

VI WORKFORCE DEVELOPMENT BOARD



ANNUAL STATEWIDE PERFORMANCE REPORT

For the Period of July 1, 2021
to June 30, 2022

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About the VI State Workforce Development Board

The VI State Workforce Development Board (VISWDB) is a policy making entity charged with strengthening the workforce development system by collaboratively building strong partnerships with secondary and post-secondary education, economic development, and the business and private sector to align and improve economic growth in the Virgin Islands. Perform competitive selection of providers, identify eligible training providers for youth, adult and dislocated workers, negotiate and reach an agreement on local performance accountability measures, oversee competitive selection of One Stop Operators and Providers, designate or certify one-stop operators through a competitive process and to terminate for cause the eligibility of such operators, and coordinate activities with education and training providers including providers of workforce investment activities, providers of adult education, career and technical education and local agencies administering plans under Title 1.

During the period of July 1, 2021, to June 30, 2022, the focus was on creative ways to inform the community of the various programs and training opportunities at the American Job Center (AJC) available to the public.

The Board continued to hold its meetings/communication via video conferencing, email, and phone. Several new service providers were added to the Eligible Training Provider List (ETPL) and new and updated policies were approved.

The Board contracted with a new One-Stop Operator for the American Job Center. The official launch date was September 2nd. The Governor's 2021 Workforce Development Summit was held in October on all three islands. Our keynote speaker was Ron Painter, President/CEO of the National Association of Workforce Boards (NAWB). The summit was in person and several segments were livestreamed.



Compliance Monitoring

In January of 2022, Ron Painter, President/CEO of the National Association of Workforce Boards (NAWB) along with Joan Herman, Chief Planning Research & Monitoring, VI Department of Labor Monitoring Unit hosted a training for Board members. An overview of the Workforce Innovation and Opportunity Act (WIOA) with a focus on the strategic and oversight role of members of the Workforce Development Board, WIOA evaluations mandate, and Board monitoring to ensure a positive return-on investment for the funds invested in the workforce development system was provided.

Waivers

Waiver of WIOA Section 134(c)(3)(H)(i) and 20 CFR 680.720(b) to increase on-the-job training (OJT) employer reimbursement up to 90 percent for businesses with 50 or fewer employees. ETA approved the Territory's waiver request through June 30, 2022, for the WIOA Title I Adult, Dislocated Worker, and Youth formula funds.

Summary of Performance Measures

Measure	NPG	FINAL Run
PY 2022 Q1 - Rolling 4 Quarters		
Adult Entered Employment (2nd Qtr)	57.0%	48.1%
Adult Entered Employment (4th Qtr)	60.0%	65.6%
Adult Median Earnings	\$5,100.00	\$4,934.00
Adult Credential Attainment	62.0%	45.8%
Adult Measurable Skill Gains	62.5%	64.4%
DW Entered Employment (2nd Qtr)	63.0%	52.8%
DW Entered Employment (4th Qtr)	62.5%	58.5%
DW Median Earnings	\$6,200.00	\$7,353.00
DW Credential Attainment	70.5%	23.5%
DW Measurable Skill Gains	61.0%	73.9%

Youth Entered Employment (2nd Qtr)	67.0%	70.6%
Youth Entered Employment (4th Qtr)	61.0%	66.7%
Youth Median Earnings	\$4,900.00	\$4,999.00
Youth Credential Attainment	50.0%	69.2%
Youth Measurable Skill Gains	57.5%	44.4%
WP Entered Employment (2nd Qtr)	55.0%	49.1%
WP Entered Employment (4th Qtr)	48.0%	55.2%
WP Median Earnings	\$5,600.00	\$6,974.00

Legend	
50.00%	Met or exceeded our Goal
50.00%	Did not meet goal but within 90%
50.00%	Did not meet goal
50.00%	New NPG for PY 2022

Customer Satisfaction Surveys

Surveys were used to assess customer satisfaction for businesses and job seekers. Emails were sent with a link to complete the customer satisfaction survey; telephone calls were made, and walk-in were surveyed.

A total of 1059 job seekers were provided with the survey. Responses were provided by checking a response from a list of choices.

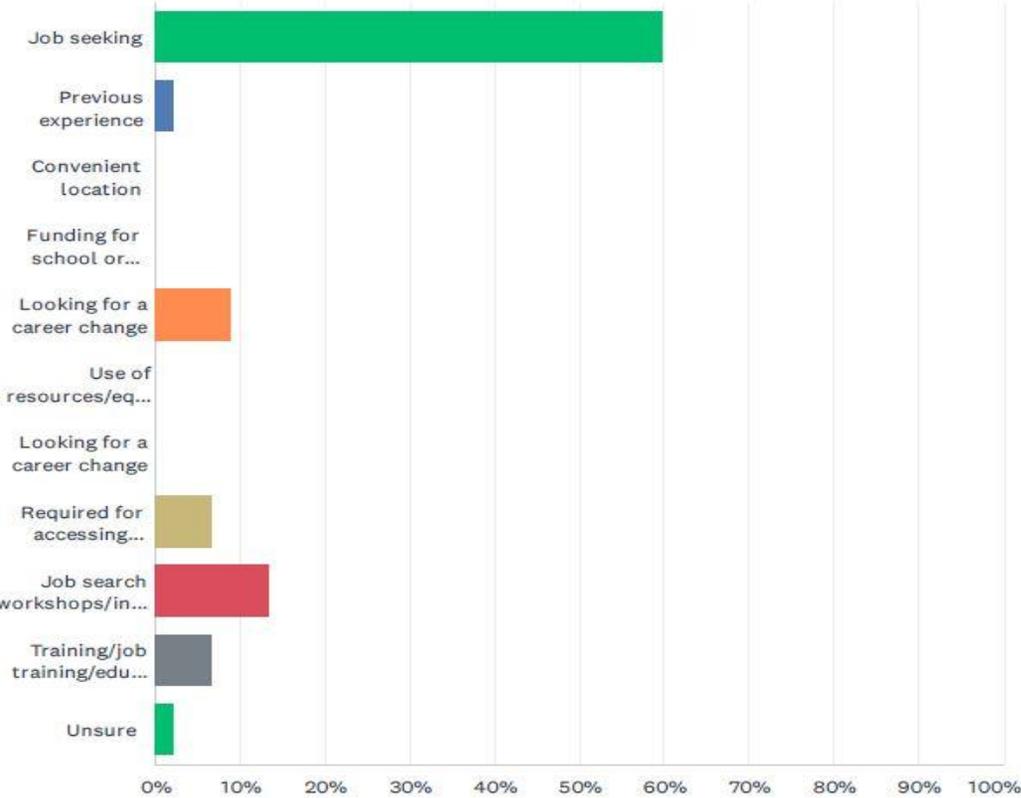
A similar survey was sent to 426 employers.

