

VIRGINIA'S COMMUNITY COLLEGES

# Workforce Development Services

**HIRE** EDUCATION

A N N U A L   R E P O R T

F I S C A L   Y E A R   2 0 0 6

# From the Vice Chancellor

## VCCS WORKFORCE DEVELOPMENT SERVICES



*Front row (l-r): Mindy Fast, Wendy Kang, Elizabeth Creamer, MaChere Dickerson, and Trenton Hightower. Back row (l-r): Gloria Westerman, Peter Blake, Heather Millar, Leonard Sledge, Nicki Coyle, and Liz Riley*

Welcome to the 2006 Annual Report for the Virginia Community College System Workforce Development Services. We deliberately chose the theme of “hire education” for this report to emphasize the role our colleges play in the economic vitality of our communities. The jobs we hold and the skills we bring to them are central to our prosperity. Our success is measured by how well we make the connections between “hire” and “education.”

The following pages tell the story of Workforce Development Services at Virginia’s 23 community colleges. Our programs and activities span many facets of workforce development, from short-term training courses for incumbent workers to “pipeline” programs that aim to address future workforce needs. In every case, Virginia’s community colleges strive to bring higher skills to more people as efficiently as possible.

Our numbers for 2006 are impressive. In our core workforce programs, which include open enrollment and customized occupational courses and services, Virginia’s community colleges served over 131,000 individuals, an 11% increase over the prior year. More than 900 employers paid for 54,000 of these individuals to complete a course that was customized for their specific companies. Our colleges also worked on nearly 200 company recruitment projects with state and local economic development agencies.

Also in 2006, nearly 50,000 individuals participated in specialized programs that help them advance to higher levels of education and employment. These programs include Middle College, Apprenticeship Related Instruction, Career Coaches, Tech Prep, and Career Readiness Certificate. With economic and demographic changes on the horizon, these programs hold considerable promise for growth and effectiveness.

As you read the annual report, please note the breadth and depth of workforce development activities in the community colleges. Combined, the colleges provided services to over 180,000 individuals last year at an average program cost of under \$50. We remain on track to reach our Dateline 2009 goal of 225,000 participants in workforce development programs and to remain a leader in Virginia “hire education.”

For additional information on Virginia’s return on investment in the community college system, visit our website at [www.vccs.edu](http://www.vccs.edu) and click on “Workforce Development.”

*Peter Blake, Vice Chancellor  
Workforce Development Services*

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# System Office Highlights

## VCCS WORKFORCE DEVELOPMENT SERVICES

### How is Workforce Development Meeting the Demands of Today?

One hears it everywhere: our changing economy requires higher job skill levels; we face critical shortages in important employment sectors; we need to remove barriers to educational opportunity. Workforce Development Services must anticipate and respond to these rapid changes in the labor environment. The next several pages highlight programs developed by Virginia's community colleges that address these needs. Some programs are designed to stimulate interest in and preparation for high-demand occupations. Others aim to meet specific workforce skills that business and industry say they need. Collectively, they help address some of the greatest challenges in workforce development today.

#### Overcoming Teacher Shortages in Virginia

The VCCS developed the **Career Switcher** Alternative Route to Licensure Program to meet the critical teacher shortages in Virginia and to attract individuals with considerable life experiences, career achievements, and academic backgrounds into the teaching profession. The program is designed to provide an alternative route to the traditional four-year teacher training programs for professionals with a bachelor's degree.

Under the program, qualified individuals who want to become teachers in the selected endorsement areas follow a course of study consisting of five courses delivered within a 16-week time frame. A minimum of 30 hours of that time is spent in the field working in the classroom with students. The course schedule and delivery methods are designed especially to allow full or part-time employment throughout. Upon completion of these courses, the student receives a one-year eligibility license, allowing the recipient to be hired by any school district in the state of Virginia. The new teacher is paired with a specially trained mentor for the first year and participates in five special professional development seminars. After that, and upon recommendation from the school system, the new teacher is eligible for a regular five-year license.

More than 100 individuals have completed the Level I portion of the program, making them eligible to teach in the classrooms of Virginia in critical shortage areas such as mathematics, the sciences, middle school grades, foreign languages, and English as a Second Language.

#### Meeting Business and Industry Needs

The VCCS office provides resources to the colleges to ensure consistent instruction statewide to prepare individuals for a number of state licensing exams in Virginia. The **Contractor Business Licensing Class**, offered by 16 colleges, has been approved by the Virginia Board of Contractors and is a pre-license education requirement for prospective Virginia contractors. The Virginia Motor Vehicle Dealer Board, the Virginia Independent

#### PROJECTS IN THE WORKS!

A **Clinical Technician Program**, developed by Inova Health Care System and Northern Virginia Community College, provides growth opportunities for persons working as entry-level unlicensed assistive personnel in the hospital setting. Students in the program can obtain the skills necessary to advance to a clinical technician position through the structure of a Registered Apprenticeship Program approved by the Virginia Department of Labor and Industry.

The **Roofing Apprenticeship Program** began in October 2006 at two colleges, Tidewater Community College and John Tyler Community College. The program includes classroom instruction, which is administered by the VCCS, and on-the-job training, which has been approved by the Virginia Department of Labor and Industry. Apprentices will receive a Roofing Certificate after successful completion of the three-year program.

Virginia's Community Colleges received \$75,000 from the Virginia Workforce Council to develop the **Virginia Manufacturing Specialist Certification** in collaboration with representatives from the manufacturing industry. The Virginia Manufacturing Specialist Certification will give prospective employees a credential that demonstrates they have entry-level skills to be successfully trained in a manufacturing related occupation.

## System Office Highlights, continued

Automobile Dealers Association, and Virginia's community colleges collaborate to present the **Dealer Operator Course** twice a month across the state to prepare independent dealers for their operator license. A third new program, the **Cemetery Management Program**, prepares employees to comply with Virginia Cemetery Board regulations and is available at two community colleges.

To meet the growing need for **Spanish language training** in all industries, the majority of the VCCS workforce development offices completed certification training for Command Spanish®. Today, more than half of the colleges provide Spanish training for healthcare workers, educators, and other industry workers on a regular basis.

### From High School to College to Work

The VCCS and the Virginia Department of Education are working to define a statewide career pathway model that will expand the concept from high school students to adult learners, as well as the emerging workforce. Career pathways facilitate the learning process for students and lead to an industry recognized credential, licensure, and/or college degree. Career pathways are created by regional partnerships of school divisions, community colleges, universities, business and industry, and economic and workforce development entities. Pathway elements include: academic, technical, and workforce readiness skills development; curriculum alignment between educational levels; career planning and assessments; and experiential learning. Career pathways leading from high school to community college, university, or apprentice programs also include opportunities to earn transferrable college credits.

Increasingly, career pathways follow a 4+2+2 model in which high school students are able to apply credits earned in high school to community college degrees and community college credits to baccalaureate

degrees. One example of this is in Information Technologies. High school students enrolled in Business and Information Technology courses at their local high school that are articulated through the federal Tech Prep program or through new statewide articulation agreements can transfer as many as 12 college credits to a community college IT program. After earning their associate of applied science degree in IT at one of 12 community colleges, students then can transfer as many as 65 credits into a computer science program at Radford University. To date, 68 Virginia community college students have enrolled in Radford University computer science programs.

With support from a VCCS National Science Foundation grant and federal Perkins funds, New River and Tidewater Community Colleges are creating new pathways in Information Technology targeted to emerging industries and appealing to the millennial generation. In Fall 2006, New River Community College became the only institution of higher education in Virginia to offer a program specialization in gaming technology. Tidewater Community College's course, Computer Forensics for Crime Scene Investigations (CSI), teaches basic procedures for retrieving leads from digital evidence in criminal cases. It is proving popular with CSI fans as well as meeting a new industry need.

Career planning is essential to increasing the number and percentage of high school students enrolling in career pathways. Presently, 52 career coaches are based in 72 high schools throughout the Commonwealth to assist in exploring career pathway options. In 2005-06, the program developed a statewide handbook for coaches and supervisors, a career coaching curriculum for professional development, an annual academy for coaches, and an on-line community. More information about career coaches can be found on page 4.

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#### CODE of VIRGINIA § 23-215.

*B. The Virginia Community College System shall be the state agency with primary responsibility for coordinating workforce training at the post-secondary to the associate degree level, exclusive of the career and technical education programs provided through and administered by the public school system. This responsibility shall not preclude other agencies from also providing such services as appropriate, but these activities shall be coordinated with the community colleges.*

*C. In addition to other responsibilities of the Virginia Community College System, the community colleges shall (i) maximize noncredit course offerings made available to business and industry at a time and place that meet current and projected workforce needs and minimize the cost of noncredit offerings to business and industry to the extent feasible, (ii) deal directly with employers in designing and offering courses to meet real, current, and projected workforce training needs, and (iii) maximize the availability and use of distance learning courses addressing workforce training needs. The Virginia Community College System shall report on actions taken to meet the requirements of this subsection in its annual report to the General Assembly on workforce development activities required by the appropriation act.*

# 2005-06 Appropriations and Impact

## VCCS WORKFORCE DEVELOPMENT SERVICES

Budget figures may differ from the 2004-2006 Biennium Budget due to reductions, carryover or restored funds.

### STATE FUNDING

#### Apprenticeship \$1,044,500

Instruction is based on specific occupation areas and developed in cooperation with industry leaders and the Virginia Department of Labor and Industry. A registered apprentice is required to complete a recommended minimum of 144 hours of related instruction and a minimum of 2,000 hours of supervised work experience in a specific occupation and for each year of the apprenticeship.

Apprenticeship Related Instruction is offered by education providers in service regions. The majority (88%) of apprenticeship enrollments are provided through Department of Education-operated local technical centers while the remaining enrollments are provided through the community colleges.

Apprentices enrolled in instruction related services	5,418
Apprentices who completed the related instruction component	603
Employers who sponsored apprentices	1,496

#### Institutes of Excellence \$890,502

The role of the Institutes of Excellence is to support the development of credit and noncredit instructional programs that prepare a skilled labor force for high wage, high skill, and high growth occupations in the Commonwealth of Virginia.

- ▶ Awarded \$462,147 in grants to the 23 community colleges to develop new instructional programs and courses or alternative program and course delivery methods to meet the local workforce development needs. Examples of new programs include: Siemens Step-7 Control Systems, Registered Communications Distribution Designer, Auto Electronic Installation Specialist Certification, Mobile Geographic Information Systems, Nursing Pre-Entry and Re-Entry, and Mechatronics & Welding.

