




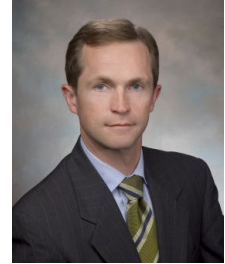
VIRGINIA BOARD OF WORKFORCE DEVELOPMENT

SKILLS FOR JOBS AND BUSINESS GROWTH
POWERING THE NEW VIRGINIA ECONOMY
STRATEGIC PLAN 2015-2017



LETTER FROM THE CHAIRMAN

n behalf of the Virginia Board of Workforce Development, I am pleased to present the 2015-2017 Strategic Plan, “Skills for Jobs and Business Growth: Powering the New Virginia Economy,” approved by the Board on June 26, 2015.



This plan represents a two-year strategy to better align the Commonwealth’s workforce system to respond to the needs of Virginia’s changing economy. It sets forth the priorities and objectives for carrying out our mission of developing policy recommendations for the governor on workforce issues as well as providing strategic oversight of the workforce system.

The governor’s economic development plan, *New Virginia Economy*, informed this work. We recognize the value of focusing the workforce system resources on areas of high opportunity and impact. We know that Virginia businesses depend on a skilled, job-ready workforce and this plan puts particular emphasis on skills development in occupations that help to support firms’ competitiveness and economic growth in Virginia’s regions. We also recognize the important role that a quality workforce plays in our efforts to attract new business prospects into the Commonwealth.

We see this as a time of great change and opportunity for Virginians. Through the execution of this plan, we strive to create a future where every Virginian we serve has access to the resources and skills they need to advance in their careers.

To best serve the needs of workforce system customers, we call on all agencies to hold each other accountable to these goals as well as the efficient and effective use of public resources to accomplish them.

Regards,

A handwritten signature in black ink that reads "Mark Herzog". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Mark A. Herzog

Chairman

Vice President of Corporate Affairs

Kaléo

VIRGINIA BOARD OF WORKFORCE DEVELOPMENT

Sara J. Dunnigan, CEcD

Executive Director

Virginia Board of Workforce Development

Mark A. Herzog CHAIRMAN

Vice President, Corporate Affairs

Kaléo

Nathaniel X. Marshall VICE CHAIRMAN

HR Generalist and EEO Manager

The Babcock and Wilcox Company

Jeanne S. Armentrout

Executive VP and Chief Administrative Officer

Carilion Clinic

Hobart "Hobey" Bauhan

President

Virginia Poultry Federation

Thomas Bell

Business Manager

Iron Workers Local Union 79

William "Bill" Bell

VP of Human Resources and Administration

Newport News Shipbuilding

The Honorable Kathy Byron

Virginia House of Delegates, 22nd District

Doris Crouse-Mays

President

Virginia State AFL-CIO

Virginia Diamond

Special Counsel

Ashcraft & Gerel

Mark B. Dreyfus

President

ECPI University

Barry DuVal

President

The Virginia Chamber of Commerce

Leslie Frazier

Policy Director

Secretary of Veteran and Defense Affairs

The Honorable Anne Holton

Secretary of Education

Lane Hopkins

Senior VP Human Resources,

Chief Diversity Officer

Capital One Financial Corporation

The Honorable Mary Hynes

Chair

Arlington County Board

Secretary Maurice Jones

Secretary of Commerce and Trade

The Honorable Daniel Marshall III

Virginia House of Delegates,

14th District

The Honorable John Miller

Virginia Senate, 1st District

Bruce Phipps

President and CEO

Goodwill Industries of the Valleys

Carole Pratt

Senior Advisor and Confidential Assistant

Virginia Department of Health

Edward "Ted" Raspiller

President

John Tyler Community College

Carrie Roth

President and CEO

Virginia Biotechnology Research

Partnership Authority

The Honorable Frank M. Ruff, Jr.

