

NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT BOARD

MEETING AGENDA

October 23, 2024

Facilitating and coordinating workforce initiatives that enable economic growth and increase the standard of living in the region.

CALL TO ORDER & WELCOME OF GUEST – Chair Miller

ROLL CALL

APPROVAL OF THE AGENDA**

CONSENT AGENDA (previously distributed) **

- Minutes from the meeting

PUBLIC COMMENT PERIOD

COMMITTEE REPORTS

One-Stop Operations Committee • Center Certification Update	Strategic Planning Committee • Strategic Plan Update
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CONSORTIUM BOARD UPDATE – Mary Biggs

PY24 COMMITTEE ASSIGNMENTS

EXECUTIVE DIRECTOR SUMMARY

- Response to Disaster
- Notice of Leave

DEPUTY DIRECTOR SUMMARY

PARTNER REPORTS

Adult Education: Shannon Mutter	TANF Programs: Vicky Collins
Career & Technical Education: open	Title 1 Rehabilitation Act of 1973: Christi Altizer
Community Based Organizations: Mary Anne Holbrook, Phil Hull & Bryan Phipps	Virginia's Employment Services: Christy Lowe
Institute of Higher Education: Perry Hughes	WIOA Title I Programs: • One-Stop Operator Report – Beth Carico • Program Operator Update – Beth Carico
Economic & Community Development: Nicole Hair	Special Grants: WDB Staff
Job Corps: Jordan Loupe	

NEXT SCHEDULED WDB MEETING – **December 4, 2024 Joint Meeting with the Consortium Board, Wytheville Meeting Center at 10:00 a.m.**

ADJOURN

*** Requires Board action*

New River/Mount Rogers Workforce Development Board

MEETING MINUTES

August 28, 2024

CALL TO ORDER

Chair Miller called to order the regular meeting of the NRMW Workforce Development Board at 10:04 am on August 28, 2024

ROLL CALL

The following persons were present and Online:

Board Members

Mike Miller, Chair	Bryan Phipps - online
Christi Altizer	Bradley Rodriguez
Thad Austin	Jimmy Smith
Vicky Collins	Aaron Vaughan
Kelly DeBusk	Jay Williams
Jeff Dunnack	Larry Wyatt
Nichole Hair	
Mary Anne Holbrook	
Jordan Loupe	
Shannon Mutter	
John Overton	

Staff

Marty Holliday
Jenny Bolte
Renee Sturgill
Angi Chandler
Kathy Pickel
Kimber Simmons
Karen Rhodes
Dee Shaffer

Guests

Mary Biggs, CLEO Chair
Beth Carrico
Christina Tyler
Brenda Rigney

Alternate

Phyllis Conner (Christy Lowe)

CONSENT AGENDA

Mr. Austin 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.

ELECTION OF OFFICERS

Chair Miller turned the meeting over to Ms. Holliday. Ms. Holiday thanked Ms. Collins, Ms. Altizer and Ms. Lowe for their work on the Nomination Committee. The Committee brought forth the slate of officers for PY24.

Officers

Mike Miller, Chair
Jay Williams, 1st Vice-Chair
Thad Austin, 2nd Vice-Chair

Executive Committee

Larry Wyatt
John Overton, NRV
Jeff Dunnack, MR
Martha Smith, MR

Ms. DeBusk made a motion to accept the appointment of officers as presented with a second from Ms. Hair. The motion was passed unanimously.

COMMITTEE REPORTS

- **Budget and Administration Committee:**

Mr. Williams made a motion to approve the PY24 Budget as presented with a second from Mr. Austin. The motion was passed unanimously.

Ms. Holiday explained the need for the Statement of Economic Interest stating that it must be returned by 09/30/2024. For those that did not complete the statement at the Board Meeting, she would be emailing the statement to the Board Members.

- **One-Stop Operations & Delivery and Youth Committees:**

Ms. Collins made a motion to approve the PY'24 Contract Modification effective 7/01/2024 as presented with a second from Mr. Austin. The motion was passed with Mr. Phipps abstaining.

- **One-Stop Center Certification Process/Timeline**

Ms. Holliday presented the timeline and the process of the Center Certification. Noting that there will be three Certification Teams (each reviewing two centers) and asked for anyone interested in serving in this way to talk to her after the meeting. Mr. Dunnack made the motion to approve the presented timeline and process. Ms. Holbrook seconded the motion and the motion passed unanimously.

