



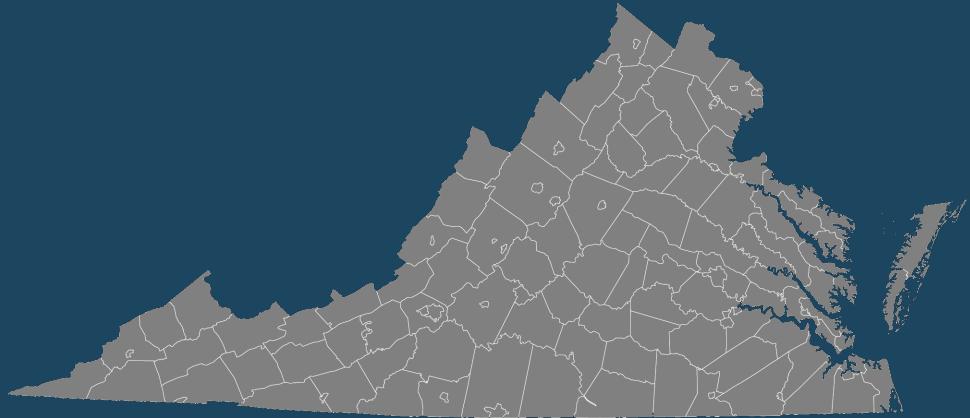
# Virginia Board of Workforce Development

## Annual Report

July 1, 2024 – June 30, 2025

December 2025



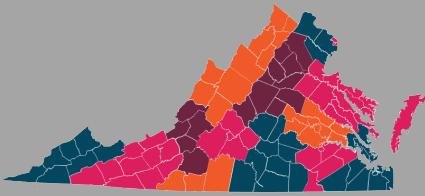


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# CHAIR'S MESSAGE



**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*

On behalf of the Virginia Board of Workforce Development (VBWD), we are pleased to present our Annual Report for Program Year 2024, covering the period from July 1, 2024, through June 30, 2025.

We want to thank all the Board members, staff for their dedication and hard work supporting the VBWD. The Board remains steadfast in its mission: to position Virginia as the Top State for Talent. Our actions are guided by the knowledge and experience of its members from both the private and public sectors.

The VBWD is charged with several responsibilities which include:

- Providing policy advice to the Governor and General Assembly on workforce issues
- Establishing certain policies for the local workforce development boards and system partners, including the development of metrics and oversight of outcomes
- 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 and aligning training opportunities to meet those needs

Over the past year, the Board achieved several milestones:

- Restructured its committees to better align with changes in Virginia's workforce system
- Supported the creation and first-year growth of Virginia Works, the Commonwealth's newly established workforce agency
- Provided guidance on Virginia's workforce response to federal policy and funding changes
- Advanced the development of metrics collection and data analysis to improve understanding of system outcomes

Looking ahead, we are excited to continue transforming Virginia's workforce system to better serve individuals and employers. The work of the VBWD supports Governor Glenn Youngkin's vision of making Virginia "best in class" in building a competitive, skilled workforce that meets the evolving needs of our economy.

**Jim Monroe**  
**VBWD Chair**  
**July 1, 2024 – June 30, 2025**

**Xavier Beale**  
**VBWD Vice Chair**  
**July 1, 2024 – June 30, 2025**

# 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

The Virginia Board of Workforce Development (VBWD) is committed to supporting Virginia's vision to be the **Top State for Talent**. Achieving this goal requires a dynamic and high-performing workforce system – one that not only attracts and retains talent but also nurtures it in alignment with the evolving needs of employers across the Commonwealth.

To realize this vision, Virginia must continue building a “best in class” workforce ecosystem that:

- **Develops talent** through accessible, high-quality education and training opportunities;
- **Aligns workforce preparation** with the demands of a modern, innovation-driven economy;
- **Reduces barriers** to employment and advancement for all Virginians.

This work is made possible through robust workforce programs, forward-thinking initiatives, and strong coordination among Virginia's state and local workforce partners.

As required under the federal **Workforce Innovation and Opportunity Act (WIOA)**, the VBWD approved Virginia's **2024 – 2027 Combined State Plan**, which outlines the following strategic goals:

- 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, 2025

## BUSINESS MEMBERS

**Jim Monroe, Chair**  
*Chief Customer Officer,*  
OneTrust

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

**Rich Allevi**  
*Vice President, Energy Solutions,*  
Madison Energy Structure

**John Bahouth**  
*Strategic Advisor,*  
NEHC

**Hobart "Hobey" Bauhan**  
*President,*  
Virginia Poultry Federation

**Lynne Bushey**  
*CEO,*  
En Route Consulting, LLC

**Robby Demeria**  
*Chief of Staff,*  
Phlow

**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**  
*Attorney*

**Debora Harvey**  
*Executive Director,*  
Heavy Construction Contractors  
Association

**Hugh Joyce**  
*President,*  
James River Air Conditioning Company,  
Inc.

**Kunal Kumar**  
*President,*  
Pooja Group, Inc.

**Nathaniel X. Marshall**  
*Sr. Human Resource Specialist,*  
BWX Technologies

**Laura Overy**  
*Director,*  
Compass Wealth Strategies

**Anne Schlussler**  
*Founding Partner,*  
Clarity Technology Partners

**Yolanda Shields**  
*Founder, Yesbuilds*  
*Adjunct Faculty, Shenandoah University*

**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 Manufacturer's Association  
*\*Designee – Stacie Gordon,*  
*Government Affairs Manager,*  
*Virginia Manufacturer's Association*

