

Welcome!

to our conversation on:

WORKFORCE DEVELOPMENT: WHY IT MATTERS & WHAT YOU CAN DO



TONIGHT'S CONVERSATION IS BROUGHT TO YOU BY:



Civic Action Conversations

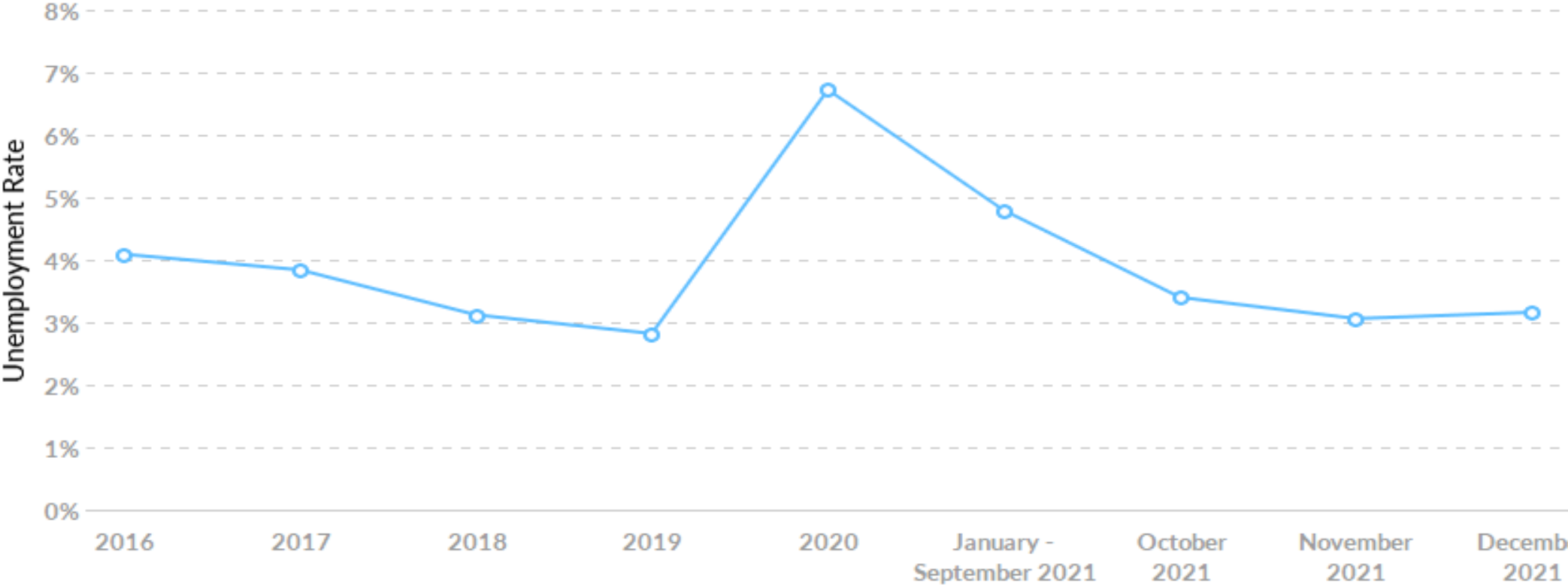
Explore regional critical priorities

