

Project Updates: Talent Development Managing Outcomes



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION
REGIONAL COUNCIL 9



Impacts & Outcomes Tracking

- Project presentations at Council Meetings
- Director Report updates
- Quarterly Reports

Includes narrative on project activities, progress on milestones, outcomes achieved, and collaterals.

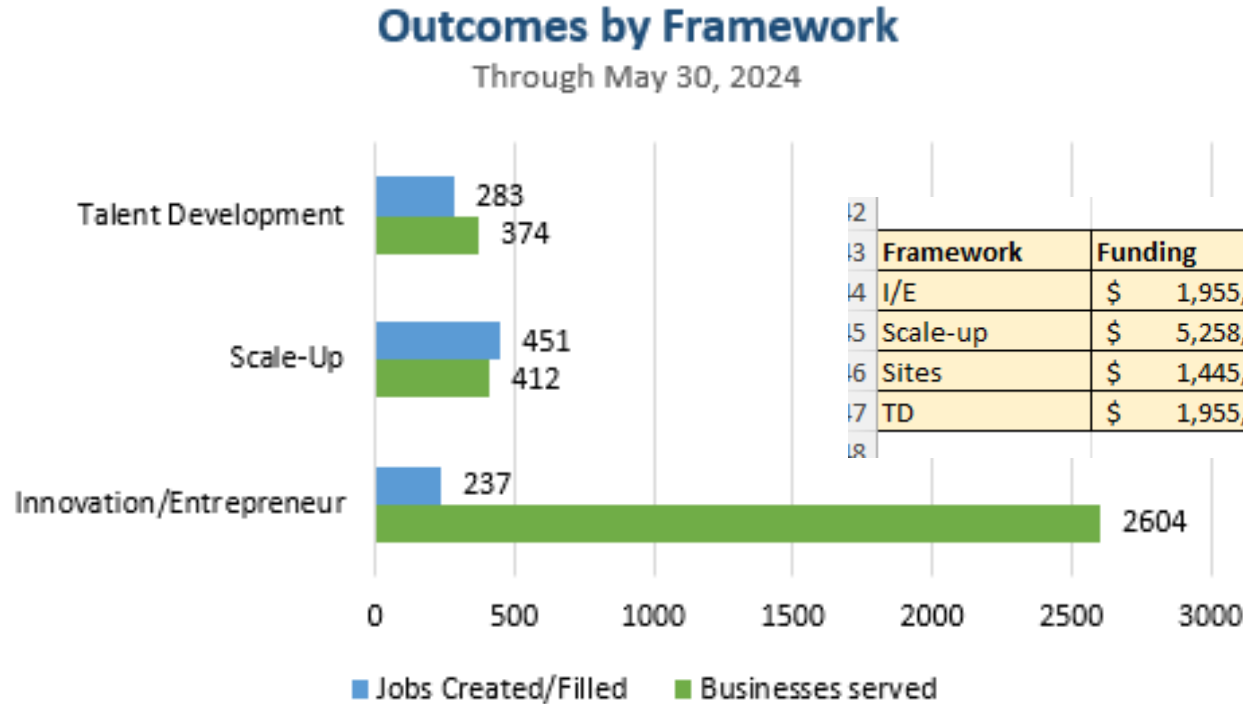
- Required through grant contract
- Regional staff review before submitting to DHCD
- DHCD reviews and approves
- Certification of outcomes at closeout



Grant Outcomes Menu – Workforce Development

People trained	# individuals who successfully complete a course or combination of courses required to enter employment.
Job Placements	#new jobs stemming from successful exits from a workforce program
Businesses served	#unique firms provided with targeted and/or individualized business assistance.
New interns placed	<p>An internship is defined as a professional learning experience hosted by an employer that offers meaningful, practical work related to a student's field of study or career interest. For the purposes of this program, new internships must have a pay or stipend component.</p> <p># of students successfully placed into an internship as a result of the project.</p>
Credentials awarded	A credential is a certificate, degree, or certification generally recognized by employers as evidence that a completer is qualified for work in a specific occupation.
Students that completed a dual enrollment program	#high school students who are enrolled dually in a community college level course and completed it.

