

Secretary of Labor's Quarterly Progress Report on the Transition of Workforce Programs to the Governor of Virginia and the General Assembly

AS OF JULY 1, 2024

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BACKGROUND

The Virginia Acts of Assembly – 2023 Session Chapter 624 mandates a quarterly report on the outcomes of the transition and expected costs. This report covers activities and updates since the last report (submitted March 2024) up to July 1, 2024.

*That the Secretary of Labor (the Secretary) shall convene a stakeholder work group consisting of two members of the House of Delegates appointed by the Speaker of the House of Delegates, two members of the Senate of Virginia appointed by the Senate Committee on Rules, representatives from the agencies affected by the transfer of programs pursuant to this act, local workforce boards, the business community, and labor organizations, and any other representatives deemed appropriate by the Secretary, for the purpose of advising the Secretary during the program transition period from July 1, 2023, through September 30, 2024. **The Secretary shall provide a progress report on the outcomes of the work group, the progress of the transition, the current and expected costs of transition, and the expected ongoing operational costs of the Department quarterly to the Governor and the General Assembly.***

2024 LEGISLATION

This session, SB436 (Suetterlein) was introduced to make administrative changes to the section of the Code of Virginia for Virginia Works (Department of Workforce Development and Advancement). SB436 passed the General Assembly *unanimously* and was signed into law by Governor Youngkin on 04/10/2024. The updates to the Code of Virginia go into effect on 07/01/2024 and include:

- Deems Virginia Works responsible for providing the official list of high-demand occupations to eligible educational institutions providing consistency across the programs.
- Updates the membership of the Apprenticeship Council including the addition of the Director of the Department of Professional and Occupational Regulations, the Commissioner of Labor and Industry, the Superintendent of Public Instruction (or their designated representatives), and two representatives of workforce training programs - one of whom shall represent an employee organization.
 - The Apprenticeship Council shall now meet on a quarterly basis.
- Changes to the title of the Director of the Department of Workforce Development and Advancement to the Commissioner of Workforce Development and Advancement.
- Other technical changes:
 - Deems Virginia Works, rather than the Virginia Community College



System, responsible for consulting with the Governor to develop a formula that provides 30% of WIOA Adult and Dislocated Worker funds reserved by the Governor for postsecondary workforce training.

- Requires that the specific workforce development programs, workforce education and training programs, and workforce services programs shall share data in the workforce data trust.

THE STAND UP OF VIRGINIA WORKS

The establishment of Virginia Works, including the transition of people, programs, services, and systems has taken place over four distinct phases and runs through FY 2025. They include Agency Planning, Stand Up and Discovery and Driving Success. Several activities have been completed and the remaining under Phase 4 are currently underway.

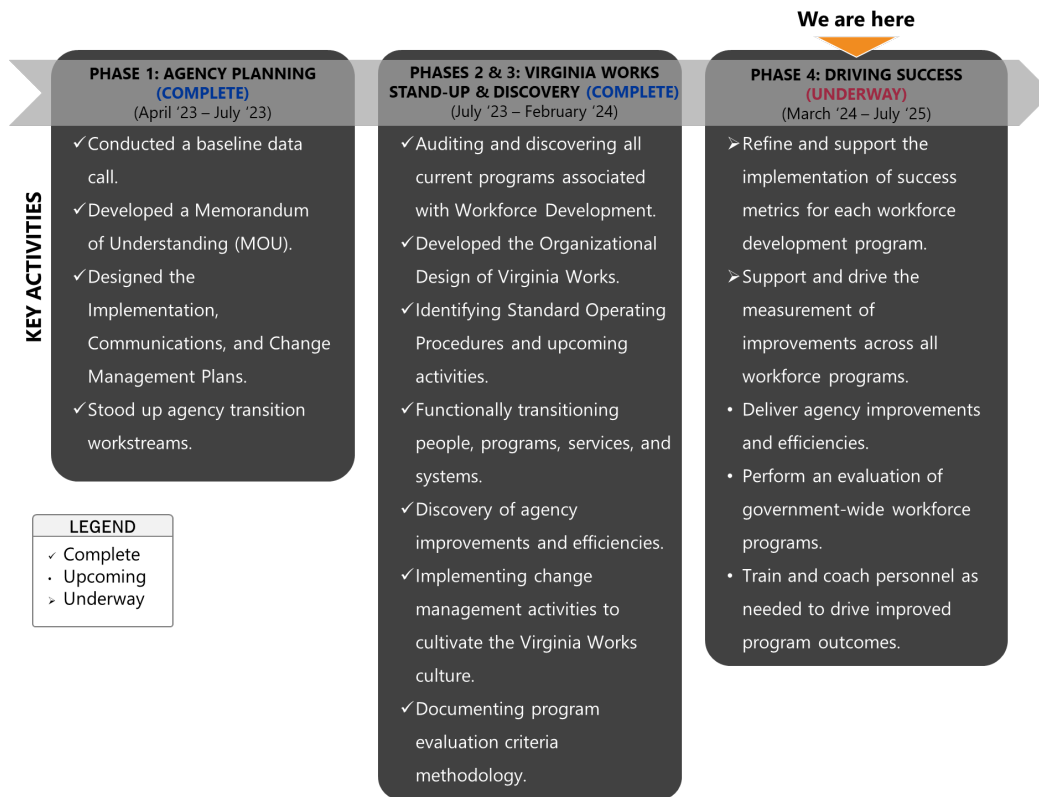


Figure 1 Phased Stand Up Activities

A detailed implementation plan was developed with leadership and key stakeholders, and is refined regularly as needed, and tracked in a project management tool. Now that the programs have functionally transitioned, Commissioner Roth and her leadership team have begun to focus on driving agency success, including service area process improvement. The sections below provide a high-level overview of each completed phase of the Stand Up, with deeper detail provided on the current work occurring in Phase 4.



PHASE 1: AGENCY PLANNING | HIGH LEVEL ACTIVITIES

In Phase 1 of the Agency Stand Up, the transition team conducted a baseline data call to collect data, documentation, processes, and financials around each service area transitioning to Virginia Works, resulted in the documentation of processes, policies, reports and operations across all programs transitioning to Virginia Works. The team also drafted, finalized and executed on a Memorandum of Understanding that established an agreement between the Virginia Employment Commission (VEC), Department of Labor and Industry (DOLI), Virginia Community College System (VCCS) and Virginia Works that from June 30, 2023 through July 1, 2024, VEC, DOLI and VCCS would continue to provide all necessary financial, compliance, HR, facilities and IT support for Virginia Works employees post their functional transition to the new agency.

The Agency Planning phase also included the development of a robust change management plan to support the functional transition of employees from VEC, DOLI and VCCS to Virginia Works. Further information on this plan and the execution which occurred in Phase 2 of the Agency Stand Up, are provided in Appendix D.

Finally, several transition workstreams were stood up in this planning phase to drive transition related activities across the following areas:

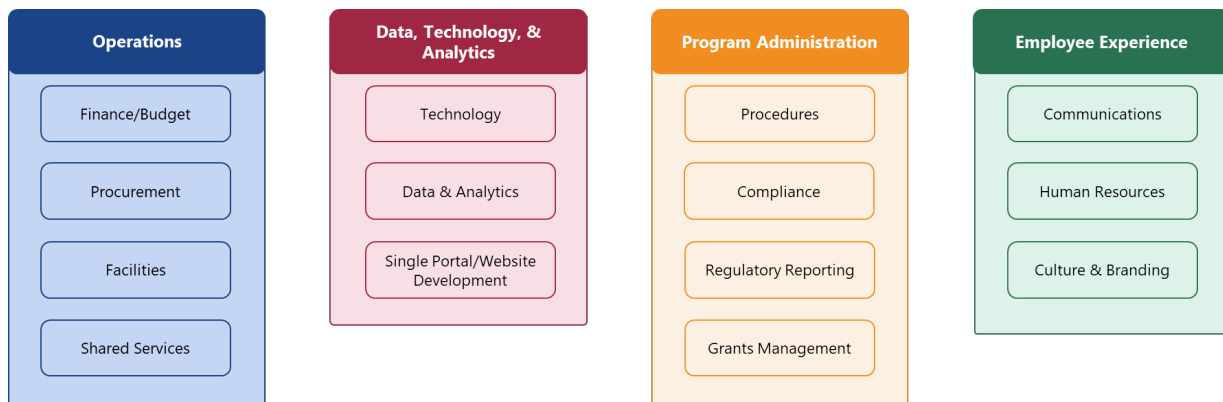


Figure 2 Workstreams and Sub Workstreams

The workstreams consist of Commonwealth of Virginia subject matter experts from the various agencies that advised on the stand up of the agency and helped refine the Standard Operating Procedures (SOPs) for each program, and each has subgroups that vary according to the current agency transition needs. The establishment of these groups was integral to facilitating a smooth transition of people and programs and continues to be critical as we are now navigating the fiscal and physical transition. During each Progress Report, we provide an updated table of high-level activities that this group has accomplished during the quarter being reported on. Please refer to [Appendix A](#) for the latest activities. The team has continued to track the activities, milestones, and phases of each workstream across the entirety of the agency stand up. Inputs



are updated, tracked daily and used to inform bi-weekly transition update meetings with the Secretary of Labor, Commissioner Roth and other leadership and is visible across workstreams. The bi-weekly transition update meetings provide the opportunity for workstream leads to report on progress and raise any decision points for Commissioner Roth and the Secretary of Labor.

PHASE 2 AND 3: AGENCY STAND UP AND DISCOVERY | HIGH LEVEL ACTIVITIES

During Phase 2 and 3 of the Agency Stand Up, Virginia Works leadership largely focused on ensuring that employees transitioning to Virginia Works were provided with meaningful information, support and change management activities to facilitate a smooth transition that did not interrupt service delivery.

THE FUNCTIONAL TRANSITION OF EMPLOYEES TO VIRGINIA WORKS

The programs were transitioned in a phased approach. In the weeks and months leading up to – and during – each transition, individual programs were engaged directly with an array of change management activities to welcome them into the new agency. The functional transition was so successful that both Registered Apprenticeship and VCCS WIOA Title I’s transition dates were moved up; all 14 programs functionally transitioned to Virginia Works by January 16, 2024, two months ahead of schedule.

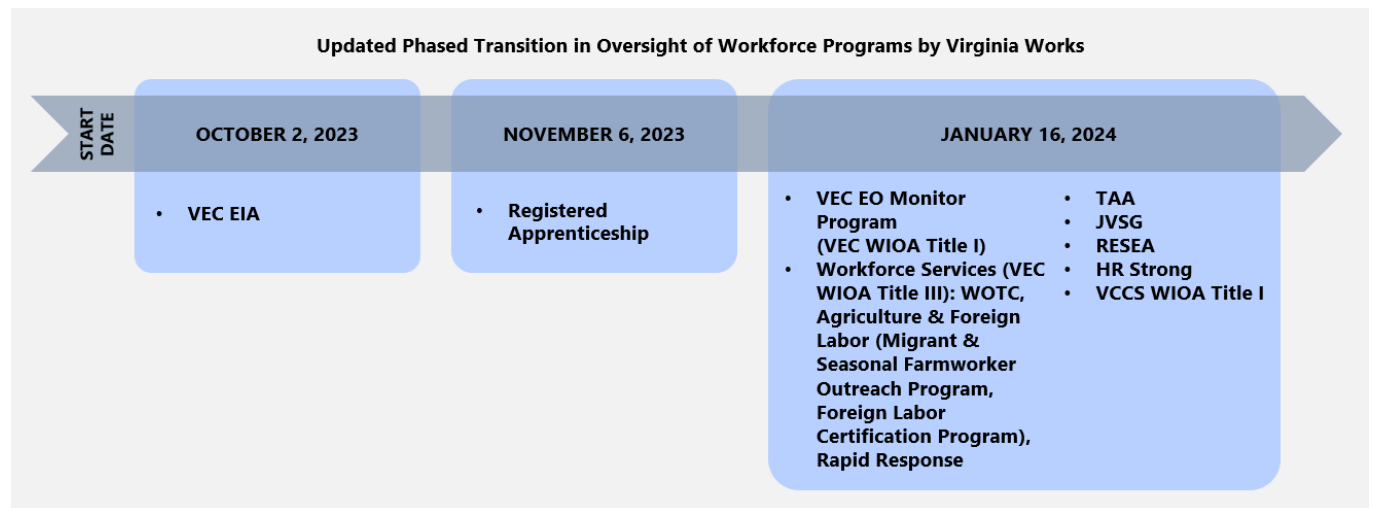


Figure 3 Program Transition Timeline

COMMUNICATIONS & CHANGE MANAGEMENT FOR THE FUNCTIONAL TRANSITION



A robust, formal communications and change management plan was developed and executed upon to connect all transitioning staff ahead of their transition to Virginia Works. These engagement activities provided team members moving to the new agency with valuable opportunities to connect with leadership, ease any concerns, and maintain continuity of operations. Among the regular communications, additional tools were deployed such as Monthly Virginia Works Town Halls, The Virginia Works Monthly Newsletter, Office Hours, Managers Syncs, Surveys and Culture/Branding Focus Groups. The change management activities conducted to support a smooth functional transition were incredibly successful as demonstrated by employee feedback collected through a post- functional transition survey. For more information on the agency’s mission, vision, the functional transition and takeaways from the employee survey, reference [Appendix B](#), [Appendix C](#) and [Appendix D](#).

ORGANIZATIONAL DESIGN

The agency’s organizational structure was solidified in October 2023 after working iteratively using data acquired during the baseline data call and the socialization process occurred as each group transitioned to the new agency. The Human Resources (HR) Workstream collected and analyzed current state organization documentation of transitioning programs from the Virginia Employment Commission (VEC), the Virginia Community College System (VCCS), and the Department of Labor and Industry (DOLI). They synthesized transitioning personnel data into a comprehensive view of current programs, teams, and positions. From these inputs, a preliminary Operating Model and Design Principles were developed to guide future state decision making. The updated organizational chart can be found in [Appendix E](#).

Programs that are now delivered within Virginia Works can be found in the below graphic.

Transferred Programs		
Registered Apprenticeship	Foreign Labor Certification	Migrant & Seasonal Farmer Outreach
Economic Information & Analytics (EIA)	Coordination of Local Workforce Services (WIOA Title I)	Jobs for Veterans State Grants (JVSG)
Reemployment Services & Eligibility (RESEA)	Trade Adjustment Assistance (TAA)	State Workforce Services
Work Opportunity Tax Credit (WOTC)	Layoff Aversion & Assistance (Rapid Response)	EO & Compliance Monitors



Figure 4 Programs Transferred from VEC, DOLI and VCCS Now Operational Within Virginia Works

Virginia Works also includes four distinct new functions around work-based learning, external business engagement, metrics, and grants development.

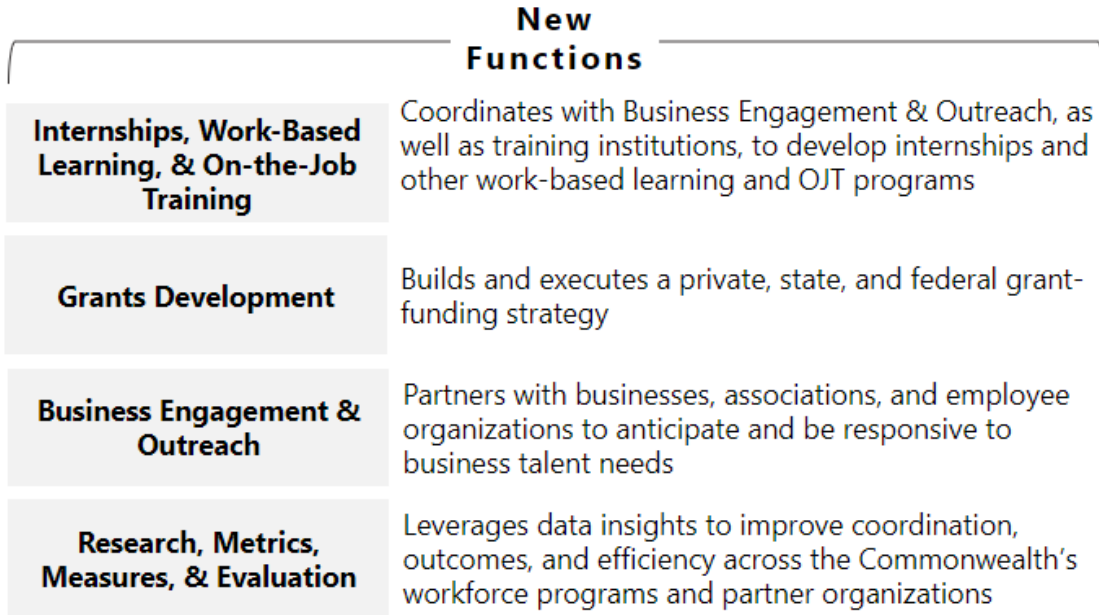


Figure 5 Four New Functions Within Virginia Works

PHASE 4: DRIVING SUCCESS | HIGH LEVEL ACTIVITIES

The Agency is now in Phase 4 of the Agency Stand Up, focused on driving success through the evaluation and improvement of programs within the agency and the fiscal and physical transition of employees to Virginia Works, also known as Virginia Works Go-Live.

VIRGINIA WORKS PROCESS IMPROVEMENT SPRINTS

An integral part of Phase 4 of the Agency's establishment is that of supporting and driving the measurement of improvements across all service areas within the agency. To drive improved program outcomes and begin to stand up new functions within the agency, a robust process improvement sprint kicked-off in March 2024. The Virginia Works Process Improvement Sprint is an opportunity for employees to get involved and engaged in the co-creation of initiatives to improve the way that service areas operate across three main focus areas: Functional Operations, Integration and Collaboration and Engagement with External Partners and Customers – with an overall goal of improving service delivery for customers.



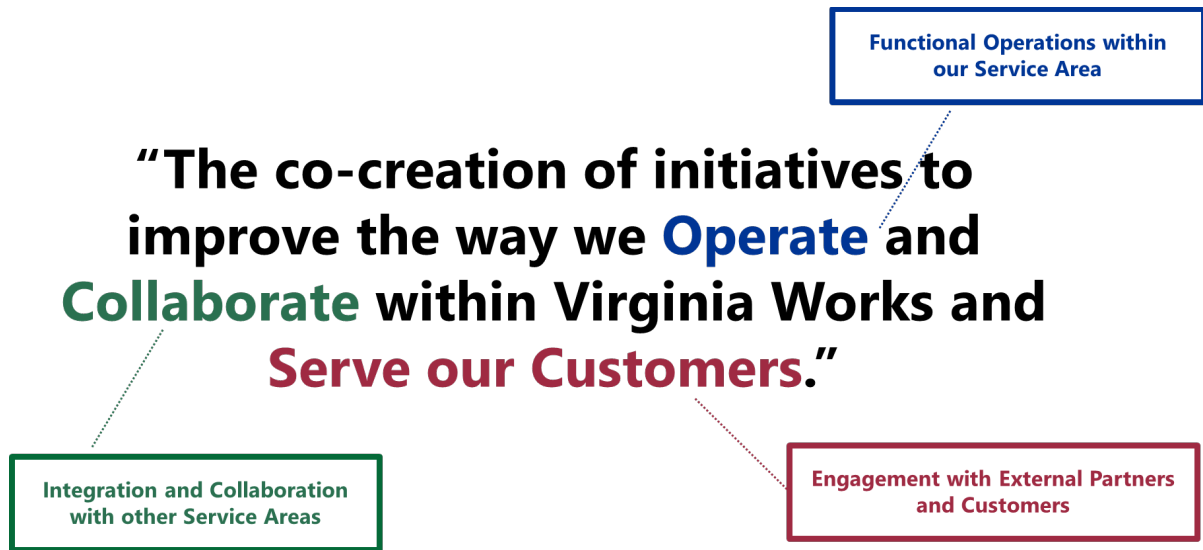


Figure 6 Process Improvement Mission Statement

This is an opportune time to reflect on each service area’s current mission, processes, and partnerships to continue creating success stories across the Commonwealth. Service areas will be engaged in sprint cycles - bringing together working groups to brainstorm initiatives and drive change. Each sprint consists of three phases with clear activities to assist the working groups in their development, prioritization, selection, and implementation of initiatives. Each sprint lasts approximately nine weeks, followed by ongoing implementation.

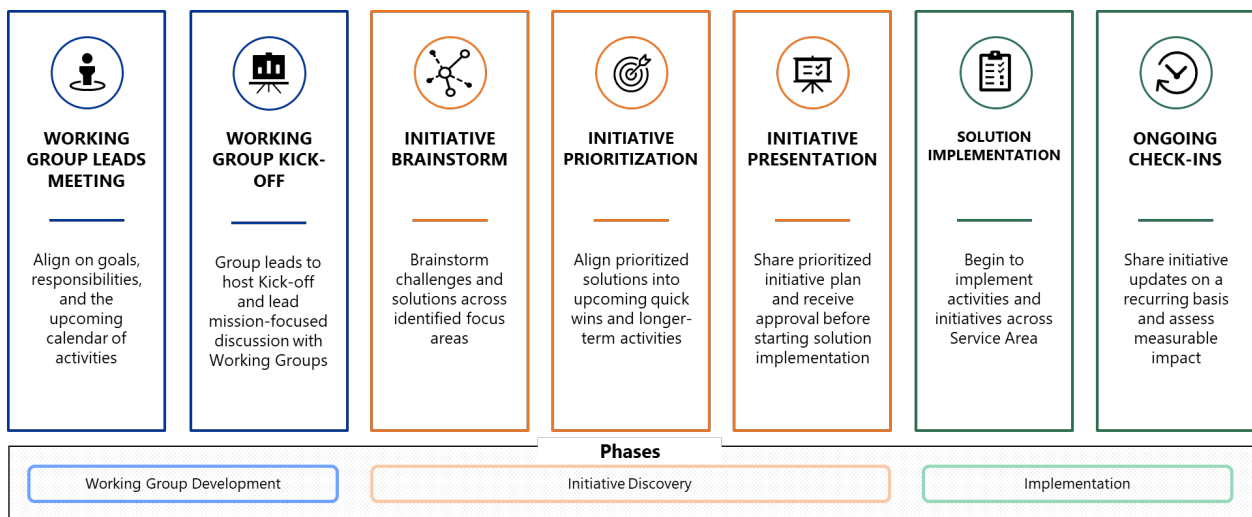


Figure 7 Overview of Sprint Activities Across Three Phases

There are four planned sprint cycles in total, each of which includes focus on three distinct Service Areas.

The following diagram illustrates the schedule and participating Service Areas for each sprint.



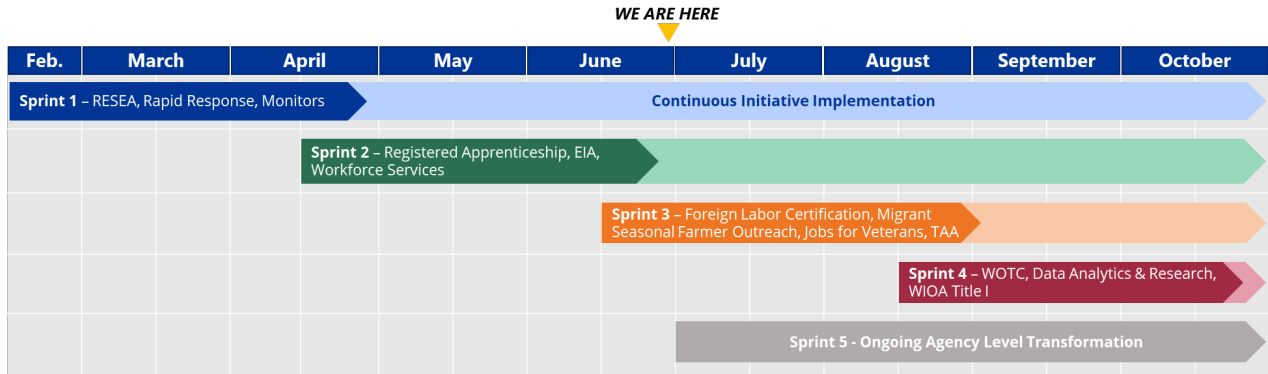


Figure 8 Sprint Execution Timeline

Sprint 1: RESEA, Rapid Response, Monitors

The Service Areas participating in Sprint 1, RESEA, Rapid Response, and Monitors, have successfully completed the first two phases (Working Group Development and Discovery). They are currently in the process of implementing the initiatives that each group has chosen to advance at this time. Each Service Area has developed a set of initiatives that will help them move towards the goals listed below. The Service Area’s process improvement leads participates in ongoing bi-weekly check in with Commissioner Roth to report on progress, flag any risks and gain leadership input as initiative progress is made.

MONITORS		
To ensure local, state and federal compliance is met and provide technical assistance to promote equal opportunity and continuous improvement across Virginia’s workforce programs.		
GOAL 1 Increase internal coordination across EO Monitors and Non-EO Monitors to limit disruption to customer service and promote efficiency in the workforce centers.	GOAL 2 Share best practices and increase education across all Monitoring groups to standardize the delivery of services to workforce centers.	GOAL 3 Better understand the experience of Monitor’s customers (local workforce center employees) and identify customer facing opportunities to improve in monitoring engagement activities.

RESEA
Providing comprehensive support, encouragement, and hope to job seekers by offering resources, training, and career development opportunities to facilitate their timely return into Virginia’s workforce thereby fostering personal success, economic growth, and empowerment.



GOAL 1

Increase internal coordination and share best practices across the RESEA team members to **standardize services and build united relationships with customers.**

GOAL 2

Further RESEA market presence and engagement with employers and job seekers **to increase claimant job placement while reducing the time for placement.**

RAPID RESPONSE

To help at-risk businesses and employees impacted by layoffs plan through proactive engagement, education, and empowerment to get Virginians back to work quickly.

GOAL 1

Invest in tools and conduct proactive outreach within and outside of the agency to **expand the portfolio of relationships and engage employers earlier.**

GOAL 2

Establish stronger collaboration and teaming environment within the Rapid Response team to **foster a community backed by shared values, transparency and development.**

Sprint 2: Registered Apprenticeship, Economic Information & Analytics, Workforce Services – Started in April

The service areas participating in Sprint 2, Workforce Services, EIA and Registered Apprenticeship, have successfully completed the first two phases (Working Group Development and Discovery). They are currently also in the early stages of implementing the initiatives that each group has chosen to advance at this time. Each Service Area has developed a set of initiatives that will help them move towards the goals listed below. The service area’s process improvement leads participates in ongoing bi-weekly check in with Commissioner Roth to report on progress, flag any risks and gain leadership input as initiative progress is made.

REGISTERED APPRENTICESHIP

Fostering skill advancement and workforce development through employer-driven Registered Apprenticeship training programs, supporting the creation of sustainable talent pipelines to meet Virginia’s evolving industry needs.

GOAL 1

Develop guides and handbooks to educate RAC’s on other Service Areas to **Enhance educational offerings and expand resource capabilities.**

GOAL 2

Establish communication channels and Service Area cross collaboration to **Strengthen communication strategies and organizational alignment.**

ECONOMIC INFORMATION & ANALYTICS



To collect, produce, analyze and disseminate timely and accurate labor market information, empowering customers across the Commonwealth to make informed economic and policy decisions.

GOAL 1

Improve Data Products by implementing process efficiency and automation opportunities.

GOAL 2

Enhance EIA value for customers by uniquely marketing and branding products tailored to specific customer needs.

GOAL 3

Increase Collaborating and Cross-training **to boost regional specialization.**

WORKFORCE SERVICES

Connecting job seekers with meaningful employment opportunities, fostering career development, and supporting businesses in finding qualified candidates.

GOAL 1

Create Workforce Services SOP's and implement a service tracking system to **enhance system development and staff learning.**

GOAL 2

Document best practices and continuous improvement efforts to **expand the framework of quality standards and adopt best practices.**

GOAL 3

Provide consistent technology and communication updates and align outreach to **standardize communication strategies and develop a unified outreach plan with stakeholders.**

Sprint 3: Foreign Labor Certification/Migrant Seasonal Farmworker Outreach, Jobs for Veterans, Trade Adjustment Assistance – *Started in June*

The service areas participating in Sprint 3, Foreign Labor Certification/Migrant Seasonal Farmworker Outreach, Jobs for Veterans, Trade Adjustment Assistance, recently began their sprint activities and will begin to work on discovery activities in the coming weeks.

Sprint 4: WOTC, Data Analytics & Research, WIOA Title I – *Begins in August*

The service areas participating in Sprint 4, Work Opportunity Tax Credit (WOTC), Data Analytics & Research, and WIOA Title I will begin their sprint activities in mid-August.

Sprint 5: Ongoing Agency Level Transformation

Virginia Works is constantly improving its processes. As of July 1, Virginia Works is consistently working to identify areas for improvement and beginning new process improvement sprints on an as needed basis.

