



**Bay Consortium Workforce Development Board, Inc. &
Chief Local Elected Officials Meeting
Wednesday, August 12, 2026
1:00 P.M.**

***The Tides Inn*
480 King Carter Drive
Irvington, VA 22480**

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Bay Consortium Workforce Development Board, Inc. & Chief Local Elected Officials

Agenda

Wednesday, August 12, 2026

1:00 pm

- I. Call to Order**
- II. Roll Call**
 - a. Board**
 - b. CLEO**
- III. Public Comment**
- IV. CLEO New Business**
 - a. Approval of May 20, 2026, CLEO Meeting Notes**
 - b. LWDA 13 Charter Update**
 - c. Membership Update**
 - d. CLEO Officer Election**
- V. CLEO Old Business**
 - a. Approval of February 4, 2026, Joint Meeting Minutes**
 - b. BCWDB Board Member Nominations**
 - i. New Board Members**
 - 1. Christine O’Conner, VIZZ, Inc.**
 - ii. Renewing Board Members**
 - 1. Vanesa Livingstone, Richmond County DSS**
 - 2. Steve Cox, Rappahannock Goodwill Industries**
 - 3. Joshua Gemerek, Bay Aging**
 - c. BCWDB Amended PY25-26 Budget**
 - d. BCWDB Proposed PY26-27 Budget**
- VI. Joint New Business**
 - a. BCWDB Amended PY26-27 Budget**
- VII. Joint Old Business**
- VIII. Board New Business**
 - a. Approval of May 6, 2026, Meeting Minutes**
 - b. BCWDB Slate of Officers**
 - i. Vice-Chair**
 - c. BCWDB By-Laws**
 - i. Realignment Changes ***
 - ii. Review for Changes**
 - d. Conflict of Interest**
 - e. Funds Transfer**
 - f. Committee Reports**
 - i. Executive Committee**

- ii. Operations and Performance Committee
 - 1. RFP – Contract Service Awards
 - 2. Quarterly Reports
 - a. WIOA Title I
 - b. VAULT
 - c. CARE
 - g. Policy and Strategic Planning Committee
 - i. [BCWDB 25-01 WIOA Title I Eligibility Policy](#)
 - ii. [BCWDB 15-01 Self-Sufficiency Policy](#)
 - iii. [BCWDB 26-01 Business Services Policy](#)
 - h. Business and Workforce Services Committee
 - i. Communications Committee
- IX. Board Old Business
- X. Executive Director’s Update
- XI. Other Items for Discussion
- XII. Public Comment
- XIII. Adjournment

Chief Local Elected Officials Meeting Notes
Wednesday, May 20, 2026
10:00 a.m.

I. Call to Order: Marianne Gibbs called the meeting to order at 10:15 a.m.

II. Roll Call

<i>Jurisdiction</i>	<i>Representative(s)</i>	<i>Attendance</i>
<i>Accomack County</i>	Jessica Hargis, Mike Mason	Absent
<i>Caroline County</i>	Gary Wilson	Present
<i>City of Fredericksburg</i>	Josh Summits	Absent
<i>Essex County</i>	Bud Smith	Absent
<i>King George County</i>	Ken Strond	Present
<i>King and Queen County</i>	Vivian Seay	Present
<i>King William County</i>	Justin Catlett	Absent
<i>Lancaster County</i>	John Bateman	Present
<i>Mathews County</i>	Marianne Gibbs	Present
<i>Middlesex County</i>	Don Harris, Celane Roden, John Anzivino, Trenton Funkhouser	Absent
<i>Northampton County</i>	Matt Spuck	Absent
<i>Northumberland County</i>	Lutrell Tadlock, Drew Bayse	Absent
<i>Richmond County</i>	Hope Mothershead	Present
<i>Spotsylvania County</i>	David Goosman	Present
<i>Stafford County</i>	Deunteuy Diggs, Liz Barber	Absent
<i>Westmoreland County</i>	Donna Cogswell, Jim Taylor	Absent

There was no physical quorum.

III. Public Comment: There was no public comment.

IV. Reports

- a. Talent Development Coordinator Report – Keenan Allen:** Keenan Allen gave the Talent Development Coordinator report to the Chief Local Elected Officials. Keenan announced that the toolkit was approved by the Board in the May meeting. This quarter 38 businesses were served,

200+ jobs were filled, 12 interns, and 7 apprenticeships. Keenan is currently working on the dashboard and gather feedback from coalitions stakeholders, etc. on career pathways. He is also distributing toolkits to stakeholders. Lancaster Public Schools has CTE programming focused on aquaculture teaching about oyster farming.

- **WORKED Consulting Report – Matt McKinney:** Matt McKinney presented the CARES project toolkit to the board. Mr. McKinney stated that the toolkit was derived from a combination of research from the BCWDB's TPI program, Virginia Work's Business Solution Guide, talking with industry partners and employers about their needs, using other resources on other board's toolkits, a literary review on the best practices of hiring and upskilling, focus groups of employers providing a combination of different perspectives of employers, industries, and boards to address and define workforce and industry needs for employers at a high scale.
- b. **Business Services Report – Jacob McCaleb:** Jacob McCaleb gave the Business Services report to the Chief Local Elected Officials. Jacob reported that this quarter he served 77% small businesses and 23% large businesses. The top industry was healthcare and social assistance. This quarter Jacob has promoted 100+ opportunities for local businesses, as well as active job lists from JobsEQ.
- c. **One Stop Operator Report – Jessica Weber:** Jessica Weber gave the One Stop Operator report to the Chief Local Elected Officials. This quarter, the center traffic at the Fredericksburg center increased by 20% with over 1900 served. The Northern Neck Middle Peninsula center traffic decreased by 16% with 204 served last quarter. The Eastern Shore center traffic decreased by 2% with 390 clients served.
- d. **Career Influencer Report – Beth Sharpe:** Beth Sharpe gave the Career Influencer report to the Chief Local Elected Officials. Beth reported that the Senior Success Day at the Essex High School was a success, with multiple high school senior classes attending from around the area, a great motivational speaker that captivated the entire audience with an interactive conversation, career guidance, financial literacy guidance, professional headshots, etc. Beth's next event will be held in September at the Richmond County Fairgrounds for 7th grade students called Future Fest.
- e. **Healthcare Talent Development Coordinator Report – Ann Rector:** Jackie Davis gave the Healthcare Talent Development Coordinator report to the Chief Local Elected Officials. She reported that the Rappahannock Region Healthcare Collaborative has been presented in the newspaper 3 times and is holding numerous summer camps, which had massive success in registration for many of the camps, with many selling out within hours.

VII. New Business: With there being no physical quorum, the Chief Local Elected Officials could not take action/approve the new business action items.

- a. **Approval of February 4, 2026, Joint Meeting Minutes:** The Chief Local Elected Officials reviewed the minutes from the previous meeting.
- b. **BCWDB Amended PY 25 – 26 Budget:** The Chief Local Elected Officials reviewed the amended budget.

- c. **BCWDB Proposed PY 26 – 27 Budget:** The Chief Local Elected Officials reviewed the proposed budget.
- d. **Audit:** Jackie Davis presented the audit to the Chief Local Elected Officials. She reported that the audit was clean and had no findings.
- e. **BCWDB PY 26 – 27 Election of Officers**
- f. **LWDA13 Charter**
- g. **Termination of Eastern Shore Contract**
- h. **New BCWDB Member Nomination**
 - i. **Christine O'Connor – VIZZ, inc.**
- i. **BCWDB PY 26 – 27 Meeting Dates and Locations:** Jackie Davis presented the PY 26 – 27 meeting dates and locations to the Chief Local Elected Officials. They agreed to continue with separate meetings from the Board.
- j. **CLEO Bylaws:** Jackie Davis presented the updated CLEO bylaws to the Chief Local Elected Officials. The only changes were the locality areas (Accomack County and Northampton County removed and Gloucester County added).
- k. **Liaison Report – Marianne Gibbs:** Marianne Gibbs gave the Liaison report to Chief Local Elected Officials. She reported that the Board met in May at the Eastern Shore for the final time and held a networking dinner in collaboration with Hampton Roads Workforce Council. The Board meeting was held at the Eastern Shore Community College workforce building and Anthony Reedy, Executive Director of Virginia Board of Workforce Development, Matt McKinney, WorkED Consulting, and Shawn Avery, President/CEO of Hampton Roads Workforce Council gave presentations on the future of the realignment coming in July, and the presentation of the toolkit. Budgets were approved by the Board.

VIII. Old Business: There was no old business to be discussed.

- I. **Executive Director's Update- Jackie Davis:** Jackie Davis gave the Executive Director's update to the Chief Local Elected Officials. Jackie reported that Beth Sharpe held a successful Senior Success Summit at Essex High School that had multiple different counties' high school seniors attending. Ann Rector's Rappahannock Region Healthcare Collaborative has been mentioned in newspapers 3 times and has been holding successful events. Jacob has been increasing the BCWDB's social media presence with weekly postings of job fairs and job listings. Kristina was given a clean audit, Steven has been writing grants, and Lauren has been working on designing pamphlets, press releases, etc. Keenan released his CARES project toolkit, and RCC was awarded a CNC programming grant.

II. Other Items for Discussion: There were no other topics for discussion.

XII. Public Comment: There was no public comment.

XIII. Adjournment: Marianne Gibbs adjourned the meeting at 12:14 p.m.

Respectfully submitted,

Lauren Fallin

Membership Update

BCWDB Membership				
Locality	Name	Representation	Term	Agency/Organization/Business
Caroline	Kayla Coleman	Business	2028	Rappahannock Electric Cooperatiave
	Jarrold Elwell	Business	2028	Federal Reserve Bank of Richmond
Essex	Victor Burrell	Economic Development	2029	Essex County EDA Member
Fredericksburg	Sarah Oldaker	Economic Development	2029	GO Virginia Region 6
	Carley Walker	Business/CBO	2028	Fredericksburg Regional Chamber of Commerce/Workforce Now
Gloucester				
King and Queen	Jaclyn Ammons	Business/CBO	2028	Weekends Fashions/Lancaster Chamber of Commerce
King George				
King William	Melissa Sheffield	Business	2028	Smurfit West Rock
Lancaster	Jennifer Bowhey	Business	2029	Visiting Angels
Mathews	Marianne Gibbs	CTE	2028	School Board
Middlesex	Joshua Gemerek	CBO	2029	Bay Aging
Northumberland				
Richmond				
Spotsylvania	Stephen Cox	Business/CBO	2029	Rappahannock Goodwill Industries
	Kevin Marshall	Economic Development	2030	Spotsylvania County
	Ginni Matern	Business	2028	Matern Staffing Agency
Stafford	Nicholas Minor	Business	2028	STACK Infrastructure
	Nancy Pattillo	Business	2029	Cyber Bytes Foundation
Westmoreland	Gregory Moon	Business	2027	Carry-On Trailers
	Megan Wade	Optional/Other	2030	Virginia Department of Corrections
Required Members				
	Name	Representation	Term	
RM	Tracy Elliott	Middle Peninsula R.A.C.E.	2028	WIOA Title II Adult Education
RM	Sherrina Sewell	Vocational Rehabilitation	2028	Virginia Department of Aging and Rehabilitative Services
RM	Marjorie Lampkin	Rappahannock Community College	2027	Rappahannock Community College
RM	Jim Charapich	Germanna Community College	2029	Germanna Community College
RM	Vanesa Livingstone	Local Department of Social Services	2029	Richmond County Department of Social Services
RM	Raymond Staton Jr.	Labor/Apprenticeship	2027	IUOE Local 147
RM	Kayla Mock	Labor	2029	Virginia AFL-CIO (United Food & Commercial Workers Union Local 400)
RM	Teresa Segelken	University of Mary Washington	2029	University of Mary Washington
RM	Melissa King	State Employment Agency	2030	Virginia Works - Fredericksburg Region
Business	57%			
CBO/Labor	18%			

Bay Consortium Workforce Development Board, Inc. & Chief Local Elected Officials Meeting Minutes
Wednesday, February 4, 2026
1:00 p.m.

