

# Workforce Transition Advisory Group Meeting | MINUTES

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## MEETING DETAILS

Meeting Date and Time: November 29, 2023, 10:00 AM – 12:00 PM

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

### Members Present:

Senator George Barker

Hobey Bauhan (virtual)

Dale Bennett (virtual)

Phil Boykin

Julie Coons (virtual)

Kirk Cox

Doris Crouse-Mays

Brian Davis

Lisa Disselkamp

Jim Dyke

Adam Ebbin (virtual)

Jamie Gillespie (virtual)

Judy Hackler

Julia Hammond

Mark Herzog

Marty Holiday

Bill Leighty (virtual)

Latitia McCane (virtual)

Jack McDougle

Heather McKay

Alison Morrison-Shetlar (virtual)

Gary Pan

Jason Parker  
Nicole Riley (virtual)  
Carrie Roth  
Secretary Slater  
James "Lou" Spencer  
My Lan Tran  
Dennis Treacy (virtual)  
Brett Vassey (virtual)  
Delegate Wendell Walker (virtual)  
Emily Webb

Members Absent:

John Albert  
Sharon Alexander  
Xavier Beale  
Peter Blake  
Erin Burcham  
Tom Cosgrove  
Elizabeth Creamer  
Patrick Dean  
Mark Dreyfus  
Sara Dunnigan  
Bill Hazel  
Megan Healy  
Lane Hopkins  
Jim Jenkins  
Jim Monroe  
Brandon Robinson  
Frank Ruff  
Don Scott  
Randall Stamper

Michael Weibert

Anthony Williams

James Williams

Michel Zajur

Quorum Y  N

Staff Member Memorializing:

Debbie Lewis

Staff and Others Present:

Johnathan Arnold, VMA Fellow

Kathy Byron, Deputy Director for External Affairs DWDA

Alan Edwards (Peter Drake's designee)

Andrea Glaze, Policy Analyst

Angela Kelly-Wiecek, Chief Deputy Director DWDA

Tyler Kirby, GWBOT

Sachi Kolgi, Deloitte

Debbie Lewis, Executive Assistant to the Secretary of Labor

Ashley Lockhart, Deloitte

Nicole Overley, Deputy Secretary for Workforce Development

Anthony Reedy, Deputy Secretary of Labor

Billy Reid, Sr. Advisor to the Secretary of Labor

Jeff Ryan, Deputy Commissioner VEC

George Taratsas, Director of Workforce Development

Jeb Wilkinson, Deputy Director of Workforce Development

Flora Hezel, Office of the Attorney General

## **AGENDA DETAILS**

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

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

Gary Pan led us in the Pledge of Allegiance.

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

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### **Agenda topic:** *Opening Remarks*

**Presenter:** George “Bryan” Slater, Secretary of Labor

#### **Summary of topic:**

Reviewed the detailed agenda topics. Introduced new staff, Deputy Secretary for Workforce Development Nicole Overley. Deputy Overley offered remarks, expressing enthusiasm for joining the team and working together.

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### **Agenda topic:** *Transition Updates*

**Presenters:** Director Carrie Roth, Department of Workforce Development and Advancement (DWDA) and Deputy Commissioner Jeff Ryan, Virginia Employment Commission (VEC)

#### **Summary of topic:**

Director Roth discussed the logo announcement and reveal for Virginia Works. We will work around it to build a strong brand to ensure that Virginia Works for everyone. The functional transition timeline was moved up to November 6, 2023, and January 15/16, 2024. They continue to have virtual office hours and Town Hall virtual meetings to keep everyone informed and maintain alignment.

Deputy Jeff Ryan discussed Operations Workstream – Finance, Procurement, Facilities, and Shared Services. Back-office accounting has been set up and the Governor will present the budget to the General Assembly on December 20. We have a couple of finalists for a new location. Technology-wise, seeking to have a seamless transition. It is the most complex and challenging aspect, but everything is on track and in capable hands.

Director Roth underscored how she has worked with about half of the people involved for over two years. Working on building culture as they are in separate places but will come together. On technology, it’s a big lift and it’s the backbone of all the work. VirginiaWorks.gov has been approved as an exemption by the federal government. A large amount of work is happening

around having a single portal. How can we use our data to inform our work and drive action. Tim Sheeran from VCCS is leading that component of the functional transition. Employee experience is a focus to make sure we have alignment and are adjusting where needed. It's providing a strong structure. The excitement and support from colleagues and other agencies have been great.

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**Agenda topic:** *Upcoming Transition Activities*

**Presenters:** George “Bryan” Slater, Secretary of Labor and Director Carrie Roth, Department of Workforce Development and Advancement (DWDA)

**Summary of topic:**

Secretary Slater discussed metrics tracking and reporting for all state workforce development programs to determine which programs are working and which ones are not working – and share that with the legislature. How do we scale up, fix, or move it to one that is working. Benefits are increased transparency and ability to make data driven decisions. Reviewed key metrics. Focused on people getting into job with living, good wages that can support a family.

Director Roth discussed the DWDA structure, showing the organizational chart. Deputy Director Kathy Byron noted that they are learning from businesses and younger generations on board and the importance of sharing best practices. She is open to meeting with those who can describe what they are looking for and the skills that are needed.

Director Roth reviewed some new divisions, such as Work-Based Learning, Business Engagement Outreach, and Grants Development. Review VirginiaWorks.com as a source of information. Gaps in the data driven activity have been identified, which will be addressed by seeking grants.

Secretary Slater says this group's input after reviewing the site will be important. Please visit local workforce center, ask questions, give impressions, report findings through the survey.

Director Roth encourages the group to let Kathy Byron know if there are people she should meet with. New Virginians need to be considered, such as immigrants, making sure we are supporting them; many are highly skilled and trained. Deputy Director Byron added that we the businesses need to utilize the centers; it's a discovery phase so we can build a plan for success. Slater discussed expanding universal licensing for immigrants; create pathways to get into professions of choice and professions of training.

Slater discussed the slide of the Path Forward, which includes four phases. Implementation of success metrics, optimization process. Tentatively planning on Friday afternoon, January 26 for the next meeting. Report is forthcoming.

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**Agenda topic: *Public Comment***

No one signed up for public comment.

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**Agenda topic: *Q&A***

**Discussion highlights:**

Discussion around a variety of topics, including internships, metrics, marketing, barriers, and general suggestions from the body.

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**Agenda topic: *Adjournment***

No quorum

With no further business to discuss, meeting adjourned at 11:42 AM.