

ADDENDUM

Workforce Innovation and Opportunity Act (WIOA)

Hampton Roads Workforce Development Board (HRWDB) and Workforce System Partners

2017 to 2020 Local Workforce Development Plan for Hampton Roads Draft Modifications

February 14, 2019

BACKGROUND

WIOA Regulations require that at the end of the first 2-year period of the 4-year Local Plan that each local workforce development board (WDB) review and prepare modifications to update the Local Plan, as needed. The purpose of this Addendum is to outline modifications to the original Plan in order to update it accordingly. These draft modifications are outlined in relation to the relevant sections and page numbers of the original Local Plan, which is posted on our website at www.vcwhamptonroads.org. Sections of the original Local Plan which are not modified remain in force. Public comments received regarding these draft modifications to the original Local Plan will be reviewed and considered prior to formally submitting the final modifications to the Commonwealth of Virginia.

DRAFT MODIFICATIONS

SECTION 1: STRATEGIC PLANNING

Regional Economic Conditions – Pages 11 to 34 are updated as follows:

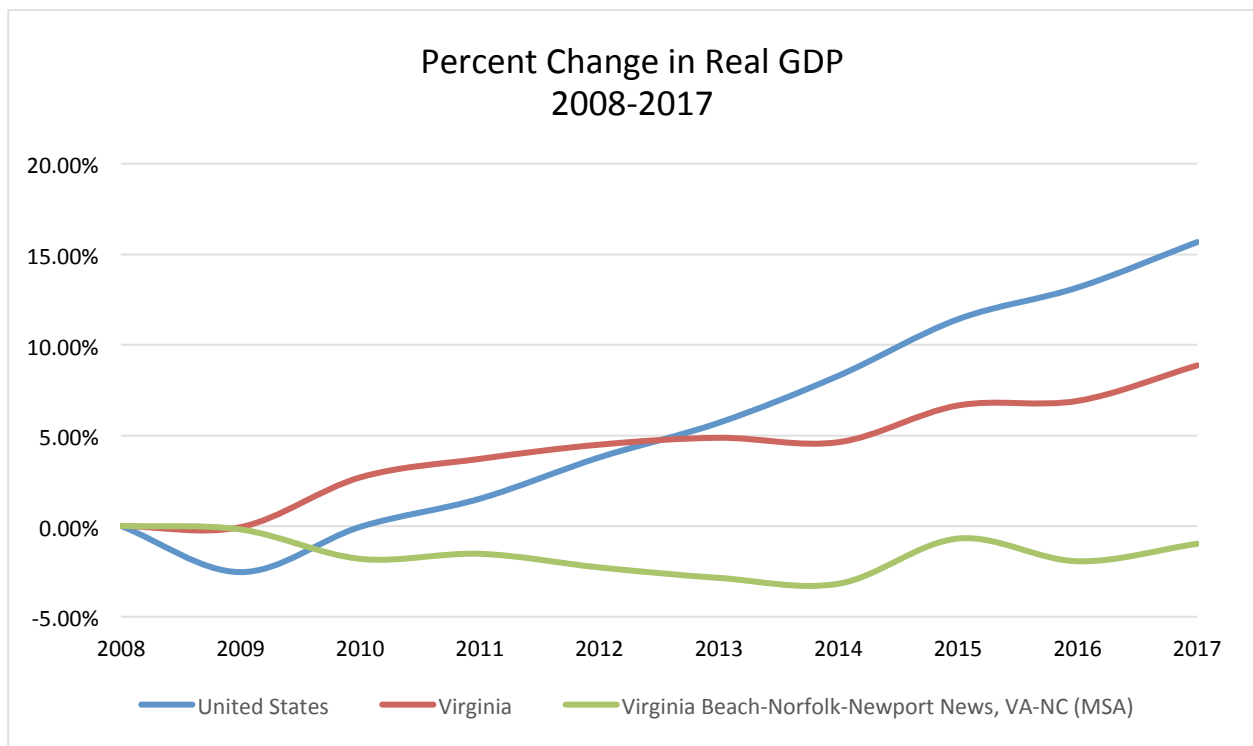
Workforce Demand Analysis

The Hampton Roads region is situated in the southeastern corner of Virginia. Ten cities and five counties comprise the region, which are in turn grouped into two Local Workforce Development Boards (LWDBs) - the Hampton Roads (LWDB 16 – known as the Hampton Roads Workforce Council) and Greater Peninsula (LWDB 14 – known as the Greater Peninsula Workforce Board). Both LWDBs cover almost 1.8 million people in the following localities: Cities of Chesapeake, Franklin, Hampton, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Virginia Beach and Williamsburg and the counties of Gloucester, Isle of Wight, James City, Southampton, and York. It is the home of the world's largest natural deep-water harbor. A totally integrated transportation network of interstate highways, air, rail and sea services provide excellent access between the communities of this region and the markets of the world. Most of the area is also known as the Virginia Beach-Norfolk-Newport News Metropolitan Statistical Area (MSA), the 37th largest MSA in the nation. Washington, D.C. is 200 miles north and Richmond, the state capital of Virginia, is located 90 miles north-west as measured from downtown Norfolk.

The Hampton Roads region is heavily dependent on federal defense spending, which directly or indirectly accounts for 39 percent of the value of regional economic activity¹. The region hosts the second largest number of active duty military in the country as well as a large and diverse

¹ Old Dominion University, Center for Economic Analysis and Policy. The State of the Region Hampton Roads 2015. <https://www.odu.edu/content/dam/odu/offices/economic-forecasting-project/docs/2015/2015-sor-defense-expend.pdf>

defense contracting community. Military spending has historically buffered the region from the worst economic downswings. During the recession of 2007-2009, U.S. real Gross Domestic Product declined 3.23% and the overall Virginia economy fell 0.21% but the metropolitan Hampton Roads economy grew, albeit slightly, by 0.35%. Thus, Hampton Roads was the 2nd best performing metro economy in the nation during the recession per the Brookings Institute. However, regional performance from 2009-2015 lagged that of the nation largely because of the post-Iraq War military drawdown, federal budget sequestration and the federal government shutdown all negatively impacting Department of Defense spending.



Source: Bureau of Economic Analysis. Growth in Real GDP 2005 to 2017

With a civilian labor force of more than 840,000, and 27,000 people completing certificates and degrees from Hampton Roads' eight universities and four community colleges and many technical schools annually, the area's skilled workforce stands out. Three Fortune 500 companies are headquartered in Hampton Roads because they know that the region's economy is as strong as it is stable due to the low business costs, attractive labor supply and superior

economic climate that businesses enjoy. For many businesses, it is critical to be conveniently located near customers, suppliers, distributors, employees and vendors. Over 60 percent of the population of the U.S. is within 750 miles of Hampton Roads and the region's convenient and accessible transportation infrastructure provides multiple options for moving goods between national and international markets².

Total nonfarm employment measures the number of jobs in each geographical region.

