

SOUTH CENTRAL WORKFORCE DEVELOPMENT BOARD

Thursday, April 18, 2024

Heartland Park

200 Heartland Drive

Keysville, VA 23947

9:00 A.M.

VISION: Workforce services are connected for businesses and jobseekers and tailored to meet the needs of the regional economy.

MISSION: To provide quality workforce development activities resulting in a skilled workforce that exceeds the needs of today's employers and tomorrow's job challenges.

AGENDA

- | | | |
|------|--|------------------------------|
| I. | Welcome/Call to Order/Roll Call | Jeremy Satterfield, Chairman |
| II. | Public Input | Jeremy Satterfield |
| III. | SCWDB Minutes: January 26, 2024 | Attachment A |
| IV. | Information Only: CLEO Minutes-January 26, 2024 | Attachment B |
| V. | Committee Reports | |
| | A. Youth Committee-Addison Gills | Attachment C |
| | B. Strategic Planning-Donnie Williams | Attachment D |
| | C. Policy/Oversight Committee-Terra Napier | Attachment E |
| | D. Employment Enhancement Committee-Jeremy Satterfield | Attachment F |
| | E. Executive Committee-Jeremy Satterfield | Attachment G |
| VI. | Other/Adjourn | Jeremy Satterfield |

Next Meeting: Thursday, July 18, 2024- 9:00 a.m.

Heartland Park

200 Heartland Drive

Keysville, VA. 23947

South Central Workforce Development Board



SOUTH CENTRAL REGION

Thursday, January 18, 2024
 Heartland Park
 200 Heartland Drive, Keysville, VA 23947
 9:00 a.m.

Members Present: Amelia- Faustine Dye; Brunswick- Buffy Allgood; Buckingham-Stephanie Coleman; Charlotte- Gary Walker; Cumberland- Liz Jameson; Halifax- Jeremy Satterfield, Mike Dolianitis, Catherine Howard, Elizabeth Smith; Lunenburg- Trisha Currin; Mecklenburg- Donnie Williams, Tina Wood; Nottoway- None; Prince Edward- Mark Webb, Margaret Taylor-Collins (Alt. Chanda Giles)

Members Absent: Addison Gills, Sherri McGuire, Asha Moses, Karen McGrath, Eric Napier

Attachment A

| Topic | Issues | Action | Follow Up |
|--|------------------|---|-----------|
| I. Welcome/Call to Order/Roll Call | None | Jeremy Satterfield-Chairman called the meeting to order and the Executive Director called roll. A quorum was present. | None |
| II. Public Input | None | None | None |
| III. SCWDB Minutes: October 19, 2023 | See Attachment A | Gary Walker made a motion to approved the minutes from the October 19, 2023 meeting. Trisha Currin seconded the motion and it was approved. | None |
| IV. Information Only: CLEO Minutes: October 27, 2023 | See Attachment B | None | None |

| Topic | Issues | Action | Follow Up |
|----------------------|--|---|---|
| V. Committee Reports | <p>A. Youth Committee-See Attachment C- Terra Napier reviewed the Youth Committee report. Reviewed Youth 2nd Quarter report-See Attachment 1. Reviewed your program performance and services.</p> <p>B. Strategic Planning- See Attachment D- Donnie Williams reviewed the Strategic Planning Committee Report. Reviewed Key Points from Employer Roundtables-See Attachment 1.</p> <p>C. Policy/Oversight Committee-See Attachment E- Terra Napier reviewed the committee report. Reviewed One-Stop 2nd Quarter report- See Attachment 1. Reviewed PY 2023 1st Quarter Performance Report -See Attachment 2.</p> <p>D. Employment Enhancement Committee-See Attachment F-Jeremy Satterfield reviewed the report. The board reviewed Business Solutions Teams reports-See Attachment 1, 2, & 3.</p> <p>E. Executive Committee-See Attachment G- Jeremy Satterfield reviewed the committee report and updates on expenditures, programs, grants, and performance. The committee also reviewed WIOA NOO's and cost allocations. The</p> | <p>None</p> <p>None</p> <p>None</p> <p>None</p> | <p>None</p> <p>None</p> <p>None</p> <p>None</p> |

| Topic | Issues | Action | Follow Up |
|-------|---|--|---|
| | <p>committee recommends approval of 3 action items:</p> <p>1) Waiver for the SCWDB to continue to operate WIOA Title I Adult Programs.</p> <p>(All individuals who were interested in bidding or could have a conflict of interest in the bidding were asked to leave the meeting; Landon Mason, Matt Dunn, and Buffy Allgood left the meeting before the discussion of the Proposal, Evaluation Sheet, Evaluation Team.)</p> <p>2) OSO Request for Proposal and Evaluation Sheet. 3) OSO Evaluation Team to score the RFP and discussion of who from the board would be scoring the RFP.</p> | <p>Liz Jamerson made a motion for the SCWDB to submit the waiver to the state to continue to operate the WIOA Title I Adult and Dislocated Worker Programs. Stephanie Coleman seconded the motion and it was approved.</p> <p>Trisha Currin made a motion to approve the OSO RFP and Evaluation Sheet as presented. Catherine Howard seconded the motion and it was approved with abstention from Buffy Allgood and Matt Dunn.</p> <p>Gary Walker made a motion to approve Faustine Dye, Liz Jamerson, and Catherine Howard as the Evaluation Team to score the OSO RFP. Trisha Currin seconded the motion and it was approved with abstention from Buffy Allgood and Matt Dunn.</p> | <p>Forwarded to CLEOs for approval.</p> <p>Forward to CLEOs for approval.</p> <p>Forwarded to CLEOs for approval.</p> |

| Topic | Issues | Action | Follow Up |
|-------------------|--------|---|---|
| VI. Other/Adjourn | None | Liz Jamerson made a motion to adjourn the meeting. Gary Walker seconded the motion and it was approved. | The next meeting will be Thursday, April 18, 2024 at 9:00 AM location Heartland Park. |

South Central Workforce Development Board

CHIEF LOCAL ELECTED OFFICIALS

Friday, January 26, 2024

Heartland Park

200 Heartland Drive

Keyesville, Virginia 23947

9:00 a.m.

Members Present: David Felts (Amelia); Reggie Owens, Leslie Weddington (Brunswick); Karl Carter (Buckingham); Dan Witt (Charlotte); Robert Zava (Lunenburg); Wayne Carter (Mecklenburg); Steve Bowen (Nottoway); Odessa Pride (Prince Edward)

Members Absent: Halifax, Cumberland

Others Present: Terra Napier, SCWDB Executive Director

| Topic-Revised Agenda | Issues | Action | Follow Up |
|--|---|--|-----------|
| I. Welcome/Call to Order | None | Terra Napier called the meeting to order. A quorum was present with 8 of the 10 counties attending. | None |
| II. Introduction of New Members | Introductions of all members of the CLEOs. | None | None |
| III. Public Input | None | None | None |
| IV. Election of Officers- Chair & Vice-Chair | Elections among members of officers for Chair and Vice-Chair. The floor was opened for nominations. | Robert Zava made a motion for Odessa Pride to be Chair. Wayne Carter seconded the motion and it was approved. | None |
| | | Wayne Carter made a motion to approve Gary Walker as the Vice-Chair. Reggie Owens seconded the motion and it was approved. | |

| Topic-Revised Agenda | Issues | Action | Follow Up |
|--|--|---|-------------|
| <p>V. Action on CLEO Minutes: October 27, 2023</p> | <p>See Attachment A in Board Packet-CLEO Minutes for October 27, 2023.</p> | <p>Robert Zava made a motion to approve the minutes as presented of the October 27, 2023 meeting. Karl Carter seconded the motion and it was approved.</p> | <p>None</p> |
| <p>VI. Workforce Development Board Minutes-January 18, 2024 (Information only)</p> | <p>See Attachment B in Board Packet-SCWDB Minutes for October 19, 2023</p> | <p>None</p> | <p>None</p> |
| <p>VII. Workforce Innovation and Opportunity Act</p> | <p>A. Expenditure Reports-See Attachment C in Board Packet - The 2nd Quarter expenditure reports were reviewed for all WIOA programs and grants. a. Adult is currently at 44.5% training requirement. b. Youth is currently at 23% Work Experience requirement.</p> | <p>None</p> | <p>None</p> |
| | <p>B. PY 2023 Notice of Obligation (NOO)- See Attachment D- Executive Director reviewed the PY 2023 NOO for the South Central Region.</p> | <p>None</p> | <p>None</p> |
| | <p>C. Designation of Fiscal Agent- Executive Director reported Charlotte County is currently the fiscal agent for the SCWDB.</p> | <p>Reggie Owens made a motion for Charlotte County to continue as the Fiscal Agent for the SCWDB. Wayne Carter seconded the motion and it was approved.</p> | <p>None</p> |

| Topic-Revised Agenda | Issues | Action | Follow Up |
|----------------------|---|--|---|
| | <p>D. Service Delivery Reports for 2nd Quarter- See Attachment E and F in the Board Packet. The service delivery reports were reviewed by the Executive Director.</p> <p>E. PY 2023 1st Quarter Performance Report-See Attachment F in the Board Packet-The current 1st Quarter Performance Report was reviewed by the Executive Director.</p> <p>F. Draft Request for Proposal and Evaluation Form-Handout- Executive Director asked for any conflicts of interest, there were none. She handed out the Draft RFP and Evaluation Form for the CLEOs to review. There is currently a recommendation to approve both from the SCWDB.</p> <p>G. RFP Evaluation Team- Executive Director reviewed the recommendation of the SCWDB to have Catherine Howard, Faustine Dye and Liz Jamerson on the RFP Evaluation Team with the CLEOs.</p> <p>H. Waiver Adult and Dislocated Worker Programs- Executive Director discussed the current status of the Programs with the CLEOs. The SCWDB is the current operator of all WIOA Title I Programs. Executive Director reviewed the SCWDB</p> | <p>None</p> <p>None</p> <p>Wayne Carter made a motion to approved the Request for Proposal and Evaluation Form Reggie Owens seconded the motion and it was approved.</p> <p>Dan Witt made a motion to approve Catherine Howard, Faustine Dye, and Liz Jamerson as the RFP Evaluation Team. Steven Bowen seconded the motion and it was approved.</p> <p>Odessa pride made a motion to approve the waiver for the SCWDB to operate the WIOA Adult and Dislocated Worker Programs. Reggie Owens seconded the motion and it was approved.</p> | <p>None</p> <p>None</p> <p>Executive Director will issue the RFP on 02/01/2024.</p> <p>Executive Director will inform the Evaluation Team Members.</p> <p>Executive Director will submit Program Waiver to the state.</p> |

| Topic-Revised Agenda | Issues | Action | Follow Up |
|----------------------|---|--|--|
| | <p>recommendation to continue as the WIOA Title I Programs Operator.</p> <p>I. Virginia Career Works Lake Country Center-Executive Director informed the CLEOs that the current location/building has been sold and the SCWDB is currently looking for a new space for the VCW-Lake Country Center. Executive Director will keep the CLEOs updated on the location/space outcome.</p> | None | None |
| VI. Other/Adjourn | None | As there was no further business, the meeting was adjourned on a motion by Dan Witt and a second by Wayne Carter the motion was carried. | The next meeting will be Friday, April 26, 2024 at 9:00 am Location: Heartland Park, Keysville, VA |