Possible action steps for every Richmonder

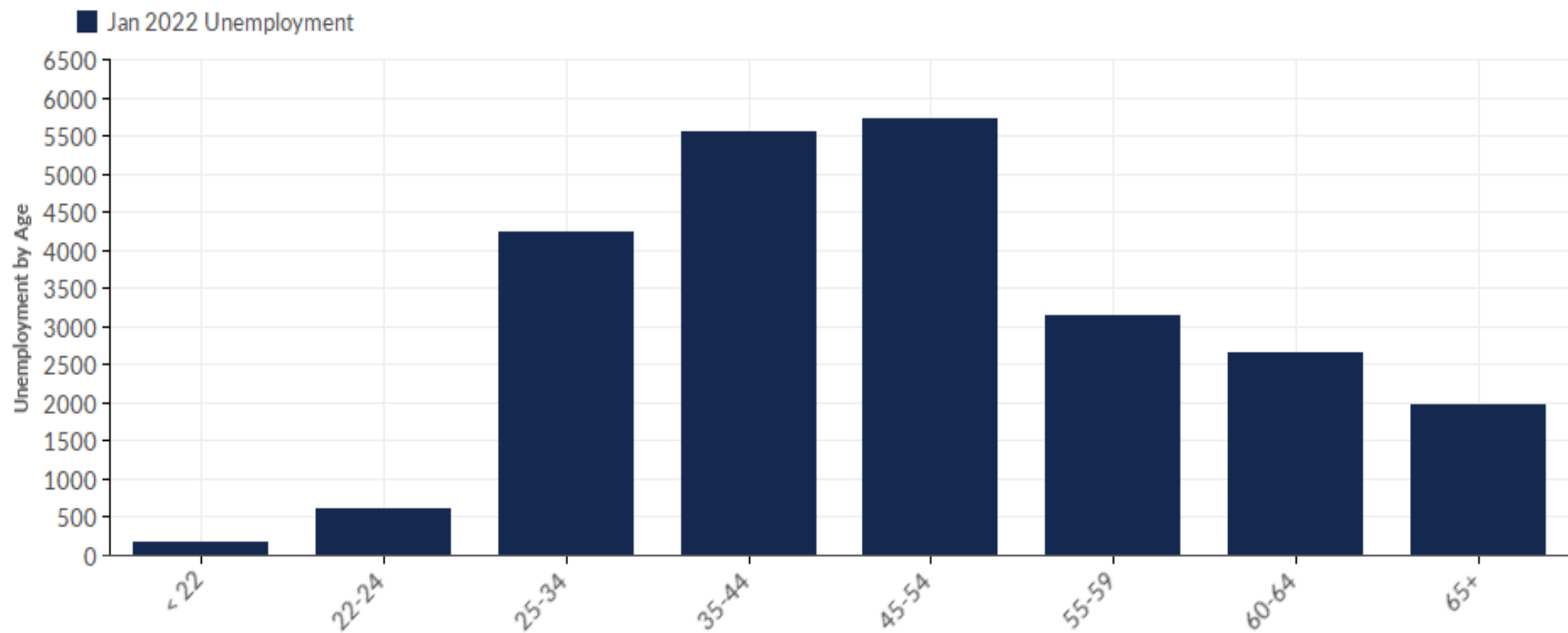


Unemployment Rate Trends

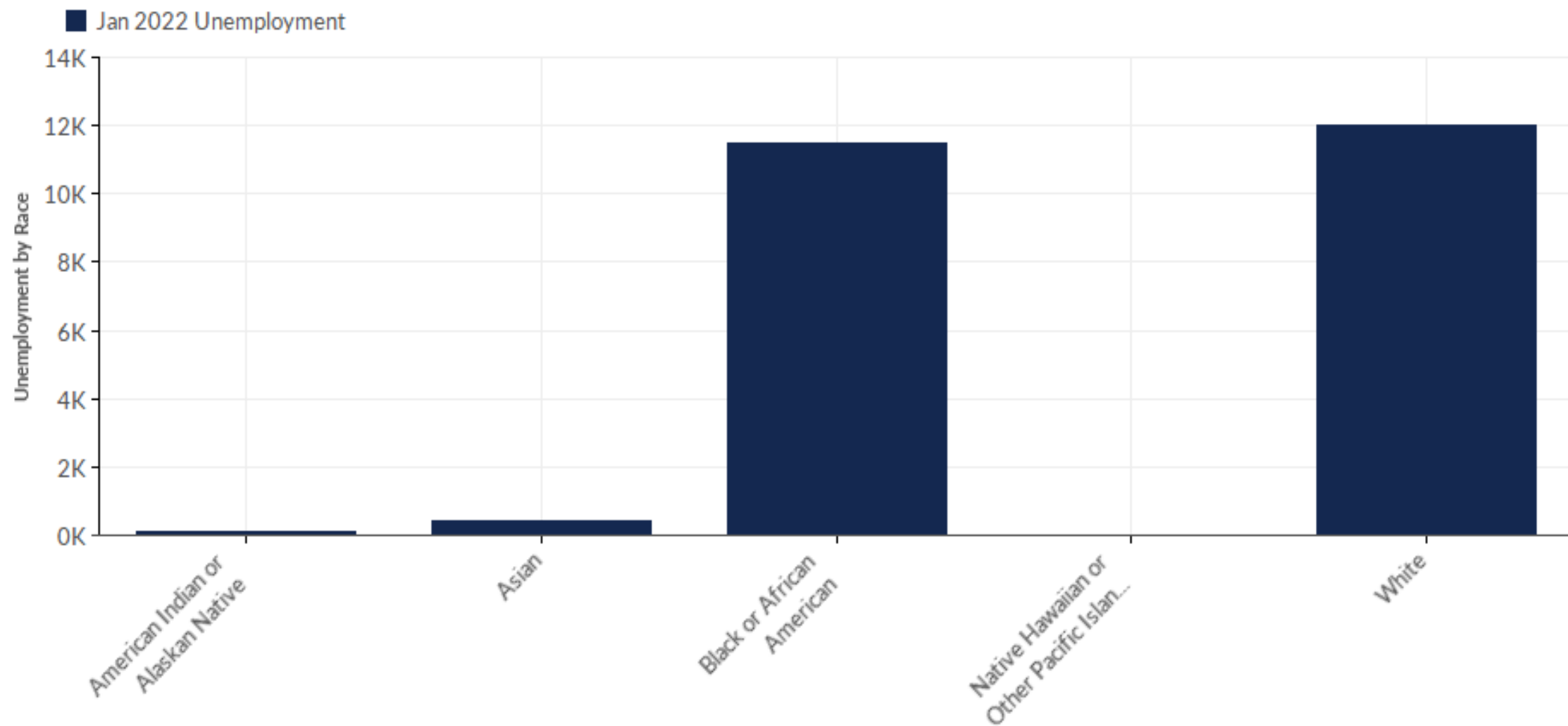
Richmond, VA had a December 2021 unemployment rate of 3.16%, decreasing from 4.09% 5 years before.



