



*Building partnerships to create workforce opportunities that cultivate business,  
grow jobs, develop people, and build community.*

**Board of Directors and Elected Officials Consortium Meeting**  
**Thursday, August 15, 2024, 10:00 a.m. – 12:00 p.m.**  
**Harrisonburg City Hall, 409 South Main Street, Harrisonburg, VA – Rooms 11 and 12**

- Call to Order (10:00 – 10:10)** Randy Doyle
- Roll Call (Board and Consortium) Sharon Johnson
  - Quorum Status (Board and Consortium)
  - Guest Introductions
  - Chair Opening Remarks Randy Doyle
- WIOA Operational Business (10:10 – 10:45)** Randy Doyle
- Board Minutes May 16, 2024 (**Board Vote**)
  - One Stop Operator Update Lori Strumpf
  - Business Services Update Kaystyle Madden
  - Programs and Performance Update Monica Long
  - Decision Brief: Priority of Service Policy (**Board Vote**)
  - Center Certification Next Steps Sharon Johnson
  - Finance Committee Report Jo Lee Loveland Link
- Workforce Initiatives and Strategic Discussion (10:45 – 11:55)** Randy Doyle
- Network2Work Update Tristan Walters
  - SkillBuilder Reentry Grant Proposal Vici Garber
  - Workforce Opportunity for Rural Communities (WORC) Grant Sharon Johnson
  - GO Virginia Region 8 Talent Pathways Initiative (TPI) Mason Bishop  
Sharon Johnson
- Other Business and Public Input (11:55 – 12:00)** Randy Doyle
- Regional Economic Summit, October 15, 8:30 – 4:30 Sharon Johnson  
Registration link: <https://lp.constantcontactpages.com/ev/reg/qny3mv7>
- Adjournment (12:00)** Randy Doyle

**Next Meeting: SVWDB Board of Directors and Elected Officials Consortium**  
**Thursday, November 21, 2024, 10:00 a.m. – 12:00 p.m., Harrisonburg City Hall, Room 11**

## **Public Input Rules and Guidelines**

- 1) Citizens desiring to speak during the public input period must sign in on the Public Input Sign-in sheet to provide information which includes printed name, organization (if applicable) and input topic. This will allow for citizens to be recognized by the Chairman of the Board or Consortium during the Public Input period.
- 2) Individuals should stand when recognized by the Chairman of the Board or Consortium; speak their name, organization (if applicable) and input topic.
- 3) Individuals should direct input to the Chairman of the Board or Consortium.
- 4) Individuals are limited to no more than three (3) minutes. The time limit applies per individual and not per topic. Individual input to address multiple topics is limited to five minutes.
- 5) Individuals representing a group of citizens are limited to five (5) minutes; members comprising the group represented forfeit their individual time to speak.
- 6) When there are multiple individuals requesting time for public input on a single topic and the input is the same, at the Chairman of the Board or Consortium's discretion, the number of speakers may be limited in order to make effective use of Board or Consortium member's time and to allow an opportunity for input on multiple topics to be heard by the Board or Consortium.
- 7) All citizens are strongly encouraged to put their comments in writing to the Board or Consortium prior to the meeting for inclusion in the meeting materials. Such written comments should be submitted to the SVWDB office the Monday prior to the Board or Consortium meeting.

**Virginia Career Works – Shenandoah Valley Region is an Equal Opportunity/Program  
Auxiliary aids and services are available upon request to individuals with disabilities**

**TDD: VA Relay Center: 711 or 800.828.1120**

*a proud partner of the American Job Center Network*

This workforce product was created using 100% of federal U. S. Department of Labor Employment and Training Administration Workforce Innovation and Opportunity Act (WIOA) award made to Page County on behalf of the Shenandoah Valley Workforce Development Area by the pass-through entity, the Virginia Community College System.



**Board of Directors and Elected Officials Consortium Meeting**  
**Thursday, May 16, 2024, 10:00 a.m. – 12:00 p.m.**  
**Harrisonburg City Hall, Council Chambers, 409 South Main St., Harrisonburg, VA**

**Call to Order:** Chair Randy Doyle called the meeting to order at 10:00AM. There was a quorum of the Board present, but not the CEO Consortium. Sharon Johnson then introduced the newest Board Member, Fahmida Rabbi, who is replacing current Board Member Steve Burnette at Daiken.

**Staff Present:** Sharon Johnson, Paula Woods, Tara Bishop, Kaystyle Madden, Stephanie Branner, Tristan Walters, Monica Long

**Chair Opening Remarks:** As the new chair, Randy Doyle wanted to reflect on the purpose of the Board; assisting Adults, Youth and Dislocated Workers with barriers to obtain employment and significantly impacting the economic health and growth in the Shenandoah Valley.

**Consent Agenda:** Sharon Johnson presented a brief overview of the Consent Agenda, that included: Board Minutes from February 15, 2024, One Stop Operator Report, Business Services Report, and Performance Metrics Report. The One Stop Operator report provides an overview of individuals being served in the One Stop system. It displays foot traffic in the center, as well as virtual services and off-site services. The report also includes customer and business satisfaction survey results. In addition to the business survey conducted by the Board, the state also conducts an employer survey, but we do not receive those results. The Business Services Report is prepared by the Employer Director, Kaystyle Madden, and shares the results of employer events in the Workforce Area. The motion to accept consent agenda was provided by Jeff Stapel. Yolanda Shields provided the second and the motion passed unanimously.

**WIOA Operational Business:** Sharon Johnson presented the Eligible Training Provider Decision Brief to the Board. The process has been in transition to move from the local areas to the state over the course of several years. This brief will provide an extension to the current providers while this transition is still in the works. Next year, all programs will need to be recertified. Once the state takes over, the certification process will change. John Downey made the motion to accept the decision brief, and Liz Fuchs provided second. The motion passed unanimously.

Sharon Johnson presented the Conflict of Interest Policy Decision Brief to the Board. The previous policy was approved two meetings prior, but it was brought to staff attention that there was an error in the previously approved policy. The amended policy is presented in the decision brief. The motion to accept the policy as presented was made by Yolanda Shields. Mike Crider provided the second and the motion passed unanimously.

Sharon Johnson also presented the Adult & Dislocated Worker Waiver to provide career and follow up services for Board approval. This is the process that the SVWDB must go through to continue providing Adult and Dislocated Worker program services. The Board has been providing the services since 2020. The Waiver has been reviewed in Richmond and is now with



the new Workforce Agency for final approval. It was due and submitted March 31<sup>st</sup> and is being presented for final approval now. Jeff Stapel made the motion to accept the Program Waiver. Mike Crider provided the second and the motion was approved. Additional discussion was held about how the new workforce agency transition at the state level could potentially affect service delivery.

Finance Committee Co-Chair Jo Lee Loveland Link provided the overview of the Finance Committee meeting held on May 15<sup>th</sup> to the Board of Directors. She also presented the Transfer of Funds Decision Brief to the Board. Jo Lee explained that the funds needed to be transferred from the Dislocated Worker program to the Adult program to serve the individuals currently enrolled. Jeff Stapel made the motion to accept the transfer. Yolanda Shields provided the second and the motion passed unanimously.

Jo Lee Loveland Link also presented for Board review and approval the Signatory Approval Decision Brief. Jo Lee updated the Board regarding the current and new signatories request for the United Bank bank account and United Bank credit cards. Signatories include; Jo Lee Loveland Link, Stephanie Branner, Sharon Johnson, Tristan Walters, and Katharine Parrish. Mike Crider made the motion to accept the decision brief and Liz Fuchs provided the second. The motion passed unanimously. Jo Lee requested the Finance Committee minutes be shared with the Board of Directors.

Tristan Walters shared updates regarding the downsizing of the Harrisonburg and Winchester Virginia Career Works Centers. VCW Fishersville will now be the regions Comprehensive Center, VCW Harrisonburg will be an affiliate office located at 100 S. Mason Street and VCW Winchester will be an affiliate center located at the same address (419 N. Cameron Street) but only utilizing the upstairs space in the office. Tristan Walters and Christopher Hurley developed a transition and communication plan for the changes at the centers. Chris Hurley shared that he is continuing to work with Virginia Works staff to finalize their lease so we can officially share the center information to the public and begin utilizing the communication plan.

Tristan Walters presented on the new RISE youth program initiative being implemented. This will be a rebranding of the OSY and ISY programs to assist with regional recognition.

Sharon Johnson reviewed the Executive Committee Nominations, the process followed to receive nominations and the names of current nominees. The Officers and Executive Committee members nominated Cindy Bolan, Michael Crider and Elizabeth Fuchs. All would be additional private sector members to maintain strong business representation on the Executive Committee. John Downey provided the motion to approve the slate of officers presented. Katy Parrish provided the second and the motion passed unanimously.

**Regional Workforce & Economic Development Discussion:** Jay Langston of the Shenandoah Valley Partners provided an Economic Development Update to the Board. Jay presented on the current state and work of the regional economic development partnership, SVP. Partnership with the SVWDB regarding career pathways and the TPI initiative are crucial to the work of economic development. Apprenticeship and Network2Work will also be integral parts to the mission of economic development.