Number of new programs	17
Number of courses developed or updated	81
Number of students enrolled in new programs	689
Students completing new or updated courses	2,215
Funding match received through cash or in-kind donations in support of Institutes of Excellence projects	\$867,803

- ▶ Awarded \$100,000 in supplemental grants to eight community colleges to purchase or lease equipment and software to enhance the development and delivery of workforce related instructional programs.
- ▶ Received \$75,000 from the Virginia Workforce Council to develop the Virginia Manufacturing Specialist Certification in collaboration with the Virginia Manufacturing Council.
- ▶ Received \$50,000 from the Verizon Foundation to deliver Fiber Optics Installation Certification training to victims of domestic abuse through Tidewater Community College's Job Skills Training Program.

#### Workforce Development Non-Credit and Credit Instruction and Services

Non-Credit Instruction Support	\$1,100,970
Workforce Development Staff Support	\$1,525,000

Workforce Development Services offers individuals and employers course instruction through open enrollment (offered to the general public) and customized non-credit and credit-instruction. In FY 2006, 76,621 individuals completed open-enrollment courses and 54,549 individuals received customized training. In addition, WDS staff continued to work with partners, such as the Department of Business Assistance, local One-Stops, Workforce Investment Boards, and the Virginia Department of Economic Development to improve services to individuals and employers.

Non-credit course completers	95,611
Credit course completers	35,559
Total course completers	131,170
Completers of courses for industry certification	15,782
WIA training vouchers used to pay for training	1,049
Employers served through customized services and training	918
Employers served through open-enrollment courses	2,779
Company recruitment projects with state and local economic development agencies	182
Dislocated worker projects with other community agencies	108
Expanding industry projects sponsored by the Department of Business Assistance	43
Community service courses and events	3,991

## Appropriations & Impact, continued

### Workforce Training Centers

Workforce Training Centers are specialized facilities managed by community colleges in collaboration with local governments and community agencies. Funding for these centers is most often provided by localities and the Commonwealth of Virginia:

*Four Workforce Training Centers received state funding with a 25% match from their respective communities:*

- Virginia Peninsula Workforce Development Center at Thomas Nelson Community College
- Regional Center for Applied Technology and Training at Danville Community College
- Regional Workforce Development Center at Paul D. Camp Community College
- Central Virginia Manufacturing Technical Training Center at Central Virginia Community College

The centers are a subset of the totals provided on page 3:

Non-credit course completers	15,291
Credit course completers	7,251
Total course completers	22,542
Completers of courses for industry certification	2,618
WIA training vouchers used to pay for training	221
Employers served through customized services and training	252
Employers served through open-enrollment courses	257
Company recruitment projects with state and local economic development agencies	46
Dislocated worker projects with other community agencies	8
Expanding industry projects sponsored by the Department of Business Assistance	10
Community service courses and events	731

## OTHER FUNDING

### Career Coaches

**\$412,928**

Career coaches are community college employees placed in local high schools to help students in exploring their career aspirations and in developing career plans and portfolios.

Career coaches also connect students to workforce and college preparatory programs offered by the community college such as dual enrollment and Tech Prep. The ultimate goal of the career coach initiative is to increase the number of high school graduates who are prepared for success in post-secondary education and training, apprenticeship programs, and the skilled workforce.



From 11 career coaches in 2004-2005, the career coach initiative has grown to more than 50 coaches located in 72 high schools across Virginia.

Students contacted	28,017
Ongoing counseling/coaching (one-on-one or small group)	21,182
Career plan development	7,339
College placement testing and assessments	6,592
Dual enrollment referrals	9,214
Tech Prep enrollment referrals	9,975
Work-based Learning (includes internships, job shadowing, and business/industry mentoring)	122



### Job Skills Training Program

*In 2006, the Virginia Foundation for Community College Education received \$50,000 from the Verizon Foundation to develop a Fiber Optics Installer Career Pathway for Victims of Domestic Abuse. The Job Skills Training Program at Tidewater Community College successfully developed and implemented the program. All program participants completed the Fiber Optics Installer Career Pathway program and received an industry certification as a Certified Professional Fiber Optics Installer. At left, Steve Clementi, Director of External Affairs with Verizon, congratulates Lachell Horton, Job Skills Training Program graduate, Tidewater Community College.*

## Appropriations & Impact, continued

### Career Readiness Certificate (CRC)

**\$80,000**

The Career Readiness Certificate is a portable skills credential that uses WorkKeys to assess individuals based on employability skills in the areas of applied mathematics, locating information, and reading for information. The VCCS administers the Career Readiness Certificate and the Virginia “Skillsbank” database. Individuals may receive one of three certificates. Gold signifies that a recipient possesses skills for 85% of the jobs profiled by WorkKeys. Silver signifies that a recipient possesses skills for approximately 65% of jobs profiled and the Bronze level signifies that a recipient possesses skills for approximately 30% of the jobs profiled by WorkKeys.

Interest in and acceptance of this new credential is rapidly growing. The Career Readiness Certificate has been endorsed by the Virginia Chamber of Commerce, the VCCS, the Virginia Manufacturers Association, the Virginia AFL-CIO, and by the Virginia Workforce Council.

Gold Certificates Awarded	656
Silver Certificates Awarded	1,914
Bronze Certificates Awarded	1,163
Total Certificates Awarded	3,733

### Middle College

**\$850,000**

Middle College is a comprehensive college-recovery program for students ages 18 to 24 who do not have a high school diploma. The program empowers the student to pursue the GED, college curriculum and workforce certification simultaneously. Middle Colleges are located at Danville, Germanna, J. Sargeant Reynolds, New River, and Southside Virginia community colleges.

Initial enrollment	452
Continued enrollment	382
Received GED	292
Received the Career Readiness Certificate	191
Enrolled in post-secondary program	171

### Post-Secondary Perkins

**\$3,820,661**

Carl D. Perkins programs at all 23 colleges target continuous improvement of career and technical education programs at both secondary and post-secondary levels so that students graduate with core academic and advanced technical skills and are prepared for success in higher education and the skilled workforce.

In 2004-2005, over 67,000 post-secondary students enrolled in degree- or certificate-bearing programs funded through Perkins. The figures below represent the percentage of students engaged in selected activities.

Attained academic skills in required coursework	78%
Attained occupational and technical skills in required coursework	86%
Graduated or continued studies at the community college	53%
Employed upon graduation	74%
Remained in employment six months upon graduation	94%

### Tech Prep

**\$2,419,604**

Tech Prep’s mission is to develop, support, and promote career pathways for the emerging labor force that lead to high demand, high wage careers. Pathways begin in high school and contain an integrated curriculum of core academics with career and technical education that continues through an associate degree or baccalaureate degree, industry certification, or apprenticeship. Tech Prep Career Pathways are provided at all 23 Virginia community colleges.

Colleges administer Tech Prep through local consortia comprised of secondary and post-secondary education and business and industry partners.



#### Career Switcher Program

*It took Karen Zirk two decades—but only six months after she enrolled in the VCCS Career Switcher Program—to become a science teacher. Her path included obtaining a college degree, dealing with family responsibilities, working at a poultry plant and then as a teller manager at Wachovia bank. Zirk left the banking community, but took her real-life experiences with her. She graduated from the Career Switchers program offered at Blue Ridge Community College in Weyers Cave and earned her teacher’s certificate. The Career Switchers program is for candidates who have a bachelor’s degree and at least five years of work experience. It offers a “fast track” to getting a teacher’s license. Zirk is now a full-time science teacher for Shenandoah County.*

## Appropriations & Impact, continued

### Student Services

Enrollment in post-secondary Career Pathway programs	18,324
Business/industry certifications received by students	2,214
Community college orientations	10,860
College placement tests	4,683
Career coaching and planning	8,578
Career exploration activities	32,912
Employability skills training	8,452
Work-site learning experiences provided through cooperative education, internships or service learning	3,047

### College Services

Secondary and post-secondary educators who received professional development, such as certification training and testing or career coaching techniques	5,206
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### Dominion TechWays

**\$266,009**

The mission of Dominion TechWays, a grant initiative funded by the National Science Foundation, is to develop career pathways for the new Information Technology professional who must have a broad knowledge of business processes, a deep understanding of technology situations, and the career planning skills to navigate an ever-changing workplace. Project goals include: alignment of VCCS IT curriculum with national skill standards; development of new programs in emerging technologies; state and regional articulation of high school, community college, and university programs; creation of new dual-enrollment courses; development models for project-based learning; professional development in new technologies and pedagogies; and integration of career planning into IT curriculum.

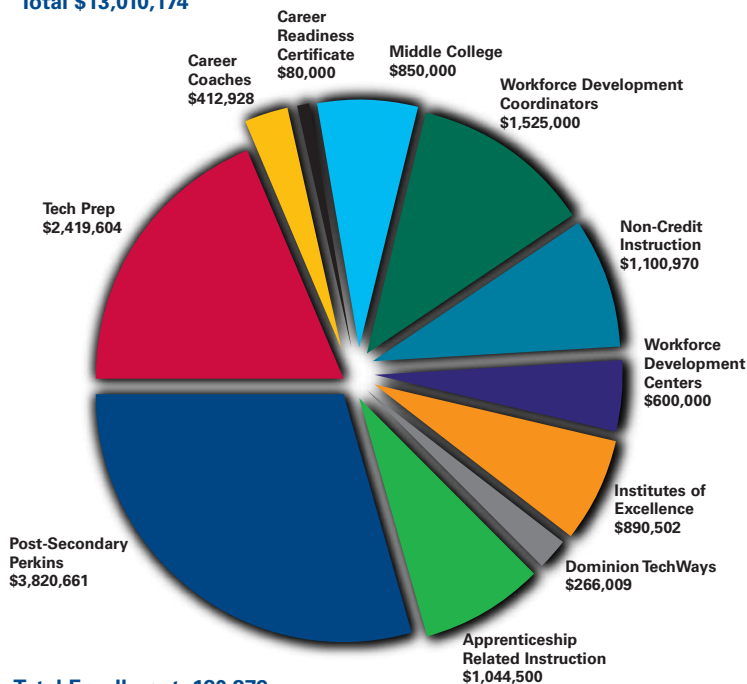
Degree and certificate programs developed in emerging technologies, such as computer gaming and animation and wireless technologies	3
New IT courses in workforce and cyber ethics and career planning	2
VCCS IT courses aligned to national skill standards	12
New business partners that collaborated with faculty and teachers in the development of project-based learning courses	12
Faculty and teachers trained in business/project-based learning	111
Faculty and teachers participating in industry certification training	155