VIRGINIA WORKS GO-LIVE



The Virginia Works team is actively engaged in executing the fiscal and physical transition of the agency, also known as Virginia Works Go-Live. Go-Live, being executed in three phases, includes several technology changes for employees, the launch of Shared Services as an extension of the VEC on July 1, and the opening of the new Virginia Works headquarters in the local Richmond area, requiring the physical relocation of some employees as well as the alignment of non-local employees to workforce centers across the Commonwealth. This final transition will increase the cohesiveness of the team and allow for a complete, coordinated administration of the agency. The lack of a central headquarters in the Richmond area has proven to be a current cultural challenge, though it has not impacted the quality-of-service delivery. The lease for a new central office has been signed following an in-depth evaluation and negotiation process in collaboration with the Department of General Services (DGS).



A robust change management and communication strategy is central to successfully navigating Virginia Works employees through Go-Live activities while incorporating employee feedback and addressing concerns. The chart below outlines high-level activities that have been conducted or are in the pipeline for deployment as part of the change management plan.

Streamlined Technology Updates	Transition to Shared Services	Shift into the New Headquarters
<ul style="list-style-type: none"> Employees will have received their new @viriniaworks.gov emails by the end of June Select employees will receive refreshed laptops & cellphones Employees will receive access to the Virginia Works OneDrive and operate under MS Teams 	<ul style="list-style-type: none"> Employees have received guidance on completing new employee eligibility materials and receiving a new ID badge Employees will partake in a pre-transition survey to inform the transition team of their needs All employees will participate in a new Virginia Works Orientation, Shared Services Office Hours, and Cardinal Training All employees will be kept up to date on payroll changes 	<ul style="list-style-type: none"> Virginia Works will be hosting an HQ ribbon-cutting ceremony Move-Champions are being assembled to help with employee relocation Employees will partake in a post-transition survey

The team continues to build a strong culture of unity, continuous improvement, and customer service by hosting monthly Town Halls and deploying our monthly newsletter, The Virginia Works & Advance.

Figure 9 High-Level Change Management Plan

The Finance Director at the VEC as part of shared services worked with the U.S. Department of Labor to manage the transition of all the grants that fund the new agency and coordinate with



the Virginia Department of Accounts and Planning and Budget. A significant effort has been undertaken to ensure that agency is operational, given that most of the agency's funding comes from the federal government and is paramount to seamless operations.

Go-Live also includes working with the Virginia Department of Human Resource Management, Virginia Retirement System and Department of Accounts to ensure all payroll, health, and retirement benefits transition to the new agency without any impact on Virginia Works team members. All eligible Virginia Works employees will see a 3 percent salary increase as part of the statewide increase, effective beginning June 10, 2024. This increase will be reflected in their July 1, 2024, paycheck with their legacy agency. Employees' July 16, 2024, paycheck will be distributed in two deposits: one from their legacy agency and one from Virginia Works. The paycheck amount will not change, and employees will begin receiving their full paycheck from Virginia Works on a routine basis beginning with the following check.

The transition of technology is an unprecedented effort in the Commonwealth as we transition the individual profiles, devices, and data systems to Virginia Works without interruption. The VEC team is leading extraordinary work in coordination with VITA and VITA suppliers to make this happens and minimize impact. Additionally, the Data, Technology, and Analytics workstream and the Shared Services team have been working in tandem with VITA and all employee email addresses have been updated to the @viriniaworks.gov domain before July 1.

BEYOND THE AGENCY: COMMONWEALTH-WIDE COORDINATION OF WORKFORCE PROGRAMS

§ 2.2-2037-5 of the Code of Virginia gives the Secretary of Labor the authority to regularly track metrics relating to workforce development programs and establish a mechanism to help assess the adequacy of Virginia Works services and programs. In addition, 2.2-2042, provides for the agency to provide the mechanisms for the reporting. After a successful metrics pilot in the fall of 2023, the metrics effort was scaled out to workforce programs across the Commonwealth.

THE METRICS JOURNEY

In January 2024, 65 workforce programs across 20 state agencies, spanning nine secretariats, were engaged for the initial metrics collection period. Each program self-identified "data owners" who were responsible for the tracking and submission of data informing the requested metrics. The Virginia Works coordinating team initiated the collection of six initial baseline metrics. Those metrics were:



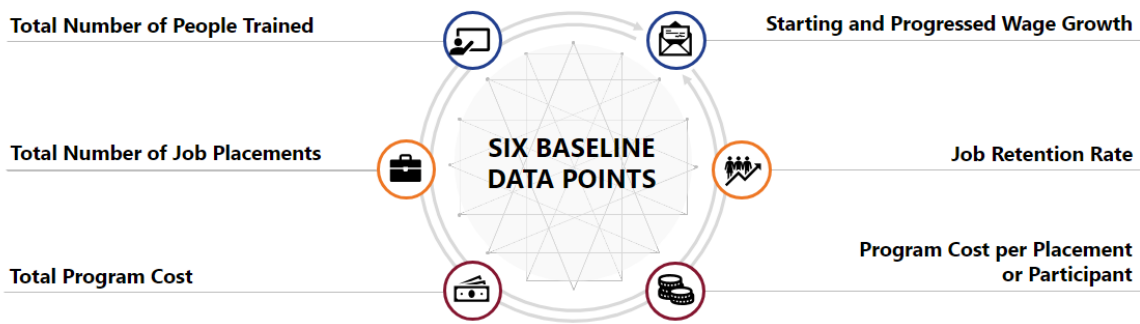


Figure 10 Six Baseline Metrics

The initial metrics reporting period, which concluded at the end of February 2024, engaged every program, and in addition to collecting quantitative data from all 65 programs, also collected as much meaningful insight and context regarding their purpose and services provided. Due to the unique nature of each program and the services they provide, not all programs could submit data for each of the six metrics, but 100% of programs responded to the initial data call with the information they could. Throughout March, the Virginia Works Metrics team coordinated with programs to collect meaningful and informative data about their programs.

During the first quarter, the team conducted significant analysis on the data submissions received and findings from the initial collection period are anticipated to be shared with programs and additional stakeholders this spring. Additionally, considerable effort has been allocated to the design of metric dashboarding and strategic discussions have been initiated for planning for the anticipated transition to a more automated dashboard technology solution later in 2024. Metrics collection is anticipated to be repeated on a quarterly basis; however, it is acknowledged that an annual cumulative view of programmatic data will yield the most comprehensive view informing baselines.

The following programs have been engaged as part of the on-going metrics tracking and reporting effort. The programs within this list are either currently being tracked for the initial reporting period or are slated to begin reporting in the following reporting period. The Virginia Works metrics team took findings and feedback from the initial reporting period to refine the process and update the list of programs involved in the effort.

Agency	Program List as of 6/18/2024
COMMERCE AND TRADE	
DHCD	Broadband Equity, Access, and Development Program (BEAD)
	Growth and Opportunity Fund (GO Virginia)



VCEDA	Coalfield Workforce Development and Training Fund
VEDP	Advanced Manufacturing Talent Investment Program and Fund Pilot
	Semiconductor Career Certification Program (VAST)
	Talent Accelerator Program
	Tech Talent Investment
	Virginia Jobs Investment Program (VJIP)
VIPC	Commonwealth Center for Advanced Manufacturing
	Commonwealth Cyber Initiative
Virginia Energy	Training for Residential Energy Contractors (TREC)
EDUCATION	
DOE	Adult Education and Literacy
	Institute for Advanced Learning and Research Workforce Programs - Apprenticeship
	Institute for Advanced Learning and Research Workforce Programs – Work Ready Communities
	New College Institute
	Roanoke Higher Education Center Workforce Programs
	Secondary CTE “Perkins”
	Southern Virginia Higher Ed Center Workforce Training Programs “SVHEC”
	Southwest Virginia Higher Ed Center Workforce Training Programs “SWVHEC”
SCHEV	Virginia Talent + Opportunity Program - “VTOP”
	New Economy Workforce Credential Grant – “FastForward”
VCCS	Get Skilled, Get a Job, Give Back (G3) Innovation and Program Grants
	Institutes of Excellence for Non-Credit Training and Instruction
	Postsecondary Career and Technical Educations (PERKINS)
ODU (Old Dominion University)	Virginia Space Grant Consortium
HEALTH AND HUMAN RESOURCES	
DARS	State General Vocational Rehabilitation (VR) Program
	Senior Community Service Employment Program (SCSEP)
DBVI	Vocational Rehabilitation Program
DSS	Family Engagement Services
	Refugee Support Services Program (RSSEP)



	Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)
	Virginia Initiative for Building Earning Capacity of Parents
	Virginia Initiative for Employment Not Welfare (VIEW)
VDH	Virginia J-1 Waiver Program Health and Human Services Waiver Program
	Virginia J-1 Waiver Program – National Interest Waiver Program
	Virginia J-1 Waiver Program – Virginia Conrad 30 Waiver Program
	Virginia J-1 Waiver Programs ARC
	Earn to Learn Nursing Education Acceleration Program
	Virginia Loan Repayment Program for Healthcare Jobs - Virginia Student Loan Repayment Program
	Virginia Loan Repayment Program for Healthcare Jobs - Virginia Student Loan Repayment Program, Delta Dental Foundation Extension
	Virginia Loan Repayment Program for Healthcare Jobs - Virginia Student Loan Repayment Program, Tobacco Extension
	Virginia Loan Repayment Program - Virginia Behavioral Health Student Loan Repayment Program
	Virginia Nurse Preceptor Incentive Program
	Virginia Nursing Scholarship Programs – CNA Nursing Scholarships
	Virginia Nursing Scholarship Programs – Mary Marshall Nursing Scholarships for CNA, LPN & RN
	Virginia Nursing Scholarship Programs – Virginia Nurse Educator Nursing Scholarships
	Virginia Nursing Scholarship Programs – Virginia Nursing Scholarships Long-Term facility (CNA, LPN, RN)
Virginia Nursing Scholarship Programs –Virginia Nursing Scholarships Nurse practitioner / Nurse Mid-Wife	
LABOR	
Virginia Works	Registered Apprenticeship
	Employment Service Program, Wagner-Peyser
	Foreign Labor Certification
	Hampton Roads Skilled Trades Rapid On-ramp Network for Growth – “HR STRONG”
	Jobs for Veterans (JVSG)
	Rapid Response
	Reemployment Services and Eligibility Assessment (RESEA)
	Trade Adjustment Assistance (TAA)
	Work Opportunity Tax Credit



	WIOA Adult
	WIOA Dislocated Worker
	WIOA Youth
NATURAL AND HISTORIC RESOURCES	
VMRC	Waterman’s Apprentice Program
PUBLIC SAFETY	
DFP	Training and Operations
DJJ	Workforce Development Program
DOC	Apprenticeships
	DOC Vocational Rehabilitation Career and Technical Education
	Work Certifications
TRANSPORTATION	
DPRT	Workforce Development Grant Program
VETERANS AND DEFENSE AFFAIRS	
DVS	Military Education & Workforce Initiative (MEWI)
	Military Medics and Corpsman Program (MMAC)
	Virginia Values Veterans (V3)

The second cycle of metrics reporting kicked off on May 1, 2024. With a better understanding of programs around the Commonwealth, some programs from the first cycle were rolled up due to overlap of data and/or individual program reporting abilities. The results of the second cycle of reporting will be provided in the next quarterly report.

The metrics effort has relied on a growing and significant partnership between Secretary of Labor’s Office, the Virginia Works Metrics Team, and all the workforce programs across the Commonwealth. Ultimately, metrics tracking and reporting for state workforce programs will increase customer and stakeholder transparency, enable historical measurement of programmatic success, and leverage data-driven insights to inform improvements.

Per the Code of Virginia, the Secretary of Labor has the authority to oversee direction and compliance across all workforce-related programs in the Commonwealth, and the associated steps that are being taken to being tracking metrics and establishing reporting processes across these programs in coordination with Virginia Works.

WORKFORCE ECOSYSTEM CATALOG OF PROGRAMS



Since the completion of the Functional Transition on January 16, 2024, Deputy Secretary Overley and Commissioner Roth have begun forging partnerships with the 72 workforce development programs to further build the Commonwealth’s Workforce Development Ecosystem. A culmination of their partnership efforts, the effort to establish metrics, and launch of a bi-monthly Commonwealth-Wide Town Hall has resulted in the development of the Ecosystem Program Catalog ([See Appendix G](#)). This is a comprehensive working catalog that includes one page that details information on each program within the ecosystem, as well as various summary views of the ecosystem depending on user needs. These summary views include program categorizations by service type, customer type (individuals or businesses), industry sector, secretariat, and geographic area. The catalog was designed with a multipurpose use, to be a valuable resource for programs looking to solve various needs and allows programs to learn about, connect with and work alongside other programs around the Commonwealth to serve customers. The catalog will continue to grow and evolve as more programs are identified and engaged in the ecosystem.



Figure 11 Bringing Together Individuals and Businesses

COMMONWEALTH-WIDE WORKFORCE TOWN HALLS AND ADDITIONAL ENGAGEMENT

The team has hosted five Commonwealth-Wide Workforce Town Halls with our sixth scheduled for August 27, 2024.

The continuous execution of this town hall is an important effort that aligns program leaders across the executive branch, establishing a precedence of tracking metrics to bolster and better understand programmatic impact. Held every other month, this town hall presents an opportunity for the workforce development community to come together, dive deeper into the insights gathered through the metrics collection effort, learn about the great work being done



across Virginia’s workforce ecosystem and provide feedback on new topics they’d like to hear more about. 200+ attendees include Agency Heads, Agency Staff, Program Leadership, Program Owners, Program Staff, all Secretariats and their teams, State Workforce Board Leaders, local workforce board Executive Directors, Program-specific Metrics POCs, and more.



Figure 12 April 2024 Commonwealth-Wide Town Hall Speakers

In addition to the Town Halls, Deputy Secretary for Workforce Development Overlay, Commissioner Roth, Chief Deputy Commissioner Kelly-Wiecek, Deputy Commissioner for External Affairs Byron, and others have continued to engage with programs across the Commonwealth that have workforce development components or workforce development-related needs. Their conversations have been impactful in understanding the extensive landscape and bringing programs into the fold.

In addition, Virginia Works is in the customer-discovery and design phase for a technology hub that will serve as the virtual one stop for job seekers and employers, while fulfilling needs for data sharing and reporting across agencies and programs at the state and local level. Requirements for this technology hub have been developed for a request for proposal.



COST OF THE TRANSITION

FUNDING SOURCES

Item	Amount	Fiscal Year	Additional Notes
Discretionary Funds	\$1,089,325	FY2023	WIOA Title I
Total FY2023	\$1,089,325		
General Funds from General Assembly	\$500,000	FY2024	Awarded to Secretary of Labor for transition, transferred to VEC
Discretionary Funds	\$3,128,211	FY2024	WIOA Title I & Title III
Total FY2024	\$3,628,211		
General Funds from General Assembly	\$1,501,000	FY2025	Included in Virginia Works annual budget for transition
Discretionary Funds	\$1,590,000	FY2025	WIOA Title I currently planned
Total FY2025	\$3,091,000		
Total Funding	\$7,808,536		

ACTUAL COSTS TO DATE & EXPECTED FY2025 COSTS

Item	Cost	Fiscal Year	Timeframe	Additional Notes
Cost of Contractor	\$1,089,325	FY2023	April-June 2023	Contractor planning
Total FY2023	\$1,089,325			
Cost of Contractor	\$2,869,913	FY2024	July 2023 - June 2024	Planning, communications, program discovery and metrics supported by contractor
Cost of Virginia Works Transition	\$215,471	FY2024	July 2023 - June 2024	Costs incurred at VEC for Virginia Works transition including VEC IT employee expenses
Cost of Virginia Works Operations	\$542,827	FY2024	October 2023 - June 2024	Virginia Works admin salaries/benefits, VITA costs, rent and portion of indirect costs associated with hours
Total FY2024	\$3,628,211			



Cost of Virginia Works Transition	\$1,991,000	FY2025	July 2024 - June 2025	Physical move, operations, agency Go Live
Cost of Virginia Works Transition	\$500,000	FY2025	July 2024 - June 2025	Communications, operations and process improvements during agency Go Live supported by contractor
Cost of Virginia Works Transition	\$600,000	FY2025	July 2024 - June 2025	Ongoing process improvement (currently planned)
Total FY2025	\$3,091,000			
Total Costs	\$7,808,536			



APPENDIX

APPENDIX A: AGENCY WORKSTREAM TRANSITION UPDATES

Several transition workstreams have been heavily involved in contributing agency-specific knowledge that was integral to facilitating a smooth transition of people and programs and continues to be critical as we navigate the fiscal and physical transition. Below are high level activities that each workstream has been accomplishing over the past few months.

Operations
Finance/Budget: The team has been working through tactical items including, finance system updates, a grant transfer process and schedule, registering the new agency with the Internal Revenue Service (IRS), and reappropriation/reallocation of general funds. The team has also held several meetings with the US Department of Labor (USDOL) regarding the timing of the transfer of grants to Virginia Works, personnel transfer, and expense carry-over.
Procurement: The procurement workstream has coordinated with corresponding operations workstreams and is supporting ongoing prioritization of relevant tasks.
Facilities: The lease has been signed for the Virginia Works headquarters in Henrico County with an anticipated October move in date.
Shared Services: Shared Services has worked to establish all the necessary HR, internal audit and fiscal management processes.
Program Administration
Procedures: Programmatic specific procedures have been collected and management report cards were created for each transitioning program to validate program information.
Compliance: Compliance dependencies have been collected and tracked from all programs that have transitioned for this year.
Regulatory Reporting: Programmatic regulatory requirements have been collected for all transitioned programs and performance measures were established for programs.
Grants Management: Work has included the tracking and cataloging of available grant opportunities and the stand up of the Grants Management Department.
Employee Experience



Human Resources: An in-depth evaluation, led by Department of Human Resource Management (DHRM), has continued to ensure consistent alignment to transitioned employees' role titles, work titles, Fair Labor Standard Act (FLSA) status, Equal Employment Opportunity (EEO) Category, and salaries across comparable job functions. The HR team has led hiring efforts for several vacancies across the programs.

Communications: As outlined in the communication and change management section, the communications workstream has been supporting employee engagement across the completion of the employee transition to the new agency as well as the wide-spread use of new brand materials.

Data, Technology, and Analytics

IT Infrastructure: Ongoing coordination has continued between Virginia Information Technology Agency (VITA) for the movement of users and device migrations from both VEC and DOLI. The workstream has also created a plan to provide equipment to the VCCS team members as they begin to physically work at the new agency. Evaluations of potentially necessary Memorandum of Understandings (MOUs) and data sharing agreements is underway.

Landing Page/Technology Hub: The website domain was placed by VITA into the proposal sprint that started on February 21st. An initial landing page was then created by the workstream for the new agency under the name of virginiaworks.gov.

The team has continued to track the activities, milestones, and phases of each workstream across the entirety of the agency stand up. Inputs are updated, tracked daily and used to inform bi-weekly transition update meetings with the Secretary of Labor, Commissioner Roth and other leadership and is visible across workstreams. The bi-weekly transition update meetings provide the opportunity for workstream leads to report on progress and raise any decision points for Commissioner Roth and the Secretary of Labor.

APPENDIX B: VIRGINIA WORKS MISSION, VISION AND VALUES

Prior to the 2023 General Assembly Session, Secretary Slater and other workforce development stakeholders developed a working group to align on a shared definition of "workforce development" in the Commonwealth of Virginia. The resulting definition was:

The coordination of public- and private-sector policies and programs that empowers Virginians with the skills, knowledge, and experience for a sustainable livelihood and enables businesses to achieve their growth ambitions, driving a robust Virginia economy.



Once aligned on a shared definition of what workforce development means in the Commonwealth, the next step was to create a set of mission, vision, and values to be used as guiding principles for the new agency. The principles are as follows:

The Mission: To create, sustain, and retain a viable workforce that can support current and future business and industry while recognizing the unique regional needs and capabilities of the Commonwealth through public-private partnerships and robust data and infrastructure investment, which results in standard measures and program accountability.

The Vision:

- Coordinated service delivery that is easily accessible
- Best-in-class centralized data collection to inform decision-making
- Agile system to address both the state and local workforce needs
- Consistent metrics to measure program success
- Single sign-on to connect employers and job seekers to opportunities
- Responsive to employer needs
- Business and industry involved in training and curriculum development

The Values:

- Accessible to all Virginians
- Metrics for accountable and transparent program management
- Standardized metrics of success
- Innovative and responsive programs with a focus on the customer
- Centralized direction and management accountability under one agency whose priority is workforce development



APPENDIX C: VIRGINIA WORKS FUNCTIONAL TRANSITION

All programs have functionally transitioned to Virginia Works (aka Department of Workforce Development and Advancement) as of January 16, 2024. The functional transition of staff to Virginia Works occurred from October 2023 through January 2024, included new agency leadership and reporting structures, but not a physical location change. All determined programs and functions have transitioned from the Virginia Employment Commission (VEC), Department of Labor and Industry (DOLI) and Virginia Community College System (VCCS) to Virginia Works with great success, supported by a proactive communication and change management plan.

Heading into the functional transition, it was recognized the most significant change management impact is around the Title 1 team from VCCS as their transition is not a clean lift and shift as their work crosses many functions, and several individuals took alternative positions at VCCS; and the registered apprenticeship team transitioned without senior leadership due to a retirement and transfer to another agency. The assistant director for registered apprenticeship has since been named and is the senior leader of the team. We are actively recruiting for current vacant positions in both program areas.



APPENDIX D: COMMUNICATIONS AND CHANGE MANAGEMENT

A robust, formal communications and change management plan was developed and executed upon to connect all transitioning staff ahead of their transition to Virginia Works. These engagement activities provided team members moving to the new agency with valuable opportunities to connect with leadership, ease any concerns, and maintain continuity of operations. Among the regular communications tools deployed are the following:

Town Halls: Ten agency-wide meetings have been hosted by the leadership team that provide major transition updates and an opportunity for staff to hear directly from agency leadership. These occur monthly. The town halls to date have addressed questions from staff on topics like parking, their future office space, human resource considerations, and other topics that brought up by participating staff. Given the completion of the functional transition, the Town Halls will now focus on the physical transition, connecting programs with each other to promote collaboration within the agency, and spotlighting employees and their work.

Virginia Works & Advance Newsletter: A monthly newsletter goes out to all transitioning employees and provides a deeper dive into transition activities, program highlights, and other fun and engaging information for employees of Virginia Works. Ten editions of newsletter have been delivered to date.

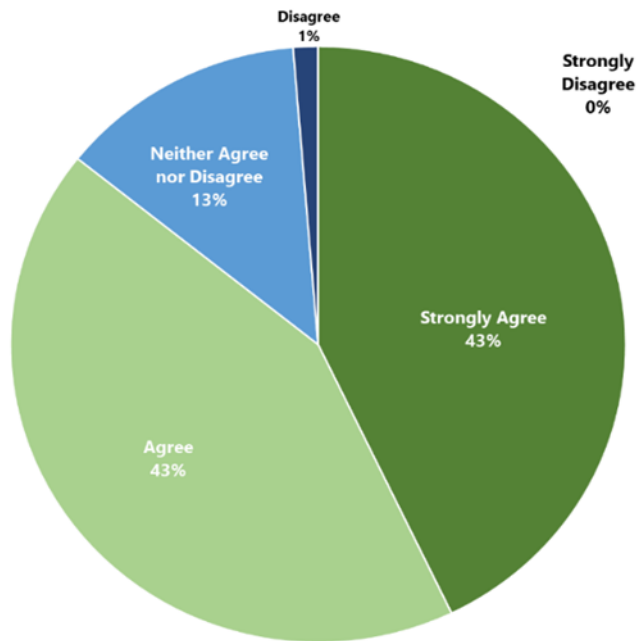
Office Hours: 30-minute virtual sessions that were offered to employees transitioning to the new agency to ask questions, pose any concerns and provide feedback. Fifteen office hour sessions were offered.

Managers Sync: Weekly and bi-weekly short meetings as needed with transitioning managers heading into the functional transition – depending on program size - leading up to, during, and after the transitioning month to check in, provide any resources, updates, collect feedback and any need for extra support. Five syncs were hosted.

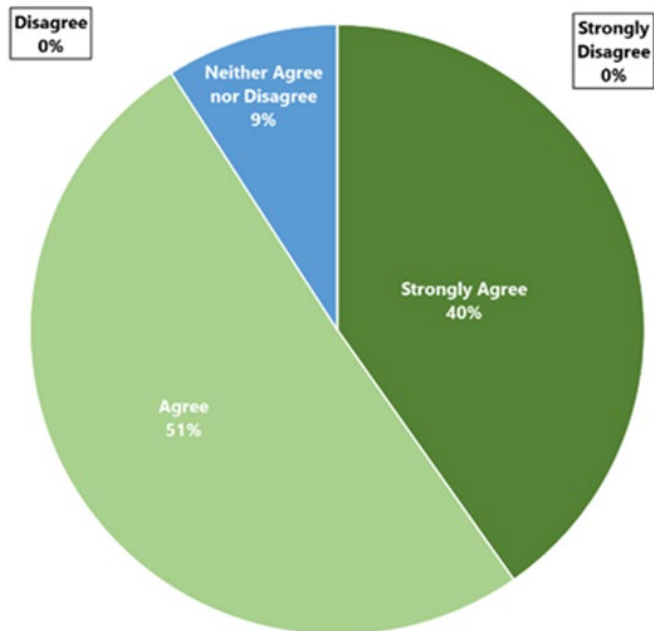
Surveys: Pre- and post-transition surveys are provided to each group of transitioning employees and feedback is informs the iteration of future materials. Nine surveys were delivered. Below are the results from the submitted post-transition surveys collected across all employees who transitioned to the new agency.



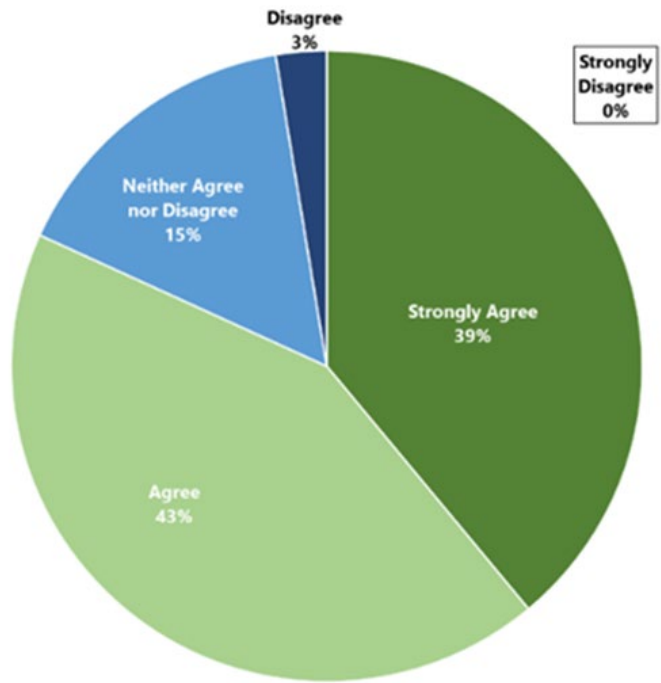
My Program's Functional Transition to Virginia Works went smoothly.



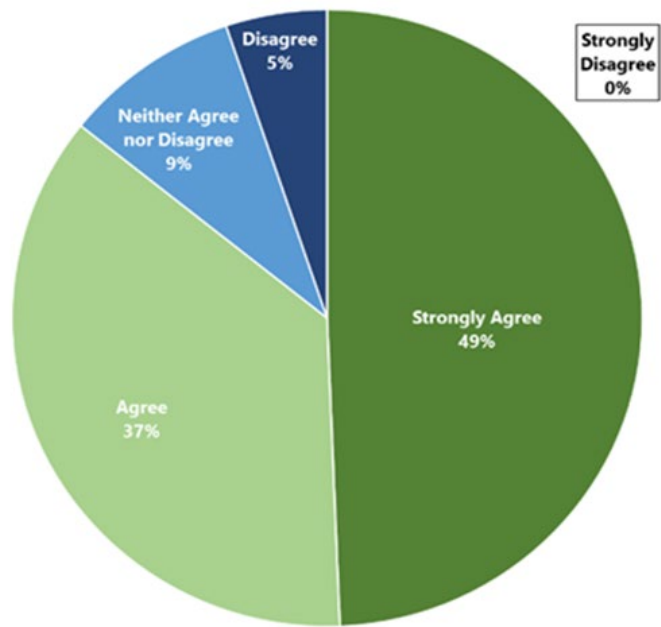
I Received Sufficient Communications from the Transition Team Regarding my Program's Functional Transition to Virginia Works throughout the Transition Process.



