

Virginia Board of Workforce Development Full Board Meeting | MINUTES

Meeting date 12/13/2019 8:00 AM | Meeting location Community College Workforce Alliance at Reynolds Community College, 1651 E. Parham Rd, Richmond, Virginia 23228

Meeting called by Mr. Nat Marshall, Chair

Members present

Mr. Hobey Bauhan

Mr. Xavier Beale

Mr. Thomas Bell

Ms. Julie Brown

Ms. Lynne Bushey

Mr. Ernie Caldwell

Ms. Doris Crouse-Mays

Deputy Secretary Jae K. Davenport

Senator Bill DeSteph

Ms. Virginia Diamond

Mr. John Dougherty

Mr. Mark Dreyfus

Ms. Patricia Funegra

Councilman James Gray

Chief Workforce Development Advisor Megan Healy

Mr. D. Michael Hymes

Dr. Daniel Lufkin

Supervisor Ann Mallek

Mr. Nathaniel Marshall, Chair

Ms. Kim McKay

Mr. Jim Monroe

Ms. Joan Peterson

Secretary Atif Qarni

Delegate Roxann Robinson

Ms. Carrie Roth

Senator Frank Ruff, Jr.

Ms. Becky Sawyer

Mr. Raheel Sheikh

Mr. Travis Staton

Ms. Zuzana Steen
Commissioner Duke Storen
Mr. Brett Vassey
Assistant Secretary Jonathan Ward
Mr. Brian Warner

Others present

Ms. Jane Dittmar, Office of the Governor
Ms. Julie Jacobs, VDSS
Ms. Martina Murray, VDVS
Ms. Maria Onsel, VCCS
Mr. Jeff Ryan, VEC
Mr. Felix Schapiro, Office of the Governor
Mr. George Taratsas, VCCS
Dr. Robert Walker, VEC

AGENDA

Agenda topic *Call to Order and Chairman's Welcome* | **Presenter** *Nat Marshall, Chair, Virginia Board of Workforce Development*

Discussion: Meeting called to order, and pledge of allegiance led by Mr. Marshall.

Agenda topic *Roll Call* | **Presenter** *Maria Onsel, Virginia Community College System*

Conclusion: Roll called and quorum was met.

Agenda topic *Public Comment Period*

Conclusion: No public comments at this time.

Agenda topic ACTION: *Approve Minutes of the September 20, 2019 Full Board Meeting | Presenter Nat Marshall*

Discussion: Mr. Bell made motion to approve the meeting minutes. Mr. Vassey seconded the motion.

Conclusion: Full board meeting minutes were unanimously approved by the Board.

Agenda topic *Chief Workforce Development Advisor's Update | Presenter Dr. Megan Healy, Chief Workforce Advisor, Office of Governor Ralph Northam; Atif Qarni, Secretary of Education, Office of Governor Ralph Northam*

Discussion: Dr. Healy began by introducing her new staff assistant Meaghan Green. Among the topics discussed were student loan forgiveness, pathways for mental health professionals, Go Virginia, early childhood initiative, apprenticeship grants, the Medicaid requirement, and economic equity. Governor Northam released the G3 Plan: Get Skilled, Get a Job, and Give Back. This is an opportunity for low-to middle-income workers to get into high-demand fields such as health care, information technology, early childhood professionals, public safety, and trades. The G3 Program also includes Fast Forward and Workforce Credential grants.

Secretary Qarni thanked the Board for their work towards the Commonwealth. Discussed were barriers to employment for people without 4-year degrees, early childhood education, the business community, and maximizing childcare subsidies. Equity is at the forefront of all conversations. On Monday, the governor is planning to roll out a package focusing on economic equity for veterans.

