



New River/Mount Rogers Workforce Development Area Joint Boards Meeting Agenda

December 3, 2025

Call to Order & Welcome of Guests – Chair Mike Miller & Chair Mary Biggs

Pledge of Allegiance/Moment of Reflection – Chair Biggs

Roll Call (Consortium Board, Workforce Development Board, Foundation Board)

Vote on Approval to Allow Members to Participate Remotely* (*both boards*)

Approval of the Agenda*

Consent Agenda Items

- Consortium Board Consent Agenda – Previously Distributed *
 - a. Approval of the Meeting Minutes – September 17, 2025
 - b. Financial Summary
- Workforce Development Board Consent Agenda – Previously Distributed *
 - a. Approval of the Meeting Minutes – October 22, 2025
 - b. Operational Summary
- Workforce Foundation*
 - a. Approval of Meeting Minutes – September 8, 2025
 - b. Report

Review/Action PY25 Budget Update*

- Workforce Development Board
- Consortium Board

Review/Action PY25 Contract Modification*

- Workforce Development Board
- Consortium Board

Executive Director Summary

Program Summaries:

- WIOA Title I Programs: *Beth Carico*
- Board Discretionary Programs: *Angi Chandler, Kathy Pickel, & Marty Holliday*

Business Services Team Summary: *Kimber Simmons*

Partner Reports

- Adult Education: *Barry Yost*
- Career & Technical Education: *Summer Stone*
- Community Based Organizations: *Mary Anne Holbrook, Bryan Phipps, & Ginny Ayers*
- Institute of Higher Education: *Perry Hughes*
- Economic & Community Development: *Katie Boswell*
- TANF Programs: *Vicky Collins*
- Title 1 Rehabilitation Act of 1973: *Christi Altizer*
- Virginia's Employment Services: *Christy Lowe*
- Job Corps: *Vacant*

Adjournment of Official Meeting: *Chair Miller & Chair Biggs*

Other Important Items: Travel Reimbursement, 2026 Meeting Schedules, and Inclement Weather Policy

**Board Action is required*



NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT AREA CONSORTIUM BOARD

CULTIVATING TALENT FOR THE REGION

Meeting Minutes September 17, 2025-Wytheville Meeting Center

Call to Order

Chair Biggs called to order the regular meeting of the NRMW Workforce Development Area Consortium Board at 10:02 a.m. on September 17, 2025, at the Wytheville Meeting Center.

Moment of Reflection

Chair Biggs led a moment of reflection, recognizing the challenges faced by the board, staff, and clients. She emphasized the importance of meeting clients with the resources available and maintaining energy and commitment during difficult times.

Roll Call

Renee Sturgill conducted a roll call. A quorum of the Consortium Board was not present. Chair Biggs called the Executive Committee to order to continue to conduct business.

Consortium Board Members

Montgomery County – Chair Mary Biggs
Washington County – Charlie Hargis
Galax City – Sharon Ritchie
Pulaski County – Lauren Walters
Smyth County – Jason Parris (online)

WDB Members

WDB Chair Mike Miller

Staff Members

Jenny Bolte
Angi Chandler
Kathy Pickel
Renee Sturgill
Kimber Simmons

Guests

Beth Carico

Approval To Allow Members Attending Virtually to Vote

Charlie Hargis made the motion allowing members attending virtually to vote with a second from Lauren Walters. Motion Passed unanimously.

Consent Agenda

A motion was made to approve the consent agenda as presented by Lauren Walters and seconded by Charlie Hargis. The motion passed unanimously.

Public Comment:

Board members discussed the importance of maintaining active participation across all jurisdictions, especially in light of changes to WIOA funding. Chair Biggs noted concerns about members who do not attend and suggested outreach to emphasize the importance of their involvement. Jason Parris noted challenges for virtual participants and suggested monthly information sharing.

Review/Approval of Budget

Jenny Bolte reviewed the PY25 budget including Carry Over Funds, PY'25 WIOA Allocations, PY'25 WIOA NOOs, and Summary of funds. A motion was made to approve the budget as presented by Lauren Walters with a second from Charlie Hargis. The motion was passed unanimously.

Review/Approval of Contracts

Jenny Bolte reviewed the PY25 contracts. Charlie Hargis made a motion to approve the PY25 contracts as presented with an effective date of July 1, 2025. Lauren Walters seconded the motion and the motion passed unanimously.

Workforce Development Board Update

Mike Millere, Workforce Development Board Chair, noted that at the Aug 27th meeting it was discussed that the plan was to fund contracts monthly, allowing for everything to keep going as best as it can.

Executive Summary

Ms. Bolte noted that her report was in the packet and gave brief updates on Financial Planning, Strategic Communications, Regional Commission funding, and Project Development. She also discussed the Appalachian regional Commission programs and why those matter.

Informational Items

Updates were given for the WIOA Title 1 Programs by Ms. Carico, Grant Updates were given by Ms. Pickel and Ms. Chandler, and Business Services updates by Ms. Simmons. Updates for the Foundation were given by Mr. Miller.

Adjourn

The next scheduled meeting will be the Joint Meeting on December 6, 2025, at the Wytheville Meeting Center. With no further business to discuss, the meeting was adjourned at 11:39 a.m.

Respectfully Submitted,



Kathy Pickel

Program Coordinator

New River/Mount Rogers Workforce Development Area Consortium Board
New River/Mount Rogers Workforce Development Board
Financial Report
Reporting Period: October 31, 2025

WIOA Administration

PY25 (Year 1) Funds Available	\$ 64,792.00
PY24 (Year 2) Funds Available	\$ 17,129.77

WIOA Adult Program

PY25 (Year 1) Funds Available	\$ 71,435.70
PY24 (Year 2) Funds Available	\$ 44,839.12

WIOA Dislocated Worker

PY25 (Year 1) Funds Available	\$ 56,566.80
PY24 (Year 2) Funds Available	\$ 95,059.07

WIOA Youth

PY25 (Year 1) Funds Available	\$ 455,125.50
PY24 (Year 2) Funds Available	\$ 38,920.74

(In School and Out of School combined)

Ticket To Work

Funds Available to Date	\$ 50,011.02
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Local Support

Funds Available to Date	\$ 25,647.10
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Foundation

Funds Available to Date	\$ 127,993.16
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New River/Mount Rogers Workforce Development Board

Meeting Minutes October 22, 2025

Call to Order & Welcome of Guests

Chair Miller called to order the regular meeting of the NRMR Workforce Development Board, virtually at 10:20 am on October 22, 2025.

