

**NEW RIVER/MOUNT ROGERS WORKFORCE INVESTMENT AREA**  
**CONSORTIUM BOARD**

**MEETING AGENDA**

**March 21, 2018**

- I. Call to Order – John Garner
- II. Moment of Reflection/Pledge of Allegiance - Chair
- III. Roll Call
- IV. Consent Agenda
  - A. Approval of Minutes from the Dec. 13, 2017 Joint Meeting
  - B. Operational Summary
  - C. Financials
- V. Public Comment Period
- VI. 3% Salary Increase for Staff
- VII. Election of Officers
- VIII. Area Designation
- IX. Workforce Development Board Update – Mike Miller, Chair
- X. Executive Summary – Marty Holliday
  - A. Go Virginia Region 2
  - B. Go Virginia Region 1
- XI. Informational Items
  - A. ROI Talking Points
  - B. Regional Unemployment Data
  - C. Work Ready Communities
  - D. Virginia Career Works
  - E. Workforce System Updates
    - 1. One-Stop Operator – Betty Segal
    - 2. T2C – Update – Mary Ann Gilmer and Betty Segal
    - 3. Grants Update
      - A. CPID
      - B. HEART
      - C. Pathways – Jenny Bolte
- XII. Consortium Board Members Time
- XIII. Miscellaneous (Travel Reimbursement & 2018 Consortium Board Meeting Schedule)
- XIV. Next Meeting Date– **May 16, 2018, Wytheville Meeting Center 10AM**
- XV. Adjournment

**JOINT MEETING OF THE WORKFORCE DEVELOPMENT BOARD  
AND CONSORTIUM BOARD**

**MEETING MINUTES**

**December 13, 2017**

A joint meeting of the New River/Mount Rogers Workforce Development Board and the New River/Mount Rogers Workforce Development Area Consortium Board was held on December 13, 2017 at the Wytheville Meeting Center. Those in attendance were as follows:

| <b><u>WDB Members</u></b> |                         | <b><u>Consortium Members</u></b> | <b><u>Staff</u></b> |
|---------------------------|-------------------------|----------------------------------|---------------------|
| Mike Miller, Chair        | Josh Lewis              | John Garner, Chair               | Marty Holliday      |
| Greg Adkins               | Timothy McVey           | Rex Hill                         | Ronnie Martin       |
| Karen Akers               | Robin Meadows           | Brenda Sutherland                | Beverly Burke       |
| CB Andrews, Jr.           | John Overton            | Rob Gropman                      | Della Wheeler       |
| Carol Blankenship         | Mark Tapp               | Mary Biggs                       | Kimber Simmons      |
| Shirley Carlson           | Rick Weaver             | Jay Williams                     | Renee Sturgill      |
| Jeff Dunnack              | Lynn White              | Joseph Guthrie                   | Jenny Bolte         |
| Joe Ferrell               | Jimmy Smith (Alternate) | Terri Morris                     | Liz Annis           |
| Robert Goldsmith          | Clay Stein (Alternate)  |                                  | David Martin        |
| Melinda Leland            |                         |                                  | Sharon Layman       |

| <b><u>Guests</u></b> |                |
|----------------------|----------------|
| Mary Ann Helbrook    | Travis Stanton |
| Stephanie Surrent    | Beckie Cox     |
| Stephanie Hoer       | Phyllis Conner |
| Scott Tate           | Peggy Hurley   |
| Darrell Blankenship  |                |

WDB Chair Miller and Consortium Board (CB) Chair Garner called the joint meeting to order at 10:02 a.m. and welcomed all attendees to the meeting.

CB Chair Garner led the group in a moment of silence/reflection and the Pledge of Allegiance.

CB Chair Garner asked all in attendance to introduce themselves and state how they served the Boards.

WDB Chair Miller asked Ms. Burke to call the WDB roll. The roll was called and a quorum was present.

CB Chair Garner asked Ms. Burke to call the Consortium Board roll. The roll was called and a quorum was present.

The floor was opened for public comments. There were none.

CB Chair Garner called for a vote on the Consent Agenda items which had been previously distributed. A called vote was held and was unanimously approved.

Chair Miller asked for a motion to approve the Consent Agenda items which had been previously distributed. Mr. White made the motion to approve the Consent Agenda with a second from Mr. Andrews, the motion was unanimously approved.

#### **WDB Committee Reports:**

- **Budget & Administrative Committee:** Ms. Holliday stated that the Financial Disclosure Statement is a document that is required for all Board members. She asked all Board members to see Ms. Wheeler if anyone had a question concerning the Financial Disclosure Statement.
- **One-Stop Operations Committee:** Ms. Holliday discussed the Statewide MOU timeline and the current status of the MOU. Currently all portions of the MOU have been completed except for the Resource Sharing component. At this time, it appears the December 31, 2017 deadline will not be met. Ms Blankenship of the WDB and Ms. Biggs of the CB made a motion to approve the MOU as written and to obtain required Board signatures once the Resource sharing component has been completed with seconds from Mr. White of the WDB and Ms. Sutherland of the CB. Motion was unanimously approved by both Boards.
- **Training Provider Committee:** Ms. Holliday informed the WDB that state regulations for Approved Training Provider list requires Training Providers to provide data for their training programs by year as well as an ADA compliance checklist. This has been a hardship on Training Providers. A brief discussion followed. Mr. Goldsmith made a motion to approve the Training Provider list as presented as long as ADA paperwork has been provided by month end. Mr. Dunnack seconded the motion which was unanimously approved by the WDB.

Ms. Holliday asked the Boards to review the Executive Summary and let her know if they had any questions or concerns.

Ms. Holliday asked the members to review the report on the New River/Mount Rogers WDB's Job Placement and Career Services for PY 16 that was done by Magnum Economics. This report was funded by Rapid Response funds and shows the positive ROI impact of the work and programs that the Boards oversee. A brief discussion followed.

Moving on with the agenda, WDB Chair Miller called for the partner reports.

#### **Partner Reports:**

Reports for the following partner agencies were given: Adult Education, Ms. Carlson; Career & Technical Education, Mr. Weaver; Community Based Organizations, Mr. Goldsmith; Institute of

Higher Education, Ms. Leland; Economic Development, Mr. Lewis; Virginia's Employment Services, Ms. Akers; One-Stop Operator Report, Mr. Blankenship/Mr. Stein; Special Grants, Ms. Holliday.

Ms. Holliday reviewed with Board members the travel reimbursement request, the inclement weather policy and 2018 meeting schedules.

The Boards were dismissed for a working lunch at 11:37 am with a presentation of the Strategic Plan during the meal by Ms. Holliday, Ms. Bolte, Ms. Annis, Ms. Sturgill, and Ms. Layman.

At the conclusion of the Strategic Plan presentation, the joint meeting was adjourned by both boards at 1:15 PM.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'B. W. Burke', with a long horizontal flourish extending to the right.