The results of the surveys are as follows:

2022 Job Seekers Survey:

Q1 What brought you to the American Job Center (AJC)?

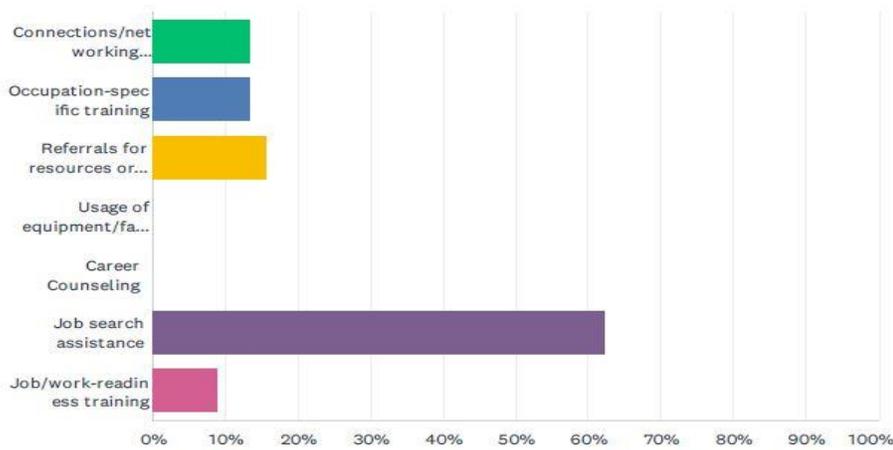
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
Job seeking	60.00%	27
Previous experience	2.22%	1
Convenient location	0.00%	0
Funding for school or training	0.00%	0
Looking for a career change	8.89%	4
Use of resources/equipment	0.00%	0
Looking for a career change	0.00%	0
Required for accessing benefits or assistance	6.67%	3
Job search workshops/interviewing skills/networking	13.33%	6
Training/job training/education upgrading	6.67%	3
Unsure	2.22%	1
TOTAL		45

Q2 Which services provided by the American Job Center (AJC) have you used?

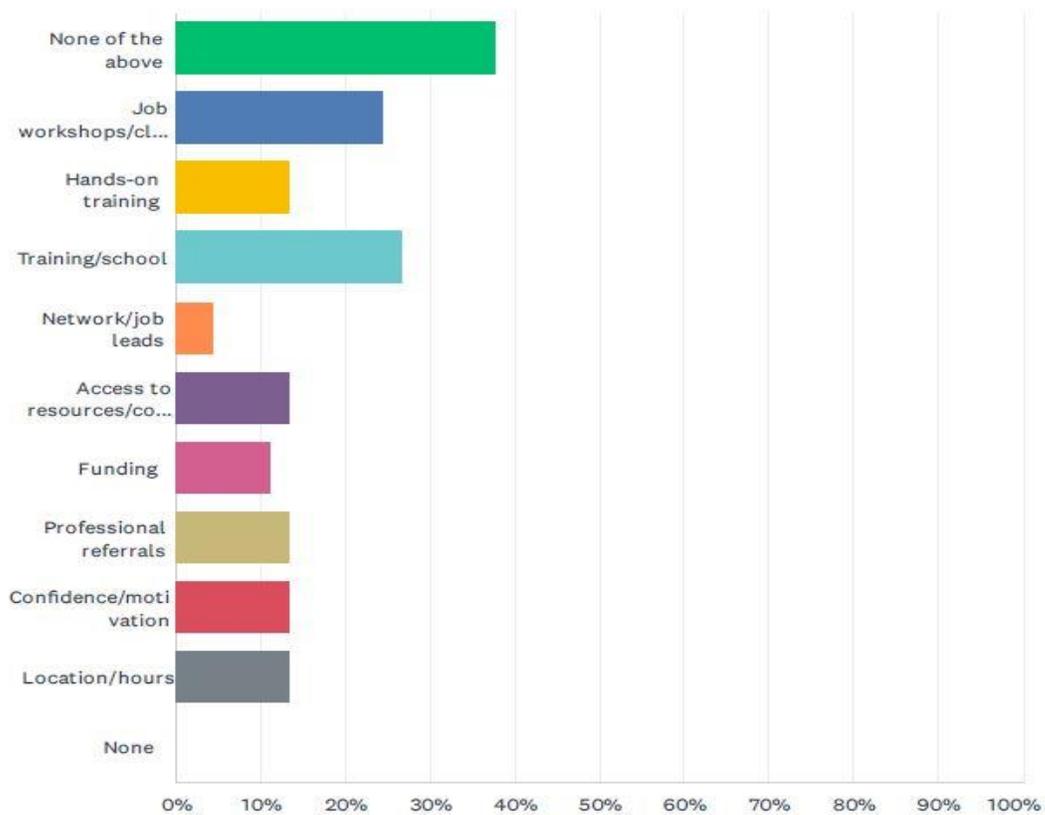
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
Connections/networking opportunities with employers	13.33%	6
Occupation-specific training	13.33%	6
Referrals for resources or training	15.56%	7
Usage of equipment/facilities	0.00%	0
Career Counseling	0.00%	0
Job search assistance	62.22%	28
Job/work-readiness training	8.89%	4
Total Respondents: 45		

Q3 What were the three most valuable services you accessed at the American Job Center (AJC) in terms of helping you achieve your employment-related goals?

