



DHCD Updates

- *GO Virginia Talent Pathways Planning Initiative*
- *JLARC Review*
- *2023 Growth Plan Review*

Presented to the Region 9 Council

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Topics

- *GO Virginia Talent Pathways Planning Initiative*
- *JLARC Review*
- *2023 Growth Plan Review*

TALENT PATHWAYS INITIATIVE

Planning Guidelines



Talent Pathways Initiative (TPI) Planning Guidance

Goal: To foster collaboration by business and education on expanding job opportunities, meeting workforce needs, and developing, retaining, and attracting talent to the Commonwealth to meet the needs of Virginia businesses in regional industry clusters.

Regional Allocation: Up to \$250,000

Key Activity: To conduct a situational analysis of existing conditions and to support the development of a regional talent pathway strategy to support the workforce needs **of priority targeted industry clusters** as designated in their approved 2021 Growth and Diversification plan.

Legislation: [House Bill 29](#), approved by 2022 General Assembly

GO Virginia Administrative Guidance: [TPI Guidance](#), adopted September 2022



Talent Pathways Initiative (TPI) Planning Guidance

- The Board invites interested regional councils to identify an industry cluster talent coordinating entity which may apply for up to \$250,000.
- With oversight by the regional councils, the coordinating entity in each region that is interested in applying will be tasked with developing a comprehensive talent pathway analysis and prioritize strategic investments with input from regional stakeholders.
- **Match:** The Growth and Opportunity Board will waive the local match requirement and the \$1:1 matching requirement for Talent Pathways Initiative analysis and planning proposals that undertake the effort given the exceptional economic opportunity of the initiative, but will still require the minimum Code of Virginia match of half the grant (e.g. A \$250,000 request will require \$125,000 match of non-state matching sources). Any future talent pathways implementation projects will be subject to the normal matching requirements absent subsequent action by the Board or the General Assembly.



Talent Pathways Initiative Planning Elements

To facilitate the analysis of talent pathways that support sustained economic growth and talent development and retention in the Commonwealth, **planning activities must include:**

- **Development of industry cluster coalitions to guide and advise on the completing the following:**
- **Conduct a quantitative and qualitative situational analysis of the workforce needs for one or more industry cluster prioritized by each region**
- **Complete of a gap analysis related to the critical occupations needed to help such clusters grow**
- **Identify the specific skills and training needed for people to fill such jobs, including those provided through high school career and technical education, credentials, certifications, apprenticeships, internships, and other degree and non-degree programs**
- **Development of an asset map that identifies the region's capacity (institutions, programs) to support the identified unmet workforce needs**
- **Identify solution-oriented pathway projects for future implementation**



Talent Pathways Planning Application

Each regional council that seeks to implement this subprogram will apply to DHCD through the Centralized Application Management System (CAMS) which is utilized for all GO Virginia funding applications. Applications shall be submitted in CAMS by the established quarterly deadlines for per capita funds.

Questions (1-3):

1. Which priority industry cluster(s) will be supported by this initiative and how were they selected? How do these industry clusters align with those outlined in the most recent regional growth and diversification plan?
2. The industry coalitions are a central part of the success of the TPI (Element 1). How will the regional council work to engage business leaders in these key sectors?
3. What process did the regional council utilize to identify and select their industry cluster talent coordinating entity (the coordinating entity will serve as project manager and may engage third parties to complete all or parts of the projects)? The Regional Council must utilize a selection process that ensures competing organizations are encouraged to strengthen regional collaboration through this application process.



Talent Pathways Planning Application

Question (4):

4. Briefly describe how the industry cluster talent coordinating entity will address, in its plan, each of the following six required elements in the program guidelines:
 - 1) Development of industry coalitions directed by industry leaders and engaging workforce system partners to guide and advise on the following:
 - 2) Completion of a quantitative and qualitative situational analysis of the workforce needs for one or more high-impact industry clusters prioritized by each region,
 - 3) Completion of a gap analysis related to the jobs needed to help such clusters grow,
 - 4) Identification of the skills and training needed for people to fill such jobs, including those provided through high school career and technical education, credentials, certifications, apprenticeships, internships, and other degree and non-degree programs, including a gap analysis of where such programs fall short in meeting identified needs,
 - 5) Development of an asset map that evaluates the region's capacity (institutions, programs) to support the identified unmet workforce needs,
 - 6) Identify strategies and supporting highest-impact pathway projects for future implementation.



