

Workforce Development

Initiative and Program Introduction

PORTSMOUTH@WORK

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Talent development and retention initiative to assist unemployed and underemployed Portsmouth residents while building the pipeline of future workers.



Why now?

- Portsmouth has some of the highest income inequality in the region and unemployment inequality in pockets of underserved communities.
- Portsmouth organizations are experiencing a labor shortage: there aren't enough qualified people to fill the amount of jobs currently open.

Why this initiative?

- Portsmouth@Work is a reinforcement to Portsmouth Economic Development's ongoing work.
- We seek to lower the unemployment rates in our low-income neighborhoods and to raise the overall income level in the city – person by person, job after job.

Overarching Goals

Form an environment of collaboration to strengthen Portsmouth's talent development and curate pathways for **meaningful employment**.

Build accessibility to workforce resources and services that prepare individuals for employment that increases **quality of life** factors.

Guiding Principles to Impact Quality of Life Metrics

Accessibility and inclusion for all

Support access for all able adults to educational opportunities that meet employer needs

Ready for hire

Ensure all youth and young adults are career ready

Collaborative ecosystem

Foster development of an aligned workforce system

Integrated development

Support resources for talent pipeline and system development through public and private partnerships

Quality of Life Metrics

Key performance indicators:

- Median household income
- Per capita income in past 12 months
- Persons in poverty
- Underlying metrics
 - Unemployment
 - Underemployment
 - Individuals served
 - Etc.



Talent Ecosystem

External Partners

HR Workforce Council
VA Employment Commission
TCC Workforce Solutions
HR Chamber
Portsmouth Partnership | Bloom
Maritime Association & Employers
Google
Communities in Schools
Portsmouth Adult Education
VA Small Business & Supplier
Diversity
HR Small Business Development
Center
Dollar Bank
Tidewater Staffing



Internal Partners

Portsmouth Public Schools |
Career & Technical Center |
Title 1
Dept. of Social Services
Portsmouth Redevelopment
& Housing Authority
Dept. of Human Resources
Office of City Resilience
Portsmouth Community
Development
Portsmouth Police
Department



PORTSMOUTH
@WORK
Coalition

Free Virtual Trainings

Now Live

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Training Program Summary

- Work From Home Skills Training
- Multiple digital literacy training opportunities:
 - DigitalLearn
 - NORTHSTAR
 - Skills to Succeed
- Job Training through Tidewater Staffing
- SmartStart Entrepreneurship Training Program

Visit

[www.AccessPortsmouthVa.com
/workforce-programs](http://www.AccessPortsmouthVa.com/workforce-programs)

or email

AtWork@Portsmouthva.gov
for information or to sign up!

Work From Home Skills Training

- Free self-paced, asynchronous training course
- Instruction targeted at finding work from home positions quickly
- Provides a certificate of completion
- Grants participants access to industry-specific job boards & the inside tools, tricks, and resources connected to over 350,000 work from home job openings.



Digital Skills Training

- Free self-paced, asynchronous training course
- Three programming options matched to different areas of digital literacy and skills:
 - DigitalLearn | Beginner and intermediate computer and internet skills
 - NORTHSTAR | Digital skills needed for job searching and beyond
 - Skills to Succeed | Assessment based program focused on learning skills to acquire a job and increase employability

SmartStart Entrepreneurship Training Program

- Multi-faceted program covering business ideation, marketing, selling, and more in three components:
 - Online Training
 - Business Plan
 - Pitch Your Business
- SmartStart connects participants with resources and mentorship on everything necessary to start, run and grow a business
- Participants receive a certificate of completion and a “loan ready” business plan upon completion.

Get in touch!

Visit

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or email

AtWork@Portsmouthva.gov
for information or to sign up!



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