# Project Updates: Talent Development Managing Outcomes







# **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 ente 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	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.  # of students successfully placed into an internship as a result of the project.							
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 Reporting Outcomes**

#### Before: QR based on the DHCD template

Please send your completed report to Shannon Holland <a href="mailto:sholland@centralvirginia.org">sholland@centralvirginia.org</a> and Thomas Best <a href="mailto:tbest@centralvirginia.org">tbest@centralvirginia.org</a> and <a href="mailto:tbest@centralvirginia.org">

Reporting Period: July 25, 2022 to September 30, 2022 Due Date: October 20, 2022 Date Submitted:

#### Project Milestones & Progress Reporting | 2,000 character-limit for each question, including spaces. No formatting, please.

- Please provide a description of project work completed or in progress this quarter. [Note: Reference Activities and Milestones from contract below]
- 2. Description of Achieved Outcomes/Products [Note: Reference Project Performance Metrics and Products from contract below]
- 3. Please describe any barriers to the project at this time.
- 4. Media articles attachment [Note: Please attach any media articles regarding the project or provide links]
- 5. Optional Attachment

#### Budget

- Are the expenses incurred, reimbursements to-date, and match documentation submitted on track with the drawdown schedule proposed in your grant?
- 2. Is your organization on track to spend 100% of the project budget? If not, please explain.
- 3. Are you planning on requesting a budget revision or contract extension at this time?

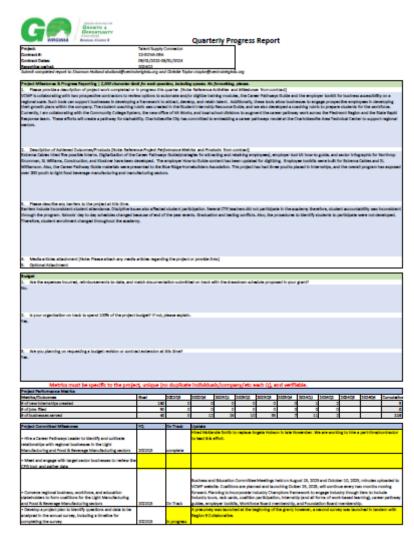
#### Project Performance Metrics

		20	2022 2023		2024		Cumulative Total			
Metrics/Outcomes		Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	
# of jobs filled	69									
# of students trained	90									
# of new internships created	6									
# of credentials awarded	90									
# of students enrolled in dual enrollment programs	80									

# **Improving Reporting Outcomes**

#### After:

- Certify that outcomes are unique to project and quarter (not duplicative)
- Milestones listed and explanation required for delays
- Outcomes divided by industry



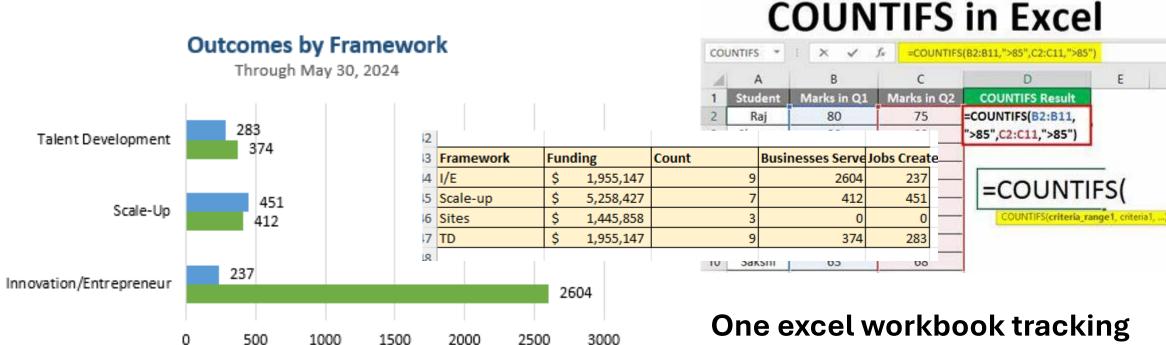
			Sured on Sungle Cleanoon
Cligible the Career Pathway Suble tool	3009-3004	PRICING	VCVP shares of the Tame as above, sharped to pending
Develop plans to automate or digitize the Career Pathways table tool so it is exceed the ata regional scale	3031-2024	PENCING	VOM dearn other interaged this from complete to providing, as storage on a share other both additionally the authorsalies objective. Including note from above as the update for this VCMP is suitaborating with two prospective contractions to review optims to automate angles digitate starting resolutes, the Career Pathways Outle and the employer booth? for business assessibility on a regional scale.
<ul> <li>Medule and hold needings with larget sector businesses to review the Career Pathways Solde boil</li> </ul>	303-304	On Track	Tris will lake place during the coalition meetings
<ul> <li>Develop coaching rubric for students and businesses to support success of placements.</li> </ul>	3009-2024	Complete	See ellacturent
- Shoos surlainability plan with school division and community usings basiss	300304		Obsumations have been held with Charlotteedth City Schools, National County Fulfill Schools, Madison County Fu Schools, Greene County Fulfill Schools, Rosenna county Fulfill Schools , and each community unlarge I the regin
<ul> <li>Coats famous for association between eatings arrives</li> <li>Applied Coattles standing meetings</li> </ul>	300004	Considera Con Transi	Continue have been established and a schedule developed Intertings will be held in Deptember, November, Indicates and Air C.
- Sevetop and conduct an annual regional sector survey	300304		Survey, were conducted at the end of each Coatton Meeting, Another one will be bounded the end of Outside Premierorit is published on the VCMP website.
internal il princement apportunities	300008	Or Track	2028
Coordinate meetings with local CTF and Community College systems to discuss and review work desert learning and internally standards, requirements, and expectations Coordinate and Implement work learning and	300308	Complete	rolled meeting teed with each participating community voltage in the region, Conne Conne and Mail Remett is been Bidge CC on July 18, 2023, Auroles Louis with PACC on August 8, 2023, Sessip from Bermanne Community College on August 29, 2023 Remet County Filial (actual Coloider 1, 2023, Charlottenille Clin, Louis McClinia Augusters claried Coloider 13.

