



Workforce Innovation and
Opportunity Act (WIOA) PY 2024
ANNUAL REPORT

JULY 1, 2024 TO JUNE 30, 2025



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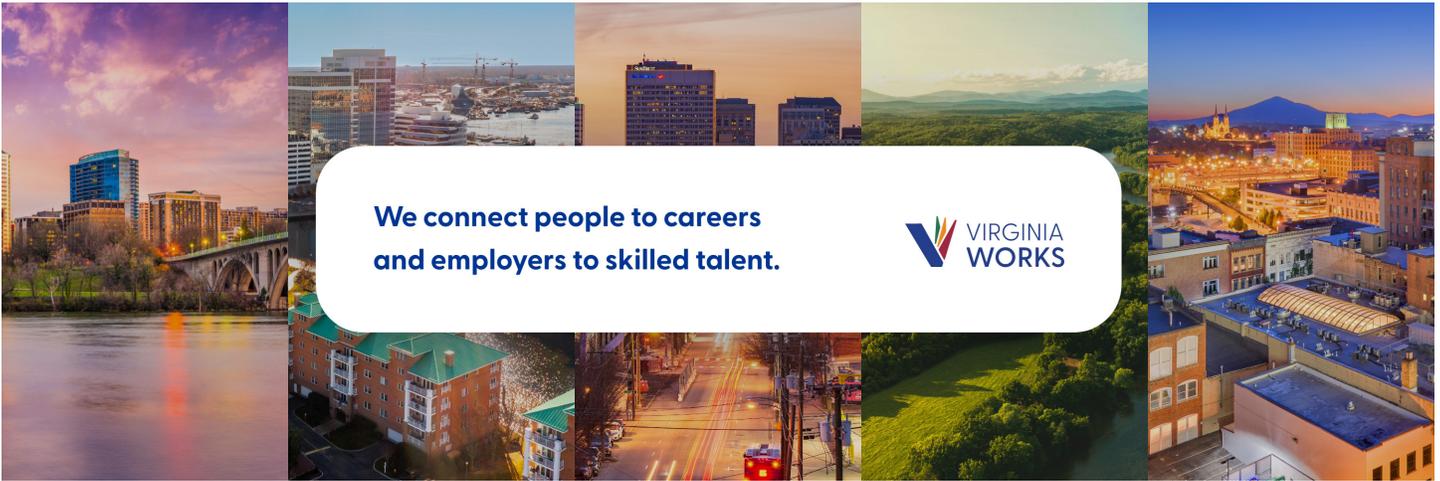
VIRGINIA WORKS

WIOA TITLE I & TITLE III ANNUAL REPORT

PROGRAM YEAR 2024 (JULY 1, 2024 – JUNE 30, 2025)

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**We connect people to careers
and employers to skilled talent.**



INTRODUCTION

Program Year 2024 marked a transformative milestone for Virginia’s workforce system with the full operational launch of Virginia Works, the Commonwealth’s new Department of Workforce Development and Advancement. As the Commonwealth’s unified workforce agency, Virginia Works has consolidated 11 programs into a single, streamlined entity, aligning service delivery, data systems, and strategic leadership under one mission: **We connect people to careers and employers to skilled talent.**

This report highlights the agency’s performance under the Workforce Innovation and Opportunity Act (WIOA) Titles I and III, showcasing measurable outcomes, innovative practices, and regional success stories. Virginia Works exceeded expectations in several key performance areas, launched multiple pilot programs through WIOA Governor’s Reserve funds discretionary grants, and expanded access to underserved communities. The agency also led the state’s largest-ever virtual hiring initiative, modernized apprenticeship infrastructure, and strengthened cross-agency collaboration. With a focus on outcomes, process improvements, and employer engagement, Virginia Works is laying the foundation for a more agile and responsive workforce system.

WAIVERS

The Commonwealth of Virginia did **not request or utilize any waivers** under WIOA Titles I or III during Program Year 2024.

This decision reflects Virginia Works' commitment to operating within the full scope of WIOA regulations while pursuing innovation through discretionary grants, pilot programs, and cross-agency collaboration rather than through formal waiver mechanisms.

EVALUATIONS

Virginia Works maintains a robust evaluation and research portfolio designed to assess program effectiveness, drive continuous improvement, and ensure accountability across the Commonwealth's workforce development ecosystem. Our approach emphasizes data-driven decision-making, stakeholder collaboration, and the integration of evidence-based practices into service delivery.

Current and Completed Evaluation Projects

- **Comprehensive Review of Virginia's Workforce Development System (August 2025):** This legislatively mandated evaluation assessed the effectiveness and efficiency of workforce programs across four key areas: inter-agency collaboration, Virginia Works' organizational structure, Local Workforce Development Board (LWDB) operations, and the Virginia Community College System's workforce role.
 - **Methodology:** Mixed-methods approach including stakeholder interviews and surveys with LWDB directors, VCCS representatives, state agency officials, and employers; site visits to workforce centers and community colleges; analysis of performance metrics and labor market trends; and review of service delivery models and funding structures. The evaluation engaged over a dozen state and local entities and emphasized cross-agency coordination.
 - **Report accessible at:** <https://virginiaworks.gov/wp-content/uploads/2025/11/Virginia-Workforce-Report-2025.pdf>
- **Virginia Workforce Development Customer Discovery Report (August 2024):** Contracted through Boston Consulting Group, this study evaluated how well Virginia's workforce system serves job seekers and employers.
 - **Methodology:** Qualitative and quantitative data collection through surveys, focus groups, and interviews with job seekers, employers, and workforce practitioners; site visits to American Job Centers and community colleges; analysis of service reach and effectiveness across five customer segments. The project engaged VEC, Virginia Works, Adult Education, DARS, DBVI, and numerous state, local, and private sector partners. The report identified 12 actionable opportunities to improve system alignment, data infrastructure, customer experience, and employer engagement.
 - **Report accessible at:** <https://virginiaworks.gov/wp-content/uploads/2025/08/2024-10-03-Workforce-Customer-Discovery-Report-BCG-Updated.pdf>



Registered Apprenticeship Program study found a 3:1 return on investment, with the program generating \$17.1 million in labor income, \$34.7 million in value-added GDP, and \$6.8 million in tax revenue in FY2023.

- **Virginia Registered Apprenticeship Program: Economic Impact and Return on Investment Analysis (August 2025):** This economic analysis, conducted by Virginia Works economist Timothy Aylor, evaluated the fiscal and economic contributions of the Registered Apprenticeship program.
 - **Methodology:** Economic impact modeling analyzing program growth (FY2020-FY2025), completion data, wage outcomes, labor income generation, value-added GDP contributions, and tax revenue returns. In addition to a 42% increase in Registered Apprenticeships since 2021, to over 15,500 active apprentices, the study found a 3:1 return on investment, with the program generating \$17.1 million in labor income, \$34.7 million in value-added GDP, and \$6.8 million in tax revenue in FY2023.
 - **Report accessible at:** <https://virginiaworks.gov/wp-content/uploads/2025/08/Registered-Apprenticeship-Impact-Final.pdf>
- **Secretary of Labor’s Quarterly Progress Reports:** In response to Chapter 625 of the 2023 Acts of Assembly, quarterly reports document the transition of workforce programs to Virginia Works. These reports were published from November 2023 to October 2024 during the stand-up of Virginia Works.
 - **Methodology:** Structured phased approach including discovery and planning, stakeholder engagement through workgroups and town halls, operational transition tracking, and performance monitoring with established metrics. Reports detail collaboration with VDOE, SCHEV, VEDP, VOEE, and other partners on data integration, joint planning, and service alignment.
 - **Final (October 2024):** <https://rga.lis.virginia.gov/Published/2024/RD747>

Planned Evaluation Activities

- **Jobs for Veterans State Grant (JVSG) Return on Investment Study (In Progress):** Virginia Works is conducting a comprehensive economic impact study of the JVSG program using similar economic modeling methodologies. **Expected completion:** Q2 2026
- **Expanded ROI Studies for Core Programs:** Virginia Works intends to conduct return on investment analyses for all major workforce development programs, including Title I Adult, Dislocated Worker, and Youth programs; Wagner-Peyser Employment Services; and Trade Adjustment Assistance. These studies will employ economic impact modeling and wage outcome analysis to assess program effectiveness and fiscal returns. **Timeline:** Phased approach over 2026-2028

Coordination, Collaboration, and Continuous Improvement Strategies

Virginia Works coordinates evaluation activities through multiple mechanisms that drive continuous performance evaluation and improvement over time:

- **Workforce Brain Trust:** Regular convening of state agency representatives convened by Virginia Works and including representatives from VDOE, SCHEV, VEDP, VOEE, VEC, VCCS, DSS, DARS, and other partners to align priorities, share data, and work on cross-agency strategic initiatives as aligned, dynamic workgroups and sprints.
 - *Note: The Workforce Brain Trust worked together to create the Virginia Works for Everyone strategic plan for the Commonwealth's workforce development ecosystem, attached as an appendix to this report.*
- **LWDB Engagement:** Site visits, surveys, and interviews with all 16 local workforce development boards to ensure regional perspectives inform statewide evaluation
- **Data Integration:** Contributions to Virginia's Workforce Ecosystem Catalog and data sharing through the Workforce Data Trust enable coordinated analysis across programs
- **Joint Planning:** Agencies align operating plans with statewide workforce development strategy, ensuring evaluation priorities reflect shared goals
- **Internal Quarterly Program Review Process:** Instituted in February 2024, this structured process engages program leads in assessing performance metrics, fiscal health, and goal progress for 11 programs including Registered Apprenticeship, Title I and III programs, RESEA, Trade, and discretionary grants. Reviews include analysis of job placements, training completions, federal performance metrics, strategic alignment, and operational challenges. Program leads receive pre-filled templates, fiscal data, and one-on-one coaching to ensure consistency and accountability.
- **Performance Metrics:** Implementation of six statewide metrics for LWDBs, in alignment with the six statewide metrics that all state workforce programs are responsible for.

Federal Evaluation Support

Virginia Works maintains strong collaboration with federal evaluation efforts by providing timely data extracts, coordinating survey distribution to program participants and staff, facilitating site visits to workforce centers and partner locations, and ensuring state and local stakeholders are available for interviews and focus groups. The agency prioritizes responsive, accurate data provision to support USDOL's evaluation agenda and continuous improvement of WIOA programs.



CUSTOMER SATISFACTION

Our Methodology

Virginia's workforce system employs a comprehensive, multi-layered approach to assessing customer satisfaction across its workforce development system. This approach integrates local and state-level feedback mechanisms to capture experiences from both job seeker and business customers.

American Job Center Network: Virginia's 14 Local Workforce Development Boards (LWDBs) each implement customer satisfaction surveys tailored to their regional service populations. Surveys are administered through multiple channels including paper and electronic formats in resource rooms, post-workshop/event distribution, and LWDB websites. The uniformity and implementation of these surveys are verified through the One-Stop Certification Process (conducted every three years) and annual WIOA Title I monitoring activities, ensuring all centers meet certification standards under 20 CFR 678.800.