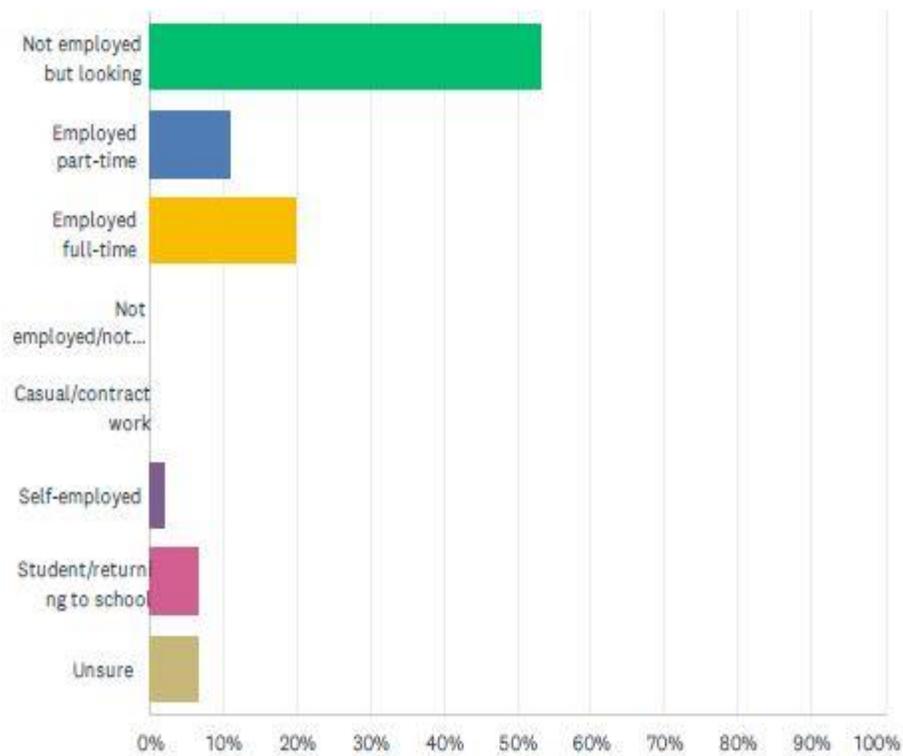
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
None of the above	37.78%	17
Job workshops/classes	24.44%	11
Hands-on training	13.33%	6
Training/school	26.67%	12
Network/job leads	4.44%	2
Access to resources/computers	13.33%	6
Funding	11.11%	5
Professional referrals	13.33%	6
Confidence/motivation	13.33%	6
Location/hours	13.33%	6
None	0.00%	0
Total Respondents: 45		

Q4 Which of the following best describes your situation when you first accessed the services at the American Job Center?

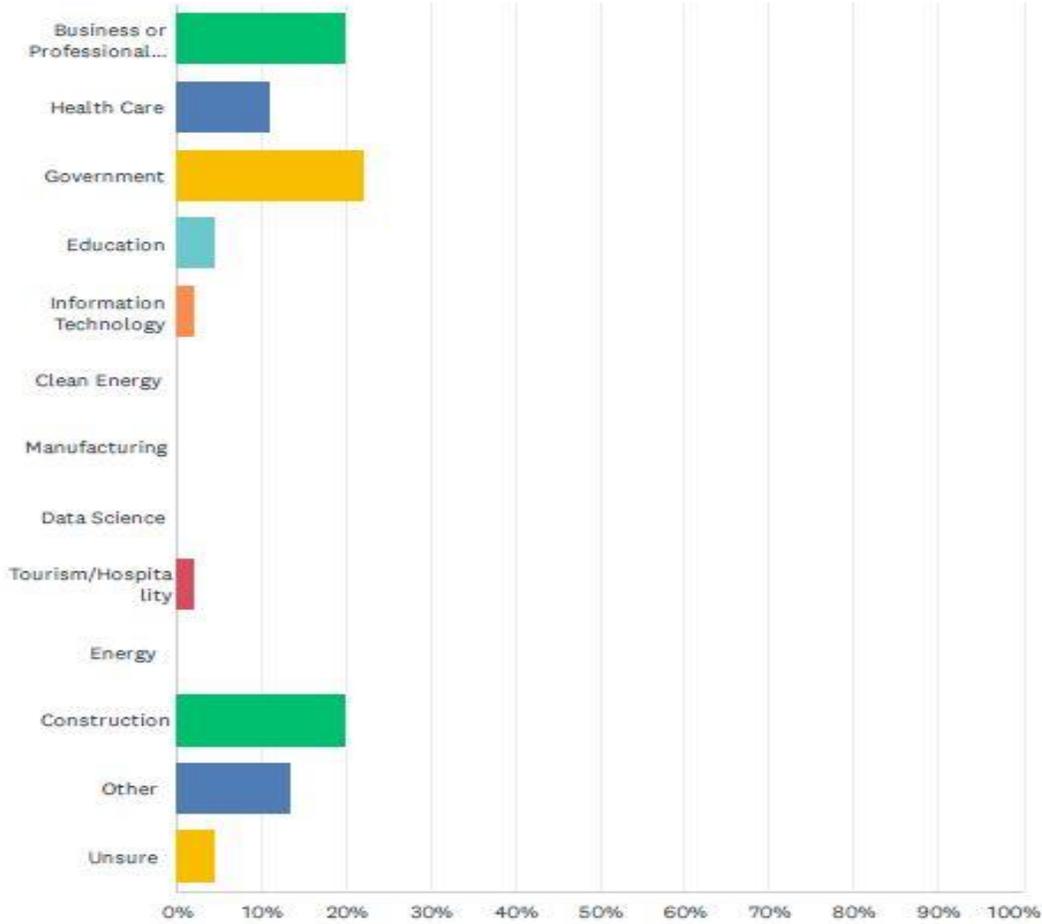
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
Not employed but looking	53.33%	24
Employed part-time	11.11%	5
Employed full-time	20.00%	9
Not employed/not looking	0.00%	0
Casual/contract work	0.00%	0
Self-employed	2.22%	1
Student/returning to school	6.67%	3
Unsure	6.67%	3
TOTAL		45

Q5 What field of work would you be interested in for your future?

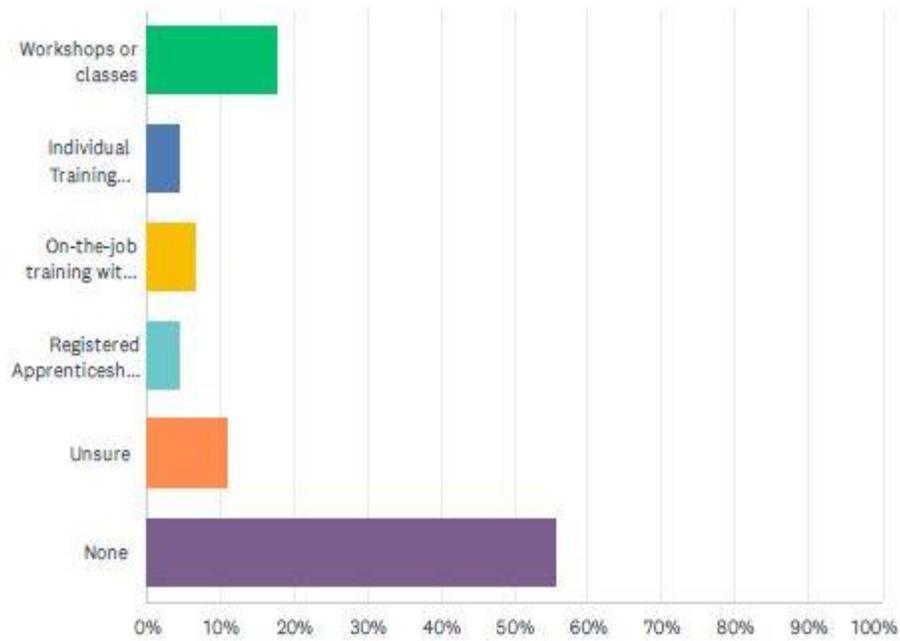
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business or Professional Services	20.00%	9
Health Care	11.11%	5
Government	22.22%	10
Education	4.44%	2
Information Technology	2.22%	1
Clean Energy	0.00%	0
Manufacturing	0.00%	0
Data Science	0.00%	0
Tourism/Hospitality	2.22%	1
Energy	0.00%	0
Construction	20.00%	9
Other	13.33%	6
Unsure	4.44%	2
TOTAL		45

Q6 Did you participate in any of the following training programs offered through the American Job Center?

