

# 2014-16 Strategic Plan

## Virginia Employment Commission [182]

### Mission

The Virginia Employment Commission delivers and coordinates workforce services, including job placement, temporary income support, workforce information, and transition services.

### Vision

Virginia Employment Commission: Virginia's first choice for Workforce Services

### Values

### Finance

#### Financial Overview

Agency Financial Resources Summary:

The Virginia Employment Commission is normally funded by United States Department of Labor administrative and benefit grants, and by the Unemployment Trust Fund. Most non-general funds are appropriated for unemployment benefits.

#### Biennial Budget

	2015 General Fund	2015 Nongeneral Fund	2016 General Fund	2016 Nongeneral Fund
Initial Appropriation for the Biennium	0	596,236,360	0	609,255,694
Changes to Initial Appropriation	0	8,000,000	0	0

*(Changes to Initial Appropriation will be 0 when the plan is created. They will change when the plan is updated mid-biennium.)*

### Customers

#### Anticipated Changes to Customer Base

#### Current Customer List

Predefined Group	User Defined Group	Number Served Annually	Potential Number of Annual Customers	Projected Customer Trend
Employer/ Business Owner	Employer	200,000	200,000	Stable
Unemployed	Job Seekers	2,377,140	4,000,000	Stable
Unemployed	Trade Act Training Participants	1,000	2,000	Stable
Unemployed	Unemployed Workers	260,000	400,000	Stable
Veteran	Veterans Program Participants	11,000	0	Stable

### Partners

Name	Description
U. S. Department of Labor	USDOL provides funding and program guidance to VEC. VEC provides state and local labor market information to USDOL.
Virginia Workforce Council	The Commissioner of the VEC is a standing member of the VWC. The VWC oversees workforce development services in the Commonwealth.
Workforce Investment Act One-Stop Centers	
Local Workforce Investment Boards	VEC and local WIBs work together to provide services to unemployed workers in specific areas.

Partners in the Virginia Workforce Network	Workforce Investment Act (WIA) partners, which include, but are not limited to:· Virginia Department of Rehabilitative Services · Virginia Department of Social Services · Virginia Community College System
Virginia Community College System	Virginia Community College System is a mandatory one-stop partner, and is the WIA grant recipient for Virginia. VEC refers trade-impacted and other clients to VCCS training programs.
Migrant and Seasonal Farmworker Advisory Board	VEC works with MSFW advisory boards to ensure that federal standards for safe working and housing condition standards are met.
Executive Branch	Governor, Secretary of Commerce and Trade, Governor's Office for Workforce Development
Legislature	VA General Assembly
State and Local Government Entities	VEC supplies current labor market information and assists in responding to mass layoffs and plant closings in local areas.
Internal Revenue Service	VEC partners with IRS to recoup UI overpayments, and to administer programs that provide services to targeted groups of workers.
Business organizations, such as Chambers of Commerce. and others	VEC supplies information about VEC programs and services to existing, new, and prospective employers.
Employer Advisory Committees (EACs)	VEC provides information to meet the needs of employers, both for local and statewide advisory committees.
Veterans Employment and Training Services for Virginia (VETS)	
Voluntary local and state partners in workforce development.	Examples of voluntary partners include, but are not limited to:· Faith-based organizations· Economic development agencies and organizations· Veterans organizations, such as VFW, American Legion, DVA, and others

## Agency Goals

- **Meet or exceed United States Department of Labor performance measure targets for all service area programs.**

### Summary and Alignment

#### Associated State Goal

Economy: Be a national leader in the preservation and enhancement of our economy.

#### Associated Societal Indicator

Unemployment

#### Objectives

- » **Compute and release to the public the statewide unemployment rate and the rates for all Virginia cities and counties, according to the schedule established by USDOL.**

#### Description

Information about employment, jobs, and workers is an essential component of the VEC's mission to promote economic growth and stability by providing workforce information. Timely and accurate labor market information is critical for workforce policy development and planning, program evaluation, and economic development, and is vital to support the development and implementation of a state workforce system. The VEC produces this information in cooperation with the Bureau of Labor Statistics and other federal agencies.

