

EDUCATION AND WORKFORCE DEVELOPMENT

Wednesday August 21, 2013



THIRD WEDNESDAY WEBINARS
VIRGINIAALLIES.ORG/WEBINARS.HTML

EDUCATION AND WORKFORCE DEVELOPMENT



- **Welcome**
 - **Host: Brent Sheffler**, Managing Director, VEDP
- **3rd Wednesday Webinar Series for 2013**
- **Topic: Education and Workforce Development**
- **Speakers:**
 - **Elizabeth Creamer, Director**
 - Education and Workforce Development
 - Secretary of Education
 - Office of Governor Bob McDonnell
 - **Randall Stamper, Assistant Vice Chancellor**
 - Career Pathways and Workforce Programs
 - Virginia's Community Colleges
- **Q & A**
- **Survey - Feedback**



3RD WEDNESDAY WEBINAR SERIES FOR 2013



Waste-to-Energy OR Waste-of-Energy	Wed, January 16, 2013
BLUEPRINT VIRGINIA	Wed, February 20, 2013
China – Foreign Direct Investment	Wed, March 20, 2013
Freedom of Information Act	Wed, April 17, 2013
Tobacco Regional Opportunity Fund	Wed, May 15, 2013
International Trade – Export Virginia	Wed, June 19, 2013
UBED, Higher Ed, SCHEV	Wed, July 17, 2013
Education & Workforce Development	Wed, August 21, 2013
Apprenticeship Programs	Wed, September 18, 2013
VA Jobs Investment Program (VJIP)	Wed, October 16, 2013
VA Small Business Financing Authority	Wed, November 20, 2013
Business Retention and Expansion	Wed, December 18, 2013

- *How career coaches in VA's high schools and colleges are reaching out to students and parents to point students to careers that support or serve Virginia's businesses and industries.*
- *How the Virginia Workforce Council and the Workforce Investment Act are changing to better meet industry needs.*
- *How business and industry leaders can best connect with the training programs and providers they need to ensure a well trained workforce now and in the future*
- *Where to go to get additional resources related to education and workforce development in Virginia.*

EDUCATION AND WORKFORCE DEVELOPMENT

Elizabeth Creamer

Director, Education & Workforce
Development

Secretary of Education

Office of Governor Bob McDonnell

Richmond, VA



EDUCATION AND WORKFORCE DEVELOPMENT



Randall Stamper

Assistant Vice Chancellor

Career Pathways and Workforce Programs

Virginia's Community Colleges

Richmond, VA



Virginia Works!

GOVERNOR'S GOALS FOR WORKFORCE DEVELOPMENT



Expand Virginia's pipeline of workers for targeted, high tech sectors
(Advanced Manufacturing, Energy, IT, Health Care, and Logistics)

Increase postsecondary education and training credentials with an emphasis on STEM-H (Science, Technology, Engineering, Math, and Health)

Bring together, for improved performance and cost efficiencies, education and workforce programs under 4 Secretariats, 9 agencies, and more than 25 state and federally funded programs

VIRGINIA'S WORKFORCE DEVELOPMENT SYSTEM



Governor's Workforce Development Goals

The Virginia Workforce Council

Industry Sectors and Career Pathways Committee

Identifies gaps between education and training and business needs, recommends policies and strategies, identifies resources, and advocates

Virginia's Career Pathways Workgroup

Supports the Virginia Workforce Council's development of the career pathways system

Governor's Chief Workforce Officer	VCCS: WIA	VCCS: Community Colleges	VDOE: Career & Technical Education	VDOE: Adult Ed. & Literacy	SCHEV	VDARS	VEDP	VDOLI	VDPA	VDSS	VEC
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Virginia's Workforce System Report Card & Other Data Resources

Regional Career Pathways

The following is a sample of regional partnerships or consortia that are using career pathways models to drive workforce outcomes in Virginia: Virginia Peninsula, Shenandoah Valley, Region 2000, Dan River Regional Collaborative, and Southeast Maritime and Transportation (SMART) Center.

