



Region 6 Regional Council Meeting

Monday, October 24, 2022

10:00am – 1:00pm

In-Person Location – Rappahannock Community College Warsaw Campus, 52 Campus Drive, Warsaw, VA, 22572

Virtual Meeting Location -

<https://zoom.us/j/98992579452?pwd=cnY2em1JRE1XYVFsMDJRTDQ4Mkszd09>

Meeting ID: 989 9257 9452 | **Passcode:** govirginia

To Join by Phone: +1 301 715 8592 | **Meeting ID:** 989 9257 9452 | **Passcode:** 0951530548

AGENDA

10:00 am	Call to Order	William Beale
10:05 am	Roll Call	Ian Ginger
10:10 am	Approval of Members Participating Remotely (ACTION ITEM)	William Beale
10:15 am	Introductions	William Beale
10:20 am	Public Involvement	William Beale
10:25 am	Consent Agenda (ACTION ITEM)	William Beale
	Approval of April 25, 2022 Minutes	
	Approval of July 25, 2022 Minutes	
	New Business	Ian Ginger
10:30 am	Re-elect Val Foulds (ACTION ITEM)	Kim McClellan
	Re-elect Morgan Quicke (ACTION ITEM)	Kim McClellan
10:35 am	Bay Consortium Workforce Development Board Talent pathways Initiative (TPI) Application (ACTION ITEM)	Jackie Davis
	TPI Industry Cluster Selection (ACTION ITEM)	Ian Ginger
10:50 am	Pathways to Success ECB Application (ACTION ITEM)	Eleanor Smalley
11:20 am	Workforce Now Implementation Application (ACTION ITEM)	Carley Walker
11:50 am	Innovation Pathways Implementation Application (ACTION ITEM)	Vernon Green, Jr.
12:00 pm	Executive Committee Report and Actions Taken	William Beale
12:15 pm	Information Items	Ian Ginger
	FY22 Region 6 Annual Report	
	2023 Roadmap and Meeting Calendar	
	Project Pipeline and Status Update	
	Financial Report	
12:30 pm	Lunch	

Next Meeting: Monday, January 23, 2023

Location: FXBG Chamber of Commerce



Approval of Members Participating Remotely (ACTION ITEM)



Members Participating Remotely

DATE: 10/24/2022

Pursuant to Code of Virginia, Title 2.2. Administration of Government, Chapter 37. Virginia Freedom of Information Act 2.2-3708.2. Meetings held through electronic communication means the following provisions apply to all public bodies:

1. Subject to the requirements of subsection C, all public bodies may conduct any meeting wherein the public business is discussed or transacted through electronic communication means if, on or before the day of a meeting, a member of the public body holding the meeting notifies the chair of the public body that:

a. Such member is unable to attend the meeting due to (i) a temporary or permanent disability or other medical condition that prevents the member's physical attendance or (ii) a family member's medical condition that requires the member to provide care for such family member, thereby preventing the member's physical attendance; or

b. Such member is unable to attend the meeting due to a personal matter and identifies with specificity the nature of the personal matter. Participation by a member pursuant to this subdivision b is limited each calendar year to two meetings or 25 percent of the meetings held per calendar year rounded up to the next whole number, whichever is greater.

B. The following provisions apply to regional public bodies:

1. Subject to the requirements in subsection C, regional public bodies may also conduct any meeting wherein the public business is discussed or transacted through electronic communication means if, on the day of a meeting, a member of a regional public body notifies the chair of the public body that such member's principal residence is more than 60 miles from the meeting location identified in the required notice for such meeting.

Notice has been given to the Region 6 Chair, Billy Beale, 3 working days prior to this meeting that the following members are to participate from a remote location that is not open to the public for the following reasons:

Name	Reason for Remote Participation	Location of Participation	Location Open to Public (Yes/No)
Kimberly Young	Due to temporary or permanent disability or other medical condition that prevents physical attendance.	Fredericksburg, VA	No
Sarah Calvert	Meeting location is more than 60 miles from principal residence	Caroline County	No
Renee Daniels	Meeting location is more than 60 miles from principal residence	Spotsylvania County	No
Joel Griffin	Meeting location is more than 60 miles from principal residence	Fredericksburg, VA	No



Mary Ball Washington Regional Council

GO Virginia Region 6

www.govirginia6.org

Rob Quartel	Meeting location if more than 60 miles from principal residence.	Matthews, VA	No
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Approval of April 25, 2022 Minutes (ACTION ITEM)



Region 6 Regional Council Meeting

Monday, April 25, 2022

10:00am – 1:00pm

In-Person Location - Virginia Institute of Marine Science Davis Hall Boardroom, 7539 Spencer Rd,
Gloucester Point, VA

Virtual Meeting Location -

<https://zoom.us/j/98992579452?pwd=cnY2em1JRE1XYVFsMDJRTDQ4Mkszd09>

Meeting ID: 989 9257 9452 | **Passcode:** govirginia

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MINUTES

MEMBERS PRESENT AND VOTING: Chair - William Beale, Vice Chair – Rob Quartel, Dr. Derek Aday, Felicia Ainsa, John Anzivino, Bruce Davis (virtual), Jackie Davis, Jan Erkert, Val Foulds (virtual), Steve Goodall, Lisa Hull, Shannon Kennedy, Kim McClellan (virtual), Morgan Quicke, Jeff Szyperski, Linda Worrell

MEMBERS PRESENT, NOT VOTING: Sarah Calveric (virtual), René Daniels (virtual), Joel Griffin (virtual), Kimberly Young (virtual)

MEMBERS ABSENT: Merthia Haynie

STAFF: GWRC –Kate Gibson, Ian Ginger, and Anne Marie Kluempfen

OTHERS IN ATTENDANCE: Neal Barber, Community Features (virtual); Sara Dunnigan and Cody Anderson, DHCD; Liz Povar, The RiverLink Group (virtual); Patti Lisk, Germanna Community College (virtual); Kerry Wiersma, Rappahannock Community College (virtual); Stacie Wind, Rappahannock Area Health Education Center; Percy Ashcraft, King William County (virtual); Dr. Troy Hartley and Sabine Rogers, Virginia Sea Grant

CALL TO ORDER

Mr. Beale called the meeting to order at 10:04 a.m. Mr. Beale asked Ms. Gibson to call the roll.

ROLL CALL

Ms. Gibson called roll and stated a quorum was present.

APPROVAL OF MEMBERS PARTICIPATING REMOTELY (ACTION ITEM)

Mr. Beale stated pursuant to Code 2.2.-3708.2 during meetings held through electronic communication means, the Regional Council must approve members participating remotely. Their names, locations, and reasons for participating remotely must be included in the minutes.

Mr. Beale called the names of the members of participating remotely:

Name	Reason for Remote Participation	Location of Participation	Location Open to Public (Yes/No)
Kim McClellan	Meeting location is more than 60 miles from principal residence	Fredericksburg, VA	No

Bruce Davis	Meeting location is more than 60 miles from principal residence	Fredericksburg, VA	No
Val Foulds	Unable to attend due to personal matter - limit 2 meetings per year	Lancaster, VA	No

Mr. Beale asked for a motion to approve the Council members participating remotely. Mr. Quartel motioned for approval and Mr. Goodall seconded the motion. The motion passed unanimously.

INTRODUCTIONS

Mr. Beale introduced the new GO Virginia Program Director, Ian Ginger. Each Councilmember introduced themselves. Mr. Ginger presented on priority items for the first 90 days of his time in the position.

PUBLIC COMMENT

No comment was received.

PRESENTATIONS

Ms. Dunnigan presented on GO Virginia and an update on state funding for the program. Dr. Hartley presented on the Statewide Competitive project, Launching a Coastal Resilience and Adaptation Economy.

NEW BUSINESS

Application Discussion & Determinations

Ms. Gibson introduced the application from Rappahannock Community College (RCC) and Germanna Community College (GCC) for a Patient Care Technician program in partnership with Rappahannock Area Health Education Center. After discussion by the Council, Mr. Beale asked for a motion to approve the RCC and GCC Patient Care Technician project for submission to DHCD. Mr. Quartel motioned for approval and Mr. Goodall seconded the motion. The motion passed unanimously, with Ms. Kennedy, Mr. Davis, and Mr. Griffin abstaining.

Re-elect Kimberly Young

Ms. Kennedy motioned to approve the re-election of Kimberly Young to the Council, and Ms. Hull seconded the motion. The motion passed unanimously, with Ms. Young abstaining.

CONSENT AGENDA

Mr. Beale introduced the consent agenda item, January 24th Meeting Minutes. Ms. Ainsa noted that she was in attendance but needed to be listed in the minutes. Mr. Szyperski motioned for approval and Ms. Hull seconded the motion. The motion passed unanimously.

OLD BUSINESS

State Board Stakeholder Input Sessions

Ms. Dunnigan provided an update on the state board meeting.

INFORMATION ITEMS IN PACKET

Project Status Update

Mr. Beale noted that the recent project status update was included in the packet.

Financial Report

Mr. Beale noted that the recent financial report was included in the packet.

ADJOURNMENT

Being no further business, the meeting adjourned at 11:54am.

