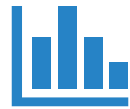




REVENUE ESTIMATING CONFERENCE

GARY MOLLOY, COMMISSIONER
VIRGIN ISLANDS DEPARTMENT OF LABOR
SPRING 2022 - MARCH 25, 2022

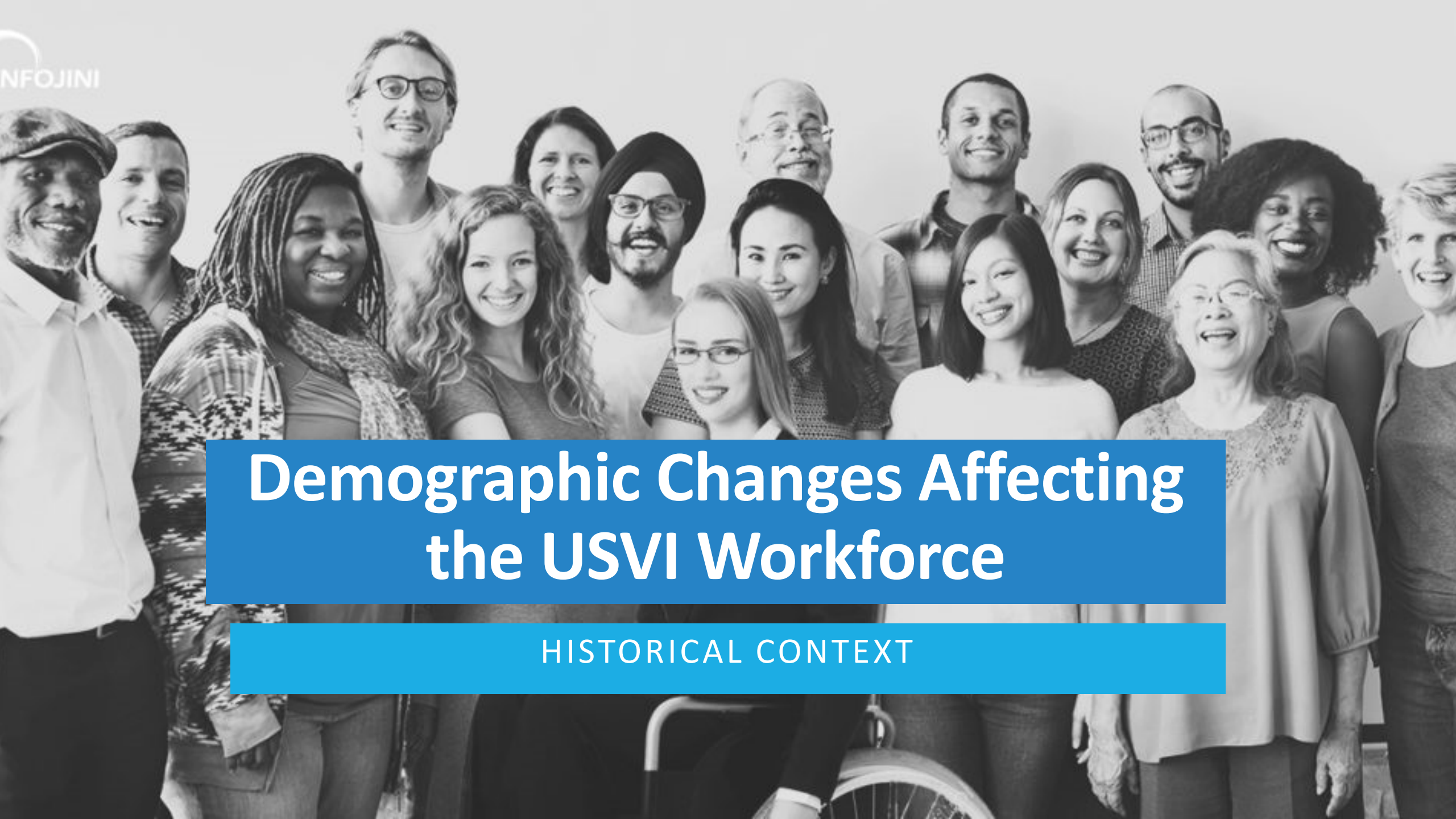
Agenda



Overview of demographic and unemployment changes affecting the USVI Workforce



Overview of current Workforce Development Training Programs and initiatives

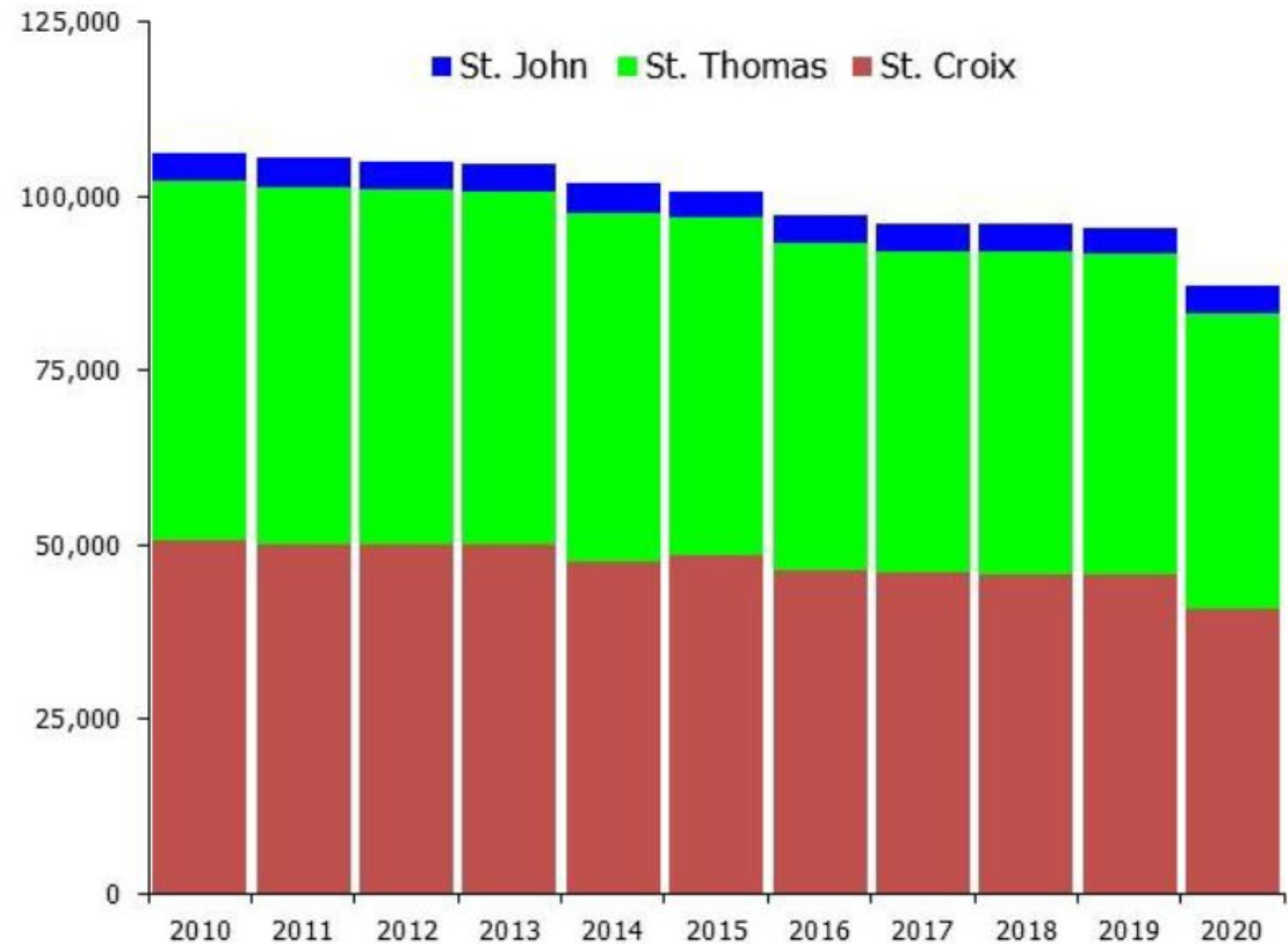


Demographic Changes Affecting the USVI Workforce

HISTORICAL CONTEXT

Population Change

Figure 2: U.S. Virgin Islands Population, 2010-2020.