Youth Committee
Report to South Central Workforce Development Board
April 18, 2024

The **Mission** of the South Central Workforce Development Board Youth Programs is to inspire and assist our youth to overcome barriers, to acknowledge their accomplishments and create connections to empower them to be successful in continued education, the workforce and the community.

Members: Addison Gills, Chairman; Liz Jamerson, Vice-Chairman; Cynthia Chambers, Kevin Chandler, Scott Critzer, Carolyn Gaines, Chanda Giles, Valerie Harris, Asha Moses, Ann Nelson, Tiffany Russell, Brad Bryant

Meeting Date: March 14, 2024

Agenda Items included:

- 1) Reviewed 3rd Quarter Reports Attachment 1
- 2) Reviewed the Program Year 2023 2nd Quarter State Performance Report
- 3) Updates on Youth Services Provided
- 4) Reviewed Work Based Learning/ Career Exploration Grant
- 5) Reviewed Youth Surveys

Action Items:

None

| Case Manager Assigned | County | Follow Up Information | | | | YTD Received Credential |
|-----------------------|---------------|--|--|----------|------------------------|-------------------------|
| | | *Closures YTD not yet in Follow-Up (Starting July 1, 2022) | *Closures YTD not yet Carry Over Follow-Up (Starting July 1, 2022) | 30/60/90 | Active Total Follow-Up | |
| Michael Justice | Amelia | 1 | 0 | 1 | 0 | 0 |
| | Buckingham | 0 | 0 | 0 | 0 | 0 |
| | Cumberland | 0 | 0 | 0 | 0 | 0 |
| | Prince Edward | 2 | 4 | 0 | 2 | 0 |
| Lake Country | Brunswick | 3 | 3 | 2 | 1 | 1 |
| | Mecklenburg | 5 | 5 | 1 | 5 | 2 |
| | Northway | 1 | 1 | 0 | 2 | 1 |
| Alanna Reid | Charlotte | 3 | 3 | 1 | 4 | 1 |
| | Hallifax | 9 | 7 | 1 | 13 | 7 |
| | Lunenburg | 2 | 2 | 0 | 2 | 4 |
| Totals | | 27 | 25 | 8 | 29 | 10 |

REVIEW EVERY COLUMN NOT MARKED RED

| Case Manager Assigned | County | Active Client Information | | | | New Active Client Registrations this Month |
|-----------------------|---------------|--|--|--|----------------------|--|
| | | Active Client Carry Over from Last Year as of July 1, 2022 | New Active Client Registrations YTD (Cumulative) | *Closures YTD not yet in Follow-Up (Starting July 1, 2022) | Total Active Clients | |
| Michael Justice | Amelia | 1 | 0 | 1 | 0 | 0 |
| | Buckingham | 0 | 0 | 0 | 0 | 0 |
| | Cumberland | 0 | 0 | 0 | 0 | 0 |
| | Prince Edward | 2 | 2 | 2 | 0 | 0 |
| Lake Country | Brunswick | 1 | 2 | 3 | 0 | 0 |
| | Mecklenburg | 7 | 3 | 0 | 3 | 0 |
| | Northway | 1 | 0 | 1 | 0 | 0 |
| Alanna Reid | Charlotte | 2 | 3 | 3 | 2 | 0 |
| | Hallifax | 9 | 6 | 9 | 6 | 0 |
| | Lunenburg | 4 | 2 | 2 | 4 | 0 |
| Totals | | 28 | 15 | 27 | 13 | 0 |

| Case Manager Assigned | County | Closure - Exit Information | | | | YTD Exit to No Placement |
|-----------------------|---------------|----------------------------|----------------------------|-----------------------|------------------------|--------------------------|
| | | *Closures YTD | YTD Exit to Post-Secondary | YTD Exits to Military | YTD Exit to Employment | |
| Michael Justice | Amelia | 1 | 0 | 0 | 0 | 1 |
| | Buckingham | 0 | 0 | 0 | 0 | 0 |
| | Cumberland | 0 | 0 | 0 | 0 | 0 |
| | Prince Edward | 2 | 0 | 0 | 1 | 1 |
| Lake Country | Brunswick | 3 | 0 | 0 | 1 | 2 |
| | Mecklenburg | 6 | 0 | 0 | 3 | 3 |
| | Northway | 1 | 0 | 0 | 1 | 0 |
| Alanna Reid | Charlotte | 3 | 0 | 0 | 3 | 0 |
| | Hallifax | 9 | 0 | 0 | 8 | 1 |
| | Lunenburg | 2 | 0 | 0 | 2 | 0 |
| Totals | | 27 | 0 | 0 | 19 | 8 |

OSY Monthly Report - Program Elements

| Case Manager Assigned | County | *YTD Labor Market Information | *YTD Placements | *YTD Leadership Development | YTD Tutoring, Study Skills, Dropout/Recovery | YTD Alternative Education/Dropout Recovery Services | YTD Paid/Unpaid Work Experience | YTD Occupational Skills Training | YTD Concurrent Workforce/Training Preparation activities | YTD Supportive Services | YTD OJT | YTD Follow Up Services | YTD Comprehensive Guidance and Counseling | YTD Entrepreneurial skills training | YTD Transitional Activities for Post-Secondary Education and Training |
|-----------------------|---------------|-------------------------------|-----------------|-----------------------------|--|---|---------------------------------|----------------------------------|--|-------------------------|---------|------------------------|---|-------------------------------------|---|
| Michael Justice | Amelia | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Buckingham | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Cumberland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Prince Edward | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Brunswick | 2 | 2 | 2 | 0 | 0 | 1 | 1 | 0 | 3 | 1 | 0 | 0 | 0 | 0 |
| Lake Country | Mecklenburg | 2 | 1 | 2 | 0 | 0 | 1 | 3 | 0 | 12 | 0 | 0 | 0 | 0 | 0 |
| | Northway | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| | Charlotte | 4 | 2 | 2 | 0 | 0 | 1 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| Alanna Reid | Halifax | 6 | 5 | 6 | 0 | 0 | 1 | 6 | 0 | 6 | 0 | 0 | 0 | 0 | 0 |
| | Lunenburg | 2 | 2 | 4 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | Totals | 16 | 13 | 15 | 0 | 0 | 5 | 11 | 0 | 26 | 0 | 0 | 0 | 0 | 0 |

mandatory services for all participants

| WIDA Youth Training Information | YTD Total Registered (Counted Once) | YTD Number of Credentials | YTD Number of Closures | YTD Number of Employment | # of Related Employment | # of Non-Related Employment | Exited to Edu/Military | Exited with no placement |
|---------------------------------|-------------------------------------|---------------------------|------------------------|--------------------------|-------------------------|-----------------------------|------------------------|--------------------------|
| Area of Services or Training | | | | | | | | |
| Not Enrolled in Training | 6 | 0 | 6 | 4 | 4 | 0 | 0 | 2 |
| GED | 1 | 0 | 1 | 1 | 1 | 0 | 0 | 0 |
| Welding | 2 | 2 | 2 | 2 | 0 | 2 | 0 | 0 |
| WEX/GED | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| WEX/CCMAGED | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| WEX/PLW | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| WEX | 8 | 0 | 3 | 1 | 1 | 2 | 0 | 2 |
| HVAC | 5 | 3 | 2 | 2 | 0 | 2 | 0 | 0 |
| IT Academy | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Truck Driving | 3 | 3 | 3 | 3 | 2 | 1 | 0 | 0 |
| Powerline | 4 | 4 | 4 | 4 | 4 | 0 | 0 | 0 |
| Medical Billing and Coding | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 1 |
| CJT | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| CNA | 2 | 1 | 1 | 1 | 1 | 0 | 0 | 0 |
| Alternative - SVCC | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| IT - SVCC | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| Total | 42 | 16 | 27 | 19 | 13 | 8 | 0 | 5 |

STRATEGIC PLANNING COMMITTEE REPORT
South Central Workforce Development Board
Thursday, April 18, 2024

Meeting Date: April 2, 2024

Members: Donnie Williams- Chairman; Buffy Allgood, Sheri McGuire, Faustine Dye, Margaret Taylor-Collins

Meeting Items Discussed:

- 1) Discussed the continuation of Convening Employers
- 2) Discussed outreach efforts throughout the region
- 3) Discussed and reviewed current Combined State Plan Updates Attachment 1
- 4) Discussed upcoming Local Plan
 - a. SCWDB is currently awaiting guidance for the development of our local plan
- 5) Discussed and Reviewed current Strategic Plan for South Central
 - a. SCWDB current Strategic Plan will remain in place until new Strategic Plan can be developed

