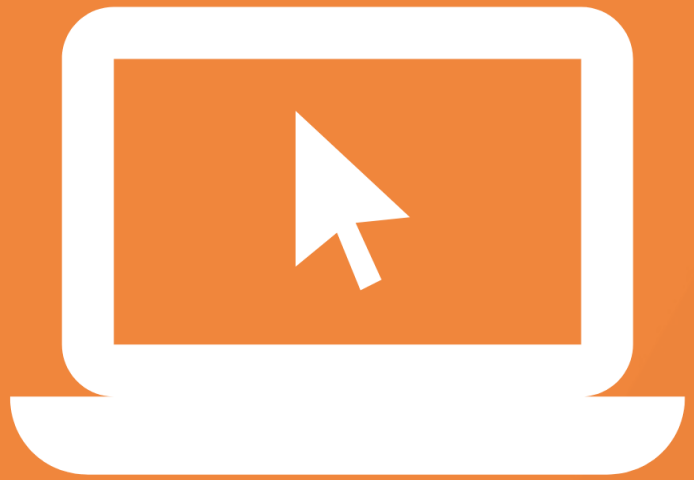
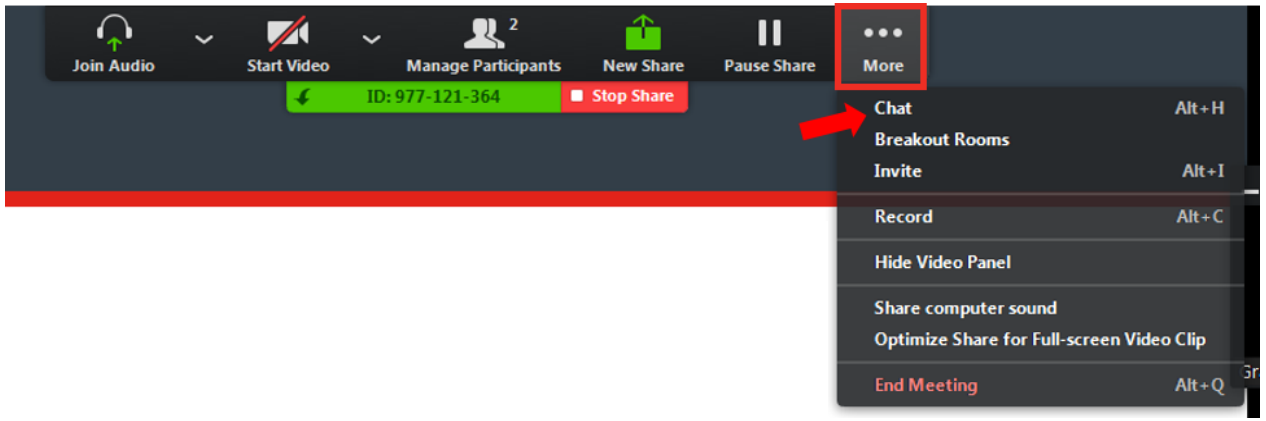


