

NEW RIVER/MOUNT ROGERS WORKFORCE INVESTMENT AREA CONSORTIUM

BOARD

MEETING AGENDA

March 18, 2015

- I. Call To Order –Chair Hutchins
- II. Prayer/Pledge of Allegiance
- III. Roll Call
- IV. Consent Agenda
 - A. Approval of Minutes - January 29, 2015
 - B. Approve WIB Re-appointments
 - C. Approve Workforce Development Board Composition
 - D. Approve Letter to Secretary Jones for Local Area Designation
- V. Public Comment Period
- VI. Workforce Investment Board Update – Martha Samples Chair
- VII. Operational Summary – Ronnie Martin
- VIII. Executive Summary – Marty Holliday
- IX. Informational Items
 - A. Extension of Existing Program Operator Contracts
 - B. Workforce System Updates
 - A. One-Stop Operator - Betty Rowe
 - B. Goodwill Adult Workplace Toolkit Project - Lee Williams
 - C. Just Hire One - Adult Offender Re-Entry Project - Betty Rowe, Lee Williams
 - D. Veterans and Wagner- Peyser Services - Karen Akers
 - E. Grants Update
- X. Consortium Board Members Time
- XI. Travel Reimbursement
- XII. 2015 Consortium Board Meeting Schedule
- XIII. Next Meeting Date–**May 20, 2015–Wytheville Meeting Center–10:00 a.m.**
- XIV. Adjournment

New River/Mount Rogers Workforce Investment Area Consortium Board

MEETING MINUTES

January 29, 2015

A meeting of the NR/MR WIA Consortium Board was held on January 29, 2015 at the Wytheville Meeting Center in Wytheville, VA. Those in attendance were as follows:

Board Members

David Hutchins – Chair
Dr. Eric Workman – Bland
Dan Campbell – Floyd
Mayor C.M. Mitchell – Galax City
Jay Williams – Giles
Bill Brown – Montgomery
Andy McCready – Pulaski
Howard Burton – Smyth
Steve Willis – Wythe

Staff

Ronnie Martin
Beverly Burke

Guest

Lynn White – WIB 1st Vice-Chair
Phil McCraw – Carroll County
Betty Rowe – People, Inc
Mary Ann Gilmer – Goodwill Ind. of the Valleys
Lee Williams – Goodwill Ind. of the Valleys

At 10:05AM, Chairman Hutchins called the meeting to order. The meeting was opened with a prayer and all present recited the Pledge of Allegiance.

Chairman Hutchins asked Ms. Burke to call the roll. A quorum was present.

Chair Hutchins indicated that it was time for the Consortium Board to elect a Chair and Vice-Chair for 2015. At this time, Chair Hutchins turned the meeting over to Mr. Martin. Mr. Martin asked Mr. McCready for a report from the Nominating Committee. Mr. McCready indicated that the Nominating Committee was recommending the following nominations: David Hutchins, Chair and Bill Brown, Vice Chair for 2015. Dr. Workman made the motion to accept the nominations submitted by the Nominating Committee, Mr. Willis seconded the motion and a called vote was taken:

Bland – yes, Carroll – yes, Floyd – yes, Galax – yes, Montgomery – yes, Pulaski – yes, Smyth – yes, Wythe - yes

At this time Mr. Martin turned the meeting over to Chair Hutchins.

Chair Hutchins informed Board members that the 2014 Committee assignments had worked well and that he would keep the same Committee assignments for 2015 if no one

had any objections. No Board members expressed any objection to leaving 2014 Committee assignments in place for 2015.

Chair Hutchins next indicated that a legal issue had come up which will require the full Board to go into closed session to discuss this matter. Dr. Workman made a motion that the Board go into closed session under Code of Virginia Section 2.2 – 3711 to discuss this legal issue. Mr. Brown seconded the motion and a called vote was taken:

Bland – yes, Carroll – yes, Floyd – yes, Galax – yes, Giles – yes, Montgomery – yes, Pulaski – yes, Smyth – yes, Wythe – yes

Mr. Brown made a motion that the full Board come out of closed session. Mr. McCready seconded the motion and a called vote was taken:

Bland – yes, Carroll – yes, Floyd – yes, Galax – yes, Giles – yes, Montgomery – yes, Pulaski – yes, Smyth – yes, Wythe – yes

Mr. McCready then made the motion to certify that only a legal issue was discussed during the closed session and that no action or vote was taken during this time. Mr. Burton seconded the motion and a called vote was taken:

Bland – yes, Carroll – yes, Floyd – yes, Galax – yes, Giles – yes, Montgomery – yes, Pulaski – yes, Smyth – yes, Wythe – yes

Mr. McCready made a motion that the Board authorize their attorney, Jim Cornwell, to proceed with filing legal suit against Ms. Peggy Haynes and that all necessary steps be taken to recoup all monies due to the Board, including associated legal fees. Additionally, the Board requests that full payment be made in a lump sum in lieu of a payment plan. Mr. Campbell seconded the motion and a called vote was taken:

Bland – yes, Carroll – yes, Floyd – yes, Galax – yes, Giles – yes, Montgomery – yes, Pulaski – yes, Smyth – yes, Wythe – yes

Next, Chair Hutchins asked for a motion to approve the Consent Agenda items previously distributed. Dr. Workman made a motion to approve the Consent Agenda items. Mr. McCready seconded the motion and a called vote was taken:

Bland – yes, Carroll – yes, Floyd – yes, Galax – yes, Giles – yes, Montgomery – yes, Pulaski – yes, Smyth – yes, Wythe – yes

Chair Hutchins updated the Board on recent action of the Personnel Committee. The Personnel Committee recently met and made Marty Holliday a job offer as Executive Director of the Board effective February 1, 2015. Ms. Holliday accepted this offer and will assume the duties of this position on the 1st of February. Mr. Brown thanked Mr. Martin for his years of service and congratulated him on his retirement.

Chairman Hutchins opened the floor for public comment. Hearing none he proceeds with the agenda.

Chairman Hutchins asked Mr. White, WIB 1st Vice Chair, to give an update on WIB activities. Mr. White brought the Board up-to date on WIB activities that had taken place in recent months. A brief discussion followed. At this time, Mr. Martin shared a copy of a proposed letter to State Senators and Delegates from Chair Hutchins requesting their assistance in getting State WIA Administrative staff to be more responsive in providing answers and guidance on the implementation of WIOA. The consensus of all Board members present was to proceed with the letter. Mayor Mitchell suggested sending the letter by e-mail as opposed to "snail mail". A suggestion was also made to copy our Federal Senators and Congressmen on the letter sent to State representatives. Mr. Martin will take care of this request.

Chairman Hutchins asked Mr. Martin to give an Executive Summary. Mr. Martin gave an overview of program activities, budget and funding issues. A brief discussion followed. Mr. McCready asked a question concerning Area 2 failing to meet CRC performance goals for the 1st quarter of 2014. Mr. Martin responded by indicating that he had been informed by the State that a "glitch" had occurred in their WIA database resulting in incomplete and incorrect data being pulled and compiled for this performance measure. Mr. Martin further indicated that reported data had been re-checked locally and our actual 1st quarter performance for this standard was 24% as opposed to 8% as reflected on the State report.

Next, Chair Hutchins asked Mr. Martin to review the informational items that had previously been distributed to Board members. Mr. Martin reviewed the informational items and responded to questions from Board members. Ms. Rowe presented the One Stop Operator report. Mr. McCready asked if a report would be presented on the Adult Ex-Offender Re-entry Project. Ms. Rowe and Ms. Gilmer presented their project update at this time. Questions were asked by Board members to which Ms. Rowe and Ms. Gilmer responded.

Mr. Martin next presented an update on the Workforce Innovation and Opportunity Act. He also went into detail on WIOA requirements for the composition of the Workforce Development Board (WDB). Mr. Martin provided detailed information on WDB composition requirements as well as an analysis of our current WIB membership composition. Several options were discussed. The Executive Committee had recommended that the WDB size be set at 32 which will include all current members plus a DSS representative and one (1) Wythe County business vacancy. Mayor Mitchell made a motion to set the initial size of the Workforce Development Board at 32 as recommended. Dr. Workman seconded the motion and a called vote was taken:

Bland – yes, Carroll – yes, Floyd – yes, Galax – yes, Giles – yes, Montgomery – yes, Pulaski – yes, Smyth – yes, Wythe – yes

Mr. Martin will be bring information to the March meeting which will need Board approval prior to being submitted to the State for certification.

Chairman Hutchins asked Ms. Gilmer to give an update on the Goodwill Adult Workplace Toolkit Project. Ms. Gilmer updated the Board on project activities.

A grants update was not provided at this time as it had previously been provided during Mr. Martin's Executive Summary.

Chairman Hutchins allowed each member to share information about their areas.

Mr. Martin reminded Board members about the Travel Reimbursement request form to be completed and signed if members wanted to get reimbursed for their travel to the meeting. Mr. Martin also noted that the IRS allowable mileage reimbursement rate had increased to 57.5 cents per mile effective January 1, 2015. He also reviewed the Inclement Weather Policy at this time.

Mr. Martin reviewed the 2015 meeting schedule noting that the next meeting is scheduled for March 18, 2015 at the Wytheville Meeting Center beginning at 10:00 AM.

With no further business to discuss the meeting was adjourned at 11:45PM.

Respectfully Submitted,

Ronnie Martin
Executive Director

From: [Marty Holliday](#)
To: [Andy McCready](#); [Bill Brown](#); [Bruce Brown](#); [Catherine Brillhart](#); [Dan Campbell](#); [David Hutchins](#); [Eric Workman](#); [Howard Burton](#); [James Baker](#); [Jay Williams](#); [John Brewer](#); [John Garner](#); [Steve Willis](#)
Cc: [Ronnie Martin](#); ["Martha Samples"](#)
Subject: Consent Agenda Items
Date: Monday, March 16, 2015 9:27:46 AM
Attachments: [Consortium Board Meeting Min 1 29 15 2 .pdf](#)
[WDB Composition.pdf](#)
[WIB Re-appointments.pdf](#)
[CLEO Local Area Designation Letter 030315 s.pdf](#)

Good morning!

