



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

**Board of Directors and Chief Elected Officials Meeting  
Thursday, October 10, 2019, 10:00 a.m. – 12:00 p.m.  
Harrisonburg City Hall Council Chambers  
409 S. Main Street, Harrisonburg, VA**

**Call to Order and Welcome**

- Roll Call
- Introduction Youth Program Manager

Jeff Stapel  
Joan Hollen  
Sharon Johnson

**Prior Meeting Minutes**

- Board Minutes – July 11, 2019 (vote required)

Jeff Stapel

**Partner Presentations**

- State of the Manufacturing Workforce in the Shenandoah Valley: Apprenticeship and Work Based Learning – Thomas P. Miller & Associates
- Cued-In – Seth Marsh, Founder and CEO

**WIOA Operations**

- Touch Point Dashboards – PY 2019 YTD
- Communications and Outreach Report
- Virginia Career Works – Winchester Success Story

Sharon Johnson  
Joan Hollen  
Bonnie Zampino

**WIOA Governance and Administration**

- Chief Elected Officials Consortium Agreement Update
- Center Partner MOU and Infrastructure Funding Agreement
- Request for Proposals Adult, Dislocated Worker, Youth Programs and One-Stop Operator

Joan Hollen  
Sharon Johnson

**Committee Reports**

- Executive Committee
  - Operations Policies
  - ETP Programs and Recertification
  - Resource Development
- Finance Committee
  - Financial Statements
  - Audit Status

Jeff Stapel

Jo Lee Loveland Link

**Valley to Virginia (V2V) Advisory Council Meeting**

- AAI Grant Status Update
- Period of Performance Extension Request

Debby Hopkins

**Other Business**

Jeff Stapel

**Public Input (Rules and Guidelines attached)**

Jeff Stapel

**Adjournment**

Jeff Stapel

***Next SVWDB Board Meeting: January 9, 2020, 10:00 a.m. – noon, Location TBD***

### **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 during the Public Input period.
- 2) Individuals should stand when recognized by the Chairman of the Board; speak their name, organization (if applicable) and input topic.
- 3) Individuals should direct input to the Chairman of the Board.
- 4) Individuals are limited to no more than five (5) 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's discretion, the number of speakers may be limited in order to make effective use of Board member's time and to allow an opportunity for input on multiple topics to be heard by the Board.
- 7) All citizens are strongly encouraged to put their comments in writing to the Board prior to the meeting for inclusion in the Board materials. Such written comments should be submitted to the SVWDB office the Monday prior to the Board meeting.



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**Joint Meeting of the SVWD Board of Directors and Chief Elected Officials**

**July 11, 2019, 10:00 a.m. – 12:00 p.m.**

**JMU Ice House Room 117**

**127 W. Bruce Street, Harrisonburg, VA**

**Call to Order and Welcome**

Chair Jeff Stapel called the meeting to order at 10:00 a.m. The roll was called. A quorum of the Board was present.

**Private Sector Members Present:** Annette Medlin, Brian Brown, Cara Major, Jeff Stapel, Jo Lee Loveland Link, Kip Brannon, Pam Snyder, Robin Sullenberger, Samuel Insana, Steve Douty, Wes Dove

**Public Sector Members Present:** Amy Judd, Jeanian Clark, Gary Keener, Clay Stein (for Jackson Green), Jay Langston, John Downey, John Jackson, John Jacobs, Kai Degner, Robert Goldsmith, Tony Milionta

**Chief Elected Officials Present:** Morgan Phenix, Page County; Greg Hitchin, City of Waynesboro

**Guests Present:** Shasta Robertson, Jenny Wright, Morgan Lamere, Kathy Kalisz, Lauren Fernstein, Magaly Quinones-Guzman, Selyna Velez, India Slade, Bonnie Zampino, Samantha Greenfield, Kaystyle Madden.

**SVWDB Staff Present:** Cathi Michie, Debbie Berry, Debby Hopkins, Joan Hollen, Sean McCusty

**Prior Meeting Minutes:** The minutes from the April 11, 2019 SVWDB Board of Directors meeting were presented.

Motion by Brian Brown to approve the minutes of April 11, 2019 as presented. Second by Jo Lee Loveland Link. Motion unanimously approved.

**WIOA Operations**

**Touch Point Dashboards:** Melanie Blosser reviewed the PY 2018-19 year end Dashboards. The centers are now tracking services in addition to WIOA enrollment. These services include core services and job search. Chair Stapel stated that we need to track a broader view of our services to show our value and how we impact people's lives.

**Center Updates:**

All centers are fully staffed and the new resource room coordinator in Harrisonburg is bilingual. Outreach provided at the Page County library has been successful and is now a permanent event on Wednesdays. Outreach to Rockbridge County at Byers Technical Institute has been successful.

**Communications and Outreach Report:** The Communications and Outreach report was included in the meeting packet. Hershey Boot Camp promotions caused a spike in web traffic. The web site will be updated to include the contacts of all center partner staff.

**VCCS Restructuring:** Robin Sullenberger reported on restructuring in the Virginia Community College System, which will make WIOA administration more interactive and provide more flexibility in program administration.

**WIOA Governance and Administration**

**Chief Elected Officials Consortium Agreement Update:** The Chief Elected Officials Consortium Agreement revision has been completed and the agreement sent to the Chief Elected Officials of each member jurisdiction for approval. SVWDB staff will be attending public hearings and meetings to provide information on SVWDB and answer questions about the Chief Elected Officials Consortium Agreement. Seven local government meetings have been scheduled to date.

**Local Plan Update:** The Local Plan update was reviewed by the VCCS and one deficiency was found. Strategies to address pipeline gap issues and aging population issues were unclear or incompletely addressed. The deficiencies were addressed and the Local Plan was resubmitted to the Governor for approval.

**SVWDB Board Member Certification:** The SVWDB is required to certify the Board of Directors every two years. The Board Certification documents were included in the meeting packet. SVWDB met all requirements for board membership representation. The Certification will be submitted to the state as presented.

### **Executive Committee Report**

**Called Meeting:** The Executive Committee and Finance Committee held a called meeting on June 28, 2019 to conduct a budget review in preparation for developing the FY 2020 budgets.

### **Operations Policies:**

The Executive Committee approved the following policy updates. Updates were made to policy terminology and to align the policies with current regulations and practices.

- OP 12-09 Work Based Learning (formerly On the Job Training)
- OP 12-11 Unlikely to Return to Work
- OP 16-01 Self Sufficiency
- OP 15-03 Conflict of Interest
- OP 15-01 Outreach and Tagline

### **Finance Committee Report**

Finance Committee Chair Jo Lee Loveland reported that the Executive Committee approved the proposed FY 2020 budget which ensures programs will meet program objectives while reserving adequate carryover funds for FY 2021. In other Finance Committee business, the annual audit has been set for September 23 and the committee recommended John Jacobs to fill a vacancy on the Finance Committee. Mr. Jacobs was approved by the Executive Committee to serve on the Finance Committee.

**Financial Statements:** As of May 31, 2019 expenditures were at 67% program, 28% personnel, 3% operations and 2% travel. Budget verses actual expenditures showed WIOA 75% expended and the American Apprenticeship Initiative grant 83% expended, The CPID grant is 16% expended and the Rebranding grant 100% expended. CPID expenditures are low due to Academies that are planned but have not yet taken place. Goodwill expenditures as of May 31, 2019 show an impressive 50% program, 47% personnel, 2% operation and 1% travel expenditures.

Cathi Michie reviewed WIOA PY2017 year two of two budget verses actual expenditures which expired June 30, 2019 with a 98.59% expenditure rate. WIOA PY2018 year one of two funding, which expires on June 30, 2020, shows a 10.81% expenditure rate. The Statement of Financial Expenditures as of May 31, 2019 shows the SVWDB in good financial position.

