



Making the "Virginia Dream" A Reality: Investing in Virginia Workers and a More Equitable Post-COVID Economy

At its peak in April 2020 after the onset of the pandemic, Virginia's unemployment rate rose to 11.2% before steadily decreasing to about 5%, and in December 2020, 180,000 fewer Virginians were working compared to December 2019. Families across the nation are hurting, but women, and particularly women of color, are feeling the effects of the pandemic the most. A recent report found that of the 140,000 jobs that were cut from the U.S. economy in December 2020, every single one belonged to women.¹ What's worse, Black mothers are two and a half times as likely as white mothers to no longer be working. It may take years for many of these jobs to return, but Virginia cannot wait to invest in our workforce and address these disparities.² In order to rebuild our post-COVID-19 economy, we have to invest in our most critical resource, which is our workforce. While Virginia families are hurting, the pandemic has given us the opportunity to rethink the way we do business, capitalize on the chance to build a 21st century workforce and economy, and break down generations of inequities that have prevented women and communities of color from thriving.

That starts with building stronger pathways to the workforce, rejecting the notion that a person needs a four-year degree to succeed in high-demand jobs, and undoing the tragic effects of the pandemic that have driven millions of women out of the labor force. Terry knows that students can get high-paying jobs without taking on tens of thousands of dollars in student debt because as governor, he created a first-in-the-nation program that connected students with credentials. Terry's Workforce Credentials Act led to the creation of the Power Line training school, which helps students to gain a certification in 11 weeks and immediately get a job making up to \$70,000 per year. As our next governor, he is going to build on those successes and create a seamless entry process into our strong community college system so that every high school graduate can obtain a skill.

Terry will also work to build an equitable workforce system that supports families so that caregiving responsibilities do not continue to drive women out of the workforce. In 2021, access to childcare should not be a women's issue, but data consistently show us that it is. This is

¹ Kurtz, Annalyn. "The US Economy Lost 140,000 Jobs in December. All of Them Were Held by Women." CNN, Cable News Network, 9 Jan. 2021, www.cnn.com/2021/01/08/economy/women-job-losses-pandemic/index.html.

² Reeves, Scott. "22 Million Jobs Lost in Pandemic Likely Won't Come Back till 2023." Newsweek, Newsweek, 15 Jan. 2021, www.newsweek.com/22-million-jobs-lost-pandemic-likely-wont-come-back-till-2023-1561750.

especially concerning for women of color who are oftentimes essential workers that are making a fraction of the money as white men, creating an unsustainable situation where they have to choose between caring for their children or putting food on the table. Enough is enough. As Governor, Terry will address these issues holistically and head on.

As Virginia's 72nd Governor, Terry worked tirelessly to build the New Virginia Economy, redesigning the K12 experience with an eye toward workforce readiness to attract good-paying, 21st century jobs to the Commonwealth. Despite inheriting the largest budget deficit and facing the effects of the Great Recession and sequestration, Terry created 200,000 good paying jobs, reduced unemployment from 5.7% to 3.3%³, and raised personal income by 14% as Virginia's 72nd Governor. Unfortunately, the COVID-19 pandemic has derailed Virginia's progress, costing hundreds of thousands of Virginians their jobs, increasing housing instability and disproportionately impacting Black and Brown communities at every turn.

As Virginia's next Governor, Terry will get Virginians safely back to work and create the best in-the-nation workforce. He will make bold, targeted investments in building and training the workforce of the future and ensure that people of all ages have the skills they need to be successful in the jobs of today and tomorrow. Terry will also require employers to offer paid sick days and family medical leave, deliver families affordable childcare for families, accelerate the path to a \$15 minimum wage, and hold industries accountable to closing gender pay gaps. And he will partner with businesses and education institutions to re-skill and retrain Virginians, while also reimagining our postsecondary education experience. Terry's plan will:

Supporting Women in the Workforce

The COVID-19 pandemic has demonstrated the glaring inequities that women have faced at home and in the workplace for too long, and an entire generation of women, especially women of color, are at risk of being forced out of the workforce. Since the start of the pandemic, more than 2 million women have left the workforce, with women of color disproportionately represented.⁴ In September alone 865,000 women left the workforce in the U.S., which is four times the number of men during the same period, and is largely the result of caregiving and educational responsibilities for children and family members.⁵ 6.4% of Black mothers have left the workforce compared to a 2.4% drop from white women with children,⁶ and Latina women in the domestic workforce who are already more likely to live in poverty have experienced extreme job loss because of the pandemic.⁷ Making matters worse, women of color are most likely to

³ Fiske, Warren. "Terry McAuliffe Mostly Right about His Jobs Record." Politifact, 4 Dec. 2018, www.politifact.com/factchecks/2018/dec/04/terry-mcauliffe/terry-mcauliffe-mostly-right-about-his-jobs-record/.

