

JOINT WDB/CONSORTIUM BOARD

MEETING AGENDA

December 7, 2022

CALL TO ORDER & WELCOME – Chair Miller / Chair Biggs

PLEDGE OF ALLEGIANCE/MOMENT OF REFLECTION – Chair Biggs

INTRODUCTION OF BOARD STAFF AND GUESTS

ROLL CALL

VOTE ON APPROVAL OF TO ALLOW MEMBERS TO PARTICIPATE REMOTELY (both boards – if there is a quorum in the room only)*

APPROVAL OF THE AGENDA (Both Boards Separately)

PUBLIC COMMENT PERIOD

ACTION ITEMS (Both Boards separately)

- A. Consortium Board Consent Agenda – Previously Distributed *
 - a. Approval of the Action by the Executive Committee
 - b. Financial Summary
- B. WDB Consent Agenda – Previously Distributed *
 - a. Approval of the Meeting Minutes – October 27, 2022
 - b. Operational Summary

GUEST SPEAKER: Travis Staton – Ready SWVA Project

WDB COMMITTEE REPORTS

One-Stop Operations and Youth Committees PY23 Program Operator RFP*	Training Provider Committee 2023 Eligible Training Providers Update - New Training Provider/Programs*
Strategic Planning Committee PY21- Plan Goals, Strategies and Action Items Update*	

CONSORTIUM BOARD

- PY23 Program Operator RFP*
- PY21 Plan Goals, Strategies and Action Items Update*
- Discussion on Proposed Non-Profit Organization
- Letter to District Superintendents

EXECUTIVE SUMMARY – Marty Holliday

- Discussion on Proposed 2022 Meeting Schedules – Need approval by both Boards*

PARTICIPANT PRESENTATIONS

STRATEGIC THINKING PRESENTATION – Elli Travis

AJOURNMENT

LUNCH AND THE STRATEGIC PLAN UPDATE PRESENTATION

OTHER IMPORTANT ITEMS IN THE PACKET:

- Program Operator Reports
- Grant Performance Reports
- Partner Reports
- Travel Reimbursement (please complete and leave on the table)
- Inclement Weather Policy

*Board Action is required

Notice of Executive Committee Action

On September 28, 2022 the Executive Committee of the New River/Mount Rogers Workforce Development Area Consortium Board met to complete business left from the Sept. 21, 2022 CB meeting..

Action taken:

1. Approved Final PY22 Budget
2. Approved Contract Modifications for DLW, Adult & Youth Contracts
3. Appointed Carla Pauley to the WDB as Bland Business Rep.
4. Appointed Nicole Hair to the WDB as Economic Development Rep.

New River/Mount Rogers Workforce Development Area Consortium Board

INFORMATIONAL MINUTES

September 21, 2022

CALL TO ORDER

Chair Biggs called to order the regular meeting of the NRMR Workforce Development Area Consortium Board at 10:04 am on September 21, 2022 at the Wytheville Meeting Center.

MOMENT OF REFLECTION

Chair Biggs 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 online. A quorum was not present for those Board members in attendance, nor the Executive Committee.

Board Members In Person

Montgomery County – Mary Biggs, Chair
Floyd County - Joe Turman
Grayson County – Michael Hash
Pulaski County – Laura Walters
Washington County – Charlie Hargis
Galax City – Mike Larrowe

Guests Online

Beth Carico, People Incorporated

Guests

Gwen Johnson, Goodwill
Leo Molina, Jr. - Goodwill
Christina Tyler – People Inc.

Staff

Marty Holliday
Beverly Suthers
Jenny Bolte
Kimber Simmons

PUBLIC COMMENTS

Ms. Biggs opened the floor to public comment. Hearing none, she proceeded with the next item on the agenda.

REVIEW/APPROVAL OF FINAL PY22 BUDGET and PY22 CONTRACT MODIFICATIONS

Ms. Holliday reviewed the PY22 Final Budget stating a true budget cannot be made until carryover numbers are known. Due to COVID19 carryover numbers are now higher than in the past. Youth funds are available in their entirety by July 2022, but only around 11% of Dislocated Worker and Adult funds are available by that date. The remainder come in by the first of November. This means that contract funding to the Program Operators needs to be modified. The Workforce Development Board has approved the Contract Modifications in their August meeting. Ms. Holiday stated the Executive Committee would meet in the future to vote on all items.

WDB ECONOMIC DEVELOPMENT APPOINTMENT

Ms. Holiday reviewed the three nominations to fill the vacant Economic Development position on the Workforce Development Board stating there are benefits for all three nominations. A brief discussion followed.

WORKFORCE DEVELOPMENT BOARD UPDATE

Mr. Miller, WD Board Chair, informed the Board that Goodwill Industries of the Valleys would not be pursuing a renewal of their contract as Program Operator for PY23. In the December meeting two RFPs will be presented; 1) One Program Operator for all Funding for the entire region, and 2) One Program Operator for Adult, one for Youth, and one for the Dislocated Worker/One-Stop Operator for the region.

Next Mr. Miller and Ms. Holliday discussed the possibility of implementing a Non-Profit Arm for the Board. This came about from discussions during the June Strategic Plan Retreat. Becoming a non-profit will allow the Board to pursue foundational grant opportunities. Currently the Board is limited to pursue Federal Grant opportunities only. No additional staff would be needed. The Executive Committee would become a Board for the Non-profit so it would be connected to both the Board and the Workforce Development Board. This opportunity would be discussed further at the Joint Board Meeting in December. Hopefully there would be an official vote the first of 2023. A brief discussion followed.

POLICY AND BENEFIT CHANGE

Ms. Holiday reviewed the Short-Term Disability section of the Employee Handbook (page 30). She stated that Short-Term disability is full pay to an employee who has been vetted by an Insurance Company. The Insurance company decides if the request is reasonable and required. But, it does NOT pay for the disability. The employees pay would still use grant funds. Thankfully, Kimber Simmons has continued serving people with disabilities giving the Board Ticket to Work funds. Those funds have been used to pay for a staff's short-term disability but those funds are quickly depleting. Ms. Holiday asked the Board to remove the Short-term disability as a benefit to staff due to the fact there is no way to pay those costs. She asked for input from the Board so that the Executive Committee could vote on this matter. A brief discussion followed.

INFORMATIONAL ITEMS

Ms. Tyler provided the One-Stop Operator report and People Inc's program updates. Mr. Molina provided Goodwill's program updates. Ms. Simmons provided her Business Services report. Ms. Bolte provided Board Grant updates

CONSORTIUM BOARD MEMBERS TIME

Mr. Larowe asked about the status of the follow-up plan from the Strategic Plan Retreat in June. Ms. Holiday informed Mr. Larowe that would be a discussion at the Joint Board Meeting in December and as a part of the Strategic Plan update with the State. A brief discussion followed

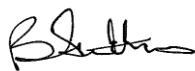
NEXT MEETING

Chair Biggs reviewed the travel reimbursement and meeting schedule. The next meeting would be the Joint Board Meeting on December 7, 2022 at 10 am at the Wytheville Meeting Center.

ADJOURNMENT

With no further business to discuss, the meeting was adjourned at 12:09 pm.

Respectfully Submitted,



Beverly Suthers,
Workforce Operations Coordinator

New River/Mount Rogers Workforce Development Board

MEETING MINUTES

October 26, 2022 – All Virtual

INTRODUCTION OF NEW MEMBERS

Chair Miller welcomed new members Carla Pauley, Bland Business and Nichole Hair, Economic Development.

CALL TO ORDER

Chair Miller called to order the regular meeting of the NRMW Workforce Development Board at 10:02 am on August 24, 2022.

ROLL CALL

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

Board Members

Mike Miller, Chair
Jay Williams, Vice-Chair
Howard Bartholomay – Vice Chair
Christi Altizer
Thad Austin
Vicky Collins
Jeff Dunnack
Mary Ann Gilmer
Nicole Hair
Phil Hull
Perry Hughes
Jordan Loupe
Christy Lowe

Tim McVey
Shannon Mutter
John Overton
Carla Pauley
Chris Pfolah
Bryan Phipps
Martha Rasnake
Brad Rodriquez

Alternate
Brittany Quesenberry

Staff

Marty Holliday
Jenny Bolte
Della Wheeler

Guests

Mary Biggs, CLEO Chair
Beth Carico
Leo Molina

A quorum was present.

CONSENT AGENDA

Mr. Williams made the motion to approve the Consent Agenda as presented with a second from Mr. Overton. The motion was passed unanimously.

PUBLIC COMMENT PERIOD

Hearing none, Chair Miller moved on with the agenda.

COMMITTEE REPORTS

- **Budget and Administration Committee:**
Ms. Holliday presented new information about the WDBs ability to have all virtual meetings with the ability to vote during those meetings. She did not, that on hybrid meetings a quorum will still need to be in-person (in the room). She also noted that at the December meeting a 2023 Meeting Calendar will be presented.
- **One-Stop Operations & Delivery Committee:**

Ms. Holliday presented the RFP Timeline to the Board, noting that the One-Stop Operations Committee and the Youth Committee will be reviewing the proposed RFP for a single PY23 Program Operator.

- **Strategic Planning Committee:**

Ms. Holliday reviewed the Strategic Planning Timeline and noted that the Strategic Planning Committee will begin to meet to guide the Boards through this process.

CONSORTIUM BOARD UPDATE

Ms. Biggs, Consortium Board Chair, informed the Board that the Consortium Board Executive Committee had met to appoint two new Workforce Board members.

EXECUTIVE DIRECTOR SUMMARY

Ms. Holliday updated the Board on the resignation of Beverly Suthers (left to take a position with the State) and two grants (award of the US DOL WORC grant and still waiting on notice for the Innovation Grant).

PARTNER REPORTS

Reports for the following partner agencies were given: Adult Education, Ms. Mutter; Career and Technical Education, Ms. Quesenberry; Institute of Higher Education, Mr. Hughes;; Job Corp, Mr. Loupe; TANF Programs, Ms. Collins; Title 1 Rehabilitation Act of 1973, Ms. Altizer; Virginia's Employment Services, Ms. Lowe; WIOA Title 1 Programs, Ms. Carico and Mr. Molina; Special Grants, Ms. Bolte.

ADJOURNMENT

Chair Miller stated that the next meeting would be an in-person Joint Meeting with the Consortium Board at the Wytheville Meeting Center beginning at 10:00 am With no further business to discuss, the meeting was adjourned at 12:05

Respectfully Submitted,

Marty Holliday
Executive Director

**Workforce Innovation and Opportunity Act (WIOA)
Operational Summary
October 2022**

DISLOCATED WORKER

Through October 2022, People Incorporated has met the following service levels of planned PY22 enrollments (based on Program Operator DLW Contract):

Cumulative Enrollment and Terminations:

ENROLLMENT:						
Plan			Actual			% of Plan
Carryover	New	Total	Carryover	New	Total	
54	52	106	54	4	58	55%

	Plan	Actual	% of Plan
Exits	52	25	48%
Entered Employment	50	25	26%
Exited Participants Received Training		21	
Exited Participants Received Credential and Employed	8	8	100%
Non Positive	2	12	600%
Exclusions	0	0	
Current Number of Participants Being Served	54	33	61%
Current Participants in Training		19	
Trade Co-enrollment		2	

PERFORMANCE CRITERIA

Placement Rate	Average Wage at Placement	Credentialed & Employed	NCRC Attainment
52%	\$17.35	38%	0

ADULT REGIONAL PERFORMANCE

Cumulative Enrollment and Terminations:

ENROLLMENT:						
Plan			Actual			% of Plan
Carryover	New	Total	Carryover	New	Total	
165	32	197	165	40	205	104%

	Plan	Actual	% of Plan
Exits	50	42	84%
Entered Employment	44	35	80%
Exited Participants Received Training		24	
Exited Participants Received Credential and Employed	24	16	67%
Non Positive	6	5	83%
Exclusions		0	
Current Number of Participants Being Served	147	163	111%
Current Participants in Training		174	

PERFORMANCE CRITERIA

Placement Rate	Average Wage at Placement	Credentialed & Employed	NCRC Attainment
89%	\$18.48	71%	0

YOUTH REGIONAL PERFORMANCE**Cumulative Enrollment and Terminations:**

ENROLLMENT:						
Plan			Actual			% of Plan
Carryover	New	Total	Carryover	New	Total	
88	41	129	88	22	110	85%

	Plan	Actual	% of Plan
Exits	24	8	33%
Entered Education or Employment	21	8	38%
Exited Participants Received Training		7	
Exited Participants Attained a Degree or Certificate	17	3	18%
Non Positive	3	0	0%
Exclusions		0	
Current Number of Participants Being Served	105	102	97%
Current Participants in Training		22	

PERFORMANCE CRITERIA

Placement Rate	Average Wage at Placement	Degree/Certificate	NCRC Attainment
100%	\$17.28	3	0

There are a few targets where we are below performance. Technical assistance will be provided to Program Operators where performance is below the targets and where program spending requirements are not being met.

