



VIRGINIA BOARD OF WORKFORCE DEVELOPMENT

2022 – 2023 Annual Report

December 2023





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CHAIR'S MESSAGE

On behalf of the Virginia Board of Workforce Development (VBWD), we are pleased to present the Annual Report of the Virginia Board of Workforce Development for the program year beginning July 1, 2022 and ending on June 30, 2023. We greatly appreciate the work Lane Hopkins accomplished as the Chair of the VBWD for this program year and we look forward to building upon those successes as we serve as the Chair and Vice-Chair for the 2024 program year.

The focus of the past year was on supporting the establishment of the new Virginia Department of Workforce Development and Advancement agency and increasing the Board's awareness and understanding of regional operations. Xavier and I want to thank all the Board members and staff for their dedication and hard work supporting the VBWD. The Board's goal remains consistent: create the best workforce system in the nation. The actions VBWD takes to support this goal for the Commonwealth are guided by the knowledge and experience of its members from both the private and public sectors and include:

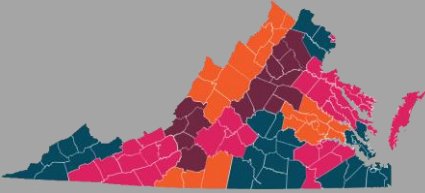
- Providing policy advice to the Governor and General Assembly on workforce and workforce development issues in order to create a business-driven system that yields increasing rates of attainment of workforce credentials in demand by business and increasing rates of jobs creation and attainment;
- Providing policy direction to local workforce development boards;
- Assisting the Governor in the development, implementation, and modification of the WIOA Combined State Plan;
- Identifying current and emerging statewide workforce needs of the business community;
- Forecasting and identifying training requirements for the new workforce;
- Recommending strategies to match trained workers with available jobs to include strategies for increasing business engagement in education and workforce development.

We are excited about the coming year where, along with our other responsibilities, we will oversee the update to the Combined State Plan that will outline the four-year strategy for Virginia's workforce development system.

We believe the work of the VBWD advances the Governor's goal of making Virginia "best in class" for building a competitive, skilled workforce that meets and exceeds the needs of Virginia's businesses.

Jim Monroe
Chair

Xavier Beale
Vice Chair



Jim Monroe
Chair, PY 2023-2024
Global VP of Customer
Success, Cisco
AppDynamics



Xavier Beale
Vice-Chair, PY 2023-2024
Chair, Access & Equity
Vice President of Trades,
Newport News
Shipbuilding

ABOUT THE VIRGINIA BOARD OF WORKFORCE DEVELOPMENT



Vision

Improve economic opportunity for all Virginians by serving those who are not yet earning a sustainable wage and by focusing resources and mechanisms to recruit people into the workforce and connect them to businesses in high demand industries.

Mission and Purpose

The Board is business-led board that acts as the principal advisor to the Governor, General Assembly and the Secretary of Labor to provide strategic leadership, direction, and oversight to the workforce development system and create a strong workforce aligned with employer needs.

ABOUT THE VIRGINIA BOARD OF WORKFORCE DEVELOPMENT

Building a Workforce System that Works for Virginia

Virginia envisions a state workforce system in which programs and resources are aligned to achieve the best possible results for Virginia's businesses and job seekers. Under the Workforce Innovation and Opportunity Act (WIOA), the Governor must submit a Unified or Combined State Plan (CSP) to the Secretary of the U.S. Department of Labor that outlines a four-year strategy for the State's workforce development system. This four-year Combined State Plan integrates workforce activities among core and non-core program partners, public and private workforce shareholders, and others in the Commonwealth who strive to achieve workforce outcomes that put customers first.

The Board embraces the following strategic goals for the workforce system from the 2020 – 2023 Combined State Plan. The information below represents the 2022 updates to the Combined State Plan made and approved by the VBWD in accordance with WIOA regulations which mandate states submit a two-year modification of their Combined State Plans to the U.S. Departments of Labor and Education.

