

Workforce Transition Advisory Group Meeting | MINUTES

MEETING DETAILS

Meeting Date and Time: March 27, 2024, 10:00 AM – Noon

Meeting Location: 1111 E. Broad St., Richmond VA 23219, Patrick Henry Building, East Reading Room

Members Present:

Sharon Alexander

Hobey Bauhan

Kirk Cox (virtual)

Brian Davis

Lisa Disselkamp

Mark Dreyfus (virtual)

Jim Dyke (virtual)

Senator Adam Ebbin (virtual)

Jamie Gillespie (virtual)

Julia Hammond (virtual)

Mark Herzog (virtual)

Marty Holiday

Jim Jenkins

Latitia McCane (virtual)

Jack McDougle

Todd Oldham

Gary Pan

Jason Parker (virtual)

Nicole Riley

Carrie Roth

Secretary Bryan Slater

James “Lou” Spencer

Randall Stamper (virtual)
Dennis Treacy (virtual)
Delegate Wendell Walker
Emily Webb (virtual)
Anthony Williams

Members Absent:

John Albert
Senator George Barker
Xavier Beale
Dale Bennett
Phil Boykin
Erin Burcham
Julie Coons
Tom Cosgrove
Elizabeth Creamer
Doris Crouse-Mays
Patrick Dean
Sara Dunnigan
Judy Hackler
Bill Hazel
Megan Healy
Lane Hopkins
Bill Leighty
Jim Monroe
Alison Morrison-Shetlar
Brandon Robinson
Speaker Don Scott
My Lan Tran
Brett Vassey
Delegate Michael Webert

James Williams

Michel Zajur

Quorum Y N

Staff Member Memorializing:

Debbie Lewis

Staff and Others Present:

Kathy Byron, Deputy Director for External Affairs, Virginia Works

David Johnson, Deputy Commissioner, DOLI

Angela Kelly-Wiecek, Chief Deputy Director, Virginia Works

Sachi Koulgi, Deloitte

Debbie Lewis, Executive Assistant to the Secretary of Labor

Ashley Lockhart, Deloitte

Nicole Overley, Deputy Secretary for Workforce Development

Billy Reid, Sr., Advisor to the Secretary of Labor

George Taratsas, Director of Workforce Development for the Secretary of Labor

Jeb Wilkinson, Deputy Director of Workforce Development for the Secretary of Labor

Flora Hezel, Office of the Attorney General

AGENDA DETAILS

Agenda topic: *Call to Order, Pledge of Allegiance, Roll Call*

Secretary Slater opened the meeting and brought it to order at 10:03 am.

Hobey Bauhan led us in the Pledge of Allegiance.

Deputy Secretary Nicole Overley called roll and quorum was not met, so cannot approve the minutes from November, September, and July meetings.

Agenda topic: *Opening Remarks*

Presenter: George “Bryan” Slater, Secretary of Labor

Summary of topic:

Introduced Deputy Secretary Lizbeth White. All staff have functionally transitioned to the new agency, which is two months ahead of schedule. Some key legislation was passed this year that positively impacts the agency. The team has been successful in getting data from statewide workforce programs, which is a good indicator that they will actively participate. Final negotiations for new space for the agency are in process. The quarterly report was sent out yesterday. Thanked Deputy Secretary Anthony Reedy and announced his new position as Executive Director of the Virginia Board of Workforce Development (VBWD).

Agenda topic: *Transition Updates*

Presenters: Director Carrie Roth, Virginia Works (a.k.a. Department of Workforce Development and Advancement)

Summary of topic:

Commissioner Roth noted the excitement and engagement of the team members as the functional transition has been completed. Customers are the employers and the job seekers. Virginia Works is live via the website and Linked In. About 25% of the team is in Richmond and the move will happen in the fall. Shared services transition will happen on July 1, 2024. Three phases of the agency stand up have been completed. Having the support of Deputy Secretary Nicole Overley and Senior Advisor George Taratsas has been helpful. The agency will be almost 100% federally funded. The team has been working with the US DOL for all grants to de-obligate from legacy agencies and re-obligate them to the new agency. Director Roth met with federal leadership in Philadelphia. The technology is a significant lift, including the transition of data; many people are working together to make it happen. Leadership is continuing to do monthly Town Hall Meetings. Team member survey results are included in the quarterly report and, overall, showed a favorable experience.

Todd Oldham of VOEE offered an overview of the High Demand Occupations List. In the newly approved legislation, there is language around the High Demand Occupations List, and Todd briefly discussed the methodology for it. The list is created every two years. VOEE is focused on occupations with growth (including anticipated future growth) and accessibility (skill and education level). They have regionalized the list and made it downloadable. There are state-level metrics. Mr. Oldham compared the output from the 2021 (pre-VOEE) vs. 2024 list and emphasized VOEE is dedicated to continued improvement. They can embed the data into a website, if interested. Sec. Slater commented that the list being regionalized is helpful. Discussed employment rates and a focus to get people who are underemployed and unemployed into better jobs.

Agenda topic: *Metrics Update*

Presenters: Deputy Secretary Nicole Overley

Summary of topic:

Deputy Overley discussed the evolution of the metrics journey. The first reporting cycle is completed, and the dashboard has been created. The idea is to make it a living document for all to reference. This is the first time such a robust process has been undertaken in the Commonwealth. Currently, 72 programs are engaged in the process. Discussed the six data points being gathered from each program. Programs want to know about each other to collaborate and learn from one another. What we are doing is nation leading. There are four main categories, including Workforce Education & Training, Business Services, Supportive Services, and Capacity Building. Addresses the dual customer: employer (businesses) and job seeker (individuals). We received 100% participation from identified programs. Next steps are to analyze the data that has been provided, establish baselines, and address data gaps, and develop a comprehensive map of the Commonwealth's Workforce Development Ecosystem.

Secretary Slater said historically there has not been a lot of transparency in terms of performance. It's important to scale up what's working, scale back what's not producing, reallocate resources, etc. The goal is not for programs to compete with each other, but rather compete with their own baseline to lift itself up. The goal is more people placed in jobs (not just training). Thanks to everyone working on the metrics.

Sec. Slater reviewed a sample of the survey results noted in the presentation. Reviewed upcoming meeting schedule.

Agenda topic: *Q&A***Discussion highlights:**

Discussion around how to evaluate the data that's been received. Data review is going to be done centrally with the new agency. Working with programs to help establish baselines if they don't already have them. Discussed how the data will be marketed via Virginia Works to get the word out to businesses. Discussed future hopes for the use of the data with supply and demand.

Agenda topic: *Public Comment*

No one signed up for public comment.

Agenda topic: *Adjournment*

No quorum. With no further business to discuss, meeting adjourned at 11:20 AM.