



HAMPTONROADS
WORKFORCECOUNCIL

ONE REGION. ONE WORKFORCE. ONE ECONOMY.

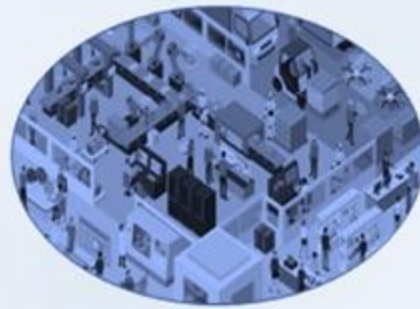




**The Hampton Roads Workforce Council
has existed for 50 years,
serving this region by meeting the needs of
industry,
training and education providers,
and the job-seeking community.**

HAMPTONROADS WORKFORCECOUNCIL

- The hub to many spokes and the regional convener of business, education & training, and the talent to fill these jobs



The Hampton Roads
Business Community

HAMPTONROADS
WORKFORCECOUNCIL



Regional Education &
Training Providers



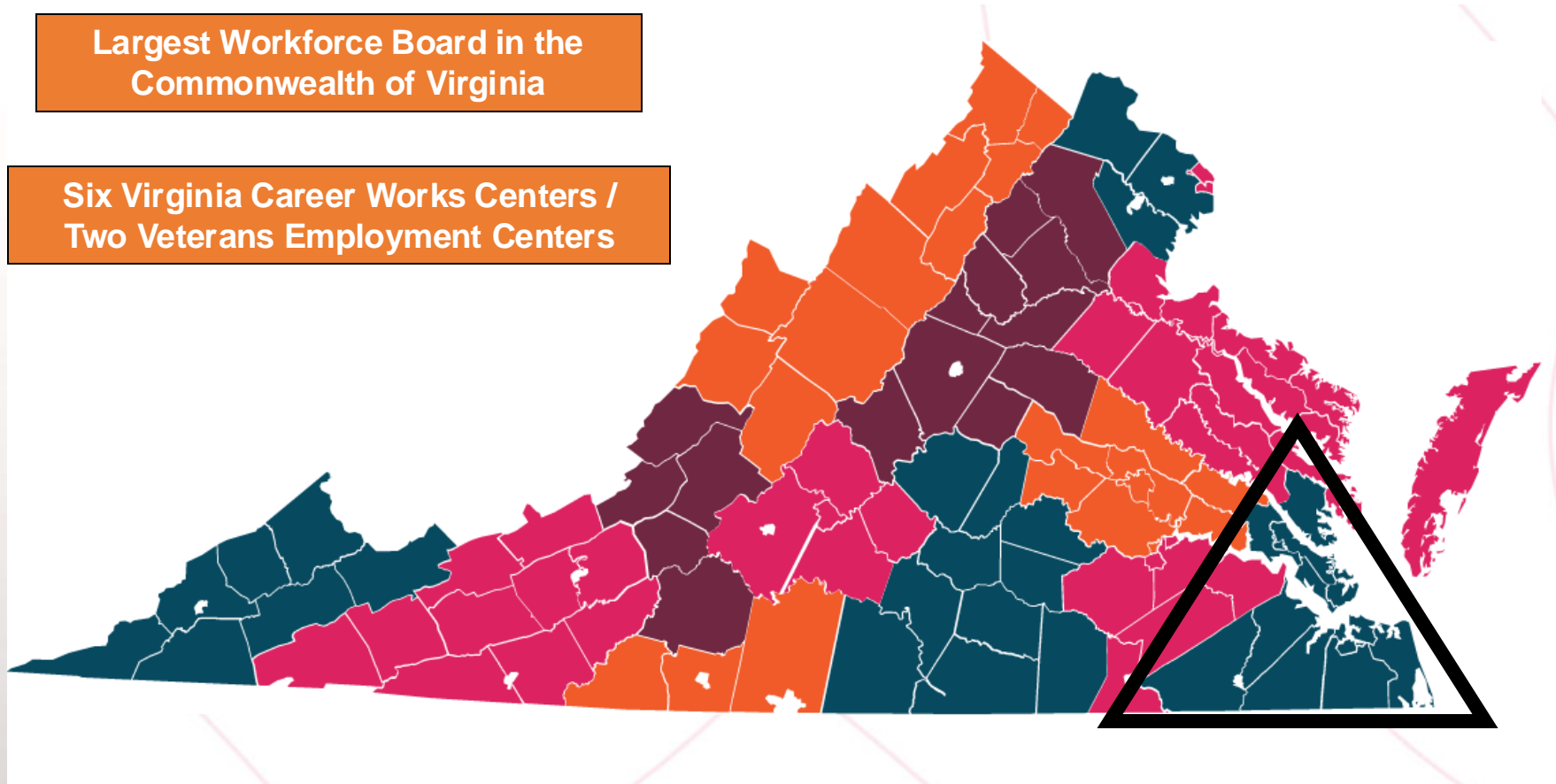
Job-Seekers,
Local & Otherwise

ONE REGION.
ONE WORKFORCE.
ONE ECONOMY.

Formal Regional Service Area: Hampton Roads, Virginia 15 Independent Cities and Counties

Largest Workforce Board in the
Commonwealth of Virginia

Six Virginia Career Works Centers /
Two Veterans Employment Centers



Note: Maritime Reach Now Includes
Eastern Shore, Northeastern NC, Petersburg, Northern Neck

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2019 Talent Alignment Study



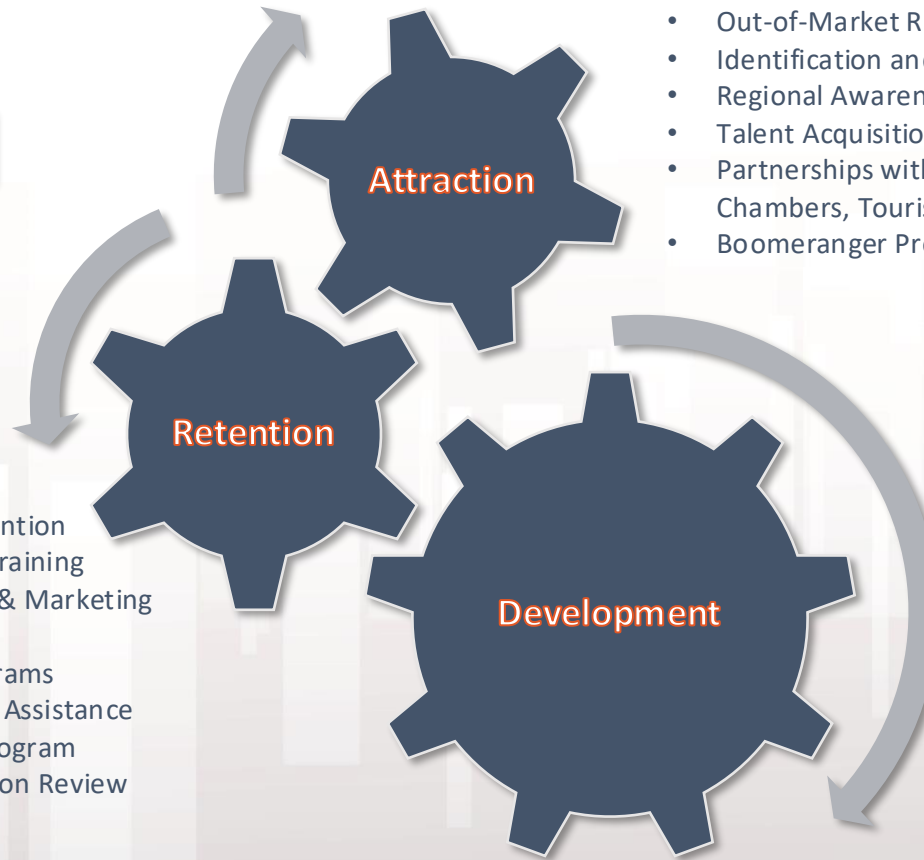
THE GROWING DEFICIT OF



and how Hampton Roads
will reverse the trend

THE TALENT ENGINE

HAMPTONROADS
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- Out-of-Market Research
- Identification and Recruitment
- Regional Awareness & Marketing
- Talent Acquisition Assistance
- Partnerships with Economic Development, Chambers, Tourism Bureaus
- Boomeranger Program

- Veteran Retention
- College Student Retention
- Incumbent Worker Training
- Regional Awareness & Marketing
- Internship Programs
- Apprenticeship Programs
- Corporate Retention Assistance
- Employee Sharing Program
- Industry Compensation Review

- Training Programs
- Upskilling & Reskilling
- On-the-Job Training
- Incumbent Worker Training
- Soft Skills Training
- Career & Technical Education (CTE) Program Coordination
- Work-Based Learning
- Pre-Apprenticeship Programs
- K-12 NextGen Programs
- Higher Ed Partnerships

Employer Engagement ♦ Data Collection, Analysis, & Reporting ♦ Talent Portal ♦ Talent Pipeline Conference

Talent Pipeline Management (TPM)

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STRATEGY 1: ORGANIZE EMPLOYER COLLABORATIVES

Create a collaborative that organizes employers to identify the most promising opportunities for engagement around similar workforce needs.