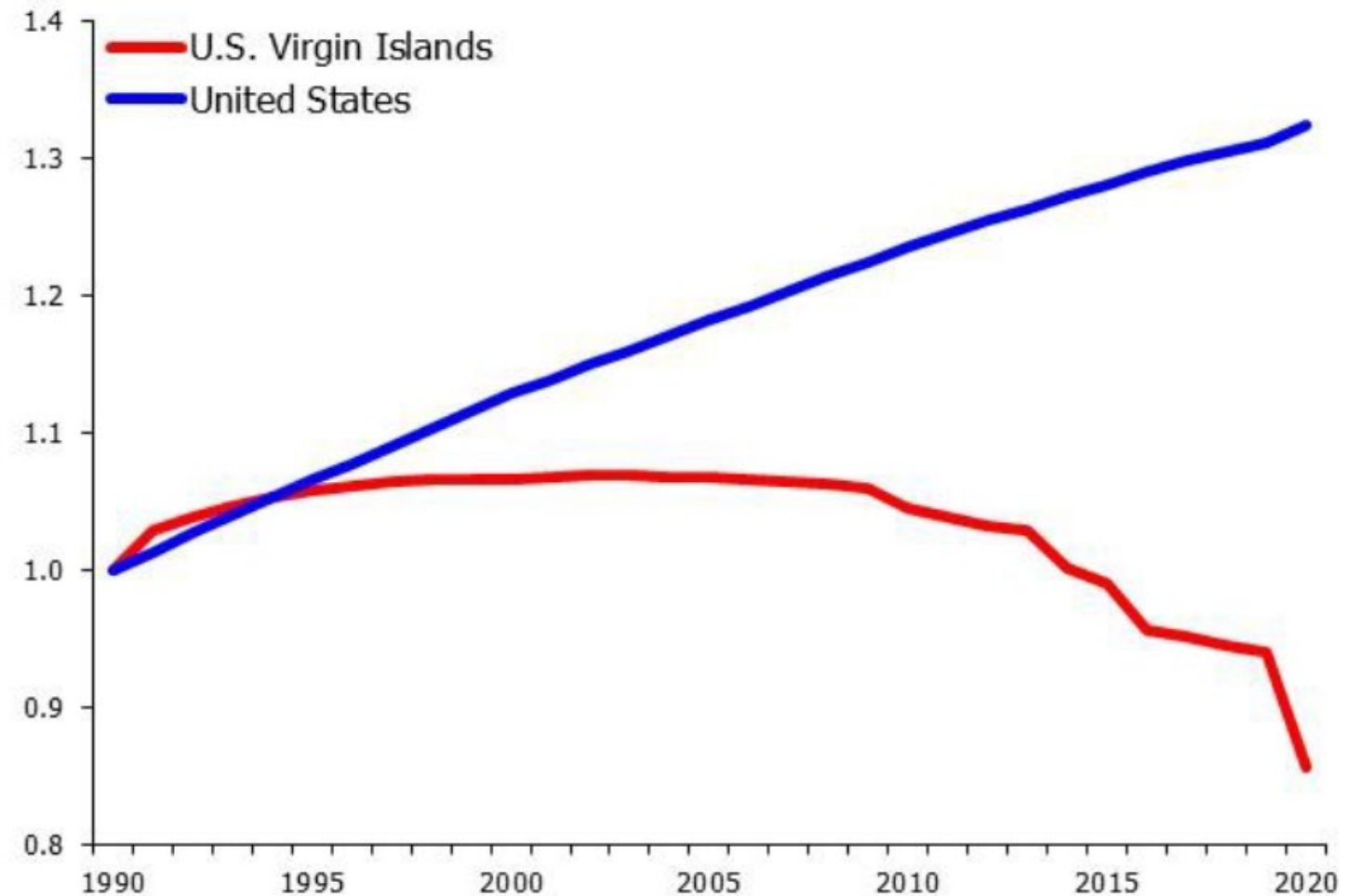


Source: U.S. Census Bureau; VICS.

The resident count in 2020 represented a population decrease of 18 percent from the 2010 count of 106,405, nearly 20,000 fewer people than in 2010.

Population Growth Index

Figure 3. Population Growth Indexed to 1990 (1990=1)

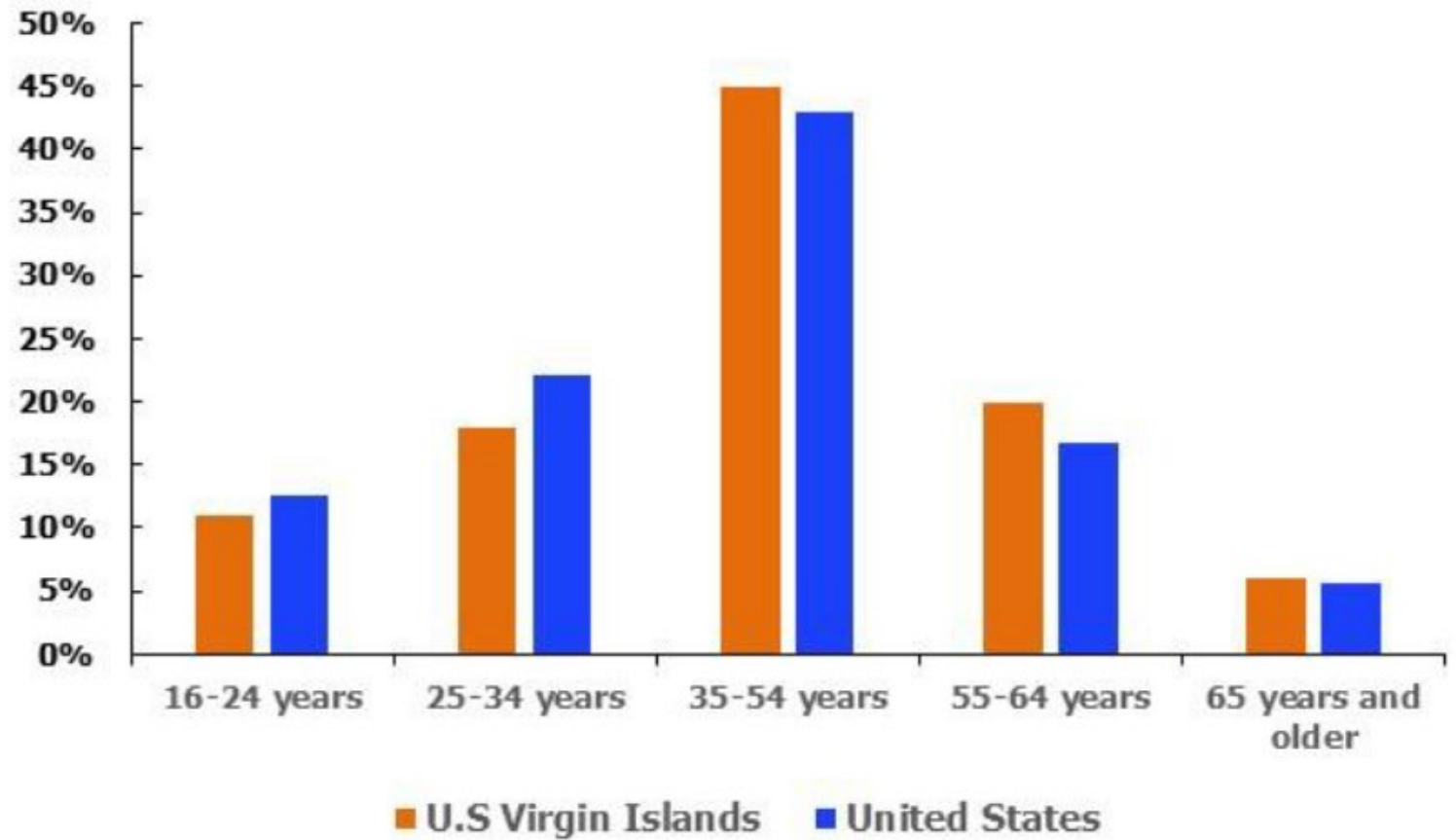


Source: U.S. Census Bureau, VICS.

Population growth has continuously fallen behind the national growth, with a steady annual population decline of 1.02 percent, compared to the U.S. average yearly growth of 0.82 percent.

Aging Workforce

Figure 6. Distribution of workers 16 year and older in the labor force, 2015.

