

**Piedmont Workforce Development Board (PWDB)**  
**Business and Education Outreach Committee**  
**Monthly Meeting Minutes**



**Business and Education Outreach Committee Monthly Meeting**  
**Tuesday – October 9,, 2023**  
**1:30 PM - 2:30 PM**  
**Via Zoom**

In Attendance: Scott Kozuch, chair  
Brian Rothamel, Angela Hobson, Jeff Earney, Annette Hyde

**I. Call to Order**

Scott Kozuch

Meeting was called to order at 1:35 pm.

**II. Review of Meeting Minutes, August 8, 2023**

Scott Kozuch

- A. Meeting minutes were unavailable prior to today's meeting and are since posted to the website.
- B. There were no comments from the August 8, 2023 meeting.
- C. Angela Hobson updated the committee on progress of the Talent Supply Connector Grant. The team has completed 24 Employer Toolkits for businesses in the region. Seven industry tours were arranged for Albemarle County Public Schools, held on October 10th and rack cards were provided in five languages. Initial planning is taking place for industry tours for Greene County Public Schools and Nelson County Public Schools to visit Battlefield Park and Pepsi. The Counselors' Coalition Summit *Let's Get Together* will take place on Oct. 25, (26 school representatives, 7 businesses, 9 workforce scheduled to attend for a total of 42) Complete initial WBLA planning sessions with each of the six participating pilot schools. The first cohort for Greene County schools started on September 26, 2023 with 90 students. Lugo McGinnis Academy will start on October 11, 2023 with 7 students. Charlottesville City High School will start on October 31, 2023 with 4 students. VCWP is hosting two interns from Fluvanna County Public Schools. The WBLA Framework is published on the VCWP website. The WBLA curriculum is located in a Google Classroom database. The Coalition Summit will launch standing coalition meetings for PD 9 and PD 10 businesses in the Light Manufacturing and Food and Beverage Manufacturing sectors. The Open House/Ribbon Cutting Ceremony was a huge success.

**III. Presentation by Scott Kozuch on the Registered Apprenticeship Conference in Richmond, Va.**

- A. One point made is that Virginia is under utilizing WIOA funds, currently using 3-5% and have up to 25% more. Youngkin plans to address the teacher shortage and RA is one component in his plan. The State Superintendent created a plan to address the need of RA participants for childcare. Virginia ranks 13th in the nation in RA participation, behind California, Texas, Missouri, and Kansas. There was discussion concerning barriers to RA including; time, cost, priority of services, and need for assistance from the state office. Virginia receives \$3M for RA and Kansas receives \$15M. Virginia is making gains but not yet seeing the results. Shenandoah Valley Workforce Development Board is recognized for their work in this area. Danville is also making great gains for Virginia. Danville offers training centers that are visited from across the nation. They have established 17 RA programs and continue to see growth each year. What works in building strong RA programs? industry tours, on the job training, childcare solutions, and addressing food insecurity.
- B. Q&A from the group: What experiences have our businesses had with individuals participating in RA? Do they stay or take their newly acquired skills and leave? Answer: A few leave, but most stay. Once the business helps the employee see the pathway to Journeyman level and higher pay, they have an incentive to stay. Compensation equates to promotion at the completion of the RA. How do you protect proprietary concerns if the RA leaves? Incentives to have them stay like sign on

bonus awarded at the end, or disputed over the course of time, nondisclosures, retention bonuses with/without interest, international hires.

**IV. Comments**

- A. Next meeting is scheduled for November 14, 2023 at 1:30-2:30. An email invitation to join the zoom link will be provided one week prior to the meeting.

**V. Adjournment**

Scott Kozuch

Meeting was adjourned at 2:20.