Roll Call

The following persons were online:

<u>Board Members</u>		<u>Guests</u>	<u>Staff</u>
Michael Miller	Mary Anne Holbrook	Mary Biggs	Angi Chandler
Ginny Ayers	Perry Hughes	Beth Carico	Kathy Pickel
Katie Boswell	Christy Lowe	Brenda Rigney	Renee Sturgill
Vicky Collins	Bryan Phipps	Jame Leonard	Kimber Simmons
Kim Hernandez	Cindy Robertson		Marty Holliday

A quorum was not established; however, the meeting continued for information sharing and updates.

Approval of the Agenda and Consent Agenda

Due to the lack of quorum, no official votes were taken.

Consortium Board Update

Chair Mary Biggs gave a brief update on the Consortium Board.

Executive Director Summary

Executive Director Jenny Bolte highlighted continued progress in strengthening organizational capacity through major Appalachian Regional Commission initiatives, including POWERing Pathways, ARISE, and READY. She noted the recent Board Staff Leadership Retreat, ongoing financial management amid WIOA funding delays, and the successful closeout of several discretionary grants. Jenny also shared updates on expanded communications through the new Workforce Minute, active participation in statewide workforce committees, and new partnerships such as Feeding Southwest Virginia.

Program Summaries

Board Discretionary Programs – Angi Chandler, Kathy Pickel, and Marty Holliday: Build Smart program approved. ARISE Project remains in holding until the official announcement of the Skill-Based Hiring initiative.

Business Services Team – Kimber Simmons: Reported that the Supervisory Skills Training held on October 7th was successful with 43 attendees and positive feedback.

Partner Reports

Ginny Ayers (Community-Based Organizations): English Language and Literacy class launched with increased GED participation.

Mary Anne Holbrook (Office of Equal Opportunity – Abingdon): Shared updates on the Innovated Internship and college-level internship programs in the NRV.

Bryan Phipps (People Inc./CEC): Continuing community and employment services.

Perry Hughes (Wytheville Community College): FastForward enrollments remain strong, though spring offerings may be limited without additional funding.

Katie Boswell (Mount Rogers PDC): Provided updates on regional economic and workforce development activities.

Vicky Collins (Department of Social Services – TANF): Reported steady program activity and service delivery.

Foundation Report

Marty announced that the Foundation has received a Ready Grant through the Appalachian Regional Commission (ARC) and continues to seek additional funding opportunities.

Board Member Time

No additional comments were shared.

Other Information

The next scheduled meeting will be the Joint Meeting with the Consortium Board on December 3, 2025, at the Wytheville Meeting Center beginning at 10:00 a.m.

Adjournment

With no further business to discuss, the meeting was adjourned at 11:29 a.m.

WIOA Quarterly Monitoring Dashboard – PY25

Contractor: People Incorporated of Virginia

Reporting Period: ☐ Q1 (Jul–Sep) ☐ Q2 (Oct–Dec) ☐ Q3 (Jan–Mar) ☐ Q4 (Apr–Jun)

I. Participant Enrollment & Demographics

Category	Target for PY25	Quarterly Actual	Cumulative Total	Notes/Variance Explanation
Adult Participants	121	76	76	Performance as of 10/31/25
Dislocated Worker (DLW)	37	46	46	Performance as of 10/31/25 (includes Incumbent Worker numbers)
Youth Participants	51	57	57	Performance as of 10/31/25
% Served in Each Jurisdiction*	Equitable Access	See Attachment	See Attachment	
Individuals with Disabilities	25% of the total	29 (17.68%)	29 (17.68%)	Performance as of 10/31/25 (WIOA Adult, DW, and Youth only)
Minority Participants	40% of the total	36 (21.95%)	36 (21.95%)	Performance as of 10/31/25 (WIOA Adult, DW, and Youth only)
Out-of-School Youth	75% of youth	45 (78.94%)	45 (78.94%)	Performance as of 10/31/25

*Attach a breakdown of participant counts by jurisdiction.

II. Participant Outcomes

Adult:

Outcome Category	Goal	Quarterly Actual	Cumulative Total	Notes/Variance Explanation
Credential Attainment	78%	62.00% (31 of 50)		Second Quarter Performance
Entered Unsubsidized Employment 2 nd Q after Exit	85%	89.47% (51 of 57)		Second Quarter Performance

Outcome Category	Goal	Quarterly Actual	Cumulative Total	Notes/Variance Explanation
Entered Unsubsidized Employment 4th Q after Exit	86.5%	80.32% (49 of 61)		Second Quarter Performance
Measurable Skills Gain	65%	26.53% (13 of 49)		Performance as of 10/31/25

Dislocated Worker:

Credential Attainment	79.47%	100% (6 of 6)		Second Quarter Performance
Entered Unsubsidized Employment 2 nd Q after Exit	82%	76.92% (10 of 13)		Second Quarter Performance
Entered Unsubsidized Employment 4th Q after Exit	87.8%	83.33% (30 of 36)		Second Quarter Performance
Measurable Skills Gain	65%	29.41% (5 of 17)		Performance as of 10/31/25

Youth:

Credential Attainment	60%	78.94% (30 of 38)		Second Quarter Performance
Entered Unsubsidized Employment 2 nd Q after Exit	78.59%	75.55% (34 of 45)		Second Quarter Performance
Entered Unsubsidized Employment 4th Q after Exit	80%	76.00% (38 of 50)		Second Quarter Performance

Measurable Skills Gain	65%	16.67% (5 of 30)		Performance as of 10/31/25
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III. Programmatic Investment Snapshot

Category	Budgeted (\$)	Actual This Quarter	Cumulative Total	% of Total Budget	Notes
Participant Training Costs					
Supportive Services					
Incentives & Wraparound Supports					
Indirect Costs	11%				

IV. Strategic Innovations & Access

Area	Description of Activities This Quarter	Outcome/Impact
Digital Engagement Tools (e.g., Metrix, Conover)	Conover, NorthStar	Youth increase work readiness, and all participants enhance digital skills for employment.
Employer Partnerships / Work-Based Learning	Provided to Kimber in the quarterly business services report	
Outreach Efforts	Staff participate in regional career fairs as they are scheduled. The director attended NexEO in early October, and People Inc. Leadership attended the StrongACC networking event. Partner meetings continue.	Shared information increases referrals to programs. The most significant challenge currently is that we do not have funding to meet the needs... we're still enrolling in all programs. Still, having to say "no" to several needs —such as mileage assistance — means we are referring TANF Employment internally and to the Board grants, but what we have is so limited that people's needs continue to go unmet. We must prioritize and 'pick and choose' – i.e., if we are paying tuition, we have no money left for supportive services, if tuition is

Area	Description of Activities This Quarter	Outcome/Impact
		covered, we still may only be able to offer one service when more are needed.
Cross-Partner Collaboration (e.g., referrals, co-enrollment)	Youth Build, TANF Employment, “Ready” – just starting, HRSA, Trades Gap	Continue referring and co-enrolling whenever possible to meet the needs stated above.

