

NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT AREA
CONSORTIUM BOARD

MEETING AGENDA

January 15, 2020

- I. Call to Order
- II. Moment of Reflection/Pledge of Allegiance – Vice Chair Belton
- III. Roll Call
- IV. Consent Agenda
 - A. Approval of December 11, 2019 Meeting Minutes
 - B. Operational Summary
- V. Public Comment Period
- VI. Election of Officers
- VII. Locality Support for Business Services for PY'20 (starting July 1, 2020)
- VIII. WDB Vacancies
- IX. Workforce Development Board Update – Mike Miller, Chair
- X. Executive Summary – Marty Holliday
- XI. Strategic Plan Update
- XII. Informational Items
 - A. Workforce System Updates
 1. One-Stop Operator – Beth Carico
 2. Grants Update
 - A. Go VA Region 2
 - B. Pathways – Jenny Bolte
- XIII. Consortium Board Members Time
- XIV. Miscellaneous (Travel Reimbursement & 2019 Consortium Board Meeting Schedule)
- XV. Next Meeting Date– **March 18, 2020, Wytheville Meeting Center 10AM**
- XVI. Adjournment

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

MEETING MINUTES

December 11, 2019

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 11, 2019 at the Wytheville Meeting Center. Those in attendance were as follows:

<u>WDB Members</u>		<u>Consortium Members</u>	<u>Staff</u>
Mike Miller, Chair	Terry Smusz	Jay Williams, Chair	Marty Holliday
Karen Akers		Rex Hill	Ronnie Martin
Howard Bartholomay	<u>Alternates</u>	Eric Workman	Beverly Suthers
Carol Blankenship	Leta Bradly	Rob Gropman	Della Wheeler
Brooks Dawson	Beth Carico	Mary Biggs	Kimber Simmons
Joe Ferrell	Jake Tabor	Lauren Yoder	Renee Sturgill
Jordan Loupe	Vicky Collins	Joseph Guthrie	Jenny Bolte
Timothy McVey	Nora Tucker	Kenneth Belton	Liz Annis
John Overton			David Martin
Jimmy Smith			Sharon Layman
<u>Guests</u>			
James Cabler	Ashley Nash	Jon Cash	
Lennie Gail Mitcham	Rob Edwards	Vinny Ringrose	
Joanie MCleary	Brittany Nipper	Phyllis Conner	
Will Byrd	Kathy Malone		

WDB Chair Miller and Consortium Board (CB) Chair Williams called the joint meeting to order at 10:04 a.m. and welcomed all attendees to the meeting.

CB Chair Williams led the group in the Pledge of Allegiance.

WDB Chair Miller and CB Chair Williams asked Ms. Suthers to call roll for both Boards and a quorum was present.

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

CB Chair Williams asked for a motion to approve the Consent Agenda items which had been previously distributed. Dr. Workman made a motion to approve the Consent Agenda with a second from Mr. Gropman. The motion was unanimously approved.

Chair Miller asked for a motion to approve the Consent Agenda items which had been previously distributed. Ms. Smusz made the motion to approve the Consent Agenda with a second from Ms. Akers. The motion was unanimously approved.

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

WDB Committee Reports:

- **Budget & Administrative Committee:** Ms. Holliday stated that the PY18 Return on Investment (ROI) had been completed and was located in the packet. This information will be released publicly by the end of day and uploaded to the VCWNRMR.COM website.
- **One-Stop Operations Committee:** Ms. Holliday highlighted the PY18 Year End Performance numbers and first quarter PY19 numbers. She stated that the State had not been providing backup data that the Program Operators and Operations Coordinator could review. She hopes to start receiving this information in the future. A brief discussion followed.

Ms. Blankenship, Chair of the One-Stop Operations Committee stated at the October WDB meeting the Board had voted to continue the RFP process as it had always been done. The RFP timeline is included in the packet for review. As chair, Ms. Blankenship made a motion to approve the RFP as submitted with a second from Mr. McVey. Motion was unanimously approved.

Ms. Holiday stated that the regional MOU & RSA was due October 31, 2019. Although this was not completed, she sent what we had although several signatures were missing. No other areas in the state had a completed MOUS RSA on 10/31/19. We now only have two missing signatures from partners and they are State Agencies. She hopes to have everything completed by 12/31/19.