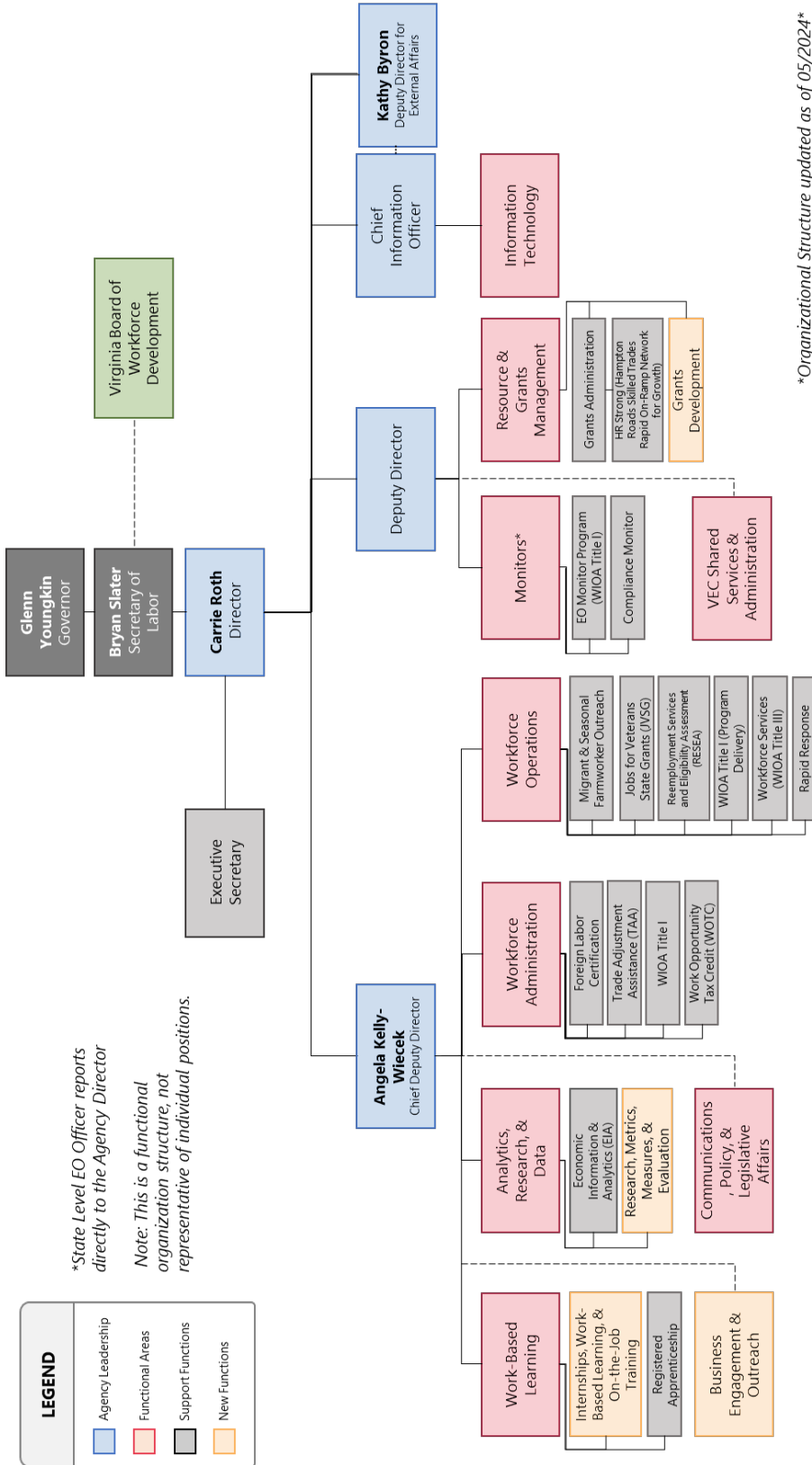
The Engagement Opportunities and Resources that the Transition Team Provided Sufficiently Prepared me for my Program's Functional Transition to Virginia Works.



My Program's Functional Transition to Virginia Works has not disrupted my day-to-day work.



APPENDIX E: VIRGINIA WORKS ORGANIZATIONAL CHART



*State Level EO Officer reports directly to the Agency Director
 Note: This is a functional organization structure, not representative of individual positions.

Organizational Structure updated as of 05/2024



APPENDIX F: MEETING MINUTES

Meeting minutes for the 07/25/2023, 09/29/2023, 11/29/2023, 03/27/2024, and 05/29/2024 meetings can be found at <https://www.labor.virginia.gov/workforce-transition/>

APPENDIX G: WORKFORCE ECOSYSTEM PROGRAM CATALOG

The catalog begins on the next page and is updated per the programs that were identified or reported metrics during the Q1 collection process.





Virginia's Workforce Ecosystem Catalog

Last Updated June 24, 2024

Navigating this Document

Virginia's workforce development programs & services are varied – they serve the broad and unique needs of Virginians throughout their career journeys, from preparing for a first job to switching occupations – and the needs of Virginia's businesses that gainfully employ them. Programs typically fall into four categories:



WORKFORCE EDUCATION & TRAINING

Offered by an education or training provider with the goal of providing quality education and/or training resulting in a credential leading to employment.

- *EXAMPLE: Postsecondary Career and Technical Educations (PERKINS, VCCS)*



BUSINESS SERVICES

Tailored to the talent needs of targeted businesses and sectors, with the goal of filling open roles with qualified individuals that meet employers' needs.

- *EXAMPLE: Virginia Job Investment Program (VEDP)*



SUPPORTIVE WORKFORCE SERVICES

Focused on providing and coordinating additional services that assist individuals in attaining employment, including transportation, housing, and childcare, as well as support in locating job opportunities and identifying workforce education and training programs.

- *EXAMPLE: Refugee Support Services Program (DSS)*

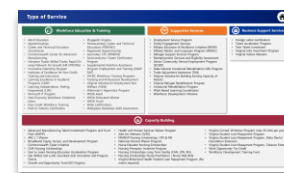


CAPACITY BUILDING

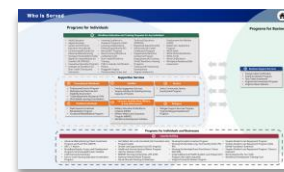
Improving the Commonwealth's capability to produce, perform, or deploy workforce development programs and services supporting individuals and businesses.

- *EXAMPLE: Growth and Opportunity Fund (GO Virginia, DHCD)*

This catalog includes one page for every program and a summary of all programs by..



By primary **type of service** provided – [Click Here!](#)



By **who is served** (individuals or businesses) – [Click Here!](#)



By **industry sector** – [Click Here!](#)



By **Secretariat** – [Click Here!](#)



By **geographic area** – [Click Here!](#)

Virginia's ecosystem of programs and services helps us serve dual customers



**Looking for Additional
Detail on a Program?**

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Programs that are highlighted gray are in the process of submitting their information and will be catalogued in the next round of updates. PLEASE NOTE: The catalog is updated per the programs that were identified or reported metrics during the Q1 collection process.

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Workforce Education and Training





This program is administered by *Superintendent Dr. Lisa Coons* and *Director of the Office of Career, Technical, and Adult Education Dr. J. Anthony Williams*

What it Does

Adult education providers teach academic, civic, and employability skills that lead to higher wages, transition learners to further education and training, increase learners' English language proficiency, and help parents become more involved in their children's education.

According to the 2016-2020 American Community Survey, over 640,000 Virginia adults do not have a high school diploma or high school equivalency credential, and many more lack literacy in key areas such as math, English proficiency, or workforce preparation skills.

Who it Serves

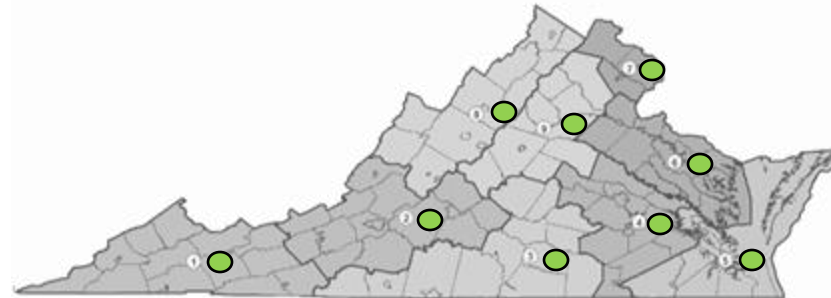
Adult education serves youths and adults with or without a high school credential who have basic skill needs. Over 60% of our students are enrolled to improve their English proficiency.

Eligibility Requirements:

Adult education serves youths and adults over the age of 18. Youths between the ages of 16-18 may be served if they have been released from compulsory attendance. There is no residency or citizenship requirement.

Where it Operates

Adult education is provided in all communities in the commonwealth. See our map and directory [here](#).



How it Achieves Results

Adult education is provided in partnership with other WIOA services, coordinating services within local workforce development areas to align career pathways and serve local businesses. In addition to providing academic and employability services, integrated education and training (IET) programs prepare and support learners to earn industry-recognized credentials. IET programs account for approximately 10% of all adult education enrollment; see planned IETs at the [IET Blueprint map](#). Adult education is also offered in local and regional correctional facilities across the state.

Why it Matters

Adult education serves the workforce of today with over half of enrolled students attending while employed. Attendance prepares adult learners for further education, training, and career advancement. Those who earn a secondary or industry-recognized credential can see significant wage progression.

Adult education is a minority-serving program, enrolling over 77% of students who identify as non-White and nearly 67% who started their education outside of the U.S. Each year, Virginia's adult education programs serve thousands of internationally trained professionals who enroll to improve their English language proficiency so that they may integrate more fully into civic and economic life in the U.S.





This program is administered by the Director, Deputy Director, Superintendent of Education, and Asst. Superintendent of CTE Programs

What it Does

Collaboration between CTE Program instruction and workforce programming for those enrolled in a registered Department of Labor and Industry Apprenticeship program (DOLI).

Mission:

To prepare adult inmate students to reenter society with advanced career ready skills for successful employment and to enhance overall public safety.

Who it Serves

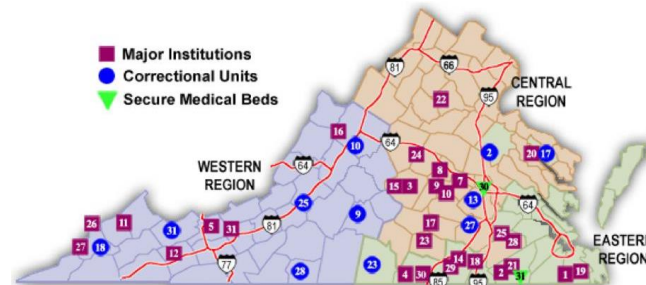
Inmates are directly served by providing workforce ready skills. The Commonwealth is served through releasing inmates who are prepared to work, less likely to recidivate and become productive citizens.

Eligibility Requirements:

Students must hold or be eligible for employment within VADOC in a position and correctional facility registered by DOLI.

Where it Operates

VADOC Apprenticeship programs are offered in VADOC operated facilities.



How it Achieves Results

The Apprenticeship programs for VADOC utilizes workforce training in collaboration with trade knowledge to provide students with critical skills in construction trades, barbering, cosmetology, culinary arts and other careers for life changing opportunities. All programs are registered with DOLI and for those trades applicable opportunities to be licensed through Department of Professional and Occupational Regulation (DPOR).

Why it Matters

VADOC is committed to improving public safety throughout Virginia. At 20.6%, Virginia has one of the lowest recidivism rates in the country. Inmates who completed Apprenticeship Programs had a significantly lower recidivism rate at 1.8%. Additionally, completing Career and Technical Education (CTE) programs has proven to result in longer employment tenure and for a higher rate of pay compared to those who have not.

Additional Information on Recidivism:
<https://vadoc.virginia.gov/general-public/recidivism-studies/>





Career Technical Education | Virginia Department of Corrections

This program is administered by the Director, Deputy Director, Superintendent of Education, and Asst. Superintendent of CTE Programs

What it Does

Teach adult inmates workforce ready skills.

Mission:

To prepare adult inmate students to reenter society with skills for successful employment and enhance overall public safety.

Who it Serves

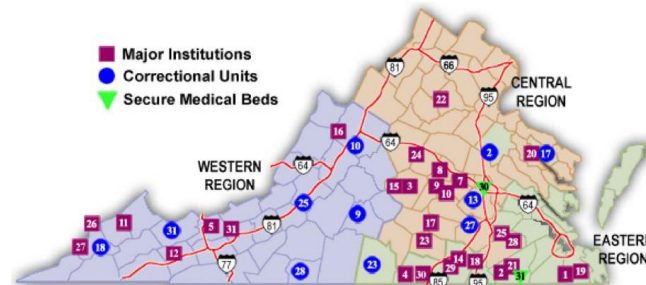
Inmates are directly served by providing workforce ready skills. The Commonwealth is served through releasing inmates who are prepared to work, less likely to recidivate and become productive citizens.

Eligibility Requirements:

Students have prescribed Reading and Math minimum requirements for each of the programs

Where it Operates

VADOC Vocational Career and Technical Education (CTE) programs are offered in VADOC operated facilities.



How it Achieves Results

Vocational programs at VADOC utilizes hands on learning in concert with critical knowledge growth to provide students with critical skills in construction trades, technical careers, and many other careers for life changing opportunities. All programs have Industry based certifications as a key ingredient to this success.

Why it Matters

VADOC is committed to improving public safety throughout Virginia. At 20.6%, Virginia has one of the lowest recidivism rates in the country. Inmates who completed CTE Programs had a significantly lower recidivism rate at 12.4%. Additionally, completing Career and Technical Education (CTE) programs has proven to result in longer employment tenure and for a higher rate of pay compared to those who have not.

Additional Information on Recidivism:
<https://vadoc.virginia.gov/general-public/recidivism-studies/>





Commonwealth Center for Advanced Manufacturing | VIPC

Program Owner: John Milton-Benoit, CCAM President and CEO | **Agency Head:** Joe Benevento, VIPC President and CEO

What it Does

CCAM's primary focus is R&D for advanced manufacturing. They accelerate talent through industry driven initiatives: [GO TEC](#), [FAME](#), [immersive internships](#), industry training, and [college course development](#).

Mission:

CCAM creates opportunities for research solutions and innovation to address today's most pressing advanced manufacturing challenges.

Who it Serves

GO TEC supports STEM education for 6th-8th graders in partnership with local industries. FAME provides an apprentice-style Associate degree program for high school graduates. CCAM's acclaimed internship program welcomes students from ODU, UVA, VT, VSU, and VCU. Member organizations receive skills training. Eligibility varies by program.

Where it Operates



How it Achieves Results

CCAM achieves result by fills gaps in talent education with industry driven training. Partners include K-12, community college, Virginia research universities, economic development organizations, federal and state entities, and small, medium and large manufacturers. The salary potential for an engineer exceeds the national average.

Why it Matters

For the third consecutive year, CCAM has been named one of Virginia's Top Employers for Interns by the Virginia Talent + Opportunity Partnership. CCAM's intern program is designed to equip interns with immediately applicable technical skills, paired with dedicated mentors and essential business "soft skills."

"My CCAM internship taught me how to work in a team of drastically different skillsets. Both in school and in previous employment, I had very little ability to work with those outside of the computer/data science departments, but at CCAM, researchers are each skilled at their specializations and work together in cross-department teams to complete some impressively diverse projects."

~2023 CCAM intern

Learn more about CCAM here: <https://ccam-va.com/>





This program is administered by Shawn Avery, President & CEO

What it Does

Hampton Roads STRONG supports workforce development efforts for the skilled trades in Hampton Roads.

Mission:

To grow the pipeline of skilled workers in Hampton Roads needed to support critical industry sectors (e.g., Shipbuilding, Ship Repair, Emerging Offshore Wind.)

Where it Operates

Denote here the region(s) your program operates by placing the green dot on the map below.



Why it Matters

Hampton Roads STRONG represents a true public-private partnership that will help close the current gap between the extensive and growing demand for capable skilled tradespersons and the necessity for stable careers offering a family sustaining wage for those who most need them.

Who it Serves

Underserved communities, underemployed individuals, minorities, and non-traditional participants.

Eligibility Requirements:

Virginia Resident, 18+, Registered for Selective Service & Eligible to Work

How it Achieves Results

We ensure the strategic alignment of efforts that facilitate meaningful employment and economic growth by preparing existing and emerging workforce to meet the needs of industry. Workforce training support and coordination will be provided by the Community College Workforce Cooperative.

Of the 325 participants to be served, 60% will come from this targeted effort. And of the program completers, we anticipate 80% job placement with regional employers.





To be added





This program is administered by *Dr. David Doré*.

What it Does

Develop and improve workforce training programs targeted at high-demand, high-growth workforce needs as recognized by today's employers at Virginia's community colleges.

Mission:

Type here why your program was created and the need it fills

Who it Serves

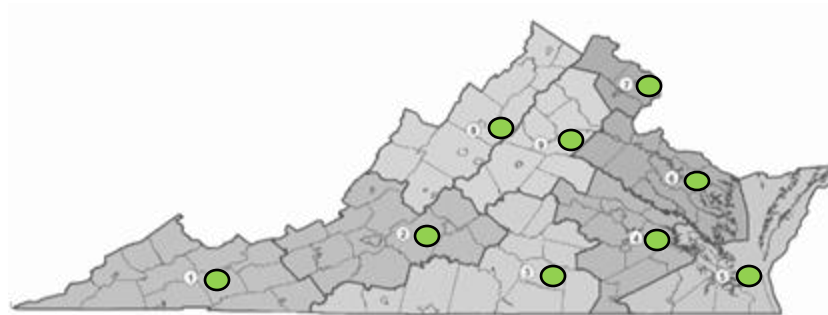
Workforce training programs at Virginia's community colleges.

Eligibility Requirements:

Must be one of the 23 community colleges in Virginia.

Where it Operates

Operates throughout the entire state of Virginia.



How it Achieves Results

Community Colleges work with local business and industry to determine training needs, coordinate with local economic development personnel, the local workforce training council, and other providers.

Why it Matters

- *During Fiscal Year 2023, colleges provided 31,468 individuals with noncredit workforce training in 2,379 courses. The types of workforce instruction include courses that provide skills upgrades, such as training in information technology, leadership and supervision, and project management. Selection of these courses is driven by the specific needs of local employers and the short-term workforce needs of individual community members.*



New College Institute Workforce Training Programs – “NCI”



To be added





New Economy Workforce Credential Grant – “Fast Forward” | SCHEV

Program Owner: Tom Allison | **Agency Head:** Scott Fleming

What it Does

Noncredit workforce training that leads to a credential in a high-demand field

Mission:

(i) Create and sustain a supply of credentialed workers for high-demand occupations (ii) expand the affordability of workforce training and credentialing; and (iii) increase the interest of current and future Virginia workers in technician, technologist, and trade-level positions.

Who it Serves

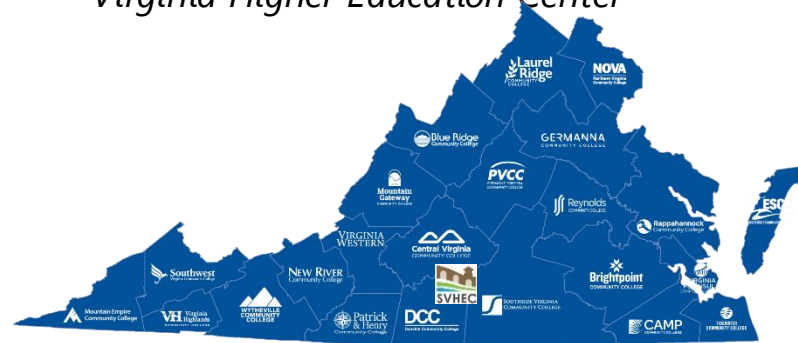
WCG serves individuals interested in affording and pursuing credentials in high-demand fields. The program helps employers fill open positions in key fields.

Eligibility Requirements:

The program's financing is 100% performance-based and requires student-level data reporting.

Where it Operates

All community colleges and Southern Virginia Higher Education Center



How it Achieves Results

WCG programs have high success rates (completion 94% and credentialing 71%). Completers' wages increase \$9,350, or 38%, in the 12 months. Since its inception in 2017, WCG has grown to enroll over 13,000 students in FY 2023.

Why it Matters

In seven years, WCG programs have enrolled 59,353 individuals and conferred 42,352 credentials. WCG fulfills needs in ten industry sectors:

*Computer and Mathematical
Construction and Extraction
Education, Training, and Library
Healthcare Practitioners and Technical
Healthcare Support
Installation, Maintenance, and Repair
Office and Administrative Support
Production Public Administration
Transportation and Material Moving*





Post-secondary Perkins | Virginia Community College System

This program is administered by the Carl D. Perkins Career and Technical Education for the 21st Century Act *under the U.S. Department of Education and the Virginia Department of Education*

What it Does

Perkins V affords states and local communities the opportunity to implement a vision for CTE that uniquely supports the range of educational needs of students — exploration through career preparation — and balances those learners needs with the current and emerging needs of the economy.

Where it Operates



Why it Matters

Perkins V reflects the 100-year federal commitment to Career Technical Education (CTE) by providing federal support for CTE programs and focusing on improving the academic and technical achievement of CTE learners, strengthening the connections between secondary and postsecondary education and improving accountability.

Who it Serves

Career and technical education programs and programs of study in Virginia's Community Colleges

Eligibility Requirements: *All colleges are eligible for Perkins V funding. Colleges must submit an annual state application to include certificate of insurances and performance assessments.*

How it Achieves Results

Colleges ensure CTE capacity building by leveraging Comprehensive Local Needs Assessments (CLNA) with local and regional Labor Market Information (LMI) to sustain and advance CTE programming.

Learn more about the program here: [VDOE-Perkins V](#)





Registered Apprenticeship | Virginia Works

This program is administered by *Carrie Roth, Virginia Works* and *Donna Carvana, Assistant Director of Registered Apprenticeship*

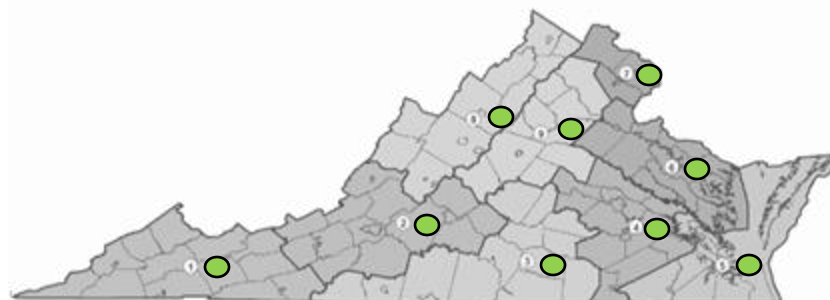
What it Does:

Registered Apprenticeship (RA) is a training system that combines on-the-job training and related classroom instruction to produce highly skilled workers. The program offers a portable, nationally-recognized credential within the apprentice's industry.

Mission: The Virginia Registered Apprenticeship (RA) Division's mission is to develop a highly skilled workforce to improve opportunities for business and employees in the Commonwealth and to contribute to economic development and quality of life for all Virginians.

Where it Operates

RA is a statewide workforce development program.



Why it Matters

Registered Apprenticeship Programs (RAPs) are beneficial for both employers and apprentices. They develop a steady talent pipeline, decrease turnover, improve productivity, and create diversification among teams. There is recent momentum in RA across many sectors, due to the tight labor market, the rising cost of traditional post-secondary education, and the demand for a more skilled workforce. States across the country have successfully expanded RAPs by providing direct support to employers, aligning efforts between multiple state agencies, and capitalizing on federal funding opportunities. Continued collaboration between states and employers, regardless of their size or location, is essential to adapt and scale RAPs in in-demand and non-traditional sectors in response to the evolving economic and workforce landscape.

Who it Serves

Registered Apprenticeship has programs to meet the needs of both employers and career seekers, in both public and private industry.

Eligibility Requirements:

Interest in developing skill sets for a skilled occupation

How it Achieves Results

Registered apprenticeship is most successful when connected to overall workforce, education, and economic development goals. Key stakeholders in registered apprenticeship and youth apprenticeship include federal, state, and local governments, employers in a wide variety of industries, K-12 and postsecondary education providers, and apprentices themselves. Additional partners include community-based organizations, workforce leaders, and industry associations. Moreover, non-traditional partners like vocational rehabilitation providers, faith-based organizations, and others can offer important support services that increase apprentices' likelihood of successful program completion and help employers adjust programs to meet individuals' needs.





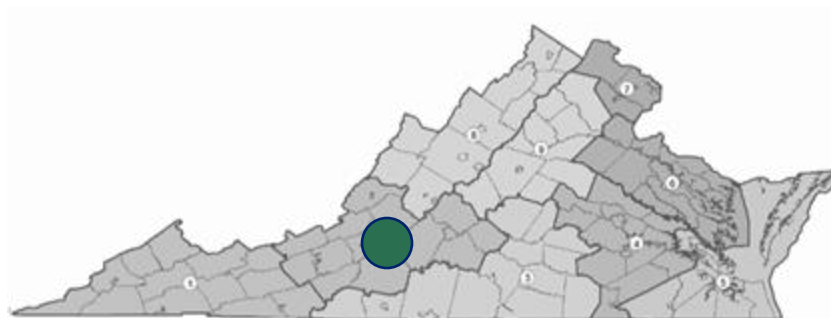
This program is administered by *Dr. Kay Dunkley, Executive Director, of the Roanoke Higher Education Authority, a political subdivision of the Commonwealth of VA*

What it Does

Mission:

The Roanoke Higher Education Center develops partnerships and maintains a state-of-the-art learning facility that provides citizens of the Roanoke region access to training, certifications, and degrees.

Where it Operates



Why it Matters

Eleven college and workforce partners deliver programming at the Center: CodeVA, JMU, ODU Global, RU, Region 5 Adult Ed., Sovah School of Health Professions, TAP-This Valley Works, VCU, VSU, VT, and VWCC.

Since the Center opened in 2000, over 14,000 individuals have received certificates, endorsements, and degrees. In FY 23, we celebrated 945 program completers, the majority completing workforce training.

The 2019 Economic Impact Study reveals the Center contributes \$10 million annually to the Roanoke region and graduates who stay in the area contribute another \$6 million.

Who it Serves

RHEC expands access to education and training at all levels from earning a GED, receiving a degree, and obtaining workforce certificates and endorsements. Over 100 programs of study are available.

Eligibility Requirements:

Each college and workforce agency set their own admission criterion and tuition rates.

How it Achieves Results

- Partnering with college and workforce agencies*
- Delivering services to support the success of students*
- Hosting an educational testing center to administer graduate and distance learning exams, standardized tests, prior learning assessments, and industry specific tests*
- Providing classroom and meeting space, including laboratories and distance learning technology*





This program is administered by *Superintendent Dr. Lisa Coons* and *Director of the Office of Career, Technical, and Adult Education Dr. J. Anthony Williams*.

What it Does

The Strengthening Career and Technical Education for the 21st Century Act (Perkins V), is the federal legislation impacting career and technical education (CTE) programs in the Commonwealth and around the country.

Mission:

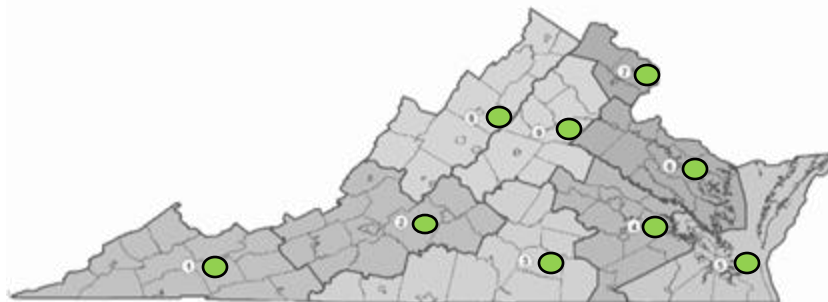
To develop the academic knowledge and technical and employability skills of secondary education students who enroll in CTE programs and programs of study.

Who it Serves

CTE programs in Virginia public schools serve more than 708,000 students in one or more CTE courses in grades 6-12.

Where it Operates

CTE programs in Virginia's 131 public school divisions serve more than 708,000 students in one or more CTE courses in grades 6-12.



How it Achieves Results

These programs are designed to prepare secondary students for productive futures while meeting the Commonwealth's need for well-trained and industry-certified technical workers.

Why it Matters

CTE programming links secondary and postsecondary education in a sequenced series of courses, aligns curriculum with industry-validated standards and credentials, and provides hands-on, work-based learning experiences that enable students to apply their skills.

