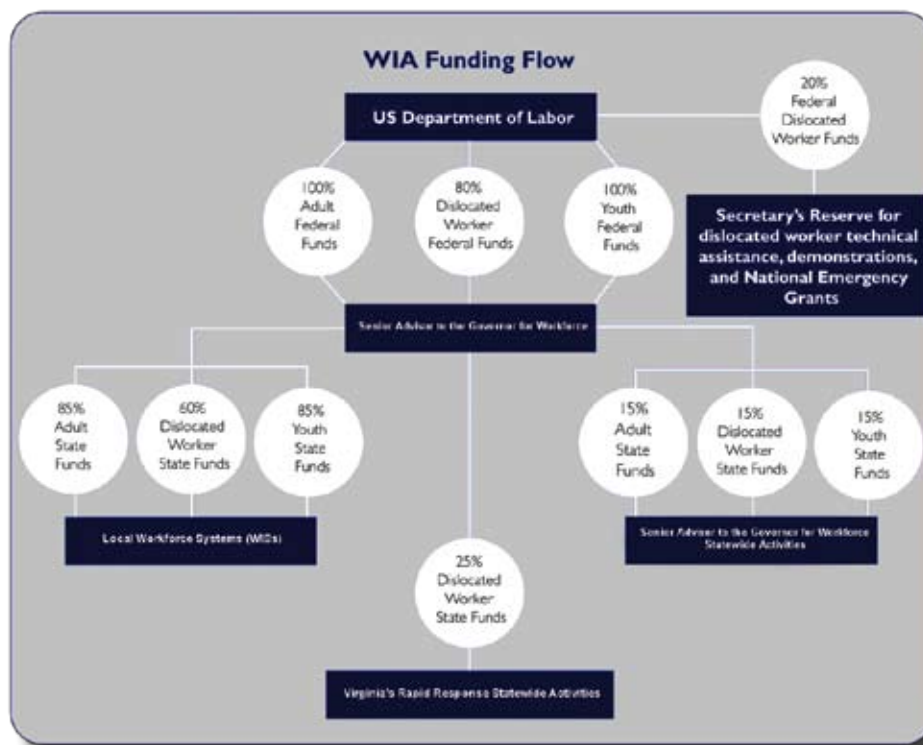
## *Definition of Virginia’s Workforce Development System*

To communicate more effectively to the citizens of the Commonwealth about workforce development, the Council created a definition for the Virginia Workforce Development System. In March 2006, the VWC adopted a definition of Virginia’s workforce system, which is:

*The Virginia Workforce Development System provides the policy, program and service intervention framework for the delivery of workforce activities at the state and local levels to individuals who need those services, including job seekers, dislocated workers, youth, incumbent workers, new entrants to the workforce and employers.*

## Workforce Investment Act Funding

The U.S. Department of Labor distributes the Workforce Investment Act funds to the Commonwealth of Virginia. The distribution of funds is allocated by formula to the local areas in three categories: 85 percent to the WIA Adult, 85 percent to WIA Youth, and 60 percent to WIA Dislocated Workers. Fifteen percent for WIA Youth, WIA Adults, and WIA Dislocated Workers is allocated to the Governor's Discretionary Fund. In addition, 25 percent of the Dislocated Worker funds are reserved for the state Rapid Response program activities. Administration for the Workforce Investment Act funds is provided by the Senior Advisor to the Governor for Workforce.



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## Governor's Kaine's Workforce Development Strategic Plan

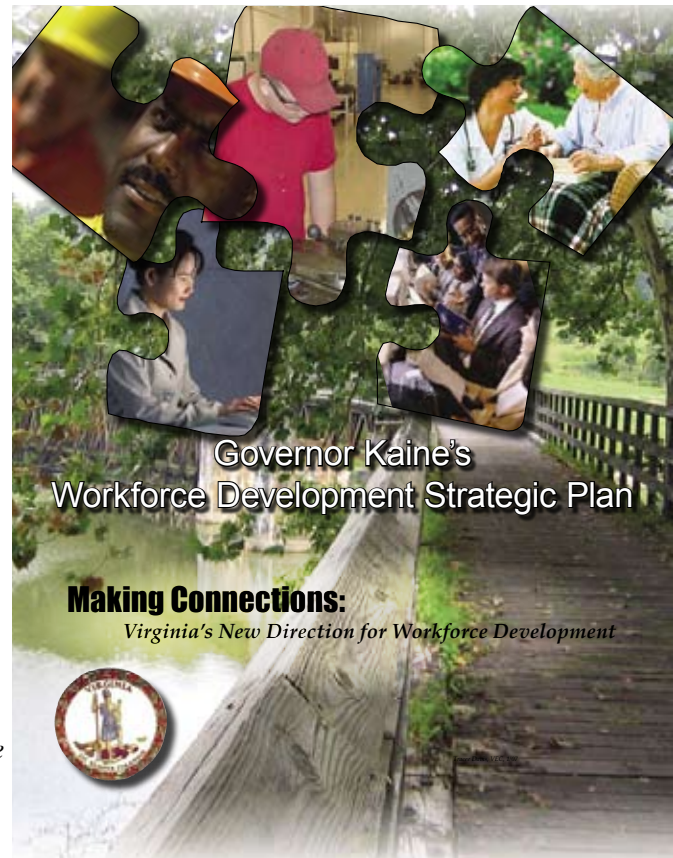
The Governor's Workforce Development Strategic Plan was completed in December 2006. The development of the plan included input from the Virginia Workforce Council, the Governor's Workforce Development Strategic Plan Steering Committee and six public meetings held across the state in conjunction with the Secretary of Commerce and Trade. Discussions were also held between the Senior Advisor for Workforce with the Virginia Community College System Board Chair, Chancellor, Vice President for Workforce Development and the Deputy Secretary of Education.

The Governor's plan sought to develop a workforce delivery system that would address the demands of a global economy that is driven by rapid technological advances and a knowledge-based economy. The Governor's strategic plan will reform the Virginia's workforce delivery system to focus on training workers to prepare them for a skilled workforce.

### Goals

- Create a substantial structural reform through consolidations to reduce administrative costs and streamline and integrate workforce policy and services for business, workers, job seekers.
- Demonstrate results and value in the workforce system that meet business needs through performance measurements and assessments.
- Respond to long-range talent and skill forecasts as well as emergent near-term market and business needs.

*A detailed summary of the Governor's Workforce Development Strategic Plan can be found at [www.workforce.virginia.gov](http://www.workforce.virginia.gov).*





## Virginia Workforce Council's Accomplishments

### *Policy Advice to the Governor*

The Virginia Workforce Council provides policy advice to the Governor on workforce and workforce development issues. This section is an overview of the actions of the Council related to the Governor's strategic priorities. The actions taken are in support of the Council's goals to provide strategic direction to the system; set policy and standards, provide oversight and assess the performance of the local WIBs and one-stop career centers; and to recommend specific uses for discretionary funds made available through the Workforce Investment Act.

### *The Urban Institute One-Stop Career Center Assessment*

The Virginia Workforce Council contracted with the Urban Institute to determine the effectiveness of the one-stop career centers. The findings indicated overall that one-stops have been successful at:

- Coordinating the core services, the self-directed services with the Workforce Investment Act program specific services.
- Being customer-friendly and conducive to the self-directed job searches and generally accessible at these locations.

### **On-going Challenges**

- Bringing together diverse partner services and resources
- Low level of full-time co-location of mandatory and optional partners across the Commonwealth
- Partners do not provide financial support to assist with infrastructure to maintain the one-stop career centers.

### **Issues of Concern**

- Lack of employer-based training strategies
- Employer engagement in the public workforce system

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## Progress Made

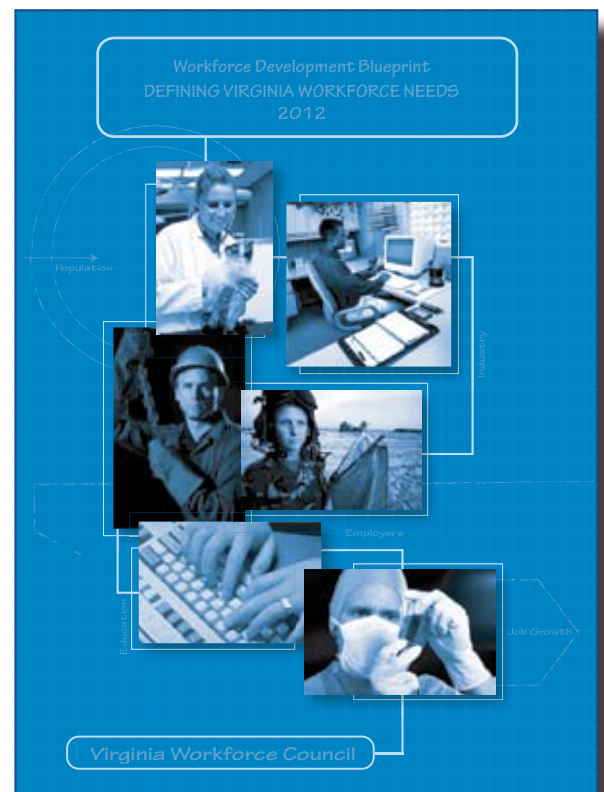
Demand-planning and training of individuals based on demand occupations

## Recommendations

- Technical assistance to the workforce boards to develop and expand incumbent worker training
- The reduction, duplication and streamlining of services by encouraging better coordination between Wagner-Peyser and one-stop core and employer services in one-stops where the Virginia Employment Commission is not the one-stop career center location.
- The state should remove barriers for the co-location of partners at local one-stop career centers and mandate each local partner to provide a percentage of their funding for infrastructure funding and planning.
- Revise the expectations of the state-level memorandum of understanding between the secretaries of Commerce and Trade, Education, and Health and Human Resources

## *Workforce Development Blueprint: Defining Virginia Workforce Needs 2012*

In 2006 the Virginia Workforce Council created the first Workforce Development Blueprint. This document is the first step in the process of determining Virginia's workforce needs that will be used to facilitate workforce development strategies. The workforce development blueprint will be used to analyze job creation projections, skill needs and emerging gaps projected by economic development trends and identify industry and occupational targets for workforce development.



## *Advantage Virginia Incentive Program (AVIP)*

AVIP was established for the purpose of preparing persons, through education to fill jobs that are in high demand in the Commonwealth. Under the direction of the Virginia Workforce Council, the VEC in partnership with local WIBs administered the AVIP program. Scholarships in amounts of up to \$3,000 for the 2006-2007 academic year were awarded to eligible students closest to meeting their degree requirements for payment of tuition, books and other fees.

<b>University/College</b>	<b># of Awards</b>	<b>Amount</b>
Virginia Wesleyan College	1	\$3,000
Strayer University	1	\$3,000
Christopher Newport University	1	\$3,000
Virginia Highlands CC	1	\$1,000
Virginia Commonwealth University	1	\$3,000
Virginia Tech	1	\$3,000
ECPI-Newport News	1	\$3,000
ECPI-Roanoke	1	\$1,500
ECPI-Innsbrook	11	\$33,000
ECPI-Virginia Beach	15	\$36,000
Thomas Nelson CC	1	\$3,000
Hampton University	2	\$4,500
Tidewater Community College	1	\$3,000

As students graduate, they are expected to obtain employment in their designated field and must remain employed for a period of six months in order to satisfy the terms of his/her employment contract. Information is collected from the students on a quarterly basis to update their scholarship profile. While many still remain enrolled, the projected graduation dates of the students vary and are based on enrollment in future courses. The last date of expected graduation for an awarded student is set for May 2010.





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## AVIP 2006-2007 Statistics

<b>Number of awarded participants</b>	<b>38</b>
<b>Participants who have graduated</b>	25
<b>Participants who completed full requirements</b> <i>(graduated and worked in field minimum 6 months)</i>	17 (5 looking/still under 6-month employment; 3 pursuing a BA degree and not working)
<b>Participants still attending school</b>	11
<b>Participants dropped</b>	1
<b>Participants deceased</b>	1

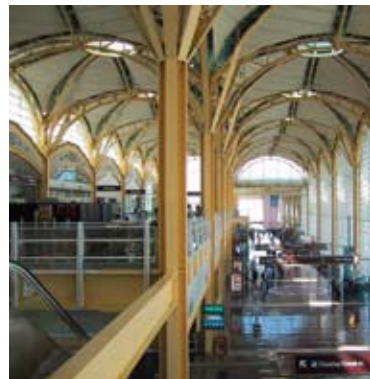


## *Career Readiness Certificate*

[www.crc.virginia.gov](http://www.crc.virginia.gov)

In 2006 the Virginia Community College System was given responsibility for implementation of the Career Readiness Certificate (CRC) by the Virginia Workforce Council. The Council provides oversight for the certificate. The CRC certifies core employability skills required across multiple industries and occupations. The CRC is a portable credential that promotes career development and skill attainment for the individual and confirms to employers that an individual possesses basic workplace skills in reading, applied math, and locating information—skills that most jobs require. The CRC provides employers with a uniform, accepted, third-party affirmation of the work skills that a prospective employee has to offer:

- From an employer's perspective, this reduces the information costs and uncertainty associated with finding and hiring the most qualified applicants, thereby lowering costs and increasing productivity.
- From the CRC holder's perspective, it improves the efficiency with which they are able to communicate their skill level to prospective employers, thereby reducing duration of unemployment and increasing wages.
- From the state's or region's perspective, it facilitates smoother operation of labor markets, thereby reducing the duration of situational unemployment and increasing economic output.

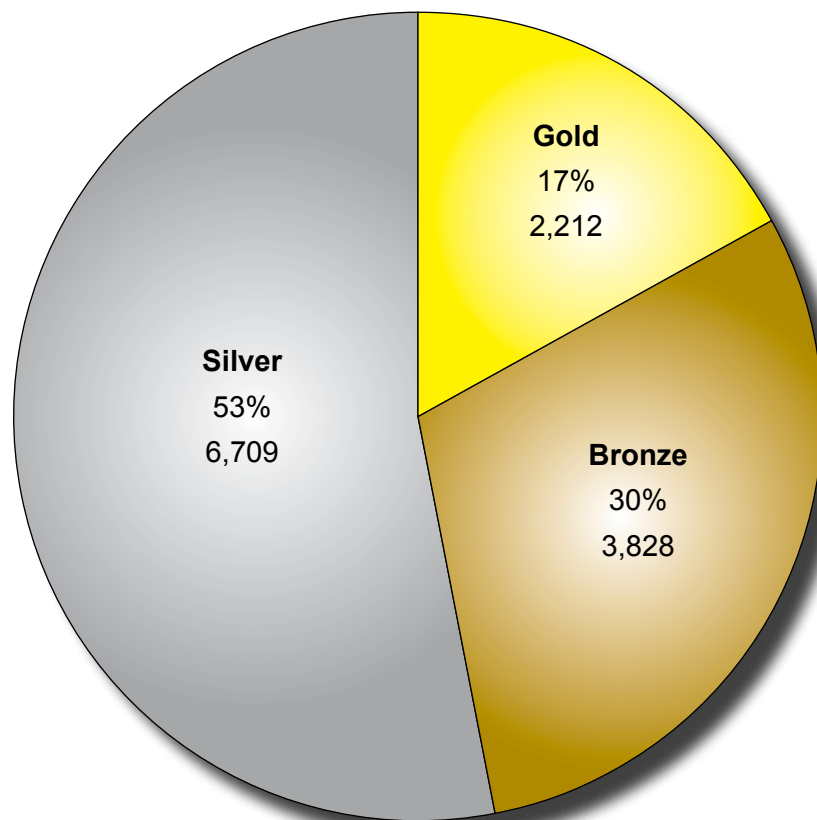


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The CRC provides documentation that an individual meets a minimum set of skill and education standards that indicate work readiness. The certificate is awarded following assessment of required skills levels as measured by American College Testing's (ACT) WorkKeys assessment system. Skills assessment and gap training are provided by Virginia's community colleges and some one-stop career centers. Certified individuals can then be matched with current and future job opportunities using occupational profiles developed by ACT or Virginia employers.

## Skills Bank:

The Virginia Skills Bank is Virginia's web-based CRC database. It allows economic developers and employers to research workforce skill levels throughout Virginia. Users are able to search the database via a number of parameters, including certification level, skills category and location. The Skills Bank database is an informative tool for determining the available supply of trainable workers within a given region.