Randy Doyle presented the results of interviews he conducted with Board members on how the Board can better work to address regional workforce needs. He shared that the board has a great respect for and confidence in Sharon Johnson to move the mission of the board forward. The work that the board is doing with grant applications and Network2Work is continuing to push the mission forward. Collaboration was at the heart of each discussion Randy had as well. In addition to the interviews, Randy has been visiting with Board members and partners, to include DARS and the local career & technical centers to gauge a better understanding of the system as a whole and figure out the best way to collaborate.

Tristan Walters provided an update on Network2Work in the Valley. Since the last Board Meeting, Paula Woods has been hired as the Northern Provider and Job Seeker Coordinator. The team is continuing to work on incorporating/serving the Northern Shenandoah Valley. A recent connection with the Community Foundation in Staunton has also increased referrals in the southern part of the region. Transportation and the Loaner Fleet is still a goal, however additional funding will need to be secured before moving forward.

Sharon Johnson shared additional information on the SVWDBs progress in applying for the GO Virginia Region 8 Talent Pathways Initiative (TPI). The process is almost complete, an interview with Sharon regarding the proposal was scheduled but did not take place due to the council having no questions and approving the proposal. A goal of the grant is that after the studies are conducted, it can serve as a workforce guide to provide more information on where workforce investments should be made in the region.

Sharon Johnson also provided an update on the SVWDBs Apprenticeship Building America Grant Proposal – Since the last board meeting, the SVWDB submitted a proposal for the Apprenticeship Building America Grant (second round of funding) for \$4M to support apprenticeship in the region. If awarded, Network2Work will serve as a key implementation strategy and some current SVWDB staff (Employer Network Director and Work Based Learning Navigator) would provide implementation support along with additional staff being hired. Notification of the award will be received in late June or July. The SVWDB is a partner with Jobs for the Future on the current Apprenticeship Building America grant.

Sharon Johnson shared that all Board Members are invited to attend the Virginia Board for Workforce Development meetings being held in Harrisonburg at the Hotel Madison June 20 and 21, 2024. Anyone interested in attending should reach out to her for additional information.

**Adjournment:** The meeting was adjourned at 11:40. There was no request for public input.

Respectfully submitted,  
Tristan Walters

**SVWDB Board of Directors Roll Call**

**Meeting Date: 05.16.2024**

<b>Present</b>	<b>Absent</b>	<b>Name</b>	<b>Public/Private</b>
x		<b>Cindy Bolan (Vicki Paylor)</b>	Private
	x	<b>Sandy Stowers</b>	Private
	x	<b>Fahmida Rabbi (Daikin)</b>	Private
	x	<b>Meredith Mathis</b>	Private
x		<b>Michael Crider</b>	Private
x		<b>Randy Doyle</b>	Private
x		<b>Jo Lee Loveland Link</b>	Private
x		<b>Elizabeth Fuchs</b>	Private
x		<b>Elizabeth Savage (Alternate Lisa Spencer)</b>	Private
	x	<b>Corey Sheridan</b>	Private
x		<b>Yolanda Shields</b>	Private
x		<b>Jeffrey W. Stapel</b>	Private
x		<b>Debby Hopkins</b>	Private
	x	<b>Mary Staubus</b>	Private
	x	<b>Bob Huch</b>	Private
	x	<b>Victoria Zabala</b>	Private
9	7	<b>16 Private/Quorum 8</b>	
	x	<b>John Albert</b>	Public
x		<b>Courtney Thompson</b>	Public
	x	<b>Sharon Baroncelli</b>	Public
	x	<b>Jeanian M. Clark</b>	Public
x		<b>John Downey (Alternate Dave Urso)</b>	Public
x		<b>John Rainone</b>	Public
	x	<b>Kevin Hutton (Alternate Sandy Rinker)</b>	Public
x		<b>John Jackson</b>	Public
x		<b>Sharon Hetland</b>	Public
x		<b>Celest Williams</b>	Public
x		<b>Jay Langston (Virtual)</b>	Public
x		<b>Katy Parrish</b>	Public
x		<b>Chris Hurley</b>	Public
	x	<b>Lorne Seay</b>	Public
9	5	<b>14 Public/Quorum 7</b>	

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**ONE STOP SYSTEM OPERATOR (OSSO) REPORT**  
**To the Shenandoah Valley Workforce Development Board**  
**May Through July 2024**

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**I. SYSTEM PROCESS IMPROVEMENTS**

**1. Customer Satisfaction Comment Card System**

- A summary of the *2nd Quarter 2024, April 1, 2024 – June 30, 2024* satisfaction data is below.
- **Jobseeker Total Responses: 14 compared to 19 in the last report, January through March**
  - Responses were from Harrisonburg (0), Fishersville (5), and Winchester (1). Some respondents identified the agency they came for: Virginia Employment Commission 4.
  - Most services reported receiving:
    - Assistance with Unemployment Insurance (UI) 5
    - Assistance with job search 9
    - Assistance with writing/building a resume 4
    - Assistance to support training 2
  - All respondents agreed or strongly agreed that they were satisfied with their overall experience.
  - Internet search and word of mouth were most often cited in response to ‘*how did you find out about the site and the services?*’
  - Staff continue to be recognized for good customer service (Specifically Nelson and Wanda from Virginia Works).
  - There were a few suggestions for improvement:
    - *I wish you would move some people and reopen the Harrisonburg office.*
    - *Not everyone in Virginia has access to internet service and may not know about this opportunity.*
    - *The whole application for unemployment is ridiculous. The phone communication is even worse. It's bad enough people are stressed to the max when they lose their job, but dealing with this process makes it a million times worse. Work on making it easier for people. At least answer the phone.*
- **Employer Total Responses: 3 compared to 5 responses in the last report**
  - 2 responded that they were large businesses.
  - 1 respondent reported that they did not find the right candidates through applicant referrals, while 2 skipped the question.
  - 2 respondents either strongly agreed or agreed they were satisfied with their overall experience.

**2. Standardizing Data Collection.**

A virtual service delivery tracker was launched in April 2023. Partners voluntarily enter their data electronically monthly. DARS does not identify virtual delivery as a separate process. They provide a separate report. The purpose is to collect data about services delivered to customers virtually as opposed to face to face. The Partnership believes that

this, in combination with the foot traffic report, provides a better picture of our collective level of effort. Data for the 3-month period is attached.

## II. OPERATIONS

### 1. Status of Centers

**Fishersville:** The center is open and provides services by appointment and walk-ins.

- **Harrisonburg:** The center has moved to a new location and the current center location is closed. Virginia Works has yet to sign the lease for the new location
- **Winchester:** The center is open. During July there was an issue with mold. During that time the staff moved to the DARS office down the street. The issue has been remediated and the staff is back in the center.
- During this period, DARS conducted a Disability Awareness and Etiquette training for all staff. It was well attended and well received. The plan is to conduct this training annually.
- The Center Management Teams (CMTs), made up of collocated partners, continue to meet monthly.
- Provided weekly support and problem-solving strategies to the Centers Manager.

### 3. Facilitating monthly meetings of the MOU Partners,

- At the beginning of each program year the partners develop a set of goals that align to and support the WDB's strategic goals. The goals for 2024-2025 are below.
  - Focus on service delivery. With changes in how people access services, thinking about how methods to delivering services may need to change.
  - **Identifying, designing, and implementing remote access points.**
    - **Defining access points**
  - Expand capacity for and concept of training, including workbased learning to include apprenticeship, OJT, work experience, internships and virtual opportunities.
  - Ongoing work on ensuring communication among partners. Establishing clear communication protocols to keep everyone connected.

Given the new center configurations, the team has prioritized defining and locating access points.

- In recent months there have been reports of company layoffs. The partners are briefed at these meetings and discussions ensue with ideas for strategies.



#### 4. Data Report

##### Summary: Foot Traffic: Cumulative 6 months

January 2024 to June 2024 Cummulative Traffic

<i>Harrisonburg Center</i>	
Total Traffic:	1637
Veterans:	72
Customer for Unemployment Assistance/ID.ME:	1024
Career Exploration and Training:	51
Customers Seeking GED, Tutoring or Citizenship Assistance:	91
Computer Access Customers:	444
RESEA Customers:	11
DARS Customers:	1
No Answer:	26
First Time Visitors:	589

<i>Fishersville Center</i>	
Total Traffic:	801
Veterans:	93
Customer for Unemployment Assistance/ID.ME:	605
Career Exploration and Training:	21
Network2Work:	5
Computer Access Customers:	175
RESEA Customers:	2
DBVI Customers:	1
Tax Related Services:	0
First Time Visitors:	493

<b>Winchester Center</b>	
<b>Total Traffic:</b>	1202
<b>Veterans:</b>	121
<b>Customer for Unemployment Assistance/ID.ME:</b>	794
<b>Career Exploration and Training:</b>	72
<b>Customers Seeking GED, Tutoring or Citizenship Assistance:</b>	210
<b>Computer Access Customers:</b>	111
<b>RESEA Customers:</b>	0
<b>DARS Customers:</b>	0
<b>No Answer:</b>	0
<b>First Time Visitors:</b>	880
<b>SCSEP:</b>	26

**Summary: Virtual Services Delivered<sup>1</sup>**

<b>Organization</b>	<b>May through July 2024</b>	<b>Off Site Appointments</b>	<b>January through April 2024</b>	<b>Off Site Appointments</b>
Adult Ed (Laurel Ridge)	427 (212 unduplicated)	1,588 (334 unduplicated)	505 (155 unduplicated)	2,517 (997 unduplicated)
Adult Ed (Region 6)	128 (24 unduplicated) <sup>2</sup>	1,194 (342 unduplicated)	201 (90 unduplicated)	7,308 (1,851 unduplicated)
DBVI	75	24	288	99
DARS	Report is in a different format, June is below		Report is in a different format and in the complete data attachment	
WIOA (Y/A/DW)	331	61	206	157
VEC (Harrisonburg and Fishersville)	2,403	177	1,294	198
VEC (Winchester)	1,547		4,589	32
Telamon				

<sup>1</sup> This data is not complete for all partners as all partners either do not report or do not report every month. The primary purpose of this data is to provide information on 'level of effort' rather than a count of the number of individuals seen, although some partners report both.