- **Training Provider Committee:** Mr. McVey, Chair of the Training Provider Committee informed the WD Board that with the new guidelines from the State, several programs will no longer be supported. These programs are highlighted and located in the packet. As Chair, Mr. McVey made a motion to approve the 2020 Training Providers as submitted with a second from Mr. Ferrell. Motion was unanimously approved

Ms. Holliday asked the Boards to review the Executive Summary and let her know if they had any questions or concerns. She did highlight on going staff training.

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

Partner Reports:

Reports for the following partner agencies were given: Community Based Organizations, Ms. Smusz; Economic Development, Dr. Workman; Job Corps, Mr. Loupe; TANF Programs, Vicky

Collins; Title 1 Rehabilitation Act of 1973, Ms. Tucker; Virginia's Employment Services, Mr. Akers & Ms. Conner; One-Stop Operator Report, Ms. Carico/Ms. Bradley; Special Grants, Ms. Holliday and Ms. Bolte.

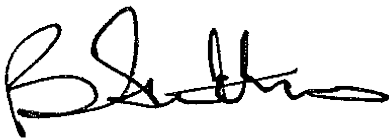
Chair Williams and Chair Miller presented Ms. Blankenship with a Certificate of Appreciation for her years of service on the WDB. Next Chair Miller and Mr. Belton presented Chair Williams with a Certificate of Appreciation for his years of service on the CLEO Board and then welcomed him to the WDB where he will continue his service.

Chair Miller and Chair Williams reviewed with Board members the travel reimbursement request, the inclement weather policy and 2020 meeting schedules.

Ms. Holliday reviewed the Strategic Plan during a working lunch.

At the conclusion of the Strategic Plan presentation, the joint meeting was adjourned by both boards at 12:36.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'B. Suthers', written in a cursive style.

Beverly W Suthers

Operational Summary – January 15, 2020

Service Levels:

Thru December 31, 2019, our Program Operators have served the following:

DLW – 149	In Training – 62
Adults – 262	In Training – 39
Youth – 138	

These service levels are the following percentage of planned PY'19 enrollments for the 2nd quarter of the program year:

	<u>Plan</u>	<u>Actual</u>
DLW – 109% of plan	137	149
Adult – Goodwill – 105%	83	87
People – 213%	82	175
Youth – Goodwill – 93%	68	63
People – 96%	78	75

Performance:

Thru December 31, 2019, Program Operators have achieved the following performance levels:

	<u>Total</u>	<u>Attained Standard</u>	<u>Exclusion*</u>
DLW – Placement Rate – 68%	44	30	0
Average Wage at Placement - \$13.43			

	<u>Total</u>	<u>Attained Standard</u>	<u>Exclusion*</u>
Adults:			
<u>Goodwill Industries of the Valleys</u>			
Placement Rate – 86%	25	19	3
Average Wage at Placement - \$15.03			
<u>People, Inc. of Virginia</u>			
Placement Rate – 93%	43	40	0
Average Wage at Placement - \$13.35			
Youth:			
<u>Goodwill Industries of the Valleys</u>			
Placement Rate – 87%	18	13	3
Attained a Degree or Certificate – 100%	7	6	1
<u>People Inc. of Virginia</u>			
Placement Rate – 74%	23	17	0
Attained a Degree or Certificate – 88%	8	7	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 November 30, 2019, our Program Operators expended 27% of available PY'19 contract funding for all programs. Under WIOA 46% (40% required) of Adult/DLW funds expended have been for required training activities. 75% (75% required) of WIOA Youth program funds have been expended on Out of School Youth with 47% (20% required) expended on Work Experience activities as defined under WIOA. All expenditures are meeting/exceeding current WIOA and State program spending requirements.

2020 Consortium Board Nomination Committee

Committee Members

Eric Workman, Chair
Joe Hale
Judy Wyant

Current Officers:

Chair – open (Jay Williams stepped down on Dec. 31, 2019)
Vice-Chair – Kenneth Belton

Nominations on January 15 for the following:

Chair – Mary Biggs (PDC 4)
Vice-Chair – Kenneth Belton (PDC 3)

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

Business Services Support from Localities Request

Locality	Total Population	Business Services Support	
	2020	0.1	0.05
NR/MR WDA	372,555	37,255.47	18,627.74
Bland County	6,365	636.50	318.25
Carroll County	29,014	2,901.36	1,450.68
Floyd County	15,754	1,575.40	787.70
Giles County	16,892	1,689.17	844.59
Grayson County	15,319	1,531.91	765.95
Montgomery County	100,746	10,074.56	5,037.28
Pulaski County	34,109	3,410.94	1,705.47
Smyth County	30,182	3,018.22	1,509.11
Washington County	53,918	5,391.83	2,695.91
Wythe County	28,587	2,858.68	1,429.34
Bristol city	16,715	1,671.52	835.76
Galax city	6,508	650.78	325.39
Radford city	18,446	1,844.61	922.30

WDB Vacancies as of 1/15/20

Bland County Business

Floyd County Business

Smyth County Business

None of these localities has another rep on the WDB and we are now at 46% Business (we need to be at 51%).

