

Monthly Strategic Planning Committee Meeting (Via Zoom)

October 13, 2021

Attendees:

Ravi Respeto (Chair)
Dave Kilgore
Sarah Morton
Stephanie McNamara

Naomi Aitken
Don Shotwell
Steven Ray

Meeting called to order at 1:00 PM

I. Executive Committee Relaunching

- a. The PWDB Executive Committee is relaunching, and the Board Bylaws are being updated to include the CLEO Chair and Vice Chair in this Committee. The Bylaw updates will be voted upon during the next CLEO meeting in December.

II. PWDB Updates

a. Organization Structure

- VCW-Piedmont has begun to do research regarding restructuring. Of the six LWDA analyzed, 5 are 501(c)3's.
- There are pros and cons to any structure: however, because of VCW-P growth in the last 18 months, there may be missed funding opportunities.
- Ravi Respeto is supportive of moving to a 501(c)3 structure as it is crucial in moving forward productively.
- Steven Ray is also supportive; however, he knows it will be an extremely involved process. It will increase the needs from the PWDB; especially the Chair (monitoring wise). The big question - do we have the money to increase the administrative support? Steven Ray points out that he has specific and personal experience with the obstacles within a 501(c)3. It may make sense to move forward because the partnership has an inherent conflict since they are strictly focused on businesses.

b. SNAP Grant

- MOU has been agreed upon with United Way.
- VCW-Piedmont is approaching Workforce Development from a holistic standpoint. A large population that is served are SNAP benefit recipients.
- Farm, Family, Food, Finance (4F) will help SNAP benefit recipients build a healthier mental capacity and connect the dots across partnerships, building interagency collaboration and communication.

c. Career Pathways

- Dave Kilgore is calling it Career Pathways Guide (CPG) which is focused on creating and finding resources for the businesses.
 1. The Bold Rock Cidery CPG was shared however he will not be sharing it out as it contains confidential information.
 2. With each new company, the team will go in to meet, update, and customize the CPG.
 3. Bold Rock has agreed to be an Employer Ambassador and the goal is to have at least one Employer Ambassador for every target sector industry.
- Dave Kilgore and Sarah Morton will be presenting to the Principals within Albemarle and Charlottesville (CTE) to gain feedback and connect the dots between higher education, training facilities, and employers.
- Economic Development partners will be able to use this tool with their businesses and presenting to partners.
- The enthusiasm surrounding the (CPG) continues and Ravi Respeto she said this is action to address a priority outlined in the Strategic Plan. She would also like to continue to connect these directives with the Strategic Plan.
- Naomi Aitken pointed out that under the target sector of 'Light Manufacturing' (far left column is empty). She wanted to make sure that Wilson Workforce and Rehabilitation Center is included within this framework for training in Light Manufacturing. She would also like more focus to be on those with disabilities.

III. DEI Framework

- a.** Are there any other states that have adopted a DEI Framework similar to the focal point of our board? Sarah Morton looked into the answer to this question and has discovered Massachusetts is seemingly the only one.
- b.** Sarah Morton shared an updated diagram of the current DEI Framework.

IV. New Business

- a.** Ravi Respeto asked about the cadence of meeting regularity. She proposed every 6 weeks unless there seemed to be a lot of content and we can pivot back. Steve Ray agreed that this is a more productive use of everyone's time. Sarah would like the DEI Task Force to move to every other month.
- b.** The consensus was to stick with monthly because of the overlap with other meetings.

Next steps –

1. A conversation will take place for the CLEO regarding VCW-Piedmont Organizational Structure options.
2. Dave Kilgore will continue to work with businesses within the region developing more Career Pathways as well as establishing more Employer Ambassadors.

The meeting was adjourned at 2:00 p.m.