STRATEGY 2: ENGAGE IN DEMAND PLANNING

Develop projections for job openings to determine with accuracy the type of talent and how much of it employers need.



STRATEGY 3: COMMUNICATE COMPETENCY & CREDENTIAL REQUIREMENTS

Create a shared language to better communicate competency, credentialing, and other hiring requirements of critical jobs in ways that allow employers to signal similarities and differences.



STRATEGY 4: ANALYZE TALENT FLOWS

Identify where employers historically source their most qualified talent and analyze the capacity of those sources—as well as untapped talent sources—to meet projected demand.



STRATEGY 5: BUILD TALENT SUPPLY CHAINS

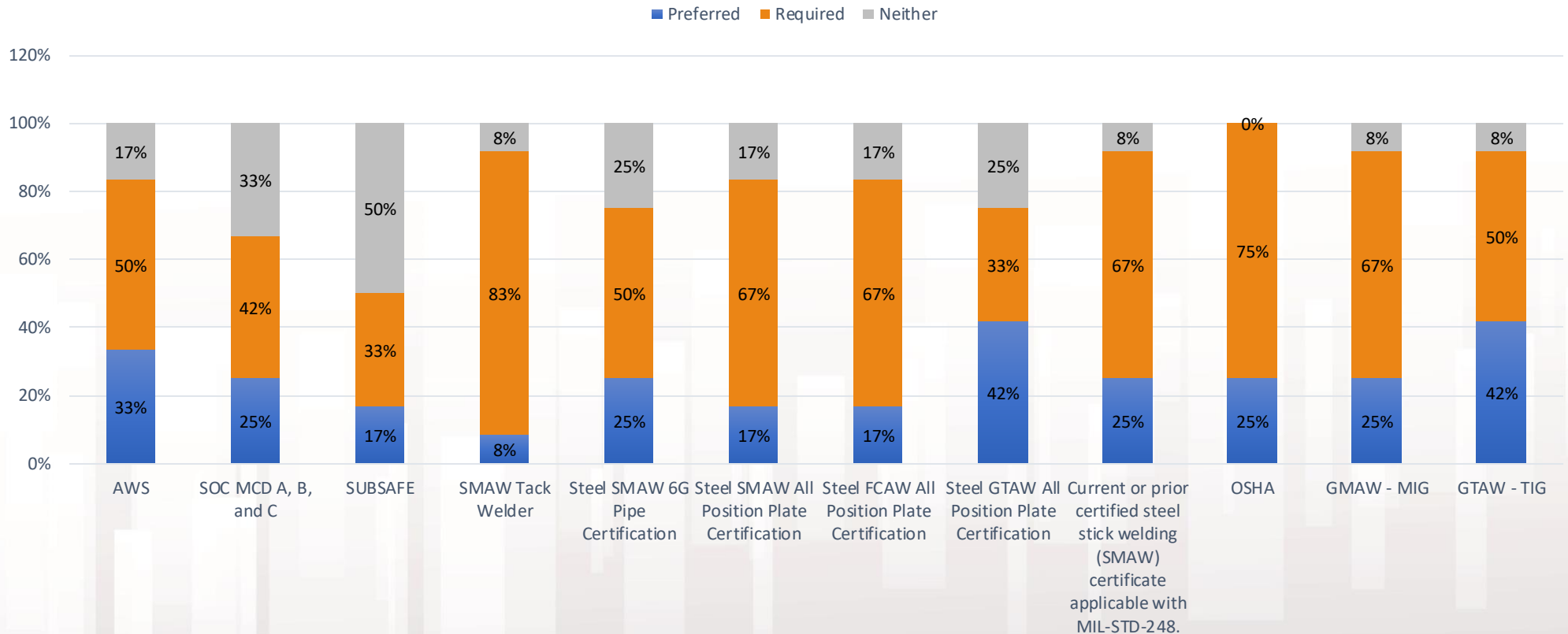
Build and manage the performance of talent supply chains to create a positive return on investment for all partners.