Building Blocks for Career Pathways

- | | | | |
|--|---|--|---|
| <ul style="list-style-type: none"> • Adult & High School Career Coaches • PluggedIn VA • Career Clusters • Academic & Career Plans • Career Readiness Certificate • Virginia Jobs Investment Program • On Ramp • Articulation Agreements • Worker Retraining Tax Credit | <ul style="list-style-type: none"> • Virginia's Education Wizard • Adult Education • Dual Enrollment • Career & Technical Education • Middle College • Registered Apprenticeship • Rapid Response Services • Virginia's Longitudinal Data System • CCAM Internships and Industry Expertise | <ul style="list-style-type: none"> • WIA Adult • WIA Youth • WIA Dislocated Workers • Trade Adjustment Assistance Program • VCCS Customized & Non-Credit Training • Virginia Initiative for Employment not Welfare • Veterans Services • Vocational Rehabilitation | <ul style="list-style-type: none"> • Governor's STEM & Health Sciences Academies • Need Based Financial Aid • Virginia Workforce Network Centers • Two-Year College Transfer Grant Program • Supplemental Nutrition Assistance Program Employment and Training |
|--|---|--|---|

WORKFORCE PROGRAMS AND SERVICES



VCCS: WIA:	VCCS: Community Colleges:	VDOE: Career & Technical Education:	VDOE: Adult Ed. & Literacy:
Services:	Services:	Services:	Services:
<ul style="list-style-type: none"> •Certifications and training for adult and youth populations; •Customized training for employment; •Pre-employment screening; •Job placement services; •Career Readiness Certificate •Rapid Response 	<ul style="list-style-type: none"> • Associate degrees, •Non-credit and customized training, •Certifications •Career Readiness Certificates •Career Coaches •Virginia Education Wizard; •Dual-enrollment •Middle College, a “bridge” program to prepare young adults without high school credential for GED* and postsecondary education; •Apprenticeship Related Instruction. 	<ul style="list-style-type: none"> •Instruction and training leading to certifications •Preparation for postsecondary education and work readiness skills 	<ul style="list-style-type: none"> •Basic skills instruction •GED* preparation and GED* testing; •PluggedIn VA --GED prep integrated with occupational and technical training and Career Readiness Certificate preparation and assessment
Populations Served:	Population Served:	Population Served:	Population Served:
<ul style="list-style-type: none"> •Youth and adults with barrier to employment •Displaced workers, and businesses. 	<ul style="list-style-type: none"> •Community college, high school, and adult education students; •Businesses and incumbent workers •Displaced workers •Job seekers 	<ul style="list-style-type: none"> •Middle and high school students 	<ul style="list-style-type: none"> •Individuals aged 16 or over who are not otherwise enrolled in K-12 education and whose skills are below the high school completion level

WORKFORCE PROGRAMS AND SERVICES



VDARS:	VDOLI:	VDBA:	VDSS:	VEC:
Services:	Services:	Services:	Services:	Services:
<ul style="list-style-type: none"> • Vocational assessments and training • Assistive technology • Job and workplace accommodations • Career planning and job coaching • Supported employment and placement 	<ul style="list-style-type: none"> • Registered apprenticeships 	<ul style="list-style-type: none"> • Pre-employment and incumbent worker training 	<ul style="list-style-type: none"> • Job training • Employability skills development • Support services (transportation, child care, etc) 	<ul style="list-style-type: none"> • Unemployment Benefits • Labor Exchange • Employer-Specific • Farm Placement • Veteran-Specific • Labor Market Information (LMI) • Career advising and planning
Population Served:	Population Served:	Population Served:	Population Served:	Population Served:
<ul style="list-style-type: none"> • Youth and adults with disabilities 	<ul style="list-style-type: none"> • Businesses • Apprentices 	<ul style="list-style-type: none"> • Businesses 	<ul style="list-style-type: none"> • Parents and individuals on public assistance 	<ul style="list-style-type: none"> • Job seekers • Employers • Veterans • Trade-impacted workers • Agricultural workers



STATE DEFINITION OF CAREER PATHWAYS



- Series of connected education, training and support services
- Prepare participants for job placement in targeted occupation(s) and for continued education in career field
- Business Driven: aligning to work requirements and available jobs
- Informs participants of career and educational opportunities and requirements and provides them with career plan for success

STATE DEFINITION OF CAREER PATHWAYS



- Prepares participants to earn portable, industry recognized credentials including: degrees and college certificates, industry certifications and licensures
- Utilizes articulation agreements to help participants get a jump start on workforce credentials through dual-enrollment, credits for experience, and credits through exams.
- Provides contextualized and experience based learning to improve workforce readiness skills
- Encompasses all Virginians: from middle school to retirement
- Supports state benchmarks of workforce readiness
- Driven by public and private partners: business and industry, education, economic and workforce development and community based organizations

