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VIRGINIA BOARD OF WORKFORCE DEVELOPMENT

July 22, 2014
Goodwill Industries of the Valleys
2502 Melrose Ave NW
Roanoke, VA 2401

The Virginia Board of Workforce Development meeting convened at 8:36 am on Tuesday July 22, 2014 at the Goodwill Industries of the Valleys Job Campus in Roanoke, Virginia.

Members Present:

Mr. Danny Vargas, Chair
Mr. Mark Herzog, Vice Chair
Ms. Jeanne Armentrout
Ms. Doris Crouse-Mays
Mr. Mark Dreyfus (via conference call)
Mr. David Garcia
Mr. Danny Hunley
The Honorable Maurice Jones (via conference call)
Delegate Daniel Marshall
Mr. Nathaniel X. Marshall
Senator John Miller
Mr. Bruce Phipps
Ms. Carole Pratt
Mr. Edward "Ted" Raspiller
Mr. Toney Rigali
Ms. Carrie Roth
Senator Frank Ruff
Mr. Morton Savell
Mr. Brett Vassey
Mr. Brian T. Warner

Members Absent:

Mr. Barry DuVal
The Honorable Anne Holton

Others Present:

Ms. Dietra Trent, Deputy of Secretary of Education
Mr. John Newby, Deputy Secretary of Veterans Affairs and Homeland Security

Call to Order

Mr. Vargas called the meeting to order at 8:36 a.m.

Welcome

Mr. Bruce Phipps, CEO of Goodwill Industries of the Valleys welcomed the Board to Roanoke and stated that he was pleased to have the opportunity to show off his region. Mr. Phipps gave a brief background on Goodwill Industries and their diverse services. He then showed a video of Devin Williams, an ex-offender who came to Goodwill after his release and worked through their program to receive his associate's degree which led to a full time job at the Western Virginia Water Authority.

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Roll Call

The Roll was called and a quorum confirmed.

Approve Minutes of April 10, 2014

Action: Motion to approve the minutes was presented by Mr. Vargas and seconded by Del. Danny Marshall.

The motion passed.

Public Comment Period

There was no public comment

Approve Meeting Calendar for 2014-2015

Ms. Paula Dehetre provided the members with the proposed dates for the 2014-2015 meetings. Del. Marshall inquired if there could be a consideration to no longer have Friday meetings as they tend to have lower attendance. After some discussion about conflicts with dates it was agreed the staff would look at and present new dates for a fall and early January meeting.

Governor's Update

Secretary Maurice Jones gave the Board an update on the economic development plan focusing on infrastructure and strategic growth structures.

Additionally, Secretary Jones reported that Virginia was successful in competing for an advanced manufacturing contract from China that will be a 2 billion dollar investment in Chesterfield County.

Ms. Elizabeth Creamer, Advisor for Workforce Development for The Secretary of Commerce and Trade shared the Governor's Workforce Credential Initiative. The initiative will be a statewide campaign to drive workforce credential attainment rates and the capacity of the workforce system to deliver credentials.

Mr. Vassey noted on action item 4 of the initiative, Evaluate and improve upon the Commonwealth's ability to identify those workforce credentials that matter to employment and career progression, to allow some flexibility to focus on skills along with the credentials..

Del. Marshall inquired if the Board would be receiving regular updates of the credential initiative at each meeting. Secretary Jones confirmed they will.

Chairman's Report

Mr. Vargas acknowledged former Board members Ms. Lolita Hall, Mayor Linda Johnson, Ms. Christine Kennedy, Mr. Romy Mohta and Ms. Debra Parsons Buchanan who've stepped down or been assigned off the Board. He acknowledged them for their work and commitment on behalf of the Board.

Mr. Vargas presented the Board with the Elevate Virginia; Skills for Jobs and Business Growth the new tagline and brand for the Virginia Workforce System. He reported that Elevate Virginia will be used to create more awareness of the Virginia workforce system. He stated that a communication task force will be put together to work out a marketing and implementation plan. Mr. Phipps noted that Goodwill would like to be a part of that plan.

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At this time Dr. Carole Pratt suggested potentially using Southwest Virginia region as a meeting spot.

