



**COMMITTEE ON DISASTER RECOVERY,
INFRASTRUCTURE AND PLANNING**

April 24, 2026

***SUBMITTED BY: DR. GARY MOLLOY
COMMISSIONER, VIDOL***

Good Day, Honorable Senator Marise C. James, Chair of the Committee on Disaster Recovery, Infrastructure and Planning, distinguished members of the 36th Legislature, and the people of the Virgin Islands.

I am Dr. Gary A. Molloy, Commissioner of the Virgin Islands Department of Labor (VIDOL). I am joined here in the well by members of my leadership team: Assistant Commissioner Jean Forde on St. Thomas, and Assistant Commissioner and Legal Counsel Nesha Christian-Hendrickson on St. Croix. Also present in the audience are Director of the Bureau of Labor Statistics, Mr. Gary Halyard on St. Croix; Director of Workforce Development Services, Ms. Charlene Hodge on St. Thomas; and Assistant Director of Workforce Development Services, Ms. Tshanny Macedon on St. Croix.

We thank you for the opportunity to present testimony on the Territory's workforce capacity to support disaster recovery and infrastructure development.

Today is particularly significant. **April 24, 2026 marks Day 0 of the implementation of the new minimum wage rate of \$12.00 per hour in the Virgin Islands.** This important policy milestone reflects our collective commitment, shared by the 36th Legislature and the Bryan-Roach Administration, to improving the economic well-being of our workers while strengthening the foundation of our labor market.

As we discuss workforce readiness for disaster recovery, it is essential to recognize that a fair and sustainable wage structure is critical to attracting, retaining, and developing the workforce needed to rebuild and advance our Territory.

Overview of the Virgin Islands Electronic Workforce System (VIeWS)

VIeWS automatically connects job seekers and employers by matching résumé details with job requirements entered into the system. This makes it a powerful, self-service tool that supports the community 24/7, including during disaster recovery periods.

When employers post a job, they include requirements such as skills, experience, education, and location. Job seekers, in turn, create profiles and résumés that outline their qualifications, work history, certifications, and preferences. VIeWS extracts, standardizes, and matches this

information to score compatibility and rank results. These system-generated compatibility results are accessible to both job seekers and employers to support the job placement process. VIEWS also integrates Labor Market Information (LMI) to deliver insights on in-demand occupations, wages, employment trends, and required skills. With the LMI and compatibility data, job seekers are encouraged to refine their résumés and profiles as necessary to increase visibility and ranking with employers.

VIEWS further enhances the process by automatically recommending jobs to seekers and qualified candidates to employers, making the job matching process more efficient than basic keyword searches. Job seekers can apply for jobs, while employers can independently identify and engage with suitable candidates. Job search activity is recorded by the system, providing VIDOL with critical data to monitor workforce needs, identify skill gaps, meet reporting requirements, and strengthen case management efforts.

To complement the 24/7 self-service tools available to job seekers and employers, VIDOL staff also provide personalized services to support job matching. These include résumé writing assistance, job and candidate searches with referrals, interview preparation, and more. Jobs related to disaster recovery projects can be flagged by employers or staff within the system, enabling staff to quickly identify them and take appropriate action.

Workforce Status and Economic Context

The Virgin Islands labor force remains resilient and adaptive. Over the past five years, private sector employment has averaged approximately 24,656 individuals, with the labor force totaling 41,975 and unemployment averaging 3.51 percent. These indicators reflect a stable labor market; however, the scale of federally funded disaster recovery and infrastructure projects presents both an opportunity and a challenge.

To date, approximately 31 percent of disaster recovery projects have been completed, with the majority still underway. This ongoing work is expected to drive sustained demand in construction, skilled trades, and infrastructure-related occupations, while also stimulating growth in supporting sectors such as transportation, hospitality, and retail.

Over the same five-year period, employers registered more than 15,600 job openings, with construction accounting for approximately 13.72 percent of demand. These data points underscore a clear and growing need for a **skilled, locally available workforce aligned with industry demand**.

As of April 23, 2026, the construction sector reports 40 job vacancies from 12 employers actively recruiting candidates. According to VIEWS, our workforce system, there are currently 712 active job seekers in the labor market, with 114 individuals expressing interest in or pursuing opportunities within the construction industry. Many of these candidates possess a high school diploma or equivalent. Most job seekers are targeting office and administrative occupations, followed by positions in management and serving-related roles.

