



# VIRGINIA'S WORKFORCE INNOVATION AND OPPORTUNITY ACT COMBINED STATE PLAN

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## EXECUTIVE SUMMARY

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**MARCH 2020**

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**VIRGINIA**  
CAREER WORKS



**VCU**

Performance Management Group  
L. Douglas Wilder School of Government and Public Affairs

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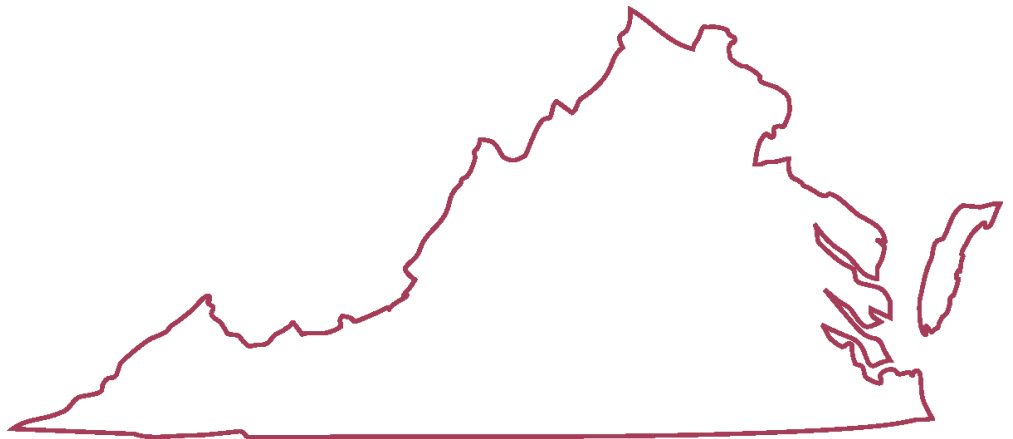
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**Virginia’s Workforce Innovation and Opportunity Act (WIOA) Combined State Plan (Plan) 2020-2024** envisions a state workforce system in which programs and resources are aligned to achieve the best possible results for Virginia’s businesses and job seekers.

## VISION

Guiding the Plan is Governor Ralph Northam’s vision for the delivery of workforce development services:

*During the life of this plan, we will improve economic opportunity for all Virginians by serving those who are not yet earning a sustainable wage and, as important, by focusing the resources and mechanisms of our workforce system to recruit people into the workforce and connect them to businesses in high demand industries.*

With this vision, the Governor charges workforce development services providers to engage with populations that historically have been underserved in the Commonwealth. By actively rethinking who is served and how Virginia serves them, service providers can create an equitable distribution of services in the Commonwealth.





# STRATEGIC GOALS AND ASSOCIATED STRATEGIES



**Goal 1:** Help individuals gain access to jobs that pay family-sustaining wages and provide opportunities for career progression by providing equitable and universal service delivery

- a. Launch a fully integrated common access portal across Plan partners
- b. Leverage the Accessibility Task Force to ensure universal service delivery
- c. Use technology to bridge systems to provide universal access
- d. Develop career pathways for customers that align with the workforce needs of target industry sectors and also provide career advancement opportunities
- e. Use labor market information to better understand opportunities to improve access



**Goal 2:** Increase business engagement and deliver value to business customers by filling jobs in high-demand occupations that are strategic to Virginia's economy and strengthen Virginia's regions

- a. Leverage state and local Business Solutions Teams to ensure coordinated and consistent service delivery
- b. Survey businesses and use labor market information to understand where demand is and skills that are needed
- c. Utilize sector strategies to engage businesses, economic development, education and training providers, and other community organizations, such as chambers of commerce





**Goal 3:** Develop a qualified and desirable workforce with the skills, competencies, and credentials that meets the current and anticipated business needs of Virginia

- a. Utilize the national skills index to determine the skills that matter to businesses and cross-walk the index to career pathways
- b. Allocate resources to programs and initiatives that demonstrate positive outcomes for participants
- c. Increase co-enrollment to provide customers with the best possible outcome
- d. Strengthen alignment of service delivery with other workforce programs, such as corrections, social services, and veterans services



**Goal 4:** Strengthen outreach and recruitment efforts to promote workforce services and stimulate career awareness

- a. Enhance brand awareness of Virginia Career Works as the American Job Centers in the Commonwealth
- b. Expand connections between businesses and Virginia Career Works Centers to align services and strategies to meet business needs
- c. Increase utilization of sustainable work-based learning models, including Registered Apprenticeships
- d. Coordinate with workforce partners, including career and technical education (e.g., Perkins V), to promote career readiness through all post-secondary training and education opportunities



**Goal 5:** Reduce workforce system barriers through collaborative integration and innovative solutions

- a. Include non-traditional, non-mandatory programs as service delivery partners across Virginia's workforce system
- b. Leverage discretionary funds and support innovative initiatives to remove barriers to employment (e.g., affordable childcare, transportation, housing)
- c. Support the development of workforce professionals to improve the capacity of the system
- d. Create opportunities for sharing promising practices among service delivery partners

# PLAN HIGHLIGHTS

The 2020-2024 Plan includes a renewed focus on specialized areas of workforce development, including:

- Alignment of regional and statewide services and strategies
- Innovation in service delivery to reduce system barriers and expand program access
- Partnerships with the Virginia Department of Social Services where the Commonwealth is regarded as a model for the nation

The programs included in the Plan are:

- **Adult, Dislocated Worker, and Youth** program authorized under Title I-B of WIOA and Administered by the Virginia Community College System
- **Adult Education and Family Literacy** program authorized under Title II of WIOA and administered by the Department of Education
- **Career and Technical Education** programs authorized under the Carl D. Perkins Career and Technical Education Act of 2006 administered by the Department of Education
- **Jobs for Veterans State Grant** program administered by the Virginia Employment Commission
- **Registered Apprenticeship** administered by the Virginia Department of Labor and Industry
- **Temporary Assistance for Needy Families Program (TANF)** and **Supplemental Nutrition Employment and Training (SNAP E&T)** administered by the Department of Social Services
- **Trade Adjustment Assistance for Workers** program administered by the Virginia Employment Commission
- **Unemployment Insurance** program administered by the Virginia Employment Commission
- **Vocational Rehabilitation** programs authorized under Title IV of WIOA and administered by the Department for Aging and Rehabilitative Services and the Department for the Blind and Visually Impaired
- **Wagner-Peyser Employment Services** program authorized under Title III of WIOA and administered by the Virginia Employment Commission



Each of the organizations in Virginia delivering services to businesses and job seekers is dedicated to increasing communication and efficiency, reducing waste, and achieving meaningful outcomes for customers. This approach unifies the efforts of educators, job coaches, vocational rehabilitation professionals, economic developers, veterans' organizations, elected officials, business leaders, and state government staff. This unity of purpose will benefit customers by making the system easier to navigate and more relevant in today's job market.

# PLAN CREATION

Members of the Governors' staff, workforce services partners, the Virginia Board for Workforce Development, and the Virginia Commonwealth University Performance Management Group (PMG) collaborated to develop this Plan. In addition, the contents of this Plan are based on the extensive outreach conducted with stakeholders during the Governor's workforce development listening tour of the Commonwealth in fall 2019 and the WIOA stakeholder input sessions held around the Commonwealth in winter 2019-2020.