

Virginia Workforce Council
2008-2009 Annual Report

Meeting Virginia's Workforce Needs



Executive Summary

Virginia Workforce System Partners

Gov. Timothy M. Kaine and State Agencies

Virginia General Assembly

Business and Industry Organizations

Local Workforce Investment Boards and Staffs

Virginia's 23 Community Colleges

Local Elected Officials

Virginia's 32 One-Stop Career Centers

Community-Based Organizations

Economic Development Organizations

Virginia's Colleges and Universities

Local School Districts

Career and Technical Academies

Organized Labor

Education and Training Providers

Local Workforce Development Agencies

And, Most Important, Virginia's Employers, Workers and Jobseekers

On the cover: Like many Americans, Rob Miller was seeking employment in a time when competition for positions was very high. Wanting to make himself a better and more informed applicant, Miller sought out the Career Readiness Certificate. The credential gave him confidence in his skills and pushed him to set higher goals for himself. Currently employed in the construction field, Miller has a new path to lifelong learning. The Virginia Workforce Council adopted the Career Readiness Certificate as a state performance measure for the Workforce Investment Boards. To learn more about the Career Readiness Certificate, see page 6.

Council helps businesses, jobseekers prepare for better days ahead

As chairman of the Virginia Workforce Council, it's my pleasure to share with you the third Virginia Workforce Council Annual Report.

The Virginia Workforce Council is a business-led board that acts as the principal adviser to the governor of Virginia. It provides strategic leadership to the Commonwealth regarding the state's workforce development system and its efforts to create a strong workforce aligned with employer needs. In addition, the Council serves as the state board for the federal Workforce Investment Act, setting policy and standards for the local Workforce Investment Boards and One-Stop Career Centers.

In this report, we highlight initiatives and stories of success from the past 12 months that illustrate the strategic direction and impact of Virginia's workforce development and services delivery system. Because of the current economic challenges facing the Commonwealth and our nation, this report focuses on efforts under way to redirect the Commonwealth's workforce through education and training so Virginians can acquire new skills, find meaningful, economically self-sustaining work, get better jobs and increase their wages.

Additionally, the Council and its partners listed at left are intent on helping Virginia businesses improve their performance, thereby counteracting the effects of the current recession and strengthening the Commonwealth's economy in preparation for better days ahead.

One of the major programs affecting this year's performance was the American Recovery and Reinvestment Act (ARRA) and its impact on our workforce system. ARRA's stated purpose is to provide funding in order to preserve and create jobs, promote the nation's economic recovery and assist those most impacted by the weak economy. The ARRA brings more than \$3.9 billion in additional funds to the nation's workforce development and delivery system, with approximately \$41 million to the Commonwealth for job training (\$32 million) and employment-related services (\$9 million).

The guidance accompanying the \$3.9 billion in additional ARRA funds made it clear that the programs associated with the new monies needed to be quickly implemented.



During a reception at the Executive Mansion for the Virginia Workforce Council, Chairman Robert P. Leber presented Gov. Timothy M. Kaine with a resolution honoring his leadership and contribution to Virginia's workforce system during his term.

The immediate focus was the Summer Youth Employment Program, which was intended to provide youth between the ages of 14 and 24 with summer employment and educational opportunities that provided them with work-readiness skills.

Virginia received \$12.9 million, of which \$11 million went directly to its 15 Workforce Investment Boards to support local summer youth programs. All 15 of Virginia's local boards conducted very successful programs. I am pleased to report that more than 3,800 teenagers and young adults across the Commonwealth were employed in the Summer Youth Employment Program.

In addition to the local summer youth programs, the Virginia workforce network partners have been assisting individuals either unemployed or under-employed to help them get their lives back on track.

The following is a brief synopsis of the initiatives and accomplishments for 2008-2009, as reported in detail on the pages of this report:

- Even in an economic downturn, we helped Virginians get back to work in high-demand industries.
 - 4,226 people were trained.
 - 5,168 people documented their foundational skills in reading and math through the Career Readiness Certificate program.
 - We provided resources to businesses to meet their training needs.
 - Virginia's Community College Workforce

Development System made a significant impact on more than 5,000 businesses that used their services to train employees.

- These positive results occurred in spite of the state's unemployment rate reaching 6.9 percent for most of the program year.

On the following pages of Meeting Virginia's Workforce Needs, you'll learn how education, literacy and training play major roles in the system and how we are measuring results. We also have provided information about unfilled jobs and skills gaps so you'll better understand why the

workforce partners are taking certain steps.

You'll have an opportunity to review the job placement and wage gain data. Finally, you'll find articles about proposed strategies to strengthen and improve the performance of the workforce development system, including the Career Pathways initiative.

To our workforce development partners and all involved in this effort — thank you!

*Dr. Robert P. Leber
Chair, Virginia Workforce Council*

American Recovery and Reinvestment Act funds WIA statewide projects

As an effort to respond to the nation's economic crisis, Congress passed the American Recovery and Reinvestment Act (ARRA) in February 2009. Virginia received approximately \$4 million in WIA statewide funding under the ARRA. Under general conditions, such funds are intended to support statewide employment and training activities that advance workforce development, as articulated in the Workforce Development Strategic Plan.

While the Virginia Workforce Network was challenged by increased numbers of customers seeking its services, the provision of additional resources presented a compelling opportunity for the publicly funded workforce system to refine and redefine its role in the coming year. The Virginia Workforce Council stands ready to assist the Virginia Workforce Network in rising to meet the challenge.

WIA statewide projects funded by ARRA include:

- The Virginia Community College System's Career Coaches program will receive funding to support 20 career coaches and to provide curricular materials in economic and workforce development; labor trends; science, technology, engineering and math career fields; and coaching methods.
- The Virginia Community College System's Manufacturing Career Coaches will receive support for four full-time manufacturing career coaches to serve high schools, WIA youth services projects and One-Stop Centers in alignment with the Governor's Manufacturing Advisory Council.
- The Virginia Community College System's Middle College program will sustain and increase capacity for six programs, as well as establish two new programs and increase participation of GED completers in community colleges. Middle College allows young adults without a high school diploma to earn a GED, a workforce credential and community college training in a college environment.
- The Center for Employment Training's Certified Nurse Assistant program will prepare students to pass the state board exam and help them find, retain and advance their employment opportunities. Sites will be established in Roanoke, Lynchburg, Hampton Roads and Alexandria.
- The Virginia Department of Labor and Industry will expand support for registered apprenticeship. This funding will provide educational support to apprentices and their sponsors and expand apprenticeship training, including pre-apprenticeship for high-skilled occupations and support for training, outreach and safety compliance.
- Pathways Virginia will serve low-income, at-risk, out-of-work adults in the Petersburg area to provide credentialed construction pre-apprenticeship opportunities.
- Funding provided to the Jobs for Virginia Graduates program will expand to include four additional sites providing career specialists to assist at-risk and disadvantaged youth so that they may graduate from high school and secure quality jobs.
- Hampton Roads Transit will provide skill upgrades for existing workforce and training for new hires in a three-month electro-mechanics program for Virginia's first light-rail transit system. •

Council membership:

The Honorable
Timothy M. Kaine, *Governor*

The Honorable
Daniel G. LeBlanc,
*Senior Advisor to the Governor
for Workforce*

Dr. Robert P Leber, *Chair*

Mark B. Dreyfus, *Vice-Chair*

Huey J. Battle

Elwood B. Boone, III

The Honorable
Kathy J. Byron

Roozbeh S. Dadabhoy

Glenn DuBois

Dolores Esser

Richard A. Gonzalez

The Honorable
Patrick O. Gottschalk

The Honorable
Clarke N. Hogan

The Honorable
Linda T. Johnson

Hugh D. Keogh

James R. Leaman

James McClain II

The Honorable A. Donald
McEachin

Guillermo Meneses

The Honorable Yvonne B.
Miller

The Honorable
Thomas R. Morris

Hiawatha Nicely, Jr.

