

Enhancing Co-Enrollments in the Hampton Region

Issue: In 2017, VACPID project was able to expand into the Hampton Region with a RSA supplemental grant. This enabled an expansion of advanced manufacturing and information technology with a partnership with the Peninsula Workforce Board.

CPID response: The VACPID team met with partners in the Hampton region for system alignment meetings. This allowed each partner to discuss their role, referral process and population served. Included in these meetings was a discussion on labor market needs, business partnerships and current successful partnerships.

Regional Planning: Moving forward from these alignment meetings a discussion of next steps and how to initiate VACPID within the region was developed.

- **Hiring of an embedded VA Careerworks Counselor:** This position was developed to help bridge the referral process for IWD into the VA Careerworks process. The position was managed by the local Workforce Development Board and paid through the CPID grant. This individual worked with applicants to help them through the Careerworks process. It was noted that providing overviews on site at the DARS office helped increase the number of referrals. From this process 32 individuals were referred and processed through the system. DARS found a savings of \$62,725 in braided funding for workforce training.
- **Regional Academies:** Seven academies were planned in the region to increase interest in high demand occupations. To look at manufacturing options this region hosted 3 welding academies and a manufacturing academy (high school students). Looking at IT occupations this region hosted a 2 cyber security (1 high school academy) and an intro to IT academy. 71 individuals participated in these academies.
- **Demand side/ Supply Side Meeting:** This demand meeting was initiated by a VMA meeting with Newport News Shipyard and their need for qualified employees. The suggested demand side meeting explored the MT1 credential and if employers would find this helpful. This region hosted a demand and supply side meeting in December of 2018. Employers were invited to learn about the Manufacturing Technician 1 certification and the Certified Logistic Technician/Associate training options. They were also able to learn about partnering agencies that attended. Discussion was led to determine if these credentials would meet the needs of area businesses. This meeting had over

35 participants with 19 representing industry. Partners included VA Career works, Greater Peninsula Region; Virginia Manufacturers Association; Goodwill; Paul D Camp CC; Tidewater CC; Rappahannock CC; Thomas Nelson CC; Adult Education; and Hampton Roads Workforce Council.

- **Referral Process Meetings:** Planning meetings were set up to discuss how best to refer IWD to the Workforce system. It became apparent that additional break downs of how each agency (Workforce and DARS) processed individuals through their system was needed. This understanding helped both agencies to determine when a soft hand off would be most effective in addition it helped develop a common vocabulary and develop a flow chart of the process. This highlighted the benefit of Integrated Resource Teams.

Sustainability:

1. Training opportunities with Workforce will be shared with DARS counselors.
2. A designated individual from both agencies identified to help with referral practices.
3. The Sector Strategies grant will continue with partnership opportunities for the region.
4. Continued partnership with Adult Education in the region with their bootcamps and Microsoft Office Specialist training.

Future Research:

With COVID and the use of online registration, further exploration on the effectiveness of this method for referrals will be needed.

Resources:

YouTube Video of the [2019 Hire Education conference: Regional Interagency Workforce Partnerships](#)

PowerPoint referenced

Documents: Flowchart of DARS/Workforce services

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