

NEW RIVER/MOUNT ROGERS WORKFORCE INVESTMENT AREA
CONSORTIUM BOARD

MEETING AGENDA

March 16, 2016

- I. Call to Order
- II. Moment of Reflection/Pledge of Allegiance
- III. Introduction of New Board Members
- IV. Roll Call
- V. Consent Agenda
 - A. Meeting Minutes from the January 20, 2016 Meeting
 - B. Action Taken by Executive Committee
 - 1. Approval of Tech Hire Grant Application with NR/MR WIA CB as grant applicant
- VI. Public Comment Period
- VII. Power Grant Funding and Contract to serve DLWs impacted by the decline in the Coal Industry
- VIII. Rapid Responses Funding and Contract to serve DLWs impacted by layoffs from: Volvo, Ball, Sprint & Sandvick
- IX. Appointment of Committees for 2016
- X. Workforce Development Board Update – Lynn White, Chair
- XI. Operational Summary – Ronnie Martin
- XII. Executive Summary – Marty Holliday
- XIII. Informational Items
 - A. Sector Strategy/Partnership Process
 - B. Workforce System Updates
 - 1. One-Stop Operator – Darrell Blankenship
 - 2. Just Hire One - Adult Offender Re-Entry Project – Darrell Blankenship and Mary Ann Gilmer
 - 3. Grants Update
- XIV. Consortium Board Members Time
- XV. Travel Reimbursement
- XVI. 2016 Consortium Board Meeting Schedule
- XVII. Next Meeting Date– **May 18, 2016 Wytheville Meeting Center 10AM**
- XVIII. Adjournment

New River/Mount Rogers Workforce Investment Area Consortium Board

MEETING MINUTES **January 20, 2016**

A meeting of the NR/MR WIA Consortium Board was held on January 20, 2016 at the Wytheville Meeting Center in Wytheville, VA. Those in attendance were as follows:

Board Members

Catherine Brillhart – Interim Chair
Andy McCready – Interim Vice-Chair
Dr. Eric Workman – Bland
Rex Hill – Carroll
Terri Morris - Floyd
Jay Williams – Giles
Brenda Sutherland – Grayson
John Garner – Galax City

Guest

Mary Ann Gilmer – Goodwill Ind. of the Valleys

Staff

Marty Holliday
Ronnie Martin
Beverly Burke

At 10:00 AM, Interim Chair Brillhart called the meeting to order. The meeting was opened with a moment of reflection and all present recited the Pledge of Allegiance.

Interim Chair Brillhart asked for everyone to introduce themselves and state how long they have been a part of the Consortium Board as a way for the new board members to get acquainted.

Interim Chair Brillhart asked Ms. Burke to call the roll. A quorum was present.

Interim Chair Brillhart turned the meeting over to Ms. Holliday for election of officers. Ms. Holliday asked the Nomination Committee for their report. Dr. Workman, Chair of Nomination Committee, made motion to accept the current interim board officers for the next year. Mr. Williams made a motion to close nominations, with a second from Mr. Garner. The motion was unanimously approved. Ms. Holliday turned the meeting back over to Chair Brillhart.

Chair Brillhart stated that she would be making appointments to committees prior to the March 16, 2016 meeting. She was waiting to receive Consortium Board appointments from all jurisdictions.

Chair Brillhart next asked for a motion to approve the Consent Agenda items that had been previously distributed. Mr. Williams made a motion to approve the Consent Agenda items.

- A. Meeting Minutes from the December 9, 2015 Joint Meeting
- B. Approval of VT OED Proposal
- C. Approval of \$1,342 in Chamber of Commerce Membership Dues

Dr. Workman seconded the motion which was unanimously approved.

Chair Brillhart opened the floor to public comment. There was none.

Ms. Holliday requested that the Board approve the Proposed Rapid Response Funding Request. Ms. Holliday stated that VOLVO would be laying off approximately 599 employees. A short discussion followed. Chair Brillhart disclosed that she had a family member who was retired from one of these businesses. She wanted to know if she needed to abstain from the vote. Seeing as this situation does not constitute a conflict of interest, she was allowed to vote. Mr. McCready

made a motion to apply for the Rapid Response funding as presented. Ms. Sutherland seconded the motion which was unanimously approved.

Due to Lynn White's (WDB Chair) absence, a WDB Update was not presented to the Board at this time.

Chair Brillhart asked Mr. Martin to give an Operational Summary. Mr. Martin reviewed service levels and stated that the Program Operators are in line with their planned service goals. Mr. Martin informed the Board that although DLW placement levels are down, it is due to the fact that several TAA clients who retired were taken off the program as no additional Program Services were needed. Mr. Martin stated that all expenditures are exceeding current WIOA and State program spending requirements through November. He also informed the Board that the RFP for PY16 was issued on January 8, 2016. Proposals are due by March 11, 2016 with evaluations occurring shortly thereafter.

Chair Brillhart asked Ms. Holliday to give an Executive Summary. Ms. Holliday updated the Board on Staff activities since their last meeting.

Continuing with the agenda, Chair Brillhart continued with the Informational Items. Ms. Segal was unable to attend the meeting due to inclement weather. Ms. Holliday gave the One-Stop Operators report and the Just Hire One report in her absence. Ms. Gilmer updated the Board on the Success Story and Goodwill's Just Hire One report.

Ms. Holliday updated the Board on current Grants. The Disability Employment Initiative is a grant in partnership with DARS & VCCS. The two employees, one stationed at the Wytheville One-Stop and the other at the Board office, work with clients who are on permanent disability assisting them in obtaining full time, unsubsidized employment. Ms. Holliday stated that the grant is progressing very well. They have offered several classes on assistive technology and are now offering a course on Mental Health First Aid. The NRV has had their class, and the Mt Rogers area will have a class in February. All classes are free to our partners.

Ms. Holliday discussed how the Mobile Computer Labs are serving both business and individuals. She stated that the Labs are doing so well that more equipment has been purchased with available grant funds.

Chair Brillhart opened the floor for Consortium Board Members comments. Mr. Williams stated he would like to see Board meetings occur in other jurisdictions. A short discussion followed. Dr. Workman would like to see the Board have more meetings with Industries in varying jurisdictions. The Chair was asked to pursue these options.

Chair Brillhart continued with the agenda noting that the next meeting would be on March 16, 2016 at the Wytheville Meeting Center beginning at 10:00 AM.

With no further business to discuss the meeting was adjourned at 11:30 am.

