

New River/Mount Rogers Workforce Development Area Joint Board Meeting

May 20, 2026

Wytheville Meeting Center – 10:00 – 12:30

Meeting Agenda

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

Pledge of Allegiance/Moment of Reflection – Chair Biggs

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

***Approval to Allow Members to Participate Remotely** (Both Boards)

***Consent Agenda - Previously Distributed**

- Approval of Foundation Board Meeting Minutes - February 10, 2026 (Foundation)
- Approval of the WDB Meeting Minutes – February 18, 2026 (WDB)
- Approval of the Consortium Board Meeting Minutes – March 18, 2026 (CB)
- Financial Summary (Both Boards)
- Operational Summary (Both Boards)
- WDB Appointments/Reappointments/Vacancies (CB)

***Review of Draft PY26 Budget (WDB then CB)**

***Review of PY26 Contract Funding Allocation Recommendations (WDB then CB)**

***Review of PY26 Fiscal Agreement (CB)**

Presentation: *Outreach and Engagement* – Holly Kobia (Kobia Consulting), Sarah Lyon-Hill and Ashley Crouse (VT CECE) – ARC Ready Grant

Executive Director Summary

Program Summaries:

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

Business Services Team Summary - John Bebber

Foundation Report - Marty Holliday

Working Lunch

- **Partner Reports**
 - Adult Education: *Barry Yost*
 - Career & Technical Education: *Summer Stone*

- Community Based Organizations: *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*
- **Presentation: The Business Case for Skills-Based Hiring** – Marty Holliday - ARISE Grant

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

Other Important Items: Travel Reimbursement and 2026 Meeting Schedules

****Requires Board Action***

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.

**New River/Mount Rogers Workforce Development Foundation
 Board of Directors Meeting Minutes**

February 10, 2026
Location: Virtual Meeting
Time: 1:04 p.m. – 1:59 p.m.

Call to Order

Chair Mike Miller called the meeting to order at 1:04 p.m.

Roll Call

<u>Board Member</u>		<u>Staff</u>	
X	Mike Miller – Chair	x	Marty Holliday – COO/ CB Special Projects Mgr
X	Thad Austin – Vice Chair		Jenny Bolte – CB Executive Director
	Adam Kidd – Treasurer	x	Renee Sturgill – CB Finance Mgr
x	Mary Biggs	x	Angi Chandler – CB Program Mgr
x	Cameron Burton	x	Denise Lee – CB Accounting Tech.
X	Vicky Collins	x	Della Wheeler – CB Office Admin.
	Steve Fletcher	x	Bam Felgar - CB Marketing Asst.
X	Laura Walters		
x	Jeff Dunnack		

Financial Report

Marty Holliday and Renee Sturgill provided a financial overview of Foundation activities and revenue sources. Discussion included donations received through Mighty Cause, participant tuition reimbursements through TAP, and grant-related reimbursements associated with training and supportive services. The board discussed reimbursement timing challenges and ongoing funding coordination efforts.

ARC READY Grant Update

Marty Holliday presented a programmatic update on the ARC READY Grant. Current outcomes included:

- 29 participants enrolled and received training
- 7 participants completing training and earning credentials
- 6 participants obtaining employment
- Average participant wage reported at \$18.00 per hour

Angi Chandler noted that credentialing and licensure processes for some participants may take several months due to state requirements. The board also discussed efforts underway to establish a local CNA testing center in partnership with Jackie Fox, with hopes of implementation by summer.

Capacity Building

Marty Holliday informed the board that Green Belt training for internal staff would begin February 27 as part of the organization's operational improvement initiatives. Additional Yellow Belt and Black Belt training opportunities may follow for selected staff members.

Outreach and Partnerships

The board reviewed new outreach and partnership initiatives connected to the ARC READY Grant, including Memorandums of Understanding (MOUs) with Virginia Tech's Center for Economic and Community Development and Cobia Consulting beginning March 1, 2026.

Marty Holliday announced that Holly Cobia would work with the Foundation over the next 12 months to assist with fundraising outreach, messaging development, leadership support, and board capacity building. Board members discussed the importance of establishing a clear organizational brand and consistent messaging strategy as the Foundation continues to grow.

Website Review and Development Discussion

Marty Holliday led a detailed review of the proposed Foundation website redesign. The board discussed the overall structure and content of the site, including:

- Home and landing pages
- About and program information sections
- Donation capabilities and online giving integration
- Event and blog pages
- Participant success stories and testimonials
- Graphics, photos, and branding elements

The board discussed options for highlighting workforce training programs and clarifying the Foundation's service area while allowing for potential future expansion beyond the current region.

Additional discussion focused on including real-time or regularly updated participant metrics on the website, such as participants served, credentials earned, and employment outcomes. Marty noted plans to provide developers with a video walkthrough and detailed website design documentation for continued development.

Board members also discussed the importance of ensuring required federal funding and equal opportunity statements are incorporated throughout the website.

Other Business

The board briefly discussed ongoing website content management needs and the importance of training multiple staff members to maintain and update the website after launch.

The next official board meeting will be scheduled in conjunction with the May Workforce Board and consortium board meetings.

Adjournment

With no further business to discuss, the meeting adjourned at 1:59 p.m.

Submitted by:

A handwritten signature in black ink, appearing to read "Marty Holliday". The signature is fluid and cursive, with the first name "Marty" and last name "Holliday" clearly distinguishable.

Marty Holliday
COO



NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT BOARD

CULTIVATING TALENT FOR THE REGION

Meeting Minutes – February 18, 2026

CALL TO ORDER

Chair Michael Miller called the meeting of the New River/Mount Rogers Workforce Development Board to order at 10:05a.m. via zoom.

ROLL CALL

The following members were present:

Board Members

Michael Miller Chair	Jake Leonard
Thad Austin	Bryan Phipps
Ginny Ayers	Cindy Robertson
Katie Boswell	Summer Stone
Jackie Fox	Phyllis Conner (Alt)
Kim Hernandez	Perry Hughes

Staff

Jenny Bolte
Marty Holliday
Angi Chandler
Renee Sturgill
Kathy Pickel
Kimber Simmons
Della Wheeler

Guest

Mary Biggs, CLEO Chair
Beth Carico
Ginny Ayers

CONSENT AGENDA

Due to the absence of a quorum, no review or action was taken.

PUBLIC COMMENT PERIOD

No public comment was received.

CONSORTIUM BOARD UPDATE

Mary Biggs reported that the Consortium Board continues efforts to diversify funding streams to strengthen and sustain the Board's mission.

FOUNDATION BOARD UPDATE

- Marty Holliday provides an update on the foundation board, focusing on the Ready Grant for capacity building and participant services.
- Angi Chandler shares details about the participant services supported by the Ready Grant, including mileage assistance, food assistance, and tuition support.

EXECUTIVE DIRECTOR SUMMARY

Jenny Bolte noted that her full Executive Summary was included in the meeting packet. She reported progress on the strategic funding pipeline, including upcoming Appalachian Regional Commission initiatives such as the Skilled Trades Training Program and the POWERing Pathways proposal, as well as additional projects in development including YouthBuild 2025. Professional development updates included participation in the ARC Leadership Institute and the Virginia Directors of Workforce Development Network.

PROGRAM SUMMARIES

WIOA Title I Programs-Beth Carico provided highlights from the One-Stop System and WIOA program reports, including enrollment activity, credential attainment, and employment outcomes.

Board Discretionary Grant Programs

- Angi Chandler provided updates on each active discretionary grant and highlighted participant success stories that demonstrate strong cross-partner collaboration and coordinated service delivery.
- Marty Holliday provided an update on the ARISE Project. The Board is collaborating with four workforce boards to develop a six-module employer training curriculum under the Connect Appalachia Employer Engagement Initiative, focused on recovery-ready and skills-based hiring practices.

BUSINESS SOLUTIONS TEAM SUMMARY

Kimber Simmons reported ongoing employer engagement efforts, including planning for upcoming spring career fairs. Active Incumbent Worker Training projects are underway with Spectrum Brands and HAPCO, with additional employer inquiries in progress. Discussions continue regarding apprenticeship development and work-based learning placements.

SECTOR PARTNERSHIPS SUMMARY

Marty Holliday highlighted continued monthly virtual partnerships in Healthcare & Human Services, Manufacturing/Logistics, and Construction & Skilled Trades, emphasizing the Strategic Engagement Framework model used to align workforce priorities with industry demand.

PARTNER REPORTS

- Career & Technical Education - Summer Stone reported ongoing state-level changes to credentialing and work-based learning requirements and noted efforts to strengthen regional coordination among CTE directors.
- Community-Based Organizations - Bryan Phipps reported continued focus on workforce-centered case management and manufacturing-related initiatives.
Ginny Ayers provided updates including continued English language instruction, tutoring services, and staffing adjustments due to funding changes.
- Institutes of Higher Education - Perry Hughes reported that Wytheville Community College will host National Sign-Up Day to promote Career and Technical Education programs.
- Economic & Community Development - Katie Boswell provided updates on NRV Experience planning and continued efforts to connect students with regional employers.
- Virginia's Employment Services - Phyllis Conner provided an update on workforce center visit statistics.

ADJOURNMENT

- With no further business to discuss, Chair Michael Miller adjourned the official meeting at 11:40 a.m.

Respectfully Submitted,



Kathy Pickel
Program Coordinator



NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT AREA CONSORTIUM BOARD

CULTIVATING TALENT FOR THE REGION

MEETING MINUTES

March 18, 2026

CALL TO ORDER

The regular meeting of the New River/Mount Rogers Workforce Development Area Consortium Board was held at Wytheville Community College in Grayson Hall Room 112. It was called to order by Chair Biggs at 10:03 am.

MOMENT OF REFLECTION

Chair Biggs led the moment of reflection which was followed by the Pledge of Allegiance.

ROLL CALL

The roll call of localities present was conducted by Reneé Sturgill. A quorum of the Board was not present but a sufficient number of Executive Committee members were present.

Board Members in Person

Montgomery County: Mary Biggs, Chair
Bland County: Cameron Burton
Grayson County: Michael Hash
Washington County: Charlie Hargis
Smyth County: Shawn Utt
Galax City: Sharon Ritchie

Staff Present

Jenny Bolte
Della Wheeler
Marty Holliday
Reneé Sturgill
Angi Chandler
Kimber Simmons (remote)

Guests Present

Beth Carico, People Inc
Mike Miller, WDB Chair

APPROVAL OF CONSENT AGENDA

A motion was made by Mr. Hargis for Approval of the December 3, 2025 Meeting Minutes and a second was given by Mr. Hash. The motion passed unanimously.

PUBLIC COMMENTS

Chair Biggs opened the floor for public comments. Hearing none, she proceeded to the next agenda item.

ELECTION OF OFFICERS

The Executive Committee was called to order and brought to the floor that Chair Biggs and Vice Chair Mr. Hargis would continue their positions for another year. Mr. Hash made a motion to approve and Ms. Burton seconded the motion. The motion passed unanimously.

WORKFORCE DEVELOPMENT BOARD UPDATE

Workforce Development Board Chair Mr. Miller mentioned that the New River/Mount Rogers Workforce Development Foundation has a new website, which was welcomed news.

EXECUTIVE DIRECTOR SUMMARY

Ms. Bolte began with the ARC grant updates that are getting close to funding decisions such as the Community Project and Power grants. She also spoke about the Youthbuild grant which has been re-applied for. There are other submitted projects awaiting funding decisions, and still others that are being explored.

She mentioned that she continues to work with EO, trying to collaborate. She wants to work closely with them in good faith, and doesn't wish to overtax any current partners.

Ms. Bolte discussed her meeting with Virginia Works for the purpose of collaboration. It was very positive. They want to work closely with the Workforce Boards, and Ms. Biggs mentioned that Virginia Works has staff devoted to outreach.

Ms. Bolte stated that the Workforce Development Board will be retaining People Incorporated as Program Operator, extending their contract for another year instead of putting a request out for bids.