ADULT
Goodwill Industries of the Valleys

Through October 2022, Goodwill Industries of the Valleys has met the following service levels of planned PY22 enrollments (based on Program Operator Adult Contract):

Cumulative Enrollment and Terminations:

ENROLLMENT:						
Plan			Actual			% of Plan
Carryover	New	Total	Carryover	New	Total	
55	13	68	55	20	75	110%

	Plan	Actual	% of Plan
Exits	10	12	120%
Entered Employment	9	10	111%
Exited Participants Received Training		3	
Exited Participants Received Credential and Employed	5	1	20%
Non Positive	1	2	200%
Exclusions		0	
Current Number of Participants Being Served	58	63	109%
Current Participants in Training		10	

PERFORMANCE CRITERIA

Placement Rate	Average Wage at Placement	Credentialed & Employed	NCRC Attainment
83%	\$14.91	33%	0

People Incorporated

Through October 2022, People Incorporated has met the following service levels of planned PY22 enrollments (based on Program Operator Adult Contract):

Cumulative Enrollment and Terminations:

ENROLLMENT:						
Plan			Actual			% of Plan
Carryover	New	Total	Carryover	New	Total	
110	19	129	110	20	130	101%

	Plan	Actual	% of Plan
Exits	40	30	75%
Entered Employment	35	25	71%
Exited Participants Received Training		21	
Exited Participants Received Credential and Employed	19	15	79%
Non Positive	5	3	60%
Exclusions		2	
Current Number of Participants Being Served	89	100	112%
Current Participants in Training		64	

PERFORMANCE CRITERIA

Placement Rate	Average Wage at Placement	Credentialed & Employed	NCRC Attainment
89%	\$18.48	71%	0

YOUTH
Goodwill Industries of the Valleys

Through October 2022, Goodwill Industries of the Valleys has met the following service levels of planned PY22 enrollments (based on Program Operator Youth Contract):

Cumulative Enrollment and Terminations:

ENROLLMENT:						
Plan			Actual			% of Plan
Carryover	New	Total	Carryover	New	Total	
17	11	28	17	7	24	86%

	Plan	Actual	% of Plan
Exits	9	0	0%
Entered Education or Employment	8	0	0%
Exited Participants Received Training		0	
Exited Participants Attained a Degree or Certificate	6	0	0%
Non Positive	1	0	0%
Exclusions		0	
Current Number of Participants Being Served	19	24	
Current Participants in Training		126%	

PERFORMANCE CRITERIA

Placement Rate	Average Wage at Placement	Degree/Certificate	NCRC Attainment
0%	0	0	0

People Incorporated

Through October 2022, People Incorporated has met the following service levels of planned PY22 enrollments (based on Program Operator Youth Contract):

Cumulative Enrollment and Terminations:

ENROLLMENT:						
Plan			Actual			% of Plan
Carryover	New	Total	Carryover	New	Total	
71	30	101	71	15	86	85%

	Plan	Actual	% of Plan
Exits	15	8	53%
Entered Education or Employment	13	8	62%
Exited Participants Received Training		7	
Exited Participants Attained a Degree or Certificate	11	3	27%
Non Positive	2	0	0%
Exclusions		0	
Current Number of Participants Being Served	86	78	91%
Current Participants in Training		22	

PERFORMANCE CRITERIA

Placement Rate	Average Wage at Placement	Degree/Certificate	NCRC Attainment
100%	\$17.28	3	0

REQUEST FOR PROPOSAL

PART 1

GENERAL INFORMATION

1. PURPOSE

In compliance with the Workforce Innovation and Opportunity Act, the New River/Mount Rogers Workforce Development Area Consortium Board is soliciting proposals from qualified sources for the following under Title 1 of the Act:

- A. One Stop Operator
- B. Deliverer of Adult Program Services
- C. Deliverer of Dislocated Worker Program Services
- D. Deliverer of Youth Program Services

The purpose of this activity under WIOA is to provide an appropriate mix of program activities that will promote an educated, skilled, technology-competent, and adaptable workforce and provide to eligible youth seeking assistance in achieving academic and employment success, effective and comprehensive activities, which shall include a variety of options for improving educational skill competencies and provide effective connections to employers. Successful proposers will offer a full range of resources and services to help meet the needs of all potential customers (clients and employers).

2. PROPOSAL COVERAGE

The Workforce Development Area Consortium Board will only consider funding proposals that cover all thirteen localities in the New River/Mount Rogers Workforce Development Area (Bland, Bristol, Carroll, Floyd, Galax, Giles, Montgomery, Pulaski, Radford, Smyth, Washington and Wythe).

3. PROPOSAL PROGRAMS

The Workforce Development Area Consortium Board will only consider funding proposals that include providing services for all of the following programs:

A. One-Stop Operator

Will operate/manage the One Stop Center(s) and will coordinate service delivery in the center(s).

B. Deliverer of WIOA Adult/Dislocated Worker/Youth Services

Will deliver WIOA Adult/Dislocated Worker/Youth services in the One Stop Center and/or satellite facilities. The service deliverer will not be the One Stop Operator, yet will be responsible for program performance and liable for expenditure of program funds.

4. DURATION

The program shall commence on July 1, 2023 and be completed no later than June 30, 2024. The Consortium Board reserves the option of extending the initial contract for one (1) additional year subject to negotiation. This one (1) year contract extension option may be exercised up to three (3) times subject to negotiation. Maximum duration may not exceed four (4) years, which includes all allowable extensions. All extensions are at the sole discretion of the Consortium Board and Workforce Development Board.

5. TYPE OF CONTRACT

Type of contract will be cost reimbursement. All proposers must have sufficient available resources to operate the proposed program(s), if funded, during both start-up and during the time in which invoices are being processed for payment and until such time as payment is received.

6. LIMITATION

This Request for Proposal does not commit the New River/Mount Rogers Workforce Development Area Consortium Board to award a contract or to pay for any cost incurred in the preparation of a proposal to this request, nor to be bound to procure or contract for these services. The Workforce Development Area Consortium Board reserves the right to accept or reject any or all proposals received as a result of this request, to negotiate with any or all qualified sources, or to cancel in part or in its entirety this RFP if it is in the best interest of the Workforce Development Area Consortium

Board to do so. The Consortium Board may require the offerors selected to participate in negotiations and to submit any price, technical, or other revisions to their proposals which may result from negotiations.

7. LEGAL STATUS

All non-governmental agencies must provide verification of legal status of the agency.

8. QUALIFICATIONS

Specific information concerning your qualifications, experience, and related accomplishments must be provided. If you have previously been a provider of WIA/WIOA services in Virginia, please include a letter of recommendation from the Director(s) of all Workforce Area(s) in which you have been contracted to provide Adult, DLW or Youth services. This is not required if you have previously provided services in the New River/Mount Rogers Workforce Development Area.

9. PERFORMANCE

Performance Specifications contained in Part II are minimum standards for acceptability. The Program Operator is required to meet or exceed all negotiated performance standards contained in the approved contract. Should the Program Operator fail (less than 80%) to meet one (1) or more performance standards, technical assistance will be provided by Consortium Board staff, and the Program Operator will be required to develop and submit, for approval, a plan of action to meet or exceed the failed performance standards. Should the Program Operator fail to meet the negotiated performance standards for two (2) consecutive years or achieve less than 50% of any performance standard, including the first year of contract operation, the Consortium Board may elect to terminate the contract for non-performance.

10. STANDARD OF CONDUCT

Once this Request for Proposals document has been issued, no proposer is allowed to make any contact with any WDB members or Consortium Board members by phone, fax, e-mail, mail, or in person, to solicit support for their proposal or to attempt to discredit the proposal that may be submitted by any other proposer. Any proposer violating this provision

will not be considered for funding under this RFP. Additional data or information may be submitted only if requested by the Consortium Board or WDB.

11. EVALUATION CRITERIA

Prospective offerors are advised that the selection of an offeror for contract award is to be made after a careful evaluation of the proposals reviewed by a panel of specialists within the Workforce Development Board/Consortium Board. Each panelist will evaluate the proposals for acceptability with emphasis on the various factors contained on the following proposal evaluation criteria assigning to that factor a numerical weight. The scores will then be used to select an offeror or develop a list of offerors with whom negotiations can be conducted if desirable and necessary.

12. FUNDING REQUEST

Proposers must submit a proposal to deliver all services to clients in all jurisdictions, however, the total amount of funding requested cannot exceed the projected total available funding by jurisdiction for those jurisdictions being proposed for Service Delivery contained in this RFP. The Consortium Board is seeking a single entity to be the One Stop Operator and to deliver Adult, Dislocated Worker and Youth Services to all jurisdictions within the New River/Mount Rogers Workforce Development Area (Area 2). The successful will also be required to deliver services under any Rapid Response funding that may be received. Also the successful proposer agrees to assume continuation of all active clients and furtherance of on going program activities effective July 1, 2023. The Workforce Development Board will assist in the program transfer to the successful proposer.

Note: Proposers approved for initial funding may be eligible to receive additional funds during the program year without additional procurement action if such funds become available subject to approval of both the Workforce Development Board and Consortium Board.

13. SIGNATURE

The proposal shall be signed only by a corporate officer authorized to bind the offeror and is a firm offer for 180 days. The proposal shall also provide

the following information: name, title, address, and telephone number of individual(s) with authority to negotiate and contractually bind the offeror; and also who may be contacted during the period of proposal evaluation. Documentation of resolution by governing body authorizing the official signing the proposal to legally bind the agency must be obtained prior to the proposal submission and submitted to the Consortium Board prior to the effective date of approved contract.

14.CONTRACT FUNDING

The programs will be funded 100% with Workforce Innovation and Opportunity Act, Title I funds from the Department of Labor. Funds are made subject to the availability of WIOA Title I funds and the allocations thereof by the Virginia Community College System.

15.CONTRACT AWARD

The New River/Mount Rogers Workforce Development Area Consortium Board may award a contract based on offers received without discussion of such offers with the offerors. Therefore, each offer should be submitted in the most favorable terms from a price and technical standpoint, which the offeror can make. The Consortium Board reserves the right to request additional data, or oral discussion or presentation, in support of written proposals. No additional information will be accepted unless specifically requested by the Consortium Board. A contract shall be awarded only if in the best interest of the Consortium Board, price and other factors being considered. Execution of a contract is contingent upon successful negotiation of the offer and the signing of the contract by all designated parties.

One Stop Operator

A. The experience and evident capability of the Offeror to perform the work required, the ability to meet the program design specifications as contained in the RFP Part II, and a satisfactory record of past performance. Must also have technical skills to perform work.	20 points
B. Proposal presentation and the degree to which the offeror demonstrates an understanding of the objectives of the RFP, based on the description of program design, implementation, and flow. The creativity, practicality, and probable effectiveness of the program.	25 points
C. Offeror has submitted a reasonable timeline for securing detailed MOUs with required One Stop Program Partners and, developing a cost allocation plan for sharing of One Stop Center costs among required partners.	5 points
D. Planned program outcomes, performance standards, accomplishments, and qualitative content of the program design, including significant segments/target group work and adequate financial resources.	10 points
E. Offeror has necessary administrative structure, staffing, organization, experience, accounting and operational controls, to meet requirements to be a One Stop Operator and Service Deliverer.	10 points
F. Offeror has provided sufficient details to ensure that services are available in all localities than are planned on being served.	5 points
G. Offeror has provided information about the Businesses, Agencies and/or Organizations that they have relationships within the localities they plan to serve. Who are they and what is the relationship.	5 points
H. Reasonableness of proposal costs in regards to operational costs versus direct participant costs.	10 points
I. Reasonableness of planned program goals as a result of program design and the ability to provide services that can lead to the achievement of competency by the clients.	5 points
J. A satisfactory record of integrity, business ethics, and fiscal accountability.	5 points
TOTAL	100 points

PROPOSAL EVALUATION CRITERIA

Deliverer of Title I WIOA Adult/Dislocated Worker Services

- | | |
|--|-----------|
| A. The experience and evident capability of the Offeror to perform the work required, the ability to meet the program design specifications as contained in the RFP Part II, and a satisfactory record of past performance. Must also have technical skills to perform work. | 25 points |
| B. Proposal presentation and the degree to which the offeror demonstrates an understanding of the objectives of the RFP, based on the description of program design, implementation, and flow. The creativity, practicality, and probable effectiveness of the program. | 25 points |
| C. Planned program outcomes, performance standards, accomplishments, and qualitative content of the program design, including significant segments/target group work and adequate financial resources. | 10 points |
| D. Administration, staffing, and the necessary organization, experience, accounting and operational controls. | 10 points |
| E. Offeror has provided sufficient details to ensure that services are available in all localities. | 5 points |
| F. Offeror has provided information about the Businesses, Agencies and/or Organizations that they have relationships with in the region (noting as many localities as possible. Who are they and what is the relationship. | 5 points |
| G. Reasonableness of proposal costs in regards to operational costs versus direct participant costs. | 10 points |
| H. Reasonableness of planned program goals as a result of program design and the ability to provide services that can lead to the achievement of competency by the clients. | 5 points |
| I. A satisfactory record of integrity, business ethics, and fiscal accountability. | 5 points |

TOTAL 100 points

PROPOSAL EVALUATION CRITERIA

Deliverer of Title I WIOA Youth Services

- | | |
|---|-----------|
| A. The experience and evident capability of the Proposer to perform the work required, the ability to meet the program design specifications, the technical knowledge and expertise, and a satisfactory record of past performance. | 25 points |
| B. Proposal presentation and the degree to which the Proposer demonstrates an understanding of the objectives of the RFP, based on the description of program design, implementation, and flow. | 25 points |
| C. Planned program outcomes, performance standards, accomplishments, and qualitative content of the program design, including significant segments/target group work and adequate financial resources. | 10 points |
| D. Administration, staffing, and necessary organization, experience, accounting, and operational controls to meet the requirements as a services provider. | 10 points |
| E. Offeror has provided sufficient details to ensure that services are available in all localities. . | 5 points |
| F. Offeror has provided information about the Businesses, Agencies and/or Organizations that they have relationships with in the region (noting as many localities as possible. Who are they and what is the relationship. | 5 points |
| G. Reasonableness of proposal costs in regards to operational costs versus direct participant costs. | 10 points |
| H. Reasonableness of planned program goals as a result of program design and the ability to provide services that can lead to the achievement of competency by the clients. | 5 points |
| I. A satisfactory record of integrity, business ethics, and fiscal accountability. | 5 points |

TOTAL 100 points

Projected Available Funding*

Program Cost

One Stop Operator **\$50,000**

Adult **\$650,000**

Dislocated Worker **\$550,000**

Youth **\$900,000**

Possible Contract Total **\$2,150,000**

*These funding amounts are estimates based on PY22 allocations and “carryover” from PY21 and may or may not be the same in PY23. Exact contract amounts may not be known until May 2023 (or later).