Agency-Specific Surveys: Partner agencies providing specialized workforce services conduct targeted customer satisfaction assessments:

- **Virginia Works (Title III):** Integrated surveys within the Virginia Workforce Connection (VaWC) system capture feedback from Wagner-Peyser, Trade Adjustment Assistance, Jobs for Veterans State Grants, RESEA, Foreign Labor Certification, and WOTC participants.
- **DARS (Title IV VR):** Partners with the State Rehabilitation Council to conduct monthly stratified sampling of consumers in service delivery (post-Individualized Plan for Employment but prior to employment). This innovative approach enables real-time assessment and issue resolution. Surveys are available in paper and online formats.
- **DBVI (Title IV VR for blind/vision impaired):** Administers monthly surveys to all eligible service recipients through paper mail, online, and telephone options, ensuring accessibility for individuals who are blind, vision impaired, or deafblind.
- **Adult Education:** The decentralized, grant-funded provider network collects student feedback through mechanisms managed by individual grant administrative teams.

Response Data and Outreach Efforts

In PY24, the VEC and Virginia Works received **1,648 survey responses** through the Virginia Workforce Connection (VaWC), Virginia's system of record. In addition, our 2025 Work-Based Learning (WBL) Employer Survey generated over 500 responses and revealed strong engagement across apprenticeship sponsors and employers engaged across the workforce ecosystem and across sectors, providing their feedback and desire to engage particularly in internships (56%) and apprenticeships (47%).

While comprehensive response data across all LWDBs and partner agencies is tracked at the local and agency levels, centralized aggregate reporting remains an area for enhancement. Virginia Works continues to explore strategies to improve response rates, including:

- Expanding digital survey access points
- Implementing post-service follow-up prompts
- Training staff on customer engagement techniques
- Streamlining survey instruments to reduce completion burden

Results

- **Employer Feedback:** Across employer feedback gathering, employers emphasized the importance of soft skills such as integrity, dependability, and interpersonal communication, alongside academic competencies like reading, writing, and critical thinking. Community college and high school students were the most common participants in WBL programs. Key motivators for expanding WBL included opportunities for recruitment, development, and funding, while challenges cited included staffing limitations, economic conditions, and difficulty identifying appropriate work or program models.
- **Job Seeker Feedback:** The majority of jobseekers who responded to surveys used VaWC for job searches, followed by unemployment insurance filing. Smaller numbers utilized career planning and education/training provider search functions. Most respondents found information easy to locate and understand, with data meeting their needs. Overall website experiences were favorable. Common complaints centered on technical issues with unemployment insurance claims and navigation challenges.
- **Specialized Services:** DARS and DBVI feedback reflects highly individualized service experiences and cannot be broadly generalized due to the customized nature of vocational rehabilitation services.

How Our Approach Drives Continuous Improvement & Feedback Loops: Virginia has embedded customer satisfaction feedback into ongoing quality improvement mechanisms at multiple levels:

- **Local Level:** Each LWDB maintains processes for collecting, analyzing, and operationalizing survey results. Program managers and One-Stop operators review findings, share insights with American Job Center partner teams, and implement improvements through collaborative staff action.
- **State Agency Level:** VEC, Virginia Works, DARS, and DBVI staff review survey responses regularly and address concerns to enhance system and service delivery. Technical issues and navigation challenges identified through VaWC surveys inform system enhancements and user experience improvements.
- **Certification and Monitoring:** The One-Stop Certification Process and annual monitoring activities verify that all job seeker and business customers have access to feedback mechanisms, ensuring accountability and quality standards are maintained system-wide.
- **Staff Engagement:** Virginia Works conducts quarterly employee pulse surveys and traveling town halls across the Commonwealth to gather staff perspectives, recognizing that workforce professional satisfaction directly impacts customer service quality.

This integrated approach ensures continuous improvement is embedded throughout Virginia's workforce system, with customer feedback driving enhancements to both American Job Center operations and specialized partner agency services.



STATE STRATEGIES

Strategic Vision and Progress Toward State Goals

State Vision and Agency Transition

Virginia’s Combined State Plan (PY 24-27) articulates the Commonwealth’s vision: “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.”

Virginia officially established Virginia Works as the new workforce development agency on July 1, 2024. Throughout Program Year 2024, the Commonwealth continued integrating programs from legacy agencies into Virginia Works systems. A series of meetings with internal and external stakeholders—including the Virginia Economic Development Partnership (VEDP), Virginia Department of Education (VDOE), Department for Aging and Rehabilitative Services (DARS), Department for the Blind and Vision Impaired (DBVI), and others—were convened to better align WIOA Title I, WIOA Title III, and Registered Apprenticeship programs for coordinated field execution. New statewide metrics were established to formalize and track progress toward rigorous goals, Virginia Works convened all programs and teams doing employer engagement to share best practices and work together towards process improvement, and the agency gathered employer input via an employer summit that brought together 250 employer representatives, Together for Talent, hosted in Richmond in fall 2025.

Progress Toward Strategic Goals of Virginia's Combined WIOA State Plan

Goal 1: Prepare Virginia's Workers for Current and Future Career Pathways

Virginia Works has prioritized expanding Registered Apprenticeship as a focal point for preparing the current and future workforce for high-wage employment. During Program Year 2024, the number of apprentices grew significantly, with 4,508 job placements and 1,588 individuals completing training goals targeted for FY 2026. This expansion reflects the Commonwealth's commitment to work-based learning models that combine on-the-job training with related instruction, providing clear pathways to competitive wages and career advancement.

Goal 2: Deliver Workforce Services that Support Business Growth

Virginia launched "Together for Talent," an employer-focused event held in Richmond in September 2024, bringing together employers and workforce service providers to dialogue about the future of workforce services and align system responsiveness with business needs. This initiative underscores Virginia's commitment to employer-driven service delivery.

Virginia Works staff initiated an update of the Commonwealth's "Business Solutions Guide," rebranding it as the "Talent Solutions Guide" with completion slated for the second quarter of PY 2025. This program-agnostic guide adopts the employer's point of view, organizing services around business cycle phases of "Hire, Develop, and Retain" to make the workforce ecosystem more accessible and relevant to employers.

Goal 3: Increase Awareness and Access to Virginia's Workforce Development Ecosystem

Virginia Works launched <https://virginiahasjobs.com/> as a revamped, public-facing marketing tool for job seekers. Organized by "super-regions" encompassing multiple workforce development board areas, the site enables job seekers to easily find major employers, employment sector clusters, training providers, and internship opportunities. Virginia Has Jobs coordinated digital hiring events across these regions during the program year, with 169 businesses participating and attracting over 3,000 job seekers across nine events, significantly boosting Virginia Works' public visibility.

Goal 4: Reduce Workforce System Barriers Through Dynamic Collaboration

Utilizing centralized metric tracking authority, Virginia Works has focused on understanding how workforce programs collaborate and identifying obstacles to improve field execution. In April 2025, Virginia Works launched Referrals Are Awesome Day (RAAD), an ongoing and iterative process bringing local and state program experts together to eliminate barriers to co-enrollment and joint service delivery for job-seeking customers. This initiative represents a systematic approach to reducing administrative friction and improving customer experience across programs.

Sector Strategies, Career Pathways, and Work-Based Learning

In Program Year 2024, Virginia Works concluded several discretionary grants to Local Workforce Development Boards and partners focusing on increasing work-based learning in local communities through On-the-Job Training (OJT) and internships. One notable initiative, "Transportation to Learn," provided industry tours to high school students showcasing opportunities in their communities within manufacturing, construction, and energy production sectors. These experiential learning activities help students understand career pathways and connect classroom learning to real-world applications.

Virginia Works staff are evaluating how to integrate the previous Sector Strategies and Career Pathways Academy (SSCPA) curriculum for use with agency staff and program partners. This effort aims to build internal capacity for facilitating sector partnerships, identifying industry skill needs, and designing career pathways that align education and training with employer demand.

Business engagement strategies have been strengthened through the "Together for Talent" initiative and development of the employer-focused "Talent Solutions Guide." These tools position Virginia Works as a strategic partner to businesses, offering coordinated services across hiring, workforce development, and retention phases. Sector-based approaches are embedded in regional planning, with Local Workforce Development Boards aligning services with key industries such as manufacturing, healthcare, information technology, logistics, and advanced manufacturing.

Work-based learning strategies encompass youth and adult work experiences, OJT, and incumbent worker training. The integration of Registered Apprenticeship programming within Virginia Works enables coordinated promotion and expansion of earn-and-learn models. Incumbent Worker Training programs support layoff aversion and business competitiveness by enabling employers to upskill current workers in response to technological change or operational needs.

Registered Apprenticeship Program Expansion

Virginia Works has made Registered Apprenticeship expansion a strategic priority, recognizing apprenticeship as a proven model for preparing workers for high-wage careers while meeting employer skill needs. Governor Youngkin set a goal to significantly increase the number of apprentices in the Commonwealth by the end of 2025. The baseline number was set at roughly 10,600 at the beginning of his Administration. **At this time, Virginia has surpassed over 15,500 apprentices registered, more than ever before in the Commonwealth and a 42% increase**, and continues adding sponsors, intermediaries, and apprentices daily. **Since 2022, we have also expanded from 4 to 27 intermediaries, a 575% increase.**

Virginia Works' Registered Apprenticeship team is exceeding other states in their performance and efforts to add programs. Among State Apprenticeship Agencies, Virginia has ranked highest in new programs with 212 new programs added this year and ranked second among all states, including those run through the US Department of Labor's Office of Apprenticeship (OA). Virginia also ranks first in the nation among both SAA and OA states for the number of registered programs/sponsors. Efforts to increase access to Registered Apprenticeship include promotion of youth apprenticeship opportunities that enable high school students to begin earning credentials and work experience while completing their education. These early-entry pathways create clear transitions from secondary education to career employment. Virginia Works coordinates with the Virginia Department of Education, community colleges, and industry partners to expand apprenticeship into new occupations and industries beyond traditional trades. In March of 2025, Virginia Works announced the Hire, Include, Recruit, Engage, and Deliver (HIRED) Apprenticeship's first round of funding, provided via the second round of Federally provided State Apprenticeship Expansion Fund (SAEF) funding. These grant funds were available to employers in Virginia who create new Registered Apprenticeship programs or scale existing programs in high demand industries. Employers could apply for up to \$6,000 per apprentice for set-up, training, and supportive services reimbursement. Additional support for the second round of the HIRED

Apprenticeship Initiative will be supported by Title I Governor’s set-aside funds in PY2025. In addition, Virginia Works launched an Apprenticeship Accelerator, a hands-on workshop series for employers and training providers. The pilot focused on healthcare and skilled trades, helping employers design and implement apprenticeship programs tailored to their workforce needs. New promotional materials, public service announcements, and digital content were released to raise awareness and drive participation. These efforts complement the agency’s broader strategy of positioning apprenticeship as a central workforce development pathway accessible to diverse populations including youth, veterans, and workers seeking career transitions.

The integration of Registered Apprenticeship administration within Virginia Works has strengthened alignment between apprenticeship and other workforce programs, enabling streamlined referrals, co-enrollment, and coordinated support services. This structural integration positions apprenticeship as a central component of Virginia’s workforce development strategy rather than a standalone program, improving access for both job seekers and employers.

