

NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT AREA
CONSORTIUM BOARD

MEETING AGENDA

September 15, 2021

- I. Call to Order – Mary Biggs
- II. Moment of Reflection - Chair
- III. Roll Call
- IV. Consent Agenda *
 - A. Approval of Executive Committee Action 7/21/21
 - B. Operational Summary
 - C. Approval of WDB Nominations
 - 1. Adult Education - Shannon Mutter
- V. Public Comment Period
- VI. Review/Approval of Final PY21 Budget *
- VII. Review/Approve PY21 Contract Modifications *
- VIII. Workforce Development Board Update – Mike Miller, Chair
- IX. Executive Summary – Marty Holliday
 - A. WDB Certification
 - B. Strategic Plan Update
 - C. Center Certification Update
 - D. Locality Support Update
- X. Informational Items
 - A. Workforce System Updates
 - 1. One-Stop Operator – Beth Carico
 - 2. Program Operator Updates – Beth Carico and Jon Cash
 - 3. Grants Update – Jenny Bolte
- XI. Consortium Board Members Time
- XII. Miscellaneous (Travel Reimbursement, 2019 (remaining) and 2019 Consortium Board Meeting Schedule)
- XIII. Next Meeting Date– **December 1, 2021, Tentative: Wytheville Meeting Center TBD 10AM – Joint with the Workforce Board**
- XIV. Adjournment

*Needs action by the board

New River/Mount Rogers Workforce Development Area Consortium Board

MEETING MINUTES

July 21, 2021

CALL TO ORDER

Acting Chair Workman called to order the regular meeting of the NRMW Workforce Development Area Consortium Board at 10:07 am on July 21, 2021 in person and online via Zoom.

MOMENT OF REFLECTION

Acting Chair Workman lead the Board in the Pledge of Allegiance and a moment of reflection.

ROLL CALL

Ms. Suthers conducted a roll call. The following persons were present and a quorum was present:

Board Members In Person

* Rex Hill – Carroll County
Jon Turman – Floyd County
* Laura Walker – Pulaski County
Charlie Hargis – Washington County

Board Members Online

* Dr. Eric Workman, Acting Chair – Bland
County
Perry Martin – Giles County
* Mary Biggs– Montgomery County

Staff

Marty Holliday
Beverly Suthers
Della Wheeler
Jenny Bolte
Kimber Simmons

Guests

Beth Carico, People Inc.
Jon Cash, Goodwill
Industries

* DENOTES Executive Committee Members

Ms. Biggs requested the meeting be moved into the Executive Committee made a motion to move into Executive Committee since a quorum was not met in person with a second from Ms. Walker. Motion was passed with a called vote.

EXECUTIVE COMMITTEE STARTS 10:15 am (Mary Biggs, Rex Hill, Dr. Eric Workman, Laura Walters)

APPROVAL OF CONSENT AGENDA

A motion was made to approve the consent agenda as presented by Ms. Biggs with a second from Ms. Walker. Motion was passed with a called vote of the above referenced Executive Committee.

WDB NOMINATIONS FOR NRV COMMUNITY BASED ORGANIZATION REP

Ms. Holliday stated that two nominations came in for the NRV Community Based Organization. This has never happened. She stated that both candidates equally brought experience and knowledge to the table. She then stated that two things could happen, 1) The Board could choose to pick either Phil Hull from Community Housing or Mary Anne Holbrook from United Way of SWVA, or 2) appoint one to the Community Based Organization and appoint the other to the Board in the “Other” category. Ms. Biggs made a motion to appoint Mr. Hull from Community Housing and add Ms. Holbrook from United Way of SWVA in to the “Other” category with a second from Mr. Hill. Motion was passed with a called vote: Ms. Biggs – yes, Ms. Walters – yes, Mr. Hill – yes, Mr. Workman – yes

APPROVAL OF PY21 WDB REAPPOINTMENTS AND WDB CERTIFICATIONS

Ms. Holliday stated that the WDB was now in compliance with the approval of reappointments and the Community Based Organization Rep. Board Certification from the State is ready to be filed on Friday, July 23,

2021. Ms. Biggs made a motion to send in all Board Certification Documents to the State for approval with a second from Mr. Hill. Motion was passed with a called vote: Ms. Biggs – yes, Ms. Walters – yes, Mr. Hill – yes, Mr. Workman – yes

WORKFORCE DEVELOPMENT BOARD UPDATE

Mr. Miller, WD Board Chair, was not in attendance to give his report.