DRAFT



Approval of July 25, 2022 Minutes (ACTION ITEM)



Region 6 Regional Council Meeting

Monday, July 25, 2022

10:00am – 1:00pm

In-Person Location - Mary Washington University Dahlgren Campus Room 160, 4224 University Dr, King George, Virginia 22485

Virtual Meeting Location -

<https://zoom.us/j/98992579452?pwd=cnY2em1JRE1XYVFsMDJRTDQ4Mkszd09>

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MINUTES

MEMBERS PRESENT AND VOTING: **Chair** - William Beale, **Vice Chair** – Rob Quartel, Bruce Davis, Jackie Davis, Val Foulds (Virtual), Steve Goodall, Lisa Hull, Kim McClellan, Kimberly Young

MEMBERS PRESENT, NOT VOTING: Rene Daniels, Joel Griffin, Linda Worrell

MEMBERS ABSENT: Dr. Derek Aday, Felicia Ainsa, John Anzivino, Sarah Calveric, Jan Erkert, Merthia Haynie, Shannon Kennedy, Morgan Quicke, Jeff Szyperski

STAFF: **GWRC** –Kate Gibson, Ian Ginger, and Anne Marie Kluempfen, Sarah Oldaker

OTHERS IN ATTENDANCE: Percy Ashcroft (Virtual), Neal Barber (Virtual), Billy Gammel and Annie Weidhaas, DHCD; Todd Gillingham, The Fredericksburg Regional Alliance (Virtual); Jennifer Clift and Logan Umbach, NSWCD; Chuck Johnston (Virtual); Dylan Middleton (Virtual), Nick Minor, King George County; Liz Povar, The RiverLink Group (virtual)

CALL TO ORDER

Mr. Beale called the meeting to order at 10:02 a.m. Mr. Beale asked Mr. Ginger to call the roll.

ROLL CALL

Mr. Gibson called roll and stated a quorum was not present. Mr. Beale reminded those that are unable to attend in person and are attending virtually to let the Chair know as soon as possible for Quorum.

INTRODUCTIONS

Mr. Beale directed Mr. Ginger to do introductions. Everyone in attendance in person introduced themselves. Mr. Ginger announced that Anne Marie Kluempfen will be leaving as Program Coordinator at the end of the month and Sarah Oldaker will be the new Program Coordinator at GWRC.

PUBLIC COMMENT

No comment was received.

PRESENTATIONS

Ms. Clift presented on Technology Partnering at NSWCD. Ms. Hull presented on the Northern Neck Workforce Feasibility and Site Selection Study Project, The Westmoreland Workforce Training Center Extension Project, and the Commercial Kitchen at Longwood Hull Springs. Mr. Gillingham gave an update on the Fredericksburg Regional Industrial Facility Authority (RIFA).

EXECUTIVE COMMITTEE REPORT AND ACTIONS TAKEN

Mr. Beale noted that the Executive Committee report was included in the packet and they had approved the budget at the last meeting.

INFORMATION ITEMS IN PACKET

GO Virginia Region 6 Budget Update

Mr. Beale noted that the recent project status update was included in the packet and directed Mr. Ginger to discuss the use of \$100,000 in the GO Virginia Region 6 budget, and ideas on how to use that money as part of the GO Virginia Region 6 Budget Update. The Council discussed the potential of a regional meeting/conference in the first quarter of 2023 to bring together businesses, localities, and organizations to come up with project ideas for Region 6.

Mr. Ginger then discussed the ULI/Region Development Summit. The ULI summit would be announced in the next Newsletter to have people submit ideas for discussion that would then be voted on in Executive Committee.

Project Status Update

Mr. Ginger noted that the Project Status Update was included in the Packet, and went over the project updates. Council discussed potential collaboration between Careers in Aquaculture and the oyster test bed at Hull Springs.

Mr. Ginger gave an update on potential projects in the pipeline.

DHCD Budget Update

Mr. Beale then introduced Ms. Weidhaas and Mr. Gammel to discuss the DHCD Budget. Council discussed the recapture of GO Virginia funds and change in budget.

ADJOURNMENT

Being no further business, the meeting adjourned at 11:51am.



Re-elect Regional Council Members (ACTION ITEM)

Opportunity Act and the guidelines set forth by the GO VA Board. Council membership is subject to GO VA Board review and approval.

Council members shall have knowledge of workforce and economic development.

MEMBERSHIP STATUS

To remain a member of the Council, the member must maintain their membership status as a member “in good standing.”

A member may lose their “in good standing” status if the member has not attended 75% of full Council or committee meetings.

A member will reestablish their “in good standing” membership status by attending two consecutive full Council or committee meetings.

A Council member may be removed by the Council with a majority vote. The reasons for removal must be documented by the Council.

RECUSAL PROCESS

Any member of the Council may recuse themselves from voting or otherwise participating in some action of the Council due to some conflict of interest that may preclude the member from taking an objective, unbiased action. Council members may also recuse themselves from the Council by notifying the Chair in writing that they no longer want to remain on the Council.

ELECTION PROCESS

Council members shall be nominated by the Nominating Committee and elected by a majority of the votes cast by the full membership at a meeting at which a quorum is present. Once approved by the Council, new members may begin participating in Council activities. The Nominating Committee will present a slate of Executive Committee members to be elected by a majority of the votes cast by the full Council at a meeting at which a quorum is present. Nominating Committee members will be elected through nomination at a full Council meeting by a majority of the votes cast by the full Council at a meeting at which a quorum is present.

MEMBERSHIP TERMS

Council members shall serve staggered four-year terms as determined by the Council. Council members shall not serve more than (2) consecutive four-year terms. The time served by Chair/Vice-Chair will not count against the limit of two (2) consecutive terms. A Chair/Vice-Chair who has reached his or her term limit may serve another consecutive term.

DUTIES AND RESPONSIBILITIES

The Council Chair shall preside at all meetings of the full membership and Executive Committee meetings.

The Vice-Chair shall perform all duties of the Chair in absence of the Chair. They may perform such other duties as assigned by the Chair.

The Council shall be responsible for the following:



Application Discussion & Determinations (ACTION ITEM)
Bay Consortium Workforce Development Board Talent Pathways
Initiative and Industry Cluster Selection



Virginia Growth and Opportunity Fund (GO Virginia)

Talent Pathways Initiative (TPI) Planning Guidance

Section I: GO Virginia Program Intent and TPI

GO Virginia's goal is to facilitate regional collaboration to grow and diversify the economy through supporting projects leading to the creation of more higher paying jobs through revenue derived from out-of-state sources. Programs and projects recommended by the regional councils and approved by the board shall be consistent with the strategies and targeted industry clusters outlined in each regional growth and diversification plan.

Since 2017, GO Virginia has supported many workforce development and training programs, and while several afford opportunities for duplication or scale up across regional boundaries, these projects have often been focused on specific job creation opportunities instead of leading to broader talent pathways efforts over the long term to grow and enhance the available workforce for sustainable economic growth in a region.

[House Bill 29](#), approved by the 2022 General Assembly, provided \$2.5 million to the GO Virginia State Board for planning grants to support analysis of the workforce needs of regional businesses and the identification of the skills and training that can help prepare Virginians to fill available jobs in regional markets. It is anticipated that regional councils will focus this analysis on prioritized industry clusters identified in their approved 2021 Growth and Diversification plan.

The Board envisions a planning phase and will allot each region up to \$250,000.

Using this analysis, it is anticipated that the Board, with subsequent funding, will be able to support implementation projects for talent pathways initiatives. Such efforts will seek to align training curricula with the needs of business through collaboration incentives as well as facilitate increased work-based learning experiences (internships, apprenticeships, on-the-job upskilling, and re-skilling programs) and to develop entrepreneurial talent.

Section II: Talent Pathways Initiative – Planning Phase

Establishes and funds planning for a new “talent pathways” planning initiative **to foster collaboration by business and education to meet workforce needs by developing, retaining, and attracting talent to the Commonwealth** to meet the needs of Virginia businesses.

Each region will have access to up to \$250,000 to conduct a situational analysis and to support the development of a regional talent pathway strategy to support the workforce needs of priority targeted industry clusters as identified in their approved 2021 Growth and Diversification plan.



The selection of priority cluster for this initiative should be informed by an analysis of which industry clusters support the highest growth opportunities within a region.

Such grant requests shall demonstrate existing and future collaboration among stakeholders that may include primary and secondary education, higher education, businesses, local workforce boards, non-profits, and local governments as part of this analysis and for future implementation strategies.

The Board invites interested regional councils to identify an industry cluster talent coordinating entity which may apply for up to \$250,000.

With oversight by the regional councils, the coordinating entity in each region that is interested in applying will be tasked with developing a comprehensive talent pathway analysis and prioritize strategic investments with input from regional stakeholders.

To facilitate the analysis of talent pathways that support sustained economic growth and talent development and retention in the Commonwealth, planning activities must include:

- 1) Development of industry coalitions directed by industry leaders and engaging workforce system partners to guide and advise on the following:
- 2) Completion of a quantitative and qualitative situational analysis of the workforce needs for one or more high-impact industry clusters prioritized by each region,
- 3) Completion of a gap analysis related to the jobs needed to help such clusters grow,
- 4) Identification of the skills and training needed for people to fill such jobs, including those provided through high school career and technical education, credentials, certifications, apprenticeships, internships, and other degree and non-degree programs, including a gap analysis of where such programs fall short in meeting identified needs,
- 5) Development of an asset map that evaluates the region's capacity (institutions, programs) to support the identified unmet workforce needs,
- 6) Identify strategies and supporting highest-impact pathway projects for future implementation.

The Growth and Opportunity Board will waive the local match requirement and the \$1:1 matching requirement for Talent Pathways Initiative analysis and planning proposals that undertake the effort given the exceptional economic opportunity of the initiative, but will still require the minimum Code of Virginia match of half the grant (e.g. A \$250,000 request will require \$125,000 match of non-state matching sources). Any future talent pathways implementation projects will be subject to the normal matching requirements absent subsequent action by the Board or the General Assembly.

Section III: Application Process

The application process will open upon adoption of this policy with the first grants available in December 2022, however, it is understood that not every region will be interested in or ready to apply for this funding at this time. This planning grant program shall last no longer than a year from its start date, and represent a one-time regional allocation of funds for this purpose.

The Board will accept applications for Talent Pathways Planning Initiative through Dec 2024. Any unobligated funds will be pooled for future related workforce development efforts identified by the State Board.