Ms. Bolte has developed a pre-apprenticeship program; both Virginia Works and the Virginia Board of Health have given their approval. It focuses heavily on employability in healthcare positions. She has also developed a pre-apprenticeship program for the lineman program in conjunction with People Incorporated. Virginia Works is studying it at present.

Ms. Bolte mentioned that the Workforce Board recently completed Federal monitoring for the Youthbuild grant. The Federal Officer couldn't attend in person, but it went well. Ms. Chandler was recently invited to speak to the Youthbuild Convening by Antonio McCoy with Youthbuild Global. It was attended by all nationally awarded programs as well as Jeff Hunt, Division Chief with the Department of Labor. Some of the items she spoke about were partnering with children's homes, how to build partnerships, how to be a good partner and how to connect with their local workforce board. The New River/Mount Rogers Workforce Development Board was recognized for being one of the most successful programs in the US.

Ms. Bolte stated that she will be in Abingdon next week with the ARC's Appalachian Leadership Institute. Vice Chair Hargis invited her to speak at the Board of Supervisors meeting while there.

INFORMATIONAL ITEMS

The One-Stop and Program Operator Reports were given by Ms. Carico, whereby mentioning that the demand for services was overwhelming at present. Ms. Bolte stated that when recently writing the Power grant, she included People Incorporated and their "Cars" program for the transportation component in order to assist more participants in the region.

Ms. Chandler gave her report about the Board Discretionary grants. One item she mentioned was that Total Action Against Poverty as grant recipient for the Pathway Home grant will be requesting a no cost extension. For the Reboot grant, there is a new class starting soon in Pulaski County. She encouraged the members to read the success stories which were quite impactful.

Ms. Simmons spoke about job fair season and gave the number of companies slated to attend. She also mentioned Foster's Closet, a resource for jobseekers to obtain free interview clothing. It welcomed 23 people recently at the New River job fair.

Ms. Holliday gave a Special Projects report. There are three sector partnerships going at present. She encouraged members to reach out if there are any businesses they would like contacted. She mentioned that the Arise grant curriculum is nearly finished. For the Foundation report, she stated that for the ARC Ready grant, Lean Six Sigma training has begun and it is very challenging. Ms. Holliday also added that the Board is working with GenEdge, and that manufacturers in the region are looking for a specific type of training.

NEW BUSINESS

Ms. Bolte commented that Board Members and Staff were still operating on the previous business travel rate of \$.625 per mile and \$.50 per mile respectively. She stated that gas prices will be rising and that she would like to get everyone up to the current standard IRS business rate which is used by the Department of Labor: \$.725. The rate will be rounded up to \$.73. With the Executive Committee still in session Chair Biggs asked for a motion to approve which was made by Ms. Burton and seconded by Mr. Hash. Additionally, Chair Biggs signed a written Resolution for this change.

NEXT MEETING

The next Consortium Board Meeting will occur as a joint meeting with the Workforce Development Board on May 20, 2026 at the Wytheville Meeting Center; lunch will be provided.

MISCELLANEOUS

A 2026 Consortium Board Meeting Schedule was distributed, Ms. Carico offered everyone a job fair schedule link, and Ms. Chandler gave information about Foster's closet and how it operates.

ADJOURNMENT

Chair Biggs adjourned the meeting at 11:31am.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Renee Sturgill", with a stylized flourish at the end.

Reneé Sturgill
Finance Manager

New River/Mount Rogers Workforce Development Area Consortium Board
New River/Mount Rogers Workforce Development Board
Financial Report
Reporting Period: March 31, 2026

WIOA Administration

PY25 (Year 1) Funds Available	\$ 59,234.44
PY24 (Year 2) Funds Available	\$ 0.00

WIOA Adult Program

PY25 (Year 1) Funds Available	\$ 242,105.67
PY24 (Year 2) Funds Available	\$ 0.00

WIOA Dislocated Worker

PY25 (Year 1) Funds Available	\$ 231,444.27
PY24 (Year 2) Funds Available	\$ 0.00

WIOA Youth

PY25 (Year 1) Funds Available	\$ 328,160.28
PY24 (Year 2) Funds Available	\$ 0.00

(In School and Out of School combined)

Ticket To Work

Funds Available to Date	\$ 48,735.75
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Local Support

Funds Available to Date	\$ 31,884.39
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Foundation

Funds Available to Date	\$ 49,373.10
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Executive Analysis of Operational Summary

The New River/Mount Rogers Workforce Development Board's PY25 WIOA Quarterly Monitoring Dashboard for Quarter 3 (March 2026) reflects strong overall performance by People Incorporated of Virginia as a Program Operator, including successful participant enrollment, positive employment outcomes, expanding regional partnerships, and broad service delivery across the workforce area. The Program Operator exceeded cumulative enrollment targets for Adult, Dislocated Worker, and Youth participants, demonstrating strong collaboration, recruitment, and participant engagement throughout the region.

Program outcomes indicate several areas of success. Adult and Youth employment outcomes for the second quarter after exit met or exceeded target benchmarks, while Youth credential attainment exceeded expectations. Dislocated Worker measurable skills gains also surpassed target levels, reflecting effective training and participant support strategies. The Program Operator continued advancing workforce initiatives through digital engagement platforms, expanded partnerships with educational institutions and workforce organizations, and participation in regional initiatives supporting career pathway development.

The jurisdictional service distribution demonstrates broad regional reach and alignment with established workforce hubs and community partnerships. Higher service concentrations were observed in Wythe County (11.85%), Smyth County (11.48%), Washington County (11.48%), and the City of Galax (11.11%), reflecting strong outreach and referral networks. Moderate participation levels in Carroll County, Pulaski County, Radford City, Grayson County, and Giles County demonstrate consistent regional service accessibility.

The data also identifies opportunities for strategic growth and targeted outreach. Montgomery County, despite being one of the region's largest employment centers, represented only 4.44% of total participants, suggesting opportunities for expanded employer engagement and participant recruitment. Lower participation levels in Floyd County and Bland County may also indicate opportunities to strengthen local partnerships and community awareness of workforce services.

While overall program performance remains strong, several measures are not yet at target and remain an area of focus, including Adult credential attainment, measurable skills gains, Youth measurable skills gains, and select fourth-quarter employment outcomes.

Overall, the PY25 internal monitoring results demonstrate that People Incorporated continues to serve as a strong regional workforce partner with broad geographic reach, effective collaboration, and strong participant enrollment outcomes.



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) ☐ 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	18	129	Met Target
Dislocated Worker (DLW)	37	11	61	Met Target
Youth Participants	51	19	80	Met Target
% Served in Each Jurisdiction*	Equitable Access	See Attachment	See Attachment	
Individuals with Disabilities	25% of the total	2	36 (17.9%)	Behind on Target
Minority Participants	40% of the total	4	58 (21.64%)	Behind on Target
Out-of-School Youth	75% of youth	2	60 (87.5%)	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%	64.86% (24 of 37)	62.36% (56 of 87)	Below Target
Entered Unsubsidized Employment 2 nd Q after Exit	85%	70.00% (10 of 13)	88.57% (62 of 70)	On Target

Outcome Category	Goal	Quarterly Actual	Cumulative Total	Notes/Variance Explanation
Entered Unsubsidized Employment 4th Q after Exit	86.5%	80.85% (38 of 47)	80.56% (87 of 108)	Below target
Measurable Skills Gain	65%	54.76% (46 of 84)	54.76% (46 of 84)	Below Target

Dislocated Worker:

Credential Attainment	79.47%	33.33% (1 of 3)	77.78% (7 of 9)	Slightly below target
Entered Unsubsidized Employment 2 nd Q after Exit	82%	66.67% (8 of 9)	81.82% (18 of 22)	On target
Entered Unsubsidized Employment 4th Q after Exit	87.8%	90.00% (9 of 10)	84.78% (39 of 46)	Slightly below target
Measurable Skills Gain	65%	71.42% (15 of 21)	71.42% (15 of 21)	On Target

Youth:

Credential Attainment	60%	63.63% (21 of 27)	78.46% (51 of 65)	On target
Entered Unsubsidized Employment 2 nd Q after Exit	78.59%	72.72% (9 of 9)	79.63% (43 of 54)	On target
Entered Unsubsidized Employment 4th Q after Exit	80%	82.35% (28 of 34)	78.57% (66 of 84)	Slightly below target
Measurable Skills Gain	65%	33.33% (15 of 45)	33.00% (15 of 45)	Below Target

III. Strategic Innovations & Access

Area	Description of Activities This Quarter	Outcome/Impact
Digital Engagement Tools (e.g., Metrix, Conover)	Conover, NorthStar	Youth increase their work-readiness, and all participants enhance their digital skills for employment.
People Inc Projects	Subgrantee Application	People Inc is part of a subgrantee applicant for the “Restart” grant, which will build on existing re-entry services in the region. The application was submitted to the Wellspring Foundation to expand CARS programming throughout our overlapping service area (Grayson, Smyth, and Washington Counties).
Outreach Efforts	Outreach targeting Community College and public schools	People Inc. has continued working with the community colleges and is now meeting with the secondary and alternative schools to recruit graduating seniors who don’t have their next steps mapped out – not going to college – maybe pursuing a trade or going to work. They are working with guidance offices to identify suitable graduating seniors and with Job Corps, YouthBuild, and adult ed. Enrollment is going strong across all programs.
Cross-Partner Collaboration (e.g., referrals, co-enrollment)	Co-enrollment/partnerships	People Inc. has just renewed one round of TANF Employment funding and is applying for the next cycle, working with local DSS offices to strengthen partnerships and co-enrollments with VIEW. SPARK Energy is underway, with 4 students in Powerline training at WCC who will receive periodic attendance bonuses throughout their training to help with general living expenses. Co-enrollment with WIOA is high across both funding streams. Co-enrollment with “Ready” remains high, particularly in the CNA programs through the Healthcare Academy of SWVA.

IV. Concerns/Technical Assistance Needs

Submitted by Clay Stein: *Clay Stein*

Reviewed by (NRMR WDB Program Manager): _____

Date of Review Meeting: _____

Jurisdiccional Count as of the End of Second Quarter 2025

		Totals	Percentage
Bland County	Adult	5	
	Dislocated Worker	2	7 2.59%
	Youth	0	
Carrol County	Adult	14	
	Dislocated Worker	1	25 9.26%
	Youth	10	
Floyd County	Adult	3	
	Dislocated Worker	0	4 1.48%
	Youth	1	
Giles County	Adult	8	
	Dislocated Worker	1	14 5.19%
	Youth	5	
Grayson County	Adult	13	
	Dislocated Worker	0	16 5.93%
	Youth	3	
Montgomery County	Adult	7	
	Dislocated Worker	4	12 4.44%
	Youth	1	
Pulaski County	Adult	5	
	Dislocated Worker	11	18 6.67%
	Youth	2	
Smythe County	Adult	9	
	Dislocated Worker	7	31 11.48%
	Youth	15	
Washing ton County	Adult	15	
	Dislocated Worker	10	31 11.48%
	Youth	6	
Wythe County	Adult	10	
	Dislocated Worker	6	32 11.85%
	Youth	16	

City of Bristol	Adult	3	12	4.44%
	Dislocated Worker	7		
	Youth	2		
City of Galax	Adult	18	30	11.11%
	Dislocated Worker	1		
	Youth	11		
City of Radford	Adult	9	17	6.30%
	Dislocated Worker	4		
	Youth	4		
Other	Adult	10	21	7.78%
	Dislocated Worker	7		
	Youth	4		
			270	100.00%



NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT BOARD

CULTIVATING TALENT FOR THE REGION

Workforce Development Board Membership PY26

New Appointments

Name	Employer/Organization	Term
Jeanette Winston	Blue Ridge Job Corps	7/1/2026-6/30/2029
Lauren Brooke Ellis (Replacing Ginny Ayers)	Literacy New River Valley (Community Based Organization)	7/1/2026-6/30/2029
Jordan Loupe	Abingdon Health & Rehab Center (Washington County Business)	7/1/2026-6/30/2029
Phil Altizer	RP Machinery (Grayson County Business)	7/1/2026-6/30/2029
Jake Leonard (location change)	Thomas Automation Management, Inc. (Carroll County Business)	7/1/2026-6/30/2029

Reappointments

Board Member	Employer/Organization	Current Term	Reappointment Term
Kim Hernandez	ABB, Inc.	3/19/2025 -6/30/2026	7/1/2026-6/30/2029
John Overton	Pulaski Regional Hospital	7/1/2023-6/30/2026	7/1/2026-6/30/2029
Jeff Dunnack	Somic America	7/1/2023-6/30/2026	7/1/2026-6/30/2029
Jeff Carter	USW 2-0002 (Labor Representative)	7/1/2023-6/30/2026	Unknown

Members Concluding Service

Board Member	Employer/Organization	Note
Kelly Debusk	Appalachian Plastics (Washington County Business)	Concluding service June 30, 2026
Larry Wyatt	Innovative Millworks Technology (Smyth County Business)	Concluding service June 30, 2026

Vacancies

Representative	Jurisdiction	Term
Business	Smyth County	7/1/2026-6/30/2029
Business	Radford City	7/1/2026-6/30/2029



Executive Summary of the Proposed PY26 Budget

The proposed PY26 budget for the New River/Mount Rogers Workforce Development Board reflects a strategic approach to maintaining workforce operations, participant services, employer engagement activities, and regional initiatives during a period of declining federal workforce funding. The budget was developed to ensure continued compliance with federal and state requirements while sustaining critical workforce infrastructure across the 13-locality region.

