

SOUTH CENTRAL WORKFORCE DEVELOPMENT BOARD

**Thursday, July 20, 2023
Southside Virginia Community College
Workforce Building-Room 103
200 Daniel Road
Keysville, VA 23947
9:00 A.M.**

VISION: Workforce services are connected for businesses and jobseekers and tailored to meet the needs of the regional economy.

MISSION: To provide quality workforce development activities resulting in a skilled workforce that exceeds the needs of today's employers and tomorrow's job challenges.

AGENDA

- | | | |
|------|--|------------------------------|
| I. | Welcome/Call to Order/Roll Call | Jeremy Satterfield, Chairman |
| II. | Public Input | Jeremy Satterfield |
| III. | SCWDB Minutes: April 22, 2023 | Attachment A |
| IV. | Information Only: CLEO Minutes-April 28, 2023 | Attachment B |
| V. | Committee Reports | |
| | A. Youth Committee-Addison Gills | Attachment C |
| | B. Policy/Oversight Committee-Terra Napier | Attachment D |
| | C. Employment Enhancement Committee-Terra Napier | Attachment E |
| | D. Executive Committee-Jeremy Satterfield | Attachment F |
| VI. | Other/Adjourn | Jeremy Satterfield |

***Next Meeting: Thursday, October 19, 2023- 9:00 a.m.
Southside Virginia Community College
200 Daniel Road
Keysville, VA. 23947***

South Central Workforce Development Board



SOUTH CENTRAL REGION

Thursday, April 20, 2023
Heartland Business Park
200 Heartland Dr., Keysville, VA 23947
9:00 a.m.

Members Present: Amelia-Faustine Dye; Brunswick-Buffy Allgood; Buckingham-Stephanie Coleman; Charlotte- Gary Walker; Cumberland-Liz Jamerson; Halifax- Mike Dolianitis, Lisa Crews; Lunenburg- Trisha Currin; Mecklenburg- Donnie Williams, Jeremy Satterfield; Nottoway- None; Prince Edward- Asha Moses, Chanda Giles (Alt. Margaret Taylor-Collins)

Members Absent: Shelly Butler, Sherri McGuire, Addison Gills, Bernard Jones Sr., Sharon Harrup, John Mahaney, Tina Wood, Eric Napier, Keith Harkins, Mark Webb

Topic	Issues	Action	Follow Up
I. Welcome/Call to Order/Roll Call	None	Lisa Crews-Chair called the meeting to order and the Executive Director called roll. A quorum was not present.	Executive Committee will reconvene for action items.
II. Public Input	None	None	None
III. SCWDB Minutes: January 19, 2023	See Attachment A	None	Forwarded to Executive Committee for action.
IV. Information Only: CLEO Minutes: October 28, 2022	See Attachment B	None	None

Topic	Issues	Action	Follow Up
V. Election of Chair and Vice-Chair (July 1, 2023- June 30, 2025)	Lisa Crews-Chair, opened the floor for discussion on the new chair and vice-chair.	None	Forwarded to Executive Committee for action.
VI. Committee Reports	<p>A. Youth Committee-See Attachment C-Liz Jamerson reviewed the Youth Committee report. The appointment of Addison Gills as the new chair and youth service reports along with youth performance.</p> <p>B. Strategic Planning Committee-See Attachment D-Donnie Williams reviewed the Local Plan Modifications that was submitted to the state and approved at the Virginia Workforce Board on March 24, 2023 along with updates on the implementation of the strategic plan within the region.</p> <p>C. Policy/Oversight Committee-See Attachment E-Lisa Crews reviewed the committee report. Reviewed PY 2022 2nd Quarter Performance Report -See Attachment 1. Updates to the current OJT policies 2.9 and 3.7 were discussed-See Attachments 2 and 3.</p>	<p>None</p> <p>None</p> <p>None</p>	<p>None</p> <p>None</p> <p>Forwarded to Executive Committee for action.</p>

Topic	Issues	Action	Follow Up
VII. Other/Adjourn	<p>D. Employment Enhancement Committee-See Attachment F-Lisa Crews reviewed the report. The board reviewed Business Solutions Teams reports-See Attachment 1, 2, & 3. A new OSHA 30 training program at SVHEC was reviewed and discussed-See Attachment 4.</p>	None	Forwarded to Executive Committee for action.
	<p>E. Executive Committee-See Attachment G- Lisa Crews reviewed the committee report and updates on expenditures, program waiver and performance. The committee recommended the One-Stop Operator contract for the upcoming program year.</p>	None	Forwarded to Executive Committee for action.
	None	None	The next meeting will be Thursday, July 20, 2023 at 9:00 AM location TBD.

South Central Workforce Development Board

CHIEF LOCAL ELECTED OFFICIALS
 Friday, April 28, 2023
 Heartland Business Park Conference Room
 200 Heartland Drive
 Keyesville, Virginia 23947
 9:00 a.m.

Members Present: Shaun Weyant (Amelia); Karl Carter (Buckingham); Garland Hamlett and Dan Witt -Alternate (Charlotte); Derek Stamey (Cumberland); Rick Short (Halifax); Robert Zava (Lunenburg); Odessa Pride (Prince Edward)

Members Absent: Brunswick, Mecklenburg, Nottoway

Others Present: Terra Napier, SCWDB Executive Director

Topic-Revised Agenda	Issues	Action	Follow Up
I. Welcome/Call to Order	None	Garland Hamlett, Vice-Chairman, called the meeting to order. A quorum was present with 7 of the 10 counties attending.	None
II. Public Input	None	None	None
III. Action on CLEO Minutes: January 27, 2023	See Attachment A-CLEO Minutes for October 28, 2022.	Robert Zava made a motion to approve the minutes as presented of the January 27, 2023 meeting. Odessa Pride seconded the motion and it was approved.	None
IV. Workforce Development Board Minutes-April 20, 2023 (Information only)	See Attachment B-SCWDB Minutes for April 20, 2023	None	None

Topic-Revised Agenda	Issues	Action	Follow Up
V. Workforce Innovation and Opportunity Act	A. Expenditure Reports-See Attachment C- The 3 rd Quarter expenditure reports were reviewed for all WIOA programs and grants.	None	None
	B. Service Delivery Reports for 3 rd Quarter- See Attachments D and E- The reports were reviewed by the Executive Director.	None	None
	C. PY 2022 2 nd Quarter Performance Report-See Attachment F-The current performance report was reviewed by the Executive Director.	None	None
	D. Board Member Nominations-See Attachment G- Executive Director reviewed the list of board member nominations from all counties along with vacancies from the localities.	Karl Carter made a motion to approve all board member nominations from the list provided; (Keith Harkins, Elizabeth Smith, Catherine Howard, Michael Dolianitis, Tricia Currin, Donnie Williams, Jeremy Satterfield, Sheri McGuire, Mark Webb, Margaret Taylor-Collins, and Asha Moses) Rick Short seconded the motion and it was approved.	Executive Director will inform board members of the approval.
	E. Local Board Certification-See Attachment H- Executive Director reviewed the local board certification. The board is currently at 53% business and 21% Labor/CBO/Apprentice.	Karl Carter made a motion to approve the local board certification. Shaun Weyant seconded the motion and it was approved.	Executive Director will forward to Governor's Office for approval.

Topic-Revised Agenda	Issues	Action	Follow Up
	F. One-Stop Operator Contract- The Executive Director reviewed the current One-Stop Operator Contract for Southside Virginia Community College.	Robert Zava made a motion to approve the One-Stop Operator Contract for SVCC for PY 2023-2024. Dan Whitt seconded the motion and it was approved.	Executive Director will inform SVCC of contract approval.
	G. MOU/IFA-The Executive Director reviewed the current MOU/IFA for PY 2023-2024.	None	None
	H. Local Plan Update- The Executive Director gave an update on the local plan that was approved by the Virginia Workforce Board in March.	None	None
	I. PY 2023 State Allocations-See Attachment I- The Executive Director reviewed the current Virginia allocations for the upcoming program year. Virginia will be taking at least an 8% cut in Title I funding.	None	None
VI. Other/Adjourn	None	As there was no further business, the meeting was adjourned on a motion by Rick Short and a second by Karl Carter, the motion was carried.	The next meeting will be Friday, July 21, 2023 at 9:00 am Location:TBD

**Youth Committee
Report to South Central Workforce Development Board
July 20, 2023**

The **Mission** of the South Central Workforce Development Board Youth Programs is to inspire and assist our youth to overcome barriers, to acknowledge their accomplishments and create connections to empower them to be successful in continued education, the workforce and the community.

