

# Virginia Workforce System 2017 Budget Review

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## Draft Report

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Virginia Board of Workforce Development**

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This budget analysis was conducted over a 60-day period that began in October 2017 and concluded in December 2017. The project reviewed program year budgets for the most recent program year for 24 workforce development programs administered by eight state agencies.

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## KEY FINDINGS

This budget analysis was conducted over a 60-day period that began in October 2017 and concluded in December 2017. The project reviewed program year budgets for the most recent fiscal year for 24 workforce programs in Virginia administered by eight agencies. It is important to note that this analysis does not include the Virginia Workforce Credential Grant program, which was funded and launched in July 2016. All of the data presented here was self-reported.

Key findings from the budget review include:

- This consolidated budget review represents \$339.4 million in total funding, a 1.31% reduction in funding compared to last year's report.
- Of the \$339.4 million, 61% is federal funding, 36% is state funding. This is virtually unchanged from last year.
- Of the 24 workforce programs surveyed, only seven are wholly state-funded programs or operating independently from a federal grant match requirement. In total, these state-funded programs account for only 4.5% or \$15.47M of the resources in this report.
- The workforce development system served 854,726 individuals and spent approximately \$348.00 on each client served.
- Virginia invested, on average, \$174.00 in workforce training and education for each individual served by the workforce system.
- 51% of the system participants served are In School Youth or Out of School Youth served through the WIOA Title 1 Youth Program.
- The system produced more than 238,403 work-related credentials. This includes secondary (6,928) and post-secondary (231,475) credentials.<sup>1</sup>
- Sixty-one percent of the credentialing results can be attributed to the Department of Education's Path to Industry Certification Program and the Microsoft IT Academy. Together they contributed almost 145,000 credentials towards the outcome reported above.
- More than 148,000 individuals served by the workforce system entered into employment. The Virginia Employment Commission's Wagner-Peyser Employment Service Program reported 92,803 of their clients entered employment. This is 63% of the total entering employment.

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<sup>1</sup> This report does not include budget or outcomes related to the Workforce Credential Grant program.

- The federally funded programs generated 96% (142,204) of the reported employment outcomes.
- The workforce system serves businesses. Thirteen programs reported delivering one or more workforce services to 32,229<sup>2</sup> businesses across the Commonwealth.
- 44% (\$149.1M) of the total funding was spent on workforce training and education activities. \$95M was in programs administered by the Department of Education.
- The second largest expenditure category, Staff Supported Services, is defined as staff salaries and benefits including Career Coaches, Career Counselors, Case Managers, etc. and Career Services aimed at participant evaluation or assessment, career awareness, career exploration, career preparation, placement, retention. In total, 36%, or \$120M was spend on Staff Supported Services.
- The majority of the programs surveyed could not isolate their expenditures on Information Technology, including case management systems or performance reporting systems.
- Despite the legislation calling for this report, a number of program administrators have not provided full responses to the budget review survey. This is especially the case where the state agency awards a sub state grant to a school division (Department of Education), local government (Department of Social Services), local workforce board (Virginia Community College System) or Community College (Virginia Community College System) or where adequate data systems are not in place to track program activity and outcomes.
- The Board may wish to consider revising reporting to separately report on workforce development activities organized around youth and adults to more accurately analyze activities happen across the talent pipeline.

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<sup>2</sup> Reported serving business but not reporting business count figures: Department of Education – PluggedIn VA; VCCS-Institutes of Excellence and WIOA Title 1-funded Rapid Response; and VEC Workforce Information Grant.

## BACKGROUND

§ 2.2-2472. Powers and duties of the Board; Virginia Workforce System created.

A. The Board shall implement a Virginia Workforce System that shall undertake the following actions to implement and foster workforce development and training and better align education and workforce programs to meet current and projected skills requirements of an increasingly technological, global workforce:

.....9. Conduct a review of budgets, which shall be submitted annually to the Board by each agency conducting federal and state funded career and technical and adult education and workforce development programs, that identify the agency's sources and expenditures of administrative, workforce education and training, and support services for workforce development programs;

This is the 3<sup>rd</sup> year for this budget review. The [2015](#) and [2016](#) reports can be found at [www.elevatevirginia.org](http://www.elevatevirginia.org).

A workgroup consisting of fiscal and program subject matter experts from each agency provided input on the project approach, data collection, and data analysis. Common definitions were developed by this workgroup and can be found in Appendix A.

Further, specific expenditure categories were defined and evaluated, including 1) workforce education and training, 2) staff supported services, 3) supportive services, and 4) information technology. These definitions can be found in Appendix B of this report.

This report reflects significant revisions in participant count. In the 2016 review, the system reported serving 1.4 million individuals, no change from 2015. This year's report reflects an adjusted participant count of 854,726.

The Virginia Department of Education (DOE) discovered that it had been providing participant data related to credentialing activities supported by the state-funded Path to Industry Certification program in error. These "Path to Industry Certification" funds run in tandem with Perkins-funded Secondary Career Technical Education programs which provide instruction and attainment of program-related workforce credentials to the same students, resulting in an over counting.

## SURVEYED PROGRAMS

Following is a list of the participating programs included in the 2017 Budget Review. Appendix D includes profiles of each program, including program purpose, total budget, and number of clients served.

Please note that the Workforce Credential Grant Program, administered by the State Council for Higher Education in Virginia (SCHEV), is excluded from this analysis. Participating eligible institutions include the Virginia Community College System and the Southern Virginia Higher Education Center. Total state appropriations for this program for state fiscal year 2017 was \$4.0 million.

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**Table 1: Workforce System Program Respondents**

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Department for Aging and Rehabilitative Services (DARS) ~ WIOA Title 4 - Vocational Rehabilitation Program

Department for the Blind and Vision Impaired (DBVI) ~ WIOA Title 4 - Vocational Rehabilitation Program

Department of Education (DOE) ~ Career Technical Education - Secondary Perkins

DOE ~ Microsoft IT Program

DOE ~ Path to Industry Certification

DOE ~ PluggedIn VA

DOE ~ WIOA Title 2 - Adult Basic Education

DOE ~ Workplace Readiness Skills Assessment

Department of Labor and Industry (DOLI) ~ Registered Apprenticeship

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

(DSS) ~ VA Initiative for Employment Not Welfare (VIEW)

(DSS) ~ Virginia Refugee Resettlement Program

Virginia Community College System (VCCS) ~ Institutes of Excellence

VCCS ~ Non-Credit Workforce Training

VCCS ~ Post-Secondary Perkins

VCCS ~ WIOA Title 1 - Adult

VCCS ~ WIOA Title 1 - Dislocated Worker (less Rapid Response)

