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## HOUSE BILL NO. 2321

## AMENDMENT IN THE NATURE OF A SUBSTITUTE

(Proposed by the Senate Committee on General Laws and Technology  
on February 10, 2021)

(Patron Prior to Substitute—Delegate Simonds)

A BILL to amend and reenact §§ 2.2-200, 2.2-204, 2.2-205, 2.2-205.1, 2.2-435.6, 2.2-435.8, 2.2-435.9, 2.2-435.10, 2.2-2471, 2.2-2471.1, 2.2-2472, 2.2-2472.2, 2.2-2472.3, and 30-377 of the Code of Virginia; to amend the Code of Virginia by adding in Chapter 2 of Title 2.2 an article numbered 6.1, consisting of sections numbered 2.2-214.2 and 2.2-214.3; and to repeal § 2.2-435.7 of the Code of Virginia, relating to Governor's Secretaries; Secretary of Workforce created.

**Be it enacted by the General Assembly of Virginia:**

1. That §§ 2.2-200, 2.2-204, 2.2-205, 2.2-205.1, 2.2-435.6, 2.2-435.8, 2.2-435.9, 2.2-435.10, 2.2-2471, 2.2-2471.1, 2.2-2472, 2.2-2472.2, 2.2-2472.3, and 30-377 of the Code of Virginia are amended and reenacted and that the Code of Virginia is amended by adding in Chapter 2 of Title 2.2 an article numbered 6.1, consisting of sections numbered 2.2-214.2 and 2.2-214.3, as follows:

**§ 2.2-200. Appointment of Governor's Secretaries; general powers; severance.**

A. The Governor's Secretaries shall be appointed by the Governor, subject to confirmation by the General Assembly if in session when the appointment is made, and if not in session, then at its next succeeding session. Each Secretary shall hold office at the pleasure of the Governor for a term coincident with that of the Governor making the appointment or until a successor is appointed and qualified. Before entering upon the discharge of duties, each Secretary shall take an oath to faithfully execute the duties of the office.

B. Each Secretary shall be subject to direction and supervision by the Governor. Except as provided in Article 4 (§ 2.2-208 et seq.), the agencies assigned to each Secretary shall:

1. Exercise their respective powers and duties in accordance with the general policy established by the Governor or by the Secretary acting on behalf of the Governor;
2. Provide such assistance to the Governor or the Secretary as may be required; and
3. Forward all reports to the Governor through the Secretary.

C. Unless the Governor expressly reserves such power to himself and except as provided in Article 4 (§ 2.2-208 et seq.), each Secretary may:

1. Resolve administrative, jurisdictional, operational, program, or policy conflicts between agencies or officials assigned;
2. Direct the formulation of a comprehensive program budget for the functional area identified in § 2.2-1508 encompassing the services of agencies assigned for consideration by the Governor;
3. Hold agency heads accountable for their administrative, fiscal and program actions in the conduct of the respective powers and duties of the agencies;
4. Direct the development of goals, objectives, policies and plans that are necessary to the effective and efficient operation of government;
5. Sign documents on behalf of the Governor that originate with agencies assigned to the Secretary; and
6. Employ such personnel and to contract for such consulting services as may be required to perform the powers and duties conferred upon the Secretary by law or executive order.

D. Severance benefits provided to any departing Secretary shall be publicly announced by the Governor prior to such departure.

E. As used in this chapter, "Governor's Secretaries" means the Secretary of Administration, the Secretary of Agriculture and Forestry, the Secretary of Commerce and Trade, the Secretary of Education, the Secretary of Finance, the Secretary of Health and Human Resources, the Secretary of Workforce, the Secretary of Natural Resources, the Secretary of Public Safety and Homeland Security, the Secretary of Transportation, and the Secretary of Veterans and Defense Affairs.

**§ 2.2-204. Position established; agencies for which responsible; additional duties.**

The position of Secretary of Commerce and Trade (the Secretary) is created. The Secretary shall be responsible to the Governor for the following agencies: Virginia Economic Development Partnership Authority, Commonwealth of Virginia Innovation Partnership Authority, Virginia International Trade Corporation, Virginia Tourism Authority, Department of Labor and Industry, Department of Mines, Minerals and Energy, Virginia Employment Commission, Department of Professional and Occupational Regulation, Department of Housing and Community Development, Department of Small Business and Supplier Diversity, Virginia Housing Development Authority, Tobacco Region Revitalization Commission, and Board of Accountancy. The Governor, by executive order, may assign any state executive agency to the Secretary, or reassign any agency listed in this section to another Secretary.

