



Bay Consortium Workforce Development Board, Inc.

Chief Local Elected Officials

Friday, November 13, 2020

1:00 PM

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Draft Agenda
Bay Consortium Workforce Development Board, Inc.
Friday, November 13, 2020
1:00 P.M.

- I. Call to order
- II. Roll Call
- III. Approval of Minutes – August 19, 2020 Meeting
- IV. Public Comment
- V. Old Business
- VI. New Business
 - A. PY 20-21 Budget
 - B. New Appointments to the Bay WDB
 - C. Expiring Board Membership
 - D. Quarterly Reports
 - E. Combined Local Plan
 - F. One Stop Operator Request for Proposal
- VII. Liaison Report
- VIII. Other Topics for Discussion
- IX. Public Comment
- X. Adjournment

Draft Board Minutes
Bay Consortium Workforce Development Board, Inc.
Consortium of Locally Elected Officials (CLEO)
Wednesday, August 19, 2020
Zoom
11:00 A.M.

The CLEO met Wednesday, August, 2020 via Zoom.

Call to Order: Morgan Quicke called the meeting to order at 11 a.m. He also read the following statement:

Virginia law requires and authorizes regional bodies such as the Bay Consortium Workforce Development Board to conduct their meetings during a public disaster or emergency in manners which are consistent with providing continuity of government and operations in a safe and healthy manner, with the public safety, health and welfare in mind for all attendees/interested parties, in compliance with open government requirements.

The electronic convening of the Workforce Board’s Executive Committee today has been determined necessary in order to continue the necessary business of the organization. We believe the matters included on the agenda address important/essential matters of continuing the work of Workforce Board and therefore it is appropriate to convene during this time.

Therefore, we have determined the appropriateness and eligibility to conduct today’s meeting of the Executive Committee electronically pursuant to the provisions of Virginia Code § 2.2-3708.2 and related legislation approved by the General Assembly of Virginia, and in light of the Governor’s March 12, 2020 State of Emergency Declaration for COVID-19.

Roll Call: A roll call was taken and a quorum was present.

Gary Wilson	Caroline County
Angela Freeman	City of Fredericksburg
Jim Burns	King and Queen County
Don Gill	Lancaster County
John Priest	Mathews County
Michelle Brown	Middlesex County
Luttrell Tadlock	Northumberland County
Morgan Quicke	Richmond County

A quorum was present.

Others present were: Jackie Davis, Steven Golas, and Katlyn Moss.

Public Comment: There was no public comment.

Old Business: There was no old business.

New Business: Morgan Quicke discusses David Mann, a member up for reappointment for the Bay WDB. A motion was made to approve David Mann, which was seconded and a roll call vote was taken. The results are as follows:

- Voting Yes Were: Gary Wilson, Angela Freeman, Jim Burns, Don Gill, John Priest, Michelle Brown, Luttrell Tadlock, and Morgan Quicke.

Jackie Davis discussed the changes made to the PY 20-21 budget, with the inclusion of the CARES Act funds and the true carry over dollars. She noted that CARES Act funds must be spent by December 31, 2020. A motion was made to approve the amended PY 20-21 budget, which was seconded and a roll call vote was taken. The results are as follows:

- Voting Yes Were: Gary Wilson, Angela Freeman, Jim Burns, Don Gill, John Priest, Michelle Brown, Luttrell Tadlock, and Morgan Quicke.

Jackie Davis discussed wanting to release request for proposals (RFPs) earlier to ease the transition if a change in providers occurs. Morgan Quicke asked if aside from the change in release dates, if they were the same as before, which Jackie Davis confirmed was true. A motion was made to approve the release of the RFPs after the November Board meeting, which was seconded and a roll call vote was taken. The results are as follows:

- Voting Yes Were: Gary Wilson, Angela Freeman, Jim Burns, Don Gill, John Priest, Michelle Brown, Luttrell Tadlock, and Morgan Quicke.

Other Topics for Discussions: Jackie Davis stated that the next scheduled CLEO meeting was for February 2021. Morgan Quicke suggested waiting and doing another email poll for a meeting date. Members stated that they would be available for an impromptu virtual November meeting if needed. Jim Burns led a discussion on how shutdown has affected in person training.

Public Comment: There was no public comment.

There being no further business, the meeting was adjourned at 11:55 A.M.