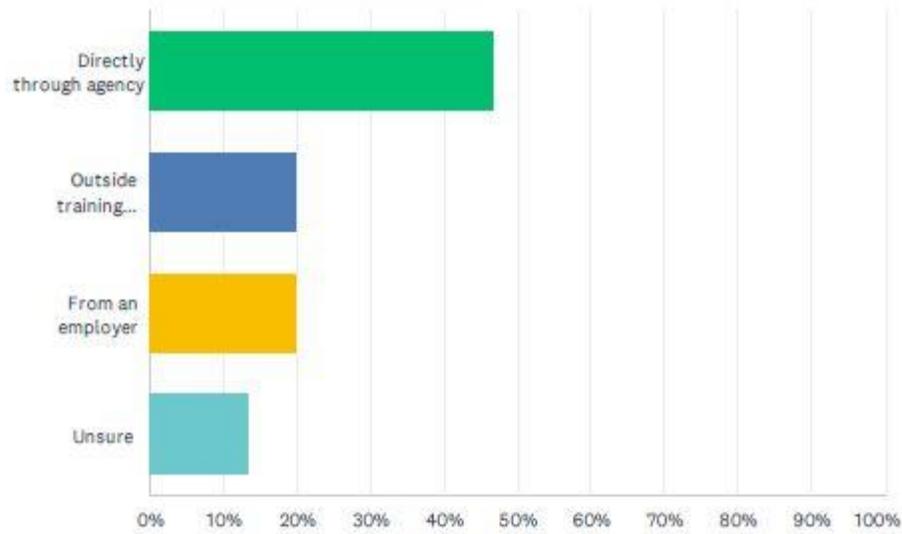
Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES
Workshops or classes	17.78% 8
Individual Training Account (ITA)	4.44% 2
On-the-job training with employer	6.67% 3
Registered Apprenticeship Program	4.44% 2
Unsure	11.11% 5
None	55.56% 25
TOTAL	45

Q7 Were these training services offered directly through the American Job Center (AJC) or were they offered by another training provider?

Answered: 15 Skipped: 30

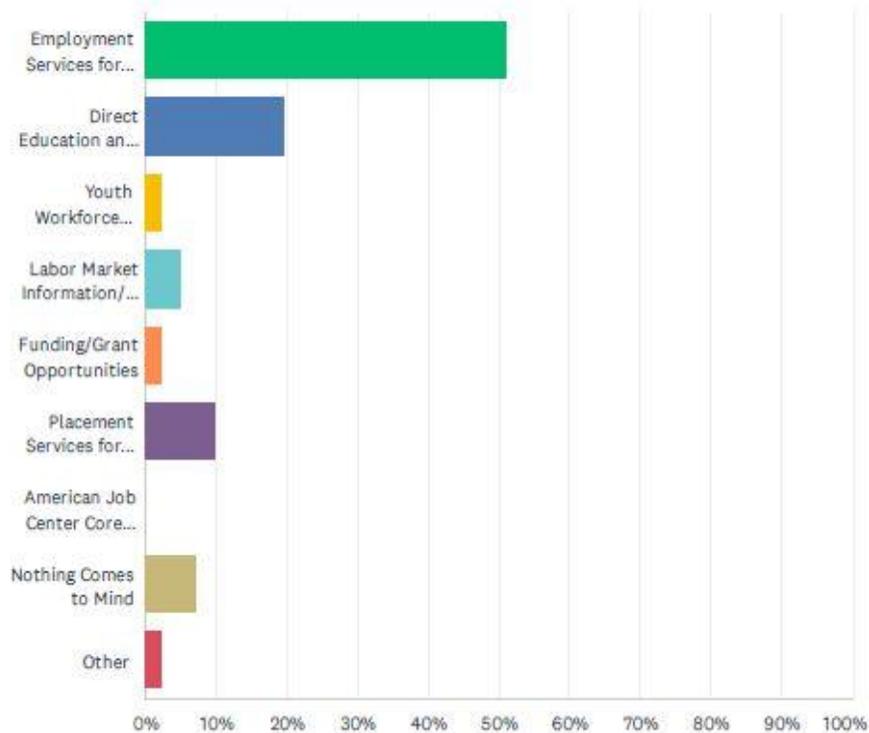


ANSWER CHOICES	RESPONSES	
Directly through agency	46.67%	7
Outside training provider	20.00%	3
From an employer	20.00%	3
Unsure	13.33%	2
TOTAL		15

2022 Employers Survey

Q1 What first comes to mind when you think about workforce development in the Virgin Islands?

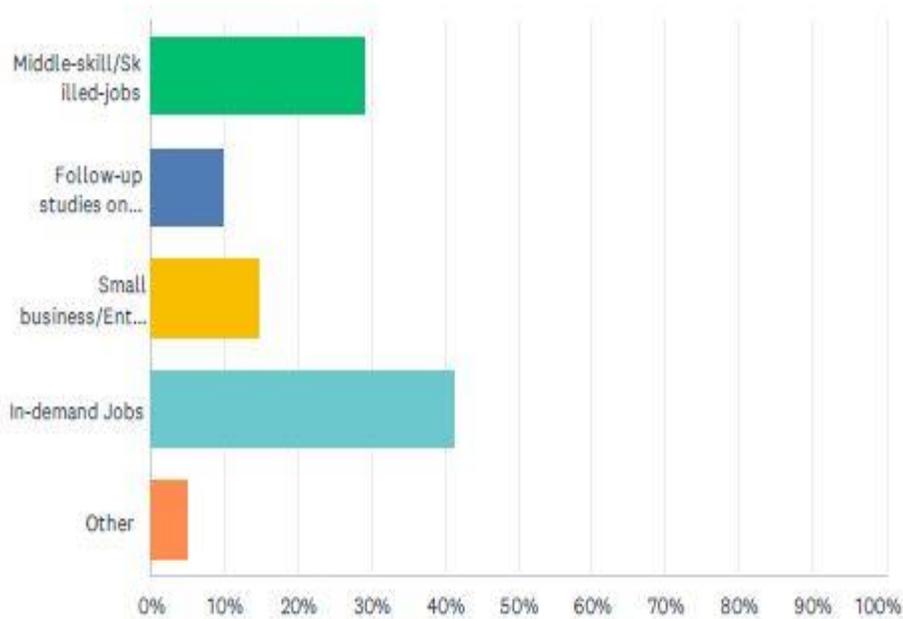
Answered: 41 Skipped: 0



ANSWER CHOICES	RESPONSES	
Employment Services for Job Seekers	51.22%	21
Direct Education and Training Services	19.51%	8
Youth Workforce Programs	2.44%	1
Labor Market Information/Research	4.88%	2
Funding/Grant Opportunities	2.44%	1
Placement Services for Business	9.76%	4
American Job Center Core Partners	0.00%	0
Nothing Comes to Mind	7.32%	3
Other	2.44%	1
TOTAL		41

Q2 Which of the following labor market reports or research topic is most important/valuable to you?