Employment in Hampton Roads, as measured by the Virginia Beach-Norfolk-Newport News MSA, has fared worse than the state or nation since 2008. Hampton Roads' nonfarm employment peaked in July 2007 at 781.6 thousand jobs and, in December 2018 was 1.2% above that level.

Total Nonfarm Employment						
	Numbers in Thousands					
	2008	2013	2018	December 2018	% Change 2008 - 2013	% Change 2013 - 2018
Virginia Beach-Norfolk-Newport News, MSA	767.4	756.5	785.1	791.0	-1.4%	3.8%
Virginia	3,772.3	3,762.1	4,006.3	4,030.1	-3%	6.5%
Nation	137,242	136,374	149,064	147,767	-6%	9.3%

Source: U.S. Bureau of Labor Statistics and Federal Reserve Bank of St. Louis

Existing and Emerging In-demand Industry Sectors and Occupations

The WDBs have identified four high-wage, high-demand sectors within which to focus as their regional targeted industries and growth occupations within those sectors:

- Advanced Manufacturing
- Transportation, Warehousing and Distribution
- Information Technology

² Community Profile, Virginia Economic Development Partnership.

- Healthcare and Biotechnology

Advanced Manufacturing is a large sector that pays on average considerably more than the regional average wage. While total employment is expected increase minimally 2018-2023, an analysis of production related jobs shows significant annual openings and strong demand.

Transportation, Warehousing and Distribution is significant in size, expected to grow faster than the regional average and pays on average more than the regional average wage.

Information Technology is significant in size, expected to grow faster than the regional average and pays on average more than the regional average wage.

Healthcare and Biotechnology is a large sector that is growing very quickly. Wages, while lower on average than the other target sectors, still outperform the regional averages.

Industry Sector Summary					
Cluster	2018 Jobs	2023 Jobs	2018 - 2023 Change	2018 - 2023 % Change	Current Wages
Manufacturing (NAICS 31)	54,400	55,014	614	1.13%	\$ 62,715
Percentage of Region	7.19%	6.97%	1.89%	26.26%	134.0%
Transportation, Warehousing and Distribution (NAICS 48)	23,153	24,370	1,217	5.26%	\$ 55,306
Percentage of Region	3.06%	3.09%	3.74%	122.30%	118.2%
Information Technology	19,610	20,135	525	2.68%	\$ 78,770
Percentage of Region	2.59%	2.55%	1.61%	62.29%	168.4%
Healthcare and Biotechnology (NAICS 62)	95,294	105,492	10,198	10.70%	\$ 47,751
Percentage of Region	12.60%	13.37%	31.36%	248.99%	102.1%
Total Regional Employment	756,558	789,075	32,517	4.30%	\$ 46,786
Source: Q1 2019 Dataset of QCEW Employment, Economic Modeling Specialists International					
Note: Industries within the Information Technology sectors have been defined using the Re-Invent Hampton Roads Industry Cluster Analysis					

Industry Sectors of Importance to Key Regional Partners

The WDBs work closely with other regional organizations as well as economic development organizations across the 15 jurisdictions that make up the workforce region. Each of the partners

has targeted sectors based on the local jurisdictional economy and criteria relevant to the partner. The table below provides a cross walk of the sectors identified by key economic partners and the WDB. To the extent practical, the Hampton Roads Workforce Council and the Greater Peninsula Workforce Board have aligned their priority industry sectors with these partner institutions. In recognition of the importance of using a common set of data to analyze regional economic and workforce conditions, both LWDBs have partnered with these organizations to commission a Talent Alignment Strategy Report, which will be completed in early 2019.

Alignment with Priorities of Other Regional Organizations		
Partner	Partner Focus Area	LWDB 14 & 16
Hampton Roads Economic Development Alliance (Regional Marketing Organization)	<input type="checkbox"/> Manufacturing, Robotics and Industrial Technology	<input type="checkbox"/> Manufacturing
	<input type="checkbox"/> Food and Beverage Processing	<input type="checkbox"/> Manufacturing
	<input type="checkbox"/> Cyber Security, Defense, Aerospace and Aviation	<input type="checkbox"/> Information Technology <input type="checkbox"/> Manufacturing
	<input type="checkbox"/> Gaming, Modeling and Simulation	<input type="checkbox"/> Information Technology
	<input type="checkbox"/> Healthcare and Life Sciences	<input type="checkbox"/> Healthcare
	<input type="checkbox"/> Maritime and Supply Chain Management	<input type="checkbox"/> Maritime Trade / TWD ¹
	<input type="checkbox"/> Research Institutes and Intellectual Property	<input type="checkbox"/> N/A
	<input type="checkbox"/> Corporate, Professional and Financial Services	<input type="checkbox"/> N/A
ReInvent Hampton Roads (GO Virginia Organization)	<input type="checkbox"/> Advanced Manufacturing	<input type="checkbox"/> Manufacturing
	<input type="checkbox"/> Ship Repair and Ship Building	<input type="checkbox"/> Manufacturing
	<input type="checkbox"/> Food and Beverage Manufacturing	<input type="checkbox"/> Manufacturing
	<input type="checkbox"/> Information Analytics and Security	<input type="checkbox"/> Information Technology
	<input type="checkbox"/> Life Sciences	<input type="checkbox"/> Healthcare and Biotechnology
	<input type="checkbox"/> Port Operations, Logistics and Warehousing	<input type="checkbox"/> Maritime Trade / TWD
	<input type="checkbox"/> Business and Consulting Services	<input type="checkbox"/> Information Technology ²
	<input type="checkbox"/> Tourism	<input type="checkbox"/> N/A
1. TWD = Transportation, Warehousing and Distribution 2. NAICS 541330, Engineering Services is common to both the ReInvent and LWDBs clusters. This industry includes many of the region's largest defense contractors involved in IT services (e.g. AMSEC and Northrop Grumman Information Systems).		

N/A = No Analog.

Employment Needs in Existing and Emerging In-Demand Occupations and Industries

The targeted sectors each utilize a broad range of occupations accounting, administrative, etc. that are common to all industries. However, occupations particular to, or in greater concentration within the chosen sectors, also provide attractive targets due to high-growth, high-wage and significant annual openings or a combination of all three.