Turines name	Industry	first expension of service	Longity	Traded 8
Affice Mountain Viveyands	PR.	shepani	Metan	
American Color	LMI	produce editie fowers	Drange	$\overline{}$
American Manufacturing	LMI	manufactor replacement parts for pumps and rigs.	Culpaper	$\overline{}$
American Woodmark	LMI	Cabinet maters	Drange	$\overline{}$
Alberton Suppliere Company	LMI	DATE:	9900	
facel Call Winery	PR.	downel	Personaler	$\overline{}$
tellefeld form	LMI	stant nursery	Crange	$\overline{}$
the Stige Home Builders	LMI	nonprofit construction	Carollaville	No
hold flood Hand Clifer	PR.	( many)	Netwo	
Tusale Manufacturing	LMI	placity manufacturing	Louise	-
Cabbrel Works Stroop	LMI	Milest	Culpaper	-
Tale Mountain Stone	LMI	MACY.	Cultimoni	$\overline{}$
Caler for Revery	PR.	irevery .	Culpager	-
Igned Sine	LMI	stone fabrilators	Payenne	$\overline{}$
Cent's Resistance	PR.	ireusy.	Nekon	-
farly Mountain Virgania	PR.	drayard	Madison	-
EURO COMPOSTES	LM	composite materials	Culpager	-
Needlo Cooperative	LM	actulium scotler	Crange	+
Notice of California	LM	Cable making	Creeks	-
Permany ILC	PR.	healthy food, food truck and store front	Caldinde	No
Paulsoner Construction	LM	construction	Louise	100
Mr Supressions (Surveyly Green Applications)	LM	unempfris.		_
	LM	offer)	Crange	-
Santon & Wyell	Link		Danidante	_
(mf) (s)	LMI	initially situlities	Return	_
Society Control of the Control of th	LM	design & build	Datidization	No
Corrected Building Systems		iulian	Crange	-
Ct by Everlige	LMI	manufactor Indoor or outdoor freezers.	Alteriarie	-
Doctorer Pentagland	LM	medial supplies	Louise	_
se Construction Broup	LM	construction	Charlottentle	No
Spiritual Indiaments	LM	along lang species	Alleriaria	-
Markon Wood	LM	military)	Madison	-
Johnson Specially Contings	LM	manufactor tiners	Crange	_
Merital Industries Inc.	LM	calified millrook	Culpaper	_
Monade Sugital Indoments	LM	manufactor medical supplies	Alteriarie	_
Hordisto Vireyard	PR.	doeyard	Greene	
Noted Burger	PR.	produce regan burgers	Contolination	
Did House Wroards	PR.	donasi	Colombia	
Drange County Roasiers	PR.	contact reactions	Crange	
Pepsi Cola	PR.	manufactor beverages and snacks	Charlottentle	
Presiden Madrine Works	LMI	machining and fabrication	Culpaper	
faddy for	LMI	cold storage	Sappahamouk	
S. Willemeon / Aquerbuili	LMI	quarry	Charlotteartie	$\overline{}$
Smith Freshion Manfesturing	LM	maching and februation	Personal	
Southern Revere Cellars	PR.	streyard	Louise	
esi Construction	LMI	Construction	Charlottenille	No
Native Page LLC	LMI	packaging materials	Steene	$\overline{}$
Time Notified Brewing Co.	PR.	irevery	Network	$\overline{}$
The Weston Company	LMI	Selection and distribution	Peupler	$\overline{}$
Wood Sides Farm Respect	79.	(man)	Network .	$\overline{}$
P Foreign	-	Total office Southern	Candinale	$\overline{}$
metrilio Vineyania	PR.	drayard	Madison	$\overline{}$
Aprillations	78.	produces crop protection products	Carolinolis	$\overline{}$

# **Improving Data Tracking & Analyzing**

Jobs Created/Filled

Businesses served



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

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

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