Piloting New Models of Employer and Jobseeker Engagement

Virginia Works made significant strides in public engagement and employer outreach through strategic events and partnerships. Throughout the year, Virginia Works hosted 55 virtual and in-person hiring events connecting over 23,832 job seekers with more than 1,351 employers across the Commonwealth. These events included Super Tuesdays and Workforce Wednesdays focused on regional hiring needs, a Veterans Hiring Event in partnership with the Department of Veterans Services, and a hybrid event in Southwest Virginia combining in-person and virtual access. Collectively, these efforts generated over 16,000 job applications for nearly 18,000 posted vacancies.

In February 2025, we implemented a new, easier to use, mobile friendly launch pad to explore high demand jobs by region or industry that does not required login. Recently, we launched added an industry and skills hub to empower learners with continuous learning in industry-focused and skill-specific areas.

Key enhancements:

- **virginiahasjobs.com/ai** - In July, Virginia Works partnered with Grow with Google to launch the AI Career Launch Pad, a digital platform offering free and low-cost training in artificial intelligence, cybersecurity, data analytics, and project management. The initiative includes 10,000 free Google Career Certificates, with over 6,800 used to date, and partnerships with the University of Virginia, Old Dominion University, George Mason University, and Virginia Tech to expand access to AI education—positioning Virginia as a national leader in preparing workers for AI-driven industries.
- virginiahasjobs.com/datatech offers pathways to develop in-demand skills in tools like Python, SQL, and Tableau.
- virginiahasjobs.com/careerskills provides adaptable, life and human skills training opportunities.
- Redesigned the announcements section to provide prominent, clear and concise content
- Deployed the Career Planning and Exploration Hub on each private and public regional page to support job seekers and students as they chart a path toward rewarding and meaningful careers with several resources – My Next Move, O*NET Interest Profiler, mySkills myFuture, The Virginia Education Wizard, and Forage.

In September, the Together for Talent Workforce Summit was held in Henrico, bringing together Chief Human Resources Officers, business leaders, and workforce professionals to address skills gaps, emerging technologies, and work-based learning strategies. The event featured a Shark Tank-style pitch competition for innovative workforce solutions and a keynote address by Governor Glenn Youngkin emphasizing Virginia’s goal to become the Top State for Talent.

PERFORMANCE ACCOUNTABILITY

Performance Accountability System

State Performance Measures and Progress

Virginia monitors workforce system performance through federally mandated WIOA indicators and state-specific metrics. In Program Year 2024, Virginia met or exceeded negotiated targets in four of six federal Primary Indicators:

- **Employment Rate (2nd Quarter After Exit):** Strong performance across all Title I programs with Adult at 101.2% of target, Dislocated Worker at 99.2% of target, and Youth at 104.2% of target
- **Employment Rate (4th Quarter After Exit):** Exceeded targets in Adult, Dislocated Worker, and Youth programs at 102.9%, 101.4%, and 108.0% of target respectively
- **Median Earnings (2nd Quarter After Exit):** Surpassed targets with \$9,025 (Adults) at 120.3% of target, \$10,063 (Dislocated Workers) at 105.9% of target, and \$5,968 (Youth) at 132.6% of target
- **Credential Attainment Rate:** Exceeded targets with Adult at 98.0% of target, Dislocated Worker at 93.3% of target, and Youth at 104.4% of target
- **Measurable Skill Gains:** Exceeded the statewide targets with Adult at 78.1%, Dislocated Worker at 76.3%, and Youth at 72.7%
- **Employer Effectiveness:** Achieved 85% satisfaction through engagement with 6,745 businesses

Virginia also tracks six state-level metrics to evaluate Local Workforce Development Board (LWDB) performance: Participant Employment Rate at Exit, Employment Rate Two Quarters After Exit, Median Earnings, Credential Attainment, Measurable Skill Gains, and Retention Four Quarters After Exit. Data is collected quarterly and disaggregated by region and population to support equity-focused strategies.

Commonwealth Workforce Metrics Initiative

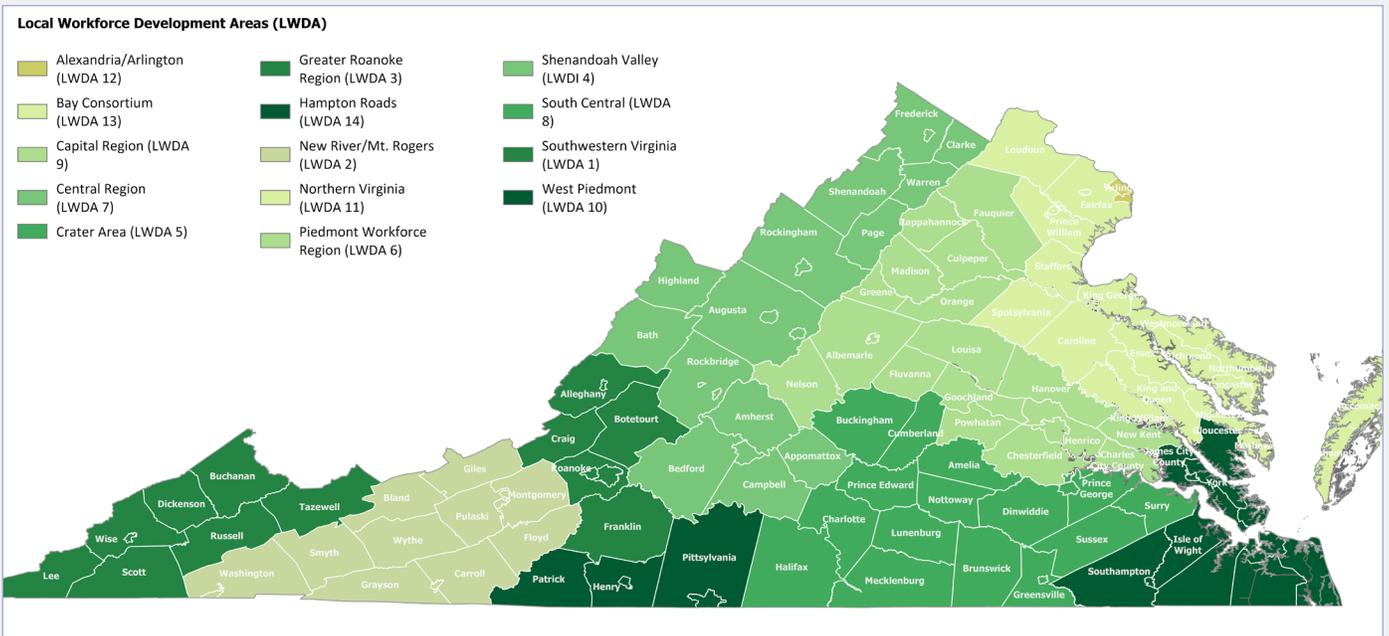
Under §2.2-2037 of the Virginia Code, Virginia tracks six core metrics across state workforce programs: job placements, people trained, total program cost, cost per placement and participant, wage growth progression, and retention rates. Following seven quarterly reporting cycles, approximately two-thirds of programs now report on at least three metrics. A public-facing dashboard is planned for launch by December 1, 2025.

Performance Deficiencies and Areas of Concern

Overall performance remained strong in PY 2024, with all measures above 93% of negotiated levels. However, three indicators fell slightly below 100%:

- **Title I Adult Credential Attainment:** 98.00% of target
- **Title I Dislocated Worker Employment (2nd Quarter):** 99.19% of target
- **Title I Dislocated Worker Credential Attainment:** 93.29% of target

Local Workforce Development Areas (LWDAs)



At the local level, several LWDAs require continued monitoring and technical assistance:

- **LWDA 5:** Underperformance in Youth Credential Attainment and Measurable Skill Gains
- **LWDA 7:** Challenges with Dislocated Worker Measurable Skill Gains
- **LWDA 10:** Lower outcomes in Dislocated Worker Credential Attainment, Youth Credential Attainment, and MSG
- **LWDA 13:** Below 65% of target for Dislocated Worker earnings and MSG (though MSG showed improvement during the year)

Note: LWDA 12 demonstrated notable improvement in Youth Credential Attainment, reflecting successful program adjustments.

Common Exit Policy

Virginia applies a common exit approach to programs managed within the Virginia Workforce Connection (VaWC) system of record, including:

- WIOA Title I (Adult, Dislocated Worker, and Youth)
- WIOA Title III (Wagner-Peyser and JVSG)
- Trade Adjustment Assistance (TAA)
- A program exit occurs when a participant enrolled in one or multiple programs has not received services for at least **90 consecutive days** and no future services are planned. Staff may close a specific program application when no additional activities are planned; the record is officially exited once the 90-day threshold is reached.

Negotiated Performance Levels for Local Areas

See **Appendix A** (attached) for detailed State and LWDA-level WIOA Title I performance data.

Table 1: Virginia’s WIOA Title I State Performance Indicators for PY 2024

Adult	PY 24 Negotiated	Actual Performance	% of Target	PY 25 Target
Employment 2nd Qtr After Exit	82.0%	83.0%	101.2%	83.00%
Employment 4th Qtr After Exit	80.0%	82.3%	102.9%	81.00%
Median Earnings 2nd Qtr After Exit	\$7,500	\$9,025	120.3%	\$8,000.00
Credential Attainment	75.0%	73.5%	98.0%	75.00%
Measurable Skills Gain	70.0%	78.1%	111.6%	71.00%
Dislocated Worker	PY 24 Negotiated	Actual Performance	% of Target	PY 25 Target
Employment 2nd Qtr After Exit	86.0%	85.3%	99.2%	86.00%
Employment 4th Qtr After Exit	84.0%	85.2%	101.4%	85.00%
Median Earnings 2nd Qtr After Exit	\$9,500	\$10,063	105.9%	\$10,000.00
Credential Attainment	73.0%	68.1%	93.3%	74.00%
Measurable Skills Gain	67.0%	76.3%	113.9%	68.00%
Youth	PY 24 Negotiated	Actual Performance	% of Target	PY 25 Target
Employment 2nd Qtr After Exit	77.0%	80.2%	104.2%	78.00%
Employment 4th Qtr After Exit	76.0%	82.1%	108.0%	77.00%
Median Earnings 2nd Qtr After Exit	\$4,500	\$5,968	132.6%	\$4,700.00
Credential Attainment	68.5%	71.5%	104.4%	68.50%
Measurable Skills Gain	67.0%	72.7%	108.5%	68.00%

Table 2: Virginia’s WIOA Title III Performance Indicators for PY 2024

Wagner-Peyser	PY 24 Negotiated	Actual Performance	% of Target	PY 25 Target
Employment 2nd Qtr After Exit	70.5%	70.4%	99.9%	70.5%
Employment 4th Qtr After Exit	70.5%	70.8%	100.4%	71.0%
Median Earnings 2nd Qtr After Exit	\$7,000	\$8,232	117.6%	\$7,500
Credential Attainment	n/a	0.0%	n/a	n/a
Measurable Skills Gain	n/a	0.0%	n/a	n/a

Data Validation and Integrity

Virginia’s data validation process meets all federal guidelines under 2 CFR 200.328 and USDOL requirements to ensure accuracy of performance reports, safeguard data integrity, and promote timely resolution of data anomalies.