Respectfully Submitted,



Beverly Burke
Workforce Operations Coordinator

Abstract-- Southwest Virginia Hire Local Initiative

The New River-Mount Rogers Workforce Investment Area Consortium Board, on behalf of the New River/Mount Rogers Workforce Development Board, based in Radford, Virginia, is the lead applicant for the *Southwest Virginia Hire Local Initiative (Hire Local)* project. Hire Local targets job regional residents pursuing careers in targeted high-growth and H-1B visa occupations at firms in the region's health care, manufacturing, and IT/cybersecurity industries. The New River-Mount Rogers Workforce Development Board, the Western Virginia Workforce Development Board, and the New River Valley Regional Commission provide leadership and coordination for the project, and perform all administrative functions. The two WDBs serve a large area of western Virginia which includes the counties of Alleghany, Bland, Botetourt, Carroll, Craig, Floyd, Franklin, Giles, Grayson, Montgomery, Pulaski, Roanoke, Smyth, Washington, Wythe, and the independent cities of Bristol, Covington, Galax, Radford, Roanoke, and Salem.

Business partners provide input on additional training programs the need and work with case managers and other partners to recruit program participants. These partners include: non-profit business associations such as the Southwest Virginia Alliance for Manufacturing and the Roanoke-Blacksburg Technology Council, and individual employers including Virginia Tech, JPI, ITS, and other recruited during the grant term.

The WIOA Title One Program Operators for the two workforce boards, ResCare, Goodwill, and People Incorporated, provide recruitment, assessment and case management services for Hire Local participants, as well as intensive services for high-risk participants. A variety of training provider partners have pledged to enroll Hire Local participants, and develop customized training courses for cohorts of participants with similar skill and credential needs. These partners include: Dabney S. Lancaster Community College (CC), Jefferson College of Health Sciences, New River

CC, the Southwest Virginia Center of Excellence, Total Action for Progress, Virginia Highlands CC, Virginia Western CC, and Wytheville CC.

The top five occupations (by jobs) and certifications are listed in the table, with additional career pathways options for related occupations and credentials detailed in the full proposal.

Health care occupations	Training program/credentials
Nursing Assistant	Certified Nursing Assistant (CNA)
Paramedics	Emergency Medical Technician (Intermediate)
Medical Assistants	Certified Medical Assistant (CMA)
Paramedics	Emergency Medical Technician (Intermediate)
Registered Nurses (RN)	Registered Nurse Licensure
Manufacturing occupations	Training program/credentials
Machinists	National Institute for Metalworking Skills Cert.
Welders	American Welding Society Certification (AWS)
Industrial Machinery Mechanics	Siemens Certified Mechatronic Systems Assistant
Maintenance Technicians	Certified Maintenance and Reliability Professional
Industrial Engineering Technicians	American Society for Quality Certificate
Industrial/mechanical engineers	Bachelor's degree
IT/cybersecurity occupations	Training program/credentials
Office support workers	Microsoft Office Specialist
Computer User Support Specialists	Microsoft Certified Solutions Associate, CTP+
Computer Network Support Specialists	Cisco Certified Network Associate, Network+
Software Developers	Microsoft Certified Solutions Developer (MCSD)
Network Systems Administrator	CCNA Specialist

Hire Local proposes to serve 350 youth and young adults with barriers to employment (77% of total participants) in this region, and an additional 100 incumbent workers in low-skill jobs who can advance their career with additional training services. Project partners request \$4 million in funding from the Department of Labor, with \$1,000,000 in leveraged resources contributed by program partners.

Public Contact: Marty Holliday, Director, New River-Mount Rogers Workforce Development Board, mholliday@nrmrwib.org , 540-633-6764.

Budget Narrative- The Hire Local project request \$3,904,000 in DOL funding to support project activities described in the preceding narrative, to be allocated as follows:

Personnel- \$200,000- Salary for Business Services Manager based at New River-Mount Rogers Workforce Development Board, estimated at \$50,000 year for four years.

Fringe benefits- \$70,000- Fringe benefits for Business Services Manager, estimated at 35% of salary.

Travel- \$8,000 reserved for New River-Mount Rogers Workforce Development Board staff to travel to employers, one stop centers, advisory committee meetings, etc. over the term of the grant. This budget allows for 20 trips per year at \$100 per trip.

Supplies- \$10,000 Reserved for development of partner contracts, media materials for program outreach, and computers/office supplies for new staff.

Contractual- \$2,556,000 The contractual costs reflect arrangements between the lead partner (New-River Mount Rogers Workforce Development Board) and project partners providing specific services as follows:

- **\$313,000** for contract with Western Virginia Workforce Development Board to hire/support Business Services Manager, and cover travel and supplies costs, at the same rate as the costs outlined for the New River-Mount Rogers Workforce Development Board in the personnel, fringe, travel and supplies line items. An additional \$25,000 supports existing staff time for project outreach and coordination.
- **\$440,000** for contract with New River Valley Regional Commission to provide the following services to the Hire Local project:

- o **\$297,000** to hire/support the Project Manager position who is responsible for coordination of all project activities and submitting all required reporting to DOL. The budget estimates a salary of \$55,000/year for 4 years, with a 35% fringe rate.
 - o **\$143,000** to support existing staff to serve as fiscal manager for the Hire Local project and provide staff support for project outreach, coordination, and labor market research.
- **\$660,000** reserved for contracts with ResCare, Goodwill, and People Incorporated (the workforce system program operators for Areas 2 and 3) to provide recruitment and case management services for program participants (see page x), including the supportive services for 'high risk' participants (see **page x**). This budget provides each of the 3 operators with \$50,000/year for four years to meet the requirements of the program, maintaining a caseload of 50 participants or less. An additional \$20,000 for each of the 3 operators supports the additional services necessary for the 'high risk' participants. Contracts with each provider specify the items and amounts needed to meet program requirements (hire staff, support existing staff, purchase supplies, rent office space, etc.).
- **\$600,000** for contracts with training provider partners (see page x) to deliver customized, short-term training programs leading to employer-certified credentials to cohorts of 10+ participants (see page x). This provides \$2,000 per participant for an estimated 300 participants to receive this service, or approximately \$20,000 per contract to service providers to run each cohort. Contracts with each provider specify the items and amounts needed to meet program requirements (hiring staff, supporting existing staff, purchasing supplies, renting space, etc., as needed).
- **\$550,000** reserved for contracts with businesses hosting participants in on-the-job training, internship, and similar work-based learning arrangements. This amount assumes 100

participants receive approximately \$5,500 each toward wage supplements, matched by employers as specified under the terms of contracts negotiated with employers, although the actual amount may vary by participant.