#### Objective Strategies

- Stay informed of Bureau of Labor Statistics (BLS) requirements and deadlines. • Communicate with the regional BLS office on a regular basis to ensure efficient operations. • Keep technology and systems up-to-date and functioning. • Recruit, retain, and assign qualified staff to perform and complete tasks in timely and accurate manner.

#### Measures

- ◆ Percentage of time the statewide unemployment rate is released in accordance with the schedule established by the U. S. Department of Labor (DOL)

- » **Meet or exceed the United States Department of Labor (DOL) standard of 87 percent for first payments of unemployment insurance benefits made within 14 days of the first compensable week.**

#### Description

Created by the Social Security Act of 1935, the unemployment insurance system is administered by each state, the District of Columbia, Puerto Rico, and the Virgin Islands with oversight by the U.S. Department of Labor. Federal law provides the guidelines, but the 53 jurisdictions determine many requirements related to eligibility and benefit levels. Alleviating hardship, the system's primary aim, is accomplished by partly replacing the lost wages in a timely and efficient manner for unemployed individuals who have a demonstrated attachment to the workforce.

### Objective Strategies

• Reevaluate business processes for feasibility of additional refinements to facilitate more timely process flow. • Examine additional utilization of available technology in the delivery of Unemployment Insurance Services. • Educate all Workforce Services Division staff of central office, local office, and customer contact centers on performance standards and related requirements. • Recruit, retain, and assign qualified staff to deliver quality customer services based on defined performance standards.

#### Measures

- ◆ Percent of first-time unemployment insurance (UI) payments made on time

## • Contribute to the development and implementation of the state workforce system.

### Summary and Alignment

A well-prepared, skilled, and available workforce is among the most critical factors in economic growth. By developing a seamless and integrated workforce development system, the VEC will utilize and leverage its resources to provide a single point of entry for employers, workers and job seekers. The workforce development system will eliminate duplication of services, enhance participation, accommodate the demand needs of employers and improve customer satisfaction.

### Associated State Goal

Economy: Be a national leader in the preservation and enhancement of our economy.

### Associated Societal Indicator

Unemployment

### Objectives

- » **Match citizen job seekers and workers with the jobs available and in demand in the employer community by providing a well-trained workforce through the collaborative efforts of a state workforce system.**

#### Description

Measure and report the number of unemployed job seekers at the time of registration with VEC who successfully find new employment after receiving job placement services from the VEC. This objective demonstrates the result of the efforts to provide assistance in obtaining and retaining employment by job seekers, and in assisting employers in finding qualified workers for their job vacancies. This objective also aligns with the second of the eight stated long-term objectives for Virginia: Be a national leader in the preservation and enhancement of our economy.

### Objective Strategies

• Educate all Workforce Services Division staff of central office and local office functions. Promote VEC and partner services, and educate business and local officials of workforce services. • Promote workforce and economic development collaboration to develop and identify job placement and job referral opportunities for job seekers and employers, respectively. • Establish system strategy for better resource utilization in provision of services to job seekers and employers. • Recruit, retain,

#### Measures

- ◆ Percentage rate of job seekers who enter employment after receiving services from the agency.

## • Develop a high performance and customer focused agency workforce.

### Summary and Alignment

Current and projected reductions in federal administrative grants puts will require restructuring and reorganization to meet workforce system program demands. Program and technical knowledge transfer is a key component to becoming a “learning organization” where information and knowledge are freely shared to sustain and enhance VEC service areas, while concurrently supporting personal career development.

Our challenge will be to place the right people, with the right skills, at the right place, and at the right time to provide services to customers and to help preserve and enhance the economy throughout the Commonwealth.