- **Executive Committee**

Chair Miller noted that the WDB needed to go into closed session Sec. 2.2-3711(A)(1) of the Code of Virginia. 1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; Ms. Collins made the motion to go into closed session for the stated reason. Mr. Austin seconded the motion and a called vote was taken with all members present voting yes..

Ms. Collins made the motion to come out of closed session. Mr. Austin seconded the motion and a called vote was taken with all members present voting yes.

Mr. Austin made a motion to certify that only the item related to Sec. 2.2-3711(A)(1) of the Code of Virginia. 1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body was discussed in the closed session. Mr. Dunnack seconded the motion and a called vote was taken with all members present voting yes.

Mr. Austin made the motion that a recommendation go to the Consortium Board to hire from within and consider Ms. Jenny Bolte as the new Executive Director when Ms. Holliday retires June 30, 2024 and to consider bringing Ms. Holliday back on a part-time basis to work on special projects and offer support as needed to ensure a smooth transition. Mr. Dunnack seconded the motion and the motion passed unanimously.

CONSORTIUM BOARD UPDATE

Ms. Biggs, Consortium Board Chair, informed the Board that for the most part, she and Laura Walters were just working with staff to get all of the necessary documentation signed for the new program year.

EXECUTIVE DIRECTOR SUMMARY

Ms. Holliday noted that her report was in the packet. She also noted the front page of the PY23 Annual report and requested that board members use the QRC code to access the full report.

DEPUTY DIRECTOR SUMMARY

Ms. Bolte introduced a project that was being piloted by board staff with the Fathom organization

ADJOURNMENT

Chair Miller stated that the next meeting would be a ZOOM meeting on October 23, 2024 at 10:00 am. With no further business to discuss, the meeting was adjourned at 12:20 p.m.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Marty Holliday". The signature is written in dark ink and is positioned above the printed name and title.

Marty Holliday
Executive Director

PY24 Center Certification Timeline

By Sept.13	Set Certification Teams	
By October 4	Certification Orientation for teams, One-Stop Operator & Managers is held (via Zoom)	
October 7	Certification Process Begins	
November 15	Certification Process Ends	
By Nov. 29	Document/Process Review is Complete	
Dec. 4	WDB Votes on Approval of Center Certifications	
By Dec. 9	Documents are submitted to the state	



NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT BOARD

CULTIVATING TALENT FOR THE REGION

PROPOSED TIMELINE FOR STRATEGIC PLAN

DRAFT

September 6	VWL with (Draft) Local Plan Guidance Packet Released
September 9-October 18	Preparation for Local Plan Development: ❖ Local Plan (Appendix D) ❖ Strategic Action Plan (Appendix E) • <i>Desired Outcome:</i> Gather data and information to respond to Local Plan questions, review current Mission, Vision, and Core Values, and devise an initial draft of goals, strategies, and tasks for stakeholder input.
October 21	<i>Stakeholder Engagement:</i> New River/Mount Rogers Workforce Development Board Staff. Facilitated Discussion. • <i>Desired Outcome:</i> Refined goals, strategies, and tasks.
October 28	<i>Stakeholder Engagement:</i> People Incorporated (Program Operator) Staff. Facilitated Discussion. • <i>Desired Outcome:</i> Refined goals, strategies, and tasks.
TBD	<i>Presentation to Strategic Planning Committee:</i> Review the process and timeline • <i>Desired Outcome:</i> Committee approval and engagement
November 19	<i>Stakeholder Engagement:</i> Sector Partnership Meeting. Facilitated Discussion. • <i>Desired Outcome:</i> Feedback on workforce needs and services to offer to further refine strategies and tasks for Local Plan and Strategic Action Plan.
November 25	<i>Stakeholder Engagement:</i> Surveys sent to and interviews conducted with additional workforce system stakeholders. • <i>Desired Outcome:</i> Information received to be incorporated into a draft of the Local Plan and Strategic Action Plan to be sent to boards for review and discussion during Joint Meeting.
December 4	<i>Stakeholder Engagement:</i> Joint Meeting with NRMR Workforce Development Board, CLEO Board, and NRMR Workforce Foundation. • <i>Desired Outcome:</i> Information received to be incorporated into the Local Plan and Strategic Action Plan.
February TBD	<i>Strategic Planning Committee:</i> Review the Draft Plan • <i>Desired Outcome:</i> Approval to post the draft plan
February 10	Draft of Local Plan and Strategic Action Plan to be completed and posted for 30 day public comment period. • <i>Desired Outcome:</i> Information received to be incorporated into the Local Plan and Strategic Action Plan.
February 26	WDB Board: Present the draft plan • <i>Desired Outcome:</i> Approval to post the draft plan
March 10	CB Executive Committee: Present the draft plan