Recommendations: None

ATTACHMENT 1



AGENDA

- Combined State Plan (CSP) overview
- CSP vision
- CSP goals
- CSP strategies
- Next steps

VCU

COMBINED STATE PLAN

Audience: **Federal agencies**

- Every four years, Virginia submits a Combined State Plan (CSP) to the U.S. Department of Labor and other federal agencies, in accordance with the Workforce Innovation and Opportunity Act (WIOA)
- An approved CSP allows Virginia to receive over **\$290 million in federal funding** for core programs
- Purpose of the CSP: Outline strategy for the Commonwealth's workforce development system



CSP DEVELOPMENT PROCESS

How we got here

- **Collaboration over 6 months:**
 - Virginia Works
 - VDOE
 - VEC
 - DARS
 - DBVI
 - VDSS
 - VCU Center for Public Policy
- **Stakeholders engaged:**
 - LWDB members
 - Chief local elected officials
 - Business owners
 - Representatives from labor organizations
 - Community-based organizations
 - Adult education providers
 - Local DSS, DARS, VEC, and other agencies
 - Local economic development partners
 - General public

CSP PROGRAMS

Included for the 2024 Plan

- **Adult, Dislocated Worker, and Youth** program authorized under Title I-B of WIOA
- **Adult Education and Family Literacy** program authorized under Title II of WIOA
- **Wagner-Peyser Employment Services** program authorized under Title III of WIOA
- **Vocational Rehabilitation** programs authorized under Title IV of WIOA
- **Career and Technical Education** programs authorized under the Carl D. Perkins Career and Technical Education Act
- **Senior Community Service Employment Program**
- **Jobs for Veterans State Grant**
- **Registered Apprenticeship**
- **Temporary Assistance for Needy Families Program and Supplemental Nutrition Employment and Training**
- **Trade Adjustment Assistance for Workers**
- **Unemployment Insurance**

VISION, GOALS, AND STRATEGIES FOR BOARD APPROVAL

VCU

CSP VISION

For Board Approval

Virginia's nation leading workforce ecosystem will equip Virginians with the skills they need and enable employers to attract, grow, and retain them – ensuring the future of a thriving Commonwealth.

In parallel with the stand-up of Virginia Works, we will accelerate the coordination, enhancement, and future-readiness of the Commonwealth's many workforce programs and stakeholders across the government and broader ecosystem through a formal process.

CSP GOALS

For Board Approval

1. Prepare Virginia's workers for current and future career pathways that provide competitive wages.
2. Deliver workforce services that support business growth in Virginia's leading-edge economy.
3. Provide outreach and recruitment services that increase awareness and access to Virginia's workforce development ecosystem.
4. Reduce workforce system barriers through dynamic collaboration, coordination, and communication with Virginia Works as the hub-and-spoke model.

CSP FEDERAL PLANNING PRIORITIES

Training and Employment Guidance Letter 04-23

- Leveraging historic infrastructure investments
 - Bipartisan Infrastructure Law (BIL)
 - Creating Helpful Incentives to Produce Semiconductors (CHIPS)
 - Inflation Reduction Act (IRA)
- Investments that prepare workers for quality jobs
- Data-driven decisions
- Investing in youth
- Equity in service delivery
- Enhancement of supportive service offerings
- Strategic partnering

CSP STRATEGIES STRUCTURE

Directly address planning priorities

- Recalibrate Virginia's workforce development ecosystem now and for the future
- Meet customers where they are
- Decide using data
- Scale what works
- Focus on jobs in high demand occupations
- Build system capacity
- Invest in Virginia

CSP STRATEGIES – GOAL I

For Board Approval

- **Recalibrate Virginia's workforce development ecosystem now and for the future:** Establish the Virginia Works hub-and-spoke model to strengthen the connections between Virginia's education and workforce systems and the coordination and collaboration amongst Virginia's workforce development investments.
- **Meet workers where they are:** Optimize outcome-driven service delivery to respond to the needs of current and future job seekers, including youth.
- **Decide using data:** Measure job placement rates, retention, and progressed wage growth of job seekers to determine program effectiveness and performance over time.
- **Scale what works:** Advance programs and services with proven success that empower both the unemployed and underemployed to obtain careers in both today's and tomorrow's economy.

CSP STRATEGIES – GOAL I (CONTINUED)

For Board Approval

- **Focus on jobs in high demand occupations:** Connect Virginia's businesses and employers with educators throughout curriculum design and implementation of career pathways, credentialing priorities, apprenticeships, and other work-based learning opportunities that align with the needs of targeted sectors, as identified by Virginia's high demand occupations list published annually by the Virginia Office of Education Economics.
- **Build system capacity:** Expand professional development of workforce professionals, career counselors, and educators to evolve alongside business and individual needs and equip all with an understanding of Virginia's high demand occupations.
- **Invest in Virginia:** Collaborate with state transportation and infrastructure agencies on human capital planning efforts to outline how Virginia can address workforce needs using the investments provided by the Infrastructure Investments and Jobs Act (IIJA) and other funding sources.

CSP STRATEGIES – GOAL 2

For Board Approval

- **Meet businesses where they are:** Leverage state and local Business Solutions Teams and Virginia's high demand occupations list to identify and respond to the needs of employers in real time, e.g., SWaM organizations.
- **Recalibrate Virginia's workforce development ecosystem now and for the future:** Partner with Virginia's businesses and employers to advance work-based learning opportunities, including for youth, to support sector growth.
- **Decide using data:** Measure outcomes for employers using workforce services to determine program effectiveness, performance over time, and opportunities for improvement.
- **Scale what works:** Build and deploy sector strategies that engage businesses and economic development partners to address business needs efficiently.

CSP STRATEGIES – GOAL 2 (CONTINUED)

For Board Approval

- **Focus on jobs in high demand occupations:** Train to the needs of businesses to align the skill-building of Virginia's talent supply with the needs of targeted sectors.
- **Build system capacity:** Expand professional development of Business Solutions Teams to be responsive to employer needs.
- **Invest in Virginia:** Convene businesses and education providers to coordinate strategies leading to winning federal grants provided under the CHIPS and Science Act.

CSP STRATEGIES – GOAL 3

For Board Approval

- **Recalibrate Virginia's workforce development ecosystem now and for the future:** Implement outreach strategies that communicate how Virginia Works for everyone and specific campaigns targeted to customer groups or programs (i.e., youth, work-based learning).
- **Meet customers where they are:** Promote workforce services provided through community-orientated access points, e.g., public libraries.
- **Decide using data:** Communicate the outcomes and benefits associated with receiving services from across the Virginia Works ecosystem to targeted customer groups.
- **Scale what works:** Increase communication throughout the workforce ecosystem to promote apprenticeships and work-based learning opportunities to targeted customer groups.

CSP STRATEGIES – GOAL 3 (CONTINUED)

For Board Approval

- **Focus on jobs in high demand occupations:** Strengthen engagement with state and local economic development partners to promote how Virginia Works for businesses.
- **Build system capacity:** Use data and technology, including the Workforce Data Trust and the high demand occupations list, to make workforce services more accessible and responsive to all customers.
- **Invest in Virginia:** Encourage the creation of new Registered Apprenticeship programs by focusing business outreach on the benefits provided by the Inflation Reduction Act (IRA) and other funding sources.

CSP STRATEGIES – GOAL 4

For Board Approval

- **Recalibrate Virginia's workforce development ecosystem now and for the future:** Drive coordination and connection between Virginia's education and workforce systems to improve labor force participation and educational attainment.
- **Meet customers where they are:** Implement the Virginia Works ambition for a next generation integrated digital entry point across the Commonwealth's workforce services and programs.
- **Decide using data:** Analyze labor market data to assess disparities in outcomes and develop solutions that increase opportunities for underserved populations.
- **Scale what works:** Leverage discretionary funds and support leading-edge initiatives to remove barriers to employment (e.g., affordable childcare, transportation, housing).

CSP STRATEGIES – GOAL 4 (CONTINUED)

For Board Approval

- **Focus on jobs in high demand occupations:** Collaborate across the workforce development ecosystem to identify and address barriers for job seekers and businesses to accessing work-based learning.
- **Build system capacity:** Work with Local Workforce Development Boards to engage non-traditional, non-mandatory programs targeting youth as service delivery partners.
- **Invest in Virginia:** Use the funding provided by the Broadband Equity, Access, and Deployment (BEAD) program to make transformational investments into broadband affordability and adoption across the Commonwealth.

DISCUSSION AND APPROVAL

NEXT STEPS

March – June 2024

1. Submit the CSP into the federal WIOA Portal
2. Provide the LWDBs guidance on the development of their local Plans
3. Begin implementation of the CSP goals and strategies



CONTACT US

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**Policy/Oversight Committee
Report to South Central Workforce Development Board
Thursday, April 18, 2024**

**Members: Catherine Howard, Margaret Taylor-Collins, Stephanie Coleman, Mark Webb,
Tina Wood**

Meeting Date: Tuesday, April 09, 2024

3rd Quarter Reports Reviewed:

- | | |
|--|--------------|
| 1) Reviewed One-Stop 3 rd Quarter Report | Attachment 1 |
| 2) Reviewed Out of School Youth 3 rd Quarter Report | |
| 3) Reviewed Customer Satisfaction Surveys | |
| 4) Reviewed PY 2023 2 nd Quarter Performance Report | Attachment 2 |

