

# WORKFORCE HAMPTON

Hampton Economic Development Department



# Purpose

- ✦ To assist unemployed and underemployed Hampton residents by:
  - Identifying career counseling, case management and support services that assist individuals with obtaining employment to obtain self-sufficiency;
  - Strengthening families and increasing self-sufficiency through job training and job skill development to reduce dependency;
  - Identify the basic tools required to compete in the current job market, including access to GED and job skills training;
  - Connecting job seekers to educational opportunities for new careers or improving job skills to increase employment options.
- ✦ Increase the number of prospective job candidates for Hampton companies

# Living Wage

## Living Wage Calculations: Hampton

The living wage shown is the hourly rate that an individual must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are per adult in a family unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison.

Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working Part Time) 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Living Wage	\$13.47	\$27.12	\$30.81	\$39.07	\$20.20	\$24.02	\$27.02	\$30.73	\$18.71	\$10.10	\$14.42	\$16.96	\$19.85
Poverty Wage	\$5.80	\$7.81	\$9.82	\$11.83	\$7.81	\$9.82	\$11.83	\$13.84		\$3.90	\$4.91	\$5.91	\$6.92
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25

# Income & Poverty

- † Median household income (2017 dollars), **\$52,021↑**  
(2016 dollars \$49,890)
- † Per capita income (2017 dollars), **\$27,053↑**  
(2016 dollars \$25,943)
- † Persons in poverty, percent **15.5%↓**  
(2016 percentage 16.4%)

# Labor Force, Employment & Unemployment

Time Period	Civilian Labor Force	Number Employed	Number Unemployed	Unemployment Rate
November, 2018	64,548	62,135	2,413	3.7%
October, 2018	64,845	62,438	2,407	3.7%
September, 2018	64,533	62,142	2,391	3.7%
August, 2018	65,447	62,758	2,689	4.1%
July, 2018	66,570	63,898	2,672	4.0%
June, 2018	65,993	63,187	2,806	4.3%
May, 2018	65,092	62,644	2,448	3.8%
April, 2018	64,619	62,136	2,483	3.8%
March, 2018	64,696	61,806	2,890	4.5%
February, 2018	64,270	61,345	2,925	4.6%
January, 2018	63,509	60,390	3,119	4.9%
December, 2017	63,609	60,617	2,992	4.7%
November, 2017	63,958	60,994	2,964	4.6%

# Education Level of Job & Candidates

Rank	Education Level	Job Openings	Potential Candidates
1	No Minimum Education Requirement	50	0
2	Less than High School	0	257
3	High School Diploma or Equivalent	204	5,172
4	1 Year of College or a Technical or Vocational School	2	0
5	2 Years of College or a Technical or Vocational School	4	0
6	Some College	0	1
7	Vocational School Certificate	14	948
8	Associate's Degree	53	3,265
9	Bachelor's Degree	143	3,434
10	Master's Degree	28	1,597
11	Doctorate Degree	1	177
12	Specialized Degree (e.g. MD, DDS)	0	82
13	Not Specified	1,615	0

# Work Experience of Jobs & Candidates

Rank	Experience	Job Openings	Potential Candidates
1	Entry Level	116	0
2	Less than 1 year	14	1,097
3	1 Year to 2 Years	1,861	538
4	2 Years to 5 Years	96	1,364
5	5 Years to 10 Years	21	1,957
6	More than 10 Years	6	11,689

# Candidate Data

16,645

- Potential candidates in the workforce system looking for work in the City of Hampton

14,796

- Number of job openings in the Greater Peninsula Region

2,114

- Number of job openings advertised in Hampton



# Opportunity

- ✦ Allocate existing resources to better address the workforce development needs of Hampton's citizens and employers;
- ✦ Identify and connect internal and external stakeholders who do not traditionally interact in the workforce delivery system;
- ✦ Enhance economic development efforts and workforce development initiatives.

# Business Series

- Series of targeted events offers the opportunity to discuss and promote public/private efforts to grow our city's economy and serve Hampton businesses and residents.



Hampton Biz Exchange  
Presents  
**Making Her-story**  
Challenges, Opportunities and Lessons Learned

Panelist Include:  
**Mary B. Bunting**  
Hampton City Manager  
**Anna Van Buren**  
CEO, Faneuil  
**Deborah Gittens**  
Owner, VIRTUoL Designs and  
President of Women in Defense  
**Regina Mobley**  
Former WVEC Anchor  
**Helen Dragas**  
CEO, Dragas Companies

Moderated by Alvean Lyons

Program Details:  
March 7th, 2019  
The Hampton  
34 East Mellen St, Hampton, VA 23663  
Networking at 8:30am with event beginning  
at 9am  
Breakfast hors d'oeuvres will be served