Each regional council that seeks to implement this subprogram will apply to DHCD through the Centralized Application Management System (CAMS) which is utilized for all GO Virginia funding applications. Applications shall be submitted in CAMS by the regular established application deadlines. DHCD shall develop the application and make it available on the DHCD website.

Applications submitted to DHCD for consideration will be reviewed by DHCD's GO Virginia staff in collaboration with VEDP's Office of Education Economics staff and reported to the Board for consideration at the next board meeting.

1. Which priority industry cluster(s) will be supported by this initiative and how were they selected? How do these industry clusters align with those outlined in the most recent regional growth and diversification plan?

The following industry clusters below will be supported by this initiative, they were selected utilizing the both the Commonwealth of Virginia approved Bay Consortium Region Local Plan's Targeted Industry Sectors, the GOVA Region 6 Growth and Diversification Plan and the United States Department of Labor O-Net: Occupational Bright Outlooks Statistical Data.

I. Professional, Scientific and Technical Services

The Professional, Scientific, and Technical Services industry sector in Region 6 focuses around jobs such as Software Developers and Software Quality Assurance Analysts and Testers, Computer Systems Analysts, Management Analysts, and Engineers.

The Professional, Scientific, and Technical Services industry cluster is primarily focused in the Fredericksburg sub-region, however, does have distribution across all the region. When accounting for population changes across the region, the industry cluster is distributed across all of the region. This sector is comprised of establishments that specialize in performing professional, scientific, and technical activities for others. These activities require a high degree of expertise and training. The establishments in this sector specialize according to expertise and provide these services to clients in a variety of industries.

The Professional, Scientific, and Technical Services industry cluster establishments increased from 1,215 in 2010 to 1,316 in 2020. Employment across this sector has increased 3.6% in the past five years and is projected to grow 1.5% in the next two years. This industry cluster has a 0.98 Location Quotient for the region. The average annual wages across the region for the Professional, Scientific, and Technical Services industry cluster is \$91,108, well above the region's median targeted income for job creation.

Sector Opportunities in Region 6

- Better matching of needs of industry with programs offered at universities and community colleges
- Development of entrepreneurial support system

II. Manufacturing

The Manufacturing sector represents a wide variety of industries. The core subsectors for Region 6 are Manufacturing of Computer and Electronic Equipment, Manufacturing of Fabricated Metal and Machinery Products, Manufacturing of Food and Beverage Products including Seafood, Manufacturing of Miscellaneous Products, Manufacturing of Plastics, Rubber, and Nonmetallic Mineral Products, and Manufacturing of Wood Products and Paper. Many of Region 6's manufactured products fall into other industry clusters and therefore manufacturing is examined broadly in this industry profile.

The Manufacturing sector is a major sector across much of Region 6. Across Region 6 there is a demand for workforce in the manufacturing cluster. The regional educational institutions

including Germanna Community College, Rappahannock Community College, and the University of Mary Washington offer numerous training programs that directly benefit the manufacturing industry across the region. However, there is still a gap and opportunity for the region to connect training offerings at these institutions to the needs of employers across the region.

The Manufacturing sector increased by 0.5% in the past five years and is projected to decrease by -0.9% in the next two years. The average annual wage for this industry across Region 6 is \$52,497, above the average annual wage for the region of \$49,230. The distribution of this industry across Region 6 is concentrated in the George Washington sub-region, 762 jobs, and evenly distributed in the Northern Neck, 382 jobs and Middle Peninsula, 309 jobs. When taking into account the population distribution in each of these regions, manufacturing is fairly evenly spread across Region 6. Targeting programs that create internship and apprenticeship opportunities with employers; developing training programs at regional education institutions; working to expand markets beyond the region; and developing new business ready sites will help this industry cluster grow.

Sector Opportunities in Region 6

- Align educational institutions training programs to industry needs
- Develop business ready sites for manufacturing
- Work with K-12 on developing a pipeline of workforce ready students
- Establish internships, apprenticeships, and on-the-job training programs with businesses in the region
- Encourage entrepreneurship in product creation

III. Aquaculture/Seafood/Commercial Fishing/Marine Industries

The Aquaculture/Seafood/Commercial Fishing/Marine Industries sector is not significant for all of Region 6, however is significant for the Middle Peninsula sub-region and the Northern Neck sub-region. These sub-regions are historical coastal communities. These industries are comprised of small independent watermen as well as the state's largest fishing operation, Omega Protein. This cluster has seen decline in the fish and shellfish supply, including the oyster population. Commercial limits on harvesting and shifts in climate have seen changes in the supply. Aquaculture practices have allowed for the expansion of the oyster industry in the region and new techniques for growing and harvesting other types of seafood present opportunities for the region.

A major threat to this industry cluster is rising sea levels. As sea levels rise, access to land once used for working waterfronts is at risk. The changes in the salinity of the water change the ability for watermen to grow oysters in the region's rivers and creeks. Access to water channels to gather catch nets and cages is at risk as sediment in the water rises. Sea level rise poses threats to quantity and quality of seafood, access to products, and overall use of land throughout the region.

Aquaculture/Seafood/Commercial Fishing/Marine Industries establishments decreased by 3.7% in the past five years and are projected to decrease 2% in the next two years. However, this industry cluster has a 9.9 Location Quotient for the region. The average annual wages for the Aquaculture/Seafood/Commercial Fishing/Marine Industries in Region 6 is \$39,393. The

Northern Neck and Middle Peninsula sub-regions drive the majority of this industry in the region with 604 jobs and 199 jobs as of 2021Q1 in each sub-region respectively.

While Region 6's growth for these industries is declining, historical preservation remains a key component in this industry. Targeting programs that create internship and apprenticeship opportunities with employers; developing business incubators, accelerators, and entrepreneurship startup programs; working to expand markets beyond the region; and developing aquaculture technologies will help this industry cluster grow.

Sector Opportunities in Region 6

- Export of Seafood to Foreign and Domestic Markets (Cluster Scale Up)
 - Business expansion and development (Cluster Scale Up)
 - Internship and apprenticeship opportunities (Workforce Development)
 - Development of business incubators, accelerators, and entrepreneurship programs (Start Up Ecosystem)
 - Aquaculture production of oysters and other seafood (Start Up Ecosystem)
2. The industry coalitions are a central part of the success of the TPI (Element 1). How will the regional council work to engage business leaders in these key sectors?

The regional council will work with the Bay Consortium Workforce Development Board (BCWDB), who serves as regional conveners of workforce system resources across GOVA Region 6. The role of local workforce boards is important and one Virginia is interested in strengthening across the Commonwealth. The BCWDB will host employer collaborative roundtables across the sub-regions, this will consist of groups of businesses that have agreed to come together to solve a common or shared workforce challenge. This outlines how employers can establish a collaborative and successfully prioritize relationships with the education institutions and workforce development organizations that best prepare students for their in-demand jobs. In collaboratives, employers act as the end-customer of an education or workforce partnership. In this model, demand is defined across the collaborative and employers engage directly with education counterparts to create a single, clear, dynamic understanding of in-demand skillsets. Education and training providers benefit from this employer leadership that will result in better, more streamlined pathways to employment for learners.

Through these Collaboratives, Employers Will:

- Establish industry and education partnerships
 - Open new communication channels and share workforce data.
 - Gain a strong network with shared purpose and shared accountability.
 - See a return on investments.
3. What process did the regional council utilize to identify and select their industry cluster talent coordinating entity (the coordinating entity will serve as project manager and may engage third parties to complete all or parts of the projects)? The Regional Council must utilize a selection process that ensures competing organizations are encouraged to strengthen regional collaboration through this application process.

The Region 6 Council selected the BCWDB to serve as the industry cluster talent coordinating entity. This selection occurred because the BCWDB acts as a catalyst to provide seamless services among various workforce programs and provides community leadership around workforce issues in GOVA Region 6. In this capacity, the BCWDB assumes five strategic roles as the regional workforce convener:

1. Convener to bring together business, education, economic development, organized labor, and community to focus on regional workforce issues
 2. Workforce analyst to research, disseminate, understand, and act as the repository for current labor market and economic information and trends
 3. Broker to bring together systems to solve problems or broker new relationships with businesses and workers
 4. Community voice to advocate for the importance of workforce policy, providing perspective about the need for skilled workers
 5. Capacity builder to enhance the region's ability to meet workforce needs of local employers, develop workers, and build a stronger community
4. Briefly describe how the industry cluster talent coordinating entity will address, in its plan, each of the following six required elements in the program guidelines.
- I. Development of industry coalitions directed by industry leaders and engaging workforce system partners to guide and advise on the following:
 - a. The BCWDB staff will schedule and market industry specific coalitions within GOVA Region 6. They will use staff that are dedicated to providing business services to the region to provide outreach in the region to inform the business community of the project. The BCWDB has relationships with workforce system partners through the regularly scheduled Business Services Teams meeting throughout the region which provide guidance on business needs.
 - II. Completion of a quantitative and qualitative situational analysis of the workforce needs for one or more high-impact industry clusters prioritized by each region,
 - a. The BCWDB staff will conduct a series of industry specific roundtables, one-on-one discussions, and surveys within GOVA Region 6. The data collected from these roundtables will enable the BCWDB to determine the needs of industry. The roundtables and surveys will also include educational opportunities. The BCWDB in coordination with a consultant will design roundtables and surveys so that they capture the data needed to complete the situational analysis of needs.
 - III. Completion of a gap analysis related to the jobs needed to help such clusters grow,
 - a. The BCWDB will work with a consultant to assist in the completion of a gap analysis for the information captured during the roundtables.
 - IV. Identification of the skills and training needed for people to fill such jobs, including those provided through high school career and technical education, credentials,

certifications, apprenticeships, internships, and other degree and non-degree programs, including a gap analysis of where such programs fall short in meeting identified needs,