Other- \$960,000 for reimbursement of participant costs as follows:

- **\$600,000** reserved for reimbursement of participants' tuition and fees to enroll in training programs as recommended by case managers in the participants' training and employment plan. This amounts to \$2,500 per participant for an estimated 240 participants receiving this service, although the actual amount may vary by participant.
- **\$360,000** reserved for reimbursement of participants' supportive services costs, such as child care, transportation, training materials, etc., as recommended by case managers in the participants' training and employment plan. This amounts to \$800 per participant, although the actual amount may vary by participant.

Indirect costs- \$100,000 for New River-Mount Rogers Workforce Development Board to support Hire Local projects through staff support for project administration.

Leveraged resources- The Hire Local program estimates that partner organizations will be able to leverage \$1,200,000 to support project activities, as outlined below:

- **\$50,000-** Donated time for staff from partner organizations and businesses to participate in advisory committee meetings and other program activities such as outreach, developing contracts, etc. This conservative estimate assumes that 20 individuals from partner organizations would devote 20 hours per year to these activities for four years, at a rate of \$25/hour

- **\$75,000-** Donated staff time at the New River Valley Regional Commission, the Western Virginia Workforce Development Board, and the New River-Mount Rogers Workforce Development Board to provide administrative support and coordination for the Hire Local project. The estimate assumes that each organization provides approximately 20 hours/month of staff support for the project over four years, at a rate of \$25/hour.
- **\$400,000-** Staff time of supervisors at businesses hosting Hire Local participants in internship and on-the-job training arrangements, valued at \$4,000 for each of the 100 participants receiving this service. This amounts to 160 hours of supervision/training at a rate of \$25/hour, or 6.6 hours per week for a six month internship arrangement.
- **\$300,000-** Estimated amount of additional resources that eligible participants will receive from other WIOA program streams to supplement the resources they receive from the Hire Local grant funding.
- **\$300,000-** Estimated amount of costs for existing facilities at one stop operators and training providers that participants will utilize in the course of the enrollment in the Hire Local program.

Power Grant Funds Distribution

CATEGORY & DESCRIPTION	AMOUNT	People Inc	WDB
Case Manager Salary (Based on 50% FTE, \$40,000/yr, 14 month period)	\$25,000	\$25,000	
Case Manager Fringe Benefits (Based on 36% fringe benefit rate)	\$9,000	\$9,000	
Leadership Support Salary (Based on 20% FTE, \$100,000/yr, 14 month period)	\$26,667	\$13,333.5	\$13,333.5*
Leadership Support Fringe Benefits (Based on 36% fringe benefit rate)	\$9,600	\$4,800	\$4,800*
Travel (Project-related and professional development-1750 miles per year @55.5 per mile-\$1,480, professional development-VWPA registration, lodging, per diem and parking-\$1,450)	\$2,930	\$2,190	\$740*
Supplies (General Office Supplies & Meeting Facilitation Expenses)	\$666	\$666	
Outreach & Recruitment	\$3,848	\$1,924	\$1,924**
OJT Reimbursements & Work Experience Costs	\$28,800	\$28,800	
Customized Training ITA's	\$28,000	\$28,000	
Supportive Services	\$13,867	\$13,867	
Indirect Costs (10%-Salary & Fringe only)	\$7,027	\$3,513.50	\$3,513.50***
Sub Total Award	\$155,405	\$131,094	\$24,311
Contractor: SVAM (Training Expenses for Participants)	\$8,000		\$8,000
TOTAL:	\$163,405	\$131,094	\$32,311

*M Holliday Time & Travel

**Outreach activities for business

***Misc. WDB cost (possibly a small amount of Bev's time)

ATTACHMENT A

Justification of the New River/Mount Rogers Workforce Development Board's Request for Rapid Response Funding

Exceptional Circumstances that Warrant the Funding

There has been a dramatic increase in plant lay-offs, closures and/or announcements over the last 12 months the New River/Mount Rogers Workforce Development Area. The (potential) increase in Dislocated Worker activity is beyond the region's current resource capacity (see chart below).

Resent/Pending Layoff Events		
Company	Affected Workers	Date
Office Max/Depot*	210	2015
Range Resources*	31	12/31/15
Korona Candles*	<40 (unsure of exact number)	1/14/16
W & B Fabricators*	26 (approx.)	1/18/16
Sprint Call Center (Blountville TN)	444	1/29/16
Volvo Trucks	521***	2/5/16
Grucci **	77	TBD
Ball Corp	230	4/30/16
Sandvik	75	9/1/16
ABB*	50	Not known
AIG (multiple locations closed)*	TBD	Not known
Highlands Union Bank*	38	Not known
DIhBOWELS (Bristol TN)*	100	Not known
Online Transport*	40	Not known
Commercial Vehicle Group*	30	Not known
Tiger Direct Logistics (Volvo Supplier)*	TBD	Not known
Fontaine (Volvo Supplier)*	TBD	Not known
CWW Conveyer Systems*	Est. 20	Not known
Potential regional Impact	1,900+	Not known

* Not included in this funding request, but should be noted, as they will impact the availability of current DLW funds and may require another request of funds.

** WARN notice has been issued. Layoff may not occur if the company is awarded a large contract.

*** This number is from their layoff list, but it is not the complete number that will be laid off.

Additionally, there is significant layoff activity from the mining industry in surrounding areas and states (e.g. West Virginia). Many of these families permanently reside in LWDA II and seek services in our area. We are a recipient of the POWER grant, which will allow us to serve 50, there is certainly the potential to see more from coal industry related layoffs requesting services.

Due to the State's 40% expenditure requirement on Adult and DLW funds, regional staff has been adjusted to accommodate this funding stipulation and it has limited the region's ability to meet the growing need for DLW case management.

The DLW Program Operator, People Inc., covers all 13 jurisdictions of the region, requiring them to have several offices throughout the area (it's important to remember, public transportation is not an option out here and people out of work, will not, and in most cases, cannot, travel an hour to access services). In order to manage cost, the case managers are now split between the Adult and DLW programs (with the exception of two).