Occupations	Total Job Openings
Production Occupations	9
Legal Occupations	1
Construction and Extraction Occupations	40
Community and Social Services Occupations	3
Office and Administrative Support Occupations	72
Computer and Mathematical Occupations	9
Healthcare Practitioners and Technical Occupations	8
Transportation and Material Moving Occupations	32
Sales and Related Occupations	33
Installation, Maintenance, and Repair Occupations	27
Management Occupations	72
Education, Training, and Library Occupations	18
Building & Grounds Cleaning & Maintenance Occup.	30
Life, Physical, and Social Science Occupations	16
Business and Financial Operations Occupations	37
Personal Care and Service Occupations	27
Food Preparation and Serving Related Occupations	83
Healthcare Support Occupations	58
Architecture and Engineering Occupations	26
Protective Service Occupations	94
Arts, Design, Entertainment, Sports, and Media Occ	0
Total	695

Prior to Employers/Businesses being enabled or gaining access to VIeWS, the Workforce Development team invites each employer to a scheduled one-on-one session. Our specialized Employment Engagement Team is available and ready to provide direct, hands-on assistance to help business thrive including:

- New VIeWS account setup

- Labor Market Information
- Connecting you to a pool of qualified candidates
- Customize recruitment and job fairs for your business industry
- Direct you to other services from multiple government agencies
- Support your workforce during a transition or lay-off
- Establish qualifications for tax credits and other wage reimbursement or subsidy opportunities

Each enabled employer receives guidance regarding compliance for the following:

- **Job Postings:** In accordance with **Act 5174**, all job vacancies must be posted on www.vidolviews.org.
- **New Hire Reporting:** All new employees must be reported within **20 days** of their start date.
- **Compliance Resources:** For a detailed guide on regulatory requirements, please refer to the [VIDOL Compliance Overview](#).

VIDOL's Role in Workforce Coordination and Recruitment

Although VIDOL is not a first-response agency, it serves as a **central coordinating entity for workforce mobilization** during disaster recovery. We facilitate real-time matching job seekers to employer needs, improving transparency, efficiency, and access to employment opportunities in VIeWS.

Importantly, workforce demand data at the project level is not static. It is developed through **direct engagement between contractors and VIDOL's Workforce Development Team**, where specific occupational needs, timelines, and workforce strategies are identified. This collaborative model ensures that workforce planning is both responsive and aligned with actual project requirements.

In our continued efforts to support the Territory's infrastructure and development goals, the Virgin Islands Department of Labor, in support of the University of the Virgin Islands Class of 2026, recently extended a targeted invitation to companies and professionals within the

construction and trades industry. This initiative built upon the momentum from ODR Industry Day in October 2025, with invitations sent to all registered participants encouraging them to join the career fairs held on April 16th in St. Croix and April 21st in St. Thomas.

Despite our outreach, participation from the construction sector was limited, five companies registered for the St. Croix fair, but only two attended, and unfortunately, there were no construction companies registered or present at the St. Thomas event. Nevertheless, the Career Fairs were vibrant gatherings, with 40 employers and over 200 attendees engaging throughout the days.

A particularly memorable moment was when a UVI senior nursing student offered a heartfelt thank you, highlighting just how crucial these events are for graduates stepping into their professional lives. Their words served as a powerful reminder of the positive impact our efforts have on the future of our community.

As we move forward, the Department of Labor Workforce Development team remains dedicated to transforming these connections into lasting opportunities. With the fairs now concluded, our team will be following up with all attendees to ensure they have access to our full range of services and ongoing support as they navigate their career journeys.

Embedding Workforce Development into Disaster Recovery Contracts

VIDOL has taken a proactive, policy-driven approach to ensure that workforce development is not an afterthought, but a **requirement embedded within the procurement and execution of disaster recovery projects.**

Working collaboratively with the Office of Disaster Recovery (ODR) and the Department of Property and Procurement (DPP), VIDOL has supported the inclusion of contract provisions that:

- Require compliance with **Virgin Islands labor laws and standards**
- Mandate that contractors **identify and allocate funding for workforce training within project budgets**

- Encourage the hiring of **local workers**, including participants from the *Skills for Today Program* and students from the University of the Virgin Islands
- Promote **internships, apprenticeships, and career pathway development**
- Encourage participation for **small, minority-owned, and women-owned businesses**

These provisions ensure that disaster recovery investments translate into **long-term workforce capacity building and economic inclusion**.

