

**Sector Showcase: Ameer Shakeel from AgroSpheres speaks to Charlottesville Middle School Students, January 2026.**



PIEDMONT REGION

# Welcome

## Board & Council Quarterly Meeting

March 17, 2026, 3:00-4:30 PM

Albemarle County 5th Street  
Office Building

# Agenda

## VCWP Board & Council Quarterly Meeting

March 17, 2026, 3:00-4:30 PM, at Albemarle County Office Bldg.

Agenda Item		Presenters
Call to Order		Ann Mallek/Annette Hyde
Opportunity for Public Comment*		Ann Mallek/Annette Hyde
Community Partner Presentation	Central Va Partnership for Economic Development	Katharine Dulaney, PhD
	Orange County Public Library	Katie Hill
Provider Presentation	Rappahannock Goodwill Industries (RGI)	Marty Bywaters-Baldwin
Financial Updates		Ti-Erra Elam/Sarah Morton
Roll Call/Determination of Quorum		Stephanie McNamara
Council Items Requiring Approval	December 2025 Meeting Minutes	Ann Mallek
	New Board Member Nominations (3)	
	CLEO Agreement PY'25-PY'27	
	Board & CLEO Agreement PY'25	
	VCWP Fiscal Agent Agreement	
PWDB Items Requiring Approval	December 2025 Meeting Minutes	Annette Hyde
	Updated Policies (3)	
	VCWP LWDB Bylaws	
Director's Highlights		Sarah Morton
Committee Reports	Governance and Leadership Committee	Liz Burnett, VCWP
	Programs Committee	Raye Elliott
	Business and Education Outreach	Gary Spry
Adjourn		Ann Mallek/Annette Hyde

# Public Comment

## VIRGINIA CAREER WORKS – PIEDMONT REGION COUNCIL AND WORKFORCE DEVELOPMENT BOARD MEETING PUBLIC COMMENT FORM

Virginia Career Works – Piedmont region Council and Workforce Development Board meeting. Please email as an attachment to [smorton@vcwpiedmont.com](mailto:smorton@vcwpiedmont.com) with the subject line “VCW-P CLEO and PWDB Comments.” Submissions will be accepted until 7 AM on the day of the meeting.

Name: \_\_\_\_\_

Organization: \_\_\_\_\_

Email: \_\_\_\_\_

Comments in the area below:



**Participants at Fluvanna  
County High School's CTE  
Night on February 17, 2026**



# Regional Workforce Partner Presentation

**Katharine Dulaney, PhD, Talent Director**

Central Virginia Partnership for Economic Development



**Talent Pathways:  
A Biosciences Workforce and Talent  
Strategy for GO Virginia Region 9 to  
Support Rapid Growth and Momentum of  
a Vibrant Industry**

# Region 9 Bioscience Industry

The region's industry and innovation ecosystem has significant, diverse, and growing talent demands.

Region 9's Bioscience Industry represents:

**2,100**

Jobs

**254**

Establishments

**1.37**

Virginia "LQ"

**23%**

Job Growth Since 2019

**\$121,000**

Avg. Annual Wages\*

Growth and momentum are expected to continue based on recent investments by:



bonumose



\*Average wage figure is for the Industrial Biosciences component of the overall industry.  
Source: TEconomy analysis of Lightcast (2025.3) QCEW data.

# Strengths and Challenges

Input from regional leaders about Region 9's strengths and challenges informed strategic priorities.

## STRENGTHS

- UVA and other institutional strengths contribute to vibrant ecosystem
- Strengths in particular fields (areas of expertise)
- Strong partners for talent connections
- Other themes: region's quality of life, high retention rates among senior talent, etc.
- High-quality, industry-relevant training programs spanning K-12, higher ed

## GAPs and Challenges

- Talent gaps and recruiting outside of Central VA
- Limitations in local entry-level talent pipeline
- Growing cluster but challenging industry dynamics
- Limited use of state/regional workforce development programs by companies
- Current programs operating in siloes, limited ecosystem coordination



# What Should We Do?

Four strategies will address identified priorities.