Committee Report Out Performance and Accountability

Mr. Brett Vassey reported that the committee began their meeting by reviewing the changes to the P&A committee and their goals in relationship to HB1009 being signed into law.

The committee first heard from Ms. Kim McKay from Virginia's Council on the Future about the Workforce Report Card. He reported that the committee will be working with the Council to develop a healthcare and life sciences metric for scorecard. He stated they would like cross committee collaboration to see what an IT and healthcare report card should look like.

The committee then had a discussion of priorities and goals, which will be prioritized and finalized at subsequent meetings.

The report concluded with a brief presentation from Ms. Rastberger on the current status of the business services. VCCS staff will continue to provide technical assistance to the LWIAs and share promising practices through the Business Services Network and WIB Director calls. The overall goal of business services is to create uniform positive experience for employers.

WIA Committee

Mr. Nat Marshall reported that the committee began by discussing the purpose of their committee and the committee goals. The WIA committee will be the frontline for WIBs and Mr. Marshall stated that he will extend an invitation to WIB chairs for all committee meetings.

The committee heard three action items:

One Stop Certification MOU

The WIA committee received an update on the One-Stop Certification process. The two major challenges discovered by the One-Stop Certification process were integration of all required partners in One Stop Center activities and processes including lack of the required, signed MOU with partners and ADA accessibility compliance.

A motion was made by Nat Marshall and seconded by Del. Danny Marshall that:

“The WIA Committee recommends that The Virginia Board for Workforce Development charges the VCCS to provide the Secretary of Commerce and Trade with a list of and description of problems pertaining to all LWIAs that are unable to acquire mandated partner signatures on the MOU and requests the VCCS recommend policy or Governor's action designed to ensure the integration of all partners in One Stop Centers as signified by a signed MOU.”

The motion passed.

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Eligible Training Provider Policy

Mr. Marshall reported that the committee received the new Occupational Skills Training policy to replace VWC Policy 00-7. The policy was created by an ad hoc group and has been out for public comment for 30 days. The new policy will affect about 20 training providers.

Mr. Bruce Phipps added that the committee discussed that some WIBs may not have the accuracy or expertise to evaluate training providers and this policy will be an asset for them.

A motion was made by Nat Marshall and Seconded by Phipps that:

“The committee recommends that the Virginia Board of Workforce Development approves the newly proposed Occupational Skills Training Policy.”

The motion passed. 17-Y 1- Abstention

Waivers

The committee was presented with a list of waivers that can be found on page 37 of the VBWD agenda book.

The Board discussed clarification of waivers and backgrounds.

The motion was made by Marshall and seconded by Phipps that:

The committee recommends that:

“The Virginia Board of Workforce Development approved the waivers submitted by the local workforce investment board that:

1. Waiver of the 50% limit on reimbursement to employers for OJT to permit local areas to use a sliding scale to increase the reimbursement based on the size of the business or other factors
2. Waiver of the requirement for a 50% employer match for customized training to permit local areas to use a sliding scale to reduce the match based on the size of the business
3. Waiver to permit local areas to use a portion of local Adult and Dislocated Worker funds for Incumbent Worker Training
4. Waiver to exclude entrepreneurship training from local performance measures

The motion passed.

Finally, Mr. Marshall reported that committee received an update on WIOA from Mr. George Taratsas which will come into effect on July 2015. WIOA has passed in the U.S. Senate and House and it is expected to be signed by the President early this week. The Department of Labor will provide interpretation at a future date.

Advanced Technology

Ms. Armentrout reported that the committee spent the majority of their meeting reviewing Credentials that Count Initiative. Part of that initiative will be to direct state agencies responsible for workforce development to report on credentials awarded, challenges to tracking credentials, and set goals for increased credentials in the coming few years.

A couple of the Advanced Technology committees 2014-2015 priorities include:

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- Effective and efficient services to businesses, looking at pull strategies
- Employability skills and how to credential those skills

She reported the committee also discussed policy and budget strategies, but does not currently have any action to recommend at this time.

Military Assistance

Mr. David Garcia reported that the Military Assistance committee discussed their priorities and will bring priorities and initiatives to the next meeting.

