



PROGRAM YEAR 2025-2026

ANNUAL REPORT

Bay Consortium Workforce Development Board, Inc.

This report was developed using grant funds made available under the Workforce Innovation and Opportunity Act, US Department of Labor. Bay Consortium Workforce Development Board is an equal opportunity program. Auxiliary aids are available on request.

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Who are we?



OUR PURPOSE

We provide excellence through impactful services that enhance workplace inclusivity and accessibility while developing talent for today's jobs and future industries.



OUR MISSION

We are dedicated to fulfilling the goals of WIOA and Virginia's workforce strategy by offering comprehensive, customer-focused services that connect employers, job seekers, education providers, and youth, creating pathways to employment and economic opportunity **for all**.



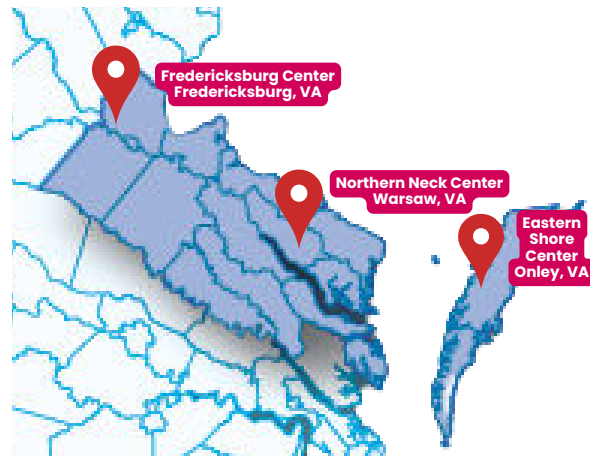
OUR VISION

We strive to build a skilled and adaptable workforce in LWDA13 that supports existing employers and attracts new ones, ensuring **long-term growth and economic vitality in the region**.



STRATEGIC GOALS

- 1. Funding** – Expand funding opportunities by identifying and securing diverse revenue sources to effectively achieve organizational goals.
- 2. Program Development and Implementation** – Coordinate workforce partners to deliver comprehensive programs and services that meets the needs of job seekers and employers.
- 3. Business and Community Outreach** – Enhance the outreach, connectivity, visibility, and viability of the BCWDB so that it remains a valued resource to employers and the community.



2025 – 2026 Program Impact

Career seekers at Virginia Career Works have access to a range of services, including career counseling, resume writing, mock interviews, job skill training, and job search support. We also provide support for unemployment insurance, youth services for career seekers aged 14-24, and access to computers.

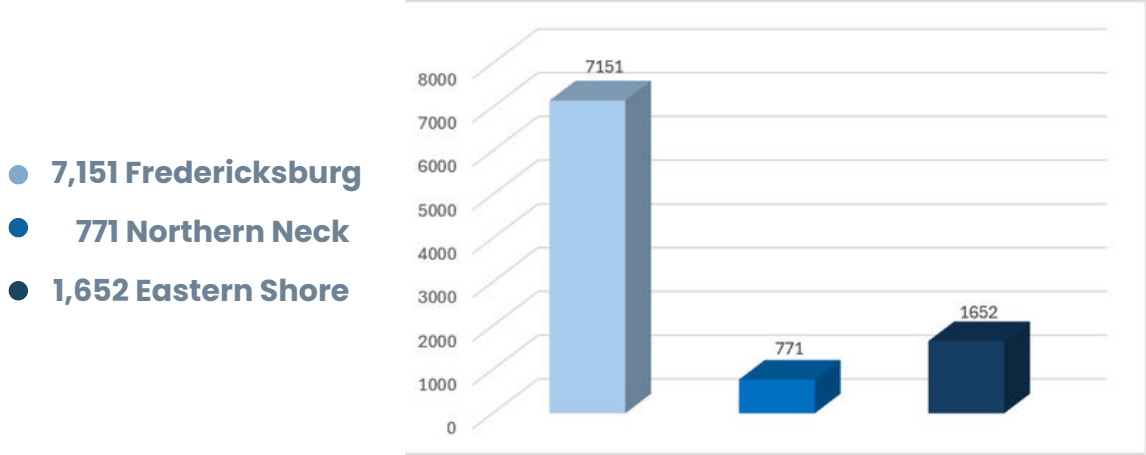
JOB PLACEMENTS: 1004

TOP EARNING INDUSTRIES THAT HIRED:

- Healthcare & Healthcare Support Services
 Information Technology and Digital Services
- Manufacturing and Skilled Trades
 Aquaculture and Agriculture

FOOT TRAFFIC BY CENTER

Universal center traffic – count of visitors for all onsite partners, events and activities.



