

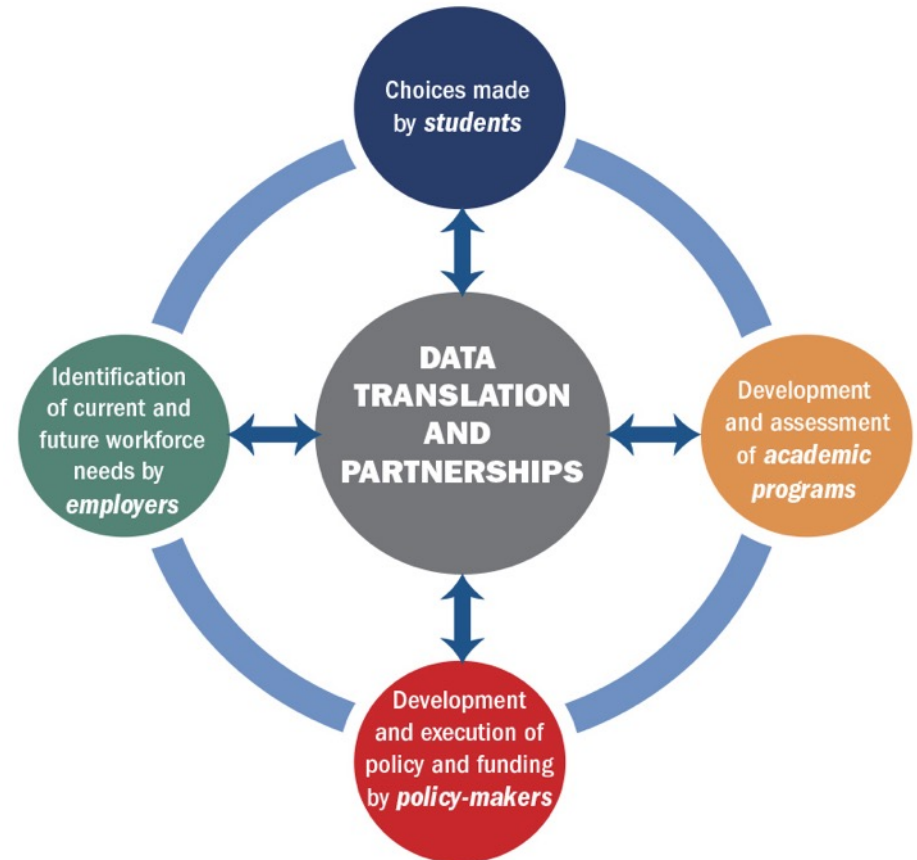


**INTRODUCING:**

# **VIRGINIA OFFICE OF EDUCATION ECONOMICS (VOEE)**



# SCHEV LAID THE GROUNDWORK FOR THIS IMPORTANT EFFORT IN ITS REPORT ON HIGHER ED AND WORKFORCE ALIGNMENT



**SB1314 by Sen. Hashmi creates an office of education and labor market alignment at VEDP, with two complementary functions:**

- Provide a unified, consistent source of analysis for policy development + implementation related to talent development
- Offer resources and expertise related to education and labor market alignment

**Key partners include:**

- SCHEV + higher ed institutions
- VDOE
- VEC
- GO Virginia
- VBWD
- Workforce partners



Virginia Tech Innovation Campus  
Rendering, Alexandria

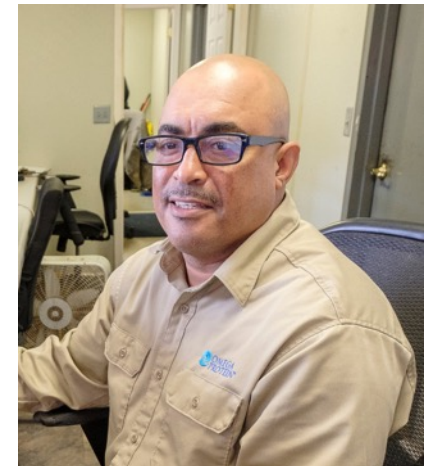
## Important stakeholders we expect to serve include:

- Adult workers and their families
- Students, their families, and guidance counselors
- Higher education and workforce development leaders
- Employers
- Policymakers



# EXAMPLES OF SHARED CHALLENGES ACROSS ALL STAKEHOLDERS

- **Lack of accessibility and transparency in employment outcomes** associated with educational degrees / credentials and providers, as well as a better understanding of predictors of outcomes
- **Unhealthy college-for-all orientation of the U.S.**, in contrast to most developed countries, which favors bachelor's-degree-bound students already most likely to succeed while hampering economic progress (and talent pipelines) for those who don't secure a bachelor's degree or more
- **Unwarranted credential inflation** that makes it more difficult for employers to meet their needs, as well as for job seekers to secure well-compensated employment for which they have the necessary skills and capabilities