- 1 Build Virginia's talent supply to align with current and anticipated business needs and to earn sustainable wages
- 2 Increase opportunities for Virginia's businesses to fill jobs in high demand occupations that are strategic to Virginia's economy and strengthen Virginia's regions
- 3 Increase outreach and recruitment efforts to make available services more well-known and accessible to stimulate job readiness and career awareness
- 4 Reduce workforce system barriers through collaboration and innovative solutions

Governance

The Board is appointed by the Governor and includes a diverse representation of members from across the Commonwealth. The majority of the Board is comprised of private sector business leaders from a wide variety of industries. Also included are state and local elected officials, cabinet level and agency directors who deliver and direct workforce services and programs, and representatives of the workforce itself, including labor organizations and community-based organizations serving populations with barriers to employment. The VBWD meets quarterly and operates with several standing committees.



BOARD ROSTER

(JULY 1, 2022 – JUNE 30, 2023)

BUSINESS MEMBERS

Lane Hopkins, CHAIR

Chief Talent Officer,
Harris Williams & Co.

Jim Monroe, VICE-CHAIR

Chair, Business Engagement Committee
Global VP of Customer Success,
Cisco AppDynamics

Rich Allevi

Co-Founder and Vice President of
Development,
Sun Tribe Solar

John Bahouth

Executive Vice President of Administration,
Clean Energy

Hobart “Hobey” Bauhan

Chair, Performance Committee
President,
Virginia Poultry Federation

Xavier Beale

Chair, Access and Equity Committee
Vice President of Trades,
Newport News Shipbuilding

Lynne Bushey

CEO,
En Route Consulting, LLC

Ernie Caldwell

Vice President Mechanical,
Varney, Inc.

Robby Demeria

Chief of Staff
Phlow

Barry DuVal

President & CEO,
The Virginia Chamber of Commerce

Tierney Fairchild

Co-Founder and Executive Director,
Resilience Education

Cindy Free

Industrial Rehab Coordinator
Atlantic Orthopaedic Specialists Physical
Therapy

Don Haller

Associate General Counsel, Retired

Hugh Joyce

President,
James River Air Conditioning Company

Nathaniel X. Marshall

Sr. Human Resource Specialist,
BWX Technologies

Antonio Rice

President and CEO,
Jobs for Virginia Graduates

Nicole Riley

Senior Vice President of Policy and Strategic
Partnerships,
Virginia Economic Development Partnership

Becky Sawyer

Executive Vice President of Human Resources
& Chief People Officer,
Sentara Healthcare

Anne Schlusler

Founding Partner,
Clarity Technology Partners

Francisco Semiao

Director of Regulatory Affairs
MedStar Health

John David Smith, Jr.

Owner,
Chair, Operations Committee
Water Street Kitchen, Village Square
Restaurant & V2 Bar

Cheryl Spraberry

President,
Advanced Integrated Technologies & Surge
Force

Zuzana Steen

Director, Academic and Community Relations
Site Leadership Team Member
Micron Technology Virginia, Inc.

Brett Vassey

President and CEO,
Virginia Manufacturer's Association

Brian Warner

Rolls-Royce Head of the Commonwealth
Center for Advanced Manufacturing,
Rolls-Royce North America

Louise Welch

Director, Head of Talent,
Amazon

LABOR MEMBERS

Richard Hatch

CWA Staff Representative
Communication Workers of America

Doris Crouse-Mays

President,
Virginia AFL-CIO

Lee Worley

Executive Director of Apprenticeship and
Training
Iron Workers International

BOARD ROSTER

STATE AND LOCAL ELECTED OFFICIALS

The Honorable Glenn Youngkin
Governor

The Honorable George Barker
Senator, District 39,
Senate of Virginia

The Honorable Glenn Davis
Delegate, 84th District,
Virginia House of Delegates

The Honorable James “Jimmy” Gray
Vice-Chair, Access and Equity Committee
Vice-Mayor,
City of Hampton