- Case Manager for Bristol/Washington & Smyth Counties – works out of Abingdon and Chilhowie offices – current caseload of 50 DLW clients (had 19 Adult clients, but they were moved to another case manager) and has started working with Ball employees (scheduled plant closure date of 4/30/16), as well as the laid off workers from Sprint and Highlands Union Bank.
- Case Manager for Carroll Grayson & Galax – current caseload of 9 DLW clients and 28 adult clients. *
- Case Manager Bland, Pulaski and Wythe and works out of the Wytheville One-Stop Campus – current caseload of 21 DLW clients and 8 adult clients. *
- Case Manager for Floyd, Giles, Montgomery and Radford works out of the Radford Workforce Center current caseload of 18 DLW clients. *

**These case managers are new to the DLW program*

All of these DLW numbers will increase substantially in the next few weeks, as we have just received the Volvo layoff list and case managers will begin putting Volvo dislocated workers on the program (currently they are in the process of completing eligibility on 87). We expect DLW enrollment for Volvo laid off workers to be the highest ever as Case managers attended a rapid response event for Volvo on Sunday January 17, 2016 and spoke with over 200 employees. The case managers have held 11 mass enrollment sessions so far with 6 more sessions schedule for this coming weeks at NRCC, WCC and Galax Crossroads with 68 Volvo employees already scheduled to attend. Volvo laid off employees continue to call into all offices for information.

In addition, the DLW staff has participated in numerous other Rapid Repose events including Ball, Range Resources, Sandvik and Office Max (information has been supplied to the Sprint employees). Several have had more than 1 rapid response event and most enrollments sessions are a minimum of 3-6 sessions, depending on the size of the company. Staff has also provided multiple workshops for the employees prior to layoff such as interviewing, resume writing, marketing yourself as well as arranging for workshops through partners on financial literacy, starting a business, etc. (these activities are just beginning for Volvo employees, including a Job and Resource Fair on Feb. 18, 2016). Somewhere in all this extra activity, DLW staff are expected to actually case manage and assist individual DLW participants in meeting their re-employment goals (plus keep two sets of files on all activities; paper and VOS). Note: *Optimum case load size for the Adult Program is 40-45 and DLW is 60 – 65 (if they are only working with one population or the other).*

For the Program Operator, Case management staff are not the only staff who have time tied up in activities. With layoff numbers this large, a significant amount of time is also spent by the Director of Workforce Development, Training Coordinator, and Performance Tracking Analyst (program oversight, coordinating and preparing for enrollment sessions, approving enrollments - both the eligibility component and the training component, working with training providers and businesses to solidify plans for training and re-employment services). Also, there is one follow up staff who currently has a case load 362 with 180 being DLW. With the increased layoff

activity and increased DLW activity, this will result in a significant increase of DLW clients requiring follow up after exit from WIOA (for a period of 12 months per local policy).

Given the potential increase in DLW participants, two additional DLW case managers will be needed for the next two years (though based on limits of the funding, our request is for 18 months), plus one additional follow-up staff person.

½ of one DLW Case Manager's salary will be covered by the POWER grant

Throughout the region, there is an increased need for workshops as a part of rapid response activities (many upon request by the employers). Facilitators have been trained across the area to administer financial literacy workshops (13 facilitators trained) and marketing your skills workshops (14 facilitators trained) most of who are the same people (People Inc., VEC, Workforce Board staff and other partners). Unfortunately, case management services, enrollments, and assistance with UI claims* and individualized career services have made it difficult for most of the facilitators to administer workshops as a part of rapid response activities. Workforce Board staff has been deployed (as much as possible) to assist with mass enrollment events and workshop facilitation.

*In late December and the first week of February, Workforce Board and DLW staff were deployed to the VEC offices in Radford and Wytheville to assist with VWN and UI enrollment and registration with the large temporary Volvo layoffs, which results in a tremendous amount of staff time providing individualized career seeker services in the resource rooms (and the local VECs do not have the staff to support these large influx of customers).

The first week of February, Vaughn-Bassett announced a temporary layoff of their 500+ workers due to a fire in their paint room, again – regional staff was deployed to help (and continue to partner with other agencies) to support these workers.

Rapid Response Activities

Career Services

Outreach to Eligible/Targeted Dislocated Workers

- Company information sessions
- PSAs through local media
- Community Events
- Traditional referrals

Assessments

- TABE
- Career Scope
- Career Readiness Certificate

Workshops

- Marketing Your Skills for Job Search
 - o Train the Trainer event for this Workshop 2/4/16
- Interviewing Skills
- Financial Literacy
 - o Train the Trainer training completed by Money Management International 01/21/16.

Job Fairs

- February 18, 2016 – Volvo Dislocated Workers
 - 18 Businesses attended (the last Volvo layoff Job Fair in 2005 only had 7 businesses)
- April 6, 2016 – NRV Job Fair Expo
 - Annual event (since 2003) hosted by the following agencies/organizations: DARS, Goodwill Industries of the Valleys, New River Community College, New River/Mount Rogers Workforce Development Board, Partners for Self Sufficiency (the 5 DSS offices of the NRV), People, Inc., and VEC
- Working w/ VHCC and other partners for a job fair in the Bristol/Washington County area

Training Services

- ITAs
 - Est. 50 participants enrolled in 2YR Degree Program
 - Est. 75 participants enrolled in 1YR Certificate Program
 - Est. 75 participants enrolled in less than 1 YR Program
- OJTs
 - Est. 20 participants for 16 weeks
- Paid Internships
 - Est. 20 participants for 7 weeks
- Contractual
 - MT1 Workshops and/or training w/assessment
 - Others TBD by regional needs and client choice

Supportive Services

- Transportation
- Child Care
- Books & Supplies
- Licenses/Certifications
- Need Related Payments
 - Est. 75 participants for 12 weeks @\$125 per week

*WDB policies on Transportation, Childcare, etc will be followed. It is important to note that TRA does not pay travel until the individual has travel more than a 40-mile distance one way and then only pays starting after that distance. For ex. if the person has to travel 41 miles – 1 way, they receive assistance for 1 mile. In most cases the DLW grant pays transportation costs on TRA customers. On all supportive services, a rough estimate is that 80-85% of all DLWs will need some type of supportive service. It is difficult to assign a number because some will need a lot and some will not require any supportive services.

Transition Teams

It was explained that funding for the Transition Teams comes out of the Regional Rapid Response Coordinator's budget.