Improving Data Tracking & Analyzing



Framework	Funding	Count	Businesses Served	Jobs Create
I/E	\$ 1,955,147	9	2604	237
Scale-up	\$ 5,258,427	7	412	451
Sites	\$ 1,445,858	3	0	0
TD	\$ 1,955,147	9	374	283

COUNTIFS in Excel

Formula Bar: `=COUNTIFS(B2:B11,>85,C2:C11,>85)`

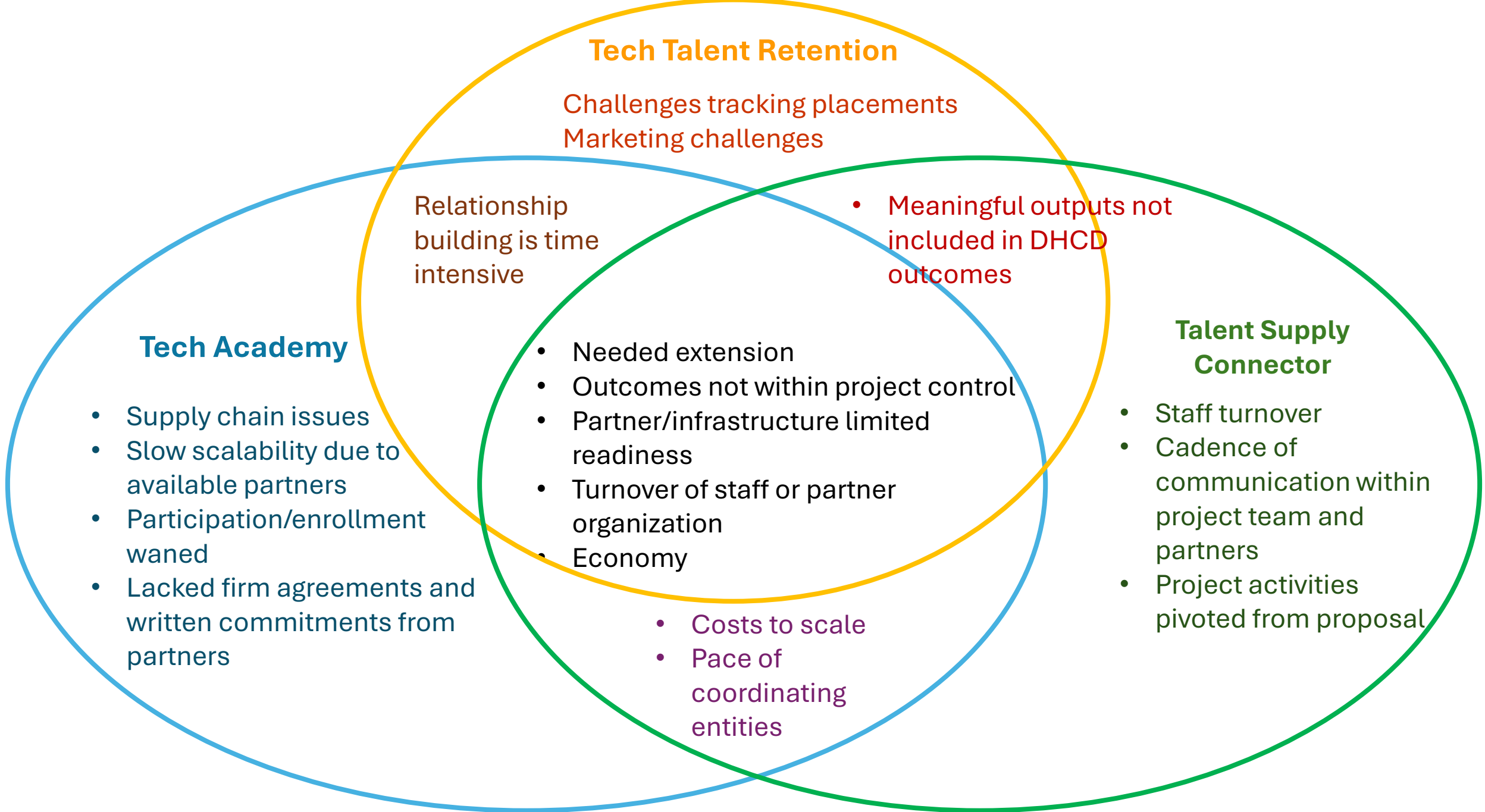
Student	Marks in Q1	Marks in Q2	COUNTIFS Result
Raj	80	75	=COUNTIFS(B2:B11,>85,C2:C11,>85)