Doyle Rasnick

Rita C. Ricks

Toney Rigali

Don R. Sullenberger

The Honorable
Marilyn B. Tavenner

James H. Underwood

Brett Vassey

Andrea Wooten

Statewide Initiatives

A career pathways system is an approach to workforce training by which regions align publicly supported services and programs to build a workforce customized to their specific needs in their labor market. It facilitates regional and/or statewide efforts to identify and respond to market demand — in other words, the system implements career pathways in regions and across the state.

Peninsula Workforce Center staff gives Hector Cordero-Guzman from The Ford Foundation a tour of the welding laboratory to show him how students learn hands-on welding skills. The Ford Foundation visited the Hampton Roads area, which models the principles of career pathways by developing partnerships with employers, education and economic development to meet current and future workforce needs.

Virginia Workforce Council gains responsibility for Career Pathways System

With growing pressure from international competition and the rapid pace of technological change, Virginia has created a career pathways system to better respond to market needs. In December 2008, a governor-led, multiagency task force released, “*Bridging Business and Education for the 21st Century Workforce: A Strategic Plan for Career Pathways System*” (A copy of the report is located at www.workforce.virginia.gov/). In the report, the task force concluded the following:

- Education and training systems must be better aligned.
- Connections to the business community and the labor market must be strengthened.
- Support services at all levels of education, particularly in community colleges and adult education, must increase.
- Post-secondary education enrollment must increase and access be improved.
- Skill demands for 21st-century careers call for education and training to become significantly more rigorous.

Based on these findings, the task force recommends the following:

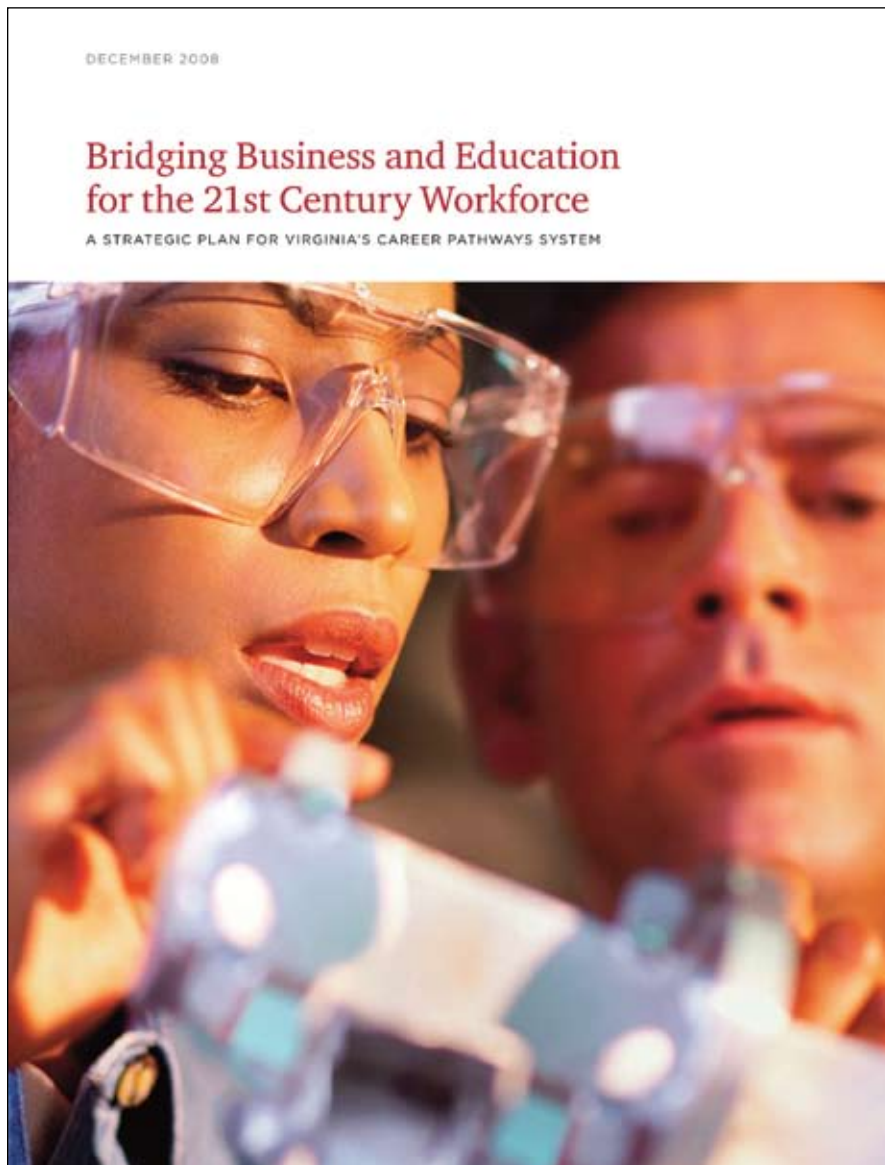
- Establish state leadership and an operational framework to support regional action.
- Establish a means to encourage and facilitate the use of data in order to strengthen connections to business, inform program development and measure success.
- Establish the means to encourage transitions between and among education and employment systems, programs and services, with flexibility at the regional and/or institutional level.
- Establish the means to provide more support services, including advising and counseling, to increase retention and completion rates among Virginians enrolled in workforce training and education programs.
- Establish sustainability of Virginia’s career pathways system as a cross-agency and business priority across all relevant agencies and key industries.



Timeline:

Progress on the recommendations is under way. The Virginia Workforce Council accepted the responsibility of statewide leadership and advocacy of the Career Pathways System Development. Agency representatives, in cooperation with the Council's members, are working on action items. These include guidelines for how One-Stops can incorporate career pathways into their delivery of services, how adult-education providers can strengthen transition services for learners, and how registered apprenticeships can increase their role to advance transitions.

The plan has received national attention as a model for how states can work together to improve the delivery of services to employers and individuals. This includes a recent visit by members of the Ford and Annie E. Casey foundations to discuss potential funding opportunities, as well as a meeting with congressional senior staff members of the Senate Health, Education, Labor and Pension Committee to discuss methods on how to incorporate the best practices of the plan into WIA reauthorization. •



- **November 2007**
Multiagency Task Force established to develop plan
- **October 2008**
Workforce Council adopts role of statewide leadership and advocacy of Career Pathways
- **December 2008**
Release of plan
- **April 2009**
Meeting with White House National Economic Council regarding best practices of the plan
- **July 2009**
Meetings with Annie E. Casey and Ford foundations

Statewide Initiatives

Career Readiness Certificate benefits businesses and jobseekers

In January 2008, the Virginia Workforce Council voted to adopt the Career Readiness Certificate (CRC) as a state performance measure for the Workforce Investment Boards. This measure, which was incorporated into the incentive awards process July 1, 2008, requires at least 5 percent of adult, dislocated worker and older youth participants served to attain a CRC. The VWC Business Services Committee set aside \$22,250 to support the WIBs' efforts to increase their CRC use.

The CRC program's basis is the ACT-developed skill database, which contains more than 15,000 detailed job profiles, representing one of the largest databases in existence today. These profiles were produced by ACT-trained profilers to analyze each job with the help of subject matter experts — employees already doing the job successfully and their management — to define the tasks and skills needed to perform the job successfully. By matching the job-profile information with individual scores on the WorkKeys assessments, employers are equipped to make reliable decisions about hiring and training, as well as program development needs.

As required by the CRC legislation passed during the 2008 General Assembly session, VWC adopted a budget allocating funds to develop outreach, marketing and incentive activities to enhance and expand Virginia's CRC program.

