In addition to the 2013 VCCS Annual Report and in accordance with Item 213 of the Appropriations Act, Workforce Development Services is offering a more in-depth look at the year in review. Learn more about what our colleges offer to students, job seekers, and employers in the Commonwealth.

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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 career and workplace training are 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 that meets their specific training needs.

Achieve 2015, the six-year strategic plan for Virginia’s Community Colleges, includes workforce services and programs in the student access and success measurements. The access goal focuses on increasing the number of individuals enrolled or receiving services through the colleges to 423,000, while the success goal strives to increase the number of students graduating, transferring, or completing a workforce credential by 50 percent. Both goals also emphasize growth in services to traditionally underserved populations.

Supporting Workforce and Noncredit Instruction at Community Colleges

Colleges design training programs that meet the current workforce needs through delivery of noncredit open enrollment and customized training or credit customized training. During FY 2013, colleges provided more than 68,000 individuals with noncredit workforce training. The types of instruction related to workforce can include courses that provide skills upgrades, such as training in Microsoft Office, leadership and supervision, and project management. In addition, workforce departments offer instruction that prepares individuals to earn an industry certification or state licensure. Preparation coursework ranges from the health technologies fields, including training for certified nursing assistants, pharmacy technicians, and medical coding and billing specialists, to training for trades-related occupations, such as general contractors, HVAC technicians, and welders. In total, colleges offered over 105,000 course enrollments related to workforce in FY 2013.

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 over 12,000 employers. In addition, workforce staff partnered with economic development agencies on 257 projects to recruit employers to the region and worked with community agencies on 240 projects to provide training services to dislocated workers.
Improving Employment Attainment and Services to Employers through Institutes of Excellence, FY 2013

Community colleges received funding through the Institutes of Excellence program to develop and improve workforce training programs targeted at high demand, high growth workforce needs as recognized by today’s employers. The focus of these projects was on preparing workers for satisfactory completion of industry recognized certifications and licensures including the Career Readiness Certificate. The colleges used these funds and additional resources from community partners to develop and improve programs in advanced manufacturing, allied health, construction trades, education, employee readiness, energy efficiencies, entrepreneurship, human resources, law enforcement, logging, maintenance, maritime, mining, professional services, and transportation and logistics. Colleges developed 53 new courses, and served close to 246 employers and 710 program participants.

Students received training to earn 1,547 professional certifications or licensure including National Center for Construction Education and Research (NCCER), Career Readiness Certificate, Certified Nurse Assistant, Construction Trades, North American Board of Certified Energy Practitioners, EPA 603 Universal Refrigerant Recovery Certification, American Welding Society Certification, OSHA 10/30, CPR and First Aid, Medical Office Manager, Certified Medical Compliance Officer, Certified Medical Professional Auditor, and RRP Renovation, Repair, Painting and Lead Safety. Colleges worked closely with local One-Stop Centers, Workforce Investment Boards, Chambers of Commerce, Goodwill Industries, and other community partners to build the success of their programs.

Last, 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 curriculums developed, marketing 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.

Expanding Services through Specialized Workforce Centers

In addition to the Institutes of Excellence, close to 15,000 individuals were served in FY 2013 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. Workforce projects at these centers are described below:

- Central Virginia’s Weatherization Central Virginia developed a new Fast Track program model this year, offering its first two STEM-H Fast Track programs in welding and phlebotomy to 20 students. The model will be used for an additional 6 STEM-H programs in 2014.

- Danville’s Workforce Services offers an Career Studies Certificate in Manufacturing Technician providing opportunities for the unemployed and underemployed, as well as incumbent workers, to gain skill sets for high demand, high pay occupations in a manufacturing environment. Participants learn advanced manufacturing and operator skills
as well as knowledge of advanced manufacturing practices. We have trained over nineteen cohorts since the inception of this program.

- Paul D. Camp implemented the following non-credit training programs that provided enhanced employment opportunities: Marine Painter, Marine Welder, Fluff Mill Welder, Logger, Project Management Professional, Farm Maintenance Manager, as well as Food Service, Forest Products, and Warehouse and Distribution Industry Forklift and Reach Truck Operator.

- Thomas Nelson provides business-driven customized courses and programs for pre- and post-hire solutions, recruitment and skill assessments, and gap training for employment and training pipelines. A focus this year was expanding welding and marine skilled trades programs, with completion and employment rates averaging above 80 percent.