- a. The BCWDB in coordination with the consultant will analyze data collected from the roundtables, one-on-one discussions, and surveys to identify the skills and trainings needed for the area for job seekers to fill open positions.
 - V. Development of an asset map that evaluates the region's capacity (institutions, programs) to support the identified unmet workforce needs,
 - a. The BCWDB in coordination with the consultant will develop an asset map that can be shared and easily understood by business in the area that will evaluate the capacity to support any gaps in workforce needs.
 - VI. Identify strategies and supporting highest-impact pathway projects for future implementation.
 - a. The BCWDB in coordination and consultation with GOVA Region 6 Staff and Board will identify opportunities to move forward with future implementation grants to include talent attraction and retention, development of a business toolkit that highlights workforce resources available throughout the region, summer youth programs focused on priority industry clusters, and expansion of career pathways development thus enabling both workforce development growth and potential economic development expansion.
5. How did your region's most recent growth and diversification plan inform this TPI approach?
6. What experience does the industry cluster talent coordinating entity have in talent pathways development and/or workforce system planning efforts?
- A member of the BCWDB staff has recently complete the U.S. Chamber of Commerce-led Talent Pipeline Management Academy.
- By executing a successful Talent Pipeline Management model, the following results can be accomplished:
- Generates granular, actionable data on employer demand
 - Provides a structured process for collective action and decision making
 - Engages the full spectrum of talent sourcing providers
 - Creates shared value, competitiveness, and accountability
 - Focused on employer ROI
- The following eight broad themes highlight the activity and value that the workforce development board brings to the GOVA Region 6 as a whole. These themes help identify the "proof points" that provide data to support the important contributions of the workforce development board to the economic and workforce development system as a whole. The eight themes are grouped into two areas for proof-points: activity-based and value-based.

Activity-based Proof Points

- **GUIDE:** Workforce Development Boards are the regional leaders of the nation's system that balances workforce supply and demand.
- **ANALYZE:** Workforce Development Boards understand local markets and provide region-specific context for job seekers and employers.
- **CONVENE:** Workforce Development Boards bring job seekers, employers, and learning providers together to match available talent with current and emerging positions.
- **COMMUNICATE:** Workforce Development Boards give voice to the employment market and speak for the unique needs of job seekers and employers.

Value-based Proof Points

- **EQUITY:** Workforce development creates equal opportunity for all willing workers.
- **ACCESS:** Workforce development fosters economic mobility by increasing access to the job market for skilled workers.
- **EFFICIENCY:** Workforce development addresses labor market challenges for job seekers and employers by preparing and connecting them.
- **EFFECTIVENESS:** Workforce development has a high return on development: funding for these programs returns to communities nationwide in salaries, taxes, and new investment.

The BCWDB Staff have an excellent understanding of both the youth and adult workforce training programs, career pathway development and placement, as well as, occupational training for both job seekers and incumbent workers. Staff have a vast understanding of multiple labor market platforms that help to indicate immediate and emerging needs in the Local Workforce Development Area. Staff have well established working relationships with local, state and federal agencies and organizations that are responsible for the delivery of workforce services

7. Identify any anticipated challenges to the development of the TPI and how will the industry cluster talent coordinating entity address these challenges.

The anticipated challenges to the development of the TPI model will be employer engagement. The BCWDB has dedicated staff provide meaningful outreach in the area to help businesses within the targeted sectors to understand the value add to participating in the upcoming coalitions. The first step in establishing a collaborative is reaching out to employers to encourage them to attend the first meeting to explore the concept. During this first step it is very important to engage key stakeholders and brief them about your current and future efforts. In reaching out to employers, we will develop a short three-to-five-minute presentation or "elevator pitch" that presents the value proposition to employers and addresses some of their major concerns. Despite the many benefits of employer collaboratives, most employers have never worked together in this way and may have a number of questions or concerns which will be addressed by the industry cluster talent coordinating entity.

In establishing the initial employer engagement, it is important to develop a value proposition for employers that not only addresses these concerns but also does the following:

- Generates passion and commitment for addressing their major needs or pain points (e.g., unfilled job openings; onboarding, training, and upgrading costs; career advancement, turnover, and retention; and increasing diversity and opportunity) in ways that will advance their leadership standing and brand among other businesses and their communities
 - Conveys how an employer collaborative will help them address these pain points better than working alone, even if they have different needs than other employers
8. Outline the method that the regional council will use to oversee the talent pathways planning initiative.

The Regional Council will leverage its current Workforce Development committee to assess the project throughout the planning phase and identify potential future implementation efforts. We envision meeting quarterly to discuss what's been identified through the project and how we can implement findings into our workforce development strategies in Region 6's Growth and Diversification Plan.

9. How will the regional council actively support this initiative and use the insight and recommendations to develop potential talent pathways projects for future funding?

Similar to the answer for question 8, the Regional Council will lean on its workforce development committee as well as other members of the council to analyze how we can integrate the efforts of the TPI into our Growth and Diversification Plan. In addition, a major aspect of the project will involve holding roundtables across Region 6's 15 localities. We envision members of the Council playing an integral role in helping to recruit employers to these roundtables and to participate in the project generally.

Project Deliverables:

1. Asset map of all CTE Programs, workforce training, degrees, certifications, etc.
2. Situational Analysis to determine gaps of skills between job seekers and employers
3. Situational Analysis to determine gaps between education and employer needs

Project Timeline:

January 2022 – March 2022

1. Creating surveys, roundtable discussion points, and one-on-one meeting discussion points for employers and educational providers.
2. Collecting data from educational providers through surveys, roundtables and one-on-one meetings
3. Scheduling and logistics planning of industry specific roundtables, surveys and one-on-one meetings from April 2022 – June 2022.
4. Marketing and outreach of industry specific roundtables, surveys and one-on-one meetings.
5. Selection of Consultant to provide situational analysis.

April 2022 – June 2022

1. Continuing to collect data from educational providers.
2. Begin conducting industry specific roundtables, surveys, and one-on-one meetings with business.
3. Begin compiling data from educational providers into one central location.

July 2022 – September 2022

1. Compiling all data that has been collected.
2. Working with consultant to analyze the data collected to prepare for work on the final situational analysis.

October 2022 – December 2022

1. Prepare and finalize situational analysis.
2. Finalize Asset map.

GO Virginia Region 6 Budget Overview - Project Revenues									
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Instructions: Below, please indicate total project revenues, including both GO Virginia funds and match contributions. For match contributions, indicate type, source, and status of match.

Normally, match from non-state appropriated sources (cash or in-kind) must equal or exceed the GO Virginia fund request. Of the total match amount, 20% or \$50,000 (whichever is greater) must be from local sources (cash or in-kind). *Note: The total match requirement has been reduced to 50% of the grant request, and the local match requirement has been waived until further notice.

State appropriated resources cannot be used as match but can be included as “additional leverage.”

[illegible]

GO Virginia Region 6 Budget Overview - Project Expenditures

Instructions: Below, please indicate total project expenditures by project activities in each line item.

[illegible]

Cost/Activity Category	Match \$	Type of Match - Dropdown	Description of Activity	Source of Match - Agency	Match Cash or In-Kind
Salaries	\$125,000.00	Federal	Salaries for staff for oversight, development and implementaiton of grant activities.	BCWDB	In-kind
	\$ 125,000.00	Total Match Funds			
	\$ -	Total Local Match			

Uses of Additional Leverage	Amount (\$)	Type of Match (Dropdown)	Source of Match	Documentation Submitted (Dropdown)
	\$	-	Total Matching Funds	
Directions: Please list all sources and uses associated with additional leverage beyond the required match. Additional leverage does not need to be included in the CAMS application budget. NOTE: State funds may only be used as additional leverage and will may not contribute to the required \$1:1 match.				

Type of Funds	Totals	
GO Virginia	\$	250,000.00
Matching Funds	\$	125,000.00
Total CAMS Budget	\$	375,000.00
Additional Leverage	\$	-
Total Project Budget	\$	375,000.00

*These answers will autofill from previous tabs

Type of Match	Totals	
Matching Funds	\$	125,000.00
	At least \$1:1	NO
Local Match	\$	-
	At least \$50,000	NO
	At least 20% of GOVA Request	NO
	Local Match Waiver Request?	NO

Select answer from dropdown menu.

Budget Narrative: Please describe what each of the funds will be used for.

This project's budget is \$375,000. The BCWDB is requesting \$250,000 from GO Virginia to support a comprehensive needs assessment for the talent pipeline initiative. The BCWDB is providing \$125,000 in federal in-kind match to support the staff to support the initiative.



Application Discussion & Determinations (ACTION ITEM)

Pathways to Success ECB Application

STAFF REVIEW

Application Name: Pathways to Success

Application Submitted: 9/23/22

Date of Staff Review: 10/19/22

Applicant: JASON Learning

Contact Person: Eleanor Smalley

Grant Type: ECB

Growth and Diversification Plan Strategy Area (s): Workforce Development

Localities Served:

Localities Participating in Project:

Other Partners and Responsibilities:

GO Virginia Request: \$100,000

Match: \$50,000

Source of Match: Stafford County Public Schools and JASON Learning

Additional Leverage:

Total Project Cost: \$150,000

Threshold Review	Yes or No. Why?	Discussion/Questions
Does the applicant demonstrate capacity to manage the grant?	Yes	
Does the project align with GO Virginia strategies?	Yes. It aligns with the region's strategies around workforce development	
Does the project carry out the goals/objectives of the Region 6 Economic Growth & Diversification Plan?	Yes. The project seeks to accomplish the goal of exposing students to in demand careers – that align with Region 6's industry clusters – and bringing the needs of the business community closer to the K-12 system	
Does the project contribute, either directly or indirectly, to the creation of higher-paying jobs for the region? What is the targeted industry and pay rate?	Not applicable in this case because the application is an ECB.	
Does the project have non-state source(s) of revenue at least equal to the requested GO Virginia grant?	Yes. JASON Learning and Stafford County Public	