**PY 2020 Budget:** The proposed PY 2020 Budget was presented and discussed.

SVWDB staff has been proactive in seeking additional funding sources in light of upcoming WIOA budget cuts. The following efforts to secure additional funding to align resources have been undertaken:

- A contract has been secured with Lord Fairfax Community College to provide consulting services on a G3 grant.
- A Workforce Services Expansion to Increase Economic Equity Grant application has been submitted to VCCS, in partnership with the Virginia Career Works - Piedmont Region, to support outreach and service delivery approaches for workforce training and job placement support programs for out-of-work subpopulations.
- SVWDB is a partner with five other Workforce Development Boards in Virginia to secure funding through the Appalachian Regional Commission to coordinate all available resources to develop a talent pipeline in our five ARC communities (Rockbridge, Buena Vista, Lexington, Bath and Highland). If awarded, the grant will provide a part time navigator and business services representative in ARC communities to implement the grant program.
- Virginia received a State Registered Apprenticeship Expansion Grant of \$1.6 million, which will increase promotion of Registered Apprenticeship in the state.

Motion by John Jacobs to approve the proposed PY2020 budget. Second by Pam Snyder. Motion unanimously approved.



**Valley to Virginia (V2V) Advisory Council Meeting:** The V2V Council convened and the agenda and minutes from the previous meeting were presented. An update on V2V grant metrics shows 871 apprentices have been registered through 83 company sponsors to date. Debby Hopkins reported that the Hershey Boot Camp received local media coverage and was showcased nationally in the Society for Human Resources Management Spring 2019 *HR Magazine*.

An RFP for proposals to update the 2016 Shenandoah Valley Manufacturing Study resulted in three proposals being received. SVWDB staff will review the proposals and award the contract, which includes employer surveys, employer focus groups in the northern, central and southern regions to obtain real-time information on the state of manufacturing, and a Workforce Summit to report the findings in the study.

V2V policy addendums were discussed. The policy addendums need to be in place to guide the operations of the V2V grant to align with the approved, established SVWDB policies. Instead of having two sets of policies, one for the board and one for the V2V grant, policy addendums were developed to define how the grant is operationalized and aligned with SVWDB policies. Addendums were developed for the Incentive, Incumbent Worker Training, Individual Training Account and Supportive Services policies. It was the consensus of the Council to approve the policy addendums.

Chair Stapel noted that Registered Apprenticeship is transformative and can be sustained by companies. It is changing lives and getting more people into the manufacturing pipeline. This information needs to be shared with others as often as possible.

Eric Fitzgerald, Director of Career and Technical Education for Rockingham County Public Schools asked the Board if they have ideas on ways SVWDB can collaborate with Career and Technical Education. He welcomes collaboration with SVWDB.

**Board Member Questionnaire Results: I want to know more about the Virginia Career Works Centers.**

**Panel Discussion: A Day in a Virginia Career Works Center.**

**Panelists:**

Melanie Blosser, Director of Workforce Training Services, Goodwill Industries of the Valleys  
John Jacobs, Manager, Virginia Employment Commission, Harrisonburg and Fishersville  
Amy Judd, LFCC, Adult Basic Education Program Manager, Office of Academic and Student Affairs  
John Jackson, Counselor Manager, Department for Aging and Rehabilitative Services, (Harrisonburg/Winchester)  
Kathy Kalisz, Manager, Virginia Employment Commission, Winchester  
Bonnie Zampino, Manager, Virginia Career Works – Winchester

Melanie Blosser began the panel discussion by explaining that people coming to a Virginia Career Works Center sign in at the front desk upon entering the center. The need of the person seeking assistance is assessed and they are referred to the resources/partners with expertise to serve their need. Resources include a resource room with computers for job search and resume preparation, workshops, classes, unemployment assistance, job marketing, registration in the Virginia Workforce Connection, labor market information, and Reemployment Services and Eligibility Assessments (RESEA).

Employers are assisted through introduction to and registration in the Virginia Workforce Connection and offered recruitment assistance including job fairs and space for interviews with potential employees. The Winchester and Harrisonburg Centers have formalized Business Solutions Teams made up of center partners that invite employers to meetings to learn about their employment challenges. As follow-up, the employer receives a personalized proposal of services to support their needs.

There are two types of workforce centers, Comprehensive and Affiliate. The Shenandoah Valley region has one Certified Comprehensive Center in Harrisonburg where partners are co-located at the center or nearby. The Winchester Center is a Certified Affiliate Center and the Fishersville Center is an Affiliate Center that is not certified. Affiliate Centers have relationships with partners, but not all partners are on site or located nearby. WIOA requires partner representation from all four Titles of WIOA. It was the consensus of the panel that it takes all partners working together to serve people and businesses. Each panelist explained the services provided by their agency or organization.

**WIOA Title I:** Title I funds Adult, Dislocated Worker, and Youth programs. WIOA funding comes through the Virginia Title I Administrator, which is the VCCS to the SVWDB. SVWDB contracts with a procured service

provider, which is Goodwill Industries of the Valley, to provide Title I services. Services include Virginia Career Works (VCW) operations, resource room, and career and employment specialists providing employment services. **WIOA Title II, Adult Education and Literacy:** In the northern Valley, Title II services are provided by Lord Fairfax Community College through the Northern Shenandoah Valley Adult Education program. Services include GED, literacy and civics education. The LFCC Adult Education Program is located in the VCW – Winchester Center. In the southern Valley, Adult Education programs are provided by the Shenandoah Initiative for Adult Education (S.H.I.N.E.). S.H.I.N.E. partners with various educational organizations and the VCW Centers to provide instructional services, GED, literacy, and ESL/citizenship services.

**WIOA Title III – Wagner-Peyser Employment Program:** The Virginia Employment Commission (VEC) provides Title III employment services, which includes job search, referral and placement assistance for job seekers and recruitment services for employers, labor market information, unemployment insurance assistance and Reemployment Services and Eligibility Assessments (RESEA). VEC is co-located in all three VCW Centers in the Shenandoah Valley Region. VEC helps staff career center resource rooms.

**WIOA Title IV Vocational Rehabilitation:** Title IV provides employment programs and services that assist individuals with disabilities and the aging. The Virginia Department for Aging and Rehabilitative Services (DARS) and the Department for the Blind and Vision Impaired (DBVI) provide Title IV services. DARS and DBVI are partners of VCW Centers making and receiving referrals and participating on Business Solutions Teams. DARS is located near VCW Centers in Winchester and Harrisonburg and provides staff support at the centers. DBVI is located in the Fishersville Center.

Other required partners include the Virginia Department of Social Services (VIEW, SNAPET, TANF), Senior Community Services Employment Program (SCSEP), Carl D. Perkins Career and Technical Education, Rapid Response, National Farmworker Jobs Program (Telamon), and Jobs Corp. Magaly Quinones-Guzman from the Telamon Corporation explained that Telamon can co-enroll with WIOA to provide supportive services, translation and assistance with credential validation for refugees.

Agencies and organizations are working under the new VCW brand where the focus is on customer centered services and not the agency providing the service, John Jacobs commented on how the integration of the Virginia workforce system has shifted the partners/agencies from working in silos to now working in their own lane of expertise. Melanie Blosser commented that the agencies still have the challenge of operating under different data systems that do not communicate with each other.

**Challenges:** The following challenges were discussed.

- Center space and consistency in layout.
- State systems that are not integrated.
- Serving the hardest to serve.
- Getting businesses to engage with center partners.
- Getting the word out about available services.
- Connecting with K-12 to serve qualified youth.

