Workforce and Education

July/August 2003

NVTC
northern virginia technology council magazine
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The Hottest Event of the Year is Here!

July 17th, 2003

FEATURING
Emcee Rene Knott, ABC7/WJLA

Held poolside at the home of NVTC President Bobbie Kilberg
McLean, VA

5:30 - 6:30 pm VIP & Sponsor Reception
6:30 - 9:00 pm Awards & Open Party

Hot Award Categories:
Hottest Venture Capital Deal • Hottest M&A Deal
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Register at www.nvtc.org
As we all know, change can be difficult. Organizations need to be able to change in order to survive in this economy. Educational institutions need to continue to change to meet the needs of their students to ensure they have both the academics and skills needed to be part of the technology workforce. And just as critical, government agencies need to be able to change to ensure that public tax dollars are spent wisely in the areas of workforce development and education.

In keeping with the changing external environment, the NVTC Workforce Committee leadership team has refocused its efforts this year to best serve you and the other members of NVTC.

While continuing support of our annual educational programs (Groundhog Job Shadow Day, Tech Talk, Educators’ Day in the Workplace), the committee is pursuing initiatives to bolster education and workforce issues at all levels of government.

On the national level, we are advocating changes to accelerate and improve the security clearance process. Not only are our members developing new technologies that can be used in the national security effort, but there are thousands of experienced technology workers ready and willing to assist the government in the process. A major hurdle for our human capital is the security clearance issue. In a letter to all members of Congress, the NVTC Workforce Committee pointed out the challenges for our government contractors in fulfilling their contract requirements. We are asking the House Government Reform Committee chaired by Rep. Tom Davis (R-VA) to explore solutions with us.

At the state level, we are working with other state workforce leaders to most effectively allocate $500 million in public tax dollars for workforce training. The Commonwealth will spend about that much over this two-year budget in 22 state agency programs. The state’s JLARC (Joint Legislative Audit and Review Commission) report last November made many good suggestions and NVTC strongly supports the consolidation of these programs into one agency and the administration of it by the newly appointed “Workforce Czar,” Barbara Bolin. The NVTC Workforce Committee also supports the Virginia State Workforce Council’s role in assuring the excellence of new “One-Stop” legislation to provide the talent needed for our businesses. Change can be difficult, but necessary, to get workers in the Commonwealth back into the job market and continue to improve the skills of our current workforce. The ability to creatively think about workforce challenges and mirror best Workforce Investment Board practices in other states is crucial.

At the local level, our hope is to convince our locally elected officials to help change the workforce system of the Commonwealth so that K-12, community college, higher education and the One-Stop system together can meet the needs of technology businesses and ensure a pipeline of tech workers for the future. NVTC’s Workforce Committee is dedicated to making sure that Virginia has the skilled workforce required for a healthy technology industry, and an economic recovery overall.

C. Michael Ferraro
President/CEO, TRAINING SOLUTIONS, Inc.
Board Liaison, NVTC Workforce Committee
Access National Corporation announced a stock split during its Annual Shareholder Meeting. Shares will be split three (3) for every one (1) outstanding as of June 1, 2003. This action is reflective of strong performance that has driven up the price and demand for shares in the company. The value of the stock has risen 50% over the last year peaking at the most recent trade price of $30.00 per share. Prior to the split, the company had 1,170,000 shares outstanding. Access was organized as a national bank in 1999 and subsequently purchased a mortgage bank and commercial equipment leasing operation designed to serve select businesses and executives in the Washington Metro market. As of March 31, 2003, the company reported consolidated assets of $260 million, quarterly revenue of $115.5 million and earnings per share of $0.86, up 169% over $0.32 per share reported in the same period of the prior year. www.Accessnationalbank.com.

Two teams of George Mason University students won first-place honors in a national systems engineering competition hosted by the U.S. Military Academy at West Point in May. Both teams were composed of seniors from Northern Virginia who completed the projects as part of an engineering design course at George Mason taught by Professor George Donohue. The first team, consisting of Hong Kaing, John Allipio, Patricia Castro, Noreen Shahid, and Omar Sherzai, won for a modeling and simulation project for managing U.S. air traffic, "Dynamic Airspace Super Sectors as High-priority Zones for Operations." The second team, working on a project to analyze the flow of traffic through the Washington Metro market. As of June 1, 2003, the company had 1,170,000 shares outstanding. Access was organized as a national bank in 1999 and subsequently purchased a mortgage bank and commercial equipment leasing operation designed to serve select businesses and executives in the Washington Metro market. As of March 31, 2003, the company reported consolidated assets of $260 million, quarterly revenue of $115.5 million and earnings per share of $0.86, up 169% over $0.32 per share reported in the same period of the prior year. www.Accessnationalbank.com.

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The Voice of Technology

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Bits + Bytes

The Voice of Technology

July/August 2003
The Northern Virginia Technology Council

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Herndon, VA 20170
(703) 904-7878 / fax: (703) 904-8008
www.nvtc.org • hosted by PatriotNet

Mission
The Northern Virginia Technology Council (NVTC) is the trade association for the technology community in Northern Virginia. NVTC has over 1500 member companies representing over 180,000 employees. Our membership includes companies from all sectors of the technology industry including information technology, software, Internet, ISPs, ASPs, telecommunications, bioscience, and aerospace, as well as the service providers that support these companies. NVTC provides its members with: (1) over 150 networking and educational events per year; (2) comprehensive member benefit services; (3) public policy advocacy on a broad range of technology issues at the state and regional levels, with involvement in federal issues as they relate to workforce and education concerns; and (4) community service opportunities through active involvement in community projects and philanthropy through the NVTC Foundation.

