



ALEXANDRIA | ARLINGTON REGION

**Alexandria/Arlington Regional Workforce Council  
Quarterly Meeting  
Agenda**

**September 22, 2022  
8:30 am to 9:30 am**

**Arlington Public Schools  
School Board Room  
Syphax Education Center  
2110 Washington Blvd, 2nd Floor  
Arlington VA 22204**

<b>Welcome Message</b>	<i>Ellen Harpel</i>
<b>Public Comment Period</b> <ul style="list-style-type: none"><li>• 2 minutes per public comment</li></ul>	<i>David Remick</i>
<b>Executive Director's Report &amp; Consent Agenda</b>	<i>David Remick</i>
<b>Regional Labor Market Update</b>	<i>Tucker Plumlee</i>
<b>Development of Arlington's 2023 Legislative Priorities</b>	<i>All</i>
<b>Council Member Updates</b>	<i>All</i>
<b>Adjourn</b>	<i>Ellen Harpel</i>

**UPCOMING MEETINGS**

<b>Meeting</b>	<b>Date</b>	<b>Time</b>	<b>Location</b>
Regional Workforce Council Meeting	September 22, 2022	8:30am – 9:30am	Hybrid
One-Stop Operations Committee Meeting	September 22, 2022	9:30am – 10:30am	Hybrid
Executive Committee Meeting	January 13, 2023	8:30am – 9:30am	Virtual
Regional Workforce Council Meeting	January 26, 2023	8:30am – 9:30am	Virtual
One-Stop Operations Committee Meeting	January 26, 2023	9:30am – 10:30am	Virtual
Executive Committee Meeting	April 14, 2023	8:30am – 9:30am	Hybrid
Regional Workforce Council Meeting	April 20, 2023	8:30am – 9:30am	Hybrid
One-Stop Operations Committee Meeting	April 20, 2023	9:30am – 10:30am	Hybrid
Executive Committee Meeting	June 9, 2023	8:30am – 9:30am	Virtual
Regional Workforce Council Meeting	June 22, 2023	8:30am – 9:30am	Virtual
One-Stop Operations Committee Meeting	June 22, 2023	9:30am – 10:30am	Virtual



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ALEXANDRIA/ARLINGTON  
REGIONAL WORKFORCE COUNCIL

### **Consent Agenda Notes**

- June 23, 2022 Meeting Minutes – Recommendation: Approval
- September 9, 2022 Executive Committee Meeting Minutes – Recommendation: Approval
- One-Stop Operator Quarterly Report – For Your Information Only
- Revised Incentive Awards to WIOA Youth Policy: Policy update that aligns incentive awards with regional salary estimates. – Recommendation: Approval
- WIOA Funding Transfer Request: Due to the increased demand for training funds to serve WIOA Adult customers, the Executive Director is requesting the transfer of up to \$200,000.00 in funds between the PY21 WIOA Dislocated Worker program and the PY21 WIOA Adult program. The Council needs to approve this request for the State WIOA Administrator to authorize the funding transfer. –Recommendation: Approval
- Incumbent Worker Application: Red 5 Holding, Inc. is requesting \$899.96 in WIOA Dislocated Worker funding to improve the management skills of six supervisors. Red 5 Holdings is in an in-demand industry (Security). The training will help both the employees receiving the training and the employer become more competitive, as well as help retain its workforce. – Recommendation: Approval

## **Consent Agenda Begins**

## **June 23, 2022 Meeting Minutes**



ALEXANDRIA/ARLINGTON  
REGIONAL WORKFORCE COUNCIL

**MEETING MINUTES OF THE VIRTUAL  
ALEXANDRIA/ARLINGTON REGIONAL WORKFORCE COUNCIL**

June 23, 2022

The **ALEXANDRIA/ARLINGTON REGIONAL WORKFORCE COUNCIL** convened its meeting at **8:33am** on **June 23, 2022**.

**ATTENDANCE**

Kate	Bates	Proxy Provided To Chair
Lisa	Bauer	Present-All Virtual
Joel	Bernstein	Proxy Provided To Chair
Maurice	Blue	Present-All Virtual
Patrick	Brennan	Absent
Karen	Brown	Present-All Virtual
Dottie	Brown	Present-All Virtual
John	Burczak	Present-All Virtual
Stacey	Butler	Present-All Virtual
Dennis	Desmond	Absent
James	Egenrieder	Present-All Virtual
John	Gallagher	Absent
Lesia	Gilbert	Absent
Daniel	Gomez	Absent
Annette	Haggray	Absent
Ellen	Harpel	Present-All Virtual
Tricia	Jacobs	Present-All Virtual
Kris	Martini	Present-All Virtual
Erik	Pages	Present-All Virtual
Catherine	Pasqualoni	Absent
Kiersten	Portlock	Absent
Sean	Steele	Absent
Brian	Stout	Absent
Fernando	Torrez	Present-All Virtual
Ryan	Touhill	Absent
Jennifer	Van Buren	Absent
Monica	West	Present-All Virtual
Ricardo	Wright	Present-All Virtual
Elizabeth	Yoder	Absent

**MOTIONS & ACTIONS/VOTES**

No individuals provided public comment.