Talent Pathways Planning Application

Questions (5-9):

5. How did your region's most recent growth and diversification plan inform this TPI approach?
6. What experience does the industry cluster talent coordinating entity have in talent pathways development and/or workforce system planning efforts?
7. Identify any anticipated challenges to the development of the TPI and how will the industry cluster talent coordinating entity address these challenges.
8. Outline the method that the regional council will use to oversee the talent pathways planning initiative.
9. How will the regional council actively support this initiative and use the insight and recommendations to develop potential talent pathways projects for future funding?



Talent Pathways Planning Application

Application Attachments:

- Attachment: Project Deliverables
- Attachment: Project Timeline with Milestones
- Attachment: Project Budget
- Optional Attachment: RFP Proposal Response



Talent Pathways Planning Application

Application Process:

- First grants available in December 2022, however, it is understood that not every region will be interested in or ready to apply for this funding at this time.
- Applications due on established Per Capita Application deadlines. See latest calendar [here](#).
- This planning grant program shall last no longer than a year from its start date, and represent a one-time regional allocation of funds for this purpose
- The Board will accept applications for Talent Pathways Planning Initiative **through Dec 2024**
- Applications submitted to DHCD for consideration will be reviewed by DHCD's GO Virginia staff in collaboration with VEDP's Office of Education Economics staff and reported to the Board for consideration at the next board meeting.



TPI Planning FAQs

- <https://www.dhcd.virginia.gov/sites/default/files/Docx/gova/regional-materials/gova-tpi-planning-faqs.pdf>

Governor's Budget
TALENT PATHWAYS DEVELOPMENT



Budget Language



U.1. The department shall continue the talent pathways planning grant program established in Item 114, Paragraph S. in House Bill 29 of the 2022 General Assembly, Special Session I. ***The Department may use a portion of funds not allocated to regions to support development and implementation of the regional plans.***



Budget Language



VIRGINIA INITIATIVE FOR
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2. *After the Board approves the report submitted by a regional council developed pursuant to the talent pathways planning grant program, **the Board may make talent pathways development grants to the regional council** to facilitate the collaborative creation of talent pathways in regional industry clusters identified in the report and in alignment with the region's growth and diversification plan. Funds may be used to administer the regional talent pathways development program by the Department and to foster talent pathways development collaborations between businesses and the providers of education and training programs in the region, including primary and secondary schools, community colleges, public and private colleges and universities, industry-focused training consortia, local governments, and other organizations engaged in workforce training, **for the purpose of addressing the current and future workforce needs of industry clusters identified as priorities in the region's report.***



Budget Language



*3. Of the amounts provided in this Item, \$4,500,000 in the second year from the general fund shall be allocated by the Board to qualifying regions to support **organizational, administrative, and capacity building activities, which, notwithstanding § 2.2-2489, Code of Virginia, shall not require matching funds.***



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Budget Language

*4. Of the amounts provided in this Item, **\$20,000,000 in the second year from the general fund shall be allocated to qualifying regions to support the talent pathways development collaborations to be created pursuant to the region's report. Grants shall require a match as provided by § 2.2-2489, Code of Virginia. Each region may seek grants to support the development of talent pathways development collaborations for not more than three targeted industry clusters in an amount per cluster to be determined by the Board. Collaborations among regions may seek grants in an amount per joint industry cluster to be determined by the Board. Talent pathways development grants shall be made within or among the regions for the purposes of fostering business-education collaboration, aligning educational and training curricula with existing or projected workforce needs, incorporating work-based learning in curricula to the fullest extent practicable, and providing students with opportunities for full-time employment in the industry cluster in the region or with another Virginia-based employer. Priority shall be given to traded sector industry clusters, and the creation of new or enhanced job opportunities shall be a principal focus of the funded efforts. The Board may make grants that are phased over time and tied to the achievement of development milestones established by the Board. To facilitate development of talent pathways that remedy current workforce shortages and unemployment or under-employment in the Commonwealth, talent pathways development collaborations facilitated by this program shall **emphasize alignment with programs that support transition of veterans into full-time employment in Virginia and programs that address reskilling or upskilling of adults for workforce needs and employment opportunities in Virginia. Grant funds may be used for the marketing of the program and resulting pathways.** Grant funds may be awarded over more than one year.***



Budget Language



VIRGINIA INITIATIVE FOR
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5. Regional councils shall regularly report to the Board on the progress and results of talent pathway development collaborations facilitated by this program. Such reports shall identify existing, expected, or proposed funding sources to support sustained implementation of the talent pathways after development, including support for marketing the pathways to students and employers, support to expand access to internships, apprenticeships, and other work-based learning opportunities, and support for ongoing analysis and updating of pathways based on labor market data. The reports shall also detail job creation facilitated by the grants and how the collaborations are mitigating outmigration of talent and creating new opportunities for Virginians or attracting talent to the Commonwealth.