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BITS + BYTES

and operationally manage with extreme accuracy all airborne traffic within 60 nautical miles of airport terminal areas. SkyTrak will incorporate Flight Explorer software displays and functionality. SkyTrak’s proprietary technology will provide the extreme accuracy required for close-in applications and Flight Explorer’s technology enables a complete global flight tracking and management capability. SkyTrak technology will enable the tracking of IFR and VFR flights within its 60 nautical mile range and Flight Explorer will handle all available tracking beyond that globally. www.flightexplorer.com. ■

Reston-based Nextel Communications, a provider of wireless communications services, has rolled out its nationwide wireless walkie-talkie service. The company announced the launch of Nationwide Direct Connect in New England, Florida, Southern California and Southern Nevada. Nextel expects to have more than 80% of the country covered by the end of July, and the remainder of the U.S. by the end of August. The service allows customers to connect in less than a second between any of the connected cities by using a push-to-talk button. www.nextel.com. ■
Members of the NVTC Workforce Committee have been extremely busy this year planning and running a series of high-level projects that promote and enrich training and education for the future technology workforce of Virginia. To date, our initiatives have reached approximately 10,000 K-12 students and 4,500 educators and guidance counselors. Some of the projects are described below:

TECHTALK: An annual event for high school juniors and seniors school to explore career opportunities in Northern Virginia with professionals in all different fields of work. The purpose of this event is to promote the importance of technology skills regardless of future career path. This event is exclusive to NVTC and has been rated one of the best workforce development programs for youth by the business community. This year’s event will be held on November 12.

JOB SHADOW DAY: An annual event that allows junior and senior high school students to “shadow” business leaders in our member technology firms. Last year’s program hosted 175 students in 76 companies. After that one day of shadowing, more than 50 students were offered summer internships, an indication of the incredible value of this program in creating a talent pipeline for our future workforce. The next Job Shadow day will be held on March 10, 2004.

EDUCATORS’ DAY IN THE WORKPLACE: An annual event that provides teachers and counselors the opportunity to shadow business leaders in the Northern Virginia technology community so that educators can better prepare students for what business leaders need in their future employees. This year it will be held October 24.

Security Clearance Update

While the mission of the NVTC Workforce Committee is focused and dedicated to helping member companies recruit, educate, and retain a world-class workforce, from time to time issues arise that need special attention. The issue that has been placed on the “front burner” for the committee recently is that of security clearances, and the committee has been working hard to help solve some of the burdensome and time consuming processes involved in getting a clearance.

Workforce Committee Co-Chairs Karla Leavelle and Laura Reiff recently met with staff members of the House Government Reform Committee to discuss the possibility of a congressional hearing on security clearance issues. Congressional staff members were receptive to the idea, because it was in alignment with many of the initiatives within their committee. The purpose of hearings, hoped to be scheduled in early fall 2003, will be to find solutions to expediting the process via technology without jeopardizing the integrity of the process.

Additionally, on March 19, 2003, a joint letter from NVTC Chairman Sudhakar Shenoy and NVTC President Bobbie Kilberg was distributed to all U.S. Senators and U.S. Representatives outlining NVTC’s concerns regarding the state of the current security clearance system. Among the concerns NVTC pointed out is that the economy is being hurt by the length of time it takes to get a clearance, and that many qualified candidates could be filling important job openings, but for the security clearance process. Furthermore, the inability to clear these candidates quickly is driving up prices for the government. A full version of the letter can be found on the workforce committee’s web page at www.nvtc.org.

To join the NVTC Workforce Committee or for more information regarding this and other initiatives of the committee, please contact Susan Baker at sbaker@nvtc.org or Zuzana Steen at zsteen@nvtc.org or visit the committee’s Web site at www.nvtc.org.

Visit the NVTC Workforce Committee Web site at www.nvtc.org for updates on committee activities and a list of area educational institutions.
A November 9, 2001, Roundtable at NVTC headquarters and hosted by NVTC and the U.S. Department of Commerce has resulted in a report to Congress entitled "Education and Training for the Information Technology Workforce." Released June 19, 2003, the report provides details on employer demand for IT workers, IT education and training, and the role of employers and workers in IT education and training.

"In this report, we lay out the landscape, with the hope that policymakers in government, education, and business will find this information useful as they develop education and training policies and programs designed to ensure a world-class IT workforce for the United States," said Commerce Secretary Don Evans.

Northern Virginia was one of eight regions surveyed because of its prestigious high technology corridor and its variety of technology expertise. Twenty-seven top-level HR executives from NVTC’s membership participated in the roundtable, chaired by Under Secretary of Commerce Phil Bond.