Occupational Analysis (Summary)						
Description	2018 Jobs	2023 Jobs	2018 - 2023 Change	2018 - 2023 % Change	Annual Openings	Avg. Hourly Earnings
Production and Maintenance (Manufacturing)	70,971	72,296	1,325	1.87%	7,930	\$ 21.38
Percentage of All Occupations	9.38%	9.16%	4.07%	43.44%	8.40%	94.10%
Transportation and Material Moving	51,162	52,525	1,363	2.66%	6,618	\$ 17.99
Percentage of All Occupations	6.76%	6.66%	4.19%	61.98%	7.01%	79.18%
Information Technology	20,676	21,630	954	4.61%	1,610	\$ 39.99
Percentage of All Occupations	2.73%	2.74%	2.93%	107.35%	1.71%	176.01%
Healthcare	70,257	77,390	7,133	10.15%	6,902	\$ 29.84
Percentage of All Occupations	9.29%	9.81%	21.94%	236.22%	7.31%	131.34%
Total Targeted Sectors	213,066	223,841	10,775	5.06%	23,060	\$ 27.30
Percentage of All Occupations	28.16%	28.37%	33.14%	117.66%	24.43%	120.16%
All Occupations	756,558	789,075	32,517	4.30%	94,389	\$ 22.72

10 Largest Occupations			
SOC	Occupation Description	2018 Jobs	Avg. Hourly Earnings
41-2031	Retail Salespersons	26,203	\$ 12.48
41-2011	Cashiers	24,531	\$ 9.29
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	19,885	\$ 9.65
35-3031	Waiters and Waitresses	17,040	\$ 11.09
43-9061	Office Clerks, General	15,529	\$ 15.42
43-4051	Customer Service Representatives	14,082	\$ 16.10
29-1141	Registered Nurses	13,852	\$ 31.12
43-5081	Stock Clerks and Order Fillers	11,772	\$ 13.46
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	11,062	\$ 11.29
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	10,254	\$ 14.66

Total Top 10 Largest Occupations	164,210	\$ 13.78
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The 10 largest occupations in the region represent some 22% of all jobs in the region but pay less than two-thirds the regional median wage. Registered Nursing is the only occupation in the top 10 that pays more than the regional median wage of \$22.72 per hour. Nurses are also the only occupation critical to any of the four targeted industry sectors.

**Top 10 Fastest Growing Occupations
(Greater than 50 Job Change 2018-2023)**

SOC	Description	2018 Jobs	2023 Jobs	2018-2023 Change	2018-2023 % Change	Avg. Hourly Earnings
31-1011	Home Health Aides	2,455	3,431	976	40%	\$10.97
43-6013	Medical Secretaries	1,164	1,425	261	22%	\$16.96
33-3021	Detectives and Criminal Investigators	304	368	64	21%	\$39.45
11-2022	Sales Managers	288	348	60	21%	\$58.43
43-9041	Insurance Claims and Policy Processing Clerks	888	1,072	184	21%	\$17.97
39-9021	Personal Care Aides	9,153	11,008	1,855	20%	\$9.18
29-1171	Nurse Practitioners	965	1,158	193	20%	\$51.20
29-1071	Physician Assistants	722	864	142	20%	\$49.22
29-2041	Emergency Medical Technicians and Paramedics	1,641	1,955	314	19%	\$17.55
31-9092	Medical Assistants	3,050	3,626	576	19%	\$16.23
	Top 10 Fastest Growing Occupations	20,630	25,255	4,625	22.4%	\$16.32

While the 10 fastest growing occupations represent approximately 2.7% of all occupations, they represent 14.2% of all job growth projected over the 2018-2023 period. All but three, Detectives and Criminal Investigators, Sales Managers, and Insurance Claims and Policy Processing Clerks, are in the healthcare sector. As with the largest occupations above, these tend to not to pay well, with only 3 of 10 paying above the regional average hourly wage of \$22.72. Note that the occupations listed above were filtered for those growing by 50 or more over the period to eliminate occupations with an extremely small number of jobs.

The 10 Largest Location Quotients

SOC	Description	2018 Jobs	Avg. Hourly Earnings	2018 Location Quotient
53-5022	Motorboat Operators	796	\$30.59	41.7
53-5031	Ship Engineers	1,340	\$34.53	27.1
17-2121	Marine Engineers and Naval Architects	1,020	\$41.15	14.9
15-2021	Mathematicians	223	\$46.84	12.4
33-2022	Forest Fire Inspectors and Prevention Specialists	166	\$12.88	12.4
53-5011	Sailors and Marine Oilers	2,056	\$20.91	11.0
39-3099	Entertainment Attendants and Related Workers, All Other	340	\$18.73	9.0
53-5021	Captains, Mates, and Pilots of Water Vessels	1,824	\$37.21	8.9
51-4192	Layout Workers, Metal and Plastic	492	\$23.34	8.6
17-2161	Nuclear Engineers	855	\$46.02	8.2
	Total Top 10 Location Quotients	9,112	\$32.12	

Location quotient (LQ) is a valuable way of quantifying how concentrated an occupation or industry is in a region as compared to a base geography, like the nation. LQs help show what makes a region “unique” and can serve as a proxy for competitiveness. A LQ of 1.0 means an occupation’s regional concentration is the same as the nation. The most highly concentrated occupations are all strongly associated with ship building and repair or water transportation, the private industry subsectors with the two highest regional LQs. All but three occupations pay more than the regional average wage, with the average for all ten some 40% higher.

Occupational Analysis								
SOC	Description	2018 Jobs	2023 Jobs	2018 - 2023 Change	2018 - 2023 % Change	Annual Openings	Openings as % of 2018 Jobs	Avg. Hourly Earnings
Occupations that Align with Information Technology Sector								
15-1100	Computer Occupations	19,192	19,928	736	4.00%	1,466	7.64%	\$ 39.80
15-2000	Mathematical Science Occupations	1,483	1,702	219	15.00%	145	9.78%	\$ 42.54
	Total Information Technology	20,675	21,630	955	4.62%	1,610	7.79%	\$ 39.99
	Percent of All Occupations	2.73%	2.74%	2.94%	107.47%	1.71%	62.42%	176.01%
Occupations that Align with The Healthcare and Biotechnology Sector								
29-1000	Health Diagnosing and Treating Practitioners	25,678	28,302	2,624	10%	1,736	7%	\$48.72
19-1000	Life Scientists	710	789	79	11%	80	11%	\$33.52
29-9000	Other Healthcare	1,111	1,186	75	7%	73	7%	\$29.67