Please find the attached Consent Agenda items for the March 18, 2015 NR/MR WIA Consortium Board Meeting.

- A. Minutes from the Jan. 29, 2015 meeting (previously sent)
- B. WIB Re-Appointments (approved by the Nominating Committee)
- C. NR/MR Workforce Development Board Composition: this requires approval by the Consortium Board before we can submit a request to the State to Certify the new Workforce Development Board by July 1, 2015 (when the Workforce Innovation and Opportunity Act is implemented)
- D. Formal approval by the Board for Chair Hutchins to send a letter to Secretary Jones requesting Local Area Designation* for the 13 jurisdictions that currently make up the New River/Mount Rogers Workforce Investment Area.

*I have only received signatures from: Bland County, Carroll County and Montgomery County. I need all signatures by March 18th in order to meet the March 20th deadline set by Secretary Jones.

Feel free to contact me with any questions and/or concerns about the above items.

Thank you!
Marty

Let's ensure that our region's businesses and industries have a talent pipeline filled with skilled workers, so that they will be competitive in both today's and tomorrow's marketplace, driving our region's economy, so that all workers can earn a sustainable, self sufficient wage.

Marty Holliday

Executive Director
New River/Mount Rogers Workforce Investment Area
6580 Valley Center Dr., Suite 119
Radford, VA 24141
540-633-6764
540-357-0651 (cell)
540-633-2502 (fax)
New Email: marty.holliday@nrmrwib.org

2015 WIB Member Re-appointments

WIB members whose current term ends on 6/30/15 and desire to be re-appointed for an additional three (3) year term

Martha Samples, Radford City Business
Robin Meadows, Smyth County Business
Greg Adkins, Galax City Business
Howard Bartholomay, Bristol City Business
Michael Miller, Montgomery County Business
Robbie Wyrick, Organized Labor
Robert Goldsmith, Community Based
Mike Jennings, Department of Social Services

WIB Member Term Expiration Dates

<u>6/30/15</u>	<u>6/30/16</u>	<u>6/30/17</u>	<u>6/30/18</u>
Martha Samples	David Wright	John Overton	David Hunt
Robin Meadows	David Hutchins	Tim McVey	Jeff Dunnack
Greg Adkins	Melinda Leland	Wilma Faulkner	Patricia Moore
Howard Bartholomay	Neil Sagebel	Ed Stringer	
Michael Miller	Lynn White	Robert Pierce	
Robert Goldsmith	David Sexton	Carol Blankenship	
Robbie Wyrick	Terry Smusz	Mike Rouse	
Mike Jennings	Ken McFadyen	Kevin Semones	
	Karen Akers	Shirley Carlson	
	Mary Ann Gilmer	William Fields	
		Wythe County Business Vacancy (Debbie Beck)	

Workforce Development Board

Required

- | | |
|--|-------------|
| 1. Business | Majority |
| 2. Representatives of the Local Workforce | 20% minimum |
| A. Organized Labor | |
| B. Apprenticeship | |
| C. CBO – Addressing Employment Needs
Of Individuals with Barriers | |
| D. Organizations Serving Eligible Youth | |
| 3. Adult Education | |
| 4. Higher Education | |
| 5. Economic/Community Development | |
| 6. VEC | |
| 7. DARS | |

May Include

1. Local Educational Agencies
2. Community Based Organizations
3. Transportation
4. Housing
5. Public Assistance
6. Any Additional Members Approved by Elected Officials

WIOA – Workforce Development Board Composition

Requirement	We Currently Have
Business – Majority	Martha Samples Lynn White Ed Stringer David Wright Neil Sagebiel John Overton Greg Adkins David Hutchins Wilma Faulkner Tim McVey Kevin Semones Howard Bartholomay Michael Miller Robin Meadows David Sexton Carol Blankenship Jeff Dunnack David Hunt Total of 18 plus 1 Wythe County Business Vacancy
A. Not less than 20% of the members of each local board shall be representatives of the workforce within the local area, who: (i) Shall include representatives of labor organizations (for local area in which employees are represented by labor organizations), who have been nominated by local labor federations, or (for a local area in which no employees are represented by such organizations) other representatives of employees;	<u>Organized Labor</u> (2) Robbie Wyrick Robert Pierce <u>Apprenticeship</u> (1) Patty Moore <u>Community Based</u> (2) Rob Goldsmith Terry Smusz

(ii) Shall include a representative, who shall be a member of a labor organization or a training director, from a joint labor-management apprenticeship program, or if no such joint program exists in the area, such a representative of an apprenticeship program in the area, if such a program exists; (iii) May include representatives of community based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive integrated employment for individuals with disabilities; and (iv) May include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth	<u>Youth Organizations</u> (2) William Fields - Job Corps Mary Ann Gilmer - Goodwill Ind. Total of 7* *This would allow us to have no more than a total of 35 members on the WDB
Adult Education Institute of Higher Education Economic and Community Development State Employment Service (VEC) Title I Rehabilitation Act (DARS) TANF (DSS)	Shirley Carlson Melinda Leland Ken McFadyen Karen Akers Mike Rouse Michael Jennings Total of 6



New River/Mount Rogers Workforce Investment Area Consortium Board
6580 Valley Center Drive, Suite 119
Radford, VA 24141
540-633-6764, 540-633-2502 (FAX)
www.nrmrwib.org

March 9, 2015

The Honorable Maurice A. Jones
Secretary of Commerce and Trade
Office of Governor Terence R. McAuliffe
Patrick Henry Building
1111 East Broad Street
Richmond, Virginia 23219

Dear Secretary Jones:

The New River/Mount Rogers Workforce Investment Area Consortium Board (CLEO) hereby requests that the thirteen (13) jurisdictions within the New River Valley and Mount Rogers Area of Southwest Virginia, currently designated as LWIA 2, continue as a Workforce Development Area under the Workforce Innovation and Opportunity Act. The New River/Mount Rogers Workforce Investment Area is a region in good standing and has maintained that status since our inception in April, 2000.

The New River/Mount Rogers Workforce Investment Area Consortium Board looks forward to continuing to serve our region's businesses and job seekers under the Workforce Innovation and Opportunity Act, starting July 1, 2015.

Attached please find the signatures from our thirteen (13) member jurisdictions in support of this request.

Sincerely,

Mr. David Hutchins
Consortium Board Chair

CC: Mr. Martha Samples, Chair, New River/Mount Rogers Workforce Investment Board
Ms. Sara Dunnigan, Executive Director, Virginia Board of Workforce Development



COMMONWEALTH of VIRGINIA

Office of the Governor

Maurice A. Jones
Secretary of Commerce and Trade

March 3, 2015

Dear WIB Directors:

The Workforce Innovation and Opportunity Act (WIOA), Section 106, identifies local area designation as a responsibility of the Governor which is to occur through consultation with the Virginia Board of Workforce Development, as well as local boards and chief local elected officials. Identifying and designating regions is referenced as part of the development and continuous improvement process of workforce development systems in the State.

In order for the state to receive an allotment of funds, the Governor SHALL approve requests for initial designation for any area in good standing that was designated as a local area for the purpose of the Workforce Investment Act of 1998 for a two-year period preceding the enactment of WIOA. This initial designation will be in place for the first 2 full program years following the date of enactment of WIOA.

Requests for initial designation must be received at the Governor's office by March 20, 2015. Requests should come in the form of a letter requesting initial local area designation signed by all members of the Chief Local Elected Officials consortium and be sent to my attention, in my capacity as the Governor's Chief Workforce Advisor.

Any requests for changes in local area designation received by the Governor's office will not be considered for this program year, but will be evaluated for future consideration using a structured evaluation process.

Virginia's combined state plan must include a process description for designating local areas, including how the State consults with local boards and chief elected officials in determining the local areas. In addition, it must ensure a rational, data-driven process that strives to align workforce system resources with regional economies and also addresses a fair and equitable appeals process.

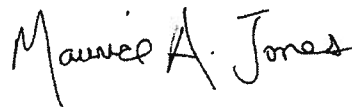
To accommodate the development of the combined state plan, we will be forming a work group to design an evaluation and review process. The decision matrix will include (at a minimum) the criteria referenced in WIOA Sec 106, which includes consideration for: labor market areas in the State; regional economic development areas in the State; and the availability of Federal and non-Federal resources necessary to effectively administer activities under subtitle B and other applicable provisions of the WIOA, including whether the areas have the appropriate education and training providers, such as institutions of higher education and area career and technical education schools.

March 3, 2015

Page Two

Thank you for your attention to this request and for your continued commitment to workforce excellence in Virginia.

Sincerely,

A handwritten signature in black ink that reads "Maurice A. Jones". The signature is written in a cursive style with a large, stylized "M" and "J".

Maurice A. Jones

Cc: CLEO Chairmen
WIB Chairmen

WIB Update – March 18, 2015

1. House Bill 1986

This Bill has dramatic implications for the region. An overview will be given by Staff later in the agenda, but it is important that everyone is aware of the potential changes in expenditure requirements and how this will affect our ability to serve individuals and businesses in our region.

2. Workforce Innovation and Opportunity Act Update

Staff continues to work towards a smooth transition from WIA operations to WIOA effective July 1, 2015. This task continues to be hampered by the delay in receiving implementation regulations from DOL and/or State guidance. Transition efforts will proceed based on language in the Workforce Innovation and Opportunity Act with adjustments made once regulations are received as well as receipt of related State policies and procedures.

3. Grants Update

A detailed grants update will be provided by staff later on the agenda.