**Other Business:** There was no other business.

**Public Input:** There was no request for public input.

**Adjournment:** There being no further business to come before the Board, the meeting adjourned at 11:55 a.m.

Respectfully submitted,  
Joan Hollen

**Next SVWDB Board Meeting: October 10, 10:00 a.m. – noon**  
**Location: Harrisonburg City Hall Council Chambers**

Year to Date Program Dashboard  
Program Year July 1, 2019 - June 30, 2020

Winchester Workforce Center				
PROGRAM INFORMATION JULY 1, 2019 - SEPTEMBER 30, 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	19	5	17	41
Enrollments	9	2	3	14
In Training	10	1	1	12
Credential Earned	2	0	3	5
Placed in Employment	3	0	1	4
Youth in Work Experience			11	11
Median Placement Wage	\$10.10	\$0.00	\$0.00	
Center Traffic Count				1027
Outreach				701

Harrisonburg Workforce Center				
PROGRAM INFORMATION JULY 1, 2019 - SEPTEMBER 30, 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	49	1	33	83
Enrollments	8	0	2	10
In Training	24	1	10	35
Credential Earned	21	0	2	23
Placed in Employment	5	0	4	9
Youth in Work Experience			4	4
Median Placement Wage	\$20.00	\$0.00	\$0.00	
Center Traffic Count				1598
Outreach				90

Total all Centers				
PROGRAM INFORMATION JULY 1, 2019 - SEPTEMBER 30, 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	114	17	66	197
Enrollments	21	4	7	32
In Training	61	6	19	86
Credential Earned	28	0	4	32
Placed in Employment	13	0	8	21
Youth in Work Experience			19	19
Median Placement Wage	\$15.00	\$0.00	\$15.00	
Center Traffic Count				2715
Outreach				1245

Page Workforce Center				
PROGRAM INFORMATION JULY 1, 2019 - SEPTEMBER 30, 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	8	2	1	11
Enrollments	2	0	1	3
In Training	4	0	0	4
Credential Earned	1	0	0	1
Placed in Employment	1	0	1	2
Youth in Work Experience			0	0
Median Placement Wage	\$0.00	\$0.00	\$0.00	
Center Traffic Count				38
Outreach				253

Fishersville/Rockbridge Workforce Center				
PROGRAM INFORMATION JULY 1, 2019 - SEPTEMBER 30, 2019				
Participant Metrics YTD	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	38	9	15	62
Enrollments	9	2	1	12
In Training	23	4	8	35
Credential Earned	4	0	0	4
Placed in Employment	4	0	2	6
Youth in Work Experience			4	4
Median Placement Wage	\$15.00	\$0.00	\$15.00	
Center Traffic Count				52
Outreach				201

July Program Dashboard  
July 1-31, 2019

Winchester Workforce Center				
PROGRAM INFORMATION JULY 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	19	5	17	41
Enrollments	5	0	1	6
In Training	5	0	0	5
Credential Earned	2	0	1	3
Placed in Employment	0	0	1	1
Youth in Work Experience			9	9
Median Placement Wage	\$10.00	\$0.00	\$0.00	
Center Traffic Count				317
Outreach				200

Harrisonburg Workforce Center				
PROGRAM INFORMATION JULY 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	49	1	33	83
Enrollments	4	0	0	4
In Training	12	1	5	18
Credential Earned	6	0	0	6
Placed in Employment	0	0	3	3
Youth in Work Experience			3	3
Median Placement Wage	\$20.00	\$0.00	\$0.00	
Center Traffic Count				577
Outreach				26

Total all Centers				
PROGRAM INFORMATION JULY 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	114	17	66	197
Enrollments	10	1	1	12
In Training	38	4	11	53
Credential Earned	9	0	1	10
Placed in Employment	2	0	6	8
Youth in Work Experience			16	16
Median Placement Wage	\$17.45	\$0.00	\$16.00	
Center Traffic Count				923
Outreach				572

Page Workforce Center				
PROGRAM INFORMATION JULY 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	8	2	1	11
Enrollments	0	0	0	0
In Training	2	0	0	2
Credential Earned	1	0	0	1
Placed in Employment	0	0	1	1
Youth in Work Experience			0	0
Median Placement Wage	\$21.00	\$0.00	\$0.00	
Center Traffic Count				12
Outreach				163

Fishersville/Rockbridge Workforce Center				
PROGRAM INFORMATION JULY 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	38	9	15	62
Enrollments	1	1	0	2
In Training	19	3	6	28
Credential Earned	0	0	0	0
Placed in Employment	2	0	1	3
Youth in Work Experience			4	4
Median Placement Wage	\$14.90	\$0.00	\$16.00	
Center Traffic Count				17
Outreach				183

August Program Dashboard  
August 1-31, 2019

Winchester Workforce Center				
PROGRAM INFORMATION AUGUST 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	19	5	17	41
Enrollments	4	1	2	7
In Training	9	0	0	9
Credential Earned	0	0	1	1
Placed in Employment	2	0	0	2
Youth in Work Experience			2	2
Median Placement Wage	\$10.00	\$0.00	\$0.00	
Center Traffic Count				348
Outreach				465

Harrisonburg Workforce Center				
PROGRAM INFORMATION AUGUST 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	49	1	33	83
Enrollments	0	0	0	0
In Training	22	1	10	33
Credential Earned	14	0	2	16
Placed in Employment	3	0	1	4
Youth in Work Experience			1	1
Median Placement Wage	\$20.00	\$0.00	\$13.80	
Center Traffic Count				542
Outreach				32

Total all Centers				
PROGRAM INFORMATION AUGUST 2019				
Participant Metrics YTD	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	114	17	66	197
Enrollments	4	1	3	8
In Training	56	5	17	78
Credential Earned	18	0	3	21
Placed in Employment	7	0	2	9
Youth in Work Experience			3	3
Median Placement Wage	\$17.45	\$0.00	\$16.00	
Center Traffic Count				918
Outreach				538

Page Workforce Center				
PROGRAM INFORMATION AUGUST 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	8	2	1	11
Enrollments	0	0	0	0
In Training	3	0	0	3
Credential Earned	0	0	0	0
Placed in Employment	0	0	0	0
Youth in Work Experience			0	0
Median Placement Wage	\$21.00	\$0.00	\$0.00	
Center Traffic Count				14
Outreach				35

Fishersville/Rockbridge Workforce Center				
PROGRAM INFORMATION AUGUST 2019				
Participant Metrics YTD	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	38	9	15	62
Enrollments	0	0	1	1
In Training	22	4	7	33
Credential Earned	4	0	0	4
Placed in Employment	2	0	1	3
Youth in Work Experience			0	0
Median Placement Wage	\$14.90	\$0.00	\$16.00	
Center Traffic Count				14
Outreach				6

September Program Dashboard  
September 1-30, 2019

Winchester Workforce Center				
PROGRAM INFORMATION September 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	19	5	17	41
Enrollments	0	1	0	1
In Training	10	1	1	12
Credential Earned	0	0	0	0
Placed in Employment	1	0	0	1
Youth in Work Experience			0	0
Median Placement Wage	\$10.00	\$0.00	\$0.00	
Center Traffic Count				362
Outreach				36

Page Workforce Center				
PROGRAM INFORMATION September 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	8	2	1	11
Enrollments	2	0	1	3
In Training	3	0	0	3
Credential Earned	0	0	0	0
Placed in Employment	1	0	0	1
Youth in Work Experience			0	0
Median Placement Wage	\$21.00	\$0.00	\$0.00	
Center Traffic Count				12
Outreach				55

Harrisonburg Workforce Center				
PROGRAM INFORMATION September 2019				
Participant Metrics	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	49	1	33	83
Enrollments	4	0	2	6
In Training	24	1	10	35
Credential Earned	1	0	0	1
Placed in Employment	2	0	0	2
Youth in Work Experience			0	0
Median Placement Wage	\$20.00	\$0.00	\$0.00	
Center Traffic Count				479
Outreach				32

Fishersville/Rockbridge Workforce Center				
PROGRAM INFORMATION September 2019				
Participant Metrics YTD	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	38	9	15	62
Enrollments	1	1	0	2
In Training	23	4	8	35
Credential Earned	0	0	0	0
Placed in Employment	0	0	0	0
Youth in Work Experience			0	0
Median Placement Wage	\$14.90	\$0.00	\$16.00	
Center Traffic Count				21
Outreach				12

Total all Centers				
PROGRAM INFORMATION September 2019				
Participant Metrics YTD	Adult	Dislocated Worker	Youth	Totals
Carryover from Previous Program Year	114	17	66	197
Enrollments	7	2	3	12
In Training	60	6	19	85
Credential Earned	1	0	0	1
Placed in Employment	4	0	0	4
Youth in Work Experience			0	0
Median Placement Wage	17.45	\$0.00	\$16.00	
Center Traffic Count				874
Outreach				135



SHENANDOAH VALLEY REGION

## Communications & Outreach Program Report October 2019

### **3rd Quarter 2019 Highlights**

The following communications and outreach tasks were accomplished:

- Promoted a new fall boot camp at Hershey.
- Published and shared content on social media featuring training opportunities, job fairs, success stories, workforce staff activities and accomplishments, workforce news stories, pre-apprenticeship, and special events.
- Posted three blog articles.
- Completed a Q3 newsletter.
- Wrote three press releases.