PART II

SPECIFICATIONS

1. GENERAL

The purpose of this RFP is to solicit proposals for a One Stop Operator, Deliverer of Adult and Dislocated Worker Services as outlined in the Local Strategic Plan leading to the promotion of an educated, skilled, technology-competent, and adaptable workforce and for Deliverer of Youth Services leading to the attainment of skills, competencies, employment or educational attainment based on needs of the clients served.

2. COMPREHENSIVE ONE STOP CENTER

For PY'23, the Workforce Development Board will continue to utilize the Wytheville One Stop Campus as our certified Comprehensive One Stop Center.

The One Stop Operator will be responsible for coordination of WIOA Title I Service Delivery among all partners within the Center as well as responsible for continued compliance with all additional Center certification requirements as required by the State.

3. ONE STOP OPERATOR

The New River/Mount Rogers Workforce Development Area Consortium Board will enter into a contractual arrangement with the One Stop Operator, which will allow the Operator to receive WIOA Title I funds, enter into sub-agreements, operate specific programs as part of a local workforce development system and display the Virginia Career Works name and logo.

The following specifications are required for all prospective proposers:

- A. Must ensure that a MOU is developed that details the cost of operating the Center(s) and how each required partner's share will be computed.
- B. Must describe proposed role in relation to the One Stop Center:
 - (1) Coordinate partner service delivery in the One Stop Center without directly providing WIOA service delivery.
 - (2) Coordinate partner service delivery in the One Stop Center with direct delivery of WIOA services.
- C. Is responsible for the attainment of required performance standards as contained herein.

- D. Must ensure compliance with required access to individuals with disabilities as contained in the Americans with Disabilities Act and with the “access checklist” as attached as **Attachment A**.
- E. Must submit proposed service delivery mechanism for Title I WIOA Dislocated Worker and/or Adult Programs in the One Stop Center and reporting aspects must be addressed as a part of this proposal.
- F. Must ensure that Memorandums of Understanding are developed with all required One Stop Program Partners, which complies with required state policy. MOUs must be very detailed and specific with respect to One Stop Program Partner services to be delivered at the One Stop Center and each partner’s “fair share” contribution to the cost of operating the One Stop Center.
- G. Must ensure that the MOU contains the cost allocation formula utilized to determine how the costs of operating the One Stop Center will be shared by all required partners.
- H. Detailed plan for utilizing satellite centers, as part of the local area One Stop Service Delivery System must be provided.
- I. Must provide a detailed referral process for all customers to access career services of all required One Stop Program Partners both within the One Stop Center and to outside facilities.
- J. Provide access to Career Services
- K. Provide access to Training Services
- L. Provide access to Employment and Training Activities.
- M. Provide access to Programs and Activities carried out by One-Stop partners.
- N. Provide access to the data, information, and analysis described in section 15(a) of the Wagner-Peyser Act and all job search, placement, recruitment, and other labor exchange services authorized under the Wagner-Peyser Act (29 U.S.C. 49 et seq.).
- O. Must be co-located in a Virginia Employment Commission local office.

4. DELIVER OF ADULT AND DISLOCATED WORKER PROGRAM SERVICES

WIOA provides the following services to adults and dislocated workers:

Basic Career Services:

These services are information or provided through self-services. These services are designed to inform and educate individuals about the labor market, their employment

strengths, weaknesses and the range of services appropriate to their situation, are considered informational in nature, and therefore do not require registration. **Basic career services must be made available to all participants.**

Individual Career Services:

These services are WIOA staff-assisted job search and occupational development services. Individualized career services must be made available if deemed appropriate and needed for an individual to obtain or retain employment. **Registration is required to receive individualized career services.**

Training Services:

These services pay job training costs associated with WIOA approved training programs. WIOA funds can and should be coordinated with other resources, such as Trade Adjustment Assistance (TAA), federal Pell Grants and partner funds. Training is made available to individuals after an interview, assessment or evaluation determines that the individual requires training to obtain employment or remain employed.

A. Career Services

- (1) Funds shall be used to provide career services, which shall be available to individuals who are Adults and Dislocated Workers through the One Stop delivery system and shall, at a minimum, include:
 - (a) Determinations of whether the individuals are eligible to receive assistance under Title I of WIOA;
 - (b) Outreach, intake (which may include worker profiling), and orientation to the information and other services available through the One-Stop delivery system;
 - (c) Initial assessment of skill levels (including literacy, numeracy, and English language proficiency), aptitudes, abilities (including skills gaps), interests and supportive services needs;
 - (d) Labor exchange services, including:

Job search and placement assistance and, in appropriate cases, career counseling, including:

 - Provision of information on in demand industry sectors and occupations; and
 - Provision of information on nontraditional employment; and

Appropriate recruitment and other business services on behalf of employers, including small employers, in the local area, such as

providing information and referral to specialized business services not traditionally offered through the One-Stop Delivery System;

- (e) Provision of referrals to and coordination of activities with other programs and services, including programs and services within the One-Stop Delivery system and, in appropriate cases, other workforce development programs;
- (f) Provision of workforce and labor market employment statistics information, including the provision of accurate information relating to local, regional, and national labor market areas, including:
 - Job vacancy listings in such labor market areas;
 - Information on job skills necessary to obtain employment; and
 - Information relating to local occupations in demand and the earnings, skill requirements, and opportunities for advancement for such occupations; and
- (g) Provisions of performance information and program cost information on eligible providers of training services, provided by program, and eligible providers of youth workforce development activities, providers of adult education, providers of career and technical education activities at the postsecondary level, and career and technical education activities available to school dropouts, under the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C. 2301 et. seq.), and providers of vocational rehabilitation services described in Title I of the Rehabilitation Act of 1973 (29 U.S.C. 720 et. seq.);
- (h) Provision of information, in formats that are usable by and understandable to One-Stop Center customers, regarding how the local area is performing on the local performance accountability measures and any additional performance information with respect to the One-Stop Delivery system in the local area;
- (i) Provision of information, in formats that are usable by and understandable to One-Stop Center customer, relating to the availability of supportive services, or assistance, including child care, child support, medical or child health assistance under title XIX or XXI of the Social Security Act (42 U.S.C. 1396 et. Seq. and 1397 et. Seq.), benefits under the supplemental nutrition assistance program established under the Food and Nutrition Act of 2008 (7 U.S.C. 2011 et. Seq.), assistance through the earned credit income tax credit under section 32 of the Internal Revenue Code of 1986, and assistance under a State program for temporary assistance for needy families funded under part A of title IV of the Social Security Act (42 U.S.C. 601 et.

Seq.) and other supportive services and transportation provided through funds made available under such part, available in the local area;

- (j) Provision of information and assistance regarding filing claims for unemployment compensation;
- (k) Assistance in establishing eligibility for programs of financial aid assistance for training and education programs that are not funded under this Act;
- (l) Services, if determined to be appropriate in order for an individual to obtain or retain employment, that consist of:
 - 1. Comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers, which may include:
 - Diagnostic testing and use of other assessments tools; and
 - In-depth interviewing and evaluation to identify employment barriers and appropriate employment goals;
 - 2. Development of an individual employment plan, to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the participant to achieve the employment goals, including providing information on eligible providers of training services and career pathways to attain career objectives;
 - 3. Group counseling;
 - 4. Individual counseling;
 - 5. Career planning;
 - 6. Short-term prevocational services, including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct, to prepare individuals for unsubsidized employment or training;
 - 7. Internships and work experience that are linked to careers;
 - 8. Workforce preparation activities;
 - 9. Financial literacy services;

- 10. Out-of-area job search assistance and relocation assistance;
- 11. English language acquisition and integrated education and training programs; and
- (m) Follow up services, including counseling regarding the workplace, for participants in workforce development activities authorized under this subtitle who are placed in unsubsidized employment, for not less than 12 months after the first day of the employment, as appropriate.

B. Adult Eligibility Criteria

- (1) To be an eligible Adult under Title I of the Workforce Innovation and Opportunity Act (WIOA), an individual must meet all three of the following criteria:
 - (a) Be 18 years of age or over;
 - (b) Comply with the provisions of Military Selective Service Act; and
 - (c) Be lawfully eligible to work in the United States.

C. Dislocated Worker Eligibility

- (1) In addition to meeting the requirements listed above for eligible Adults, an individual must meet any one of the five following categories (a-e) of eligibility:
 - (a) (i) Has been terminated or laid off, or who has received a notice of termination or layoff from employment; **and**
 - (ii) Is eligible for or has exhausted entitlement to unemployment compensation, **or**

Has been employed for a duration sufficient to demonstrate, to the appropriate entity at a One Stop Center, attachment to the workforce, but is not eligible for unemployment compensation due to insufficient earnings or having performed services for an employer that was not covered under a State unemployment compensation law; **and**
 - (iii). Is unlikely to return to a previous industry or occupation.

“Unlikely to return to a previous industry or occupation” is defined as follows: Unlikely to obtain employment in a previous industry or occupation within six (6) months from date of termination or layoff due to general economic conditions of the area. Consideration will be given to declining industries or

occupations or obsolete individual skills in a demand occupation or industry that could preclude an individual from being competitive or finding re-employment in the current occupation without the upgrading of skills.

- (b) (i) Has been terminated or laid off, or has received a notice of termination or layoff, from employment as a result of any permanent closure of, or any substantial layoff at, a plant, facility, or enterprise; or
- (ii) is employed at a facility where the employer has made a general announcement that such facility will close within 180 days.

For purpose of eligibility to receive services other than training services, career service, or supportive services, is employed at a facility at which the employer has made a general announcement that such facility will close;

- (c) Was self-employed (including employment as a farmer, a rancher, or a fisherman) but is unemployed as a result of general economic conditions in the community in which the individual resides or because of natural disasters;
- (d) Is a Displaced Homemaker;
- (e) (i) Is the spouse of a member of the Armed Forces on active duty (as defined in section 10(d)(1) of title 10, United States Code), and who has experienced a loss of employment as a direct result of relocation to accommodate a permanent change in duty station of such member; or
- (ii) Is the spouse of a member of the Armed Forces on active duty and who is unemployed and is experiencing difficulty obtaining or upgrading employment.

D. Training Services

(1) Eligibility - shall be used to provide training services to adults and dislocated workers, respectively -

- (a) Who, after an interview, evaluation, assessment, and career planning, have been determined by a One-Stop Operator or One-Stop Partner, as appropriate, to:
 - Be unlikely or unable to obtain or retain employment, that leads to economic self-sufficiency or wages comparable to or higher than wages

from previous employment, through the career services previously described;

- Be in need of training services to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment; and
- Have the skills and qualifications to successfully participate in the selected program of training services;

(b) Who select programs of training services that are directly linked to the employment opportunities in the local area or the planning region, or in another area to which the adults or dislocated workers are willing to commute or relocate;

(c) Who meet the requirements of subparagraph(2) below; and

(d) Who are determined to be eligible in accordance with the priority of service policy in effect.

Note - Nothing in this section shall be construed to mean that an individual is required to receive career services prior to receiving training services.

(2) Qualification

(a) Requirement – not withstanding section 479B of the Higher Education Act of 1965 (20 U.S.C. 1087 uu) provision of such training services shall be limited to individuals who:

- Are unable to obtain other grant assistance for such services, including Federal Pell Grants established under subpart 1 or part A of title IV of the Higher Education Act of 1965 (20 U.S.C. 1070a et. Seq.); or
- Require assistance beyond the assistance made available under other grant assistance programs, including Federal Pell Grants

(b) Reimbursements – Training services may be provided under this paragraph to an individual who otherwise meets the requirements of the paragraph while an application for a Federal Pell Grant is pending, except that if such individual is subsequently awarded a Federal Pell Grant, appropriate reimbursement shall be made to the local area from such Federal Pell Grant.