Beverly W Burke

## Operational Summary – March 21, 2018

### Service Levels:

Thru February 28, 2018, our Program Operators have served the following:

|              |                  |
|--------------|------------------|
| DLW – 249    | In Training – 60 |
| Adults – 236 | In Training – 67 |
| Youth – 203  |                  |

These service levels are the following percentage of planned PY'17 enrollments for the 3<sup>rd</sup> quarter of the program year:

|                         | <u>Plan</u> | <u>Actual</u> |
|-------------------------|-------------|---------------|
| DLW – 138% of plan      | 180         | 249           |
| Adult – Goodwill – 118% | 98          | 116           |
| People – 119%           | 101         | 120           |
| Youth – Goodwill – 84%  | 110         | 92            |
| People – 107%           | 104         | 111           |

### Performance:

Thru February 28, 2018, Program Operators have achieved the following performance levels:

|                                     | <u>Total</u> | <u>Attained<br/>Standard</u> | <u>Exclusion*</u> |
|-------------------------------------|--------------|------------------------------|-------------------|
| DLW – Placement Rate – 77%          | 109          | 84                           | 0                 |
| Average Wage at Placement - \$15.23 |              |                              |                   |

|                                           | <u>Total</u> | <u>Attained<br/>Standard</u> | <u>Exclusion*</u> |
|-------------------------------------------|--------------|------------------------------|-------------------|
| Adults:                                   |              |                              |                   |
| <u>Goodwill Industries of the Valleys</u> |              |                              |                   |
| Placement Rate – 93%                      | 29           | 25                           | 2                 |
| Average Wage at Placement - \$11.02       |              |                              |                   |
| <u>People, Inc. of Virginia</u>           |              |                              |                   |
| Placement Rate – 89%                      | 46           | 41                           | 0                 |
| Average Wage at Placement - \$13.52       |              |                              |                   |
| Youth:                                    |              |                              |                   |
| <u>Goodwill Industries of the Valleys</u> |              |                              |                   |
| Placement Rate – 92%                      | 24           | 22                           | 0                 |
| Literacy/Numeracy Gains – 29%             | 17           | 5                            | 0                 |
| Attained a Degree or Certificate – 46%    | 24           | 11                           | 0                 |
| <u>People Inc. of Virginia</u>            |              |                              |                   |
| Placement Rate – 87%                      | 45           | 39                           | 0                 |
| Literacy/Numeracy Gains – 100%            | 3            | 3                            | 0                 |
| Attained a Degree or Certificate – 75%    | 12           | 9                            | 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 planned contract performance goals as well as negotiated Performance Measures.

## Financial

Thru January 31, 2018, our Program Operators expended 49% of available contract funding for all programs. Under WIOA 49% (40% required) of Adult/DLW funds expended have been for required training activities. 83% (75% required) of WIOA Youth program funds have been expended on Out of School Youth with 45% (20% required) expended on Work Experience activities as defined under WIOA. All expenditures are meeting/exceeding current WIOA and State program spending requirements.



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](http://www.nrmrwib.org)

May ?, 2018

Richmond, Virginia 23219

Dear ?:

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 LWDA 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.

Attached please find the signatures from our thirteen (13) member jurisdictions in support of this request along with the recently updated Consortium Board Agreement.

Sincerely,

Consortium Board Chair

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



The following jurisdictions support the request that the New River/Mount Rogers Workforce Development Area continues as a Workforce Development Area under the Workforce Innovation and Opportunity Act.

**Bland County**

\_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

**Carroll County**

\_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

**Floyd County**

\_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

**Giles County**

\_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

**Grayson County**

\_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

**Montgomery County**

\_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

**Pulaski County**

\_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

**Smyth County**

\_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

**Washington County**

\_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

**Wythe County**

\_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

**City of Bristol**

\_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

**City of Galax**

\_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

**City of Radford**

\_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

## 2018 Consortium Board Nomination Committee

### Committee Members

Eric Workman, Chair

Terry Morris

Mary Biggs

Nominations on January 17 for the following:

Chair

Vice-Chair

Note: The Chair and Vice-Chair cannot represent the same planning district

Staff Activities

- System Building/Backbone Organization Support
  - o Go Virginia
    - Member of Region 1 Hire Education Committee
    - Member of Region 2 Workforce Committee
    - Group proposal for Region 2 funding (incumbent worker training & career expo) – funded
    - Group proposal for Region 1 funding (incumbent worker training & career exploration camps) - tabled
    -
  - o Ongoing:
    - Work Ready Community Steering Team and regional lead
    - Program development/oversight of the Pathways to the American Dream initiative for Areas 1, 2, 3 & 17
    - Management Team for the HEART Project (Heart of Appalachia Collaborative Economic Transition)
    - Working with United Way SWVA to support the Financial Stability Center in Independence
    - Continued support of all four, and leadership of one, Business Solution Units
    - Center of Excellence Board Director's Member (Chair of the Partner Committee)
    - Montgomery Chamber of Commerce Education and Talent Committee
    - Member NRV Regional Commission and MR Planning District CEDS committee
    - Career & Technical Education Advisory Board member: Bland, Carroll, Montgomery, Smyth and Washington Counties and City of Radford
- Business Engagement/Outreach
  - o Work Talk Podcast interview with Robert McAden, RBTC – 12/15/17
  - o Radford City Business Forum – 1/11/18
  - o Volvo Trucks Tour and training discussion 1/12/18
  - o Roanoke-Blacksburg Technology Council Panel Discussion on Workforce 1/25/18
  - o Montgomery County Chamber Presentation 3/1/18
  - o WRC Presentation at Onward NRV Investor Meeting 3/15/18
  - o Wytheville Manufacturing Roundtable 3/21/18
- Staff training and development
  - o *General*
    - On-going: *MOS Certification* Training - Administrative Assistant (Della Meadows)

## GO VA Region 1 Talent Growth Advantage Executive Summary

**Summary of Project:** The GO VA Region 1 *Talent Growth Advantage* (TGA), serving all 16 jurisdictions in Go Virginia Region 1, seeks \$300,000 to stimulate the region's economic growth by closing the skill and interest gaps in middle-to-high skilled occupations in Advanced Manufacturing and Information Technology. TGA will be *"a catalyst in re-orienting the regional economy in a manner that allows for southwest Virginia to not only weather economic downturns in a hardy manner, but also establishing a resolute and vigorous job market, providing a brighter economic future for this generation and those to follow"* (Region 1 Growth and Diversification Plan, 2017). This project will address the following Region 1 priority: **Talent Development: Leadership Capacity Building; Educational Alignment; Talent Recruitment & Retention**. Through two strategic investments, TGA will create both immediate and long-range results.

**Talent Retention:** We propose to expand on current "existing worker" training programs that help priority industries further develop their talent to remain competitive in both regional and global markets. This training is business driven and responds to changes in market conditions as well as the introduction of innovative technology into the workplace. The program will pay 50% to 90% of the cost of training for existing workers (depending on the size of the business) that are ready to move into higher wage technical or leadership positions. Existing worker training programs have been successful across the United States and both workforce boards in Region 1 currently support existing worker training through existing Federal grant funds available in the region. Even though funding to support existing worker training for businesses is available it is not adequate to appropriately up-skill our current workforce to support business development and growth. With Go Virginia funding, it will be possible for the two workforce boards to increase efforts and investment on up-skilling the current workforce so businesses in the region can remain competitive and grow. As current workers up-skill and assume higher, more technical jobs, their previous positions can be backfilled with the transitioning workforce emerging from the public schools, community colleges, adult education programs, and other institutions serving individuals entering the workforce.

By helping businesses train and promote their existing workers into high demand areas, our region will better respond to business needs and build the talent pipeline needed to fill other vacant positions.

**Talent Recruitment:** One of the most fertile places to address the Talent Development gap and build the skilled pipeline of prospective workers needed by the Region's businesses is the emerging workforce. According to the Virginia Department of Education, less than half of high school graduates in Southwest Virginia go on to higher education or training. In Russell County, for example, the latest reports indicate that, out of 270 high school graduates, 96 (36%) did not pursue further learning opportunities last year and only 107 (63%) of those who did (170) have actually earned credits.