<b>2006 Career Readiness Certificates in Virginia</b>			
<b>LWIA</b>	<b>Bronze</b>	<b>Silver</b>	<b>Gold</b>
Alexandria/Arlington	7	17	1
Bay Consortium	54	58	21
Capital Area	242	443	147
City of Richmond	231	332	78
Crater Area	488	661	166
Greater Peninsula	1,004	1,738	627
Hampton Roads	445	724	186
New River Mount Rogers	196	569	209
Northern Virginia	70	112	39
Piedmont Workforce Network	53	108	24
Region 2000 Central Virginia	441	908	345
Shenandoah Valley	184	360	149
South Central Virginia	168	242	53
Southwest Virginia	35	144	48
West Piedmont	126	153	61
Western Virginia	30	77	38
<b>STATE TOTAL CRC</b>	<b>3,774</b>	<b>Bronze</b>	
	<b>6,646</b>	<b>Silver</b>	
	<b>2,192</b>	<b>Gold</b>	
	<b>12,612</b>	<b>Total</b>	
<b>Individuals who took 3 assessments</b>	<b>14,501</b>		
<i>This table reflects the number of CRCs that were included in the Virginia Skills Bank. They do not reflect CRCs awarded by the 16 local workforce investment areas. Northern Shenandoah Valley was merged with Shenandoah Valley during PY06.</i>			

### **State Performance Measures**

In November 2004, the Virginia Workforce Council facilitated a *Systems Measures Retreat* to identify and discuss system-wide policy-level performance measures for Virginia's Workforce Network. The purpose of creating a set of system measures is to allow the VWC to report, monitor and evaluate the performance of the workforce and career development system at a policy-level. Virginia's Workforce and Career

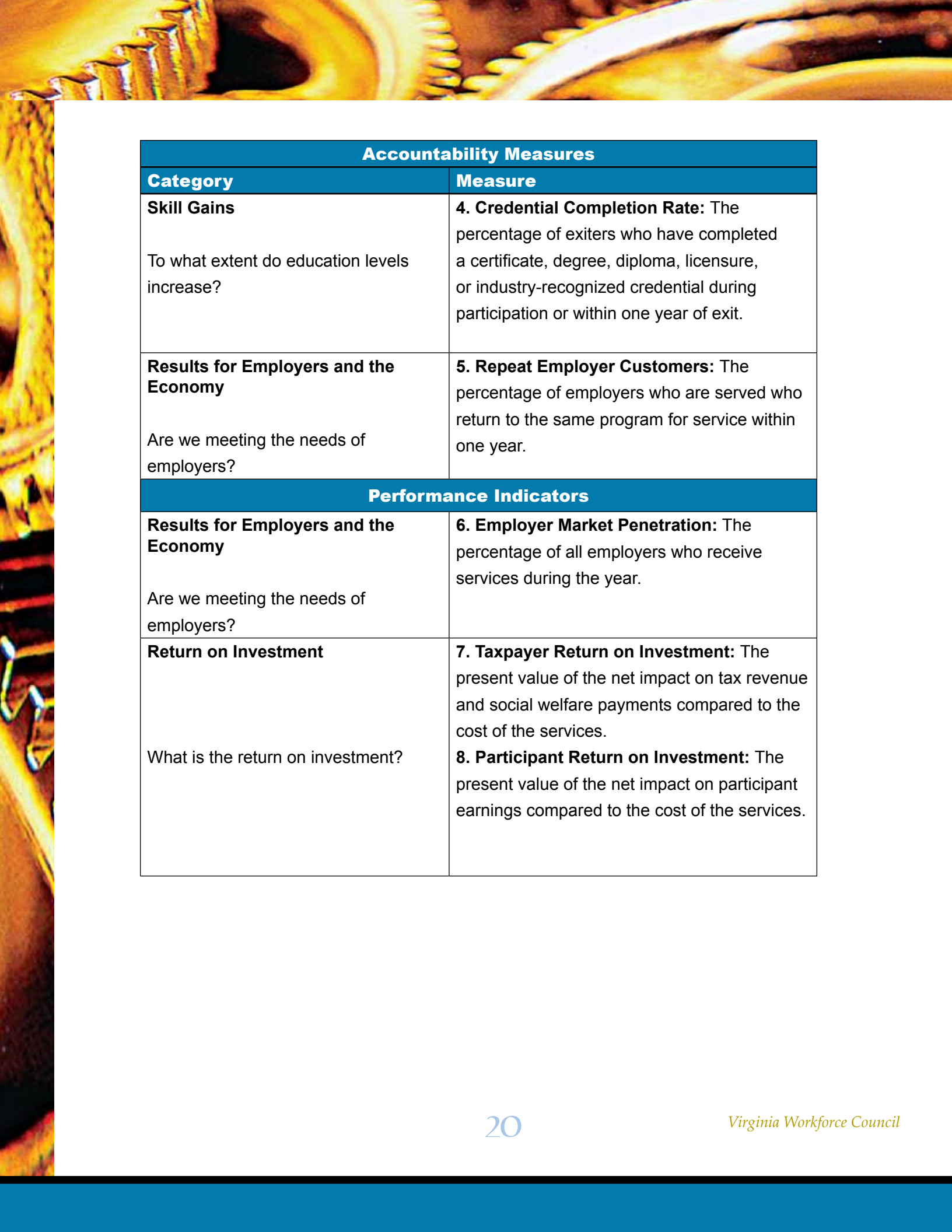
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Development System is comprised of career education and workforce training programs that prepare people for employment and career advancement throughout their lives, and include, but are not limited to:

- Postsecondary Career and Technical Education
- Employment Service (Wagner-Peyser)
- Workforce Investment Act, Title IB
- Adult Education and Family Literacy
- Vocational Rehabilitation
- Temporary Assistance for Needy Families (TANF) Work Program
- Apprenticeship
- Title V of the Older Americans Act
- Food Stamps Employment and Training (FSET)

System measures would be consistently applied across all programs comprising Virginia Workforce Delivery System. In 2005, the Council approved the state performance measures.

Accountability Measures	
Category	Measure
<b>Labor Market Results for Program Participants</b>  Do people get jobs? What are they paid?	<b>1. Short-term Employment Rate:</b> The percentage of participants who have exited with employment during the second quarter after exit. (For youth, enrollment in education counts as well as employment.) <b>2. Long-term Employment Rate:</b> The percentage of participants that have exited with employment during the fourth quarter after exit. (For youth, enrollment in education counts as well as employment.) <b>3. Earnings Level:</b> Median earnings during the 2nd quarter after exit among all exiters with any earnings.



<b>Accountability Measures</b>	
<b>Category</b>	<b>Measure</b>
<b>Skill Gains</b>  To what extent do education levels increase?	<b>4. Credential Completion Rate:</b> The percentage of exiters who have completed a certificate, degree, diploma, licensure, or industry-recognized credential during participation or within one year of exit.
<b>Results for Employers and the Economy</b>  Are we meeting the needs of employers?	<b>5. Repeat Employer Customers:</b> The percentage of employers who are served who return to the same program for service within one year.
<b>Performance Indicators</b>	
<b>Results for Employers and the Economy</b>  Are we meeting the needs of employers?	<b>6. Employer Market Penetration:</b> The percentage of all employers who receive services during the year.
<b>Return on Investment</b>  What is the return on investment?	<b>7. Taxpayer Return on Investment:</b> The present value of the net impact on tax revenue and social welfare payments compared to the cost of the services.  <b>8. Participant Return on Investment:</b> The present value of the net impact on participant earnings compared to the cost of the services.

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## *Governor's Discretionary Funds*

From the Workforce Investment Act Title I local program annual allocation for adults, youth, and dislocated workers, 15 percent of the allocation is reserved for expenditure by the Governor on certain statewide required and optional activities.

### **Guiding Principles**

Grants are made at the discretion of the Governor. The Workforce Investment Act discretionary funds provide the Governor flexibility and leverage in addressing the myriad of workforce needs in the diverse regions of the state based on economic demand. The Governor places a priority on performance and outcome measures. These outcome measures should relate to employment and increased wages. Further, the Governor encourages regional cooperation among jurisdictions. Additionally, achieving parity of skill level among individuals in diverse areas of the state is imperative, and projects which address skills upgrade for low-skilled adults will receive special attention.

These funds are also directed at building the capacity and continuous improvement of Virginia's workforce development system. The 2006 discretionary grants for workforce that relate to employment and increased wages totaled \$1.9 million.



## Policy Direction to the Local Workforce Investment Boards (WIBs)



The Virginia Workforce Council establishes policies and standards, provide oversight and assesses the performance of the local WIBs and the one-stop career centers. This section is an overview of the policy deliberations taken by the Council to integrate and align the system and to encourage local excellence.

### *Accessibility Survey Guidelines*

The Virginia Workforce Council adopted “Minimum Standards for Service Delivery in One-stop Career Centers” in March of 2004. This document requires that each of the 16 WIAs in Virginia have at least one comprehensive one-stop career center that is certified by these minimum standards. To assist the one-stops with the certification process, a coordinated procedure for conducting accessibility surveys and a standardized survey report format was developed during the Work Incentive Grant II project period in 2001. This process was developed under the leadership of the Department of Rehabilitative Services in collaboration with the departments for Blind and Vision Impaired and the Deaf and Hard of Hearing and the VEC’s Workforce Investment Act Division.

Plans are in progress for a July 2007 One-Stop Career Center Committee meeting, to recommend clear guidelines for the accessibility survey and report implementation processes that support the program and physical accessibility requirements for the one-stop career centers. The guidelines will also encourage the one-stops to go beyond the minimum requirements and serve as state-of-the-art models for program and physical accessibility.

The Council instituted this practice by approving the guidelines with a regular time frame to conduct the surveys.



## *Tier II Certification Standards*

In 2005 the Virginia Workforce Council adopted the *Tier II Certification Standards for One-Stop Career Centers*. Instructions and timeline for achieving a Tier II Certification are:

**March 1:** An area that cannot complete the certification process in accordance with the standards must submit a report to the Virginia Workforce Council indicating the circumstances that have prevented achievement of the standards.

**July 1:** Deadline for a one-stop career center to complete the Tier II Certification Standards process.

## **Management and Staff Structure**

- Each Center will develop and implement a written service plan for all key business processes.
- Each Center will develop and implement a written plan to promote cross-training of staff and involvement of partners in cross-functional service teams.
- Each Center will develop a policy for evaluating staff performance requiring, at a minimum, annual performance assessments that include a training plan for each staff member to promote increased personal and organizational effectiveness.
- Each Center will demonstrate a commitment to staff competency by encouraging staff certification consistent with standards adopted by the Virginia Workforce Council.

## **Service Delivery**

The Centers have begun the process of developing a Business Services Team/Unit. A written plan is in place that indicates how the Centers will provide and coordinate services to employers.

The Centers leverage its resources and enhance their effectiveness by offering a range of services provided by community partners. At least 50 percent of the Workforce Investment Act-mandated partner programs have either a full-time or scheduled presence at the Centers (traditional and non-traditional).

The contributions of Workforce Investment Act mandatory partners and other local partners (financial and otherwise) to the Centers are evaluated at least annually. These evaluations include recommendations for more meaningful collaboration and are provided to each of the partners, the Senior Advisor, and the Virginia Workforce Council.



### **Process Management/Measure Success**

Each Center will develop measures of effectiveness that promote service excellence and the continuous improvement of all services offered through the Center. Such measures will, at a minimum, include the Virginia Workforce Council system measures involving short- and long-term employment rates, earnings levels, credential completion rates, and repeat employer customers.

Each Center will develop a process for evaluating program performance and addressing performance deficiencies to ensure achievement of all performance goals.

### **Operations/Facilities/Location**

Limited resources have been leveraged to provide a facility that is inviting and professional in appearance, convenient to customers, and accommodating to partners.

### **Financial**

A written plan for resource sharing (financial and otherwise) will be developed and implemented in cooperation with all partners.

Each Center will develop a written, comprehensive budget that is regularly monitored to ensure the timely and appropriate expenditure of funds.

### ***Staff Certification***

In 2006 the Virginia Workforce Council approved the Virginia Workforce Network Staff Certification for one-stop career center employees. Dynamic Works Institute was awarded a contract to create an automated (computer-based) certification course for the one-stop staff certification project.

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## Workforce Investment Boards Incentive Awards

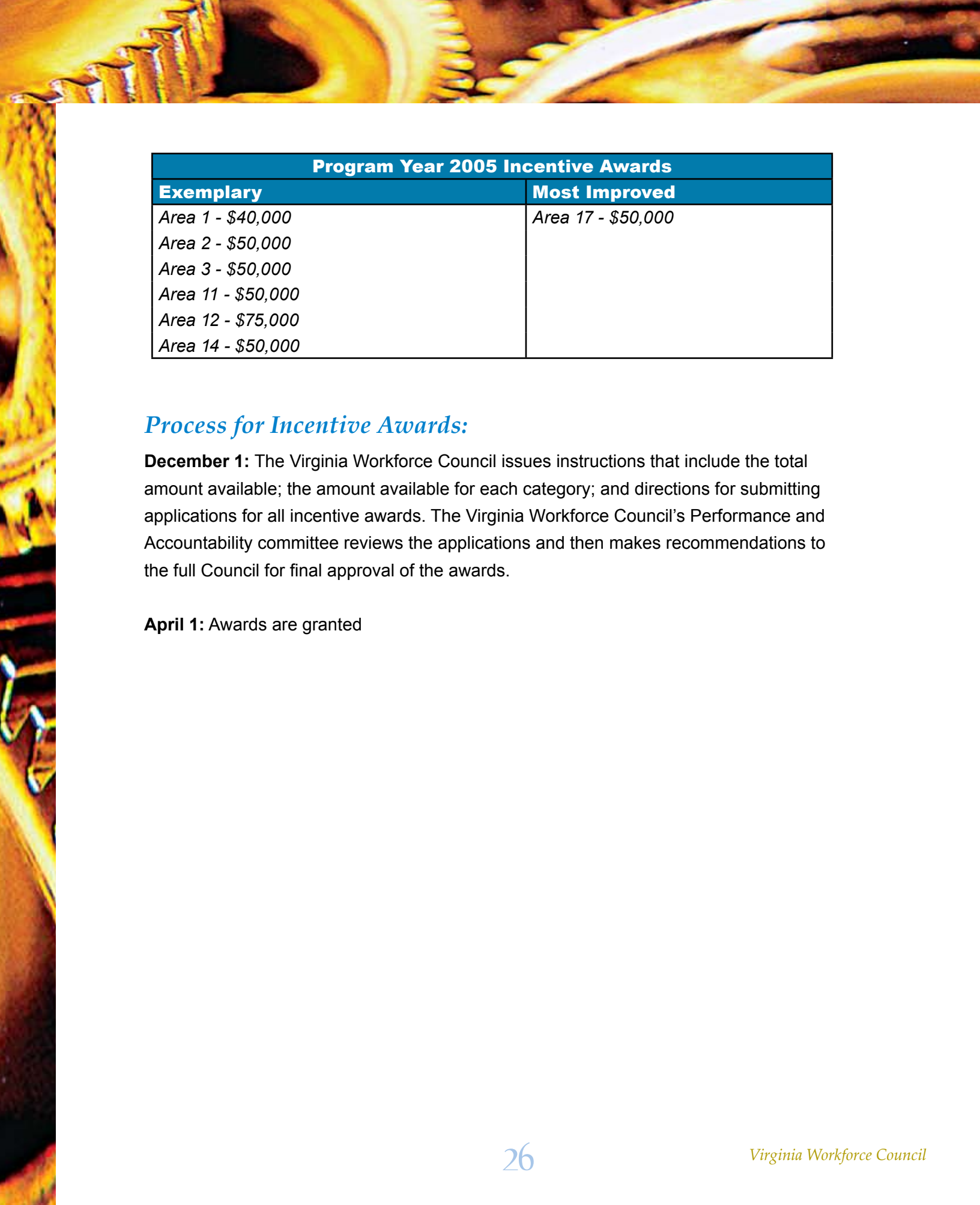
The Commonwealth envisions a workforce development system that has demonstrated results and value, and meets business needs through performance measurement and assessment. The Workforce Investment Act makes funding available to the Commonwealth to provide incentive grants for regional cooperation, local coordination of activities and exemplary performance. In 2006 the Council revised the policy for determining incentive awards (Virginia Workforce Network Policy 05-02) to provide instructions for the process, definitions for each category, and a timeline for the submission of applications and the award notification date. The categories for determining the Incentive Awards are:

1. Exemplary Performance
2. Local Coordination
3. Regional Cooperation
4. Most Improved Program Performance

Incentive funds are awarded in the categories above, and may be used to carry out local coordination and regional cooperation activities and services to target populations.