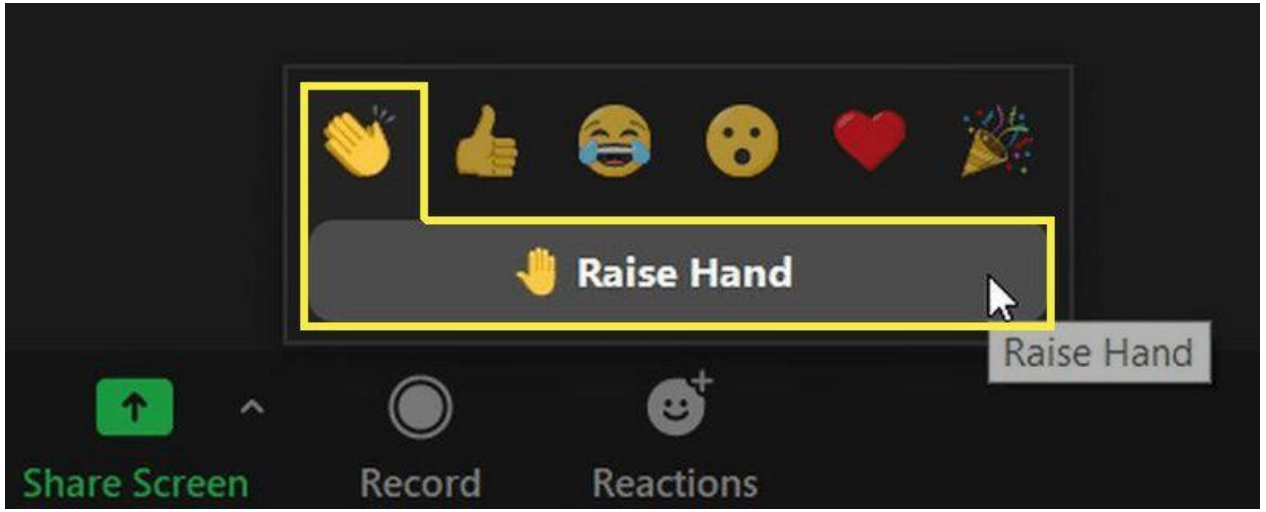
Virgin Islands Department of Labor

Employer Forum

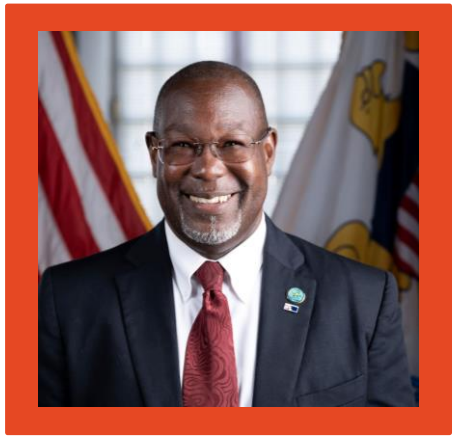
April 14, 2021

- Zoom features and functions
- Breakout rooms
- Please stay on mute
- Raise your hand to be called on





WELCOME



GARY MOLLOY, COMMISSIONER

US VIRGIN ISLANDS DEPARTMENT of LABOR

Goldenstar
AAA Investments
Silver Nook
Sand Castle on the Beach Hotel
Metro Market Media
Bolongo Bay Beach Resort
Jai Ganesh Inc.
Vin Sam LLC
Massage Academy / Peace of St Croix
Tramway Properties, Inc dba Paradise Point
MLB Creative
Sand Castle on the Beach & Beachside Cafe
Tramway Properties, Inc.
Divi Carina Bay Resort & Casino
Host-U Services
Restaurant
Tamarind Reef Resort and Marina, Inc.
University of the Virgin Islands
Coral World
Global Tours
Topa Equities VI Corporation
St. Thomas Restaurant Group
University of the Virgin Islands
Gallows Point Resort
United Health Care

AGENDA:

- Breakout Rooms
- Ask the Commissioner
- Workforce Development Update
- Recruiting Quality Talent
- Funding for Wages and Training



MELITA ETIENNE
Director of Workforce Development Services
US Virgin Islands Department of Labor
melita.etienne@dol.vi.gov

US VIRGIN ISLANDS DEPARTMENT of LABOR

DID YOU KNOW?

Labor Exchange Services

6,205

registered individuals in the VIeWS System last year

1,382

have an Associates degree or higher

Training & Career Services

448

individuals enrolled in a career service- basic or individualized

385

participated in some form of occupation skills training, work experience, or OJT

WHAT'S NEW?

Leadership Team



Melita Etienne
Director of Workforce Development Services



Charlene Hodge, Asst. Director of Workforce Development STT



Patrick Cawdette, Asst. Director of Workforce Development STX



Shenika Sebastien
Director for Youth and Apprenticeship



Kevin Dixon
Youth Territorial Project Coordinator

Breakout Rooms

BREAKOUT ROOM GROUPINGS

"What challenges are you facing hiring people in 2021?"

"Have you ever taken advantage of any Labor wage subsidy program?"

"What recommendation(s) would you make to improve workforce development in the USVI?"

"What worker skills gaps are most evident from your viewpoint and can be improved with effective training?"