### Associated State Goal

Economy: Be a national leader in the preservation and enhancement of our economy.

### Associated Societal Indicator

Unemployment

### Objectives

- » **Match citizen job seekers and workers with the jobs available and in demand in the employer community by providing a well-trained workforce through the collaborative efforts of a state workforce system.**

*Description*

Measure and report the number of unemployed job seekers at the time of registration with VEC who successfully find new employment after receiving job placement services from the VEC. This objective demonstrates the result of the efforts to provide assistance in obtaining and retaining employment by job seekers, and in assisting employers in finding qualified workers for their job vacancies. This objective also aligns with the second of the eight stated long-term objectives for Virginia: Be a national leader in the preservation and enhancement of our economy.

*Objective Strategies*

- Educate all Workforce Services Division staff of central office and local office functions. Promote VEC and partner services, and educate business and local officials of workforce services.
- Promote workforce and economic development collaboration to develop and identify job placement and job referral opportunities for job seekers and employers, respectively.
- Establish system strategy for better resource utilization in provision of services to job seekers and employers.
- Recruit, retain

*Measures*

- ◆ Percentage rate of job seekers who enter employment after receiving services from the agency.

- » **Ensure that resources are used efficiently and programs are managed effectively, and in a manner consistent with applicable state and federal requirements in the following agency administrative areas: • Human Resource Management • Government Programs**

*Description*

[Nothing Entered]

*Objective Strategies*

[Nothing Entered]

*Measures*

- **Strengthen and expand the agency's internal and external communications.**

**Summary and Alignment**

By developing a comprehensive agency communication plan that includes multiple methods for dissemination and reception of information, the Virginia Employment Commission (VEC) will more effectively partner with its various stakeholders. Additionally, by employing a dynamic and diverse external communications strategy, the VEC will increase the awareness, confidence, and engagement of stakeholders in the workforce development system.

The communications strategies will align with and support the Commonwealth's vision for the future and the VEC's Strategic Plan. Our commitment is to use the vision, mission and values, to drive and implement business decisions and to align employees' work to our vision.

VEC will publicize performance measures and monitor progress to hold individuals, teams, divisions, and the agency accountable for results. In doing so, we will better inform citizens and engage with them to ensure we serve their interests.

**Associated State Goal**

Public Interest: Engage and inform citizens to ensure we serve their interests.

**Objectives**

- » **Ensure that resources are used efficiently and programs are managed effectively, and in a manner consistent with applicable state and federal requirements in the following agency administrative areas: • Human Resource Management • Government Programs**

*Description*

[Nothing Entered]

*Objective Strategies*

[Nothing Entered]

*Measures*

- **Create efficient and aligned business processes and delivery systems.**

**Summary and Alignment**

By evaluating and redesigning its service delivery systems to embrace innovative solutions and incorporate proven best practices, the Virginia Employment Commission will be positioned to effectively respond to the increasing demands for workforce services.

Meeting these demands is critical to satisfying the needs of Virginia's employers while preparing workers to fully and productively participate in the 21st Century workforce. Leveraging available technologies and implementing recognized best practices will permit the Commonwealth to more efficiently allocate its resources while continuing to meet or exceed performance measures and customer expectations.

#### Associated State Goal

Government and Citizens: Be recognized as the best-managed state in the nation.

#### Associated Societal Indicator

Government Operations

#### Objectives

- » **Ensure that resources are used efficiently and programs are managed effectively, and in a manner consistent with applicable state and federal requirements in the following agency administrative areas: • Human Resource Management • Government Programs**

##### Description

[Nothing Entered]

##### Objective Strategies

[Nothing Entered]

##### Measures

## Major Products and Services

The VEC provides strategic business services to employers and job seekers, who have universal access to workforce services that assist in both securing and retaining employment or in finding qualified workers to fill jobs.