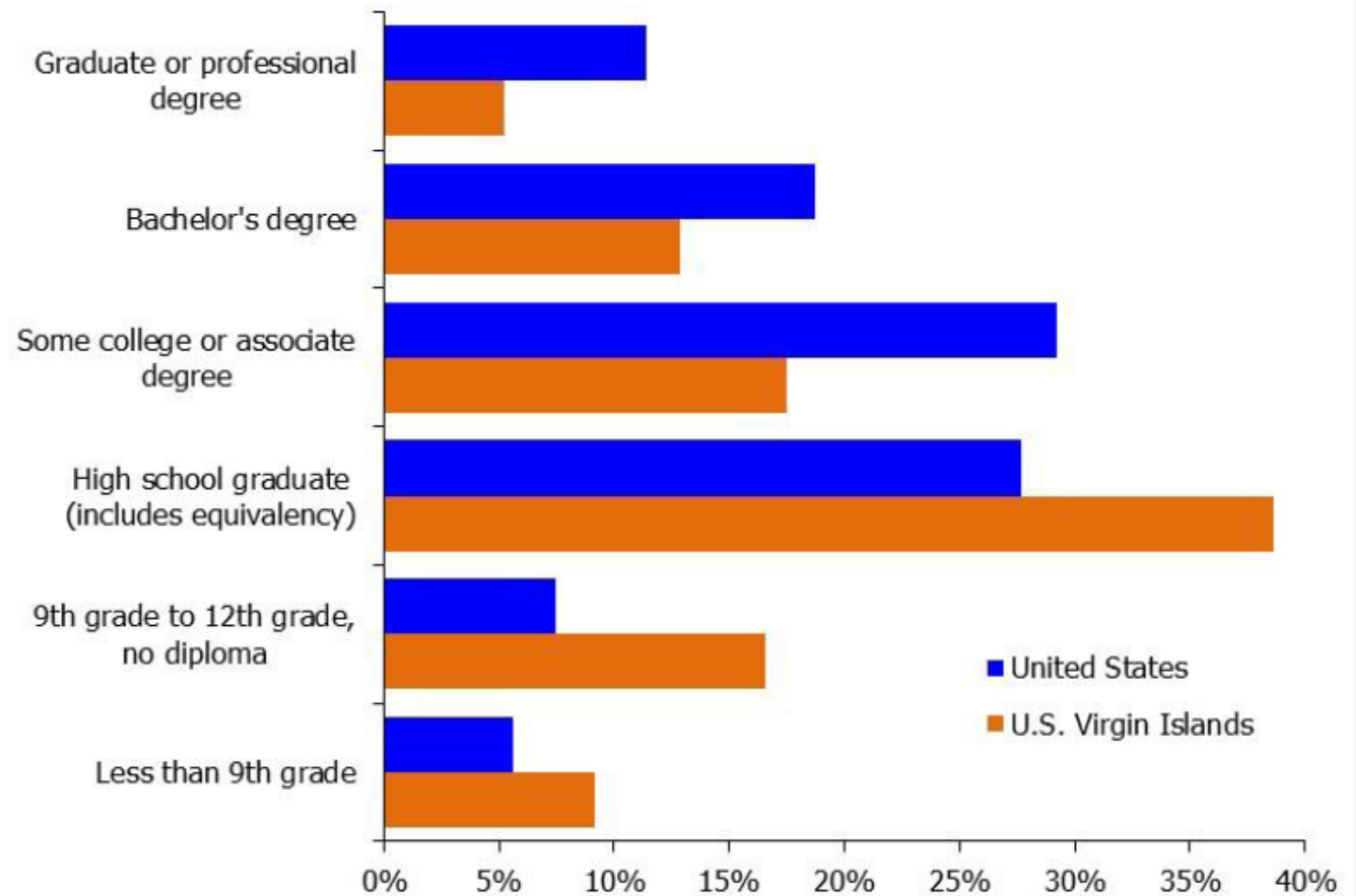


Source: U.S. Census Bureau; VICS.

The most significant demographic change will continue to be a rising number and share of older workers in the coming years. In 2015—the most recent year for which data is available—20 percent of people in the pre-retirement age group (those ages 55 to 64) were in the workforce, a number that will rise as baby boomers grow into older adulthood.

Education

Figure 7. Educational Attainment of the Population, Aged 25+, 2015.



Source: U.S. Census Bureau: VICS.

One of the challenges facing the USVI's workforce is the low educational attainment relative to the U.S. - the demand for higher education and skills will dominate employment opportunities in the economy. High-skill jobs are projected to be the fastest growing occupations over the next 10 years according to USBLS.

Unemployment Rates

The Virgin Islands Local Area Unemployment Rates were revised as part of the annual benchmarking process and to update the population counts for the workforce as per Census 2020.

- The current Unemployment Rate for the Virgin Islands as of January 2022 is **8.2%**.

Area	Labor Force	Employment	Unemployment	Ratio
St. Croix	19,940	18,001	1,939	9.7%
St.Thomas/St. John	23,310	21,708	1,602	6.9%
Virgin Islands	43,250	39,709	3,541	8.2%

