



Virginia Board of Workforce Development Annual Report

July 1, 2024 – June 30, 2025

December 2025



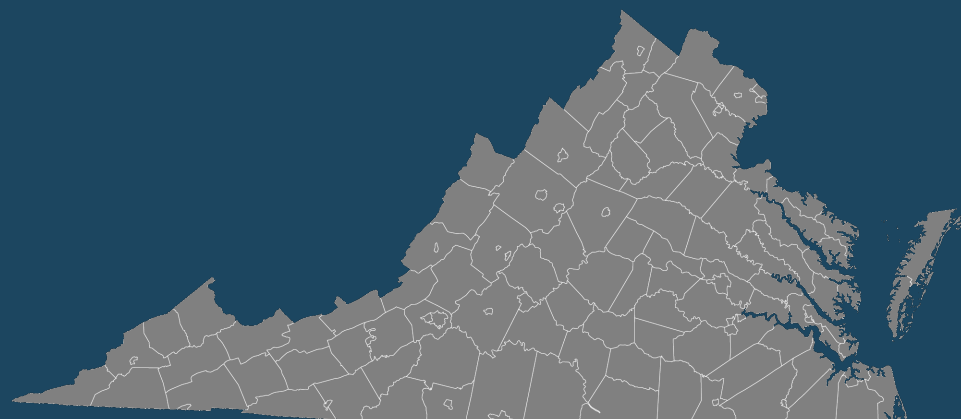
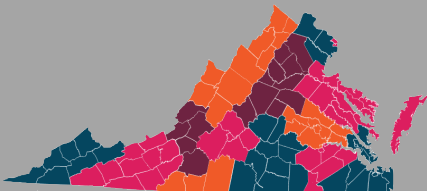


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Jim Monroe
*Chair, Business
Engagement Committee
SVP Global Customer
Experience,
OneTrust*



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 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,
BWV Technologies

Laura Overy
Director,
Compass Wealth Strategies

Anne Schlusser
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, 77th District
Virginia House of Delegates

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

The Honorable Stephanie Reed
Councilwoman,
City of Lynchburg

The Honorable Kathy Tran
Delegate, 18th 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 Guidera
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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Government and Public Affairs
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