

March 19, 2025 Meeting Agenda

- I. Call to Order – Chair Biggs
- II. Moment of Reflection/Pledge of Allegiance – Chair Biggs
- III. Roll Call
- IV. Approval to allow remote members to vote (this is only an option if a quorum is in the room)
- V. Consent Agenda *
 - A. Approval December 4, 2024 Meeting Minutes
 - B. Operational Summary
 - C. Financials
- VI. Public Comment Period
- VII. Election of Officers*
- VIII. HR Committee Report – Closed Session
 - A. 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
- IX. WDB Appointments
 - A. Bland Business – Kim Hernandez, Hitachi
 - B. Galax Business – Jackie Fox, Senior Home Share
 - C. Grayson Business – Jake Leonard, Real Performance Machinery
 - D. NRV Community Organization – Ginny Ayers, NRV Literacy Volunteers
- X. Presentation on the *Second Journey* Project*
- XI. Workforce Development Board Update – Mike Miller, Chair
- XII. Executive Summary – Marty Holliday
- XIII. Deputy Directory Summary – Jenny Bolte
- XIV. Informational Items
 - A. Workforce System Updates
 - 1. One-Stop & Program Operator Report – Christina Taylor
 - 2. Grants Update – Angi Chandler & Kathy Pickel
 - 3. Business Services Update – Marty Holliday
- XV. Miscellaneous (Travel Reimbursement & 2025 Consortium Board Meeting Schedule)
- XVI. Next Meeting– **May 21, 2025 Wytheville Meeting Center 10AM (Joint Boards) – lunch provided**
- XVII. Adjournment

*Needs action

Joint Meeting of the New River/Mount Rogers Workforce Development Board and Consortium Board

MEETING MINUTES

December 4, 2024

CALL TO ORDER

Chair Miller and Chair Biggs, respectively, called to order the Joint meeting of the NRMW Workforce Development Board, the Consortium Board and the Workforce Development Foundation at 10:02 am on December 4, 2024 in person at the Wytheville Meeting Center and online via Zoom.

MOMENT OF REFLECTION

Chair Biggs lead the Boards in the Pledge of Allegiance and in a moment of reflection.

ROLL CALL

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

Board Members In Person

Consortium Board

Montgomery County – Mary Biggs, Chair
Bland – Cameron Burton
Floyd County – Linda Millsaps
Grayson County – Michael Hash
Pulaski County – Laura Walters
Smyth – Jason Parris on Line
Washington County – Charlie Hargis

Workforce Development Board

Mike Miller, Chair
Vicky Collins
Katie Boswell
Jeff Dunnack
Jordan Loupe
Christi Altizer
Shannon Mutter
Christy Lowe
Brad Rodriguez
Bryan Phipps
Mary Anne Holbrook
Joy Butler
Jay Williams
Thad Austin

WDB Online

Workforce Foundation

Mike Miller - Chair
Thad Austin – Vice Chair
Mary Biggs
Cameron Burton
Vickie Collins
Steve Fletcher
Laura Walters

Guests

Tristan Hickman
Jennifer Claytor
Nancy Gibson
Beth Carico
Laura Venable
Jessica Jarrells
Phyllis Conner
Jennifer West
Emily Higgins
Victoria Beckner
Damonique Reeves
Sherry Deel
Lennie Gail Mitchum

Staff

Marty Holliday

Kimber Simmons
Renee Sturgill
Jenny Bolte
Angi Chandler
Kathy Pickel
Madison Matney
Joewell Jackson
Clay Stein
Marjorie Martin
Crystal Price-Wynn
Karen Rhodes
Denise Lee
Della Wheeler
Sherri Hanshew

Guests (continued)

Rebecca Fisher
Laura Blevins
Rick White
Brittany Hash
Ginny Ayers
Devin Smith
Clayton Riggs
Roland Hall

APPROVAL OF AGENDA

Ms. Walters made the motion to approve the Agenda, Mr. Austin seconded the motion and the motion was passed unanimously by all those in attendance.

INTRODUCTION OF Board Staff and Guests

Ms. Holliday introduced Board staff. All other guests were invited to introduce themselves.

PUBLIC COMMENT PERIOD

There was no public comment.

CENTER CERTIFICATION – WDB ONLY

Ms. Holliday gave a brief overview of the Center Certification process and thanked the Certification Teams, One-Stop Operator and Center staff for their hard work. Mr. Austin made the motion to approve the five centers that have completed the certification process. Mr. Dunnack seconded the motion. The motion passed unanimously.

STRATEGIC PLAN

Ms. Bolte reviewed the strategic plan timeline. Noting that more information would follow during the lunch.

CENTER CERTIFICATION – CB ONLY

Ms. Holliday explained that this action by the Consortium Board is to approve the certification process voted on by the WDB. Mr Hargis made the motion to approve the five centers that have completed the certification process. Ms. Walters seconded the motion. The motion passed unanimously.

PARTNER REPORTS

Reports for the following partner agencies were given: Adult Education, Ms. Mutter; Community Based Organizations, Ms. Holbrook, and Mr. Phipps; Economic Development, Ms. Boswell; 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

NEXT MEETING

Ms. Holliday stated the next meeting would be:

WDB – February 26, 2025 (virtual) beginning at 10am

Consortium Board – March 19, 2025 (in-person at the Wytheville Meeting Center) beginning at 10am

Foundation – will be sometime in February or March date to be determined.

ADJOURNMENT

The official meeting of the WDB and Foundation Board was adjourned at 11:15 am for lunch and a presentation of the Strategic Plan.

STRATEGIC PLAN UPDATE AND NEW PLAN ACTIVITIES

Ms Holliday provided a brief update on the current plan. Ms. Botle lead the group through the new plan development and had some table activities for plan input from board members and guest.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Marty Holliday". The ink is dark and the signature is fluid, with the first and last names being more prominent than the middle name.