60 The Secretary shall implement the provisions of the Virginia Biotechnology Research Act (§ 2.2-5500  
61 et seq.).

62 **§ 2.2-205. Economic development policy for the Commonwealth.**

63 A. During the first year of each new gubernatorial administration, the Secretary, with the assistance  
64 of a cabinet-level committee appointed in accordance with subsection B, shall develop and implement a  
65 written comprehensive economic development policy for the Commonwealth. In developing this policy,  
66 the Secretary and the committee shall review the economic development policy in effect at the  
67 commencement of the Governor's term of office. The Secretary shall make such revisions to the existing  
68 policy as the Secretary deems necessary to ensure that it is appropriate for the Commonwealth. Once the  
69 policy has been adopted by the Secretary and the committee and approved by the Governor, it shall be  
70 submitted to the General Assembly for its consideration.

71 B. During the first year of each new gubernatorial administration, the Governor shall issue an  
72 executive order creating a cabinet-level committee to assist the Secretary in the development of the  
73 comprehensive economic development policy for the Commonwealth. The Secretary shall be the  
74 chairman of the committee, and the Secretaries of Administration, Agriculture and Forestry, Education,  
75 Health and Human Resources, *Workforce*, Natural Resources, and Transportation shall serve as  
76 committee members. The Governor may also appoint members of regional and local economic  
77 development groups and members of the business community to serve on the committee.

78 **§ 2.2-205.1. Economic Crisis Strike Force.**

79 A. There is hereby established the Economic Crisis Strike Force (Strike Force) for the purpose of  
80 serving as a working group to respond as needed to economic disasters in Virginia communities by (i)  
81 immediately providing a single point of contact for citizens in affected communities to assist with  
82 accessing available government and private sector services and resources, (ii) assisting localities in  
83 developing short-term and long-term strategies for addressing the economic crisis, and (iii) identifying  
84 opportunities for workforce retraining, job creation, and new investment.

85 B. The Strike Force shall be chaired by the Secretary of Commerce and Trade and be deployed at  
86 the direction of the Governor. Membership shall include high level representatives designated by the  
87 Secretaries of Education ~~and~~, Health and Human Resources, *and Workforce* and by the respective heads  
88 of the following agencies: the Department of Agriculture and Consumer Services, the Department of  
89 Education, the Department of Housing and Community Development, the Department of Labor and  
90 Industry, the Department of Medical Assistance Services, the Department of Small Business and  
91 Supplier Diversity, the Department of Social Services, the Virginia Community College System, the  
92 Virginia Employment Commission, the Virginia Economic Development Partnership, and the Virginia  
93 Tourism Authority. The Strike Force shall also include representatives from such other agencies as may  
94 be designated by the Governor to meet the needs of a particular affected community. In addition, the  
95 Governor may designate such citizens as he deems appropriate to advise the Strike Force.

96 C. Staff support for the Strike Force shall be provided by the Office of the Governor and the  
97 Secretary of Commerce and Trade. All agencies of the Commonwealth shall assist the Strike Force upon  
98 request.

99 D. On or before December 1 of each year, the Strike Force shall report to the Governor and the  
100 General Assembly on its activities.

101 E. For the purposes of this section, "economic disaster" means an employment loss of at least five  
102 percent during the immediately preceding six-month period, the closure or downsizing of a major  
103 regional employer in an economically distressed area, a natural disaster or act of terrorism for which the  
104 Governor has declared a state of emergency, or other economic crisis situations, which in the opinion of  
105 the Governor adversely affect the welfare of the citizens of the Commonwealth.

106 *Article 6.1.*

107 *Secretary of Workforce.*

108 **§ 2.2-214.2. Position established; agencies for which responsible.**

109 *The position of Secretary of Workforce (the Secretary) is created. The Secretary shall be responsible*  
110 *to the Governor for the following agencies: the Department of Labor and Industry, the Department of*  
111 *Professional and Occupational Regulation, and the Virginia Employment Commission. The Governor, by*  
112 *executive order, may assign any state executive agency to the Secretary.*

113 **§ 2.2-214.3. Responsibilities of the Secretary.**

114 A. *The Secretary shall assist the Governor in his capacity as the Chief Workforce Development*  
115 *Officer for the Commonwealth pursuant to § 2.2-435.6. The Secretary shall be responsible for the duties*  
116 *assigned to him pursuant to this article, Chapter 4.2 (§ 2.2-435.6 et seq.), Article 24 (§ 2.2-2470 et seq.)*  
117 *of Chapter 24, and other tasks as may be assigned to him by the Governor.*