Respectfully submitted,
Katlyn Moss

Bay Consortium Workforce Development Board, Inc.
PY 2020-2021 Proposed Budget

Revenue	Total PY 20-21	Amendment 10-20	Total PY20-21
WIOA Admin	\$ 136,186.78		\$ 136,186.78
WIOA Adult	\$ 456,270.31		\$ 456,270.31
WIOA Dislocated	\$ 480,439.30		\$ 480,439.30
WIOA Youth	\$ 465,784.42		\$ 465,784.42
Economic Equity Initiative	\$ 113,376.94		\$ 113,376.94
Management Fee (One-Stop)	\$ 6,214.91		\$ 6,214.91
Rapid Response IWT	\$ -		\$ -
RR Business Support Initiative	\$ 30,804.54		\$ 30,804.54
Wagner Peyser Title III	\$ 263,678.44		\$ 263,678.44
VCW Reopening	\$ 52,926.29		\$ 52,926.29
Plan Development	\$ -	\$ 10,000.00	\$ 10,000.00
GOVA - Workforce Study	\$ -	\$ 62,500.00	\$ 62,500.00
Wagner Peyser Title III - Walkin		\$ 25,000.00	\$ 25,000.00
Total Revenue	\$ 2,005,681.93	\$ 97,500.00	\$ 2,103,181.93
Expenses			
Board	Approved PY20-21	Amendment 10-20	Total Proposed PY20-21
Advertising	\$ 500.00		\$ 500.00
Audit	\$ 16,700.00		\$ 16,700.00
Dues/Publications	\$ 500.00		\$ 500.00
Employee Salaries	\$ 193,744.66		\$ 193,744.66
Employee Benefits	\$ 58,123.40		\$ 58,123.40
Employee Taxes	\$ 17,921.38		\$ 17,921.38
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	\$ 6,700.00		\$ 6,700.00
Professional Fees/PT Staff	\$ 2,000.00		\$ 2,000.00
Professional Development	\$ 5,000.00		\$ 5,000.00
Staff Travel	\$ 15,500.00		\$ 15,500.00
Board/CLEO Travel	\$ 13,500.00		\$ 13,500.00
Board Total	\$ 356,439.44	\$ -	\$ 356,439.44
Programs	Approved PY20-21	Amendment 10-20	Total Proposed PY20-21
SUB AREA 16 Adult/Dislocated	\$ 220,952.69		\$ 220,952.69
SUB AREA 17 and 18 Adult/Dislocated*	\$ 293,233.60		\$ 293,233.60
SUB AREA 22 Adult/Dislocated	\$ 207,936.83		\$ 207,936.83
SUB AREA 16 YOUTH	\$ 95,773.10		\$ 95,773.10
SUB AREA 17 and 18 YOUTH*	\$ 145,708.29		\$ 145,708.29
SUB AREA 22 YOUTH	\$ 116,389.36		\$ 116,389.36
INCUMBENT WORKER TRAINING	\$ 10,000.00		\$ 10,000.00
One-Stop Operator	\$ 50,000.00		\$ 50,000.00
ECONOMIC EQUITY INITIATIVE	\$ 103,996.88		\$ 103,996.88
RAPID RESPONSE IWT	\$ -		\$ -
RR Business Support Initiative	\$ 30,804.54		\$ 30,804.54
Wagner Peyser Title III	\$ 263,678.44		\$ 263,678.44
VCW Reopening	\$ 52,926.29		\$ 52,926.29
Plan Development	\$ -	10000	\$ 10,000.00
GOVA - Workforce Study	\$ -	\$ 62,500.00	\$ 62,500.00
Wagner Peyser Title III - Walkin	\$ -	\$ 25,000.00	\$ 25,000.00
Programs Total	\$ 1,591,400.02	\$ 97,500.00	\$ 1,688,900.02
Expense Total	\$ 1,947,839.46		\$ 2,045,339.46
Unobligated Reserve	\$ 57,842.47	\$ -	\$ 57,842.47
Total	\$ 2,005,681.93	\$ -	\$ 2,103,181.93

Expiring Board Membership

Name	Aug 2018	Nov 2018	Feb 2019	May 2019	Aug 2019	Nov 2019	Feb 2020	June 2020	Aug 2020	Nov 2020
Louis Belcher	Y	N	Y	N	N	Y	N	N	N	N
Rebecca Mann	Y	Y	Y	Y	N	Y	Y	Y	Y	Y
Jason Perry	Y	Y	Y	Y	Y	Y	Y	N	N	N

Performance Reports

Rappahannock Goodwill Industries													
	1st Quarter PY 20 7/1/20 - 9/30/20			2nd Quarter PY 20 10/1/20 - 12/31/20			3rd Quarter PY 20 1/1/21 - 3/31/21			4th Quarter PY 20 4/1/21 - 6/30/21			
Customer Summary Information													
Planned Number of Participants for PY	70												
Total Participants Served	42												
Percent of Planned	60%			-			-			-			
New Clients Enrolled this Quarter	3												
WIOA Adult	25												
WIOA Dislocated Worker	17												
Follow Up Information													
Total Follow-Ups Required	63												
Total Follow-Ups Completed	63												
Total Follow-Up Not Completed	0			0			0			0			
Employment 2nd Quarter after Exit													
WIOA Adult Program - 82.6%	83.3%	10	# employed	-		# employed	-		# employed	-		# employed	
		12	# exited			# exited			# exited				
WIOA Dislocated Worker Program - 85%	80.0%	4	# employed	-		# employed	-		# employed	-		# employed	
		5	# exited			# exited			# exited				
Employment 4th Quarter after Exit													
WIOA Adult Program - 85%	90.0%	9	# employed	-		# employed	-		# employed	-		# employed	
		10	# exited			# exited			# exited				
WIOA Dislocated Worker Program - 90%	92.3%	12	# employed	-		# employed	-		# employed	-		# employed	
		13	# exited			# exited			# exited				
Median Earnings 2nd Quarter after Exit													
WIOA Adult Program	\$6,000.00	Not Available		\$6,000.00		\$6,000.00		\$6,000.00		\$6,000.00		\$6,000.00	
WIOA Dislocated Worker Program	\$8,700.00	Not Available		\$8,700.00		\$8,700.00		\$8,700.00		\$8,700.00		\$8,700.00	
Credential Attainment within Four Quarters after Exit													
WIOA Adult Program - 74%	88.9%	8	# credentialed	-		# credentialed	-		# credentialed	-		# credentialed	
		9	# exited			# exited			# exited				
WIOA Dislocated Worker Program - 70%	72.7%	8	# credentialed	-		# credentialed	-		# credentialed	-		# credentialed	
		11	# exited			# exited			# exited				
Measurable Skills Gain													
WIOA Adult Program - 70.2%	-	NA	# gained	-		# gained	-		# gained	-		# gained	
		NA	# exited			# exited			# exited				
WIOA Dislocated Worker Program - 69.8%	-	NA	# gained	-		# gained	-		# gained	-		# gained	
		NA	# exited			# exited			# exited				
40% Minimum Training Expenditure Requirement													
46.05%	WIOA Adult Program	42.5%	\$ 3,366.84	Training Expenditures	-		Training Expenditures	-		Training Expenditures	-		Training Expenditures
			\$ 7,923.64	Total Expenditures			Total Expenditures			Total Expenditures			
	WIOA Dislocated Worker Program	47.4%	\$ 9,981.90	Training Expenditures	-		Training Expenditures	-		Training Expenditures	-		Training Expenditures
			\$ 21,062.00	Total Expenditures			Total Expenditures			Total Expenditures			
Total Contract Expenditures													
13.59%	WIOA Adult Program	12.1%	\$ 8,024.74	Expenditures	-		Expenditures	-		Expenditures	-		Expenditures
			\$ 66,155.00	Total Contract			Total Contract			Total Contract			
	WIOA Dislocated Worker Program	14.2%	\$ 21,998.24	Expenditures	-		Expenditures	-		Expenditures	-		Expenditures
			\$ 154,797.68	Total Contract			Total Contract			Total Contract			