Marty Holliday
Executive Director

Operational Summary- February 2025

Service Levels:

Through February 2025, our Area Served the following:

DLW- 42	In-Training- 29
Incumbent Worker- 24	In-Training- 24
Total 66	Total 53

WIOA Adults- 117	In-Training- 94
Statewide Adults- 38	In-Training-14
Total 155	Total 108

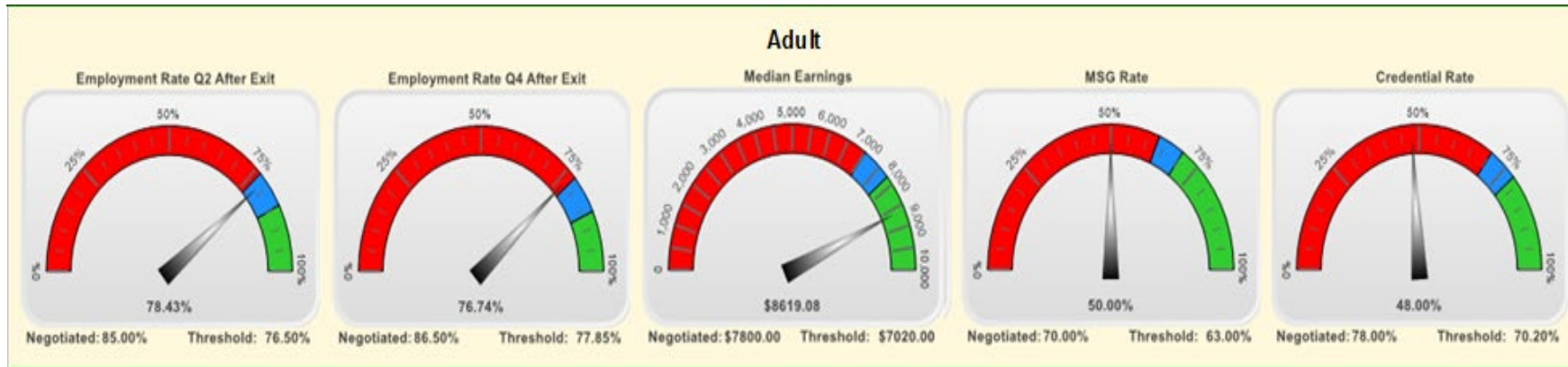
Youth- 99	In-Training- 67
Statewide Youth-1	In-Training- 0
Total 100	Total 67

These service levels are the following percentage of planned enrollments for Program Year 24 for People Incorporated:

	<u>Plan End 3rd Quarter</u>	<u>Actual</u>
DLW – 93.0% of plan	71	66
Adult – 106.4% of plan	110	117
Youth – 92.5% of plan	107	99

Performance:

July 1, 2024, to February 2025 Program Operator have achieved the following performance levels:



New River/Mount Rogers Workforce Development Board
Financial Report
Report Period: December 31, 2024

WIOA Administration Funds

PY23 Year 2

Available Funds	\$	-
Board Expenditures	\$	-
Total PY21 Administrative Funds Available	\$	-

PY24 Year 1

Available Funds	\$	142,401.70
Board Expenditures	\$	47,953.46
Total PY22 Administrative Funds Available	\$	94,448.24

WIOA Adult Program Funds

PY23 Year 2

Available Funds	\$	207,498.53
Board Expenditures	\$	207,498.53
Total PY23 Adult Funds Available	\$	-

PY24 Year 1

Available Funds	\$	434,228.40
Board Expenditures	\$	42,576.89
Total PY24 Adult Funds Available	\$	391,651.51

WIOA DLW Program Funds

PY23 Year 2

Available Funds	\$	206,191.06
Board Expenditures	\$	173,147.08
Total PY23 DLW Funds Available	\$	33,043.98

PY24 Year 1

Available Funds	\$	314,964.90
Board Expenditures	\$	-
Total PY24 DLW Funds Available	\$	314,964.90

WIOA Youth Program Funds

PY23 Year 2

Available Funds	\$	262,609.59
Board Expenditures - OSY	\$	227,914.41
Board Expenditures - ISY	\$	34,695.18
Total PY23 Youth Funds Available	\$	-

PY24 Year 1

Available Funds	\$	532,422.00
Board Expenditures - OSY	\$	102,243.11
Board Expenditures - ISY	\$	7,138.06
Total PY24 Youth Funds Available	\$	423,040.83

Ticket to Work

Available Funds to Date (FY 2025)	\$	13,392.26
Board Expenditures to Date (FY 2025)	\$	3,373.94
Remaining Balance (FY 2025)	\$	10,018.32

Local Support

Available Funds to Date	\$	70,446.08
Board Expenditures to Date	\$	54,650.76
Remaining Balance	\$	15,795.32

Foundation

Available Funds to Date	\$	16,345.00
Board Expenditures to Date	\$	922.95
Remaining Balance	\$	15,422.05

2025 Consortium Board Nomination Committee

Current Officers:

Chair – Mary Biggs (NRV)

Vice-Chair – Lori Deel (MR)

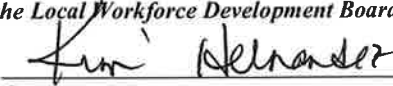
Current nominations for consideration on March 19, 2025:

Chair – Mary Biggs (NRV)

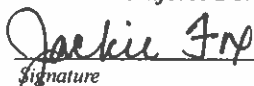
Vice-Chair – Charlie Hargis (MR)