V. Concerns/Technical Assistance Needs

Submitted by Clay Stein: _____

Reviewed by (NRMW WDB Program Manager): _____

Date of Review Meeting: _____

Jurisdiccional Count as of the End of October 2025

		Totals		Percentage
Bland County	Adult	2		
	Dislocated Worker	0	2	1.22%
	Youth	0		
Carrol County	Adult	9		
	Dislocated Worker	0	13	7.93%
	Youth	4		
Floyd County	Adult	3		
	Dislocated Worker	0	4	2.44%
	Youth	1		
Giles County	Adult	5		
	Dislocated Worker	0	9	5.49%
	Youth	4		
Grayson County	Adult	6		
	Dislocated Worker	0	8	4.88%
	Youth	2		
Montgomery County	Adult	1		
	Dislocated Worker	4	5	3.05%
	Youth	0		
Pulaski County	Adult	1		
	Dislocated Worker	8	10	6.10%
	Youth	1		
Smythe County	Adult	8		
	Dislocated Worker	6	29	17.68%
	Youth	15		
Washington County	Adult	8		
	Dislocated Worker	5	17	10.37%
	Youth	4		
Wythe County	Adult	7		
	Dislocated Worker	5	22	13.41%
	Youth	10		
City of Bristol	Adult	1		
	Dislocated Worker	0	3	1.83%
	Youth	2		
City of Galax	Adult	10		
	Dislocated Worker	1	19	11.59%
	Youth	8		
City of Radford	Adult	6		
	Dislocated Worker	2	11	6.71%
	Youth	3		
Other	Adult	9		
	Dislocated Worker	0	12	7.32%
	Youth	3		
			164	100.00%

**New River/Mount Rogers Workforce Development
Foundation Board**

MEETING MINUTES

September 8, 2025

A meeting of the NR/MR Workforce Foundation Board was held virtually on September 8, 2025 via Zoom. Those in attendance were as follows:

<u>Board Member</u>		<u>Staff</u>	
X	Mike Miller – Chair	X	Marty Holliday – Foundation COO
X	Thad Austin – Vice Chair	X	Jenny Bolte – CB Executive Director
X	Adam Kidd – Treasurer	X	Renee Sturgill – CB Finance Mgr
X	Mary Biggs	x	Angi Chandler – CB Program Mgr
x	Cameron Burton		
X	Vicky Collins		
	Steve Fletcher		
X	Laura Walters		
	WDB Vacancy		

At 2:01, Chair Miller called the meeting to order.

Roll was taken and a quorum was present.

Chair Miller turned the meeting over to Ms. Holliday for election of officers.

ELECTION OF OFFICERS

Ms. Holliday asked for nominations. It was the consensus of the board to continue with the current slate of officers.

- Chair – Mike Miller
- Vice Chair – Thad Austin
- Treasurer – Adam Kidd
- Secretary – interim Marty Holliday

FINANCIALS

Marty Holliday updated the board on the Foundation's financial situation.

- PY24 Year End Bank Account Balance: \$64,058.42
- Give Local NRV we raised \$500 (one is a monthly giving of \$25 per month)
- On-Line Training Programs

ARC READY GRANT

Ms. Holliday gave an update on the ARC Ready Grant. Documents had been previously shared with the board about the grant. A discussion was held on the need for additional debit cards to use in supporting the organization and participants. Ms. Burton made the motion to allow Ms. Sturgill and Ms. Chandler debit cards with a \$500 limit per transaction. If a higher amount is needed, then approval must be received first. Ms. Holliday will check the back account weekly monitoring debit card transactions. The motion was seconded by Ms. Collins and passed unanimously.

ADJOURNMENT

The meeting was adjourned at 3pm.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Marty Holliday", written over a printed name.

Marty Holliday
Executive Director

FOUNDATION REPORT

6-20-24 to Current

check #

INCOME	6/20/2024		10,000.00	Transfer from Ticket to Work
	8/22/2024		345.00	Mightycause donation
	11/7/2024	5615	6,000.00	From NRVRC; TAP reimbursement (check made out to wrong entity)
	1/16/2025	31198	500.00	From NRVRC; reimbursement for Jonathan Gray rent (in order to charge Power)
	2/6/2025	93647	11,750.00	From TAAP; November invoices
	2/28/2025	31394	5,000.00	From NRVRC; reimbursement Foundation & charge Youthbuild for building materials for community project
	3/28/2025	94254	2,078.14	From TAP; February invoice (check made out to wrong entity)
	4/24/2025	94765	37,648.43	From TAP; December & January invoices
	5/14/2025	94852	5,266.10	From TAP; Jan & Feb invoices
	5/22/2025	94951	50,726.77	From TAP; February & March invoices
	5/22/2025	95155	180.00	From TAP; check sent to us for Dec contained typo and was short
	5/29/2025	140851	11,496.00	From People Inc; HBI & OSHA training for 4 TANF clients
	5/29/2025		14,052.47	From TAP; March invoices
	6/3/2025	5667	5,000.00	From NRVRC; to reimburse Foundation & charge PH5 for tuition for 4 participants @ \$1250 ea
	6/5/2025	95234	14,052.47	From TAP; November & April invoices
	6/6/2025		8,333.28	From ReBoot (no check stub attached)
	6/16/2025		5,000.00	From NRVRC;
	6/16/2025		11,496.00	From People Inc
	6/16/2025	95234	14,052.47	From TAP
	6/27/2025	95482	6,660.00	From TAP
	7/2/2025	925679	600.00	From MRRAEP
	7/16/2025	286243	495.00	Mightycause donation
	7/16/2025	5673	3,500.00	From NRVRC; Aug2024 HBI Pact reimbursement
	7/16/2025	5685	7,500.00	From NRVRC; Nov2024 participant cost reimbursement
	7/28/2025	95880	1,500.00	From TAP; participant tuition for June
	9/4/2025	96378	5,570.00	From TAP; participant tuition reimbursment for June
	9/4/2025	286720	20.00	Mightycause donation
	10/23/2025	287009	20.00	Mightycause donation
	10/28/2025	97204	8,042.14	From TAP; Aug2025 Admin invoice, made out to wrong entity
	11/3/2025	5705	1,440.00	From NRVRC; reimb Foundation for TAP ck# 97098 for July2025 tuition