(c) Consideration – In determining whether an individual requires assistance under this clause, a One-Stop Operator (or One-Stop Partner, where appropriate) may take into consideration the full cost of participating in

training services, including the costs of dependent care and transportation, and other appropriate costs.

(3) Training Services – may include:

- Occupational Skills Training, including training for nontraditional employment;
- On the Job Training;
- Incumbent Worker Training;
- Programs that combine workplace training with related instruction, which may include cooperative education programs;
- Training programs operated by the private sector;
- Skill upgrading and retaining;
- Entrepreneurial training;
- Transitional jobs;
- Job Readiness Training;
- Adult Education and Literacy Activities;
- Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.

E. Priority of Service

Area 2 Priority of Service Policy for Adults is attached as **Attachment B**.

F. Customer Choice Requirements

- (1) Training services provided under this paragraph shall be provided in a manner that maximizes customer choice in the selection of an eligible provider of such services.
- (2) The WDB shall make available the list of eligible providers of training services to successful proposers.
- (3) An individual who seeks training services and who is eligible pursuant to subparagraphs (B)(E), may, in consultation with a Case Manager, select an eligible provider of training services from the list of providers. Upon such selection, the Program Operator involved shall, to the extent practicable, refer such individual to the eligible provider of training services, and arrange for payment for such services through an individual training account.
- (4) Each Program Operator may coordinate funding for individual training accounts with funding from other Federal, State, local, or private job training programs or sources to assist the individual in obtaining training services.

- (5) Priority consideration shall be given to programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations in the local area.

G. Level of Service

The New River/Mount Rogers Workforce Investment Area Consortium Board will negotiate the level of service in accordance with the adult/dislocated worker portion of the strategic plan to insure that area-wide we are in compliance with all Federal and State requirements.

H. Adult/Dislocated Worker Performance Requirements

Under WIOA the following performance standards will apply to the Adult and Dislocated Worker programs:

WIOA Adults	
Employment (Second Quarter after Exit)	85.0%
Employment (Fourth Quarter after Exit)	84.0%
Median Earnings	\$ 6,100
Credential Attainment Rate	75.0%
Measurable Skill Gains	70.0%
WIOA Dislocated Workers	
Employment (Second Quarter after Exit)	85.0%
Employment (Fourth Quarter after Exit)	83.0%
Median Earnings	\$ 8,200
Credential Attainment Rate	72.5%
Measurable Skill Gains	69.5

CRC Attainment Adult/DLW – 25%

Average cost per client served	<u>\$4,500</u>
Average Cost per placement (Dislocated Worker)	<u>\$5,500</u>
Average cost per placement (Adult)	<u>\$6,000</u>

I. PROGRAM EXPENDITURES

A minimum of 45% of all Adult/DLW contract funds expended must be expended on “Training” as defined in [Virginia Workforce Letter \(VWL\)#14-17 Change 3](#) attached as Attachment C.

5. DELIVERER OF YOUTH PROGRAM SERVICES

WIOA provides year round employment and training services to eligible youth who establish educational and career goals and work toward them via WIOA funded activities.

A. YOUTH ELIGIBILITY TO RECEIVE SERVICES

1. An individual who is at least 14 and not more than 24 shall be eligible to participate in the WIOA Title I Youth Program if such individual:

Meets General Eligibility, which consists of providing a verification source for each applicable category:

- Citizenship or Eligible to Work
- Selective Service Registrant (if applicable)

2. Out of School Youth- means an individual who is:

(a) Not attending any school (as defined under State law);

(b) Not younger than age 16 or older than age 24; and

(c) One or more of the following:

- A School Dropout
- A youth who is within the age of compulsory attendance, but has not attended school for at least the most recent complete school year calendar quarter.
- A recipient of a secondary school diploma or its recognized equivalent who is a low-income individual and is:
 - basic skills deficient; or
 - an English Language Learner
- An individual who is subject to the juvenile or adult justice system.
- A homeless individual (as defined in section 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C. 14043c-2(6)), a homeless child or youth (as defined in section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a(2)), a runaway, in foster care or has aged out of the foster care system, a child eligible for assistance under section 477 of the Social Security Act (42 U.S.C. 677), or in an out of home placement.
- An individual who is pregnant or parenting.

- A youth who is an individual with a disability.
- A low income individual who requires additional assistance to enter or complete an educational program to secure or hold employment.

3. In School Youth - means an individual who is:

- (a) Attending School (as defined by State law)
- (b) Not younger than age 14 or (unless an individual with a disability who is attending school under State law) older than age 21;
- (c) A low income individual; and
- (d) One or more of the following:
 - Basic Skills Deficient
 - An English Language Learner
 - An Offender
 - A Homeless Individual (as defined in section 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C. 14043e-2(6)), a homeless child or youth (as defined in section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a(2)), a runaway, in foster care or has aged out of the foster care system, a child eligible for assistance under section 477 of the Social Security Act (42 U.S.C. 677), or in an out of home placement.
 - Pregnant or Parenting
 - A youth who is an individual with a disability;
 - An individual who requires additional assistance to complete an educational program or to secure or hold employment.

4. **Exception** - not more than 5% of participants assisted under the youth program may be individuals who do not meet the low income criteria to be considered eligible youth. Prior written approval must be received by Board staff prior to the individual being served.

5. **Limitation** – not more than 5% of the in-school youth served may be determined eligible under the barrier, “An individual who requires additional assistance to complete an educational program or to secure or hold employment”.

Note: Detailed program eligibility guidelines are contained in Virginia Workforce Letter (VWL)#15-02 Change 2, “Eligibility Guidelines”.

A copy of VWL #15-02 will be provided, upon request, to successful proposers by the WDB.

B. OUT OF SCHOOL PRIORITY

Not less than 75% of contract funds shall be used to provide youth program activities for out of school youth.

C. YOUTH PROGRAM DESIGN, ELEMENTS AND REQUIREMENTS

WIOA is a very specific when addressing youth programs. Local youth programs offer year-round services and are designed to provide:

- Activities leading to the attainment of a secondary school diploma or its recognized equivalent, or a recognized postsecondary credential;
- Preparation for postsecondary educational and training opportunities;
- Strong linkages between academic instruction (based on State academic content and student academic achievements standards established under section 1111 of the Elementary and Secondary Education Act of 1956 (20 U.S.C. 6311) and occupational education that lead to the attainment of recognized postsecondary credentials;
- Preparation for unsubsidized employment opportunities, in appropriate cases; and
- Effective connections to employers, including small employers, in in-demand industry sectors and occupations of the local and regional labor markets.

Program Design

1. Provide an objective assessment of the academic levels, skill levels, and service needs of each participant, which assessments shall include a review of basic skills, occupational skills, prior work experience, employability, interests, aptitudes (including interests and aptitudes for nontraditional jobs), supportive service needs, and developmental needs of such participants, for the purpose of identifying appropriate services and career pathways for participants, except that a new assessment of a participant is not required if the provider carrying out such a program determines it is appropriate to use a recent assessment of the participant conducted pursuant to another education or training program.
2. Develop service strategies for each participant that are directly linked to and that shall identify career pathways that include education and employment goals (including, in appropriate circumstances, nontraditional employment), appropriate achievement objectives, and appropriate services for the participant taking into account the assessment conducted, except that a new service strategy for a participant is not required if it is appropriate to use a recent strategy developed for the participant under another education or training program.

3. Provide activities leading to the attainment of a secondary school diploma or its recognized equivalent, or a recognized postsecondary credential;
4. Provide preparation for postsecondary educational and training opportunities;
5. Provide strong linkages between academic instruction and occupational education that lead to attainment of recognized postsecondary credentials;
6. Provide preparation for unsubsidized employment opportunities, in appropriate cases; and
7. Provide effective connections to employers, including small employers, in in-demand industry sectors and occupations of the local and regional labor markets;

Program Elements

1. Tutoring, study skills training, instruction, and evidence based dropout prevention and recovery strategies that lead to completion of the requirements for a secondary school diploma or its recognized equivalent (including a recognized certificate of attendance or similar document for individuals with disabilities) or for a recognized postsecondary credential;
2. Alternative secondary school services, or dropout recovery services, as appropriate;
3. Paid and unpaid Work Experiences that have as a component academic and occupational education, which may include:
 - Summer employment opportunities and other employment opportunities available throughout the school year;
 - Pre-apprenticeship programs;
 - Internships and job shadowing; and
 - On the Job Training opportunities.
4. Occupational skill training, which shall include priority consideration for training programs leading to attainment of recognized postsecondary credentials that are aligned with in demand industry sectors or occupations in the local area;
5. Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
6. Leadership Development opportunities, which may include community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors, as appropriate;

7. Supportive Services;
8. Adult mentoring for the period of participation and a subsequent period, for a total of not less than twelve (12) months;
9. Follow-up services for not less than twelve (12) months after the completion of participation, as appropriate;
10. Comprehensive guidance and counseling , which may include drug and alcohol abuse counseling and referral, as appropriate;
11. Financial literacy education;
12. Entrepreneurial skills training;
13. Services that provide labor market and employment information about in demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services; and
14. Activities that help youth prepare for and transition to postsecondary education and training.

Additional Requirements

1. Information and Referrals – each participant shall be provided:
 - Information on the full array of applicable or appropriate services that are available through the local Board or other eligible providers or one stop partners, including those providers or partners receiving funds under this Act, and;
 - Referral to appropriate training and educational programs that have the capacity to serve the participant either on a sequential or concurrent basis.
2. Applications Not Meeting Enrollment Requirements – each eligible provider of a program of youth workforce activities shall ensure that an eligible applicant who does not meet the enrollment requirements of the particular program or who cannot be served shall be referred for further assessment, as necessary, and referred to appropriate programs to meet the basic skills and training needs of the applicant.

D. PRIORITY OF SERVICE

Not less than 25% of contract funds expended shall be used to provide in-school youth and out-of-school youth with paid and unpaid work experience activities as described in section (G).

E. SUPPORTIVE SERVICES FOR YOUTH

Supportive services may include the following:

Assistance with child care and dependent care costs;

Assistance with transportation;

Assistance with housing costs;

Referrals to medical services;

Assistance with uniforms or other appropriate work attire and work-related tool costs, including such items as eyeglasses and protective eye gear; and

Other supportive services as may be approved by the Workforce Development Board.

F. FOLLOW-UP SERVICES FOR YOUTH

Follow-up services for youth may include:

Leadership Development;

Supportive Service;

Employability; and

Positive social skills.

Positive social skills – the term “positive social skills” means those soft skills that may be incorporated into local programs as part of a menu of services.

G. WORK EXPERIENCES FOR YOUTH

Work experiences are planned structured learning experiences that take place in a workplace for a limited period of time. These activities are designed to provide youth with exposure to working world and the demands and requirements of going to work. These experiences should assist youth in gaining the necessary personal attributes, knowledge, and skills needed to obtain a job and advance in employment. These experiences may be paid or unpaid and must contain as a component academic and occupational education.

Work experience workplaces may be in the private for-profit sector, the non-profit sector, or the public sector.

Participation in work experience activities, as with any other activity funded under WIOA, should be based on the needs identified by the objective assessment of the individual youth participant and documented in the youth’s individual service strategy.

Work Experience activities also include the following:

1. Summer Employment Opportunities and other employment opportunities available throughout the school year;
2. Pre-apprenticeship Programs;
3. Internships and Job Shadowing; and
4. On-the-Job Training opportunities.

H. PROCUREMENT REQUIREMENTS

All required program elements not directly provided by the Youth Services Program Operator must be competitively procured. This includes, but not limited to, occupational skills training, tutoring, and supportive services. Documentation of all competitive procurement activities must be maintained on site and are subject to verification during annual compliance monitoring reviews conducted by Workforce Development Board staff.

I. CONCURRENT ENROLLMENT FOR YOUTH

For purposes of WIOA, eligible youth are 14 through 24 years of age. Adults are defined as individuals 18 and older. Individuals 18 through 24 may be eligible for both adult and youth programs.

Eligible individuals who are 18 through 24 years old may concurrently participate in adult and youth programs. These individuals must meet the eligibility requirements of both the youth and adult programs applicable to the services they are receiving.

J. APPLICABILITY OF INDIVIDUAL TRAINING ACCOUNTS (ITA) FOR YOUTH

Individuals aged 18 and older may be eligible for training services under adult and dislocated worker programs, and may receive an Individual Training Account through the One-Stop System programs. To the extent possible, all youth participants should be involved in the selection of educational and training activities.

K. SUMMER EMPLOYMENT PROGRAMS

Summer employment opportunities that link academic and occupational learning as one part of the comprehensive local program design. Summer programs under WIOA are not intended to be stand alone programs. Rather, the summer program is part of a comprehensive service strategy for addressing youth employment and training needs. Youth, who participate in summer employment opportunities, must be provided a minimum of 12-month follow-up services.

