NOVA Workforce is a powerful leader and change-maker in our region. We prioritize the growth and success of our region’s employers and students—bringing these important elements together to create one cohesive, competitive, and thriving economy.

**Enhance the region**
- Grow the regional economy by directly connecting industry with today’s students and preparing for the workforce of tomorrow.
- Create an environment where businesses and job seekers thrive, by identifying current and future talent needs, and developing strategies that complement the innovation that lies at the heart of our region’s economic competitiveness.

**Equip employers**
- Provide employers with highly-skilled talent that is aligned with labor market demands.
- Build corporate partnerships to link our educational assets with industry and the community.

**Empower students**
- Prepare K-12 students for in-demand careers by merging real-time labor market information with communications campaigns to inform students, teachers, and parents of in-demand careers and job projections.
- Develop education and training programs for a diverse group of learners and companies, keeping a pulse on new and emerging technologies and business sectors.
It has been a great year for NOVA Workforce. I am proud to share our accomplishments as a division over the last year through our annual impact report.

Northern Virginia has faced new opportunities and challenges. In November, Amazon announced that its second headquarters location would be here in northern Virginia. In addition, our region’s demand for tech talent continued to rise. We led the country with the highest number of cybersecurity job postings, and annual job growth is projected to outpace the U.S. over the next 10 years.

The need for skilled talent is increasing. NOVA Workforce has a unique and significant responsibility to provide solutions. It has been exciting to see our division tackle these opportunities in unique, creative, and collaborative ways this year. We placed a greater emphasis on strategic partnerships, opening doors for dynamic employer collaboration. At a regional level, we developed a brand and campaign to build the technology talent pipeline in K-12 schools. We also saw a spike in employer demand for apprenticeship programs and worked on building several new technology apprenticeship programs. We expanded our space in high-growth areas, opening our doors in the new Reston Technology Center to support the increased labor market demand for additional tech, health, ESL, and business programs. Our work garnered both national and international interest, with visits from The White House, China, Kosovo, Morocco, and other international delegations to learn about our talent development strategies.

As you will read in this report, it is an exciting time for our region and NOVA Workforce, and innovation is core to our mission and values. I want to say a sincere thank you to each and every member of our team, community, and employer partners. We look forward to another exciting year with you!
# A Booming Economy

- **Region in the country for cybersecurity job postings**: #1
- **Fortune 500 Headquarters**: 11
- **New jobs created in the last 5 years**: 86,000
- **Total jobs in region**: 1,333,000
- **Jobs advertised in 2018**: 362,000
- **Post-secondary degrees awarded annually**: Nearly 25,000
- **Amazon HQ2 selected northern Virginia for its location**: Over the next 10 years
- **Population growth annually (more than 2x the national average)**: 2.5%
- **Population growth annually**: 1.9%
- **Higher average wages than the national average**: 36%
- **Annual job growth projected to outpace Commonwealth of Virginia and USA**: 36%
WORKFORCE IN NUMBERS

6,261 students

1,138 classes

507 credentials earned

10,065 enrollments

NEW PROGRAMS

Over 31 new programs, including:

- AWS Certified Solutions Architect
- Intro to Web Development
- Intro to Nonprofit Accounting
- Python Advanced
- Advanced Python
FREE CLASSES FOR FURLoughed WORKERS

Furloughed federal employees were able to choose from over 90 classes in Business & Management and IT & Computer Skills.

Courses offered included:

- Fundamentals of Project Management
- AWS Certified Solutions Architect (Associate)
- Certified Ethical Hacker (CEH)
- CompTIA® Network+
- CompTIA® Security+
We currently work with more than 8,300 businesses through Career Connection, NOVA’s new career management system that gives students the tools they need to find and apply for jobs and internships as posted directly by regional and national employers.

- **80%** of NOVA students seek a career readiness opportunity
- **61%** of NOVA students seek an internship program
- **49%** of NOVA students seek career services programs such as résumé reviews, workshops and career fairs
NOVA Workforce received the prestigious Academia Circle of Excellence award from the EC-Council recognizing the Certified Ethical Hacker program, which has an exam pass rate of nearly 100%.
Every year, NOVA Workforce publishes many labor market resources, available to download online.

The reports include State of the Workforce, Career Ladders, Regional Workforce Briefs, the Labor Market Information Resource Guide, and more.

These resources are available to community partners, employers, students, faculty, and others.

To download these and many other publications, please visit: https://www.nvcc.edu/lmi
NOVA’S NEW RESTON CENTER

In January, NOVA Workforce opened a brand-new training facility in Reston. The center features three technology classrooms, a testing center space, a medical skills lab, and a state-of-the-art retail pharmacy technician simulation lab.

This space will provide students with greater access to information technology and allied health certification classes. Located at 1821 Michael Faraday Drive, the center is in the heart of the Dulles Technology Corridor and is conveniently located near the Wiehle-Reston East stop on Metro’s Silver Line.
With support from the Capital One Foundation, we are working to re-imagine and re-shape the 39 industry advisory boards that guide each of NOVA’s applied degree and certificate programs. Board members with significant experience and expertise in their fields are recruited directly from our region’s top employers, and provide the feedback necessary to ensure that NOVA’s courses and programs continue to build the skills students need to succeed in northern Virginia’s job market.

NOVA is looking for business and community leaders who show:
The FastForward program provides financial assistance to help domiciled Virginia residents offset the cost of tuition for credential programs that lead to high-demand careers.

