



# VIRGINIA BOARD OF WORKFORCE DEVELOPMENT

## 2023 – 2024 Annual Report

December 2024

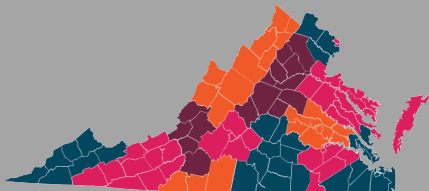




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**Jim Monroe**  
*Chair, Business  
Engagement Committee  
SVP Global Customer  
Experience,  
OneTrust*



**Xavier Beale**  
*Vice-Chair  
Chair, Access & Equity  
Vice President of Trades,  
Newport News  
Shipbuilding*

# CHAIR'S MESSAGE

On behalf of the Virginia Board of Workforce Development (VBWD) we are pleased to present our Annual Report for the program year beginning July 1, 2023 and ending on June 30, 2024.

The Board accomplished several milestones this year, including the development of biennial Virginia High-Demand Occupations List and the creation of our Combined State Plan that outlines the four-year strategy for Virginia's workforce development system. Additionally, the Board hired a full-time executive director to lead our efforts through the evolving workforce development landscape in the Commonwealth.

We want to thank all the Board members and staff for their dedication and hard work supporting the VBWD. The Board's goal remains consistent - create the best workforce system in the nation. The actions the VBWD takes to support this goal for the Commonwealth are guided by the knowledge and experience of its members from both the private and public sectors and include:

- Providing policy advice to the Governor and General Assembly on workforce issues
- Developing strategies to foster a business-driven system that yields increasing rates of in demand workforce credentials resulting in jobs creation and attainment
- Providing policy direction to local workforce development boards
- Assisting the Governor in the development, implementation, and modification of the WIOA Combined State Plan
- Identifying current and emerging statewide workforce needs of the business community
- Forecasting and identifying training requirements for the new workforce
- Recommending strategies to match trained workers with available jobs to include strategies for increasing business engagement in education and workforce development

We are excited about the coming year and continuing the efforts to transform Virginia's workforce system to better serve individuals and employers. We believe the work of the VBWD advances Governor Glenn Youngkin's goal of making Virginia "best in class" for building a competitive, skilled workforce that meets the needs of Virginia's economy.

**Jim Monroe**  
**Chair**

**Xavier Beale**  
**Vice Chair**



# ABOUT THE VIRGINIA BOARD OF WORKFORCE DEVELOPMENT



## Vision

Improve economic opportunity for all Virginians by serving those who are not yet earning a sustainable wage and by focusing resources and mechanisms to recruit people into the workforce and connect them to businesses in high demand industries.

## Mission and Purpose

The Board is business-led board that acts as the principal advisor to the Governor, General Assembly and the Secretary of Labor to provide strategic leadership, direction, and oversight to the workforce development system and create a strong workforce aligned with employer needs.

# ABOUT THE VIRGINIA BOARD OF WORKFORCE DEVELOPMENT

## Building a Workforce System that Works for Virginia

Virginia envisions a state workforce system in which programs and resources are aligned to achieve the best possible results for Virginia's businesses and job seekers. Under the Workforce Innovation and Opportunity Act (WIOA), the Governor must submit a Unified or Combined State Plan (CSP) to the Secretary of the U.S. Department of Labor that outlines a four-year strategy for the State's workforce development system. This four-year Combined State Plan integrates workforce activities among core and non-core program partners, public and private workforce shareholders, and others in the Commonwealth who strive to achieve workforce outcomes that put customers first.

The Board embraces the following strategic goals for the workforce system from the 2024 – 2027 Combined State Plan. The information below represents the 2024 updates to the Combined State Plan made and approved by the VBWD in accordance with WIOA regulations which mandate states submit their Combined State Plans to the U.S. Departments of Labor and Education.

- 1 Prepare Virginia's workers for current and future career pathways that provide competitive wages.
- 2 Deliver workforce services that support business growth in Virginia's leading-edge economy.
- 3 Provide outreach and recruitment services that increase awareness and access to Virginia's workforce development ecosystem.
- 4 Reduce workforce system barriers through dynamic collaboration, coordination, and communication with Virginia Works as the hub-and-spoke model.

## Governance

The structure of the Board is set in the Code of Virginia with the majority of members appointed by the Governor and includes a diverse representation of members from across the Commonwealth. The majority of the Board is comprised of private sector business leaders from a wide variety of industries. Also included are state and local elected officials, cabinet level and agency directors who deliver and direct workforce services and programs, and representatives of the workforce itself, including labor organizations and community-based organizations serving populations with barriers to employment. The VBWD meets quarterly and operates with several standing committees.



