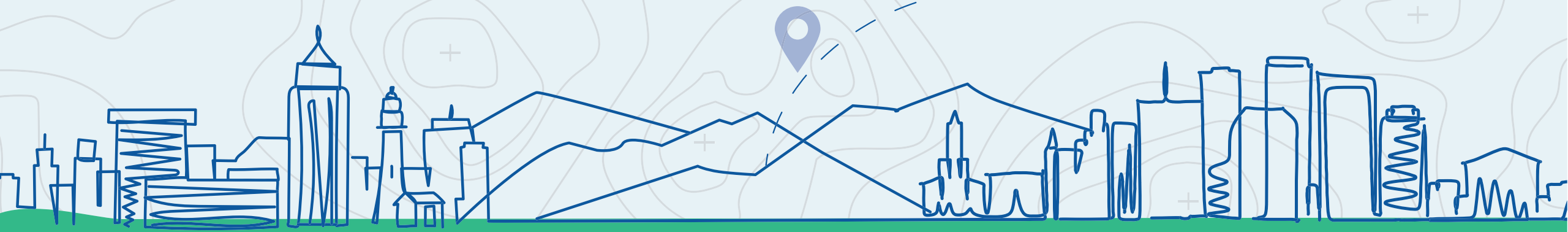
VIRGINIA DEPARTMENT OF SOCIAL SERVICES

VIRGINIA'S MEDICAID PROGRAM DMAS

H.R. 1 Work Requirements Information and Planning Session

Policy discussion presented by DMAS, VDSS, and Virginia Works



Medicaid Work Requirements Under H.R. 1

September 2026



CardinalCare
Virginia's Medicaid Program

What's Changing in Virginia Medicaid

As a result of a new federal law — H.R. 1, enacted July 4, 2025 — important changes are coming to Medicaid for some Virginians in 2027, including:

- **New Medicaid work requirements** that mean certain individuals will need to work, go to school, volunteer, or qualify for an exemption to stay covered.
- **More frequent eligibility renewals** every 6 months instead of 12 months.



These changes take effect January 1, 2027.

Who Do These Changes Apply To?

Work requirements and six-month renewals only apply to adults with Medicaid Expansion coverage.

That means adults:

- Ages 19 through 64
- With incomes below 138% of the Federal Poverty Level ($22,025 per year for an individual)
- Not eligible for Medicare

Other members, including children and those who are pregnant or age 65 or older, are not affected.

About **550,000 Virginians count on Medicaid expansion** for health coverage.



These Changes Take Effect in 2027

NEW APPLICANTS

Subject to the new work requirement and six-month renewals beginning **January 1, 2027.**

For example: an individual who applies and is approved for Expansion coverage on January 13, 2027 will have coverage effective January 1, 2027 - June 30, 2027.

EXISTING MEMBERS

Subject to these changes at their first 2027 renewal, starting with those whose renewal is due in **March 2027**.

For example: an individual with coverage effective through March 31, 2027 will have a renewal initiated in January by the state. If the individual is renewed, their coverage will be extended from April 1 - September 30, 2027.

Important Exemptions from Work Requirements

- ✓ Former foster care youth (until age 26)
- ✓ American Indians and Alaskan Natives
- ✓ Parent, guardian, or family caregiver of a child under 14 or of an individual with a disability
- ✓ Veterans with a 100% disability rating
- ✓ Pregnant or within 12 months postpartum
- ✓ Medically frail individuals (those with a disability, serious mental health condition, substance use disorder, or serious or complex medical condition)
- ✓ Meets SNAP or TANF work requirements
- ✓ Participating in a substance use treatment and rehabilitation program
- ✓ Currently or recently incarcerated
- ✓ Living in an area with a federally-declared emergency
- ✓ Living in a locality with a certain unemployment rate
- ✓ Received inpatient (or similar) care
- ✓ Traveled outside your community for your care or that of a dependent

Meeting Medicaid Work Requirements

An individual must do at least one of the following in a given month to be compliant with the requirements.



Work at least 80 hours



Complete at least 80 hours of community service



Participate in a work/training program for at least 80 hours



Be enrolled in an education program at least half-time

Any combination of these activities for a total of 80 hours per month.



Have an income of at least $580 per month



Seasonal worker: have an average income of $580 per month over 6 months

What Counts as Qualifying Activities?

Work

- Paid employment
- Self-employment
- In-kind work
- Unpaid work (unpaid internships, trial-period work, and certain caregiving activities)

Volunteering

Unpaid work for public or nonprofit entities, such as:

- Volunteer work for charitable organizations, schools, food banks, or shelters
- Community improvement projects
- Court-ordered community service

Education

- High school or state-approved GED program
- Higher education (e.g., college, graduate, and doctorate programs)
- Career and technical education programs

Work Training

- Workforce Innovation and Opportunity Act (WIOA) authorized programs
- State-approved employment and training programs
- Veterans' employment and training programs
- Apprenticeship and pre-apprenticeship programs
- Among others

When Someone Must Have Met the Requirement

If an individual is not exempt, they must have a qualifying activity (work, education, volunteering, work program, or income) during a required "lookback period."

NEW APPLICANTS

Applicants must meet the requirement the month before applying.

For example: Maya applies for coverage in February 2027. If she is not exempt, she must have a qualifying activity (e.g., work or education) in January 2027.

EXISTING MEMBERS

Members must meet the requirement for at least 1 month since their last eligibility determination or renewal.

For example: Sarah's coverage is effective April 1, 2026-March 31, 2027. To renew by the end of March 2027, if she is not exempt, she must have worked, gone to school, or had another qualifying activity for at least 1 month since April 1, 2026.

She is renewed from April 1, 2027-September 30, 2027. When she is next up for renewal, she must have a qualifying activity for at least 1 month since April 1, 2027.

Reporting Exemptions or Qualifying Activities

Our priority is helping eligible Virginians stay covered. DMAS is focused on streamlining these new requirements, reducing paperwork, and automating as much as possible.