So the question becomes, "What can we offer those who want to opt out of education/training after high school graduation to engage their commitment to build their futures?" TGA focus on beginning the talent pipeline at the secondary level. One of the primary vehicles will be through Career Exploratory Cohorts (camps) in Advanced Manufacturing and Innovative and Information Technology.

These Cohorts will be designed as hands-on experiences that allow high school seniors to see and touch the possibilities that can shape their futures. At the same time the seniors are participating in the cohorts, partners will work with the schools to offer modules for the non-college-bound juniors—financial literacy classes, skills and interests assessments, and soft skills training—to pique their interest and prepare them for the senior experience.

## **GO VA Region 1 Talent Growth Advantage Executive Summary**

Recognizing the influential role that parents play at this stage in their children's lives, the Cohorts will build in a hands-on experience for them at a commencement event that will instill a vision of a productive future for their children here in Southwest Virginia – gaining their support for the training that is essential to build the pipeline.

**ROI:** This project will result in:

- Increased wages for existing workers trained and productivity/profits for employers. An estimated 3 percent wage increase for existing workers at the completion of training would generate approximately \$1,600 more income per worker. For 50 workers this equates to \$80,000 per year, or \$240,000 over a three-year period. Additionally, the increased wages have an induced impact on the regional economy to generate an additional \$113,000 annually in economic impact and support one newly created job.
- Increased wages for students that complete the Career Exploratory Cohorts (and choose postsecondary education and/or training in careers explored) through potentially increased wages over those who do not seek these higher paying careers. Using a conservative estimate that 48 students who progress into higher-skills training and attain a certification or Associate Degree, their combined annual increase of wages, according to the Bureau of Labor Statistics, are approximately \$159,744 to \$316,992. These numbers come from wage estimates from the Bureau of Labor Statistics based on education attainment levels.

The New River/Mount Rogers Workforce Development Area Consortium Board and the New River/Mount Rogers Workforce Development Board will collaborate with the Southwest Virginia Workforce Development Board on project implementation and oversight of the project.

## GO VA Region 2 Talent Collaborative

**Summary of Project:** The GO VA Region 2 Talent Collaborative will serve all 18 jurisdictions in Go Virginia Region 2 and seeks \$300,000 to stimulate the region's economic growth by closing the skill and interest gaps in middle-to-high skilled occupations in Manufacturing, Healthcare, and Information Technology. By making two strategic investments that will create both immediate and long-range results, this project will address all four of the gaps identified in the Region 2 Economic Growth and Diversity Plan:

- Strengthen the pipeline from K-12 to higher education to career for each priority sector
- Increase completions of degrees applicable to priority industry sectors
- Improve knowledge and promotion of complementary workforce and training services
- Enhance employer engagement activities that will encourage more aligned skill development, create opportunities for regional employment post-graduation, and promote the hiring of in-demand occupations

**Existing Worker Training Program.** We propose to start an existing worker training program that helps priority industries further develop their talent and training to remain competitive in both regional and global markets. The training is business driven and responds to changes in market conditions as well as the introduction of innovative technology into the workplace. The program will pay for up to 90% of the cost of training for existing workers that are ready to move into higher wage technical or leadership positions. Existing worker training programs have been successful across the United States and the Region 2 Talent Collaborative needs an infusion of non-federal funding to launch it here. By helping businesses train and promote their existing workers into high demand areas, our talent collaborative will better respond to business needs and build the talent pipeline needed to fill other vacant positions. This proposal will provide two years of funding to launch the program.

**Skills and Interest Campaign.** We propose to create a Region 2 High Demand Career Pathway Educational Campaign to address the interest gap in hard-to-fill, technical occupations across all priority industry clusters. Partners will work directly with those businesses to identify critical demand occupations and the training needs for them. Based on that feedback, marketing resources will be deployed to develop career pathways and a multimedia campaign to educate students and parents regarding those career opportunities. Short videos and web content will be made on each occupation, highlighting local businesses, training opportunities, potential wages, and other benefits of that career choice. This model will also build a sustainable career pathway system by directly engaging employers for on-going resources to maintain and update the career pathways for high demand, living wage occupations. This campaign will also include hands-on career exploration opportunities for students to better understand the skills, training and work expectations for our region's employers.

**ROI:** This project will result in increased wages for employees and productivity/profits for employers. An estimated 3 percent wage increase for existing workers at the completion of training would generate approximately \$1,600 more income per worker. This equates to \$120,000 per year, or \$360,000 over a three-year period for the 75 workers. Additionally, the increased wages have an induced impact on the regional economy to generate an additional \$113,000 annually in economic impact and support one new job. Even using this conservative estimate, return would be achieved in 1-2 years after the completion of training.

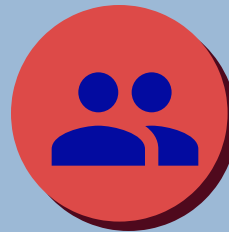
# REGIONAL IMPACT OF THE NEW RIVER/MOUNT ROGERS WDB JOB PLACEMENT AND CAREER TRAINING SERVICES

An annual Return on Investment (ROI) Study conducted by Mangum Economics, of Richmond, VA, compares public workforce costs with the economic benefits from employment outcomes attained in order to determine the impact of programs administered by the NR/MR WDB. The study conducted for PY 2016 (July 1, 2016, to June 30, 2017) reflects positive ROI results. Highlights of the findings are below.

The full report can be found at: <http://bit.ly/2016ROI>

## FOUND EMPLOYMENT

**183** Adults found employment through New River/Mount Rogers WDB's Workforce Programs which generated **\$5.6** million in additional estimated household income in the region.



## INCREASE IN SPENDING

Newly employed adults purchased housing, food, healthcare, and other goods and services. The expenditures supported an additional **216** full-time equivalent regional jobs, which resulted in an additional **\$6.7** million in estimated labor income.



## TOTAL REGIONAL IMPACT

Total regional impact of these programs includes: **812** additional jobs were created, which generated an additional **\$21.0** million in regional labor income.



## INCREASE IN TAX BASE

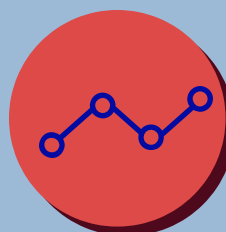
Impact of these programs generated **\$1.7** Million in additional Federal, State and Local tax revenue.



## RETURN ON INVESTMENT

The overall benefit (ROI) is **5.9** times the cost of these public workforce programs.