Quarterly Reviews

The Participant Record Individual Layout (PIRL) report is run quarterly for all local areas. Data is checked against the Virginia Workforce Connection (VaWC), the state system of record, to verify accuracy before submission to the federal WIPS reporting system. Reviews identify errors, inconsistencies, missing data, out-of-range values, and anomalies. Virginia Career Works Centers are contacted to make corrections, and all findings must be addressed promptly.

Annual Validation

At program year-end, samples are drawn from both active and exited cases:

- **WIOA Title I:** Approximately 15% of total records (minimum 650 participants)
- **Wagner-Peyser:** Approximately 5% of total records (minimum 350 participants)

Required data elements per TEGL 23-19, Change 2 are validated using:

- Self-attestation (client statement with certification)
- Cross-matching (wage data and employer documentation)
- Detailed case notes (staff entries identifying specific data elements, status, dates, and relevant information)
- Electronic records (participant records in numeric and text formats)

Each element supported by acceptable documentation receives a “pass” score; those without documentation receive a “fail” score. Results are shared with local areas for continuous improvement.

Training

Annual data validation training is provided to state Compliance Monitoring staff, covering the importance of validation, required elements, and validation procedures.

For detailed LWDA performance data, see Appendix A.



STATEWIDE GOVERNOR'S RESERVE FUNDS

Governor's Reserve Activities and Performance Impact

Overview of Governor's Reserve Investments

During Program Year 2024, Virginia strategically deployed Governor's Reserve funds across multiple initiatives designed to strengthen and modernize the state's workforce development system. The Governor's Reserve, which allows states to set aside up to 15% of their WIOA allotment for statewide activities, was utilized to support transformational projects spanning skill development, technology infrastructure, cross-agency collaboration, and system capacity building.

Activities Undertaken with Governor's Reserve Funds

The Governor's Reserve investments were organized across several strategic priority areas, each designed to address critical workforce system needs and enhance service delivery across the Commonwealth.

Grant-Funded Skill Development Initiatives: Round 1 2023 Grant Projects focused on expanding access to training and employment services through targeted interventions. The Soft Skills Training initiative addressed employer-identified gaps in workplace readiness, while the Tech Skills Development Training program responded to growing demand for digital competencies across industries. The Transport to Learn project removed a fundamental barrier to workforce participation by providing transportation assistance to training participants. The Outreach Market initiative expanded awareness of workforce services, and the Supplemental Grant Opportunity Initiative to Strengthen Regional Healthcare specifically addressed critical workforce shortages in the healthcare sector.

Rapid Response and Career Services Enhancements: Two key initiatives in this category directly supported workers and employers facing transitions. The Facilitating Career Pivots program provided specialized services for individuals seeking to transition between industries or occupations, offering career counseling, skills assessment, and targeted training opportunities. Project HIRED Fund Expansion increased resources available to quickly connect job seekers with employment opportunities while providing employers with qualified candidates, creating a more responsive workforce system during periods of economic disruption.

Cross-Agency Partnerships: Recognizing that workforce challenges require coordinated solutions, Governor's Reserve funds supported several collaborative initiatives. The Virginia Office of Education and Employment (VOEE) VA Skills Initiative brought together multiple state agencies to align skill development efforts. The VA Childcare Support program addressed a critical barrier to workforce participation by expanding access to affordable childcare for working families and training participants. The Investing in Workforce Development Initiative (IWDI) created new pathways for employer engagement and investment in workforce development. Additionally, the Outfront Media Contract with SkillsSource enhanced the state's ability to communicate workforce opportunities to target populations through strategic marketing and outreach.

Technology and Data Systems Modernization: A substantial portion of Governor’s Reserve funds supported critical technology infrastructure improvements essential to the stand-up of Virginia Works, the state’s integrated workforce development system. These investments included the VAWC GeoSol platform for geographic analysis and service mapping, the VA Common Access Portal to provide unified client access across workforce services, and multiple data analytics tools including D-9, Data Trust Tableau, and SAS Licenses. The Salesforce customer relationship management system enhanced case management capabilities, while SA Software and CAI-Voy Gcom WF DT solutions improved operational efficiency. The VEC UI Enhancements modernized the unemployment insurance system interface, and the Brighthive/ThunderCat partnership advanced data integration and interoperability. These technological investments collectively created the digital infrastructure necessary for seamless, client-centered service delivery.

Workforce Transition Initiatives: Multiple Workforce Transition projects for both 2024 and 2025 provided specialized support for ensuring continuation and enhancement of comprehensive services for jobseeker and employer clients.

Governance and Administrative Capacity: Governor’s Reserve funds supported essential governance functions through the Virginia Board of Workforce Development (VBWD) and technology solutions like Diligent BoardDocs for efficient board operations in 2025 and 2026. Title I Rent Allocation and EO Monitoring ensured compliance with federal requirements and provided adequate facilities for service delivery.

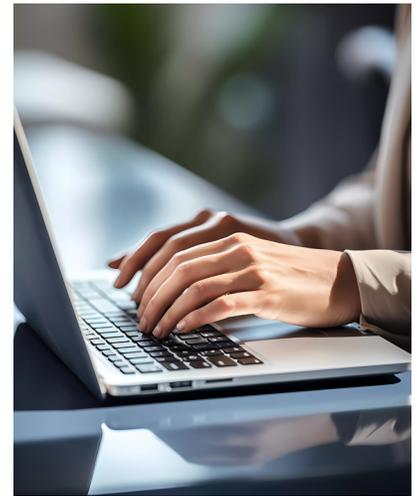
Strategic Consulting and Research: High-level strategic investments included engagements with the Boston Consulting Group and Deloitte, bringing cutting-edge expertise to workforce system design and implementation. The PMG 2025 project provided specialized consulting support for program management and continuous improvement efforts.

Leadership and Administrative Support: Investments in the Deputy Secretary of Labor position, participation in the National Governors Association activities (RR), and support for the VCCS Hire Ed Conference strengthened leadership capacity and facilitated knowledge sharing across the workforce development field.

Direct and Indirect Performance Impacts

The strategic deployment of Governor’s Reserve funds has generated measurable impacts on Virginia’s workforce system performance across multiple dimensions.

System Transformation and Integration: The technology and data systems investments have been foundational to establishing Virginia Works as an integrated, client-centered workforce delivery system. By creating common platforms, shared data infrastructure, and unified access points, these investments have reduced duplication, improved service coordination, and enhanced the customer experience for both job seekers and employers. The ability to track participant progress across services and partners has improved accountability and enabled data-driven decision making at both state and local levels.



Technology and data systems investments have been foundational to establishing Virginia Works as an integrated, client-centered workforce delivery system

Enhanced Capacity for Service Delivery: The targeted grant opportunities and partnership projects have directly strengthened both state and local capacity to deliver high-quality workforce services. Training investments in soft skills and technical competencies have expanded the range of services available to participants, while transportation and childcare support have removed barriers that previously prevented workforce participation. The healthcare sector grants have addressed critical regional shortages, demonstrating the system's responsiveness to labor market needs.

Improved Responsiveness and Flexibility: Rapid Response and career services enhancements have enabled the workforce system to respond more quickly and effectively to economic disruptions and individual career transitions. The expanded Project HIRED Fund and career pivot services have provided targeted support during critical transition moments, improving outcomes for both workers and employers while reducing the duration of unemployment.

Strengthened Partnerships and Alignment: Cross-agency initiatives have broken down silos and created more cohesive approaches to workforce challenges. By bringing together education, workforce development, childcare, and employer services under coordinated strategies, Virginia has created more comprehensive solutions that address the full range of barriers participants face. Sector strategies have ensured that training investments align with actual employer needs and regional economic development priorities.

Data-Driven Performance Management: The substantial investments in data analytics, integration platforms, and reporting tools have transformed Virginia's capacity for performance monitoring and continuous improvement. Real-time access to performance data enables rapid identification of challenges and opportunities, supports evidence-based program adjustments, and facilitates transparent communication with stakeholders about system performance.

Sustainable Infrastructure for Future Performance: While some Governor's Reserve activities support immediate service delivery, many investments—particularly in technology, governance, and leadership—have created sustainable infrastructure that will support improved performance over multiple program years. The foundational systems and capacity building undertaken in PY24 position Virginia for continued performance improvements as these systems mature and stakeholders become increasingly adept at leveraging new capabilities.

Through this comprehensive approach to Governor's Reserve deployment, Virginia has made strategic investments that both support immediate service delivery needs and build the foundational capacity necessary for sustained excellence in workforce development. The combination of direct service enhancements, system infrastructure improvements, and capacity building activities has created a multiplier effect, where investments in one area enable and amplify improvements across the entire workforce ecosystem.

RAPID RESPONSE

Program Impact and Service Delivery

In Program Year 2024, Virginia's Rapid Response program served 153 employers directly, responded to 203 employers reporting closures or layoffs, and provided services to 8,131 of the 10,917 individuals impacted by workforce disruptions. For example, Wagner-Peyser staff served over 5,500 individuals affected by seven separate VOLVO temporary layoffs in Southwest Virginia, demonstrating rapid response capabilities for dislocated workers. In response to the Georgia Pacific closure, Virginia Works activated its Rapid Response system within 48 hours, launching a dedicated support site, hosting two employee information sessions and a hiring event featuring 100 employers, and partnering with the Crater Region Workforce Board to provide weekly open houses offering unemployment insurance assistance, resume support, and mental health resources.

Connecting Workers to American Job Centers

Virginia Works employs a structured approach to ensure affected workers seamlessly transition to American Job Centers (AJCs) and co-enroll in core and partner programs. The process begins with early coordination, where AJCs receive immediate notification of confirmed layoffs along with worker demographics, timelines, and employer needs. Joint on-site or virtual orientations conducted by Rapid Response and AJC staff demonstrate service registration and provide QR codes, sign-up links, and contact cards for immediate connection.

Streamlined referrals utilize a shared intake process, prioritizing warm handoffs where AJC appointments are scheduled before Rapid Response events conclude. Tracking systems ensure follow-up and confirmed engagement. Within one week, personalized outreach informs participants about job fairs, training opportunities, and workshops. Industry-specific career services, skills assessments, and community partnerships address barriers such as childcare and transportation. Referral and engagement data are reviewed regularly to identify best practices, which are then shared across regions to strengthen connections and improve outcomes.

Services for Companies and Affected Workers

Virginia Works provides comprehensive, confidential, no-cost services to employers including layoff and transition planning with guidance on WARN Act compliance, coordination with local partners, and customized transition plans. Joint information sessions with the Virginia Employment Commission (VEC) and AJCs are offered in flexible formats—in-person, virtual, or hybrid. Workforce retention support includes exploration of layoff aversion strategies such as Shared Work programs, connections to hiring employers, and labor market data to guide future planning.

Affected workers receive immediate assistance with unemployment insurance filing, benefits eligibility guidance, and digital and printed resource guides. Career development support includes counseling, resume assistance, job search workshops, skills training, WIOA tuition assistance, and Registered Apprenticeship opportunities. Warm handoffs ensure enrollment in AJC services without delay, providing access to skills assessments, career exploration tools, and recruitment events. Supportive services include referrals for transportation, childcare, housing, and financial literacy programs, with ongoing follow-up maintaining engagement throughout transitions.

