

WORKFORCE DEVELOPMENT INITIATIVE

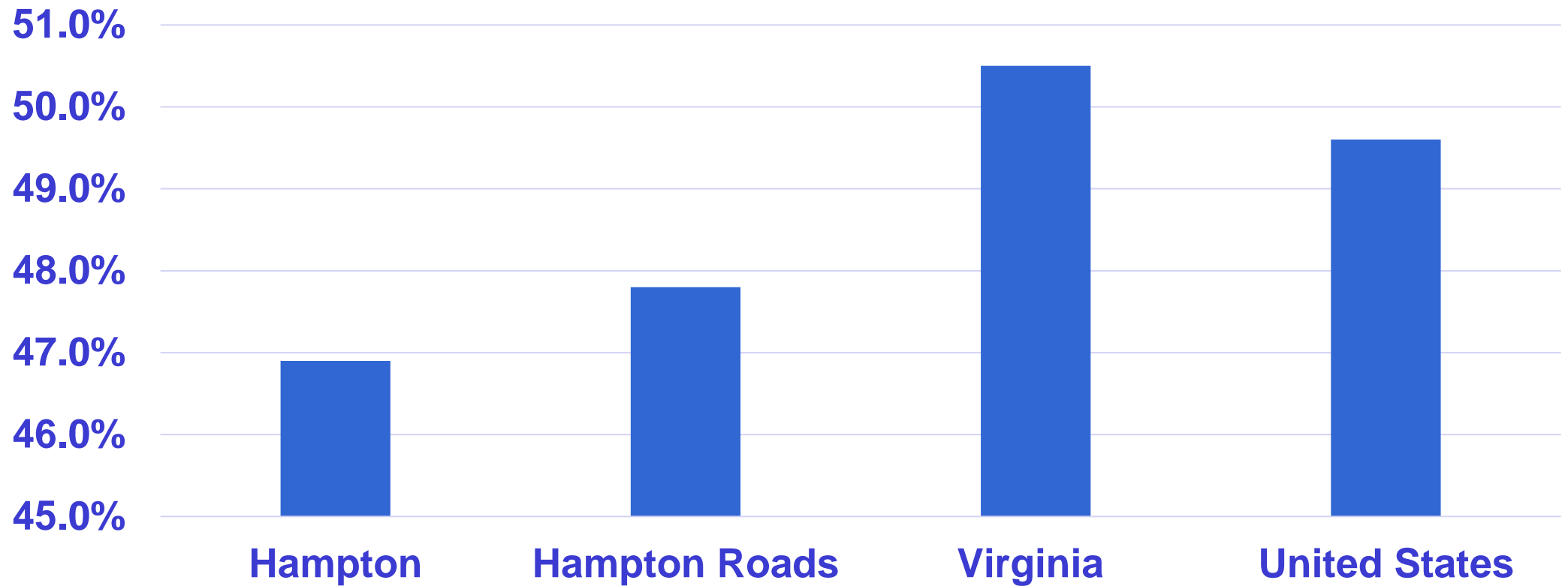
Hampton Economic Development Department

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

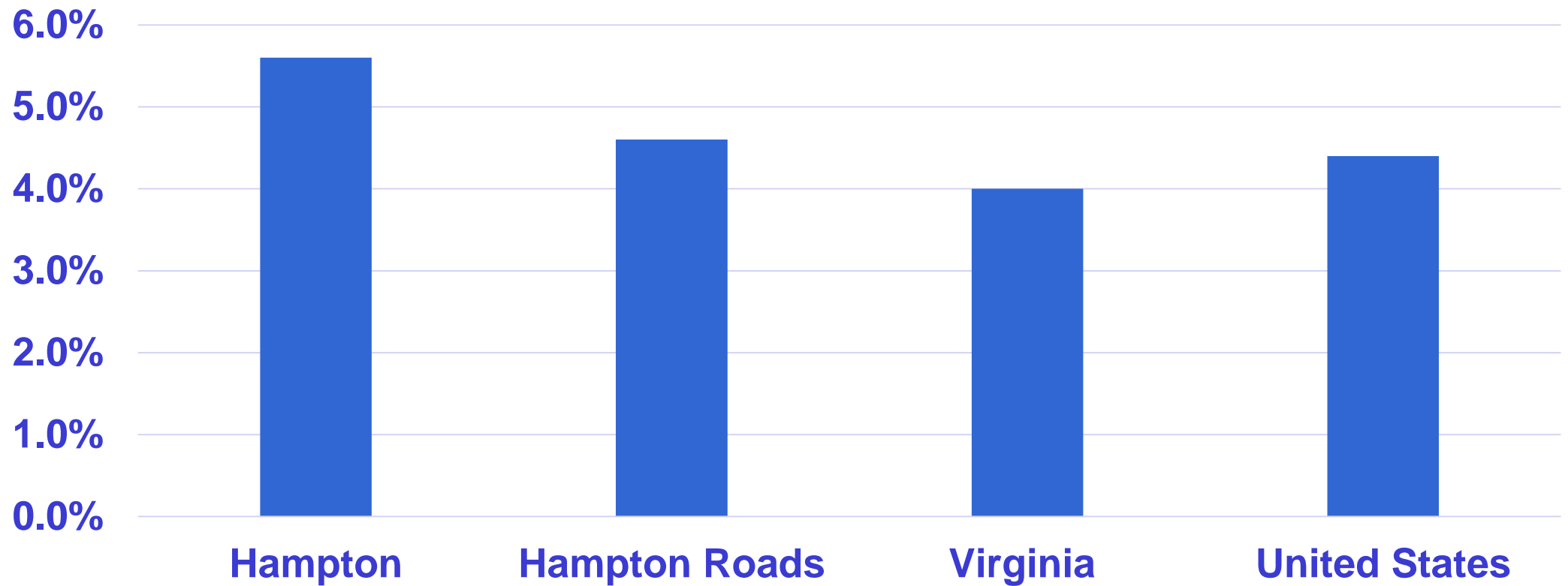
Data

Labor Force Participation Rate



Source: U.S. Bureau of Economic Analysis; U.S. Bureau of Labor Statistics, November 2016

