

MEETING AGENDA

October 22, 2025

Why: We believe in the potential of people and the value of building a strong, thriving region.

How: We provide customized solutions to meet the needs of our businesses, participants, and partners.

What: We cultivate talent for the region.

Call to Order & Welcome of Guests – Chair Mike Miller

Roll Call

Approval of the Agenda**

Consent Agenda (previously distributed)**

- Meeting Minutes from the August 27, 2025 meeting
- Financial and Performance Reports
- Training Provider Committee Recommendations for ETPL.

Public Comment Period

Consortium Board Update – Chair Mary Biggs

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, and 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

Foundation Report: Marty Holliday

Board Member Time

Other Information: Meeting Schedule

Next Scheduled Meeting – **December 3, 2024 Joint Meeting with the Consortium Board, Wytheville Meeting Center at 10:00 a.m.**

Adjourn

New River/Mount Rogers Workforce Development Board

Meeting Minutes August 27, 2025

Call To Order & Welcome of Guests

Chair Miller called to order the regular meeting of the NRMW Workforce Development Board at 10:00 am on August 27, 2025.

Roll Call

The following persons were present and online:

Board Members:

Michael Miller- Chair
Christi Altizer
Ginny Ayers
Katie Boswell
Vicky Collins
Jeff Dunnack
Kim Hernandez
Christie Lowe
John Overton
Cindy Robertson

Summer Stone
Jay Williams
Larry Wyatt
Jackie Fox-online
Thad Austin-online

Alternates:

Beth Carico (Bryan Phipps)
Rolan Hall (Perry Hughes)
Patricia Dover-Bedwell (Barry Yost)

Staff:

Angi Chandler
Kathy Pickel
Renee Sturgill
Kimber Simmons
John Lowery

Guests:

Tiffany Allison
Brenda Rigby

Approval To Allow Members Attending Virtually to Vote

Jeff Dunnack made the motion to approve to allow members attending virtually to vote with a second from Jay Williams. The motion was passed unanimously.

Consent Agenda

Jay Williams made the motion to approve the Consent Agenda as presented with a second from Mr. Jeff Dunnack. 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. Biggs. The Committee brought forth the slate of officers for PY25.

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. Biggs made a motion to accept the appointment of officers as presented. The motion was passed unanimously.

Action Items

- PY25 Budget
Mr. Austin made a motion to approve the PY25 Budget as presented with a second from Mr. Overton. The motion was passed with Ms. Carico abstaining.
- PY25 Contracts
Ms. Collins made a motion to approve the PY25 Contracts with a second from Mr. Williams. The motion was passed unanimously.
- Abingdon Site Certification – to be finalized in the fall.
- Statement of Economic Interest - board members were asked to have those submitted by 9/30/25.

Consortium Board Update –

Ms. Biggs, Consortium Board Chair, noted that at the July 29 meeting there was a quorum for the consortium board but no quorum for the workforce board.

Executive Director 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.

Information 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

Partner Reports

Reports for the following partner agencies were given: Adult Education, Patricia Dover-Bedwell Alternate for Barry Yost; Career & Technical Education, Summer Stone; Community Based Organizations, Ginny Ayers; Institute of Higher Education: Rolan Hall Alternate 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.

Foundation Report

Updates for the Foundation were given by Mr. Miller.

Adjournment

Chair Miller stated that the next scheduled WDB meeting would be October 22, 2025, via Zoom beginning at 10:00 a.m. With no further business to discuss, the meeting was adjourned at 12:20 p.m.

Respectfully Submitted,



Kathy Pickel
Program Coordinator



NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT BOARD

CULTIVATING TALENT FOR THE REGION

WIOA Quarterly Monitoring Dashboard – PY25

Contractor: People Incorporated of Virginia

Reporting Period: Q1 (Jul–Sep 2025)

Submitted by: Clay Stein

I. Participant Enrollment & Demographics

Category	Target for PY25	Quarterly Actual	Cumulative Total	Notes/Variance Explanation
Adult Participants	121	74	74	On Target
Dislocated Worker (DLW)	37	26	26	On Target
Youth Participants	51	57	57	The operator carried over 51
% Served in Each Jurisdiction*	Equitable Access	See Attachment	See Attachment	
Individuals with Disabilities	25% of the total	28 (17.61%)	28 (17.61%)	On Target
Minority Participants	40% of the total	34 (20.48%)	34 (20.48%)	Needs to increase enrollments
Out-of-School Youth	75% of youth	12 (21.05%)	12 (21.05%)	On Target

*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%	56.25% (9 of 16)		Currently, 14 credentials are needed to meet the goal
Entered Unsubsidized Employment	85%	91.48% (43 of 47)		On Target

Outcome Category	Goal	Quarterly Actual	Cumulative Total	Notes/Variance Explanation
2 nd Q after Exit				
Entered Unsubsidized Employment 4th Q after Exit	86.5%	68.75% (11 of 16)		Currently, need 25 working in the fourth quarter to meet the goal.
Measurable Skills Gain	65%	20.45% (9 of 44)		On Target

Dislocated Worker:

Credential Attainment	79.47%	100% (1 of 1)		On Target
Entered Unsubsidized Employment 2 nd Q after Exit	82%	80.00% (8 of 10)		On Target
Entered Unsubsidized Employment 4th Q after Exit	87.8%	100% (11 of 11)		On Target
Measurable Skills Gain	65%	20.00% (3 of 15)		On Target

Youth:

Credential Attainment	60%	84.21% (16 of 19)		On Target
Entered Unsubsidized Employment 2 nd Q after Exit	78.59%	79.47% (26 of 34)		On Target
Entered Unsubsidized Employment	80%	80.95% (17 of 21)		Currently, need 7 working/attending school in

4th Q after Exit				the fourth quarter to meet the goal.
Measurable Skills Gain	65%	6.45% (2 of 31)		On Target

III. Programmatic Investment Snapshot (information forthcoming)

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

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. Director attended NexEO in early October, and PeopleInc 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

Area	Description of Activities This Quarter	Outcome/Impact
		left for supportive services, if tuition is 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.

Jurisdiccional Count as of the End of First Quarter 2025

			Totals	Percentage
Bland County	Adult	2		
	Dislocated Worker	0	2	1.27%
	Youth	0		
Carrol County	Adult	9		
	Dislocated Worker	0	13	8.28%
	Youth	4		
Floyd County	Adult	2		
	Dislocated Worker	0	3	1.91%
	Youth	1		
Giles County	Adult	4		
	Dislocated Worker	0	8	5.10%
	Youth	4		
Grayson County	Adult	6		
	Dislocated Worker	0	8	5.10%
	Youth	2		
Montgomery County	Adult	1		
	Dislocated Worker	3	4	2.55%
	Youth	0		
Pulaski County	Adult	1		
	Dislocated Worker	7	9	5.73%
	Youth	1		
Smythe County	Adult	8		
	Dislocated Worker	5	28	17.83%
	Youth	15		
Washington County	Adult	8		
	Dislocated Worker	3	15	9.55%
	Youth	4		
Wythe County	Adult	7		
	Dislocated Worker	5	22	14.01%
	Youth	10		

City of Bristol	Adult	1	3	1.91%
	Dislocated Worker	0		
	Youth	2		
City of Galax	Adult	10	19	12.10%
	Dislocated Worker	1		
	Youth	8		
City of Radford	Adult	6	11	7.01%
	Dislocated Worker	2		
	Youth	3		
Other	Adult	9	12	7.64%
	Dislocated Worker	0		
	Youth	3		
			157	

Training Provider Committee Review and Recommendations
New Applications and Program Additions

October 10, 2025

The Training Provider Committee met with quorum and made the following recommendations. Details about specific programs to follow.

New River Community College

Status: Currently on the ETPL – requesting to add additional programs

- All proposed programs were approved with the exception of:
 - **Phlebotomy (stand-alone program):** Not approved as it is not identified as an in-demand occupation in the region.
 - **General Studies Certificate:** Not approved as it does not lead to a recognized credential toward employment and is therefore ineligible for inclusion on the ETPL.

Build Smart Institute

Status: Currently on the ETPL – requesting to add additional programs

- All proposed programs were approved.

Pathway Medical Institute

Status: New provider requesting initial inclusion on the ETPL

- Application not approved due to the following:
 - The Phlebotomy program, as a stand-alone program, is not identified as an in-demand occupation in the region.
 - The application states the program is SCHEV-approved, but it is unclear whether an industry-recognized credential is included in the program. WIOA eligibility requires credential attainment not just program completion.
 - The Board experienced poor performance in a previous partnership with this provider.

New River Community College (NRCC)

Status: Existing ETPL Provider

Proposal: Add multiple programs across skilled trades, healthcare, business, and human services.

Proposed Programs Include:

- Electrical Engineering Technology AAS – 4 semesters – \$15,447
Note: Listed as in-demand
- Electrocardiogram (EKG) Technician (FastForward) – 9 weeks – \$16,105
Note: Not flagged as high demand in our region but might not appear as separate occupation locally
- Payroll Clerk CSC – 2 semesters – \$16,105
Note: Low average openings in our region
- Cost Accounting Clerk CSC – 4 semesters – \$14,764
Note: Low average openings in our region
- Automotive Analysis and Repair Diploma – 4 semesters – \$1,950
Note: Flagged as high demand in our region
- Practical Electrical Energy Technician I & II CSC – 2 semesters each – \$1,599 (I) / \$4,904 (II)
Note: Flagged as in demand in our region
- Shielded Metal Arc Welding (FastForward) – 3 weeks – \$999
Note: Flagged as in demand in our region
- Phlebotomy Technician (FastForward) – 9 weeks – \$5,075
Note: On the statewide list, but regionally low average openings
- Emergency Medical Technician CSC – 2 semesters – \$15,276
Note: Not flagged explicitly as high demand in our region; however, this occupation may not be separately listed
- Medical Coding Foundations I CSC – 2 semesters – \$7,613
Note: This occupation is in the healthcare support / tech clusters but may not have strong demand in our region
- Lean Six Sigma Green Belt (FastForward) – 14 weeks – \$2,400
Note: More of a skill set than a specific occupation; may align to quality control or operations roles, but not separately flagged
- Recovery Specialist CSC – 2 semesters – \$2,400
Note: Not clearly flagged but included in social service roles. Data not available regarding demand status.
- General Studies Certificate of – 2 semesters – \$7,296
Note: This is broad / foundational, not tied to a single occupation. Not applicable to being on the ETPL.
- Business Administration AS – 4 semesters – \$6,271
Note: Some related occupations are flagged at the state level, but in our region, core business operations roles may be separately high-demand.