Action Items: None

Virginia Career Works South Central Monthly Report

| | Active Client Carry over (7/1/23) | New Active Client Registrations YTD | New Active Client Registrations this Month | Closures Follow-up (Starting 7/1/23) | Active Clients | YTD Trade | Active Follow-up | YTD Credentials | YTD OJT/WE/Int | YTD Employed at Closure |
|-------------------------|-----------------------------------|-------------------------------------|--|--------------------------------------|----------------|-----------|------------------|-----------------|----------------|-------------------------|
| WIOA VCW Centers | | | | | | | | | | |
| Adult Prog. | | | | | | | | | | |
| Keysville | 23 | 10 | 1 | 11 | 22 | 0 | 24 | 7 | 0 | 7 |
| South Boston | 23 | 17 | 2 | 10 | 30 | 0 | 30 | 9 | 0 | 8 |
| Lake Country | 13 | 12 | 1 | 7 | 18 | 0 | 15 | 6 | 1 | 6 |
| Total | 59 | 39 | 4 | 28 | 70 | 0 | 69 | 22 | 1 | 21 |
| DLW Prog. | | | | | | | | | | |
| Keysville | 10 | 3 | 0 | 7 | 6 | 0 | 7 | 1 | 0 | 6 |
| South Boston | 5 | 5 | 0 | 2 | 8 | 1 | 4 | 2 | 0 | 1 |
| Lake Country | 3 | 5 | 0 | 0 | 8 | 0 | 6 | 0 | 0 | 0 |
| Total | 18 | 13 | 0 | 9 | 22 | 1 | 17 | 3 | 0 | 7 |
| Grand Total | 77 | 52 | 4 | 37 | 92 | 1 | 86 | 25 | 1 | 28 |

Customer Visits

| | July | August | 1st Quarter | October | November | 2nd Quarter | January | February | 3rd Quarter | April | May | 4th Quarter |
|--------------|------------|------------|-------------|------------|------------|-------------|------------|------------|-------------|----------|----------|-------------|
| Keysville | 6 | 12 | 22 | 1 | 0 | 8 | 12 | 3 | 2 | | | |
| Lake Country | 109 | 164 | 441 | 140 | 138 | 439 | 216 | 162 | | | | |
| South Boston | 214 | 281 | 773 | 255 | 243 | 767 | 350 | 189 | | | | |
| Total | 329 | 457 | 1236 | 396 | 381 | 1214 | 578 | 354 | 2 | 0 | 0 | 0 |

*** Active Client Carry Over + New Active Client Registrations YTD - Exits YTD = Active Clients

Monthly Report March 2024 Keyville Training Services

| | YTD Total | YTD Number | YTD Number of | YTD Number of | Number of Related | Number of Non-Related |
|--------------------------------------|--------------|---------------|------------------|------------------|----------------------|--------------------------|
| *Area of Services or Training | Registered | Credentials | Closures | Employment | Employment | Employment |
| Administration of Justice | 1 | | | | | |
| Business MGMT | 1 | 1 | 1 | 1 | 1 | |
| Career Switcher | | | | | | |
| Corrections | | | | | | |
| CNA | 4 | 1 | 1 | 1 | 1 | |
| Electrical | | | | | | |
| LPN | 4 | | | | | |
| OJT | | | | | | |
| Medical Assistant | 2 | 1 | 1 | 1 | 1 | |
| Powerline | | | | | | |
| RN | 16 | 2 | 3 | 2 | 2 | |
| Truck Driving | 5 | 2 | 3 | 2 | 1 | 1 |
| Welding | 2 | 1 | 1 | 1 | 1 | |
| HVAC | | | | | | |
| Pharmacy Technician | 4 | 0 | 3 | 2 | 0 | 2 |
| Phlebotomy | 1 | | | | | |
| | | | | | | |
| | | | | | | |
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| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| Subtotals | 40 | 8 | 13 | 10 | 7 | 3 |
| Career Services only | 6 | 0 | 5 | 3 | 3 | |
| Grand Total | 46 | 8 | 18 | 13 | 10 | 3 |

* Training based on customer choice, occupations in demand, assessments, and potential to succeed

Attachment 2

| | | ETA 9173 - Quarter 1 | | ETA 9173 - Quarter 2 | |
|--|------------------------------|-----------------------|-----------------------------|-----------------------|-----------------------------|
| PY 2023 | | Quarter 1 | | Quarter 2 | |
| State Level | | State Level | | State Level | |
| | PY 23 Negotiated Level | Actual Performance | % of Negotiated Level | Actual Performance | % of Negotiated Level |
| Adult | | | | | |
| Employment 2nd Quarter after Exit | 78.50% | 81.00% | 103.2% | 82.10% | 104.6% |
| Employment 4th Quarter after Exit | 79.50% | 81.30% | 102.3% | 81.00% | 101.9% |
| Median Earnings 2nd Quarter after Exit | \$6,100.00 | \$8,119.00 | 133.1% | \$8,616.00 | 141.2% |
| Credential Attainment within 1 year | 75.00% | 64.50% | 86.0% | 69.10% | 92.1% |
| Measurable Skills Gain | 68.50% | 38.40% | 56.1% | 61.90% | 90.4% |
| | | | | | |
| Dislocated Workers | | | | | |
| Employment 2nd Quarter after Exit | 86.00% | 82.90% | 96.4% | 83.40% | 97.0% |
| Employment 4th Quarter after Exit | 82.50% | 85.60% | 103.8% | 83.20% | 100.8% |
| Median Earnings 2nd Quarter after Exit | \$8,900.00 | \$10,449.00 | 117.4% | \$10,338.00 | 116.2% |
| Credential Attainment within 1 year | 72.50% | 73.90% | 101.9% | 76.80% | 105.9% |
| Measurable Skills Gain | 62.00% | 45.10% | 72.7% | 64.40% | 103.9% |
| | | | | | |
| Youth | | | | | |
| Employment 2nd Quarter after Exit | 73.50% | 86.20% | 117.3% | 84.00% | 114.3% |
| Employment 4th Quarter after Exit | 72.00% | 74.50% | 103.5% | 73.80% | 102.5% |
| Median Earnings 2nd Quarter after Exit | \$3,400.00 | \$5,875.00 | 172.8% | \$5,774.00 | 169.8% |
| Credential Attainment within 1 year | 68.50% | 62.00% | 90.5% | 64.80% | 94.6% |
| Measurable Skills Gain | 60.50% | 32.50% | 53.7% | 55.90% | 92.4% |
| | | | | | |
| | | | | | |
| PY 2023 | | Quarter 1 | | Quarter 2 | |
| LWDA 08 | LWDA 08 | LWDA 08 | | LWDA 08 | |
| | PY 23 Negotiated Level | Actual Performance | % of Negotiated Level | Actual Performance | % of Negotiated Level |
| Adult | | | | | |
| Employment 2nd Quarter after Exit | 82.1% | 84.60% | 103.0% | 84.00% | 102.3% |
| Employment 4th Quarter after Exit | 82.3% | 82.40% | 100.1% | 88.10% | 107.0% |
| Median Earnings 2nd Quarter after Exit | \$6,000 | \$13,763.00 | 229.4% | \$10,845.00 | 180.8% |
| Credential Attainment within 1 year | 75.3% | 75.00% | 99.6% | 86.70% | 115.1% |
| Measurable Skills Gain | 78.9% | 27.00% | 34.2% | 73.40% | 93.0% |
| Dislocated Workers | | | | | |
| Employment 2nd Quarter after Exit | 86.0% | 100.00% | 116.3% | 100.00% | 116.3% |
| Employment 4th Quarter after Exit | 86.3% | 100.00% | 115.9% | 90.00% | 104.3% |
| Median Earnings 2nd Quarter after Exit | \$6,900 | \$12,510.00 | 181.3% | \$9,809.00 | 142.2% |
| Credential Attainment within 1 year | 72.5% | 33.30% | 45.9% | 25.00% | 34.5% |
| Measurable Skills Gain | 86.8% | 18.80% | 21.7% | 61.10% | 70.4% |
| Youth | | | | | |
| Employment 2nd Quarter after Exit | 80.3% | 83.30% | 103.7% | 88.20% | 109.8% |
| Employment 4th Quarter after Exit | 86.2% | 75.00% | 87.0% | 71.10% | 82.5% |
| Median Earnings 2nd Quarter after Exit | \$3,500 | \$5,061.00 | 144.6% | \$6,590.00 | 188.3% |
| Credential Attainment within 1 year | 65.0% | 100.00% | 153.8% | 64.30% | 98.9% |
| Measurable Skills Gain | 68.6% | 16.70% | 24.3% | 75.00% | 109.3% |

**Employment Enhancement Committee
Report to South Central Workforce Development Board
Thursday, April 18, 2024**

Meeting Date: Wednesday, March 6, 2024

Members: Jeremy Satterfield-Chair, Trisha Currin, Mike Dolianitis, Elizabeth Smith, Eric Napier, Keith Harkins

Agenda Items:

1) Reviewed Business Solutions Team Reports

- a) Lake Country
- b) Halifax
- c) Heartland

Attachment 1
Attachment 2
Attachment 3

Action Item: None

Lake Country Business Solutions Team

- The Lake Country Business Services Team has been working on recruiting job seekers and employer services in Mecklenburg and Brunswick counties.
- In November we continued the round table discussions with the list of businesses previously compiled by the team in the healthcare, manufacturing, IT, and logistics industries. These calls were very productive and gave us some additional insight on topics such as workforce challenges, hiring, retention, and training needs, workplace readiness, and career pathways. We will be utilizing this information for our local plan.
- Will be participating in the upcoming AspHIRE mock interview events at Longwood and SVHEC in March. This is a great opportunity for high school students to practice their interview skills as well as work on their resume and cover letter. This event is planned by the Institute for Advanced Learning and Research, the same organization that plans the big career expos for the middle and high school students.

Attachment 2

Halifax Business Solutions Team

- The team is currently assisting with employer outreach in Halifax County as well as working on promoting to employers BST services and job seeker placements.
- In November we continued the round table discussions with the list of businesses previously compiled by the team in the healthcare, manufacturing, IT, and logistics industries. These calls were very productive and gave us some additional insight on topics such as workforce challenges, hiring, retention, and training needs, workplace readiness, and career pathways. We will be utilizing this information for our local plan.
- Hosting a hiring event for Presto at VCW South Boston on January 24th. The event was very popular and there were over 150 jobseekers present. Presto hopes to hold another hiring event in early summer.
- Will be participating in the AspHIRE mock interview events at Longwood and SVHEC in March. This is a great opportunity for high school students to practice their interview skills as well as work on their resume and cover letter.