The Virginia Employment Commission provides a number of strategic business services through Labor Market Information (LMI). The VEC provides LMI as a product that is available to the general public, Governor, Virginia Board of Workforce Development, Local Workforce Development Boards, State Agencies, United States Department of Labor (USDOL), and other governmental entities.

The Virginia Workforce Connection (VWC) is a workforce information system that integrates the Workforce Innovation and Opportunity Act (WIOA) and Labor Market Information programs into a single unified system that is customer-focused with data collection as a by-product of service delivery. This system contains operational data used by the workforce system, such as job orders, case notes, jobseekers, employers, program information, and labor market information.

The Virginia Workforce Connection maintains current workforce information. By sharing data, a citizen or employer need register only once within the workforce system to receive services via any one-stop center, the Internet, or the VEC's Customer Contact Centers.

VEC, as a lead partner in the state workforce system, administers the following workforce programs:

- Unemployment Insurance (UI) Services
- Employment Services (JS)
- Reemployment Services Orientation program and Reemployment Services and Eligibility Assessment (RESEA) program for UI claimants
- Disabled Veterans Outreach Program and Local Veterans Employment Representative programs
- Trade Adjustment Assistance program
- Work Opportunity Tax Credit (WOTC) program
- Migrant and Seasonal Farm Workers and Foreign Labor Certification Program

The Virginia Workforce Connection provides a search capability for statewide listings of job openings and is accessible from our resource rooms located in VEC local offices and via the Internet. All other VEC sponsored web accessible information systems are available on the VEC website.

- Employers have access to the state's largest pool of qualified workers, job seekers and business-related services to support their workforce and economic development needs.
- Job seekers have universal access to services designed to prepare them for job search, job advancement, and/or career change. Veterans of military service who are seeking employment receive priority of services.
- VEC provides Trade Program participants and veterans with career services and Unemployment Insurance services; and referrals to

services of other partner agencies in the One Stop system. Eligible Trade Program participants may receive training to develop in-demand employment skills.

- VEC conducts outreach to veterans with the purpose of locating candidates who could benefit from intensive services and markets these services to potential clients.

The Economic Information Services (EIS) Division provides a number of products and services such as:

- Local Area Unemployment Statistics
- Covered Employment and Wages
- Current Employment Statistics
- Occupational Employment Statistics and Wages
- Mass Layoff Statistics

## Performance Highlights

VEC performance measures are tied to its mission and strategic goals and objectives.

VEC provides services in three service areas:

- Employment Services
- Unemployment Insurance Services
- Economic Information Services.

Performance in the three service areas supports the agency's strategic plan goals:

- Contribute to the development and implementation of the state workforce system
- Develop a high performance and customer focused agency workforce
- Strengthen and expand the agency's internal and external communications
- Create efficient and aligned business processes and service delivery systems

## Staffing

Authorized Maximum Employment Level (MEL)	865
Salaried Employees	727
Wage Employees	285
Contracted Employees	57

## Key Risk Factors

Expected reductions in federal funding from Wagner-Peyser/Job Services, Unemployment Insurance, and Labor Market Information will impact program operations. Such reductions could result in curtailed customer services in each of these program areas.

A downturn in the current economic conditions could result in increased workloads for agency personnel.

## Management Discussion

### General Information About Ongoing Status of Agency

Future Direction, Expectations, and Priorities

Increasing need for workforce system building and program consolidation and coordination, requires VEC to be responsive to these issues and directives. The key principles in building the workforce system are: flexibility in responding to the labor market needs; streamlined services; empowering customers; universal access; stronger private sector role; and greater state and local accountability.

Services must be streamlined by integrating multiple employment and training programs with partners at the state and local level. VEC continues to work to maintain alignment between available funding and expenses. This includes marketing of lower-cost methods of service delivery such as on-line and phone-based services. The VEC also uses opportunities to improve service to customers by reviewing, improving and realigning business processes through a variety of means including technology initiatives. For instance, IT modernization will allow the agency to replace antiquated mainframe systems that administer the unemployment insurance system with a web based solution. This new solution will offer

customers a wide variety of highly effective self-service options that improve customer satisfaction and agency costs.