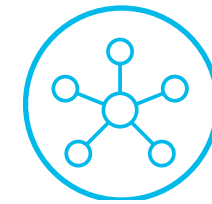
## Strategy 1

Grow the Pipeline for the Regional Biosciences Technician and Laboratory Support Workforce



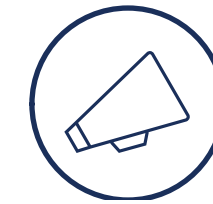
## Strategy 2

Address Specialized Talent and Skills Demand in High-Skilled Roles



## Strategy 3

Better and More Seamlessly Connect the Workforce and Talent Ecosystem and Resources by Formalizing a Regional Framework for Coordinating Biosciences Workforce Development Pathways and Enhancing Career and Company Awareness



## Strategy 4

Develop, Tell, and Promote Central Virginia's Bioscience Industry "Story" and Associated Brand Identity for Specialized Talent Recruitment



# High Demand, High Priority Industry Roles

In-demand industry roles span science, engineering, and business fields.

## Significant Volume Needs

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- Biopharmaceutical Manufacturing “Operators”
- Precision Manufacturing Technicians
- Multidisciplinary Engineers
- Field Service Engineers
- Molecular Biologists & Assay Development Scientists
- Customer-Facing Technical Support Staff
- Lab/Research Technicians and Specialists
- Biomedical Research Scientists/PI’s

## Specialized, Lower Volume Needs

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- Regulatory & Quality Assurance Specialists
- Biomed/Biotech/Drug Sales & Marketing Professionals
- Bioinformatics Specialists
- Clinical Operations Managers
- Project Managers for Translational Science
- Specialized Medicinal Chemistry & Drug Dev. Scientists
- Industrial Maintenance Professionals



**Talent Pathways:  
A Biosciences Workforce and Talent  
Strategy for GO Virginia Region 9 to  
Support Rapid Growth and Momentum of  
a Vibrant Industry**



# Community Partner Presentation

**Katie Hill, Library Director**  
Orange County Public Library





<https://ocplva.org/>

**Main Library.**

146A Madison Road  
Orange, VA 22960

540-672-3811

**Wilderness Branch**

6421 Flat Run Road  
Locust Grove, VA 22508

540-661-5434

**Gordonsville Branch**

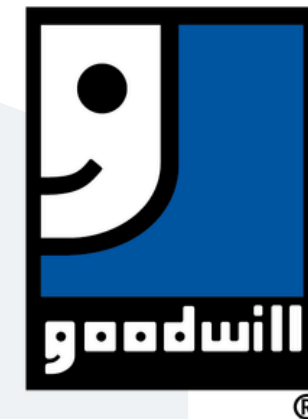
319 N. Main Street  
Gordonsville, VA 22942

540-832-0712

# Program Provider Presentation

**Marty Bywaters-Baldwin, Chief Mission Officer**  
Rappahannock Goodwill Industries

**Goodwill**  
R A P P A H A N N O C K



# Success Story: Sayed



Video [Link](#)

### VCWP Dashboard - Year-to-Date

All comparisons to PY24 baseline year

**People Served/Mo.**

**520** /mo ↓

- 13.3% v. PY24 (600/mo.)

**Job Placements/ Mo.**

**32** /mo ↓

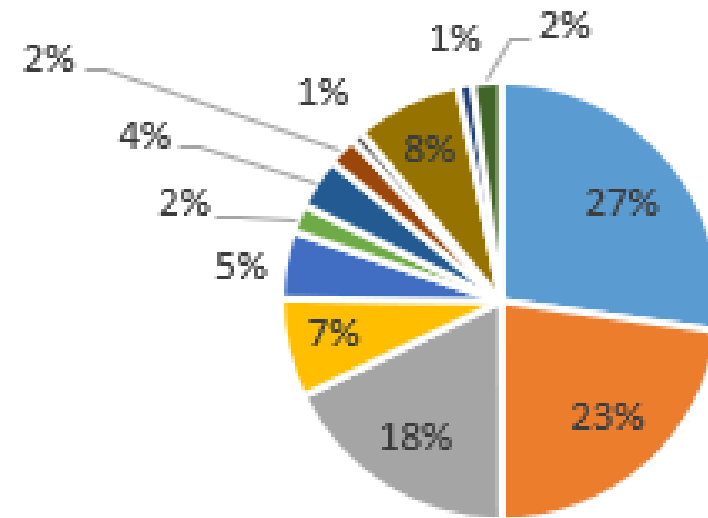
-42.8% v PY24 (56/mo.)