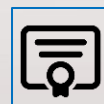
STRATEGY 6: CONTINUOUS IMPROVEMENT

Use data from your talent supply chain to identify the most promising improvement opportunities to generate a better return on investment in the future.

Welding- Senior Level Industry Credential Requirements



- All credentials are required to be qualified for a senior level welder position
- Steel GTAW and GTAW TIG are top preferred credentials



- OSHA and SMAW Tack Welder are important credentials

MARITIME SUPPLY & DEMAND

Industry Supply & Demand Data for 2025 (as of June 30, 2024)

	Welder	Shipfitter	Pipefitter	Electrician	Inside Machinist	Outside Machinist	Coatings	NDT
Maritime Training Capacity by Trade	1067	202	136	169	30	281	168	0
Estimated Regional Demand	1268	951	809	493	274	753	553	138
Regional Deficit/Surplus	-201	-749	-673	-324	-244	-472	-385	-138

DATA SOURCES: HRWC / RMTS COLLABORATIVES

SUPPLY

HRWC Training Provider Collaborative

38 schools, colleges and training centers

DEMAND

HRWC Employer Collaborative

18 maritime businesses comprising ~80% of regional jobs in shipbuilding & repair

Through our partnership with the Virginia Talent Pipeline Program, we also reach an additional 75+ businesses



REGIONAL
MARITIME TRAINING SYSTEM



REGIONAL MARITIME TRAINING SYSTEM

Integrated Training Network

- Focus on maritime, defense, & advanced manufacturing

RMTS Launched 2022

100-mile radius of Hampton Roads

Focus Areas

- Increase attraction of talent to SIB
- Meet required training of SIB
- Increase hires to SIB
- K-12 Outreach to ensure steady long-term capacity
- Targeted Populations (veterans, underserved)

Governed by business-led board that includes training partners



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GOOD JOBS CHALLENGE BY THE NUMBERS



AMERICAN
RESCUE PLAN

32
GRANTS AWARDED

\$500M
AWARDED

31+1
STATES AND
U.S. TERRITORIES SERVED

50,000+ PROJECTED JOB PLACEMENTS

15
INDUSTRIES

INDUSTRY SUPPORT
824
EMPLOYER LETTERS
OF COMMITMENT

40
UNION/UNION-AFFILIATED
LETTERS OF SUPPORT

EDA
U.S. ECONOMIC DEVELOPMENT ADMINISTRATION



**Awarded \$11 million, representing 27
localities in Virginia and North Carolina**

Hampton Roads ~ Eastern Shore ~ NE North Carolina

GOOD JOBS CHALLENGE AWARDEES



AMERICAN
RESCUE PLAN



EDA
U.S. ECONOMIC DEVELOPMENT ADMINISTRATION

Hampton Roads Workforce Training System Supporting the Blue / Green Economy

Focus on: Regional Alignment, Talent Attraction, Talent Development, Talent Retention, and Job Creation

~

Over **11,000** commitments to hire

~

At least **950** jobseekers trained

~

Over **60** partners committed to participate

~

17 maritime specific workforce recruiters dedicated to under-resourced and under-represented communities