### Information Technology

Factors Impacting the Current IT:

- VITA/NG Transformation. VEC continues to go through transformation, and the agency is currently making major progress in this effort.
- Lower Federal Funding and Increased Cost. The VEC is wholly funded by grants from the U.S. Department of Labor. With any federal budget reductions, the VEC has fewer funds available to operate its programs.

### Estimate of Technology Funding Needs

#### Workforce Development

VEC's employment level has declined as the need for staff has been reduced with improvements in the economy. This helps to ensure staffing levels more appropriately align to available resources. Classified staff continues to be supplemented by wage employees and contractors. As the agency modernizes its systems, staff will be supported with advanced training and efforts will be made to recruit and retain staff with the skills needed for the future.

#### Physical Plant

VEC continues maintenance projects to properly maintain the eight facilities it owns. Furthermore, the agency will be maximizing use of owned space in order to mitigate any lease costs for business needs.

## Supporting Documents

Title

File Type

## Job Placement Services [47001]

### Description of this Program / Service Area

#### Service Area Description

The Workforce Services Division implements programs and processes that provide assistance to employers who are seeking to hire qualified workers, and to workers who are seeking employment.

- The Employment Service (or Job Service), established by the Wagner-Peyser Act, makes available job search assistance to individuals, and recruiting and referral services to employers. Services to employers include screening and referring applicants for job vacancies, and providing critical labor market information for business and economic planning. Employers may participate in local Employer Advisory Committees in order to become aligned closer with VEC and give feedback on the delivery of services.
- Services to workers include job referral and placement, referral to training, and job search skills building activities. Services are available universally to anyone eligible to work in the United States.
- VEC leverages resources to administer special programs and services for job seekers and employers that provide job placement services for special groups, including:
  - Veterans Programs. Through the Local Veterans Employment Representative (LVER) Program and Disabled Veterans Outreach Program (DVOP), VEC provides case management, placement assistance, and transition services for veterans of military service. Veterans of the U.S. military receive priority of service, in accordance with Federal law and regulations, in all of the job placement services.
  - Trade Adjustment Assistance (TAA) Program. TAA provides assistance to workers and business who are impacted by U.S. import/export policies that result in downsizing a workforce or going out of business, including: case management, placement assistance, training, and income support.
  - Foreign Labor Certification Program provides services to employers and to agricultural and non-agricultural foreign workers seeking temporary or permanent employment.
  - Work Opportunity Tax Credit Program provides services to employers who hire employees and veterans from various target groups with significant barriers to employment .
  - Provision of services to migrant and seasonal farm workers.

Also, included are the administrative and support services necessary to support the functions of this service.

### Mission Alignment

Workforce Services directly aligns with the VEC's mission of promoting economic growth and stability in the Commonwealth by providing job placement assistance and services. To accomplish the mission, staff will be empowered and given opportunities to develop and enhance their skills, and innovative ways to use technology to enhance the delivery of services to employers and job seekers will be explored.

### Products and Services

#### Description of Major Products and Services

Employers have access to the state's largest pool of qualified workers and job seekers and business related services to support their workforce and economic development needs.

Job seekers have universal access to services designed to prepare them for job search, job advancement, and/or career change. Veterans of military service who are seeking employment receive priority of services.

For Trade participants and Veterans, initially the VEC provides these customers with core Job Placement services, Unemployment Insurance services, and refers them to core services of other partner agencies in the one-stop system. For Veterans: the VEC conducts outreach activities with the purpose of locating candidates who could benefit from intensive services and market these services to potential clients in programs.