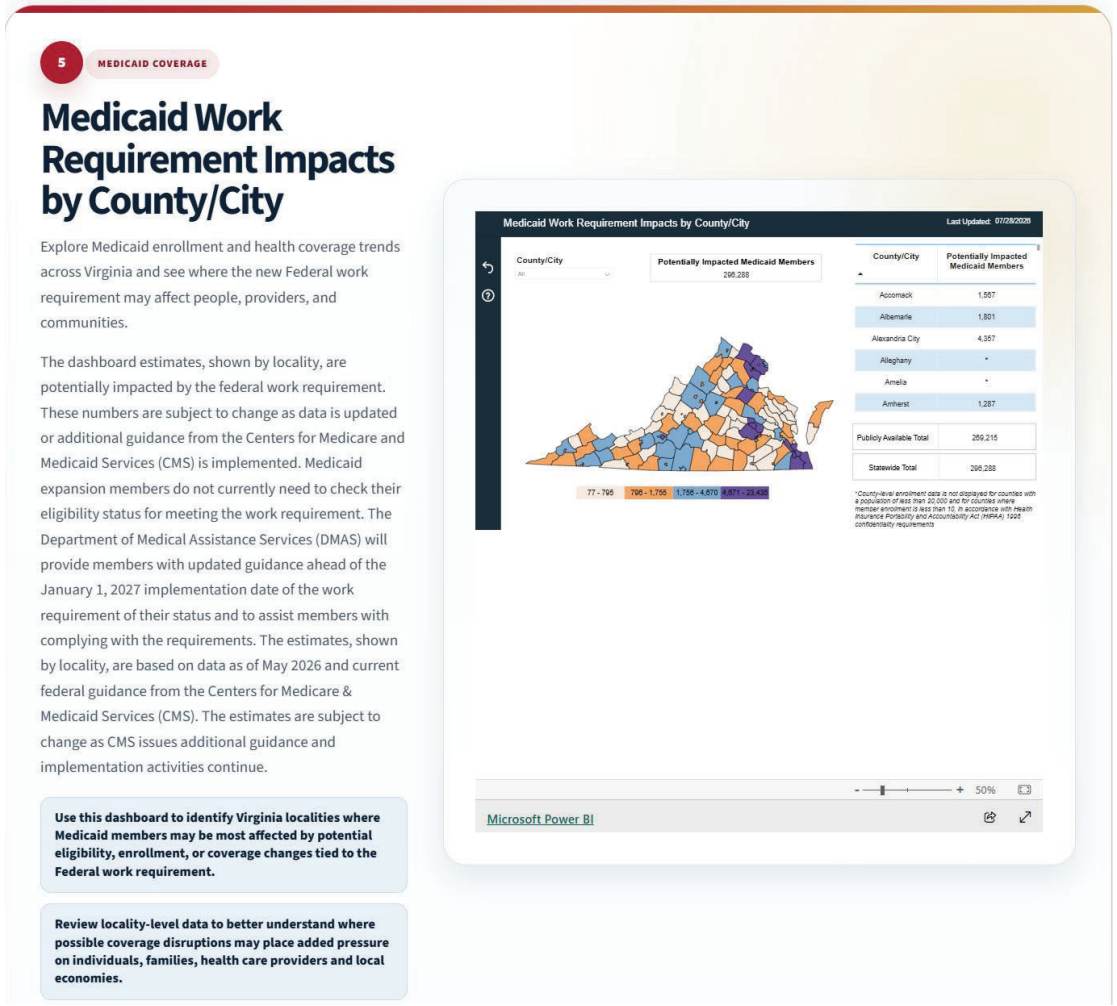
- Whenever possible, Virginia Medicaid will use information already available to the state to automatically enroll or renew coverage (called the "ex parte" process).
- In 2027, for most exemptions and compliance activities, **Virginia will rely on information an individual provides in their application or renewal form (i.e., accept "self-attestation")**.
  - Additional documentation requirements will apply in 2028.
- If more information is needed to show compliance or exemption, individuals can share information with Virginia through existing and new channels:

Mail: Cover Virginia Centralized Mail	Online: CommonHelp	By Phone: Cover Virginia Call Center	In Person: Local Department of Social Services	New online portal (*under development*)

Impact in Virginia

- The Secretary of Health and Human Resources has published dashboards estimating where Virginians may be most affected.
- Of the 550,000 Virginians with Medicaid expansion, as many as 300,000 may be at risk.

Locality	Medicaid Expansion Enrollment	Potentially Impacted
Albemarle County	3,300	1,800
Charlottesville City	3,800	2,000
Culpeper County	3,700	1,800
Fauquier County	2,700	1,500
Fluvanna County	2,000	<1,000
Greene County	1,200	<1,000
Louisa County	2,600	1,500
Orange County	2,400	1,300

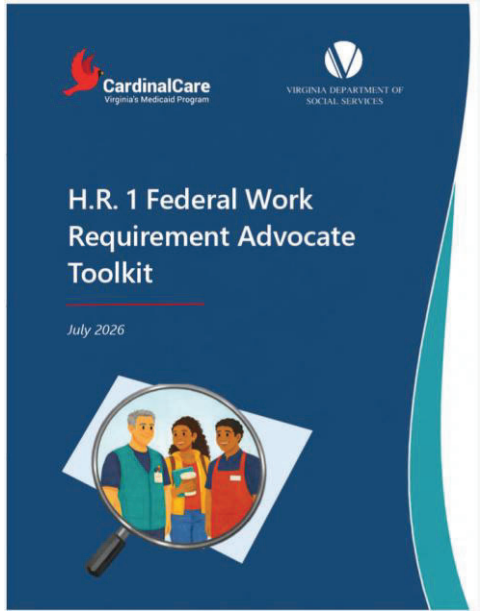


Visit these dashboards online:
https://www.hhr.virginia.gov/hhr-dashboard

How Virginia Communities Can Help

- **Spread the Word:** Help keep your community informed about these upcoming changes to Medicaid**. DMAS has published toolkits, one pagers, and other materials online to help.**
- **Connect Virginians to Services and Supports:** Help individuals in your communities access employment, volunteering, education, work training, and other opportunities.

Visit www.dmas.virginia.gov, sign up for member, advocate, or provider newsletters, and follow us online to stay up to date.



View the toolkit here!

FACEBOOK: @CARDINALCARE

INSTAGRAM: @CARDINALCARE

LINKEDIN: @VIRGINIA DEPARTMENT OF MEDICAL ASSISTANCE SERVICES

What Virginians Can Do Now to Stay Covered

1 Update contact information	Make sure Virginia Medicaid has a current address, phone, and email
2 Watch for notices from the state	Medicaid Expansion members will get a notice **by September 30, 2026** explaining the new work requirement.
3 Stay tuned for more information	DMAS will be posting more resources online and keeping Virginia informed

H.R.1 Medicaid Townhalls

DMAS will be holding virtual townhalls to discuss these changes in the coming weeks.

Session	Date	Time
Members and applicants	September 15, 2026	12pm-1pm
Providers	September 24, 2026	7:30am-8:30am
Community stakeholders	October 22, 2026	6pm-7pm
General session	November 10, 2026	12pm-1pm
General session	December 2, 2026	12pm-1pm
General session	January 15, 2027	12pm-1pm

Register here: https://www.dmas.virginia.gov/news-updates/new-federal-requirements/town-halls/

Questions – Where To Get Help



PHONE
Cover Virginia Call Center: 1-855-242-8282 (TDD: 1-888-221-1590)



ONLINE
Live chat: Coverva.dmas.virginia.gov
Visit – dmas.virginia.gov/news-updates/new-federal-requirements/



IN PERSON
Visit your local Department of Social Services
Find your nearest local department of social services by visiting:
http://www.dss.virginia.gov/localagency/

HR1 Changes to SNAP

Changes to Able-Bodied Adults without Dependents (ABAWD) Work Requirements

- Raises maximum age for work requirements from 55 to 65 years old
- Lowers age of dependent children that makes someone exempt from requirements from 18 to 14 years old
- Ends following exemptions:
  - People who are experiencing homelessness
  - Veterans
  - Foster care youth ages 18-24 years old
- Establishes new exceptions for “an Indian”, “Urban Indian” and “California Indian” as defined in the Indian Health Care Improvement Act
- Ends waivers for localities based on lack of sufficient number of jobs
- Establishes waivers for localities with unemployment rates above 10%

Impact to Virginia

Charlottesville / Culpeper Session

13,175

SNAP participants across the 11 localities in the Charlottesville/Culpeper session

- **12,256**
  ABAWD exempt — 93.0% of participants
- **919**
  Non-exempt — 7.0% must meet the work requirement

Potential Impacts in Virginia Communities

SNAP participants by locality, ABAWD exempt vs. non-exempt

Locality	ABAWD Exempt	ABAWD Non-exempt	Total
Albemarle	2,221	159	2,380
Charlottesville	1,890	139	2,029
Culpeper	1,577	140	1,717
Fauquier	1,053	98	1,151
Fluvanna	672	63	735
Greene	803	45	848
Louisa	1,483	118	1,601
Madison	420	20	440
Nelson	739	56	795
Orange	1,202	74	1,276
Rappahannock	196	7	203
Total	**12,256**	**919**	**13,175**

What Counts as Qualifying Activities?

