



Meeting Virginia's Workforce Needs

Virginia Workforce Council 2009-2010 Annual Report



Executive Summary

Virginia Workforce System Partners

Gov. Robert F. McDonnell and State Agencies

Virginia General Assembly

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

Virginia Workforce Council system aims to redirect the workforce through education and training

As chairman of the Virginia Workforce Council, it's my pleasure to share with you the 2009-10 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 economic development objectives and 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.

The past 12 months have presented a challenge to many Virginians due to the effects of the longest and deepest downturn in the U.S. economy since the Great Depression.

Early this year, the National Bureau of Economic Research declared the recession officially ended in June 2009. But that news is little comfort to thousands of Virginians still out of work as the lingering effects of the recession hinder their dreams of prosperity and success. Those dreams are at the heart of what it is to be an American.

In this report, we highlight initiatives and stories of success from the past 12 months that demonstrate how Virginia's workforce development and services delivery system is helping maintain and facilitate those dreams. The following articles illustrate the types of 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.

Even in an economic downturn, we helped Virginians get back to work in high-demand industries and the Commonwealth's businesses meet their training needs.

The following is a brief synopsis of the initiatives and accomplishments for 2009-2010, as reported in detail on the pages of this report:

- Approximately 400,000 Virginians visited one of the Commonwealth's 32 comprehensive One-Stop Career Centers during the program year.
- Fourteen of the 15 local workforce investment boards met or exceeded their employment placement and employment retention performance levels for adult and dislocated workers.
- More than 18,000 Virginians participated in one or more of the state's youth, adult and dislocated worker programs with more



Governor Robert McDonnell attends the Jobs Creation Commission meeting and bill signing on May 5, 2010. (Photo by Michaele White.)



than 7,000 receiving focused training services.

- More than 4,000 youth were provided services with the majority involved in the summer employment program to provide them with work-readiness skills and experience.
- Virginia's Community College Career Coaches program worked with 38,691 high school students providing individual and small group counseling and training services.
- Virginia's Community College Middle College program helped 1,118 18-to-24-year-old youth get their lives back on track through GED® and college-level training.
- The Virginia Education Wizard (www.VaWizard.org) assisted 300,190 individuals in career and college planning.
- Through the Career Readiness Certificate program, 5,708 Virginians documented their foundational skills in reading and math, which was more than a 10 percent increase over the previous year.
- Virginia's Community College Workforce Development System made a significant impact on 6,497 Virginia businesses that used their services to train employees from July 2009 through June 2010.

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.

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



In August, Virginia played host for the summer meeting of the National Governors Association, Center for Best Practices liaisons. Joining the group for part of the meeting was Jane Oates (center), assistant secretary for employment and training administration for the U.S. Department of Labor. She shared her perspective on the WIA reauthorization and its impact on economic development and education. (Below) U.S. Congressman Robert Scott joined the Council for its January meeting and discussed unemployment in Virginia and across the nation. He tasked the Council with identifying ideas for immediate job creation.



Council membership:

- The Honorable Robert F. McDonnell, *Governor*
- The Honorable Timothy Kaine, *former Governor**
- Daniel G. LeBlanc, *former Senior Advisor to the Governor for Workforce**
- Dr. Robert P. Leber, *Senior Advisor to the Governor for Workforce, Chair*
- Mark B. Dreyfus, *Vice Chair*
- Huey J. Battle
- Elwood B. Boone, II
- John Broadway
- The Honorable Kathy J. Byron
- The Honorable James Cheng
- Roozbeh S. Dadabhoy
- Glenn DuBois
- Dolores Esser*
- Richard A. Gonzalez
- The Honorable Patrick O. Gottschalk*
- Dr. William A. Hazel, Jr.
- The Honorable Clarke N. Hogan*
- The Honorable Linda T. Johnson
- Hugh D. Keogh
- James R. Leaman
- James McClain II
- The Honorable Daniel Marshall, 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
- The Honorable Gerard Robinson
- Don R. Sullenberger
- The Honorable Marilyn B. Tavenner*
- Tim Tobin
- James H. Underwood
- Brett Vassey
- Andrea Wooten

** Membership ended prior to June 30, 2010*



Statewide Initiatives

Statewide Rapid Response activities declined compared to numbers reported in previous year

During PY 2009, the State Rapid Response Unit (RRU) received 50 notices in response to the Worker Adjustment and Retraining Notification (WARN) Act. Compared to the previous year, the number of WARN notices decreased by 65.

The decrease in WARNs reflected an even greater decline in the numbers of impacted workers, dropping to 7,520 for PY 2009 from 19,896 in PY 2008. The 12,376 reduction of affected workers represents more than a 150 percent decrease from last year. The number of WARNs and affected workers lessened tremendously, and the average number of affected workers per WARN event decreased by 23 workers (see chart above).

Further, the data indicates a wide range

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

RAPID RESPONSE ACTIVITY	2007	2008	2009
WARN Notices Received	68	115	50
Workers Affected by WARN	9,842	19,896	7,520
Average Number of Workers per Layoff/Closure	145	173	150

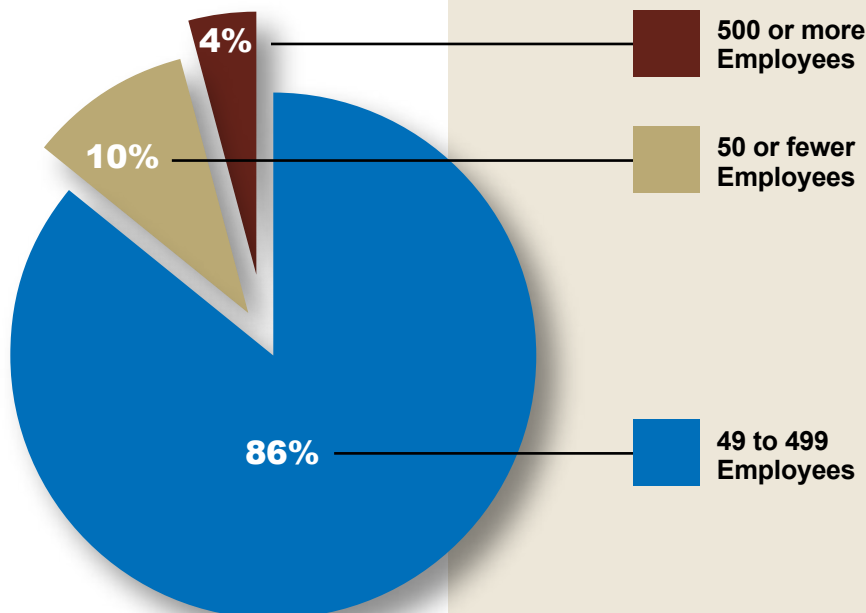
in the size of company events, ranging from only one worker to 1,128 in one case. Of the 50 companies submitting a WARN, two (4 percent) had more than 500 workers impacted by the event, accounting for 1,653 of the state's 7,520 impacted workers. Five companies, or 10 percent, had 50 or fewer

workers impacted by an event. The greater percentage (86 percent) of companies' impacted workers ranged from 49 through 499 affected workers per event (see pie chart below).