At this time, Dr. Pratt suggested the committee investigate apps that can match military jobs to civilian jobs.

Mr. Rigali suggested they look at Helmets to Hardhats, a service that does that kind of skills matching for the construction trades.

Additionally, Del. Marshall stated the committee wants to receive more information on who the veterans in Virginia represent.

Mr. Vassey reported that the Virginia Manufacturer's Association did a pilot of vets to manufacturing to give to vets and would be able to give it to Mr. Garcia for MTA committee.

Input into Governor's Plan for Workforce Development

The Board had an open discussion about their input for the Governor's Plan for Workforce Development. The discussion was facilitated by five questions.

1. What is the problem that most needs to be solved?

- Employer Engagement
- ROI / Return on Jobs
- Better communication, the public who needs us is always surprised to learn we exist
- How to triage readiness in soft skills
- Soft skills are hard to fund
- Defining specific skill sets
- Helping staff feel empowered.
- Breaking down barriers for partners to do excellent work.
- Prevent duplication of programs and services
- Provide assistance directly to the trainee/training provider incrementally with a pilot program.

2. How do we increase private sector involvement?

- Incentives for employers for training
- Build promising practices

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- Focus on apprenticeships. Many schools won't allow apprenticeships to talk to the students in favor of going to college.
- Promote business growth
- Encourage existing companies to expand in Virginia
- Make sure the process is not bureaucratic or cumbersome for business or they won't participate.
- Successful initiatives to support regionalism

3. How do we expand effective regional solutions?

- A system needs to be created to drive regional partnerships

4. What do we want to measure?

- A dashboard needs to be created with all the data so more accurate choices can be made

5. What is the best use of funds available?

- Placing more funding into ITA or employers to make sure they have the best resources. Incentivize the behavior we are looking for.
- Algebra readiness is a defining skill in hiring. Earmark funds for mathematics.

There being no further business the meeting adjourned at 12:26PM

A handwritten signature in black ink that reads "Danny Vargas." The signature is written in a cursive style and is underlined.

Danny Vargas, Virginia Board of Workforce Development Chair

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VBWD –Advanced Technology Meeting Minutes

7/21/14
2-4 p.m.

Meeting called by: Jeanne Armentrout

Type of meeting: Committee

Facilitator: N/A

Notes Submitted by: Randall Stamper

Attendees: Jeanne Armentrout
Senator John Miller
Ted Raspiller
Danny Hunley
Dietra Trent (for Anne Holton)
Toney Rigali
Brian T. Warner
Randall Stamper (staff)
Megan Healy (staff)

Please read:

Minutes

Agenda item:	The chair called the meeting together at 2:07 p.m. A quorum was present. Introductions were made by all present members and staff. Chair Armentrout discussed the purpose of the committee under the new legislation.
Discussion:	No discussion
Conclusions:	None

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Agenda item:	Input into workforce credentials agenda
Discussion:	<p>Dr. Megan Healy presented information about the credentials initiative that the Governor will soon announce. Part of that initiative will be to direct state agencies responsible for workforce development to report on credentials awarded, challenges to tracking credentials, and set goals for increased credentials in the coming few years. Committee members questioned whether the outcome was to influence training, track training and credentials, or both. Staff explained that both outcomes would be sought. The chair discussed the changing landscape and demands of her field. Mr. Warner pointed out that it's most important to focus on the skills that are demanded and that are reflected by credentials. Dr. Raspiller pointed out that it will be important to ensure that institutions and business speak a common language when discussion regional demands for skills and credentials. Senator Miller questioned whether businesses will be willing and able to identify their credential needs. Mr. Warner and Mr. Hunley discussed the nuances of providing business related information, but both agreed that most businesses would be willing to share if they see that doing so will benefit their businesses. The importance of employability or soft skills was stressed by many in the room.</p>
Conclusions:	Further discussion will be held at the next meeting of the committee, after more data and reporting by the agencies have been completed.