Work

- Cash wages in any amount, 20+ hours per week (averaged monthly)
- Full-time, part-time, seasonal, and temporary or contract work
- Self-employment
- In-kind work — paid in meals, clothing, housing, or produce (e.g., repairs in exchange for reduced rent)

Volunteering

- Unpaid service for a public or private agency
- Food banks, food pantries, and homeless shelters
- Public agencies — local government offices, libraries, parks and recreation, community centers
- Nonprofit, charitable, and senior service organizations
- Schools and community improvement programs

Education

- Work registration and an eligible student status evaluation are required
- Enrollment at least half-time in an institution of higher education
- Business, technical, trade, or vocational schools that usually require a high school diploma or equivalency
- Colleges or universities offering degree programs

Work Training

- Workforce Innovation & Opportunity Act (WIOA) Title I — Adult, Youth, and Dislocated Worker programs
- Programs under Section 236 of the Trade Act of 1974
- Veterans' employment and training programs offered by the U.S. Departments of Labor or Veterans Affairs
- SNAP Employment & Training (E&T), including workfare and work experience

SNAP Noncitizen Guidance Updates

HR1 limits SNAP Eligibility to:

- United States Citizens
- U.S. Nationals
- Lawful Permanent Residents (LPRs) (still subject to five-year waiting period before becoming eligible, unless they qualify for an exemption)
- Cuban and Haitian entrants
- Citizens of the Compacts of Free Association (COFA) nations

Additionally, HR1 removes eligibility for refugees and those granted asylum, as well as any others not explicitly included in the above.

All non-eligible, noncitizen financial resources in any SNAP household are included in eligibility and benefit determination, even for those who are not receiving benefits.

Limits household eligibility for SNAP-LIHEAP Connection ("Heat and Eat")

Limits eligibility to only households with an elderly or disabled member.

Heat and Eat has never been a policy in Virginia and thus does not apply.

Eliminates funding for nutrition education grant program ("SNAP-Ed")

The SNAP Nutrition Education and Obesity Prevention Grant Program (SNAP-Ed) aims to help participants establish healthy eating habits and a physically active lifestyle.

- SNAP-Ed funding ended on September 30, 2025.
  - Funds were 100% federal funds
- VDSS received approval to continue to use unexpended fiscal year 2025 SNAP-Ed grant funds in FFY 2026 to operate SNAP-Ed
  - Approximately $9M
- In Virginia, this program is called the Virginia Family Nutrition Program

Restrictions on Internet

Prohibits inclusion of internet costs in a household's allowable shelter costs for the purposes of the excess shelter deduction. This includes a restriction on including internet costs in calculating standard utility allowances (SUAs).

Virginia has never included internet expenses, and therefore no changes were needed to current processes.

State Share of Administrative Costs

Fixed Increase

States will be responsible for 75% of the administrative share beginning October 1, 2026.

- Currently, SNAP administrative costs (money to run the program) are split equally (50%/50%) between federal and state governments
- In 2025, Virginia's administrative costs were ~$374m
- This results in an increase of ~$94m to Virginia

	FY25 Total SNAP Expenditures					FPR of 25% from 50%
Type of Costs	**Federal**	**General**	**Local**	**Other**	**Total**	Additional GF Needed
State Administration	$5,527,311	$5,260,845	$ -	$ -	$10,788,156	**$2,763,655**
Indirect Costs (cost allocation)	$20,044,669	$20,037,475	$ -	$ -	$40,082,144	**$10,022,334**
Local Administration	$161,927,536	$67,094,841	$92,172,416	$1,740,128	$322,934,922	**$80,963,768**
Total 50/50 Admin	$187,499,515	$92,393,161	$92,172,416	$1,740,128	$373,805,221	**$93,749,757**

The proposed Governor's Budget includes $43,025,482 NGF for the increase in the State's Administrative Share.
The House Amendments included $22,431,669.

State Share of Benefits

Variable Increase

States will be required to match 0-15% of these costs based on their Payment Error Rates (PER) beginning October 1, 2027.

- at least 6% but less than 8% must contribute 5%
- at least 8% but less than 10% must contribute 10%, and
- 10% or greater must contribute 15%

- In 2025, Virginia disbursed $1.8B in benefit allotments
- Virginia's error rate for FY2025 was 12.32%
  - Assuming no changes, this results in an increase of ~$270m to Virginia
- VDSS is utilizing the FY26 PER, expected to be received in June 2027
  - Based on VDSS' QC Reviews, the state-calculated error rate for FY26 (as of April 2026), was 8.88%

Payment Error Rate (PER)	State Match (Share Based on PER)	Approx. Benefit Cost (Dollar Figure Based on PER)
< 6%	0%	$0
6 – 7.99%	5%	$90m
8 – 9.99%	10%	$180m
≥ 10%	15%	$270m

Data Dashboards

Secretary of Health and Human Resources Data Dashboards

Health and Human Resources Data Overview

Purpose:

A public-facing Power BI dashboard site from the Secretary of Health and Human Resources that shows how public assistance programs support the health, stability and well-being of individuals, families and communities across the Commonwealth.

Scope:

Allows users to explore data related to SNAP, TANF, Medicaid and other public assistance programs at the state, county and city levels.

Five interactive dashboards:

- SNAP Participants by County/City (demographics: age, gender, race)
- SNAP Participants at Risk by County/City (federal policy impact projections)
- HHR Programs Serviced by County/City (Medicaid, SNAP, TANF household data)
- SNAP Economic Impact by County/City (local economic effects)
- Medicaid Work Requirement Impacts by County/City (coverage/eligibility risk)

Policy context:

Highlights how federal policy changes under H.R. 1 (Public Law 119-21) may affect access to food assistance and health coverage for Virginians.

Supporting resources:

Includes a FAQ page and links to eligibility/navigation resources from DMAS and VDSS.

Geographic Community Resource Dashboards

Microsoft Power BI



Purpose:

GIS-enabled interactive map that helps SNAP/TANF/Medicaid participants locate nearby assistance while enabling LDSS offices, Community Action Agencies, workforce boards, healthcare partners, food access organizations, and other community providers to identify potentially affected populations within their service areas and prepare for changes in demand.

Function:

Individuals can search by address, ZIP code, or locality to find nearby food assistance, employment and training services, healthcare resources, eligibility assistance, and other supports.

Agencies and community partners can use the tool to identify where populations affected by SNAP, TANF, and Medicaid changes are concentrated, assess available service capacity, identify potential resource gaps and better target outreach and assistance.

Accessibility:

Makes it easier for Virginians facing benefit changes or eligibility challenges to find local help without needing to know which agency to contact

Referral Case Management & Technology

Serve Virginia Volunteer Hub

Creates a single point-of-entry for individuals looking to volunteer, strengthens local volunteer infrastructure, and expands volunteer management resources to communities across Virginia

Provides an aggregated “front door” for volunteer opportunities in Virginia, integrating opportunities from 14 volunteer centers and expanding the resource to 60 counties without volunteer centers	Secure location for individuals to track their volunteer hours across multiple organizations	Community agencies verify volunteer hours within the system	Offers individuals, case managers, and agencies a field-tested option to support the use of volunteer hours to meet requirements





PLAY VIDEO

VIRGINIA DEPARTMENT OF SOCIAL SERVICES

VIRGINIA'S MEDICAID PROGRAM DMAS

Referral Case Management

A few simple questions at application and renewal connect customers to workforce support.

1 Ask

At initial application and renewal, customers see a short set of optional workforce questions, in CommonHelp, or asked by a benefits worker.

The questions are optional and never affect eligibility, exemptions, or benefits.

2 Refer

With the customer's consent, the system sends a data referral to Virginia Works and any other agency that fits the customer's interests and needs. The customer can also "self-refer" directly with the agency.