	• <i>Desired Outcome:</i> Approval to post the final plan
March 14	Plan submitted.
April 14	Summary Feedback provided.
May 13	Response provided.
May 14-June 9	Second Evaluation Period.
June 13	Presentation of Local Plan Review Results to VBWD.
June 30	Final Approval Deadline.

PY'24 COMMITTEE ASSIGNMENTS

Strategic Planning Committee

1. Michael Miller*
2. Jeff Dunnack
3. Nichole Hair
4. Phil Hull
5. Perry Hughes
6. Charlie Hargis (CB)
7. Mary Biggs (CB)

One-Stop Operations & Delivery-System Committee

1. Jay Williams*
2. Vicky Collins
3. Jimmy Smith
4. Christi Altizer
5. Phil Hull
6. Neal Osborn (CB)
7. Laura Walters (CB)

Training Provider/Individual Training Account Committee

1. Chris Pfohl
2. Nichole Hair
3. Carla Pauley
4. Jeff Carter
5. Kelly DeBusk

Budget & Administration Committee

1. John Overton *
2. Brad Rodriguez
3. Martha Smith
4. Larry Wyatt
5. Thad Austin

Outreach & Publicity Committee

1. Aaron Vaughan
2. Christi Altizer
3. Joy Butler
4. Bryan Phipps
5. Mary Ann Holbrook

Policies & Procedures Committee

1. Thad Austin*
2. Christy Lowe
3. Jaymie Brewer
4. Bryan Phipps
5. Shannon Mutter

Youth Committee

1. Martha Smith*
2. Mary Anne Holbrook
3. Shannon Mutter
4. open
5. Jordon Loupe

*** Denotes Chair**

Executive Committee

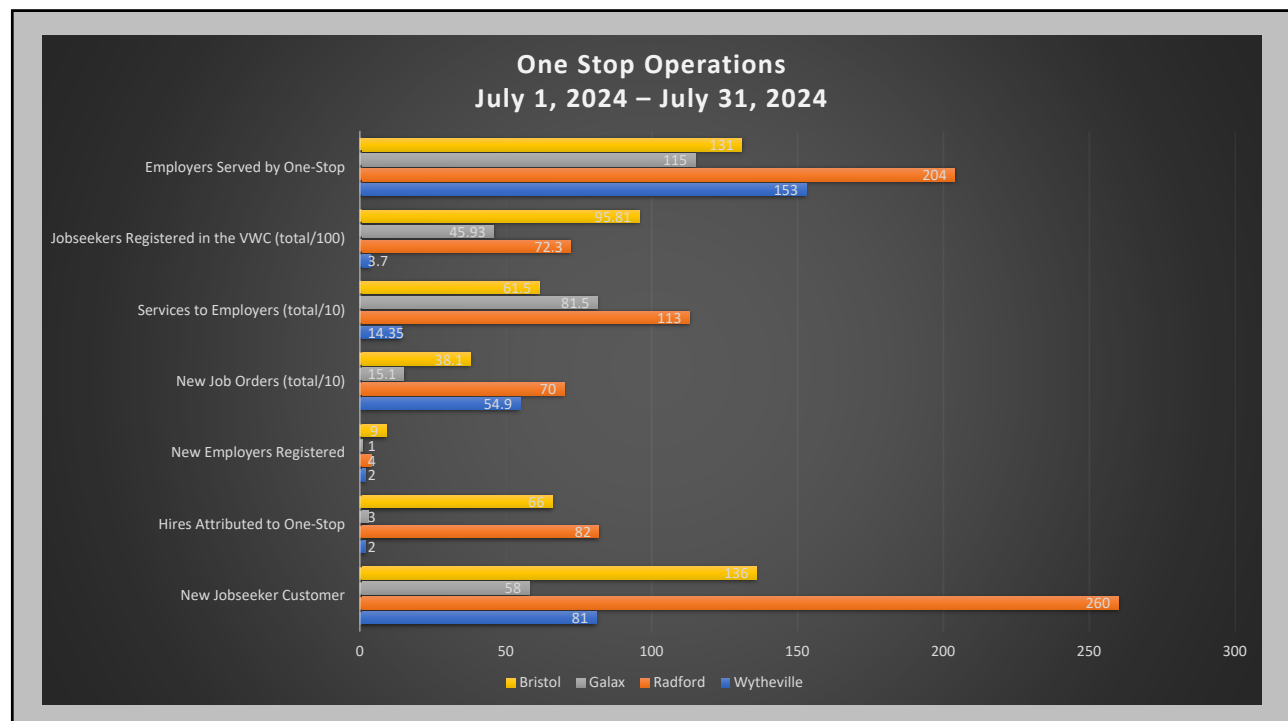
1. Mike Miller – Chair
2. Jay Williams – 1st Vice Chair
3. Thad Austin – 2nd Vice Chair
4. Jeff Dunnack
5. Larry Wyatt
6. John Overton
7. Martha Smith