**WIOA Participants YTD**

**215** ↓

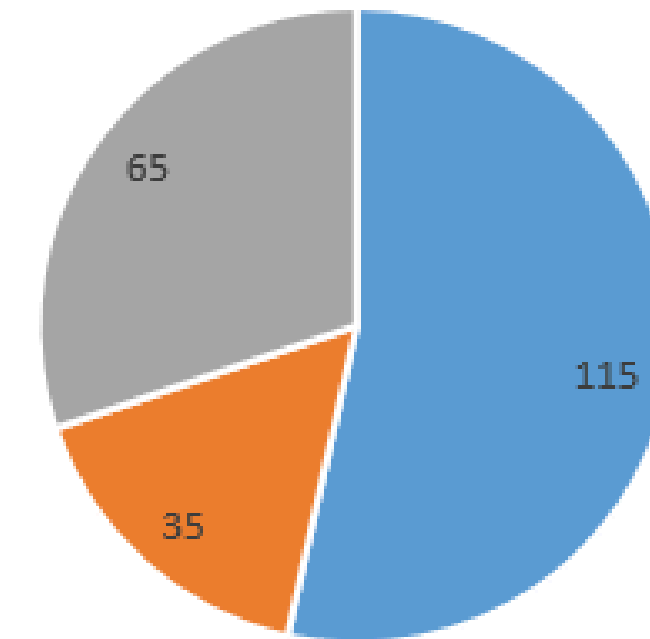
-16.6% v PY24 (258 ytd)

Job-seekers Served by VCWP Centers



- Albemarle County
- Fauquier County
- Louisa County
- Orange County
- Charlottesville City
- Fluvanna County
- Madison County
- Rappahannock County
- Culpeper County
- Greene County
- Nelson County
- Other