## EXAMPLES OF CHALLENGES FACING MANY ADULT WORKERS

- Inability of many full-time workers to sufficiently provide for their families
- For those with limited formal education, lack of support for counseling, financing, and tailored educational opportunities to help them improve their employment prospects
- Limited ability of many parents to participate in the labor market and/or to seek additional education due to lack of access to affordable, quality childcare
- Widespread underemployment of college grads (more than one in four full-time employed grads with a BA or higher do not work in a college-level occupation)



# EXAMPLES OF CHALLENGES FACING STUDENTS, THEIR FAMILIES, AND GUIDANCE COUNSELORS

- Lack of access to research-based best practices on successfully transitioning from education to the labor market
- Obstacles to economic mobility for young people growing up in economically poor families/neighborhoods
- Rising student loan levels that spark high-risk decisions for students with uncertain post-graduation prospects



# EXAMPLES OF CHALLENGES FACING HIGHER EDUCATION AND WORKFORCE DEVELOPMENT LEADERS

- Insufficient access to credible data on supply/demand imbalances by program, occupation, and region
- State funding structure for higher education that, like in other states, can discourage institutions from addressing unmet labor market demand for higher-cost degree and credential programs





## EXAMPLES OF CHALLENGES FACING EMPLOYERS

- Insufficient pipeline of skilled workers to meet talent and growth needs, particularly in certain occupations (e.g., tech jobs, healthcare positions, and skilled trades)
- Difficulty of efficiently communicating their needs to education and workforce leaders in a timely fashion



Trex, Fredericksburg

# EXAMPLES OF CHALLENGES FACING STATE POLICYMAKERS

- Need to make smart decisions on best allocation of limited resources, often with limited information / data
- Need to design smart policies and programs that encourage high workforce participation (and minimize disincentives)
- Have the tall order of tackling multi-faceted challenges (e.g., reducing unemployment in Virginia)



Virginia State Capitol

# THE VIRGINIA OFFICE OF EDUCATION ECONOMICS (VOEE) HOPES TO INFORM CRUCIAL QUESTIONS FOR MANY STAKEHOLDERS



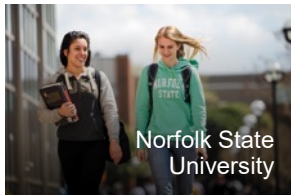
## Policymakers

- What is the current market balance for each occupation and educational/training program?
- What program shortages or gaps can be addressed through effective policy?
- How can we reduce underemployment in Virginia?



## Employers

- Will I have the talent supply I need now and in the future?
- Where can I go in Virginia to find graduates of programs that are important to my business?
- What credentials demonstrate the skills needed for my entry level and senior level hires?



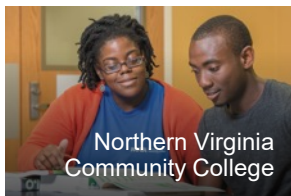
## Higher education and workforce development leaders

- How do employment outcomes differ across regions by socioeconomic status and/or race?
- How well do our programs align with regional and state employer demand?
- Which programs should our institution enhance?



## Students, their families, and guidance counselors

- What are careers that align well with my interests and skills?
- What are the educational pathways to gain entry to those careers?
- What are employment outcomes for programs that align with my career interests?



## Current job seekers and job coaches

- What are the available jobs that I can get with my current education and experience, including number of openings and earnings?
- What companies are hiring for occupations for which I'm qualified?
- What are additional jobs for which I could be competitive were I to pursue additional education, and what kind of education?

# WE ARE IN PROCESS OF CONDUCTING 30+ STAKEHOLDER INTERVIEWS TO GLEAN INSIGHTS AND RECOMMENDATIONS

“ Having a clearer understanding of current and future labor markets will improve academic programs at every level of education.

**Dr. Rosa Atkins**

Division Superintendent, Charlottesville City Schools & SCHEV Council member

“ Thanks to my high school career coach, I chose JMU for the strong success rate of its nursing school. If all students had a more access to information about in-demand careers, it would be so helpful in deciding what and where to study.

**Grace (age 18)**

Freshman, James Madison University

“ In my over 40 years working with Virginia’s community college students, I can’t underscore enough how absolutely crucial it is to create a state-level Office of Education Economics. Understanding the connections between our educational programs and labor market outcomes would help policymakers and educators respond to the talent needs of our economy, while better enabling our students to navigate the complex, often confusing connections between education and the labor market.