Executive Summary – October 23, 2024

- System Building/Backbone Organization Support
 - Accountable Care Community (SWVA and NE TN) <https://www.strongacc.org/>
 - ACC Leadership Council
 - ACC Evaluation Committee Co-Chair
 - Pathways to Success Steering Committee
 - Go Virginia
 - Region 1 Talent Pipeline Initiative - Appalachian Council for Innovation
 - Region 2 Talent Pipeline Initiative - VT
 - Other
 - Tech Hub Collaborative Steering Committee (EDA Grant through NRV RC & VT)
 - Construction Coalition on Modular Construction (ARC Grant to VT [Virginia Tech-led coalition wins grant for modular construction in Appalachia - Cardinal News](#))
 - Ongoing:
 - POWER Recovery Ready Eco-system lead
 - NRV Recover Ecosystem Leadership Team
 - Healthy Roots Advisory Council
 - 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: Carroll, Floyd, Giles, Montgomery, Pulaski, Washington and Wythe Counties and Cities of Bristol and Radford, WCC and Blue Ridge Job Corp
- State
 - Transition Advisory Meeting – Final Meeting on September 24, 2024
- Community Outreach
 - Various Facebook Postings
 - Give Local Initiative and Podcast May & June
 - Ribbon Cutting for Radford Center – July 16
 - STRONG ACC Symposium
 - Presentation at Trama Informed Care Alliance 9/11/24
 - Presentation at the Recovery Ecosystem Symposium 9/12/24
 - Many calls and meetings dealing with the Hurricane Helene disaster
- Business Engagement/Outreach
 - Sector Partnership Meetings (September 3 and 6 and October 4 & 7)
 - Workforce Heros Luncheon 8/28/24 (thank you to Work-based learning sites and 2nd Chance Employers)
 - Business Symposium 9/17/24
 - ACI Awards Banquet 9/28/24
- Professional Development
 - Federal Reserve = Investing in Rural Communities Sept 21 & 22
 - De-escalation Training
 - Staff Training on Communication

One Stop System Report

New River Mount Rogers Workforce Development Area II
Program Year 2024 – July 1, 2024 – June 30, 2025



Center Activity

Staff Training

- FOIA Training
- Veteran Services Training
- Registered Apprenticeships
- RESEA Training

Job Fairs

- BAE at Radford VA Works
- Kelly Services at Bristol VA Works

Business Service Activity

Regional Teams meet bi-monthly

- Abingdon, Galax, Radford, Wytheville

Mental Health First Aid for Businesses

- October 10th
- 15 Attendees

Business Success Symposium 2024

- Survey Results of Overall Event
- 96.3% "Excellent", 3.7% "Good"

Workforce Center Job Fairs

- Oct. 28th Bristol and Wytheville
- Oct. 29th Galax, Radford, Abingdon



Business Success Symposium

Layoff Activity

Company	Event	Affected Workers	Effective Date	Status	Rapid Response
Moog – Radford	Closure	130	05/2024 – 12/2024	Ongoing	4/17/2024
Badcock Furniture & More	Closure			Ongoing	Pending
American Merchant	Closure	48	9/20/2024	Layoff	9/17/2024