Executive Summary – January 15, 2020

Staff Activities

- System Building/Backbone Organization Support
 - Accountable Care Community (SWVA and NE TN)
 - ACC Management Team
 - ACC Data & Evaluation Committee (Co-Chair representing VA)
 - Go Virginia
 - Member of Region 1 Hire Education Committee
 - Member of Region 2 Workforce Committee
 - 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
 - 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, Giles, Montgomery, Smyth and Washington Counties and Cities of Bristol and Radford
- Community Outreach (since last meeting)
 - ACC Sector and Leadership Team Meeting – Dec.17
 - State Strategic Plan Input Session – Dec. 19
 - Volvo Layoff Rapid Response Event – Dec. 14 (and 15)
- Business Engagement/Outreach
 - Volvo Layoff Rapid Response Event – Dec. 14 (and 15)
- Staff Training
 - Collective Impact (through the ACC) – Marty Holliday
 - Leadership Training (this is a multiple session training)– all staff

PY 20-23 Strategic Plan Process Timeline

Jan. 2020	Develop SWOT Survey
Jan. 2020	Meet w/ VT OED to develop Community Analysis data sets (will be the Quarterly Report for Q12020)
Feb. 2020	Finalize SWOT Survey w/ Strategic Planning Committee & distribute (via email and social media)
Feb. 2020	Review current Goals & Strategies w/ Strategic Planning Committee
Mar., Apr., May	Hold regional input sessions
April/May 2020	Receive Strategic Plan guidance from the State (estimated)
April/May 2020	Hold official meeting w/ the Strategic Planning Committee
May- Sept.2020	Develop & write the plan
Sept. 2020	Plan Due to State (estimated)

VBWD One-Stop Report
New River/Mt. Rogers Workforce Development Board
Wytheville One-Stop Campus and Affiliate Sites

Reporting Period: July 1, 2019 – December 31, 2019 (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:

Customer Service	
Job seeker customer satisfaction survey results (% of respondents)	Very Satisfied – 100% Satisfied – “The staff explains all processes very well & helps with information that is best for you. Thanks.”
Business customer satisfaction survey results (% of respondents)	Very Satisfied – Satisfied – 100%
Operations	
Number of new “participants” (job seeker customers) for the one-stop	Wytheville – 324 Radford – 576 Galax – 229 Bristol – 385
Number of hires attributed to the One-Stop Center	Wytheville – 89 Radford – 25 Galax – 17 Bristol – 17
Number of training activities completed	96
Number of workforce credentials attained	78 – 81.25% of individuals trained attained a credential
Number of new employers registered in Virginia Workforce Connection (VWC)	Wytheville – 9 Radford – 26 Galax – 7 Bristol – 16
Number of new job orders entered into VWC	Wytheville – 796 Radford – 1,343 Galax – 346 Bristol – 439
Number of services to employers in VWC	Wytheville – 5,649 Radford – 3,391 Galax – 1,712 Bristol – 865

Number of job seekers registered in VWC	Wytheville – 14,891 Radford – 9,719 Galax – 16,875 Bristol – 8,051
Number of employers served by One Stop (An employer “served” is one who had a defined workforce need and received a solution developed by one or more One-Stop Partners.)	Wytheville – 889 Radford – 368 Galax – 277 Bristol – 176

Resource Management

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:</p> <ul style="list-style-type: none"> - 11/07/2019 Partner Meeting Galax - 12/04/2019 Partner Meeting Wytheville - Will be holding partner meetings that address EO training requirements beginning in February <p>Business Services Units in Abingdon, Wytheville, Galax, and Radford continue to be active and participate in sponsored activities across the region.</p> <ul style="list-style-type: none"> - Planning spring job fairs: New River, Wytheville, and Galax – The Crossroads Institute - Will be working with the VEC to coordinate a job fair for affected workers from Volvo.
---	---

Professional Development

List of professional development and other activities completed

Professional and other activities completed by staff include:

- **Bristol Compressors** – 56 affected workers are active on the dislocated worker program. 38 workers are in a TAA approved training and 18 are actively participating in staff assisted job search.
- **Core Health and Fitness** – layoffs ongoing throughout September and October, WIOA enrollments are ongoing (35 completed initial applications and have been contacted for enrollment). Trade session held on 9/25 with another session scheduled for 10/23. DLW program will be serving these individuals through the Rapid Response grant.
- **TRW** –75 total are scheduled to be laid off by August 31st 34 of those 75 were laid off in July and early August. TAA Session was held on 10/2, 15 workers were invited, 8 workers attended. Enrollment into the DLW program is ongoing, will be serving these individuals through the Rapid Response grant.
- **Blackjewel** – one worker came into the Abingdon office to inquire about services.
- **Bondcote Corporation**, laying off 10 workers effective August 15th.
- **Norfolk and Southern** – a few workers have contacted the Radford office inquiring about services.
- **DressBarn** – no definite closure date yet, 3 affected workers.
- **Haynes Brand Inc.** – located in Mt. Airy, received a list of affected workers who reside in VA. 48 affected workers are Virginia Residents.
- **Wytheville Community College** – conducting outreach to affected workers regarding rapid response services
- **Parkdale Mills** - Galax, unsure of how many affected workers. Serving workers as they contact the local office regarding unemployment claims and are receiving dislocated worker services. Rapid Response Session held 12/10/19.
- **Volvo** – 700 workers to be laid off beginning 1/20/20. Rapid Response sessions being held on 1/14 and 1/15/20.
- **Paramount Mfg** – Abingdon, 22 workers laid off. Dislocated Worker staff are actively reaching out to affected workers.

Job Fairs:

- Several individual and multi-employer hiring events have been held at all centers. Participating companies include: The Results Network, Adecco, Americold, Firestone, Kollmorgen, Montgomery Co Public Schools, Trinity Services Group, Virginia Tech, Hansen Turbine, Vanguard Furniture, Rotometrics, BMI, and more.

	<p>Staff Development:</p> <ul style="list-style-type: none"> • All front line staff in the Radford office are certified Resume Specialists • US Census Training • Records Management Training • JSVG Staff member finished the Professional of Human Resources course with Syracuse University, NY • 2 JSVG staff completed Military Culture and Suicide Prevention training with DVS • Galax staff participated in a Twin County Community Resource Guide Planning Committee meeting • VEC staff Participated in the Women in Business Luncheon • Military spouses a priority customer, what you can do – webinar/training. • Preventing Workplace Harassment Training • Veteran Mental Health Training • EO Training • Virginia Workforce Connection Training • Cyber Security Training
<p>Number of frontline staff trained and certified in compliance with State policy</p>	<p>21 total – Staff are renewing certifications as required</p>

Virginia Career Works Success Story

Victoria Brooks Armbrister enrolled in the WIOA Youth Program in February 2018. She is a single parent and offender who was unable to financially support herself and 6 year old daughter. Brooks requested the services of Virginia Career Works to assist her with becoming self-sufficient through acquiring certification as a Licensed Practical Nurse. Brooks began LPN Certification in August 2018 and successfully completed her courses and clinical training in August 2019. As a result of one of her clinical assignments, Brooks was offered a full-time position as an LPN at Radford Health and Rehab earning a substantial, livable wage. Brooks goal of providing a better quality of life for herself and daughter has been realized through the collaborative efforts of Virginia Career Works, Goodwill of the Valleys and New River Community College. Brooks personal goals of being a positive role model, “making her daughter proud,” increasing her self-worth, and leading by example have also been fulfilled by completing her certification. What better example than to show your daughter no matter the circumstances, hard work and dedication pays off. Brooks enjoyed her studies as an LPN and is grateful for the opportunities and financial support afforded to her by Virginia Career Works. She has decided to continue her education and pursue her Associates Degree and certification as a Registered Nurse. She began this pursuit of study in August 2019 and is on track to complete this program in May 2020. Brooks is an amazing, talented young woman with drive, ambition, empathy and focus, all of which make for a successful individual, a compassionate nurse, and an incredible mother! Congratulations Victoria Brooks Armbrister.



“I’m grateful that Virginia Career Works was able to support me through nursing school. Without them and their financial assistance, I would not have been able to complete the Licensed Practical Nursing program at New River Community College.”