118 B. *The Chief Workforce Development Officer's responsibilities as carried out by the Secretary of*  
119 *Workforce shall include:*

120 1. *Developing a strategic plan for the statewide delivery of workforce development and training*  
121 *programs and activities. The strategic plan shall be developed in coordination with the development of*

the comprehensive economic development policy required by § 2.2-205. The strategic plan shall include performance measures that link the objectives of such programs and activities to the record of state agencies, local workforce development boards, and other relevant entities in attaining such objectives;

2. Determining the appropriate allocation, to the extent permissible under applicable federal law, of funds and other resources that have been appropriated or are otherwise available for disbursement by the Commonwealth for workforce development programs and activities;

3. Ensuring that the Commonwealth's workforce development efforts are implemented in a coordinated and efficient manner by, among other activities, taking appropriate executive action to this end and recommending to the General Assembly necessary legislative actions to streamline and eliminate duplication in such efforts;

4. Facilitating efficient implementation of workforce development and training programs by Cabinet Secretaries and agencies responsible for such programs;

5. Developing, in coordination with the Virginia Board of Workforce Development, (i) certification standards for programs and providers and (ii) uniform policies and procedures, including standardized forms and applications, for one-stop centers;

6. Monitoring, in coordination with the Virginia Board of Workforce Development, the effectiveness of each one-stop center and recommending actions needed to improve its effectiveness;

7. Establishing measures to evaluate the effectiveness of the local workforce development boards and conducting annual evaluations of the effectiveness of each local workforce development board. As part of the evaluation process, the Governor shall recommend to such boards specific best management practices;

8. Conducting annual evaluations of the performance of workforce development and training programs and activities and their administrators and providers using the performance measures developed through the strategic planning process described in subdivision 1. The evaluations shall include, to the extent feasible, (i) a comparison of the per-person costs for each program or activity, (ii) a comparative rating of each program or activity based on its success in meeting program objectives, and (iii) an explanation of the extent to which each agency's appropriation requests incorporate the data reflected in the cost comparison described in clause (i) and the comparative rating described in clause (ii). These evaluations, including the comparative rankings, shall be considered in allocating resources for workforce development and training programs. These evaluations shall be submitted to the Chairmen of the House Committee on Labor and Commerce and the Senate Committee on Commerce and Labor and included in the biennial reports pursuant to subdivision 10;

9. Monitoring federal legislation and policy in order to maximize the Commonwealth's effective use of access to federal funding available for workforce development programs; and

10. Submitting biennial reports, which shall be included in the Governor's executive budget submissions to the General Assembly, on improvements in the coordination of workforce development efforts statewide. The reports shall identify (i) program success rates in relation to performance measures established by the Virginia Board of Workforce Development, (ii) obstacles to program and resource coordination, and (iii) strategies for facilitating statewide program and resource coordination.

**§ 2.2-435.6. Chief Workforce Development Officer.**

A. The Governor shall serve as Chief Workforce Development Officer for the Commonwealth.

B. The Governor may appoint a Chief Workforce Development Advisor who shall be responsible for the duties assigned to him pursuant to this chapter and Article 24 (§ 2.2-2470 et seq.) of Chapter 24 or other tasks as may be assigned to him by the Governor.

**§ 2.2-435.8. Workforce program evaluations; sharing of certain data.**

A. Notwithstanding any provision of law to the contrary, the agencies specified in subsection D may share data from within their respective databases solely to (i) provide the workforce program evaluation and policy analysis required by subdivision A B 8 of § ~~2.2-435.7~~ 2.2-214.3 and clause (i) of subdivision A B 10 of § ~~2.2-435.7~~ 2.2-214.3 and (ii) conduct education program evaluations that require employment outcomes data to meet state and federal reporting requirements.

B. Data shared pursuant to subsection A shall not include any personal identifying information, shall be encrypted, and shall be transmitted to the Governor or his designee. Upon receipt of such data, the Governor or his designee shall re-encrypt the data to prevent any participating agency from connecting shared data sets with existing agency files. For the purposes of this section:

1. "Identifying information" means the same as that term is defined in § 18.2-186.3; and

2. "Encrypted" means the same as that term is defined in § 18.2-186.6.

C. The Governor or his designee and all agencies authorized under this section shall destroy or erase all shared data upon completion of all required evaluations and analyses. The Governor or his designee may retain a third-party entity to assist with the evaluation and analysis.