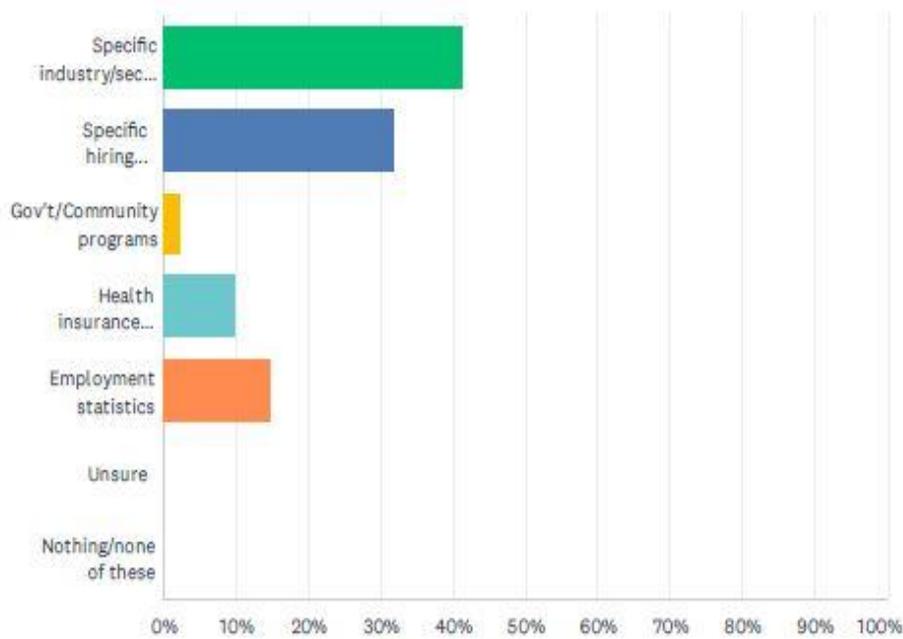
Answered: 41 Skipped: 0



ANSWER CHOICES	RESPONSES	
Middle-skill/Skilled-jobs	29.27%	12
Follow-up studies on priority sectors	9.76%	4
Small business/Entrepreneurial skills	14.63%	6
In-demand Jobs	41.46%	17
Other	4.88%	2
TOTAL		41

Q3 Which labor market reports or research topics are most important/valuable to you?

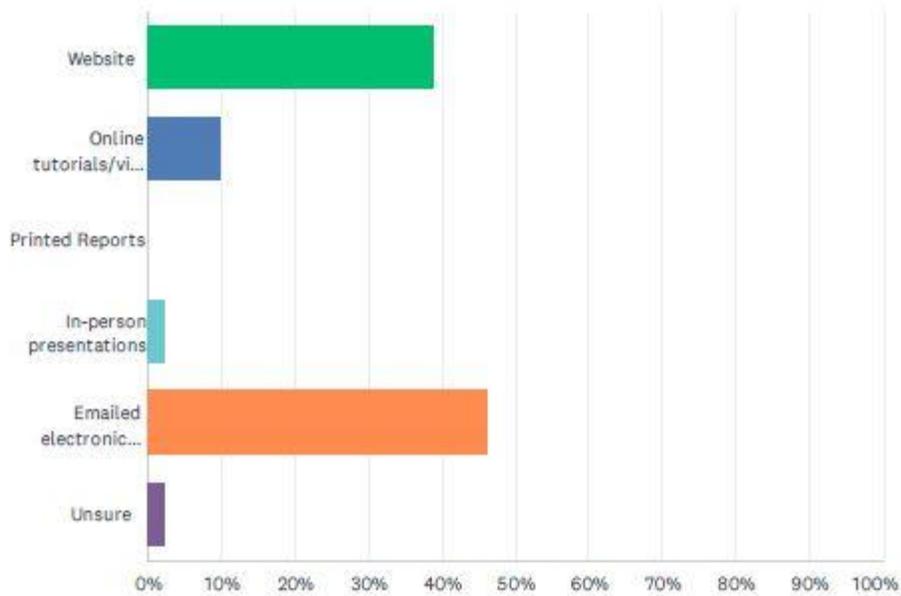
Answered: 41 Skipped: 0



ANSWER CHOICES	RESPONSES	
Specific industry/sector information	41.46%	17
Specific hiring policies/regulations	31.71%	13
Gov't/Community programs	2.44%	1
Health insurance benefits	9.76%	4
Employment statistics	14.63%	6
Unsure	0.00%	0
Nothing/none of these	0.00%	0
TOTAL		41

Q4 What format is most useful to receive labor market reports, research or other forms of data reporting?