--Victoria Brooks Armbrister NRCC LPN Class 2019

Area Layoffs and Closures – December 31, 2019

Company	Event	Affected Employees	Announcement or Effective Date	Status
Bristol Compressors Washington County	Closure	470 (+22 temp agency employees)	Media announcement, July 31, 2018	Completed
Core Health and Fitness Independence	Closure	102 (+29 temp agency employees)	Media Announcement, December 12, 2018	Ongoing- January, 2020
American Tire Wytheville	Closure	16	January, 2019	Completed
ZF TRW Automotive Atkins	Layoff	75	January, 2019	Completed
Blackjewel Mining Kentucky, WV, Virginia	Closure, Chapter 11 bankruptcy	600-800, Kentucky, WV, Virginia	July, 2019	Completed
Bondcote Corporation Pulaski	Layoff	10	August 15, 2019	Completed
Norfolk & Southern Roanoke	Layoff	100-130	September 3, 2019	Completed
DressBarn Bristol	Closure	Info not available	Media Announcement, August 16 th 2019	Ongoing. All stores closing by the end of 2019
Haynes Brand Inc, Mount Airy, NC	Closure	48 VA Residents	April 2019 – ongoing	Completed
Wytheville Community College	Layoff	23	Media Announcement, October 15, 2019	Effective Date: December 31, 2019
Parkdale Mills Galax	Layoff	TBD		Unknown
VOLVO, Dublin	Layoff	700	WARN November 22, 2019	Effective Date: January 20, 2020
Bojangles' Chicken Marion	Closed	Info not available	December, 2019	Completed
Paramont Mfg, Abingdon	Layoff	22	November, 2019	Completed

Virginia Career Works
New River | Mount Rogers Region
Business Engagement – 4Q2019

Recruitment Assistance

Job Fairs and Recruiting Events

- Speyside Bourbon Cooperage – Worked with the company to plan and host an Interviewing Event. Held approximately 100 interviews over 2 days.
- Southwestern Virginia Mental Health Institute – Worked with the organization to promote and implement their Nursing Job Fair. 10 employment offers were extended during the event.
- October Job Fair – Assisted with multi-company job fair at the Virginia Career Works-Radford office.
- October Community Job Fair – Assisted with the multi-company job fair at the Montgomery County Department of Social Services office.
- Fall 2019 Community Career Fair – Worked with partners to plan, promote and host a multi-company career fair in Abingdon. Approximately 90 job seekers attended and 23 companies participated. Companies: Agero, Ambulance Services of Bristol, American Merchant, Inc., Appalachian Plastics, Ballard Health, Bristol Broadcasting Company, Carrington Place of Rural Retreat, Emory & Henry College, English Meadows of Abingdon, Francis Marion Manor, General Engineering Company, Jennmar Construction Tools LLC, K-VA-T Food Stores, Luttrell Staffing Group, People Inc, Royal Building Products, Samuel Pressure Vessel Group, Scholle IPN, Speyside Bourbon Stave Mill, Tadano Mantis Corporation, Team Nurse, Trinity Ambulance Services and Westaff.
- Working with partners in the New River Valley to plan the 2020 New River Valley Job Fair Expo, scheduled for March 26, 2020

Workforce Information/Consulting

Workforce Services Conversations

- HAPCO – Met with company representatives to talk about their Intense Short-term Training Pilot Project for Welders and possible support. Also talked about other training needs
- Worked with Fort Chiswell Machine Products on an OJT for a machinist.
- American Merchant, Inc. – Met with HR staff and partners to talk about recruiting and training needs. Discussed the possibility of a customized training for Weavers.
- Volvo Trucks – Talked with staff about possible training plans for future needs and attended a meeting with decision makers about a potential training for their Painter position. Working with local partners to put the pieces together.
- Somic America – Talked with Quality Manager about training needs for supervisors (OSHA training).

Facility Tours

- American Merchant, Inc. – Toured the facility with partners to get a better understanding of positions and talked with the current employees.