Application Scoring Sheet – April 2021

If no, is there a fiscal distress or unique economic opportunity justification for the reduced match? (In no instance will the match be less than half of the requested GO Virginia grant request.)	Schools are contributing funds to the project.	
Does the project have at least two participating localities, political subdivisions, or public bodies corporate and politic?	Yes.	
Are the participating localities contributing at least 20%, or \$50,000, whichever is greater, of the required match? (Not required for Enhanced Capacity Building Projects seeking administrative approval.) If no, does the project demonstrate the ability to benefit the majority of the region or region(s) and that the benefitting localities were approached but unable to financially contribute to the project? This requirement is currently waived by the GO Virginia State Board.	N/A. This is waived through FY23.	
Does the project outline both behavioral and anticipated tangible results that will come from the collaboration?	Yes.	
Does the project demonstrate involvement in the project by businesses, colleges and universities, and other public and private entities within the region in the conceptualization of and the implementation of the project?	Yes. The project has support from several public school systems as well as private industry.	
Does the project outline a positive ROI within 3 years?	N/A	
Will this project be completed within two years?	Yes	
Is the project sustainable after GO Virginia funds? This does not relate to ECB's.	Yes	

Summary of Application

Project Description: The purpose of this project, co-designed by nationally-renowned K-12 STEM curriculum and training provider, JASON Learning(JASON), and Stafford County Public Schools (SCPS) is to ensure middle schoolers in Region 6 are receiving career preparation and exploration and gaining workplace skills that employers desire in their future employees. In Virginia, all middle schoolers are required to complete a career investigations course selected from the career and technical education (CTE) state-approved list or complete a school division-provided alternative means of delivering the career investigations course content, provided that the alternative is equivalent in content and academic rigor (8VAC20-131-140, section C part 2).

Project Goal(s): Establish work based learning in the public school system

Outcomes: Pilot of JASON Learning's modules in public schools systems with the goal of their full implementation

Application Scoring Sheet – April 2021

Council Review Summary

Staff Considerations

GEORGE WASHINGTON

REGIONAL COMMISSION

George Washington Regional Commission (2022)

51-ECB GOVA Enhanced Capacity Building (ECB)

Pathways to Success



qXlkqjwM

Applicant details

Agency	JASON Learning
Agency Type	Non-Profit
EIN/TIN	52-1645651

Application details

Project Applicant Legal Name	JASON Learning
EIN/TIN	52-1645651
Mailing Address	
	44983 Knoll Square
	Suite 150
	Ashburn, VA, 20147
Website	https://jason.org/
Contact Name	Eleanor Smalley

Contact Title

President and CEO

Contact Phone +17035814472

Contact Email esmalley@jason.org

Partnering GO Virginia Regions? ✓ No

What Growth & Diversification Plan
Priority Industry Cluster(s) is your
project in? ✓ Aquaculture/Seafood/Commercial Fishing/Marine Industries
✓ Forestry/Wood Products/Paper
✓ Manufacturing
✓ Distribution/Logistics
✓ Information/Data Centers
✓ Professional, Scientific, and Technical Services

What category is your project in? ✓ Workforce Development

Participating Localities (Minimum 2
Required) ✓ Caroline County
✓ Essex County
✓ City of Fredericksburg
✓ King and Queen County
✓ Mathews County
✓ Stafford County
✓ Westmoreland County

Please define the level of participation by each of the localities.

	Locality	Describe Resource Contribution	Cash	Non-Cash
1	Stafford County Public Schools	In-Kind		\$15,000
2				
3				
4				
5				

- Proposed Localities to be Served by Project
- ✓

Caroline County
- ✓

Essex County
- ✓

City of Fredericksburg
- ✓

King and Queen County
- ✓

Mathews County
- ✓

Stafford County
- ✓

Westmoreland County

Other Proposed Partners and Collaborators

	Organization Name	Describe Resource Contribution	Cash	Non-Cash
1	JASON Learning	In-Kind		\$35,000
2				
3				
4				
5				

Project Timeline

	CY Quarter	Milestone	GO Virginia Amount Disbursed	Match Amount Disbursed	Total
1	2022 Q4	-Project initiation -Initial design and draft content outline	US\$14,814.00	US\$5,186.00	US\$20,000.00
2	2023 Q1	-Curriculum design/outline final -Draft content underway - Advisory meeting	US\$35,183.00	US\$12,317.00	US\$47,500.00
3	2023 Q2	-Curriculum content is	US\$35,183.00	US\$12,317.00	US\$47,500.00

launched -
Teacher training
scheduled -
Advisory
meeting

4	2023 Q3	-Advisory meeting - Implementation	US\$14,814.00	US\$5,186.00	US\$20,000.00
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Project Start Date 2022-11-01

Project End Date 2023-10-31

Please provide a brief summary of the project.

The purpose of this project, co-designed by nationally-renowned K-12 STEM curriculum and training provider, JASON Learning (JASON), and Stafford County Public Schools (SCPS) is to ensure middle schoolers in Region 6 are receiving career preparation and exploration and gaining workplace skills that employers desire in their future employees. In Virginia, all middle schoolers are required to complete a career investigations course selected from the career and technical education (CTE) state-approved list or complete a school division-provided alternative means of delivering the career investigations course content, provided that the alternative is equivalent in content and academic rigor (8VAC20-131-140, section C part 2).

JASON is requesting \$100,000 in Enhanced Capacity Building funding to allow the partnership to design, develop, and implement a unique career investigation and readiness curriculum to be delivered for grades 6, 7, or 8, called "Pathways to Success." To support these efforts, JASON will design and develop teacher training modules to support effective classroom instruction of the course material and deliver that training to up to 50 educators from SCPS and other regional school district partners. In the spirit of the pilot effort, JASON Learning has agreed to provide \$35k in curriculum development and implementation services as an in-kind donation to the project. Additionally, SCPS has agreed to provide \$15k in evaluation and assessment as an in-kind donation to the project, which satisfies the current 50% total match requirement of the grant request.

The success and implementation of a middle school level career readiness and exploration curriculum will deepen the level of support and awareness for high school workforce development and certification programs and begin the talent pipeline at an earlier age. Strengthening this connection will enable students to prepare for high school level CTE and STEM courses, helping to address the critical shortages of skilled workers threatening growth in all of the region's priority industry clusters. Area school divisions have identified significant cultural and social capital barriers that need to be resolved prior to high school in order to create robust industry pipelines.

JASON has over 30 years of experience customizing and developing K-12 STEM curricula. Specifically, JASON has extensive experience integrating career pathways, job readiness, and diverse career role models into its curriculum and aligning it with in-demand industries and valuable industry credentials and certifications. JASON's localization strengthens the area's workforce talent pool and helps communities keep more of their young people living and thriving where they grew up.

The "Pathways to Success" curriculum will introduce students to career opportunities, industry certifications, a wide range of occupations, credentials, and Dual Enrollment (DE), International Baccalaureate (IB), and Advanced Placement (AP) opportunities, as well as exposing students to cohort-specific opportunities across various participating school divisions, such as the Commonwealth Governor's School (CGS), and Cyber4+. This will aid in planning for academic courses, encouraging participation in work-based learning opportunities, helping build a pipeline for completion of industry certifications, and educating them on postsecondary education options. "Pathways to Success" will include a project-based learning component through "mini-challenges," demonstrating and practicing their personal, professional, and digital readiness skills.

“Pathways to Success” will be a semester-long course (18 weeks) with place-based, project-based learning mini-challenges. Students develop solutions to the mini challenge through hands-on experiences, conducting research, and exploring career opportunities. Each mini-challenge will feature a local, diverse industry role model and highlight priority industry clusters and additional supporting industry clusters. Students will give presentations at the end of the mini-challenges that communicate their solutions and share information on the learned career pathways.

“Pathways to Success” will be filled with engaging content, including real-world examples, role model videos, hands-on activities, and mini-challenges. Through these components, students will gain and learn about core science, technology, engineering, and math (STEM) and 21st-Century skills like creativity, innovation, critical thinking, problem-solving, integrity, initiative, and work ethic. They will also learn and be able to demonstrate interpersonal skills and professional competencies. Additionally, through “Pathways to Success,” students will explore each of the regional priority industry clusters in Region 6, including Aquaculture, Commercial Fishing, and Seafood Processing; Forestry/Wood; Products/Paper; IT and Data Centers; Logistics and Distribution; Manufacturing; and Professional Services. These industry clusters will be the focus of the mini-challenges. As mentioned above, “Pathways to Success” will include mini challenges where they will be challenged to identify work-based learning (WBL) opportunities, explore career opportunities related to the WBL opportunity, and have the opportunity to connect with real industry professionals in Region 6.

JASON and SCPS will work closely with one another and local stakeholders, including Stafford County Office of Economic Development and Tourism and Stafford's Economic Development Authority, to identify real work-based learning opportunities and experiences the students can participate in at the middle and high school level. Participating school districts include those in Stafford, Caroline, King and Queen, Mathews, Essex, Fredericksburg, Colonial Beach, Caroline, and Westmoreland counties. Superintendent leadership from each district and industry leaders will sit on an advisory committee for this project and meet once each quarter during curriculum development. Additionally, area companies and their employees will be featured in the course content, reinforcing relevant, local career opportunities and inspiring interest in local career pathways through the work and career stories of real role models from the region. This program will not only give students the technical know-how they need to explore career options, interests, and pathways but also help students develop communication skills employers value, such as communicating in a professional manner, telephone etiquette, active listening, troubleshooting, constructive criticism, public speaking, and written communication like emails and letters. It will also provide educators with professional development training on best implementing the curriculum, instructional strategies, and direct support from JASON Learning.

JASON will monitor teacher and student account creation and platform usage over the grant period and beyond. At the end of each school year, JASON will develop an annual platform metrics report that can be shared with the districts and GO Virginia.