In June 2008, the Council approved a budget that allocated \$250,000 from federal Workforce Investment Act funds. These funds were matched by other resources and in-kind contributions. Since the legislation was approved, the program has already seen a significant increase in activity. In FY 2009, Virginia awarded nearly 5,200 CRCs, which was a 19 percent increase over the previous year.

The Virginia Community College System has contracted with the Community College Workforce Alliance (CCWA), which is the workforce development partnership of J. Sargeant Reynolds and John Tyler community colleges, to provide leadership for the CRC initiative.

A Memorandum of Understanding outlining CCWA's responsibilities has been signed. The activities planned under this MOU focus on marketing, remediation and monitoring performance in an effort to stimulate additional growth for Virginia's CRC program.

With the approval from Gov. Timothy Kaine's chief of staff, CCWA created a public service announcement for the CRC. In January 2009, the governor's PSA was shown in movie theaters across the Commonwealth to educate roughly 2 million movie-goers about the benefits the CRC provides to both businesses and jobseekers.

A contract with KeyTrain for statewide gap-training curriculum and software has been purchased so CRC test-takers can access remedial tools to improve their test scores. Training on Express Score and gap-training software has been conducted for One-Stop Centers and community colleges personnel. CCWA also will host a project session on the CRC program and additional training on curriculum during the Virginia Community

College Hire Education Workforce Conference in December.

The Virginia Community College System (VCCS) has contracted with ACT so all community colleges can participate as members of the WorkKeys Solutions Provider Network. This will provide new ways for the schools to build long-term relationships with local employers and meet the needs of both learners and local businesses.

CCWA contracted with the Virginia Electronic Commerce Technology Center at Christopher Newport University to update and enhance the Virginia CRC Skills Bank. This database provides a tool for employers to search data on the skill levels of Virginia's workforce and provides employers, jobseekers and workforce professionals with information about the CRC.

As evidenced, the Virginia Workforce Council has achieved much success with its CRC initiative. This success is anticipated to grow as the result of the continued efforts and activities planned. •

2008 CAREER READINESS CERTIFICATES IN VIRGINIA

WIB REGION	BRONZE	SILVER	GOLD	CRCs AWARDED
Alexandria/Arlington	13	15	10	38
Bay Consortium	52	71	26	149
Capital Region	314	630	170	1,114
Crater Area	240	355	76	671
Greater Peninsula	96	232	84	412
Hampton Roads	175	366	94	635
New River/Mt. Rogers	60	233	92	385
Northern Virginia	106	255	240	601
Piedmont Workforce Network	21	38	8	67
Region 2000/Central Virginia	19	38	8	65
Shenandoah Valley	84	194	78	356
South Central Virginia	90	122	31	243
Southwest Virginia	16	49	18	83
West Piedmont	76	110	17	203
Western Virginia	37	85	24	146
STATE TOTAL	1,399	2,793	976	5,168

Rapid Response to events involving dislocated workers is on the rise

During PY 2008, the state Rapid Response Unit (RRU) received 115 notices in response to the Worker Adjustment and Retraining Notification (WARN) Act. Compared to the previous year, the number of WARN notices rose by 47, a 69 percent increase.

The higher number of WARNs reflected an even greater increase in impacted workers, growing from 9,842 the previous program year to 19,896 for PY 2008. The 10,054 escalation of affected workers represents more than a 100 percent increase from last year. While the number of WARNs and affected workers showed tremendous growth, the average number of affected workers per WARN event only increased by 28 workers, or 19 percent per event (see chart above).

Further, the data indicates a wide range in the size of company events, from only a few workers to more than 1,900 in one case. Of the 110 companies that submitted a WARN (a few had multiple WARN events), eight (7 percent) had more than 500 workers impacted by the event.

This accounted for 7,630 of Virginia's 19,896 impacted workers, or 38 percent of the state total for the program year. Twenty-one companies, or 19 percent, had 50 or fewer workers impacted by an event (see Graph 1, at right). The greater percentage (74 percent) of companies' impacted workers ranged from 49 through 499 affected workers per event.

In order to meet increased need and demand for rapidly deployed re-employment services, the state RRU responded to several challenges. First, the unit was successful in redeploying its resources and staffing assets across previously defined regional boundaries to where the greatest need existed in localities experiencing demand peaks during the year.

By design, Rapid Response teams deployed when they received a WARN or other public announcement. Although the number of events increased significantly, contact was made with company officials within 48 hours of receiving a WARN, followed by employer briefings held

STATEWIDE RAPID RESPONSE ACTIVITIES Program Year (July 1 through June 30)

RAPID RESPONSE ACTIVITY	2006	2007	2008
WARN Notices Received	65	68	115
Workers Affected by WARN	14,630	9,842	115
Average Number of Workers per Layoff/Closure	225	145	173

with management and planned employee briefings desired by the employer.

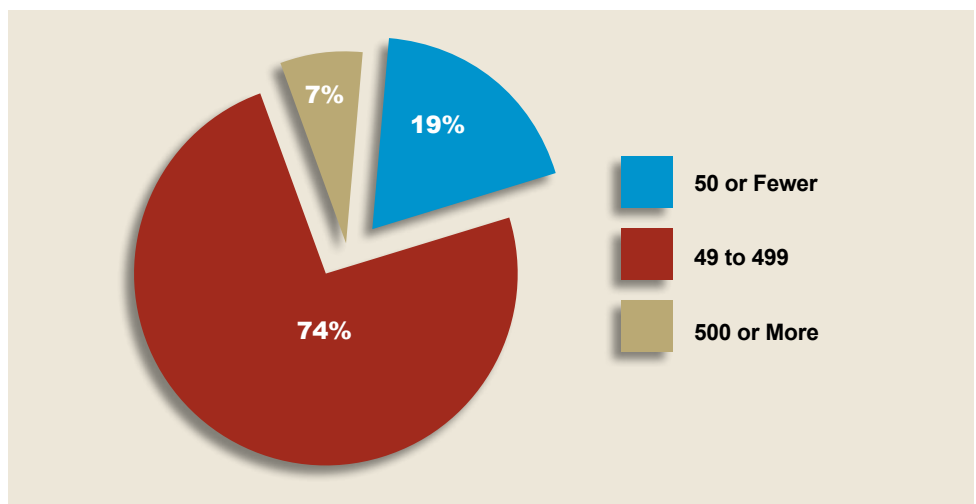
Most briefings were held before workers left their respective companies. Employee briefings, led by one of four regional state Rapid Response coordinators, were provided by a team of local workforce development partners who provided direct services. Services engaged the worker in a host of activities aimed at assisting them with as "rapid" return to employment as possible.

For PY 2008, Rapid Response activity data indicates 57 employers of the 110 that issued a WARN, or 52 percent, arranged to have management briefs; 9,029 workers, or 45 percent, attended at least one of the 184

employee briefings conducted by the Rapid Response teams.

Rapid Response coordinators were instrumental in planning and supplying the resources for seven job fairs and two on-site employer resource centers. In addition to the activities provided at employer sites, the RRU delivered more than 1,900 Rapid Response re-employment information packets to workers who didn't participate in employee briefings. •

VIRGINIA'S IMPACTED WORKERS



Statewide Initiatives

Campaign stresses importance of GED® and lifelong learning



LWIBs supported job fairs across the Commonwealth to promote GED awareness and the importance of post-secondary education.

More than 1 million Virginians, or one in seven residents, lack a high-school certificate, drastically inhibiting their chance to earn decent wages to support their families. To help reduce these numbers, the Virginia Workforce Council Workforce Services Committee initiated a GED-awareness campaign in October 2008, the month that usually has the highest enrollment rate for adult education classes in Virginia.

Governor Kaine supported this initiative by proclaiming the week beginning Oct. 13 as GED Awareness Week. He also recorded a public service announcement Oct. 14 that kicked off GED Week during his Cabinet Community Day in Fairfax County.