9,574 – Total individuals served across workforce centers

CUSTOMER SERVICE & SATISFACTION

97%

of customers rated their experience at our centers good or exceptional, reflecting the high quality of our services and the compassionate, customer-centered approach of our staff.



BCWDB Regional Workforce Development Areas Realignment

GLOUCESTER COUNTY JOINED LWDA 13; ACCOMACK AND NORTHAMPTON COUNTIES TRANSITIONED TO LWDA 14 EFFECTIVE JULY 1, 2026

The Bay Consortium Workforce Development Board announced a strategic realignment and redesignation of regional Workforce Development Areas (LWDAs) that will better align workforce services with regional labor markets, industry demands, and community needs. Under the proposed redesignation, Gloucester County transitioned into the Bay Consortium Workforce Development Board (LWDA 13), while Accomack and Northampton Counties were redesignated to the Hampton Roads Workforce Council (LWDA 14). This realignment took effect on July 1, 2026.

This data-informed and regionally focused decision reflects a commitment to aligning workforce governance structures with natural labor market patterns, key industry clusters, and the realities faced by local residents and businesses. By reshaping service delivery boundaries, the redesignation ensures that workforce programs, training infrastructure, and economic development strategies are more effectively tailored to each region's unique strengths and opportunities.

The redesignation is expected to deliver several key benefits, including:

- Improved alignment with regional labor markets, ensuring services reflect commuting patterns and employment trends
- Enhanced employer responsiveness, allowing workforce programs to better meet industry needs
- Greater administrative efficiency, streamlining coordination across workforce partners
- Stronger economic outcomes, positioning each locality to maximize the impact of workforce investments

By placing Gloucester County within LWDA 13 and aligning Accomack and Northampton Counties with LWDA 14, the workforce system will be better equipped to support job seekers, businesses, and economic growth across the region.

The Bay Consortium Workforce Development Board remains committed to a seamless transition and continued collaboration with regional partners to ensure uninterrupted service delivery and long-term success.



MEETING THE NEEDS OF THE REGION'S BUSINESSES

The Bay Consortium Workforce Development Board leads the region's Business Services Team which focuses on the development of collaborative solutions to meet the region's business needs, through a network of local government and non-profit partners working together.



Through these efforts, The Bay Consortium Workforce Development Board has supported:

- **651** Businesses Served by the Business Services Team
- **295** Businesses Served by the BSR (45% of total businesses served)
- **4** Incumbent Worker Training projects, Upskilling a Total of **18** Employees
- **56** Business Services & Collaborative Meetings

Our Business Solutions team specializes in connecting Businesses and Jobseekers in our community, primarily through Job Fairs and Hiring Events. During this program year, our team has connected **1,484 job seekers** to **130 local businesses** over the course of **38 events**.

Priority Sectors for the Bay Consortium Region

- Healthcare
- Education
- Professional & Technical Services

Business Services Delivered:

- Workforce Recruitment
- Employer Information & Support Services
- Consulting Services
- Accessing Untapped Labor Pools
- Incumbent Worker Training
- Training Access
- Labor Market Information
- Strategic Planning
- Layoff Aversion Services
- Registered Apprenticeships



For more information, please contact Jacob McCaleb, Business Services Representative, at jmccaleb@baywib.org.

The Story Behind the Work

How BCWDB Delivers Impact

Bay Consortium Workforce Development Board is building pathways to meaningful, sustainable employment that strengthens individuals, families, and the regional economy.