CTE Graduates 1 year later (2022-23):

- 72% Enrolled in Post-Secondary
- 16% Employed Full Time
- 6% Employed Part Time
- 4% Military
- 1% out of Labor Force
- 1% Unemployed





Semiconductor Career Certification Program | VAST

This program is administered by *Insert here the name(s) of your Agency Head and Program Owner*

What it Does

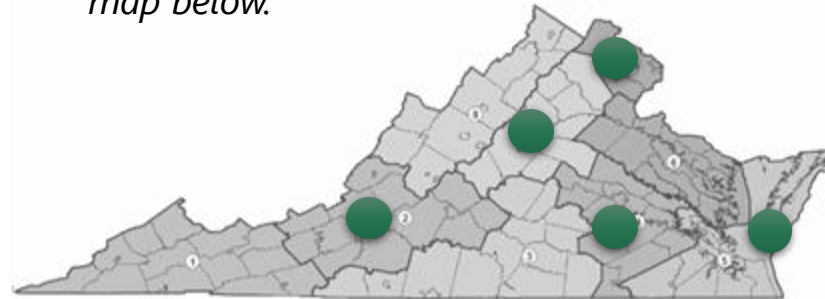
VAST is a collaborative network of semiconductor, microelectronics, nanotechnology industries, and Virginia colleges and universities providing access to state-of-the-art research facilities and training programs to bolster workforce access in addition to advocating the growth of semiconductors.

Mission:

VAST and its partners work to advance semiconductors in Virginia.

Where it Operates

Denote here the region(s) your program operates by placing the green dot on the map below.



Why it Matters

VAST and its partners are working together to reduce the time and cost between concept, creation, and prototype implementation for new semiconductor innovations.

The Fast Track to Semiconductor Careers workforce training programs provide valuable certifications to bolster workforce access in rapidly evolving fields and meet industry needs.

VAST's initiatives lay a foundation for future growth that will:

- Inspire and engage K-12 students in future careers in semiconductor and nanotechnology industries through STEM camps and lab tours.*
- Expand internship, scholarship, fellowship, and apprenticeship opportunities*
- Serve as an advocacy organization for attracting federal funding and private sector investment within the semiconductor and nanotechnology industry*

Who it Serves

VAST serves semiconductor industry, academic institutions, small businesses, adult learners, K-12 students and teachers, underrepresented communities, veterans.

Eligibility Requirements:

Adult learners and veterans need to have a high school diploma or equivalent and be English literate.

How it Achieves Results

Students who successfully complete the VAST Fast Track to Semiconductor Careers training program will be ready for internships and entry-level careers in the semiconductor industry.



Southern Virginia Higher Education Center | SVHEC

This program is administered by *Betty Adams, Executive Director* and *David Kenealy, Chief Workforce Training Officer*

What it Does

The SVHEC advances the regional economy by providing access to college degrees & job training for in-demand careers, by sparking interest among K-12 students for these careers, & by acting on shifting employer needs.

Mission:

The SVHEC's mission is to advance Southern Virginia's economic potential through education, innovation, and collaboration.

Who it Serves

*The SVHEC serves **adults** with access to college degrees and short-term, credential-based training; **K-12 students** with access to college & career readiness opportunities & dual-enrollment technical training; **industry** with customized training; and **educational partners** with staffing & program support like that provided through the Healthcare Training Hub.*

Where it Operates

The SVHEC serves the Southern Virginia region.



How it Achieves Results

The SVHEC develops career pathways in key sectors including information technology, healthcare, advanced manufacturing, technical trades, and engineering. Collaborating with education partners, business and industry, localities, and public workforce, the SVHEC has become a critical driver of regional economic development.

Why it Matters

The skilled worker shortage means well-paying technical jobs are going unfilled across southern Virginia. In October 2023, the SVHEC, Halifax County Public Schools, and community & business partners hosted the first "CTE Showcase and Community Call to Action" to build awareness about Career & Technical Education (CTE) opportunities. The CTE Showcase introduced & connected an audience of almost 400 students, parents & community members with the CTE resources to start pathways to these in-demand careers.

The SVHEC's Career Tech Academy offers high school students technical training in five career tracks to earn college credit and industry-recognized credentials. Students may also complete a Registered Apprenticeship.



Southwest Virginia Higher Education Center (SWVHEC)



To be added





Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) | Virginia Department of Social Services

This program is administered by Acting Commissioner James Williams and Economic Assistance and Employment Manager Mark Golden.

What it Does

SNAP E&T is part of the Commonwealth's workforce development system. It is a multi-component employment and training program designed to assist SNAP recipients with their employment and training needs.

Mission:

The mission of SNAP E&T is to assist SNAP recipients with opportunities that will lead to paid employment and decreased dependency on assistance programs.

Where it Operates

There are currently 36 SNAP E&T local agencies in Virginia. For a complete list, visit:
dss.virginia.gov/benefit/snap/employment.cgi



Why it Matters

Virginia's SNAP E&T program has played a vital role in providing employment and training opportunities to a historically underserved population. Through program efforts, SNAP E&T participants have achieved an average wage of \$16.41 per hour, which exceeds the state's minimum wage of \$12.00 per hour by \$4.41 or an average of an additional \$568.89 earned per month.

(As of March 2024 and based on an average of 30 hours worked per week.)

Who it Serves

SNAP recipients interested in employment and training services.

Eligibility Requirements:

Must be a current SNAP recipient in Virginia.

How it Achieves Results

SNAP E&T provides employment and training services, such as job search, adult education, vocational training, and work experience to SNAP participants.

Employment Services (Non-financial): Resume Writing, Employer Networking, Mock Interviews, Job Search & Application Training, Career Certifications.

Support Services (Financial): Work/Job Interview Attire, Transportation Assistance (Bus Passes, Gas Reimbursement, Car Repairs), Work Permits, Course Registration Fees.

Learn more about the program here: dss.virginia.gov/benefit/snap/employment.cgi





Training and Operations | Virginia Department of Fire Programs

This program is administered by *Brad Creasy, Executive Director & Jamey Brads, Chief of Training and Operations*

What it Does

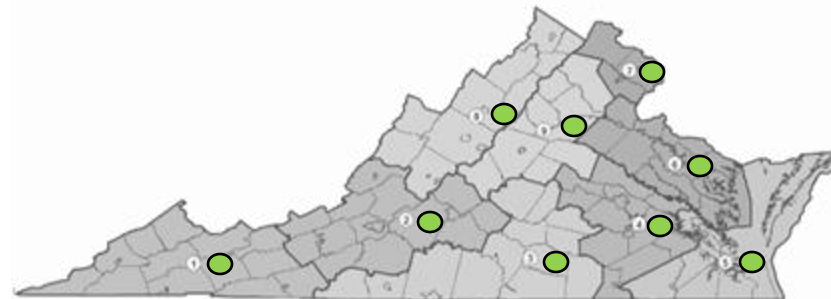
As the nationally-accredited fire service training entity in Virginia, the Agency provides training programs for both career and volunteer fire service professionals throughout the Commonwealth.

Mission:

VDFP is committed to enhancing public safety throughout the Commonwealth.

Where it Operates

VDFP's Training and Operations operates throughout the entire state of Virginia.



Why it Matters

Virginia Department of Fire Programs provides no cost training to all fire service localities in the Commonwealth. 70% of the Commonwealth's firefighting workforce is comprised of Virginians who serve in a volunteer capacity.

With 25 accredited certification programs, and 140+ attendance-based trainings VDFP leaves an indelible mark on the public safety of Virginians.

Who it Serves

VDFP serves the entire Commonwealth of firefighters both career and volunteer.

Eligibility Requirements:

To participate, stakeholders must be actively affiliated with a volunteer or career fire service locality.

How it Achieves Results

As an Authority Having Jurisdiction state, VDFP provides:

- *Guidance through standardized curriculum development/delivery that meets or exceeds national standards*
- *Nationally accredited certification testing that establishes a workforce of excellence in public safety*
- *Funded training to the volunteer workforce through a dedicated instructor cadre*





To be added





Virginia Initiative for Education and Work (VIEW) | Department of Social Services

This program is administered by Acting Commissioner James Williams and Economic Assistance and Employment Manager Mark Golden.

What it Does

VIEW provides employment and training services such as job readiness training, job search assistance, and job skills training. The program also provides supportive services such as transportation and childcare.

Mission:

VIEW assists families living in poverty to achieve the goal of self-sufficiency.

Where it Operates

VIEW is operated at the 120 local departments of social services, which represent every city and county in the Commonwealth.



Why it Matters

The families served in VIEW have income below 50% of the federal poverty level. They lack the income necessary to meet basic needs. VIEW helps these families obtain employment income, reduces the need for public assistance, and reduce the likelihood of involvement in the child welfare system.

Who it Serves

The VIEW program serves individuals who are receiving Temporary Assistance for Needy Families (TANF).

Eligibility Requirements:

All adult recipients of TANF must participate unless disabled, caring for a child under one or incapacitated adult, over 60, or in college full-time.

How it Achieves Results

Each VIEW case manager develops an individualized plan for a client with a goal of obtaining employment with family-sustaining income. Barrier removal is combined with employment and training activities to assist participants. Partners include community colleges, other state agencies, and nonprofits.





Partnering with NASA, Industry, and Institutions to Provide STEM Education, Promote STEM Research, and Prepare a Diverse STEM Workforce.

What it Does

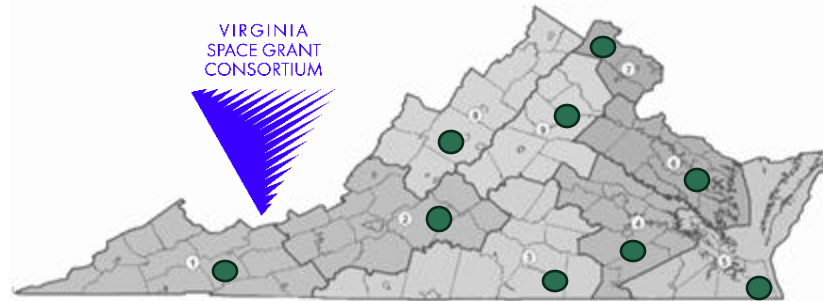
Mission:

The Virginia Space Grant Consortium (VSGC) acts as an umbrella organization, coordinating and developing quality aerospace-related, high technology, educational, workforce development and research efforts throughout the Commonwealth.

Chris Carter, Director (cxcarter@odu.edu)

Where it Operates

VSGC serves as a statewide catalyst for STEM education and workforce development and serves every region in the Commonwealth of Virginia.



Why it Matters

- 95% of VSGC participants pursue STEM studies or employed in STEM careers.
- Every NASA Space Grant dollar leveraged by at least \$4 from other sources.
- > 22,000 K-12 students impacted.
- > \$9 million awarded in scholarships and fellowships.
- ~20,000 educators received professional development.
- > 40% female participants
- > 25% underrepresented minority participants
- > 6,000 Paid STEM Internships provided



Chris Jones participated in VASTS in 2016 and now works on the Northrop Grumman Antares team at NASA's Wallops Flight Facility

Who it Serves

VSGC provides programs for the entire STEM ecosystem including students, teachers, faculty, researchers, industry, organizations, and others.

VSGC actively seeks partnerships to increase and diversify participation in the STEM pipeline.

How it Achieves Results

Commonwealth STEM Industry Internship Program (CSIIP); Scholarships and Fellowships; Free STEM Courses and Summer Academies in Partnership with NASA; NASA Internships; Educator Professional Development; Faculty Research Opportunities; Uncrewed Systems Education; Pilot Training





Virginia Talent + Opportunity Partnership (V-TOP) | SCHEV

Program Owner: Alisha Bazemore (Assistant Director of Innovative Work-Based Learning Initiatives) | **Agency Head:** Scott Fleming

What it Does

V-TOP, a partnership between the State Council of Higher Education for Virginia (SCHEV), the Virginia Chamber Foundation (VCF), and the Virginia Business Higher Education Council (VBHEC), advocates for, supports, and seeks to expand paid and credit-bearing internships and work-based learning opportunities in the Commonwealth.

Mission:

SCHEV/V-TOP's mission is to ensure every graduate of a Virginia two-year and four-year institution has participated in at least one paid or credit-bearing student internship or work-based learning (WBL) opportunity.

Who it Serves

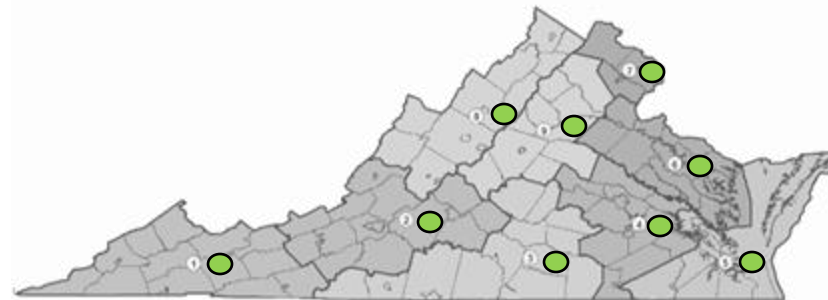
V-TOP serves students, institutions of higher education, and employers within the Commonwealth of Virginia seeking to enhance internship readiness and contribute to the state's distinction in higher education and talent pathways.

Eligibility Requirements:

V-TOP's resources are guided by statute (Va. Code § 23.1-903.4) and aim to support the readiness needs of students, employers, and institutions of higher education in Virginia, with varying eligibility requirements for each stakeholder.

Where it Operates

V-TOP, a statewide initiative with a regional approach, aligns with the nine GO VA regions. Each region across the state is led by a public institution of higher education or higher education center.



How it Achieves Results

V-TOP develops resources to ensure that students, institutions, and employers are **internship-ready**. V-TOP resources created at the state level can be accessed through the nine regions. Using this approach, V-TOP deploys state-level resources to regional markets and connects employers, students, and institutions of higher education to internships and work-based learning opportunities within their region.

Why it Matters

VCU conducted a graduate outcome survey for SCHEV from 2007 to 2018, which provides valuable insights into the impact of internships as an extension of a student's education.

- The survey revealed that 58% of four-year and 24.4% of two-year graduates had completed a paid or unpaid internship.
- Moreover, 57% of four-year and 53% of two-year institutions reported that internships helped graduates secure job offers after graduation, regardless of whether they accepted them.





Waterman's Apprentices Program | Virginia Marine Resources Commission

This program is administered by Commissioner Jamie Green and Deputy Chief of Fisheries Joseph Grist

What it Does

Produces knowledgeable and proficient watermen committed to preserving our marine resources, promoting responsible fishing practices, and bolstering the economic growth of our seafood community.

Mission:

To empower individuals with the technical skills, hands-on experience, and individual guidance they need to thrive in a fulfilling career in the seafood industry and beyond.

Who it Serves

Young individuals looking to gain experience and access into an industry of self-motivated, hard working, and stewards of sustainable seafood.

Eligibility Requirements:

Age 12 and above.

Where it Operates



How it Achieves Results

The program pairs up apprentices with industry mentors for hands on training and oversight, with apprentices being granted educational permits providing limited use of commercial fishing gear for harvest and reporting training. The program is also open to those interested in the for-hire recreational fishing industry. The program has in development partnerships with several entities to provide hands-on safety training, business training,, as well as access to safety gear through the program.

Why it Matters

The seafood industry is facing unprecedented challenges in today's economy, to include: a workforce that is not replenishing itself as older members age-out; fisheries that are either facing reductions (because of past fishing effort or climate change impacts) or in need of development (new fisheries to be developed because of changes in species diversity and climate change); economic depression because of the cost of materials and gear to either maintain or start a new career in the industry; and a lack of accessible training to both traditional and non-traditional fishing communities to promote diversity in the workforce.

The programs target audience are the next generation of industry leaders and supporters and the application process is open to individuals 12 years of age and older, regardless of already possessing a Commercial Fishing License in the Commonwealth of Virginia.





This program is administered by Director Carrie Roth and the Title I Team

What it Does

Provides local workforce development areas oversight, technical assistance, and allocates funds to deliver individualized workforce services to eligible adults seeking employment

Mission:

Serve adults with one or more barriers to employment to attain skills training, credentials, and secure employment with career/promotional opportunities

Who it Serves

Adults seeking employment and advancement and business seeking workforce services

Eligibility Requirements:

- (a) *18 years of age or older,*
- (b) *has the legal right to work in the United States of America, and*
- (c) *has registered for the Selective Service if required by U.S. law*

Where it Operates

Statewide - through the 14 Local Workforce Development Areas (LWDAs)



How it Achieves Results

Work with, and through, the 14 Local Workforce Development Boards (LWDBs) that deliver business services and deliver individualized career services to adult clients to help them overcome barriers to employment, through training and other high-touch employment focused services. Partners include Titles II, III, IV, and DSS, among many others. Co-enrollment and braiding of funding are two methods of such collaboration.

Why it Matters

Giving individuals with barriers to employment, access to and opportunities for the employment, education, training, and support services they need to succeed in the labor market results in increasing employment, retention, earnings, and credentials for participants. These activities, as a result, improve the quality of the workforce, reduce welfare dependency, increase economic self-sufficiency, meet the skill requirements of employers, and enhance the productivity and competitiveness of the Commonwealth.

Priority Populations -

- *Veterans and Eligible Spouses*
- *Low-income Individuals*
- *Individuals receiving public assistance*
- *Individuals who are Basic Skills Deficient*

Learn more about the program here: <<https://viriniaworks.gov/>>



This program is administered by Director Carrie Roth and the Title I Team

What it Does

Provides local workforce development areas oversight, technical assistance and allocates funds to deliver individualized workforce services to eligible dislocated workers seeking employment

Mission:

Serve dislocated workers with one or more barriers to employment to attain skills training, credentials, and secure employment with career/promotional opportunities

Where it Operates

Statewide - through the 14 Local Workforce Development Areas (LWDAs)



Why it Matters

Giving individuals with barriers returning to employment, access to and opportunities for the employment, education, training, and support services they need to succeed in the labor market results in increasing employment, retention, earnings, and credentials for participants. These activities, as a result, improve the quality of the workforce, reduce welfare dependency, increase economic self-sufficiency, meet the skill requirements of employers, and enhance the productivity and competitiveness of the Commonwealth.

Priority Populations -

- Veterans and Eligible Spouses

Who it Serves

Dislocated workers seeking employment and business seeking workforce services

Eligibility Requirements:

- 18 years of age or older,*
- has the legal right to work in the United States of America,*
- has registered for the Selective Service if required by U.S. law, and*
- has been laid off through no fault of their own*

How it Achieves Results

Work with, and through, the 14 Local Workforce Development Boards (LWDBs) that deliver business services and deliver individualized career services to dislocated clients to help them overcome barriers to employment, through training and other high-touch employment focused services. Partners include Titles II, III, IV, and DSS, among many others. Co-enrollment and braiding of funding are two methods of such collaboration.

Learn more about the program here: <<https://virginiaworks.gov/>>



This program is administered by *Virginia Works, Commissioner, Carrie Roth and Robert E Henry, Program Coordinator*

What it Does

WIOA, Title I Youth Programs provide local workforce development areas oversight, technical assistance and allocate funds to deliver comprehensive services to eligible youth.

Mission:

Serve out-of-school youth and in-school youth, with one or more barriers to employment; to attain skills training credentials; and secure employment with career/promotional opportunities.

Who it Serves

Out-of-school youth (OSY) and in-school youth (ISY) and young adults between the ages 14-24

Eligibility Requirements:

An OSY/ISY is an individual who is: **(a) IS** or **Not** attending any school (as defined under State law); **(b)** Not younger than age 14 or older than age 24 at time of enrollment; and **(c)** One or more barriers to education/employment.

Where it Operates

Statewide - through the 14 Local Workforce Development Areas (LWDAs)



How it Achieves Results

Focus on Partnering – Co-enrollment encouraged where appropriate with **Titles II and IV**.

The allotment - is based on formula provisions including three factors: **(1)** the number of unemployed in areas of substantial unemployment; **(2)** the number of excess unemployed individuals; and **(3)** the number of economically disadvantaged youth.

Why it Matters

Priorities:

- **Out-of-School Youth**, between the ages of (16 – 24) – A minimum of **75 percent** of the Youth funds allocated to States and local areas, except for the local area expenditures for administration, must be used to provide services to OSY.
- **Work Experience** – Not less than **20 percent** of Youth funds allocated to the local area, except for the local area expenditures for administration, must be used to provide paid and unpaid work experiences. Focus on Partnering – Co-enrollment encouraged where appropriate with Titles II and IV.





Work Certifications | Virginia Department of Corrections

This program is administered by the Director, Deputy Directors, and Work Program Supervisors in Agribusiness, Food Service, Virginia Correctional Enterprises, Operations, and Architectural and Engineering

What it Does

Workforce training and skill building for inmates employed at the facilities in work programs. VADOC work program employed inmates have opportunities to earn nationally and regionally recognized industry-based credentials. These credentials are critical to improve post-release employment opportunities. Currently, reporting includes only those certifications earned with Department of Correctional Education, but other areas of the department offers work certifications: Agribusiness, Food Service, Virginia Correctional Enterprises, etc. A reporting solution is being worked on for these additional areas.

Mission:

To prepare adult inmate students to reenter society with career ready skills for successful employment and to enhance overall public safety.

Who it Serves

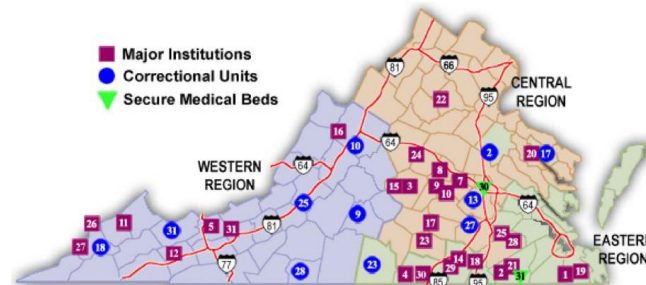
Inmates are directly served by providing workforce ready skills and certifications. The Commonwealth is served through releasing inmates who are prepared to work, less likely to recidivate and become productive citizens.

Eligibility Requirements:

Students must hold or be eligible for employment within VADOC in a position at a correctional facility. Each industry certification has requirements specific to the industry standard.

Where it Operates

VADOC Work Certification programs are offered in VADOC operated facilities.



Why it Matters

VADOC is committed to improving public safety throughout Virginia. At 20.6%, Virginia has one of the lowest recidivism rates in the country. Inmates who completed Workforce Certificate Programs had a lower recidivism rate at 15.3%. Additionally, completing Career and Technical Education (CTE) programs has proven to result in longer employment tenure and for a higher rate of pay compared to those who have not.

Additional Information on Recidivism:

<https://vadoc.virginia.gov/general-public/recidivism-studies/>

How it Achieves Results

The Workforce Certification programs for VADOC incorporate relevant job skills and on-the-job training programs with Industry Based Certifications. These certification programs provide a highly credentialed workforce within the facility and post release. Each certification program provides credentials based on the needs of the career pathway and the changing workforce opportunities.





This program is administered by *Zach Trogon and Mitch Huber*

What it Does

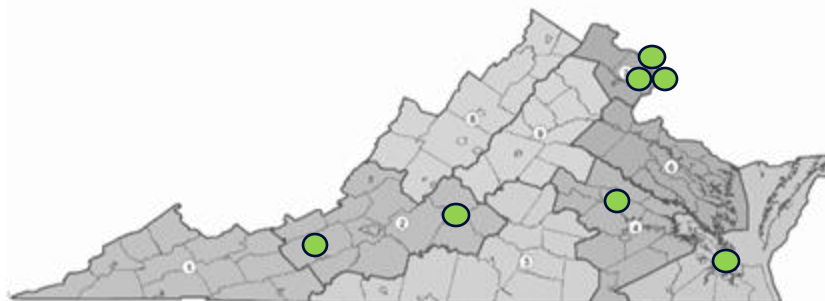
Support the Commonwealth's transit providers and localities in training the next generation public transportation workforce.

Mission:

Our program was created to increase awareness and interest in the public transportation and planning fields to ensure talent recruitment.

Where it Operates

WFD Grant Program is a statewide workforce development program.



*Based on currently active workforce development grant recipients

Why it Matters

Like many sectors, public transportation and planning are experiencing workforce attraction and retention challenges in the post-pandemic era. There is a renewed effort across the Commonwealth for more through workforce planning and our program can be a part of an agency's solution. From transitioning master mechanics to developing and training young talent DRPT has the tools available for our agencies to leverage. This is but one of multiple ways we support the grantees we serve in building up their technical and workforce capacity.

Who it Serves

Local/State Governments, Public Transit Operators, Planning Commissions, and others.

Eligibility Requirements:

Be an eligible applicant and fulfill application and reporting requirements found in our Grants Application Manual.

How it Achieves Results

Our program has enabled our many agencies to inspire countless interns and apprentices to pursue a career in public transportation. Eligible recipients have been able to develop talent pipelines and ensure smooth workforce transitions.



Business Services





This program is administered by *Director Carrie Roth*

What it Does

Administer the H-2A and H-2B visa programs, by which employers bring foreign guest workers to fill seasonal labor needs.

Mission:

Promote job opportunities to test the labor market and ensure that the importation of foreign workers does not adversely affect the wages and working conditions of US workers similarly employed. Deliver services efficiently and effectively.

How it Achieves Results

VA Works staff review job orders for compliance with state and federal regulations and program requirements. Staff inspect farmworker housing to be used in connection with H-2A job contracts, conduct surveys to monitor labor market conditions, and facilitate compliance for successful use of the programs.

Where it Operates

In every part of the Commonwealth.

Who it Serves

Employers and temporary / seasonal workers in agriculture and other industries such as landscaping, hospitality, seafood processing, and recreation, who are experiencing or anticipate a labor shortage.

Eligibility Requirements:

H-2A employers must have job opportunities that are agricultural in nature. Both H-2A and H-2B employers must have a seasonal or temporary need for workers in the proposed job opportunity.

Why it Matters

Agriculture is Virginia's largest private industry with an economic impact of \$82.3 billion annually. Agricultural employers and other employers with seasonal labor needs are experiencing decreased availability of domestic workers. The use of foreign guest workers is a lifeline for some companies who report that their businesses would be shuttered without the H-2A and H-2B programs. In these industries, seasonal patterns dictate planting and harvesting deadlines, timelines for fulfilling services to customers, and short time periods where the business needs to earn their revenue. Lack of a labor force during these crucial times can be catastrophic for such a business.





This program is administered by *Jason El Koubi and Mike Grundmann*

What it Does

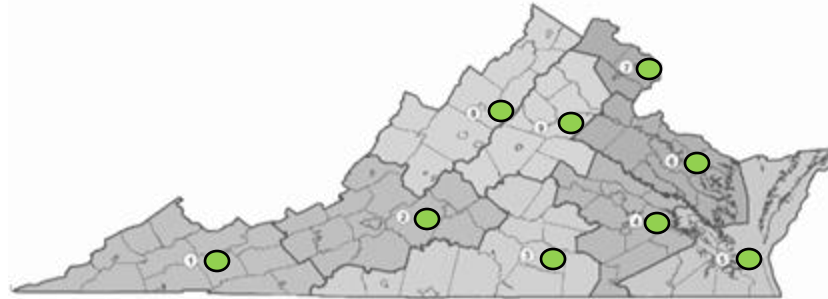
Delivers recruitment and training services fully customized to an eligible company's unique processes, job tasks, standards, and culture

Mission:

Helps Virginia win the competition among states for coveted job creation projects by delivering a higher level of workforce support

Where it Operates

The Virginia Talent Accelerator Program operates throughout the entire state of Virginia.



Why it Matters

Since becoming operational in 2020, the program has helped Virginia secure over 13,000 new job announcements. In 2023, the Talent Accelerator was recognized as the nation's #1 workforce incentive by Business Facilities and has been ranked #2 by Area Development for three consecutive years. This recognition helps Virginia get considered for more job creation projects, and the program's superior services help Virginia win more competitions among states. The program is particularly helpful to small towns and rural Virginia because manufacturers tend to prefer those locations and the Accelerator primarily supports manufacturers.

Who it Serves

Serves new & existing businesses considering Virginia for an eligible job creation project

Eligibility Requirements:

Eligibility is limited to businesses that meet job creation and wage thresholds, and are considering multiple states for the project

How it Achieves Results

By delivering recruitment and training services that are more immediate, customized, and comprehensive, the Talent Accelerator differentiates Virginia from competing states. To complement the services delivered by its expert, in-house team, the Accelerator partners with the nearest Community College.





This program is administered by the Secretary of Finance, in consultation with other designated reviewers. The Virginia Economic Development Partnership (VEDP) and the State Council of Higher Education for Virginia (SCHEV) provide support.