Virginia Senate, 15th District

Brett Vassey

President and CEO

Virginia Manufacturers Association

Tom Walker

President

Web Teks

Brian T. Warner

Head of CCAM

Rolls-Royce

VIRGINIA BOARD OF WORKFORCE DEVELOPMENT – STAFF TEAM

Special acknowledgment goes to the following members of the Board's cross-agency staff team who contributed to the development of this plan and who provide invaluable staff support and expertise to support the Board and its work.

Robert Ashby

Chief of Compliance

Virginia Employment Commission

Jeffrey Brown

Workforce Services Director

Virginia Employment Commission

Leo Campos

WDQI Project Manager

Virginia Community College System

Katherine Coates

Administrative Coordinator

Virginia Community College System

Elizabeth Creamer

Advisor for Workforce Development

Governor's Office

Tim Kestner

Senior Economist

Virginia Employment Commission

Valaryee Mitchell

One-Stop Services Coordinator

Virginia Community College System

Randy Stamper

Assistant Vice Chancellor of Career

Pathways and Workforce Programs

Virginia Community College System

George Taratsas

WIOA Administrator

Virginia Community College System

Annie Walker

Director, Veterans Education,

Training and Employment

Virginia Department of Veterans Services

EXECUTIVE SUMMARY

The Virginia Board of Workforce Development was established to provide policy recommendations to the governor on workforce issues and provide strategic direction to the state's workforce system to improve the system's performance and better serve the needs of businesses and citizens in the Commonwealth.

In April 2015, the 26-member Board directed the Executive Director of the Board and the cross-agency Board staff team to develop a strategic plan.

The plan describes four key priority objectives for the Board, which will lead to a set of common high impact outcomes across the system.

1. Identify current and future workforce needs of Virginia businesses and identify related training and credentialing requirements.
2. Recommend and support strategies to better prepare and match trained workers with available and emerging jobs.
3. Provide strategic direction and policy guidance to improve the performance of the state's workforce system, including service delivery elements described and funded through the WIOA as well as other federal and state grants designed to support workforce training.
4. Improve alignment and performance of the state's publicly funded workforce system through continuous review of program outcomes, regular evaluation of resource alignment and programs' connections to business needs.

This plan represents a two-year strategy to accelerate the transformation of the workforce system in Virginia. This transformation will require a combination of dedicated professionals, system-wide process improvements, and cross-agency system enhancements to be realized. The Board, through the execution of its strategic plan and its guidance through the development of an ambitious cross-agency combined state plan for workforce development to be delivered in early 2016, will be a catalyst to building a stronger workforce to support the New Virginia Economy.

GUIDING PRINCIPLES

BUSINESS-DRIVEN AND CUSTOMER FOCUSED

in all that we do.

COLLABORATIVE

in engaging a network of partners to accomplish our goals.

INNOVATIVE

in our approach, including integrating technology and new ways of doing things.

MOVING BEYOND COMPLIANCE

and embracing a culture of continuous improvement.

USING DATA AND EVIDENCE

in our policy and decision making.





INTRODUCTION

In 2013, Virginia began introducing a group of strategic initiatives, program reforms, and challenges to ensure that Virginia's workforce system adapted to meet the needs of the New Virginia Economy. Through the development of the State's ambitious strategic plan for economic development, a series of administrative actions by the governor, bi-partisan legislation supported by the General Assembly, and strategic operational adjustments in resources and staff, the new model has begun shifting the state's role in developing job-ready candidates to support a diverse and dynamic economy, and better position the state, its residents, and resident businesses.

A number of key themes are driving the need for change in Virginia's workforce system.