Agenda Item:	<p>Priorities for 2014-2015</p> <p>Low wage-low skill adults, veterans, business services (full council's priorities), but this new formation of the Board and its committees opens an opportunity to establish committee-specific priorities based on the "purpose of the committee" document.</p> <p>Employability/soft skills, CRC (WIB targets vs. business demand), business/education partnerships, others?</p>
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Discussion:	<p>The Chair discussed some of her interests and the interests of the healthcare field with respect to credentialing and training.</p> <p>Mr. Warner questioned what are the most important connections/relationships to help serve businesses best: 1) what groups benefit most from knowing; 2) are there examples to use to teach groups how to do this well.</p> <p>Senator Miller stressed that labor market data (where the jobs are going to be) must be consulted and used regularly. The VEC reports to the Board and/or P&A committee will need to be consulted.</p> <p>The Chair inquired about who can pull together best practices of serving industries? Dr. Healey noted that the Council on Virginia's Future is gathering information now on regional partnerships to serve business. CVF will be consulted to gather information to present to the committee.</p> <p>Mr. Rigali suggested consulting the Dept. of Labor and Industry to report on apprenticeships and business needs.</p> <p>The Chair inquired if the committee is comfortable with business service being a primary priority. Committee members were positive. Mr. Hunley stressed that there would need to be clear definitions of what services are needed, who is included, who should be served, etc.</p> <p>Chair requested a second priority from the committee members, and suggested that the information regarding credential attainment in high demand industries could prompt a committee priority. She also suggested that soft skills credentialing could be rolled into a credential priority.</p> <p>Mr. Warner asked whether the title of the committee should influence the choice of priorities and what areas/industries should be focused on.</p> <p>VCCS-can be examples of partnerships, Target high growth and high demand, talk to chambers, Community Base organizations, Identify best practices and how we can replicate it, deeper knowledge about apprenticeship,</p> <p>Credential Attainment, some of the expectations, WIB report outs on metrics, How many are granting, should we simplify, common language, common expectations and how can we infuse soft skills. Identifying common language by building a continuum to the audience, not towards jobs but careers, stackable credits, dual enrollment, seamless alignment,</p> <p>Awareness- Show the continuum, show how all the pieces go back together, high demand clusters,</p>
Conclusion:	Two priorities were agreed upon – employability skills and more effective and efficient response and services to businesses.

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Agenda Item:	Recommend policy or budget strategies to increase business engagement
Discussion:	<p>Senator Miller suggested building soft skills into any credentialing product. Staff shared that the VCCS is currently conducting research into methods of training, assessing, and credentialing soft skills, and that report will be shared with the committee as it embarks upon its priority for the year.</p> <p>Clarification was requested about what was being sought; staff explained that the Governor’s office was interested in policies or budget items that would create more of a “pull” strategy by which more businesses would want to engage and work with the commonwealth’s workforce system.</p> <p>Mr. Warner discussed ensuring companies have an input into the system to influence adaptations and changes as demands change.</p>
Conclusions:	<p>The committee agreed that recommendations in this area will be influenced by some of the research and projects referenced earlier in the meeting. They will send thoughts to staff as they arise, but this will be taken up with more focus in the next meeting.</p> <p>There being no other business, the meeting was adjourned at 3:37 p.m.</p>

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VBWD –WIA Committee Meeting Minutes

Date: Monday, July 21, 2014
Time: 2:00 p.m. – 4:00 p.m.

Meeting called by: Chair	Nathaniel Marshall, VBWD WIA Committee Chair	Type of meeting:	Committee Meeting
Facilitator: Elizabeth Creamer	Elizabeth Creamer and Valaryee Mitchell	Notes Submitted by:	Valaryee Mitchell
Attendees:	Nathaniel Marshall, Chair, The Honorable Frank Ruff, Bruce Phipps, Doris Crouse Mays, Mark Herzog, Elizabeth Creamer (Governor’s Office), Valaryee Mitchell (VCCS staff), Dr. Joseph Ashley (DARS staff), George Taratsas (VCCS staff), Aida Pacheco (VCCS staff), Linda Matthews (Goodwill of the Valleys), Jenny Bolte, Kathy Hodges (The Franklin Center), Joyce Kessinger (LWIA III WIB Chair), Morgan Romeo (LWIA VI WIB staff), Sharon Johnson (LWIA IV WIB staff), Susan Vaughn, and Eldin James.		
Please read:	<i>Virginia Board of Workforce Development packet – pages 16-29 and 35-38</i>		