	Practitioners and Technical Occupations							
31-2000	Occupational Therapy and Physical Therapist Assistants and Aides	1,385	1,538	153	11%	206	15%	\$22.52
19-4000	Life, Physical, and Social Science Technicians	2,147	2,291	144	7%	273	13%	\$22.61
29-2000	Health Technologists and Technicians	18,725	20,298	1,573	8%	1,608	9%	\$21.65
31-9000	Other Healthcare Support Occupations	8,609	9,593	984	11%	1,218	14%	\$16.61
31-1000	Nursing, Psychiatric, and Home Health Aides	11,891	13,395	1,504	13%	1,708	14%	\$13.69
	Total	70,256	77,392	7,136	10%	6,902	10%	\$29.84
	Percent of All Occupations	9%	10%	22%	233%	7%	79%	131%
Occupations that Align with the Manufacturing Sector								
51-1000	Supervisors of Production Workers	3,204	3,271	67	2%	329	10%	\$32.48
49-1000	Supervisors of Installation, Maintenance, and Repair Workers	3,107	3,201	94	3%	285	9%	\$32.00
51-8000	Plant and System Operators	1,291	1,317	26	2%	131	10%	\$28.76
49-2000	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	4,711	4,709	-2	0%	492	10%	\$25.49
49-3000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	9,947	10,282	335	3%	1,043	10%	\$21.84
49-9000	Other Installation, Maintenance, and Repair Occupations	16,364	16,828	464	3%	1,690	10%	\$21.50
51-4000	Metal Workers and Plastic Workers	8,848	8,897	49	1%	971	11%	\$21.00
51-9000	Other Production Occupations	10,328	10,593	265	3%	1,318	13%	\$18.68
51-5100	Printing Workers	967	1,027	60	6%	123	13%	\$18.25
51-7000	Woodworkers	977	1,046	69	7%	125	13%	\$18.19
51-2000	Assemblers and Fabricators	5,378	5,252	-126	-2%	631	12%	\$17.08
51-3000	Food Processing Workers	2,656	2,716	60	2%	377	14%	\$13.83
51-6000	Textile, Apparel, and Furnishings Workers	3,193	3,156	-37	-1%	413	13%	\$13.58
	Total	70,971	72,296	1,325	2%	7,930	11%	\$21.38
	Percent of all Occupations	9.38%	9.16%	4.07%	46.53%	8.40%	89.56%	94.10%
Occupations that Align with the Transportation, Warehousing and Distribution Sector								
53-2000	Air Transportation Workers	350	407	57	16%	47	13%	\$42.55
53-4000	Rail Transportation Workers	68	72	4	6%	7	10%	\$34.21
53-5000	Water Transportation Workers	6,015	5,780	-235	-4%	673	11%	\$30.17
53-1000	Supervisors of Transportation and Material Moving Workers	2,052	2,153	101	5%	235	11%	\$26.51
53-3000	Motor Vehicle Operators	21,377	21,655	278	1%	2,516	12%	\$16.08
53-7000	Material Moving Workers	19,591	20,651	1,060	5%	2,882	15%	\$15.26
53-6000	Other Transportation Workers	1,709	1,808	99	6%	257	15%	\$13.55

	Total	51,162	52,526	1,364	3%	6,618	13%	\$17.99
	Percent of all Occupations	6.76%	6.66%	4.19%	69.80%	7.01%	103.68%	79.18%
	All Occupations	756,558	789,075	32,517	4.30%	94,389	12.48%	\$ 22.72

Occupational Summary							
Description	2018 Jobs	2023 Jobs	2018-2023 Change	2018-2023 % Change	Annual Openings	Openings as % of 2015 Jobs	Average Hourly Earnings
Information Technology	20,676	21,630	954	4.61%	1,668	7.79%	\$ 39.99
Percentage of All Occupations	2.73%	2.74%	2.93%	107.35%	1.71%	62.41%	176.01%
Healthcare	70,257	77,390	7,133	10.15%	6,902	9.82%	\$ 29.84
Percentage of All Occupations	9.29%	9.81%	21.94%	236.22%	7.31%	78.74%	131.34%
Production and Maintenance (Manufacturing)	70,971	72,296	1,325	1.87%	7,930	11.17%	\$ 21.38
Percentage of All Occupations	9.38%	9.16%	4.07%	43.44%	8.40%	89.56%	94.10%
Transportation and Material Moving Occupations (TWD)	51,162	52,525	1,363	2.66%	6,618	12.94%	\$ 17.99
Percentage of All Occupations	6.76%	6.66%	4.19%	61.98%	7.01%	103.68%	79.18%
All Occupations	756,558	789,075	32,517	4.30%	94,389	12.48%	\$22.72

Employment Knowledge and Skills Needs of Local Area Businesses

The WDBs gather, utilize and examine both quantitative and qualitative information on employer workforce needs. An analysis comparing Annual Openings Requiring Postsecondary Education in each industry sector against regional postsecondary completions in Classification of Instructional Program (CIP) codes relevant to those occupations suggests regional training is in rough alignment with industry needs. However, caution must be taken in interpreting this data because the educational attainment analysis does not indicate whether the completion at the minimum level is required for employment (certificate, Associates, Bachelors, etc.).

Moreover, the analysis fails to reflect what percentage of openings require experience in the field in addition to the minimum educational stipulations. These are topics for further exploration with industry leaders.

Analysis of Annual Openings and Postsecondary Completions by Industry Sector		
Sector	Annual Openings Requiring Postsecondary Education	Completions in Relevant CIP Codes 2017
Information Technology	1,405	1,435
Completions within: Computer Technologies and Computer and Information Sciences		
Healthcare and Bioscience	2,712	7,992
Completions within: Health Professions/Related Programs, Health Related Knowledge and Skills, Family and Consumer Sciences/Human, Biological and Biomedical Sciences, and Psychology		
Manufacturing and Repair	805	2,112
Completions within: Engineering Technologies, Construction Trades, Mechanic Repair Technologies, and Precision Production		
Transportation, Warehousing and Distribution	321	287
Completions within: Transportation and Material Moving		
Total	3,258	11,503

The WDBs believe in an industry-led approach to employment and training services in the region. They balance labor market data analysis with regular, real-time feedback from the employer community. In October 2016, as part of a regional State of the Workforce Report, the WDBs conducted an employer survey and focus groups with members of targeted industry sectors.

Employer Survey Results

Some 70 respondents completed the employer surveys and provided information on their top hiring challenges which are summarized as follows:

The Top Three Hiring Difficulties Overall

1. Candidates lack experience
2. Candidates lack technical skill
3. Applicants lack necessary soft skills

Advanced Manufacturing Occupations with Significant Hiring Challenges

1. Computer Numerical Control (CNC) Machinist
2. Hydraulics Engineer
3. Manufacturing Engineer
4. Welders (of all types)
5. Quality Engineer

Transportation, Warehousing & Distribution Occupations with Significant Hiring Challenges

1. Logistics Supervisor
2. Truck driver
3. Vehicle Mechanic

Information Technology Occupations with Significant Hiring Challenges

1. Cyber Security Analyst
2. Network Engineer
3. Software Engineer
4. Systems Administrator
5. Technology Sales

Healthcare Occupations with Significant Hiring Challenges

1. Information Technology
2. Licensed Practical Nurse (LPN)
3. Nurse Manager
4. Physical Therapist
5. Registered Nurse

Focus Group Results

Some 36 business leaders from Manufacturing, Education, Information Technology, Transportation, Warehousing and Distribution, Healthcare and Bioscience, Business and Consulting Services and Tourism and Recreation clusters participated in several focus groups conducted for the study. A summary of the information collected during the focus groups is provided below.

Talent Attraction

All business sectors have difficulty finding qualified talent for certain positions. Recruitment seems to be challenging regardless of the methods and means employed. Employers in the Information Technology sector noted that a lack of reputation as a technology hot spot makes attracting talent to relocate to the region more difficult, particularly vis-à-vis Northern Virginia. Most businesses expressed some difficulty finding candidates with soft skills needed to serve customers or work in teams. Many leaders indicated candidates lack problem-solving skills. Some business leaders said that if job applicants have math skills and are driven to learn with strong work ethic, they can train them in the other skills needed.