\$248,324.27

EXPENSES	7/3/2024 EFT		422.95	First Bank & Trust; checkbook, deposit slips, etc
	9/17/2024	1001	500.00	participant Jonathan Gray rent
	2/10/2025	1002	864.52	WCC; participant Madison Sizemore dental tools for state boards
	2/10/2025	1003	5,000.00	Presbyterian Childrens Home- Youthbuild building project materials (clothes closets)
	2/14/2025 EFT		99.00	Intuit; Quickbooks subscription
	3/14/2025 EFT		99.00	Intuit; Quickbooks subscription
	4/4/2025 EFT		30.00	Adobe video editing software subscription (debit card)
	4/7/2025	1004	2078.14	Workforce Bd; to reimburse Pathway Home 5; TAP check made out to wrong entity
	4/7/2025 debit card		5.00	TechSoup (debit card)
	4/7/2025 debit card		12.00	TechSoup (debit card)
	4/14/2025 EFT		99.00	Intuit; Quickbooks subscription
	5/5/2025 EFT		30.00	Adobe video editing software subscription
	5/8/2025	1005	25.00	State Corporation Commission; annual registration fee
	5/12/2025	1006	330.00	Sands Anderson; Annual Registered Agent fee
	5/14/2025 EFT		99.00	Intuit; Quickbooks subscription
	5/23/2025	1007	34,034.53	Workforce Bd; TAP check made out to wrong entity; this is to reimburse PH5
	5/28/2025	1008	50,006.77	Workforce Bd; TAP check made out to wrong entity; this is to reimburse PH5
	6/4/2025	1009	200.00	2023 Tax Prep
	6/4/2025 EFT		30.00	Adobe video editing software subscription
	6/5/2025	1010	2482.00	Presbyterian Childrens Home; Jazmyn Smith work experience
	6/14/2025 EFT		99.00	Intuit; Quickbooks subscription
	6/18/2025	1011	312.00	John Lowery; April & May travel to Crossroads (TANF clients training)
	6/18/2025	1012	379.39	Workforce Bd; Board credit card used to pay building materials for TANF training
	6/18/2025	1013	14052.47	Workforce Bd; December invoice check made out to wrong entity
	7/3/2025 EFT		30.00	Adobe video editing software subscription
	7/9/2025	1014	500.00	HBI inv# INV-0000475
	7/9/2025	1015	600.00	HBI inv# INV168
	7/9/2025	1016	180.00	Workforce Bd; TAP check #95155 made out to wrong entity
	7/14/2025 EFT		99.00	Intuit; Quickbooks subscription
	7/16/2025	1017	965.00	Bill Dinwiddie; TANF clients (People Inc) HBI instruction
	7/16/2025	1018	445.49	John Lowery; mileage for TANF clients (People Inc) instruction
	7/30/2025	1019	50.00	HBI inv# 0000634
	8/4/2025 EFT		30.00	Adobe video editing software subscription
	8/11/2025	1020	100.00	HBI inv# INV0000178
	8/13/2025	1021	4500.00	Conover - credits for platform use by participants
	8/14/2025 EFT		99.00	Intuit; Quickbooks subscription
		1022		VOID - to set up EFT for Mightycause
	9/4/2025 EFT		30.00	Adobe video editing software subscription
	9/12/2025	1023	50.00	HBI inv# INV-0000720
	9/15/2025 EFT		99.00	Intuit; Quickbooks subscription
	10/4/2025 EFT		30.00	Adobe video editing software subscription
	10/13/2025 EFT		115.00	Intuit; Quickbooks subscription
	10/22/2025	1024	96.00	Workforce Bd; PDF filler paid with company card
		1025		VOID - wrong amount entered
	11/4/2025 EFT		30.00	Adobe video editing software subscription
	11/6/2025	1026	695.00	Kobia Consulting; Marty, fundraising bootcamp
	11/13/2025 EFT		115.00	Intuit; Quickbooks subscription
	10/31/2025	1027	182.85	Workforce Bd; reimb TTW for Carahsoft inv# IN2052321

\$120,331.11

Current Balance: \$ 127,993.16

WDB Vacancy on the Foundation

2.3 Directors: Quorum

- (a) The directors shall consist of three (3) members of the New River/Mount Rogers Workforce Development Area Consortium Board and four (4) members of the New River/Mount Rogers Workforce Development Board and an optional four (4) or more at-large members representing the community and/or area of needed expertise (e.g., legal, financial, etc.).
- (b) The membership of the New River/Mount Rogers Workforce Development Area Consortium Board and the New River/Mount Rogers Workforce Development Board will vote on their representatives to the Foundation Board. The optional At-Large members will be voted on by the current Board of Directors of the Foundation.

Current Membership:

CB: Mary Biggs, Cameron Burton, and Laura Walters

WDB: Thad Austin, Vicky Collins and Mike Miller (need one more)

Community: Steve Fletcher and Adam Kidd (can have two more)

PY25 BUDGET

PY'24 Carryover

Administration	\$43,418	\$ -
DLW		\$171,298
Adult		\$146,462
Youth		\$137,069
<i>Total</i>		<u>\$454,829</u>

PY '25 WIOA Allocations

	Admin (10%)	Program	PY'25 Allocation
DLW	\$29,445	\$265,013	\$294,459
Adult	\$40,785	\$367,061	\$407,845
Youth	<u>\$50,570</u>	<u>\$455,126</u>	<u>\$505,695</u>
Total	\$120,800	\$1,087,199	\$1,207,999

Total Available Funding Summary

	Admin	Program	Total
WIOA Funding	\$120,800	\$1,087,199	\$1,207,999
Carryover	\$43,418	\$454,829	\$498,247
YouthBuild 21		\$23,445	\$23,445
WORC (until 9/30/25)		\$349,183	\$349,183
Trades Gap (until 11/30/25)		\$281,692	\$281,692
YouthBuild 24		\$627,012	\$627,012
Pathway Home 5		\$433,301	\$433,301
Local Support		\$14,368	\$14,368
Ticket to Work		<u>\$10,000</u>	<u>\$10,000</u>
Total	\$164,218	\$3,281,029	\$3,445,247

Contract Modification
WIOA Adult, Dislocated Worker, Youth
Program Operator: People Incorporated
December 3, 2025