The Honorable Ann Mallek
White Hall Supervisor,
Albemarle County

The Honorable Jeremy McPike
Senator, 29th District,
Senate of Virginia

The Honorable Wendell Walker
Delegate, 23rd District,
Virginia House of Delegates

GOVERNOR’S CABINET MEMBERS

The Honorable Terrance “Terry” Cole
Secretary of Public Safety and Homeland Security

The Honorable Craig Crenshaw
Secretary of Veterans and Defense Affairs

The Honorable Aimee Rogstad Guidera
Secretary of Education

The Honorable John Littel
Secretary of Health and Human Resources

The Honorable Caren Merrick
Secretary of Commerce and Trade

The Honorable George “Bryan” Slater
Secretary of Labor

WORKFORCE MEMBERS

David Doré
Chancellor,
Virginia Community College System

Mark Dreyfus
President,
ECPI University

Rick Mitchell
Commissioner,
Virginia Department for the Blind and Vision Impaired

Travis Staton
Vice-Chair, Operations Committee
President and CEO,
United Way of Southwest Virginia

DESIGNEES

James L. Jenkins
Designee to Secretary John Littel
Special Advisor for Healthcare Workforce,
Secretary of Health and Human Resources

Keith R. Martin
Designee to Barry DuVal
Executive Vice President, Public Policy & Government Relations, General Counsel,
Executive Director,
Virginia Chamber Foundation

Corey McCray
Designee for Chancellor Doré
President,
Paul D. Camp Community College

Jason Power
Designee to Secretary Aimee Guidera
Senior Advisor

The Honorable Jordan Stewart
Designee to Secretary Craig Crenshaw
Assistant Secretary,
Veterans and Defense Affairs

STAFF

George Taratsas
Executive Director, VBWD
Director of Workforce Development,
Office of the Secretary of Labor

Dale Batten
Deputy Commissioner,
Virginia Department for Aging and Rehabilitative Services

Leo Campos
Academic and Workforce Services,
Virginia Community College System

Yolanda Crewe
Director, WIOA Title I Program Services,
Virginia Community College System

Andrea Glaze
Workforce Policy Analyst,
Office of the Secretary of Labor

Megan Hall
Director of Vocational Rehabilitation & Workforce,
Virginia Department for the Blind & Vision Impaired

Debbie Lewis
Executive Assistant,
Office of the Secretary of Labor

Skip Maupai
Workforce Policy Analyst,
Office of the Secretary of Labor

Maria Owens
Administrative Assistant,
Virginia Community College System

Heidi Silver-Pacuilla
Adult Education Coordinator,
Virginia Department of Education