Rapid Response staff contacted company officials within 48 hours after receiving a WARN, followed by employer briefings held with management and planned employee briefings desired by the employer. Most briefings were held before the 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 workers in a host of activities aimed at assisting them with as "rapid" return to employment as possible.

For PY 2009, Rapid Response activity data indicates 6,728 employees were briefed on available services during 45 management briefs of the 50 employers that filed a WARN. The Rapid Response coordinators were instrumental in planning and resourcing four job fairs and eight onsite employer resource centers. •

VIRGINIA COMPANIES IMPACTED BY SIZE





Working together makes the difference

Beginning in December 2009, staff from the Emporia Virginia Employment Commission (VEC)/Virginia Workforce Center assisted in nine Rapid Response sessions at the International Paper site in Franklin, Va. Other partners on site to assist were the Norfolk VEC manager and the VEC eastern regional director and representatives from the Department of Social Services, Southside Virginia Community College, Paul D. Camp Community College, Crater Area XV and Opportunity Inc. of Hampton Roads, the Workforce Investment Act (WIA) operator serving the International Paper plant closure area.

In addition to the Rapid Response assistance, a workforce services representative from the Emporia VEC office filed mass claims for 915 dislocated workers from International Paper to ensure the timely filing of unemployment benefit claims.

The Emporia Virginia Workforce Center/VEC also operates the WIA

adult and dislocated worker programs for Crater Area XV and was asked to assist Opportunity Inc. in serving the many dislocated workers affected in the International Paper plant closure. WIA staff from Emporia assisted in this partnership by holding group eligibility sessions at the Transition Center and enrolled 63 participants. Other services included career guidance, referral to jobs, advice on retirement, training and relocation.

One participant, Shawn Blythe, has since found employment at BAE Systems in Norfolk. He credits the Emporia Workforce Center with providing him the information and assistance he needed to succeed. Blythe advises those in similar situations: “Just keep your head up and don’t get discouraged.”

As of July 19 roughly 1,100 displaced workers have received assistance through one of the many workforce partners across the state. To date, 335 of these displaced workers have found employment. By working together, we can make a difference. •

Local Workforce Investment Boards rewarded with incentives

In June 2010, the Virginia Workforce Council (VWC) awarded a total of \$420,000 in incentive awards to 14 of the 15 Local Workforce Investment Boards (LWIBs) in Virginia in the categories of Exemplary Performance, Most Improved, Local Coordination and Regional Cooperation.

The Workforce Investment Act (WIA) of 1998 requires the VWC to award program year incentives, and the Council is responsible for establishing a process, determining criteria, evaluating applications and awarding the funds. A break-down of the awards by LWIB regions can be found in the chart at right. •

PROGRAM YEAR 2008 INCENTIVE AWARDS BY REGION

Southwest Virginia	\$45,000 in Exemplary Performance, Most Improved and Local Coordination
New River/Mount Rogers	\$10,000 in Exemplary Performance
Western Virginia	\$40,000 in Exemplary Performance and Local Coordination
Shenandoah Valley	\$30,000 in Exemplary Performance, Most Improved and Local Coordination
Piedmont Workforce Network	\$20,000 in Local Coordination
Region 2000	\$20,000 in Exemplary Performance and Local Coordination
South Central Virginia	\$7,500 in Local Coordination
Northern Virginia	\$70,000 in Exemplary Performance, Most Improved and Local Coordination
Alexandria/Arlington	\$10,000 in Exemplary Performance
Bay Consortium	\$10,000 in Exemplary Coordination
Greater Peninsula	\$57,500 in Exemplary Performance and Local Coordination
Crater Region	\$35,000 in Exemplary Performance and Regional Cooperation
Hampton Roads	\$55,000 in Exemplary Performance and Regional Cooperation
West Piedmont	\$10,000 in Exemplary Performance



Statewide Initiatives

Career Readiness Certificate program continues to grow at a healthy pace

Since January 2008, when the Virginia Workforce Council (VWC) voted to adopt the Career Readiness Certificate (CRC) as a state performance measure for the Workforce Investment Boards, the number of CRC recipients has grown.

The CRC program is based on the ACT-developed skill database, which contains more than 15,000 detailed job profiles and represents 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 and management already doing the job successfully — 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, which were matched by other resources and in-kind contributions. Since the legislation was approved, the program has already seen a significant increase in activity. The Virginia

Workforce Council passed a motion in 2008 to add a measure that requires a minimum of 5 percent of participants in WIA programs receive a CRC. In PY 2009, more than 960 participants (6.5 percent) received a CRC exceeding the 5 percent benchmark. In FY 2010, Virginia awarded 5,708 CRCs, which was more than a 10 percent increase over the previous year.

The Community College Workforce Alliance (CCWA), the workforce development partnership of J. Sargeant Reynolds and John Tyler Community Colleges, continued to provide leadership for the CRC initiative, as established by a contract between CCWA and CRC last year. In 2010, CCWA hired a coordinator to strengthen CRC's marketing efforts statewide, monitor performance and build up the regional consortia of community colleges, workforce investment boards and partnering One-Stop Centers in an effort to continue to stimulate additional growth for Virginia's CRC program. Colleges and One-Stop Centers administer KeyTrain skill gap-training to help test-takers in improving their test scores.

More than \$20,000 in incentive funds supported pilot programs at three community colleges to grow the number of CRC awards. Community colleges, paired with their local One-Stops, improved partnerships with businesses, enhanced marketing and saw positive results with an increase in the number of CRCs achieved. The efforts and outcomes of these pilot projects will be shared with other colleges and One-Stop Centers.

Several governmental and state agency leaders were invited to an informational session on the CRC, where these leaders had the opportunity to gain hands-on experience concerning assessment and outcomes.

The Virginia Community College System (VCCS) continued a contract with ACT so

2009 CAREER READINESS CERTIFICATES IN VIRGINIA

WIB REGION	BRONZE	SILVER	GOLD	CRCS AWARDED
Alexandria/Arlington	5	8	2	15
Bay Consortium	44	122	26	192
Capital Region	118	341	148	607
Crater Region	210	368	84	662
Greater Richmond X	110	223	42	375
Greater Peninsula	85	203	57	345
Hampton Roads	173	416	143	732
New River/Mt. Rogers	66	132	52	250
Northern Virginia	208	490	273	971
Piedmont Workforce Network	22	52	17	91
Region 2000/Central Virginia	92	141	40	273
Shenandoah Valley	101	211	84	396
South Central Virginia	99	206	41	346
Southwest Virginia	25	76	23	124
West Piedmont	64	122	10	196
Western Virginia	25	80	28	133
STATE TOTAL	1,447	3,191	1,070	5,708



all community colleges can participate as members of the WorkKeys Solutions Provider Network. This will provide new ways for schools to build long-term relationships with local employers and meet the needs of both learners and local businesses.

