

In accordance with Item 213 of the Appropriations Act, the Virginia Community College System (VCCS) offers the following in-depth summary of workforce development and noncredit instruction during FY 2018.

Introduction

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Institutes of Excellence

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Introduction

Virginia's Community Colleges provide a variety of activities to support employers, incumbent workers, and the emerging workforce. These activities include career pathway programs that assist individuals in transitioning to employment after training is provided, open enrollment courses (offered to the general public) that allow employees or potential employees to upgrade their skills, and customized training, which provides the opportunity for employers to develop a course of study for employees that meets specific training needs.

Fiscal Year 2018 marked the third year of VCCS's strategic plan, *Complete 2021*, which focuses on tripling the number of credentials earned by community college students. These credentials include degrees, diplomas, and certificates awarded as the result of credit coursework, as well as industry certifications and professional licensures awarded by third-party entities as the result of either credit or noncredit coursework provided by Virginia's Community Colleges.

Supporting Workforce and Noncredit Instruction at Community Colleges

Recognizing the importance of creating and sustaining a demand-driven supply of credentialed workers for high-demand occupations in the Commonwealth, state lawmakers created a new grant program in 2016 to make specific workforce training programs much more affordable for Virginians. The New Economy Workforce Credential Grant program, allocating \$12.5 million over Fiscal Years 2017 and 2018, reduces the student cost of approved workforce credential training programs by two-thirds, so that more people can access this type of training and the high-demand jobs that stem from it. The grant program covers community college training programs in 40 different occupational fields that are in demand across the Commonwealth. With the Workforce Credentials Grant, students are eligible for up to \$3,000 in grant money to help pay for the cost of credential training. Most programs take between six and twelve weeks and are built so Virginians can get their education while they work. At Virginia's Community Colleges, students can gain the skills that they need quickly and affordably, while creating more opportunity for their future.

Colleges design and offer training programs that meet the current workforce needs through delivery of noncredit open enrollment and customized training. During Fiscal Year 2018, colleges provided more than 52,000 individuals with noncredit workforce training. The types of workforce instruction include courses that provide skills upgrades, such as training in information technology, leadership and supervision, and project management. In addition, Workforce Credential Grant funds support training that prepares individuals to earn an

industry-recognized credential or licensure. These programs focus on a wide variety of high demands fields, such as business and customer service, education, healthcare, information technology, logistics and transportation, skilled trades, welding, and manufacturing. Courses include training for certified nursing assistants, pharmacy technicians, and medical coding and billing specialists; trades-related occupations, such as electricians, HVAC technicians, and welders; advanced manufacturing, such as the Manufacturing Technician 1; and information technology, including cybersecurity and CompTIA certifications. During Fiscal Year 2018, Virginia's Community Colleges provided training for over 20,000 industry-recognized credentials like these. More than 61 percent of these were awarded as the result of noncredit instruction.

Employers are another key customer of community college workforce services, whether through direct contracts or through partnerships with economic development and community agencies that assist existing or potential employers. Last year, colleges served 1,174 employers through noncredit training. In addition, workforce staff partnered with economic development agencies on 405 projects to recruit employers to the region and worked with community agencies on 102 projects to provide training services to dislocated workers.

Workforce coordinators at Virginia's Community Colleges consist of administrative and professional faculty, as well as classified staff. Each coordinator is evaluated annually using established Virginia Community College System and Virginia Department of Human Resources performance plans and procedures.

Improving Industry Credential Attainment, Employment Attainment and Services to Employers through Institutes of Excellence, Fiscal Year 2018

Community colleges received funding through the Institutes of Excellence (IE) program and other grants programs to develop and improve workforce training programs targeted at high-demand, high-growth workforce needs as recognized by today's employers. In Fiscal Year 2018, with the advent of the Workforce Credentials Grant, VCCS revised the way that IE funding was distributed to colleges. The VCCS implemented a competitive funding model focused on the development and/or expansion of programming to meet the regional workforce demands among the colleges. This was a significant change from previous years, when funding was largely project-based awards through a noncompetitive proposal process.

The focus of these projects was on preparing workers for completion of industry certifications and licensures. Community colleges used the Institutes of Excellence general funds and other state and federal funds authorized by the U.S. Congress and the Virginia General Assembly to support noncredit training and credentialing efforts related to high demand industry credentials. Virginia's Community Colleges responded to a competitive proposal process to use Institutes of Excellence funds in support of program development and capacity-building in a various high demand industry sectors, including education, healthcare, information technology, logistics and transportation, skilled trades, welding, and manufacturing. Colleges served over 6,500 program participants in these IE supported programs.

Institute of Excellence funding supported program development that resulted in students receiving training and industry certifications or licensures, including construction trades, heavy equipment operation, welding, and clinical medical assistance.

Lastly, through the Institutes of Excellence showcase at the annual Hire Ed conference, colleges set up display booths and delivered presentations on each of their projects, including curricula developed, recruitment materials, and program outcomes. This provided the opportunity for over 400 attendees representing economic development, workforce, and education to share and learn from their experiences, promoting expansion of the programs supported.