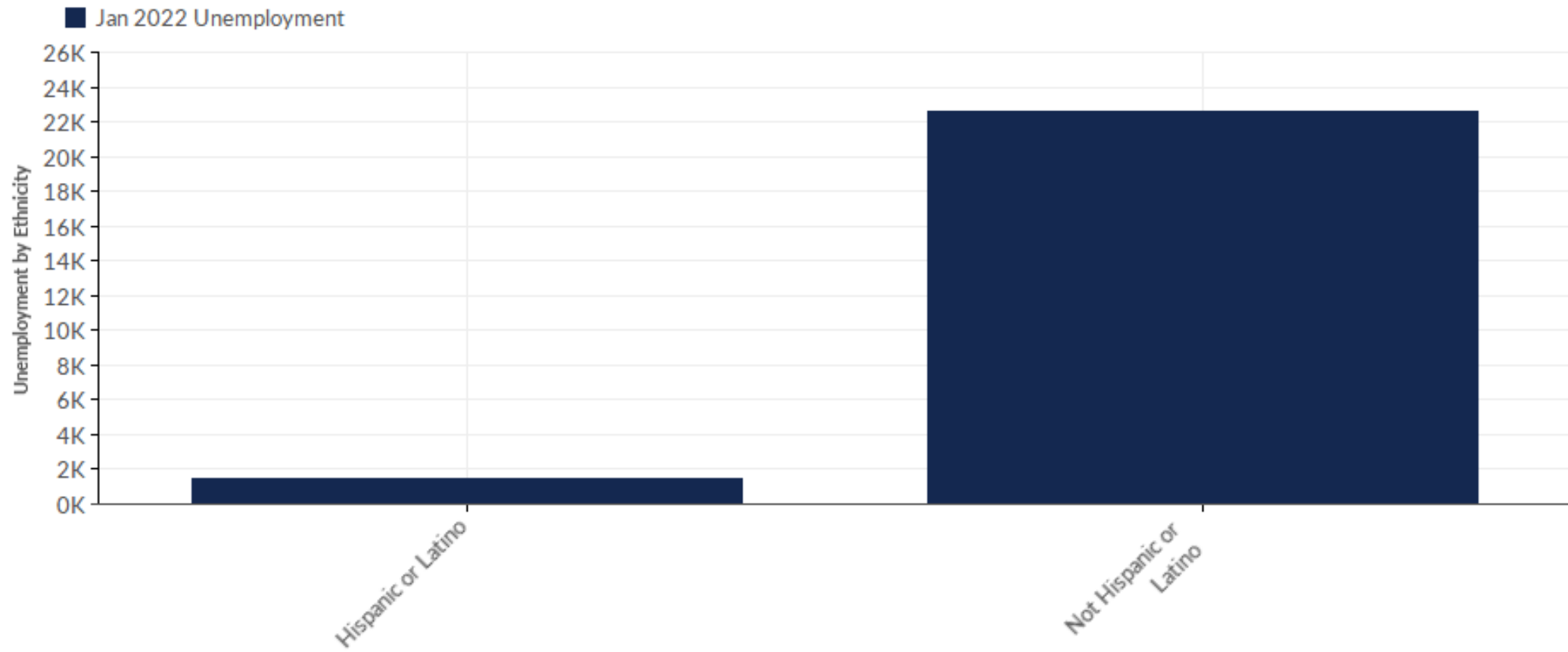
Unemployment by Age



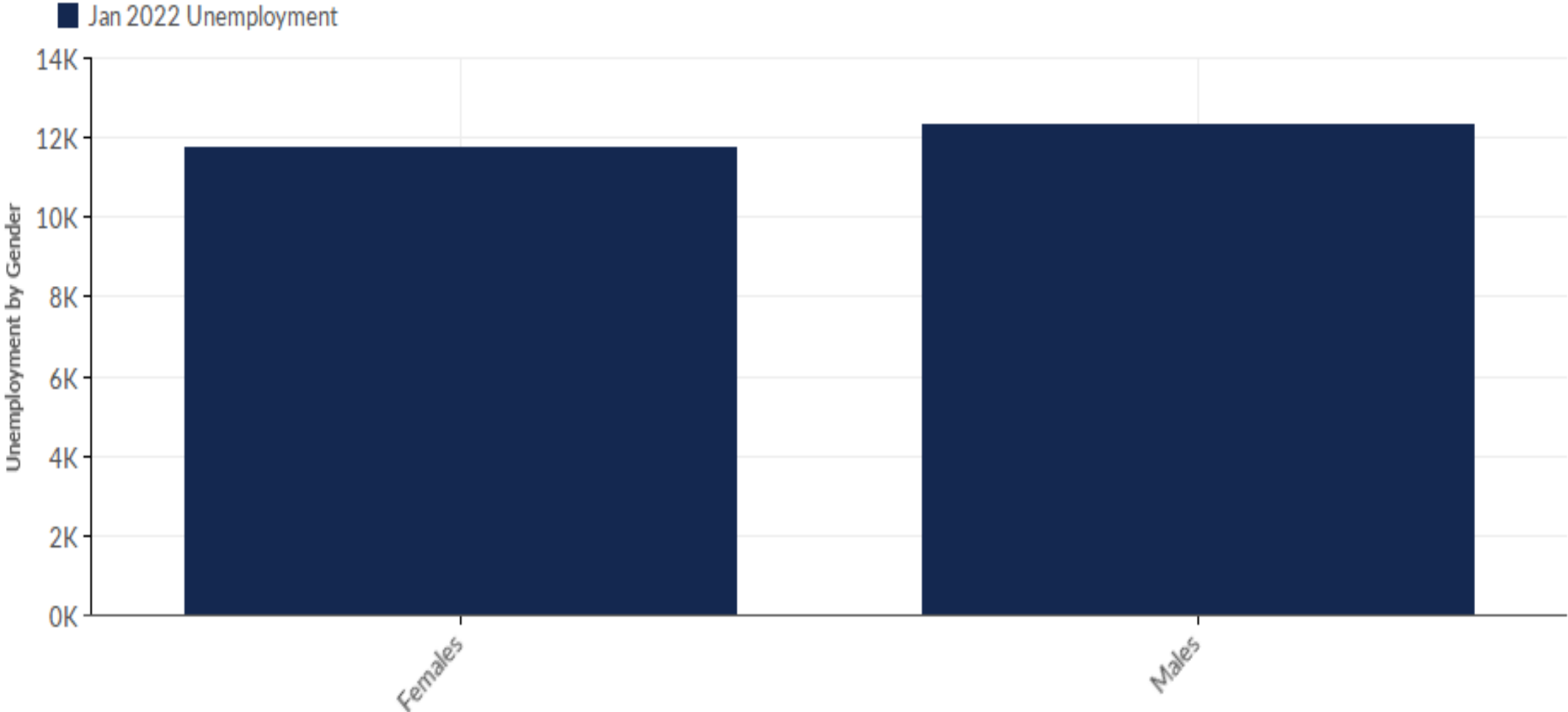
Unemployment by Race



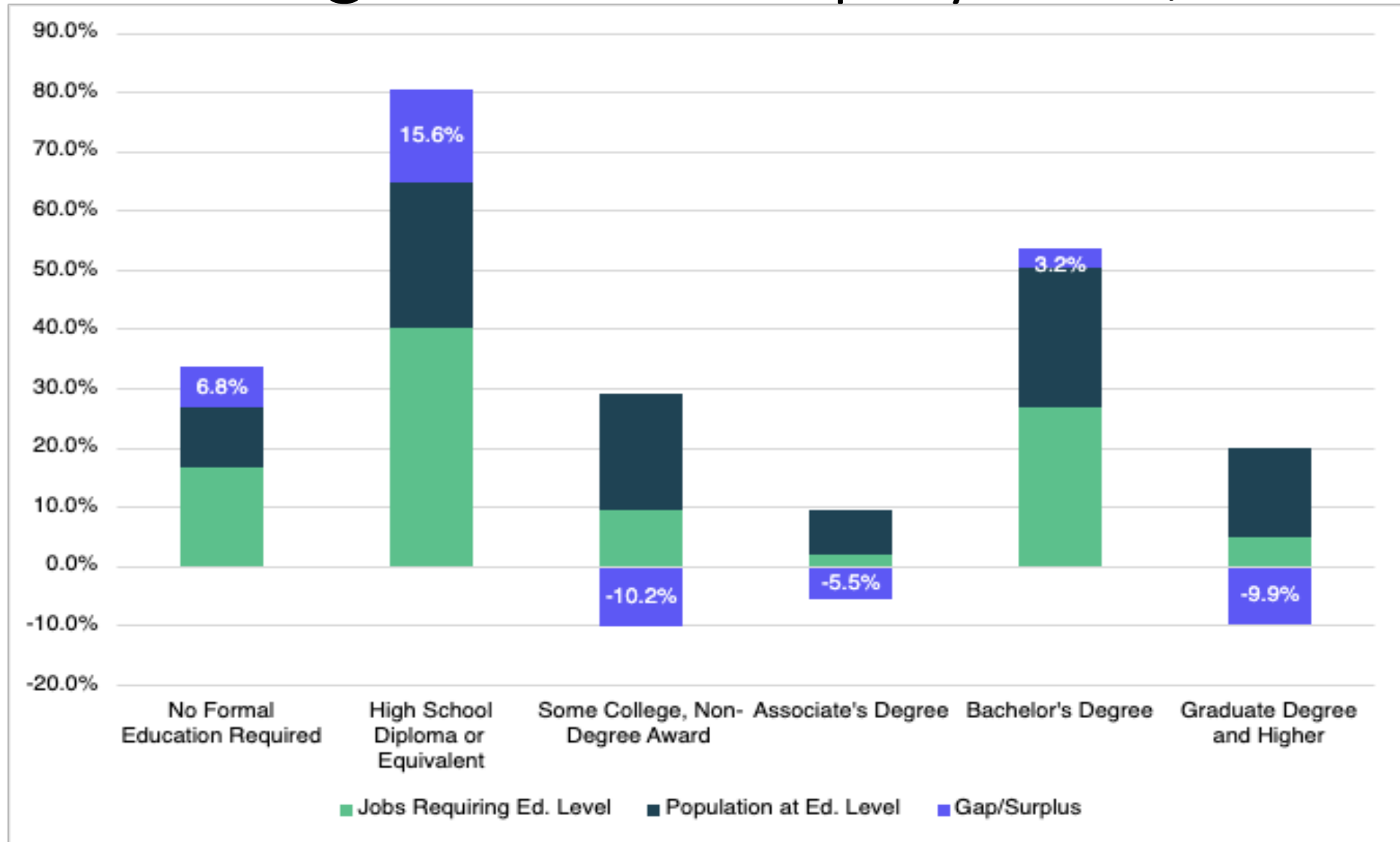
Unemployment by Ethnicity



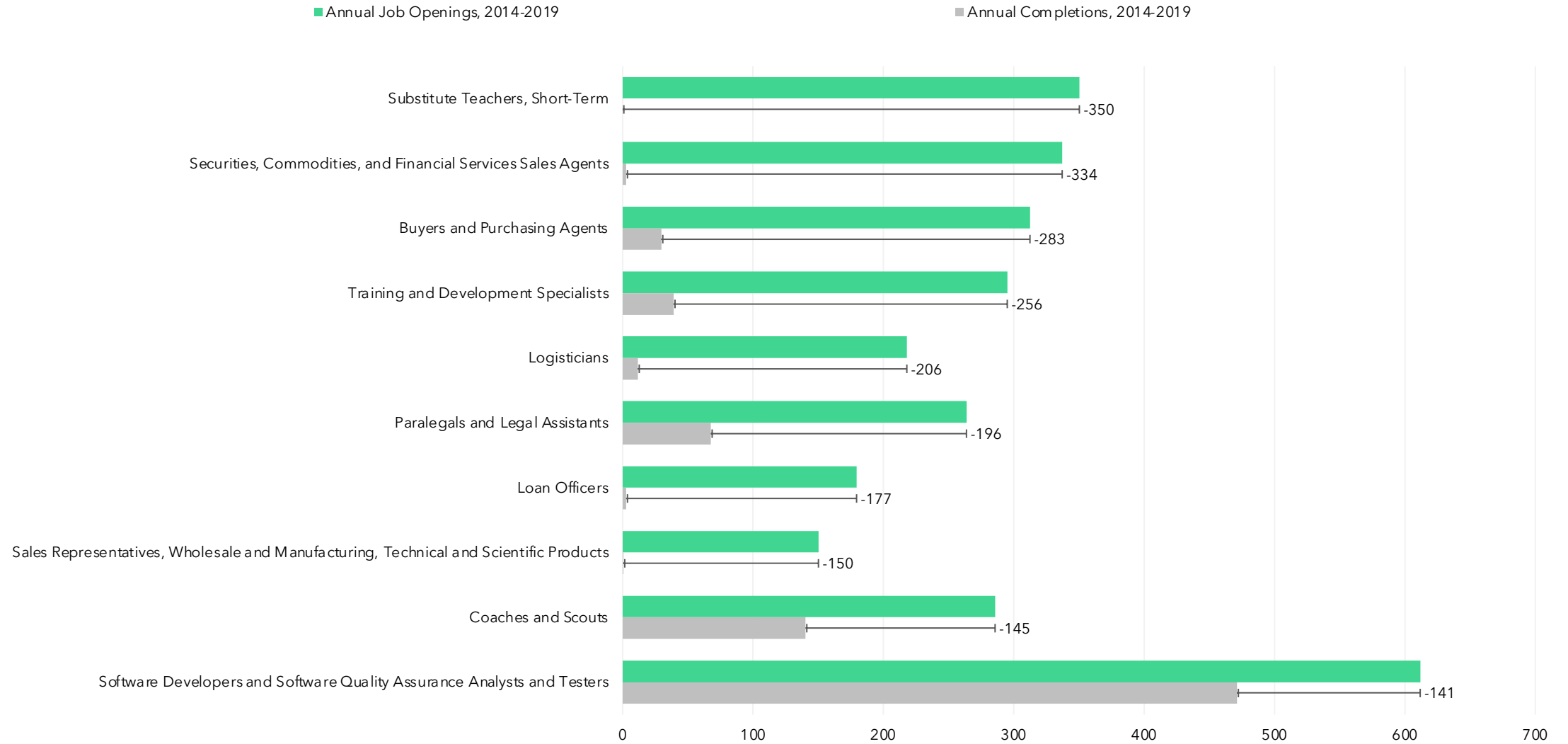
Unemployment by Gender