Apprenticeship and Workforce Pipeline Development

A key component of this strategy is the **mandatory utilization of registered apprentices on disaster recovery projects**.

Under current contract provisions:

- Contractors are required to employ apprentices in a structured ratio tied to journey person staffing levels
- Contractors must submit occupational workforce needs within ten days of contract execution
- Priority is given to **veterans and local program participants**
- Non-compliance may constitute a **material breach of contract**

This framework ensures that recovery projects serve as **training grounds for the next generation of Virgin Islands workers**, rather than relying solely on imported labor.

Training, Participation, and Workforce Outcomes

VIDOL's workforce system continues to demonstrate measurable impact for the current program year from 7/1/2025 to present:

- 94 individuals served across both districts
- 51 participants enrolled in training in St. Thomas/St. John and 43 in St. Croix
- Nearly 75 percent of participants concentrated in **high-demand sectors**, including healthcare and construction

- 60 individuals actively in training and 19 successful completions

Training Occ Group	Distinct Participants	Percentage of Total
Healthcare Support Occupations	28	29.79%
Healthcare Practitioners and Technical Occupations	21	22.34%
Construction and Extraction Occupations	21	22.34%
Management Occupations	10	10.64%
Installation, Maintenance, and Repair Occupations	5	5.32%
Business and Financial Operations Occupations	4	4.26%
Life, Physical, and Social Science Occupations	2	2.13%
Community and Social Services Occupations	2	2.13%
Unknown	1	1.06%
Grand Total	94	100.00%

These outcomes reflect a **demand-driven workforce strategy**, aligned with the needs of both the current economy and future disaster recovery efforts.

Local Hiring and Economic Impact

The Department remains steadfast in its commitment to **prioritizing local hiring**. By leveraging VIEWS, contractor engagement, and workforce programs, VIDOL ensures that Virgin Islands residents are positioned first to benefit from employment opportunities generated by recovery investments.

The implementation of the **\$12 minimum wage further strengthens this effort**, making workforce participation more sustainable while enhancing the attractiveness of local employment opportunities in critical sectors.

Operational Readiness and Interagency Collaboration

VIDOL maintains a high level of operational readiness through:

- Active participation in **VITEMA emergency preparedness activities**
- Established **emergency communication systems and continuity plans**
- Backup power, transportation resources, and secure data systems
- Ongoing **digitization of records** and modernization initiatives

Additionally, the Department continues to strengthen partnerships with federal and territorial agencies, ensuring coordinated and effective responses to both routine and emergency workforce needs.

In closing, the Virgin Islands Department of Labor stands fully committed to supporting the Territory's workforce and ensuring its readiness to meet the demands of disaster recovery and infrastructure development.

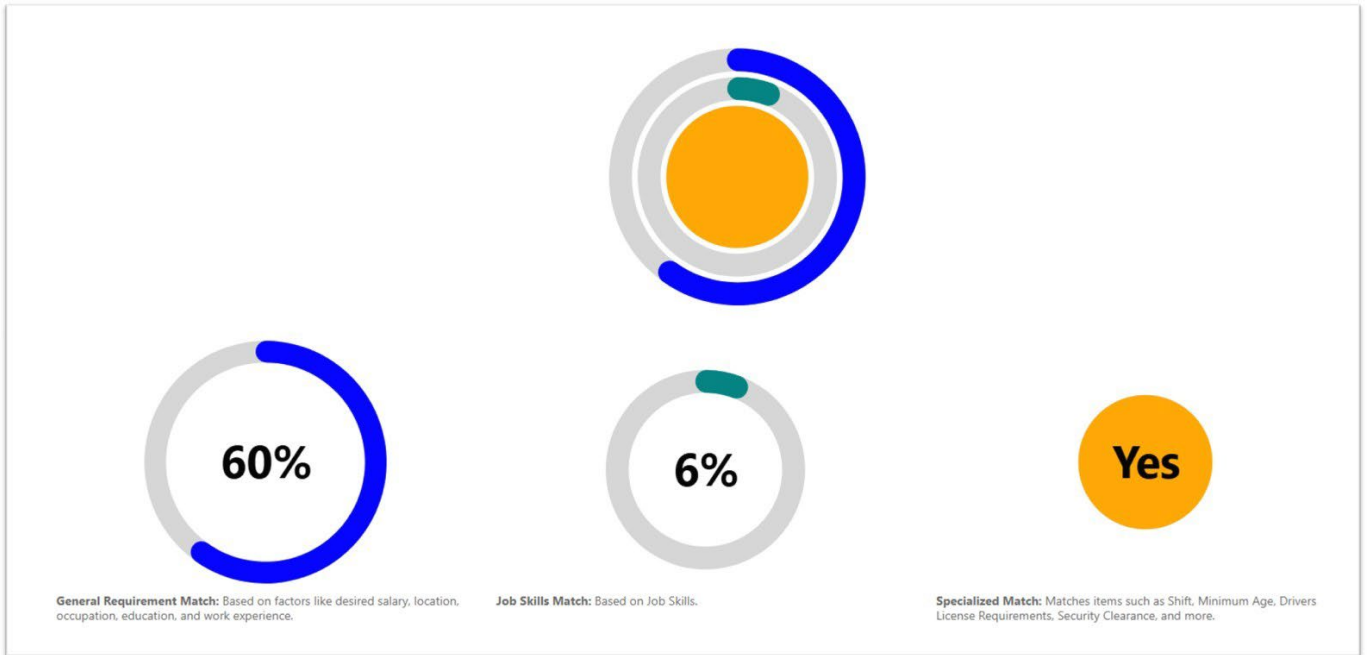
Through strategic workforce coordination, embedded contract requirements, apprenticeship expansion, and data-driven program implementation, VIDOL is not only responding to current needs but actively **building a resilient, skilled, and sustainable workforce for the future.**