Projected PY26 WIOA allocations reflect a 12% reduction across Adult, Dislocated Worker, and Youth funding streams compared to PY25 allocations. Despite these reductions, the Board has developed a budget that continues to prioritize participant services, business engagement, fiscal accountability, and workforce coordination. Total projected WIOA funding available for PY26, including projected carryover funds, is approximately \$1.39 million.

In addition to WIOA funding, the Board manages a broader workforce investment portfolio exceeding \$3.8 million through multiple grants and initiatives. This diversified funding structure allows the Board to leverage WIOA infrastructure to support a larger regional workforce system while maximizing resources and expanding workforce opportunities.

Within the WIOA framework, program services includes direct participant case management and training activities while also supporting employer engagement, hiring events, sector partnerships, labor market alignment, work-based learning coordination, and regional workforce strategies. The inclusion of business services functions within the budget reflects WIOA's emphasis on serving both jobseekers and businesses as dual customers of the workforce system.

Board staffing allocations are based on documented time and effort reporting procedures consistent with federal Uniform Guidance requirements and allowable WIOA cost allocation methodologies. The staffing structure reflects a shared operational model in which staff support multiple funding streams and workforce initiatives simultaneously, maximizing efficiency while ensuring continuity of services, compliance, fiscal stewardship, and effective system coordination.

Overall, the proposed PY26 budget reflects the Board's continued commitment to balancing fiscal responsibility, regulatory compliance, participant success, employer engagement, and long-term workforce development priorities despite continued funding reductions and increasing operational demands.

Proposed PY26 BUDGET

Projected PY'25 Carryover Funds

<u>Administration</u>	\$0			
<u>Program</u>		<u>Operator</u>	<u>Board</u>	
Adult		\$75,000	\$0	
DLW		\$100,000	\$8,190	
Youth		\$150,000	\$0	
Totals		\$325,000	\$8,190	\$333,190

Projected PY26 WIOA Allocations

	Admin (10%)	Program	PY'26 Allocation	PY25 Allocation	% Difference
Adult	\$35,890	\$323,013	\$358,904	\$407,845	-12.00%
DLW	\$25,912	\$233,212	\$259,124	\$294,459	-12.00%
Youth	\$44,501	\$400,510	\$445,012	\$505,695	-12.00%
Totals	\$106,304	\$956,735	\$1,063,039	\$1,207,999	-12.00%

Projected Total WIOA Funding: \$1,396,229

Total Available Funding Summary

PY26 WIOA (Projected)	\$106,304	\$956,735	\$1,063,039
WIOA PY25 Carryover (Projected)	\$0	\$333,190	\$333,190
YouthBuild		\$479,297	\$479,297
Pathway Home		\$510,540	\$510,540
ARC ARISE		\$235,506	\$235,506
Local Support		\$18,645	\$18,645
Reboot Recovery		\$20,000	\$20,000
Employer-Led Training		\$45,000	\$45,000
Ticket to Work		\$34,421	\$34,421
ARC READY (Foundation)		\$166,000	\$166,000
Healthcare Training Program		\$112,469	\$112,469
<i>ARC POWER*</i>		<i>\$650,000</i>	\$650,000
<i>ARC Community Project*</i>		<i>\$150,000</i>	\$150,000
Total	\$106,304	\$3,711,803	\$3,818,107

**Anticipated by 7/1/2026*

Overview of Projected WIOA PY26 Budgets:

	WIOA ADMIN	WIOA ADULT	WIOA DLW	WIOA YOUTH	TOTAL
PERSONNEL	\$56,415	\$58,455	\$59,720.10	\$58,455	\$233,045
FRINGE	\$16,925	\$17,536	\$17,916.03	\$17,536	\$69,913
TRAVEL	\$5,370	\$4,000	\$2,000.00	\$2,000	\$13,370
SUPPLIES	\$5,000	\$2,000	\$2,000.00	\$2,000	\$11,000
CONTRACTUAL	\$0	\$289,838	\$231,696	\$439,523	\$961,057
Program Operator	\$0.00	\$259,838	\$201,696	\$409,523	\$871,057
NRV Regional Commission	\$0.00	\$25,000	\$25,000	\$25,000	\$75,000
Virginia Tech	\$0.00	\$5,000	\$5,000	\$5,000	\$15,000
OTHER	\$19,594	\$20,184	\$22,069	\$24,996	\$86,843
Administrative Costs	\$19,594	\$14,984	\$16,869	\$19,796	\$71,243
Meeting Expenses	\$0	\$1,200	\$1,200	\$1,200	\$3,600
Business Services/Hiring Events	\$0	\$2,000	\$2,000	\$2,000	\$6,000
Professional Development	\$0	\$1,000	\$1,000	\$1,000	\$3,000
Outreach	\$0	\$1,000	\$1,000	\$1,000	\$3,000
Unobligated	\$3,000	\$6,000	\$6,000	\$6,000	\$21,000
TOTAL	\$106,304	\$398,013	\$341,402	\$550,510	\$1,396,228

<u>Breakdown of WIOA PY26 Budgets</u>			
<u>ADMIN</u>			
<u>Projected Available Funds</u>			\$106,304
Board Expenses		\$103,304	97%
Non Designated		\$3,000	3%

<u>PROGRAM</u>			
One-Stop Operator			\$35,000
WIOA (see below)		\$35,000	
<u>WIOA Adult</u>			
<u>Projected Available Program Funds</u>		\$398,013	
PY26		\$323,013	
PY25 Carryover		\$75,000	
<u>Obligations:</u>			
Board Expenses		\$132,175	33%
One-Stop Operator		\$11,667	3%
Program Operator		\$248,171	62%
Non Designated		\$6,000	2%
<u>WIOA DLW</u>			
<u>Projected Available Program Funds</u>		\$341,402	
PY26		\$233,212	
PY25 Carryover		\$108,190	

<i>Obligations:</i>			
<i>Board Expenses</i>		<i>\$133,706</i>	<i>39%</i>
<i>One-Stop Operator</i>		<i>\$11,666</i>	<i>3%</i>
<i>Program Operator</i>		<i>\$184,970</i>	<i>54%</i>
<i>Non Designated</i>		<i>\$6,000</i>	<i>2%</i>
<u>WIOA Youth</u>			
<u><i>Projected Available Program Funds</i></u>			<i>\$550,510</i>
<i>PY26</i>			<i>\$400,510</i>
<i>PY25 Carryover</i>			<i>\$150,000</i>
<i>Obligations:</i>			
<i>Board Expenses</i>		<i>\$134,987</i>	<i>25%</i>
<i>One-Stop Operator</i>		<i>\$11,667</i>	<i>2%</i>
<i>Program Operator</i>		<i>\$397,856</i>	<i>72%</i>
<i>Non Designated</i>		<i>\$6,000</i>	<i>1%</i>

Board Staff % Funded Under WIOA:

	WIOA Admin	WIOA Adult	WIOA DLW	WIOA Youth	Total WIOA	Non- WIOA
Executive Director	20%	25%	15%	25%	85%	15%
Program Manager	0%	10%	15%	15%	40%	60%
Finance Manager	3%	10%	15%	15%	43%	57%
Special Projects Manager (PT)	30%	0%	0%	0%	30%	70%
Office Manager	20%	10%	25%	25%	80%	20%
Accounting Technician	15%	10%	10%	10%	45%	55%
Finance Technician	15%	5%	5%	5%	30%	70%
WIOA Compliance Specialist (PT)	0%	30%	30%	40%	100%	0%
Business Services Coordinator	0%	15%	10%	15%	40%	60%



NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT BOARD

CULTIVATING TALENT FOR THE REGION

Proposed PY26 Contract Funding Allocations

WIOA ADULT	%	WIOA DLW	%	WIOA YOUTH	%	TOTAL	Average %
\$259,838	62%	\$201,696	54%	\$409,523	72%	\$871,057	62%



NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT AREA CONSORTIUM BOARD

CULTIVATING TALENT FOR THE REGION

Fiscal Agent Service Agreement

This Agreement entered into this 1st day of July, 2026 by and between the Pulaski County Board of Supervisors (the Grant Recipient of Workforce Innovation and Opportunity Act funds for the New River/Mount Rogers Workforce Development Area Consortium), hereinafter called the “Grant Recipient,” the New River/Mount Rogers Workforce Development Area Consortium Board, hereinafter called the “Consortium Board,” and the New River Valley Regional Commission, hereinafter called the “Fiscal Agent.” The Agreement is being entered into pursuant to Section 107(d)(12)(B)(ii) of the Workforce Innovation and Opportunity Act of 2014 and pursuant to Article V, Section 2 of the Joint Powers Agreement entered into by the thirteen (13) member jurisdictions forming the New River/Mount Rogers Workforce Development Area Consortium under the Workforce Innovation and Opportunity Act (P.L. 113-128) (“WIOA”).

WITNESSETH that in consideration of the mutual covenants, promises, and Agreements herein contained, the parties agree as follows:

SCOPE OF SERVICE AND RESPONSIBILITIES:

The Fiscal Agent will receive and manage all formula WIOA funds for the area, including Adult, Dislocated Worker, and Youth funds, as well as state reserve WIOA and other federal funds allocated to the local workforce area, grants, and agreements. The Fiscal Agent shall be generally responsible for the acceptance, maintenance, disbursement, accounting, and reporting of WIOA and all other grant funds for the Consortium during the period of this Agreement.

The Fiscal Agent’s duties and responsibilities shall be performed for the direct benefit of the Consortium and in accordance with applicable WIOA federal and state regulations. The Fiscal Agent’s work shall be performed in accordance with the policies and procedures of the Department of Workforce Development and Advancement (“Virginia Works”). In addition, the Fiscal Agent will provide services related to grants management, general accounting and financial services, oversight for fund integrity, staff support, and technical assistance on fiscal matters.

The Fiscal Agent shall cooperate with and assist the Consortium Board and the New River/Mount Rogers Workforce Development Board (“WDB”) with their workforce objectives in conformity with WIOA regulations.

The Fiscal Agent has no duties or responsibilities for the oversight, management, or results of any program for which funds are disbursed. The Fiscal Agent does not make decisions about who receives the money or approve budgets. The Fiscal Agent will serve as an accounts payable and receivable operation. The Fiscal Agent disburses the funds at the direction of the Consortium Board as long as those directives do not violate any provision of WIOA, Uniform Guidance at 2 CFR Part 200, or Federal Acquisition Regulations (FAR). The federal funds will pass through the operation on a reimbursement basis. The Fiscal Agent, its employees, or its subcontractors may not provide WIOA career services, training services, or other direct job seeker workforce services in the area where the entity is the Fiscal Agent.

