

**ODU Career Summit:
Bridging the Skills Gap**

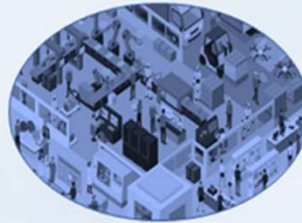
**Leveraging the Ecosystem
to Bridge the Gap**

**Whitney Lester
VP of Talent Development**

HAMPTONROADS
WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

HAMPTONROADS WORKFORCECOUNCIL

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



The Hampton Roads
Business Community

HAMPTONROADS WORKFORCECOUNCIL



Regional Education &
Training Providers



Job-Seekers,
Local & Otherwise

HAMPTONROADS WORKFORCECOUNCIL

Talent Alignment Study



THE GROWING DEFICIT OF



and how Hampton Roads
will reverse the trend

THE TALENT ENGINE

HAMPTONROADS
WORKFORCECOUNCIL



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

Talent Pipeline Management (TPM)

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STRATEGY 1: ORGANIZE EMPLOYER COLLABORATIVES

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



STRATEGY 2: ENGAGE IN DEMAND PLANNING

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



STRATEGY 3: COMMUNICATE COMPETENCY & CREDENTIAL REQUIREMENTS

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



STRATEGY 4: ANALYZE TALENT FLOWS

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



STRATEGY 5: BUILD TALENT SUPPLY CHAINS

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



STRATEGY 6: CONTINUOUS IMPROVEMENT

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



**HRWC Talent Pipeline Management Team
Employer Collaborative**

- AIT
- Amp United
- Auxiliary Systems
- AMVAC LLC
- BAE Systems
- Bay Metal & Fabrication
- Collins Machine
- Colonna's Shipyard
- East Coast Repair
- Fairlead Integrated
- General Dynamics NASSCO
- GDIT
- HII - Newport News Shipbuilding
- Lyon Shipyard
- Norfolk Naval Shipyard
- Oceaneering International
- Prism Maritime
- QED Systems

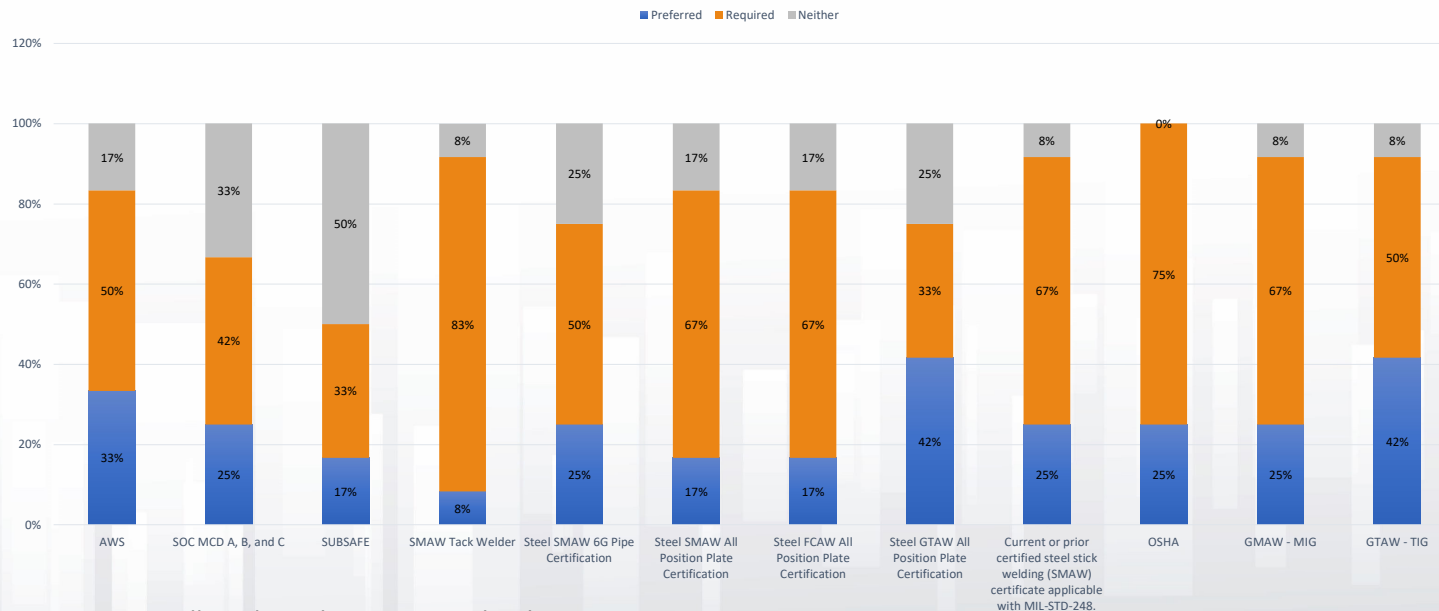
We estimate that these 18 businesses comprise roughly 80% of the jobs needed in the regional maritime industry. We expect to add additional industry demand in the future from as much of the remaining 20% as possible.