WIOA Participants - Area 6



- Adult
- DLW
- Youth

# Virginia Economic Forecast

	2025 Jobs	%	2026 Jobs	%
<b>Total Nonfarm</b>	+1,400'	0%'	-10,300'	-.2%'

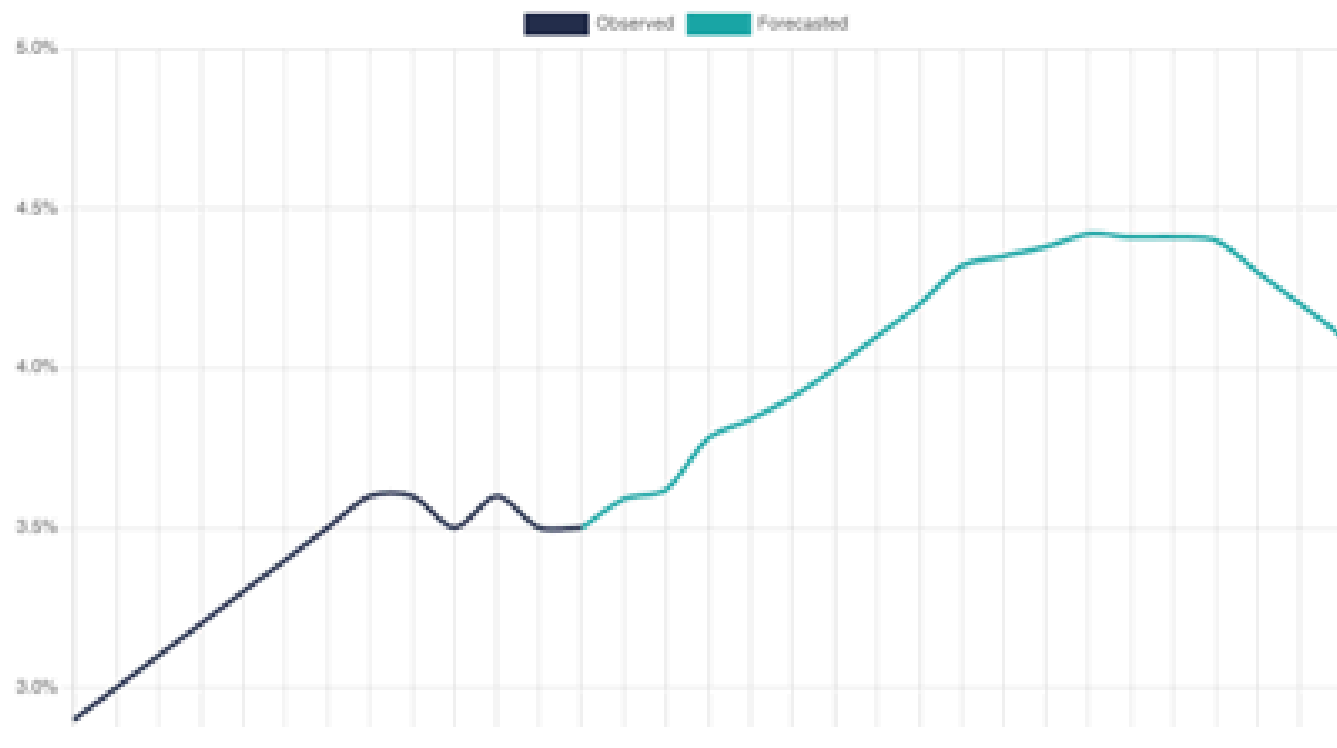
*declines*

Professional Services  
Accommodation and Food Services  
Government  
Agriculture, Silviculture, and Mining  
**Arts, Entertainment, and Recreation**

*increases* Health Care Services  
Construction

**10,300** JOBS LOST  
in total nonfarm employment

Observed and forecasted unemployment in Virginia



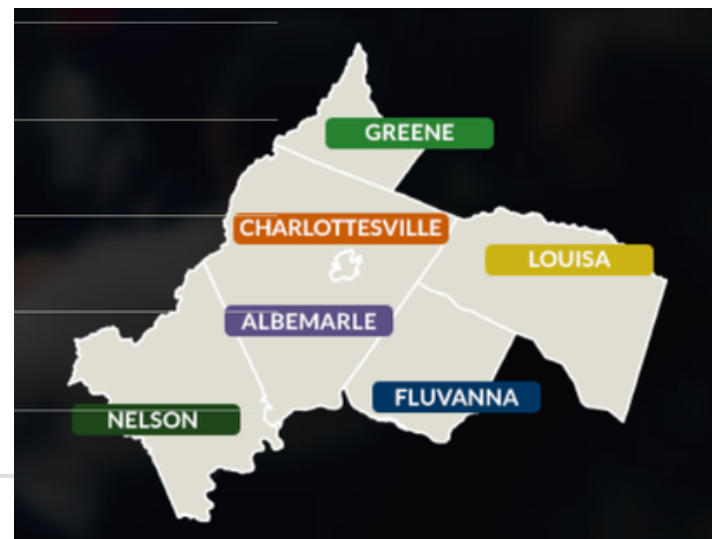
## 2026 VA Forecast

Govt	- 3,400	- .5%
Manufacturing	-4,600	-1.9%
Food Services	-4,900	-1.4%
Arts & Rec	-3,500	-5.2%
Healthcare	+2,800	+ .5%
Construction	+2,200	+1.0%
Transportation	+1,800	+1.0%





## Pd10 Updates



**Ready Clothes Closet** housed at the VCWP Charlottesville Center in partnership with Atlantic Union Bank.

- Launched the in-person **Skills Builder** cohort with 17 job seekers completing the program. Since its inception, 121 career seekers have participated in the Skills Builder Program (formerly Ready to Work), a partnership with RGI.



## Pd9 Updates

Culpeper County • Fauquier County • Madison County • Orange  
Rappahannock County