Minutes

Agenda item:	Introduce New Chair and Members, Staff, and Purpose of Committee
Discussion:	Committee members, committee staff, presenters, and members of the public provided introductions. The purpose of all VBWD committees was provided.
Conclusions:	N/A
Agenda item:	One-Stop Center Certification Update
Discussion:	The WIA committee received an update on the One-Stop Certification process. Comprehensive One Stops from 5 Local Workforce Investment Act areas (LWIAs) have achieved the highest level of certification: Level I. They are: LWIA 2 – New River/Mt. Rogers, LWIA 6 – Piedmont, LWIA 8 – South Central, LWIA 11 – Northern Virginia, and LWIA 14 – Greater Peninsula. The committee discussed barriers and possible incentives for additional centers to obtain Level I certification. The two major challenges discovered by the One-Stop Certification process were integration of all required partners in One Stop Center activities and processes including lack of the required, signed MOU with partners and ADA accessibility compliance.

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Conclusions:	<p>The committee voted to recommend the following action item to the full board “The Virginia Board for Workforce Development charges the VCCS to provide the Secretary of Commerce and Trade with a list of and description of problems pertaining to all LWIAs that are unable to acquire mandated partner signatures on the MOU and requests the VCCS recommend policy or Governor’s action designed to ensure the integration of all partners in One Stop Centers as signified by a signed MOU.</p> <p>Additionally, the VCCS is asked to identify local LWIAs with accessibility issues along with recommendations for correction or waivers of the accessibility requirement.”</p>
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Agenda Item:	Eligible Training Provider Policy
Discussion:	<p>Elizabeth Creamer, of the Office of the Secretary of Commerce and Trade, asked the WIA Committee to approve a submitted, revised Occupational Skills Training Policy. The new policy was developed by an ad hoc group of local WIB directors, public and private training providers, community based organizations, VCCS and SCHEV officials, and members of the Governor’s Office. The policy was publicly posted for 30 days and reviewed by the Executive Committee in Dec 2013 with recommendation for further research. The most recently revised policy is informed by a review of all 406 training providers currently on the state eligible training provider list, of which all but about 5% or about 20 providers are either certified by one of 8 state authorized entities as meeting minimum quality standards for postsecondary education and training or are exempt from such certification as is the case with training provided through trade associations. The current policy requires that all training providers, in order to be put on the state eligible training provider list, must be either (a) certified by an authorized state entity with responsibilities for select occupational training; (b) exempt by Code from the need</p>
Conclusion:	The committee voted to recommend the full board approves the newly proposed policy.

Agenda Item:	Update on Common Intake Form
Discussion:	<p>Dr. Joe Ashley with the Department of Aging and Rehabilitative Services provided an overview of the Common Intake Form. The common intake form was developed to streamline registration and more accurately record individuals in core services. The form has become a valuable screening tool to identify participants who require additional services or referrals to achieve success in employment or training. Since implementation of the common intake form the number of identified newly enrolled job seekers with disabilities has increased and the number of job seekers with disabilities who exit the program has increased.</p>

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Conclusions:	N/A
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Agenda Item:	WIOA Summary
Discussion:	George Taratsas with the VCCS provided an update on WIOA authorization. WIOA has passed in the U.S. Senate and House and it is expected to be signed by the President early this week. A few of WIOA's key provisions include requirement of unified state plans with the option to include in one plan WIOA, Wagner-Peyser, Adult Education, Trade Act Adjustment, and Vocational Rehabilitation; creation of common measures for all adults enrolled in those programs and authorized by the bill; required co-location of employment service offices with one-stop centers, and restoration of the 15 percent state set-aside.
Conclusions:	N/A