**Goals and focus for next reporting period:** Highlight success stories and workforce programs to an increasingly wider audience.

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### **Media**

Three press releases were created during this period. Media coverage during the 3<sup>rd</sup> quarter included:

- [Boot Camp participants learn sweet side of manufacturing](#), News Virginian, July 6, 2019
- [InDemand: Maintenance Mechanic](#), WHSV, July 9, 2019
- [InDemand: Sheet Metal Fabrication Technician](#), WHSV, July 24, 2019
- [InDemand: Commercial Pilot](#), WHSV, August 6, 2019
- [Annual Business Summit Creates Business Connections](#), The News Virginian, August 8, 2019
- [IT Academy lets students with disabilities explore career options](#), The Winchester Star, August 14, 2019
- [InDemand: Truck Driver](#), WHS, August 21, 2019
- [InDemand: Machinist](#), WHSV, September 3, 2019
- [Hershey boot camp gives new workers taste of success](#), Virginia Business, September 3, 2019
- [InDemand: Construction Manager](#), WHSV, September 17, 2019
- [Panel: School-business partnerships key to workforce training](#), The Winchester Star, September 19, 2019
- [Hershey Manufacturing Boot Camp adds fall session](#), Augusta Free Press, September 19, 2019
- [InDemand: Electronics Apprentice](#), WHSV, October 1, 2019

**Goals and focus for next reporting period:** Continue to cultivate media awareness for workforce initiatives and success stories throughout the region.

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### **Email**

Email outreach for Q3 included:



SHENANDOAH VALLEY REGION

- Updated the mailing lists.
- Q3 email newsletter was distributed with above average engagement at 23.8% open rate, 4.1% click rate.
- A request was sent to subscribers to share information about the new fall Hershey Boot Camp.

**Goals and focus for next reporting period:** Grow the email list and use of the newsletter.

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**Social Media**

Steady organic growth of followers/engagement continued across VCWSV social media channels during this reporting period. Highlights include:

- LinkedIn followers increased by 150% during the reporting period.
- Facebook continues to average a 10-15% increase in likes each quarter.
- Job fair and event announcements had the greatest reach and engagement during this period.
- There were 3,092 Google searches for Virginia Career Works – Shenandoah Valley during the Q3 reporting period. Of those searches, 3.25k viewed information via the search listing and 1.28k on maps. Of all actions taken, 102 visited vcwvalley.com, 30 requested directions, and 63 placed a call.

**Goals and focus for next reporting period:** Continue work on converting more searches via Google products like maps and knowledge panel.

---

**Website**

New content published:

- Calendar, staff, and document updates.
- [Hershey Fall Boot Camp](#) application page.
- [Career Pathways for Individuals with Disabilities Summer Academies Held](#)
- [Governor Northam Announces Virginia Awarded \\$1.6 Million Grant to Expand Apprenticeships](#)
- [Success Stories: Center Services Help with Reentry After Incarceration](#)

**Website Analytics - July 2019**



## ✓ ANALYTICS



Traffic down by: **10%**  
07/01/2019 to 07/31/2019

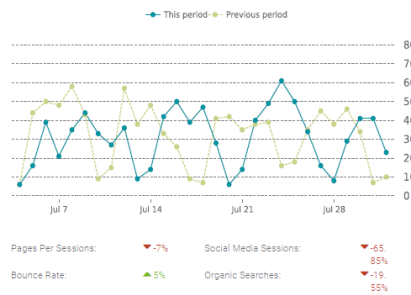
### OVERVIEW

Sessions  
**0.9K**  
▼ -10%

Pageviews  
**2.4K**  
▼ -17%

Session duration  
**0.2K**  
▼ -18%

### SESSIONS



Referrers	Sessions
google	400
(direct)	321
lexingtonva.gov	79
brcc.edu	23
bing	23

Keywords	Sessions
virginia career works harr...	4
virginia career center, harr...	2
luray workforce center	2

Pages	Sessions
/	784
/contact/	346
/jobseekers/	195
/resources/	152
/about/	98

Countries	Sessions
United States	844
France	23
Canada	13
Serbia	8
United Kingdom	7

## August 2019

## ✓ ANALYTICS



Traffic down by: **8%**  
08/01/2019 to 08/31/2019

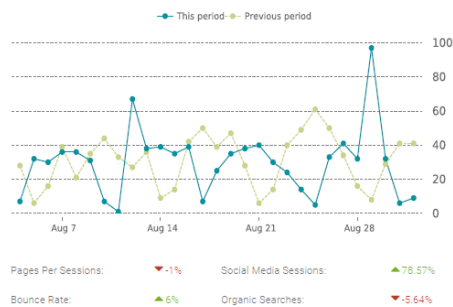
### OVERVIEW

Sessions  
**0.8K**  
▼ -8%

Pageviews  
**2.2K**  
▼ -9%

Session duration  
**0.2K**  
▲ 24%

### SESSIONS



Referrers	Sessions
google	392
(direct)	341
yesfrederickva.com	67
bing	20
facebook.com	11

Keywords	Sessions
vw staff details	3
SVWDB	3
virginia workforce connect...	3

Pages	Sessions
/	764
/contact/	340
/jobseekers/	150
/about/	121
/resources/	85

Countries	Sessions
United States	794
France	30
Canada	15
India	7
United Kingdom	6

## September 2019

### ✓ ANALYTICS



Traffic up by: **32%**  
09/01/2019 to 09/30/2019

#### OVERVIEW

Pageviews

**2.8K**

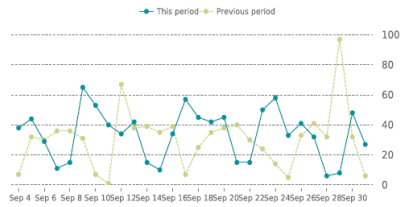
▲ 22%

Session duration

**0.1K**

▼ -1%

#### SESSIONS



Pages Per Sessions: ▼ -7%    Social Media Sessions: ▲ 280  
Bounce Rate: ▲ 7%    Organic Searches: ▲ 77%  
▲ 23.76%

