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 Fiscal Year 2019.

**Introduction**

**Supporting Workforce and Noncredit Instruction Institutes of Excellence**

**Specialized Workforce Centers**

**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 2019 marked the fourth 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, which allocated $9.5 million for Fiscal Year 2019, 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 in 42 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 2019, colleges provided more than 46,000 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-demand 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 2019, Virginia’s Community Colleges provided training for over 22,000 industry-recognized credentials like these. More than 63 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 over 1,500 employers through noncredit training.

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 2019**

Community colleges received funding through the Institutes of Excellence (IE) program and other grant 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 2019, 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 and to support noncredit training and credentialing efforts. This was a significant change from previous years, when funding was largely project-based awards through a noncompetitive proposal process.

Two community colleges were selected to use 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 capacity building for solar institutional installation and heavy equipment operation training that will result in students across the state receiving training and industry certifications or licensures.

Lastly, through the Institutes of Excellence Credential 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 2019 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 the following services to employers and individuals in our service region:

1. Sponsored 11 career camps for 80 middle and high school students with an emphasis on science, math, engineering, and health occupations.
2. Awarded 104 Career Readiness Certificates.
3. Provided 40,956 contact hours of workforce training.
4. Offered workforce training to 1,520 individuals.
5. Awarded 1,525 industry-recognized credentials.

**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 electronics and industrial maintenance laboratories in their high-ceiling, open-area classrooms. Programs in advanced manufacturing, including Precision Machining, Integrated Machining Technology, Welding, and Industrial Technician, remained strong with increased enrollment reflecting strong support from companies in Pittsylvania County and throughout the region. The students enrolled in the Metrology program had the opportunity to qualify and sit for the Certified Quality Inspector credential. Initiatives are in progress to establish an Automation-Robotics program, along with an Electrical Utility Substation Technician program to train students in these high demand technical fields. Industry credentialing continues to grow in DCC’s health care, manufacturing, and transportation programs, and the college is exploring the need for residential electrical and plumbing credentialing programs.

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

- The 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 and on-campus noncredit certification programs at Deerfield Correctional Facility (programs include Fast-Track Welding; Customer Service and Sales; Certified Logistics Associate; Certified Logistics Technician; Forklift, Clamp Truck, and Reach Truck; and Occupational Safety and Health Administration (OSHA) 10);
• The area’s first National Center for Construction Education and Research (NCCER) Industrial Maintenance Electrical and Instrumentation (4-Level) program;
• Blended credit and noncredit in-demand IT programs (CompTIA A+, Network+, and Security+);
• The truck driver training program (Class A and Class B Commercial Driver’s License) 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 100 students since October 2017 with a 99 percent completion rate and an 86 percent job retention at the shipyard;
• Monthly backflow prevention; forklift, clamp truck, and reach truck; and new warehouse and 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 an OSHA 10 and Career Readiness Certificate along with soft skills training and material handling equipment training before moving to the logistics certification programs;
• Numerous customized training programs to meet employers’ needs, including the development of 12 soft skills modules for employers and students.

Paul D. Camp Community College has also started a Workforce Innovation and Opportunity Act (WIOA) out-of-school youth program geared toward youth ages 16 to 24, with a focus on earning noncredit industry-recognized credentials. The Division of Workforce Development is also utilizing a new FastForward program improvement grant to procure a mobile welding lab with eight welding booths to be housed at the Suffolk campus. This mobile lab will be moved to areas throughout the service region to provide high-demand welding certification training to rural populations. The Virginia Ship Repair Association (VSRA) has partnered with the college to offer the Welding pre-hire program (Marine Trade Training) out of this lab as well.

**Thomas Nelson Community College (TNCC)** continued to work with Tidewater Community College and Paul D Camp Community College, along with the Virginia Shipyard Repair Association (VSRA), to meet the needs of Newport News Shipyard by providing training for welders and marine electricians as part of this partnership with VSRA. Thomas Nelson Community College served individuals and businesses 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 and leading to one or more AWS certifications. The Center for Building Construction and Trades (CBCT) remained a valuable resource in providing customized training in HVAC, facility maintenance, and residential electricity. TNCC 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 is the co-operator of the Peninsula WorkLink WIOA American Job Center, now called Virginia Career Works, in the PWDC, representing a partnership with four other state and local agencies sharing staff and facility costs and providing career search services for individuals. The College Career Center at the PWDC serves credit and noncredit students. The center offered 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 staff also developed and hosted a public summer camp focused on building and flying drones for middle school youth at the PWDC.