

# Mapping the Workforce System

Elizabeth Creamer  
Director,  
Education and Workforce Development

# Mapping the Workforce System

- Report commissioned by VCCS as staff to the VA Workforce Council (VWC) and prepared by VCU researchers
- Report and data collection advised and supported by the state Career Pathway Work Group and the VWC
- Eight agencies and 24 federal and state funded career and technical education and workforce programs contributed to the report
- Participants in the workforce system range from middle school career and technical education students to senior citizens

# Purpose of Report

- Answer requirements of VA Code Chapter 236, Section 2.2-2 to identify sources of funding and annual expenditures by category for VA's workforce programs
- Create a database of comprehensive and accessible program information
- Funding, services offered, populations served, performance measurements, cross-program, cross-agency collaboration, and recommendations for improved assessment and reporting

# Improvements from Past Reporting

- Common definition of a workforce program:
- Administered through an agency at state level
- Recurring federal or state funding allocated specifically for the program
- Provides one or more of the following workforce services:

# Workforce Program Definition (cont)

- Career and technical education or training
- Preparation and assessments for certification and licensure
- Career advising or coaching
- Job search or employment services
- Employability skills development and assessment
- Vocational skills assessment
- Secondary level education for adults that prepares them for industry credentials or employment (such as PluggedIn VA)
- Training for incumbent, transitional, and displaced workers that upgrades occupational skills and prepares them for job placement or career progression

# Improvements from Past Reporting

- All programs represented on the VWC and Career Pathways Work Group
- More comprehensive fiscal data: sources of funding; state/local splits; percentages of funding for administration, education and training, and support service
- Data on specific program services: percentage of programs that deliver training, job search, on the job training, career advising and coaching, literacy; and rehabilitation services
- Includes information on secondary education career and technical education programs

# Improvements from Past Reporting

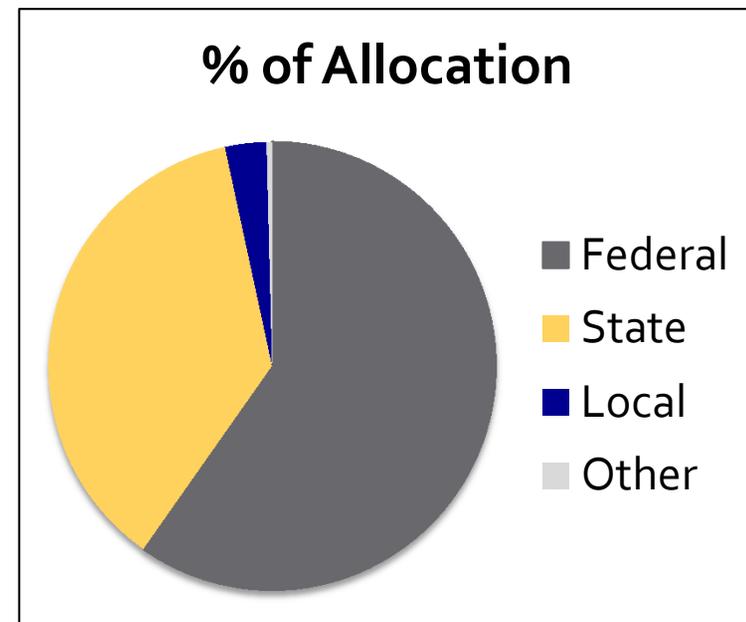
- Targeted Populations , eligibility requirements, and number of participants
- Performance Measures for each program and performance of each program against common performance measures: Workforce Credential Attainment, Graduation or Program Completion, Employment, and Average Earnings
- Cross-Program Collaboration: Categories of Resource Sharing