Referrals also go out whenever someone subject to the requirement is found not meeting it.

3 Support

The receiving referral partner connects with the customer for coaching, training, education, volunteer service, and help with barriers.

As much as possible, referrals are received by local agencies who can triage additional support as needed.

A Network of Support

Referrals route to the service that fits; customers can also connect directly at any time.

Virginia Works
Statewide workforce network and career coaching

SNAP E&T Agencies
Employment and training services for SNAP customers

Adult Basic Education
English language, GED, and adult education classes

FastForward (VCCS)
Short-term credentials at community colleges

DARS
Employment services for people with disabilities

Serve Virginia
Volunteer service opportunities statewide

211 Virginia
Statewide directory of local help and resources

TONI
24/7 answers, coaching, and navigation from the intelligent agent

Rollout: SNAP referrals begin this fall, starting with a five-locality pilot. Medicaid customers join on January 1, 2027.

Partners keep their own intake processes; the referral simply brings the customer to the right door.

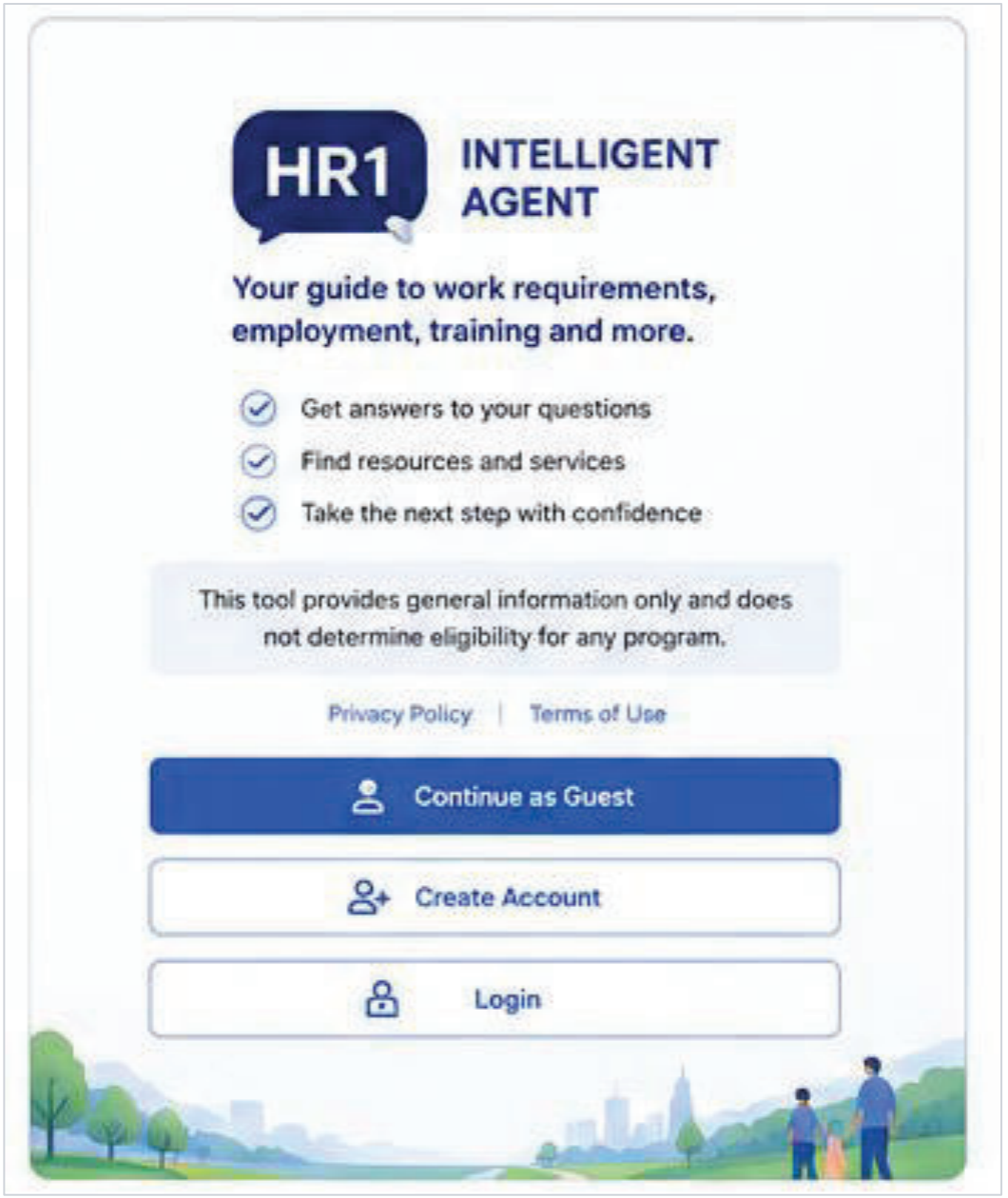
Meet TONI

Tools, Outreach, Navigation and Insight

VDSS' new intelligent agent for the HR1 work requirement.

- A guide customers can talk with 24/7, in plain language
- Answers questions about the rules, clearly and kindly
- Coaches each customer toward a real plan to meet the requirement
- Connects people to training, volunteering, and help with barriers
- **Piloting this fall. Live for January**

** NOTE: While TONI will advise on the rules and policy surrounding work requirements, it will never make predictions or determination about someone's benefits.*



Working design of TONI's welcome screen, August 2026

Virginia Works & The Commonwealth's Workforce Ecosystem

WORKFORCE SUPPORTS FOR HR1 IMPACTED INDIVIDUALS

SEPTEMBER 2026

VIRGINIA WORKS

VIRGINIA CAREER WORKS

PIEDMONT REGION







About Virginia Works

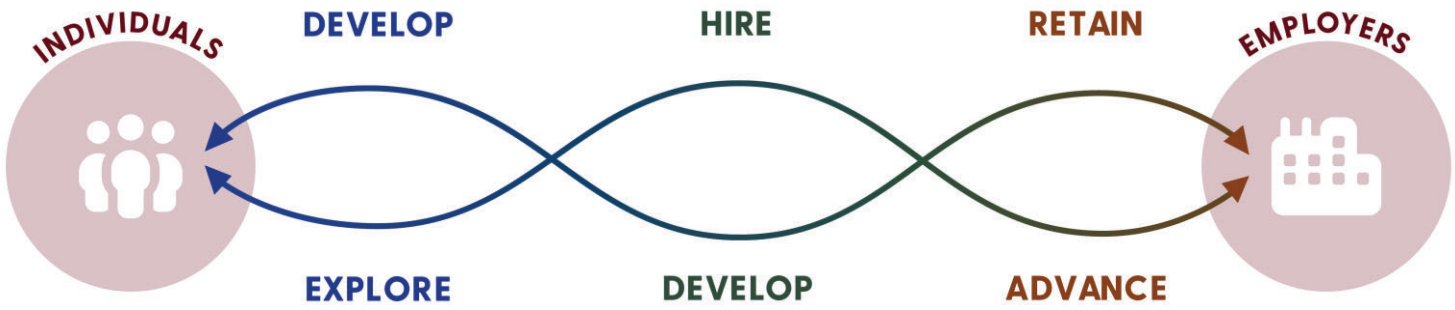
Our mission: ***to connect people to careers and employers to skilled talent.***

For individuals

- Career coaching, including skills assessment, interview prep, resume review, and job search support
- Work-based learning opportunities, including Registered Apprenticeships
- Education and training programs
- Career navigation toward in-demand industries and occupations
- Supportive services: UI claims filing support, childcare, housing, and transportation assistance
- Specialized support for veterans and justice-involved individuals