Agenda Item:	Proposed Waiver Requests
Discussion:	George Taratsas led a review of possible funding waivers for which the Commonwealth can apply. The VCCS had researched funding waivers used by other states to expand LWIA flexibility and access to funds for the purpose of increasing amount and percentage of funds expended on education and training for workforce credentials. Additionally, LWIAs were queried as to their needs and interests in such waivers.
Conclusions:	The WIA committee voted to approve recommendation to the full Board for submission by the VCCS to US DOL an application for 4 waivers each of which increases local flexibility to use funds to meet local economic and workforce needs, including increasing training funds for adult participants and increasing flexibility of WIBs to apply sliding scale funding models for small businesses to increase businesses participating in On the Job and incumbent workforce training. The four waivers recommended are: <ol style="list-style-type: none">1. Waiver of the 50% limit on reimbursement to employers for OJT to permit local

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	<p>areas to use a sliding scale to increase the reimbursement based on the size of the business or other factors</p> <ol style="list-style-type: none">2. Waiver of the requirement for a 50% employer match for customized training to permit local areas to use a sliding scale to reduce the match based on the size of the business3. Waiver to permit local areas to use a portion of local Adult and Dislocated Worker funds for Incumbent Worker Training4. Waiver to exclude entrepreneurship training from local performance measures <p>The four recommended waivers were submitted by the local workforce investment boards.</p>
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Agenda Item:	Priorities for 2014-2015
Discussion:	Chairman Marshall led a discussion on priorities for 2014 – 2015. The committee is interested in having stakeholders participate in a discussion on priorities. Select key stakeholders including WIB directors, WIB chairs, and One Stop directors will be invited to the October committee meeting to discuss priorities, promising practices, and challenges. VCCS will have stakeholders will complete a survey to be administered by the Governor’s Office and VCCS prior to the October meeting and a report with survey results will be distributed in meeting materials for that meeting.
Conclusions:	Select key stakeholders including WIB directors, WIB chairs, and One Stop directors will be invited to the October committee meeting to discuss priorities, promising practices, and challenges. VCCS will have stakeholders will complete a survey to be administered by the Governor’s Office and VCCS prior to the October meeting and a report with survey results will be distributed in meeting materials for that meeting.

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VBWD –Performance and Accountability Meeting Minutes

7/21/2014
2:00 PM

Meeting called by: Mr. Brett Vassey **Type of meeting:** Committee
Facilitator: Ms. Vanessa Rastberger **Notes Submitted by:** Katherine Coates
Attendees: Members: Delegate Kathy Byron; Mr. Mark Dreyfus (conference call); Mr. Brett Vassey (Chair); Mr. Morton Savell
Others in attendance: Jeffrey Brown, VEC; Katherine Coates, VCCS; Kim McKay, Council on Virginia's Future; Vanessa Rastberger, VCCS, David Remick, WIB Association
Please read: *Pages 13-15 of Virginia Board of Workforce Development Agenda Book*

Minutes

Agenda item:	Introduction of new members, committee staff and purpose of committee
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<p>Discussion:</p>	<p>The new P & A committee members introduced themselves. Mr. Vassey announced that Wendy Kang has accepted a position at SCHEV and the P&A committee will now be staffed by Vanessa Rastberger and Leo Campos from the VCCS. The committee will also welcome Jeffrey Brown from the VEC as a new staff member.</p> <p>The following is a summary of the purpose of the committee and language from HB 1009, the enabling legislation establishing the Board. <i>A performance and accountability committee to coordinate with the Virginia Employment Commission (VEC), State Council of Higher Education for Virginia, and Council for Virginia’s Future to develop metrics and measurements for publishing comprehensive workforce score cards and other longitudinal data</i></p> <p>The committee will:</p> <ul style="list-style-type: none">• Recommend policy, budget, and administrative action to ensure that Virginia can measure what matters for business, job seekers, and government.• Ensure that Virginia’s workforce system is guided by a robust and current Labor Market Information (LMI) system.• Ensure that all programs within Virginia’s publicly funded education and workforce system produce strong return on investment.• Act as a resource to other committees assisting in the establishment of standards and metrics to assess and continuously improve program and system performance.• Be particularly engaged in cross-agency, cross-program performance metrics, in identifying common performance metrics, and in ensuring that decisions made by the Workforce Board are informed by sound data and analysis. <p>Specific tasks, required by HB 1009 and relevant to this committee, include:</p> <ul style="list-style-type: none">• Identifying current and emerging workforce needs of the business community,• Forecasting and identifying training requirements for the new workforce,• Recommending structure and content of the annual report to the Governor by the Board prior to report development.
<p>Conclusions:</p>	<p>Additionally, Mr. Vassey reported that with the signing of HB1009 into law, the P&A committee’s role includes:</p> <ul style="list-style-type: none">• Recommending strategies that will match trained workers with available jobs to include strategies for increasing business engagement in education and workforce development• Prioritizing limited resources based upon data that supports the greatest good for the greatest value <p>He concluded that the committee will perform checks and balances on the other committees and validate, invalidate or clarify information so the governor can make the best decisions.</p>

