On Tuesday, June 25 at the Chesapeake Conference Center, the Hampton Roads Workforce Council and the Hampton Roads Community Foundation presented the findings of the three-part 2019 Talent Alignment Strategy – a six-month study on regional workforce challenges and a proposed strategy to create the next generation workforce the Hampton Roads region needs to build a growing economy.

The report was conducted by the Council for Adult and Experiential Learning (CAEL) and Avalanche Consulting Inc. and focused on three key topics: Workforce Analysis – a baseline to determine the demographics of the current workforce and current industries that are thriving, Supply-Demand Gap Analysis – determining how to fill the gap between the skills the workforce currently has and the skills employers need, and Workforce Strategy – the recommendation on how to align and improve the region’s talent pipeline.

In addition to business leaders, educators, and city officials, the Breakfast Forum included a regional panel of speakers: Dr. Larry “Chip” Filer, Associate Vice President for Entrepreneurship and Economic Development, Old Dominion University; Dr. Johnny Garcia, Founder and Chief Executive Officer, SimIS Inc.; Dr. Daniel Lufkin, President, Paul D. Camp Community College; Dr. Casey M. Roberts, Executive Director, New Horizons Regional Education Centers; Steven Wright, Director of Economic Development, City of Chesapeake, and was moderated by Chris Engle, Principal, Avalanche Consulting. Closing remarks were provided by John O. “Dubby” Wynne, Retired President and CEO, Landmark Communications, Inc.

Thank you to Delceno Miles, President of The Miles Agency, for your service as Board Chair! (2017-2019)
After working as a caregiver for a Veteran family member, Jeromy Shane, an Army Veteran, came to the Hampton Roads Veterans Employment Center hoping to find gainful employment. After learning about the services available to him through the HRVEC, he attended Employment Based workshops for resume and interview skills development and enrolled in Individualized Career Services for training in the IT field. He also participated in the Virginia Financial Success Network and numerous hiring/networking events advertised through the HRVEC. After successfully completing his training and certifications, Mr. Shane obtained employment with an ITA Training Provider teaching the ITA IT Certifications, and is employed with the local Public School System, making his combined salary over six figures.

Congratulations Mr. Shane!

In April, the Virginia Career Works - Greater Peninsula Region assisted Elizabeth River Crossings (ERC) OpCo, LLC with a comprehensive recruitment event to fill positions in Customer Service and Roadside Maintenance. All twelve participants hired to fill customer service positions were identified through the comprehensive recruitment event, and two of the candidates — Angela G. and Cheryl M. — were also On-the-Job Training participants. Congratulation to the entire new hire class at ERC!

Greetings!

As we kick off a new program year, greater collaboration, as it relates to the dwindling talent pipeline, continues to be a primary focus of the Hampton Roads Workforce Council and Greater Peninsula Workforce Board.

As you will read in this issue, the recent development of the 2019 Hampton Roads Talent Alignment Strategy will serve as a roadmap in the coming months as we work collectively and strategically to strengthen the next generation workforce and create a more vibrant, diverse regional economy. Together, our organizations are taking the necessary steps to more effectively address the needs of the business community and attract talent within the region in response to the unprecedented labor shortage in Hampton Roads.

Under the direction of new leadership and through the implementation of best practices, we will continue to assess our programs and services to keep pace with the evolving workforce. Thank you to our industry, business, and education partners for helping to guide our efforts. We are excited about the year ahead and look forward to another successful year as a more unified regional workforce.

The Workforce Council presents $25,000 to support Tidewater Community College’s Skilled Trades Academy.

The Workforce Council presents a $20,000 contribution to Paul D. Camp Community College Regional Warehouse and Distribution Training Facility.
After working as a caregiver for a Veteran family member, Jeromy Shane, an Army Veteran, came to the Hampton Roads Veterans Employment Center hoping to find gainful employment. After learning about the services available to him through the HRVEC, he attended Employment Based workshops for resume and interview skills development and enrolled in Individualized Career Services for training in the IT field. He also participated in the Virginia Financial Success Network and numerous hiring/networking events advertised through the HRVEC. After successfully completing his training and certifications, Mr. Shane obtained employment with an ITA Training Provider teaching the ITA IT Certifications, and is employed with the local Public School System, making his combined salary over six figures. Congratulations Mr. Shane!