Agenda topic *Site Host Welcome | Presenter Elizabeth Creamer, Vice President, Workforce Development & Credential Attainment, Community College Workforce Alliance at Reynolds Community College*

Discussion: Ms. Creamer welcomed the Board on behalf of Dr. Pando, President of Reynolds Community College. The Community College Workforce Alliance (CCWA) is a shared workforce development partnership between John Tyler and Reynolds Community Colleges. She thanked the Board for their significant impact on their mission to assist business communities to close the workforce skills gap. They have achieved almost 3,000 workforce credentials in the past year.

Agenda topic *Committee Chairs Report*

Access & Equity Committee | *Thomas Bell, Chair*

Committee meeting update, December 12, 2019: This committee broke up into two sub-committees. For the Opportunity Youth Sub-Committee, Councilman James Gray agreed to serve as the Chair. This sub-committee made the decision to invite Robert Henry, WIOA Youth Program State Coordinator, VCCS, and a representative from the Virginia Department of Education (DOE) to join as Subject Matter Experts. Their objective is to define goals, compile a state assessment of current services for Virginia youth, followed by an analysis. Additional areas of interest are youth involved in the justice system, and opportunities for youth 16-24 who are unemployed and not in school.

The Transitioning Service Members & Spouses Sub-Committee, chaired by Assistant Secretary Jonathan Ward plans to revisit the goals prior to the Access & Equity Committee re-structure. They plan to continue working on identifying high demand fields aligned with military separations, and determine the feasibility of developing programs such as the Military Medic & Corpsman Program. They are also working on identifying barriers to filling those jobs and developing programs and solutions. Main issues identified were the need for a better communication strategy for making transitioning service members aware of services offered, and better utilization of entry points to identify military families. A method to identify military families, for example, would be for the DMV to ask about service in the armed forces.

Access & Equity Committee's definition of Equity: An awareness of opportunities and access to training and resources to achieve employment goals, regardless of barriers.

Conclusion: Access & Equity Committee will reconvene in February 2020.

Operations Committee | *Carrie Roth, Chair*

Committee meeting update, December 12, 2019: This committee had a conversation about American Job Center certification, and reviewing current policies to ensure they align with their goals and outcomes.

The Committee requested moving forward the adoption of the local workforce board certification policy. The full motion is to approve the recommendation for renewing the local workforce board certification as it stands, but with the exception of adding a local Department of Social Services member to the board. The Board unanimously approved.

Discussion continues around the WIOA Title I Adult & Dislocated Worker 40% Training Expenditure, and making sure services align with what is being targeted for training. George Taratsas is planning to meet with all of the local workforce boards to ensure everyone is working towards the goal to spend 40% as a priority of their expenditures.

Conclusion: The Committee is looking to reconvene, to continue the discussion on equity, in early March prior to the next full board meetings March 19-20th.

Performance Committee | *Brett Vassey, Chair*

Committee meeting update, December 12, 2019: This committee focused on two economic equity issues: Access of Resources and Outcomes. Topics discussed were metrics for tracking barriers, providing reference to the population served by Title I, and SCHEV's preliminary update on the Workforce Credential Grant program. Goals of the Performance Committee are to capture data from all the committees for the Dashboard, integration of the Workforce Credential Grant program, and budget transparency throughout the workforce system. Mr. Vassey invited all the committees to contribute information for Phase 3 of the Dashboard.

Dr. Healy invited the Board to contact Felix Schapiro for access and status of the current Dashboard.

Business Engagement Committee | *Jim Monroe, Chair*

Committee meeting update, December 12, 2019: This Committee has struggled to find its grounding principles, so part of the discussion yesterday was a debate about what they hope to achieve as business leaders to bring back to this board. One of the biggest struggles as they look to target all populations, specifically equity, is how to provide new and different opportunities in a repeatable process, and to allow individuals to grow in their careers and have opportunities they would not normally come across. From the business standpoint, there are elements of goodwill and business impact. Internships, apprenticeships, job-shadowing programs is an investment that takes time away from running a business. They want to groom all populations to grow in the workforce and plug directly into their needs, but this can also be a distraction. The Committee zoned in on how to address this population in an effective way.