Heartland Business Solutions Team

- The Heartland Business Solution Team has been working on promoting to employers BST services and job seeker placements. The team is making continuing contact with employers in the area by helping them with their hiring needs.
- In November we continued the round table discussions with the list of businesses previously compiled by the team in the healthcare, manufacturing, IT, and logistics industries. These calls were very productive and gave us some additional insight on topics such as workforce challenges, hiring, retention, and training needs, workplace readiness, and career pathways. We will be utilizing this information for our local plan.
- We are in the process of planning a spring/early summer hiring event with Prince Edward Dept of Social Services. Will share details on this event once confirmed.
- Assisted with an event at SVCC on February 5th held for Solar/Energy employers. Students from SVCC classes and the Governors School of Southside Virginia were invited to attend and meet these employers to learn more about the industry.
- Will be participating in the AspHIRE mock interview events at Longwood and SVHEC in March. This is a great opportunity for high school students to practice their interview skills as well as work on their resume and cover letter.

Executive Committee

Report to the South Central Workforce Development Board

Thursday, April 18, 2024

Executive Committee:

Lisa Crews-Chair; Jeremy Satterfield Vice-Chair; Gary Walker-Treasurer; Stephanie Coleman; Liz Jamerson, Donnie Williams, Trisha Currin

Items from the February 15, 2024 Meeting:

1. Reviewed and Discussed expenditures for all contracts, grants, and programs
2. Reviewed hiring of New Staff
3. Reviewed training expenditures and requirements
 - a. (40% Training Requirement= 45.2%) (20% Work Experience Requirement= 25.8%)
4. Discussed the relocation of the VCW-Lake Country Center Building
5. Reviewed Estimated PY 24 WIOA Funds for Virginia
6. Approved purchase of office laptops

Attachment 1

Items from the March 21, 2024 Meeting:

1. Reviewed and Discussed expenditures for all contracts, grants, and programs
2. Discussed Sentara Grant updates
3. Discussed WIOA Title I Program Waiver
4. Reviewed training expenditures and requirements
 - a. (40% Training Requirement= 45.2%) (20% Work Experience Requirement= 25.8%)
5. Discussed the relocation of the VCW-Lake Country Center Building

Items from the April 18, 2024 Meeting:

1. Reviewed and Discussed expenditures for all contracts, grants, and programs
2. Discussed Sentara Grant updates
3. Discussed WIOA Title I Program Waiver
4. Discussed One-Stop Operator Proposal Recommendation
5. Reviewed training expenditures and requirements
 - a. (40% Training Requirement= 45.2%) (20% Work Experience Requirement= 26.1%)
6. Discussed the relocation of the VCW-Lake Country Center Building
7. Discussed Youth Program Renewal
8. Reviewed Equal Opportunity Monitoring Report

Attachment 2

Action Items:

1. OSO RFP -Contract
2. Youth Program Renewal

South Central Local Workforce Development Board Area

285-C George Washington Hwy.
Charlotte Courthouse, VA 23923



Monitoring Reports from October 3 – 5, 2023

Covering the areas of:

Amelia County, Brunswick County,
Buckingham County, Charlotte County, Cumberland County,
Halifax County, Lunenburg County, Mecklenburg County,
Nottoway County, Prince Edward County

System Structure

The South Central Local Workforce Development Area (LWDA) VIII has one comprehensive Virginia Career Works centers that is designed to provide a full range of assistance to job seekers, works and businesses under one roof. The center offers a comprehensive array of services designed to match talent with opportunities. LWDA VIII has two affiliate centers.

The comprehensive Virginia Career Works Centers is:

- **South Boston VA Career Works Center (Comprehensive)**
 - Landon (Rock) Mason, One-Stop Director
2056 Houghton Avenue
South Boston, VA 24592
lmason@vcwsouthcentral.com
Hours of operations: Monday, Tuesday, Thursday, Friday (8:30 am – 4:30 pm)
Wednesday (9:30 am – 4:30 pm)
www.vcwsouthcentral.com

The affiliate Virginia Career Works Centers are:

- **Lake Country VA Career Works Center (Affiliate)**
 - Landon (Rock) Mason, One-Stop Director
111 E. Danville, St.
South Hill, VA 23970
lmason@vcwsouthcentral.com
Hours of operations: Monday to Friday (8:30 am – 4:30 pm)
www.vcwsouthcentral.com

- **Keysville VA Career Works Center (Affiliate)**
 - Landon (Rock) Mason, One-Stop Director
200 Daniel Road,
Keysville, VA 23947
lmason@vcwsouthcentral.com
Hours of operations: Monday - Friday (8:30 am – 4:30 pm)
www.vcwsouthcentral.com

South Central Area VIII – Demographic Population by Race/Ethnicity*

| | Amelia Co. | Brunswick Co. | Buckingham Co. | Charlotte Co. | Cumberland Co. |
|------------------------------------|---------------|---------------|----------------|---------------|----------------|
| Total civilian population | 13,265 | 15,849 | 16,824 | 11,529 | 9,675 |
| Population of one race: | 12,633 | 15,446 | 16,179 | 11,084 | 9,214 |
| White alone | 9,780 | 6,553 | 10,488 | 7,717 | 6,165 |
| Black or African American | 2,555 | 8,607 | 5,435 | 3,140 | 2,831 |
| American Indian & Alaska Native | 39 | 23 | 51 | 22 | 43 |
| Asian | 65 | 44 | 59 | 31 | 38 |
| Native Hawaiian & Pacific Islander | 0 | 5 | 7 | 6 | 8 |
| Some Other Race alone | 194 | 214 | 139 | 168 | 129 |
| Pop of two or more races: | 632 | 403 | 645 | 445 | 461 |

| | Halifax Co. | Lunenburg Co. | Mecklenburg Co. | Nottoway Co. | Prince Edward Co. |
|------------------------------------|---------------|---------------|-----------------|---------------|-------------------|
| Total civilian population | 34,022 | 11,936 | 30,319 | 15,642 | 21,849 |
| Population of one race: | 32,952 | 11,314 | 29,242 | 14,933 | 20,906 |
| White alone | 20,420 | 7,095 | 18,032 | 8,625 | 10,662 |
| Black or African American | 11,791 | 3,805 | 10,435 | 5,813 | 9,269 |
| American Indian & Alaska Native | 77 | 35 | 75 | 85 | 36 |
| Asian | 218 | 26 | 205 | 64 | 197 |
| Native Hawaiian & Pacific Islander | 6 | 6 | 0 | 3 | 1 |
| Some Other Race alone | 440 | 347 | 495 | 343 | 741 |
| Pop of two or more races: | 1,070 | 622 | 1,077 | 709 | 943 |

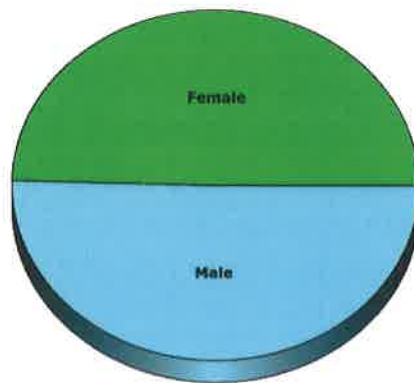
*Source: https://data.census.gov/profile/Amelia_County,_Virginia?g=050XX00US51007#race-and-ethnicity

Population by Race/Ethnicity

| | LWIA VIII | Virginia | United States |
|--------------------------------------|-----------|-----------|---------------|
| Total | | | |
| Total Population | 191,011 | 8,001,024 | 308,745,538 |
| Race | | | |
| White | 115,168 | 5,486,852 | 223,553,265 |
| Black or African American | 69,780 | 1,551,399 | 38,929,319 |
| American Indian or Alaska Native | 557 | 29,225 | 2,932,248 |
| Asian | 831 | 439,890 | 14,674,252 |
| Native Hawaiian/Pacific Islander | 58 | 5,980 | 540,013 |
| Other | 1,973 | 254,278 | 19,107,368 |
| Multiple Races | 2,644 | 233,400 | 9,009,073 |
| Ethnicity | | | |
| Not Hispanic or Latino (of any race) | 186,717 | 7,369,199 | 258,267,944 |
| Hispanic or Latino (of any race) | 4,294 | 631,825 | 50,477,594 |

Source: 2010 Census.

Population by Gender



| | LWIA VIII | Virginia | United States |
|---------------|----------------|------------------|--------------------|
| Male | 96,268 | 3,925,983 | 151,781,326 |
| Female | 94,743 | 4,075,041 | 156,964,212 |
| | 191,011 | 8,001,024 | 308,745,538 |

Source: 2010 Census.

Source: https://virginiaworks.com/_docs/Local-Area-Profiles/5115000448.pdf

DATA ANALYSIS AND COMPARISON South Central Workforce Area

EEO by Program Participations – Adult and Dislocated Worker

LWDB/Region: South Central
Office: ALL
Date Range: 7/1/2022 - 6/30/2023

| | Total | Hispanic or Latino | | White | | African American/Black | | American Indian/Alaskan Native | | Asian | | Hawaiian/Other Pacific Islander | | More than 1 Race | |
|----------------------------|-------|--------------------|------|-------|-------|------------------------|-------|--------------------------------|------|-------|------|---------------------------------|------|------------------|------|
| | | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| | | | | | | | | | | | | | | | |
| Eligible | 94 | 1 | 0 | 12 | 22 | 29 | 29 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| % to Total | | 1.1% | 0.0% | 12.8% | 23.4% | 30.9% | 30.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.1% |
| Participants (Registrants) | 160 | 1 | 1 | 17 | 40 | 40 | 58 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| % to Total | | 0.6% | 0.6% | 10.6% | 25.0% | 25.0% | 36.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.9% |
| Exiters | 91 | 1 | 0 | 11 | 26 | 26 | 27 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| % to Total | | 1.1% | 0.0% | 12.1% | 28.6% | 28.6% | 29.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.1% |
| Total | | | | | | | | | | | | | | | |
| | | Hispanic or Latino | | White | | African American/Black | | American Indian/Alaskan Native | | Asian | | Hawaiian/Other Pacific Islander | | More than 1 Race | |
| | | M | F | M | F | M | F | M | F | M | F | M | F | M | F |

Total Rows: 21

The reporting (vawc.org) above shows highest participants in the Adult/Dislocated Workers program are Black Males and Females, both at 31%, followed by White Females at 23%.