Debrief

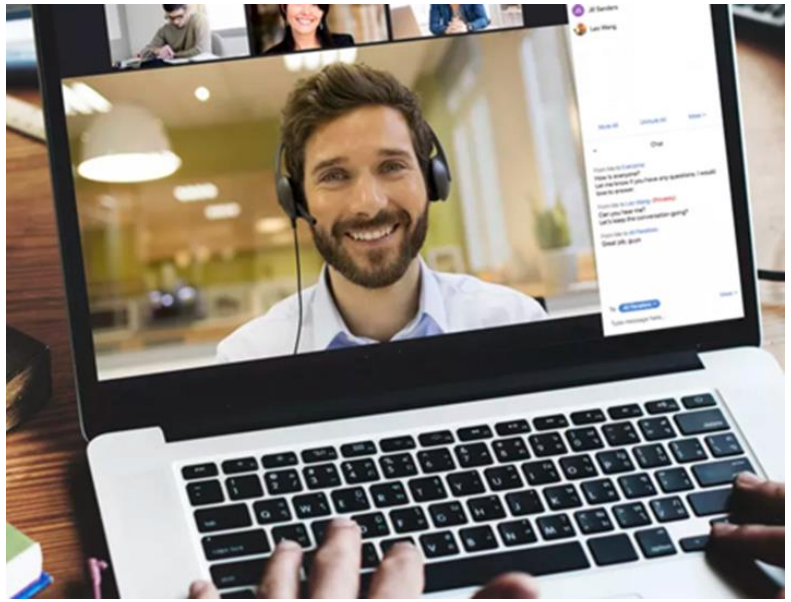
Workforce Development Update

WHAT'S NEW?

MARKETING MATERIALS







WHAT'S NEW?

- Employer Services Focus
  - Hiring Event for the Hospitality Sector – April 30, 2021 (St. Croix)
  - Hiring Event for the Construction Trades Sector – May 2021 (St. Thomas/St. Croix)
  - Focus on Sector Strategies

- Programs
  - Job Readiness, Entrepreneurship & Leadership Development Programs for Youth
  - Registered Apprenticeships - Eligible Training Provider List & Access to federal funding for wages & associated training costs
  - In Demand Sectors and Occupations for 2021 to include VISION 2040 (see chat for new listing)
  - Remote/Virtual Service Delivery

WHAT'S NEW?

- Engagement Strategies & Expanded Partnerships
- Programs
  - CDBG-DR *Skills for Today* ($10,000,000)
  - Re-entry Program

IN PROGRESS

- Services to Recruit Quality Talent
  - ***Customized Recruitment Strategy for Employers***
    - Candidate Screening
    - Pre-employment Skills Testing
    - Interview preparation and support



Funding for Wages and Training

WORKFORCE DEVELOPMENT PROGRAMS

Work Based Learning Programs

- **On the Job Training** (OJT)
- **Customized Training** (CT)
- **Incumbent Worker Training** (IWT)
- **Work Experience** (WE)
- **Registered Apprenticeships**

Virgin Islands is a State Apprenticeship Agency approved by US Department of Labor. Established an Apprenticeship Council with first meeting 2/16/21

Registered Apprenticeship Program Sponsors

- ***Gold Coast Yachts, Inc***
  Boat Builder
  Marine Service Technician
- ***Plessen Healthcare***
  Medical Assistant/Patient Care Coordinator
  Life Safety Coordinator
  Surgical Technologist
- ***Peace of St. Croix Inc.***
  Certified Massage Therapist

WAGE REIMBURSEMENT EXAMPLE

Work Based Learning Activity	Small-Size Organization	Mid-Size Organization
Hired (2) Summer Interns to offer a **Work Experience** During the Summer @ $10.50/hr. for 6 weeks (6 hours a day for 4 days a week)	**$3024** (100%)	**$3024** (100%)
Decided to participant in the year-round **Work Experience** Program for (2) individuals (Varies. Typically, 12 weeks. Assume same rate of pay and hours as summer for demonstration purposes)	**$6,048** (100%)	**$6,048** (100%)
Decided to implement a new software and related training for staff. Submit a proposal for **Customized Training** approval to Workforce Development Board. Total approved cost for training $10,000.	**$7,500** (75%)	**$5,000** (50%)
Opening a new branch location and need additional staff. Want to ensure the new staff is adequately trained **(On the Job Training).** Assume you hire one (1) person @ $15.00/hr. for 40 hours per week for 6 months. Total cost: $14,400.	**$10,800** (75%)	**$7,200** (50%)
TOTAL COST SAVINGS:	**$27,372**	**$21,272**