What it Does

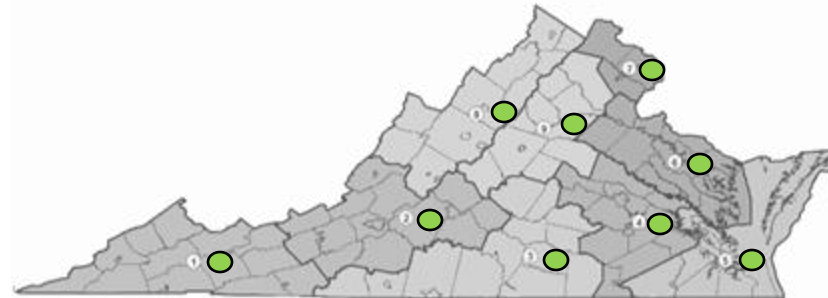
TTIP is a \$1.1 billion 20-year performance-based funding program to encourage postsecondary institutions to produce more Computer Science graduates.

Mission:

TTIP was designed to help meet employer demand for tech talent.

Where it Operates

Institutions across the Commonwealth receive TTIP funding.



Why it Matters

As of the 2022-2023 fiscal/academic year, institutions were collectively exceeding their targets.

- *1,689 additional BS graduates*
- *652 additional MS graduates*

Who it Serves

Fifteen public institutions of higher education participate in TTIP.

Eligibility Requirements:

Participating institutions committed to producing more BS and MS graduates in Computer Science and related fields.

How it Achieves Results

TTIP provides operating expense support, equipment support, and capital support to institutions to expand and enhance their Computer Science and related programs.



This program is administered by Jason El Koubi, President & CEO and Tim Stuller, Vice President of Regional Talent Solutions and Business Outreach

What it Does

The Virginia Jobs Investment Program (VJIP) is a discretionary economic development incentive that provides funding and services to qualifying companies to offset the cost of new job creation or upskilling in conjunction with new or expanding operations.

Mission:

Foster business and economic growth by incentivizing companies to invest in job creation and upskilling.

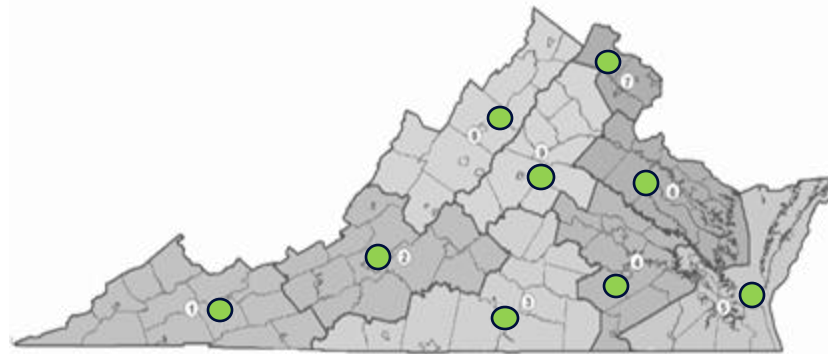
Who it Serves

VJIP serves companies locating or expanding in Virginia that meet the incentive criteria.

Eligibility Requirements:

- At least 51% of revenue must be derived from outside of VA
- Only full-time jobs supported paid at least 120% of VA minimum wage plus benefits
- Depending on company size:
 - Minimum threshold of job creation or jobs retrained
 - Minimum threshold of capital investment
 - Competitive with another state or country

Where it Operates



How it Achieves Results

VJIP stimulates business investment and job creation by offsetting a company's recruitment and training costs. Staff facilitates holistic talent development support in response to the unique needs of each project through partnerships with regional workforce and education providers.

Partners include:

- Virginia Community College System
- 4-Year Colleges and Universities
- Virginia Works
- Virginia Career Works
- Career & Technical Education Providers
- Local and Regional Economic Developers

Why it Matters

VJIP is one of Virginia's most widely used discretionary incentives to support business expansions. The incentive is performance based with flexible criteria to support large and small traded-sector businesses. VJIP is state funded and is paid as a cash grant directly to the business.

In addition to administering the VJIP incentive, staff provide recruitment and training consultative support, including introductions to and coordination with regional workforce and education partners and programs.

During FY2019 to FY2023 the Virginia Jobs Investment Program impact included:

- 248 business projects supported
- Potential creation of 30,000+ new jobs
- Projected capital investment over \$4.1B
- Projects in 76 Virginia localities





Virginia Values Veterans | Department of Veterans Services

Agency Head: Commissioner Chuck Zinger; Director Patrice Jones, Program Administrator: Transition and Employment Deputy Director Jasmine Gore

What it Does

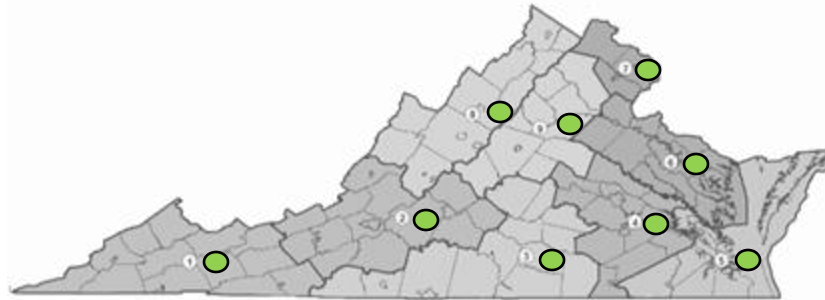
The Virginia Values Veterans (V3) Program trains and certify employers on national best practices to recruit, hire, train, and retain veterans and military-affiliated job seekers. The V3 Program also provides transition assistance, to include employment, entrepreneurship, and career readiness, to military job seekers.

Mission:

The Virginia Values Veterans (V3) Program is a Virginia Department of Veterans Services Program whose mission is to educate and train employers throughout the Commonwealth on the Value of Virginia's Veterans, and to help employers connect with these personnel assets to maximize the productivity of their workforce.

Where it Operates

The V3 Program operates throughout the entire state of Virginia.



Why it Matters

The V3 program has certified 3,500 organizations who have agreed to establish best practices for veteran workforce development. More than 135,000 veterans have been hired by V3 certified companies.

Who it Serves

The V3 Program serves employers, organizations and military-affiliated individuals (Transitioning service members, veterans, National Guard/Reservists, Military Spouses, and dependents.)

Eligibility Requirements:

V3 program participants must be veterans, transitioning service members, or military spouses of veterans and/or transitioning service members and employers.

How it Achieves Results

The V3 Program utilizes a regional based program model to manage one-one-one relationships with both the employer and military job seekers. Employers are provided technical assistance and pathways to recruit, hire, train and retain talent. Job seekers are provided tools, resources and assistance to prepare for transition, training, business creation and employment. Job seekers and employers are connected through various platforms to facilitate return on program investment and pathways to employment.



Supportive Workforce Services





Program Owner: Dr. Robert Walker | **Agency Head:** Carrie Roth, Commissioner, Virginia Works

What it Does

The Wagner Peyser program provides basic and individualized career- and training-related services to Virginia job seekers, and helps employers fill their workforce needs with job-seeking Virginians.

Mission:

to be the conduit for ensuring collaboration within the American Job Centers in accordance with governing laws and regulations to facilitate the identification and or creation of employment opportunities for job seekers and the hiring of qualified job seekers by Virginia's employers to fill their open positions.

Who it Serves

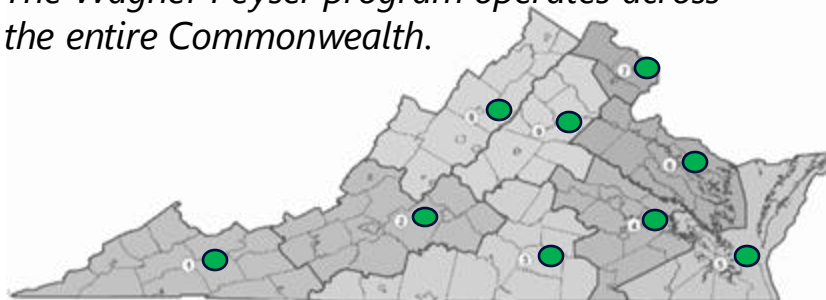
The Wagner Peyser program serves anyone eligible to work in Virginia and performs outreach to employers.

Eligibility Requirements:

There are no specific eligibility requirements for this program. Employment services are provided at no cost to the universal population.

Where it Operates

The Wagner Peyser program operates across the entire Commonwealth.



How it Achieves Results

The WP program consists of a variety of employment-related labor exchange services including, but not limited to:

- job search assistance
- job placement assistance
- re-employment services
- work registration for unemployment insurance claimants
- recruitment services to employers

Services are provided through three methods: self-service, facilitated service, and staff-assisted services.

Specialized services are also made available to veterans, migrant and seasonal farmworkers, and individuals with disabilities

Why it Matters

The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices, now known as the Employment Service. The Employment Service seeks to improve the functioning of the nation's labor markets by bringing together individuals seeking employment with employers seeking workers.

In February 2024, Virginia boasted a population of 8,001,024 with a labor force of approximately 4,547,751; of which 4,424,565 were actually employed.

Ninety six percent of Virginia employers have fewer than 50 employees. The Wagner Peyser Program in collaboration with the partners within the American Job Centers ensures that every business regardless of size has the qualified job seekers it needs to be successful.

The WP program fills a very specific niche in the overall State Workforce Delivery System by serving the hardest to serve Virginia job seekers who have barriers to employment.



Family Engagement Services (FES) | Department of Social Services

This program is administered by Acting Commissioner James Williams and FES Team Program Manager Gregory Harrison.

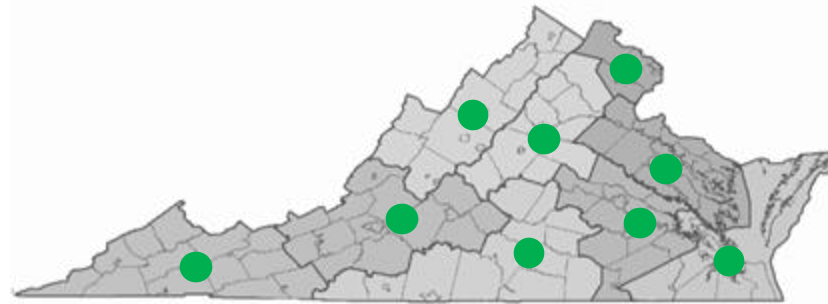
What it Does

FES provides intensive case management to noncustodial parents facing challenges in housing, transportation, food insecurity, mental health, substance use, or other barriers to child support payment compliance and offers them the opportunity to overcome obstacles so they are better able to provide emotional and financial support for their children.

Mission:

FES serves as a program agent for assigned child support cases to engage families for success so they have the financial and family support they need to grow and thrive.

Where it Operates



Why it Matters

A noncustodial parent found a positive path forward after contacting the FES call line. He expressed his willingness to do whatever was necessary to get back on track with making consistent payments. He authorized FES to share his details with partners who offer job support. An FES Workforce Liaison collaborated with Goodwill Industries in Richmond to help connect the parent with a job. FES was delighted to help the parent embark on this new chapter in his new career despite the previous employment challenges he had encountered. A wage withholding was filed in conjunction with his new job, and he began making payments toward his child support case. This case highlights the positive outcomes when a parent participates in FES and exemplifies procedural justice in support of parents and children.

Who it Serves

Noncustodial parents facing barriers with an open, active child support case.

Eligibility Requirements:

Noncustodial parents identified as having barriers and who have expressed an interest in participating in services

How it Achieves Results

FES uses the procedural justice case management model to engage parents with community partners to achieve the primary goals of:

- *Addressing parents' reasons for nonpayment*
- *Promoting positive engagement with the child support program and the other parent*
- *Improving the consistency of payments*
- *Reducing arrears*
- *Minimizing the need for continued enforcement actions and sanctions, and*
- *Minimizing the need for contempt actions against parents*





Agency Head: Commissioner Chuck Zinger; Director Patrice Jones. Program Administrator: Education Deputy Director Tramaine Carroll-Payne; Program Manager: John Hall

What it Does

The Military Education and Workforce Initiatives (MEWI) assists Veterans and service members with their transition from active duty to civilian life.

Mission:

MEWI enhances employment opportunities for Virginians who have served in the United States Military, and their spouses, by providing a pathway to education, training, certifications, and technology.

Who it Serves

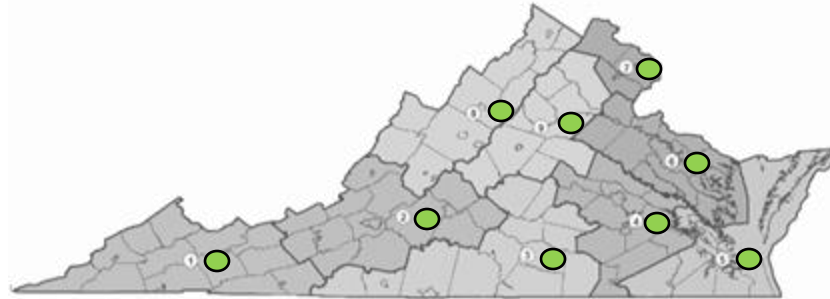
MEWI serves Active-Duty Service members, Veterans, Spouses, and Dependents,

Eligibility Requirements:

For the Virginia SkillBridge Program- You must be an active-duty service member within 180 days of your end of service. For other initiatives eligibility is determined by proof of service, and/ or marital/ dependent status.

Where it Operates

MEWI operates throughout the entire state of Virginia.



How it Achieves Results

For the Virginia SkillBridge Program- Internships provide critical training, and networking before transition and are intended to lead to direct employment offers. MEWI Initiatives- Provides technology, credentialing, and certification in industry-leading fields.

Why it Matters

Lt Col Russell B. Cuenca:

"My internship started on Tuesday, January 2, 2024. , I was exposed to the Operations Officer's day-to-day activities which centered on compliance with the Federal Aviation Administration Part 139 guidance and regulations. Activities included daily observations and inspections on the movement areas of the airfield, supporting airlines and tenant requests, monitoring wildlife hazards, and addressing safety hazards. This was a successful and beneficial internship, because I was focused on a specific project, the SMS implementation, while still observing the Operations Officer's airport duties."

This SkillBridge internship leads directly to employment through the networking and skills learned within.



Agency Head: Commissioner Chuck Zinger; Director Patrice Jones, Program Administrator: Transition and Employment Deputy Director Jasmine Gore; Program Manager: Antwon Jacobs

What it Does

The Military Medics and Corpsmen program MMAC provides healthcare employment opportunities for those medical transitioning service members, veterans and military spouses.

Mission:

OFFER CAREER AND CREDENTIALING PATHWAYS FOR VETERANS AND MILITARY SPOUSES SEEKING EMPLOYMENT IN VIRGINIA'S HEALTHCARE SYSTEM

Who it Serves

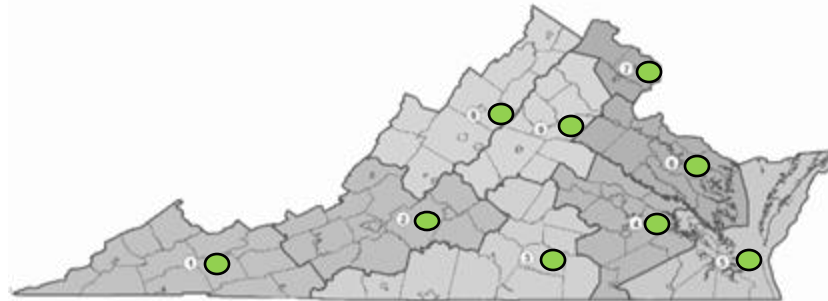
MMAC services healthcare transitioning services members, veterans and military spouses

Eligibility Requirements:

- MMAC pathway- within 12 months of ETS date, perform 19 of 39 MMAC skillsets within 12 months of application with MMAC
- NO Vet Left Behind- Healthcare background with valid healthcare license/certification
- Healthcare Leadership- Managerial experience while in the service and secondary education
- Military spouse- healthcare experience

Where it Operates

MMAC operates throughout the entire state of Virginia.



Why it Matters

MMAC is a necessary program that provides healthcare employment for TSMs, veterans to transition from the military to the civilian sector to fill vacant healthcare positions around the Commonwealth.

How it Achieves Results

MMAC achieves results from working with healthcare partners around Virginia who are interested in hiring healthcare veterans for open positions within their organizations.





This program is administered by Virginia Works and Brett Tavel

What it Does

Assists businesses and impacted employees experiencing layoffs and closures.

Mission:

To help at-risk businesses and employees impacted by layoffs plan through proactive engagement, education, and empowerment to get Virginians back to work quickly.

Who it Serves

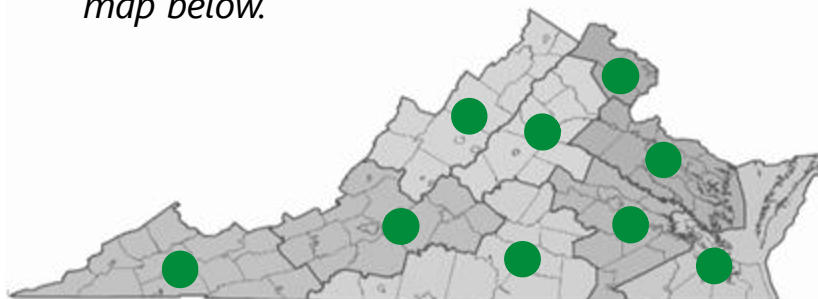
Businesses and dislocated workers.

Eligibility Requirements:

Businesses that are experiencing layoffs and closures who wish to participate.

Where it Operates

Denote here the region(s) your program operates by placing the green dot on the map below.



How it Achieves Results

Rapid Response partners with a variety of workforce partners such as the one-stop partners, local boards, TAA, Social Security, and EnrollVA. Solutions are designed based on employee and business interest and need, but focused on getting dislocated workers reemployed or in training prior to layoffs.

Why it Matters

Layoff Event: Augusta Correctional Center, Craigsville, VA

Number Impacted: 218

Type of Event: WARN

Final Date of Layoff: 06/30/2024

The notice of layoff was announced on 12/15/2023. Rapid Response provided initial services on 01/04/2024 prior to the Craigsville Town Hall Meeting where connections were made with the HR Director for the VA DOC. An on-site Rapid Response Employer Briefing was conducted to provide information regarding how to best serve those impacted by the layoff including information pertaining to Unemployment Insurance (UI), Enroll VA, Social Security Administration, WIOA Training, registration for job services and access to targeted hiring events. As of 04/16/2024, 204 of the impacted workers had been placed into employment. Hiring events are scheduled to be held for the 14 remaining workers who will leave employment as of 06/30/2024. It is projected that none of these workers will require UI.





This program is administered by Director Carrie Roth and Program Manager Stephen LaRosée

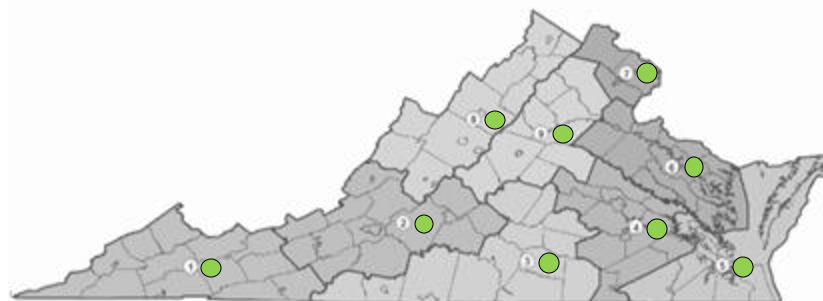
What it Does

RESEA provides targeted employment services to UI claimants likely to exhaust benefits.

Mission: *Reduce UI duration through improved employment outcomes; Strengthen UI program integrity; Promote alignment with the vision of WIOA, and; Establish RESEA as an entry point to other workforce system partners.*

Where it Operates

RESEA operates throughout the entire state of Virginia.



Why it Matters

RESEA participants collect fewer weeks of benefits versus all claimants, saving employers higher UI taxes while contributing to the Commonwealth's economic growth.

Participants are more successful in returning to work sooner, earning higher wages and retaining their jobs because they gain access to workforce services providing skills training and certifications as well as supportive services in the community to overcome socioeconomic barriers to employment.

RESEA also helps safeguard the UI programs integrity by monitoring for potential overpayments or fraud.

Who it Serves

Unemployment Insurance recipients deemed most likely to exhaust their benefits before returning to work.

Eligibility Requirements: RESEA selects claimants after first payment that do not have a return-to-work date, and are not seeking reemployment through a union hall, to include newly separated active-duty service members.

How it Achieves Results

RESEA uses evidence-based interventions and intensive one on one services to assist claimants develop and implement a SMART reemployment plan and facilitates referrals to workforce (WIOA Title I & III) and community partners to overcome barriers to gaining better employment.





Refugee Support Services Employment Program (RSSEP) | Department of Social Services

This program is administered by Acting Commissioner James Williams and RSSEP Program Owner Kyle Olden.

What it Does

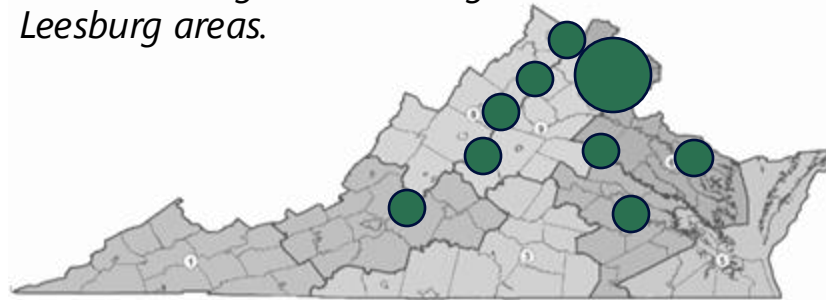
RSSEP provides employment services to eligible individuals for up to five years from their date of arrival or eligibility.

Mission:

The mission of RSSEP is to promote early self-sufficiency and social integration for refugees living in Virginia.

Where it Operates

RSSEP operates in the Northern Virginia, Charlottesville, Roanoke, Richmond, Newport News, Fredericksburg, Harrisonburg, Winchester, and Leesburg areas.



Why it Matters

RSSEP provides employment services geared toward assisting newcomers in securing gainful employment and joining Virginia's workforce. It empowers them to become self-sufficient and socially integrated, and reduces the need for public benefits.

Who it Serves

RSSEP serves clients who are in the country legally and eligible for employment through federal services. This includes refugees, asylees, special immigrant visa holders, Cuban and Haitian entrants, trafficking victims, and parolees from Afghanistan and Ukraine. Eligibility is determined by the federal government.

How it Achieves Results

RSSEP uses culturally competent employment services to fast-track newcomers into jobs, and follows up with them for up to five years to assist with job upgrades, training, language learning, and other services to enhance their employability.

Learn more about the program here: dss.virginia.gov/community/ona



Senior Community Service Employment Program | DARS

Supportive
Services



This program is administered by the Virginia Department for Aging and Rehabilitative Services

What it Does: The Senior Community Service Employment Program (SCSEP) is a community service and work-based job training program for older adults, authorized by the Older Americans Act. The program provides training for low-income, unemployed older adults. Participants also have access to employment services through American Job Centers.

SCSEP participants gain work experience in a variety of community services activities while they enhance and provide needed services to their communities. Participants have access to outside training, including digital literacy courses, occupational certifications, resume and interview skills, and community college courses that prepare them for employment. SCSEP is also administered by three national grantees in Virginia.

Who it Serves: SCSEP serves low-income older adults with barriers to employment.

Eligibility Requirements: SCSEP participants must be age 55 or older, unemployed, with a family income at or below 125% of the Federal Poverty Level. Participants must also have barriers to gaining employment. These barriers may include having a disability, being homeless or at risk of homelessness, having low literacy, among other barriers.

Where it Operates

Programs operate statewide.



How it Achieves Results

Fosters economic self-sufficiency by enabling participants to move into unsubsidized employment in the public and private sectors and benefits both participants and the communities they serve. Participants are assigned to non-profit or government organizations to learn job skills and are paid minimum wage during their assignments. They are offered outside training and support that increases their ability to gain unsubsidized employment.

Why it Matters

Impact of SCSEP Services

- In FFY23, DARS SCSEP participants provided 121,212 hours of paid community service..*
- In FFY23, 111 older adults were served through the DARS SCSEP.*
- In FFY23, the median monthly wages of SCSEP participants who gained employment was \$3,600.*
- Studies have shown that continued engagement of older adults with the community causes better physical and mental health outcomes, and reduction in isolation for older adults.*
- SCSEP promotes self-sufficiency and reduces the need for benefits like SNAP and TANF.*

Learn more about the program here: [SCSEP](#)





Vocational Rehabilitation (VR) Program | DARS

The VR program is administered by DARS under the leadership of Kathryn Hayfield, Commissioner.

What it Does: *DARS supports Virginians with disabilities and older Virginians' efforts to secure independence, inclusion and integration in their communities. The agency specifically supports employment through the vocational rehabilitation (VR) program and the Senior Community Service Employment Program (SCSEP). Examples of services that may be provided through VR include: Youth Transition Services; Rehabilitation Technology; Job-related Services; Supported Employment; Environmental Modifications; Training; Placement; and Business Development*

Mission: *To improve the employment, quality of life, security, and independence of older Virginian, Virginians with disabilities, and their families.*

Who it Serves: *VR assists individuals with disabilities (no age limit) and SCSEP assists older adults with employment.*

Eligibility Requirements VR: *Have a disability, this disability is a barrier to employment but you want to work, and you are present in Virginia.*

Where it Operates

Programs operate statewide.



How it Achieves Results

VR – Works with clients to provide individualized services to help individuals reach their employment goal. Partners with employers to provide a rich talent pool to meet their business needs. Increased focus on quality jobs and outcomes.

Why it Matters

Impact of DARS Services:

Success Story: [Regina Root: Road to Recovery and Return to Employment – YouTube](#)

- *22,236 clients were served in FFY23.*
- *In FFY22, 58% of our clients were employed at 2nd quarter post exit from DARS.*
- *In FFY22, 65% of clients remained employed with the same business a year after exit from DARS.*
- *Virginia ranked 4th among 52 states and territories with regard to the number of credentials our clients obtained.*



This program is administered by *Roger Bushell, Trade Act Program Manager, and Carrie Roth, Commissioner of the Dept. of Workforce Development & Advancement.*

What it Does

TAA provides aid to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports or jobs shifting overseas.

Mission:

The goal is to help trade-impacted workers return to suitable employment by providing a variety of benefits and reemployment services. Workers may be eligible for training, job search assistance, relocation allowances, income support and other reemployment services.

Who it Serves

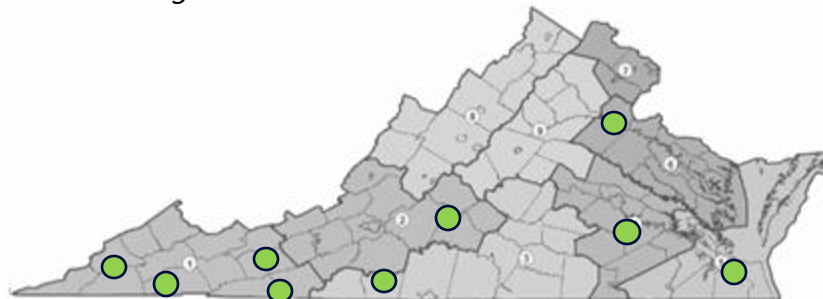
Trade-impacted worker groups who are determined to be eligible by the U.S. Department of Labor through submission of a TAA petition.

Eligibility Requirements:

Once a worker group is determined to be eligible, individual workers must then apply for benefits and services through the TAA program in the state of their trade-impacted employment.

Where it Operates

The Virginia Trade Team covers the entire state and staff are located in Virginia Works offices throughout the state.



How it Achieves Results

Trade Navigators research layoffs and file TAA petitions on behalf of trade-impacted workers and employers. Once a worker group is certified as eligible for TAA, the Trade team provides outreach to individuals about TAA benefits and services. Trade Case Managers then work with individual trade-affected workers to help apply for benefits, enroll in training, and provide job search to find suitable employment.

Why it Matters

Since 2010, there have been over 37,000 workers in Virginia determined by the Department of Labor to be trade-impacted and eligible for TAA benefits.

In FY 2022 (most recent DOL data):

- *Virginia had 725 TAA program participants.*
- *76.3% of participants attained a credential through TAA training benefits.*
- *99% of pre-participation wages were replaced in post-participation employment.*





Virginia Initiative for Building Earning Capacity of Parents (VIBES) | DSS

This program is administered by Acting Commissioner James Williams and Program Initiatives Manager Elaina Bills.

What it Does

VIBES is a demonstration project to improve earnings and child support compliance for unemployed and underemployed noncustodial parents in Virginia.

Mission:

The proposed services have a proven track record of boosting earnings, ensuring child support compliance, and aligning with Virginia's workforce development priorities.

Where it Operates



Why it Matters

VIBES will enhance earnings and ensure child support compliance among unemployed and underemployed noncustodial parents in Virginia. The theory of change guiding the proposed interventions outlines two desired outcomes. First, it will connect noncustodial parents to sectoral training programs and whole-family coaching to increase employment and earnings. Second, it will increase employment and earnings, leading to higher and more consistent child support payments.