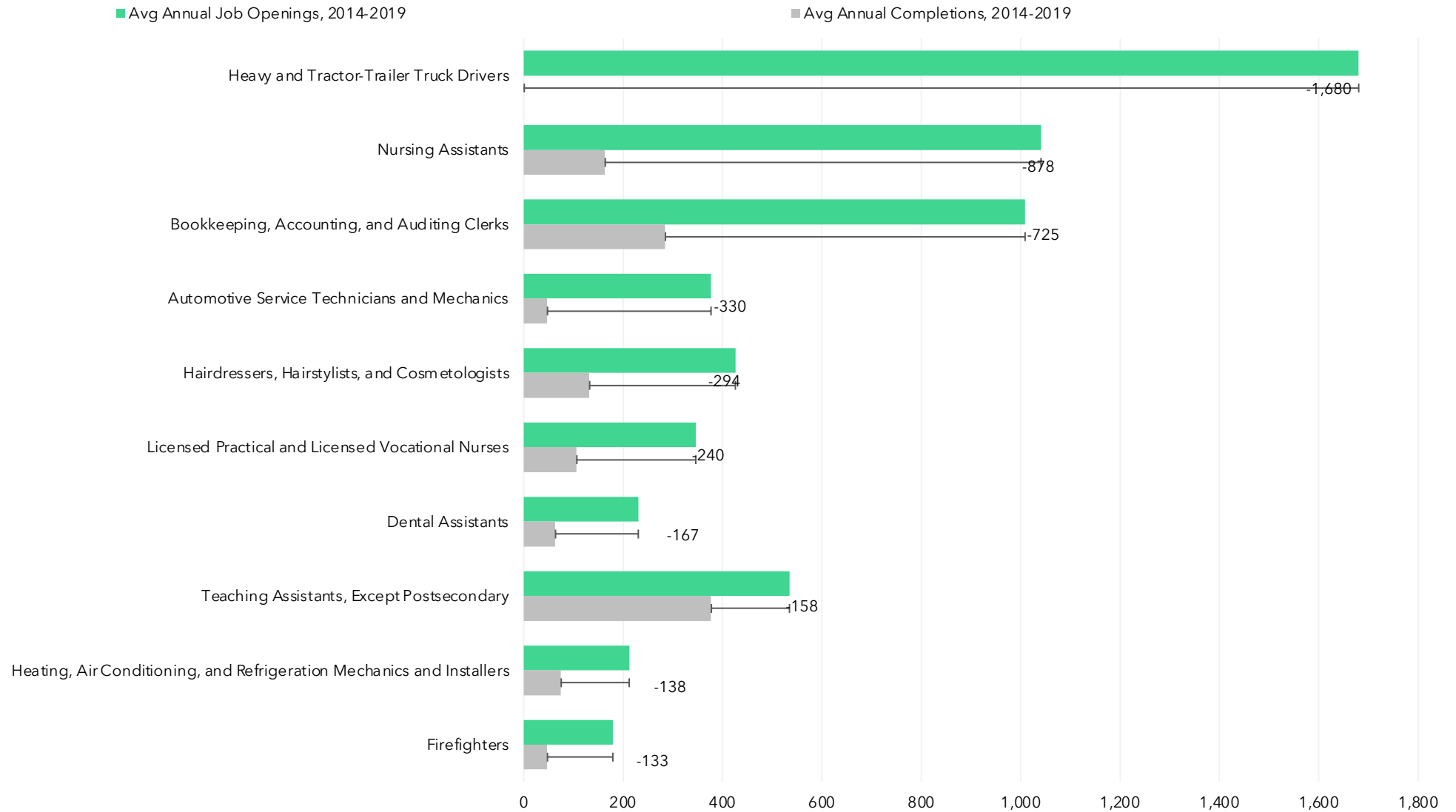
Richmond Region Underemployment, 2020



Top Gaps For Occupations Requiring a 4-Year Degree



Top Gaps For Occupations Requiring Certification or Some College



WorkforceCoalitionRVA

- The Greater Richmond Regional Workforce Coalition was formed in 2019
- Our purpose:
 - Provide a reliable pipeline of skilled workers for high demand fields:
 - Healthcare
 - Manufacturing and Logistics
 - Construction and Trades
 - Information Technology
- Connect prepared job seekers with living wage jobs with opportunities for career progression
- Achieve this through a shared vision and goals and the sharing of staff time and resources



WorkforceCoalitionRVA MEMBERS & SUPPORTERS

Business and industry partner VCU Health, with support from:



Network2WorkRVA

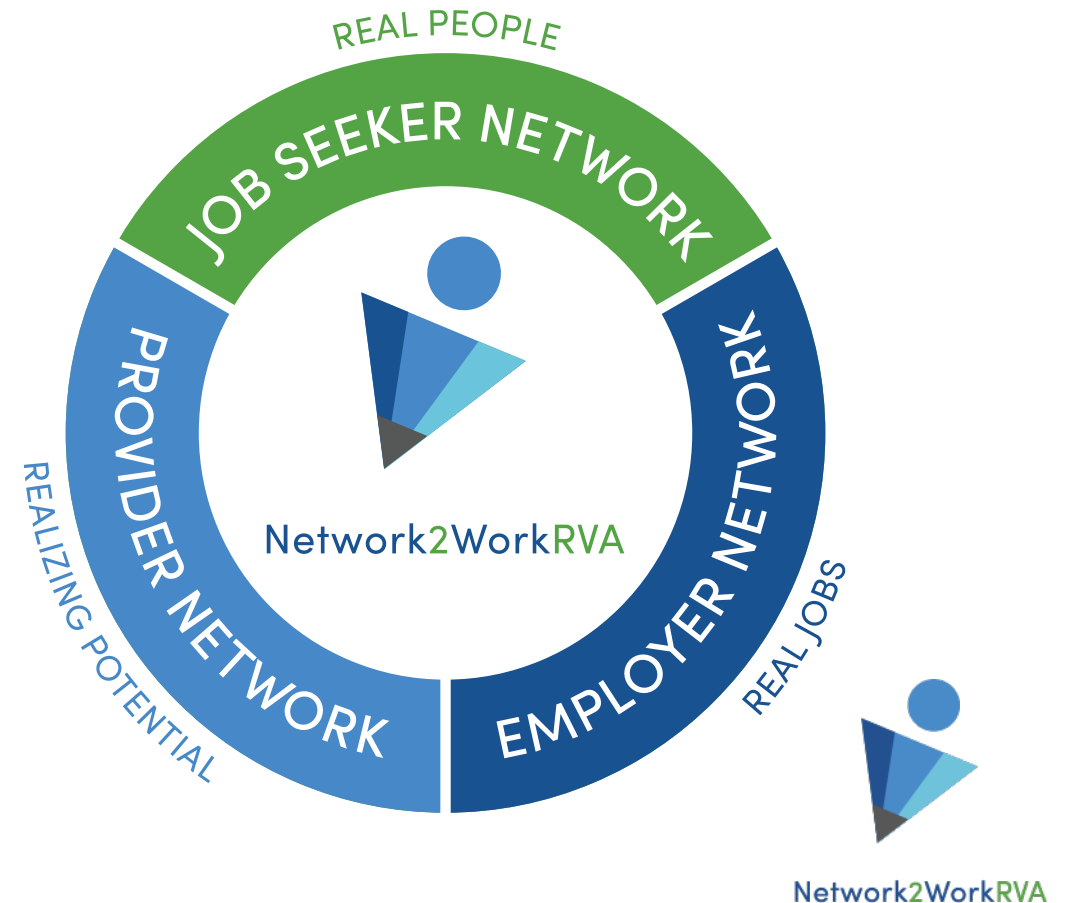
NETWORK2WORK

- A solution-based approach to workforce development that provides both a service delivery model and technology platform
- The model has a three-pronged approach:
 - Employer Network
 - Job Seeker Network
 - Service Provider Network
- Each prong is critical for any workforce effort to be successful



NETWORK APPROACH

- Employers with quality jobs at quality wages post job orders in the technology platform
- The job seeker network matches potential candidates to those jobs
- The service provider network allows for the delivery of candidates that are not just job-ready (skills, education, certifications) but “life-ready,” (soft-skills, essential supports and stability)



WHAT'S HAPPENING IN EACH INDUSTRY

- **Construction Trades:**
 - 172 job seekers in industry specific training at CCWA.
 - 1,045 potential job seekers with industry specific experience.
- **Manufacturing & Logistics:**
 - 599 job seekers in industry specific training at CCWA..
 - 717 potential job seekers with manufacturing (490) and logistics (227) specific experience.
- **Information Technology:**
 - 233 job seekers in industry specific training at CCWA.
 - 91 potential job seekers with industry specific experience.
- **Healthcare:**
 - 550 job seekers in industry specific training at CCWA.
 - 631 potential job seekers with healthcare and social assistance specific experience.



LOCALLY – What are we hearing?

- **Post COVID-19 Challenges:**

- Childcare instability
- Concerns for personal health and safety.
- Regional unemployment has returned to below 3%. At the same time, there are now 3 job postings on line for every 1 unemployed person.