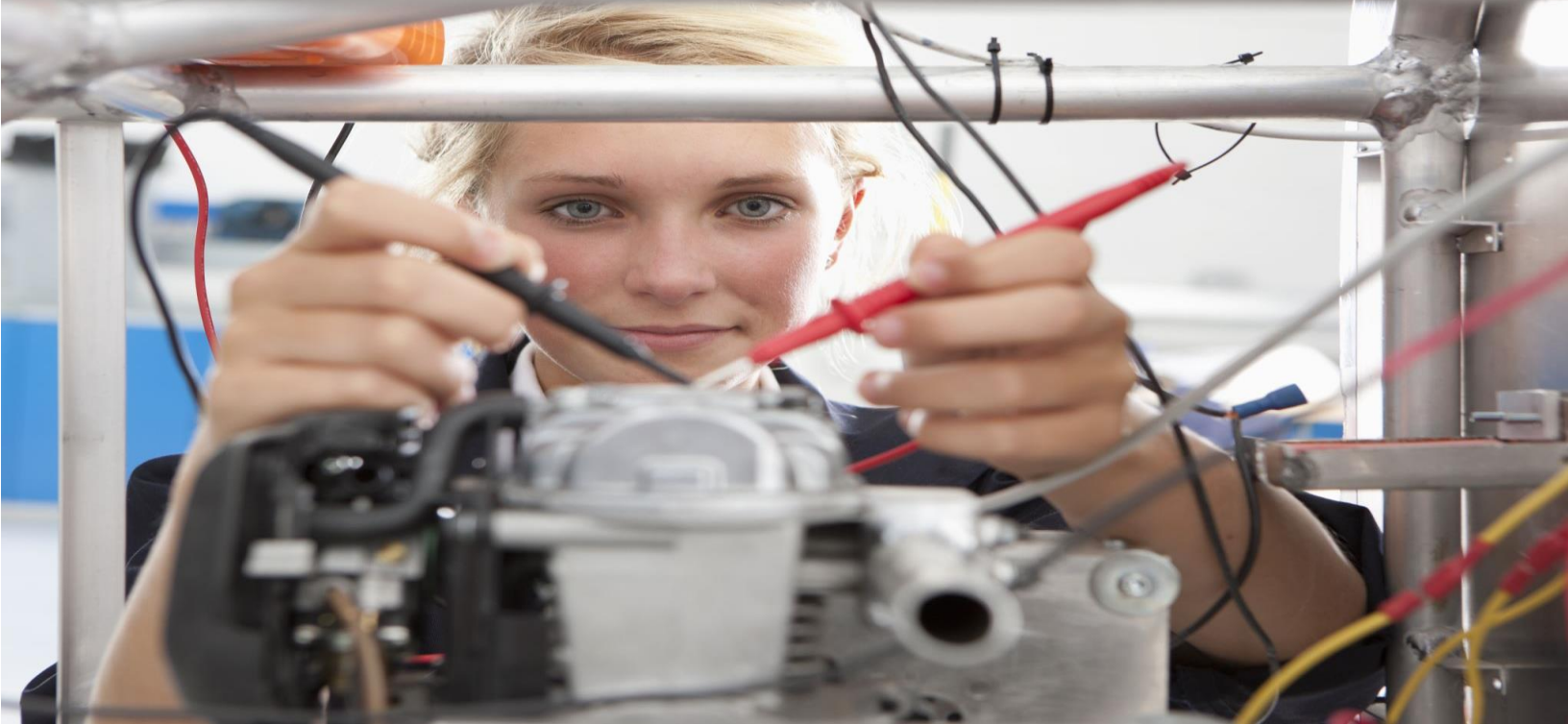
Robert M. Walker, Jr.
Chief, Veteran Services, Workforce Services Division,
Virginia Employment Commission

BOARD'S STRATEGIC PRIORITIES



To improve system alignment and improve transparency, the Board endorses the following Strategic Plan goals. Clarity of purpose around these goals will be critical in driving strategic investments and demonstrating the system's impact.

- 1 Identify short and long-term workforce strategies for businesses and workers in response to changing economic conditions**
- 2 Expand access to education and training programs**
- 3 Increase access to the technology needed for the education, training, and career pathway development for Virginia's workforce of the future**
- 4 Identify innovative strategies, policy changes, and investments that address systemic barriers to workforce success**



KEY BOARD ACTIONS AND DETERMINATIONS



I. Support the Establishment of the New Workforce Agency

Over the past year, the VBWD was actively engaged the efforts to update the legislature to create the new Virginia Department of Workforce Development and Advancement (DWDA) agency. Several informational sessions and discussions were conducted for the Board members over the course of the year with each Committee also engaging in discussions on how the Board could support the mission of the new agency.