**Cathie Vick**  
*President, The Virginia Chamber of  
Commerce*

**Louise Welch**  
*Chief People Officer,*  
Vista Print

## LABOR MEMBERS

**Doris Crouse-Mays**  
*President,*  
Virginia AFL-CIO

**Richard Hatch**  
*CWA Staff Representative*  
Communication Workers of America

**Jason Parker**  
*President,*  
Virginia State Building and Construction  
Trades Council

# BOARD ROSTER

CONTINUED

## 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**  
*Mayor,*  
City of Hampton

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

**The Honorable Tammy Mulchi**  
*Senator, 9<sup>th</sup> District*  
Senate of Virginia

**The Honorable Stephanie Reed**  
*Councilwoman,*  
City of Lynchburg

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

## GOVERNOR'S CABINET MEMBERS

**The Honorable George "Bryan" Slater**  
*Secretary of Labor*

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

*\*Designee – Josh Humphries, Deputy Secretary of Public Safety and Homeland Security*

**The Honorable Craig Crenshaw**  
*Secretary of Veterans and Defense Affairs*  
*\*Designee – Joyce Reed, Deputy Secretary of Veterans and Defense Affairs*

**The Honorable Aimee Rogstad Gidder**  
*Secretary of Education*  
*\*Designee – Zach Jacobs, Deputy Secretary of Education*

**The Honorable Janet Kelly**  
*Secretary of Health and Human Resources*  
*\*Designee – Dr. Colin Greene, Special Advisor on Healthcare Workforce Development, Virginia Department of Health*

**The Honorable Juan Segura**  
*Secretary of Commerce and Trade*  
*\*Designee – Maggie Beal, Deputy Secretary of Commerce and Trade*

## WORKFORCE AND TRAINING PROVIDER MEMBERS

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

*\*Designee – Corey McCray, President of Paul D. Camp Community College*

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

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

**Kathryn Hayfield**  
*Commissioner,*  
Virginia Department for Aging and Rehabilitative Services

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

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

**Travis Staton**  
*President and CEO,*  
EO Companies

## STAFF

**Anthony Reedy**  
*Executive Director of the Virginia Board of Workforce Development*

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

**Andrea Glaze**  
*Workforce Outcomes Coordinator,*  
Virginia Works

**Constance Green**  
*WIOA Adult & Dislocated Worker Programs State Coordinator,*  
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**  
*Senior Workforce Policy Analyst,*  
Virginia Works

**Heidi Silver-Pacuilla**  
*Director, Office of Adult Education,*  
Virginia Department of Education

*\*Specified Board members can select a "Designee" as their representative to serve on the Board.*



# KEY BOARD ACTIONS AND DETERMINATIONS



## I. Focus on Emerging Workforce Trends

Throughout the year, the Board received regular updates from the Governor's Office, the General Assembly, Virginia Works, and other key workforce system partners on emerging trends and challenges shaping the Commonwealth's workforce landscape. These updates informed the Board's strategic discussions and decision-making. The Board engaged in robust dialogue and provided input on critical topics, including:

- The growing impact of Artificial Intelligence (AI) on workforce development, service delivery, and job readiness.
- Strategies to enhance employment services and support for justice-involved individuals, ensuring equitable access to career pathways and reentry opportunities.
- Development of the Virginia Chamber of Commerce's Blueprint 2035 Economic Development Plan
- The Secretary of Labor's comprehensive workforce system report

The VBWD also closely monitored federal policy and funding developments, providing guidance on how Virginia's workforce system should adapt and respond to individuals and employers impacted by the changes.

## 2. VBWD Committee Realignment

The Board conducted an internal survey of the members with a goal of better aligning the Board committee structure with current workforce needs and initiatives in the Commonwealth. As a result, it was determined to consolidate the four existing committees into three. As the workforce development system in Virginia is evolving, and the new committee structure aligns more closely with this transformation. The consolidation reflects the Board's commitment to adapting to the changing needs of the workforce system, ensuring that its activities are more agile and responsive to new priorities and challenges. The goals of consolidation include streamlined decision making, improved coordination, collaboration, and engagement.