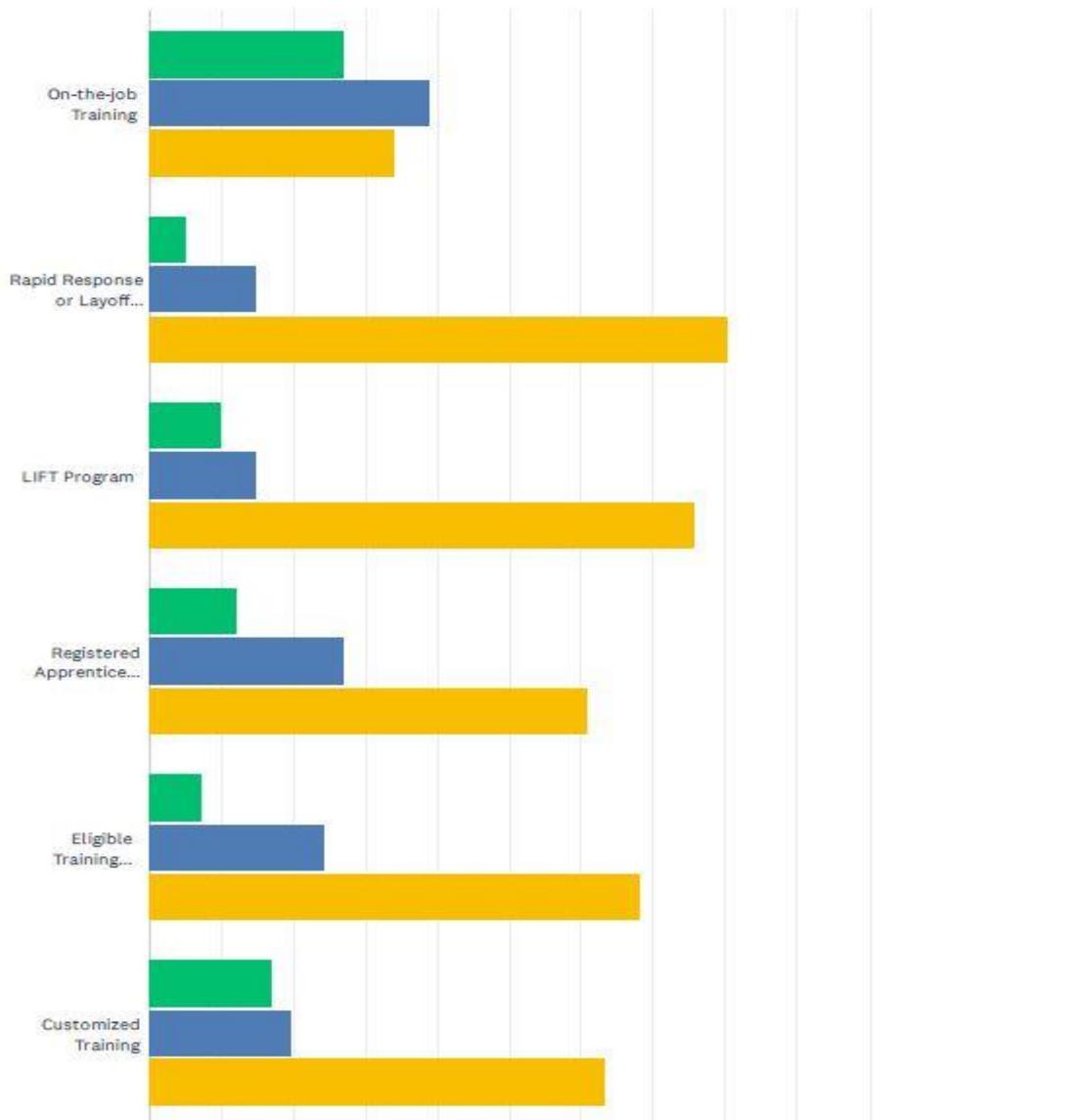
Answered: 41 Skipped: 0



ANSWER CHOICES	RESPONSES	
Website	39.02%	16
Online tutorials/videos	9.76%	4
Printed Reports	0.00%	0
In-person presentations	2.44%	1
Emailed electronic files/PDFs	46.34%	19
Unsure	2.44%	1
TOTAL		41

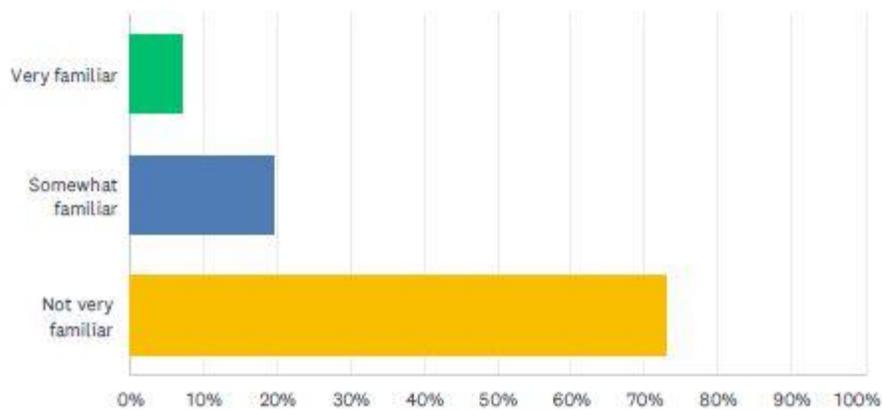
Q5 How familiar are you with the following business-related programs or services?

Answered: 41 Skipped: 0



Q6 How familiar, if at all, are you with the Eligible Service Providers Training Program?

Answered: 41 Skipped: 0



ANSWER CHOICES	RESPONSES
Very familiar	7.32% 3
Somewhat familiar	19.51% 8
Not very familiar	73.17% 30
TOTAL	41

WIOA Statewide Implementation:

The Board held several monthly meetings via Zoom and approved new and continued service providers and updated and created new board policies. The 2021 Governor’s Workforce Development Summit was held in October across the territory.

Ron Painter, President/CEO of the National Association of Workforce Boards (NAWB) along with Joan Herman, Chief Planning Research & Monitoring, VI Department of Labor Monitoring Unit hosted a training for Board members. An overview of the Workforce Innovation and Opportunity Act (WIOA) with a focus on the strategic and oversight role of members of the Workforce Development Board, WIOA evaluations mandate, and Board monitoring to ensure a positive return-on investment for the funds invested in the workforce development system was provided. VIWDB partnered with the VI Department of Labor and hired an economist to develop an analysis of local area industry and occupational employment projections. The US Virgin Islands Labor Market and Economic Report was released in February 2022.

The Local One-Stop Delivery System: Equus Workforce Solutions is the One Stop Operator for the Territory. Equus is responsible for the management and operation of the One Stop Center in all districts. Equus’ Highlights from September 2021 to June 30, 2022:

- Facilitated the safe return of staff to the AJC post COVID. The One-Stop Operator, worked with VIDOL and co-located partners to conduct the following activities.

- Supported the VIWDB with the revision, execution, and distribution of Core Partners (Office of Veteran’s Affairs, Equus Workforce Solutions, the Department of Labor, Department of Human Services and Department of Education) MOU.
- Convened monthly core partner meetings in support of a collaborative, customer-focused one-stop system that delivers services to job seekers, businesses, the funder, and the broader community.
- Staffed 12 positions to meet the needs of both job seeker and employer customers as well, added an instructor who provides job readiness and skill development opportunities to AJC customers and participants.
- Provided universal customers access to the AJC resource room where customers can conduct job searches and apply for employment opportunities. Customers can utilize the resource room technology to also apply for benefits and services offered by partner agencies such as TANF or UI benefits. They offered everyone access to workshops in soft skills, resume writing, interview skills, and financial literacy, among others. They will continue to coordinate and train partners to assist in the Career Center Resource Room, conduct initial assessment for job seekers, make referrals to Core and Non-Core Partners, and provide job search assistance.
- The AJC Core Partners will continue to provide cross-training and other professional learning opportunities that promote continuous quality improvement. facilitate continuous center staff training and development, role specific and foundational training based on quality assurance, case management and policy updates.
- They will continue to work with multiple partner programs and the business community to conduct outreach, recruit candidates to staff employer needs.