**Working As One**

**Hampton Workforce Coalition**



# Hampton Workforce Coalition - External

Peninsula  
Council for  
Workforce  
Development

Virginia  
Career Works  
Hampton

New Horizons  
Youth  
Workforce  
Center

Virginia  
Employment  
Commission

Goodwill  
Community  
Employment  
Center

Peninsula  
Baptist  
Association  
Jobs for Life

Hampton  
University  
University  
College

TNCC  
Workforce  
Development  
Center

SEVA Rapid  
Response

Virginia  
Peninsula  
Chamber of  
Commerce

Hampton City  
Schools/  
Academies of  
Hampton

Peninsula  
Regional  
Education  
Program

Virginia Unity  
Project

# Hampton Workforce Coalition - Internal

Hampton  
Department of  
Social  
Services

Hampton  
Public  
Libraries

Parks,  
Recreation &  
Leisure  
Services

Community  
Development  
Neighborhood  
Services

Hampton  
Police  
Department

Office of  
Youth and  
Young Adult  
Opportunities

Virginia  
Cooperative  
Extension

Healthy  
Families  
Partnership

Hampton  
Public Works

# Strategic Themes & Goals



# Talent Development

**ACT® Work Ready Community**

# ACT Certified Work Ready Communities



Hampton City, Virginia



The ACT Work Ready Communities website data has been updated through December 2018.

Hampton City Progress Toward Goals 

Current status: Active

[View Hampton City Dashboard.](#)

- Launched September 6, 2018
- An **‘eco-system’** for community-based economic development
- Based on the National Career Readiness Certificate (NCRC), a portable, industry-recognized, evidence-based workforce skill credential

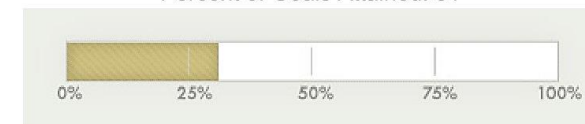
Workforce	Goal	Actual	
Emerging:	357	39	
Current:	41	170	✓
Transitioning:	388	165	
Employers:	59	24	
Total:	845	398	

## Hampton City Progress

Time Elapsed: 4 months



Percent of Goals Attained: 31



Pace





# Talent Development

WorkOne Resource Center @ YH Thomas Complex

**WORKONE CENTER**  
Y.H. THOMAS COMPLEX

# Initiative is Guided By 4 Principles

1

- Ensure Youth and Young Adults Are Career Ready

2

- Support Access for All Able Adults to Educational Opportunities That Meet Employer Needs

3

- Foster Development of an Aligned Workforce System

4

- Support Resources for Talent Pipeline and System Development Through Public and Private Partnerships

# The WorkOne Center Seeks To:

- ✦ Close the gap in accessibility to workforce resources and services that prepares individuals for employment that provides families sustaining wages.
- ✦ Create stronger partnerships and opportunities that lead individuals to a career pathway.

# Youth Employment Success Program

- ✦ Seeks to boost youth employment.
- ✦ Assist young people think about what employment steps mean to their personal definition of success – work, pre-apprenticeship, apprenticeship, college, trade school, career paths, etc.
- ✦ Learn how to work well with others, to respect and have self-control, and develop good time management skills, and personal responsibility.



## YOUTH EMPLOYMENT SUCCESS PROGRAM

Say YES! Youth Employment Success Program is designed for 16 and 24 years old, seeking local employment assistance.

### Support With

- ✓ Community-based organizations referral
- ✓ Computer lab for on-the-spot applications
- ✓ Resume review
- ✓ Professional attire closet
- ✓ Mock interviews onsite to support you

### We Help You

- ✓ Get a job
- ✓ Get back to school
- ✓ Get resources

Your Future Starts Here! Say YES!

Stay tuned for the Say YES! Job & Resource Fair Spring 2019



# Talent Development

**SHARE Network Access Point (SNAP)**

# SHARE Network Access Points

- ✦ Hampton Public Libraries [Opened February 1, 2018]
  - ✦ Hampton Main
  - ✦ Phoebus Branch
  - ✦ Willow Oaks Branch
  - ✦ Northampton Branch
- ✦ Self-directed job search activities,
- ✦ Supported by a trained individual who can help them become more comfortable using the computer;
- ✦ Completing job applications and creating resumes;
- ✦ Connection to other services for which they may be eligible

# SHARE Network Access Points

TOTAL NUMBER SERVED													
	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	TOTAL
Northhampton								14	5	7	10	25	61
Phoebus								0	0	0	1	0	1
Main								2	186	210	303	214	915
Willow Oaks								84	140	133	89	0	446
													<b>TOTAL</b>
													1423

TOTAL NUMBER SERVED													
	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	TOTAL
Northhampton	121	173	177	181	110	73							835
Phoebus	0	0	0	0	0	0							0
Main	284	237	180	198	117	158							1174
Willow Oaks	152	124	148	199	98	62							783
													<b>TOTAL</b>
													2792

Hampton Residents Served 4,215

# Talent Development

Hiring & Resource Events



# Hampton Human Services Job Fair

- VIEW/SNAP Client Focus
- 28 Employers
- 84 Attendees
- 58 Enrolled w/Goodwill CEC
- IBEX highest number of interviews
  - 25 onsite and scheduled
  - Starting salary \$12.50