<sup>2</sup> June and July not reported due to some system's issues.

## **DARS**

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### **Harrisonburg DARS:**

June Applications YTD: 179

July Applications: 199 (Increase of 20)

June Plans YTD: 154

July Plans TYD: 174 (Increase of 20)

June Successful Closures YTD: 56

July Successful Closures TYD: 61 (Increase of 5)

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### **Fishersville DARS:**

June Applications YTD: 216

July Applications YTD: 250 (Increase of 34)

June Plans YTD: 163

July Plans YTD: 194 (Increase of 31)

June Successful Closures YTD: 52

July Successful Closures YTD: 70 (Increase of 18)

**Winchester DARS:**

<https://mail.aol.com/>

Re: DARS numbers for the month of June

June Applications YTD:190

July Applications TYD: 215 (Increase of 25)

June Plans YTD: 137

July Plans YTD: 163 (Increase of 26)

June Successful Closures YTD: 88

July Successful Closures YTD: 92 (Increase of 4)

Full Data Reports available on request.



# Business Services Update *April - August 2024*

## By the Numbers

**Wagner-Peyser Services** (Job Matching, General Employer Support, Job Posting) 624 Employers // 8,807 Services

**WBL** - 1 Registered Apprenticeship; 6 OJT; 6 WEX

**Labor Participation Rate** - 61.4 % Overall // 83.2% Prime Age (25-54)

**Unemployment Rate** - 3.0%

**Rapid Response** - (3) Kontoor, Sodexo, Badcock Furniture

## Recruiting

### Craigsville Hiring Event

10 employers

### Winchester Hiring Events

4 Events / 24 Employers

## Business Solutions Team

### SV Combined Meeting:

WOTC Presentation by VA Works

TPI Introduction

Regal Rexnord; Berry Global Tour

### Network2Work in the Valley

Winchester Expansion - Go Live Date July 22nd

## VWDB State Panel

June 20 at Hotel Madison

## Looking Ahead

- GARCC Work Ethics for Employers 8/14
- VRWA Symposium 8/22
- Talent Pathways Initiative



Kaystyle Madden

Director of Business Services

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SHENANDOAH VALLEY REGION



SVWDB WIOA Title I Participant Summary		PY 22 7/1/22- 6/30/23	PY 23 7/1/23- 6/30/24	PY 24 7/1/24- 6/30/25 YTD
<b>Participation Summary</b>	Total Individuals Served	134	137	57
	Participants Carried Over into New PY	41	70	50
	New Participants	93	67	7 (16)
	Co-Enrolled	20	13	6
	Occupational Skills Training	60	16	7
	On-the-Job Training	0	6	1
	Work Experiences	5	4	0
	Youth Occupational Skills Training	5	18	6
	Youth Work Experiences	12	21	4
	Exiters	64	88	0
	Entered Employment at Closure	10	23	1
	Entered Post-secondary Education (Youth)	1	0	1
	Credentials	35	30	0
		<b>PY22</b>	<b>PY23</b>	<b>PY24</b>
<b>Program Participation</b>	Wagner Peyser	13	7	4
	Jobs for Veterans State Grant	0	0	0
	Adult	112	98	35
	Dislocated Worker	7	9	6
	Youth	22	34	16
	DWG - Statewide	4	3	1
	TAA	0	1	2
	National FarmworkerJobs Program	0	0	0
	Incumbent Worker Training	0	0	0
<b>Ethnicity/Race</b>	Hispanic	22	26	11
	AmerIndian/AlaskanNative	0	1	1
	Asian	3	0	1
	African American/Black	21	14	8
	Native Hawaiian	0	0	0
	White	98	112	47
	Multi-Racial	3	4	5
<b>Other Demographics</b>	Eligible Veteran	2	1	1
	With a Disability	9	19	13
	Unemployed at Participation	68	61	22
	In School Youth	0	1	1
	Out of School Youth	21	33	15
<b>Education Level</b>	No School Level	12	9	3
	Secondary School Grad	89	100	40
	1 + Yrs of Post Secondary Edu	10	6	5
	Post Secondary Edu Certificate	7	7	1
	AS/AA Degree	8	9	6
	BS/BA Degree	8	5	1
	Beyond BA/BS Degree	0	1	1

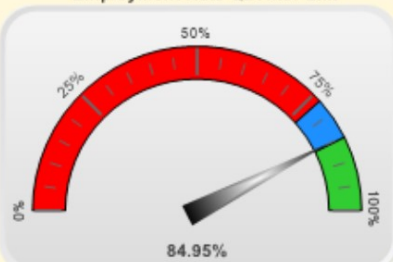
<b>Employment Barriers</b>	Displaced Homemaker	1	2	0
	Low Income	103	105	39
	Older Individual	4	7	3
	ExOffender	28	23	7
	Homeless/Runaway	4	3	0
	Foster Care Youth	1	3	3
	Basic Skills Deficient/English Language Learner	24	25	5
	Exhausted TANF	0	0	0
	Single Parent	30	32	10
	Long-Term Unemployed (27 weeks)	26	17	3
	Eligible Migrant Seasonal Farm Worker	0	0	0
<b>Adult/DW</b>	<b>Training Programs and Providers</b>	<b>PY22</b>	<b>PY23</b>	<b>PY24</b>
Accelerated Welding	Byers Technical Institute	10		
CDL-Class A	Blue Ridge Community College	4		
CNA	Massanutten Technical Center	10		
CDL-Class A	2020 CDL Driving School	1		
Combination Pipe Welding	Byers Technical Institute	6		
Dental Assisting	Laurel Ridge Community College	1		
LPN	Valley Career & Technical Center	7	8	6
LPN	Massanutten Technical Center	13	2	
Patient Care Technician	Sentara	2		
Practical Nursing	Page County Technical Center	1	2	
Practical Nursing	Ultimate Health School	1		
CDL - Class A	Laurel Ridge Community College	2	1	
CDL - Class A	Shipper's Choice of Virginia, Inc.	1		
Welding	Blue Ridge community College	3		
Diesel Mechanics & Diesel Engines	Massanutten Technical Center	1	1	1
Electricity	Massanutten Technical Center	1	1	
	Unknown	1		
Phlebotomy Technician Program	Laurel Ridge Community College		1	
<b>Youth</b>	<b>Training Programs and Providers</b>	<b>PY22</b>	<b>PY23</b>	<b>PY24</b>
Accelerated Welding	Byers Technical Institute	4	3	
Combination Pipe Welding	Byers Technical Institute	1	2	
Practical Nursing	Page County Technical Center		5	
LPN	Massanutten Technical Center		5	
CNA	Massanutten Technical Center		1	
Welding	Massanutten Technical Center		1	
Dental Assistant	Massanutten Technical Center		1	

# WIOA Performance Measures

Report Period: 2021  
State Region: State Region 1  
LWDB: Shenandoah Valley

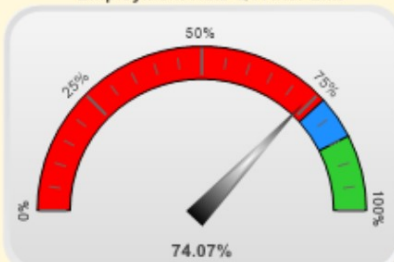
## Adult

Employment Rate Q2 After Exit



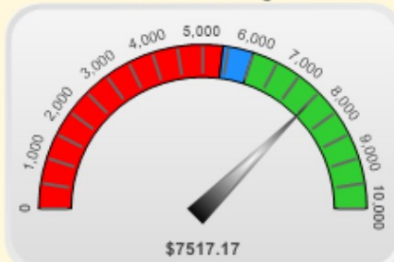
Negotiated: 85.30% Threshold: 76.77%

Employment Rate Q4 After Exit



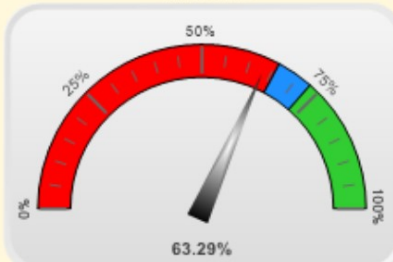
Negotiated: 85.00% Threshold: 76.50%

Median Earnings



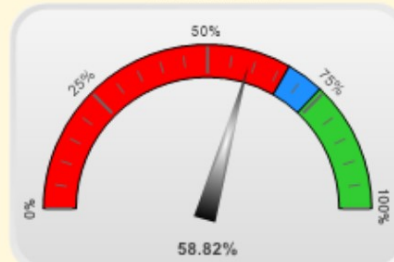
Negotiated: \$6000.00 Threshold: \$5400.00