An enhanced statewide CRC database and website will be completed in early 2011 that will provide a user-friendly tool for employers to search data in the skill levels of Virginia's workforce and provide employers, jobseekers and workforce professionals with

information about the CRC.

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

Looking for an edge: Jobseekers with disabilities earn career readiness certificates

Because unemployment among jobseekers with disabilities in Virginia is more than twice that of the general population, Woodrow Wilson Rehabilitation Center (WWRC) continuously seeks strategies to give its clients with disabilities an edge in today's competitive job market.

One of its pilot programs this past year resulted in a highly successful intervention program. Through a partnership among the Disability Program Navigator Initiative, the Medicaid Infrastructure Grant and the Department of Rehabilitative Services, WWRC served as the pilot location to provide "proof of concept" to implement Aztec Software. This software offers established courses and curricula that can be easily customized to address diverse learning styles and literacy levels.

Using Aztec Software, WWRC first focused on Learning Essentials, a series that contains relevant workplace content. It targets pretests, learning activities, additional applications and post tests related to reading for information, applied mathematics and locating information. All activities are computer-based so clients receive immediate feedback on their strengths and weaknesses.

Next, WWRC focused on Ready for Work, a self-paced series that provides clients with knowledge and skills necessary to join today's competitive workforce. WWRC clients have taken advantage of this curriculum to remediate weak academic skills and work behaviors. To date 85 percent of the clients tested at WWRC received at least their Bronze Level Career Readiness Certificate. More importantly, clients have enjoyed the Aztec Software interactive lessons and games so much that an evening lab has been started per student request.

Effective July 1, 2009, WWRC was approved as an official WorkKeys Test Administration Site, allowing it to be more flexible and efficient when testing clients. The Internet-based assessment option serves as a form of test accommodation for many clients. WWRC clients benefit from instant scoring and feedback on their performance, including areas for targeted improvement.

The next step is to integrate a similar Aztec Software learning system into the One-Stops by collaborating with adult education and literacy programs. •

To date 85 percent of the clients tested at WWRC received at least their Bronze Level Career Readiness Certificate.





Statewide Initiatives

New grants driving development of career pathways system

In December 2008, the Commonwealth released the nation's first statewide plan to build a career pathways system: [Bridging Business and Education for the 21st Century Workforce](#). The goals of Virginia's career pathways system are to provide employers with connections to a skilled workforce and provide Virginia's residents the opportunity to develop and adapt their skills to a changing economy.

The currently active, multiagency career pathways taskforce is working to achieve these goals by aligning and connecting business with education, training and support service providers at all levels to increase access and attainment of postsecondary education credentials. These include industry certifications, state licensures, college certificates and degrees.

The state career pathways taskforce has been successful in attaining several new grants to drive the career pathways plan's

goals and recommendations. These include a new Ford Foundation grant of \$300,000 that provides funding to three regions within the state—Southside, Virginia Peninsula and Southwest—to develop comprehensive plans and demonstration projects for career pathways for adults and youth. Details on each of the three regions' activities are shown in the chart below.

A second Virginia Community College System (VCCS) career pathways regional project, funded through a new \$60,000 U.S. Department of Labor (DOL) grant, is providing funding to a fourth region—the Lord Fairfax Community College service region in collaboration with the Shenandoah Valley Workforce Investment Board—to participate in DOI's Pathways Out of Poverty project. This project will provide intensive training and planning in career pathways development to state and regional teams of career pathways system stakeholders and

practitioners. Teams comprise representatives of WIBs, One-Stop Career Centers and community colleges, as well as agencies that offer support services to low-skills, low-wage adults. The project also features a regional grant award for a community college that sustains a small demonstration project to better serve adults who want to attain workforce credentials in high-demand industry sectors in the Shenandoah Valley.

The Commonwealth of Virginia also received a \$10,000 National Governors Association grant to provide a statewide Governor's Forum Oct. 21, 2010, on Increasing Postsecondary Education Credentials by Working Adults. It focused on helping business and education leaders assess the Commonwealth's performance in terms of educational attainment by working adults. This included looking at how state policy and expanding the capacity of successful, ongoing statewide initiatives might help Virginia attain 100,000 new postsecondary education credentials in the next 15 years. In conjunction with planning activities for the forum, the VCCS commissioned a research study through Virginia Tech on educational attainment rates by working adults that was presented at the forum.

A \$17.5 million grant, recently awarded to the Virginia Department of Education (VDOE) through the U.S. Department of Education, will fund development of a state longitudinal database system that focuses on linking secondary to postsecondary education systems and workforce employment data. The three-year grant focuses on developing the technology to link these data, creating a web-based portal system to access data, and implementing a data management and control system.

The grant's goal is to allow stakeholders to analyze data and identify the strengths

THREE REGIONS' ACTIVITIES

ORGANIZATION	TARGET POPULATION	INDUSTRY SECTOR
Peninsula Council for Workforce Development	Under-skilled, unemployed and underemployed ages 16 to 25	Advanced Manufacturing
Southside Virginia Community College	Adult learners aged 25 and older who lack a high school diploma or GED® and who are currently enrolled in adult education classes	Allied Health; Hospitality and Service; Corrections; and Construction Trades
Southwest Virginia	Displaced workers, underemployed working adults, adult GED® graduates and candidates, secondary Tech Prep graduates and postsecondary Tech Prep students	Energy



and areas in need of improvement in Virginia's education system. While Virginia has conducted several ad hoc studies linking secondary and postsecondary data, this initiative is the first to establish the formal infrastructure and processes to ensure long-term sustainability of a data-sharing system. The collaboration of key education agencies within the state on this large-scale project provides a foundation for other related efforts targeted to career pathways systems serving elementary school youth through adults.

The VCCS's Division of Workforce Development is driving a number of new or restructured programs to create career pathways to increased educational attainment by adults, which is positioning Virginia to be a model for other states. For example, through its state-level administration of Workforce Investment Act (WIA) programs, the VCCS is implementing new state performance measures on postsecondary education credential attainment to supplement the federal Common Performance Measures for WIA.

