VIRGINIA WORKS

ANNUAL COMMONWEALTH WORKFORCE METRICS REPORT

DECEMBER 2025

COMMONWEALTH of VIRGINIA
Office of the Governor

George "Bryan" Slater
Secretary of Labor

December 17, 2025

Dear Workforce Development Partners and Stakeholders,

We are pleased to share with you the Annual Commonwealth Workforce Metrics Report for 2025, a comprehensive overview of Virginia's progress toward becoming the Top State for Talent. This report reflects the collective efforts of 64 workforce development programs across 24 agencies and 8 secretariats, all working together to build a stronger, more inclusive workforce system.

The Commonwealth Workforce Metrics Initiative was designed to foster a culture of transparency, accountability, and continuous improvement. We encourage you to use this report as a tool for reflection and strategic planning. It is **not intended to compare programs against one another, but rather to support each program in setting ambitious, yet achievable goals that align with its specific purpose and population served**. Every program plays a vital role in Virginia's workforce ecosystem, and each has been designed to meet distinct needs—from education and training to supportive services and business engagement.

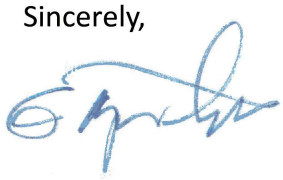
The metrics should be viewed as a catalyst for growth, not a punitive measure. They are meant to highlight progress, identify opportunities for improvement, and inform future investments. Strong performance data can serve as a compelling foundation for advocating for increased funding and support from the Virginia General Assembly, ensuring that high-impact programs have the resources they need to expand and serve more Virginians.

We are proud of the significant advancements made since the implementation of the metrics initiative. Thanks to your dedication and engagement, we have achieved a **100% response rate across** eight rounds of data collection, In fiscal year 2025, **58% of programs met or exceeded their job placement goal** and **69% met or exceeded their people trained goal**. Many programs have already demonstrated measurable growth in job placements and people trained outcomes, and we are excited to build on this momentum.

Your feedback has been instrumental in shaping the metrics framework, and we remain committed to refining and improving our approach based on your insights. As we move forward, Virginia Works will continue to provide robust support through onboarding, technical assistance, peer learning cohorts, and stakeholder engagement opportunities.

Thank you for your continued partnership and commitment to making Virginia a national leader in workforce development. Together, we are creating pathways to opportunity and ensuring that every Virginian has the tools to succeed.

Sincerely,



G. Bryan Slater

Executive Summary

Virginia Works continues to lead the Commonwealth's transformation into the Top State for Talent by building a workforce system grounded in transparency, accountability, and continuous improvement. The Commonwealth-Wide Workforce Metrics Initiative, launched in Fall 2023, is a cornerstone of this effort—establishing a consistent, outcomes-driven framework to measure the impact of workforce development programs across Virginia.

Purpose and Vision: The Metrics Initiative is designed to answer critical questions: Are Virginians finding and keeping employment? Are programs delivering a strong return on investment? Are we reducing barriers and expanding opportunity? By tracking performance across all workforce programs, Virginia Works ensures that every investment is aligned with the Commonwealth's economic mobility goals.

Building the Framework: In its first year, Virginia Works defined what qualifies as a workforce development program under Virginia Code, developed standardized metrics, and launched a uniform data collection tool. With eight successful rounds of data collection and a 100% response rate, the initiative has established a strong foundation for statewide performance measurement.

Goal Setting and Accountability: Using baseline data from the first year, Virginia Works initiated a formal goal-setting process for Fiscal Years 2025 and 2026. Programs were asked to adopt a 5% year-over-year improvement target for job placement and people trained, with flexibility to propose alternative goals. This process ensures that performance expectations are both ambitious and achievable.

Alternative Metrics: Recognizing that not all core metrics apply to every program, Virginia Works created a process for programs to propose alternative metrics that better reflect their unique goals. These metrics, collected for three quarters since, are designed to maintain a focus on outcomes while allowing for flexibility in how success is defined.

Data Collection Challenges and Recommendations: While some metrics (e.g., program costs, individuals trained) are readily available, others such as wage progression and job retention require long-term tracking that many programs are not yet equipped to support. To address these challenges, Virginia Works is working to:

1. Expanding access to the Virginia Employment Commission's Wage Match File
2. Standardizing longitudinal data collection at four key intervals
3. Removing financial barriers to data access for participating programs

Change Management and Support: Virginia Works provides structured onboarding and ongoing support to all participating programs. This includes one-on-one consultations, quarterly kickoff meetings, office hours, and regular updates through town halls and stakeholder workgroups. Virginia Works recommends hosting peer learning cohorts to share best practices and strengthen collaboration across the workforce ecosystem.

Through this initiative, Virginia Works is not only building a stronger data infrastructure; we are fostering a culture of performance, learning, and shared progress. By measuring what matters and supporting programs every step of the way, Virginia is setting a national example for how to align workforce development with real-world outcomes.

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Purpose: Measuring What Matters

To become the nation's Top State for Talent, Virginia must do more than deliver services—we must measure their impact. That's why Virginia Works tracks workforce metrics across all programs, ensuring every investment drives meaningful outcomes for individuals, employers, and communities.

- These metrics help us answer essential questions:
- Are Virginians finding and keeping employment?
- Are our programs delivering a strong return on investment?
- Are we reducing barriers and expanding access to opportunity?

By evaluating program effectiveness over time, we can improve service delivery, allocate resources strategically, and ensure accountability to the public. The following pages outline the goals and performance metrics for each workforce development program, reinforcing our commitment to transparency and continuous improvement.

Recent legislation strengthens this commitment by requiring the Secretary of Labor to conduct annual statewide evaluations of workforce development and training programs. Legislation also charges Virginia Works with the responsibility to regularly track program metrics and establish mechanisms to assess program effectiveness (§ 2.2-2037 #5).

Measuring What Matters: The Workforce Metrics Initiative tracks not just activity, but impact: job placement, wage progression, and long-term retention.

Virginia Works has adopted a "pilot, refine, and continuously learn" approach to implementing the Commonwealth Workforce Metrics. This framework is not just about compliance; it's also about building a culture of outcomes. Our focus is on what matters most: helping Virginians secure the right job, stay employed, and grow their earnings over time.

Importantly, not every metric applies to every program. The goal is not to compare programs, but to measure each program's progress against its own objectives. This approach ensures that every program, regardless of size or scope, is aligned with our shared mission: making Virginia work for everyone.

Together, these efforts create a consistent, data-informed foundation for decision-making, one that supports innovation, equity, and excellence across Virginia's workforce ecosystem.

Commonwealth Core Metrics

Job Placement

Cost per Participant/Cost per Job Placement

People Trained

Progressed Wage Growth

Program Costs

Job Retention

Building the Foundation: The Commonwealth-Wide Workforce Metrics Initiative

Launched in Fall 2023, the Commonwealth-Wide Workforce Metrics Initiative marked a critical step in Virginia's journey to become the Top State for Talent. The first task: define what qualifies as a workforce development program under Virginia law and identify which programs are required to report outcomes.

64 Workforce Development Programs across 24 agencies and 8 Secretariats

Defining Workforce Development in Virginia

Per § 2.2-2036 of the Code of Virginia, workforce development programs are: "Publicly funded education, training, or support service programs designed to help individuals enter or advance in a career. These may or may not lead to nondegree credentials and can be administered by Virginia Works or other agencies."

This shared definition ensures consistency across agencies and lays the groundwork for a unified, outcomes-driven approach to performance measurement.

In Fiscal Year 2026, 64 Workforce Development Programs were part of the workforce metrics initiatives. The programs are located across 24 agencies and 8 Secretariats.

Commerce and Trade

Agencies

- Virginia Economic Development Partnership (VEDP)
- Commonwealth Cyber Initiative (CCI)
- Department of Housing and Community Development (DHCD)
- Virginia Coalfield Economic Development Authority (VCEDA)

Labor

Agencies

- Virginia Works

Public Safety

Agencies

- Virginia Department of Corrections (DOC)
- Virginia Department of Juvenile Justice (DJJ)

Health and Human Services

Agencies

- Virginia Department of Health (VDH)
- Virginia Department of Social Services (DSS)
- Virginia Department for Aging and Rehabilitative Services (DARS)
- Virginia Department for the Blind and Visually Impaired (DBVI)

Veterans and Defense Affairs

Agencies

- Virginia Department of Veteran Services (DVS)

Natural and Historic Resources

Agencies

- Virginia Marine Resources Commission

Education

Agencies

- Institute of Advanced Learning and Research (IALR)
- Virginia Department of Education (DOE)
- Roanoke Higher Education Center (RHEC)
- New College Institute (NCI)
- Virginia Community College System (VCCS)
- State Council of Higher Education for Virginia (SCHEV)
- Southwest Virginia Higher Education Center (SWVHEC)
- Southern Virginia Higher Education Center (SVHEV)

Transportation

Agencies

- Virginia Department of Rail and Public Transportation (DRPT)

Programs to be added in Fiscal Year 2026 include Virginia Works Opportunity Advocates, Department of Energy, Skilled Pathways for Advancement, Resilience, and Knowledge (SPARK), and VEDP Virginia Internship Program.

In addition to spanning multiple secretariats and agencies across the Commonwealth, Virginia's workforce development programs are also diverse in **who they serve** and **what services they provide.** On the following page, all **64 programs** as of July 1, 2025, are categorized by their **primary purpose:**

- **Workforce Education and Training Programs**
- **Capacity Building**
- **Supportive Services**
- **Business Support Services**

Workforce Education and Training Programs: Offered by a workforce program or education provider with the goal of providing an individual with a credential leading to employment.

Capacity Building Programs: Improving the Commonwealth's capability to produce, perform, or deploy workforce development programs and services supporting individuals and businesses.

Supportive Services: Focused on providing and coordinating additional services that assist individuals in attaining employment, including transportation, housing, childcare, and other supports, as well as support in locating job opportunities, identifying workforce education and training programs, and coordinating with other services.

Business Support Services: Tailored to the talent needs of specific businesses and sectors, helping to raise awareness about career paths and job opportunities and source and fill open roles with qualified individuals that meet employers' needs.

Workforce Education & Training

- Adult Education (DOE)
- Apprenticeship (DOC)
- Career and Technical Education (DOC)
- Career and Workforce Development Center (RHEC)
- Commonwealth Cyber Initiative Career Preparedness and Experiential Learning (VIPC)
- Fiber Optic Technician Training (NCI)
- Get Skilled, Get a Job, Get Ahead"G3" (VCCS)
- Hampton Roads Skilled Trades Rapid On-ramp Network for Growth (Virginia Works)
- New Economy Workforce Credential Grant (SCHEV)
- Postsecondary Career and Technical Education (VCCS)
- Registered Apprenticeship (IALR)
- Registered Apprenticeship (Virginia Works)
- Secondary CTE - Perkins (DOE)
- Supplemental Nutrition Assistance Program Employment and Training (DSS)
- Trade Adjustment Assistance (Virginia Works)
- Virginia Initiative for Education and Work (DSS
- Virginia Initiative for Education and Work (DSS)
- Virginia Rural Information Technology Apprenticeship Grant Fund and Program (SWVHEC)
- Virginia Space Grant Consortium Internship Programs
- Virginia Talent + Opportunity Program (SCHEV)
- Vocational Rehabilitation Program (DARS)
- Vocational Rehabilitation Program (DBVI)
- Waterman's Apprentice Program (VMRC)
- Work Certifications (DOC)
- Workforce Development Grant Program (DRPT)
- Workforce Development Initiative (DJJ)
- Workforce Innovation and Opportunity Act Adult (Virginia Works)
- Workforce Innovation and Opportunity Act Dislocated Worker (Virginia Works)
- Workforce Innovation and Opportunity Act Youth (Virginia Works)
- Workforce Training Programs (SVHEC)

Capacity Building

- Advanced Manufacturing Talent Investment Program and Fund Pilot (VEDP)
- Appalachian Regional Commission (DHCD)
- Commonwealth Cyber Initiative (VIPC)
- Earn to Learn Nursing Education Acceleration Program (VDH)
- Growth and Opportunity Fund – "GO Virginia" (DHCD)
- Institutes of Excellence for Non-Credit Training and Instruction (VCCS)
- Virginia Nursing Scholarship Programs (for CNAs, nurse educators, LPN, RN, NP) (VDH)
- Virginia Nurse Preceptor Incentive Program
- Virginia Loan Repayment Programs for Healthcare Jobs
- Virginia J-1 Waiver Programs (VDH)
- Work Opportunity Tax Credit (VA Works)
- Workforce Development & Training Fund (VCEDA)

Support Services

- Employment Service Program (Virginia Works)
- Family Engagement Services (DSS)
- Jobs for Veterans (Virginia Works)
- Migrant and Seasonal Farmworkers (VA Works)
- Military Education & Workforce Initiative (DVS)
- Military Medics and Corpsman Program (DVS)
- Rapid Response (Virginia Works)
- Reemployment Services and Eligibility Assessment (Virginia Works)
- Refugee Support Services Program (DSS)
- Senior Community Service Employment Program (DARS)

Business Support Services

- Foreign Labor Certification (VA Works)
- Talent Accelerator Program (VEDP)
- Tech Talent Investment (VEDP)
- Virginia Jobs Investment Program (VEDP)
- Virginia Values Veterans (DVS)

TIMELINE

January 2024 Begin Pilot

February 2024 First Quarterly Data Collection

May 2024 Second Quarterly Data Collection

August 2024 Third Data Collection

November 2024 Fourth Data Collection

January 2025 Establish Baselines

February-June: Goal Setting Process for FY25 and FY26

March 2025 Fifth Data Collection

May 2025 Sixth Data Collection

August 2025 Seventh Data Collection

November 2025 Eight Data Collection

December 2025 Metrics Dashboard Go-Live

From Framework to Action

By January 2024, Virginia Works had developed a standardized set of metrics, operational definitions, and a uniform data collection tool. In February, the first quarterly data collection cycle launched. Since then, eight rounds of data collection have been completed, with a **100% response rate from participating programs**. This early success reflects the strength of Virginia's cross-agency collaboration and the commitment of partners across the workforce ecosystem.

100%
response rate
for **8** cycles.

Core Metrics Definitions

1. **Job Placements**: Total new job placements after exit from a program during the given state fiscal year quarter or total jobs created during the given state fiscal year.

2. **Individuals Trained**: Total participants who successfully completed training and/or received certification during the given state fiscal year quarter.

3. **Program Costs:** Total reportable program expenditures for the given state fiscal year quarter.

4. **Cost Per Participant or Cost Per Job Placement:** Program costs divided by the number of participants or divided by the number of job placements.

5. **Progressed Wage Growth:** The percent change of a participant's quarterly wages at program entry compared to their quarterly wages six months after program completion.

6. **Job Retention:** Percentage of individuals that are in a job within six months of program completion and remain in a job twelve months after program completion.

Metric Relief Requests

To ensure fairness and feasibility, Virginia Works allows programs to request relief from reporting specific metrics. These requests must include written justification and are reviewed in consultation with the Secretary of Labor. The intent is not to avoid difficulty, but to ensure that metrics align with each program's scope and capabilities.

Most relief requests stem from two common barriers:

- Limited access to wage and employment data systems
- Insufficient infrastructure to track long-term outcomes

Because two of the measures—progressed wage growth and job retention—are long-term in nature, programs will need adequate time to phase them in. Virginia Works is committed to addressing these challenges through targeted policy and system improvements. The table on the following pages outlines the core metrics each program was requested to report for FY25. As the workforce metrics and data collection processes mature, programs that were initially granted relief from reporting long-term measures will be required to do so. This requirement will be determined by the Secretary of Labor, who holds the authority to mandate compliance with performance measures for all workforce development program administrators and providers across state government, in accordance with the Code of Virginia §2.2-214.3.

Fiscal Year 2025 Required Metrics of Each Workforce Development Program

	Agency and Program Name	Job Placement	People Trained	Program Cost	Program Cost Per Participant	Progressed Wage Growth	Job Retention
1	DARS Senior Community Service Employment Program	✓	✓	✓	✓	✓	✓
2	DARS Vocational Rehabilitation Program	✓	✓	✓	✓	✓	✓
3	DBVI Vocational Rehabilitation Program	✓	✓	✓	✓	✓	✓
4	DHCD Appalachian Regional Commission	✓	✓	✓	✓	NA	NA
5	DHCD Growth and Opportunity Fund	✓ *Jobs created*	✓	✓	✓	NA	NA
6	DJJ Workforce Development Initiative	✓	✓	✓	✓	✓	✓
7	DOC Apprenticeship	✓	✓	✓	✓	✓	✓
8	DOC Career and Technical Education	✓	✓	✓	✓	✓	✓
9	DOC Work Certifications	✓	✓	✓	✓	✓	✓
10	DOE Adult Education	✓	✓	✓	✓	✓	✓
11	DOE Secondary CTE - Perkins	✓	✓	✓	✓	✓	✓
12	DRPT Workforce Development Grant Program	✓	✓	✓	✓	NA	NA
13	DSS Family Engagement Services	✓	✓	✓	✓	NA	NA
14	DSS Refugee Support Services Program	✓	✓	✓	✓	NA	NA
15	DSS Supplemental Nutrition Assistance Program Employment and Training	✓	✓	✓	✓	✓	✓
16	DSS Virginia Initiative for Employment and Work	✓	✓	✓	✓	✓	✓
17	DVS Military Education & Workforce Initiative	✓	✓	✓	✓	✓	✓
18	DVS Military Medics and Corpsman Program	✓	NA	✓	✓	✓	✓
19	DVS Virginia Values Veterans	✓	NA	✓	✓	NA	NA
20	IALR Registered Apprenticeship Program	✓	✓	✓	✓	✓	✓
21	NCI Fiber Optic Technician Training	✓	✓	✓	✓	✓	✓
22	RHEC Career and Workforce Development Center	✓	NA	✓	✓	✓	✓
23	SCHEV New Economy Workforce Credential Grant	✓	✓	✓	✓	✓	✓

	Agency and Program Name	Job Placement	People Trained	Program Cost	Program Cost Per Participant	Progressed Wage Growth	Job Retention
24	SCHEV Virginia Talent + Opportunity Program	✓	✓	✓	✓	✓	✓
25	SVHEC Workforce Training Programs	✓	✓	✓	✓	✓	✓
26	SWVHEC Virginia Rural Information Technology Apprenticeship Grant Fund and Program	✓	✓	✓	✓	✓	✓
27	VCCS Get Skilled, Get a Job, Give Back Innovation and Program Grants	✓	✓	✓	✓	✓	✓
28	VCCS Institutes of Excellence for Non-Credit Training and Instruction	NA	NA	✓	NA	NA	NA
29	VCCS Postsecondary Career and Technical Educations	✓	✓	✓	✓	✓	✓
30	VCEDA Workforce Development & Training Fund	✓	✓	✓	✓	✓	✓
31	VDH ARC J-1 Waiver	✓	NA	✓	✓	NA	✓
32	VDH Earn to Learn Nursing Education Acceleration Program	✓	✓	✓	✓	✓	✓
33	VDH Health and Human Services Waiver Program	✓	NA	✓	✓	NA	✓
34	VDH Mary Marshall CNA Nursing & Mary Marshall CNA Long Term Facility Scholarships	✓	✓	✓	✓	NA	✓
35	VDH Mary Marshall Nursing Scholarship Program Nursing Scholarships, LPN & RN	✓	✓	✓	✓	NA	✓
36	VDH National Interest Waiver Program	✓	NA	NA	NA	NA	✓
37	VDH Nurse Educator Nursing Scholarships	✓	NA	✓	✓	NA	✓
38	VDH Nursing Preceptor Incentive Program	✓	✓	✓	✓	NA	✓
39	VDH Nursing Scholarships Long-Term facility (CNA, LPN, RN)	✓	NA	✓	✓	NA	✓
40	VDH Nursing Scholarships Nurse Practitioner / Nurse Mid-Wife	✓	NA	✓	✓	NA	✓
41	VDH Virginia Behavioral Health Student Loan Repayment Program	✓	NA	✓	✓	NA	✓
42	VDH Virginia Conrad 30 Waiver Program	✓	NA	NA	NA	NA	✓
43	VDH Virginia Student Loan Repayment Program	✓	NA	✓	✓	NA	✓
44	VEDP Advanced Manufacturing Talent Investment Program and Fund Pilot	NA	NA	✓	NA	NA	NA
45	VEDP Talent Accelerator Program	✓ *Jobs created*	NA	✓	NA	NA	NA
46	VEDP Tech Talent Investment	NA	NA	✓	NA	NA	NA

	Agency and Program Name	Job Placement	People Trained	Program Cost	Program Cost Per Participant	Progressed Wage Growth	Job Retention
47	VEDP Virginia Jobs Investment Program	✓ *Jobs created*	NA	✓	NA	NA	NA
48	VIPC Commonwealth Cyber Initiative Career Preparedness	NA	✓	✓	✓	NA	NA
49	VIPC Commonwealth Cyber Initiative Experiential Learning	✓	✓	✓	✓	✓	✓
50	Virginia Space Grant Consortium Virginia Space Grant Consortium Internship Program	✓	✓	✓	✓	✓	✓
51	Virginia Works Employment Service Program	✓	NA	✓	✓	✓	✓
52	Virginia Works Foreign Labor Certification	✓ *Jobs created*	NA	✓	✓	NA	NA
53	Virginia Works Hampton Roads Skilled Trades Rapid On-Ramp Network	✓	✓	✓	✓	✓	✓
54	Virginia Works Jobs for Veterans	✓	NA	✓	✓	✓	✓
55	Virginia Works Migrant and Seasonal Farmworkers	NA	NA	NA	NA	NA	NA
56	Virginia Works Rapid Response	✓	NA	✓	✓	✓	✓
57	Virginia Works Reemployment Services and Eligibility Assessment	✓	NA	✓	✓	✓	✓
58	Virginia Works Registered Apprenticeship	✓	✓	✓	✓	✓	✓
59	Virginia Works Trade Adjustment Assistance*	✓	✓	✓	✓	✓	✓
60	Virginia Works Work Opportunity Tax Credit	✓ # applications certified	NA	✓	✓	NA	NA
61	Virginia Works Workforce Innovation and Opportunity Act Adult	✓	✓	✓	✓	✓	✓
62	Virginia Works Workforce Innovation and Opportunity Act Dislocated Worker	✓	✓	✓	✓	✓	✓
63	Virginia Works Workforce Innovation and Opportunity Act Youth	✓	✓	✓	✓	✓	✓
64	VMRC Waterman's Apprentice Program	✓	✓	✓	✓	✓	✓

NA=Not Applicable

Program Reporting Status – Fiscal Year 2026

In Fiscal Year 2026, 35 programs (57%) successfully reported all required metrics. An additional 20 programs (31%) reported at least half of their required metrics.

Four programs reported at least one metric, but less than half of their required metrics:

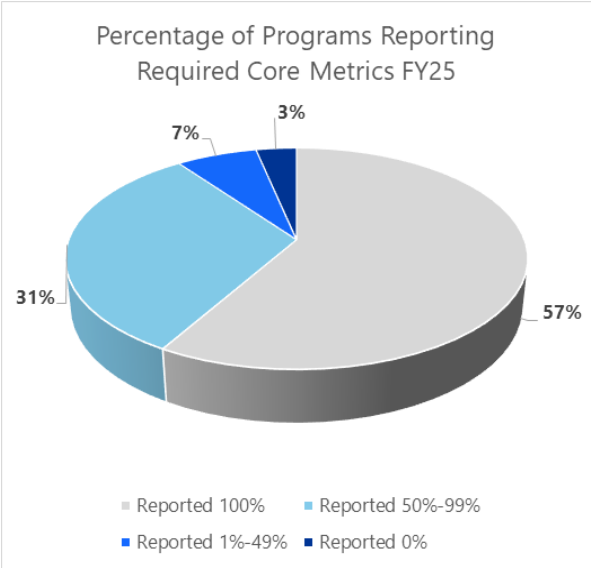
- DVS Military Education and Workforce Initiative
- DVS Military Medics and Corpsman Program
- DVS Virginia Values Veterans (V3)
- SCHEV Virginia Talent + Opportunity Program (V-TOP)

Two programs were unable to report data due to being newly established or recently onboarded to the Workforce Metrics Initiative:

- Appalachian Regional Commission (ARC)
- Earn to Learn Nursing Education Acceleration Program

Additionally, two programs administered by the Virginia Department of Health (VDH) reported no activity during the reporting period:

- ARC J-1 Waiver Program (no applicants)
- Nurse Educator Scholarship Program (no scholarships awarded



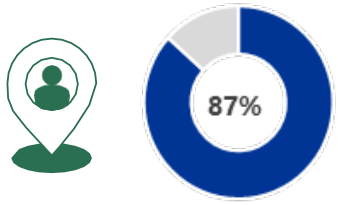
Metrics That Are Readily Reported

Several core metrics are consistently reported across programs, as they are typically captured through existing administrative systems:

- Number of individuals trained
- Program costs and cost per
- Job placements

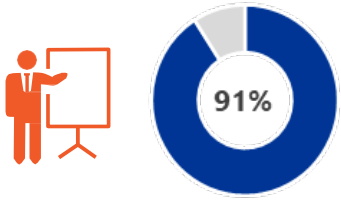
These metrics form the foundation of performance reporting and provide a clear picture of program reach and investment. Of the programs that are required to report the number of individuals trained, 91% have reported data. Of the programs that are required to report job placements, 87% have reported data. Of the programs that are required to report program costs, 89% have reported the metric and 91% have been able to report program cost per participant or job placement.

Job Placements



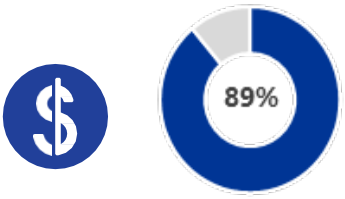
Programs Required to Report Metric=60

Individuals Trained



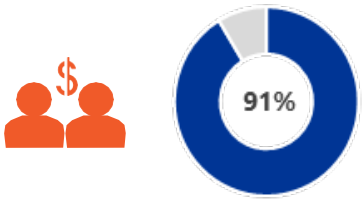
Programs Required to Report Metric=44

Program Cost



Programs Required to Report Metric=63

Cost Per



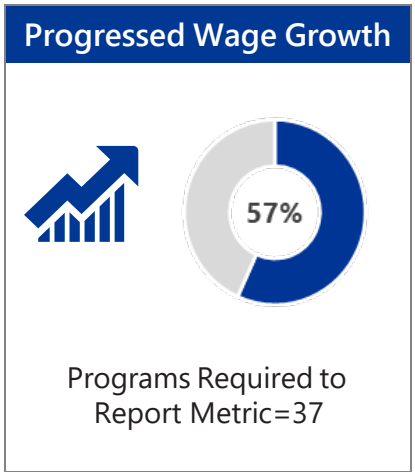
Programs Required to Report Metric=58

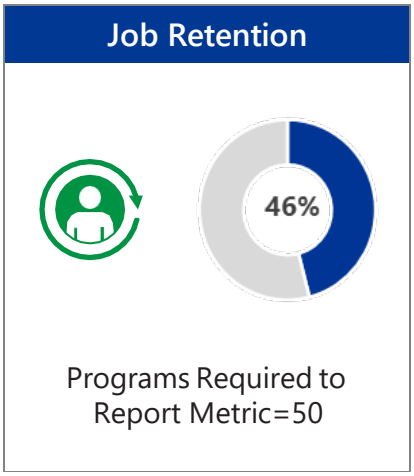
Metrics That Require Additional Capacity

Other metrics, particularly those that track long-term outcomes, present greater challenges:

- Wage progression over time
- Job retention at 6 and 12 months post-exit

These indicators require programs to follow participants beyond program completion, which many currently lack the systems, data access, or capacity to do effectively. Of the programs that are required to report progressed wage growth 57% have provided data for this metric. Of the programs required to report job retention, 46% have been able to report this metric.





Advancing Data Collection

To enhance participation and improve the quality of workforce metrics reporting, **Virginia Works is actively connecting workforce development programs to available data sources.** We have shared our experience using Virginia Employment Commission (VEC) Wage Match Records as a method for collecting workforce metrics and have facilitated connections between other programs and the VEC to explore similar opportunities.

However, there are challenges to using VEC records. Programs must collect participants' Social Security numbers, and access to these records involves fees that some agencies consider cost-prohibitive. **Cost should not be a barrier to compliance.** Reducing or eliminating these fees would improve participation, data quality, and equity across programs of all sizes.

Virginia Works and VEC are also collaborating on an **unemployment insurance enhancement project** that will add new data fields, enabling calculation of hourly wage rates. This will allow programs to compare participants' wages before program entry and after program exit. These enhancements are expected to be completed in 2026.

Finally, Virginia Works is working to **engage newly identified workforce development programs earlier in their planning process**. By onboarding programs to workforce metrics requirements before implementation and identifying key data collection intervals—program entry, program exit, six months post-exit, and twelve months post-exit—we position new programs to report workforce outcomes more effectively.

By addressing these challenges and implementing these strategies, **Virginia can strengthen its data infrastructure, improve transparency, and ensure that every workforce development program measures what matters most: long-term outcomes for Virginians.**

Goal Setting: Turning Data into Direction

With a full year of baseline data collected, Virginia Works launched a formal goal-setting process to drive continuous improvement across the Commonwealth's workforce development programs. This process ensures that performance targets are grounded in real data—and that every program is working toward measurable, meaningful outcomes.

Establishing Baselines and Setting Ambitious, Achievable Goals

In Fiscal Years 2025 and 2026, Virginia Works—working in close partnership with the Secretary of Labor—introduced annual performance goals for two core metrics:

- **Job Placement**
- **People Trained**

Each program's baseline data served as the starting point. From there, Virginia Works proposed a 5% year-over-year increase to encourage steady progress while accounting for program size, scope, and capacity.

Programs were invited to:

- Accept the proposed goals, or
- Submit alternative targets with a written justification.

All alternative submissions were reviewed by the Secretary of Labor, who made final determinations to ensure alignment with statewide priorities and statutory requirements.

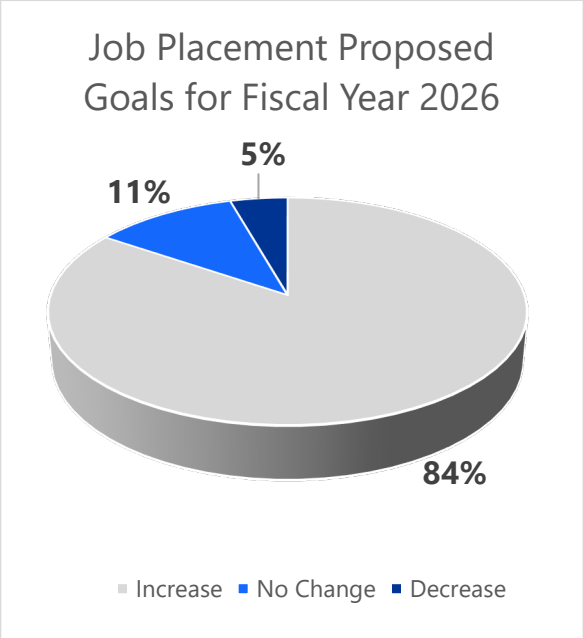
From Data to Direction: Virginia Works launched a formal goal-setting process using real baseline data to drive measurable improvement across the workforce system.

Job Placement Goal Status – Fiscal Year 2026

Of the 48 programs that have established a job placement goal for Fiscal Year 2026, 83% set a goal that reflects an increase over the prior year.

Among the 59 programs required to report on job placement or jobs created:

- 48 programs have established formal goals
- 6 programs are still in the process of establishing baseline data before goals can be set
- 3 programs that report on job creation have proposed alternative metrics (e.g., number of businesses served)
- 2 programs are in sunset status and were not required to establish a goal



People Trained Goal Status – Fiscal Year 2026

Of the 37 programs that have established a goal for Fiscal Year 2025, 88% have proposed growth goals compared to the previous year.

Among the 43 programs required to report on the People Trained metric:

- 37 programs have established formal goals
- 4 programs are still in the process of establishing baseline data
- 2 programs were excused from setting a goal due to being in sunset status

Advancing the Workforce Metrics Process

To support workforce development programs in the goal-setting process, Virginia Works has established a timeline for the upcoming cycle and communicated it to all program owners. Additionally, the 2026 data collection windows have been shared well in advance, and the reporting schedule has been adjusted to align with federal requirements. A consistent timeline enables programs to plan strategically, allocate resources effectively, and align internal performance management systems with statewide expectations. By setting clear, data-informed goals and aligning them with labor market realities, Virginia Works is helping programs move from measurement to momentum—ensuring that every investment in workforce development delivers real results for Virginians.

Data Collection Timeline for 2026

Quarter	Data Collection Window	Other Workforce Metric Engagement
Q1 July-September	December 16, 2025-January 16, 2026	Update Workforce Ecosystem Catalog
Q2 October-December	February 17, 2026-March 13, 2026	None
Q3 January-March	May 1, 2026-May 29, 2026	Workforce Metrics Goal Setting
Q4 April-June	October 1, 2026-October 30, 2026	Set Annual Timeline for 2027

Alternative Metrics: Flexibility with Accountability

Virginia Works recognizes that a one-size-fits-all approach to performance measurement doesn't reflect the diversity of programs across the Commonwealth's workforce ecosystem. To ensure that evaluation remains meaningful and aligned with each program's purpose, a formal process was established, developed in consultation with the Secretary of Labor, to allow programs to propose alternative metrics.

Why Alternative Metrics Matter

The goal of alternative metrics is not to replace rigor, but to enhance relevance. These metrics are designed to:

- Reflect what success looks like within a program's unique context
- Maintain a focus on outcomes, not just activities
- Align measurement with program intent, particularly for initiatives focused on economic development, employer engagement, or systems change.

Not One-Size-Fits-All: Alternative metrics allow programs to define success in ways that reflect their unique goals-while maintain a focus on outcomes

Importantly, alternative metrics are not intended to substitute for essential long-term outcomes such as job retention or wage progression. These remain critical to understanding impact and must be pursued wherever feasible.

Alternative metrics have been collected for three consecutive quarters and are not yet displayed on the public-facing dashboard.

Programs interested in proposing an alternative metric may do so by contacting Virginia Works. Each request must include:

- The name of the proposed metric
- A clear operational definition
- A justification explaining how the metric reflects a meaningful outcome
- An indication of whether the metric is intended to supplement or replace a core metric

This process ensures that flexibility does not come at the expense of accountability, and that every program, regardless of its structure or focus, is contributing to a shared vision of workforce excellence in Virginia.

The table below identifies the programs and alternative metrics that have been established.

Agency and Program Name	Alternative Metrics	Data Reported to Date	
DOE Adult Education	Measurable Skills Gain	Data not yet available	
DSS Family Engagement Services	Percent Employed and Paying Child Support	2025 Q2 2025 Q3 2025 Q4	13% 11% 9%
DSS Family Engagement Services	Increase Percentage of previously justice-involved employed and paying child support	2025 Q2 2025 Q3 2025 Q4	22% 20% 19%
DSS Refugee Support Services Program	Average full-time wage for employment placements during the reporting period	2025 Q2 2025 Q3 2025 Q4	$18.77 $18.65 $18.43
DVS Virginia Values Veterans	Number of approved veteran and military spouse license requests.	Data not yet available	
VCCS Institutes of Excellence for Non-Credit Training and Instruction	Increase in student capacity	2025 Q4	150
VEDP Talent Accelerator Program	Businesses Served	2025 Q4 2024 Q4	48 29
VEDP Talent Accelerator Program	National Workforce Incentive Program Ranking	2025	#1
VEDP Tech Talent Investment	Additional degrees in Computer Science and related fields beyond 2018	Data not yet available	
VEDP Virginia Jobs Investment Program	Businesses Served National Workforce Incentive Program Ranking	Data not yet available	
Virginia Works Foreign Labor Certification	% of job orders completed	2025 Q2 2025 Q3 2025 Q4	100% 100% 100%
Virginia Works Foreign Labor Certification	% of housing inspections completed	2025 Q2 2025 Q3 2025 Q4	100% 100% 100%
Virginia Works Migrant and Seasonal Farmworkers	Number of Outreach Contacts	2025 Q2 2025 Q3 2025 Q4	3,321 1,360 3,727
Virginia Works Rapid Response	% of WARN and Non-Warn Employers provided with services	2025 Q2 2025 Q3 2025 Q4	100% 100% 97%
Virginia Works Rapid Response	Number of unique businesses served	2025 Q2 2025 Q3 2025 Q4	21 67 56

Change Management and Capacity Building

Virginia Works understands that successful implementation of the Commonwealth-Wide Workforce Metrics Initiative requires more than compliance; it requires support, collaboration, and shared learning. That's why every program identified to participate receives structured onboarding and ongoing engagement designed to build capacity and foster a culture of continuous improvement.

Onboarding: Setting the Stage for Success

The onboarding process begins with a one-on-one consultation between Virginia Works and the workforce development program team. During this session, the Virginia Works Workforce Outcomes Coordinator:

- Reviews the purpose and goals of the Workforce Metrics Initiative
- Explains the operational definitions of each required metric
- Outlines data collection procedures, timelines, and expectations
- Requests the designation of a Program Owner and a Data Owner

Each program is also asked to complete a one-page summary that identifies:

- What the program does
- Who it serves
- Where it operates
- How it achieves results
- Why it matters

This summary becomes part of the Workforce Ecosystem Catalog, a living document updated annually and shared with partners and stakeholders. The catalog has become a valuable tool for program leaders to discover peer programs, identify potential collaborators, and strengthen cross-agency alignment. The Workforce Ecosystem Catalog is available online at: https://virginiaworks.gov/wp-content/uploads/2025/07/Ecosystem-Map_Living-Document-with-Program-Slides-July-2025.pptx

Example of Workforce Ecosystem Catalog Page

Ongoing Support and Engagement

Virginia Works maintains continuous engagement with participating programs through a structured support model that includes:

- **Quarterly kickoff meetings** at the start of each data collection cycle
- **Office hours** (minimum of two per cycle) to provide real-time technical assistance
- **Regular updates** through:
  - Bi-monthly Commonwealth-Wide Town Halls
  - Quarterly meetings of the Virginia Board of Workforce Development

Office hours provide timely, hands-on support for program and data owners. Just as importantly, they serve as a two-way learning opportunity, allowing Virginia Works to hear directly from the field and adapt support accordingly. This model ensures that programs are not only equipped to meet reporting requirements, but also empowered to use data as a tool for learning, improvement, and impact.

Strengthening Support Through Peer Learning

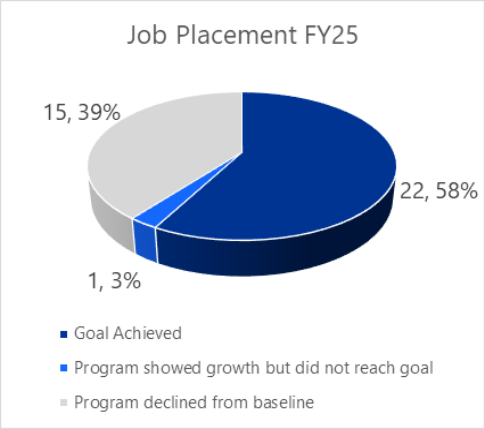
To further enhance the change management process and build a stronger statewide workforce network, Virginia Works will facilitate peer learning groups. **In 2026 Virginia Works plans to** host peer learning sessions or cohort-based meetings for programs with similar goals, challenges, or service models. Creating intentional spaces for programs to share best practices, lessons learned, and innovative solutions will improve data quality, foster collaboration, and strengthen the workforce ecosystem as a whole.

The first peer learning cohorts planned for 2026 are for work-based learning programs (e.g., internships, cooperative education, or registered apprenticeships) as these programs often face unique challenges in measuring job placement. For these programs, success may mean immediate job placement, or returning to a degree or credential program.

Analysis

Because programs vary in purpose, target populations, and the types of workforce barriers their participants face, programs should not be compared against one another. Instead, each program should be evaluated against its own progress over time. It is also important to note that individuals may be served by more than one program at a time, therefore data should not be summed across programs to calculate the total number of Virginians that have been placed in a job or have completed training. Reviewers should note that two data points do not establish a trend. As additional data is collected, more robust evaluations will be possible.

Job Placements: In Fiscal Year (FY) 2025, 22 out of 38 programs (58%) that had established a baseline and set a goal for job placements met or exceeded their targets. This marks a continued effort toward improved outcomes across the Commonwealth's workforce initiatives.



The table below highlights programs that reported the greatest percentage increases in job placements compared to FY 2024. While these gains reflect strong program performance, part of the increase may also be attributed to enhanced data collection and reporting practices as the workforce metrics initiative continues to mature.

