

*Strategic Workforce Development Solutions for Hampton Roads*

**Leading the Charge with Work-Based Learning**

Opplnc.'s One-Stop Workforce Center has embarked on a new initiative to promote work-based learning as a solution for both jobseekers and businesses. This year, the business services team has partnered with Oceaneering International – a global oilfield provider of engineered services and products – to combine the company's registered apprenticeships in welding with the One-Stop's On the Job Training (OJT) program. As part of the OJT program, Opplnc. pays a portion of the wages of employees training for jobs with One-Stop business partners.

The Business Services team has also partnered with Sumitomo Drive Technologies, a Chesapeake based manufacturer, to support the company's informal apprenticeships that train welders and machinists. Opportunity Inc. is helping Sumitomo close the skill gap with some of its current employees through the Incumbent Worker Training Program. Assembly workers who would have otherwise been displaced when the company relocated their job function are now undertaking machinist training that will lead to higher wages and a Career Studies Certification through Tidewater Community College.

**For more information on business services provided to employers or to become a workforce center partner, please contact Steve Cook at [SCook@oihr.org](mailto:SCook@oihr.org).**



Left to right: Katie Hedges, Whitney Kelso and Guy St. John of Oceaneering International

**Ready. Set. LAUNCH!**



*Meet Hope*



Hope Holman is the Founder of Hope4myteen, LLC, a company based in Suffolk, Virginia that provides training solutions to teen drivers. A retired Navy Firefighter and mother of three teenagers, Hope decided to launch her business to assist other parents concerned about the safety of their new teen drivers. After cultivating her business idea for five years, Hope looked to Opplnc.'s LAUNCH Program to take her business endeavor to the next level.

LAUNCH Hampton Roads is an Opplnc. initiative, as part of the Virginia Employment Through Entrepreneurship Consortium (VETEC), designed to provide entrepreneurship training under the U.S. Department of Labor's Workforce Innovation Fund.

LAUNCH provided Hope with the resources and confidence to effectively navigate within the e-commerce arena. Hope4myteen's product line now includes reusable, removable TEEN DRIVER magnetic car signs and TEEN DRIVER window flags, which alert and encourage other motorists to drive with greater patience and caution when sharing the road with teens. We applaud Hope on her business success and wish her the best.

**Please visit [opp-inc.org](http://opp-inc.org) for more information on similar programs and initiatives aimed at supporting entrepreneurs and small business owners.**

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# Message from the Chair of the Board & President

On behalf of the Hampton Roads Workforce Development Board and Opportunity Inc., we are pleased to present our inaugural quarterly newsletter, which highlights just a few of Opportunity Inc.'s recent accomplishments and its programs.

The past year has been one of significant progress and positive change, and we are excited about the year ahead. On July 1, our new federal governing legislation, the Workforce Innovation and Opportunity Act, went into effect. As a result, over the past months, we have been busy implementing new programs and initiatives aimed at strengthening the ever-evolving regional workforce, as well as conforming our existing programs to the new law. With these enhancements to our programs, we find we are even more passionately committed to helping individuals find jobs and obtain the credentials and skills necessary to successfully perform those jobs, and connecting employers to these skilled workers.

As the regional convener for Workforce Development in South and Western Hampton Roads, Opportunity Inc. is particularly proud to announce that we have exceeded all performance measures for workforce development boards for the last three years. From job fairs to career exploration activities to individualized training, we have successfully administered programs and services that have strengthened our regional workforce as it recovers from the effects of the recent recession and sequestration. These accomplishments would not have been possible without the continued commitment of our business, community and education partners.

We are excited about what the future holds for Opportunity Inc. and our region, and will continue working to provide strategic workforce solutions for the businesses and jobseekers of Hampton Roads.

Sincerely,

*William L. Nusbaum    Shawn Avery*



William L. Nusbaum  
Chair of the Board



Shawn Avery  
President & CEO

## We've got it in the **CAN!** **CAN** career access network

In July 2015, Opportunity Inc. launched the Career Access Network (CAN) to better connect individuals to essential career related information and services within their communities throughout South and Western Hampton Roads, including the areas of Chesapeake, Franklin, Isle of Wight County, Portsmouth, Norfolk, Southampton County, Suffolk and Virginia Beach. The Career Access Network provides services through a partnership with Opportunity Inc. and local libraries, community organizations, and municipalities. Strategically placed in more than 40 locations across Hampton Roads, the Network offers jobseekers and employers access to career exploration, job search assistance, labor market information, financial literacy education, employer recruitment activities, career related workshops, and events.

For more information or to find the **NETWORK** location closest to you, please visit [careeraccessnetwork.org](http://careeraccessnetwork.org).

Utilize  
your local  
**NETWORK** to:

- **RECRUIT** new employees through our personalized hiring process.
- **MENTOR** your future workforce and share your career journey.
- **SPONSOR** special career-related events and services.