Members: Addison Gills, Chairman; Liz Jamerson, Vice-Chairman; Cynthia Chambers, Kevin Chandler, Scott Critzer, Carolyn Gaines, Chanda Giles, Valerie Harris, Asha Moses, Ann Nelson, Tiffany Russell

Meeting Date: May 11, 2023

Agenda Items included:

- | | |
|--|--------------|
| 1) Reviewed 4 th Quarter Reports | Attachment 1 |
| 2) Reviewed 4 th Quarter Customer Satisfaction Surveys | |
| 3) Reviewed 4 th Quarter Worker Experience Surveys | |
| 4) Updates on Youth Services Provided | |
| 4) Reviewed the Program Year 2022 2 nd Quarter State Performance Report | |

Action Items:

None

Case Manager Assigned	County	Follow Up Information					
		*Closures YTD not yet In Follow-Up (Starting July 1, 2022)	Carry Over Follow Up (starting July 1, 2022)	YTD Exits from Qtrly Follow-up	Active Tidal Follow-Up	YTD Received Credential	
Michael Justice	Amelia	0	0	0	0	0	0
	Buckingham	0	0	0	0	0	0
Lake Country	Cumberland	1	0	0	0	1	0
	Prince Edward	11	3	5	5	9	0
	Brutuswick	10	1	1	1	10	0
	Mecklenburg	14	2	2	2	14	2
Alanna Reid	Norfolway	2	1	1	1	2	0
	Charlotte	5	4	3	3	9	0
	Hallifax	0	11	5	15	9	9
	Lunenburg	2	1	1	2	4	4
Totals:		54	23	10	59	15	

Total Active Follow Up = Carry Over FU + Closures - Exits of Qtrly carry over + new enrollments YTD - closures YTD = active

Case Manager Assigned	County	Active Client Carry Over from Last Year as of July 1, 2022	Active Client Information			New Active Client Registrations this Month
			New Active Client Registrations YTD (Cumulative)	*Closures YTD Follow-Up (Starting July 1, 2022)	Total Active Clients	
Michael Justice	Amelia	0	1	0	1	0
	Buckingham	0	0	0	0	0
	Cumberland	1	0	1	0	0
	Prince Edward	11	2	11	2	0
Lake County	Bucks	10	0	10	0	0
	Medfordburg	13	8	14	7	1
	Notaway	1	1	2	0	0
Alanna Reid	Charlotte	4	5	5	4	0
	Halifax	4	13	9	6	0
	Lynchburg	1	5	2	4	0
Totals		25	37	24	20	1

Case Manager Assigned	County	Closure - Exit Information				YTD Exit to No Placement
		*Closures YTD	YTD Exit to Post-Secondary	YTD Exits to Military	YTD Exit to Employment	
Michael Justice	Amelia	0	0	0	0	0
	Buckingham	0	0	0	0	0
	Cumberland	1	0	0	0	1
	Prince Edward	11	1	0	3	7
Lake Country	Brunswick	10	0	0	2	8
	Medleyburg	14	0	10	4	10
	Notoway	2	0	0	1	1
Alanna Reid	Charlotte	3	0	1	2	3
	Halifax	9	0	0	4	4
	Lunenburg	2	0	0	2	0
Totals		54	1	1	1	34

OSY Monthly Report - Program Elements															
Case Manager Assigned	County	*YTD Labor Market Information	**YTD Financial Literacy	*YTD Leadership Development	YTD Tutoring, Study Skills, Dropout/Recovery	YTD Alternative Education/Drop out Recovery Services	YTD Paid/Unpaid Work Experience	YTD Occupational Skills Training	YTD Concurrent Workforce/Training Preparation activities	YTD Supportive Services	YTD OJT	YTD Follow Up Services	YTD Comprehensive Guidance and Counseling	YTD Entrepreneurial skills training	YTD Transitional Activities for Post-Secondary Education and Training
Michael Justice	Amelia	1	0	0	0	0	1	0	0	0	0	0	0	0	0
	Buckingham	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Cumberland	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Prince Edward	2	1	5	0	0	3	0	0	2	0	0	0	0	0
	Brunswick	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lake Country	Mecklenburg	8	3	5	0	0	5	4	0	13	1	0	0	0	0
	Netoway	1	1	1	0	0	1	0	0	1	0	0	0	0	0
Alanna Reid	Charlotte	5	3	2	0	0	3	2	0	2	0	0	0	0	0
	Halifax	13	16	7	0	0	4	9	0	13	0	0	0	0	0
	Lunenburg	5	3	3	0	0	0	4	0	12	0	0	0	0	0
Totals	Totals	35	27	23	0	0	17	19	0	43	0	0	0	0	0

mandatory services for all participants

WIOA Youth Training Information	YTD Total Registered (Counted Once)	YTD Number of Credentials	YTD Number of Closures	YTD Number of Employment	# of Related Employment	# of Non-Related Employment	Exited to Post Secondary Education/Military	Exited with no placement
Area of Services or Training								
Not Enrolled in Training								
GED	38	2	38	10	10			28
Welding	7	3	4	1		1		3
Business (Randford)	3	3	1	1		1		
Work Exp	13	7	7	5	5		1	1
HVAC	3	2	0					
IT	2		0					
Truck Driving	5	5	2	1	1			1
Powerline	5	3	1	1	1			
EMT	1							
Medical Billing and Coding	1		0					
CJT	1					2	2	
Total	80	15	54	19	17	2	3	23

**Policy/Oversight Committee
Report to South Central Workforce Development Board
Thursday, July 11, 2023**

Members: Catherine Howard, Margaret Taylor-Collins, Stephanie Coleman, Mark Webb, Tina Wood

Meeting Date: Tuesday, July 11, 2023

4th Quarter Reports Reviewed:

- | | |
|---|--------------|
| 1) One-Stop 4 th Quarter Report | Attachment 1 |
| 2) Out of School Youth 4 th Quarter Report | |
| 3) Customer Satisfaction Surveys | |
| 4) PY 2022 3 rd Quarter Performance Report | Attachment 2 |

Action Items: None

Virginia Career Works South Central Monthly Report										
	Active Client Carry over (7/1/22)	New Active Registrations YTD	New Active Registrations this Month	Closures YTD to Follow-up (Starting 7/1/22)	Active Clients	YTD Trade	Active Follow-up	YTD Credentials	YTD OJT/AWE/Int	YTD Employed at Closure
WIOA VCW Centers										
Adult Prog.										
Keysville	16	31	0	23	24	0	23	13	3	12
South Boston	30	28	2	35	23	0	40	22	2	30
Lake Country	11	17	1	16	12	0	14	7	3	8
Total	57	76	3	74	59	0	77	42	8	50
DLW Prog.										
Keysville	3	10	1	3	10	0	3	1	0	2
South Boston	8	4	0	7	5	1	7	3	0	4
Lake Country	6	3	0	6	3	2	9	0	0	3
Total	17	17	1	16	18	3	19	4	0	9
Grand Total	74	93	4	90	77	3	96	46	8	59

Customer Visits

	July	August	1st Quarter	October	November	2nd Quarter	January	February	3rd Quarter	April	May	4th Quarter
Keysville	0	12	18	6	4	15	6	0	12	9	14	26
Lake Country	60	105	257	92	78	259	115	100	339	93	119	347
South Boston	176	200	631	255	187	635	211	171	570	277	230	739
Total	236	317	906	353	269	909	332	271	921	379	363	1112

*** Active Client Carry Over + New Active Client Registrations YTD - Exits YTD = Active Clients

Monthly Report June 2023 Keysville Training Services

	YTD	YTD	YTD	YTD	Number of	Number of
	Total	Number	Number of	Number of	Related	Non-Related
*Area of Services or Training	Registered	Credentials	Closures	Employment	Employment	Employment
Business MGMT	1					
Career Switcher						
Corrections						
CNA	6	3	3	3	3	
Electrical						
LPN	8	1	4	2	1	1
OJT	3		2	1	1	
Medical Assistant	4		1			
Powerline	2	2	2	2	2	
RN	15	4	6	2	2	
Truck Driving	9	4	4	2	2	
Welding	2					
HVAC	1		1			
Pharmacy Technician	4					
Subtotals	55	14	23	12	11	1
Career Services only	5		3	2		2
Grand Total	60	14	26	14	11	3

*** Training based on customer choice, occupations in demand, assessments, and potential to succeed**

Monthly Report June 2023 South Boston Training Services

[illegible]

* Training based on customer choice, occupations in demand, assessments, and potential to succeed

Monthly Report June 2023 Lake Country Training Services

	YTD	YTD	YTD	YTD	Number of	Number of
	Total	Number	Number of	Number of	Related	Non-Related
*Area of Services or Training	Registered	Credentials	Closures	Employment	Employment	Employment
Certified Nurse Aide	4		1			
Heating and Air Conditioning	1		1			
Information Systems Technology						
Licensed Practical Nurse	5	1	3	1		1
OJT	4		3	2	2	
Powerline Worker	1	1	1	1	1	
Registered Nurse	5	2	4	2	0	2
TDTS-Truck Driver Training School	8	3	5	3	3	
Medical AST	4		2	1	1	
Pharmacy Technician						
Temp Taker						
Welding						
Clinical medical assistant	1					
Diesel Tech	1					
Cybersecurity	1					
Subtotals	35	7	20	10	7	3
Career Services only	2		2	1	1	
Grand Total	37	7	22	11	8	3

* Training based on customer choice, occupations in demand, assessments, and potential to succeed