**In conclusion, in PY 2016, the New River/Mount Rogers WDB made a significant contribution to the economy of its service area.**



## UNEMPLOYMENT CHANGES BY JURISDICTION

| <i>Jurisdiction</i>         | <i>Dec '16</i> | <i>Nov '17</i> | <i>Dec '17</i> | <i>Unemployment Rank in State *</i> |
|-----------------------------|----------------|----------------|----------------|-------------------------------------|
| <b>Bristol City</b>         | 5.0            | 4.4            | 4.0            | 88                                  |
| <b>Galax City</b>           | 4.4            | 4.1            | 3.8            | 79                                  |
| <b>Radford City</b>         | 4.5            | 4.8            | 3.9            | 82                                  |
| <b>Bland County</b>         | 4.5            | 4.0            | 3.6            | 64                                  |
| <b>Carroll County</b>       | 4.7            | 4.4            | 4.1            | 92                                  |
| <b>Floyd County</b>         | 3.8            | 3.1            | 3.0            | 30                                  |
| <b>Giles County</b>         | 4.8            | 4.0            | 3.7            | 74                                  |
| <b>Grayson County</b>       | 4.6            | 4.1            | 3.9            | 79                                  |
| <b>Montgomery County</b>    | 3.6            | 3.6            | 3.0            | 30                                  |
| <b>Pulaski County</b>       | 5.1            | 4.1            | 3.9            | 82                                  |
| <b>Smyth County</b>         | 5.6            | 4.7            | 4.5            | 102                                 |
| <b>Washington County</b>    | 4.3            | 3.8            | 3.5            | 59                                  |
| <b>Wythe County</b>         | 5.6            | 4.6            | 4.1            | 92                                  |
|                             |                |                |                |                                     |
| <b>Mount Rogers PDC</b>     | 4.9            | 4.3            | 3.9            |                                     |
| <b>New River Valley PDC</b> | 4.1            | 3.8            | 3.3            |                                     |
| <b>LWIA Two</b>             | 4.5            | 4.0            | 3.6            |                                     |
| <b>Virginia</b>             | 3.8            | 3.6            | 3.3            |                                     |

| <i>* Jurisdiction</i> | <i>Unemployment Rate</i> | <i>Rank</i> |
|-----------------------|--------------------------|-------------|
| Arlington County      | 2.2                      | 1           |
| Petersburg City       | 7.3                      | 133         |



|    |                                                                                  |                                                     |                                                              |                                          |                                                                 |                                                    |                                      |                        |                    |                                        |                                              |           |                                  |
|----|----------------------------------------------------------------------------------|-----------------------------------------------------|--------------------------------------------------------------|------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------|--------------------------------------|------------------------|--------------------|----------------------------------------|----------------------------------------------|-----------|----------------------------------|
|    | A                                                                                | B                                                   | C                                                            | D                                        | E                                                               | F                                                  | G                                    | H                      | I                  | J                                      | K                                            | L         | M                                |
| 1  |                                                                                  |                                                     |                                                              |                                          |                                                                 |                                                    |                                      |                        |                    |                                        |                                              |           |                                  |
| 2  |                                                                                  |                                                     |                                                              |                                          |                                                                 |                                                    |                                      |                        |                    |                                        |                                              |           |                                  |
| 3  |                                                                                  |                                                     |                                                              |                                          |                                                                 |                                                    |                                      |                        |                    |                                        |                                              |           |                                  |
| 4  |                                                                                  |                                                     |                                                              |                                          |                                                                 |                                                    |                                      |                        |                    |                                        |                                              |           |                                  |
| 5  |                                                                                  |                                                     |                                                              |                                          |                                                                 |                                                    |                                      |                        |                    |                                        |                                              |           |                                  |
| 6  |                                                                                  |                                                     |                                                              |                                          |                                                                 |                                                    |                                      |                        |                    |                                        |                                              |           |                                  |
| 7  | ACT Work Ready Communities (WRC) - State Data Collection Form (2017 County Data) |                                                     |                                                              |                                          |                                                                 |                                                    |                                      |                        |                    |                                        |                                              |           |                                  |
| 8  | State: Virginia                                                                  | Current Workforce                                   |                                                              | Available Workforce                      |                                                                 |                                                    |                                      |                        |                    |                                        |                                              |           |                                  |
| 9  | County                                                                           | Number of People Employed: Private or Non-Profit(1) | Number of People Employed: Public Local, State or Federal(2) | Number of High School Graduates 2017 (3) | Number of Community and/or Technical College Graduates 2017 (4) | Number of individuals earning GED in 2016-2017 (5) | Total Number of People Unemployed(6) | Population in 2017 (7) | Data Provider Name | Data Provider Title                    | Data Provider Organization                   | Date      | Number of Establishments in 2017 |
| 10 | Bland                                                                            | 1,485                                               | 600                                                          | 58                                       | 26                                                              | 0                                                  | 107                                  | 6,472                  | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 137                              |
| 11 | Buchanan                                                                         | 5,314                                               | 1,640                                                        | 218                                      | 67                                                              | 0                                                  | 451                                  | 21,908                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 588                              |
| 12 | Carroll                                                                          | 5,693                                               | 1,681                                                        | 279                                      | 99                                                              | 3                                                  | 524                                  | 29,509                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 605                              |
| 13 | Dickenson                                                                        | 2,639                                               | 942                                                          | 156                                      | 40                                                              | 1                                                  | 288                                  | 14,829                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 358                              |
| 14 | Floyd                                                                            | 3,271                                               | 719                                                          | 132                                      | 42                                                              | 0                                                  | 261                                  | 15,795                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 445                              |
| 15 | Giles                                                                            | 4,231                                               | 963                                                          | 187                                      | 48                                                              | 4                                                  | 336                                  | 16,789                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 389                              |
| 16 | Grayson                                                                          | 2,270                                               | 1,143                                                        | 136                                      | 50                                                              | 0                                                  | 278                                  | 15,053                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 390                              |
| 17 | Lee                                                                              | 3,419                                               | 1,648                                                        | 184                                      | 49                                                              | 1                                                  | 430                                  | 24,044                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 551                              |
| 18 | Montgomery                                                                       | 31,891                                              | 12,410                                                       | 654                                      | 202                                                             | 2                                                  | 1,842                                | 99,205                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 2,292                            |
| 19 | Pulaski                                                                          | 11,982                                              | 2,484                                                        | 345                                      | 103                                                             | 0                                                  | 708                                  | 34,118                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 774                              |
| 20 | Russell                                                                          | 6,293                                               | 1,561                                                        | 329                                      | 82                                                              | 3                                                  | 555                                  | 27,202                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 632                              |
| 21 | Scott                                                                            | 3,827                                               | 1,304                                                        | 260                                      | 56                                                              | 0                                                  | 358                                  | 21,767                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 441                              |
| 22 | Smyth                                                                            | 10,521                                              | 3,066                                                        | 339                                      | 78                                                              | 0                                                  | 674                                  | 30,933                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 883                              |
| 23 | Tazewell                                                                         | 12,523                                              | 3,533                                                        | 406                                      | 123                                                             | 5                                                  | 881                                  | 41,832                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 1,136                            |
| 24 | Washington                                                                       | 19,416                                              | 3,524                                                        | 540                                      | 119                                                             | 0                                                  | 1,044                                | 54,147                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 1,562                            |
| 25 | Wise                                                                             | 8,438                                               | 3,927                                                        | 394                                      | 141                                                             | 0                                                  | 831                                  | 38,922                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 962                              |
| 26 | Wythe                                                                            | 10,237                                              | 2,552                                                        | 302                                      | 86                                                              | 0                                                  | 609                                  | 29,045                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 889                              |
| 27 | City of Bristol                                                                  | 8,474                                               | 1,659                                                        | 154                                      | 36                                                              | 0                                                  | 326                                  | 16,830                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 656                              |
| 28 | City of Galax                                                                    | 5,750                                               | 807                                                          | 94                                       | 26                                                              | 1                                                  | 124                                  | 6,781                  | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 402                              |
| 29 | City of Norton                                                                   | 3,287                                               | 468                                                          | 49                                       | 15                                                              | 0                                                  | 78                                   | 3,852                  | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 264                              |
| 30 | City of Radford                                                                  | 3,894                                               | 2,674                                                        | 106                                      | 36                                                              | 0                                                  | 413                                  | 17,627                 | Sarah Lyon-Hill    | Senior Economic Development Specialist | Virginia Tech Office of Economic Development | 1/10/2018 | 330                              |