The report, mandated by the American Competitiveness in the 21st Century Act of 2000, contains five broad findings:

- The IT education and training infrastructure has grown significantly in size and scope over the past decade. Today, there is a vast array of IT education and training opportunities, with different types of programs and curricula serving different purposes;

- Jobs in the IT field are varied, complex, and specialized, as are the knowledge, skills, and experience required to perform them;

- Employers seek workers who possess a specific combination of technical skills and experience, often coupled with a college degree, soft skills, and business or industry knowledge. Typically, employers prefer job candidates with the exact skill set who require no additional training;

- There is no single path to prepare a worker for a professional IT job; and,

- The training landscape is complex, rapidly evolving and therefore challenging to navigate. ■

For a copy of the full report, visit www.technology.gov/reports.
The appointment this June of a "Workforce Czar" by Governor Mark Warner signals the gaining momentum at the state level to refocus, reform, and re-energize workforce initiatives. Barbara Bolin, Special Assistant to the Governor for Workforce Development, and the Commonwealth’s first workforce development coordinator, will coordinate workforce development services, which currently are spread across 22 programs within 10 state agencies, on a statewide basis.

The new czar’s job will be to galvanize what has been accomplished thus far and build on the foundation that has been laid: the signing of House Bill 2075 in March to improve statewide workforce development and training, and the governor’s reform agenda, “A 21st Century Approach to Workforce Development.” These extremely critical developments are supported by NVTC, and will benefit greatly both the long-term economic security of the Commonwealth and the high-tech community in Northern Virginia.

“Barbara Bolin shares my commitment to building the world class workforce that is required for the 21st century,” Governor Warner said at the June 17th announcement. "She has wide-ranging experience in the private sector and in academia, and she effectively coordinated Governor John Engler’s reform of Michigan’s workforce development services. This new position will provide ‘one-stop shopping’ for employers and workers, and reflects our growing understanding that learning must be a lifelong goal.”

Bolin comes from Michigan and is former director of the Michigan Department of Career Development, which has been recognized as one of the best in the nation.

Warner’s “21st Century Approach to Workforce Development,” part of his reform agenda, is a slate of legislative and administrative reforms aimed at creating a coordinat-ed statewide workforce development system in Virginia. The ultimate goal is for Virginia’s workers to better gain access to workforce training that is "closely tied to actual employment opportunities." The reforms are also focused on helping employers find the properly trained workers in order for their businesses to grow.

In brief, the governor’s strategy is designed to:

- Improve One-Stop Workforce Development Centers using the model of the governor’s Coordinated Economic Relief Centers;
- Appoint a high-level Coordinator for Workforce Development;
- Develop a broader plan for workforce services restructuring;
- Create a Middle College;
- Reduce the size of the Virginia Workforce Council;
- Prepare an Annual Workforce Demand Plan;
- Improve accountability; and,
- Streamline administration and improve technology.

Signed into law on March 27, 2003, it directs each local Workforce Investment Board to prepare an annual workforce needs assessment identifying the jobs and job skills that are, or could be, needed by employers in the region it serves. Because workforce development agencies will determine which services they need to provide each year, they can also serve as an economic development tool in the recruitment and retention of businesses.

At the signing of HB 2075, Governor Warner said that, “Improved accountability and efficiency are an essential part of my administration’s effort to build the world class workforce Virginia requires to compete for the best jobs in every region of the Commonwealth. For those who have dropped out of school or who have recently moved from welfare to work, our reforms present an important first step – providing an opportunity for individuals to learn a skill and earn a wage that allows them to support their families.”

The legislation also requires improvements to the 43 One-Stop Workforce Development Centers created under the federal Workforce Investment Act (WIA). It brings together at one location all of the key public and private resources that employers and employees need for workforce services, including Virginia’s Temporary Assistance to Needy Families (TANF) and Food Stamp employment programs.

The new Workforce Czar will have an impressive portfolio to handle, and a multitude of projects to work on. NVTC is extremely supportive of these initiatives, and will be there to lend support when needed.

“Workforce Czar with the ability to work across agency lines is a highly productive approach that I heartily endorse. Sometimes it’s hard for even the most experienced person to navigate the confusing array of state programs available to assist business and employment opportunities.”

--Virginia Lt. Governor Tim Kaine
Governor Warner is directing that a part of Virginia’s statewide WIA funds be used for: 1) the creation of a Middle College program, operated by the Virginia Community College System and directed to young adults who did not graduate from high school. These adults will be able to obtain a high school degree or equivalent and lay the groundwork for a better job and further education. The first Middle Colleges will be at Southside Community College in Keysville and at J. Sargeant Reynolds Community College in Richmond and 2) an incumbent worker training program that allows currently employed workers to upgrade their job skills.

George Mason University Launches Biodefense Graduate Programs

Responding to a critical need for highly skilled professionals in the $6 billion dollar biodefense industry, George Mason University will offer graduate programs in biodefense beginning this fall. Applications are now being accepted for admission into the master’s, doctoral, and certificate programs.

The first of their kind in the nation and abroad, these programs provide students with a background in the foundations of the science and technology of biodefense, threat analysis of biological weapons, and specialized areas of medical defense. Students also have a unique opportunity to study under world-renowned scientists who offer unparalleled expertise found only in the university’s National Center for Biodefense, including the center’s executive directors, Ken Alibek and Charles Bailey.