George Washington Planning District 16 Data

		1st Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		70
Total Participants Served		40
Percent of Planned		57%
Planning District 16 Total New Clients Enrolled this Quarter		3
	WIOA Adult	23
	WIOA Dislocated Worker	17
Spotsylvania County New Clients Enrolled this Quarter		2
	WIOA Adult	8
	WIOA Dislocated Worker	5
Stafford County New Clients Enrolled this Quarter		0
	WIOA Adult	6
	WIOA Dislocated Worker	5
Caroline County New Clients Enrolled this Quarter		0
	WIOA Adult	1
	WIOA Dislocated Worker	1
King George County New Clients Enrolled this Quarter		1
	WIOA Adult	3
	WIOA Dislocated Worker	2
City of Fredericksburg New Clients Enrolled this Quarter		0
	WIOA Adult	5
	WIOA Dislocated Worker	4

Rappahannock Community College													
		1st Quarter PY 20 7/1/20 - 9/30/20		2nd Quarter PY 20 10/1/20 - 12/31/20		3rd Quarter PY 20 1/1/21 - 3/31/21		4th Quarter PY 20 4/1/21 - 6/30/21					
Customer Summary Information													
Planned Number of Participants for PY		83											
Total Participants Served		51											
Percent of Planned		61%		-		-		-					
New Clients Enrolled this Quarter		10											
WIOA Adult		50											
WIOA Dislocated Worker		1											
Follow Up Information													
Total Follow-Ups Required		73											
Total Follow-Ups Completed		73											
Total Follow-Up Not Completed		0		0		0		0					
Employment 2nd Quarter after Exit													
WIOA Adult Program - 82.6%		95.8%		23	# employed	-	# employed	-	# employed	-	# employed	-	# employed
				24	# exited		# exited		# exited		# exited		# exited
WIOA Dislocated Worker Program - 85%		100.0%		2	# employed	-	# employed	-	# employed	-	# employed	-	# employed
				2	# exited		# exited		# exited		# exited		# exited
Employment 4th Quarter after Exit													
WIOA Adult Program - 85%		82.6%		19	# employed	-	# employed	-	# employed	-	# employed	-	# employed
				23	# exited		# exited		# exited		# exited		# exited
WIOA Dislocated Worker Program - 90%		100.0%		1	# employed	-	# employed	-	# employed	-	# employed	-	# employed
				1	# exited		# exited		# exited		# exited		# exited
Median Earnings 2nd Quarter after Exit													
WIOA Adult Program		\$6,000.00	Not Available	\$6,000.00		\$6,000.00		\$6,000.00		\$6,000.00		\$6,000.00	
WIOA Dislocated Worker Program		\$8,700.00	Not Available	\$8,700.00		\$8,700.00		\$8,700.00		\$8,700.00		\$8,700.00	
Credential Attainment within Four Quarters after Exit													
WIOA Adult Program - 74%		86.4%		19	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed
				22	# exited		# exited		# exited		# exited		# exited
WIOA Dislocated Worker Program - 70%		0.0%		0	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed
				1	# exited		# exited		# exited		# exited		# exited
Measurable Skills Gain													
WIOA Adult Program - 70.2%		-		NA	# gained	-	# gained	-	# gained	-	# gained	-	# gained
				NA	# exited		# exited		# exited		# exited		# exited
WIOA Dislocated Worker Program - 69.8%		-		NA	# gained	-	# gained	-	# gained	-	# gained	-	# gained
				NA	# exited		# exited		# exited		# exited		# exited
40% Minimum Training Expenditure Requirement													
86.25%		WIOA Adult Program		91.7%		\$ 26,351.90	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures
						\$ 28,739.60	Total Expenditures		Total Expenditures		Total Expenditures		Total Expenditures
86.25%		WIOA Dislocated Worker Program		0.0%		\$ -	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures
						\$ 1,812.30	Total Expenditures		Total Expenditures		Total Expenditures		Total Expenditures
Total Contract Expenditures													
10.18%		WIOA Adult Program		16.8%		\$ 28,739.60	Expenditures	-	Expenditures	-	Expenditures	-	Expenditures
						\$170,694.64	Total Contract		Total Contract		Total Contract		Total Contract
10.18%		WIOA Dislocated Worker Program		1.4%		\$ 1,812.30	Expenditures	-	Expenditures	-	Expenditures	-	Expenditures
						\$129,546.31	Total Contract		Total Contract		Total Contract		Total Contract

Northern Neck Planning District 17 Data

		1st Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		43
Total Participants Served		22
Percent of Planned		51%
Planning District 17 Total New Clients Enrolled this Quarter		4
	WIOA Adult	22
	WIOA Dislocated Worker	0
Lancaster County New Clients Enrolled this Quarter		0
	WIOA Adult	5
	WIOA Dislocated Worker	0
Northumberland County New Clients Enrolled this Quarter		0
	WIOA Adult	3
	WIOA Dislocated Worker	0
Richmond County New Clients Enrolled this Quarter		2
	WIOA Adult	7
	WIOA Dislocated Worker	0
Westmoreland County New Clients Enrolled this Quarter		2
	WIOA Adult	7
	WIOA Dislocated Worker	0

Middle Peninsula Planning District 18 Data

		1st Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		40
Total Participants Served		15
Percent of Planned		38%
Planning District 18 Total New Clients Enrolled this Quarter		3
	WIOA Adult	14
	WIOA Dislocated Worker	1
Essex County New Clients Enrolled this Quarter		2
	WIOA Adult	5
	WIOA Dislocated Worker	1
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	2
	WIOA Dislocated Worker	0
Mathews County New Clients Enrolled this Quarter		0
	WIOA Adult	0
	WIOA Dislocated Worker	0
Middlesex County New Clients Enrolled this Quarter		1
	WIOA Adult	6
	WIOA Dislocated Worker	0