⁴ "Nearly 2.2 Million Women Have Left the Labor Force Since February." NWLC, 6 Nov. 2020, nwlc.org/resources/october-jobs-day-2020/.

⁵ Kashen, Julie and Glynn, Sarah Jane. "How COVID-19 Sent Women's Workforce Progress Backward." Center for American Progress, www.americanprogress.org/issues/women/reports/2020/10/30/492582/covid-19-sent-womens-workforce-progress-backward/.

⁶ Aggeler, Madeleine. "COVID Is Pushing Black Mothers Out of the Workforce at a Staggering Rate." The Cut, The Cut, 12 Nov. 2020, www.thecut.com/2020/11/black-mothers-pushed-out-of-workforce-at-staggering-rate-covid.html.

⁷ "Work-Life Balance for Women, Especially for Women of Color, Is Key to Restarting Economy." Bipartisan Policy Center, bipartisanpolicy.org/blog/work-life-balance-for-women-especially-for-women-of-color-is-key-to-restarting-economy/.

experience serious financial hardships due to disruptions in labor participation.⁸ The effects of this pandemic are not only rolling back decades of progress toward gender equity, but creating substantial long-term economic consequences, resulting in a projected \$64.5 billion reduction in wages and economic activity annually if this trend continues long-term. We must demand better for Virginia's women. As Governor, Terry will:

- **Require paid sick days and family medical leave.** No Virginian should have to choose between their paycheck and caring for a sick family member, recovering from a serious illness or injury, or caring for a new child. Unfortunately, 55% of working families in Virginia are unable to take advantage of unpaid family leave, placing an even greater burden on women, particularly women of color, who disproportionately bear the brunt of caregiving responsibilities.⁹ Black and Brown women spend on average 4-12 more hours each week caring for children and 15-20 hours per week caring for other family members than white women.¹⁰ This unsustainable model means that women's caregiving responsibilities can equate to working more than two full-time jobs on top of their paying jobs.¹¹ We have to do better to keep women in the labor force and prevent them from burning out. That means requiring employers to provide paid sick days and family medical leave. That is why Terry has set the goal to make Virginia the first southern state to offer paid family medical leave statewide, and his COVID-19 recovery plan calls for paid sick days. Terry believes that our families need action on this, not more studies, and he will work with the legislature to get it done.
- **Ensure child care is accessible and affordable.** The cost of child care can be a crippling financial burden for Virginia families. Virginia is the 10th most expensive state for infant care. To cover child care for just one infant, a minimum wage worker in Virginia would have to work full time for 48 weeks-- almost an entire year.¹² While access to affordable child care should not be a women's issue in 2021, we know that women are being driven out of the workforce at alarming rates because of child care issues during this pandemic. To make matters worse, the cost of child care in Virginia has risen by 39% over the past decade while women's wages have risen by a mere 5%. The total cost of care can absorb one-third of the average woman's salary in Virginia,¹³ and more than half of a Black

⁸ Kashen, Julie and Glynn, Sarah Jane. "How COVID-19 Sent Women's Workforce Progress Backward." Center for American Progress, www.americanprogress.org/issues/women/reports/2020/10/30/492582/covid-19-sent-womens-workforce-progress-backward/.

⁹ "Paid Family and Medical Leave." Campaign for a Family Friendly Economy, Virginia, 1 Mar. 2019, www.familyfriendlyeconomyva.org/issues/paid-family-and-medical-leave/.

¹⁰ Ibid.

¹¹ Ibid.

¹² "Child Care Costs in the United States." Economic Policy Institute, www.epi.org/child-care-costs-in-the-united-states/#/VA.