## FY 2006 Appropriations

State Appropriations \$5,160,972

Other \$7,894,202

Total \$13,010,174



Total Enrollment: 180,279

## WDS Impact Summary

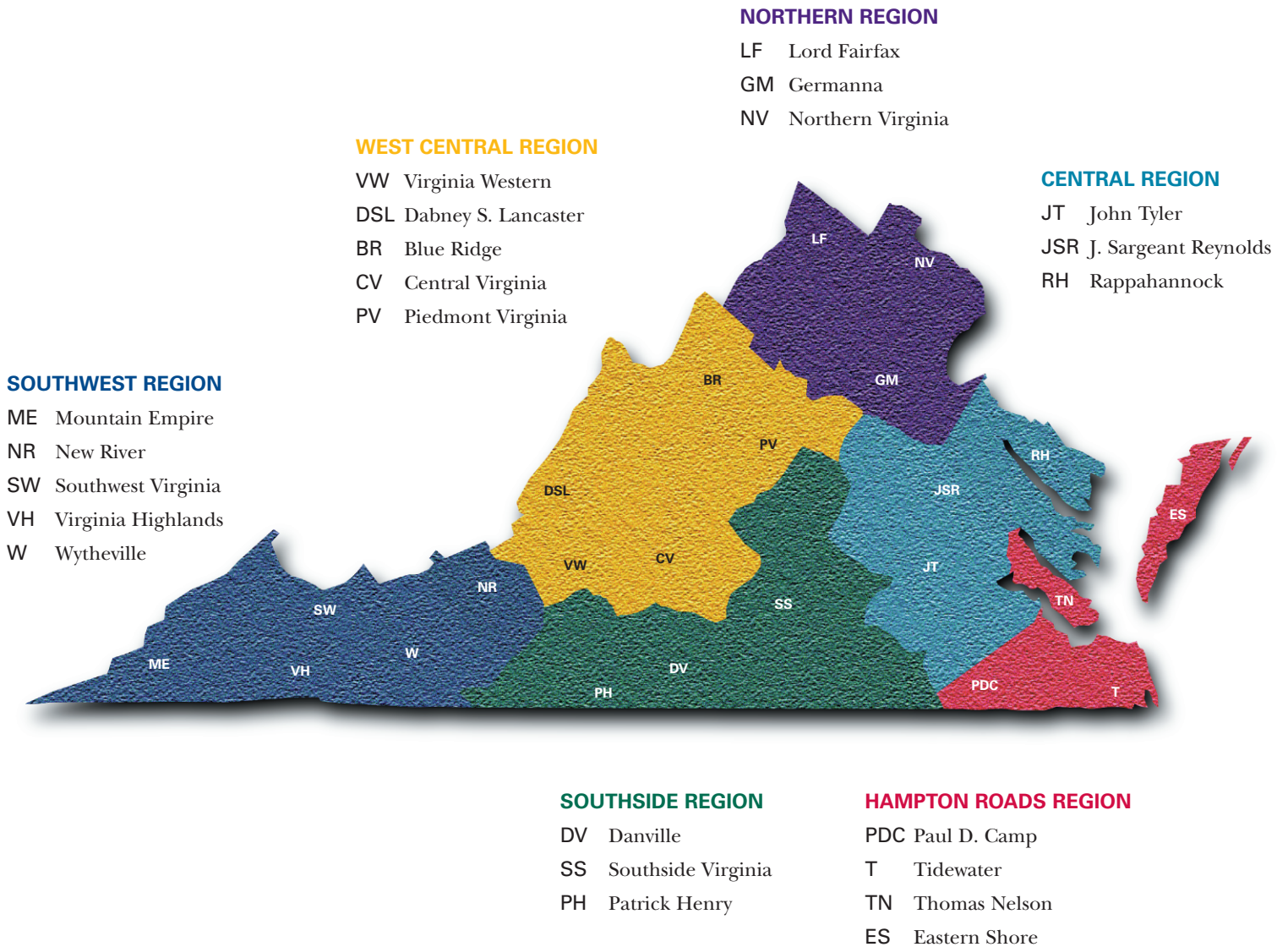
	INDIVIDUALS SERVED	ALLOCATION	COST PER INDIVIDUAL
<b>WDS completers*</b>	<b>131,170</b>	<b>\$4,116,472</b>	<b>\$31.38</b>
<b>Apprenticeship Related Instruction</b>	<b>5,418</b>	<b>\$1,044,500</b>	<b>\$192.78</b>
<b>Career Coaches</b>	<b>21,182</b>	<b>\$412,928</b>	<b>\$19.49</b>
<b>CRC Recipients</b>	<b>3,733</b>	<b>\$80,000</b>	<b>\$21.43</b>
<b>Middle College</b>	<b>452</b>	<b>\$850,000</b>	<b>\$1,880.53</b>
<b>Tech Prep</b>	<b>18,324</b>	<b>\$2,419,604</b>	<b>\$132.05</b>
<b>Total</b>	<b>180,279</b>	<b>\$8,923,504</b>	<b>\$49.50</b>

\*WDS allocation includes Institutes of Excellence, Non-Credit, WDS Coordinators, and Workforce Training Centers.



# Service Regions

## VCCS WORKFORCE DEVELOPMENT SERVICES



Virginia's Community Colleges

## CENTRAL REGION Sample List of Employers Served

ABACA Marketing Consulting  
AIG VALIC Financial Advisors  
AMC Technology, LLC  
Affinity, LLC  
Air Products & Chemicals  
Alcoa Richmond Foil Plant  
All City Towing & Recovery  
Allen Display & Store Equipment  
Allied Flooring Co.  
Alzheimer's Association  
American Heart Association  
American Red Cross  
Ameronix Corporation  
AmorGroup International  
Anthem/Wellpoint  
Aramark Facility Services  
Arcet Equipment Co.  
Arista Laboratories  
ArmorGroup International Training  
Arrow Motorsport, Inc.  
Artista, LLC  
Atlantic Industrial Services  
Atlantic Regional Medical Center  
B&B Printing  
BTJS Management Group  
Bay Design Group  
BestPractices, Inc.  
Boar's Head Provisions  
Bon Secours  
Bull & Bear Club  
C&F Mortgage Corp  
CJW Medical Center  
CalCas Foundations  
Carmax  
Capital One  
Capital Relocation Group  
Care Advantage, Inc.  
Castle Equip Corp  
Centex Homes  
Central Michigan University  
Central State Hospital  
Central Virginia Health Services, Inc.  
CertainTeed Corp  
Chaparral Steel Company  
Chewning & Wilmer Inc.  
Chick-fil-A  
Children's Hospital  
Commonwealth Orthodontics  
Creative Energy  
Dell Higher Education  
Delta Airport Consultants, Inc  
Digistream Technologies  
E-Z Box USA  
E.I. DuPont de Nemours and Company  
Earthy Treasures  
Eaton Corporation  
El Gavilan Subcontratista  
Elderhomes Corporation  
Entrust Federal Credit Union  
Enviro Mechanical Sales, Inc.  
Exterminating Unlimited  
Fabulous Dental Dentistry  
Faith Landmarks Ministries  
Fulton Hill Properties  
General Contractor, Inc.  
General Electric Corp.  
Genworth Financial  
Good Foods Grocery  
Graybar Electric Company  
Great-West Retirement Services  
Greater Richmond SCAN  
Gutter Helmet  
H & R Block  
H H Hunt  
Hamilton Beach  
Henrico Doctors Hospital  
Henrico Federal Credit Union  
Hunton & Williams  
IVNA Home Health Care  
Institute for Family Centered Services  
Insurer's Loss Control Institute  
International Center for Assistance (IFCA)  
James River Juvenile Detention Center  
James River Mortgage  
John Randolph Medical Center  
Jostens  
Joyce Engineering  
Keiter Stephens  
Kenuko Enterprises  
Kingsmill Resort  
Kiwanis Club of Chester  
Kraft Foods  
Lawn Doctor  
Leadership Metro Richmond  
Lenscrafters  
Lewis Ginter Botanical Garden  
Liberty Healthcare  
Logistics 2020, Inc.  
Luck Stone Corporation  
Lupus Foundation  
Markel Corporation  
McGuire Woods  
MediCorp Health System  
Medtronic USA  
Merit Medical Systems  
Moseley Architects  
NICET  
Northrop Grumman  
Northwestern Mutual  
Nouveu Builders  
Omni Richmond Hotel  
Owens & Minor  
Parker & Orleans  
Pearson Lincoln Mercury  
Pence Auto  
Pepsi Bottling Group  
Perdue Farms, Inc.  
Pinnacle Pharmaceuticals, Inc.  
Plant Zero Café  
RJR Tobacco  
Reston Hospital Center  
Retail Merchants Association  
Richmond Metro Convention & Visitors Bureau  
Roane Enterprises  
Sally Mae  
Sam's Club  
Samuels Resources  
Sands Anderson Marks & Miller  
Scott & Stringfellow Inc  
Seneca Ins. Co  
Sheltering Arms Physical Rehabilitation Centers  
Sonoco, Inc.  
StarTek, Inc.  
Suncom Wireless  
SunTrust Bank  
Supermax Motors  
Sur La Table  
The Conrad Firm  
The Merchant's Group  
Training Modernization Group, Inc. (TMG)  
Trane  
Tredegar Corporation  
Turning Point Development  
Tysons Corner Motor  
U.S. Silica Company  
Union Bank Shares Corporation  
Verizon  
Wachovia Bank  
Wachovia Securities  
Wal-Mart Stores, Inc.  
West End Orthopaedic  
Woodrow Wilson Rehabilitation Center  
Wyeth Pharmaceuticals  
YMCA

# Central Region

## VCCS WORKFORCE DEVELOPMENT SERVICES



NUMBERS SERVED THROUGH WORKFORCE DEVELOPMENT SERVICES:

Total Number of Students Served: 15,470

Total Number of Business and Industries Served: 712

Total Number of Economic and Community Development Activities: 206

## College Highlights

### Community College Workforce Alliance (CCWA) (J. Sargeant Reynolds Community College and John Tyler Community College)

Implemented Workforce Expo 2006, a regional engineering and manufacturing job fair with 70 exhibitors (55 of which were manufacturing companies). The Workforce Expo brought in 1,700 participants, including 500 high school students (mostly seniors). Companies varied in size from Philip Morris USA to small engineering firms. A number of the most successful participating organizations were the unions that offered paid apprenticeship programs enabling applicants to “Earn While They Learn.”