Layoff Aversion and Economic Resilience Strategy

Virginia Works is advancing a comprehensive layoff aversion strategy designed to strengthen business stability and protect jobs through early identification, proactive engagement, and coordinated intervention. The strategy emphasizes early employer contact, encouraging businesses to engage the Rapid Response team at the first sign of talent pipeline challenges, workforce reductions or operational changes. Through structured business assessments, Rapid Response will identify the root causes of potential disruption and align employers with economic development and workforce training partners to deploy timely, customized solutions. Planned initiatives will expand workforce retention and upskilling efforts by connecting employers to Incumbent Worker Training

(IWT) opportunities, promoting cross-training and multi-skill development, and increasing access to Registered Apprenticeships and On-the-Job Training (OJT) programs.

Partnerships with Small Business Development Centers (SBDCs), the Virginia Economic Development Partnership (VEDP), and local chambers of commerce will be strengthened to ensure businesses are aware of and supported in utilizing Shared Work programs, grants, tax incentives, and financial planning resources. Through these collaborative efforts, Virginia Works aims to minimize the occurrence and impact of layoffs, preserve Virginia's skilled workforce, and bolster the economic resilience of communities across the Commonwealth.

Return on Investment and Economic Impact

Layoff aversion strategies yield substantial economic benefits. Retaining skilled talent preserves institutional knowledge, reduces rehiring and training costs and maintains team cohesion, quality, and morale. Sustained employment keeps consumer spending stable, reduces strain on unemployment insurance and social services, and preserves state and local tax revenues. Business continuity and competitiveness are enhanced as firms adapt to market or technology changes, implement process improvements, and upskill their workforce rather than resort to layoffs.

From a fiscal perspective, prevention is more cost-effective than post-layoff recovery services, with every dollar invested in aversion yielding multiple dollars in avoided costs and ensuring efficient use of WIOA funds. Layoff aversion accelerates economic recovery by sustaining consumer demand and business operations while stabilizing companies that anchor local supply chains. Stronger partnerships and innovation emerge through deepened collaboration among employers, workforce boards, and educators, fostering trust and early-warning systems across the workforce ecosystem.

Proactive Identification Systems and Alignment with Sector Strategies

Virginia Works has, and continues to, develop systematic approaches to identify at-risk businesses and deliver early interventions. An early warning network of Economic Development Organizations (EDOs), chambers of commerce, utility companies, financial institutions, permitting offices, and labor unions provides early indicators of business distress such as sales declines, halted construction, or workforce reductions. Economic indicator monitoring tracks employment and wage declines in key industries, spikes in unemployment insurance claims, drops in business tax filings, and public records of bankruptcies or WARN notices.

Continuous business engagement through regular check-ins, technical assistance, and confidential consultations positions Rapid Response as a trusted business partner, enabling earlier intervention and more effective solutions. Cross-system collaboration includes data-sharing agreements among workforce and economic development partners, participation in regional business retention programs, and active engagement in sector partnerships that identify industry-wide challenges. Predictive tools and technology such as analytics dashboards, CRM systems tracking outreach history and risk levels, and data integration across workforce, economic development, and unemployment insurance systems support proactive identification.

Virginia Works promotes a culture of prevention by positioning Rapid Response as a proactive business service offering confidential consultations before crises emerge, recognizing companies that successfully avert layoffs through proactive planning, and sharing success stories and best practices across regions.

Layoff aversion activities are being fully integrated with Virginia's broader business engagement and sector strategy efforts. Sector partnerships provide industry-specific solutions addressing common workforce challenges and facilitating shared training investments. Incumbent worker upskilling connects to established career pathways, enabling internal mobility and retention. Rapid Response teams coordinate with business services representatives to provide comprehensive support, while Local Workforce Development Boards align layoff aversion with regional economic priorities and industry needs. This integrated approach ensures that layoff aversion is not a standalone crisis response but rather a core component of Virginia's comprehensive workforce and economic development strategy.

WAGNER-PEYSER ACTIVITIES

Wagner-Peyser Act Employment Service Activities

Section 7(a) Activities

Virginia Works delivered comprehensive career development and unemployment services across the Commonwealth in Program Year 2024. Wagner-Peyser staff supported 95,544 clients, including 76,143 individuals who received targeted unemployment assistance. Basic career services at varying levels of intensity were provided to 55,766 individuals. To enhance engagement and ensure compliance with work search requirements, staff conducted weekly outreach to more than 1,200 unemployment claimants, facilitating their enrollment in Wagner-Peyser or other employment service programs offered through American Job Centers.

Job Search and Placement Services for UI Claimants

Weekly outreach efforts to unemployment insurance claimants ensured systematic connection to reemployment services. Staff administered work test requirements and facilitated registration in employment services, maintaining active engagement throughout the claims period. These activities supported timely return to work while ensuring compliance with eligibility requirements.

In collaboration with the Virginia Employment Commission (VEC) and the LWDAs, Virginia Works has conducted a process improvement sprint aimed at standardizing the creation and management of Meaningful UI-related documentation, as well as enhancing the delivery of Meaningful UI services across the Commonwealth. Scheduled for completion by November 17, 2025, this sprint has produced several key deliverables including a client-facing Meaningful UI Assistance One-Pager, a Workforce Services Guidance document, and a series of recorded Meaningful UI training sessions for staff development. The next phase will focus on aligning VEC's customer communications with the Client-Facing One-Pager and integrating Virginia Works' messaging around services and workforce opportunities into VEC's outreach efforts.

Over the course of the year Virginia Works has leaned into creating a client centric approach to service delivery. The role of the front-line Wagner-Peyser staff has been studied and re-imagined, focusing on the whole client's experience. This has included updating job descriptions, including updating position titles from Case Managers to Career Navigators, creating a Career Navigator's Field Guide, and conducting comprehensive Career Navigator Bootcamps to ensure a more client centric approach to service delivery.

Services to Priority Populations

Virginia Works provided specialized services to populations facing significant barriers to employment. Justice-involved individuals participated in 4,126 group intake sessions, resulting in 1,730 registrations for services through Virginia Works. Wagner-Peyser staff also responded to significant workforce disruptions, notably serving over 5,500 individuals affected by seven separate VOLVO temporary layoffs in Southwest Virginia, each impacting approximately 1,800 workers. These coordinated responses ensured rapid connection to reemployment resources and minimized unemployment duration.

Reemployment Services and Eligibility Assessment (RESEA)

Virginia's RESEA program provides mandatory reemployment services and eligibility assessments to selected unemployment insurance claimants identified as most likely to exhaust benefits. Through individualized assessments, staff evaluate claimants' work search activities, review eligibility requirements, and connect individuals to tailored reemployment services including career counseling, labor market information, resume assistance, and job referrals.

This intervention-based approach helps claimants return to work more quickly while ensuring continued UI eligibility compliance.

Section 7(b) Activities

Ten percent of Wagner-Peyser Act funds allotted to Virginia are reserved for Governor’s discretionary use. These funds are identified and reported to the U.S. Department of Labor quarterly, with activities tracked by job service staff time allocated to each identified group, grant, or program.

The 10 percent set-aside funds supported employment services to employers and job seekers within high priority categories. Services targeted job seekers pursuing opportunities in in-demand occupations including construction, information technology, government, healthcare, and transportation. Employer services focused on priority industry sectors including manufacturing, agriculture, cybersecurity, energy, healthcare, logistics, tourism, advanced manufacturing, and big data. This targeted investment ensured Wagner-Peyser resources addressed Virginia’s most critical workforce needs and supported sectors essential to economic competitiveness and growth.

NATIONAL DISLOCATED WORKER GRANTS (NDWGS)

The Commonwealth of Virginia did not apply for or utilize any active National Dislocated Worker Grants during Program Year 2024. All dislocated worker events were managed effectively using formula funds, rapid response funds, statewide discretionary grants, pilot projects, and cross-agency collaboration rather than formal NDWG mechanisms, and NDWG grants were not needed during this year.

STATE BEST PRACTICES AND NEEDS

Challenges, Promising Practices, and Innovations

Challenges and Technical Assistance Needs

During its first program year as a newly established agency, Virginia Works faced and overcame the operational and systemic challenges that come with a start-up and merger environment. Integrating legacy systems and data platforms from multiple predecessor agencies required significant technical coordination and resource allocation. Ensuring consistent service delivery across all 14 Local Workforce Development Areas while navigating staffing transitions and addressing training needs for newly consolidated teams presented ongoing implementation challenges.

Key lessons learned include the critical importance of continuous stakeholder engagement, the need for flexible implementation strategies that allow regional adaptation, and the value of sustained investment in staff development and capacity building. These insights have informed Virginia Works’ approach to technical assistance and continuous improvement.

Virginia Works has identified the following technical assistance needs to strengthen system performance:

- **Enhanced support for data integration across partner systems**, particularly for connecting WIOA programs with Title II adult education, Title IV vocational rehabilitation, unemployment insurance, and Registered Apprenticeship data systems
- **Technical assistance on serving justice-involved individuals**, including best practices for pre-release engagement, addressing ban-the-box policies, and connecting returning citizens to employment and training opportunities
- **Guidance on braiding WIOA with other funding streams** to maximize resources and create comprehensive service models without creating duplicative or conflicting requirements

Promising Practices and Success Stories

Virginia Works and its regional partners have implemented innovative, high-impact programs serving employers, communities, and individuals with barriers to employment across sectors including healthcare, skilled trades, information technology, and advanced manufacturing.

Strategic Initiatives and Service Innovations

Virginia Works and launched several strategic initiatives to modernize service delivery. The **Career Pivot program** supports mid-career transitions into high-demand fields, serving dislocated workers and transitioning federal employees through upskilling, executive coaching, credential attainment, and innovative placement activities. The **Investing in Workforce Development Innovation for the Future of the Commonwealth** initiative complemented these efforts by supporting the advancement of strategic goals including expanding Registered Apprenticeship enrollment, increasing job placements in high-demand occupations, improving American Job Center operational efficiency, and developing digital skills training for job seekers throughout the Commonwealth. In addition, **Pathways to Shipbuilding**, a Hampton Roads regional training initiative, developed in partnership with Newport News Shipbuilding and Tidewater Community College, connects job seekers to maritime careers through targeted training and apprenticeship pathways, complementing the state-led initiatives.

To enhance operational efficiency, Virginia Works introduced real-time performance dashboards for local boards and partners, providing timely data to inform service delivery adjustments. **Continuous Improvement Sprints**—agile teams focused on solving operational challenges—were implemented across multiple domains. Quarterly sprints with Local Workforce Development Boards addressed field-level implementation issues. A statewide technical assistance series focused on data quality and service integration. A communications sprint aligned outreach strategies across regions. A policy sprint modernized internal and external guidance to reduce administrative burden. These efforts significantly improved data accuracy, service alignment, and stakeholder engagement.

In alignment with the Virginia Economic Development Partnership's priority sectors—information technology and cybersecurity, healthcare, advanced manufacturing, and skilled trades—Virginia Works deepened employer engagement through customized training, incumbent worker grants, and sector partnerships designed to close skill gaps and support business competitiveness.