The VCCS also is currently developing guidelines for One-Stop Career Centers designed to assist local One-Stops in integrating career pathways models that emphasize attaining postsecondary education credentials. The VCCS also has recently launched a new On Ramp program through which statewide Rapid Response funds are being used to provide college tuition, fees, books, and career and educational coaching services to adults displaced from the workforce.

Finally, as of Sept 25, 2010, regional Rapid Response functions are now administered through community colleges and supervised by college officials within workforce development programs so as to provide a clearer connection between employment and higher education services to adults. •

RECOMMENDATION	ACTION
<p>1. Establish state leadership and an operational framework to support regional action.</p>	<p>Charge the Virginia Workforce Council with responsibility for leading the state's career pathways system initiative.</p> <p>Set clear guidelines for implementation by creating an operational plan for the state career pathways system.</p> <p>Identify opportunities for alignment of resources to support the career pathways system at the state level.</p>
<p>2. Establish a means to encourage and facilitate the use of data in order to strengthen connections to business, inform program development and measure success.</p>	<p>Create an LMI advisory group to keep the Council, Sub Council and state agencies apprised of current LMI data trends, research and analysis and how these might affect and be used to inform both policy and practice.</p> <p>Explore options for tracking career pathways system progress and success.</p>
<p>3. Establish the means to encourage transitions among education and employment systems, programs and services. Transitions should allow for flexibility at the regional and/or institutional level.</p>	<p>Set a policy goal for improving student transitions at all levels and develop indicators of success for meeting this goal.</p> <p>Create guidelines to strengthen transitions for adult learners.</p> <p>Establish guidelines to enable the One-Stop system to serve as a central component of the career pathways system.</p> <p>Strengthen the role registered apprenticeship and lifelong learning can play in advancing transitions.</p>
<p>4. Establish the means for expanding the provision of supportive services, including advising and coaching, to increase retention and completion rates among Virginians enrolled in workforce training and education programs.</p>	<p>Set a policy goal to improve access to counseling and advising services to help improve program retention and completion rates. Establish indicators of success for meeting the goal.</p>
<p>5. Establish sustainability of Virginia's career pathways system as a cross-agency and business priority across all relevant agencies and key industries.</p>	<p>Task the Sub Council with the responsibility to explore how each of the member agencies and businesses can support and sustain the career pathways system into the future.</p> <p>The Council should build on the Sub Council findings and develop a sustainability plan that identifies roles for each of the Sub Council agencies within one year of adopting the career pathways system responsibility.</p>



Statewide Initiatives

GED® Day celebrated at Wise Workforce Center

The Wise Workforce Center hosted a GED® Day celebration Oct. 21, which included a reception honoring GED® recipients, scholarship winners and partners. Four scholarships were awarded to recent graduates now attending Mountain Empire Community College. Two of the recipients, Joseph Daye and Elaina Glynn, were present and related their stories to the group.

Daye, who now works for the Shaw Group building the Dominion Virginia Power plant in St. Paul, said, "This is awesome! GED® was like a second chance for me."

Glynn relayed to those gathered how she had moved back to the area to help care for her elderly grandmother. Her emotions ran high as she told them how she had been homeschooled all her life and was only two credits short of a diploma. Today she is enrolled in college.

During the celebration, the Wise Workforce Center also presented Partner Awards to Carla Thompson of the Shaw Group Training Division and Dr. Richard Phillips of Mountain Empire Community College for their outstanding contributions to the success of the GED® program in the area. •



Elaina Glynn, above, who was only two courses shy of a diploma before she enrolled in the GED® program, received a scholarship and is now attending Mountain Empire Community College.

Scholarship recipient Joseph Daye, at right, says the program gave him the second chance he needed. Today, he works for the Shaw Group and also attends a local community college. At left, Honorees for the day were Linda Massey and Billy Clark, graduates of the program. Seen here, they share inspiring stories of their experiences working with adult education.



Rebecca Scott, director of the regional adult education program, touts the GED® program's benefits during a GED® Day celebration Oct. 21.

GED® Awareness Week in October helps promote efforts statewide

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.

This past year, the committee and the Workforce Network Partners led a statewide effort to promote awareness of the benefits of attaining a high school credential and lifelong learning to individuals, business, government and community stakeholders through GED® Awareness Week. During this week, each Local Workforce Investment Board collaborated with their partners to help increase the number of people who earn a credential and pursue career training services.

Then-Gov. Tim Kaine supported this initiative by proclaiming the week beginning Oct. 19 as GED® Awareness Week. He also recorded a public service announcement that kicked off the week during his Cabinet Community Day in Fairfax County. Other statewide and local initiatives included:

- Allocating funds to place advertisements in newspapers, radio and television, as appropriate by region, about the value, availability and access to the credential and 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, open houses and tours. •



Profiles of Success

Clinch Valley helps woman achieve career goal

Sandra Hale is one of the newest employees in the fast-growing health care field, thanks to the WIA program administered by Clinch Valley Community Action Inc. in Tazewell. The group provides workforce development services to Area I citizens.

With the increasing threat of a shortage of health care workers, Hale decided it was time to further her education and upgrade her skills from Licensed Practical Nurse to Registered Nurse. A single mother who worked full-time, she had been attending classes at Southwest Virginia Community College to complete general education requirements.

Although she was elated when she received her acceptance letter for the RN program, she knew tuition would further strain her limited income. So she contacted Clinch Valley Community Action Inc. WIA staff to see if they could help her financially so she could reach her goal of becoming an RN.

"I knew if I could get some assistance with the cost, I could put the

time and effort needed into the program to succeed," she says. "I appreciate all the help I received from WIA to help me gain the education I needed to obtain employment, become financially stable and provide for my family. Not only did they provide the financial assistance I needed, but I had a strong support system and encouragement along the way."

Hale worked part-time and attended SWCC full-time to accomplish her career goal. She is working as a home health care nurse and has doubled her hourly wage. In the future, she plans to pursue her bachelor's degree in nursing but, for now, she's focusing on acquiring experience as an RN. •



Thanks to help from the Clinch Valley WIA program, Sandra Hale reached her goal of becoming a registered nurse.

Region 2000 Career Center finds helping is mutual gain

During the past eight years, the Region 2000 Career Center in Lynchburg has had the privilege to serve more than 35,000 jobseekers and visitors. More than 600 of these visitors received training services to improve their skills and become part of a quality workforce, including a truly remarkable individual named Robin Peade.