# Programs in the Study

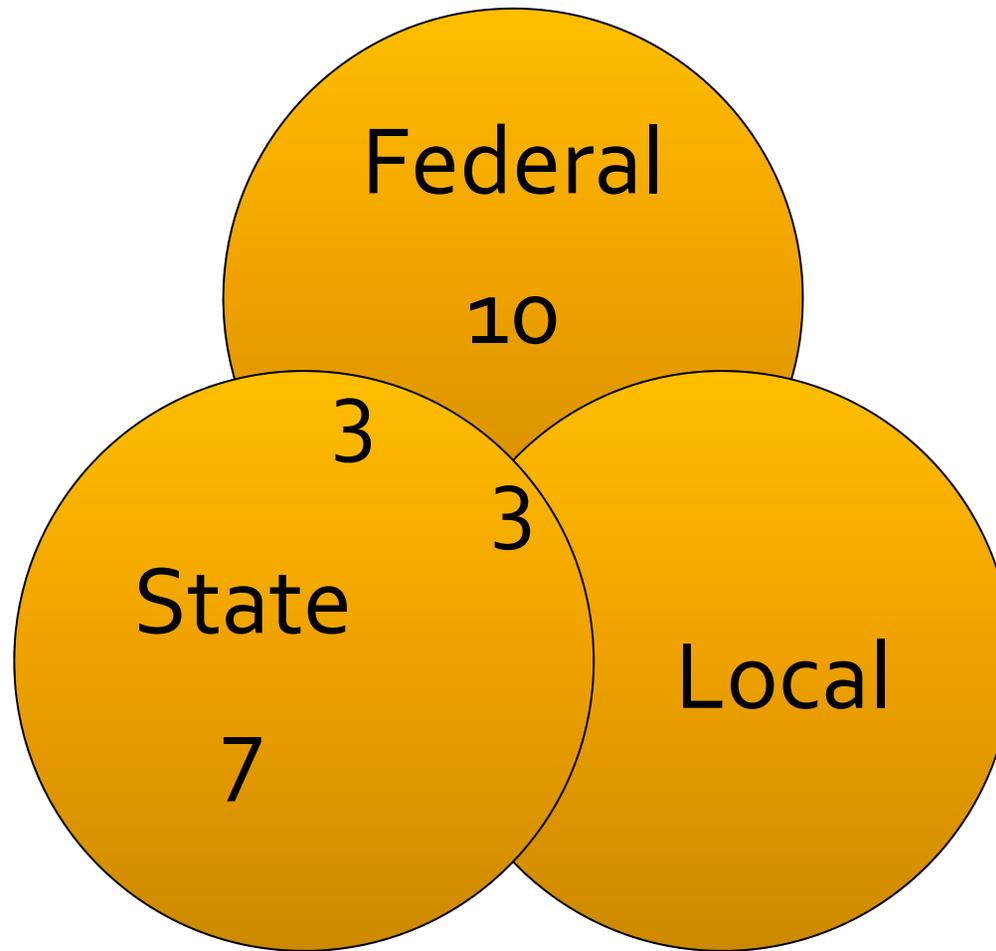
Agency/Program	
<b>Department for the Blind and Visually Impaired</b>	<b>Department of Social Services</b>
Vocational Rehabilitation Program	Employment Advancement for TANF Participants
	SNAP Employment and Training
<b>Department of Aging and Rehabilitation Services</b>	VA Initiative for Employment not Welfare
Senior Community Service Employment Program	Virginia Refugee Resettlement Program
Vocational Rehabilitation Program	
	<b>Virginia Community College System</b>
<b>Department of Business Assistance</b>	Apprenticeship Related Instruction
Virginia Jobs Investment Program	Institutes of Excellence
	Non-Credit Workforce Training
<b>Department of Education</b>	Postsecondary Perkins
Career and Tech Ed/Secondary Perkins	WIA Adult
Microsoft IT Program	WIA Dislocated Worker/Rapid Response
Path to Industry Certification	WIA Youth
PluggedIn VA	
Workplace Readiness Skills Assessment	<b>Virginia Employment Commission</b>
	Trade Act Program
<b>Department of Labor and Industry</b>	Veterans Program
Registered Apprenticeship Program	Wagner Peyser

# Funding Allocations

Allocations by Source		
	Allocation	% of Total
Federal allocation	\$218,231,862	60.0%
State allocation	\$133,959,290	37.0%
Local allocation	\$9,024,811	3.0%
Other allocation	\$1,588,672	0.4%
<b>Total</b>	<b>\$362,804,635</b>	<b>100%</b>



# Funding Combinations



# Report Highlights

- In Program Year 2012, the 24 programs served 1,104,320 program participants; about 16,000 of those participants enrolled in WIA programs.
- In PY 2012, the total allocation for the 24 programs was \$362,004,726
- The average cost per service per participant for PY 2012 was \$328
- About half of all funding targeted to individuals with significant barriers to employment
- State funding of \$134 million primarily dedicated to K-12 CTE (\$77 million) or required cash match against federal grants (\$33 million)
- About 1/3 of workforce funds spent on education and training
- Most programs served distinct adult or youth populations with eligibility requirements based on barriers to employment

# Program Performance

- While federal programs are subject to program specific performance measures, there are common measures across programs for credential attainment and employment.
- Over the past few years, federal government has initiated common measures between all US DOL programs, with measures to assess service to business in development.
- Generally, programs are meeting or exceeding all federal benchmarks
- For past 2 years, WIA programs have met all performance standards, with significant improvements in performance of youth programs
- A Return on Investment (ROI) study of three major workforce programs for adults, using VLDS data, is due out this week.