#### Anticipated Changes

The Workforce Innovation and Opportunity Act (WIOA) reauthorizes the national workforce system from 2015 through 2020. WIOA supersedes the Workforce Investment Act of 1998, and reforms performance measures and introduces new one-stop requirements. With WIOA, the VEC will see a change in delivery method from core and intensive services to an encompassing career service model. The VEC is tracking the WIOA rule making process in preparation of the required changes and the possible effects on resources.

VEC continues to explore technology to the fullest extent possible to allow employers and job seekers to access the job placement services of the Agency. Financial and human resources will continue to be limited. It is projected that despite reduced resources, VEC will be asked to serve an ever increasing number of customers, placing a heavier demand on existing staff. Given this condition, the use of available technology will be maximized.

#### Factors Impacting

Federal base grants have been flat-funded for the past 12 years despite increasing operating costs. VEC is actively managing our budget situation, and is using organizational and program redesign initiatives, business process improvement measures, and cost reduction strategies.



The agency's long-range organizational redesign efforts will include reductions in the size of our workforce and in the number of our field offices.

The Governor is required by legislation to develop a strategic plan for workforce development for the Commonwealth. It is the responsibility of the Senior Advisor for Workforce Development to oversee the implementation of this plan. Goal One of the strategic plan calls for "substantial structural reform through consolidation, and streamlining and integrating workforce policy and services for business, workers, and job seekers".

As a major deliverer of workforce services in Virginia, it is likely that the VEC will be impacted in some manner as this element of the strategic plan is implemented.

As the economy in Virginia fluctuates, so does the demand for the job placement services rendered by VEC. With the unemployment rate relatively high, there are increased demands for transition services for job seekers and assistance in finding the next job. When the economy improves, there will be an increased demand on the VEC to provide recruitment assistance to employers. VEC must balance these demands of its customers.

### Financial Overview

The Virginia Employment Commission is normally funded by United States Department of Labor administrative and benefit grants, and by the Unemployment Trust Fund. Most non-general funds are appropriated for unemployment benefits.

#### Biennial Budget

	<b>2015 General Fund</b>	<b>2015 Nongeneral Fund</b>	<b>2016 General Fund</b>	<b>2016 Nongeneral Fund</b>
Initial Appropriation for the Biennium	0	28,410,181	0	28,429,515
Changes to Initial Appropriation	0	0	0	0

### Supporting Documents

**Title** **File Type**

**Unemployment Insurance Services [47002]****Description of this Program / Service Area**

## Service Area Description

The Unemployment Insurance Services Area implements programs and processes that provide temporary income assistance to qualified individuals who become unemployed or are faced with reduced employment. The main objectives for this Service Area are to alleviate hardship for the unemployed, prevent unemployment, promote reemployment, and provide stability to the economy.

The Unemployment Insurance System was created by the Social Security Act of 1935 in response to chaotic economic conditions created by the Great Depression. The program was established and continues today as a joint partnership between the states and the federal government. It is administered by states with oversight by the U.S. Department of Labor.

Unemployment Insurance Services is organized administratively into three components:

- Tax – This component establishes employer liability for state UI taxes used to fund the benefits paid to eligible claimants, collects UI taxes when due, monitors employer accounts for compliance through a program of audits, and follows up on delinquent accounts for collection
- Benefits – This component determines eligibility for unemployment insurance benefits when claims are filed, adjudicates eligibility issues, and pays benefits when due
- Appeals – This component handles resolution of disputed UI claims through a two-tiered appeals process (First Level Appeals and Commission Appeals). The Office of Commission Appeals is the final administrative adjudicative authority in disputed benefit and tax liability cases

Unemployment Insurance Services operates several programs to maximize integrity, detect fraud, and determine over/under payments. Included are the following:

- Benefit Payment Control Program
- Eligibility Review Program
- Benefit Accuracy Measure Program
- Tax Performance System Program

In addition to the traditional state Unemployment Insurance Program this Service Area administers the following unique unemployment assistance programs:

- UCFE – Unemployment Compensation for Former Federal Employees
- UCX – Unemployment Compensation for Ex-Military Personnel
- DUA – Disaster Unemployment Assistance
- EUC – Emergency Unemployment Compensation
- STC – Short-Time Compensation
- TRA/TAA – Unemployment Assistance to workers impacted by U.S. import/export policies that result in downsizing and business closures
- Federal Extended Benefits – Federal legislated programs that provide additional income assistance to individuals unemployed for long periods, due to severe economic conditions

The administrative and support services necessary to support the functions of this service area are also provided.