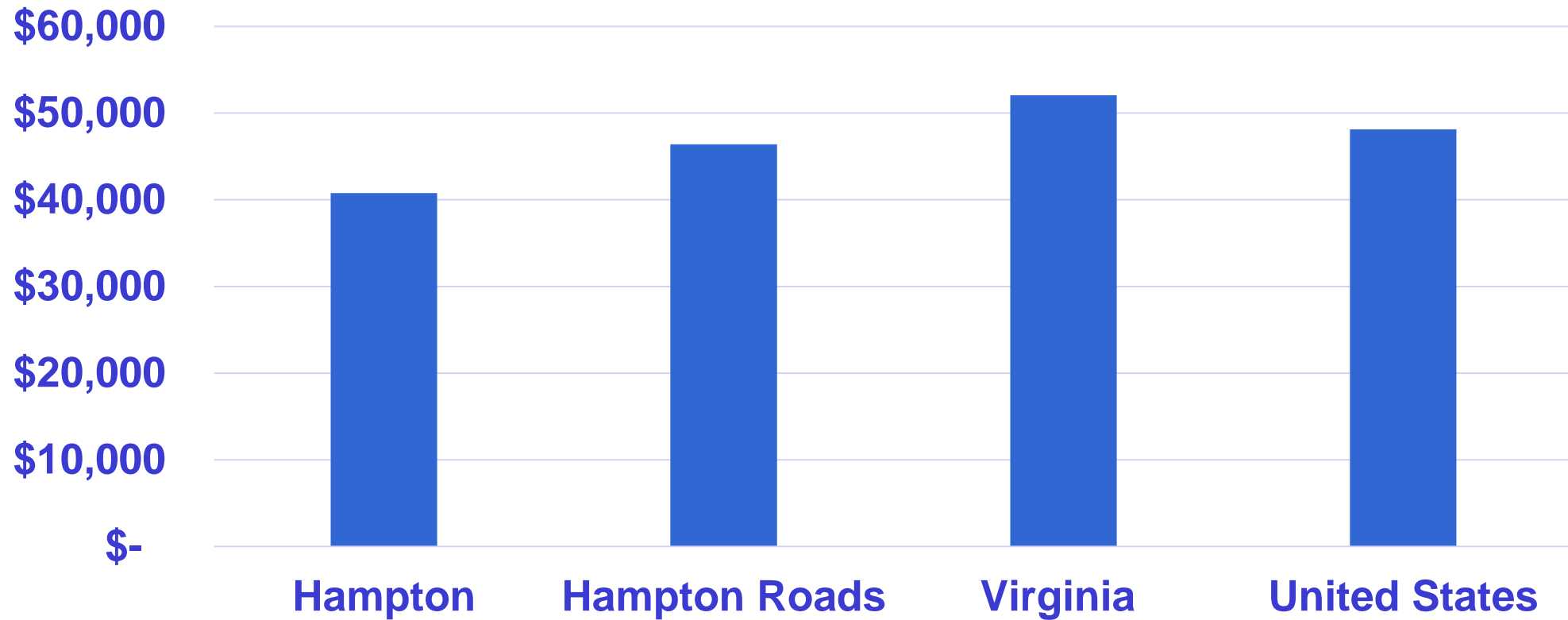
Unemployment Rate



Source: U.S. Bureau of Labor Statistics, November 2016

Data

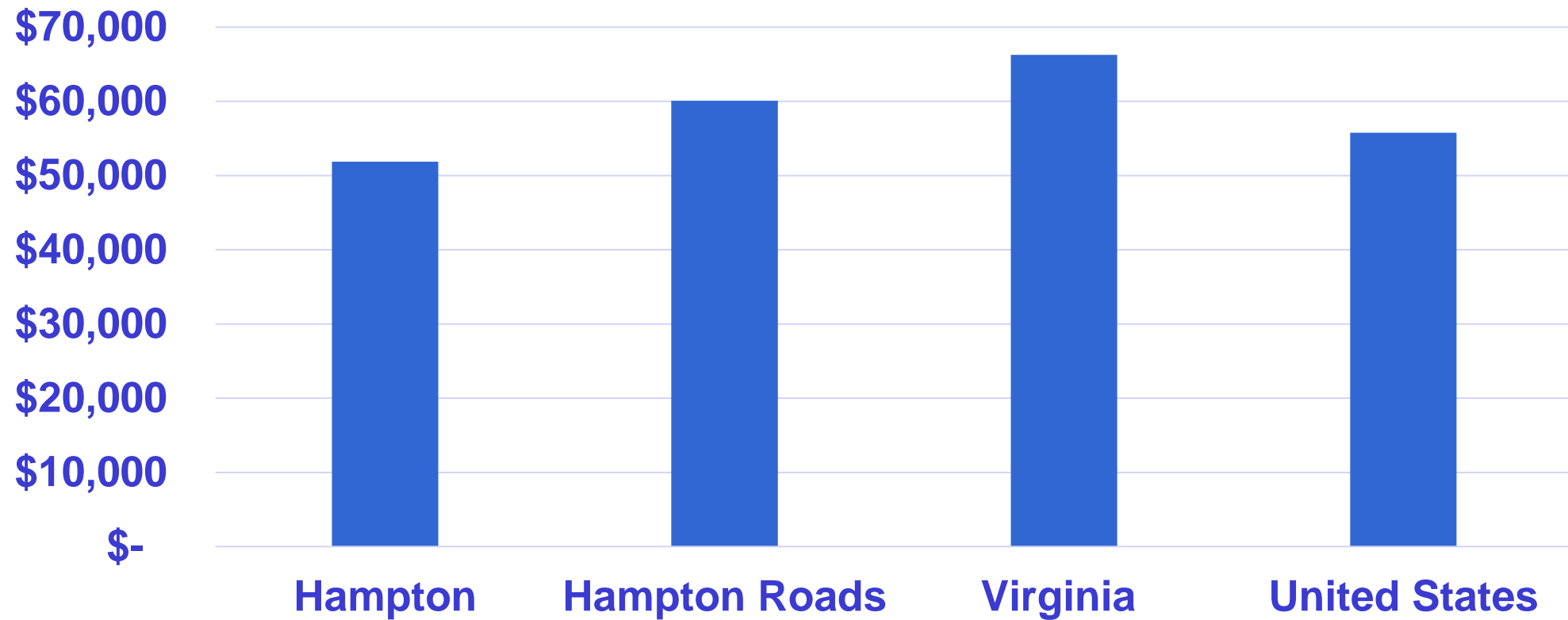
Per Capita Income



Source: U.S. Bureau of Economic Analysis, 2015

Data

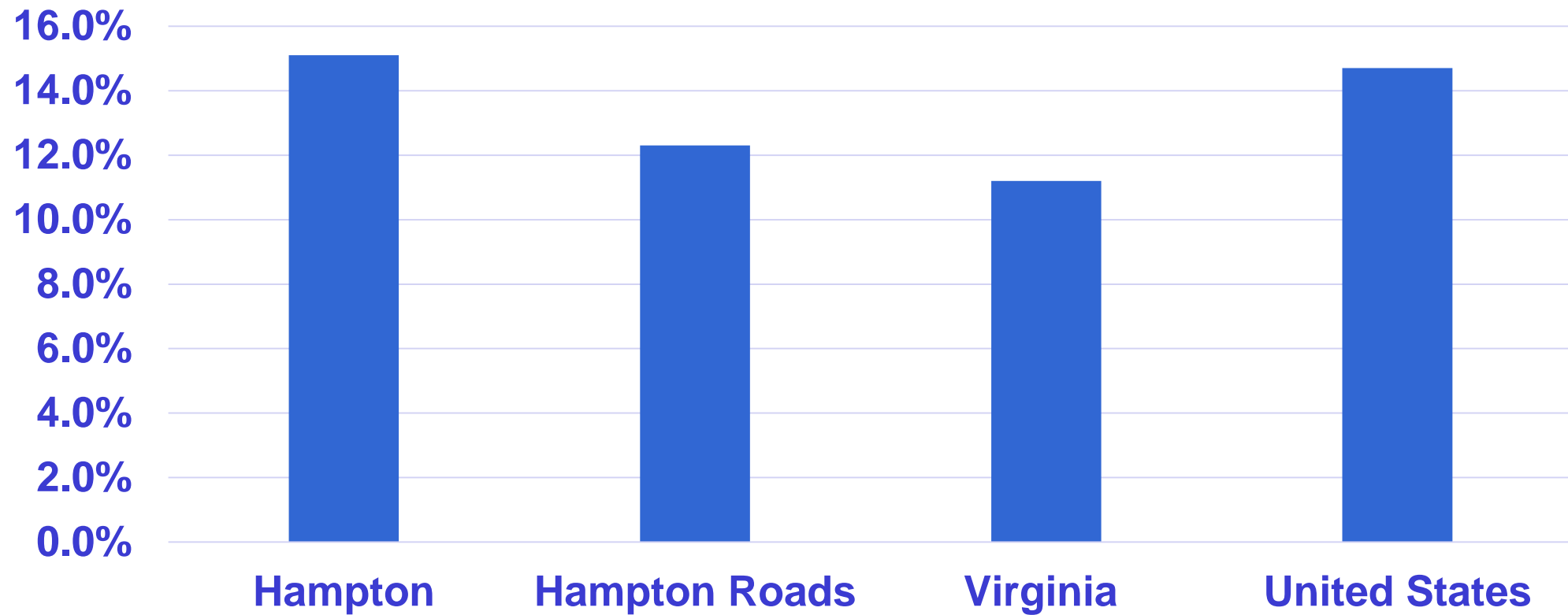
Median Household Income



Source: U.S. Census Bureau, 2015

Data

Poverty Rate



Source: U.S. Census Bureau, 2015

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 (One Working) | 2 Adults (One Working) 1 Child | 2 Adults (One Working) 2 Children | 2 Adults (One Working) 3 Children | 2 Adults | 2 Adults 1 Child | 2 Adults 2 Children | 2 Adults 3 Children |
|--------------|---------|-----------------|--------------------|--------------------|------------------------|--------------------------------|-----------------------------------|-----------------------------------|----------|------------------|---------------------|---------------------|
| Living Wage | \$12.57 | \$24.70 | \$28.49 | \$35.46 | \$19.08 | \$23.28 | \$25.69 | \$29.63 | \$9.54 | \$13.53 | \$15.52 | \$18.26 |
| Poverty Wage | \$5.00 | \$7.00 | \$10.00 | \$11.00 | \$7.00 | \$10.00 | \$11.00 | \$13.00 | \$3.00 | \$5.00 | \$5.00 | \$6.00 |
| 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 |

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;
- ✦ Better align economic development efforts and workforce development initiatives.



