

An adjourned meeting of the Board of Supervisors of Albemarle County, Virginia, was held on April 19, 2011, at 6:30 p.m., Kessler Conference Room, Martha Jefferson Hospital Outpatient Care Center, 595 Peter Jefferson Parkway, Charlottesville, Virginia. This meeting was adjourned from April 6, 2011.

PRESENT: Mr. Kenneth C. Boyd, Mr. Lindsay G. Dorrier, Jr., Ms. Ann Mallek (arrived at 6:45 p.m.), Mr. Dennis S. Rooker, Mr. Duane E. Snow and Mr. Rodney S. Thomas.

OFFICERS PRESENT: Mr. Thomas C. Foley, County Executive, Mr. Larry W. Davis, County Attorney, Ms. Megan Hoy, Senior Deputy Clerk, Ms. Lee Catlin, Assistant to the County Executive for Community & Business Partnerships and Ms. Susan Stimart, Economic Development Facilitator.

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SCHOOL BOARD MEMBERS: Mr. Jason Buyaki, Mr. Steve Koleszar, Mr. Harley Miles, Ms. Diantha McKeel, Ms. Barbara Massie Mouley, Ms. Pamela Moynihan and Mr. Eric Strucko.

SCHOOL STAFF: Dr. Pam Moran, Superintendent.

The following participants were also present: Achsah Carrier, Weldon Cooper Center for Public Service UVA, Demographics and Workforce; Mike Cromartie, State Farm; Thomas Jefferson Partnership for Economic Development (TJPED): Mike Harvey, President and Tim O'Brien, Vice President; Tim Hulbert, President and Chief Executive of the Charlottesville Regional Chamber of Commerce; Anne Gardner, Executive Director, CAAR; DIA: Phil Roberts, Chief for Rivanna Station, Rich Lilly, Senior Staff Officer and Christopher Armstrong; UVA: Leonard Sandridge, Executive Vice President and Chief Operating Officer and Pace Lochte, Director of Economic Development and Assistant to the President; Martha Jefferson Hospital: Susan Cabell Mains, Vice President, Human Resources/Compliance Officer and Catherine Boucher, Director Food Service, Retail & Patient Transport Services; Michelle Prosser, Energy Focus; Rich DeMong, School Finance Advisory Council; Mark Meulenberg, School Finance Advisory Council; Dr. Elizabeth Mandell; John Donnelly, VP for Instruction & Student Services, PVCC; Darah Bonham, CATEC, Director; Denise Thompson-Harmon, Northrup Grumman Manager, Engineering & Manufacturing Programs & Strategic Planning; Kate Murphy, Darden student, project with Greer Elementary; Scott Reed, Dominion Virginia Power-External Affairs; Senator Creigh Deeds, Tracy Eppard, Delegate David Toscano and Sarah Buckley.

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The purpose of this meeting was to provide for discussion between elected officials, County staff and invited business leaders regarding local workforce and workplace issues and needs, and to identify opportunities to strengthen County/business partnerships that will support the County's overall economic vitality, and to continue ongoing discussion and to determine proactive initiatives that support partnership opportunities to further the goals of the economic vitality plan, the school division's strategic goals, and the needs of the business community.

The following agenda was proposed for the meeting:

Welcome Board of Supervisors Chair, Ann Mallek, and School Board Chairman,  
6:30-6:35pm Steve Koleszar

Introductions/Overview County Executive, Tom Foley and School Superintendent, Pam Moran  
6:35-6:50pm

Roundtable Discussions  
6:50-7:30pm

- *How is the work "space" changing, i.e. technology requirements, etc? How are work force needs changing, what skill sets do employees need to be successful?*
- *What are some of the unmet workforce needs in our community? Challenges or roadblocks? How are business/education/community partners creatively and successfully meeting those needs in other communities i.e. recruiting considerations?*
- *What are real education/business programs and partnerships that are working in other localities? How could we adapt any of these for use right now?*
- *What do we need to do next to move our work together forward? Expectations? Strategies? Outcomes?*

Report Results from Roundtable Discussions Tom Foley, Pam Moran  
7:30-7:50pm

Summary/ Closing Tom Foley, Pam Moran  
7:50-8:00pm

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The meeting was called to order at 6:35 p.m., by the Vice-Chairman of the Board, Mr. Snow and the Chairman of the School Board, Mr. Koleszar.