Adult education programs and Local Workforce Investment Boards throughout the Commonwealth worked together to promote the benefits of attaining a high-school credential and increase testing. Local Workforce Investment Boards supported this initiative through various means, such as:

- Allocating funds to place advertisements in newspapers, radio and television, as appropriate by region, about the value, availability and access to the GED and GED testing.
- Providing funds for free GED test waivers to those who successfully pass the practice test and show they are prepared for the full battery of tests.
- Collaborating with local adult education programs to host GED day(s) across Virginia. Practice tests were administered and information was provided about taking the GED tests and enrolling in standard or fast-track adult-education classes.
- Helping employers spread the word among their employees about the benefits of supporting the GED.
- Providing on-site transition counseling to GED testers and completers so they understand the importance and requirements of post-secondary education.
- Organizing job fairs. •

Local workforce areas rewarded with incentive grants

In June 2009, the Virginia Workforce Council awarded a total of \$300,000 in incentive grants to Virginia's 15 local workforce areas in the categories of Exemplary Performance, Local Coordination and Regional Cooperation.

The federal Workforce Investment Act requires the VWC to award these incentives, and the Council is responsible for establishing a process, determining criteria and evaluating applications. The VWC modified its policy regarding local incentives during this report period. It wanted to ensure funding was awarded in all three categories as a way to encourage local areas to continuously improve their partnerships and service delivery. •

INCENTIVE AWARDS BY REGION

Southwest Virginia	\$50,000 in Exemplary Performance and Local Coordination
New River/Mount Rogers	\$10,000 in Exemplary Performance
Western Virginia	\$20,000 in Exemplary Performance and Local Coordination
Shenandoah Valley	\$20,000 in Exemplary Performance and Local Coordination
Piedmont Workforce Network	\$10,000 in Exemplary Performance
Region 2000	\$20,000 in Exemplary Performance and Local Coordination
South Central Virginia	\$10,000 in Exemplary Performance
Capital Region	\$10,000 in Exemplary Performance
Northern Virginia	\$45,000 in all three categories
Alexandria/Arlington	\$10,000 in Local Coordination
Bay Consortium	\$10,000 in Exemplary Coordination
Greater Peninsula	\$20,000 in Exemplary Performance and Local Coordination
Crater Region	\$20,000 in Exemplary Performance and Regional Cooperation
Hampton Roads	\$35,000 in all three categories
West Piedmont	\$10,000 in Exemplary Performance

Virginia provides its SHARE of access point to serve jobseekers

Virginia Workforce Council's SHARE — Showing How Access to Resources Empowers — network began in 2007 as part of a national campaign by the U.S. Department of Labor, Center for Faith-Based and Community Initiatives. Its purpose was to expand access to the One-Stop delivery system in underserved communities by recruiting faith-based and community-based organizations to act as access points to local One-Stop Career Centers.

The access points assist jobseekers with core services such as conducting online job searches. Virginia was one of 10 states that participated in the initiative, and it enjoys the distinction as a model for its statewide implementation.



Representatives from Heritage Public Library, Chamal Community Development Corp. and Beautiful Temple Ministry gather around the first donated computer from IBM and United Way. This and other donated computers assist local jobseekers find employment opportunities and resources.

to track customer participation and measure their effectiveness.

Also in 2009, three new SHARE access points received new IBM computers thanks to a partnership between IBM, United Way of Greater Richmond and Petersburg, and Virginia 2-1-1. Heritage Public Library, Chamal Development Corp. and Beautiful Temple Ministry will use the new computers to connect individuals to employment resources, job training and education.

"We see jobseekers every day," says Barbara Winters, librarian at Heritage Public Library, "We serve them in as many ways as possible and we have to thank IBM, United Way and SHARE for giving us the tools, the technology, the software and the support we need to better serve our community." •

In 2008, Virginia SHARE was one of the networks in five states that received the "Build Your Community Network: Addressing the Challenge of Job Readiness" grant. The grant created the Virginia SHARE Strategic Plan for Sustainability and brought attention to the network statewide when the group hosted four regional information-gathering meetings. The grant also allowed Virginia SHARE and Virginia 2-1-1 billboards to be placed in the Richmond, Hampton Roads and Petersburg areas of the state.

In 2009, Virginia SHARE reached its goal of recruiting close to 100 access points statewide that includes churches, libraries and community organizations. As a gift to the 10 initial states, the Department of Labor created the "SHARE Network Tracking Tools for Measuring Success" software. The software was distributed directly to the access points and the local workforce investment boards to allow them

E-newsletter created to encourage collaboration

This year, the Virginia Workforce Council created an e-newsletter to share information, ideas, best practices and opportunities in the area of workforce development in Virginia. Its purpose is to further collaboration among workforce organizations and to better educate, serve and inform its customers.

The quarterly newsletter reaches elected officials, stakeholders, businesses, educational institutions and not-for-profit organizations involved in workforce training. It also is sent to government agencies, local workforce investment boards and community college employees.

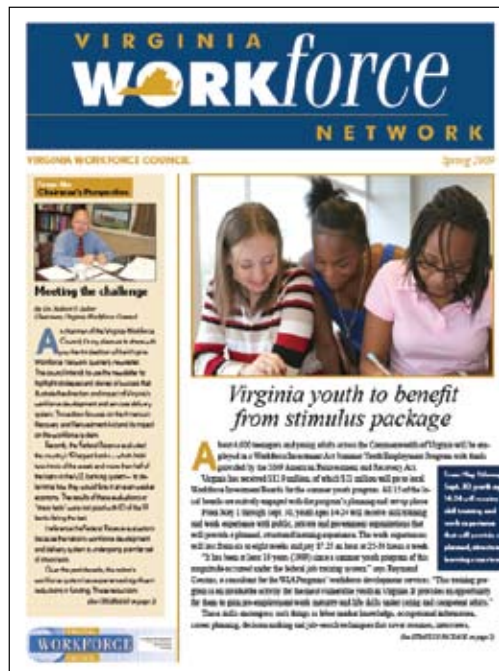
Stories and articles are collected from all workforce investment areas, as well as council members and partnering agencies, to demonstrate the depth and breadth of workforce development opportunities across the Commonwealth.

Some examples of the stories included in this year's issues are:

- The Virginia Employment Commission's response to an unprecedented number of unemployment claims at the beginning of this year,
- How the Peninsula Council for Workforce

Development was awarded a \$1.99 million community-based, job-training grant from the U.S. Department of Labor to expand its pipeline of employees to the manufacturing industry and

- The continued progress of the Governor's Economic Crisis Strike Force in responding to challenging economic times. •



Local Success Stories

Youth across the Commonwealth reap summer employment benefits

As localities across Virginia received word this past spring of available funding from the 2009 American Recovery and Reinvestment Act, workforce development partners got busy to help youth and young adults secure summer jobs. The end result? Groups large and small reaped the benefits. Here are three examples:

Opportunity knocks

Opportunity Inc. in Norfolk received \$2.2 million in ARRA funds for a Summer Youth Employment Experience program for youth ages 14-24. Nearly 900 participants, the largest such program in Virginia, received workplace readiness skills training and work experience during the eight-week program.

Opportunity Inc. collaborated with localities in the area to administer the program, which

included stipends of \$7.25 an hour for youth who worked in municipal offices, nonprofit agencies and local businesses. For many participants, this was their first paid work experience. The program injected more than \$2 million into the local economy as participants spent their paychecks.

From the Rooftop

This past summer, the Rooftop of Virginia Community Action Program placed 76 youth ages 14-24 in summer jobs with Galax-area schools, court systems, parks, a furniture factory, hospitals, nursing homes, stores, county offices, shoe repair shops and many other facilities. The successful program served 13 more youth than initially planned.