I. Call to Order: Greg Moon called the meeting to order at 1:07 p.m.

II. Roll Call:

a. Board

Public (6)

<i>Victor Burrell</i>	Present
<i>Jim Charapich</i>	Present
<i>Tracy Elliott</i>	Present
<i>Joshua Gemerek</i>	Present Alternate Bill Walker
<i>Marianne Gibbs</i>	Present
<i>Scott Hall</i>	Absent
<i>Marjorie Lampkin</i>	Present
<i>Vanesa Livingstone</i>	Present
<i>Kayla Mock</i>	Absent
<i>Sarah Oldaker</i>	Present
<i>Teresa Segelken</i>	Absent
<i>Sherrina Sewell</i>	Present
<i>Raymond Staton Jr.</i>	Absent
<i>Deborah Warf</i>	Absent

Private (Business) (6)

<i>Jennifer Bowhey</i>	Present
<i>Sara Carroll</i>	Absent
<i>Kayla Coleman</i>	Absent
<i>Stephen Cox</i>	Present Alternate Jessica Weber
<i>Beverly Davis</i>	Absent
<i>Ryan DeWeese</i>	Absent
<i>Jarrold Elwell</i>	Present
<i>Shawn Hildebrand</i>	Absent
<i>Ginni Matern</i>	Absent
<i>Nicholas Minor</i>	Present
<i>Greg Moon</i>	Present
<i>Dennis Parsons</i>	Present
<i>Nancy Pattillo</i>	Present Alternate Christine O'Connor
<i>Melissa Sheffield</i>	Present
<i>Carley Walker</i>	Absent
<i>Jaclyn Ammons</i>	Absent

There was a physical quorum.

b. CLEO

<i>Jurisdiction</i>	<i>Representative(s)</i>	<i>Attendance</i>
<i>Accomack County</i>	Jessica Hargis, Mike Mason	Absent
<i>Caroline County</i>	Gary Wilson	Absent

<i>City of Fredericksburg</i>	Josh Summits	Present
<i>Essex County</i>	Bud Smith	Present
<i>King George County</i>	Ken Strond, Matt Smolnik	Present
<i>King and Queen County</i>	Vivian Seay	Present
<i>King William County</i>	Justin Catlett	Absent
<i>Lancaster County</i>	John Bateman	Present
<i>Mathews County</i>	Marianne Gibbs	Present
<i>Middlesex County</i>	Don Harris, Celane Roden, John Anzivino, Trenton Funkhouser	Absent
<i>Northampton County</i>	Matt Spuck	Absent
<i>Northumberland County</i>	Lutrell Tadlock, Drew Bayse	Absent
<i>Richmond County</i>	Hope Mothershead	Present
<i>Spotsylvania County</i>	Kevin Marshall	Present
<i>Stafford County</i>	Deunteuy Diggs, Liz Barber	Absent
<i>Westmoreland County</i>	Donna Cogswell, Jim Taylor	Absent

There was a physical quorum. Also present were Lauren Fallin, Jackie Davis, Kristina Allen, Jacob McCaleb, Keenan Allen, Ann Rector, Steven Golas, Beth Sharpe, and Jessica Weber.

III. Public Comment: There was no public comment.

IV. Reports

- a. **One Stop Operator Report — Jessica Weber, *One Stop Manager*:** Jessica Weber gave the One Stop Operator Report to the Board and Chief Local Elected Officials. Jessica reported that there has been a 74% increase in visitor traffic across all centers, with an increased demand for digital literacy services. There was also increased demand for digital literacy services for seniors who are looking for upskilling services, returning to the workforce, etc.
- b. **Business Services Report – Jacob McCaleb, *Business Services Representative*:** Jacob McCaleb gave the Business Services Report to the Board and Chief Local Elected Officials. Jacob has serviced 120 businesses in Planning District 16, 41 businesses in Planning District 17, 19 businesses in Planning District 19, 45 businesses in Planning District 22, and over 60 other businesses in outside regions. Jacob reported that the top industries this quarter were educational services, manufacturing, and public administration. He reported that the top services he provided were workforce recruitment services, consulting, employment information and support services, and accessing untapped labor pools. He hosted multiple job fairs this quarter, including a large job fair on October 17, 2025, in Spotsylvania County, a VDOT job fair, 3 Rappahannock Goodwill Industries

(RGI) job fairs, and many more including some hiring events for George Mason University, IDX, Jupiter Learning Academy, and Kynect Express. This resulted in success for many job seekers. The large event on October 17 resulted in over 300 applicants and over 125 job offers.

- c. **Career Influencer Report – Beth Sharpe, *Career Influencer*:** Beth Sharpe gave the Career Influencer Report to the Board and Chief Local Elected Officials. Beth reported that she attended 19 events this quarter. She reported that there are 457 new users on Virtual Reality Career Exploration, and 422 careers explored this quarter. The top careers explored this quarter were the welding and firefighting career courses. Beth also noted that she attended the NAWDP Youth Symposium this quarter. Beth has two upcoming events, the Senior Success Summit, and Future Fest. The Senior Success Summit will be held to help assist high school seniors transfer from the high school to professional environment with a conference style approach with breakout sessions, keynotes, a young professionals panel, headshots, social media courses, financial literacy courses, dress for success courses, and a mini hiring fair for the Northern Neck and Middle Peninsula high school senior students in late April of this year. This will be held in the Essex High School Auditorium with the breakout sessions at the Essex County Firehouse. The Future Fest will be held at the Richmond County Fair Grounds and will be a career fair with hands-on opportunities for 7th grade students with a young entrepreneur panel.
- d. **Talent Development Coordinator Report – Keenan Allen, *Talent Development Coordinator*:** Keenan Allen gave the Talent Development Coordinator Report to the Board and Chief Local Elected Officials. Keenan reported that the toolkit will likely be presented at next quarter's meeting. He reported 10 businesses and has had 25 job placements reported, 17 upskills and promotions, and 6 new internships. Keenan hosted industry coalitions this quarter, on October 23 and December 19, 2025, for the information technology (IT) industry, October 31, 2025, for the aquaculture industry, and November 20, 2025, for the manufacturing industry.
- e. **Healthcare Talent Development Coordinator Report – Ann Rector, *Healthcare Talent Development Coordinator*:** Ann Rector gave the Healthcare Talent Development Coordinator Report to the Board and Chief Local Elected Officials. Ann reported that the Rappahannock Healthcare Collaborative have completed many goals this quarter, including their name, mission and vision statement, and branded pens. They have been meeting monthly with other collaboratives. At the most recent two panels for the Rappahannock Healthcare Collaborative there were 48 attendees, and Jennifer Bowhey had a community healthcare panel. The Rappahannock Times attended a panel and wrote about the collaborative in the newspaper. There are three committees on the Rappahannock Healthcare Collaborative: The academic planning committee, the talent pathways committee, and the communications and engagement committee. Ann also reported that the TikTok page she runs is up to 1400 followers this quarter.

V. Joint New Business

a. Approval of meeting minutes

- i. **Board – August 6, 2025:** Sarah Oldaker made a motion to approve the meeting minutes from August 6, 2025, and Victor Burrell seconded the motion, passing it unanimously.
- ii. **CLEO – August 6, 2025:** Hope Mothershead of Richmond County made a motion to approve the meeting minutes from August 6, 2025, and Vivian Seay of King and Queen County seconded the motion, passing it unanimously.

- b. **Revised BCWDB PY 25 – 26 Budget:** Victor Burrell made a motion to approve the budget, and Sarah Oldaker seconded the motion, passing it unanimously. Marjorie Lampkin abstained from the motion. Vivian Seay of King and Queen County made a motion to approve the budget, and Josh Summits of the City of Fredericksburg seconded the motion, passing it unanimously.
- c. **BCWDB PY 24 – 25 Annual Report:** Jackie Davis presented the BCWDB PY 24 – 25 Annual Report to the Board and Chief Local Elected Officials.
- d. **BCWDB Coastal Resiliency Quality Final Report*:** Jackie Davis presented the BCWDB Coastal Resiliency Quality Final Report to the Board and Chief Local Elected Officials.
- e. **May 2026 Meeting Structure:** Jackie reported that the night before the May meeting at the networking dinner, outreach staff will give their reports, and on May 6, 2025, the subcommittee will meet at 9am, executive committee at 10am, and the Board at 11am to make traveling home easier and earlier for everyone.

VI. Joint Old Business

- a. **BCWDB Realignment**
 - i. **BCWDB Redesignation Letter**

VIII. CLEO New Business

- a. **New BCWDB Member**
 - i. **Melissa King, *Virginia Works***
 - ii. **Megan Wade, *Department of Corrections***
 - iii. **Kevin Marshall, *Spotsylvania County***
 - 1. Joshua Summits of the City of Fredericksburg made a motion to approve Melissa King, Megan Wade, and Kevin Marshall as Board members, and Vivan Seay of King and Queen County seconded the motion, passing it unanimously.

IX. CLEO Old Business: There was no old business to be discussed.

IX. Board New Business

- a. **Committee Reports**
 - i. **Executive Committee:** There was no physical quorum, so the Executive Committee just went over and discussed agenda items.
 - 1. **Slate of Officers**
 - ii. **Business and Workforce Services Committee:** The Business and Workforce Services Committee did not meet.
 - iii. **Operations and Performance Committee:** The Operations and Performance Committee did not meet.
 - 1. **BCWDB PY 25 – 26 1st Quarter Quarterly Reports**

2. BCWDB PY 25 – 26 2nd Quarter Quarterly Reports and Success Stories

- iv. **Policy and Strategic Planning Committee:** The Policy and Strategic Planning Committee met and had a physical quorum.

1. BCWDB 17-02 Electronic Participation Policy

2. BCWDB 25-02 WIOA Title I Assessment Policy

3. BCWDB 24-01 Bay Consortium CSJQ Gift Card Policy

4. BCWDB 11-03 Monitoring Policy

- a. Sarah Oldaker made a motion to approve the BCWDB 17-02, 25-02, and 11-03 policies, and to rescind the BCWDB 24-01 policy. Nicholas Minor seconded the motion, passing it unanimously.

- v. **Communications Committee:** The Communications Committee did not meet.

1. BCWDB Strategic Communications Plan

2. BCWDB Communications Dashboard Template

3. BCWDB Outreach Plan

- a. Tracy Elliott made a motion to approve the BCWDB Strategic Communications Plan, BCWDB Communications Dashboard Template, and BCWDB Outreach Plan, and Victor Burrell seconded the motion, passing it unanimously.

- X. **Board Old Business:** There was no old business to be discussed.

- a. **BCWDB By-laws:** The Board went over the By-laws and Dennis Parsons made a motion to approve them, and Sarah Oldaker seconded the motion, passing it unanimously.