Registered Apprenticeship

Ensure on-going pipeline of talent for specific occupations in my organization (Registered Apprenticeship Program). Assume (1) participant for (1) year. $15.00/hr.	CT & OJT Costs	CT & OJT Costs
POTENTIAL COST SAVINGS:	**Contact us for more information**	**Contact us for more information**

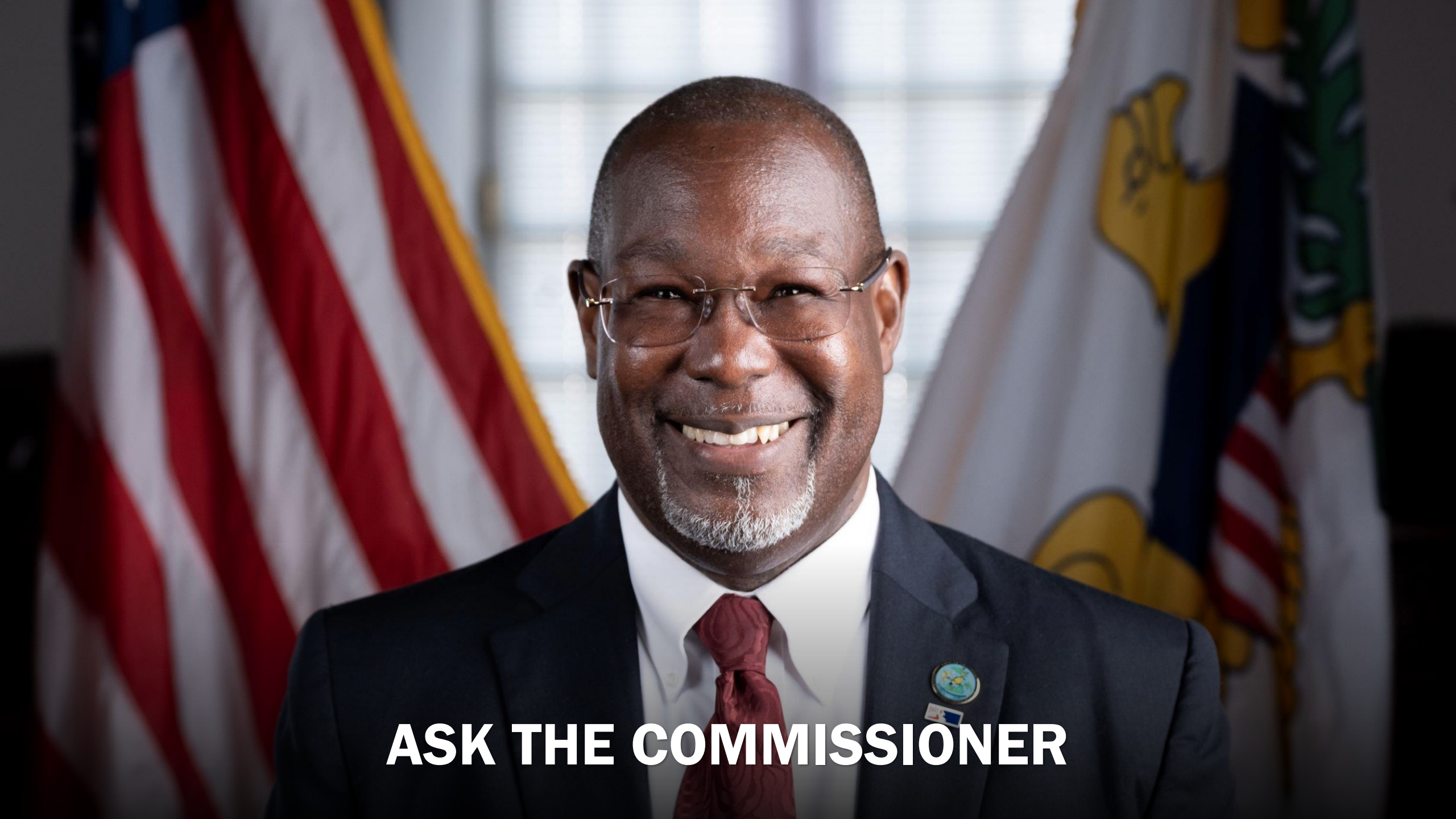
Contact Us

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ASK THE COMMISSIONER

Thank you!