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

NOMINATION FORM

1-Name (First, MI, Last) Kim Hernandez		2-LWDA # 2		3-Date 12/16/2024	
4-Street Address 171 Industry Drive			13-Nominee Characteristics Gender: Male ☐ Female ☒ Race: White ☒ Black ☐ Hispanic ☐ Amer. Indian ☐ Native Alaskan ☐ Asian ☐ Pacific Islander ☐ Other ☐		
5-City Bland	6-County Bland				
7-State Virginia	8-ZIP 24315				
9-Home Phone (include area code)	10-Work Phone (include area code) (276) 245-8319				
11-FAX			12-E-Mail kim.hernandez@hitachienergy.com		
15-LWDA Name New River/Mount Rogers			14-Recommended for (see section number) 16- Labor/ CBO/ Apprenticeship ☐ 17-Private Sector (Business) ☒ 18-Education ☐ 19-VEC ☐ 20-Economic Development ☐ 21-VDARS/VDBVI ☐ 22-DSS ☐ 23-Optional/Other ☐		
16-Labor/ CBO/ Apprenticeship Representative					
Title ☐ Labor ☐ CBO ☐ Organization ☐ Registered Apprenticeship					
17-Private Sector (Business) Representative					
Title <u>Community Engagement Manager</u> Business <u>Hitachi Energy</u> Type of Business <u>Manufacturing</u>			Yes No Minority-Owned Business ☐ ☒ Female-Owned Business ☐ ☒ Urban ☐ Suburban ☐ Rural ☒ Number of Employees <u>450</u>		
18-Education Representative Title _____ Institution _____ Title II ☐ Community College ☐ Career & Technical Education ☐			19-VEC Representative Title _____		
20-Economic Development Representative Title _____			21-VDARS/VDBVI Representative Title _____		
22-DSS Representative Title _____			23-Optional/ Other Representative Title _____ Agency _____		
24-Nominator <i>I hereby recommend the above-named person for membership on the Local Workforce Development Board.</i>  Signature Kim Hernandez Printed/Typed Name & Title of Nominator Hitachi Energy Nominator Organization (276) 245-8319 Phone FAX 12/16/2024 Date			25-Action by Chief Elected Official Subject to certification required by Section 107 of the Workforce Innovation and Opportunity Act of 2014 and Policy 200-04 (2016) (Revised July 1, 2016) of the Virginia Board for Workforce Development, the person nominated herein has been duly appointed to the Local Workforce Development Board by the Chief Elected Officials. Term of Appointment: From _____ To _____ Signature of Chief Elected Official Date		

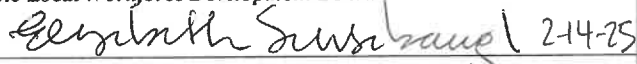
NOMINATION FORM

1-Name (First, MI, Last) Jackie Fox		2-LWDA #2	3-Date
4-Street Address 311 Country Club Lane		13-Nominee Characteristics Gender: Male ☐ Female ☒ Other ☐ Race: (more than one may be checked) White ☒ Black ☐ Asian ☐ Amer. Indian or Native Alaskan ☐ Native Hawaiian or Pacific Islander ☐ Ethnicity: Hispanic, Latino, or Spanish origin? Yes ☐ No ☒	
5-City Galax	6-County Galax City	14-Recommended for (see section number) 16- Labor/ CBO/ Apprenticeship ☐ 17- Private Sector (Business) ☒ 18- Education ☐ 19- VEC ☐ 20- Economic Development ☐ 21- VDARS/VDBVI ☐ 22- DSS ☐ 23- Optional/Other ☐	
7-State Virginia	8-ZIP 24333		
9-Home Phone (include area code) 276-237-7251	10-Work Phone (include area code) 276-238-1448		
11-FAX	12-E-Mail jackiefox@seniorhomeshare.org	17-Private Sector (Business) Representative Title <u>Owner</u> Business <u>Senior Home Share and Healthcare Academy of SWVA</u> Type of Business <u>In Home Healthcare / Healthcare Education & Training</u>	
15-LWDA Name New River/Mount Rogers			
16-Labor/ CBO/ Apprenticeship Representative Title _____ Organization _____ Labor ☐ CBO ☐ Registered Apprenticeship ☐			
17-Private Sector (Business) Representative Title <u>Owner</u> Business <u>Senior Home Share and Healthcare Academy of SWVA</u> Type of Business <u>In Home Healthcare / Healthcare Education & Training</u>		Yes No Minority-Owned Business ☐ ☐ Female-Owned Business ☒ ☐ Urban ☐ Suburban ☐ Rural ☒ Number of Employees _____	
18-Education Representative Title _____ Institution _____ Title II ☐ Community College ☐ CTE ☐		19-VEC Representative Title _____	
20-Economic Development Representative Title _____		21-VDARS/VDBVI Representative Title _____ 22-DSS Representative Title _____	
24-Nominator I hereby recommend the above-named person for membership on the Local Workforce Development Board.  3/12/25 Signature Date Jackie Fox, Owner Printed/Typed Name & Title of Nominator <u>Senior Home Share and Healthcare Academy of SWVA</u> Nominator Organization <u>276-238-1448</u> <u>276-601-2587</u> Phone FAX <u>jackiefox@seniorhomeshare.org</u> Email		23-Optional/ Other Representative Title _____ Agency _____	
25-Action by Chief Elected Official Subject to certification required by Section 107 of the Workforce Innovation and Opportunity Act of 2014 and Policy 20-02 of the Virginia Board for Workforce Development, the person nominated herein has been duly appointed to the Local Workforce Development Board by the Chief Elected Officials. Term of Appointment: From _____ To _____ Signature of Chief Elected Official _____ Date _____			