D. The databases from the following agencies relating to the specific programs identified in this subsection may be shared solely to achieve the purposes specified in subsection A:

- 183 1. Virginia Employment Commission: Unemployment Insurance, Job Service, Trade Act, and  
184 Veterans Employment Training Programs;  
185 2. Virginia Community College System: Postsecondary Career and Technical Education, Workforce  
186 Innovation and Opportunity Act Adult, Youth and Dislocated Worker Programs;  
187 3. Department for Aging and Rehabilitative Services: Vocational Rehabilitation and Senior  
188 Community Services Employment Program;  
189 4. Department for the Blind and Vision Impaired: Vocational Rehabilitation;  
190 5. Department of Education: Adult Education and Family Literacy, Special Education, and Career  
191 and Technical Education;  
192 6. Department of Labor and Industry: Apprenticeship;  
193 7. Department of Social Services: Supplemental Nutrition Assistance Program and Virginia Initiative  
194 for Education and Work;  
195 8. Virginia Economic Development Partnership: Virginia Jobs Investment Program;  
196 9. Department of Juvenile Justice: Youth Industries and Institutional Work Programs and Career and  
197 Technical Education Programs;  
198 10. Department of Corrections: Career and Technical Education Programs; and  
199 11. The State Council of Higher Education for Virginia.

200 **§ 2.2-435.9. Annual report by publicly funded career and technical education and workforce**  
201 **development programs; performance on state-level metrics.**

202 Beginning November 1, 2016, and annually thereafter, each agency administering any publicly  
203 funded career and technical education and workforce development program shall submit to the Governor  
204 and the Virginia Board of Workforce Development a report detailing the program's performance against  
205 state-level metrics established by the Virginia Board of Workforce Development and the ~~Chief~~  
206 ~~Workforce Development Advisor~~ *Secretary of Workforce*.

207 **§ 2.2-435.10. Administration of the Workforce Innovation and Opportunity Act; memorandum**  
208 **of understanding; executive summaries.**

209 A. ~~The Chief Workforce Development Advisor, the Commissioner of the Virginia Employment~~  
210 ~~Commission, Secretary of Workforce~~ and the Chancellor of the Virginia Community College System  
211 shall enter into a memorandum of understanding that sets forth (i) the roles and responsibilities of each  
212 of these entities in administering a state workforce system and facilitating regional workforce systems  
213 that are business-driven, aligned with current and reliable labor market data, and targeted at providing  
214 participants with workforce credentials that have demonstrated value to employers and job seekers; (ii) a  
215 funding mechanism that adequately supports operations under the federal Workforce Innovation and  
216 Opportunity Act of 2014 (P.L. 113-128)(WIOA); and (iii) a procedure for the resolution of any  
217 disagreements that may arise concerning policy, funding, or administration of the WIOA.

218 B. ~~The Chief Workforce Development Advisor, the Virginia Employment Commission, Secretary of~~  
219 ~~Workforce~~ and the Virginia Community College System shall collaborate to produce an annual executive  
220 summary, no later than the first day of each regular session of the General Assembly, of the interim  
221 activity undertaken to implement the memorandum of understanding described in subsection A and to  
222 administer the WIOA.

223 **§ 2.2-2471. Virginia Board of Workforce Development; purpose; membership; terms;**  
224 **compensation and expenses; staff.**

225 A. The Virginia Board of Workforce Development (the Board) is established as a policy board,  
226 within the meaning of § 2.2-2100, in the executive branch of state government. The purpose of the  
227 Board shall be to assist and advise the Governor, the General Assembly, and the ~~Chief Workforce~~  
228 ~~Development Advisor~~ *Secretary of Workforce* in meeting workforce development needs in the  
229 Commonwealth through recommendation of policies and strategies to increase coordination and thus  
230 efficiencies of operation between all education and workforce programs with responsibilities and  
231 resources for employment, occupational training, and support connected to workforce credential and job  
232 attainment.