These programs combine short-term FastForward credentials with longer academic pathways, covering in-demand fields such as skilled trades, healthcare, business, and human services. Most are hybrid delivery, stackable, and financial aid eligible.

Build Smart Institute

Status: Existing ETPL Provider

Proposal: Add three programs — Core Fundamentals of Construction, HVAC, and Plumbing — all stackable skilled trades pathways aligned with construction industry demand.

1. Core Fundamentals of Construction

- Structure: Entry-level foundational program required before trade specialization.
- Content: Safety, construction math, tools, blueprint reading, rigging, communication.
- Credential: NCCER Core (industry-recognized, stackable).
- Delivery: Hybrid with required hands-on components through statewide partnerships.
- Cost: Not provided in application; will need confirmation with provider.

Note: Core Fundamentals of Construction does not correspond to a specific in-demand occupation but serves as an entry point to multiple in-demand trades pathways. Approval typically depends on the subsequent trade program alignment (e.g., plumbing, HVAC, electrical)

2. HVAC Training Program (HVA101–401)

- Structure: Four-level sequence covering HVAC fundamentals, systems, troubleshooting, and design.
- Credential: NCCER HVAC Levels 1–4.
- Industry Support: Branch Group, Habitat for Humanity, Chill Refrigeration, Ferrum College.
- Delivery: Virtual instruction + required hands-on lab competencies.
- Cost: Not provided in application; will need confirmation with provider.

Note: HVAC clearly aligns with an in-demand occupation in LWDA 2 and meets regional annual openings and wage thresholds.

3. Plumbing Training Program (Plumbing 1–4)

- Structure: Four-level sequence covering DWV systems, venting, applied math, pumps, advanced systems.
- Credential: NCCER Plumbing Levels 1–4.
- Industry Support: Branch Group, Wilser Plumbing, Lionberger Construction, Habitat for Humanity.
- Delivery: Hybrid model with localized training sites and virtual components.
- Cost: Not provided in application; will need confirmation with provider.

Note: Plumbing aligns strongly with an in-demand occupation in LWDA 2, with sufficient regional openings and wages.

Pathway Medical Institute

Status: New Applicant

Program: *Phlebotomy Training Program* (9 weeks, 72 hours, minimum class size 15).

- **Credential:** SCHEV-approved. The program is described as preparing students for phlebotomy certification; however, it is not clear whether the training provider facilitates the credentialing exam process as part of the program. There is no documentation of included testing fees, exam facilitation, or credential pass rate data. This lack of clarity is an important consideration for WIOA eligibility, as performance outcomes are based on credential attainment, not just program completion.
- **Cost:** \$1,450 total (registration \$150, tuition \$1,200, supplies \$100).
- **Partners:** New River Medical Group, Quest Diagnostics, Wytheville Hospital, Lewisgale Hospital.
- **Access:** Statewide hybrid model with regional labs, designed to serve rural students.

Note: While *Phlebotomists* (SOC 31-9097) appear on the statewide in-demand occupation list, regional data for LWDA 2 (New River/Mount Rogers) indicate fewer than 20 average annual openings. Local workforce boards have discretion to evaluate actual regional demand when determining ETPL eligibility. Given these low projected openings, investment of WIOA funds in this occupation may not currently be justified.

Prior Performance Context:

Previously, the Board invested \$145,003 through discretionary grants with Pathway Medical. Outcomes were:

- 59 students enrolled
- 28 dropped
- 20 earned certificates
- 0 earned industry-recognized credentials
- 13 verified as employed

Strengthening Organizational Capacity & Impact

Project Development

- Appalachian Regional Commission POWER project, *POWERING Pathways*, aimed at expanding training, credentialing, and employment opportunities in healthcare, manufacturing, skilled trades, and IT while strengthening supportive services to help residents overcome barriers to work and achieve lasting economic mobility.
- Implementing the Appalachian Regional Commission ARISE project.
- Implementing Appalachian Regional Commission Ready project.

Organizational Planning & Leadership

- Board Staff Leadership Retreat, October 13–15, for program planning to address job tasks, budgets, and efficiencies to continue serving and fulfilling grant obligations despite losing four positions and Marty's retirement (continuing part-time to assist with outreach and ARISE project leadership).

Financial Planning

- Navigating significant uncertainty with WIOA allocations due to federal delays.
- Advancing closeout of three discretionary grants, ensuring full and timely expenditure of funds.

Strategic Communications

- Created *Workforce Minute* to provide information to board members, County Administrators, and City Managers to help keep them informed and engaged through concise monthly updates highlighting key activities, achievements, and challenges across our workforce region.
- Presented about our region in the Virginia Works Town Hall – October Virginia Works All-Agency Town Hall, live from Radford.