# BOARD ROSTER

AS OF JUNE 30, 2024

## BUSINESS MEMBERS

### Jim Monroe, CHAIR

Chair, Business Engagement Committee  
SVP Global Customer Experience,  
OneTrust

### Xavier Beale, VICE-CHAIR

Chair, Access and Equity Committee  
Vice President of Trades,  
Newport News Shipbuilding

### Rich Allevi

Vice-Chair, Business Engagement  
Vice President, Energy Solutions,  
Madison Energy Structure

### John Bahouth

Executive Vice President of  
Administration,  
Apex Clean Energy

### Hobart “Hobey” Bauhan

Chair, Performance Committee  
President,  
Virginia Poultry Federation

### Lynne Bushey

CEO,  
En Route Consulting, LLC

### Robby Demeria

Vice-Chair, Performance Committee  
Chief of Staff,  
Phlow

### Barry DuVal

President & CEO,  
The Virginia Chamber of Commerce

### Cindy Free

Industrial Rehab Coordinator,  
Atlantic Orthopaedic Specialists Physical  
Therapy

### Andrew Glowatsky

Director of Reliability and Supply Chain,  
Church and Dwight Co., Inc.

### Don Haller

Associate General Counsel, Retired

### Debora Harvey

Executive Director,  
Heavy Construction Contractors  
Association

### Hugh Joyce

President,  
James River Air Conditioning Company

### Kunal Kumar

President,  
Pooja Group, Inc.

### Nathaniel X. Marshall

Sr. Human Resource Specialist,  
BWV Technologies

### Anne Schlusser

Founding Partner,  
Clarity Technology Partners

### Francisco Semiao

Director of Regulatory Affairs,  
MedStar Health

### Yolanda Shields

Founder,  
Yesbuilds

### John David Smith, Jr.

Chair, Operations Committee  
Business Owner and Mayor,  
City of Winchester

### Cheryl Spraberry

President,  
Advanced Integrated Technologies &  
Surge Force

### Zuzana Steen

Director, Academic and Community  
Relations Site Leadership Team Member,  
Micron Technology Virginia, Inc.

### Brett Vassey

President and CEO,  
Virginia Manufacturers Association

### Louise Welch

Director, Head of Talent,  
Amazon

## LABOR MEMBERS

### Doris Crouse-Mays

President,  
Virginia AFL-CIO

### Richard Hatch

CWA Staff Representative  
Communication Workers of America

### Jason Parker

President,  
Virginia Building Trades

# BOARD ROSTER

## STATE AND LOCAL ELECTED OFFICIALS

**The Honorable Glenn Youngkin**  
*Governor*

**The Honorable Adam Ebbin**  
*Senator, District 39*  
Senate of Virginia

**The Honorable James “Jimmy” Gray**  
*Vice-Chair, Access and Equity Committee*  
*Vice-Mayor,*  
City of Hampton

**The Honorable Michael Jones**  
*Delegate, 77<sup>th</sup> District*  
Virginia House of Delegates

**The Honorable Tammy Mulchi**  
*Senator, 9th District*  
Senate of Virginia

**The Honorable Laura Overy**  
*Commissioner of the Revenue,*  
City of Williamsburg

**The Honorable Kathy Tran**  
*Delegate, 18<sup>th</sup> District*  
Virginia House of Delegates

## GOVERNOR’S CABINET MEMBERS

**The Honorable Terrance “Terry” Cole**  
*Secretary of Public Safety and Homeland Security*

**The Honorable Craig Crenshaw**  
*Secretary of Veterans and Defense Affairs*

**The Honorable Aimee Rogstad Guidera**  
*Secretary of Education*

**The Honorable John Littel**  
*Secretary of Health and Human Resources*

**The Honorable Caren Merrick**  
*Secretary of Commerce and Trade*

**The Honorable George “Bryan” Slater**  
*Secretary of Labor*

## WORKFORCE AND TRAINING PROVIDER MEMBERS

**David Doré**  
*Chancellor,*  
Virginia Community College System

**Mark Dreyfus**  
*President,*  
ECPI University

**Tierney Fairchild**  
*Co-Founder and Executive Director,*  
Resilience Education

**Rick Mitchell**  
*Commissioner,*  
Virginia Department for the Blind and Vision Impaired

**Antonio Rice**  
*President and CEO,*  
Jobs for Virginia Graduates

**Padmanabhan Seshaiyer**  
*Professor and Director,*  
George Mason University

**Travis Staton**  
*Vice-Chair, Operations Committee*  
*President and CEO,*  
EO Companies

## DESIGNEES

**Stacie Gordon**  
Designee to Brett Vassey  
*Government Affairs Manager,*  
Virginia Manufacturer’s Association

**Josh Humphries**  
Designee to Secretary Terry Cole  
*Deputy Secretary,*  
Public Safety and Homeland Security

**James L. Jenkins**  
Designee to Secretary John Littel  
*Special Advisor for Healthcare Workforce,*  
Virginia Department of Health Professions