KEY BOARD ACTIONS AND DETERMINATIONS

2. Policy Revisions and Other Actions

In support of our responsibility to provide policy advice and direction, over the PY22-23 Program Year, the VBWD approved the following policy updates:

1. Adoption of the revised VBWD Policy 403-03 On-the-Job Training, Change 1
 - revisions to remove full time employment requirement for on-the-job training participants, and
 - clarify data and reporting requirements for WIOA Title I formula funded on-the-job training.
2. Update to VBWD Policy 100-04 Change 2: Member Participation by Electronic Means
 - Updating requirements for Public Comments and Member Participation by Electronic Means to align with Virginia Code

The Board also voted to approve the following:

- Reassignment of the Division of Registered Apprenticeship to the Workforce Development and Advancement (DWDA) agency
- WIOA LWDB Area Plan Modifications
- Certification of all Comprehensive One-Stop Centers and Affiliates
- VBWD Annual Report for Program Year 2021-2022

3. Information Awareness and Collaboration

A focus for the Board this year was to gain targeted insights in workforce trends in the Commonwealth so members are able to ensure Virginia is well positioned to be “best in class” for workforce development. Topics included:

Workforce Region Presentations

- Capital Region
- Piedmont Region
- Virginia Association of Workforce Directors

Regular Briefings

- Economic and Employment Trends (Virginia Employment Commission)
- Federal Legislation Updates (National Governors Association)
- High Demand Occupations (Virginia Office of Education Economic)

Special Topics of Interest

- Workforce Development Lab (Deloitte)
- Workforce Credential Grants (State Council of Higher Education for Virginia)
- Innovation Framework (Virginia Economic Development Partnership)



KEY BOARD ACTIONS AND DETERMINATIONS

4. Board Staffing Structure

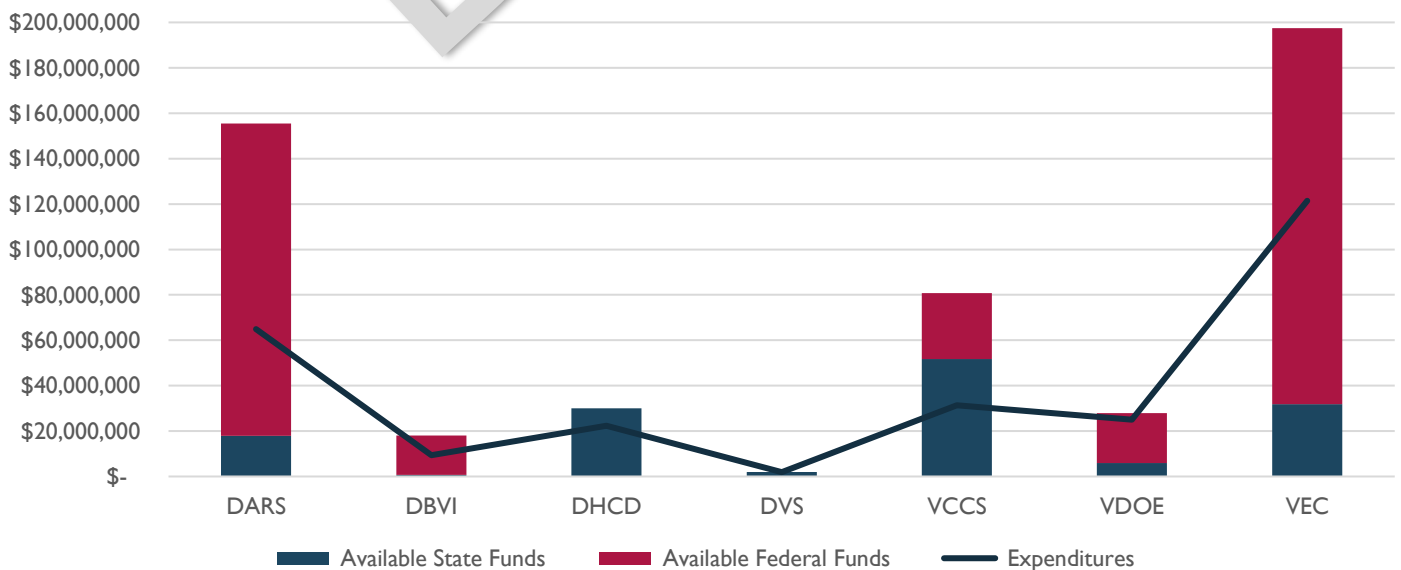
The Board’s work was led by the Secretary of Labor’s Workforce Development Director, Mr. George Taratsas. He is responsible for directing, coordinating, and guiding Board staff appointed by the ten state agencies and the six Secretariats providing workforce services to the Commonwealth. With the passage of the legislation establishing the Virginia Workforce Development and Advancement agency, Mr. Taratsas will be focusing on the new agency and a search has begun for a new Executive Director of the VBWD. Per Virginia Code, the Board is also supported by staff designated by the Secretary of Labor and selected from workforce partner agencies. These staff members serve as core partners to the Board and, given their broad knowledge of workforce services, advise Board members.