For employers

- Labor market data and information
- Recruitment and hiring support: job posting, candidate sourcing and screening, virtual and in-person job fairs
- Upskilling support for current employees
- Support establishing work-based learning programs like Registered Apprenticeships
- Career pathing and workforce planning support
- Work Opportunity Tax Credit and seasonal farmworker access



VIRGINIA WORKS

State leadership, local delivery: how the workforce system is structured

FEDERAL

U.S. Department of Labor

Funds and oversees the national public workforce system

WIOA

Workforce Innovation & Opportunity Act — the federal law and performance framework (Titles I–IV)

Federal formula funding

WIOA dollars flow to Virginia each year by federal formula

STATE

Governor, General Assembly, Virginia Board of Workforce Development

Set the Commonwealth's workforce direction

Virginia Works (DWDA)

Runs programs, apprenticeship, employment service, and labor market data

State partners

Engage in Virginia's Workforce Brain Trust and partner on cross-agency workforce programs and initiatives

LOCAL

14 Local Workforce Development Boards

Business-led boards and local elected officials in each region

Virginia Career Works centers

The American Job Centers, or workforce centers, where Virginians and employers get services in person

Regional partners

Community colleges, employers, and nonprofits deliver alongside the boards

VIRGINIA WORKS

Charlottesville

944 Glenwood Station Lane, Ste. 103
Charlottesville, VA 22901



Virginia Works Staff Provide

- Job Search, Interviewing and Resume Writing Assistance.
- Information about Job Fairs, Training Opportunities & Hiring Events.
- Local Labor Market Information.
- WIOA Adult & Youth Program Information/Referrals.
- Guidance and Referrals for furthering your successful career path.
- Second Chance Resources.

Phone: 434.282.2594
Email: charlottesville@virginiaworks.gov

Services we provide to support Virginians in quality careers

Job search & matching

VirginiaHasJobs.com and the Virginia Workforce Connection connect people to open jobs.

Career navigation & coaching

One-on-one guidance, resume help, and career planning at local centers.

Training & credentials

WIOA-funded training accounts, integrated education, and industry credentials.

Registered Apprenticeship

Earn-while-you-learn pathways into skilled, high-demand occupations.

Support after a layoff

Rapid response and dislocated worker services when a job ends.

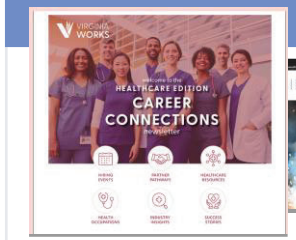
Veterans & priority populations

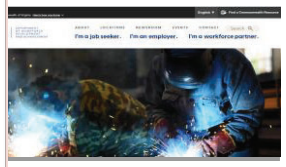
Dedicated help for veterans, and support for justice-involved and other job seekers.

VIRGINIA WORKS

How we provide career navigation & coaching: low to high touch models, individual and group support, available in person and digitally / virtually

Self-service digital tools



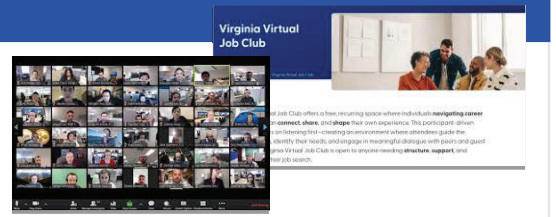


On the jobseeker's own time

EXAMPLES

- **VirginiaWorks.gov** jobseeker toolkits, self-assessment and video library *(in development)*
- **VirginiaHasJobs.com** & **Vawc.Virginia.gov** job board & program enrollment
- *Career Connections* e-newsletter

Virtual community



Live remote engagement with staff or peers

EXAMPLES

- Virtual appointments *(leveraging RESEA model)*
- **Virtual Virginia Job Club**
- Career.io AI assistant

Group sessions & workshops



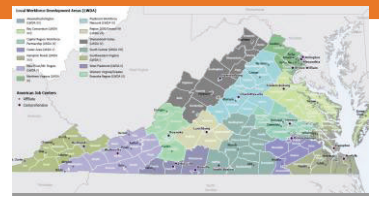


Structured cohort-style events at partner sites

EXAMPLES

- 2-3 hr **Career Redesign Studios**
- Full-day career exploration and pivot events – up to 250 participants
- Hosted with higher ed and community colleges

In-person support and coaching



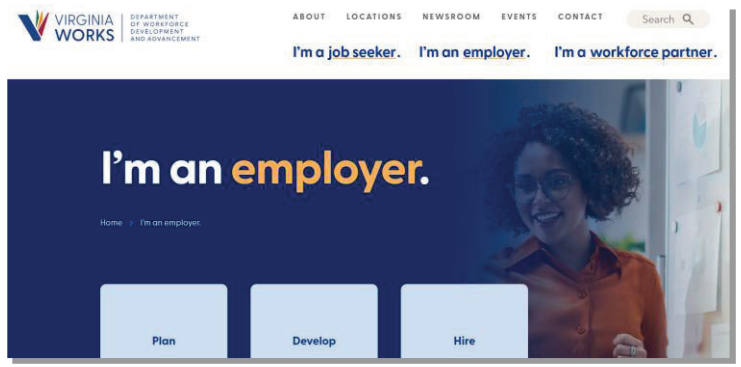
One-on-one intensive support at a workforce center

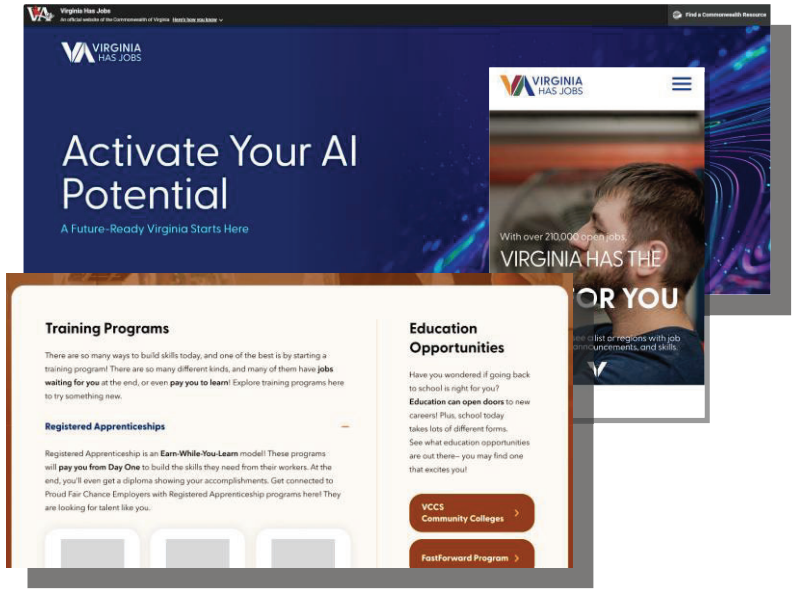
EXAMPLES

- **Walk-in intake**
- WIOA enrollment or co-enrollment
- Assigned **career coach for one-on-one support**

VIRGINIA WORKS

Statewide Jobseeker Self-Service (Online Platforms & Digital Tools)







VirginiaWorks.gov

A launch point for Virginians and employers

- Find every service in one place: free career coaching, job-search help, training, and Registered Apprenticeships
- Locate your nearest Virginia Career Works center for in-person, one-on-one support
- Get help after a layoff, plus dedicated support for veterans and other priority groups

VirginiaHasJobs.com

Explore industries, skills, and open roles

- Explore in-demand fields with dedicated industry pages: AI, healthcare, pages for Veterans, justice-impacted Virginians, and more
- Identify major hiring employers in each region of the Commonwealth