NOMINATION FORM

1-Name (First, MI, Last) Jake Leonard		2-LWDA #2		3-Date 3/12/25	
4-Street Address 709 Powerhouse Rd			13-Nominee Characteristics Gender: Male ☒ Female ☐ Other ☐ Race: (more than one may be checked) White ☒ Black ☐ Asian ☐ Amer. Indian or Native Alaskan ☐ Native Hawaiian or Pacific Islander ☐ Ethnicity: Hispanic, Latino, or Spanish origin? Yes ☐ No ☒ 14-Recommended for (see section number) 16- Labor/ CBO/ Apprenticeship ☐ 17-Private Sector (Business) ☒ 18-Education ☐ 19-VEC ☐ 20-Economic Development ☐ 21-VDARS/VDBVI ☐ 22-DSS ☐ 23-Optional/Other ☐		
5-City Independence	6-County Grayson				
7-State Virginia	8-ZIP 24348				
9-Home Phone (include area code) (276) 233-5499	10-Work Phone (include area code)				
11-FAX			12-E-Mail jleonard@rpmachinery.com		
15-LWDA Name New River/Mount Rogers			16-Labor/ CBO/ Apprenticeship Representative Title _____ Labor ☐ Organization _____ CBO ☐ Registered Apprenticeship ☐		
16-Labor/ CBO/ Apprenticeship Representative					
17-Private Sector (Business) Representative Title _____ Business _____ Type of Business _____ Minority-Owned Business ☐ Yes ☐ No ☒ Female-Owned Business ☐ Yes ☐ No ☒ Urban ☐ Suburban ☐ Rural ☒ Number of Employees <u>106</u>					
18-Education Representative Title _____ Institution _____ Title II ☐ Community College ☐ CTE ☐ 19-VEC Representative Title _____					
20-Economic Development Representative Title _____ 21-VDARS/VDBVI Representative Title _____					
24-Nominator <i>I hereby recommend the above-named person for membership on the Local Workforce Development Board.</i> Signature _____ Rebecca Fisher / Director of Talent Solutions and Business Engagement Printed/Typed Name & Title of Nominator Mount Rogers Regional Partnership Nominator _____ 276-223-4709 Organization Phone _____ rfisher@wcc.vccs.edu FAX Email _____ 23-Optional/ Other Representative Title _____ Agency _____ 25-Action by Chief Elected Official Subject to certification required by Section 107 of the Workforce Innovation and Opportunity Act of 2014 and Policy 20-02 of the Virginia Board for Workforce Development, the person nominated herein has been duly appointed to the Local Workforce Development Board by the Chief Elected Officials. Term of Appointment: From _____ To _____ Signature of Chief Elected Official _____ Date _____					

NOMINATION FORM

1-Name (First, MI, Last) Virginia A. Ayers		2-LWDA #2		3-Date 02/18/2025	
4-Street Address 195 West Main Street			13-Nominee Characteristics Gender: Male ☐ Female ☒ Other ☐ Race: (more than one may be checked) White ☒ Black ☐ Asian ☐ Amer. Indian or Native Alaskan ☐ Native Hawaiian or Pacific Islander ☐ Ethnicity: Hispanic, Latino, or Spanish origin? Yes ☐ No ☒		
5-City Christiansburg	6-County Montgomery				
7-State Virginia	8-ZIP 24073				
9-Home Phone (include area code) 540-577-0032	10-Work Phone (include area code) 540-382-7262				
11-FAX	12-E-Mail gayers@lvnr.org	14-Recommended for (see section number) 16- Labor/ CBO/ Apprenticeship ☒ 17-Private Sector (Business) ☐ 18-Education ☐ 19-VEC ☐ 20-Economic Development ☐ 21-VDARS/VDBVI ☐ 22-DSS ☐ 23-Optional/Other ☐			
15-LWDA Name New River/Mount Rogers					
16-Labor/ CBO/ Apprenticeship Representative Executive Director, Literacy NRV (formerly Literacy Volunteers of the NRV) Title _____ Organization _____ Labor ☐ CBO ☒ Registered Apprenticeship ☐					
17-Private Sector (Business) Representative Title _____ Business _____ Type of Business _____			Yes No Minority-Owned Business ☐ ☐ Female-Owned Business ☐ ☐ Urban ☐ Suburban ☐ Rural ☐ Number of Employees _____		
18-Education Representative Title _____ Institution _____ Title II ☐ Community College ☐ CTE ☐			19-VEC Representative Title _____		
20-Economic Development Representative Title _____			21-VDARS/VDBVI Representative Title _____		
22-DSS Representative Title _____			23-Optional/ Other Representative Title _____ Agency _____		
24-Nominator I hereby recommend the above-named person for membership on the Local Workforce Development Board.  2-14-25 Signature _____ Date _____ Elizabeth Sensabaugh, President, Board of Directors Printed/Typed Name & Title of Nominator Literacy NRV Nominator Organization 540-731-3621 Phone _____ FAX _____ Elizabeth.sensabaugh@radfordva.gov Email _____			25-Action by Chief Elected Official Subject to certification required by Section 107 of the Workforce Innovation and Opportunity Act of 2014 and Policy 20-02 of the Virginia Board for Workforce Development, the person nominated herein has been duly appointed to the Local Workforce Development Board by the Chief Elected Officials. Term of Appointment: From _____ To _____ Signature of Chief Elected Official _____ Date _____		



NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT BOARD

CULTIVATING TALENT FOR THE REGION

The Second Journey Program

A Workforce-Driven Recovery and Reentry Initiative for the New River/Mount Rogers Workforce Development Area

The *Second Journey Program* is a workforce-driven recovery and reentry initiative that directly addresses opioid and substance use disorder as well as involvement in the justice system by providing career training, paid work-based learning, and holistic recovery support for individuals in the New River/Mount Rogers Workforce Development Area. This initiative aligns with the Virginia Opioid Abatement Authority's mission by reducing the impact of opioid addiction through economic stabilization, workforce reentry, and comprehensive recovery services.