# Collaboration between Programs

- Examples of collaboration include sharing: clients, staff, funding, physical space and equipment, boards and advisory committees
- 23 out of 24 programs share clients; 13 out of 24 share staff and other resources
- This year, supported by multiple partners, the VCCS launched a VWN Center certification program taking to better assess collaboration between partners and uniformity and quality of services for businesses and job seekers.
- Recent examples of shared staffing and resources include business services teams in Virginia Workforce Network Centers (One Stops)
- Business services teams important because they pull public and private workforce services and training providers together to respond to one driving business demand: a single point of contact that could open the way for access to all available services

# Report Card for Workforce Development

- Collaborative effort of VWC, Career Pathways Work Group, and the Council on Virginia's Future
- State selected indicators of work readiness for all populations—from middle school through middle age
- Annually produced; state and regional report cards available
- Categories reported include: STEM-H Pipeline, Education and Workforce Credentials, College and Career Readiness, Business and Employment Development, and Training Capacity and Enrollment in Key Industry Sectors
- Version 2.0 will include a new section on indicators of regional collaboration for workforce solutions
- Version 1.0, released Dec 2012, showed Virginia progressing against all indicators except GED attainment

# VIRGINIA'S WORKFORCE SYSTEM REPORT CARD

## STEM-H Pipeline

**GOAL:** Increase the number of students with science, technology, engineering, math, and healthcare skills.

- Registered apprenticeships and secondary & postsecondary enrollments in STEM-H programs ↑
- Registered apprenticeships and secondary & postsecondary STEM-H credentials earned ↑

DATA SOURCES: VA Dept. of Labor and Industry, State Council of Higher Education for Virginia, VA Dept. of Education

## Secondary Educational Attainment

**GOAL:** Enable all students, including at-risk students, to complete high school and prepare for college.

- Advanced Studies diplomas earned ↑
- Standard diplomas earned →
- Enrollment in GED or adult high school diploma preparation program ↓
- GED or adult high school diplomas earned ↓

DATA SOURCE: VA Dept. of Education

## Postsecondary Educational Attainment

**GOAL:** Increase the number of students entering college and earning degrees, certifications, licenses, & apprenticeships.

- Postsecondary enrollments ↑
- Postsecondary credentials earned ↑
- Industry certifications or state licensures earned ↑
- Apprenticeship credentials earned ↑

DATA SOURCES: State Council of Higher Education for Virginia, VA Dept. of Labor and Industry, VA Dept. of Education

## Career & College Readiness

**GOAL:** Increase student readiness for both postsecondary education and the workplace.

- Workplace Readiness Skills Credentials earned ↑
- Career Readiness Certificates earned ↑
- Community college certificates or degrees earned by secondary students ↑
- Dual-enrollment credits earned →
- Advanced Placement (AP) course enrollment and/or exam completion ↑

DATA SOURCES: VA Dept. of Education, State Council of Higher Education for Virginia, VA Community College System

## Employment & Business Development

**GOAL:** Reduce unemployment and increase both employment and income.

- Labor force participation rate →
- Percentage change in total annual wages ↑
- Unemployment rate ↑
- Average weeks on unemployment →
- Percentage change in employment →
- Percentage change in establishments →

DATA SOURCE: VA Employment Commission

## Emerging Workforce in Manufacturing

**GOAL:** Increase credentials and enrollments in manufacturing-related programs; improve the reach of manufacturing instruction and overall employment.

- Dual-enrollment students in manufacturing-related career and technical education courses ↑
- Participation by secondary students in project-based competitive events ↑
- Completions of career and technical education within a manufacturing program of study ↑
- Participation in manufacturing-related community college internship programs ↑
- State-registered apprentices in manufacturing ↑
- Secondary students earning certifications related to manufacturing ↑
- Community college students earning certifications in a manufacturing program of study ↑
- Annual new hires in the manufacturing industry →
- Shared assets (labs, equipment, instructors) -
- Shared manufacturing curriculum programs -

DATA SOURCES: VA Employment Commission, VA Community College System, VA Dept. of Education, VA Dept. of Labor and Industry

Performance  
Trend

- Improving ↑
- Maintaining →
- Worsening ↓

Performance is tracked from 2008 to the latest year data is available.

# A Foundation for Growth

- Current collaborative initiatives to expand workforce training and career preparation:
- PluggedIn VA
- Governor's STEM and Health Academies
- Career Coaches
- Regional Sector Strategies and Career Pathways
- Regional Career Pathways for Vets
- Non-Credit Funds for Community Colleges to Provide Incumbent Workforce Training