MSG Rate



Negotiated: 72.90% Threshold: 65.61%

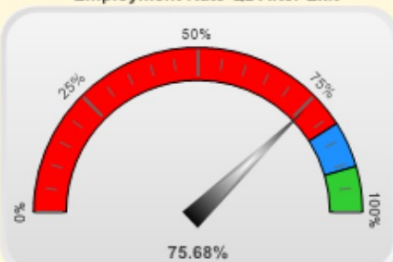
Credential Rate



Negotiated: 74.00% Threshold: 66.60%

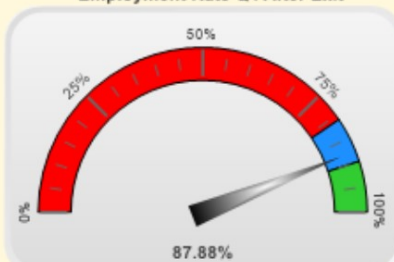
## Dislocated Worker

Employment Rate Q2 After Exit



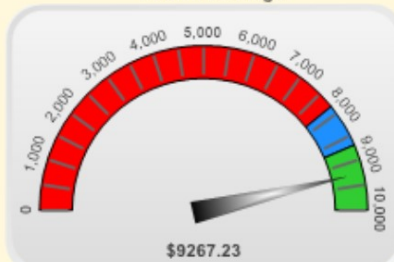
Negotiated: 91.00% Threshold: 81.90%

Employment Rate Q4 After Exit



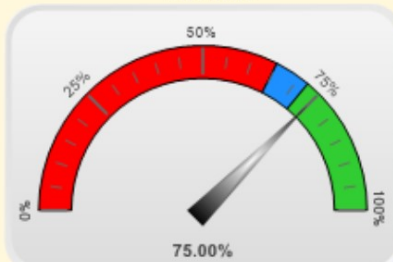
Negotiated: 90.00% Threshold: 81.00%

Median Earnings



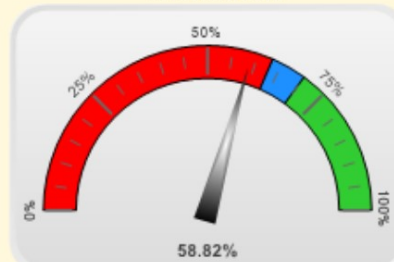
Negotiated: \$8700.00 Threshold: \$7830.00

MSG Rate



Negotiated: 72.10% Threshold: 64.89%

Credential Rate



Negotiated: 70.00% Threshold: 63.00%

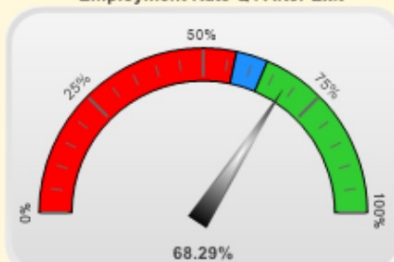
## Youth

Employment Rate Q2 After Exit



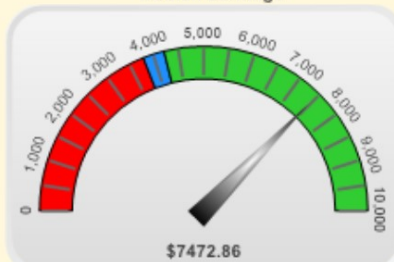
Negotiated: 79.90% Threshold: 71.91%

Employment Rate Q4 After Exit



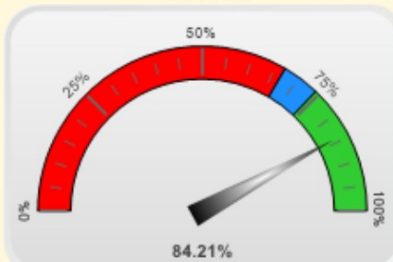
Negotiated: 62.80% Threshold: 56.52%

Median Earnings



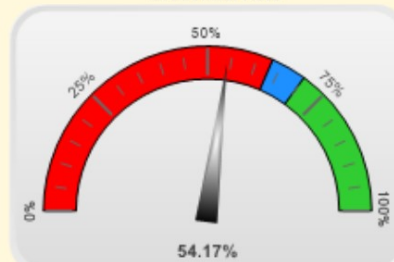
Negotiated: \$4221.00 Threshold: \$3798.90

MSG Rate



Negotiated: 74.20% Threshold: 66.78%

Credential Rate



Negotiated: 70.00% Threshold: 63.00%

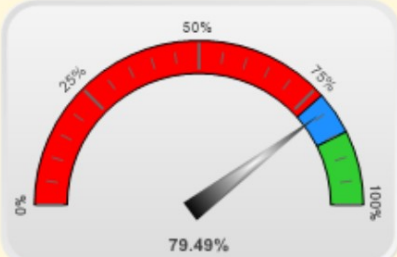


# WIOA Performance Measures

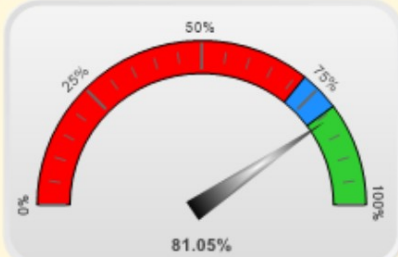
Report Period: 2022  
State Region: State Region 1  
LWDB: Shenandoah Valley

## Adult

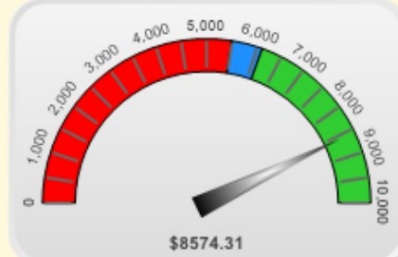
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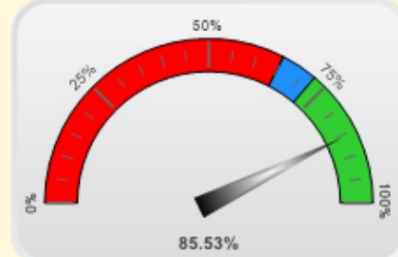
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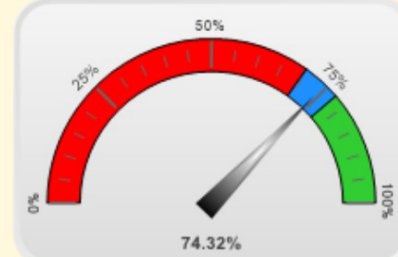
Median Earnings



MSG Rate

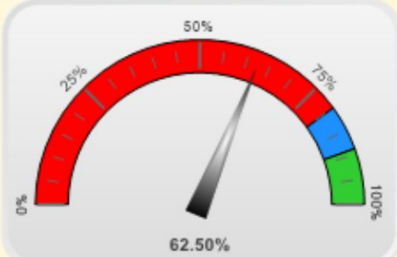


Credential Rate

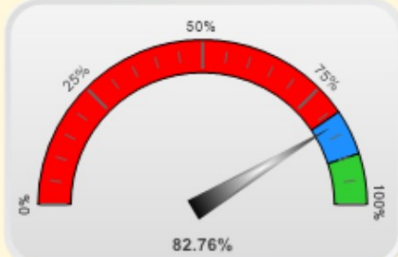


## Dislocated Worker

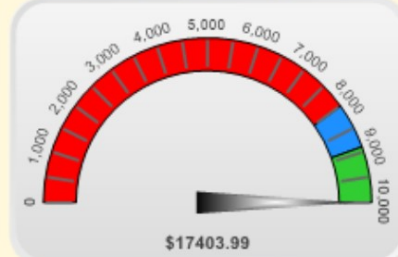
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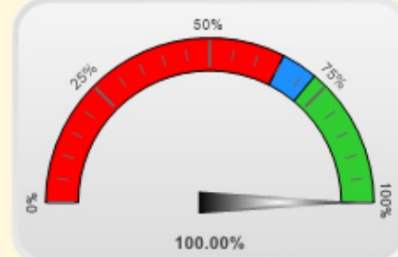
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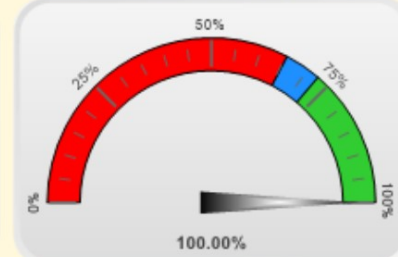
Median Earnings