Industry Communities of Practice

Virginia Works initiated the establishment of Industry Communities of Practice (COPs) to foster cross-agency collaboration and industry-specific knowledge sharing across the Commonwealth's workforce ecosystem. Recognizing that existing Business Service Teams operated primarily within geographic boundaries, the initiative launched six sector-focused communities—Logistics, Health Sciences, Manufacturing, Knowledge Work, Construction, and Education—bringing together staff from Virginia Works, the Virginia Economic

Development Partnership, and partner agencies with deep industry expertise. Through a structured six-month engagement process, COP members are collaborating to develop industry snapshots, skills maps, career pathways, and employer engagement strategies, culminating in actionable proposals presented to the Workforce Brain Trust for implementation. This innovative approach breaks down operational silos, creating accessible knowledge hubs, and enabling practitioners across regions to leverage collective insights in support of both job seekers and employers in priority sectors

Serving Individuals with Barriers to Employment

Virginia Works administered over \$1 million in WIOA Title I innovation grants supporting initiatives that serve populations with barriers to employment as defined in WIOA Section 3(24). These grants supported the Pathways to Shipbuilding initiative and Career Pivot programs, as well as expansion of Registered Apprenticeships across multiple regions, creating accessible pathways for individuals with barriers including displaced homemakers, low-income individuals, older workers, and those with limited work history.

Justice-involved individuals received targeted services through 4,126 group intake sessions resulting in 1,730 registrations for workforce services. This coordinated outreach reflects Virginia's commitment to supporting returning citizens through employment and training opportunities that reduce recidivism and support successful reintegration.

Performance Contracting Strategies

No specific Pay-for-Performance contracting strategies were utilized in the PY2024 program year. Virginia Works is investigating this as a potential strategy for implementation during the PY2025-PY2026 timeframe.

Looking Ahead

Virginia Works will continue scaling successful pilot programs statewide, enhancing data integration and performance analytics, deepening employer partnerships aligned with priority sectors, and advancing equity through targeted outreach and inclusive service design. The lessons learned during this transition year—emphasizing stakeholder engagement, flexible implementation, and staff capacity building—will guide continued refinement of Virginia's workforce development system.

ATTACHMENTS

Attachment A: Federal Performance Data Tables

State Level:

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
State Level		State Level		State Level
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	82.00%	83.00%	101.22%	83.00%
Employment 4th Quarter after Exit	80.00%	82.30%	102.88%	81.00%
Median Earnings 2nd Quarter after Exit	\$7,500.00	\$9,025.00	120.33%	\$8,000.00
Credential Attainment within 1 year	75.00%	73.50%	98.00%	75.00%
Measurable Skills Gain	70.00%	78.10%	111.57%	71.00%
Dislocated Workers				
Employment 2nd Quarter after Exit	86.00%	85.30%	99.19%	86.00%
Employment 4th Quarter after Exit	84.00%	85.20%	101.43%	85.00%
Median Earnings 2nd Quarter after Exit	\$9,500.00	\$10,063.00	105.93%	\$10,000.00
Credential Attainment within 1 year	73.00%	68.10%	93.29%	74.00%
Measurable Skills Gain	67.00%	76.30%	113.88%	68.00%
Youth				
Employment 2nd Quarter after Exit	77.00%	80.20%	104.16%	78.00%
Employment 4th Quarter after Exit	76.00%	82.10%	108.03%	77.00%
Median Earnings 2nd Quarter after Exit	\$4,500.00	\$5,968.00	132.62%	\$4,700.00
Credential Attainment within 1 year	68.50%	71.50%	104.38%	68.50%
Measurable Skills Gain	67.00%	72.70%	108.51%	68.00%

Local Workforce Development Area Level:

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
LWDA 01	LWDA 01	LWDA 01		LWDA 01
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	84.0%	85.80%	102.1%	84.0%
Employment 4th Quarter after Exit	85.0%	87.00%	102.4%	85.0%
Median Earnings 2nd Quarter after Exit	\$8,000	\$10,077.00	126.0%	\$8,000
Credential Attainment within 1 year	76.0%	79.80%	105.0%	76.0%
Measurable Skills Gain	82.0%	81.70%	99.6%	82.0%
Dislocated Workers				
Employment 2nd Quarter after Exit	90.0%	100.00%	111.1%	90.0%
Employment 4th Quarter after Exit	89.0%	83.30%	93.6%	89.0%
Median Earnings 2nd Quarter after Exit	\$9,800	\$8,504.00	86.8%	\$9,800
Credential Attainment within 1 year	79.0%	100.00%	126.6%	79.0%
Measurable Skills Gain	75.0%	77.80%	103.7%	75.0%
Youth				
Employment 2nd Quarter after Exit	83.0%	91.20%	109.9%	83.0%
Employment 4th Quarter after Exit	78.0%	81.00%	103.8%	78.0%
Median Earnings 2nd Quarter after Exit	\$4,700	\$8,981.00	191.1%	\$4,700
Credential Attainment within 1 year	68.5%	81.00%	118.2%	68.5%
Measurable Skills Gain	70.0%	79.20%	113.1%	70.0%

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
LWDA 02	LWDA 02	LWDA 02		LWDA 02
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	85.0%	81.50%	95.9%	85.0%
Employment 4th Quarter after Exit	86.5%	75.90%	87.7%	86.5%
Median Earnings 2nd Quarter after Exit	\$7,800	\$9,211.00	118.1%	\$7,800
Credential Attainment within 1 year	78.0%	62.20%	79.7%	78.0%
Measurable Skills Gain	70.0%	67.10%	95.9%	70.0%
Dislocated Workers				
Employment 2nd Quarter after Exit	82.0%	87.00%	106.1%	82.0%
Employment 4th Quarter after Exit	87.8%	82.60%	94.1%	87.8%
Median Earnings 2nd Quarter after Exit	\$7,804	\$10,326.00	132.3%	\$7,804
Credential Attainment within 1 year	79.47%	69.20%	87.1%	79.47%
Measurable Skills Gain	65.00%	78.60%	120.9%	65.00%
Youth				
Employment 2nd Quarter after Exit	78.59%	81.20%	103.3%	78.59%
Employment 4th Quarter after Exit	80.0%	80.20%	100.3%	80.0%
Median Earnings 2nd Quarter after Exit	\$4,700.00	\$6,403.00	136.2%	\$4,700.00
Credential Attainment within 1 year	60.0%	52.60%	87.7%	60.0%
Measurable Skills Gain	65.0%	58.90%	90.6%	65.0%

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
LWDA 03	LWDA 03	LWDA 03		LWDA 03
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	85.6%	86.60%	101.2%	85.6%
Employment 4th Quarter after Exit	84.6%	85.40%	100.9%	84.6%
Median Earnings 2nd Quarter after Exit	\$7,005	\$8,541.00	121.9%	\$7,005
Credential Attainment within 1 year	74.0%	71.00%	95.9%	74.0%
Measurable Skills Gain	75.00%	73.50%	98.0%	75.00%
Dislocated Workers				
Employment 2nd Quarter after Exit	88.25%	90.00%	102.0%	88.25%
Employment 4th Quarter after Exit	87.5%	66.70%	76.2%	87.5%
Median Earnings 2nd Quarter after Exit	\$9,295	\$7,021.00	75.5%	\$9,295
Credential Attainment within 1 year	74.00%	80.00%	108.1%	74.00%
Measurable Skills Gain	76.00%	100.00%	131.6%	76.00%
Youth				
Employment 2nd Quarter after Exit	76.6%	77.80%	101.6%	76.6%
Employment 4th Quarter after Exit	77.93%	76.50%	98.2%	77.93%
Median Earnings 2nd Quarter after Exit	\$4,050	\$6,272.00	154.9%	\$4,050
Credential Attainment within 1 year	68.50%	58.30%	85.1%	68.50%
Measurable Skills Gain	75.00%	68.80%	91.7%	75.00%

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
LWDA 04	LWDA 04	LWDA 04		LWDA 04
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	83.00%	84.80%	102.2%	83.00%
Employment 4th Quarter after Exit	81.00%	88.50%	109.3%	81.00%
Median Earnings 2nd Quarter after Exit	\$8,000.00	\$9,812.00	122.7%	\$8,000.00
Credential Attainment within 1 year	75.00%	86.40%	115.2%	75.00%
Measurable Skills Gain	75.00%	86.10%	114.8%	75.00%
Dislocated Workers				
Employment 2nd Quarter after Exit	86.00%	100.00%	116.3%	86.00%
Employment 4th Quarter after Exit	85.00%	100.00%	117.6%	85.00%
Median Earnings 2nd Quarter after Exit	\$9,300.00	\$9,280.00	99.8%	\$9,300.00
Credential Attainment within 1 year	75.00%	100.00%	133.3%	75.00%
Measurable Skills Gain	72.00%	100.00%	138.9%	72.00%
Youth				
Employment 2nd Quarter after Exit	79.00%	84.00%	106.3%	79.00%
Employment 4th Quarter after Exit	77.00%	75.00%	97.4%	77.00%
Median Earnings 2nd Quarter after Exit	\$4,700.00	\$8,200.00	174.5%	\$4,700.00
Credential Attainment within 1 year	73.00%	88.90%	121.8%	73.00%
Measurable Skills Gain	75.00%	92.30%	123.1%	75.00%

Local Workforce Development Area Level (continue)

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
LWDA 05	LWDA 05	LWDA 05		LWDA 05
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	83.0%	84.80%	102.2%	83.0%
Employment 4th Quarter after Exit	78.0%	76.60%	98.2%	78.0%
Median Earnings 2nd Quarter after Exit	\$5,969	\$9,327.00	156.3%	\$5,969
Credential Attainment within 1 year	52.0%	46.20%	88.8%	52.0%
Measurable Skills Gain	71.0%	89.50%	126.1%	71.0%
Dislocated Workers				
Employment 2nd Quarter after Exit	86.00%	94.70%	110.1%	86.00%
Employment 4th Quarter after Exit	85.00%	100.00%	117.6%	85.00%
Median Earnings 2nd Quarter after Exit	\$10,000.00	\$8,359.00	83.6%	\$10,000.00
Credential Attainment within 1 year	66.0%	60.00%	90.9%	66.0%
Measurable Skills Gain	68.00%	100.00%	147.1%	68.00%
Youth				
Employment 2nd Quarter after Exit	76.0%	67.90%	89.3%	76.0%
Employment 4th Quarter after Exit	77.00%	69.60%	90.4%	77.00%
Median Earnings 2nd Quarter after Exit	\$2,485	\$2,450.00	98.6%	\$2,485
Credential Attainment within 1 year	54.0%	30.00%	55.6%	54.0%
Measurable Skills Gain	68.00%	30.60%	45.0%	68.00%

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
LWDA 06	LWDA 06	LWDA 06		LWDA 06
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	83.00%	79.60%	95.9%	83.00%
Employment 4th Quarter after Exit	82.10%	73.00%	88.9%	82.10%
Median Earnings 2nd Quarter after Exit	\$8,000.00	\$8,896.00	111.2%	\$8,000.00
Credential Attainment within 1 year	75.00%	61.50%	82.0%	75.00%
Measurable Skills Gain	71.00%	80.30%	113.1%	71.00%
Dislocated Workers				
Employment 2nd Quarter after Exit	85.60%	87.50%	102.2%	85.60%
Employment 4th Quarter after Exit	87.50%	76.50%	87.4%	87.50%
Median Earnings 2nd Quarter after Exit	\$10,000.00	\$8,314.00	83.1%	\$10,000.00
Credential Attainment within 1 year	74.00%	71.40%	96.5%	74.00%
Measurable Skills Gain	75.00%	66.70%	88.9%	75.00%
Youth				
Employment 2nd Quarter after Exit	80.00%	88.20%	110.3%	80.00%
Employment 4th Quarter after Exit	80.00%	100.00%	125.0%	80.00%
Median Earnings 2nd Quarter after Exit	\$4,005.00	\$4,114.00	102.7%	\$4,005.00
Credential Attainment within 1 year	72.49%	70.00%	96.6%	72.49%
Measurable Skills Gain	75.00%	65.70%	87.6%	75.00%