Who it Serves

VIBES will serve those located in the Petersburg and Washington/Bristol areas.

Eligibility Requirements:

VIBES is open to noncustodial parents who owe \$500 or more in open child support cases, have limited or no recent employment, and have no outstanding warrants for failure to comply with court orders.

How it Achieves Results

As of April 2024, VIBES is currently in the procurement stage and has not yet begun implementation.

Learn more about the program here: (N/A)





This program is administered by *Dr. Rick Mitchell, Commissioner and Megan Hall, Vocational Rehabilitation and Workforce Services Director*

What it Does

The Vocational Rehabilitation (VR) program provides vocational and rehabilitative services to individuals who are blind, deafblind, or vision impaired to assist them to prepare for, secure, retain, advance in or regain competitive integrated employment that considers their unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.

Mission:

The VR program was created to help people with disabilities go to work and stay employed, and to help businesses hire people with disabilities.

Who it Serves

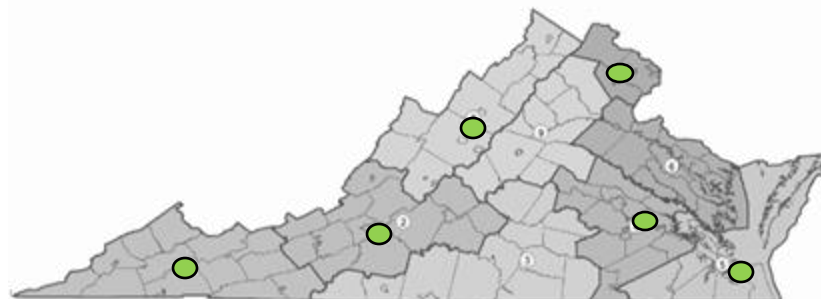
At DBVI the VR program serves both individuals and businesses.

Eligibility Requirements:

Individuals are determined eligible if they have a medically documented vision impairment that results in a barrier to employment.

Where it Operates

DBVI has six Regional Offices to serve people throughout Virginia.



How it Achieves Results

VR services may include but are not limited to; training to assist individuals in adjusting to the loss of vision; vocational and adjustment counseling; post-secondary school or vocational training, eye surgery and/or eye treatment for a limited number of individuals; adaptive equipment for training and/or employment; rehabilitation engineering services to modify training and/or job sites; customized and supported employment services. DBVI partners with the State Rehabilitation Council, consumer advocacy groups, and community partners in the implementation of the VR program.

Why it Matters

*To assist Virginians with vision impairments to go to work or stay employed **in 2023 DBVI VR** provided:*

- Career and training services to over 1000 individuals*
- Business services to over 100 businesses in Virginia*
- Pre-employment training services to over 400 students aged 14 to 22*

In 2023 *121 people became employed after they completed their VR services.*





Amy Floriano: Director

Leo Akujuobi, Community Engagement Business Developer, Data Owner

What it Does

Through its Workforce Development Initiative (WDI), Virginia Department of Juvenile Justice (VADJJ) provides quality workforce preparation programming that equips the justice-involved youth under its care with the knowledge, skills, and abilities to successfully seek, secure, sustain, and succeed in gainful employment in high-demand occupations in Virginia, while enabling them to pursue advance training and education leading to acquisition of industry standard trade credentials and post-secondary college certifications.

Mission:

Empowering justice-involved youth population under VADJJ care with the tools to break the cycle of incarceration, rediscover their deferred dreams, and rebuild their lives through effective workforce preparation, career development, access to wraparound supportive services, and gainful employment.

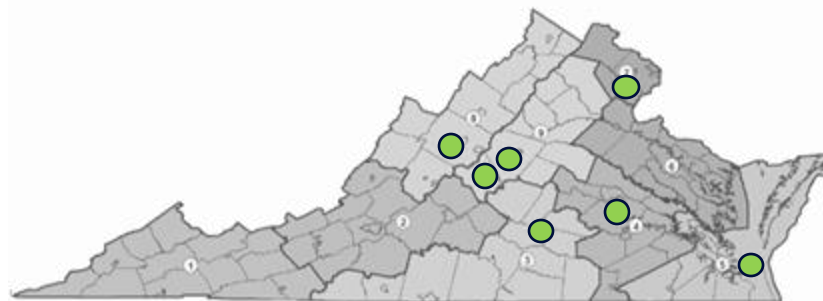
Who it Serves

VADJJ workforce development initiative and its associated preparatory class and vocational trades target both high school-age and post-secondary justice-involved youth in the Commonwealth of Virginia. Among others, our programs take into account the human capital needs of employers and colleges.

Eligibility Requirements:

Eligibility depends on participants' needs, age (up-21), educational status, legal, regulatory policies, rules, regulations, and related court sentencing mandates.

Where it Operates



How it Achieves Results

Beyond availability of effective needs-driven and evidence-based vocational trades, VADJJ achieves its desired workforce results through provision of continuing education/training and effective identification and engagement with employers and related reentry service stakeholders (DARS, DSS, Virginia Career Works, VCCS, Adult & Continuing Education providers, local juvenile detention centers, DOLI, DPOR, VEC, reentry councils). Additionally, VADJJ also provides continuous support in the community through the community services unit (CSU) and the community engagement efforts or the reentry unity.

Why it Matters

While it is challenging to focus on specifics, it is notable that due to VADJJ reentry efforts in general and workforce development initiative in particular, the rate of recidivism among justice-involved youth under our care continues to decrease in the Commonwealth of Virginia.

Further, due to sustained educational efforts of the agency, the completion of high school or its equivalence among our youth population remain on par with their counterparts in the community.

We continue to close any noticeable gaps in possession and demonstration of workplace readiness skills between our youth population and non-justice-involved youth.



Capacity Building





This program is administered by the Virginia Economic Development Partnership (VEDP).

What it Does

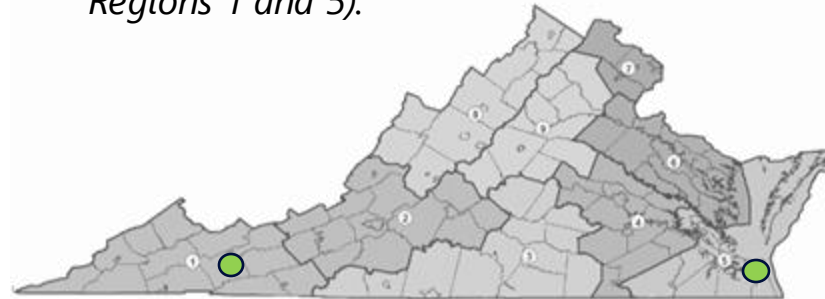
AMTIP is an annual fund to expand and enhance existing programs in advanced manufacturing.

Mission:

AMTIP is designed to increase the number of trained individuals entering advanced manufacturing careers and to improve the readiness of graduates.

Where it Operates

AMTIP serves Hampton Roads and the Southwest Virginia regions (GO Virginia Regions 1 and 5).



Why it Matters

FY 2024 is the pilot year for AMTIP. Two awards were granted in the fall of 2023 for a total of \$465,005. These awardees will submit their interim reports at the end of April and their final reports in November.

A second round of applications is currently underway.

Who it Serves

AMTIP funds are available to public institutions that operate programs in advanced manufacturing.

Eligibility Requirements:

Funds must be used for existing programs that serve the Hampton Roads or Southwest Virginia region.

How it Achieves Results

AMTIP provides awards up to \$500,000 to expand or enhance existing programs in advanced manufacturing. Funds may be used to increase the capacity of programs, improve student retention, refine and expand curricula, attract and hire qualified instructors, etc.



To be added





Coalfield Workforce Development & Training Fund | VA Coalfield EDA

This program is administered by Jonathan Belcher, Executive Director/General Counsel, Virginia Coalfield Economic Development Authority

What it Does

The Coalfield Workforce Development and Training Fund is a source of loan and/or grant funds to assist with workforce development and training in the VCEDA Region.

Mission:

To assist with the regional economic diversification of the seven-county, one-city VCEDA region.

Where it Operates

Buchanan, Dickenson, Lee, Russell, Scott, Tazewell, and Wise Counties and the City of Norton, Virginia.



Why it Matters

The program successfully has been used many times to help prepare the workforce for new, diversified job opportunities with employers who are expanding or which have located to the region. Recent examples include employees of EarthLink in Wise County, numerous students at the region's two community colleges who have received training via the funds, apprentices through a Solar Workforce Accelerator program, and high school students receiving training in entrepreneurship skills.

Who it Serves

The program primarily is designed to assist employers and training providers in the VCEDA region with costs of workforce dev. & training.

Eligibility Requirements:

For-profit, governmental, and not-for-profit entities in the VCEDA coalfield region of Virginia.

How it Achieves Results

The program provides loans and grants to eligible employers and training providers to help cover the costs of developing and training the region's workforce for jobs which will assist in the region's economic diversification.





Commonwealth Cyber Initiative | Virginia Innovation Partnership Corporation

Program Owner: Luiz DaSilva, CCI Executive Director | **Agency Head:** Joe Benevento, VIPC President and CEO

What it Does

Coordinates programs and strategy for Cybersecurity related research, workforce development and innovation

Mission:

CCI serves as an engine for research, workforce development and innovation at the intersection of cybersecurity, autonomous systems and intelligence.

Who it Serves

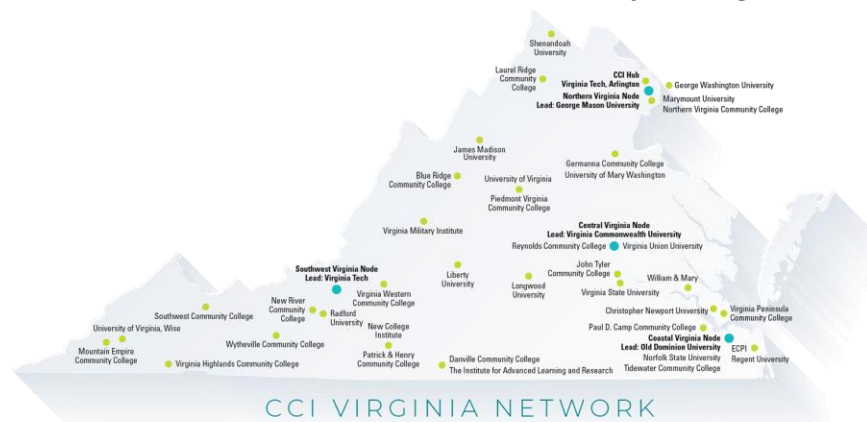
Faculty, students, government and industry partners within the cybersecurity eco-system of Virginia.

Eligibility Requirements:

Members and partners of the CCI network.

Where it Operates

CCI is a state-wide Network consisting of 45 public universities and community colleges.



How it Achieves Results

CCI sponsors numerous programs, projects, and events supporting each of its mission lines including research grants, experiential learning and internship opportunities and supporting the transition of research into the commercial space for entrepreneurs.

Why it Matters

In the first four years of operations, CCI has brought in \$192 million in federal and private sector funding, contributed to the creation of 2,517 jobs, helped generate \$196 million in labor income, and added \$367 million to Virginia's GDP.

CCI's state-wide scale and interlocking mission lines of research, workforce development and innovation focused on cybersecurity make CCI unique in the nation and accelerate establishing Virginia as a global center of excellence in cybersecurity research and serve as a catalyst for Virginia's economic diversification and long term leadership in the cyber sector.





This program is administered by Dr. Karen Shelton, agency head, Sandra Serna, Program owner and Olivette Burroughs, Program manager.

What it Does

The Earn to Learn (ETL) Program aims to establish partnerships between educational institutions and healthcare providers to increase clinical training for nursing students and create employment opportunities. The program supports registered nurses (RN) and licensed practical nurses (LPN) students by providing them with relevant employment opportunities to earn wages while learning. It also aims to produce more practice-ready graduate nurses.

Mission:

To increase nursing student enrollment, create more job opportunities for students, and produce practice-ready nurses to improve retention, allowing students to receive pay based on their current level of practice while pursuing a higher certification.

Who it Serves

The program targets registered nurses (RNs) and licensed practical nurses (LPN) students by providing relevant employment opportunities to earn wages while learning and to produce more practice-ready graduate nurses through collaboration with clinical and educational institutions.

Eligibility Requirements:

https://mvendor.cgieva.com/Vendor/public/IVDetails.jsp?PageTitle=SO%20Details&rfp_id_lot=64325&rfp_id_round=2#gcaptcha

Where it Operates

The Earn to Learn program is physically implemented in Richmond, VA, in the Central region, serving the entire Commonwealth of Virginia.



How it Achieves Results

The Earn to Learn Program aims to enhance nurse clinical education to accelerate the preparation of practice-ready nurse graduates. This program will offer financial support to educational institutions in the Commonwealth to facilitate collaborative clinical training partnerships between grant recipients, hospitals, and healthcare providers. Its goals include increasing the number of nursing students receiving essential clinical training, helping them obtain certification or licensure for better employment prospects, improving nurses' transition into practice, and promoting nurse retention in Virginia. Grantees funded through the Virginia Earn to Learn program must demonstrate progress in specified evaluation areas.

Why it Matters

The Earn to Learn program cannot be comprehensively analyzed as it was initiated in May 2024. The primary goals are to increase nursing student enrollment, create more student job opportunities, and produce practice-ready nurses to improve retention. The ETL program will allow students to receive pay based on their current level of practice while pursuing a higher certification. Nationwide nursing shortages directly impact patient care in Virginia and the reliability of Virginia's healthcare systems. The Commonwealth of Virginia has almost 6,000 open permanent nursing positions, and vacancy rates for practical and registered nurses in Virginia State mental hospitals exceed 40 percent. Access to the clinical portion of nursing training is a barrier, and the cost of education results in a loss of income during the clinical training years.

The ETL model is based on a growing body of evidence suggesting better workforce program outcomes come from programs incorporating hands-on, work-based training alongside academic training. These programs include access to one-on-one career navigation assistance and other wraparound services. Partnerships between educational institutions and healthcare providers will help to increase clinical training for nursing students and create employment opportunities. The program supports registered nurses (RN) and licensed practical nurses (LPN) students by providing them with relevant employment opportunities to earn wages while learning.





Get a Skill, Get a Job, Get Ahead (G3) Tuition Assistance | VCCS

This program is administered by *Dr. David Doré*.

What it Does

G3 tuition assistance is for students living in Virginia who qualify for state financial aid with a household income that's less than \$100,000. G3 is available for select programs in five of Virginia's most in-demand industries, including Early Childhood Education, Healthcare, Information Technology, Public Safety and Skilled Trades (construction and manufacturing).

Who it Serves

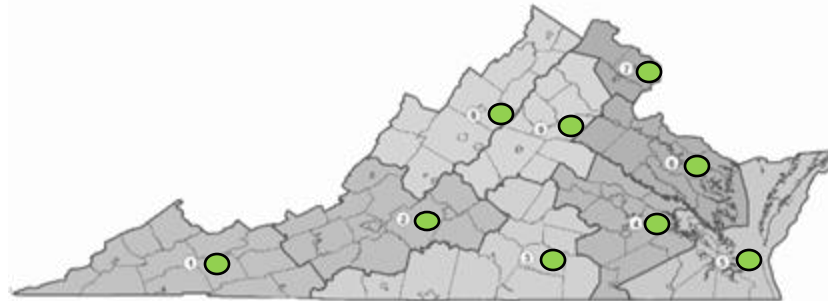
G3 is a last-dollar tuition assistance program that covers tuition, fees, and books for eligible students enrolled at a VCCS college.

Eligibility Requirements:

*Be eligible for Virginia in-state tuition
Have a total household income less than or equal to 400% of the federal poverty level (roughly \$100,000 for a family of four)
Be enrolled or accepted for enrollment at a Virginia public community college in an approved program
Be enrolled in a minimum of six credit hours per semester
Apply for federal and state financial aid programs for which they may be eligible.*

Where it Operates

G3 tuition assistance is available at all 23 community colleges statewide.



How it Achieves Results

G3 is a last-dollar scholarship that, with other financial aid, can bring tuition and fee cost down to \$0 for eligible students in high demand programs.

Why it Matters

- *12,594 VCCS students received over \$20.5 million in G3 tuition assistance.*
- *54% of G3 students had family income levels below 200% of the Federal Poverty Level (FPL).*
- *2,016 G3 academic program students earned associate degrees, certificates, and diplomas.*
- *2,543 G3 non-credit students completed FastForward programs, and 1,599 earned credentials.*
- *The median wage of AY 2022 G3 academic program completers increased by 95% from pre-enrollment to post-completion -- more than \$11,000 higher than that of students who left their program before completing.*





Growth and Opportunity Fund “GO Virginia” | DHCD

Program Owner: Sara Dunnigan, Director | **Agency Head:** Bryan Horn

What it Does

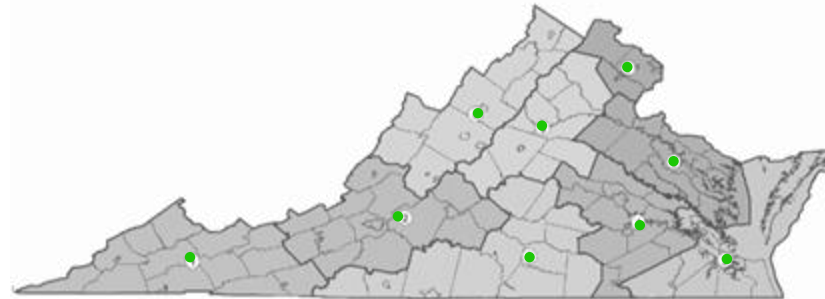
Strategic state investments in regional capacity to retain, strengthen and grow priority traded industry clusters in nine GO Virginia Regions.

Mission:

GO Virginia supports programs that create more high-paying jobs through incentivized collaboration between business, education, and government to diversify and strengthen the economy in every region of the Commonwealth.

Where it Operates

GO Virginia operates statewide within a 9 region structure.



Why it Matters (Highlight)

GO TEC – (Great Opportunities in Technology and Engineering Careers) has built educator, curriculum, and equipment capacity to deliver industry-relevant career exploration and skills training. In FY24-25, the program will support 37 school divisions and 52 career exploration labs.

GO TEC delivers workforce training and talent development through a collaborative, hub-and-spoke model that involves K12 school systems, higher education, and industry.

- 260+ work-ready graduates produced in 2023.
- 1,500+ students/future workers enrolled in the talent pipeline.
- Approx 1M VA jobs in GO TEC career clusters by 2026.

Who it Serves

Eligible applicants are units of local government or an entity active on their behalf.

Projects are designed to address the needs of businesses in priority traded industry clusters.

How it Achieves Results

Each project is designed with specific milestones, deliverables, and defined outcomes. Fund recipients report progress on activities and outcomes quarterly and at the end of the grant period.





Jobs for Veterans State Grant (JVSG) | Virginia Works

This program is administered by *Carrie Roth, Commissioner, Virginia Works* and *Alexander Sellner, Chief, Veteran Services*

What it Does

The JVSG program provides individualized career- and training-related services to eligible veterans and eligible persons with significant barriers to employment (SBEs), as well as other authorized populations, and helps employers fill their workforce needs with job-seeking veterans.

Mission:

Prepare America's veterans, service members, and their spouses, for meaningful careers, provide them with employment resources and expertise, protect their employment rights and promote their employment opportunities.

Who it Serves

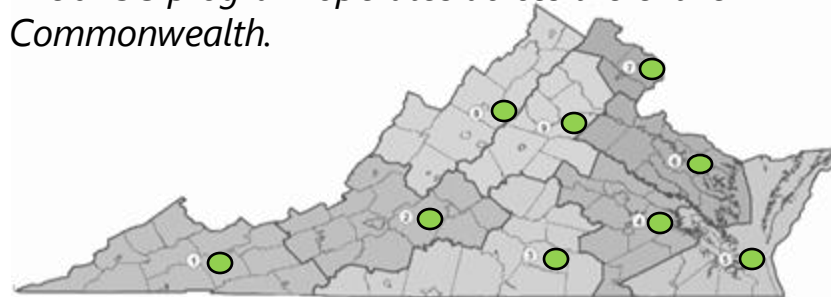
The JVSG program exclusively serves eligible veterans and eligible persons and performs outreach to employers.

Eligibility Requirements:

Eligibility is defined in 38 U.S.C. 4104(4), 4211(4), 4101(5) and is further refined in Veteran Program Letter (VPL) 05-24.

Where it Operates

The JVSG program operates across the entire Commonwealth.



How it Achieves Results

Disabled Veterans' Outreach Program (DVOP) specialists provide individualized career services to eligible veterans and eligible spouses experiencing SBEs, as well as other additional populations authorized by the Secretary, with an emphasis on assisting veterans who are economically or educationally disadvantaged. Veterans facing these barriers include veterans experiencing homelessness and vocational rehabilitation clients.

Local Veteran Employment Representatives (LVER) staff conduct outreach to employers to advocate for the hiring of veterans. They also work with businesses, contractors, and employer organizations to develop career opportunities for veterans.

Why it Matters

As of 2020, over 21,000 Active-Duty servicemen and servicewomen separate yearly in Virginia. Virginia Works serve this overall Veteran population via One-Stop Centers and with JVSG staff providing additional presence at fifteen military installations across the Commonwealth.

The JVSG program fills a very specific niche in the overall State Workforce Delivery System by serving the hardest to serve Veterans that belong to specific populations with barriers to employment. The program is different than other Veteran employment efforts in that the JVSG staff is 100% comprised of Veterans serving other Veteran job seekers and advocating on their behalf to employers. The JVSG program brings face-to-face connections via DVOPs with Veterans and again with LVERs to Employers. The ensuing Case Management and Employer Outreach help Veterans reintegrate into the workforce after having put their civilian job ambitions on hold to go serve their Nation.



Virginia J-1 Waiver Programs | VDH - Office of Health Equity

ARC, Health and Human Services, National Interest Waiver Program, Virginia Conrad 30 Waiver Program

Capacity
Building



Program Owner: Sandra Serna, Olivette Burroughs | **Agency Head:** Dr. Karen Shelton

What it Does

Virginia provides four waiver programs for foreign national physicians. These programs waive the two-year home country physical presence requirement or the employer sponsorship requirement in exchange for a service obligation of three to five years. The obligation must be fulfilled in a HPSA or MUA of Virginia or HPSA or MUA located in the Appalachian Region of Virginia. Both primary care and specialty disciplines are eligible for these waiver programs.

Mission:

To improve and increase access to quality healthcare providers in Virginia's Medically Underserved Areas (MUAs) and Health Professional Shortage Areas (HPSAs).

The programs are intended for both primary care and specialty physicians.

Eligibility Requirements:

<https://www.vdh.virginia.gov/health-equity/hhs-exchange-visitor-program/>

<https://www.vdh.virginia.gov/content/uploads/sites/76/2016/06/Guidelines-revised-043013-NIW.doc>

[VIRGINIA CONRAD 30 WAIVER PROGRAM AND ARC J-1 WAIVER PROGRAM - Health Equity](#)

Where it Operates

The J-1 waiver programs are physically implemented in Richmond, VA, in the Central region, serving the entire Commonwealth of Virginia.



How it Achieves Results

All programs recruit eligible providers to work in underserved areas waive the two-year home country physical presence requirement or the employer sponsorship requirement in exchange for a service obligation of three to five years. VDH collaborate with various organizations, such as behavioral, and primary care facilities, health foundations, community health centers, and health-related non-profit organizations, attorneys, serving as advocates, collaborators, sponsors, and support.

Why it Matters

OHE conducted a study to determine whether the Conrad 30 Program met its goal of increasing the number of Physicians working in Virginia's underserved areas, and to assess retention in such underserved areas following completion of the three years obligation. The program recruits 30 foreign-trained physicians per year in underserved settings. Participating Physicians typically have completed residency training in the United States. Three Cohorts (2014-2017) of Physicians were studied, of the 82 Physicians in the index study, 36 moved out of Virginia (43.90%) following completion of three years obligation. The average duration they remained with J-1 waiver employers after obligation ended and before leaving Virginia was 26.91 months. Additionally, of the 46 Physicians that remained in Virginia, 14 Physicians (30.43%) originally served rural populations (10 remained rural and 4 moved urban at the end of obligation). Conversely, of the 32 Physicians who originally served in urban settings, 31 remained urban and 1 moved rural. Subsequently, the Health Economist performed an economic impact analysis of OHE programs using IMPLAN software, which is a widely used tool. Results of the analysis showed that placement of 12 Physicians of Conrad 30 program in rural areas, supported 26.4 jobs and \$4.8 million in economic activity (\$3.4 million in Labor income, \$3.8 million in Value added and \$4.8 million in output).

65 **Learn more about the program here:** <<https://www.vdh.virginia.gov/health-equity/division-of-primary-care-and-rural-health/incentive-programs/conrad-30-waiver-program-overview/>, <https://www.vdh.virginia.gov/health-equity/division-of-primary-care-and-rural-health/incentive-programs/national-interest-waiver-program/>, <https://www.vdh.virginia.gov/health-equity/hhs-exchange-visitor-program/>>





Program Owner: Sandra Serna, Olivette Burroughs | **Agency Head:** Dr. Karen Shelton

What it Does

The Virginia Behavioral Health Student Loan Repayment Program (BHLRP) and the Virginia State Loan Repayment Program (VA-SLRP) aim to recruit and retain eligible providers in underserved areas in exchange for reducing student loan debt.

Mission:

To improve and increase access to quality healthcare providers in Virginia's Medically Underserved Areas (MUAs) and Health Professional Shortage Areas (HPSAs).

Where it Operates

The loan repayment programs are physically implemented in Richmond, VA, in the Central region, serving the entire Commonwealth of Virginia.



Why it Matters

The Health Economist performed Economic Impact Analysis of OHE programs using IMPLAN software, a widely used tool. For instance, the 10 recipients of the SLRP supported 26 jobs and \$3.4 million of economic activity in local areas. Participants in the VA-SLRP program frequently work in communities and safety net facilities that have difficulty attracting and keeping healthcare providers. The program provides incentives to these clinicians and helps them deliver crucial health services to disadvantaged communities. Furthermore, they produce substantial economic effects in the regions they cater to. The VDH-OHE projects that the investment of \$150,000 in community match will stimulate \$3.4 million in economic activity and sustain nearly 26 jobs. This comprises a total of 10 employment positions and a direct payment of \$1.45 million in compensation to members of the VA-SLRP program. Additionally, there is an indirect and induced activity that generates approximately \$2 million and supports nearly 16 jobs. Crucially, this number does not include the economic benefit of improved health and healthcare services, such as decreases in employee absences and reduced productivity due to illness, or avoidable visits to the emergency room.

Who it Serves

The target audience of the programs includes primary care providers, mental health professionals, and dental practitioners.

Eligibility Requirements:

https://www.vdh.virginia.gov/content/uploads/sites/76/2022/11/BH_SLRP_GUIDELINES_11_07_22.pdf

<https://www.vdh.virginia.gov/content/uploads/sites/76/2024/01/2022-2025-Virginia-State-Loan-Repayment-Program-VA-SLRP-Eligibility-Guidelines-web-updated-1-2-2024.pdf>

How it Achieves Results

Both programs recruit eligible providers to work in underserved areas and help defray their education costs in exchange. VDH collaborates with various organizations, such as behavioral, dental, and primary care facilities, health foundations, community health centers, and health-related non-profit organizations, serving as advocates, collaborators, sponsors, and supporters of these efforts.





Virginia Nurse Preceptor Incentive Program | VDH - Office of Health Equity

Program Owner: Sandra Serna, Olivette Burroughs | **Agency Head:** Dr. Karen Shelton

What it Does

The Virginia Nurse Preceptor incentive program aims to help increase access to care, address the primary care shortage, handle mental health crises, and manage chronic diseases.

Mission:

To improve and increase access to quality healthcare providers in Virginia's Medically Underserved Areas (MUAs) and Health Professional Shortage Areas (HPSAs).

Where it Operates

The nurse preceptor incentive program is physically implemented in Richmond, VA, in the Central region, serving the entire Commonwealth of Virginia.



Why it Matters

Since its inception, the nurse preceptor incentive program has not been comprehensively analyzed. However, its primary goals are to enhance healthcare accessibility, address the scarcity of primary care, manage chronic illnesses, and handle mental health emergencies. The nurse preceptor incentive program is essential for training new nurses and addressing shortages to improve access to care. These factors are crucial in improving all Virginians' overall health and well-being.

Who it Serves

The program targets primary care providers, mental health and specialty Licensed Practical Nurse preceptors, Registered Nurse preceptors, and Advanced Practice Nurse preceptors.