EEO Report - WIOA Youth Program Detail

LWDB/Region: South Central
Office: ALL
Date Range: 7/1/2022 - 6/30/2023

| Age Groups | Total | Hispanic or Latino | | White | | African American/Black | | American Indian/Alaskan Native | | Asian | | Hawaiian/Other Pacific Islander | | More than 1 race | |
|---------------------|--------|--------------------|------|-------|-------|------------------------|-------|--------------------------------|------|-------|------|---------------------------------|------|------------------|------|
| | | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Eligible Youth | 35 | 1 | 0 | 12 | 7 | 7 | 4 | 0 | 0 | 1 | 0 | 0 | 0 | 2 | 0 |
| % of Total | 100.0% | 3.4% | 0.0% | 33.0% | 20.5% | 21.6% | 10.2% | 0.0% | 0.0% | 2.3% | 0.0% | 0.0% | 0.0% | 6.8% | 0.0% |
| Participating Youth | 51 | 1 | 0 | 17 | 9 | 10 | 9 | 0 | 1 | 1 | 0 | 0 | 0 | 2 | 0 |
| % of Total | 100.0% | 2.3% | 0.0% | 34.4% | 18.0% | 21.1% | 14.8% | 0.0% | 1.6% | 1.6% | 0.0% | 0.0% | 0.0% | 4.7% | 0.0% |
| Exited Youth | 34 | 0 | 0 | 11 | 8 | 8 | 5 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| % of Total | 100.0% | 0.0% | 0.0% | 33.7% | 24.1% | 25.3% | 12.0% | 0.0% | 2.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |

The Youth Program shows highest participants as White Males at 33% compared to Black Males at 22%. White Females shows 21% compared to Black Females at 10%.

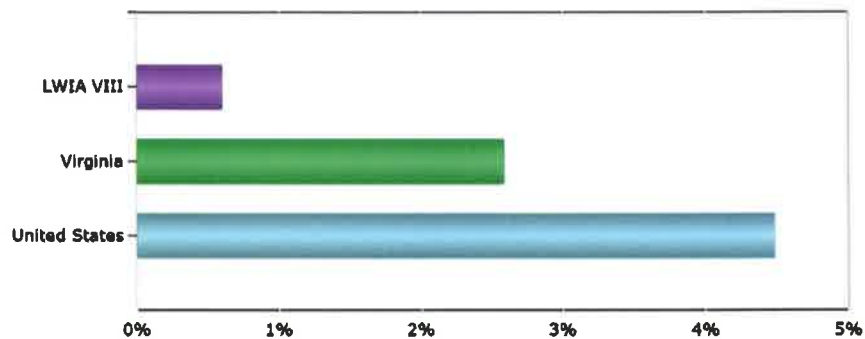
Limited English Proficiency

The primary language spoken in the Area VIII is English. Data below shows 0.60% percent of the population speak English less than well. Spanish is the first non-English language in the region.

The monitoring was conducted in compliance with Code of Federal Regulations Title 29 CFR Part 38 and Section 188 of the Workforce and Opportunity Act (Nondiscrimination and Equal Opportunity). The following programs, services and facilities were reviewed to assess the LWDA's compliance to the regulations.

English Language Skills

(Age 5 and over that speak English less than well)



| | Total | Speak English less than well | Percent |
|----------------------|-------------|------------------------------|---------|
| LWIA VIII | 176,933 | 1,056 | 0.60% |
| Virginia | 7,800,044 | 201,628 | 2.58% |
| United States | 298,691,202 | 13,400,003 | 4.49% |

Source: U.S. Census Bureau
American Community Survey, 2012-2016.

Population Projections by Race/Ethnicity

| | 2020 | 2030 | 2040 |
|----------------------------------|---------|---------|---------|
| Total | | | |
| Total Population | 186,862 | 188,019 | 186,560 |
| Race | | | |
| White | 109,506 | 110,833 | 108,267 |
| Black or African American | 65,557 | 60,842 | 54,864 |
| Asian | 1,155 | 1,548 | 2,079 |
| Other | 3,984 | 4,793 | 5,709 |
| Ethnicity | | | |
| Hispanic or Latino (of any race) | 6,658 | 10,003 | 15,643 |

Source: Weidman Cooper Center for Public Service.

Monitoring Review Summary

| | |
|--------------------|---------------------------|
| Date of report: | April 8, 2024 |
| Date of review: | October 3, 2023 |
| LWDA: | LWDA VIII – South Central |
| EO Officer | Terra Napier |
| EO Federal Monitor | Lorna Battles |

Notable Items/Best Practices

South Central Region – LWDA VIII has a well-documented outreach program/list for the general public.

LWDA VIII needs to address the Corrective Action list below.

Recommended Corrective Actions

| Element | Deficiency | Recommended Corrective Action |
|----------|--|---|
| Website | Fax Number on Complaint Form | Add Fax Number Complaint Form |
| Physical | Markings/lines not visible on Accessible Parking Spaces and not enough Accessible Parking Signs in South Boston Center | Lot striping to provide markings/lines on Accessible Parking Spaces. Add additional Accessible Parking Signs. |
| Training | Undocumented staff training on EO, Assistive Technology and LEP in all three centers. | Document staff training on EO, AT and LEP (aside from onboarding). |
| Program | No outreach initiatives to target persons with disabilities and LEP persons for the region. | Plan outreach to target persons with disabilities and LEP persons for the region. |
| Material | No EO Tagline in Customer Survey and Intake Forms in all three centers. | Add EO Tagline in Customer Survey and Intake Forms in all three centers. |
| Material | No Reasonable Accommodations Log for all three centers. | Add/maintain a Reasonable Accommodations Log for all three centers |

Technical Assistance Requested

| Element | Request | Response |
|---------|---------|----------|
| | | |

Interview Results

| Interviews with Staff | |
|--|--|
| Number of staff interviewed: | 6 |
| Overall knowledge of rights: | Knowledgeable. Staff understands client's EO rights and knew how to Communicate those rights to participants. |
| Overall understanding of access for LEP persons: | Knowledgeable. Staff is aware of ESL programs and language interpretations/translations services through language line, however, all of the staff interviewed stated that they can't remember receiving additional EO and LEP trainings after onboarding. |
| Overall understanding of access for individuals with disabilities: | Knowledgeable. Staff are aware of the assistive technology workstation and TTY available in the workforce center. |
| <u>Recommendation(s):</u> | Provide/document staff training on EO, AT and LEP (aside from onboarding). |
| Interviews with Clients | |
| Number of clients interviewed: | 8 |
| Race/Gender of Clients: | 7 Female, 1 Black Male. 5 of the Females are Black, 1 Female is White and 1 is Black/White. |
| Overall client response regarding services: | Center staff is responsive and helpful. |
| Overall client recommendations: | No recommendations. |
| <i>Please respond to the following items for the period since your last EO/Nondiscrimination monitoring review.</i> | |
| Element 1: Designation of EO Officers | |
| Reference: | |
| <ul style="list-style-type: none"> ● Nondiscrimination Plan Element 1 ● 29 CFR Part 38.28 through 38.33 | |
| 1. Name of LWDB EO Officer: | |
| Terra Napier | |
| 2. To whom does the EO Officer report? <i>(Please provide a job description for the EO Officer and the LWDB organizational chart.)</i> | |
| Terra Napier is the Executive Director of the LWDA | |

| | |
|---|---|
| 3. How is the EO Officer's identity made known to participants and service providers? (<i>Please provide examples.</i>) | |
| EO's Office name and contact information is on the EO is the Law poster/LWDA website/policies. | |
| 4. Does the EO Officer: | |
| Process discrimination complaints? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Conduct desk and on-site EO monitoring visits to service providers and contractors to ensure its contractors are not violating their nondiscrimination obligations? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Provide EO training to staff and/or contractors? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| 5. What equal opportunity training has been provided to staff within the LWDA and to service providers/contractors? (Specify dates and locations.) | |
| New employees are given EO policy and receive EO training, which are all signed for during onboarding. | |
| 6. What professional training has the Local EO Officer attended? (Identify the training received and dates.) | |
| LWDA EO Officer attended Annual Virtual EO training presented by VEC on January 23 & 25, 2024. | |
| Recommendation(s): EO Officer must document succeeding staff EO training (after onboarding). | |
| Element 2: Notice and Communication | |
| Reference: | |
| <ul style="list-style-type: none"> • Nondiscrimination Plan Element 2 • 29 CFR Part 38.34 through 38.39 | |
| 7. Where are the "Equal Opportunity" EO Notice posters displayed and which versions are displayed — English, Spanish or both? | |
| The notice is displayed at all centers in public areas, resource room, and staff break room. The notices are also displayed online and in the initial application. They are displayed in English and Spanish. | |
| 8. How is it ensured that participants are notified of their rights to file a complaint? | |
| Is the EO Notice printed and included in hard copy participant files (if applicable)? Yes, there is a form that both centers use when performing WIOA intake and hard copy is maintained in participant files. Information is also located on display board and provided to participants. | |
| 9. Is the appropriate tagline included in brochures, pamphlets, flyers, electronic/oral marketing, etc.? Please provide examples. | |
| EO Taglines are on the center's website, most printed communications and all emails and electronic communications. | |