Customer Satisfaction

- Job Seekers
 - Services Received at the Center
 - 4 – Very Satisfied
 - 1 – Satisfied
 - Were you informed of other services available to you through other agencies?
 - 5 – Yes
 - 0 – No
 - Comments:
 - "You are so sweet and how you are proud of us and things like that go a long way, it was hard for me to make this move and it was nice to know that someone gets me"



People inc.
Building Futures, Realizing Dreams™

WIOA Program Overview

July 1, 2024 – Sept 30, 2024

Prepared by Elizabeth Carico
Director of Workforce Development

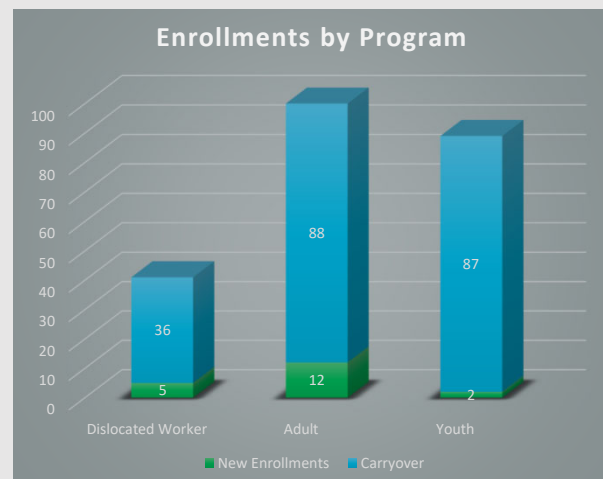
Title 1 Enrollments

July 1, 2024 – Sept 30, 2024

Total Participants: 230

New Enrollments: 19

- Adult: 12
- Dislocated Worker: 5
- Youth: 2





Customer Satisfaction Surveys 2024

Workforce Development Customers Say:

I really hated my situation and what happened to me, I also don't like to ask for help, but they exceeded my expectations of help! I hope they can continue to help people like me!

I just finished my first semester in the IT program with a 3.77 GPA. I could have NEVER accomplished this without the help of People, Inc!!!

5

Career Camp

Quotes from 2024 Camp Participants

Success Story

It's awesome to see other kids doing the same thing that I'm doing, actually caring about their futures and figuring out what they're going to do.

Nolan Arnold – Career Exploration Camp

<https://youtu.be/1lQzi75utPI>

Even being here for 3 days has shown me how extensive the opportunities are. I'm just so driven out of nowhere to create a pathway and pursue certifications and an education and degrees in ways I couldn't have found without the environment, the people and the experience.

Anna-Linda Filiatreau – IT/Cyber Security Camp

<https://youtu.be/lhugEiAYTIQ>

6



Thank You



NEW RIVER | MOUNT ROGERS REGION

DISCRETIONARY GRANTS

October 2024

	ENROLLED		COMPLETE TRAINING		EARN INDUSTRY RECOGNIZED CREDENTIAL		OBTAIN EMPLOYMENT	
	Goal	Status	Goal	Status	Goal	Status	Goal	Status
ARC POWER January 2020-December 2024								
Peer Recovery Specialists	170	144	136	142	136	142	128	115
H/HS Practitioners	30	42	30	42	30	42	30	42
Occupational Training	80	172	64	144	64	144	60	137
Jobseekers	100	186					50	92
YouthBuild July 2021-October 2025	90	93	77	70	77	66	72	75
YouthBuild 24 June 2024 – September 2027	66	12	53	1	53	0	46	0
WORC October 2022-September 2025	180	145	144	125	144	121	135	110
HRSA August 2022-August 2025	60	143	48	64	48	45	42	49
Soft Skills July 2023-September 2024	50	62	45	53	45	51	30	35
Supplemental July 2023-September 2024	40	40	32	38	30	38	28	15
Technical July 2023-September 2024	40	42	32	39	30	30	28	31
Trades Gap December 2023 – November 2025	100	102	85	41	85	36	75	28

Deputy Director's Report

October 2024

ORGANIZATIONAL ACTIVITIES

DOL Federal Monitoring for WORC and Community Project grants

- No concerns and no findings.
- Best practices identified include board staff functioning well as a team, effective program model that is being replicated, numerous partnerships that function well together.