**Mission Alignment**

This Service Area aligns with the VEC's mission by providing Temporary Income Support to qualified individuals as they seek to become suitably reemployed.

**Products and Services****Description of Major Products and Services**

**UNEMPLOYMENT INSURANCE BENEFITS:** This Service Area is responsible for paying unemployment benefits to individuals who become unemployed through no fault of their own. This area administers the process to file claims, adjudicate issues associated with claims, and employ techniques to ensure the integrity of the UI program.

The unemployment insurance claims process utilizes convenient, user-friendly methods to access services. This includes the ability to file claims via the Internet, at <http://www.vec.virginia.gov/unemployed/online-services/apply-for-unemployment-benefits>, or by calling the Customer Contact Center, at 1-866-832-2363. Once a claim is established, weekly continuing claims are also processed through the Internet and through the telephonic Interactive Voice Response System.

Fact-finding interviews are conducted in order to resolve disputed claims. Determinations to qualify or to deny benefits are rendered and include appeal rights. Benefits that are paid or denied are subject to a review that evaluates the quality of the process.

**UNEMPLOYMENT INSURANCE TAX:** This Service Area is responsible for the accurate assessment and collection of unemployment insurance taxes from employers. The Agency utilizes a network of Tax Representatives throughout the state. These representatives provide employers with the information they need to ensure they are in compliance with both state and federal law.

Employers can conduct agency business using a mail-in process, but are encouraged to use the convenient on-line system to register and file quarterly reports, available at <http://www.vec.virginia.gov/employers/tax-registration>.

### **Anticipated Changes**

The VEC continually explores efficient and effective means of service delivery, implementing new technology and automated systems as resources permit. The VEC is currently in the process of upgrading its Benefit, Tax and Wage Records automated systems. This new technology will upgrade service delivery through automation, provide as VEC continues to provide timely, quality service to our customers.

### **Factors Impacting**

Reduced funding by the U.S. Department of Labor could provide a challenge to maintaining the desired level of customer service, as resources diminish.

A significant portion of the agency's workforce is eligible for retirement within five years. The agency will be challenged to maintain the level of subject matter expertise as current staff members retire.

The VEC is continuously seeking ways to streamline delivery of service and pursue alternate sources of revenue through grants, etc. in order to meet this challenge.

### **Financial Overview**

The Virginia Employment Commission is normally funded by United States Department of Labor administrative and benefit grants, and by the Unemployment Trust Fund. Most non-general funds are appropriated for unemployment benefits.

#### Biennial Budget

	<b>2015 General Fund</b>	<b>2015 Nongeneral Fund</b>	<b>2016 General Fund</b>	<b>2016 Nongeneral Fund</b>
Initial Appropriation for the Biennium	0	564,110,466	0	577,110,466
Changes to Initial Appropriation	0	8,000,000	0	0

### **Supporting Documents**

**Title** **File Type**

**Workforce Development Services [47003]**

**Description of this Program / Service Area**

This funding supports the administration of the Virginia Unemployment Compensation Act.

**Mission Alignment**

This funding aligns with VEC's administration of the Virginia Unemployment Compensation Act.