Regional:

- Advanced Manufacturing—
Shenandoah Valley, Dan River Region, Virginia Peninsula
- Health Care—Virginia Peninsula, Northern Shenandoah Valley,
Dan River Region
- Energy—Region 2000, Southwest Virginia, and Dan River Region
- Maritime and Transportation—Tidewater Virginia

State:

- Governor's STEM Academies
- PluggedIn VA
- Military 2 Manufacturing and Troops to Energy

Improving Governance

- 2013 legislation charging Governor's Workforce Council to align all workforce programs: from middle and high school Career and Technical Education through adult Workforce Investment Act (WIA) programs

Developing the Emerging Workforce

- 2012 legislation requiring that standard diploma high school students earn a workforce credential to graduate
- Creation of new collaboratively funded position: Virginia Director of STEM
- Expansion of Governor's STEM Academies to 22
- Establishment of 8 new Governor's Health Academies in Fall 2013
- Implementation in Fall 2013 of Academic and Career Plans for all public school students, beginning in 7th grade
- Expansion of Career Coach Program and cross-agency statewide professional development Academy
- Planning grant for Governor's Academy for Student Apprenticeships and Trades

Preparing Adults for Targeted Industry Sectors

- Statewide Expansion of PluggedIn VA, a program for adults lacking high school credential. 90% of participants earned GED, 88% CRC, and 100% industry certification. Program prepares welders, pipefitters, health technicians, and more
- New policy requiring WIBs to integrate career pathways for targeted industry sectors in their operations and budgets
- Opening of CCAM and imminent hire of new Workforce Director
- \$7 million in state biennial budget to support customized, non-credit workforce training for businesses; first time state funds have supported non-credit training
- \$1.8 million in grant funding awarded to 8 regional consortia to provide career pathways for veterans in manufacturing, allied health, IT, and trades
- Public-private partnerships to support sector-specific career pathways for vets, low-skills, low wage adults, and individuals with disabilities

Improving Career and Data Resources

- State budget allocated for Virginia Longitudinal Data System (VLDS) to improve reporting of workforce outcomes and ROI of programs. VA one of 6 states to receive a \$1.15 million grant to improve workforce data and reporting
- New resources on apprenticeships and veterans services now available through Virginia's Education Wizard: a comprehensive, career and college resource
- Economic Opportunity Metrics: A new on line resource providing post graduation salary information for all two and four year higher education programs in VA

EDUCATION AND WORKFORCE DEVELOPMENT



Virginia Performs

Measuring what matters to Virginians

VIRGINIA'S WORKFORCE SYSTEM REPORT CARD

STEM-H Pipeline

GOAL: Increase the number of students with science, technology, engineering, math, and healthcare skills.

- Registered apprenticeships and secondary & postsecondary enrollments in STEM-H programs ↑
- Registered apprenticeships and secondary & postsecondary STEM-H credentials earned ↑

DATA SOURCES: VA Dept. of Labor and Industry, State Council of Higher Education for Virginia, VA Dept. of Education

Secondary Educational Attainment

GOAL: Enable all students, including at-risk students, to complete high school and prepare for college.

- Advanced Studies diplomas earned ↑
- Standard diplomas earned →
- Enrollment in GED or adult high school diploma preparation program ↓
- GED or adult high school diplomas earned ↓

DATA SOURCE: VA Dept. of Education

Postsecondary Educational Attainment

GOAL: Increase the number of students entering college and earning degrees, certifications, licenses, & apprenticeships.

- Postsecondary enrollments ↑
- Postsecondary credentials earned ↑
- Industry certifications or state licensures earned ↑
- Apprenticeship credentials earned ↑

DATA SOURCES: State Council of Higher Education for Virginia, VA Dept. of Labor and Industry, VA Dept. of Education

Career & College Readiness

GOAL: Increase student readiness for both postsecondary education and the workplace.

- Workplace Readiness Skills Credentials earned ↑
- Career Readiness Certificates earned ↑
- Community college certificates or degrees earned by secondary students ↑
- Dual-enrollment credits earned →
- Advanced Placement (AP) course enrollment and/or exam completion ↑

DATA SOURCES: VA Dept. of Education, State Council of Higher Education for Virginia, VA Community College System

Employment & Business Development

GOAL: Reduce unemployment and increase both employment and income.