Stakeholder Engagement

- Serving as an ad-hoc member of the Virginia Board of Workforce Development, Reports and Special Initiatives Committee.
- Virginia Board of Workforce Development Meeting – September 18–19, 2025.
- Virginia Works Industry Sector Communities of Practice (COPs): Health Science, Manufacturing, and Skilled Trades.
- New River Valley Home Builders Association – Insights Breakfast (Topic: Workforce Development).
- Moderator for the Montgomery County Chamber of Commerce *Eggs and Issues* event (October 2, 2025) on “*Talent Attraction & Retention.*”
- Participating in the Quarterly Justice-Involved Technical Team Meeting coordinated by the New River Valley Regional Commission.
- New Partnership: Feeding SWVA.

Data-Informed Decision-Making

- Analyzing performance and participation data to identify strengths, pinpoint areas for improvement, and ensure equitable service delivery across all jurisdictions.

Professional Development

- Participating in the Virginia Directors of Workforce Development network to strengthen leadership capacity and statewide alignment.
- Attended 2025 STRONG Accountable Care Community (ACC) Regional Symposium (September 10–11, 2025) – *One Region: Uniting in Action.*
- Accepted to be part of a year-long national leadership institute.
- Selected by the Appalachian Regional Commission Leadership Institute (all expenses paid).

WORKFORCE MINUTE



NEW RIVER/MOUNT ROGERS
WORKFORCE DEVELOPMENT BOARD
CULTIVATING TALENT FOR THE REGION

September 2025

Jenny Bolte, Executive Director, Jenny.bolte@nrmrworks.org – (540) 838-9400

REGIONAL HIGHLIGHTS

Our region continues to move forward despite challenges, with partners collaborating to strengthen healthcare, manufacturing, and skilled trades pathways. Together, we are advancing training, supporting reentry, and building stronger communities.

Healthcare & Training: Rural Health Transformation project with Virginia Rural Health Association; new PCA and CNA classes (Senior Home Share, Warm Hearth, VHCC, WCC, NRCC); demand exceeding capacity.

Reentry & Recovery: Pathway Home & Reboot Tecoverly programs at Bland and Marion correctional; reentry participants supported with housing; Peer Recovery Specialist training with InStill Mindfulness (Pulaski); VA Cares (People Inc.) awarded “Site of the Year.”

Youth & Community Engagement: YouthBuild completions in Giles and service projects in Montgomery; OSHA credentialing; WIOA youth success at Appalachian Highlands Dental Clinic (first registered apprentice).

Employer Partnerships: Incumbent worker training in Riner; OJT placement with door company; job shadowing at Wythe Hospital; Supervisory Skills Training cohorts filling quickly; VAULT program funding (state) approved to expand upskilling.

Business & Regional Events: Business Success Symposium (120 attendees, 65 businesses, 17 resource tables); Strong ACC Symposium contributions; SWVA Regional Health Workforce Partnership convening in Abingdon.

Innovation & Supports: TANF food banks (People Inc.) to meet immediate hunger needs; specialized stethoscopes purchased for CNA students with hearing disabilities; exploring AI tools to reduce administrative burden.

WHAT'S HAPPENING

Amid federal uncertainty (WIOA under continuing resolution, shutdown risk), collaboration is more critical than ever. Regional partners are working on multiple grant submissions, including the ARC POWER grant *POWERing Pathways*, which will expand sector partnerships and supportive services such as transportation and food insecurity. Meanwhile, local layoff responses continue with Parkdale and Utility Trailer impacting over 250 workers.

HOW YOU CAN HELP

Please help us raise awareness of workforce development. We are here to serve businesses and communities and welcome opportunities to collaborate, share resources, and build regional impact.

Follow us on Facebook, LinkedIn, Instagram, Twitter, and YouTube for more updates.