As we mark **Day 0 of the new minimum wage implementation**, we reaffirm our commitment to protecting workers, improving workforce systems, and expanding employment opportunities across the Virgin Islands.

On behalf of VIDOL, I express gratitude to the staff at VIDOL for their continued dedication and hard work, and the members of the Committee on Disaster Recovery, Infrastructure and Planning for allowing us to testify about this subject. This concludes my testimony. My team and I are prepared to answer any questions you have.

Addendum #1

Example images of job matching in VIEWS



General match

General Requirements Match scores are calculated by comparing key factors including the Job Seeker's desired salary, location, occupation, education and work experience with the information provided for this job by the employer. Below you can see how each individual factor was scored and weighted along with any recommendations including ScoreBooster.

Projected Occupation	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive Cashiers	0%
Education	High School Diploma or Equivalent Bachelor's Degree	100%
Work Experience	12 months 0 months	0%
Location	St Thomas, VI 00902 US St Thomas, VI 00902 US	100%
Salary	\$14.00 - \$16.00 Hour \$25,000.00 annually (Approx. \$12.00 hourly) or more	100%

Skills Match

Comparison of the Job Seeker's skills with those required for this job or typically associated with Secretaries and Administrative Assistants, Except Legal, Medical, and Executive.


Job Skills	6 out of 107 (6%)	6%
Tools and Technology	Your Tools and Technology skills appear to match 5 out of 146 (3.4%) of the Tools and Technology skills used by Secretaries and Administrative Assistants, Except Legal, Medical, and Executive.	3%
Personal Skills	35 Personal Skills Not Specified	N/A

Specialized Requirements Match

This section is a comparison of the Job Seeker's specialized skills and requirements with those of this job.

Shift	Day Shift Day Shift	100%
Minimum Age	Not Specified 25	N/A
Drivers License	No license required Regular Drivers License	N/A
License Endorsements	Not Specified No Endorsements	N/A
Typing Speed	Not Specified Not Specified	N/A
Security Clearance	Not Specified No Clearance	N/A
Language and Proficiency	Not Specified Other/Well	N/A

▼ Personalized Job Matches based on My Desired Occupation




Point of Sale Associate
ABC Sales and Services, Inc.
Charlotte Amalie, VI
Cashiers

Job Description for Front Office (POS) Sales POSITION GOAL: To ensure a strong customer service-oriented point of sale experience for customers and to maintain a high standard of sales record keeping. POSITION RESPONSIBILITIES: Responsibilities include: Provides sales assistance to customers...


View Apply Save Share

▼ Paths




Register

Sign up to unlock cool features like applying for jobs, making a résumé, and using training resources. Just click the Register link and follow the easy steps to finish your profile.




Enhanced Profile

Improve your profile by adding details about your education, work history, skills, and goals. Use our step-by-step guide or fill out each section on your own so employers can see what you can do.




Build a Résumé

Create a strong résumé by either uploading one you already have or using our simple résumé builder that uses your profile details. Pick a paper version or an online version to best show off your skills.