Who We Serve

BCWDB serves individuals across the Bay Consortium region at every stage of their career journey:

- **Adults** seeking employment, career advancement, or skills training
- **Youth**, in-school and out of school, ages 14-24, exploring career pathways, work readiness, and education
- **Dislocated Workers** who have lost jobs due to layoffs or business closures and are transitioning to new careers

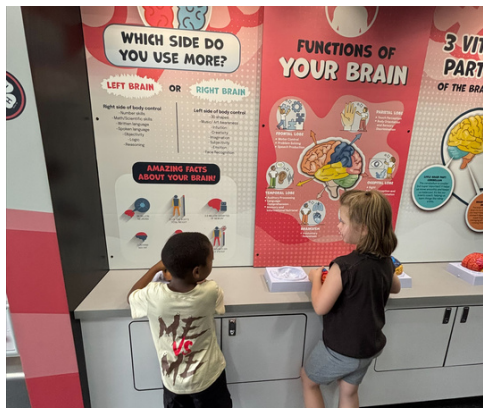
Our services are designed to be accessible, individualized, and responsive to local workforce needs.

What Support Looks Like

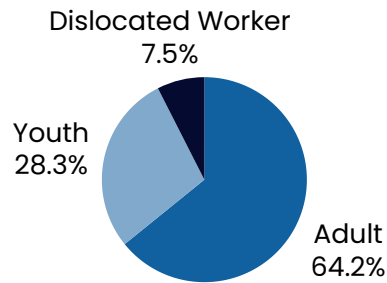
Workforce Development at BCWDB follows a supportive, connected pathway tailored to the individual's goals and circumstances.

- **Intake & Career Navigation:** Every journey begins with personalized guidance. Career navigators help individuals assess interests, skills, and barriers, and connect them to the right programs and opportunities.
- **Training & Supportive Services:** Participants may enroll in training aligned with high-demand industries and earn recognized credentials. When needed, supportive services, like transportation assistance, tools, or referrals to partner organizations, help remove barriers that could otherwise delay success.
- **Job Placement & Follow-Up:** BCWDB works closely with employers across the region to connect participants to job opportunities. After placement, follow up support helps individuals adjust, retain employment, and continue progressing towards their goals.

Through this integrated approach; Bay Consortium Workforce Development Board, Inc. helps individuals move from uncertainty to possibility, building a stronger workforce and a more resilient region.



WIOA Participants by Program



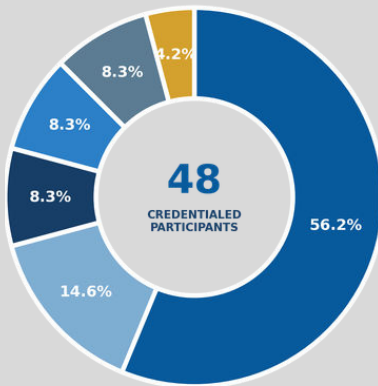
Source: Virginia Workforce Connection

Key

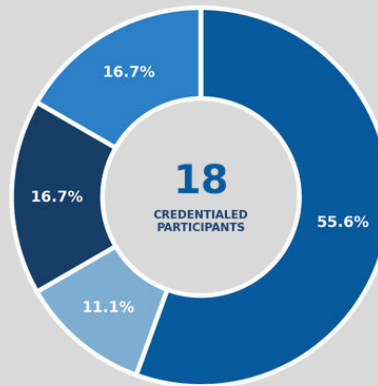
- **Adult: 120**
- **Youth: 53**
- **Dislocated Worker: 14**

Participant Credentials by Planning District

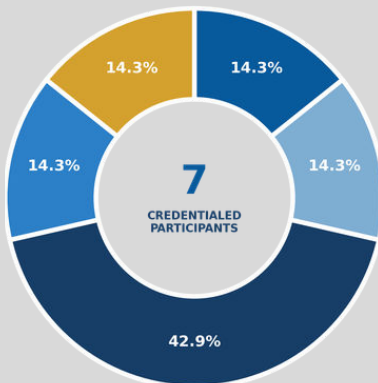
PLANNING DISTRICT 16



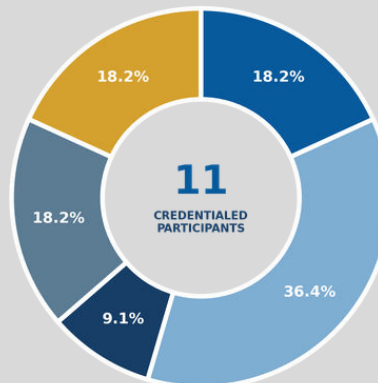
PLANNING DISTRICT 17



PLANNING DISTRICT 18



PLANNING DISTRICT 22



- Healthcare
- Information Technology
- Logistics
- Business & Professional Services
- Advanced Manufacturing & Skilled Trades
- Hospitality & Culinary

84 credentialed participants residing within PD16, PD17, PD18, and PD22; two additional participants resided outside these districts.