VCCS ~ WIOA Title 1 - Rapid Response

VCCS ~ WIOA Title 1 - Youth

Virginia Employment Commission (VEC) ~ Trade Act Program

VEC ~ Veteran Programs

VEC ~ WIOA Title 3 - Wagner-Peyser

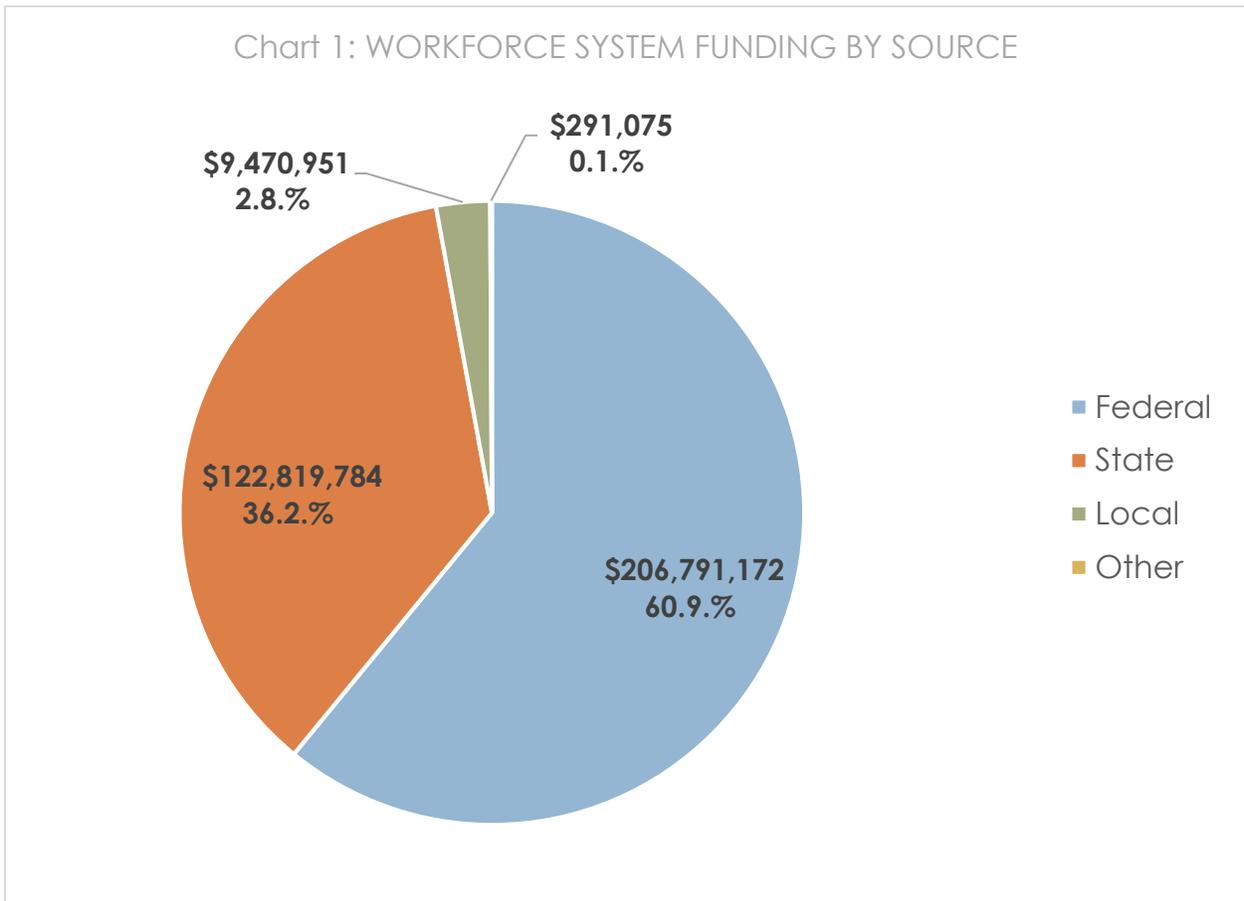
VEC ~ Workforce Information Grant

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## FUNDING BY SOURCE

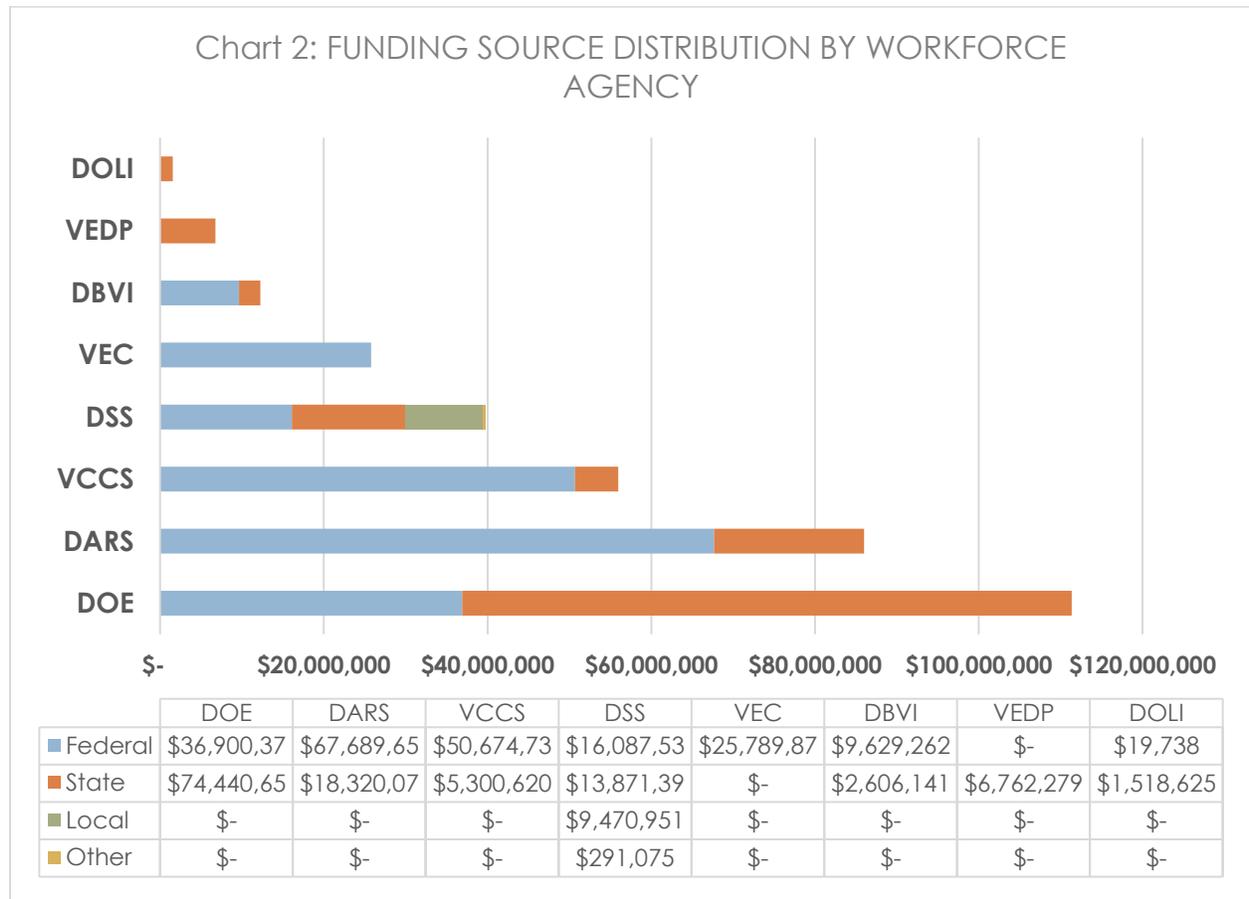
The budget review evaluated the funding sources for each workforce program. The chart below shows the distribution of funding sources for Virginia's workforce programs.

Overall, 61% (\$206.8 million) of the funding is provided by federal sources. State monies account for 36% (\$122.8 million) of the total funding and Local/Other sources provide the remaining 3.0% (\$9.8 million).



Each agency and the programs it administers have a different mix of federal, state, local, and other funding. The chart below shows the distribution by source of funding for each agency delivering workforce services.

The DBVI, VEC, VCCS, and DARS are relatively dependent on federal funding, while DOLI, DOE, the VEDP rely primarily on state resources. The DSS has the most diversified funding stream, with a combination of federal, state, and local money supporting workforce program service delivery.



## FOCUS ON STATE-FUNDED WORKFORCE PROGRAMS

In some cases, state funds serve as a match to draw down federal resources. For example, every dollar in state funds invested in Vocational Rehabilitation program activities is leveraged to access an additional \$3.70 in federal funds. Every state dollar invested in Career Technical Education programs is leverage to access \$20.25 in federal dollars. Programs administered by the Department of Health and Human Services also have a state investment as a requirement of accessing federal resources.

Of the 24 workforce programs surveyed, only seven are wholly state-funded programs or operating independently from a federal grant match requirement. In total, these programs account for 4.5% or \$15.47 million of the Commonwealth's \$339.4 million investment.

These state funds supported the attainment of more than 225,798 credentials related to work or workforce preparedness.<sup>3</sup> This is 98% of all credentials produced by the workforce system. The Path to Industry Certification program provides an opportunity for secondary school students to earn an industry-recognized credential as part of their technical education experience. In the most recent program year, these funds supported the attainment of 102,273 workforce credentials.

Five of the programs mentioned here provided services to 3,666 businesses in the most recent program year. They include Institutes of Excellence (businesses are served via Institutes of Excellence contribution to the Workforce Credential Grant Program, but are not tracked separately), Non-Credit Workforce Training (1,327), PluggedIn Virginia (no data provided), Registered Apprenticeship (2,193) and the Virginia Jobs Investment Program (296).

Only one state-funded program reports an employment outcome and that is the Virginia Jobs Investment Program administered by the Virginia Economic Development Partnership. This cash grant program supported training for 8,425 workers, 6,064 were new jobs.

**Table 2: State-Funded Workforce Programs**

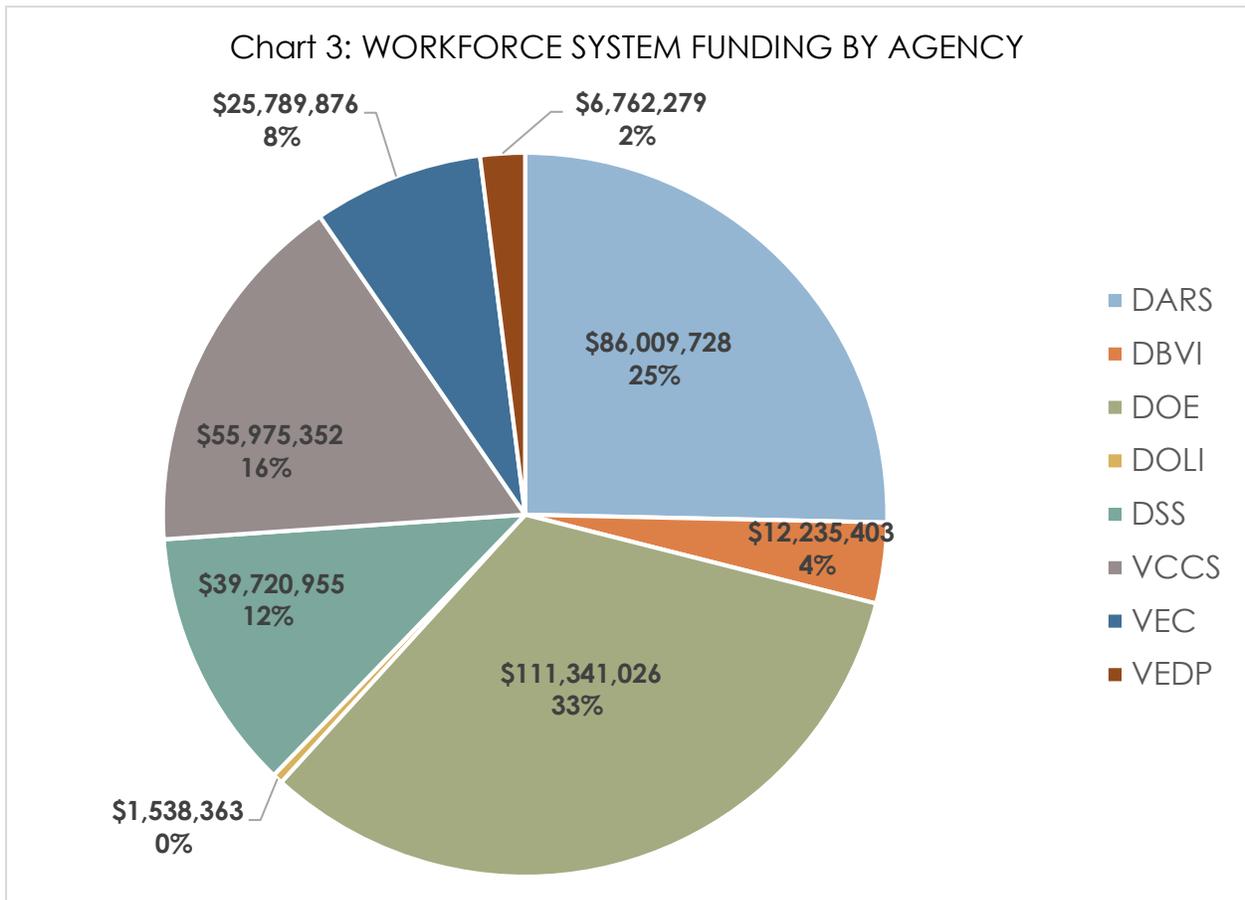
| Agency | Program                               | State Funding       | Participants   | Credentials      |
|--------|---------------------------------------|---------------------|----------------|------------------|
| VCCS   | Institutes of Excellence              | \$664,647           | 2,500          | No data provided |
| VCCS   | Non-Credit Workforce Training         | \$4,635,973         | 60,414         | No data provided |
| VDOE   | Workplace Readiness Skills Assessment | \$308,655           | 55,217         | 42,313           |
| VDOE   | PluggedIn VA                          | \$465,375           | 181            | 417              |
| VDOE   | Microsoft IT Program                  | \$1,300,000         | 80,795         | 80,795           |
| VDOE   | Path to Industry Certification        | \$1,331,464         | 102,273        | 102,273          |
| VEDP   | Virginia Jobs Investment Program      | \$6,762,279         | 8,425          | N/A              |
|        |                                       | <b>\$15,468,393</b> | <b>207,532</b> | <b>225,798</b>   |

<sup>3</sup> The following programs did not provide credentialing outcomes - VCCS: Institutes of Excellence, Non-Credit Workforce Training. VCCS indicated that results would be provided with the Workforce Credential Grant Program evaluation provided by SCHEV.

## FUNDING DISTRIBUTION BY AGENCY

The Virginia Department of Education administers one of every three dollars spent in workforce development, or \$111.3 million. The majority of that (\$91.8) is career technical education (Perkins). The Virginia Department for Aging and Rehabilitative Service's vocational rehabilitation program accounted for 25% of the total (\$86 million). Programs administered by the VCCS accounted for 16% (\$56.0 million) of the total funding.