Operational Summary – March 18, 2015

Service Levels:

Thru February 28, 2015 (2/3 of program year completed), our Program Operators have served the following:

DLW – 283
Adults – 208
Youth – 193

These service levels are the following percentage of planned PY'14 enrollments for the 3rd quarter of the program year:

	<u>Plan</u>	<u>Actual</u>
DLW – 101% of plan	279	283
Adult – Goodwill – 89%	92	82
People – 108%	117	126
Youth – Goodwill – 113%	75	85
People – 96%	113	108

Performance:

Thru February 28, 2015 (2/3 of program year completed), Program Operators have achieved the following performance levels:

	<u>Total</u>	<u>Attained Standard</u>	<u>Exclusion*</u>
DLW – Placement Rate – 90%	102	88	4
Average Wage at Placement - \$13.05			

	<u>Total</u>	<u>Attained Standard</u>	<u>Exclusion*</u>
Adults:			
<u>Goodwill Industries of the Valleys</u>			
Placement Rate – 100%	18	14	4
Average Wage at Placement - \$10.13			
<u>People, Inc. of Virginia</u>			
Placement Rate – 88%	42	36	1
Average Wage at Placement - \$11.40			
Youth:			
<u>Goodwill Industries of the Valleys</u>			
Placement Rate – 88%	36	30	2
Literacy/Numeracy Gains – 50%	10	5	0
Attained a Degree or Certificate – 74%	36	25	2
<u>People Inc. of Virginia</u>			
Placement Rate – 88%	44	36	3
Literacy/Numeracy Gains – 90%	31	28	0
Attained a Degree or Certificate – 76%	33	25	0

Exclusions:

1. Institutionalized
2. Health/Medical or Family Care
3. Deceased
4. Reserve Forces Called to Active Duty
5. Relocated to a Mandated Program
6. Invalid or Missing Social Security Number

Operator performance is in line with contract planned performance goals.

Financial

Thru January 31, 2015 (58% of program year completed), our Operators have expended an average of 46% of available program funds. Direct to client expenditures average 40% of total expenditures. Overall, for all programs, our Direct to Client expenditures are good. With all funds being obligated, overall expenditures will significantly increase on future reports.

PY'14/PY'15 Funding

Current PY'14 funding is sufficient to meet projected needs for services through June 30, 2015. No specific program allocation information has been received for PY'15, however, projections are for level funding with PY'14 allocations. This is the basis that will be used for initial funding distribution effective July 1, 2015. Adjustments will be made based on actual PY'14 carry-over as well as actual PY'15 allocations.

Performance

WIA Performance for the 2nd quarter of PY'14 is attached. While our performance is better than the State as a whole, our performance is lower than desired in several areas where we only met the standard. Technical assistance efforts are ongoing with our Program Operators to insure that data entered into the VOS system is complete and accurate. Additionally, Program Operators are increasing efforts to bring all performance indicators up to the "exceed standard" level.

Program	MeasureDescr	Area	Num	Den	Performance	Target	threshold_80	PerformDescr	flag
Adult	Entered Employment Rate	02	13	17	76.5	75	60.0	Exceed	
Adult	Employment Retention Rate	02	32	37	86.5	84	67.2	Exceed	
Adult	Average Six- Month Earnings	02	270,716	28	9,668.4	10000	8000.0	Met	
Adult	Employment and Credential Rate	02	15	18	83.3	62	49.6	Exceed	
Dislocated Worker	Entered Employment Rate	02	31	35	88.6	81	64.8	Exceed	
Dislocated Worker	Employment Retention Rate	02	31	33	93.9	90	72.0	Exceed	
Dislocated Worker	Average Six- Month Earnings	02	415,136	30	13,837.9	14250	11400.0	Met	
Dislocated Worker	Employment and Credential Rate	02	16	22	72.7	66	52.8	Exceed	
Youth	Attainment of Degree or Certificate	02	12	12	100.0	62	49.6	Exceed	
Youth	Literacy- Numeracy Gains	02	13	18	72.2	57	45.6	Exceed	
Youth	Placement in Employment or Education	02	13	15	86.7	62	49.6	Exceed	
All	CRC Attainment	02	196	545	36.0	25	25.0	Exceed	

2014 Quarter 2

Program	MeasureDescr	Area	Num	Den	Performance	Target	threshold_80	PerformDescr	flag
Adult	Entered Employment Rate	02	23	35	65.7	75	60.0	Met	
Adult	Employment Retention Rate	02	65	73	89.0	84	67.2	Exceed	
Adult	Average Six- Month Earnings	02	576,432	61	9,449.7	10,000	8,000.0	Met	
Adult	Employment and Credential Rate	02	19	32	59.4	62	49.6	Met	
Dislocated Worker	Entered Employment Rate	02	64	74	86.5	81	64.8	Exceed	
Dislocated Worker	Employment Retention Rate	02	59	62	95.2	90	72.0	Exceed	
Dislocated Worker	Average Six- Month Earnings	02	721,914	58	12,446.8	14,250	11,400.0	Met	
Dislocated Worker	Employment and Credential Rate	02	22	37	59.5	66	52.8	Met	
Youth	Attainment of Degree or Certificate	02	24	27	88.9	62	49.6	Exceed	
Youth	Literacy- Numeracy Gains	02	19	27	70.4	57	45.6	Exceed	
Youth	Placement in Employment or Education	02	25	28	89.3	62	49.6	Exceed	
All	CRC Attainment	02	182	491	37.1	25	25.0	Exceed	

Program	MeasureDescr	Area	Num	Den	Performance	Target	threshold_80	PerformDescr	flag
Adult	Entered Employment Rate	SW	602	904	66.6	77	61.6	Met	
Adult	Employment Retention Rate	SW	967	1,121	86.3	87	69.6	Met	
Adult	Average Six-Month Earnings	SW	9,534,940	911	10,466.5	12000	9600.0	Met	
Adult	Employment and Credential Rate	SW	338	580	58.3	63	50.4	Met	
Dislocated Worker	Entered Employment Rate	SW	857	1,051	81.5	83	66.4	Met	
Dislocated Worker	Employment Retention Rate	SW	1,016	1,082	93.9	93	74.4	Exceed	
Dislocated Worker	Average Six-Month Earnings	SW	14,964,708	952	15,719.2	18000	14400.0	Met	
Dislocated Worker	Employment and Credential Rate	SW	334	507	65.9	67	53.6	Met	
Youth	Attainment of Degree or Certificate	SW	277	398	69.6	65	52.0	Exceed	
Youth	Literacy-Numeracy Gains	SW	138	196	70.4	57	45.6	Exceed	
Youth	Placement in Employment or Education	SW	250	411	60.8	63	50.4	Met	
All	CRC Attainment	SW	2,002	5,323	37.6	25	25.0	Exceed	

Executive Summary – March 18, 2015

Workforce Innovation and Opportunity Act (WIOA)

- Implementation regulations have been delayed until “Spring” of 2015.
 - o TEGL 19-14 (Training and Employment Guidance Letter from Department of Labor) has been issued, focused on "vision" and not implementation.
- The effective date for WIOA implementation remains unchanged at July 1, 2015.
 - o With the delay in receiving implementation regulations, most implementation activities that will occur locally will be based on the WIOA law and may change at a later date.

State Laws and Policies

- House Bill 1986 is on the calendar and expected to pass (the Senate version has already passed).
 - o Two areas of importance for the Board:
 - The designation of the LWDB as the "regional convener" and
 - 40% of Adult and DLW funds to be used on "training" as defined in WIOA.
 - Which will seriously impact how we are able to effectively serve individuals throughout the region.

Staff Activities

- Continued support and leadership of the four regional Business Solution Units
 - o BSUs cover: Bland, Wythe & northern Smyth (Smyth is split due to the community college designation areas); Bristol, Washington & southern Smyth; Carroll, Grayson & Galax; and the NRV
 - o To become Business development focused (rather than job development and placement focused)
 - o No wrong door approach to meeting business needs
 - o Do want to thank the People Inc staff for stepping up and providing leadership to the BSU in Bristol/Washington /southern Smyth and the BSU in Carroll/Grayson/Galax.
- Providing leadership and guidance for the PY15-PY17 Wytheville One-Stop Campus MOU.

- o One Certified One-Stop is required in the law and state policy.
Having a MOU that reflects partner participation in the support and operation of the center is a requirement.
- Participation in the Vision 2020 Summit Planning Committee and Leadership Committee
 - o Vision 2020 Activities are all about collective impact
- Business Outreach
 - o Gary Larowe, Carroll County Administrator arranged a tour of VA plant, Tour NC Plant, community college visit
 - o Arranged for another plant visit using the Vanguard model for Somic America on March 27
 - o Looking for more opportunities throughout the region
- H1b Visa Apprenticeship Grant Project Development
 - o Working on developing a partnership between WIA 1, 3, & 7
 - o Need business at the table - High tech jobs; possible Healthcare (or advanced manufacturing)
- Staff Training
 - o Executive Director: *National Association of Workforce Development Professionals -Leadership Academy*
 - January through June
 - On-line and face to face
 - Capstone Project on implementing Sector Strategies through Business Engagement
 - o Administrative Assistant: *MOS Certification Preparation*
 - Microsoft Office Specialist
 - Year-long, on-line
 - \$2,000+ (purchased for \$29 through Groupon)
 - Will take certification test as she completes section
 - o Executive Director, WIA Programs Administrator & DRCs: *Workforce Development Professional Certifications - National & State*

EMPLOYMENT AND TRAINING ADMINISTRATION ADVISORY SYSTEM U.S. DEPARTMENT OF LABOR Washington, D.C. 20210	CLASSIFICATION WIOA - Vision
	CORRESPONDENCE SYMBOL OPDR -DPLR
	DATE February 19, 2015

ADVISORY: TRAINING AND EMPLOYMENT GUIDANCE LETTER NO. 19-14

TO: STATE WORKFORCE AGENCIES
STATE WORKFORCE ADMINISTRATORS
STATE WORKFORCE LIAISONS
STATE AND LOCAL WORKFORCE BOARD CHAIRS AND DIRECTORS
LABOR COMMISSIONERS

FROM: PORTIA WU 
Assistant Secretary

SUBJECT: Vision for the Workforce System and Initial Implementation of the Workforce Innovation and Opportunity Act of 2014

1. **Purpose.** This Training Employment Guidance Letter (TEGL) lays out the vision for a revitalized transformed workforce system as a result of implementation of the Workforce Innovation and Opportunity Act (WIOA). Further, it encourages workforce system leaders and partners to take action now to support successful implementation to fully realize the vision of WIOA. Finally, it provides an overview of upcoming guidance and technical assistance to support effective implementation of WIOA.
2. **References.**
 - WIOA, Public Law (Pub. L.) 113-128, enacted July 22, 2014.
 - Workforce Investment Act of 1998 (WIA), Pub. L. 105-220, et seq.
 - [TEGL No. 15-14](#), *Implementation of the New Uniform Guidance Regulations*, dated December 19, 2014.
 - TEGL No. 12-14, *Allowable Uses and Funding Limits of WIA Program Year 2014 Funds for Workforce Innovation and Opportunity Act Transitional Activities*.
 - Training and Employment Notice (TEN) No. 6-14, *Information for Stakeholder Engagement for Workforce Innovation and Opportunity Act Implementation*.
 - TEN No. 5-14, *WIOA Announcement and Initial Informational Resources*.
 - WIOA implementation dates, at www.doleta.gov/wioa/pdf/WIOA-Key-Implementation-Dates.pdf.
 - TEGL No. 3-14, *Implementing a Job-Driven Workforce System*.
 - 2 CFR, Part 2900, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.