Programs for Adult & Dislocated Workers

Our programs for Adult and Dislocated Workers are designed to tailor talent solutions to each person's needs. The program combines one-on-one career counseling with talent development resources to help job seekers advance their skills.

- 86 New Enrollments
- 53 Active Caseload
- 107 Training Vouchers
- 29 Job Placements

Programs for Youth

Our Youth Programs offer an engaging environment featuring work-ready, focused training at no cost for both students in school and young adults out of school. Training opportunities include self-management and communication skills, goal setting, occupational research, resume writing, interview skills, portfolio development, professionalism, problem-solving, stress management, etc. We teach participants how to maintain positive relationships with responsible adults and peers, explore opportunities for community service, and develop leadership skills.

- 33 New Enrollments
- 28 Active Caseload
- 34 Training Vouchers
- 6 Job Placements



Career Exploration

Beth Sharpe Career Influencer



The Bay Consortium Workforce Development Board (BCWDB) is continuing to innovate career exploration across our region. We are expanding our use of Virtual Reality (VR) career exploration technology and elevating the role of our Career Influencers to inspire the next generation of talent.

With VR, individuals can now step directly into a variety of in-demand careers—experiencing real workplace environments, learning job tasks, and discovering pathways they may have never considered. This immersive tool is transforming how students, job seekers, and career changers explore opportunities across our 16 localities.

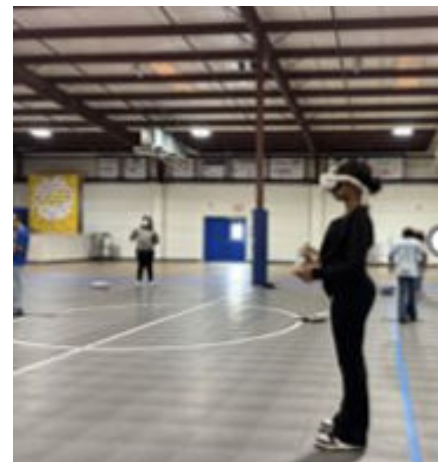
But technology is only one part of the equation.

Our Career Influencer plays a critical role in connecting people to possibility. These trained champions help guide participants through their VR experiences, spark conversations about interests and skills, and bridge the connection between exploration and action. Career Influencers are instrumental in:

- ♦ Introducing VR tools in schools and community programs
- ♦ Helping individuals interpret what they experience
- ♦ Connecting participants to training, credentials, and employment pathways
- ♦ Supporting employers and educators in highlighting local career opportunities

Together, VR technology and the Career Influencer role are reshaping how our region approaches career awareness and workforce readiness. This initiative reflects BCWDB's ongoing commitment to delivering innovative and accessible career exploration that builds a strong, future-ready workforce.

We're excited for what's ahead—and grateful for the partners who help make this work possible.



For more information of our Career Exploration Program and to schedule a visit please contact Beth Sharpe, Career Influencer, at career_influencer@baywib.org.

Career Exploration

Senior Success Summit



On April 30, the Bay Consortium Workforce Development Board proudly hosted its inaugural Senior Success Summit at Essex High School, made possible through the generous sponsorship of the Essex County Economic Development Authority. The summit brought together graduating seniors from across the Northern Neck and Middle Peninsula for a day dedicated to preparing them for success after high school. Designed to support students as they transition into the workforce, college, military, apprenticeships, or technical training, the event connected participants with the knowledge, resources, and professionals who can help them confidently take their next steps.

The summit featured an inspiring keynote speaker, interactive breakout sessions, a panel of young professionals sharing real-world career experiences, and a hiring and resource fair with regional employers and community organizations. Students gained practical guidance on workplace expectations, career planning, financial readiness, and professional development while building valuable connections with local businesses and industry leaders. The success of this inaugural event demonstrated the power of regional collaboration and established the Senior Success Summit as an important annual initiative to strengthen and prepare our future workforce.