**Dr. Susan S. Wood**

Professor Emeritus, J. Sargeant Reynolds Community College, and former Vice Chancellor, VCCS

“ Over the years I’ve advised countless high schoolers and adults on career options tied to Prince William County’s Practical Nursing program. There are an array of career options available to them across rehabilitation centers, physician’s offices, long-term care or assisted living facilities, clinics, and more. If Virginia was able to provide me with regular, real-time data for specific geographies on how many current job openings are available, what entry-level wages are, what wage growth historically has been over time, I could help my students make more informed choices about their next steps.

**Tammy Dean**

Director of the Practical Nursing Program, Prince William County Schools

“ We can’t bridge computer science education gaps in K-12 if we don’t have an accurate, reliable, consistent, source-of-truth data that gives us clear insight into where those gaps are. Great strategies are built on reliable, locally relevant, and up-to-date information. We need that crucial data on a regular basis.

**Chris Dovi**

Executive Director, CodeVA

## WE'RE ALSO SEEKING INPUT FROM NATIONAL EXPERTS ON EDUCATION AND/OR LABOR MARKET TOPICS (EXAMPLES)



**Joe Fuller**

Managing the Future of Work Project  
Harvard Business School



**Brooke Weddle**

McKinsey & Company



**Jason Tyszko**

US Chamber of Commerce Foundation



**Sarah Turner**

University of Virginia



**Michelle Weise**

Education & Workforce Strategist



**Peter Cappelli**

Wharton



**Sandy Baum**

Urban Institute



**Brad Hershbein**

Upjohn Institute



**Byron Auguste**

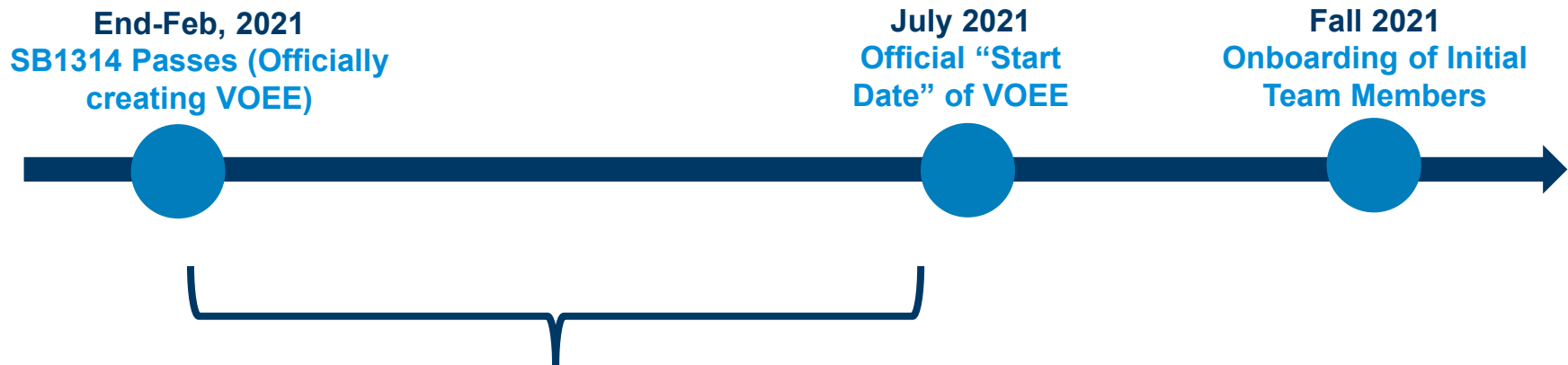
Opportunity@Work



**Beth Cobert**

Markle Foundation

# WE CURRENTLY ARE IN THE LAUNCH PLANNING PHASE, WITH CORE TEAM HIRES ANTICIPATED BY THIS FALL



## *We are currently in the “Design & Planning” Phase:*

- Design of optimal staffing structure and kicking off recruitment for key roles
- Soliciting input via 30+ stakeholder meetings across Virginia on the design, strategy, and core value-adds of VOEE for different audiences
- Engaging in a series of six strategic planning workshops focused on strategy, vision, near-, medium-, and long-term focus areas, and cultivating broad strategic alignment to enable long-term success

# We want to hear from you!

What questions do you have?

How might the work of this new initiative support your priorities at SCHEV?



Maggie L. Walker Governor's School  
Richmond