L. LEVEL OF SERVICE

The New River/Mount Rogers Workforce Development Area Consortium Board will negotiate the level of service in accordance with the youth portion of the strategic plan to insure that area-wide we are in compliance with all Federal and State requirements.

M. YOUTH PERFORMANCE REQUIREMENTS

Under WIOA the following performance standards will apply to the Youth program.

WIOA Youth	
Employment (Second Quarter after Exit)	78.0%
Employment (Fourth Quarter after Exit)	77.9%
Median Earnings	\$ 3,553
Credential Attainment Rate	68.5%
Measurable Skill Gains	60.5%

CRC Attainment for Out-of-School Youth – 25%

Cost – The average cost per participant to be served cannot exceed \$7,000

N. COORDINATION OF RESOURCES/SERVICES

All program activities must be coordinated with available resources to insure proper utilization of available resources/services and non-duplication of available services. Proposal must reflect efforts made by the proposer to attempt to secure additional funding/resources in the community to increase service levels to participants.

O. HANDICAPPED ACCESSIBILITY

All offerors must ensure that their facilities comply with all provisions and requirements as contained in the Americans with Disabilities Act. Additionally, offerors must ensure compliance with the access checklist for disabilities as contained in State Policy #00-9.

P. SIGNIFICANT SEGMENT SERVICE LEVELS

In-school youth served —	25%	maximum
Out-of-school youth served —	75%	minimum

6. COST SPECIFICATIONS

All costs incurred by sub-recipients associated with agreements that are for the delivery of services are considered program cost. Any incidental administration in the process of service delivery is also considered a program cost.

7. BONDING

All proposers must have in place a current, in force, fidelity bond in order to be considered for the awarding of a contract. Coverage will be in the sum of \$100,000. Once contracts are awarded, the face value of the bond must be at least the total of all WIOA contracts awarded or \$100,000 whichever is less. The bond must be applicable only to the Workforce Consortium Board and irrevocable during the contract period.

8. LIABILITY DISTRIBUTION POLICY

All entities/organizations funded, either partially or wholly using Workforce Innovation and Opportunity Act funds, will be required to obtain, have in force and produce documentation of coverage necessary to cover any disallowed cost that may result from their activities under the Workforce Innovation and Opportunity Act. All entities must meet this requirement as a condition of receiving a contract with the Consortium Board and subsequent funding.

NR/MR Workforce Development Area Plan

2022 Update Summary of Changes

BACKGROUND

WIOA requires Virginia to review their Comprehensive State Plan (CSP) every two years and update the Plan based on changes in the labor market, economic conditions, and other factors affecting the implementation of the CSP. Representatives from the Governor's office, eight state agencies, the Virginia Board of Workforce Development, 14 local workforce development boards, the VCU Performance Management Group (PMG), and other key stakeholders collaborate to make these updates.

Required WIOA Planning Priorities for 2022, according to the U.S. Department of Labor, are:

- Data-driven decisions
- Reemployment
- Equity in service delivery and educational programming
- Enhance supportive service offerings

The 2022 modified CSP was approved by the federal agencies on June 30, 2022. Local Areas were notified of changes, process and timelines in Oct. 2022

This document presents a comparison of the vision, goals, and strategies from both the 2020 and 2022 CSPs to support updates to the local state plans and shows the NR/MR WDA's vision, goals and strategies for 2020 and 2022.

NR/MR WORKFORCE DEVELOPMENT AREA PLAN

2022 Update Summary of Changes

CHANGES TO VISION, GOALS, AND STRATEGIES FOR 2022

State 2020	State 2022	NR/MR 2020	NR/MR 2022
Vision During the life of this plan, we will improve economic opportunity for all Virginians by serving those who are not yet earning a sustainable wage and, as important, by focusing the resources and mechanisms of our workforce system to recruit people into the workforce and connect them to businesses in high demand industries.	Vision During the life of this plan, we will improve economic opportunity for all Virginians by serving those who are not yet earning a sustainable wage and, as important, by focusing the resources and mechanisms of our workforce system to recruit people into the workforce and connect them to businesses in high demand industries.	Vision The New River Mount Rogers Workforce Development Board envisions a region where every business has access to a qualified, job-ready workforce and every citizen in the region has the skills needed to secure meaningful, sustainable employment, competitive wages, and career advancement through an integrated workforce support infrastructure.	Vision The New River Mount Rogers Workforce Development Board envisions a region where every business has access to a qualified, job-ready workforce and every citizen in the region has the skills needed to secure meaningful, sustainable employment, competitive wages, and career advancement through an integrated workforce support infrastructure.
Goals and Strategies	Goals and Strategies	Goals and Strategies	Goals and Strategies

NR/MR WORKFORCE DEVELOPMENT AREA PLAN

2022 Update Summary of Changes

1) Help individuals gain access to jobs that pay family sustaining wages and provide opportunities for career progression by providing equitable and universal service delivery a) Launch a fully integrated common access portal across Plan partners b) Leverage the Accessibility Task Force to ensure universal service delivery c) Use technology to bridge systems to provide universal access d) Develop career pathways for customers that align with the workforce needs of target industry sectors and also provide career	1) Build Virginia's talent supply to align with current and anticipated business needs and to earn sustainable wages a) Implement career pathways and credentialing priorities that align with the workforce needs of target industry sectors b) Identify and address the needs of job seekers as they recover from the COVID-19 pandemic c) Strengthen alignment of service delivery with other workforce and community programs, such as corrections, social services, public libraries, businesses, and veterans' services d) Increase the capacity of the workforce system by expanding the professional development of workforce professionals	1) Jobseekers will have access to employment in a career pathway with family-sustaining wages. a) Complete Career Pathways and Lattice Models for targeted industries. b) Develop three new Integrated Education and Training (IET) programs offerings in partnership with business/industry. c) Increase by five percent use of Work-Based Learning opportunities supported by regional businesses (PY23 over PY19). d) Provide a minimum of ten jobseeker and business engagement events annually.	1) Build the region's talent supply to align with current and anticipated business needs and ensure workers earn family sustaining wages. a) Career Pathways and Lattice Models for targeted industries. b) Develop three new Integrated Education and Training (IET) programs offerings in partnership with business/industry. - c): Provide a minimum of ten jobseeker and business engagement events annually. - d): Strengthen alignment of service delivery with other workforce and community programs, such as corrections, social services, public libraries, businesses, and veterans' services - e): Increase the capacity of the workforce system by expanding the professional development of workforce professionals
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NR/MR WORKFORCE DEVELOPMENT AREA PLAN

2022 Update Summary of Changes

advancement opportunities e) Use labor market information to better understand opportunities to improve access			
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NR/MR WORKFORCE DEVELOPMENT AREA PLAN

2022 Update Summary of Changes

2) Increase business engagement and deliver value to business customers by filling jobs in high demand occupations that are strategic to Virginia's economy and strengthen Virginia's regions a) Leverage state and local Business Solutions Teams to ensure coordinated and consistent service delivery b) Survey businesses and use labor market information to understand where demand is and skills that are needed c) Utilize sector strategies to engage businesses, economic development, education and training providers, and other community organizations, such as	2) Increase opportunities for Virginia's businesses to fill jobs in high demand occupations that are strategic to Virginia's economy and strengthen Virginia's regions a) Leverage state and local Business Solutions Teams to identify and address the service delivery needs of businesses b) Utilize sector strategies to engage businesses and other partners, such as economic development, education and training providers, chambers of commerce, and community organizations, to align public and private resources to address business needs c) Increase the understanding and accessibility of job-training programs, including worked-based learning, in	2) Business engagement efforts deliver value to business customers and strengthen the region's economy. a) Increase by twenty percent business engagement efforts. - b): Increase by ten percent coordination of Workforce System partners in serving Businesses. c) Increase by twenty percent regional awareness of needs and opportunities in targeted industries.	2) Increase opportunities for the region's businesses to fill jobs in high demand occupations that are strategic to the region's economy. a) Leverage the four Business Solutions Teams to identify and address the service delivery needs of businesses - b). Through a sector approach, engage businesses and other partners, such as economic development, education and training providers, chambers of commerce, and community organizations, to align public and private resources to address business needs in those sectors. - c). Increase the understanding, accessibility and usage of worked-based learning, in the region's high demand occupations. - d): Increase engagement and support to regional businesses that were particularly economically impacted during the COVID-19 pandemic
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NR/MR WORKFORCE DEVELOPMENT AREA PLAN

2022 Update Summary of Changes

chambers of commerce	Virginia's high demand occupations d) Increase engagement and support to Virginia businesses that were particularly economically impacted during the COVID-19 pandemic e) Measure the placement rates, longevity, and wages of job-seeking customers to determine trends		
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NR/MR WORKFORCE DEVELOPMENT AREA PLAN

2022 Update Summary of Changes

3) Develop a qualified and desirable workforce with the skills, competencies, and credentials that meets the current and anticipated business needs of Virginia a) Utilize the national skills index to determine the skills that matter to businesses and cross walk the index to career pathways b) Allocate resources to programs and initiatives that demonstrate positive outcomes for participants c) Increase co enrollment to provide customers with the best possible outcome d) Strengthen alignment of service delivery with other workforce programs, such as corrections, social	b) Increase outreach and recruitment efforts to make available services more well-known and accessible to stimulate job readiness and career awareness a. Increase the effectiveness of work-based learning program outreach to businesses and potential participants b. Utilize data and technology, including the Workforce Data Trust and the referral portal, to make workforce services accessible to all customers c. Increase collaborations with workforce and community partners, including	3) The region's workforce meets the current and anticipated needs of businesses to sustain and grow. a) Support and promote training offerings that result in credentials valued by businesses. b) Support localities in meeting the criteria necessary to become a Work Ready Community c) Increase by five percent integration of K-12 Career and Technical Education Programs with other workforce development initiatives.	3) Increase outreach and recruitment efforts promote workforce services, stimulate career awareness, and promote Career Pathway opportunities of regional businesses. a) Increase use of social media and other tools to tell the regional workforce story and promote regional workforce programs. b) Increase workforce, community, education (including K12) and economic development partner participation in BSUs and sub-region Partner activities to serve businesses and job seekers in a more effective and efficient way. - c): Increase the effectiveness of work-based learning program outreach to businesses and potential participants - d): Use data and success stories to demonstrate the impact of workforce programs on the region.
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NR/MR WORKFORCE DEVELOPMENT AREA PLAN

2022 Update Summary of Changes

services, and veterans' services	career and technical education (e.g., Perkins V), to promote career readiness through all training and education opportunities d. Strengthen engagement with state and local elected officials to cultivate relationships with more businesses to align their services and strategies to meet business needs		
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NR/MR WORKFORCE DEVELOPMENT AREA PLAN

2022 Update Summary of Changes

4) Strengthen outreach and recruitment efforts to promote workforce services and stimulate career awareness a) Enhance brand awareness of Virginia Career Works as the American Job Centers in the Commonwealth b) Expand connections between businesses and Virginia Career Works Centers to align services and strategies to meet business needs c) Increase utilization of sustainable work based learning models, including Registered Apprenticeships d) Coordinate with workforce partners, including career and technical education (e.g., Perkins V), to promote career readiness through all	4) Reduce workforce system barriers through collaboration and innovative solutions a) Analyze labor market data to assess disparities in outcomes and develop solutions that increase opportunities for underserved populations b) Utilize the Accessibility Task Force to ensure universal service delivery across the Commonwealth c) Encourage Local Workforce Development Boards to engage non-traditional, non-mandatory programs as service delivery partners d) Leverage discretionary funds and support innovative initiatives to remove the largest barriers to employment (e.g., affordable childcare, transportation, housing, broadband access)	4) Outreach efforts promote workforce services, stimulate career awareness, and promote Career Pathway opportunities of regional businesses. a) Increase by 10 percent use of social media and other tools to tell the regional workforce story. b) Increase by 10 percent partner engagement activities (PY23 over PY19)	4) Reduce workforce system barriers through collaboration and innovative solutions - a): Increase the use of Integrated Resource Teams to create customer-centered partnerships and improve employment outcomes for jobseekers. - b): Increase partnerships with services for worker commuting, maintaining sobriety, childcare assistance, housing, and other barriers that present challenges to successful obtainment and retention of employment. - c): Leverage discretionary funds and support innovative initiatives to remove the largest barriers to employment (e.g., affordable childcare, transportation, housing, broadband access) - d): Increase the use of a continuum of care approach for evidence-based services.
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NR/MR WORKFORCE DEVELOPMENT AREA PLAN

2022 Update Summary of Changes

post-secondary training and education opportunities			
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NR/MR WORKFORCE DEVELOPMENT AREA PLAN

2022 Update Summary of Changes

5) Reduce workforce system barriers through collaborative integration and innovative solutions a) Include non-traditional, non-mandatory programs as service delivery partners across Virginia's workforce system b) Leverage discretionary funds and support innovative initiatives to remove barriers to employment (e.g., affordable childcare, transportation, housing) c) Support the development of workforce professionals to improve the capacity of the system d) Create opportunities for sharing promising practices among service delivery partners		5) Workforce system services are integrated and offer innovative solutions to the jobseeker and business customer. 5.1 Increase by twenty-five percent the use of Integrated Resource Teams to create customer-centered partnerships and improve employment outcomes for jobseekers. 5.2 Increase by ten percent partnerships with services for worker commuting, maintaining sobriety, childcare assistance, housing, and other barriers that present challenges to successful obtainment and retention of employment. 5.3 Increase by ten percent opportunities for entrepreneurship exploration. 5.4 Increase by ten percent the use of a continuum of care approach for evidence-based services.	5)
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NR/MR WORKFORCE DEVELOPMENT AREA PLAN

2022 Update Summary of Changes

		5.5 Increase by ten percent the successful outcomes in jobseeker programs.	

NR/MR WORKFORCE DEVELOPMENT AREA PLAN

2022 Update Summary of Changes

6) Workforce system public investments add value to regional stakeholders and demonstrate a return on investment.

a) Increase by twenty percent the number of outreach activities demonstrating workforce development impacts in the region.

b) Increase by twenty percent sharing of performance measures and outcomes among partners.