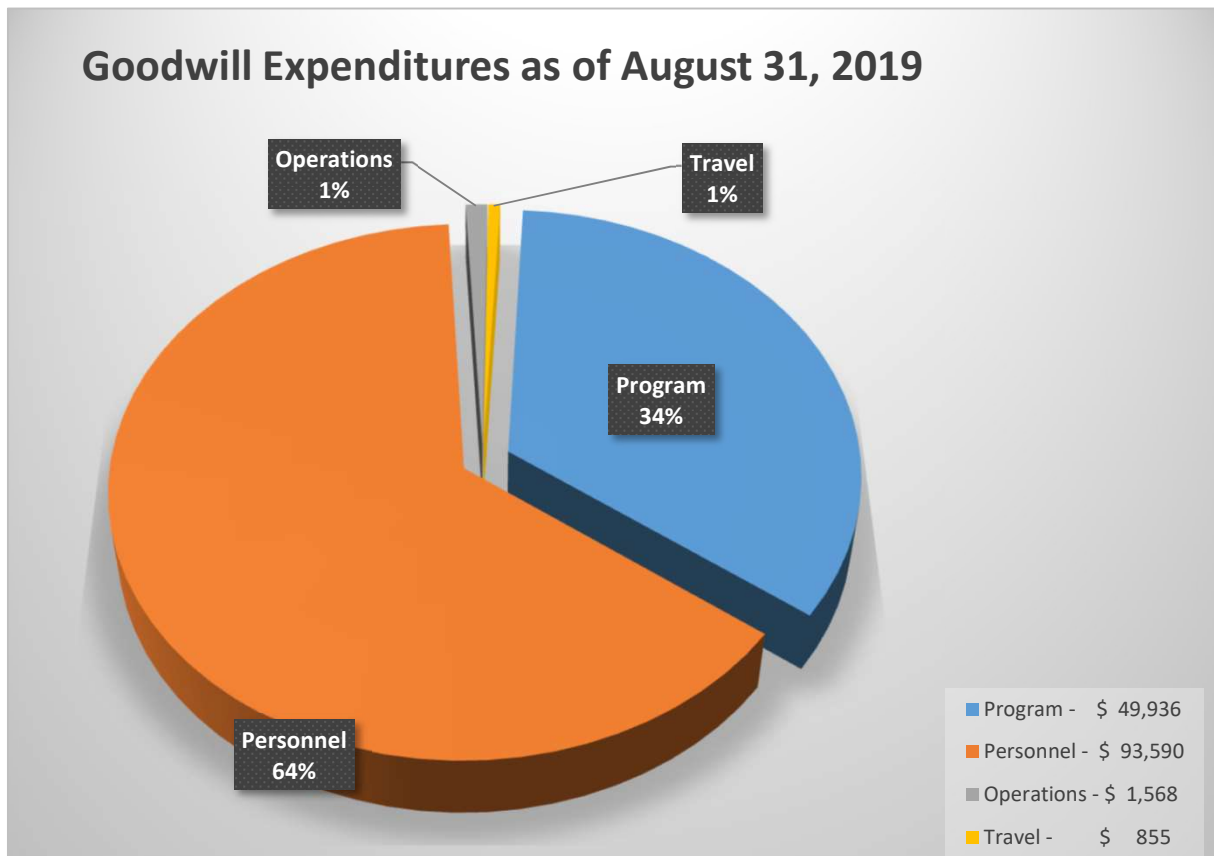
Referrers	Sessions
google	500
(direct)	480
facebook.com	68
yesfrederickva.com	26
bing	22

Keywords	Sessions
shenandoah valley workf...	7
amazon	2
shenandoah valley workf...	2

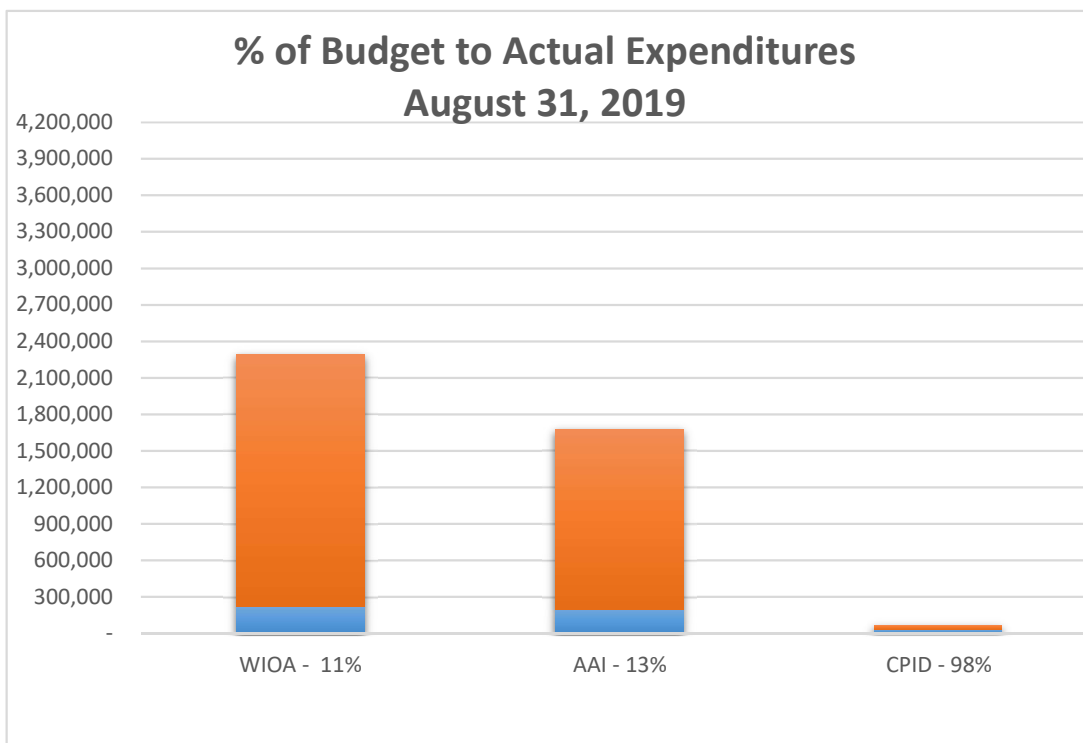
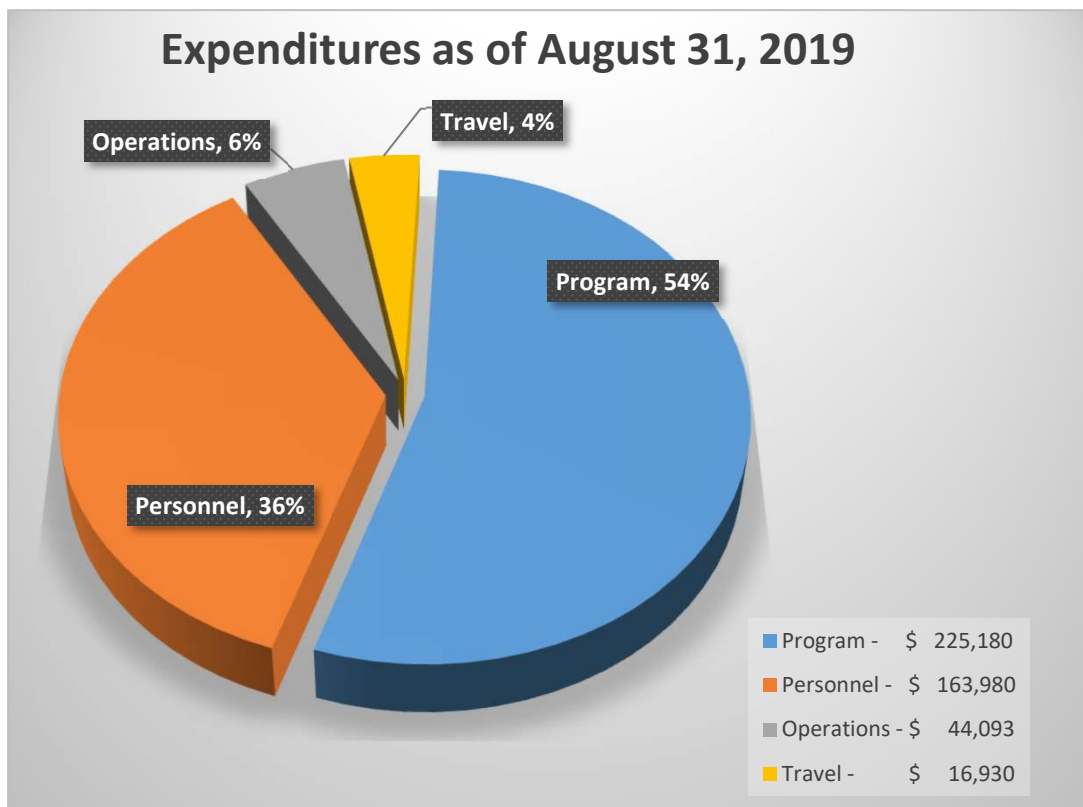
Pages	Sessions
/	841
/contact/	348
/jobseekers/	180
/resources/	124
/hershey-boot-camp/	122

Countries	Sessions
United States	1117
India	8
Philippines	7
United Kingdom	5
Ukraine	3

**Goals and focus for next reporting period:** Promote and drive more traffic to specific parts of the website through social media posts and links.