State monitoring of WIOA and four Governor Set-Aside projects

Strategic Plan

Regional Need for EMT training

Training programs to serve businesses and jobseekers

- Employees at Albany Furniture are piloting some of the trainings.
- Tri-County Regional Healthcare – working to assist with labor needs and incumbent worker training (in collaboration with the Mount Rogers Regional Adult Education Program)

Training program at Marion Correctional and Treatment Center, Abingdon Jail, and New River Valley Regional Jail

- Abingdon Jail: Collaborating with Mount Rogers Regional Adult Education Program
- New River Valley Regional Jail: Collaborating with New River Community Action

Grant and Finance Management Automated

Employment Ready 3D Simulation in Development

GRANT/PROGRAM DEVELOPMENT

Digital Equity Project

- Citizens Telephone Cooperative was lead applicant. In collaboration with Mount Rogers Regional Adult Education and Literacy New River Valley, we will facilitate workforce development activities in the targeted jurisdictions.

PARTNERSHIP DEVELOPMENT

Virginia Department of Corrections – Worked to secure an MOU to deliver services through our grant-funded programs at Bland and Marion.

Fletcher Group - An organization in Kentucky that we worked with to submit a multi-state ARC ASPIRE grant to focus on business services. Currently discussing a collaboration to pursue a

Growth Opportunities grant (due October 10) to the Department of Labor targeting justice-involved youth.

Fathom – Accepted to pilot their Workforce Wallet and Manager Dashboard to provide greater service delivery for our participants by having a platform to upload required documentation as well as having an opportunity for social connections with other participants in the programs. We are anticipating that the Workforce Wallet and Manager Dashboard will improve our follow-up rates and overall service delivery.

New River Community Action – Partnering on reentry project to serve the New River Valley Regional Jail

PROFESSIONAL DEVELOPMENT

- Provided communication and high-performing team training for staff, which included Metrix training courses on *Trust Building Through Effective Communications and Difficult People: Can't Change Them, so Change Yourself*
- Attended the Department of Labor Opportunity Infrastructure Summit in Philadelphia

OUTREACH

- Success Story video on the development of the CNA Training program at Warm Hearth Village in Montgomery County.
- Success Story Video on the Bland Correctional training program
- Flyers promoting programs

Virginia Career Works
New River | Mount Rogers Region
Business Engagement – 2nd Quarter PY 2024
September

Recruitment Assistance

Job Fairs and Recruiting Events

- Shared job listings through the Workforce Wednesday Social Media campaign: Town of Christiansburg and Montgomery County. Posted about a Job Fair for Pyrotechique by Grucci.
- Wrote job description, posted job listing and assisted with resume review for Tha Dawg House (new location in Dublin, VA).
- Working with Virginia Works partners (Bristol, Galax, Radford and Wytheville Centers) to plan multiple small recruiting events for the week of October 28 to coincide with the Virginia State Virtual Job Fair on October 30.

Workforce Information/Consulting

Workforce Services Conversations

- MEC: Employment referral
- Pyrotechique by Grucci: facility visit, tour and conversation about ADA issues.
- Somic America, Inc.: facility visit and tour with possible Advanced Production Technician training candidates.
- Citizen Coop: provided grant writing assistance (Jenny).
- Outreach for the PACE program through Radford University's Vinod Chachra IMPACT lab: Modea, Leidos and New River Computing.

Training

Incumbent Worker Training

- Current Projects with:
 - Somic America, Inc.
 - Smyth County Machine
 - W&W AFCCO Steel
- Tentative Projects with:
 - Smyth County Machine
 - InMotion
 - Spectrum Brands
 - HAPCO
- Information:
 - Amcor Rigid Packaging

Business Workshops

- *Business Success Symposium* – Hosted the 2024 BSS at the Wytheville Meeting Center on 9/17/24. 99 individuals participated. The event included 11 breakout sessions and a luncheon speaker as well as networking time. (Full report is included)
- *Mental Health First Aid* training is scheduled for October 9 in Wytheville.