HRWC Talent Pipeline Management Team Training Provider Collaborative

- Advanced Technology Institute (ATI)
- Aviation Institute of Maintenance
- Bridging Communities Regional Career and Technical Center
- Brightpoint Community College
- Camp Community College
- Centura College
- Chesapeake Career Center
- Chesterfield Career and Technical Center
- College of the Albemarle
- Eastern Shore Community College
- Halifax Community College
- Hampton Public High Schools Maritime Academy
- Hampton Public High Schools Engineering and Robotics Academy
- Isle of Wight Public High Schools (CTE)
- KITCO Fiber Optics
- kSaria Fiber Optics
- Maritime Institute (Norfolk)
- Martin Community College
- New Horizons Regional Education Center
- Norfolk Public Schools – Norfolk Technical Center
- Northern Neck Technical Center
- Old Dominion University
- QED Systems Training Center
- Hampton Roads Regional Training Providers Continued
- Rappahannock Community College
- Reynolds Community College
- Richmond Technical Center (K-12)
- Roanoke-Chowan Community College
- Rowanty Technical Center
- Southampton Career Technical Center
- Suffolk Public Schools – College and Career Academy at Pruden
- Tidewater Community College
- Tidewater Tech
- Virginia Beach Technical and Career Education Center
- Virginia Peninsula Community College
- Virginia Technical Academy
- Virginia Ship Repair Association (Marine Trades Training sponsor)

Welding- Senior Level Industry Credential Requirements



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



- OSHA and SMAW Tack Welder are important credentials

MARITIME SUPPLY & DEMAND

Capacity vs. Demand 2024

Maritime-Specific Training								
Current State - Supply vs Demand	Welder	Shipfitter	Pipefitter	Marine Electrician	Inside Machinist	Outside Machinist	Coatings	NDT
Specific Maritime Training Capacity by Trade	1067	202	136	169	30	281	168	0
Annual Collaborative Demand (~80%)	1014	761	647	394	219	602	442	110
Estimated Regional Demand	1268	951	809	493	274	753	553	138
Estimated Regional Deficit/Surplus	-201	-749	-673	-324	-244	-472	-385	-138

Capacity vs. Demand 2025

Maritime-Specific Training								
2025 - Supply vs Demand	Welder	Shipfitter	Pipefitter	Marine Electrician	Inside Machinist	Outside Machinist	Coatings	NDT
Specific Maritime Training Capacity by Trade	1153	232	166	289	30	481	228	0
Annual Collaborative Demand (~80%)	1014	761	647	394	219	602	442	110
Estimated Regional Demand	1268	951	809	493	274	753	553	138
Estimated Regional Deficit/Surplus	-115	-719	-643	-204	-244	-272	-325	-138



2024 RMTS Training Data

2024								
	Welding	Coatings	Electrical	Inside Machinist	Pipefitting	Outside Machinist	Shipfitting	TOTAL
Enrollments	2619	217	866	30	60	312	158	4262
Completions	2360	205	828	27	57	302	149	3928
Percentage	90%	94%	96%	90%	95%	97%	94%	94%



HAMPTONROADS WORKFORCECOUNCIL

ONE REGION. ONE WORKFORCE. ONE ECONOMY.