In April, the Virginia Career Works - Greater Peninsula Region assisted Elizabeth River Crossings (ERC) OpCo, LLC with a comprehensive recruitment event to fill positions in Customer Service and Roadside Maintenance. All twelve participants hired to fill customer service positions were identified through the comprehensive recruitment event, and two of the candidates — Angela G. and Cheryl M. — were also On-the-Job Training participants. Congratulations to the entire new hire class at ERC!

“As an entrepreneur with such little experience it was essential that I found a place to learn. Norfolk’s Biz Cafe gave me a place to learn, network with other entrepreneurs, and even utilize capital to fund my venture. It was an amazing experience and I hope they continue to grow the community through this program.”  – David Clark, Clark Professional Cleaning

In May, The Hampton Roads Workforce Council partnered with the City of Norfolk Department of Development to host the three-part Biz Café event series located in the Huntersville Neighborhood Service Center. These events aim to create more opportunities for entrepreneurs and aspiring business owners in underserved areas of Norfolk. New and existing businesses received information on developing a business plan, crafting the perfect pitch, and transitioning from employee to entrepreneur. The Biz Café also offered financial, legal, accounting, marketing, management, and technical assistance to aspiring business owners. Participants had the opportunity to compete in the culminating Pitch Competition, during which five winners were awarded $1,500 in seed money. The Pitch Competition was funded by SunTrust Bank’s “Lighting the Way” grant.

Huntersville BIZ Café Event Series & Pitch Competition

HRVEC Helps Army Veteran Find Employment

After working as a caregiver for a Veteran family member, Jeremy Shane, an Army Veteran, came to the Hampton Roads Veterans Employment Center hoping to find gainful employment. After learning about the services available to him through the HRVEC, he attended Employment Based workshops for resume and interview skills development and enrolled in Individualized Career Services for training in the IT field. He also participated in the Virginia Financial Success Network and numerous hiring/networking events advertised through the HRVEC. After successfully completing his training and certifications, Mr. Shane obtained employment with an ITA Training Provider teaching the ITA IT Certifications, and is employed with the local Public School System, making his combined salary over six figures. Congratulations Mr. Shane!

VCW – Greater Peninsula Region Recruitment Event Leads to Twelve New Hires
CAREER GUIDANCE ACADEMY

The Hampton Roads Workforce Council hosted the fifth annual Hampton Roads Career Guidance Academy on June 18-20, 2019. The three-day program included information on in-demand careers of the future and provided educators and guidance counselors with a blueprint on how to best prepare the emerging workforce. The attendees toured Netarus, Craiberly LLC., BAE Systems in partnership with the Virginia Ship Repair Association, ODU-VMASC’s Digital Shipbuilding Program, Chesapeake Fleet Management, WHRO, and the Noland Company. Upon completion of the program, participants received a $50 stipend and up to 2.7 continuing education units from Old Dominion University.

Youth Workforce Center Celebrates Industry Certifications

Congratulations to T. Johnston, J. Nicholas, D. McCaden, J. Tynes, R. Murphy, T. Walker B. Wilkins, and K. Gonzalez of the Youth Workforce Center Medical Assistant class. Each student passed the National Medical Assistant certification exam in April, and are now Certified Medical Assistants. Congratulations on this great accomplishment!

STAFF UPDATES

Congratulations To:

• Shawn Avery, President & CEO of the Hampton Roads Workforce Council, for receiving the 2019 Corporate Citizenship Action Award from the Hampton Roads Community Action Program. Shawn was also recognized in the 2019 Inside Business Power Issue.

• Steve Cook – a 2019 graduate of CIVIC Leadership Institute.

• Amanda Green – a 2019 graduate of LEAD Hampton Roads. Amanda was also featured in COVABIZ as a 2019 Millennial on the Move.

• Bill Mann, Executive Director of the Greater Peninsula Workforce Board for being recognized in the 2019 Inside Business Power Issue.

The National Association for Workforce Development Professionals Conference was held on May 5-9, 2019, in San Antonio, Texas. VCW – Greater Peninsula Region sent a delegation of three staff members - Shay Claxton, Katie Henderson and Diana Cordero. The Hampton Roads Workforce Council sent three staff members as well - Amanda Greene, Lisa Belcher, and Helen Bryant, who together hosted the “Beyond the Open Door: Building a Comprehensive Approach to Contract Management” workshop.

Long serving Local Elected Official Staff Representative, Peter Walentisch, retired from his position as Human Services Director for the City of Williamsburg. The Greater Peninsula Workforce Board is grateful for his service on the Board from July 1996 – April 2019.