233 B. The Board shall consist of the following:

234 1. Two members of the House of Delegates to be appointed by the Speaker of the House of  
235 Delegates and two members of the Senate to be appointed by the Senate Committee on Rules.  
236 Legislative members shall serve terms coincident with their terms of office and may be reappointed for  
237 successive terms;

238 2. The Governor and his designee who shall be the ~~Chief Workforce Development Advisor~~ *Secretary*  
239 *of Workforce* or another cabinet-level official appointed to the Board;

240 3. The Secretaries of Commerce and Trade, Education, Health and Human Resources, Public Safety  
241 and Homeland Security, and Veterans and Defense Affairs, or their designees, each of whom shall serve  
242 ex officio;

243 4. The Chancellor of the Virginia Community College System or his designee, who shall serve ex  
244 officio; and

5. Additional members appointed by the Governor as are required to ensure that the composition of the Board satisfies the requirements of the WIOA. The additional members shall include:

- a. Two local elected officials;
- b. Eight members who shall be representatives of the workforce, to include (i) three representatives nominated by state labor federations, of which one shall be a representative of a joint-labor apprenticeship program, and (ii) at least one representative of a private career college; and
- c. Nonlegislative citizen members representing businesses in the Commonwealth, the total number of whom shall constitute a majority of the members of the Board and who shall include the presidents of the Virginia Chamber of Commerce and the Virginia Manufacturers Association or their designees as well as business owners, chief executive officers, chief operating officers, chief financial officers, senior managers, or other business executives or employers with optimum policy-making or hiring authority who represent the Commonwealth's economic development priorities. Business members shall represent diverse regions of the state, to include urban, suburban, and rural areas, and at least two members shall also be members of local workforce development boards.

Nonlegislative citizen members may be nonresidents of the Commonwealth. Members appointed in accordance with this subdivision shall serve four-year terms, subject to the pleasure of the Governor, and may be reappointed.

C. The Governor shall select a chairman and vice-chairman, who shall serve two-year terms, from among nonlegislative citizen members representing the business community appointed in accordance with subdivision B 5 c. The Board shall meet at least every three months or upon the call of the chair or the Governor as stipulated by the Board's bylaws. The chairman and the vice-chairman shall select at least five members of the Board to serve as an executive committee of the Board, which shall have the limited purpose of establishing meeting agendas, reviewing bylaws and other documents pertaining to Board governance and operations, approving reports to the Governor, and responding to urgent federal, state, and local issues between scheduled Board meetings.

D. Compensation and reimbursement of expenses of the members shall be as follows:

1. Legislative members appointed in accordance with subdivision B 1 shall receive such compensation and reimbursement of expenses incurred in the performance of their duties as provided in §§ 2.2-2813, 2.2-2825, and 30-19.12.

2. Ex officio members of the Board shall not receive compensation but shall be reimbursed for all reasonable and necessary expenses incurred in the performance of their duties as provided in §§ 2.2-2813 and 2.2-2825.

3. Members of the Board appointed in accordance with subdivision B 5 shall not receive compensation but shall be reimbursed for all reasonable and necessary expenses incurred in the performance of their duties as provided in §§ 2.2-2813 and 2.2-2825.

Funding for the costs of compensation and expenses of the members shall be provided from federal funds received under the WIOA.

#### **§ 2.2-2471.1. Secretary of Workforce; staff support.**

A. Staffing for the Board and Board functions shall be supervised by the ~~Chief Workforce Development Advisor~~ *Secretary of Workforce*. Additional staff support, including staffing of standing committees, may include other directors or coordinators of relevant education and workforce programs as requested by the ~~Chief Workforce Development Advisor~~ *Secretary of Workforce* and as in-kind support to the Board from agencies administering workforce programs.

B. The ~~Chief Workforce Development Advisor~~ *Secretary of Workforce* shall ~~enter into a written agreement with~~ *direct* agencies administering workforce programs ~~regarding supplemental to supply~~ staff support to Board committees and other logistical support for the Board. ~~Such written agreements shall be provided to members of the Board upon request.~~

#### **§ 2.2-2472. Powers and duties of the Board; Virginia Workforce System created.**

A. The Board shall implement a Virginia Workforce System that shall undertake the following actions to implement and foster workforce development and training and better align education and workforce programs to meet current and projected skills requirements of an increasingly technological, global workforce:

1. Provide policy advice to the Governor on workforce and workforce development issues in order to create a business-driven system that yields increasing rates of attainment of workforce credentials in demand by business and increasing rates of jobs creation and attainment;
2. Provide policy direction to local workforce development boards;
3. Assist the Governor in the development, implementation, and modification of any combined state plan developed pursuant to the WIOA;
4. Identify current and emerging statewide workforce needs of the business community;
5. Forecast and identify training requirements for the new workforce;
6. Recommend strategies to match trained workers with available jobs to include strategies for

306 increasing business engagement in education and workforce development;