## **VBWD One-Stop Report**

### **New River/Mt. Rogers Workforce Development Board**

### **Wytheville One-Stop Campus and Radford Affiliate Site**

**Reporting Period: July 1, 2017 – February 28, 2018 (YTD)**

In alignment with the balanced scorecard approach, each Local Workforce Development Board will forward a quarterly report to the Virginia Board of Workforce Development to include:

| <b>Customer Service</b>                                                                                                                                                        |                                                                                                                                                                       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Job seeker customer satisfaction survey results<br>(% of respondents)                                                                                                          | Very Satisfied – 100%<br>Satisfied – NA<br>"Very impressed with the atmosphere where every time I am greeted with a friendly welcome and a very helpful VEC employee" |
| Business customer satisfaction survey results<br>(% of respondents)                                                                                                            | Very Satisfied – 100%<br>Satisfied – NA<br>"Resources were helpful to our organization"                                                                               |
| <b>Operations</b>                                                                                                                                                              |                                                                                                                                                                       |
| Number of new "participants" (job seeker customers) for the one-stop                                                                                                           | Wytheville – 504<br>Radford – 2,424                                                                                                                                   |
| Number of hires attributed to the One-Stop Center                                                                                                                              | Wytheville – 34<br>Radford - 85                                                                                                                                       |
| Number of training activities completed                                                                                                                                        | 117                                                                                                                                                                   |
| Number of workforce credentials attained                                                                                                                                       | 86                                                                                                                                                                    |
| Number of new employers registered in Virginia Workforce Connection (VWC)                                                                                                      | Wytheville – 17<br>Radford - 40                                                                                                                                       |
| Number of new job orders entered into VWC                                                                                                                                      | Wytheville – 1,165<br>Radford – 1,986                                                                                                                                 |
| Number of new job orders matched in VWC                                                                                                                                        | Wytheville – 1,165<br>Radford – 1,980                                                                                                                                 |
| Number of job seekers registered in VWC                                                                                                                                        | Wytheville – 26,640<br>Radford – 6,952                                                                                                                                |
| Number of employers served by partner staff (An employer "served" is one who had a defined workforce need and received a solution developed by one or more One-Stop Partners.) | Wytheville – 1,623<br>Radford - 442                                                                                                                                   |

| <b>Resource Management</b>                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|---------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Narrative which describes adherence to the Resource Management Plan arrangement | <p>Memorandum of Understanding and partner resource sharing meetings are being held.</p> <p>Partner meetings are held regularly to exchange information:<br/> 08/02/17 Partner Meeting – 17 Attendees<br/> 09/06/17 Partner Meeting – 15 Attendees<br/> 12/06/17 Partner Meeting – 21 Attendees<br/> 02/14/18 Partner Meeting – 20 Attendees<br/> 03/07/18 Partner Meeting – 17 Attendees</p> <p>Business Services Units in Abingdon, Wytheville, Galax, and Radford continue to be active and participate in sponsored activities including Job Fairs.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Professional Development</b>                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| List of professional development and other activities completed                 | <p>Professional and other activities completed by staff include:</p> <p>8/16/17 Webinar What's up with WOTC?<br/> 8/23/17 Webinar - Long Term and Short Term Industry and Occupational Projections<br/> 8/23/17 Unseen Disabilities Presentation<br/> 8/30/17 Debt Management<br/> 9/27/17 Time Management Training<br/> 9/27/17 Trade Session for Jefferson Yarns<br/> 11/9/17 Bland Resource Fair<br/> 11/27-30/17 Veterans Conference<br/> 12/29/17 Manager and Veteran Staff Employer Visit to Eupepsica<br/> 02/19/18 Job Search Secrets Revealed – Guerrilla Marketing<br/> 02/20/18 Veterans Activities - DOL 201 Training<br/> 02/28/18 Trade Sessions for XALOY</p> <p>Job Fairs:</p> <ul style="list-style-type: none"> <li>• 01/23 Lowe's – onsite job fair</li> <li>• 01/24, 01/25, 02/06, 02/08, 02/20 AtWork</li> <li>• 01/30 Securitas</li> <li>• 01/31 G4S</li> <li>• 02/01 &amp; 02/28 Valley Staffing</li> <li>• 02/05, 02/14 &amp; 02/23 Service Master</li> <li>• 02/07 Manpower</li> <li>• 02/07 Team Nurse</li> <li>• 02/12 Virginia Tech</li> <li>• 02/21, 02/22 Klockner</li> <li>• 02/26 &amp; 02/27 Averitt Express</li> </ul> |
| Number of frontline staff trained and certified in compliance with State policy | 19                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

## Radford

Chris was let go from his position with Virginia's Department of Environmental Quality (DEQ) where he worked as an Environmental Scientist II for two years. Prior to that he had worked for Waste Management as a Project Manager in Hazardous Solid Waste.

People Inc. Dislocated Worker (DW) program staff assisted Chris in looking for employment as a Project Manager, Construction Engineer or as an Environmental Manager. After applying for numerous positions in the region and interviewing for a few of them, he quickly realized that the certifications that he had let expire while working for VA DEQ and Waste Management were an important requirement for every job he applied or was qualified for.

Chris and DW staff reviewed numerous job announcements in his field in Southwest Virginia and compiled a list of certifications that were required the most in those announcements. In order to earn the certifications, Chris would have to take ten (10) eight (8) hour courses offered by DEQ and Virginia Department of Transportation (VDOT) and then pass an exam administered by Pearson-Vue for each certification.

In order to complete the classes, the client had to travel to various locations around the state from Hampton Roads to Abingdon. Dislocated Worker program funding paid for the ten courses and exams and Chris paid for the travel, (mileage, hotel and food) expenses incurred while attending the classes. Chris completed the courses and finished testing for the final two certifications in early 2018, earning a total of three (3) certifications: Concrete Plant and Field Certification; DEQ Erosion and Sediment Control Combined Administrator and DEQ Storm Water Management Combined Administrator. Once Chris completed the courses and added them to his resume he quickly received multiple job offers. He accepted a position with MBP INC. as a Construction Inspector because it allowed him to remain in Southwest Virginia. Chris earns \$23 per hour and has a full benefits package including medical benefits for him and his family. In summary, Chris completed his certifications successfully and obtained gainful, unsubsidized employment utilizing his existing and upgraded skills.

*"People Incorporated's Dislocated Worker Program helped me align my experience and career goals with the latest courses and certifications. These certifications allowed me to negotiate a higher starting salary than I expected. "*

*Chris Branscome*



## Wytheville One Stop Center

Disabled Veteran Outreach Program (DVOP) staff member Myers and Lead Veteran Employment Representative (LVER) staff member Jarrells teamed to assist Curtis, a 35 year old case managed Veteran, in obtaining full time employment at Utility Trailer at a rate of \$14.00 per hour. Separating as a trained and experienced avionics technician from the Air Force in 2010 prepared Curtis to easily transfer his skills to the manufacturing production line. However, he was not prepared for the struggle in adjusting to a rotating shift schedule. Curtis lost his last job due to admitting he struggled with tardiness and absentee issues, in the end, costing him a very good job. Curtis was on unemployment and struggling to save money to see his daughter in Staunton.

LVER Jarrells connected with the Human Resource manager at Utility to request a “2<sup>nd</sup> Chance Hire” and advocate for Curtis. Several days later, HR Manager called LVER Jarrells back to state Curtis was offered a job and he began work on February 13<sup>th</sup>.