Stafford County Public Schools will also support a mixed methods implementation evaluation. Starting with stakeholders in Stafford County Schools, internal research and evaluation staff will support with gathering, compiling, and analyzing data on the implementation of the curriculum, including:

- Staff surveys and/or focus groups on gauging feedback on professional development and ease of adoption and utility of curriculum
- Retrospective pre-post student surveys to gauge levels of interest and understanding associated with the identified priority industry clusters and career strands.
- Compiling data on the number of students identifying one of the priority career clusters in their career plans by 9th grade

If other participating divisions are willing, the evaluation study may be expanded to include multiple districts, to better understand the differences in implementation across various school districts. Lastly, leaders from the participating school districts and industry will meet quarterly during curriculum development to share feedback so the JASON curriculum development team can refine the “Pathways to Success” curriculum.

How does this project align with the region's Economic Growth and Diversification plan?

Businesses, large and small, require talented, qualified, and skilled individuals to conduct and power their growing business. The 2022-2023 GO Virginia Region 6 Growth and Diversification Plan stated that there needs to be a greater emphasis on work-based learning experiences, starting with programs in the local school divisions. In order to have a strong talent pipeline and youth interested in work-based learning programs in high school, workforce development and career exploration must begin in middle school. According to the Region 6 Growth and Diversification Plan, “exposure to in-demand career options should start in middle school and continue with work-based skills development in high school (page 47).”

The first proposed actionable solution to address workforce and talent gaps in the region is the addition of “Middle School Career Exploration” (page 160). The “Pathways to Success” curriculum would connect middle schoolers with industry professionals and employers through role model videos, examples, stories, mentoring, and activities. This reduces the “industry involvement” issue noted in the Growth and Diversification plan and helps students learn about careers and opportunities beyond what is immediately visible to them. It also helps with communication barriers between K-12 and industry because students are more informed about career options and work-based learning opportunities.

Starting career exploration in middle school improves students’ knowledge of career options and helps them become more aware of local job opportunities. This will help students find something that interests them while honing their professional and STEM skills along the way. Pathways to Success will also help students see for themselves the relevance of the content and skills they learn in school and get them ready to participate in higher-level courses and opportunities at the high school level.

Why should this project be a priority for the Regional Council?

Career exploration is a critical part of the learning experience, and most schools do not currently give students enough time to think about their future and develop their plans. Starting the career exploration process in 11th or 12th grade does not allow enough time for reflection, research, and self-discovery to imagine their future lives and careers. It also does not allow enough time for students to participate in workforce development programs, work-based learning opportunities, training, certifications, and relevant CTE classes during their high school experience. Without these opportunities, students will not have the knowledge and skills needed to enter the workforce after graduation.

To meet the needs of local employers and boost the talent pipeline in Region 6, there needs to be better coordination between industry and schools and better-aligned career exploration and preparation in middle school. If these weaknesses are not addressed, the region risks losing emerging industries and economic opportunities to areas with a better-prepared pool of workforce talent, deepening rather than resolving the existing economic challenges.

Driven by the needs described in Region 6’s Growth and Diversification Plan and the challenges stated above, this project and curriculum will help middle schools integrate career exploration into the curriculum, and it will help educators and students pair academic knowledge with professional skills and career readiness to create a competitive advantage that will serve them well in any pathway or industry. The benefits of beginning career exploration in the middle grades are invaluable: 1) higher proficiency in high school, 2) improves their knowledge of career options, 3) provides middle schoolers a path to pursue, and 4) equips students to better plan their courses in high school. Lastly, the “Pathways to Success” project would satisfy the Virginia requirement to take a career investigations course before graduating from middle school and provide teachers with the background and training to lead the curriculum with confidence.

Future Implementation Grant Applications

The “Pathways to Success” course provides middle schoolers with a strong foundation of professional and career readiness skills and will help them have a better sense of their aptitudes and interests. This means they will be better positioned to take advantage of specialized programs in high school. This enhanced capacity-building project leads to the future development of localized curricula focused on the priority industry clusters with school district partners in Region 6. In the future, we will develop a curriculum for high school juniors and seniors in at least one of the priority industry clusters to prepare them for civic life and the workforce of the future. After going through “Pathways to Success,” students will be knowledgeable and exposed early to career options and workforce development opportunities in high school, creating an expansive approach to preparing students for the future.

Proposed Budget

1	GO Virginia Request	US\$100,000.00
2	Total Match	US\$50,000.00

Please complete the budget section using the Excel spreadsheet available at <https://govirginia6.org/wp-content/uploads/2022/08/Budget-Template.xlsx>

XLSX

[Region 6 GO VA - Budget T... \(52 KiB download\)](#)

In-Kind Contribution Forms

PDF

[InKindContributionPathway... \(709 KiB download\)](#)

Letters of Support

PDF

[PathwaysToSuccessLOS.pdf \(2.6 MiB download\)](#)

Log in to gwregion.grantplatform.com to see complete application attachments.

PDF

[SPARK - Support... 1.6 MiB](#)



IN-KIND CONTRIBUTION FORMS COVER SHEET

*If applicable; form below. Please place in-kind forms in order behind this section of the application.

Partner Name	Amount of In-Kind Contribution	If Form Pending, Date Expected
JASON Learning	\$35,000	
Stafford County Public Schools	\$15,000	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	

In-Kind Contribution Form

Support Organization:

George Washington Regional Commission

Regional Council:

Mary Ball Washington Regional Council (Region 6)

Contributor Information

Name of Business/Individual:

JASON Learning

Name of Primary Contact:

Dr. Eleanor Smalley

Address:

44983 Knoll Square, Suite 150

City:

Ashburn

State:

VA

Zip:

20147

Telephone:

703-581-4472

Email:

esmalley@jason.org

Contributed Goods or Services

Description of Contributed Goods or Services:

Content development and implementation services.

Date(s) Contributed:

Real or Estimated Value of Contribution: \$

\$35,000

How was the value determined?:



Actual Value



Appraisal



Other

Please explain:

JASON will match with 25.93%.

For example, a grant invoice showing \$10,000 in expenses would indicate \$2,593 in Match and \$7,407 Due.

This will result in JASON incurring at least \$35,000 in match expenses by the time the \$100,000 is drawn.

Who Made this Value Determination?:

JASON Learning

Is there a restriction on the use of this contribution?:



No



Yes

If yes, what are the restrictions?:

Contribution Obtained or Supported with State funds?:



No



Yes

If yes, please provide the name of the State agency and grant/contract number:



Signature of Contributor

September 21, 2022

Date Contributed

In-Kind Contribution Form

George Washington Regional Commission

Mary Ball Washington Regional Council (Region 6)

Contributor Information	
1. Name of Contributor	
2. Address	
3. City	
4. State	
5. Zip	
6. Phone Number	
7. Email Address	
8. Date of Contribution	
9. Amount of Contribution	
10. Purpose of Contribution	
11. Signature of Contributor	
12. Signature of Recipient	

Name of Primary Contact: Colonial Forge High School

City: Fredericksburg **State:** VA **Zip:** 22554

Telephone: 540-658-6723 **Email:** toweryrl@staffordschools.net

	Contributed Goods or Services	
--	-------------------------------	--

Stafford will support with a mixed-methods implementation evaluation of the Pathways to Success, designing and distributing surveys to educator and student stakeholders, on both the professional development, implementation, and utility of the Pathways to Success. Early data will help refine the overarching process. Longitudinally, the data will be merged with other quantitative data points.

Real or Estimated Value of Contribution: \$ 15,000

Please explain:

Stafford schools is basing this in-kind determination on like quotes the division has received from external program evaluation providers for similarly scoped grant projects.

Is there a restriction on the use of this contribution?: ☒ No ☐ Yes

If yes, what are the restrictions?:

Contribution Obtained or Supported with State funds?: ☒ No ☐ Yes

If yes, please provide the name of the State agency and grant/contract number:

Rebecca M. M. M. M.
Signature of Contributor

9/21/2022
Date Contributed

GO Virginia Region 6 Budget Overview - Project Revenues									
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Instructions: Below, please indicate total project revenues, including both GO Virginia funds and match contributions. For match contributions, indicate type, source, and status of match.

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State appropriated resources cannot be used as match but can be included as “additional leverage.”

[illegible]

GO Virginia Region 6 Budget Overview - Project Expenditures									
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Instructions: Below, please indicate total project expenditures by project activities in each line item.

[illegible]



LETTERS OF SUPPORT COVER SHEET

Letters from organizations not providing financial or in-kind contribution. Please place letters of support in order behind this section of the application.

Partner Name
Caroline County Public Schools
Matthews County Public Schools
King and Queen County Public Schools
Essex County Public Schools
Westmoreland County Public Schools
Colonial Beach Public Schools
Fredericksburg City Public Schools
Stafford County Public Schools
Stafford County Department of Economic & Tourism
Bay Consortium Workforce Development Board
SimVentions, Inc.
GCubed, Inc
HDT Global

September 17th, 2022

GO Virginia Region 6
George Washington Regional Commission
406 Princess Anne St
Fredericksburg, VA 22401

To whom it may concern:

It is my pleasure to offer our district's support for the "Pathways to Success" program. The purpose of this project, co-designed by nationally-renowned K-12 STEM curriculum and training provider, JASON Learning, and Stafford County Public Schools (SCPS), is to ensure middle school students in Region 6 are receiving career preparation and exploration and gaining workplace skills that employers desire in their future employees.

A middle school-level career readiness and exploration curriculum and professional development for teachers will deepen the level of support and awareness for high school workforce development and certification programs and begin the talent pipeline at an earlier age. Strengthening this connection will enable students to prepare for high school level CTE and STEM courses, helping to address the critical shortages of skilled workers threatening growth in all of the region's priority industry clusters. Additionally, the curriculum would be an engaging and effective alternative that satisfies the Virginia career investigations requirement.