When discussing equity, they thought about the concept of providing employment pathway access for underserved and underprivileged workforce populations.

A major goal would be to provide guidance from a business standpoint on a marketing campaign to reach underprivileged and underserved workers. The desired outcome would be tangible metrics for data coming out of work-based opportunities, and marketing directly to the business community more deeply to connect in a meaningful way.

Agenda topic *Committee Definitions of Equity* |

Access & Equity Committee : An awareness of opportunities and access to training and resources to achieve employment goals, regardless of barriers.

Performance Committee : The impartial access to workforce programs, training, credentials, and supportive services that lead to employment and careers with competitive wages and potential for advancement as measured against a benchmark of all workers.

Business Engagement Committee : Provide employment pathway access for underserved and underprivileged workforce populations.

Mr. Marshall called a brief 10-minute break.

Agenda topic PRESENTATION: Combined State Plan Development | Presenters James M. Burke & Linda L. Pierce, Virginia Commonwealth University Center for Public Policy Performance Management Group

Discussion: PMG introduced themselves and described their role as a unit of the L. Douglas Wilder School of Government and Public Affairs at VCU. The WIOA Combined State Plan 2020 presentation included feedback from the Governor’s Workforce Listening Tour, findings from the Norfolk session on September 17, 2019, stakeholder roundtables, and board involvement. A brief question and answer session followed.

Agenda topic Board Member Announcements

Ms. Kim McKay announced she is leaving the Board to accept a new position as staff member to the House Appropriations Committee, Virginia House of Delegates. This will be her last meeting with the Board.

Ms. Julie Brown and Dr. Megan Healy gave the Board an update on the ACT Work Ready Communities initiative. Ms. Brown thanked Dr. Healy for her support of this initiative. A brief question and answer session followed.

Agenda topic PRESENTATION by the Department of Corrections and Juvenile Justice Representatives | Presenters Deana S. Williams, Director of Post-Secondary Programs & Kecia Brothers-Hayes, Reentry Advocate

Discussion: The Virginia Department of Corrections gave an introduction and briefing of their commitment to education and reentry. Examples discussed were CTE programs available to the population throughout their incarceration, community job fairs, and a federal bonding program.

The presentation from the Department of Juvenile Justice highlighted their mission, vision, guiding principles, operations, and oversight responsibilities. Discussed in detail were the DJJ Post-Secondary Programs such as job-training skills through apprenticeship (in partnership with the Department of Education), and industry certification courses (in partnership with CCWA). Also discussed were reentry unit partnerships and barriers to employment. A brief question and answer session followed.

Agenda topic PRESENTATION: Virginia Board of Workforce Development Member Interest | Presenter: Mark Dreyfus, President, ECPI University

Discussion: During his ECPI University College Scorecard presentation, Mr. Dreyfus discussed student-centered focus on career education, in particular the student experience and employer-driven skills based programs. Also discussed were key student statistics, and overviews of the College of Technology and College of Health Science. The presentation was followed by a demonstration of the college scorecard site: <https://collegescorecard.ed.gov>

Agenda topic PRESENTATION: Improving Economic Equity | Presenter: George Taratsas, Director of WIOA Administration & Compliance, Virginia Community College System

Discussion: Mr. Taratsas discussed the definition of equity and barriers to economic equity within the Virginia population. Among the data presented were households by income, racial income gap, WIOA Title I participants served and their barrier trends, fund availability, and labor force participation. A brief question and answer session followed.

Agenda topic Chairman's Announcements and Adjournment | Presenter Nat Marshall, Chair, Virginia Board of Workforce Development

Announcements:

- See Maria Onsel for expense reports forms for travel reimbursement
- The next full board meetings are scheduled for March 19-20, 2020 in Richmond.

Conclusion: After wishing everyone a happy holiday, Mr. Marshall, called for the meeting to adjourn. Meeting adjourned at 12:02.