Maritime Investments Garnered by HRWC

\$663k - GO Virginia – HRWC Maritime Talent Team

\$11M - Good Jobs Challenge Grant / US Department of Commerce

\$6.5M - Hampton Roads Strong / Commonwealth of Virginia

\$2.5M - Norfolk Strong / City of Norfolk

\$850k - Department of Labor / Congressman Bobby Scott Earmark

\$714K – Woman in Skilled Careers Grant / US Department of Labor

\$500K+ - Private Contributions / Dominion Energy, QED, Port of Virginia, others

\$5M – Infrastructure Grant / US Department of Labor

\$37M+ - Submarine Industrial Base / US Department of Defense

TOTAL TO DATE - \$67.0M



REGIONAL
MARITIME TRAINING SYSTEM

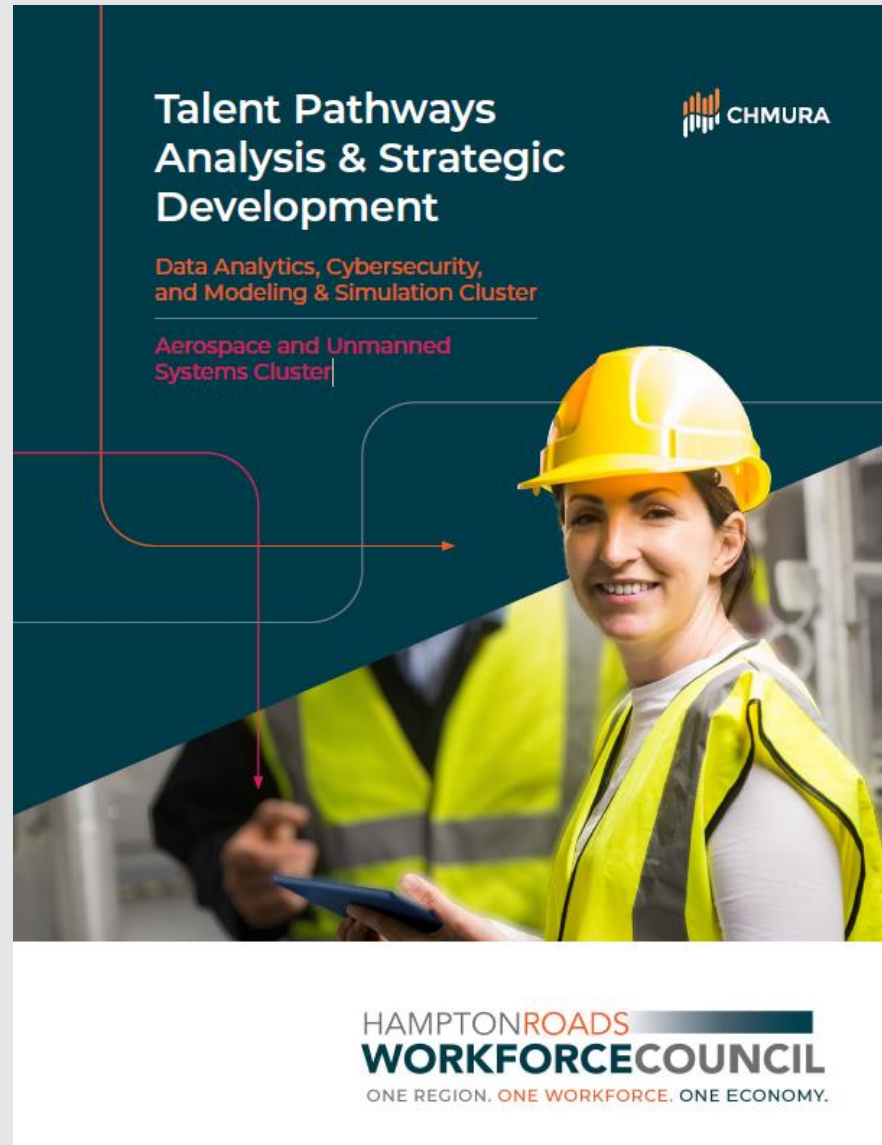


GO Virginia Region 5

2023: HRWC Awarded Talent Pipeline Initiative (TPI) Planning Grant to Commission Talent Study for 2 GO Virginia Business Clusters:

- Data Analytics, Cybersecurity, and Modeling & Simulation
- Aerospace and Unmanned Systems

2024: HRWC Releases *Talent Pathways Analysis & Strategic Development Report*



[https://www.theworkforcecouncil.org/
HRWC-Talent-Pathways-Report](https://www.theworkforcecouncil.org/HRWC-Talent-Pathways-Report)

TPI Report Takeaways

- The development of advanced air mobility and electric Vertical Takeoff and Landing (eVTOL) services is projected to experience significant growth in Virginia.
- ~66 million people in Virginia will have traveled using new electric Vertical Takeoff and Landing (eVTOL) services by 2045.
- Over 75% of the Top 20 job postings for aerospace and unmanned systems jobs have median wages above \$75,000.
- Top skills gaps exist in fundamental skill sets like Microsoft Excel and Outlook, mathematics, Python, Linux, and teaching/training included. There were no annual educational awards in the region for unmanned systems.

