

Virginia Employment Commission (VEC) & the Shared Administrative Services for the Department of Workforce Development & Advancement (Works)

DOI 2025 Accomplishments

Plan Goal 1: Access & Success

Objective: Enhance inclusive recruitment practices to support a diverse workforce.

VEC Shared Services remains committed to fostering diversity through equitable hiring practices. In alignment with DHRM Policy 2.10 (Hiring), all recruitment, hiring, and selection panels are required to reflect the agency's demographic makeup, ensuring diversity in both race and gender. Additionally, we have expanded our recruitment outreach through various online platforms to broaden access to employment opportunities.

Plan Goal 2: Welcoming & Respectful Culture

Objective 1: Foster an inclusive onboarding experience through New Employee Orientation (NEO).

All NEO sessions include comprehensive discussions on Equal Employment Opportunity (EEO) to inform and empower new team members. A cross-functional workgroup is currently reviewing and updating the NEO process to ensure it remains relevant and comprehensive for all incoming employees.

Objective 2: Promote continued cultural awareness and employee engagement.

Each month, employees receive a hyperlinked calendar highlighting cultural observances and upcoming "Lunch & Learn" topics to encourage awareness and dialogue across the agency.

Plan Goal 3: DOI Infrastructure & Training

Objective 1: Provide accessible, ongoing training and development opportunities.

Beginning January 2025, the VEC Shared Services partnered with Anthem to launch the "Wellness Wednesday" webinar series. These monthly sessions focus on personal well-being, with past topics including "New Year's Resolutions," "Financial Wellness," "Love," "Women's Health," and "Men's Health."

Objective 2: Expand professional development through interactive learning sessions.

Also beginning January 2025, our “Lunch & Learn” series was refocused to emphasize employee engagement. These interactive sessions are designed to foster deeper connection and learning around themes such as “The Power of Employee Engagement.”

2025 Agency Goals

1. **Develop and implement agency-wide Employee Relations training** to raise awareness and promote respectful, policy-compliant, and inclusive workplace practices.
2. **Sustain the monthly Wellness Wednesday and Lunch & Learn sessions** to provide consistent opportunities for employee engagement and development.
3. **Establish a comprehensive Employee Engagement program** that connects and supports staff across both agencies.
4. **Enhance employee feedback mechanisms** by developing a robust exit survey process and implementing stay interviews to identify engagement risks and improve workplace culture.