The Board is well positioned as we continue to implement the four-year workforce development combined state plan, forming the goals and objectives for the Commonwealth, and fulfilling our advisory role for the Governor. Our work focuses on strategic and innovative approaches, within the workforce development system, to improve economic opportunity for all Virginians and identify targeted outcomes that will focus resources and mechanisms to recruit people and connect them to new and existing businesses in high demand industries.

5. Workforce Partner Agency Budget 2022-2023

The chart below shows a summary of the Federal and State available workforce program funding as reported by the partner agencies and is a subset of the total investment by the Commonwealth in workforce development services.

Partner Agency Workforce Funding 2022-2023



KEY BOARD ACTIONS AND DETERMINATIONS

The tables below present the total available workforce funding as reported by partner agencies.

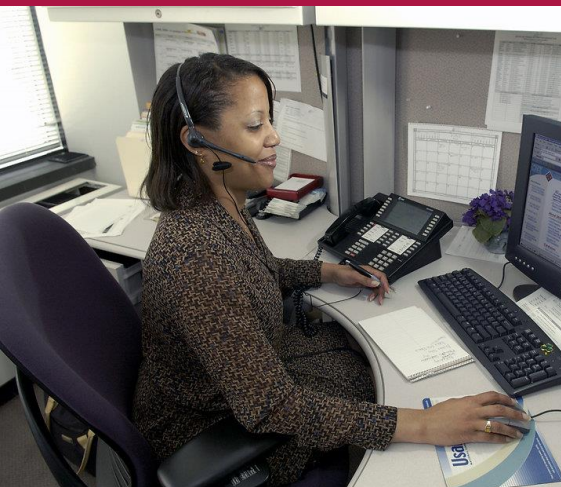
| Agency | State Funding | Federal Funding | Total Funding | Expenditures |
|---------------|-----------------------|-----------------------|-----------------------|-----------------------|
| DARS | \$ 17,915,297 | \$ 137,602,119 | \$ 155,517,416 | \$ 64,912,466 |
| DBVI | \$ 719,309 | \$ 17,370,179 | \$ 18,089,488 | \$ 9,372,735 |
| DHCD | \$ 30,000,000 | | \$ 30,000,000 | \$ 22,362,446 |
| DVS | \$ 1,939,632 | | \$ 1,939,632 | \$ 1,939,633 |
| VCCS | \$ 51,664,647 | \$ 29,090,773 | \$ 80,755,420 | \$ 31,367,317 |
| VDOE | \$ 5,870,077 | \$ 22,067,853 | \$ 27,937,931 | \$ 24,984,633 |
| VEC | \$ 31,799,065 | \$ 165,677,869 | \$ 197,476,934 | \$ 121,482,398 |
| Totals | \$ 139,908,028 | \$ 371,808,794 | \$ 511,716,821 | \$ 276,421,628 |