- *The Workforce Transition Team* is made up of the NRV Business Solution Unit. The BSU meets on a regular basis supporting businesses and job seekers in the region and is easily deployed when needed. Membership of this team is made up of the following organizations/agencies:
 - o WDB, Regional Rapid Response Coordinator, DARS, VEC, Regional DSS Offices, WIOA Title 1, NRCC, Adult Education, Regional Economic Development, Chamber of Commences and VEDP Rep
- *The Layoff Aversion Transition Team* will be a new team to the region. It may include many of the BSU members, but will also include VT OED (leveraging the work they are doing in the POWER grant), NRV Regional Commission, MR Planning District Commission, aCorridor Economic Development, NRV Economic Development Alliance and others. This team will focus on identifying the supply chain for the coal industry and Volvo and work to help them diversify their markets and/or products enabling the companies to maintain (and possibly grow) employment. **Help/support (funding?) from the Commonwealth is needed to support this effort.**

2016 Consortium Board Committees

Executive Committee

Catherine Brillhart, Chair
Andy McCready, Vice-Chair
Jay Williams
John Garner
Dr. Eric Workman

Finance Committee

Andy McCready, Chair
Terri Morris
Mary Biggs
Joe Hale

Nominating Committee

Dr. Bruce Brown, Chair
Dr. James Baker
Phil McCraw
Mary Biggs

Strategic Planning (Joint with WIB)

Brenda Southerland
Charles Atkins
Jay Williams
Dr. Eric Workman

One Stop (Joint with WIB)

Terri Morris
Andy McCready
Catherine Brillhart
John Garner

Operational Summary – March 16, 2016

Service Levels:

Thru February 29, 2016, our Program Operators have served the following:

DLW – 197	In Training – 47
Adults – 215	In Training – 68
Youth – 152	

These service levels are the following percentage of planned PY'15 enrollments for the 3rd quarter of the program year:

	<u>Plan</u>	<u>Actual</u>
DLW – 99% of plan	200	197
Adult – Goodwill – 95%	95	90
People – 108%	116	125
Youth – Goodwill – 87%	78	68
People – 97%	87	84

Performance:

Thru February 29, 2016, Program Operators have achieved the following performance levels:

	<u>Total</u>	<u>Attained Standard</u>	<u>Exclusion*</u>
DLW – Placement Rate – 67%	95	64	0
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 – 85%	26	22	0
Average Wage at Placement - \$11.34			
<u>People, Inc. of Virginia</u>			
Placement Rate – 90%	53	47	1
Average Wage at Placement - \$12.54			
Youth:			
<u>Goodwill Industries of the Valleys</u>			
Placement Rate – 89%	19	17	0
Literacy/Numeracy Gains – 100%	5	5	0
Attained a Degree or Certificate – 53%	19	10	0
<u>People Inc. of Virginia</u>			
Placement Rate – 100%	23	23	0
Literacy/Numeracy Gains – 75%	16	12	0
Attained a Degree or Certificate – 100%	17	17	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 as well as negotiated Common Measures.

Financial

Thru January 31, 2016, our Program Operators have expended 46% of available contract funding for all programs. Under WIOA 52% of Adult/DLW funds expended have been for required training activities. 86% of WIOA Youth program funds have been expended on Out of School Youth with 33% expended on Work Experience activities as defined under WIOA. All expenditures are exceeding current WIOA and State program spending requirements. Available fund balances as of January 31, 2016 are as follows:

Administration	\$172,796
DLW Program	\$474,353
Adult Program	\$363,967
Youth Program	\$464,649

Competitive Procurement for PY'16

Proposals were received on March 11, 2016. Evaluations will occur during the period, March 15 – 31, 2016. Both the WDB One Stop Committee and Youth Committee will meet in mid-April to approve their respective PY'16 funding recommendations which will be presented to the Workforce Development Board for action on April 27, 2016 and to the Consortium Board for action on May 18, 2016.

Performance

Through the 2nd quarter of PY'15, Area 2 has met or exceeded all required performance standards as well as exceeded performance standards met or exceeded by the State. Both Area 2 and State Performance is attached.

2015 Quarter 2

15:16 Wednesday, February 17, 2016 1

Program	MeasureDescr	Area	Num	Den	Performance	Target	threshold_80	PerformDescr	flag
Adult	Entered Employment Rate	02	25	32	78.1	75	60.0	Exceed	
Adult	Employment Retention Rate	02	43	54	79.6	84	67.2	Met	
Adult	Average Six-Month Earnings	02	408,134	40	10,203.3	10000	8000.0	Exceed	
Adult	Employment and Credential Rate	02	26	38	68.4	62	49.6	Exceed	
Dislocated Worker	Entered Employment Rate	02	52	58	89.7	81	64.8	Exceed	
Dislocated Worker	Employment Retention Rate	02	57	61	93.4	90	72.0	Exceed	
Dislocated Worker	Average Six-Month Earnings	02	833,817	56	14,889.6	14250	11400.0	Exceed	
Dislocated Worker	Employment and Credential Rate	02	24	35	68.6	66	52.8	Exceed	
Youth	Attainment of Degree or Certificate	02	25	36	69.4	62	49.6	Exceed	
Youth	Literacy-Numeracy Gains	02	13	14	92.9	57	45.6	Exceed	
Youth	Placement in Employment or Education	02	25	33	75.8	62	49.6	Exceed	
All	CRC Attainment	02	152	383	39.7	25	25.0	Exceed	

Statewide 2015 Quarter 2

15:16 Wednesday, February 17, 2016 2

Program	MeasureDescr	Area	Num	Den	Performance	Target	threshold_80	PerformDescr	flag
Adult	Entered Employment Rate	SW	690	957	72.1	77	61.6	Met	
Adult	Employment Retention Rate	SW	1,054	1,206	87.4	87	69.6	Exceed	
Adult	Average Six-Month Earnings	SW	11,414,787	973	11,731.5	12000	9600.0	Met	
Adult	Employment and Credential Rate	SW	560	908	61.7	63	50.4	Met	
Dislocated Worker	Entered Employment Rate	SW	753	882	85.4	83	66.4	Exceed	
Dislocated Worker	Employment Retention Rate	SW	991	1,075	92.2	93	74.4	Met	
Dislocated Worker	Average Six-Month Earnings	SW	17,226,119	936	18,404.0	18000	14400.0	Exceed	
Dislocated Worker	Employment and Credential Rate	SW	359	600	59.8	67	53.6	Met	
Youth	Attainment of Degree or Certificate	SW	252	340	74.1	65	52.0	Exceed	
Youth	Literacy-Numeracy Gains	SW	128	207	61.8	57	45.6	Exceed	
Youth	Placement in Employment or Education	SW	243	369	65.9	63	50.4	Exceed	
All	CRC Attainment	SW	1,951	5,112	38.2	25	25.0	Exceed	

