

SUPPORT [HB271](#) - COMPENSATION STRUCTURE FOR ADJUNCT INSTRUCTORS; WORKFORCE CREDENTIALS VOTING GUIDE

OVERVIEW

Virginia's Total Number of Sub-Baccalaureate Occupational Credentials in Manufacturing slipped to #26¹ in the nation. Virginia's Sub-Baccalaureate Occupational Credentials in Manufacturing as % of Total Credentials now ranks #36². Smaller schools and school districts often have limited demand for specialized industry credential programs. Regardless, to close the skills gap in the workforce, Virginia must remove barriers and increase industry credential attainment (credit and non-credit). A significant barrier to address is the lack of qualified instructors. This bill is intended to remove instructor barriers by empowering shared adjunct faculty among school districts and community colleges as well as allow for differential wage rates for these instructors.

RATIONALE FOR LEGISLATION

- Intended to increase flexibility and number of qualified instructors in manufacturing industry credentials and other high-demand occupations
- Encourages K-12 to engage adjunct faculty and share adjunct faculty among school districts and community colleges
- Allows flexibility in instructor compensation design for credit and non-credit courses leading to an industry credential

¹ Virginia Industry Foundation, [2021 Virginia MFG Competitiveness Index](#), 2021.

² *ibid*