The awards for PY 2004 and PY 2005 are as follows:

<b>Program Year 2004 Incentive Awards</b>			
<b>Exemplary</b>	<b>Most Improved</b>	<b>Local Coordination</b>	<b>Regional Cooperation</b>
<i>Area 2 - \$50,000</i>	<i>Area 6 - \$10,000</i>	<i>Area 8 - \$10,000</i>	<i>Area 12 - \$15,000</i>
<i>Area 3 - \$50,000</i>	<i>Area 7 - \$30,000</i>	<i>Area 9 - \$10,000</i>	<i>Area 16 - \$15,000</i>
<i>Area 11 - \$50,000</i>	<i>Area 11 - \$40,000</i>	<i>Area 10 - \$10,000</i>	
<i>Area 12 - \$75,000</i>			
<i>Area 14 - \$50,000</i>			
<i>Area 15 - \$17,500</i>			



<b>Program Year 2005 Incentive Awards</b>	
<b>Exemplary</b>	<b>Most Improved</b>
Area 1 - \$40,000	Area 17 - \$50,000
Area 2 - \$50,000	
Area 3 - \$50,000	
Area 11 - \$50,000	
Area 12 - \$75,000	
Area 14 - \$50,000	

***Process for Incentive Awards:***

**December 1:** The Virginia Workforce Council issues instructions that include the total amount available; the amount available for each category; and directions for submitting applications for all incentive awards. The Virginia Workforce Council's Performance and Accountability committee reviews the applications and then makes recommendations to the full Council for final approval of the awards.

**April 1:** Awards are granted

## Local Workforce Investment Boards Regional Cooperation

### *Regional Partnerships: Workforce Investment Boards and Community Colleges*

#### **Community-Based Job Training Grants**

In 2005, President Bush created the Community-Based Job Training Grants to strengthen the role of community colleges in promoting the U.S. workforce's full potential. The purpose of Community-Based Job Training Grants is to build the capacity of community colleges to train workers in the skills required to succeed in high growth, high demand industries. In December 2006, 72 entities in 34 states received the grants that totaled \$125 million. In Virginia, four (4) community colleges received the grants in partnership with local workforce investment boards and other community partners that totaled \$5.9 million. The community colleges and WIBs included:

#### **Central Virginia Community College**

WIB Partner: Region 2000 Partnership – Area 7

Industry Focus: Nuclear Technologies

Grant Amount: \$1.2 million

#### **Mountain Empire Community College**

WIB Partner: Southwest Virginia – Area 2

Industry Focus: Healthcare

Grant Amount: \$1.9 million

#### **Northern Virginia Community College**

WIB Partner: Northern Virginia and Alexandria/Arlington – Areas 11 and 12

Industry Focus: Healthcare

Grant Amount: \$1.2 million

#### **Piedmont Virginia Community College**

WIB Partner: Piedmont Workforce Network – Area 6

Industry Focus: Construction

Grant Amount: \$1.4 million



## *Virginia Ford Plant Closure Response*

In April 2006, the Ford Motor Company announced its intention to close its Norfolk, Virginia, manufacturing plant, which manufactured F-150 pickup trucks. At full capacity, the plant employed 2,400 workers. More than 1,000 other jobs were affected that had supplied goods or services to the Norfolk plant, with the impact reaching as far as Strasburg, Virginia, in the Shenandoah Valley. Approximately 375 North Carolina residents worked at the Ford plant.

In response to the closure of the Ford Motor Company vehicle assembly plant in Norfolk, Virginia Governor Timothy M. Kaine established a state- and region-wide response. In doing so, Governor Kaine brought together WIBs; community colleges; Ford and its suppliers; and state and local agencies, economic developers, and public interest associations from Virginia and North Carolina to train dislocated workers and place them in new jobs. The task force that Governor Kaine established addressed the immediate dislocation and developed long-range economic development strategies to replace the Ford and related jobs with jobs that offer good salaries and opportunities for growth. The purpose of the task force was to use the two years preceding the layoff to prepare Ford and suppliers employees to find high quality employment opportunities. The task force included representatives from Ford, the United Auto Workers, supplier companies including Tenneco, Visteon, TDS, Lear, Johnson Controls, WIBs, community colleges, state and local economic development offices, the Governor's office, and the state of North Carolina.

The Ford response is the first time the Governor's office actively worked to coordinate a regional response to a mass economic dislocation. Previous efforts had been conducted at the local level, and had not made specific efforts to foster collaboration between Virginia localities and another state. Because of the success of this effort, the Governor's office has developed a template for mandatory activities in response to mass layoffs. These activities established a new standard for all of the Commonwealth's WIBs, community colleges, Economic Development agencies and labor unions.

## **Local Excellence: Achievements of WIBs**

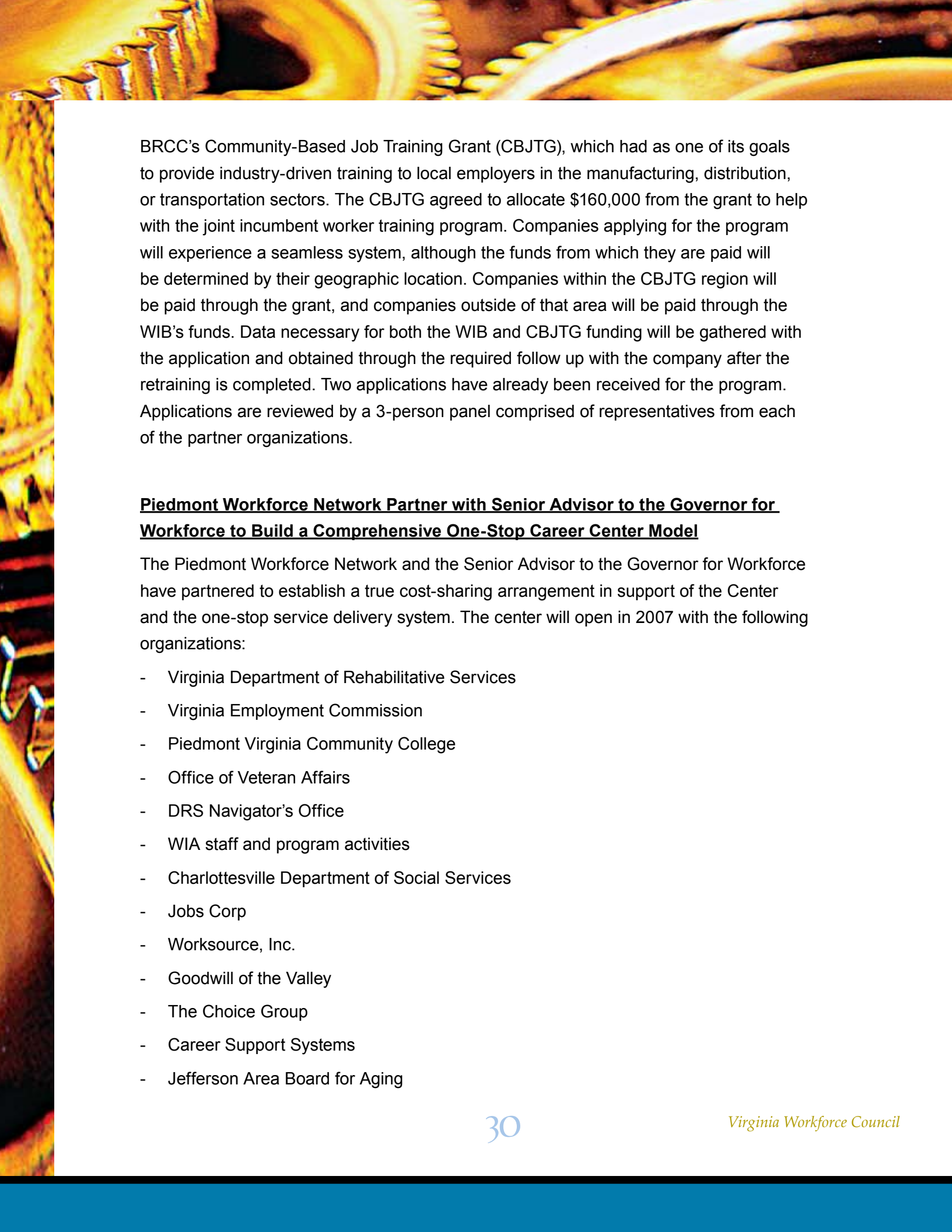
### **Area 6—Piedmont Workforce Network**

#### **Piedmont Workforce Network Partners with State to Create Retraining Program**

The Piedmont Workforce Network Board and the Virginia Jobs Investment Program (VJIP) of the Virginia Department of Business Assistance (VDBA) have partnered to coordinate the Piedmont Workforce Network (PWN) Retraining Program for incumbent workers. PWN allocated funds to initiate a program and engaged the assistance of VJIP to help establish the application, guidelines, and processes. The documents and processes are modeled after VJIP's Retraining Program, which businesses have historically found easy to use and not a deterrent to accessing the program. The partnership with VJIP has permitted PWN to be more responsive to the needs of the employer community and allows both entities to jointly fund projects or refer projects to each other based on the best fit for the project. PWN and VJIP are marketing the program in a joint effort to eligible employers in WIB Area 6. Interested organizations submit applications to PWN on a first-come, first-served basis. Priority will be given to employers requesting retraining assistance for Area 6 demand occupations, including careers in health care, service or retail and construction or trades. Employers are expected to provide 50-50 cost sharing on the retraining project. Types of retraining supported include occupational skills training, skills upgrading and retraining, literacy activities related to basic work readiness, job readiness or work readiness training, on-the-job training and customized training.

#### **Piedmont Workforce Network Launch Shenandoah Valley Incumbent Worker Training Program**

The Shenandoah Valley Workforce Investment Board (WIB 4/5) has partnered with Blue Ridge Community College (BRCC) and the Virginia Jobs Investment Program (VJIP) of the Virginia Department of Business Assistance to create an incumbent worker training program to serve the retraining needs of Valley employers. The WIB allocated \$20,000 to initiate a program and engaged the assistance of VJIP to help establish the application, guidelines, and processes. The documents and processes are modeled after VJIP's Retraining Program, which businesses have historically found easy to use and not a deterrent to accessing the program. The WIB and VJIP then joined forces with



BRCC's Community-Based Job Training Grant (CBJTG), which had as one of its goals to provide industry-driven training to local employers in the manufacturing, distribution, or transportation sectors. The CBJTG agreed to allocate \$160,000 from the grant to help with the joint incumbent worker training program. Companies applying for the program will experience a seamless system, although the funds from which they are paid will be determined by their geographic location. Companies within the CBJTG region will be paid through the grant, and companies outside of that area will be paid through the WIB's funds. Data necessary for both the WIB and CBJTG funding will be gathered with the application and obtained through the required follow up with the company after the retraining is completed. Two applications have already been received for the program. Applications are reviewed by a 3-person panel comprised of representatives from each of the partner organizations.

**Piedmont Workforce Network Partner with Senior Advisor to the Governor for Workforce to Build a Comprehensive One-Stop Career Center Model**

The Piedmont Workforce Network and the Senior Advisor to the Governor for Workforce have partnered to establish a true cost-sharing arrangement in support of the Center and the one-stop service delivery system. The center will open in 2007 with the following organizations:

- Virginia Department of Rehabilitative Services
- Virginia Employment Commission
- Piedmont Virginia Community College
- Office of Veteran Affairs
- DRS Navigator's Office
- WIA staff and program activities
- Charlottesville Department of Social Services
- Jobs Corp
- Worksource, Inc.
- Goodwill of the Valley
- The Choice Group
- Career Support Systems
- Jefferson Area Board for Aging



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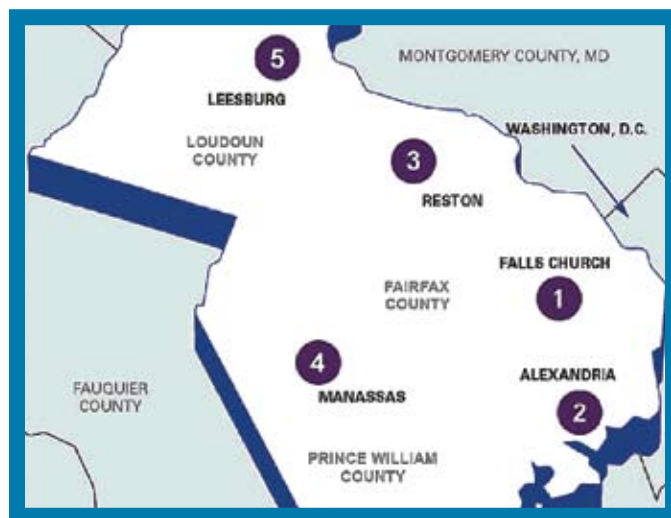
The Center is unique because:

- The lease holder for all the tenants is the Virginia Department of General Services, which then subleases to the other state and non-state agencies.
- There is only one (1) contact number and IT network used by all of the tenants.
- Resources from all of the partners will be shared to accommodate the concept of a one-stop career center—no wrong door—service for workers, jobseekers and businesses.
- There are shared operational responsibilities by the larger partners in the center to staff the resource room and other public areas.

The concept of a one-stop career center is not new, but for the Commonwealth and especially the Piedmont Workforce Network and its Charlottesville one-stop career center, this is a first. The success of this project is attributed to the commitment of the local partners and the support from the Governor and the Senior Advisor to the Governor for Workforce.

## Area 11—Northern Virginia Workforce Investment Board

The Northern Virginia WIB and its non-profit entity, the **SkillSource** Group, Inc. (**SkillSource**) have a strong record of creating and adapting innovative employment and workforce strategies for collaboration among varied organizations and employers of all sizes. The NVWIB and **SkillSource**'s five one-stop career centers serve over 1.8 million residents within the counties of Fairfax, Loudoun and Prince William, including the cities of Fairfax, Falls Church, Manassas and Manassas Park.





### **Enhanced Regional Workforce Collaboration With BRAC**

**SkillSource**, in collaboration with the Arlington/Alexandria WIB, will participate in a \$4.9 million grant from the U.S. Department of Labor's National Emergency Grant program to the Commonwealth of Virginia to respond to workforce impacts resulting from the Base Realignment and Closure (BRAC) process. **SkillSource** and the Arlington/Alexandria WIB will work with their counterparts in the District of Columbia and Maryland to plan and implement a Greater Washington Regional response to BRAC-related workforce issues and transformational economic development strategies. The WIRED Northern Virginia for BRAC proposal has two priorities: 1) To support workforce and economic development officials to respond to worker and employer needs resulting from BRAC transitions and 2) To support the continued transformation of workforce and economic development strategies within the Northern Virginia community, as part of the Greater Washington regional economy. Of the \$4.9 million requested in this proposal, approximately \$3.5 million will be utilized for direct services to BRAC-impacted workers. The remaining \$1.5 million will be utilized to enhance and transform the capability of the Northern Virginia region, while working collaboratively with professional colleagues in Maryland and the District. These funds will be available through June 2009.

### **Integrating Ex-Offenders into the Community**

To support recently released serious and violent ex-offenders address multiple barriers, **SkillSource** has been part of the regional community network that has excelled in managing the Federal Virginia Serious and Violent Offender Re-Entry Initiative (VASAVOR) in Fairfax County, which supported the transition of long-term incarcerated adults into the community. The Fairfax County VASAVOR initiative provides selected offenders with requisite skills and support to reduce recidivism and successfully reintegrate them back into the community. Against a national violent offender recidivism rate of 35%, and a Virginia violent offender recidivism rate of 15% (1998), the VASAVOR recidivism rate as of 2005 was initially estimated at less than 10%. Most VASAVOR participants have remained employed with good wages and benefits and with secure housing opportunities. **SkillSource** will be continuing this program with funding from the Virginia Department of Corrections. The following chart summarizes **SkillSource** employment and training costs and performance for VASAVOR ex-offenders in Fairfax County from FY 2004 to 2006.