Eastern Shore Community College													
	1st Quarter PY 20 7/1/20 - 9/30/20			2nd Quarter PY 20 10/1/20 - 12/31/20			3rd Quarter PY 20 1/1/21 - 3/31/21			4th Quarter PY 20 4/1/21 - 6/30/21			
Customer Summary Information													
Planned Number of Participants for PY	45												
Total Participants Served	26												
Percent of Planned	58%			-			-			-			
New Clients Enrolled this Quarter	7												
WIOA Adult	23												
WIOA Dislocated Worker	3												
Follow Up Information													
Total Follow-Ups Required	41												
Total Follow-Ups Completed	41												
Total Follow-Up Not Completed	0			0			0			0			
Employment 2nd Quarter after Exit													
WIOA Adult Program - 82.6%	100.0%	12	# employed	-		# employed	-		# employed	-		# employed	
		12	# exited			# exited			# exited			# exited	
WIOA Dislocated Worker Program - 85%	100.0%	2	# employed	-		# employed	-		# employed	-		# employed	
		2	# exited			# exited			# exited			# exited	
Employment 4th Quarter after Exit													
WIOA Adult Program - 85%	71.4%	5	# employed	-		# employed	-		# employed	-		# employed	
		7	# exited			# exited			# exited			# exited	
WIOA Dislocated Worker Program - 90%	100.0%	2	# employed	-		# employed	-		# employed	-		# employed	
		2	# exited			# exited			# exited			# exited	
Median Earnings 2nd Quarter after Exit													
WIOA Adult Program	\$6,000.00	Not Available	\$6,000.00			\$6,000.00			\$6,000.00			\$6,000.00	
WIOA Dislocated Worker Program	\$8,700.00	Not Available	\$8,700.00			\$8,700.00			\$8,700.00			\$8,700.00	
Credential Attainment within Four Quarters after Exit													
WIOA Adult Program - 74%	50.0%	3	# credentialed	-		# credentialed	-		# credentialed	-		# credentialed	
		6	# exited			# exited			# exited			# exited	
WIOA Dislocated Worker Program - 70%	100.0%	2	# credentialed	-		# credentialed	-		# credentialed	-		# credentialed	
		2	# exited			# exited			# exited			# exited	
Measurable Skills Gain													
WIOA Adult Program - 70.2%	-	NA	# gained	-		# gained	-		# gained	-		# gained	
		NA	# exited			# exited			# exited			# exited	
WIOA Dislocated Worker Program - 69.8%	-	NA	# gained	-		# gained	-		# gained	-		# gained	
		NA	# exited			# exited			# exited			# exited	
40% Minimum Training Expenditure Requirement													
15.49%	WIOA Adult Program	17.7%	\$ 4,320.00	Training Expenditures	-		Training Expenditures	-		Training Expenditures	-		Training Expenditures
			\$ 24,462.16	Total Expenditures			Total Expenditures			Total Expenditures			Total Expenditures
	WIOA Dislocated Worker Program	10.5%	\$ 1,120.00	Training Expenditures	-		Training Expenditures	-		Training Expenditures	-		Training Expenditures
			\$ 10,653.79	Total Expenditures			Total Expenditures			Total Expenditures			Total Expenditures
Total Contract Expenditures													
17.35%	WIOA Adult Program	22.0%	\$ 24,956.39	Expenditures	-		Expenditures	-		Expenditures	-		Expenditures
			\$113,313.88	Total Contract			Total Contract			Total Contract			Total Contract
	WIOA Dislocated Worker Program	11.7%	\$ 11,114.02	Expenditures	-		Expenditures	-		Expenditures	-		Expenditures
			\$ 94,622.95	Total Contract			Total Contract			Total Contract			Total Contract

Eastern Shore Planning District 22 Data

		1st Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		45
Total Participants Served		25
Percent of Planned		56%
Planning District 22 Total New Clients Enrolled this Quarter		7
	WIOA Adult	23
	WIOA Dislocated Worker	2
Accomack County New Clients Enrolled this Quarter		6
	WIOA Adult	17
	WIOA Dislocated Worker	1
Northampton County New Clients Enrolled this Quarter		1
	WIOA Adult	6
	WIOA Dislocated Worker	1

SkillSource Group												
	1st Quarter PY 20 7/1/20 - 9/30/20			2nd Quarter PY 20 10/1/20 - 12/31/20			3rd Quarter PY 20 1/1/21 - 3/31/21			4th Quarter PY 20 4/1/21 - 6/30/21		
Customer Summary Information												
Planned Number of Participants for PY	39											
Total Participants Served	22											
Percent of Planned	56%			-			-			-		
New Clients Enrolled this Quarter	3											
WIOA Youth	22											
Follow Up Information												
Total Follow-Ups Required	29											
Total Follow-Ups Completed	29											
Total Follow-Up Not Completed	0			0			0			0		
Employment 2nd Quarter after Exit												
WIOA Youth - 77.3%	77.8%	7	# employed	-	# employed	-	# employed	-	# employed	-	# employed	
		9	# exited		# exited		# exited		# exited		# exited	
Employment 4th Quarter after Exit												
WIOA Youth - 62.8%	-	0	# employed	-	# employed	-	# employed	-	# employed	-	# employed	
		0	# exited		# exited		# exited		# exited		# exited	
Credential Attainment within Four Quarters after Exit												
WIOA Youth - 70%	-	0	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed	
		0	# exited		# exited		# exited		# exited		# exited	
Measurable Skills Gain												
WIOA Youth - 69.1%	-	NA	# gained	-	# gained	-	# gained	-	# gained	-	# gained	
		NA	# exited		# exited		# exited		# exited		# exited	
20% Work Experience Expenditure Requirement												
38.94%	WIOA Youth	38.9%	\$ 8,835.75	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures		
			\$ 22,689.87	Total Expenditures		Total Expenditures		Total Expenditures		Total Expenditures		
Total Contract Expenditures												
23.69%	WIOA Youth	23.7%	\$ 22,689.87	Expenditures	-	Expenditures	-	Expenditures	-	Expenditures		
			\$ 95,773.09	Total Contract		Total Contract		Total Contract		Total Contract		

George Washington Planning District 16 Data

		1st Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		39
Total Participants Served		21
Percent of Planned		54%
Planning District 16 Total New Clients Enrolled this Quarter		2
	WIOA Youth	19
Spotsylvania County New Clients Enrolled this Quarter		1
	WIOA Youth	8
Stafford County New Clients Enrolled this Quarter		1
	WIOA Youth	7
Caroline County New Clients Enrolled this Quarter		0
	WIOA Youth	0
King George County New Clients Enrolled this Quarter		0
	WIOA Youth	1
City of Fredericksburg New Clients Enrolled this Quarter		0
	WIOA Youth	3