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

Hampton Roads ~ Eastern Shore ~ NE North Carolina





REGIONAL MARITIME TRAINING SYSTEM



Maritime Investments Garnered by HRWC

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

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

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

\$2.5M - Norfolk Strong / City of Norfolk

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

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

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

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

\$43M+ - Maritime Industrial Base / US Department of Defense

TOTAL TO DATE - \$73.0M



+ Hampton Roads Workforce Council



HAMPTON ROADS PARTNERSHIP FOR HEALTH SCIENCES

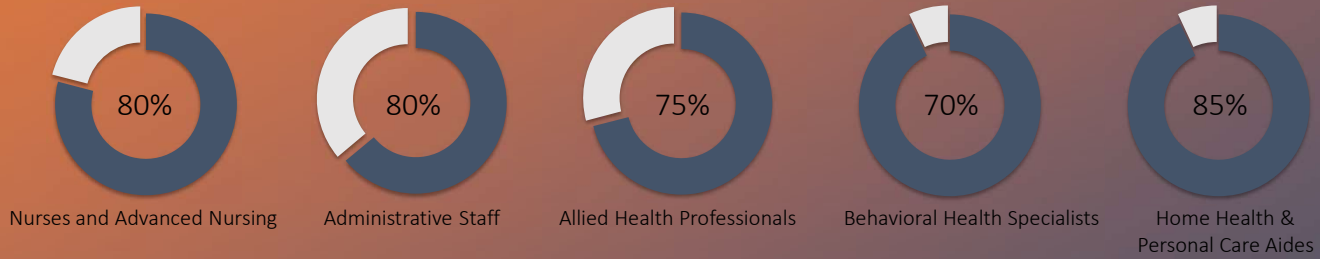
PRESENTATION

Collaborating for a Healthier Hampton Roads: Building
Tomorrow's Healthcare Workforce Today

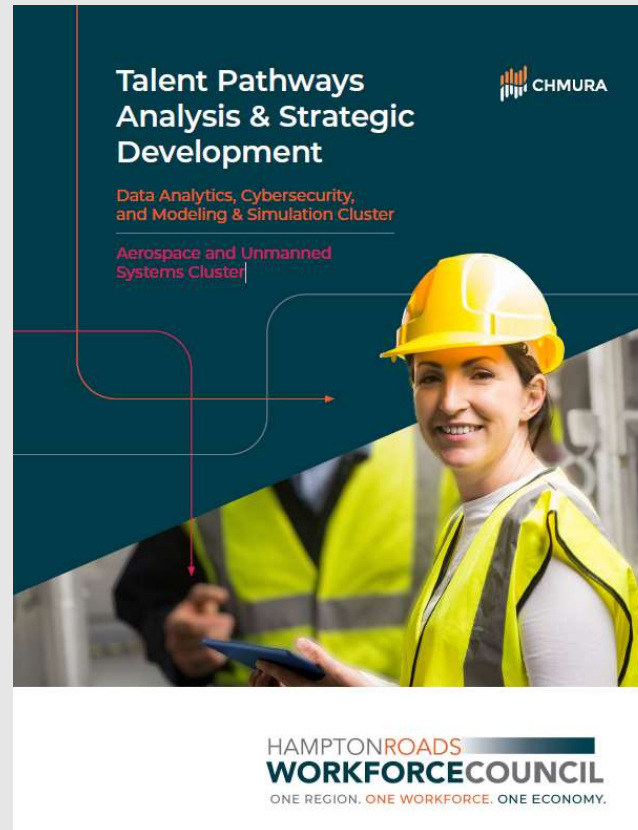


THE MARKET

HEALTHCARE SEGMENTATION



Services	Vacancy In Region	Placement Goal	1 YR Candidate Target	Projected Placements
Nurses and Advanced Nurses	3200	80%	1000	800
Administrative Staff	900	80%	600	480
Allied Health Professionals	1200	75%	750	563
Behavioral Health Specialist	600	70%	500	350
Home Health & Personal Care Aides	3000	85%	1200	1020