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Agenda item:	Workforce Report Card
Discussion:	<p>Ms. Kim McKay presented an overview of the current and future plans for the Workforce Report Card. Plans are underway to revise the report card in three areas over the next six months:</p> <ul style="list-style-type: none">• Refining the current indicators used to measure Virginia’s progress in strengthening workforce for manufacturing;• Developing workforce indicators for a new industry sector;• Finalizing an approach to capture regions that are collaborating to close workforce needs in key occupations related to an industry that contributes to regional prosperity
Conclusions:	The committee would like volunteers to provide input into the development of these items over the next six months. Ms. McKay stated that Ms. Carrie Roth expressed interest in providing input into this process, at the previous committee meeting.
Agenda Item:	“Burning Questions” in Education and Workforce for VLDS
Discussion:	<p>The Virginia Longitudinal Data System (VLDS) is intended to act as a source of performance data and research across multiple state agencies. VLDS is organized around addressing questions that are pivotal to Virginia citizens and policymakers. Ms. Rastberger reported that a workgroup is being formed for stakeholders such as the General Assembly, the VBWD, the Governor’s staff and agency heads. An objective is to work in the coming year on deliverables/products that demonstrate what VLDS or coordinated data reporting across the agencies can provide and how it will build the case for funding and long-term sustainability.</p> <p>The workgroup is looking to the P&A committee for volunteers.</p> <p>Del. Byron inquired about the progress on data collection and dissemination for VLDS information.</p>
Conclusions:	Mr. Savell volunteered to provide input prior to the workgroup or participate at the workgroup, if possible. The workgroup will likely meet in September.

Agenda Item:	State Benchmark for Workforce Credentials
Discussion:	<p>Ms. McKay reported that the Governor's Office in partnership with the Council on Virginia's Future and Virginia Business Higher Education Council will be updating Virginia's higher education target (100,000 degrees) with a broader emphasis on workforce that would include non-degree postsecondary credentials that are valued by employers.</p>
Conclusions:	Informational Item

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Agenda Item:	Career Readiness Certificate (CRC)
Discussion:	The committee discussed the significance of the CRC and explored the potential of a CRC metric across the workforce system. The committee discussed how to get more business involvement in the CRC. Ms. Rastberger demonstrated the CRC website that will allow queries to find out how many individuals have CRC's by location. http://www.crc.virginia.gov/Home/SkillsBank
Conclusions:	The committee will explore the CRC metric when it finalizes its priorities for the coming year. The committee was interested in looking at assessments that could address weaknesses in work readiness certificates.

Agenda Item:	Talent Supply and Demand Dashboard
Discussion:	Virginia has applied for a NGA grant to align education and workforce efforts to economic development priorities. If awarded, the grant requires the Commonwealth will be required to launch on line demand and supply dashboard within 18 months. VA's NGA proposal targets a demand and supply dashboard to enhancing state and regional information on the skills gap for "middle skills" jobs such as technicians, technologists, trades and allied health workers. The dashboard should include "supply side" data on workforce credentials other than degrees—such as certifications, licenses, apprenticeship credentials and college certificates.
Conclusions:	<p>Stakeholder meetings are currently being scheduled to explore technology products and solutions to fill the information gap in the state's data about workforce credentials.</p> <p>The Performance and Accountability Committee might provide representation to those meetings, and will be consulted in the future as to project goals and objectives, specifications, and resources needed. An update will be provided closer to October on the status of that grant.</p>

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Agenda Item:	Committee Priorities for 2014-2015
Discussion:	The committee discussed priorities for the coming year. Mr. Vassey began the discussion by providing the committee members with a working document of potential metrics. For example, the committee discussed focusing on work readiness and soft skills, reaching into the K12 system and higher education capacity, benchmarking industry credentials against occupations, and creating more demand driven solutions.
Conclusions:	The committee created a list of working priorities that will be prioritized in a follow up meeting or conference call.