After being accepted into the Summer Work Experience Program, clients attended a



Karrington Holley (left) and Jeanay Oliver smile with confidence thanks to Opportunity Inc.'s Summer Youth Employment Experience Program. Holley worked at Norfolk State University and Oliver had a position with Opportunity Inc. of Hampton Roads.

job-readiness class taught by Rooftop CAP staff in Galax. Some clients also attended a Junior Achievement Day. The hard-working participants reported they had an exciting, quick summer, full of activities and new experiences. They were happy they were able to purchase their own things and use their own money rather than depending on others.

Student pursues education and employment simultaneously

Jeremy Royster was born in Brazil and lived in an orphanage until he was 3 years old. After being adopted by an American family, he moved to South Boston, Va., where he was homeschooled. Looking for an opportunity to finish his high school education, Royster heard an advertisement for Southside Virginia Community College's Middle College program. Enrolling in Middle College turned out to be the starting point for a successful college career.

"The teachers were very helpful while I was working on my high school credential and encouraged me to continue my education by showing me all that was available at the community college," Royster says.

A Middle College-sponsored field trip to the college's Occupational/Technical Center at Pickett Park piqued his interest in the heavy equipment operator program, where he eventually enrolled and received his certificate. He also took an interest in the diesel technology program and began classes in 2009.

Currently employed by a construction company, Royster hopes to learn the ropes of the construction business and put his heavy equipment education to use on the job.

"Middle College was a blessing to me. It opened up so many opportunities that I never knew existed. I went in to finish high school, but I got so much more out of it." •



Thanks to his involvement with the Virginia Community College's Middle College program, Jeremy Royster completed his high school education.

York/Poquoson SYEP brightens futures

To benefit youth ages 16-24 in two communities, representatives from York County government and its school division joined forces with Poquoson's schools and social service agencies to start up their Summer Youth Employment Program. With the York County school division serving as the lead agency, Poquoson school officials and York-Poquoson social services staff identified local youth who would benefit from a structured workplace experience and on-the-job training.

Pre-work training included learning about workplace etiquette, increasing 'soft' job skills and developing a personal budget. Through September, 17 participants experienced success at York agencies such as Fleet Support Services, Real Estate Assessment and Central Purchasing. Poquoson youth worked at the city's library, Public Works Department and in all city schools.

A summer program coordinator communicated regularly with participants and worksite supervisors, visited worksites weekly and conducted work-skill enhancing training exercises. Some participants went on to enroll in GED programs when the summer work ended. •

Program helps serious offenders readjust to society, community life

To support recently released serious and violent offenders, *SkillSource* has been part of a regional community network in Fairfax County that has excelled in managing the Virginia Serious and Violent Offender Re-Entry Initiative (VASAVOR). This program is designed to help long-term incarcerated adults transition back into the community and stay out of jail.

The Fairfax County VASAVOR initiative provides selected participants with an array of supportive services to reduce recidivism, including substance abuse treatment, mental health and medical

services, education, vocational training, and employment and residential assistance. Most participants have had great success in gaining and maintaining viable employment, as well as securing satisfying housing arrangements.

The national violent offender recidivism rate is 35 percent and Virginia's rate is 14 percent, but VASAVOR's comprehensive plan has managed to keep its participants' recidivism rate to about 3 percent. Because of this program's success, the Virginia General Assembly approved state funding to continue the VASAVOR program in FY 2008 and FY 2009, after federal funding ended. The chart below depicts the total outcomes of the Fairfax County VASAVOR program from its inception in 2003 to June 2009. •

During life there are many roads. Some obstacles, trials and some tribulations. And even though we may feel like we are all alone, we are NOT thanks to VASAVOR.

— Anonymous VASAVOR client

HARD TO SERVE

Total Enrolled	319
Total Placed into Employment	271
Currently Employed	254
Average Salary	\$25,792/yr (\$12.40/hr)
Total Receiving Health Benefits	52%
Total Exited from Program	94
Technical Violations	40
Re-Offended	10
Federal Bonds Issued	40 (Total Value \$200,000)



Ray Biddinger works as a carpenter for the AppCAA-operated weatherization program. The agency helped him prepare for the job after he had relocated to the area to work at a plant that abruptly closed, leaving him unemployed with no nearby family support.

Agency helps dislocated worker get life back on track

In April 2009, Ray Biddinger came to the Appalachian Community Action & Development Agency (AppCAA), formerly known as RADA, for assistance. He had moved from Pennsylvania to take a job with a lumber company in the area. Biddinger had a very good work history and, through no fault of his own, lost his new job when the plant permanently closed. He was left without any resources or family support.

Unable to pay rent with the less than \$400 per month unemployment he was drawing, he had to move out of his home and into a local hotel where he was struggling to make ends meet. Biddinger contacted AppCAA to help him find work and case manager Kay Ross was assigned the task.

His unemployment insurance and food stamps qualified him for WIA Services in the adult or the dislocated worker program. He dutifully kept his appointments and checked out all job referrals, Ross said.

Since Biddinger was an experienced

carpenter, Ross determined he would be a good fit for the AppCAA-operated weatherization program. She set up a work-site agreement and he was assigned 400 hours of work in the program. He completed his 400 hours just as an AppCAA full-time position became available.

During his enrollment, the Scott County Redevelopment and Housing Authority also

worked with Biddinger to find an apartment in Dungannon. He had no furniture, so a local church helped him with a bedroom suite.

Since mid-July, Biddinger has had a full-time position with benefits, a place of his own and his own bed. Working together with other community resources, AppCAA was able to prevent homelessness and obtain employment that led to Biddinger's self-sufficiency. •

Workforce Investment Areas

Virginia Workforce Comprehensive and (non-SNAP) Satellite Centers across

Virginia Workforce Comprehensive Centers are full-service physical sites that provide core employment services including job-search and placement assistance; access to computers, telephones, fax and copy machines; resume and cover letter development; and employment-related workshops to all jobseekers. The centers offer intensive services, including assessments and career counseling, and training and career education services to those who are eligible. They also provide access to other partner program services as required by federal legislation.

Virginia Workforce Satellite Centers generally provide core employment services, referrals and other services designed to meet special needs in the locality.

Comprehensive centers are printed in blue, while satellite locations are noted in green. Affiliates are listed in red. Some locations share space with the Virginia Employment Commission.

AREA I

Bluestone Workforce Training Center
578 Camp Joy Road
Bluefield, VA 24605
(276) 322-2023

Wise Skills Center
515 Hurricane Road,
Building N
Wise, VA 24293
(276) 328-8081

Rural Areas Development Association Inc.
190 Beech St., Suite 103
Gate City, VA 24251
(276) 386-6441

Clinch Valley Community Action Inc.
200 East Riverside Drive
North Tazewell, VA 24630
(276) 988-5583

AREA II

Virginia Workforce Center/ Bristol VEC
192 Bristol East Road
Bristol, VA 24209
(276) 642-7350

Virginia Workforce Center/ Galax VEC
963 East Stuart Drive
Galax, VA 24333
(276) 236-5105

Virginia Workforce Center/ Marion VEC
1590 North Main St.
Marion, VA 24354
(276) 781-7431

Virginia Workforce Center/ Radford VEC
206 Third Ave.
Radford, VA 24141
(540) 831-6137

Virginia Workforce Center/ Wytheville VEC
800 East Main St.
Wytheville, VA 24382
(276) 228-4051

Goodwill Industries of the Valleys Inc.
106 Town Center Drive
Dublin, VA 2086
(540) 674-1721

People Inc. of Southwest Virginia
1173 West Main St.
Abingdon, VA 24210
(276) 619-2255

People Inc. of Southwest Virginia
800 Martin Luther King Jr. Blvd.
Bristol, VA 24201
(276) 466-5587

Goodwill Industries of the Valleys Workforce Development Center
8 North College St.
Christiansburg, VA 24073
(540) 381-0838

Giles County Partnerships for Excellence
211 Main St., Suite 101
Narrows, VA 24124
(540) 726-8201