Attachment 2

		ETA 9173 - Quarter 1		ETA 9173 - Quarter 2		ETA 9173 - Quarter 3	
PY 2022		Quarter 1		Quarter 2		Quarter 3	
State Level		State Level		State Level		State Level	
	PY 22 Negotiated Level	Actual Performance	% of Negotiated Level	Actual Performance	% of Negotiated Level	Actual Performance	% of Negotiated Level
Adult							
Employment 2nd Quarter after Exit	78.50%	83.30%	106.1%	83.30%	106.1%	85.10%	108.4%
Employment 4th Quarter after Exit	79.50%	77.30%	97.2%	79.60%	100.1%	83.30%	104.8%
Median Earnings 2nd Quarter after Exit	\$6,100.00	\$7,220.00	118.4%	\$7,910.00	129.7%	\$7,957.00	130.4%
Credential Attainment within 1 year	75.00%	69.90%	93.2%	65.50%	87.3%	66.80%	89.1%
Measurable Skills Gain	68.50%	40.20%	58.7%	52.20%	76.2%	45.00%	65.7%
Dislocated Workers							
Employment 2nd Quarter after Exit	86.00%	83.90%	97.6%	83.30%	96.9%	83.30%	96.9%
Employment 4th Quarter after Exit	82.50%	85.40%	103.5%	86.30%	104.6%	83.10%	100.7%
Median Earnings 2nd Quarter after Exit	\$8,900.00	\$9,896.00	111.2%	\$9,802.00	110.1%	\$10,737.00	120.6%
Credential Attainment within 1 year	72.50%	78.30%	108.0%	78.70%	108.6%	79.80%	110.1%
Measurable Skills Gain	62.00%	36.20%	58.4%	45.70%	73.7%	40.80%	65.8%
Youth							
Employment 2nd Quarter after Exit	73.50%	79.90%	108.7%	77.60%	105.6%	79.50%	108.2%
Employment 4th Quarter after Exit	72.00%	78.80%	109.4%	83.20%	115.6%	76.40%	106.1%
Median Earnings 2nd Quarter after Exit	\$3,400.00	\$3,977.00	117.0%	\$4,858.00	142.9%	\$5,015.00	147.5%
Credential Attainment within 1 year	68.50%	55.10%	80.4%	63.80%	93.1%	70.30%	102.6%
Measurable Skills Gain	60.50%	33.80%	55.9%	44.80%	74.0%	38.70%	64.0%
PY 2022		Quarter 1		Quarter 2		Quarter 3	
LWDA 08	LWDA 08	LWDA 08		LWDA 08		LWDA 08	
	PY 22 Negotiated Level	Actual Performance	% of Negotiated Level	Actual Performance	% of Negotiated Level	Actual Performance	% of Negotiated Level
Adult							
Employment 2nd Quarter after Exit	82.1%	94.10%	114.6%	81.30%	99.0%	94.10%	114.6%
Employment 4th Quarter after Exit	82.3%	75.00%	91.1%	80.00%	97.2%	88.20%	107.2%
Median Earnings 2nd Quarter after Exit	\$6,000	\$7,044.00	117.4%	\$12,480.00	208.0%	\$9,892.00	164.9%
Credential Attainment within 1 year	75.3%	83.30%	110.6%	40.00%	53.1%	40.00%	53.1%
Measurable Skills Gain	78.9%	17.10%	21.7%	58.10%	73.6%	32.10%	40.7%
Dislocated Workers							
Employment 2nd Quarter after Exit	86.0%	77.80%	90.5%	71.40%	83.0%	100.00%	116.3%
Employment 4th Quarter after Exit	86.3%	70.00%	81.1%	70.00%	81.1%	77.80%	90.2%
Median Earnings 2nd Quarter after Exit	\$6,900	\$16,404.00	237.7%	\$9,822.00	142.3%	\$9,310.00	134.9%
Credential Attainment within 1 year	72.5%	71.40%	98.5%	84.60%	116.7%	71.40%	98.5%
Measurable Skills Gain	86.8%	22.20%	25.6%	57.10%	65.8%	25.00%	28.8%
Youth							
Employment 2nd Quarter after Exit	80.3%	71.40%	88.9%	83.30%	103.7%	100.00%	124.5%
Employment 4th Quarter after Exit	86.2%	92.90%	107.7%	60.00%	69.6%	57.10%	66.2%
Median Earnings 2nd Quarter after Exit	\$3,500	\$2,456.00	70.2%	\$6,458.00	184.5%	\$5,228.00	149.4%
Credential Attainment within 1 year	65.0%	57.10%	87.8%	50.00%	76.9%	83.30%	128.2%
Measurable Skills Gain	68.6%	40.00%	58.3%	75.00%	109.3%	50.00%	72.9%

**Employment Enhancement Committee
Report to South Central Workforce Development Board
Thursday, July 20, 2023**

Meeting Date: Wednesday, June 7, 2023

Members: Lisa Crews-Chair, Trisha Currin, Mike Dolianitis, Faustine Dye, Chanda Giles, Addison Gills, Keith Harkins, Jeremy Satterfield

Agenda Items:

- | | |
|---|--------------|
| 1) Reviewed 4 th Quarter Employer Survey Results | |
| 2) Reviewed Business Solutions Team Reports | |
| a) Halifax | Attachment 1 |
| b) Heartland | Attachment 2 |
| c) Lake Country | Attachment 3 |
| 3) Re-Certification of Training Programs | Attachment 4 |
| 4) Certification of Training Programs | |
| a) EMT | Attachment 5 |
| b) Fiber Installation Program | Attachment 6 |

Action Item: None

Attachment 1

Lake Country Business Solutions Team

- The Lake Country Business Services Team has been working on recruiting job seekers and employer services in Mecklenburg and Brunswick counties.
- This quarter we plan to continue the round table discussions with the list of businesses previously compiled by the team in the healthcare, manufacturing, IT, and logistics industries. These calls were very productive and gave us some additional insight as to aligning employer needs with our strategic plan.
- Hosted a hiring event for Terracon (construction and engineering) at the VCW South Hill office on March 16th.
- Attending the SVCC nursing career fair at the Estes Center in Chase City on March 23rd. Graduating students from all nursing programs at SVCC attended to network with 23 health care employers.
- The team attended and assisted with the Mecklenburg County Public Schools Career Expo/Hiring event for the students. The students were able to get a solid overview of what career opportunities are available to them within our region. The event was held on April 27th and 49 employers from the region were present.

Attachment 2

Halifax Business Solutions Team

- The team is currently assisting with employer outreach in Halifax County as well as working on promoting to employers BST services and job seeker placements.
- This quarter we plan to continue the round table discussions with the list of businesses previously compiled by the team in the healthcare, manufacturing, IT, and logistics industries. These calls were very productive and gave us some additional insight as to aligning employer needs with our strategic plan.
- Attended the career expo and transition fair on Thursday April 6th at Halifax High School. This was a great opportunity for students to see the career and training options available to them within our region.
- Harbor Freight will be opening a store in South Boston this year. They have been on site at the South Boston center several times this spring for closed interviews. They plan to use the center for open interviews closer to the opening date.
- Assisted Dollar General with a hiring event at the VCW South Boston center on April 25th. Held both prescheduled interviews as well as walk-ins and had 111 job seekers interviewed on site.
- VADOC was on site at VCW South Boston on April 26th and May 24th for interviews.
- We assisted the chamber with the annual Halifax County hiring event at the fairgrounds. There were 28 employers present and over 150 jobseekers.

Attachment 3

Heartland Business Solutions Team

- The Heartland Business Solution Team has been working on promoting to employers BST services and job seeker placements. The team is making continuing contact with employers in the area by helping them with their hiring needs.
- This quarter we plan to continue the round table discussions with the list of businesses previously compiled by the team in the healthcare, manufacturing, IT, and logistics industries. These calls were very productive and gave us some additional insight as to aligning employer needs with our strategic plan.
- Assisted with a hiring event at Southside Virginia Community College on April 12th for both students and the community. The event had 14 employers in attendance.
- Planned and executed a hiring event in conjunction with the Prince Edward County Department of Social Services. The event was held on May 2nd at the Fireman Sports Arena in Prince Edward. There were 31 employers in attendance and 116 jobseekers. Overall a very successful event and the most well attended event we have had recently.

ELIGIBLE TRAINING PROVIDER/PROGRAM PERFORMANCE

Re-certification 2023-2024

SOUTH CENTRAL WORKFORCE DEVELOPMENT BOARD

Provider Name: Southern Virginia Higher Education Center

Provider Contact: Cassandra Satterfield, Director of Workforce Training Programs

Phone: 434-572-5475 **Email:** cassandrasatterfield@svhec.org

I. Updated Program Information or Revised Costs (please describe below):

Current costs:

ITA – IT Fundamentals \$700
 ITA – A+ \$2,000
 ITA – Server+ \$900
 ITA – Network+ \$1,100
 ITA – Security+ \$1,100
 ITA – Linux Essentials \$800
 ITA – Intro to Cloud Admin \$800
 HVAC NCCER CORE/Level 1 \$3,000
 HVAC NCCER Level 2 \$4,500
 Welding NCCER CORE/OSHA/Level 1 \$3,690
 Welding NCCER Level 2 \$3,600
 Welding NCCER Level 3 \$3,000
 Welding NCCER Level 4 \$3,660
 NCCER CORE \$1,275
 OSHA 10 Hour General Industry \$125
 OSHA 30 Hour General Industry \$325
 SACA C-101 Certified Ind. Assoc Basic Operations \$1,275

II. Please provide the following information by program for each of the outcomes listed below. Data will be validated annually through reports from the Virginia Workforce Connection.