- III. **Executive Director's Update- Jackie Davis, *Executive Director*:** Jackie Davis gave the Executive Director's update to the Executive Committee. Jackie stated that per the President's new bill that was just signed, we now will have funding of \$364,000 for digital literacy and will be hiring three new individuals to focus on each region for digital literacy. She also reported that we have received \$60,000 from the previous government administration of Virginia for small-mid businesses with the purpose of upskilling workforce. The BCWDB website has been updated with a new name and new look and will be uploaded very soon. Jackie also reported that there will be two conferences on April 20, 2026, the Virginia Workforce Symposium and the GoVA Economic Summit.

- XI. **Other Items for Discussion:** There were no other items for discussion.

- XIII. **Public Comment:** There was no public comment.

- XIV. **Adjournment:** With there being no further business to discuss, Greg Moon adjourned the meeting at 2:26 p.m.

Respectfully submitted,
Lauren Fallin

New BCWDB Member Nomination



NOMINATION FORM

1-Name (First, MI, Last) Christine E O'Connor		2-LWDA # 13		3-Date Mar 9, 2026	
4-Street Address 48 Burns Rd			13-Nominee Characteristics Gender: Male ☐ Female ☒ Race: White ☒ Black ☐ Hispanic ☐ Amer. Indian ☐ Native Alaskan ☐ Asian ☐ Pacific Islander ☐ Other ☐		
5-City Stafford	6-County Stafford				
7-State Virginia	8-ZIP 22554				
9-Home Phone (include area code)		10-Work Phone (include area code) 571-247-5991			
11-FAX		12-E-Mail Christine.oconnor@vizzllc.com		14-Recommended for (see section number) 16- Labor/ CBO/ Apprenticeship ☐ 17-Private Sector (Business) ☒ 18-Education ☐ 19-VEC ☐ 20-Economic Development ☐ 21-VDARS/VDBVI ☐ 22-DSS ☐ 23-Optional/Other ☐	
15-LWDA Name					
16-Labor/ CBO/ Apprenticeship Representative					
Title ☐ Labor ☐ CBO ☐ Registered ☐ Apprenticeship ☐ Organization					
17-Private Sector (Business) Representative Title <u>President</u> Business <u>VIZZ LLC</u> Type of Business <u>Woman Owned SB - Professional Services</u> Minority-Owned Business ☐ Female-Owned Business ☒ Urban ☐ Suburban ☒ Number of Employees <u>10</u> Yes ☐ No ☒ Yes ☒ No ☐					
18-Education Representative Title _____ Institution _____ Title II ☐ Community College ☐ Career & Technical Education ☐			19-VEC Representative Title _____		
20-Economic Development Representative Title _____			21-VDARS/VDBVI Representative Title _____ 22-DSS Representative Title _____		
24-Nominator I hereby recommend the above-named person for membership on the Local Workforce Development Board. <u>Christine O'Connor</u> Signature <u>03/16/2026</u> Date Christine O'Connor VIZZ LLC 5712475991 christine.oconnor@vizzllc.com Email			23-Optional/ Other Representative Title _____ Agency _____		
25-Action by Chief Elected Official Subject to certification required by Section 107 of the Workforce Innovation and Opportunity Act of 2014 and Policy 200-04 (2016) (Revised July 1, 2016) of the Virginia Board for Workforce Development, the person nominated herein has been duly appointed to the Local Workforce Development Board by the Chief Elected Officials. Term of Appointment: From _____ To _____ Signature of Chief Elected Official Date					



NOMINATION FORM

1-Name (First, MI, Last) Vanessa L Livingstone		2-LWDA #	3-Date 5/21/26
4-Street Address 5579 Richmond Road		13-Nominee Characteristics Gender: Male ☐ Female ☒ Race: White ☒ Black ☐ Hispanic ☐ Amer. Indian ☐ Native Alaskan ☐ Asian ☐ Pacific Islander ☐ Other ☐	
5-City Warsaw	6-County Richmond County		
7-State Virginia	8-ZIP 22572		
9-Home Phone (include area code) 804-338-0327	10-Work Phone (include area code) 804-333-6687		
11-FAX	12-E-Mail Vanessa.L.Livingstone@dss.virginia.gov	14-Recommended for (see section number)	
15-LWDA Name		16-Labor/ CBO/ Apprenticeship ☐	
16-Labor/ CBO/ Apprenticeship Representative		17-Private Sector (Business) ☐	
17-Private Sector (Business) Representative		18-Education ☐	
18-Education Representative		19-VEC ☐	
19-VEC Representative		20-Economic Development ☐	
20-Economic Development Representative		21-VDARS/VDBVI ☐	
21-VDARS/VDBVI Representative		22-DSS ☒	
22-DSS Representative		23-Optional/Other ☐	
23-Optional/ Other Representative		24-Nominator	
24-Nominator		25-Action by Chief Elected Official	

17-Private Sector (Business) Representative

Title _____

Business _____

Type of Business _____

Minority-Owned Business Yes ☐ No ☒

Female-Owned Business Yes ☐ No ☒

Urban ☐ Suburban ☐ Rural ☐

Number of Employees _____

18-Education Representative

Title _____

Institution _____

Title II ☐ Community College ☐ Career & Technical Education ☐

19-VEC Representative

Title _____

20-Economic Development Representative

Title _____

21-VDARS/VDBVI Representative

Title _____

22-DSS Representative

Title Director

23-Optional/ Other Representative

Title _____

Agency _____

24-Nominator

I hereby recommend the above-named person for membership on the Local Workforce Development Board.

Signature _____ Date 5/21/26

Printed/Typed Name & Title of Nominator
Vanessa Livingstone, Director
Richmond County DSS
Nominator Organization

804-333-6687

Phone _____ FAX _____
Email Vanessa.L.Livingstone@dss.virginia.gov

25-Action by Chief Elected Official

Subject to certification required by Section 107 of the Workforce Innovation and Opportunity Act of 2014 and Policy 200-04 (2016) (Revised July 1, 2016) of the Virginia Board for Workforce Development, the person nominated herein has been duly appointed to the Local Workforce Development Board by the Chief Elected Officials.

Term of Appointment: From _____ To _____

Signature of Chief Elected Official _____ Date _____

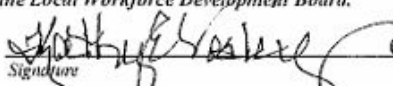


NOMINATION FORM

1-Name (First, MI, Last) Stephen Cox		2-LWDA # 13	3-Date 5/22/26
4-Street Address 4701 Market Street, Suite A		13-Nominee Characteristics Gender: Male ☒ Female ☐ Race: White ☒ Black ☐ Hispanic ☐ Amer. Indian ☐ Native Alaskan ☐ Asian ☐ Pacific Islander ☐ Other ☐	
5-City Fredericksburg	6-County Spotsylvania		
7-State Virginia	8-ZIP 22408		
9-Home Phone (include area code) 540-621-8817	10-Work Phone (include area code) 540-621-8817		
11-FAX	12-E-Mail	14-Recommended for (see section number)	
15-LWDA Name Bay Consortium		16-Labor/ CBO/ Apprenticeship ☒	
16-Labor/ CBO/ Apprenticeship Representative Rappahannock Goodwill Industries		17-Private Sector (Business) ☒	
Title Labor ☐ CBO ☒ Registered Apprenticeship ☐		18-Education ☐	
17-Private Sector (Business) Representative Title President and CEO		19-VEC ☐	
Business Rappahannock Goodwill Industries		20-Economic Development ☐	
Type of Business Workforce Development		21-VDARS/VDBVI ☐	
		22-DSS ☐	
		23-Optional/Other ☐	
18-Education Representative Title _____ Institution _____ Title II ☐ Community College ☐ Career & Technical Education ☐		19-VEC Representative Title _____	
20-Economic Development Representative Title _____		21-VDARS/VDBVI Representative Title _____	
24-Nominator I hereby recommend the above-named person for membership on the Local Workforce Development Board. Stephen A. Cox 5/26/26 Signature Date Stephen A. Cox / President & CEO Printed/Typed Name & Title of Nominator Rappahannock Goodwill Industries Nominator Organization 540-621-8817 Phone Steve.cox@fcdgoodwill.org FAX Email		22-DSS Representative Title _____	
		23-Optional/ Other Representative Title _____ Agency _____	
		25-Action by Chief Elected Official Subject to certification required by Section 107 of the Workforce Innovation and Opportunity Act of 2014 and Policy 200-04 (2016) (Revised July 1, 2016) of the Virginia Board for Workforce Development, the person nominated herein has been duly appointed to the Local Workforce Development Board by the Chief Elected Officials. Term of Appointment: From _____ To _____ Signature of Chief Elected Official _____ Date _____	



NOMINATION FORM

1-Name (First, MI, Last) Joshua A. Gemerek		2-LWDA # 13	3-Date 05/21/2026
4-Street Address 5370 Old Virginia Street		13-Nominee Characteristics Gender: Male ☒ Female ☐ Race: White ☒ Black ☐ Hispanic ☐ Amer. Indian ☐ Native Alaskan ☐ Asian ☐ Pacific Islander ☐ Other ☐	
5-City Urbanna	6-County Middlesex		
7-State Virginia	8-ZIP 23175		
9-Home Phone (include area code) 804-338-9772 (mobile)		10-Work Phone (include area code) 804-286-9550	
11-FAX 804-758-1265		12-E-Mail jgemerek@bayaging.org	
15-LWDA Name Bay Consortium Workforce Development Board		14-Recommended for (see section number)	
16-Labor/ CBO/ Apprenticeship Representative		16- Labor/ CBO/ Apprenticeship ☒	
		17-Private Sector (Business) ☐	
		18-Education ☐	
		19-VEC ☐	
		20-Economic Development ☐	
		21-VDARS/VDBVI ☐	
		22-DSS ☐	
		23-Optional/Other ☐	
Title ☐ Labor ☐ CBO ☒ Organization Registered Apprenticeship ☐			
17-Private Sector (Business) Representative			
Title _____		Minority-Owned Business Yes ☐ No ☐	
Business _____		Female-Owned Business Yes ☐ No ☐	
Type of Business _____		Urban ☐ Suburban ☐ Rural ☐	
Number of Employees _____			
18-Education Representative		19-VEC Representative	
Title _____		Title _____	
Institution _____			
Title II ☐ Community College ☐ Career & Technical Education ☐			
20-Economic Development Representative		21-VDARS/VDBVI Representative	
Title _____		Title _____	
		22-DSS Representative	
		Title _____	
24-Nominator		23-Optional/ Other Representative	
I hereby recommend the above-named person for membership on the Local Workforce Development Board.		Title _____	
		Agency _____	
Date 05/27/2026			
Kathy E. Vesley, President & CEO		25-Action by Chief Elected Official	
Printed/Typed Name & Title of Nominator		Subject to certification required by Section 107 of the Workforce Innovation and Opportunity Act of 2014 and Policy 200-04 (2016) (Revised July 1, 2016) of the Virginia Board for Workforce Development, the person nominated herein has been duly appointed to the Local Workforce Development Board by the Chief Elected Officials.	
Nominator Organization		Term of Appointment: From _____ To _____	
804-758-2386 804-758-5773			
Phone kvesley@bayaging.org FAX			
Email		Signature of Chief Elected Official _____ Date _____	

