

APPENDIX F



*Virginia Hamilton
Regional Administrator
Employment and Training Administration
Region 6 San Francisco, CA*

Virginia serves as the Regional Administrator for the Employment and Training Administration at the U.S. Department of Labor. The Region covers 8 Western states, including Hawaii and Alaska, and 4 territories in the Pacific. Her office oversees the Workforce Investment Act, Job Service, Unemployment Insurance, Trade Act, and discretionary grants such as the TAACCCT, Youth Build, Ex-Offender, and National Emergency Grants.

Prior to her work at DOL, Hamilton spent several years consulting with workforce agencies, non-profits and government agencies both in the United States and Europe, including the National Association of Workforce Boards and the OECD, based in Paris. Prior to that, she served as Director for Civic Engagement at California Forward, whose mission is to improve the quality of life for all Californians by creating more responsive, representative and cost-effective government. She founded and for 15 years, managed the California Workforce Association, whose members include the 49 California Workforce Investment Boards. Earlier in her career, Virginia ran the Job Training Partnership Program, a billion dollar federal job training program, for the Governor of the State of California.

Hamilton has also spent 15 years studying, practicing and teaching facilitation and participatory methods of engaging people to talk together, reach consensus, and move to action. She incorporates these skills into all of her work.

Hamilton has written numerous papers and reports, and commissioned reports and studies, including Networks in Workforce Development, Evaluations of the One-Stop Career Center system, Career Center cost studies, and a paper on Career Clusters for the OECD. Among her numerous activities in the field of education, training and employment issues, she co-founded the California EDGE (Education, Diversity and Growth in the Economy) Campaign, a multi-stakeholder coalition advocating for systemic change in workforce and education policy.

Nevada Health Care Workforce Summit

April 8, 2014

9:45 a.m. National Trends in Workforce Development – Virginia Hamilton

Ms. Hamilton greeted the attendees and congratulated Mr. Woodbeck on the work he completed at DETR. Ms. Hamilton expressed great appreciation for the work Mr. Woodbeck will do in his new role at the Nevada System of Higher Education.

Ms. Hamilton then told the attendees that Dr. Marcia Turner, Chair of the Governor's Workforce Investment Board Health Care and Medical Services Sector Council, asked her that very morning, "Virginia, how have you been doing?" and she thought that this audience would be an appropriate forum to hear how she has been doing. In October 2013 she was diagnosed with breast cancer and the very next month her partner was diagnosed with throat cancer, so it has been a very busy last six months and they have literally been in the hands of the medical professionals. Ms. Hamilton named some of the types of health care professionals that they had seen, and listed physicians, interns, nurses, technicians, pharmacists, residents, speech therapists, receptionists, radiologists, surgeons, care coordinators, social workers, pathologists, etc. They were given tests on various machines, used kiosks to check in for appointments, lab tests, and apps to keep track of appointments and prescription renewals. Personally, she had over fifty people in just as many occupations keeping track of her health. The good news, she said, is that she finished her treatment and currently is cancer free. Her partner is in the last six weeks of his medication and chemotherapy, and things are looking good for him.

Ms. Hamilton related some of their experiences in dealing with the health care professionals and said that she deliberately uses the word "love" to express the good experience they each have had. The industry personally affects each and every one of us, and they can mean the difference between life and death. The work that the attendees of today's event do is very meaningful work and talking amongst each other to determine what the skillsets they see are needed in various occupations and aspects of the industry is very important. It will shape the workforce programs of Nevada. She pointed out that this is in perfect alignment with the President of the United States skills agenda and the work that Vice President Joe Biden has been tasked during the next several months as he goes around the country to look at the best workforce development programs there are, and tries to figure out which ones do not work so well, what the good models are and what to bring to scale.

Ms. Hamilton spent the next few minutes discussing the President's agenda, what is occurring within the U.S. Department of Labor, and how the work that the attendees are doing fits into it. The skills agenda is a huge new federal initiative and a job driven training agenda is a primary goal. Ms. Hamilton credits the efforts of U.S. Secretary of Labor, Thomas Perez, and pointed out that the President presented the job driven training agenda to the U.S. Secretary's of Labor,

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Virginia Hamilton, continued

Education, and Commerce. Each week they discuss economic development, education, and workforce development and they work with people in the business of understanding where the jobs are and where things are heading. Secretary Perez has often said that he is up late at night worrying about the long-term unemployed, which should resonate with Nevada. We have people all over the country, and in Nevada, that lost their jobs two or three years ago and that are being discriminated against. There are many anti-discrimination laws, but there is no law that says we cannot discriminate against someone who has been out of work. Research results have proven that discrimination against the long-term unemployed exists. Secretary Perez is also concerned about veterans, who are having a difficult time finding work. Ex-offenders and youth (ages 18-24) are also experiencing great difficulties.

The policy agenda should guide all of Nevada's workforce development investments. The strategies that would really have a meaningful impact are: to deepen and sustain employer relationships – educators and workforce professionals have to understand what industry employers need as a whole; provide easy access for the unemployed to obtain the skills that industry requires; encourage innovation; promote what works, best practices, and evaluation components; expand formal and registered apprenticeships (learn and earn models); align systems, such as through different providers, agencies, and organizations; remove and implode silos, bring them together; and, seek funding for the resources that are not readily available internally and leverage funding streams.

Ms. Hamilton closed by applauding the Health Care and Medical Services Sector Council for the wide scope they take in looking at Nevada's health care workforce development, they are a model for other states.

NOTE: For additional information on United States Department of Labor Employment and Training Administration funding available for workforce initiatives, please visit their website at www.doleta.gov.