Programs reporting strong Job Placement Growth

Program	FY 2024 Actual	FY 2025 Actual	Percent Change
Virginia Rural Information Technology Apprenticeship Grant Fund and Program (SWVHEC)	4	36	800%
Workforce Development and Training Fund (VCEDA)	36	137	281%
Virginia Values Veterans (DVS)	5,645	19,499	245%
Growth and Opportunity Fund (DHCD)	281	918	227%
Reemployment Services and Eligibility Assessment (RESEA)	1,653	3,072	86%
Workforce Development Initiative (DJJ)	38	66	74%
Nursing Preceptor Incentive Program (VDH)	360	586	63%
Rapid Response (Virginia Works)	276	353	28%
Registered Apprenticeship (Virginia Works)	4,098	5,154	26%
New Economy Workforce Credential Grant (SCHEV)	942	1,146	22%
Workforce Innovation and Opportunity Act – Youth (Virginia Works in partnership with Local Workforce Development Boards)	521	624	20%
Secondary CTE – Perkins (DOE)	8,488	10,041	18%

People Trained: In Fiscal Year (FY) 2025, 20 out of 29 programs (69%) that had established a baseline and set a goal for People Trained met or exceeded their targets. This marks a continued effort toward improved outcomes across the Commonwealth's workforce initiatives.

The table below highlights programs that reported the greatest percentage increases in training completions compared to FY 2024. While these gains reflect strong program performance, part of the increase may also be attributed to enhanced data collection and reporting practices as the workforce metrics initiative continues to mature.

Programs reporting strong People Trained Growth

Program	FY 2024 Actual	FY 2025 Actual	Percent Change
Virginia Space Grant Consortium Internship Programs	44	131	198%
Nursing Preceptor Incentive Program (VDH)	1,052	2788	165%
Get Skilled, Get a Job, Give Back Innovation and Program Grants (VCCS)	5,330	9086	70%
New Economy Workforce Credential Grant (SCHEV)	12,795	21,558	68%
Adult Education (DOE)	1,453	2375	63%
Supplemental Nutrition Assistance Program Employment and Training (DSS)	349	483	38%
Virginia Initiative for Education and Work (DSS)	792	1071	35%
Postsecondary Career and Technical Education (DOC)	25,114	33793	35%
Virginia Rural Information Technology Apprenticeship Grant Fund and Program (SWVHEC)	48	62	29%
Registered Apprenticeship (Virginia Works)	1,444	1,806	25%

Programs Costs and Cost Per Participant

Programs were asked to report their total program costs, which include all operating expenses such as:

- Direct costs to participants
- Staffing costs required to operate the program
- Administrative and overhead expenses

Programs were instructed to include all sources of funding, not just state or federal contributions, when calculating their total costs.

The table below presents the total reported program costs for FY 2025, along with the median and average cost per participant. It is important to note that cost per participant can vary significantly across programs due to factors such as:

- Initial investments required to launch new programs
- The intensity of services provided
- The complexity of needs among participants, particularly those facing multiple barriers to employment

Please note: The Work Opportunity Tax Credit Program and Student Loan Repayment Programs are reported separately in the table below.

Program Costs and Cost Per Participant

Program	Metric	FY 2025	Cost Per Participant
All other programs		$293,248,916	$1,502 median $3,496 average
Work Opportunity Tax Credit (Virginia Works)	Value of certified tax credits to businesses	$128,720,600	$2,906 median $2,906 average
Student Loan Repayment Programs (VDH)	Value of loan repayment	$2,816,032	$24,612 median $24,716 average

Progressed Wage Growth: The Progressed Wage Growth metric was originally designed to measure the percentage change in quarterly earnings from program entry to six months after program exit. However, several data-related challenges—particularly the lack of access to hourly wage information—have made accurate measurement difficult. Virginia is actively working to enhance the UI Wage Match system, which will enable the Commonwealth to track hourly wage progression more effectively. Looking ahead, the Commonwealth envisions not only capturing initial wage progression from program entry to employment at exit, but also monitoring long-term wage trends to better understand the sustained impact of training programs. Implementation of the Progressed Wage Growth measure is currently on hold until the UI system enhancements are completed, which is anticipated by mid-2026

Job Retention: The original intent of the Job Retention metric was to measure the percentage of individuals who remained employed one year after exiting a program. However, in Year 1 of the workforce metrics initiative, the metric was calculated by comparing the number of individuals placed into jobs in the current year to those placed the previous year. This method often produced percentages exceeding 100% and did not measure individual job retention. Instead, it reflected program growth or decline, influenced by factors such as:

- Economic conditions
- Cohort size and composition
- Type of training provided
- Participant barriers and prior experience

Additionally, the metric compared job placements in the current quarter to those from a cohort 12 months prior, further distancing the measure from its original intent.

In Year 2, the metric was refined to track individual job retention over time, aligning more closely with its intended purpose. As a result, the Job Retention metric is currently displayed only for FY 2025 on the Workforce Metrics Dashboard. ,

Conclusion

The 2025 Annual Commonwealth Workforce Metrics Report reflects a pivotal year in Virginia's journey to become the Top State for Talent. Through the Commonwealth-Wide Workforce Metrics Initiative, Virginia Works has laid a strong foundation for data-driven decision-making, accountability, and continuous improvement across the workforce ecosystem.

This year's report demonstrates that programs across the Commonwealth are not only embracing performance measurement but are also using data to drive meaningful change. With 100% participation in eight rounds of data collection, a majority of programs meeting or exceeding their goals, and the successful implementation of both core and alternative metrics, Virginia is setting a national standard for workforce transparency and impact.

At the same time, the report highlights areas where further investment and collaboration are needed—particularly in tracking long-term outcomes like wage progression and job retention. Virginia Works remains committed to addressing these challenges through expanded data access, standardized reporting intervals, and peer learning opportunities.

As we look ahead to 2026 and beyond, the Commonwealth's workforce system is better equipped than ever to align services with outcomes, ensure equitable access to opportunity, and deliver a strong return on investment for Virginians. By continuing to measure what matters and support programs every step of the way, Virginia is not just building a stronger workforce—it is building a stronger future.

Appendix Overview: Commonwealth Workforce Metrics Dashboard

The appendix provides a snapshot of the data currently available on the Commonwealth Workforce Metrics Dashboard. All data presented in this report reflects submissions received from program owners as of November 30, 2025. Because programs vary in purpose, target populations, and the types of workforce barriers their participants face, programs should not be compared against one another. Instead, each program should be evaluated against its own progress over time.

Data Availability and Reporting Frequency

Programs have been on-boarded to the Workforce Metrics Initiative over the past two years.

As a result:

- Some programs have submitted eight quarters of data
- Others, particularly those that report annually, may have only one data point available

Reviewers should note that two data points do not establish a trend. As additional data is collected, more robust evaluations will be possible.

Commonwealth Workforce Metrics Dashboard Legend

Program achieved the goal it established for Fiscal Year 2025

Program did not achieve goal for Fiscal Year 2025, however, the program showed progress

Program did not achieve goal for Fiscal Year 2025, but maintained performance

Program declined from initial baseline year

SAMPLE

DARS Senior Community Service Employment Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
83%	★	

Program Purpose	What to Know About the Data
The Senior Community Service Employment Program (SCSEP) is a community service and work-based job training program for older adults, authorized by the Older Americans Act. The program provides training for low-income, unemployed older adults. Participants also have access to employment services through American Job Centers.	Participant training is more "on site" training vs. a formal class or certification process.

	Agency and Program Name	Job Placement			People Trained		
		FY24 Baseline	FY 25 Goal	FY25 Actual	FY24 Baseline	FY 25 Goal	FY25 Actual
1	DARS Senior Community Service Employment Program	7	8	10 ★	435	Not applicable- program transition	428 ↙
2	DARS Vocational Rehabilitation Program	2,687	2,821	2,754 ↗	3,715	3,901	3,834 ↗
3	DBVI Vocational Rehabilitation Program	141	145	99 ↙	190	196	196 ★
4	DHCD Appalachian Regional Commission	New Program identified in FY25			New Program identified in FY25		
5	DHCD Growth & Opportunity Fund	281 Jobs Created	406 Jobs Created	918 ★ Jobs Created	6,490	9,970	9,264 ↗
6	DJJ Workforce Development Initiative	19*	40	66 ★	38*	82	42 ↙
7	DOC Apprenticeship	17	Goal Established for FY26	19 ↗	20	21	39 ★
8	DOC Career & Technical Education	328	Goal Established for FY26	421 ↗	1,314	1,380	1,507 ★
9	DOC Work Certifications	101	Goal Established for FY26	169 ↗	656	689	1,266 ★
10	DOE Adult Education	4,140	4,306	4,729 ★	1,453	1,540	2,375 ★
11	DOE Secondary CTE-Perkins	8,488	8,912	10,041 ★	45,834	48,126	48,320 ★
12	DRPT Workforce Development Grant Program	Data not available	Goal to be established after baseline	Data not available	15	16	24 ★
13	DSS Family Engagement Services	Data not available	Goal Established for FY26	344	Data not available	Goal Established for FY26	9
14	DSS Refugee Support Services Program	Data not available	Goal Established for FY26	5,465	Data not available	Goal Established for FY26	Data not available

	Agency and Program Name	Job Placement			People Trained		
		FY24 Baseline	FY25 Goal	FY25 Actual	FY24 Baseline	FY25 Goal	FY25 Actual
15	DSS Supplemental Nutrition Assistance Program Employment & Training	1,055	1,108	1,148 ★	349	366	483 ★
16	DSS Virginia Initiative for Employment & Work	12,001	12,601	13,462 ★	792	832	1,071 ★
17	DVS Military Education & Workforce Initiative	92	Not applicable- program in sunset	58	89	Not applicable- program in sunset	73
18	DVS Military Medics & Corpsman Program	102	300	86	NA	NA	NA
19	DVS Virginia Values Veterans	5,645	10,000	19,499 ★	NA	NA	NA
20	IALR Registered Apprenticeship Program	17*	52	55 ★	3*	13	33 ★
21	NCI Fiber Optic Technician Training	4*	9	1	19*	40	23
22	RHEC Career & Workforce Development Center	13*	27	4	Data not available	Goal Established for FY26	7
23	SCHEV New Economy Workforce Credential Grant	942	989	1,146 ★	12,795	13,434	21,558 ★
24	SCHEV Virginia Talent Opportunity Programs	Data not available	Goal to be established after baseline	Data not available	23,103	24,258	24,092
25	SVHEC Workforce Training Programs	73	77	106 ★	186	195	210 ★
26	SWVHEC Virginia Rural Information Technology Apprenticeship Grant Fund Program	2*	4	36 ★	35*	50	62 ★

	Agency and Program Name	Job Placement			People Trained		
		FY24 Baseline	FY25 Goal	FY25 Actual	FY24 Baseline	FY25 Goal	FY25 Actual
27	VCCS Get Skilled, Get a Job, Give Back Innovation & Program Grants	Data not available	Goal Established for FY26	4,135	5,330	5,490	9,086 ★
28	VCCS Institutes of Excellence for Non-Credit Training & Instruction	NA	NA	NA	NA	NA	NA
29	VCCS Postsecondary Career & Technical Educations	Data not available	Goal Established for FY26	18,113	25,114	25,865	33,793 ★
30	VCEDA Workforce Development & Training Fund	18*	36	137 ★	278*	404	387 ↗
31	VDH ARC J-1 Waiver	0	Goal to be established after baseline	0	0	Goal to be established after baseline	0
32	VDH Earn to Learn Nursing Education Acceleration Program	New Program data not yet available			New Program data not yet available		
33	VDH Health & Human Services Waiver Program	15	18	1 ↙	NA	NA	NA
34	VDH Mary Marshall CNA Nursing Scholarships & Mary Marshall CNA Long Term Facility Scholarships VDH	105	50	25 ↙	105	50	25 ↙
35	VDH Mary Marshall Nursing Scholarship Program Nursing Scholarships, LPN & RN	108	113	63 ↙	NA	Goal Established for FY26	63 ↙
36	VDH National Interest Waiver Program	9	13	5 ↙	NA	NA	NA
37	VDH Nurse Educator Nursing Scholarships	2	2	0 ↙	NA	2	0 ↙
38	VDH Nursing Preceptor Incentive Program	330*	378	586 ★	263*	1,105	2,788 ★
39	VDH Nursing Scholarships Long-Term Facility(CNA, LPN, RN)	14	10	3 ↙	NA	Goal Established for FY26	3 ↙

	Agency and Program Name	Job Placement			People Trained		
		FY24 Baseline	FY25 Goal	FY25 Actual	FY24 Baseline	FY25 Goal	FY25 Actual
40	VDH Nursing Scholarships Nurse Practitioner/Nurse Mid-Wife	Data not available	3	5 ★	TBD	3	5 ★
41	VDH Virginia Behavioral Health Student Loan Repayment Program	88	95	36 ↙	NA	NA	NA
42	VDH Virginia Conrad 30 Waiver Program	30	30	30 ★	NA	NA	NA
43	VDH Virginia Student Loan Repayment Program	62	65	98 ★	NA	NA	NA
44	VEDP Advanced Manufacturing Talent Investment Program & Fund Pilot	NA	NA	NA	NA	NA	NA
45	VEDP Talent Accelerator Program	1,557 Jobs Created	Alternative Metric	4,844 Jobs Created	NA	NA	NA
46	VEDP Tech Talent Investment	NA	NA	NA	NA	NA	NA
47	VEDP Virginia Jobs Investment Program	3,320 Jobs Created	Alternative Metric	3,926 Jobs Created	NA	NA	NA
48	VIPC Commonwealth Cyber Career Preparedness	NA	NA	NA	New program in FY25	Goal Established for FY26	4,230
49	VIPC Commonwealth Cyber Initiative Experiential Learning	New program in FY25	Goal Established for FY26	67	New program in FY25	Goal Established for FY26	608
50	Virginia Space Grant Consortium Intern-ship Program	Data not available	Goal to be established after baseline	Data not available	22*	46	131 ★
51	Virginia Works Employment Service Program	17,461	18,334	18,700 ★	NA	NA	NA
52	Virginia Works Foreign Labor Certification	8,948 Jobs Created	Alternative metrics	9,032 Jobs Created	NA	NA	NA

	Agency and Program Name	Job Placement			People Trained		
		FY24 Baseline	FY25 Goal	FY25 Actual	FY24 Baseline	FY25 Goal	FY25 Actual
53	Virginia Works Hampton Roads Skilled Trades Rapid On-Ramp Network	220	231	196	314	330	368
54	Virginia Works Jobs for Veterans	344	361	335	NA	NA	NA
55	Virginia Works Migrant & Seasonal Farmworkers	NA	NA	NA	NA	NA	NA
56	Virginia Works Rapid Response	69*	290	325	NA	NA	NA
57	Virginia Works Reemployment Services & Eligibility Assessment	1,653	1,736	3,072	NA	NA	NA
58	Virginia Works Registered Apprenticeship Program	4,098	4,303	5,154	1,444	1,516	1,806
59	Virginia Works Trade Adjustment Assistance	70	Program in sunset	30	45	Program in sunset	13
60	Virginia Works Work Opportunity Tax Credit	10,292* Applications certified	43,226 Applications certified	44,840 Applications certified	NA	NA	NA
61	Virginia Works Workforce Innovation & Opportunity Act - Adult	1,677	1,727	1,663	1,028	1,058	935
62	Virginia Works Workforce Innovation & Opportunity Act - Dislocated Workers	285	285	271	198	198	109
63	Virginia Works Workforce Innovation & Opportunity Act - Youth	521	547	624	243	255	252
64	VMRC Waterman's Apprentice Program	24	50	1	Data not available	2	53

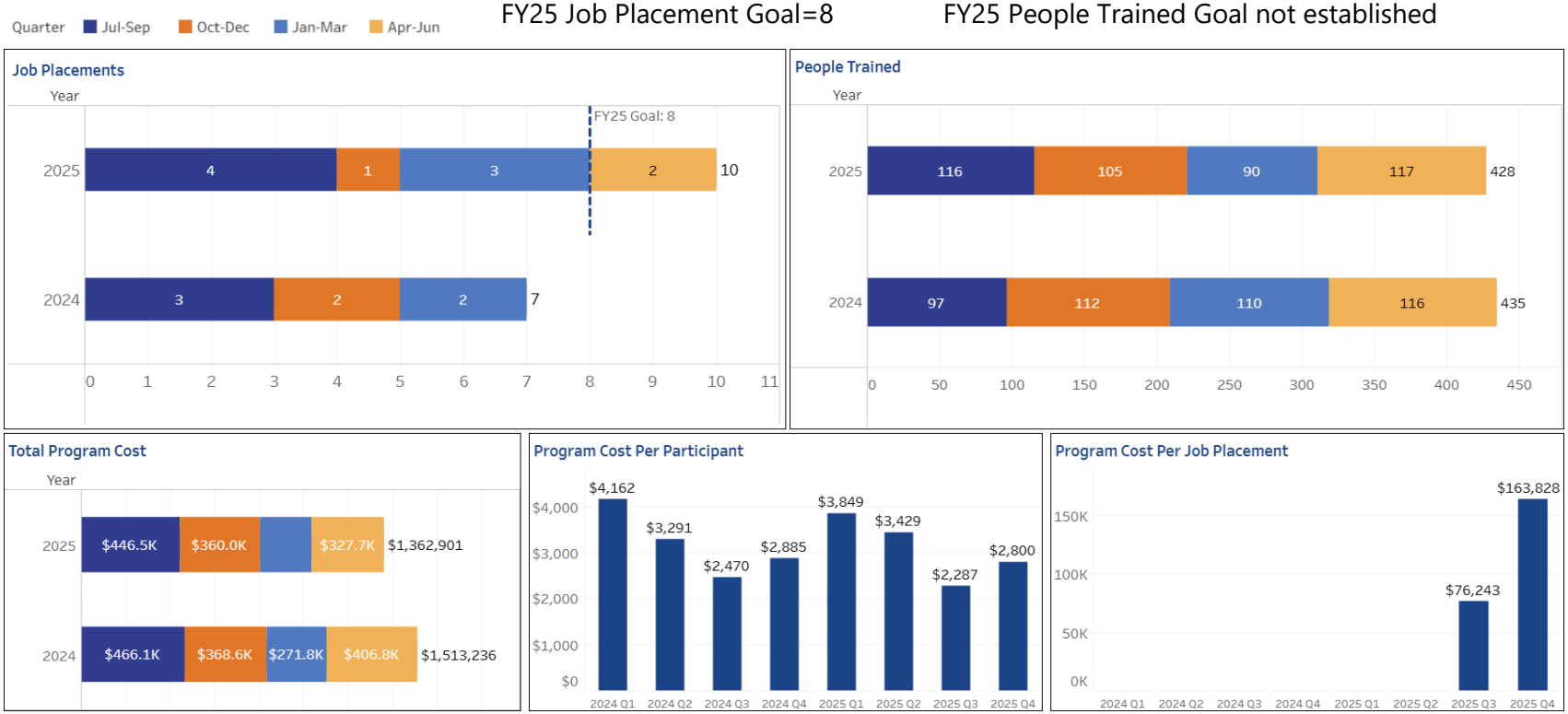
DARS Senior Community Service Employment Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	★	

Program Purpose	What to Know About the Data
The Senior Community Service Employment Program (SCSEP) is a community service and work-based job training program for older adults, authorized by the Older Americans Act. The program provides training for low-income, unemployed older adults. Participants also have access to employment services through American Job Centers.	Participant training is more "on site" training vs. a formal class or certification process.

FY25 Job Placement Goal=8

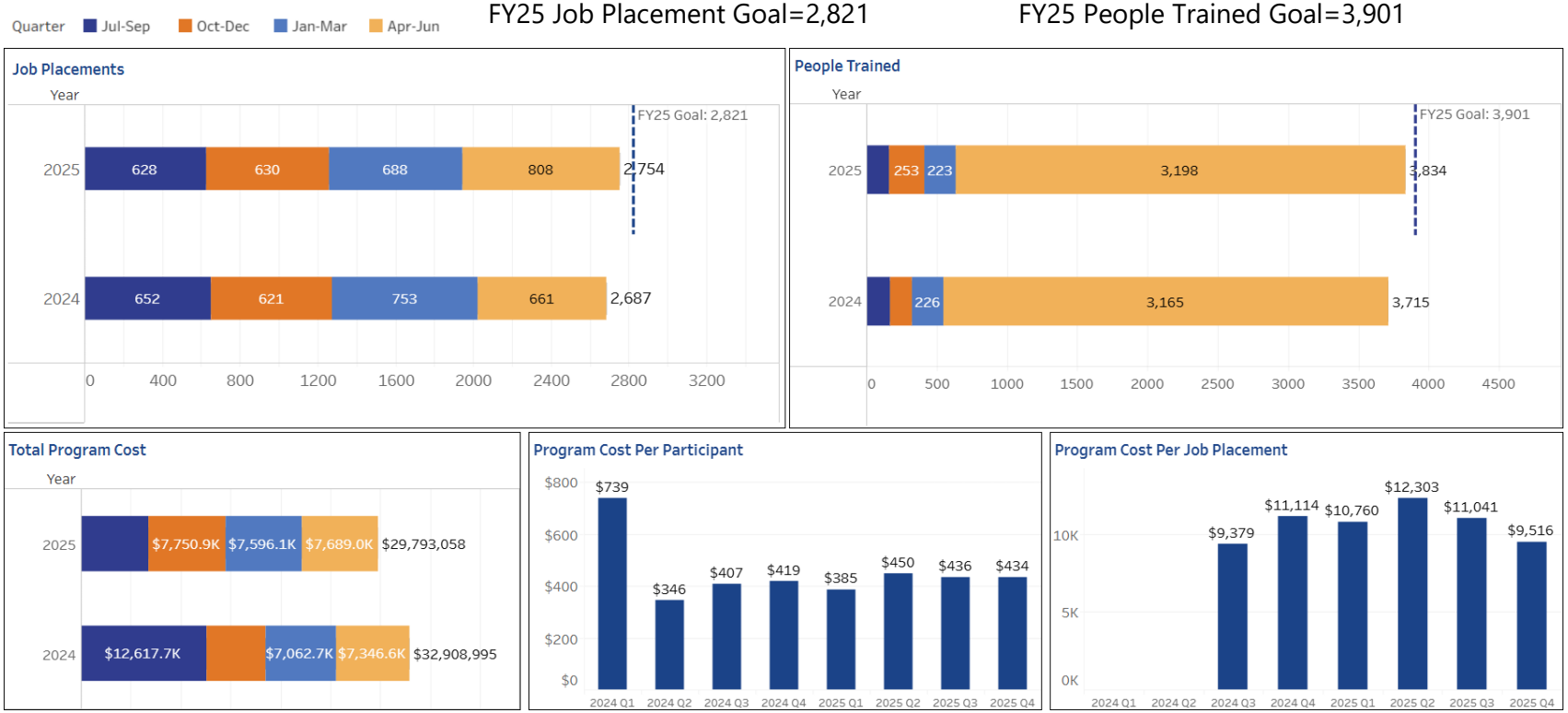
FY25 People Trained Goal not established



DARS Vocational Rehabilitation Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%		

Program Purpose	What to Know About the Data
DARS' mission is to improve the employment, quality of life, security, and independence of older Virginians, Virginians with disabilities, and their families.	Many of DARS clients are first time job holders. Therefore, the difference from earnings at entry of the program and earnings at closure are very large. For this reporting period the average annual earning at closure was $27,747.43 and the median earnings at closure were $19,500.



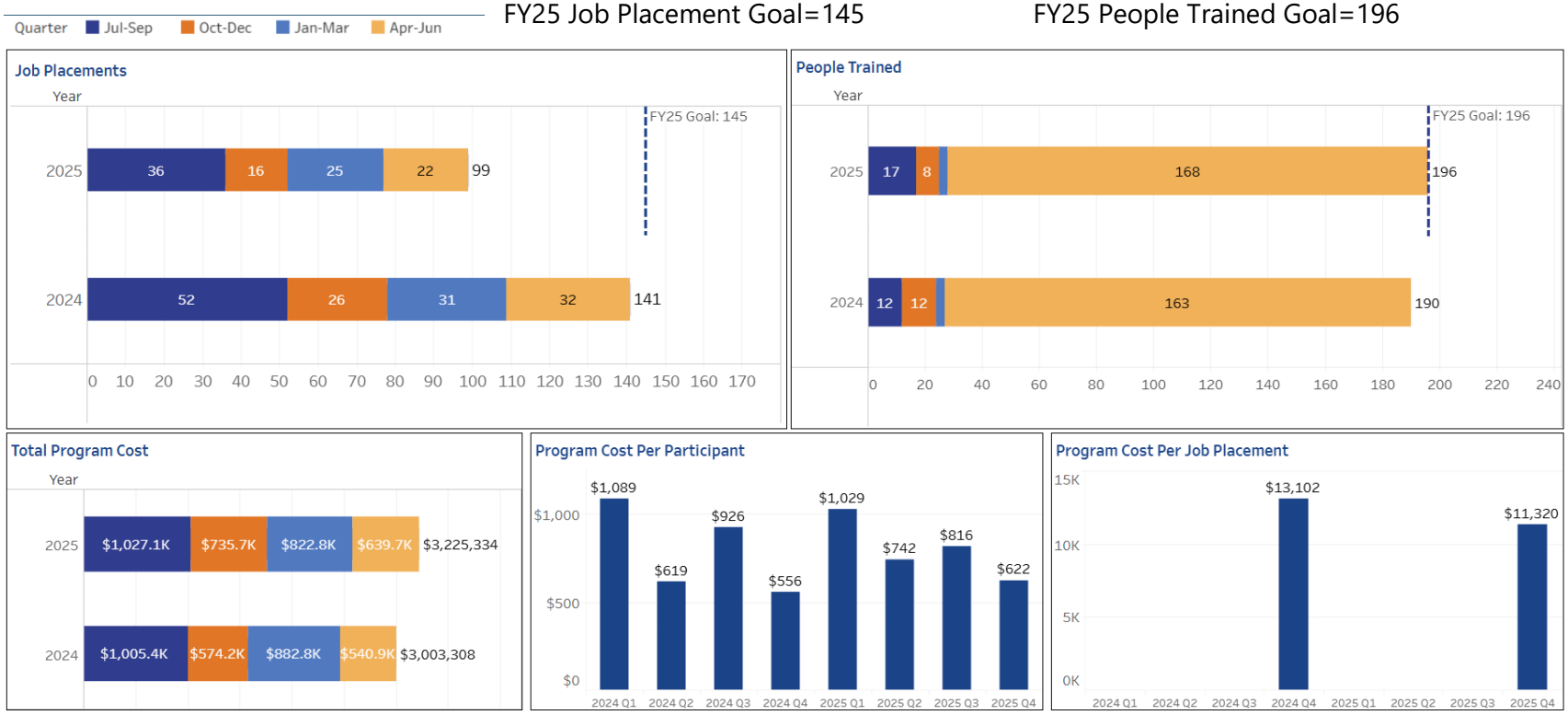
DBVI Vocational Rehabilitation Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%		

Program Purpose	What to Know About the Data
The Vocational Rehabilitation (VR) program provides vocational and rehabilitative services to individuals ages 14 and up who are blind, deafblind, or vision impaired to assist them to prepare for, secure, retain, advance in or regain competitive integrated employment that considers their unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice. The VR program at DBVI serves over 1200 Virginians each year. The people DBVI serves have differing barriers to employment that often require services over several years.	Total Program Cost represents case service dollars paid to date. Program Cost Per Job Placement is an annual calculation based on case service dollars spent on job placement outcomes. The vast majority of DBVI VR participants have no wages to report prior to the start of the VR program. Many of the people DBVI serve are first time job holders at the completion of their VR program.

FY25 Job Placement Goal=145

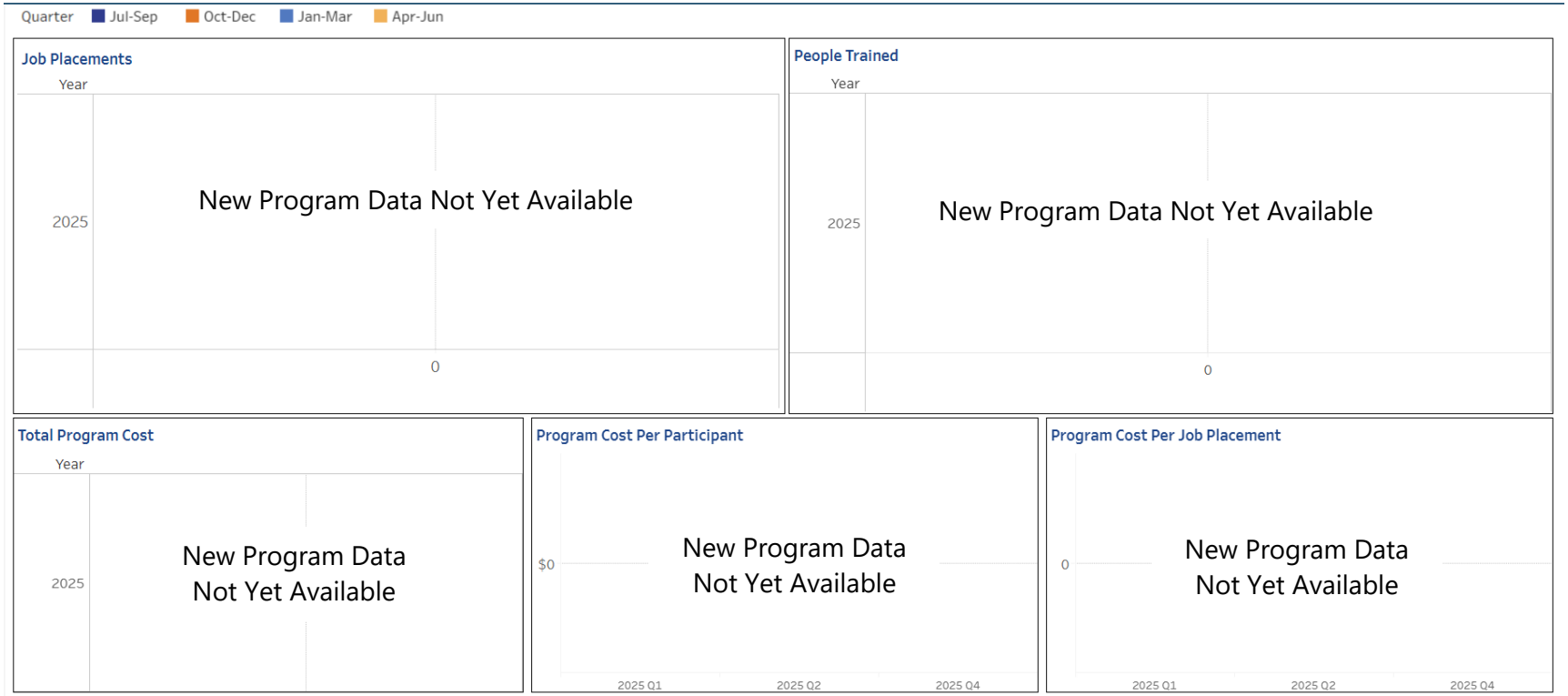
FY25 People Trained Goal=196



DHCD Appalachian Regional Commission

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
0%	New Program data not available	New Program data not available

Program Purpose	What to Know About the Data
Newly onboarded program. Data not yet available.	Newly onboarded program. Data not yet available.



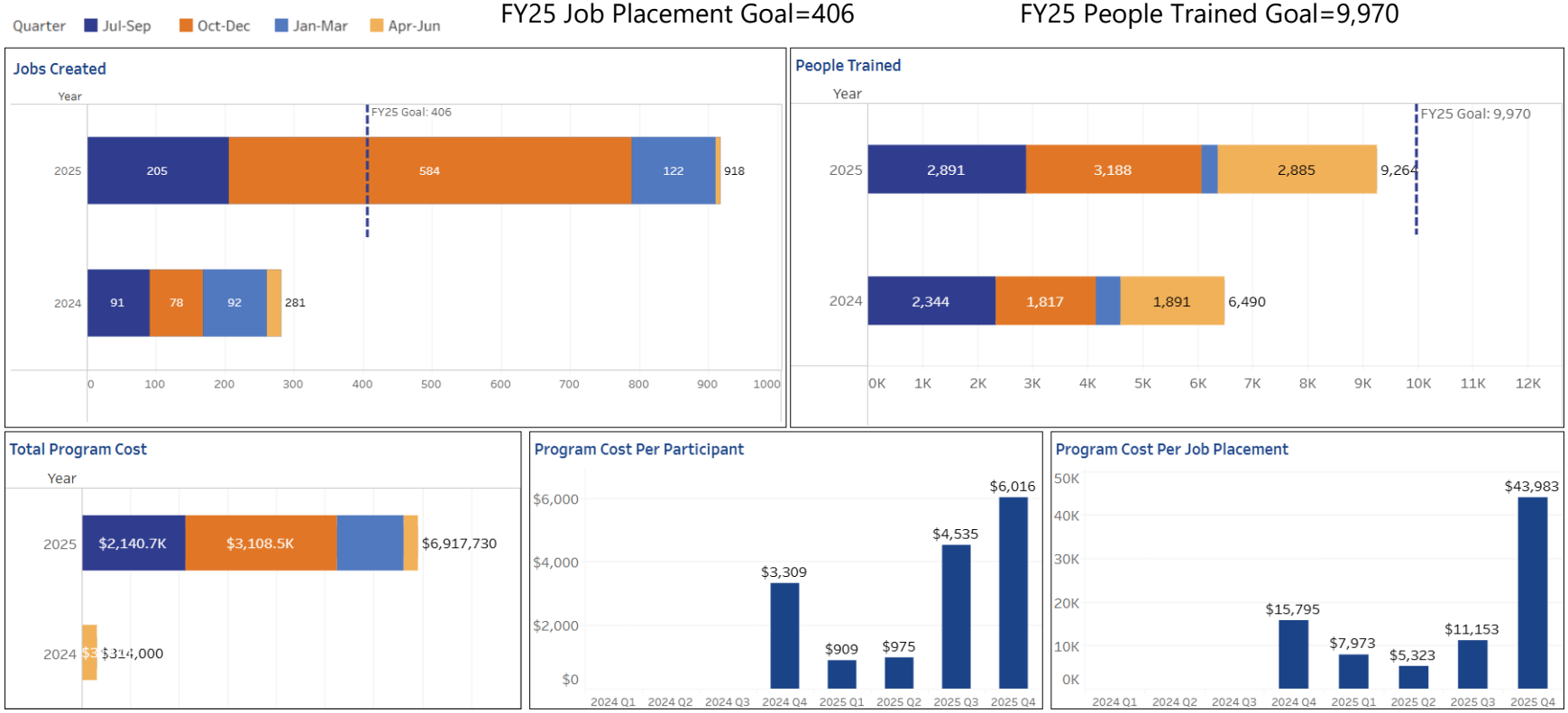
DHCD Growth and Opportunity Fund

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	★	↗

Program Purpose	What to Know About the Data
GO Virginia supports programs that create more high-paying jobs through incentivized collaboration between business, education, and government to diversify and strengthen the economy in every region of the Commonwealth. Capacity-building funds assist regional councils in building capacity for job creation and program implementation. Per capita project grants allocated to each region on a per capita basis for projects of statewide economic impact and interregional collaborations	Program Cost Per Job Placement is an annual calculation based on case service dollars spent on job placement outcomes.

FY25 Job Placement Goal=406

FY25 People Trained Goal=9,970



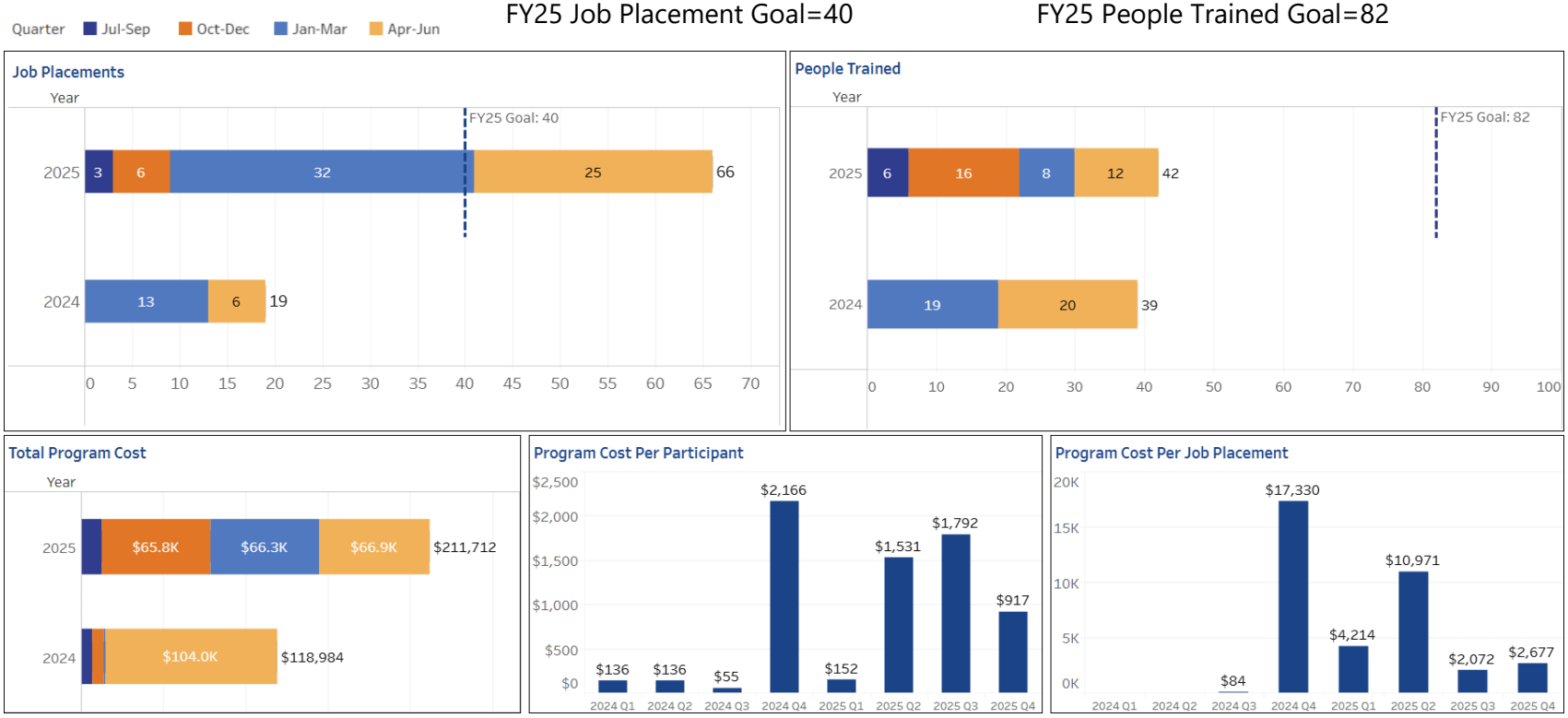
DJJ Workforce Development Initiative

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
67%	★	

Program Purpose	What to Know About the Data
As part of its evidence-based transformation, the Virginia Department of Juvenile Justice (DJJ) is committed to expanding reentry vocational programs, workforce development, and mentoring to support youth returning to their communities. Central to this effort is the Workforce Development Initiative (WDI), which established the Workforce Development Center at Bon Air JCC and complementary Community Engagement and Business Development tracks. These programs offer workplace readiness training, trade certifications (e.g., electrical, HVAC, plumbing), apprenticeships, and connections to employment and wraparound services.	Because youth in DJJ are released at different times, data on job retention and wage growth can't always be tracked consistently.