Rappahannock Community College												
	1st Quarter PY 20 7/1/20 - 9/30/20			2nd Quarter PY 20 10/1/20 - 12/31/20			3rd Quarter PY 20 1/1/21 - 3/31/21			4th Quarter PY 20 4/1/21 - 6/30/21		
Customer Summary Information												
Planned Number of Participants for PY	45											
Total Participants Served	33											
Percent of Planned	73%			-			-			-		
New Clients Enrolled this Quarter	1											
WIOA Youth	33											
Follow Up Information												
Total Follow-Ups Required	8											
Total Follow-Ups Completed	8											
Total Follow-Up Not Completed	0			0			0			0		
Employment 2nd Quarter after Exit												
WIOA Youth - 77.3%	50.0%	1	# employed	-	# employed	-	# employed	-	# employed	-	# employed	
		2	# exited		# exited		# exited		# exited		# exited	
Employment 4th Quarter after Exit												
WIOA Youth - 62.8%	50.0%	1	# employed	-	# employed	-	# employed	-	# employed	-	# employed	
		2	# exited		# exited		# exited		# exited		# exited	
Credential Attainment within Four Quarters after Exit												
WIOA Youth - 70%	-	0	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed	
		0	# exited		# exited		# exited		# exited		# exited	
Measurable Skills Gain												
WIOA Youth - 69.1%	-	NA	# gained	-	# gained	-	# gained	-	# gained	-	# gained	
		NA	# exited		# exited		# exited		# exited		# exited	
20% Work Experience Expenditure Requirement												
20.90%	WIOA Youth	20.9%	\$ 5,132.45	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures		
			\$ 24,553.70	Total Expenditures		Total Expenditures		Total Expenditures		Total Expenditures		
Total Contract Expenditures												
16.85%	WIOA Youth	16.9%	\$ 24,553.70	Expenditures	-	Expenditures	-	Expenditures	-	Expenditures		
			\$145,708.29	Total Contract		Total Contract		Total Contract		Total Contract		

Northern Neck Planning District 17 Data

		1st Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		24
Total Participants Served		22
Percent of Planned		92%
Planning District 17 Total New Clients Enrolled this Quarter		1
	WIOA Youth	22
Lancaster County New Clients Enrolled this Quarter		0
	WIOA Youth	2
Northumberland County New Clients Enrolled this Quarter		0
	WIOA Youth	3
Richmond County New Clients Enrolled this Quarter		1
	WIOA Youth	9
Westmoreland County New Clients Enrolled this Quarter		0
	WIOA Youth	8

Middle Peninsula Planning District 18 Data

		1st Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		21
Total Participants Served		7
Percent of Planned		33%
Planning District 18 Total New Clients Enrolled this Quarter		0
	WIOA Youth	7
Essex County New Clients Enrolled this Quarter		0
	WIOA Youth	7
King and Queen County New Clients Enrolled this Quarter		0
	WIOA Youth	0
King William County New Clients Enrolled this Quarter		0
	WIOA Youth	0
Mathews County New Clients Enrolled this Quarter		0
	WIOA Youth	0
Middlesex County New Clients Enrolled this Quarter		0
	WIOA Youth	0

Eastern Shore Community College																
	1st Quarter PY 20 7/1/20 - 9/30/20				2nd Quarter PY 20 10/1/20 - 12/31/20				3rd Quarter PY 20 1/1/21 - 3/31/21				4th Quarter PY 20 4/1/21 - 6/30/21			
Customer Summary Information																
Planned Number of Participants for PY	23															
Total Participants Served	7															
Percent of Planned	30%				-				-				-			
New Clients Enrolled this Quarter	0															
WIOA Youth	7															
Follow Up Information																
Total Follow-Ups Required	27															
Total Follow-Ups Completed	27															
Total Follow-Up Not Completed	0				0				0				0			
Employment 2nd Quarter after Exit																
WIOA Youth - 77.3%	92.9%	13	# employed	-	# employed	-	# employed	-	# employed	-	# employed	-	# employed			
		14	# exited		# exited		# exited		# exited		# exited		# exited			
Employment 4th Quarter after Exit																
WIOA Youth - 62.8%	25.0%	1	# employed	-	# employed	-	# employed	-	# employed	-	# employed	-	# employed			
		4	# exited		# exited		# exited		# exited		# exited		# exited			
Credential Attainment within Four Quarters after Exit																
WIOA Youth - 70%	100.0%	1	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed			
		1	# exited		# exited		# exited		# exited		# exited		# exited			
Measurable Skills Gain																
WIOA Youth - 69.1%	-	NA	# gained	-	# gained	-	# gained	-	# gained	-	# gained	-	# gained			
		NA	# exited		# exited		# exited		# exited		# exited		# exited			
20% Work Experience Expenditure Requirement																
38.65%	WIOA Youth	38.7%	\$ 5,485.74	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-			
			\$ 14,191.87	Total Expenditures		Total Expenditures		Total Expenditures		Total Expenditures						
Total Contract Expenditure Requirement																
12.69%	WIOA Youth	12.7%	\$ 14,768.65	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-			
			\$ 116,389.36	Total Expenditures		Total Expenditures		Total Expenditures		Total Expenditures						

Eastern Shore Planning District 22 Data

		1st Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		23
Total Participants Served		7
Percent of Planned		30%
Planning District 22 Total New Clients Enrolled this Quarter		0
	WIOA Youth	7
Accomack County New Clients Enrolled this Quarter		0
	WIOA Youth	5
Northampton County New Clients Enrolled this Quarter		0
	WIOA Youth	2

1st Quarter PY 2020

	Negotiated Level	Actual	% of Negotiated Level	Status
Adult Measures				
Employment 2nd Quarter after Exit	82.6	93.8	113%	E
Employment 4th Quarter after Exit	85.0	85.0	100%	E
Median Earnings 2nd Quarter after Exit	\$6,000.00	NA	-	NA
Credential Attainment within 4 Quarters after Exit	74.0	81.1	110%	E
Measurable Skills Gain	70.2	NA	-	NA
Dislocated Workers Measures				
Employment 2nd Quarter after Exit	85.0	88.9	105%	E
Employment 4th Quarter after Exit	85.0	93.8	110%	E
Median Earnings 2nd Quarter after Exit	\$8,700.00	NA	-	NA
Credential Attainment within 4 Quarters after Exit	70.0	71.4	102%	E
Measurable Skills Gain	69.8	NA	-	NA
Youth Measures				
Employment 2nd Quarter after Exit	77.3	84.0	109%	E
Employment 4th Quarter after Exit	62.8	33.3	53%	FTM
Credential Attainment within 4 Quarters after Exit	70.0	100.0	143%	E
Measurable Skills Gain	69.1	NA	-	NA