VAWC.Virginia.Gov

Build a profile and get matched to or post jobs

- Create a free profile and get matched to jobs by skills
- Search and apply for jobs locally or statewide — at no cost
- Build a standout resume and cover letter with built-in tools

VIRGINIA WORKS

In-person service delivery: American Job Centers

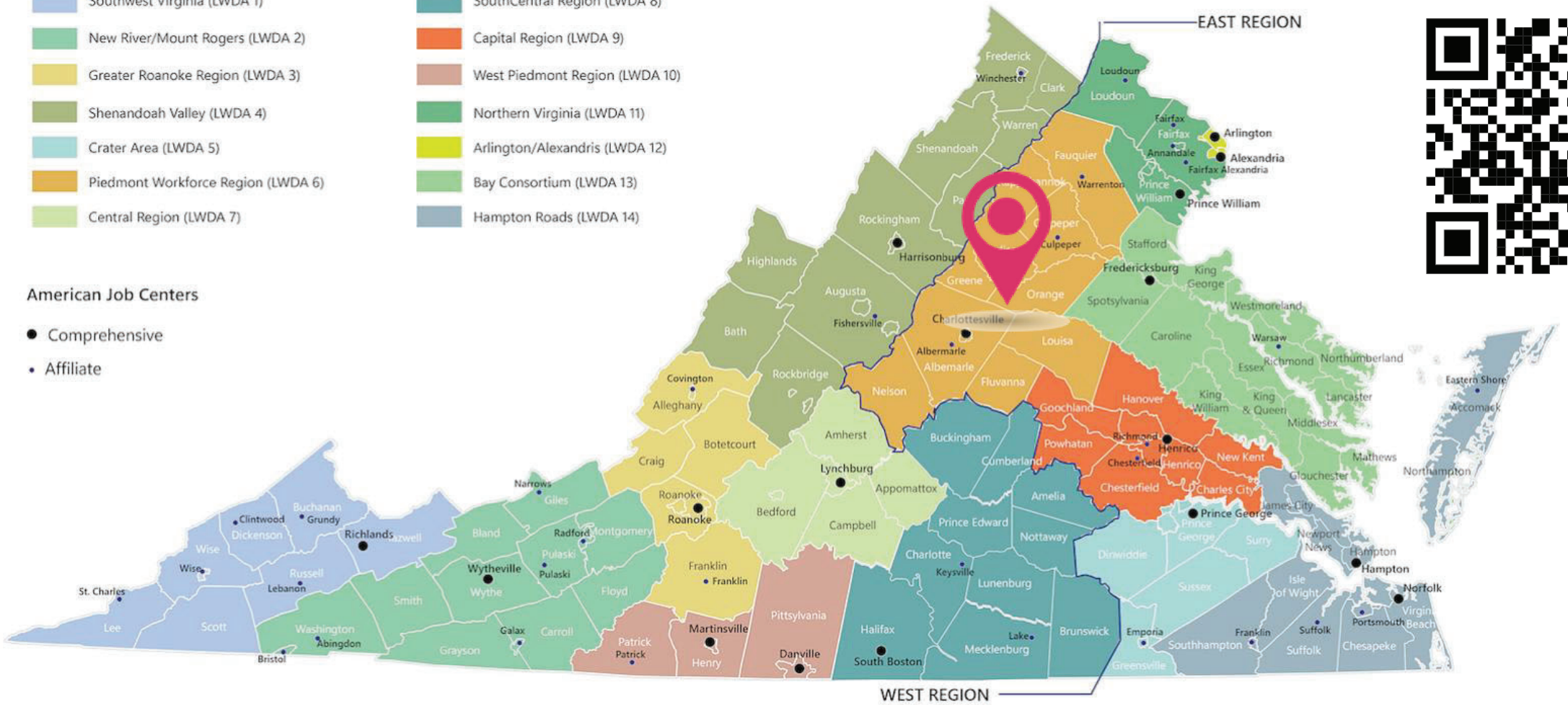


Local Workforce Development Areas (LWDA)

- Southwest Virginia (LWDA 1)
- New River/Mount Rogers (LWDA 2)
- Greater Roanoke Region (LWDA 3)
- Shenandoah Valley (LWDA 4)
- Crater Area (LWDA 5)
- Piedmont Workforce Region (LWDA 6)
- Central Region (LWDA 7)
- SouthCentral Region (LWDA 8)
- Capital Region (LWDA 9)
- West Piedmont Region (LWDA 10)
- Northern Virginia (LWDA 11)
- Arlington/Alexandris (LWDA 12)
- Bay Consortium (LWDA 13)
- Hampton Roads (LWDA 14)

American Job Centers

- Comprehensive
- Affiliate



SPOTLIGHT

Registered Apprenticeship

Virginia Works is the Commonwealth's State Apprenticeship Agency — the "earn-while-you-learn" model that pairs paid work with structured training and a national credential. **Virginia has over 15,500 active apprentices today!**

Employer-driven

Employers recruit, hire, and train apprentices in the skills their business needs.

The HIRED Fund and other incentives

Grant opportunities help employers and partners launch and expand registered apprenticeship programs.

Growing fast

Virginia was selected for the national Apprenticeship America cohort, is expanding into non-traditional sectors and youth and pre-apprenticeship, and is launching an Intermediary Network to support growth with partners.

WHY IT MATTERS

Apprenticeship builds Virginia's talent pipeline — wages start on day one, and completers earn a portable, nationally recognized credential.

A proven pathway for individuals and a ready workforce for employers in every region.

SPOTLIGHT

Opportunity Advocates

Opportunity Advocates are Virginia Works staff who go directly to justice-impacted Virginians on probation and parole to connect them with careers before and after release. Since October 2025, we have reached **3,800+ Virginians.**

In-person outreach across VADOC

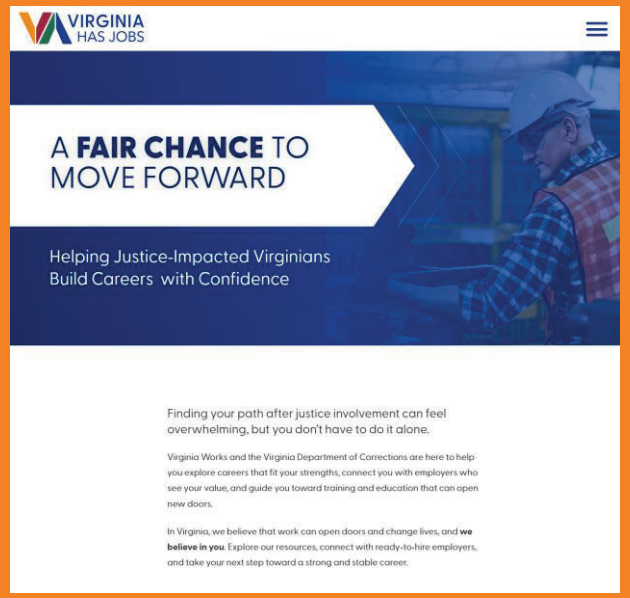
Advocates meet supervisees in all three VADOC regions and 36 of 43 probation & parole districts.

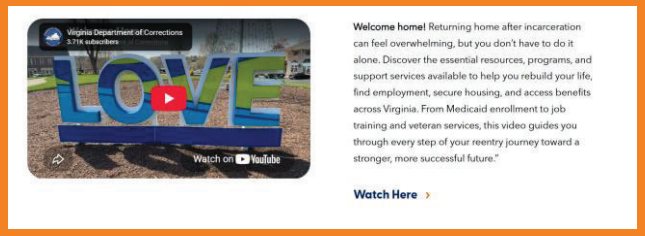
Whole-person career support

Access to training and upskilling before and after release, GED and higher education, 1:1 coaching, and whole-person referrals.