Stacy Butler's nomination was approved for Vice-Chair of the Regional Workforce Council.

- The Council unanimously supported the motion 16-0.

June 23, 2022 Regional Workforce Council Consent Agenda was approved.

- The Council unanimously supported the motion 16-0.

Meeting adjourned at **9:30am**.

## **Sept 9, 2022 Executive Committee Meeting Minutes**



ALEXANDRIA/ARLINGTON  
REGIONAL WORKFORCE COUNCIL

**MEETING MINUTES OF THE HYBRID  
ALEXANDRIA/ARLINGTON REGIONAL WORKFORCE COUNCIL'S  
EXECUTIVE COMMITTEE MEETING**

September 9, 2022

The **ALEXANDRIA/ARLINGTON REGIONAL WORKFORCE COUNCIL** convened its meeting at **8:33am** on **September 9, 2022**.

**ATTENDANCE**

<b>Meeting Type (Hybrid/Virtual--Dropdown)</b>	<b>Virtual</b>
Shekera Alvarado	Absent-Excused
Lisa Bauer	Present-In Person
Stacey Butler	Present-In Person
Dennis Desmond	Present-In Person
Ellen Harpel	Present-In Person
Erik Pages	Present-In Person

**STAFF**

Alamelu Dev (Virtual), David Remick

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**MOTIONS & ACTIONS/VOTES**

September 22, 2022 Regional Workforce Council Meeting Packet was reviewed and approved.

- The Executive Committee unanimously supported the motion 5-0.

Meeting adjourned at **9:20am**.

## **One-Stop Operator Quarterly Report**



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ALEXANDRIA | ARLINGTON REGION

**WIOA PERFORMANCE REPORT**  
**PY 2021- Q1-Q4**



Empower people. Improve performance.

One Stop Operator – RISE Talent Solutions

Alamelu Dev

[alamelu@riseglobaltalent.com](mailto:alamelu@riseglobaltalent.com)

Table 1 S.No.	Period (PY2021 - July 2021 to June 2022) Data measure	Q4 PY 21 (Apr-June 2022)		
		WDC	AEC	Total
1	Career Services customer satisfaction results	100%	annual data	n/a
2	Business Services satisfaction results	100%	annual data	n/a
3	Businesses served	annual data		
4	Total One-Stop Center Visitors (duplicated)	1489	192	1681
5	Total One-Stop Center Visitors (unduplicated)	1198	81	1279
6	Total of daily calls to the One-Stop Center due to COVID related shutdown	211	815	1026
7	New WIOA Title I Adult Participants	6	0	6
8	New WIOA Title I Dislocated Workers Participants	3	1	4
9	New WIOA Title I Youth Participants	1	n/a	1
10	Total New participants	10	1	11
11	Active WIOA Title 1 Adult Participants	36	13	49
12	Active WIOA Title I Dislocated Workers Participants	9	3	12
13	Active WIOA Title I Youth Participants	11	n/a	11
14	Total Active participants	56	16	72

Data Source:

Measures #1 to #6 - Respective One-Stop Centers

Measures #7 to 14 - AARWC Data Administrator

PY 21 - YTD (Q1-Q2-Q3-Q4)		
WDC	AEC	Total
96%	88%	92%
100%	95%	98%
1256		
4847	919	5766
4091	473	4564
2541	3897	6438
25	15	40
7	3	10
17	n/a	17
49	18	67
132	73	205
32	10	42
37	n/a	37
201	83	284