| Agency | Program | State Funding | Federal Funding | Total Funding | Expenditures |
|---------------|--|----------------------|----------------------|----------------------|----------------------|
| DARS | SCSEP | | \$1,849,712.00 | \$1,849,712 | \$1,760,575 |
| | Vocational Rehabilitation (VR) | \$17,915,297 | \$135,752,407.00 | \$153,667,704 | \$63,151,891 |
| DBVI | Vocational Rehabilitation (VR) | \$719,309 | \$17,370,179.00 | \$18,089,488 | \$9,372,735 |
| DHCD | GO Virginia | \$30,000,000 | | \$30,000,000 | \$22,362,446 |
| DVS | Military Education and Workforce Initiative (MEWI) | \$223,827 | | \$223,827 | \$223,827 |
| | Military Medics and Corpsmen Program (MMAC) | \$250,762 | | \$250,762 | \$250,762 |
| | Virginia Values Veterans (V3) Program | \$1,465,044 | | \$1,465,044 | \$1,465,044 |
| VCCS | Get Skilled, Get a Job, Get Ahead (G3) | \$34,500,000 | | \$34,500,000 | \$2,435,719 |
| | Institutes of Excellence (IoE) | \$664,647 | | \$664,647 | \$584,761 |
| | Post-Secondary Perkins Career and Technical Education (CTE) | | \$4,318,506 | \$4,318,506 | \$3,494,908 |
| | Title I: Workforce Development Activities | | \$24,772,267 | \$24,772,267 | \$9,848,262 |
| | Workforce Financial Aid | \$16,500,000.00 | | \$16,500,000 | \$15,003,667 |
| VDOE | Perkins - Career and Technical Education (CTE) | \$152,289 | \$4,394,656.32 | \$4,546,946 | \$4,287,541 |
| | Secondary Perkins Career and Technical Education (CTE) | | \$2,320,600.88 | \$2,320,601 | \$19,333,898 |
| | WIOA - Title 2 - Adult Education & Literacy | \$5,717,788.00 | \$15,352,596 | \$21,070,384 | \$1,363,194 |
| VEC | Foreign Labor Certification | | \$693,697 | \$693,697 | \$516,686 |
| | Jobs for Veterans State Grant Program (JVSG) | | \$10,755,612 | \$10,755,612 | \$6,335,570 |
| | Reemployment Services and Eligibility Assessment (RESEA) | | \$13,577,265 | \$13,577,265 | \$2,447,233 |
| | Trade Adjustment Assistance (TAA) | | \$21,648,225.96 | \$21,648,226 | \$2,126,191 |
| | Unemployment Insurance (UI) | \$31,799,065 | \$94,380,285.26 | \$126,179,350 | \$89,066,333 |
| | Wagner Peyser Title III: Employment Service Responsibilities | | \$24,108,784.40 | \$24,108,784 | \$20,663,543 |
| | Work Opportunity Tax Credit | | \$514,000.00 | \$514,000 | \$326,842 |
| Totals | | \$139,908,028 | \$371,808,794 | \$511,716,821 | \$276,421,628 |

KEY BOARD ACTIONS AND DETERMINATIONS

6. Virginia Jobseeker Workforce Services Referral Portal and Workforce Data Trust

The Workforce Data Trust continues to be developed with additional data sources being added to increase the opportunities for collaboration between workforce partners as well as provide a central repository for tracking and reporting performance metrics. This aligns with the Board’s recommendation to require tracking the number of participants trained by Eligible Training Partners (ETPL) along with credentials earned, job placement, retention with the same employer, and wages at certain employment timespan markers.



VIRGINIA BOARD OF
WORKFORCE DEVELOPMENT

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ANNUAL REPORT

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facilitated by the:

CENTER FOR PUBLIC POLICY

L. DOUGLAS WILDER SCHOOL OF GOVERNMENT
AND PUBLIC AFFAIRS

VIRGINIA COMMONWEALTH UNIVERSITY



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