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)**

WIOA Wagner-Peyser Services Contracts		1st Quarter PY 20 7/1/20 - 9/30/20		2nd Quarter PY 20 10/1/20 - 12/31/20		
Rappahannock Goodwill Industries - Planning District 16 - George Washington Region						
31.54%	WIOA Wagner-Peyser	31.5%	\$ 34,458.67	Wagner-Peyser Expenditures	-	Wagner-Peyser Expenditures
			\$ 109,258.36	Total Contract		Total Contract
The SkillSource Group - Planning District 16 - George Washington Region						
9.86%	WIOA Wagner-Peyser	9.9%	\$ 1,971.69	Wagner-Peyser Expenditures	-	Wagner-Peyser Expenditures
			\$ 20,000.00	Total Contract		Total Contract
Job Assistance Center - Planning District 17 - Northern Neck Region						
46.91%	WIOA Wagner-Peyser	46.9%	\$ 19,251.62	Wagner-Peyser Expenditures	-	Wagner-Peyser Expenditures
			\$ 41,040.51	Total Contract		Total Contract
Job Assistance Center - Planning District 18 - Middle Peninsula Region						
37.62%	WIOA Wagner-Peyser	37.6%	\$ 20,273.32	Wagner-Peyser Expenditures	-	Wagner-Peyser Expenditures
			\$ 53,890.03	Total Contract		Total Contract
Job Assistance Center - Planning District 22 - Eastern Shore Region						
24.67%	WIOA Wagner-Peyser	24.7%	\$ 9,740.14	Wagner-Peyser Expenditures	-	Wagner-Peyser Expenditures
			\$ 39,489.54	Total Contract		Total Contract

Wagner Peyser Metrics			Wagner Peyser Metrics			Wagner Peyser Metrics		
Virginia Career Works - Bay Consortium			Virginia Career Works - Bay Consortium			Virginia Career Works - Bay Consortium		
Office - Rappahannock Goodwill Industries			Office - SkillSource Group			Office - Job Assistance Center		
7/01/2020 - 9/30/2020			8/1/2020 - 9/30/2020			7/01/2020 - 9/30/2020		
Individuals			Individuals			Individuals		
Enrolled WP (PIRL)	Distinct Users	Services Provided	Enrolled WP (PIRL)	Distinct Users	Services Provided	Enrolled WP (PIRL)	Distinct Users	Services Provided
72	199	778	7	7	15	45 (23 MP, 22 NN)	49	181
Employers			Employers			Employers		
New Registrations	Employers Served	Services Provided	New Registrations	Employers Served	Services Provided	New Registrations	Employers Served	Services Provided
3	31	123	N/A	N/A	N/A	2	58 (20 MP, 15 NN, 23 ES)	166
Job Orders and Matching			Job Orders and Matching			Job Orders and Matching		
Job Orders	Job Openings	Job Notifications	Job Orders	Job Openings	Job Notifications	Job Orders	Job Openings	Job Notifications
8	9	358	N/A	N/A	N/A	134	321	357
Staff Efforts			Staff Efforts			Staff Efforts		
Outreach Emails	Outreach Calls	Referrals Sent	Outreach Emails	Outreach Calls	Referrals Sent	Outreach Emails	Outreach Calls	Referrals Sent
1902	258	7	104	104	2	59	62	1
Other			Other			Other		
Placements	Job Fairs/Hiring Events	Workshops	Placements	Job Fairs/Hiring Events	Workshops	Placements	Job Fairs/Hiring Events	Workshops
1	2	4	2	3	2	5 (3 MP, 2 NN)	3 (1 MP, 2 NN)	0

Economic Equity Initiative Contract Expenditures													
		1st Quarter PY 20 7/1/20 - 9/30/20			2nd Quarter PY 20 10/1/20 - 12/31/20			3rd Quarter PY 20 1/1/21 - 3/31/21			4th Quarter PY 20 4/1/21 - 6/30/21		
47.16%	EEI Program	47.2%	\$ 40,799.02	EEI Expenditures	-		EEI Expenditures	-		EEI Expenditures	-		
			\$ 86,510.00	Total Contract			Total Contract			Total Contract			
Target Number of Participants													
	EEI Program	22.5%	9	# participants	-		# participants	-		# participants	-		
			40	Total			Total			Total			
Employment 2nd Quarter after Exit													
	EEI Program	9.1%	2	# participants	-		# participants	-		# participants	-		
			22	# exited			# exited			# exited			
Employment 4th Quarter after Exit													
	EEI Program	0.0%	0	# participants	-		# participants	-		# participants	-		
			28	# exited			# exited			# exited			
Credential Attainment within Four Quarters after Exit													
	EEI Program	6.7%	2	# credentialed	-		# credentialed	-		# credentialed	-		
			30	Total			Total			Total			
Training Completion													
	EEI Program	13.3%	4	# credentialed	-		# credentialed	-		# credentialed	-		
			30	Total			Total			Total			

Customer Survey

Customer Survey Results Northern Neck 1st Quarter PY20

What was the purpose of your visit?	Unemployment Claim	Workforce Resources	Resume Assistance	Job Search Activities	Resource Room	Workshops or Training	Gathering Informational Materials	Other			
<i>Number of Visitors:</i> 17	0	4	0	0	0	0	0	0			
Were your needs met?	Yes 4	No 0									
<i>Number of Visitors</i>											
Was the Staff Knowledgeable?	Yes 4	No 0									
<i>Number of Visitors</i>											
If the Staff was unable to meet your needs, were you provided contact information for partner agencies/resources?	Yes 1	No 2							N/A		
<i>Number of Visitors</i>				Additional Comments: <ul style="list-style-type: none"> Jean was a pleasure to work with. The help was very useful and respectful staff. 							
How helpful was the Staff during your visit to the Virginia Career Works Center?	1 (Poor) 0	2 0	3 (Average) 0							4 0	5 (Excellent) 4
<i>Number of Visitors</i>											
How would you rate your overall visit to the Virginia Career Works Center?	1 (Poor) 0	2 0	3 (Average) 0	4 0	5 (Excellent) 4						
<i>Number of Visitors</i>											