EXECUTIVE DIRECTOR SUMMARY

Ms. Holliday reviewed the executive summary highlighting Funding Updates and Center Certifications

INFORMATIONAL ITEMS

Ms. Carico provided the One-Stop Operator report, program updates and shared a video from their Youth Summer Career Camp. Mr. Cash provided program information. Ms. Holliday and Ms. Bolte provided Grants updates. Ms. Simmons provided the Business Services update.

CONSORTIUM BOARD MEMBERS TIME

Ms. Biggs thanked Board Staff for their diligence in providing updates and the time that was spent keeping everyone in the loop.

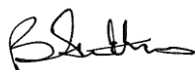
NEXT MEETING

Ms. Holliday stated the next meeting would be in person at the Wytheville Meeting Center on September 15, 2021 at 10 am. She is hoping the Sunshine Laws will be revisited for meetings to allow online attendance and that “hybrid meetings” would be allowed in the very near future. She is also looking to get rid of the Consortium Board January and July meetings. Ms. Holliday then reminded the Board members in attendance to complete their Travel Documents for processing.

ADJOURNMENT

With no further business to discuss, the meeting was adjourned at 11:21 am.

Respectfully Submitted,



Beverly Suthers,
Workforce Operations Coordinator

Operational Summary July 31, 2021

FINANCIALS

PY19 Funds was closed effective May 31, 2021 with the following results:

Measure	Requirement %	% Achieved
Adult/DLW Training Expenditure rate	40%	43.6%
Youth Work Experience Expenditure	20%	20.8%
Out-of-School Youth Served	75%	87.7%

Effective May 31, 2021, all PY19 funds have been expended with the following PY20 Funds expended:

PY20 Funds	Adult	DLW	Youth
Total Funds Expended	27%	59%	29%

SERVICE LEVELS

Thru July 31, 2021, our Program Operators have met the following service levels of planned PY21 enrollments for the 1st quarter of the program year:

Funding – Program Operator	Plan	Actual	% of Plan	In Training
DLW – People Incorporated	95	79	83%	17
Co-enrolled with TAA - 7				
Adult				
People Incorporated	92	113	123%	43
Goodwill Industries	51	41	80%	18
Total Adult	143	150		56
Youth				
People Incorporated	51	42	82%	
Goodwill Industries	32	14	44%	
Total Youth	83	54		

PERFORMANCE

Thru May 31, 2021, Program Operators have achieved the following performance levels:
Exclusions:

Funding	Placement Rate	Avg Wage at Placement	Total Terminations	Attained Standard	Exclusion *	Attain Degree or Certificate
DLW	75%	\$17.65	8	6		6
ADULT						
People Incorporated	100%	\$15.00	9	9		8
Goodwill Industries	0%	\$0	0	0	0	0%
YOUTH						
People Incorporated	100%	\$13.50	1	1		1
Goodwill Industries	100%	\$ 9.50	9	2		

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.

Technical assistance will be provided to Program Operators in all areas where program spending requirements are not being met in order to insure that all WIOA and State program spending requirements will be met or exceeded.