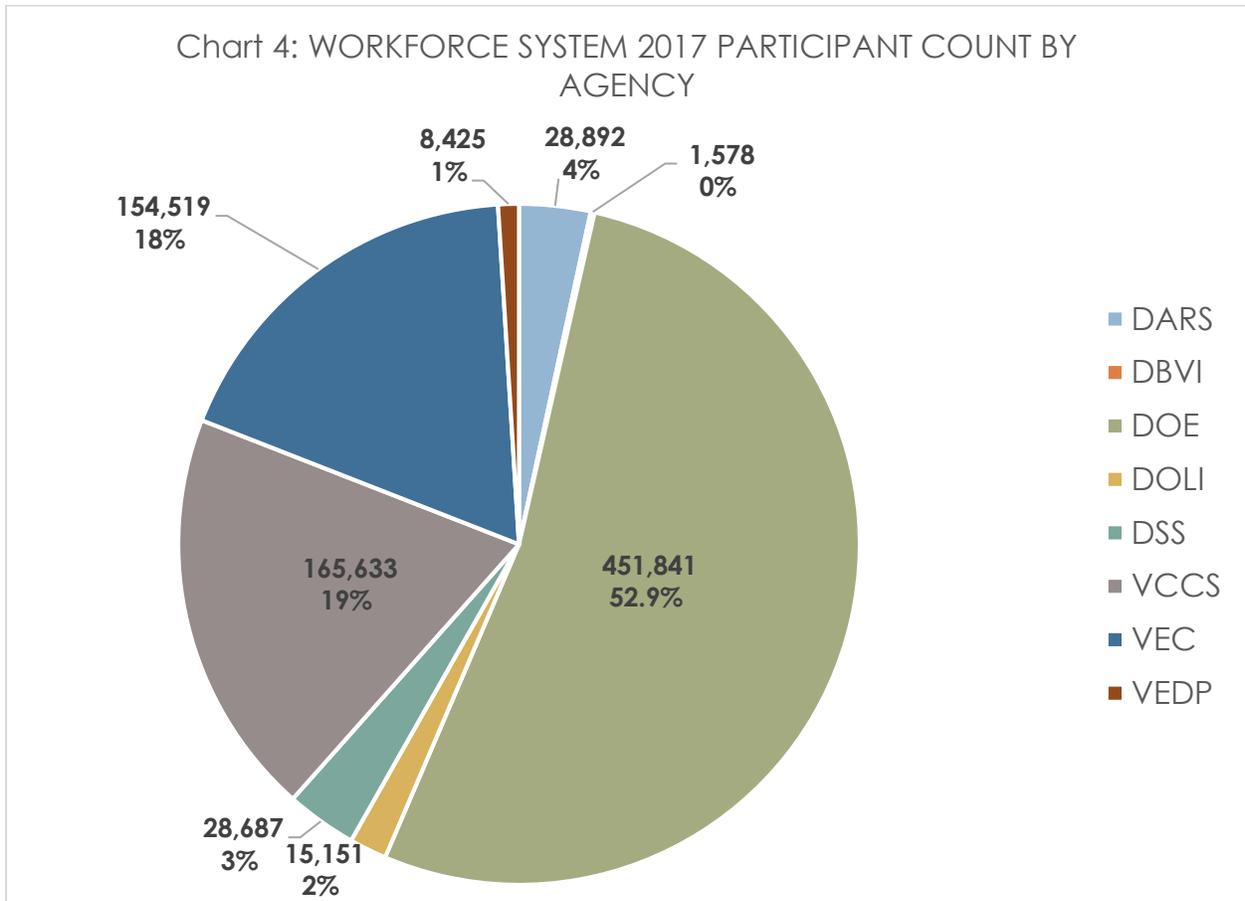
The smallest program budget was for the Registered Apprenticeship program that is administered by the Department of Labor and Industry with a total budget of \$1.5 million.



## INDIVIDUALS SERVED

“Participants” refers to the number of individuals served and enrolled in workforce programs. Participants can be thought of as workforce system customers or clients and for the purpose of this report, these terms will be used interchangeably.

The 24 workforce programs surveyed reported serving 854,726 customers in the most recent program year. As reported in previous years, the system lacks a common case management system or common customer identifier. Participant data cannot be duplicated.



The Virginia Department of Education served 52.9% of the total customers served, the majority in the secondary school environment. The Virginia Employment Commission (VEC) programs served 165,633 or 19% of the total system participants. The Virginia Community College System (VCCS) follows with 154,519 participants served. These three agencies served 90% of the total customers served by the workforce system in the most recent program year.

## BUSINESS SERVICES

Thirteen of the 24 programs surveyed in this budget review offer services to businesses. This is an increase from 11 programs surveyed in 2016. These programs served 32,299 businesses in the most recent program year.<sup>4</sup> This represents a 25% increase in the number of business served compared to the prior year.

The Virginia Employment Commission, Wagner-Peyser program served the largest number of businesses (17,821). The WIOA Title 1 programs served 4,029 employers. The Jobs for Veterans State Grant program served 3,593 businesses in the most recent program year. The Virginia Vocational Rehabilitation Programs jointly (DARS and DBVI) reported serving 3,040 businesses. These five programs represent 89% of the reported business served by the workforce system in Virginia.

Programs were also asked what percentage of their total business customer base was small business, defined as fewer than 250 employees or average gross annual receipts of \$10 million or less over the previous three years. Responses ranged from 40% (Vocational Rehabilitation program administered by DBVI) to 92% (Registered Apprenticeship program administered by DOLI). An estimated 24,025 small business were served in the most recent program year, which is 74% of the total business served.

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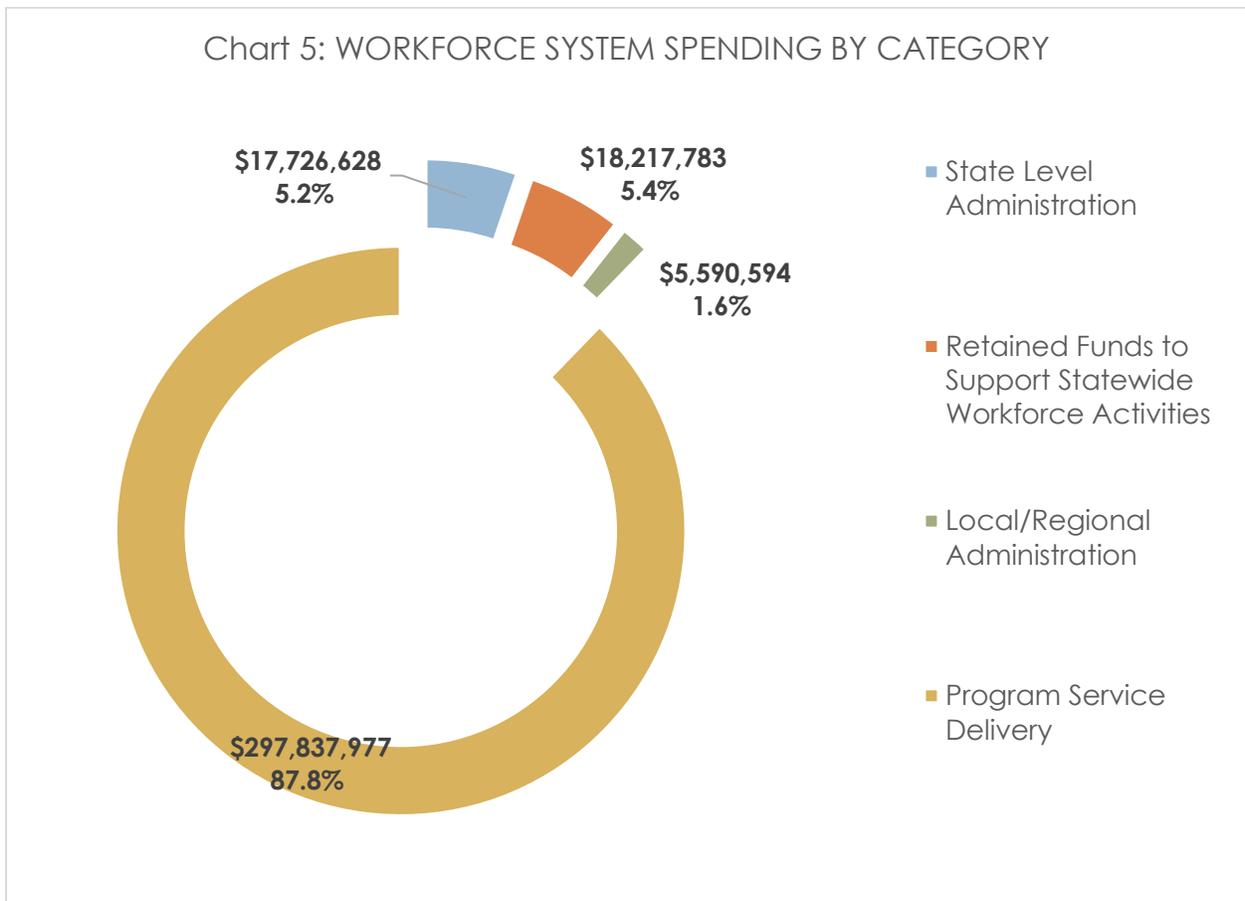
<sup>4</sup> Reported serving business but not reporting business count figures: Department of Education – PluggedIn VA; VCCS-Institutes of Excellence and WIOA Title 1-funded Rapid Response and; VEC -Workforce Information Grant.

## EXPENDITURES BY TYPE

The budget review found that 88% (\$297.8 million) of the workforce funds directly support program service delivery.

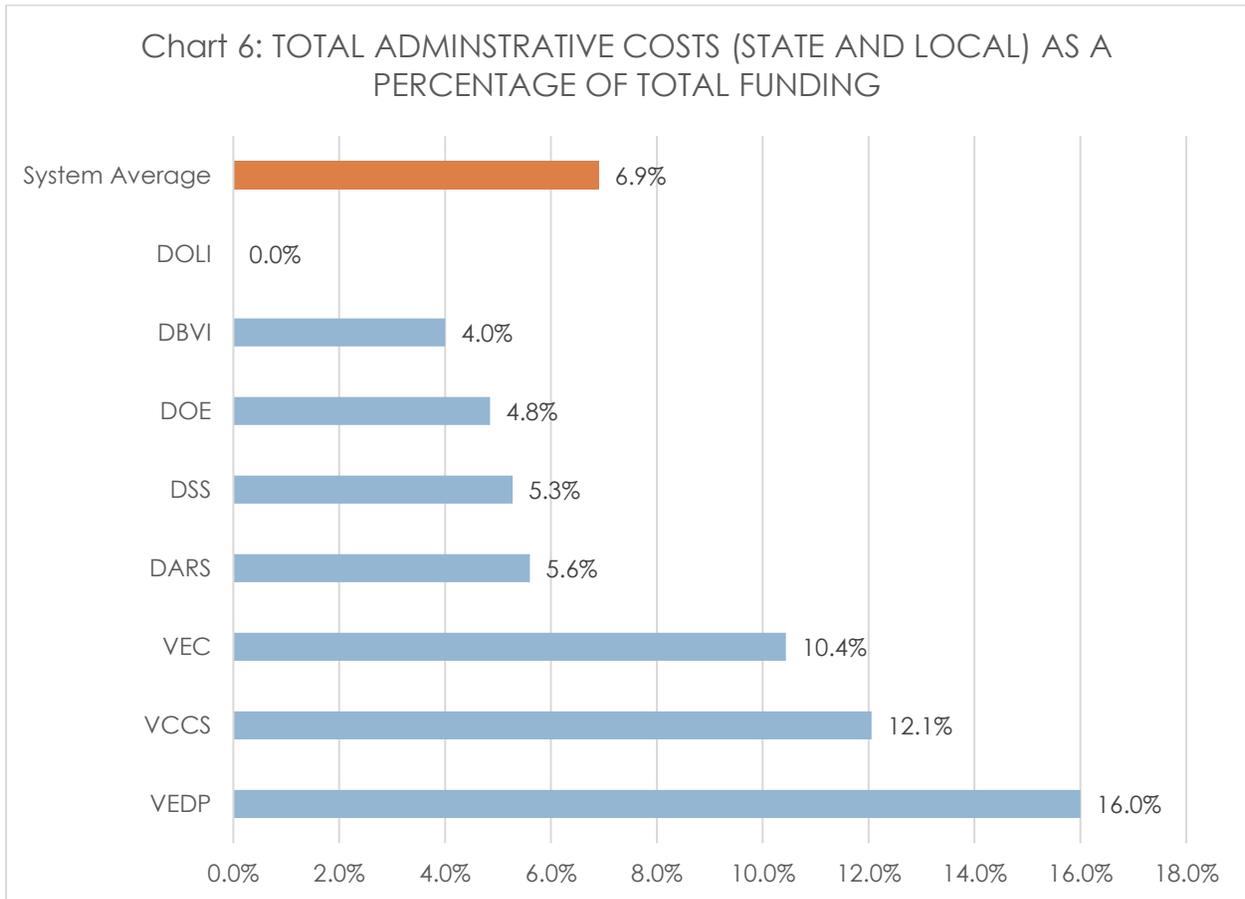
Overall, 5.4% (\$18.2 million) is retained for statewide workforce activities. The four agencies administering statewide funds include DARS, DBVI, DOE and the VCCS. Statewide activities include required and allowable activities described in the grants and are typically designed to support strategic system initiatives such as program-wide professional development, capacity building, shared technology systems, administration of special programs, and performance evaluation.