¹³ Kohler, Julie, and Jasmine Tucker. "FROM SHORTCHANGED TO EMPOWERED: A Pathway for Improving Women's Well-Being in Virginia ." NATIONAL WOMEN'S LAW CENTER AND THE VIRGINIA WOMEN'S EQUALITY COALITION, nwlc-ciw49tixgw5lbbab.stackpathdns.com/wp-content/uploads/2019/08/NWLC-VA-Report-FINAL-WEB-1.pdf.

family's salary.¹⁴ Improving access to affordable childcare will lift up entire families and result in a strong economic benefit to the Commonwealth. As governor, Terry will prioritize expanding child care and making it affordable for Virginia's families. That includes leveraging federal dollars to cover the cost of co-payments for low-income families, loosening restrictions that prevent women from accessing child care assistance while they are seeking work, and dramatically increasing subsidies for families in need. Terry applauds Speaker Eileen Filler-Corn for her efforts to provide relief to families by relaxing eligibility criteria for child care assistance, and Terry will work to make those efforts permanent.

- **Taking care of our caregivers and providing better support to our care workers.**

Women continue to shoulder caregiving responsibilities for family members and children, and women of color carry the biggest burden. Additionally, women, particularly women of color, make up the majority of our home health care workers who provide critical care for older adults or people with medical conditions.¹⁵ Home health workers are some of the lowest paid workers, with a median national salary of \$14,000 per year,¹⁶ yet almost two-thirds of older adults cannot afford access to in-home health care and rely on family members for support. This creates a vicious cycle of inequities, particularly for women of color, causing Black and Brown women to be subjected to lower wages, while also causing them to spend 15-20 more hours per week than their white counterparts caring for their family members. In order to support our caregivers, we have to increase wages for home health care workers, improve access to in-home health care for older adults, and reduce the caregiving burden on our family members. As governor, Terry will work with the federal government to expand coverage through Medicaid and Medicare, and increase salaries for some of our hardest working Virginians.

- **Strengthen Virginia's collective bargaining law.** Virginia made tremendous progress recently in finally passing a law allowing collective bargaining at the local level, but state employees were not included in the legislation. Additionally, the existing law creates a local option for bargaining but leaves a lot of open questions for industries that wish to organize. Terry recognizes that the ability to collectively bargain gives employees a stronger voice and a seat at the table to advocate for better salaries, benefits and conditions. As Virginia's 72nd Governor, Terry fought to protect labor organizations and interests despite a Republican legislature. He proposed an investment of \$50 million to preserve United Airlines Hub Status at Dulles Airport to protect 40,000 jobs, worked closely with LIUNA to achieve a Project Labor Agreement (PLA) on Interstate 95 improvements, vetoed bills that would have prohibited PLAs, and supported increased wages for educators and state employees. As our next governor, Terry will strengthen Virginia's collective bargaining law and ensure that state employees have the opportunity to benefit from this law.

¹⁴ Novoa, Cristina. "How Child Care Disruptions Hurt Parents of Color Most." Center for American Progress, 26 June 2020, www.americanprogress.org/issues/early-childhood/news/2020/06/29/486977/child-care-disruptions-hurt-parents-color/.

¹⁵ Noe-Payne, Mallory. "Why Do We Rely on Women of Color to Take Care of People at Home?" WVTF, www.wvtf.org/post/why-do-we-rely-women-color-take-care-people-home#stream/0.

¹⁶ Noe-Payne, Mallory. "The Underpaid and Overlooked Workforce That Cares for Virginia." WVTF, www.wvtf.org/post/underpaid-and-overlooked-workforce-cares-virginia#stream/0.

