



Employer Conference

June 15, 2023

Virginia Crossings Hotel

7:30	Registration
8:30 - 8:45	Welcome Brian Davis, Executive Director, Capital Region Workforce Partnership
General Sessions	
8:45 - 9:45	Changes in Unemployment Insurance Laws and Tax Update Susan Landis, VEC and Kiana Jackson, VEC
9:45 - 10:00	Veterans Job Referral, Training and Placement Tshambi Hall, VEC Local Veterans Representative
10:00 - 10:15	Break
10:15 - 11:15	Effectively Managing Remote Worker Relationships: Your Place or Mine Robert J. Barry, Kaufman & Canoles
11:15 - 12:15	Separated Employees and Navigating the VEC's Adjudication Process Sam Lupica, VEC
12:15 - 1:15	Lunch
1:15 - 1:30	Remarks Carrie Roth, Commissioner, VEC
1:30 - 1:45	Work Opportunity Tax Credit (WOTC): Investing in Virginians with Barriers to Employment Priscilla Skinner, VEC
1:45 - 2:45	Updates to Employment Law Randy Sparks, Jr., Kaufman & Canoles
2:45 - 3:00	Break
3:00 - 4:00	Social Media in the Workplace Randy Sparks, Jr., Kaufman & Canoles

General Event Information

All sessions will be held in the Henrico Ballroom
Lunch will be served in The Glen
Vendors will be located outside of the Henrico Ballroom

Speaker Bios (Listed in Alphabetical Order)

Robert J. Barry, Esquire, Kaufman & Canoles, PLC

Mr. Barry is a member in the Labor and Employment Law Practice Group and the Manufacturing & Distribution Industry Team. His practice concentrates on employment law litigation, day-to-day advice, and long-term strategies for employers in both the public and private sectors. He regularly advises on discipline and discharge, employment discrimination, wage and hour issues, occupational safety and health, restrictions on competition, and unemployment compensation.

Brian Davis, Executive Director, Capital Region Workforce Partnership

Brian Davis serves as the Executive Director of the Capital Region Workforce Partnership, a position he has held since 2014. In this role, he has oversight of a \$6 million annual budget that supports workforce development solutions for job seekers and employers in the greater Richmond area. He has over 25 years of local and state planning and policy experience, with more than 15 years focused on workforce development systems and programs. Other professional highlights include serving as a workforce development specialist in the office of Virginia Governor Tim Kaine, Special Assistant to the Vice Chancellor for Workforce Development at the Virginia Community College System and Workforce Development Director for Virginia's Central Region in the Lynchburg area. He serves as Co-Chair of WorkforceCoalitionRVA, Vice Chairman of the Virginia Association of Workforce Directors and is a member of the Board of the Greater Richmond Continuum of Care.

Kiana Jackson, VEC

Bio

Susan Landis, Unemployment Insurance Services Director VEC

Susan has held a number of positions in Unemployment Insurance (UI) over twenty years of service with the VEC. She began her career as an Office Services Specialist doing claims data entry in a local office to currently serving as the UI Director.

Salvatore Lupica, Virginia Employment Commission

Mr. Lupica currently serves as the Chief Operating Officer of the Virginia Employment Commission. His practice experience includes commercial litigation in the areas of construction, employment, and securities. He has authored a number of professional works including a review of workers' compensation law in 2006 appearing in the University of Richmond Law Review, and a series of articles on the rights and remedies of parties under the Virginia Workers' Compensation Act. He has done consulting work in organizational and business development. His experience as an educator includes advising doctoral candidates in dissertation development, and varied lecturing at the university and high school level. His board memberships include the Institutional Review Boards of Virginia Commonwealth University and the Virginia Department of Rehabilitative Services. He is also a composer and pianist.

Randy C. Sparks, Jr., Kaufman & Canoles, PLC

Mr. Sparks is a member of the Labor and Employment Law Practice Group at Kaufman & Canoles. He concentrates his practice in employment litigation, representing employers in employment discrimination, sexual harassment, breach of employment contract, non-compete, and wage and hour claims before various state and federal courts and administrative agencies. Randy also advises and trains clients on lawful employment practices and other workplace issues.

Carrie Roth, Commissioner, VEC

Carrie Roth was appointed by Virginia Governor Glenn Youngkin in January 2022 to serve as Commissioner of the Virginia Employment Commission and Advisor to the Governor for Strategic Initiatives, bringing over 28 years of broad experience as an entrepreneur, political and non-profit leader to the position.

Carrie previously served as Virginia Deputy Secretary of Commerce & Trade for Governor Bob McDonnell, where she led the successful effort before the General Assembly to provide over \$113million in new economic development funding – including over \$57 million to support Virginia's innovation economy. Prior to joining the McDonnell Administration, she was President of her company Capitol Square Communications. Carrie served as Press Secretary for U.S. Senator George Allen, whom she worked for in various roles from 1993 to 2003, and as Policy Director for the gubernatorial campaign of Attorney General Jerry Kilgore.

Priscilla Skinner, VEC

Priscilla Skinner is the Work Opportunity Tax Credit State Coordinator where she oversees a group of dedicated staff who work to verify WOTC target group eligibility applications from employers that hire difficult to employ job seekers. Prior to accepting the WOTC State Coordinator position, Ms. Skinner held the position of Workforce Service Representative within the Virginia Employment Commission assisting job seekers with resume writing, job referrals, job application assistance and Virginia Workforce Connection (WVC) registration assistance. Ms. Skinner completed over 30 years in the private sector Health Insurance space in Medical Claims Processing, Medical Claims Training and Medical Claims Operations Management.

Tshambi Hall, VEC Local Veterans Representative

Tshambi Hall, Local Lead Employment Representative (LLVER)-Richmond (Capital and Crater areas) with the Virginia Employment Commission (VEC) under the Jobs for Federal Grant Program (JVSG). Tshambi has a degree in Business Administration and Psychology. She has been a certified Life Coach since 2009 and International Master Life Coach in 2018.

Tshambi started with the VEC in June of 2017 as a DVOP and was recently promoted to LLVER for the Richmond area. She brings 10 years of Human Resources Administration experience and 5 years of Human Services experience. Tshambi is a veteran of the United States Army Reserves where she served from 1999 to 2004. During that time, she completed a tour in Iraq during Operation Iraq Freedom and Enduring Iraqi Freedom with the 108 Military Intelligence Division. She has always had the desire to assist veterans and their family members. Her passion is assisting women veterans with resources and mental health management. She has been associated with community events that support veteran awareness, employment, and assist veterans with resources. Tshambi has been instrumental in helping women veterans gain knowledge about the JVSG Program.

In her current role she advocates on the behalf of veterans, military spouses and caregivers to area employers to fill their vacancies.