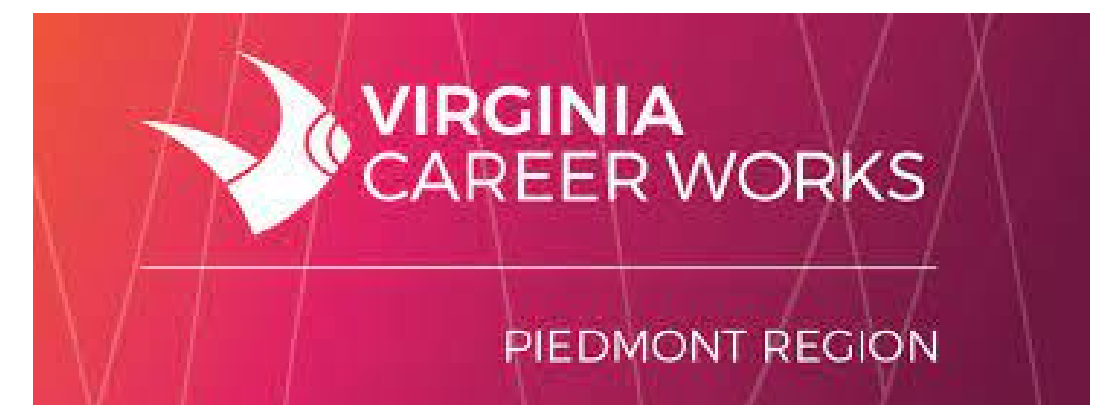


- UVA/Sen Kaine Healthcare Workforce Roundtable
- Culpeper Library Hiring Event:
  - 9 businesses,
  - 60 job-seekers
- Orange Hiring Event:
  - 16 businesses
  - 30 job-seekers
  - Special event for Zamma employees and OCHS planned for April 1.



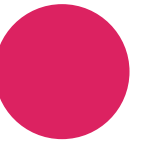
Next Episode: April 1!

- Marty Bywaters-Baldwin
- [marty.baldwin@fredgoodwill.org](mailto:marty.baldwin@fredgoodwill.org)





# Financials





# Roll Call

**Stephanie McNamara, VCWP**



# Council Items Requiring a Vote:

- **December 2025 Meeting Minutes**
- **New Board Member Nomination**
  - *Ameer Shakeel, AgroSpheres*
  - *Leon Henry, Charlottesville DSS*
  - *David Newsome, Tapestry, LLC*
- **CLEO Agreement PY'25-PY'27**
- **Board & CLEO Agreement PY'25**
- **VCWP Fiscal Agent Agreement**
- **Executive and Finance Committee Findings** *(No Vote)*



# Board Items Requiring a Vote:

- **December 2025 Meeting Minutes**
- **VCWP LWDB Bylaws**
- **Updated VCWP Policies:**
  - ETPL Policy #25
  - Oversight and Monitoring Policy #29
  - NEW: Registered Apprenticeship Policy #37



# Director Highlights





# Director Highlights (1 of 5)

- **Impact Report, January 2026:**

<https://vcw-p.short.gy/VCWP-Impact-Success012026>

- **Regional CTE Data / CTE Grid**

- [2024-2025](#)
- [2025-2026](#)



# Director Highlights (2 of 5)

- **Profile of the Employee**

- Elementary School
- Middle School
- High School

- **UVA Pipelines & Pathways Rack Cards** (under review with UVA)



# Director Highlights (3 of 5)

- **Meeting Cadence**
  - Committees Moving to Quarterly
  - All PWDB/CLEO meetings for 2026 should be on your calendar
- **What is a Workforce Board?** [link] video from NAWB
- **Service Delivery Updates**
- **Employer Opportunities** (continued on next page)

# Maritime & Nuclear Workforce Accelerator



*Targeted Assistance for Regional Employers*

*A statewide workforce initiative launched by Virginia Works to strengthen critical maritime, nuclear, and related manufacturing talent pipelines across the Commonwealth.*



DEPARTMENT  
OF WORKFORCE  
DEVELOPMENT  
AND ADVANCEMENT



PIEDMONT REGION



DEPARTMENT OF WORKFORCE DEVELOPMENT AND ADVANCEMENT



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# GROW OR CREATE YOUR APPRENTICESHIP PROGRAM

Eligibility, FAQs, application requirements, & more at Virginia Works >>>



<https://vcw-p.short.gy/HIREDApp2026>

with the HIRED Apprenticeship Fund: **Highlight, Include, Recruit, Engage, and Deliver** your workforce of the future through registered apprenticeship.



## EMPLOYERS- APPLY TODAY FOR FUNDING:

- **Up to \$3,500 per apprentice**, for up to 2 apprentices per employer.
- To be used for **program set-up, training, and supportive services** (uniforms, transportation, childcare).
- **Individualized support** from Virginia Works' Registered Apprenticeship team and cohort-based collaboration opportunities.



