



Minutes for September 22, 2022

	Member	Present		Category (Total Members 12)	Member	Present	
		Yes	No			Yes	No
Category - Business Members (Total Members 15)	Auchmoody, William	X		Community College (1)	Creamer, Elizabeth	X	
	Dick, Robert		X				
	Easter, John	X		Economic Development (1)	Shreve, Tina	X	
	Edwards, Scott		X				
	Franklin, Robert		X	Education (2)-	Elmore, Jeffrey	X	
	Gilbert, Danielle	X					
	Harris, Drexel	X					
	Hayden, Thomas	X		Employment Service (1)-	Woodard, Dennis		X
	Jung, Charlie	X					
	Junod, Paul	X		Labor, Apprenticeship & CBOs (5)	Battle, Kevin	X	
	Lyons, Larry	X			Horne, Kelly King	X	
	Maurer, Ilene		X	-	Roerink, Justin	X	
	Ramos, Jose		X	-	Spicer, Gregg	X	
	Stamper, Eric		X		Strite, Amy	X	
	White, Amanda	X					
				Vocational Rehabilitation (1)	Batten, Dale	X	
				Other (1)	-		
				Social Services (1)	Rogers, Kiva	X	
	Total Attending	9	6		Total Attending	10	1

Guests Attending: The Honorable G. Bryan Slater, Virginia Secretary of Labor, Mr. Anthony Reid, VA Deputy Secretary of Labor, and Mr. Brian Anderson, CEO, Chamber RVA. Also, Ms. Marilyn Henderson, VEC; Ms. Elizabeth Hays, Ross IES; Ms. Wanda Botts, Region 15 AE; Ms. Danielle Bailey, Equus; Mr. David Leonard, Equus; Ms. Carressa Ford, Equus; and Mr. Roberto Ford, Equus.

CRWP Staff: Mr. Brian Davis, Ms. Krishawn Monroe, Ms. Carla Cosby, and Mr. Mychael Lee.

- I. Call to Order – Chairman Paul Junod called the meeting to order and noted that Vice Chair, Ilene Maurer was unable to attend.
- II. Welcome of New Members – Chair Junod welcomed new members to the Board.
Mr. Charlie Jung, VA Urology, healthcare community.
Ms. Kiva Rogers, Director, Chesterfield Colonial Heights, Social Services.
Ms. Amanda White, Aerotek, employment, hiring company.
- III. Public Comment – No public comments were presented.

- IV. Minutes from June 23, 2022 Meeting. Mr. John Easter moved to approve the minutes; Mr. Larry Lyons seconded the motion. The motion carried.
- V. A conversation with Virginia's Secretary of Labor – The Honorable G. Bryan Slater
Mr. Junod presented Secretary Slater's biography.

Workforce points presented by Honorable Slater included -

- 300,000 open jobs
- 113 workforce providers
- 250 training provider
- 250 programs
- \$485 million funding for programs from federal and state sources
- 12 agency partners
- 25 workforce programs
- Shared programs and partners
- 110,000 jobs below at the beginning of pandemic. 344,000 open jobs
- Over 40 different websites. Trailing in recovery.
- Labor participation rate has been on the decline from a high of over 70%.
Unemployment rate is better primarily due to federal and state workers.

What needs to be done

- Optimize workforce training and reach people to the maximum extent possible
- Need action plan that means forming strategic plan. Strengthening partnerships. Aligning workforce services around common goals. Need to measure success as jobs filled and competitive wages.
- Training and issuing certificates is not enough, need to track results. Train, Place and Retain is people's success
- Fund successful programs. Hold all state programs with jobs filled and trained.
- Regional focus. Focus on top jobs list.
- Involve businesses with curriculum development.
- Manage workforce data thru a single portal. Develop a simple, one stop portal for all job resources. Technology system that easy to navigate.
- Overhaul apprenticeship and internship programs. Expand apprenticeship programs, DOL has list of approved programs. Expand programs into IT, cyber security, healthcare, nursing, etc.
- Execute effective outreach to job seekers and businesses.
- Consolidate and optimize programs that we currently have. Do not need more programs. Create a single entity for the state; all info is available.
- Educate parents and guidance counselors about the variety of career options that exist. Skilled labor and skilled jobs are different now.
- Streamlining processes. Help company's complete paperwork to do apprenticeships. It is also important to have a centralized grant process in one place. A standardized, single website or a single portal – everything workforce in one place. The goals is to have legislation this fall to submit to the General Assembly. If passed, it may take two years to implement.