AREA III

Virginia Workforce Center/ Roanoke VEC
5060 Valley View Blvd.
Roanoke, VA 24012
(540) 561-6632

Virginia Workforce Center/ Covington VEC
106 N. Maple Ave., Box 918
Covington, VA
(540) 962-1151

The Franklin Center
50 Claiborne St.
Rocky Mount, VA 24151
(540) 483-0179

AREA IV

Harrisonburg VEC
1909-A East Market St.
Harrisonburg, VA 22801
(540) (434) 2513

Luray Workforce Job Center
1230 East Main St.
Luray, VA 22835
(540) 743-4320

Fishersville VEC
1076 Jefferson Highway
Fishersville, VA 24401
(540) 332-7750

Winchester VEC
100 Premier Place,
Winchester, VA 22602
(540) 722-3415

AREA VI

Virginia Workforce Center
2211 Hydraulic Road
Charlottesville, VA 22906
(434) 977-2662

Career Resource Center
210 South East St., Suite 301
Culpeper, VA 22701
(540) 727-1055

Virginia Workforce Center
529 Meadowbrook
Shopping Center
Culpeper, VA 22701
(540) 829-7305

Albemarle Career Center
1600 5th St.
Charlottesville, VA 22902
(434) 977-4453

Louisa Employment Center
115 Jefferson Highway
Louisa, VA 23093
(540) 967-6095

The Workplace
70 Main St., Suite 43
Warrenton, VA 20186
(540) 341-3350

AREA VII

Region 2000 Career Center
2325 Memorial Ave., Suite 25
Lynchburg, VA 24501
(434) 455-5940

AREA VIII

Virginia Workforce Center
400 Thomas Jefferson
Highway
Charlotte Courthouse, VA
23923
(434) 542-5605

Virginia Workforce Center
225-B Industrial Park Road
Farmville, VA 23901
(434) 392-8189

Virginia Workforce Center
820 Bruce St.
South Boston, VA 24592
(434) 572-5551

Virginia Workforce Center
111 East Danville St.
South Hill, VA 23970
(434) 315-4579

AREA IX

Capital Area Workforce Center
7333 White Pine Road
Richmond, VA 23237
(804) 271-8510

Capital Area Workforce Center
5410 Williamsburg Road
Richmond, VA 23150
(804) 226-1941

Capital Area Workforce Center
8093 Elm Drive
Mechanicsville, VA 23111
(804) 559-3133

Goodwill Industries One-Stop
6301 Midlothian Turnpike
Richmond, VA
(804) 745-6300

F.I.R.S.T. Contractors
2300 N. Lombardy St.
Richmond, VA 23220
(804) 329-9669

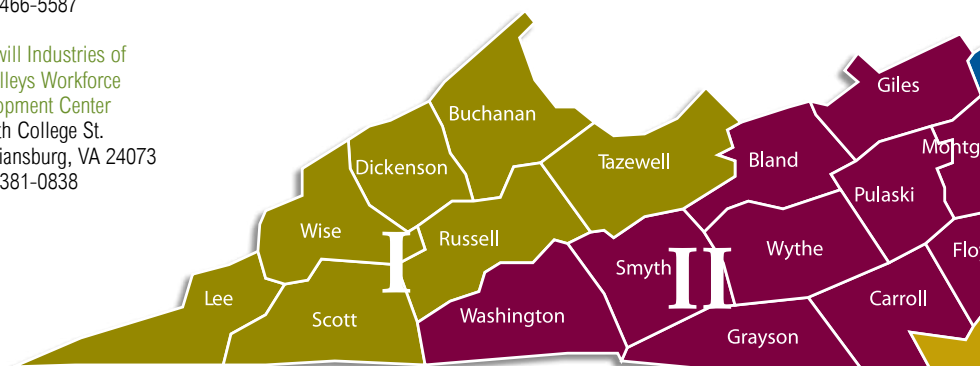
AREA XI

SkillSource Center
6245 Leesburg Pike,
Suite 315
Falls Church, VA 22044
(703) 533-5400

South County SkillSource Affiliate Center
8350 Richmond Highway,
Suite 327
Alexandria, VA 22309
(703) 704-6286

LEGEND

AREA I Southwest Virginia	AREA XI Northern Virginia
AREA II New River/ Mount Rogers	AREA XII Alexandria/ Arlington
AREA III Western Virginia	AREA XIII Bay Consortium
AREA IV Shenandoah Valley	AREA XIV Greater Peninsula
AREA VI Piedmont Workforce Network	AREA XV Crater Area
AREA VII Region 2000/ Central Virginia	AREA XVI Hampton Roads
AREA VIII South Central	AREA XVII West Piedmont



ss the Commonwealth

Lake Ann Employment Resource Center
11484 Washington Plaza
West, Suite 130
Reston, VA 20190
(703) 787-4974

Loudoun Workforce Resource Center
102 Heritage Way, N.E.,
Suite 200
Leesburg, VA 20176
(703) 777-0150

AREA XII
JobLink
1900 Beaugard St.,
Suite 300
Alexandria, VA 22311
(703) 838-4479

Arlington Employment Center
3033 Wilson Blvd.
Arlington, VA 22201
(703) 228-1400

Alexandria VEC
5520 Cherokee Ave.
Alexandria, VA 22312
(703) 813-1300

AREA XIII
Virginia Workforce Center
3510 Lafayette Blvd.
Fredericksburg, VA, 22404
(540) 898-3800

Virginia Workforce Center
25036 Lankford Highway,
Unit 16
Onley, VA 23418
(757) 302-2029

Virginia Workforce Center
1401 Centerville Rd.
Shackelfords, VA 23156
(804) 785-2470

Virginia Workforce Center
14243 History Land Highway
Warsaw, VA 22572
(804) 333-3675

AREA XIV
Peninsula Worklink Career Center/ Virginia Workforce Center/Hampton VEC
600 Butler Farm Road,
Room 1015
Hampton, VA 23366
(757) 865-5853

Rouse Towers Workforce Center
6060 Jefferson Ave.,
7th Floor
Newport News, VA 23605
(757) 926-6245

Virginia Workforce Center/ Williamsburg VEC
5353 John Tyler Highway
Williamsburg, VA 23185
(757) 253-4738

AREA XV
Virginia Workforce Center/ Tri-Cities VEC
5440 Oaklawn Blvd.
Hopewell, VA 23860
(804) 541-6548

Virginia Workforce Center/ Petersburg VEC
114 North Union St.
Petersburg, VA 23803
(804) 862-6155

Virginia Workforce Center/ Emporia VEC
1746 East Atlantic St.
Emporia, VA 23847
(434) 634-2362
(866) 270-9193

AREA XVI
Opportunity Inc. One-Stop Workforce Center
861 Glenrock Road
Norfolk, VA 23502
(757) 461-7537

Workforce Development Center
157 North Main St.
Suffolk, VA 23434
(757) 514-7737

Workforce Regional Development Center
100 North College Drive,
Room 222
Franklin, VA 23851
(757) 569-6082