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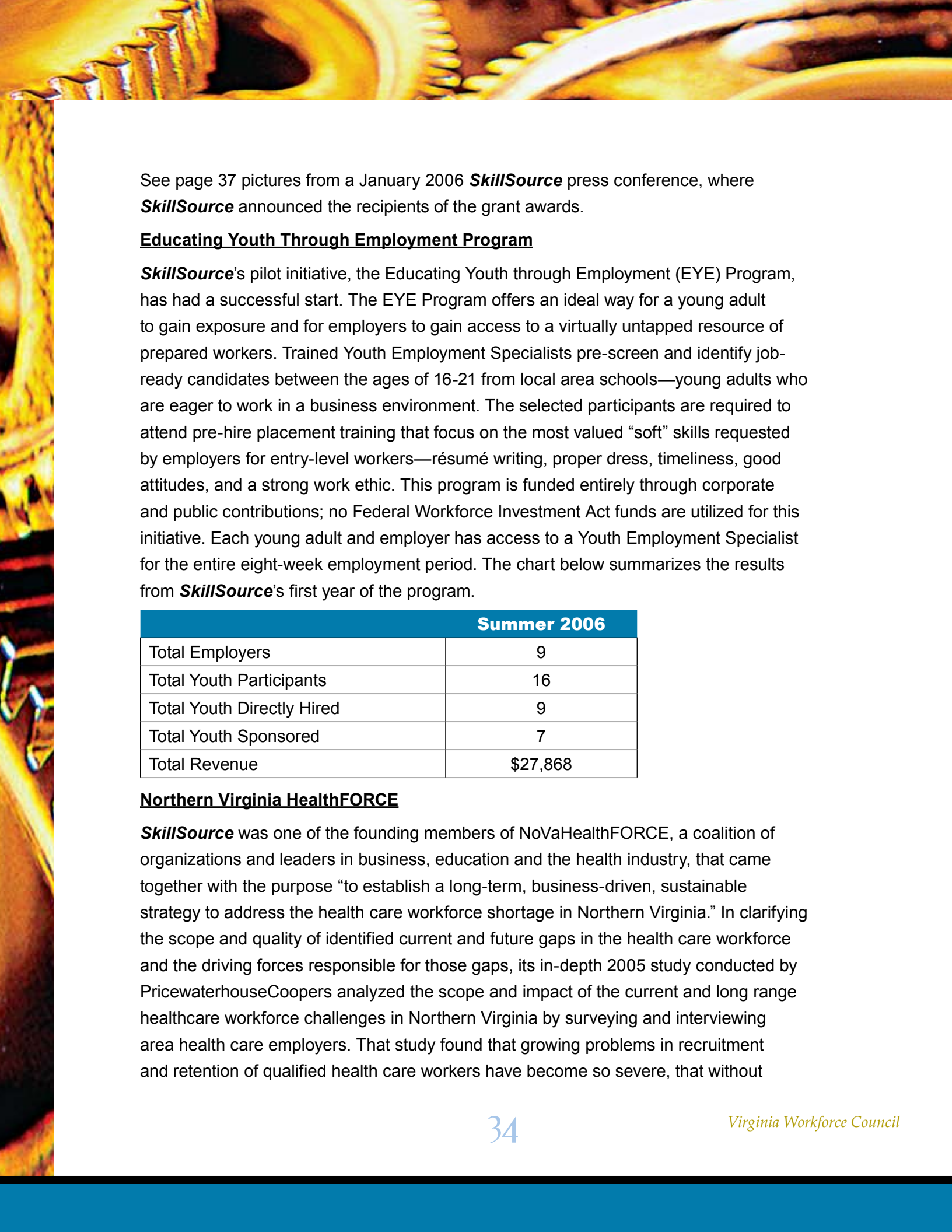
Category	FY2004	FY2005	FY2006
# of Offenders	68	65	63
Total Employment and Training Costs	\$54,380 SF* \$52,318 TC* \$10,905 SS*	\$53,124 SF \$53,298 TC \$48,225 SS	\$56,531 SF \$11,729 TC \$49,523 SS
Average Wage at Placement	\$12.79/hr	\$13.68/hr	\$13.60/hr
Total Number of Job Placements	46	47	80
Average VASAVOR Cost per Offender	\$1,729	\$2,379	\$1,870

\* SF = Salary and Fringe; TC = Training Cost; SS = Supportive Services

## **Regional Faith- and Community-Based Workforce Initiative**

**SkillSource** recently completed its Employment Access through Partnerships and Community Collaboration Project that was funded by the U.S. Department of Labor's Center for Faith-Based and Community Initiatives. In this program, **SkillSource** awarded Faith- and Community-Based Workforce Grant Awards of \$10,000 to \$25,000 to 15 faith-based and community organizations (FBCOs) that serve local job seekers facing multiple employment barriers in the Northern Virginia Workforce Area. The following table documents the impressive accomplishments by FBCOs in that effort. The remarkable extent to which the project exceeded its goals indicates reservoirs of potential vitality, leadership, staff initiative, and organizational follow-through that yielded excellent dividends for this project.

Project Goals	Proposal Estimates	Outcomes	Difference
Adult Jobseekers Linked to Employment Services	175	819	+644 (+368%)
Adult Jobseekers Placed Into Employment	93	134	+41 (+44%)
Average Hourly Wage at Placement	\$10/hour	\$10.50/hour	+.50/hour (+5%)
Federal Grant Funding Utilized	\$481,500	\$481,500	—



See page 37 pictures from a January 2006 **SkillSource** press conference, where **SkillSource** announced the recipients of the grant awards.

### **Educating Youth Through Employment Program**

**SkillSource**'s pilot initiative, the Educating Youth through Employment (EYE) Program, has had a successful start. The EYE Program offers an ideal way for a young adult to gain exposure and for employers to gain access to a virtually untapped resource of prepared workers. Trained Youth Employment Specialists pre-screen and identify job-ready candidates between the ages of 16-21 from local area schools—young adults who are eager to work in a business environment. The selected participants are required to attend pre-hire placement training that focus on the most valued “soft” skills requested by employers for entry-level workers—résumé writing, proper dress, timeliness, good attitudes, and a strong work ethic. This program is funded entirely through corporate and public contributions; no Federal Workforce Investment Act funds are utilized for this initiative. Each young adult and employer has access to a Youth Employment Specialist for the entire eight-week employment period. The chart below summarizes the results from **SkillSource**'s first year of the program.

<b>Summer 2006</b>	
Total Employers	9
Total Youth Participants	16
Total Youth Directly Hired	9
Total Youth Sponsored	7
Total Revenue	\$27,868

### **Northern Virginia HealthFORCE**

**SkillSource** was one of the founding members of NoVaHealthFORCE, a coalition of organizations and leaders in business, education and the health industry, that came together with the purpose “to establish a long-term, business-driven, sustainable strategy to address the health care workforce shortage in Northern Virginia.” In clarifying the scope and quality of identified current and future gaps in the health care workforce and the driving forces responsible for those gaps, its in-depth 2005 study conducted by PricewaterhouseCoopers analyzed the scope and impact of the current and long range healthcare workforce challenges in Northern Virginia by surveying and interviewing area health care employers. That study found that growing problems in recruitment and retention of qualified health care workers have become so severe, that without

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intervention, looming workforce shortages threaten to impede economic stability and growth as well as to erode the quality of life for thousands of residents. **SkillSource** and NoVaHealthFORCE collaboration has resulted in multiple grant awards to date from the Commonwealth of Virginia (\$1.9 million) and the U.S. Department of Labor (\$1.1 million) to Northern Virginia Community College, in addition to over \$1.5 million in corporate matching funding commitments to **SkillSource** by regional health care providers. See picture on page 38 from a NoVaHealthFORCE briefing at the Medical Education Campus of Northern Virginia Community College that Virginia Governor Tim Kaine attended on Cabinet Community Day.

## **Northern Virginia Career Assistance Loan Program**

The Career Skills Loan was developed by **SkillSource** and Sallie Mae in 2003 to help make training programs more affordable to adults interested in switching careers to jobs in the information technology and health care industry. Unlike Federal Workforce Investment Act guidelines, there are no income eligibility requirements for this program; moreover, no Federal funds are utilized for this activity. For every \$1 deposited into non-Workforce Investment Act funds deposited into a 3rd-party escrow account, Sallie Mae commits to loan \$5. Currently, Sallie Mae has committed \$500,000 in low-cost loans for this training initiative. When an applicant enrolls in one of the customized programs at a participating school in Northern Virginia, they are eligible for this innovative, low-cost loan that can go towards tuition costs, books, supplies and living expenses during the four to six month training period. This program is a unique and affordable opportunity to help workers pay for tuition costs and living expenses while they train, helping them to transition quickly into a new health care or information technology job. The chart below summarizes the success **SkillSource** has had with the loan program since its inception.

<b>Number of Applicants</b>	<b>44</b>
<b>Number of Approvals</b>	<b>16</b>
<b>Number of Denials</b>	<b>3</b>
<b>Applications Pending Co-Borrower</b>	<b>19</b>
<b>Applications Cancelled</b>	<b>6</b>
<b>Total Volume Approved</b>	<b>\$55,570</b>
<b>Total Volume Disbursed</b>	<b>\$37,400</b>
<b>Average Approved Loan Amount</b>	<b>\$3,473</b>
<b>Approval Rate</b>	<b>82%</b>
<b>Delinquent Accounts</b>	<b>1</b>



### **Manassas Mall Job Hut**

**SkillSource** and the NVWIB's Job Hut opened in October 2003, and immediately received national attention as an innovative approach to serving young adults, ages 14-21: a safe place for young adults to discover their talents, build their marketability in the workforce, and connect to resources for their personal development. Over two-thirds of center startup costs were donated by local businesses, including the space that the Job Hut occupied: a retail location inside a mall. During its three years of operation, over 10,000 youth ages 14-21 came through the doors of the Job Hut. More than 250 dynamic, interactive workshops were delivered by committed staff and over 900 youth were placed in employment. The U.S. Department of Labor identified Job Hut as a national best practice, and referred states and localities from Rhode Island to Florida and Mississippi to New York, to see how a small, dynamic, resourceful group of leaders overcame funding challenges in the interest of serving youth. In 2004, the Job Hut was honored with the Theodore E. Small Award in Partnerships by the National Association of Workforce Boards. In December 2006, the Job Hut lost its lease due to a new retail tenant in the mall, which required the space occupied by the center. Due to youth program funding constraints and the high cost of renting the facility, the Job Hut had to close and move to a new site. The Job Corner, as it is now known, continues to operate as an employment resource for youth at its new location in the Falls Church Human Services Building, where the Falls Church **SkillSource** Center is also located and is now operated by Fairfax County Government.

### **Awards**

In October 2006, the NVWIB was honored by the Virginia Department of Rehabilitative Services with a 2006 Excellence in Partnership Award for outstanding outreach and coordination with local businesses to assist and support individuals with disabilities to reach their goal of gainful employment.

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*One of the FBCO grantees at the January 2006 SkillSource press conference, the Korean Central Senior Center, with U.S. Department of Labor officials, the Honorable Gerry Connolly, the Honorable Sean Connaughton, and SSG Board Member Janet Samuelson.*



*One of the FBCO grantees at the January 2006 SkillSource press conference, Beacon Hill Missionary Baptist Church, with U.S. Department of Labor officials, the Honorable Gerry Connolly, the Honorable Sean Connaughton, and SSG Board Member Janet Samuelson.*



*Brian Foley, Interim Provost of the Medical Education Campus, briefing Governor Tim Kaine and NVCC President Robert Templin in October 2006 on the workforce and education accomplishments of NoVaHealthFORCE.*



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## Area 12—Alexandria/Arlington WIB



*The Arlington Employment Center's Teen Summer Expo  
Northern Virginia's Largest Job Fair for Summer Jobs*

The Arlington Employment Center held its eleventh annual Teen Summer Expo. The Arlington Teen Summer Expo is Northern Virginia's largest job fair for teens seeking summer employment. The event featured over fifty-two regional employers and was attended by over 700 youthful job seekers, coming from all over the Washington, DC metro area. In addition to the employers in attendance, approximately 2,000 additional employment opportunities were posted by both area employers and private citizens of Arlington County. The event was financed through a combination of Workforce Investment Act and funds leveraged from other sources. The Expo was so successful that it was featured in an article dealing with summer employment that appeared in the New York Times. The Arlington Employment Center is one of two comprehensive one-stop centers operated under the purview of the Alexandria/Arlington WIB.



## Area 14—Greater Peninsula

### Southeastern Virginia



The Southeastern Virginia Partnership will foster the transformation of a military-based economy into a dynamic worldwide port economy that utilizes a collaborative public-private policy planning and action approach to integrate leading edge technologies into a mature industry and takes a unified approach to solving the issues facing the area.

The Southeastern Virginia Partnership for Regional Transformation (SEVA-PORT) seeks to integrate, enhance and build linkages between the emerging industry of Modeling and Simulation (M&S) and the mature and expanding port-related industries of Transportation, Warehousing and Distribution (TWD), while at the same time reducing the human costs by developing the skills and talent of those recently dislocated workers and untapped labor pools.

Although a major international shipping company has announced a cargo terminal in Portsmouth, a shortage of skilled and qualified workers in rapidly expanding TWD occupations throughout Southeastern Virginia seriously threatens these growing industries. Transportation issues will, if not addressed, halt economic expansion and could have a ripple effect across not only the region, but Virginia and the nation. Integrating M&S technologies within existing TWD industries can improve efficiency and competitiveness while adding high skill, high wage jobs to the region.

The SEVA-PORT Collaborative is a strong regional partnership of over 35 senior-level leaders in economic development, workforce development, civic, business, education, local, state and federal government, entrepreneurial and philanthropic organizations from the southeastern region of Virginia, with a history of collaborative public-private policy planning and implementation in economic and workforce development, research and education. The SEVA-PORT proposal focuses on aligning workforce, economic development and education program planning and delivery with current and emerging demands of a dramatically growing port in order to diversify and expand the economy and increase higher paying job opportunities.

Members of the Greater Peninsula, Hampton Roads and Crater Workforce Investment Boards and their support organizations (Peninsula Council for Workforce Development, Opportunity Inc. and Crater Regional Workforce Investment Group) have leveraged existing region-wide partnerships to establish a broad-based coalition consisting of representatives from the area's educational institutions, community-based organizations, economic and workforce development agencies, business and industry and local elected officials.



EMPLOYMENT AND TRAINING ADMINISTRATION  
UNITED STATES DEPARTMENT OF LABOR

WIRED Generation III

# 2006 annual report

## Southeastern Virginia



Utilizing the expertise of regional leaders, the following strategies support the overall goal of transforming the regional economy of Southeastern Virginia:

- Strategy 1: Foster economic development in Southeastern Virginia by supporting the needs of the TWD and the M&S industries through network/relationship building, industry driven training, research and development and entrepreneurship.
- Strategy 2: Mitigate BRAC and Industry Downsizing impacts - Assist some 7,000 qualified individuals affected by the BRAC actions and industrial shifts, such as the Ford Plant closure, through talent development, to find new jobs in TWD and M&S industries. Develop a pipeline to transition impacted employees to fast growing occupations in TWD and M&S.
- Strategy 3: Enhance relationships between existing WIRED partners and expand the collaborative as necessary to achieve our goal.



EMPLOYMENT AND TRAINING ADMINISTRATION  
UNITED STATES DEPARTMENT OF LABOR

WIRED Generation III

# Workforce **LINK**

WINTER 2007

Peninsula Council for Workforce Development

From the  
**Chairman's Perspective**



### Seizing the new year

By Dr. Robert F. Leber  
Chairman, PCFWD & GPWTB

I hope your holiday season was joyous and relaxing, and that 2007 turns out to be a happy, healthy and prosperous year for all.

Before we get too far into the New Year, we should take a moment to reflect upon 2006 because it was a grand year for the Greater Peninsula region. Clearly our workforce development activity over the last year has been exciting and productive. We have received numerous accolades at the regional, statewide and national levels on our "demand driven" regional workforce development system. Our success has been directly related to the multiple partnerships formed with employers, training providers, strategic allies, municipalities and many others.