FY25 Job Placement Goal=40

FY25 People Trained Goal=82



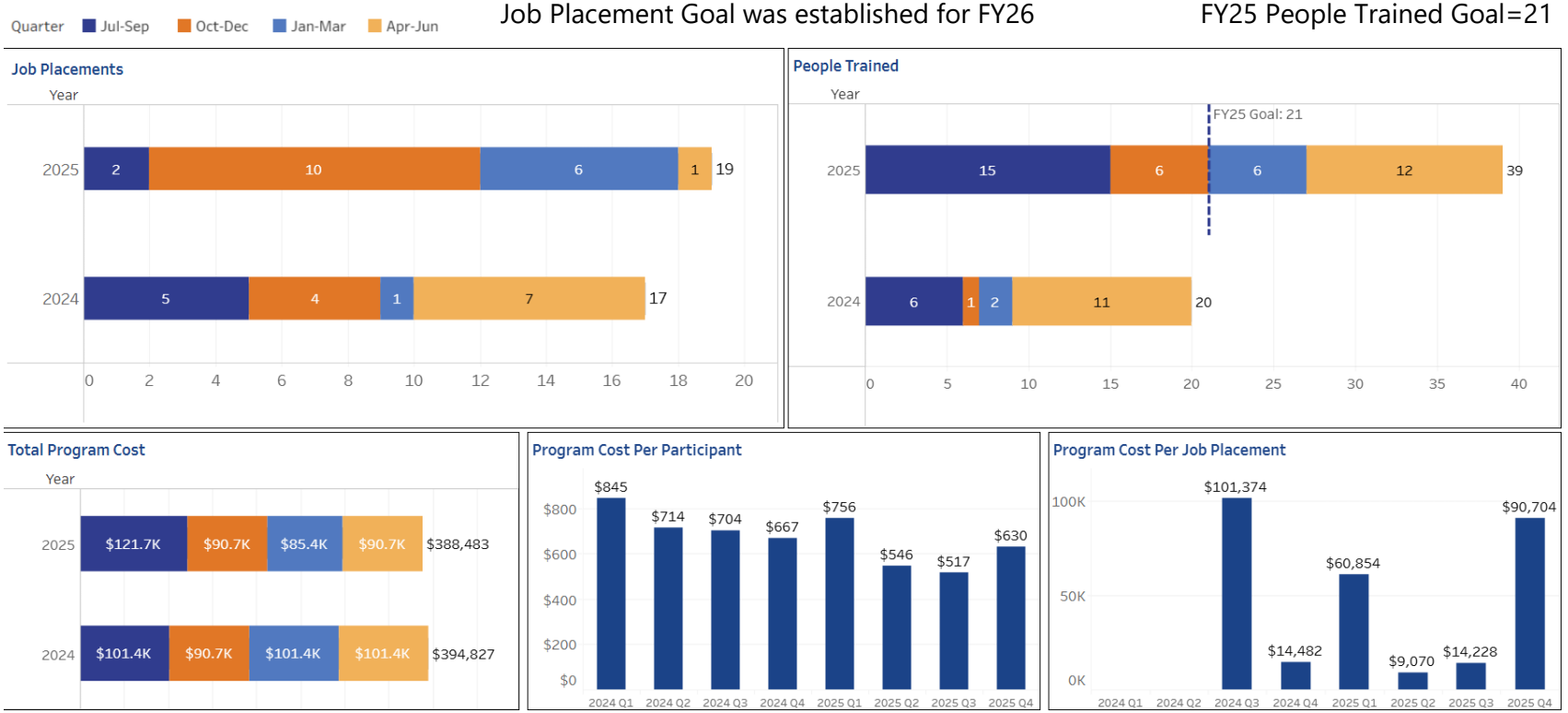
DOC Apprenticeship

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%		

Program Purpose	What to Know About the Data
The Apprenticeship program is a collaboration between Continuing Technical Education (CTE) Program instruction and workforce programming for those enrolled in a registered Virginia Works apprenticeship program. The Apprenticeship programs for VADOC utilizes workforce training in collaboration with trade knowledge to provide students with critical skills in construction trades, barbering, cosmetology, culinary arts and other careers for life changing opportunities. All programs are registered with Virginia Works and for those trades applicable opportunities to be licensed through Department of Professional and Occupational Regulation (DPOR).	Job placements, progressed wage growth, and job retention rates reflect inmates who were released from incarceration who completed an apprenticeship program at some point during their release term of incarceration. They may have completed other Career and Technical Education or Work certification programs and are included in those metrics, if applicable. All employment metrics reflect inmates released the quarter prior to the one indicated who were employed during the quarter indicated. People trained reflect inmates who completed the course during the identified quarter. Total program cost reflect annual cost for all apprenticeship programs divided by four. Inmates in apprenticeship programs are required to hold a prison job in their area of training and therefore DOC receives some offset cost and benefits from their work during training. All data is as of the time of submission, as additional data is entered, results may change.

Job Placement Goal was established for FY26

FY25 People Trained Goal=21



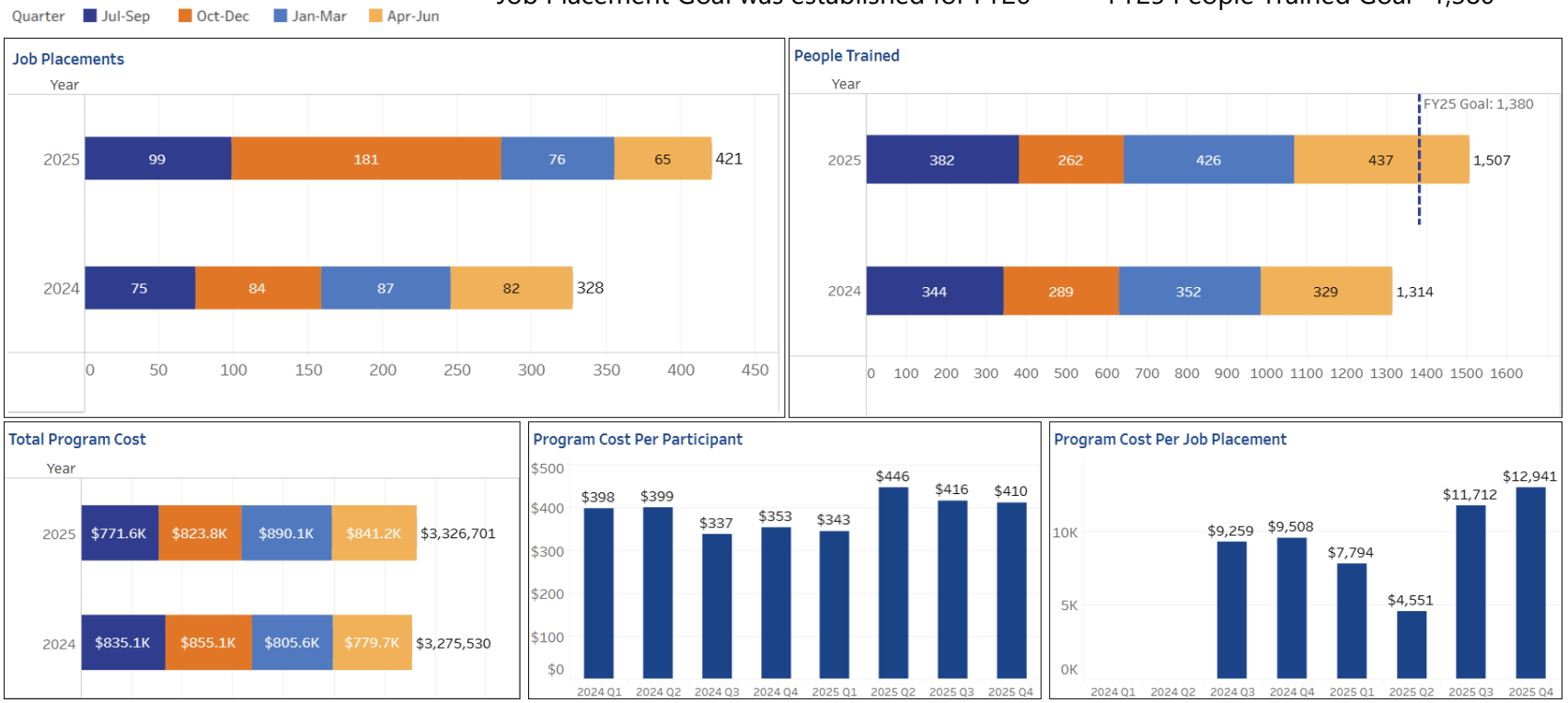
DOC Career and Technical Education

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%		

Program Purpose	What to Know About the Data
The Career and Technical Education programs at VADOC utilizes hands on learning in concert with critical knowledge growth to provide students with critical skills in construction trades, technical careers, and many other careers for life changing opportunities. All programs have Industry based certifications as a key ingredient to this success. These programs reduce recidivism which is currently 9.5% for CTE completers and aid in gainful employment post release.	Job placements, progressed wage growth, and job retention rates reflect inmates who were released from incarceration who completed an Career and Technical Education course at some point during their release term of incarceration. They may have completed other Apprenticeship or Work certification programs and are included in those metrics, if applicable. All employment metrics reflect inmates released the quarter prior to the one indicated who were employed during the quarter indicated. People trained reflect inmates who completed the course during the identified quarter. Total program cost reflect annual cost for all apprenticeship programs divided by four. All data is as of the time of submission, as additional data is entered, results may change.

Job Placement Goal was established for FY26

FY25 People Trained Goal=1,380



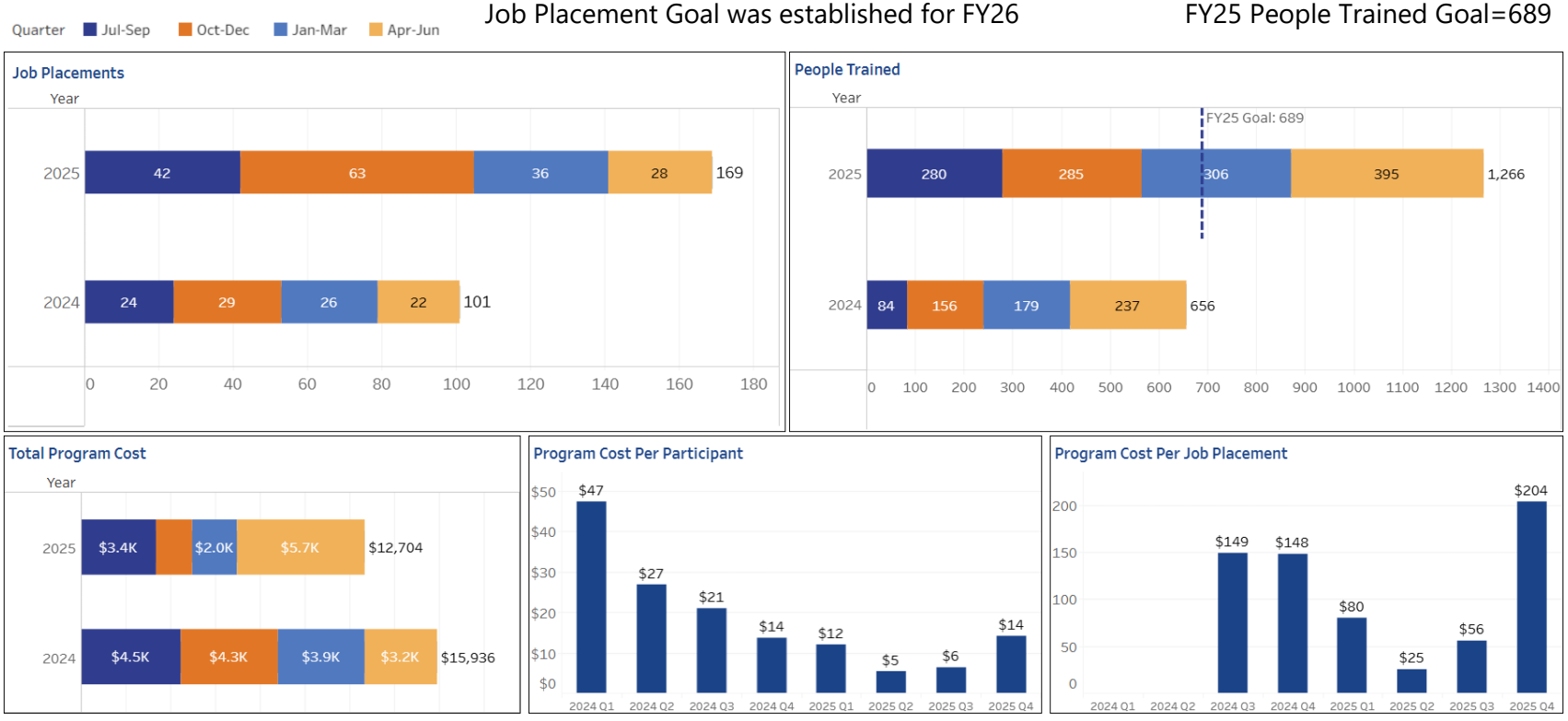
DOC Work Certifications

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%		

Program Purpose	What to Know About the Data
The Workforce Certification programs for VADOC incorporate relevant job skills and on-the-job training programs with Industry Based Certifications. These certification programs provide a highly credentialed workforce within the facility and post release. Each certification program provides credentials based on the needs of the career pathway and the changing workforce opportunities.	Job placements, progressed wage growth, and job retention rates reflect inmates who were released from incarceration who completed an work certificate at some point during their release term of incarceration. They may have completed other Career and Technical Education or Apprenticeship programs and are included in those metrics, if applicable. All employment metrics reflect inmates released the quarter prior to the one indicated who were employed during the quarter indicated. People trained reflect inmates who completed the course during the identified quarter. Total program cost reflect annual cost for all apprenticeship programs divided by four. All data is as of the time of submission, as additional data is entered, results may change.

Job Placement Goal was established for FY26

FY25 People Trained Goal=689



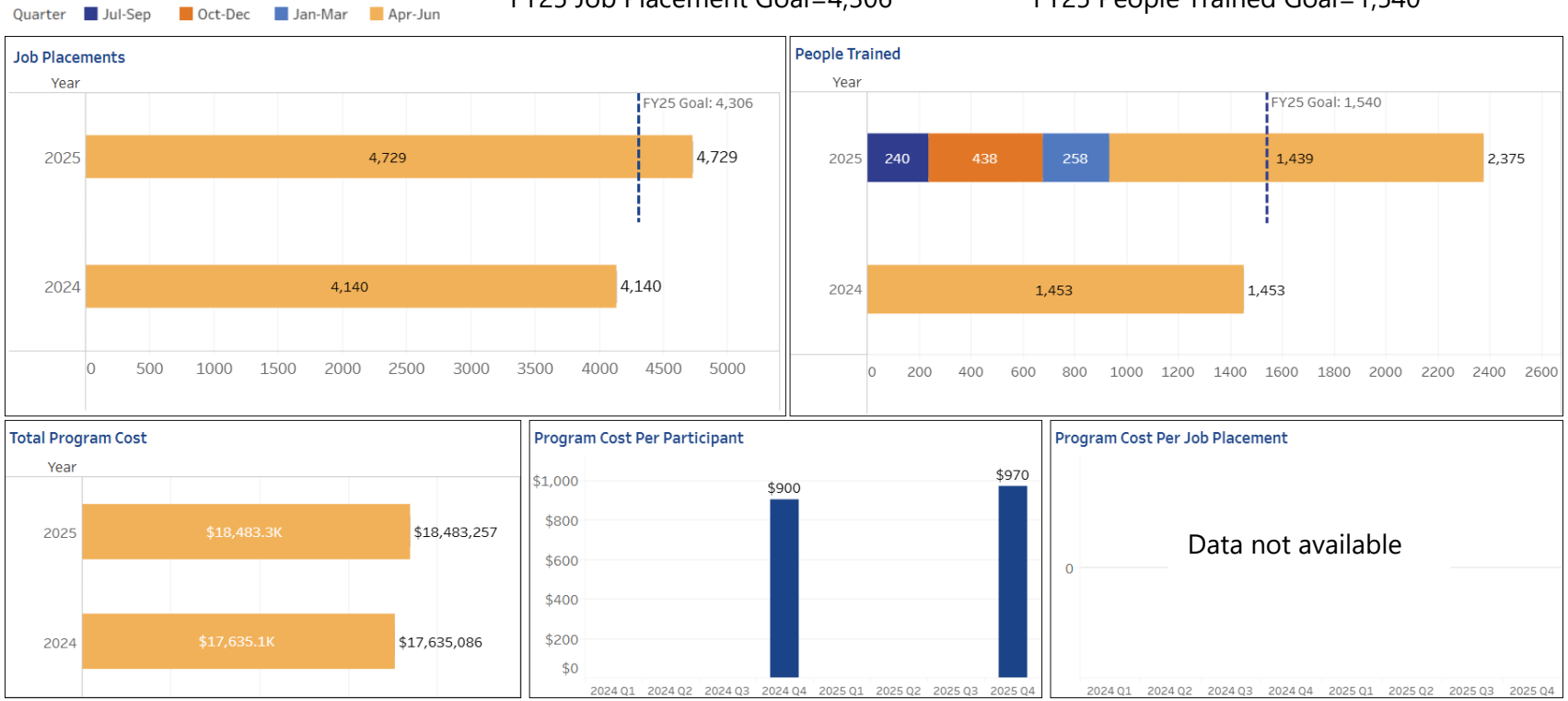
DOE Adult Education

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
83%	★	★

Program Purpose	What to Know About the Data
Adult education providers across the commonwealth serve youths and adults with or without a high school credential who have foundational and employability skill needs. Learners are prepared for further education, training, and career advancement, and parents are assisted to become more involved in their children's education. Those who earn a secondary or industry-recognized credential can see significant wage progression. Services are offered at no- or low-cost in cooperation with education and workforce development partners.	This program is reporting an alternative metric "Measurable Skills Gain". For FY2025, 21,083 Measurable Skills Gains were reported. Adult Education Title II does data matching and financial reporting annually; data cannot be reported with accuracy by quarter. This reflects the annual data submitted to the U.S. Department of Education for PY2024-2025. Total number of participants was 19,060. The number of participants in integrated education and training (IET) cohorts which lead to an industry-recognized credential was 2,617, or 13.7%; IET participants' employment rate in the second quarter after exit was 58.65%.

FY25 Job Placement Goal=4,306

FY25 People Trained Goal=1,540



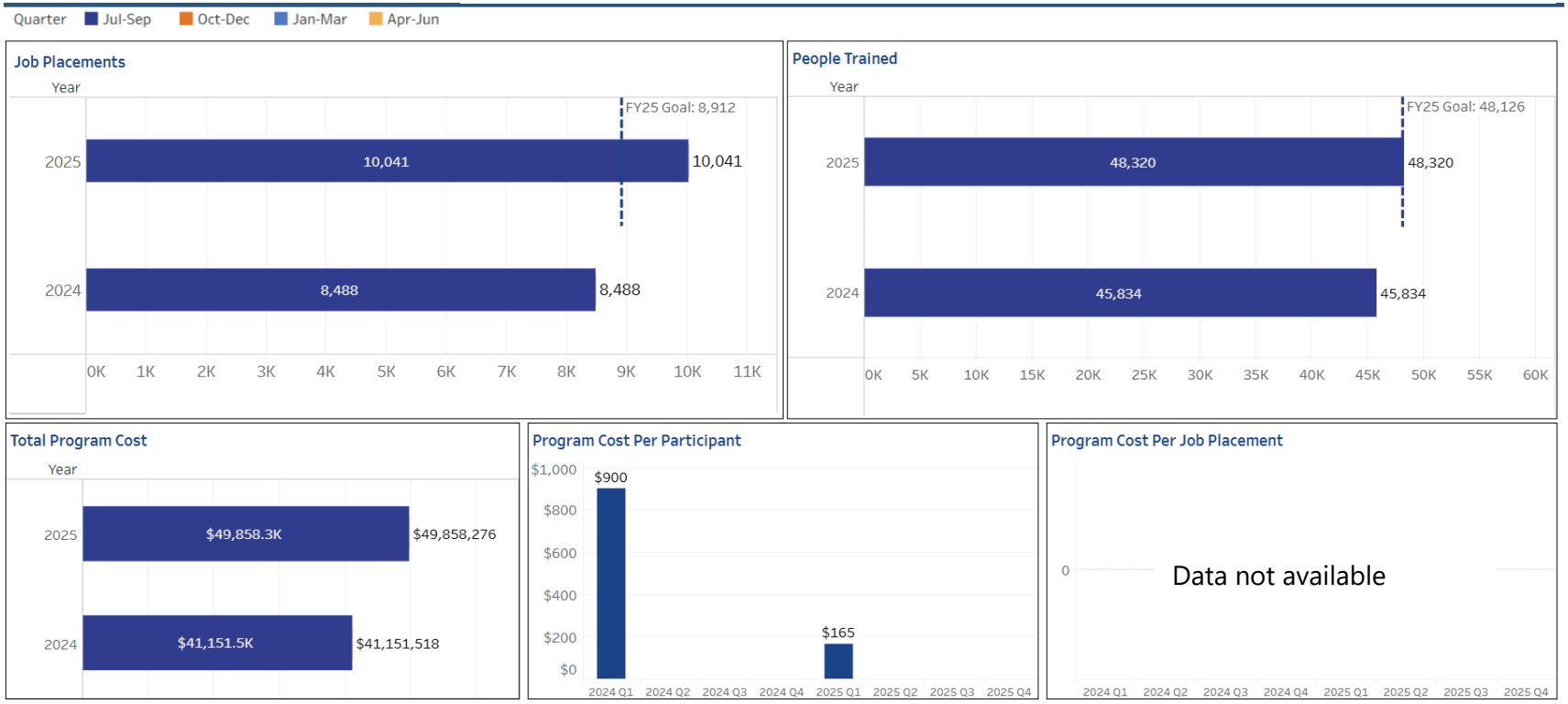
DOE Secondary CTE – Perkins

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
67%	★	★

Program Purpose	What to Know About the Data
Administration of secondary (grades 6-12) career and technical education programs.	Data is used to determine the number of students that participate and complete a sequence of career and technical education courses and the requirements for high school graduation.

FY25 Job Placement Goal=8,912

FY25 People Trained Goal=48,126



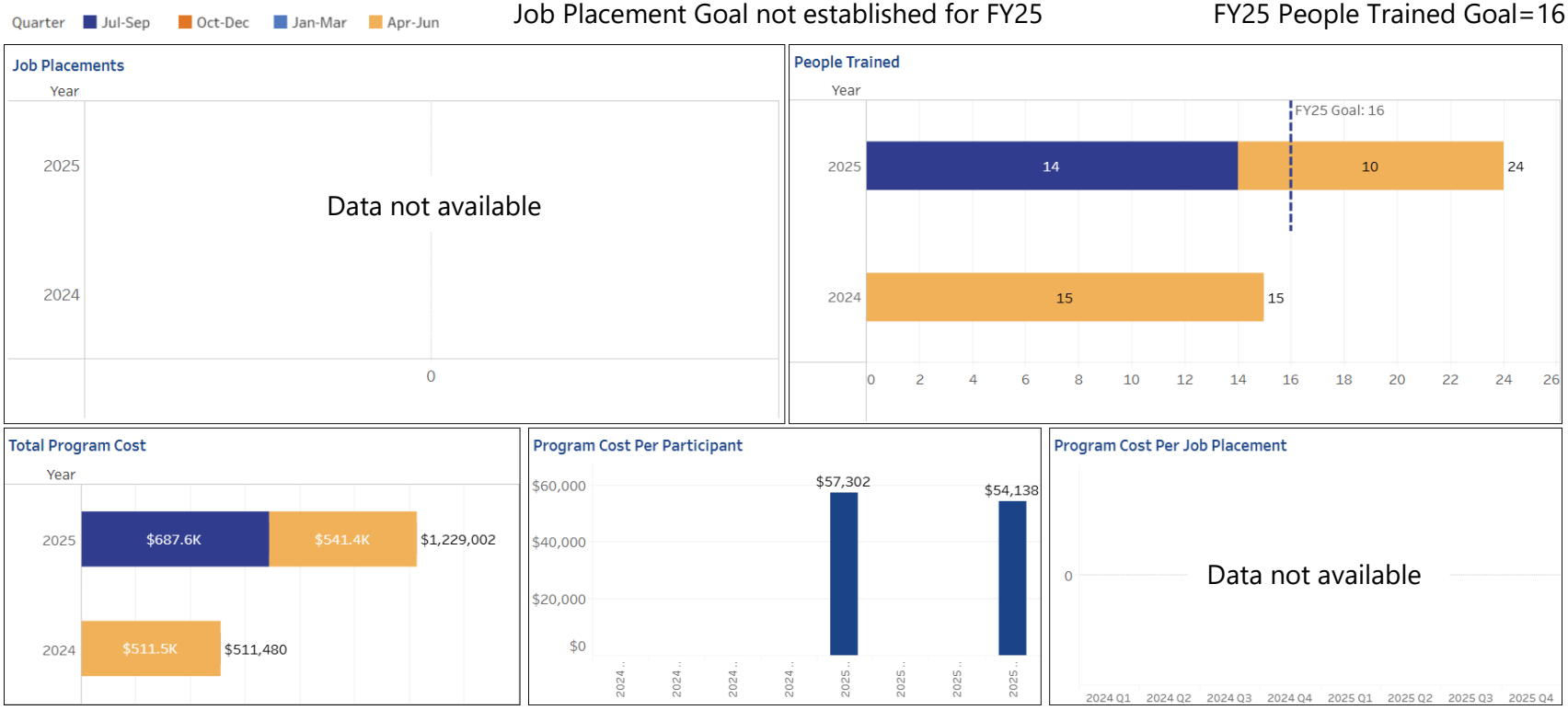
DRPT Workforce Development Grant Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
75%	Data not available	★

Program Purpose	What to Know About the Data
The program intends to increase awareness of public transportation as a career choice for aspiring managers, maintenance and operations staff, marketing employees, and other specializations within public transportation and commuter assistance agencies.	Grant opportunities are available on an annual basis in advance of the following state fiscal year. Total program costs are finalized by CTB (Commonwealth Transportation Board) approval prior to the following fiscal year. The total program cost is then tracked in the SYIP (Six year improvement plan) on DRPTs website by recipient. This program does not track progressed wage growth or job retention rates. The following metrics are not applicable to this program: Progressed Wage Growth and Job Retention.

Job Placement Goal not established for FY25

FY25 People Trained Goal=16

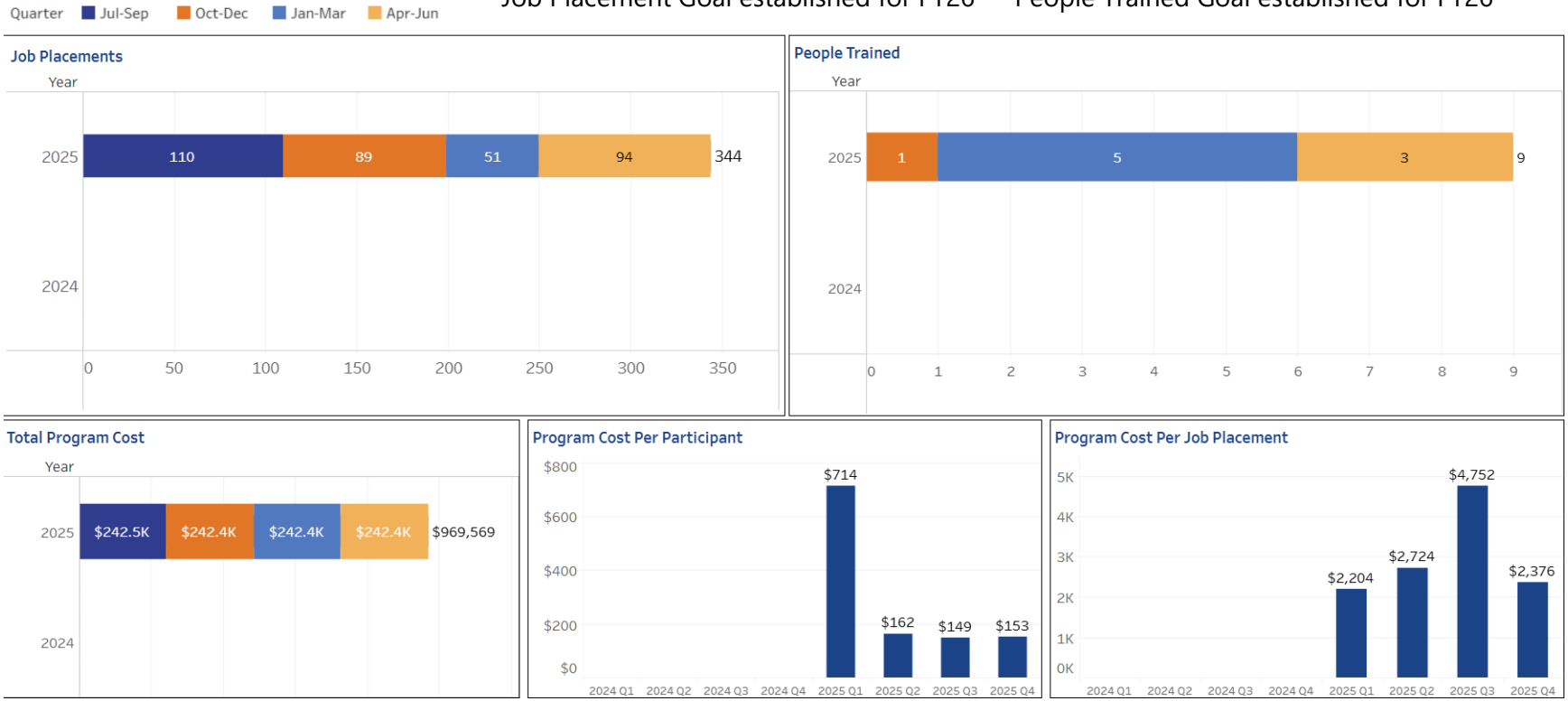


DSS Family Engagement Services

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	Baseline data established in FY2025	Baseline data established in FY2025

Program Purpose	What to Know About the Data
The Family Engagement Services (FES) program helps parents overcome barriers that hinder their ability to provide emotional and financial support for their children through proactive collaboration with community partners and governmental agencies. These partnerships assist with increasing the frequency and amount of child support payments, creating greater cooperation between parents and fostering greater family self-sufficiency.	Alternative metrics tracked for this program include the percentage increase of previously justice-involved Family engagement Service Participants who are employed and paying child support (Reported Fy25 Q2 22%, Q3 20%, Q4 19%) and Percent of Family Engagement Services Participants Employed and Paying Child Support (Reported Fy25 Q2 13%, Q3 11%, Q4 9%). The following metrics are not applicable to this program: Progressed Wage Growth and Job Retention.

Job Placement Goal established for FY26 People Trained Goal established for FY26

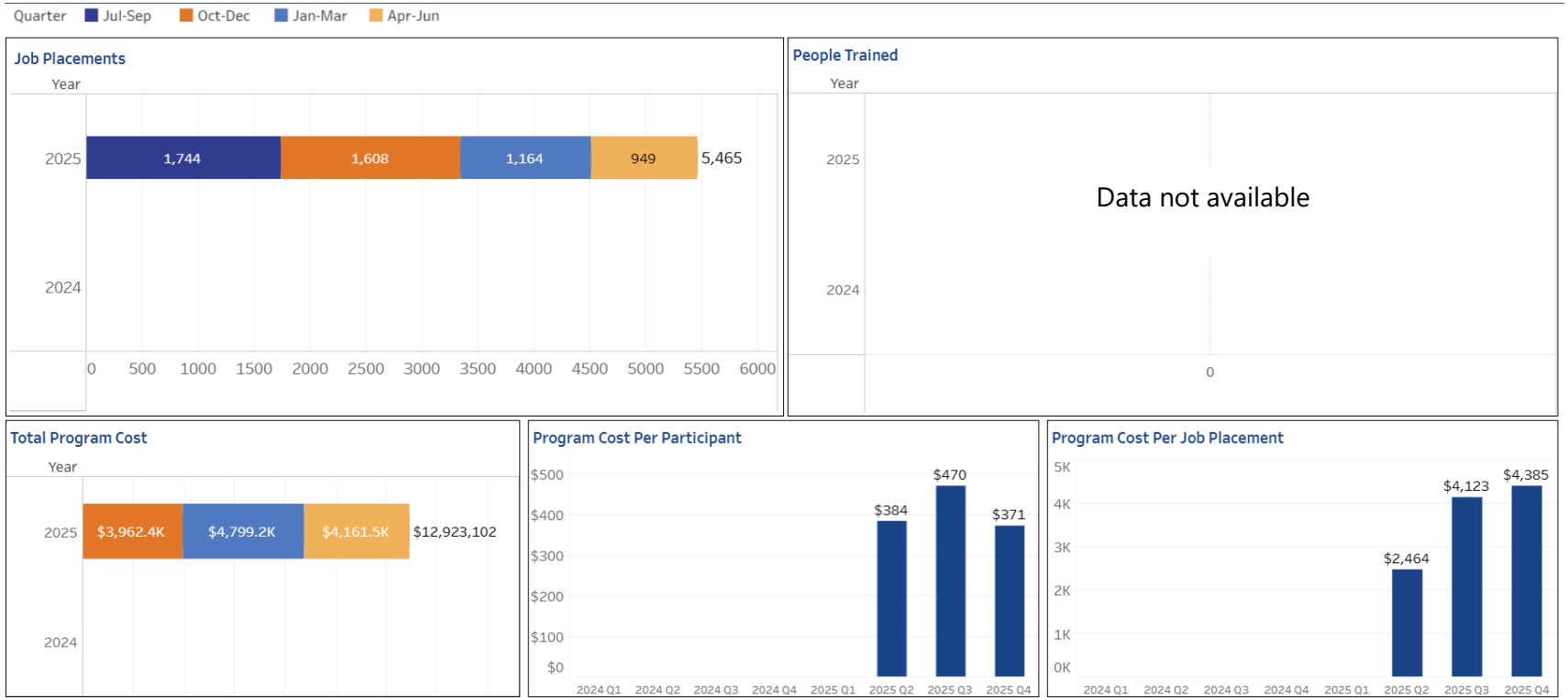


DSS Refugee Support Services Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	Baseline established in FY2025	Baseline to be established in FY2026

Program Purpose	What to Know About the Data
Refugee Support Services (RSS) funding supports employability services as well as other services that address barriers to employment, such as social adjustment, interpretation and translation, child care, and assistance with citizenship and naturalization. Agencies must use RSSEP grants primarily for employability services designed to help refugees obtain employment within one year of enrollment, with the goal of achieving economic self-sufficiency as quickly as possible. Services may continue for up to five years from the date of arrival to support employment retention, English language proficiency, financial literacy, and career advancement.	Data on the number of trainings provided will begin to be collected starting October 1, 2025. While many trainings are being conducted, this information has not been systematically tracked during the current fiscal year. However, it will be required for reporting in the next fiscal year. Instead of reporting progressed wage growth the program is reporting the average full-time wage for employment placements (FY25 Q2 $18.77, Q3 $18.65, Q4 $18.43). The following metrics are not applicable to this program: Progressed Wage Growth and Job Retention.

Job Placement Goal established for FY26 People Trained Goal established for FY26

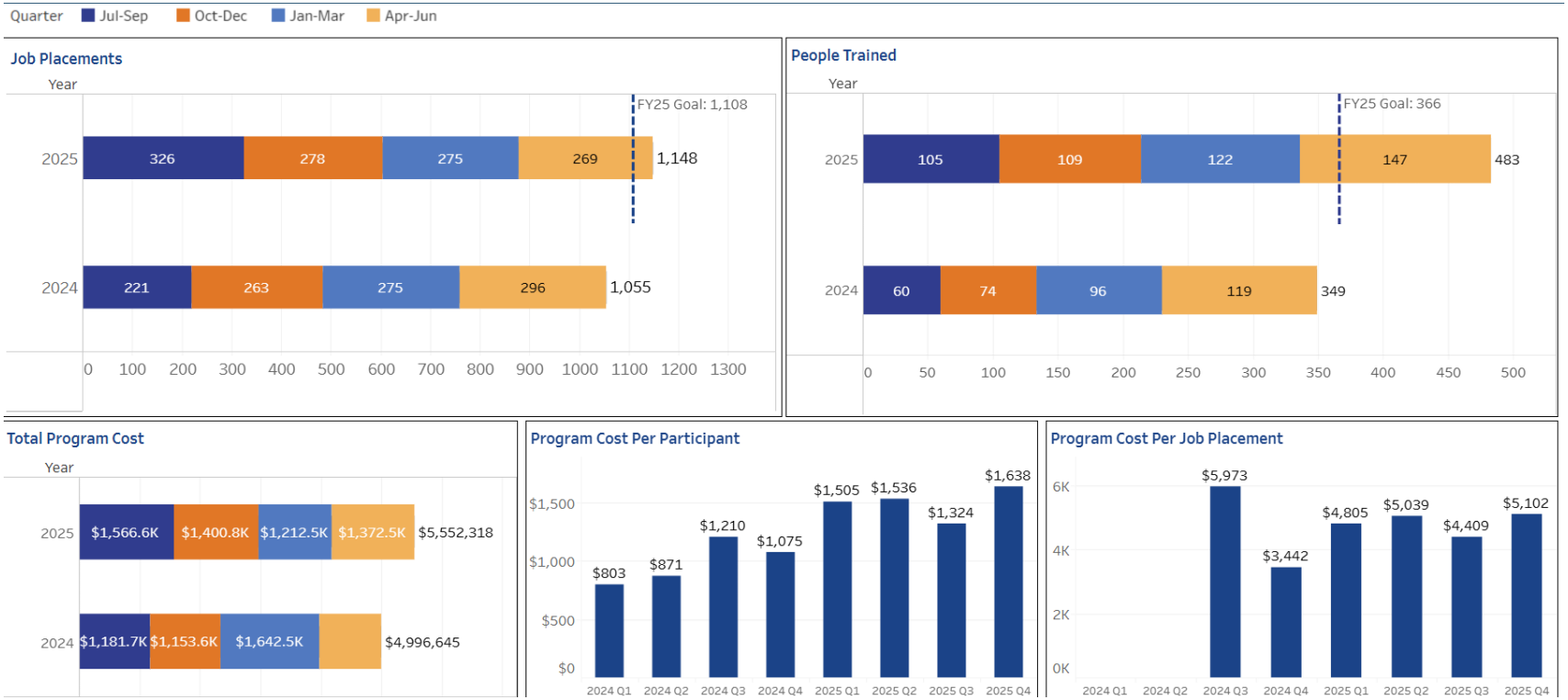


DSS Supplemental Nutrition Assistance Program Employment and Training

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	★	★

Program Purpose	What to Know About the Data
Virginia's Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) program vision is to empower individuals and families receiving SNAP benefits to achieve economic self-sufficiency through education, training and employment opportunities. Virginia's SNAP E&T program mission is to empower SNAP participants by equipping them with the skills, resources and opportunities needed to obtain and maintain regular employment. By addressing both the immediate and long-term needs of participants, the program seeks to break the cycle of poverty and promote self-sufficiency. SNAP E&T is part of the Commonwealth's workforce development system.	This multi-component employment and training program is designed to assist SNAP recipients with employment and training needs. The goal of SNAP E&T is to provide SNAP recipients opportunities that will lead to paid employment and decreased dependency on assistance programs. Program reporting all required metrics on a quarterly basis. Program exceeded Job Placement and People Trained goals.

FY25 Job Placement Goal=1,108 FY25 People Trained Goal=366

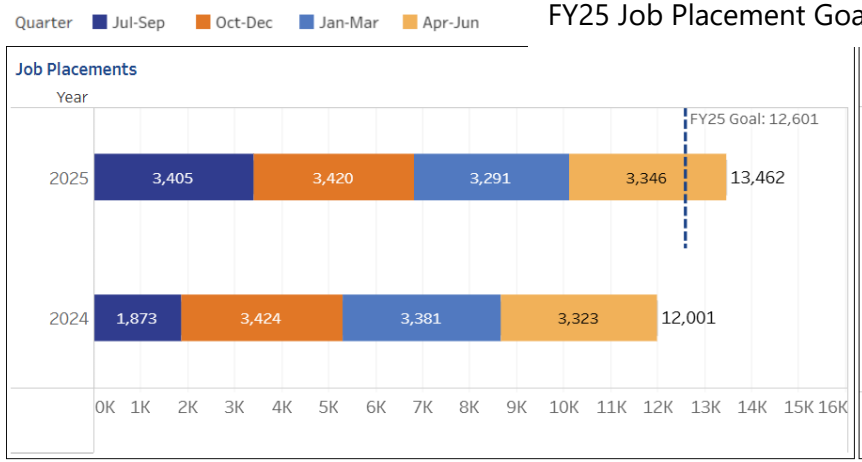


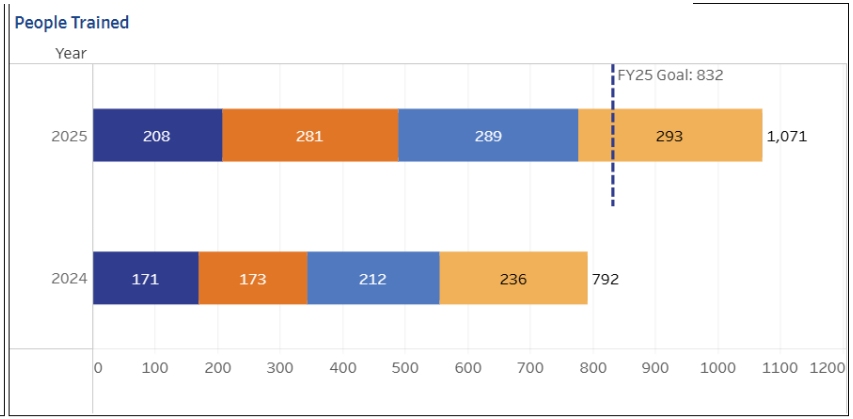
DSS Virginia Initiative for Employment and Work

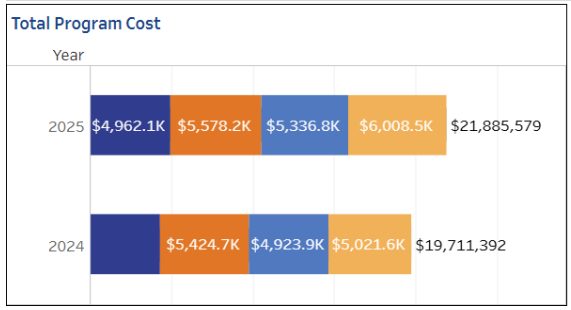
Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	★	★

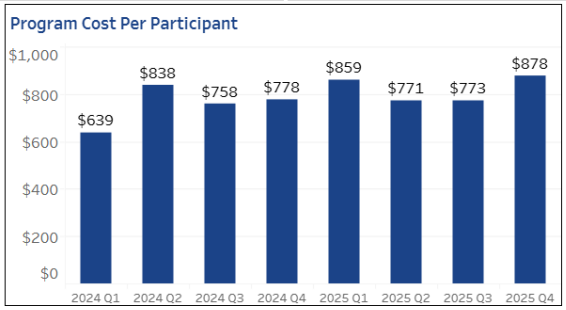
Program Purpose	What to Know About the Data
VIEW provides employment and training services such as job readiness training, job search assistance, and job skills training. The program also provides supportive services such as transportation and childcare.	Program exceed Job Placement and People Trained goals for FY26.