	Contract 1* <i>*Approved 5/2025</i>	Contract 2 <i>*Proposed 12/2025</i>	TOTAL
Adult <i>(including OSO)</i>	\$324,667	\$108,935	\$433,602
DLW <i>(including OSO)</i>	\$265,667	\$69,430	\$335,097
Youth <i>(including OSO)</i>	\$367,667	\$129,642	\$497,309
	\$958,001	\$308,006	\$1,266,007

Executive Summary - December 2025

Jenny Bolte

Project Development

- Secured Virginia Works funding for Employer-Led Training projects, supporting industry-driven solutions to meet regional workforce needs.
- Designed the multi-state model and collaborated with Virginia Works to submit a pre-application for the *Appalachian Youth Workforce Pathways* ARISE Project, a four-state initiative that unites seven Local Workforce Development Boards across Virginia, Tennessee, North Carolina, and Kentucky. The project establishes coordinated pre-apprenticeship-to-employment pathways for Opportunity Youth ages 16–24, expanding access to education, stackable credentials, paid work-based learning, wraparound services, and cross-state job placement. The model adapts the U.S. Department of Labor’s evidence-based YouthBuild framework to the realities of rural Appalachia and builds a regionwide talent pipeline in high-demand sectors including healthcare, manufacturing, skilled trades, logistics, and information technology.
- Submitted the ARC POWER proposal, *POWERING Pathways*, which expands training, credentialing, and employment opportunities in healthcare, manufacturing, skilled trades, and IT. The project also strengthens supportive services to help residents overcome barriers and achieve sustainable economic mobility.
- Implementing the ARC ARISE *Connect Appalachia* project.
- Implementing ARC READY project.

Organizational Planning & Leadership

- Conducted a Board Staff Leadership Retreat (October 13–15) focused on program planning, job task alignment, budget analysis, and operational efficiencies. This work is essential to maintaining service levels and fulfilling grant obligations amid the loss of staff positions.

Financial Planning

- Closing out three discretionary grants, ensuring full and timely expenditure of all remaining funds in compliance with state and federal expectations.

Strategic Communications

- Launched the *Workforce Minute*, a concise monthly update designed to keep Board Members, County Administrators, and City Managers informed and engaged. The update highlights key accomplishments, emerging challenges, and priority activities across the region.
- Delivered a regional workforce presentation during the Virginia Works Town Hall—October’s statewide All-Agency Town Hall—broadcast live from Radford.

Stakeholder Engagement

- Serving as an ad-hoc member of the Virginia Board of Workforce Development’s Reports and Special Initiatives Committee.
- Engaging in the Virginia Works Industry Sector Communities of Practice for Health Science, Manufacturing, and Skilled Trades.
- Presented regional workforce insights at the New River Valley Home Builders Association’s Insights Breakfast.
- Moderated the Montgomery County Chamber of Commerce *Eggs and Issues* event (October 2, 2025) on the theme “Talent Attraction & Retention.”

Data-Informed Decision-Making

- Conducting ongoing analysis of performance metrics, participation trends, and service distribution to identify strengths, pinpoint gaps, and ensure equitable access to workforce resources across all 13 jurisdictions.

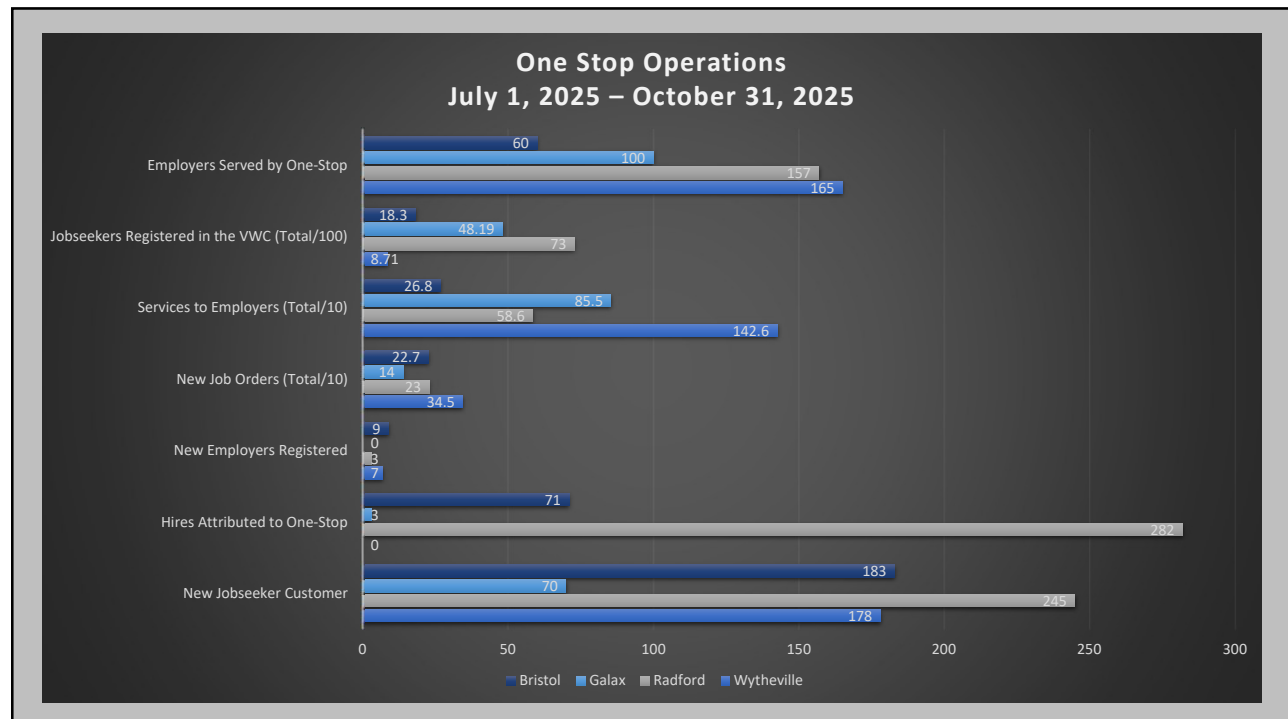
Professional Development

- Providing professional development sessions for Board staff and People Inc. staff on the use of AI and other digital tools to improve efficiency and workflow.
- Participating in the Virginia Directors of Workforce Development network to build leadership capacity and contribute to statewide coordination.
- Selected to participate in the Appalachian Regional Commission Leadership Institute, with all expenses covered.