Retention of Qualified Employees

Participants noted difficulty in retaining qualified employees because other businesses in the area poach the best employees, with many employees leaving for slightly higher pay or better benefits. Because of the retention problem, the price of recruitment is also increasing.

Education

There was a general feeling that colleges and universities are not supplying people who are ready for the workforce. Some employers went as far to say that they would rather hire people who have attended a trade school than those graduating from a liberal arts program.

Regarding high school education, many business leaders felt that schools are teaching to the tests but are not giving students practical skills that can help them be successful in the workforce. There was some concern that schools promote college above trades, which are a pillar in the Hampton Roads regional economy.

The Impact of Government Contracts

The reliance on government contracts in the Hampton Roads region is significant. Most agreed that the remedy to losing government contracts is market and customer diversification.

Workforce Supply Analysis

Steady population growth, balanced across age groups, is an indication of a healthy economy. Population growth in the Hampton Roads region has lagged the state and nation since 2005. However, much of this can be attributed to declining numbers of activity duty Military personnel and their dependents as reflected in the chart below.

Historical Population Growth					
	Population			Compound Annual Growth Rate	
	2008	2013	2018	2008-2013	2013-2018
LWDB 14	511,658	518,848	523,028	0.28%	0.16%
LWDB 16	1,133,598	1,168,509	1,188,096	0.61%	0.33%
Hampton Roads	1,699,575	1,742,337	1,768,762	0.50%	0.30%
Virginia	7,833,508	8,261,686	8,530,506	1.07%	0.64%
United States	304,093,955	316,234,497	328,038,851	0.79%	0.74%

From 2008 to 2017, the number of active duty military in the Hampton Roads region declined by 23,228. Including dependents, this figure increases to 54,795 fewer residents over the period. While active duty personnel themselves are not in the workforce, the corresponding decline in military spouses, many of whom are in the workforce, has negatively impacted the labor supply.

Active Duty Military and Dependents						
	2008	2013	2017	Change 2008-2013	Change 2013-2017	Change 2008-2017
Active Duty Military Headcount	104,558	86,494	81,330	(18,064)	(5,164)	(23,228)
Dependents¹	142,094	117,545	110,527	(24,549)	(7,018)	(31,567)
Total	246,652	204,039	191,857	(42,613)	(12,182)	(54,795)

¹Calculated from the regional military headcount using a ratio of 1.359 dependents (spouses, children, and adult dependents) per service member from the DoD 2014 Profile of the Military Community. See, <http://download.militaryonesource.mil/12038/MOS/Reports/2014-Demographics-Report.pdf>
Note: 2017 represents most current data available from the Bureau of Economic Analysis

While Hampton Roads’ most recent unemployment rate (3.0%) is lower than the United States, it is higher than the Commonwealth of Virginia.

Labor Force Statistics December 2018				
	Labor Force	Employment	Unemployment Level	Unemployment Rate
LWDA 14	254,527	246,597	7,930	3.10%
LWDA 16	582,598	565,583	17,015	2.90%
Hampton Roads	847,145	821,768	25,377	3.00%
Virginia	4,332,814	4,219,633	113,181	2.60%
United States	162,104,000	154,964,000	7,140,000	4.40%

Source: Virginia Employment Commission and US Bureau of Labor Statistics
Note: Hampton Roads represents the full MSA. Data shown for Dec. 2018, not seasonally adjusted

Together with unemployment, underemployment is a measure of labor market slack. The Virginia Economic Development Partnership regularly calculates underemployment for the state’s metropolitan areas. The underemployed include people working part-time but who want to work full time; those working multiple part-time jobs; and those who are not in jobs commensurate with their education, training and experience. Hampton Roads has an underemployment rate of 12.23% or an employment base of just north of 100,000.

Underemployment September 2018		
Geography	Underemployed	Underemployment Rate (% of all Employed)
LWDA 14	30,609	
LWDA 16	69,865	
Hampton Roads	100,474	12.23%

Source: Virginia Economic Development Partnership, September 2018

Labor Market Trends

Labor force growth is an important contributor to overall economic health. Over time, employment cannot grow faster than the labor force. While Hampton Roads fared well compared to the nation in the 2008-2013 period, labor force growth lagged both the state and nation from 2013-2018.

Civilian Labor Force					
	2008	2013	2018	% Change 2008-2013	% Change 2013-2018
LWDA 14	255,118	254,391	256,163	-.28%	0.7%
LWDA 16	561,811	579,364	585,979	3.2%	1.1%
Hampton Roads	827,011	842,838	852,473	3.1%	1.1%
Virginia	4,133,443	4,237,277	4,348,731	2.5%	2.6%
United States	154,322,000	155,398,000	162,070,000	.7%	4.3%

Source: Virginia Employment Commission and US Bureau of Labor Statistics

Note: 2018 represents average labor force size January 2018 to December 2018, Hampton Roads represents the full MSA

Unlike total nonfarm payrolls, which measures the number of jobs, household employment – or just simply employment – measures the number of people employed. Regional employment outpaced the nation but lagged the Commonwealth in the 2008-2013 period and lagged both the state and nation from 2013-2018.

Household Employment					
	2008	2013	2018	Change 2008-2013	Change 2013-2018
LWDA 14	244,260	237,953	247,260	-2.6%	3.9%
LWDA 16	538,410	543,823	567,066	2.2%	3.8%
Hampton Roads	792,416	790,153	824,244	-.29%	4.3%
Virginia	3,970,428	3,995,182	4,218,182	.62%	5.6%
United States	144,984,000	143,898,000	155,761,000	-.75%	8.2%
<small>Source: Virginia Employment Commission and US Bureau of Labor Statistics Note: 2018 represents average labor force size January 2018 to December 2018, Hampton Roads represents the full MSA</small>					

Finally, from 2008-2013 the regional unemployment rate grew more than the national and Commonwealth rates. 2013 to 2018, the regional unemployment rate has fallen less than the U.S. but more than the Commonwealth of Virginia. Much of the labor market softness in the 2008-2013 period can be attributed to the decline in active duty military (and spouses). Additionally, labor market softness from 2013 to 2018 can be attributed to the disruption in federal contracts and employment created by sequestration and the 2014 government shut down.