MSG Rate

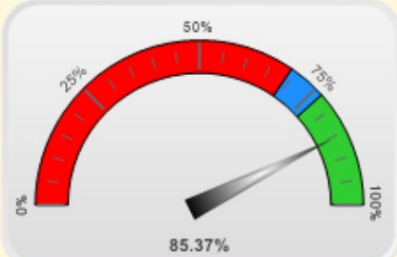


Credential Rate

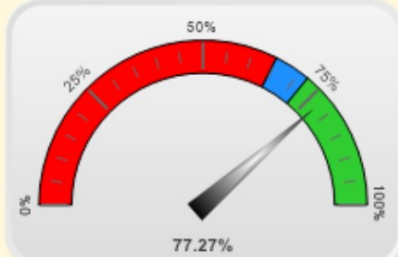


## Youth

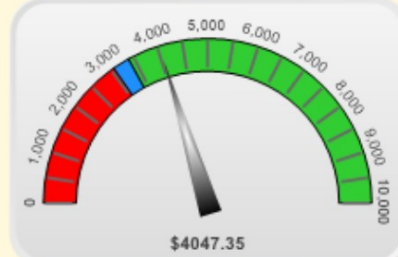
Employment Rate Q2 After Exit



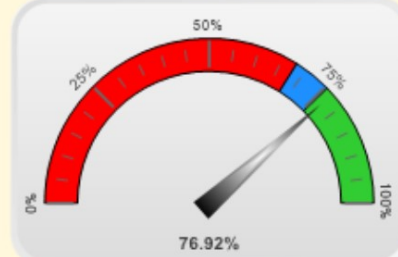
Employment Rate Q4 After Exit



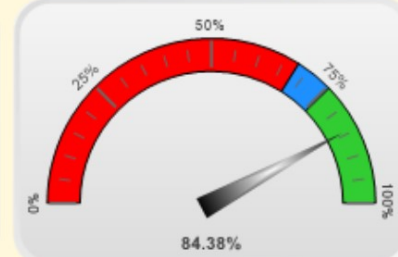
Median Earnings



MSG Rate



Credential Rate



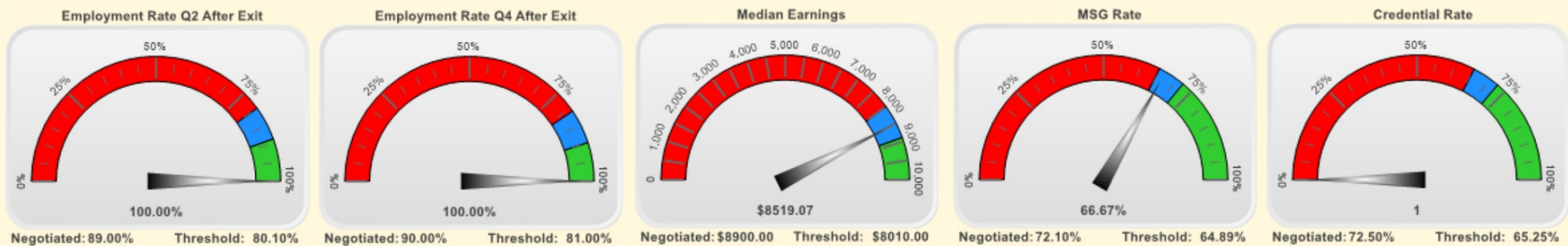
# WIOA Performance Measures

Report Period: 2023  
State Region: State Region 1  
LWDB: Shenandoah Valley

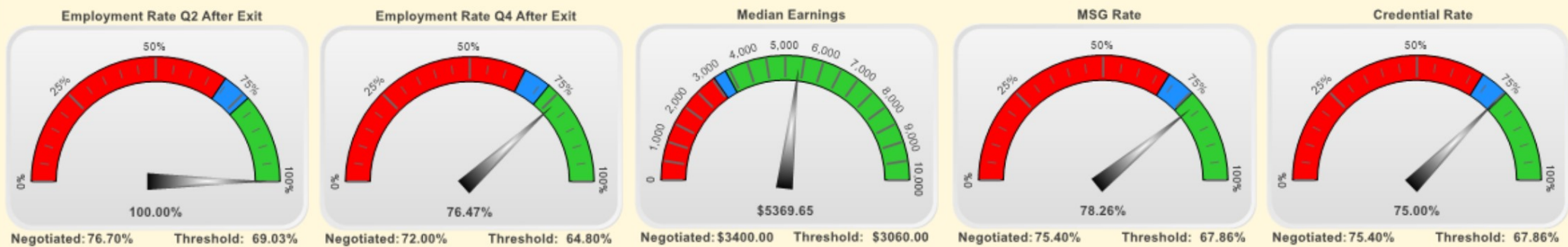
## Adult



## Dislocated Worker



## Youth





## Shenandoah Valley Workforce Development Board

### BOARD DECISION BRIEF OP 13-03 Priority of Service Policy

**Date:** August 15, 2024

**Reference:** Revision to the OP 13-03 Priority of Service Policy

**Background:** During the PY 23 State Compliance Review, the final report noted that the SVWDB should update its priority of service policy to reflect the most recent changes in the State's Virginia Workforce Letter (VWL) 18-04 Change 3. In addition, based on the VWL 18-04 Change 3, staff have determined that the SVWDB's locally identified priority of service group, individuals whose income is less than the "Living Wage" as calculated by the MIT Living Wage Calculator Tool, may not be allowed. Individuals meeting those wage calculations would not be considered low-income based on the low-income individual definition under WIOA. Instead, staff recommends that the SVWDB consider a new priority group that would allow all individuals with barriers to employment as identified in the WIOA Section 3(24) and on page five of the attached DRAFT policy. Furthermore, in regard to the MIT Living Wage Calculations, the Virginia Workforce Connection (VAWC), which is the State's system of record for WIOA Title I and Title III activities, is not configured to track each county's MIT Living Wage calculation, so this would be of no service to our region in meeting Federal POS percentage requirements when serving individuals. Please note: The VAWC has never tracked the SVWDB's local priority of service group, and it has not been collected nor reported in the past. In fact, this update presents an opportunity to better serve our community and meet Federal requirements related to the percentage of individuals served as a priority group.

**Issues:** None Identified

**Recommendations:** The SVWDB staff recommends that the SVWDB review the DRAFT Policy for approval.

**Action Suggested:** A motion to approve and a vote to confirm the revision of the OP-13-03 POS Policy to remove the previous board-approved priority group, insert the new local priority group, and accept changes to the policy to reflect the State's recently updated POS policy.

**Effective Date:** August 15, 2024



**Policy and Procedure**

<b>Title:</b>	Priority of Services	<b>Number:</b>	OP 13-03
<b>Effective Date:</b>	July 25, 2013	<b>Revisions:</b>	April 08, 2024

**Purpose**

The following Policy offers guidance on how to serve individuals in line with the Priority of Services requirements as outlined in the Workforce Innovation and Opportunity Act (WIOA). Its aim is to provide the Shenandoah Valley Workforce Development Region with a Priority of Service Policy to ensure the proper determination of priority recipients, including those receiving public assistance, individuals with low income, and those who have basic skills deficiencies.

**Reference**

- Section 4215 of Title 38 United States Code;
- Workforce Innovation and Opportunity Act, Section 3(24);
- Workforce Innovation and Opportunity Act, Section 102 (2) (C) (21);
- Workforce Innovation and Opportunity Act, Section 134 (c) (2) (A) (xii);
- Workforce Innovation and Opportunity Act, Section 134 (c) (3) (E);
- 20 Code of Federal Regulations 676.105;
- 20 Code of Federal Regulations 679.560 (b) (21);
- 20 Code of Federal Regulations 680.140 (a);
- 20 Code of Federal Regulations 680.650;
- Required Elements for Submission of the Unified or Combined State Plan and Plan Modification under the Workforce Innovation and Opportunity Act – OMB Control # 1205-0522;
- Training and Employment Guidance Letter # 22-04 - Serving Military Spouses as Dislocated Workers under the Workforce Investment Act Dislocated Worker Grant;
- Training and Employment Guidance Letter # 10-16, Change 1 - Performance Accountability Guidance for WIOA Title I, Title II, Title III, and Title IV Core Programs;
- Training and Employment Guidance Letter # 19-16 – Guidance on Services provided through the Adult and Dislocated Worker Programs under WIOA and the Wagner-Peyser Act Employment Service (ES), as amended by Title III of WIOA, and for Implementation of the WIOS Final Rules;
- Training and Employment Guidance Letter # 07-20—Effective Implementation of Priority of Services Provisions for Most in Need Individuals in the Workforce Innovation and Opportunity Act (WIOA) Adult Program;
- Training and Employment Notice # 15-10 – Protocol for Implementing Priority of Service for Veterans and Eligible Spouses in all Qualified Job Training Programs Funded in whole or in part by the U.S. Department of Labor (DOL);
- Virginia Board of Workforce Development Policy 600-01 (2016), Veterans’ Priority of Service;

**Revision History**

This policy provides technical updates as a result of Virginia’s changes to the Virginia Workforce Letter (VWL) 18-04 Change 3 and the Federal Training and Employment Guidance Letter (TEGL) 07-20, including the new requirement that 50.1-75% of adult participants be

from priority groups. Also, there is a clarification that documents for verifying priority of service low-income determination must be from income-based public assistance programs.

**Definitions:**

**Priority of Service** – is when an eligible individual receives access to a service earlier in time than an individual not in a priority group **or** if the resource is limited, the person in the priority group receives access to the service instead of a person outside any priority group.