- **VIRGINIA'S ECONOMY IS EXPANDING.** Since 2010, the trough of the recession, Virginia's economy has added 209,000 jobs and now reflects the highest level of employment in Virginia's history. In order to sustain that level of growth, Virginia needs all its workforce system resources engaged, aligned, and ready.
- **UNFILLED JOBS WITH VIRGINIA BUSINESSES REPRESENT UNREALIZED ECONOMIC POTENTIAL.** As of this writing, the Virginia Employment Commission is reporting more than 185,000 active job opening across the Commonwealth. These jobs represent an estimated \$9.4 billion in unrealized annual income. Each day these positions remain unfilled, \$26 million dollars won't flow to Virginians, their families and Virginia's economy.
- **VIRGINIA'S ECONOMIC DEVELOPMENT PROSPECTS ARE BRIGHT.** Over the past 18 months, the Virginia Economic Development Partnership has announced more than 400 projects – new and expanding businesses. Each requires a skilled and job-ready workforce.
- **VIRGINIA NEEDS A SKILLED WORKFORCE TO SUPPORT DIVERSIFICATION OF ITS ECONOMY.** Virginia's economy is expected to be transformed by shifts in federal spending that could negatively affect the state economy. Virginia's workforce must be retooled and reskilled to respond to new growth opportunities in high-tech, high-growth potential industries.
- **VIRGINIA'S FUTURE WORKFORCE NEEDS ARE GREAT.** It is projected that half a million new jobs will be created in Virginia by 2022. In addition, Virginia businesses will need to fill another 930,000, primarily due to retirements. The pipeline for the workforce of the future must be built today.

Virginia's public workforce development system is a network of 24 programs spanning eight agencies organized under four Secretariats. Together, they represent more than \$360 million in state and federal spending working to align efforts and outcomes with the needs of business and industry and develop skilled workers for critical demand occupations that are vital for businesses to remain competitive.

The Virginia Board of Workforce Development is charged with providing strategic direction to the Elevate Virginia partner network and 15 regional workforce boards who coordinate activities through Virginia's network of One-Stop Career Centers. The Board is well positioned to provide the policy direction and oversight to guide Virginia's publicly funded workforce system to higher levels of performance and improve the alignment between the system and businesses to support the continued growth of the Virginia economy and creates new access to opportunity for Virginians.

“Creating and sustaining a world-class workforce is critical for building a new Virginia economy, and it will take commitment and investment from both the public and private sectors to achieve this goal.”

– Virginia Governor
Terry McAuliffe



VISION, MISSION AND GUIDING PRINCIPLES

The Virginia Board of Workforce Development (VBWD) is a business-led board that acts as the principal advisor to the governor and provides strategic leadership to the state regarding the public workforce development system and its efforts to create a strong workforce aligned with firm needs.

The Board's mission is to provide quality policy recommendations to the governor on workforce development issues and strategic direction to and oversight of the workforce system in order to create a more business-driven system that increases the number of individuals who are skilled and ready for work.

The Board's roles and responsibilities are described in federal law and the Workforce Innovation and Opportunity Act (WIOA), and the Board has several notable deliverables for which it is responsible. They include the aforementioned policy and budget recommendations, the provisions of specific guidance, policy, and oversight for the programs funded by the WIOA, the development of state-level performance metrics for the workforce system, the production and dissemination of an annual workforce system report, a review of agency budgets, and a comprehensive cross-agency workforce plan.

To accomplish its mission, the Board is endorsing the following guiding principles for Virginia's public workforce system as well as the VBWD's operations. In order to realize this shared vision, the Board and all workforce system partners will need to adopt these same basic principles in their work.

- **BUSINESS-DRIVEN AND CUSTOMER FOCUSED IN ALL THAT WE DO.**
- **COLLABORATIVE IN ENGAGING A NETWORK OF PARTNERS TO ACCOMPLISH OUR GOALS.**
- **INNOVATIVE IN OUR APPROACH, INCLUDING INTEGRATING TECHNOLOGY AND NEW WAYS OF DOING THINGS.**
- **MOVING BEYOND COMPLIANCE AND EMBRACING A CULTURE OF CONTINUOUS IMPROVEMENT.**
- **USING DATA AND EVIDENCE IN OUR POLICY AND DECISION MAKING.**

VISION

WE ENVISION A VIRGINIA WHERE EVERY BUSINESS HAS ACCESS TO A QUALIFIED, JOB-READY WORKFORCE AND EVERY VIRGINIAN HAS THE SKILLS THEY NEED TO CONNECT WITH MEANINGFUL EMPLOYMENT AND ADVANCE IN THEIR CAREER.