Job Posting/Sharing

- Speyside Bourbon Cooperage, Inc.
- County of Montgomery
- Imperial Group
- New River Valley Community Services

Training

Incumbent Worker Training

- ProChem, Inc. – Welding training and certification for 1 employee (ongoing)
- Moog, Inc. – Geometric Dimensioning and Tolerancing training for multiple employees (ongoing)
- Hollingsworth & Vose – Lean Six Sigma Green Belt training for 9 employees (ongoing), Rigging Safety Training for 15 employees (potential) and RTI for Maintenance Apprenticeship for 2 employees (Potential)
- General Dynamics – Leadership for Women in Manufacturing training for 1 employee (ongoing) and GD&T training for 60 employees (potential)
- HAPCO – Excel training for 50 employees
- Mitsubishi Chemical Advanced Materials – Lean Six Sigma Black Belt training for 1 employee (potential)

Business Workshops

- Creative Recruiting Lunch & Learn Series – Worked with JIDA, Wytheville-Wythe-Bland Chamber of Commerce and Virginia Employment Commission to plan and host a series of workshops for local businesses and partners
 - WOTC – a workshop on the Work Opportunity Tax Credit in Wytheville for local businesses and partners
 - Bonding Program – a workshop on the Federal Bonding Program in Wytheville for local businesses and partners
 - From Boomers to Zoomers – workshop of multiple generations in the workforce and recruiting/retention of different generations for local businesses and partners
- Leadership Development/Supervisor Skills – Planned and hosted a workshop on leadership and supervisor skills for local businesses. Worked with GENEDGE, SVAM Center of Excellence and Washington County Chamber of Commerce as partners. 27 attendees from the following: Team Nurse, Speyside Bourbon Stave Mill, Virginia Home Health & Hospice, Grace Healthcare of Abingdon, New Peoples Bank, People Inc, Patriotech LLC and United Way of SWVA.
- Leadership Development/Supervisor Skills – Planning a workshop for businesses and partners in the New River Valley.

Other

- Met with the NRV Business Services Unit
- Met with the Virginia Highlands Business Services Unit
- Met with the Crossroads Business Services Unit
- Attended SVAM Awards Dinner
- Participated in Spectrum Brand's Manufacturing Day activities
- Participated in a DOL webinar about Incumbent Worker Training as Business Engagement
- Participated in staff Leadership training

Telling OUR Story

Amie

Amie is a fighter. She had to be. She came from situations that would have made many give up and abandon their dreams. Dreams aren't easy, but for Amie, her dream was an unmistakable certainty. For the past five years, Amie has been a single mother and sole provider of her two daughters. When she moved to our region, she had no job and no idea how she would take care of herself and her girls. Times were tough. Some winters they spent with no heat because she couldn't afford fuel. So, they slept with the oven door open. Anywhere they drove had to be very intentional and calculated since gas was a critical commodity. She longed for the day that she wouldn't have to worry about paying the electric bill or if she would have enough gas money to get to work.

To achieve her dream of becoming a Registered Nurse, sacrifice is imminent. During the two year program, the courses and clinical work, which is usually at more than one location, make it nearly impossible to hold a job. When it was time for Amie to begin classes, she didn't have money to buy shoes for her daughters nor her own scrubs. She was able to find some used ones from a former student. The household bills were getting behind. Their electric and water were disconnected. Her transportation was put at risk if she was involved in a serious accident because she was forced to decrease her auto insurance to basic coverage. The most significant thing that weighed heavily in her mind was that there would be no Christmas for her daughters for the second year in a row.

Then *Pathways to the American Dream* entered Amie's life and helped with expenses that she would never have been able to cover on her own. Nursing school costs are quite high and come close together toward the end of training. Pathways paid for her certification exam fee, Board of Nursing application fee, Hurst Review fee, and scrubs. We also worked with her landlord to get her two months of back rent paid and provided her with gas cards to help ease the burden of getting to school and clinical sites.

It has been both humbling and exciting to be able to help Amie and watch her realize her dream. It is a testament to her determination that she passed her state board exam on the first try and proudly became a Registered Nurse with a passion for critical patient care employed by Carillion New River Valley. With help from the *Pathways to the American Dream* program, she felt confident she could do it. One of Amie's biggest wishes was to be someone her daughters could admire and look up to. She wanted them to know that hard work and persistence would make all the difference. "I want to set an example for them. To be successful in life you must work diligently and never give up, no matter what struggles or obstacles may be thrown at you." Along with Amie's American dream, we believe this wish of hers has also come true.

For more information on Pathways to the American Dream, contact Jenny Bolte at Jenny.Bolte@vcwnrnr.com or (540) 838-9400.



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 \$0.58/mile = \$ _____
Total Miles Reimbursement Requested

Name

Signature

Date

2020 Consortium Board Meeting Schedule

January 15, 2020

March 18, 2020

May 20, 2020

July 15, 2020

September 16, 2020

December 9, 2020 (Joint with WDB)

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

***No meeting in November due to the Joint Meeting with the WDB in December**