WIOA Program Overview

July 1, 2025 – Sept 30, 2025

Prepared by Elizabeth Carico

Director of Workforce Development

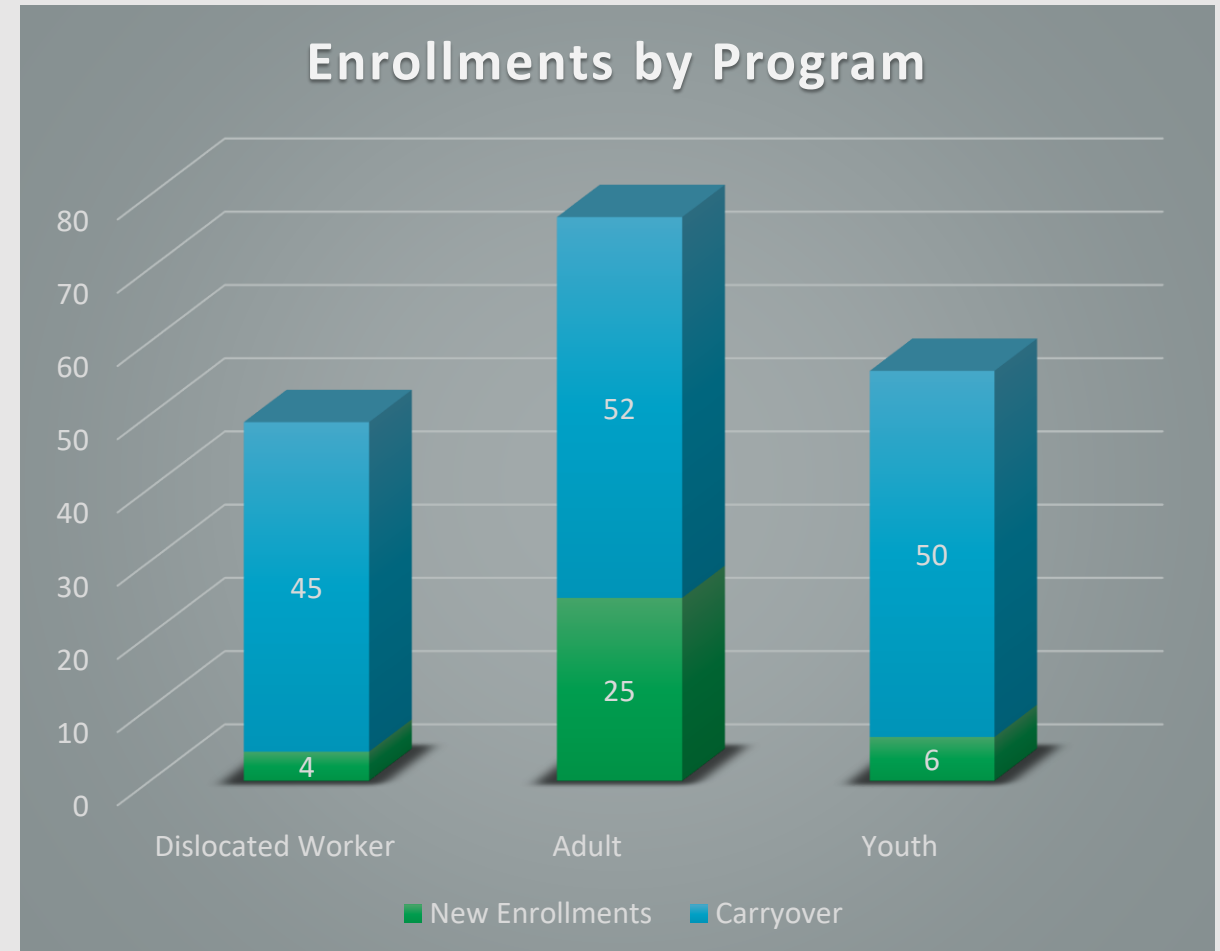
Title 1 Enrollments – Year to Date Program Year 25