The Workforce Board meets next week in Charlottesville. Training for the boards, elected officials, the executive committee, managers and other people to discuss what it looks like. GO Virginia is a partner.

Member expressions included current actions to address the needs of business, participants, and partner agencies. The process of measuring training and retention as well as business attraction.

VI. Building an Eco-System: Committee Updates

a. Governance Committee – Mr. Paul Junod

The committee focuses on the organizational health of the Board, –are we structured and organized to do what needs done.

The committee reviewed Board membership, job descriptions, bylaws, strategic visions, etc. to be certain there was clarity in expectations and accountability. Working closer with the elected officials would be beneficial. Also, coordinate with all other committees to set expectations.

b. Alignment and Outcomes – Ms. Tina Shreve. The purpose and mission for the committee was developed. Will create a flexible meeting schedule. The next step is the action plan and resource mapping of regional resources that touch on workforce.

c. Equity and Access – Mr. Mychael Lee. The group met once to set guidelines on committee structure. Next steps are election of a chair and action plans to support Goal 2 and Goal 3.

VII. Fund Transfer Request (Action Item). Mr. Davis noted that Federal law provides the ability to transfer funds between the adult to the dislocated worker programs as needs can vary. All dislocated workers are adults but not all adults are dislocated workers. The flexibility to move funds to support enrollment levels and trends is important.
Mr. William Auchmoody moved to move funds from the adult to the dislocated worker line; Ms. Tina Shreve seconded the motion. The motion carried.

VIII. Director's Report

- Labor Supply and Demand –Unemployment statistics for July 2020, July 2021, and July 2022 were presented.
- Workforce Center Foot Traffic data was also presented for a 5-year period.

Foot traffic over 5 years	Cedar Fork	Henrico	Radford
Total 13,323	2,244	8,576	2,503

New Title 1 Enrollments	July 21 – June22	July 20 – June 21	July 19 – June 20
Adult	230	131	132
Dislocated Worker	56	77	100
Youth	91	45	50
Total	377	253	282

Active Title 1 Program customers	July 21 – June 22	July 20 – June 21	July 19 – June 20
Adult	337	188	250
Dislocated Worker	113	127	189
Youth	209	196	247
Total	659	511	686

Business Services: PY21
 273 direct services

- Majority (262 or 95%) receive recruitment assistance
- Majority (238 or 87%) had fewer than 250 employees

Largest sectors served based on NAICS code Healthcare

- 19 incumbent worker training applications for 102 workers; \$49,632 investment yielding per employee training cost of \$486.59

Mr. Davis also presented adult year-end performance preliminary data.

- State workforce board meeting with local board leadership is scheduled for September 27 in Charlottesville, VA
- CLEO meeting scheduled October 21, 2022. New officer elections and adoption of FY24 jurisdictional funding levels.
- Radford Avenue Center. Seeking additional lease space to expand operations.
- VA Employment Commission leased additional space at Henrico and Chesterfield centers
- Equus has expanded its Business Services Team to four staff. A Team Coordinator and 3 specialists assigned to cover specific jurisdictions.
- Submitted \$198,000 grant proposal to State. The proposal supports work-based learning in health care in partnership with VCU Health; focuses on high school juniors and seniors with no post-graduation plans in targeted schools.
- Annual report is under development; will route to the Governance Committee
- New state code effective October 1, board to meet virtually 2 times a year. Will have to adopt policy to implement.

VIII. A motion was moved and seconded to adjourn the meeting.