**WIOA Priority Groups** - The WIOA Title I Adult program has a statutory priority of service criteria for individuals who are:

- i. Recipients of income-based public assistance; or
- ii. Other low-income individuals; or
- iii. Individuals who are deficient in basic skills.

**Other Definitions:**

**Adult** – a person who is 18 years of age or older.

**Basic Skills Deficient:** WIOA Sec 3(5)(B)—The term “basic skills deficient” means, with respect to an individual—

- (A) who is a youth with English reading, writing, or computing skills at or below the 8th-grade level on a generally accepted standardized test; or
- (B) who is a youth or adult, that is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual’s family, or in society.

**Note:** Individuals who are English language learners meet the criteria for “basic skills deficient” and must be included in the priority populations for the Title I Adult program. See TEGL 19-16 for the definition.

**Covered Person** – is a veteran or eligible spouse who meets the required Priority of Service criteria.

**Eligible Spouse** – the spouse of any of the following:

- a. Any veteran who died of a service-connected disability
- b. Any veteran who has a total disability resulting from a service-connected disability
- c. Any veteran who dies while a disability so evaluated was in existence
- d. Any member of the Armed Forces serving active duty who, at the time of application for assistance, is listed, pursuant to section 556 of title 37 and regulations issued by the Secretary concerned, in one or more of the following categories and has been so listed for a total of more than 90 days:
  - i. Missing in action,
  - ii. Captured in the line of duty by a hostile force, or
  - iii. Forcibly detained or interned in the line of duty by a foreign government or power.

**Low-Income Individuals** – The term “low-income individual” means an individual who—

- 1. Is in a family with a total family income that does not exceed the higher of—
  - a. the poverty line; or

- b. 70 percent of the lower living standard income level;
- 2. Is a homeless individual (as defined in section 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C. 14043e-2(6), or a homeless child or youth (as defined under section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a (2));
- 3. Receives or is eligible to receive a free or reduced-price lunch under the Richard B. Russell National School Lunch Act (42 U.S.C. 1751 et seq.);
- 4. Is a foster child on behalf of whom State or local government payments are made; or
- 5. Is an individual with a disability whose own income meets the income requirement of clause (1), but who is a member of a family whose income does not meet this requirement;
- 6. Is a youth who lives in a "high poverty area" defined in WIOA sec. 3(36)

**Individuals with Barriers to Employment:**

- (1) Displaced homemakers
  - (2) Low-income individuals
  - (3) Indians, Alaska Natives, and Native Hawaiians
  - (4) Individuals with disabilities, including youth who are individuals with disabilities
  - (5) Older individuals (55 and older)
  - (6) Ex-offenders
  - (7) Homeless individuals (as defined in the Violence Against Women Act), or homeless children and youths (as defined in the McKinney-Vento Homeless Assistance Act)
  - (8) Youth who are in, or have aged out of, the foster care system.
  - (9) Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers
  - (10) Eligible migrant and seasonal farmworkers
  - (11) Individuals within two years of exhausting lifetime eligibility under part A of title IV of the Social Security Act (TANF)
  - (12) Single parents (including single pregnant women)
  - (13) Long-term unemployed individuals
  - (14) Such other groups as the Governor involved determined to have barriers to employment
- [WIOA Sec. 3(24)]**

**Non-Covered Person**—This refers to an individual who isn't a veteran or eligible spouse and who may or may not be in the WIOA priority groups.

**Recipients of Income-based Public Assistance** –These are individuals who receive, or, in the past six months received, or are a member of a family that is receiving or in the past six months has received, assistance through one or more of the following:

- a. Supplemental Nutrition Assistance Program
- b. Temporary Assistance for Needy Families
- c. Supplemental Security Income
- d. State or local income-based public assistance

**Veteran** – a person who served in the active military, naval or air service, and who was discharged or released under conditions *other than* dishonorable.

**Background:**

The Workforce Innovation and Opportunity Act and the Jobs for Veterans Act require that veterans and eligible spouses receive priority when applying for services under employment and training programs funded by the U.S. Department of Labor’s Employment and Training Administration programs.

The WIOA Title I Adult program has a statutory priority of service criteria for individuals who are:

- i. Recipients of income-based public assistance; or
- ii. Other low-income individuals; or
- iii. Individuals who are basic skills deficient.

WIOA Section 134 (c)(3)(E) establishes a priority of service requirement for all customers served under the Title I Adult program-formula funds for employment and training activities. Under this section, American Job Center staff, when using WIOA Adult funds to provide individualized career and/or training services, must give priority to recipients of income-based public assistance, other low-income individuals, and individuals who are basic skills deficient. Under WIOA, priority of service must be implemented regardless of the amount of funds available to provide services in the local area.

**Policy:**

**Applying Priority of Service**

In accordance with federal and state policy, veterans and eligible spouses are given priority of service for the receipt of employment, training, and job placement services under all DOL-funded job training programs and services, including WIOA Title I programs. The Shenandoah Valley Workforce Region’s Virginia Career Works Centers must display signage in all public areas that informs individuals of this priority of service.

In addition to veterans and eligible spouses, the WIOA Title I Adult program has three mandatory priority populations, the WIOA Priority Groups. For programs that do not have mandatory priority populations (such as the WIOA Dislocated Worker program), veterans always receive first priority, followed by all other participants. All individuals meeting the priority of service, including veterans, must still meet the individual program’s eligibility criteria to receive services under the respective employment and training program.

Priority of service guidelines shall determine the order of precedence for delivering individualized career and training services to those **deemed eligible** under the Adult Title I program.

Priority of service applies to the selection procedure for services, to include individualized career and training services, in the following manner: if there is a waiting list for the service, priority of service is intended to require that a person in a priority group goes to the top of that list. Once a person outside any priority group has been approved for funding and accepted/enrolled in a training class, priority of service does not allow a person in a priority group to “bump” the enrolled person from that training class. Staff will complete the WIOA Priority of Service status form (Attachment A) to document the Priority of Service category and maintain the form in the customer’s file.

When programs are statutorily required to provide priority to a particular group of individuals, as described above, priority must be provided in the following order:

1. First, veterans and eligible spouses who are also included in the WIOA Priority groups

are given statutory priority for WIOA Adult formula funds. This means that veterans and eligible spouses who are income-based public assistance recipients, other low-income individuals, or individuals who are basic skills deficient would receive first priority for services provided with WIOA Adult formula funds for individualized career services and training services.

2. Second, to non-covered persons (that is, individuals who are not veterans or eligible spouses) who are included in the WIOA Priority groups given statutory priority for WIOA Adult formula funds.
3. Third, to veterans and eligible spouses who are not included in WIOA's priority groups.
4. Fourth, to priority populations established by the Governor and/or Local WDB. See below for the SVWDB's locally approved priority populations group.
5. Last, non-covered persons outside the WIOA Priority groups are given priority under WIOA.

The established priority of service criteria outlined above does not mean that individualized career and/or training services may only be provided to recipients of income-based public assistance, low-income individuals, and individuals who are basic skills deficient. Local Workforce Development Areas (LWDAs) may serve eligible individuals who do not fall into a priority group and should focus on serving eligible individuals facing barriers to employment. However, the Department of Labor (DOL) does expect that 75% of participants should fall within these priority groups and no lower than 50.1% in any state and local areas must maintain the same required ratio.

State and Federal guidance allows LWDBs to establish a process that also gives priority to other individuals eligible to receive services, provided that it is consistent with and does not impede the provision of priority of service for veterans and the Adult priority groups as described in TEGL 19-16 on how veterans' priority of service must be provided. The Governor may also identify statewide priority groups, and if so, they will be designated in the Combined State Plan. At this time, there are no such statewide priority groups identified. In addition, according to the VWL 18-04 Change 3, when developing policies related to applying priority of service, consideration must be given to the following criteria:

- The availability of other funds for providing employment and training programs
- The needs of any locally identified priority groups in a local area. These groups must be among the categories of individuals with barriers to employment as defined in WIOA.
- Compliance with the 50.1-75% baseline of Adult program enrollees being members of priority groups.

Therefore, the SVWDB has approved the following as a local priority group: Priority Populations under WIOA. Priority Populations are Individuals with Barriers to Employment as defined in WIOA Section 3(24). The priority population characteristics are listed on page three of this policy and below:

- Displaced homemakers (as defined in WIOA sec. 3(16));
- Low-income individuals (as defined in WIOA sec. 3(36));
- Indians, Alaska Natives, and Native Hawaiians (as defined in WIOA sec. 166(b));
- Individuals with disabilities, including youth who are individuals with disabilities (as



- defined in WIOA sec. 3(25) (includes individuals who are in receipt of Social Security Disability Insurance);
- Older individuals (age 55 and older) (as defined in WIOA sec. 3(39));
- Ex-offenders ("offender" as defined in WIOA sec. 3(38));
- Homeless individuals or homeless children and youths (see Attachment III);
- Youth who are in or have aged out of the foster care system;
- Individuals who are:
  - English language learners (WIOA sec. 203(7)),
  - Individuals who have low levels of literacy (an individual is unable to compute or solve programs, or read, write, or speak English at a level necessary to function on the job, or in the individual's family, or in society); and
  - Individuals facing substantial cultural barriers;
- Eligible migrant and seasonal farmworkers (as defined in WIOA sec. 167(i)(1-3));
- Individuals within two years of exhausting lifetime TANF eligibility;
- Single parents (including single pregnant women);
- Long-term unemployed individuals (unemployed for 27 or more consecutive weeks); and
- Such other groups as the Governor involved determines to have barriers to employment

**Note:**

When income is selected as a determinant for a priority service group under the WIOA Adult employment and training programs, any amounts received as military pay or allowances by any person who served on active duty and certain other specified benefits must be disregarded for the veteran and for other individuals for whom those amounts would normally be applied when making a determination. Military earnings are not to be included when calculating income for veterans for transitioning service members for this priority, in accordance with 38 U.S.C.4213.