Eligibility Requirements:

https://www.vdh.virginia.gov/content/uploads/sites/76/2024/02/Nurse-Preceptor-Guidelines-Updated-2024-Feb_002.pdf

How it Achieves Results

The Nurse Preceptor Incentive Program is designed to address the shortage of primary care providers, help manage chronic diseases, and handle mental health crises by encouraging more nurses to take preceptorships. The program provides incentives for each semester preceptorship. VDH collaborates with a variety of organizations such as community health centers, health foundations, primary care and specialty care facilities, nursing schools, hospitals, educational centers with nursing programs, free clinics, health-related non-profit organizations, workgroups, Virginia legislators and policymakers, Virginia's community colleges and universities, and Virginia's underserved communities.





Program Owner: Sandra Serna, Olivette Burroughs | **Agency Head:** Dr. Karen Shelton

What it Does

Virginia offers several scholarship opportunities to help pay for nursing education in exchange for service in Virginia upon graduation. Scholarships are available for individuals seeking degrees, diplomas, or certificates as Certified Nursing assistants, Licensed Practical Nurses, Registered Nurses, Nurse Practitioners, Nurse Midwives, or Nurse Educators.

Mission:

To improve and increase access to quality healthcare providers in Virginia's Medically Underserved Areas (MUAs) and Health Professional Shortage Areas (HPSAs).

Where it Operates

The scholarship programs are physically implemented in Richmond, VA, in the Central region, serving the entire Commonwealth of Virginia.



Why it Matters

Virginia is projected to need over 1 million new registered nurses by 2030 due to staff shortage, with 7,746 registered nurses and 2,550 licensed practical nurses needed to meet current healthcare needs. These programs seek to address the nursing shortages by providing scholarships to defray the cost of nursing education. In an analysis, VDH found that between 2018 and 2022, 18% of Licensed Practical Nurses (LPNs) in the program completed their obligation period. 78% of LPNs in the program are in school, in the follow-up process, or employed/ in the process of fulfilling their obligation. The 4% of LPNs in default status did not complete school or did not find employment after their obligation period.

For Registered Nurses (RNs) in the program, 17.9% completed their obligation period. 77.9% of RNs in the program are in school, in the follow-up process, or employed/ in the process of fulfilling their obligation. The remaining 4.2% of RNs are in default, have requested deferment of their obligation (variance) or paid back the scholarship amount in full if the obligation was deferred.

Who it Serves

The programs are intended for nursing students pursuing their undergraduate or graduate degrees.

Eligibility Requirements:

https://www.vdh.virginia.gov/content/uploads/sites/76/2022/09/NursingPP_Mary-Marshall-ALL-2022-Review.pdf

How it Achieves Results

All nursing programs seek to address the nursing shortages by providing scholarships to defray the cost of nursing education in exchange. VDH collaborates with various organizations, such as nursing schools, employers, behavioral and primary care facilities, health foundations, community health centers, and health-related non-profit organizations, serving as advocates, collaborators, sponsors, and supporters of these efforts.





Work Opportunity Tax Credit (WOTC) | Virginia Works

This program is jointly administered by Internal Revenue Service (IRS) and Department of Labor (DOL)|Virginia Works, Director, Carrie Roth and Priscilla Skinner, WOTC State Coordinator

What it Does

The Work Opportunity Tax Credit (WOTC) is a Federal tax incentive program available to employers for hiring and employing jobs seekers from one or more of the ten WOTC categories who have faced significant barriers to employment.

Mission:

WOTC joins other workforce programs that incentivize workplace diversity and facilitate access to good jobs for American workers.

Who it Serves

Job seekers from one or more of the ten WOTC categories who have not worked for an employer in the past. Federal tax paying and non-profit business owners that hire from the ten WOTC categories. Non-profit business owners are able to participate when hiring from the veteran WOTC category.

Eligibility Requirements:

Each category has specific eligibility requirements as identified by the Internal Revenue Service (IRS) and Department of Labor (DOL) who jointly administer the program.

Where it Operates

The program serves small and large business owners throughout the state of Virginia.



How it Achieves Results

*Adhere to Employment and Training Administration (ETA) guidance and provisions of the Internal Revenue Service (IRS) code of 1986.
Develop and partner with One-Stop Career centers, job seekers and other Workforce Innovation and Opportunity Act (WIOA) partners to promote to coordinate efforts to promote the program.
Ensure timely verification of WOTC application submissions through an orderly processing system.*

Why it Matters

*Since its enactment by Congress in 1997, the **Work Opportunity Tax Credit (WOTC) Program** has been integral to the creation of jobs by giving employers a tax credit when they hire qualified individuals who consistently face significant barriers to employment.*

The program consistently provides millions of tax credit certifications to employers that participate in the program.

The latest data from the Department of Labor shows close to two million tax credit certifications issued in 2023.

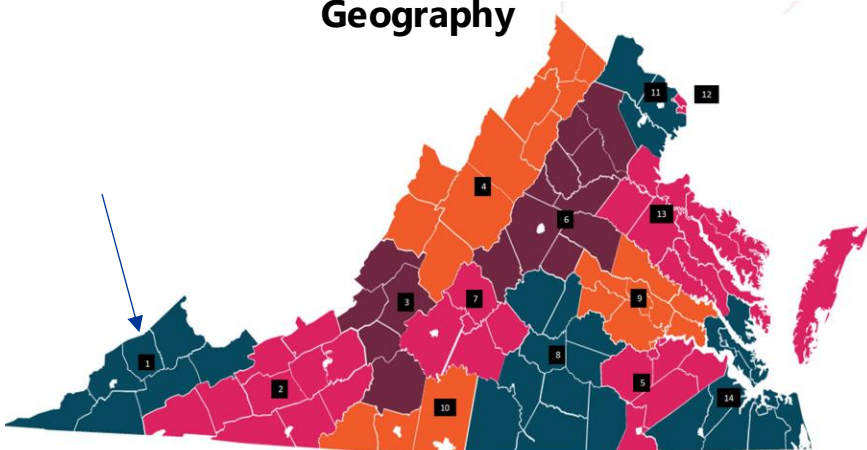


Looking for Additional Connections at the Local Level?

Southwest Region (Area #1)

Rachel Patton, Executive Director: r.patton@swvaworks.com (276) 883-4034

Geography



Top Industries

- Mining, Extraction and Oil/Gas Extraction
- Government
- Healthcare/Social Assistance
- Retail
- Manufacturing
- Transportation/Warehousing
- Information Technology

Workforce Centers

- Virginia Career Works- Richlands
- Virginia Career Works- Grundy
- Virginia Career Works- Haysi
- Virginia Career Works- Wise
- Virginia Career Works- Lebanon
- Virginia Career Works- St. Charles

<https://vcwsouthwest.com/careers-for-job-seekers/>

Education & Training Providers

- Southwest Virginia Community College www.sw.edu
 - Southern Gap Transportation and Logistics Center
- Mountain Empire Comm. College <https://www.mecc.edu/>
- UVA- Wise <https://www.uvawise.edu/>
- Bluefield University <https://www.bluefield.edu/>
- Virginia Highlands Comm. College <https://www.vhcc.edu/>

Community Partners & Resources

For individuals:

- SWVA Works
- Dept. for Aging and Rehabilitation
- Virginia Works
- Clinch Valley Community Action
- People Inc.
- MEOC
- Goodwill of Tennessee

<https://vcwsouthwest.com/partners/>

For businesses:

- Workforce Board-Business Solutions <https://vcwsouthwest.com/businesses/>
- Mountain Empire Small Business Development <https://www.mecc.edu/sbdc/>
- Southwest Comm. College <https://sw.edu/sbdc/>

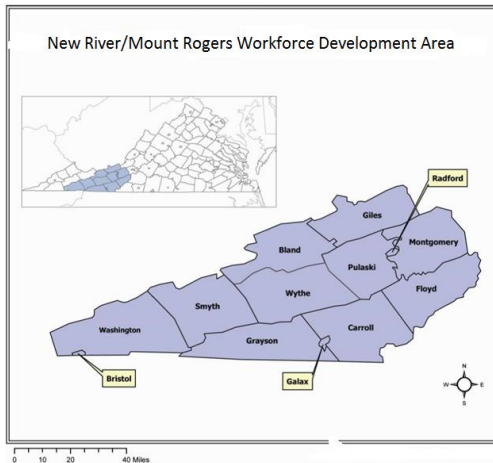
Find additional resources here: www.vcwsouthwest.com



New River/Mount Rogers Region (Area #2)

Marty Holliday, Executive Director: marty.holliday@vcwnrnr.com 540-357-0651 (cell)

Geography



Target Industries

- Manufacturing
- Health Care/Health Sciences
- Construction and Skilled Trades
- Transportation and Logistics
- Information and Advanced Technology
- Education
- Public Safety

Workforce Centers

- Virginia Career Works Center-Wytheville (comprehensive)
- Virginia Career Works Abingdon
- Virginia Career Works Bristol
- Virginia Career Works Galax
- Virginia Career Works Narrows
- Virginia Career Works Radford

<https://vcwnewrivermtrogers.com/job-seeker-tools/virginia-career-works-centers/>

Education & Training Providers

- Virginia Community Colleges – New River, Virginia Highlands & Wytheville
- Center for Manufacturing Excellence of SWVA
- Healthcare Academy of SWVA
- Pathways Medical Institute
- Tri-Area Driving Academy

Key Partners & Initiatives

For individuals:

- [Programs of Interest - New River/Mount Rogers Workforce Development Board \(vcwnewrivermtrogers.com\)](http://vcwnewrivermtrogers.com)
- [Ticket to Work](#)

Partners: People Inc., Mount Rogers Regional Adult Education, Literacy NRV, DARS, DSS, VaWorks, EO, Center for Manufacturing Excellence of SWVA, Healthcare Academy of SWVA, Virginia Department of Corrections (Bland and Marion centers), Virginia Rural Health Association, TAP, Occupational Enterprises, Inc, Habitat for Humanity of the NRV, Radford U, VT CECE

For businesses:

- [Business Solutions - New River/Mount Rogers Workforce Development Board \(vcwnewrivermtrogers.com\)](http://vcwnewrivermtrogers.com)

Partners: Chambers of Commerce, Economic Development, NRV SHRM, NRV HBA, SWVA Alliance for Manufacturing, Appalachian Center for Innovation, VT Center for Economic & Community Engagement, various education partners, VT CECE, various workforce partners



Greater Roanoke Region (Area #3)

Mrs. Morgan Romeo, CWDP | Executive Director | (826) 205-9759 | morgan@greaterroanokeworks.com

Geography



Target Industries

- Healthcare
- Manufacturing
- Transportation and Logistics
- Construction and Trades
- Educational Services
- Professional, Scientific, & Technical Services
- Arts, Entertainment, & Recreation

Workforce Centers

Virginia Career Works – Roanoke Center *(comprehensive)*

3601 Thirlane Road NW, Roanoke, VA 24019
(540) 613-8220

Virginia Career Works – Covington Center *(affiliate)*

106 N Maple Avenue, Covington, VA 24426
(540) 962-0983

Virginia Career Works – Franklin Center *(affiliate)*

50 Claiborne Avenue, Rocky Mount, VA 24151
(540) 483-0179

Education & Training Providers

- Virginia Western Community College
- Mountain Gateway Community College
- Roanoke Higher Education Center
- Radford University @ Carilion
- Roanoke College
- Hollins University
- Ferrum College

Key Partners & Initiatives

For individuals:

- **Career Quest:** Career exploration and exposure for 7th and 10th grade students in the Roanoke Valley, Alleghany Highlands, and New River Valleys.
- **Project Recovery (INSPIRE):** Additional coaching and wrap-around support to assist individuals recovering from substance use in the Alleghany Highlands reach their employment and education goals.
- **Southern Virginia Regional Employment Coalition (SVREC):** Bridging the gap for individuals receiving TANF or families living at 200% of the poverty line with dependents to connect with employment and training opportunities to reduce reliance on public assistance.
- **Star City Works:** Roanoke City focused program boosting the workforce development efforts to train and upskill residents to fill high demand jobs.
- **Technology Training Program:** Providing professional development and training through LinkedIn Learning for individuals in the technology field to earn professional certifications for growth.

For businesses:

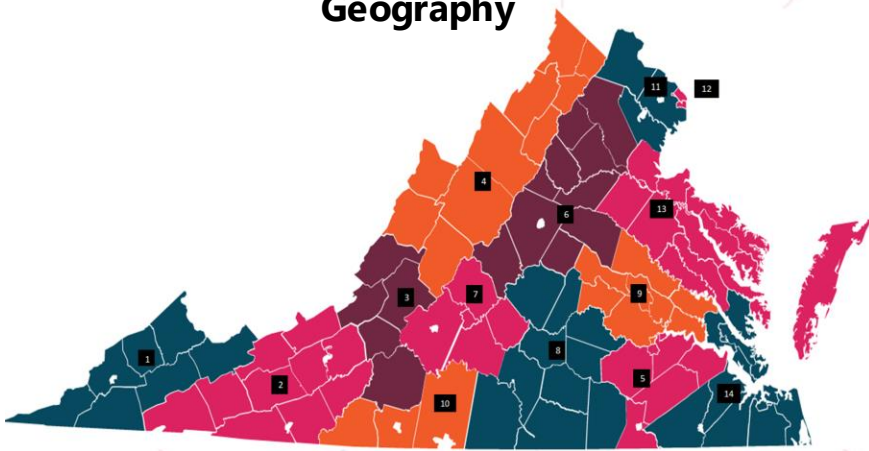
- **Greater Roanoke Business Solutions:** Regional collaboration to meet the workforce needs of business and industry in the Roanoke Valley and Alleghany Highlands.
- **Existing Worker Training Program:** Funding for employers to train or upskill their existing employees.



Shenandoah Valley Region (Area #4)

Sharon Johnson, Ph.D., Chief Executive Officer, (540) 649-4322 sjohnson@vcwvalley.com

Geography



Workforce Centers

- American Job Center Fishersville, 1076 Jefferson Hwy, Staunton, VA 24401 **(Comprehensive)**
- American Job Center Winchester, 419 N. Cameron Street, Winchester, VA 22601
- American Job Center Harrisonburg, 100 N. Mason Street, Harrisonburg, VA 22801

Key Partners & Initiatives

For individuals:

- Shenandoah Initiative for Adult Education (SHINE) <https://www.shineadulthood.org/>
- Skyline Literacy <https://www.skylineliteracy.org/>
- Laurel Ridge Adult Education <https://laurelridge.edu/adult-education/>
- Northern Virginia Senior Community Service Employment Program <https://vcwnorthern.com/scsep/>
- Goodwill Industries of the Valley <https://www.goodwillvalleys.com/>
- Department for Aging and Rehabilitative Services <https://www.dars.virginia.gov/#gsc.tab=0>
- Virginia Department of Blind and Vision Impaired <https://www.dbvi.virginia.gov/>

For businesses:

- Shenandoah Valley Business Solutions Team <https://vcwvalley.com/employers/>

Target Industries

- Construction and Skilled Trades
- Health Care
- Manufacturing
- Transportation and Logistics (Supply Chain)
- IT and Emerging Technologies

Education & Training Providers

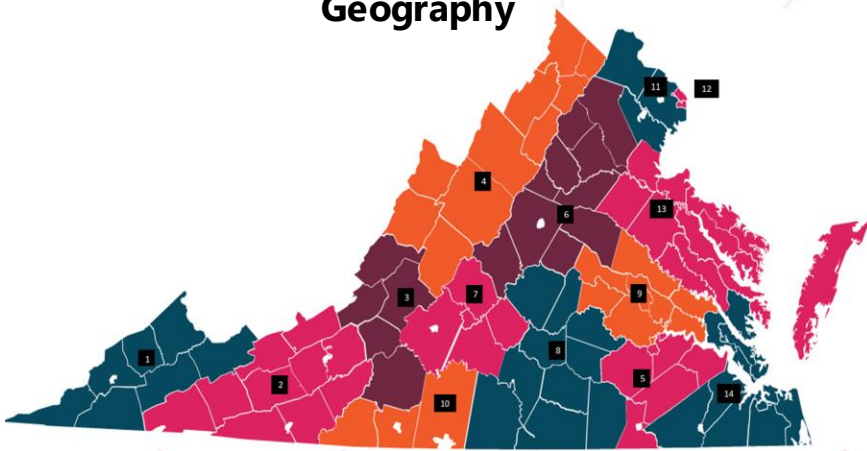
- Blue Ridge Community College
- Laurel Ridge Community College
- Mountain Gateway Community College
- Massanutten Technical Center
- Valley Career and Technical Center
- Byers Technical Institute



Crater Region (Area #5)

Tabitha S. Taylor, Executive Director, 804-862-6155, ttaylor@vcwcraterregion.com

Geography



Workforce Centers

- American Job Center Prince George, 4300 Crossings Blvd, Prince George, 23875 (**Comprehensive**)
- American Job Center Emporia, 1300 Greenville County Circle, Emporia 23847

Key Partners & Initiatives

For individuals:

- Crater Health Advisory Board
- Crater District Area Agency on Aging <https://cdaaa.org>
- Soldiers for Life/Transition Assistance Program for Army members <https://home.army.mil/greggadams/TAP>
- Non-Credit Training <https://ccwatraining.org/>
- Adult & Continuing Education <https://southsideadulthood.org/>
- Petersburg Financial Empowerment Center <https://www.peoplesadvfco.org/financial-empowerment-center>

For businesses:

- <https://vcw-crater.com/employers/>

Target Industries

- Health Care & Social Assistance
- Retail & Trade
- Manufacturing
- Accommodations & Food Services
- Transportation Logistics & Warehousing

Education & Training Providers

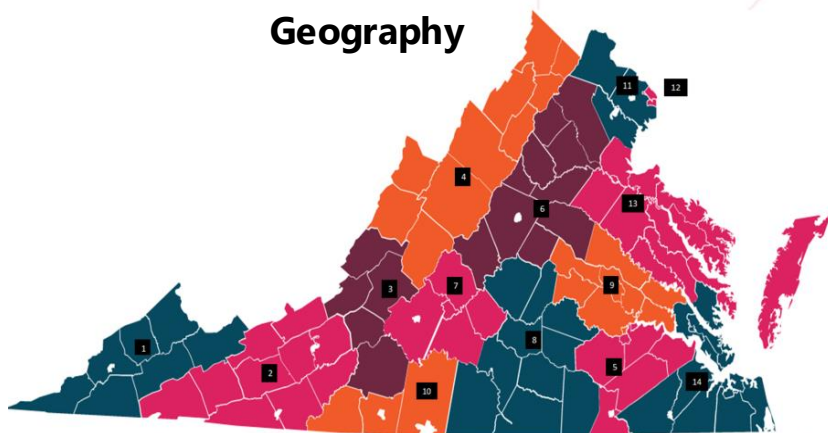
- Brightpoint Community College/Community College Workforce Alliance
- 160 Driving Academy
- Southside Programs for Adult & Continuing Education
- CC's Beauty School
- Virginia Career Solutions



Piedmont Region (Area #6)

Sarah Morton, Executive Director, 804-229-5627, smorton@vcwpiedmont.com

Geography



Target Industries

- Manufacturing & Distribution
- Financial & Business Services
- Food & Beverage Distribution
- Information Technology
- Hospitality & Tourism
- Healthcare Services
- Light Food and Beverage Manufacturing
- Agribusiness

Workforce Centers

- VCWP One-Stop Charlottesville Center, 943 and 944 Glenwood Station Lane, Charlottesville, VA 22901 (**Comprehensive**)
- VCWP One-Stop Culpeper Center, 210 Stevens St, Suite 200, Culpeper, VA 22701 (**Affiliate**)
- VCWP One-Stop Albemarle Center, 1600 5th St Ext, Charlottesville, VA 22902 (**Affiliate**)
- VCWP Mobile One-Stop Resources – Orange and Madison Counties

Education & Training Providers

- Piedmont Virginia Community College (PVCC)
- Thomas Jefferson Adult Center for Education (TJACE)
- Piedmont Regional Adult and Career Education Programs (PRACEP)
- Germanna Community College
- Laurel Ridge Community College
- Rappahannock Center for Education
- Charlottesville Albemarle Technology Education Center
- Culpeper Technology Education Center
- Career Nursing Academy
- 180AllSmiles Dental Assistant Academy
- National HealthCareer Certification Institute, LLC
- Carolina’s Solution Group
- Culinary Concepts AB, Culinary School
- New Pathways Tech, Inc
- Orange County VIEW Adult Education Center

Key Partners & Initiatives

For individuals:

- WIOA Title I Services for Youth, Adult, and Dislocated Workers <https://vcwpiedmont.com/careerseekers/wioa/>
- Veteran Services for Veterans and their families <https://vcwpiedmont.com/careerseekers/veterans/>
- Department of Aging and Rehabilitative Services (DARS) <https://vcwpiedmont.com/about/partners/>
- Greene Farmers Market – promoting food resiliency <https://greenecommons.com/greene-farmers-market/>
- Department of Social Services – <https://vcwpiedmont.com/about/partners/>

For businesses:

- VCWP Business Services Team
 - Business Services Resource Guide
 - Employers Guide to Internships <https://vcwpiedmont.com/employers/>
- Career Pathways Guide for Employers <https://vcwpiedmont.com/employers/career-pathways-guide/>

For Schools:

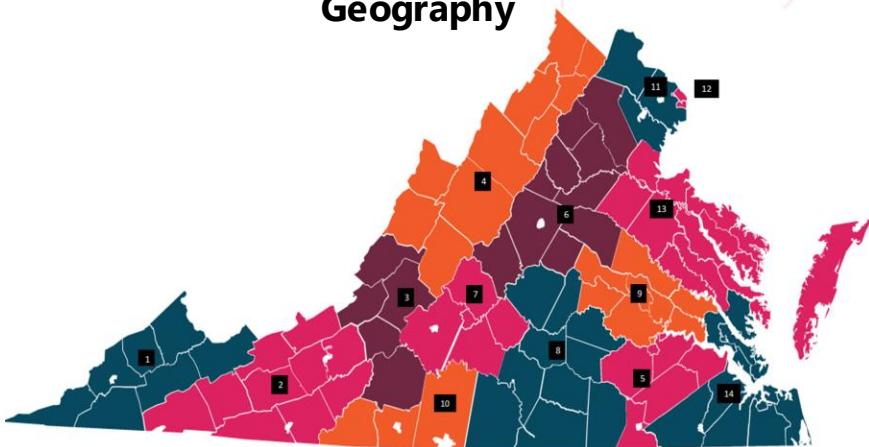
- Work-based Learning Academy to teach basic career skills to high school and middle school students throughout the Piedmont Region https://vcwpiedmont.com/WBLA_Framework.pdf



Central Region (Area #7)

Traci Blido, Executive Director, 434-258-8626, traci.blido@vcwcentral.com

Geography



Target Industries

- Healthcare
- Food and Beverage Manufacturing
- Steel and Metals Manufacturing
- Nuclear Technology
- Wireless Infrastructure and Communication
- Financial and Business Support Services

Workforce Centers

Virginia Career Works Lynchburg Center
(Comprehensive)
3125 Odd Fellows Road
Lynchburg, VA 24501
Phone: 434-455-5940

Education & Training Providers

- Centra College: www.centrahealth.com/college
- Central Virginia Community College: www.centralvirginia.edu
- Liberty University: www.liberty.edu
- Old Dominion Job Corps Center: olddominion.jobcorps.gov
- Randolph College: www.randolphcollege.edu
- Susie G. Gibson Science & Technology Center: bedfordsusieggibsonstc.sharpschool.net
- Raspberry Hill Adult Daytime Center – Nurse Aide Training: raspberrylladcc.com/adult-day-care-nurse-aide
- Sweet Briar College: www.sbc.edu
- University of Lynchburg: www.Lynchburg.edu
- Virginia Technical Institute: govti.org
- Virginia University of Lynchburg: wp.vul.edu

Key Partners & Initiatives

For individuals:

- Adult & Career Education (ACE) of Central Virginia: www.centralvaadulted.com/
- Bedford Area Resource Council: www.bedfordarearesourcecouncil.org
- Blue Ridge Reentry Council: facebook.com/blueridgereentrycouncil
- Goodwill Industries of the Valleys: www.goodwillvalleys.com
- HumanKind: www.humankind.org
- Impact Living Services: impactlivingservices.org
- Lynchburg Community Action Group (LynCAG): www.lyncag.org
- Parkview Community Mission: www.parkviewmission.org
- Patrick Henry Family Services: patrickhenry.org

For businesses:

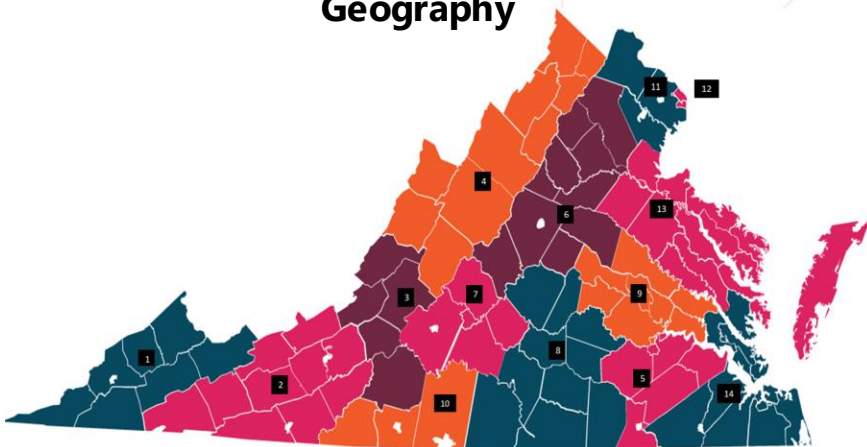
- Central Virginia Business Services Team: vcwcentralregion.com/employers/business-services-team
- Lynchburg Regional Business Alliance: lynchburgregion.org
- Bedford Area Chamber of Commerce: bedfordareachamber.com



South Central Region (Area #8)

Executive Director: Terra Napier - tnapier@vcwsouthcentral.com

Geography



Workforce Centers

- Virginia Career Works South Boston Center, 2506 Houghton Ave, South Boston, VA 24592 (comprehensive)
- Virginia Career Works Keysville Center, 200 Daniel Road, Keysville, VA 23947
- Virginia Career Works Lake Country Center, 111 East Danville Street, South Hill, VA 23970

Key Partners and Initiatives

For individuals:

- <https://vcwsouthcentral.com/resources/#communityResources>

For businesses:

- <https://vcwsouthcentral.com/resources/#communityResources>
- Or contact the Operations and Business Solutions Manager: Couper Lacks – clacks@vcwsouthcentral.com

Target Industries

- Healthcare
- Educational Services
- Retail Trade
- Manufacturing
- Professional, Scientific, and Technical Services
- Construction

Education & Training Providers

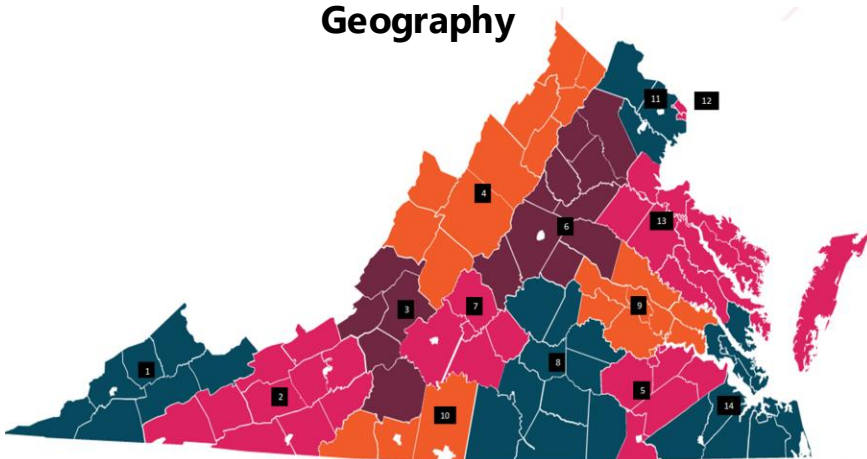
- Southside Virginia Community College
- Southern Virginia Higher Education Center
- Medical Careers Readiness
- The Warrior Workforce
- Or contact the Operations and Business Solutions Manager: Couper Lacks – clacks@vcwsouthcentral.com



Capital Region (Area #9)

Brian Davis, Executive Director – brian.davis@Henrico.us or 804.652.3228

Geography



Workforce Centers

Chesterfield – 304 Turner Road, N. Chesterfield - 804.652.3490

Henrico – 121 Cedar Fork Road, Henrico - 804.952.6116

Richmond West – 4914 Radford Avenue, Richmond - 804.652.3240

Online orientation for jobseekers:

<https://vcwcapital.com/jobseekers/orientation/>

Key Partnerships & Current Initiatives

- Youth entrepreneurial efforts (Bossin' Up)
- Adult work-based learning focus
- Registered apprenticeship partnership with Richmond Redevelopment and Housing Authority and Community College Workforce Alliance
- Business Solutions Team
- Partner Resources: <https://vcwcapital.com/resources/>

Target Industries

- Advanced Manufacturing
- Healthcare
- Logistics
- Professional, Scientific and Technical

Education & Training Providers

<https://vawc.virginia.gov/vosnet/drills/program/ApprovedPrograms.aspx>

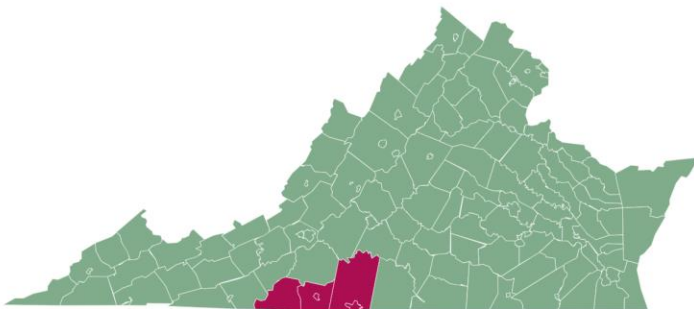


West Piedmont Region (Area #10)

Tyler Freeland, Chief Executive Officer: tyler@vcwwestpiedmont.org 276-656-6190 (office)

Geography

- Serving the cities of Martinsville and Danville and the counties of Henry, Pittsylvania and Patrick.