Other

- Participated in Manufacturing/Logistics Sector Partnership meeting.
- Participated in Construction/Skilled Trades Sector Partnership meeting.
- Participated in Healthcare Sector Partnership meeting.
- Participated in 3 'Staffing' meetings to assist case managers/grant coordinators with finding work-based learning and/or employment opportunities for grant participants.
- Participated in a call with Virginia DOC about a possible resource event.

- Gave a presentation on 'Person First Language' to a VHCC Human Services class.
- Participated in the 'Employment Ready Simulation Work Group'
- Attended the Appalachian Council for Innovation Awards Banquet.
- Worked with 4 Ticket to Work clients on various things.

2024 Business Success Symposium – Evaluation Summary

Total Attendees: 99

Total Survey Responses: 27

Rate the following:

- *The overall event*
 - *Excellent – 96.3%*
 - *Good – 3.7%*
- *The facility*
 - *Excellent – 92.6%*
 - *Good – 3.7%*
 - *N/A – 3.7%*
- *The variety of breakout sessions*
 - *Excellent – 70.4%*
 - *Good – 22.2%*
 - *Average – 3.7%*
 - *N/A – 3.7%*
- *The event materials*
 - *Excellent – 85.2%*
 - *Good – 11.1%*
 - *N/A – 3.7%*
- *The webpage*
 - *Excellent – 66.7%*
 - *Good – 22.2%*
 - *Average – 3.7%*
 - *N/A – 7.4%*

Rate the Breakout Sessions:

- *2024 Legal Update (15)*

Excellent – 80.0%	Good – 6.7%	Average – 13.3%	Poor – 0%
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- *Fact or Fiction: Busting Myths Around Disability and the ADA (5)*

Excellent – 60.0%	Good – 40.0%	Average – 0%	Poor – 0%
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- *Ten Daily Tenets to Be Successful with Lean (6)*

Excellent – 33.3%	Good – 66.7%	Average – 0%	Poor – 0%
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- *Healthy Employees are Productive Employees (8)*

Excellent – 75.0%	Good – 25.0%	Average – 0%	Poor – 0%
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- *Leader or Coach? (13)*

Excellent – 38.5%	Good – 61.5%	Average – 0%	Poor – 0%
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- *World Class Safety (3)*

Excellent – 66.7%	Good – 33.3%	Average – 0%	Poor – 0%
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- *Ai in the Workplace (21)*

Excellent – 52.4%	Good – 38.1%	Average – 9.5%	Poor – 0%
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- *C.H.A.T.S (17)*

Excellent – 70.6%	Good – 11.8%	Average – 11.8%	Poor – 5.8%
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- *Quality Beyond the Product (3)*
Excellent – 66.7% Good – 33.3% Average – 0% Poor – 0%
- *Work-Based Learning (7)*
Excellent – 42.8% Good – 28.6% Average – 28.6% Poor – 4.0%
- *Fun in the Workplace (17)*
Excellent – 88.2% Good – 5.8% Average – 5.8% Poor – 4.0%
- *Virginia Works (6)*
Excellent – 50.0% Good – 33.3% Average – 16.7% Poor – 4.0%

The breakout sessions were relevant to me/my job

- *Very relevant – 70.4%*
- *Somewhat relevant – 29.6%*

How would you prefer to learn about resources/programs?

- *Email (11)*
- *in person*
- *Social media, Email, text, phone call - any*
- *Summary in email or webpage form.*
- *the style of this event*
- *The symposium structure is a great avenue for networking and self-development.*
- *This was a good way*

Suggestions to improve the event:

- Can't think of anything - great job!!!
- great event
- GREAT event !! No recommendations
- Great group of talented individuals. Continue in the same pathway.
- Great job everyone! Thank you so much to everyone who organized the event.
- I think it was great and very informative.
- I thought everything was great
- Love it... The CHATS session was a little out of place and not as enjoyable as the rest of the sessions. I would also suggest the event start at 9:30 AM to be over around 3:00 PM so people can get back before the end of the day if possible.
- N/A - I thought the event was fantastic. I really enjoyed all of the breakout sessions, the engagement and activities in each of them helped keep us interacting and learning. The lunch was so good, and it was really nice to make connections with other HR professionals.
- None
- None
- none, organized and informative
- Please have ADA information and labor laws during different breakout sessions. I would have liked to attend both. Both topics are very important.
- The only complaint I heard was the lunchline was long. I know they serve the lunch but maybe it could be so they could go on both sides or somehow go up by tables.