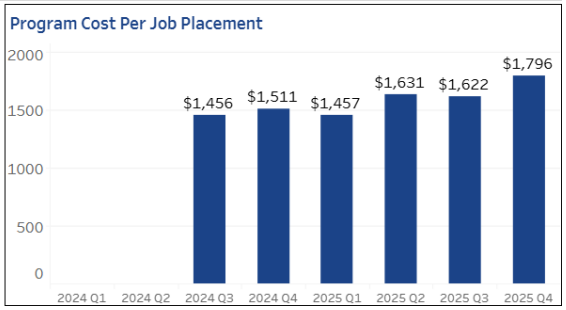
FY25 Job Placement Goal=12,601 FY25 People Trained Goal=832











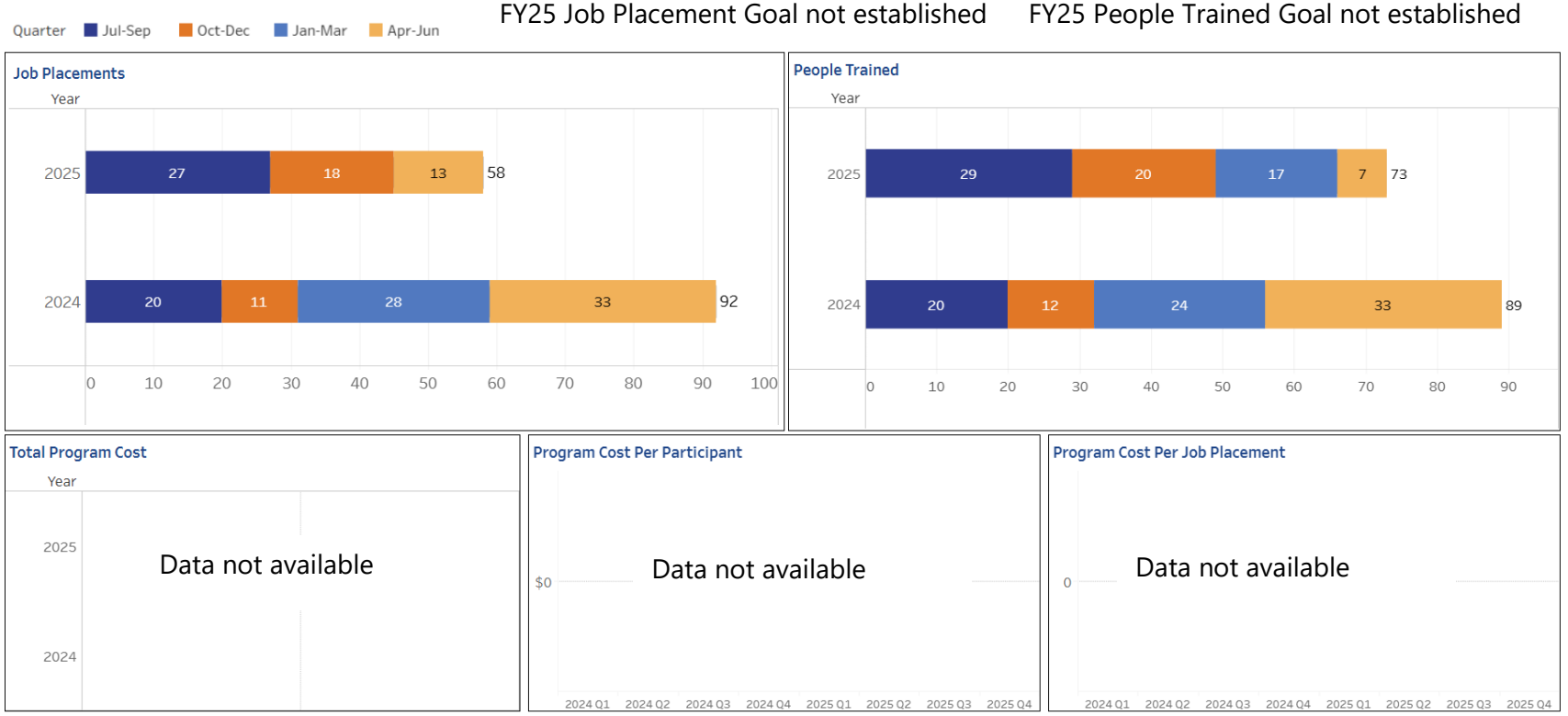
DVS Military Education & Workforce Initiative

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
33%	Program in sunset no goal established	Program in sunset no goal established

Program Purpose	What to Know About the Data
The Military Education and Workforce Initiative (MEWI) assists veterans and service members with their transition from active duty to civilian life. MEWI enhances employment opportunities for Virginians who have served in the United States Military, and their spouses, by providing a pathway to education, training, certifications, and technology.	Transition and Employment Programs at the Virginia Department of Veterans Services are working in partnership with the VEC to obtain data to assist with wage growth and job retention tracking.

FY25 Job Placement Goal not established

FY25 People Trained Goal not established



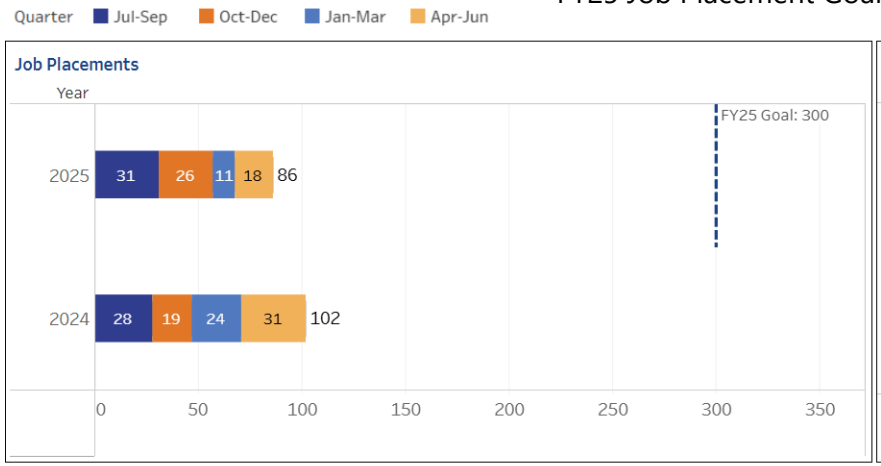
DVS Military Medics and Corpsman Program

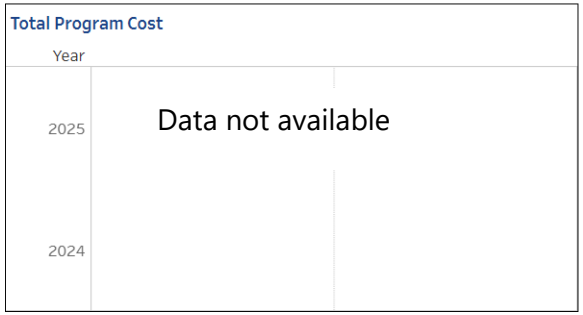
Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
20%		Metric does not apply to program

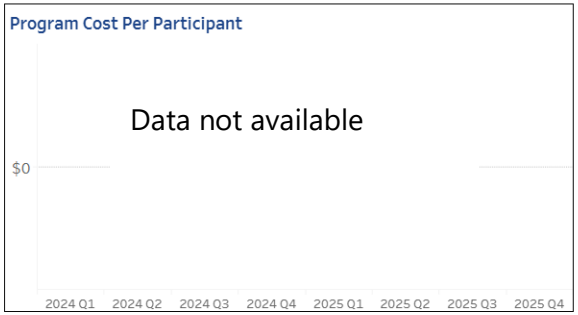
Program Purpose	What to Know About the Data
The Military Medics and Corpsman (MMAC) team recruits, reviews and refers candidates to healthcare employers statewide. The hiring decisions and scope of practice are up to the employers. While we don't provide licensure and certification or direct financial assistance – we do clear the path for your next mission: being part of Virginia's civilian healthcare team. Whatever your role – we've got your route.	All Transition and Employment Programs at The Virginia Department of Veterans Services have discussed a partnership with the VEC to collect data to assist with job retention tracking. This data exchange has not yet been implemented. The following metrics are not applicable to this program: People Trained, Progressed Wage Growth, and Job Retention.

FY25 Job Placement Goal=300

FY25 People Trained Goal=metric does not apply







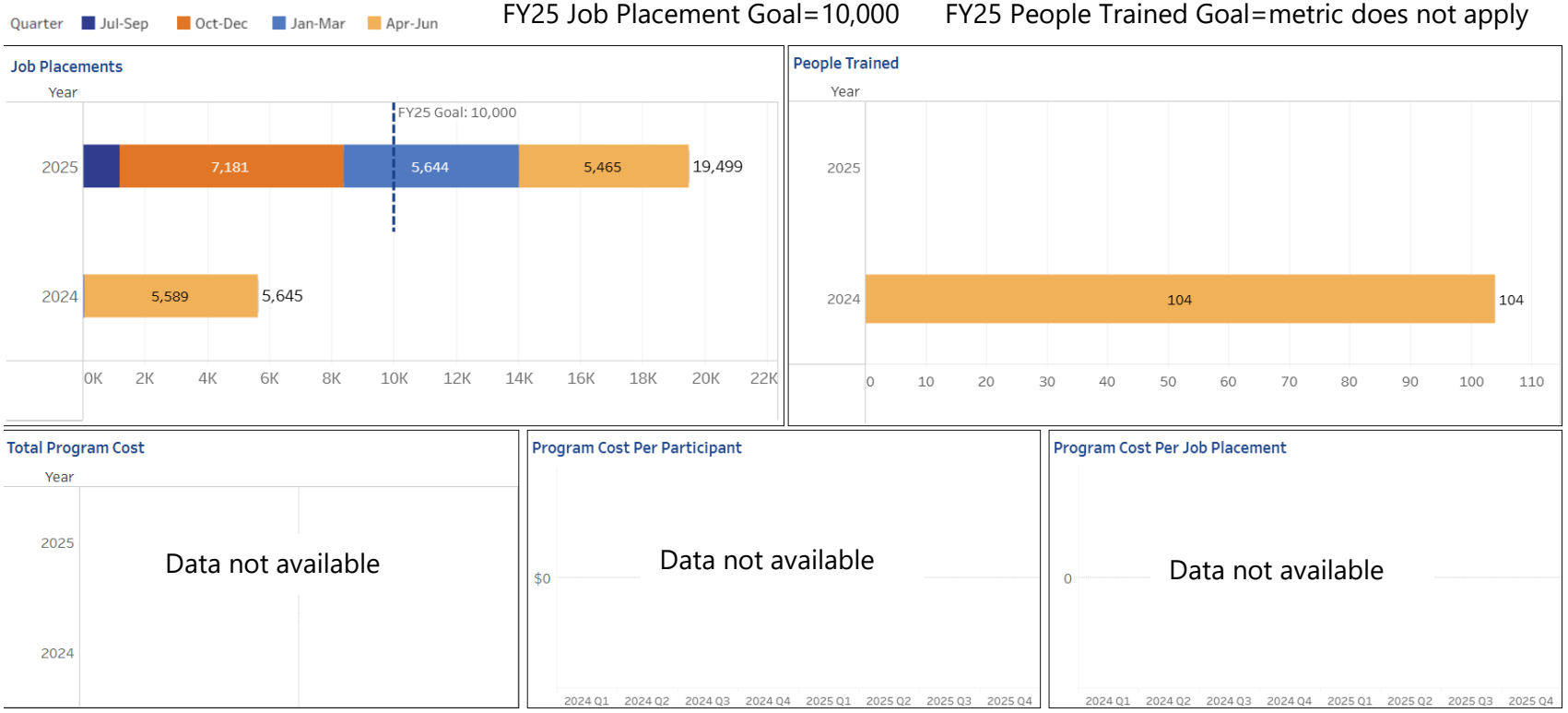
DVS Virginia Values Veterans

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
33%	★	Metric does not apply to program

Program Purpose	What to Know About the Data
The V3 Program empowers businesses to attract, hire, train, and retain qualified veterans through employer partnerships, workforce training, and certification programs, while setting measurable hiring and retention goals. The program advocates for recognizing military training and experience in professional licensing by educating our partners and providing direct service referrals to state regulatory boards. Our comprehensive support framework ensures transitioning service members (TSMs) receive wraparound services that ease their shift from military to civilian life. Through innovative collaborations—including public-private partnerships, referrals, self-paced pathways, and direct service offerings—we equip Virginia's veterans and military families with the tools they need to build successful careers and thrive in their communities.	The program will begin tracking an alternative metric of number of approved veteran and military souse license requests. Tracking license reciprocity requests is in development and has not been implemented yet. The following metrics are not applicable to this program: People Trained, Progressed Wage Growth, and Job Retention.

FY25 Job Placement Goal=10,000

FY25 People Trained Goal=metric does not apply



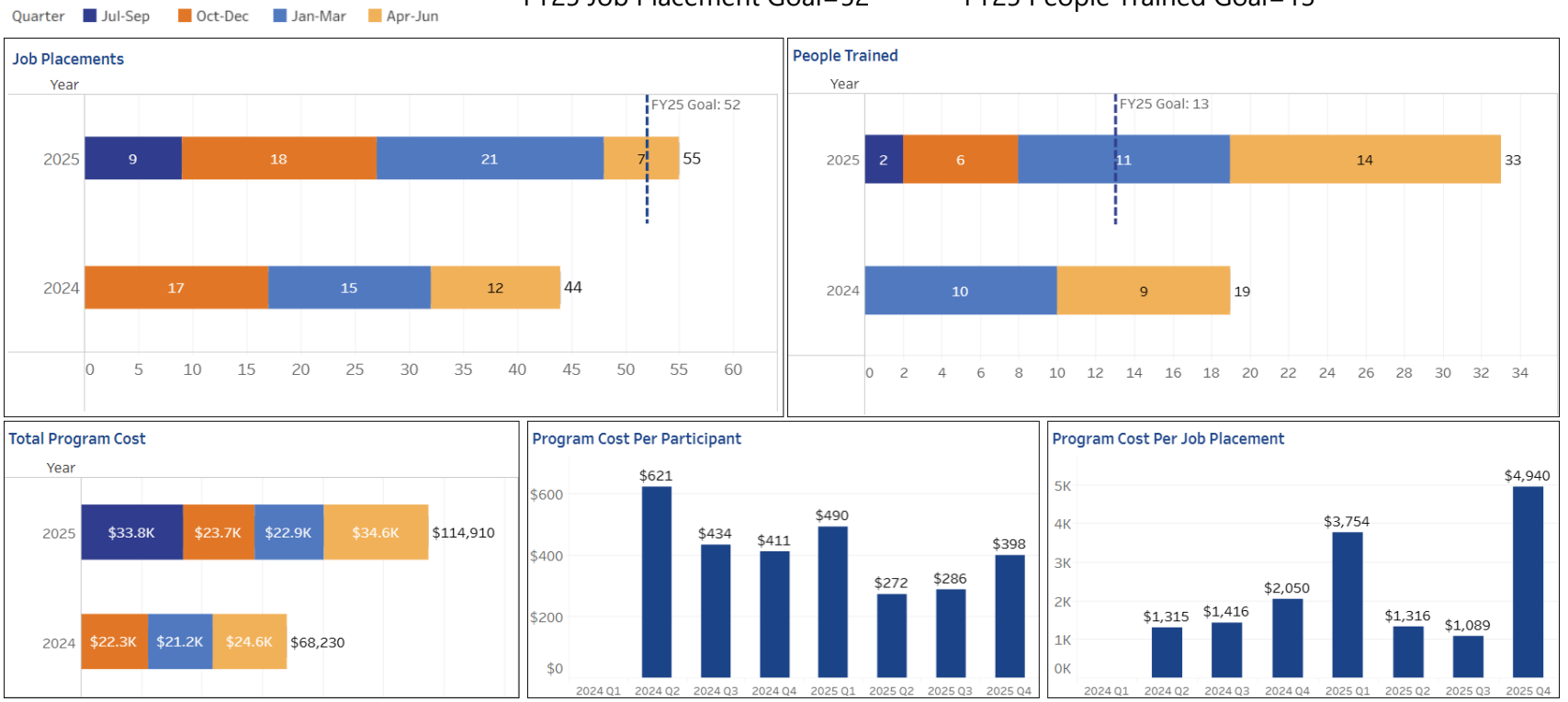
IALR Registered Apprenticeship Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
83%	★	★

Program Purpose	What to Know About the Data
The Institute for Advanced Learning and Research (IALR), serving as a regional catalyst for economic transformation, advances workforce development through the ExTRA program by expanding registered apprenticeship opportunities across Southern Virginia. With a strategic focus on high-demand industries—including construction, healthcare, early childhood education, manufacturing, hospitality, and information technology—ExTRA empowers individuals and employers to build a resilient, skilled workforce that drives sustainable regional growth.	Job Placements= Apprentices Registered. People Trained includes Journeyworker Credential earners (Apprenticeship Completers) and other certification and credential earners (NCCER, NREMT, etc.). Progressed Wage Growth is the median reported for Apprenticeship completers that quarter (Final wage - starting wage/ starting wage); Metric only appears during quarters with completers. As of FY25 Q4 there were no Apprenticeship completers 12 months prior to report a Job Retention Rate.

FY25 Job Placement Goal=52

FY25 People Trained Goal=13



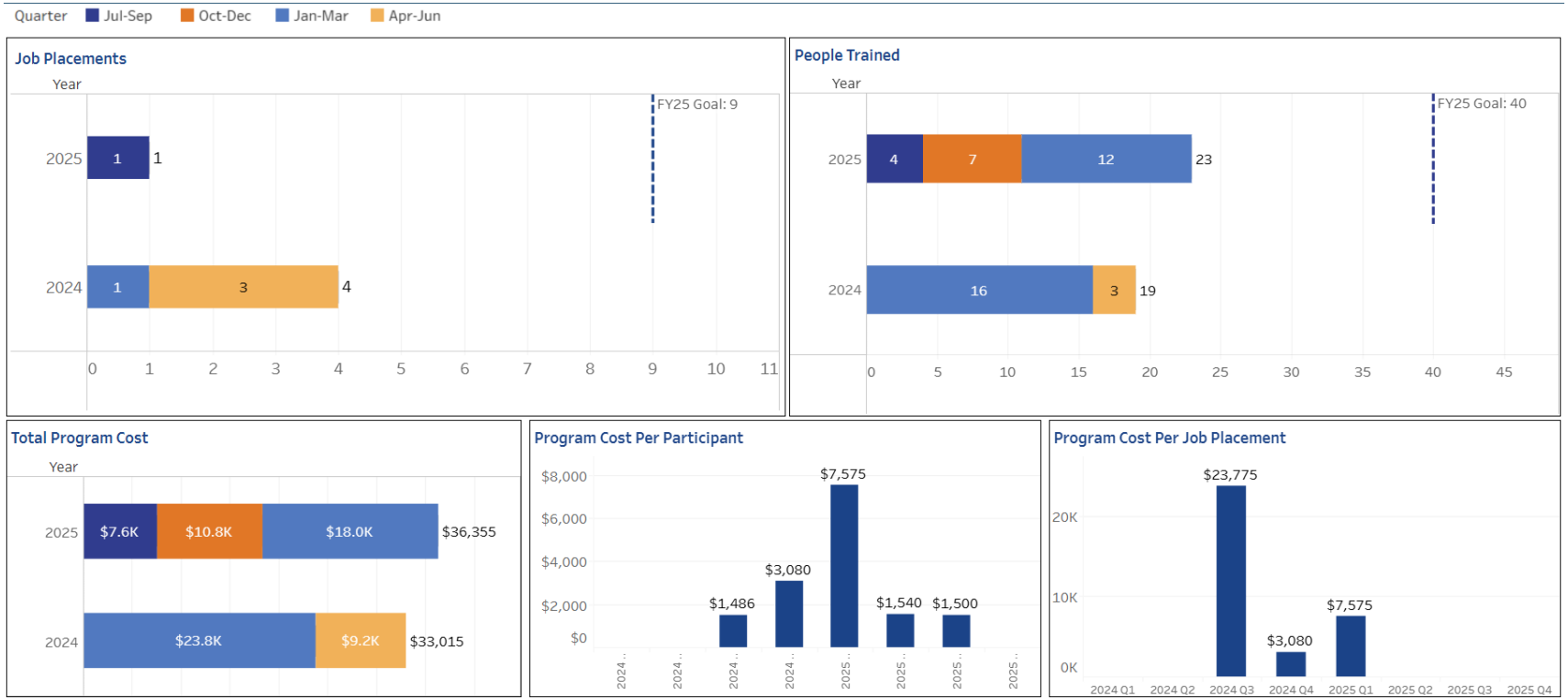
NCI Fiber Optic Technician Training

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
67%	↙	↙

Program Purpose	What to Know About the Data
New College Institute (NCI) offers a CFOT® – Certified Fiber Optic Technician – training program. It is a one-week course held at NCI in Martinsville, VA on a quarterly basis and is offered throughout the state at partner agencies. No prerequisites: online primer course recommended. Eligible for workforce credential grant. Fulfills various high-demand occupations as supported by state and federal labor data.	NCI certifies around 24 fiber optics students annually. A significant part of our students are employed and upskilling. Program offered quarterly.

FY25 Job Placement Goal=9

FY25 People Trained Goal=40



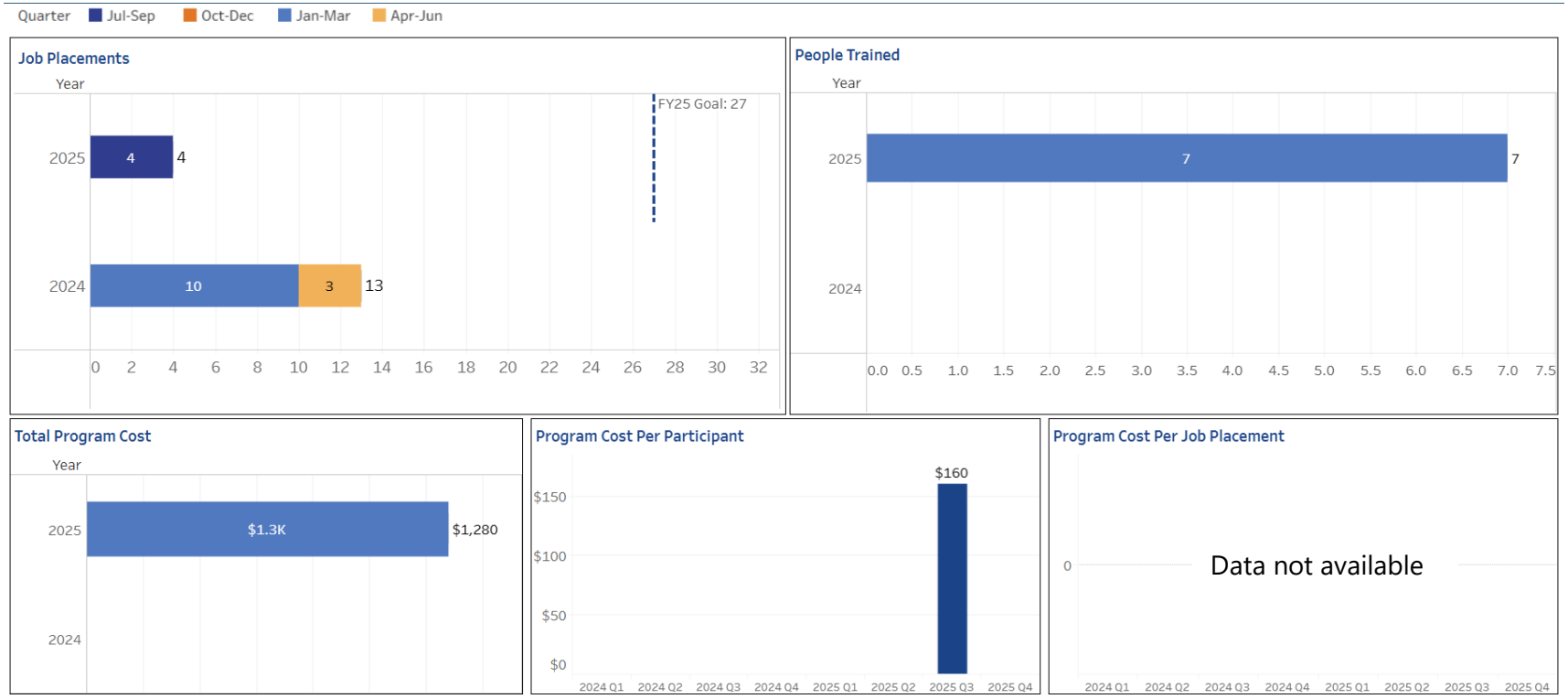
RHEC Career and Workforce Development Center

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
60%		Metric does not apply to program

Program Purpose	What to Know About the Data
RHEC hosts 11 member institutions that collectively celebrate 800–1,100 program completers each year. These workforce achievements include individuals earning certifications, endorsements, or degrees, as reported by each college or workforce agency. While the Center provides a supportive learning environment that contributes to these outcomes, they are not reflected in our quarterly data.	This program was offered in partnership with New College Institute. The following metric is not applicable to this program: People Trained.

FY25 Job Placement Goal=27

FY25 People Trained Goal=Metric does not apply



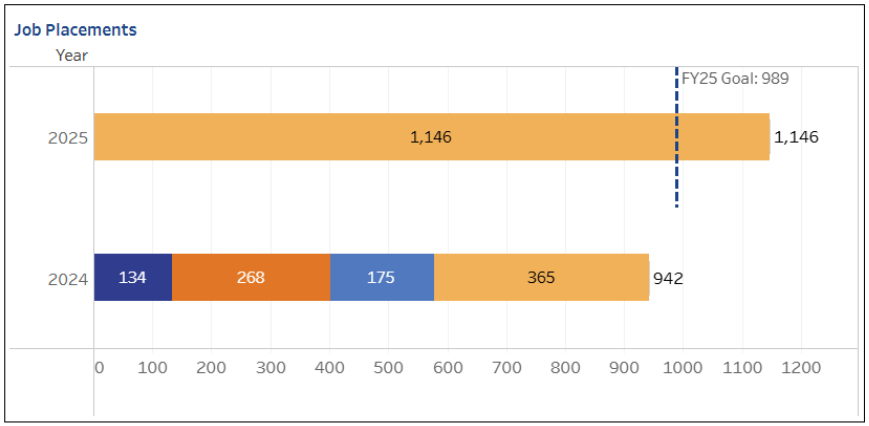
SCHEV New Economy Workforce Credential Grant

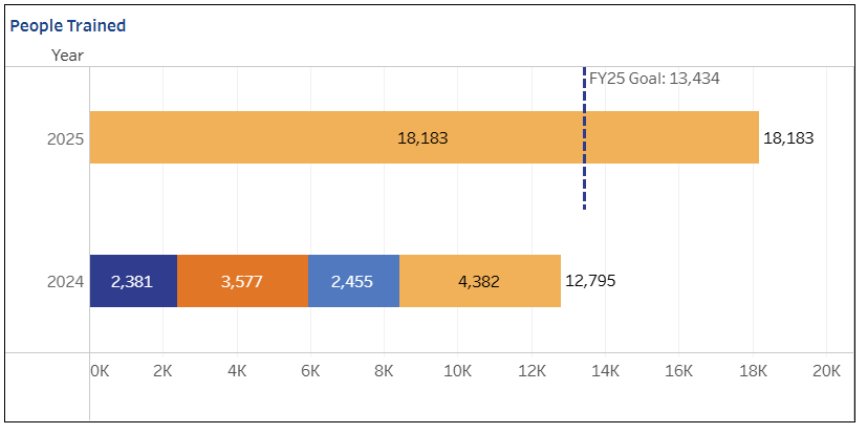
Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	★	★

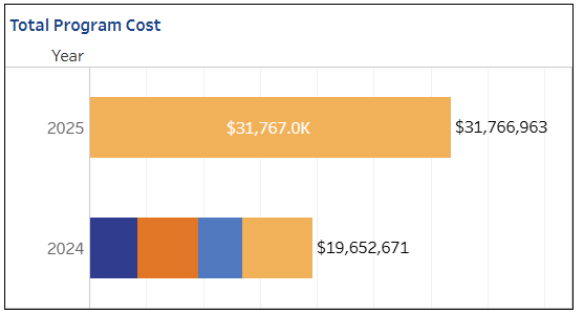
Program Purpose	What to Know About the Data
(i) Create and sustain a supply of credentialed workers for high-demand occupations (ii) expand the affordability of workforce training and credentialing; and (iii) increase the interest of current and future Virginia workers in technician, technologist, and trade-level positions.	WCG data is reported annually with the employment data based on the previous fiscal year's data set due to the timing of when SCHEV receives VEC UI Wage data. Cost per job placement should be viewed with the understanding that costs vary by program and what is reported is an average of those costs. Job placements should also be reviewed with the understanding that VEC UI Wage data does not include individuals who are self-employed, employed via federal contract, or employed in the military - which means that many of our program completers are not included in the data set and therefore the job placement number is not a true representation of the employment status of our program completers. Report Cost Per Participant as the average cost per program COMPLETER since students who do not complete their training are responsible for tuition that would have been reimbursed to the institution had they completed the program.

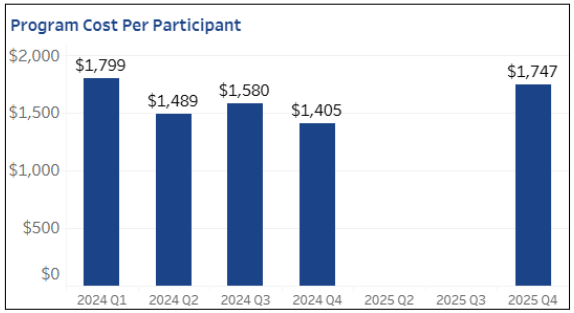
Quarter Jul-Sep Oct-Dec Jan-Mar Apr-Jun

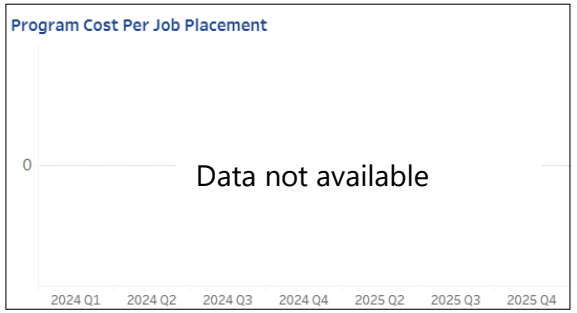
FY25 Job Placement Goal=989 FY25 People Trained Goal=13,434







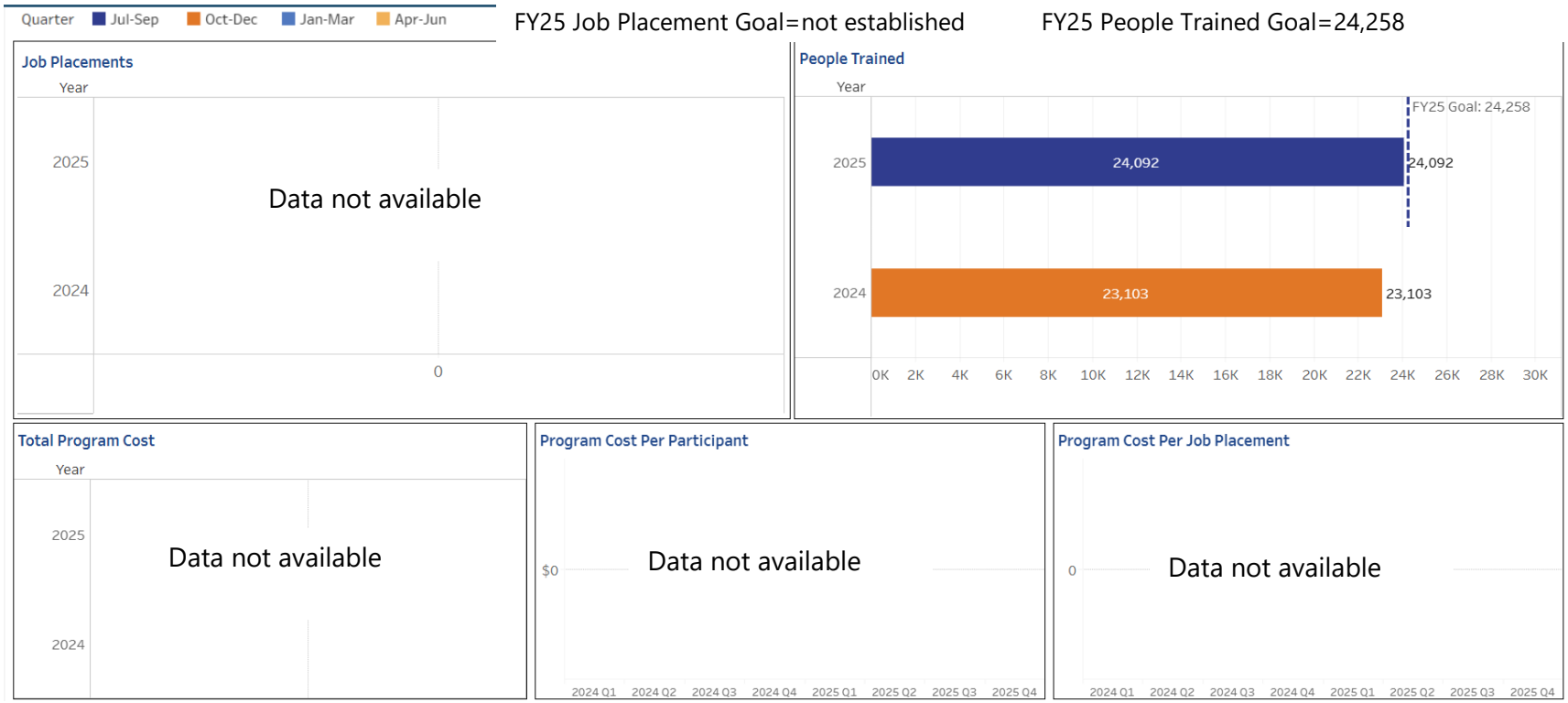




SCHEV Virginia Talent + Opportunity Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
17%	Data not available	

Program Purpose	What to Know About the Data
The Virginia Talent + Opportunity Partnership (V-TOP) serves two primary purposes as outlined in the statute: (i) to expand paid and credit-bearing student internships and other work-based learning opportunities in collaboration with Virginia employers; and (ii) to facilitate the readiness of students, employers, and institutions of higher education to participate in internship and work-based learning.	Overall, the data is sourced from SCHEV's credit-bearing report and grants from institutions. These reports do not consistently align with the quarterly reporting structure; therefore, annual reporting is the most effective approach for providing comprehensive outcome information.

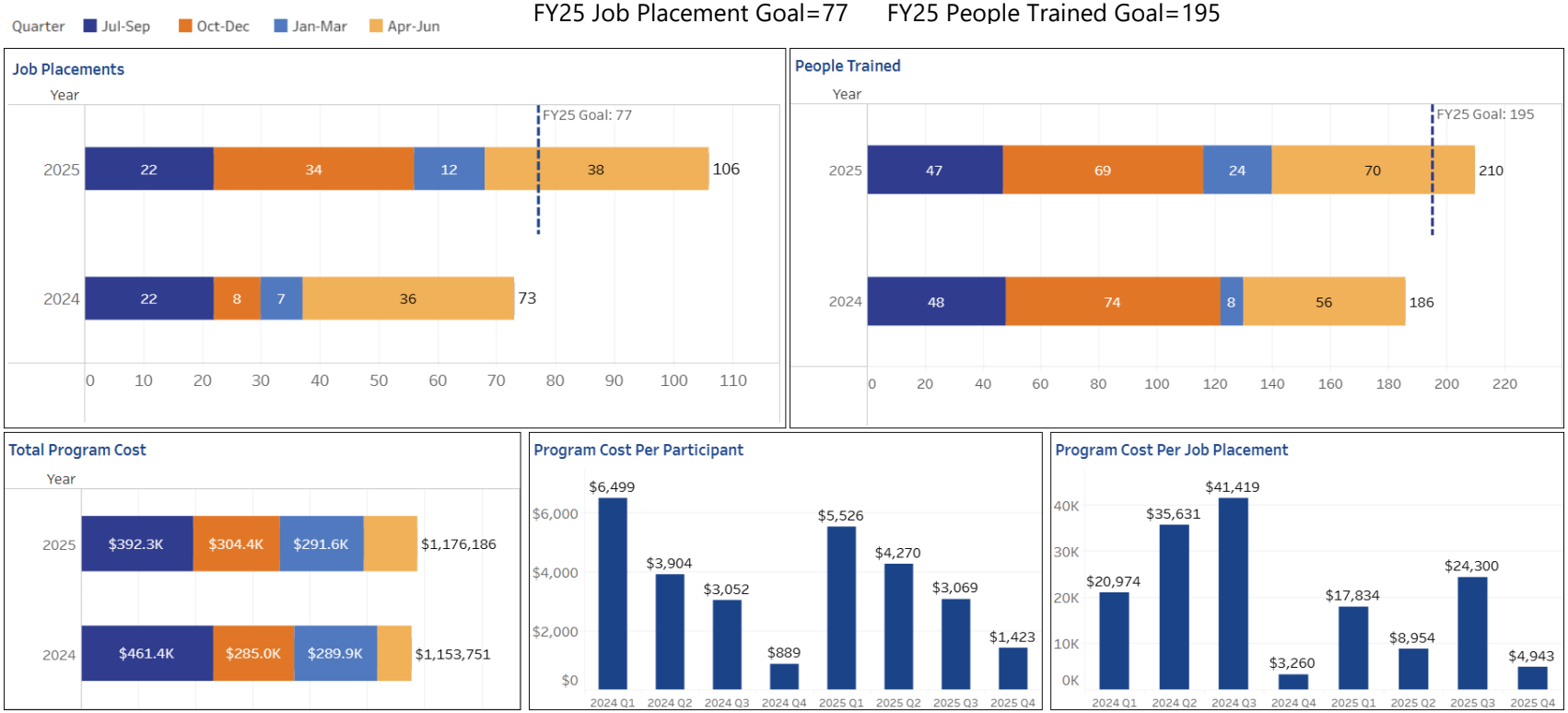


SVHEC Workforce Training Programs

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
67%	★	★

Program Purpose	What to Know About the Data
Southern Virginia Higher Education Center Workforce Training prepares students for success in high-demand occupations. Information Technology, Welding, and HVAC programs are developed with input from employers and use nationally recognized curricula. Students earn industry certifications and may earn college credit through partnerships with Southside Virginia Community College and Danville Community College. The Workforce Training team also develops and delivers customized training to meet specified needs of employers. SVHEC Workforce Training students fill the workforce needs of employers in Southern Virginia and beyond.	As a workforce training provider, the Southern Virginia Higher Education Center connects students with employers but training services do not include job placement. Surveys of program completers have low response rates, so employment information is incomplete. Job Placement numbers reported are based on available data, but are likely lower than actual results due to incomplete information. This also impacts Cost Per Job Placement, which is likely lower than reported. In FY 2025, we signed a data-sharing agreement with the Virginia Employment Commission to improve accuracy of reported Job Placements and Cost Per Job Placement in the future.