**Nicholas Kent**  
Designee to Secretary Aimee Guidera  
*Deputy Secretary of Education*

**Keith R. Martin**  
Designee to Barry DuVal  
*Executive Vice President, Public Policy & Government Relations, General Counsel,*  
*Executive Director,*  
Virginia Chamber Foundation

**Corey McCray**  
Designee for Chancellor Doré  
*President,*  
Paul D. Camp Community College

**Joyce Reed**  
Designee to Secretary Craig Crenshaw  
*Deputy Secretary of Veterans and Defense Affairs,*  
Veterans and Defense Affairs

**Nicole Riley**  
Designee to Secretary Caren Merrick  
*Senior Vice President of Policy and Strategic Partnerships,*  
Virginia Economic Development Partnership

## STAFF

**Anthony Reedy**  
*Executive Director, VBWD*  
Virginia Works

**Jenny Bailey**  
*Executive Assistant,*  
Virginia Works

**Dale Batten**  
*Deputy Commissioner,*  
Virginia Department for Aging and Rehabilitative Services

**Leo Campos**  
*Academic and Workforce Services,*  
Virginia Works

**Andrea Glaze**  
*Workforce Policy Analyst,*  
Virginia Works

**Constance Green**  
*WIOA Title I State Coordinator of Adult & Dislocated Worker Programs,*  
Virginia Works

**Megan Hall**  
*Director of Vocational Rehabilitation & Workforce,*  
Virginia Department for the Blind & Vision Impaired

**Debbie Lewis**  
*Executive Assistant,*  
Office of the Secretary of Labor

**Skip Maupai**  
*Workforce Policy Analyst,*  
Virginia Works

**Heidi Silver-Pacuilla**  
*Adult Education Coordinator,*  
Virginia Department of Education

**Robert M. Walker, Jr.**  
*Director of Workforce Services*  
Virginia Works





# KEY BOARD ACTIONS AND DETERMINATIONS



## I. Support the transition to Virginia Works, Virginia's Workforce Development Agency

Over the past year, the VBWD was actively engaged in the implementation of Virginia Works, the Virginia Department of Workforce Development and Advancement (DWDA) agency. Several informational sessions and discussions were conducted for the Board members over the course of the year with each Committee also engaged in discussions on how the Board could support the mission of the agency.



# KEY BOARD ACTIONS AND DETERMINATIONS

## 2. Policy Revisions and Other Actions

In support of our responsibility to provide policy advice and direction, over the PY22-23 Program Year, the VBWD approved the following policy updates:

1. Adoption of the revised policy, VBWD Policy 24-01 Systemwide Workforce Metrics at the Local Level.
2. Adoption of revised policy, Member Participation by Electronic Means Policy 100-04 Change 3
  - Allowed number of all-virtual public meetings per year.
  - Addressed quorum requirements for all-virtual meetings.
  - Adds the requirement for annual adoption policy for all-virtual meetings.
3. Approval of Virginia's 2024-2027 Combined State Plan for submission to the U.S. Department of Labor and other federal agencies which will result in over \$290 million in federal funding for core programs.

The Board also voted to approve the following:

- Certification of the Prince George One-Stop Center and the Greater Roanoke Local Workforce Development Board.
- VBWD Annual Report for Program Year 2022-2023.

## 3. Information Awareness and Collaboration

A focus for the Board this year was to gain targeted insights in workforce trends in the Commonwealth so members are able to ensure Virginia is well positioned to be “best in class” for workforce development. Topics included:

- Workforce Region Presentations
  - Virginia Association of Workforce Directors
- Regular Briefings
  - Economic and Employment Quarterly Trends
  - High Demand Occupations
  - Workforce Development Transformation
- Special Topics of Interest
  - Virginia Adult Education Six Year Trends
  - Workforce Credential Grants
  - Healthcare Workforce Initiatives
  - JMU X-Labs Reimagined Internships



# KEY BOARD ACTIONS AND DETERMINATIONS

## 4. Board Staffing Structure

For part of the program year, the Board’s work was led by Mr. George Taratsas. In March of 2024, Anthony Reedy, former Deputy Secretary of Labor for Virginia, was hired as Executive Director.