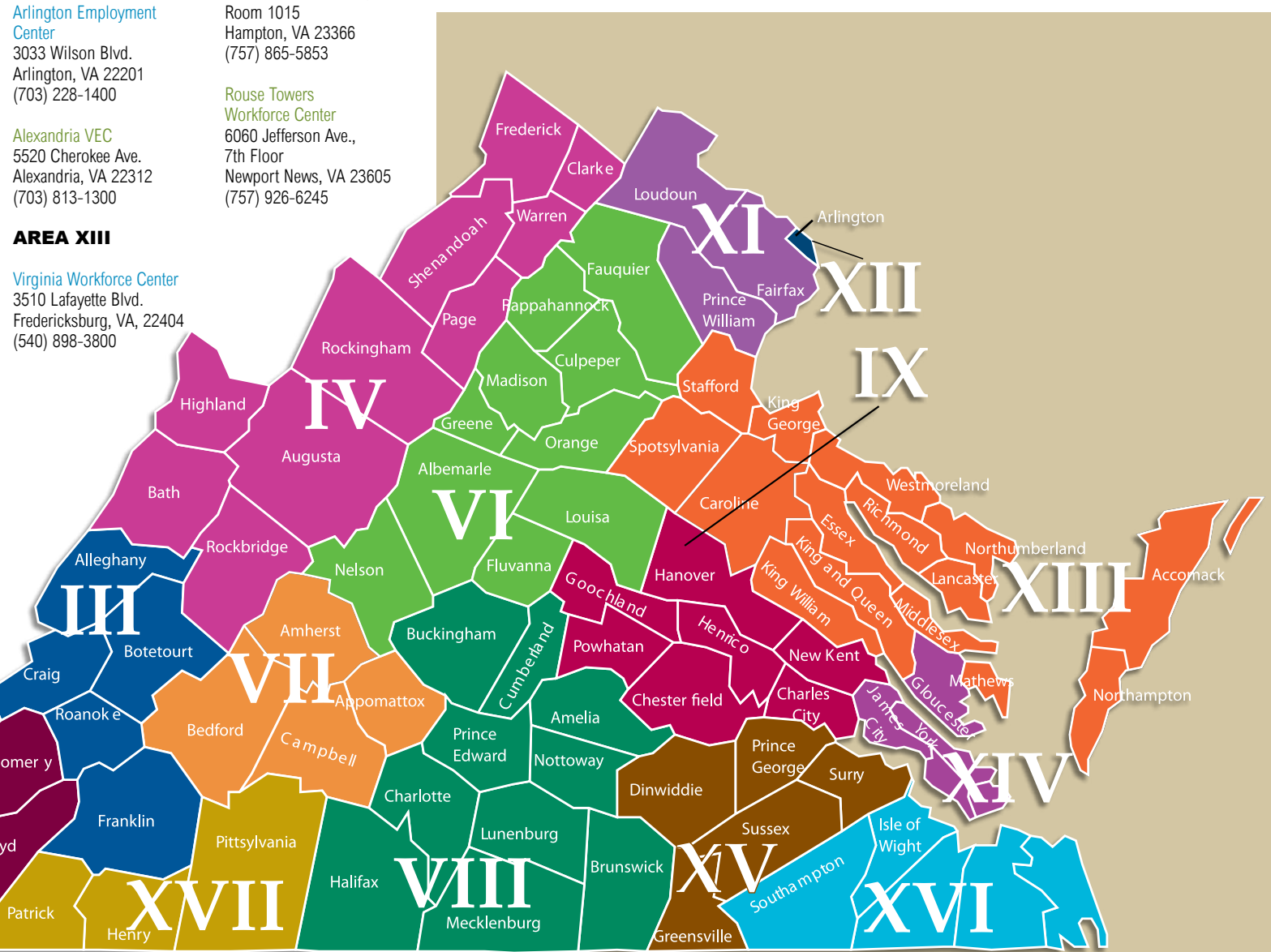
AREA XVII
Martinsville-Henry County Workforce Career Center
730 E. Church St., Suite 24
Martinsville, VA 24112
(276) 656-2352

Workforce Career Center
707 Piney Forest
Shopping Center
Danville, VA 24541
(434) 792-3061

Workforce Career Center
141 Goode St.
Danville, VA 24541
(434) 799-6471

Workforce Career Center
13995 U.S. Highway 29,
Suite 400
Chatham, VA 24531
(434) 432-4001

Patrick County Workforce Career Center
108 Blue Ridge St.
Stuart, VA 24171
(276) 694-6542



Performance Measures

Performance measures are established in Section 136 of the Workforce Investment Act of 1998. The secretary of labor provides further guidance on the calculation of the measures. To learn more about this guidance and to view graphical presentations of the data, visit the Virginia Network Web site.

	LWIA 1 SOUTHEASTERN VIRGINIA		LWIA 2 NEW RIVER/ MT. ROGERS		LWIA 3 WESTERN VIRGINIA	
	Negotiated Level	Actual Performance	Negotiated Level	Actual Performance	Negotiated Level	Actual Performance
ADULT						
Entered Employment Rate	77.5	70.5	77.0	87.8	74.0	80.8
Employment Retention Rate	82.0	83.1	82.0	75.2	80.0	83.1
Average Earnings	\$11,642	\$9,611	\$7,150	\$9,039	\$7,400	\$8,294
Employment and Credential Rate	63.7	54.6	63.7	65.3	52.0	79.5
DISLOCATED WORKERS						
Entered Employment Rate	82.0	87.8	82.0	85.5	77.0	90.3
Employment Retention Rate	87.8	90.7	87.5	94.2	85.0	94.4
Average Earnings	\$13,923	\$12,379	\$12,000	\$14,046	\$12,100	\$13,250
Employment and Credential Rate	63.7	71.0	63.0	64.8	52.0	70.4
OLDER YOUTH (19-21)						
Entered Employment Rate	71.4	85.7	71.0	72.4	73.0	78.6
Employment Retention Rate	84.1	76.5	82.0	67.9	82.5	93.8
Earnings Change	\$2,244	\$3,879	\$2,000	\$2,666	\$2,400	\$3,060
Employment and Credential Rate	52.5	75.0	39.0	33.3	35.0	81.3
YOUNGER YOUTH (14-18)						
Skill Attainment Rate	85.0	83.5	85.0	86.7	85.0	80.0
High School Diploma or Equivalent Rate	64.2	75.0	65.5	92.3	64.0	89.7
Retention Rate	56.1	62.3	57.5	70.6	55.0	58.3
CUSTOMER SATISFACTION						
Participant	72.4	73.2	71.5	79.3	72.0	81.8
Employer	74.0	78.0	71.5	76.5	73.5	72.3

Local Area Outcomes on WIA Measures Program Year 2008

Exceeds

Meets

Failed to Meet

	LWIA 4 SHENANDOAH VALLEY		LWIA 6 PIEDMONT WORKFORCE NETWORK		LWIA 7 REGION 2000 CENTRAL VIRGINIA		LWIA 8 SOUTH CENTRAL		LWIA 9 CAPITAL REGION	
	Negotiated Level	Actual Performance	Negotiated Level	Actual Performance	Negotiated Level	Actual Performance	Negotiated Level	Actual Performance	Negotiated Level	Actual Performance
	70.0	83.3	74.0	61.9	75.0	71.4	65.0	74.5	75.0	67.3
	80.0	93.9	86.0	76.2	85.0	86.1	78.0	86.3	70.0	65.5
	\$3,425	\$11,512	\$10,044	\$8,839	\$8,250	\$10,328	\$7,300	\$10,020	\$9,314	\$13,890
	52.0	60.9	55.0	44.0	64.0	70.3	52.5	42.6	60.0	61.9
	75.0	93.1	82.0	80.5	85.0	94.9	70.0	80.0	75.0	89.6
	84.0	95.5	92.0	90.0	92.0	96.6	87.0	90.1	82.0	87.6
9	\$4,250	\$13,254	\$14,000	\$12,991	\$12,775	\$11,404	\$9,150	\$11,254	\$11,138	\$14,847
	52.0	62.2	50.0	75.0	68.0	85.0	52.5	49.3	63.0	58.3
	60.0	80.0	67.0	87.5	70.0	61.9	42.0	50.0	65.0	75.0
	65.0	83.3	82.0	100.0	85.0	100.0	78.0	100.0	70.0	50.0
0	\$1,000	\$2,159	\$3,200	\$1,413	\$3,000	\$3,214	\$2,400	\$6,678	\$2,200	\$2,517
	52.0	57.1	55.0	31.3	32.0	36.4	35.0	33.3	51.5	40.0
	74.0	84.2	74.0	0.0	77.0	88.9	46.5	66.0	83.0	37.1
	57.0	59.1	68.0	14.3	60.0	66.7	54.0	36.8	53.0	17.6
	56.0	50.0	50.0	56.3	56.0	66.7	52.0	50.0	56.1	76.0
	70.0	80.4	75.0	62.2	71.0	71.3	69.5	69.9	72.5	64.6
	68.0	75.0	75.0	75.2	71.0	67.7	70.0	55.9	74.0	77.8