FY25 Job Placement Goal=77 FY25 People Trained Goal=195



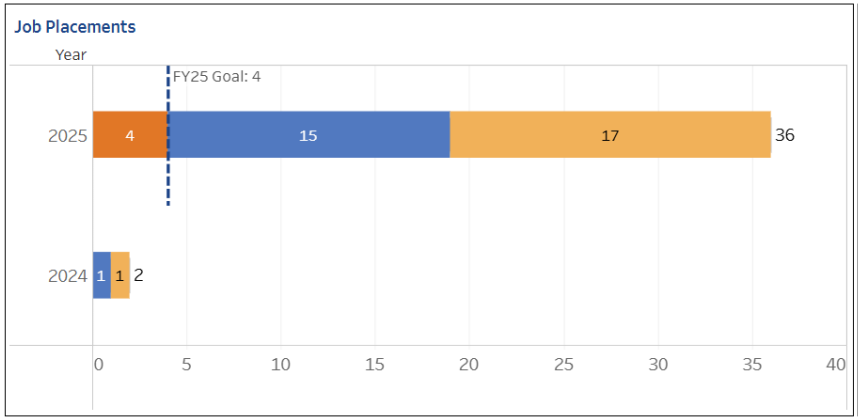
SWVHEC Virginia Rural Information Technology Apprenticeship Grant Fund and Program

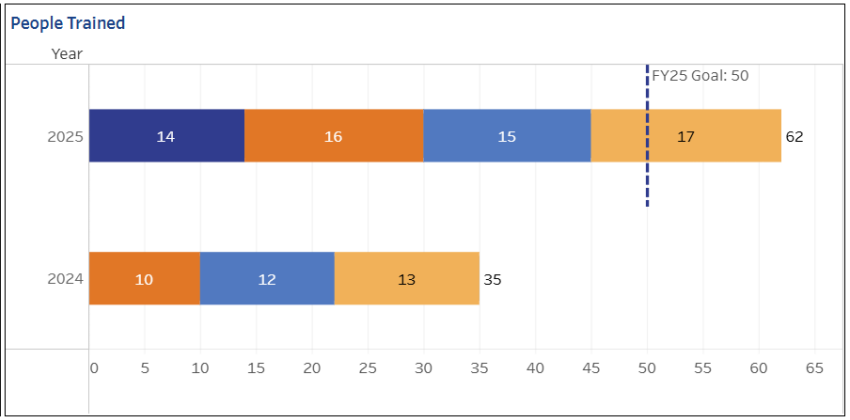
Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	★	★

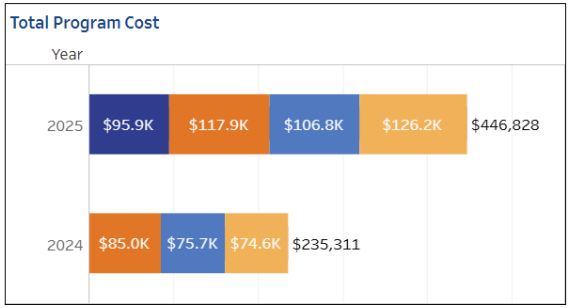
Program Purpose	What to Know About the Data
The purpose of Virginia's Rural IT Apprenticeship Program is to foster economic development in rural areas (defined in the code of Virginia) by creating and retaining high-skilled IT jobs, helping small, rural IT businesses grow, and providing pathways for residents to obtain skilled, well-paying technology careers. The program awards competitive grants to these businesses to support the costs of establishing and running 18-month apprenticeship programs that combine on-the-job training with mentorship to enhance worker skills.	The following metrics are not applicable to this program: Progressed Wage Growth and Job Retention.

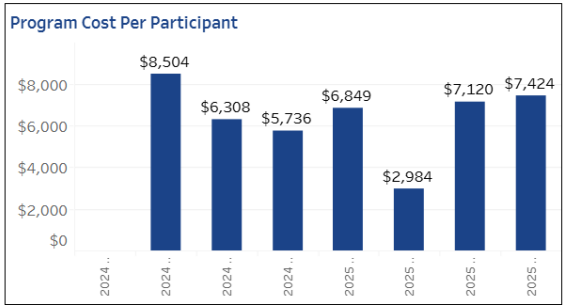
Quarter ■ Jul-Sep ■ Oct-Dec ■ Jan-Mar ■ Apr-Jun

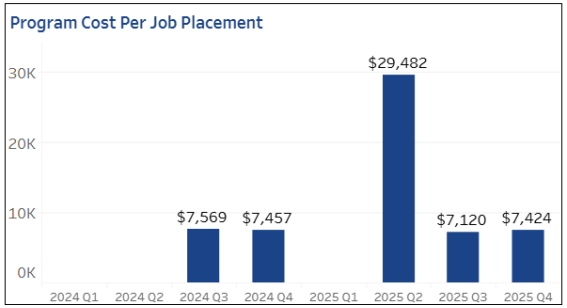
FY25 Job Placement Goal=4 FY25 People Trained Goal=50











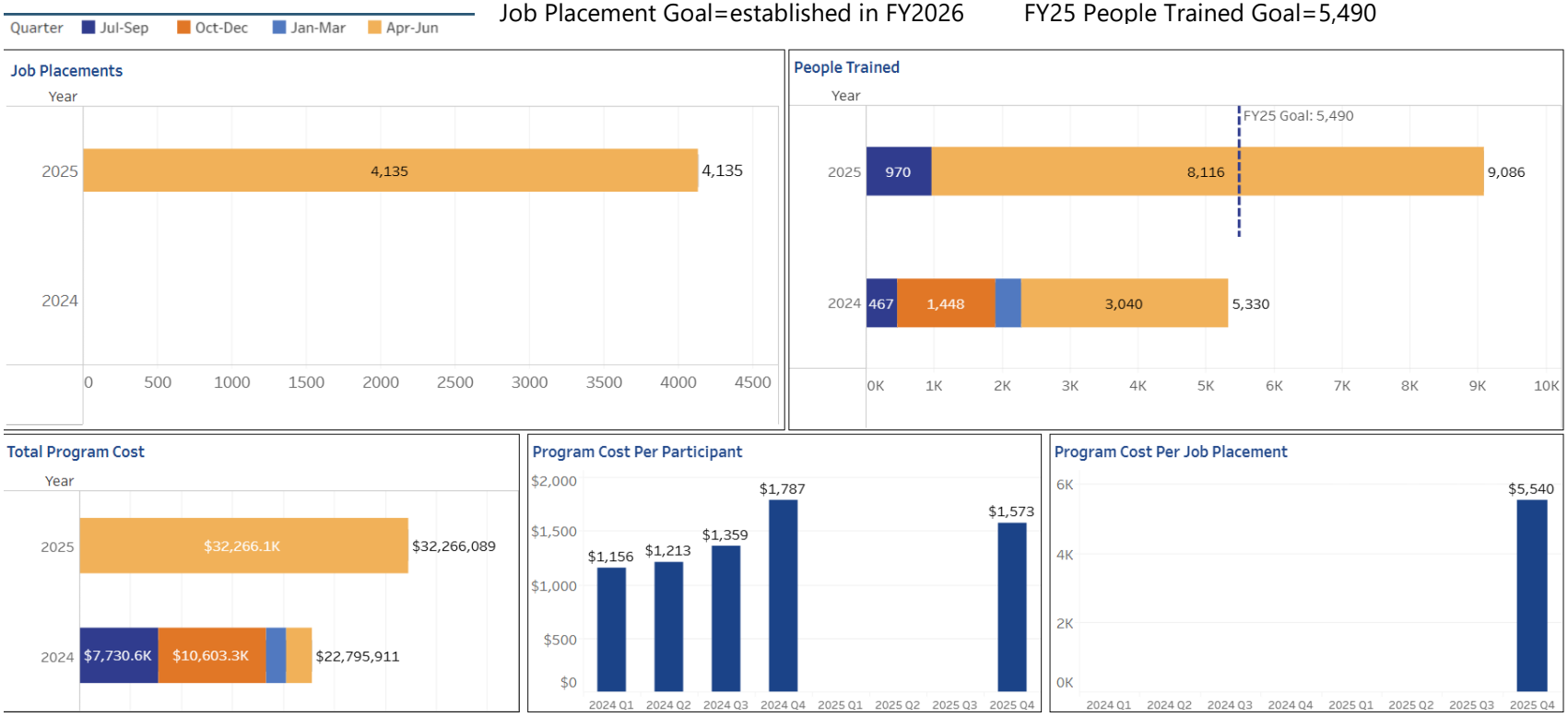
VCCS Get Skilled, Get a Job, Give Back Innovation and Program Grants

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	Goal Established for FY2026	★

Program Purpose	What to Know About the Data
G3 is available for select programs in five of Virginia's most in-demand industries, including Early Childhood Education, Healthcare, Information Technology, Public Safety and Skilled Trades (construction and manufacturing). Financial Assistance to cover the full cost of tuition and fees for low- and middle-income students enrolled in high-demand fields to help the commonwealth meet its workforce needs.	G3 participation, people trained, and total financial assistance are collected annually, as the quarterly system does not align with the colleges' term-based system.

Job Placement Goal=established in FY2026

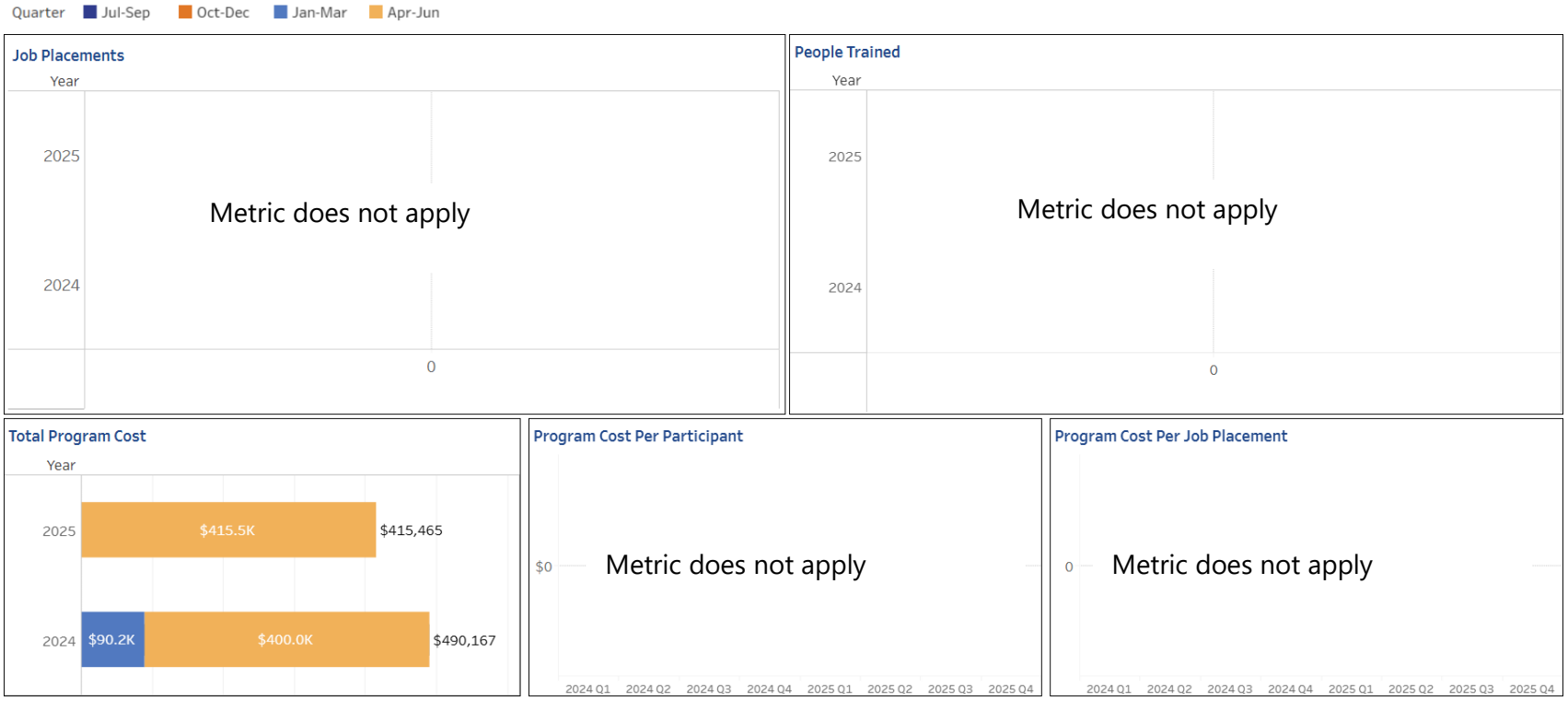
FY25 People Trained Goal=5,490



VCCS Institutes of Excellence for Non-Credit Training and Instruction

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	Metric does not apply	Metric does not apply

Program Purpose	What to Know About the Data
The General Assembly provides Institutes of Excellence start-up funds to the VCCS, which are used to launch short-term workforce programs in high-demand fields and expand opportunities for Virginians to earn valuable skills and credentials.	The core metrics do not apply to the Institutes of Excellence Program. VCCS will be tracking the estimated increase in annual student capacity (FY25 Q4 150) and total funds awarded and expended annually. The following metrics are not applicable for this program: Job Placement, People Trained, Program Cost per Participant, Progressed Wage Growth, and Job Retention.

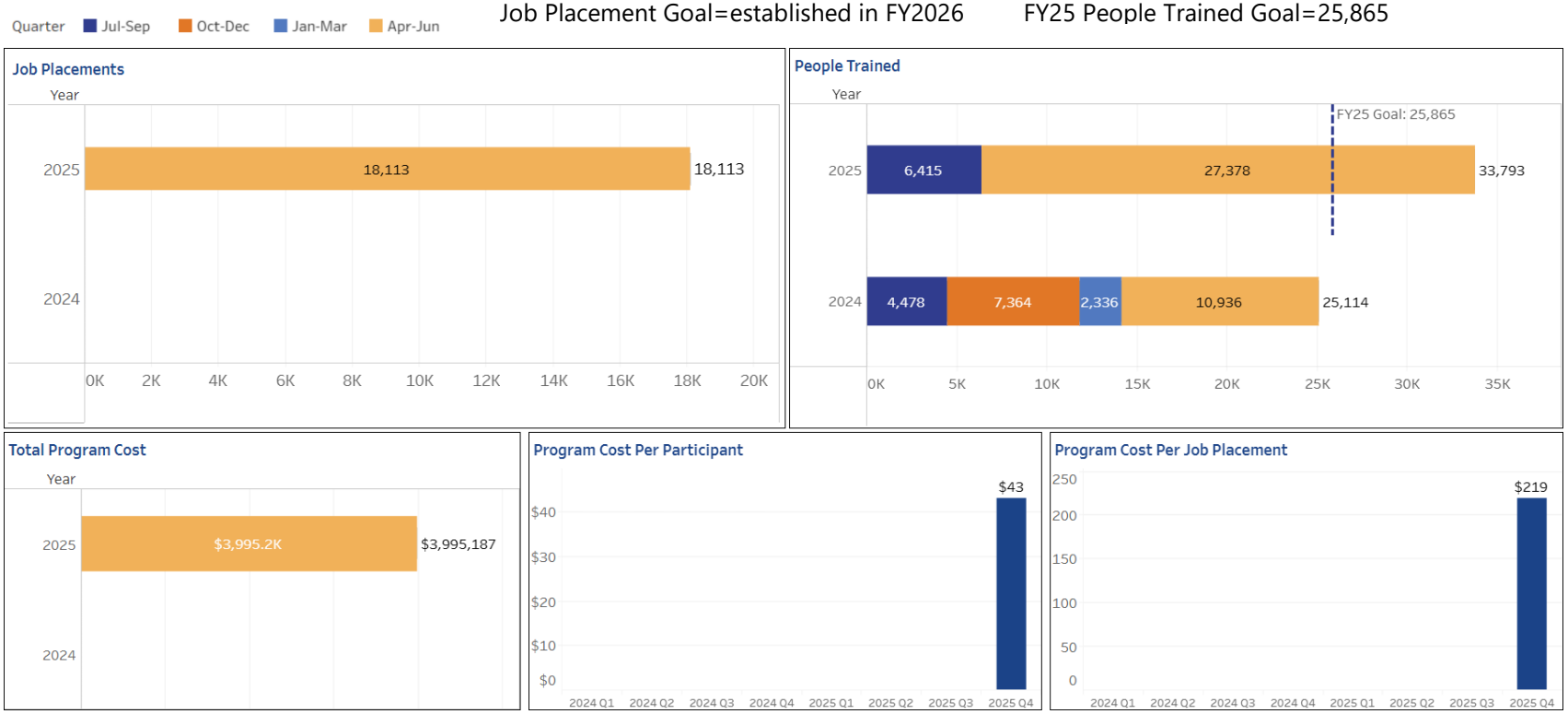


VCCS Postsecondary Career and Technical Educations

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	Goal established for FY2026	★

Program Purpose	What to Know About the Data
Perkins V affords states and local communities the opportunity to implement a vision for CTE that uniquely supports the range of educational needs of students — exploration through career preparation — and balances those learners needs with the current and emerging needs of the economy.	Data on program participation and students trained are collected annually, as the term-based system of the colleges does not align with a quarterly reporting data structure.

Job Placement Goal=established in FY2026 FY25 People Trained Goal=25,865



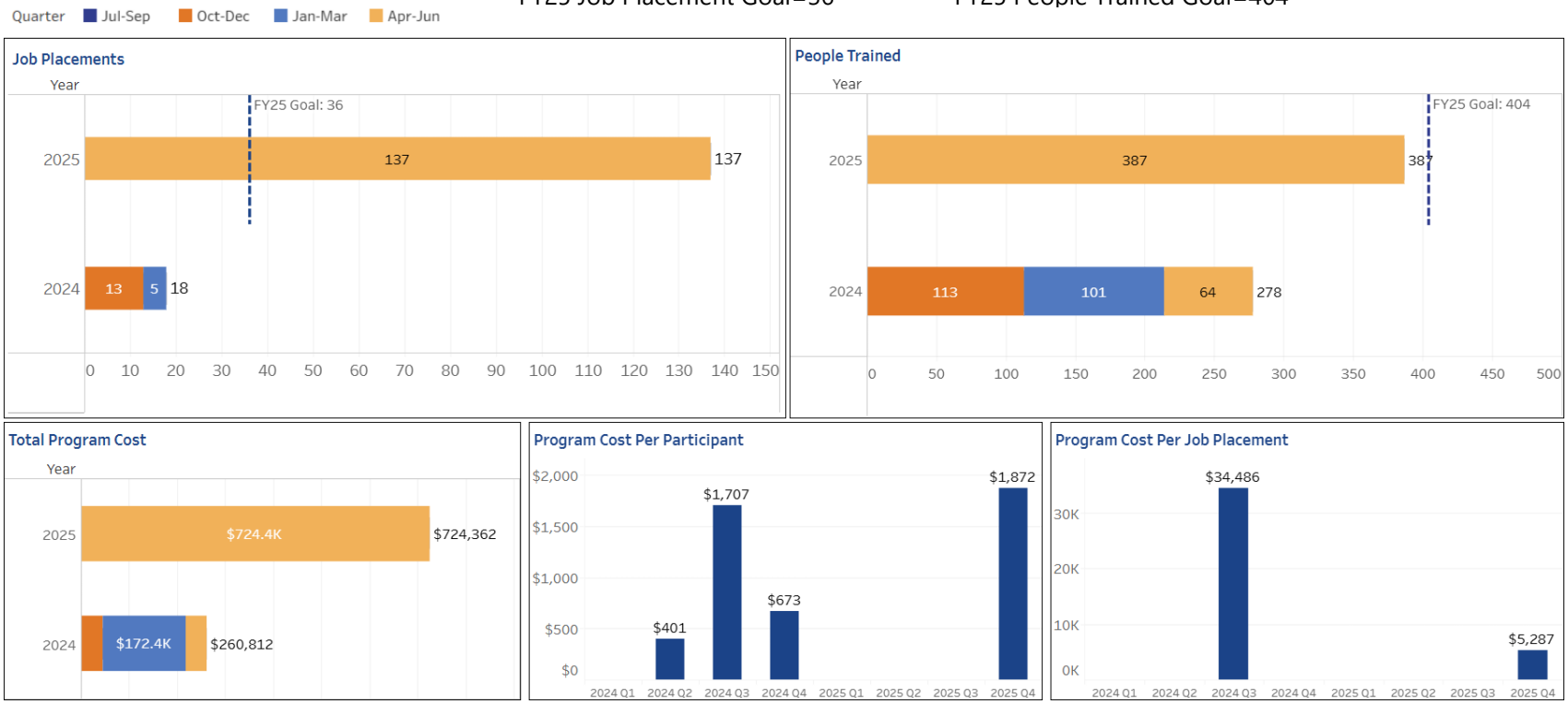
VCEDA Workforce Development & Training Fund

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
83%	★	↗

Program Purpose	What to Know About the Data
The VCEDA Coalfield Workforce Development and Training Fund is a source of loan and/or grant funds to assist with workforce development and training in the VCEDA Region. The VCEDA Region consists of the counties of Buchanan, Dickenson, Lee, Russell, Scott, Tazewell, and Wise Counties and the City of Norton.	Data is reported annually on this program and reported in the first quarter of fiscal year for annual data for preceding fiscal year.

FY25 Job Placement Goal=36

FY25 People Trained Goal=404



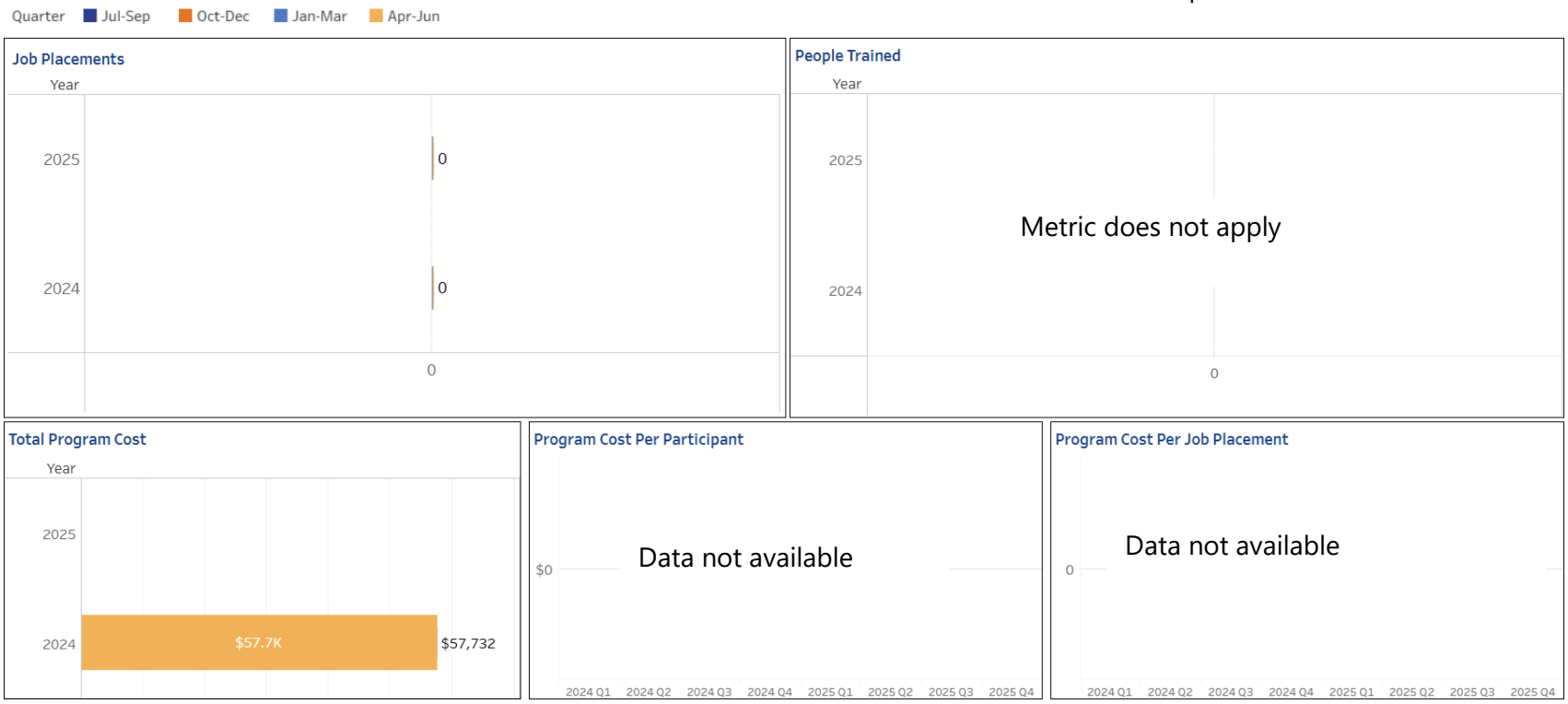
VDH ARC J-1 Waiver

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	Goal not established	Goal not established

Program Purpose	What to Know About the Data
The Appalachian Regional Commission J-1 Visa Waiver Program offers a J-1 Visa waiver to foreign physicians who commit to serving for 3 years in rural areas of the Appalachian region, waiving the foreign medical residency requirement and allowing them to remain in the United States.	VDH's role is provide Technical Assistant to the applicants; therefore, VDH is reporting only on the number of individuals approved for a ARC J-1 Waiver. The following metrics are not applicable to this program: People Trained, and Progressed Wage Growth.

FY25 Job Placement Goal=not established

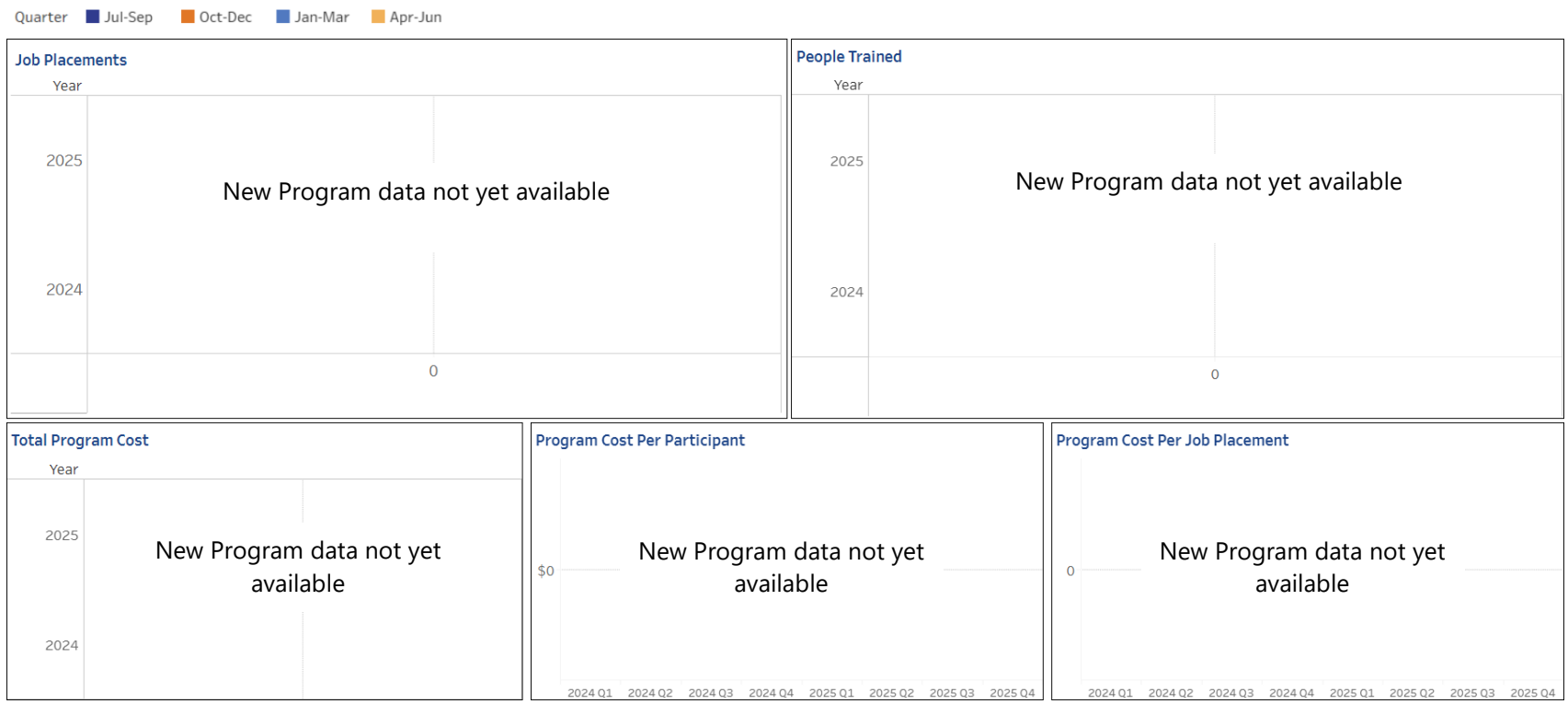
FY25 People Trained Goal=Metric does not apply



VDH Earn to Learn Nursing Education Acceleration Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
0%	New Program data not yet available	New Program data not yet available

Program Purpose	What to Know About the Data
The Earn to Learn (ETL) Program aims to establish partnerships between educational institutions and healthcare providers to increase clinical training for nursing students and create employment opportunities. The program supports registered nurses (RN) and licensed practical nurses (LPN) students by providing them with relevant employment opportunities to earn wages while learning. It also aims to produce more practice-ready graduate nurses.	New program data not yet available.



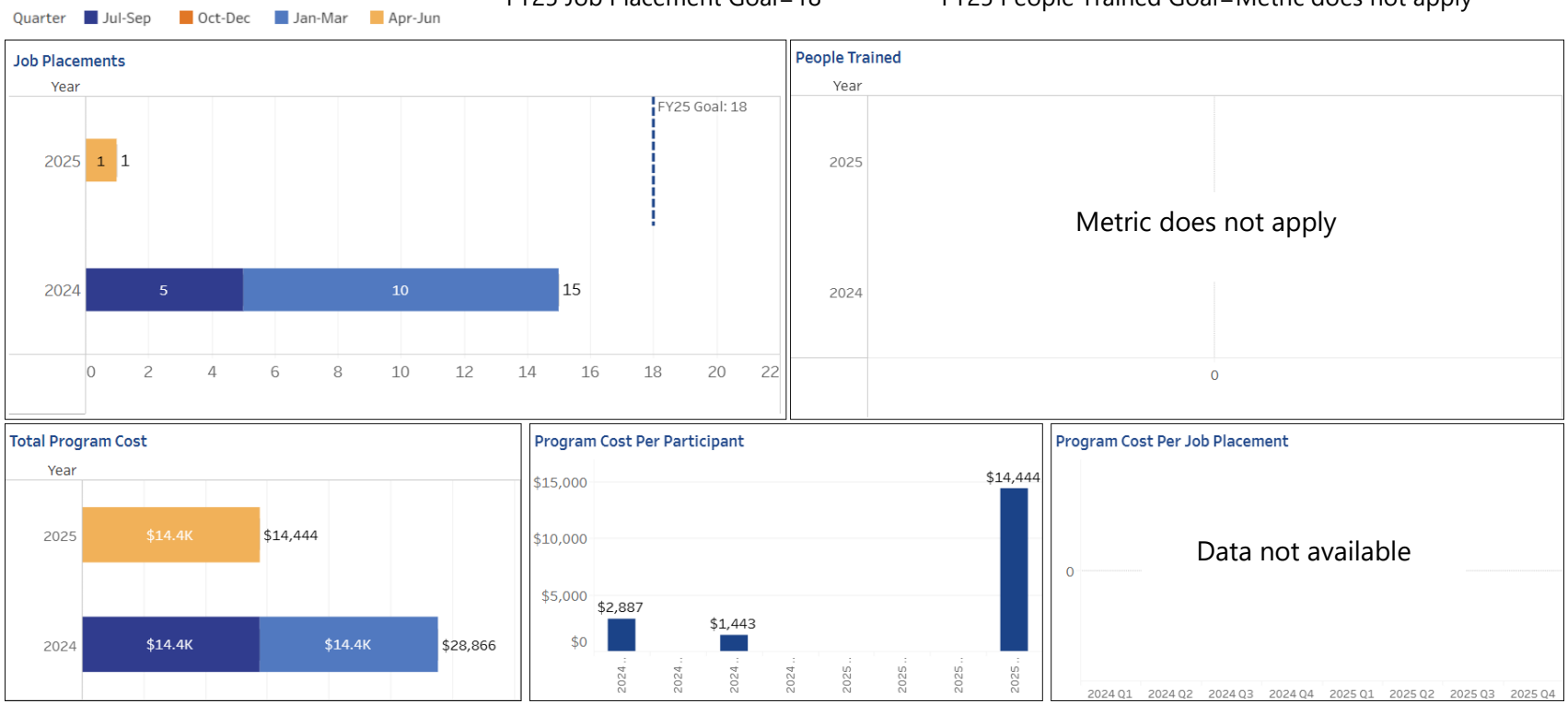
VDH Health and Human Services Waiver Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%		Metric does not apply

Program Purpose	What to Know About the Data
Virginia provides four waiver programs for foreign national physicians. These programs waive the two-year home country physical presence requirement or the employer sponsorship requirement in exchange for a service obligation of three to five years. The obligation must be fulfilled in a health professional shortage area (HPSA) or medically underserved area (MUA) of Virginia or HPSA or MUA located in the Appalachian Region of Virginia. Both primary care and specialty disciplines are eligible for these waiver programs. VDH provides technical assistance to applicants of the program.	VDH's role is provide Technical Assistant to the applicants; therefore, VDH is reporting only on the number of individuals approved for a waiver. The following metrics are not applicable to this program: People Trained, and Progressed Wage Growth.

FY25 Job Placement Goal=18

FY25 People Trained Goal=Metric does not apply



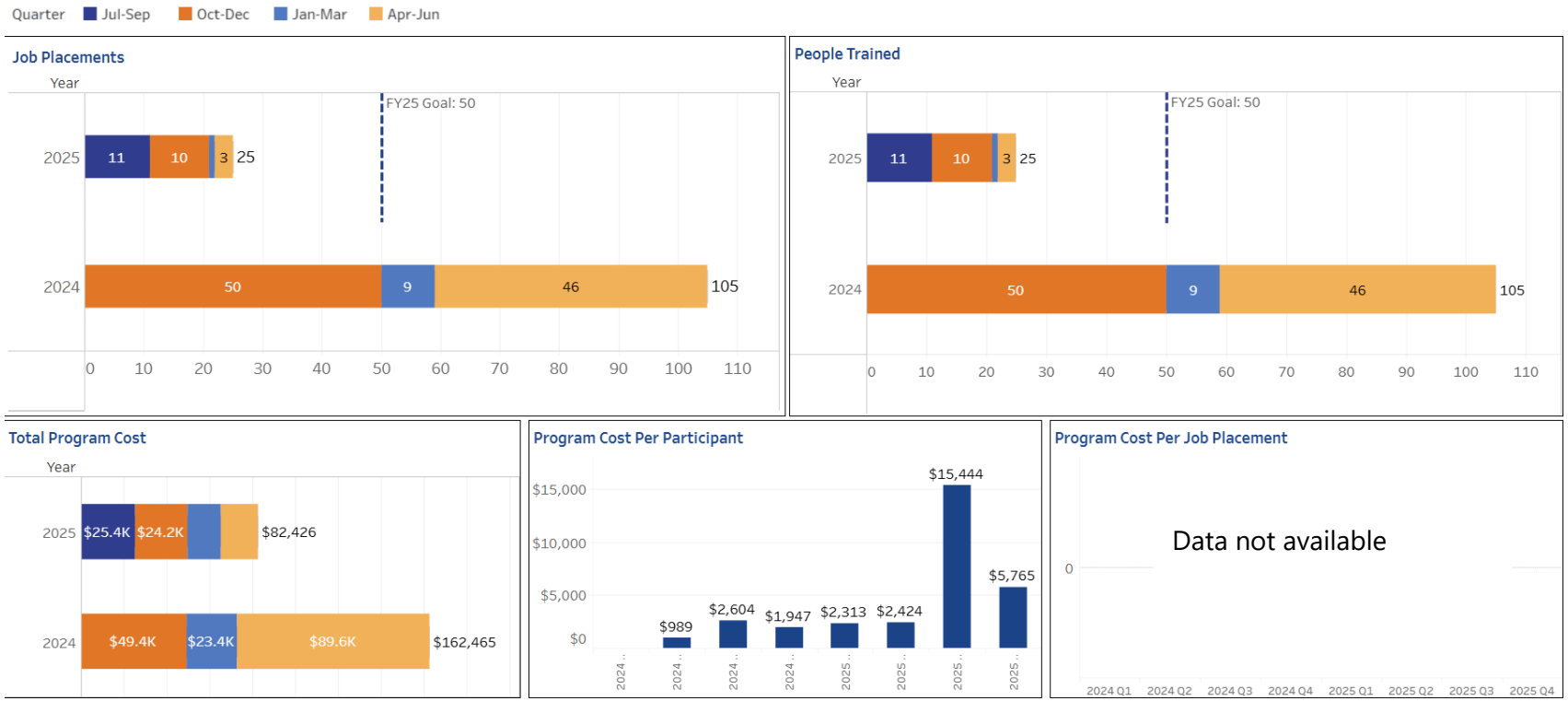
VDH Mary Marshall CNA Nursing Scholarships & CNA Long Term Facility Scholarships VDH

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
80%		

Program Purpose	What to Know About the Data
Virginia offers several scholarship opportunities to help pay for nursing education in exchange for service in Virginia upon graduation. Scholarships are available for individuals' seeking degrees, diplomas, or certificates as Certified Nursing assistants, Licensed Practical.	The following metrics are not applicable to this program: Progressed Wage Growth.

FY25 Job Placement Goal=50

FY25 People Trained Goal=50



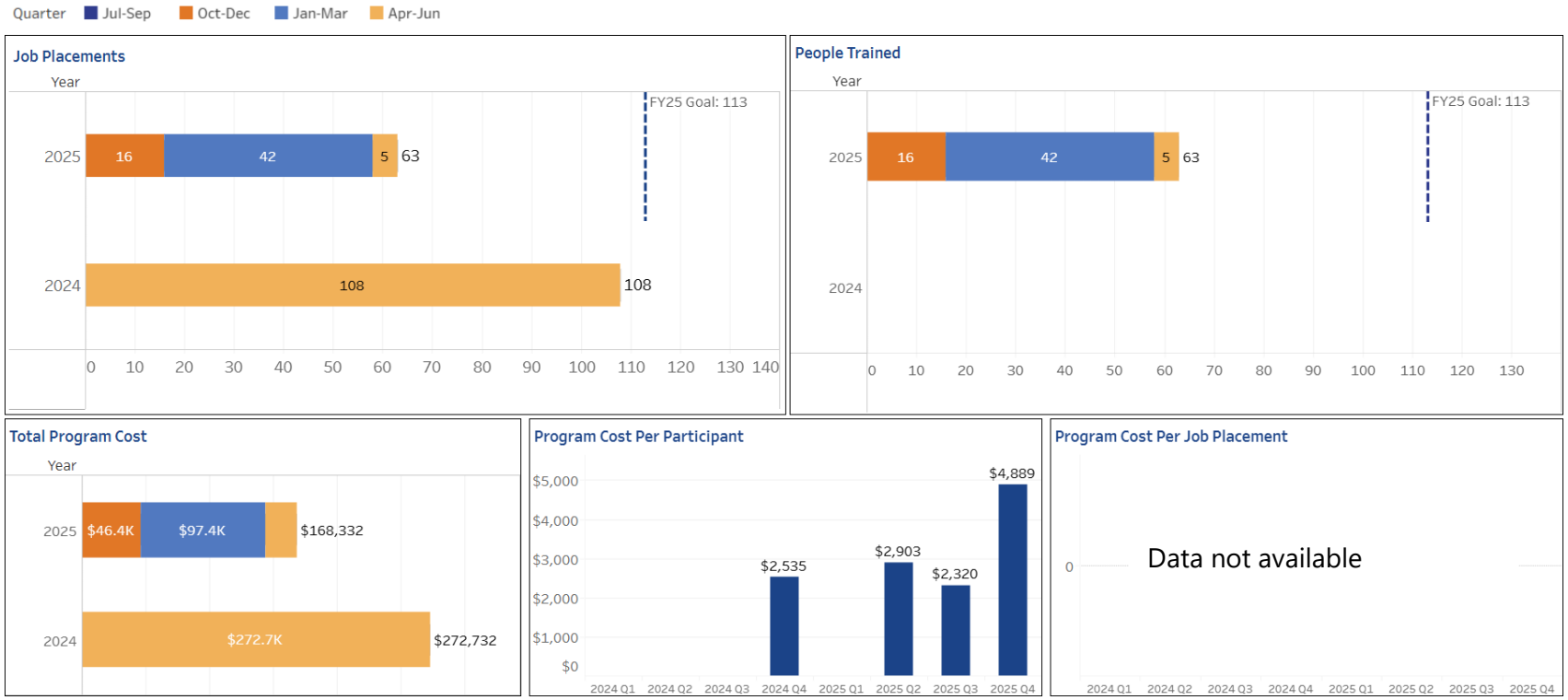
VDH Mary Marshall Nursing Scholarship Program Nursing Scholarships, LPN & RN

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
80%		

Program Purpose	What to Know About the Data
Virginia Department of Health, Office of Health Equity, offers several scholarship opportunities to help pay for nursing education.	This program does not track progressed wage growth. The people trained metric does not apply to this program. Program costs represent the amount of scholarships funded plus the administrative cost of the program. The following metrics are not applicable to this program: Progressed Wage Growth.