Unemployment Rate					
	2008	2013	2018	P.P. * Change 2008-2013	P.P. * Change 2013-2018
LWDA 14	4.3%	6.5%	3.5%	2.2%	-3.0%
LWDA 16	4.2%	6.1%	3.2%	1.9%	-2.9%
Hampton Roads	4.2%	6.3%	3.3%	2.1%	-3.0%
Virginia	3.9%	5.7%	3.0%	1.8%	-2.7%
United States	5.8%	7.4%	3.9%	1.6%	-3.5%
<small>*P.P. stands for Percentage Point. Source: Virginia Employment Commission and US Bureau of Labor Statistics Note: 2018 represents average labor force size January 2018 to December 2018, Hampton Roads represents the full MSA</small>					

Labor force participation (LFP) measures the percentage of the population in the labor force, for a given age group, that is working or actively looking for work. LFP for the population 16 years of age and older fell from 2005 – 2010 at the regional, state and federal levels. Hampton Roads

LFP declined slightly less than the national rate but more than the state rate. The employment-to-population ratio (E-P) is like LFP but measures the percentage of a given population that is employed. For the same 16+ age group, Hampton Roads E-P ratio fell much farther than the state or nation over the 2005-2010 period. However, the 16+ age group can be misleading as it includes many people who are still in school as well as those who have retired and are no longer in the labor force. Another approach to determining workforce health is to examine the “prime” 25-54 age group. Many in this group are out of school but have not yet retired. As the table below shows, Hampton Roads prime age LFP and E-P fared more poorly than either the state or nation. These declines mirror the other labor force statistics above and suggest that there is continued slack in the Hampton Roads labor market.

Labor Force Participation Rates												
	2007		2012		2017		P.P. Change 2007-2012		P.P. Change 2012-2017		P.P. Change 2007-2017	
	LFP	E-P	LFP	E-P	LFP	E-P	LFP	E-P	LFP	E-P	LFP	E-P
Ages 16+												
MSA	68.2%	58.9%	63.8%	57.5%	63.2%	59.5%	(4.40)	(1.40)	(0.60)	2.00	(5.00)	0.60
Virginia	67%	62.1%	66.4%	60.2%	65.7%	61.1%	(0.60)	(1.90)	(0.70)	0.90	(1.30)	(1.00)
United States	64.8%	60.3%	67.5%	56.7%	66.7%	57.9%	2.70	(3.60)	(0.80)	1.20	1.90	(2.40)
Ages 25-54 “Prime” Labor Force												
MSA	84.1%	75.0%	83.6%	72.1%	85.3%	69.4%	(0.53)	(2.88)	1.71	(2.71)	1.18	(5.58)
Virginia	83.2%	78.2%	83.4%	76.7%	84.5%	76.6%	0.12	(1.59)	1.13	0.00	1.25	(1.59)
United States	81.4%	76.8%	81.6%	74.6%	82.8%	77.4%	0.26	(2.20)	1.16	2.84	1.42	0.64
Source: US Census Bureau, 2007, 2012 and 2017, 1-Year American Community Survey. Table S2301: Employment Status.												

Given the substantial military presence, exiting service members are an important addition to the regional labor market. According to most recent available data, for the Federal Fiscal Year Ending September 30, 2016, more than 7,121 military service members exited, listing a Hampton Roads address as their immediate post transition destination.

Regional Military Exits Federal Fiscal Year Ending September 30, 2016		
Area	Military Exits	Percent of Region

Total LWDA 16	5,804	81%
Total LWDA 14	1,317	19%
Total Hampton Roads	7,121	100%

Educational and Skill Levels of the Workforce

Educational attainment levels improved across the board at the regional, state and national levels from 2008-2018. Overall educational attainment levels in LWDB 14 & 16 and Hampton Roads are competitive with national and state averages. However, there are a few items of note. The distribution of educational attainment for “some college” and “Associates Degree” levels are higher in Hampton Roads than either the state or nation.

This may indicate strong academic preparation for middle skill jobs. Rates of “Baccalaureate” and “Graduate Degree” attainment are on par with the nation but lower than the state averages.

State higher education attainment rates are driven by the Northern Virginia and Arlington

LWDBs where over 50% of the population 25+ has a Baccalaureate degree or higher.

Educational Attainment by Level, 2008					
Population 25+					
Education Level	2008 % of Population				
	LWDA 14	LWDA 16	Hampton Roads	Virginia	United States
Less Than 9th Grade	4%	4%	4%	6%	7%
9th Grade to 12th Grade	6%	8%	7%	7%	7%
High School Diploma	27%	26%	27%	25%	28%
Some College	24%	25%	25%	20%	21%
Associate degree	8%	9%	9%	7%	8%
Bachelor's Degree	17%	18%	17%	20%	18%
Graduate Degree and Higher	11%	10%	10%	14%	11%
	100%	100%	100%	100%	100%

Source: Emsi Q1 2019 Data Set and U.S. Census American Community Survey

Educational Attainment by Level, 2018
Population 25+

Education Level	2018 % of Population				
	LWDA 14	LWDA 16	Hampton Roads	Virginia	United States
Less Than 9th Grade	3%	3%	3%	6%	7%
9th Grade to 12th Grade	6%	7%	7%	6%	7%
High School Diploma	26%	26%	26%	25%	28%
Some College	25%	25%	25%	20%	21%
Associate degree	9%	9%	9%	7%	8%
Bachelor's Degree	18%	19%	18%	21%	19%
Graduate Degree and Higher	13%	11%	11%	16%	11%
	100%	100%	100%	100%	100%

Source: Emsi Q1 2019 Data Set and U.S. Census American Community Survey

Postsecondary Completions

As noted below, with more than 27,000 annual postsecondary completions, annual total is comparable in terms of number and attainment level with the requirements for current jobs as well as projected job openings.

Institution 2017	Award of less than 1 academic year	Award of at least 1 but less than 2 academic years	Associates degree	Award of at least 2 but less than 4 academic years	Bachelor's degree	Post-baccalaureate certificate	Master's degree	Post-master's certificate	Doctors degree	All Certificates	All Degrees	All Completions
LWDB 16	1,823	1,805	5,467	123	7,469	227	2,558	78	742	4,056	16,236	20,292
LWDB 14	246	576	1,030	49	3,868	5	868	12	392	888	6,158	7,046
Total Hampton Roads Completions	2,069	2,381	6,497	172	11,337	232	3,426	90	1,134	4,944	22,394	27,338

Source: Emsi Q1 2019 Data Set, 2017 Program Graduates

As shown in the table below, the number of people living in poverty increased faster in LWDB 16 than the region, the state and nation.

	Population Living Below Poverty Line		Total Change	Percentage Change
	2012	2017	2012-2017	2012-2017

LWDB 14	59,321	62,722	3,401	5.7%
LWDB 16	124,342	136,549	12,207	9.8%
Hampton Roads	185,675	201,288	15,613	8.4%
Virginia	859,032	906,838	47,806	5.6%
United States	44,852,527	45,650,345	797,818	1.8%

Individuals in poverty exhibited much lower educational attainment rates than the population in general. Although down from nearly a quarter in 2015, still 22% of those 25+ in poverty did not have a high school degree, a rate 2.6 times that of the general population. This educational deficiency has translated into much lower LFP and employment rates than the population in general. The unemployment rate for those in poverty is nearly three times the overall unemployment rate. Just 10.6% of people 16+ in poverty worked full-time, year-round in the past 12 months versus 46.4% of the total population.