DRIVING HIGH IMPACT OUTCOMES

The Virginia Board of Workforce Development is committed to driving high impact outcomes that will transform the Virginia economy, elevate business performance and improve the lives of the people served by the workforce system. The Board adopts a set of common measures for performance across the agencies and programs included in the Commonwealth's Elevate Virginia partner network.

The Elevate Virginia system includes eight agencies and 24 programs organized under four secretariats. Appendix A includes a complete listing and description of the Elevate Virginia network of partners. The Board recognizes that the workforce system in Virginia includes important players beyond these state agencies and programs, including private training providers, community-based and faith-based organizations, and others who share our vision for Virginia. The Board encourages collaboration at the state and local level to ensure public and private sector resources are leveraged to deliver effective solutions to workforce challenges.

In order to ensure alignment of resources and common goals, the VBWD is committed to working with the Elevate Virginia partners to establish common performance measures and monitor and report system outcomes in the following five areas:

- 1. BUSINESS ENGAGEMENT AND DELIVERING VALUE TO OUR BUSINESS CUSTOMERS.**
- 2. MEASURABLE SKILLS DEVELOPMENT IN THE FORM OF WORKFORCE CREDENTIALS THAT MATTER TO BUSINESS.**
- 3. SECURING JOBS IN DEMAND OCCUPATIONS THAT SHOW PROMISE FOR LONG-TERM GROWTH IN INDUSTRIES THAT ARE STRATEGIC TO VIRGINIA'S ECONOMY AND STRENGTHEN VIRGINIA'S REGIONS.**
- 4. EARNED WAGES THAT HELP INDIVIDUALS ACCESS THE MIDDLE CLASS AND DEMONSTRATE CAREER PROGRESSION.**
- 5. WORKFORCE SYSTEM PUBLIC INVESTMENTS THAT GENERATE A QUALITY RETURN TO VIRGINIA AND THE CUSTOMERS WE SERVE.**



COMMON MEASURES OF SUCCESS

- ✓ BUSINESS ENGAGEMENT
- ✓ CREDENTIAL ATTAINMENT
- ✓ JOBS
- ✓ WAGES
- ✓ RETURN ON PUBLIC INVESTMENT





Photography: Tim C. Cox, Virginia Tourism Corporation

CHALLENGE QUESTION:

How can we ensure that our workforce system and its partners understand business workforce requirements and have access to that information to make strategic decisions?

PRIORITY OBJECTIVE ONE

IDENTIFY CURRENT AND FUTURE WORKFORCE NEEDS OF VIRGINIA BUSINESSES AND IDENTIFY RELATED TRAINING AND CREDENTIALING REQUIREMENTS.



STRATEGY 1.1

Identify and endorse a list of High Priority Demand Occupations to include those in high-demand, those that are strategic to Virginia's economic development interests, and those that pay a self-sustaining wage.

STRATEGY 1.2

Evaluate the efficacy of Virginia's current labor market information system to ensure that it is robust and relevant and supports strategic decisions and investments statewide.

STRATEGY 1.3

Deliver dynamic new decision making tools to workforce system partners, policy makers, business and job seekers to include state and regional Labor Supply and Demand Dashboards.

STRATEGY 1.4

Direct efforts to gather primary data regarding the workforce needs of firms through surveys, focus groups and other means to refine the workforce systems' understanding of business needs to better direct resources and program activity.

KEY PERFORMANCE INDICATORS

- Increase training investments in activities related to demand occupations.
- Increase accessibility and utilization of relevant of labor market information and actionable data on Virginia's workforce and economy.
- Increase in awareness of regional labor markets among system stakeholders and common language for dialogue about skills gaps.
- Delivery of at least one piece of strategic research annually that provides actionable data for workforce system partners.