2007 will be another busy year. We want to build upon our successes in 2006, and continue to

(See CHAIRMAN on page 2)

## Summit piques partnerships

Healthy alliances between education and business will help produce a skilled workforce for the future.

Nearly 400 members of the area's business, education and non-profit communities attended the Business & Education Partnership Summit in Newport News this past October to learn more about how they can help ready students today so they can successfully compete in the "real world" tomorrow.

"I was thrilled by the great turnout of the business community," says Richard B. "Rick" Donaldson, chairman of the Newport News School Board. "Their participation and support for the summit showed their commitment to our students. We see this as a great step forward as we work to improve educational opportunities for the area's children."

The underlying purpose of the summit, which members of the Peninsula Council for Workforce Development helped plan, was to promote mutually beneficial partnerships between local businesses and area schools.

The summit — held at Christopher Newport University and sponsored by the Newport News Educational Foundation, the Peninsula Chamber of Commerce and Newport News Public Schools — featured presentations from 10 speakers including Gov. Timothy M. Kaine; C. Larry Pope, president and chief executive officer of Smithfield Foods; and John A. Stegeman, president and chief executive officer of Ferguson Enterprises.

"Ferguson takes the education of our youth very seriously," Stegeman says. "We feel it's our corporate responsibility to ensure that the children of today are prepared to succeed in tomorrow's business world." Working hand in hand with the area's educational institutions, he adds, will allow local businesses to remain competitive in today's expanding global economy.

Dr. Ashby C. Kilgore, interim superintendent of Newport News Public Schools, agrees. "Our schools are educat-



Gov. Tim Kaine, the keynote speaker at the Business & Education Partnership Summit, stresses the importance of businesses and organizations actively supporting education.

ing tomorrow's workforce, and we want to ensure that today's students learn the skills needed to get the best jobs possible and help the Peninsula and Virginia thrive economically. As the governor said, we are competing in a worldwide economy, and it is going to take the best minds in both education and business working together so students can succeed."

Currently, the Newport News schools division partners with 290 businesses that do such things as donate services or goods or send employees to read to elementary school students on a regular basis. Long-time program supporter Northrop Grumman Newport News, for example, encourages its employees to participate by giving them flex time each week.

To help boost the numbers of businesses and organizations willing to partner with local schools, PCFWD has

(See SUMMIT on page 2)

**One of the best partnerships to come out of the summit is the BizEd Partnership found at [www.pcfwd.org](http://www.pcfwd.org).**



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## Chairman's Perspective

(Continued from page 1)

implement and support programs and initiatives that increase the total quantity and quality of the skilled workforce within our local region and the Commonwealth.

As we begin the New Year, I suggest we consider several points made in a recent edition of *Education Week*. The publication noted that education is a thread that weaves through our national consciousness. In the 21st century, it may be the most important factor determining one's life chances. To that end, education is:

- A leveler,
- A stepping stone,
- A barometer of social and economic health, and
- A foundation of the "American Dream."

Additionally, as noted in a recent article in *The Daily Press*, we cannot afford to assume that the purpose of public education is to prepare all children for college. We need to recognize that the curriculum and career paths offered in our schools must allow for and support other directions in life — particularly when considering this compelling fact. Of 100 students who enter ninth grade in Virginia, only 20 will end up earning bachelor's degrees. The other students need educational opportunities that provide job skills just as much as the college-bound students.

This is where business-education partnerships such as the Youth Career Café are so important. In this edition, you will read about several initiatives in our region that provide work readiness skills so that all individuals entering the workplace have opportunities to succeed. We hope you are already involved in one or more of these initiatives.

I sincerely want to thank you for your contributions to this effort in 2006 and look forward to our working side by side in 2007.

## Grants pour in for Youth Career Café

PCFWD recently got a windfall of \$35,000 to aid in its quest to prepare the Peninsula's youth for the workplace.

Northrop Grumman Newport News awarded a \$25,000 grant to support its Youth Career Café. The Hampton Youth Commission awarded a \$5,000 grant to develop a Web-based job information center for youth. And Howmet Castings, a subsidiary of Alcoa in Hampton, shared its good fortune with PCFWD by way of a \$5,000 grant, also earmarked for the café.

One of only three corporate-wide winners, Howmet Castings was awarded a 2006 Community Leadership Award from the Alcoa Foundation. The award allowed Howmet to provide grants to select local groups.

"This funding will be used to continue improving and expanding resources provided through the Youth Career Café," says Matthew James, president and CEO of PCFWD. "The grants recognize that our workforce development system continues to do an exceptional job supporting the youth in our region."

The Youth Career Café is designed to help young people ages 14 to 21 increase their workforce readiness skills. Youth also learn to navigate the business world by expanding the connection between career and academic experiences. The café opened at the Coliseum Mall in May 2006 and since then has served more than 1,180 students and 25 businesses.

## Summit

(Continued from page 1)

joined forces with the public school system and developed a "BizEd Partnership" section on its Web site at [www.pcfwd.org](http://www.pcfwd.org).

"We are excited about developing this pilot with Newport News Public Schools, and we expect to expand the Biz Ed Partnership to other local school divisions in the near future," says Matthew James, president and CEO for the PCFWD.

Local companies can find partnership opportunities and individual educators and schools can post requests.

"This is one of the best partnerships to come out of the summit," says Patrick Finneran, director of community relations and legislative services for Newport News Public Schools. "The business education-partnership Web site that Newport News Public Schools and the Peninsula Council for Workforce Development designed is already producing results and bringing in new partners to help our schools meet student needs and, in the long run, produce more highly qualified graduates."

Members of civic and service groups as well as military and faith-based organizations are also encouraged to join in partnerships with the public school systems.

It's official!

## Web site is up, running and open for business

The new Peninsula Council for Workforce Development Web site at [www.pcfwd.org](http://www.pcfwd.org) was officially unveiled this past September. Employers, educators and jobseekers can use the Web site to connect and access resources provided by a variety of strategic partners.

"The new Web site was a long time coming," says John Olson, chairman of PCFWD's Communication Committee. "A much-needed communication tool, it will let the world know about the many workforce development projects on the Peninsula."

For instance, an events calendar lists workshops, job fairs, training sessions and more that can help individuals do everything from writing resumes to learning basic computer skills. And if businesses want to get more involved with the overall workforce picture, they can sign up online to become a council member and check out who's already on board.

Whether you're someone seeking a job today or dreaming of one tomorrow ... whether you're a company in need of filling positions or wanting to make an impact on the area's workforce by lending your expertise ... this Web site is a great place to start the process. Don't delay. Check out [www.pcfwd.org](http://www.pcfwd.org) today.



## Area 14—Greater Peninsula (continued)

### GPWIB receives incentive award

In December, the Greater Peninsula Workforce Investment Board (GPWIB) was one of only five local boards in Virginia to be awarded a \$50,000 Incentive Award for Exemplary Performance from the Virginia Workforce Council. In fiscal year 2005, GPWIB met or exceeded all 17

**Our continued success has been achieved through the dedication and efforts of our volunteer board of directors and the outstanding work of the staff at the Peninsula's One-Stop Career Centers.**

Federal Workforce Investment Act performance benchmarks.

"I am extremely pleased that the state has recognized our ongoing commitment to workforce excellence on the Peninsula," says Dr. Robert Leber, GPWIB chairman and director of education and workforce development for Northrop Grumman Newport News.

"Our continued success has been achieved through the dedication and efforts of our volunteer board of directors and the outstanding work of the staff at the Peninsula's One-Stop Career Centers."

GPWIB is part of a network of 16 workforce boards in Virginia. It is governed by a 50-member board of directors and supported by the Peninsula Council for Workforce Development (PCFWD), in conjunction with the Greater Peninsula Workforce Development Consortium (GPWDC).

PCFWD was created to develop a regional "business-driven" workforce development system. Its primary mission is to identify the employer workforce development needs of Peninsula-based employers. After determining their needs, PCFWD aims to implement regional solutions by establishing partnerships with related training and education providers.

GPWDC is a consortium of elected officials of the seven cities and counties of the Virginia Peninsula. It serves as the grant recipient/administrative entity and fiscally liable party for all Workforce Investment Act funds allocated to the Greater Peninsula Workforce Investment Area.

### Youth Career Café gets new digs

With the Coliseum Mall closed, the Youth Career Café is on the move. It's in the process of relocating to a larger location directly across from Sears on the first level of the NetCenter, formerly the Newmarket Fair Mall in Hampton. It will reopen Feb. 12.

"We believe this effort is greatly appreciated by the citizens of Hampton," says Mayor Ross A. Kearney II. "We're pleased the Youth Career Café will remain in Hampton and will continue to serve our community. It's a great resource for our young people. It provides guidance, career planning and a host of opportunities for students who are both college and workforce bound."

The council, along with its partners, has plans to expand the Youth Career Café into other cities in the near future. For more information about the café, visit [www.pcfwd.org](http://www.pcfwd.org) or call (757) 826-3804.

### PCFWD in the News

To link students with "real world" opportunities by connecting them with "real world" professionals, the Youth Career Café recently hosted two NASA specialists, John Pandolf and David Rohas. Under their direction, students from the Center for High Technology at Phoebus High School explored careers in science and engineering at the café.

On Sept. 20, PCFWD and the Greater Williamsburg Chamber and Tourism Alliance partnered on a workforce development forum in Williamsburg. The Herman Group moderated the session, which focused on critical trends and best practices.



To better brand the Peninsula Construction Academy, PCFWD has unveiled a new logo, and two new brochures will detail the program. One brochure targets high school students and their parents, and the other employers and employees.



Both brochures will be ready for distribution by early February.

### A tasteful tour

In October, Congressman Bobby Scott (fifth from the left), a man known for his dedication to workforce development, toured the Youth Career Café, where he was met by representatives from PCFWD, the City of Hampton Public Schools, Northrop Grumman Newport

News, Ferguson Enterprises and W.M. Jordan Co. During his visit, in which he stayed twice as long as planned, he sampled many of the youth-friendly services available to help area students find suitable career paths. He summed up his experience with a single word — "Wow" — and added that he definitely supports expanding this concept into other areas. Seen here, Scott tries out a set of headphones and gathers for a photo op with his constituents at the café.



### It's a first of many

Almost 250 people attended the PCFWD and GPWIB annual meeting Sept. 20 at the Marriott Hotel City Center in Newport News. Roger Herman of The Herman Group provided a strategic overview of significant workforce trends affecting the region and nation, and copies of the 2005-2006 Annual Report were distributed. Seen here (from left) are attendees Matthew James, Turner M. Spencer, Sybil Wheatley, Billy S. Scruggs, Jay T. Harrison, William Mann and Dr. Robert Leber.

# 2006 annual report

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*PCFWD: Conducting the Work of the Greater Peninsula Workforce Investment Board*

## Preparing for changes as a result of BRAC

An extensive 38-page report was recently released that details the economic impact of military base adjustments on the Peninsula. The report will assist local government and workforce development officials understand what's going to take place regarding job loss and job creation as a result of the Base Realignment and Closure (BRAC) actions.

According to William Mann Jr., executive director of the Greater Peninsula Workforce Development Consortium, the report will allow the workforce development system to identify ways to retain some of the people who would be likely to move out of the region because of these actions.

The economic impact study was commissioned by GPWDC, in partnership with the GPWIB and PCFWD. The report, produced by the Hampton Roads Planning District Commission, outlines the economic implications of the various military base changes set to take place in the next few years. The results of the study are being used to prepare and better organize the Peninsula's workforce development infrastructure to proactively respond to the issues affecting the community.

According to the report, the construction industry will see growth in 2009 and 2010 due to building and cleanup efforts at Fort Eustis and Fort Monroe. This finding led PCFWD to apply for funds through Virginia's Military Strategic Response Fund to support the Peninsula Construction Academy. Although the proposal was not funded, the construction academy will still develop the pipeline to meet the needs that resulted from the BRAC actions.

## Workshops focus on customer service training

As part of the hospitality cluster, PCFWD — in partnership with the Hampton Convention and Visitor Bureau, Newport News Tourism Development Office and Newport News Hospitality Association — initiated an ongoing series of customer service training workshops.

More than 230 people attended the 2006 session held Nov. 3 at the Marriot in City Center. Two more sessions are planned for 2007, one in the spring prior to the tourist season and another in the fall before the holidays.

The initial session focused on tourism and its impact, and defining and achieving exceptional customer service. Lynne C. Lochen, executive director of the Portsmouth Convention & Visitors Bureau, was the guest speaker.

PCFWD will work with its other cluster groups to determine if similar training initiatives are needed. If you're interested in having a workshop for your business or organization arranged, please call Shawn Avery at 826-3327.

## Shawn Avery joins PCFWD staff

Shawn M. Avery has succeeded Autrice Campbell Long as manager of workforce development. Prior to joining the PCFWD staff, he was senior manager of development and community affairs for Opportunity Inc. As PCFWD manager, he'll provide support to the industry cluster groups and board.



Avery

A man very familiar with the needs of the economic and workforce development efforts in Hampton Roads, Avery also has served as manager of the Peninsula Workforce Development Center and grants specialist for Thomas Nelson Community College. Prior to TNCC, he was manager of development for Big Brothers Big Sisters of the Peninsula.

Avery received a bachelor's degree in business administration from Christopher Newport University and a master's in business administration from Florida Tech. He's also earned a Certificate of Study in community economic development from Virginia Tech and a Certificate of Study in basic economic development from the University of North Carolina.

The Newport News resident is a member of the U.S. Chamber of Commerce's Workforce Development Leadership Course Class of 2002, as well as the Leadership Hampton Roads' Class of 2002. In 2001, he received an *Inside Business* Top 40 under 40 Award.

4 WINTER 2007

Peninsula Council for Workforce Development



## Conclusion and Next Steps

With the passage of the Byron-Ruff legislation and the creation of the Governor's Workforce Development Strategic Plan, the Virginia Workforce Council is excited about the future direction of workforce development in the Commonwealth. The Council firmly supports the efforts of the Governor to bridge the gaps in the service delivery options for skilled training for adults and to create a state vision that will facilitate a more effective delivery of services across all programs. The Governor's plan represents an effort to transform Virginia's fragmented workforce delivery system into a workforce development system that is focused on serving workers, job seekers and employers. The goal is to ensure that training is available to create a skilled workforce in the Commonwealth. The Council's role is to provide a statewide strategic direction in partnership with the Governor, the Senior Advisor for Workforce, the WIBs and other state and local partners.

In the coming year, the Council looks forward to working closely with the Virginia Community College System to transition the delivery of workforce development programs and services at the state and local levels. This concludes the Council's 2006 annual report.