5.2% is expended for non-program state level administrative functions (\$17.7 million) and 1.6% (\$5.6 million) supports administrative activities at the local level<sup>5</sup>.



<sup>5</sup> Certain grants administered by the DOE and DSS are locally administered and unrestricted. They are unable to report on the allocation of resources towards program service delivery and non-program related expenses (administrative functions).

The chart below shows each agencies reported administrative cost burden relative to the system average for all programs.<sup>6</sup>



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<sup>6</sup> Certain grants administered by the DOE and DSS are locally administered and unrestricted. They are unable to report on the allocation of resources towards program service delivery and non-program related expenses (administrative functions).

## PROGRAM EXPENDITURES – SELECT CATEGORIES<sup>7</sup>

The budget review isolated four spending areas for review. They included Staff Supported Services, Supportive Services, Training and Education, and Information and Technology Systems. These four categories represented 80% of total expenditures. (Definitions of the spending categories can be found in Appendix B.)

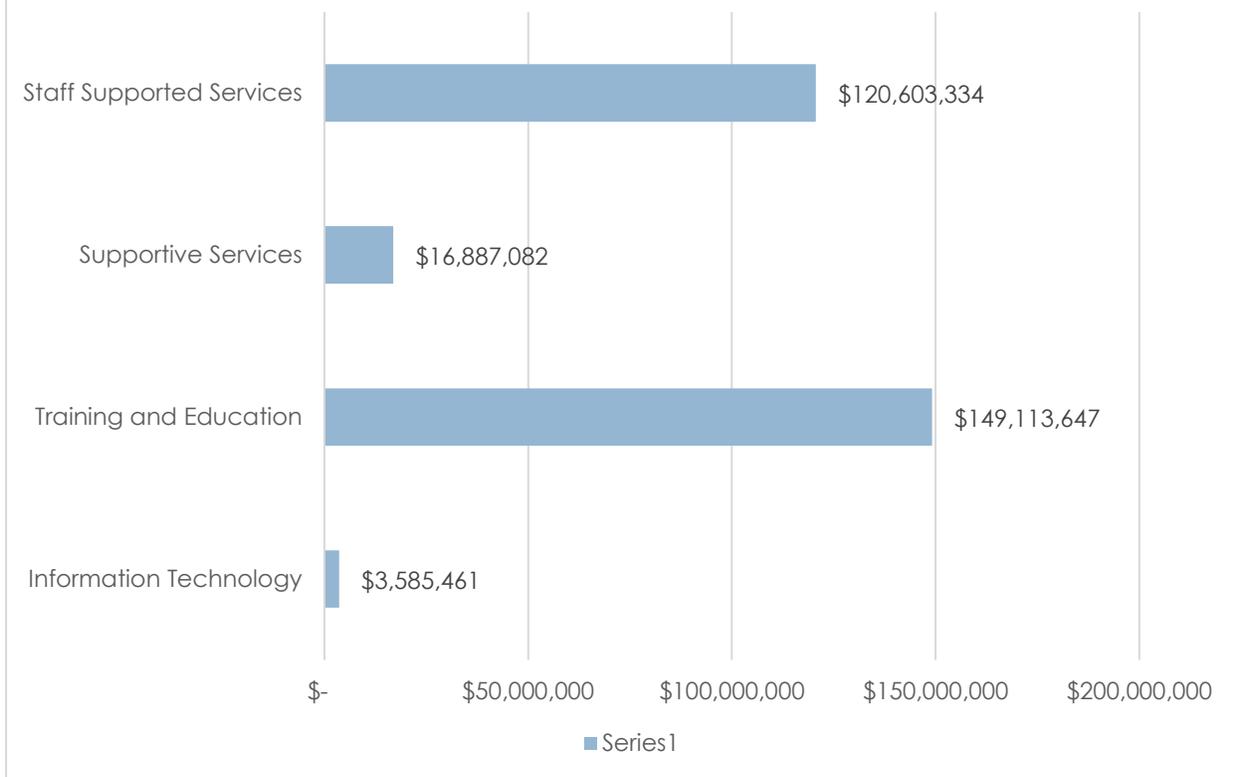
44.0% of the total reported expenditures (\$149.1M) are related to training and educational activities. Reported spending for Supportive Services (see definition in Appendix B) has increased 16% compared to last year and funds spent on Staff Supported Services increased 2% over the previous year.

Spending on Information and Technology Systems was \$3.6 million; however, due to refinements in reporting, it should not be compared to previous year's data. Information and Technology System spending reported here is limited to case management systems and performance reporting systems.

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<sup>7</sup> DOE-administered Plugged-In Virginia and Adult Basic Education did not provide cost allocation for any of the categories surveyed. Career Technical Education, Microsoft IT Program, Path to Industry Certification and the Work Readiness Skills Assessment assigned 100% of their resources to Training and Education.

Chart 7: PROGRAM EXPENDITURES - SELECT CATEGORIES



**TRAINING AND EDUCATION EXPENDITURES BY AGENCY<sup>8</sup>**

Agencies reported spending 44.0% (\$149.1M) of the total funding on workforce training and education.

For the purpose of this budget review, Education and Training was defined as follows:

Training and Education (in classroom, customized, contract, incumbent worker, on-the-job training (OJT), and apprenticeship)

- a. Assessment (pre and post training)
- b. Curriculum Development
- c. Instructor Salaries/Benefits/Training/Certifications
- d. Tuition/ITA Payments
- e. Training Materials/Books
- f. Uniforms/Tools/Supplies

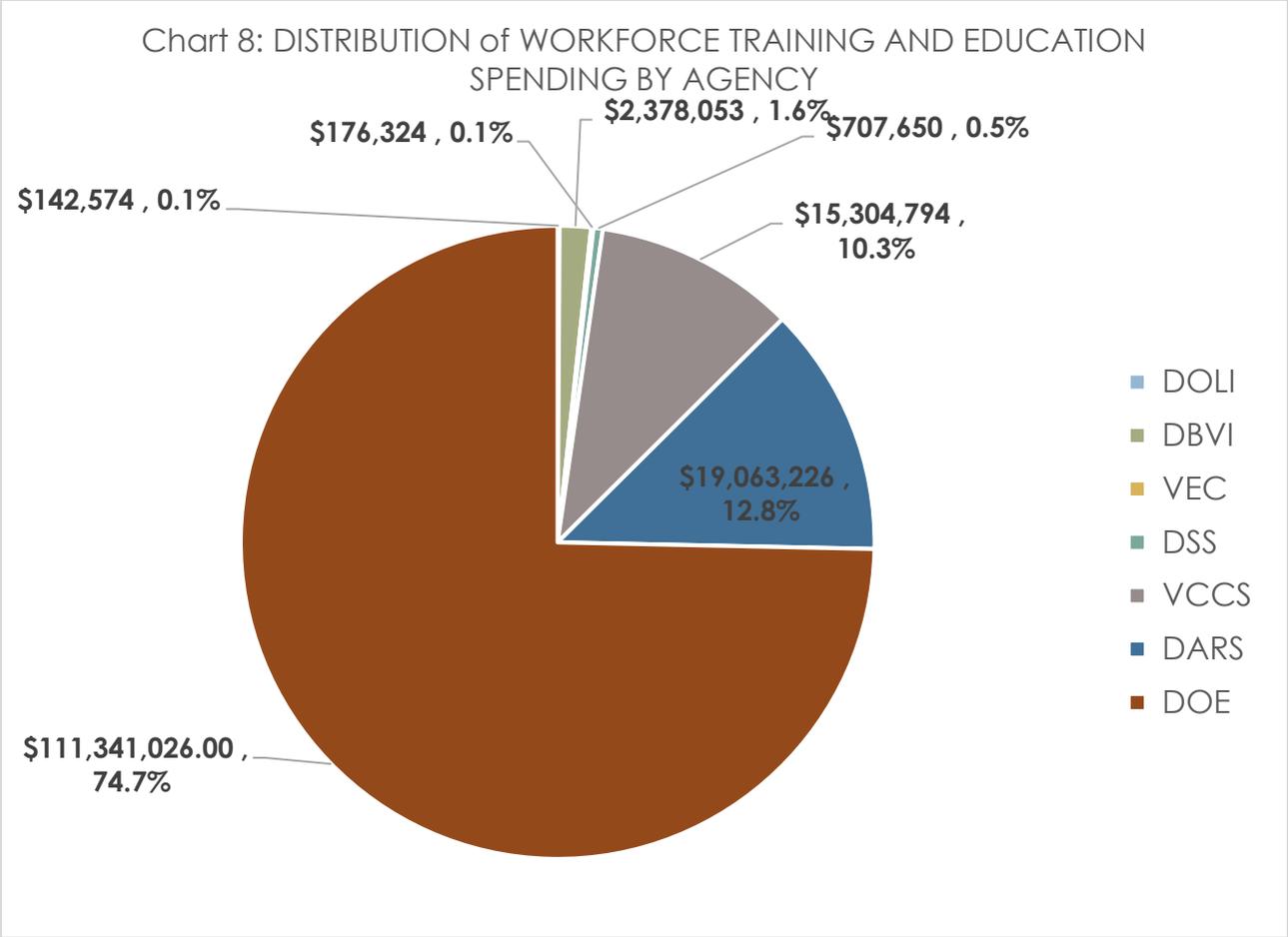
<sup>8</sup> The Adult Basic Education program, Administered by the DOE was unable to isolate cost by category and is not included in this analysis.

- g. On the Job Training Payments
- h. Work Experience Payments (Internships)
- i. Travel Associated with Training
- j. Certification Exams

Of the \$149.1 million spent on training, 75% of it is attributed to program activity administered by the Virginia Department of Education. It is important for the reader to note that DOE-administered Plugged-In Virginia and Adult Basic Education did not provide cost allocation for any of the categories surveyed. Career Technical Education, Microsoft IT Program, Path to Industry Certification and the Work Readiness Skills Assessment assigned 100% of their resources to Training and Education.