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| <p>The appropriate tagline is: <i>"_____ is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities."</i> South Central Workforce Development Board is an EQUAL OPPORTUNITY EMPLOYER/PROGRAM Auxiliary aids and services are available upon request to individuals with disabilities.</p> | |
| <p>10. How does the LWDB ensure that continuing notice is provided to the following applicable groups that it does not discriminate on any prohibited ground:</p> | |
| <p>Employees and applicants for employment</p> | <p>Employees are notified of EEO policies upon initial hire, job posting as well as on website, and employee's bulletin board. Applicants are notified through posting notifications.</p> |
| <p>Sub-recipients or contractors</p> | <p>All are notified through the contractual agreements.</p> |
| <p>Members of the public with disabilities, including impaired vision and hearing</p> | <p>Individuals with disabilities have access to hardware/software available in the resource room (JAWS/Zoom/Video Relay). Staff are available to read to visual impaired customers and interpreting services are available to hearing-impaired customers.</p> |
| <p>11. What efforts does the LWDB make to ensure that communications within the local area VAWC system with individuals with disabilities are just as effective as communications with others?</p> | |
| <p>Virginia Workforce Connection (VAWC) is on-line system for providing services to all participants. The system is accessible for individuals with disabilities it has been designed to meet/exceed the requirements under Section 508 as well as W3C Web Content Accessibility Guidelines, (usability with screen reader such as JAWS).</p> | |
| <p>12. How is the 'Equal Opportunity Notice' provided in alternate formats for individuals with visual impairments?</p> | |
| <p>Font enlargement hardware/software, screen readers (JAWS/ZOOM), and staff can read documents to clients upon request. Compliance Monitor has recorded all notices for anyone who cannot read can listen to it.</p> | |
| <p>Recommendation(s): Schedule refresher/training for staff on AT tools.</p> | |
| <p>Element 3: Assurances</p> | |
| <p>Reference:</p> <ul style="list-style-type: none"> ● Nondiscrimination Plan Element 3 ● 29 CFR 38.25 through 38.27 | |
| <p>13. Do contracts contain the exact equal opportunity assurance language found at 29 CFR 37.25(a)(i), or a citation to the assurance language? Please provide an example of the equal opportunity assurance section from a contract.</p> | |

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| <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Equal opportunity assurance is in all agreements that states "All partners in the workforce system will ensure physical and programmatic accessibility of facilities, programs, services, technology, and materials for individuals with disabilities in Career Works programs. Contract procurement processes includes a non-discrimination clause that any and all contracted partners have to follow in order to partner with the counties |
| Recommendation(s): None |
| Element 4: Affirmative Outreach |
| Reference: <ul style="list-style-type: none"> ● Nondiscrimination Plan Element 4 ● 29 CFR Part 38.40 |
| 14. Describe any efforts to conduct a demographic analysis of the population served in the Workforce Development Area. |
| South Central Region – LWDA VIII has a well-documented outreach program/list using flyers, referrals and partner programs for the general public; however, there is no specific outreach designed for persons with disabilities and LEP groups. |
| 15. What reasonable steps has the LWDB taken to ensure services and other information is provided to Limited English Proficient persons? |
| Staff use the "I Speak Card" to identify languages and translation services to ensure the customer receives equal and meaningful access. Staff receive instruction and training on the process for providing interpreting services through Propio. |
| 16. In what languages other than English is information within the Workforce Development Area provided? How is it determined what information is translated? |
| Currently Spanish is the only other language used to serve customers in this area. |
| 17. Which brochures, pamphlets and flyers include a Relay Service telephone number for the hearing impaired? |
| A review of LWDA VIII pamphlets, calendar of Career Readiness Workshops, Website, and registration form reflects where a phone number is provided information on how to contact the videophone services is noted. |
| 18. What outreach plans, strategies, and activities have been identified for various groups served in the Workforce Development Area? |
| The region will implementing new outreach strategic plans, at a minimum to target efforts for populations most at-risk or most in need. |
| Recommendation(s): Plan outreach to target persons with disabilities and LEP persons for the region. |
| Element 5: Compliance with Section 504 |
| Reference: <ul style="list-style-type: none"> ● Nondiscrimination Plan Element 5 ● 29 CFR Part 38.13 through 38.17 ● 29 CFR Part 38.6 ● 29 CFR Part 38.54(c)(2)(v) ● 29 CFR Part 32 Subparts B and C |

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| <p>19. Does the LWDB have an ADA accessibility survey on file for the Career Works centers and other sites where WIOA services are provided? If yes, provide a copy and describe any issues identified and the correction plan(s). (Reference the ADA Checklist for Existing Facilities)</p> | |
| <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> | |
| <p>20. If structural changes are needed, does the LWDB have transition plans on file? If so, please provide a copy. If not, please explain when the changes are anticipated to be completed.</p> | |
| <p>South Hill location refinished their accessible parking area.</p> | |
| <p>21. Have ADA assessments been completed for One-Stops? If yes, please explain any shortfalls.</p> | |
| <p>All centers meet the requirements of the existing ADA Guidelines.</p> | |
| <p>22. Are the Centers accessible to individuals with disabilities?</p> | |
| <p>Are there accessible parking spaces available? (At least 1 per 25 spaces)</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> |
| <p>Is there at least one entrance to the building that is wheel chair accessible?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> |
| <p>If yes, does it have the international symbol for accessibility <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No for individuals with disabilities posted.</p> | |
| <p>Do inaccessible entrances have signs indicating the location of the nearest accessible entrance?</p> | |
| <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> | |
| <p>Are there accessible restrooms with appropriate signage available for individuals with disabilities?</p> | |
| <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> | |
| <p>If a TTY/TDD machine is in use, are staff trained on how to use it? Yes, during onboarding only.</p> | |
| <p>23. Describe efforts to prohibit discrimination on the basis of disability in employment practices by the LWDB and its partners.</p> | |
| <p>The following criteria are still in place:</p> <ul style="list-style-type: none"> • Requiring the provision of reasonable accommodations in employment, when appropriate. • Reviewing job qualifications to ensure that they do not use selection criteria that screen out or tend to screen out an individual with a disability on the basis of that disability unless the criteria is job related for the position in question and consistent with business necessity. • Prohibiting pre-employment inquiries regarding disability except to ask for the individual to self-identify himself or herself as a person with a disability on a voluntary basis for reporting purposes that will be maintained confidentially. <p>LWDA VIII continue to ensure staff are trained on ADA and EO upon hire. The LWDA's recruitment and hiring procedures are followed to ensure that potential candidates are notified of accommodations for individuals with disabilities and the process to request.</p> | |
| <p>24. Is the LWDB aware of the following?</p> | |
| <p>It must not aid or perpetuate discrimination by providing significant assistance to a person or entity that discriminates on the basis of disability?</p> | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> |

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| Programs and activities must be administered in the most integrated settings possible. | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| In determining the site or location of a facility, selections must not be made that have a discriminatory effect. | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Eligibility criteria that screen out or tend to screen out an individual with a disability or class of individuals with disabilities must not be imposed unless such criteria can be shown to be necessary for the provision of the aid, benefit, service, training, program or activity being offered. | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| An individual with a disability is not required to accept an accommodation, aid, benefit, service, training, or opportunity that the individual chooses not to accept. | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| For employment-related training, the selection criteria must be reviewed to ensure that they do not screen out or tend to screen out an individual with a disability or any class of individuals with disabilities from fully and equally enjoying the training unless the criteria can be shown to be necessary for the training being offered? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| 25. Please describe the availability of assistive technology for individuals with disabilities. | |
| The LWDA VIII centers have assistive equipment for individuals with disabilities to include accessibility workstation (Desk, keyboard, mouse, software); amplified phone, CapTel phone, Video Remote Interpreting (VRI), Video Relay Services, screen magnifier, TTY/TDD phone, JAWS, MAGIC and MS Speech Recognition. Sign language interpreter contract, written materials as well as note-takers. Staff can serve as readers for visual impaired customers. | |
| Please describe the LWDB web site in regards to its ADA accessibility. | |
| LWDA website meets the requirements of Section 508 standards of the Rehab Act of 1973 as well as to the accessibility standards of W3C Web Content Accessibility Guidelines. | |
| 26. Are you aware that reasonable accommodations must be provided regarding registration for and the provision of aid, benefits, services or training, including core and intensive training and support services to qualified individuals with disabilities? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| 27. How is it made known that reasonable accommodations will be provided? | |
| Information is provided on the LWDA website for request for accommodation and how to gain access for services. Center information notifies participants that auxiliary aids are available to individuals with disabilities. | |
| 28. Please describe any reasonable accommodations that have been provided for applicants or participants with disabilities. | |
| Participants visiting the centers have utilize VRS, JAWS, Wynn, Dragon, Aladdin Ambassador Pro- scanner, CCTV, Zoom, interpreter services, TTY, adjustable workstation, keyboard and equipment and staff assistance when required. | |

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| <p>Are you aware of the obligation to operate programs or activities so that, when viewed in their entirety, they are readily accessible to qualified individuals with disabilities, through means such as:</p> <ul style="list-style-type: none"> • redesign of equipment • reassignment of classes or other services to accessible buildings • delivery of services at alternative accessible sites • alteration of existing facilities • any other method that results in making its program or activity accessible to individuals with disabilities? | <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> |
| <p>Recommendation(s): Lot striping to provide markings/lines on Accessible Parking Spaces. Add additional Accessible Parking Signs in South Boston Center.</p> | |
| <p style="text-align: center;">Element 6: Data and Information Collection and Maintenance</p> <p>Reference:</p> <ul style="list-style-type: none"> • Nondiscrimination Plan Element 6 • 29 CFR Part 38.41 through 38.45 | |
| <p>29. For customers not being registered in VAWC, please explain how EO data has been collected and stored (race/ethnicity, sex age, and where known, disability status) within the Centers?</p> | |
| <p>All customers are registered through VAWC. All parties agree to abide by all applicable confidentiality policies and legal requirements of the other Parties. Each party ensures that the collection and use of any information, systems, or records that contain PII and other personal or confidential information will be limited to purposes that support the programs and activities and will comply with applicable law.</p> | |
| <p>30. Describe how medical condition information is maintained separate from other files and is secured.</p> | |
| <p>Participant medical information is maintained in a separate file and stored in a lock cabinet and accessible only by authorized staff.</p> | |
| <p>31. Please explain any statistical/quantifiable analysis conducted with regards to the population being served?</p> | |
| <p>Data is collected an analysis to capture information on participants visiting all locations and helps to identify disparities and outreach activities.</p> | |
| <p>Recommendation(s): None</p> | |
| <p style="text-align: center;">Element 7: Monitor Recipients for Compliance</p> <p>Reference:</p> <ul style="list-style-type: none"> • Nondiscrimination Plan– Element 7 • 29 CFR Part 38.51 through 38.53 | |
| <p>List the EO Officer monitoring visits conducted for One-Stops, Affiliates and service providers since the last EO monitoring review. Please provide monitoring reports and relevant documentation.</p> | |
| <p>The EO reviews for compliance are performed by One Stop Operator and EO Officer.</p> | |
| <p>Recommendation(s): None</p> | |

