

# **VIRGINIA TALENT ACCELERATOR**





# INTRODUCTION

- Background
- Tobacco region challenges
- Manufacturers
- First win
- Investments in tobacco region
- MET, SVHEC, IALR, DCC
- Integration with existing resources



Omega Protein,  
Northumberland County



# **TOP 10 THINGS**

**PEOPLE WANT TO KNOW ABOUT THE NEW  
VIRGINIA TALENT ACCELERATOR PROGRAM**

# 1 WHY WAS THE VIRGINIA TALENT ACCELERATOR PROGRAM CREATED, AND WHAT IS IT?

- Goal: Win a larger share of competitive job creation projects
- Fully customized training and recruitment services
- Not credentialing; task-specific employee training focused on the operator level
- Results: Shorten the learning curve and thereby accelerate the plant start-up

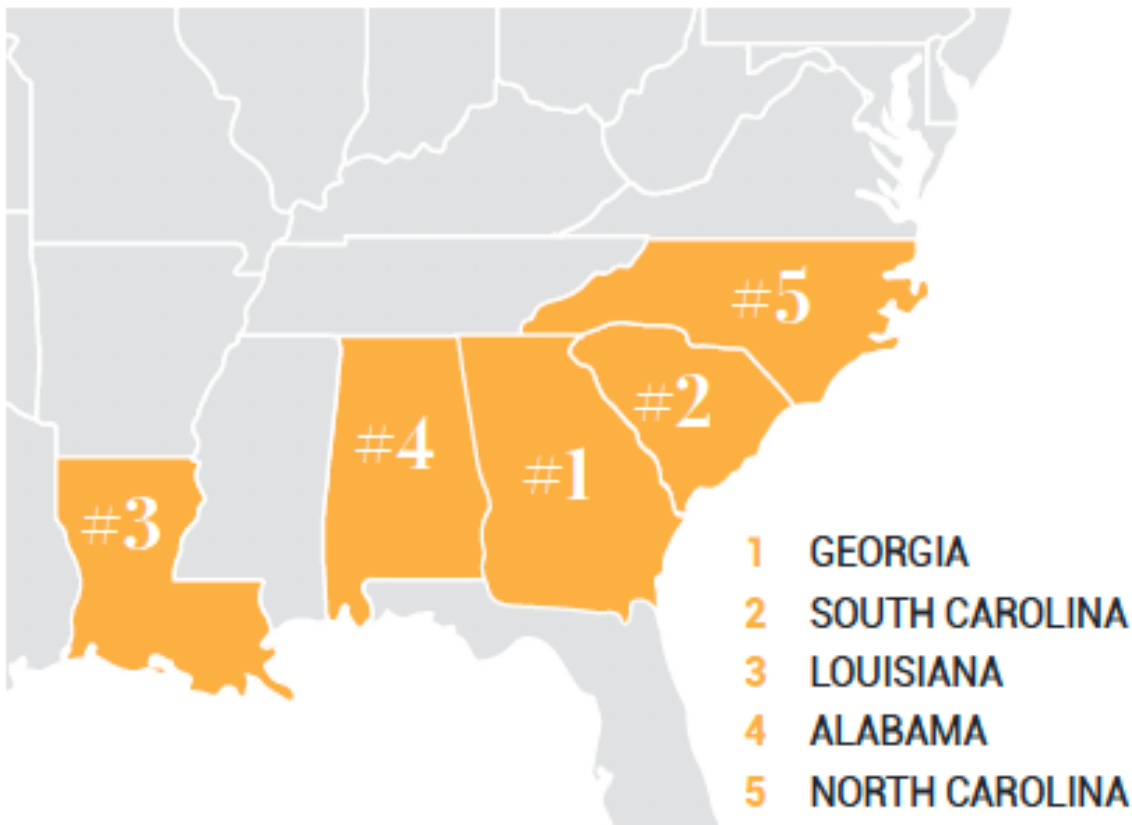




## 2

## WHY IS ADDING A SERVICE-BASED TRAINING INCENTIVE A SOUND STRATEGY?

### *Area Development: Leading Workforce Development Programs (2019)*



- Extends capacity
- Advances capability
- Cost effective

# 3

## WHAT WILL THE NEW PROGRAM HAVE THAT THE TYPICAL COMMUNITY COLLEGE DOESN'T HAVE?

Advanced design capabilities to create highly visual, interactive media and training experiences:

- Assembly illustrations
- 3D visualizations
- Animations
- Broadcast quality HD videos
- Process flow diagrams
- E-learning modules
- Custom-built virtual & augmented reality training experiences





# 4 HOW ELSE IS THE TALENT ACCELERATOR DIFFERENT, AND HOW DOES IT COMPLEMENT EXISTING RESOURCES?

- The Virginia Talent Accelerator will NOT:
  - Confer any degree or diploma programs
  - Support any demographic driven employers
  - Provide mechatronics training beyond Level 1 PLC
  - Develop apprenticeship programs
  - Offer any certifications, public or industry-based including Fast-Forward
- The Virginia Talent Accelerator will include:
  - Customized task-level training (80%)
  - Safety, leadership & team skill training
- Via VCCS when better equipped (Welding/CNC)
- Capability building is vital
- Essential to meet/beat the competition



Framatome, Lynchburg



# 5

## HOW WILL THE COMMUNITY COLLEGES BE INVOLVED IN VIRGINIA TALENT ACCELERATOR PROJECTS?

- Prospect pitches
- Project kick-off and needs analysis
- Co-branding
- Training space
- Data sharing
- Milestone meetings
- Project close-out meeting hand-off

Volvo Trucks, Pulaski County



## 6 WHAT SUPPORT WILL THE VCCS PROVIDE ALONGSIDE A VIRGINIA TALENT ACCELERATOR PROJECT?

- Leveraging Georgia Quick Start (examples):
  - Taurus – Credit Program Expansion
  - IMS – Mechatronics Apprenticeship
  - Alcon – Manufacturing Associate
  - Level 2 & 3 PLC Training
  - PLC Training Capacity Extension
- Georgia Technical College Non-Credit Training
  - \$10 million revenue in FY2019
  - 99.9% of businesses not served by Quick Start



Kingspan, Frederick County

# 7 WHY IS A SERVICE BASED TRAINING INCENTIVE SUCH A GOOD DEAL FOR TAXPAYERS?

- Service-based incentives deliver at cost:
  - Avg. retail price for 1 day of training: \$600
  - Training grants range from \$500 to \$1,000
  - VEDP loaded salary: \$60 / hour
  - 1 instructor at \$60/ hour x 10 Hours = \$600
  - 10 – 20 people trained for the same \$600
- Especially valuable to remote areas

A man in a white shirt and safety glasses is working on industrial machinery. The machinery has a green light and a yellow label. The background is a blue wall with some equipment.

Continental, Newport News



# 8

## HOW WILL THE VIRGINIA PROGRAM COMPARE WITH THE PROGRAMS OTHER STATES?

- Consultants & companies get the math
- Workforce incentive rankings reflect it
- Louisiana – the perfect case study
- Virginia's got talent
- ReadySC – the name says it all

## 9 HOW WILL THIS AFFECT THE VIRGINIA JOBS INVESTMENT (VJIP) PROGRAM GRANTS?

- VJIP – vital to propelling Virginia to #1
- VJIP a better fit for many projects
- Regional Business Managers will leveraged for both programs

John Tyler Community College, Chesterfield



# 10 HOW WOULD YOU SUM ALL OF THIS UP?

- A service-based incentive gives taxpayers and employers exponentially more bang for the buck.
- The Talent Accelerator will focus on task-specific employee training, not credentialing.
- Other states offer both customized and comprehensive training for free. We can't compete if we make competitive projects pay.
- It is imperative that the Accelerator develops Navy Seal like capabilities – *comprehensive* and ready to deploy immediately, statewide.
- Our collaborative approach creates an ideal forum for colleges to develop strong relationships and set up long-term support for new employers.
- With the Talent Accelerator, Virginia will win a larger share of competitive job-creation projects.



# QUESTIONS?