

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

Living Wage

Living Wage Calculations: Hampton 2016

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

Living Wage

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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	\$13.34	\$25.26	\$29.93	\$37.22	\$19.52	\$24.54	\$27.01	\$30.84	\$14.21	\$9.76	\$14.21	\$16.26	\$18.98
Poverty Wage	\$5.00	\$7.00	\$9.00	\$11.00	\$7.00	\$9.00	\$11.00	\$13.00		\$3.00	\$4.00	\$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

Income & Poverty

- ✦ Median household income (in 2016 dollars), **\$49,890**
- ✦ Per capita income in past 12 months (in 2016 dollars), **\$25,943**
- ✦ Persons in poverty, percent **16.4%**

Labor Force, Employment & Unemployment

Time Period	Civilian Labor Force	Number Employed	Number Unemployed	Unemployment Rate
November, 2016	63,807	60,426	3,381	5.3%
December, 2016	63,661	60,227	3,434	5.4%
January, 2017	64,006	60,326	3,680	5.7%
February, 2017	64,250	60,695	3,555	5.5%
March, 2017	64,406	61,165	3,241	5.0%
April, 2017	64,410	61,223	3,187	4.9%
May, 2017	64,690	61,445	3,245	5.0%
June, 2017	65,575	62,212	3,363	5.1%
July, 2017	66,015	62,626	3,389	5.1%
August, 2017	65,319	61,871	3,448	5.3%
September, 2017	64,671	61,452	3,219	5.0%
October, 2017	63,773	60,703	3,070	4.8%
November, 2017	63,262	60,113	3,149	5.0%

Regional Comparison Unemployment Rate

Locality	Percentage
Hampton	5.0%
Greater Peninsula	4.4%
Virginia	3.7%
Chesapeake	3.9%
James City County	3.7%
Newport News	4.6%
Norfolk	4.6%
Poquoson	3.6%
Portsmouth	5.3%
Suffolk	4.0%
Virginia Beach	3.6%
York County	3.6%

Source: Virginia LMI, January 2018

Candidate Data

14,604

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

6,964

- Number of job openings in the Greater Peninsula Region

2,663

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



Progressing Through Partnership

Hampton Workforce Coalition



Hampton Workforce Coalition - External

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

SEVA Rapid
Response

Hampton Workforce Coalition - Internal

Hampton
Department of
Social
Services

Hampton
Redevelopment
& Housing
Authority

Parks,
Recreation &
Leisure
Services

Community
Development
Neighborhood
Services

Hampton
Police
Department

Virginia
Cooperative
Extension

Healthy
Families
Partnership

Hampton
Sheriff's
Office

Office of
Youth and
Young Adult
Opportunities

Strategic Themes & Goals





Talent Development

ACT® Work Ready Community



Certified Work Ready Communities

- ✦ An ***'eco-system'*** for community-based economic development that enables:
 - ✦ Business and industry easily hire the skills needed for a productive workforce
 - ✦ Individuals understand what skills are required by employers and how to prepare themselves for success
 - ✦ Policy makers, community leaders and educators to measure and close the skills gap and build career pathways that help both individuals and industry thrive
 - ✦ Economic developers to use an on-demand reporting tool that quantifies the skill level of their workforce
- ✦ Based on the National Career Readiness Certificate (NCRC), a portable, industry-recognized, evidence-based workforce skill credential

ACT® Work Ready System

- ✦ ***Understand*** Job Skill Requirements
- ✦ ***Measure*** Individuals' Skills
- ✦ ***Develop*** Skills to Match Requirements
- ✦ ***Certify*** Individuals in Essential Skills



ACT® Work Ready System

Comprehensive, evidence-based solutions.

✦ Job Analysis

✦ *Define Our Workforce*

✦ Assessments

✦ *Assess Our Workforce*

✦ Training & Curriculum

✦ *Develop Our Workforce*

✦ Certification

✦ *Certify Our Workforce*

✦ Research & Analytics

✦ *Understand Our Workforce*

WorkKeys® Testing



 **KeyTrain® Training**



NATIONAL
CAREER READINESS
CERTIFICATE

COGNITIVE SKILLS

- ✦ **Applied Mathematics = Using math to solve work problems**
- ✦ **Reading for Information = Understanding work-related text**
- ✦ **Locating Information = Finding/applying graphical information**
- ✦ **Applied Technology = Solving problems with machines**
- ✦ **Observation = Understanding and evaluating work processes**
- ✦ **Writing = Using words to respond to work situations**
- ✦ **Listening = Understanding and following work instructions**
- ✦ **Teamwork = Maintaining relationships and meeting team goals.**

National Career Readiness Certificate Levels

Portable, industry-recognized, evidence-based workforce skill credential

Level of Certificates



ACT certifies that
Jane P. Sample
has earned the ACT National Career Readiness Certificate™ at the Platinum level.



Registered Certificate # JSAMPLE001
Issue Date: September 26, 2014



Bronze – scores at least a level 3 in each of the three core areas and has the necessary foundational skills for 35 percent of the jobs in the WorkKeys database.



Silver – scores at least a level 4 in each of the three core areas and has the necessary foundational skills for 65 percent of the jobs in the WorkKeys database.



Gold – scores at least a level 5 in each of the three core areas and has the necessary foundational skills for 90 percent of the jobs in the WorkKeys database.



Platinum – scores at least a level 6 in each of the three core areas and has the necessary foundational skills for 99 percent of the jobs in the WorkKeys database.



Talent Development

SHARE Network Access Point (SNAP)



SHARE Network Access Points

- ✦ Hampton Public Libraries [Approved November 1, 2017]
 - ✦ 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



Talent Development

Work Experience Program



Work Experience Program

- ✦ City of Hampton and New Horizons partnership
- ✦ Model as a “*grow our own*” workforce
- ✦ City Departments as worksite hosts:
 - ✦ Public Works, Parks & Recreation, School-age Programs
- ✦ Program provides:
 - ✦ Meaningful work experience opportunities for young adults ages 16-24;
 - ✦ Prepare young adults for successful transition into the world-of-work;
 - ✦ Earn a training stipend paid through the Youth Workforce Office New Horizons Regional Education Center

2018 Hampton Community Job Fair

Get
HIRED

FEBRUARY 6TH Hampton Roads
Convention Center **10AM~2PM**
1610 Coliseum Drive, Hampton, VA 23666



- ✦ Over 90 hiring employers registered; all business industries represented
- ✦ Free and open to all; Veterans, ReEntry, and Young Adults
- ✦ Preparation workshops available January 29th, 30th, 31st at the Hampton Goodwill Community Employment Center, 1911 Saviile Row
- ✦ Onsite offerings
 - ✦ Preparation workshops
 - ✦ Immediate interviews
 - ✦ Education & Job training agencies

QUESTIONS