307 7. Evaluate the extent to which the state's workforce development programs emphasize education and  
308 training opportunities that align with employers' workforce needs and labor market statistics and report  
309 the findings of this analysis to the Governor every two years;

310 8. Advise and oversee the development of a strategic workforce dashboard and tools that will inform  
311 the Governor, policy makers, system stakeholders, and the public on issues such as state and regional  
312 labor market conditions, the relationship between the supply and demand for workers, workforce  
313 program outcomes, and projected employment growth or decline. The Virginia Employment  
314 Commission, along with other workforce partners, shall provide data to populate the tools and  
315 dashboard;

316 9. Determine and publish a list of jobs, trades, and professions for which high demand for qualified  
317 workers exists or is projected by the Virginia Employment Commission. The Virginia Employment  
318 Commission shall support the Virginia Board of Workforce Development in making such determination.  
319 Such information shall be published biennially and disseminated to employers; education and training  
320 entities, including associate-degree-granting and baccalaureate public institutions of higher education;  
321 government agencies, including the Department of Education and public libraries; and other users in the  
322 public and private sectors;

323 10. Develop pay-for-performance contract strategy incentives for rapid reemployment services  
324 consistent with the WIOA as an alternative model to traditional programs;

325 11. Conduct a review of budgets, which shall be submitted annually to the Board by each agency  
326 conducting federal and state funded career and technical and adult education and workforce development  
327 programs, that identify the agency's sources and expenditures of administrative, workforce education and  
328 training, and support services for workforce development programs;

329 12. Review and recommend industry credentials that align with high demand occupations, which  
330 credentials shall include a credential that determines career readiness;

331 13. Define the Board's role in certifying WIOA training providers, including those not subject to the  
332 authority expressed in Article 3 (§ 23.1-213 et seq.) of Chapter 2 of Title 23.1;

333 14. Provide an annual report to the Governor concerning its actions and determinations under  
334 subdivisions 1 through 13;

335 15. Create quality standards, guidelines, and directives applicable to local workforce development  
336 boards and the operation of one-stops, as necessary and appropriate to carry out the purposes of this  
337 article; and

338 16. Perform any act or function in accordance with the purposes of this article.

339 B. The Board may establish such committees as it deems necessary

340 C. The Board, the ~~Chief Workforce Development Advisor~~ *Secretary of Workforce*, and the  
341 Governor's ~~cabinet secretaries~~ *other Cabinet Secretaries* shall assist the Governor in complying with the  
342 provisions of the WIOA and ensuring the coordination and effectiveness of all federal and state funded  
343 career and technical and adult education and workforce development programs and providers within  
344 Virginia's Workforce System.

345 D. The Board shall assist the Governor in the following areas with respect to workforce  
346 development: development of any combined state plan developed pursuant to the WIOA; development  
347 and continuous improvement of a statewide workforce development system that ensures career readiness  
348 and coordinates and aligns career and technical education, adult education, and federal and state  
349 workforce programs; development of linkages to ensure coordination and nonduplication among  
350 programs and activities; designation of local areas; development of local discretionary allocation  
351 formulas; development and continuous improvement of comprehensive state performance measures  
352 including, without limitation, performance measures reflecting the degree to which one-stop centers  
353 provide comprehensive services with all mandatory partners and the degree to which local workforce  
354 development boards have obtained funding from sources other than the WIOA; preparation of the annual  
355 report to the U.S. Secretary of Labor; development of a statewide employment statistics system; and  
356 development of a statewide system of one-stop centers that provide comprehensive workforce services to  
357 employers, employees, and job seekers.

358 The Board shall share information regarding its meetings and activities with the public.

359 E. Each local workforce development board shall develop and submit to the Governor and the Board  
360 an annual workforce demand plan for its workforce development board area based on a survey of local  
361 and regional businesses that reflects the local employers' needs and requirements and the availability of  
362 trained workers to meet those needs and requirements. Local boards shall also designate or certify  
363 one-stop operators; identify eligible providers of youth activities; develop a budget; conduct local  
364 oversight of one-stop operators and training providers in partnership with its local chief elected official;  
365 negotiate local performance measures, including incentives for good performance and penalties for  
366 inadequate performance; assist in developing statewide employment statistics; coordinate workforce  
367 development activities with economic development strategies and the annual demand plan, and develop

linkages among them; develop and enter into memoranda of understanding with one-stop partners and implement the terms of such memoranda; promote participation by the private sector; actively seek sources of financing in addition to WIOA funds; report performance statistics to the Board; and certify local training providers in accordance with criteria provided by the Board. Further, a local training provider certified by any workforce development board has reciprocal certification for all workforce development boards.