One Stop System Report

New River Mount Rogers Workforce Development Area II
Program Year 2025 – July 1, 2025 – June 30, 2026

1



2

Center Activity

Staff Training

- Second Chance Lunch and Learn
- Career Navigator Bootcamp
- Technology Tips (VA Works)

Center Activity

- Intake and Orientation
 - Smyth Co, Wythe Co, Radford – District 28, Grayson Co, Carroll Co
- Multi-Employer Hiring Event: Pyrotechnique by Grucci, NRV Regional Jail, Rockingham Ready Mix – 17 job seekers in attendance

3

Business Service Activity



Regional Teams meet bi-monthly

Abingdon, Galax, Radford, Wytheville



NRV BSU – Looking to Spring

Meeting to discuss how to expand NRV Career Expo to include Second Chance Employers Specifically



VA Highlands BSU – New Chair

Shannon Mutter has stepped up to chair our BSU in the Abingdon region.

4

Layoff Activity

Company	Event	Affected Workers	Effective Date	Status	Rapid Response
Utility Trailer	Layoff	127 – Glade 90 – Atkins	10/2/2025 – 10/3/2025	Ongoing	10/2/2025 – 10/3/2025
MEC	Layoff	12	Unknown	Ongoing	None
Parkdale	Closure	68	9/30/2025	Ongoing	9/10/2025 – 9/11/2025
Bondcote	Closure	80	9/30/2025 – 3/2026	Ongoing	8/6/2025
Job Corps	Unknown Status	85	Unknown	Watching	RR held onsite 6/12/2025

5

Customer Satisfaction



- Job Seekers
 - Services Received at the Center
 - 3 – Very Satisfied
 - Were you informed of other services available to you through other agencies?
 - 3 – Yes
 - 0 – No
 - Comments:
 - “Great staff to help sign up for unemployment!”
 - “Great job to everyone. Very Helpful!”

6



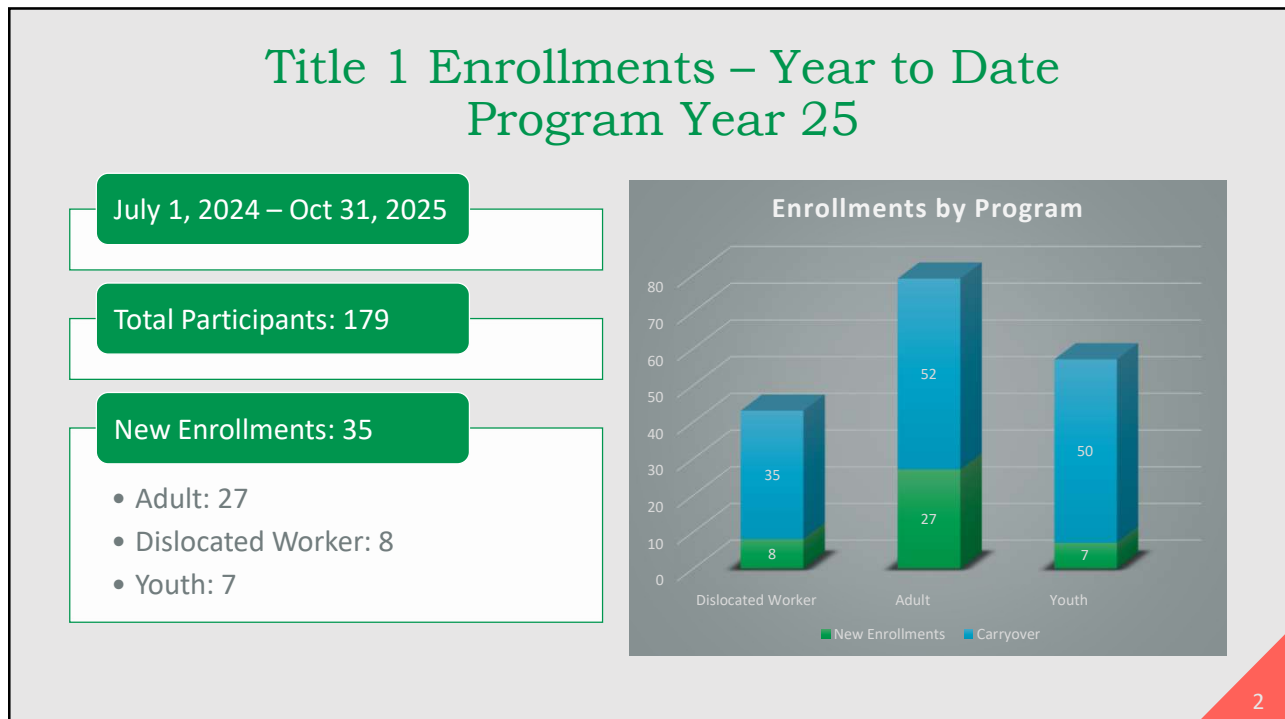
People inc.
Building Futures, Realizing Dreams™

WIOA Program Overview

July 1, 2025 – October 31, 2025

Prepared by Elizabeth Carico
Director of Workforce Development

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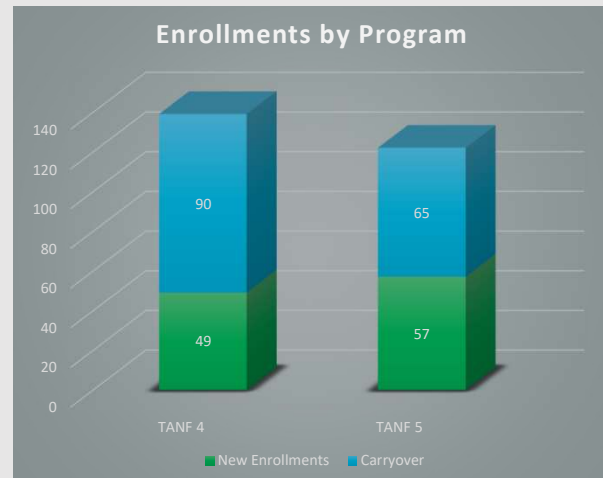
TANF Employment