The Fiscal Agent will exercise the degree of skill and care expected by the financial reporting and accounting profession. The Fiscal Agent accepts responsibility for the quality, accuracy, and timeliness of the work performed by the Fiscal Agent and its employees, subcontractors, and agents. The Fiscal Agent accepts financial responsibility for any errors and omissions attributed to employees of the Fiscal Agent that cause harm to the Consortium and for the faithful performance of its employees, including employee theft.

The Consortium accepts financial responsibility for any errors and omissions attributed to information prepared by Consortium employees.

The detailed scope of work is attached as Exhibit A and hereby is incorporated into and made a part of this Agreement.

PERIOD OF PERFORMANCE:

The term of this Agreement shall be for one (1) year commencing on July 1, 2026 and continuing through June 30, 2027. This Agreement may be extended for one (1) or more additional years if agreed to in writing by all parties.

COMPENSATION AND METHOD OF PAYMENT:

The Fiscal Agent shall be compensated for services rendered under this Agreement during the term in the total amount of Seventy-Five Thousand Dollars and No Cents (\$75,000.00), to be invoiced in four installments. Upon receipt of an invoice from the Fiscal Agent, and as approved by the Consortium's Executive Director, payment will be made to the Fiscal Agent within thirty (30) days in the following increments:

- \$18,750 to be paid by September 15, 2026
- \$18,750 to be paid by December 15, 2026
- \$18,750 to be paid by March 15, 2027
- \$18,750 to be paid by June 15, 2027

It is recognized that such payments are being made in advance of services being performed. Should this Agreement terminate for any reason during the term, the Fiscal Agent shall reimburse the Consortium as provided in the paragraph entitled "TERMINATION."

FUNDING OF SERVICES:

Only Workforce Innovation and Opportunity Act funds allocated to the New River/Mount Rogers Workforce Development Area Grant Recipient will be used to pay for services contained in this Agreement. The Fiscal Agent will be immediately notified in writing should the Grant Recipient or the Consortium Board receive insufficient funds from the funding sources previously identified to pay for the requested services. All services contained in this Agreement will cease upon the Fiscal Agent's receipt of written notification, and the Grant Recipient will ensure that the Fiscal Agent receives payment for all services delivered prior to the cessation of this Agreement.

EMPLOYEES:

The Fiscal Agent will continue to serve as the payroll and benefits administrator for the employees of the Consortium. The Fiscal Agent will handle all payroll processing, wage reporting, and payment for benefits including retirement, healthcare, workers' compensation, and unemployment compensation for the term of this Agreement. It is recognized that for all employment purposes, the NRVRC is not the statutory or common law employer of the Consortium employees. The Executive Director of the Consortium is responsible for maintaining all time records required under the Fair Labor Standards Act, all leave records, and personnel records. In order for the processing of payroll, the Consortium Executive Director shall provide the Fiscal Agent with time and leave records of Consortium employees on a schedule established by the Fiscal Agent.

OWNERSHIP OF DOCUMENTS:

All records of the Fiscal Agent relating to this Agreement and performance thereunder (the "Consortium Records") are official records of the Consortium and shall be subject to the Virginia Freedom of Information Act and/or the Government Data Collection and Dissemination Act (Va. Code §§ 2.2-3700 et seq. and 2.2-3800 et seq.). The Consortium Records shall be made available to the Grant Recipient, Consortium Board members, staff, and agents upon request. At the termination of this Agreement, the Consortium Records shall be returned to the Consortium within ten (10) business days.

TERMINATION:

This Agreement may be terminated by either party provided that sixty (60) days written notice of intent to terminate is provided. Should this Agreement terminate prior to June 30, 2027, or during

any subsequent term, the cost to the Grant Recipient will be based on the rate of 1/12 of the agreed upon price (\$6,250 for FY2027) for each month that the Fiscal Agent provided the requested services. If payments have been made to the Fiscal Agent prior to notice to terminate this Agreement, the Fiscal Agent agrees to reimburse the Grant Recipient for all remaining months on this Agreement for which services have not been provided at the aforementioned rate.

BONDING/INDEMNIFICATION:

The Fiscal Agent shall obtain a fidelity bond in an amount sufficient to protect all Consortium funds handled by the Fiscal Agent. The Fiscal Agent shall provide, upon executing this Agreement, a copy of the fidelity bond. The bond shall provide that should the bond be canceled for any reason, notice of cancellation shall be sent to the Grant Recipient and the Consortium Executive Director.

The Fiscal Agent agrees to indemnify, defend, and hold harmless the Consortium and its officers, agents, and employees from any claims, damages, and actions of any kind or nature, whether at law or in equity, arising from or caused by the Fiscal Agent, including any services of any kind or nature provided by the Fiscal Agent, provided that such liability is not attributable to the sole negligence on the part of the Consortium.

LIABILITY INSURANCE:

The Fiscal Agent shall arrange for appropriate insurance during the life of the Agreement to cover bodily injury and property damage liability in order to protect it and the Consortium from claims for damages for personal injury, including death, as well as from claims for property damage which may arise from its activities under this Agreement. Such insurance must be issued by a company admitted within the Commonwealth of Virginia and with at least a Best's Financial Strength Rating of A:VI. The Fiscal Agent shall provide the Consortium with a certificate of insurance showing such insurance to be in force and providing that the insurer shall give the Consortium at least thirty (30) days' notice prior to cancellation or other termination of such insurance.

CERTIFICATION:

The Fiscal Agent, in executing this Agreement, hereby certifies to the obligations and responsibilities placed on it in Exhibit A.

MISCELLANEOUS:

No delay or omission by any party hereto to exercise any right or power accruing upon any noncompliance or default by any party with respect to any of the terms of this Agreement shall impair any such right or power or be construed to be a waiver thereof except as otherwise may be herein provided. A waiver by either party of any covenant or condition of the Agreement to be

performed by the other party shall be in writing and shall not be construed to be a waiver of any succeeding breach of any covenant, condition, or Agreement herein contained.

This Agreement and all of the provisions hereof shall be binding upon, and shall inure to the benefit of, the parties hereto and their permitted assigns, but neither this Agreement nor any of the rights, interests, or obligations hereunder shall be assigned by either of the parties hereto without the prior written consent of the other.

This Agreement shall be construed and enforced in accordance with the laws of the Commonwealth of Virginia. Jurisdiction and venue for any legal action or suit in connection with or arising out of this Agreement shall lie in Pulaski County, Virginia. The parties hereto hereby covenant and agree that any such action or suit shall be brought only in the Circuit Court of Pulaski County, Virginia, and in no other court.

This Agreement represents the entire Agreement between the parties and shall not be modified except in writing signed by all parties. This Agreement may be executed in two (2) or more counterparts, each of which shall be deemed to be original, and all of which together shall constitute one and the same instrument.

IN WITNESS WHEREOF, the above parties have caused this Agreement to be duly executed intending to be bound thereby.

New River Valley Regional Commission

Pulaski County, Virginia
Board of Supervisors

Kevin Byrd, Executive Director
6580 Valley Center, Suite 124
Radford, VA 24141

Laura Walters, Chairman
143 Third Street NW, Suite 1
Pulaski, VA 24301

New River/Mount Rogers Workforce Development Area Consortium Board

Mary Biggs, Chair
6580 Valley Center Drive, Suite 119
Radford, VA 24141

Exhibit A

SCOPE OF SERVICES AND RESPONSIBILITIES

NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT AREA CONSORTIUM FISCAL AGENT SERVICES

Acceptance and Maintenance of WIOA Funds

1. The Fiscal Agent shall be responsible for advancing the costs of Consortium operating expenses for the term of the Agreement and shall be reimbursed for eligible expenses.
2. The Fiscal Agent will receive and manage all funds in compliance with applicable state and federal laws, Consortium policy, and fund-specific regulations, and ensure internal controls to maintain fiscal integrity.
3. Unless the Fiscal Agent is given other instructions in writing, the Fiscal Agent is not required to maintain separate depositories for the various grant funds.

Disbursement of Funds

1. The Fiscal Agent shall disburse WIOA Funds ("Funds") in accordance with the Workforce Innovation and Opportunity Act of 2014, WIOA Final Regulations published June 30, 2016, and applicable federal and state policies and requirements.
2. Disbursements shall be made by the Fiscal Agent from available funds at the direction of the Consortium Executive Director within a reasonable time following receipt of complete and accurate requests for reimbursement accompanied by original invoices or payroll records and in compliance with WIOA regulations. Prior to paying any accounts payable, the Fiscal Agent shall submit to the Consortium Finance Committee an Accounts Payable Register for review and approval. The Fiscal Agent shall make the Accounts Payable Register available to the Consortium Finance Committee via email with three (3) business days for review prior to funds being disbursed.
3. The Fiscal Agent shall reimburse lower-tier subrecipients according to the applicable cost principles and requirements contained in Uniform Guidance at 2 CFR Part 200 and other applicable federal and state regulations. For commercial organizations acting either as a direct grant holder or as a subrecipient to a direct grantee, the cost principles detailed in the Federal Acquisition Regulations (FAR), 48 CFR Part 31, shall apply.

Accounting of Funds

1. The Fiscal Agent will maintain an accounting of all revenue, expenditures, program income, and applicable credits associated with WIOA funds by funding stream for the duration of the term of its services.

2. The Fiscal Agent will ensure that all financial procedures are in compliance with Generally Accepted Accounting Principles (GAAP), Uniform Guidance requirements, the Code of Federal Regulations (CFR), Federal Acquisition Regulations (FAR), and any other applicable federal or state regulatory requirements in order to limit the risk of questioned or disallowed costs.
3. The Fiscal Agent will implement any invoicing systems or procedures deemed necessary by the Consortium and the Fiscal Agent in order to comply with its duties and responsibilities as Fiscal Agent.
4. The Fiscal Agent will maintain an accounting of expenditures by expense type and service provider/vendor.
5. Using up-to-date fund accounting software, the Fiscal Agent will establish and maintain appropriate ledgers to manage obligations and expenditures of funds.
6. The Fiscal Agent, in conjunction with the Consortium Executive Director, will establish procedures and processes to ensure that all amounts receivable or due to the local workforce area are collected and recorded on a timely basis.
7. The Fiscal Agent will maintain a record of all financial transactions for WIOA and other funds allocated and expended in the local workforce area.
8. As needed, the Fiscal Agent will assist with cost allocation planning, reporting, invoicing and documentation procedures, and other fiscal management procedures.

Financial and Grant Reporting

1. To support the oversight role of the Consortium, the Fiscal Agent will prepare and disseminate financial reports on a monthly basis in formats prescribed by the Consortium to identify revenues, expenditures, accounts payable, accounts receivable, balances, and obligations by funding stream and lower-tier subrecipients.
2. The Fiscal Agent will develop standard financial reports accessible to the Consortium, its Finance Committee, and its Executive Director.
3. The Fiscal Agent will report total obligations by funding stream on a quarterly basis.
4. On a monthly basis, the Fiscal Agent will provide financial reports to the Consortium Executive Director.
5. The Fiscal Agent will coordinate with the Consortium Executive Director to ensure that the parties are informed as to the appropriate expenditure of WIOA funds in conformance with federal and state regulations, WIOA provisions, Uniform Guidance requirements, and Federal Acquisition Regulations (FAR), and that expenditures of these funds are properly and accurately accounted for.
6. In a timely manner, the Fiscal Agent will work with the Consortium Executive Director to prepare required federal and state financial reports associated with management of grant funds.
7. The Fiscal Agent will be required to prepare financial reports and grant closeouts at the direction of the funding sources.

Auditing of Funds

1. The Fiscal Agent shall arrange for an annual audit of all Consortium funds and provide the Consortium Board with a complete copy of such audit.