# Inaugural Workforce Innovation Awards



Dr. Edna Baehre-Kolovani, President of Tidewater Community College, accepts award from OppInc. Board Chair William Nusbaum

Opportunity Inc. presented the first Workforce Innovation Awards at its 2015 Annual Meeting — with over 120 guests in attendance. The ceremony aimed to acknowledge the following OppInc. partners, and recognize their commitment to workforce development and impact on the Hampton Roads community:

- Workforce Champion of the Year Award** - The Honorable Maurice Jones, Secretary of Commerce and Trade, Commonwealth of Virginia
- Public Official Award** - The Honorable Paul Fraim, Mayor, City of Norfolk
- Business Award** - Sentara Health System
- Educational Institution Award** - Tidewater Community College
- Community Based Organization Award** - Urban League of Hampton Roads
- Youth-Serving Organization Award** - Junior Achievement of Hampton Roads

**Congratulations again to our 2015 award recipients!**



## 4TH ANNUAL TEEN SUMMER OPPORTUNITY FAIR

TEEN & YOUNG ADULTS AGES 16 TO 24

LEARN ABOUT EMPLOYMENT, VOLUNTEER AND POST-SECONDARY EDUCATION OPPORTUNITIES!

**THURSDAY MARCH 3, 2016 5PM-7PM**

MORE THAN **50** COMPANIES!

4554 VIRGINIA BEACH BLVD. PEMBROKE MALL, VIRGINIA BEACH, VA

**FREE VENDOR REGISTRATION**

FOR MORE INFORMATION OR TO REGISTER AS A VENDOR OR PARTICIPANT, PLEASE VISIT [WWW.MYYOUTHCAREERCENTER.ORG](http://WWW.MYYOUTHCAREERCENTER.ORG) OR CONTACT **757.233.8686**.

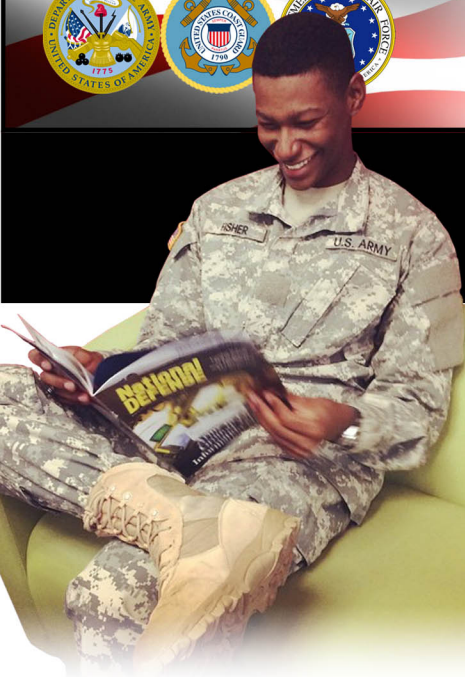


## Prepared to Serve

Recognizing the economic impact of the military presence in Hampton Roads, OppInc. has developed programs and services to assist young adults interested in joining a branch of the United States Armed Forces.

OppInc.'s Armed Services Vocational Aptitude Battery (ASVAB) tutoring program helps to prepare young adults for all components of the ASVAB – the standard military entrance examination. To date, OppInc. has served 57 students seeking to enlist.

## Meet Marcus



Marcus Fisher is the first student to complete OppInc.'s ASVAB Preparation Program. A graduate of Bayside High School, he aspired to join the Army, but needed to improve his math skills. After two months of tutoring sessions, Marcus obtained an ASVAB score that made him eligible to begin his training at Fort Bragg Airborne School to become an Ammunitions Specialist. He now proudly serves in the United States Army.

**For more information on OppInc.'s Youth Services, please visit [myyouthcareercenter.org](http://myyouthcareercenter.org).**

"The course is really good for those with a borderline score who need the push. I refer the ASVAB Preparation Program to my applicants and their scores are coming up."  
**- Terrence Hall, Petty Officer, U.S. Navy**



## Your Workforce Development Board

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**Hosey Burgess**, Norfolk/Portsmouth Manager, Virginia Employment Commission  
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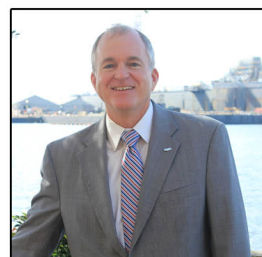
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**Edith White**, President & CEO, Urban League of Hampton Roads  
**Kevin Will**, President, Junior Achievement of Hampton Roads  
**Stephen Wright**, Director, Chesapeake Economic Development  
**Larry Young**, President, Eastern Virginia Labor Federation, AFL-CIO

## About Opportunity Inc.

*Established by the Hampton Roads Workforce Development Board, Opportunity Inc. oversees federally funded workforce development programs for South and Western Hampton Roads. OppInc. provides strategic workforce development solutions designed to assist businesses in accessing qualified workers and jobseekers in search of suitable job openings and training opportunities to bolster their earning potential.*

*Funded by the U.S. Department of Labor.  
 Opportunity Inc. is an Equal Opportunity Employer.  
 Auxiliary aids and services available upon request to individuals with disabilities.*

## Staff Updates *New Hires & Promotions*





**Steve Cook** joins the OppInc. team as our new Vice President of Workforce Innovation.



**Andrea Harrell** was recently promoted to Senior Director of Youth Initiatives and Community Affairs.

**Stay Connected!**

 Opportunity Inc. of Hampton Roads  
 @OppInc\_OIHR

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