Workforce Centers

- Virginia Career Works Martinsville
- Virginia Career Works Danville
- Virginia Career Works Patrick County (affiliate)

<https://www.vcwwestpiedmont.com/centers>

Key Partners & Initiatives

- **For individuals:** [Virginia Career Works - Individual Services](#)
- **Partners:** Pittsylvania County Community Action Agency, Adult Education, DARS, DSS, Southern Area Agency on Aging, Solutions that Empower People, Inc.

Target Industries

- Manufacturing
- Healthcare and Life Sciences
- Information Technology and Telecommunications
- Transportation and Warehousing
- Business Services and Management

Education & Training Providers

- Patrick & Henry Community College
- Danville Community College
- Medical Solutions Academy
- Elite Driving School
- New Leaf AHEC

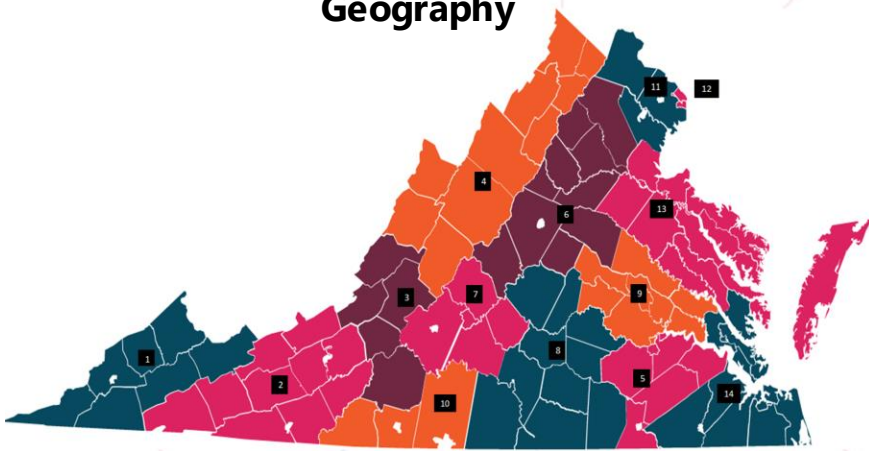
- **For businesses:** [Virginia Career Works - Business Services](#)
- **Partners:** Chambers of Commerce, Economic Development, Institute for Advanced Learning and Research, various education partners, various workforce partners



Northern Region (Area #11)

David A. Hunn, Executive Director, 703-827-3782, david.hunn@vcwnorthern.com

Geography



Target Industries

- Professional, Scientific and Technical
- Information Technology
- Health Care
- Transportation and Logistics
- Construction and Trades

Workforce Centers

- American Job Center Prince William, 13370 Minnieville Road, Woodbridge, VA 22192 (**Comprehensive**)
- American Job Center, Annandale, 7611 Little River Turnpike, Suite 300W, Annandale, VA 22003
- American Job Center, Alexandria, 5520 Cherokee Avenue, Suite 100, Alexandria, VA 22312
- American Job Center, Loudoun Workforce Resource Center, AutoZone Shopping Center, 705 East Market Street, Leesburg, VA 20176
- American Job Center, South Fairfax County, 8350 Richmond Highway, Suite 327, Fairfax, VA 22309

Education & Training Providers

- George Mason University
- Northern Virginia Community College
- Fairfax County Schools Adult and Community Education
- 1st CDL Training School of Northern Virginia
- Shippers Choice
- Intellectual Point

Key Partners & Initiatives

For individuals:

- Talent Up Fairfax <https://www.talentupfairfax.com/>
- Prince William ELEVATE <https://vcwnorthern.com/elevate/>
- Northern Virginia Ticket to Work <https://vcwnorthern.com/ticket-to-work/>
- Northern Virginia Senior Community Service Employment Program <https://vcwnorthern.com/scsep/>
- Career Paths for Refugees <https://vcwnorthern.com/refugees/>
- Career Resources for Reentry Jobseekers <https://vcwnorthern.com/jobseekers/reentry-resources/>
- TANF Employment Supports for Lifelong Achievement <https://vcwnorthern.com/esla/>
- LinkedIn Learning for Jobseekers <https://vcwnorthern.com/jobseekers/linkedin-learning/>
- Prince William Financial Empowerment Center <https://vcwnorthern.com/pwfec/>

For businesses:

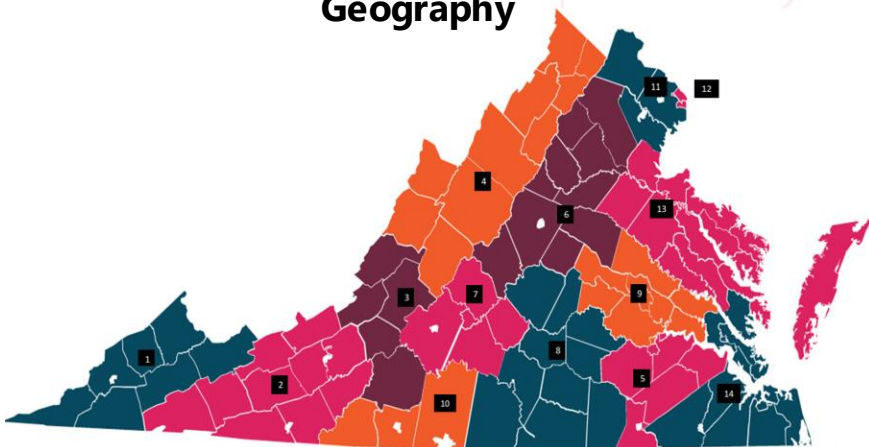
- Northern Virginia Employer Solutions Team <https://vcwnorthern.com/employers/>
- Northern Virginia Incumbent Worker Program <https://vcwnorthern.com/incumbent-worker/>



Alexandria/Arlington Region (Area #12)

David Remick, Executive Director, 703-228-1412, dremick@arlingtonva.us

Geography



Workforce Centers

- [Alexandria Workforce Development Center](#) (Comprehensive)
- [Arlington Employment Center](#) (Comprehensive)

Key Partners & Initiatives

- [Alexandria Department of Community and Human Services](#)
- [Arlington Department of Human Services](#)
- Regional Business Services Team (POC: [D. Remick](#))
- [Alexandria Economic Development Partnership](#)
- [Arlington Economic Development](#)
- <https://alexandriarlington.skillupamerica.org/>

We do not focus on specific career initiatives. We manage multiple funding streams to support job seekers achieve their specific career interests.

Target Industries

- Professional, Scientific and Technical
- Public Administration
- Accommodations & Food Service
- Health Care & Social Assistance
- Transportation and Logistics
- Retail Trade

Education & Training Providers

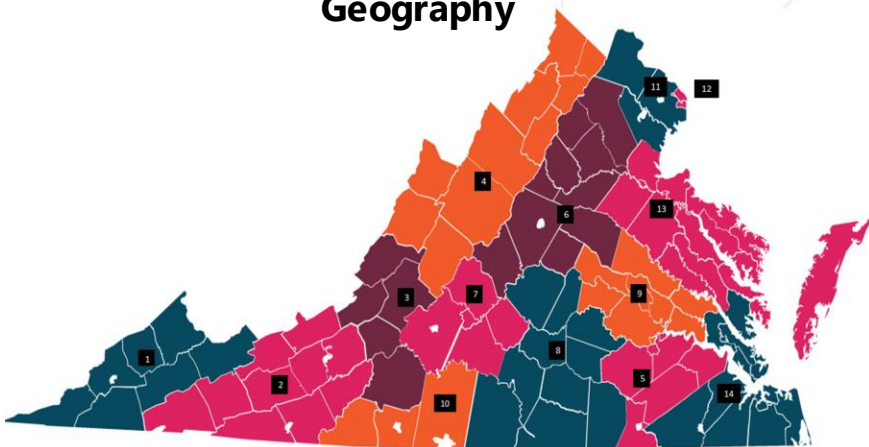
- George Mason University
- Northern Virginia Community College
- Arlington Education and Employment Program
- 1st CDL Training School of Northern Virginia
- Security University
- Kitchen of Purpose



Bay Consortium Region (Area #13)

Jackie Davis, Executive Director, 804-456-7651, jdavis@baywib.org

Geography



Virginia Career Works Centers

- American Job Center Fredericksburg, 10304 Spotsylvania Ave, Suite 100, Fredericksburg, VA 22408
(**Comprehensive**)
- American Job Center Northern Neck, 487 Main Street, Warsaw, VA 22572
(**Affiliate**)
- American Job Center Eastern Shore, 25036 Lankford Hwy, Onley, VA 23418
(**Affiliate**)

Key Partners & Initiatives

For individuals:

- TransferVR – Giles Scott – gscott@baywib.org
<https://transfrinc.com/>
- Metrix Learning – Steven Golas – sgolas@baywib.org
<https://bayconsortium.metrixlearning.com/>
- Rappahannock Goodwill Industries – Adult, Dislocated Worker and Youth Services – Greater Fredericksburg
- Rappahannock Community College – Adult, Dislocated Worker and Youth Services – Northern Neck and Middle Peninsula
- Eastern Shore Community -College – Adult, Dislocated Worker and Youth Services – Eastern Shore
- Resources for Job Seekers
<https://www.vcwbay.com/resources/#jobseekers>

For businesses:

- Business Services Teams – Jacob McCaleb,
jmccaleb@baywib.org
- Incumbent Worker Program
- On-the-Job Training Program
- Resources for Employers
<https://www.vcwbay.com/resources/#employers>

Target Industries

- Information Technology
- Health Care
- Transportation and Logistics

Education & Training Providers

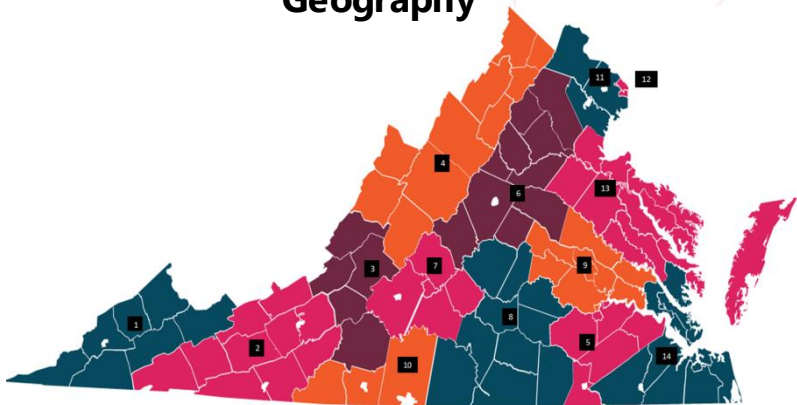
- Germanna Community College
- Rappahannock Community College
- Eastern Shore Community College
- Virginia Career Solutions (Formerly New Horizons)
- 2020 CDL Driving School
- CDS Tractor Trailer Training



Hampton Roads (Area #14)

Shawn Avery, President and CEO, 757-314-2370, savery@theworkforcecouncil.org

Geography



Target Industries

- Maritime
- Information Technology
- Health Care
- Transportation and Logistics
- Construction and Trades

Workforce Centers

Hampton - 600 Butler Farm Road, Room 1015, Hampton, VA
 Norfolk - 861 Glenrock Road, Suite 100, Norfolk, VA
 Suffolk - 157 North Main Street, Suffolk, VA
 Franklin - 120 North Main Street - Room 222, Franklin, VA
 Portsmouth - 4010-C Victory Blvd, Portsmouth VA
 Williamsburg - 4601 Opportunity Way, Room 118, Williamsburg, VA

Education & Training Providers

Tidewater Community College
 Paul D. Camp Community College
 Virginia Peninsula Community College
 Rappahannock Community College
 ECPI University
 AIM/Centura/Tidewater Tech
 Old Dominion University
 Norfolk State University
 Regent University
 Virginia Wesleyan College

Key Partners & Initiatives

For individuals:

The Stop Organization
 Urban League of Hampton Roads
 AARP
 Senior Services of Southeastern Virginia
 Department for the Blind and Vision Impaired
 Eggleston Services
 Job Corps
 Virginia Employment Commission

For businesses:

Hampton Roads Alliance
 Hampton Roads Chamber of Commerce
 Franklin Southampton Chamber of Commerce
 Greater Williamsburg Chamber of Commerce
 Virginia Peninsula Chamber of Commerce

Visit: www.theworkforcecouncil.org/strategic-partners/ for contact information



Organized Views



Workforce Education & Training

1. Adult Education and Literacy (VDOE)
2. Apprenticeships (DOC)
3. DOC Vocational Rehabilitation (DOC)
4. Commonwealth Center for Advanced Manufacturing (VIPC)
5. Virginia Space Grant Consortium (ODU)
6. Hampton Roads Skilled Trades Rapid On-ramp Network for Growth - "HR STRONG" (VA Works)
7. Virginia Talent + Opportunity Program - "VTOP" (SCHEV)
8. Institutes of Excellence for Non-Credit Training and Instruction (VCCS)
9. New Economy Workforce Credential Grant - "FastForward" (SCHEV)
10. Postsecondary Career and Technical Educations - "PERKINS" (VCCS)
11. Registered Apprenticeship (VA Works)
12. Roanoke Higher Education Center*
13. Secondary CTE - "PERKINS" (VDOE)
14. Semiconductor Career Certification Program (VAST)
15. Supplemental Nutrition Assistance Program Employment and Training - "SNAP" (DSS)
16. Southwest Virginia Higher Ed Center Workforce Training Programs - "SWVHEC"*
17. Institute for Advanced Learning and Research Workforce Programs - "IALR"*
18. Southern Virginia Higher Ed Center Workforce Training Programs - "SVHEC"
19. Training and Operations (DFP)
20. Training for Residential Energy Contractors (Virginia Energy)*
21. Virginia Initiative for Employment Not Welfare - "VIEW" (DSS)
22. Workforce Development Grant Program (DRPT)
23. Waterman's Apprentice Program (VMRC)
24. WIOA Adult (VA Works)
25. WIOA Dislocated Worker (VA Works)
26. WIOA Youth (VA Works)
27. Work Certifications (DOC)



Supportive Services

28. Employment Service Program, Wagner-Peyser (VA Works)
29. Family Engagement Services (DSS)
30. Military Education & Workforce Initiative (DVS)
31. Military Medics and Corpsman Program (DVS)
32. Refugee Support Services Program - "RSSEP" (DSS)
33. Rapid Response (VA Works)
34. Reemployment Services and Eligibility Assessment - "RESEA" (VA Works)
35. Senior Community Service Employment Program - "SCSEP" (DARS)
36. State General Vocational Rehabilitation Program (DARS)
37. Trade Adjustment Assistance (VA Works)
38. Virginia Initiative for Building Earning Capacity of Parents (DSS)
39. Vocational Rehabilitation Program (DBVI)
40. Workforce Development Program (DJJ)



Business Support Services

41. Foreign Labor Certification (VA Works)
42. Talent Accelerator Program (VEDP)
43. Tech Talent Investment (VEDP)
44. Virginia Jobs Investment Program (VEDP)
45. Virginia Values Veterans (DVS)

*Program will be added to catalog in the next iteration



Capacity Building

46. Advanced Manufacturing Talent Investment Program and Fund Pilot (VEDP)
47. Broadband Equity, Access, and Development Program (DHCD)*
48. Commonwealth Cyber Initiative (VIPC)
49. Earn to Learn Nursing Education Acceleration Program (VDH)
50. Get Skilled, Get a Job, Give Back "G3" Innovation and Program Grants (VCCS)
51. Growth and Opportunity Fund - "GO Virginia" (DHCD)
52. Jobs for Veterans (Virginia Works)
53. - 55. Virginia Nursing Scholarship Programs (for CNAs, nurse educators, LPN, RN, NP) (VDH)
56. Virginia Nurse Preceptor Incentive Program (VDH)
57. - 58. Virginia Loan Repayment Programs for Healthcare Jobs (Behavioral Health, State-wide - "BHLRP" AND "SLRP")
59. Virginia J-1 Waiver Programs (VDH)
60. Work Opportunity Tax Credit (VA Works)
61. Coalfield Workforce Development & Training Fund (VCEDA)

PROGRAMS FOR INDIVIDUALS

Workforce Education and Training Programs for Any Individual

- Adult Education and Literacy (VDOE)
- Apprenticeships (DOC)
- DOC Vocational Rehabilitation (DOC)
- Commonwealth Center for Advanced Manufacturing (VIPIC)
- Virginia Space Grant Consortium (ODU)
- Hampton Roads Skilled Trades Rapid On-ramp Network for Growth - "HR STRONG" (VA Works)
- Virginia Talent + Opportunity Program - "VTOP" (SCHEV)
- Institutes of Excellence for Non-Credit Training and Instruction (VCCS)
- New Economy Workforce Credential Grant - "FastForward" (SCHEV)
- Postsecondary Career and Technical Educations - "PERKINS" (VCCS)
- Registered Apprenticeship (VA Works)
- Roanoke Higher Education Center Secondary CTE - "PERKINS" (VDOE)
- Semiconductor Career Certification Program (VAST)
- Supplemental Nutrition Assistance Program Employment and Training - "SNAP" (DSS)
- Southwest Virginia Higher Ed Center
- Workforce Training Programs - "SWVHEC"
- Institute for Advanced Learning and Research Workforce Programs - "IALR"
- Southern Virginia Higher Ed Center Workforce Training Programs - "SVHEC"
- Training and Operations (DFP)
- Training for Residential Energy Contractors (Virginia Energy)*
- Virginia Initiative for Employment Not Welfare - "VIEW" (DSS)
- Workforce Development Grant Program (DRPT)
- Waterman's Apprentice Program (VMRC)
- WIOA Adult (VA Works)
- WIOA Dislocated Worker (VA Works)
- WIOA Youth (VA Works)
- Work Certifications (DOC)

Supportive Services

- | | | |
|--|---|---|
| <h4>Unemployed Individuals</h4> <ul style="list-style-type: none"> • Employment Service Program, Wagner-Peyser (VA Works) • Rapid Response (Virginia Works) • Reemployment Services and Eligibility Assessment - "RESEA" (VA Works) • Trade Adjustment Assistance (VA Works) | <h4>Families</h4> <ul style="list-style-type: none"> • Family Engagement Services (DSS) • Virginia Initiative for Building Earning Capacity of Parents (DSS) | <h4>Seniors</h4> <ul style="list-style-type: none"> • Senior Community Service Employment Program - "SCSEP" (DARS) |
| <h4>Disabled Individuals</h4> <ul style="list-style-type: none"> • State General Vocational Rehabilitation Program (DARS) • Vocational Rehabilitation Program (DBVI) | <h4>Veterans, Activity Duty Military, & Law Enforcement</h4> <ul style="list-style-type: none"> • Military Education & Workforce Initiative (DVS) • Military Medics and Corpsman Program (DVS) • Workforce Development Program (DJJ) | <h4>Refugees</h4> <ul style="list-style-type: none"> • Refugee Support Services Program (DSS) |

Programs for Individuals and Businesses

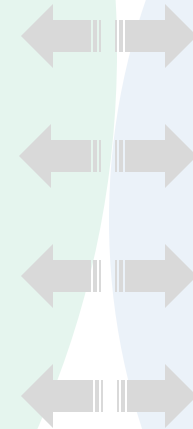
Capacity Building

- Advanced Manufacturing Talent Investment Program and Fund Pilot (VEDP)
- Broadband Equity, Access, and Development Program (DHCD)*
- Commonwealth Cyber Initiative (VIPIC)
- Earn to Learn Nursing Education Acceleration Program (VDH)
- Get Skilled, Get a Job, Give Back "G3" Innovation and Program Grants (VCCS)
- Growth and Opportunity Fund - "GO Virginia" (DHCD)
- Jobs for Veterans (Virginia Works)
- Virginia Nursing Scholarship Programs (for CNAs, nurse educators, LPN, RN, NP) (VDH)
- Virginia Nurse Preceptor Incentive Program (VDH)
- Virginia Loan Repayment Programs for Healthcare Jobs (Behavioral Health, State-wide - "BHLRP" AND "SLRP")
- Virginia J-1 Waiver Programs (VDH)
- Work Opportunity Tax Credit (VA Works)
- Coalfield Workforce Development & Training Fund (VCEDA)

PROGRAMS FOR BUSINESSES

Business Support Services

- Foreign Labor Certification (VA Works)
- Talent Accelerator Program (VEDP)
- Tech Talent Investment (VEDP)
- Virginia Jobs Investment Program (VEDP)
- Virginia Values Veterans (DVS)



Cross-Industry Education & Training

- Adult Education and Literacy (VDOE)
- Hampton Roads Skilled Trades Rapid On-ramp Network for Growth - "HR STRONG" (VA Works)
- Institute for Advanced Learning and Research Workforce Programs - "IALR"
- Institutes of Excellence for Non-Credit Training and Instruction (VCCS)
- New Economy Workforce Credential Grant - "FastForward" (SCHEV)
- Postsecondary Career and Technical Educations - "PERKINS" (VCCS)
- Registered Apprenticeship (VA Works)
- Roanoke Higher Education Center
- Secondary CTE - "PERKINS" (VDOE)
- Supplemental Nutrition Assistance Program Employment and Training (DSS)
- Southern Virginia Higher Ed Center Workforce Training Programs - "SVHEC"
- Southwest Virginia Higher Ed Center Workforce Training Programs - "SWVHEC"
- Virginia Talent + Opportunity Program - "VTOP" (SCHEV)
- Virginia Initiative for Employment Not Welfare - "VIEW" (DSS)
- Virginia Space Grant Consortium (ODU)
- Workforce Development Grant Program (DRPT)
- WIOA Adult (VA Works)
- WIOA Dislocated Worker (VA Works)
- WIOA Youth (VA Works)

Advanced Manufacturing

- Commonwealth Center for Advanced Manufacturing (VIPC)
- Semiconductor Career Certification Program (VAST)

Public Safety

- Apprenticeships (DOC)
- DOC Vocational Rehabilitation (DOC)
- Training and Operations (DFP)
- Work Certifications (DOC)

Natural Resources

- Training for Residential Energy Contractors (Virginia Energy)*
- Waterman's Apprentice Program (VMRC)

Business Support Services

- Foreign Labor Certification (VA Works)
- Talent Accelerator Program (VEDP)
- Tech Talent Investment (VEDP)
- Virginia Jobs Investment Program (VEDP)
- Virginia Values Veterans (DVS)

Supportive Services for Individuals

- Employment Service Program, Wagner-Peyser (VA Works)
- Family Engagement Services (DSS)
- Military Education & Workforce Initiative (DVS)
- Military Medics and Corpsman Program (DVS)
- Rapid Response (VA Works)
- Refugee Support Services Program - "RSSEP" (DSS)
- Reemployment Services and Eligibility Assessment - "RESEA" (VA Works)
- Senior Community Service Employment Program - "SCSEP" (DARS)
- State General Vocational Rehabilitation Program (DARS)
- Trade Adjustment Assistance (VA Works)
- Virginia Initiative for Building Earning Capacity of Parents (DSS)
- Vocational Rehabilitation Program (DBVI)
- Workforce Development Program (DJJ)

Cross-Industry Capacity Building Initiatives

- Get Skilled, Get a Job, Give Back "G3" Innovation and Program Grants (VCCS)
- Jobs for Veterans (Virginia Works)
- Virginia J-1 Waiver Programs (VDH)
- Work Opportunity Tax Credit (VA Works)

Capacity Building Initiatives for the Healthcare Industry

- Earn to Learn Nursing Education Acceleration Program (VDH)
- Virginia Nursing Scholarship Programs (for CNAs, nurse educators, LPN, RN, NP) (VDH)
- Nursing Preceptor Incentive Program (VDH)
- Virginia Loan Repayment Programs for Healthcare Jobs (Behavioral Health, State-wide - "BHLRP" AND "SLRP")

Capacity Building for Manufacturing, Infrastructure, and Technology

- Advanced Manufacturing Talent Investment Program and Fund Pilot (VEDP)
- Broadband Equity, Access, and Development Program
- Coalfield Workforce Development & Training Fund (VCEDA)
- Commonwealth Cyber Initiative (VIPC)
- Growth and Opportunity Fund - "GO Virginia" (DHCD)

Commerce and Trade

- Growth and Opportunity Fund – “GO Virginia” (DHCD)
- Broadband Equity, Access and Development Program (DHCD)
- Coalfield Workforce Development & Training Fund (VCEDA)
- Talent Accelerator Program (VEDP)
- Tech Talent Investment (VEDP)
- Virginia Jobs Investment Program (VEDP)
- Semiconductor Career Certification Program (VAST)
- Advanced Manufacturing Talent Investment Program and Fund Pilot (VEDP)
- Commonwealth Center for Advanced Manufacturing (VIPC)
- Commonwealth Cyber Initiative (VIPC)
- Training for Residential Energy Contractors (Virginia Energy)

Labor

- Network for Growth - “HR STRONG” (VA Works)
- Rapid Response (VA Works)
- Registered Apprenticeship (VA Works)
- WIOA Adult (VA Works)
- WIOA Dislocated Worker (VA Works)
- WIOA Youth (VA Works)
- Employment Service Program, Wagner-Peyser (VA Works)
- Reemployment Services and Eligibility Assessment – “RESEA” (VA Works)
- Trade Adjustment Assistance (VA Works)
- Jobs for Veterans (Virginia Works)
- Work Opportunity Tax Credit (VA Works)
- Foreign Labor Certification (VA Works)

Health and Human Services

- Senior Community Service Employment Program – “SCSEP” (DARS)
- State General Vocational Rehabilitation Program (DARS)
- Vocational Rehabilitation Program (DBVI)
- Virginia Initiative for Employment Not Welfare – “VIEW” (DSS)
- Family Engagement Services (DSS)
- Refugee Support Services Program – “RSSEP” (DSS)
- Virginia Initiative for Building Earning Capacity of Parents (DSS)
- SNAP E&T (DSS)
- Earn to Learn Nursing Education Acceleration Program (VDH)
- Virginia Nursing Scholarship Programs (for CNAs, nurse educators, LPN, RN, NP) (VDH)
- Virginia Nurse Preceptor Incentive Program (VDH)
- Virginia Loan Repayment Programs for Healthcare Jobs (Behavioral Health, State-wide – “BHLRP” AND “SLRP”)
- Virginia J-1 Waiver Programs (VDH)

Education

- Adult Education and Literacy (VDOE)
- Secondary CTE - “PERKINS” (VDOE)
- Virginia Talent + Opportunity Program – “VTOP” (SCHEV)
- New Economy Workforce Credential Grant – “FastForward” (SCHEV)
- Roanoke Higher Education Center
- Southwest Virginia Higher Ed Center– “SWVHEC”
- Institute for Advanced Learning and Research Workforce Programs – “IALR”
- Southern Virginia Higher Ed Center Workforce– “SVHEC”
- Institutes of Excellence for Non-Credit Training and Instruction (VCCS)
- Postsecondary Career and Technical Educations - “PERKINS” (VCCS)
- Institutes of Excellence for Non-Credit Training and Instruction (VCCS)
- Get Skilled, Get a Job, Give Back (VCCS)
- Virginia Space Grant Consortium (ODU)

Public Safety

- Training and Operations (DFP)
- Workforce Development Program (DJJ)
- Apprenticeships (DOC)
- DOC Vocational Rehabilitation (DOC)
- Work Certifications (DOC)

Veterans and Defense Affairs

- Military Education & Workforce Initiative (DVS)
- Military Medics and Corpsman Program (DVS)
- Virginia Values Veterans (DVS)

Transportation

- Workforce Development Grant Program (DRPT)

Natural and Historic Resources

- Waterman's Apprentice Program (VMRC)