

“Acquiring the right talent is the most important key to growth. Hiring was- and still is- the most important thing we do.”

-Marc Benioff

Incumbent Worker Training Success

What is the Incumbent Worker Training Program (IWT)?

The Incumbent Worker Training Program is designed to provide direct financial assistance to train current employees to avert a layoff and/or improve the economic competitiveness of local business.

Purpose

The program provides reimbursement to eligible businesses for specific training costs accrued during the course of training. The purpose is to improve the skills of businesses' workforce and to improve the company's business process and competitiveness.

How to Get Started

BCWDB staff assist businesses and training providers in the development and approval of IWT applications, and provide on-going technical assistance regarding program compliance, performance objectives, customer satisfaction, etc., for contract recipients. Contact Steven Golas at 804-333-4048 Ext. 3 for more information.

Success Story

Andrew Owens, VP of Operations for Clements Tent Rentals located in Warsaw, VA (Richmond County) contacted Steven Golas of the Bay Consortium Workforce Development Board concerning upskilling his current staff with the American Rental Association's Certified Event Rental Professional (CERP) Certification. “This credential provides individuals who hold it the ability to gain and build direct industry knowledge which helps grow and improve sales, operations, and all facets of our business,” said Owens. After the Clements Tent Rentals staff successfully completed the CERP program a reimbursement was issued to the business for 90% of the cost, providing both the employer and staff member the needed training to expand their staff's job skills beyond typical on the job training. It is a wonderful way to really maximize and expand your training dollars.



Happy Retirement!

After a combined time of over 40 years of service for the Commonwealth of Virginia, MaryAnn Bowersock and Robert Singer (Bob) celebrated the announcement of their retirement on February 18, 2022. Both MaryAnn and Bob have been an integral part of the Veteran Services section of the Virginia Employment Commission advocating for veterans in their roles as Disabled Veteran Outreach Program Coordinators (DVOP). Bob and MaryAnn contributions will always be valued and remembered. Their hard work, commitment and dedication was recognized nationally as each was awarded with the distinguished DVOP of the year award by the American Legion Bob in 2018, MaryAnn in 2019. Bob and MaryAnn will be greatly missed.

Rappahannock Community College

Solar Installation Technician

Training Course Begins February 26

Rappahannock Community College (RCC), in partnership with the [Solar Hands-On Instructional Network of Excellence \(SHINE\)](#), will begin offering a course to provide students with limited or no previous work experience in the solar industry with the skills and training to obtain employment as utility-scale solar installation technicians. The course, called SHINE Solar 101, is currently offered at select community colleges throughout Virginia, and will start on the Warsaw campus February 26.

Through a combination of classroom and hands-on, in-the-field instruction, students who complete the fast-track SHINE Solar 101 course will learn basic construction skills and safety, basic photovoltaic circuitry concepts (e.g. panel wiring and combiner boxes), how to install mounting hardware, and ground-mount solar panel installation. Graduates of the Solar 101 course receive OSHA-10 and SHINE certification, boosting graduates' marketability to employers.

"We are thrilled to partner with SHINE to begin offering this course," said RCC President Shannon Kennedy. "We hear a lot about job growth in clean energy, but without hands-on training, it's very difficult for people without solar experience to land one of these jobs. This course will help bridge that gap."

The U.S. Department of Labor's Bureau of Labor Statistics expects solar photovoltaic installation to be one of the fastest growing occupations in this decade. With the General Assembly's passage of the Virginia Clean Economy Act, the transition to an electric grid powered increasingly by renewable energy is expected to create up to 13,000 jobs per year in Virginia's advanced energy economy. RCC's partnership with SHINE offers residents of the Northern Neck and Middle Peninsula the opportunity to join the dynamic and fast-growing solar industry.

This is the perfect time to bring the SHINE Program to the Northern Neck and Middle Peninsula," said David Peterson, SHINE's Executive Director. "We're thrilled to partner with RCC to ensure the members of these communities can benefit fully from the great number of solar jobs we know will be created within the region in the coming months and years."

RCC provides inclusive access to exceptional training and educational opportunities, meeting the community's needs and preparing individuals for success as learners, employees, and citizens. With six distinct learning centers, the RCC serves students of the Middle Peninsula and the Northern Neck regions of Virginia. Financial assistance is available through Virginia's G3 and FastForward scholarships for education and credentialing in high demand fields.

To register for the Solar Installation class or for more information, please contact Janet Childs at (804) 333-6754 or jchilds@rappahannock.edu.



Success Story

Dani* is an out of school youth who recently completed the CNA program. Dani enrolled in the certified nursing assistant program after working as a personal care aide. Dani wanted to start as a certified nursing assistant and work her way up the ladder all the way to the registered nurse program. While in the certified nursing assistant program, Dani kept up good grades and had one of the best reviews in clinical exercises. After the class room training, Dani went on to take the certified nursing assistant state board examination and passed. At Dani's current employer, Dani was promoted to certified nursing assistant and received a pay increase. Dani is considering enrolling in the licensed practical nursing program.

**Names have been changed to protect identity.*

Resource Room Availability

Virginia Career Works Fredericksburg Center
Monday-Friday 9:00 am - 4:00 pm
Call 540-513-9182

Virginia Career Works Warsaw Center
Monday-Friday 9:00 am - 3:30 pm
Call 804-333-4048 ext. 5

Virginia Career Works Eastern Shore Center
Monday-Friday 9:00 am - 4:00 pm
Call 757-302-2029

[Click Here to See a List of Available Services & Contact Information](#)