



# Virginia CareerWorks

## Virginia Board of Workforce Development

### Purpose, Vision, and Goals

Updated 8-26-20

## Purpose:

The purpose of the Board shall be to assist and advise the Governor, the General Assembly, and the Chief Workforce Development Advisor in meeting workforce development needs in the Commonwealth through recommendation of policies and strategies to increase coordination and thus efficiencies of operation between all education and workforce programs with responsibilities and resources for employment, occupational training, and support connected to workforce credential and job attainment.

## Vision:

Every Virginian, regardless of the barriers they face, has equitable access to tools and opportunities that lead to careers that pay family-sustaining wages, and every business has access to a highly skilled workforce

## Goals:

- 1 Advise the Governor on short and long-term workforce strategies for businesses and workers in response to changing economic conditions.
- 2 Expand equitable access to education and training programs, ensuring a qualified pipeline for Virginia's employers.
- 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.



## Goals and Strategies:

**1** Advise the Governor on short and long-term workforce strategies for businesses and workers in response to changing economic conditions.

**A.** Ascertain business and worker needs as economic conditions change.

**B.** Identify resources and promising practices for businesses (e.g., 757 Recovery plan, policy recommendations).

**C.** Identify resources and employment opportunities for workers.

**D.** Evaluate existing Virginia workforce policies and programs to determine effectiveness.

**2** Expand equitable access to education and training programs, ensuring a qualified pipeline for Virginia's employers.

**A.** Encourage the increased accessibility of registered apprenticeships and other work-based training programs.

**B.** Support every Virginian achieving a minimum of a high school diploma or equivalent.

**C.** Address challenges to equitable access to education and training programs throughout the Commonwealth.

**3** Increase access to the technology needed for the education, training, and career pathway development for Virginia's workforce of the future.

**A.** Connect Virginia businesses to workers more effectively using available technology.

**B.** Increase access to and affordability of broadband throughout the Commonwealth.

**C.** Increase awareness, accessibility, and usage of the Virginia Career Works Portal to connect workers to sustainable jobs and provide actionable information to decision makers within Virginia's workforce development system.

**D.** Increase ability to measure the hiring successes of Virginia's businesses.

**4** Identify innovative strategies, policy changes, and investments that address systemic barriers to workforce success.

**A.** Direct WIOA partners to examine legacy policies that impede equitable access to workforce development and remove those that are outdated.

**B.** Direct WIOA, DSS, and VEDP to develop a flexible fund and a process to test innovations that address root causes of workforce system barriers.

**C.** Direct WIOA partners to identify areas of service alignment and overlap and make recommendations for more seamless co-enrollment.

**D.** Invest in technology systems that promote seamless co-enrollment, efficiency, have a consistent report system on barriers, and data-driven program improvement