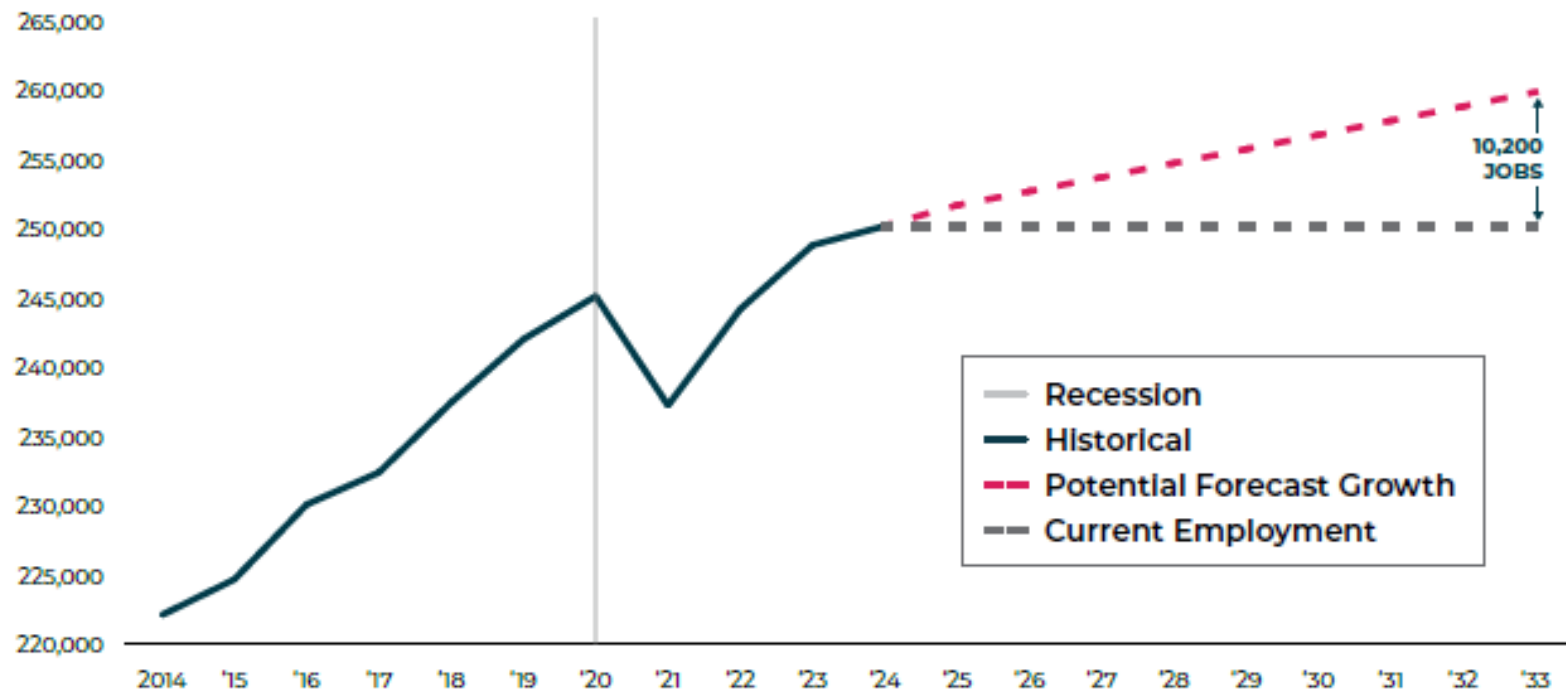
TPI Report Takeaways

- While experienced military talent is a strength of the region, younger talent for entry-level positions is limited and should be a priority.
- Develop internships and apprenticeships that build young or entry-level talent to develop pathways for local growth of in-demand occupations.
- The current rate of growth could mean an additional 10,196 jobs in these key occupations by 2033 for Hampton Roads.

TPI Report Takeaways

Figure 4.1

Aerospace and Unmanned Systems Has the Potential to Add 10,200 Jobs Over the Next Ten Years in Hampton Roads



Source: JobsEQ by Chmura.