For more information, visit the program website at www.gmu.edu/centers/biodefense/academics or email biodefense@gmu.edu.
At some point, many entrepreneurs face a real quandary. Should they raise venture capital even though it means selling a majority of the company to a third party and giving up some control? Would they be better off raising money from “friendlier” sources and maintaining control? An issue that often plays into the entrepreneur’s decision is whether, one day, he or she is willing to share management control with a “professional” CEO.

Entrepreneurs pour themselves into building their companies. Why, then, do venture capitalists often require entrepreneurs to turn over management to an outsider once the company is established? How can an outside CEO manage the company as well as the entrepreneur? Why do so many entrepreneur-led companies run into trouble when they become established firms?

A study of entrepreneurs conducted by Hay Group answered these important questions. The study identified the key competencies of successful entrepreneurs and the difference in the management approaches of entrepreneurs and CEOs. The study found that while entrepreneurs are more passionate, better risk takers, and more timely when dealing with performance issues than CEOs, CEOs are generally better at involving others in decision making as well as reading organizational politics and understanding others’ points of view.

The study also found that the identities of successful entrepreneurs are closely tied to their businesses. They are passionate about their businesses. They have large amounts of drive and determination. And, they often need to go it alone when the company is young.

As the company matures, these entrepreneurial attributes change from enhancing performance to hindering performance because they make it difficult for entrepreneurs to delegate important work and authority to others. An entrepreneur’s unwillingness to delegate coupled with quick, forceful actions can make the entrepreneur seem dictatorial to the company’s staff or indicate to the staff that they cannot keep up. As a result, the company’s managers and employees lose their sense of ownership in the company’s results, feel diminished accountability for their performance, do not feel the entrepreneur trusts them to work in their own way or to take initiative. This decline in ownership, accountability and empowerment reduces the entrepreneur’s effectiveness as a leader. As the entrepreneur’s effectiveness as a leader wanes, other things often go wrong: customer satisfaction declines, key business goals are missed, key people leave the company and, eventually, financial results decline.

What Can Entrepreneurs Do to Maintain Their Effectiveness as Leaders?

First, they should recognize that the role of the corporate leader essentially remains the same as a company grows. Hay Group research shows that the leader’s role contin-
need for control causes some entrepreneurs to take independent actions that reduce the ownership, accountability and empowerment of their companies’ managers and employees, which eventually destroys business results. Once business results decline, the companies limp along, go through a management change, are sold or fail.

The Hay Group study suggests that to avoid this unhappy state, entrepreneurs should adopt more CEO-like management techniques. Specifically, at this stage in the company’s development, the entrepreneur should focus on providing direction by outlining where the enterprise is headed, and how different people and groups within the company fit into this vision. The entrepreneur should also work to determine how to truly delegate important activities and decisions to others within the business. In other words, to answer the question: how can I provide sufficient direction to others so that I have confidence that they know where to go and how to make decisions on their own?

The need for a change in management approach is not exclusive to companies that are funded with private equity. The change in management approach is often just most visible in venture capital-backed companies. Venture capitalists often facilitate the change in management approach, bringing in a “professional” CEO to manage the company’s day-to-day operations.

Not all entrepreneurs are inclined to learn and use CEO-like management techniques. Before considering a change in management approach, successful entrepreneurs should answer an even more basic question. Which is really more appealing: managing an established company or starting from scratch with another new idea?

Lynne C. Kaye is a consultant in Hay Group’s Arlington, Virginia, office. Hay Group is a professional services firm that helps organizations worldwide achieve outstanding performance through their people. www.haygroup.com
The survey, part of Adecco’s annual celebration of “Take a Child to Work Day,” asked 245 children between the ages of 6 and 14 about their career expectations. Teaching was a clear winner among girls 6 to 9 years old, chosen by 42% of that group, although one young lady is determined to have a dual career combining teaching and dog grooming. When asked how she would prepare for a teaching career, one respondent stated, “I would buy lots of school supplies.” Medicine, the most popular career choice for this group in 2002, was the runner-up this year, with 30% naming doctor, nurse, dentist, veterinarian, or pharmacist as their chosen path.

Boys in the same age group have varied career interests, with the largest block (17%) opting for police work. Professional sports and acting were other popular choices, and possibly reflecting current world events, several boys plan to join the Army. One ambitious young man wants to be "CEO of the Empire State Building," and a budding paleontologist, asked how he is preparing for the job, answered, "I dig the chips out of chocolate chip cookies without breaking the cookies."

The majority of girls 10 to 12 are interested in medicine (37%), teaching (33%), and the performing arts (10%). The most popular choice for boys 10 to 12 is professional athlete (23%), with one aspiring football player holding out for a salary of precisely $5,000,627. The next largest group in this age range want to become police officers (11%). To prepare for his career as a comedian, one boy declared that all he needs to do is "be myself."

Many of the older girls, aged 13-14, are drawn to the health sciences (42%), especially physical therapy, obstetrics, and veterinary medicine. Teenaged boys showed no clear career trend, being interested in such varied pursuits as psychiatry, herpetology, acting, and owning a business.