- Labor force participation rate →
- Percentage change in total annual wages ↑
- Unemployment rate ↑
- Average weeks on unemployment →
- Percentage change in employment →
- Percentage change in establishments →

DATA SOURCE: VA Employment Commission

Emerging Workforce in Manufacturing

GOAL: Increase credentials and enrollments in manufacturing-related programs; improve the reach of manufacturing instruction and overall employment.

- Dual-enrollment students in manufacturing-related career and technical education courses ↑
- Participation by secondary students in project-based competitive events ↑
- Completions of career and technical education within a manufacturing program of study ↑
- Participation in manufacturing-related community college internship programs ↑
- State-registered apprentices in manufacturing ↑
- Secondary students earning certifications related to manufacturing ↑
- Community college students earning certifications in a manufacturing program of study ↑
- Annual new hires in the manufacturing industry →
- Shared assets (labs, equipment, instructors) -
- Shared manufacturing curriculum programs -

DATA SOURCES: VA Employment Commission, VA Community College System, VA Dept. of Education, VA Dept. of Labor and Industry

Performance Trend

- Improving ↑
- Maintaining →
- Worsening ↓

Performance is tracked from 2008 to the latest year data is available.

Randall Stamper

Assistant Vice Chancellor

Career Pathways & Workforce Programs

Virginia Community College System

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Please characterize your relationship with your community college's workforce development staff (CHECK ONE).

- I've had little or no contact with my college's workforce development staff.**
- I've met the VP or Dean of workforce development.**
- I work with them occasionally.**
- We meet and talk regularly.**
- They are a key part of my work.**

High School Coaches

- 170 High Schools
- 37,000 students served (FY 2012)
- Career exploration, VA Wizard, FAFSA, college applications, employer connections

Adult Career Coaches and Job Placement Coordinators

- Dept. of Labor grant
- 70 coaches and coordinators, located at all 23 colleges
- Priority of service for dislocated workers and vets
- Connection to WIBs, employers, other agencies
- Personal navigators
- Internships, job shadow, hands-on training, education and training, credentials, employment

- Bridge to college for individuals who lack diploma or GED
- Contextualized curriculum, integrated education and training
- Support services
- 21st century skills – digital literacy, communication, problem solving, team work
- Middle College at 9 colleges
- PluggedInVA partners regional adult education programs with colleges
- GED, CRC, industry credential, college credit – 6 months
- IT, healthcare, manufacturing, energy, entrepreneurship
- Expansion and alignment

- Rapid Response funds
- Dislocated workers
- Credit and noncredit programs leading to credentials and employment in high demand industries
- 16 colleges

- Dual enrollment
- STEM-H programs
- Career coaches
- Focus on nontraditional gender in CTE programs and completion
- Women in STEM programs in FY 2014

APPRENTICESHIP RELATED INFORMATION



- Partner with Department of Labor and Industry – they register the apprentices and employers
- Colleges and technical centers deliver related instruction – 144 hours per year
- Developing guidelines to use ARI funds to grow existing or seed new apprenticeship programs with employers

NON-CREDIT WORKFORCE TRAINING FUNDS



- Colleges receive state funds to support short-term, non-credit programs that lead to in-demand credentials
- Colleges underwrite the cost of training for businesses
- Customized training development