- **Promote pay equity and hold companies accountable for disparities.** In 2019, Virginia was ranked the best state to do business by CNBC who emphasized that Virginia employs the best workforce in the country. A very impressive award, but tragically Virginia is also ranked worst in the nation for workers.¹⁷ Virginia ranks 27th when comparing median earnings between men and women, paying women 81 cents on a man's dollar¹⁸. Further, Black women make 60 cents to a white man's dollar.¹⁹ This is unacceptable. Virginia has demonstrated progress to finally close this pay gap, but we must act more boldly. As Virginia's next governor, Terry will work to increase transparency and require reporting on gender and racial wage gaps. He will also prevent employers from asking prospective hires about their salary or wage histories. When clear disparities in pay are apparent, Terry will make sure that companies are held accountable until these gaps are closed. We must ensure equal pay for equal work, and Terry will move Virginia forward toward gender and pay equity.
- **Promote occupational and professional license reciprocity for military spouses.** Virginia has the second largest assignment of active duty military personnel in the nation, with over 150,000 uniformed service members residing in the Commonwealth.²⁰ With those service members are more than 78,000 spouses and more than 100,000 children.²¹ These service members and their families can be relocated frequently, and have to quickly adapt to a new setting, find employment, manage educational needs and continue supporting their families. This can be especially difficult for military spouses, whose occupational and professional licenses may not transfer with them when they move. We can and must do better for these heroes, and as governor I will work with the relevant state agencies and the legislature to ensure license reciprocity for military spouses.
- **Accelerate the path to a \$15 minimum wage.** Nearly two thirds of minimum wage workers are women, and women of color represent nearly a quarter of minimum wage workers.²² At that rate, a mother taking care of a child lives below the poverty line. If we want to improve the economic security for women, we must accelerate the path to a \$15 minimum wage. Virginia has not enacted an increase to its \$7.25 per hour minimum wage since 2009 when it adopted the federal standard. Under current law, Virginians must wait another half decade to receive \$15 per hour of work. Terry believes hardworking Virginians cannot wait this long to start earning a living wage, especially while trying to overcome the economic effects of COVID-19. As Virginia's next Governor, Terry will work with the General Assembly and Virginia's business

¹⁷ "Best and Worst States to Work in America." Oxfam, www.oxfamamerica.org/explore/research-publications/best-and-worst-states-work-america/.

¹⁸ "The Fight for Pay Equity: A Federal Road Map." AAUW, www3.aauw.org/aauw_check/pdf_download/show_pdf.php?file=Gender_Pay_Gap_Virginia.

¹⁹ Ibid.

²⁰ "Virginia's Enhanced Occupational and Professional Licensure Process for Military Spouses." Secretariat of Veterans & Defense Affairs, Commonwealth of Virginia, www.vada.virginia.gov/media/governorvirginiagov/secretary-of-veterans-and-defense-affairs/pdf/One-Pager_Virginia-Military-Spouse-Licensure_Result-of-HB967_SB981.pdf.

²¹ Ibid.

²² "Minimum Wage." Women Employed, 7 Jan. 2020, womenemployed.org/minimum-wage/.

community to accelerate the timeline and guarantee a minimum wage of \$15 per hour by 2024.

Bolster Virginia's K12 to Career Pathways

More and more, high-demand and good-paying jobs are available to credentialed, skilled workers without four-year degrees.²³ In fact in 2019, Apple reported that 50% of their employees did not hold a college degree, and other technology industry leaders like Google, IBM, and Tesla have debunked the notion that someone needs a four-year to land a job with their companies.²⁴

Additionally, nearly half of open jobs in Virginia require some postsecondary education, but not a four-year degree.²⁵ Still, our nation continues to over-emphasize the importance of obtaining four-year college degrees, which has not only created degree inflation and inefficiencies in the workforce,²⁶ but it can also saddle students unnecessarily with student loan debt and create stigma around students who pursue career-training or credentialing pathways. We have to focus on building pathways that will enable students to enter high-demand, good-paying jobs. Terry's plan will:

- **Create a seamless 5-year pathway to a high-demand, good-paying career.** By 2027, 70% of jobs are expected to require some level of postsecondary education or training.²⁷ Many of these jobs will be available to students who achieve an associate degree, certification or credential. Building on Governor Northam's successful G3 program that makes tuition-free community college available to low- and middle-income Virginians pursuing high-demand fields, Terry will work with local school divisions and the Virginia Community College System (VCCS) to market this program to all Virginia students. He will also create a seamless 5-year pathway to a career so that high school graduates can automatically enroll with VCCS upon graduation and transition immediately into the community college of their choice. Terry recognizes that gaining hands-on job training is a critical component of any educational experience, and will work with the VCCS to also build more apprenticeship opportunities into this program. Finally, Terry will make additional funding available to cover living expenses that can otherwise inhibit a student's ability to participate in these types of programs.
- **Ensure coordination across systems to meet workforce needs.** As Virginia's 72nd Governor, Terry spearheaded the redesign of the high school experience with a focus on preparing workforce-ready. Now, we have to build on that effort and better coordinate educational offerings in K12 settings, community colleges, technical schools and four-year institutions of higher education to align with workforce needs and quickly adapt to

²³ Akhtar, Allana. "Elon Musk Said a College Degree Isn't Required for a Job at Tesla - and Apple, Google, and Netflix Don't Require Employees to Have 4-Year Degrees Either." Business Insider, Business Insider, 27 Dec. 2020, www.businessinsider.com/top-companies-are-hiring-more-candidates-without-a-4-year-degree-2019-4.

²⁴ Ibid.

²⁵ "VA Skills Mismatch Fact Sheet." National Skills Coalition, www.nationalskillscoalition.org/wp-content/uploads/2020/12/VA-Skills-Mismatch-Fact-Sheet-2020.pdf.

²⁶ Cooper, Preston. "How Degree Inflation Weakens The Economy." Forbes, Forbes Magazine, 8 Jan. 2018, www.forbes.com/sites/prestoncooper2/2018/01/08/employers-demanding-college-degrees-weaken-the-economy/?sh=488f4a216b11.

²⁷ "By 2020, They Said, 2 Out of 3 Jobs Would Need More Than a High-School Diploma. Were They Right?" CHE, www.chronicle.com/newsletter/the-edge/2020-01-22.

meet new and emerging trends. Virginia's workforce and economic development agencies and boards-- particularly the Virginia Board of Workforce Development-- provide critical insights into the needs of employers and we must ensure constant coordination between the Secretary of Education, Secretary of Commerce and Trade, and the Chief Workforce Advisor, and each of their relevant agencies. As Virginia's next governor, Terry will create a workforce preparedness steering committee that will be charged with reviewing and analyzing available data and recommendations provided by these agencies and boards to align high-quality education and training with existing and expanding business needs, enabling us to swiftly adapt our workforce efforts as the economy grows. This steering committee will translate critical industry insights into actionable goals and implement strategies to meet evolving needs.

- **Dramatically expand work-based learning opportunities for students.** We need to establish regional—and statewide—networks of employers to partner with the Commonwealth and our local schools for the purposes of increasing the availability of and access to work-based learning experiences. We must also strive to equip every student with a marketable credential upon graduation so that they can step into a higher-wage job and build a career or support themselves through the next phases of their education. Terry's [education plan](#) calls for building internships and apprenticeship opportunities into the fabric of a student's K12 experience, and these partnerships will put that plan into action. Public-private partnerships should involve K12, community college, and higher education administrators who can serve as a connection between schools and community colleges to businesses, regional workforce boards, chambers of commerce, and economic development authorities. Maximizing access and availability to work-based learning opportunities will require open communication and clear understanding of what jobs are in high-demand and what skills are sought by existing and prospective businesses.
- **Engage students early about career-training pathways to break down stigma.** Virginia now requires every student to take a "career investigations" class, and develop an academic and career plan during middle school. This provides an essential opportunity for students to explore their futures, begin developing their professional identities and understand how various pathways can impact their ability to secure high-demand, good-paying jobs. We must also take this opportunity to break down stigma, engage young women and students of color, and ensure every student sees career-training and community college programs as valuable pathways and not just a back-up option. Additionally, young women and students of color continue to be driven out of high-demand pathways like STEM-H and computer science. Terry will ensure that we are engaging students early about a variety of career pathways, breaking down stigma and helping students to identify the best pathway for them.
- **Establish regional Technology Innovation Labs (TIL) and impact teams.** Technology is evolving more rapidly than ever, and schools cannot keep pace with changes in technology and the rapid digitalization of schooling. Today, there is not a single resource area for local school divisions to test and pilot new concepts and ideas that technology allows schools to do differently. These regional TILs can fill this gap, and will serve as a

nexus where private sector EdTechs, school divisions, teachers, and the Virginia Department of Education (VDOE) can cross-pollinate ideas, validate through testing, and scale for statewide use. The TIL will also convene impact teams that can set and measure regional goals surrounding workforce and economic development expansion to move their region forward. TILs and impact teams will partner with school divisions, community colleges, teachers, communities and technology leaders to identify the problems and questions which need to be addressed, develop solutions, test the ideas as viable or not, evaluate and improve the solution output. These labs also provide a mechanism for local communities to provide input where innovative solutions could then scale to other districts with similar challenges. Terry is well-equipped to establish these TILs and will do so as Virginia's next governor.

Invest in Community Colleges and Associate Degree Programs

The First Lady of the United States Dr. Jill Biden is also a community college professor within Virginia's own Northern Virginia Community College. Dr. Biden strongly believes that "community colleges are America's best kept secret" and can create tremendous opportunities for our students and adults seeking to advance their education or pursue new opportunities. Virginia has a large, well-run community college system that provides many Virginians the ability to get a high-quality education. As governor, Terry was proud to visit every single community college in Virginia.²⁸ As our next governor, he will build capacity within our community colleges to create opportunities for Virginians. Terry's plan will:

- **Fund advisor positions at community colleges.** Career coaches and college navigators play a critical role in assisting prospective and current students as they move through their education or training pathway and prepare for their futures, but our community colleges are in dire need of additional funding for these positions. In addition to providing invaluable support to students and addressing information gaps about what training and education is necessary to prepare for various careers, these professionals can serve as a critical bridge between the K12 and community college systems and local and regional workforce boards and organizations. By partnering navigators with the work-based learning coordinators in the Board of Education's 2019 Prescribed Standards of Quality that Terry is committed to fully funding, we can provide a seamless transition and create opportunities for students. They will also support adults who are seeking a new career-training program or eventually want to transfer into a four-year program. As governor, Terry will increase funding for these essential positions.
- **Reduce the burden of student loan debt by improving transfer of community college credits to four-year institutions.** Virginia is home to a strong community college system,²⁹ and taking courses for two years at one of these community colleges can dramatically reduce the burden of student loan debt for students wishing to eventually transfer to a four-year institution. Students in Virginia can save close to \$300 per credit hour by attending a community college compared to their four-year counterparts, which

²⁸https://www.washingtonpost.com/local/virginia-politics/mcauliffe-makes-final-community-college-stop/2013/09/07/98a969e4-17b4-11e3-804b-d3a1a3a18f2c_story.html

²⁹ McCann, Adam. "States with the Best & Worst Community-College Systems." WalletHub, 17 Aug. 2020, wallethub.com/edu/e/states-with-best-worst-community-college-systems/15073.

amounts to a nearly \$20k savings in tuition costs and another \$5k in savings from student loan interest.³⁰ Additionally, some students may wish to take certain courses at community colleges rather than at a four-year institution. Unfortunately, these credits may not always transfer to a four-year institution. As governor, Terry will work with Virginia's community colleges and four-year institutions to improve credit transfers and enable students to lower their student loan debt burdens.

- **Increase availability of short-term immersion programs and stacking credentials to retrain and re-skill employees for high-demand jobs.** Unfortunately, because of COVID-19, many of the jobs that have been lost are unlikely to return until 2023.³¹ That means Virginians are going to be seeking new opportunities, potentially in totally new sectors, which may require a new knowledge base or skill set. We must seize this opportunity and ensure that we can retrain people of all ages to step into new, high-demand jobs. Under Terry's leadership, Virginia passed the first-in-the-nation New Economy Workforce Credentials Act, allowing Virginians to get the skills and credentials they need to step into high-demand jobs without a college degree. Graduates of these programs have seen 25-50% increases in pay in take-home pay.³² He also set an aggressive goal of graduating 50,000 Virginians with science, technology, engineering, and mathematics-health sciences (STEM-H) credentials -- a goal his administration exceeded in 2017 with the issuance of 50,361 STEM-H credentials.³³ As our next governor, Terry will build on this program and dramatically increase the availability of high-demand credentials that students can attain within a number of weeks, allowing them to step into high-demand jobs like information technology, healthcare, construction, transportation, advanced manufacturing, and public safety.³⁴
- **Draw down federal dollars to students enrolled in VCCS with support services.** In 2020, the Virginia Department of Social Services designated VCCS as a recognized provider of critical services for individuals enrolled in the state's Supplemental Nutrition Assistance Program (SNAP).³⁵ That means that any student enrolled in VCCS that qualifies for SNAP can receive additional supports like employment training that can help students stay enrolled and be successful in their educational programs. Most importantly, Virginia can be reimbursed for half of every dollar invested in the program, reducing the financial burden and benefiting participants. As governor, Terry will maximize Virginia's investments to draw down every federal dollar available to the

³⁰ Kirkham, Elyssa. "Study: 10 States Where Students Save Big On Community College Cost." Student Loan Hero, 27 Feb. 2018, studentloanhero.com/featured/community-college-cost-study-10-states/.

³¹ Reeves, Scott. "22 Million Jobs Lost in Pandemic Likely Won't Come Back till 2023." Newsweek, Newsweek, 15 Jan. 2021, www.newsweek.com/22-million-jobs-lost-pandemic-likely-wont-come-back-till-2023-1561750.

³² "Early Wage Data Reveals Strong Gains for Workforce Credentials Grant Recipients." VCCS, 15 Mar. 2019, www.vccs.edu/news/early-wage-data-reveals-strong-gains-for-workforce-credentials-grant-recipients/.

³³ Truong, Debbie. "Under McAuliffe, an Emphasis on Science and Technology Education." The Washington Post, WP Company, 14 Jan. 2018, www.washingtonpost.com/local/education/mcauliffe-touts-education-initiatives-as-he-departs-office/2018/01/14/86ad0de6-ecc5-11e7-9f92-10a2203f6c8d_story.html.

³⁴ Ibid.

³⁵ Jones, Matt. "Many Virginia Community College Students Can't Afford Groceries. What Can Schools Do?" Daily Press, 7 Feb. 2020, www.dailypress.com/news/education/dp-nw-food-insecurity-community-college-20200207-3e7zxqtcw5ee7hconqxlhaxktq-story.html.

Commonwealth, and he will work with VCCS to enroll as many eligible students in SNAP as possible so they can take advantage of the additional resources.

- **Establish Career and Technical Education (CTE) certificate programs for educators in Virginia.** CTE programs serve more than half a million students each year and play a critical role in helping Virginia's students build career pathways, develop essential skills and step into countless high-paying jobs. Despite the clear benefits of CTE programs, Virginia continues to experience shortages in teachers who are certified to teach in these critical programs, and these shortages are expected to get worse over the next few years. Making matters worse, Virginia does not have a clear, streamlined pathway for CTE educators to complete the necessary coursework or obtain the necessary credentials, which could discourage entry into the profession. As Governor, Terry will work to ensure that industry professionals who want them are able to get the skills and credentials they need to teach CTE courses in high-demand fields, increasing the opportunities for Virginia's students to participate in these important programs.

Promote Career Training Opportunities and Credit Transfers

Virginia has led the nation in its education and workforce systems after redesigning them to make workplace skills and preparedness the driving principles and ultimate goals of the systems. However, this pandemic has eliminated countless jobs that won't return once we get this pandemic behind us. We have to invest in workers of all ages and enable them to step into new, high-demand jobs. Terry's plan will:

- **Expand opportunities for high school students to receive college credit, and allow students to obtain credit for their CTE coursework.** As students continue to be bogged down with student loan debt, we need to explore ways to cut down on postsecondary education costs by offering more opportunities at the high-school level and enabling students to receive and transfer credits for certain courses. That includes partnering with VCCS and our institutions of higher education to build capacity in our educator workforce to become dual-certified so they can teach free college-level courses in high school. We should also build partnerships with VCCS and institutions of higher education so that when students take CTE courses in high school and develop proficiency or complete some of the requirements for certification, they can gain credits that seamlessly transfer and lessen the burden of future coursework. Terry will partner with education stakeholders to expand these opportunities in Virginia.
- **Partner with the business sector to create virtual internships and apprenticeships.** Reimagining our K12 education system and making sure every student has equitable access to a world-class education is Terry's number one priority, but we also have to invest in high-quality internships and apprenticeships for Virginians of all ages. We know that on-the-job training is critical to success in any job, and this pandemic has driven innovation in developing virtual learning opportunities. There is no reason that a person in Bristol or Petersburg cannot partner with an emerging technology company or support a small business through a virtual internship or other program. Now is the time to think big and create a pipeline of workers for high-demand jobs.

- **Enable Virginians to access registered apprenticeships.** Apprenticeship programs play a critical role in preparing students and adults for successful careers. Pairing critical instruction with on-the-job learning opportunities helps participants develop the professionalism and skills they need to be workforce ready. Participating in an apprenticeship program can also increase a person’s earning potential by more than 60% after one year in some instances, making them a smart investment. As Virginia’s 72nd Governor, Terry prioritized the creation of registered apprenticeships, providing \$400,000 in funding to train 400 workers.³⁶ As our next Governor, Terry will not only provide additional funding for apprenticeship programs and expand existing programs, but he will work to ensure that apprenticeship programs are aligned with community college offerings so that participants can simultaneously obtain course credit or certifications.

³⁶ Balingit, Moriah. “Va. Governor Signs Executive Order to Expand Registered Apprenticeships.” The Washington Post, WP Company, 31 Mar. 2019, www.washingtonpost.com/news/education/wp/2015/10/14/va-governor-signs-executive-order-to-expand-registered-apprenticeships/.