Building upon existing regional projects funded by the Opioid Abatement Authority, the *Second Journey Program* uniquely prioritizes workforce development as a key intervention to prevent relapse, reduce recidivism, and support long-term recovery outcomes. By addressing economic instability as a social determinant of health, the *Second Journey Program* ensures that individuals impacted by drug addiction gain access to sustainable employment, peer support, and critical wraparound services—all essential for long-term stability and wellness.

Target Population: The *Second Journey Program* serves individuals ages 16 and older who face employment barriers due to opioid/substance use disorder—especially those who are justice-involved. The target population includes:

- Individuals currently incarcerated who need pre-release training and reentry support.
- Justice-involved individuals on probation, parole, or in drug court who are at risk of reoffending due to lack of quality employment.
- Individuals in early recovery who require workforce stabilization while engaging in harm reduction and recovery services.
- People at risk of relapse due to economic instability, housing insecurity, or lack of employment opportunities.
- Individuals transitioning from treatment programs, recovery housing, or harm reduction services into employment.

By targeting economic instability as a primary driver of relapse and recidivism, this initiative aligns with the Opioid Abatement Authority's priorities of addressing the opioid crisis through prevention, treatment, recovery, and harm reduction efforts.

Key Program Components:

- (1) Workforce Readiness: To prepare participants for long-term employment success by providing:

- *Foundational Training*: Soft-Skills, Workplace Readiness, and Social and Emotional Intelligence
- *Financial Literacy and Budgeting*: to help participants manage wages, build financial stability, and achieve self-sufficiency.
- *Trauma-Informed Workforce Support* to help individuals rebuild confidence and adjust to workplace expectations.

(2) Reentry Support and Behavioral Interventions: To improve recovery and workforce retention, this program integrates:

- *Re-Boot Recovery Curriculum*: A trauma-informed program designed to enhance emotional resilience, workforce preparedness, and personal accountability.
- *100-Hour Reentry Prerelease Program*: Providing knowledge and skills needed to reintegrate into the community.
- *Recovery Support*: Structured guidance, crisis intervention, and relapse prevention through peer support.

(3) Industry-Specific Technical Training, Credentialing, and Work-Based Learning:

Participants have opportunities to complete industry-recognized training and credentialing aligned with regional workforce in-demand occupations. Training is delivered through regional workforce training providers, community colleges, and employer-sponsored programs, ensuring direct employment opportunities for participants. Participants also have opportunities to participate in paid work-based learning to help them gain real-world experience, earn financial stipends to support their needs, and transition into sustainable employment.

(4) Case Management and Wraparound Support Services: Each participant works with a Workforce System Navigator from the Workforce Development Board who provides case management and wraparound supportive services in partnership with other workforce system partners who work together to create a comprehensive workforce system that connects individuals with education, training, and employment opportunities while supporting employers in meeting their workforce needs.

(5) Employer Engagement: This initiative also works with regional employers to increase fair-chance hiring and recovery-friendly workplaces and develop workforce pipelines for high-demand jobs to ensure individuals impacted by opioid use disorder secure long-term, sustainable employment.

Program Outcomes and Impact: The *Second Journey Program* directly supports the Opioid Abatement Authority’s mission of mitigating the opioid crisis by ensuring participants secure sustainable employment, access critical recovery services, and reduce their risk of relapse or reincarceration. Expected outcomes include:

- Increased employment rates for individuals impacted by opioid addiction and justice system involvement.

- Higher rates of credential attainment, leading to career stability and advancement.
- Reduced relapse rates by addressing economic instability and workforce barriers.
- Lower recidivism rates, preventing future justice system involvement.
- Improved employer engagement, expanding fair-chance hiring practices in the region.

Program Alignment with Virginia Opioid Abatement Efforts: By addressing economic instability as a social determinant of health, the *Second Journey Program* ensures that individuals gain financial stability, access recovery resources, and achieve long-term wellness. Employment is a proven protective factor in opioid recovery, making this initiative a workforce-based intervention that directly contributes to prevention, treatment, and sustained recovery efforts.

Funding Justification: Funding from the Virginia Opioid Abatement Authority will support:

- Project management to ensure successful outcomes and regional impact.
- Employer training and services to implement fair-chance hiring and recovery-friendly workplaces, encouraging long-term employment commitments.
- Case management and recovery support services, providing holistic assistance for employment success.
- Wraparound supportive services, including transportation and housing assistance to remove barriers to employment stability.
- Training and certification costs, covering expenses for in-demand workforce training and credentials.
- Participant wages for paid work experiences, ensuring financial stability during training.

The *Second Journey Program* represents a scalable, workforce-based recovery initiative designed to reduce the impact of the opioid crisis in the New River/Mount Rogers Workforce Development Area. By integrating workforce training, behavioral interventions, and employment placement, this program ensures that individuals impacted by opioid/substance use disorder achieve financial stability, break cycles of addiction and unemployment, and contribute to the region's workforce and economy.

Executive Summary – March 19, 2025

- 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:
 - 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
- Community Outreach
 - Various Facebook Postings
- Business Engagement/Outreach
 - Sector Partnership Meetings (January 3 & 6, February 3 & 7 and March 3 & 7)
 - Women in Manufacturing 3/7/25
 - Future of Talent Summit 3/13/25
 - Second Chance Employer Summit 3/18/25
 - SWVA Regional Health Summit 3/18/25
- Professional Development
 - Staff Training on “What is our Why” and Using Resilience to Reach Your Goals

DEPUTY DIRECTOR'S REPORT

March 2025

Focusing on three-year Strategic Plan, implementing a new project, closing out the Appalachian Regional Commission POWER project, and developing new projects.