### Rappahannock Community College (RCC)

Funded by the Institute of Excellence grants, (two years at \$20,000 each), RCC collaborated with the marine industry, local county and school divisions, and the Atlantic Boat & Yacht Council to address the needs of marine technicians in the Northern Neck and Middle Peninsula. The success of the industry-based certifications for the marine industry has led to a feeder dual enrollment high school program that began in the local schools in Fall 2006.

### COMMUNITY COLLEGES

- John Tyler
- J. Sargeant Reynolds
- Rappahannock

### Description of Region

Total Population: 1,202,712

High school graduates: 54% of total population

College graduates: 18% of total population

18-34 year olds without a high school degree: 44,160

### CENTRAL REGION

Projected High Growth Occupations and Estimated Number of Jobs through 2012

- Construction Trades Workers - 5,610
- Business Operations Specialists - 5,460
- Truck Drivers, Heavy and Tractor-Trailer - 2,460



*The Virginia governor's office launched the Career Readiness Certificate (CRC) initiative in 2004. Business and industry leaders called upon Virginia's community colleges and other key stakeholders to implement the statewide employability certificate.*

*Career Readiness Certificates are graded at three levels – Gold, Silver, and Bronze – depending on WorkKeys exam scores. In the last year, the Commonwealth of Virginia has awarded over 3,700 CRCs, nearly tripling the number of CRC's awarded this time last year! For many recipients, the CRC award represents the first such certification of “academic” achievement.*

## HAMPTON ROADS REGION Sample List of Employers Served

Accent Kitchens  
 Access Partnership  
 Adecco Employment Services  
 Advanced Science and Automation Corporation  
 AET Solutions  
 Afloat Force Supply Group  
 Alcoa  
 Alliance Engineering, Inc  
 Allied Aerospace  
 Alternatives, Inc  
 Alzheimers Association  
 American Red Cross  
 Anheuser-Busch, Inc.  
 Animal Rescue of Tidewater  
 Appleone Employment Services  
 Arbor Education & Training  
 Architectural Graphics, Inc.  
 Arrive Alive Driving Academy  
 Association for Research & Enlightenment (A.R.E.)  
 Avalon: A Center for Women and Children  
 Avarrobest, Inc.  
 AVID Medical, Inc.  
 Baskin Robins  
 Bay Design Group  
 Best Western  
 Bethel Temple Assembly of God  
 Big Brothers Big Sisters  
 Birdsong Peanuts  
 Bouchard Shipping  
 Bowden Gas Company, Inc.  
 Broad Bay Cotton Company, Inc.  
 Burger King  
 Busch Gardens Williamsburg  
 Cannon  
 Chesapeake Bay Bridge/Tunnel  
 General Hospital  
 Children's Hospital of the King's Daughters  
 CHIP I Healthy Families  
 Christian Broadcasting Network  
 Chrysler Museum of Art  
 Clear Channel  
 Cobb Office Technologies  
 Cold Stone Creamery  
 Commonwealth Gin  
 Continental Eagle Corporation  
 Counter Productive, Inc.  
 Country Hearts Inn Suites  
 Country Inn Suites  
 Courtyard by Marriott  
 Cracker Barrel  
 Crowne Plaza  
 Curves for Women  
 Cybernetics  
 Daily Press  
 Dale Carnegie Training  
 Days Inn  
 Denbigh Christian Academy  
 Domino's Pizza  
 Duke of York Hotel  
 Habitat for Humanity  
 Eastern Virginia Medical School  
 Embassy Suites  
 Expansion Media Group  
 E-Z Food Mart & Deli  
 Faith House Ministries  
 Farm Fresh  
 Ferguson Enterprises  
 First Advantage Federal Credit Union  
 First Investors Corporation  
 Ford Motor  
 Fort Monroe Credit Union, Inc.  
 Fort Story  
 Gethsemane Baptist Church  
 Giant Yorktown Refinery  
 Gold's Gym  
 Goodwill Industries  
 Graphic Memory Internet Solutions  
 Greater Williamsburg Chamber & Tourism Alliance  
 Grove Christian Outreach Center  
 Gutters4U  
 H&R Block  
 Hall Acura  
 Hampton Inn and Suites  
 Hardy Building Corporation  
 Harleysville  
 Headway Staffing  
 Hospitality Management Services, LLC  
 Howmet Casting  
 Hampton Roads Transit  
 Hudgins Contracting Corp.  
 James River Payment Solutions  
 Jason's Deli  
 Jefferson Lab  
 Job Zone  
 Kaman's Art Shoppes  
 Kaufman & Canoles  
 Kelly Engineering Resources  
 Kelly Services  
 Keystone Shipping  
 Kings Creek Plantation  
 Kingsmill Resort  
 L. A. Lacy Inc.  
 L3 Communications  
 Land Design & Development  
 Landmark Communications  
 Landmark Education Mgmt, Inc.  
 Langley Federal Credit Union  
 La Quinta Inn  
 Lawson Realty  
 Liberty Academy  
 LifeNet  
 Lincoln Military Housing  
 Lumber Liquidators  
 Lummi Corporation  
 Lutheran Family Services  
 MacArthur Center  
 Malloy  
 Market America  
 Mar-Mac Transportation Service, Inc.  
 Marriott  
 Mayfair House, LLC  
 Measurement Specialties, Inc  
 Melani Brothers, Inc.  
 Mentor 4, Inc.  
 Mercantile Peninsula Bank  
 Mercy Medical Airlift  
 Merrill Lynch  
 MetalTech  
 METP  
 Metro Auto Sales  
 Metro Productions  
 Mid-Atlantic Business Communications  
 Million Minds, Inc.  
 MMM Design Group  
 Modular Dimensions, Inc.  
 Mosaic  
 MRI - Management Recruiters International  
 Murphy Brown  
 NAACP  
 Napoli Care  
 Narricot Industries  
 NASA Langley Research Center  
 National Institute for Learning Disabilities  
 Nauticus, The National Maritime Center  
 Naval Air Reserve Norfolk  
 Naval Medical Center Portsmouth  
 Naval Station Norfolk  
 Naval War College  
 NCO Financial Systems Inc.  
 NCVB Training & Research Foundation, Inc.  
 New Horizons  
 NexStep  
 Newport News Shipyard  
 Norfolk Botanical Garden Society  
 Norge Dental Center  
 North Carolina Ferry  
 Northrop Grumman  
 Norwegian Cruise Lines  
 Nostra  
 Oasis  
 Old Point National Bank  
 PalmTree Restaurant  
 Paneling Factory  
 Park Place Child Life Center  
 Patriots Colony  
 Pediatric Life Skills Specialists  
 PEMCCO  
 Peninsula Agency on Aging, Inc,  
 Peninsula Health Care, Inc.  
 Peninsula WorkLink Staff Development  
 Pepco Holdings Inc.  
 Perdue Farms Inc.  
 Pizza Hut  
 Precision Measurements, Inc  
 Prime Outlets at Williamsburg  
 Printpack, Inc.  
 Pro-Temps  
 Quality Inn  
 QVC  
 R.E. Morris Company  
 Ragging Sky Records  
 Rappahannock General Hospital  
 Red Hat Academy  
 Red Pepper Grill  
 Reliance Staffing  
 Revenue Control Systems  
 Richmond Police Department  
 Ritz Camera/ Boater's World  
 Riverside Health System  
 Sara Lee Coffee & Tea  
 Sentara  
 Serenity House, SARP Inc.  
 Seton Youth Shelters  
 ShoreBank  
 Sinclair Communications  
 Smithfield Packing  
 Smoothie King  
 Southampton Correctional Center  
 Southampton Memorial Hospital  
 Space Grant Consortium  
 Subway Station, Inc  
 Sunterra Resort  
 Swales Aerospace  
 Target  
 Teletech  
 Tesoro Corporation  
 Texas Steakhouse & Saloon  
 The Pantry (Kangaroo Stores)  
 The Trellis Restaurant  
 Top Guard  
 Transient Personnel Unit Norfolk (TPU)  
 Transitions Family Violence Services  
 Travelers Indemnity Company  
 Triton Industries Inc  
 Turn Key Properties  
 U.S. Army Reserve Training Facility  
 U.S. Coast Guard  
 U.S. Navy  
 United Way  
 USAA  
 Virginia Living Museum  
 Virginia Pork Industry  
 Virginia Retirement System  
 Virginia School for the Deaf, Blind and Multi-Disabled  
 Virginia Space Grant Consortium  
 Virginia Symphony Orchestra  
 Virginia Ventures, LLC  
 Visteon  
 Walmart  
 Warwick Air Conditioning  
 Wes Tower Communications  
 Williamsburg Winery, Ltd.  
 WISC Kids Club  
 World Affairs Council  
 WTVZ - WB33  
 Wythe Will Distributing  
 YMCA  
 York Street Inn

# Hampton Roads Region

## VCCS WORKFORCE DEVELOPMENT SERVICES



NUMBERS SERVED THROUGH WORKFORCE DEVELOPMENT SERVICES:

Total Number of Students Served: 29,825

Total Number of Business and Industries Served: 1,141

Total Number of Economic and Community Development Activities: 674

## College Highlights

### Eastern Shore Community College (ESCC)

Purchased instructional software (Coastal) and LabVolt trainers to begin development of an Industrial Maintenance degree program to build upon the college's existing welding and Computer Numeric Control courses. ESCC received Institutes of Excellence funds and leveraged Perkins and Tech Prep funding to purchase the software and equipment. In collaboration with Career and Technical Education faculty, the Workforce Development department designed the program in a modular fashion so that courses and training can be marketed as contracted training as well as regular credit classes.

### Paul D. Camp Community College (PDCCC)

Thirty-three Hampton Roads middle and high school guidance counselors participated in a two-day "Hard Hat Camp," exploring education and career opportunities in the construction industry. Funded by an Institutes of Excellence grant, the "Hard Hat Camp" was a collaborative initiative created and delivered by the Tidewater Builders Association, Ainslie-Widener Construction, Tidewater Community College and PDCCC. Day one focused on team-building and operation simulations in a typical construction company followed by presentations and discussions led by local industry experts. Day two consisted of an on-site tour of a residential development in

progress and a look at the internal operations of a large construction firm. Counselors were presented with mementos of their fun learning experience to display in their offices as conversation starters with students.

### Thomas Nelson Community College (TNCC)

Joined a consortium of employers and organizations represented on the Historic Triangle Jamestown 2007 Host Committee, including Busch Gardens, Water Country USA, Colonial Williamsburg, the Greater Williamsburg Chamber and Tourism Alliance, the Jamestown-Yorktown Foundation, the National Park Service and the jurisdictions of the City of Williamsburg, James City County and York County. The consortium created a new approach for area tourism and economic development that included extensive needs assessment and community engagement. A \$20,000 Institutes of Excellence grant helped make possible the development of training materials and a "Train the Trainer" model tailored to the geographic area. In less than six months, nearly 1,500 people participated in the training. A supplementary Perkins grant allowed extension of the approach and training to local high school audiences.

### COMMUNITY COLLEGES

- Eastern Shore
- Paul D. Camp
- Thomas Nelson
- Tidewater

### Description of Region

Region Total Population: 1,648,267

High school graduates: 52% of total population

College graduates: 15% of total population

18-34 year olds without a high school degree: 56,060

### HAMPTON ROADS REGION

Projected High Growth Occupations and Estimated Number of Jobs through 2012

- Computer Specialists - 8,650
- Construction Trades Workers - 5,020
- Material Moving Workers - 2,870

### Tidewater Community College (TCC)

Offered a series of Marine Welding courses in Spring 2006. TCC developed these courses as a direct response to the needs of the Hampton Roads shipyards and contractors as presented through the TCC Maritime Taskforce, a group that represents a consortium of more than 20 regional maritime business leaders. The marine welding courses are designed to meet the industry standards of the Naval Sea Systems Command training, as well as to prepare students for the American Welding Society certification. Using supplemental Perkins funds in FY 2006, the welding lab equipment at the TCC Portsmouth campus was updated to state-of-the-art equipment.

## NORTHERN REGION Sample List of Employers Served

1st American Mortgage	Core Communications	Mary Washington Hospital	Tomega Communicating Inc
Accenture	Cox Communications	McElroy Metal	Training Futures
Action Concrete Supplies	Crawford Electronics	Mediatech Inc.	Triad
Adelphia Cable	Creative Technology	Melting Pot	Tri-State Nissan
Advanced Auto Parts	Culpeper Hospital	Merle Norman	Ultimate Fitness
Air Tech USA	Curves	Metropolitan Washington Airport	Union Bank
Alan Toothman Construction	CVS Pharmacy	Mt. Zion Church	Unistaff
Alexandria Fire & Rescue	Denny's	National Bank of Fredericksburg	United Airlines
Alexandria Radiologists	Dupont	National Geographic Society	UPS
All Points Countertop, Inc.	Eagle Transportation	Norandex/Reynolds	USPS
Alliance Material Handling	Edmiston Construction	Orbital Science	Valley Biomedical
Allied Protection Services	Emmart Oil	Page Memorial	Value Options
American Association of Retired Persons	Exxon/Mobil	Page Valley Bank	Vanguard Car Rental
American Background	Fairfax Hospital	Paisana's Italian Restaurant	Verizon
American Psychological Association	Family Dollar	Piccadilly Printing	Virginia Savings Bank
American Red Cross	Fauquier Hospital	Pillar Enterprises	VP Buildings
American Woodmark	FBI	Potomac Hospital	Warren Memorial Hospital
Americold Logistics	Federal Home Loan Bank	Powhatan School	Warrenton Auto Service
Amherst Family Practice	Federal Mogul	Prince William Health System	Westminster Canterbury
Anderson & Associates	FEMA	Pringles	Westmoreland DSS
Annandale Millworks	Ferguson Enterprises	Provident Bank	World Bank
Anthony's Pizza	First Bank	Pulte Homes	World Wide Automotive
Applied Ordinance Technology	Fisher	Quebecor World	ZM Sheet Metal, Inc.
Aquarobic International	Fisher Diagnostics	Quest Diagnostics	
Artz & Associates	Free Lance Star	R.W. Mullins Electric	
ASAP Paving	Frogs & Friends	Rappahannock United Way	
Ashworth	Front Royal Federal Credit Union	RDR, Inc.	
AuPair	General Motors	Reflections Hairstyles	
Auto Bank Inc.	George's Chicken	Reston Hospital	
B & M Mechanical	Giant Foods	Riddleberger Brothers, Inc.	
BAE Systems	Globe USA Homes	Rite Aid Pharmacy	
Bank of America	GM PowerTrain	Royal Cinemas	
Bank of Clarke County	Goodwill Industries	Rubbermaid	
Barber & Ross Company	Gourmet Girlfriends	Schenck Foods	
Barratts Home Improvements	Granpa Groovies	Second Bank and Trust	
BB&T	Green Bay Packaging Inc	Security & Exchange Commission	
Bellfort	Hampton Inn	Sharp Communications	
Berryville Graphics	Handley Regional Library	Shenandoah Gas	
Blue Ridge Truss & Supply	Hilldrup Moving and Storage	Shenandoah Memorial Hospital	
Bowman Apple Products	Holiday Inn Select	Sino	
Breaktime Billiards	Home Depot	Skyline Express	
Bright Horizons	Hope House	Smith-Midland Corp	
Buffalo Wild Wings	Hyundai of America	Smithsonian	
Buhl Electric	INOVA Health Systems	Southeastern Container	
Burger King	Intercom Federal Systems	Southern States Corp	
C & L Publishing	JC Penny	SpecialMade Goods & Services	
CAEL-VZ Tap (Verizon)	Jerry's Subs and Pizza	Spectrum Brokers	
Cameron Plumbing	Joan Izzo Academy of Dance	Stafford Diversion Center	
Campbells Diversified Services	Kaiser Permanente	Stage Door Productions	
Car America	Kelley Construction	Stonebridge Farm	
Charles Town Races & Slots	Kidde Firefighting	Subway	
Chesterbrook Academy	Kohl's Distribution Center	Sun Microsystems	
Chick-fil-A	Kraft Foods	Sunrise Senior Living	
Children of America	Lantz Construction	SWIFT	
Cold Stone Creamery	Lenscrafters	Target	
Coldwell Bankers	Lockheed Martin	Tastee Freez	
Collette & Lam Publishing	Marathon Bank	The Winery at LaGrange	
	Marshall National Bank	Titan America	

# Northern Region

## VCCS WORKFORCE DEVELOPMENT SERVICES



NUMBERS SERVED THROUGH WORKFORCE DEVELOPMENT SERVICES:

Total Number of Students Served: 40,527

Total Number of Business and Industries Served: 830

Total Number of Economic and Community Development Activities: 2,396

## College Highlights

### Germanna Community College (GCC)

More than 300 local government employees participated in the Local Government Academy in FY 2006. The Local Government Academy is a series of workshops developed under the guidance of the Rappahannock Area Development Commission and local government representatives from the city, towns, and counties in the Germanna service region. The Virginia Institute of Government, Weldon Cooper Center for Public Service, and University of Virginia also have assisted in the development and offering of workshops. All workshops are designed to assist in the professional development of local government employees and have included sessions such as Leadership, Project Management, Customer Service, and Managing Conflict.

### Lord Fairfax Community College (LFCC)

Implemented Trainingfest in May 2006, featuring three workshops for business professionals in their community. The first workshop, Keeping the Good Ones, focused on retention; the second was Human Resources for the Non-HR Manager, and the third was the Indispensable Assistant. Over 75 professionals participated and gave the programs rave reviews for meeting another need for the business community.

### Northern Virginia Community College (NVCC)

Co-partnered with Lord Fairfax Community College, local vineyards, and wineries in planning a Viticulture and Enology program beginning in September 2007. With funding from the Virginia Department of Labor and Industry and the Council for Adult and Experiential Learning, NVCC worked with healthcare organizations to develop career ladder training and internships with the first class held on June 20, 2006. NVCC partnered with George Mason University to lead in the development of a regional consortium to assist manufacturers in Prince William County with its workforce development needs.



### COMMUNITY COLLEGES

- Lord Fairfax
- Germanna
- Northern Virginia

### Description of Region

Region Total Population: 2,376,308

High school graduates: 58% of total population

College graduates: 29% of total population

18-34 year olds without a high school degree: 90,517

### NORTHERN REGION

Projected High Growth Occupations and Estimated Number of Jobs through 2012

- Financial Specialists - 10,660
- Computer Systems Analysts - 7,360
- Registered Nurses - 6,490

*Lord Fairfax Community College recently received the education provider contract for the Skills Enhancement Program (SEP) at the Ford Distribution Center. The SEP provides the opportunity for eligible employees and their spouses to continue their education; sharpen their skills in areas such as math, reading comprehension, and computers; and receive education advising services that could lead to mastering new skills or achieving personal goals. It is a voluntary program that is locally structured to meet participant needs and interests. The SEP facility is located at the Ford Distribution Center in Winchester.*

## SOUTHSIDE REGION Sample List of Employers Served

Abbott Labs  
Alternative Behavioral Services  
American National Bank  
Americare Plus  
Athena Innovative Solutions  
Baskerville Correctional Center  
Bassett Furniture Industries  
BB&T Trust  
Beaver Hills Early Learning Center  
Benchmark Community Bank  
Blue Ridge Nursing Center  
Boar's Head  
Boy Scouts of America  
Boydton Health Center  
Brodnax Mills  
Brunswick Academy  
Brunswick Correctional Center  
Burger King  
Canteen Vending  
Carbone  
Cardinal Homes  
Century 21 Clary Realty  
Chateau Morrisette  
Chickahominy Health District  
Clover Power  
Clover Yarns  
Coastal Plains Environmental Group  
Collinsville Volunteer Fire Department, Inc.  
Columbia Flooring  
Columbia Forest Products  
Comfort Inn  
Community Memorial Hospital  
CP Films  
Cracker Barrel  
Craig Jamison Auction Company, Inc.  
Cumberland County Schools  
Custom Masonry Staining  
Danville Regional Medical Center  
Division of Onsite Sewage & Water Services  
DMV  
Dollar General  
Druid Hills Baptist Church  
Emporia Manor  
Emporia Office Supply  
Emporia/Greenville Financial Coalition  
Essel-Propack  
Experience Works  
Fairford Inn  
Farm Bureau  
Farmville Regional Jail  
First Citizens Bank  
Food Lion  
Fort Trial Christian Church  
Franklin County Treasurer's Office  
Georgia Pacific  
Goodwill Industries  
Goodyear Tire & Rubber  
Halifax Regional Health System  
Hatcher Center  
Hoedown Western and Square Dance Apparel  
Hooker Furniture Company  
Huber  
Hutchen's Petroleum  
Integrity Life Ministries  
Intertape  
Inventory Solutions Logistics Corporation  
Josephine Porter Institute for Applied Bio-Dynamics  
Kenbridge Family Medicine  
Lacrosse Quilting  
Lasko  
Lawrenceville Correctional Center  
Lawrenceville Primary Care  
Lowe's  
Marcelin Medical Center  
Martinsville Family Pharmacy  
Martinsville Pool and Spa  
McDonalds  
Mecklenburg Electric Coop.  
Mecklenburg IDA  
Miller Funeral Home  
Mod-U-Kraf Homes  
Moton Center  
MW Window Manufacturers  
Nautica Enterprises  
NEG-Roanoke  
Nestle  
NewBold Corporation  
Norris Funeral Services  
Nottoway Correctional Center  
Nottoway Health Department  
Nylstar, Inc.  
Parrish Ceramics  
Peebles Distribution  
Piedmont Geriatric Hospital  
Piedmont Health District  
Pittsylvania County Community Action, Inc.  
Premier Restoration, Inc.  
Presto Products  
Rex Roto  
Ridgeway Signs, LLC  
Riverside Health and Rehab  
Safe Alliance Group (G.E.M.S.)  
Shoney's  
Shorewood Packaging  
Smurfit-Stone Container  
South Hampton Correctional Center  
South Piedmont Amateur Radio  
Southeaster Golf Cars, LLC  
Southern Heritage Homes  
Southern States  
Southern Virginia Regional Medical Center  
Southprint  
Southside Community Hospital  
Southside Electric Cooperative  
Spring's Industries  
Stanley Furniture Company  
StarTek, Inc.  
Temple-Inland (Corrugated Packaging)  
Ten Oaks, LLC  
Tidewater Health District  
Tolls Brothers Integrated Systems  
Tri-County Community Action Agency  
United Way  
USDA  
VASAP  
Verizon  
Virginia Naitonal Guard  
Virginia Quilting  
Virginia Regional Medical Center  
Virginia State Police  
VOCAL, Inc.  
Wal-Mart  
Wendy's  
West Piedmont Coalition of Better Housing  
West Point Stevens  
Wisler Plumbing  
Woodlawn Academy



# Southside Region

## VCCS WORKFORCE DEVELOPMENT SERVICES

NUMBERS SERVED THROUGH WORKFORCE DEVELOPMENT SERVICES:

Total Number of Students Served: 14,298

Total Number of Business and Industries Served: 327

Total Number of Economic and Community Development Activities: 206

## College Highlights

### Danville Community College (DCC)

Developed curriculum as part of a National Science Foundation grant for a polymer program, with implementation scheduled for Fall/Winter 2006. In addition to a 3D Systems Selective Laser Sintering rapid prototyping machine, a Krauss Maffei Injection Molder, a Wayne machine, and Die Extruder are available for students in the program. The college used several state and federal grants to purchase the equipment.

### Patrick Henry Community College (PHCC)

Funded by the Virginia Department of Social Services, launched an expanded training, assessment, retention, and employment project. Seventy-six participants enrolled in comprehensive and vocational assessments; substance abuse intervention; educational services; soft skills development; intensive job readiness; work adjustment training; basic skills instruction, including GED; job analysis, development and placement; internships; pre-apprenticeship and apprenticeship; on-the-job training; follow-up, supportive services and transportation. Sixty-three percent of the participants completed the training. Workforce Development assisted participants who completed the job skills training to find placement in employment, apprenticeships, or on-the-job training. PHCC and the Henry-Martinsville and Patrick Departments of Social Services provides follow-up and job coaching services.

### Southside Virginia Community College (SVCC)

Virginia Commissioner of Health and the President of SVCC, Dr. John Cavan, signed a memorandum of agreement to create the Virginia Center for Onsite Wastewater Training at Pickett Park in Blackstone. To date, 321 individuals have received training leading to credentials for Virginia Department of Health staff and interested professionals. A ten-acre site is being cleared and eight vendors have committed 16 pieces of equipment for demonstration purposes. The college has established an advisory committee and created a website for the waterwater training program. The park-like complex should be completed by Fall 2006.



*When Southside Virginia Community College opened its third Middle College site at the Southern Virginia Higher Education Center in November 2005, it offered many 18- to 24-year-olds a second chance at success. One such student, Kristi Shotwell, took full advantage of this opportunity. Kristi began the program in February 2005 and attended GED preparation classes daily for eight weeks. By March 2006, she had received her GED, successfully completed a two-credit Preparation for Employment college class, and received a Silver Level Career Readiness Certificate.*

*Kristi is the first person in her family to go to college. "I do a lot for other people but coming to classes and getting my GED was for me and my 2-year-old son. By being the best student and person I can be, I know that Calvin will follow in my footsteps and want to learn," she explained.*

*Kristi offers this advice for new GED students, "Have confidence in yourself, do the best you can and never give up. College can be a part of your future too."*



### COMMUNITY COLLEGES

- Danville
- Patrick Henry
- Southside Virginia

### Description of Region

Region Total Population: 495,614

High school graduates: 46% of total population

College graduates: 8% of total population

18-34 year olds without a high school degree: 21,201

### SOUTHSIDE REGION

Projected High Growth Occupations and Estimated Number of Jobs through 2012

- Primary, Secondary and Special Education School Teachers - 1,850
- Registered Nurses - 1,280
- Material Moving Workers - 1,230

## SOUTHWEST REGION Sample List of Employers Served

Aflac  
 American Cancer Society  
 American Electric Power  
 Appalachian Electric Power  
 Aspen Investment Advisers, LLC  
 AT & T Wireless  
 B & B Motors  
 Bachour Enterprises  
 BondCote Corporation  
 Breese Trucking  
 Bristol Coal  
 Burger King  
 Calico Coal  
 Catawba Hospital  
 Children's Advocacy Centers of Virginia  
 Christiansburg Police Department  
 Cingular  
 Cives Steel Company  
 Claytor Lake State Park  
 Cleco Corp.  
 Clinch Valley Hospital  
 Clintwood Heritage Hall  
 Consolidated Steel Inc.  
 Corbad  
 Corning, Inc.  
 Country Club of Bristol  
 Crockett Home Improvement, Inc  
 Cumberland Resources  
 Cumulus Broadcasting  
 CVC  
 DBT America, Inc.  
 DishNetwork  
 Earth-Con  
 East Star Mining  
 Echostar Dish Network  
 Epoch Composites  
 Fairbanks Coal  
 Farris Funeral Service  
 Federal Pacific  
 Findlay Industries  
 First Bank & Trust  
 First National Bank  
 Food Lion, LLC  
 Gatorade  
 General Dynamics  
 Glamorgan Coal Co.  
 Global Contact Services  
 Grace Healthcare of Abingdon  
 Grayson National Bank  
 H & B Security & Inv., Inc.  
 Hammond Hunt (Hunt Assisted Living)  
 Harvest Childcare Ministries  
 Heritage Hall Health Care  
 Herron Construction  
 Highlands Educational Literacy Program, Inc.  
 Highlands Union Bank  
 Holston Valley Distributing  
 Hospice & Palliative Care of Virginia  
 JIT Repair Service

Joy Mining Machinery  
 Junction Center for Independent Living  
 Kwik Kafe of Tri-Cities  
 Lebanon News  
 Lebo Mining  
 Lighting Coal Corp.  
 Limestone Dust Corp.  
 Lumbi  
 Luna Innovations  
 Manpower  
 Maple Grove Health Care  
 Matney Construction  
 Maxim Engineering  
 McKee Foods Corporation  
 MCPS Service Department Facilities/Montgomery Co.  
 Medicare RX  
 Merillat  
 Merrill Lynch  
 Mid Continent Nail Corporation  
 Mill Creek Enterprises  
 Minchar Coal Company  
 Moog Components Group  
 Motion Control Systems, Inc.  
 Mountain Empire Operations, LLC  
 Mountain Lake Hotel  
 Mountain Top Inc.  
 Mountain View Regional Medical Center  
 Nall & Hamilton Mining  
 New River Health Care Complex, Inc.  
 New River Industries  
 Norton Community Hospital  
 Nufac  
 Office Place  
 Old Dominion Power  
 Palmer Construction  
 Paragon Mining  
 Paramount Coal  
 Parkdale Mills  
 Peking Chinese Restaurant  
 Penn Line Services  
 People Incorporated  
 Pet Partners  
 Pittston Coal  
 Plaza Pharmacy  
 Plymouth Rubber  
 Postar Mining  
 Pounding Mill Quarry  
 Powell Mountain Coal Company  
 Preferred Health  
 Professional Investigations, Inc.  
 Public Service Authority  
 Pulaski Furniture Corporation  
 Quiznos  
 Radford Parks and Recreation  
 Rapaco Coal Company  
 Red Onion State Prison  
 Red River Coal  
 Regional Eye Center  
 Richlands Incubator

Rite Aid  
 Ruritan National Inc.  
 Russell County Medical Center  
 Sandvik Tools  
 Scholle  
 Seal-Tite Basement  
 Shellmart  
 Southeastern Construction  
 Spring Garden Pre-School  
 Strata Mine Services  
 Subway  
 Sunshine Tours  
 SunTrust Bank  
 T-Coal Trencu Coal  
 TEDS  
 Tek.xam  
 Tetra  
 Top Gun Mining  
 Tri-City Security, Inc.  
 True Point Bank  
 U-D-Zine Builders  
 Universal Companies  
 Utility Trailer Manufacturing  
 VACLE  
 Valley Health Care  
 Vector  
 Wackenhut Security, Inc.  
 Wallace Security  
 Wendy's



*Lauren Ratcliff, a Computer-Aided Drafting and Design (CADD) student at New River Community College, is pictured in the classroom used for Introduction to Game Design and Development, the first course in new program specializations in game design, creation, animation, and virtual world creation. NRCC is the first college in Virginia to offer specializations in Information Technology and CADD degrees that are designed to prepare students for careers in the computer gaming industry.*

# Southwest Region

## VCCS WORKFORCE DEVELOPMENT SERVICES

NUMBERS SERVED THROUGH WORKFORCE DEVELOPMENT SERVICES:

Total Number of Students Served: 12,673

Total Number of Business and Industries Served: 449

Total Number of Economic and Community Development Activities: 400

## College Highlights

### Mountain Empire Community College (MECC)

Supported the creation of an online course to provide training in the usage of M-GIS equipment for GPS collection, data entry, and routing to locations utilizing an Institute of Excellence grant. This online course will be added to the existing Career Studies Certificate in Geographical Information Systems at MECC and integrated into other established programs, such as Criminal Justice and Emergency Services. The one credit course was offered for the first time during the summer 2006 semester.

### New River Community College (NRCC)

Partnered with regional and local economic developers to assist James Hardie Building Products, a leader in the manufacturing and development of technologies and manufacturing processes of durable building materials, to build a plant in Pulaski. Workforce Development helped hire and train 100 start-up employees, and provided an office, interview rooms, and clerical support for approximately six months. After the employees were hired, Workforce Development and the Virginia Department of Business Assistance provided training in team building, Myers Briggs Assessment, and computer skills (Train the Trainer). The plant is now in operation and the college continues to work with Human Resources to develop ongoing training classes.

### Southwest Virginia Community College (SwVCC)

Developed a fast track curriculum, a collaborative effort between CGI-AMS and SwVCC, for two and four-year college graduates. The program is designed to enhance knowledge and skills in software development to increase employment opportunities at CGI-AMS and Northrop Grumman. Dr. Barbara Fuller, Dean of the Business Division, and her staff were instrumental in developing the program.

### Virginia Highlands Community College (VHCC)

Developed curriculum, purchased equipment, and met with an advisory committee made up of several motor sports industry experts to create a Motorsports Technology program beginning Fall 2006. Initially funded from the post-secondary supplementary Carl D. Perkins Act, the program was developed by VHCC's Center for Business and Industry in partnership with the Neff Center. The curriculum encompasses two courses to be offered for dual enrollment credit plus three additional courses to be offered for college credit through VHCC. These courses will comprise a new Career Studies Certificate in Motorsports Technology.

### Wytheville Community College (WCC)

Two new area employers, Gatorade and Amcor-PET, utilized the main campus for applicant qualifying activities (testing, interviewing, work simulations, and organization orientation). Nearly 2,000 applications have been processed. These accommodations and services have resulted in relationship building between WCC and the employers. Significant training is in process.



### COMMUNITY COLLEGES

- Mountain Empire
- New River
- Southwest Virginia
- Virginia Highlands
- Wytheville

### Description of Region

Total Population: 613,940

High school graduates: 46% of total population

College graduates: 9% of total population

18-34 year olds without a high school degree: 22,924

### SOUTHWEST REGION

Projected High Growth Occupations and Estimated Number of Jobs through 2012

- Computer Specialists - 1,300
- Construction Trade Workers - 1,160
- Registered Nurses - 974



*At the Victory Celebration of Wytheville Community College's Capital Campaign, Thomas A. Bralley Jr. of Wytheville was named the recipient of the WDS*

*Chancellor's Instructor/Trainer Award for his work as an adjunct faculty member through WCC's Continuing Education Department. The award, presented by Dr. Glenn DuBois, Chancellor of Virginia's community colleges, was accepted on Bralley's behalf by his son, Brian Bralley (right). Wytheville Community College and the Virginia's community colleges have been fortunate to have Thomas "Tom" Bralley's dedication as an adjunct faculty member for the past 28 years.*

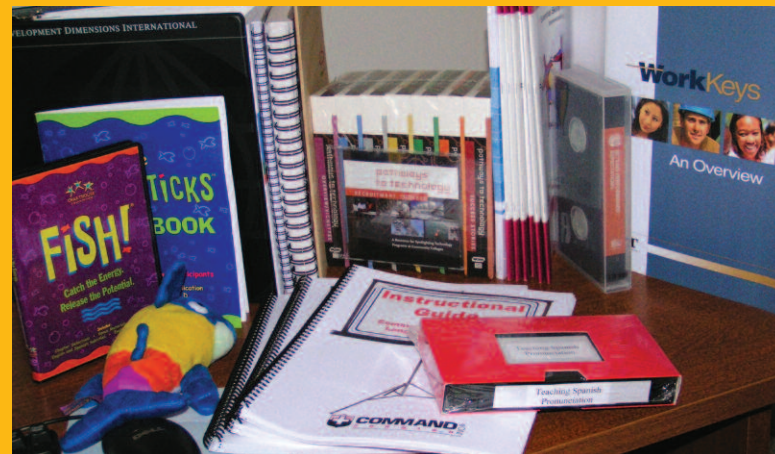
## WEST CENTRAL REGION Sample List of Employers Served

ACTEC Industries  
 Adecco  
 Aerofin  
 AFLAC  
 Alleghany Regional Hospital  
 Allied Redi-Mix  
 Alpha Omega Staffing  
 Altec Industries, Inc.  
 AMBEC  
 American Hoffmann Corporation  
 AMTEC - Precision Machining  
 Applied Extrusion Technology  
 Arbonne International  
 Arby's  
 Areva  
 Augusta Health Care  
 Automated Industrial Technologies  
 Avante'  
 Bacova Guild  
 Bank of Botetourt  
 Banker Steel  
 Banta  
 Barr Labs  
 Bartlett Tree  
 BB & T  
 Bedford Commonwealth Attorney  
 Bedford Memorial Hospital  
 Belvac Production Machinery  
 Best Buy  
 Blauch Brothers  
 Blue Ridge Healthcare  
 Blue Ridge Regional Jail  
 Bondventures  
 Bowman Apple Products  
 Brooks Food Group  
 Buffalo Air Handling  
 Burleigh Construction Company  
 C & S Investments Company  
 Cabaniss Homes  
 Career Café  
 Carmel Contractors  
 Carpenter Tire  
 Centra Health  
 Central Virginia Communication  
 Cerro  
 Chase Staffing  
 Choice Group (The)  
 Clear Channel Radio  
 Clear, Inc.  
 Coleman Construction  
 Commonwealth One  
 ComSonics  
 Coors  
 Cox Communication  
 CVS  
 Cycle Systems  
 Delta Dental  
 Delta Star  
 Des Champs Technologies

Dixie Gas & Oil  
 Dollar General  
 Duratek Industries  
 Extended Stay America  
 Eagles Landing Transcription Service  
 England's Stove Works, Inc.  
 Entrepreneur's Source  
 Erie Insurance  
 Everbrite  
 Fairfield Language Technologies  
 Farm Credit of Virginia  
 Farmington Country Club  
 Fastenal Company  
 Federal Executive Institute  
 Ferguson Construction  
 First Citizen's Bank  
 Franklin Health Care  
 Frito Lay  
 General Motors  
 Generation Solutions  
 GenWorth Financial  
 Georgia-Pacific  
 Hardee's  
 Harper Masonry  
 Harrisonburg Men's Diversion Center  
 Heritage Green Assisted Living  
 Holland Chiropractic  
 Home & Garden  
 Homestead (The)  
 Hurt & Proffitt  
 Hyosung Corp.  
 Innerspec Technologies  
 Integra Investments  
 Intermet / Archer Creek Foundary  
 Invista  
 J. Crew  
 John Deere  
 Jostens  
 Kelly Services  
 Kennametal  
 Kerr Tire Inc.  
 Key Health Care  
 Kiwanis  
 Koyo Steering  
 L & R Precision Tooling  
 Lakeside Home Improvements  
 Lakeside Services  
 Lantz Construction  
 Lawrence Transportation  
 Lear Corporation  
 Leisure Publishing  
 Liberty Mutual  
 Liberty University  
 Lowe's  
 Macom  
 Mail America  
 Mariner's Landing Resort  
 Master Gardeners  
 MeadWestvaco

Medicare  
 Menard Construction  
 Merck  
 Metalsa  
 Modine Manufacturing  
 Moore's Electric  
 NACAS  
 Nationwide Insurance  
 Neuman Aluminum  
 New Land Jobs  
 Noah's Ark  
 Norfolk & Southern Railroad  
 North American Housing  
 Novozymes  
 Ntelos  
 O'Neal Steel  
 Orvis Company  
 Parker PowerTrain  
 PartyLite  
 Preferred People Staffing  
 Premier Designs  
 Progressive Financial Services  
 Red Cross  
 Redco Machine, Inc  
 Richfield Retirement Community  
 Rivermont Early Learning  
 Rockingham Memorial Hospital  
 Ruritan National  
 Salem Preferred Partners  
 Sentry Equipment  
 Shenandoah Life Insurance  
 Sisco Insurance Company  
 Skyline Building Systems  
 Slocum Adhesives

Smurfit - Stone Container  
 Southern Air, Inc.  
 Southern Living Homes LLC  
 Staffmark Staffing  
 StarTek  
 Staunton NewsLeader  
 Sterling Blower Company  
 Sunnyside  
 Sysco Food Services  
 Tecton  
 Tessa Plastics  
 Timken  
 TransCore  
 Trillium  
 Trinity Packaging  
 Tri-Tech Labs  
 U-Haul  
 Valcom  
 Valley Bank  
 Valtim  
 Wachovia  
 Wellness Associates  
 Weyerhaeuser  
 WhiteWave  
 Woltz and Associates  
 WorldStrides  
 WSETTV  
 WVPT  
 YMCA



As a direct result of the instructor recruitment sessions held in all six workforce development regions, the VCCS has established four corporate training lending libraries at WVCC, NVCC, CCWA, and VHCC. The libraries include instructor's guides, videos, and training guides which any college in the region can use for corporate training. The library of training resources is available to support contract customized training initiatives. Visit [www.vhcc.edu/cbi/resources](http://www.vhcc.edu/cbi/resources) for more information.

# West Central Region

## VCCS WORKFORCE DEVELOPMENT SERVICES

NUMBERS SERVED THROUGH WORKFORCE DEVELOPMENT SERVICES:

Total Number of Students Served: 18,377

Total Number of Business and Industries Served: 471

Total Number of Economic and Community Development Activities: 442

### College Highlights

#### Blue Ridge Community College (BRCC)

Implemented the Career Switcher Program when BRCC became a regional site for the program. The Manager of Administrative Operations assumed the role of Regional Adviser and received a tremendous response from interested career switchers. Since then, the adviser has spoken with more than 200 individuals. Eleven students met the requirements to begin courses in Spring 2006 and are currently enrolled in Level II. Seven of those students have successfully negotiated a contract for full-time teaching, including a mentorship, in the 2006-2007 school year.

#### Central Virginia Community College (CVCC)

Implemented College for Living in partnership with a local secondary school system. This program is designed to provide occupational training to young adults with disabilities. Local universities and industries provide mentors, job coaches, and career opportunities. Twenty-seven students are expected to enroll in this program next academic year.