Table 2 S.No.	Period (PY2021 - July 2021 to June 2022) WIOA Title 1 Performance Items	PY 21 - YTD (Q1-Q4)			PY21 Goals
		WDC	AEC	Regional Total	
<b>Adults</b>					
1(a)	Employment 2nd Quarter after Exit (#)	24/31	24/32	48/63	
1(b)	Employment 2nd Quarter after Exit (%)	77.4%	75.0%	76.2%	79%
2(a)	Employment 4th Quarter after Exit (#)	26/36	25/33	51/69	
2(b)	Employment 4th Quarter after Exit (%)	72.2%	75.8%	73.9%	85%
3(a)	Credential Attainment Rate (#)	18/23	10/20	28/43	
3(b)	Credential Attainment Rate (%)	78.3%	50.0%	65.1%	74%
4	Median Earnings 2nd Quarter after Exit	24	24	\$8,936	\$5,100
5(a)	Measurable Skill Gains (#)	14/17	14/16	28/33	
5(b)	Measurable Skill Gains (%)	82.4%	87.5%	84.8%	84.6%
<b>Dislocated Workers</b>					
6(a)	Employment 2nd Quarter after Exit (#)	16/23	6/6	22/29	
6(b)	Employment 2nd Quarter after Exit (%)	69.6%	100%	75.9%	85%
7(a)	Employment 4th Quarter after Exit (#)	6/11	6/6	12/17	
7(b)	Employment 4th Quarter after Exit (%)	54.5%	100%	70.6%	90%
8(a)	Credential Attainment Rate (#)	3/7	3/4	6/11	
8(b)	Credential Attainment Rate (%)	42.9%	75%	54.5%	70%
9	Median Earnings 2nd Quarter after Exit	16	6	\$10,853	\$8,350
10(a)	Measurable Skill Gains (#)	3/6	3/3	6/9	
10(b)	Measurable Skill Gains (%)	50%	100.0%	66.7%	68.1%
<b>Youth</b>					
11(a)	Employment 2nd Quarter after Exit (#)	2/3	3/3	5/6	
11(b)	Employment 2nd Quarter after Exit (%)	66.6%	100%	83.3%	72%
12(a)	Employment 4th Quarter after Exit (#)	2/3	3/3	5/6	
12(b)	Employment 4th Quarter after Exit (%)	66.6%	100%	83.3%	62.8%
13(a)	Credential Attainment Rate (#)	0/1	1/1	1/2	
13(b)	Credential Attainment Rate (%)	0%	100%	50%	70%

## **Revised Incentive Awards to WIOA Youth Policy**

## INCENTIVE AWARDS TO WIOA YOUTH

### REFERENCES

- Workforce Innovation and Opportunity Act (WIOA)
- 20 CFR § 681.640
- 2CFR 200.302 (b)(4) & 303
- TEGL 8-15

### POLICY

It is the policy of the Alexandria/Arlington Regional Workforce Council to offer reasonable incentives to youth participants to encourage the youth to participate in and complete WIOA Title I Youth activities. The justification and strategy for awarding incentive must be clearly defined in the youth's case file. Incentive awards shall be made in a uniform and consistent way amongst all WIOA Title I Youth participants during a program year and administered in a manner that ensures all participants receive equal rewards for equal achievement.

For the purposes of this policy, the term "incentive" shall mean an inducement or reward intended to motivate achievement, progress, and attendance. The incentive must be directly linked to one of the allowable elements as listed in WIOA Title I Youth and/or to the attainment of specific and measurable program outcome. All incentive awards are subject to the availability of WIOA Title I Youth funds and ~~are~~ these incentives are not an entitlement.

Additionally, for the purposes of this policy, with regards to Work Experience participants will not have an "employer/employee relationship" with their worksite hosts. The participants' relationship will be with their respective American Job Center (AJC). Furthermore, participants will not receive an hourly wage for participating in an AJC-organized work experience project. A participant may receive an incentive award payment after they complete their first two-weeks on the AJC-organized work experience worksite, after they complete their second two-weeks on the worksite, and after they complete their third two-week period on the worksite. Each incentive award will be valued up to ~~\$600-1,200~~ per two-week period, for a total of up to ~~\$1,800-3,600~~ for ~~the a~~ full six-week work experience project. A participant is expected to work an average of 30 hours per week over the term of their work experience project. If a participant works less than 30 hours a week, then their bi-weekly incentive award will be reduced by ~~\$10-20~~ for each hour under 60 hours that they work during that period.

~~Finally, Youth incentive award payments are limited to a lifetime amount of \$2,500-4,000 per eligible youth and documented in accordance with applicable WIOA regulations. Finally, all incentives that are paid to the participant are taxable and should be reported on the participant's annual federal and state tax returns as "income". The lifetime amount may be extended to \$4,000 per eligible youth through issuance of a waiver from the Council's Executive Director. There must be extenuating circumstances for the waiver to be issued. All waivers issues must be reported to the Council by the Executive Director.~~

Achievements, with award limits, that are also eligible for an incentive include:

- \$100 for attainment of high school diploma;
- \$50 for completion of GED testing (per test completed/maximum 2 attempts per subject);
- ~~\$600-300 for monthly participation in completion of an occupational skills training (to be paid bi-monthly);~~
- \$100 for monthly participation an AJC-facilitated work readiness;

WIOA is an Equal Opportunity Program. Auxiliary aids and services are available upon request to individuals with disabilities. Alexandria City Government and Arlington County Government are Equal Opportunity Employers.