RESCISSIONS None	EXPIRATION DATE Continuing
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3. **Vision for WIOA and the Workforce System.** WIOA, which supersedes the Workforce Investment Act of 1998, presents an extraordinary opportunity to improve job and career options for our nation's workers and jobseekers through an integrated, job-driven public workforce system that links diverse talent to businesses. It supports the development of strong, vibrant regional economies where businesses thrive and people want to live and work.

This revitalized workforce system will be characterized by three critical hallmarks of excellence:

- ✓ The needs of business and workers drive workforce solutions;
- ✓ One-Stop Centers (or American Job Centers) provide excellent customer service to jobseekers and employers and focus on continuous improvement; and
- ✓ The workforce system supports strong regional economies and plays an active role in community and workforce development.

Across the system, continuous improvement is supported through evaluation, accountability, identification of best practices, and data driven decision making.

- a. **The Needs of Businesses and Workers Drive Workforce Solutions:** Businesses inform and guide the workforce system and access skilled talent as they shape regional workforce investments and build a pipeline of skilled workers. This engagement includes leadership in the workforce system and active participation in the development and provision of education and training, work-based learning, career pathways, and industry sector partnerships. Jobseekers and workers, including those individuals with barriers to employment, such as individuals with disabilities, as defined by WIOA, have the information and guidance to make informed decisions about training and careers, as well as access to the education, training and support services they need to compete in current and future labor markets.
- b. **One-Stop Centers (American Job Centers or AJCs) Provide Excellent Customer Service to Jobseekers, Workers and Employers and Focus on Continuous Improvement:** One-Stop Centers and partners provide jobseekers, including individuals with barriers to employment, such as individuals with disabilities, with the skills and credentials necessary to secure and advance in employment with family-sustaining wages. Additionally, AJCs enable employers to easily identify and hire skilled workers and access other supports, including education and training for their current workforce. Further, rigorous evaluations support continuous improvement of AJCs by identifying which strategies work better for different populations; states, local areas, and training providers remain accountable for performance; high-quality, integrated data informs policy maker, employer and jobseeker decision making; and training providers are accountable for performance using the data and evidence.
- c. **The Workforce System Supports Strong Regional Economies:** Meeting workforce needs is critical to economic growth. State and local workforce development boards—in partnership with workforce, economic development, education, and social service organizations at the state, regional and local levels—align education and training investments to regional civic and economic growth strategies, ensuring that all jobseekers and businesses can access pathways to prosperity.

4. **Implementing WIOA: Realizing the Vision.** State and local workforce system leaders should take immediate action to achieve the vision of modernizing the workforce system and ensuring it operates as a comprehensive, integrated and streamlined system that expands opportunities for all workers and businesses.

Key operational and governing principles:

- a. ***States align programs and ensure integrated services through a unified strategic plan and shared governance.*** Every state collaborates across the core programs (Adult, Dislocated Worker and Youth, Wagner-Peyser, Adult Education and Vocational Rehabilitation) to create a single unified and integrated strategic state plan. States govern the core programs as one system, assessing strategic needs and aligning them with service strategies to ensure the workforce system meets employment and skill needs of all workers and employers. States also collaborate with One-Stop partner programs and other partners at the state and local levels to produce Combined WIOA plans. States use the certification process and competition to help achieve this vision and ensure continuous improvement.
- b. ***Workforce boards focus on strategy.*** As strategic leaders, state and local workforce boards, in partnership with governors and chief elected officials, facilitate public-private partnerships; support sector strategies and career pathways that advance opportunities for all workers and jobseekers, including low-skilled adults, youth, and individuals with disabilities; foster innovation; and ensure streamlined operations and service delivery excellence.
- c. ***States and local areas align workforce programs with regional economic development strategies.*** Local boards, program leaders, and elected officials share a common vision and design and govern the system regionally; create unified regional and local plans integrating education, training, support services, and other workforce services across the core programs; align workforce policies and services with regional economies; and support sector strategies tailored to their needs.
- d. ***The One-Stop Center network and partner programs are organized to provide high-quality services to individuals and employers.*** State and local boards, One-Stop Center operators and partners must increase coordination of programs and resources to support a comprehensive system that seamlessly provides integrated services that are accessible to all jobseekers, workers, and businesses.
- e. ***States and local areas promote accountability and transparency, and data drives decisions and informs customer choice.*** State and local leaders ensure investments in employment, education and training programs are evidence-based and data-driven, and programs are accountable to participants and taxpayers. This includes evaluating approaches and aligning performance accountability and data systems to support program management, facilitate common case management systems, and inform policy. State and local areas provide robust, validated data to inform strategy, operations, and evaluations. Information technology systems are designed to reduce burden and present integrated information to support services, inform customer choice and guide strategy development. Technological strategies for improving the quality of services

are adopted, including advances in digital literacy skills and models for accelerating skill acquisition and credential attainment of jobseekers.

5. **Taking Action Now.** Most WIOA provisions related to DOL-administered programs take effect in Program Year (PY) 2015, which starts July 1, 2015. ETA strongly advises states and local areas to begin planning and implementing WIOA transition activities now. As discussed further in Section VI, ETA will issue regulations and additional guidance; in addition, the legislation and the technical assistance tools currently available support initial implementation and transitional activities. While some provisions do not go into effect until PY 2016 (July 1, 2016), such as the unified or combined state plans and the performance accountability system, states should be preparing now for the ultimate implementation of these provisions.

Beyond complying with the requirements of the new law, WIOA offers an opportunity to continue to modernize the workforce system and create a customer-centered system: where the needs of business and workers drive workforce solutions; where One-Stop Career Centers provide excellent customer service to all jobseekers and businesses; and where the workforce system supports strong regional economies. To realize this vision, workforce system leaders are asked to step back and re-envision how they conduct business and restructure activities accordingly.

Below are recommended actions workforce system leaders and partners are strongly encouraged to take now to move toward full implementation of the law. These should be considered in any state and local transition discussions to ensure states and local areas are well positioned on July 1, 2015 to implement WIOA. The list is not exhaustive, and each state and local area should fully assess its own situation and requirements and determine the activities it will need to undertake to support a full and effective transition.

- ✓ **Identify and allocate funding for transitional activities.** TEGL 12-14, *Allowable Uses and Funding Limits of Workforce Investment Act Program Year (PY) 2014 funds for Workforce Innovation and Opportunity Act (WIOA) Transitional Activities* explains that states and locals may use up to two percent of the WIA's Fiscal Year 2014 Youth, Adult, and Dislocated Worker formula funds to transition to WIOA. The TEGL identifies nine priority areas for transition activities more fully described in this document and also details how to incur and report transition activities costs. Please consult TEGL 12-14 in tandem with this guidance. Also, please note the importance of maintaining a balance between exercising the transitional funding authority and continuing to serve current system customers effectively.
- ✓ **Build new, and strengthen existing, partnerships.** WIOA requires states and local areas to enhance coordination and partnerships with local entities and supportive service agencies for strengthened service delivery, including through unified state plans and combined state plans. These plans should include statutorily specified additional partners in the planning process; establish a set of system performance measures that apply to all core programs; strengthen linkages between a myriad of complementary programs within the One-Stop Center system; require co-location of employment services in One-Stop Centers; add One-Stop Center partners, such as Temporary Assistance for Needy Families (TANF) and the Jobs for Veterans State Grants (JVSG)

programs; enhance the role of apprenticeship; clarify partner programs support for system infrastructure costs and other common costs; and ask the system to work regionally and across local workforce development areas.

Additionally, successful implementation of many of the approaches called for within WIOA, such as career pathways and sector strategies, require robust relationships across programs and with businesses, economic development, education and training institutions, including community colleges and career and technical education local entities and supportive service agencies. As workforce system leaders step back and explore their approach for moving toward the WIOA vision, robust partnerships will be required to successfully enable our dual customers—jobseekers and employers—to drive solutions, to ensure these customers receive excellent services, and to effectively support economic regions.