FY25 Job Placement Goal=113

FY25 People Trained Goal=113



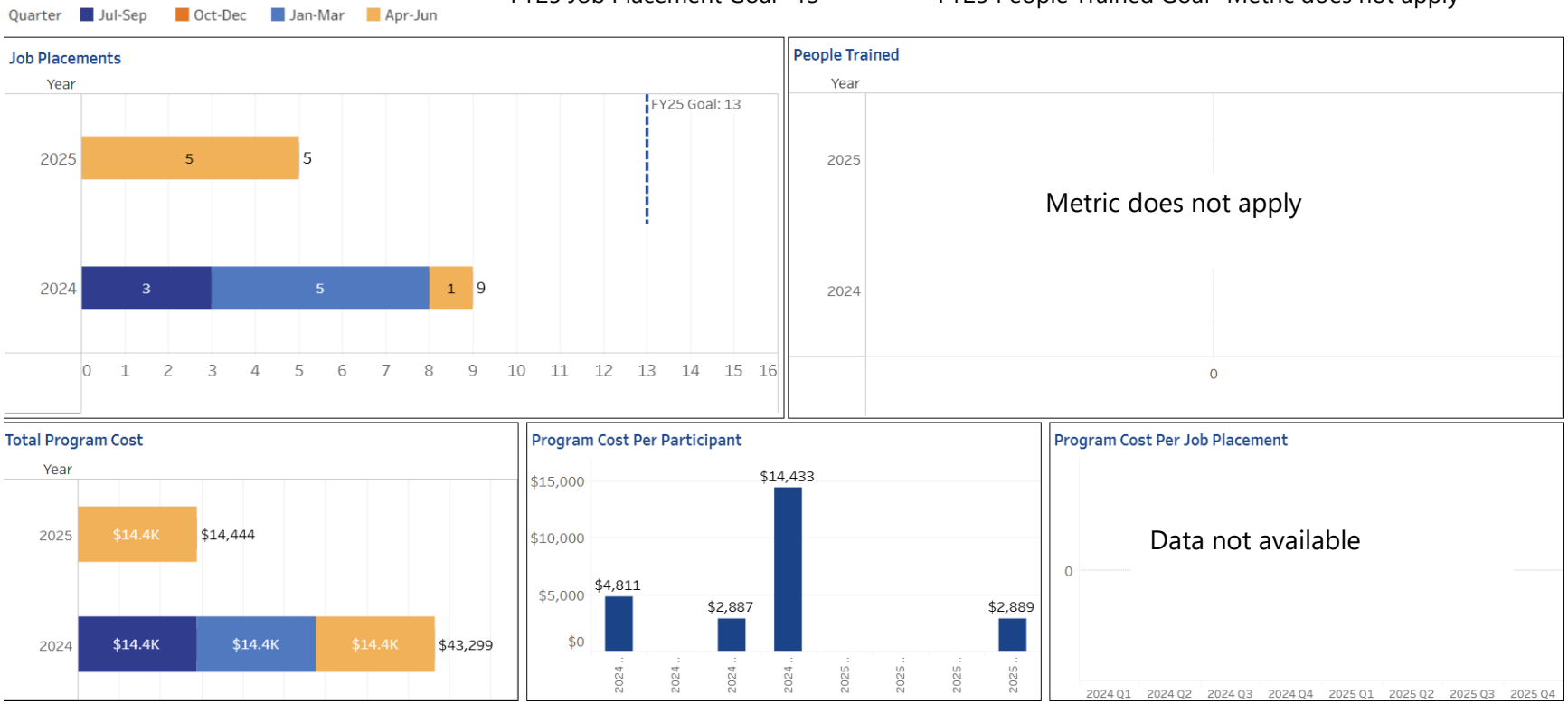
VDH National Interest Waiver Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%		Metric does not apply

Program Purpose	What to Know About the Data
The National Interest Waiver is a waiver of the job offer requirement for foreign nationals who would like to obtain permanent residence in the United States in the employment-based second preference category.	VDH's role is provide Technical Assistant to the applicants; therefore, VDH is reporting only on the number of individuals approved for a waiver. The following metrics are not applicable to this program: People Trained, Program Cost, Program Cost per Participant, and Progressed Wage Growth.

FY25 Job Placement Goal=13

FY25 People Trained Goal=Metric does not apply



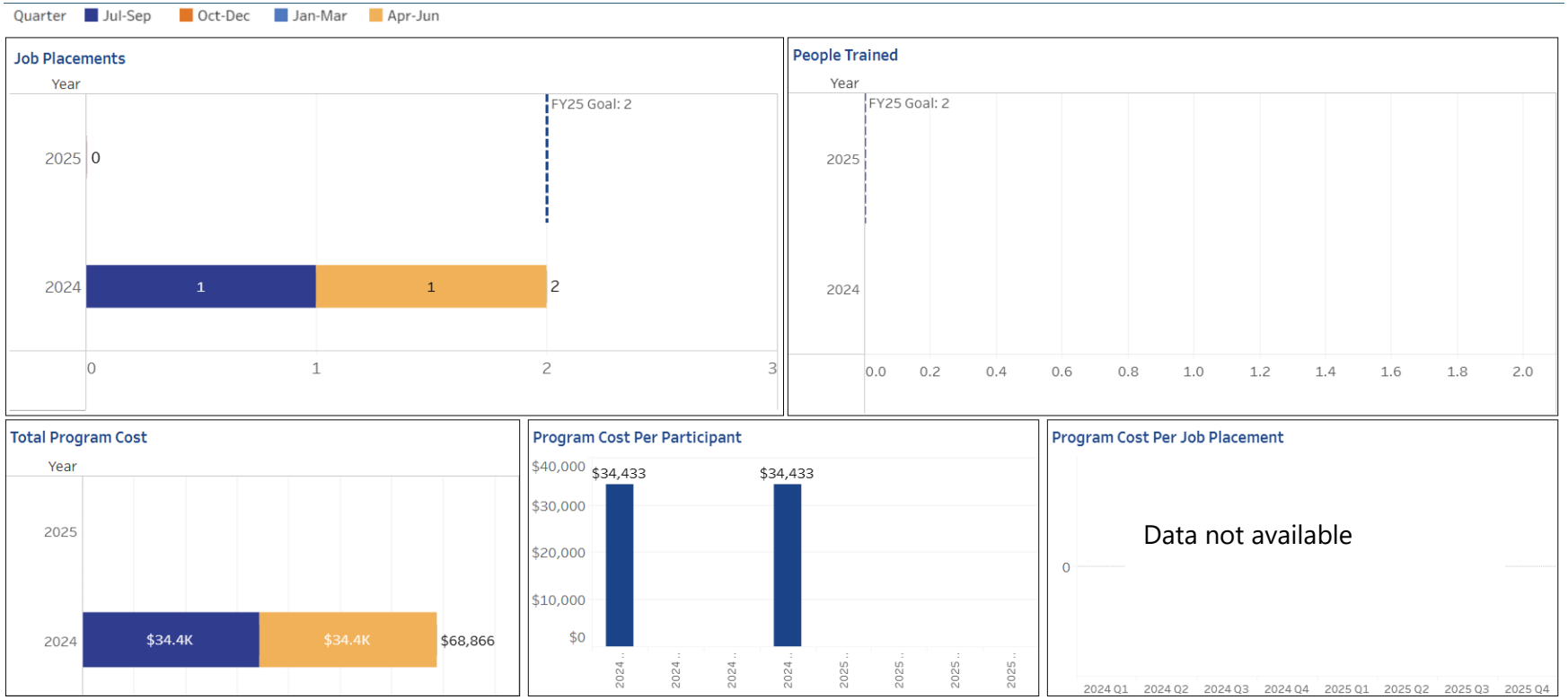
VDH Nurse Educator Nursing Scholarships

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
80%		

Program Purpose	What to Know About the Data
The Nurse Practitioner/ Nurse Midwife Scholarship Program provides scholarship awards to students who agree to practice full-time as a Nurse Practitioner or Nurse Midwife in a medically underserved area of Virginia	Program costs represent the amount of scholarships funded plus the administrative cost of the program. The following metrics are not applicable to this program: Progressed Wage Growth.

FY25 Job Placement Goal=2

FY25 People Trained Goal=2



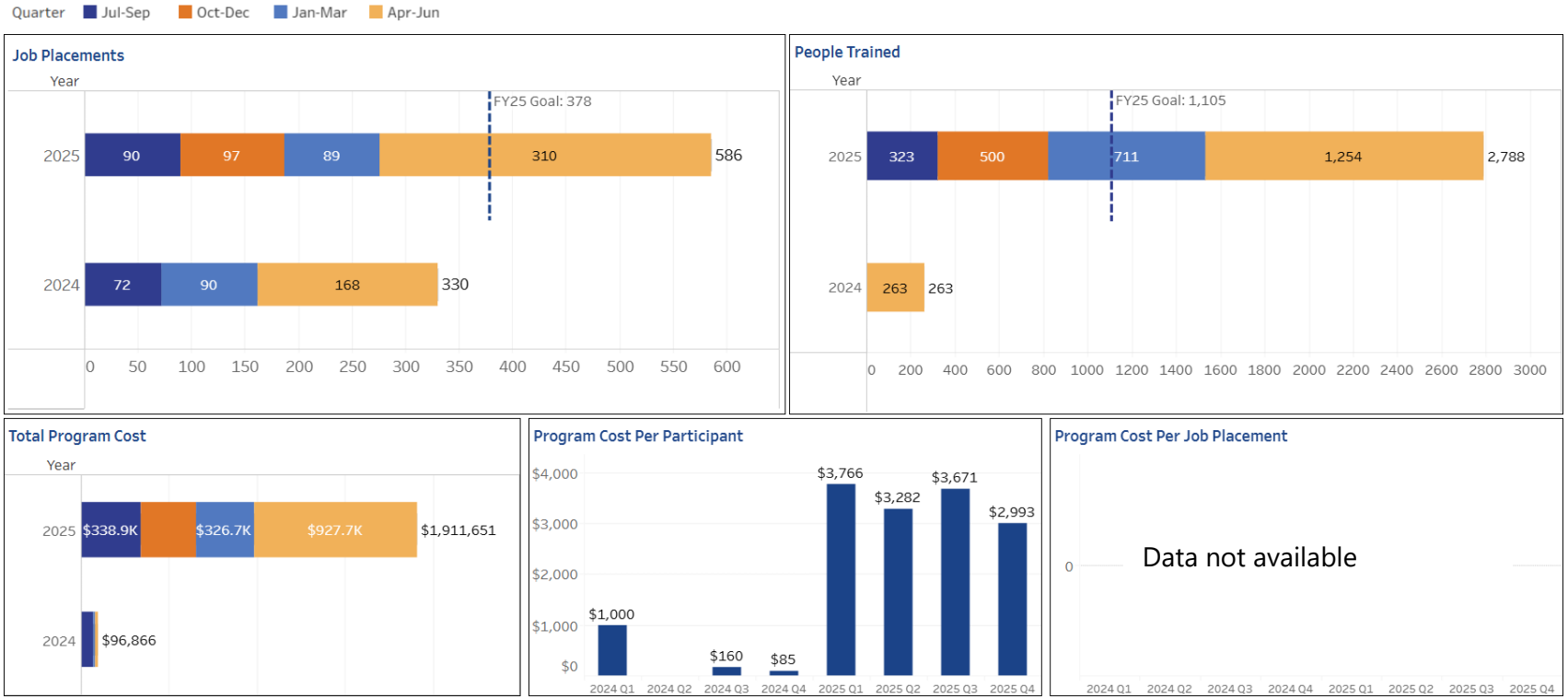
VDH Nursing Preceptor Incentive Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
80%	★	★

Program Purpose	What to Know About the Data
The 2021 General Assembly established a $500,000 Nursing Preceptor Incentive Program (NPIP) to provide financial incentives for practitioners who serve as otherwise uncompensated preceptors for advanced practice registered nursing (APRN) students to help increase access to care, address the primary care shortage, handle mental health crises, and manage chronic diseases. All of these factors are crucial in improving the health and wellness of all Virginians. For the fiscal year 2024, the General Assembly has approved a budget allocation of $3.5 million.	The progressed wage growth metric does not apply to this program.

FY25 Job Placement Goal=378

FY25 People Trained Goal=1,105



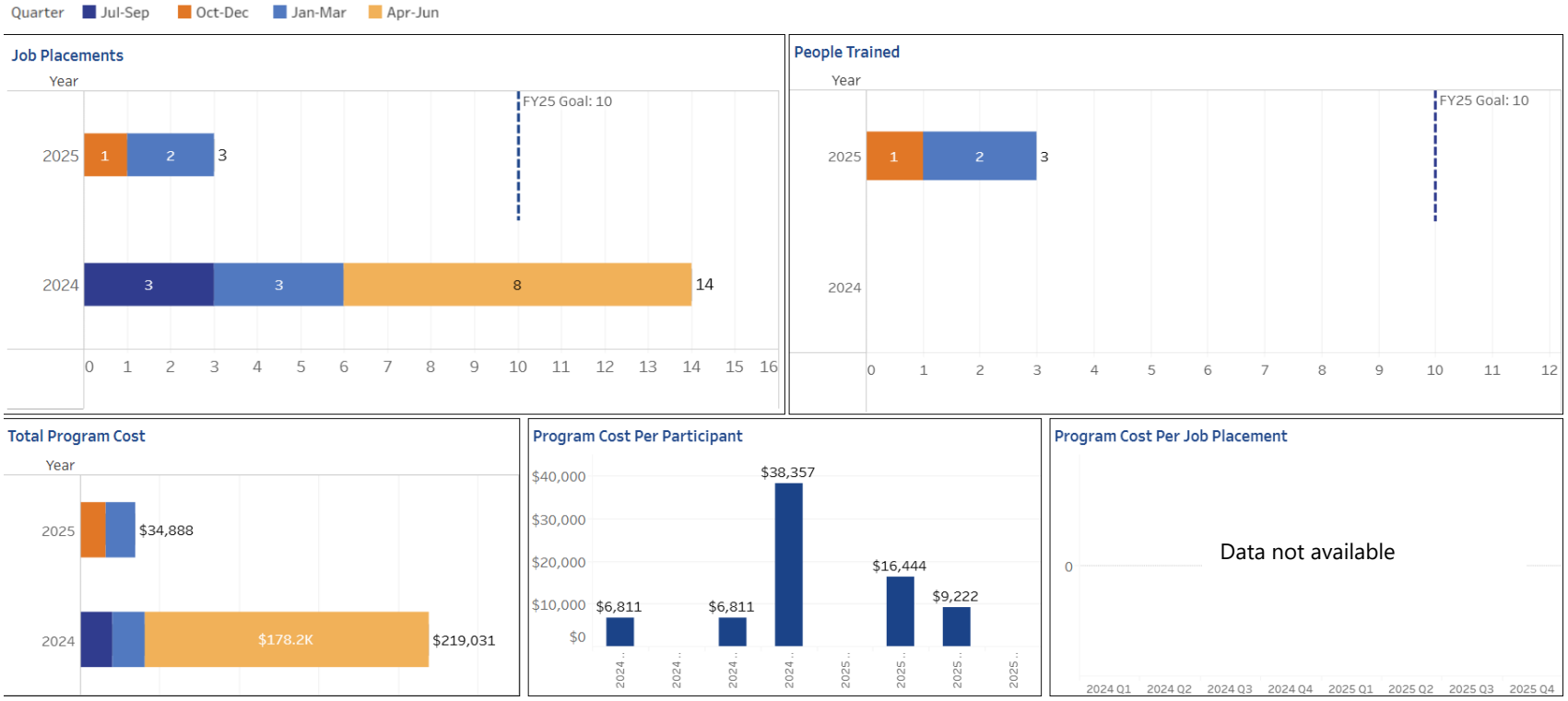
VDH Nursing Scholarships Long-Term facility (CNA, LPN, RN)

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
80%		

Program Purpose	What to Know About the Data
Virginia offers several scholarship opportunities to help pay for nursing education in exchange for service in Virginia after graduation. Scholarships are available for students enrolled in an accredited nursing school who agree to engage in full-time nursing practice as a Licensed Practical Nurse (LPN) or Registered Nurse (RN) in a long-term care facility in Virginia upon graduation.	Program costs represent the amount of scholarships funded plus the administrative cost of the program. The following metrics are not applicable to this program: Progressed Wage Growth.

FY25 Job Placement Goal=2

FY25 People Trained Goal=2

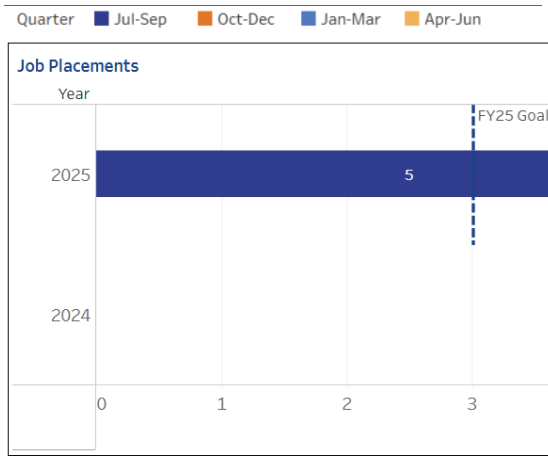


VDH Nursing Scholarships Nurse Practitioner / Nurse Mid-Wife

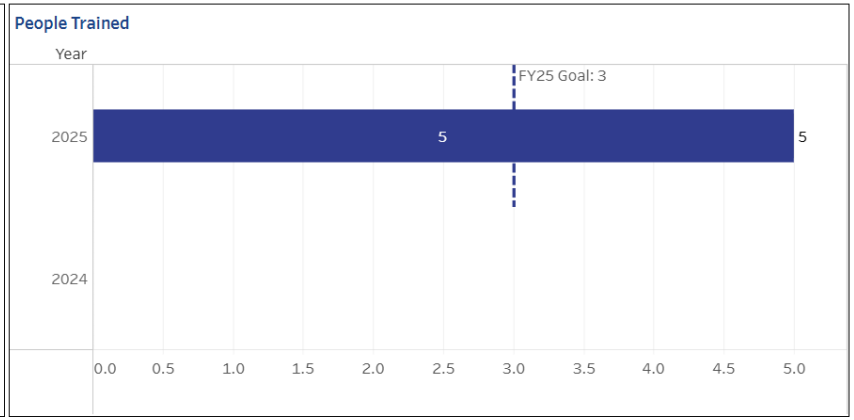
Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
80%	★	★

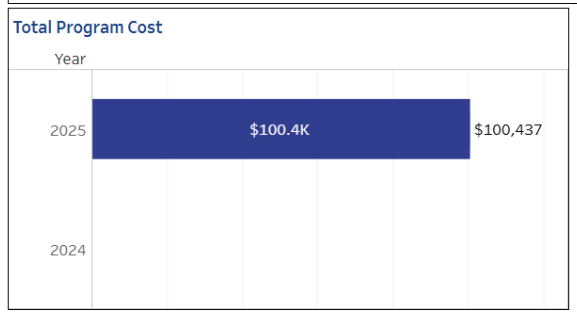
Program Purpose	What to Know About the Data
Virginia offers several scholarship opportunities to help pay for nursing education in exchange for service in Virginia after graduation. Scholarships are available for students enrolled in an accredited nursing school who agree to engage in full-time nursing practice as a Licensed Practical Nurse (LPN) or Registered Nurse (RN) in a long-term care facility in Virginia upon graduation	Program costs represent the amount of scholarships funded plus the administrative cost of the program. The following metrics are not applicable to this program: Progressed Wage Growth.

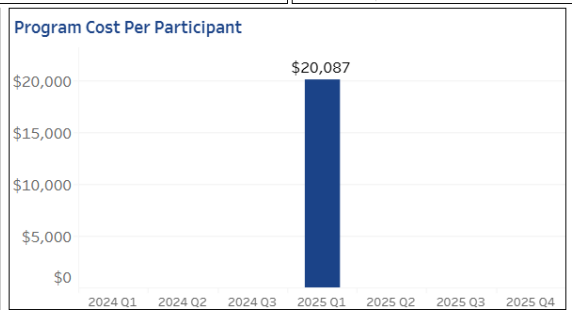
FY25 Job Placement Goal=3

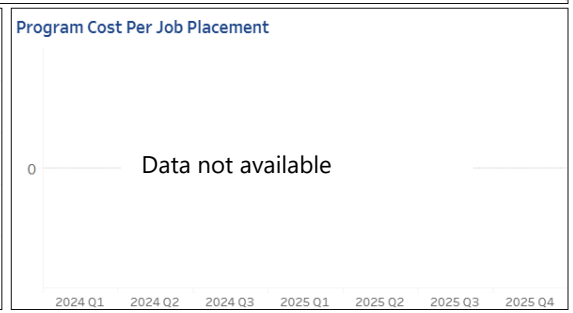


FY25 People Trained Goal=3









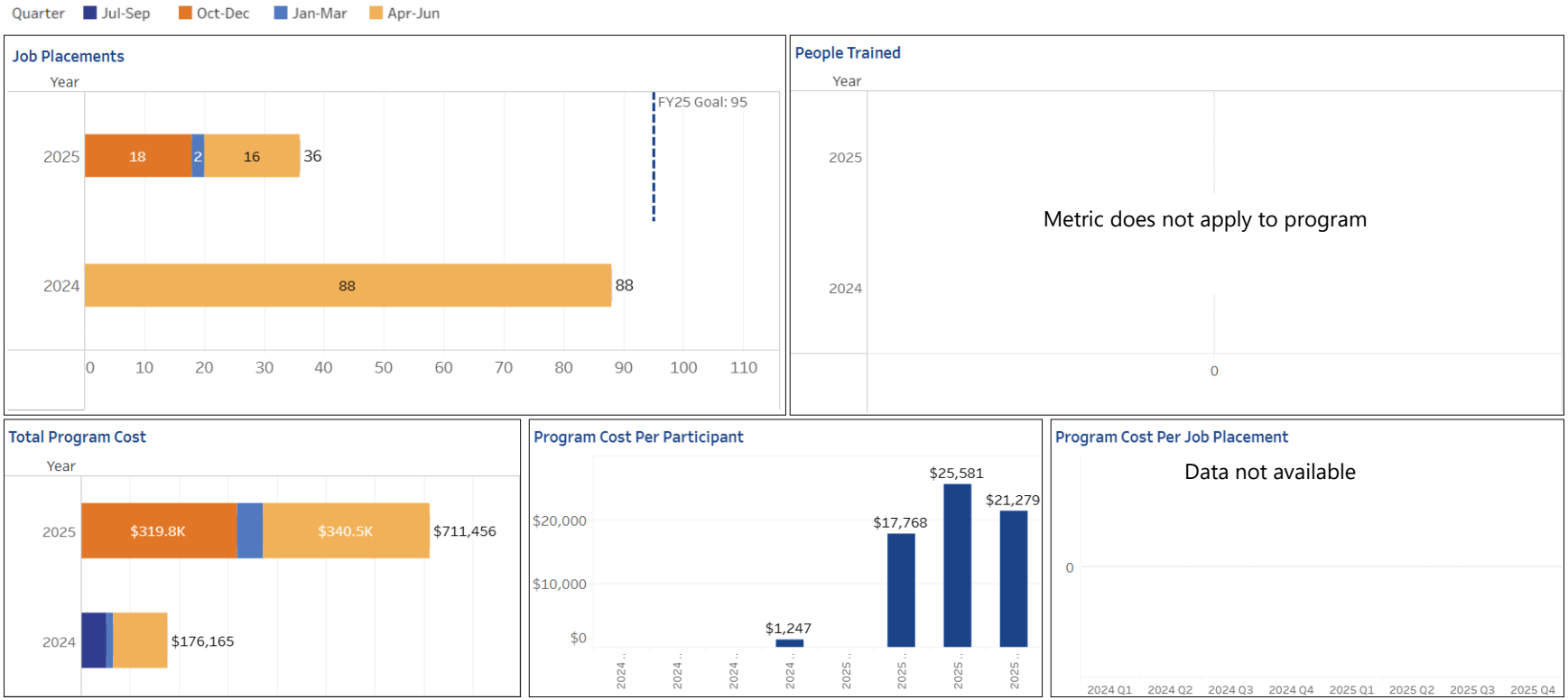
VDH Virginia Behavioral Health Student Loan Repayment Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
75%		Metric does not apply

Program Purpose	What to Know About the Data
The 2021 General Assembly established a $1.6 million Virginia Behavioral Health Student Loan Repayment Program (BH-LRP) to help recruit and retain behavioral health (BH) professionals to practice in underserved areas of the Commonwealth and/or provide counseling and treatment to underserved populations.	The people trained metric and progressed wage metric do not apply to this program. Programs costs are the amount of loans forgiven or repaid. The following metrics are not applicable to this program: People Trained and Progressed Wage Growth.

FY25 Job Placement Goal=95

FY25 People Trained Goal=Metric does not apply



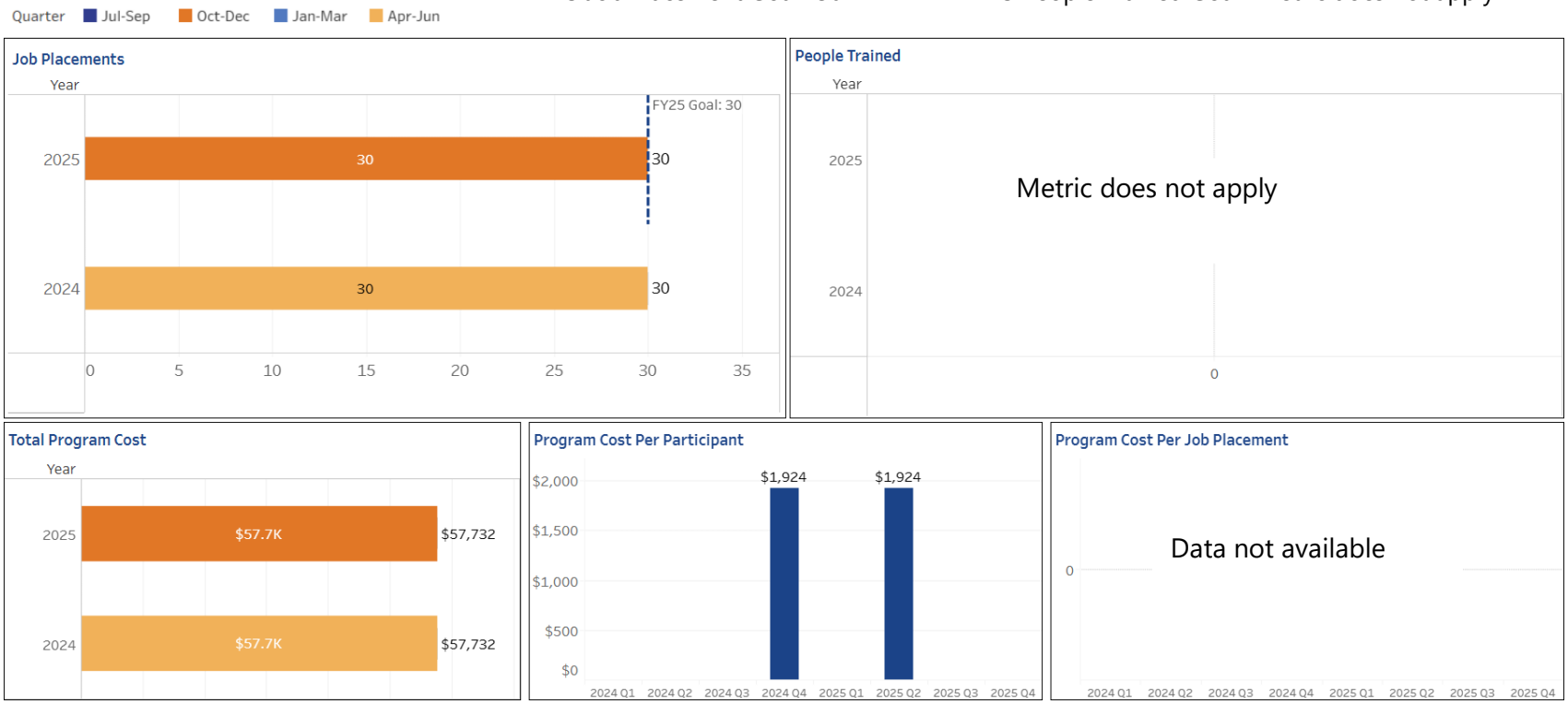
VDH Virginia Conrad 30 Waiver Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	★	Metric does not apply

Program Purpose	What to Know About the Data
Federal Law requires International Medical Graduates (IMGs) who are not U.S. citizens to apply for the J-1 visa, which allows IMGs to remain in the U.S. until they complete their studies. Following their studies, the IMGs on J-1 visas (the "J-1 Physicians") must return to their home country for at least two (2) years before they can return to the U.S. (the "two-year home country physical presence requirement").	Annual Data. This program only tracks the number of individuals receiving a Virgina Conrad 30 Waiver and measures job retention. Capacity is capped at 30 individuals. The following metrics are not applicable to this program: People Trained, and Progressed Wage Growth.

FY25 Job Placement Goal=30

FY25 People Trained Goal=Metric does not apply



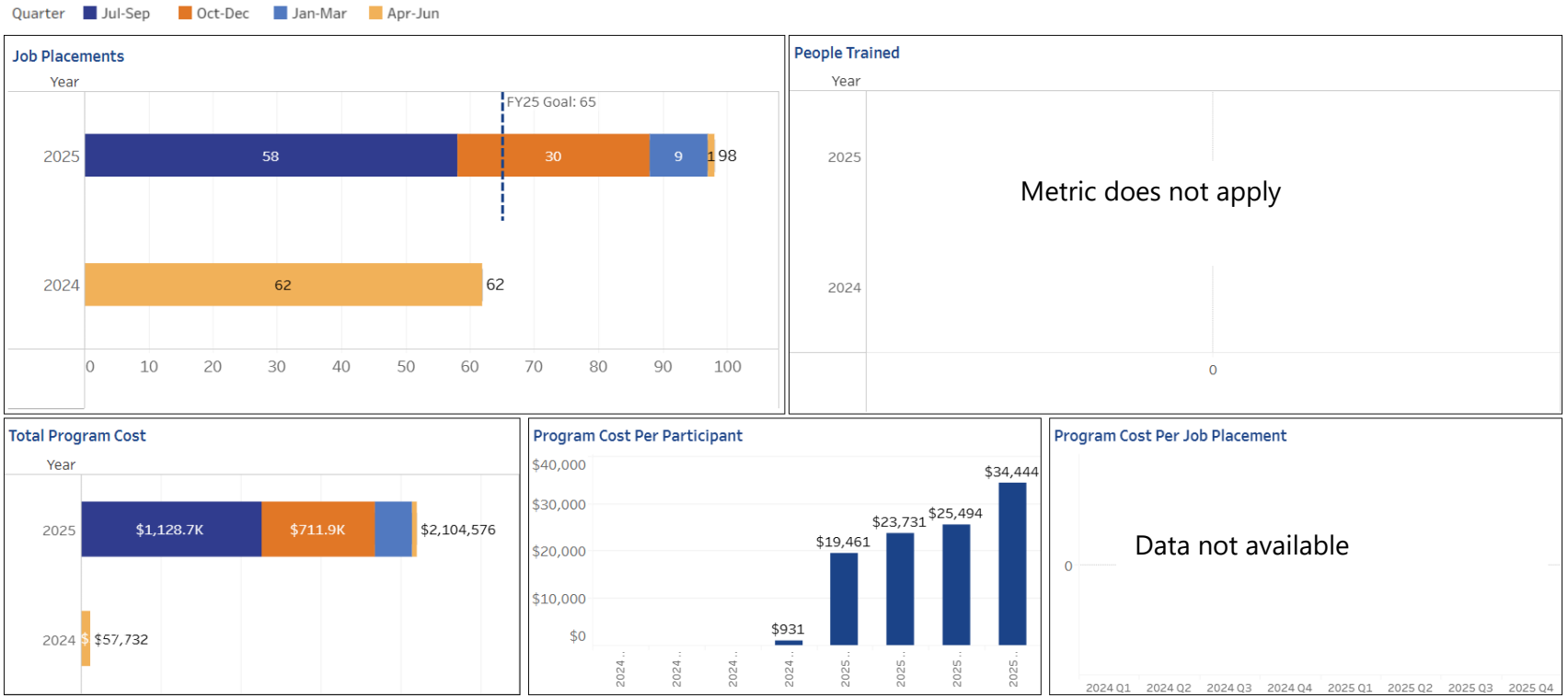
VDH Virginia Student Loan Repayment Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
75%	★	Metric does not apply

Program Purpose	What to Know About the Data
This Virginia Student Loan Repayment Program (VA-SLRP) is operated by the Virginia Department of Health-Office of Health Equity (VDH-OHE) providing an incentive to qualified medical, nursing, dental, behavioral health, and pharmaceutical (pharmacists) professionals in return for a minimum of two (2) years of service at an eligible practice site in one of the federally designated Health Professional Shortage Areas (HPSAs) in a qualified field of practice in Virginia.	Programs costs are the amount of loans forgiven or repaid. The following metrics are not applicable to this program: People Trained and Progressed Wage Growth.

FY25 Job Placement Goal=65

FY25 People Trained Goal=Metric does not apply



VEDP Advanced Manufacturing Talent Investment Program and Fund Pilot

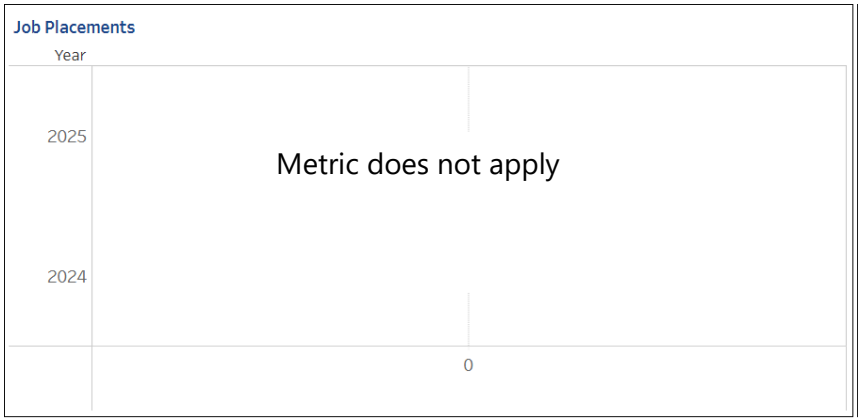
Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	Metric does not apply	Metric does not apply

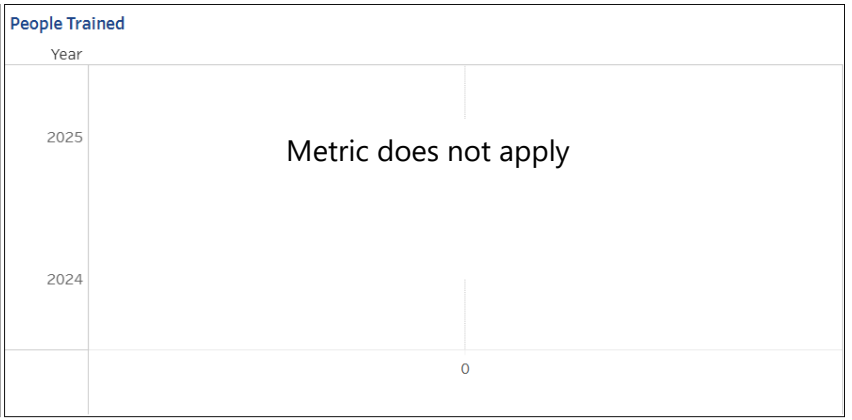
Program Purpose	What to Know About the Data
The Advanced Manufacturing Talent Investment Program (AMTIP) and Fund pilot was created to increase the number of trained individuals entering advanced manufacturing careers and to improve the readiness of graduates to be employed in identified advanced manufacturing fields. Funds were designated for existing programs that serve the Southwest Virginia and Hampton Roads regions (GO Virginia Regions 1 and 5, respectively) and other named institutions.	AMTIP projects varied in terms of purpose and deliverables. Because of this, most of the workforce metrics do not apply to the program. Most recipients used the awards to purchase equipment to either expand or update welding labs. The program is reporting grant expenditures. The following metrics are not applicable to this program: Job Placement, People Trained, Program Cost per Participant, and Job Retention. Program is reporting program expenditures to date; funds were appropriated for FY2024

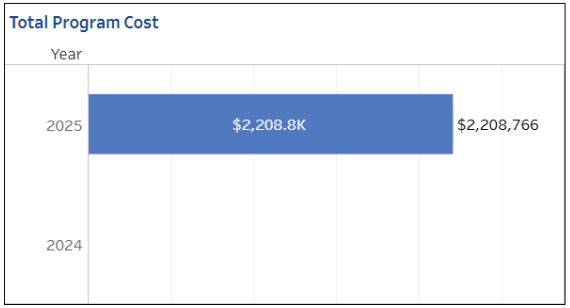
Quarter Jul-Sep Oct-Dec Jan-Mar Apr-Jun

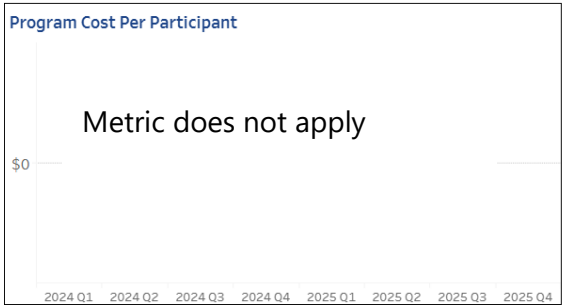
FY25 Job Placement Goal=Metric does not apply

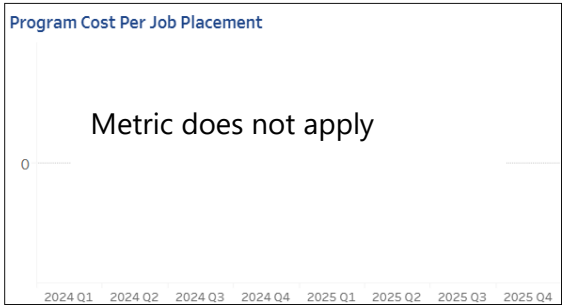
FY25 People Trained Goal=Metric does not apply











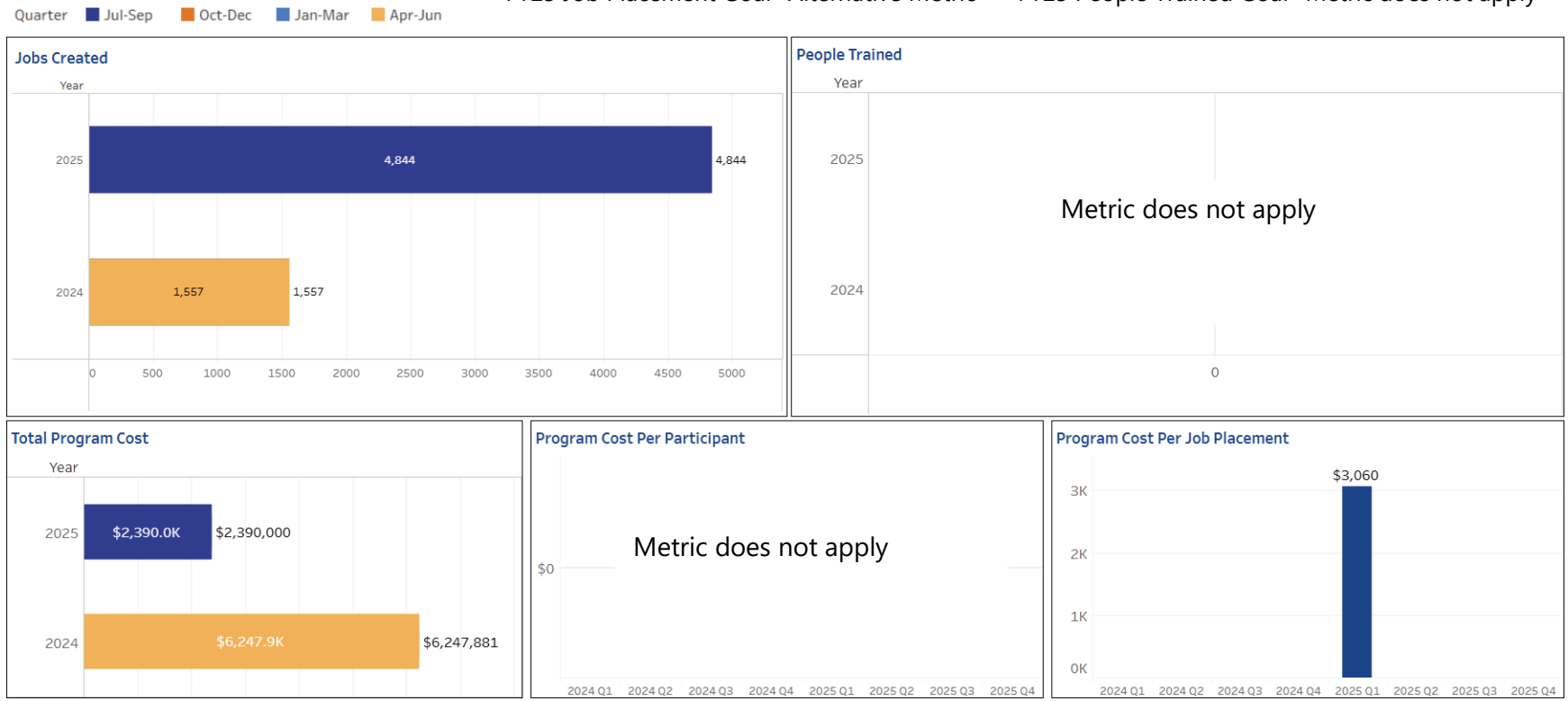
VEDP Talent Accelerator Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	Reporting alternative metric of jobs created	Metric does not apply

Program Purpose	What to Know About the Data
The Virginia Talent Accelerator Program, delivered by VEDP in partnership with the Virginia Community College System, provides world-class training and recruitment solutions that are fully customized to a company's unique operations, equipment, standards, and culture. All program services are provided at no cost to qualified new and expanding companies as an incentive for job creation.	Annual metrics reported in the spring. This program is reporting alternative metrics that include number of jobs created, number of businesses served (FY 2024 29 businesses served, FY2025 48 businesses served), and the National Workforce Incentive Program Ranking (Program Ranked #1 in 2025). The following metrics are not applicable to this program: Job Placement, People Trained, Program Cost per Participant, and Job Retention.