Customer Survey Results Middle Peninsula 1st Quarter PY20

What was the purpose of your visit?	Unemployment Claim	Workforce Resources	Resume Assistance	Job Search Activities	Resource Room	Workshops or Training	Gathering Informational Materials	Other	
<i>Number of Visitors:</i> 9	0	5	0	0	0	0	0	0	
Were your needs met?	Yes 5	No 0							
<i>Number of Visitors</i>									
Was the Staff Knowledgeable?	Yes 5	No 0							
<i>Number of Visitors</i>									
If the Staff was unable to meet your needs, were you provided contact information for partner agencies/resources?	Yes 2	No 0							N/A
<i>Number of Visitors</i>									
How helpful was the Staff during your visit to the Virginia Career Works Center?	1 (Poor) 0	2 0	3 (Average) 0	4 0	5 (Excellent) 5	Additional Comments: <ul style="list-style-type: none"> • Everything was more than informative and understandable. • David was very helpful and very knowledgeable. I appreciated him taking the time with me. 			
<i>Number of Visitors</i>									
How would you rate your overall visit to the Virginia Career Works Center?	1 (Poor) 0	2 0	3 (Average) 0	4 0	5 (Excellent) 5				
<i>Number of Visitors</i>									

Customer Survey Results Eastern Shore 1st Quarter PY20

What was the purpose of your visit?	Unemployment Claim	Workforce Resources	Resume Assistance	Job Search Activities	Resource Room	Workshops or Training	Gathering Informational Materials	Other
<i>Number of Visitors</i>	7	1	1	3	0	10	2	3
Were your needs met?	Yes	No						
<i>Number of Visitors</i>	20	7						
Was the Staff Knowledgeable?	Yes	No						
<i>Number of Visitors</i>	20	7						
If the Staff was unable to meet your needs, were you provided contact information for partner agencies/resources?	Yes	No	N/A					
<i>Number of Visitors</i>	27							
How helpful was the Staff during your visit to the Virginia Career Works Center?	1 (Poor)	2	3 (Average)	4	5 (Excellent)	Additional Comments: 1. UI processes stinks! 2. UI is worse than a nightmare! 3. This is frustrating. 4. Nobody answers the phone for UI questions. 5. Very helpful. 6. Friendly 7. Nice		
<i>Number of Visitors</i>			7	7	13			
How would you rate your overall visit to the Virginia Career Works Center?	1 (Poor)	2	3 (Average)	4	5 (Excellent)			
<i>Number of Visitors</i>			5	9	13			

Success Stories

Rappahannock Goodwill Industries Success Story – George Washington

JJ came to the WIOA program to pursue her CDL Class A. JJ was working as a patient care aide and wanted an opportunity to make more money to provide for her family. JJ had five children and a great support system at home.

WIOA staff and JJ spoke at length about the need for new truck drivers to get over-the-road training before working more local routes. JJ was adamant and motivated to become a driver and agreed that she wanted to go over-the-road. JJ entered training after passing her drug screen and physical and then completed the in-class portion of the training.

However, when she went to take the test for her CDL Class A learner's permit, JJ found out during her permit testing appointment that she had a medical condition that made it so she would not be cleared for her permit test. JJ was extremely upset and the WIOA staff supported her and encouraged her to follow-up with a doctor about treatment. This medical issue delayed her permit testing and her training for several months. She was sent to a specialist to receive treatment for the medical concern. The WIOA team kept JJ's spirits up and continued to support her until the specialist deemed the medicine and therapy a success. JJ was able to get approval from her doctor and the DMV to retake her permit test.

She continued her course until Covid-19 struck and she once again found her training delayed. She was at the very end of her road training when CDS shut down for a short period of time. WIOA staff continued to support JJ through this uncertain time, assisting her with job search and narrowing down potential companies that she wished to apply for and editing her resume to fit her new skillset. CDS reopened to individuals who needed their testing completed and had made agreements with the DMV to do the license testing on-site. JJ was able to complete her training and take her test in order to obtain her license.

JJ passed with flying colors and was hired immediately by a transport company. She has been making trips across the US to the West Coast and back transporting vehicles and machinery. She takes one trip per week and is home with her family on weekends. She is extremely happy with the position and the compensation she receives per trip has allowed her to provide fully for her family and even start planning for the future.

Despite her medical setbacks and Covid-19 putting delays in her training, JJ is successful.

Rappahannock Community College Success Story - Northern Neck

In September 2019, E. came into RCC and applied to WIOA. She is a single mother and met all priority of service guidelines. E. was not employed and was interested in RCC's "Principles of Hospitality and Tourism" program. She was enrolled, began her training in October and completed it in November 2019. She was an excellent student and earned five certificates, all of which focused on customer service. Those certificates were:

- Certified Guestroom Attendant
- Certified Restaurant Server
- Certified Front Desk Representative
- Certified Guest Service Professional Golden Opportunities
- Certified Guest Services Professional Making Connections

E. is now employed at Food Lion as a cashier and will be cross training in other departments. I feel certain that her customer service excellence will serve her well in whatever career she may have.

Rappahannock Community College Success Story – Middle Peninsula

LL came to the Workforce Development Office seeking training in welding. LL was the single father of four children and sharing an apartment with his father. LL was not working and faced barriers to employment, as he had unreliable transportation. LL was eligible for and enrolled in the WIOA program to provide the occupational skills training he needed. LL attempted to get employment as a welder with a local trailer manufacturer to work at night and get his training during the day at a nearby welding training center. Soon after LL’s employment offer his means of transportation fell through and he was unable to go to work. LL was able to find transportation from a neighbor, however, to continue his occupational skills training even though he was not working. LL completed two of his welding classes before once again experiencing transportation issues causing him to miss his third welding session. LL was able to get his transportation squared away as he purchased his own vehicle and enrolled in the next available welding class. LL gained employment with a union in Richmond, VA that agreed to provide him training for his remaining credentials needed. LL completed 3 out of 5 classes in the RCC welding program and states he would never have gotten the union job without having gained credentials in those three areas. LL stated that the employer saw his training as a plus and deciding factor in hiring him. LL expressed sincere appreciation that his training and the WIOA grant enabled him to go from unemployed father of four to acquiring a union job in his career field.