- This was my first year. I found it difficult to find information before hand or the website navigation. I also was hoping I completed everything correctly and wasn't sure if I needed to register for breakouts beforehand or not.
- Very good event no change

Breakout sessions to include:

- Always include legal, fun at work/engagement topics, communication topics, resources
- Conflict resolution, employee relations, tips for learning & development, ideas for benefits administration and new perks, navigating FMLA or any other regulation topic.
- good variety of choices already - maybe some safety or OSHA related sessions or incident investigation sessions?
- Handling turnover in the workplace
- I thought the topics covered were really interesting and relevant. I loved that "Fun in the workplace" was covered because I do think that is important to our current workforce.
- I would love to see more legal presentations that are drilled down by specific topics: ADA Compliance, FMLA, Ethics in the Workplace, EEOC Compliance, ERISA Compliance, 401K, Workers' Compensation, Salary Grades, COBRA Compliance, Interviewing Skills, Predictive Testing, Healthcare Regulations, ACA, etc.
- Marijuana in the Workplace
- Possibly business grant opportunities?
- same as current
- The group does a great job of selecting relevant topics.

Comments:

- Event was great! I appreciate all the work that went into making it happen. Breakfast and lunch were terrific.
- Excellent
- Food was exceptional! Venue was great. Very organized.
- Great
- Great job
- Great job organizing and it appeared to be well represented in the area.
- Great networking opportunity, maybe encourage icebreakers with each other and not just sponsors
- You always do an amazing job and put forth such energy and enthusiasm to build a strong community of talented professionals.
- Love it - Awesome Job!
- none
- Really well done, I hope they have it again next year.
- Very good event
- Very good!!
- Very good!
- Very organized , nicely done !!
- Wonderful work by all the organizers!

Other Comments (through email):

- I wanted to say AGAIN how much I loved yesterday. The planning committee did an amazing job!

Martha Smith, Shearer's Foods

- Thank you! We got a lot of compliments and even a few new clients it seems like, plus I REALLY enjoyed the content. It was wonderful! Everyone did such a great job! Especially you and all your hard work!

Meagan Hitt, Beyond Catering

- The event on Tuesday was so nice. I really got a lot out of the classes I attended and met some really great people. The food was so good as well.

Eleanor Inman, Amcor Rigid Plastics

- Thank you for the invitation to the event, Kimber. It was a really good one.

Arturo Gomez Mazatan, Red Sun Farms

- Thank you for including us. Your event was great and I enjoyed the breakout sessions I attended.

Bert Eades, GENEDGE

- What a GREAT event! We had a wonderful time and we thoroughly enjoyed meeting new friends, seeing good friends, and learning from everyone!

Lois James, OpX Solutions

- It was a wonderful event, and we connected with old friends and met lots of new ones! I want to thank you for making the breakout so easy for me – the projector and laptop worked perfectly, and the room was the perfect set-up – all I had to do was show up and do my thing – AWESOME!

Dianne Ward, OpX Solutions

- I truly enjoyed being there last week. It was a wonderful symposium. My team and I would love to participate again. Thank you for all that you do!

Samatha Crockett, Mount Rogers Community Services

TRAVEL REIMBURSEMENT REQUEST

I hereby certify that on _____ I travelled to attend the
date
following meeting:

- ☐ Consortium Board
- ☐ Workforce Development Board
- ☐ Foundation Board
- ☐ Joint Consortium Board & Workforce Development Board
- ☐ _____ Committee

I am requesting the following travel reimbursement:

_____ X \$.625 per mile = \$ _____
round trip miles amount requested

Printed Name

Signature

Date

If you are a new member or you're receiving a reimbursement for the first time
please provide your mailing address:



New River/Mount Rogers
Workforce Development Board

2024 Workforce Development Board Meeting Schedule

February 28, 2024: Virtual

May 15, 2024 (Joint with CB): In-person at Wytheville Meeting Center

August 28, 2024: In-person at the Wytheville Meeting Center

October 23, 2024: Virtual

December 11, 2024 (Joint with CB): In-Person at the Wytheville Meeting Center