Progressing Through Partnership



External Stakeholders

Peninsula
Council for
Workforce
Development

New Horizons
Youth
Workforce
Center

Peninsula
Worklink

Virginia
Employment
Commission

Goodwill
Community
Employment
Center

TNCC
Workforce
Development
Center

Virginia
Peninsula
Chamber of
Commerce

Academies of
Hampton

HCS Title 1

HCS
Bridgeport
Academy

Peninsula
Baptist
Association
Jobs for Life

Hampton
Roads
Community
Action
Program

Alternatives,
Inc

Internal Stakeholders

Hampton
Department of
Social
Services

Hampton
Redevelopment
& Housing
Authority

Parks,
Recreation &
Leisure
Services

Community
Development

Hampton
Police
Department

Virginia
Cooperative
Extension

Healthy
Families
Partnership

Criminal
Justice/Court
Services

Youth
Violence
Prevention

Safe & Clean
Initiative

Hampton
Youth
Commission

Identified Strategies

Strategies were developed based upon input from stakeholders during roundtable discussions:

- ✦ Identify and create processes for communication and collaboration among stakeholders;
- ✦ Unify and coordinate diverse marketing messages.

Program Planning



New Year, New Opportunity Community Job Fair

Workforce Seminar Series for Employers

Business Connect

Opportunity Youth Employment Programs

Community Job Fair

New Year, New Opportunity Community Job Fair will boast hundreds of job opportunities for jobseekers.

More than 75 employers and resource partners will be in attendance to fill entry-level positions as well as those requiring advanced education or skilled training.

HAMPTON VA **New Year, New Opportunity**

COMMUNITY JOB FAIR

THURSDAY FEBRUARY 2, 2017

10AM - 2PM
HAMPTON ROADS CONVENTION CENTER
1610 Coliseum Drive, Hampton, VA

Meet face to face with over 50 companies and resources!
Dress to Impress, bring copies of your resume, and get hired at the fair.

Make sure you're prepared for the Job Fair and attend these Employment Workshops prior to the start of the Job Fair:

- 8:30am How to Work a Job Fair
- 9:00am Interview Techniques
- 10:00am Social Media Strategies

FREE AND OPEN TO ALL TO ATTEND!

Active Duty, Reservist and Veterans are highly recommended to attend.

Come and Meet Top Local Employers and Training Organizations including:

EMPLOYERS TO BE ANNOUNCED

For information please contact: Hampton Economic Development Office at [757] 727-6237



Workforce Symposia for Employers

A wide range of programs designed to assist employers in a variety of business areas are available. These programs are funded through state and national grants, the series will provide no-cost resources and access to partners that can guide employers through the program right for their business industry.

- ✦ February 2017
Support Services for Employers & Partnerships
- ✦ March 2017
Virginia Values Veterans
- ✦ April 2017
Virginia Apprenticeship Programs

Business Connect

A process in which economic development connects employers with community partners who can assist with available workforce.

Services would include:

- + Direct links to each service provider's career services and contact information for staff;
- + Links to employment data;
- + Calendar of events for employers.

Opportunity Youth Employment Programs

Provides young adults more of the advanced skills they need to be productive, engaged, and successful citizens in post secondary, career, and life. The Academies of Hampton and HCS Student Intern Program enable students to learn through the lens of a career or academic theme in a relevant, hands-on learning environment with real-world application and experiences.

Desired program elements include:

- + Youth have access to year-round apprenticeship, career training and job skills training;
- + Assist the Academies of Hampton with business partnerships;
- + Assist HCS Career & Technical Education staff with youth internship placement;
- + Assist high school graduates with completed certifications with job placement.

Intentionally partnering with employers can help us focus education and workforce development on meeting workforce demand.

Key Indicators of Success

✦ Economic status of the workforce

- ⬆ Per capita income
- ⬆ Median household income
- ⬇ Poverty rate

✦ Labor market participation of the workforce

- ⬆ Labor force participation rate
- ⬇ Unemployment rate

QUESTIONS