Payroll Services

1. The Fiscal Agent shall process payroll for Consortium staff on the same basis as payroll is processed for the Fiscal Agent's employees, including the payment of all federal and state taxes, federal and state unemployment taxes, Social Security, and Medicare. Such payroll disbursements shall be made consistent with state and federal law requirements.
2. The Fiscal Agent shall enroll Consortium employees in the Virginia Retirement System, Local Choice Health Plan, and Workers' Compensation plan under its name and make payments on a monthly basis to such plans to assure uninterrupted coverage under both benefit plans. If the employees are enrolled in VRS, Local Choice, and Workers' Compensation under the Fiscal Agent's EIN and employer account, the Fiscal Agent will obtain written acknowledgment from each plan that the Consortium employees may be pooled (e.g., included as covered employees) under such plans with the same coverage and benefits as provided to Fiscal Agent employees.
3. The Consortium Executive Director will confer with the Fiscal Agent prior to employment being offered to a new Consortium employee to ensure smooth coordination of employment and benefits.



NEW RIVER/MOUNT ROGERS
WORKFORCE DEVELOPMENT FOUNDATION
CHANGING LIVES THROUGH THE POWER OF WORK



**Appalachian
Regional
Commission**

FUNDED THROUGH THE APPALACHIAN REGIONAL COMMISSION'S
READY GRANTS TO GROW INITIATIVE

Outreach and Engagement

*Building Connections. Strengthening Partnerships.
Expanding Opportunity Across Our Region.*



PURPOSE OF THIS PROJECT

The Outreach and Engagement initiative strengthens the capacity of the New River/Mount Rogers workforce system by building trusted relationships and improving communication across the region's 13 jurisdictions.

Through research, stakeholder engagement, and strategic communication planning, this project will increase awareness, align services, connect partners, and ensure that individuals, families, and businesses have the information and resources they need to thrive.

PRESENTERS

Holly Kobia
Kobia Consulting

**Sarah Lyon-Hill and
Ashley Crouse**
*Virginia Tech Center for
Economic and Community
Engagement*



BENEFICIARIES

Individuals and
Communities



INTERMEDIARIES

Workforce Partner
Organizations



BUSINESSES

Employers and
Industry Partners



IMPROVING ACCESS
to workforce resources
across all 13 localities



STRENGTHENING PARTNERSHIPS
among intermediaries,
businesses, and communities



ALIGNING SERVICES
with regional workforce
and employer needs



INFORMING SUSTAINABILITY
and long-term capacity
through data and insight

PROJECT PARTNERS

KOBIA
CONSULTING
Capacity. Sustainability. Impact.

VT
VIRGINIA TECH.
CENTER FOR ECONOMIC AND
COMMUNITY ENGAGEMENT



The New River/Mount Rogers Workforce Development Foundation is committed to building a stronger workforce and stronger region by ensuring that every individual and every business has the connection and opportunity to succeed.

CHANGING LIVES THROUGH THE POWER OF WORK.

Executive Summary – April-May 2026

Jenny Bolte

Strategic Funding Pipeline and Project Development

The Board and Foundation continue advancing multiple strategic funding initiatives designed to strengthen regional workforce capacity, expand sector-based training opportunities, and address barriers to employment across Southwest Virginia. Current applications and project development efforts focus on healthcare, manufacturing, skilled trades, construction, information technology, youth workforce engagement, recovery-to-work initiatives, and reentry employment pathways.

Key initiatives under development include:

- ARC Community Project – Skilled Trades Training Program (\$300,000)
- ARC POWER – POWERing Pathways (\$2 million request)
- U.S. Department of Labor – YouthBuild 2025: Build Your Career (\$1.5 million request)
- Congressional Request – POWER Workforce Initiative (\$900,000 request)

Collectively, these initiatives support sector partnerships, work-based learning, apprenticeship expansion, supportive services, employer engagement, and workforce participation for underserved populations, including opportunity youth, justice-involved individuals, individuals in recovery, and rural jobseekers facing barriers to employment.

If awarded, these projects will significantly expand regional workforce training capacity, strengthen employer talent pipelines, increase credential attainment and employment outcomes, and support long-term economic resilience throughout the New River/Mount Rogers region.

Systems Development and Workforce Infrastructure

The Board and Foundation continue advancing workforce system modernization efforts designed to strengthen participant engagement, improve operational efficiency, and expand long-term workforce pipeline development across the region.

Key systems initiatives include:

- **Healthcare Pre-Apprenticeship Program** – Development of a structured, competency-based pathway into patient-facing healthcare careers aligned with employer and workforce needs.
- **Line Worker Pre-Apprenticeship Program** – Expansion of an industry-aligned training pathway supporting utility, electrical infrastructure, and energy workforce development in partnership with Wytheville Community College.

- **Learner Experience Platform (UMU)** – Continued development of a centralized learner engagement and training platform to support intake, orientation, communication, and workforce training delivery across programs.
- **Website Modernization Efforts** – Ongoing updates to the Board and Foundation websites to improve accessibility, communication, workforce resource navigation, employer engagement, and public awareness of workforce programs and services.

Collectively, these initiatives strengthen workforce readiness, expand employer-aligned career pathways, improve service coordination, modernize communication systems, and position the organization for scalable, data-informed workforce system growth.

Presentations, Outreach, and Regional Engagement: Continuing to expand regional outreach and stakeholder engagement through presentations, workforce advocacy, and strategic partnership development. I was invited to present at multiple regional and statewide events focused on workforce development, apprenticeship expansion, economic development, and workforce innovation.

April 28, 2026 – New River Valley Home Builders Association: Presentation focused on apprenticeship development, workforce shortages in the construction industry, work-based learning opportunities, and strategies to strengthen skilled trades pipelines through regional employer partnerships and workforce system collaboration.

April 28, 2026 – Washington County Board of Supervisors: Presentation provided an overview of the Board's regional workforce priorities, sector strategies, workforce initiatives, grant development efforts, and workforce system impact across Southwest Virginia.

May 6, 2026 – Virginia Works Radford Town Hall: Presentation, delivered by Angi Chandler on behalf of the Board, focused on organizational overview, workforce system functions, regional workforce priorities, and the importance of workforce development in supporting businesses, jobseekers, and economic growth throughout the region.

May 14, 2026 – Virginia Economic Developers Association Rural Shared Interest Group: Presentation titled *Case Studies of Success: Projects of Regional Impact* highlighted how partnerships, braided funding, workforce innovation, and regional collaboration are transforming workforce development outcomes and expanding economic opportunity across Southwest Virginia.

Upcoming – May 28, 2026 – New River Valley Regional Commission Board Meeting: Invited to provide a regional workforce update focused on the work of the New River/Mount Rogers Workforce Development Board, workforce system priorities, regional initiatives, and ongoing efforts to support employers, workforce participation, and economic development throughout the region.

Collectively, these presentations strengthen regional visibility, reinforce strategic partnerships, support workforce advocacy efforts, and position the Board and Foundation as leaders in workforce innovation and regional economic development.

Statewide WIOA and Equal Opportunity Monitoring: During the week of May 11–15, 2026, the Board participated in comprehensive Statewide WIOA and Equal Opportunity monitoring conducted by Virginia Works. The review included programmatic, fiscal, operational, accessibility, and Equal Opportunity compliance components across multiple workforce system functions and partner activities.

While the monitoring process required significant staff coordination, documentation review, and system walkthroughs, the experience provided an important opportunity to highlight the organization's continued efforts to strengthen operations, modernize systems, enhance compliance processes, and improve workforce service delivery throughout the region.

The monitoring team acknowledged the Board's ongoing commitment to continuous improvement, responsiveness, collaboration, and organizational development. Feedback throughout the review process reflected recognition of the progress made in strengthening workforce system coordination, operational practices, documentation processes, and overall organizational infrastructure.

The Board appreciates the professionalism and technical assistance provided throughout the monitoring process and remains committed to building upon these efforts to ensure strong compliance, effective service delivery, accessibility, accountability, and long-term workforce system success across the New River/Mount Rogers region.

Professional Development

Appalachian Leadership Institute (ALI) – Session V: Participated in Session V of the Appalachian Leadership Institute held May 5–8, 2026, in Williamsport, Pennsylvania, focused on *Building Regional Culture and Tourism*. Session topics included regional economic development through tourism, entrepreneurship, natural asset development, trail and placemaking strategies, collaboration, and leadership development across Appalachia. One remaining session will be completed in June, concluding participation in the year-long leadership institute.

Lean Six Sigma – Yellow Belt Training: This training is a part of the ARC READY *Workforce Ready* capacity-building initiative. As outlined in the grant proposal, Lean Six Sigma training is intended to strengthen operational efficiency, improve workflow processes, reduce duplication, enhance service delivery, and support more data-informed decision-making across workforce programs and organizational operations. The training is already proving valuable — although, admittedly, it is also kicking some of our butts a little along the way.



WIOA Title I and One-Stop System Reports

Beth Carico, Director of Workforce Development

Beth Carico has provided detailed WIOA Title I and One-Stop System reports for Board review covering participant enrollments, training activities, employment outcomes, business services, one-stop operations, rapid response activity, and customer satisfaction across the region.

Report Highlights

275 total Title I participants served year-to-date

- 140 new enrollments across Adult, Dislocated Worker, and Youth programs
- Continued TANF enrollment and carryover participant activity

Continued workforce training and employment activities

- Occupational skills training
- Work experience placements
- Credential attainment activities
- Employment and career pathway support

Strong employer and business engagement efforts

- Career fairs and hiring events across the region
- Business services and employer outreach
- Apprenticeship-related activities and workforce partnerships

Active One-Stop system operations

- Employer and jobseeker services across regional centers
- Rapid response coordination and layoff assistance
- Workforce referrals and partner collaboration

Positive customer and participant outcomes

- Employment and wage outcomes
- Participant success stories
- Strong customer satisfaction feedback from both jobseekers and employers

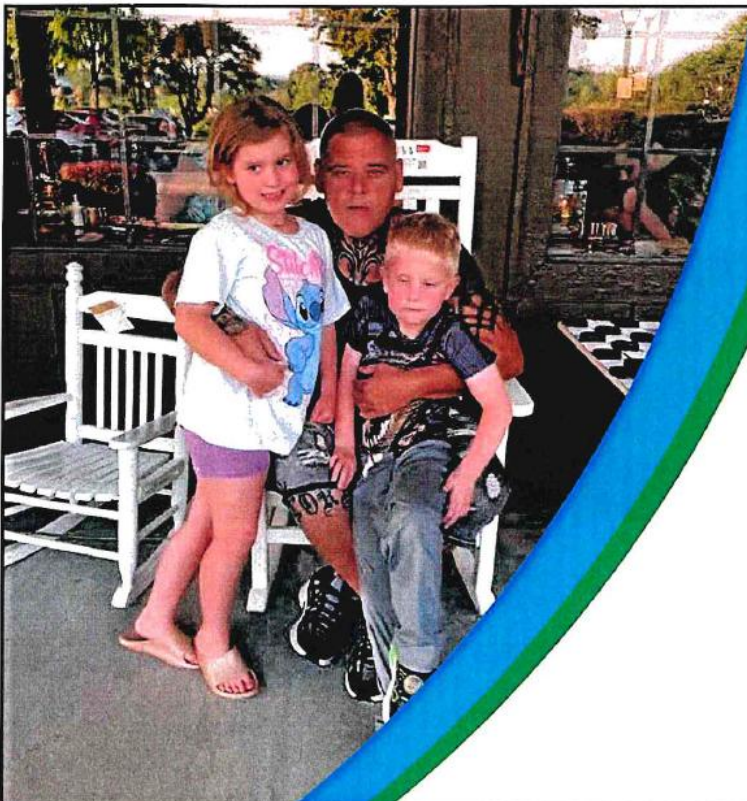
Board members are encouraged to review Beth's reports for additional detail regarding performance metrics, operational activities, and program outcomes.