BCWDB Amended PY 25 – 26 Budget

Revenue	Proposed DRAFT PY25-26 Budget
Total WIOA Title I	
Admin	\$ 155,789.40
Adult	\$ 684,879.73
Dislocated	\$ 411,632.72
Youth	\$ 571,507.55
FieldPrint	\$ 2,400.00
Locality	\$ 66,175.75
Critical Sector Job Quality Grant	\$ 46,984.13
VCW Mgmt	\$ 6,000.00
Work Based Learning Grant	\$ 60,000.00
Community Project Funding	\$ 200,000.00
Claude Moore Project	\$ 199,257.15
GOVA CARE	\$ 222,077.95
Career Exploration - Sponsorship	\$ 4,500.00
Total Revenue	\$ 2,518,369.38
Expenses	
Board	Proposed DRAFT PY25-26 Budget
Advertising	\$ 500.00
Audit	\$ 20,000.00
Dues/Publications	\$ 500.00
Employee Salaries	\$ 278,366.90
Employee Benefits	\$ 83,510.07
Employee Taxes	\$ 25,748.94
Equip. Purchase	\$ 1,500.00
Equip. Rental	\$ 4,000.00
Equip. Repair	\$ 750.00
Insurance	\$ 7,000.00
Office Rent	\$ 10,000.00
Office Supplies	\$ 2,000.00
Postage	\$ 500.00
Printing	\$ 500.00
Telephone/Communications/Webpage	\$ 7,500.00
Professional Fees/PT Staff	\$ 2,000.00
Professional Development	\$ 2,000.00
Staff Travel	\$ 20,000.00
Board/CLEO Travel	\$ 13,500.00
Board Total	\$ 479,875.91
Programs	Proposed DRAFT PY25-26 Budget
SUB AREA 16 Adult/Dislocated	\$ 346,386.37
SUB AREA 17 and 18 Adult/Dislocated	\$ 210,584.94
SUB AREA 22 Adult/Dislocated	\$ 111,562.18
SUB AREA 16 YOUTH	\$ 167,152.81
SUB AREA 17 and 18 YOUTH*	\$ 107,221.30
SUB AREA 22 YOUTH	\$ 52,347.47
One-Stop Operator	\$ 50,000.00
Business Services	\$ 87,865.16
Incumbent Worker Training	\$ 30,000.00
On-the-Job Training	\$ 30,000.00
Work Based Learning	\$ 60,000.00
Youth Outreach	\$ 105,814.26
Critical Sector Job Quality Grant	\$ 23,434.79
Community Project Funding	\$ 200,000.00
Claude Moore Project	\$ 199,257.15
GOVA CARE	\$ 209,580.48
Programs Total	\$ 1,991,206.91
Expenses Total	\$ 2,471,082.82
Unobligated Reserve	\$ 47,286.56
Total	\$ 2,518,369.38

Approved Board

Approved CLEO

BCWDB Proposed PY 26 – 27 Budget

Revenue	PY25-26 Budget	PY26-27 Proposed
Total WIOA Title I		
Admin	\$ 155,789.40	\$ 131,874.77
Adult	\$ 684,879.73	\$ 426,696.67
Dislocated	\$ 411,632.72	\$ 387,468.46
Youth	\$ 571,507.55	\$ 432,707.77
FieldPrint	\$ 2,400.00	\$ 2,400.00
Locality	\$ 66,175.75	\$ 60,585.00
Critical Sector Job Quality Grant	\$ 46,984.13	
VCW Mgmt	\$ 6,000.00	\$ 6,000.00
Work Based Learning Grant	\$ 60,000.00	\$ 53,357.50
Community Project Funding	\$ 200,000.00	\$ 200,000.00
Claude Moore Project	\$ 199,277.15	\$ 113,883.24
GOVA CARE	\$ 222,077.95	\$ 72,334.85
Career Exploration - Sponsorship	\$ 4,500.00	\$ -
Total Revenue	\$ 2,631,224.38	\$ 1,887,308.25
Expenses		
Board	PY25-26 Budget	PY26-27 Proposed
Advertising	\$ 500.00	\$ 500.00
Audit	\$ 20,000.00	\$ 25,000.00
Dues/Publications	\$ 500.00	\$ 500.00
Employee Salaries	\$ 278,366.90	\$ 290,472.91
Employee Benefits	\$ 83,510.07	\$ 87,141.87
Employee Taxes	\$ 25,748.94	\$ 26,868.74
Equip. Purchase	\$ 1,500.00	\$ 1,500.00
Equip. Rental	\$ 4,000.00	\$ 4,000.00
Equip. Repair	\$ 750.00	\$ 750.00
Insurance	\$ 7,000.00	\$ 7,000.00
Office Rent	\$ 10,000.00	\$ 10,000.00
Office Supplies	\$ 2,000.00	\$ 2,000.00
Postage	\$ 500.00	\$ 500.00
Printing	\$ 500.00	\$ 500.00
Telephone/Communications/Webpag	\$ 7,500.00	\$ 7,500.00
Professional Fees/PT Staff	\$ 2,000.00	\$ 2,000.00
Professional Development	\$ 2,000.00	\$ 2,000.00
Staff Travel	\$ 20,000.00	\$ 20,000.00
Board/CLEO Travel	\$ 13,500.00	\$ 13,500.00
Contractual Services		\$ 25,000.00
Board Total	\$ 479,875.91	\$ 526,733.52
Programs	PY25-26 Budget	PY26-27 Proposed
SUB AREA 16 Adult/Dislocated	\$ 346,386.37	\$ 220,692.33
SUB AREA 17 and 18 Adult/Dislocated	\$ 210,584.94	\$ 155,407.62
SUB AREA 22 ADULT/DISLOCATED	\$ 111,562.18	
SUB AREA 16 YOUTH	\$ 167,152.81	\$ 130,527.98
SUB AREA 17 and 18 YOUTH*	\$ 107,221.30	\$ 77,125.69
SUBAREA 22 YOUTH	\$ 52,347.47	
One-Stop Operator	\$ 50,000.00	\$ 50,000.00
Business Services	\$ 87,865.16	\$ 91,731.77
Incumbent Worker Training	\$ 30,000.00	\$ 30,000.00
On-the-Job Training	\$ 30,000.00	\$ 30,000.00
Work Based Learning	\$ 60,000.00	\$ 53,357.50
Youth Outreach	\$ 105,814.26	\$ 89,862.00
Critical Sector Job Quality Grant	\$ 23,434.79	
Community Project Funding	\$ 200,000.00	\$ 200,000.00
Claude Moore Project	\$ 199,277.15	\$ 113,883.24
GOVA CARE	\$ 209,580.48	\$ 69,537.96
Programs Total	\$ 1,991,226.91	\$ 1,312,126.10
Expenses Total	\$ 2,471,102.83	\$ 1,838,859.62
Unobligated Reserve	\$ 160,121.55	\$ 48,448.63
Total	\$ 2,631,224.38	\$ 1,887,308.25

Approved Board

Approved CLEO

BCWDB Amended PY 26– 27 Budget

Bay Consortium Workforce Development Board PY 26-27 Proposed Budget

Revenue	PY26-27 May 2026	PY26-27 Aug Amended
Total WIOA Title I		
Admin	\$ 131,874.77	\$ 152,751.20
Adult	\$ 426,696.67	\$ 500,548.40
Dislocated	\$ 387,468.46	\$ 420,028.30
Youth	\$ 432,707.77	\$ 514,184.10
FieldPrint	\$ 2,400.00	\$ 2,400.00
Locality	\$ 60,585.00	\$ 68,232.00
VCW Mgmt	\$ 6,000.00	\$ 6,000.00
Work Based Learning Grant	\$ 53,357.50	\$ 53,357.50
Community Project Funding	\$ 200,000.00	\$ 200,000.00
Claude Moore Project	\$ 113,883.24	\$ 113,883.24
GOVA CARE	\$ 72,334.85	\$ 72,334.85
Career Exploration - Sponsorship	\$ -	\$ -
Area Redesignation	\$ -	\$ 12,500.00
Total Revenue	\$ 1,887,308.25	\$ 2,116,219.59
Expenses		
Board	PY26-27 May 2026	PY26-27 Aug Amended
Advertising	\$ 500.00	\$ 500.00
Audit	\$ 25,000.00	\$ 25,000.00
Dues/Publications	\$ 500.00	\$ 500.00
Employee Salaries	\$ 290,472.91	\$ 290,472.91
Employee Benefits	\$ 87,141.87	\$ 87,141.87
Employee Taxes	\$ 26,868.74	\$ 26,868.74
Equip. Purchase	\$ 1,500.00	\$ 1,500.00
Equip. Rental	\$ 4,000.00	\$ 4,000.00
Equip. Repair	\$ 750.00	\$ 750.00
Insurance	\$ 7,000.00	\$ 7,000.00
Office Rent	\$ 10,000.00	\$ 10,000.00
Office Supplies	\$ 2,000.00	\$ 2,000.00
Postage	\$ 500.00	\$ 500.00
Printing	\$ 500.00	\$ 500.00
Telephone/Communications/Webpag	\$ 7,500.00	\$ 7,500.00
Professional Fees/PT Staff	\$ 2,000.00	\$ 2,000.00
Professional Development	\$ 2,000.00	\$ 2,000.00
Staff Travel	\$ 20,000.00	\$ 20,000.00
Board/CLEO Travel	\$ 13,500.00	\$ 13,500.00
Contractual Services	\$ 25,000.00	\$ 25,000.00
Area Redesignation	\$ -	\$ 12,500.00
Board Total	\$ 526,733.52	\$ 539,233.52
Programs	PY26-27 May 2026	PY26-27 Aug Amended
SUB AREA 16 Adult/Dislocated	\$ 220,692.33	\$ 334,633.53
SUB AREA 17 and 18 Adult/Dislocated*	\$ 155,407.62	\$ 184,475.39
SUB AREA 16 YOUTH	\$ 130,527.98	\$ 166,462.47
SUB AREA 17 and 18 YOUTH*	\$ 77,125.69	\$ 131,629.86
One-Stop Operator	\$ 50,000.00	\$ 50,000.00
Business Services	\$ 91,731.77	\$ 91,731.77
Incumbent Worker Training	\$ 30,000.00	\$ 30,000.00
On-the-Job Training	\$ 30,000.00	\$ 30,000.00
Work Based Learning	\$ 53,357.50	\$ 53,357.50
Youth Outreach	\$ 89,862.00	\$ 89,862.00
Community Project Funding	\$ 200,000.00	\$ 200,000.00
Claude Moore Project	\$ 113,883.24	\$ 113,883.24
GOVA CARE	\$ 69,537.96	\$ 69,537.96
Programs Total	\$ 1,312,126.09	\$ 1,545,573.72
Expenses Total	\$ 1,838,859.61	\$ 2,084,807.24
Unobligated Reserve	\$ 48,448.64	\$ 31,412.35
Total	\$ 1,887,308.25	\$ 2,116,219.59

Approved Board
Approved CLEO

Bay Consortium Workforce Development Board, Inc.
Meeting Minutes
Wednesday, May 6, 2026
11:00 am

I. Call to Order: Jarrod Elwell called the meeting to order at 11:06 a.m.

II. Roll Call:

Public (6)		Private (Business) (6)	
<i>Victor Burrell</i>	Present	<i>Jennifer Bowhey</i>	Present
<i>Jim Charapich</i>	Present	<i>Sara Carroll</i>	Absent
<i>Tracy Elliott</i>	Present	<i>Kayla Coleman</i>	Absent
<i>Joshua Gemerek</i>	Present	<i>Stephen Cox</i>	Present alternate Jessica Weber
<i>Marianne Gibbs</i>	Present	<i>Beverly Davis</i>	Present
<i>Scott Hall</i>	Present	<i>Jarrod Elwell</i>	Present
<i>Marjorie Lampkin</i>	Present virtually	<i>Shawn Hildebrand</i>	Present
<i>Vanesa Livingstone</i>	Absent	<i>Ginni Matern</i>	Present
<i>Kayla Mock</i>	Absent	<i>Nicholas Minor</i>	Absent
<i>Sarah Oldaker</i>	Absent	<i>Greg Moon</i>	Absent
<i>Teresa Segelken</i>	Present virtually	<i>Dennis Parsons</i>	Present
<i>Sherrina Sewell</i>	Present virtually	<i>Nancy Pattillo</i>	Present alternate Sylvester Lasky
<i>Raymond Staton Jr.</i>	Present	<i>Melissa Sheffield</i>	Absent
<i>Melissa King</i>	Present	<i>Carley Walker</i>	Present virtually
<i>Kevin Marshall</i>	Present	<i>Jaclyn Ammons</i>	Present virtually
<i>Megan Wade</i>	Absent		

There was a physical quorum.