July 1, 2024 – Sept 30, 2025

Total Participants: 181

New Enrollments: 35

- Adult: 25
- Dislocated Worker: 4
- Youth: 6



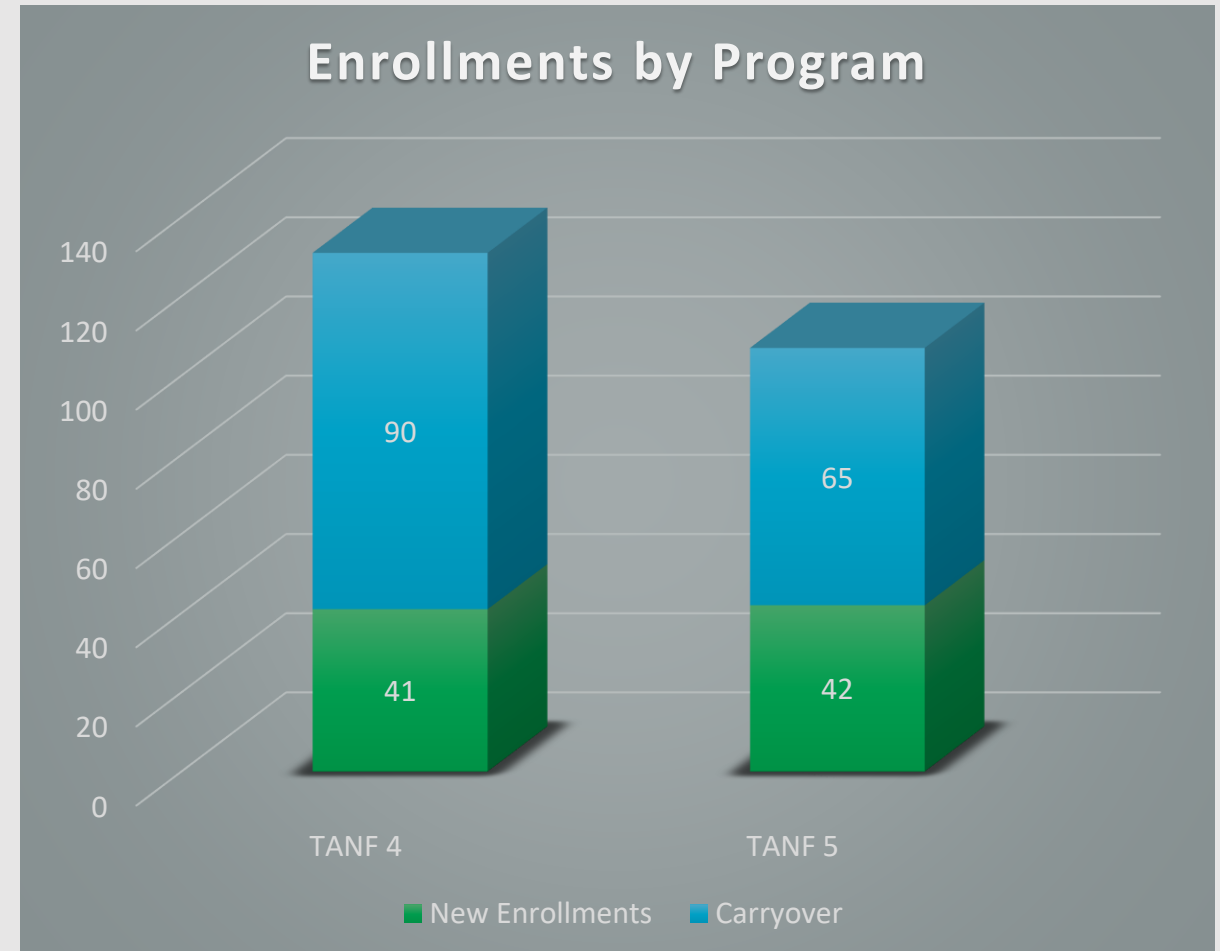
TANF Employment

July 1, 2024 – Sept 30, 2025

Total Participants: 238

New Enrollments: 83

- TANF 4: 41
- TANF 5: 42



Title 1 Activities

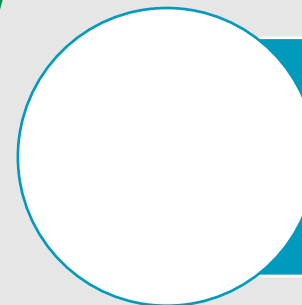
4 in Work
Experience

58 Enrolled in
Training

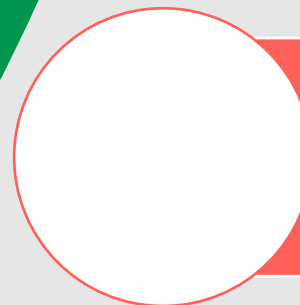
15
Credentials
Attained



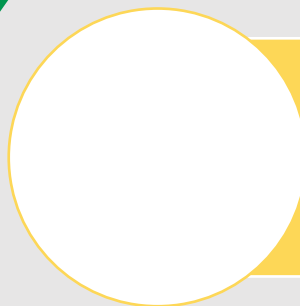
Outcomes



Placed in Employment:
PY25 – YTD: 45



Average Wage:
PY25 – YTD: \$20.22



Credential Attainment:
PY25 – YTD: 15

TANF Employment Outcomes – Cumulative Totals PY24





Thank You

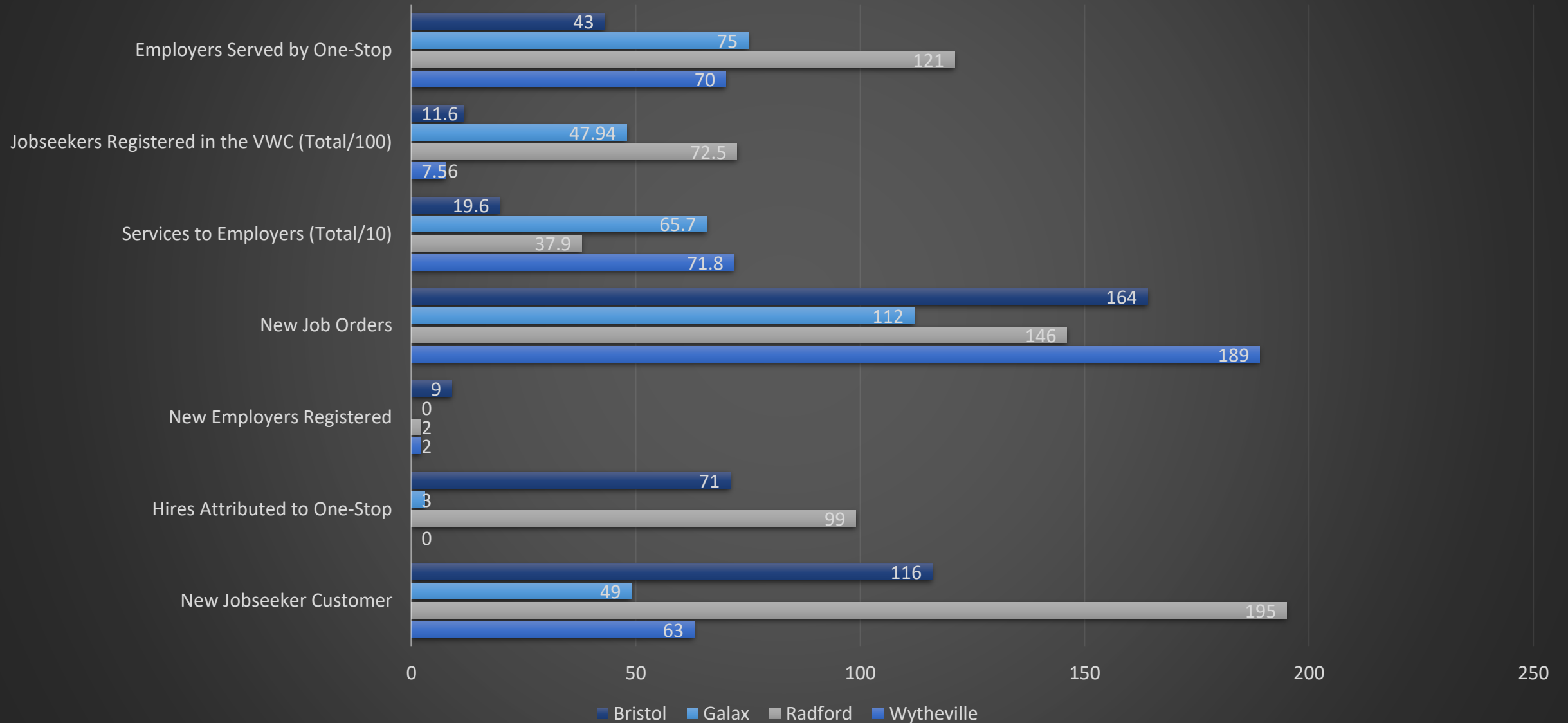
One Stop System Report

New River Mount Rogers Workforce Development Area II

Program Year 2025 – July 1, 2025 – June 30, 2026

One Stop Operations

July 1, 2025 – July 31, 2025



Center Activity

Staff Training

- Intro to Life Design
- Meaningful Unemployment Insurance (UI)

Center Activity

- Intake and Orientation
 - Smyth Co, Wythe Co, Radford – District 28, Grayson Co, Carroll Co
- Carroll Co Health and Safety Fair
- SVAM Manufacturing Expo
- Celebrate Recovery Resource Fair
- Pulaski – Encouraging Progress

Business Service Activity



Regional Teams meet bi-monthly

Abingdon, Galax, Radford, Wytheville



Galax BSU – Visit GATE Center

October Meeting held at Grayson County GATE Center – Commercial Kitchen tour



Supervisory Skills Virtual Training

Develop skills to become better supervisors and leaders

Session 2 – October 7th – Nov. 5, 2025

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



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!”



NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT BOARD

CULTIVATING TALENT FOR THE REGION

DISCRETIONARY GRANTS

October 2025

	ENROLLED		COMPLETE TRAINING		EARN INDUSTRY RECOGNIZED CREDENTIAL		OBTAIN EMPLOYMENT	
	Goal	Status	Goal	Status	Goal	Status	Goal	Status
YouthBuild 24 June 2024 – September 2027	66	54	53	37	53	22	46	18
WORC October 2022-September 2025	180	257	144	181	144	181	135	173
HRSA August 2022-August 2025	60	228	48	157	48	149	42	142
Trades Gap December 2023 – November 2025	100	175	85	104	85	100	75	123
Pathway Home 5 July 2024 – December 2027	150	63	98	29	90	29	90	21
Reboot Recovery May 2025 – December 2027								
Trauma Reboot Course		36		17		12		5
Training and Job Placement	125	102			113	56	88	48

Klaire's Journey to Achievement

A Fresh Start