July 1, 2024 – Oct 31, 2025

Total Participants: 261

New Enrollments: 106

- TANF 4: 49
- TANF 5: 57



3

3

Title 1 Activities

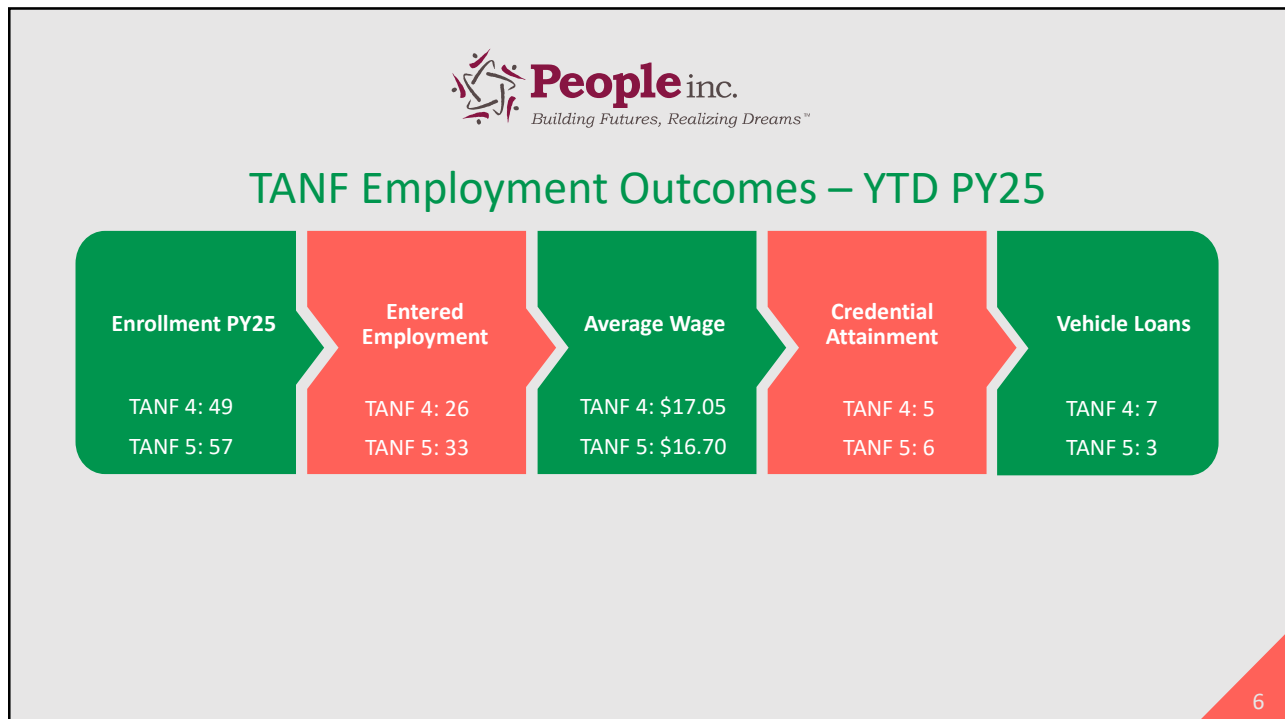


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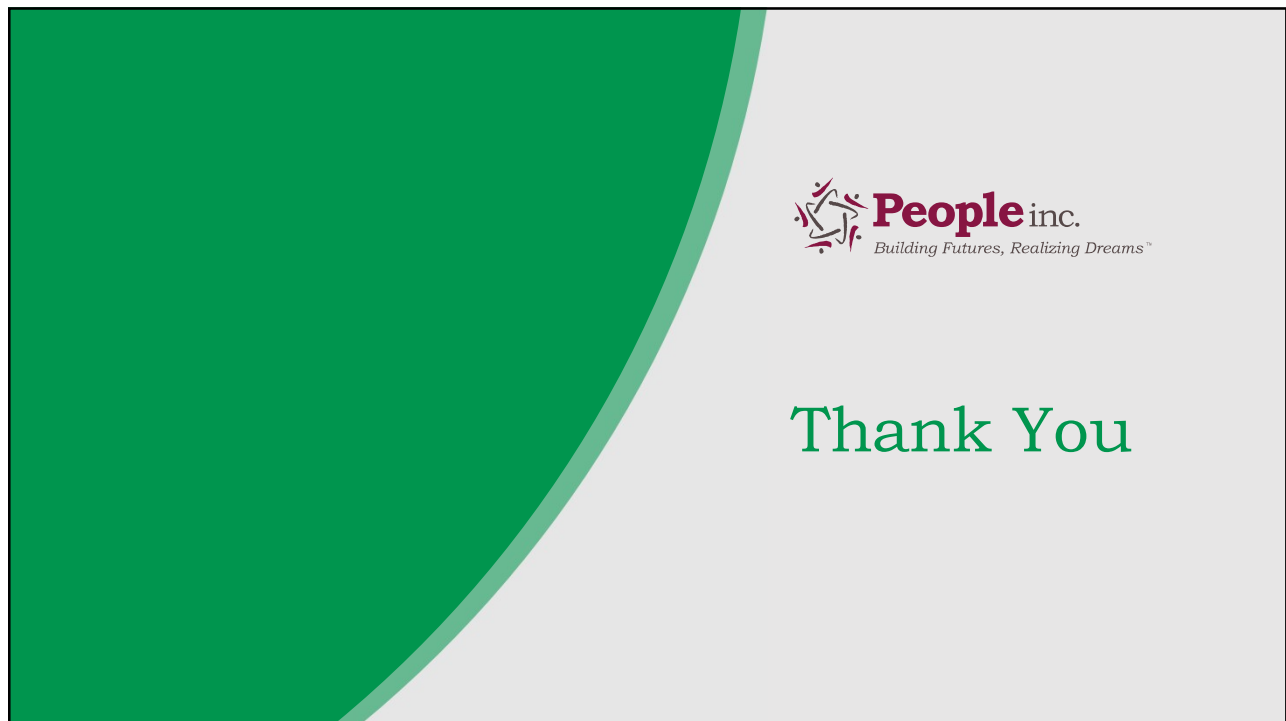
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NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT BOARD

CULTIVATING TALENT FOR THE REGION

DISCRETIONARY GRANTS

August 2025

	ENROLLED		COMPLETE TRAINING		EARN INDUSTRY RECOGNIZED CREDENTIAL		OBTAIN EMPLOYMENT	
	Goal	Status	Goal	Status	Goal	Status	Goal	Status
YouthBuild July 2021- October 2025	66	93	53	76	53	76	46	58
YouthBuild 24 June 2024 – September 2027	66	53	53	32	53	30	46	33
WORC October 2022-September 2025	180	260	144	246	144	213	135	205
HRSA August 2022-August 2025	60	236	48	163	48	162	42	197
Trades Gap December 2023 – November 2025	100	175	85	113	85	112	75	129
Pathway Home 5 July 2024 – December 2027	150	70	98	43	90	43	90	30
Reboot Recovery May 2025 – December 2027								
Trauma Reboot Course		37		27		19		11
Training and Job Placement		87				66		47



ARC ARISE – Connect Appalachia

Connect Appalachia is an initiative led by the **Fletcher Group** (London, KY) that aims to advance economic opportunity and workforce participation across the Appalachian Regional Commission (ARC) footprint in these six states: Georgia, Kentucky, North Carolina, Tennessee, Virginia and West Virginia.