- Total Labor Force* 43,250
- Total Employment** 39,709
- Unemployed 3,541

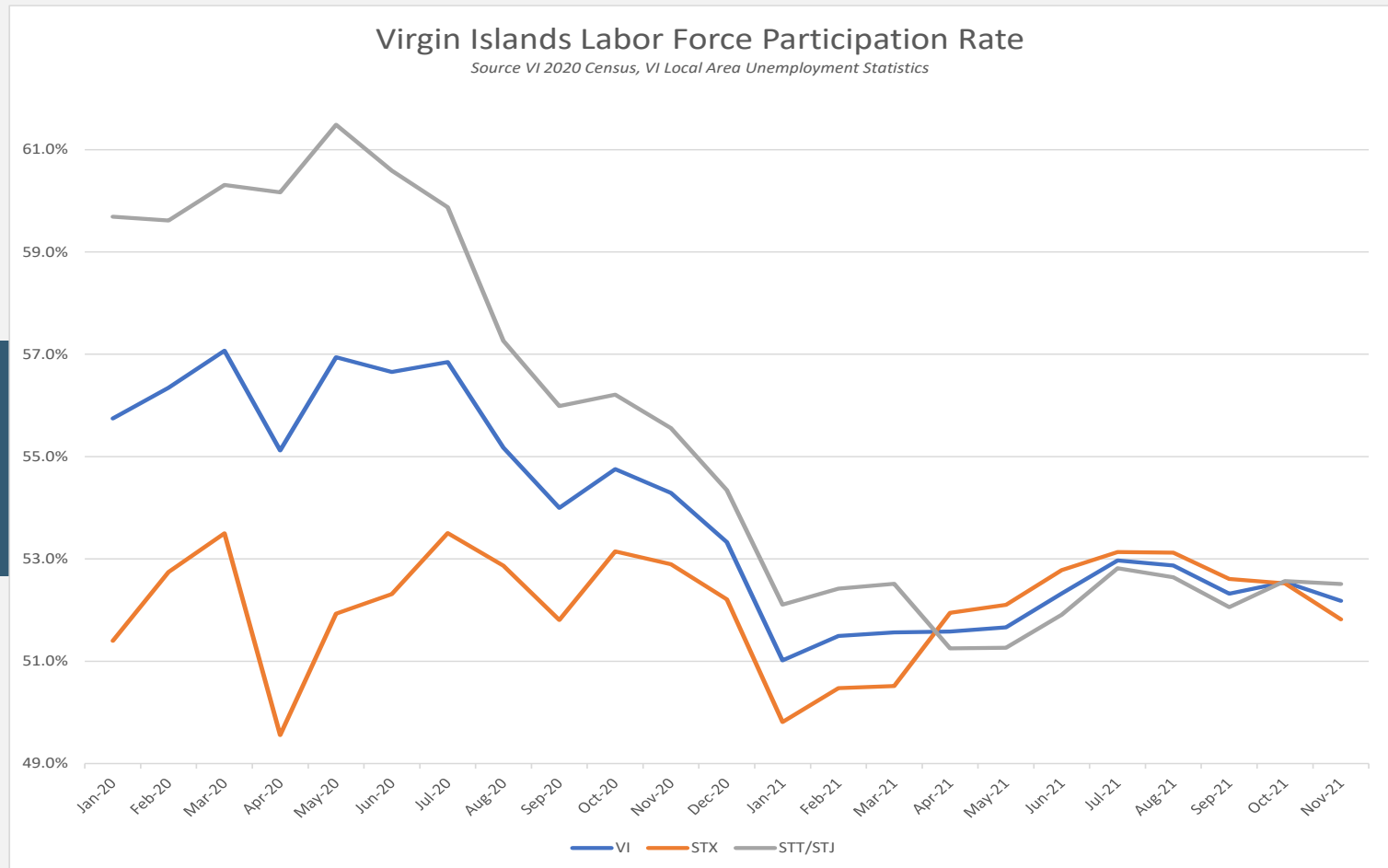
**Includes are all persons in the civilian noninstitutional population ages 16 and older classified as either employed or unemployed.*

*** includes domestic workers, and self employed.*

Labor Force Participation Rate

The participation rate is the percentage of the population that is either working or actively looking for work.

The labor force participation rate is calculated as: $(\text{Labor Force} \div \text{Civilian Noninstitutional Population}) \times 100$.



The Virgin Islands Labor Force participation rate during the periods of January 2020 to December 2021 peaked at 61% and fell to 50% in January 2021 on the island of St. Croix. This decrease was directly attributable to the impact of the pandemic on the workforce, Limetree Bay, and the closures of establishments. In the 2021 cycle, the rates have some growth as establishments, and public places have reopened, in addition to the tourist industry commerce.

Where Are We Now?

Total Unemployment Insurance Claims Processed

As of March 18, 2022

<u>OVERALL TOTALS</u>			
YEAR	CHECKS	NET AMOUNT	TAXES WITHHELD
2020	92,904	\$ 106,977,750.00	\$ 2,422,978.00
2021	54,406	\$ 104,255,792.00	\$ 3,129,974.00
2022	4,594	\$ 6,792,947.00	\$ 279,145.00
	151,904	\$ 218,026,489.00	\$ 5,832,097.00

4,623 active benefit year claims

(St. Thomas – 1,133 St. Croix – 2,215, Interstate – 1,116 and St. John – 159)



Workforce Development

PROGRAMS & INITIATIVES

Four Critical Challenges to Address

01

Preparing workers for new opportunities through improved education and job skills

02

Retraining efforts for displaced workers

03

Creating new economic development approaches to diversify the economy, focusing primarily on higher demand jobs in the technology and healthcare fields; and