5)

NR/MR WORKFORCE DEVELOPMENT AREA PLAN

2022 Update Summary of Changes

Training Provider Place Holder

Summary of the New River/Mount Rogers Workforce Foundation

Purpose

- 1) To implement policies that complement and support those of the New River/Mount Rogers Workforce Development Area Consortium Board and the New River/Mount Rogers Workforce Development Board
- 2) To promote and implement integrated workforce development strategies, systems and activities designed to increase the employment, retention and earnings of employees in New River/Mount Rogers Area, and increase the occupational skills and quality of the workforce, and increase self-sufficiency;
- 3) To solicit and accept, aid, support and grants, donations and gifts by contributions or otherwise, by governmental entities, other corporations and entities of all nature, individuals, and funds and foundations;
- 4) To direct disbursement of funds for workforce development activities;
- 5) To promote the participation of private sector employers in workforce development activities.

Directors

1. The property, affairs and business of the Foundation will be managed by the Board of Directors
2. The Board of Directors will be a minimum of eight (8) and a maximum of twelve (12) in numbers.
3. The directors shall consist of the Executive Committee Members of the New River/Mount Rogers Workforce Development Area Consortium Board (total of five) and the Chair and Vice Chairs (a total of three from the WDB) and At-Large Members: a maximum of four (4) at-large members representing the community and appointed by the Board of Directors.



NEW RIVER | MOUNT ROGERS REGION

6580 Valley Center Drive
Radford, Virginia 24141

November 22, 2022

Mrs. Laura H. Radford, Superintendent
Bland County Public Schools
361 Bears Trail
Bastian, VA 24314

Dear Mrs. Radford,

In July, 2021 we were awarded a YouthBuild grant from the U.S. Department of Labor. YouthBuild is a training program for at-risk youth ages 16 to 24 to help them earn a secondary and industry recognized credential, learn work readiness and leadership skills, participate in community service, and transition into employment or postsecondary. We are grateful to have been awarded this competitive grant but have been greatly struggling to reach the youth in our region. The reason for my letter today is to inquire as to the possibility of partnering with your school division.

There are two ways YouthBuild might be beneficial to your school division:

- (1) YouthBuild can work with your dropouts to reconnect them to your school by assisting the youth in completing courses toward a high school diploma. We could either use your curriculum or Penn Foster. If a high school diploma is out of reach for the youth, we can help them earn a GED®.
- (2) YouthBuild could also be considered an alternative education program where at-risk youth work with school division staff to earn their secondary credential and YouthBuild staff to gain employability skills, participate in paid work experiences, and earn an industry credential in either construction, manufacturing, or healthcare.

We would greatly appreciate an opportunity to discuss how YouthBuild might be valuable to your school division and your youth who are struggling or have barriers to employment. In full disclosure, without a close partnership with you, we risk losing this wonderful grant-funded program. We know a comprehensive program like YouthBuild is very much needed for at-risk/disadvantaged youth in our region, but we need help reaching and serving them.

I truly appreciate your consideration of partnering with us to serve the youth in our region so we can demonstrate to the DOL the need in southwest Virginia. I will follow up with you in early December through email to see if you would like to discuss partnering.

All My Best,

Jenny Bolte, Deputy Director
New River/Mount Rogers Workforce Development Board
(540) 838-9400
Jenny.Bolte@vcwnrmr.com



NEW RIVER | MOUNT ROGERS REGION

6580 Valley Center Drive
Radford, Virginia 24141

November 22, 2022

Dr. Keith Perrigan, Superintendent
Bristol City Public Schools
280 Lee Street
Bristol, VA 24201

Dear Dr. Perrigan,

In July, 2021 we were awarded a YouthBuild grant from the U.S. Department of Labor. YouthBuild is a training program for at-risk youth ages 16 to 24 to help them earn a secondary and industry recognized credential, learn work readiness and leadership skills, participate in community service, and transition into employment or postsecondary. We are grateful to have been awarded this competitive grant but have been greatly struggling to reach the youth in our region. The reason for my letter today is to inquire as to the possibility of partnering with your school division.

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All My Best,

Jenny Bolte, Deputy Director
New River/Mount Rogers Workforce Development Board
(540) 838-9400
Jenny.Bolte@vcwnrnmr.com



NEW RIVER | MOUNT ROGERS REGION

6580 Valley Center Drive
Radford, Virginia 24141

November 22, 2022

Dr. Mark A. Burnette, Superintendent
Carroll County Public Schools
605-9 Pine St
Hillsville, VA 24343

Dear Dr. Burnette,

In July, 2021 we were awarded a YouthBuild grant from the U.S. Department of Labor. YouthBuild is a training program for at-risk youth ages 16 to 24 to help them earn a secondary and industry recognized credential, learn work readiness and leadership skills, participate in community service, and transition into employment or postsecondary. We are grateful to have been awarded this competitive grant but have been greatly struggling to reach the youth in our region. The reason for my letter today is to inquire as to the possibility of partnering with your school division.

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All My Best,

Jenny Bolte, Deputy Director
New River/Mount Rogers Workforce Development Board
(540) 838-9400
Jenny.Bolte@vcwnrnr.com



NEW RIVER | MOUNT ROGERS REGION

6580 Valley Center Drive
Radford, Virginia 24141

November 22, 2022

Dr. John Wheeler, Superintendent
Floyd County Public Schools
140 Harris Hart Rd NE Floyd, VA 24091
540-745-9400

Dear Dr. Wheeler,

In July, 2021 we were awarded a YouthBuild grant from the U.S. Department of Labor. YouthBuild is a training program for at-risk youth ages 16 to 24 to help them earn a secondary and industry recognized credential, learn work readiness and leadership skills, participate in community service, and transition into employment or postsecondary. We are grateful to have been awarded this competitive grant but have been greatly struggling to reach the youth in our region. The reason for my letter today is to inquire as to the possibility of partnering with your school division.

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All My Best,

Jenny Bolte, Deputy Director
New River/Mount Rogers Workforce Development Board
(540) 838-9400
Jenny.Bolte@vcwnrmr.com



NEW RIVER | MOUNT ROGERS REGION

6580 Valley Center Drive
Radford, Virginia 24141

November 22, 2022

Mrs. Susan Tilley, Superintendent
Galax City Public Schools
223 Long St
Galax, VA 24333

Dear Mrs. Tilley,

In July, 2021 we were awarded a YouthBuild grant from the U.S. Department of Labor. YouthBuild is a training program for at-risk youth ages 16 to 24 to help them earn a secondary and industry recognized credential, learn work readiness and leadership skills, participate in community service, and transition into employment or postsecondary. We are grateful to have been awarded this competitive grant but have been greatly struggling to reach the youth in our region. The reason for my letter today is to inquire as to the possibility of partnering with your school division.

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All My Best,

Jenny Bolte, Deputy Director
New River/Mount Rogers Workforce Development Board
(540) 838-9400
Jenny.Bolte@vcwnrnr.com



NEW RIVER | MOUNT ROGERS REGION

6580 Valley Center Drive
Radford, Virginia 24141

November 22, 2022

Dr. Terry E. Arbogast II, Superintendent
Giles County Public Schools
151 School Rd
Pearisburg, VA 24134

Dear Dr. Arbogast,

In July, 2021 we were awarded a YouthBuild grant from the U.S. Department of Labor. YouthBuild is a training program for at-risk youth ages 16 to 24 to help them earn a secondary and industry recognized credential, learn work readiness and leadership skills, participate in community service, and transition into employment or postsecondary. We are grateful to have been awarded this competitive grant but have been greatly struggling to reach the youth in our region. The reason for my letter today is to inquire as to the possibility of partnering with your school division.

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All My Best,

Jenny Bolte, Deputy Director
New River/Mount Rogers Workforce Development Board
(540) 838-9400
Jenny.Bolte@vcwnmr.com



NEW RIVER | MOUNT ROGERS REGION

6580 Valley Center Drive
Radford, Virginia 24141

November 22, 2022

Mr. Kelly Wilmore, Superintendent
Grayson County Public Schools
PO Box 888
Independence, VA 24348-0888

Dear Mr. Wilmore,

In July, 2021 we were awarded a YouthBuild grant from the U.S. Department of Labor. YouthBuild is a training program for at-risk youth ages 16 to 24 to help them earn a secondary and industry recognized credential, learn work readiness and leadership skills, participate in community service, and transition into employment or postsecondary. We are grateful to have been awarded this competitive grant but have been greatly struggling to reach the youth in our region. The reason for my letter today is to inquire as to the possibility of partnering with your school division.

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All My Best,

Jenny Bolte, Deputy Director
New River/Mount Rogers Workforce Development Board
(540) 838-9400
Jenny.Bolte@vcwnrmr.com



NEW RIVER | MOUNT ROGERS REGION

6580 Valley Center Drive
Radford, Virginia 24141

November 22, 2022

Dr. Annie Whitaker, Superintendent
Montgomery County Public Schools
750 Imperial Street
Christiansburg, VA 24073

Dear Dr. Whitaker,

In July, 2021 we were awarded a YouthBuild grant from the U.S. Department of Labor. YouthBuild is a training program for at-risk youth ages 16 to 24 to help them earn a secondary and industry recognized credential, learn work readiness and leadership skills, participate in community service, and transition into employment or postsecondary. We are grateful to have been awarded this competitive grant but have been greatly struggling to reach the youth in our region. The reason for my letter today is to inquire as to the possibility of partnering with your school division.

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All My Best,

Jenny Bolte, Deputy Director
New River/Mount Rogers Workforce Development Board
(540) 838-9400
Jenny.Bolte@vcwnrmr.com



NEW RIVER | MOUNT ROGERS REGION

6580 Valley Center Drive
Radford, Virginia 24141

November 22, 2022

Dr. Kevin Siers, Superintendent
Pulaski County Public Schools
202 N Washington Ave
Pulaski, VA 24301-5008

Dear Dr. Siers,

In July, 2021 we were awarded a YouthBuild grant from the U.S. Department of Labor. YouthBuild is a training program for at-risk youth ages 16 to 24 to help them earn a secondary and industry recognized credential, learn work readiness and leadership skills, participate in community service, and transition into employment or postsecondary. We are grateful to have been awarded this competitive grant but have been greatly struggling to reach the youth in our region. The reason for my letter today is to inquire as to the possibility of partnering with your school division.

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All My Best,

Jenny Bolte, Deputy Director
New River/Mount Rogers Workforce Development Board
(540) 838-9400
Jenny.Bolte@vcwnrnmr.com



NEW RIVER | MOUNT ROGERS REGION

6580 Valley Center Drive
Radford, Virginia 24141

November 22, 2022

Mr. Robert Graham, Superintendent
Radford City Public Schools
1612 Wadsworth St
Radford, VA 24141

Dear Mr. Graham,

In July, 2021 we were awarded a YouthBuild grant from the U.S. Department of Labor. YouthBuild is a training program for at-risk youth ages 16 to 24 to help them earn a secondary and industry recognized credential, learn work readiness and leadership skills, participate in community service, and transition into employment or postsecondary. We are grateful to have been awarded this competitive grant but have been greatly struggling to reach the youth in our region. The reason for my letter today is to inquire as to the possibility of partnering with your school division.

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All My Best,

Jenny Bolte, Deputy Director
New River/Mount Rogers Workforce Development Board
(540) 838-9400
Jenny.Bolte@vcwnrnr.com



NEW RIVER | MOUNT ROGERS REGION

6580 Valley Center Drive
Radford, Virginia 24141

November 22, 2022

Dr. Dennis G. Carter, Superintendent
Smyth County Public Schools
121 Bagley Cir Ste 300
Marion, VA 24354-3140

Dear Dr. Carter,

In July, 2021 we were awarded a YouthBuild grant from the U.S. Department of Labor. YouthBuild is a training program for at-risk youth ages 16 to 24 to help them earn a secondary and industry recognized credential, learn work readiness and leadership skills, participate in community service, and transition into employment or postsecondary. We are grateful to have been awarded this competitive grant but have been greatly struggling to reach the youth in our region. The reason for my letter today is to inquire as to the possibility of partnering with your school division.