- \$100 when the participant creates their cover letter, resume, sample application, and follow-up letter (all four items required for award attainment);
- ~~\$100-250~~ per quarterly employment retention goal (to be awarded after quarterly retention is recorded by WIOA staff//limit of four award payments allowed);
- \$100 for attaining a post-secondary credential and/or occupational certificate/~~license~~.
- ~~\$75 for securing unsubsidized employment.~~

AJC staff shall maintain required documentation in the participant's case file detailing the distribution and management of awards. At a minimum, Center staff shall document the need for the incentive and justify issuance of the incentive in the participant's Individual Employment Plan and in the Virginia Workforce Connection system (VaWC). Center staff will also maintain records verifying the participant received the incentive through an original signature on a receipt form and documentation showing the type of incentive awarded (i.e. copy of a check, copy of a gift card, etc.). It is the responsibility of each staff person to become aware of all applicable regulations and to monitor personnel and participant activities to ensure compliance in accordance with this policy and other cited references.

# **WIOA Funding Transfer Request**



ALEXANDRIA/ARLINGTON  
REGIONAL WORKFORCE COUNCIL

September 2, 2022

Ms. Andrea Glaze  
Virginia Community College System  
Academic and Workforce Programs  
WIOA Title I Program Administrative Coordinator  
Arboretum III  
300 Arboretum Place, 3<sup>rd</sup> Fl-Ste 390  
Richmond, VA 23236

**RE: PY21 WIOA FUNDING TRANSFER REQUEST #2**

Dear Ms. Glaze:

Alexandria/Arlington Regional Workforce Council has authorized the transfer of up to \$200,000.00 of PY21 WIOA Dislocated Worker funds to PY21 WIOA Adult funds. The first of these transfers, Funding Transfer Request #2, requests the transfer of \$178,372.92 from PY21 WIOA Dislocated Worker funds to the PY21 WIOA Adult funds. This request will cover additional projected expenses in PY21. A WIOA Title I programmatic and financial analysis pertaining this request can be found in Attachment A.

Thank you in advance for your attention to this request. Should you have questions please contact David Remick at [dremick@arlingtonva.us](mailto:dremick@arlingtonva.us) or 703.228.1412.

Sincerely,

Dr. Ellen Harpel  
Chair

CC: David Remick

ATTACHMENT A

<b>WIOA Title I Expenses for VCWAA</b>				
	<b>ADULT</b>		<b>DW</b>	
	<b># Active Participants</b>	<b>Expenditures</b>	<b># Active Participants</b>	<b>Expenditures</b>
PY 2018	175	\$328,019.07	45	\$125,471.60
PY 2019	146	\$265,634.36	32	\$129,026.87
PY 2020	75	\$173,709.01	18	\$141,098.15
PY 2021	84	\$180,867.44	21	\$59,773.05
WIOA ADULT PY 2021	Total	40% Training	Supportive Services	Staff/Operating
Budget	\$266,490.73	\$106,596.29	\$0.00	\$159,894.44
Projected Expenses	\$444,863.65	\$177,945.46	\$0.00	\$266,918.19
Shortfall	(\$178,372.92)	(\$71,349.17)	\$0.00	(\$107,023.75)
WIOA DW PY 2021	Total	40% Training	Supportive Services	Staff/Operating
Budget	\$276,895.97	\$110,758.39	\$0.00	\$166,137.58
Projected Expenses	\$98,523.05	\$39,409.22	\$0.00	\$59,113.83
Surplus	\$178,372.92	\$71,349.17	\$0.00	\$107,023.75
Transfer Request Total (DW to Adult):				\$178,372.92

# **Incumbent Worker Application**

## Incumbent Worker Training Program

Local Workforce Innovation and Opportunity Act (WIOA) funds can be made available through a process designed to assist Alexandria City and Arlington County businesses, which could include a single firm or a group of firms that share similar workforce needs, using a sector strategy approach to meet the skills training needs of their incumbent workforce.

### Employer Eligibility

- Private for profit or non-profit businesses operating in Virginia for entire twelve-month period prior to application date;
- Current on all Virginia tax obligations;
- Proposing training for employees in a Virginia facility;
- Demonstration of linkages of the training activity to demand occupations and/or regionally targeted industries;
- The positive relationship of the training to the competitiveness of a participant and the employer;
- The relative wage and benefit levels of those employees (pre-training and anticipated upon completion of the training);
- The potential state, regional, and local economic impact, if any, of the training project.
- A non-eligible employer is a business with a history of failing to provide WIOA participants with continued employment or/and a recently relocated business that has resulted in employee separations.

### Incumbent Worker Employee Eligibility

All employees participating in incumbent worker training must meet the eligibility below. An incumbent worker is:

- At least 18 years of age;
- A citizen of the United States or a non-citizen whose status permits employment in the United States;
- Males born on or after January 1, 1960 must register with the selective service system within 30 days after their 18th birthday or at least before they reach the age of 26;
- Must be a full-time employee of the participating employer for at least 6 months;
- Needs skills upgrading or retraining, completion of GED or High School Degree, basic skills upgrade, to retain or be successful in current employment;
- An employee to be trained that works at a facility located in Virginia or working for a staffing agency and placed at a Virginia facility.