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| Element 8: Complaint Processing Procedures | |
| Reference: | |
| <ul style="list-style-type: none"> • Nondiscrimination Plan Element 8 • 29 CFR Part 38.72 through 38.85 | |
| 32. What discrimination complaint policies and procedures are used in the LWDA? Please provide copies of policies and procedures. | |
| LWDA has complaint process and procedures for processing complaints of discrimination. The EO Officer name is on the policy. Note: respondent and the complainant are encouraged to informally resolve the complaint prior to the issuance of a determination. | |
| 33. Explain how customers and employees obtain a copy of the discrimination complaint policy and procedures and/or discrimination complaint form if requested. | |
| Employees received the copy of discrimination complaint policy and procedure during orientation; located on the LWDA's website; customer receive during intake process. If either customer or employee request a copy of the discrimination policy or form it is provided. | |
| 34. Are discrimination complaint records kept for a period of at least three years from the resolution date? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | |
| 35. Describe the LWDB practice or procedures for service providers when they receive a discrimination complaint from their participants. | |
| The service provider is notified of the complaint which informs them that the LWDA VIII South Central Region has accepted the complaint and include complainant's name, brief description of the allegation, a description of the information or documentation needed for the investigation, and time in which it is to be submitted, a reminder that retaliation or intimidation is prohibited and name and telephone number of EO officer assigned to investigate. The respondent and the complainant are encouraged to informally resolve the complaint prior to the issuance of a determination. | |
| Recommendation(s): None | |
| Element 9: Corrective Actions/Sanctions | |
| Reference: | |
| <ul style="list-style-type: none"> • Nondiscrimination Plan Element 9 • 29 CFR Part 38.110 | |
| 36. Describe the LWDB procedures for obtaining voluntary compliance when equal opportunity violations are found. | |
| Corrective Action and Follow-up – corrective action and follow-up is conducted to eliminate reported violations. Written responses to recommendations are required to initiate corrective action. | |
| 37. Describe any corrective actions/sanctions taken against contractors/service providers since the last monitoring review. | |
| Recommendation(s): None | |
| Completed By (Signature) and Date: | Lorna Battles, 10/3/23 |

If you have questions, please contact : Shirley M. Bray-Sledge, State-Level Equal Opportunity Officer

U. S. Department of Labor Employment and Training Administration
Planning Estimate: PY 2024 WIOA Youth, Adult, and Dislocated Worker
State Allotments*THESE AMOUNTS ARE NOT THE FINAL**
AMOUNTS AVAILABLE FOR PY 2024***

| State | WIOA Youth Activities | WIOA Adult Activities | WIOA Dislocated Workers | Total |
|-----------------------------|-----------------------|-----------------------|-------------------------|------------------------|
| Total | \$943,575,800 | \$882,925,000 | \$1,417,357,000 | \$3,243,857,800 |
| Alabama | 9,370,702 | 9,093,353 | 12,332,550 | 30,796,605 |
| Alaska | 3,442,379 | 3,233,669 | 5,874,135 | 12,550,183 |
| Arizona | 22,881,080 | 21,679,509 | 28,304,094 | 72,864,683 |
| Arkansas | 5,251,138 | 5,094,675 | 4,520,330 | 14,866,143 |
| California | 145,963,305 | 141,099,237 | 158,442,243 | 445,504,785 |
| Colorado | 11,275,591 | 10,250,561 | 14,084,650 | 35,610,802 |
| Connecticut | 10,859,383 | 9,857,925 | 11,801,540 | 32,518,848 |
| Delaware | 3,523,702 | 3,394,630 | 2,516,071 | 9,434,403 |
| District of Columbia | 4,088,218 | 3,700,590 | 12,085,857 | 19,874,665 |
| Florida | 35,302,437 | 36,113,933 | 41,423,362 | 112,839,732 |
| Georgia | 15,814,176 | 15,132,923 | 26,702,273 | 57,649,372 |
| Hawaii | 3,384,079 | 3,422,901 | 2,533,096 | 9,340,076 |
| Idaho | 2,365,653 | 2,201,794 | 2,610,201 | 7,177,648 |
| Illinois | 49,275,021 | 46,772,692 | 58,786,695 | 154,834,408 |
| Indiana | 14,423,077 | 12,600,051 | 12,347,520 | 39,370,648 |
| Iowa | 5,086,828 | 3,672,632 | 5,361,719 | 14,121,179 |
| Kansas | 4,667,870 | 3,474,988 | 3,795,830 | 11,938,668 |
| Kentucky | 14,851,084 | 14,455,530 | 11,702,064 | 41,008,678 |
| Louisiana | 12,989,186 | 12,830,726 | 14,639,219 | 40,459,131 |
| Maine | 2,539,048 | 2,331,941 | 2,026,800 | 6,897,789 |
| Maryland | 16,220,315 | 15,657,070 | 14,975,639 | 46,853,024 |
| Massachusetts | 18,916,414 | 16,236,347 | 19,852,176 | 55,004,937 |
| Michigan | 34,239,645 | 31,887,709 | 27,735,446 | 93,862,800 |
| Minnesota | 8,637,885 | 7,308,636 | 8,541,759 | 24,488,280 |
| Mississippi | 8,609,637 | 8,254,278 | 11,912,806 | 28,776,721 |
| Missouri | 10,083,057 | 9,347,688 | 9,800,091 | 29,230,836 |
| Montana | 2,317,747 | 2,201,794 | 1,435,032 | 5,954,573 |
| Nebraska | 2,786,211 | 2,201,794 | 1,826,636 | 6,814,641 |
| Nevada | 14,052,497 | 13,724,955 | 25,822,376 | 53,599,828 |
| New Hampshire | 2,317,747 | 2,201,794 | 1,910,836 | 6,430,377 |
| New Jersey | 23,922,879 | 23,355,215 | 32,456,257 | 79,734,351 |
| New Mexico | 7,795,544 | 7,512,702 | 17,833,922 | 33,142,168 |
| New York | 68,321,438 | 66,670,773 | 101,703,486 | 236,695,697 |
| North Carolina | 27,081,845 | 25,752,501 | 21,037,303 | 73,871,649 |
| North Dakota | 2,317,747 | 2,201,794 | 740,577 | 5,260,118 |
| Ohio | 37,811,739 | 35,184,714 | 27,224,575 | 100,221,028 |
| Oklahoma | 6,189,120 | 5,864,366 | 5,577,883 | 17,631,369 |
| Oregon | 12,357,017 | 12,037,971 | 9,409,048 | 33,804,036 |
| Pennsylvania | 43,309,737 | 40,326,687 | 52,239,832 | 135,876,256 |
| Puerto Rico | 19,399,446 | 20,147,078 | 108,335,000 | 147,881,524 |
| Rhode Island | 2,989,739 | 2,584,273 | 3,118,978 | 8,692,990 |
| South Carolina | 8,955,761 | 8,668,747 | 10,518,012 | 28,142,520 |
| South Dakota | 2,317,747 | 2,201,794 | 1,158,985 | 5,678,526 |
| Tennessee | 14,708,691 | 14,424,539 | 12,939,414 | 42,072,644 |
| Texas | 96,332,888 | 90,768,615 | 74,863,005 | 261,964,508 |
| Utah | 3,271,662 | 2,463,300 | 4,194,507 | 9,929,469 |
| Vermont | 2,317,747 | 2,201,794 | 895,948 | 5,415,489 |
| Virginia | 13,095,852 | 12,243,962 | 12,806,633 | 38,146,447 |
| Washington | 22,783,132 | 21,844,797 | 19,743,634 | 64,371,563 |
| West Virginia | 4,949,681 | 4,843,992 | 9,018,651 | 18,812,324 |
| Wisconsin | 9,016,337 | 7,779,974 | 9,834,563 | 26,630,874 |
| Wyoming | 2,317,747 | 2,201,794 | 909,741 | 5,429,282 |
| State Total | 927,098,608 | 880,717,687 | 1,092,263,000 | 2,900,079,295 |
| American Samoa | 335,568 | 318,230 | 510,854 | 1,164,652 |
| Guam | 920,918 | 873,338 | 1,401,967 | 3,196,223 |
| Northern Marianas | 430,042 | 407,823 | 654,677 | 1,492,542 |
| Palau | 75,000 | 75,000 | 120,397 | 270,397 |
| Virgin Islands | 562,027 | 532,922 | 855,498 | 1,950,447 |
| Outlying Areas Total | 2,323,555 | 2,207,313 | 3,543,393 | 8,074,261 |
| Native Americans | 14,153,637 | 0 | 0 | 14,153,637 |
| National Reserve | 0 | 0 | 321,550,607 | 321,550,607 |

The amounts provided in this table can be used to get a general idea of the funding that could be available to each state if funding levels for these programs are exactly the same as announced in PY 2023 (see TEGL 15-22). In this table, the total dollars estimated to be available for PY 2024 were distributed among states according to the updated data factors for PY 2024. A number of decisions that have yet to be made could impact the final amounts obligated to each state.