III. Welcome and Introductions: The Bay Consortium Workforce Development Board, Matt McKinney from WORKED Consulting, and members of the Hampton Roads Workforce Council gave each other welcomes and introductions.

IV. Approval of Joint Board/CLEO Meeting Minutes – February 4, 2026: Dennis Parsons made a motion to approve the February 4, 2026, joint meeting minutes, and Victor Burrell seconded the motion, approving it unanimously.

V. Public Comment: There was no public comment.

VI. New Business

- **Anthony Reedy, Executive Director of Virginia Board of Workforce**

Development: Anthony Reedy gave an update on what Virginia Works has been doing this past quarter. He reported that three house/state bills were passed in the General Assembly legislation, HB 693, HB 772, and SB 592. H.R. 8210 was passed on April 21, 2026, by the House Education and Workforce Committee on a 19-14 party-line vote, pending consideration in the Ways and Means Committee on passing “A Stronger Workforce for America Act of 2026.” He also reported that Virginia Works has submitted a state plan to the Department of Labor (DOL) that will be effective July 1, 2026, and issue guidance on updates to local area plans that will be due December 31, 2026. Virginia Works is working with local boards to establish PY 26 & 27 performance goals by June 12, 2026. Lastly, to summarize his report, Mr. Reedy reported that Virginia Works added a new section to the Virginia has jobs website, the Fair Chance Opportunities tab for felons and recently incarcerated individuals to job seek and re-enter the workforce at www.virginiahasjobs.com/fairchance.

- **Matt McKinney, WORKED Consulting:** Matt McKinney presented the CARES project toolkit to the board. Mr. McKinney stated that the toolkit was derived from a combination of research from the BCWDB’s TPI program, Virginia Work’s Business Solution Guide, talking with industry partners and employers about their needs, using other resources on other board’s toolkits, a literary review on the best practices of hiring and upskilling, focus groups of employers providing a combination of different perspectives of employers, industries, and boards to address and define workforce and industry needs for employers at a high scale.

- i. **CARES Project Toolkits**

- **Committee Reports**

- **Executive Committee:** The Executive Committee met and there was no physical quorum. The committee went over the audit, BCWDB Amended PY 25—26 budget, BCWDB proposed PY 26—27 budget, BCWDB by-laws, BCWDB PY 26—27 slate of officers, and BCWDB PY 26—27 meeting dates and locations.
 - **Audit:** Jackie Davis presented the audit to the board. The audit was clean with no findings.
 - **BCWDB Amended PY 25—26 Budget:** Kevin Marshall made a motion to approve the BCWDB Amended PY 25—26 Budget, and Jennifer Bowhey seconded the motion, approving the budget. Marjorie Lampkin and Jessica Weber, alternate for Stephen Cox, abstained from the motion.
 - **BCWDB Proposed PY 26 – 27 Budget:** Victor Burrell made a motion to approve the BCWDB Proposed PY 26—27 Budget, and Marianne Gibbs seconded the motion, approving the budget. Marjorie Lampkin and Jessica Weber, alternate for Stephen Cox, abstained from the motion.

- **BCWDB By-laws:** Jackie Davis presented the updated BCWDB By-laws to the board. She reported that the updates were removing the Eastern Shore region from the By-laws and adding the Gloucester region.
- **BCWDB PY 26 – 27 Slate of Officers:** Jennifer Bowhey made a motion to nominate Jarrod Elwell as Chair of the BCWDB, and Dennis Parsons seconded the motion, electing Jarrod Elwell as Chair of the BCWDB. There is an open floor for nominations for the Vice Chair of the BCWDB. Dennis Parsons made a motion to nominate/keep Joshua Gemerek as Secretary/Treasurer of the BCWDB, and Nicholas Minor as Member-at-Large of the BCWDB, and Melissa King seconded the motion, nominating/keeping Joshua Gemerek as Secretary/Treasurer of the BCWDB, and Nicholas Minor as the Member-at-Large of the BCWDB.
- **BCWDB PY 26 – 27 Meeting Dates and Locations:** Jackie Davis presented the proposed BCWDB PY 26—27 Meeting Dates and Locations to the board.
- **Operations and Performance Committee:** The Operations and Performance Committee met and there was a physical quorum. The committee went over and approved the previous meeting minutes, quarterly reports, and termination of the Eastern Shore contract to be submitted to the Executive Committee for approval.
 - **Termination of Eastern Shore Contract:** Kevin Marshall made a motion to terminate the Eastern Shore contract, and Ginni Matern seconded the motion, terminating the Eastern Shore contract.
- **Policy and Strategic Planning Committee:** This committee did not meet this quarter.
- **Business and Workforce Services Committee:** This committee did not meet this quarter.
- **Communications Committee:** This committee did not meet this quarter.

VII. Old Business

● Realignment

- i. **Shawn Avery, President/CEO – Hampton Roads Workforce Council:** Shawn Avery discussed the plans for the upcoming transition of the Eastern Shore region to the Hampton Roads Workforce Council. Mr. Avery reported that the Eastern Shore One Stop Center will be moved to the Eastern Shore Community College Workforce Building, with DARS moving there as well shortly after. He also reported that there will be a Business Services team member for the Eastern Shore region, and resources will be given to the Eastern Shore Community College like military defense. Additionally, the Hampton Roads Workforce Council will be applying for a GoVA grant for the Eastern Shore region.

1. Tour of Future AJC

- VIII. **Executive Director's Update – Jackie Davis, Executive Director:** Jackie Davis gave the Executive Director's update to the board. Mrs. Davis reported that Beth Sharpe held a

successful Senior Success Summit at Essex High School that had multiple different counties' high school seniors attending. Ann Rector's Rappahannock Region Healthcare Collaborative has been mentioned in newspapers 3 times and has been holding successful events. Jacob has been increasing the BCWDB's social media presence with weekly postings of job fairs and job listings. Kristina was given a clean audit, Steven has been writing grants, and Lauren has been working on designing pamphlets, press releases, etc. Keenan released his CARES project toolkit, and RCC was awarded a CNC programming grant.

- IX. Other Items for Discussion:** There are no other topics for discussion.
- X. Public Comment:** There was no public comment.
- XI. Adjournment:** With there being no further discussion, Jarrod Elwell adjourned the meeting at 12:12 p.m.

Respectfully submitted,
Lauren Fallin

BCWDB Slate of Officers

Vice-Chair Greg Moon

BCWDB PY25 1st – 4th Quarter Quarterly Reports

Rappahannock Goodwill Industries WIOA Adult and Dislocated Worker													
		1st Quarter PY 25 7/1/25 - 9/30/25			2nd Quarter PY 25 10/1/25 - 12/31/25			3rd Quarter PY 25 1/1/26 - 3/31/26			4th Quarter PY 25 4/1/26 - 6/30/26		
Customer Summary Information													
Planned Number of Participants for PY		69			69			69			69		
Total Participants Served		39			57			70			79		
Percent of Planned		57%			83%			101%			114%		
New Clients Enrolled this Quarter		8			18			13			9		
	WIOA Adult	35			51			62			70		
	WIOA Dislocated Worker	4			6			8			9		
Follow Up Information													
Total Follow-Ups Required		25			24			36			44		
Total Follow-Ups Completed		25			24			36			44		
Total Follow-Up Not Completed		0			0			0			0		
Employment 2nd Quarter after Exit													
	WIOA Adult Program - 83.0%	92.9%	13	# employed	80.0%	4	# employed	100.0%	1	# employed	75.0%	3	# employed
			14	# exited		5	# exited		1	# exited		4	# exited
	WIOA Dislocated Worker Program - 90.0%	-	0	# employed	-	0	# employed	100.0%	1	# employed	-	0	# employed
			0	# exited		0	# exited		1	# exited		0	# exited
Employment 4th Quarter after Exit													
	WIOA Adult Program - 85.0%	87.5%	7	# employed	66.7%	2	# employed	85.7%	12	# employed	100.0%	5	# employed
			8	# exited		3	# exited		14	# exited		5	# exited
	WIOA Dislocated Worker Program - 85.0%	0.0%	0	# employed	-	0	# employed	-	0	# employed	-	0	# employed
			1	# exited		0	# exited		0	# exited		0	# exited
Median Earnings 2nd Quarter after Exit													
	WIOA Adult Program	\$8,000.00	Not Available		\$8,000.00	Not Available		\$8,000.00	Not Available		\$8,000.00	Not Available	
	WIOA Dislocated Worker Program	\$10,000.00	Not Available		\$10,000.00	Not Available		\$10,000.00	Not Available		\$10,000.00	Not Available	
Credential Attainment within Four Quarters after Exit													
	WIOA Adult Program - 75.0%	71.4%	5	# credentialed	100.0%	3	# credentialed	64.3%	9	# credentialed	75.0%	3	# credentialed
			7	# exited		3	# exited		14	# exited		4	# exited
	WIOA Dislocated Worker Program - 74.0%	-	0	# credentialed	-	0	# credentialed	-	0	# credentialed	-	0	# credentialed
			0	# exited		0	# exited		0	# exited		0	# exited
Measurable Skills Gain													
	WIOA Adult Program - 73.0%	29.2%	7	# gained	33.3%	10	# gained	45.5%	20	# gained	62.7%	32	# gained
			24	# exited		30	# exited		44	# exited		51	# exited
	WIOA Dislocated Worker Program - 70.0%	25.0%	1	# gained	50.0%	2	# gained	50.0%	3	# gained	50.0%	4	# gained
			4	# exited		4	# exited		6	# exited		8	# exited
40% Minimum Training Expenditure Requirement													
76.13%	WIOA Adult Program	74.0%	\$ 42,093.85	Training Expenditures	78.8%	\$107,936.61	Training Expenditures	80.4%	\$176,860.02	Training Expenditures	78.9%	\$227,235.38	Training Expenditures
			\$ 56,902.15	Total Expenditures		\$136,936.61	Total Expenditures		\$219,855.70	Total Expenditures		\$288,097.91	Total Expenditures
	WIOA Dislocated Worker Program	26.1%	\$ 1,134.39	Training Expenditures	43.9%	\$ 7,085.28	Training Expenditures	54.6%	\$ 16,397.08	Training Expenditures	58.7%	\$ 26,616.07	Training Expenditures
			\$ 4,341.87	Total Expenditures		\$ 16,130.97	Total Expenditures		\$ 30,031.06	Total Expenditures		\$ 45,363.73	Total Expenditures
Total Contract Expenditures													
97.99%	WIOA Adult Program	27.4%	\$ 57,206.00	Expenditures	65.8%	\$137,396.72	Expenditures	74.1%	\$221,954.56	Expenditures	97.7%	\$291,687.73	Expenditures
			\$208,722.52	Total Contract		\$208,722.52	Total Contract		\$299,673.62	Total Contract		\$298,654.96	Total Contract
	WIOA Dislocated Worker Program	3.6%	\$ 4,909.62	Expenditures	12.5%	\$ 17,266.47	Expenditures	68.0%	\$ 31,782.64	Expenditures	100.0%	\$ 47,731.41	Expenditures
			\$137,663.85	Total Contract		\$137,663.85	Total Contract		\$ 46,712.75	Total Contract		\$ 47,731.41	Total Contract