### Grant Availability

Applications will be accepted as funds become available. All applications will be approved during quarterly Alexandria/Arlington Regional Workforce Council Meetings. Employers participating in the program are required to pay for a share of the training cost. The employer's share shall not be less than:

- 10 percent of the cost, for employers with not more than 50 employees;
- 25 percent of the cost, for employers with more than 50 employees but not more than 100 employees; and
- 50 percent of the cost, for employers with more than 100 employees.

Process

- Employer completes Incumbent Worker Application, including quote for services from Northern Virginia Community College or other training provider, Employee Participation Spreadsheet, W-9 Form, and Supplier Form. The employer must also provide a copy of their business license, DUNS number, and copies of the participating employees' Driver's License, Social Security Card, and Selective Service Card. A copy of an employee's I-9 Form can be used as a substitute for their Social Security Card and Driver's License. All completed forms and documents should be submitted to [dremick@arlingtonva.us](mailto:dremick@arlingtonva.us).
- Applications are then presented during quarterly Alexandria/Arlington Regional Workforce Council Meetings for review and approval.
- Upon approval, a contract and purchase order will be provided to the employer for signature. Once signed, the employer may enter into agreement with the training provider for the training services. The employer pays 100% of the cost of the training services. All training includes course work, course materials, and credential testing.
- Once the employees have received their certifications, the employer can submit the invoice for reimbursement for a portion of the actual training expenses (50% - 90%) to [dremick@arlingtonva.us](mailto:dremick@arlingtonva.us). The invoice must reference the contract and purchase order as well as include copies of the employees' certification. Please note, the Council will not reimburse employers for employees who do not complete the training and/or fail to pass the certification test.
- Employer will be reimbursed 30 days after final paperwork is successfully submitted.
- The Council will check-in with employer every quarter for a year after the employees earn their certifications to determine if they a) are still employed with the company, b) have been promoted, and c) have earned a raise.



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# Incumbent Worker Training Program

## Funding Application

### GENERAL INFORMATION

Please check the industry that your company falls under:

- Healthcare
- Manufacturing
- Construction/Trades
- Transportation & Warehousing
- Financial Services
- Food & Beverage Manufacturing
- Life Sciences
- Information Technology
- Other: Security Consulting

**Company Name:** Red 5 Holding, Inc.

**Physical Address:** 3865 Wilson Blvd. Suite 200

**City:** Arlington      **State:** Va      **Zip:** 22203

**County:**     City of Alexandria       Arlington County  
 Other: \_\_\_\_\_

**Mailing Address:** same as above  
*(if different)*

**City:** \_\_\_\_\_      **State:** \_\_\_\_\_      **Zip:** \_\_\_\_\_

**Parent or Corporate Name (if applicable – as listed on IRS W-9 Form):** same as above

**Address** same as above

**Company Contact:** Debbie Walsh      **Title:** Head of Business Operations

**Phone:** 571-970-3526      **Email:** debbie.walsh@red5security.com

**Federal I.D. Number:** 27-4539482

**Date Established:** 4/1/2015

**Number of Full-Time Workers:** 53

**Number of Part-Time Workers:** 2



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**Tax Status of Business:**  For-Profit  Not-For-Profit (Designation)  
 Other: \_\_\_\_\_

**Legal Structure of Business:**  Sole Proprietor  Partnership  
 Limited Liability Company  Corporation

**Is your company current on all Federal, State of Virginia, County, City and Local Tax Obligations?**  Yes  No

**Is your company receiving and/or applying for other public training funds?**  Yes  No

**If yes, explain:** \_\_\_\_\_

**Does your company have an equal opportunity/non-discrimination policy in place?**  Yes  No

**Is your company subject to a collective bargaining agreement?**  Yes  No

*If yes, and if union represented employees will be participating in the training activities of this program, it is required that consent be obtained from the representing union to collect the eligibility data from the employees PRIOR to funding approval.*

**This company is (check all applicable):**  Native-American Owned  Asian-American Owned  
 African-American Owned  Woman Owned  
 Hispanic-American Owned

**Please provide a brief description of your business, product(s), and/or service(s):**

Red Five advises corporations and private families around the world on how to maintain their privacy and be more secure. Our planning and execution make our clients more resilient and better prepared. Red Five offers a myriad of products, services, and solutions that are leveraged for and aligned with existing and future clients. Our existing security consulting business spans the full spectrum of security advisory services, threat and intelligence analysis, design, technical countermeasures, assessments, and other mainstream security offerings. The extensive experience of our team gives us a deep understanding of today's threats and the countermeasures required to defend against them. This understanding drives our development of client-centric security services.