TPI Report Takeaways

Figure 4.3

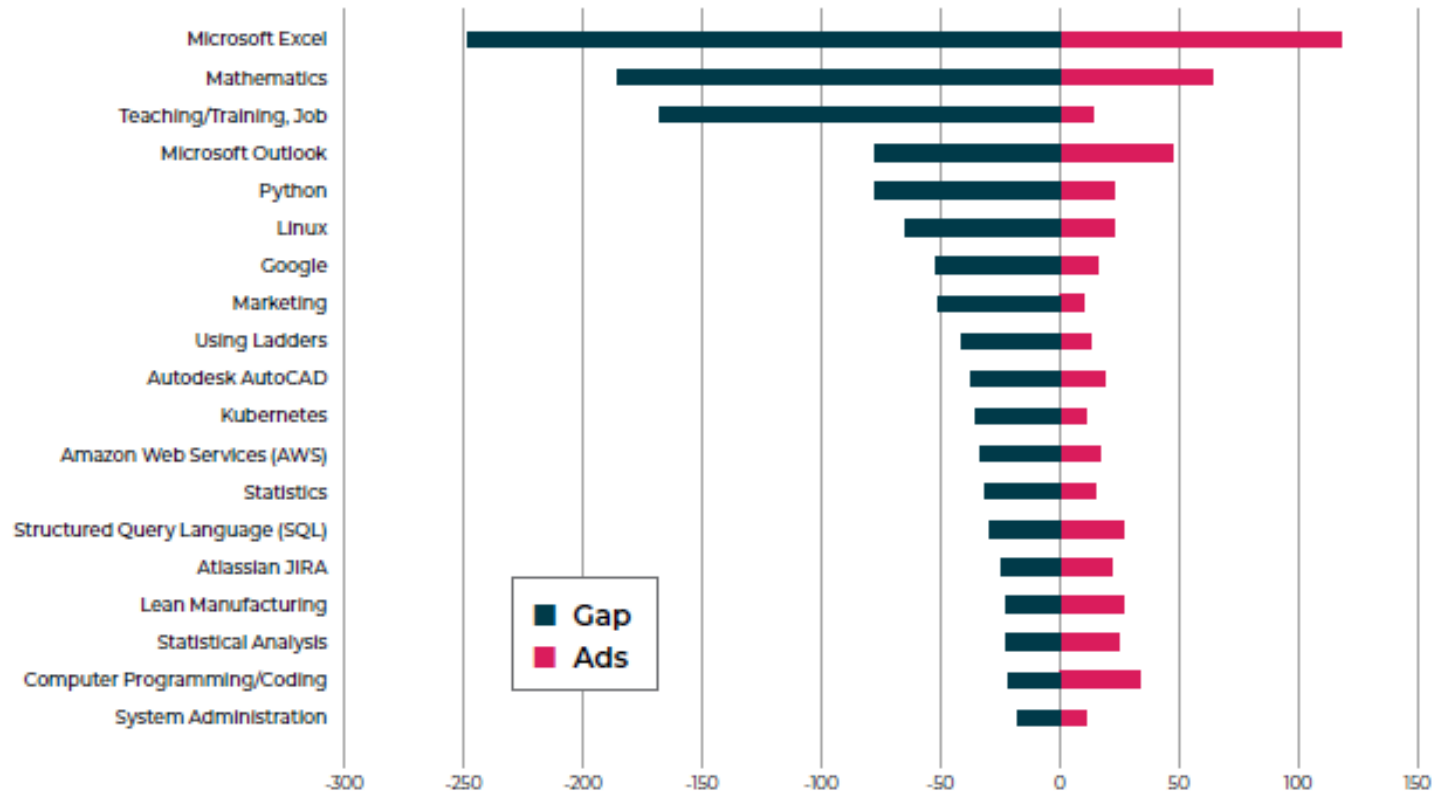
Military Presence Serves as a Strength for the Workforce and a Threat to Diversifying the Regional Economy



TPI Report Takeaways

Figure 4.6

Microsoft Excel, Mathematics, and Teaching Show the Largest Skills Gaps In the Aerospace and Unmanned Systems Cluster



Source: JobsEQ by Chmura. Data reflect a sample of online job postings and resumes compiled in July 2022.

Next Steps:

Hampton Roads Workforce Council

1. Resources must be garnered to execute a full launch of Talent Pipeline Management by the HRWC team – with full-time, dedicated personnel.
2. We need to assemble employer and training provider collaboratives to achieve the most precise demand signal and assess the landscape of supply (both current and future).
3. Alignment of what is being taught from middle schools up through advanced higher education with the stated needs of the industry is essential to ensuring we have the workforce to sustain substantial economic growth.

Next Steps:

Hampton Roads Workforce Council

4. Awareness of the impact that this industry can and will have on commerce, the economy, and life in Hampton Roads must be expanded across the region.
5. Investments into programming, physical space, and equipment designed to educate and train the next generation of specialists in this industry must be made.
6. As with all talent attraction and retention, peripheral but critical issues such as housing affordability, childcare availability / affordability, and transportation in this region cannot be ignored.

Thank You

Whitney Lester

Sr. Director of Talent Development

HRWC