F. Each workforce development board shall develop and execute a strategic plan designed to combine public and private resources to support sector strategies, career pathways, and career readiness skills development. Such initiatives shall include or address (i) a regional vision for workforce development; (ii) protocols for planning workforce strategies that anticipate industry needs; (iii) the needs of incumbent and underemployed workers in the region; (iv) the development of partners and guidelines for various forms of on-the-job training, such as registered apprenticeships; (v) the setting of standards and metrics for operational delivery; (vi) alignment of monetary and other resources, including private funds and in-kind contributions, to support the workforce development system; and (vii) the generation of new sources of funding to support workforce development in the region.

G. Local workforce development boards are encouraged to implement pay-for-performance contract strategy incentives for rapid reemployment services consistent within the WIOA as an alternative model to traditional programs. Such incentives shall focus on (i) partnerships that lead to placements of eligible job seekers in unsubsidized employment and (ii) placement in unsubsidized employment for hard-to-serve job seekers. At the discretion of the local workforce development board, funds to the extent permissible under §§ 128(b) and 133(b) of the WIOA may be allocated for pay-for-performance partnerships.

H. Each chief local elected official shall consult with the Governor regarding designation of local workforce development areas; appoint members to the local board in accordance with state criteria; serve as the local grant recipient unless another entity is designated in the local plan; negotiate local performance measures with the Governor; ensure that all mandated partners are active participants in the local workforce development board and one-stop center; and collaborate with the local workforce development board on local plans and program oversight.

I. Each local workforce development board shall develop and enter into a memorandum of understanding concerning the operation of the one-stop delivery system in the local area with each entity that carries out any of the following programs or activities:

1. Programs authorized under Title I of the WIOA;
2. Programs authorized under the Wagner-Peyser Act (29 U.S.C. § 49 et seq.);
3. Adult education and literacy activities authorized under Title II of the WIOA;
4. Programs authorized under Title I of the Rehabilitation Act of 1973 (29 U.S.C. § 720 et seq.);
5. Postsecondary career and technical education activities authorized under the Carl D. Perkins Vocational and Applied Technology Education Act (20 U.S.C. § 2301 et seq.);
6. Activities authorized under Chapter 2 of Title II of the Trade Act of 1974 (19 U.S.C. § 2271 et seq.);
7. Activities pertaining to employment and training programs for veterans authorized under 38 U.S.C. § 4100 et seq.;
8. Programs authorized under Title 60.2, in accordance with applicable federal law;
9. Workforce development activities or work requirements of the Temporary Assistance to Needy Families (TANF) program known in Virginia as the Virginia Initiative for Education and Work (VIEW) established pursuant to § 63.2-608;
10. Workforce development activities or work programs authorized under the Food Stamp Act of 1977 (7 U.S.C. § 2011 et seq.);
11. Other programs or activities as required by the WIOA; and
12. Programs authorized under Title I of the WIOA.

J. The quorum for a meeting of a local workforce development board shall consist of a majority of both the private sector and public sector members. Each local workforce development board shall share information regarding its meetings and activities with the public.

K. For the purposes of implementing the WIOA, income from service in the Virginia National Guard shall not disqualify unemployed service members from WIOA-related services.

L. The ~~Chief Workforce Development Advisor~~ *Secretary of Workforce* shall be responsible for the coordination of the Virginia Workforce System and the implementation of the WIOA.

**§ 2.2-2472.2. Minimum levels of fiscal support from WIOA Adult and Dislocated Worker funds by local workforce development boards; incentives.**

A. Each local workforce development board shall allocate a minimum of 40 percent of WIOA Adult and Dislocated Worker funds to training services as defined under § 134(c)(3)(D) of the WIOA that lead to recognized postsecondary education and workforce credentials aligned with in-demand industry sectors

429 or occupations in the local area or region. Beginning October 1, 2016, and biannually thereafter, the  
430 ~~Chief Workforce Development Advisor~~ *Secretary of Workforce* shall submit a report to the Board  
431 evaluating the rate of the expenditure of WIOA Adult and Dislocated Worker funds under this section.

432 B. Failure by a local workforce development board to meet the required training expenditure  
433 percentage requirement shall result in sanctions, to increase in severity for each year of noncompliance.  
434 These sanctions may include corrective action plans; ineligibility to receive state-issued awards,  
435 additional WIOA incentives, or sub-awards; the recapturing and reallocation of a percentage of the local  
436 area board's Adult and Dislocated Worker funds; or for boards with recurring noncompliance,  
437 development of a reorganization plan through which the Governor would appoint and certify a new local  
438 board.