# Committee Reports

**Business and Education Outreach**

Gary Spry

**Programs**

Raye Elliott

**Governance and Leadership**

Sarah Morton, VCWP



# THANK YOU

**See you in June!**

Meeting Location TBD



# PROFILE OF AN EMPLOYEE

**Be Kind**



**Teamwork**



**Work Hard**



**Listen**

**Be Responsible**



**Always be Learning**



**Communication**



**Be Creative**

**Show Initiative**



**Time Management**



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## ELEMENTARY SCHOLARS: PRACTICE & USE THESE SKILLS FOR SUCCESS

Contact us:  
[www.vcwpiedmont.com](http://www.vcwpiedmont.com)

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# PROFILE OF AN EMPLOYEE

PRACTICE & USE THESE SKILLS FOR SUCCESS



Math



Teamwork



Work Ethic



Listening & Speaking

Reading & Writing



Continuous Learning



Workplace Safety



Big-Picture Thinking

Respect for Others



Career & Life Opportunities



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MIDDLE SCHOOL IS THE TIME TO BUILD THESE SKILLS!

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# PROFILE OF AN EMPLOYEE

*Put your skills to work for you!*

## SOFT SKILLS

### FOUNDATIONAL

- **Communication** - Verbal, nonverbal, and written clarity
- **Teamwork** - Collaboration, reliability, and shared responsibility

### INTERPERSONAL & EMOTIONAL

- **Active Listening** - Fully engage with what others say
- **Conflict Resolution** - Navigate disagreements constructively

### PROFESSIONAL & LEADERSHIP

- **Initiative** - Taking proactive steps without being asked
- **Presentation Skills** - Share ideas with clarity and confidence

### DIGITAL BASICS

- Basic computer literacy (email, internet, digital forms)
- File management and storage expectations
- Use of programs and apps specific to the workplace

### DIGITAL SKILLS & TECH

- Microsoft Office apps (Word, Excel, PowerPoint, etc.)
- Google Drive & Workspace
- AI tools (ChatGPT, Copilot, etc.)
- Understanding AI as a tool, not a shortcut

**A strong employee doesn't just have technical skills**, but also "soft" skills that take just as much practice.

These qualities apply to **entry-level, mid-level, and advanced roles** across **every industry**.

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## WORKPLACE READINESS

- Understand standards, requirements, and expectations
- Customer/client service fundamentals
- Safety awareness and rule compliance



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Contact us  
to learn  
more:



Ph: 434-290-0026 | [www.vcwpiedmont.com](http://www.vcwpiedmont.com)





SCAN TO JOIN:



<https://vcw-o.short.gy/cdSoB2>

### »» GET HELP NOW:

RESUME HELP · APPLICATION SUPPORT · TRAINING · REFERRALS

✉ **Email:** [uvapipelines@virginia.edu](mailto:uvapipelines@virginia.edu)

☎ **Call:** (434) 962-3996

### »» APPLICATION TIPS

*Avoid automatic rejections.*

- **Upload your resume** with your application
- **Read screening questions carefully and answer truthfully.** *Incomplete answers can block your application.*
- **Check your email and reply** quickly to recruiter messages

### »» BEFORE YOU APPLY

You must have:

- **Email:** Have a working email you can check daily.
- **Phone:** Have a working phone number with texting. (We may text you.)
- **Resume:** Required for all roles (even custodial).

### »» CAREER PATHWAYS

- **For Justice-Involved Individuals:**  
Research: Animal Care · Parking & Transportation · Facilities Management
- **For All Career Seekers:** Healthcare · Academics · Plus others (Ask us!)

# GET STARTED: Choose Your Pathway

## 1. Quick-Start

**Need work ASAP?**

Get help applying fast, preparing a resume, and responding to recruiters.