### Area Layoffs and Closures - YTD February 2018

| Company                                                    | Event   | Affected Employees | Announcement or Effective Date | Status           |
|------------------------------------------------------------|---------|--------------------|--------------------------------|------------------|
| Kmart<br>Abingdon, VA                                      | Closure | 35                 | December 2017                  | Completed        |
| Magic Mart<br>Abingdon, VA                                 | Closure | 30                 | December 2017                  | Completed        |
| Jefferson Yarns<br>Pulaski, VA                             | Closure | 31                 | May 2017                       | Completed        |
| Volvo Trucks North<br>American Dublin, VA                  | Layoffs | 500                | February 2017                  | <b>RESCINDED</b> |
| Titan International Inc.<br>Saltville, VA                  | Layoffs | 80                 | December 2017                  | Completed        |
| Sears Bristol, VA &<br>Kingsport, TN                       | Closure | Not<br>Announced   | March 2017                     | Completed        |
| Southwestern Virginia<br>Training Center<br>Hillsville, VA | Closure | 300                | June 2018                      | On-going         |
| Celanese<br>Narrows, VA                                    | Layoffs | 27                 | November 2016                  | Completed        |
| Kennametal, Inc.<br>Chilhowie, VA                          | Closure | 89                 | April 2017                     | Completed        |
| Sandvik<br>Bristol, VA                                     | Closure | 70                 | December 2016                  | Completed        |
| Norsdon Xaloy<br>Pulaski, VA                               | Closure | 146                | December 2017                  | On-going         |
| GE's Fairchild Mining<br>Equipment<br>Glen Lyn, VA         | Closure | 59                 | April 2017                     | Completed        |
| Aegisound<br>Christiansburg, VA                            | Closure | 25                 | December 2016                  | Completed        |
| Kmart<br>Wytheville &<br>Martinsville, VA                  | Closure | Not<br>Announced   | December 2016                  | Completed        |
| Volvo Trucks North<br>American Dublin, VA                  | Layoffs | 800                | February &<br>September 2016   | Completed        |
| Ball Corporation<br>Bristol, VA                            | Closure | 230                | July 2016                      | Completed        |
| Yokohama Tire<br>Salem, VA                                 | Layoffs | 50                 | October 2016                   | Completed        |
| General Shale<br>Atkins, VA                                | Closure | 39                 | February 2016                  | Completed        |

**Trade sessions were held for XALOY on February 28, 2018**



## PROJECT UPDATE

### SUBMITTED BY

**People Incorporated of Virginia**  
**02/28/18**

**Recruitment/Training** – People Inc. staff recruited 15 individuals to participate in various career training activities primarily designed to upgrade existing skills in the health care field. Six (6) participants have completed training and are employed and six (6) individuals will complete training in May 2018.

| Training                             | Number Trainees | Outcomes                                                                     |
|--------------------------------------|-----------------|------------------------------------------------------------------------------|
| Certified Professional Coder         | 3               | Completed Preparation Seminar but did not pass certification.                |
| LPN to RN Bridge Program             | 1               | Expected Completion<br>05/2018                                               |
| Health Information Management        | 1               | Expected Completion<br>05/2018                                               |
| Employed Worker to LPN               | 5               | 4 – Expected Completion<br>05/2018<br>1 – Employed Certified Assistant Nurse |
| Employed Worker to Medical Assistant | 5               | 5 – Certified Medical Assistant Credential<br>5 - Employed Medical Assistant |



# Training 2 Careers



## in Medical Assisting

### PROJECT UPDATE SUBMITTED BY GOODWILL INDUSTRIES OF THE VALLEYS 2/21/18

**Recruitment** – Goodwill staff worked with Carilion New River Valley, Lewis Gale-Montgomery Regional Hospital, and various assisted living facilities to identify existing CNA candidates to assess and enroll into T2C to become Certified Medical Assistants. We identified 11 youth and adults to participate in the program. These individuals have completed the enrollment and assessment process.

Because we had two individuals drop out, we have recruited two additional participants. We also have enrolled two additional individuals in November bringing the total participant count to 15.

**Training** – Fast Track Health Care provided the CMA training for the first group. 9 individuals began general training in April and began the CMA portion of the training on May 8. Two people have dropped out. One individual left the class due to having to take care of a sick family member. One had some personal changes that required a change in training schedule. individual.

Cohort 1 class participants completed clinical rotations. Three students to date have received credentials and have entered training related employment. Two students are employed at Richfield and one is employed at Carilion Clinic. Because of concerns with the training provider, we have now partnered with Virginia Tech Office of Continuing Education and Condensed Curriculum International (CCI), a private training provider that works with many community colleges nationwide. Goodwill has now established a medical training lab in Christiansburg and is hosting the CMA cohort that started on 12/4/17. Four T2C participants enrolled in that cohort. All of them passed the credentialing exam last week and are now job searching. We had much better success partnering with Virginia Tech and additional cohorts of training are planned.

**Employer Engagement** – As a result of the recruitment efforts for the program, we have strengthened relationships with Carilion, Lewis Gale, Med Express, and several assisted living facilities throughout the New River Valley.

**Enhanced Partnership** – As noted earlier, we have developed a new partnership with Virginia Tech and CII, and we have built training capacity for the New River Valley through establishment of the Goodwill Training Center in Christiansburg.