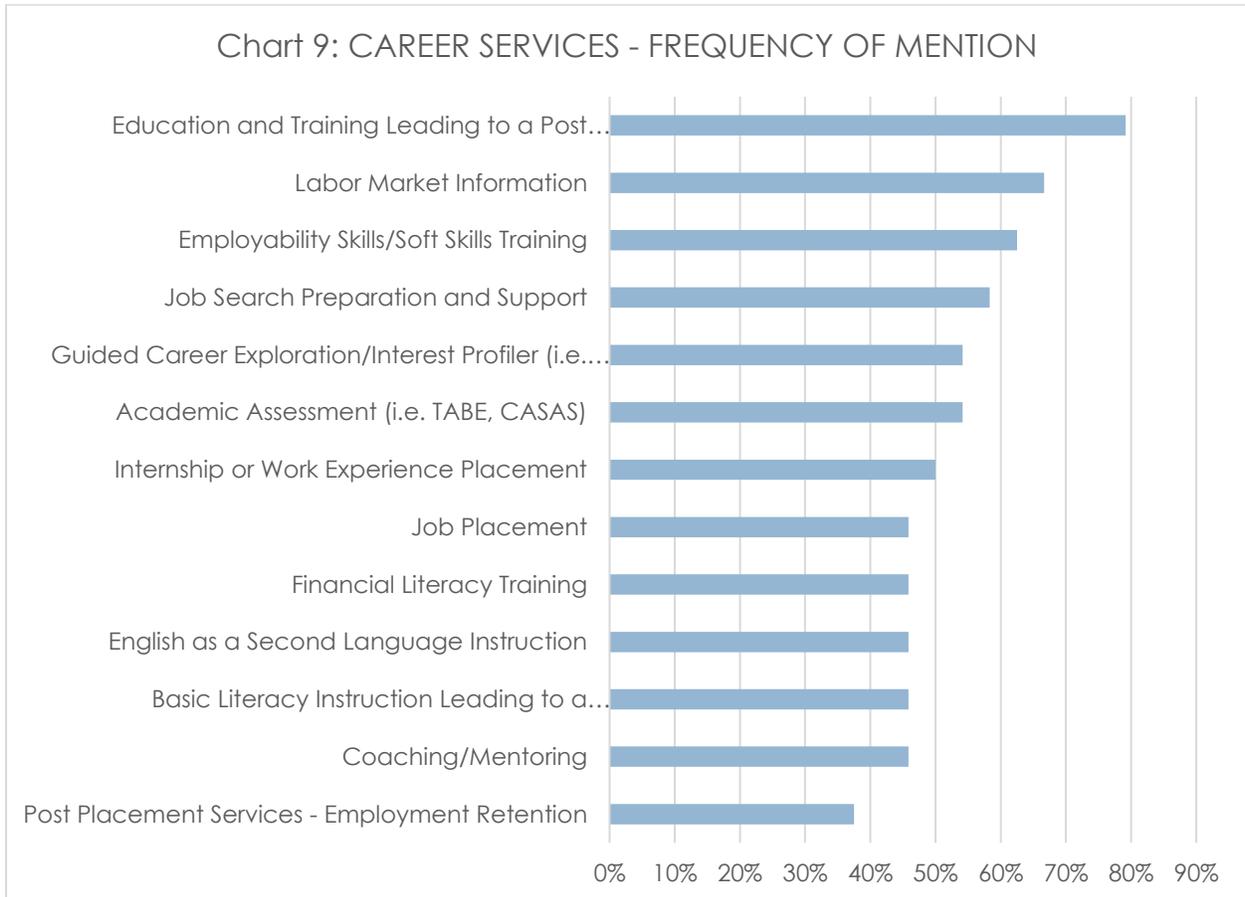
Workforce Training and Education activities supported by DARS account for 13.%, and programs administered by the VCCS accounts for 10.0% of the total spending in that category. .

The chart on the following page shows the distribution of funding spent on workforce education and training by agency.



## CAREER SERVICES

Program administrators were presented with a menu of services and asked to select those that they provided. Of all of the programs surveyed, Education and Training Leading to a Credential and Labor Market Information were services offered by the greatest number of programs. Employability Skills/Soft Skills Training, Job Search Preparation and Support, and Guided Career Exploration rounded out the top five career services offered to individuals.



## BUSINESS SERVICES

Thirteen of the 24 programs surveyed in this workforce system budget review offered services to businesses. These 11 programs reported serving more than 32,003 businesses in the most recent program year.<sup>9</sup> This represents a 25% increase in the number of business serviced compared to the previous program year.

The Virginia Employment Commission, through its WIOA Title 3 - Wagner-Peyser program, served the largest number of businesses (17,821). This is a significant increase over the previous year, when the VEC reported serving 10,940 businesses. Title 1 funded programs reported serving 4,029 businesses. Last year they provided no business service counts for the report. The Department for Aging and Rehabilitative Services served 2,680 businesses in the most recent program year. The Virginia Department of Labor and Industry reported serving 2,193 businesses through its Registered Apprenticeship Program. These four agencies represent 84% of the reported business served by the workforce system in Virginia.

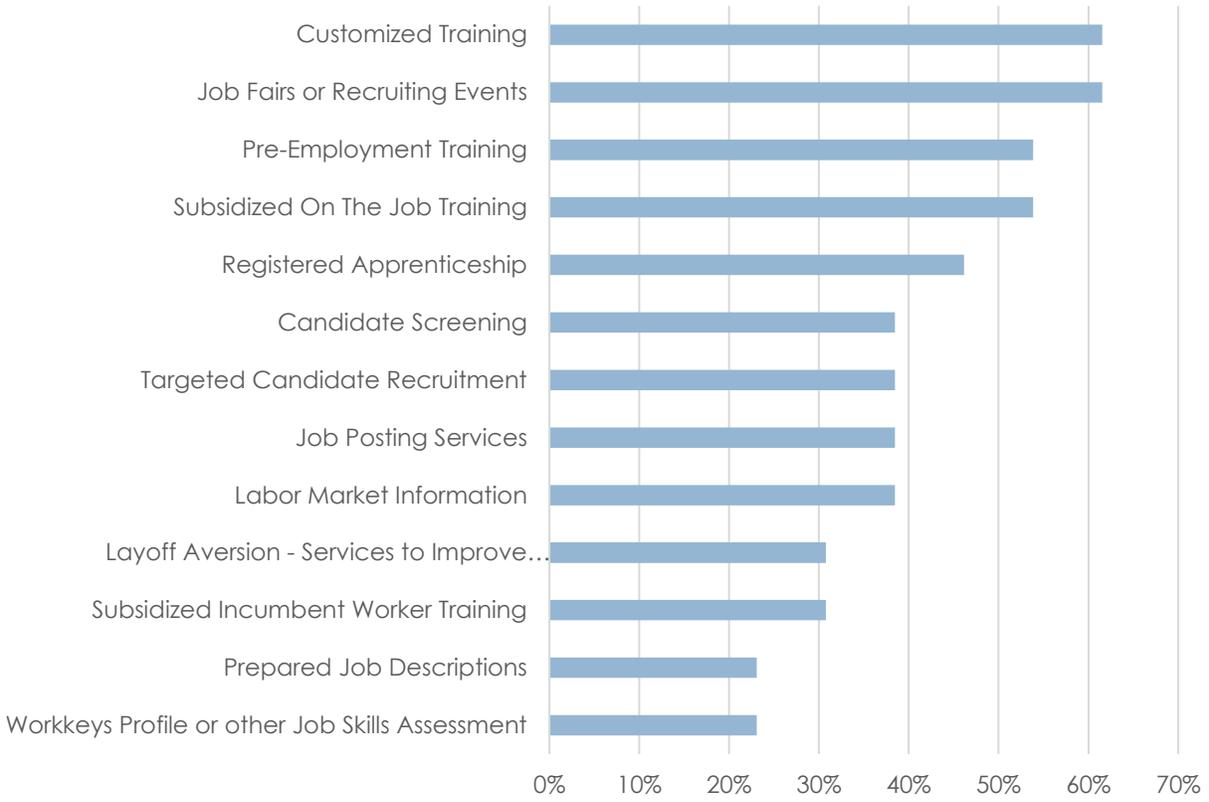
Following last year's report, the Virginia Board of Workforce Development recommended to the Governor that a process be established to reliably report on the number, type and size of businesses being served. A workgroup, led by the VCCS, developed a reporting framework and process. It is hoped that this will provide more consistency and clarity regarding the business customer.

In an attempt to better understand the array of services provided to businesses through the workforce system, respondents were asked to identify which business services they provided from a menu of options. The most cited services provided were Customized Training, Job Fairs and Recruiting Events, and Pre-Employment Training. Subsidized On-the-Job Training and Registered Apprenticeship ranked fourth and fifth respectively. The chart below shows the percentage of survey respondents who indicated that they delivered a particular service to businesses.

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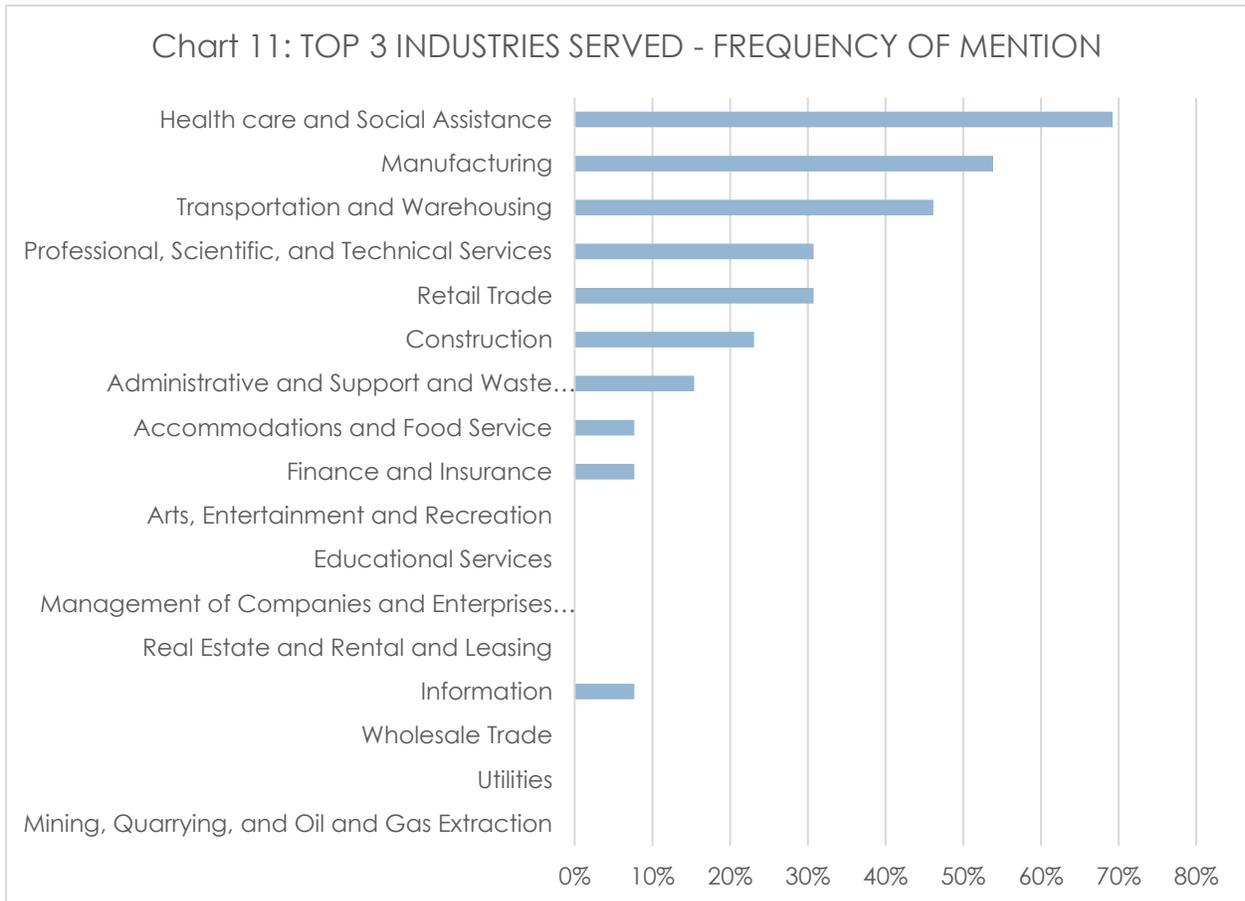
<sup>9</sup> Four of the programs that indicated they served business did not provide a count of the businesses served. These include the DOE-Administered Plugged-In program, VCC programs Non-Credit Workforce Training and Rapid Response, and the VEC's Workforce Information Grant Program.