04

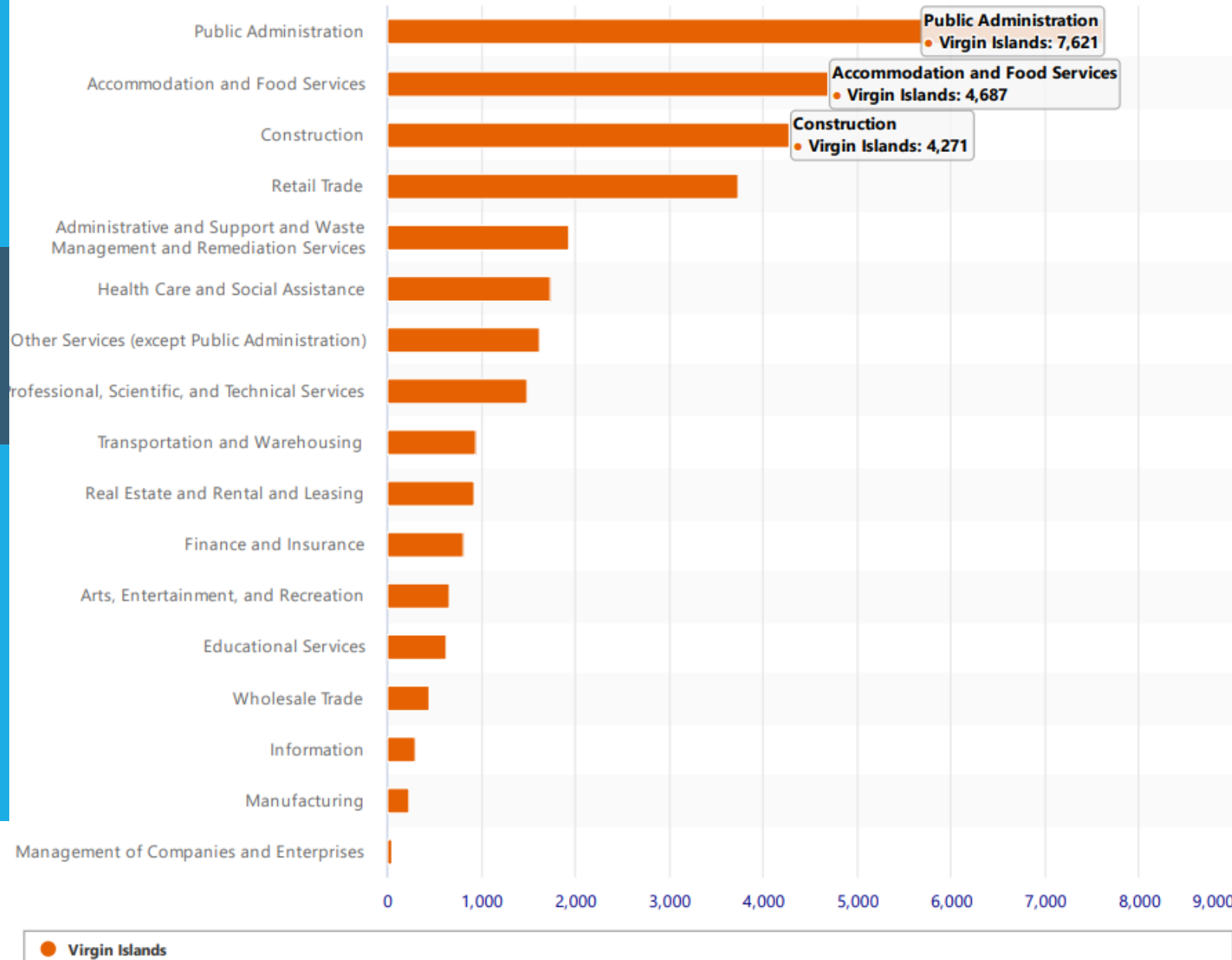
Addressing low-wage incomes.

2022 USVI Projected Employment

Top 3 industries:

Public Administration
Accommodation and Food Service
Construction

The graph below shows the short term industry projections for Multiple Industries in Virgin Islands for the 2020-2022 projection period.
2022 Projected Employment