It is a five year project supported by funding from an ARC ARISE grant (\$9,965,693) to the Fletcher Group along with private, local, state and other federal matching funds (\$4,271,011) that will be used to support the grant.

Project Goals

- Support the **hiring and retention of individuals in recovery**
- Increase **workforce participation rates**
- Optimize **productivity for participating employers**
- Develop **sustainable models** for:
 - Recovery-ready workplace employer training
 - Recovery-friendly staffing and recruitment practices

Together, these efforts strengthen the Appalachian workforce, build community wealth, and enhance quality of life for individuals impacted by substance use disorder (SUD).

Virginia's Role

The **New River/Mount Rogers Workforce Development Board (NR/MR WDB)** serves as Virginia's *anchor entity* for Connect Appalachia (and is a sub-awardee (\$728,566 in ARC funds with \$312,242 in match funds). In partnership with the four other workforce boards within Virginia's ARC region, the NR/MR WDB will:

- Deliver **skills-based training** focused on recovery-ready and second-chance employment practices and provide **education and ongoing support** to approximately **100 employers annually**
- Help employers **prepare for, hire, and retain** individuals with SUD and/or justice-involved backgrounds

Area of Service

24 Counties: Alleghany • Bath • Bland • Buchanan • Carroll • Craig • Dickenson • Floyd • Giles • Grayson • Henry • Highland • Lee • Montgomery • Patrick • Pulaski • Rockbridge • Russell • Scott • Smyth • Tazewell • Washington • Wise • Wythe **8 Independent Cities:** Bristol • Buena Vista • Covington • Galax • Lexington • Martinsville • Norton • Radford

Contact Marty Holliday, 540-357-0651, marty.holliday@nrmrworks.org

New River | Mount Rogers Workforce Development Board
Business Solutions Teams Report – 2nd Quarter PY 2025
October/November/December 2025

General Business Engagement

Recruitment Assistance

Job Fairs and Recruiting Events

- Shared job listings through the Workforce Wednesday Social Media campaign: Atsumi Car Equipment, Guardian Glass and Tenneco. Also shared flyer for the Federal Pacific career information session.

Workforce Information/Consulting

Workforce Services Conversations

- Carilion Clinic – NRV: Talked with management staff in non-clinical departments about training needs and workforce issues. Are very interested in Customer Service training. Also interested in possible work experiences and other work-based learning opportunities.
- Ames Textiles: Talked with plant manager about training needs. Will work on a plant visit after the holidays to include a discussion about apprenticeship.
- WAAV Organics: Talked with management staff about training needs. Sent IWT application and policy.
- Real Performance Machinery: Talked with HR staff about an apprenticeship in Machining and, possibility, one for Welding. Also talked about training needs – looking at CPA coursework for one employee. (Working with VA Works to become an Apprenticeship Intermediary)
- Celanese: Worked with HR staff to do pre-hire and pre-promotion assessments.

Training

Incumbent Worker Training

- Current Projects with:
 - Spectrum Brands
 - HAPCO
 - David Stephens Plumbing and Electric (non-WIOA)
- Information:
 - WAAV Organics
 - Real Performance Machinery
 - Somic America

Work-based Learning

- Job Shadowing Projects:
 - Wythe Home Services – HVAC (Paperwork is complete. Waiting on an appropriate project to bring the trainee in.)
- Work Experience Projects:
 - Presbyterian Children's Home of the Highlands – Clothing Closet
 - Timberland Contracting – Construction

Business Workshops

- Hosted a second cohort of the Supervisory Skills Virtual Training Series. There were a total of 5 sessions. Individuals from 18 companies participated in the training. 40 individuals participated in all 5 sessions and will receive a certificate.

Other

- Participated in the in-person Sector Partnership meeting in Wytheville on November 5.
- Participated in a planning phone call about a possible Second Chance Employment Job Fair with several partner organizations. It was decided that we would join with the NRV Job Fair Expo group to plan 1 large event.

Business Solutions Teams Meetings:

New River Valley:

- October meeting – Talked about regional activities including the Symposium and Supervisory Skills Training Series. Set the date for the 2026 NRV Job Fair Expo – March 25 (snow date of April 1). We have scheduled a Job Fair Planning Meeting for December 8 at 2pm.

Crossroads:

- October meeting – Visited the G.A.T.E. Center in Independence and toured the commercial kitchen.

Wythe/Bland:

- October meeting – Closed out the Business Success Symposium. Talked about recent regional and upcoming layoffs.

Virginia Highlands:

- November meeting – Introduced new Chair – Shannon Mutter. Talked about projects for 2026 including facility tours and inviting a company to each BST meeting. Talked about the possibility of a regional job fair in response to layoff activity (holding off at the moment). Plan to have the January meeting via Zoom and the March meeting in-person at VHCC.

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 AREA CONSORTIUM BOARD**
CULTIVATING TALENT FOR THE REGION

2026 Meeting Schedule

March 18th : Wytheville Community College

May 20th : Wytheville Meeting Center
-Joint Meeting with WDB and Foundation

September 16th : Wytheville Community College

December 9th : Wytheville Meeting Center
-Joint Meeting with WDB and Foundation

All meetings will begin at 10:00am



2026 Meeting Schedule

February 18th : Virtual

May 20th : Wytheville Meeting Center
-Joint Meeting with CLEO and Foundation

August 19th : Wytheville Meeting Center

October 21st : Virtual

December 9th : Wytheville Meeting Center
-Joint Meeting with CLEO and Foundation

All meetings will begin at 10:00am



NEW RIVER/MOUNT ROGERS

WORKFORCE DEVELOPMENT FOUNDATION

CHANGING LIVES THROUGH THE POWER OF WORK

2026 Foundation Board Meeting Schedule

February 2026: Date & Time TBD

May 20, 2026 (Joint with WDB and Consortium Board): In-person at Wytheville Meeting Center beginning at 10am

August 19, 2026: In-person at Wytheville Meeting Center before the WDB meeting beginning at 8:30am

October 2026: Date & Time TBD

December 9, 2026 (Joint with WDB and Consortium Board): In-person at Wytheville Meeting Center beginning at 10am