Expanding Services through Specialized Workforce Centers

In addition to the Institutes of Excellence, individuals and employers were served in Fiscal Year 2018 by the four specialty workforce centers located at Central Virginia, Danville, Paul D. Camp, and Thomas Nelson Community Colleges. These colleges improved and expanded training and developed new programs through noncredit workforce-related instruction with emphasis on student attainment of industry credentials. The allocation of state funds to these specialized workforce centers requires a 25 percent match from each college. Matching funds were provided by local and county governments, regional foundations, and federal grants, demonstrating the investment that these groups have in the workforce services provided by the centers. Workforce projects and services at each of these centers are described below.

Central Virginia Community College (CVCC) used the funds from this appropriation to provide educational and training services to the employers and residents in their service region by:

- providing over 43,039 contact hours of workforce-related training;
- offering training to 1,672 individuals;
- awarding 1,318 industry-recognized credentials;
- sponsoring 17 career camps for middle and high-school students by engaging students with career related experiences in science, math, engineering, and health careers.

Danville Community College (DCC) continued to respond to workforce needs for individuals and business and industry partners in the college service region. The DCC Regional Center for Advanced Training and Technology (RCATT) hosted a majority of workforce training services featuring electrical electronics and industrial maintenance laboratories in three high-ceiling, open-area classrooms. Halifax County continued to strongly support the technology programs, especially with new and fully operational labs in the county. On-campus programs in advanced manufacturing, including Precision Machining and Integrated Systems Technology, remained vibrant with enrollment topping 150 students with strong support from companies in Pittsylvania County and throughout the region and state. The students enrolled in the Dimensional Inspection program had the opportunity to qualify and sit for the Certified Quality Inspector credential. DCC remained engaged in an initiative to implement competency-based education into the welding program along with training for other industry credentials. Initiatives are also in progress to establish an Automation – Robotics program along with an Electrical Utility Substation Technician program to train students in high demand technical fields.

Paul D. Camp Community College (PDCCC) focused on the following noncredit training programs leading to employment and employee promotion:

- The new Fast Track Healthcare program, which bundles three certifications (Clinical Medical Assistant, Phlebotomy, and EKG Technician) and is offered at both the Franklin and Suffolk campuses;
- On-site noncredit certification programs at Deerfield Correctional Facility;
- The area's first National Center for Construction Education and Research (NCCER) Industrial Maintenance Electrical & Instrumentation (4-Level) program;
- Blended credit and non-credit in-demand IT programs (CompTIA A+, Network+, and Security+);
- The truck driver training program (Class A and Class B CDL) at the Suffolk campus;
- The Outside Machinist Pre-hire program at the Suffolk campus under a partnership with the Virginia Ship Repair Association, serving over 90 students since October 2017 with a 100% completion rate;
- Monthly Backflow Prevention, Forklift/Clamp Truck/Reach Truck, and the new Warehouse & Distribution Foundations courses;
- The creation of a Regional Warehouse and Distribution Training Facility at a local warehouse to provide students hands-on experience in a real-world environment. Students can earn OSHA 10, Career Readiness Certificate along with soft skills training and material handling equipment training before moving to the Global Logistics Associate credential and/or Logistics Management program;
- Numerous customized training programs to meet employers' needs including the development of 12 soft skills modules for employers and students.

Thomas Nelson Community College (TNCC) continued to work with Tidewater Community College, and Paul D Camp Community College along with Virginia Ship Repair Association (VSRA) to meet the needs of Newport News Shipyard by providing training for welders and Marine Electricians. TNCC trained 66 welders and 137 Marine Electrician as part of this partnership with VSRA. Thomas Nelson Community College served 7,182 individuals and over 610 companies with customized coursework, classes leading to industry certifications, open enrollment, and business workforce services including building hiring pipelines and consulting services at the Peninsula Workforce Development Center (PWDC). TNCC's Welding Center, an American Welding Society (AWS) accredited testing facility, continued to work with emerging, transitional and incumbent workers as they rotated through the center achieving skills from basic to advance welding disciplines. One hundred eighty-eight students were awarded one or more certifications for a total of 160 AWS certifications. The Center for Building Construction and Trades (CBCT) continued to be a valuable resource in providing customized training in HVAC, Facility Maintenance, and Residential Electricity. TNCC Workforce Development added Marine Electrical training to the courses offered at the CBCT to support the demand from Newport News Shipyard. All programs offer national certification upon completion of the course. TNCC continued to be co-operator of the Peninsula WorkLink WIOA One- Stop, now called Virginia Career Works in the PWDC. This represents a partnership with four other state and local

agencies sharing staff and facility costs and providing career search services for 5,000 individuals. The College Career Center at the PWDC served 1,400 credit and noncredit students. The center offers many employer events throughout the year, including reverse career fairs allowing companies to interview graduates of certification classes on a first-come, first-serve basis, The Peninsula Executive Leadership Forum, and entrepreneurship activities. TNCC Workforce Development staff developed and hosted a six day public summer camp in building and flying drones for middle school youth at the PWDC.