- ✓ ***Engage with core programs and other partners to begin strategic planning.*** Local and state leaders should engage in strategic planning and find new ways to align core and other key programs, such as Registered Apprenticeship, Job Corps, JVSG, TANF, Perkins Career and Technical Education programs, Unemployment Insurance, and required partners under the Act. It is vital to understand the new unified and combined state plan requirements, and assess whether the right partners are at the table, and are participating fully as equal partners in the design and coordination of the programs and services within the workforce system. Strategic planning should include concrete goals as well as a vision of success: how the workforce system should ideally function in each state to best meet WIOA goals. We encourage local and state leaders to include state economic development staff and alignment of workforce and economic development goals.
- ✓ ***Reassess One-Stop delivery system.*** With your WIOA partners, reassess the One-Stop delivery system and what is needed to achieve seamless service delivery models that place the customer at the center of how programs are designed and delivered. Consider operations, such as “bricks and mortar” and information technology infrastructures in light of new requirements: core and mandatory One-Stop Center partners; co-location of Wagner-Peyser employment services; procedures and policies to transition to selecting One-Stop Center operators through competitive procurement; a Memoranda of Understanding to address One-Stop Center infrastructure funding; physical and programmatic accessibility requirements; and the vision of WIOA and state established goals. These actions will better position states and local workforce development areas to better tailor the state’s plan for infrastructure funding and certification of One-Stop Centers.
- ✓ ***Develop plans to ensure workforce investment boards become WIOA compliant.*** State and local boards must meet the new membership requirements and be able to carry out new functions by July 1, 2015. Chief elected officers should review the new requirements to reconstitute and certify boards. While a business majority is required by WIOA and must be maintained for the transition period of July 22, 2014 through June 30, 2015, suggested strategies may be employed to bring board membership into compliance by July 1, 2015, such as establishing standing committees and transition board members. When establishing standing committees, we strongly encourage

focusing on serving youth, low skilled adults, Indians and Native Americans, individuals with disabilities and other relevant priorities for the local area. Also, local areas can reach out to the state to signal interest in initial designation or re-designation that may result in a new area.

- ✓ ***Develop transition plans.*** Transition to WIOA and realizing its vision is complex, and will require substantial activities leading up to July 1, 2015 and after. We encourage states and local areas to develop transition plans that will allow for transition preparation and tracking of transition and implementation progress and use these to guide implementation of new WIOA requirements. Also, consider customer impacts, such as how current WIA participants are impacted in WIOA transition. ETA is developing several technical assistance tools to assist states and locals in this area.
- ✓ ***Prepare for fiscal and program changes for transition across legislations.*** There are several fiscal and program changes that have been recently issued that require attention as part of transition planning: the new Office of Management and Budget Uniform Guidance was published in the Federal Register on December 19, 2014 and ETA issued associated guidance in [TEGL 15-14](#), also dated December 19, 2014. Financial staff and other applicable staff must become familiar with the requirements of this guidance and the impact on the state system and the transition from WIA to WIOA. States should also prepare for 100 percent transfer between adult and dislocated worker formula funds.
- ✓ ***Assess state laws.*** It is important to review state legislation and identify areas that may conflict with WIOA to develop plans and strategies that resolve these conflicts. When state and federal laws conflict, federal laws take precedence.
- ✓ ***Review Eligible Training Provider processes.*** Review Eligible Training Provider List processes and assess how they need to be updated to reflect new eligibility criteria. Examples include: adding new procedures for the inclusion of Registered Apprenticeship programs; taking into account the need to ensure access to training throughout the state, including rural areas; and ensuring the ability of providers to provide training to individuals who are employed and individuals with barriers to employment. States must also take steps to ensure that eligible training providers are in a position to provide required outcomes information for individuals served by their programs by July 1, 2015. ETA will be providing additional technical assistance to support such implementation.
- ✓ ***Ensure new or existing youth service contract operators support the 75 percent out-of-school youth and the 20 percent work experience expenditure rate requirements.*** States and locals that are not currently meeting the 75 percent out-of-school youth requirement must begin to prepare for this transition. ETA will provide guidance and technical assistance to aid with this transition, including further guidance on use of funds, productive approaches for serving out-of-school youth, as well as alternative resources for serving in-school youth. In the meantime, states, local areas and federal partners should develop plans to address this requirement. States will receive their first WIOA allotment for the youth programs in April 2015 and will begin full implementation of WIOA for the Youth Program at that time

6. **Timeframe of Anticipated Regulations, Guidance & Technical Assistance.** ETA is committed to continuing its collaborative work with its Federal partners and all workforce system stakeholders and grantees to support WIOA implementation. Generally, the WIOA provisions take effect on July 1, 2015, with the exception of the provisions in title IV, which became effective on enactment, and targeted exceptions.

Two Notices of Proposed Rulemaking (NPRMs) will be issued in early 2015: a joint NPRM with the Department of Education which will cover joint activities, including state planning, performance, and provisions covering the One-Stop system; and a second which will cover the remaining ETA-administered provisions in WIOA. (Concurrently, three additional NPRMs will be published by the Department of Education, one implementing Adult Education and Literacy and two implementing WIOA amendments to the Rehabilitation Act of 1973.) These NPRMs will provide notice of the current thinking by ETA and the Department of Education and an opportunity for public comment. These NPRMs will be published in the Federal Register and posted on www.regulations.gov. Instructions on how to comment on the NPRMs are included in the preambles of each proposed rule. ETA and the Department of Education will analyze these public comments and develop and issue Final Regulations by early 2016.

As many provisions of the law go into effect July 1, 2015, ETA will issue Operating Instructions in spring 2015 to support such implementation. ETA also intends to issue operating and programmatic guidance and continue to disseminate technical assistance beginning in early 2015 and throughout implementation. We will continue to gather stakeholder input for guidance development and technical assistance needs and convene additional regional events and conferences to provide more in-depth learning and networking opportunities.

The DOL's official Website for additional information on WIOA is www.doleta.gov/wioa. In addition, ETA has created a new WIOA collection page at <https://wioa.workforce3one.org> which currently houses existing technical assistance resources that are relevant for WIOA implementation, and will house more technical assistance resources and guidance as they are developed. These pages will be updated as new information is available.

7. **Inquiries.** Questions regarding this guidance should be directed to the appropriate ETA regional office or through the ETA email address established for this purpose: DOL.WIOA@dol.gov. ETA monitors this account daily, and may respond to inquiries directly or through general communications such as official guidance, webinars, and public Q&A documents. You can also contact your regional office for any inquiries or feedback.

House Bill 1986 Summary

Virginia Board of Workforce Development. Makes several changes to the Virginia Board of Workforce Development (Board), including (i) requiring quarterly meetings of the Board; (ii) establishing a full-time director position to be supervised by the Governor's Chief Workforce Development Advisor (Advisor) and dedicated to supporting the Board's operations; and (iii) adding, as an area of policy advice to the Governor, issues to create a business-driven system that increases the rates of attainment of workforce credentials and jobs. Beginning November 1, 2016, and annually thereafter, each agency administering any publicly funded career and technical education and workforce development program shall submit to the Governor and the Board a report detailing the program's performance against state-level metrics established by the Advisor. In addition, the Advisor, the Commissioner of the Virginia Employment Commission (VEC), and the Chancellor of the Virginia Community College System (VCCS) shall enter into a memorandum of understanding that sets forth (a) the roles and responsibilities of each of these publicly funded entities; (b) a funding mechanism that adequately supports operations under the federal provisions; and (c) a procedure for the resolution of any disagreements that may arise. The Advisor, VEC, and VCCS shall collaborate to produce an annual executive summary. Each local workforce development board shall develop and execute a strategic plan designed to combine public and private resources to support sector strategies, career pathways, and career readiness skills development. This bill also sets the minimum level of fiscal support from WIOA Adult and Dislocated Worker funds, and provides incentives. The bill also makes several technical amendments required with the transition from the federal Workforce Investment Act of 1998 to the federal Workforce Innovation and Opportunity Act of 2014. On October 1, 2017, the Executive Director of the Board shall provide members of the Board with a detailed report evaluating local workforce development boards' rate of the expenditures for incentives from July 1, 2015, to July 1, 2017.

Full bill can be found at: <https://legiscan.com/VA/bill/HB1986/2015>

Important parts for the Board to be aware of:

A. As used in this section, **"regional convener" means the local workforce development board having responsibility for coordinating business, economic development, labor, regional planning commissions, education at all levels, and human services organizations to focus on community workforce issues and the development of solutions to current and prospective business needs for a skilled labor force at the regional level.**

B. As a condition of receiving WIOA funds, each local workforce development board shall either be designated as the regional convener for the WIOA region or enter into a memorandum of agreement supporting the public or private entity identified as serving as the regional convener.

C. Each regional convener shall develop, in collaboration with other workforce development entities in the region, a local plan for employer engagement. The plan shall (i) specify the policies and protocols to be followed by all of the region's workforce development entities when engaging the region's employers, (ii) address how the region's workforce entities will involve employers in the formation of new workforce development initiatives, and (iii) identify what activities will be undertaken to address employers' specific workforce needs. Each region's plan should be reviewed by the Virginia Board of Workforce Development, and the board should recommend changes to the plans to ensure consistency across regions.

§2.2-2472.2. Minimum levels of fiscal support from WIOA Adult and Dislocated Worker funds by local workforce development boards; incentives.

A. Each local workforce development board shall allocate a minimum of 40 percent of WIOA Adult and Dislocated Worker funds to training services as defined under §134(c)(3)(D) of the WIOA that lead to recognized postsecondary education and workforce credentials aligned with in-demand industry sectors or occupations in the local area or region. Beginning October 1, 2016, and biannually thereafter, the Chief Workforce Development Advisor shall submit a report to the Board evaluating the rate of the expenditure of WIOA Adult and Dislocated Worker funds under this section.

B. Failure by a local workforce development board to meet the required training expenditure percentage requirement shall result in sanctions, to increase in severity for each year of noncompliance. These sanctions may include corrective action plans; ineligibility to receive state-issued awards, additional WIOA incentives, or sub-awards; the recapturing and reallocation of a percentage of the local area board's Adult and Dislocated Worker funds; or for boards with recurring noncompliance, development of a reorganization plan through which the Governor would appoint and certify a new local board.

C. The Virginia Community College System, in consultation with the Governor, shall develop a formula providing for 30 percent of WIOA Adult and Dislocated Worker funds reserved by the Governor for statewide activities to be used solely for providing incentives to postsecondary workforce training institutions through local workforce development boards to accelerate the increase of workforce credential attainment by participants. Fiscal incentive awards provided under this section must be expended on training activities that lead participants to a

postsecondary education or workforce credential that is aligned with in-demand industry sectors or occupations within each local workforce area. Apprenticeship-related instruction shall be included as a qualifying training under this subsection if such instruction is provided through a postsecondary education institution.