CHALLENGE QUESTION:

How can we more quickly address our business customers' need for qualified work-ready talent and narrow the gap between available and emerging jobs and candidates seeking employment?

PRIORITY OBJECTIVE TWO

RECOMMEND AND SUPPORT STRATEGIES TO BETTER PREPARE AND MATCH TRAINED WORKERS WITH AVAILABLE AND EMERGING JOBS.



STRATEGY 2.1

Identify, endorse, and track achievement of a core set of workforce credentials that demonstrate the public workforce systems contributions in the foundational skills of work readiness, industry readiness, and occupationally-specific job readiness.

STRATEGY 2.2

Expand the application of sector strategies in Virginia's workforce regions to better serve industries that are strategically relevant to Virginia's economic future. In pursuing sector strategies use practices consistent with the successful career pathways models.

STRATEGY 2.3

Improve the value and utilization of Virginia's web-based labor exchange, specifically the job posting features for business and the seeker registration features for candidates, to enable a more robust job matching functionality.

STRATEGY 2.4

Ensure that the workforce system is working in a coordinated and collaborative way to prepare and connect business with Virginia's veteran community, a unique Virginia workforce asset.

KEY PERFORMANCE INDICATORS

- Increase in the number of industry-relevant workforce credentials and improve alignment with demand occupations.
- Increase the quality and quantity of regional sector partnerships that support business-led solutions.
- Increase awareness and utilization of the Virginia Workforce Connection (number of job seekers and businesses utilizing the system).
- Increase the number of businesses engaged in veteran-hiring and increase awareness of resources to help them connect with job-ready veterans.



CHALLENGE QUESTION:

How can we improve our service-delivery system to make it more effective and efficient in serving our customers, thereby supporting Virginia's economy?

PRIORITY OBJECTIVE THREE

PROVIDE STRATEGIC DIRECTION AND POLICY GUIDANCE TO IMPROVE THE PERFORMANCE OF THE STATE'S WORKFORCE SYSTEM, INCLUDING SERVICE DELIVERY ELEMENTS DESCRIBED AND FUNDED THROUGH THE WIOA AS WELL AS OTHER FEDERAL AND STATE GRANTS DESIGNED TO SUPPORT WORKFORCE TRAINING.



STRATEGY 3.1

Reimagine the way in which we deliver workforce services and strengthen the retail service delivery framework of Virginia's One-Stop Career Centers and Virginia's "Virtual One-Stop" to improve the customer experience and use resources more efficiently and effectively.

STRATEGY 3.2

Further refine and enhance state-level business services to ensure a consistent customer experience for firms, clearly communicate the workforce system's service array and benefits, and track engagement, activity, and customer satisfaction across the system.

STRATEGY 3.3

Elevate system performance by endorsing and securing funding for a cross-agency professional development program that includes tracks for career services, business services, and system leaders.

STRATEGY 3.4

Identify and support a technical solution, policy and resource strategy to align technology and data platforms to streamline experience for our customers and allow better tracking of program interventions and impacts across Virginia's publicly funded workforce system.

KEY PERFORMANCE INDICATORS

- Increase in the number of comprehensive One-Stop Career Centers.
- Increase in the number of businesses served (engaged) by the workforce system.
- Increase and increased satisfaction by business customers.
- Increase in incumbent worker training activities and on the job training (OJT) contracts with businesses.
- Increase the percentage of workforce system staff across agencies that have critical foundational skills to serve both jobs seekers and businesses to maximizing resources – time, money, and people.
- Deliver dashboards to support systems thinking and demonstrate collective impact across workforce system partners.



CHALLENGE QUESTION:

How can we ensure that limited state and federal workforce funds are being used in a way that address the needs of business and are driving common, high-impact outcomes?