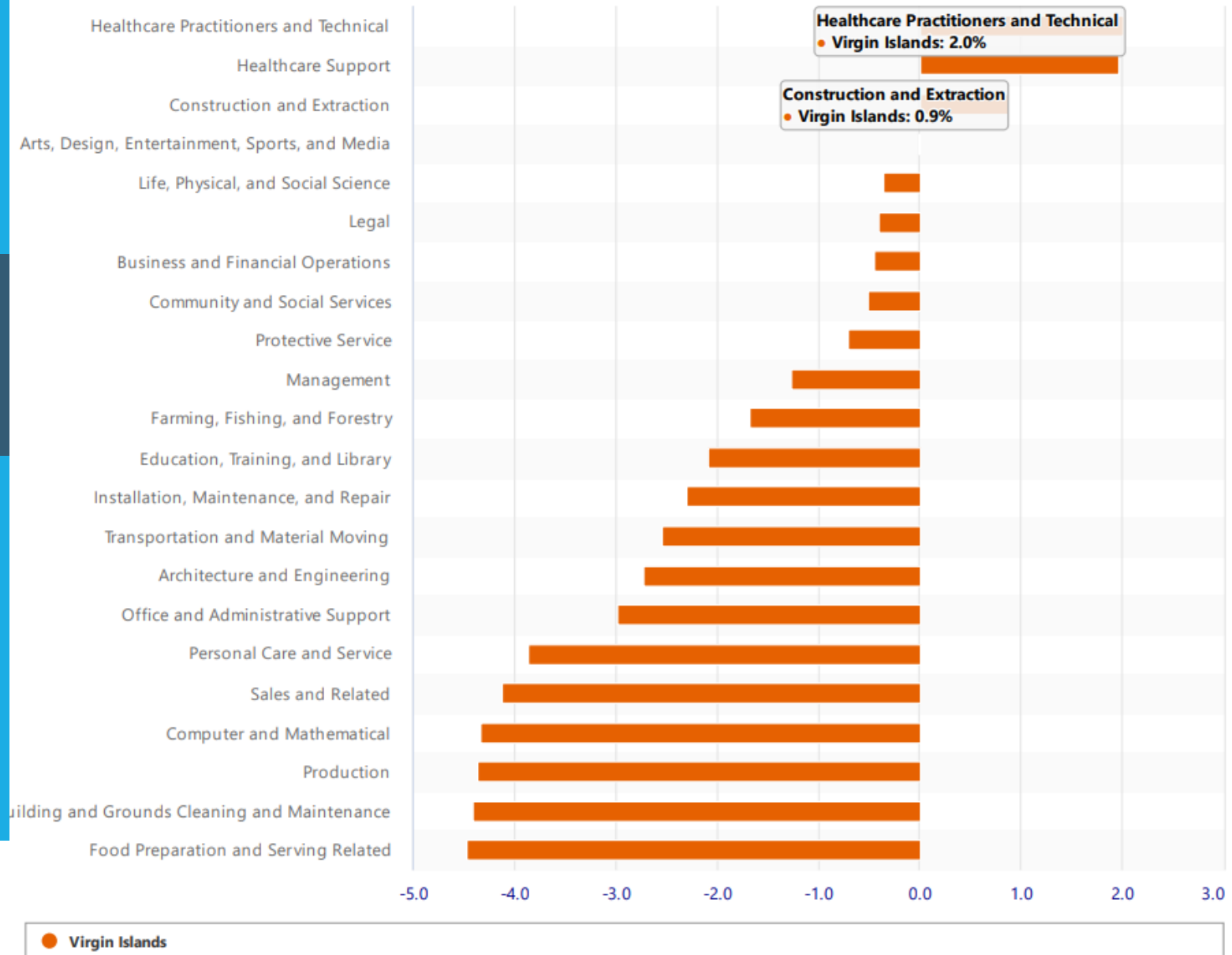


Short-term Occupational Outlook for USVI:

Demand:
Healthcare Practitioners & Tech.
Healthcare Support
Construction & Extraction

Declining:
Food Prep. & Serving
Bldg & Grounds Cleaning/Maint.
Production

The graph below shows the short term employment projections for Multiple Occupations in Virgin Islands for the 2020-2022 projection period.
Annual Percent Change



01

Preparing workers for new opportunities through improved education and job skills

02

Retraining efforts for displaced workers

WIOA Training Program Enrollment Numbers- All Programs

16 ETPL Approved Providers

Industry Sector	CY2021	Jan. 1 – Mar. 4, 2022
Healthcare/Allied Health	61	13
Construction Trades	27	7
Administrative & Support Services	5	1
Information Technology	0	2
Leisure & Hospitality	6	2
Total	99	25

01

Preparing workers for new opportunities through improved education and job skills

WIOA Occupational Skills Training Programs -FEDERAL FUNDING

Administrative and Support Services

Administrative Assistant
PM-6100 Project Management Essentials

Healthcare Support/Allied Health

Certified Nursing Assistant Program (STT)
Child Care with CDA Certification/STX
Clinical Medical Assistant - STT
Emergency Medical Technician (STT)

Licensed Practical Nurse (STT)
HI-1000 Medical Front Office Assistant and Administration Specialist Understand
Medical Administrative Assistant & Billing and Coding Specialists - STT
Medical Administrative Assistant - (STT)
Nursing Assistant (STT)
Phlebotomy - STX
Phlebotomy Technician - STT



Construction Trades

Carpentry (STT)
Electrical Technician (STT)
Heating Ventilating Air Conditioning & Refrigeration(HVAC) – STT
NCCER Core Curriculum-STX
NCCER Electrical I - STX
Welding (STX)

Information Technology

Certified Fiber Optics Technician Training Program-STX

Leisure & Hospitality

Culinary Arts - STT

Current Registered Apprenticeship Programs

Program	Sponsor/Employer
Certified Massage Therapist (CMT)	Peace of St Croix Inc.
Medical Assistant/Patient Care Coordinator	Plessen Healthcare
Surgical Technologist	Plessen Healthcare
Life Safety Coordinator	Plessen Healthcare
Able Seaman (Water Transportation)	VI Professional Charter Association

02

Retraining efforts for displaced workers

03

Creating new economic development approaches to diversify the economy, focusing primarily on higher demand jobs in the technology and healthcare fields; and