George Washington Planning District 16 Data		
		4th Quarter PY 25
Customer Summary Information		
Planned Number of Participants for PY		69
Total Participants Served		70
Percent of Planned		101%
Planning District 16 Total New Clients Enrolled this Quarter		8
	WIOA Adult	62
	WIOA Dislocated Worker	8
Spotsylvania County New Clients Enrolled this Quarter		3
	WIOA Adult	27
	WIOA Dislocated Worker	2
Stafford County New Clients Enrolled this Quarter		4
	WIOA Adult	16
	WIOA Dislocated Worker	4
Caroline County New Clients Enrolled this Quarter		0
	WIOA Adult	4
	WIOA Dislocated Worker	0
King George County New Clients Enrolled this Quarter		0
	WIOA Adult	4
	WIOA Dislocated Worker	1
City of Fredericksburg New Clients Enrolled this Quarter		1
	WIOA Adult	11
	WIOA Dislocated Worker	1

Rappahannock Community College WIOA Adult and Dislocated Worker

		1st Quarter PY 25 7/1/25 - 9/30/25				2nd Quarter PY 25 10/1/25 - 12/31/25				3rd Quarter PY 25 1/1/26 - 3/31/26				4th Quarter PY 25 4/1/26 - 6/30/26			
Customer Summary Information																	
Planned Number of Participants for PY		28				28				28				28			
Total Participants Served		17				23				27				34			
Percent of Planned		61%				82%				96%				121%			
New Clients Enrolled this Quarter		9				6				4				7			
	WIOA Adult	17				23				27				34			
	WIOA Dislocated Worker	0				0				0				0			
Follow Up Information																	
Total Follow-Ups Required		19				22				25				24			
Total Follow-Ups Completed		19				22				25				24			
Total Follow-Up Not Completed		0				0				0				0			
Employment 2nd Quarter after Exit																	
	WIOA Adult Program - 83.0%	75.0%	3	# employed	100.0%	3	# employed	80.0%	4	# employed	83.3%	5	# employed				
			4	# exited		3	# exited		5	# exited		6	# exited				
	WIOA Dislocated Worker Program - 90.0%	100.0%	1	# employed	-	0	# employed	-	0	# employed	-	0	# employed				
			1	# exited	-	0	# exited	-	0	# exited	-	0	# exited				
Employment 4th Quarter after Exit																	
	WIOA Adult Program - 85.0%	-	0	# employed	100.0%	8	# employed	75.0%	3	# employed	100.0%	3	# employed				
			0	# exited		8	# exited		4	# exited		3	# exited				
	WIOA Dislocated Worker Program - 85.0%	-	0	# employed	-	0	# employed	100.0%	1	# employed	-	0	# employed				
			0	# exited	-	0	# exited		1	# exited	-	0	# exited				
Median Earnings 2nd Quarter after Exit																	
	WIOA Adult Program	\$8,000.00	Not Available		\$8,000.00	Not Available		\$8,000.00	Not Available		\$8,000.00	Not Available					
	WIOA Dislocated Worker Program	\$10,000.00	Not Available		\$10,000.00	Not Available		\$10,000.00	Not Available		\$10,000.00	Not Available					
Credential Attainment within Four Quarters after Exit																	
	WIOA Adult Program - 75.0%	-	0	# credentialed	100.0%	8	# credentialed	100.0%	4	# credentialed	100.0%	3	# credentialed				
			0	# exited		8	# exited		4	# exited		3	# exited				
	WIOA Dislocated Worker Program - 74.0%	-	0	# credentialed	-	0	# credentialed	-	0	# credentialed	-	0	# credentialed				
			0	# exited	-	0	# exited	-	0	# exited	-	0	# exited				
Measurable Skills Gain																	
	WIOA Adult Program - 73.0%	63.6%	7	# gained	61.1%	11	# gained	70.0%	14	# gained	75.0%	21	# gained				
			11	# exited		18	# exited		20	# exited		28	# exited				
	WIOA Dislocated Worker Program - 70.0%	-	0	# gained	-	0	# gained	-	0	# gained	-	0	# gained				
			0	# exited	-	0	# exited	-	0	# exited	-	0	# exited				
40% Minimum Training Expenditure Requirement																	
73.96%	WIOA Adult Program	60.6%	\$ 10,755.57	Training Expenditures	74.4%	\$ 39,331.51	Training Expenditures	66.5%	\$ 41,175.92	Training Expenditures	75.7%	\$ 87,966.15	Training Expenditures				
			\$ 17,758.83	Total Expenditures		\$ 52,873.59	Total Expenditures		\$ 61,906.19	Total Expenditures		\$ 116,252.81	Total Expenditures				
	WIOA Dislocated Worker Program	0.0%	\$ -	Training Expenditures	0.0%	\$ -	Training Expenditures	0.0%	\$ -	Training Expenditures	0.0%	\$ -	Training Expenditures				
			\$ 6,612.37	Total Expenditures		\$ 12,952.34	Total Expenditures		\$ 19,762.62	Total Expenditures		\$ 2,691.75	Total Expenditures				
Total Contract Expenditures																	
69.41%	WIOA Adult Program	12.9%	\$ 18,370.80	Expenditures	38.0%	\$ 54,097.53	Expenditures	44.8%	\$ 63,742.11	Expenditures	83.4%	\$ 118,700.74	Expenditures				
			\$142,331.76	Total Contract		\$142,331.76	Total Contract		\$142,331.76	Total Contract		\$142,331.76	Total Contract				
	WIOA Dislocated Worker Program	10.1%	\$ 6,905.83	Expenditures	19.8%	\$ 13,544.26	Expenditures	30.2%	\$ 20,643.00	Expenditures	40.2%	\$ 27,465.59	Expenditures				
			\$ 68,253.18	Total Contract		\$ 68,253.18	Total Contract		\$ 68,253.18	Total Contract		\$ 68,253.18	Total Contract				

Northern Neck Planning District 17 Data		
		4th Quarter PY 25
Customer Summary Information		
Planned Number of Participants for PY		15
Total Participants Served		21
Percent of Planned		140%
Planning District 17 Total New Clients Enrolled this Quarter		3
	WIOA Adult	21
	WIOA Dislocated Worker	0
Lancaster County New Clients Enrolled this Quarter		1
	WIOA Adult	5
	WIOA Dislocated Worker	0
Northumberland County New Clients Enrolled this Quarter		1
	WIOA Adult	5
	WIOA Dislocated Worker	0
Richmond County New Clients Enrolled this Quarter		0
	WIOA Adult	5
	WIOA Dislocated Worker	0
Westmoreland County New Clients Enrolled this Quarter		1
	WIOA Adult	6
	WIOA Dislocated Worker	0

Middle Peninsula Planning District 18 Data		
		4th Quarter PY 25
Customer Summary Information		
Planned Number of Participants for PY		13
Total Participants Served		9
Percent of Planned		69%
Planning District 18 Total New Clients Enrolled this Quarter		4
	WIOA Adult	9
	WIOA Dislocated Worker	0
Essex County New Clients Enrolled this Quarter		2
	WIOA Adult	6
	WIOA Dislocated Worker	0
Gloucetser County New Clients Enrolled this Quarter		1
	WIOA Adult	2
	WIOA Dislocated Worker	0
King and Queen County New Clients Enrolled this Quarter		0
	WIOA Adult	1
	WIOA Dislocated Worker	0
King William County New Clients Enrolled this Quarter		0
	WIOA Adult	0
	WIOA Dislocated Worker	0
Mathews County New Clients Enrolled this Quarter		1
	WIOA Adult	2
	WIOA Dislocated Worker	0
Middlesex County New Clients Enrolled this Quarter		0
	WIOA Adult	0
	WIOA Dislocated Worker	0

Eastern Shore Community College WIOA Adult and Dislocated Worker

		1st Quarter PY 25 7/1/25 - 9/30/25				2nd Quarter PY 25 10/1/25 - 12/31/25				3rd Quarter PY 25 1/1/26 - 3/31/26				4th Quarter PY 25 4/1/26 - 6/30/26			
Customer Summary Information																	
Planned Number of Participants for PY		28				28				28				28			
Total Participants Served		15				17				20				21			
Percent of Planned		54%				61%				71%				75%			
New Clients Enrolled this Quarter		5				3				3				1			
	WIOA Adult	13				14				16				16			
	WIOA Dislocated Worker	2				3				4				5			
Follow Up Information																	
Total Follow-Ups Required		8				9				10				14			
Total Follow-Ups Completed		8				9				10				14			
Total Follow-Up Not Completed		0				0				0				0			
Employment 2nd Quarter after Exit																	
	WIOA Adult Program - 83.0%	100.0%	3	# employed	66.7%	2	# employed	0.0%	0	# employed	100.0%	2	# employed				
			3	# exited		3	# exited		1	# exited		2	# exited				
	WIOA Dislocated Worker		0	# employed		0	# employed		0	# employed		0	# employed				
	Program - 90.0%	-	0	# exited	-	0	# exited	-	0	# exited	-	0	# exited				
Employment 4th Quarter after Exit																	
	WIOA Adult Program - 85.0%	50.0%	1	# employed	83.3%	5	# employed	100.0%	3	# employed	100.0%	3	# employed				
			2	# exited		6	# exited		3	# exited		3	# exited				
	WIOA Dislocated Worker		0	# employed		0	# employed		0	# employed		0	# employed				
	Program - 85.0%	-	0	# exited	-	0	# exited	-	0	# exited	-	0	# exited				
Median Earnings 2nd Quarter after Exit																	
	WIOA Adult Program	\$8,000.00	Not Available		\$8,000.00	Not Available		\$8,000.00	Not Available		\$8,000.00	Not Available					
	WIOA Dislocated Worker Program	\$10,000.00	Not Available		\$10,000.00	Not Available		\$10,000.00	Not Available		\$10,000.00	Not Available					
Credential Attainment within Four Quarters after Exit																	
	WIOA Adult Program - 75.0%	100.0%	1	# credentialed	16.7%	1	# credentialed	66.7%	2	# credentialed	66.7%	2	# credentialed				
			1	# exited		6	# exited		3	# exited		3	# exited				
	WIOA Dislocated Worker		0	# credentialed		0	# credentialed		0	# credentialed		0	# credentialed				
	Program - 74.0%	-	0	# exited	-	0	# exited	-	0	# exited	-	0	# exited				
Measurable Skills Gain																	
	WIOA Adult Program - 73.0%	30.8%	4	# gained	53.8%	7	# gained	53.3%	8	# gained	75.0%	12	# gained				
			13	# exited		13	# exited		15	# exited		16	# exited				
	WIOA Dislocated Worker		0	# gained		0	# gained		1	# gained		1	# gained				
	Program - 70.0%	-	0	# exited	-	0	# exited	100.0%	1	# exited	33.3%	3	# exited				
40% Minimum Training Expenditure Requirement																	
79.90%	WIOA Adult Program	88.8%	\$14,573.60	Training Expenditures	89.2%	\$40,575.04	Training Expenditures	83.7%	\$51,520.36	Training Expenditures	82.3%	\$63,444.32	Training Expenditures				
			\$16,418.29	Total Expenditures		\$45,469.55	Total Expenditures		\$61,541.21	Total Expenditures		\$77,089.15	Total Expenditures				
	WIOA Dislocated Worker Program	100.0%	\$ 1,114.74	Training Expenditures	100.0%	\$ 2,351.40	Training Expenditures	51.7%	\$ 2,854.21	Training Expenditures	65.0%	\$ 8,055.39	Training Expenditures				
			\$ 1,114.74	Total Expenditures		\$ 2,351.40	Total Expenditures		\$ 5,516.58	Total Expenditures		\$12,394.97	Total Expenditures				
Total Contract Expenditures																	
81.93%	WIOA Adult Program	26.8%	\$16,685.53	Expenditures	47.4%	\$46,004.03	Expenditures	64.2%	\$62,342.93	Expenditures	80.4%	\$78,158.09	Expenditures				
			\$62,151.49	Total Contract		\$97,151.49	Total Contract		\$97,151.49	Total Contract		\$97,151.49	Total Contract				
	WIOA Dislocated Worker Program	2.8%	\$ 1,336.35	Expenditures	80.7%	\$11,625.21	Expenditures	42.8%	\$ 6,163.11	Expenditures	91.9%	\$13,244.79	Expenditures				
			\$48,074.33	Total Contract		\$14,410.68	Total Contract		\$14,410.68	Total Contract		\$14,410.68	Total Contract				