## 2. Short-Term Training

**Earn an industry-recognized credential in 2-8 weeks** and step into a higher-earning role.

## 3. Career Track

**Map a long-term plan** (apprenticeship, stackable credentials, college options).

### »» APPRENTICESHIPS & EARN-WHILE-YOU-LEARN OPPORTUNITIES AVAILABLE

SCAN THE QR CODE TO GET STARTED:

UVA PIPELINES & PATHWAYS IS A PROUD PARTNER OF



<https://vcw-p.short.gy/cdSqB2>



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# 2024-2025 CTE Enrollment Data

Secondary Education Program Offerings & Enrollment		PD10						PD9						
Career Clusters	Program Area	CATEC	Albemarle	Charlottesville	Fluvanna	Greene	Louisa	Nelson	CTEC	Madison	Orange	Culpeper	Rappahannock	Fauquier
Agriculture	Agriculture	0	12	0		88	0	179	0	150		0		
Animal Science/Veterinary	Animal Systems	20	22	5		0	0	0	0	0		0		
Architecture/CAD/Technical Drawing	Engineering/Architecture	0	49	0		0	0	0	0	0		0		
Auto	Automotive	67	48	10		39	0	28	0	0		0		
Business	Business & Marketing	0	416	0		127	0	30	0	28		0		
Carpentry	Carpentry	30	42	5		72	0	62	0	59		0		
CNA	Healthcare	36	50	8		0	0	40	0	20		0		
Communication/Broadcast	Television Production	0	79	0		0	0	0	0	0		0		
Computer Science & Media	Information Technology	0	52	110		0	0	0	0	25		0		
Cosmotology	Cosmotology	66	48	11		43	0	33	0	0		0		
Criminal Justice	Criminal Justice	0	0	0		0	0	0	0	0		0		
CTE/ Internship/ WBL		139	128	16		0	0	0	0	19		0		
Cullinary	Cullinary	30	205	17		57	0	0	0	0		0		
CyberSecurity	Information Technology	0	37	0		0	0	0	0	0		0		
Digital Art Illustrations	Business & Marketing	0	0	0		0	0	0	0	0		0		
Digital Marketing & Marketing	Business & Marketing	0	0	9		40	0	0	0	2		0		
Education- Teacher Cadet	Education	0	23	0		14	0	11	0	103		0		
Electricity	Electricians	34	43	2		0	0	20	0	0		0		
Engineering	Engineering/Architecture	0	338	179		0	0	0	0	0		0		
Family Consumer Science -Berry	Fashion & Consumer Science	0	14	0		75	0	90	0	104		0		
Fashion Marketing	Fashion & Consumer Science	0	0	12		0	0	0	0	0		0		
Firefighting	EMT/Fire	7	11	0		0	0	0	0	0		0		
Forensic Science	Criminal Justice	0	0	0		0	0	0	0	0		0		
Geographic Information Systems (GIS)	Engineering/Architecture	0	57	0		0	0	0	0	0		0		
Health Sciences/EMT	EMT/Fire	16	90	4		70	0	0	0	10		0		
Horticulture	Plant Systems	0	0	0		0	0	0	0	14		0		
HVAC	HVAC	0	0	0		49	0	0	0	0		0		
Manufacturing	Manufacturing	0	0	0		42	0	11	0	0		0		
Marketing (Urban Farming)	Business & Marketing	0	0	64		0	0	0	0	0		0		
Military Science/ROTC/NDCC		0	42	0		0	0	0	0	0		0		
Pharmacy Tech	Healthcare	0	0	0		0	0	0	0	0		0		
Commercial Photography	Arts/Media	0	0	89		0	0	0	0	0		0		
Robotics	Engineering/Architecture	0	28	0		0	0	0	0	0		0		
Senior Release		0	0	0		0	0	0	0	0		0		
Sports Ent & Rec Marketing	Business & Marketing	0	0	36		0	0	0	0	0		0		
Sports Medicine	Healthcare	0	98	0		54	0	0	0	16		0		
Intro to Health and Medical Science		0	121	0		0	0	0	0	16		0		
Technology Foundations/Transfer		0	0	0		0	0	0	0	0		0		
Video & Media Technology & Communicati	Business & Marketing	0	0	0		54	0	0	0	0		0		
Work Release	BOLT Workforce Employment (Building Occupational Latitude Training)	0	0	0		0	0	23	0	0		0		
<b>WORK-BASE LEARNING</b>	<b>WORK-BASED LEARNING</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>80</b>	<b>0</b>	<b>0</b>		<b>19</b>		<b>0</b>		
		445	2053	577	0	904	0	527	0	435	0	0	0	0