## APPENDIX

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# Virginia's 16 Workforce Investment

## LEGEND

**AREA I**—Southwest Virginia

**AREA II**—New River/Mount Rogers

**AREA III**—Western Virginia

**AREA IV**—Shenandoah Valley

**AREA VI**—Piedmont Workforce Network

**AREA VII**—Region 2000/Central Virginia

**AREA VIII**—South Central

**AREA IX**—Capital Area

**AREA X**—City of Richmond

**AREA XI**—Northern Virginia

**AREA XII**—Alexandria/Arlington

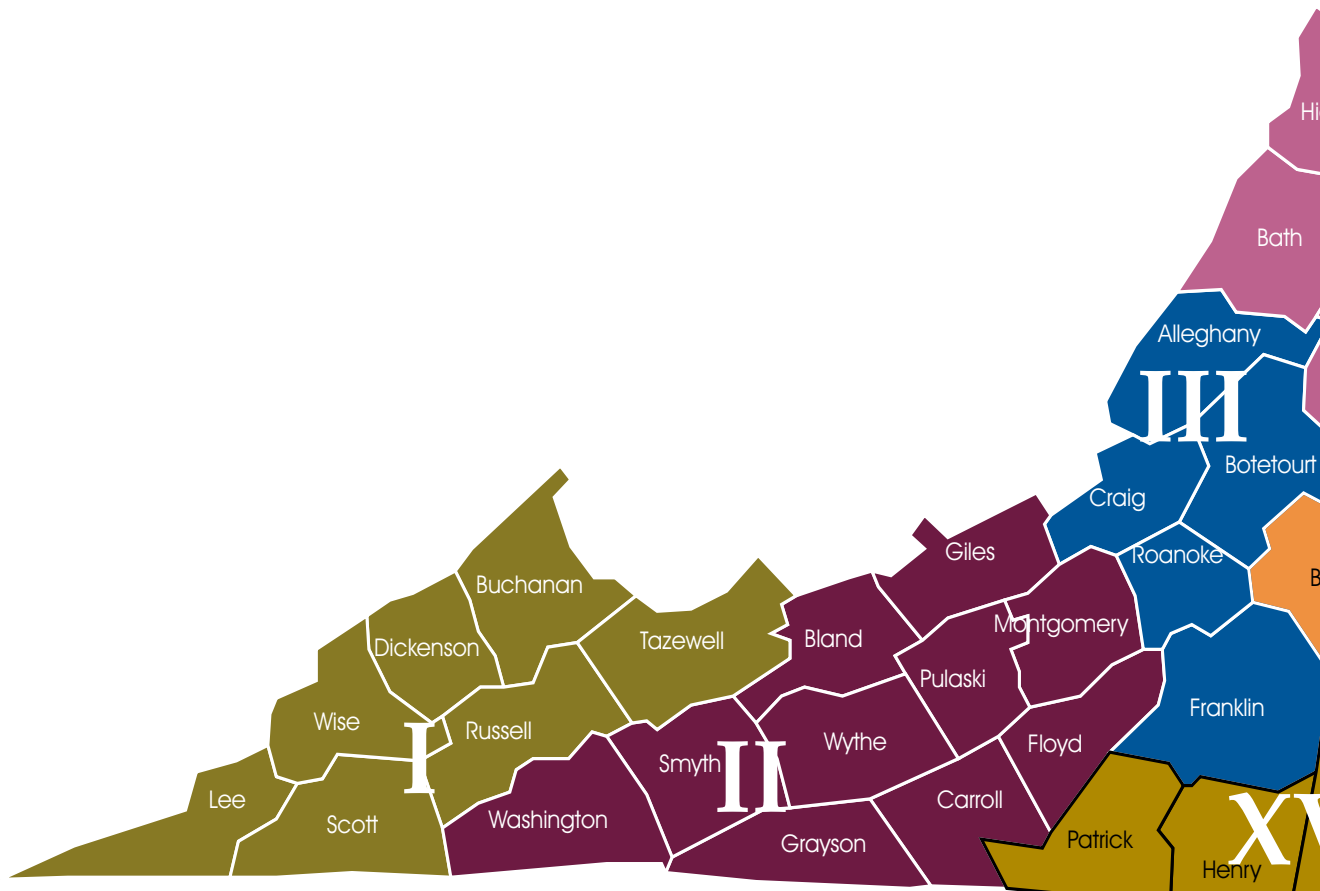
**AREA XIII**—Bay Consortium

**AREA XIV**—Greater Peninsula

**AREA XV**—Crater Area

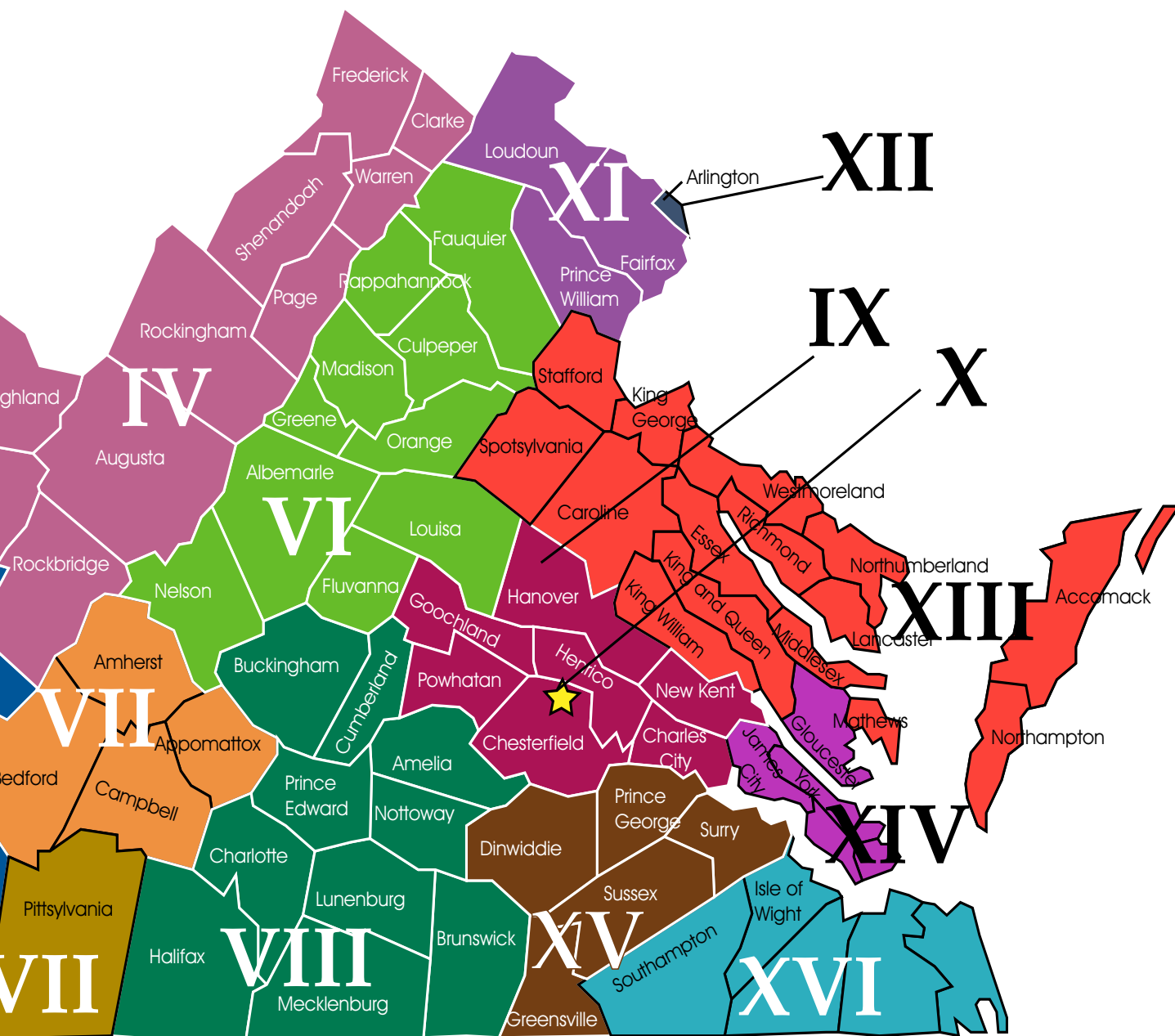
**AREA XVI**—Hampton Roads

**AREA XVII**—West Piedmont



# 2006 annual report

## Areas



## Virginia Local Area Outcomes on the WIA Measure

	AREA I – Southwest Virginia			
	PY 2004		PY 2005	
	Neg.	Actual	Neg.	Actual
<b>ADULT</b>				
Entered Employment Rate	64.0	82.1	80.3	76.1
Employment Retention Rate	76.0	82.3	80.4	86.8
Earnings Change/Average Earnings	\$2,100	\$4,041	\$3,887	\$6,598
Employment and Credential Rate	52.0	70.7	70.6	60.0
<b>DISLOCATED WORKER</b>				
Entered Employment Rate	76.0	89.1	88.0	85.5
Employment Retention Rate	84.0	95.1	93.8	81.5
Earnings Replacement/Earnings Change/ Average Earnings	88.0	120.0	\$160	\$2,167
Employment and Credential Rate	52.0	56.8	60.8	69.1
<b>OLDER YOUTH</b>				
Entered Employment Rate	65.0	75.0	55.6	71.4
Employment Retention Rate	78.0	84.8	86.2	92.9
Earnings Change	\$1,600	\$2,489	\$2,329	\$5,764
Credential Rate	50.0	71.4	45.5	58.5
<b>YOUNGER YOUTH</b>				
Skill Attainment Rate	72.0	82.0	86.4	74.6
Diploma or Equivalent rate	52.0	79.2	83.1	82.9
Retention Rate	52.0	64.6	62.9	75.4
<b>CUSTOMER SATISFACTION</b>				
Participant Satisfaction Score	55.0	77.3	74.1	80.7
Employer Satisfaction Score	55.0	78.9	79.5	80.5

# 2006 annual report

## Areas PY06 Performance Compared to PY04 and PY05

		AREA II – New River/Mount Rogers							
PY 2006		PY 2004		PY 2005		PY 2006			
Neg.	Actual	Neg.	Actual	Neg.	Actual	Neg.	Actual		
77.5	80.0	71.0	85.1	75.0	83.4	76.0	82.4		
82.0	81.4	79.0	88.1	80.0	82.3	82.0	82.2		
\$11,642	\$10,533	\$2,100	\$3,936	\$2,500	\$3,321	\$7,000	\$7,660		
63.7	58.7	62.0	64.4	62.5	63.6	63.7	63.0		
82.0	85.8	78.0	92.7	80.0	85.4	81.0	87.5		
87.8	89.9	80.0	93.7	86.0	90.8	87.8	85.4		
\$13,923	\$12,433	89.0	90.8	\$160	\$1,863	\$12,000	\$11,326		
63.7	60.7	62.0	67.2	62.5	65.2	61.7	76.5		
71.4	88.9	65.0	90.6	68.0	82.4	70.4	74.4		
84.1	80.8	77.0	90.9	79.5	84.1	81.1	88.6		
\$2,244	\$5,831	\$1,500	\$1,851	\$1,800	\$1,998	\$1,850	\$2,914		
52.5	66.7	51.0	74.6	51.5	76.2	38.0	69.6		
85.0	80.5	76.0	90.1	83.0	88.6	84.0	94.3		
64.2	89.1	55.0	81.8	63.0	86.6	64.2	77.8		
56.1	71.9	54.0	66.4	55.0	79.1	56.1	75.6		
72.4	77.1	67.0	76.0	70.0	70.0	71.0	72.7		
74.0	74.4	69.0	76.5	70.0	75.8	71.0	76.7		

## Virginia Local Area Outcomes on the WIA Measure

	AREA III – Western Virginia			
	PY 2004		PY 2005	
	Neg.	Actual	Neg.	Actual
<b>ADULT</b>				
Entered Employment Rate	74.0	77.1	75.0	90.5
Employment Retention Rate	82.0	82.9	80.0	89.2
Earnings Change/Average Earnings	\$2,735	\$1,678	\$2,735	\$5,060
Employment and Credential Rate	62.0	43.5	62.0	68.1
<b>DISLOCATED WORKER</b>				
Entered Employment Rate	79.0	97.8	80.0	100.0
Employment Retention Rate	92.0	98.2	86.0	97.4
Earnings Replacement/ Earnings Change/Average Earnings	92.0	85.5	\$160	\$6,239
Employment and Credential Rate	62.0	84.8	62.5	81.5
<b>OLDER YOUTH</b>				
Entered Employment Rate	66.0	100.0	70.0	87.5
Employment Retention Rate	78.0	100.0	82.5	66.7
Earnings Change	\$1,944	\$6,381	\$2,200	\$2,496
Credential Rate	51.0	25.0	51.0	80.0
<b>YOUNGER YOUTH</b>				
Skill Attainment Rate	74.0	96.3	83.0	93.5
Diploma or Equivalent rate	57.0	84.2	63.0	80.0
Retention Rate	56.0	65.7	55.0	78.3
<b>CUSTOMER SATISFACTION</b>				
Participant Satisfaction Score	70.0	57.3	71.0	86.5
Employer Satisfaction Score	68.0	79.3	72.5	81.7

# 2006 annual report

## ures PY06 Performance Compared to PY04 and PY05

PY 2006		AREA IV – Shenandoah Valley					
PY 2006		PY 2004		PY 2005		PY 2006	
Neg.	Actual	Neg.	Actual	Neg.	Actual	Neg.	Actual
70.0	87.1	74.0	78.1	74.0	83.2	70.0	76.3
80.0	82.9	80.0	85.3	80.0	88.1	80.0	80.4
\$7,400	\$7,462	\$2,400	\$2,197	\$2,400	\$2,948	\$3,425	\$9,502
52.0	66.7	52.0	62.2	52.0	72.0	52.0	70.3
75.0	87.3	79.0	87.3	79.0	88.8	75.0	86.6
84.0	90.2	87.0	93.5	87.0	92.2	84.0	92.4
\$12,038	\$13,454	87.0	85.0	\$120	\$748	\$4,250	\$12,373
52.0	67.5	52.0	72.6	52.0	80.2	52.0	74.2
70.0	90.9	65.0	82.4	65.0	75.0	60.0	69.2
82.5	76.9	77.0	80.0	77.0	66.7	65.0	90.0
\$2,200	\$4,241	\$1,600	\$2,212	\$1,600	-\$205	\$1,000	\$5,387
30.0	69.2	52.0	58.8	52.0	75.0	52.0	44.4
83.0	100.0	74.0	51.9	74.0	78.6	74.0	73.8
63.0	77.8	57.0	63.6	57.0	65.2	57.0	56.6
55.0	58.3	56.0	60.7	56.0	64.7	56.0	61.3
71.5	81.1	70.0	74.0	70.0	73.9	70.0	76.9
73.0	75.4	68.0	64.5	68.0	71.9	68.0	79.5

## Virginia Local Area Outcomes on the WIA Meas

	AREA V*- Northern Shenandoah Valley			
	PY 2004		PY 2005	
	Neg.	Actual	Neg.	
<b>ADULT</b>				
Entered Employment Rate	74.0	100.0	76.0	
Employment Retention Rate	80.0	84.0	80.0	
Earnings Change/Average Earnings	\$2,400	\$2,338	\$2,400	
Employment and Credential Rate	52.0	93.8	62.5	
<b>DISLOCATED WORKER</b>				
Entered Employment Rate	79.0	90.6	80.0	
Employment Retention Rate	87.0	90.3	86.0	
Earnings Replacement/ Earnings Change/Average Earnings	87.0	104.1	\$120	
Employment and Credential Rate	52.0	85.0	62.5	
<b>OLDER YOUTH</b>				
Entered Employment Rate	65.0	60.0	65.0	
Employment Retention Rate	77.0	0.0	77.0	
Earnings Change	\$1,600	\$0	\$1,600	
Credential Rate	52.0	55.6	52.0	
<b>YOUNGER YOUTH</b>				
Skill Attainment Rate	74.0	88.9	74.0	
Diploma or Equivalent rate	57.0	55.0	57.0	
Retention Rate	56.0	72.7	56.0	
<b>CUSTOMER SATISFACTION</b>				
Participant Satisfaction Score	70.0	73.8	70.0	
Employer Satisfaction Score	68.0	86.8	68.0	

\* Northern Shenandoah Valley was merged with Shenandoah Valley during PY06.