Chart 10: BUSINESS SERVICES - FREQUENCY OF MENTION



## INDUSTRIES SERVED

The 13 programs serving businesses were asked to indicate the top three industries they served. The chart below shows that Healthcare was the industry served by the largest percentage workforce programs. Manufacturing, Transportation and Warehousing, Professional, Scientific and Technical Services, and Retail Trade Rounded out the top five most served industries.



## IMPACT-PROGRAM OUTCOMES

In August 2016, the Virginia Board of Workforce Development recommended to Governor McAuliffe that the budget review process incorporate data about program outcomes. Only three metrics were provided and programs that contributed to one or more of the following goals were asked to provide information regarding their contribution to one or more of the following measures.

- Secondary Credential Attainment (High School Equivalency)
- Post-Secondary Credential Attainment (industry-recognized certifications, licenses, academic certificates, apprenticeship certificates)
- Employment

It is important to note that not all programs are designed to contribute the three metrics presented; however, it is the goal of the workforce system to collectively contribute to both increasing the skills of the workforce and supporting individuals into employment.

As a collective, the responding programs served 854,726 individuals and 32,149 businesses. Together they supported the attainment of more than 293,620 credentials and supported more than 148,000 individuals into employment. A data table showing the total funding, individuals and business served, as well as program outcomes in the three areas described above can be found on Page 26, Appendix D.

## APPENDIX

### APPENDIX A. COMMON COST DEFINITIONS

#### ADMINISTRATIVE COSTS

The portion of necessary and reasonable costs that are not related to direct provision of workforce services, including personnel and non-personnel costs.

This category may include:

1. Salary and benefits related to staff performing administrative functions
2. Accounting, budgeting, financial and cash management
3. Procurement and purchasing
4. Personnel and property management
5. Payroll, audit and general legal services
6. Oversight and monitoring activities
7. Developing information systems and procedures related to administrative functions
  - a. Personnel
  - b. Procurement/Purchasing
  - c. Property Management
  - d. Accounting/Payroll
8. Goods and Services (related to administrative activity)
  - a. Office Supplies, postage
  - b. Rental and Maintenance of Office Space
  - c. Utilities
  - d. Travel (related to staff performing administrative function)

#### PROGRAM COSTS

Program costs contain all costs that relate to direct provision of services to participants and employers, including personnel and non-personnel costs. It includes salaries and benefits costs for staff providing program services and costs associated with providing the services, such as the costs for supplies, equipment, travel, postage, utilities, rental of office space, and maintenance of office space.

## APPENDIX B. EXPENDITURE CATEGORY DEFINITIONS

This budget review explored the following four expenditure categories:

2. Staff Supported Services
  - a. Staff salaries and benefits including Career Coaches, Career Counselors, Case Managers, etc.
  - b. Career Services aimed at participant evaluation or assessment, career awareness, career exploration, career preparation, placement, and retention.
3. Supportive Services
  - a. Child Care
  - b. Financial Counseling (includes counseling on budget and money management)
  - c. Health Care (includes diagnostic and treatment services provided to participants to permit identification and correction of physical, behavioral, and dental issues)
  - d. Meals
  - e. Post Placement Services
  - f. Special services and materials for individuals with disabilities.
  - g. Temporary Shelter (includes providing clean and comfortable places to eat, sleep and study)
  - h. Transportation (includes fares for public transportation, mileage for personal auto, transportation allowances)
4. Training and Education (in classroom, customized, contract, incumbent worker, OJT, apprenticeship)
  - a. Assessment (pre and post training)
  - b. Curriculum Development
  - c. Instructor Salaries/Benefits/Training/Certifications
  - d. Tuition/ITA Payments
  - e. Training Materials/Books
  - f. Uniforms/Tools/Supplies
  - g. On the Job Training Payments
  - h. Work Experience Payments (Internships)
  - i. Travel Associated with Training
  - j. Certification Exams
5. Information systems (related to the provision of services to program participants)
  - a. Case management systems

b. Local performance management systems

APPENDIX C. SURVEY INSTRUMENT

**BUDGET AND FINANCE**

1. Which of the following agencies do you work for? (DROP DOWN)
2. What is the name of the workforce program for which you are providing information? (DROP DOWN)
3. Please provide the contact information of the person completing this survey. (TEXT)
4. Total annual allocation for this workforce program for the most recent fiscal year? (NUM)  
Please use the comments section to define the reporting period for this program.  
COMMENTS: (TEXT)
5. Please indicate the allocation that this program received in the most recent fiscal year from each of the following sources.
  - a. Federal (NUM)
  - b. State (NUM)
  - c. Local (NUM)
  - d. Other (please describe) (NUM) (TEXT)
  - e. TOTAL FROM ALL SOURCES (calculated)
6. Please indicate what percentage of this workforce program's budget is allocated for each of the following. Please note that the four should total 100. Please provide any additional information regarding this distribution in the comments section below.
  - a. Percent of total program budget held at the state level for administration (NUM)
  - b. Percent of total program budget held at the state level for statewide workforce activities (NUM)
  - c. Percent of the total program budget distributed for local program administration
  - d. Percent of the total program budget distributed for and service delivery (NUM)COMMENTS: (TEXT)
7. Of the identified Program Costs (costs directly associated with the delivery of workforce services to individuals or businesses), what percentage is dedicated to the following activities?
  - i. Staff Supported Services (NUM)
  - ii. Supportive Services (NUM)
  - iii. Training and Education (NUM)
  - iv. Information and Technology Systems (NUM)

**CAREER SERVICES**

8. How does this program define participants for official reporting purposes? (TEXT)
9. How many participants were reported enrolled in the most recent program year (2016).
10. Are their individuals served through the programs that are not enrolled as participants? (Y/N)
  - a. If yes, how many? (NUM)
  - b. Please explain who is served but not enrolled. (TEXT)

11. Which of the following services does this workforce program offer to individuals? Please select all that apply.
- a. Academic Assessment (i.e. TABE, CASAS, etc.)
  - b. Guided Career Exploration/Interest Profiler (i.e. VA Education Wizard, Career Scope)
  - c. Basic Literacy Instruction Leading to a Secondary Credential
  - d. English as a Second Language Courses
  - e. Employability/Soft Skills Training
  - f. Education and Training leading to a post-secondary credential
  - g. Financial Literacy Training
  - h. Coaching Mentoring
  - i. Labor Market Information
  - j. Job Search Preparation and Support
  - k. Job Placement
  - l. Internship or Work Experience Placement
  - m. Post placement services (employment retention)
  - n. Other
12. Please name the academic assessment(s) that you use with your clients.
13. Please describe your approach to Employability Skills/Soft Skills Training. Please provide relevant information about teaching strategies, formal curriculum, assessment, and training partners in your description.

## BUSINESS SERVICES

14. Does your program directly serve businesses? (Y/N)
15. How many businesses did this program service in the most recent program year? (NUM)
16. In your estimation, what is the percentage of the total number of businesses served who identify as a small business (fewer than 250 employees or average gross annual receipts of \$10 million or less over the previous three years)? (NUM)
17. Please indicate the top three industries served by selected from the following choices. (LIMIT to THREE)
- a. 11 Agriculture, Forestry, Fishing and Hunting
  - b. 21 Mining, Quarrying, and Oil and Gas Extraction
  - c. 22 Utilities
  - d. 23 Construction
  - e. 31-33 Manufacturing
  - f. 42 Wholesale Trade
  - g. 44-45 Retail Trade
  - h. 48-49 Transportation and Warehousing
  - i. 51 Information
  - j. 52 Finance and Insurance
  - k. 53 Real Estate and Rental and Leasing
  - l. 54 Professional, Scientific, and Technical Services
  - m. 55 Management of Companies and Enterprises

- n. 56 Administrative and Support and Waste Management and Remediation Services
  - o. 61 Educational Services
  - p. 62 Health Care and Social Assistance
  - q. 71 Arts, Entertainment, and Recreation
  - r. 72 Accommodation and Food Services
  - s. 81 Other Services (except Public Administration)
  - t. 92 Public Administration
18. Which of the following services does this workforce program offer to businesses? Select all that apply.
- a. Labor Market Information
  - b. WorkKeys Profiles or other Job Skills Assessment
  - c. Prepared Job Descriptions
  - d. Job Posting Services
  - e. Job Fairs or Recruiting Events
  - f. Candidate Recruitment
  - g. Candidate Screening
  - h. Pre-employment Training
  - i. Subsidized On the Job Training
  - j. Customized Training
  - k. Registered Apprenticeship
  - l. Subsidized Incumbent Worker Training
  - m. Layoff Aversion - Services to Improve Productivity or Firm Competitiveness
  - n. Other (please describe)
19. Please describe the method and primary sources you use to develop and deliver labor market information to business.
20. Please describe the job posting service you offer to business. If you provide job posting through an online platform, please include the website URL.

## PROGRAM IMPACT - OUTCOMES

21. Please describe the program impact or outcomes that your workforce program is designed to achieve. Please include any specific metrics by which your program's performance is evaluated.
22. If your program reported impact-outcome measures for participants in any of the following areas, please provide that information below.
- a. Credential Attainment (high school equivalency) - number of credentials attained by participants.
  - b. Credential Attainment (industry certifications, license, academic certificates, apprenticeship certificates) - number of credentials attained by participants.
  - c. Employment - number of participants who got a job.

APPENDIX D. OUTCOMES - IMPACT TABLE

| Agency-Program  | Total Funding            | Individuals Served   | Businesses Served | Secondary Credential Attainment<br>(High School Equivalency) -<br>Number of credentials attained by participants | Postsecondary Credential Attainment<br>(industry certifications, license, academic certificates, apprenticeship certificates) - Number of credentials attained by participants | Employment<br>Number of participants who got a job |
|---|--------------------------|----------------------|-------------------|--|--|--|
| <b>Grand Total</b>                                      | <b>\$ 339,372,982.00</b> | <b>854,726</b>       | <b>32,299</b>     | <b>6,928</b>   | <b>286,692</b>   | <b>148,268</b>                                     |
| <b>Department for Aging and Rehabilitative Services</b> | <b>\$ 86,009,728.00</b>  | <b>28,892</b>        | <b>2,680</b>      | <b>1,745</b>   | <b>508</b>   | <b>4,037</b>                                       |
| WIOA Title 4 - Vocational Rehabilitation Program        | \$ 86,009,728.00         | 28,892               | 2,680             | 1,745  | 508  | 4,037  |
| <b>Department for the Blind and Visually Impaired</b>   | <b>\$ 12,235,403.00</b>  | <b>1,578</b>         | <b>360</b>        | <b>-</b>   | <b>-</b>   | <b>173</b>   |
| WIOA Title 4 - Vocational Rehabilitation Program        | \$ 12,235,403.00         | 1,578                | 360               | reported with DARS   | reported with DARS   | 173  |
| <b>Department of Education</b>                          | <b>\$ 111,341,026.00</b> | <b>451,841</b>       |                   | <b>4,210</b>   | <b>281,214</b>   | <b>12,864</b>                                      |
| Career Technical Education - Secondary Perkins          | \$ 91,747,983.00         | 296,440              | N/A               | N/A  | reported with Path to Industry Certification   | 7,364  |
| Microsoft IT Program                                    | \$ 1,300,000.00          | 80,795               | N/A               | N/A  | 80,795   | N/A  |
| Path to Industry Certification                          | \$ 1,331,464.00          | Reported with Career | N/A               | N/A  | 157,490  | N/A  |