Following is a summary of the comments made by the participants:

**How is the work “space” changing, i.e. technology requirements, etc.? How are work force needs changing; what skill sets do employees need to be successful?**

- Ability to think critically, promoting innovation, communication skills, adaptable, work with others, solve problems, work ethic, individual responsibility, independent, team work, intrinsic accountability, able to apply skills, able to self-reflect, participation in group, responsible for actions, able to present and defend position/argument, focus on mathematics and science - think like a problem solver - think like an engineer - think like a scientist - think as an innovator
- Technology aspects not an issue; problem solving skills, critical thinking, work in groups, basic math skills, problem-solving skills lacking. Tech focus diminishes other skill development. Technology should be integrated. Integration of work experience into scholastic education could be helpful. CATEC integrating work place skills into education, simulating real world problem-solving. Challenge of technology becoming obsolete, constant training.
- Discussed companies who move employees here - looking at comparison between "best schools in the Country" and Cville (teacher-student ratio, electives, conditions of building).
- Businesses could use information about positive aspects of the public the school system (pamphlet? website?) Better communication

**What are some of the unmet workforce needs in our community? Challenges or roadblocks? How are business/education/community partners creatively and successfully meeting those needs in other communities, i.e. recruiting considerations?**

- Underemployment problem; creation of a permanent underclass; primarily a white collar community; middle sometimes gets lost (prepare for next level); opportunities for educated to stay is limited; not many skill level jobs; work more counseling students; how do we develop our own businesses?; new groups are developing to support creation of new businesses; how do we support communication between businesses, schools, and community regarding new businesses;
- UVA often must teach basic work ethic to new employees, some haven't been exposed to work place expectations. Career Academy training example resulted in strong earnings, powerful education program. Work ethic doesn't always go to all employee levels (entry & otherwise), entry level employees do not feel valued. Student don't know what they have not experienced, work place exposure helpful
- Students with relevant workforce as well as college-ready experiences
- Diversity of applicants

**What are real education/business programs and partnerships that are working in other localities? How could we adapt any of these for use right now? What do we need to do next to move our work together forward? Expectations? Strategies? Outcomes?**

- Roundtables around specific needs (healthcare, engineering, technical skills, etc.) to influence curriculum K-12 (starting with early childhood)
- Similar to work done with PVCC. Experts from the workforce sitting one-on-one to influence curriculum.
- Advisory Council that meets more than quarterly to do the work. Expand to region?
- Culpeper example: E-Squared, similar to business plan competition
- Educators in the workplace, teachers to do summer jobs with private employers, ex. of Cville science teachers at DIA
- Choices, business owners to give presentations to middle school classes, with real-world scenarios.
- VACO, Hanover Co (School Chair & Chamber partnership)
- University internships, PG Co, Rolls Royce, CC grads running production operations
- Tech Tour, career fairs, CATEC entrepreneurial programs
- Coordinator (person/process for connecting schools with businesses)
- Summer Internships, w/ nominal wage, with job responsibilities, critical thinking, program structure
- Use TJPED, Chamber to culminate school-business partnerships
- Campaign "bring kids to work day"
- Disseminate CATEC principles to entire school system, of "learn by doing"; how to reach a broader student body?
- Required Internships, programs for writing, working in groups, presentations
- Students need to apply what they learn, especially in the work place
- School Board & BOS seeking Business Leaders to participate in process, continuing & broadening discussion with large employers
- Bring in additional creative, local business leaders, expand the dialogue. Find that one point of contact to lead this partnership initiative.
- Language & cultural exposure really important for success in a global and diverse work environments
- UVA challenge finding police officers to address multilingual aspects of UVA
- Programs regarding technology in schools; top 3 employers; potential opportunities around biotechnical enterprises; UVA vice president to develop patents and create local

businesses; small businesses are the new normal not large employers; what opportunities do schools have to connect with businesses?; rising seventh graders create a 'pathway' to career which goes through high school.

- Continue the events that are working: Darden work with students regarding job skills; Mentor programs for students; Connections between high schools and business community and school board; Long term business relationship between schools and business leaders - commitment; we don't have enough jobs for the level of expertise in the community - how do we create more jobs that hire the level of expertise already in the community? and will move into the community with spouses?

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Adjourn.

At 8:37 p.m., Ms. Mallek **moved** to adjourn to April 20, 2011, 4:30 p.m., for a tour of the Old Jail Facility. Mr. Boyd **seconded** the motion. Roll was called and the motion carried by the following recorded vote:

AYES: Mr. Rooker, Mr. Snow, Mr. Thomas, Mr. Boyd, Mr. Dorrier and Ms. Mallek.

NAYS: None.

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Chairman

Approved by Board
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Date: 11/02/2011
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Initials: EWJ
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