Peade had the unfortunate experience of being a worker who had been dislocated twice, once by Burlington and then again by Tarkett. Under those circumstances, she easily qualified for both Trade Act and WIA services. Although she had spent 20 years in the manufacturing sector—or perhaps because she had spent 20 years in the manufacturing sector—she was determined to embark on an entirely new career. She wanted to become an administrative assistant, with limited time to

get through the program

This was a tall order for a technology-challenged woman who had barely even turned on a computer let alone owned one. But this didn't slow her down. Turns out, she caught on quickly, took extra classes and worked through the summer to finish her degree, graduating at the top of the class. When a job for an



Robin Peade, who had spent 20 years in the manufacturing sector, made a mid-life career change in 2010. Thanks to training services provided through the Region 2000 Career Center, she is now gainfully employed as an administrative assistant.

administrative assistant became available at the Career Center, Peade's case manager told the hiring manager she had a good candidate to recommend. Peade was interviewed and got the job.

"She came to work only 10 short months ago. It seems to us that she has always been here," said Deborah Alferts, center director. "What a tremendous asset Robin has been. Who would have thought that we would help ourselves so tremendously by helping her? It is an honor to work with such wonderful people who have tremendous work ethic, have studied hard and have come out of a terrible time in their lives when it seemed so dark. We are so glad we found Robin!"

When she heard the compliment, Peade just smiled that reserved smile of hers and replied, "The feeling is mutual." •



Local Initiatives

Youth Career Café offers many perks for Peninsula youngsters

The Peninsula Youth Career Cafés, a program of the Peninsula Council for Workforce Development and a partnership between the council, school divisions and employers, continues to shine as a unique example of meeting the workforce needs of youth ages 14-21. During the past year, the two Youth Career Cafés had more than 4,000 visitors to the full-service sites and more than 6,500 participated in off-site activities, such as school presentations and career fairs.

In March, the Youth Career Café and ECPI College of Technology recruited professionals from the local information technology companies of ECPI, Langley Air Force Base and CACI to conduct a workshop on campus titled "Girls Get IT." Linda Vinke Hardie, a professor and computer research specialist with Christopher Newport University's Department of Physics, Computer Science and Engineering, was the keynote speaker.

High school students from Newport News learn about budgets at the Peninsula Council for Workforce Development's Youth Career Café.



Forty girls ages 14-18 years from area high schools were presented five different scenarios for which they had to assess the problems and come up with possible solutions that involved information technology.

As part of its job shadowing program this past spring, the Youth Career Café helped five CNU graduating seniors arrange a meeting with the management team for the Indoor Football League in Richmond. Café staff contacted the IFL to facilitate introductions and worked with the students to help them develop resumes and cover letters.

Also in June, the Youth Career Café received a \$2,500 grant from the Hampton Youth Commission for a Greening Your Community program to inform youth how they can apply green principles to their everyday lives. Activities include a guided tour of the Virginia Living Museum's conservation center. Students saw how solar panels worked, found out how to build a rainwater-catch system and learned how recycled materials can be used for flooring and insulation. Participants created their own monthly agendas highlighting green activities they can do each day. •



No lazy days of summer for chosen Eastern Shore youth

For many young people, summer is viewed as a break from school and responsibilities. But for 55 Accomack and Northampton youth, last summer presented them an opportunity to gain work experience and job-readiness skills through the Eastern Shore Community College's Summer Youth Employment & Training Program.

Almost 200 youth applied for the 55 coveted positions and those chosen had to meet strict federal eligibility requirements. The seven-week program was funded by American Recovery and Reinvestment Act funds awarded through the Eastern Shore Community Action Agency and the Bay Workforce Investment Board.

In late June, participants attended a week of job-readiness training at ESCC, which included information on life skills as well as career counseling and job preparation skills. During the following six weeks, youth worked at 24 public and private worksites on the Eastern Shore.

Here's a recap on the successful endeavors of two of the 55 youth:

Kenneth Ames, 19, of Tasley landed a job at Deep Creek Marina, where he was supervised by Karl Wendley. Ames, whose mother died when he was young, had been raised by his grandparents and he was eager to learn the ropes. Wendley taught him how to operate heavy equipment including a forklift, a mobile crane and a boat lift, as well as how to weld and work with fiberglass. Besides showing him practical uses of chemistry and physics on the job, Wendley says he thinks he helped Ames the most by giving him a chance to prove his abilities and by believing in him.

"Mr. Wendley showed me how to operate the boat lift," Ames said. "But I was nervous



As part of the Eastern Shore Community College's Summer Youth Employment & Training Program, Kenneth Ames landed a job at Deep Creek Marina where he learned how to operate heavy equipment.

about doing it. I knew the boat I was moving might represent all of someone's life savings. But, Mr. Wendley told me I could do it. And so I tried, and I did."

"Give a man a fish, and you feed him for a day," Wendley said. "Teach a man to fish, and you feed him for a lifetime."

And that philosophy has paid off. Ames is currently working toward an Associates in

Applied Science degree at ESCC.

Megan Steinmacher, 19, of Melfa was hired as an office assistant at Metompkin Elementary School. A timid foster child who had trouble making eye contact at the beginning of the program, she says she considers the family with whom she has lived with for four years as her "real" family—including her pesky foster teenage brothers who she wouldn't trade for the world (but don't tell them that).

As the summer progressed, the school's youth counselor Gary Heintzelman mentored Steinmacher and offered her guidance when she needed it. She soon realized her contributions were valuable assets to the workings of the office.

"Megan was cooperative and eager to learn," said Nevette Muir, Metompkin's assistant principal. "I have encouraged Megan to pursue her career goal to become an administrative office assistant."

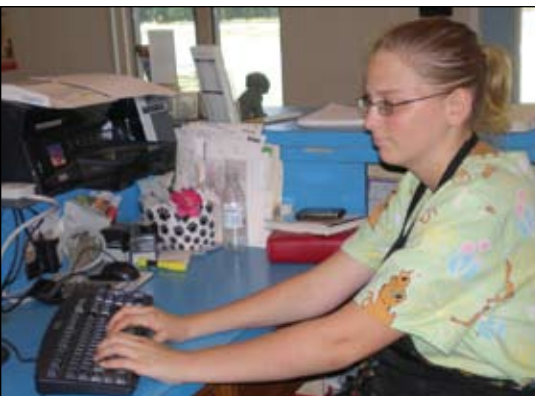
With her increased self-confidence from her summer work experience, the no-longer-shy Steinmacher is excited about her future. She is now working toward a degree in administrative support technology at ESCC. •

The SkillSource Group Inc. in Northern Virginia joined with Monster Inc. and the Governor's Economic Crisis Strike Force to present five jobseeker workshops designed to help individuals learn how to stand out when seeking employment.

SkillSource Group partners with others to present five Monster workshops

The SkillSource Group Inc., the nonprofit arm of the Northern Virginia Workforce Investment Board in Area XI, collaborated with Monster Inc. and the Governor's Economic Crisis Strike Force to present five jobseeker workshops between September 2009 and January 2010 in Northern Virginia. More than 5,000 jobseekers registered and attended the free sessions open to the general public.