FY25 Job Placement Goal=Alternative Metric

FY25 People Trained Goal=Metric does not apply



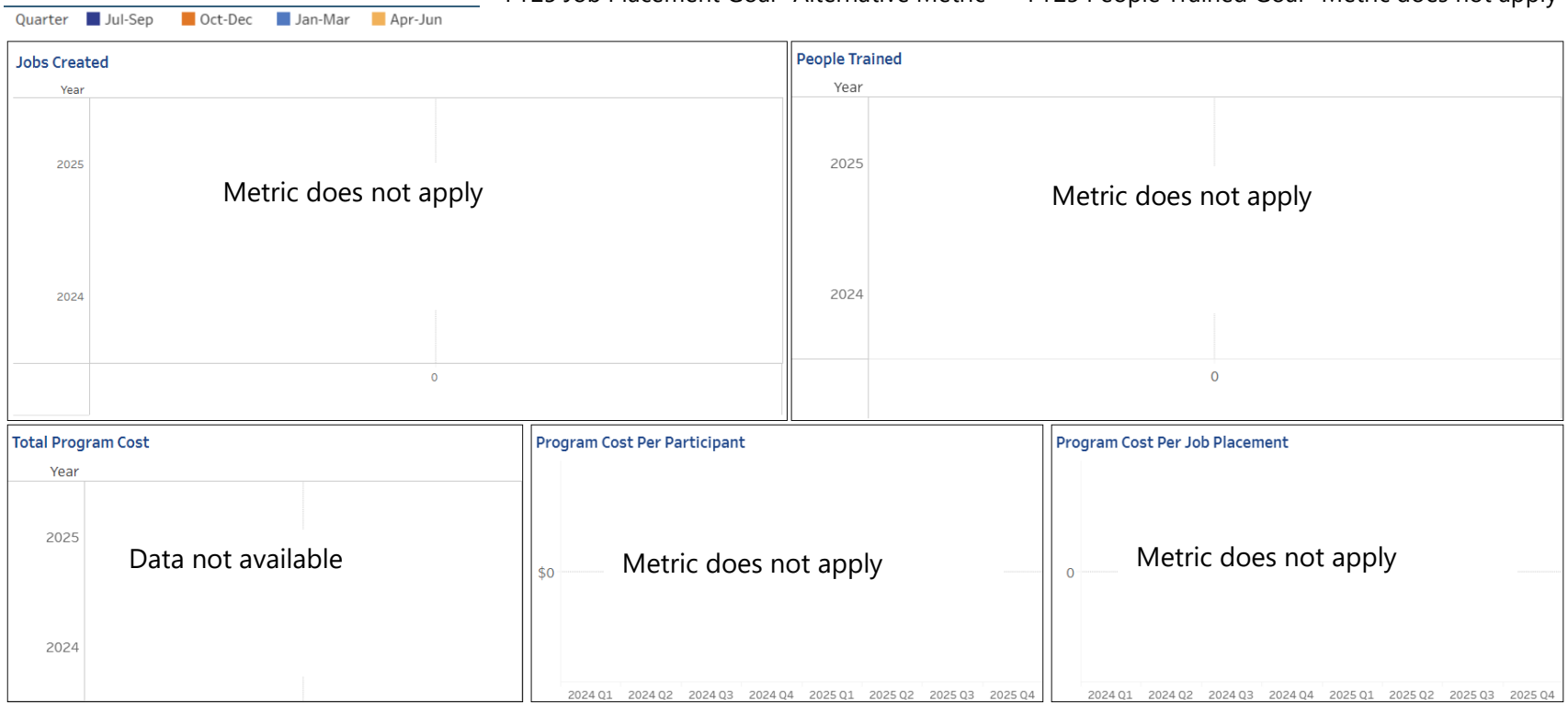
VEDP Tech Talent Investment

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	Metric does not apply	Metric does not apply

Program Purpose	What to Know About the Data
The Tech Talent Investment Program (TTIP), launched in 2019, is a historic $1.1 billion, 20-year investment in Virginia's tech talent pipeline. TTIP was conceived as part of Virginia's 2018 winning proposal to Amazon for HQ2. Participating institutions have set goals to increase the number of BS and MS graduates in Computer Science and related fields by at least 30,000 over 20 years. Thirteen institutions and the Virginia Community College System participate in TTIP as of FY25.	TTIP degree counts are available in September of each year. Awards are calculated in the fall and disbursed in December. An annual report is due December 1st. TTIP has been undergoing a revision process since January 2024. This program is only reporting on program expenditures and an alternative metric of the number of additional degrees in Computer Science and related fields beyond 2018. The following metrics are not applicable to this program: Job Placement, People Trained, Program Cost per Participant, and Job Retention.

FY25 Job Placement Goal=Alternative Metric

FY25 People Trained Goal=Metric does not apply



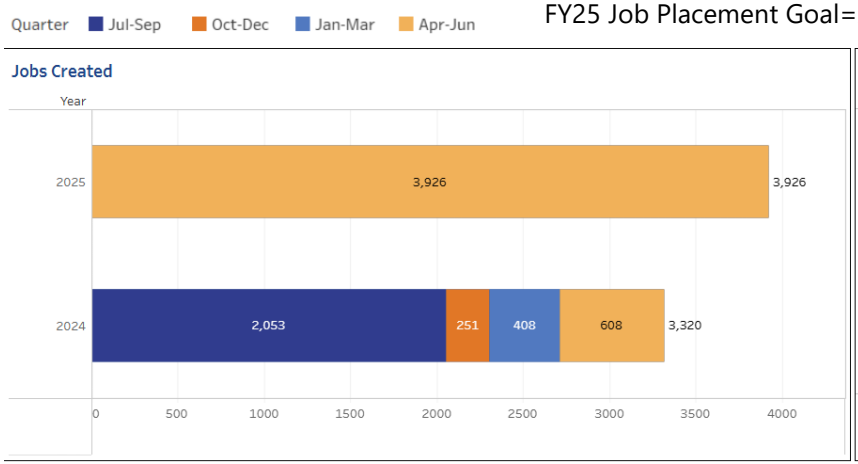
VEDP Virginia Jobs Investment Program

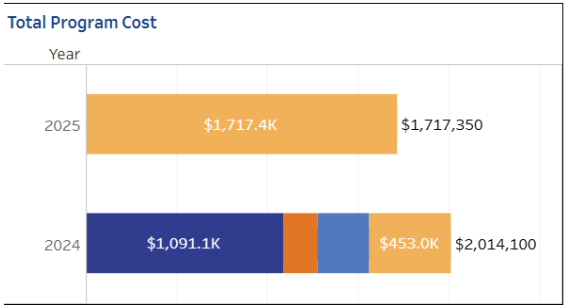
Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	Reporting Jobs Created as Alternative Metric	Metric does not apply

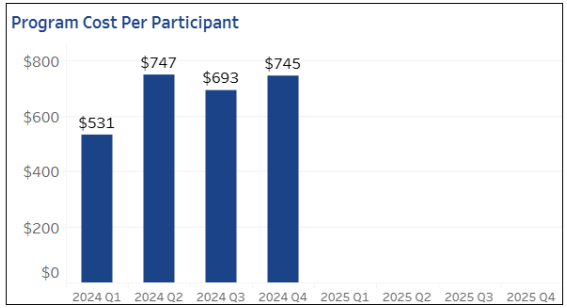
Program Purpose	What to Know About the Data
The Virginia Jobs Investment Program (VJIP) is a discretionary economic development incentive that provides funding and services to qualifying companies to offset the cost of new job creation or upskilling in conjunction with new or expanding operations. Mission: Foster business and economic growth by incentivizing companies to invest in job creation and upskilling.	Metrics are reported annually for the Virginia Jobs Investment Program (VJIP). VJIP is a business incentive program to help win job creation projects and does not track or engage directly with individuals. The metrics of highest importance are: 1) Jobs Announced – New jobs announced during the fiscal year which were incentivized by the program 2) Businesses Served – Total number of businesses actively supported during the fiscal year 3) National Workforce Incentive Program Ranking The following metrics are not applicable to this program: Job Placement, People Trained, Program Cost per Participant, and Job Retention.

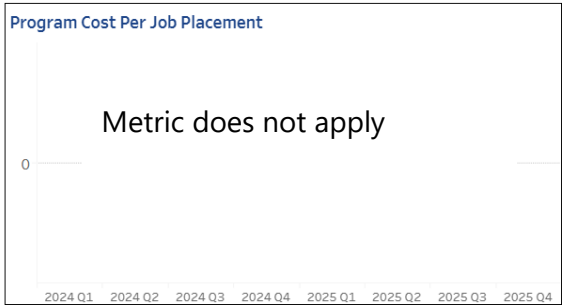
FY25 Job Placement Goal=Alternative Metric

FY25 People Trained Goal=Metric does not apply









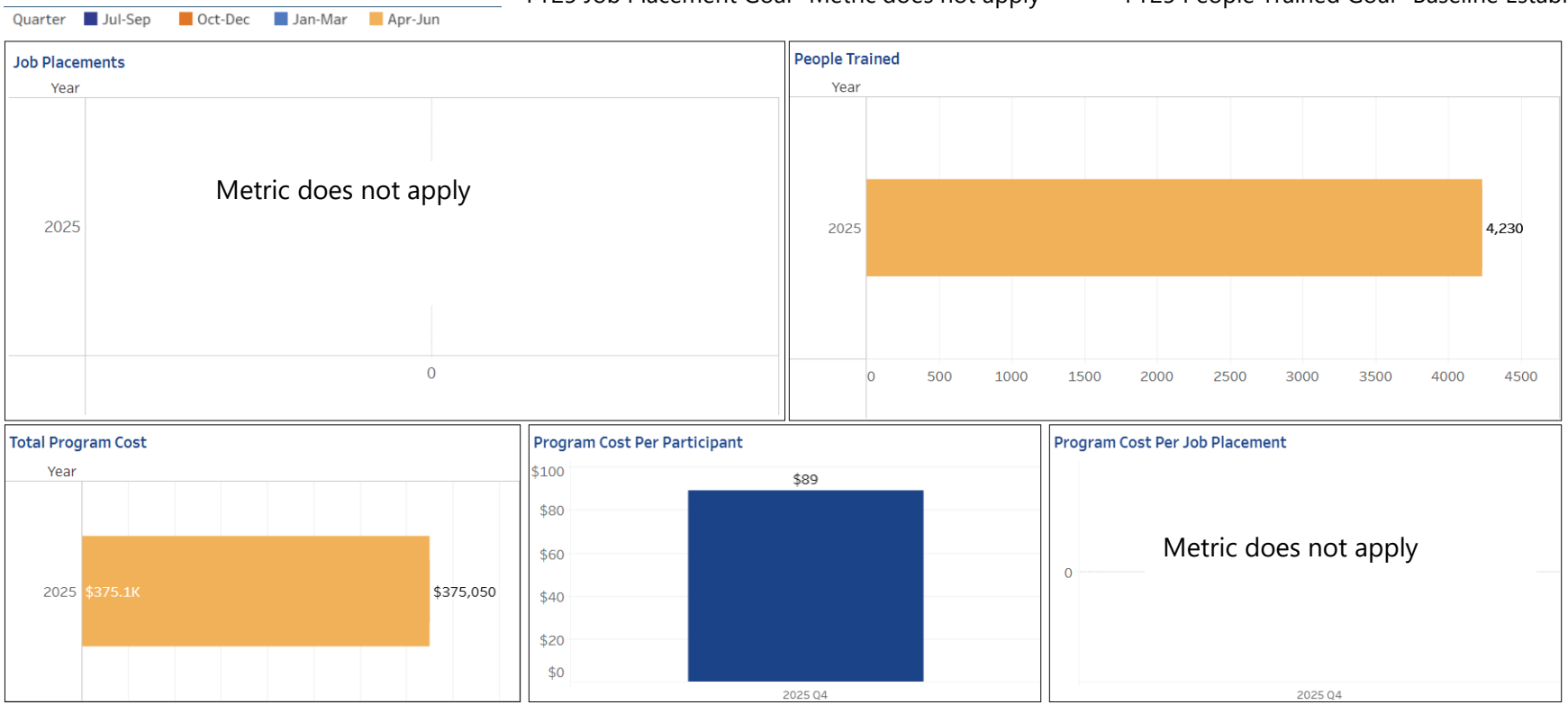
VIPC Commonwealth Cyber Initiative Career Preparedness

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	Metric does not apply	Established Baseline in FY2025

Program Purpose	What to Know About the Data
The Commonwealth Cyber Initiative is committed to building the cybersecurity workforce that Virginia and the nation need to safeguard our critical infrastructure, personal information, and communities. CCI workforce development programs give college students opportunities to learn about soft skills and best practices as they prepare to begin the job search and interview process following graduation.	Career Preparedness activities are intended to educate and inform students for future entry into the workforce and individuals are not tracked over time. CCI primarily serves undergraduate and graduate students.

FY25 Job Placement Goal=Metric does not apply

FY25 People Trained Goal=Baseline Established



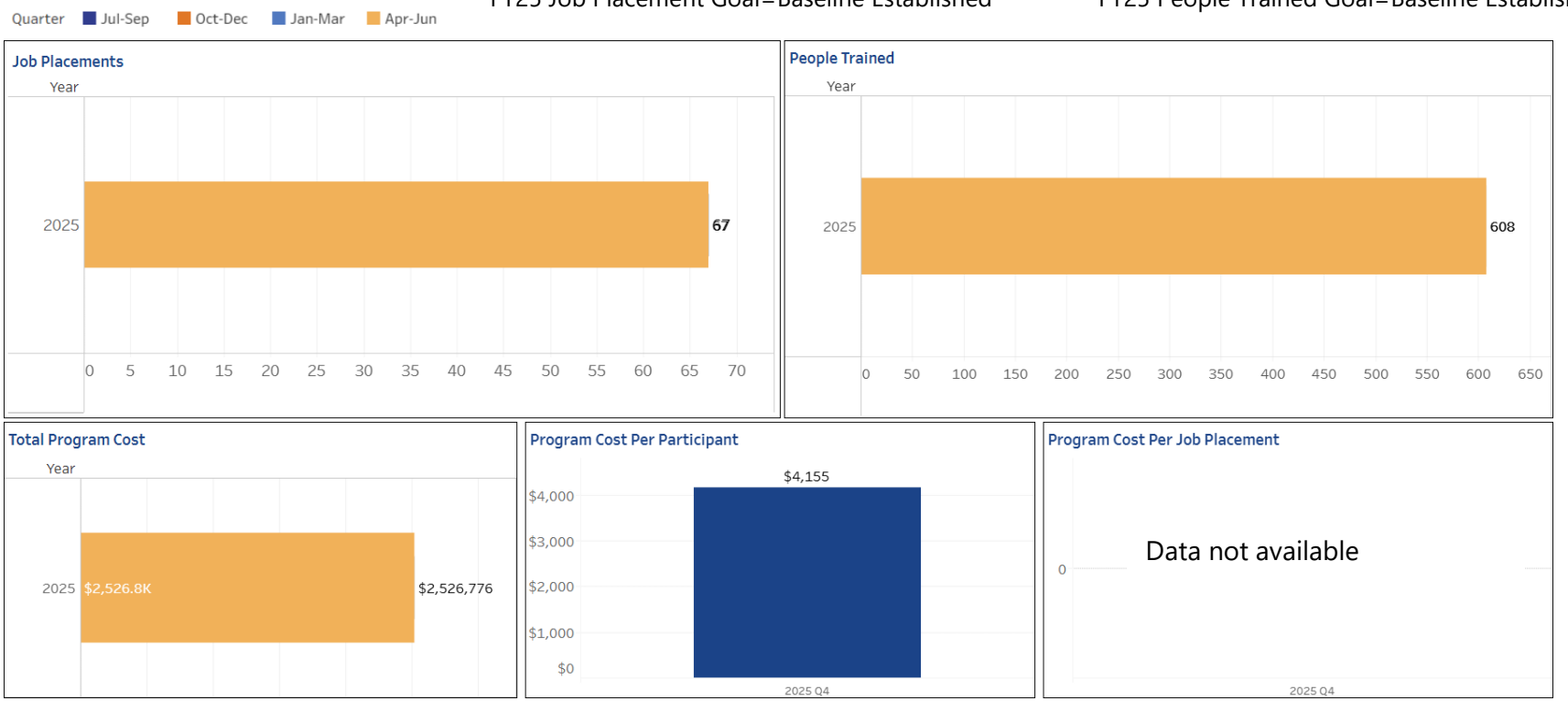
VIPC Commonwealth Cyber Initiative Experiential Learning

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
83%	Established baseline in FY2025	Established baseline in FY2025

Program Purpose	What to Know About the Data
The Commonwealth Cyber Initiative is committed to building the cybersecurity workforce that Virginia and the nation need to safeguard our critical infrastructure, personal information, and communities. CCI workforce development programs give college students crucial experiential learning opportunities and contribute to their retention in the cybersecurity field.	Experiential Learning is specific on-the-job training experience and individuals are tracked over time. CCI primarily serves undergraduate and graduate students. Job placement data is measured after the student completes their degree. The retention measure is tracking if the student returns to their university/college and continues their course of study following the training program.

FY25 Job Placement Goal=Baseline Established

FY25 People Trained Goal=Baseline Established



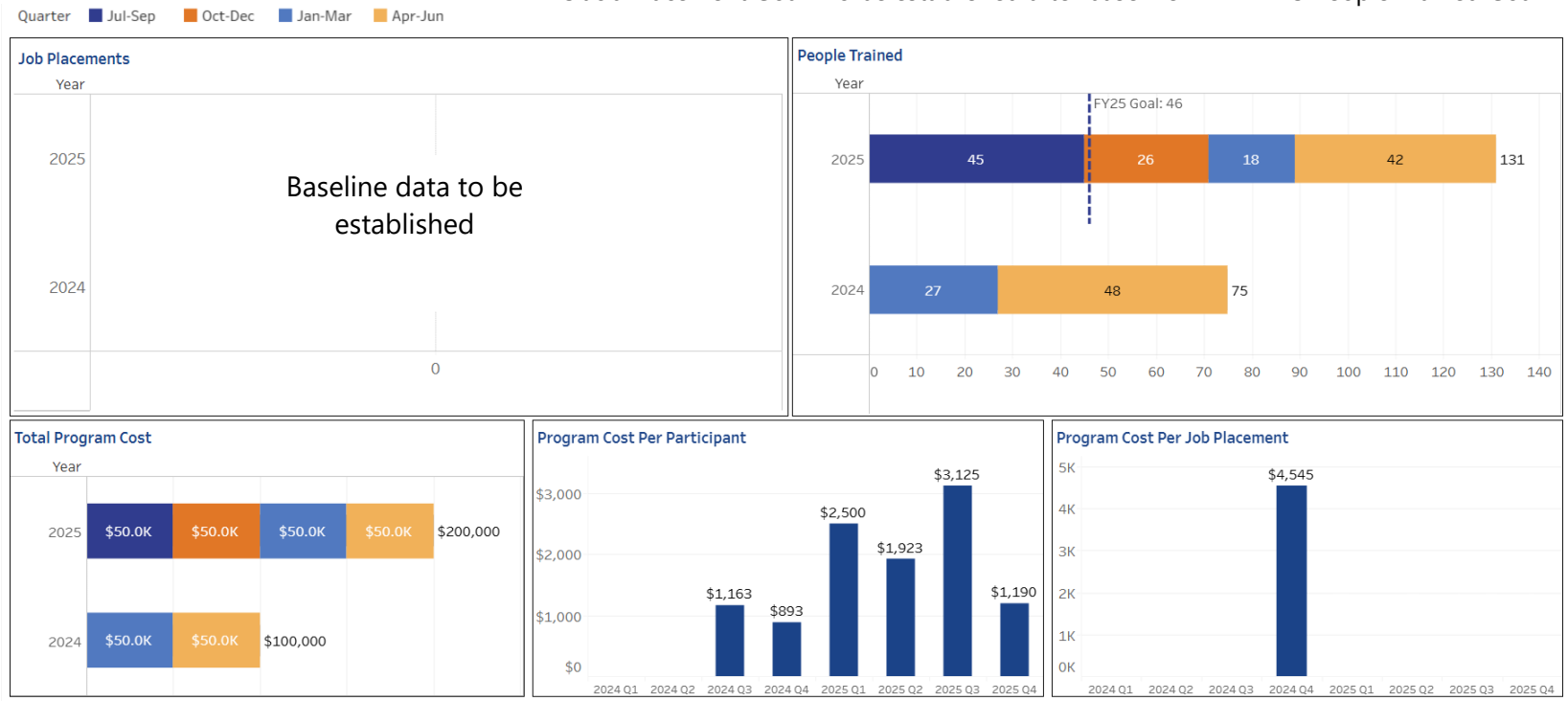
Virginia Space Grant Consortium Virginia Space Grant Consortium Internship Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
50%	Baseline data to be established	★

Program Purpose	What to Know About the Data
To meet Virginia's growing demand for skilled STEM workers, the Virginia Space Grant Consortium created the Commonwealth STEM Industry Internship Program (CSIIP). CSIIP connects students with companies in high-need fields such as Computer Science, Cybersecurity, Data Science, IT, Engineering, Physical Science, and Finance. Benefits include: • A free, one-application process to access internships across Virginia • Year-round availability with no deadlines for students or employers • Hands-on experience aligned with students' fields of study • Ability to view company profiles and express interest in specific opportunities • Applications remain active for one year after graduation • Press releases sent to students' hometown newspapers to highlight internships	Virginia Space Grant Consortium manages the Commonwealth STEM Industry Internship Program (CSIIP). The program places undergraduate students from Virginia in paid internships with industry in Virginia. We do not create jobs but train folks for jobs through internships. Our total participants numbers reflect the total placements in this period. The total completers data indicates how many finished an internship. We collect longitudinal data including any students hired in September and will be able to report that data in the quarter 4 report.

FY25 Job Placement Goal=To be established after baseline

FY25 People Trained Goal=46



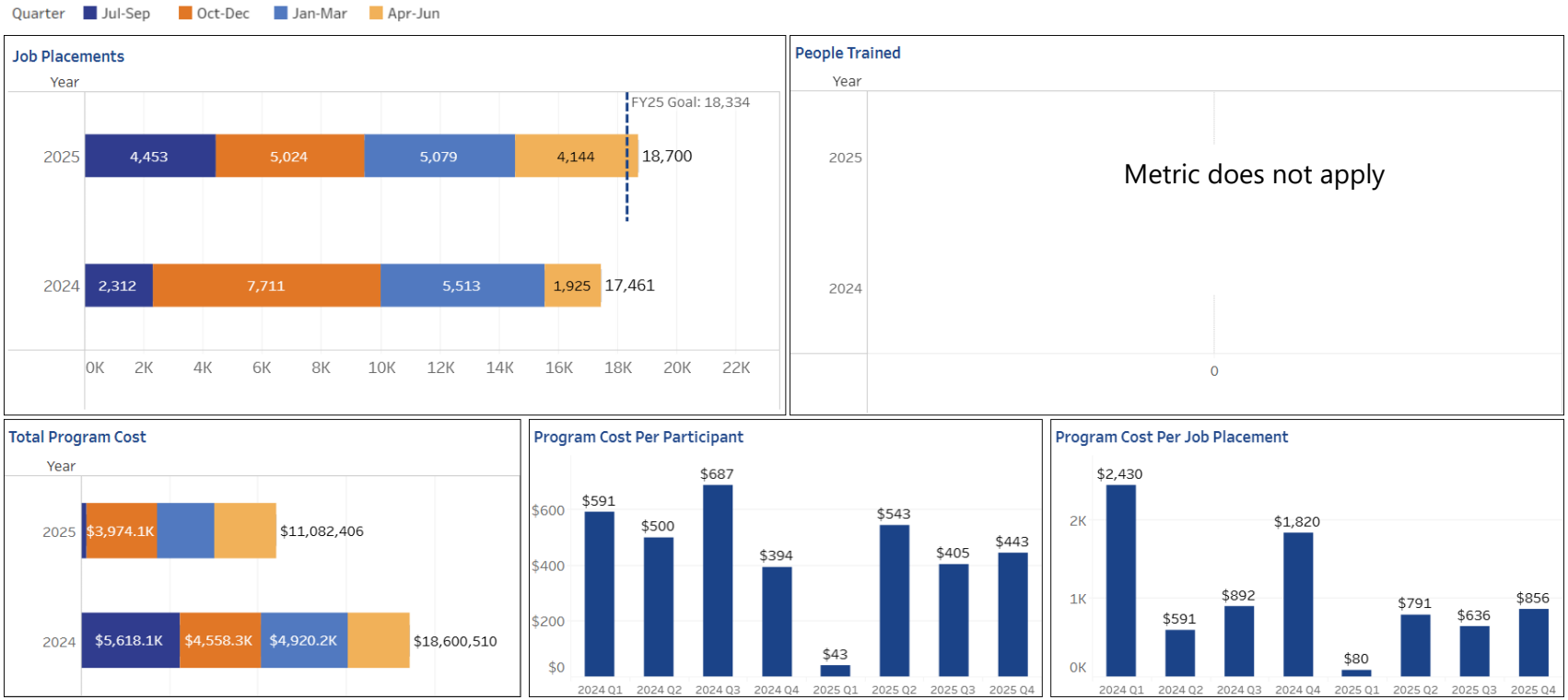
Virginia Works Employment Service Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	★	Metric does not apply

Program Purpose	What to Know About the Data
The Wagner-Peyser Employment Service program provides basic and individualized career services to Virginia job seekers and helps employers fill their workforce needs with job-seeking Virginians.	This program does not provide training services. The following metric does not apply to this program: People Trained.

FY25 Job Placement Goal=18,334

FY25 People Trained Goal=Metric does not apply

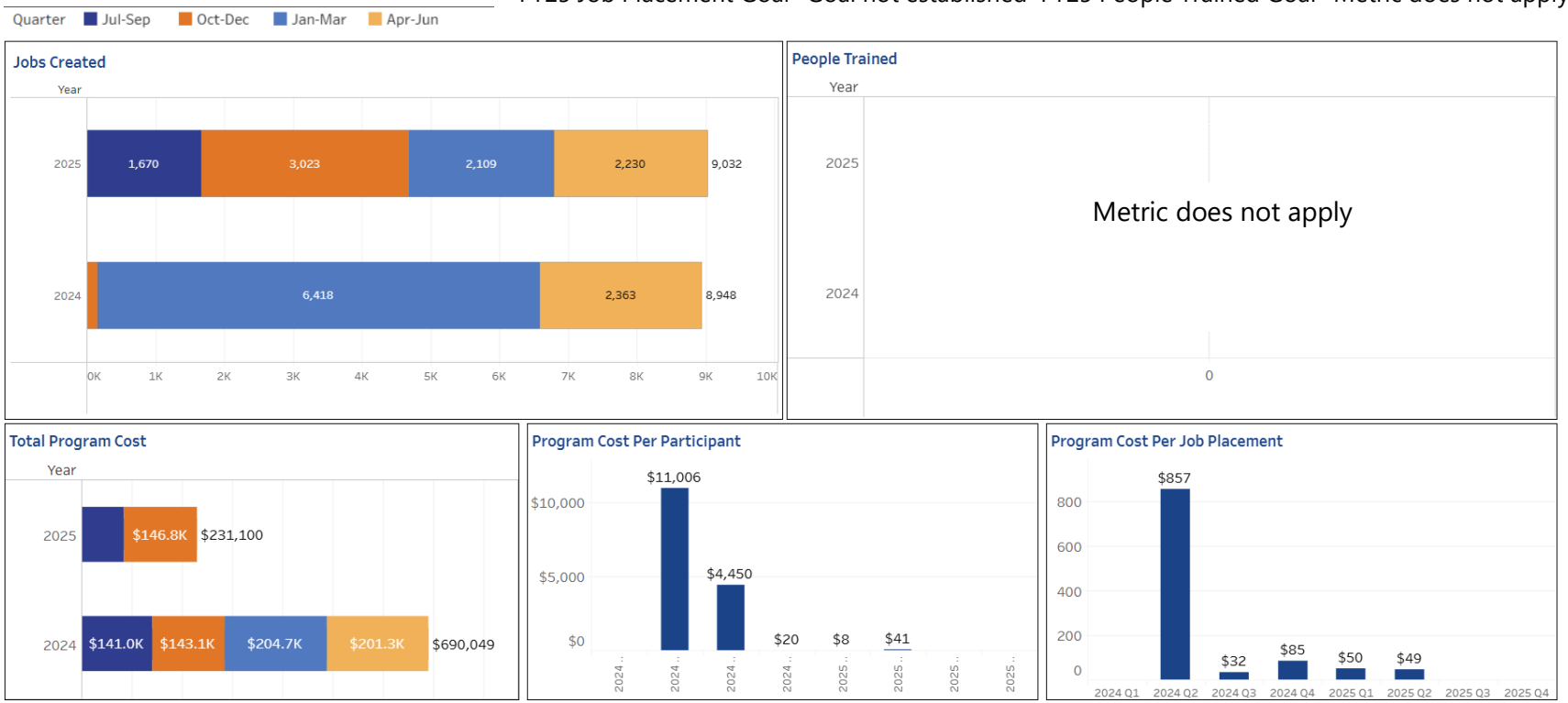


Virginia Works Foreign Labor Certification

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	Goal not established for foreign labor	Metric does not apply

Program Purpose	What to Know About the Data
The H-2A temporary agricultural program allows agricultural employers who anticipate a shortage of domestic workers to bring nonimmigrant foreign workers to the U.S. to perform agricultural labor or services of a temporary or seasonal nature. Employment is of a seasonal nature where it is tied to a certain time of year by an event or pattern, such as a short annual growing cycle, and requires labor levels above what is necessary for ongoing operations. Employment is of a temporary nature when the employer's need to fill the position with a temporary worker will, except in extraordinary circumstances, last no longer than 1 year.	This program is reporting the number of foreign labor agriculture workers requested as the job created number. This program does not track job retention or progressed wage growth because the jobs are temporary in nature. The program is tracking the additional metrics of percent of job orders completed (FY25 Q2 100%, Q3 100%, Q4 100%) and percent of housing inspections completed (FY25 Q2 100%, Q3 100%, Q4 100%). The following metrics are not applicable to this program: People Trained, Progressed Wage Growth, and Job Retention.

FY25 Job Placement Goal=Goal not established FY25 People Trained Goal=Metric does not apply



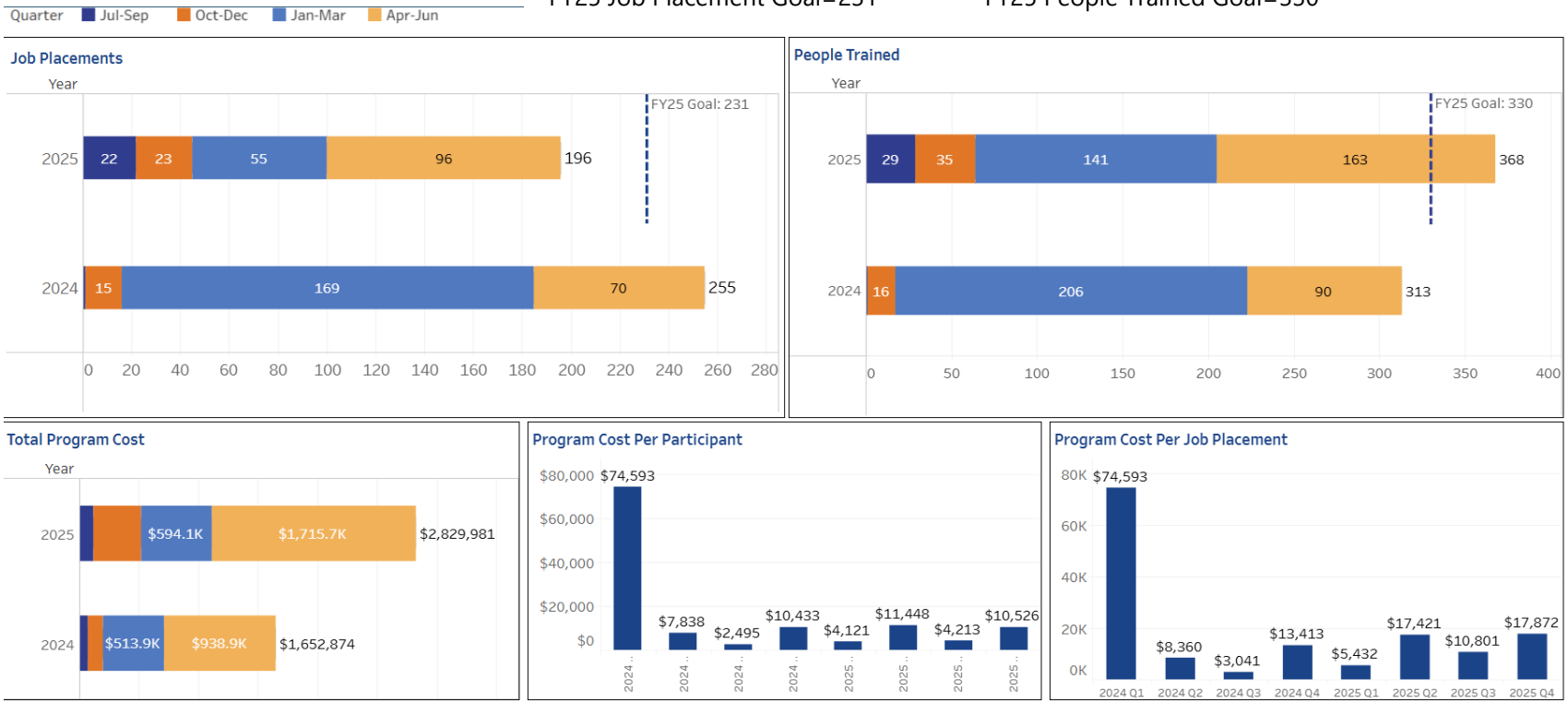
Virginia Works Hampton Roads Skilled Trades Rapid On-Ramp Network

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
67%	↙	★

Program Purpose	What to Know About the Data
The Hampton Roads Maritime Training System (HRMTS), led by the Hampton Roads Workforce Council (HRWC), is a regional coalition of businesses, training providers, educators, and community organizations working to strengthen the maritime talent pipeline across Southeastern Virginia and Northeastern North Carolina. Serving 27 localities and 1.9 million residents, HRWC coordinates maritime training to meet employer demand for over 11,000 positions in welding, pipefitting, ship fitting, machining, marine electrical, CDL, port logistics, and offshore wind. HRMTS supports the U.S. Navy's Maritime Industrial Base, regional shipbuilding and repair, and the broader maritime sector. Through strong partnerships, real-time labor market data, and coordinated training, HRMTS ensures critical national needs are met with a highly skilled workforce.	High program costs in FY2024 Q1 are due to program start up costs. Program exceeded goal for people trained in FY2025.

FY25 Job Placement Goal=231

FY25 People Trained Goal=330



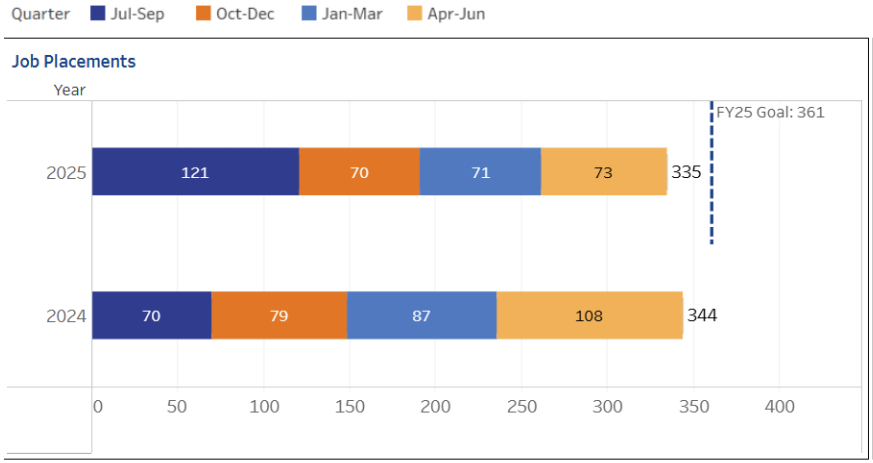
Virginia Works Jobs for Veterans

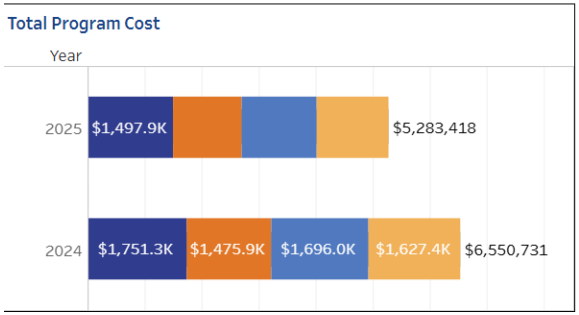
Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%		Metric does not apply

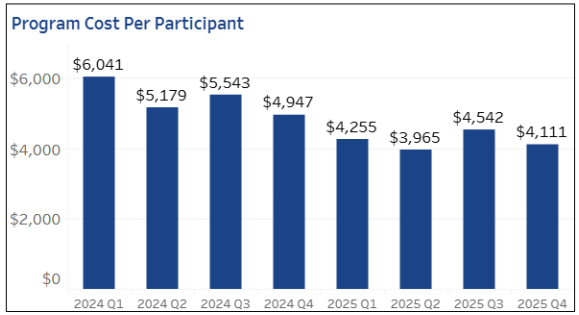
Program Purpose	What to Know About the Data
The Jobs for Veteran State Grant (JVSG) program provides formula grants to states and certain territories, enabling them to hire dedicated staff to provide individualized career and training-related services to eligible veterans and eligible persons with employment barriers and to assist employers in fulfilling their workforce needs with job-seeking veterans.	The "People Trained" metric is not applicable to the JVSG program as the program focuses on job placements.