For more information of our Career Exploration Program and to schedule a visit please contact Beth Sharpe, Career Influencer, at career_influencer@baywib.org.

CARE Project

Keenan Allen

Talent Development Coordinator

The **Career Advancement and Resource Education (CARE) Project**, is an industry sector-driven and employer-led workforce development initiative designed to strengthen our region's talent pipeline.



The CARE Project focuses on **three industries**:

Manufacturing

Information Technology

Aquaculture

Over the reporting period, the CARE Project transitioned from planning into implementation, establishing the foundation for a sustainable employer-led regional talent pipeline.

Major accomplishments included developing and approving the Employer Toolkit, creating a regional workforce dashboard, convening industry coalitions across Manufacturing, Information Technology/Cybersecurity, and Aquaculture, advancing employer-driven career pathways, and supporting workforce initiatives such as the Rappahannock Community College CNC Machining program and Lancaster Public Schools' workforce-aligned Career and Technical Education (CTE) planning.

These efforts strengthened employer engagement, education alignment, and regional workforce coordination.



If you are an industry leader in Manufacturing, Information Technology or Aquaculture and you are interested in this project, please contact Keenan Allen, Talent Development Coordinator, at keenan.allen@baywib.org.



CARE PROJECT ANNUAL PERFORMANCE SNAPSHOT

Delivering Workforce Solutions. Building Stronger Futures.



METRIC	GOAL	ANNUAL TOTAL	STATUS
 BUSINESSES SERVED Employers engaged and supported through collaborative services.	35	38	 109% OF GOAL
 JOB PLACEMENTS Individuals placed in employment through industry partnerships.	60	200	 333% OF GOAL
 NEW INTERNS PLACED Students and participants connected to internship opportunities.	5	12	 240% OF GOAL
 NEW APPRENTICESHIPS CREATED Registered apprenticeship opportunities developed with employer partners.	10	7	 70% OF GOAL



STRONGER TOGETHER.

Building Today's Talent for Tomorrow's Economy.



These results reflect our commitment to partnerships, workforce growth, and community impact.



Rappahannock Region Healthcare Collaborative

Ann Rector Healthcare Talent Development Coordinator



**Rappahannock Region
Healthcare Collaborative**



*Working Together Today
to Build a Stronger
Healthcare Workforce for Tomorrow*

OUR FIRST YEAR OF PROGRESS: MAJOR MILESTONES 2025–2026

MAY 15, 2025



VIRTUAL INTEREST MEETING

Online meeting to introduce the collaborative and gauge regional interest.

JULY 16, 2025



ESTABLISHMENT of the Rappahannock Region Healthcare Collaborative

Official launch of the Rappahannock Region Healthcare Collaborative, creating a regional partnership dedicated to strengthening the healthcare workforce across GO Virginia Region 6.

OCTOBER 7, 2025



EDUCATION PANELS

Panels on health science education, training programs, career pathways, dual enrollment opportunities, and strategies to strengthen the talent pipeline.

JANUARY 13, 2026



HEALTHCARE EMPLOYER PANELS

Discussions with healthcare employers on workforce challenges, hiring needs, and priorities to better align education with industry demand.

APRIL 14, 2026



RESOURCE & COLLABORATION PRESENTATIONS

Sessions on resources and partnership opportunities to expand regional impact.

JULY 14, 2026



STRATEGIC PLANNING SESSION

Developed the Collaborative's 2026–2028 Strategic Plan.

OUR STRATEGIC PRIORITIES

- ★ Expand Health Science Career Pathways
- 👥 Strengthen Employer Engagement
- 🎓 Increase Student Access to Career Experiences
- 💬 Improve Communication & Resource Sharing
- ⚙️ Build Sustainable Regional Workforce Systems



50
PARTNERS
ACTIVELY ENGAGED



THREE ACTIVE COMMITTEES

- Academic Planning
- Talent Pathways
- Communication & Engagement



QUARTERLY COLLABORATIVE MEETINGS

Driving progress throughout the year



SERVING GO VIRGINIA REGION 6

Across the Northern Neck
and Middle Peninsula
of Virginia



A STRONG REGIONAL NETWORK

- Healthcare Employers
- K-12 School Divisions
- Community Colleges & Universities
- Workforce Development
- Economic Development
- Community Organizations



ONE YEAR OF COLLABORATION. A LIFETIME OF IMPACT.