A. Training Completion Rate (must meet or exceed 50%):

Program	# Enrolled in Training	# Successful Completers	Training Completion Rate (%)
IT Academy	104	100	96%
Welding	14	14	100%
HVAC	16	16	100%
Smart Automation Certification Alliance	0	0	n/a

B. Credential Attainment Rate (must meet or exceed 65%):

Program	# Successful Completers	# Attained a Credential	Credential Rate Attainment (%)
IT Academy	100	42	42%*
Welding	14	14	100%
HVAC	16	16	100%
Smart Automation Certification Alliance	0	0	n/a

*The average credential rate for ITA cohorts in PY 2022 was 42%, well exceeding the national average of 30% for CompTIA exams. It is also important to note that CompTIA revised the Server+ exam in early 2022 to require a higher level of rigor. As a result, lower attainment rates for the Server+ credential in PY 2022 contributed to the lower overall IT Academy credential rates. In PY 2023, the Server+ class will be offered as an advanced-level course consistent with the new exam requirements.

C. Entered Employment Rates: The Local Board will use the employment rates of those enrolled in training during the 2nd and 4th quarter after the participant is exited from the WIOA program when considering the re-certification of a training vendor. Provide the employment information below by program:

Program	# Enrolled in Training	# Respondents Employed at Completion of Training**	Employment Rate Among Respondents (%)**
IT Academy	93	35	92%
Welding	9	3	100%
HVAC	10	3	100%
Smart Automation Certification Alliance		0	n/a

**Among completers who provided employment information in response to post-training follow up survey.

These numbers above only include students for whom 2nd and 4th quarter post-training information is available. Students whose 2nd and 4th quarter post-training dates have not yet occurred will be included in a future report.

Please list the names of the employers who hired the trained participants:

IT Academy		
CBRE/Microsoft	Infrastructure Technology Services	SVHEC
Comfort Systems USA	Lowe's	System Soft Technologies
Danville Public Schools	Microsoft	TEKsystems
Direct Line Global	R. O. Harrell, Inc.	Walmart
Food Line	Revlon	World of Sports
Halifax County Public Schools	Securitas	ZT Systems
Hardees	Sentara Halifax Regional Hospital	
Hitachi Energy	Sexton & Sons Construction	

HVAC		
Behavioral Health		
Buffalo Creek Estates		
Supreme Transport trucking LLC		
Welding		
Huber		
Hitachi Energy		
Virkler and Bartlett LLC		

D. Post Training Earnings: The reported earnings will be reported as the median earning for those employed in the 2nd quarter after exit. Please provide the earnings using the Number Employed at Completion of Training (in III. above) and listing each wage in increasing order (by amount of wage) and the number of persons earning that amount.

QUARTERLY EARNINGS***

IT Academy***		
\$5,760 - 1	\$10,848 - 1	\$16,800 - 1
\$6,240 - 1	\$11,074 - 1	\$19,200 - 1
\$7,080 - 1	\$11,227 - 1	
\$7,200 - 1	\$11,352 - 1	HVAC***
\$7,680 - 3	\$11,770 - 1	\$8,160 - 1
\$8,160 - 1	\$12,000 - 1	
\$8,640 - 5	\$12,960 - 1	Welding***
\$9,120 - 1	\$13,987 - 1	\$9,600 - 1
\$9,600 - 4	\$14,400 - 1	\$9,797 - 1
\$10,560 - 2	\$15,360 - 1	\$10,997 - 1

***Among completers who provided wage information.

Program Performance Review

Date: 5/19/2023

Name of Person Completing the Form: Catherine Stevens

Training Provider's Name: Southern Virginia Higher Education Center

Address: 820 Bruce Street, South Boston, VA 24592

Location of the training facility: Same as above

Equal Opportunity & Access Review

1. Have any of the following policies/procedures changed since your initial approval for the Eligible Training Provider List? *(If so, please provide updated documentation of these items.)*

Grievance/Complaint Procedure ☐ Yes ☒ No

Equal Opportunity is the Law poster prominently displayed ☐ Yes ☒ No

Limited English Proficiency Process ☐ Yes ☒ No

Reasonable Accommodations *(for individuals with disabilities)* ☐ Yes ☒ No

2. Are the following items available for individuals attending training through your organization:

Auxiliary aids for individuals with hearing and/or visual impairment ☒ Yes ☐ No

Accessible workstations with accessible software ☒ Yes ☐ No

Physical accessibility (i.e.: ramps, bathroom, evacuation plan, etc.) ☒ Yes ☐ No

Interpreters (spoken language & sign language) ☒ Yes ☐ No

3. Please provide the following information regarding equal access and services to limited English proficient (LEP) individuals attending training through your organization:

How is training provided to LEP students? LEP training is provided to students by being referred to the Volunteer Literacy/ESL Program for free tutoring.

Has training been provided to instructors on services available to LEP students?

☒ Yes ☐ No

(If yes please describe.) Instructors and students are made aware of VLP/ESL availability.

Is material and posters displayed in alternate languages?

☐ Yes ☐ No

(If so, what languages?) _____

ELIGIBLE TRAINING PROVIDER/PROGRAM PERFORMANCE

Re-certification 2023-2024

SOUTH CENTRAL WORKFORCE DEVELOPMENT BOARD

Provider Name: Southside Virginia Community College

Provider Contact: Dr. Keith Harkins

Phone: 434-736-2006

Email: keith.harkins@southside.edu

I. Updated Program Information or Revised Costs (please describe below):

The credit Diesel certificate program has transitioned entirely to workforce development. This can be removed from the list of active programs that need recertification. The Diesel (ASE or S/P2) (WF) program is the only active program in diesel technology at this time.

Because of the college's partnership with Cengage, the price of texts and materials continue to decrease as students can purchase a license each semester and receive multiple texts covering many different classes. In addition, the resources are available as soon as the students register which improves student success and retention.

SVCC is working on two fiber training projects that should begin within a year. In addition, the college is renovating training space to train critical environment technicians needed by data centers and employers operating large industrial buildings.

The college has replaced ITE 115 with ITE 152 for most of its academic programs. There is no net change in the cost of tuition.

The college has received a Department of Labor grant to train incarcerated individuals in clean energy technology. This capacity building grant is part of their Strengthening Community College program.

The cost of the Nurse Aide Workforce class increased in the past year from \$2,100 to \$3,495. The VCCS plans to review tuition for WF training programs this summer.

II. Please provide the following information by program for each of the outcomes listed below. Data will be validated annually through reports from the Virginia Workforce Connection.

A. Training Completion Rate (must meet or exceed 50%):

Program	# Enrolled in Training	# Successful Completers	Training Completion Rate (%)
AST Medical Office (AAS)	54	49	91%
Business Management (AAS)	264	242	92%
Medical Office Assisting (CSC)	19	18	95%
National Retail Federation	#N/A	#N/A	#N/A
Automotive Technician (Certificate)	8	8	100%
Diesel Mechanic (Certificate)	#N/A	#N/A	#N/A
Diesel (ASE or S/P2) (WF)	11	11	100%
Truck Driving-CDL (WF)	98	90	92%
Electricity (Certificate)	81	75	93%
HVAC Advanced (CSC)	5	4	80%
HVAC Basic (CSC)	9	9	100%
Industrial Electrical Technology (CSC)	41	40	98%
HVAC - Levels 1-4 (WF)	23	18	78%
Powerline Worker (WF)	78	78	100%
Solar Installation Technician (WF)	44	38	86%
IT (AAS)	48	42	88%
IT-Cybersecurity (AAS)	#N/A	#N/A	#N/A
IT-Network Specialization (AAS)	43	40	93%
IT (Certificate)	9	7	78%
IT-Applications Software Specialist (CSC)	1	1	100%
IT-Cybersecurity (CSC)	21	21	100%
Registered Nurse	176	172	98%
Practical Nursing (Certificate)	106	88	83%

Massage Therapy (WF)	#N/A	#N/A	#N/A
Medication Aide (WF)	#N/A	#N/A	#N/A
Nurse Aide (WF)	44	40	91%
Phlebotomy (WF)	51	49	96%
Administration of Justice (AAS)	47	39	83%
General Studies/Human Services Specialization Degree (AA&S)	74	59	80%
General Studies (AA&S)	972	939	97%
Welding (Certificate)	20	18	90%
Welding (CSC)	81	79	98%
Welding - Gas Metal Arc (WF)	12	12	100%

****Successful Completers = Number of students that did not withdraw, fail or receive an incomplete in all terms for the academic year. Academic year for credit is Summer 2022 - Spring 2023. Workforce data is for July 1, 2022 - current date. Not all data is complete for the year.**