# 2006 annual report

## Measures PY06 Performance Compared to PY04 and PY05

AREA VI – Piedmont Workforce Network						
	PY 2004		PY 2005		PY 2006	
Actual	Neg.	Actual	Neg.	Actual	Neg.	Actual
73.0	74.0	61.1	74.0	58.8	74.0	48.0
83.3	84.0	94.4	84.0	91.3	84.0	89.3
\$4,151	\$1,900	\$3,649	\$1,900	\$6,844	\$10,044	\$9,073
61.5	50.0	30.0	50.0	53.8	50.0	43.9
73.1	79.0	81.2	79.0	85.3	79.0	78.0
88.7	85.0	87.5	85.0	94.7	85.0	94.1
\$187	70.0	105.0	\$2,000	\$4,259	\$13,923	\$14,365
52.9	50.0	42.9	50.0	41.7	50.0	35.9
66.7	67.0	100.0	67.0	81.0	67.0	63.6
71.4	82.0	78.3	82.0	94.1	82.0	72.7
\$4,757	\$2,500	\$4,165	\$2,500	\$3,804	\$2,500	\$3,575
33.3	52.0	94.7	52.0	80.0	52.0	56.3
80.0	74.0	66.7	74.0	60.6	74.0	57.1
50.0	57.0	72.4	57.0	77.8	57.0	68.2
70.8	50.0	80.0	50.0	78.9	50.0	82.8
74.3	70.0	90.0	70.0	68.8	70.0	73.1
80.4	68.0	68.7	68.0	76.4	68.0	76.4

## Virginia Local Area Outcomes on the WIA Measure

	AREA VII – Region 2000/Central Virginia				
	PY 2004		PY 2005		
	Neg.	Actual	Neg.	Actual	
<b>ADULT</b>					
Entered Employment Rate	74.0	96.0	74.0	62.5	
Employment Retention Rate	84.0	100.0	84.0	83.3	
Earnings Change/Average Earnings	\$2,800	\$3,209	\$2,800	\$4,300	
Employment and Credential Rate	62.0	53.6	62.0	51.7	
<b>DISLOCATED WORKER</b>					
Entered Employment Rate	79.0	92.3	79.0	85.7	
Employment Retention Rate	92.0	100.0	92.0	84.3	
Earnings Replacement/ Earnings Change/Average Earnings	94.0	88.4	-\$3,000	\$845	
Employment and Credential Rate	62.0	51.6	62.0	55.6	
<b>OLDER YOUTH</b>					
Entered Employment Rate	67.0	71.4	67.0	66.7	
Employment Retention Rate	82.0	100.0	82.0	78.6	
Earnings Change	\$2,500	\$2,151	\$2,500	\$2,847	
Credential Rate	52.0	44.4	52.0	20.8	
<b>YOUNGER YOUTH</b>					
Skill Attainment Rate	74.0	81.3	74.0	40.2	
Diploma or Equivalent rate	57.0	37.5	57.0	33.3	
Retention Rate	56.0	33.3	56.0	55.3	
<b>CUSTOMER SATISFACTION</b>					
Participant Satisfaction Score	70.0	773	70.0	87.4	
Employer Satisfaction Score	68.0	76.2	68.0	73.4	

# 2006 annual report

## Areas PY06 Performance Compared to PY04 and PY05

Area		AREA VIII – South Central					
PY 2006		PY 2004		PY 2005		PY 2006	
Neg.	Actual	Neg.	Actual	Neg.	Actual	Neg.	Actual
74.0	78.4	68.0	77.2	68.5	80.8	59.5	75.4
83.3	82.5	76.0	88.2	72.0	87.7	74.0	86.5
\$9,253	\$8,138	\$2,400	\$2,917	\$2,450	\$4,972	\$7,250	\$9,396
62.0	73.3	58.0	54.8	58.5	65.0	50.0	64.4
79.0	92.0	75.0	87.4	76.0	89.1	66.3	87.8
92.0	93.5	85.0	94.4	81.0	90.7	82.8	91.5
\$13,147	\$12,690	86.0	101.1	\$120	\$4,499	\$9,100	\$11,160
62.0	77.3	57.0	63.8	57.5	72.9	50.0	71.8
67.0	60.0	62.0	65.4	67.0	85.7	40.0	64.7
82.0	90.0	75.0	85.0	75.5	84.6	77.1	77.1
\$2,500	\$11,862	\$2,275	\$4,738	\$2,275	\$4,003	\$2,275	\$5,126
30.0	50.0	48.0	31.0	48.5	55.9	32.0	54.5
74.0	78.4	66.0	41.2	66.0	50.6	45.0	84.3
57.0	63.6	52.0	38.5	52.0	54.3	53.2	66.7
56.0	57.1	49.0	55.7	50.0	62.5	51.1	68.1
70.0	88.8	66.0	77.9	66.5	66.8	67.4	75.5
68.0	76.6	65.0	82.7	66.0	79.7	68.0	77.4

## Virginia Local Area Outcomes on the WIA Measure

	AREA IX – Capital Area			
	PY 2004		PY 2005	
	Neg.	Actual	Neg.	Actual
<b>ADULT</b>				
Entered Employment Rate	71.0	75.7	75.0	93.5
Employment Retention Rate	67.0	83.0	70.0	83.0
Earnings Change/Average Earnings	\$3,980	\$2,572	\$2,900	\$4,207
Employment and Credential Rate	60.0	48.1	60.0	62.1
<b>DISLOCATED WORKER</b>				
Entered Employment Rate	70.0	84.5	75.0	87.5
Employment Retention Rate	80.0	88.5	82.0	87.5
Earnings Replacement/ Earnings Change/Average Earnings	75.0	72.0	\$160	\$5,021
Employment and Credential Rate	60.0	54.8	62.5	52.6
<b>OLDER YOUTH</b>				
Entered Employment Rate	62.4	83.3	65.0	80.0
Employment Retention Rate	70.0	66.7	70.0	60.0
Earnings Change	\$2,000	\$4,094	\$2,200	\$3,598
Credential Rate	60.0	50.0	51.5	50.0
<b>YOUNGER YOUTH</b>				
Skill Attainment Rate	75.0	96.5	83.0	97.3
Diploma or Equivalent rate	52.0	50.0	53.0	36.4
Retention Rate	50.0	50.0	55.0	69.2
<b>CUSTOMER SATISFACTION</b>				
Participant Satisfaction Score	65.0	72.9	72.5	73.1
Employer Satisfaction Score	65.0	74.6	71.0	76.0

# 2006 annual report

## Areas PY06 Performance Compared to PY04 and PY05

PY 2006		AREA X – City of Richmond					
PY 2006		PY 2004		PY 2005		PY 2006	
Neg.	Actual	Neg.	Actual	Neg.	Actual	Neg.	Actual
75.0	85.5	74.0	85.4	74.0	91.8	76.0	85.7
70.0	85.4	84.0	87.0	84.0	88.9	84.0	85.7
\$9,314	\$12,810	\$2,800	\$2,665	\$2,800	\$2,974	\$11,642	\$9,822
60.0	60.0	62.0	62.9	62.0	75.6	52.0	76.0
75.0	80.0	79.0	89.0	79.0	94.3	79.0	92.7
82.0	92.3	92.0	94.3	92.0	95.7	87.0	87.3
\$11,138	\$16,969	94.0	76.9	\$160	\$4,673	\$13,923	\$14,291
63.0	61.5	62.0	58.3	62.0	75.0	52.0	76.2
65.0	69.2	67.0	88.9	67.0	84.6	70.0	76.9
70.0	100.0	82.0	84.2	82.0	81.3	65.0	75.0
\$2,200	\$2,654	\$2,500	\$1,002	\$2,500	\$3,279	\$2,244	\$3,362
51.5	6.3	52.0	52.6	52.0	80.0	45.0	28.6
83.0	78.8	74.0	88.0	74.0	85.2	59.2	98.1
53.0	55.6	57.0	69.7	57.0	87.5	45.6	65.4
56.1	57.1	56.0	68.8	56.0	71.9	44.8	68.2
74.0	64.8	70.0	70.9	70.0	29.2	56.0	52.4
72.5	70.4	68.0	77.4	68.0	75.4	68.0	75.0

## Virginia Local Area Outcomes on the WIA Measure

	AREA XI – Northern Virginia				
	PY 2004		PY 2005		
	Neg.	Actual	Neg.	Actual	
<b>ADULT</b>					
Entered Employment Rate	72.6	90.3	74.0	89.1	
Employment Retention Rate	71.8	86.7	73.8	88.5	
Earnings Change/Average Earnings	\$2,785	\$3,932	\$2,800	\$7,035	
Employment and Credential Rate	45.0	51.6	46.0	82.2	
<b>DISLOCATED WORKER</b>					
Entered Employment Rate	61.5	88.4	64.5	90.7	
Employment Retention Rate	79.0	88.0	79.0	86.1	
Earnings Replacement/ Earnings Change/Average Earnings	90.0	101.7	\$160	\$4,625	
Employment and Credential Rate	69.6	46.9	62.5	66.0	
<b>OLDER YOUTH</b>					
Entered Employment Rate	65.0	83.3	67.0	100.0	
Employment Retention Rate	59.0	88.2	60.0	83.3	
Earnings Change	\$2,150	\$4,702	\$2,152	\$5,378	
Credential Rate	37.0	81.8	43.0	62.5	
<b>YOUNGER YOUTH</b>					
Skill Attainment Rate	76.0	68.2	76.0	93.9	
Diploma or Equivalent rate	57.0	81.8	57.5	66.7	
Retention Rate	50.0	68.1	51.0	83.9	
<b>CUSTOMER SATISFACTION</b>					
Participant Satisfaction Score	79.6	74.0	71.0	75.4	
Employer Satisfaction Score	72.0	81.3	72.5	59.4	

# 2006 annual report

## ures PY06 Performance Compared to PY04 and PY05

		AREA XII – Alexandria/Arlington							
PY 2006		PY 2004		PY 2005		PY 2006			
Neg.	Actual	Neg.	Actual	Neg.	Actual	Neg.	Actual	Neg.	Actual
75.0	90.0	59.0	78.8	59.0	100.0	62.0	88.9		
74.5	89.3	67.0	84.7	67.0	76.7	70.0	84.8		
\$2,800	\$16,813	\$2,300	\$5,211	\$2,300	\$6,855	\$4,000	\$13,006		
47.0	76.7	50.0	86.2	50.0	100.0	60.0	92.0		
67.0	86.4	63.0	81.8	63.0	100.0	65.0	93.9		
79.0	88.7	74.0	94.5	74.0	100.0	75.0	100.0		
\$160	\$23,651	75.0	127.2	\$160	\$12,464	\$6,000	\$22,896		
62.5	78.3	50.0	73.1	50.0	100.0	60.0	92.0		
68.0	100.0	54.0	66.7	54.0	100.0	55.0	100.0		
61.0	100.0	66.0	66.7	66.0	100.0	67.0	100.0		
\$2,200	\$12,228	\$2,040	\$1,199	\$2,040	\$4,435	\$2,100	\$8,139		
43.0	75.0	42.0	50.0	42.0	70.0	42.0	33.3		
76.0	94.6	59.0	66.7	59.0	100.0	60.0	45.5		
58.0	60.0	46.0	100.0	46.0	80.0	47.0	100.0		
51.0	81.8	45.0	64.3	45.0	93.8	45.0	75.0		
72.4	76.3	56.0	73.8	56.0	92.2	60.0	81.5		
71.5	69.0	54.0	69.5	54.0	79.9	60.0	63.1		

## Virginia Local Area Outcomes on the WIA Measure

	AREA XIII – Bay Consortium			
	PY 2004		PY 2005	
	Neg.	Actual	Neg.	Actual
<b>ADULT</b>				
Entered Employment Rate	74.0	85.4	74.0	74.0
Employment Retention Rate	82.0	89.2	82.0	84.8
Earnings Change/Average Earnings	\$2,500	\$1,505	\$1,342	\$3,642
Employment and Credential Rate	52.0	64.8	52.0	67.9
<b>DISLOCATED WORKER</b>				
Entered Employment Rate	79.0	85.2	79.0	79.1
Employment Retention Rate	89.0	90.9	89.0	85.9
Earnings Replacement/ Earnings Change/Average Earnings	89.0	90.1	-\$2,000	\$404
Employment and Credential Rate	52.0	70.5	52.0	66.7
<b>OLDER YOUTH</b>				
Entered Employment Rate	70.0	73.7	70.0	85.7
Employment Retention Rate	80.0	88.5	80.0	92.3
Earnings Change	\$2,300	\$2,171	\$1,987	\$2,372
Credential Rate	52.0	75.0	52.0	77.4
<b>YOUNGER YOUTH</b>				
Skill Attainment Rate	73.0	87.9	73.0	75.0
Diploma or Equivalent rate	55.0	89.5	55.0	86.1
Retention Rate	54.0	78.0	54.0	80.0
<b>CUSTOMER SATISFACTION</b>				
Participant Satisfaction Score	69.0	75.8	69.0	79.1
Employer Satisfaction Score	67.0	73.0	67.0	78.6



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## Area XIV Performance Compared to PY04 and PY05

PY 2006		AREA XIV – Greater Peninsula					
PY 2006		PY 2004		PY 2005		PY 2006	
Neg.	Actual	Neg.	Actual	Neg.	Actual	Neg.	Actual
74.0	80.0	66.0	71.1	67.0	69.6	67.0	74.7
82.0	81.0	69.0	81.9	74.0	65.3	64.0	81.6
\$8,840	\$8,671	\$2,000	\$2,688	\$2,050	\$3,754	\$7,800	\$8,832
45.0	63.3	50.0	45.2	50.0	66.0	45.0	69.4
79.0	74.4	75.0	81.4	75.0	82.0	75.0	80.5
89.0	91.8	79.0	95.3	79.0	87.3	74.0	86.3
\$9,360	\$12,139	82.0	89.7	\$160	\$1,013	\$9,800	\$12,119
45.0	50.0	50.0	66.7	52.0	57.1	47.0	66.2
70.0	94.1	59.0	71.1	59.0	74.1	59.0	71.4
80.0	100.0	70.0	85.1	70.0	90.7	70.0	86.2
\$1,500	\$4,096	\$1,800	\$2,091	\$1,850	\$2,777	\$1,850	\$3,202
45.0	69.6	45.0	56.7	45.0	71.1	40.0	66.1
73.0	88.7	66.0	85.7	66.0	95.2	66.0	99.1
55.0	63.6	46.0	82.8	47.0	75.0	47.0	73.2
54.0	67.4	46.0	64.3	47.0	75.7	47.0	70.9
69.0	75.4	60.0	59.6	60.0	69.9	60.0	67.0
67.0	82.5	60.0	73.1	60.0	64.8	60.0	78.8

## Virginia Local Area Outcomes on the WIA Measure

	AREA XV – Crater Area			
	PY 2004		PY 2005	
	Neg.	Actual	Neg.	Actual
<b>ADULT</b>				
Entered Employment Rate	62.0	78.0	62.0	81.1
Employment Retention Rate	71.0	84.7	71.0	80.7
Earnings Change/Average Earnings	\$2,165	\$2,535	\$2,165	\$3,996
Employment and Credential Rate	52.0	54.1	52.0	51.2
<b>DISLOCATED WORKER</b>				
Entered Employment Rate	70.0	89.9	70.0	86.0
Employment Retention Rate	74.0	93.3	74.0	88.6
Earnings Replacement/ Earnings Change/Average Earnings	82.0	92.2	\$0	-\$1,396
Employment and Credential Rate	52.0	69.8	52.0	79.4
<b>OLDER YOUTH</b>				
Entered Employment Rate	58.0	55.6	58.0	70.0
Employment Retention Rate	74.0	71.4	74.0	100.0
Earnings Change	\$1,915	\$3,023	\$1,915	\$5,915
Credential Rate	44.0	55.6	44.0	46.2
<b>YOUNGER YOUTH</b>				
Skill Attainment Rate	62.0	74.7	62.0	66.0
Diploma or Equivalent rate	48.0	54.5	48.0	55.0
Retention Rate	48.0	48.9	48.0	50.0
<b>CUSTOMER SATISFACTION</b>				
Participant Satisfaction Score	59.0	61.2	59.0	82.8
Employer Satisfaction Score	57.0	78.4	57.0	73.1

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## ures PY06 Performance Compared to PY04 and PY05

		AREA XVI – Hampton Roads							
PY 2006		PY 2004		PY 2005		PY 2006			
Neg.	Actual	Neg.	Actual	Neg.	Actual	Neg.	Actual	Neg.	Actual
62.0	69.4	69.0	73.7	69.0	76.2	65.0	77.0		
71.0	83.6	72.0	87.5	72.0	80.4	68.0	80.2		
\$9,314	\$8,485	\$2,350	\$2,361	\$2,350	\$2,877	\$7,000	\$8,183		
41.6	66.7	61.0	63.1	61.0	65.1	55.0	57.6		
67.0	72.7	75.0	84.0	75.0	81.1	67.0	78.0		
71.0	100.0	79.0	91.1	60.0	80.0	60.0	88.6		
\$11,138	\$13,848	86.0	96.3	-\$3,000	-\$691	\$11,000	\$12,847		
52.0	68.4	61.0	60.0	48.8	54.8	46.0	46.4		
58.0	60.0	61.0	69.8	61.0	68.9	51.0	66.7		
68.0	75.0	74.0	75.0	74.0	71.1	64.0	76.7		
\$1,795	\$3,803	\$1,923	\$2,277	\$1,923	\$1,888	\$1,650	\$1,461		
31.6	20.0	52.0	48.0	52.0	51.5	46.0	42.9		
62.0	80.8	70.0	69.2	68.0	92.8	63.0	89.9		
48.0	76.5	52.0	5.1	30.0	66.7	30.0	38.1		
45.0	63.3	52.0	46.7	52.0	48.3	50.0	71.4		
59.0	84.6	62.0	66.3	62.0	73.4	62.0	75.5		
57.0	78.2	62.0	71.9	62.0	72.7	62.0	69.2		