Eastern Shore Community College Success Stories – Eastern Shore

Story #1

BB is an Adult who has just completed her C.N.A. training. BB came to the program wanting a change of career after working at a fast-food chain for a couple of years. BB knew that nursing was the field that she wanted to complete. Despite the interruption of COVID-19, BB still managed to complete her hours to sit for the state boards. BB has passed her C.N.A. state board test and now has a C.N.A. license. BB is a single mother with 2 kids and now has career where she can support her kids. BB now has a job as C.N.A.

Story #2

CC worked for a home improvement company for twenty-six years, but due to a drastic lull in business the company was forced to close its doors. That led CC to relocate to the Eastern Shore. CC secured a job as a technician in the electrical department for a rendering and recycling company where he worked for approximately twenty years as the lead electrician. After CC was notified that the company would be closing, he visited the local Virginia Employment Commission. As a dislocated worker he was

referred to the WIOA program for services. CC enrolled in and completed electrical training at Eastern Shore Community College in 2019, purchased a business license and opened his own home improvement business. At his follow-up interview, CC reported that his home improvement business is growing and that required him to hire two full-time and two part-time staff. One of the part-time staff is a master electrician and the other part-time staff is a journeymen electrician. CC is learning more electrical skills and studying to take the electrical licensure examination in the spring of 2020. CC promised to keep us posted on his progress.

SkillSource Group Youth Success Story – George Washington

NN is a 23-year-old male who enrolled in The Bay Consortium WIOA Youth Program in October 2018, while working in the fall pumpkin patch, Miller Farms, in Spotsylvania County. He had a high school diploma, and badly wanted a career, but was not sure how to get there. He was interested in working outside, possibly construction or even as a game warden. One of the Partner staff at the Fredericksburg Workforce Center referred him to the SkillSource program for young adults.

NN was very happy to hear that the program offered career readiness and help with job search. He soon attended computer classes offered through the Center at Goodwill. He participated in a Leadership Seminar facilitated by the program's Project Director and a Financial Workshop facilitated through United Way. His confidence continued to increase.

He worked with his Case Manager on a current resume and attended a large job fair at the Center 3 weeks into the program. NN was a very pleasant, positive young man, who simply had some learning disabilities with an IEP in high school. He also struggled with anxiety and needed help finding and following the right path.

He was hired on the spot at the job fair by a home improvement company, who were impressed with NN's demeanor and his sense of a strong work ethic. Over his period of employment, the owner of the company called the Case Manager twice to let her know he had given NN a raise due to his hard work.

NN worked for 1 ½ years and decided to look for another opportunity where there could be a chance for advancement, since this company was relatively small. He called his Case Manager and worked on a resignation letter He applied and was interviewed and hired quickly by Stafford County in the Transportation Department. His job was to make repairs and check systems equipment throughout the county. To start he received higher amount of pay per hour than in the job he held. This salary provided him with the opportunity to move into his apartment and to be self- sufficient.

NN worked for the County for one year and was ready to apply for a better position when he received a call from a Federal Government contractor to interview for a Security Technician, to install secret security equipment in government facilities. From his past work experiences, coupled with glowing references and a great interview, rewarded NN with a job offer at double the pay he was currently bringing home. His Security Clearance is now being processed and he has noted he thinks he has found his career.

NN still “checks in” monthly with his WIOA Youth Case Manager because he states, “I find myself calling her when I need advice, or to give her new information, or just because the paperwork said I had to....”

Rappahannock Community College Youth Success Story – Northern Neck

K. began taking classes part-time at RCC in the fall of 2013. She continued until the spring of 2016, after which it became too expensive to continue. Although her husband and her made too much income to qualify for financial aid, her medical and other related expenses did not leave enough money to pay for tuition and books. Despite her 3.45 GPA, she could not afford to continue to pursue her education. In 2019, the youth case manager became acquainted with K. within the community and learned that she was pregnant with her first child. K. had commented on social media that she desired to return to college and was determined to do so one day. After some discussion, K. enrolled in the Youth WIOA Program. She had completed about 60% of her degree at that time. She is now on track to graduate in the summer of 2021. She currently has a 3.47 GPA, cares for her young child and has created a small home business. She is looking forward to participating in a work experience in the near future. K. has even decided to pursue a bachelor’s degree online upon graduation from RCC as well as pursue employment. CM is working with K. to research schools and apply for scholarships. This young lady has the intelligence and determination to go far.

Rappahannock Community College Youth Success Story – Middle Peninsula

In the beginning of March, B. was brought into the WIOA office by his former bus driver/friend. He is a former foster child and his bus driver had befriended him and provided some guidance in his life. She encouraged him to learn a trade. He currently works as a laborer but showed much interest in becoming a welder and working at the shipyard someday. The case manager worked with the college but was informed that he would not be eligible for the college’s Great Expectations foster student program. Thus, after completing the required paperwork and assessments, B. was enrolled in WIOA and placed in shielded metal arc welding (SMAW). His instructor and case manager remained in communication and B. was doing quite well in class. However, not long after the course began, it was paused due to COVID-19. B. waited patiently for class to resume. The case manager worked with B. during the pause to provide community resources and job fair information. Finally, he was able to resume, and complete, his SMAW welding course. He made friends with two other Youth WIOA participants and they supported each other throughout the course and break. He is now enrolled in gas metal arc welding and is excited for that course to begin in early October. B. has the desire and ability to be successful and now also has new friends and the case manager to encourage him along the way.

Eastern Shore Community College Youth Success Stories – Eastern Shore

Story #1

I began working with BM in the fall of 2019. She had a rough couple of years in high school but she was determined to make her senior year the best she could-of course until COVID hit.

BM had several classes online in addition to her school classes. She passed them with no problem. In addition, she was working at a local restaurant and helping out her mom who had some health issues.

BM graduated from high school, spending the last three months of school completing classes virtually due to the pandemic. We completed her application so that she could attend ESCC for Medical Assisting and she registered for fall classes.

She also applied for a second job at Dollar General and is waiting to hear back. She has a great work ethic and is trying to juggle everything on her plate.

Story #2

AA is an OSY who completed her Medical Assistant and graduated in August. AA was working for a chicken plant and decided to something different. She enrolled last fall completed all of the requirements despite COVID-19. AA graduated from the program and has a few hours left to complete before she obtains her Medical Assistant degree. She has a job opportunity in order after she completed her remaining her hours.