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VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION

GO Virginia Project “The Future of Workforce Development Outreach in LDWA6”

January 31, 2022



Website: vcwpiedmont.com

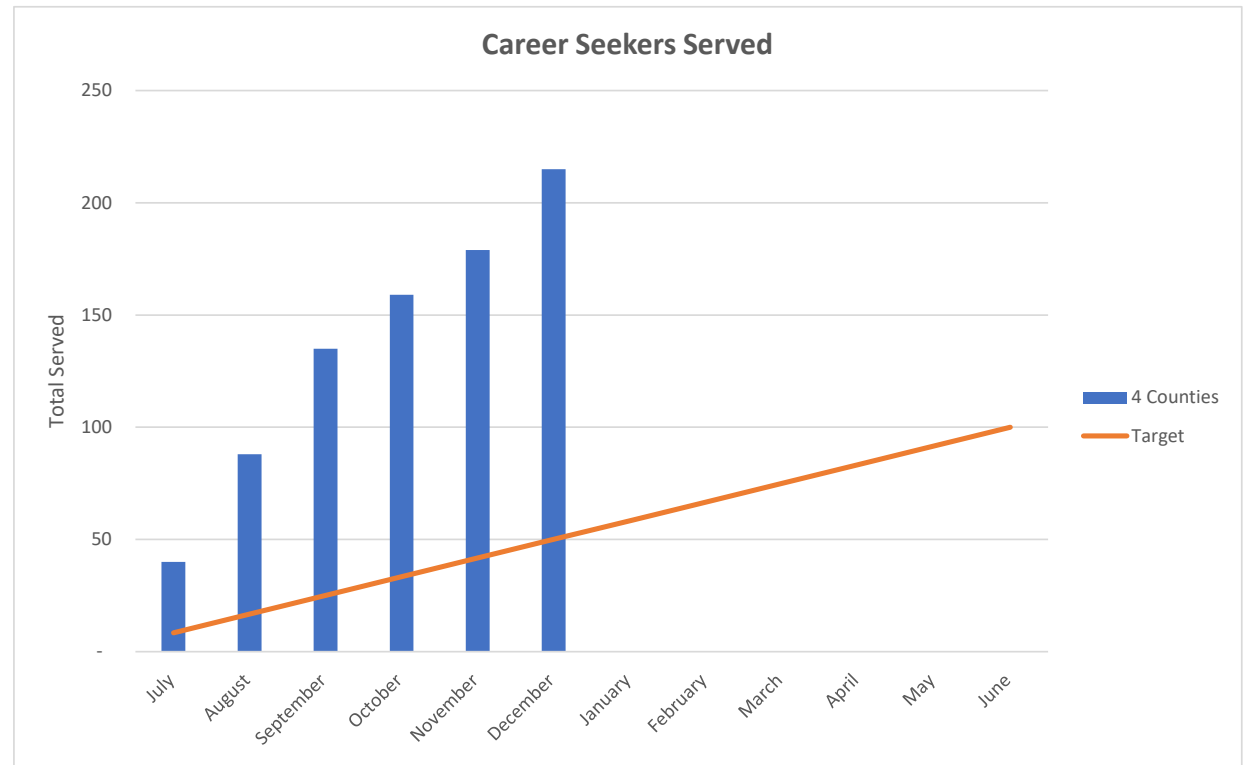
Pilot County Outreach: Mobile Workforce Specialists



Tracy Sides
Louisa, Fluvanna, Nelson



Jason Ford
Madison



Both specialists are focused on building workforce partnerships in the communities, connecting with businesses for support (including CPG), and supporting career seekers

CAREER PATHWAYS GUIDE

33% of Americans feel they are in a dead-end job as opposed to a career (Career Vision, 2021).

We've developed the **Career Pathways Guide (CPG)** to move the region forward with a focus on career development for businesses and career-seekers.



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Promotes employer recruitment and retention

Customizes business-specific paths, job titles, and wage rates

Identifies non-negotiable qualities, skills, training, certifications, etc.

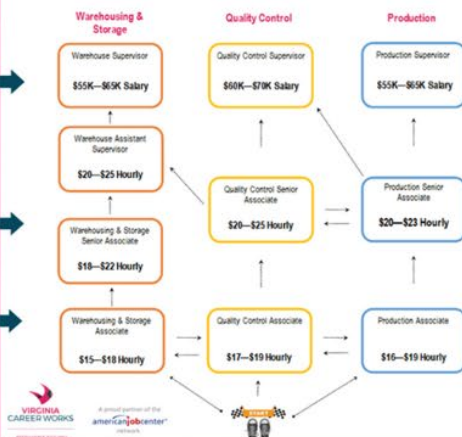
Fosters opportunities for employee growth and encourage lifelong learning

Skills/Experience:

- Management and Above:
- 5+ Years Experience
- Proven Leadership Experience
- Cultural Requirements
- Technical Requirements

- Credentials/Certification
- Forklift Certification
- Commercial Driver's License
- 2-4 Years Experience
- Cultural Requirements
- Technical Requirements

- Entry Level/Apprenticeship:
- Driver's License
- High School Diploma/GED
- Cultural Requirements
- Technical Requirements



Serves as an introduction to career-seekers for education and advancement opportunities

Creates opportunities for businesses to establish internships and registered apprenticeships for career-seekers.