Customer Satisfaction:

“This program has done so much good in my life. I am deeply grateful for the guidance, resources, and support I received through these programs. I have a renewed sense of purpose and confidence in myself. Thank you from the bottom of my heart”

SR – TANF Employment and WIOA Adult participant

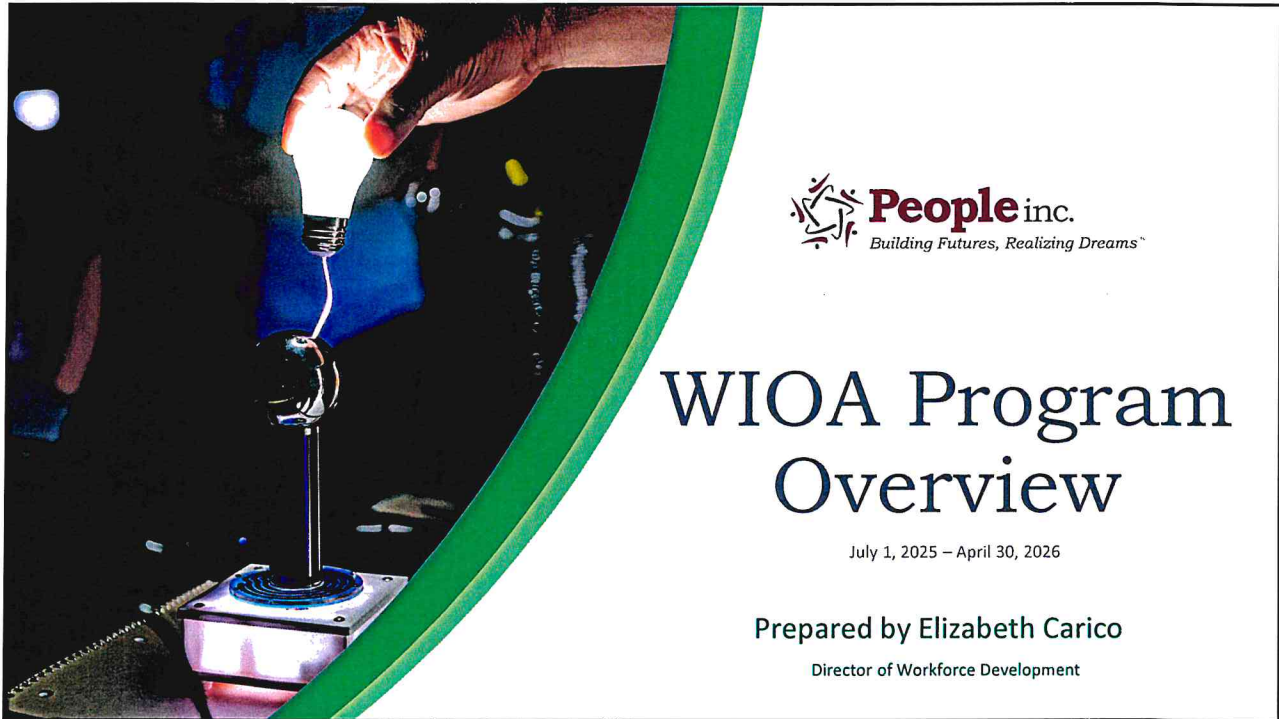
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Driving Toward a Better Future: Davids' Journey to Career Success

David enrolled in the Workforce Program in November 2025 as a hardworking single father determined to build a better future for his family. At the time, David was employed at Pizza Hut, working diligently to provide for his children, but still struggling to cover everyday household expenses. Although he had a strong work ethic and a willingness to do whatever it took to support his family, he knew he needed a more stable and rewarding career path to achieve long-term financial security.

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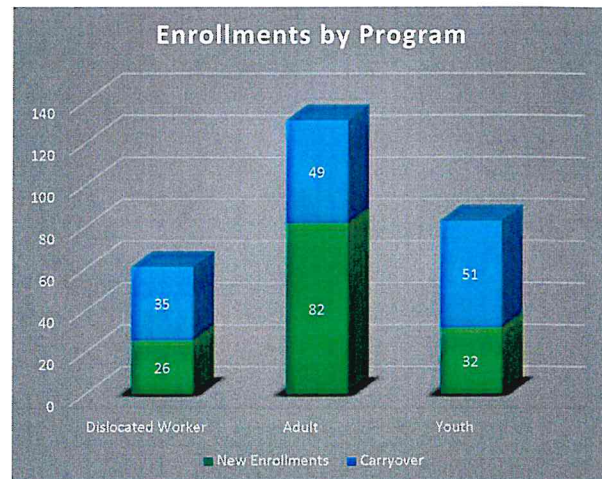
Title 1 Enrollments – Year to Date Program Year 25

July 1, 2025 – April 30, 2026

Total Participants: 275

New Enrollments: 140

- Adult: 82
- Dislocated Worker: 26
- Youth: 32



2

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TANF Employment

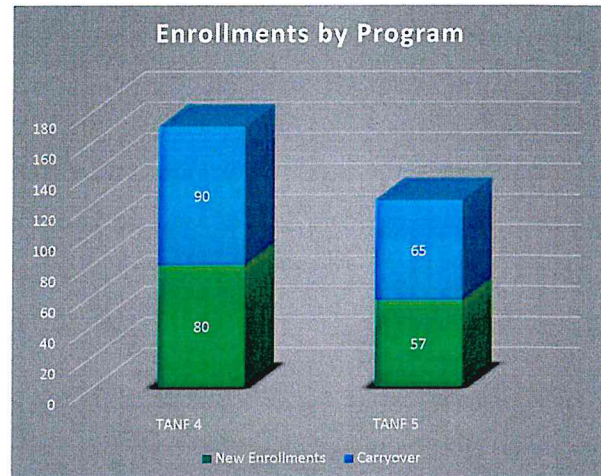
July 1, 2025 – March 31, 2026

Total Participants: 292

- Carryovers: 155

New Enrollments: 182

- TANF 4: 80
- TANF 5: 57



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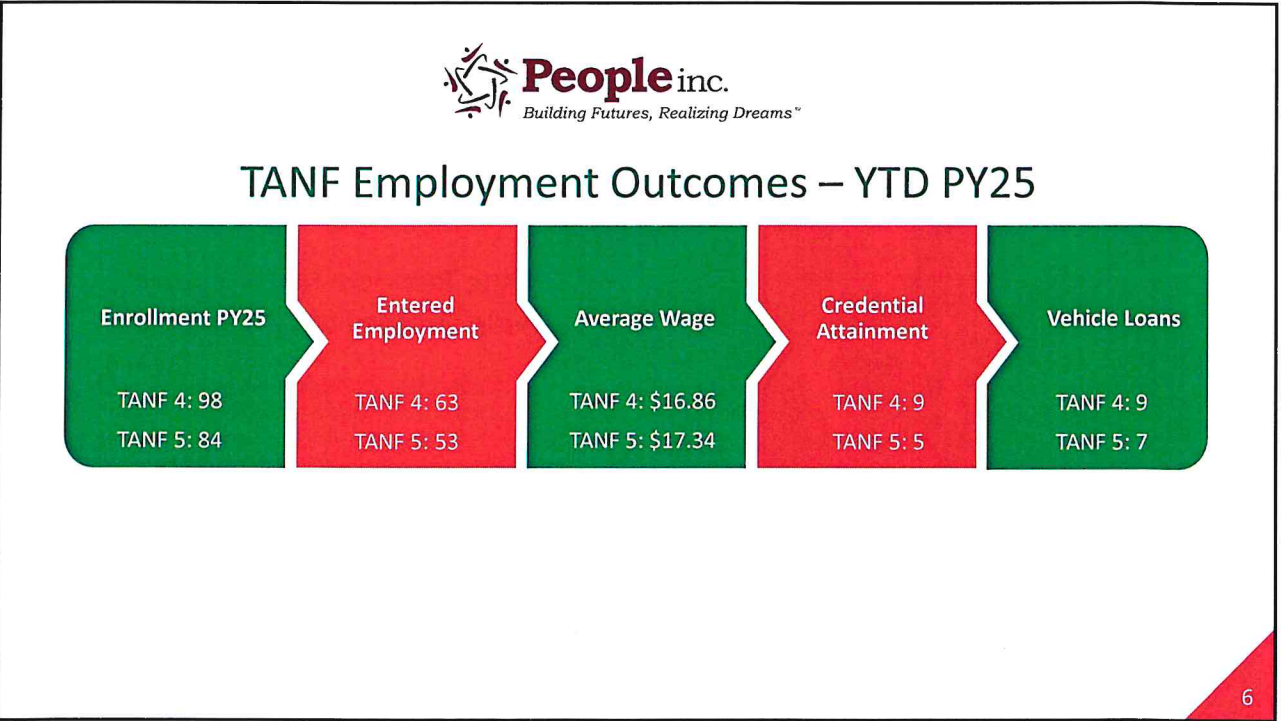


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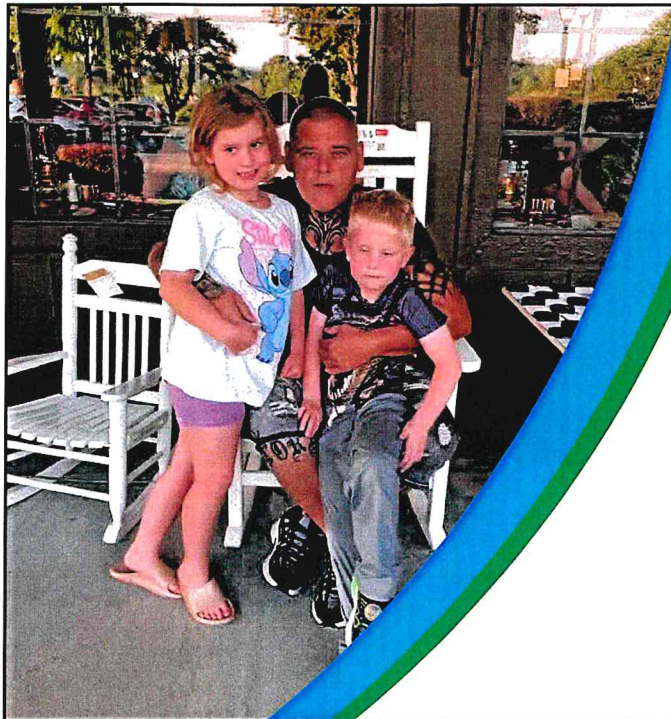
Customer Satisfaction:

"This program has done so much good in my life. I am deeply grateful for the guidance, resources, and support I received through these programs. I have a renewed sense of purpose and confidence in myself. Thank you from the bottom of my heart"

SR – TANF Employment and WIOA Adult participant

7

7



Driving Toward a Better Future: Davids' Journey to Career Success

David enrolled in the Workforce Program in November 2025 as a hardworking single father determined to build a better future for his family. At the time, David was employed at Pizza Hut, working diligently to provide for his children, but still struggling to cover everyday household expenses. Although he had a strong work ethic and a willingness to do whatever it took to support his family, he knew he needed a more stable and rewarding career path to achieve long-term financial security.

8

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Motivated by his goals and determined to create lasting change, David enrolled in Tri-County Driving Academy to pursue his Commercial Driver's License (CDL). Throughout his training journey, multiple workforce programs came together to provide the support he needed to succeed. The Employment Services Program assisted David with tuition costs, an employment simulation class completion incentive, and additional supportive services that helped reduce financial stress while he focused on his training. The WIOA Adult Program further supported his efforts by providing mileage assistance and a credential attainment incentive upon completion of his CDL program.

In addition to these services, the TANF Employment Program helped remove barriers that could have otherwise prevented his success. David received assistance during the holiday season, gas vouchers to ensure consistent attendance in training, and access to a food pantry to help meet his family's nutritional needs during a challenging time.

David's dedication and perseverance paid off. On December 12, 2025, he successfully completed his CDL training and graduated from Tri-County Driving Academy. Shortly after graduation, he secured employment with Western Express, taking a significant step toward financial stability and long-term career advancement.