The Board would like to express its gratitude to Mr. Taratsas for his leadership and commitment to the mission and vision of the VBWD. Mr. Reedy will be responsible for directing, coordinating, and guiding Board staff assigned from multiple state agencies that provide workforce services to the Commonwealth. With the passage of the legislation establishing the Virginia Workforce Development and Advancement agency (Virginia Works), Mr. Taratsas will continue to focus on the new agency in his role as a senior advisor to the Secretary of Labor.

Per Virginia Code, the Board is also supported by staff designated by the Secretary of Labor and selected from workforce partner agencies. These staff members serve as core partners to the Board and, given their broad knowledge of workforce services, advise Board members.

The Board is well positioned as we continue to implement the four-year workforce development combined state plan, forming the goals and objectives for the Commonwealth, and fulfilling our advisory role for the Governor. Our work focuses on strategic and innovative approaches, within the workforce development system, to improve economic opportunity for all Virginians and identify targeted outcomes that will focus resources and mechanisms to recruit people and connect them to new and existing businesses in high demand industries.

## 5. 2024 High Demand Occupations List

The Board collaborated with Virginia Office of Education Economics (VOEE) on the development of a list of high-demand occupations based upon an impartial methodology, in order for the Board to meet its responsibility and have it “published biennially and disseminated to employers; education and training entities, including associate-degree-granting and baccalaureate public institutions of higher education; government agencies, including the Department of Education and public libraries; and other users in the public and private sectors.” according to VA Code (§ 2.2-2472).

Per VOEE, creating the 2024 High Demand Occupations List was a collaborative effort involving a diverse group of stakeholders from the state government, the public workforce, and the education sector. The methodology for the list uses five key criteria to determine the occupations that are most aligned with short and medium-term education and training offered through the public workforce system and funded by Workforce Innovation and Opportunity Act (WIOA) dollars. These include:

These include:

- Minimum Annual Wage
- Typical Entry-Level Education
- Average Annual Openings
- Projected Job Growth
- Qualified Registered Apprenticeship

The Virginia 2024 High Demand Occupations Dashboard is available at <https://www.voe.org/virginia-2024-high-demand-occupations-dashboard/>

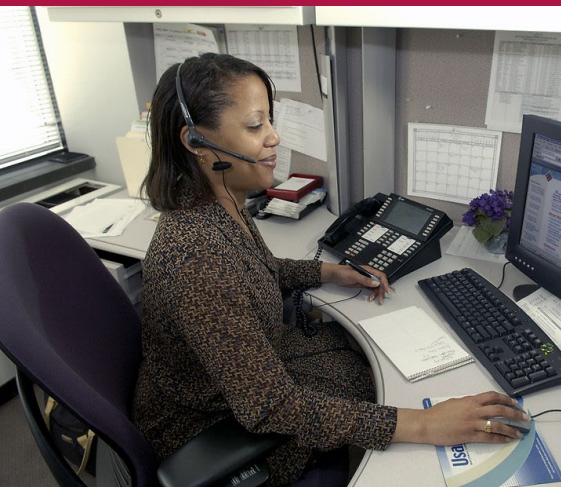
# KEY BOARD ACTIONS AND DETERMINATIONS

## 5. Celebrating the life of Aleta Lee Spicer

In March, the Board passed a resolution celebrating the life of Aleta Spicer, Executive Director of the Southwest Virginia Workforce Development Board. Ms. Spicer passed away in February 2024 and her 50 year career focused on public and social service including being a founding member of the Southwest Virginia Workforce Investment Board and serving as the Executive Director for the Southwest Virginia Workforce Development Board for over 8 years.

Ms. Spicer was a trailblazer, bringing innovative workforce development programs to her community that benefited an untold number of people throughout Southwest Virginia and beyond. She was a proud of a more than fifty-year career in public and social service, and rose each day with a sense of love and a commitment to her community, as she uplifted those around her and forged lasting and meaningful bonds with and between them. Ms. Spicer was a pillar of the community and dedicated servant of the people of Southwest Virginia. She will always remain in our hearts and memories.

<https://vcwsouthwest.com/aleta-l-spicer/>



VIRGINIA BOARD OF  
WORKFORCE DEVELOPMENT

2023 – 2024  
ANNUAL REPORT

DECEMBER 2024



*facilitated by the:*

CENTER FOR PUBLIC POLICY

L. DOUGLAS WILDER SCHOOL OF GOVERNMENT  
AND PUBLIC AFFAIRS

VIRGINIA COMMONWEALTH UNIVERSITY



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