Agenda Item:	Business Services
Discussion:	Ms. Rastberger reported an update on the progress of Business Services or “Business Easy Button” initiative. Due to concerns over inter-agency cooperation, a letter from the Governor’s Office is being developed in partnership with agency representatives on the Career Pathways workgroup and is expected to be released in August.
Conclusions:	The committee recommended that the evaluation of Business Services and the established standards be a priority for the coming year. For example, the committee will look for strategies to evaluate whether businesses in the state are receiving better services and are more satisfied, and whether workforce partner agencies are adhering to the established standards set forth by the VBWD.

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VBWD –Military Transition Committee Meeting Minutes

July 21, 2014
2:00 p.m.

Meeting called by: Chairman David Garcia

Regular Committee

Facilitator:

Notes Submitted by: Carol Agee

Attendees: David Garcia, Delegate Marshall, Deputy Secretary Newby (for Secretary Harvey), Annie Walker and Carol Agee (staff)

Please read:

Minutes

Agenda item:	Introduction of committee members.
Discussion:	Because this was a new committee, we spent a lot of time talking about who we are and what we do. Annie Walker and John Newby explained the work of the Department of Veterans Services and how it relates to military transition (V3 program in particular). Carol Agee explained the VEC programs and the Virginia Workforce Database, describing how the data contained can be used to match qualified veterans to open job orders.
Conclusions:	This item was informational only

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Agenda item:	Veterans Demonstration Grant
Discussion:	John Newby and Carol Agee explained the Veterans Demonstration Grant and its components. The VCCS, as administrator, will conduct a three part project to include Credit for Prior Learning; Mentoring Project; and a Study focusing on asset mapping and a gap analysis. The Governor's office will be the steering committee for this study. The VEC will establish a Bridge to Employment arm and establish 3 industry sector specialists who will focus on 3 growing sectors: health care, manufacturing and logistics. The goal being to match transitioning service members to jobs in these sectors. This is a 2 year grant. Goals for this grant are 15 Bridge, 125 Prior learning, 300mentor Matches, 1800 Jobs, and 60 employers. Implementation plan to USDOL by September 30.
Conclusions:	Staff will keep the committee apprised of the work/outcome of this grant project over the course of its life.

Agenda Item:	Purpose of the Committee
Discussion:	John Newby read the language from HB 1009 as it relates to the purpose of the Military Transition Committee. Lots of discussion and time spent around this topic.

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Conclusion:	<p>Since this committee is new, and because the purpose is so large in scope, the Chairman and all those present agreed that we need to start with determining the numbers of veterans and transitioning service members to be served in the commonwealth. Secretary Newby indicated that his office was working with the Department of Defense to obtain some numbers. There was discussion of some of the already in place programs around the state. Troops to Trucks, for example is an active program in Delegate Marshall's district that recognizes the military CDL driving experience so that a veteran may obtain a CDL through DMV easily. Annie discussed and informed the committee of the work that the Virginia Values Veterans (V3) program is doing to assist employers in hiring, training, and retaining veterans. Carol indicated that through the work of some post TAP classes, transitioning service members the Virginia Workforce Connection has data available of the transition service members as well as veterans and spouses who are seeking employment. We did agree that our major task is to determine who is doing what and how to streamline the process and have a primary focus for the work of the committee. We determined that our primary goal is to focus on transition from military to civilian employment, and to develop metrics so that we can measure outcomes. The committee plans to have a conference call prior to the next meeting to discuss some of these items again, and to get a sense of where we are and where we want to go.</p>
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