I was born in Ethiopia and adopted as a child, but life has not been easy for me. At nineteen, I found myself displaced and homeless, uncertain of what the future would hold. That's when I met Angi and Crystal from the New River/Mount Rogers Workforce Development Board (WDB) YouthBuild program. Before entering YouthBuild, I didn't have stable housing, a job, or a high school diploma. I wanted a better future and thanks to the YouthBuild team, I found the support, encouragement, and direction I needed to start over.

Overcoming Challenges

My biggest struggle was staying focused and motivated while studying for my GED. There were moments when I felt overwhelmed and ready to give up, but the YouthBuild staff never lost faith in me. Their patience, guidance, and encouragement helped me push through the hard days and keep working toward my goals.

Finding Purpose and Progress

Through YouthBuild, I gained access to classes, mentoring, and essential resources. I was also referred to People Inc. where I attended Career Camp and participated in a paid work experience through the WIOA Youth Program. These opportunities helped me gain valuable skills and discover my career interests.

Encouragement and Support

The greatest gift this program gave me was the mentorship and genuine care from staff who believed in me even when I doubted myself. Their encouragement reminded me that success takes time and that every small step forward matters. Their belief became the motivation I needed to stay focused and keep growing.

A Brighter Future

Thanks to the YouthBuild program, I earned my GED, secured stable housing, and found steady employment. These accomplishments have completely transformed my life. I've gained confidence, independence, and pride in my achievements, and I finally feel hopeful about the future.

Words of Wisdom

If I could offer advice to someone following a path like mine, I would say: Use every resource available to you. Read the books, explore the websites, and take advantage of every opportunity Workforce provides. Stay patient. Success doesn't happen overnight, but it's worth the effort in the end.

Looking Ahead

Earning my diploma took longer than I expected, but I learned that patience and persistence are the true keys to success. I am currently completing a job shadow at WCCH, arranged through the YouthBuild program, and I'm excited to continue developing my skills and exploring new career paths. The New River/Mount Rogers Workforce Development Board has truly made a difference in my life, and I'm deeply grateful for everyone who helped me get where I am today.

"Patience is key to being successful."