ALIGNING WITH ECONOMIC DEVELOPMENT OPPORTUNITIES

- ✓ Workforce Development Board expanded the list of In-Demand Occupations eligible for WIOA funding to include emerging sectors aligned with the Vision 2040 Industry Sectors and Occupations.
- ✓ Workforce Development Board expanded the list of Approved Eligible Training Providers (ETPL) to create greater access to diverse skills training for eligible WIOA program participants.
- ✓ Workforce Development Board approved policy to increase access to WIOA funding for Employer Sponsors of Apprenticeship Programs in the territory. Program includes funding up to a max of \$8,000 per individual apprentice.

04

Addressing low-wage incomes.

CDBG-DR SKILLS FOR TODAY PROGRAM

What It Is: A workforce training initiative administered by the VI Department of Labor and ICF, funded through CDBG-DR disaster recovery funds in response to 2017 Hurricanes Irma and Maria. Two-year period of performance.

What It Does: Provide access to training in Construction, Hospitality, Healthcare, Information Technology and Marine Services.

Type of Training Available: Work readiness training and Occupational Skills training

Work-Based Learning - On-the-Job training, Customized Training, Incumbent Worker Training and Registered Apprenticeships.

Target: 640 individuals

Funding: Federal - \$10 million dollars



The flyer features a large image of a smiling man on the right. On the left, there is a dark blue section with the 'SKILLS for TODAY' logo (a yellow puzzle piece) and the text 'TIME TO MAKE THE RIGHT DECISION'. Below this, it says 'Let Skills for Today help you get the job training, skills, and experience needed for a career in growing industries within the U.S. Virgin Islands.' A horizontal timeline titled 'THE PROCESS' shows four steps: 1. Recruitment & Assessment (with a clipboard icon), 2. Develop a Career Pathway (with a puzzle piece icon), 3. Create Additional Employment & Training Opportunities (with a puzzle piece icon), and 4. Receive Pre- and Post-Training Services (with a group of people icon). At the bottom, there is an 'ABOUT' section, a 'GET IN TOUCH' section with a QR code, and contact information for St. Thomas and St. Croix. The Virgin Islands Department of Labor logo is in the bottom right corner.