POVERTY STATUS IN THE PAST 12 MONTHS				
Subject	Virginia Beach-Norfolk-Newport News, VA-NC Metro Area			
	Total	Percent Total	People Below poverty level	Percent below poverty level
Population for whom poverty status is determined	1,655,882	NA	204,161	12.3%
EDUCATIONAL ATTAINMENT				
Population 25 years and over	1,129,937	100.0%	103,143	100.0%
<input type="checkbox"/> Less than high school graduate	94,574	8.4%	22,688	22.0%
<input type="checkbox"/> High school graduate (includes equivalency)	277,300	24.5%	32,175	31.2%
<input type="checkbox"/> Some college, associate's degree	391,500	34.6%	32,238	30.7%
<input type="checkbox"/> Bachelor's degree or higher	366,563	32.4%	11,962	11.6%
EMPLOYMENT STATUS				
Civilian labor force 16 years and over	836,963	100%	61,585	100%

<input type="checkbox"/> Employed	792,127	94.6%	49,141	81.8%
<input type="checkbox"/> Unemployed	44,836	6.4%	15,985	18.2%
WORK EXPERIENCE				
Population 16 years and over	1,317,440	100.0%	139,466	100%
<input type="checkbox"/> Worked full-time, year-round in the past 12 months	611,082	46.4%	14,754	10.6%
<input type="checkbox"/> Worked part-time or part-year in the past 12 months	297,820	22.6%	49,566	35.5%
<input type="checkbox"/> Did not work	408,538	31.0%	75,146	53.9%
<i>Source: U.S. Census Bureau. 2017 American Community Survey 1-Year Estimates.</i>				

Many people in the disability community face significant barriers to employment. Accordingly, the unemployment rate for those with a disability is 67% higher than that for people without a disability. Similarly, LFP for the disabled is 63% less than that of those without.

Employment Status of the Disability Community Virginia Beach-Norfolk-Newport News, VA-NC Metro Area		
	Labor Force Participation Rate	Unemployment rate
With a disability	50.3%	8.5%
Without a disability	82.1%	5.1%
<i>Source: U.S. Census Bureau, 2017 American Community Survey 1-Year Estimates. Employment Status by Disability Status and Type. Civilian non-institutionalized population 18 to 64 years.</i>		

SWOT Analysis – Page 35

The One-Stop System data is updated to show that 9,721 individuals received WIOA Basic Career Services from the System who made 37,786 visits to the centers in Program Year 2017. 764 individuals received WIOA Individualized Career Services and 674 received WIOA funded occupational skills training services with over 80% of those individuals earning an Industry recognized credential upon the successful completion of training. 3,950 businesses received services during Program Year 2017.

Vision and Goals – Page 43

The Hampton Roads Workforce Development Board exceeded all Department of Labor WIOA Performance Measures goals for Program Years 2016 and 2017, maintaining its status as one of the highest performing local workforce development areas in Virginia. The HRWDB is on track to meet or exceed the Performance Measures goals for Program Year 2018.

Unemployment and Underemployment – Page 49*

This data is updated as follows:

Civilian Labor Force (2017)	
Hampton Roads	744,323
Extended Labor Market Area	179,862
Total	924,185

Labor Force Participation (2013-2017)	
Hampton Roads	61.9%
Extended Labor Market Area	55.6%

Unemployment	
Unemployment Rate (December 2018)	
Hampton Roads	3.0%
Extended Labor Market Area	3.3%
Statewide	2.6%
Unemployed (2017)	
Hampton Roads	31,393
Extended Labor Market Area	7,878
Total	39,271
Underemployed (3rd Quarter 2018)	
Hampton Roads	89,154
Extended Labor Market Area	19,441
Total	108,595

*Community Profile, Virginia Economic Development Partnership

SECTION 2: LOCAL WORKFORCE SYTEMS ELEMENTS

System Programs – Pages 52 to 55

The current list of Memorandum of Understanding (MOU) One-Stop System Partners in Hampton Roads is updated to show the following organizations:

- Virginia Department for Aging and Rehabilitative Services (DARS)*
- AARP Foundation*
- Region 20 Adult Education Consortium*
- Local Departments of Social Services (Chesapeake, Portsmouth, Southampton County, Virginia Beach and Suffolk) *
- Local Redevelopment and Housing Authorities (Norfolk, Portsmouth and Chesapeake) *
- Virginia Employment Commission (VEC)*
- Tidewater Community College (TCC)*
- Paul D. Camp Community College (PDCCC)*
- Stop, Inc.*
- United Way of South Hampton Roads
- Virginia Tidewater Consortium for Higher Education

Note: Organizations with an asterisk (*) are WIOA mandatory partners in accordance with Section 678.400 (b) of the WIOA Regulations. In addition, Opportunity Inc. serves as the WIOA Title I partner entity and directly provides WIOA Individualized Career and Follow-up Services in the centers under a waiver from the Governor of Virginia. Currently, Opportunity Inc. (Title I), Region 20 (Title II), VEC (Title III), DARS (Title IV) and STOP, Inc. (Community Services Block Grant) are co-located in the Norfolk Comprehensive Center.

All mandatory partners provide access to their specific partner programs prescribed by the WIOA Regulations. In addition, the System currently has 2 additional non-mandatory partner organizations: Virginia Tidewater Consortium for Higher Education and the United Way of South Hampton Roads.

State Goal 4 – Page 57

Revised to read “Help individuals, including individuals with barriers to employment, gain access to family sustaining wages and jobs that provide opportunities for career progression”, based on a recent revision to the State WIOA Plan.

Chief Local Elected Officials (CLEO) Coordination – Pages 58 to 59

The WDB coordinates with the Local Elected Officials (LEOs) first, by the agreements reached in the WDB-LEO Agreement. The link to the Agreement can be found in Section 4 of the original Local Plan. Second, each of the LEOs meets jointly with the Executive Committee of the WDB in the months of January, February, April, May, July, August, October and November and the full Board in the months of March, June, September and December. When specific action is required, the WDB and LEOs coordinate the responsibilities assigned to the CLEO Consortium at each of those meetings. Finally, as the Grant Recipient for Virginia Local Workforce Area 16, the Mayor of Virginia Beach serves as the designated CLEO. The President and CEO of Opportunity Inc. of Hampton Roads, who is also the Executive Director of the WDB, communicates regularly with the CLEO through one-on-one and group meetings, memos and emails.

Common Branding and Marketing - Page 60

Virginia has established the unified brand “Virginia Career Works” for its One-Stop Delivery System which has been adopted statewide by all workforce development areas. One-Stop Centers are now referred to as “Virginia Career Works Centers”. Also, Opportunity Inc. of Hampton Roads is in the process of legally changing its name to the Hampton Roads Workforce Council, which has not been completed at this time.