### **NEEDS IDENTIFICATION**

**Indicate which challenge(s) your company/organization is currently facing that potential training would address.**

*(Check all that apply; at least one must be identified for funding consideration)*

- Declining sales
- Supply chain issues
- Adverse industry market trends
- Changes in management behavior or ownership
- Phasing out certain functions, introducing new functions/lines that require worker retraining
- Required skill changes that would otherwise result in downsizing and layoffs if not addressed
- New technology and/or equipment implementation that increase economic competitiveness
- Creation of new employment opportunities that require advance skills and knowledge
- Other: Helping to continue to build positive morale and addressing when there is any negativity.



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Please describe the challenges that would be addressed by the proposed training.

The course is designed to help navigate when there is workplace negativity. This course will help our people managers navigate when this issue arises.

How will this training make the employees more competitive in this economy and/or retain their employment?

This course will help our people managers continue to build their people management skills and overall professional development which is very important in retaining employees.

How will this training make your company/organization more competitive in this economy?

This training will help better equip our people managers and when our employees are equipped with the correct training to do their job effectively, that makes us competitive.

What is the potential for wage increases at the completion of training and/or within one year of training?

This course will help our people managers build on their skills in managing their teams. We do not give increases at the time of a training's completion, but we do offer annual reviews with the consideration of a performance based increase and the completion of trainings like this one are also taken into consideration at that time.

**TRAINING INFORMATION**

*Please describe the training needed for your employees.*

**PLEASE ATTACH QUOTE SHEET DETAILING REQUESTED TRAINING PROGRAM**

**Provider Name:** American Management Association

**Provider Status:**  Public Training Institution  Private Training Institution  
 Company Instructor  Community College

**Provider Contact:** customerservice@amanet.org or 877-534-1367

**Physical Address:** Locations all over, but closest to us: 2800 South Potomac Avenue

**City:** Arlington **State:** VA **Zip:** 22202



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**Curriculum Name:** Squashing workplace Negativity

**Total Training Hours:** A few hours

**Proposed Training Start Date:** On demand      **Anticipated Training End Date:** On demand

**# of Employees to be Trained:** 6

**Training will be delivered:**       On-site at the Business       At the Training Institution  
 At a Remote Location       Other: \_\_\_\_\_

**Will employees be paid for the time they attend training?**       Yes       No

**Is this training for current employees or new employees?**       Current       New

**Will employees receive an industry recognized credential at the end of training?**       Yes       No

**FUNDING REQUEST**

*This section must be completed to show use of proposed training funds.*

<b>Tuition Costs:</b>	\$ <u>1199.94</u>
<b>Textbooks:</b>	\$ <u>0</u>
<b>Certification Fees:</b>	\$ <u>0</u>
<b>TOTAL COST</b>	\$ <u>1199.94</u>
<b>SHARE OF COST PROVIDED BY WIOA</b>	\$ <u>899.96</u>

**SIGNATURE AND CERTIFICATION**

*By my signature, I verify the information in this application is accurate to the best of my knowledge and I have the authority to submit this application on behalf of the named employer.*

**Signature:**  \_\_\_\_\_      **Date:** 8/24/2022

**Printed Name:** Rebecca Wilson

**Email Address:** rebecca.wilson@red5security.com

**Phone Number:** 571-970-3526

**Consent Agenda Ends**

## Financial Assistance for FastForward Programs – Noncredit Funding Sources

**FastForward Programs** (funded by the Workforce Credential Grant) are preparatory short-term training programs for industry credentials in high-demand professions. Virginia domiciled residents can take these programs by paying only one-third (1/3) of the full tuition cost, provided they successfully complete the program. Additional financial assistance options – FANTIC, G3, REV, and VRSA - cover the student's first one-third.