Eastern Shore Planning District 22 Data		
		4th Quarter PY 25
Customer Summary Information		
Planned Number of Participants for PY		28
Total Participants Served		19
Percent of Planned		68%
Planning District 22 Total New Clients Enrolled this Quarter		1
	WIOA Adult	14
	WIOA Dislocated Worker	5
Accomack County New Clients Enrolled this Quarter		1
	WIOA Adult	12
	WIOA Dislocated Worker	4
Northampton County New Clients Enrolled this Quarter		0
	WIOA Adult	2
	WIOA Dislocated Worker	1

Rappahannock Goodwill Industries WIOA Youth

	1st Quarter PY 25 7/1/25 - 9/30/25	2nd Quarter PY 25 10/1/25 - 12/31/25	3rd Quarter PY 25 1/1/26 - 3/31/26	4th Quarter PY 25 4/1/26 - 6/30/26
Customer Summary Information				
Planned Number of Participants for PY	32	32	32	32
Total Participants Served	13	17	23	30
Percent of Planned	41%	53%	72%	94%
New Clients Enrolled this Quarter	4	4	6	7
WIOA Youth	13	17	23	30
Follow Up Information				
Total Follow-Ups Required	16	16	10	13
Total Follow-Ups Completed	16	16	10	13
Total Follow-Up Not Completed	0	0	0	0
Employment 2nd Quarter after Exit				
WIOA Youth - 78.0%	100.0%	62.5%	100.0%	75.0%
	1 # employed	5 # employed	1 # employed	3 # employed
	1 # exited	8 # exited	1 # exited	4 # exited
Employment 4th Quarter after Exit				
WIOA Youth - 80.0%	83.3%	66.7%	50.0%	62.5%
	5 # employed	2 # employed	1 # employed	5 # employed
	6 # exited	3 # exited	2 # exited	8 # exited
Credential Attainment within Four Quarters after Exit				
WIOA Youth - 68.5%	66.7%	50.0%	100.0%	14.3%
	2 # credentialed	1 # credentialed	2 # credentialed	1 # credentialed
	3 # exited	2 # exited	2 # exited	7 # exited
Measurable Skills Gain				
WIOA Youth - 70.0%	44.4%	41.7%	50.0%	59.1%
	4 # gained	5 # gained	10 # gained	13 # gained
	9 # exited	12 # exited	20 # exited	22 # exited
20% Work Experience Expenditure Requirement				
44.69% WIOA Youth	74.9%	54.2%	47.0%	44.69%
	\$ 13,723.89 Training Expenditures	\$ 28,998.03 Training Expenditures	\$ 44,179.39 Training Expenditures	\$ 56,973.32 Training Expenditures
	\$ 18,331.24 Total Expenditures	\$ 53,523.79 Total Expenditures	\$ 94,049.22 Total Expenditures	\$127,494.61 Total Expenditures
Total Contract Expenditures				
77.99% WIOA Youth	11.2%	32.5%	57.4%	78.0%
	\$ 18,714.85 Expenditures	\$ 54,291.01 Expenditures	\$ 95,870.25 Expenditures	\$130,369.47 Expenditures
	\$167,152.80 Total Contract	\$167,152.80 Total Contract	\$167,152.80 Total Contract	\$167,152.80 Total Contract

George Washington Planning District 16 Data		
		4th Quarter PY 25
Customer Summary Information		
Planned Number of Participants for PY		32
Total Participants Served		27
Percent of Planned		84%
Planning District 16 Total New Clients Enrolled this Quarter		6
	WIOA Youth	27
Spotsylvania County New Clients Enrolled this Quarter		3
	WIOA Youth	12
Stafford County New Clients Enrolled this Quarter		1
	WIOA Youth	9
Caroline County New Clients Enrolled this Quarter		0
	WIOA Youth	1
King George County New Clients Enrolled this Quarter		1
	WIOA Youth	2
City of Fredericksburg New Clients Enrolled this Quarter		1
	WIOA Youth	3

Rappahannock Community College Youth													
		1st Quarter PY 25 7/1/25 - 9/30/25			2nd Quarter PY 25 10/1/25 - 12/31/25			3rd Quarter PY 25 1/1/26 - 3/31/26			4th Quarter PY 25 4/1/26 - 6/30/26		
Customer Summary Information													
Planned Number of Participants for PY		16			16			16			16		
Total Participants Served		8			8			10			12		
Percent of Planned		50%			50%			63%			75%		
New Clients Enrolled this Quarter		1			0			2			2		
WIOA Youth		8			8			10			12		
Follow Up Information													
Total Follow-Ups Required		10			11			10			11		
Total Follow-Ups Completed		10			11			10			11		
Total Follow-Up Not Completed		0			0			0			0		
Employment 2nd Quarter after Exit													
	WIOA Youth - 78.0%	100.0%	2	# employed	100.0%	2	# employed	66.7%	2	# employed	100.0%	3	# employed
			2	# exited		2	# exited		3	# exited		3	# exited
Employment 4th Quarter after Exit													
	WIOA Youth - 80.0%	100.0%	1	# employed	100.0%	1	# employed	100.0%	2	# employed	100.0%	2	# employed
			1	# exited		1	# exited		2	# exited		2	# exited
Credential Attainment within Four Quarters after Exit													
	WIOA Youth - 68.5%	-	0	# credentialed	100.0%	1	# credentialed	100.0%	2	# credentialed	0.0%	0	# credentialed
			0	# exited		1	# exited		2	# exited		1	# exited
Measurable Skills Gain													
	WIOA Youth - 70.0%	60.0%	3	# gained	66.7%	4	# gained	66.7%	4	# gained	60.0%	6	# gained
			5	# exited		6	# exited		6	# exited		10	# exited
20% Work Experience Expenditure Requirement													
23.33%	WIOA Youth	37.1%	\$ 6,393.88	Training Expenditures	31.1%	\$ 8,967.04	Training Expenditures	30.2%	\$ 11,544.31	Training Expenditures	23.33%	\$ 14,121.58	Training Expenditures
			\$ 17,233.11	Total Expenditures		\$ 28,876.31	Total Expenditures		\$ 38,186.35	Total Expenditures		\$ 60,538.06	Total Expenditures
Total Contract Expenditures													
58.18%	WIOA Youth	16.5%	\$ 17,694.15	Expenditures	27.8%	\$ 29,798.39	Expenditures	36.9%	\$ 39,569.47	Expenditures	58.2%	\$ 62,382.15	Expenditures
			\$107,221.30	Total Contract		\$107,221.30	Total Contract		\$107,221.30	Total Contract		\$107,221.30	Total Contract

Northern Neck Planning District 17 Data		
		4th Quarter PY 25
Customer Summary Information		
Planned Number of Participants for PY		8
Total Participants Served		7
Percent of Planned		88%
Planning District 17 Total New Clients Enrolled this Quarter		0
	WIOA Youth	7
Lancaster County New Clients Enrolled this Quarter		0
	WIOA Youth	1
Northumberland County New Clients Enrolled this Quarter		0
	WIOA Youth	3
Richmond County New Clients Enrolled this Quarter		0
	WIOA Youth	1
Westmoreland County New Clients Enrolled this Quarter		0
	WIOA Youth	2

Middle Peninsula Planning District 18 Data		
		4th Quarter PY 25
Customer Summary Information		
Planned Number of Participants for PY		8
Total Participants Served		5
Percent of Planned		63%
Planning District 18 Total New Clients Enrolled this Quarter		2
	WIOA Youth	5
Essex County New Clients Enrolled this Quarter		0
	WIOA Youth	1
Gloucester County New Clients Enrolled this Quarter		1
	WIOA Youth	3
King and Queen County New Clients Enrolled this Quarter		1
	WIOA Youth	1
King William County New Clients Enrolled this Quarter		0
	WIOA Youth	1
Mathews County New Clients Enrolled this Quarter		0
	WIOA Youth	0
Middlesex County New Clients Enrolled this Quarter		0
	WIOA Youth	2

Eastern Shore Community College Youth													
		1st Quarter PY 25 7/1/25 - 9/30/25			2nd Quarter PY 25 10/1/25 - 12/31/25			3rd Quarter PY 25 1/1/26 - 3/31/26			4th Quarter PY 25 4/1/26 - 6/30/26		
Customer Summary Information													
Planned Number of Participants for PY		27			27			27			27		
Total Participants Served		6			7			8			11		
Percent of Planned		22%			26%			30%			41%		
New Clients Enrolled this Quarter		2			1			1			3		
WIOA Youth		6			7			8			11		
Follow Up Information													
Total Follow-Ups Required		6			6			5			4		
Total Follow-Ups Completed		6			6			5			4		
Total Follow-Up Not Completed		0			0			0			0		
Employment 2nd Quarter after Exit													
	WIOA Youth - 78.0%	100.0%	2	# employed	50.0%	1	# employed	-	0	# employed	0.0%	0	# employed
			2	# exited		2	# exited		0	# exited		1	# exited
Employment 4th Quarter after Exit													
	WIOA Youth - 80.0%	66.7%	2	# employed	80.0%	4	# employed	100.0%	2	# employed	50.0%	1	# employed
			3	# exited		5	# exited		2	# exited		2	# exited
Credential Attainment within Four Quarters after Exit													
	WIOA Youth - 68.5%	100.0%	1	# credentialed	66.7%	2	# credentialed	0.0%	0	# credentialed	-	0	# credentialed
			1	# exited		3	# exited		1	# exited		0	# exited
Measurable Skills Gain													
	WIOA Youth - 70.0%	0.0%	0	# gained	33.3%	1	# gained	100.0%	3	# gained	42.9%	3	# gained
			1	# exited		3	# exited		3	# exited		7	# exited
20% Work Experience Expenditure Requirement													
61.66%	WIOA Youth	67.5%	\$ 9,982.13	Training Expenditures	55.5%	\$14,911.48	Training Expenditures	60.9%	\$25,527.19	Training Expenditures	61.66%	\$31,353.66	Training Expenditures
			\$14,779.15	Total Expenditures		\$26,877.42	Total Expenditures		\$41,904.10	Total Expenditures		\$50,845.23	Total Expenditures
Total Contract Expenditures													
98.85%	WIOA Youth	28.7%	\$15,004.24	Expenditures	52.2%	\$27,327.60	Expenditures	81.3%	\$42,579.37	Expenditures	98.9%	\$51,745.55	Expenditures
			\$52,347.46	Total Contract		\$52,347.46	Total Contract		\$52,347.46	Total Contract		\$52,347.46	Total Contract