Building a healthier tomorrow for our region.



Over the past year, the Rappahannock Region Healthcare Collaborative (RRHC) has grown from an emerging partnership into a connected regional network bringing together healthcare employers, education, workforce development, and community organizations across GO Virginia Region 6. Through quarterly meetings, committee work, employer and education panels, resource-sharing opportunities, career exploration events, summer health science camps, career pathway development, and increased collaboration among regional partners, the Collaborative has begun building a stronger and more coordinated healthcare talent pipeline. We have identified regional workforce needs, strengthened relationships between schools, training providers, and healthcare employers, expanded opportunities for students to explore healthcare careers, and created a foundation for sharing resources and best practices across the region.

Rappahannock Region Healthcare Collaborative

Healthcare Workforce Needs



Rappahannock Region Healthcare Collaborative



Looking ahead, the RRHC will focus on expanding healthcare career pathways, increasing student access to work-based learning and experiential opportunities, strengthening employer engagement, improving communication and data sharing, and developing sustainable systems that can continue to support the region for years to come. As the Collaborative moves forward with its 2026–2028 strategic plan, we look forward to deepening partnerships, expanding programs and opportunities throughout the Northern Neck, Middle Peninsula, and Fredericksburg area, and ultimately creating a stronger, more accessible pipeline of skilled healthcare professionals for the communities we serve.

Upcoming Rappahannock Region Healthcare Collaborative Meetings:

October 6, 2026
January 12, 2027
April 13, 2027

For more information, contact Ann Rector at ann.rector@baywib.org.

Performance Outcomes

More important than the number of individuals served is the impact our services have on improving earning potential and strengthening long-term career pathways. Each year, the Bay Consortium Workforce Development Board negotiates performance outcomes with the Commonwealth of Virginia, with progress benchmarks reported quarterly to allow for timely service adjustments as needed. At the conclusion of the program year, a comprehensive “report card” is submitted to the U.S. Department of Labor. The year-end unadjusted performance results for the most recent fiscal year are presented in the chart that follows:

