

CAPITAL REGION WORKFORCE PARTNERSHIP

DESCRIPTION

The Capital Region Workforce Partnership (CRWP) is an eight-jurisdiction consortium with elected representation from Henrico, Charles City, Chesterfield, Goochland, Hanover, New Kent, and Powhatan Counties and the City of Richmond. The Partnership, along with the business-led Capital Region Workforce Development Board (WDB) it appoints, have responsibility for oversight and management of employment and training services for jobseekers and employers throughout the service region. This includes budgeting and disbursing federal funds allocated to the region from the Workforce Innovation and Opportunity Act of 2014 (WIOA), and other federal, state, and local grants and resources that become available. Henrico County serves the important role of grant recipient and fiscal agent for these funds.

The CRWP is administratively organized as a Henrico County department with responsibility for providing administrative support to the Partnership Board, the WDB, its standing committees, and managing contracts for delivery of WIOA services through the three Workforce Centers in the Region. Staff are also responsible for ensuring compliance with applicable state and federal regulations and engaging with the larger network of partners and resources in the region to achieve greater collective impact in deployment of resources.

OBJECTIVES

- To meet current and future workers where they are and place them on career pathways that provide life-sustaining wages.

ANNUAL FISCAL PLAN SUMMARY

Description	FY25 Actual	FY26 Original	FY27 Approved	% Change
Personnel	\$813,767	\$974,807	\$895,258	-8.2%
Operation	4,920,996	3,618,917	4,051,519	12.0%
Capital	7,055	0	0	0.0%
Subtotal	\$5,741,818	\$4,593,724	\$4,946,777	7.7%
Recommended Adjustment	0	0	-137,812	100.0%
Total	\$5,741,818	\$4,593,724	\$4,808,965	4.7%

Personnel Complement ⁽¹⁾ ⁽²⁾

N/A

N/A

N/A

N/A

⁽¹⁾ Budget includes 7 complement III positions, which are not included in the County's personnel complement.

⁽²⁾ Employment Program Support Specialist and Employment and Training Technician roles removed in FY26.

Capital Region Workforce Partnership

PERFORMANCE MEASURES

	FY25	FY26	FY27	26-27 Change
Workload Measures				
Customers Enrolled in Individualized Services	787	800	825	25
Customers Receiving Basic Career Services	22,067	23,000	23,500	500
Customers Receiving Training	283	300	315	15

OBJECTIVES (CONTINUED)

- To understand the business customers and deliver services that support their stability and growth in the vibrant regional economy.
- To raise greater awareness of and access to the Capital Region's workforce development system.
- To reduce the larger workforce ecosystem barriers and fragmentation that exist through dynamic collaboration, coordination, and communication.

BUDGET HIGHLIGHTS

The FY27 CRWP budget in the amount of \$4,808,965 reflects an increase of \$215,241 or 4.7% compared to the FY26 approved budget. The approved increase would be covered by anticipated federal funds and not from County sources.

Of the total approved budget, 75% would support direct-to-client costs under service provider contracts and workforce center rent. CRWP personnel expenses represent 18% of the department's budget.

HENRICO COUNTY AND LOCAL FUNDING

Revenue from the seven other localities that with Henrico comprise the CRWP's service region are expected to total \$183,300 in FY27. Henrico County's contribution would remain at 27% of the regional total.

Federal funding makes up the majority of the CRWP revenue. Rent income is received from partner agencies that lease space in the workforce centers. The CRWP also benefits each year from various grant opportunities that further enhance its offerings.

Capital Region Workforce Partnership

Fiscal Year	Henrico Contribution	All Other Local Contributions	Henrico as a % of Total
FY16	\$64,380	\$120,435	35%
FY17	\$46,101	\$138,899	25%
FY18	\$45,250	\$114,750	28%
FY19	\$46,400	\$124,300	27%
FY20	\$58,000	\$144,000	29%
FY21	\$56,000	\$147,000	28%
FY22	\$56,000	\$136,000	29%
FY23	\$58,000	\$132,000	31%
FY24	\$51,919	\$138,081	27%
FY25	\$82,100	\$217,900	27%
FY26	\$66,700	\$183,300	27%
FY27	\$66,700	\$183,300	27%

This table shows contributions to CRWP from Henrico County and from the other localities as well as Henrico’s contributions as a percentage of total local contributions. Locality contributions have been based on the proportional service level received in the prior year since a new formula was adopted in FY16. The average Henrico contribution was well over half of the total before the formula was adopted, and has averaged 28% since adoption, illustrating the more equitable distribution of locality shares that is in place.

DEPARTMENTAL HIGHLIGHTS

The CRWP is responsible for meeting the administrative requirements of its various funding sources, developing policies, resource management, and achieving performance requirements, as may be set by the Partnership, the Commonwealth of Virginia, and the U.S. Department of Labor. While these functions are important to ensure the flow of funding for provision of much needed services, CRWP strives to ensure the quality of services to customers remains the focus of efforts.

In the most recent fiscal year ending June 30, 2025, the three workforce centers welcomed over 22,000 jobseekers, and those seeking connections to valuable resources to assist in their next steps. CRWP anticipates a growth in numbers as the region’s economy is beginning to show some possible signs of weakening as the unemployment rate is slowly rising and job postings are starting to decrease. At present the demand for the dislocated worker services is low and those not working may have barriers or challenges to take advantage of a strong economy and that is where CRWP can and does help. The volume of business customers remains steady as there is growing recognition that connecting with CRWP provides access to a potential labor pool interested in working.

Equus continues to operate the Title I WIOA contract to deliver Adult and Dislocated Worker Services to those who meet WIOA eligibility criteria. WIOA services include individualized career planning, resume and interviewing workshops, counseling, basic work readiness such as computer skills, paid work experience and internships, and various forms of training assistance such as tuition vouchers and on-the-job training. Through a separate procurement, they also serve as the region’s “One Stop Operator”, a federally required role that ensures that workforce centers and partners operate in a consistent and collaborative manner with high-quality standards for the benefit of customers.

Capital Region Workforce Partnership

The out-of-school youth program targets disengaged young adults ages 17 - 24 that have certain barriers to success in employment or education. Ross Employment Solutions is the current operator of these services. CRWP also maintains a contractual arrangement with Charles City County to serve youth both in and out of school.

The CRWP assisted in the establishment of the Capital Region Workforce Foundation, which achieved IRS designation as a non-profit in August of 2025. The foundation will be able to seek private funds to expand support of employment and training efforts.

Also, of note in 2025, the CRWP was a sponsor of Teen Summit RVA, as it has been since its inception in 2023. The event draws high school students from Henrico and throughout the region to the Greater Richmond Convention Center for a time to connect, in a safe space, and speak out and have their voices heard. In addition to funding and staff planning support, CRWP has also imbedded the InspireYouth@Work Summer Opportunity Fair into the summit. The fair is an opportunity to connect the high school students with summer employment, internship, and volunteer opportunities, as well as various community resources.

OUTCOMES

The performance outcomes of CRWP's services are an important indicator of the program's success, as they measure what has been done to help customer's rather than simply how many have been served. In FY25, CRWP met or exceeded 15 of 15 benchmarks set by the Commonwealth of Virginia as highlighted below. The CRWP's most recent annual report can be found at: <https://vcwcapital.com> under the "Resources" tab.

	Adult/Dislocated Workers	Youth
Job Placement	85%	77%
Job Retention	87%	87%
Skill Gains Rate	81%	71%