PRIORITY OBJECTIVE FOUR

IMPROVE ALIGNMENT AND PERFORMANCE OF THE STATE'S PUBLICLY FUNDED WORKFORCE SYSTEM THROUGH CONTINUOUS REVIEW OF PROGRAM OUTCOMES, REGULAR EVALUATION OF RESOURCE ALIGNMENT AND PROGRAMS' CONNECTIONS TO BUSINESS NEEDS.



STRATEGY 4.1

Develop and deliver a cross-agency asset map that clearly delineates each program's expenditures on activities directly affecting system clients' work readiness, including workforce training, as well as business services.

STRATEGY 4.2

Provide strategic direction in the development of common performance measures and delivery of a Performance Accountability System that will track workforce system performance in multiple dimensions – both those areas prescribed by WIOA and any additional areas identified by the Board.

STRATEGY 4.3

Ensure alignment of the state's investments in skills development, quality training outcomes and provide a transparent system of record regarding workforce training opportunities to the public in the form of a regular Training Alignment Report and web-based Consumer Report Card.

STRATEGY 4.4

Develop a rational and replicable System Impact Model that determines return on public investment for workforce system programs in a way that informs policy and resource allocation.

KEY PERFORMANCE INDICATORS





- Improve transparency in workforce funding that enable smarter policy decisions.
- Increase cross-agency collaboration through the implementation of common goals and streamlined program reporting.
- Improve alignment of workforce funds to training that maximizes benefits to businesses & job seekers while improving transparency for consumers of workforce training in Virginia.
- Optimize system resources to focus on "high yield" interventions that have value to workforce system customers.



PLAN SUMMARY

The following table represents the Virginia Board of Workforce Development’s plan framework and outlines its key objectives and supporting strategies. The Board has specific statutory authority to provide policy and budget recommendations to the governor and will execute that authority in a way that supports this plan.

The Board acknowledges that this strategic plan is a living document and commits to periodic evaluation and reporting of progress towards these goals and an annual review of Board priorities. The Board recognizes that the Virginia economy is dynamic and ever changing and will be nimble and responsive to changing business conditions.

VIRGINIA BOARD OF WORKFORCE DEVELOPMENT			
 PRIORITY OBJECTIVE ONE	 PRIORITY OBJECTIVE TWO	 PRIORITY OBJECTIVE THREE	 PRIORITY OBJECTIVE FOUR
<p>Identify current and future workforce needs of Virginia businesses and identify related training and credentialing requirements.</p>	<p>Recommend strategies to better prepare and match trained workers with available and emerging jobs.</p>	<p>Provide strategic direction and policy guidance to improve the performance of the state’s workforce system, including service delivery elements described and funded through the WIOA as well as other federal and state grants designed to support workforce training.</p>	<p>Improve alignment and performance of the state’s publicly funded workforce system through continuous review of program outcomes, regular evaluation of resource alignment and programs’ connections to business needs.</p>
STRATEGIES			
<p>Identify High Priority, Demand Occupations</p>	<p>Credentials to Compete</p>	<p>Enhance Virginia’s One-Stop Career Centers</p>	<p>Cross-Agency Asset Map and Regular Budget Review</p>
<p>Deliver Innovative Decision-Making Tools</p>	<p>Sector Strategies</p>	<p>Strengthen Statewide Service Delivery to Business</p>	<p>Performance Accountability System</p>
<p>Gather Business Perspectives and Insights</p>	<p>Labor Exchange</p>	<p>Professional Staff Development</p>	<p>Training Activity and Alignment Report and Consumer Report Card</p>
<p>Ensure a Robust Labor Market Information System</p>	<p>Veterans as Virginia Assets</p>	<p>Align Technology and Data Platforms</p>	<p>System Impact ROI Model</p>



Photography: Cameron Davidson / CameronDavidson.com, Virginia Tourism Corp.