Technical  
Education

| Agency-Program  | Total Funding           | Individuals Served | Businesses Served | Secondary Credential Attainment<br>(High School Equivalency) -<br>Number of credentials attained<br>by participants | Postsecondary Credential Attainment<br>(industry certifications,<br>license, academic certificates,<br>apprenticeship certificates) - Number of<br>credentials attained by participants | Employment<br>Number of participants who<br>got a job |
|---|-------------------------|--------------------|-------------------|---|---|---|
| <b>Department of Education<br/>(Continued)</b>  |                         |                    |                   |   |   |   |
| PluggedIn VA  | \$ 465,375.00           | 181                | no data provided  | 16  | 401   | no data provided                                      |
| WIOA Title 2 - Adult Basic<br>Education   | \$ 16,187,549.00        | 19,208             | N/A               | 4,194   | 215   | 5,500   |
| Workplace Readiness Skills<br>Assessment  | \$ 308,655.00           | 55,217             | N/A               | N/A   | 42,313  | N/A   |
| <b>Department of Labor and<br/>Industry</b>   | <b>\$ 1,538,363.00</b>  | <b>15,151</b>      | <b>2,193</b>      | <b>-</b>  | <b>2,190</b>  | <b>3,805</b>  |
| Registered Apprenticeship   | \$ 1,538,363.00         | 15,151             | 2,193             | N/A   | 2,190   | 3,805   |
| <b>Department of Social Services</b>  | <b>\$ 39,720,955.00</b> | <b>28,687</b>      |                   | <b>-</b>  | <b>-</b>  | <b>14,285</b>   |
| Supplemental Nutrition<br>Assistance Program<br>Employment and Training<br>(SNAP E&T) | \$ 5,342,318.00         | 5,088              | N/A               | N/A   | N/A   | no data provided                                      |
| VA Initiative for Employment<br>Not Welfare (VIEW)                                    | \$ 32,236,425.00        | 21,041             | N/A               | N/A   | N/A   | 12,939  |

|                                       |    |              |       |     |     |     |       |
|---------------------------------------|----|--------------|-------|-----|-----|-----|-------|
| Virginia Refugee Resettlement Program | \$ | 2,142,212.00 | 2,558 | N/A | N/A | N/A | 1,346 |
|---------------------------------------|----|--------------|-------|-----|-----|-----|-------|

| Agency-Program   | Total Funding           | Individuals Served | Businesses Served                          | Secondary Credential Attainment<br>(High School Equivalency) -<br>Number of credentials attained<br>by participants | Postsecondary Credential Attainment<br>(industry certifications,<br>license, academic certificates,<br>apprenticeship certificates) - Number of<br>credentials attained by<br>participants | Employment<br>Number of<br>participants who<br>got a job |
|--|-------------------------|--------------------|--|---|--|--|
| <b>VCCS</b>  | <b>\$ 55,975,352.00</b> | <b>165,633</b>     | <b>5,356</b>                               | <b>973</b>  | <b>2,729</b>   | <b>11,374</b>  |
| Institutes of Excellence<br>Non-Credit Workforce<br>Training <sup>10</sup> | \$ 664,647.00           | 2,500              | no data<br>provided                        | N/A   | no data provided   | no data<br>provided                                      |
| Post-Secondary Perkins   | \$ 4,635,973.00         | 60,414             | 1,327 <sup>11</sup>                        | N/A   | no data provided   | no data<br>provided                                      |
| WIOA Title 1 - Adult   | \$ 3,428,580.00         | 92,245             | N/A  | N/A   | N/A  | 8,033  |
| WIOA Title 1 - Dislocated<br>Worker (less Rapid Response)                  | \$ 14,599,595.00        | 4,729              | 4,029<br>reported<br>with Adult<br>Program | 140   | 1,300  | 1,275  |
| WIOA Title 1 - Rapid Response  | \$ 12,688,728.75        | 2,961              | no data<br>provided                        | 59  | 1,010  | 1,397<br>no data<br>provided                             |
| WIOA Title 1 - Youth   | \$ 4,229,576.25         | 244                | no data<br>provided                        | no data provided  | no data provided   | no data<br>provided                                      |
|  | \$ 15,728,252.00        | 2,540              | N/A  | 774   | 419  | 669  |

<sup>10</sup> The VCCS reported that credentialing and employment for the Non-Credit Workforce Training will be reported by SCHEV when they are accessing the Workforce Credential Grant Program.

<sup>11</sup> The VCCS reported that due to the implementation of WES and the Workforce Credential Grant program, they have changed the way that they count businesses served for Institutes of Excellence and Non-credit Workforce Training. Should not be compared to prior year's data.

| Agency-Program                             | Total Funding           | Individuals Served | Businesses Served | Secondary Credential Attainment<br>(High School Equivalency) -<br>Number of credentials attained by participants | Postsecondary Credential Attainment<br>(industry certifications, license, academic certificates, apprenticeship certificates) - Number of credentials attained by participants | Employment Number of participants who got a job |
|--|-------------------------|--------------------|-------------------|--|--|---|
| <b>VEC</b>                                 | <b>\$ 25,789,876.00</b> | <b>154,519</b>     | <b>21,414</b>     | <b>-</b>   | <b>51</b>  | <b>95,666</b>                                   |
| Trade Act Program                          | \$ 3,212,347.00         | 335                | N/A               | -  | 51   | 81  |
| Veteran Programs                           | \$ 5,613,950.00         | 4,362              | 3,593             | N/A  | N/A  | 2,782   |
| WIOA Title 3 - Wagner-Peyser <sup>12</sup> | \$ 16,206,026.00        | 149,822            | 17,821            | N/A  | N/A  | 92,803  |
| Workforce Information Grant                | \$ 757,553.00           | no data provided   | no data provided  | N/A  | N/A  | N/A   |
| <b>VEDP</b>                                | <b>\$ 6,762,279.00</b>  | <b>8,425</b>       | <b>296</b>        | <b>-</b>   | <b>-</b>   | <b>6,064</b>                                    |
| Virginia Jobs Investment Program           | \$ 6,762,279.00         | 8,425              | 296               | N/A  | N/A  | 6,064   |

<sup>12</sup> Pursuant to WIOA, effective July 1, 2016, the reporting requirements for the Wagner-Peyser program changed from tracking "instances of service provided" to tracking by unique individual. This change requires that registered individuals be enrolled in Wagner-Peyser at the point in the service process when the individual receives a significant staff-assisted service. The reduction reflects the number of "self-service" individuals that did not need significant assistance from staff. The change also brings Wagner-Peyser reporting in line with the other core WIOA programs and sets the stage for making "apples to apples" comparisons between programs.

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## Appendix E. Agency Profiles

### Department of Aging and Rehabilitative Services (DARS)

**PROGRAM:** WIOA Title 4 - Vocational Rehabilitation Program

**Program Description:** The Vocational Rehabilitation (VR) program helps people with disabilities prepare for, find, and keep a job. The program works with individuals with every type of disability to increase their ability to live independently in their communities. Services include but are not limited to, vocational counseling, training, and job placement.

**Total Funding:** \$86,009,728

**Individuals Served:** 28,892

**Businesses Served:** 2.680

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### Department for the Blind and Vision Impaired (DBVI)

**PROGRAM:** WIOA Title 4 - Vocational Rehabilitation Program

**Program Description:** The DBVI Vocational Rehabilitation Program provides services for eligible individuals who are blind, deafblind, or vision impaired to enable them to obtain and maintain competitive integrated employment.

**Total Funding:** \$12,235,403

**Individuals Served:** 1,578

**Businesses Served:** 360

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### Department of Education (DOE)

**PROGRAM:** Career Technical Education - Secondary Perkins

**Program Description:** The Carl D. Perkins Career and Technical Education Act of 2006 focuses on implementation of rigorous and relevant technical programs designed to prepare young people for productive futures while meeting the commonwealth's need for well-trained and industry-certified technical workers.

**Total Funding:** \$91,747,983

**Individuals Served:** 296,440

**PROGRAM:** Microsoft IT Program

**Program Description:** The funds provided in this initiative shall be used to support the following priority objectives: (1) increase the percentage of students enrolled in career and technical education (CTE) courses who receive instruction in information technology (IT) leading to an increased number of students achieving industry-recognized certifications in IT, and (2) increase the number of high schools and regional CTE center programs statewide that receive training and technical support to implement IT programs.

**Total Funding:** \$1,300,000

**Individuals Served:** 80,795

**PROGRAM:** Path to Industry Certification

**Program Description:** The Career and Technical Education industry certification program supports examinations, licensure tests, and occupational competency assessments for school divisions and regional technical centers and is restricted to those industry certification examinations, licensure tests, and occupational competency assessments that have been approved by the Board of Education for students selected verified credit option.

**Total Funding:** \$1,331,464

**Individuals Served:** \*reported with Career Technical Education - Secondary Perkins

**PROGRAM:** PluggedIn VA

**Program Description:** PluggedInVA is a career pathway program that prepares adults with the workforce training and education they will need to succeed in high-demand, high-wage careers. In partnership with local employers and postsecondary institutions, the program provides learners an opportunity to simultaneously complete a high school equivalency (HSE) credential; earn digital skills credentials, an employability certificate such as the Career Readiness Certificate (CRC), and industry-specific credentials; and strengthen their academic and professional skills.

The PluggedInVA grant program is available through the state Lottery funding.

**Total Funding:** \$465,375

**Individuals Served:** 181

**Businesses Served:** No data provided

**PROGRAM:** WIOA Title 2 - Adult Basic Education

**Program Description:** Adult Education and Literacy provides services in several areas including: adult basic education, English as a Second Language, adult secondary programs, high school equivalency preparation, Integrated English Literacy and Civics Education, and workforce preparation. These programs are designed for individuals who are 16 years of age or older who have been released from compulsory education.

**Total Funding:** \$16,187,549

**Individuals Served:** 19,208

**PROGRAM:** Workplace Readiness Skills Assessment

**Program Description:** The Workplace Readiness Skills for the Commonwealth examination incorporates the 21 Workplace Readiness Skills that business and industry as being required workplace skills for employment. The 21 workplace readiness skill focus on personal qualities and people skills, professional knowledge skills, and technology skills. The 21 skills are embedded in all CTE courses grades 6-12.

**Total Funding:** \$308,655

**Individuals Served:** 55,217

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## Department of Labor and Industry (DOLI)

**PROGRAM:** Registered Apprenticeship

**Program Description:** The Virginia Department of Labor and Industry, Division of Registered Apprenticeship is the designated entity to administer and maintain the Registered Apprenticeship program for the Commonwealth of Virginia. Registered Apprenticeship is a workforce employment model that follows established work processes which allow an employee to earn a paycheck while learning the occupation under the supervision of a designated journeyworker, or equivalent subject matter expert. The resulting Certificate of Completion credential is nationally and internationally portable and serves as a recognition of the successful completion of on-the-job training and related technical instruction. Registered Apprenticeship is a proven workforce model that enhances the safety of employees and, where appropriate, more fully prepares employees to pass licensure examinations.

**Total Funding:** \$1,538,363

**Individuals Served:** 15,151

**Businesses Served:** 2,193

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## Department of Social Services (DSS)

**PROGRAM:** Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)

**Program Description:** SNAP E&T is a multi-component employment and training program that provides Job Search, Job Search Training, Education, Vocational Training and Work Experience to non-public assistance SNAP recipients. The program's role is to provide SNAP recipients with opportunities that lead to paid employment and decrease dependency on assistance programs.

**Total Funding:** \$5,342,318

**Individuals Served:** 5,088

**PROGRAM:** VA Initiative for Employment Not Welfare (VIEW)

**Program Description:** Virginia's TANF program emphasizes personal responsibility. Participants may be provided with services such as job skills training, work experience, job readiness training, child care assistance, transportation and other work related expenses.