There are two ways YouthBuild might be beneficial to your school division:

- (1) YouthBuild can work with your dropouts to reconnect them to your school by assisting the youth in completing courses toward a high school diploma. We could either use your curriculum or Penn Foster. If a high school diploma is out of reach for the youth, we can help them earn a GED®.
- (2) YouthBuild could also be considered an alternative education program where at-risk youth work with school division staff to earn their secondary credential and YouthBuild staff to gain employability skills, participate in paid work experiences, and earn an industry credential in either construction, manufacturing, or healthcare.

We would greatly appreciate an opportunity to discuss how YouthBuild might be valuable to your school division and your youth who are struggling or have barriers to employment. In full disclosure, without a close partnership with you, we risk losing this wonderful grant-funded program. We know a comprehensive program like YouthBuild is very much needed for at-risk/disadvantaged youth in our region, but we need help reaching and serving them.

I truly appreciate your consideration of partnering with us to serve the youth in our region so we can demonstrate to the DOL the need in southwest Virginia. I will follow up with you in early December through email to see if you would like to discuss partnering.

All My Best,

Jenny Bolte, Deputy Director
New River/Mount Rogers Workforce Development Board
(540) 838-9400
Jenny.Bolte@vcwnrnmr.com



NEW RIVER | MOUNT ROGERS REGION

6580 Valley Center Drive
Radford, Virginia 24141

November 22, 2022

Dr. Brian C. Ratliff, Superintendent
Washington County Public Schools
812 Thompson Dr
Abingdon, VA 24210-2354

Dear Dr. Ratliff,

In July, 2021 we were awarded a YouthBuild grant from the U.S. Department of Labor. YouthBuild is a training program for at-risk youth ages 16 to 24 to help them earn a secondary and industry recognized credential, learn work readiness and leadership skills, participate in community service, and transition into employment or postsecondary. We are grateful to have been awarded this competitive grant but have been greatly struggling to reach the youth in our region. The reason for my letter today is to inquire as to the possibility of partnering with your school division.

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Jenny Bolte, Deputy Director
New River/Mount Rogers Workforce Development Board
(540) 838-9400
Jenny.Bolte@vcwnrnr.com



NEW RIVER | MOUNT ROGERS REGION

6580 Valley Center Drive
Radford, Virginia 24141

November 22, 2022

Dr. G. Wesley Poole, Superintendent
Wythe County Public Schools
1570 W Reservoir St
Wytheville, VA 24382

Dear Dr. Poole,

In July, 2021 we were awarded a YouthBuild grant from the U.S. Department of Labor. YouthBuild is a training program for at-risk youth ages 16 to 24 to help them earn a secondary and industry recognized credential, learn work readiness and leadership skills, participate in community service, and transition into employment or postsecondary. We are grateful to have been awarded this competitive grant but have been greatly struggling to reach the youth in our region. The reason for my letter today is to inquire as to the possibility of partnering with your school division.

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All My Best,

Jenny Bolte, Deputy Director
New River/Mount Rogers Workforce Development Board
(540) 838-9400
Jenny.Bolte@vcwnrnr.com

Executive Summary – December 7, 2022

Staff Activities

- System Building/Backbone Organization Support
 - Accountable Care Community (SWVA and NE TN) <https://www.strongacc.org/>
 - ACC Leadership Council
 - ACC Metric and Evaluation Committee Chair
 - Go Virginia
 - Member of Region 1 Advanced Manufacturing Committee
 - Member of Region 2 Workforce Committee
 - Ongoing:
 - POWER Recovery Ready Eco-system lead
 - Continued support of all four, and leadership of one, Business Solution Units
 - Member NRV Regional Commission and MR Planning District CEDS committee
 - Career & Technical Education Advisory Board member: Bland, Carroll, Giles, Montgomery, Pulaski, Washington and Wythe Counties and Cities of Bristol and Radford and Blue Ridge Job Corp
- Community Outreach
 - Various Facebook Postings
 - Podcast on YouthBuild
 - ARC Conference Oct. 17-19
 - SWVA Rural Summit
- Business Engagement/Outreach
 - Podcast on Recruitment and Retention
 - Podcast on YouthBuild
 - Layoff assistance as needed
 - Recruitment Activities for those that request
 - SWVA Mfg Awards Banquet (as an award presenter)
- Professional Development
 - Kimber Simmons – Professional Human Resources Certification completed training in Nov.
 - Kathy Pickel – Work Incentive Coordinator Training for Ticket to Work – on going
 - EO Training required for all Staff that serve individuals – Nov. 15 & 16



NEW RIVER | MOUNT ROGERS REGION

2023 Consortium Board Meeting Schedule

March 15, 2023: In-person at the Wytheville Meeting Center

May 17, 2023 (Joint with WDB): In-person at Wytheville Meeting Center

September 20, 2023: In-person at Wytheville Meeting Center

December 6 or 13, 2023 (Joint with WDB): In-person at Wytheville Meeting Center

All meetings will begin at **10:00 a.m.**



NEW RIVER | MOUNT ROGERS REGION

2023 Workforce Development Board Meeting Schedule

February 22, 2023: Virtual

May 17, 2023 (Joint with CB): In-person at Wytheville Meeting Center

August 23, 2023: In-person at the Wytheville Meeting Center

October 25, 2023: Virtual

December 6 or 13th, 2023 (Joint with CB): In-Person at the Wytheville Meeting Center

ONE STOP REPORT

July 1, 2022 - Oct 31, 2022

CUSTOMER
SERVICE

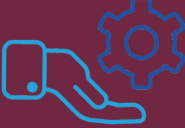


CUSTOMER SATISFACTION SURVEY RESULTS

JOBSEEKERS - VERY SATISFIED - 100 %

BUSINESSES - VERY SATISFIED - 100 %

OPERATIONS

	Wytheville	Radford	Galax	Bristol
New Jobseeker Customers	119	287	114	184
Hires attributed to the One-Stop Center	0	1	8	3
New Employers Registered in VWC	5	16	3	17
New Job Orders	1,233	1,492	344	600
Services to Employers	4,625	1,321	1,067	1,015
Jobseekers Registered in VWC	4,335	6,651	4,066	9,247
Employers Served by One Stop	1,010	207	174	194
Training Activities Completed	52			
Workforce Credentials Attained	27 - 52% of individuals trained attained a credential (16- Adult, 8- DLW, 3- Youth)			



Regional partner meetings in Radford, Galax, and Wytheville continue on a regular basis.



Regional Business Service Teams

Activities include:

- Incumbent Worker Training Projects: Modea & Town of Abingdon
- Youth Recruitment - Career Expo, High School Career Fairs
- Individual Recruitment Event - Utility Trailer, Shearers, Accuforce
- Community Career Fairs: New River Valley, Giles County
- Live, Love, and Work in Virginia - Virtual and In Person Hiring Events
- Workforce Exchange - LH Corp, October 25th
- Burnout Recovery Workshop, October 27th Radford and Wytheville
- Workplace Spanish - Galax Oct 21 - Dec 16th

Company	Event	Affected Employees	Announcement/ Effective Date	Status	Rapid Response
Bed Bath and Beyond	Closure	13	Unknown	Ongoing	TBD
Envigo/ Inotiv, Dublin, VA	Closure	37	7/27/22 through 12/30/2022	Ongoing	Yes - 23 in attendance

Professional Development Completed by Center staff include:

- Important Facts and Procedures for the New Appeal Form
- Regional RESEA Training
- HR "Just in Time" Performance Management Training
- WS Training - VAWC Review and Refresher
- VEC Accessibility and Accommodations Training
- Lessons in Leadership



The WDB continues to provide professional development opportunities for staff and partners.

Number of frontline staff trained and certified in compliance with State policy: 20



WIOA AREA 2 SUCCESS STORY – MACKENZEIGH BATCHELOR



*Mackenzeigh Batchelor
Donation Goods Worker*

Mackenzeigh Batchelor was referred to the WIOA Adult Program by Charlie Mullins and his team with the Giles County Drug Court Recovery Program. Mackenzeigh, who has a criminal background, needed assistance with obtaining employment and getting the work experience he needs so that he could be Successful and Marketable in the Workplace.

I Lindsey Chamness his Case Manager in Giles County determined that Mackenzeigh was eligible, and suitable for enrollment into the WIOA Out of School Youth Program. Career assessments were given, and the results were discussed with Mackenzeigh. Together, me and Mackenzeigh came up with an Individualized Employment Plan to address the ways WIOA would be able to help him become employed.

Mackenzeigh was referred to one of our Adult Partners we work with to address his academic needs in obtaining his

GED, which he declined since he felt it was necessary to put all his efforts into finding and keeping a full-time job that he loves, so that he could become financially stable and be able to live on his own. His transportation at the beginning was a big barrier for him that limited his employment opportunities to employers within walking distance from his home.

Mackenzeigh completed his Community Service hours at the Christian Missions, and already had a very good rapport with Lisa. We have talked to Lisa Palmer over at the Christian Missions, and stated they are very interested in a Work Experience with him where he could learn some new job skills and shadow the Manager on the job site to see if that would be a career he would like to pursue. Lisa also stated that his attendance while doing his Community Service Hours has been very exceptional and his performance has been exceedingly above and beyond anyone could ask for. His attendance, performance and attitude were

exceptional as reported by his worksite supervisor. As a Donation Goods Worker additional responsibilities were added to his job duties during his work experience, and Mackenzeigh maintained excellent communication with the WIOA office throughout the program. After completing 500 hours of his work experience, he was well-trained and ready to enter the workforce. He was hired immediately and remains happily employed with the Christian Missions. Although, he does have a dream of farming, he feels that this job has been the best thing that has ever happened to him, and he can't see himself doing anything else other than this. He said he never knew that he would love this type of job but having to help people who is from the same life background as him, brings him great amount of joy.

This opportunity came about because community partners recognized his value, even as an offender, and he seized on the chance at redemption. He is a great example of how WIOA can partner with local law enforcement to produce positive solutions for communities. He is appreciative of all involved in his transformation, and says, "Over a year ago he was strung out on dope, homeless, unemployed, not having family help him, but turning him away, feeling hopeless nothing to offer to anyone, not even himself. Now, he is over 6+ months clean and sober, have a job, his own car, and his own place to live in that he can call his own, with lots of hope, self-respect, and a heart full of gratitude and joy. He goes on to thank the law enforcement officers, the court system, the recovery court panel, the WIOA program, and his family and friends that has believed in him and helped him through thick and thin to where he is at today. He offers encouragement to others that face addiction to seek out recovery. He says, "There is hope. That you can have a better life and that you deserve it. He says to find recovery and save yourself because you are worth it".

Area Layoffs and Closures – Sept 30, 2022

Company	Event	Affected Employees	Announcement/ Effective Date	Status	Rapid Response
Envigo/Inotiv, Dublin, VA	Closure	37	7/27/22 through 12/30/2022	Ongoing	Yes 23 in attendance
Bed Bath and Beyond – Christiansburg	Closure	13	12/31/2022	Ongoing	TBD



People inc.

Building Futures, Realizing Dreams™

July 1, 2022—October 31, 2022

Total Participants: 274

New Enrollments: 39

New Adult Enrollments: 20

New Youth Enrollments: 15

New Dislocated Workers: 4

Enrolled in Training: 105

Enrolled in Work Exp: 12

Credentials Attained: 26

Placed in Employment: 46

Average Wage: \$17.70





Empowering Individuals
Strengthening Families
Inspiring Communities



WIOA REGION 2 BOARD ACTIVITY & PROGRESS REPORT

Months: October and November

Year to Date: July – November 2022

Report compiled and submitted by:

Leo Molina, WIOA Coordinator (November 22), Goodwill of the Valleys

These numbers represent the services given to the enrolled WIOA Participants as well as the work with our community partners for the named reporting period.