Performance Measures

Local Area Outcomes on WIA Measures Program Year 2008

Exceeds



Meets



Failed to Meet



	LWIA 11 NORTHERN VIRGINIA		LWIA 12 ALEXANDRIA/ ARLINGTON		LWIA 13 BAY CONSORTIUM	
	Negotiated Level	Actual Performance	Negotiated Level	Actual Performance	Negotiated Level	Actual Performance
ADULT						
Entered Employment Rate	76.0	77.1	59.0	100.0	75.0	80.4
Employment Retention Rate	75.0	94.4	67.0	66.7	83.0	82.6
Average Earnings	\$5,000	\$15,822	\$2,300	\$14,298	\$8,875	\$9,632
Employment and Credential Rate	47.0	76.5	50.0	83.3	46.0	64.0
DISLOCATED WORKERS						
Entered Employment Rate	68.0	84.3	63.0	93.8	80.0	86.4
Employment Retention Rate	79.5	91.2	74.0	72.4	90.0	95.7
Average Earnings	\$5,500	\$18,961	\$160	\$19,588	\$9,400	\$13,822
Employment and Credential Rate	62.5	73.7	50.0	91.7	46.0	62.5
OLDER YOUTH (19-21)						
Entered Employment Rate	68.0	62.5	54.0	100.0	71.0	50.0
Employment Retention Rate	61.0	100.0	66.0	100.0	81.0	72.7
Earnings Change	\$2,200	\$4,667	\$2,040	\$11	\$1,550	\$4,416
Employment and Credential Rate	43.0	40.0	42.0	100.0	46.0	42.9
YOUNGER YOUTH (14-18)						
Skill Attainment Rate	77.0	80.3	59.0	90.9	74.0	73.8
High School Diploma or Equivalent Rate	58.0	73.3	46.0	66.7	56.0	52.9
Retention Rate	51.0	72.7	45.0	71.4	55.0	80.8
CUSTOMER SATISFACTION						
Participant	72.4	78.8	56.0	72.7	70.0	74.6
Employer	71.5	73.0	54.0	77.8	68.0	79.0

	LWIA 14 GREATER PENINSULA		LWIA 15 CRATER REGION		LWIA 16 HAMPTON ROADS		LWIA 17 WEST PIEDMONT	
	Negotiated Level	Actual Performance	Negotiated Level	Actual Performance	Negotiated Level	Actual Performance	Negotiated Level	Actual Performance
	67.0	68.9	64.0	77.1	65.0	75.0	62.5	68.9
	64.0	84.5	70.0	90.1	68.0	81.1	69.0	85.8
	\$7,800	\$10,971	\$9,300	\$10,120	\$7,000	\$13,774	\$8,750	\$8,837
	45.0	61.2	40.0	76.5	55.0	60.3	38.0	18.6
	75.0	81.3	69.0	100.0	67.0	70.3	65.0	70.9
	74.0	91.7	71.0	82.4	60.0	89.9	76.0	89.5
2	\$9,800	\$13,437	\$11,500	\$15,571	\$11,000	\$18,093	\$9,000	\$10,776
	47.0	68.8	50.0	88.9	46.0	64.3	38.0	49.8
	59.0	57.6	58.0	55.6	51.0	72.0	48.0	41.0
	70.0	75.0	65.0	71.4	64.0	69.6	68.0	77.3
	\$1,850	\$2,283	\$1,795	\$2,942	\$1,650	\$2,101	\$2,300	\$2,365
	40.0	56.9	35.0	9.1	46.0	46.7	27.0	23.4
	66.0	80.0	65.0	83.8	63.0	64.4	61.0	64.4
	47.0	66.7	50.0	72.2	30.0	51.0	49.5	48.1
	47.0	74.5	50.0	62.9	50.0	58.5	47.0	49.3
	60.0	74.1	60.0	70.7	62.0	74.5	61.0	71.7
	60.0	75.4	62.0	70.9	62.0	64.9	59.0	68.8

Performance Measures

Program Year 2008 Performance Report State Level Measures (Current Quarter)

	Negotiated Level	Actual Performance	80% Level	Actual as a Percentage of Negotiated Level	Status
ADULT					
Entered Employment Rate	83.2	74.2	66.4	89.45%	M
Employment Retention Rate	87.0	83.2	69.6	95.6%	M
Average Earnings	\$11,060	\$10,816	\$8,848	97.8%	M
Employment and Credential Rate	65.0	54.9	52.0	84.5%	M
DISLOCATED WORKERS					
Entered Employment Rate	86.0	80.3	68.8	93.4%	M
Employment Retention Rate	93.0	90.7	74.4	97.5%	M
Average Earnings	\$14,500	\$13,121	\$11,600	90.5%	M
Employment and Credential Rate	69.0	58.6	55.2	84.9%	M
OLDER YOUTH (19-21)					
Entered Employment Rate	72.0	63.8	57.6	88.6%	M
Employment Retention Rate	85.0	77.4	68.0	91.1%	M
Earnings Change	\$3,200	\$2,707	\$2,560	84.6%	M
Employment and Credential Rate	69.0	42.5	55.2	61.6%	FTM
YOUNGER YOUTH (14-18)					
Skill Attainment Rate	88.0	73.4	70.4	83.4%	M
High School Diploma or Equivalent Rate	69.0	61.3	55.2	88.8%	M
Retention Rate	67.0	60.8	53.6	90.7%	M
CUSTOMER SATISFACTION					
Participant	88.0	73.4	70.4	83.4%	M
Employer	69.0	61.3	55.2	88.8%	M

E-Exceeds/**M**-Meets/**FTM**-Failed to Meet

Program Year 2008 Investment Act: Local Area Allocations

LWIA		ADULT	YOUTH	DISLOCATED	TOTAL
1	Southwest Virginia	\$610,816	\$691,652	\$238,397	\$1,540,865
2	New River/Mt. Rogers	\$635,270	\$696,472	\$590,674	\$1,922,416
3	Western Virginia	\$283,494	\$298,516	\$379,044	\$961,054
4	Shenandoah Valley	\$171,113	\$248,481	\$525,413	\$945,007
6	Piedmont Workforce	\$161,853	\$194,359	\$283,161	\$639,373
7	Region 2000	\$213,288	\$246,454	\$262,900	\$722,642
8	South Central	\$418,651	\$444,370	\$348,345	\$1,211,366
9	Capital Area	\$246,198	\$283,334	\$516,886	\$1,046,418
10	City of Richmond	\$650,908	\$751,790	\$453,819	\$1,856,517
11	Northern Virginia	\$271,690	\$262,026	\$808,029	\$1,341,745
12	Alexandria/Arlington	\$117,240	\$104,092	\$236,405	\$457,737
13	Bay Consortium	\$261,757	\$279,311	\$369,204	\$910,272
14	Greater Peninsula	\$515,101	\$631,318	\$513,792	\$1,660,211
15	Crater Regional	\$298,472	\$289,098	\$274,761	\$862,331
16	Hampton Roads	\$1,413,744	\$1,580,351	\$1,159,933	\$4,154,028
17	West Piedmont	\$972,650	\$1,041,255	\$675,443	\$2,689,348
TOTAL		\$7,242,245	\$8,042,879	\$7,636,206	\$22,921,330

Contact Information

*For more information about
the Virginia Workforce Council, visit vwn.vccs.edu
and click on the Virginia Workforce Council.*

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