### PATHWAYS TO THE AMERICAN DREAM BUDGET (Redistribution)

|                                              |                      |                      |                      |                      |                      |                        |                        |
|----------------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|------------------------|------------------------|
| <b>Grant Recipient -- NRMRWIACB (AREA 2)</b> |                      |                      |                      |                      |                      |                        | <b>\$ 1,203,218.14</b> |
|                                              | <b>Year One</b>      | <b>Actual</b>        | <b>Year Two</b>      | <b>Year Three</b>    | <b>Year Four</b>     | <b>TOTAL</b>           |                        |
| PERSONNEL                                    | \$ 147,400.00        | \$ 139,384.68        | \$ 204,118.00        | \$ 210,241.54        | \$ 216,548.78        | \$ 770,293.00          |                        |
| FRINGE                                       | \$ 55,170.00         | \$ 42,488.45         | \$ 70,241.30         | \$ 72,348.55         | \$ 74,518.99         | \$ 259,597.29          |                        |
| TRAVEL                                       | \$ 8,625.00          | \$ 11,305.99         | \$ 8,625.00          | \$ 8,625.00          | \$ 8,625.00          | \$ 37,180.99           |                        |
| SUPPLIES                                     | \$ 17,500.00         | \$ 11,395.91         | \$ 6,854.09          | \$ 750.00            | \$ 750.00            | \$ 19,750.00           |                        |
| OTHER                                        | \$ 32,175.00         | \$ 17,996.86         | \$ 33,000.00         | \$ 33,000.00         | \$ 32,400.00         | \$ 116,396.86          |                        |
| <b>Total</b>                                 | <b>\$ 260,870.00</b> | <b>\$ 222,571.89</b> | <b>\$ 322,838.39</b> | <b>\$ 324,965.09</b> | <b>\$ 332,842.77</b> | <b>\$ 1,203,218.14</b> |                        |
| <b>CONTRACTUAL: Sub-Recipients</b>           |                      |                      |                      |                      |                      |                        | <b>\$ 1,303,963.00</b> |
|                                              | <b>Year One</b>      | <b>Actual</b>        | <b>Year Two</b>      | <b>Year Three</b>    | <b>Year Four</b>     | <b>TOTAL</b>           |                        |
| WDA 1                                        | \$ 78,575.00         | \$ 56,722.82         | \$ 91,042.10         | \$ 94,618.47         | \$ 97,335.52         | \$ 339,718.91          |                        |
| WDA 3                                        | \$ 78,575.00         | \$ 57,339.75         | \$ 96,367.20         | \$ 94,618.47         | \$ 97,335.52         | \$ 345,660.94          |                        |
| WDA 17                                       | \$ 78,575.00         | \$ 59,829.60         | \$ 90,612.00         | \$ 94,843.47         | \$ 97,335.53         | \$ 342,620.60          |                        |
| GOODWILL                                     | \$ 75,658.00         | \$ 59,843.70         | \$ 69,200.00         | \$ 72,731.70         | \$ 74,187.15         | \$ 275,962.55          |                        |
| <b>Total</b>                                 | <b>\$ 311,383.00</b> | <b>\$ 233,735.87</b> | <b>\$ 347,221.30</b> | <b>\$ 356,812.11</b> | <b>\$ 366,193.72</b> | <b>\$ 1,303,963.00</b> |                        |
| <b>CONTRACTUAL: Services</b>                 |                      |                      |                      |                      |                      |                        | <b>\$ 1,395,078.38</b> |
|                                              | <b>Year One</b>      | <b>Actual</b>        | <b>Year Two</b>      | <b>Year Three</b>    | <b>Year Four</b>     | <b>TOTAL</b>           |                        |
| NRVRC                                        | \$ 50,000.00         | \$ 50,000.00         | \$ 50,000.00         | \$ 50,000.00         | \$ 50,000.00         | \$ 200,000.00          |                        |
| CAEL                                         | \$ 179,217.00        | \$ 179,217.00        | \$ 123,600.00        | \$ 123,600.00        | \$ 123,600.00        | \$ 550,017.00          |                        |
| LFCC                                         | \$ 30,769.23         | \$ 30,769.23         | \$ 123,076.92        | \$ 123,076.92        | \$ 123,076.93        | \$ 400,000.00          |                        |
| VCCS                                         | \$ 30,000.00         | \$ 30,000.00         | \$ 27,000.00         | \$ 20,000.00         | \$ 3,000.00          | \$ 80,000.00           |                        |
| OCS                                          | \$ 6,700.00          | \$ 6,700.00          | \$ 6,700.00          | \$ 6,700.00          | \$ 6,700.00          | \$ 26,800.00           |                        |
| VALRC                                        | \$ -                 | \$ -                 | \$ 20,000.00         | \$ -                 | \$ -                 | \$ 20,000.00           |                        |
| BusinessU                                    | \$ -                 | \$ -                 | \$ 26,000.00         | \$ 14,000.00         | \$ 6,000.00          | \$ 46,000.00           |                        |
| Prof Dev                                     | \$ 18,368.00         | \$ 20,699.77         | \$ 25,000.00         | \$ 15,000.00         | \$ 11,561.61         | \$ 72,261.38           |                        |
| <b>Total</b>                                 | <b>\$ 315,054.23</b> | <b>\$ 317,386.00</b> | <b>\$ 401,376.92</b> | <b>\$ 352,376.92</b> | <b>\$ 323,938.54</b> | <b>\$ 1,395,078.38</b> |                        |

|                                                         |                 |               |                 |                   |                  |                 |                        |
|---------------------------------------------------------|-----------------|---------------|-----------------|-------------------|------------------|-----------------|------------------------|
| <b>CONTRACTUAL: Participant Training &amp; Services</b> |                 |               |                 |                   |                  |                 | <b>\$ 1,980,000.00</b> |
|                                                         | <b>Year One</b> | <b>Actual</b> | <b>Year Two</b> | <b>Year Three</b> | <b>Year Four</b> | <b>Total</b>    |                        |
|                                                         | \$ 360,000.00   | \$ 160,814.26 | \$ 739,185.74   | \$ 720,000.00     | \$ 360,000.00    | \$ 1,980,000.00 |                        |
| <b>INDIRECT</b>                                         |                 |               |                 |                   |                  |                 | <b>\$ 117,740.48</b>   |
|                                                         | <b>Year One</b> | <b>Actual</b> | <b>Year Two</b> | <b>Year Three</b> | <b>Year Four</b> | <b>Total</b>    |                        |
|                                                         | \$ 30,000.00    | \$ 27,740.48  | \$ 30,000.00    | \$ 30,000.00      | \$ 30,000.00     | \$ 117,740.48   |                        |
| <b>TOTAL GRANT</b>                                      |                 |               |                 |                   |                  |                 | <b>\$ 6,000,000.00</b> |

# Pathways to the American Dream



Building a pipeline of skilled workers to help businesses fill existing job openings and meet job needs for expansion.

\$6,000,000 to serve 1,100 People in Manufacturing, Healthcare, and Information Technology Industries