Executive Summary – March 16, 2016

Staff Activities

- System Building/Backbone Organization Support
 - Continued support of all four, and leadership of two, Business Solution Units
 - Power-DWG Grant Initiative with Area I and VT
 - Community in Schools NRV Board of Director's Member (Secretary)
 - Center of Excellence Board Director's Member (Chair of the Partner Committee)
 - Applied for Tech Hire H1b Visa Grant (w/ WDA 3, NRV RC and Roanoke RC)
 - Participating in the Strengthen Economies Together Project for the MR PDC
 - Team member of the Coal Reliant Communities Challenge for Giles County
 - Participating in the NRV Regional Commission CEDS process
 - Career & Technical Education Advisory Board member: Bland, Carroll & Montgomery and Washington Counties
 - Facilitating two Junior Achievement classes (6 sessions each) for Carroll County Middle School
 - Sponsored Mental Health First Aid Training for regional Partners, Feb. 26
- Business Engagement/Outreach
 - Volvo DLW Job Fair
 - Sector Strategy Business Survey (56 respondents)
 - Sector Partnership Workshops – Feb. 25 and March 2
- Staff training and development
 - *General*
 - On-going *Workforce Development Operations Coordinator* Apprentice - Beverly Burke
 - On-going: *MOS Certification* Training - Administrative Assistant (Della Meadows)
 - National/State Workforce Development Professional Certifications
 - Beverly Burke's National Application has been submitted
 - M. Holliday, K. Simmons & R. McDavid completed all 7 training modules of the State Certification Program
 - Train the Trainer (R. McDavid, K. Simmons & H. Lesko)
 - Money Management International Financial Literacy
 - Marketing Your Job Skills for Job Search
 - 7 Habits of Highly Effective People - staff is reading the book and doing personal workbook activities (completed Jan. 2016)

**NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT AREA
ONE-STOP OPERATOR REPORT
MARCH 16, 2016**

Radford Current Month	Radford Year to Date	Wytheville Current Month	Wytheville Year to Date	TOTAL YEAR TO DATE
1,565	13,823	2,437	22,453	36,276

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

Annual Comparison Data*

February 2014 – January 2015 63,006 served

February 2015 – January 2016 64,294 served Net increase of 1,288

Monthly Comparison Data*

December 2015 – 4,673 served

January 2016 – 4,002 served Net decrease of 671

*Numbers will be updated in April

PEOPLE INCORPORATED PROGRAM ACTIVITY – PY 2015 MONTH ENDING FEBRUARY 29, 2016

Dislocated Worker Program

197 Participants; 95 Closures/64 Employed/0 Neutral (67%); 102 Current; 60 Trained/4 Credentials (75%); Average Wage at Placement \$13.05; 36 CRC

Adult Program

125 Participants; 53 Closures/47 Employed/1 Neutral (90%); 72 Current; 32 Trained/31 Credentials (97%); Average Wage at Placement \$12.54; 13 CRC

Youth Program

84 Participants; 23 Closures/23 Employment/Education/0 Neutral (100%); 61 Current; 17 Credentials (100%); Average Wage at Placement \$8.37; 11 Literacy/Numeracy Gains; 7 CRC

GOODWILL PROGRAM ACTIVITY – PY 2015 MONTH ENDING FEBRUARY 29, 2016

Adult Program

90 Participants; 26 Closures/22 Employed/0 Neutral (85%); 64 Current; 16 Trained/6 Credentials (38%); Average Wage at Placement \$11.34; 14 CRC

Youth Program

68 Participants; 19 Closures/17 Employment /Education/0 Neutral (89%); 49 Current; 10 Credentials (53%); Average Wage at Placement \$9.16; 5 Literacy/Numeracy Gains; 6 CRC

REGIONAL ACTIVITY

Rapid Response application has been submitted to VCCS in February to assist with layoffs at Volvo, Sandvik, Ball and Sprint.

Center Activities:

- Wytheville One Stop Campus workshops – WorkKeys classes are held on Friday at the Wytheville One Stop Campus.
- GED classes are held at WOSC on Monday and Wednesday evenings. Classes are free.
- Wytheville One Stop Campus provided 502 services to employers; created 86 new job orders; made 600 internal job referrals; and 4,830 services were provided to 1,205 customers; and 36 hires occurred at the WOSC during February.
- WOSC staff has started working with RESEA customers. UI customers are provided extra assistance in finding suitable employment.
- Partners from Mount Rogers Regional Adult Education, WCC and NR/MR WDB provide staff to assist customers in the resource room on a weekly basis.
- WIOA Youth program holds monthly Work Readiness classes for youth at the WOSC.
- WOSC had several hundred people come through our doors to file claims for Volvo temporary shutdown. All partners came together and assisted with online claims. Two mobile computer labs were set up in the conference room and NR/MR WDB and People Inc provided much needed staff support. Another temporary layoff is expected at the end of March.

Hiring Activities:

- Job Fairs scheduled with the workforce centers:
 - Westaff – March 10, 11, 15, 17, & 24;
 - Adecco – March 10;
 - Accuforce – March 9, 16, 23, 30;
 - Service Master – March 3;
 - Valley Staffing – March 1, 8 & 29;
 - ADECCO March 10;
 - Virginia Tech – February 22.
- Businesses hiring in the Mount Rogers area include: Vanguard; AT&T; Health South; Wellmont - Bristol Regional Medical Center; Abingdon Health & Rehab; Klockner Pentaplast; Spherion; Service Master; Accuforce; Carrington Place; Team Nurse and Mountain States Health Alliance.
- Businesses hiring in the New River Valley area include: ADECCO; NRCA; KollMorgen; Radford University; Virginia Tech, Carilion, Workforce Unlimited, BAE Systems, Cargo Transporters, American Mobile Healthcare, Elwood Staffing, Danaher Corporation and Moog Components Group.
- Goodwill and People Inc staff have written multiple OJT and Internships with Vanguard; Associated Tree Services; BondCote; MTM Transportation; Classic Creations and Eye Care on the Ridge.

Significant Layoff Activity:

- Volvo laid off over 550 employees. A meeting with employees was held on January 17 with mass enrollment sessions beginning January 25 – February 24. Job/Resource Fair was held on February 18. TAA petition was filed on February 12.
- Wades Grocery, Radford is closing resulting in loss of 50 full and part-time jobs. Staff met with employees on March 7.
- Fontaine and Tiger Direct Logistics (both Volvo suppliers) have employees on layoff but unsure at this time if permanent.
- W & B Fabricators and ABB in Bland have laid off 50+ employees.
- Online Transport laid off 40 employees, and CVG laid off 30 employees. Both businesses are located in Dublin.
- Grucci has issued WARN notice. 77 employees will be laid off if the company does not receive a contract in March.
- Ball Corporation will close April 30 impacting 230 employees. Meetings have been held with employees and company officials. TAA application will be filed.
- Seventy (70) employees will be laid off from closure of Sandvik by August 2016. TAA application was approved.
- American International Group (AIG) closed office in Christiansburg.

- Sprint Call Center closed February 5, displacing 444 employees. Many of the employees reside in Bristol and Washington County.
- DlhBOWLES in Bristol, TN will close on June 30. Several employees reside in Bristol and Washington County.