**Shenandoah Valley Workforce Development Board, Inc.**  
**As of August 31, 2019**



**Shenandoah Valley Workforce Development Board, Inc.**  
**Statement of Financial Position**  
**As of August 31, 2019**

*Unaudited*

**Assets**

Current Assets

Cash and cash equivalents	\$	160,356
Accounts receivable		135,494

<b>Total Assets</b>	<b>\$</b>	<b>295,850</b>
---------------------	-----------	----------------

**Liabilities and Net Assets**

Current Liabilities

Accounts payable	\$	181,990
Accrued leave		62,361

Total Liabilities	\$	244,351
-------------------	----	---------

Net Assets

Without Donor Restriction	\$	7,880
With Donor Restriction		43,619

Total Net Assets	\$	51,499
------------------	----	--------

<b>Total Liabilities and Net Assets</b>	<b>\$</b>	<b>295,850</b>
---	-----------	----------------

Shenandoah Valley Workforce Development Board, Inc.  
Statement of Activities - With FY2020 Budget  
Unaudited

	For the period ended August 31, 2019			FY2020 Budget	% of Total Budget
	Without Donor Restriction	With Donor Restriction	Total		
<b>Changes in Net Assets</b>					
<b>Support and revenue</b>					
WIOA Grants	\$ -	\$ 256,416	\$ 256,416	\$ 2,318,720	11%
American Apprenticeship Grant	-	198,079	198,079	1,479,490	13%
G3 Planning Project	7,650	-	7,650	-	0%
Career Pathways Grant	-	31,602	31,602	34,080	93%
Other revenue	-	7,705	7,705	-	0%
Satisfaction of Program Restrictions	450,183	(450,183)	-	-	0%
<b>Total Support and revenue</b>	<b>\$ 457,833</b>	<b>\$ 43,619</b>	<b>\$ 501,452</b>	<b>\$ 3,832,290</b>	<b>13%</b>

## Expenses

### WIOA Grants Expenses

Administration					
Personnel	\$	27,639	\$	-	\$ 27,639 \$ 312,670 9%
Operations		914		-	914 10,330 9%
Office Operations		2,884		-	2,884 23,180 12%
Financial		464		-	464 7,480 6%
Travel		4,171		-	4,171 26,170 16%
Total Administration		36,072		-	36,072 379,830 9%
Program Services					
Adult & Dislocated Worker contracts		84,553		-	84,553 925,000 9%
Youth contracts		59,938		-	59,938 545,000 11%
Goodwill One Stop Services		1,458		-	1,458 10,000 15%
VCW Centers (Leases, IT, etc.)		28,023		-	28,023 160,500 17%
Workforce Strategy		4,185		-	4,185 10,000 42%
Professional Services		835		-	835 20,000 4%
Purchase of new computers		-		-	- 6,000 0%
Board website, branding & outreach		3,000		-	3,000 14,500 21%
Total Program Services		181,992		-	181,992 1,691,000 11%
<b>Total WIOA Grants Expenses</b>	<b>\$</b>	<b>218,064</b>	<b>\$</b>	<b>-</b>	<b>\$ 218,064 \$ 2,070,830 11%</b>

**American Apprenticeship Grant Expenses**

Administration									
Personnel	\$	111,951	\$	-	\$	111,951	\$	690,260	16%
Operations		3,730		-		3,730		16,020	23%
Office Operations		11,499		-		11,499		52,490	22%
Financial		1,590		-		1,590		15,520	10%
Travel		11,949		-		11,949		34,200	35%
Total Administration		140,719		-		140,719		808,490	17%
Total Program Services		55,540		-		55,540		671,000	8%
<b>Total American Apprenticeship Grant</b>	<b>\$</b>	<b>196,259</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>196,259</b>	<b>\$</b>	<b>1,479,490</b>	<b>13%</b>

**Career Pathways Grant Expenses**

Administration									
Personnel	\$	22,476	\$	-	\$	22,476	\$	12,040	187%
Operations		712		-		712		200	356%
Office Operations		2,244		-		2,244		950	236%
Financial		303		-		303		240	126%
Travel		785		-		785		650	121%
Total Administration		26,520		-		26,520		14,080	188%
Total Program Services		6,902		-		6,902		20,000	35%
<b>Total CPID Grant Expenses</b>	<b>\$</b>	<b>33,422</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>33,422</b>	<b>\$</b>	<b>34,080</b>	<b>98%</b>



**G3 Planning Project**

Administration								
Personnel	\$	1,914	\$	-	\$ 1,914	\$	-	0%
Operations		60		-	60		-	0%
Office Operations		413		-	413		-	0%
Financial		26		-	26		-	0%
Travel		25		-	25		-	0%
Total Administration		2,438		-	2,438		-	0%
Total Program Services		-		-	-		-	0%
<b>Total G3 Planning Project Expenses</b>	<b>\$</b>	<b>2,438</b>	<b>\$</b>	<b>-</b>	<b>\$ 2,438</b>	<b>\$</b>	<b>-</b>	<b>0%</b>

<b>Total Expenses</b>		<b>450,183</b>		<b>-</b>		<b>450,183</b>		<b>3,584,400</b>	<b>13%</b>
<b>Change in Net Assets</b>	<b>\$</b>	<b>7,650</b>	<b>\$</b>	<b>43,619</b>	<b>\$</b>	<b>51,269</b>	<b>\$</b>	<b>247,890</b>	

<b>Net Assets, Beginning</b>	<b>\$</b>	<b>230</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>230</b>
<b>Net Assets, Ending</b>	<b>\$</b>	<b>7,880</b>	<b>\$</b>	<b>43,619</b>	<b>\$</b>	<b>51,499</b>

## SVWDB

## WIOA Expenditures

As of 08.31.19

PY2018 Year 2 of 2 Funding - Expires at 06.30.20

Element	Target	Actual	Difference	Expenditure Rate
Youth Work Experience	\$ 110,004	\$ 50,578	\$ 59,427	
Dollar Amt	20.00%	9.20%	10.80%	45.98%
Percentage				
Adult/DLW Training	\$ 365,869	\$ 158,980	\$ 206,889	
Dollar Amt	40.00%	17.38%	22.62%	43.45%
Percentage				
Overall				
Adult Expenditures**	\$ 690,122	\$ 194,689	\$ 495,433	28.21%
Program	\$ 54,458	\$ 3,308	\$ 51,150	6.07%
Admin	\$ 744,580	\$ 197,998	\$ 546,582	26.59%
DLW Expenditures**	\$ 224,551	\$ 70,371	\$ 154,180	31.34%
Program	\$ 47,172	\$ 5,808	\$ 41,364	12.31%
Admin	\$ 271,723	\$ 76,179	\$ 195,544	28.04%
Youth Expenditures	\$ 550,021	\$ 143,098	\$ 406,922	26.02%
Program	\$ 61,113	\$ 2,104	\$ 59,009	3.44%
Admin	\$ 611,134	\$ 145,203	\$ 465,931	23.76%
Total Expenditures	\$ 1,464,693	\$ 408,158	\$ 1,056,535	27.87%
Program	\$ 162,744	\$ 11,221	\$ 151,523	6.89%
Admin	\$ 1,627,437	\$ 419,379	\$ 1,208,058	25.77%

\*\* - Includes \$200,000 proposed transfer request from DW to Adult

## V2V Apprenticeship Advisory Council

### Agenda – October 10, 2019 Meeting

1. Review minutes from July 11, 2019 meeting
2. Grant performance reported for 6/30/2019:

Metric	Grant Goal	Actual	% Grant Goal
# apprentices	600	871	145%
# employer sponsors	175	86	49%
# new programs	18	23	128%
# expanded occupations	37	50	135%
# completed	200	97	49%
# Target Population* (25%)	150 (218)	421	281%(193%)

\*women, minorities, veterans, individuals with disabilities, and low skilled (less than H.S.)