New Project in implementation stage: REBOOT Recovery: Delivery the Reboot Recovery trauma recovery course to participants struggling with substance use disorder, specifically targeting our workforce programs at Bland and Marion Correctional facilities and YouthBuild.

Reentry and Critical Sector Job Quality grants submitted and not awarded.

Projects in Development:

Funder	Direct Amount Proposed		Purpose and Activities:
National Telecommunications and Information Administration (NTIA) US Dept of Commerce	Our contract: \$1,070,000	Lead Applicant: Citizens Telephone Cooperative Awards not yet made. 4-Year Project	<i>Appalachian Heights: Reaching New Peaks of Digital Success.</i> To bridge the digital divide by empowering our rural residents to fully participate in the digital economy and gain access to essential services that help them overcome barriers to healthcare, education, social services, and employment.
Appalachian Regional Commission Ready Grants to Grow	\$500,000 plus 42% match February 14	Lead Applicant: NRMR WD Foundation If funded: Anticipated start is October 3-Year Project	<i>Workforce Ready</i> aims to enhance workforce capacity, improve operational efficiencies, and expand economic mobility by strengthening the New River/Mount Rogers Workforce Development Foundation's ability to deliver high-quality workforce services, training, and employer engagement initiatives.
Bureau Of Justice Assistance Improving Adult and Juvenile Crisis Stabilization and Community Reentry Program	\$825,000	Lead Applicant: NRMR WDB 3 Year Project	PROJECT GOT PULLED/No longer available.

Appalachian Regional Commission ARISE	Our contract is \$728,566 plus a 30% match February 28	Lead Applicant: Fletcher Group Lead/Anchor Agency for Virginia If funded: Anticipated start is May-June 5-Year Project	Multi-State (Georgia, Kentucky, North Carolina, Tennessee, Virginia, West Virginia) <i>Connect Appalachia:</i> Specifically, we will provide Recovery-Ready Workplace Training to 500 businesses.
2025 AARP Community Challenge grants	\$25,000 March 5	Lead Applicant: NRMW WDB Partnering with Healthcare Academy of SWVA. 6-Month project	Focuses on improving public places, transportation, housing, digital connections and community resilience. Proposing to develop a Testing Center in our region for Nursing Assistants. Project proposal not yet started.
Coalition of nonprofits, brands, government agencies, and influential leaders. Funding provided by MTV.	\$10,000 March 9	Lead Applicant: NRMW WD Foundation 1-Day event	Host a public event on May 15, 2025, Mental Health Action Day, to focus on mental health, self-care, and stress management to equip attendees with practical, actionable tools to enhance their own mental health and better support those they serve.
Appalachian Regional Commission INSPIRE	March 10 \$500,000 plus 45% match*	Lead Applicant: New River Valley Regional Commission 3-Year Project	Focusing on serving individuals with substance use disorder.
Congressionally Directed Spending – Community Project – Senators Warner and Kaine	No deadline specified Submitted: March 11 \$2,021,043	Lead Applicant: NRMW WDACB Project 1: Priority 1 3-year Project	Comprehensive reentry program, POWER (<i>Power of Work Easing Reentry</i>) focusing developing a Reentry Ecosystem Model and equipping justice-involved individuals with skills to secure stable employment to reduce recidivism and improve public safety.
Congressionally Directed Spending – Community Project – Senators Warner and Kaine	No deadline specified Submitted: March 11 Request: 1,667,187	Lead Applicant: NRMW WDACB Project 2: Priority 2	Comprehensive youth program, YEP! (<i>Youth Employment Program</i>) focusing on providing work-based learning to youth with systemic barriers to employment

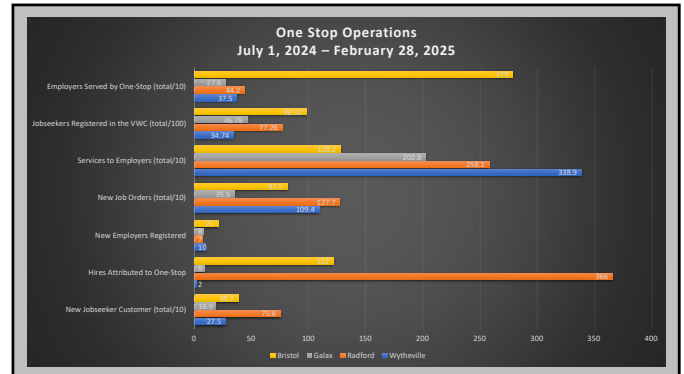
		3-year Project	and providing business services to implement skills-based hiring practices.
HRSA - Nursing Workforce Diversity Program	March 18	Lead Applicant: Virginia Rural Health Association 3-Year Project	Focused on developing Registered Nurses, targeting individuals with systemic barriers. Completed draft of proposal/ submitted to the VRHA. Connected with Areas 1 and 10 Workforce Development Boards, 7 community colleges, businesses, and Radford University and Emory & Henry
Appalachian Regional Commission Area Development	March 31 \$300,000 plus 42% match	Lead Applicant: NRMW WDACB 3-Year Project	Developing the <i>Skilled Trades Training Program</i> that addresses the need for industry-responsive workforce training, increasing credentialing opportunities, and fostering partnerships to support sustainable employment in the Industrial, Construction, and Service Trades.
Opioid Abatement Authority (Regional)	April 1	Lead Applicant: To be determined In process/discussion with localities	Proposing a program called the <i>Second Journey Program</i> , which is a workforce-driven recovery and reentry initiative by providing career training, paid work-based learning, and holistic recovery support. Desiring to build on OAA initiatives in the region by offering workforce training leading to meaningful employment.
Virginia Department Housing and Community Development	April 21 \$400,00	Lead Applicant: NRMW WD Foundation 3-Year Project	<i>Digital Pathways to Success</i> to enhance digital literacy and expand access to technology for underserved communities