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
LWDA 07	LWDA 07	LWDA 07		LWDA 07
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	84.00%	83.90%	99.9%	84.00%
Employment 4th Quarter after Exit	81.00%	71.10%	87.8%	81.00%
Median Earnings 2nd Quarter after Exit	\$8,000.00	\$9,723.00	121.5%	\$8,000.00
Credential Attainment within 1 year	75.00%	86.20%	114.9%	75.00%
Measurable Skills Gain	74.00%	77.10%	104.2%	74.00%
Dislocated Workers				
Employment 2nd Quarter after Exit	89.00%	88.30%	99.2%	89.00%
Employment 4th Quarter after Exit	93.00%	91.70%	98.6%	93.00%
Median Earnings 2nd Quarter after Exit	\$10,000.00	\$9,904.00	99.0%	\$10,000.00
Credential Attainment within 1 year	75.00%	71.40%	95.2%	75.00%
Measurable Skills Gain	75.00%	28.60%	38.1%	75.00%
Youth				
Employment 2nd Quarter after Exit	79.00%	77.00%	97.5%	79.00%
Employment 4th Quarter after Exit	77.00%	75.00%	97.4%	77.00%
Median Earnings 2nd Quarter after Exit	\$4,700.00	\$4,826.00	102.7%	\$4,700.00
Credential Attainment within 1 year	68.50%	62.10%	90.7%	68.50%
Measurable Skills Gain	68.00%	91.90%	135.1%	68.00%

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
LWDA 08	LWDA 08	LWDA 08		LWDA 08
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	83.0%	83.30%	100.4%	83.0%
Employment 4th Quarter after Exit	83.0%	89.40%	107.7%	83.0%
Median Earnings 2nd Quarter after Exit	\$7,500	\$12,029.00	160.4%	\$7,500
Credential Attainment within 1 year	75.00%	76.40%	101.9%	75.00%
Measurable Skills Gain	75.00%	89.60%	119.5%	75.00%
Dislocated Workers				
Employment 2nd Quarter after Exit	86.0%	81.30%	94.5%	86.0%
Employment 4th Quarter after Exit	85.0%	81.30%	95.6%	85.0%
Median Earnings 2nd Quarter after Exit	\$8,900	\$9,849.00	110.7%	\$8,900
Credential Attainment within 1 year	74.0%	60.00%	81.1%	74.0%
Measurable Skills Gain	75.0%	92.30%	123.1%	75.0%
Youth				
Employment 2nd Quarter after Exit	80.0%	80.00%	100.0%	80.0%
Employment 4th Quarter after Exit	77.0%	74.20%	96.4%	77.0%
Median Earnings 2nd Quarter after Exit	\$4,200	\$5,544.00	132.0%	\$4,200
Credential Attainment within 1 year	68.5%	93.30%	136.2%	68.5%
Measurable Skills Gain	70.0%	100.00%	142.9%	70.0%

Local Workforce Development Area Level (continue)

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
LWDA 09	LWDA 09	LWDA 09		LWDA 09
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	88.19%	83.30%	94.5%	88.19%
Employment 4th Quarter after Exit	82.00%	85.10%	103.8%	82.00%
Median Earnings 2nd Quarter after Exit	\$8,550.43	\$9,120.00	106.7%	\$8,550.43
Credential Attainment within 1 year	65.00%	77.60%	119.4%	65.00%
Measurable Skills Gain	75.00%	86.40%	115.2%	75.00%
Dislocated Workers				
Employment 2nd Quarter after Exit	90.68%	85.90%	94.7%	90.68%
Employment 4th Quarter after Exit	89.97%	87.80%	97.6%	89.97%
Median Earnings 2nd Quarter after Exit	\$10,000.00	\$11,127.00	111.3%	\$10,000.00
Credential Attainment within 1 year	70.00%	64.00%	91.4%	70.00%
Measurable Skills Gain	75.00%	75.00%	100.0%	75.00%
Youth				
Employment 2nd Quarter after Exit	78.00%	76.50%	98.1%	78.00%
Employment 4th Quarter after Exit	75.00%	86.70%	115.6%	75.00%
Median Earnings 2nd Quarter after Exit	\$4,400.00	\$6,667.00	151.5%	\$4,400.00
Credential Attainment within 1 year	68.50%	64.50%	94.2%	68.50%
Measurable Skills Gain	75.00%	71.80%	95.7%	75.00%

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
LWDA 10	LWDA 10	LWDA 10		LWDA 10
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	83.00%	89.20%	107.5%	83.00%
Employment 4th Quarter after Exit	81.00%	88.50%	109.3%	81.00%
Median Earnings 2nd Quarter after Exit	\$7,000.00	\$7,389.00	105.6%	\$7,000.00
Credential Attainment within 1 year	75.00%	65.40%	87.2%	75.00%
Measurable Skills Gain	71.00%	65.60%	92.4%	71.00%
Dislocated Workers				
Employment 2nd Quarter after Exit	87.00%	89.50%	102.9%	87.00%
Employment 4th Quarter after Exit	85.00%	88.20%	103.8%	85.00%
Median Earnings 2nd Quarter after Exit	\$8,000.00	\$9,777.00	122.2%	\$8,000.00
Credential Attainment within 1 year	74.00%	50.00%	67.6%	74.00%
Measurable Skills Gain	68.00%	70.70%	104.0%	68.00%
Youth				
Employment 2nd Quarter after Exit	74.50%	57.10%	76.6%	74.50%
Employment 4th Quarter after Exit	72.70%	61.10%	84.0%	72.70%
Median Earnings 2nd Quarter after Exit	\$3,100.00	\$4,382.00	141.4%	\$3,100.00
Credential Attainment within 1 year	65.00%	20.00%	30.8%	65.00%
Measurable Skills Gain	60.50%	27.30%	45.1%	60.50%

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
LWDA 11	LWDA 11	LWDA 11		LWDA 11
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	85.00%	83.40%	98.1%	85.00%
Employment 4th Quarter after Exit	81.00%	81.90%	101.1%	81.00%
Median Earnings 2nd Quarter after Exit	\$10,104.00	\$10,588.00	104.8%	\$10,104.00
Credential Attainment within 1 year	80.00%	82.40%	103.0%	80.00%
Measurable Skills Gain	75.00%	76.30%	101.7%	75.00%
Dislocated Workers				
Employment 2nd Quarter after Exit	86.50%	88.90%	102.8%	86.50%
Employment 4th Quarter after Exit	85.20%	80.50%	94.5%	85.20%
Median Earnings 2nd Quarter after Exit	\$13,680.00	\$15,818.00	115.6%	\$13,680.00
Credential Attainment within 1 year	74.00%	70.40%	95.1%	74.00%
Measurable Skills Gain	75.00%	83.30%	111.1%	75.00%
Youth				
Employment 2nd Quarter after Exit	78.00%	84.50%	108.3%	78.00%
Employment 4th Quarter after Exit	79.00%	85.00%	107.6%	79.00%
Median Earnings 2nd Quarter after Exit	\$4,700.00	\$6,829.00	145.3%	\$4,700.00
Credential Attainment within 1 year	68.50%	100.00%	146.0%	68.50%
Measurable Skills Gain	75.00%	77.10%	102.8%	75.00%

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
LWDA 12	LWDA 12	LWDA 12		LWDA 12
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	83.00%	72.80%	87.7%	83.00%
Employment 4th Quarter after Exit	77.20%	77.50%	100.4%	77.20%
Median Earnings 2nd Quarter after Exit	\$8,000.00	\$8,759.00	109.5%	\$8,000.00
Credential Attainment within 1 year	75.00%	69.10%	92.1%	75.00%
Measurable Skills Gain	75.00%	72.00%	96.0%	75.00%
Dislocated Workers				
Employment 2nd Quarter after Exit	86.00%	64.70%	75.2%	86.00%
Employment 4th Quarter after Exit	85.00%	82.40%	96.9%	85.00%
Median Earnings 2nd Quarter after Exit	\$10,000.00	\$13,520.00	135.2%	\$10,000.00
Credential Attainment within 1 year	74.00%	66.70%	90.1%	74.00%
Measurable Skills Gain	72.00%	75.00%	104.2%	72.00%
Youth				
Employment 2nd Quarter after Exit	85.00%	93.30%	109.8%	85.00%
Employment 4th Quarter after Exit	88.00%	70.00%	79.5%	88.00%
Median Earnings 2nd Quarter after Exit	\$4,700.00	\$7,585.00	161.4%	\$4,700.00
Credential Attainment within 1 year	68.50%	66.70%	97.4%	68.50%
Measurable Skills Gain	68.00%	52.40%	77.1%	68.00%

Local Workforce Development Area Level (continue)

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
LWDA 13	LWDA 13	LWDA 13		LWDA 13
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	83.0%	79.70%	96.0%	83.0%
Employment 4th Quarter after Exit	85.0%	80.90%	95.2%	85.0%
Median Earnings 2nd Quarter after Exit	\$8,000	\$8,863.00	110.8%	\$8,000
Credential Attainment within 1 year	75.0%	74.70%	99.6%	75.0%
Measurable Skills Gain	73.0%	48.20%	66.0%	73.0%
Dislocated Workers				
Employment 2nd Quarter after Exit	90.0%	80.00%	88.9%	90.0%
Employment 4th Quarter after Exit	85.0%	100.00%	117.6%	85.0%
Median Earnings 2nd Quarter after Exit	\$10,000	\$6,020.00	60.2%	\$10,000
Credential Attainment within 1 year	74.0%	66.70%	90.1%	74.0%
Measurable Skills Gain	70.0%	40.00%	57.1%	70.0%
Youth				
Employment 2nd Quarter after Exit	78.0%	75.00%	96.2%	78.0%
Employment 4th Quarter after Exit	80.0%	85.70%	107.1%	80.0%
Median Earnings 2nd Quarter after Exit	\$4,700	\$4,392.00	93.4%	\$4,700
Credential Attainment within 1 year	68.50%	46.70%	FALSE	68.50%
Measurable Skills Gain	70.0%	56.10%	80.1%	70.0%

PY 2024		PY 2024 - Annual (Actual Unadjusted)		
LWDA 14	LWDA 14	LWDA 14		LWDA 14
Adult	PY 24 Negotiated Level	Actual Performance	% of Negotiated Level	PY 25 Negotiated Target
Employment 2nd Quarter after Exit	83.00%	82.80%	99.8%	83.00%
Employment 4th Quarter after Exit	81.0%	81.90%	101.1%	81.0%
Median Earnings 2nd Quarter after Exit	\$8,000.00	\$8,549.00	106.9%	\$8,000.00
Credential Attainment within 1 year	80.00%	73.10%	91.4%	80.00%
Measurable Skills Gain	75.00%	85.60%	114.1%	75.00%
Dislocated Workers				
Employment 2nd Quarter after Exit	86.00%	77.80%	90.5%	86.00%
Employment 4th Quarter after Exit	85.00%	85.70%	100.8%	85.00%
Median Earnings 2nd Quarter after Exit	\$9,000	\$10,263.00	114.0%	\$9,000
Credential Attainment within 1 year	86.00%	73.30%	85.2%	86.00%
Measurable Skills Gain	75.00%	79.40%	105.9%	75.00%
Youth				
Employment 2nd Quarter after Exit	78.00%	83.30%	106.8%	78.00%
Employment 4th Quarter after Exit	79.00%	88.50%	112.0%	79.00%
Median Earnings 2nd Quarter after Exit	\$4,700.00	\$6,723.00	143.0%	\$4,700.00
Credential Attainment within 1 year	69.00%	84.40%	122.3%	69.00%
Measurable Skills Gain	75.00%	89.80%	119.7%	75.00%

TITLE I REGIONAL GOALS FOR JULY 1, 2025-JUNE 30, 2026

The State Level Metric requirements for Title I were developed and piloted at the regional level during FY2024 and have been negotiated by LWDA for FY2026 (See Table 1 below).