Staff Activities:

- Blue Ridge Job Corps Graduation – WIOA staff participated in the January 2016 graduation ceremonies at Blue Ridge Job Corps Center. One WIOA staff was invited to be one of the key note speakers of the event. The speech encouraged the graduates to consider their choices in life carefully, and congratulated them on their choice to attend Blue Ridge Job Corps and pursue a career in one of the most rewarding and high demand fields in the economy. Finally, the graduates were challenged to “be great” in all things, no matter how large or small.
- WIOA staff are partnering with DJJ (Abingdon Court Service Unit Staff) to establish a SHARE site (Sharing How Access to Resources Empowers). The site will be held at the Abingdon Court Service Unit and will serve as a site where basic career seeker services can be accessed. WIOA staff provided cross-training to two CSU staff and two volunteers. Cross training included job search techniques, Virginia 211, the use of LMI, VWC (including how to register users, create resumes, and complete assessments). WIOA staff provided DJJ staff with a sample career plan that can be used to assist participants in addition to a variety of resources including VEC career guides, pocket resumes, and handbooks to assist offenders with job search. WIOA staff will complete career scope assessments and share results with DJJ staff and will provide work readiness training twice per month to participants.
- WIOA staff partnered with Smyth County Chamber of Commerce and VHCC to provide soft skills training to members of the community. Training to be provided will assist participants with job search, resume writing, and interviewing skills. Participants will learn how employers today are recruiting, how to create a resume that highlights their strengths, and how to develop an “elevator speech” that provides employers with the information they really want to know (can you do the job and will you do the job). The workshops started on 2/22 and will continue through the month of April.

SUCCESS STORY

You can't keep a good woman down is the phrase that many would use to describe Eye Care on the Ridge's newest employee, Patty Farnella. Patty has much to celebrate in addition to her new job including a fairly new home, new town, and next month will celebrate her 73rd birthday.

Unfortunately, recent times have not been so “celebratory” for Patty. Upon moving to Wythe County last year, Patty began working for Carrington Place as an admissions coordinator. After 4 months of employment, Patty lost her job. Being new to the area and not knowing many people, she sought assistance at the Wytheville One Stop Campus.

At the One Stop, Patty received basic career services which included a referral to the WIOA Dislocated Worker program. Upon enrollment in the DLW program, more intensive staff assisted job search was provided and Patty applied for jobs as receptionist, administrative assistant, front-office clerk and bookkeeper (to name a few). Patty sent out hundreds of resumes but when job search efforts yielded no results, she began pursuing part-time work in addition to work that she was overqualified for because she desperately needed income to pay her bills (including the mortgage on the home she had just purchased after relocating to Wythe County). Patty received her first glimpse of hope when she was offered a position at Fairfield Inn earning \$8.00 per hour and working 18 hours per week. Knowing that the one thing successful people do is never give up; Patty continued to actively pursue full time gainful employment. Patty hoped that since she now had a job, it may be a little easier to find a better one. Recognizing that Patty was not getting offers nor interviews, dislocated worker staff began to provide Patty with more intensive coaching on her resume and interviewing skills. Patty also began to expand her job search efforts to include social media (such as LinkedIn), networking, cold calls, and additional job search websites such as indeed.com. Finally, companies started calling. Phone

interviews led to second interviews with New River Community Services, Pepsi, and Eye Care on the Ridge. And the moment that Patty had so eagerly hoped for came with Dr. Wheatley with Eye Care on the Ridge contacted Patty to inform her that with a little training, she could be a good fit for their organization.

Fortunately, People Incorporated staff, having previously worked with Eye Care on the Ridge as one of its business customers, already had an existing worksite agreement on file for internships at the worksite. 12/4/15, Patty began a 400 hour internship which she has now successfully completed. Patty is now employed full time as an Ophthalmic Technician/Office Billing Clerk. Through the internship, Patty was able to fine tune her administrative skills while expanding her skill set to include ophthalmic clinical functions! Patty earns \$12.00 per hour and feels that without the internship, she would have never found a job due to her age.

Patty expresses her appreciation for the dislocated worker program. Her story inspires hope for older workers and dislocated workers across the entire region!

VETERAN SUCCESS STORY

WOSC Veteran Rep Mike Frye recently assisted a homeless veteran in Bland County. She had been taking care of her mother who ended up in a nursing home with dementia. She did not have electricity, heat or running water. Mike was able to work with Bland Ministries and Hope to get her temporary housing and personal necessities needed. He was able to get free food vouchers for her from Sonic, Hardees, Wendy's and Long John Silver's. He worked with Total Action for Progress and Veteran's services in Roanoke to help her find housing. She was able to get into the TRUST house in Roanoke, was provided bus passes and she will receive 12 weeks of training to assist her with sustainable employment. We are very proud of our Veteran services provided through the One Stop!



**Just Hire One
Progress Update – Goodwill Industries
March 2016**

Recruitment

Goodwill has recruited 18 individuals into the program from the following sources:

- New River Valley Regional Jail – 5 referred
- Western Virginia Regional Jail – 2 referred
- Local Probation and Parole – 5 referred
- VA Cares (NRV Community Action) – 3 referred
- Goodwill's Christiansburg Career Connection – 3 referred

Life Skills and Job Seeking Skills Classes

Goodwill Reentry staff provided Work Readiness classes to those behind the walls on topics such as: social interactions and customer service relationships. WIOA case managers are assisting in facilitating the classes for recently released individuals. Eight individuals have completed a six-week work readiness class. We have also assisted participants in paying off fines so that they can obtain driver's licenses. We have also assisted participants in identifying housing upon release from local jails and in maintaining housing while awaiting the first paycheck.

Worksite Development

WIOA Case Managers are working with the Business Services Units and Goodwill's re-entry staff to reach employers and inform them about the program and identify internship-to-hire employers. Staff have assisted all released participants in obtaining federal bonding letters. Ten individuals have participated in internships with five completing to date. Five others are still active in internship. The case managers are developing individualized transportation/child care and other supports plan for each participant.

Expenditures

Expenditures to date total are \$37,833. Staff time to conduct work readiness and life skill training totals \$19,156. Supportive services to participants totals \$2,160. Internship expenditures total \$10,904. Of the total expenditures to date, Goodwill has leveraged \$5,613 in self-funded supportive services, random drug testing, and additional life skill training.

Training Activities

One individual has entered training at New River Community College and three have entered CDL training. We will continue to provide internship opportunities and occupational skills training utilizing the additional carry-over dollars approved in December.

Placement Activities

To date, five participants have entered employment at an average wage of \$9.27 per hour. Three of the five placements entered employment directly from internship.