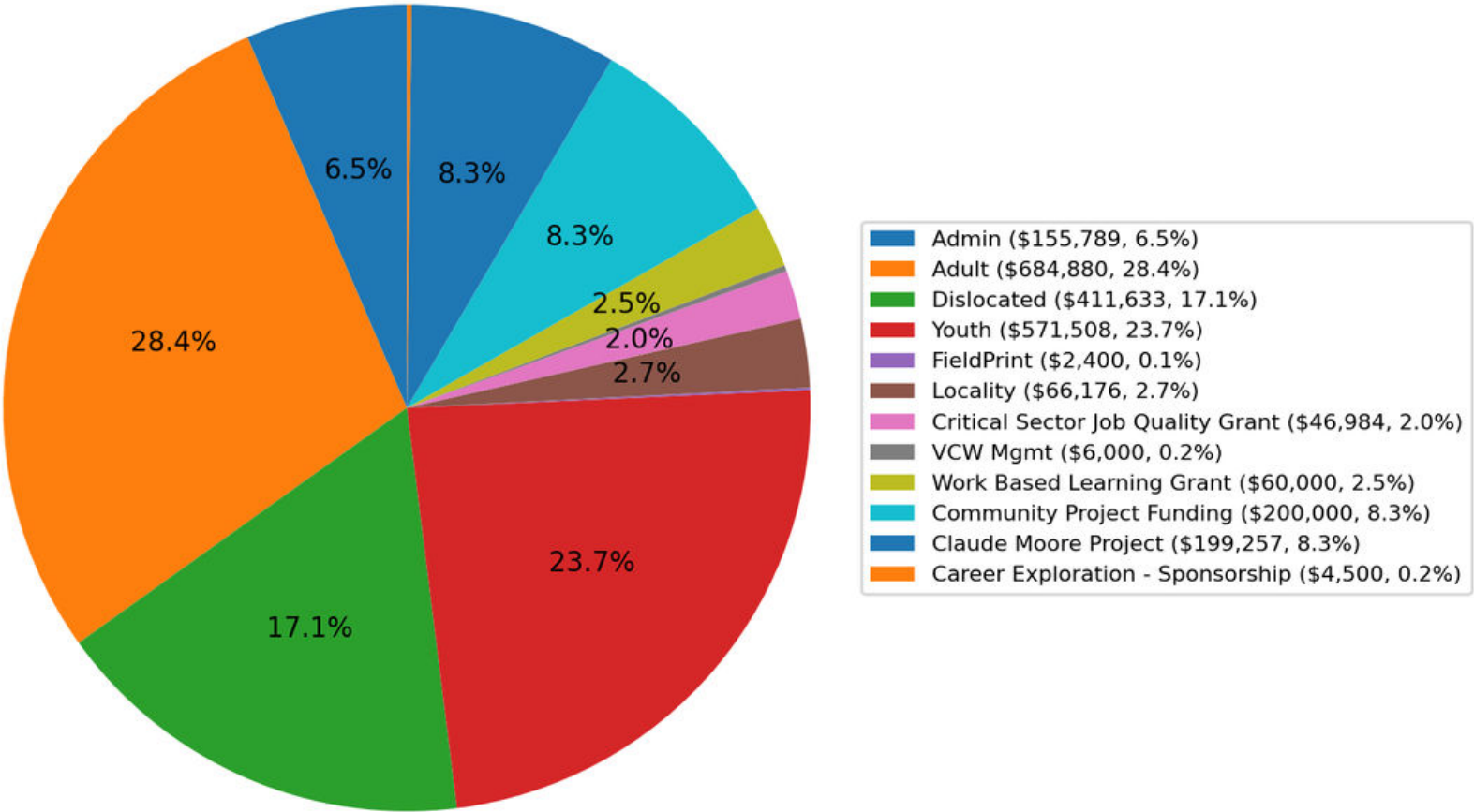
Total PY 25 Performance

Measure	Negotiated	Actual	% of Negotiated
Adult Measures			
Employment 2nd Qtr after Exit	83.0	82.35	99%
Employment 4th Qtr after Exit	85.0	83.05	98%
Median Earnings 2nd Qtr after Exit	\$8,000	\$8,203	103%
Credential Attainment within 4 Qtrs	75.0	66.07	88%
Measurable Skills Gain	73.0	67.71	93%
Dislocated Workers Measures			
Employment 2nd Qtr after Exit	90.0	100.00	111%
Employment 4th Qtr after Exit	85.0	50.00	59%
Median Earnings 2nd Qtr after Exit	\$10,000	\$10,634	106%
Credential Attainment within 4 Qtrs	74.0	0.00	0%
Measurable Skills Gain	70.0	45.45	65%
Youth Measures			
Employment 2nd Qtr after Exit	78.0	74.19	95%
Employment 4th Qtr after Exit	80.0	70.27	88%
Median Earnings 2nd Qtr after Exit	\$4,700	\$4,447	95%
Credential Attainment within 4 Qtrs	68.5	47.83	70%
Measurable Skills Gain	70.0	51.28	73%

Source: Virginia Workforce Connection

External Funding

External funding is essential to sustaining and expanding our impact in the community. This critical support empowers us to stretch every dollar further, enhancing our programs and services for individuals seeking employment, career growth, and skills development. External investments enable us to reach more people, adapt to evolving workforce needs, and build a resilient, skilled labor force. By supporting Bay Consortium Workforce Development Board, stakeholders are not only helping individuals and businesses thrive, but they are also ensuring that every contribution counts towards a stronger, more prosperous community.