Eastern Shore Planning District 22 Data		
		4th Quarter PY 25
Customer Summary Information		
Planned Number of Participants for PY		27
Total Participants Served		8
Percent of Planned		30%
Planning District 22 Total New Clients Enrolled this Quarter		1
	WIOA Youth	8
Accomack County New Clients Enrolled this Quarter		1
	WIOA Youth	7
Northampton County New Clients Enrolled this Quarter		0
	WIOA Youth	1

4th Quarter PY 25			
	Negotiated Level	Actual	% of Negotiated Level
Adult Measures			
Employment 2nd Quarter after Exit	83.0	83.3	100%
Employment 4th Quarter after Exit	85.0	100.0	118%
Median Earnings 2nd Quarter after Exit	\$8,000.00	NA	-
Credential Attainment within 4 Quarters after Exit	75.0	80.0	107%
Measurable Skills Gain	73.0	68.4	94%
Dislocated Workers Measures			
Employment 2nd Quarter after Exit	90.0	-	-
Employment 4th Quarter after Exit	85.0	-	-
Median Earnings 2nd Quarter after Exit	\$10,000.00	NA	-
Credential Attainment within 4 Quarters after Exit	74.0	-	-
Measurable Skills Gain	70.0	45.5	65%
Youth Measures			
Employment 2nd Quarter after Exit	78.0	75.0	96%
Employment 4th Quarter after Exit	80.0	66.7	83%
Credential Attainment within 4 Quarters after Exit	68.5	12.5	18%
Measurable Skills Gain	70.0	56.4	81%

BCWDB Performance Measure Definitions

Section 116 of the Workforce Innovation and Opportunity Act (WIOA) specifies the core metrics that the Local Workforce Development Boards (LWDB) and the state will be measured against. The following Indicators of Performance are part of the performance accountability system under WIOA:

Employment 2nd Quarter after Exit

The percentage of program participants who are in unsubsidized employment during the 2nd quarter after exit from the program. **(Adult and Dislocated Workers)**

Participants in education, or training or employment in the 2nd quarter after exit. **(Youth)**

Employment 4th Quarter after Exit

The percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program. **(Adult and Dislocated Workers)**

Participants in education, or training or employment in the 4th quarter after exit. **(Youth)**

Median Earnings 2nd Quarter after Exit

The median earnings of program participants who are in unsubsidized employment in the second quarter after exit from the program. **(Adult, Dislocated Workers, Youth)**

Credential Attainment within Four Quarters after Exit

The percentage of program participants who attain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent, during program participation or within 1 year after exit from the program. **(Adult, Dislocated Workers, Youth)**

Measurable Skills Gain

The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains toward a credential or employment. **(Adult, Dislocated Worker, Youth)**

GOVA Region 6-CARE Project Performance Measures 4/1/2026-6/30/2026		
The project will be evaluated on the achievement of the following measures:		
Performace Measure	Goal	Cumulative Completed
Business Served	35	53
Job Placements	60	267
New interns Placed	5	13
Apprenticeships Created	10	7
Percentage of Funds Expensed:	Total Funds Awarded: \$307,857.00	
	\$231,324.89 = 75.14%	

Employer Led Training-VAULT Program Performance Measures 4/1/2026-6/30/2026		
The project will be evaluated on the achievement of the following measures:		
Performace Measure	Goal	Cumulative Completed
Business Served	N/A	5
Participants Enrolled	N/A	20
Participants Completed	N/A	16
Percentage of Funds Expensed:	Total Funds Awarded: \$60,000.00 \$4,785.00 = 7.97%	

BCWDB PY 25 1st – 4th Quarter Success Stories



Rappahannock Goodwill Industries Success Story - George Washington

Thomas sought services at the Fredericksburg American Job Center after being unemployed since 2019, an extended employment gap that created a significant barrier to reemployment. Although his prior experience was in information technology, Thomas chose to pursue a new career in commercial trucking. Through the Workforce Innovation and Opportunity Act (WIOA) Program, he enrolled in CDL Class A training at CDS Tractor Trailer Training School, successfully completed the program, and earned his Class A Commercial Driver's License. Thomas then secured full-time employment with Covenant Transport LLC at \$35.64 per hour, plus benefits. His transition from long-term unemployment to credentialed, benefits-eligible employment demonstrates the value of targeted occupational training that connects job seekers with in-demand career opportunities.

Rappahannock Community College Success Story - Northern Neck

Following the conclusion of her federal contract amid workforce reductions, Anna contacted Rappahannock Community College in May 2025 to explore training options. She entered the program with a bachelor's degree in cybersecurity and a CompTIA Security+ certification but wanted an advanced credential to strengthen her competitiveness in the field. After being determined eligible for WIOA services and completing career planning, Anna enrolled in CompTIA CASP+ training and participated in a work experience with RCC's Information Technology Department. She earned the CompTIA CASP+ certification and completed her work experience in August 2025. By November 2025, Anna had accepted a consulting position with Mask Jar at \$60 per hour and is still currently employed there. Her success shows how WIOA can help skilled workers build on existing education, gain an advanced industry credential, and return to employment at a strong wage.

Rappahannock Community College Success Story - Middle Peninsula

Calvin first learned about WIOA services while attending the Northern Neck Technical Center and contacted Rappahannock Community College after graduation to pursue power line worker training at Southside Virginia Community College. He completed the required eligibility documentation and assessment, passed three CDL-A learner's permit tests and a Department of Transportation physical, and completed interest assessment, job readiness, and financial literacy activities. Calvin persisted through each requirement, enrolled in WIOA, and began the power line worker program on February 16, 2026. He completed the program on April 30, 2026,

earning five credentials, and immediately began applying to utility companies. Calvin accepted employment with Lee Electric and was scheduled to begin work on June 22, 2026. His progression from technical education to credential attainment and employment illustrates how coordinated readiness services and occupational training can create a direct pathway into the skilled trades.

Eastern Shore Community College Success Stories - Eastern Shore

Story 1

Christina sought WIOA Adult Program services to advance from a teacher's aide position that did not provide enough income to consistently meet her financial obligations. She wanted to increase her earnings while continuing to work with children with special needs. Initially ineligible for Pell Grant assistance, Christina enrolled in early childhood education training with WIOA support. During her second semester, she obtained a new position with her employer and later became eligible for Pell assistance; WIOA continued to provide case management and career support, demonstrating effective coordination of available resources. On May 13, 2026, Christina earned an Associate of Applied Science degree in early childhood education and was positioned to qualify for a pay increase based on her new credential. Her achievement highlights how training, career support, and leveraged financial aid can create an advancement pathway for a working participant.

Story 2

Daniel entered the WIOA Dislocated Worker Program after being laid off from his position at Wallops Island. To prepare for a new career, he completed WIOA-supported commercial driver training and earned his Commercial Driver's License. Entry-level trucking opportunities were limited, and an offer from a Maryland company was withdrawn because he could not meet the employer's vehicle-parking requirement between loads. Daniel remained persistent, broadened his job search, and accepted a position with GE Aerospace in New York, where he is training to perform specialized work involving small vacuum parts. Although his eventual placement was outside the trucking industry, Daniel's return to employment after a layoff demonstrates the importance of flexible career planning, continued staff support, and participant resilience when an initial career pathway does not immediately lead to employment.

Rappahannock Goodwill Industries Youth Success Story - George Washington

At age 18, Monte graduated from King George High School after completing the school's Pre-Apprenticeship Electrical Program and planned to enter an electrical apprenticeship. His transition from high school was placed at risk by sudden housing instability, no prior work experience, limited financial resources, no learner's permit, and no reliable transportation. Through the WIOA Youth Program, Monte worked closely with his case manager to address both his immediate needs and long-term career goals. With guidance and referrals, he secured temporary summer housing in King George County and gained the stability needed to continue pursuing his career plan.

To bridge the period between graduation and his anticipated apprenticeship, Monte was placed in a paid work experience with the King George County School System's Maintenance Department. Working alongside maintenance staff as they prepared school buildings for the new academic year allowed him to develop workplace skills, gain hands-on exposure to a skilled-trades environment, and establish a work history. Monte also used his work experience earnings and incentives to obtain his learner's permit. After completing a financial literacy workshop presented by Topside Federal Credit Union, he developed a realistic budget and savings plan to purchase a vehicle and improve his transportation independence.

By the end of the quarter, Monte had stabilized his housing, gained paid work experience, obtained his learner's permit, and continued preparing for an electrical apprenticeship. His progress demonstrates how coordinated WIOA Youth services - including case management, work experience, supportive services, and financial literacy - can address multiple barriers and help a young adult remain on a pathway toward self-sufficiency and a skilled-trades career.

Rappahannock Community College Youth Success Story - Northern Neck

At age 22, Addie was employed as a resident care aide at a local assisted living facility when she contacted Rappahannock Community College about medication aide training. Her goal aligned with an immediate employer need for qualified medication aides. Addie completed an academic assessment, interest assessment, job readiness activities, and financial literacy training before being enrolled in the WIOA Youth Program and medication aide training. She successfully completed the course, passed the state examination, and became a licensed medication aide. Addie remains employed with the same assisted living facility in an expanded role that allows her to dispense medications and earn higher wages. Her advancement demonstrates how responsive upskilling can increase a participant's earnings while helping a healthcare employer meet a critical workforce need.

Rappahannock Community College Youth Success Story - Middle Peninsula

Wayne's story provides a longer-term view of the impact of WIOA-supported training. At age 23, he was preparing to begin his first job as a school custodian at \$13.48 per hour while pursuing welding training at Rappahannock Community College. Over the next two years, Wayne earned four welding credentials and secured employment as a welder with Newport News Shipbuilding at \$22.76 per hour - an hourly wage increase of nearly 69 percent. He continues to work at Newport News Shipbuilding and has since received additional pay increases. This sustained outcome demonstrates how credential-based training can create career mobility, support the region's critical shipbuilding workforce, and produce continued wage progression beyond the initial placement.

Eastern Shore Community College Youth Success Story - Eastern Shore

Following family disruption and housing instability, Paulina moved to the Eastern Shore to live with her grandfather and experienced difficulty finding employment. She enrolled in the Workforce Readiness Skills program at Eastern Shore Community College, where Adult Education staff referred her to WIOA for additional services. Through coordinated support from

WIOA and Career Services, Paulina participated in a work experience as a General Digital Accessibility Student Intern. She successfully completed the experience on June 17, 2026, gaining practical workplace experience and increased confidence in her ability to secure employment.

After completing the work experience, Paulina applied for a marketing and communications assistant position with Eastern Shore Community College and a Pharmacy Technician/Cashier position with Walmart; both applications were pending at the close of the reporting period. Although she had not yet secured employment, Paulina's progression from housing instability and unemployment to work experience completion and an active job search represents meaningful progress toward self-sufficiency and demonstrates the value of coordination among Adult Education, Career Services, and WIOA.