Veteran Services – Page 61

On January 24, 2018, the Hampton Roads Veterans Employment Center (HRVEC) was established on the second floor of the Norfolk Comprehensive One-Stop Center facility. The HRVEC was developed and established through a community wide effort led by Opportunity Inc. and the Hampton Roads Chamber of Commerce, with the active participation of a number of public and private organizations, in addition to, local military commanders and veteran/military spouse serving organizations. The HRVEC is staffed on a full-time basis by Opportunity Inc. and the VEC, with additional periodic staff support from the Virginia Department of Veterans Services, TCC, Old Dominion University (ODU) and USO Pathfinder. Since opening, the HRVEC has provided services to 1,378 individual Veteran, Military Spouse and Transitioning Service Member customers. 125 of those customers who actively participated in job search services obtained employment at an average annual income of \$43,654. The HRVEC serves as an access portal through which customers can gain access to the full array of WIOA services as well as other non-WIOA funded services that available in Hampton Roads. In addition, we have recently launched the Hampton Roads Veteran’s Career Compass. The Compass is a resource dedicated to connecting Veterans, Transitioning Service Members and Spouses/Family Members with Hampton Roads employers. A link to the Compass site can

be found on www.hrvetswork.org.

Employer Engagement – Page 67

This section is revised to reflect that the local employer engagement plan will be consistent with the Business Services Requirements for Local Workforce Areas set forth in Virginia Board for Workforce Development (VBWD) Policy No. 403-01. In addition, the HRWDB has entered into a collaborative agreement with the Greater Peninsula Workforce Board (Local Workforce Development Area 14) in order to more effectively provide business services in a seamless and single point of contact approach, given that the HRWDB and the Greater Peninsula Workforce Board share the same labor market and employer base. Under this arrangement the Opportunity Inc. Vice President for Workforce Innovation will serve as the single point of contact for employers and will facilitate access to services from either or both WDBs, as needed.

One-Stop Delivery System – Page 72

The reference to the One-Stop Operator Consortium is removed. The Consortium was discontinued when its MOU expired on 6/30/17 and was replaced by a competitively procured One-Stop Operator on 7/1/17.

Virginia Employment Commission (VEC) – Page 79

The full Norfolk VEC Office staff co-located in the Norfolk Comprehensive Center in October 2017 and will remain there on a full-time, permanent basis. The Portsmouth VEC Office serves as an Affiliate Center with full-time, on-site presence of a WIOA Title I career developer.

One-Stop Operator – Pages 84 to 85

This wording in this section is revised to read “Opportunity Inc. on behalf of the HRWDB and

CLEOs of the region issued an RFP for One-Stop Operator services in accordance with Section 678.605 (a) of the WIOA Regulations. As a result of that competitive procurement process, Tidewater Community College (TCC) was selected as the One-Stop Operator by the HRWDB and CLEOs of the region. A contract with TCC was entered into for said services on 7/1/17 inclusive of the conflict of interest firewalls required by the Department of Labor. The contract is currently in force”.

Comprehensive Services – Pages 91 to 92

This section is updated to show that in Program Year 2018, 13 comprehensive youth services programs for WIOA eligible in-school and out of school youth are provided by 8 contractors. The contractors are as follows: Franklin City Public Schools; Norfolk Redevelopment and Housing Authority (NRHA); Mid Atlantic Maritime Academy (MAMA); Paul D. Camp Community College (PDCCC); Southampton County Public Schools; Tidewater Community College (TCC); Virginia Beach City Public Schools; and, Virginia Tidewater Consortium for Higher Education. The majority of the youth programs listed above will expire on 6/30/19. RFPs for in-school and out of school programs for the period beginning on 7/1/19 were issued by Opportunity Inc. on 1/28/19. Programs that will not expire may be extended for an additional year, in accordance with the RFP specifications under which such was originally funded, at the discretion of the HRWDB.

Also, the paragraph related to the “Career Gateway Academy” is removed.

Supportive Services Provision – Page 97

The statement that a supportive service policy is currently being developed is removed. This issue may be re-visited in the future based on need and funding availability.

Training Services - Page 99

This section is revised to show that Virginia Workforce Letter (VWL) # 14-17, Change 1 (Minimum Training Expenditure Requirement) can now be found at www.virginiacareerworks.com/practitioners-corner/#letters.

Priority of Service – Page 107

This section is revised as follows:

For the WIOA Adult Funding Stream:

First Priority – Veterans and eligible Spouses who meet the specific program eligibility/ priority Category.

Second Priority – Non-covered individuals (that is, individuals who are not Veterans or eligible Spouses) who are otherwise eligible Public Assistance Recipients, Low Income Individuals and/or Individuals who are assessed to be Basic Skills Deficient.

Third Priority – Otherwise eligible Veterans and eligible Spouses who are not included in the WIOA Priority Groups.

Last Priority – Otherwise eligible non-covered individuals outside of the WIOA Priority Groups.

Note: The Governor of Virginia and the HRWDB have not identified any other Priority Groups.

For the WIOA Dislocated Worker Funding Stream:

First Priority - Otherwise eligible Veterans and eligible Spouses. There is no other Priority

requirement for that funding stream.

Please see the attached Opportunity Inc. Policy #15-10, Revision #3, Priority of Service Policy for Veterans, Eligible Spouses and Adults.

Timely Expenditure of WIOA Funds – Page 115

A portion of this section is revised to read “The majority of training funds are allocated to Individual Training Accounts (ITAs), but other training costs are designated for On-the-Job Training (OJT), Incumbent Worker Training (IWT) and Customized Training (CT) Contracts with eligible employers”.

Performance – Page 121

This section is revised to show the following approved negotiated Department of Labor Performance Measures Goals for the WIOA Youth, Adult and Dislocated Worker (DW) Funding Streams, for Program Years 2018 and 2019:

Employment 2nd Quarter after Exit

- Adult 77%
- DW 83%
- Youth 66%

Employment 4th Quarter after Exit

- Adult 80%
- DW 84%
- Youth 62.8%

Median Earnings 2nd Quarter after Exit

- Adult \$5,300
- DW \$8,700
- Youth N/A

Credential Attainment within 4 Quarters after Exit

- Adult 70%
- DW 70%
- Youth 70%

Note: The Goals for the Adult, DW and Youth Measurable Skill Gain Department of Labor Performance Measures have not been established, at this time.

SECTION 4: ATTACHMENTS

Some of the Attachments to the original Local Plan have been revised or removed. These are listed below: The revised attachments can be found under the Draft Plan Modification Addendum section at www.vcwhamptonroads.org. All other attachments to the original Local Plan not listed below or otherwise removed, remain in force.

- Attachment d. Operator Consortium MOU and Modifications is removed.
- Attachment e. is replaced with the updated ITA Policy #15-05, Revision #3.
- Attachment f. is replaced with the updated On-the-Job Training (OJT) Policy #15-07, Revision #4.
- Attachment h. is replaced with the updated Priority of Service Policy #15-10, Revision #3.
- Attachment i. is replaced with the updated Sub-Recipient Contract Monitoring Policy #15-22, Revision # 2.
- Attachment j. is replaced with the updated Nondiscrimination and Equal Opportunity Policy #15-14, Revision #4.
- Attachment i. is replaced with the updated General Grievance and Complaint Policy #15-24, Revision #3.