439 C. The Virginia Community College System, in consultation with the Governor, shall develop a  
440 formula providing for 30 percent of WIOA Adult and Dislocated Worker funds reserved by the  
441 Governor for statewide activities to be used solely for providing incentives to postsecondary workforce  
442 training institutions through local workforce development boards to accelerate the increase of workforce  
443 credential attainment by participants. Fiscal incentive awards provided under this section must be  
444 expended on training activities that lead participants to a postsecondary education or workforce  
445 credential that is aligned with in-demand industry sectors or occupations within each local workforce  
446 area. Apprenticeship-related instruction shall be included as a qualifying training under this subsection if  
447 such instruction is provided through a postsecondary education institution.

448 **§ 2.2-2472.3. Strategy for career pathways for opportunity youth.**

449 A. As used in this section, "opportunity youth" means individuals between the ages of 16 and 24  
450 who are (i) homeless, in foster care, or involved in the justice system or (ii) neither gainfully employed  
451 nor enrolled in an educational institution.

452 B. Local workforce development boards, in consultation with local chief elected officials; secondary  
453 and postsecondary education institutions, business leaders, and local community organizations, including  
454 youth organizations, shall develop focused strategies for engaging opportunity youth and placing them  
455 on pathways to education, training, and careers. The key focus of the strategy shall be actions that lead  
456 to retention, credential attainment, and gainful employment.

457 C. Each local workforce development board shall develop a strategic plan that includes performance  
458 measures for evaluating results of the implementation of the strategies developed pursuant to subsection  
459 B. The plan shall be submitted to the ~~Governor's Chief Workforce Development Advisor~~ *Secretary of*  
460 *Workforce* annually on or before November 30.

461 **§ 30-377. (Expires July 1, 2025) Membership; terms; vacancies; chairman and vice-chairman.**

462 A. The Commission shall consist of 23 members that include eight legislative members, five  
463 nonlegislative citizen members, and 10 ex officio members. Members shall be appointed as follows: five  
464 members of the House of Delegates to be appointed by the Speaker of the House of Delegates in  
465 accordance with the principles of proportional representation contained in the Rules of the House of  
466 Delegates; three members of the Senate to be appointed by the Senate Committee on Rules; three  
467 nonlegislative citizen members, at least one of whom shall have a background in community competence  
468 building and one of whom shall have a significant background in health and wellness within the private  
469 sector equivalent to that of ex officio members of the Commission, to be appointed by the Speaker of  
470 the House of Delegates; two nonlegislative citizen members, one of whom shall have a background in  
471 community competence building and one of whom shall have a significant background in health and  
472 wellness within the private sector equivalent to that of ex officio members of the Commission, to be  
473 appointed by the Senate Committee on Rules; and the Secretaries of Health and Human Resources,  
474 Commerce and Trade, Agriculture and Forestry, Education, Public Safety and Homeland Security,  
475 Natural Resources, and Transportation, ~~the Chief Workforce Development Advisor to the Governor and~~  
476 *Workforce*, the Commissioner of Health, and the Executive Director of the Virginia Foundation for  
477 Healthy Youth, or their designees, to serve ex officio with nonvoting privileges. Nonlegislative citizen  
478 members of the Commission shall be citizens of the Commonwealth of Virginia. Unless otherwise  
479 approved in writing by the chairman of the Commission and the respective Clerk, nonlegislative citizen  
480 members shall only be reimbursed for travel originating and ending within the Commonwealth of  
481 Virginia for the purpose of attending meetings.

482 B. Legislative members and ex officio members of the Commission shall serve terms coincident with  
483 their terms of office. Nonlegislative citizen members shall be appointed for a term of two years.  
484 Appointments to fill vacancies, other than by expiration of a term, shall be for the unexpired terms.  
485 Legislative members and nonlegislative citizen members may be reappointed. However, no nonlegislative  
486 citizen member shall serve more than four consecutive two-year terms. The remainder of any term to  
487 which a member is appointed to fill a vacancy shall not constitute a term in determining the member's  
488 eligibility for reappointment. Vacancies shall be filled in the same manner as the original appointments.

489 The Commission shall elect a chairman and vice-chairman from among its membership, who shall be  
490 members of the General Assembly.



491 2. That § 2.2-435.7 of the Code of Virginia is repealed.