SKILLS for TODAY

TIME TO MAKE THE RIGHT DECISION

Let Skills for Today help you get the job training, skills, and experience needed for a career in growing industries within the U.S. Virgin Islands.

THE PROCESS

- Recruitment & Assessment
- Develop a Career Pathway
- Create Additional Employment & Training Opportunities
- Receive Pre- and Post-Training Services

ABOUT

Skills for Today is an innovative workforce development program administered by the Virgin Islands Department of Labor (VIDOL) and is designed to train 640 Virgin Islanders for employment in multiple industries, such as construction, hospitality, healthcare, information technology, marine services, and public service.

GET IN TOUCH



ST. THOMAS
2353 Kronprindsens Gade
Charlotte Amalie, VI 00802
(340) 715-5714

ST. CROIX
4401 Lion Farm - Suite 1
Christiansted, VI 00820
(340) 713-3431

Katie.Zaytoun@icf.com

The total cost of the Skills for Today program is \$10 million dollars. One hundred percent (100%) or \$10 million dollars is funded through a Community Development Block Grant - Disaster Recovery (CDBG-DR)

U.S. VIRGIN ISLANDS DEPARTMENT OF LABOR

04

Addressing low-wage incomes.

Healthcare/Allied Health:

- Certified Nursing Assistant
- Home Health Aide
- Personal Care Aide

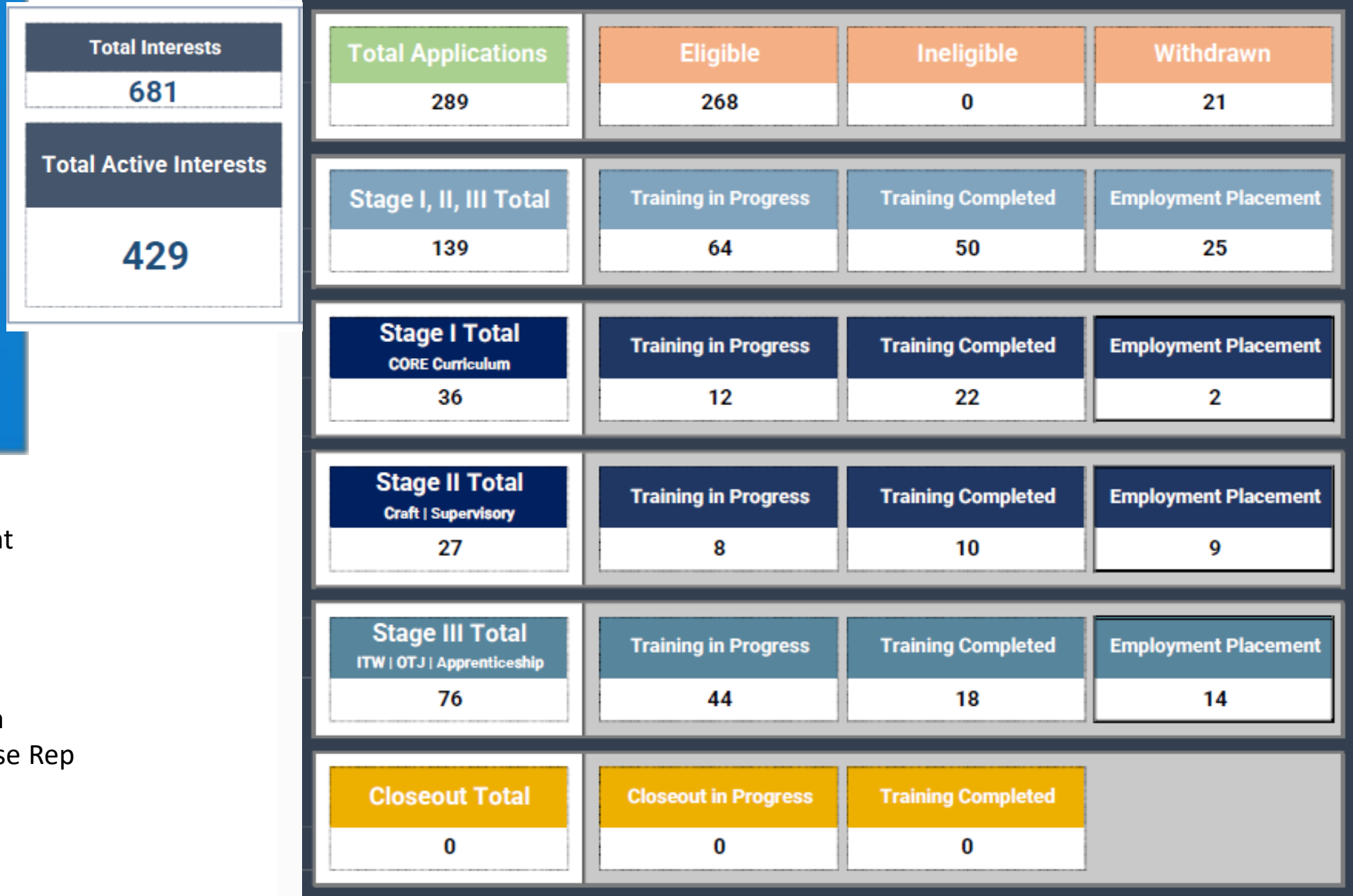
On the Job Training:

- Environmental Technician
- Dispatcher and Warehouse Rep
- Barista/Ice Cream Guru

Customized Training:
Culinary Arts

Target: 640 individuals

Dashboard as of March 18, 2022



THANK YOU TO THE TEAM!



OTHER PARTNERS & ENTITIES





Questions?