NOMINATION FORM

1-Name (First, MI, Last) Shannon Mutter		2-LWDA # 2	3-Date 07/19/2021
4-Street Address 135 Milburn Dr.		13-Nominee Characteristics Gender: Male ☐ Female ☒ Race: White ☒ Black ☐ Hispanic ☐ Amer. Indian ☐ Native Alaskan ☐ Asian ☐ Pacific Islander ☐ Other ☐	
5-City Bristol	6-County		
7-State Virginia	8-ZIP 24201		
9-Home Phone (include area code) 276-206-3813	10-Work Phone (include area code) 276-619-4343		
11-FAX	12-E-Mail shannonm@wcs.k12.va.us		
15-LWDA Name New River/Mount Rogers		14-Recommended for (see section number)	
16-Labor/ CBO/ Apprenticeship Representative		16- Labor/ CBO/ Apprenticeship ☐	
17-Private Sector (Business) Representative		17-Private Sector (Business) ☐	
18-Education Representative		18-Education ☒	
19-VEC Representative		19-VEC ☐	
20-Economic Development Representative		20-Economic Development ☐	
21-VDARS/VDBVI Representative		21-VDARS/VDBVI ☐	
22-DSS Representative		22-DSS ☐	
23-Optional/ Other Representative		23-Optional/Other ☐	
17-Private Sector (Business) Representative		Yes No Minority-Owned Business ☐ ☐ Female-Owned Business ☐ ☐ Urban ☐ Suburban ☐ Rural ☐ Number of Employees _____	
18-Education Representative		19-VEC Representative	
Title _____ Institution _____ Title II ☒ Community College ☐ Career & Technical Education ☐		Title _____	
20-Economic Development Representative		21-VDARS/VDBVI Representative	
Title _____		Title _____	
22-DSS Representative		23-Optional/ Other Representative	
Title _____		Title _____	
24-Nominator		25-Action by Chief Elected Official	
I hereby recommend the above-named person for membership on the Local Workforce Development Board. Signature <u>Shirley Carlson</u> Date <u>7-19-21</u> Printed/Typed Name & Title of Nominator Mount Rogers Regional Adult Education Program Nominator Organization 276-619-4399 Phone 276-619-4399 FAX _____ Email _____		Subject to certification required by Section 107 of the Workforce Innovation and Opportunity Act of 2014 and Policy 200-04 (2016) (Revised July 1, 2016) of the Virginia Board for Workforce Development, the person nominated herein has been duly appointed to the Local Workforce Development Board by the Chief Elected Officials. Term of Appointment: From _____ To _____ Signature of Chief Elected Official _____ Date _____	

Executive Summary – September 15, 2021

Staff Activities

- System Building/Backbone Organization Support
 - Accountable Care Community (SWVA and NE TN) <https://www.strongacc.org/>
 - ACC Leadership Committee Team
 - ACC Data Dashboard Working Group Chair
 - Go Virginia
 - Member of Region 1 Advanced Manufacturing Committee
 - Member of Region 2 Workforce Committee
 - Ongoing:
 - POWER Recovery Ready Eco-system lead
 - Work Ready Community Steering Team and regional lead
 - Continued support of all four, and leadership of one, Business Solution Units
 - 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, Pulaski and Washington Counties and Cities of Bristol and Radford and Blue Ridge Job Corp
- Community Outreach
 - Senator Kaine's visit to Floyd VA & Habitat Ground Breaking 8/26/21
 - Podcast on Recovery Ready Eco-system
 - Various Facebook Postings
 - National Night Out Marion (Liz and Angi) 8/3/21
 - National Night Out Chilhowie (Kathy and Renee) 8/3/21
 - Virginia Highlands Orientation (Liz and Kathy) 8/24/21
 - Virginia Highlands Orientation (Kathy and Angi) 8/26/21
 - Woodrow Wilson Rehab with Martin Kurylowski (Liz and Kathy) 9/1/21
 - Career Connection Workshop at Virginia Highlands Community College (Kathy) 9/8/21
- Business Engagement/Outreach
 - Business Roundtable with Senator Kaine 9/1/21
 - Manufacturer's Expo – 9/2/21
 - Layoff assistance as needed
 - Recruitment Activities for those that request
- COVID-19
 - Separate page on Website
 - Weekly calls with Governor's Office
 - State Workforce System Reopening/Recovery Planning
 - SWVA COVID-19 Advisory Council
 - And Case Management Committee

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

Reporting Period: August 1, 2021 – August 31, 2021 (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 – Satisfied – No customer satisfaction surveys for August 2021
Business customer satisfaction survey results (% of respondents)	Very Satisfied – Satisfied – No business satisfaction surveys for August 2021
Operations	
Number of new “participants” (job seeker customers) for the one-stop	Wytheville – 38 Radford – 81 Galax – 20 Bristol – 60
Number of hires attributed to the One-Stop Center	Wytheville – 0 Radford – 0 Galax – 0 Bristol – 0
Number of training activities completed	18
Number of workforce credentials attained	15 - 83% of individuals trained attained a credential
Number of new employers registered in Virginia Workforce Connection (VWC)	Wytheville – 5 Radford – 5 Galax – 2 Bristol – 5
Number of new job orders entered into VWC	Wytheville – 364 Radford – 863 Galax – 136 Bristol – 165
Number of services to employers in VWC	Wytheville – 1564 Radford – 1157 Galax – 527 Bristol – 269
Number of job seekers registered in VWC	Wytheville – 8,090 Radford – 11,753 Galax – 7,694 Bristol – 17,522