ACTIVITY/SERVICES	MONTHS TOTAL	YEAR TO DATE
<i>New Enrollments – A & Y</i>	3	28
<i>Carryover - A & Y (2022)</i>	-	65
<i>Outreach/Partnerships</i>	8	65



Empowering Individuals
Strengthening Families
Inspiring Communities

<i>Enrolled Training – A&Y</i>	8	16
<i>Training Completions -A&Y</i>	3	9
<i>Enrolled in Work Exp/Internships</i>	3	13
<i>Credentials Earned- Post Exit</i>	3	3
<i>Placed in Employment- Active – A&Y</i>	4	12
<i>Average Wage – A&Y</i>	\$17.22	\$15.60
<i>Positive Exits</i>	3	11

Activities for October & November include:

- *Job Fairs*
- *NRCC SRC Fair at the New River Valley Mall*
- *Burn Out Recovery Training*
- *Trunk or Treat at all office locations*
- *Calfee Center Presentation for Community Partners*
- *Goodwill Restoring our Community Event*

DISCRETIONARY GRANTS

December 2022

PARTNERSHIPS FOR OPPORTUNITY AND WORKFORCE AND ECONOMIC REVITALIZATION (POWER)

PROGRAM PERIOD OF PERFORMANCE: JANUARY 1, 2021-DECEMBER 31, 2023



Peer Recovery Specialists:

Enrollment Target: 170 Status: 84
Training/Credential Target: 136 Status: 84
Employment Target: 128 Status: 47

Healthcare/Human Service Practitioners

Enrollment Target: 30 Status: 12
Training/Credential Target: 30 Status: 10
Employment Target: 30 Status: 10

Occupational Training for Individuals in Recovery

Enrollment Target: 80 Status: 94
Training/Credential Target: 64 Status: 70
Employment Target: 60 Status: 62

Jobseeker Services for Individuals in Recovery

Enrollment Target: 100 Status: 65
Training/Credential Target: 80 Status: 65
Employment Target: 50 Status: 19

WIOA INNOVATIONS

PROGRAM PERIOD OF PERFORMANCE:
NOVEMBER 2022-MARCH 30, 2024



Enrollment Target: 30 Status: 0
Measurable Skill Gain: 27 Status: 0
Completed Training: 25 Status: 0
Earned Industry Credential: 24 Status: 0
Obtained Employment: 24 Status: 0



PUBLIC HEALTH PROFESSIONALS PROGRAM

SUBRECIPIENT OF THE VIRGINIA RURAL HEALTH ASSOCIATION

PROGRAM PERIOD OF PERFORMANCE:

AUGUST 1, 2022-JULY 31, 2025

Enrollment Target: 40 Status: 7

Completed Training: 30 Status: 0

Earned Industry Credential: 30 Status: 0

Obtained Employment: 30 Status: 0



YOUTHBUILD

PROGRAM PERIOD OF PERFORMANCE:

NOVEMBER 1, 2021-OCTOBER 31, 2023

Enrollment Target: 90 Status: 32

Dropout Target Enrollment: 67 Status: 13

Diploma Exemption/Basic Skill Deficient Enrollment: 23 Status: 19

Measurable Skills Gain Target: 81 Status: 16

Completed Training: Target: 77 Status: 3

Earned Industry Credential: Target: 77 Status: 2

Employment or Postsecondary Placement 2nd Q. after Exit Target: 72 Status: 0

Employment or Postsecondary Placement 2nd Q. after Exit Target: 72 Status: 0



WORKFORCE OPPORTUNITY FOR RURAL COMMUNITIES (WORC)

PROGRAM PERIOD OF PERFORMANCE:

NOVEMBER 1, 2022-SEPTEMBER 30, 2025

PARTICIPANT SERVICES:

Enrollment Target: 180 Status: 3

Completed Training: 144 Status: 0

Earned Industry Credential: 144 Status: 0

Obtained Employment: 135 Status: 0

BUSINESS SERVICES:

Businesses Served: 225 Status: 0

Business Workshops: 12 Status: 0

Job Fairs/Recruiting/Hiring Events : 12 Status: 0

WORKFORCE SYSTEM SERVICES:

New Partnerships Developed: 15 Status: 0

Professional Development Opportunities Offered: 12 Status: 0



Our Numbers Tell a Story

Emily



My name is Emily, and am 17 years old. My whole life, schooling has been very difficult for me, and I'm not sure why. I don't have any learning disabilities that would prevent me from going to and doing it. In 2020 when the pandemic hit, I was a high school freshman with straight D's barely passing. At that point in my life, I had accepted that I wasn't going to get my diploma or have any type of lifelong career whatsoever. In the beginning of my junior year, I heard about the Job Corps and didn't even let my family finish explaining before I said YES!!! I was nominated to participate in a brand new program they called YouthBuild.

I realized I looked forward to going to school and participating in events and functions. During my time in the program, I got my high school diploma and my healthcare trade certification and all kinds of other certifications such as Electronic Health Records, two different HIPAA certifications, and CPR/Basic Life Support. I got to take the military ASVAB test and got a certificate for a Personal Empowerment course and lots of essential individual life skills. There was a list of courses about basic stuff everyone in the workforce needs to have basic knowledge of. Word, Excel, Career search skills, how to use email, and a lot more. I found it to be pretty interesting since a lot of it wasn't taught in the original Job Corps program. Even with the class time a little different than I am normally used to, through the YouthBuild program, I got a lot of career advice, money incentives, and a brand new laptop to do my school work and start my own adult life.

After I left YouthBuild and Job Corps, I filled out about 20 applications for hospitals and healthcare facilities which sadly don't hire minors. So, I am working in the back of a house at a nursing home until I am 18 or until another educational opportunity presents itself. If I was never chosen for YouthBuild, I would have easily given up at this point, but my hopes are still high just knowing that I received exceptional training and education. I wholeheartedly believe that even though YouthBuild isn't a well known established program, they have helped me so much, and I will forever be grateful to both YouthBuild and Job Corps for helping me in all the different aspects of my life.

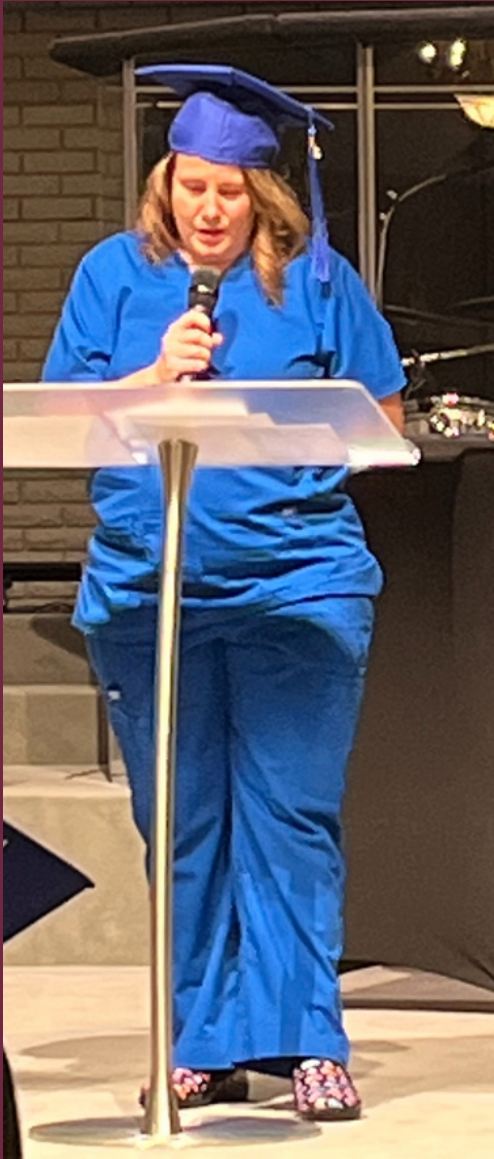
For information on the New River/Mount Rogers Workforce Development Board's YouthBuild program, contact Jenny Bolte at (540) 838-9400 or Jenny.Bolte@vcwnrmr.com



BUILD YOUR CAREER - YouthBuild is a \$1,875,000 YouthBuild project. \$1,500,000 (75%) is provided through a Federal grant from the United States Department of Labor – Employment and Training Administration. \$375,000 (25%) is provided through other sources, including federal, state, and local funds.

The NR/MR Workforce Development Board is an Equal Opportunity Employer/Program. Auxiliary Aids and Services are available upon request to individuals with disabilities.

Misty



If you had asked me ten years ago what I would be doing, I would have told you I was living out my childhood dream working in the veterinary field. However, sometimes life has a different path chosen for you. In February of 2022, my dad was admitted to a rehabilitation facility. While visiting, I noticed that some of the residents were not receiving the care they deserved due to staffing issues. Some residents were lonely because they had no family to come to see them. I knew there was something that I had to do, but I didn't know what. I was a 45-year-old who had no idea where or how to even start in the healthcare field.

In March of 2022, my father passed away after a very short battle with cancer. That was when I started looking into positions where I could help others. After a long search, I found a position that allowed me to get my foot in the door as a Unit Concierge. This position only allowed me to pass water, visit with the residents, and make beds. It was a start, but I still felt like I was not doing enough. A few months into the position, my boss came to me about a new program that was offering a seven-week course to become a certified nursing assistant. I was so excited, yet nervous at the same time. It was then that I was introduced to the Virginia Career Works program which allowed me to be able to afford the class and all the materials needed to become successful in my new career.

Fast-forward seven weeks and everything has fallen into place. While working a full-time job and planning a wedding, I finished top in my class, passed my written exam, and I'm now looking forward to taking my skills exam and becoming a CNA before Christmas. I honestly believe that situations you are put in and people you meet are put in your path for a reason. After 45 years, I have finally found what I was meant to do and where I was meant to be. In the years to come, I hope to further my career and eventually become a hospice nurse and care for the terminally ill.

For information on the New River/Mount Rogers Workforce Development Board's ARC POWER program, contact Jenny Bolte at (540) 838-9400 or Jenny.Bolte@vcwnrmr.com



Pathways to a Strong and Healthy Region is a \$3,151,445 project. \$1,494,000 is provided through a Federal grant from the Appalachian Regional Commission POWER initiative. \$1,657,445 is provided through other sources, including matched local, state, and federal funds.

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MOUNT ROGERS

Regional Adult Education Program



2022 Celebrations!

Educational Gains



9 In Reading
17 In Math

Total Students Enrolled



GED® Credentials Earned

6



HAAS CNC
Vertical
Machining
Certificates
Earned

8



6 Diesel Mechanic
2 Precision Machinist

7



10 Hour General
Industry
Certificates
Earned

MOUNT ROGERS REGIONAL ADULT EDUCATION



Imagine you're starting on your first career journey... or perhaps a new start on a different career path... The road ahead is uncertain, but you're doing your best to **get trained** and **get smart** about what it means to be career-ready. When it comes to the hands-on work of the trades, tools are an essential part of career readiness. There's a reason a person is lauded for knowing "the tools of the trade."

The **"Tools For Success"** scholarship partnership gives an extra special boost to those willing to work hard at a skilled trade. While a student is enrolled in career certification training with Virginia Highlands Community College (VHCC), they can co-enroll with the Mount Rogers Regional Adult Education Program (MRRRAEP) to further improve their individual "tools for success." For example, when each Diesel Mechanic student successfully completes their "Tools for Success" scholarship requirements, they receive a brand new tool cart overflowing with tools, all of which are hand-picked by their training instructor and specific to their new career path.

"Not all career readiness skills can be measured by a grade on a test or with on-the-job hours," explains Hannah Ingram, MRRRAEP coordinator for the scholarship program. "There's a wide range of targeted skills we help them improve." Each student must complete a minimum of 40 hours of study in **Career Readiness** (*applied math, workplace documents, reading charts & graphs*), **Digital Literacy** (*basic technological & software skills*), **Financial Literacy**, and **Job-Related "Soft Skills"** (*how to find a job, how to behave appropriately on the job, therefore how to keep a job*). The students earn digital badges and certificates along the way, including a National Career Readiness Certificate.

Rene Shepherd, Harbor Freight sales supervisor at the Bristol, VA location, has managed the logistics of merchandise orders for the program's Diesel Mechanic students since the **"Tools For Success"** scholarship began. Even when supply chain issues required strategic planning and extra steps, Rene says it's been worth it.

She gets to experience the special moments when each student finally comes in to pick up the tools and tool cart they earned. She describes them as polite, respectful, and very excited. "They often say: 'All of this is for **me**!'" Rene laughs.

"One of Harbor Freight's corporate values is to give back to the community. We have enormous respect for people working in trades positions - they keep our country running," Rene explains. "Some of the students come in with their families, and you can just see the sense of ownership and confidence come over them." More than one student has said, "Because of this I'm more able to get a job right away."

"It's hard when someone is first starting out, so it's nice to be able to eliminate some of that struggle," Rene shared.

Past scholarship recipients agree that the array of tools are a great incentive to keep them motivated. But the program also helps strengthen educational progress and expand confidence in everyday life skills. As one recipient put it: "Putting in that extra bit of work is worth it - to get a free set of tools but to also gain the knowledge of the real world and its working environment and be able to apply it for yourself."

Let Mount Rogers Regional Adult Education Program (MRRRAEP) help you hone your individual tools for success and ENROLL TODAY. We offer high school, GED® prep, computer classes for beginners, and career/job planning in several southwest Virginia locations. Find complete information at www.mrrraep.com or call 276-619-4399.



Onward NRV and Mount Rogers Regional Partnership continue to advance initiatives related to workforce and talent. As the calendar year is coming to an end, both organizations are looking forward to the Spring of 2023 and the opportunity to engage with employers, stakeholders, and our education partners.

Onward NRV recently adopted their next five-year strategy, Onward 2028. The first goal of Onward 2028 is to “attract and retain talent to support regional growth”, and talent will continue to be one of Onward NRV’s largest priorities as they move forward into the next five years.

The Mount Rogers Regional Partnership is finalizing internship opportunities with local employers to align high school students with an opportunity for exposure in health care and manufacturing. As the Spring approaches, focus will be on adopting a summer immersion experience for the Mount Rogers region, very similar to the Onward NRV’s summer immersion experience. Our team is working closely with Emory & Henry College and their internship programs to align opportunities with existing employers in the region.

As 2023 kicks off, both Onward NRV and Mount Rogers Regional Partnership look forward to providing updates on the initiatives associated with talent.

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 \$0.625/mile = \$ _____
Total Miles Reimbursement Requested

Name

Signature

Date