Since being president of the United States is one of the biggest jobs there is, we asked the children about the three most important things they would do as president. Recurring themes included housing the homeless, ending world hunger, and protecting the environment. For the first time in the three years the survey has been conducted, Homeland Security issues such as "making sure that everyone in the country is safe" and "ending all wars" were priorities. The children obviously gave this question serious thought, coming up with these intriguing answers, among others:

- Be very honest
- Put my name on a coin
- Make a toy called the “Carmobile” to teach children how to drive
- Tell people it's okay to be a different color because we're all the same people
- Shorten the school year
- Lengthen the school year

A budding paleontologist, asked how he is preparing for the job, answered, "I dig the chips out of chocolate chip cookies without breaking the cookies."
The Deloitte & Touche Greater Washington Practice of the Central Atlantic region, comprised of offices in Baltimore, Northern Virginia, Philadelphia and Richmond, serves as headquarters for professional staff of more than 1,404 accountants, actuaries, partners, and tax specialists. Our professionals include those serving in local offices, as well as those functioning as part of our National Tax Practice, located in Washington, D.C. The National Tax Practice closely monitors regulatory developments and serves as a nationwide resource for our clients and other firm professionals. These two practices work together to serve our local, national and multinational clients.

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Try to be ready for everything

One young man summed it up eloquently with the words, "If I were president, I would work to preserve life, liberty and happiness."

While this may not be the most scientific survey, it clearly shows that thoughts of a career begin at an early age. Based on this survey, Adecco foresees that tomorrow’s workforce will contribute greatly to society with their intelligence and wit, and that they understand the importance of quality of life issues in creating a balance between work and family commitments.

Lauren Devine is Senior Vice President of Operations, Marketing, and Communications for Adecco USA, a staffing and human resources solutions company. www.usadecco.com
JULY

**The Hot Ticket Awards**

This will be the Hottest Awards Event in Town! This event will be held poolside at the home of Bobbie Kilberg, NVTC’s President. Rene Knott of ABC 7/WJLA will be the emcee.  
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**Tech Talk 2003**  
Wednesday, November 12, 2003

**Spring Job Shadow Day**  
Friday, March 12, 2004

Look for more information in an upcoming issue of The Voice of Technology or contact Nancy Johnston, NVTC Education-Workforce Liaison, at njohnston@nvtc.org
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Longest Drive Sponsor: Deloitte & Touche
Gift Sponsor: PRICEWATERHOUSECOOPERS
The sun graced our day on the links while 144 of the “greatest” golfers in NVTC’s membership came out to play eighteen holes and support the Bannister Scholarship Fund. Tickets for the tournament sold out in less than 10 minutes.

**Tournament Winners:**

**First Place:**
Jeff Church, Robbins-Gioia  
Eric Gioia, Robbins-Gioia  
Chris Heath, Robbins-Gioia  
Lou Nappy, Robbins-Gioia

**Second Place:**
Dean Rutley, Morgan Lewis  
Nick Kovacic, Defywire  
Robert McHale, Korn/Ferry International  
Ray Hartley, XRAM

**Third Place:**
Erik Ayers, PricewaterhouseCoopers  
Jason Pett, PricewaterhouseCoopers  
Robert Hagerman, Dominion Dental  
Steve Conger, MARSH

**Longest Drive:**
Mike Newman

**Closest to the Pin:**
Bob Boorom, Operational Research Consultants

The NVTC Foundation was pleased to accept a $28,750 donation of sponsorship dollars on behalf of the Bannister Scholarship Fund. Congratulations to the winners of this very important tournament!
When Jodi Johnson, Chairman and Chief Operating Officer of Oberon Associates, Inc., was asked to describe her recent experience with MetroTech, her response was, "MetroTech is a great avenue for us to afford training for unemployed, qualified candidates who we would have been unable to provide training to otherwise. The process is not cumbersome, it's easy to understand, and the MetroTech representatives in Northern Virginia are readily available when I need their assistance."

Oberon Associates, Inc., is a 1 1/2 year-old engineering and IT services company at Vint Hill Farms, in Warrenton, Virginia. Oberon is the latest addition to a growing list of employers throughout Northern Virginia, Maryland and the District of Columbia to use the services of MetroTech, a regional and innovative workforce development program sponsored by the U.S. Department of Labor. From start-up companies to large corporations, MetroTech appeals to companies of all sizes across the region. Originally developed to meet the needs of employers requiring candidates with IT skills, MetroTech has expanded its services to include the biotech industry. Hundreds of companies have benefited from MetroTech’s services for a variety of positions in IT and biotech.

Oberon Associates, Inc., qualified for MetroTech funding because it agreed to hire a laid-off worker who needed additional technical training. Jodi Johnson attended the NVTC IT Talent Night in January where she found a potential candidate. The job seeker was interviewed and offered employment contingent on MetroTech funding. This candidate needed training in Java for the position.

A training proposal was then submitted to MetroTech for consideration. Oberon selected the trainer and course of study, identified the position, salary, and other key factors. That is how MetroTech operates: An employer agrees to hire a MetroTech-qualified candidate, submits a training proposal for consideration and MetroTech takes it from there. It is that easy. MetroTech gives the hiring of laid off technical workers added value by making a close match for a job into a perfect match through short-term training. MetroTech covers the cost of the approved training.

MetroTech serves employers within a 50-mile radius of Washington, D.C. MetroTech pays for necessary training on behalf of the employer and job seeker to bring them together. Jobs must be full time, offer benefit packages, and require IT or biotech skills. MetroTech requires that proposals be submitted and approved before employment and training begins, and assures employers that proposal approval is accomplished quickly and efficiently.

