



APPLICATION FORM

All applications must include the following information. Separate applications must be submitted for each eligible program. **Deadline: June 1, 2018.** Please include this application form with electronic entry. If you do not receive an email confirming receipt of your entry within 3 days of submission, please contact Gage Harter.

PROGRAM INFORMATION

County: Fauquier County

Program Title: Best Practice in Public Partnership and Innovation for Workforce Development

Program Category: Community & Economic Development

CONTACT INFORMATION

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SIGNATURE OF COUNTY ADMINISTRATOR OR DEPUTY/ASSISTANT COUNTY ADMINISTRATOR

Name: Catherine M. Heritage

Title: Dep. Co. Admin.

Signature: 

VACO ACHIEVEMENT AWARDS 2018 FAUQUIER COUNTY SUBMISSION

Innovations for Public Partnerships Regarding Workforce Development: Executive Summary

In 2016 the Fauquier County Department of Economic Development (FCDED) and the Lord Fairfax Community College (LFCC) Workforce Development Program forged a historic partnership to promote demand-driven workforce development in Fauquier County. Workforce has become the number one factor in determining growth, sustainability and location of businesses; matching business needs with qualified workers is therefore a high priority for the County and the College.

For nearly forty years, too many workforce development programs were supply-driven, reflecting the analyses of well-meaning people who did their best to figure out what kinds of education and training our workers needed. Unfortunately, the curricula, majors and topics selected may, in many cases, have failed to take into account the needs of growing businesses. This left firms without qualified applicants and workers with credentials that did not necessarily help them get jobs.

As economic developers began to realize that the ability of firms to find or at least attract, skilled workers had a tremendous impact on growth and location decisions. This often placed communities at a disadvantage in their efforts to retain, grow and attract companies. It has become increasingly obvious that partnerships between the economic developers and the workforce trainers would be needed to better tailor workforce development so as to meet employer needs and to increase the utility of the training given to workers. In the long run this would mean increasing the chances that trained workers would actually find jobs.

There are numerous potential obstacles to such partnerships, including diversity of organizational goals, artificial boundaries, competition for public dollars and simple inertia, which mitigate against the cooperation that would benefit both economic development and community colleges. This is not to say that economic developers and community colleges do not work together...often they do. However, the closer they collaborate, the more effective the partnership can be.

Thus, after several years of approaching this issue separately, the FCDED and LFCC decided to pool scarce resources to forge a highly linked, highly leveraged partnership. Together, they hired a Workforce Development Manager whose mission is to help both organizations identify and address employer needs. The partners, through senior level consultation and a shared agenda for the Workforce Manager, have since assisted numerous Fauquier County business in their growth plans and have added a potent incentive to the County's business attraction incentives by helping newly locating firms to hire their workers.

Thanks to the program, a growing number of local workers are finding jobs closer to home, as both the County and Lord Fairfax become even more focused on building congruity between the needs of employers for qualified workers and the ability of trainers to prepare their students for jobs that optimize their skills.

VACo Achievement Awards Abstract

Fauquier County Department of Economic Development

Demonstration for Achievement in Innovation for Public Partnership Regarding Workforce Development for Fauquier County

In July, 2016, Fauquier County Department of Economic Development (“DED”) and Lord Fairfax Community College (“LFCC”) Workforce Development entered into a Memorandum of Agreement to leverage their limited fiscal resources in order to advance their shared mission and vision for workforce development in Fauquier County. The concept was to institute a shared position, a workforce development coordinator, focused on the advancement of a demand-driven, skilled workforce, tailored to the needs of Fauquier County. Leadership of the two organizations forged a partnership to jointly fund and manage the workforce coordinator position to benefit the existing employers of Fauquier County and to aid in recruiting new industry to Fauquier County. This demand-driven workforce development position would become an immediate resource to deploy in pursuit of shared workforce goals for the county and the community college.

Background

Fauquier County Department of Economic Development and Lord Fairfax Community College Workforce Development have a long standing history of regular meetings and conversations regarding workforce labor supply, ways to support business expansion, and the promotion of new business attraction. The two organizations have, through this ongoing dialog, explored and executed a variety of creative collaborations to better support a demand-driven workforce development system.

Fauquier County DED has been a strong proponent that economic developers must address the increasing recognition of workforce as an economic development driver. In fact, workforce development is now rated as the number one site location decision factor by Area Development Magazine. The Department has continued to seek ways in which business services could expand to include a dedicated workforce development coordinator which would ultimately provide the County with a stronger and more complete means of supporting existing businesses, and would add a powerful resource for new business engagement and attraction.

In early 2016, LFCC and DED began to discuss ways in which their mutual agendas on workforce development might be pursued more collaboratively. The result was a proposal to share funding for and management of a workforce development professional.

Fauquier County DED and LFCC would need the support and approval of business, community and government leaders. One of the challenges was to sell the County leadership on funding for the joint position, especially at a time when unemployment remained relatively low in Fauquier County.

The need to address workforce development on an ongoing basis rested on several issues, including:

- Addressing the percentage of the workforce in the county that is UNDER-employed
- Reducing the proportion of county workforce that commutes out of the county to jobs in other communities (upwards of 60% of the labor supply)
- Meeting needs of existing businesses so that they can grow in place, and remain in the County

- Rising to the challenge of meeting the needs of business prospects, which is a significant issue in economic development for communities who want to be competitive
- Preparing the workforce for the FUTURE needs of industry, in order to be proactive, rather than reactive

The partners successfully made the case for joint funding of this shared position for a period of two years, starting in fiscal year 2017, and the position was filled starting in September 2016.

Accomplishments to Date

Currently, this shared intergovernmental cooperation on a jointly funded workforce development coordinator position is the only one of its kind in the State. Although unique, the model for this partnership can be implemented in any community of Virginia, in large or small format, and scalable to suit.