Table 1

Workforce Innovation and Opportunity Act Title I Adult Program	Job Placement		People Trained	
	Baseline FY 24	Goal FY 26	Baseline FY 24	Goal FY 26
LWDA 1 Southwest	115	127	34	37
LWDA 2 New River/Mount Rogers	111	122	34	37
LWDA 3 Greater Roanoke	163	179	75	83
LWDA 4 Shenandoah Valley	46	51	32	35
LWDA 5 Crater Area	55	61	45	50
LWDA 6 Piedmont	32	35	30	33
LWDA 7 Central	52	57	35	39
LWDA 8 South Central	65	72	45	50
LWDA 9 Capital Region	233	256	60	66
LWDA 10 West Piedmont	97	107	49	54
LWDA 11 Northern	158	174	118	131
LWDA 12 Alexandria/Arlington	44	48	26	29
LWDA 13 Bay Consortium	94	103	88	97
LWDA 14 Hampton Roads	418	460	354	389
Statewide	1,683	1,852	1,025	1,130

Workforce Innovation and Opportunity Act Title I Dislocated Worker Program	Job Placement		People Trained	
	Baseline FY 24	Goal FY 26	Baseline FY 24	Goal FY 26
LWDA 1 Southwest	7	8	5	6
LWDA 2 New River/Mount Rogers	34	37	30	33
LWDA 3 Greater Roanoke	10	11	12	13
LWDA 4 Shenandoah Valley	3	3	0	1
LWDA 5 Crater Area	5	6	7	8
LWDA 6 Piedmont	11	12	5	6
LWDA 7 Central	18	20	7	8
LWDA 8 South Central	17	19	7	8
LWDA 9 Capital Region	79	87	24	26
LWDA 10 West Piedmont	18	20	24	26
LWDA 11 Northern	41	45	30	33
LWDA 12 Alexandria/Arlington	10	11	6	7
LWDA 13 Bay Consortium	4	4	4	4
LWDA 14 Hampton Roads	28	31	37	41
Statewide	285	314	198	220

Workforce Innovation and Opportunity Act Title I Youth Program	Job Placement		People Trained	
	Baseline FY 24	Goal FY 26	Baseline FY 24	Goal FY 26
LWDA 1 Southwest	45	50	10	12
LWDA 2 New River/Mount Rogers	52	56	9	12
LWDA 3 Greater Roanoke	33	36	9	10
LWDA 4 Shenandoah Valley	9	10	10	13
LWDA 5 Crater Area	6	7	4	4
LWDA 6 Piedmont	29	32	12	13
LWDA 7 Central	59	65	18	20
LWDA 8 South Central	29	32	14	15
LWDA 9 Capital Region	74	79	25	29
LWDA 10 West Piedmont	10	11	1	1
LWDA 11 Northern	45	50	25	28
LWDA 12 Alexandria/Arlington	8	9	1	1
LWDA 13 Bay Consortium	24	26	6	7
LWDA 14 Hampton Roads	101	111	93	102
Statewide	524	574	237	267

Attachment B: Virginia State and Local Success Stories Report

DEVELOP: Building Skills and Career Pathways

Virginia's workforce investments have catalyzed innovative training and skill development initiatives across the Commonwealth, creating pathways into high-demand industries while addressing critical workforce gaps. These efforts demonstrate the power of strategic partnerships between workforce boards, educational institutions, and employers to build sustainable career pathways.

In Hampton Roads, a \$150,000 WIOA innovation grant launched a cohort-based training program through Tidewater Community College in partnership with regional employers. Focused on healthcare and skilled trades, this initiative successfully placed participants in maritime and construction sectors, addressing critical regional workforce needs. Similarly, Day & Zimmerman in Virginia Beach has established strong collaborative relationships with the Virginia Community College System to develop structured career pathways for students entering their workforce, with Fleet Director Eugene Thompson noting, "We are getting great people."

The Greater Roanoke region demonstrated the impact of early career exposure through a youth manufacturing bootcamp partnership between the local workforce board, school system, and Wabtec Graham-White Manufacturing. Youth participants completed Work Experience placements and transitioned into employment through On-the-Job Training contracts, illustrating how targeted interventions can introduce young people to viable career pathways in advanced manufacturing.

Northern Virginia's workforce system has excelled in creating opportunities for career transformation. The LEAD4IT Program, a collaboration between SkillSource Group and ICF International, placed five WIOA participants, most with no prior IT experience, into long-term IT trainee roles with the Metropolitan Washington Council of Governments. Participants earned industry certifications and successfully transitioned into permanent positions with full benefits, demonstrating the effectiveness of employer-engaged training models.

Workplace literacy initiatives have addressed fundamental skill gaps that prevent career advancement. In Chesterfield County, Old Dominion Group partnered with Chesterfield County Public Schools Adult Education to launch a workplace literacy program for aspiring foremen. The comprehensive curriculum included English, digital, and financial literacy instruction, with participants receiving laptops and accessing the EnGen learning platform to build essential workplace competencies.

For mid-career professionals navigating transitions, the Alexandria/Arlington Regional Workforce Council provided executive coaching, resume development support, and direct employer connections. These services helped professionals successfully pivot into roles in business administration, marketing, and information technology, demonstrating the system's capacity to serve diverse populations at different career stages.

Statewide initiatives have dramatically expanded access to skill development opportunities. Virginia Career Works Northern distributed **over 1,200 LinkedIn Learning licenses to job seekers**, enabling them to earn microcredentials in project management, Excel, and customer service. This investment yielded measurable results, with completers experiencing an **18% increase in employment rates**. The apprenticeship landscape also expanded significantly through Project HIRED, a \$927,000 initiative that built pipelines into high-demand sectors including clean energy, early childhood education, and teacher training. Additionally, Virginia Works awarded over \$1 million in WIOA Title I innovation grants specifically designed to support career pivots, executive coaching, and work-based learning, with intentional focus on underserved communities and high-demand occupations.



Participants secured positions in IT, cybersecurity, healthcare, and data analytics, achieving an impressive 75% placement rate within 90 days of separation.

HIRE: Connecting Talent to Opportunity

State and local-supported hiring initiatives have demonstrated the workforce system’s ability to respond to diverse employer needs while creating pathways to employment for populations facing significant barriers. These targeted interventions have achieved remarkable placement outcomes while promoting inclusive hiring practices.

Northern Virginia’s response to federal workforce transitions exemplifies strategic rapid response activities. Virginia Career Works Northern supported federal employees impacted by downsizing through a comprehensive WIOA-funded initiative providing coaching and targeted placement services. Participants secured positions in IT, cybersecurity, healthcare, and data analytics, achieving an impressive **75% placement rate within 90 days of separation.**

The workforce system has also prioritized inclusive hiring practices that provide second chances and support vulnerable populations. Southwest Tool Rental in Norton has distinguished itself as a Second Chance Employer, partnering with the Southwest Virginia Workforce Development Board to provide employment opportunities for justice-involved individuals. Through these partnerships, team members gain opportunities to contribute meaningfully to their communities while rebuilding their careers and lives.

Immigrant and refugee integration represents another critical area of impact. A partnership between Virginia Career Works Northern, the VIEW program, and INOVA Health successfully trained and placed an Afghan refugee as a full-time IT Service Desk Associate earning \$26.44 per hour, demonstrating the workforce system’s capacity to connect diverse talent with quality employment opportunities.

Sector-specific hiring initiatives have addressed critical regional labor shortages. The Richlands Virginia Works Center hosted a targeted hiring event for Alpha Metallurgical Resources in Buchanan County, attracting 29 experienced miners and resulting in multiple pending hires. In Loudoun County, ABM Aviation partnered closely with the Loudoun Workforce Resource Center to connect over 80 job seekers to full-time roles at Dulles International Airport. Using workforce system-recommended hiring strategies, this partnership **filled 75 open positions** within just a few months, earning ABM recognition as a Highlighted Employer.

Specialized services for veterans have yielded significant outcomes. A DVOP Specialist successfully referred a justice-involved veteran to Hobby Lobby in Woodbridge. Through direct employer engagement, the veteran secured full-time employment at \$21 per hour with comprehensive benefits, illustrating how intensive case management can overcome multiple barriers to employment.

RETAIN: Strengthening Workforce Stability

Investments in retention strategies have helped employers maintain productive workforces during periods of transition while creating advancement opportunities for incumbent workers. These interventions demonstrate the value of proactive engagement with businesses to prevent layoffs and support career progression.

Incumbent Worker Training programs have proven particularly effective in preventing workforce disruption while building skills. Fluor, Inc. in Oakwood partnered with the Southwest Virginia Workforce Development Board to prevent layoffs through strategic upskilling. Team members received training and earned Commercial Driving Licenses, enabling them to transition into new roles within the company without experiencing employment gaps. The Bay Consortium Workforce Development Board has similarly supported multiple employers, **reimbursing Nestlé Purina up to \$20,000 and Millers Services \$3,375 for incumbent worker training**. Millers Services trained 16 employees, while Nestlé Purina received over \$15,000 in IWT funding in a single fiscal year, supporting continuous skill development and talent retention.

Career ladder programs represent another powerful retention strategy. Carilion Clinic, in partnership with the Greater Roanoke Workforce Development Board and Virginia Western Community College, **created a “Grow Your Own” Medical Assistant program** that assists current employees in advancing their careers. Participants received funding for training and supportive services from the Workforce Board and Virginia Western Community College, while Carilion received On-the-Job Training reimbursements to offset training costs. This comprehensive support model resulted in participants being retained as credentialed employees, demonstrating how strategic workforce investments can simultaneously address employer retention needs and worker advancement aspirations.

These success stories collectively illustrate how investment of funds have enabled Virginia’s workforce system to implement innovative, responsive strategies across the full employment lifecycle—developing skills, facilitating hiring, and supporting retention—while prioritizing equity, employer engagement, and measurable outcomes.





Virginia Works (Virginia Department of Workforce Development and Advancement) is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

Language assistance services are available and free of charge. TTY: Virginia Relay 711