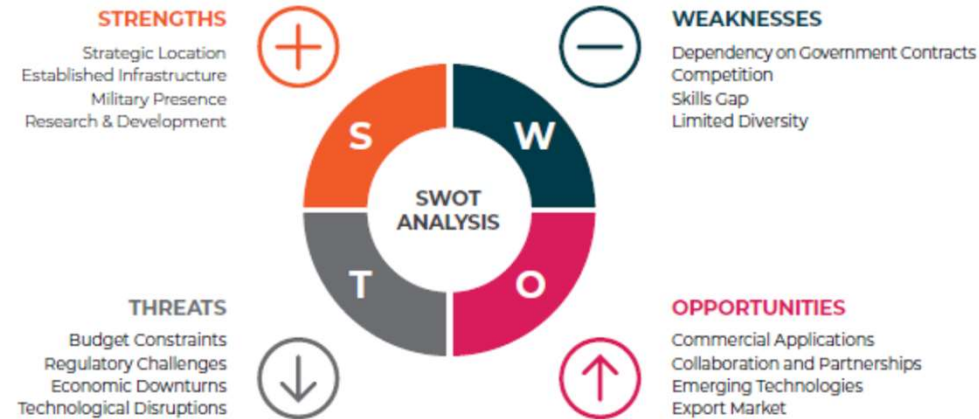


[https://www.theworkforcecouncil.org/
HRWC-Talent-Pathways-Report](https://www.theworkforcecouncil.org/HRWC-Talent-Pathways-Report)

Tech Talent Pathways Report: Takeaways

Figure 4.3

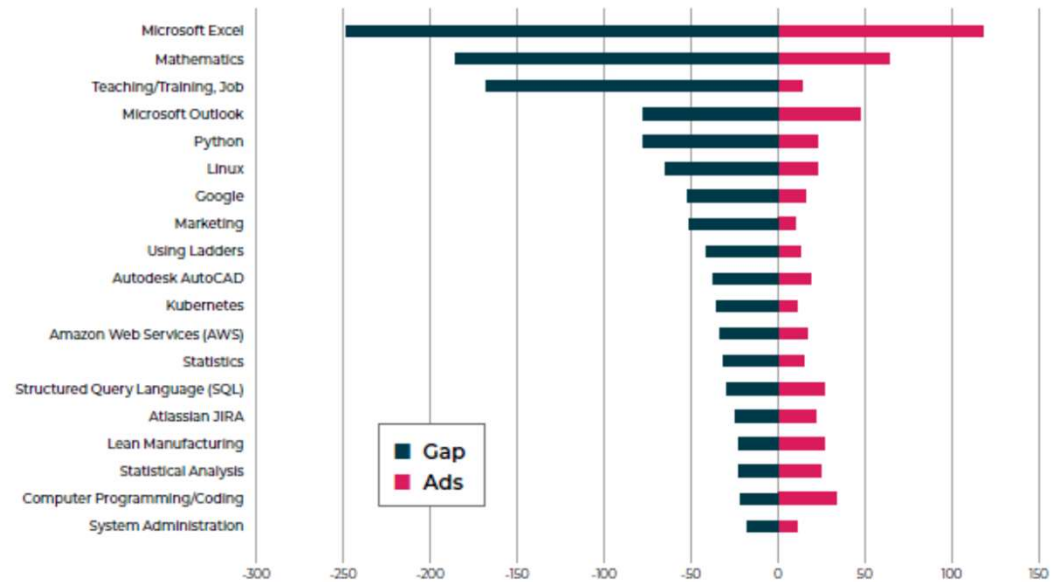
Military Presence Serves as a Strength for the Workforce and a Threat to Diversifying the Regional Economy



Tech Talent Pathways Report: Takeaways

Figure 4.6

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



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

Thank You

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HRWC

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