New River/Mount Rogers Workforce Investment Area Consortium Board
6580 Valley Center Drive, Suite 119
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540-633-6764, 540-633-2502 (FAX)
www.nrmrwib.org

January 29, 2015

Israel O'Quinn
PO Box 406, Room 818
Richmond, VA 23218

Dear Mr. O'Quinn

In July, 2014, President Obama signed into law the Workforce Innovation and Opportunity Act (WIOA) which was written as a revision to the Workforce Investment Act of 1998 (WIA). WIOA will become effective for local Workforce Investment Areas in the Commonwealth on July 1, 2015. One crucial element of this implementation of WIOA is to insure that ongoing services to our customers (employers and job seekers) remains uninterrupted and continuous. All local service delivery is performed by Program Operators under contracts that were competitively procured under WIA. Area 2's Executive Director, Ronnie Martin, has made numerous contacts with both State Administrative Staff (VCCS) as well as Federal Department of Labor staff to get an answer to the following contracting/procurement question:

"Is it allowable to extend an existing contract, which was competitively procured under WIA, into the first year of WIOA (7/1/15 – 6/30/16) if the contract contains an extension provision and if this extension has been approved by both the local Workforce Investment Board and Elected Officials"?

An immediate response to this question is crucial due to the length of time required to complete the competitive procurement process should this contract extension not be allowed. A copy of the request to DOL for guidance concerning this issue is attached.

I am requesting, on behalf of the local Elected Officials from the thirteen (13) jurisdictions comprising the New River Valley and Mount Rogers areas, that you encourage WIA (WIOA) State staff with the VCCS to be aggressive in seeking guidance and answers to questions that are crucial for local Workforce Areas to be able to implement WIOA by July 1, 2015.

Your assistance in this matter is greatly appreciated.

Best regards,

David Hutchins, Chair
Chief Local Elected Officials

c.c. Chair/Mayor of all member jurisdictions

Marty Holliday

From: ronnie.martin@nrmrwib.org
Sent: Thursday, February 05, 2015 5:20 PM
To: Israel O'Quinn; dvhutchins@embarqmail.com; marty.holliday@nrmrwib.org
Subject: Re: Assistance Requested

Thank you Delegate O' Quinn for your assistance in getting a response to my concern. The response was exactly what I have been trying to get for many months.

Thanks again,
Ronnie

Sent from my U.S. Cellular BlackBerry® smartphone

From: Israel O'Quinn <DellOQuinn@house.virginia.gov>
Date: Thu, 5 Feb 2015 22:15:47 +0000
To: Ronnie Martin <ronnie.martin@nrmrwib.org>
Subject: FW: Assistance Requested

Ronnie,

Here is what we received on your questions. I hope this helps!

Jacob Holmes
Legislative Director
Delegate Israel O'Quinn

Richmond: (804) 698-1005
District: (276) 525-1311
www.israeloquinn.com



From: George Taratsas
Sent: Thursday, February 05, 2015 5:02 PM
To: Israel O'Quinn
Cc: Craig Herndon; Ellen Davenport
Subject: FW: Assistance Requested

Good evening, Mr. Holmes:

I am responding to your inquiry in the e-mail below.

Mr. Martin is correct in his communication in the attached letter, regarding delayed guidance from the United States Department of Labor (USDOL). This delay does place the states at some difficulty in forming and issuing guidelines to the local workforce areas within the states.

We have been keeping the local Workforce Investment Board (WIB) Directors, including Mr. Martin, informed of developments at the state and national level regarding the implementation of the Workforce Innovation and Opportunity Act (WIOA). Yesterday, staff from the Governor's Secretary of Commerce and Trade Office and myself attended the Workforce Investment Board Directors Association meeting and addressed the matter presented in Mr. Martin's communication. At this meeting, understanding the need to provide timely guidance to the local workforce areas on this matter, we informed the Directors that we will be issuing guidance shortly to the local areas that will allow the current competitively procured contracts to continue into the first year of WIOA (July 1st, 2015 through June 30, 2016).

I am available to answer any questions you may have.

Regards,
George

George Taratsas
WIOA Administrator
Workforce Development Services
Office: (804) 819-5387
Cell: (804) 928-6273
Fax: (804) 786-8430



online: <http://www.vccs.edu>

From: Craig Herndon
Sent: Tuesday, February 03, 2015 7:36 PM
To: George Taratsas
Subject: FW: Assistance Requested

Hi George,
Would you or a member of your team be able to provide information suitable for a response to the Delegate's Office on this topic?
Craig

From: Ellen Davenport
Sent: Tuesday, February 03, 2015 6:36 PM
To: Craig Herndon
Cc: delioquinn@house.virginia.gov
Subject: FW: Assistance Requested

Dear Craig,

I received the following inquiry from Jacob Holmes at Delegate O'Quinn's office. It references an inquiry about extending a contract procured under WIA into the new era of WIOA. The inquiry also says that they have checked with the VCCS, but it doesn't provide any more information. Can you please research this with your staff and let Jacob and Delegate O'Quinn know how this might work?

Thanks,

Ellen

From: Israel O'Quinn [<mailto:DellOQuinn@house.virginia.gov>]
Sent: Tuesday, February 03, 2015 2:59 PM
To: Ellen Davenport
Subject: FW: Assistance Requested

Ellen,

We received this request last Friday, and I wasn't sure who I should speak to. David Hutchins mentioned VCCS in his letter (attached) so I thought I would check with you first.

Can you give us any insight as to where to go?

Thanks!

Jacob Holmes
Legislative Director
Delegate Israel O'Quinn

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From: Ronnie Martin [<mailto:ronnie.martin@nrmrwib.org>]
Sent: Friday, January 30, 2015 1:34 PM
To: Israel O'Quinn
Cc: David
Subject: Assistance Requested

Good Afternoon Delegate O'Quinn,

Your assistance is being requested by the jurisdictions comprising the New River / Mount Rogers Workforce Investment Area. Please see the attached document.

Thanks,
Ronnie

Ronnie Martin, Executive Director
New River/ Mount Rogers Workforce Investment Area Consortium Board
6580 Valley Center Drive, Suite 119
Radford, VA 24141
Phone : (540) 633 - 6764
Fax : (540) 633 - 2502
Cell : (540) 357 - 0761

**NEW RIVER/MOUNT ROGERS WORKFORCE INVESTMENT AREA
ONE-STOP OPERATOR REPORT
MARCH 18, 2015**

Radford Current Month	Radford Year to Date	Wytheville Current Month	Wytheville Year to Date	TOTAL YEAR TO DATE
2,289	21,309	2,615	22,085	43,394

*Data listed below includes Wytheville One Stop Campus and Radford Workforce Center only

Annual Comparison Data

March 2013 – February 2014 63,056 served

March 2014 – February 2015 64,512 served Net increase of 1,456

Monthly Comparison Data

January 2015 – served 4,877

February 2015– served 4,904 Net increase of 27

PEOPLE INCORPORATED PROGRAM ACTIVITY – PY 2014 MONTH ENDING FEBRUARY 28, 2015

Dislocated Worker Program

283 Participants; 102 Closures/88 Employed/4 Neutral (90%); 181 Current; 76 Trained/54 Credentials (71%); Average Wage at Placement \$13.05; 12 CRC

Adult Program

126 Participants; 42 Closures/36 Employed/1 Neutral (88%); 84 Current; 25 Trained/24 Credentials (96%); Average Wage at Placement \$11.40; 25 CRC

Youth Program

108 Participants; 44 Closures/36 Employment/Education/3 Neutral (88%); 64 Current; 25 Credentials (76%); Average Wage at Placement \$8.75; 18 Literacy/Numeracy Gains; 6 CRC

GOODWILL PROGRAM ACTIVITY – PY 2014 MONTH ENDING FEBRUARY 28, 2015

Adult Program

82 Participants; 18 Closures/14 Employed/4 Neutral (100%); 64 Current; 10 Trained/7 Credentials (70%); Average Wage at Placement \$10.13; 8 CRC

Youth Program

85 Participants; 36 Closures/30 Employment /Education/2 Neutral (88%); 49 Current; 25 Credential (73.5%); Average Wage at Placement \$9.04; 5 Literacy/Numeracy Gains; 1 CRC

REGIONAL ACTIVITY

Wytheville One-Stop Campus (WOSC) Management team partners began the MOU negotiation process on January 27, 2015. WOSC staff and partners hosted a retirement luncheon on January 28 for Ronnie Martin, who retired as Director of the NR/MR WIB.

Center Activities:

- Wytheville One Stop Campus staff held Job Club workshops on February 3 - Resume Writing; February 20 – Job Search using WWC and March 6 – Mock Interviews. The next workshop will be held on March 20 on Applications and Job Search.
- WOSC staff participated in a job fair sponsored by WCC on March 12.
- GED classes are held every Wednesday and Thursday evening at Wytheville One Stop Campus. Classes are free of charge.
- New River/Mount Rogers Business Services Unit (BSU) partner staff continues to meet on a bimonthly basis.
- Wytheville One Stop Campus provided 717 services to employers; created 73 new job orders; made 623 internal job referrals; and 1,337 customers utilized the services of the WOSC in February.
- WOSC staff attended meetings for the Wythe/Bland Substance Abuse Coalition and Reentry and VA Community Outreach Clinic. Staff and partners attended training on Unemployment Insurance Online Claims; Resumes Online; Ticket to Work Basics and Disability Employment Initiative provided by One-Stop staff members. Staff is also in the process of completing Virginia Workforce Development System E-Learning Course which consists of seven separate training modules and required for Virginia Workforce Development Profession Certification.
- Partners from Mount Rogers Regional Adult Education and WCC provide staff to assist customers in the resource room on a weekly basis.
- WIA Youth program holds monthly Work Readiness classes for youth at the WOSC.
- EAC Meeting will be held on March 25 at the Wytheville Golf Club.
- WOSC staff will conduct a job readiness workshop at Bland Correctional facility for prerelease offenders on April 1.