Budget Language



*6. The Board shall convene a working group to develop guidelines for the distribution of funds pursuant to **this paragraph**. Such guidelines shall require that the award of such grants include provisions to facilitate repeatable and shareable curricula across educational institutions, active business engagement in development of such curricula, leverage of other public and private sources to support the programs, the ability to scale up existing successful programs and to enhance supply chain activities, the recruitment of and access for under-represented populations in talent pathways initiatives, and the retention for full-time employment in the Commonwealth of college graduates, returning veterans, and other identified sources of talent. The Department shall support efforts to share best practices and provide other such direction to the regions to assist with prioritizing initiatives and ensuring alignment with the state's economic development goals.*

GO Virginia
Joint Legislative Audit and
Review Committee
Program Review



JLARC Resolution



(Nov 2022) RESOLVED by the Joint Legislative Audit and Review Commission that staff be directed to review the effectiveness of the GO Virginia Program. In conducting its study, staff shall

- (i) determine whether regional collaboration on economic development efforts has improved because of GO Virginia,**

- (ii) evaluate whether the GO Virginia Board has developed**
 - (1) effective guidelines for use of the funds and an appropriate scoring system for awarding funds,**
 - (2) provided sufficient guidance to regions for the development of their Growth and Diversification Plans, and**
 - (3) collected appropriate information on project performance to assess regions' progress in achieving their economic development goals,**



JLARC Resolution



RESOLVED by the Joint Legislative Audit and Review Commission that staff be directed to review the effectiveness of the GO Virginia Program. In conducting its study, staff shall

- (iii) evaluate the quality of the performance metrics used for GO Virginia projects and the extent to which project performance is monitored,**
- (iv) evaluate the success of projects that have received GO Virginia funds;**
- (v) assess whether the information provided by regions when applying for projects, including regional workforce data, is used in a meaningful way,**



JLARC Resolution



RESOLVED by the Joint Legislative Audit and Review Commission that staff be directed to review the effectiveness of the GO Virginia Program. In conducting its study, staff shall

- (iii) determine whether agency support for GO Virginia is appropriately placed in the Department of Housing and Community Development,**
- (iv) review the overlap that exists between the GO Virginia program and other state economic development efforts, and whether this overlap is appropriate, and**
- (v) assess the adequacy of funding for GO Virginia, including whether funding levels should be increased for the program or redirected to other state economic development efforts.**

GO Virginia
Growth & Diversification Plan
2023 Review



Overview

Why does the G&D Plan matter?

- Each region has a Growth & Diversification Plan - a **guiding strategy** to achieve its economic development goals
- Every project recommended by the Regional Councils should be consistent with the strategies and goals outlined in plan

Why does it need to be reviewed?

- Each Regional Council is required to review their G&D Plan biennially while receiving grants
- 2023 review due in October of 2023 for consideration at December 2023 GO Virginia Board Meeting
- Goal of this review is to **provide councils opportunity to reflect on the plan and restate their commitment to targeted industries and goals and strategies**



Current Plan

Table shows required criteria – included in 2021 update
(Note: if any information is not covered in a region’s existing plan, the plan should be updated to include the missing criteria - DHCD staff will review each plan to ensure all criteria are met)

2023 update = review existing elements and submit narrative (max 6 pages) summarizing and restating commitment to existing plan. Process **should be less time-consuming and exhaustive than 2021 update.**

Requirement (see 2021 Update Guidelines for more information)
Performance of regional economy
Situational analysis for each targeted industry sector
Skills gap analysis for targeted industry sector
Plan goals + strategies
Partners for collaboration



2023 Review - Template

- Councils may choose to update and amend their Growth & Diversification plans beyond requirements but, **at a minimum, each council should 1) review their current plan and 2) complete template** (provided to support organization staff)
- Filling out template as opportunity to reflect on current plan, address any updates, and summarize their key goals and how they will be addressed through future project development.
- Shorter 2023 review will produce concise summary document that can be shared with potential applicants, stakeholders, etc. to give overview of G&D Plan and regional economic development goals and strategies