

Virginia Board of Workforce Development | MINUTES

Meeting date *8/17/2020 2:00 PM* | Meeting location *Zoom*

Meeting called by	Lane Hopkins
Members present	Anne Schlusser, Dr. Dan Lufkin, Commissioner Duke Storen, Deputy Secretary Fran Bradford, Dr. Julie Brown, Xavier Beale, Thomas Bell, Jane Dittmar
Others present	George Taratsas, Dr. Yolanda Crewe, Heidi Silver-Pacuilla, Maria Onsel, Dr. Jim Burke, Linda Pierce, Gina Barber, Trevor Granered
Members not present	Mayor John David Smith

AGENDA

Agenda topic *Roll Call* | Presenter *Maria Onsel* | Reference

Discussion:

Prior to main discussion, attendance was taken to determine who was present.

Conclusion:

Board proceeds to discussion at 2:05.

Agenda topic *Reviewing Last Meeting's Discussions, Discussing Draft Vision and Goals* | Presenter *Performance Management Group* | Reference

Discussion:

The discussion began with a reminder that the board's purpose is to inform the Governor and that the "ultimate customer", underemployed Virginians, should be kept in mind throughout the discussion. The entire group discussed the proper wording of the vision statement to maintain a focus on equity and to clarify the envisioned outcomes of the plan. Items and terminology discussed were; equality vs. equity, living wage vs. sustaining wage, family sustaining vs. individual sustaining, whether things like retirement are a part of a living/sustaining wage, high quality vs. highly qualified workforces, clarity on high demand and high growth and in what context they should be considered (potential jobs, other economic opportunities, etc.), what metrics should be used to make sure skilled/educated workers can show they are skilled/educated, and to make sure that the VCW Workforce Portal is robust and utilizes those metrics. The group also discussed whether a focus on COVID-19 economic recovery should be included in the plan, and in what way it should be incorporated into the plan.

Conclusion:

The Board determined that COVID economic recovery should not be a stand-alone goal and that it should be an overarching focus while constructing plan. Goals were revised by Board members briefly and altered before being separated into breakout rooms at 3:18.

Agenda topic *Small Group Work: Refine Goals and Establish Draft Objectives* | Presenter *Performance Management Group* | Reference

Discussion:

Board members were broken up into four groups for 20 minutes and returned to discuss how they would change the goals of the plan. Each group was assigned one of the goals to discuss how they would change them. Group 1 discussed how the plan should take the impacts of COVID-19, the ever-changing economic conditions, and the mission broadly beyond COVID into consideration when developing the plan. Group 2 discussed that employers should be a part of the focus in addition to the workforce. They also questioned how equity should be implemented (work pipeline, access to resources/opportunities, both, etc.) to address barriers. Group 3 discussed access to technology, education, training, and career pathway development for Virginia's workforce, and what metrics should be used for data collection. They also questioned whether broadband is considered technology and whether access to affordable broadband should be emphasized in the goals as a strategy. Group 4 discussed that there has been too much focus on remedying the symptoms of systemic problems rather than focusing on the roots of the problems themselves. They also discussed that there should be a focus on job/family readiness, as well as reflecting on what we do well and do not do well with.

Conclusion:

Group 1's suggested strategies are to find workforce/business needs for changing economy and to identify and work with existing programs across the Commonwealth in accomplishing goal 1. Group 2 suggested that the goal be simplified, repetitions and divisions be minimized between the goals, and to not prioritize high demand sectors within the goal, since it is a part of the vision and would cause division. Group 3 determined that if broadband is considered technology in goal 3, then strategy b can be removed. Group 4 said root problems that hinder equitable access to workforce development should be identified so they can be dealt with. Meeting adjourned at 4:02 following group 4's reporting.