David Hunn, Executive Director of the Northern Virginia Workforce Investment Board, noted that "The Northern Virginia Workforce Investment Board is focusing on important regional workforce clusters and the MetroTech initiative has allowed us to target information technology training and job placement throughout Northern Virginia. We are very pleased to make this federally funded project as effective and efficient as possible for all companies seeking talented IT and biotech personnel and look forward to the project’s continuation over the next year."

Marsha Smith is a Fairfax County Department of Family Service, Employment and Training Manager and MetroTech Project Manager.

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NVTC Nanotechnology Working Group Holds First Meeting

NVTC’s Nanotechnology Working Group held its first comprehensive meeting at the SAIC facilities in Tysons Corner to discuss what must occur for this region to develop a nanotechnology industry and how the different stakeholders can help attain this goal. More than 40 nanotechnology experts convened for an in-depth analysis and discussion of the Nanotechnology Working Group’s mission statement, goals and future plans to enhance the exposure of nanotechnology in our region.

The meeting brought together a diverse mix of nanotechnology company executives, research scientists, academics, nanotechnology association leaders, economic development specialists, and venture capitalists from around the region. Stay tuned for more information about this exciting new group.

For more information about NVTC’s Nanotechnology Working Group, please contact Pam Dudley, NVTC Committee Activities Director, at pdudley@nvtc.org.
How MetroTech works for you:

- By funding the specific tech training needed for your next new hire.
- MetroTech is completely employer-driven; you select the employee(s), trainer/training institution, and training curriculum. MetroTech will pay for the approved training at no cost to you.
- Eligible employees include individuals who have been laid-off due to no fault of their own and exiting military personnel.

For more information, contact your Northern Virginia MetroTech Specialist at the Falls Church SkillSource Center:
(703) 533-5753
www.myskillsource.org

MetroTech is a regional consortium developed in partnership with the Northern Virginia Technology Council, the Technology Council of Maryland, the Greater Washington Board of Trade, and the Washington, DC Technology Council.
NVTC Board Membership Changes Announced

NVTC would like to thank retiring Board members for their service and recognize them for their outstanding contributions to the NVTC community. Tony Buzzelli, Deloitte & Touche; Bill Collins, Metracall; Anne Crossman, Completed Systems; Erich Windmuller, IBM Corporation; Neal Grunstra, Mindbank; Dev Ganesan, TRADOS; Steve Hoffman, Blackboard, Inc.; Ray Oglethorpe, America Online; and Alain Hanash, MultiCity, are all retiring from the Board, and NVTC wishes them well in future adventures. Also retiring from the Board and becoming members of the NVTC Senior Advisory Board are Paul Lombardi, formerly of DynCorp, and Tom Hicks, Wilmer Cutler & Pickering.

NVTC welcomes the following new members to its Board: Greg Baroni, Unisys; Gabe Battista, Talk America; Paul Cofoni, CSC; Clara Conti, ObjectVideo; Bob Horton, AOL Time Warner; David Karlgaard, PEC Solutions; Tom Kelly, Nextel Communications; Jim Leto, Robbins-Gioia; John Love, AH&T Technology Brokers; John Mendonca, KPMG, LLP; Alan Merten, George Mason University; Gary Nakamoto, Base Technologies; Todd Stottlemyer, ITS Services; and Lydia Thomas, Mitretek. We look forward to working with you!

Additionally, NVTC recognizes the growing number of affiliate members (non-profit organizations and educational institutions) among its membership. This year the Board will increase by three members, all of whom come from NVTC’s Affiliate member category: Leslie Platt, Foundation for Genetic Medicine; Bob Kahn, Corporation for National Research Initiatives, and Alan Merten, George Mason University. Congratulations and welcome!

NVTC President
Bobbie Kilberg
Keynote Speaker at HR Leadership Awards

(l-r) Emcee Bob Madigan, Keynote Speaker Bobbie Kilberg, Event Co-Chair Michael Ferraro and Jack London, CACI, at the 2003 HR Leadership Awards.

NVTC President Bobbie Kilberg was the keynote speaker at the HR Leadership Awards of Greater Washington, held June 2 at the Hilton McLean. NVTC Board Member Michael Ferraro was Co-chair of the event honoring area human resource professionals, and NVTC’s Vice President of HR and Workforce Development, Susan Baker, was honored for her achievements and initiatives.

"Anyone with experience in running an organization, whether it be a business, a non-profit group, or a governmental entity, understands that the human resource function is the glue that holds an organization together and thus the quality of the people performing that function are essential to the success of the enterprise," said Kilberg.

Other award winners and honorees included NVTC members William Albright, The Mitre Corporation; Susann Bresnahan, Accenture; Mosetta Blackmon, Mitretek Systems, Inc.; Garry Griffiths, AMS, Inc.; Lee Karbowski, Northrop Grumman Information Technology; L. Patricia Sherod, Northrop Grumman Information Technology; and, Maggie Sinnott, Akin Gump Strauss Hauer & Feld LLP.

President Bush is developing and implementing a U.S. spectrum policy for the 21st century and has outlined his initiatives in a Memorandum and Fact Sheet entitled "Taking Action to Improve Spectrum Management."