ON THE RADAR:

Appalachian Regional Commission POWER – To be released at any time

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

- High Demand Occupations
- JVSJ Referral Tool
- CommonHealth – Wellness
- Equal Opportunity
- Virginia Works 101
- New – Virginia Has Jobs Website

Center Activity

- BAE Centers Hiring Events ongoing – 190 Job Seekers over 3 days.
- Partnerships with Probation/Parole – Intake/Orientation for Returning Citizens & assist with obtaining Federal Bonding Letters
- Partnership with VA Dept of Housing – perform Housing Inspections for Agricultural Workers

VA Works Abingdon



Business Service Activity

Regional Teams meet bi-monthly

- Abingdon, Galax, Radford, Wytheville

March 27, 2025

- Crossroads Career Fair
- Smyth Co. Opportunity Fair

April 2, 2025

- New River Career Expo

April 16, 2025

- Wytheville Career Fair

Layoff Activity

Company	Event	Affected Workers	Effective Date	Status	Rapid Response
Volvo	Layoff	250-350	3/28 – 3/30/2025	Ongoing	Outplacement Event 3/19/25
Speyside	Layoff	Unknown – Second Shift	April – 2025	Ongoing	TBD
Big Lots	Closure	Galax – 12 Christiansburg – 14	Unknown	Ongoing	RR Coordinator reaching out
JoAnn Fabrics	Closure	Christiansburg – 14	Unknown	Ongoing	RR Coordinator reaching out
Hutchinson	Layoff	20	No notice	Ongoing	RR Coordinator reaching out
Walgreens	Watching				
Red Robin	Watching				

Customer Satisfaction

- Job Seekers
 - Services Received at the Center
 - 8 – Very Satisfied
 - 1 – Satisfied
 - Were you informed of other services available to you through other agencies?
 - 9 – Yes
 - 0 – No
 - Comments:
 - "Lisa helped me with my Missouri claim issues. Went above and beyond – Thanks!"



**People**inc.
Building Futures. Realizing Dreams™

WIOA Program Overview

July 1, 2024 – February 28, 2025

Prepared by Elizabeth Carico
Director of Workforce Development

Title 1 Enrollments

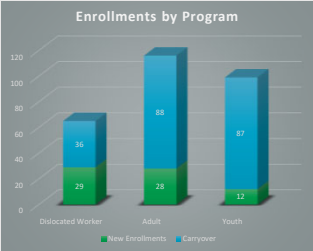
July 1, 2024 – Feb 28, 2025

Total Participants: 282

New Enrollments: 71

- Adult: 29
- Dislocated Worker: 30
- Youth: 12

Enrollments by Program



Program	New Enrollments	Carryover	Total
Dislocated Worker	29	56	85
Adult	28	60	88
Youth	12	75	87

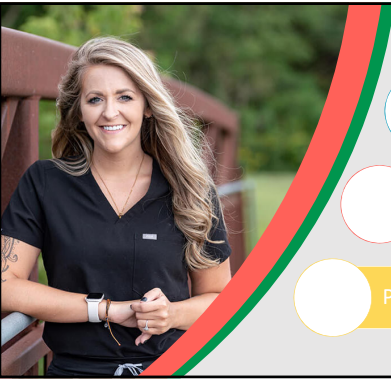


Activities

16 in Work Experience

59 Enrolled in Training

71 Credentials Attained



Outcomes

Average Wage: \$19.51

Placed in Employment: 136

1

Customer Satisfaction Surveys

Workforce Development Customers Say:

"I wouldn't have even known where to begin. Anything that I needed help with, she [Bri's Case Manager] was right there. I'm doing this for my son, so that he can watch me and grow up with an example of how hard work pays off. If it wasn't for People Inc. I wouldn't be where I am today."

Brianna Brannock
WIOA Youth and Youth Build Participant

A New Career in Health Care

Bri's journey into the health care field began unexpectedly. She was working as a bartender and struggling to keep up with her bills when a friend advised her to try People Incorporated's Youth Workforce Development program, spanning industries from age 18-24. She worked closely with her program, ultimately leading to a career in nursing.

People Incorporated helped Bri step out a pathway that included training and mentoring. She was able to complete the 12th program, which opened doors to new opportunities and enabled her to return to health care.

Bri's journey didn't stop at becoming a CNA. With People Incorporated's support, she set sights on becoming a Licensed Practical Nurse and eventually a Registered Nurse. She continues to strive to overcome her past and achieve success by her ability to make a big difference in people's lives.

Watch a video about Bri

Youth Workforce Development by the Numbers

182 Youth Received Coaching	35 Youth Earned a Vocational or Educational Credential, Degree, or Certificate
76% of Youth Gained Employment	\$16.80 Average Wage for Employed Youth

"I really have a passion for wanting to help people. The smile that I bring to people's faces is everything to me."

Brianna, 24

 **People inc.**
Building Futures, Realizing Dreams™

Thank You



NEW RIVER | MOUNT ROGERS REGION

DISCRETIONARY GRANTS

March 2025

	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	148	136	142	136	142	128	127
H/HS Practitioners	30	42	30	42	30	42	30	42
Occupational Training	80	174	64	151	64	151	60	145
Jobseekers	100	186					50	92
YouthBuild July 2021-October 2025	90	93	77	76	77	76	72	75
YouthBuild 24 June 2024 – September 2027	66	33	53	8	53	6	46	4
WORC October 2022-September 2025	180	177	144	146	144	145	135	130
HRSA August 2022-August 2025	60	170	48	80	48	67	42	86
Trades Gap December 2023 – November 2025	100	135	85	68	85	57	75	74
Pathway Home 5 July 2024 – December 2027	150	17	98	11	90	11	90	4

Our Participants Tell Their Story



Marjane

In 2016 I had the opportunity to come to the United States from the Philippines, to participate in a Student Exchange Visa program. My time in Montana was wonderful and I learned so much as well as met the one that I hoped would be my forever love. We married and before too long had a wonderful son.