Hiring Activities:

- Job Fairs scheduled with the workforce centers:
 - Elwood – February 3, 10, 17, 24;
 - Area Wide Protective – February 24;
 - Staff Pro – March 3, 10, 17, 24 & 31;
 - Spherion – March 4, 11, 18, 25;
 - Valley Staffing – March 2;
 - Price Less Foods (IGA) - March 23-24;
 - Westaff – March 24;
 - Wall and Associates – March 30.
- Hiring events for the area include: Phoenix Packaging, Vanguard Furniture (Hillsville) and Volvo.
- Businesses hiring in the Mount Rogers area include, Mountain States Health Alliance; Shearer; Steel Fab; Ultra Beauty; Columbus McKinnon; Consolidated Glass; Lowe's Home Center; Appalachian Cast and First Bank & Trust.
- Dislocated Worker staff has established OJT's with Classic Creations and Transit Protective Packaging. Adult staff has written several OJT's with Vanguard.
- Employers hiring in the NRV include: Tetra, Town of Christiansburg, Virginia Tech, Moog, Federal Mogul.
- Goodwill and People Inc staff have written multiple Internships at BondCote; MTM Transportation; Classic Creations and Eye Care on the Ridge.

Significant Layoff Activity:

- On February 26, Office Depot, Inc. located in Bristol announced a mass layoff, impacting 143 employees. The layoffs will begin on May 22 and continue through October. Rapid Response sessions are planned for May 12, June 9, July 7, August 11 and September 15.

- Goodwill DLW staff participated in Rapid Response sessions for 62 dislocated employees of Holiday Inn located in Blacksburg.
- Radio Shack locations in Bristol and Christiansburg are closing.
- Dr. Reddy's Laboratories in Bristol laid off 68 employees on February 12, 2015.

Staff Activities:

- People Inc staff attended a **Family Life Foster Care Networking** event, held at VHCC on March 10, that brings foster care youth in the area together to network and learn about community resources. A meeting was also held at Blue Ridge Job Corps to discuss co-enrollment of youth between the programs.
- Radford Goodwill staff assisted with a **Behavioral Interviewing** workshop for staff at the Radford Workforce Center.
- People Inc staff attended a **Lunch and Learn Leadership** workshop sponsored by Virginia Highlands Community College and Small Business Incubator. Workshop discussed why having a leader who can manage and motivate employees to ensure repeat business and referrals is vital for success.
- Three (3) Goodwill staff submitted documentation for the Virginia Workforce Development Professional Certification to VCCS.

CUSTOMER SUCCESS STORY

In February 2014, Sherman Hall, A Floyd County resident, enrolled in the Adult program operated by Goodwill Industries. Sherman had been unemployed for several years and had applied for multiple positions. He struggled with interpersonal skills and was not able to interview effectively. He also lacked any marketable skills. When we met him, he had given up on ever finding another regular, permanent job and had worked "odd jobs" for some family and friends for a while. He heard of the Industrial Maintenance Program through a VEC representative and got in touch with Goodwill's case manager to enroll. Sherman did an excellent job in all of his classes. He came to class on time, with all work completed and really looked forward to each day. Upon graduation, Sherman had one of the highest GPA's in the class and earned a Gold level CRC.

As Sherman completed his training, he interviewed with several companies. Sherman held out for that right position, eventually getting hired full-time by Volvo. Sherman now is an Industrial Technician who works on machinery and keeps the assembly line running. He started at \$16 per hour in early February, on third shift, with the opportunity to move to \$20 in the coming year. We are so proud to have Sherman as part of our program and he is a great example of a success for the Industrial Maintenance program.

JOB Club



DATE: Friday March 20th 2015
TIME: 9:30AM TO 11:30 AM
COST: Free To All Job Seekers

LOCATION:

Wytheville One Stop Campus
Conference Room
800 E. Main Street, Suite 200
Wytheville, VA 24382

Club structure

Job Club sessions are Bi-monthly and flexible and are tailored to the needs of the attendees, which are encouraged to nominate areas in which they would like more help in, for each session.

Activities vary at each meeting but may include:

- * Various presentations by HR Directors, Employers, Local Services
- Guest Speaker: HR Representative from Healthcare Services Group

Door Prizes Available!!

Space is limited!

You MUST Register to Reserve Your Seat.
Call: (276) 228-4051

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The Workplace Toolkit

Progress Update 2015

March 13, 2015

Timeline Snapshot

Activity	Proposed Timeline	Status
Recruitment	Present – 1/31/14	Completed
Eligibility and WIA Enrollment	12/11/13 – 1/31/14	Completed
Participant Assessment to include drug testing	12/12/13 – 1/24/14	Completed
Life Skills Training	2/3 and 2/4/14	Completed
Social/Emotional Intelligence Training	2/5 and 2/6/14	Completed
Digital Literacy Training (contextualized)	2/7/14 – 3/21/14	Completed
<i>Tutoring in digital literacy occurs throughout program</i>		
Career Readiness/Academic Training (contextualized)	2/10/14 – 12/12/14	11 completed 12/19
<i>Includes tutoring for identified academic needs</i>		
Occupational Skills Training	2/10/14 – 12/12/14	7 completed on 12/19 4 continuing Spring 2015
Credential Testing after completion of classes	12/15/14–12/19/14	Delayed
Participant Internships	1/6/15 – 2/7/15	7 in internships
Placement Activities	12/15/14 – 5/7/15	5 entered employment 3 in internships

Partnership with New River Community College

New River Community College has completed contextualized digital literacy, academic preparation and career readiness activities. Four individuals had to complete one more class in Spring 2015 and seven individuals completed occupational skills training.

We are concerned that New River Community College has not completed all credential testing outlined in the agreement. While they did receive some credentials, the Certified Maintenance Reliability Technician certification has not taken place. We are appealing to Virginia Western Community College to conduct the testing.

Worksite Development

5 of 7 graduates entered internships – 3 have completed internships and are actively seeking employment at this time. 1 entered employment directly from class and 4 more have entered employment at an average wage of \$15.25 since completing classes and internships.. Of the four continuing training in Spring 2015, two are doing an internship concurrently.

Expenditures

Direct-to-participant expenditures through January 31, 2014 are:

Tuition/Books: \$60,049.60

Supportive Services: \$17,220.33 (includes \$12,161.45 leverage from Goodwill)

Weekly Attendance Incentive: \$28,840.00

Grade Incentives: \$100.00

Assessments: \$330.00

Performance to Date

Projected enrollments – 14

Actual enrollments to date – 14

Projected training completers – 12 Training completers = 7 Training in progress for 4

Projected Entered employment – 10 Actual entered employment - 5

Employers: Volvo, Electro-plate Rite, SpeedCo, Wolverine

Just Hire One
Progress Update – Goodwill Industries
March 13, 2015

Recruitment

Project details and timeline have been reviewed with WIA and VA Cares staff.

Goodwill staff met with Western Virginia Regional Jail staff in Montgomery County on February 13, 2015. Staff from the regional jail will assist in identifying approximately 5-6 individuals for us to begin working with in late March to early April (Goodwill Reentry staff will begin the job readiness on that date). Goodwill staff will work with individuals for 2.0 hours per week for a total of 8 weeks. Goodwill case managers will go in during the last four weeks to begin eligibility, CRC testing, and assessing need.

Goodwill staff met with the New River Valley Regional Jail on Tuesday, February 24th. This meeting was very productive and it was determined that we would assess the interest in this facility and then determine the class make-up. Classes in this location will be held on Friday afternoons and there will be one class for females and one class for males, assuming there is sufficient interest to fill both classes.

At this time, a flyer has been sent to both regional jails, outlining eligibility criteria and asking for individuals to sign up, showing interest in participating in this program. These will be placed in the general population of both facilities for 2 weeks. After that time, Goodwill staff will assess the interest and determine the class schedule.

Case Managers in Giles and Pulaski County, have met with local probation offices to discuss the program and inform them of the services available.

Life Skills and Job Seeking Skills Classes

While Goodwill Reentry staff will provide the instruction for the classes for pre-release individuals, WIA staff will facilitate the classes for recently released individuals. The curriculum will be adjusted to meet a six-week timeframe allowing for sessions of 2-3 hours per week for six weeks.

Behind the walls classes are set to begin on May 1.

Worksite Development

WIA Case Managers will meet with employers to inform them about the program and identify internship-to-hire employers. Staff will assist employers with the federal bonding process as needed. The case managers will develop an individualized transportation/child care and other supports plan for each participant.

Enrollments

There have been no enrollments at this time as we are still assessing interest from within the regional jails. Probation officers have indicated an interest for a couple of their clients and we are assessing their eligibility at this time.

Expenditures

There were no direct client expenditures accrued by this project in February. Expenditures will be reported on the next update.

Just Hire One

Progress Update - People Incorporated

March 13, 2015

Recruitment

People Inc staff met with SWVA Regional Jail staff in Abingdon on February 6, 2015. Staff from the regional jail identified 5 individuals for us to begin working with on March 9 with Virginia Cares conducting the first social/emotional intelligence workshop on that date. John Clark with the SWVA regional jail reported the participants seemed to be excited about the opportunity and he was looking forward to seeing how the program works. Plans are in place for People Inc case managers to go in the jail during the last four weeks to begin eligibility, CRC testing, and assessing needs. Permission has also been received to take our laptops and have the individuals start working on Keytrain software in preparation to take the CRC during the last four weeks.

People Inc staff is in the process of confirming meeting date with Bristol VA jail officials.

Staff attended the Highlands Community Collaboration meeting on February 9 and Department of Corrections - Probation and Parole staff meeting on March 3 and discussed the Just Hire One with those in attendance. The meetings were well attended and a lot of good questions and discussion occurred during the presentation. Both groups were very receptive of the project and offered support in terms of referrals to other resources for housing and transportation. On February 23, staff went to the Bland Correctional Center to meet with soon to be released Veterans who plan to stay within the service area to discuss the program. Staff also met with Tim Williams of Bland Correction Center about suitable referrals to the program.