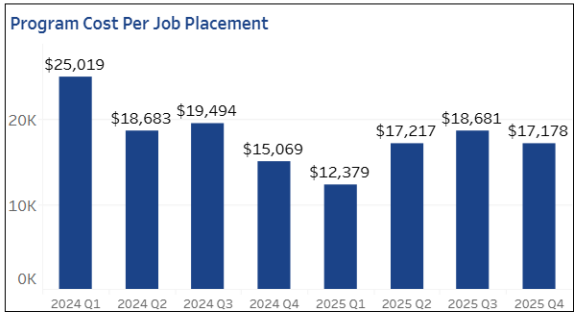
FY25 Job Placement Goal=361

FY25 People Trained Goal=Metric does not apply









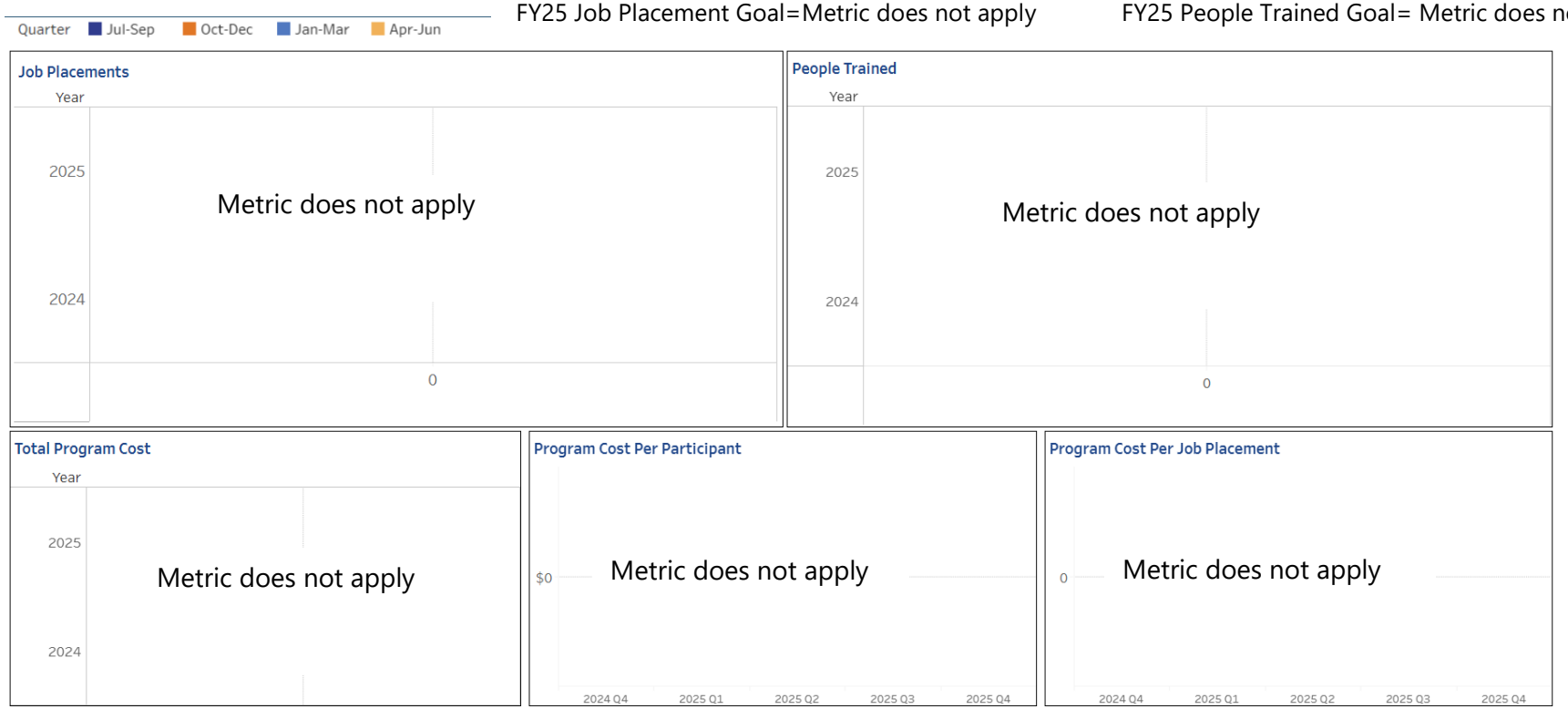
Virginia Works Migrant and Seasonal Farmworkers

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	Metric does not apply	Metric does not apply

Program Purpose	What to Know About the Data
The purpose of the Migrant and Seasonal Farmworkers (MSFWs)program is to explain the services available at the local American Job Centers (which includes the availability of referrals to training, supportive services, and career services, as well as specific employment opportunities), and other related services. The program provide MSFWs with information on the Employment Service and Employment-related Law Complaint System, information on the other organizations serving MSFWs in the area, and provides information on basic summary of farmworker rights, including farmworker rights with respect to the terms and conditions of employment.	The core metrics do not apply to this program. The program is tracking alternative metrics of number of outreach contacts made (FY2025 Q2-3,321, Q3-1,360, Q4-3,727). The following metrics are not applicable to this program: Job Placement, People Trained, Program Cost, Program Cost per Participant, Progressed Wage Growth, and Job Retention.

FY25 Job Placement Goal=Metric does not apply

FY25 People Trained Goal= Metric does not apply



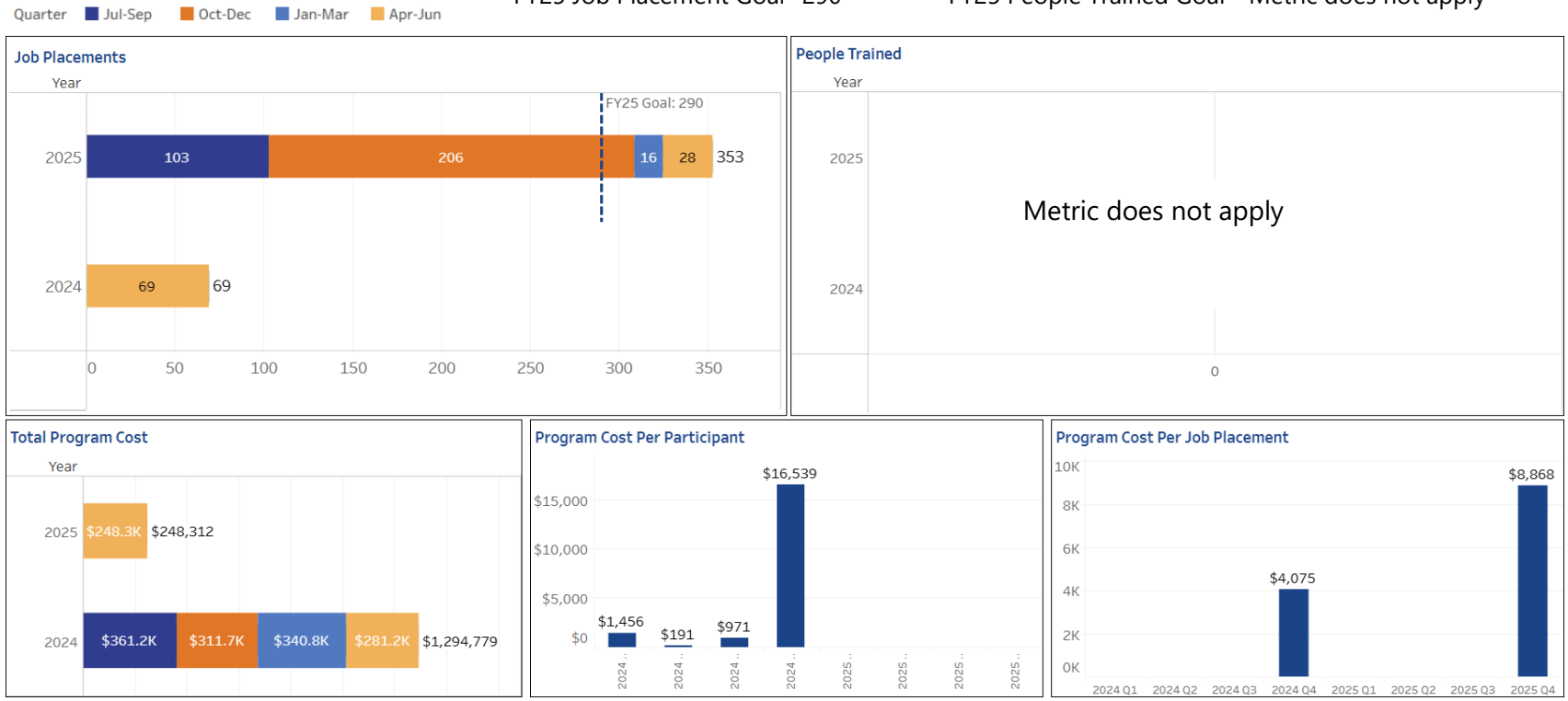
Virginia Works Rapid Response

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
71%	★	Metric does not apply

Program Purpose	What to Know About the Data
Virginia Rapid Response helps businesses and workers manage layoffs and closures with immediate, flexible support. Our teams connect employers and employees to the right resources—virtual or on-site—to reduce disruption and make workforce transitions smoother. Virginia Rapid Response Layoff Aversion works to prevent job losses by identifying risks early and providing solutions that help businesses stay strong and the economy grow.	The Rapid Response Program does not train individuals but serves as a referral to other programs that report training as part of their metric. This program is reporting additional alternative metrics of percent of Worker Adjustment and Retaining Notification Act (WARN) and Non-WARN Employers provided with services (FY2025 Q2-100%, Q3-100%, Q4-97%) and the number of unique businesses served (FY2025 Q2-21, Q3-67, Q4-56). The following metric is not applicable to this program: People Trained.

FY25 Job Placement Goal=290

FY25 People Trained Goal= Metric does not apply



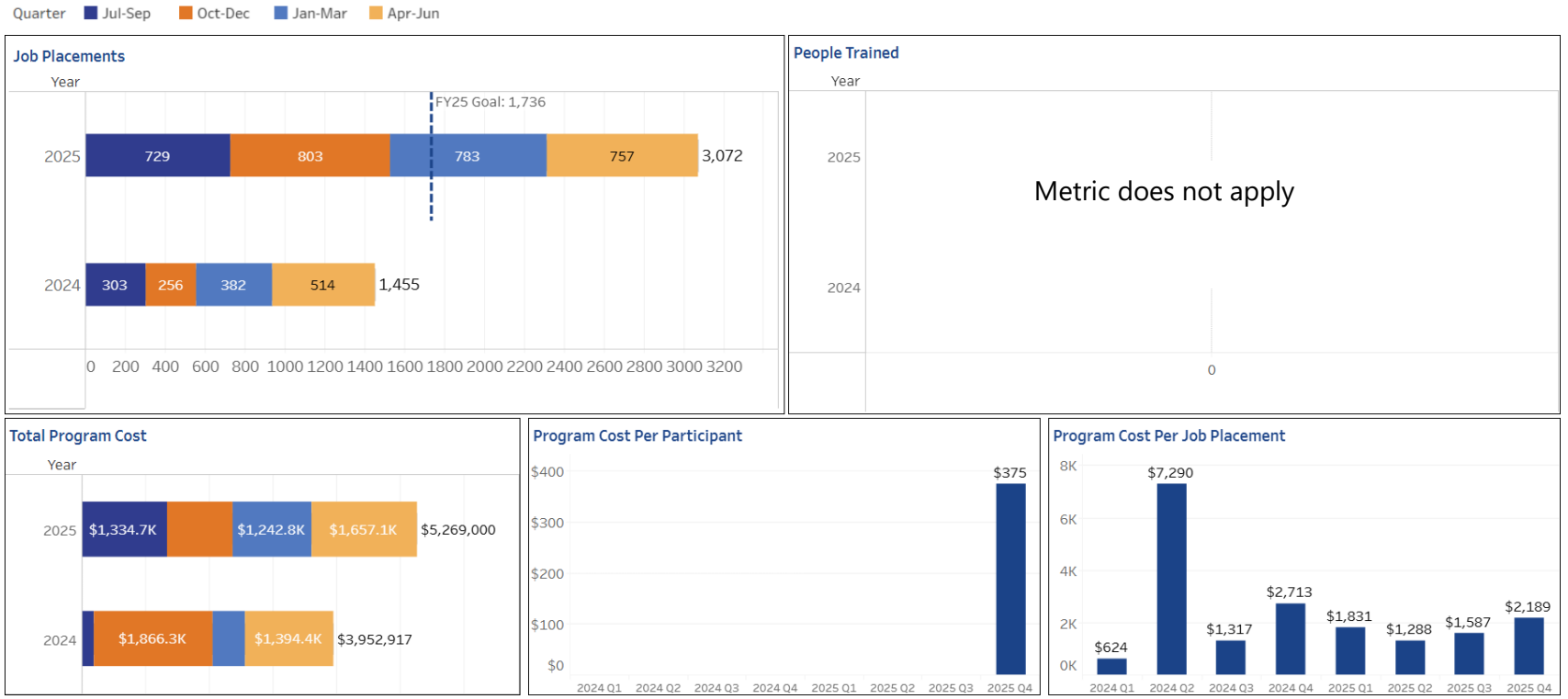
Virginia Works Reemployment Services and Eligibility Assessment

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
80%	★	Metric does not apply

Program Purpose	What to Know About the Data
Program provides targeted Unemployment Insurance (UI) claimants with timely, individualized, and evidence-based reemployment services that support their return to work while ensuring continued UI eligibility.	The people trained metric does not apply to this program.

FY25 Job Placement Goal=1,736

FY25 People Trained Goal= Metric does not apply



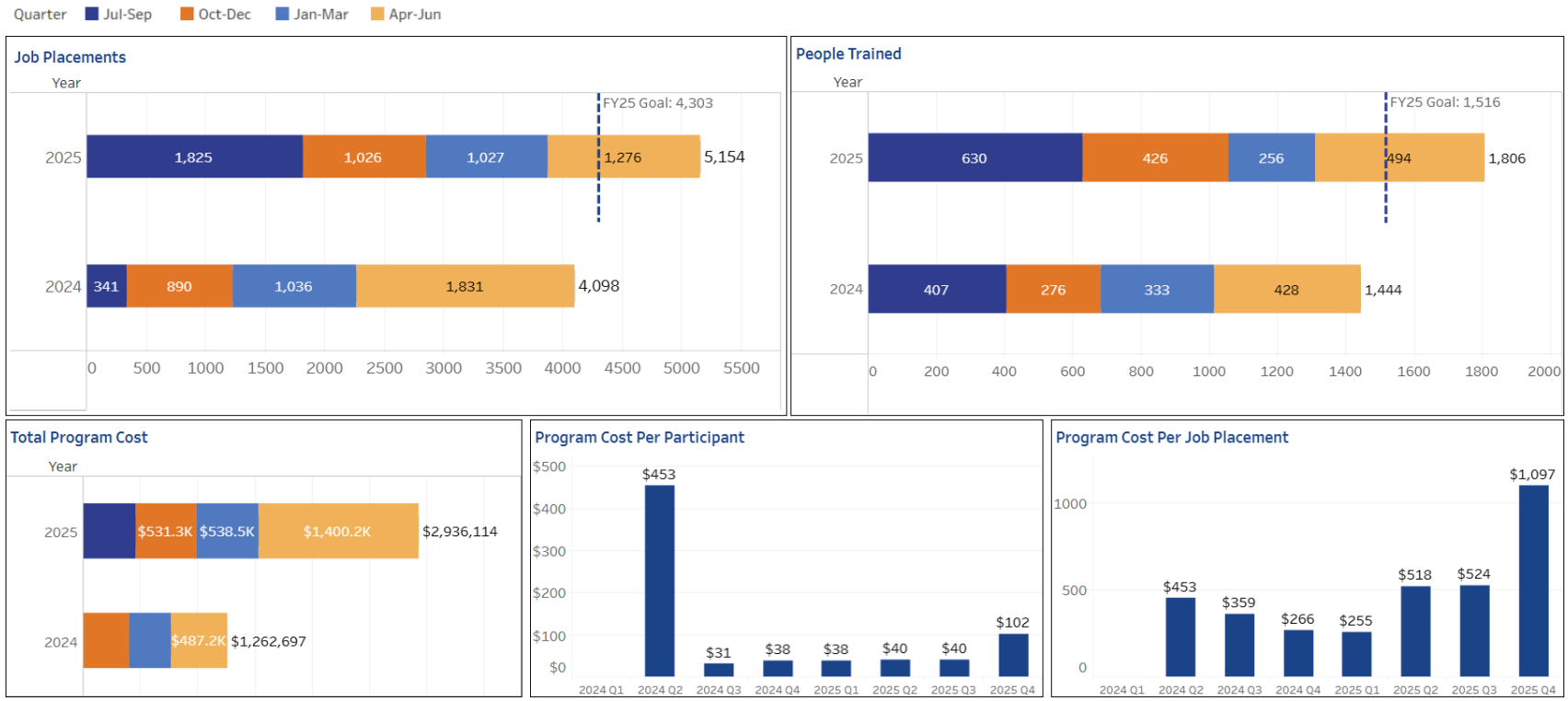
Virginia Works Registered Apprenticeship

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
83%	★	★

Program Purpose	What to Know About the Data
The purpose of a registered apprenticeship program is to provide a structured, high-quality pathway for individuals to learn a skilled trade or profession while earning wages. Unlike traditional training or education, registered apprenticeship combines paid on the job training with classroom instruction under the supervision of a skilled mentor.	Program exceeded both job placement and people trained goals for FY2025. Job placement is measuring the number of new apprentices. People Trained is measuring the number of individuals completing a registered apprenticeship.

FY25 Job Placement Goal=4,303

FY25 People Trained Goal=1,516



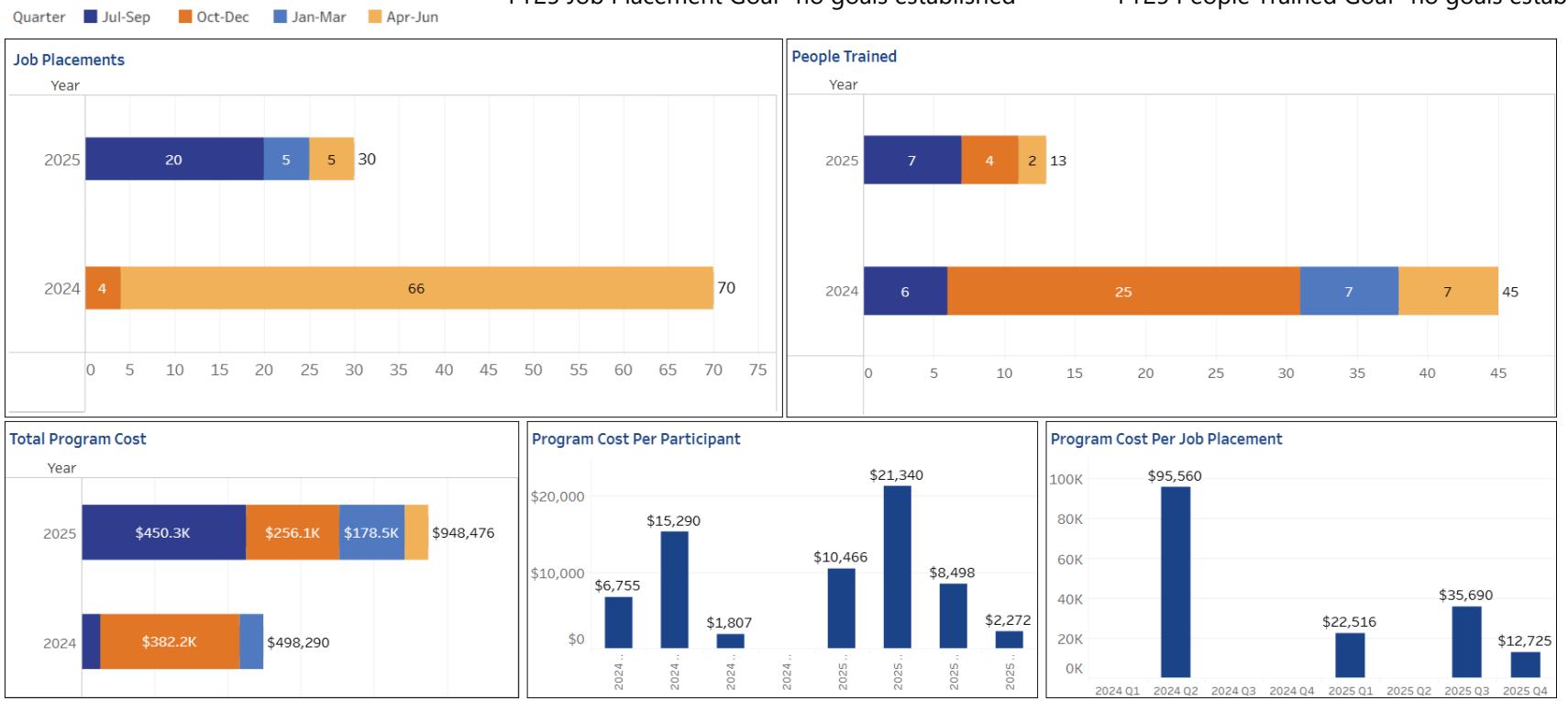
Virginia Works Trade Adjustment Assistance*

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	Program in sunset; no goals established	Program in sunset; no goals established

Program Purpose	What to Know About the Data
The Trade Adjustment Assistance (TAA) Program seeks to provide adversely affected workers with opportunities to obtain the skills, credentials, resources, and support necessary to (re)build skills for future jobs. Any member of a worker group certified by the Department may be eligible to receive the following benefits and services at a local American Job Center: training, employment and case management services, job search allowances, relocation allowances, and income support in the form of Trade Readjustment Allowances (TRA). Reemployment TAA (RTAA) provides wage supplements for reemployed older workers whose reemployment resulted in lower wages than those earned in their trade-affected employment, may also be available.	This program is in termination phase for all states per federal guidance.

FY25 Job Placement Goal=no goals established

FY25 People Trained Goal=no goals established

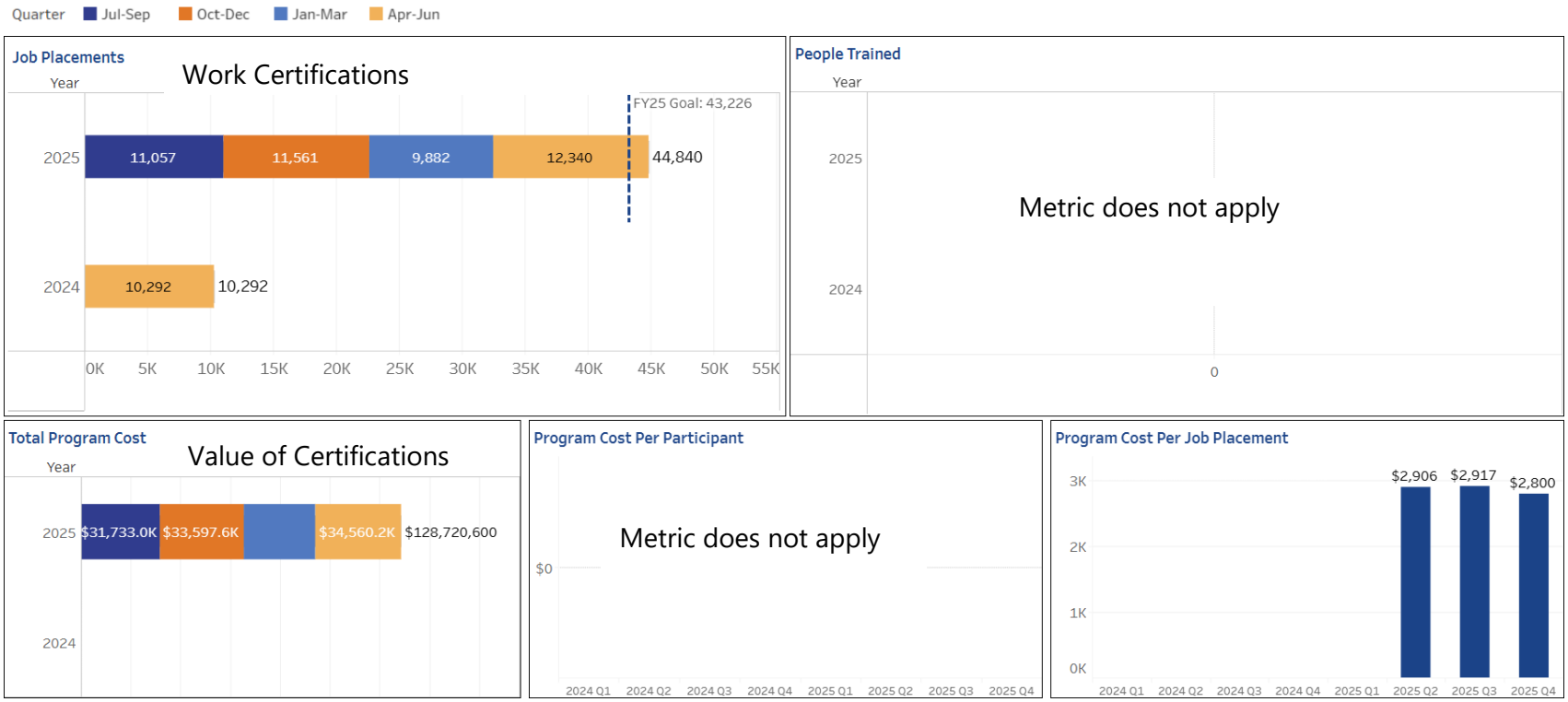


Virginia Works Work Opportunity Tax Credit

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	★ **Reporting number of certifications**	Metric does not apply

Program Purpose	What to Know About the Data
The program provides federal tax incentives to employers that hire from the ten WOTC categories who have faced significant barriers to employment.	The WOTC program focuses on providing tax credits, therefore, the information provided speaks to the number of certifications provided to employers along with the overall tax credit value.

FY25 Job Placement Goal=43,226 FY25 People Trained Goal=metric does not apply

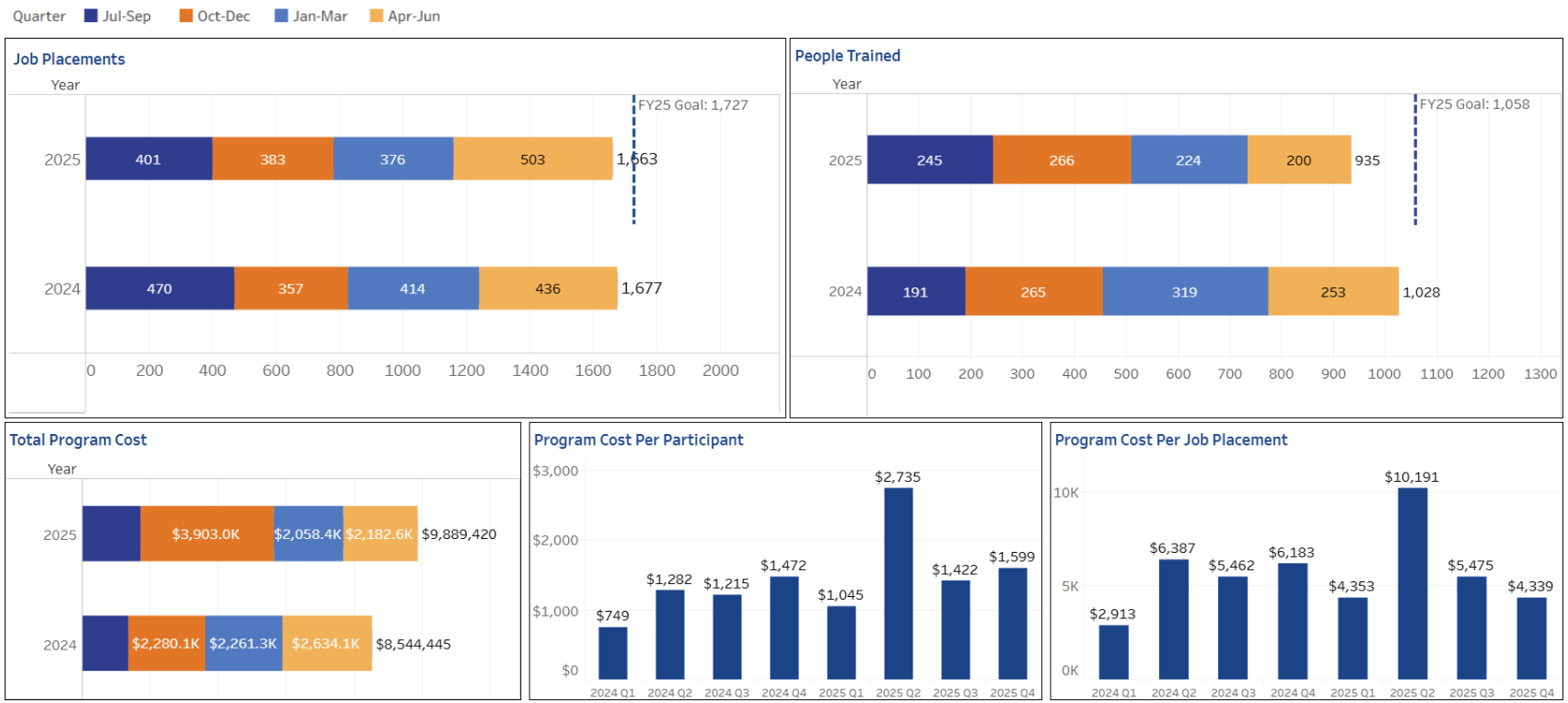


Virginia Works Workforce Innovation and Opportunity Act Adult

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%		

Program Purpose	What to Know About the Data
The Workforce Innovation and Opportunity Act (WIOA) offers an integrated and comprehensive range of services consisting of workforce development activities benefiting job seekers—adults, dislocated workers, youth, incumbent workers, new entrants to the workforce, veterans, individuals with disabilities—and employers.	Quarterly data is available and reported. Attempt to Submit metrics similar to Federal data points used to measure program performance. The following metric is not applicable to this program: People Trained.

FY25 Job Placement Goal=1,727 FY25 People Trained Goal=1,058

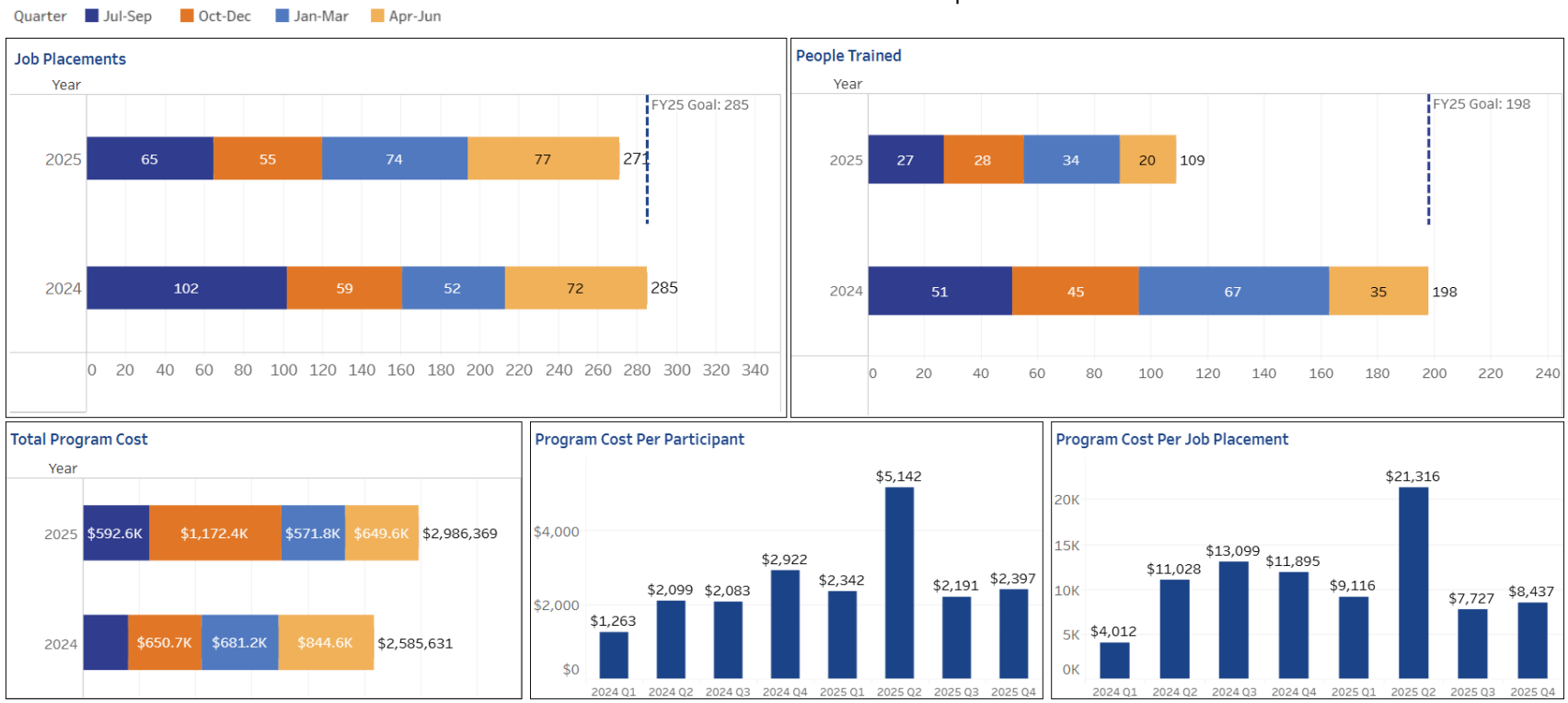


Virginia Works Workforce Innovation and Opportunity Act Dislocated Worker

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%		

Program Purpose	What to Know About the Data
The Workforce Innovation and Opportunity Act (WIOA) offers an integrated and comprehensive range of services consisting of workforce development activities benefiting job seekers—adults, dislocated workers, youth, incumbent workers, new entrants to the workforce, veterans, individuals with disabilities—and employers.	Quarterly date available and reported. Attempt to submit metrics similar to federal data points used to measure program performance.

FY25 Job Placement Goal=285 FY25 People Trained Goal=198

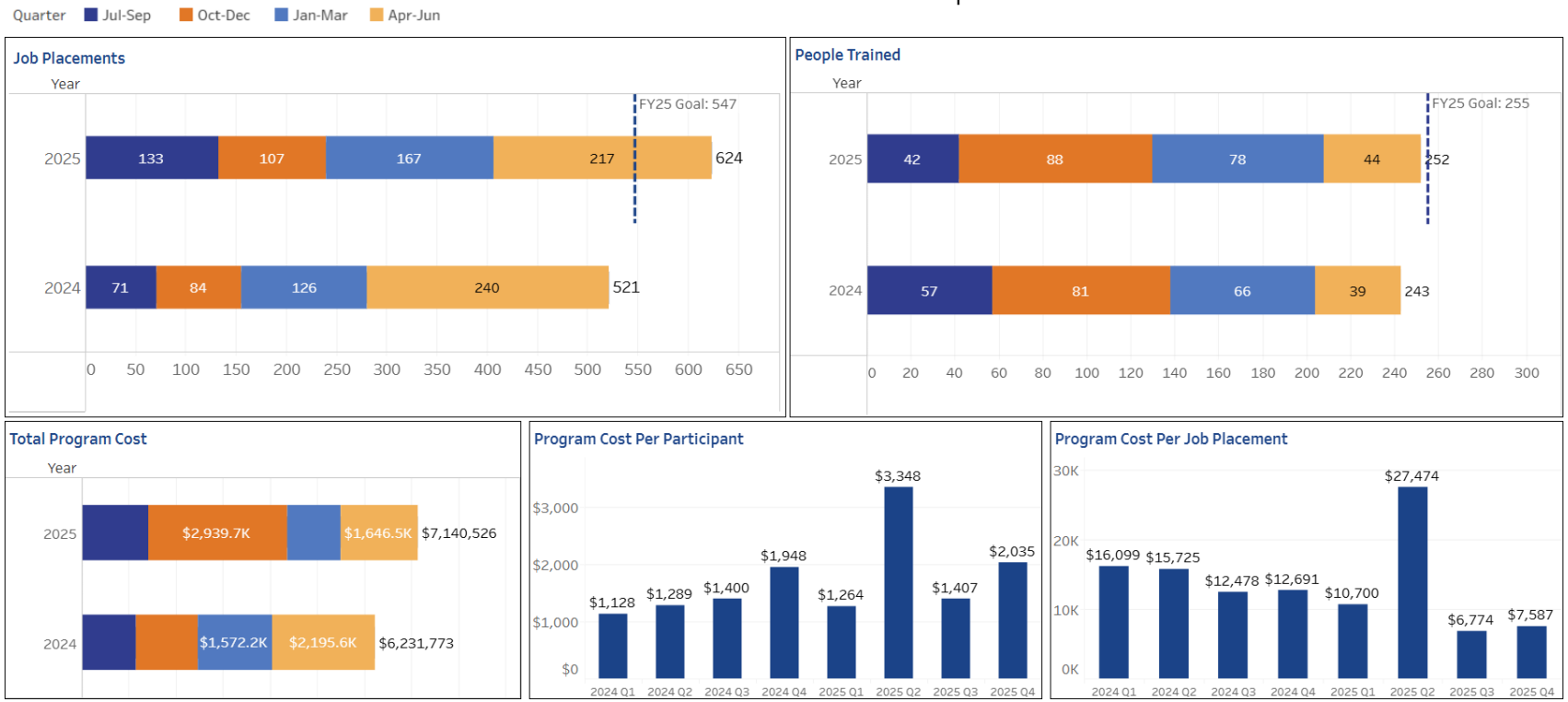


Virginia Works Workforce Innovation and Opportunity Act Youth

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
100%	★	↗

Program Purpose	What to Know About the Data
The Workforce Innovation and Opportunity Act (WIOA) offers an integrated and comprehensive range of services consisting of workforce development activities benefiting job seekers—adults, dislocated workers, youth, incumbent workers, new entrants to the workforce, veterans, individuals with disabilities—and employers.	Quarterly date available and reported. Attempt to submit metrics similar to federal data points used to measure program performance.

FY25 Job Placement Goal=547 FY25 People Trained Goal=255

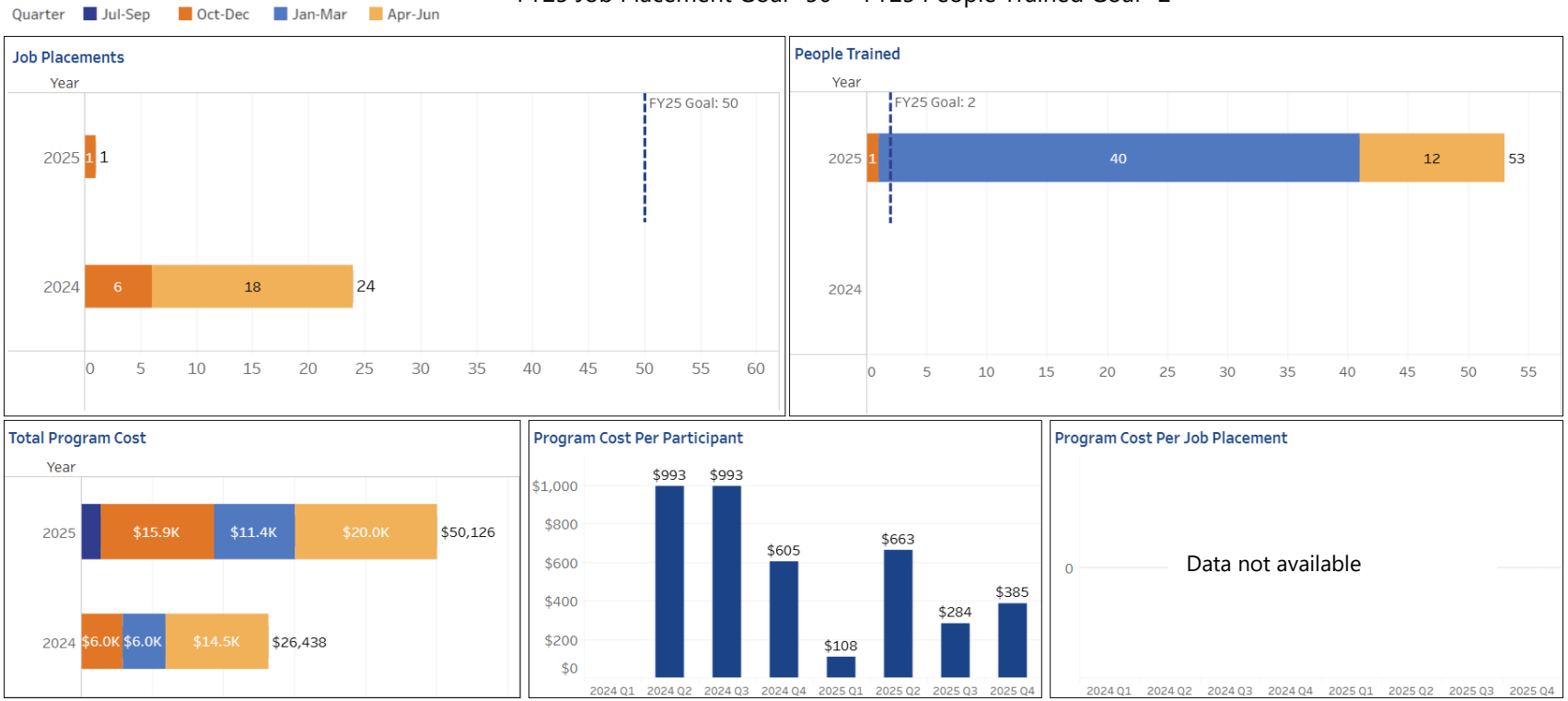


VMRC Waterman's Apprentice Program

Percent of Required Metrics Reported	Job Placement FY2025	People Trained FY2025
67%		

Program Purpose	What to Know About the Data
To empower individuals with the technical skills, hands-on experience, and individual guidance they need to thrive in a fulfilling career in the seafood industry and beyond. Produces knowledgeable and proficient watermen committed to preserving our marine resources, promoting responsible fishing practices, and bolstering the economic growth of our seafood community.	The program continues to work towards a definable program completion mark, more than someone completing the program on their own by obtaining commercial fishing licenses and the ability to operate without program assistance. This requires regulatory amendments to create Apprentice access into limited entry fisheries.

FY25 Job Placement Goal=50 FY25 People Trained Goal=2



Virginia Works (Virginia Department of Workforce Development and Advancement) is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

Language assistance services are available and free of charge. TTY: Virginia Relay 711