My husband decided that we needed to return to his roots and set up our home. He is originally from the Galax, Va area. However, things changed when we arrived here. He was no longer willing to be the husband/father that started our lives together, and it became so unbearable that I had to make the decision to be on my own. My son was 3 years old at this time and needed a better environment to grow up in.

Trying to find a career was very difficult. I worked 14 hour days, trying to raise my son as best I could, and to get acclimated to the culture and area. I even thought of going home to the Philippines; that my American dream was crashing down around me; and when the plant where I was working shut down, it seemed over for me here. Where do I go now? What do I do?

I KNOW!! Someone had spoken to me about the CNA program through the NRMR Workforce Development Board. I immediately went online to fill out the application in hopes there would be room for me in the class. Nursing would be the perfect career for me and I could grow through the various programs, CNA, LPN, RN, and so on to achieve my goals and be able to provide for my son and myself.

At this point, I met with Senior Home Share, applied for the class, touched base with the Board and applied for assistance and was enrolled in Galax at the Senior Home Share location for CNA class. I could see that my dream was unfolding before my eyes and was excited to be a part of this wonderful program. Seven weeks really turned things around for me!

At this time, I am working at a Nursing Home in Carroll County. My interactions with the patients is priceless and helping to meet their needs and brighten their days is a joy to me. And, to top off the good news, I received my Naturalization Papers and now a proud citizen of these United States of America! This happened in November of 2024. I am now able to support my son and my self with a career, not just a job, and have a rewarding experience as I work. In helping the nurses that are on staff, I also am learning much that helps me to know that I want to continue to excel in the nursing profession.

My family in the Philippines are proud of me. I have three brothers there and I help them and my parents who sell fish in the local food market, with support as much as I am able to do. Thank you for the opportunity to be a part of your Nursing Program and see a difference in my life with a great career.

**For more information,
contact us at (540) 320-1908**



New River | Mount Rogers Workforce Development Board
Business Engagement – 3rd Quarter PY 2024
January/February 2025

Recruitment Assistance

Job Fairs and Recruiting Events

- Shared job listings through the Workforce Wednesday Social Media campaign: Montgomery County, Amedisys and Pulaski County. Posted about Job Fairs for Tha Dawg House and RoadSafe Traffic Systems.
- Shared information about upcoming on-site Job Fair: Amcor
- Worked with partners on the planning of regional Spring Career Fairs:
 - March 27 – Crossroads Career Fair, Crossroads Institute, Galax. High school students from Carroll County, Grayson County and City of Galax will attend from 9-11 am. Open to WCC students and the general public from 11 am – 2 pm.
 - April 2 – New River Valley Job Fair Expo, 117 Edwards Hall, NRCC, Dublin. High school and NRCC students only from 9-10 am. Open to everyone from 10 am – 1 pm.
 - April 16 – Wythe/Bland Career Fair, Wytheville Meeting Center, Wytheville. Open to High school seniors from Wythe County and Carroll County from 9 am – Noon. Open to WCC students and the general public from 12:30 -3:00 pm.
 - April 28 – VHCC (details TBD)

Workforce Information/Consulting

Workforce Services Conversations

- Shelter Alternatives: Assistance with paperwork for OJT and shared information about Skilled Trades Sector Partnership. Also talked about sending referrals for employment.
- Spectrum Brands: Discussion about training needs and possible IWT project. Referral to partners for training information.
- Blue Ridge Job Corps: Discussion about workforce/recruiting needs and suggestions on recruiting efforts. Also discussion of possible Job Fair.
- Twin County Regional Healthcare: Discussion with HR and Nursing about work-based learning projects and how they would work.
- Coalfield Services: Work-based learning discussion and employment referral.
- AWP Safety: Discussion about recruiting needs and Job Fair planning.

Training

Incumbent Worker Training

- Current Projects with:
 - Somic America, Inc. (working on reimbursement)
 - InMotion
 - Hapco
- Information:
 - Amcor Rigid Packaging
 - Spectrum Brands

Work-based Learning

- On the Job Training Projects:
 - Shelter Alternatives Project – Construction Supervisor

Business Workshops

- Planning with Virginia Works and Virginia Department of Corrections for March 18 business workshop: *Expanding Your Talent Pipeline*

Other

- Participating in Sector Partnership meetings for Manufacturing, Skilled Trades and Healthcare

- Worked with 4 Ticket to Work clients on various things.
- Talked with 2 potential new Ticket to Work clients
- Participated in multiple Staffing meetings with our case management staff.
- Participated in virtual Virginia Highlands BSU meeting
- Participated in the NRV BSU virtual meeting.
- Participated in virtual Crossroads BSU meeting
- Planned and participated in staff professional development around preparing an elevator pitch with a unified message



NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT AREA CONSORTIUM BOARD

CULTIVATING TALENT FOR THE REGION

2025 Consortium Board Meeting Schedule

March 19, 2025: In-person at the Wytheville Meeting Center

May 21, 2025 (Joint with WDB and Foundation): In-person at Wytheville Meeting Center

September 17, 2025: In-person at Wytheville Meeting Center

December 3, 2025 (Joint with WDB and Foundation): In-person at Wytheville Meeting Center

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

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: