



PIEDMONT REGION

**VCW-PIEDMONT COUNCIL AND BOARD QUARTERLY MEETING MINUTES**

Serving Albemarle ~ Charlottesville ~ Culpeper ~ Fauquier ~ Fluvanna ~ Greene ~ Louisa ~ Madison ~  
Nelson ~ Orange ~ Rappahannock

<b>VCW-Piedmont Council &amp; Board Quarterly Meeting</b> Tuesday, March 17, 2026 3:00 PM – 4:30 PM	In-Person at Albemarle County Office Building-5 1600 5th St. Ext, Charlottesville, Virginia
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VCW-PIEDMONT COUNCIL		PROGRAM YEAR 2025 (JULY 2025 – JUNE 2026)			
COUNCIL MEMBERS		ATTENDED			
QUARTERLY MEETINGS	Location	SEPT 2025	DEC 2025	MAR 2026	JUNE 2026
Ann Mallek – Chair	Albemarle	X	X	X	
Juandiego Wade – Co-Chair	Charlottesville	X	X	X	
Donna Comer	Rappahannock	X			
Tony O'Brien	Fluvanna	X	X		
Bryan Nicol	Orange		X		
David Lee	Culpeper				
Fitzgerald Barnes	Louisa				
Marie Durrer	Greene				
James Jewett	Madison				
Dr. Jessica Ligon	Nelson				
Ike Broaddus	Fauquier		X		
Steve Catalano	Greene				
Cameron Lenahan	Nelson			X	

VCW-PIEDMONT BOARD MEMBERS	PROGRAM YEAR 2025 (JULY 2025 – JUNE 2026)			
	ATTENDED			
	SEPT 2025	DEC 2025	MAR 2026	JUNE 2026
Annette Hyde - Chair	X	X	X	
Cheryl Kirby – Vice Chair	X	X		
John Baldino	X	X	X	
Ray Battani				
Antwon Brinson	X	X		
Matthew Brown	X	X	X	
Carol Coffey	X		X	
Jane Colony Mills	X	X	X	
Dana Cook	X		X	
Kaki Dimock				
Laura Duckworth	X	X		
Raye Elliott	X	X	X	
Rick Forsythe				
Dawn Hutchison	X	X		
John Jackson	X	X		
Clare Lillard		X	X	
Beth Lucchesi		X		
Steven Ray	X	X	X	
Eric Robertson				
Jennifer Schmack	X	X		
Shawn Woodfolk				
Lorne Seay				
Don Shotwell	X			
Gary Spry	X	X	X	
Shaun Summerscales				
Jessica Thompson				
Tony Williams				
	SEPT 2025	DEC 2025	MAR 2026	JUN 2026

Jacqueline Washington	X	X	
Lisa Taylor		X	
Ameer Shakeel			
David Newsome			X
Leon Henry			
NAME	ORGANIZATION	NAME	ORGANIZATION
Sarah Morton	Board Staff	Sara Drebes	RGI
Ti-Erra Elam	Board Staff	Brookes Sims	VCW-P Charlottesville VA
Stephanie McNamara	Board Staff	Katharine Dulaney	CVPED
Liz Burnett	Board Staff	Katie Hill	Orange County Public Library System
Jason Ford	VCW-P Culpeper	Shannon Holland	GO Virginia
Marty Bywaters-Baldwin	RGI		

- I. Meeting was called to order at 3:05 PM by Annette Hyde (Board) & Ann Mallek (Council)
- II. Opportunity for Public Comment
  - a. No Public Comment
- III. Community Partner Updates:
  - a. Orange County Public Library, Katie Hill
    - i. Discussed the three Orange County Public library locations and the successful co-location model with a part-time VCWP staff member (Elizabeth Smith) rotating across library branches Tuesdays through Thursdays.
    - ii. Reported increased usage over two years, low-stress access point for job/career seekers, strong staff support (sign-up sheets used on non-VCWP days), and growing demand.
    - iii. Suggested expanding the model to other libraries; offered to connect VCWP with library directors.
    - iv. Orange County Public Library has hired a client referred to them by VCWP/Elizabeth Smith and is pleased with their performance.
    - v. Discussion-Sarah Morton:
      1. This “mobile” model aligns with projected funding realities and rural access strategy.
      2. Plan to convene library directors to explore broader adoption.
      3. Katie and Sarah both expressed appreciation to Orange County leadership for co-funding the position.
    - vi. The Board & Council thanked Katie for her time and presentation.
  - b. Economic Development / Sector Update: CVPED & CvilleBioHub/BioBridge, Katharine Dulaney
    - i. Katharine reported completion of the Go Virginia Region 9 BioBridge planning grant (Feb. 2025-Feb. 2026).
      1. Shared sector momentum (e.g., UVA investments/expansions, regional employer growth and commitments)
      2. Location Quotient is 1.37 for bioscience in Region 9 (indicates growth), and average wages are ~\$121,000 for the sector.
      3. Introduced a 3-5 year strategic plan with four strategies:
        - a. Technician-focused workforce pipeline
        - b. Experienced/senior talent development
        - c. Ecosystem convening & de-siloing
        - d. Storytelling/branding of the region’s bioscience assets
    - ii. Full report posted publicly on CvilleBioHub and Region 9 websites.
    - iii. Discussion: Included Boston flight connectivity to local Charlottesville airport and resulting regional economic impact.
- IV. Provider Presentation, Marty Bywaters-Baldwin, Rappahannock Goodwill Industries (RGI)
  - a. Introduced the RGI regional team to the Board & Council (Jason Ford with PD9, Brookes Sims with PD10, Sara Drebes is Director of Workforce Services).
  - b. Shared Skills Builder (formerly Ready to Work) 4-week cohort model; highlighted success story, Sayed from Afghanistan, who is now transitioning to cybersecurity with multiple certifications.
  - c. Dashboard highlights (YTD):
    - i. Serving 500+ job seekers/month (down ~13% year-over-year)
    - ii. ~32 job placements/month
    - iii. 215 WIOA training participants
    - iv. Breakdown shows higher service where physical locations exist and strong Orange County performance linked to the library partnership and part-time staff presence.
  - d. Economic outlook:
    - i. Weldon Cooper 2026 forecast: ~10,000 job losses statewide.
    - ii. Continued (but cautious) hiring, gains in healthcare, construction, transportation sectors.
  - e. Planning district (PD) Highlights:

- i. PD10 (Albemarle County, City of Charlottesville, Fluvanna County, Greene County, Louisa County, Nelson County):
      - 1. Skills Builder: 121 graduates to date
      - 2. 40+ hiring events since July 2025
      - 3. 120+ businesses served
      - 4. Job-Ready Clothes Closet launched in partnership with Atlantic Union Bank, with support from Greene County CTE.
    - ii. PD9 (Culpeper County, Fauquier County, Madison County, Orange County, Rappahannock County):
      - 1. Participated in UVA/Senator Kaine healthcare roundtable
      - 2. Strong hiring events held in Culpeper & Orange libraries
      - 3. April 1st event planned for Zamma employees and OCHS.
- V. **Financial & Grant Updates, Ti-Erra Elam and Sarah Morton**
  - a. **Program Year Funds:**
    - i. PY24 spend-down completed.
    - ii. Drawing down PY25 with two-year period of performance (carry-forward after June into FY27).
    - iii. Youth allocation typically dispersed in April; Adult/DLW typically dispersed in October; timing may vary due to outside pressures on state government.
  - b. **Locality Funds:** These are all coming in a timely manner. Ti-Erra expressed appreciation for these contributions supporting operations during reimbursement cycles.
  - c. **Other Funding Streams/Grants** reviewed:
    - i. Sentara
    - ii. Charlottesville City Schools (MOU)
    - iii. Jobs Plus (multi-year)
    - iv. VAULT/IWT employer-led incumbent worker training (funding available through fall 2026; active prospects include Cedar Mountain and Chemung).
  - d. **Audit/Monitoring:**
    - i. Clean federal single audit with no findings.
    - ii. James Benson of Larry Saunders & Assoc. (tax preparer/auditor) presented results to Executive Committee, who accepted the audit and IRS Form 990.
    - iii. State fiscal monitoring is currently underway.
  - e. **ROI & Local Asks, Sarah Morton:**
    - i. Localities thanked for support; region is requesting \$0.40 per capita going forward (up from \$0.20) to offset federal program cuts
    - ii. Quarterly Locality Reports released by VCWP illustrate local ROI via WIOA investments (e.g., up to \$5,500/participant in training support).
  - f. **CTE Signing Days, Sarah Morton:**
    - i. Board sponsoring gift cards to support student needs (e.g., boots, supplies).
    - ii. CATEC Signing Day set for 6 PM on May 6th in the CATEC Auditorium. Sarah requests board presence at this event.
  - g. **Discussion:** The Board and Council expressed appreciation to Ti-Erra Elam and James Benson for their good work on VCWP audit and recordkeeping.
- VI. **Roll Call/Determination of Quorum, Stephanie McNamara**
  - a. **Council:** Quorum met.
  - b. **Board:** Lacks attendance to constitute a quorum.
  - c. Attendance reflected at top of document.
- VII. **Council Items Requiring Approval (Council Quorum Present), Ann Mallek**
  - a. All motions moved by **Juandiego Wade** and seconded by **Cameron Lenahan** unless otherwise noted; **approved unanimously by Council members present:**
    - i. **December 2025 Meeting Minutes – Approved.**
    - ii. **New Board Member Nominations (3) – Approved:**
      - 1. Ameer Shakeel (AgroSpheres)
      - 2. Leon Henry (Charlottesville DSS)
      - 3. David Newsome (Tapestry LLC)
    - iii. **CLEO Agreement (PY 2025–2027) – Approved** (reviewed annually; signed by Council members).
    - iv. **Board & CLEO Agreement (PY 2025) – Approved.**
    - v. **VCWP Fiscal Agent Agreement (defines Board-Council relationship) – Approved.**
  - b. Administrative note: These agreements are part of annual compliance with state/federal requirements and must be posted to the website
- VIII. **Board Items Requiring Approval** were not voted on, as quorum was not reached.
- IX. **Director’s Highlights, Sarah Morton**
  - a. **State Leadership Updates:**

- i. New state Secretary of Labor Jessica Looman has been appointed.
- ii. Her leadership team includes:
  1. Nicholas Toth, Deputy Commissioner for Policy
  2. Dana Westgreen, Senior Policy Advisor
  3. Nicole Overlay remains commissioner with Virginia Works.
- b. **Service Delivery Integration:**
  - i. VCWP is advancing a unified system with Virginia Works (shared calendars, joint events, culture shift away from silos).
  - ii. Sarah Morton is joining the state Professional Development & Learning team to strengthen field tech skills.
- c. **Education & Youth Initiatives:**
  - i. CTE Signing Days: Gift card support to all regional school divisions.
  - ii. CATEC on May 6th (Secretary Looman and Commissioner Overlay expected to attend).
- d. **Profile of the Employee posters** (Elem/Middle/High) developed for school engagement; post-secondary in progress. Reach out to Sarah if you would like the files.
- e. **Real Money. Real World.** at CATEC held on March 3rd in partnership with Virginia Cooperative Extension (VCE).
- f. **VCWP exploring UVA partnership** to scale to all 10th graders with Virtual Reality (VR) “career goggles” integration.
- g. **Middle School Sector Talks held in the last quarter** (e.g., S.L. Williams, Gaston & Wyatt, Carter Myers Automotive, AgroSpheres).
- h. **Trends & Policy discussed:**
  - i. NAWB Conference (Las Vegas) is coming up. Sarah will not be attending.
  - ii. Focus on AI adoption (as a tool, not a solution).
  - iii. Modernizing WIOA and K-12 alignment with workforce.
  - iv. Several states seeking federal waivers from high-stakes/SOL testing in favor of skills-based tests; Sarah is watching Virginia’s stance on this.
- i. **CTE Programs Compendium:** Regional CTE offers packet in members’ materials; Orange, Rappahannock, and Fauquier data outstanding. (Jason Ford to assist in “nudging” the collection efforts.)
- j. **UVA Pipelines & Pathways Re-entry rack card:** Clarifies which UVA jobs are open to returning citizens to avoid late-stage disqualifications.

## X. Committee Reports

- a. **Business & Education Outreach** – Gary Spry
  - i. Committee is refocusing on youth engagement and expanding school outreach beyond Charlottesville; recent support for CATEC’s Real Money, Real World and PVCC Senior Day.
  - ii. **Upcoming Events** – Reach out to Gary for more information:
    1. Second Chance & Re-Entry Job Fair: April 15th, 9-11 AM, at CitySpace (Charlottesville). Employers sought; contact Brookes for registration link.
    2. April is Second Chance Month
    3. Pilgrim Baptist Church celebration on evening of April 2nd
    4. Paramount Theater film screening for recovery housing (Georgia’s House) on April 2nd.
- b. **Programs Committee** – Raye Elliott
  - i. Committee refocus to support one-stop delivery and partner coordination; emphasis on rural outreach.
  - ii. **ETPL/WIOA compliance:**
    1. The state now leads ETPL oversight; local boards provide feedback/buy-in.
    2. VCWP team completed three-day EO training.
  - iii. **Barriers:** WIOA training not available during incarceration (post-release only).
  - iv. **Retreat After-Action & 2026 Priorities:**
    1. Youth targeting
    2. High-quality CTE
    3. Upskilling on AI/robotics/VR.
  - v. **WIOA Staffing:**
    1. PD10 case manager vacancy now filled. Tracy Sides is rejoining RGI for this role.
    2. PD9 is operating with one full-time case manager across adult, youth, and dislocated workers.
- c. **Governance & Leadership Committee** – Liz Burnett
  - i. Formerly Strategic Planning Committee; renamed – new description included in updated bylaws document.
  - ii. Scope emphasizes board composition, succession, equity, transparency, and mission alignment.
  - iii. Jane Colony Mills (Loaves & Fishes) joined the committee at the last meeting and shared how Loaves & Fishes Governance Committee operates and a board skills matrix tool her organization uses.
  - iv. This committee will meet quarterly (month prior to board meetings).
  - v. Seeking members and committee chair. Reach out to Liz if you are interested in serving on this committee.

## XI. Final Announcements – Sarah Morton would like the Board and Council to be aware of:

- a. Tom Tom Festival: April 22-26 in Charlottesville

- b. Brooks Family YMCA (Charlottesville) Healthy Kids Day Event: April 18th, 12-2 PM
- c. Building Together: Housing Solutions for Stronger Communities Housing Summit (Warrenton): March 27th at Airlie

**XII. Adjournment**

- a. **Council Adjourned: 4:22 PM by Ann Mallek**
- b. **Board Adjourned: 4:22 PM by Annette Hyde**