The workshops focused on supporting jobseekers with advice and techniques they need to stand out to potential employers. Monster experts taught jobseekers new resume tips and tricks, how to successfully network, new job-hunting strategies and how to successfully use career tools. They also outlined what employers look for when they interview in this difficult employment market.



Megan Steinmacher was afforded the opportunity to serve as an office assistant at an elementary school on the Eastern Shore during the youth employment and training program.





Local Initiatives

High-intensity events designed to both empower and educate jobseekers on how to stand out in a crowd, these workshops delivered inside strategies using the “new rules” of the jobseeker game. Monster experts provided advice and techniques to help jobseekers present themselves as the best candidate and find the best jobs faster. Facilitated by professional presenters who are experienced recruiters and industry experts, the interactive workshops sought to engage and motivate audiences to succeed in their job search.

SkillSource and the Governor’s Economic Crisis Strike Force also have brought multiple state and local agency representatives to each jobseeker workshop with a community resource fair. Representative agencies included higher education, employment, social services, housing, health and other related nonprofit organizations that highlighted their services to Virginia citizens who were looking for assistance or guidance. •

Building on the successful initiatives of SEVA-PORT

On June 30, 2010, the Southeastern Virginia Partnership for Regional Transformation (SEVA-PORT), a three-year, \$5 million initiative funded by the U.S. Department of Labor (DOL), formally concluded activities.

Although Opportunity Inc. was the program administrator, in all, 35 organizations covering 25 localities in the Crater, Hampton Roads and Peninsula Workforce Investment Areas became formal partners in the SEVA-PORT collaborative. These groups included private sector employers, community colleges, local colleges and universities, workforce development groups, chambers of commerce and regional economic development organizations.

SEVA-PORT was funded by a third-round

Workforce Innovation in Regional Economic Development (WIRED) grant. WIRED, launched by the DOL in November 2005, sought to more actively engage workforce development organizations, especially local Workforce Investment Boards, in the process of building innovation-based regional economies.

An overarching goal for SEVA-PORT was to build a talent pipeline to strengthen the modeling and simulation (M&S) and transportation, warehousing and distribution (TWD) industry clusters. Specifically, SEVA-PORT focused on increasing and enhancing educational programs in science, technology, engineering and mathematics-related (STEM) disciplines.

A final report titled “SEVA-PORT Innovation Index: Tracking Progress in Southeastern Virginia” chronicles the collaborative and many of its accomplishments. The report concludes with suggested steps for building on the initiative’s successes. These initiatives include:

- **Building and retaining STEM talent:** Continue efforts to develop world-class local education and training offerings that will serve to groom home-grown technology talent and attract new talent to the region.
 - **Nurturing entrepreneurs and innovators:** Expand local programs to support entrepreneurs and improve coordination and collaboration among existing business support providers.
 - **Supporting leading clusters:** Continue to invest in the M&S and TWD clusters as key engines for future technology-based economic development.
 - **Maintaining regional momentum:** Maintain and deepen the SEVA-PORT regional collaboration that has created strong business and workforce links between Hampton Roads and the Crater region.
- The complete report is available at Opportunity Inc.’s website at www.opp-inc.org. •



With funding from the WIRED grant, students in Virginia Beach had the opportunity to design houses with architectural software and apply the latest principles in green technology. Hands-on experiences and technical activities in sustainability helped expose them to green career opportunities in the science, technology, engineering and math fields, collectively known as STEM.



Homeless get a heaping of hope from culinary training program

For Sharon Holloway, the Arlington Employment Center's Culinary Skills Training Program was hope in the form of a chef's toque. "Five months ago I was homeless, living in a temporary shelter, thinking to myself: 'Is this the end of the line for me?' Now I have a job I love, a future and a secure place to live — all due to this program."

The Culinary Skills Training Program was a 10-week pilot initiative designed to teach homeless individuals or those at risk of becoming homeless the skills necessary to begin careers in the culinary arts. The program also helps to provide individuals with permanent housing through Arlington County's Homeless Prevention and Rapid Rehousing Program.

An integral part of Arlington County's 10-year plan to end homelessness, the culinary program was funded through community service block grant funds provided by the Arlington Department of Community, Planning, Housing and Development, and U.S. Department of Labor Workforce Investment Act funds. It was jointly administered by the Arlington Employment Center, the Housing Bureau and the Crisis Assistance Bureau, all bureaus of the Arlington Department of Human Services' Economic Independence Division.

After a rigorous screening and assessment process, 18 people applied for the program and 11 were accepted. The culinary program, which was held at the Fairlington Community Center, was made possible by a number of Arlington entities working together over a planning period that spanned three years. Among those involved were staff from the Columbia Pike Revitalization Organization, Arlington Economic

Development, Virginia Cooperative Extension, Department of Parks, Recreation and Cultural Resources, Community Planning, Housing and Development, and various areas within the Department of Human Services.

DC Central Kitchen, which has been providing culinary training to homeless people for the past 20 years, taught the students proper cooking techniques. New Hope Housing conducted workshops in life skills and money management.

The 10 weeks of intensive training focused on:

- The fundamentals of kitchen operations and the efficient use and care of commercial kitchen equipment;
- Essential cooking methods including roasting, grilling, deep-fat frying, broiling and sautéing;
- Food prep and garde manger skills including knife cuts, vegetable preparation, dry goods, salads and dressings;
- The preparation of stocks, roux, sauces and soups;
- High-volume food production, assisting with the preparation of approximately 4,500 meals daily for more than 100 metro area social service agencies;
- The National Restaurant Association's ServSafe Food Protection Manager Certification course;
- Sessions on thinking and behavioral changes, moving from dependence to independence, and other life topics that identify and reinforce personal life changes needed for success; and
- Employment-readiness skills focused on how to fill out applications, write resumes and cover letters, handle interviews and retain employment.

All the students successfully completed the program and passed the ServSafe certification exam. Shortly after graduation, the Arlington Employment Center sponsored



Arlington County board member Barbara Favola watches a participant of the Arlington Employment Center's Culinary Skills Program prepare fried green tomatoes. This innovative program prepared 11 homeless individuals for careers in the culinary industry, with 10 successfully securing jobs. The program was funded using a mix of Workforce Investment Act and Community Service Block Grant monies.

a showcase to give prospective employers the opportunity to sample student-prepared dishes as well as meet with each graduate.

Ten of the 11 program participants have been placed into employment, with the remaining one continuing to work with staff from the employment center. Just as importantly, five of the clients have found permanent housing.

Based on the success of this pilot initiative, the Arlington Employment Center is currently recruiting for its next training cycle. •



Local Initiatives

Peninsula workforce partners receive grants that promote energy efficiency

This past year, the U.S. Department of Energy chose Hampton Roads to receive more than \$4 million through the American Recovery and Reinvestment Act to provide green training.