## Virginia Local Area Outcomes

on the WIA Measures PY06 Performance Compared to PY04 and PY05

	AREA XVII – West Piedmont					
	PY 2004		PY 2005		PY 2006	
	Neg.	Actual	Neg.	Actual	Neg.	Actual
<b>ADULT</b>						
Entered Employment Rate	59.0	72.1	59.0	75.2	59.0	76.3
Employment Retention Rate	67.0	81.2	67.0	90.3	67.0	86.9
Earnings Change/Average Earnings	\$2,240	\$2,065	\$2,240	\$4,323	\$8,750	\$8,643
Employment and Credential Rate	50.0	30.6	50.0	45.1	35.0	60.4
<b>DISLOCATED WORKER</b>						
Entered Employment Rate	63.0	79.3	63.0	83.8	63.0	76.6
Employment Retention Rate	74.0	90.6	74.0	93.0	74.0	91.6
Earnings Replacement/ Earnings Change/Average Earnings	75.0	94.5	\$75	\$1,829	\$8,750	\$10,986
Employment and Credential Rate	50.0	35.1	50.0	41.3	35.0	43.8
<b>OLDER YOUTH</b>						
Entered Employment Rate	54.0	48.9	54.0	71.4	54.0	60.0
Employment Retention Rate	66.0	73.3	66.0	60.9	66.0	83.3
Earnings Change	\$2,000	\$935	\$2,000	\$1,896	\$2,000	\$3,376
Credential Rate	42.0	24.5	42.0	20.6	25.0	22.2
<b>YOUNGER YOUTH</b>						
Skill Attainment Rate	59.0	60.2	59.0	48.8	59.0	70.6
Diploma or Equivalent rate	46.0	37.8	46.0	49.6	46.0	61.9
Retention Rate	45.0	47.3	45.0	50.0	45.0	59.3
<b>CUSTOMER SATISFACTION</b>						
Participant Satisfaction Score	56.0	67.8	56.0	71.7	56.0	70.8
Employer Satisfaction Score	54.0	75.4	54.0	76.3	54.0	73.9

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<b>Virginia Statewide Outcomes</b> on the WIA Measures PY06 Performance Compared to PY04 and PY05						
	<b>PY 2004</b>		<b>PY 2005</b>		<b>PY 2006</b>	
	<b>Neg.</b>	<b>Actual</b>	<b>Neg.</b>	<b>Actual</b>	<b>Neg.</b>	<b>Actual</b>
<b>ADULT</b>						
Entered Employment Rate	75.5	79.7	76.0	78.6	77.5	78.0
Employment Retention Rate	84.0	85.4	80.0	85.3	82.0	83.1
Earnings Change/Average Earnings	\$2,850	\$2,892	\$2,900	\$4,303	\$10,500	\$9,168
Employment and Credential Rate	62.0	57.4	62.5	60.7	63.7	63.0
<b>DISLOCATED WORKER</b>						
Entered Employment Rate	79.0	86.0	80.0	86.3	82.0	82.8
Employment Retention Rate	90.0	92.1	86.0	90.3	87.8	90.7
Earnings Replacement/ Earnings Change/Average Earnings	98.0	96.2	\$160	\$2,570	\$13,923	\$12,593
Employment and Credential Rate	62.0	55.6	62.5	61.7	63.7	61.3
<b>OLDER YOUTH</b>						
Entered Employment Rate	65.0	73.0	70.0	76.0	71.4	72.7
Employment Retention Rate	82.0	82.6	82.5	80.6	84.1	83.7
Earnings Change	\$2,150	\$2,587	\$2,200	\$2,818	\$2,244	\$4,173
Credential Rate	51.0	54.8	51.5	58.0	52.5	52.0
<b>YOUNGER YOUTH</b>						
Skill Attainment Rate	76.0	77.8	83.0	80.4	85.0	86.1
Diploma or Equivalent rate	57.0	58.9	63.0	64.6	64.2	64.9
Retention Rate	54.0	60.4	55.0	66.7	56.1	66.3
<b>CUSTOMER SATISFACTION</b>						
Participant Satisfaction Score	72.0	73.3	72.5	73.8	74.0	74.0
Employer Satisfaction Score	70.0	76.2	71.0	76.2	72.4	76.2

## Virginia Workforce Network Centers

City	Area #	Facility Type	Street Address	Zip Code	Contact Name	Phone
Alexandria	12	Local government	2914 Business Center Drive	22314	Dennis McKinney	703.838.4316
Arlington	12	Local government	3033 Wilson Blvd.	22201	Joyce Caldwell	703.228.1400
Bristol	2	VEC	192 Bristol Road East	24209	Gerald Smith	276.642.7350
Cedar Bluff	1	VEC	12061 Perry Hwy.	24609	Frank Taylor	276.964.4007
Charlotte Court House	8	DSS	Hwy. 147 North	23923	Sari Goff	434.542.5164
Charlottesville	6	VEC	400 Preston Avenue	22903	Teresa Turner	434.977.2662
Covington	3	VEC	106 N. Maple Ave.	24426	Jerry Barnett	540.962.1151
Culpeper	6	DSS	210 East Davis Street	22701	Lisa Houck	540.727.0372
Danville	17	Community Action Agency	707 Piney Forest Road	24540	Selma Grave	434.792.3061
Emporia	15	VEC	1746 East Atlantic Street	23847	Louise Tomlinson	434.634.2326
Falls Church	11	DSS/Local Government	6245 Leesburg Pike	22044	James Do	703.533.5400
Farmville	8	VEC	1705 East Third Street	23901	Carolyn Leslie	434.392.8871
Fredericksburg	13	VEC	3501 Lafayette Blvd.	22404	Becky Sperlazza	540.898.3806
Galax	2	VEC	963 East Stuart Drive	24333	Bill Webb	276.236.1505
Hampton	14	Multi-agency	600 Butler Farm Road	23666	Carol Davis	757.865.5874
Harrisonburg	4	VEC	1909-A East Market Street	22803	Taylor Howell	540.434.2513
Hopewell	15	VEC	5240 Oaklawn Blvd.	23860	Marietta Salyer	804.541.6541
Lynchburg	7	Other	2323 Memorial Avenue	24501	Debra Alfors	434.455.5940
Marion	2	VEC	1590 North Main Street	24354	Betty Keith	276.781.7431
Mechanicsville	9	VEC	8093 Elm Drive	23111	Bill Walton	804.559.3133
Norfolk	16	Other	861 Glenrock Road	23502	Nancy Stevens	757.461.7537
Norton	1	VEC	1725 Park Ave. S.W.	24273	Gary Hale	276.679.9413
Onley	13	VEC	25036 Lankford Hwy.	23418	Jack Bonniwell	757.302.2029
Radford	2	VEC	206 Third Avenue	24141	Perry Cole	540.831.5980
Richmond	9	Local government	7321 White Pine Road	23237	Rick Bradley	804.271.8510
Richmond	10	Other	201 West Broad Street	23220	Kelvin Harris	804.780.4146
Roanoke	3	VEC	5060 Valley View Blvd.	24012	Bruce Johannsen	540.561.6632
Rocky Mount	3	Local government	70 Wray Street	24151	Kathy Hodges	540.483.0179
Sandston	9	Local government	5410 Williamsburg Road	23231	Rik Bell	804.226.1941
Shacklefords	13	Other	1399 Centerville Road	23156	Sherry Pearson	804.785.2470
South Boston	8	VEC	1438 Seymour Drive	24592	Linda Daniel	434.572.8674
South Hill	8	VEC	910 N. Mecklenburg Ave.	23970	Carolyn Leslie	434.447.7103
Warsaw	13	VEC	14243 Historyland Hwy.	22572	Don Ward	804.333.3674
Williamsburg	14	VEC	5235 John Tyler Highway	23185	Arthur Batten	757.253.4738
Wytheville	2	VEC	800 East Main Street	24382	Roger Frye	276.228.4051

### VIRGINIA EMPLOYMENT COMMISSION

#### Dislocated Worker/Rapid Response Activities

Rapid Response Activity	Program Year (July 1 through June 30)		
	2004	2005	2006
WARN Notices Received	58	16	65
Workers Affected by WARN	11,484	2,836	14,630
Total Plant Closings/Mass Layoffs	58	16	65

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<b>Virginia Department of Business Assistance Workforce Services</b>			
<b>PY05 WIA-Funded Retraining Projects Workforce Services Jobs Investment Program</b>			
<b>Company Name</b>	<b>Virginia Location</b>	<b>Jobs Retrained</b>	<b>FY05 WIA Funds Spent</b>
Alcoa Wheel & Forged Products	Russell County	92	\$76,785.94
Anteon*	Portsmouth	2	\$500.00
Arcon, Inc.*	Portsmouth	6	\$1,500.00
Arise Waco*	Portsmouth	46	\$11,500.00
Associated Naval Architects*	Portsmouth	18	\$4,500.00
Auxiliary Systems, Inc.*	Portsmouth	12	\$3,000.00
Bay Beyond Inc. / Blue Crab Bay Co.	Accomack County	29	\$10,000.07
Bluefield Transport, LLC	Tazewell County	33	\$7,385.07
BR Flowers*	Portsmouth	18	\$4,500.00
Brenco	Petersburg	76	\$9,500.00
Carded Graphics Inc.	Staunton	33	\$13,200.00
City of Danville (Race to GED Employee Training)	Danville	60	\$10,336.80
Community Memorial Healthcenter	Mecklenburg County	9	\$4,500.00
Contract Control & Management, Inc.*	Portsmouth	1	\$250.00
Corrpro*	Portsmouth	1	\$250.00
Davis Boat Works, Inc.*	Portsmouth	3	\$750.00
Delphinus Engineering*	Portsmouth	95	\$23,750.00
Dreaming Creek Timber Frame Homes	Floyd County	36	\$25,512.48
Epsilon Systems Solutions, Inc.*	Portsmouth	44	\$11,000.00
G-1 Mechanical, Inc.*	Portsmouth	12	\$3,000.00
Herc Products, Inc.*	Portsmouth	41	\$10,250.00
Hubbell Lighting	Montgomery County	119	\$49,304.08
Moretz Candy Company, Inc.	Washington County	18	\$7,869.96
Noble-Met	Salem	115	\$46,374.90
Rex Roto Corporation of Virginia	Mecklenburg County	10	\$4,313.70
Truck Enterprises Richmond, Inc.	Chesterfield County	10	\$5,000.00
WEGMANN USA, Inc.	Lynchburg	29	\$15,167.00
<b>TOTALS</b>		<b>968</b>	<b>\$360,000.00</b>
*Trained under Tidewater Maritime Institute retraining project.			

**Virginia Department of Business Assistance  
Workforce Services**

**PY06 WIA-Funded Retraining Projects  
Workforce Services Jobs Investment Program**

<b>Company Name</b>	<b>Virginia Location</b>	<b>Jobs Retrained</b>	<b>FY06 WIA Funds Spent</b>
Alcoa Wheel & Forged Products	Russell County	190	\$55,132.30
BondCote Corporation	Pulaski County	17	\$5,145.05
Centra Health, Inc.	Lynchburg	125	\$50,000.00
Chimes*	Fairfax County	52	\$7,704.32
Community-Based Services, Inc.*	Richmond City	31	\$4,592.96
Cumberland Resources	Wise County	19	\$19,000.00
Diebold	Lynchburg	89	\$35,600.00
Eggleston Services*	Norfolk	45	\$6,667.20
Faith Partner's Care Group*	Richmond City	11	\$1,629.76
G M Powertrain	Spotsylvania County	14	\$5,733.28
Helton House, Inc.*	Prince Edward County	44	\$6,519.04
Hope-House Foundation*	Richmond County	50	\$7,408.00
Marion Mold & Tool, Inc.	Smyth County	45	\$19,962.90
Merillat Corporation	Smyth County	76	\$17,973.24
Meriwether-Godsey, Inc.	Lynchburg	132	\$53,214.48
Pascor Atlantic	Bland County	1	\$1,301.25
Pathways Youth Services, LLC	Halifax County	8	\$4,200.00
Presto Products	Halifax County	25	\$10,016.75
Slocum Adhesives Corporation	Lynchburg	23	\$9,200.00
TEDS, Inc.	Washington County	30	\$13,160.75
The Arc of Piedmont*	Charlottesville	59	\$8,741.44
VA Baptist & Family Services*	Salem	64	\$9,482.24
Virginia Quilting, Inc.	Mecklenburg County	24	\$4,800.00
Volunteers of America*	Prince William County	19	\$2,815.04
<b>TOTALS</b>		<b>1,193</b>	<b>\$360,000.00</b>

\* College of Direct Support VA Partnership Program for private mental health providers with Virginia Department of Mental Health, Mental Retardation and Substance Abuse.

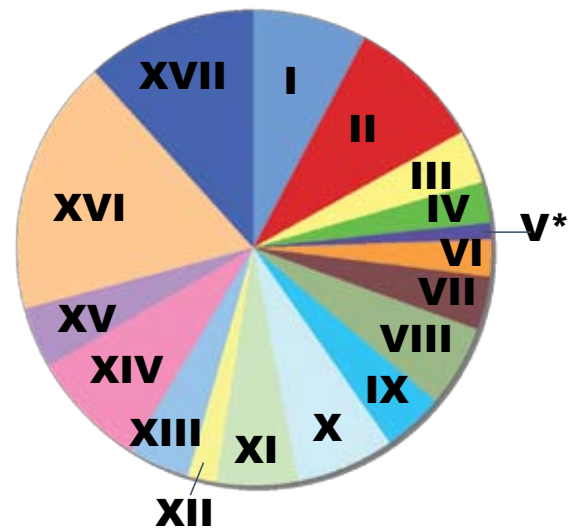


# 2006 annual report

## Workforce Investment Act PY06 Allocations

The total funding in Program Year 2006 for WIA was \$34.8 million. Of this amount, \$26.1 million was allocated to local WIBs to administer Workforce Investment Act programs and services.

	<b>PY06 Title 1-B Adult</b>	<b>PY06 Title 1-B Youth</b>	<b>PY06 Title 1-B Dislocated Worker</b>	<b>PY06 Title 1-B Total</b>
<b>LWIA</b>	<b>Allocation</b>	<b>Allocation</b>	<b>Allocation</b>	<b>Allocation</b>
I	\$832,978	\$938,507	\$276,179	\$2,047,664
II	\$868,818	\$947,525	\$552,139	\$2,368,482
III	\$302,447	\$315,923	\$385,865	\$1,004,235
IV	\$160,978	\$229,309	\$294,443	\$684,730
V*	\$68,666	\$72,635	\$156,520	\$297,821
VI	\$177,326	\$208,087	\$269,003	\$654,416
VII	\$276,621	\$312,108	\$330,196	\$918,925
VIII	\$509,346	\$536,125	\$438,021	\$1,483,492
IX	\$236,632	\$272,752	\$580,643	\$1,090,027
X	\$593,608	\$683,963	\$492,002	\$1,769,573
XI	\$322,734	\$345,278	\$753,841	\$1,421,853
XII	\$166,094	\$146,866	\$218,697	\$531,657
XIII	\$357,095	\$379,152	\$355,926	\$1,092,173
XIV	\$681,445	\$810,019	\$614,980	\$2,106,444
XV	\$395,478	\$388,462	\$335,197	\$1,119,137
XVI	\$1,572,807	\$1,769,250	\$1,203,064	\$4,545,121
XVII	\$1,055,209	\$1,122,158	\$886,223	\$3,063,590
<b>Total</b>	<b>\$8,578,282</b>	<b>\$9,478,119</b>	<b>\$8,142,939</b>	<b>\$26,199,340</b>



\*LWIA V was merged with LWIA IV during PY06.















**VIRGINIA**  
**WORKFORCE**  
**COUNCIL**

*workforce development  
economic development  
lifelong learning  
technology*