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 – 143 Radford – 101 Galax – 83 Bristol – 64
Resource Management	
Narrative which describes adherence to the Resource Management Plan arrangement	Memorandum of Understanding and partner resource sharing meetings are being held. Partner meetings are held regularly to exchange information: - 08/05/2021 Partner Meeting Galax – Remote work update between partners – 8 in attendance - 07/13/2021 – Regional partner update Business Services Units in Abingdon, Wytheville, Galax, and Radford continue to be active and participate in sponsored activities across the region. - Regional Business Service Teams are meeting virtually - Regional Business Service activities include: - o Incumbent worker training projects - o On-site job fairs by individual company request - o Workforce Exchange Virtual Meetings - o Job Fair Planning – Wytheville

Professional Development

List of professional development and other activities completed

Professional and other activities completed by staff include:

** Indicates due to COVID-19

Company	Event	Affected Employees
***Bristol Herald Courier, Bristol	Layoff	2
***SWVA Today, Wytheville	Layoff	1
Counts Drug Store(s) Bland, Fort Chiswell, Wytheville	Closure	10+

*** TAA Certified

Note this is not a comprehensive list, Rapid Response staff is responding as we are notified and providing services remotely when possible.

	Staff Development: • Professional Development Completed by Center staff include: ○ Workforce Services Training ○ Employer Legal Compliance Update ○ Trauma Informed Care Training • The WDB continues to provide professional development opportunities for staff and partners. ○ Career Lattices – August, 2021 ○ Regional IRT discussion ○ Streamlining paperwork work-group Centers are open by appointment only. Customers are being served virtually via phone, email, text, other messaging, and via virtual meeting spaces.
Number of frontline staff trained and certified in compliance with State policy	20 total – Staff are renewing certifications as required

WIOA Area 2 Success Story-Tanya Martin



1Tanya Martin, Covid-19 Screener

Tanya Martin was referred to the WIOA Adult program by Charlie Mullins with the Giles County Drug Recovery Program. Tanya, who is an offender, needed assistance with job skills to be successful and marketable in the workplace. Additionally, she had lost her license, and transportation to work was a barrier for her.

Our case manager in Giles County, Sue Johnson, determined that Tanya was eligible and a suitable candidate for enrollment into WIOA Adult program. Career and educational assessments were given, and the results discussed with Ms. Martin. Another barrier to employment was discussed when her TABE assessment revealed that she is basic skills deficient in her math skills. Together with the WIOA case manager, an Individualized Employment Plan was written to address ways WIOA would help her to become employed.

She was referred to our Adult Education partners to address her academic needs, which she declined since she felt it was necessary to put her efforts into finding and keeping a full-time job. Her transportation barrier limited her employment opportunities to employers within walking distance to her home. Fortunately, Sue, her WIOA case manager, learned that Giles County Administration needed Covid Screeners for the County, and she contacted Giles County and arranged for a 240-hour Work Experience for Tanya at the county offices in Pearisburg.

Her attendance, performance and attitude was exceptional as reported by her worksite supervisor. Additional custodial responsibilities were added to her job duties during her Work Experience, and Tanya maintained excellent communication with the WIOA office throughout the program. After completing 240 hours of her Work Experience, she was well-trained and ready. She was hired, and remains happily employed there currently, although she does have a dream of opening her own beauty salon one day.

This opportunity came about because community partners recognized her value, even as an offender, and she seized on the chance at redemption. She is a great example of how WIOA can partner with local law enforcement to produce positive solutions for communities. She is appreciative of all involved in her transformation, and says, "Over a year ago I was strung out on dope, homeless, unemployable, and hopeless. I had nothing to offer to anyone, not even myself. Now, I am well over one year clean. I have a job, my own apartment, hope, self-respect, a heart full of gratitude, and I am rebuilding relationships with my family and my children." She goes on to thank the law enforcement officers, the court system, the recovery court panel, the WIOA program, and her family and friends that all believed in her and helped her to be where she is today. She offers encouragement to others that face addiction to seek out recovery. She says, "There is hope. You can have a better life and you deserve it. Find recovery and save yourself because you are worth it."