**Includes Four Workforce Development Areas (34 Jurisdictions) in the Commonwealth of Virginia**

**Jenny Bolte**

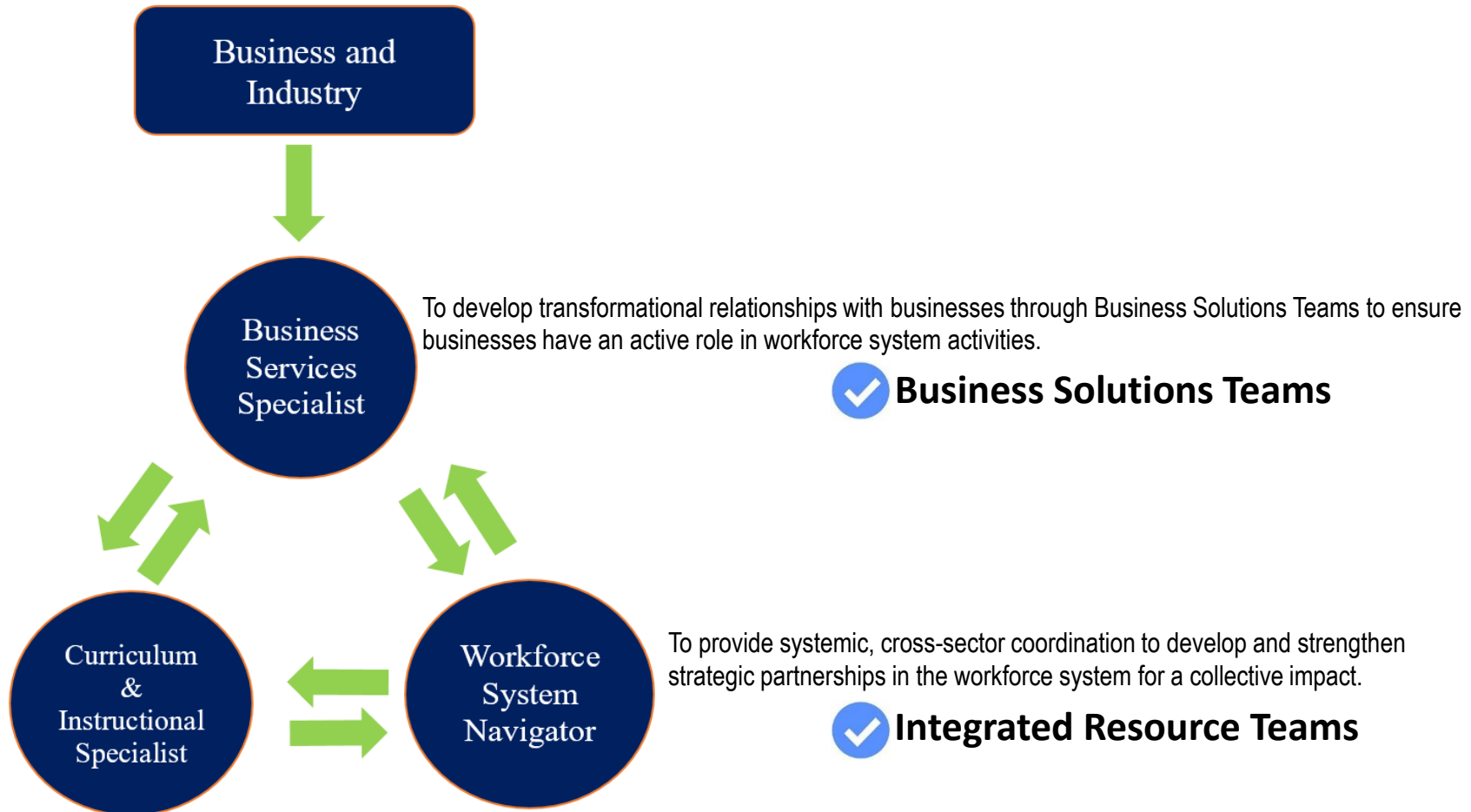
Project Manager,

New River/Mount Rogers

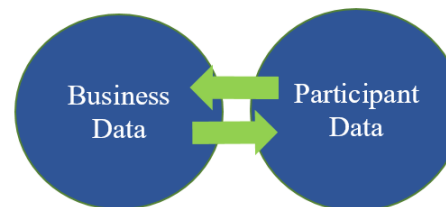
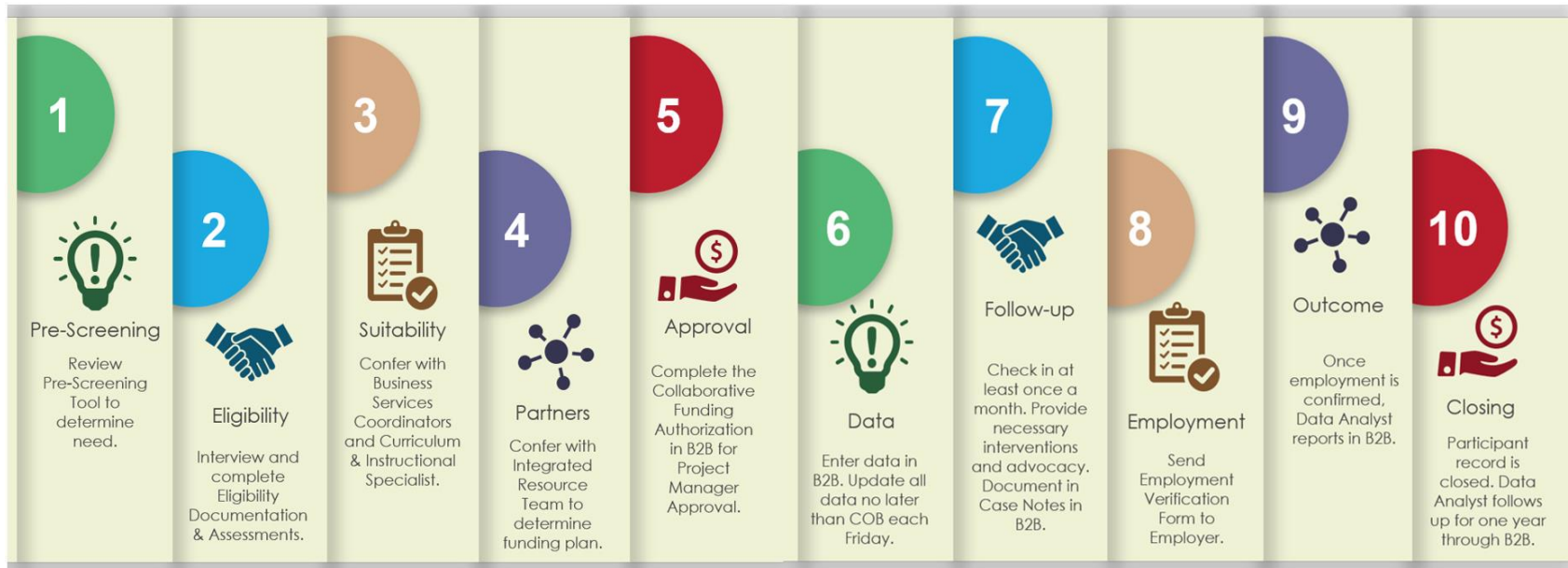
Workforce Development Board



# Processes & Tools



# Process Flow





# Pathways to the American Dream

## A Year in Review

**285 Adults Enrolled in Training  
toward Middle to High Skilled Employment.**



244 Un/Under Employed Adults Served.  
41 Incumbent Workers Served.

132 Completed Training.

128 Earned 231 Credentials.

33 Un/Under-employed Obtained Employment.

11 Incumbent Workers Advanced in their Jobs.

Median Wage = \$17.91

**328 Businesses Received Services.**

5.9 Increase in Business Engagement.

Customized Training  
Work-based Learning Opportunities  
Job/Career Fairs  
Round Tables and Needs Assessments  
Listen & Learn Tours  
Business Solutions Teams



Customer Relationship Management (CRM) and  
Participant Database Established



71 Strategic Partnerships Established



Over \$3 Million in  
Leveraged Funds



Nine Community Colleges working to develop a Prior Learning Assessment (PLA) System to Crosswalk Non-Credit to Credit and provide credit for prior learning to encourage working adults to advance their skills and credentials.



Lord Fairfax Community College developing online portal with career pathways for Manufacturing, Healthcare, and IT, Open Educational Resources (OER), and an e-portfolio.



Pathways to the American Dream is a four-year H-1B project funded by the US Department of Labor's America's Promise Initiative awarded to the New River/Mount Rogers Workforce Development Area in partnership with the Southwest Virginia, Western Virginia, and West Piedmont Workforce Development Areas.

## SUCCESS STORY



In 2017, the Radford Fire Department established a goal of transitioning to Radford Fire and Rescue Department, which meant that six of their Fire Fighters needed to obtain their Emergency Medical Technician certification. Fire Chief, Rodney Haywood, contacted the New River/Mount Rogers Workforce Development Board inquiring about the *Pathways to the American Dream* project to assist with the cost of the training, tools, and certification expenses. The Workforce System Navigator, Liz Annis, and the Business Services Coordinator, Kimber Simmons, worked with Mr. Haywood to assist the Radford Fire Department in accomplishing their goal.

With the EMS training, all six of the firefighters were able to advance in their positions and benefit from a pay increase. According to Mr. Haywood, “with this service and funding opportunity, the City of Radford now has the best patient care and firefighting service around.” Mr. Haywood also noted that because of the upskilling of the current six employees and the addition of new employees, the Radford Fire Department was able to accomplish their goal and successfully transition to the Radford Fire and Rescue Department. He extended his gratitude to the New River/Mount Rogers Workforce Development Board for the *Pathways to the American Dream* assistance and looks forward to continuing to work together in the future.



Pictured above: Kimber Simmons (Business Services Coordinator), David Ridpath (Town Manager), Rodney Haywood (Fire Chief), Liz Annis (Workforce System Navigator), and employees of Radford City's Fire and Rescue Department