**Total Funding:** \$32,236,425

**Individuals Served:** 21,041

**PROGRAM:** Virginia Refugee Resettlement Program

**Program Description:** The Refugee Social Services Employment Program (RSSEP) provides employment and other services to refugees, asylees, Cuban/Haitian entrants, Iraqis and Afghans with special immigrant visa status, and certified victims of human trafficking. Services are 100 percent funded through two federal grants administered by the DSS Office of Newcomer Services (ONS). ONS contracts with local refugee resettlement agencies to provide employment services to eligible populations over the age of 16 who have been in the U.S. less than five years. Priority is given to individuals who have been in the U.S. less than one year; those receiving cash assistance, those who are unemployed and not receiving cash assistance, and those who are employed and in need of services to retain employment or assistance in increasing employment income.

**Total Funding:** \$2,142,212

**Individuals Served:** 2,558

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## Virginia Community College System (VCCS)

**PROGRAM:** Institutes of Excellence

**Program Description:** To support program development and/or expansion of programs of excellence in a various high demand industry sectors, including advanced manufacturing, health sciences, cyber-security, skilled trades, and information technology

**Total Funding:** \$664,647

**Individuals Served:** 2,500

**Businesses Served:** No Data Provided

**PROGRAM:** Non-Credit Workforce Training

**Program Description:** Provide noncredit, workforce training in high demand areas aligned to regional workforce needs with a particular focus on approved credentials aligned with jobs

**Total Funding:** \$4,635,973

**Individuals Served:** 60,414

**Businesses Served:** 1,327

**PROGRAM:** Post Secondary Perkins

**Program Description:** Provides career and technical education to students at community colleges. Particular emphasis on nontraditional gender placements.

**Total Funding:** \$3,428,580

**Individuals Served:** 92,245

**PROGRAM:** WIOA Title 1 - Adult

**Program Description:** Sec. 134. of the Workforce Innovation and Opportunity Act (WIOA) prescribes the use of funds for adult employment and training activities. Career services and training services, including the following are available to adults: (i) occupational skills training; (ii) on-the-job training; (iii) incumbent worker training; (iv) programs that combine workplace training with related instruction, which may include cooperative education programs; (v) training programs operated by the private sector; (vi) skill upgrading and retraining; (vii) entrepreneurial training; (viii) transitional jobs; (ix) job readiness training provided in / combination with services described in any of clauses (i) through (viii); (x) adult education and literacy activities, including activities of English language acquisition and integrated education and training programs and (xi) customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training. Eligibility of adults is outlined in Sec. 134 (c)(3)(A)(i) and includes those: (I) who, after an interview, evaluation, or assessment, and career planning, have been determined by a one-stop operator or one-stop partner, as appropriate, to (aa) be unlikely or unable to obtain or retain employment, that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment, through the career services described in paragraph 20 (2)(A)(xii); (bb) be in need of training services to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment; and (cc) have the skills and qualifications to successfully participate in the selected program of training services; (II) who select programs of training services that are directly linked to the employment opportunities in the local area or the planning region, or in another area to which the adults or dislocated workers are willing to commute or relocate; (III) who meet the requirements of subparagraph (B); and (IV) who are determined to be eligible in accordance with the priority system in effect under subparagraph 19 (E) WIOA Title I Adult

**Total Funding:** \$14,599,595

**Individuals Served:** 4,729

**Businesses Served:** 4,029

**PROGRAM:** WIOA Title 1 - Dislocated Worker (less Rapid Response)

**Program Description:** Sec. 134 of the Workforce Innovation and Opportunity Act (WIOA) prescribes the use of funds for dislocated worker employment and training activities. Career services and training services, including the following are available to dislocated workers: (i) occupational skills training; (ii) on-the-job training; (iii) incumbent worker training; (iv) programs that combine workplace training with related instruction, which may include cooperative education programs; (v) training programs operated by the private sector; (vi) skill upgrading and retraining; (vii) entrepreneurial training; (viii) transitional jobs; (ix) job readiness training provided in combination with services described in any of clauses (i) through (viii); (x) adult education and literacy activities, including activities of English language acquisition and integrated education and training programs and (xi) customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training. Eligibility of dislocated workers is outlined in Sec. 134 (c)(3)(A)(i) and

includes those: (I) who, after an interview, evaluation, or assessment, and career planning, have been determined by a one-stop operator or one-stop partner, as appropriate, to (aa) be unlikely or unable to obtain or retain employment, that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment, through the career services described in paragraph 20 (2)(A)(xii); (bb) be in need of training services to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment; and (cc) have the skills and qualifications to successfully participate in the selected program of training services; (II) who select programs of training services that are directly linked to the employment opportunities in the local area or the planning region, or in another area to which the adults or dislocated workers are willing to commute or relocate; (III) who meet the requirements of subparagraph (B); and (IV) who are determined to be eligible in accordance with the priority system in effect under subparagraph 19 (E).

**Total Funding:** \$12,688,728

**Individuals Served:** 2,961

**PROGRAM:** WIOA Title 1 - Rapid Response

**Program Description:** Section 134 of the Workforce Innovation and Opportunity Act (WIOA) prescribes the use of funds for statewide rapid response activities. Rapid response activities are those provided by a State, or by an entity designated by a State, with funds provided by the State under Section 134(a)(1)(A), in the case of a permanent closure or mass layoff at a plant, facility, or enterprise, or a natural or other disaster, that results in mass job dislocation, in order to assist dislocated workers in obtaining reemployment as soon as possible, with services including (A) the establishment of onsite contact with employers and employee representatives (i) immediately after the State is notified of a current or projected permanent closure or mass layoff; or (ii) in the case of a disaster, immediately after the State is made aware of mass job dislocation as a result of such disaster; (B) the provision of information on and access to available employment and training activities; (C) assistance in establishing a labor-management committee, voluntarily agreed to by labor and management, with the ability to devise and implement a strategy for assessing the employment and training needs of dislocated workers and obtaining services to meet such needs; (D) the provision of emergency assistance adapted to the particular closure, layoff, or disaster; and (E) the provision of assistance to the local community in developing a coordinated response and in obtaining access to State economic development assistance.

**Total Funding:** \$4,229,576

**Individuals Served:** 244

**Businesses Served:** No data provided

**PROGRAM:** WIOA Title 1 - Youth

**Program Description:** Sec. 129 of the Workforce Innovation and Opportunity Act (WIOA) prescribes the use of funds for youth workforce investment activities. To be eligible to participate in the WIOA youth program, an individual must be an out-of-school youth or an in-school youth. Under WIOA section 129(a)(1)(B), an out-of-school youth (OSY) is an individual who is: (a) Not attending any school (as defined under State law); (b) Not younger than 16 or older than age 24 at time of enrollment. Because age eligibility is based on age at enrollment, participants may continue to receive services beyond the age of 24 once they are enrolled in the program; and (c) One or more of the following: (1) A school dropout; (2) A youth who is within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter. School year calendar quarter is based on how a local school district defines its school year quarters; (3) A recipient of a secondary school diploma or its recognized equivalent who is a low-income individual and is either basic skills deficient or an English language learner; (4) An individual who is subject to the juvenile or adult justice system; (5) A homeless individual, a runaway, an individual who is in foster care or has aged out of the foster care system, a child eligible for assistance under Section 477 of the Social Security Act, or an individual who is in an out-of-home placement; (6) An individual who is pregnant or parenting; (7) An individual with a disability; (8) A low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment. (WIOA Section 129(a)(1)(B).) Under WIOA section 129(a)(1)(C), an in-school youth (ISY) is an individual who is: (a) Attending school (as defined by State law), including secondary and postsecondary school; (b) Not younger than age 14 or (unless an individual with a disability who is attending school under State law) older than age 21 at time of enrollment. Because age eligibility is based on age at enrollment, participants may continue to receive services beyond the age of 21 once they are enrolled in the program; (c) A low-income individual; and (d) One or more of the following: (1) Basic skills deficient; (2) An English language learner; (3) An offender; (4) A homeless individual, a homeless child or youth, a runaway, in foster care or has aged out of the foster care system, a child eligible for assistance under sec. 477 of the Social Security Act, or in an out-of-home placement; (5) An individual who is pregnant or parenting; (6) An individual with a disability; (7) An individual who requires additional assistance to complete an educational program or to secure or hold employment. (WIOA Section 129(a)(1)(C))

**Total Funding:** \$15,728,252

**Individuals Served:** 2,540

**Businesses Served:** No data provided

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## Virginia Employment Commission (VEC)

**PROGRAM:** Trade Act Program

**Program Description:** The TAA Program is a federally funded program established under the Federal Trade Act of 1974, as amended, that assists U.S. workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports. The goal is to help such

laid-off workers return to suitable employment as quickly as possible. TAA offers a variety of benefits and services to eligible participants, including: training; job search and relocation allowances; income support; and case management and other reemployment services. Determinations of TAA program eligibility is a two-step process. The first step is to file a Petition for certification with the U.S. Department of Labor (USDOL). This can be done by company officials, a group of three or more workers, or by their union or other authorized representatives. If certified by USDOL, each worker may then apply separately for individual benefits and services.

**Total Funding:** \$3,212,347

**Individuals Served:** 335

**PROGRAM:** Veteran Programs

**Program Description:** The Jobs for Veterans State Grants Program (JVSG) helps Veterans find good jobs by providing employment services at One-Stop Career Centers and other locations through funding for Disabled Veterans Outreach Program (DVOP) specialists and Local Veterans Employment Representative (LVER) staff. DVOPs and LVERs are state employees who provide employment services to the United States, District of Columbia, Puerto Rico, U.S. Virgin Islands and Guam.

**General Program Requirements:** JVSG program funds support services to Veterans, including special disabled Veterans, disabled Veterans, economically or educationally disadvantaged Veterans, and Veterans with other barriers to employment (especially homeless Veterans).

**Total Funding:** \$5,613,950

**Individuals Served:** 4,362

**Businesses Served:** 3,593

**PROGRAM:** WIOA Title 3 - Wagner-Peyser

**Program Description:** The Wagner-Peyser Act requires the Virginia Employment Commission (VEC) to establish a labor exchange for the purpose of matching and referring qualified job seekers to genuine employment opportunities. The Wagner-Peyser program services the "Universal Customer" with no requirements for eligibility needed to receive services.

**Total Funding:** \$16,206,026

**Individuals Served:** 149,822

**Businesses Served:** 17,821

**PROGRAM:** Workforce Information Grant

**Program Description:** The Workforce Information Grant (WIG) is used to develop and disseminate essential state and local workforce labor market information to job seekers, businesses, workforce and labor market specialist, e.g., employment school and career counselors, policy makers, state and local workforce development boards, economic development entities.

**Total Funding:** \$757,553

**Individuals Served:** No data provided

**Businesses Served:** No data provided

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## Virginia Economic Development Partnership (VEDP)

**PROGRAM:** Virginia Jobs Investment Program

**Program Description:** The Virginia Jobs Investment Program (VJIP) provides services and funding to companies creating new jobs or experiencing technological change. Since 1965, VJIP reduces the human resource development costs of new and expanding companies through business development incentives. With strong support from the Governor and General Assembly, VJIP is completely state-funded, demonstrating Virginia's commitment to enhancing job opportunities for its citizens. Program eligibility for assistances in any of the programs offered by VJIP is limited to projects that create basic employment for the Commonwealth, since basic employment brings new income into the state, stimulates additional employment, and is the basis for further economic growth. These businesses or functions must directly or indirectly derive more than 50% of their revenues from out of state sources. Eligibility criteria vary for large and small businesses. Each requires a capital investment threshold, wage minimum, and other criteria.

**Total Funding:** \$6,762,279

**Individuals Served:** 8,425

**Businesses Served:** 146