

Tidewater Opens the Dialogue on Workforce Solutions:

With workforce shortages on the rise and an industry that continues to boom, the Tidewater District is getting serious about ***finding solutions*** and ***hiring staff***. That is why last week, at the Town Point Club in Norfolk, eager AGCVA members and non-members alike took part in the Workforce Solution Panel Discussion.

The lunch and learn style event, coordinated by Rachel Reim (AGCVA Tidewater/Peninsula District Manager) and Courtney Baker (AGCVA Workforce Solutions Manager), brought together 6 different workforce solutions organizations that work in the community to attract and train candidates for the construction industry. Each of the 6 establishments showcased tangible options and suggestions to aid companies as they try to connect with potential new hires.

Our panel consisted of the following organizations:

SkillsUSA Virginia: Virginia's largest career and technical student organization that merges leadership training with skilled craft training. *****Represented by Jerry Baker – Executive Director of W.E. Bowman Construction - and - President of the SkillsUSA Foundation Board***

Hampton Roads Workforce Development Board (previously Opportunity Inc.): This organization is responsible for meeting company needs for trained and qualified workers through regional workforce development initiatives. *****Represented by Steve Cook – Vice President of Workforce Innovation***

Virginia Builds: A local non-profit formed by associations and organizations that focuses on raising money for trade related scholarships and educating local schools on the career opportunities in construction. *****Represented by Bob Veith – Registered Representative of The Frieden Agency - and - Vice President of Programs for the Virginia Build Executive Board***

Department of Labor and Industry – Division of Registered Apprenticeships: An employment training model that produces highly skilled workers through “on the job” training combined with technical instruction. *****Represented by Rick Brooks – Registered Apprenticeship Consultant***

Tidewater Community College: TCC offers two year degrees and certifications, including skilled trades training. They will be opening a facility dedicated to technical training centered around apprenticeship models. *****Represented by Karen Miller – Interim Associate Vice President for Corporate Solutions & Apprenticeship***

Build Your Future Virginia: A state-wide marketing campaign that uses an online interactive platform to showcase career pathways in the construction industry. This resource was formed and developed by the top two construction associations in Virginia, the AGCVA and ABCVA, and is being taken into school and communities across Virginia. *****Represented by Courtney Baker – AGCVA's Workforce Solutions Manager***

Our panelist answered questions like ***“where can a company recruit when unemployment is already so low?”*** and ***“are the current apprenticeship models optimal for today's fast-paced society?”***.

Panelists stimulated conversation on ***long-term vs. short-term workforce solutions*** and ***marketing the attractiveness of the industry to a younger generation***.

Beyond the benefit of this open dialogue, attendees were introduced to a circle of professionals who work full-time trying to find/create solutions to Virginia's workforce shortage. Building a relationship with this workforce solutions community could be the first critical step in easing the workforce shortage pain.

For more information or to get in touch those represented on the panel, contact Rachel Reim or Courtney Baker.



Rachel Reim

Tidwater/Peninsula District Manager

rachel@agcva.org

757.633.3389



Courtney Baker

Workforce Solutions Manager

courtney@agcva.org

540.323.0311