



VIRGINIA INITIATIVE FOR  
**GROWTH &  
OPPORTUNITY**  
IN EACH REGION  
REGIONAL COUNCIL 9

As approved  
10/18/2024

**REGIONAL COUNCIL 9  
TALENT DEVELOPMENT TASK FORCE MEETING  
JUNE 28, 2021  
2:00 PM to 3:00 PM  
Zoom Link or Call-In**

Due to the COVID crisis this meeting was held via electronic means details included with this agenda.

**MINUTES**

**Attending:** Ed Dalrymple, Ed Scott, Jan Gullickson, Kim Blosser

**Absent:** Paul McCulla, Steve Ray

**Special Guest of Council:** Frank Friedman

**Staff:** Shannon Holland

**1. Welcome**

Ed Scott opened the meeting at 3:01 PM stating that the meeting was being held electronically via Zoom video and call-in due to the State of Emergency declared by the Governor.

**2. Roll Call**

Shannon Holland performed a roll call. Attendance is noted above.

**3. Public Comment**

Ed Scott stated that the meeting had been publicly noticed and that public comment forms were posted for those wanting to have their comments read into the record. Shannon Holland stated that no public comments had been submitted.

**4. Approve Prior Meeting Minutes**

Ed Scott asked if there was a motion to approve the Meeting Minutes as presented.

***Ed Dalrymple made a motion to approve the Meeting Minutes as presented. Jan Gullickson seconded the motion. The motion passed.***

**5. Discussion on Regional Talent Development Approaches and Opportunities**

Ed Scott noted that the reason for the meeting was to discuss feedback received during a the Future of Workforce ERR grant pitch call and to discuss the recently released SCHEV grant opportunity, lay the groundwork for developing new Talent Development Opportunities for the Growth Plan Update and develop ideas for engaging all workforce stakeholders to align the pipeline for a comprehensive and regionally focused GO Virginia grant in the near future. Ed Dalrymple added that the region could also be looking for the opportunity to drive a statewide “competitive” grant in Talent Development, as well.

Ed Scott shared that two GO Virginia Board Members, during the last grant pitch call, suggested that community colleges consider ways to survey small / medium businesses to identify skill gaps and training needs. They suggested that Virginia Western Community College may be a resource that is doing this already.

Highlights of this discussion include:

- The three community colleges in Region 9 would be open to doing such a survey
- It might be best to complete in the Fall when the transition out of COVID pandemic impact was

further along

- May need to revise VWCC's survey based on regional characteristics
- Jan Gullickson volunteered to reach out to Virginia Western Community College
- Is there a way to design a general training program so that groups of people from companies with similar needs could be trained? Would a survey help identify what those sectors might be?
- Could the survey be used to identify what skills, abilities or knowledge is needed vs what types of employee certificates are needed? Perhaps a task analysis is needed rather than jobs analysis
- Da-Com, which PVCC uses, may be a good resource for such a survey
- Are the salaries for the pipeline jobs high enough for a living wage?
- Virginia hasn't invested enough in equipment for training programs so that has to be sourced from private sector
- How should high schools be engaged?
- Most students must be earning money while learning

A discussion ensued about what opportunities might qualify for the SCHEV grant recently announced through GO Virginia. Shannon Holland clarified that the grants can be awarded to a third party however the grant must come through higher education. Highlights of that discussion include:

- Large employers are most successful with apprenticeships because of scale
- The reason apprenticeships work well in Europe is that the government picks up part or all of wages
- Different organizations within each community college footprint are responsible for overseeing internships
- A new youth apprenticeship in Louisa County is being rolled out
- Could the grant funds be used to pay for a regional apprenticeship coordinator?
- What about targeting females?

Shannon Holland shared that she would appreciate input and direction for developing a regionally focused comprehensive Talent Development and Workforce GO Virginia grant since 2021 will likely be a workforce focused year and the completion of two important GO Virginia grants. The Workforce Recovery grant led by the Central Virginia Partnership is completing target sector workforce strategies. Virginia Career Works is expanding the aperture of their work through the completion of the Project Reconnect grant as well as the newly funded Future of Workforce grant. Virginia Career Works is also developing an employer toolkit for identifying workforce needs.

Ed Dalrymple added that VCCS is possibly rolling out a collaboration between the Construction Association and Dominion Energy for talent pipeline in September.

Jan Gullickson volunteered to update the Council on Talent Development Task Force Meeting at the Annual Meeting to be held June 29, 2021.

## **6. Other Business**

No other business was presented.

## **7. Adjourn**

***The meeting adjourned at 3:00 PM.***

**Topic: Shannon Holland's Zoom Meeting**

**Time: Jun 28, 2021 02:00 PM Eastern Time (US and Canada)**

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