B. Credential Attainment Rate (must meet or exceed 65%)

Program	# Successful Completers	# Attained a Credential	Credential Rate Attainment (%)
AST Medical Office (AAS)	6	6	100%
Business Management (AAS)	8	8	100%
Medical Office Assisting (CSC)	8	8	100%
National Retail Federation	#N/A	#N/A	#N/A
Automotive Technician (Certificate)	#N/A	#N/A	#N/A
Diesel Mechanic (Certificate)	#N/A	#N/A	#N/A
Diesel (ASE or S/P2) (WF)	11	11	100%
Truck Driving-CDL (WF)	86	86	100%
Electricity (Certificate)	2	2	100%
HVAC Advanced (CSC)	#N/A	#N/A	#N/A
HVAC Basic (CSC)	#N/A	#N/A	#N/A

Industrial Electrical Technology (CSC)	4	4	100%
HVAC - Levels 1-4 (WF)	#N/A	#N/A	#N/A
Powerline Worker (WF)	78	78	100%
Solar Installation Technician (WF)	38	38	100%
IT (AAS)	6	6	100%
IT-Cybersecurity (AAS)	#N/A	#N/A	#N/A
IT-Network Specialization (AAS)	6	6	100%
IT (Certificate)	#N/A	#N/A	#N/A
IT-Applications Software Specialist (CSC)	#N/A	#N/A	#N/A
IT-Cybersecurity (CSC)	#N/A	#N/A	#N/A
Registered Nurse	40	40	100%
Practical Nursing (Certificate)	6	6	100%
Massage Therapy (WF)	#N/A	#N/A	#N/A
Medication Aide (WF)	#N/A	#N/A	#N/A
Nurse Aide (WF)	14	14	100%
Phlebotomy (WF)	24	24	100%
Administration of Justice (AAS)	3	3	100%
General Studies/Human Services Specialization Degree (AA&S)	11	11	100%
General Studies (AA&S)	43	43	100%
Welding (Certificate)	1	1	100%
Welding (CSC)	11	11	100%
Welding - Gas Metal Arc (WF)	3	3	100%

****Successful Completers Credit Enrollment = Number of students that completed a degree or certificate within the academic year. Academic year for credit is Summer 2022 - Spring 2023. Successful completers for workforce data are students that have completed the program. Some students may not have submitted their credentials by the time of the report due to the submission requirement of 120 days after the completion of training. Workforce data is for July 1, 2022 - current.**

C. Entered Employment Rates: The Local Board will use the employment rates of those enrolled in training during the 2nd and 4th quarter after the participant is exited from the WIOA

program when considering the re-certification of a training vendor. Provide the employment information below by program:

Program	# Enrolled in Training	# Employed at Completion of Training	Employment Rate (%)
AST Medical Office (AAS)	54	31	57%
Business Management (AAS)	264	57	22%
Medical Office Assisting (CSC)	19	12	63%
National Retail Federation	#N/A	#N/A	#N/A
Automotive Technician (Certificate)	8	5	63%
Diesel Mechanic (Certificate)	#N/A	#N/A	#N/A
Diesel (ASE or S/P2) (WF)	11	8	73%
Truck Driving-CDL (WF)	98	44	45%
Electricity (Certificate)	81	61	75%
HVAC Advanced (CSC)	5	4	80%
HVAC Basic (CSC)	9	5	56%
Industrial Electrical Technology (CSC)	41	10	24%
HVAC - Levels 1-4 (WF)	23	11	48%
Powerline Worker (WF)	78	64	82%
Solar Installation Technician (WF)	44	#N/A	#N/A
IT (AAS)	48	27	56%
IT-Cybersecurity (AAS)	#N/A	#N/A	#N/A
IT-Network Specialization (AAS)	43	21	49%
IT (Certificate)	9	8	89%
IT-Applications Software Specialist (CSC)	1	1	100%
IT-Cybersecurity (CSC)	21	3	14%
Registered Nurse	176	86	49%

Practical Nursing (Certificate)	106	60	57%
Massage Therapy (WF)	#N/A	#N/A	#N/A
Medication Aide (WF)	#N/A	#N/A	#N/A
Nurse Aide (WF)	44	21	48%
Phlebotomy (WF)	51	30	59%
Administration of Justice (AAS)	47	27	57%
General Studies/Human Services Specialization Degree (AA&S)	74	260	351%
General Studies (AA&S)	972	206	21%
Welding (Certificate)	20	11	55%
Welding (CSC)	81	15	19%
Welding - Gas Metal Arc (WF)	12	4	33%

****Only have access to Quarter 1-4 of Virginia Employment Commission data for 2022 at this time. No 2023 data is available. Credit bearing programs are multiple semesters in length, therefore the employment rate attainment appears lower than the overall program success rate across the length of the program.**

Please list the names of the employers who hired the trained participants:

Academic Students

employer_name	total
22ND CENTURY TECHNOLOGIES INC	1
313 FRANKLIN LLC	3
A B C RECYCLING INC	1
A PLUS ELECTRICAL LLC	1
A QUALITY STAFFING LLC	1
ABBOTT FARM SUPPLIERS INC	1
ABC PHONES OF NO CAROLINA INC	1
ABH STAFFING INC	1
ACE ELECTRIC INC	1
ADP INCORPORATED NEW	1
ADP TOTAL SOURCE III INC	1
ADVANCE STORES CO INC	1
AIRTEC INC	1
ALL SECURED HOME HEALTH SERVIC	2
AMAZON.COM SERVICES INC	7
AMERICAN HEALTHCARE LLC	10



Training Program Application

A separate application form must be completed for each training program or occupational skills course of study.

1. Training Organization Southside Virginia Community College			
2. Contact Person – Name & Title Bobby Lester, EMS Program Director			
3. Training Program or stand-alone course name EMT (Workforce)			
4. Program or course description Emergency Medical Technician			
5. Year Program Established 1990 credit 2022 Workforce	6. Total Credit or Curriculum Hours	6. Number of training weeks or hours 15 weeks	8. Minimum Class Size 6
9. Is curriculum certified by an accrediting agency or similar national standardization program: <i>Yes (if yes specify) Virginia Office of EMS, National Registry of EMT</i>			
10. Description of training and skills to be obtained – <i>Attached EMT Program description</i>			
11. Which in-demand industry sectors and occupations best fit with the training program; and the average wage for the primary target occupation for which the training prepares the individual, as published by the Virginia Employment Commission, for the local area. If the in-demand sectors & occupation differ from what is defined by the region, please provide LMI Information to support the sector & occupation. Employment Information Virginia Estimated Employment in 2021 5,780 Projected Employment for 2031 6,260.			
12. Does training lead to an industry recognized credential, diploma, license, or degree? <i>If yes, indicate which.</i> Yes, National Registry EMT Certification, Virginia Office of EMS Certification, AHA CPR Certification and NAEMT EVOC Certification.			
13. Is this a stackable credential, part of a sequence to move an individual along a career pathway or up a career ladder? Yes, The Emergency Medical Technician Certification will lead to the next level Advanced Emergency Medical Technician Certification and then to Paramedic Certification.			
14. Was this training developed in partnership with a business? No			

15. List Businesses that support this training program:

Mecklenburg County EMS, Southside Rescue Squad, South Hill Fire, Boynton Life Station, Southside Rescue Squad
Brunswick EMS, Victoria Fire & Rescue, Nottoway County Rescue, Charlotte County Rescue, Lifeline Transport,
Patient Transport Systems

16. Describe how you will ensure access to training services throughout the state, including rural areas and through the use of technology:

The EMT program are seated lectures with online quizzes and tests. We offer extra time for student that lack technology and also use technology to stream lectures to reduce time in the class.

17. Describe how you will work with the local board to serve individuals with barriers:

The EMS program works with the local EMS agencies and the local board to provide field clinical sites for EMS students to obtain the required clinicals. This also gives an opportunity for the EMS student to interact with the EMS agency and opportunity for potential employment.

Program Cost

18. Registration/Pre-screening/Admissions Fees	\$
19. Tuition (check all items included in Tuition)	\$ 1800
Books	\$
Required Supplies(Tools, uniforms, etc.	\$
Testing/Exam Cost	\$
Licensure/Certification Cost(s)	\$
Other Required Fees	\$
20. Total Cost to Complete Curriculum/Course	\$ 1800

Criteria for Admission

21. Describe the prerequisites or skills and knowledge required prior to the commencement of training:
EMT requires no prerequisites. No felonies within 5 years and the EMS student must pass a EMS background check from the Virginia Office of EMS prior to the start of field clinical rotation.

22. Is a High School Diploma or GED required: No High School Diploma or GED required

SOUTHSIDE VIRGINIA COMMUNITY COLLEGE

EMT PROGRAM DESCRIPTION

Emergency Medical Technicians provide out of hospital emergency medical care and transportation for critical and emergent patients who access the emergency medical services (EMS) system. EMTs have the basic knowledge and skills necessary to stabilize and safely transport patients ranging from non-emergency and routine medical transports to life threatening emergencies. Emergency Medical Technicians function as part of a comprehensive EMS response system, under medical oversight. Emergency Medical Technicians perform interventions with the basic equipment typically found on an ambulance. Emergency Medical Technicians are a critical link between the scene of an emergency and the health care system.