Regionally, the “Ramp-Up Through Retrofit” grant will be administered by the Green Jobs Alliance (GJA), a nonprofit organization headquartered in Hampton that works closely with the Peninsula Council for Workforce Development. GJA is part of a team led by the Atlanta-based Southeast Energy Efficiency Alliance (SEEA), a group that represents 16 localities across the Southeastern United States. All total, SEEA was awarded \$20 million. GJA is expected to receive about \$3.2 million of that sum over the course of three years.

The grant funds will be used to launch a Regional Energy Alliance that will promote and implement residential and commercial energy-efficiency programs in Hampton Roads. In addition to PCFWD, the alliance will include financial institutions, builders and contractors, real estate agents, appraisers, certified energy auditors, educational institutions, training organizations, state and local government, utilities, manufacturers, retailers and citizens.

In June, GJA also was selected to receive almost \$1 million from DOE to develop and expand weatherization training centers in Hampton Roads. The ARRA funding was for one of 34 projects in 27 states. The Hampton Roads project will help prepare weatherization workers, supervisors and inspectors to maintain a high degree of quality in weatherization projects and to work in the growing field of energy-efficiency retrofits. The program will offer training for unemployed and underemployed individuals using a combination of classroom, online and hands-on



U.S. Congressman Robert Scott (fourth from left) makes a ceremonial presentation of a \$20 million check to the Green Jobs Alliance and its partners during the Earth Day Peninsula Green Drinks event last spring in Hampton.

learning tools. “The PCFWD played a key role with the GJA in developing this winning grant,” said Randy Gilliland, GJA chairman.

In addition to GJA and PCFWD, local partners are Thomas Nelson Community College, the STOP Organization, Environmental Career Center, the Urban League of Hampton Roads Office of Human Affairs and SENCON. PCFWD will assist in recruitment and program outreach through its Peninsula Worklink and the council’s nonfederal division. Training will be held at various locations throughout Hampton Roads. •

Reemployment Services Specialists help people transition to new jobs

While the Business Team focuses on outreach to employers, Virginia’s ARRA-funded Reemployment Services Specialists (RES) help unemployment insurance recipients successfully transition to new jobs or careers by focusing on needs assessments, referrals and intensive job-search assistance.

RES team members individually meet with

recipients to polish their Virginia Workforce Connection registration information, brainstorm career options, review labor market data, identify transferable skills, provide career guidance and help prepare resumes. They also provide job-search assistance and referrals to jobs, partner programs and community services. Partner programs refer job-seeking claimants to the RES staff who are stationed at Re-employ Virginia Centers and workforce centers and out-stationed at community colleges and libraries. In some areas, where meeting rooms were already committed, re-employment services have expanded temporarily into other locations such as community rooms and town council chambers until ARRA funding ends.

Individually—and in conjunction with various one-stop partner programs—the RES staff is coordinating and facilitating pre-employment workshops, organizing job clubs, and making outreach presentations with Rapid Response Teams, Trade Act Briefing Teams and Business Teams.

The outcome of the targeted job fair held for the Clarion Hotel in Williamsburg is a recent example of how RES team members collaborate with various One-Stop partners to get claimants back into the workforce.



Paul Smith, Williamsburg business resource unit member, initially contacted the Clarion Hotel and worked with VEC RES staff members to coordinate the event. RES staff and the Williamsburg Center partners—GED, WIA, ARRA Funded Youth, Williamsburg Human Services and Veteran Services—prepared jobseekers to participate with resumes ready and dressed for success. RES staff member Lynn Fogarty promoted the event to ensure a successful turnout.

The Clarion Hotel hired 10 individuals immediately and planned to hire more when business picked up. The pool of candidates developed through the job fair also will be considered for the 20 positions to be filled when the “1776” Hotel opens.

Williamsburg’s local newspaper, the *Virginia Gazette*, was quick to pick up on the job fair results, too. Clarion management’s comments appeared in the April 14, 2010, *Cheers and Jeers* section of the regular column, *Last Word*, which read: “. . . My company, a local hotel, asked for help and they [the Williamsburg Center] set up a job fair that netted 168 applicants. They provided a meeting space for interviews. Because of their help we were able to hire totally from the local community. This is the first year we do not need the J1 [Exchange Visitor Visa] personnel.” •

Opportunity Inc. unveils Hampton Roads State of the Workforce: 2010

In June, Opportunity Inc. presented the “Hampton Roads State of the Workforce: 2010” report to a crowd of 160 regional business leaders, government officials and education professionals at the Sheraton Norfolk Waterside. The report updates a previous study done in 2005.

Unlike the 2001 recession, in which Hampton Roads did not experience a decline in employment, the region has been hit hard by the current downturn. The region suffered

a 6.2 percent job loss during the recession and declines would have been worse if not for strong performance in ship and boat building (and repair), which saw significant year-over-year gains through the second quarter of 2009.

Still, the region’s economic foundation remains strong and a diverse industry mix coupled with a competitive workforce bodes well for future growth. One particular bright spot is the increasing number of students graduating from the colleges and universities in

for the jobs that will come back.”

A luncheon following the report featured a keynote address given by noted author and workforce consultant Dr. Edward Gordon on what communities can do to prepare for an uncertain jobs future. He described the nation’s badly outmoded education-to-employment system and the need for a fresh approach. Gordon noted communities are reinventing the talent-creation system and detailed some best practices including the use of community-based



Judy Begland, vice president and CEO of Opportunity Inc., chats with a colleague during an event hosted by her group to unveil the Hampton Roads report on the state of the workforce.

the region, which grew nearly 30 percent from 1995 to 2007.

Another key difference between the two reports is an easing of the “demographic bomb,” a primary concern in 2005 with the impending retirement of the baby boom generation. There was concern that economic growth would be cut short by a lack of available workers at every skill level. However, due to the economic downturn, employment in most sectors has declined and many older workers have postponed retirement. “In this recovery, the bigger issue will be a skills mismatch rather than worker shortage,” said Judy Begland, president and CEO of Opportunity Inc. “What is needed is training to retool the unemployed

organizations or “CBOs.”

“It was heartening to hear Dr. Gordon recommend one of the tools (CBOs) that we at Opportunity Inc. are employing to increase the regional workforce system’s flexibility and responsivity,” said Begland. “Our nonprofit subsidiary, the Hampton Roads Workforce Development Corp., was designed for that very purpose and figures prominently in our new strategic plan.”