Link to our Funding Statement:

<https://vcwnewrivermtrorgers.com/about-us/fundingstatement/>



**NEW RIVER/MOUNT ROGERS
WORKFORCE DEVELOPMENT BOARD**
CULTIVATING TALENT FOR THE REGION



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

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New River | Mount Rogers Workforce Development Board
Business Solutions Teams Report – 1st Quarter PY 2025
July/August/September 2025

General Business Engagement

Recruitment Assistance

Job Fairs and Recruiting Events

- Shared job listings through the Workforce Wednesday Social Media campaign: Montgomery County and United Salt Corporation.
- Worked with Tenneco to plan a job fair at the Radford Workforce Center.
- Worked with the Workforce Centers in Abingdon, Galax and Wytheville to plan in-person recruiting events to coincide with the Virginia Has Jobs virtual hiring event.
- Hosted a job fair for the individuals affected by the Parkdale Mills closure – 6 companies participated.

Workforce Information/Consulting

Workforce Services Conversations

- Volvo Trucks: Worked with HR staff to identify and contact resources and recruiting businesses for their Employee Outplacement event for those employees affected by their second layoff.
- Spectrum Brands: Discussion about training needs and possible IWT project. Referral to partners for training information.
- Logic Finder: Discussion about possible work-based learning projects in CyberSecurity. Also worked with company to submit a grant proposal.
- Wythe Home Services: Talked with company about WBL opportunities. Visited the company for a more in-depth discussion about workforce needs – partners from Virginia Works, DARS and New River/Mt Rogers Workforce Development Board participated in the visit.
- Celanese: Worked with HR staff to make sure we could still meet their need for pre-hire Work Keys assessments.

Training

Incumbent Worker Training

- Current Projects with:
 - Spectrum Brands
 - HAPCO
 - David Stephens Plumbing and Electric (non-WIOA)
- Information:
 - Town of Abingdon

Work-based Learning

- On the Job Training Projects:
 - Professional Door – Production Worker
- Job Shadowing Projects:
 - Wythe County Community Hospital – Pharmacy Tech

Business Workshops

- Hosted a virtual workshop – Empowering Your Team (trainers were from OpX Solutions).
- Hosted a Supervisory Skills Virtual Training Series. There were a total of 5 sessions. Individuals from 15 companies participated in the training. 22 individuals participated in all 5 sessions and received a certificate. A second cohort started October 5 with over 40 participants.
- Hosted an in-person Healthcare and Human Services Sector Partnership meeting at the Healthcare Academy of SWVA.
- Hosted the 2025 Business Success Symposium on September 9, 2025. 120 were in attendance, representing 65 businesses and organizations.

Other

- Participated in Sector Partnership meetings for Manufacturing, Skilled Trades and Healthcare
- Hosted Business Engagement workshops for Partners in Abingdon and Wytheville.
- Participated in the Wytheville/Wythe/Bland Chamber of Commerce Community Connections program.

Business Solutions Teams Meetings:**New River Valley:**

- No August meeting

Crossroads:

- August meeting – Talked about the upcoming Business Success Symposium and Supervisory Skills Training Series.
- October meeting – Visited the G.A.T.E. Center in Independence and toured the commercial kitchen.

Wythe/Bland:

- August meeting – Prepared for upcoming Business Success Symposium and Supervisory Skills Training Series. Talked about a virtual business workshop about WOTC. (postponed until 2026)
- October meeting – Closed out the Business Success Symposium. Talked about recent regional and upcoming layoffs.

Virginia Highlands:

- No September meeting but did recognize a need Chair – Shannon Mutter, Virginia Highlands Community College.

Workforce Ready Initiative

Strengthening Our Region's Workforce for the Future

The **Workforce Ready Initiative** is a three-year implementation grant designed to strengthen the **New River/Mount Rogers Workforce Development Foundation's** capacity to deliver high-quality workforce services, expand economic mobility, and build long-term sustainability across our 13-jurisdiction region. This initiative focuses on three major strategies that will enhance how we serve businesses, jobseekers, and communities.

1. Enhancing Financial Capacity & Sustainability

Diversifying and stabilizing the Foundation's funding base through public-private partnerships, competitive grant pursuits, and a new fee-for-service model. Goals include developing new partnerships, securing at least two new grants, and creating one self-sustaining revenue stream to support ongoing workforce services.

2. Improving Operational Efficiencies

15 staff will complete Lean Six Sigma certifications (Yellow, Green, or Black Belt) to strengthen internal processes, plus modernizing technology infrastructure to improve real-time data tracking, reduce manual reporting, and enhance efficiency in participant services and project management.

3. Expanding Outreach & Community Engagement

Workforce Ready includes a comprehensive outreach strategy to increase awareness, engagement, and partnerships. This involves targeted campaigns to reach underserved populations, annual stakeholder roundtables, multi-channel communications (including podcasts, social media, and digital campaigns), and expanded partnerships with local organizations and employers.

What "Workforce Ready" Means

Workforce Ready is about building the infrastructure that allows us to serve more people, more effectively. Rather than creating a single new program, this initiative strengthens the systems that support all workforce efforts—from financial sustainability to operational excellence to outreach.

Anticipated Outcomes

- Supportive services for at least 200 participants
- At least 160 individuals completing workforce training
 - 75% securing employment or advancing in their careers within six months.
- 5 new industry-aligned workforce initiatives

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