APPENDIX

A. Defining Virginia's Workforce System

VIRGINIA WORKFORCE SYSTEM PROGRAM DESCRIPTIONS

Agency/Program

Program Description

DEPARTMENT FOR THE BLIND AND VISION IMPAIRED

Vocational Rehabilitation Program	Provides services (employment preparation and assistive technology) to help to make employment opportunities available to persons with visual disabilities and provides services to visually disabled clients in other WF programs
--	--

DEPARTMENT FOR AGING AND REHABILITATION SERVICES

Senior Community Service Employment Program	Provides seniors employment preparation and placement at public and private partner organizations
Vocational Rehabilitation Program	Provides employment services, assistive technology and disability determination to help those with disabilities to prepare for, find and keep a job and provides services for disabled clients in other WF programs

DEPARTMENT OF EDUCATION

Career and Tech Ed/Secondary Perkins	Provides young people in grades 6-12 with technical training courses and credentials and industry certifications
Microsoft IT Program	Provides ability for high schools and CTE regional centers to participate in a Microsoft Information Technology (IT) Academy partnership to include site licenses for certification testing at no cost to school division
Path to Industry Certification	Provides ability for students to work toward a selected industry credential or state license while pursuing a high school diploma
PluggedIn VA	Provides low-skilled adults with a program that incorporates digital literacy skills, professional soft skills, and 21st Century Skills into a traditional GED® curriculum and Career Readiness Certificate
Workplace Readiness Skills Assessment	Provides funding for young adults to work toward the Workforce Readiness Skills Assessment certification

DEPARTMENT OF LABOR AND INDUSTRY

Registered Apprenticeship Program	Provides coordination of apprenticeships in a range of trades, from high tech to highly skilled, including on-the-job training and theoretical instruction and journeyman certification
--	---

DEPARTMENT OF SOCIAL SERVICES

Employment Advancement for TANF Participants	Provides intensive services to address significant barriers to employment for certain TANF clients
SNAP Employment and Training	Provides job preparation training and support services to assist SNAP clients in gaining employment
VA Initiative for Employment not Welfare	Provides job preparation training and support services to assist TANF clients in gaining employment
Virginia Refugee Resettlement Program	Provides employment training and services to adult refugees

VIRGINIA COMMUNITY COLLEGE SYSTEM

Institutes of Excellence	Develops workforce development training programs that support needs of VA's businesses and workers to fill high demand, high growth jobs with skilled workers
Non-Credit Workforce Training	Provides customized, open-enrollment training based on VA business needs
Postsecondary Perkins	Provides funding for Career and Technical education in community colleges and Career Coaches program
WIOA Adult	Provides core services, including job search and placement assistance, and intensive services, including employment plans, counseling and training and support services
WIOA Dislocated Worker	Provides employment, training and support services for workers who are losing their jobs as a result of layoff or company closing
WIOA Youth	Provides intensive services, including employment plans, counseling and training and support services for youth aged 16-24
WIOA Rapid Response	Helps businesses with employee hiring, staff restructuring and training. Rapid Response is most noticeably front and center to Virginia's workers when their place of employment is downsizing and a significant number of workers lose their jobs, but also supports layoff aversion activities

VIRGINIA ECONOMIC DEVELOPMENT PARTNERSHIP

Virginia Jobs Investment Program	Provides funds to offset recruiting and training costs incurred by companies that are either creating new jobs or implementing technological upgrades and provides assistance to companies with workforce-related challenges and organizational development workshops
---	---

VIRGINIA EMPLOYMENT COMMISSION

Trade Adjustment Assistance Program	Provides re-training, job search and relocation support for workers being laid off because of jobs moving overseas
Veterans Program	Provides job search and counseling services and training to Veterans and candidate matching services to businesses
Wagner-Peyser	Provides employment assistance services to job-ready workers who are unemployed and recruitment assistance to businesses



Photography: Cameron Davidson / Cameron Davidson Corp. / Virginia Tourism Corp.



Virginia Board of Workforce Development

Office of Governor Terence R. McAuliffe | Patrick Henry Building | 1111 E. Broad Street | Richmond, VA 23219
www.elevatevirginia.org | 804-663-7464