	Re-Employing Virginia (REV)	Virginia Ready State Aid (VRSA)	Financial Assistance for Non-Credit Industry Credentials (FANTIC) & G3																														
<b>Benefit</b>	The Re-Employing Virginians (REV) initiative provides funding to students who are unemployed or underemployed due to COVID-19. REV is a <b>one-time tuition voucher award</b> , and it will pay in full the first one-third of one FastForward eligible program up to \$1,500. Applicants will be awarded on a first-come, first-served basis through December 2021.	The Virginia Ready Scholars Program provides funding to students who are looking to increase their skills by earning a credential for an in-demand job. VA Ready Scholars will receive a one-time \$1,000 Credential Achievement Award upon achieving their new credential. The VA Ready State Aid (VRSA) will pay in full the first one-third of one FastForward program up to \$1,500 for eligible VA Ready Scholars ( <b>one-time award</b> ). <i>VRSA funding is available but is very limited.</i>	FANTIC provides funding to students demonstrating the required financial need and who desire to enroll in an approved FastForward training program. FANTIC will pay in full the first one-third of a selected FastForward program. Applicants will be awarded on a first-come, first-served basis.  <b>G3</b> eligible students interested in FastForward programs must complete the FANTIC application. <a href="#">Learn more about G3</a>																														
<b>Eligibility</b>	<p><b>Criteria:</b></p> <ol style="list-style-type: none"> <li>Domiciled in Virginia</li> <li>Employment disrupted due to COVID-19.               <ol style="list-style-type: none"> <li>Unemployed and receiving VA state benefits on or after August 1, 2020 <i>OR</i></li> <li>Underemployed and earning less than \$15 per hour in a part-time job</li> </ol> </li> <li>Complete REV Self-Certification form</li> </ol>	<p><b>Criteria:</b></p> <ol style="list-style-type: none"> <li>Domiciled in Virginia</li> <li>Looking to increase skill set by earning a credential for an in-demand job in a high growth sector</li> <li>Must be enrolled in a VA Ready supported FastForward course</li> <li>Must sign up for VA Ready before the course begins or no later than 5 calendar days after their course's start date (Day 1 = first day of classes)</li> <li>Must be approved as a VA Ready Scholar</li> </ol>	<p><b>Criteria:</b></p> <ol style="list-style-type: none"> <li>Domiciled in Virginia</li> <li>Demonstrate financial need based on household income               <ol style="list-style-type: none"> <li>Currently receiving SNAP or TANF benefits <i>OR</i></li> <li>Current household adjusted gross income falls at or below 400% of the Federal Poverty Guidelines for G3 programs or 300% for non-G3 programs (see chart below)</li> </ol> </li> <li>Complete the FANTIC application and provide supporting documents</li> </ol> <table border="1" data-bbox="1402 1138 1976 1442"> <thead> <tr> <th colspan="3">Federal Poverty Guidelines 2021</th> </tr> <tr> <th>Persons in Household</th> <th>For G3 Reference - 400% 4x Poverty Guidelines</th> <th>FANTIC - 300% 3x Poverty Guidelines</th> </tr> </thead> <tbody> <tr><td>1</td><td>\$51,520</td><td>\$38,640</td></tr> <tr><td>2</td><td>\$69,680</td><td>\$52,260</td></tr> <tr><td>3</td><td>\$87,840</td><td>\$65,880</td></tr> <tr><td>4</td><td>\$106,000</td><td>\$79,500</td></tr> <tr><td>5</td><td>\$124,160</td><td>\$93,120</td></tr> <tr><td>6</td><td>\$142,320</td><td>\$106,740</td></tr> <tr><td>7</td><td>\$160,480</td><td>\$120,360</td></tr> <tr><td>8</td><td>\$178,640</td><td>\$133,980</td></tr> </tbody> </table>	Federal Poverty Guidelines 2021			Persons in Household	For G3 Reference - 400% 4x Poverty Guidelines	FANTIC - 300% 3x Poverty Guidelines	1	\$51,520	\$38,640	2	\$69,680	\$52,260	3	\$87,840	\$65,880	4	\$106,000	\$79,500	5	\$124,160	\$93,120	6	\$142,320	\$106,740	7	\$160,480	\$120,360	8	\$178,640	\$133,980
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<b>How to Apply</b>	Complete REV Self-Certification Form online <a href="http://www.nvcc.edu/rev/">www.nvcc.edu/rev/</a>	Sign up for VA Ready online <a href="http://www.vaready.org">www.vaready.org</a> after you are enrolled in a FastForward program	Complete FANTIC Application and submit required documents <a href="http://www.nvcc.edu/workforce/assistance">www.nvcc.edu/workforce/assistance</a>																														