Meet the Team



Jackie Davis, Executive Director



Steven Golas, Program Specialist



Lauren Fallin, Executive Assistant



Kristina Allen, HR & Fiscal Specialist



Jacob McCaleb, Business Services Representative



Keenan Allen, Talent Development Coordinator



Ann Rector, Healthcare Talent Development Coordinator



Beth Sharpe, Career Influencer



Chief Local Elected Officials



City of Fredericksburg



King George County



King & Queen County



Lancaster County



Mathews County



Middlesex County



Northumberland County



Richmond County



Spotsylvania County



Stafford County



Westmoreland County



King William County



Essex County



Caroline County



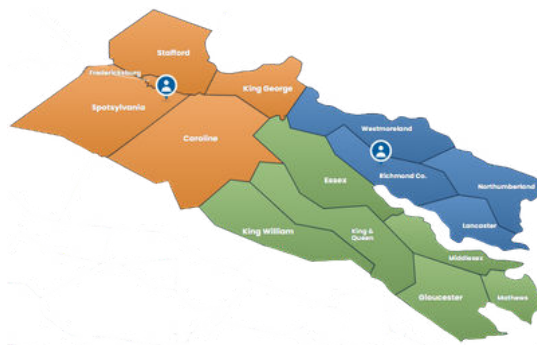
Accomack County



Northampton County



Gloucester County



Bay Consortium Workforce Development Board

Bay Consortium Workforce Development Board for PY24

Business Members

Chair, Gregory Moon, Carry-On Trailer

Vice Chair, Jarrod Elwell, Federal Reserve Bank of Richmond

Member-At-Large, Nicholas Minor, STACK Infrastructure

Jaclyn Ammons, CBO Business

Jennifer Bowhey, Visiting Angels

Sara Carroll, Warsaw/Richmond County Chamber of Commerce Chair and Cuddlebugs, LLC

Kayla Coleman, Rappahannock Electric Cooperative

Stephen Cox, Rappahannock Goodwill Industries

Beverly Davis, Gravities Light

Shawn Hildebrand, A&N Electric Cooperative

Ginni Matern, Matern Staffing

Dennis Parsons, Coldwell Banker Elite Real Estate

Nancy Pattillo, Cyber Bytes Foundation

Melissa Sheffield, Smurfit West Rock

Carley Walker, Fredericksburg Chamber of Commerce/Workforce Now

Non-Business Members

Secretary/Treasurer, Joshua Gemerek, Bay Aging

Victor Burrell, Essex County Economic Development

Jim Charapich, Germanna Community College

Tracy Elliott, Middle Peninsula R.A.C.E.

Marianne Gibbs, Mathews School Board

Brian Hall, Eastern Shore Community College

Melissa King, Virginia Works – Fredericksburg Region

Marjorie Lampkin, Rappahannock Community College

Vanesa Livingstone, Richmond County Department of Social Services

Sarah Oldaker, GO Virginia Region 6

Teresa Segelken, University of Mary Washington

Sherrina Sewell, Virginia Department of Aging and Rehabilitative Services

Raymond Staton Jr., IUOE Local 147

Kayla Mock, Virginia AFL-CIO (United Food & Commercial Workers Union Local 400)

Megan Wade, Virginia Department of Corrections



Where to Find Us

The BCWDB oversees two Virginia Career Works center locations that locally serve businesses and job seekers and provide them with the resources necessary to succeed.



**Virginia Career Works -
Northern Neck Center**

487 Main Street
Warsaw, VA 22572
Phone: (804) 333-4048
TTY: 711 VA Relay (or 800-828-1140)
TDD: 711 VA Relay
(or 800-828-1120)



**Virginia Career Works -
Fredericksburg Center**

10304 Spotsylvania Avenue Suite
100
Fredericksburg, VA 22408
Phone: (540) 322-5757
TTY: 711 VA Relay (or 800-828-1140)
TDD: 711 VA Relay
(or 800-828-1120)

Service Access Points:



Northumberland Public Library

7204 Northumberland Hwy
Heathsville, VA 22473
Phone: (804) 580-5051



Gloucester County Main Library

6920 Main Street
Gloucester, VA 23061
Phone: (804) 693-2998

Our Contact Information:



804-333-4048



@bayconsortiumworkforce



@viriniacareerworksbay
@bayhealth



www.baywib.org



Bay Consortium Workforce Development Board,
Inc.



@bayvacareers



@baywib9139

Thank You Partners





THANK YOU

The Bay Consortium Workforce Development Board is an Equal Opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. For TDD Callers: Virginia Relay, call 711 or 800-828-1120. For TTY Callers: Virginia Relay, call 711 or 800-828-1140. This workforce product was 100% supported with U.S. Department of Labor Employment and Training Administration Workforce Innovation and Opportunity Act funds awarded to Bay Consortium Workforce Development Board. This does not necessarily reflect the official position of the DWDA or DOLETA.

www.baywib.org