Job Readiness

Complete at least one Alison online training course. Alison offers an online self-help curriculum of essential job seeker skills including how to search for a job, draft a great resume, create a social network, and prepare for an interview.



Automated Matching

Use Virtual Recruiter®, your personal job finder that looks for jobs matching your profile. Set your preferences and get daily alerts about job openings that fit you well.

Cashiers [Compare to other occupations](#) **St. Thomas, VI**
[Compare to other areas](#)

Summary | Description | Jobs | Candidates | Supply and Demand | Employers | Education and Work Experience | Employment and Wages | Skills | Nature of the Work | Job Requirements | Other

[View Full Report](#)

Cashiers Video - Receive and disburse money in establishments other than financial institutions. May use electronic scanners, cash registers, or related equipment. May process credit or debit card transactions and validate checks.

Source: This information is based on O*NET™ data. O*NET is a trademark registered to the U.S. Department of Labor, Employment and Training Administration.

Projected Annual Openings
Stable Projected Annual Openings (2022-2032)

Job Demand
Low Demand - 1 Opening Available (April 22, 2026)

Candidates Available
34 Candidates Available (April 22, 2026)

Supply & Demand
33.00 Candidates per Job Opening (April 22, 2026)

Required Education
Typically Requires High School Diploma or the equivalent (for example, GED)

Work Experience
Typically Requires None

Employment Wage Statistics
Typical Wage Range \$23,160-\$29,120 (2024)

* Results of an expanded geographic area.

Advertised Tools and Technology	Job Opening Match Count	Advertised Job Skills	Job Opening Match Count
Cash Register	2	Customer service	3
Labeling equipment	1	Collection of accounts	2
Public address (PA) systems	1	Build customer relationships	1
Wire ropes	1	Inventory control	1

Source: Online advertised jobs data
Data Time Period: March 2026

Skills

- Interacting With Others**
 - Process sales or other transactions
 - Greet customers, patrons, or visitors
 - Issue money, credit, or vouchers
 - Answer customer questions about goods or services
 - Explain technical product or service information to customers
 - Answer telephones to direct calls or provide information
 - Communicate with other workers to coordinate activities
 - Provide customers with general information or assistance

Top Employers Posting Jobs

Employer Name	Job Openings
ABC Sales and Services, Inc.	1

Source: Online advertised jobs data
Data Time Period: April 22, 2026

Typical Wages

*Virgin Islands (no data available for St. Thomas, VI)

\$27,220

Mean Annual Wage

Source: US Virgin Islands Department of Labor
Data Time Period: 2024

Abilities Required

- Verbal Abilities**
 - Oral Comprehension
 - Oral Expression
 - Written Comprehension
 - Written Expression
- Visual Abilities**
 - Near Vision
 - Far Vision
- Auditory and Speech Abilities**
 - Speech Clarity
 - Speech Recognition
- Idea Generation and Reasoning Abilities**
 - Information Ordering
 - Problem Sensitivity
 - Category Flexibility
 - Deductive Reasoning
 - Inductive Reasoning
- Attentiveness**
 - Selective Attention
 - Time Sharing

Source: This information is based on O*NET™ data. O*NET is a trademark registered to the U.S. Department of Labor, Employment and Training Administration.

Supply and Demand

54.00

Candidates available per job opening.
54 Candidates | 1 Job Openings

Job Source: Online advertised jobs data
Candidate Source: Is comprised of individuals whose resumes have been active in the workforce system over the past twelve months
Data Time Period: April 22, 2026

Knowledge Required

- Business and Management**
 - Customer and Personal Service
 - Sales and Marketing
 - Administration and Management
 - Administrative
 - Economics and Accounting
- Arts and Humanities**
 - English Language
- Mathematics and Science**
 - Mathematics
 - Psychology
- Engineering and Technology**
 - Computers and Electronics
- Law and Public Safety**
 - Public Safety and Security
 - Law and Government

Source: This information is based on O*NET™ data. O*NET is a trademark registered to the U.S. Department of Labor, Employment and Training Administration.

Projected Annual Openings

*Virgin Islands (no data available for St. Thomas, VI)

141

32% of the 439 total estimated annual openings in Sales and Related occupations.

Source: US Virgin Islands Department of Labor
Data Time Period: 2022-2032

Education Requirements on Advertised Jobs

High School Diploma or Equivalent

▲ Job Openings: 1