EDUCATION EQUIPMENT TRUST FUND



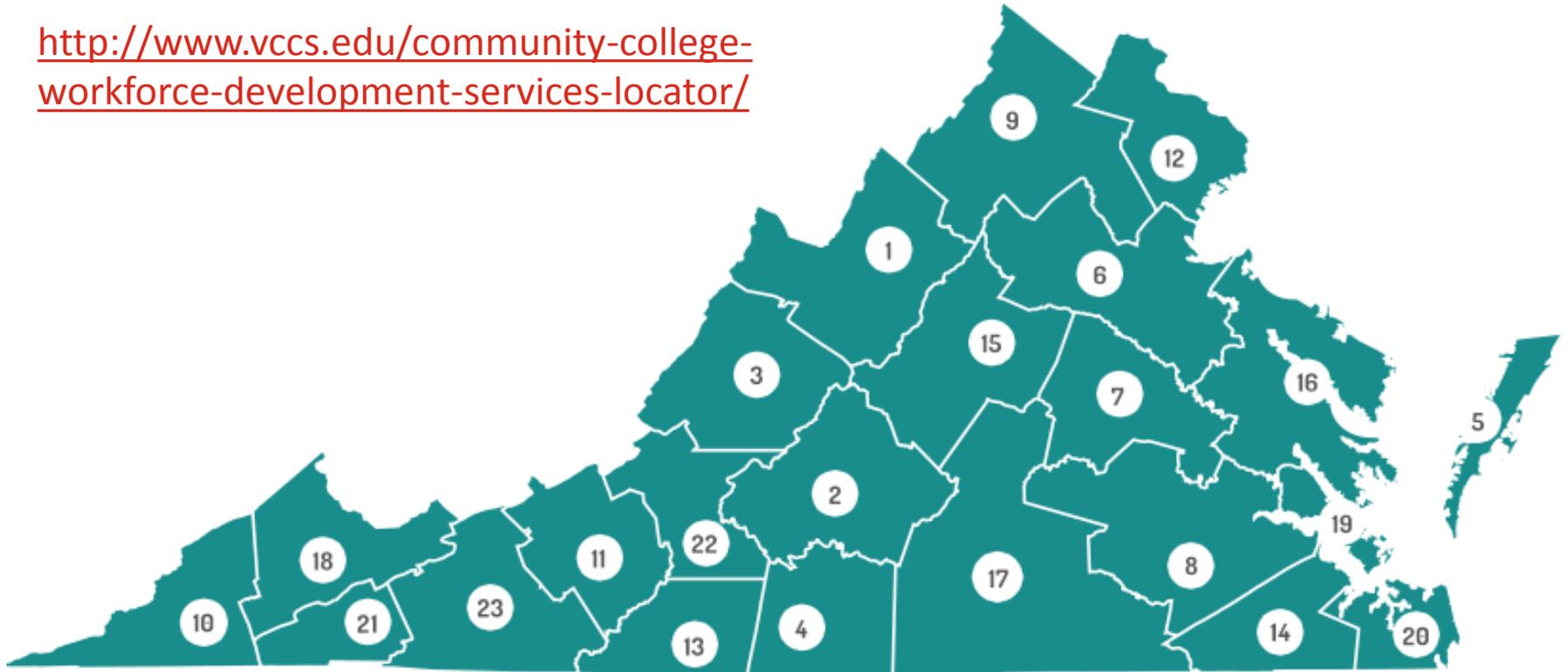
- Established in 1986 by the General Assembly
- Provide funding to upgrade equipment needed for instruction and research
- FY 2014 – General Assembly approved set aside for noncredit, workforce training equipment at colleges
- HB 1767 – *Machinery and Equipment Donation Grant Program* (MED Grant) established by the Code of Virginia
- Grants to businesses up to \$5000 to reimburse for equipment purchases or donations – guidelines being reviewed for approval
- Cannot be used to support one business exclusively, but may serve groups of businesses in an industry sector

- Wytheville Community College and Gatorade
- Thomas Nelson, Paul D. Camp, Tidewater, Rappahannock, and Eastern Shore Colleges and Newport News Shipyard
- Paul D. Camp Coaching Approach

CONTACT YOUR COLLEGE'S WORKFORCE LEADER



<http://www.vccs.edu/community-college-workforce-development-services-locator/>



QUESTIONS for Elizabeth Creamer and Randall Stamper?



Some of the people who made today's webinar possible:

- **Secretary of Education**

- Elizabeth Creamer, Director, Education and Workforce Development

- **Virginia's Community College System**

- Randall Stamper, Vice Chancellor, Career Pathways & Workforce Programs

- **VEDA**

- Connie Long

- **VEDP**

- Liz Povar, Business Expansion
 - Meredith Randall, Business Expansion
 - Robin Bass, Business Expansion
 - Stephanie Florie, Information Services
 - Rob Matthews, Information Services
 - Michelle Mende, Research



THANK YOU!

To review this webinar go to:

www.VAallies.org/webinars.html



Please plan to join us again
for the next
THIRD WEDNESDAY WEBINAR
on

September 18, 2013

Apprenticeship Programs in Virginia