We hope the GO Virginia Region 6 Enhanced Capacity Building funding reviewers understand the importance of this proposal in enhancing middle school-level career readiness and exploration to strengthen Region 6's future workforce. If successfully funded, please consider Caroline County Public Schools enthusiastic and committed participants of this project.

Sincerely,

Sarah Calveric, Ph.D.
Superintendent, Caroline County Public Schools

MATHEWS COUNTY PUBLIC SCHOOLS

www.mathews.k12.va.us

Nancy B. Welch, Ed.S.
Division Superintendent

Lesley R. Hunley, M.Ed., MPA
Assistant Superintendent

September 13, 2022

GO Virginia Region 6
George Washington Regional Commission
406 Princess Anne St
Fredericksburg, VA 22401

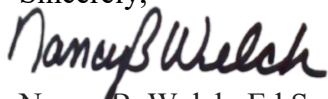
To whom it may concern:

It is my pleasure to offer our district's support for the "Pathways to Success" program. The purpose of this project, co-designed by nationally-renowned K-12 STEM curriculum and training provider, JASON Learning, and Stafford County Public Schools (SCPS), is to ensure middle schoolers in Region 6 are receiving career preparation and exploration and gaining workplace skills that employers desire in their future employees.

A middle school-level career readiness and exploration curriculum and professional development for teachers will deepen the level of support and awareness for high school workforce development and certification programs and begin the talent pipeline at an earlier age. Strengthening this connection will enable students to prepare for high school level CTE and STEM courses, helping to address the critical shortages of skilled workers threatening growth in all of the region's priority industry clusters. Additionally, the curriculum would be an engaging and effective alternative that satisfies the Virginia career investigations requirement.

We hope the GO Virginia Region 6 Enhanced Capacity Building funding reviewers understand the importance of this proposal in enhancing middle school-level career readiness and exploration to strengthen Region 6's future workforce. If successfully funded, please consider Mathews County Public Schools an enthusiastic and committed participants of this project.

Sincerely,



Nancy B. Welch, Ed.S.
Division Superintendent





King and Queen County Public Schools

Office of Superintendent

Carol B. Carter, Ed. D., Division Superintendent
P.O. Box 97 · King and Queen Courthouse, Virginia 23085
Phone: (804) 785-5981 or (804) 769-5007
Fax: (804) 785-5686 or (804) 769-5007

September 13, 2022

To whom it may concern:

King and Queen County Public Schools (KQCPS) strongly supports the "Pathways to Success" program. The purpose of this project, co-designed by nationally-renowned K-12 STEM curriculum and training provider, JASON Learning, and Stafford County Public Schools (SCPS), is to ensure middle schoolers in Region 6 are receiving career preparation and exploration and gaining workplace skills that employers desire in their future employees. The three schools within our system (Central High School (7-12), King and Queen Elementary School (PK-6), and Lawson Marriott Elementary School (PK-6) would benefit greatly from this new resource for our students and staff. A middle school-level career readiness and exploration curriculum and professional development for teachers will deepen the level of support and awareness for high school workforce development and certification programs and begin the talent pipeline at an earlier age. This would especially benefit KQCPS with our middle school being a part of our high school.

Strengthening this connection will enable students to prepare for high school level CTE and STEM courses, helping to address the critical shortages of skilled workers threatening growth in all of the region's priority industry clusters. Additionally, the curriculum would be an engaging and effective alternative that satisfies the Virginia career investigations requirement.

We hope the GO Virginia Region 6 Enhanced Capacity Building funding reviewers understand the importance of this proposal in enhancing middle school-level career readiness and exploration to strengthen Region 6's future workforce. If successfully funded, please consider King and Queen County Public Schools enthusiastic and committed participants of this project.

Thank you in advance,

A handwritten signature in black ink that reads "Carol B. Carter, Ed. D.".

Carol B. Carter, Ed. D.
Division Superintendent



Essex County Public Schools

P.O. Box 756
Tappahannock, Virginia 22560
804-443-4366
804-443-4498 (fax)
www.essex.k12.va.us

Office of the Superintendent

September 6th, 2022

GO Virginia Region 6
George Washington Regional Commission
406 Princess Anne St
Fredericksburg, VA 22401

To whom it may concern:

It is my pleasure to offer our district's support for the "Pathways to Success" program. The purpose of this project, co-designed by nationally-renowned K-12 STEM curriculum and training provider, JASON Learning, and Stafford County Public Schools (SCPS), is to ensure middle schoolers in Region 6 are receiving career preparation and exploration and gaining workplace skills that employers desire in their future employees.

A middle school-level career readiness and exploration curriculum and professional development for teachers will deepen the level of support and awareness for high school workforce development and certification programs and begin the talent pipeline at an earlier age. Strengthening this connection will enable students to prepare for high school level CTE and STEM courses, helping to address the critical shortages of skilled workers threatening growth in all of the region's priority industry clusters. Additionally, the curriculum would be an engaging and effective alternative that satisfies the Virginia career investigations requirement.

We hope the GO Virginia Region 6 Enhanced Capacity Building funding reviewers understand the importance of this proposal in enhancing middle school-level career readiness and exploration to strengthen Region 6's future workforce. If successfully funded, please consider Essex County Public Schools enthusiastic and committed participants of this project.

Sincerely,

Dr. Harry R. Thomas III
Superintendent, Essex County Public Schools

WESTMORELAND COUNTY PUBLIC SCHOOLS

Vision: To provide an exemplary learning environment that empowers ALL students to find their voices and make meaningful contributions to the world.

Ralph Fallin, Chairman
Iris Lane, Vice Chairman
Katherine Lewis
Sandra Ramsey
Daniel Wallace, Ph.D.
Connie Allen, Clerk of the Board

141 Opal Lane
Montross, Virginia 22520
Telephone (804) 493-8018
Fax (804) 293-6962
www.wmlcps.org

Dr. Michael D. Perry
Superintendent

September 13th, 2022

GO Virginia Region 6
George Washington Regional Commission
406 Princess Anne St.
Fredericksburg, VA 22401

To whom it may concern:

It is with great pleasure that Westmoreland County Public Schools offers our district's support for the "Pathways to Success" program. This project, co-designed by nationally-renowned K-12 STEM curriculum and training provider, JASON Learning, and Stafford County Public Schools (SCPS), has the laudable purpose to ensure middle school students in Region 6 receive career preparation and exploration as well as workplace skills that employers desire in their future employees.

A middle school-level career readiness and exploration curriculum, alongside professional development for teachers, will deepen the level of support and awareness for high school workforce development and certification programs. This will also jumpstart the talent pipeline at an earlier age. Strengthening this connection will enable students to prepare for high school level academic and CTE and STEM courses. It will also address the critical shortages of skilled workers threatening growth in all of the region's priority industry clusters. Additionally, the curriculum would be an engaging and effective alternative that satisfies the Virginia career investigations requirement.

We hope the GO Virginia Region 6 Enhanced Capacity Building funding reviewers understand the importance of this proposal in enhancing middle school-level career readiness and exploration to strengthen Region 6's future workforce. If successfully funded, please consider Westmoreland County Public Schools enthusiastic and committed participants of this project.

Sincerely,

A handwritten signature in blue ink that reads "Michael D. Perry Ed.D." with a stylized flourish at the end.

Westmoreland County Public Schools

COLONIAL BEACH PUBLIC SCHOOLS

400 Lincoln Avenue
Colonial Beach, VA 22443
(804) 224-0906
(804) 224-8357 (Fax)
www.cbschools.net



Clint M. Mitchell, Ed. D.
Superintendent

Michelle Payne, Chairman
Colonial Beach School Board

September 14, 2022

GO Virginia Region 6
George Washington Regional Commission
406 Princess Anne St
Fredericksburg, VA 22401

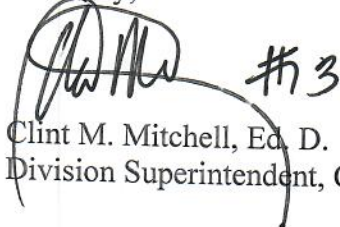
To whom it may concern:

It is my pleasure to offer our district's support for the "Pathways to Success" program. The purpose of this project, co-designed by nationally-renowned K-12 STEM curriculum and training provider, JASON Learning, and Stafford County Public Schools (SCPS), is to ensure middle schoolers in Region 6 are receiving career preparation and exploration and gaining workplace skills that employers desire in their future employees.

A middle school-level career readiness and exploration curriculum and professional development for teachers will deepen the level of support and awareness for high school workforce development and certification programs and begin the talent pipeline at an earlier age. Strengthening this connection will enable students to prepare for high school-level CTE and STEM courses, helping to address the critical shortages of skilled workers threatening growth in all of the region's priority industry clusters. Additionally, the curriculum would be an engaging and effective alternative that satisfies the Virginia career investigations requirement.

We hope the GO Virginia Region 6 Enhanced Capacity Building funding reviewers understand the importance of this proposal in enhancing middle school-level career readiness and exploration to strengthen Region 6's future workforce. If successfully funded, please consider Colonial Beach Public Schools' enthusiastic and committed participants of this project.

Sincerely,

 #3

Clint M. Mitchell, Ed. D.
Division Superintendent, Colonial Beach Public Schools



FREDERICKSBURG CITY PUBLIC SCHOOLS
210 Ferdinand Street
Fredericksburg, VA 22401
Phone: (540) 372-1130
www.fxbgschools.us

SCHOOL BOARD
Kathleen Pomeroy, Chair
Malvina Rollins Kay, Vice Chair
Jarvis Bailey
Jennifer Boyd
Jannan Holmes
Matthew Rowe

September 6, 2022

GO Virginia Region 6
George Washington Regional Commission
406 Princess Anne St
Fredericksburg, VA 22401

To whom it may concern:

It is my pleasure to offer our district's support for the "Pathways to Success" program. The purpose of this project, co-designed by nationally renowned K-12 STEM curriculum and training provider, JASON Learning, and Stafford County Public Schools (SCPS), is to ensure middle schoolers in Region 6 are receiving career preparation and exploration and gaining workplace skills that employers desire in their future employees.