- **PRE-COVID Realities that Remain:**

- Availability and affordability of childcare continues to restrict workforce participation.
- Transportation/accessibility of high-demand and high-opportunity careers remains a barrier.
- Life skills/workplace skills & competencies of job seekers continue to not align with employer needs & expectations.

- **Future of Work Realities:**

- Job seekers expectations of work experience have shifted dramatically to improve quality of life, “work is not what we want to define our life and our success.”
- Job seekers are less tolerant of work environments that don’t demonstrate a commitment to their employees best interests, “we will not be taken advantage of.”
- Workforce Development is not able to keep up with the pace of business, “the process of getting people ready is too long.”



How is Network2WorkRVA Responding?

- ❖ **Targeted engagement of providers to meet job seekers most in-demand needs.**
 - ❖ Childcare
 - ❖ Transportation
- ❖ **Accessible, community-focused & relationship-based engagement.**
 - ❖ Multi-lingual platform and communication
 - ❖ Community-based access points
 - ❖ Community-level connectors
- ❖ **Clear, concise and specific job tickets.**
 - ❖ Minimum required skills and competencies
 - ❖ Accessibility of the job
 - ❖ Key frustrations/challenges
 - ❖ Career pathway/opportunity



EMPLOYER RELATIONS CONSULTANT



JOHN DOUGHERTY

Employer Relations Consultant



Network2WorkRVA

Thank you for your attention

To learn more, visit Network2WorkRVA.com today!



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