MONDAY, OCTOBER 15, 2018  
10:00AM – 2:00PM

**CONNECT WITH EMPLOYERS IN:**

\*Government \*Customer Service \*Sales  
\*Trades \*Manufacturing \*Hospitality  
\*Retail \*Temp Agencies \*Community Resources

**WORKSHOPS AVAILABLE WEEKLY**

Goodwill Community Employment Center

1911 Saville Row, Hampton

Registration Required: [757] 951-4200

- Meet face to face with hiring employers
- Dress to Impress
- Bring Copies of Resumes
- Possibly Get Hired at the Job Fair

**ONSITE OFFERINGS**

- Resume Preparation
- Education & Job Training
- Second Chances

Presented by Hampton Human Services  
in partnership with:

HAMPTON VA  
ECONOMIC DEVELOPMENT

VIRGINIA  
CAREER WORKS  
HAMPTON CENTER

Virginia Employment  
Commission

Please call [757] 951-4200 for information >>>

EVENT LOCATION:  
Goodwill Community  
Employment Center

1911 Saville Row  
Hampton, Virginia 23666



# Hampton Public Works Recruitment

- Information & Recruitment event
- Part of the “*Grow Our Own*” Program

## JOBS THAT MAKE HAMPTON WORK

### SAVE THE DATE

Thursday, October 25, 2018  
9am to 1pm

Hampton Goodwill Community Employment Center  
1911 Saville Row (behind Hampton Chevrolet)  
Hampton, VA 23666

Meet our recruiters and learn more about job opportunities within the Public Works Division. Apply onsite for vacant positions.

The City of Hampton offers an outstanding pay and benefits package, with a supportive work environment.

We need dedicated team players to make a difference in our community.

Walk-ins Welcome \* Open to the General Public \* Business Casual Preferred

Public Works  
HAMPTON VA

JOIN THE



APPLY TODAY!



Information: [757] 727-8311  
[hampton.gov/jobs](http://hampton.gov/jobs)

# Parks, Recreation & Leisure Services Recruitment

- Information & Recruitment event
- Targeting college students home for the holidays for summer employment
- Part of the “*Grow Our Own*” Program



**HAMPTON VA**  
PARKS, RECREATION & LEISURE SERVICES

## RECRUITING EVENT

**TUESDAY, JANUARY 8, 2019**  
9am ~ 12pm

**GOODWILL COMMUNITY EMPLOYMENT CENTER**  
1911 SAVILLE ROW, HAMPTON 23666

Meet our recruiters and learn more about job opportunities within Parks, Recreation and Leisure Services Department. Apply onsite for vacant positions.

The City of Hampton offers an outstanding pay and benefits package, with a supportive work environment.

We need dedicated team players to make a difference in our community.

**Walk-ins Welcome \* Open to the General Public \***  
**\* Business Casual Preferred \***

PLEASE CALL [757] 727-8311 FOR MORE INFORMATION  
VISIT [WWW.HAMPTON.GOV/JOBS](http://WWW.HAMPTON.GOV/JOBS)

**CHOOSE HAMPTON VA** 

# 2019 Annual 'Get Hired Hampton' Event

- ✦ 100 registered hiring employers & resource partners; all business industries represented
- ✦ Free and open to all; Veterans, ReEntry, and Young Adults
- ✦ Preparation workshops available at WorkOne Resource Center, Virginia Career Works-Hampton, Goodwill Community Employment Center
- ✦ Onsite offerings
  - ✦ Preparation workshops
  - ✦ Immediate interviews & applications completion

**FEBRUARY 5, 2019**  
**HAMPTON ROADS**  
**CONVENTION CENTER**  
**(1610 COLISEUM DRIVE)**  
**9AM-12PM**  
**ENTRY AND REGISTRATION**  
**IS FREE AND OPEN TO ALL**

  
**WORKFORCE**  
HAMPTON

FOR ADDITIONAL INFORMATION  
CALL (757) 728-8311 OR  
VISIT [HAMPTON.GOV/WORKFORCE](http://HAMPTON.GOV/WORKFORCE)

**GET HIRED**

<b>2</b>	<b>0</b>
<b>1</b>	<b>9</b>

  
**HAMPTON**

CONNECT WITH COMPANIES, FROM MULTIPLE INDUSTRIES, WHO ARE LOOKING FOR FULL-TIME, PART-TIME AND APPRENTICE POSITIONS. VETERANS AND RE-ENTRY EMPLOYMENT AVAILABLE.

DRESS TO INTERVIEW

RESOURCE SERVICES ON-SITE

PREPARATION WORKSHOP AT 8:30AM

FOR EMPLOYER REGISTRATION, PLEASE VISIT:  
<https://www.surveymonkey.com/r/19GetHired>

**SPONSORS**

  
**VIRGINIA**  
CAREER WORKS  
GREATER PENINSULA REGION

  
**goodwill**

  
**YOUTH**  
WORKFORCE  
CENTER  
(NEW HORIZONS)

  
**J/L JOBS for LIFE**  
Restoring dignity. Changing lives. Transforming communities.

  
**Virginia Employment**  
Commission

# QUESTIONS