David's journey is a powerful example of how determination, combined with coordinated support services, can transform lives. By overcoming obstacles and pursuing a new career opportunity, he has created greater stability and opportunity not only for himself, but also for his children. His success highlights the impact of workforce development programs in helping individuals overcome challenges, gain valuable credentials, and achieve meaningful, lasting employment.

9

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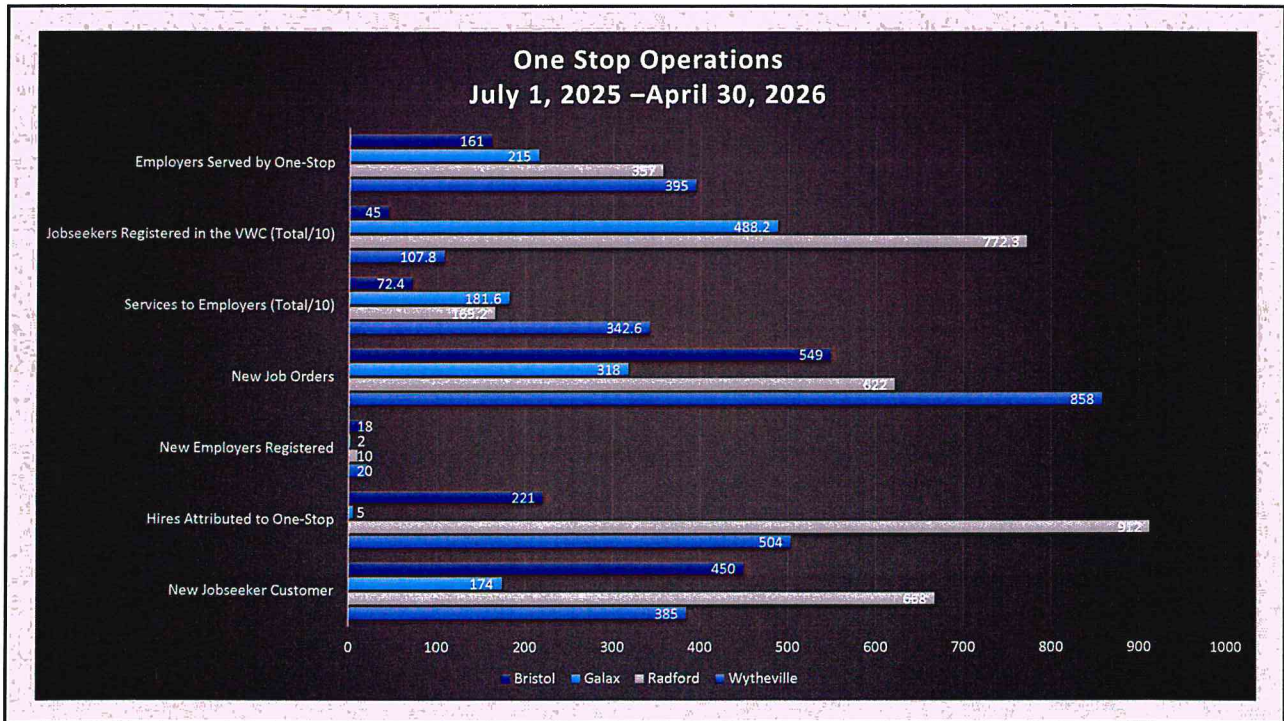
Thank You

10

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

- Registered Apprenticeships
- Time Management Training
- Freedom of Information Act Training
- AJC Intake Process

Center Activity

- Intake and Orientation w/Probation & Parole: Smyth Co, Wythe Co, Radford – District 28, Grayson Co, and Carroll County
- Non-Profit/Community Partner Networking Breakfast – Smyth
- Giles County High Schools - Career Fair
- Reunification Community Event – Pulaski Co

3

Business Service Activity

Regional Teams meet bi-monthly

- Abingdon, Galax, Radford, Wytheville

Career Fairs

- New River Career Expo: March 25, 2026
- Wythe-Bland Career Fair: April 28, 2026 – over 200 students in attendance
- Crossroads Career Fair: April 30, 2026 – 53 businesses, 8 resources, 175 attendees
- VHCC Get Hired: April 30, 2026

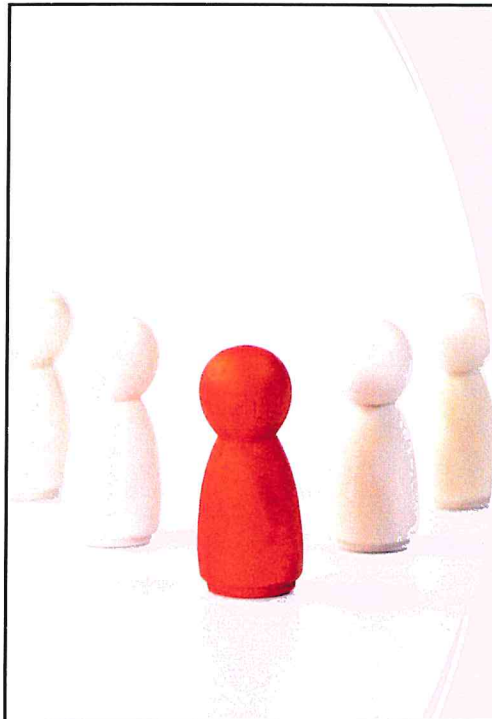
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Layoff Activity

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
Speyside Bourbon Cooperage, Inc	Layoff	52	4/23/2026	Ongoing	No RR at this time – employees not working
Fontaine Modification	Layoff	5	3/2/2026	Ongoing	No notice – provided electronic materials
Turman Hardwood Flooring	Layoff	12	3/6/2026	Ongoing	No notice
Universal Fibers	Layoff	25	3/31/2026	Ongoing	Electronic Materials Provided

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



NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT BOARD

CULTIVATING TALENT FOR THE REGION

DISCRETIONARY GRANTS

March 2026

	ENROLLED		COMPLETE TRAINING		CREDENTIAL ATTAINMENT		OBTAIN EMPLOYMENT	
	Goal	Status	Goal	Status	Goal	Status	Goal	Status
Pathway Home 5 July 2024 – December 2027	150	101	98	59	90	59	90	49
ARC Ready October 2025 – September 2028	200	65	180	30	160	15	150	26

	ENROLLED		EARNED MEASURABLE SKILL GAINS		CREDENTIAL ATTAINMENT		EMPLOYMENT OR EDUCATION 2 ND QUARTER		EMPLOYMENT OR EDUCATION 4 TH QUARTER	
	Goal	Status	Goal	Status	Goal	Status	Goal	Status	Goal	Status
YouthBuild 24 June 2024 – September 2027	66	71	47	49	53	44	47	19	43	6

	ENROLLED		TRAUMA REBOOT COURSE		CREDENTIAL ATTAINMENT		OBTAIN EMPLOYMENT	
	Goal	Status	Goal	Status	Goal	Status	Goal	Status
Reboot Recovery November 2024 – October 2026								
Trauma Reboot Course	----	62	----	62	----	49	----	49
Training and Job Placement	125	140	----	45	113	99	88	83

Our Participants Tell Their Story →

Isaiah



I have been an active participant in the Pathways program since July 2025. Following my release in December 2025, I immediately began working with program staff to establish clear goals and take meaningful steps toward long-term stability and career development.

From the beginning of my transition, I was determined to rebuild my life and create a better future for myself. Within three days of my release, I secured temporary employment, which gave me the opportunity to begin working toward financial independence. Over the past four months, I have continued to grow in the workplace through dedication, reliability, and a strong work ethic. Because of my commitment, I was given additional responsibilities and was recently offered a permanent position with a leadership development track.

In addition to maintaining employment, I have also focused on giving back to others in recovery. I volunteer with Lord Fairfax House and other nearby recovery homes, where I provide mentorship and encouragement to individuals who are earlier in their recovery journeys. Supporting others has become an important part of my own recovery and personal growth.

My passion for helping others inspired me to take another major step toward my future by applying for and being accepted into a Peer Recovery Specialist (PRS) training program beginning in May 2026. Through this training, I plan to build a career helping individuals navigate recovery and rebuild their lives.

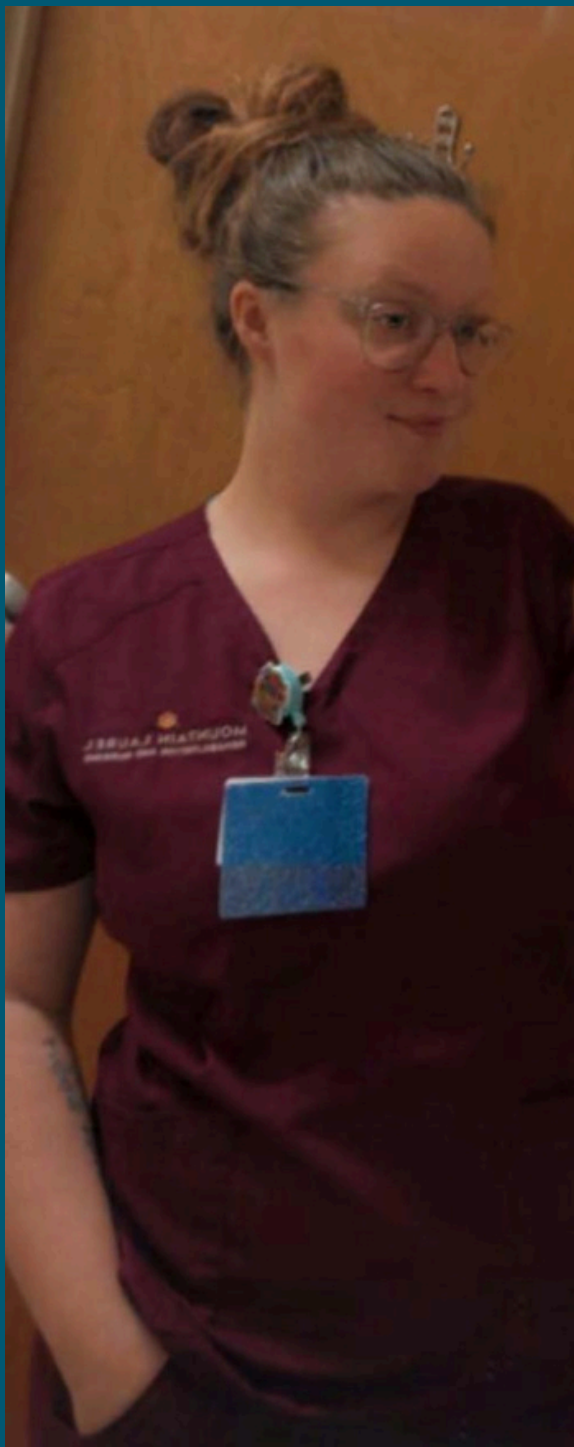
My journey has shown me the impact that determination, structured support, and clear goal setting can have on long-term success. By maintaining employment, mentoring others, and pursuing professional training in peer recovery support, I hope to continue setting a positive example of what can be achieved through the Pathways program.



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

Our Participants Tell Their Story

Lacie



I'm from Rural Retreat, Virginia, and I'm a proud parent of two beautiful kids. Before entering the program, my life was centered around providing for my family while trying to figure out how to build a better future for us.

One of the biggest challenges I faced was balancing a full-time job while going to school. It wasn't easy, and there were many days when it felt overwhelming. What kept me going was focusing on the bigger picture –imagining what my life would look like at the end of the journey and reminding myself that the struggle wouldn't last forever.

I chose to pursue a career as a Certified Nursing Assistant (CNA) because I wanted to be one of the best and make a real difference in people's lives. My motivation came from my children and my desire to build a stable and meaningful career in healthcare.

Through the New River / Mount Rogers Workforce Development Board program, I gained valuable support and opportunities that helped me move forward. The program made a real difference by helping me secure employment and guiding me toward a good, stable job.

This journey has taught me a lot, and my advice to others is to always wear your heart on your sleeve. There will be hard days, but this work is incredibly rewarding—more than you can imagine.

I'm continuing to set goals for myself, and right now I'm focused on growing even further in my healthcare career. This is just the beginning for me.