Stating that "we must unlock the economic value and entrepreneurial potential of U.S. spectrum assets while ensuring that sufficient spectrum is available to support critical Government functions," President Bush outlined his new policy that will include:

- Establishment of a "Spectrum Policy Initiative" that will consist of activities to develop recommendations for improving spectrum management policies and procedures for the Federal Government and to address State, local, and private spectrum use;

- A comprehensive review of spectrum management policies to identify recommendations for revising policies and procedures to modernize and improve the management system to create incentives for more efficient and beneficial use; to develop policy tools to streamline the deployment of new and expanded services and technologies; and to develop means to address the critical spectrum needs of national security, homeland security, public safety, Federal transportation infrastructure, and science; and,

- A Federal Government Spectrum Task Force to focus on improving spectrum management policies and procedures, with the Secretary of Commerce as Chairman of the Task Force.

Virginia to Get New EAS National Civil Emergency Alert System

Governor Mark Warner has announced that Virginia will enhance its public warning capabilities with a new satellite-based system that can rapidly transmit Emergency Alert System (EAS) messages throughout the Commonwealth. The EAS system uses message relays between member radio and television stations to inform the public about immediate threats to national
security, life, and property. It is currently routinely used for severe weather warnings and Amber Alerts for missing children.

The first phase of the project is slated for completion in September 2003 and will be deployed in 21 critical sites including Virginia’s primary EAS station (WRVA), local operational area primary stations, the Virginia Emergency Operations Center, and each of five National Weather Service offices serving the Commonwealth. EAS will replace the Emergency Broadcast System, which was developed during the Cold War Era.

**Virginia’s eVA Recognized as “State Government Innovator”**

The 2003 State Government Innovator Award was recently presented to Governor Mark Warner for the Commonwealth’s eVA, a Web-based procurement solution that supports Virginia’s decentralized purchasing environment. eVA allows state agencies, local government, and higher education institutions to share information and open bidding to a broader spectrum of vendors, and therefore increase competition and foster more effective negotiations. To date, eVA has processed more than 118,700 orders with a total value of over $706 million.

The awards, sponsored by The Massachusetts Institute of Technology (MIT) School of Architecture and Planning, and Accenture, the management consulting and technology services company, were handed out during the E-Gov Conference in Washington, D.C. in early June, and recognize best practices in digital government and higher education.

For more information on eVA, visit www.eVA.state.va.us

**Governor Warner Receives $33.7 Million U.S. Department of Homeland Security Dollars for State and Local Emergency First Responders**

Michael Byrne, the Director of the Office for National Capital Region Coordination/DHS, awarded Governor Mark Warner a check for $33,683,000 for terrorism and emergency preparedness expenses, specifically to enhance the capabilities of the state and local first responder groups and to help offset the costs associated with enhanced security measures deployed under the heightened threat period during the conflict in Iraq.

Cities and counties across Virginia will get 80 percent of the funds and 20 percent will help address the highest state-level priorities in Commonwealth preparedness. In receiving the check, Governor Warner said “we will work in Virginia to allocate these resources wisely and strategically.”
June 5th was a great night for some talented and successful CFOs who were recognized at the 2003 Greater Washington Technology CFO Awards. The evening, hosted by the Northern Virginia Technology Council, the Tech Council of Maryland, and with participation from the DC Tech Council, began with a seated dinner with over 500 guests at the Ritz Carlton.

The gala event was started seven years ago, when a small group of CFOs and service providers got together to find a way to recognize the "unsung heroes" in this region’s technology community – the Chief Financial Officers and other financial executives.

Gary Tabach, Partner-in-Charge of Deloitte & Touche’s Technology, Media & Telecommunications Practice, and Platinum Sponsor, was emcee for the night and delighted the guests and honorees with this year’s rendition of the "Mike Devine" Top 10 List at the CFO Awards.

NVTC would like to recognize and congratulate this year’s winners and finalists.

The Directory of Homeland Security will include:
- Detailed Information on the new Department of Homeland Security
- Contact information for over 500 state and federal agencies
- Over 150 pages of contacts
- Key local and federal personnel for each office
- Information on national organizations working on homeland security
- Agency specific procurement information and contacts
- Helpful resources on selling products to the federal government

Listing of select companies including:
- Homeland security directors at leading technology companies
- Number of employees
- Homeland security services/products
- Key personnel


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More than 12,000 key decision-makers in the Northern Virginia technology community look to The Voice of Technology every month for networking opportunities, legislative updates, workforce initiatives, member company news and more. The Voice also goes to Northern Virginia’s federal, state and local elected officials from Capitol Hill to Richmond. Why not make the most of your advertising dollars by reaching out to this audience today? It’s one of the most effective advertising investments you’ll find in the Washington Metro area.

2003 Editorial Calendar
September Community Outreach/NVTC Foundation
October Business2Government
November Internet Security
December Aerospace

2003 Advertising Rates*
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Quarter Page: $700

*Frequency discounts are available.

For more information, or to reserve your space for 2003, contact Michelle Senglaub at (703) 904-7878, ext. 238, or NVTCMichelle@aol.com.

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Techtopia Virginia

The NVTC Techtopia Map is a great way to show how your company fits into the Northern Virginia technology community. Where else can you put your name and company logo in front of a variety of people for a full year - all for just a few dollars a day?

Don’t delay! Reserve your place on the 2004 Techtopia Map today!!