The new committees are:

- **Operations and Performance** – This committee merges the former Operations Committee and the Performance & Accountability Committee. It is designed to bridge the gap between policy-setting and system outcomes, ensuring that operational decisions are closely tied to performance metrics and accountability.
- **Customer Opportunity and Success** – By combining the Business Engagement Committee and the Access & Equity Committee, this new committee takes a holistic view of the talent pipeline. It focuses on understanding individual needs, supporting education and workforce training, and aligning talent development with employer demand.
- **Reports and Special Initiatives** – This newly established committee is tasked with developing the required reports of the VBWD and supporting special initiatives from the Governor's Office and the General Assembly.



### 3. Board Actions and Collaborations

Over the past year, the VBWD has taken deliberate steps to strengthen the Commonwealth's workforce system through strategic collaboration, policy alignment, and system oversight. In partnership with state agencies and regional stakeholders, the Board has advanced initiatives that position the workforce system to meet the needs of Virginia's evolving labor market. The following highlights key actions and accomplishments that reflect the Board's ongoing commitment to building a responsive, data-informed, and future-ready workforce system.

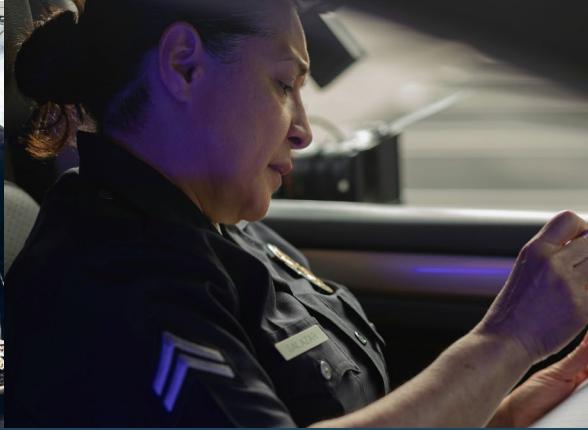
- Collaborated with the Virginia Office of Education Economics (VOEE) at the Virginia Economic Development Partnership to develop the biennial High-Demand Occupations List. This list serves as a strategic guide for aligning workforce system efforts with the Commonwealth's evolving labor market needs.
- Provided support to the Virginia Department of Education in developing recommendations for industry-recognized credentials associated with Career and Technical Education (CTE) courses and programs, ensuring alignment with employer needs and student success pathways.
- Directed Board staff to make administrative updates to Board policy documents to ensure documents have current information and uniform formatting, including:
  - Creating standard document formatting for all Board policies
  - Updating references legacy agencies and programs to align with current designations
  - Update contact information with current specifications
  - Establishing required or preferred review by dates for future policy updates
- Supported the proposed realignment of Local Workforce Development Area boundaries for the Bay Consortium (LWDA13) with the Hampton Roads Workforce Consortium (LWDA14) to better align the regions with GO Virginia regions.
- Recommended certification of all 14 local workforce development boards, confirming that each board is constituted in accordance with federal Workforce Innovation and Opportunity Act (WIOA) and state regulations.
- Recommended approval of Local Area Plans for all 14 local workforce development boards. These plans, required under WIOA, outline each board's strategic vision and operational goals through 2027.
- Guided the development of Regional Snapshots for each 14 local workforce development areas detailing initiatives and outcomes of core workforce partners in each region. Over the previous year, the VBWD, with the support of Virginia Works, established baseline metrics and set outcome goals for each region. The Regional Snapshots provide information on outcomes such as job placement, people trained, program costs, participant progressed wage growth, and job retention. Additional information such as top industries, educational attainment, labor force participation, and average weekly wages provide regional context. Organizations providing information for the Snapshots include Virginia Works, the Department for Aging and Rehabilitative Services, the Department for the Blind and Visually Impaired, the Virginia Department of Education – Adult Education, and the respective local workforce development Board.

### 4. Recognition of Carrie C. Roth

In September of 2024, the Board passed a resolution honoring Carrie C. Roth for her years of service in workforce development for the Commonwealth of Virginia. Ms. Roth began her engagement with workforce development when she was Deputy Secretary of Commerce and Trade under the administration of Governor Bob McDonnell. During this time, she served on the VBWD and oversaw administration of the Board.

In January 2022, Governor Glenn Youngkin appointed Ms. Roth as the Commissioner of the Virginia Employment Commission, where she led the successful effort to eliminate a million-plus backlog of claims that resulted from the COVID Pandemic. In October 2023, Governor Youngkin then appointed Ms. Roth as the inaugural Commissioner of Virginia Works, the Commonwealth's newly established Department of Workforce Development and Advancement. She successfully led the creation and launch of Virginia Works, and retired from her role in September 2024.





# VIRGINIA BOARD OF WORKFORCE DEVELOPMENT

2024 – 2025  
ANNUAL REPORT

DECEMBER 2025

*facilitated by the:*

**CENTER FOR PUBLIC  
POLICY**

L. DOUGLAS WILDER SCHOOL OF  
GOVERNMENT AND PUBLIC AFFAIRS

VIRGINIA COMMONWEALTH UNIVERSITY

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