Employment Information Virginia

Estimated Employment in 2021 5,780

Projected Employment for 2031 6,260

United States

Estimated Employment in 2021 163,400

Projected Employment for 2031 174,800

Average Wages

Virginia

Annual \$37,440

Hourly \$18

United States

Annual \$36,680

Hourly \$17.64



Training Program Application

A separate application form must be completed for each training program or occupational skills course of study.

1. Training Organization Southside Virginia Community College			
2. Contact Person – Name & Title Bobby Lester, EMS Program Director			
3. Training Program or stand-alone course name EMT			
4. Program or course description Emergency Medical Technician			
5. Year Program Established 1990	6. Total Credit or Curriculum Hours 9	6. Number of training weeks or hours 2	8. Minimum Class Size 6
9. Is curriculum certified by an accrediting agency or similar national standardization program: <i>Yes (if yes specify) Virginia Office of EMS, National Registry of EMT</i>			
10. Description of training and skills to be obtained – <i>Attached EMT Program description</i>			
11. Which in-demand industry sectors and occupations best fit with the training program; and the average wage for the primary target occupation for which the training prepares the individual, as published by the Virginia Employment Commission, for the local area. If the in-demand sectors & occupation differ from what is defined by the region, please provide LMI Information to support the sector & occupation. Employment Information Virginia Estimated Employment in 2021 5,780 Projected Employment for 2031 6,260.			
12. Does training lead to an industry recognized credential, diploma, license, or degree? <i>If yes, indicate which.</i> Yes, National Registry EMT Certification, Virginia Office of EMS Certification, AHA CPR Certification and NAEMT EVOC Certification.			
13. Is this a stackable credential, part of a sequence to move an individual along a career pathway or up a career ladder? Yes, The Emergency Medical Technician Certification will lead to the next level Advanced Emergency Medical Technician Certification and then to Paramedic Certification.			
14. Was this training developed in partnership with a business? No			

15. List Businesses that support this training program:

Mecklenburg County EMS, Southside Rescue Squad, South Hill Fire, Boynton Life Station, Southside Rescue Squad
Brunswick EMS, Victoria Fire & Rescue, Nottoway County Rescue, Charlotte County Rescue, Lifeline Transport,
Patient Transport Systems

16. Describe how you will ensure access to training services throughout the state, including rural areas and through the use of technology:

The EMT program are seated lectures with online quizzes and tests. We offer extra time for student that lack technology and also use technology to stream lectures to reduce time in the class.

17. Describe how you will work with the local board to serve individuals with barriers:

The EMS program works with the local EMS agencies and the local board to provide field clinical sites for EMS students to obtain the required clinicals. This also gives an opportunity for the EMS student to interact with the EMS agency and opportunity for potential employment.

Program Cost

18. Registration/Pre-screening/Admissions Fees	\$ 0
19. Tuition (check all items included in Tuition)	\$ 1386
Books	\$ 300
Required Supplies(Tools, uniforms, etc.	\$ 50
Testing/Exam Cost	\$ free 1 st written , practical 100
Licensure/Certification Cost(s)	\$ 0
Other Required Fees	\$ 50 EVOC, 80 EMS Testing , 20 CPR Cert
20. Total Cost to Complete Curriculum/Course	\$ 1886

Criteria for Admission

21. Describe the prerequisites or skills and knowledge required prior to the commencement of training:
EMT requires no prerequisites. No felonies within 5 years and the EMS student must pass a EMS background check from the Virginia Office of EMS prior to the start of field clinical rotation.

***The course is typically offered as a credit course but can also be offered as a Workforce class.

22. Is a High School Diploma or GED required: No High School Diploma or GED required

SOUTHSIDE VIRGINIA COMMUNITY COLLEGE

EMT PROGRAM DESCRIPTION

Emergency Medical Technicians provide out of hospital emergency medical care and transportation for critical and emergent patients who access the emergency medical services (EMS) system. EMTs have the basic knowledge and skills necessary to stabilize and safely transport patients ranging from non-emergency and routine medical transports to life threatening emergencies. Emergency Medical Technicians function as part of a comprehensive EMS response system, under medical oversight. Emergency Medical Technicians perform interventions with the basic equipment typically found on an ambulance. Emergency Medical Technicians are a critical link between the scene of an emergency and the health care system.

Employment Information Virginia

Estimated Employment in 2021 5,780

Projected Employment for 2031 6,260

United States

Estimated Employment in 2021 163,400

Projected Employment for 2031 174,800

Average Wages

Virginia

Annual \$37,440

Hourly \$18

United States

Annual \$36,680

Hourly \$17.64



Training Program Application

A separate application form must be completed for each training program or occupational skills course of study.

1. Training Organization National Warrior Workforce			
2. Contact Person – Name & Title Grace Graff, Operations Analyst			
3. Training Program or stand-alone course name Warrior Workforce Training and Fiber Installation Program			
4. Program or course description The objective of the Warrior Workforce Training Program is to train transitioning veterans and other potential local labor talent that can be trained, certified and <i>immediately</i> employed in the buildout of Fiber, 5G Wireless and Clean Economy Projects throughout Virginia. The Program provides the necessary safety, job site and initial skills sets to be immediately employed on fiber infrastructure projects. Once the training is completed, the employed would be hired for Fiber Installation, Planning and Construction jobs throughout the region.			
5. Year Program Established 2022	6. Total Credit or Curriculum Hours 100 hours total	6. Number of training weeks or hours 2 Weeks	8. Minimum Class Size 8
9. Is curriculum certified by an accrediting agency or similar national standardization program: <div style="display: flex; justify-content: space-around;">YesNo</div>			
10. Description of training and skills to be obtained – <i>Attach training program description, include an outline of what is covered in the program and what skills are to be obtained.</i>			
11. Which in-demand industry sectors and occupations best fit with the training program; and the average wage for the primary target occupation for which the training prepares the individual, as published by the Virginia Employment Commission, for the local area. If the in-demand sectors & occupation differ from what is defined by the region, please provide LMI Information to support the sector & occupation. ** See attached Training Program			
12. Does training lead to an industry recognized credential, diploma, license, or degree? <i>If yes, indicate which.</i> <div style="display: flex; justify-content: space-around;">YesNo</div>			
13. Is this a stackable credential, part of a sequence to move an individual along a career pathway or up a career ladder? <div style="display: flex; justify-content: space-around;">YesNo</div>			

14. Was this training developed in partnership with a business?

Yes

No

15. List Businesses that support this training program:

Mastec Networks, Kinnex Broadband, Lumos Networks, Americrew Networks, FHR and Capital Telecom

16. Describe how you will ensure access to training services throughout the state, including rural areas and through the use of technology:

We have a mobile training unit that can bring the training, equipment and certification programs to the workforce and meet them in their local community. We also have training locations/classrooms in most counties in VA - using the VFWs, American Legions and other VSOs.

17. Describe how you will work with the local board to serve individuals with barriers: We will look to support their travel and PC access needs through additional outside funds if necessary.

Program Cost

18. Registration/Pre-screening/Admissions Fees	\$ 2,500
19. Tuition (check all items included in Tuition)	\$
Books	\$ \$350
Required Supplies(Tools, uniforms, etc.	\$ 1,100
Testing/Exam Cost	\$ 250
Licensure/Certification Cost(s)	\$ 75
Other Required Fees	\$ 500
20. Total Cost to Complete Curriculum/Course	\$ 4,775

Criteria for Admission

21. Describe the prerequisites or skills and knowledge required prior to the commencement of training:

- High School Diploma or GED
- Experience working on teams and working with machinery
- Ability to travel during the week and work both indoors and outdoors
- Possess a valid driver's license; clean driving record
- Ability to pass both a background check and drug screening

22. Is a High School Diploma or GED required: Yes No

National Infrastructure Technician Academy

Infrastructure Curriculum Fiber Tract

The Certified National Infrastructure Technician Academy (NITA) provides students with the fundamentals to become a recognized leader in the wireless service provider industry. National Infrastructure graduates will stand out from the competition when applying for wireless and telecommunication technology jobs. This program is based on a curriculum that meets all federal standards for training in accordance with the US Department of Labor. It is designed to include OSHA required training listed in CFR's - 1910/1926 related to work at wireless communication sites.