August 2021 WIOA Adults/Youth Program Updates

Total WIOA Participants

14 Youth and 39 Adults were carryovers from last year. One new Adult enrollment was added in August, bringing our current yearly numbers to 13 Youth and 41 Adults enrolled.

In Training

21 Adults and four Out of School youth are currently in training.

Work Experiences/Internships

Two Youth are currently in work experiences.

Placements

We had no placements in August. For the current year, we have exited one Youth as working.

Credentials/Measurable Skills Gain

Currently, we have recorded Measurable Skills Gains for One Adult participant.



People inc.

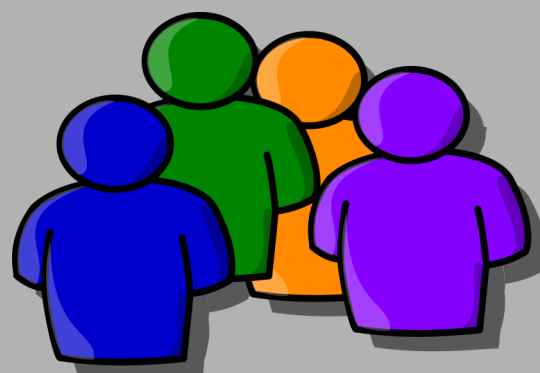
Building Futures, Realizing Dreams™

July 1, 2021—August 31, 2021

WIOA Outcomes

Total Participants: 234

New Enrollments: 30



Placed in Employment: 16

Average Wage: \$15.38



Credentials Attained: 15

Currently in Training: 60

Enrolled in Work Experience: 12

Virginia Career Works
New River | Mount Rogers Region
Business Engagement – August 2021

Recruitment Assistance

Job Fairs and Recruiting Events

- Volvo Trucks – Assisted company with an in-person interview events on 8/4 (65 applicants), 8/17 (84 applicants), 8/21 (53 applicants) and 8/27 (73 applicants). Assisted with planning, outreach and day-of coordination.
- Grayson Natural Farms – Assisted company with an in-person interview event on 8/3. Assisted with planning, outreach and day-of coordination.
- Community Housing Partners – Assisted company with an in-person interview event on 8/21. Assisted with planning, outreach and day-of coordination.
- Tenneco – Assisted company with an in-person interview event on 8/26. Assisted with planning, outreach and day-of coordination.
- Assisted Pulaski County Chamber of Commerce with the planning and implementation of the job fair portion of their Business Expo on 8/12.
- Worked with SVAM to help regional manufacturers plan and execute on-site job fairs: Scholle IPN.
- Assisted Pulaski on Main and the Radford VEC office with outreach for the Pulaski Job Fair on 9/9.
- Worked with Workforce Partners on planning and outreach for the “Moving SWVA Forward Job Fair” in Wytheville on 9/16.
- Assisted multiple companies with outreach for their current open positions and on-site recruiting events.
- Worked with multiple companies on outreach about their recruiting efforts including our new “Workforce Wednesday” FaceBook campaign: Building Bridges Child Development Center, Coperion, Highland Community Services and Insteel Wire Products.
- Assisted Pyrotechniques by Grucci with locating space to hold job interviews.

Workforce Information/Consulting

Workforce Services Conversations

- Thomas Industrial Fabricators: Referred to NRCC for information about customized training.
- MicroXact: Shared information and answered questions about the Return to Earn Grant program
- Working with NRCC and Pulaski County Schools to develop a custom training for Finish Painters (also working with Volvo Trucks and Fontaine Modification)
- Assisted Joint IDA of Wythe County with outreach for the Employer Legal Update. Over 20 companies and organizations participated.

Training

Incumbent Worker Training

- Hansen Turbine Assemblies: training for 1 employee on use and maintenance of Haas Machinery
- Tentative Projects with:
 - Crenshaw Lighting
 - Wolf Hills Fabricators
 - Ozmo
 - Modea

- Somic America
- Spectrum Brands

Other

- Participated in the Wythe/Bland BSU meeting
- Participated in the NRV BSU meeting
- Participated in multiple virtual meetings with TransfrVR about use of our VR headsets
- Participated in multiple meetings about using LinkedIn Learning with our WIOA participants (including incumbents)
- Participated in a Workforce Partners meeting
- Attended an Economic Development Announcement in Smyth County – Expansion of Woodgrain Millwork
- Participated in the training on Using Career Lattices