“Hampton Roads State of the Workforce: 2010” was commissioned by Opportunity Inc. and written by Chmura Economics and Analytics, an economic development and workforce consulting firm in Richmond. It is available at www.opp-inc.org. •



Workforce Investment Areas

Virginia Workforce Comprehensive and (non-SNAP) Satellite

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

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 Beauregard 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 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 Region Workforce Partnership

AREA XI
Northern Virginia

AREA XII
Alexandria/ Arlington

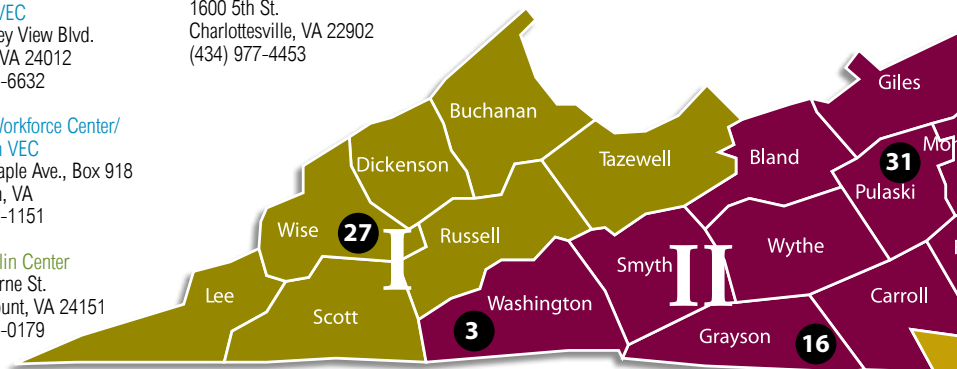
AREA XIII
Bay Consortium

AREA XIV
Greater Peninsula

AREA XV
Crater Area

AREA XVI
Hampton Roads

AREA XVII
West Piedmont





Centers across the Commonwealth

CITY LEGEND

- | | |
|---------------------|--------------------|
| 1. Alexandria | 20. Lexington |
| 2. Bedford | 21. Lynchburg |
| 3. Bristol | 22. Manassas |
| 4. Buena Vista | 23. Manassas Park |
| 5. Charlottesville | 24. Martinsville |
| 6. Chesapeake | 25. Newport News |
| 7. Clifton Forge | 26. Norfolk |
| 8. Colonial Heights | 27. Norton |
| 9. Covington | 28. Petersburg |
| 10. Danville | 29. Poquoson |
| 11. Emporia | 30. Portsmouth |
| 12. Fairfax | 31. Radford |
| 13. Falls Church | 32. Richmond |
| 14. Franklin | 33. Roanoke |
| 15. Fredericksburg | 34. Salem |
| 16. Galax | 35. Staunton |
| 17. Hampton | 36. Suffolk |
| 18. Harrisonburg | 37. Virginia Beach |
| 19. Hopewell | 38. Waynesboro |
| | 39. Williamsburg |
| | 40. Winchester |

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

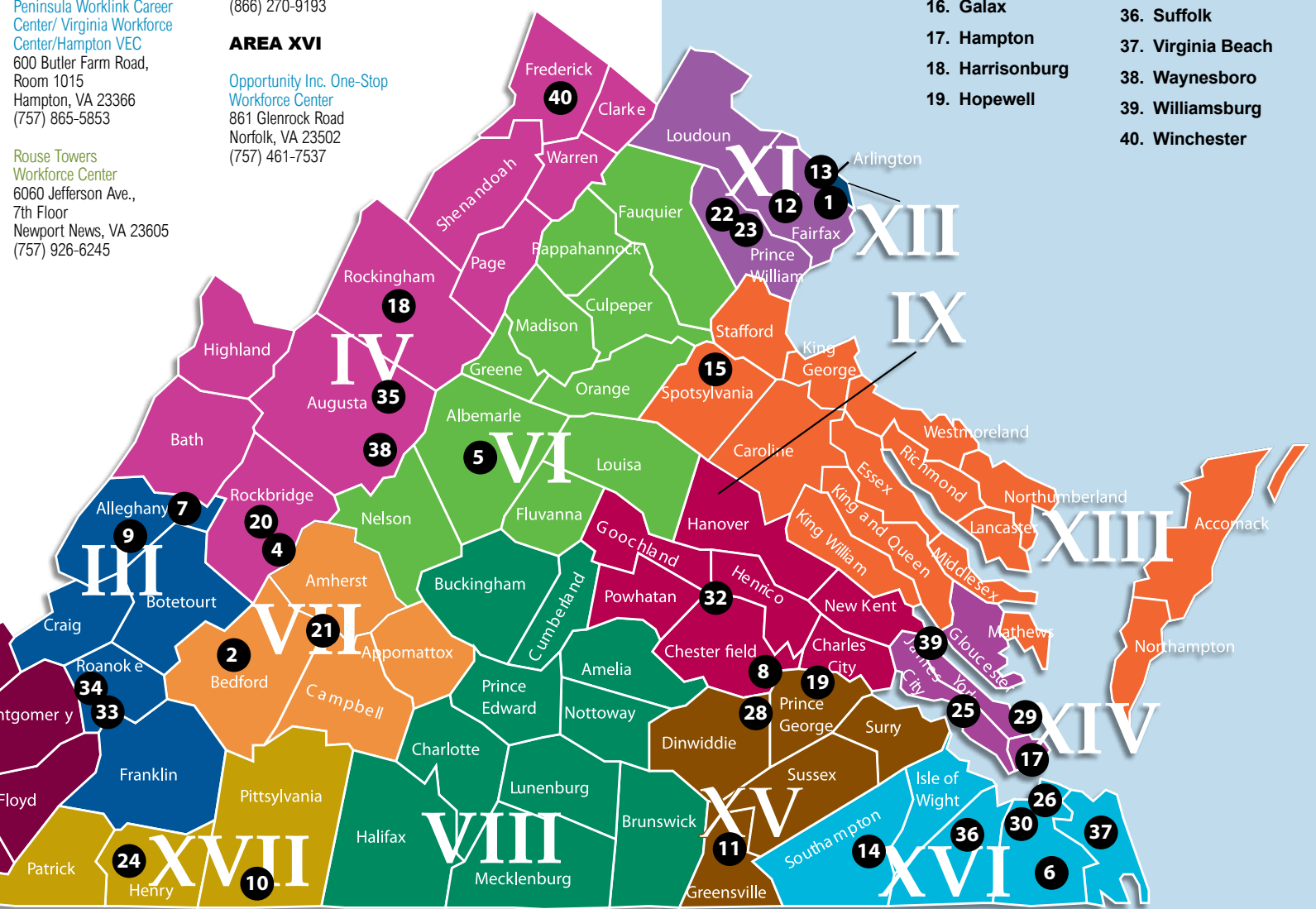
AREA XVII
Martinsville-Henry County
Workforce Career Center
730 E. Church St., Suite 24
Martinsville, VA 24112
(276) 656-2352

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





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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