**Some examples of the application of priority of service:**

<p><b>Example 1:</b>  <b>Customer A</b> is a veteran, and meets the WIOA priority of service criteria, and  <b>Customer B</b> is not a veteran, and meets the WIOA priority of service criteria, then  <b>Solution: Customer A</b> has priority for services</p>	<p><b>Example 2:</b>  <b>Customer A</b> is a not veteran, but meets the WIOA priority of service criteria, and  <b>Customer B</b> is a veteran, but does not meet the WIOA priority of service criteria, then  <b>Solution: Customer A</b> has priority for services</p>
<p><b>Example 3:</b>  <b>Customer A</b> is a veteran, but does not meet the WIOA priority of service criteria, and  <b>Customer B</b> is not a veteran, and does not meet the WIOA priority of service criteria, then  <b>Solution: Customer A</b> has priority for services.</p>	<p><b>Example 4:</b>  <b>Customer A</b> is a veteran, but does not meet the priority of service criteria, and  <b>Customer B</b> is a veteran, and meets the WIOA priority of service criteria, then  <b>Solution: Customer B</b> has priority for services</p>

<p><b>Example 5:</b>  <b>Customer A</b> is a not veteran, and does not meet the WIOA priority of service criteria, and  <b>Customer B</b> is a not veteran, but meets the WIOA priority of service criteria, then  <b>Solution: Customer B</b> has priority for services</p>	<p><b>Example 6:</b>  <b>Customer A</b> is a veteran, and meets the WIOA priority of service criteria, and  <b>Customer B</b> is not a veteran, and does not meet the WIOA priority of service criteria, then  <b>Solution: Customer A</b> has priority for services</p>
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**Policies and Procedures**

The Shenandoah Valley Workforce Development Board (SVWDB) has developed this policy to provide and improve the integration of priority of service into existing service delivery strategies for the populations described above. This means that the SVWDB Virginia Career Works Center (American Job Center) managers and One-Stop Operator will work to establish business processes to ensure that priority populations are identified at the “point of entry” and to facilitate the implementation of priority of service by informing customers of:

1. Their entitlement, or lack thereof, to the priority of service;
2. The full array of employment, training, and placement services available under priority of service; and
3. Any applicable eligibility requirements for those programs and/or services.

It is not necessary to require verification of priority status at the point of entry into the Virginia Career Works system; at this point, self-attestation of priority status is acceptable. Priority status must be verified when a customer is to receive individualized career or training services.

When a customer is identified as needing individualized career services and training services, Title I staff will work with the customer to verify and document priority status.

**Attachments:**

Attachment A – Priority of Service Verification for Adult Applicants

Revisions:

- August 22, 2018
- October 10, 2019
- February 3, 2021
- August 7, 2024



## Attachment A

### WIOA Priority of Service Status Form

**Purpose:** This form documents the Priority of Service category of a Title I Adult participant.

**Participant's Name:** \_\_\_\_\_

**State ID:** \_\_\_\_\_

**Participation Date:** \_\_\_\_\_

**PRIORITY OF SERVICE CATEGORY: (CHECK 1 OF THE FOLLOWING):**

A. Veteran or Eligible Spouse:

a. Veteran: Yes \_\_\_ No \_\_\_

b. Eligible Spouse: Yes \_\_\_ No \_\_\_

c. Meets Adult Priority Criteria:

i. Is currently receiving income-based public assistance: Yes \_\_\_ No \_\_\_ or

ii. Is low income: Yes \_\_\_ No \_\_\_ or

iii. Is basic skills deficient: Yes \_\_\_ No \_\_\_

B. A non-veteran who:

a. Meets Adult Priority Criteria:

b. Is currently receiving income-based public assistance: Yes \_\_\_ No \_\_\_ or

c. Is low income: Yes \_\_\_ No \_\_\_ or

d. Is basic skills deficient: Yes \_\_\_ No \_\_\_

C. A veteran or eligible spouse of a veteran who **is not included** in WIOA priority groups:

a. Yes \_\_\_

b. No \_\_\_

D. A non-veteran who is not included in WIOA priority groups:

a. Yes \_\_\_

b. No \_\_\_

E. Other priority groups identified by the Governor or the Local Workforce Development Board.

Any priority group identified must have been included in the Combined State Plan or the Local Workforce Development Area Plan.

a. Yes \_\_\_ If yes, please identify: \_\_\_\_\_

b. No \_\_\_

Case Manager: \_\_\_\_\_

Date Completed: \_\_\_\_\_

**Equal Opportunity Employer/Program**  
**Auxiliary aids and services are available upon request to individuals with**  
**disabilities TDD: VA Relay Center: 711 or 800.828.1120**

*a proud partner of the American Job Center Network*

This workforce product was created using 100% of federal U. S. Department of Labor Employment and Training Administration Workforce Innovation and Opportunity Act (WIOA) award made to Page County on behalf of the Shenandoah Valley Workforce Development Area by the pass-through entity, the Virginia Department of Workforce Development & Advancement. No costs of this product were financed by nongovernmental sources. The information contained herein does not necessarily reflect the official position of the U.S. Dept. of Labor.



*Building partnerships to create workforce opportunities that cultivate business,  
grow jobs, develop people, and build community.*

**Finance Committee Meeting  
Tuesday, August 13, 2024, 8:30 – 9:00 a.m.**

**Finance Committee Members Present:** Jo Lee Loveland Link (Co-Chair), Katy Parrish (Co-Chair), Randy Doyle

**Finance Committee Staff Present:** Sharon Johnson, Stephanie Branner, Tristan Walters, Sharon Rose

**Call to Order:** Co-Chair Jo Lee called the meeting to order at 8:30AM, and there was a quorum present.

**Fiscal Update:** Jo Lee introduced SVWDB's new Finance Coordinator, Sharon Rose. She came onboard this month and will be assisting Finance Director, Stephanie Branner, with general accounting tasks/payable preparation.

Sharon Johnson reviewed the WIOA Allocations for program year 2024-2025. The SVWDB did receive a funding cut in each program, and the total allocation received for the current program year is \$1,261,284. All youth funding has been received, as has a small percentage of Adult and Dislocated Worker funds. That percentage is not enough to carry the organization through until full disbursement in November, but carryover funding from last program year will be used to continue running programs. Local allocations passed through by the state are determined by a formula provided in WIOA and primarily based on the area's unemployment rate and poverty. The Virginia Association of Workforce Directors prepared information to share with the Virginia Board for Workforce Development state in hopes that changes could be made to ensure sustainability of local boards through continued funding cuts. One proposed solution would be reducing the WIOA state set-aside funds to make sure all local boards are funded at a base point of \$1,000,000.

Stephanie Branner spoke to the committee on the transition of funding from VCCS to Virginia Works (VDWDA) and the process used to close out the 2023 – 2024 program year. She recently learned that we would need to reconcile our previous draw down and provide information to the Department of Labor. We were advised to draw down as much as we thought we would need to get through the fiscal transition. Stephanie is working on that reconciliation as part of the year end work. She is also working with Grants Management System (GMS) to prepare all necessary information for close out and working with our auditors on the annual financial audit. She is hoping to document all procedures so that next year's process will be smoother. Once close out is completed, the next task is preparing a budget for the organization. This will be presented at the November Board Meeting and include the approved funding transfer from the Dislocated Worker Program to the Adult Program.

**Grant Reimbursements:** Sharon Johnson has been working Kaystyle Madden, Director of Business Services, on the Talent Pathways Initiative (TPI) and preparing the required in-kind match documentation for the reimbursement packet. The SVWDB is required to provide \$125,000 of in-kind match to the TPI project. The sub-award contract between the SVWDB and WorkED Consulting is fully executed. WorkED is receiving \$170,000 for TPI research and consulting services.

Network2Work is continuing to receive reimbursements on time and Piedmont Virginia Community College has been immensely flexible working with the SVWDB to reimburse funds in a timely manner.

The Apprenticeships Building America (ABA) grant through Jobs for the Future (JFF) is being used to support 50% of the Work-based Learning Navigator salary to focus on building apprenticeship pipelines in the region.

**Adjournment:** There was no additional business to discuss or public input, and the meeting was adjourned at 9:00AM.

**An Equal Opportunity/Program**

**Auxiliary aids and services are available upon request to individuals with disabilities**

**TDD: VA Relay Center: 711 or 800.828.1120**

*a proud partner of the American Job Center Network*

This workforce product was created using 100% of federal U. S. Department of Labor Employment and Training Administration Workforce Innovation and Opportunity Act (WIOA) award made to Page County on behalf of the Shenandoah Valley Workforce Development Area by the pass-through entity, the Virginia Department of Workforce Development & Advancement. No costs of this product were financed by nongovernmental sources.