Day One- Morning		
Welcome and Introduction: NITA Instructors TBD	Schedule	Hours
<ul style="list-style-type: none"> Course Introduction and Administrative Task Review of Syllabus and Course Calendar Review of the Instruction Manual, Course Material and Expected Results and Achievements Review Rules of the Classroom and Professional Conduct 	8-am – 1pm	5
Day One- Afternoon		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> History and importance of OSHA Introduction to OSHA 10 Introduction: Basic Safety and Health Material Handling Hazard Identifying Positive and Negative Safety Culture 	2pm – 7pm	5

Day Two- Morning		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> OSHA 10 Introduction: Continued Definitions and Terminology Safety Overview Workplace Hazards Personal Protection Equipment (PPE) Safety Culture in the Workplace Roles of Workforce and Management in Safety Culture 	8am – 1pm	5
Day Two- Afternoon		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> OSHA 10: Continued Employee Rights Improving Safety Culture OSHA Inspections Focus: Four Hazards Hand and Power Tool Safety Major Construction Site Health Hazards 	2pm – 7pm	5

Day Three - Morning		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • Resume Framework and Writing • Proofing/Editing/Rewrites • Industry Standard Resume • Sample Resumes to review • Interview Skills – Presenting your best self • 7 Steps to Improve Your Interview for Veterans • Top 30 Interview Questions • Interview and Job Applications Tips and Tricks 	8am – 1pm	5
Day Three - Afternoon		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • Introduction to Fiber and Industry Overview • TIRAP Fiber Apprenticeship Overview • Fiber Optic Components • Cables, Connections, Splices • Hardware (patch panels, splice closures, conduit, etc.) 	2pm – 7pm	5

Day Four- Morning		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • Fiber to the X- (FTTX Methodology) • Dimensioning FTTX networks • Elements of Optimization • Fiber Theory for FTTX • Optical Fiber • Optical Cable 	8am – 1pm	5
Day Four - Afternoon		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • Telecommunications Equipment Installation Process • Electronic Repairs and Troubleshooting procedures • Tip and Ring Techniques and Wire Tracing • Ethernet RJ45 Connectors • Wire Maintenance, Repair and Splicing • Termination Options 	2pm – 7pm	5

Day Five - Morning		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • Splitters Panels, Closures, and Cabinets • WDM in FTTX Applications • Active Devices OLTs and ONTs • Loss Budgets and Splitting Number Constraints • Cable and ONT Installation Techniques (Vendor Specs) • Testing FTTX Systems 	8am – 1pm	5
Day Five- Afternoon		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • Fiber Optic Splicing/Testing Skills Lab 	2pm – 7pm	5

<ul style="list-style-type: none"> • Hands-on Fiber Splicing Skills • Testing and Troubleshooting • Cable Routing • Cable Termination 		
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Day Six - Morning		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • Fiber Optic Splicing Skills Lab • Power Meter Testing • Troubleshooting and Problem Solving • Reading Blueprints and Plans 	8am – 1pm	5
Day Six - Afternoon		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • RF- EME Fundamental Certification • Radio Frequency Theory • RF Regulations and Definitions • Antennas/Frequency/Wavelength • Lockout - Tagout Certification • Hazard Energy Basics • Control of Hazardous Energy (COHE) 	2pm – 7pm	5

Day Seven - Morning		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • Confined Spaces Certification • OSHA Confined Spaces in Construction Standard • Aerial Lift Terms and Definitions • Aerial Lift: Certification • Types of Lifts • Rooftop Safety Certification • Inspections/ Repairs/Modifications 	8am – 1pm	5
Day Seven - Afternoon		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • Introduction to Aerial Drones and Operator Safety • Drone Definitions and Terminology • Drone Inspection/Care and Maintenance • Drone Operator: Personal Protection Equipment (PPE) • Site Survey and Pole Audits 	2pm – 7pm	5

Day Eight - Morning		
Instructors:	Schedule	Hours
<ul style="list-style-type: none"> • Site Surveys and Drones: Continued • Drone Flying: Safety and Cell Towers • Drone Laws and Regulations • Drone Mapping and Architecture Drawing 	8am – 1pm	5
Day Eight - Afternoon		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • Drone Practicum 	2pm – 7pm	5

• Drone Certification		
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Day Nine - Morning		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • First Aid Certification • AED Certification • CPR Certification 	8am – 1pm	5
Day Nine - Afternoon		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • First Aid/AED/CPR Certification: Continued • Blood Borne Pathogen Certification • DOT Safety and Flagger Certification 	2pm – 7pm	5

Day Ten- Morning		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • Final Exam Overview and Prep • Final Exam • Course Wrap-Up 	8am – 1pm	5
Day Ten - Afternoon		
Instructors: TBD	Schedule	Hours
<ul style="list-style-type: none"> • Job Prep and Company Onboarding 	2pm – 7pm	5

Total Course Hours:	100 Hours
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List of Course Certifications:

- DOL OSHA 10 Certification
- RF - EME Fundamental Certification
- Lockout - Tagout Certification
- Confined Spaces Certification
- Aerial Lift: Certification
- Rooftop Safety Certification
- Drone Certification
- Red Cross - First Aid, AED, and CPR Certification
- Blood Borne Pathogen Certification
- DOT Safety and Flagger Certification
- FIS Certified Fiber Optic Technician

TIRAP
TELECOMMUNICATIONS INDUSTRY
REGISTERED APPRENTICESHIP PROGRAM
POWERED BY WIA

Date: June 1, 2022

To: Kelley Dunne
AmeriCrew, LLC
21 Omaha Street, Dumont, NJ 07628
Phone: (201) 387-7700
Email: kdunne@americrew.com

From: Debra Bennett
Vice President of Apprenticeship
Wireless Infrastructure Association
2111 Wilson Boulevard, Suite 210
Arlington, VA 22201

RE: Department of Labor Apprenticeship Program Registration
WIA National Sponsor ID: 2017-ZA-500
Employer Department of Labor RAPIDS ID: 2017-ZA-500-37613
Registration Date: June 1, 2022

AmeriCrew Team,

Welcome to the TIRAP Family!

We have received your executed Employer Acceptance Agreement and your company has been registered with the Department of Labor as a participating employer of the Telecommunications Industry Registered Apprenticeship Program (TIRAP). Your program registration information is provided above. Please coordinate with our Apprenticeship Support Team to schedule your onboarding session.

WIA prides itself in providing high quality, high-touch technical assistance services. Examples include a guided onboarding process, access to a dedicated team of apprenticeship experts, program tracking tools and hosting of recurring strategy sessions. We're here to facilitate your adoption of registered apprenticeship in the most effective way possible.

We look forward to our partnership and growing the apprenticeship program with you.

Best Regards,



Debra K. Bennett
Vice President of Apprenticeship

Executive Committee
Report to the South Central Workforce Development Board
Thursday, July 20, 2023

Executive Committee:

Lisa Crews-Chair; Jeremy Satterfield Vice-Chair; Gary Walker-Treasurer; Stephanie Coleman; Liz Jamerson, Donnie Williams, Tricia Currin

Items from the April 20, 2023 Meeting:

1. Reviewed expenditures for all contracts, grants, and programs
2. Reviewed PY 2022 2nd Quarter Performance
3. Reviewed Workforce Board Certification forwarded to CLEO for approval
4. Reviewed One-Stop Operator Contract recommend to SCWDB to approve

Reconvened for SCWDB as there was no quorum

5. Approved Jeremy Satterfield as Chair and Donnie Williams as Vice-Chair
6. Approved Tricia Currin to fill the vacancy on the Executive Committee
7. Approved One-Stop Operator Contract with Southside Virginia Community College
8. Approved OJT Training policy update
9. Approved OSHA 30 training program

Items from the May 18, 2023 Meeting:

1. Reviewed expenditures for all contracts, grants, and programs
2. Reviewed upcoming PY 2022 State Compliance Monitoring in June
3. Reviewed PY 2023 WIOA Allocations

Attachment 1

Items from the June 15, 2023 Meeting:

1. Reviewed expenditures for all contracts, grants, and programs
2. Approved \$25,000 for Ticket to Work Salary
3. Reviewed PY 2023 WIOA Allocations Revised
4. Approved carry-over budget from July 1-28th for operations
5. Reviewed Sentara grant award of \$75,000 for Career Exploration and Work Based Learning
6. Reviewed PY 2023 3rd Quarter performance
7. Approved ETPL training programs- re-certification of training programs and certification of new training programs as recommended by the Employment Enhancement Committee

Attachment 2

LWDA PY 2022 to PY 2023 Comparison - WIOA Title I Adult, Youth, Dislocated Worker