3. Activity Highlights since last meeting (7/11/2019)
  - a. USDOL American Apprenticeship Initiative National Meeting August 1-2, 2019: Sharon Johnson panel presentation: “Leveraging Partnerships & Resources to sustain Your Work.” ETA announced that modifications to the grant for no-cost extensions would now be permitted. A nine-month extension is being prepared with the primary focus of remaining funding to support WIOA Title I participants.
  - b. State of the Manufacturing Workforce in the Shenandoah Valley: Awarded to Thomas P. Miller & Associates, LLC. Business focus groups, labor market data analysis, and a final report with presentation slides.
  - c. Governor’s G3 Initiative/LFCC Project: LFCC contracted with SVWDB to conduct a work-based learning project as part of their G3 Planning Grant.
  - d. CPID’s last two Academies were conducted in Welding at MTC, July 15-19 and Introduction to Information Technology at Winchester Health, August 5-9, 2019.
  - e. Virginia Manufacturers Association Manufacturing Skills Institute Workforce Symposium August 8, 2019, live podcast promoting inclusive apprenticeship.
  - f. Hershey Boot Camp #3 now in progress. Hershey corporate staff are observing for application to other Hershey manufacturing facilities.
  - g. Virginia Business Article on Hershey Boot Camps, September 2019.
4. Upcoming:
  - a. G3 Project with LFCC: IT/Cyber, Trades, and Healthcare pathways
  - b. Submit modification request
  - c. Presentations: National Forum on Issues in Vocational Assessment, presentation with USDOL ODEP and Jim Leech on Hershey Boot Camp model October 15; HIRE Education Conference.

## V2V Apprenticeship Advisory Council

### Minutes July 11, 2019 Meeting

1. Review minutes from April 11, 2019 meeting
2. Grant performance (draft) as of 6/30/2019:

Metric	Grant Goal	Actual	% Grant Goal
# apprentices	600	871	145%
# employer sponsors	175	83	47%
# new programs	18	21	116%
# expanded occupations	37	48	130%
# completed	200	97	48%
# Target Population* (25%)	150	405	270%

\*women, minorities, veterans, individuals with disabilities, and low skilled (less than H.S.)

3. Activity Highlights since last meeting (1/10/2019)
  - a. AAI Evaluation: Participated in AAI Implementation Study Site Visit June 11-13, with Abt Associates who are evaluating best practices of 10 AAI Grantees. Site visits to WWRC, Hershey, ThermoFisher, LFCC, and MTC. Interviews 1:1 with V2V Staff & DOLI consultants, and collected significant information on the V2V Grant.
  - b. Hershey's 2<sup>nd</sup> Boot Camp, with prep classes for their new employment assessment, had 31 participants. As of today, 29 are still working as Hershey temporaries. Those hired will make \$19.57/hour and be registered as apprentices.
  - c. WWRC visits by Senator Kaine's Senior Education and Workforce Policy Advisor 4/17, and Governor Northam
  - d. NAWDP Annual Conference May 5-8 – Two presentations with the US DOL ODEP including a 4-hour pre-conference, "Systematic Approach to Inclusive Apprenticeships for Individuals with Disabilities," and a general session, "The Future of Work"
  - e. Preparations for implementation of the final year of V2V Grant. Significant funding remains to achieve increased awareness of apprenticeship and integration of RA into Virginia's workforce system and other goals.
  - f. State of the Manufacturing Workforce in the Shenandoah Valley: Apprenticeship and Work Based Learning RFP issued, responses received.
4. V2V Policy Revisions Approved as recommended
5. Upcoming:
  - a. American Apprenticeship Initiative Grantee national meeting August 1-2, 2019.
  - b. G3 Project with LFCC
  - c. July 30, Validity Solutions webinar, "Expand Disability Hires with Inclusive Apprenticeship"

## \$ by Economic Locality

Locality	AAI Grant
Augusta 77%	\$ 256,151
Frederick 62%	\$ 205,000
Other VA 47%	\$ 157,037
Rockingham 17.34%	\$ 57,372
Rockbridge 10.5%	\$ 34,774
Harrisonburg 10.1%	\$ 33,539
Winchester 5.64%	\$ 18,642
Shenandoah 4.5%	\$ 14,819
Warren 2.6%	\$ 8,629
Waynesboro 1.7%	\$ 5,465
Page .1%	\$ 346
Buena Vista .1%	\$ 148

TOTAL \$ 791,920

SVWDB Region \$ 634,883

### V2V Grant Performance

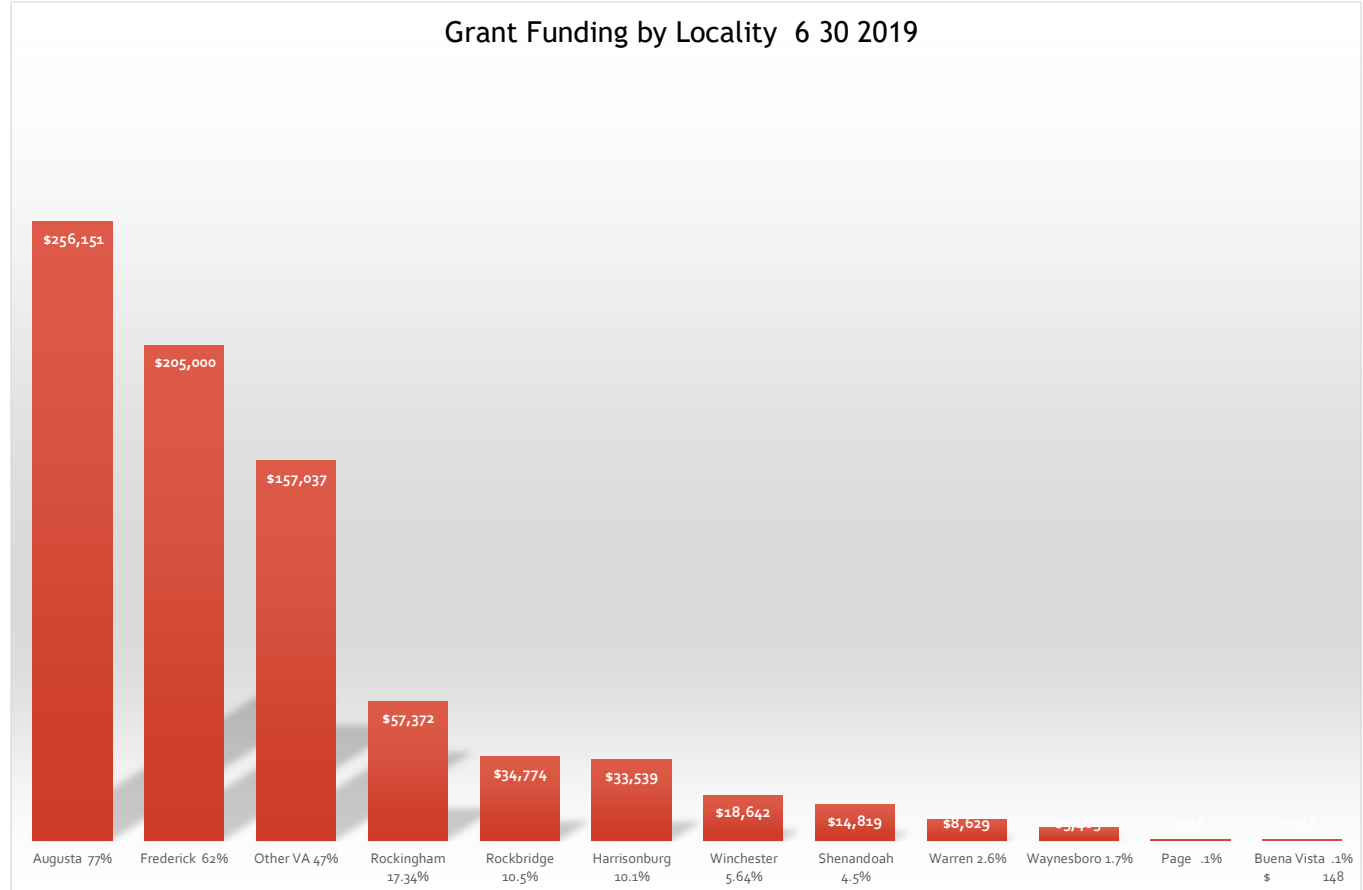
GOAL	6/30/2019
600 apprentices	871 145%
175 employers	86 49%
18 new programs	21 116%
37 expanded occupations	48 130%
150 target demographic	405 270%
200 completions	97 49%