Success Stories

Holland Davy was released in September 2015 after spending 12 years in prison. He completed his internship at NRCAA, where he assisted in some remodeling on their building in Christiansburg. This gave him the opportunity to get to know people in the area, regain some construction skills and earn an outstanding reference. He was then hired by Bill's Used Parts, where he is making \$10/hour.

Bradley Gibson was released in December 2015 after spending over 2 years in prison. While incarcerated he worked for VDOT trimming and cutting down trees. After his release, we placed him in an internship where he worked on heavy equipment. He then applied to Asplundh, and was hired. He began his job with tree work and is now operating heavy equipment. He is now earning \$10/hour.

James Robbins had been seeking employment for years without success. He came to us as a referral from Virginia Cares. James was placed in an internship with the Goodwill store in Pearisburg. He is a hard worker and was able to show management that he could be a valuable employee. He was hired in the store as a team lead and is happy to have a job close to home. We are now talking with him about training opportunities because his schedule can be adjusted for him to attend classes.

Just Hire One - People Incorporated

Progress Update

March 7, 2016

Recruitment

Four staff completed orientation and PREA (Prison Rape Elimination Act) Training (3 WIOA and 1 VA Cares) and have been approved by Department of Corrections to provide services within Bland Correctional Center. The Just Hire One Program at Bland Correctional Center is in week 8 with approximately 15 individuals still participating. Participants have received 8 weeks of training in the areas of social interactions, financial literacy, and self presentation. The program will continue throughout the month of March. WIOA staff will conduct a presentation in March to educate participants about the services and requirements of WIOA Adult program. Staff will work with the BCC staff to identify 5 individuals who will be eligible to participate in WIOA adult upon release.

Life Skills and Job Seeking Skills Classes

The Social/Emotional intelligence workshops taught by VA Cares and Workforce Development staff, "Behind the Walls" component of Just Hire One program, were completed on June 1 at Southwest Virginia Regional Jail and October 13 at the Bristol Virginia Jail. The participants have entered the next phase of the program which consists of completion of assessments (including CRC testing) in addition to the job placement/development.

Worksite Development

WIOA case managers and VA Cares staff continues to meet with employers to inform them about the program and identify internship-to-hire employers. We have most success with employers choosing to directly hire the individual.

Enrollments

Thirteen (13) recently released offender participants have been identified and enrolled to date. Four (4) individuals continue in the prerelease phase of the program. Case managers are pursuing internship opportunities as well as working with participants on Life Skills and Job Seeking Skills classes. Probation officers have provided documentation of clean drug screening upon enrollment and throughout program participation as needed.

City of Galax: 1
Washington County: 3
Wytheville: 3

City of Bristol: 3
Smyth County: 3

Five (5) individuals participated in the Just Hire One program at Southwest Virginia Regional Jail. Tony completed the Life Skills component and was release from Southwest Virginia Regional Jail but moved to Buchanan County with family and was not enrolled. Brandon released in July also completed the program requirements and earned Bronze CRC and is working odd jobs. He failed to keep scheduled appointments but did show up at the office February 9. Case manager is working with him on job search. Kevin was transferred to Sullivan County and continues to serve time in Sullivan County jail. Matthew and William are still serving time in Southwest Virginia Jail.

Four individuals participated in the Just Hire One program at the Bristol City Jail and have completed the Life Skills classes. Tiffany is serving a 6 month sentence at Hayes House. She is very limited on how far she is allowed to travel for work. She is currently working 35 hours per week at Taco Bell earning \$8 an hour. Taco Bell is willing to schedule work around her mandatory parenting and drug classes. WIOA assisted her with working attire that was necessary for employment. VA Cares assisted with obtaining an ID card. Amber was assisted with clothing for employment to allow her to accept employment with Zaxby's. Justin had an appointment scheduled for January 4 but failed to show for appointment. Probation officer was notified but we have not received a response and he was not enrolled. William must serve 9.5 months at Southwest Virginia Regional Jail before release. Jonathan is a new referral to the program from Smyth County, staff is pursuing an internship with MEC.

Chris completed the welding program at WCC on 11/12/15 and earned Silver CRC. He has obtained fulltime employment with Mayville Engineering Co (MEC). Thad obtained Silver CRC and has been looking for work. He interviewed with MTM and internship option was offered to the employer. He has also interviewed with Accuforce, Valley Staffing, CRST Trucking, and Boone Tractor (offered internship).

CRC: 7 (1 Bronze, 5 Silver, 1 Gold)

Expenditures

Internships: \$7,164.00

Life Skills Materials: \$1,260.99

CRC Incentive - \$250.00

CRC Testing Fees: \$140.00

Occupational Skills Training: 800.00

Work Uniforms/Supplies: \$349.67

Transportation: \$60.00

Reinstatement Fees: \$85.00 (VA Cares also paid \$75.00 towards reinstatement of driver's license)

Drug Screening: \$30.00 - All others provided by Probation & Parole at no cost to WIOA Adult program)

Behind the Walls component has been provided by VA Cares staff at no cost to the WIOA Adult program. Staff time associated with case management: \$10,847.00

Placements:

To date eight (8) participants have entered employment including two participants who completed internships and all six have exited the Just Hire One program. Follow-up of exited participants will continue for 12 months.

Lisa employed at Appalachian Cast Products – \$9.50 per hour with benefits, **increased to \$10.25**

Eric employed at Bland Correctional Facility - \$14.47 per hour with benefits, **increased to \$14.85**

Nathan employed Serpe & Sons Bakery - \$8.25 per hour with benefits

Steven employed at Hardees – part time – refused to participate in program activities once released, exited for noncompliance of program requirements.

Amber employed at Zaxby's - \$8.00 per hour
Chris employed at MEC - \$12.42 per hour

Internships completed:

Vanguard - **\$12.50 per hour** (starting wage of \$12.00 plus benefits). While participating in the program, Teresa had driver's license reinstated, purchased car and has moved from homeless shelter to an apartment. Teresa has also reestablished contact after seven years with her two adult sons.

Associated Tree Service - **\$11.50 per hour** (starting wage of \$10). While participating in Just Hire One, Dallas also obtained driver's license; moved into stable housing and won a Pontiac Grand Prix given away by Saving Grace Ministries, a nonprofit organization dedicated to working with newly released ex-offenders.

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 \$0.54/mile = \$ _____
Total Miles Reimbursement Requested

Signature

Date

2016 Consortium Board Meeting Schedule

January 20, 2016

March 16, 2016

May 18, 2016

July 20, 2016

September 21, 2016

December 7, 2016 (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.**