Bridges communication gaps between businesses and education

Connects high school CTE and community college curricula to relevant career pathways

Regional Education Options

- VCW Piedmont Region
- Career Readiness
- Incumbent Worker Training
- Paid/Unpaid Work Experiences

- Community Colleges
- AS Degrees (Technical Training)
- Certificate Programs
- Registered Apprenticeships
- Paid on-the-job training with classroom instruction
- Internships
- Short-term positions for students to gain hands-on experience
- Work-Based Learning

- CTE Programs
- Internships
- Credentials

- Private
- Apprenticeships
- Internships
- Certificate Programs

Institutions	Warehousing & Storage	Quality Control	Production
Community Colleges & Higher Education			
Career & Technical Education			
Adult Education			
Private			



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Career Pathways Guide – Target Sectors

Completed



GASTON
&
WYATT



BOLD ROCK.



RIDGID.




GROPEN



In Process



RIVANNA

Pending



**VIRGINIA
CAREER WORKS**

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Career Pathways Guide - Testimonials

“Both attachments are awesome, thank you so much. I showed the head of operations, and she was amazed.” Scott Kozuch, Bold Rock

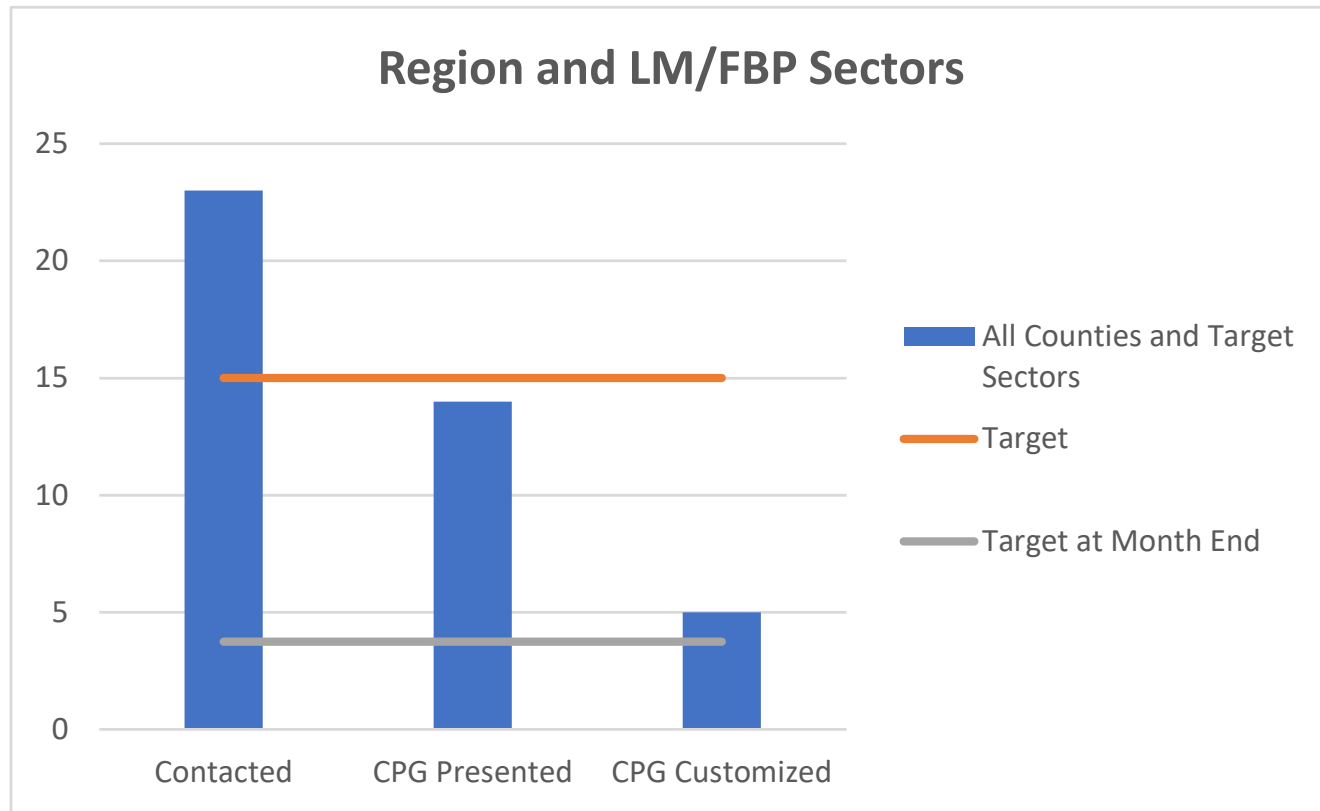
“Thank you so much for doing the video. We all loved the video; you did a great job. Can’t wait to use it in the future.” Jeff Earney, Gaston & Wyatt

“Thank you for spending time with us at Gropen today. We’re excited about the Pathways approach and look forward to receiving the first draft of the guide we discussed. Very good exercise, and I think this will be a great tool for us moving forward.” David Longwell, Gropen

“At previous companies, we’ve spent thousands of dollars for what you are offering.”
David Cranfield, Homestead Building Systems



Career Pathways Guide – Target Sectors



Additional business support is occurring in the target sectors and will be captured in future reports.

Thank You!



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