NOVA Workforce FastForward Programs	Full Tuition	FastForward Tuition (1/3 of full tuition)*	REV Eligible Student Pays \$0	VRSA Eligible Student Pays \$0	G3 Eligible Student Pays \$0	FANTIC Eligible Student Pays \$0	Included with tuition
CompTIA® A+	\$2,502	\$834	✓	✓	✓	✓	Textbook, CertMaster and exam voucher
CompTIA® Linux+	\$1,674	\$558	✓	✓	✓	✓	Textbook, CertMaster and exam voucher
CompTIA® Network+	\$1,527	\$509	✓	✓	✓	✓	Textbook, CertMaster and exam voucher
CompTIA® Security+	\$1,566	\$522	✓	✓	✓	✓	Textbook, CertMaster and exam voucher
AWS Cloud Practitioner	\$1,203	\$401	✓	✓	✓	✓	Textbook and exam voucher
AWS Certified Solutions Architect (Associate)	\$2,313	\$771	✓	✓	✓	✓	Textbook and exam voucher
Certified Ethical Hacker (CEH)	\$3,135	\$1,045	✓	✓	✓	✓	Textbook, iLab access code, and exam voucher
Certified Billing & Coding Specialist (CBCS)	\$3,435	\$1,145	✓	✓	✓	✓	Textbook, online class materials and exam voucher
Certified Clinical Medical Assistant (CCMA)	\$3,267	\$1,089	✓	✓	✓	✓	Textbook, exam voucher, BLS CPR books and testing
Certified Pharmacy Technician	\$1,950	\$650	✓	✓	✓	✓	Textbook and exam voucher
Nurse Aide Preparation (CNA)	\$3,489	\$1,163	✓	✓	✓	✓	Textbook, exam voucher, stethoscope, blood pressure cuff, gait belt & BLS CPR books and testing
Massage Therapy	\$6,750	\$3,750	REV pays \$1,500 Student pays \$2,250	-	✓	✓	Textbook and exam voucher
EPA Section 608 Technician Certification (HVAC)	\$1,500	\$500	✓	-	✓	✓	Textbook and exam voucher
Project Management Professional (PMP)	\$2,100	\$700	-	-	-	✓	PMI membership includes PMBOK and Agile guides, practice tests and exam voucher
SHRM Certified Professional (SHRM-CP, SHRM-SCP)	\$2,070	\$690	-	-	-	✓	SHRM Learning System and exam voucher
Commercial Driver's License Class A (CDL-A)	\$4,500	\$1,500	-	✓	-	✓	Class materials and exam voucher
Commercial Driver's License Class B (CDL-B)	\$3,375	\$1,125	-	-	-	✓	Class materials and exam voucher

*Tuition Subject to Change*

\*FastForward (WCG) pays for two-thirds (max of \$3,000) per course. Participants will pay one-third of the cost for the course. Note that FastForward tuition may be higher for programs that exceed a full tuition of \$4,500. Course completion is required. Failure to complete the course will result in the participant's financial obligation to pay an additional one-third of the program's cost back to the Commonwealth of Virginia. Funding for this program is limited and on a first-come, first-served basis.

To qualify for the FastForward tuition, you must meet the Virginia domicile requirements. Virginia "domicile" means you have lived in Virginia and intended to stay here indefinitely for at least one year prior to the date of application.

Additional funding sources (REV, VRSA, FANTIC, G3) may be available to cover the FastForward tuition fully or partially. Visit [www.nvcc.edu/workforce/assistance](http://www.nvcc.edu/workforce/assistance) for information.

**To learn more about FastForward and a complete list of FastForward approved programs, please visit [www.fastforwardva.org](http://www.fastforwardva.org).**

**Alexandria/Arlington Regional Workforce Council**  
**Top 3 Education and Workforce Development Priority Suggestions**  
**For Arlington County Board**

1. Aligned with [Arlington County Government's Child Care Initiative](#), the Alexandria/Arlington Regional Workforce Council believes that safe and affordable access to early childhood education is critical for parents to participate fully in Virginia's economy, and for children's development. The Commonwealth of Virginia should expand the variety and funding of Pre-K programs offered in the public school system.
2. The local economy is fueled by a highly skilled and educated workforce. The Alexandria/Arlington Regional Workforce Council recognizes that a strong K-12 school system is a key component not only in providing that base of qualified employees, but also in serving as a focal point for businesses looking at Arlington County as a potential site location. The Council supports initiatives and programs to maintain Arlington's school system through efforts to provide the necessary infrastructure to align training and educational programs with projected workforce needs, particularly in the fields of science, technology, engineering, and mathematics (STEM). Furthermore, the Council encourages establishing incentives to motivate employers to develop workplace learning opportunities for high school and adult students to allow school systems to align with the Department of Education's "[Profile of Virginia Graduate](#)".
3. Workplace skills, as presented in the Department of Education's "[Profile of Virginia Graduate](#)", represent the skillset in greatest demand across all businesses, industries, and occupations and are transferrable skills that employees use in every job. Research conducted by Harvard University, the Carnegie Foundation, and Stanford Research Center has concluded that 85% of job success comes from having well-developed professional and people skills, and only 15% of job success comes from technical skills and knowledge (hard skills)[\[1\]](#). LinkedIn found that "57 percent of leaders say workplace skills are more important than hard skills"[\[2\]](#). In the Greater Washington region, 40% of the Top 50 in-demand skills are professional-skills[\[3\]](#). A partial list of such skills includes communication, teamwork, self-motivation, flexibility, leadership, and time management. The Council encourages the Commonwealth to continue the promotion of workplace skills to businesses, education institutions, and to the general public.

[1] <https://www.nationalsoftskills.org/the-real-skills-gap/>

[2] <https://learning.linkedin.com/blog/top-skills/the-skills-companies-need-most-in-2018-and-the-courses-to-get-t>

[3] JObsEQ.