Fair Chance jobs & employers

Fair Chance statewide virtual hiring events and **VirginiaHasJobs.com/fairchance** link participants to employers who use WOTC and bonding.





Employer engagement & partnership – 7,000+ employers actively engaged in the workforce ecosystem today

Direct employer partnerships

Statewide relationships with employers across in-demand sectors, structured around hiring needs and skill requirements.

Recruitment & hiring support

Job posting, candidate sourcing and screening, and virtual and in-person job fairs at AJCs and partner sites.

Registered Apprenticeships

Earn-while-you-learn pathways combining paid work with related instruction; produces nationally recognized credentials.

Sector partnerships

Industry-led collaboratives that align training to real employer demand — currently active in healthcare, manufacturing, IT, and skilled trades.

Work Opportunity Tax Credit

Federal tax credit for employers who hire individuals from target groups, including SNAP recipients and long-term unemployed.

Career pathway design

Help employers map entry-level roles to advancement opportunities so first jobs lead to sustained employment.

RELEVANT TO HR1

- WOTC creates a direct financial incentive for employers to hire HR1-affected SNAP recipients — a built-in lever we can promote together with DSS.
- Apprenticeships or other work-based learning models produce documented work activity that satisfies the 80-hour rule while leading to sustained earnings.

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Access a Catalog of Workforce Programs in Virginia's Ecosystem

Virginia's workforce development programs & services are varied – they serve the broad and unique needs of Virginians throughout their career journeys, from preparing for a first job to switching occupations – and the needs of Virginia's businesses that gainfully employ them.



NAME OF SECRETARIAT HERE

Program Name | Agency Name

This program is administered by *Insert here the name(s) of your Agency Head and Program Owner*

What it Does

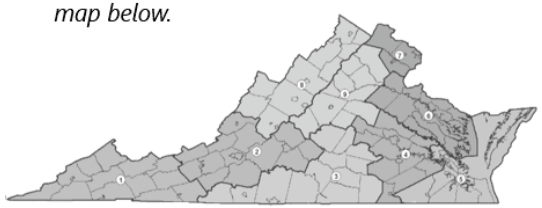
Type here your program description

Mission:

Type here why your program was created and the need it fills

Where it Operates

Denote here the region(s) your program operates by placing the green dot on the map below.



Why it Matters

Type here your program impact story. Consider a program success story in terms of Economic Growth/Development and the Job Market. Consider including any data points around those outcomes.

Who it Serves

Type here your program's target audience (individuals, businesses, etc.) in sentence form

Eligibility Requirements:

List here your program's eligibility requirements

How it Achieves Results

Type here how your program successfully delivers services to your target audience(s) and what other groups you may partner with to achieve this success

1

Learn more about the program here: <*insert program website link*>

https://virginiaworks.gov/wp-content/uploads/2026/03/Workforce-Ecosystem-Catalog-2026-v3.pdf

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Any questions?

Thank you!

Contact:
Jacqueline Washington, Charlottesville/Piedmont Area Service Delivery Manager, Virginia Works:
Jacqueline.washington@virginiaworks.gov
Donald Shotwell, Charlottesville/Piedmont Deputy Area Service Delivery Manager, Virginia Works:
Donald Shotwell@virginiaworks.gov

Sarah Morton, Executive Director, Piedmont Region Workforce Development Board:
smorton@vcwpiedmont.com

Virginia Works: virginiaworks.gov
Post Jobs: vawc.virginia.gov
Find Jobs: virginiahasjobs.com
Local Centers: virginiaworks.gov/locations
Follow Us: @VirginiaWorks (LinkedIn) @VAWorks (Twitter)

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Local Service Provision: Virginia Career Works & the Regional Workforce Development Board

What to expect in an American Job Center?

WALK IN SERVICES

Title I (Local Workforce Board): To prepare unemployment and underemployed adults, youth and dislocated workers for employment and help them continue to build skills once employed

Title II (Local Community College System): To provide adult education and literacy programs to increase educational levels & wage potential

Title III (Virginia Works): To provide labor exchange services that match employers with qualified jobseekers through the Wagner-Peyser employment services program

Title IV (DARS): To provide vocational rehabilitation services which supports individuals with disabilities in their employment efforts

VIRGINIA CAREER WORKS PIEDMONT REGION

VIRGINIA WORKS

How Virginia Career Works – Piedmont can help:

As part of the Virginia Works workforce ecosystem, our workforce team can help individuals meet work requirement expectations through:

- **Career coaching**
- **Job search assistance**
- **Resume development**
- **Workforce program enrollment**
- **Training opportunities**
- **Apprenticeships**
- **Education pathways (GED and more)**
- **Employment case management**
- **Referrals to partner services**

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PIEDMONT REGION

www.vcwpiedmont.com

3 Things Individuals Should Do Now

1 Update Your Contact Information

Be sure that Medicaid & Virginia Works has your:

- Current Address
- Current Phone #
- Current Email

2 Watch Your Mail

Be sure to open letters from:

- Medicaid
- DSS
- Cover Virginia

3 Save Important Documents

Collect & keep your:

- Pay stubs
- School schedules
- Training certificates
- Volunteer records

VIRGINIA CAREER WORKS

PIEDMONT REGION

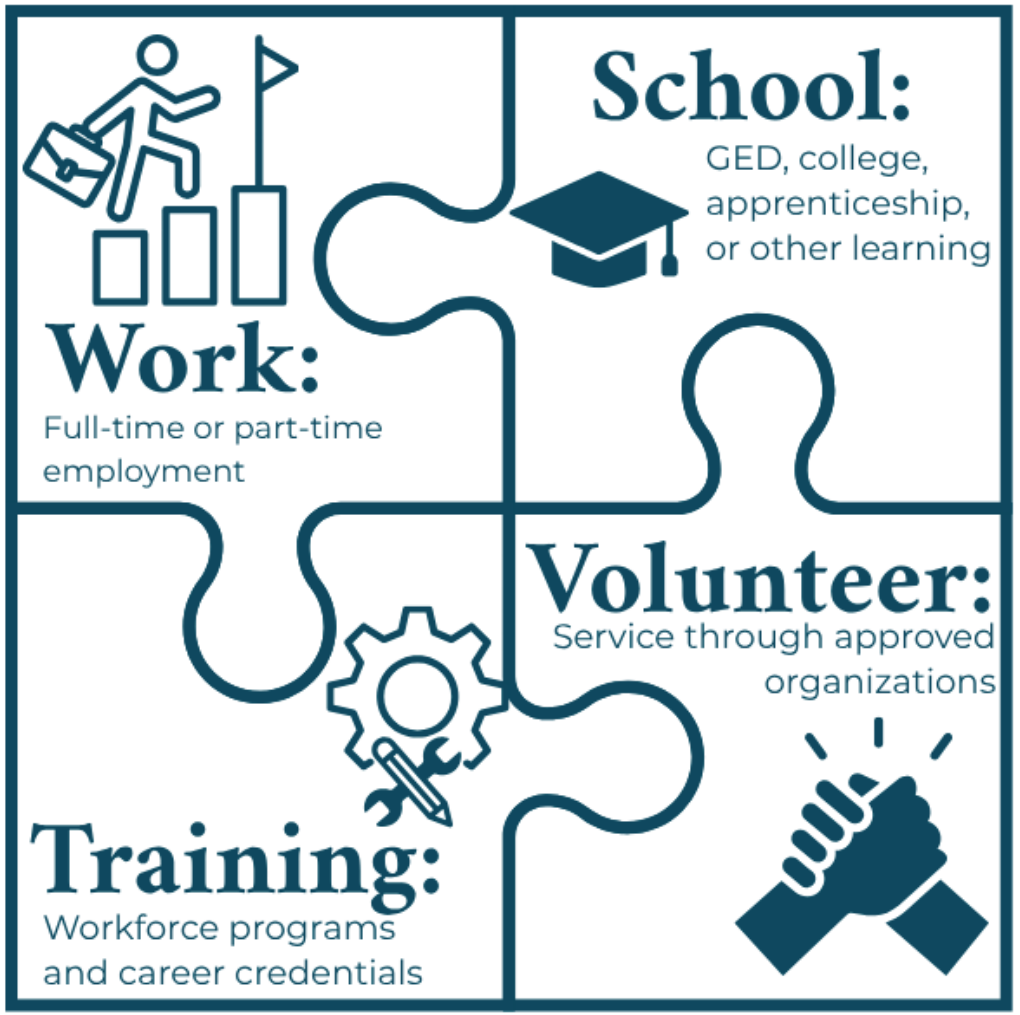
Learn more about what to do right now to keep your coverage:

https://vcwpiedmont.com/careerseekers/medicaid-coverage/

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Local Service Provision: Virginia Career Works & the Regional Workforce Development Board