**Products and Services**

**Description of Major Products and Services**

**Anticipated Changes**

**Factors Impacting**

**Financial Overview**

Biennial Budget

	2015 General Fund	2015 Nongeneral Fund	2016 General Fund	2016 Nongeneral Fund
Initial Appropriation for the Biennium	0	834,187	0	834,187
Changes to Initial Appropriation	0	0	0	0

**Supporting Documents**

**Title** **File Type**

## Economic Information Services [53402]

### Description of this Program / Service Area

Economic Information Services (EIS) is responsible for the collection, analysis, and dissemination of data relating to all aspects of the Commonwealth's labor market. Units within the division provide administrative reporting services, research and analysis services, and management services to the agency and to the public.

The EIS Division is the official source of labor market information, census data, and economic information in Virginia. By providing comprehensive information and related analysis, we serve as a unique and valuable resource to employers, economic developers, planners, consultants, economists, and government officials.

### Mission Alignment

This service area directly aligns with the VEC's mission to promote economic growth and stability by providing workforce information.

### Products and Services

#### Description of Major Products and Services

The Current Employment Statistics (CES) program surveys approximately 9,000 nonagricultural employers each month, collecting data on employment, hours, and earnings. This series offers a current estimate of employment by industry. The CES data series is widely used by businesses, government agencies, universities, trade associations, economists, and researchers to study economic conditions and to develop plans for the future. Researchers use the trends in the CES statistics as economic indicators.

The Local Area Unemployment Statistics (LAUS) programs produces estimates of labor force components for Virginia's cities and counties and combinations, such as labor market areas and metropolitan areas. These estimates are produced monthly by place of residence and provide a snapshot of the total civilian labor force, the number employed, the number unemployed, and the unemployment rate. These estimates are a key indicator of local economic conditions and are used to determine the eligibility of an area of an area for benefits in various federal programs.

The Occupational Employment Statistics (OES) program collects staffing pattern data and wage information by occupation from private and public business establishments. The main purpose of the OES program is to produce employment and wage data for approximately 750 occupations in each of the eleven metropolitan statistical areas and four balance-of-state regions. Another important use of the staffing pattern data produced by the OES program is in the occupational employment projections.

The Quarterly Census of Employment and Wages (QCEW) program is a comprehensive and accurate source of employment and wage data by industry at the state and city/ county levels. It provides a virtual census of nonagricultural employees and their wages. The data is taken directly from the quarterly unemployment tax reports filed by Virginia employers. The QCEW data series has broad economic significance in evaluating labor trends and major industries developments.

The Economic Operations Research (EOR) unit conducts economic research, makes analyses, and develops publications, special studies, and press releases, on a variety of economic issues and topics. The unit also provides staff support to executive and legislative commissions, task forces, and study groups.

Virginia participates in the State Data Center (SDC) program, which is a federal-state cooperative initiative, designed to make economic and demographic information from the U.S. Bureau of Census more readily available.

#### Anticipated Changes

Continue to update and provide more data on the web site as demands for products and services continue to grow.

Continue to participate in the development of and training in new data systems to meet continued customer demand for more and different information.

Establish online seminars (webinars) to use for training workforce and economic development professionals.

#### Factors Impacting

Requests for EIS products and services will continue to expand as internet use and the need for more localized, detailed and up-to-date workforce information continues to grow.

Current and projected reductions in federal administrative grants will affect EIS products, services, and manpower. Potential changes in federal legislation could also have an impact on products and services.

Retirement of key personnel will also have an impact on EIS products and services.

### Financial Overview

This service area is primarily funded by federal grants and the agency's Special Unemployment Compensation Administration fund. Federal One-Stop Labor Market Information funding was transferred from the Workforce System Organization Services service area beginning in Fiscal Year 2009.

Biennial Budget

	2015 General Fund	2015 Nongeneral Fund	2016 General Fund	2016 Nongeneral Fund
Initial Appropriation for the Biennium	0	2,881,526	0	2,881,526
Changes to Initial Appropriation	0	0	0	0

Supporting Documents

Title File Type