#### Dabney S. Lancaster Community College (DSLCC)

Worked with Modine Manufacturing Company to develop a customized air conditioning training program for a new, highly specialized product that was transferred to the local facility for production. The training was delivered to current employees of the company who were relocated to a new department established to build the product. The new product launch was determined a success and the training provided by the college was cited as playing an important role in the process.

#### Piedmont Virginia Community College (PVCC)

Expanded the Viticulture & Enology program by partnering with the wine tourism industry to include a Wine Weekend College (open enrollment and contract courses) and an international internship exchange program with South Africa. These new programs promote wine tourism within the region and promote Virginia wines internationally.

#### Virginia Western Community College (VWCC)

Implemented the Intensive Welder Training program at Virginia Western's Greenfield Education and Training Center in May 2006, funded by a \$20,000 Institutes of Excellence grant. Eleven students graduated in July 2006, and eight are scheduled to take the American Welding Society certification exam. Nine of the students have jobs, one starting at \$16.50 an hour. Altec Industries, located near the Greenfield Education and Training Center, paid the tuition for one of its employees to attend the classes. Local Roanoke manufacturing companies advised VWCC about what to teach in the course and supported it with contributions. Supporting companies include Altec Industries, Tread Corp., O'Neal Steel, KME Fire Apparatus, and Steel Dynamics Inc.



#### COMMUNITY COLLEGES

- Dabney S. Lancaster
- Blue Ridge
- Central Virginia
- Piedmont Virginia
- Virginia Western

#### Description of Region

Region Total Population: 1,044,999

High school graduates: 52% of total population

College graduates: 15% of total population

18-34 year olds without a high school degree: 34,994

#### WEST CENTRAL REGION

Projected High Growth Occupations and Estimated Number of Jobs through 2012

- Information and Records Clerks - 4,056
- Health Technologists and Technicians - 3,050
- Primary, Secondary and Special Education School Teachers - 2,813

# VCCS WDS Directory of Colleges

## **Blue Ridge Community College**

President: Dr. James R. Perkins  
WDS Contact: Janice S. "Bonnie" Moyers, Dean of Workforce Services and Continuing Education  
Website: <http://www.brcc.edu>

## **Central Virginia Community College**

President: Dr. Darrel W. Staat  
WDS Contact: Stan Shoun, Vice President of Workforce Development & Continuing Education  
Website: <http://cv.vccs.edu>

## **Dabney S. Lancaster Community College**

President: Dr. Richard R. Teaff  
WDS Contact: Gary Keener, Dean of Continuing Education and Workforce Services  
Website: <http://www.dl.vccs.edu>

## **Danville Community College**

President: Dr. B. Carlyle Ramsey  
WDS Contact: Jeff Arnold, Interim Dean of Workforce Development  
Website: <http://www.dcc.vccs.edu>

## **Eastern Shore Community College**

President: Dr. Cheryl Thompson-Stacy  
WDS Contact: Eddie Swain, Dean of Workforce Development and Continuing Education  
Website: <http://www.es.vccs.edu/>

## **Germanna Community College**

President: Dr. Francis S. Turnage  
WDS Contact: Kathleen Habel, Dean of Workforce and Community Education  
Website: <http://www.gcc.vccs.edu>

## **J. Sargeant Reynolds Community College**

President: Dr. Gary L. Rhodes  
WDS Contact: Louis "Mac" McGinty, Vice President, Community College Workforce Alliance  
Website: <http://www.jsr.vccs.edu>

## **John Tyler Community College**

President: Dr. Marshall W. Smith  
WDS Contact: Louis "Mac" McGinty, Vice President, Community College Workforce Alliance  
Website: <http://www.jtcc.edu>

## **Lord Fairfax Community College**

President: Dr. John J. "Ski" Sygielski  
WDS Contact: Nancy Lloyd, Vice President, Workforce Services and Continuing Education  
Website: <http://www.lfcc.edu/>

## **Mountain Empire Community College**

President: Dr. Terrance E. Suarez  
WDS Contact: Sue Ella Boatright-Wells, Dean of Workforce Development/Continuing Education  
Website: <http://www.me.vccs.edu>

## **New River Community College**

President: Dr. Jack M. Lewis  
WDS Contact: Ron Chaffin, Vice President for Workforce Development  
Website: <http://www.nr.edu/>

## **Northern Virginia Community College**

President: Dr. Robert G. Templin, Jr.  
WDS Contact: William Gary, Vice President for Workforce Development  
Website: <http://www.nv.cc.va.us/>

## **Patrick Henry Community College**

President: Dr. Max F. Wingett  
WDS Contact: Cynthia Ingram, Dean, Continuing Education and Workforce Development  
Website: <http://www.ph.vccs.edu/>

## **Paul D. Camp Community College**

President: Dr. Douglas W. Boyce  
WDS Contact: Carolyn W. Crowder, Vice President, Workforce Development  
Website: <http://www.pc.vccs.edu>

## **Piedmont Virginia Community College**

President: Dr. Frank Friedman  
WDS Contact: Valerie Palamountain, Dean of Workforce Services  
Website: <http://www.pv.vccs.edu/>

## **Rappahannock Community College**

President: Dr. Elizabeth H. "Sissy" Crowther  
WDS Contact: Gayle J. Wood, Vice President for Workforce Development  
Website: <http://www.rcc.vccs.edu>

## **Southside Virginia Community College**

President: Dr. John J. Cavan  
WDS Contact: Tom Reynolds, Dean of Continuing Education and Workforce Development  
Website: <http://www.sv.cc.va.us/>

## **Southwest Virginia Community College**

President: Dr. Charles R. King  
WDS Contact: Frank Horton, Dean, Continuing Education and Workforce Development Coordinator  
Website: <http://www.sw.vccs.edu/>

## **Thomas Nelson Community College**

President: Dr. Charles A. Taylor  
WDS Contact: Deborah George Wright, Vice President for Workforce Development  
Website: <http://www.tncc.edu>

## **Tidewater Community College**

President: Dr. Deborah M. DiCroce  
WDS Contact: Theresa M. Bryant, Vice President for Workforce Development  
Website: <http://www.tcc.edu>

## **Virginia Highlands Community College**

President: Dr. F. David Wilkin  
WDS Contact: Melina T. Leland, Dean, Center for Business and Industry  
Website: <http://www.vhcc.edu>

## **Virginia Western Community College**

President: Dr. Robert H. Sandel  
WDS Contact: Chuck Terrell, Vice President of Workforce Development Services  
Website: <http://www.vw.cc.va.us/>

## **Wytheville Community College**

President: Dr. Charlie White  
WDS Contact: Joe Bybee, Interim Dean of Continuing Education and Workforce Development  
Website: <http://www.wcc.vccs.edu/>

# From the Chancellor

## VIRGINIA'S COMMUNITY COLLEGES



As the Virginia Community College System celebrates 40 years, we have an opportunity to review our Dateline 2009 goals and evaluate our progress as we strive to be a world-class system. You will find a complete half-time status report online at <http://www.vccs.edu/vccsarr/Research/Dateline09.htm>. For workforce development, our goal is to engage 225,000 individuals annually in workforce programs and services, an increase of nearly 80% from a starting point of 125,000. I am pleased to report that Virginia's community colleges are well on their way of reaching this goal by 2009, as the number of individuals served annually reached 180,000 in FY 2006.

Virginia's community colleges offer fast, flexible, and affordable courses and programs that prepare individuals and strengthen companies for today's work environment. Individuals can access workforce programs in many ways. The most common ways are through employee sponsorship. In 2006, 77,000 individuals took open enrollment courses, many of which were sponsored by nearly 2,800 companies. In addition, Virginia's community colleges developed customized courses for 54,500 individuals and 900 companies.

How we approach workforce development continues to evolve, and nowhere is that more apparent than in our transitional programs. These programs are designed, in part, to address the heart of one of our greatest challenges: how to keep more people, especially young adults, engaged in education and training programs such that they can secure good jobs and live independent lives.

The current American agenda does not include universal access to post-secondary education. What's worse is our current trend nationally: nearly a third of young people fail to graduate high school and of those who do graduate, hardly enough are furthering their education and training. In fact, a higher proportion of minorities in America attended college 30 years ago than they do today. The most educated generation in American history—the baby boomers—are about to retire from the workforce at a time when their replacements must have post-secondary credentials and skills. The American education pipeline is in serious hemorrhage—and not enough national and state leaders are speaking out.

Our Middle College and Career Coaches programs are designed to confront these challenges.

Career coaches are community college professional who reside in the high school and counsel young people on viable career options that require post-secondary career credentials. Over 50 career coaches work in local high schools across the commonwealth. The number of students who were contacted by career coaches last year grew by over 25,000. Additionally, the number of students referred to dual-enrollment courses by career coaches increased by over 8,500.

Middle College is a successful college recovery program for 18- to 24-year-old high school dropouts. To date, over 70% of Middle College students have completed the GED, and of them, more than 50% have gone on to college programs. Last year, the number of young adults enrolled in Middle College increased 46%, the number of students who received their GED increased 67%, and the number of students who enrolled in post-secondary programs increased 28%. Obviously, the increase in numbers indicates that the community colleges are meeting a need. Imagine the impact on the commonwealth and our young people's lives if we were to expand the Middle College program.

Virginia's community colleges continually strive to be responsive to the needs of the new economy and the changing demographics. Over 90% of the fastest growing jobs require some form of post-secondary education, often at the associate degree level. Virginia employers from multiple sectors are concerned about critical workforce shortages and the issue appears to be increasing.

Over 700,000 working-age Virginians lack even a high school diploma or GED. These individuals simply lack the skills for entry level employment. Virginia's community colleges can help guide students into career-oriented programs that lead directly to jobs. Additionally, with our statewide network and singular governance structure, we are well suited to play a stronger role in helping students not only gain a GED but also enroll in post-secondary education and training programs.

Virginia's community colleges are committed to helping Virginia move forward and will continue to explore opportunities to meet the demands of the commonwealth.

*Glenn DuBois*  
Chancellor

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The Virginia Community College System does not discriminate on the basis of race, color, national origin, sex, religion, age, or disability in employment or in the provision of services.



## WDS Staff Directory, System Office

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**Regional Business & Industry Coordinator**

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Institutes of Excellence  
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**Gloria Westerman, Director**

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gwesterman@vccs.edu

## Workforce Development Services

VIRGINIA COMMUNITY COLLEGE SYSTEM

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