Fauquier County DED worked in collaboration with the community college to set the strategic overarching goals of the shared workforce coordinator position to seamlessly represent both partners in business outreach and development, establishing a “one-stop” presence for employers, and strengthening the workforce pipeline of skilled labor to Fauquier County. Joint goals were identified and set regarding measurable outcomes the position would need to achieve in years one and two of the jointly funded position. Quarterly progress was reported and communicated with stakeholders, who now fully embrace the position, and have unanimously approved funding for another 2 years of support.

The position enables Fauquier County and the Community College to engage with employers in identifying current and future workforce skill gaps, and immediately respond by either connecting them to a pipeline of current workforce training programs or developing new programs to meet the projected needs of the employers. The workforce coordinator works directly with businesses to educate and access federal, state and local workforce incentives, grants, or resources to help employers leverage incentives without the need to engage or overwhelm the employer by introducing multiple other partners or contacts.

Achievements from the joint funded position include:

- One of the most notable accomplishments is the increase in businesses served within the County within the first year: in FY17 - employers served increased by 130%.
- OVH, the French-based, world’s third largest cloud computing company, placed their first US location and corporate offices at Vint Hill in Fauquier County. One of the motivating factors was the offer of workforce assistance. They realized their special need for assistance with overseas hiring, including the challenges of dealing with US terminology for specific job positions, and the unique landscape for attracting quality candidates. The new workforce coordinator worked closely with OVH headquarters in France and their International Director of Human Resources to understand their needs, took the initiative to create a LinkedIn presence and attracted over 100 applicants to the 4 posted positions. The appreciation conveyed from the OVH International Human Resources Director are attached as Exhibit 1.
- The Fauquier County LFCC location at Vint Hill became the “first in the state” site for a new heavy equipment operator credential program using state of the art simulators. LFCC was awarded a \$453,686 Workforce Capacity Building grant from the Virginia Community College System, to launch this new program and expand several trades programs on the LFCC Fauquier Campus.

- On-going support and active engagement with the Quantico/Belvoir Regional Business Alliance, representing the County workforce initiatives at regional events in its efforts to promote workforce development, training and job placement for military members and their spouses in the community.
- Established baselines of workforce served, employers served, and workforce training courses offered in Fauquier for FY2016, and set a target of 15% increase in these numbers FY2017, and 30% in FY 2018.
 - FY17 – Workforce training programs increased by 28%.
 - FY17 - Workforce served increased by 16%.
- Hosted the largest private Virginia Values Veterans V3 employer certification event in their history (held April 2017, 60 participants from over 34 companies) to educate and train employers throughout Fauquier County and the surrounding area, on the Value of Virginia’s Veterans, and to help these employers connect with transitioning personnel and their families to maximize the productivity of the available workforce.
- Specific major firms that have been served include:

Appleton Campbell	Fauquier Hospital
Barrel Oak Winery	Greystone
Blossman Gas	Genesis Home Improvement
Chemetrics	Golden Rule Builders
Fauquier Bank	Golightly Plumbing
Fauquier County	Meridian Financial Partners
Fauquier County Fire and Rescue	Ross Manufacturing
Fauquier County Public Schools	VDOT

- The Partnership was highlighted and featured at the Virginia Community College System’s annual Workforce Development Conference in December 2017.
- Participated in multiple job fairs for the County:
 - March 2017, 16 area business represented, over 100 participants, led to 8 new hires.
 - April 2018, 28 area businesses represented, over 70 participants, led to 4 hires thus far.
- Conducted multiple meetings with Marine Corps base Quantico and provided LFCC workforce training program representation for job fairs at Quantico to attract transitioning military members to Fauquier County to live and work.
- Lead an ongoing quarterly Fauquier County workgroup meeting – attended by businesses, County and Town government, Chambers, Veterans groups, and area social service agencies. This has spurred unprecedented sharing of information and several new collaborations and partnerships.
- Held Advisory group of area businesses to analyze and scope out an 11-month Fauquier County Leadership Institute program which launched February 2018 with a cohort of 11 participants, from 4 area local businesses to promote leadership growth for front-line or first time supervisors.
- Meet with area businesses on a regular basis to discuss hiring needs, provide wage and job data along with labor market indicators, and promote credential and certificate workforce training programs available through LFCC, as well as advocate available jobs for local employers.

VACO ACHIEVEMENT AWARDS 2018 FAUQUIER COUNTY SUBMISSION

Innovations for Public Partnerships Regarding Workforce Development: **Brief Overview**

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From: Cécile Thiercelin [<mailto:Cecile.Thiercelin@corp.ovh.com>]
Sent: Tuesday, December 06, 2016 5:18 PM
To: Carlene M. Hurdle <CHurdle@lfcc.edu>; Pascal Jaillon <pascal.jaillon@corp.ovh.com>
Cc: Parsons, Doug <dparsons@yesvirginia.org>; Friedman, Miles <Miles.Friedman@fauquiercounty.gov>; Pullen, Beverly <beverly.pullen@fauquiercounty.gov>; Maria Mammis <maria.mammis@corp.ovh.com>
Subject: RE: Update on hiring for OVH Vint Hill

Hi Carlene,

I want to thank you for the amazing job you did because I am actually counting all the applications that made explode my mailbox and it's not 50 we are talking about but 84 and I am only at the 4th of december. There are few left ☺

I will give you an update with the exact numbers tomorrow.

As Pascal told you, I've hired Mrs H  l  ne Descamps to help me in the recruiting process. She will be very helpful with all the applicants !

Thanks again Carlene,

Speak to you soon

C  cile THIERCELIN
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