825+ students benefited from the FastForward funding
In December 2018, J.P. Morgan Chase & Co. announced a $6 million investment in five regional school districts:

- Baltimore City Public Schools (BCPS)
- DC Public Schools (DCPS)
- Fairfax County Public Schools (FCPS)
- Montgomery County Public Schools (MCPS)
- Prince George’s County Public Schools (PGCPS)

Northern Virginia Community College is working with FCPS to design educational pathways that connect to postsecondary degrees, certifications, and real world work experiences to high-demand careers in technology.

This initiative is funded by J.P. Morgan Chase & Co.
The northern Virginia Tech Talent pipeline initiative seeks to raise awareness of technology careers in K-12 schools in our region. There is a shortage of IT talent in our region—and this is one way we’re seeking to address that challenge.

School districts across northern Virginia are involved in the initiative, including: Alexandria, Arlington, Fairfax, Falls Church, Loudoun, Manassas City, Manassas Park, and Prince William.

The TechPathways initiative is made possible through a generous gift from GO Virginia.

The website and outreach campaign is called TechPathways, with a launch date of September 2019.

Visit the website at mypathway.tech
The northern Virginia technology apprenticeship initiative is addressing the tech talent shortage by implementing a clear and direct career pathway: apprenticeship. Apprenticeship allows individuals to learn the skills they need through on-the-job training and related classroom instruction, all while receiving a salary from day one and working as an employee of the company. NOVA Workforce has begun a pilot with approximately 12 companies to establish apprenticeship programs. To date, over 164 apprentices have been served. The program also celebrated its first apprenticeship cohort conversion. Tech apprenticeships are scaling through the support of a GO Virginia grant, which is led in partnership with the Northern Virginia Technology Council.
CAREER READINESS: BRIDGING THE GAP BETWEEN STUDENTS AND EMPLOYERS

Construction Recruitment Event

Six companies from the Heavy Construction Contractors Association participated in on-campus recruiting to meet and possibly recruit all of the graduates of the program.

CompTIA Boot Camp

CompTIA Security+ boot camps for twenty-eight NOVA students, directed mainly to women as an underrepresented group in technology fields.

GovCon Career Fair

Twelve government contractors met 200+ students enrolled in computer science and information and engineering technology programs.

InNOVAtion Hackathon

More than 100 students worked to solve real life challenges posed by employers. Various companies participated, including Amazon Web Services, General Dynamics Information Technology, and Rigil Corporation.

United Airlines Summer Associate Internship

Fourteen NOVA students were selected for the United Airlines Summer Associate Internship program.
NOVA Workforce launched a series of ESL career readiness courses to provide students with essential business skills.

We are proud of our students’ accomplishments. One student, Yustina, who is a Korean native, runs her own business teaching piano. She is an accomplished musician who has performed at the Kennedy Center. Through the career readiness courses, Yustina was able to create advertising materials for her company and land job interviews.
A NATIONAL FOOTPRINT

Our team has been busy traveling throughout the U.S. for workforce issues and initiatives. The following are some of the national events at which NOVA Workforce presented or attended.

- 2018 Virginia Workforce Conference
  Richmond, VA
- American Association of Community Colleges Conference
  San Diego, CA
- C2ER annual conference
  St. Louis, MO
- Capital One Convening
  New York, NY
- Community College Cyber Summit
  Portland, OR
- ComptIA Partner Summit
  Washington, D.C.
- International Economic Development Council Events
  Baltimore, MD and Minneapolis, MN
- Internship Summit
  Florida International University
- National Association of Employers and Colleges: Internship Roundtable
  Baltimore, MD
- National Council for Workforce Education Conference
  Clearwater, FL
- New Growth Innovation Network (NGIN) Convening
  Miami, FL
- The Annual Capital Region Business Forum
  Washington, D.C.
- Training Disrupted: The Future of Workplace Credentials
  Washington, D.C.
- VCCS HIRE Conference
  Hot Springs, VA
- WATESOL Spring Mini Conference

ENGAGED IN OUR COMMUNITY

The following are some of the local events at which NOVA Workforce presented or attended.

- Business Women’s Giving Circle
- C2ER labor market analyst training
- Career and Trade Fair – Rust Library
- Cornerstones
- CQI meetings
- Domicile Workshop – Mary Washington University
- Fairfax County Professional Breakfast
- Health and Benefits and Education Expo
- International Women’s Day for the Community College Initiative Program
- Loudoun Chamber Nonprofit Committee
- Loudoun County Manufacturing Day event
- Lutheran Refugee Services
- NOVA ACE conference
- NOVA Educational Foundation Annual Recognition Dinner
- Park View High School
- Power Up Your Pedagogy Conference
- Stephen S. Fuller Institute Economic Forum – George Mason University
- VDOT’s 14th Annual Transportation Career Fair
- Wakefield High School
- Women + Tech event
Switzerland
Secretaries of the U.S. Departments of Labor, Education, and Commerce, along with representatives from Switzerland, signed an apprenticeship MOU at NOVA’s Regional Center for Workforce Education and Training (WRC).

Singapore
NOVA Workforce’s Vice President was a keynote speaker at the National Annual Polytechnic Conference. The conference was for educators and trainers to learn more about how globalization and technology are affecting work and learning.

China
NOVA Workforce hosted the Chinese delegation on campus, and also presented on a panel at the Chinese embassy about U.S. vocational and technical training at the college level.
INTERNATIONAL IMPACT

Australia, Kosovo, Morocco, and the United Kingdom

NOVA hosted several international delegations throughout the year in partnership with the U.S. Departments of State and Education to highlight our innovative workforce programs and initiatives.

NOVA Workforce staff shared best practices and discussed innovative workforce solutions with the Secretary of State for Vocational Education of the Kingdom of Morocco, the Minister of Education, Science, and Technology of Kosovo, and members of the Association of University Administrators of the United Kingdom, and the TDA (Tafe Directors Australia) North American Study Tour.