Life Skills and Job Seeking Skills Classes

Virginia Cares staff began classes for pre-release individuals on March 9 and WIA staff has begun facilitating the classes for 3 recently released individuals. People Inc participants who have been recently released are attending classes at People Inc offices, WOSC or other public locations.

Worksite Development

WIA Case Managers and VA Cares staff is meeting with employers to inform them about the program and identify internship-to-hire employers. Staff plans to assist employers with the federal bonding process as needed. The case managers have developed an individualized transportation/child care and other supports plan for the 3 active participants. One participant has entered employment and a second started an internship with Vanguard.

People Inc staff met with David Sexton with UTI/Key Logistics on February 3. At this time, UTI/Key Logistics policy does not allow for the hiring of offenders, however; Mr. Sexton is actively working to obtain approval from the company to proceed with an internship.

Enrollments

Three recently released offender participants were identified and enrolled in February. Three other recently released offenders are in the eligibility process and should be enrolled by the end of March (pending clean drug screening). Case managers are pursuing internship opportunities as well as working with participants on Life Skills and Job Seeking Skills Classes. Probation officers will provide documentation of clean drug screening upon enrollment and throughout program participation as needed.

Current Enrollments:

City of Galax: 1

Smyth County: 1

Wytheville: 1 (obtained CRC)

Pending Enrollments:

City of Bristol: 1

Washington County: 2

Prerelease: 5

Expenditures

Life Skills Materials: \$149.73

Placement:

Appalachian Cast Products – \$9.50 per hour with full benefits after 90 days

CHOOSE FULFILLMENT. CHOOSE EARNINGS. CHOOSE WORK!



THE NEW RIVER/MOUNT ROGERS INVESTMENT BOARD IS A SOCIAL SECURITY EMPLOYMENT NETWORK.

Employment Networks are organizations and agencies that have entered into an agreement with the Social Security Administration to provide employment services, vocational rehabilitation services, and other types of support services to people receiving Social Security disability benefits under the Ticket to Work program.

Services Available to Job Seekers:

- Ticket to Work/Employment Network Agents
- Job Placement Assistance and Career Counseling
- Universally Accessible Resource Center (fax machines, computers with internet access, copy machines, screen reading and text enlargement software)
- Benefit Planning Services
- Occupational Skills Training



WE ARE ACCEPTING YOUR TICKETS TO WORK NOW!

Social Security's Ticket to Work program offers people with disabilities an opportunity to achieve greater independence by providing choices in employment services and access to meaningful work. Tickets are issued to individuals, ages 18 through 64, who are determined to be eligible for or are receiving cash benefits under the Social Security Disability Insurance program and/or the Supplemental Security Income program based on disability.



A TICKET TO WORK HELPS A PERSON RECEIVING DISABILITY BENEFITS GO TO WORK.

If you are interested in working, a Ticket to Work might be your key to access vocational rehabilitation, education, training, and placement services as well as other services and supports to help you reach your employment goals.

TICKET TO WORK QUESTIONS?

Ask our Disability Resource Coordinator (DRC) who works with job seekers living with disabilities to improve their education, training, job opportunities, and employment outcomes.



For more information please contact:

Reneé Sturgill, DRC 276-228-4051

800 East Main Street, Suite 200

Wytheville, VA 24382

renee.sturgill@nrmrwib.org

CHOOSE FULFILLMENT. CHOOSE EARNINGS. CHOOSE WORK!



THE NEW RIVER/MOUNT ROGERS INVESTMENT BOARD IS A SOCIAL SECURITY *EMPLOYMENT NETWORK*.

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For more information please contact:

Kimber Simmons, DRC 540-633-6764

6580 Valley Center Drive, Suite 119

Radford, VA 24141

kimber.simmons@nrmrwib.org

elevate
Skills for Jobs and Business Growth
www.elevatevirginia.org

Employers! Are you prepared for the Reality Of the **Emerging Workforce?**



1 in 5 people in the United States are living with a disability today.

58,900 Virginians living with a disability today have earned a BA degree or higher.

The region's workforce is currently experiencing a significant talent shortage—and there is no end in sight. People living with disabilities are qualified and want to work.

15% of workplace accommodations cost \$0; 68% cost less than \$500.

Employers that do not have disability-inclusive HR practices in place run the risk of turning away approximately 20% of their potential and current talent base. And the number of people living with a disability is expected to increase as the average age of our population rises and as improved diagnostics and treatments enable more people with disabilities to work.

THE AMERICAN JOB CENTERS HAVE TALENTED JOB CANDIDATES FOR YOU!

Disability Resource Coordinators (DRCs) at our area's American Job Centers (AJCs), work with potential employees daily to help them improve their work skills. DRCs, along with other AJC staff, can also provide services to help you successfully employ persons with disabilities.



Services Available to Employers:

- Workplace and workstation accessibility guidance
- Accessibility survey services
- Work Opportunity Tax Credit information
- Pre-screening of eligible candidates for open positions or all occupational categories
- Provide interview rooms and resources to conduct interviewing off-site



For more information please contact:

New River/Mount Rogers Workforce Investment Board

Reneé Sturgill, DRC

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The Virginia Community College System in conjunction with the Virginia Department for Aging and Rehabilitative Services has implemented their Disability Resource Coordinator Initiative to increase employment opportunities and the economic self-sufficiency of persons living with disabilities. Funding for this program was made possible through a grant from the US Department of Labor's Employment and Training Administration and the Office of Disability Employment Policy.

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The New River/Mount Rogers Workforce Investment Board is Reaching Out to Citizens "Where They Are"

The New River/Mount Rogers Workforce Investment Board (NR/MR WIB) and our partners, seek to improve access to educational programs, and to create learning communities , by reaching out to them "where they are" (literally and figuratively). Activities in these learning communities will enable our citizens to gain the skills and knowledge needed to be viable in today's workplace, so that they can live and thrive in Southwest Virginia.

In November 2014, the NR/MR WIB received a \$50,000 "Local Coordination Grant" from the Virginia Workforce Development Board, using funds provided by *the Workforce Investment Act of 1998 and administered by the U.S. Department of Labor*, for an "outreach" project. The intent of the project is to create **Small Learning Communities** utilizing four (4) **Roving Computer Labs** (RCLs) in small towns throughout our rural region. The NR/MR WIA is made up of 4,234 square miles which covers ten (10) counties and three (3) independent cities. Each of the RCLs will cover a smaller regional area and can be moved throughout that area.

Each RCL will be made up of five (5) laptop computers, a printer and a variety of ways to access the internet (e.g. wireless hotspot, DSL modem and preset wireless when available). In addition, each RCL will also have a few "assistive technology" tools (special keyboard and trackball) provided by the Disability Employment Initiative (*the Virginia Community College System's - Workforce Development Services in partnership with the Virginia Department for Aging & Rehabilitative Services implements the Disability Employment Initiative to increase the employment opportunities and economic self-sufficiency for persons with disabilities. Funding for this project was made possible through a grant from the U.S. Department of Labor's Employment and Training Administration and the Office of Disability Employment Policy*).

Through the use of RCLs reoccurring Learning Communities will be developed and nurtured, and will foster the lifelong learning habits of those that participate. The NR/MR WIB and their partners will encourage the participants to take their new knowledge, skills (and self confidence) into more traditional programs which will enable them to step onto, and progress along a true career pathway and potentially increase the region's credential attainment.

Each reoccurring Learning Community will begin as a remote One-Stop resource room, offering "core" services (job search assistance, resume building, on-line job application assistance, "informal" digital literacy, etc). Once the Learning Community is established, then the programs offered can be flexible enough to meet the needs of those that participate (e.g. digital life skills & literacy, basic adult literacy, elements of work readiness, financial literacy, or other programs that may be desired by the local/regional businesses).

The NR/MR WIB also has an "iPad" lab made up of seven (7) iPads. Recently we partnered with New River Community College (NRCC) to use the "iPad" lab in early March. NRCC's Office of Workforce Development provides customized training programs for local businesses, during this partnership the employees of a local business will be trained to use touch screens that will be integrated into the manufacturing process.

Other upcoming "business" related uses:

- In March, three (3) labs will be used by local non profit organizations for a project with a focus on Early Childhood Education and Development, in partnership with the Community Foundation of the New River Valley and Virginia Tech.
- In April, three (3) labs will be used for "*Social Media for Business*" training, in partnership with the Pulaski Chamber of Commerce and the Virginia Department of Small Business & Supplier Diversity.
- In May and June the iPad lab will be used to offer four different sessions of "*iPads for Business*" in a Lunch & Learn series, in partnership with area's Business Solution Units and the Virginia Department of Small Business & Supplier Diversity.

Four(4) reoccurring Learning Community (lab) sites are scheduled to open in March (the goal is to have at least 10 reoccurring Learning Community sites operating by the end of summer):

- Fairlawn, VA at the NRV Business Center offered once a month (in partnership with the NRV Dress for Success Program)
- Narrows, VA Goodwill Industries of the Valleys Office open most week days (in partnership with Goodwill Industries of the Valleys)
- Willis, VA at St. Mark Lutheran Church offered once a month (in partnership with Citizens Co-op and St. Mark Lutheran Church)
- Saltville, VA at the Town of Saltville Municipal Building offered four times a month (in partnership with the Marion VEC Office, the Disability Employment Initiative and the Town of Saltville)

This project is all about partnerships. WIB staff is reaching out to current partners and building new ones, as we strive to meet the needs of our regional businesses, one person at a time.

For more information about the project, please contact Marty Holliday at 540-633-6764 or marty.holliday@nrmrwib.org.

Travel Reimbursement Request

I hereby certify that on _____ I traveled to attend a
_____ meeting scheduled
that same date.

I am requesting travel reimbursement as follows:

_____ X \$0.575/mile = \$ _____
Total Miles Reimbursement Requested

Signature

Date

2015 Consortium Board Meeting Schedule

January 29, 2015

March 18, 2015

May 20, 2015

July 15, 2015

September 16, 2015

December 2, 2015 (Joint with WIB)

All meetings will be held on the **third Wednesday** of **alternating months** at the **Wytheville Meeting Center** beginning at **10:00 a.m.**