`=COUNTIFS(`
`COUNTIFS(criteria_range1, criteria1, ...)`

One excel workbook tracking all outcomes enables meaningful analysis, specialized reporting, and accessible data in visuals

Project, Partner, Grant Type	Grant Period	Funding	Industry	Committed/Actual Outcomes					
				Businesses Served	Jobs created	Internships created	Dual enrollment	Students trained	Credentials awarded
GWC PTEC Culpeper County, Implementation	4/18-12/20 <i>31 months</i>	\$ 244,300.00	LM		7/7			115/115	39/39
Crafting Higher Paying Jobs and Adult Beverage Exports PVCC, Implementation	7/18-6/20 <i>24 months</i>	\$ 249,472.00	FB		88/88			433/433	13/13
Central Virginia Cybersecurity Partnership PVCC, ECB-PC	7/20-6/21 <i>12 months</i>	\$ 100,000.00	IT/Com						
Project Reconnect VCW-Piedmont via CVPED, ERR-FA	7/20-6/21 <i>12 months</i>	\$ 99,500.00	All	25/109	100/183				
CV Business Driven Workforce Recovery Central Virginia Partnership, ECB-PC	5/20-6/21 <i>12 months</i>	\$ 99,500.00	All						
Future of Workforce Outreach VCW-Piedmont via CVPED, ERR	5/20-6/21 <i>12 months</i>	\$ 148,689.00	All	15/45				100/607 *	job cand supported
Talent Supply Connector Virginia Career Works – Piedmont, Implementation	9/22-1/25 <i>28 months</i>	\$ 391,528.00	FB, LM	40/119	90/0 <i>7/15</i>	180/3 <i>30/60</i>			
Technology Academies for Fauquier and Rappahannock Counties Laurel Ridge Community College, Implementation	7/22-7/25 <i>36 months</i>	\$ 402,075.00	IT/Com		69/0	6/0	80/5	90/17	90/4
Tech Talent Retention Central Virginia Partnership, Implementation	9/22-12/24 <i>15 months</i>	\$ 307,800.00	All	100/101	55/5				
	20 months avg	\$ 2,042,864		180/374	409/283	186/3	80/5		142/56

Project	Grant Period	Sector	Committed/Actual Outcomes					
			<i>Revised outcome (if applicable)/1-year post contract</i>					
			Businesses Served	Jobs created	Internships created	Students in dual enrollment	Students trained	Credentials awarded
Technology Academies <i>Laurel Ridge Community College</i>	7/22-7/25	IT/Comm.	---	69/9	6/0	80/5	90/17	90/4
Talent Supply Connector <i>Virginia Career Works - Piedmont</i>	9/22-1/25	Food & Bev. Mfg. Light Mfg.	40/119	90/0 7/15	180/3 30/60		---	---
Tech Talent Retention <i>Central Virginia Partnership</i>	9/22-12/24	All	100/101	55/5	---	---	---	---



Tech Talent Retention

Challenges tracking placements
Marketing challenges

Relationship building is time intensive

• Meaningful outputs not included in DHCD outcomes

Tech Academy

- Supply chain issues
- Slow scalability due to available partners
- Participation/enrollment waned
- Lacked firm agreements and written commitments from partners

- Needed extension
- Outcomes not within project control
- Partner/infrastructure limited readiness
- Turnover of staff or partner organization
- Economy

- Costs to scale
- Pace of coordinating entities

Talent Supply Connector

- Staff turnover
- Cadence of communication within project team and partners
- Project activities pivoted from proposal

Next steps

- Revise application and grant scoring to evaluate readiness and existing industry connections
- Ensure committed outcomes are feasibly within applicant control
- Continue tracking with new database and reporting tools
- Milestones include cadence of project team and partner meetings
- Revise quarterly report template to track additional outcomes to support storytelling, articulate ROI
- Require projects to provide impact stories for social media, etc.

Questions?