Reserve a spot before July 15th and save $100 off the price of your logo!

For more information, or to reserve your spot, contact Michelle Senglaub, NVTC’s Advertising & Marketing Consultant, at (703) 904-7878, ext. 238, or NVTCMichelle@aol.com, or visit the NVTC Web site at www.nvtc.org.
Established in 1997, the Bannister Scholarship Fund was designed to encourage young people to pursue careers in technology. NVTC’s dedication to the Bannister Scholarship Fund was certainly evident on June 2 at the NVTC Foundation’s Spring Golf Tournament.

First, the tournament sold out in less than 10 minutes of registration opening. Then, some of the "greatest" golfers in NVTC’s membership came out to play 18 holes and support the Fund. Bannister Scholars from this past school year were present at the tournament to volunteer and take advantage of the opportunity to meet many of the people who made their scholarships a reality.

With all sponsorship proceeds from the tournament going to the Bannister Scholarship Fund, this impressive show of support helped raise $28,750. The NVTC Foundation is proud that its Bannister Scholarship Fund currently awards full tuition to four students at George Mason University’s School of Information Technology and Engineering. This growth has been made possible through the generosity of NVTC members.

The importance of educating our younger generation in the technology field remains a great priority of NVTC members. It is vital that we continue to support endowments like the Bannister Scholarship, and other similar efforts across the country, to ensure that America remains a leader in technology.

If you would like to know more about the Bannister Scholarship Program or would like to make a contribution, please contact Tim Nurvala at (703) 904-7878 ext. 206, or tnurvala@nvtc.org.
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Education Push Comes to Shove

After fighting for two years against the budget maelstrom that threatened to suck the life out of state government, Governor Mark R. Warner appears ready to push for major increases in education funding in 2004. The routine question, of course, is whether the governor and General Assembly can agree on a bipartisan course of action given tightly contested delegate and senate races ahead in November 2003. The larger question is whether citizens and business groups will elevate education funding to the top of their priority list in support. But the reality is that the education push comes to shove next year regardless.

Consider higher education first. The State Council on Higher Education in Virginia (SCHEV) strategic plan notes that Virginia institutions of higher learning faced a $342 million base budget shortfall in 2002. Faculty salaries will trail peer institutions by more than $146 million in 2003. Current levels of state-funded, need-based financial aid will be $34 million short of what is required in 2004. But the ticking crisis is that college and university enrollments in Virginia are expected to balloon by 38,000 students or more by the end of the decade. Virginia high education enrollment already has hit projections not expected to be reached until the 2007-2008 academic year.

Without dramatic financial increases to meet these needs, students, parents, educators and political leaders are going to get very unhappy. State colleges and universities will not have room for increasing numbers of otherwise qualified high school graduates. Associate degree holders from state community colleges may not get a chance at years three and four to earn a bachelor’s degree. A trickle of star faculty and researchers leaving Virginia turn into a flood. And tuition will keep climbing.

Turning to public schools, though the governor and leaders of the General Assembly have been bragging about securing an $82 million increase in state support in 2003, Commonwealth leaders still could be sued as deadbeats for a decade of missing “student support” payments. Since 1993 the Commonwealth has pledged to finance 55 percent of the Standards of Quality it adopted, leaving 45 percent for localities. But the state typically puts in only 40 percent, which either leaves localities on the hook or students having to settle for less.

Peg the state funding gap for funding public schools at half a billion dollars. If the state could meet its obligations to local school systems in Northern Virginia, the region might have $200 million more state dollars to apply to state educational mandates.

Having set up such standards for local school systems, but reneged on the funds necessary to meet them, Commonwealth government begins to reap the whirlwind in 2004. Next year is the first that graduation from high school is contingent on meeting the Standards of Learning (SOL). Serious finger pointing is inevitable as crash programs attempt to bridge a decade of neglect. And educators now tally 37 ways schools can fail to meet guidelines in the federal "No Child Left Behind" initiative.

Without remedial action, it gets worse. Education demands are growing faster than state revenues. Shortages in engineering or nursing students translate into critical shortages of engineers and nurses. Political consequences go far beyond whether an office-holder loses to a challenger. Underperformance of the education system adds to the erosion of citizen trust in anything government undertakes.

Former President Lyndon B. Johnson is credited with the quip that "the first role of government is to keep things from getting worse too fast." Inherent in those remarks for education is the expectation that given time, students, parents, educators and political leaders can make the adjustments to get the job done. The bipartisan statewide effort in 2002 that brought 73 percent of voters to approve hundreds of millions of dollars in bonds to finance renovations and new construction at colleges and universities is an example.

But there are other measures of success – the number of students served, the transfer rate between community colleges and senior institutions, the number of graduate and research programs ranked, the competitiveness of teacher and faculty salaries and the number of graduates in areas of critical skill shortages. SCHEV is to put an implementation plan before state officials in the fall of 2003. Voters will have their chance to elect public school, college and university champions on November 4.■

Douglas Koelemay is senior advisor to NVTC and managing director at Qorvis Communications, LLC.
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TekJobs is the result of a partnership of the Hampton Roads Chamber of Commerce and Opportunity Inc., Hampton Roads' Workforce Development Network. Other partners include the Northern Virginia Technology Council and CareerConnection.com, Hampton Roads' leading online career network.

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