Grant scheduled to end 09/30/2020

New extension potential to 06/30/2021



## Grant Funding by Locality 6 30 2019



## UNEMPLOYMENT RATES August 2019

US: 3.5% (Sept 19)    Augusta: 2.4%    Bath: 2.5%    Buena Vista: 2.6%    Clarke: 2.3%    Frederick: 2.3%    Harrisonburg: 3.3%    Highland: 2.3%    Lexington: 4.7%  
 Virginia: 2.8%    Page: 2.0%    Rockbridge: 2.6%    Rockingham: 2.4%    Shenandoah: 2.4%    Staunton: 2.7%    Warren: 2.8%    Waynesboro: 2.9%    Winchester: 2.6%



# VB

## VIRGINIA BUSINESS

\$4.50

Richmond's \$1.5 billion  
deal or no deal **p. 19**

Foreign hires hit  
immigration wall **p. 45**

LeClairRyan law firm  
throws in the towel **p. 47**

# Reaching for the sky

An expanding Port of Virginia  
seeks out new revenue opportunities **p. 27**

SEPTEMBER 2019 \$4.50US&CAN

0 9>



VirginiaBusiness.com

Portsmouth Marine  
Terminal is one of the  
best-prepared port  
facilities to meet the  
demands of offshore-  
wind activities.



# Hershey boot camp gives new workers taste of success

by Joan Tupponce

At 20, Dalton Branch felt he wasn't reaching his potential waiting tables at Applebee's, so when a friend told him how much he had enjoyed The Hershey Co.'s boot camp at the Stuarts Draft plant, Branch thought he would give it a try.

"The classes were great life lessons," says the Waynesboro High School graduate, now a temporary worker at the chocolate maker's production line in Stuarts Draft.

Hershey's boot camp is the brainchild of Debby Hopkins, chief workforce officer and program director at the Shenandoah Valley Workforce Development Board, which provides workforce services to prepare production workers for their new jobs.

"We give students examples of things that have happened that led to terminations and how to avoid them, and what specific behaviors will lead to a successful career at Hershey," Hopkins says.



Hershey Co. ingredient handler Richard Woods was hired after completing the boot camp conceived by Debby Hopkins with the Shenandoah Valley Workforce Development Board.

During two weeks of instruction this summer, Branch learned everything from how to operate power equipment to how to balance his budget. "I realized it would allow me to have a better lifestyle for myself and potentially give me a career in manufacturing," he says.

The boot camp, which started last year with 11 participants, targets recent high school graduates and people

who are underemployed, want to make a job change or have disabilities. Hopkins hopes to expand the program to other businesses.

Participants are hired and paid through the plant's temporary labor contractor, System One. Graduates are first in line for full-time jobs, and seven people from the first boot camp in 2018 are

now full-time workers at Hershey. From this year's class in June, 24 out of 30 are still employed by System One.

"We wanted to find the best sources for our labor pool," says Karen Van Curen, senior human resources manager for Hershey's Stuarts Draft plant, and the company has embraced the program as it plans a major expansion in Stuarts Draft next year.

Right now, the local workforce is at 1,100 after 212 employees were hired in 2018. And the \$104 million Reese's Peanut Roasting Center of Excellence, Hershey's advanced, high-tech peanut-roasting facility, is expected to come online around October 2020, creating 65 jobs, with the possibility of adding more later.

"Boot camp helped us realize there is a gap between a person who has been in manufacturing and one who hasn't," says Van Curen. "It's quite a learning curve, and boot camp can soften that." **VB**

## FOR THE RECORD

Amid a vast embezzlement scandal, the **Front Royal-Warren County Economic Development Authority** is running more than eight months late with its fiscal year 2018 audit. The EDA's executive director, Douglas Parson, said that a study by Cherry Bekaert, the firm investigating the authority's finances, didn't provide everything they need to complete the audit, which is usually presented in January. In the meantime, the EDA's accountant and bookkeeper are working with an auditing firm, but results may not be in until October or November, Parson said. (*Northern Virginia Daily*)

The **Graham Packaging Co.** facility in Harrisonburg is closing

its doors Sept. 4, according to the Virginia Employment Commission. The plastics production business plans to lay off 115 employees. In 2004, when Owens Brockway Plastics in Harrisonburg was sold to Graham Packaging with 30 other manufacturing facilities, the plant employed 419 people. (*Daily News-Record*)

Members of the **Harrisonburg Electric Commission** say they're going to continue discussing solar power, which has seen rapid expansion locally. Customers who install solar panels receive credits on their energy bills, despite recent concerns that future solar users wouldn't reap the same benefits beginning in 2020. But commissioners say they plan to

discuss more ways for the utility's customers to use renewable energy at their Sept. 24 meeting. (*The Citizen*)

The Supreme Court of Virginia overruled the Circuit Court of Augusta County's decision to uphold the county's property-tax assessments against the **McKee Foods Corp.**, location in Stuarts Draft. The state's high court said the county's assessor failed to adjust the property's value for depreciation when it assessed the plant at \$28.5 million for the 2011, 2012 and 2013 tax years and at \$31.7 million for the 2014 tax year. McKee argued the assessment should have been closer to \$15.1 million. The county will seek a new trial. (*The News Leader*)

A new store in downtown Staunton, **Nature's Bliss**, sells hemp-derived CBD oil, made legal under the 2018 Farm Bill. Previously, hemp was considered a Schedule 1 drug because it was in the same family as marijuana, despite the fact that hemp isn't intoxicating. As of July 1 in Virginia, anyone selling CBD products must register with the Virginia Department of Agriculture and Consumer Services. (*The News Leader*)

Money constraints have delayed the opening of the **Staunton Innovation Hub** from this summer to 2020. The co-working project received a \$25,000 Virginia Main Street grant, shared with the Staunton Downtown Development Association, for an Innovation Hub square. Peter and Allison Denbigh, local entrepreneurs,

purchased two buildings in December 2017 for \$840,000 for the project, which will offer classes, seminars and office space, as well as co-working areas. (*The News Leader*)

## PEOPLE

**Mark Showers** has been named Frederick County's new fire marshal after serving as the department's interim head since March, after the retirement of **John Bauserman**. During his career, Showers has worked in the Fire Marshal's Office and the Frederick County Fire and Rescue Department and graduated from the Bureau of Alcohol, Tobacco, Firearms and Explosives' Accelerant Canine Program. He and his trained dog, Walker, have responded to about 300 calls. (*The Winchester Star*)