# 2025-2026 CTE Enrollment Data

Secondary Education Program Offerings & Enrollment		PD10							PD9					
Career Clusters	Program Area	CATEC	Albemarle	Charlottesville	Fluvanna	Greene	Louisa	Nelson	CTEC	Madison	Orange	Culpeper	Rappahannock	Fauquier
Agriculture	Agriculture	0	21	0	59	33	796	146	0	82		0		
Animal Science/Veterinary	Animal Systems	15	19	1	0	0	0	0	0	36		0		
Architecture/CAD/Technical Drawing	Engineering/Architecture	0	42	0	125	0	0	0	0	0		0		
Auto	Automotive	82	62	17	6	40	157	36	0	0		0		
Business	Business & Marketing	0	501	0	438	118	0	37	0	33		0		
Carpentry	Carpentry	38	26	3	48	64	53	56	0	57		0		
CNA	Healthcare	33	70	10	9	9	24	23	0	18		0		
Communication/Broadcast	Television Production	0	23	0	54	0	0	0	0	0		0		
Computer Science & Media	Information Technology	0	73	49	0	29	0	0	0	21		0		
Cosmotology	Cosmotology	61	43	10	43	42	64	23	0	0		0		
Criminal Justice	Criminal Justice	0	0	0	0	0	0	0	0	0		0		
CTE/ Internship/ WBL		21	177	1	13	53	169	0	0	20		0		
Cullinary	Cullinary	26	179	4	160	57	112	0	0	0		0		
CyberSecurity	Information Technology	0	30	0	0	12	176	0	0	0		0		
Digital Art Illustrations	Business & Marketing	0	0	0	0	0	0	0	0	0		0		
Digital Marketing & Marketing	Business & Marketing	0	0	41	45	65	0	0	0	4		0		
Education- Teacher Cadet	Education	0	33	0	55	13	146	19	0	85		0		
Electricity	Electricians	62	44	8	1	0	0	30	0	0		0		
Engineering	Engineering/Architecture	0	375	172	0	0	0	0	0	0		0		
Family Consumer Science -Berry	Fashion & Consumer Science	0	9	0	0	70	386	56	0	50		0		
Fire Science	EMT/Fire	0	14	0	6	0	5	0	0	0		0		
Firefighting	EMT/Fire	17	0	2	0	0	0	0	0	0		0		
Forensic Science	Criminal Justice	0	0	0	0	0	0	0	0	0		0		
Geographic Information Systems (GIS)	Engineering/Architecture	0	56	0	0	0	0	0	0	0		0		
Health Sciences/EMT	EMT/Fire	30	94	4	5	0	8	0	0	11		0		
Horticulture	Plant Systems	0	0	0	38	17	0	0	0	21		0		
HVAC	HVAC	0	0	0	0	42	0	0	0	0		0		
Manufacturing	Manufacturing	0	0	0	0	52	4	0	0	0		0		
Marketing (Urban Farming)	Business & Marketing	0	0	73	0	0	0	0	0	0		0		
Military Science/ROTC/NDCC		0	0	0	0	0	48	0	0	0		0		
Pharmacy Tech	Healthcare	0	0	0	0	0	0	0	0	0		0		
Commercial Photography	Arts/Media	0	0	83	0	0	0	0	0	0		0		
Robotics	Engineering/Architecture	0	38	8	0	0	0	0	0	0		0		
Senior Release		0	0	0	0	0	0	0	0	0		0		
Sports Ent & Rec Marketing	Business & Marketing	0	0	18	19	0	149	0	0	0		0		
Sports Medicine	Healthcare	0	150	0	49	43	35	0	0	14		0		
Intro to Health and Medical Science		0	175	34	19	22	116	0	0	41		0		
Technology Education		0	0	0	0	0	151	0	0	0		0		
Technology Foundations/Transfer		0	0	0	0	0	0	0	0	0		0		
Video & Media Technology & Communicati	Business & Marketing	0	0	0	66	57	79	0	0	0		0		
Work Release	BOLT Workforce Employment (Building Occupational Latitude Training)	0	0	0	0	4	100	24	0	0		0		
<b>WORK-BASE LEARNING</b>	<b>WORK-BASED LEARNING</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>53</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20</b>				
		385	2254	538	1199	895	2778	450	0	431	0	0	0	0