Virgin Islands Department of Labor (VIDOL)

Highlights from June 30, 2021, to August 31, 2022

Acknowledging that employers drive workforce, VIDOL focused on building stronger and better relationships with employers throughout the territory, and that employers drive workforce. VIDOL enhanced their communication avenues bringing together individuals looking for employment and employers looking for job seekers.

They continued with “Workforce Wednesdays” during the year. This twenty-minute live broadcast on 107.9 Da Vybe; Mello Shelo gave them the opportunity to share information and updates on their programs and services.

VIDOL launched “Connect to Business” an initiative that features businesses by introducing them to the community through VIDOL’s social media pages. Employers share information on their current job openings and what they expect from employees at their workplaces.

VIDOL conducted monthly employer-based webinars and shared information on topics beneficial to employers. The webinars shed light on issues and provided solutions to help build a stronger, inclusive, and better workforce. Webinars held to date are as follows: Effective Recruitment Strategies for Small to Medium- Sized Business – January 26, 2022; Leveraging Local Labor Market Information – February 17, 2022; Facilitating Inclusive Business Communities – March 16, 2022; Assessing Hazards in the Workplace While We Work within the “New Norm” – April 26, 2022; and Equus Workforce Solutions – Creating Opportunities, Changing Lives – June 29, 2022

On March 29, 2022, VIDOL conducted a hiring event for a local business, The Palms at Pelican Cove. VIDOL's Business Services team identified qualified candidates and pre-screened all applicants based on the requirements of The Palms management team. A total of six applicants were interviewed by VIDOL's team. Four of the six applicants were hired by The Palms in different areas of the restaurant and hotel industry.

April 19, 2022, VIDOL assisted JohnHope Automotive with their hiring needs. They screened and conducted math skills testing for eight individuals and then referred them to the hiring manager for final approval. JohnHope Automotive has expressed an interest in participating in the Work, Learn and Earn Youth Program.

VIDOL held a Job Fair on Wednesday, May 11, 2022, servicing over sixty-six (66) customers, featuring AT Construction Solutions, Skills for Today, GCG Group and their Workforce Development Team. VIDOL has enhanced their communication avenues by bringing together individuals seeking employment and employers seeking well skilled workers. GCG hired eleven individuals with resumes received from the Job fair. Skills for Today collected a total of twenty-five interest form. Eighteen of the twenty-five completed the full application.

Assisted Divi Carina Bay and Resort with hiring staff by assisting with two Job Fairs held at the Resort. The job fair for Divi Carina was held on April 27, 2022, and Divi Carina Bay Casino was held on May 18, 2022. Seventeen (17) of the hires were candidates referred by VIDOL.

VIDOL participated in the NASWA & Grow with Google scholarship program which runs through December 31, 2023. VIDOL has access to five hundred (500) licenses, free to customers of the Job Center. Customers must be referred by the Center to access the licenses. The six (6) certificates being offered are Google IT Support, Google User Experience (UX) Design, Google Data Analytics, Google Project Management, Google IT Automation with Python Professional, and Google Digital Marketing and E-commerce. To date, forty-one (41) learners have joined the platform and thirty-eight (38) are enrolled. Enrollments include some government employees. Learners have up to six (6) months to complete a certificate.

REGISTERED APPRENTICESHIP PROGRAM OVERVIEW

As business and industry seek a workforce with more skills and knowledge than ever before, registered apprenticeships provide the opportunity to acquire and train a skilled workforce that meets each industry's special demand. As such, the Governor have identified work-based learning as the path forward in building capacity and expanding economic development in the Territory. Based on economic growth projections in the Territory, workforce development investments are focused on the demand sectors of healthcare, hospitality, information technology, and the marine industry.

Recognized as a State Apprenticeship Agency, the Virgin Islands Department of Labor formally recognized Gold Coast Yachts, Inc. as the first RAP in the VI in January 2020. GCY anticipated interviewing for the first Registered Apprentices in February, but efforts were interrupted by the

COVID-19 guidelines & other financial impacts. Amidst the COVID-19 pandemic, the Virgin Department of Labor continued to work with the US Department of Labor to develop apprenticeship opportunities. In the 2021 program year, four (4) additional apprenticeship program sponsors were approved, and thirteen (13) apprentices were actively working on industry-recognized skill certification.

The VI State Apprenticeship Agency is currently working with five (5) potential program sponsors.

APPRENTICESHIP SPONSOR/OCCUPATION

Sponsor/Employer	Occupation
Gold Coast Yachts, Inc.	Boat Builder
	Marine Services Technician
Peace of St Croix Inc.	Certified Massage Therapist (CMT)
Plessen Healthcare	Medical Assistant/Patient Care Coordinator
	Life Safety Coordinator
	Surgical Technologist
Virgin Islands Professional Charter Association	Able Seaman
The Turning Point Senior Care	Certified Nursing Assistant – Restorative Care Specialty
	Certified Nursing Assistant – Dementia Specialty

APPRENTICE DATA

Total Apprentices	13
<i>Female</i>	13
<i>Male</i>	0
<i>Veteran</i>	0
<i>Disable</i>	0
<i>Youth and Young Adults, Ages 16-24</i>	0
<i>Adults, Ages 25-54</i>	13
<i>Older Adults, Ages 55+</i>	0
Average starting wage of apprentices	\$18.42
Total apprentices completing programs	0

FUNDING

The Virgin Island Department of Labor State Apprenticeship Agency received a \$300,000 State Apprenticeship Expansion (SAE) grant from the U.S. Department of Labor in July of 2020. Due to the extra workload associated with COVID and other COVID restrictions, the department decided to outsource the work associated with the grant to ICF. ICF did not receive the final contract until August of 2021.

ICF is working with the Virgin Islands to:

- Develop a clear and concise plan that aligns the diverse assets of VIDOL, ICF, employers and future apprentices to increase economic impact for employers and employment outcomes for apprentices

- Hire new workforce development professionals to augment VIDOL and the Apprenticeship Council to secure new employers, identify new apprentices, and create the documentation to create and expand successfully Registered Apprenticeships in the USVI. This enhanced team will also develop state of the art governance policies and procedure.
- Develop/Strengthen partnerships with the VI Department of Education, Career & Technical Education and the University of the Virgin Islands around Registered Apprenticeships.
- Develop/Strengthen partnerships with Industry/Employers around Registered Apprenticeships.
- Work with local workforce development system to develop policies that include designated WIOA and other funding for RA programs
- Collaborate with U.S. Department of Labor, Office of Apprenticeship to transition and deploy a modern, cloud-based management information system to capture data and illustrate information in an accurate and timely manner.