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

New River | Mount Rogers Workforce Development Board
April/May 2026

General Business Engagement

Recruitment Assistance

Job Fairs and Recruiting Events

- Wythe/Bland Career Fair held on April 28th, Crossroads Career Fair Held on April 30th, and also on April 30th Virginia Highlands HIRED,

Workforce Information/Consulting

Workforce Services Conversations

- Red Sun Farms: Interested in Excel Training, Basic Computer classes, Spanish, and ESL classes. Would like to do this through the IWP. Put them in touch with Jeanne Symanoskie. She is working on their specific needs.
- Eagle's Nest Regeneration: Working with justice involved individuals. They would like to use the IWP for certifying a trainer on staff. This would include courses like lead certification, OSHA 30, Serve Safe, etc. This would be to save money over time and handle all certifications in house. Also interested in OJT for two individuals.
- Tekni Plex: Meeting with staff 5/14 to hear their needs
- Spectrum Brands: Want to set up hiring event, possibly at Radford Virginia Career Works office
- Glade Road Growing: Want a Sexual Assault training through IWP. Getting this set up through CME.
- Atsumi Car Equipment: Got a chance to get caught up with them regarding their current IWP training for CPR/First Aid.
- Xaloy: Struggling to fill vacancies, and with retaining employees. Wanting to train precision machinists. Interested in IWP, as well as hiring events and OJTs.
- Wize Solutions: Interested in utilizing IWP to help offset costs of training staff to upskill on AI. Possibly putting 30 staff through a deep dive AI course.
- Wythe Home Services: Zoom Call on 5/14 to help them get their paperwork together for OJT.

Training

Incumbent Worker Training

- Current Projects with:
 - Atsumi Car Equipment
 - CMS-ERM
- Information:
 - Tekni Plex
 - *Red Sun Farms*
 - *Eagle's Nest Regeneration*
 - *Spectrum Brands*
 - *Glade Road Growing*
 - *Xaloy*
 - *Wize Solutions*

OJT

- Eagle's Nest Regeneration
- Somic America
- Wythe Home services

Other

- Participated in multiple Sector Partnership meetings.
- Participated in Lean/Six Sigma Yellow Belt training

Business Solutions Teams Meetings:

**Attended BST Meeting at VHCC.
Jacob Holmes (AEP) Special Guest.
Discussed Grants through AEP's
foundation for education,
housing, and economic
development. We also discussed
Speyside's 54 layoffs due to plant
operations halting. VHCC will
offer carpentry level two classes
this fall. Youthbuild and
Registered Apprenticeships were
also discussed.**



Wythe-Bland Career Fair



Senior Home Share





Connect Appalachia / ARC ARISE Project Update

The New River/Mount Rogers Workforce Development Board continues to serve as Virginia's Anchor Entity for the ARC ARISE-funded Connect Appalachia initiative, a five-year regional workforce project that officially began on August 1, 2025. The project is led by the Fletcher Group and spans six Appalachian states with a focus on strengthening workforce participation, employer engagement, and recovery-supportive employment practices across the ARC footprint.

As Virginia's anchor entity, the NR/MR WDB is coordinating implementation efforts with four additional workforce development boards serving Virginia's ARC region. Together, the partnership will support approximately 100 employers annually through employer training, outreach, and workforce engagement strategies focused on expanding the workforce pipeline and improving retention outcomes.

Curriculum Development Completed

A major milestone has been reached with the completion of a six-module employer training curriculum titled:

Connect Appalachia to Skills-Based Hiring

The curriculum was developed to help employers:

- Expand applicant pools
- Reduce vacancy time
- Improve retention
- Strengthen workforce stability

Curriculum Modules Include:

1. The Business Case for Skills-Based Hiring
2. Underutilized Talent Pools – Debunking Myths
3. Managing Risk While Expanding Your Talent Pool
4. Skills-Based Hiring Practices
5. Building a Workplace that Retains Talent
6. Partnering for Success and Available Supports

Alignment with the Four Core Pillars

The curriculum was intentionally designed around four key workforce and employer support pillars:

- **Prevention & Risk Reduction**
Helping employers recognize and respond to workplace concerns early while maintaining safe and productive operations.
- **Training & Education**
Providing employers and supervisors with practical tools related to skills-based hiring, workforce retention, and supervisor response strategies.
 - Individuals in recovery receive training and employment support through other grant funding, though work-based training is noted as a best practice for skills-based hiring.
- **Hiring & Employment**
Expanding awareness of underutilized labor pools and promoting skills-first hiring approaches that focus on ability, work readiness, and performance.
- **Treatment & Recovery Support**
Connecting employers to workforce, community, and peer resources that support employee stability, retention, and long-term workforce participation.

Project Impact

While the project initially focused heavily on recovery-ready and second-chance employment practices, the curriculum has evolved into a broader workforce strategy centered on skills-based hiring and workforce retention. The initiative now also includes discussion around opportunity youth and individuals with disabilities as part of the region's underutilized labor pool.

The anticipated long-term impact across Virginia's 33 ARC localities includes:

- Increased workforce participation
- Improved employer retention outcomes
- Reduced vacancy and turnover costs
- Expanded access to employment opportunities
- Increased employer awareness of practical retention and supervisor response strategies
- Stronger collaboration between workforce, community, healthcare, and employer partners

Upcoming Outreach & Employer Engagement Activities

Several employer outreach and pilot training opportunities are currently scheduled or in development:

- **May 14, 2026** – Overview presentation to the Southwest Virginia Workforce Development Board
- **May 21, 2026** – Manufacturing-focused workforce event in partnership with GENEDGE and New River Valley Community Services Board titled: *“Supporting Employees While Maintaining a Safe and Productive Workplace”*

This event will focus on supervisor response strategies, workforce retention, skills-based hiring, and practical workplace approaches for manufacturers.

- **June 4, 2026** – Workforce and recovery ecosystem event currently in development with the New River Valley Recovery Ecosystem
- **June 10, 2026** – Collaborative event in development with the Western Piedmont Workforce Development Board to present portions of the curriculum to the Blue Ridge Human Resource Association

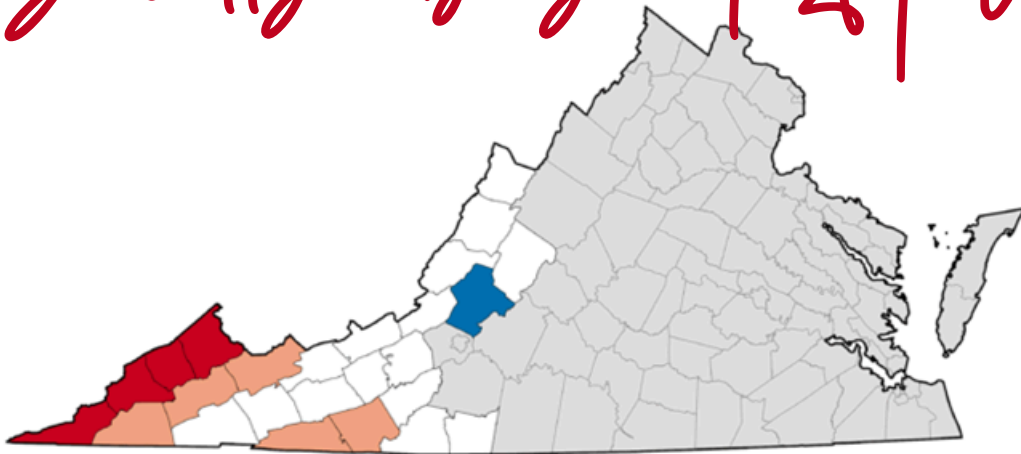
Next Steps

Current implementation efforts are focused on:

- Pilot delivery of the curriculum
- Employer outreach and engagement
- Development of train-the-trainer materials
- Creation of employer support resources and peer networking opportunities
- Expansion of regional partnerships to support long-term sustainability of the initiative

The project continues to position Virginia's ARC workforce areas as leaders in workforce innovation, employer engagement, and skills-based hiring strategies that strengthen both businesses and regional workforce participation.

Connect Appalachia *To Skills-based Hiring*



Expanding the workforce pipeline

- ✓ Larger applicant pools
- ✓ Reduced vacancy time
- ✓ Improved retention
- ✓ Stronger workforce stability

Workshop Sessions:

- The Business Case for Skills-based Hiring
- Underutilized Talent Pools - Debunking Myths
- Managing Risk While Expanding Your Talent Pool
- Skills-based Hiring Onboarding Practices
- Building a Workplace that Retains Talent
- Partnering for Success and Available Supports
- and more.....

More Information

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

Sector Partnerships Board Report

January – May 2026

Overview

Sector Partnerships in Healthcare & Human Services, Construction/Skilled Trades, and Manufacturing/Logistics/Warehousing continued to meet regularly to strengthen employer engagement, identify workforce challenges, and advance regional workforce solutions. Meetings were held in January, February, March, and May 2026.

January Meetings

All three sector partnerships received the first rendition of **“The Business Case for Skills-Based Hiring.”** Discussions focused on helping employers better understand skills-based hiring practices and identifying opportunities to reduce barriers to employment while improving workforce retention and advancement.

February & March Meetings

Each partnership participated in facilitated employer discussions centered on two key questions:

1. **What’s one workforce challenge that’s gotten harder in the last 90 days?**
2. **What’s one thing you wish education and/or workforce development partners understood better about your hiring needs right now?**

Common themes across sectors included:

- Ongoing recruitment and retention challenges
- Soft skills and workplace readiness gaps
- Difficulty finding experienced workers
- Need for more flexible and responsive training pathways
- Increased interest in work-based learning and apprenticeship models

May Meetings

Healthcare & Human Services Sector Partnership

The Healthcare Partnership met in person and focused on healthcare workforce initiatives, apprenticeship development, recovery-to-work strategies, and healthcare training expansion. Highlights included:

- Updates on the ARISE regional recovery-to-work initiative
- Continued development of healthcare pre-apprenticeship programs
- Expansion of Community Healthcare Academy programming

- Discussion of employer-led onboarding and apprenticeship models
- Review of Virginia Tech's healthcare career-lattice development work

The partnership also discussed continued barriers related to soft skills, credentialing requirements, transportation, and clinical workforce shortages.

Construction/Skilled Trades Sector Partnership

The Construction/Skilled Trades Partnership met virtually and received an update from **Sarah Lyon-Hill and Julia Kell of Virginia Tech's Center for Economic & Community Engagement** regarding the transition of the Construction & Skilled Trades Career Lattice from a static PDF into an interactive online tool. Discussion focused on:

- Career pathway visualization
- Wage and credential information
- Apprenticeship integration
- Differentiating entry-, mid-, and advanced-level occupations
- Employer validation of career pathways and training opportunities

Partners emphasized the importance of clearly identifying local training providers and apprenticeship opportunities.

Manufacturing, Logistics & Warehousing Sector Partnership

The Manufacturing Partnership also received an update from Virginia Tech on the transition of the Manufacturing Career Lattice into an interactive online format. Key discussion points included:

- Splitting the lattice into four focus areas:
 - Installation/Maintenance/Repair
 - Production/Quality Assurance
 - Logistics
 - Environmental Health & Safety
- Integration of wage, skills, and education data
- Identification of apprenticeable occupations
- Linking career pathways to CTE and training programs
- Employer review and validation of occupations and progression pathways

The partnership also discussed incumbent worker training opportunities and the importance of including non-production career pathways within manufacturing.

Career Lattice Initiative

Virginia Tech's Center for Economic & Community Engagement continues leading the modernization of the region's Career Lattice tools. Existing static PDF lattices for

Construction/Skilled Trades, Manufacturing, and Healthcare are being redesigned into interactive online resources intended to:

- Improve career exploration
- Highlight education and training pathways
- Display wage and advancement opportunities
- Support employer engagement and validation
- Better connect students, job seekers, and incumbent workers to regional career pathways

The interactive version is currently under development with support from GoVirginia and AM² funding initiatives.



**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 Consortium 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