## State of the Program

### Review of Goals

- 20 Job Seekers/Month
- Expansion into Shenandoah County/Winchester – Expansion has started and is going well with 15 Resources and 4 Employers being onboarded in the past 2 months.
- Hiring an Additional Staff Member – Paula Woods has been working to build our Northern Network!

### Progress

- 98 Participants Enrolled
  - Northern: 18
  - Central Southern: 80
  - Pending Participants: 35
- 16 Participants Employed
  - Northern: 4
  - Central/Southern: 12
- 41 Participants Job Ready
  - Northern: 8
  - Central/Southern: 33
  - 81% of employed participants are indicate they are making over 30k/year
  - Highest Salary Reported: \$41,000
- 59 Jobs posted
- 40 Employers
- 36 Active Providers
- 23 Pending Providers

### Success Snippets

- Network2Work (Paula) partnered with The Mercy House to avoid eviction for a family of four, including a disabled family member.
- Network2Work (Paula) partners with the Valley Assistance Network in Winchester to assist and prevent a Job Seeker from being evicted.
- Network2Work has partnered heavily with Blue Ridge Legal Services, particularly Elizabeth Coltrane, and served some Job Seekers to avoid their eviction while in between employment.
- Network2Work (Shauna) has worked extensively with a job seeker to have a self-sufficient plan for her ongoing bills and debts.

**Project Abstract: WORC Round 6**

**Applicant Name: Greater Roanoke Workforce Development Board**

**PMS EIN Account: 65-1163605**

**Designated Fiscal Agent: Greater Roanoke Workforce Development Board, Inc.**

**Fiscal Agent UEI: NK5EAFEBX8M1**

**Fiscal Agent EIN: 65-1163605**

**Fiscal Agent Address: 1 S. Jefferson Street, 3rd Floor, Roanoke, VA 24011**

**Type of Organization: Not-for-profit 501(c)(3)**

**Contact Information: Morgan Romeo, Executive Director; Phone (826) 205-9759, email [morgan@greaterroanokeworks.com](mailto:morgan@greaterroanokeworks.com)**

**WORC Region: Appalachian**

**Project Title: Virginia Appalachian Career Acceleration Partnership (VA-CAP)**

**Summary of the Proposed Project:** VA-CAP has a dual aim to 1) build, strengthen, and sustain WBL opportunities to enhance participant success, and 2) formalize a cross-regional workforce ecosystem and sector partnerships to assist employers in understanding, adopting, and supporting WBL approaches that can benefit them and develop talent pipelines leading to good jobs. The project will formalize new industry sector partnerships, increase work-based learning opportunities, integrate complementary supportive and wraparound services, and connect participants to good jobs in the target occupations and industry sectors. Project staff will also serve employers in the four target sectors to address business needs and talent pipeline development through delivering technical assistance and strategic planning activities.

VA-CAP deliverables will include:

- A formalized, interregional training and employment ecosystem collaborative for talent pipeline development
- A new cross-regional business solutions team of workforce practitioners
- Asset map of wraparound services, workforce skills gap analysis, wage and benefits surveys
- 2 new formalized, employer-led Industry Sector Partnerships
- Technical assistance and virtual workshops for employers to activate 40 new work-based learning, registered apprenticeship or on-the-job training commitments
- Targeted outreach materials for equity populations

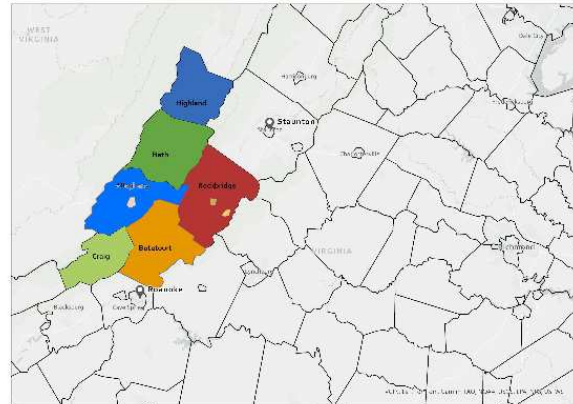
**Industry Sectors Served:** Manufacturing, Transportation and Logistics, Healthcare, Construction and Skilled Trades

**Occupations:** Construction Laborers, Heating, Air Conditioning, and Refrigeration Mechanics and Installers, Industrial Machinery Mechanics, Paper Goods Machine Setters, Operators, and Tenders, Team Assemblers, Heavy and Tractor Trailer Truck Drivers, Medical Assistants, Licensed Practical and Licensed Vocational Nurses, and Registered Nurses

**Total Number of Participants Projected to be Enrolled: 130**  
**Number of Participants Obtaining New Employment: 60**  
**Number of Participants Obtaining Enhanced Employment: 55**

**Funding Level Requested: \$1,500,000**

**Counties and Communities Served:** The project will have an extended geographic scope by serving parts of two distinct workforce board regions of Virginia: the Greater Roanoke Region in the south and the Shenandoah Valley Region in the north. Specific localities served include the counties of Rockbridge, Highland, Bath, Botetourt, Craig, and Alleghany, as well as the cities of Lexington, Buena Vista, and Covington.



**Intended Beneficiaries/Eligible**

**Participants:** VA-CAP will serve new entrants to the workforce, dislocated workers, and incumbent workers. Within those broad worker groups, specific target populations will include VA-CAP activities and resources will prioritize outreach, services, and support for 1) persons in recovery from substance use disorder, 2) persons with disabilities, 3) reentry populations, 4) individuals without a college degree, and 5) other underrepresented and underserved populations, including women, people of color, Veterans, and rural workers. The rural communities that will be served in VA-CAP have high numbers of these target populations.

**Subrecipient and Subrecipient Activities:** The project has one subrecipient, Shenandoah Valley Workforce Development Board (SVWDB). SVWDB will be highly involved in strategic planning and implementation of all project activities to develop a cross-regional ecosystem to serve employers and workers through sector-based strategies and a strategic partnership design. SVWDB is committing staff, partners, and leveraged resources to VA-CAP.



**Talent Pathways Initiative (TPI) Summary**  
**Prepared by Sharon Johnson, Ph.D.**  
**Shenandoah Valley Workforce Development Board, Inc. (SVWDB)**

**Introduction:** GO Virginia's goal is to facilitate regional collaboration to grow and diversify the economy through supporting projects leading to the creation of high paying jobs through revenue derived from out-of-state sources. The General Assembly provided funding to the GO Virginia State Board for planning grants to support the analysis of regional businesses and their workforce needs and the identification of the skills and training that can help prepare Virginians to fill jobs in regional markets. Using the TPI analysis results, the Regional Council will be able to identify and support implementation projects for talent pathway initiatives. The Region 8 industry sector focus is manufacturing and transportation and logistics.

**Award:** Through a competitive selection process the GO Virginia Region 8 Council and State Board awarded the SVWDB the TPI project June 2024. An agreement is in place between the Commonwealth of Virginia Department of Housing and Community Development (DHCD), Regional Council Eight through the Northern Shenandoah Valley Regional Commission (NSVRC), and the SVWDB. The contract was executed July 2024.

**Leadership:** The SVWDB serves as the TPI Regional Coordinating Entity with oversight provided by the Region 8 Council, who will provide leadership to develop projects to implement the strategies and structures identified through the TPI process.

**Amount:** The TPI Project award is \$250,000 plus required matching funds of \$125,000 from the SVWDB for a total project budget of \$375,000.

**Period of Performance:** July 1, 2024 to June 30, 2025

**Service Region:** Region 8 serves the same locality footprint as the SVWDB, which includes the counties of Rockbridge, Augusta, Bath, Highland, Rockingham, Shenandoah, Page, Frederick, Clarke and Warren and the cities of Lexington, Buena Vista, Waynesboro, Staunton, Harrisonburg and Winchester.

**Methodology:** The coordinating and research entities are using a methodology that includes the planning and research components as listed below.

- Situational Analysis: Demand for labor, supply of labor, and inventory of education and training resources.
- Gap Analysis: Determination of the gap between the current and desired state of workers and skills.
- Asset Map: Evaluation of the region's capacity to support unmet workforce needs.
- Industry Coalitions: Development of industry coalitions or sector partnerships.
- Data Collection: Quantitative data collected through various databases and validated by regional experts. Qualitative data collected through focus groups, interviews and surveys.
- Limitations: Study and report data and conclusion limitation parameters defined.
- Trends: Identification of key regional saworkforce and talent pathway themes.
- Strategic Recommendations: Highlight specific opportunities to advance from study to implementation.
- Communication Plan: TPI updates, highlights and regional stakeholder asks.
- Implementation Plan: Key recommendations presented in an implementation plan for clearly defined next steps, responsibilities and timeline.

**Noteworthy Highlights:**

- Sustainability, Implementation, Scalability
- Workforce Initiative Inventory
- Job Seeker Workforce Supports and Services Inventory
- Talent Pipelines Comprehensive Review
- Regional Workforce Communication Plan
- Industry Coalitions/Sector Partnerships
- Implementation Plan