Braiding of Funds

Below is a listing and summary of funding sources for Virgin Islands sponsors or apprentices are currently accessing. Funds associated with a Registered Apprenticeship are based upon potential apprentice being eligible for other funding sources or the employer being eligible for funding to support the apprentice. Specific funding decisions are based upon each sponsor, funding source availability and program discretion.

- **Workforce Innovation and Opportunity Act (WIOA)**
Workforce Development Board policy establishes up to \$8,000 to support Registered Apprenticeship in all areas listed. The specific apprentice identified must be WIOA eligible for the Dislocated Worker, Adult, or Youth program and funds available.
- **Skills for Today**
Skills for Today refunds 100% of the wages of a Registered Apprentice for up to 2,000 hours or one year from date of hire. Person must meet CDGB D/R eligibility of low to moderate income.
- **Healthcare Career Advancement Program (HCAP)**
Healthcare Career Advancement Program (www.hcapinc.org) builds workforce for quality care. They can assist health care providers through a grant to support their Registered Apprenticeship efforts.

Program Highlights – Service Providers Certification Programs

UVI Cell:

<ul style="list-style-type: none"> • Administrative Assistant • Child Day Care Management Expert Program • Clinical Medical Assistant • Child Care Worker • Mental Health Technician • Renewable Energy Specialist 	<ul style="list-style-type: none"> • Stress Management Coach • Sustainability Professional • Wellness Coaching • Penn Foster Online High School Diploma • Culinary Program- Certified Fundamentals Cook- Beginner
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Raphael O. Wheatley Skills Center:

<ul style="list-style-type: none"> • Carpentry • Certified Nursing Assistant (CNA) • Clinical Medical Assistance (CMA) • Culinary Arts • Phlebotomy 	<ul style="list-style-type: none"> • Licensed Practical Nursing (LPN) • Emergency Medical Technician • Electrical Technician • Auto Body Repair • Automotive Mechanic • Plumbing
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The St. Croix Career and Technical Education Center

<ul style="list-style-type: none"> • NCCER CORE Curriculum • NCCER Electrical 1 • NCCER Electrical 2 • Phlebotomy 	<ul style="list-style-type: none"> • Child Care with CDA • Food Management (Culinary Arts) • Welding • Information Technology
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Community Action Now!

<ul style="list-style-type: none"> • Community Action Now! Inc. • Certified Administrative Professional • Communication Skills for Business 	<ul style="list-style-type: none"> • Life Skills Work Ready Ic3 Certification • Entrepreneurship & Small Business Certification
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MedCerts:

<ul style="list-style-type: none"> • Behavior Technician and the Medical Office • Cardio-Phlebotomy Technician • Behavior Technician and the Medical Office • Administrative Customer Support Specialist • Medical Front Office Asst. & Admin. Specialist • Medical Billing Specialist • Medical Front Office Administration Specialist • Medication Care Coordinator • Medical Front Office & Electronic Health Records • Electronic Health Records Specialist • Electronic Health Records and Reimbursement Specialist • Professional Coder 	<ul style="list-style-type: none"> • Medical Assistant • Phlebotomy Technician • EKG Technician • Cardio-Phlebotomy Technician • Patient Care Technician • IT Support Professional • Fundamentals of IT • IT Helpdesk Administrator • IT Security & Network Technician • Microsoft Office Specialist • Project Management Essentials • Physical Therapy Aide & Administration Specialist
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<p>NetWave: Fiber Optics Technician/installer</p>	<p>Align Community, Inc.: RESET (Community Reentry/Alternatives to Incarceration)</p>
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<p>Tang How Brothers, Inc. Construction Trades Program and Welding</p>	<p>VI Professional Charter Association. Inc VIPCA Marine Apprenticeship</p>
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EleV8T Virtual Academy Business Intelligence Analysts, Information Security Analysts, Information Technology Project Managers, Software Quality Assurance Analysts and Testers.	The Turn Around Place TAP Culinary and Hospitality Education and Training Program TAP Seafarers Education and Training Program
USVI Dept. of Education /St. Croix Adult Educ. St. Croix Adult Education	The Leader's Branch, Inc. Soft Skills Training & SHRM Certification Exam Preparation Course
Caring Health Concierge, Inc./The Mbreo Inst. Certified Nursing Assistant (CNA)	Abdul R. Ali Consulting Services Workforce Development Training
Life Skills Training Center, LLC Home Health Aide and Nursing Assistant	Business Strategies Inc. Six Sigma Yellow Belt Certification
Peace of St Croix Inc. (Division of Massage Academy) Certified Massage Therapist (CMT)	Plessen Healthcare, LLC Certified Massage Therapist (CMT)

Promising Practices

The United States Virgin Islands will continue to make their Registered Apprenticeship Program (RAPs) a resourceful and innovative employee development opportunity for the territory’s businesses. Additionally, the signed MOU amongst the core partners (VI Workforce Development Board, Equus Workforce Solutions, VI Department of Labor, VI Department of Human Services, VI Department of Human Services and the VI Office of Veterans Affairs) will allow for core partners to establish joint processes, procedures and resource sharing that will enable partners to provide a seamless and comprehensive array of workforce development services through the local One-Stop system to residents of the Virgin Islands. One-Stop Centers are designed to provide a wide array of workforce development services to all customers of the system to include job seekers, career workers, employers, and businesses. In accordance with the Workforce Innovation and Opportunity Act of 2014 (WIOA) One-Stop Centers and their partners are tasked with: Providing job seekers with the skills and credentials necessary to secure and advance in employment with family-sustaining wages; providing access and opportunity to all job seekers, including individuals with barriers to employment, such as individuals with disabilities, to prepare for, obtain, retain and advance in high-quality jobs and high-demand careers; enabling business and employers to easily identify and hire skilled workers and access other supports, including education and training for their current workforce; Participating in rigorous evaluations that support continuous improvement of one-stop centers by identifying which strategies work better for different populations; and ensuring that high-quality integrated data informed decisions are made by policy makers, employers and job seekers.

The Future of WIOA in the Virgin Islands

The VI Workforce Development Board will focus on fully engaging employers in the workforce development system to address the talent shortages. Develop sector strategies and a career pathways system that will integrate education and training and move skilled job seekers into growth industries. Increase the number of Virgin Islanders with barriers to employment who complete high school, earn a post-secondary credential – including an industry recognized certificate, registered apprenticeship, or post-secondary degree program – and become employed in occupations that align with the needs of Virgin Islands employers. Expand the VI labor force by helping residents enter the labor market.