LWDA	Adult - 2022	Adult - 2023	\$ Variance	%	Youth - 2022	Youth - 2023	\$ Variance	%	DW - 2022	DW - 2023	\$ Variance	%
Virginia	\$12,625,952	\$11,563,742	(\$1,062,210)	-8.4%	\$13,527,970	\$12,368,305	(\$1,159,665)	-8.6%	\$8,491,471	\$7,787,499	(\$703,972)	-8.3%
1	\$731,949	\$629,376	(\$102,572)	-14.0%	\$718,738	\$618,168	(\$100,571)	-14.0%	\$365,422	\$311,929	(\$53,493)	-14.6%
2	\$664,149	\$582,520	(\$81,629)	-12.3%	\$804,223	\$701,779	(\$102,444)	-12.7%	\$442,366	\$382,152	(\$60,214)	-13.6%
3	\$460,072	\$396,109	(\$63,963)	-13.9%	\$478,865	\$409,537	(\$69,328)	-14.5%	\$342,041	\$313,191	(\$28,850)	-8.4%
4	\$533,811	\$444,097	(\$89,714)	-16.8%	\$672,824	\$555,219	(\$117,605)	-17.5%	\$460,586	\$422,613	(\$37,973)	-8.2%
5	\$566,457	\$620,274	\$53,817	9.5%	\$545,080	\$619,566	\$74,486	13.7%	\$316,989	\$312,302	(\$4,687)	-1.5%
6	\$390,891	\$298,993	(\$91,898)	-23.5%	\$440,474	\$337,543	(\$102,930)	-23.4%	\$354,706	\$315,542	(\$39,163)	-11.0%
7	\$462,184	\$387,766	(\$74,419)	-16.1%	\$582,985	\$491,376	(\$91,609)	-15.7%	\$276,531	\$236,268	(\$40,263)	-14.6%
8	\$426,810	\$379,784	(\$47,026)	-11.0%	\$414,942	\$355,155	(\$59,787)	-14.4%	\$227,226	\$217,637	(\$9,589)	-4.2%
9	\$1,795,989	\$1,776,086	(\$19,903)	-1.1%	\$1,991,247	\$1,949,330	(\$41,917)	-2.1%	\$1,145,892	\$1,095,555	(\$50,337)	-4.4%
10	\$670,519	\$580,218	(\$90,302)	-13.5%	\$683,268	\$577,207	(\$106,060)	-15.5%	\$310,044	\$261,644	(\$48,400)	-15.6%
11	\$1,894,208	\$1,363,539	(\$530,669)	-28.0%	\$2,002,868	\$1,432,898	(\$569,969)	-28.5%	\$1,489,467	\$1,212,577	(\$276,890)	-18.6%
12	\$402,388	\$390,246	(\$12,142)	-3.0%	\$366,489	\$363,449	(\$3,039)	-0.8%	\$387,123	\$341,741	(\$45,382)	-11.7%
13	\$622,036	\$483,908	(\$138,129)	-22.2%	\$617,189	\$481,004	(\$136,185)	-22.1%	\$474,728	\$417,480	(\$57,248)	-12.1%
14	\$3,004,489	\$3,230,828	\$226,338	7.5%	\$3,208,780	\$3,476,074	\$267,294	8.3%	\$1,898,351	\$1,946,869	\$48,518	2.6%

LWIA	NAME	June 8 Dislocated Worker Revised	May 23 Dislocated Worker	Difference
	VIRGINIA	\$7,787,499	\$7,787,499	
1	Southwestern Virginia	\$311,929	\$311,929	\$0
2	New River/Mount Roger	\$382,152	\$382,152	\$0
3	Western Virginia	\$313,191	\$320,983	-\$7,791
4	Shenandoah Valley	\$422,613	\$428,415	-\$5,803
5	Crater Area	\$312,302	\$416,303	-\$104,001
6	Piedmont Workforce Ne	\$315,542	\$337,897	-\$22,355
7	Region 2000/Central V	\$236,268	\$247,570	-\$11,302
8	South Central	\$217,637	\$192,778	\$24,859
9	Capital Area	\$1,095,555	\$949,675	\$145,880
10	West Piedmont	\$261,644	\$263,240	-\$1,596
11	Northern Virginia	\$1,212,577	\$1,164,704	\$47,872
12	Alexandria/Arlington	\$341,741	\$493,581	-\$151,840
13	Bay Consortium	\$417,480	\$443,374	-\$25,894
14	Southeastern Collabor	\$1,946,869	\$1,834,899	\$111,970

Hold Harmless
Hold Harmless

-\$330,582



June 14, 2023

Terra Bailey Napier, Executive Director
South Central Workforce Development Board
285-C George Washington Highway
P.O. Box 580
Charlotte Court House, Virginia 23923

Dear Ms. Napier,

This letter is in response to the South Central Workforce Development Board's (SCWDB) request for approval to self-provide WIOA Title I Individualized and Follow-Up Career Services starting July 1, 2023, per VBWD Policy #401-03 (2016) Provision of Career Services. Based on a review of the documents submitted to the Governor's Office in support of the Board's request, it has been determined that your Local Workforce Development Board's (LWDB) request for a waiver has been approved by the Governor's Office.

I am issuing this letter on behalf of the Governor's Office, which has approved your Board's request for a waiver, allowing the LWDB to self-provide WIOA Title I Individualized and Follow-Up Career Services through the American Job Centers within the Local Workforce Development Area (LWDA) served by the SCWDB. This approval is contingent upon the following conditions:

- ✓ The LWDB is to be on track to meet or exceed all WIOA Title I performance measures as established through the performance measure negotiation process.
- ✓ The LWDB must be on track to meet the 40% training expenditure requirement for Adult and Dislocated Worker participants.

Future approvals of waiver requests will be based on the LWDB's performance on the above stated conditions.

Going forward, the LWDB must send a letter to the Virginia Community College System (VCCS), WIOA Title I Administration, no later than March 31, 2024, indicating if there is intent to seek approval for continuation of the waiver. The letter must include information regarding progress towards meeting performance targets for WIOA Title I program services. In addition, the LWDB must include in the letter an updated response to the seven questions in the template "*Request for Governor's Approval for Local Workforce Development Board to Provide WIOA Individualized and Follow-up Career Services*". A copy of the template is available upon request.

Please note for the record that the VCCS Waiver Evaluation Team uses additional information in its assessment of waiver requests, including the following data, as applicable:

- ✓ The LWDB must continue to maintain appropriate controls, including adherence to segregation of duties procedures, conflict of interest protocols, and performance review processes as documented in policy and organizational charts, as approved by the LWDB.



- ✓ The LWDB must address all compliance issues effectively as reported on the annual WIOA Title I Monitoring Report issued by VCCS, and not have any findings resulting in disallowed costs.
- ✓ The LWDB must manage WIOA Title I funds effectively to avoid recapture.
- ✓ The LWDB must participate in quarterly calls with VCCS staff to discuss progress on its performance outcomes.

Thank you for your time and attention.

Sincerely,

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

Randall Stamper
Associate Vice Chancellor
Career Pathways and Workforce Programs
Virginia Community College System
Richmond, Virginia
804.819.4691

Copy: George Taratsas, Office of the Virginia Secretary of Labor, Office of the Governor
Jeremy Satterfield, Chair, South Central Workforce Development Board
The Honorable Gary Walker, Chair, SCWDB Chief Elected Officials Consortium

2023-2024 South Central Workforce Development Board Meetings

Attachment 5

July 2023						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

July	11	20	21
	9:00 Policy/Oversight Committee (Virtual)	8:00 Executive Committee @ SVCC	9:00 SCWDB @ SVCC
			9:00 CLEO @ SVCC

August 2023						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August	7	17
	9:00 Strategic Planning (Virtual)	
	8:00 Executive Committee @ SCWDB Office	

September 2023						
Su	M	Tu	W	Th	F	Sa
						1
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

September	5	14	21
	9:00 Employment Enhancement (Virtual)	9:00 Youth Committee (Virtual)	
			8:00 Executive Committee @ SCWDB Office

October 2023						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

October	10	19	27
	9:00 Policy/Oversight Committee (Virtual)	8:00 Executive Committee @ SVCC	9:00 SCWDB @ SVCC
			9:00 CLEO @ SVCC

November 2023						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

November	6	16
	9:00 Strategic Planning (Virtual)	
	8:00 Executive Committee @ SCWDB Office	

December 2023						
Su	M	Tu	W	Th	F	Sa
						1
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

December	8	14	21
	9:00 Employment Enhancement (Virtual)	9:00 Youth Committee (Virtual)	
			8:00 Executive Committee @ SCWDB Office

January 2024						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January	9	18	26
	9:00 Policy/Oversight Committee (Virtual)	8:00 Executive Committee @ SVCC	9:00 SCWDB @ SVCC
			9:00 CLEO @ SVCC

February 2024						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

February	5	15
	9:00 Strategic Planning (Virtual)	
	8:00 Executive Committee @ SCWDB Office	

March 2024						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

March	5	14	21
	9:00 Employment Enhancement (Virtual)	9:00 Youth Committee (Virtual)	
			8:00 Executive Committee @ SCWDB Office

April 2024						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

April	9	18	26
	9:00 Policy/Oversight Committee (Virtual)	8:00 Executive Committee @ SVCC	9:00 SCWDB @ SVCC
			9:00 CLEO @ SVCC

May 2024						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

May	6	16
	9:00 Strategic Planning (Virtual)	
	8:00 Executive Committee @ SCWDB Office	

June 2024						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

June	5	13	20	28
	9:00 Employment Enhancement (Virtual)	9:00 Youth Committee (Virtual)	8:00 Executive Committee (TDB)	9:00 SCWDB

Executive and By Laws (7)	Employment Enhancement	Strategic Planning	Policy/Oversight	Youth Committee
Jeremy Satterfield Chair	Jeremy Satterfield	Donnie Williams	Catherine Howard	*Addison Gills
Donnie Williams Vice Chair	Keith Harkins	Sheri McGuire	Margaret Taylor-Collins	*Liz Jamerson
Gary Walker Treasurer	Tricia Currin	Faustine Dye	Mark Webb	Tiffany Russell
Liz Jamerson	Mike Dolianitis	Buffy Allgood	Tina Wood	Kevin Chandler
Stephanie Coleman	Eric Napier	Margaret Taylor-Collins	Stephanie Coleman	Scott Critzer
Catherine Howard	Elizabeth Smith			*Margaret Taylor-Collins
Tricia Currin				Ann Nelson
				*Asha Moses
				Brad Bryant
				*Buffy Allgood

*Denotes WDB Members