Activities That May Support Work Requirement Participation



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Virginia Career Works – Piedmont can help connect individuals to these opportunities.

www.vcwpiedmont.com

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Support Screener

- This preliminary workforce screening tool helps identify barriers, connect individuals to appropriate services, and support coordinated partner referrals as H.R.1 implementation moves forward

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KEY: EMPLOYMENT & SUPPORT SERVICES REFERRAL TOOL

Staff Use Only: This tool is a preliminary screening tool and does not determine eligibility for any public benefit program.

REFERRAL SUMMARY

Copy scores from side 1

INDICATOR	SCORE	POSSIBLE TOTAL
Basic Screening		14
Medicaid/FAMIS Screening		15
SNAP Screening		10
Barrier Screening		15
TOTAL		54

MEDICAID/FAMIS DECISION GUIDE

SCORE	INTERPRETATION	ACTION
5+	HIGH likelihood	Refer
≤4	Unclear	Refer if uninsured or medical need present

SNAP DECISION GUIDE

SCORE	INTERPRETATION	ACTION
7-10, OR expedited flag (*)	HIGH likelihood	Immediate referral
4-6	Moderate likelihood	Refer (standard)
≤4	Unclear	Refer if client expresses need

BARRIER GUIDANCE / APPLICATION ASSISTANCE LEVEL NEEDED

SCORE	INTERPRETATION	ACTION
8–15	HIGH barrier	Full assisted application required
4–7	Moderate	Provide guided support
0–3	Lower barrier	Client may self-complete

FINAL REFERRAL SUMMARY

WORKFORCE & PARTNER REFERRALS

SERVICE	REFER?	REFERRED TO
Title I - WIOA (Workforce Activities)	☐	
Title II - Adult Education / Literacy	☐	
Title III - Wagner-Peyser Employment Services	☐	
Title IV - DARS Vocational Rehabilitation	☐	
Veteran Services	☐	
RESEA / Reemployment Services	☐	

ADDITIONAL NOTES

Career Interest:	☐ HEATLH	☐ MANUFACTURING	☐ TRADES
	☐ IT/BUSINESS	☐ HOSPITALITY	☐ OTHER: _____
Training Interest/Provider:			
Other:			

REFERRAL /HANDOFF INFORMATION

DSS STAFF:	DATE:
AGENCY:	
RECEIVING AGENCY:	
RECEIVING STAFF:	RECEIVING DATE:
NOTES:	

This is an unofficial calculator and not an application.

Virginia Career Works – Piedmont Region is an Equal Opportunity Employer/Program. Auxiliary Aids and Services are available upon request to individuals with disabilities. TDD-VA Relay: 711. Funded by Federal, State, and Local funds. Interpreters available upon request. EO Officer | info@vcwpiedmont.com | 434-290-0026

Local Service Provision: Virginia Career Works & the Regional Workforce Development Board

Where to seek services:



Charlottesville Center
943 Glenwood Station Ln.



Culpeper Office
210 E. Stevens St.

Albemarle Career Center
1600 5th St. Ext.



ORANGE COUNTY LIBRARY
1734

Orange Mobile Center
Main Library · Gordonsville · Wilderness

Contact Us – *Individuals can reach out directly with questions:*

- Charlottesville Center: (434) 290-0026
- Culpeper Center: (540) 212-4570, x2
- Albemarle Center: (434) 972-4011 x3617
- Fluvanna, Greene, Louisa & Nelson Counties: (434) 529-6828
- Madison County: (540) 212-4570
- Orange, Fauquier & Rappahannock Counties: (540) 212-4570, x3
- info@vcwpiedmont.com
- https://vcwpiedmont.com/contact/

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Partner Coordination & Workforce Planning

VCWP is preparing for implementation.

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We are:

- ✅ Tracking potential workforce impacts
- ✅ Monitoring referral activity
- ✅ Coordinating with regional partners
- ✅ Planning ***future workflow simulations*** and implementation discussions

Interested in participating in future planning conversations?

< < < Scan to stay connected with future workforce planning and partner engagement activities.

Links to https://forms.gle/zBu9oipKBKgGCemFA

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Keep in touch!

Reach out to VCWP staff

VIRGINIA CAREER WORKS
PIEDMONT REGION

www.vcwpiedmont.com



Sarah Morton,
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smorton@vcwpiedmont.com



Stephanie McNamara,
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Ti-Erra Elam,
Accounts Payable Manager
telam@vcwpiedmont.com



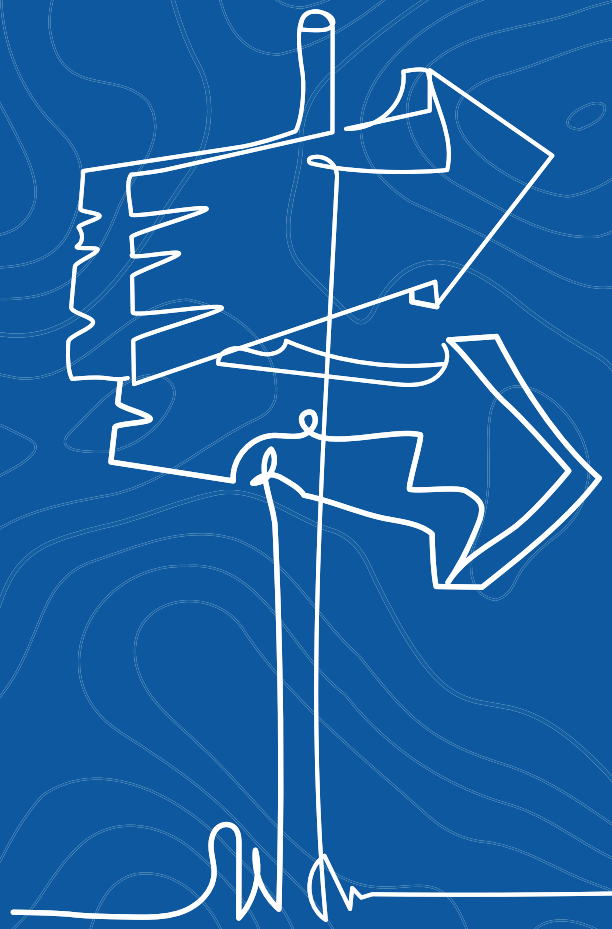
Liz Burnett,
Communications Specialist
eburnett@vcwpiedmont.com

Interested in participating in future planning conversations?

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Links to https://forms.gle/zBu9oipKBKgGCemFA

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Thank you

VIRGINIA DEPARTMENT OF SOCIAL SERVICES

VIRGINIA'S MEDICAID PROGRAM DMAS