A middle school-level career readiness and exploration curriculum and professional development for teachers will deepen the level of support and awareness for high school workforce development and certification programs and begin the talent pipeline at an earlier age. Strengthening this connection will enable students to prepare for high school level CTE and STEM courses, helping to address the critical shortages of skilled workers threatening growth in all of the region's priority industry clusters. Additionally, the curriculum would be an engaging and effective alternative that satisfies the Virginia career investigations requirement.

We hope the GO Virginia Region 6 Enhanced Capacity Building funding reviewers understand the importance of this proposal in enhancing middle school-level career readiness and exploration to strengthen Region 6's future workforce. If successfully funded, please consider Fredericksburg City Public Schools enthusiastic and committed participants of this project.

Sincerely,

Dr. Marceline R. Catlett
Division Superintendent

"Forward and Upward Leading @ the Speed of Change"



STAFFORD COUNTY PUBLIC SCHOOLS

31 Stafford Avenue
Stafford, Virginia 22554-7246
Phone: 540-658-6000
www.staffordschools.net

Office of the Superintendent

Thomas W. Taylor, Ed.D., M.B.A., Superintendent

SCHOOL BOARD

Patricia Healy, Chair
Susan Randall, Vice Chair
Dr. Sarah Chase
Maya Guy
Alyssa Halstead
Maureen Siegmund
Dr. Elizabeth Warner

September 13, 2022

GO Virginia Region 6
George Washington Regional Commission
406 Princess Anne St
Fredericksburg, VA 22401

To Whom It May Concern:

It is my pleasure to offer our district's support for the Pathways to Success program. The purpose of this project, co-designed by nationally-renowned K-12 STEM curriculum and training provider, JASON Learning, and Stafford County Public Schools (SCPS), is to ensure middle schoolers in Region 6 are receiving career preparation and exploration and gaining workplace skills that employers desire in their future employees.

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We hope the GO Virginia Region 6 Enhanced Capacity Building funding reviewers understand the importance of this proposal in enhancing middle school-level career readiness and exploration to strengthen Region 6's future workforce. If successfully funded, please consider Stafford County Public Schools' enthusiastic and committed participants of this project.

Sincerely,

Thomas W. Taylor, Ed.D., M.B.A.
Superintendent



STAFFORD COUNTY PUBLIC SCHOOLS

31 Stafford Avenue
Stafford, Virginia 22554-7246
Phone: 540-658-6000
www.staffordschools.net

Office of the Superintendent
Thomas W. Taylor, Ed.D., M.B.A., Superintendent

SCHOOL BOARD
Patricia Healy, Chair
Susan Randall, Vice Chair
Dr. Sarah Chase
Maya Guy
Alyssa Halstead
Maureen Siegmund
Dr. Elizabeth Warner

October 18, 2022

To Whom It May Concern:

If the proposal submitted by Dr. Eleanor Smalley entitled "Integrating STEM and SEL: i-STEMSEL" is selected for funding by NSF, it is my intent to collaborate and/or commit resources as detailed in the Project Description or the Facilities, Equipment and Other Resources section of the proposal.

Additionally, I have conferred with fellow superintendents and certify that they share intent to collaborate and/or commit resources to this project.

Sincerely,

A handwritten signature in black ink that reads "Thomas W. Taylor". The signature is fluid and cursive, with the first name "Thomas" and last name "Taylor" being more prominent than the middle initial "W".

Thomas W. Taylor, Ed.D., M.B.A.
Superintendent

Stafford County Economic Development & Tourism Department

September 20, 2022

GO Virginia Region 6
George Washington Regional Commission
406 Princess Anne St.
Fredericksburg, VA 22401

Go Virginia Council Region 6:

Please accept this letter of support from the Stafford County Economic Development Authority (EDA) and Department of Economic Development & Tourism (ED&T). I serve as the Secretary of the EDA and Director of ED&T.

As you know, we have submitted letters of support for other regional workforce planning and development projects. Having read all of those and being and “Pathways to Success,” program I can state that each of these have their merit in perhaps the most significant long-term economic development issue facing Stafford and our Region—securing a workforce for existing and new business.

What makes Pathways to Success a fantastic program is its focus on workforce skills and real-life experiences that will bring essential career readiness skills to our area and will strengthen the knowledge pipeline for our region’s economy. Students will gain an early understanding of in-demand job opportunities available in local businesses and our Region.

Projects and programs like this (and others) will help make our region stronger and more resilient in many ways.

Sincerely,



John Holden
Secretary, Stafford EDA
Director, Stafford County Department of Economic & Tourism

Ashley Forbes
Chairman of the Board

Greg Moon
Vice Chairman

Lamont Brown
Member-At-Large

(804) 333-4048
(804) 333-6378 Fax



Joshua Gemerek
Secretary/Treasurer

Jackie Davis
Executive Director

1-800-828-1120
Relay Service Number

**BAY CONSORTIUM
WORKFORCE DEVELOPMENTBOARD, Inc.**

P.O. Box 1117 Warsaw, Virginia 22572
An Equal Opportunity Employer/Program

October 13, 2022

GO Virginia Region 6
George Washington Regional Commission
406 Princess Anne St
Fredericksburg, VA 22401

To whom it may concern:

I am pleased to be writing a letter supporting the proposed "Pathways to Success" program through the GO Virginia: Enhanced Capacity Building funding. Pathways to Success focuses on workforce skills and real-life experiences that will bring essential career readiness skills to our area and will strengthen the knowledge pipeline for the future sustainability of our region's economy.

Today, a robust and early understanding of in-demand job opportunities available in local businesses and our community is essential for students. Aligning and building educational content between the school systems, industry, and community through JASON Learning's high-quality curriculum will awaken career interests and help retain local talent.

Efforts like this make our communities stronger and more resilient in many ways. It is rewarding to support this initiative—it will bring much-needed resources to our area and strengthen the workforce talent pipeline.

I hope that the GO Virginia Region 6 reviewers will join me in supporting this effective and timely program.

Sincerely,

Jackie Davis
Executive Director,
Bay Consortium Workforce Development Board



A proud partner of the AmericanJobCenter® network

October 17th, 2022

GO Virginia Region 6
George Washington Regional Commission
406 Princess Anne St
Fredericksburg, VA 22401

To whom it may concern:

I am pleased to write a letter supporting the proposed “Pathways to Success” program through the GO Virginia: Enhanced Capacity Building funding. “Pathways to Success” focuses on workforce skills and real-life experiences that will bring essential career readiness skills to our area and strengthen the knowledge pipeline for the future sustainability of our region’s economy.

There’s never been a more critical time to engage, motivate, and prepare students in this way. Students’ ability to explore and investigate careers in various industries will play an increasingly important role in not only pursuing good-paying jobs in the future but in almost every aspect of their lives. “Pathways to Success” will help school districts connect classroom learning to the needs of growing local businesses, provide opportunities for real-world problem solving, spark interest in future careers, and provide them with essential career readiness skills.

We are excited to support project partners in this endeavor and believe it will effectively meet workforce and industry needs in our region. Aligning and building educational content between the school divisions, industry, and community through JASON Learning’s high-quality curriculum will awaken career interests and help retain local talent.

We hope GO Virginia will join us in supporting this effective and timely program. If successfully funded, please consider SimVentions, Inc. enthusiastic and committed supporters of this project.

Sincerely,

A handwritten signature in cursive script, appearing to read "Larry Root".

Larry Root
CEO
SimVentions, Inc.



October 14, 2022

GO Virginia Region 6
George Washington Regional Commission
406 Princess Anne St
Fredericksburg, VA 22401

To whom it may concern:

I am pleased to write a letter supporting the proposed “Pathways to Success” program through the GO Virginia: Enhanced Capacity Building funding. “Pathways to Success” focuses on workforce skills and real-life experiences that will bring essential career readiness skills to our area and strengthen the knowledge pipeline for the future sustainability of our region’s economy.

There’s never been a more critical time to engage, motivate, and prepare students in this way. Students’ ability to explore and investigate careers in various industries will play an increasingly important role in not only pursuing good-paying jobs in the future but in almost every aspect of their lives. “Pathways to Success” will help school districts connect classroom learning to the needs of growing local businesses, provide opportunities for real-world problem solving, spark interest in future careers, and provide them with essential career readiness skills.

We are excited to support project partners in this endeavor and believe it will effectively meet workforce and industry needs in our region. Aligning and building educational content between the school divisions, industry, and community through JASON Learning’s high-quality curriculum will awaken career interests and help retain local talent.

We hope GO Virginia will join us in supporting this effective and timely program. If successfully funded, please consider GCubed Enterprises, Inc., an enthusiastic and committed supporters of this project.

Sincerely,



Vernon Green Jr.
President and CEO | GCubed, Inc.
10 Center Street, Suite 103 | Stafford, VA 22556

10 Center Street Suite 103 | Stafford, VA 22556
Main 540.412.0753 | Fax 866.549.3696
www.gcubedinc.com

October 6th, 2022

GO Virginia Region 6
George Washington Regional Commission
406 Princess Anne St
Fredericksburg, VA 22401

To whom it may concern:

I am pleased to write a letter supporting the proposed “Pathways to Success” program through the GO Virginia: Enhanced Capacity Building funding. “Pathways to Success” focuses on workforce skills and real-life experiences that will bring essential career readiness skills to our area and strengthen the knowledge pipeline for the future sustainability of our region’s economy.

There’s never been a more critical time to engage, motivate, and prepare students in this way. Students’ ability to explore and investigate careers in various industries will play an increasingly important role in not only pursuing good-paying jobs in the future but in almost every aspect of their lives. “Pathways to Success” will help school districts connect classroom learning to the needs of growing local businesses, provide opportunities for real-world problem solving, spark interest in future careers, and provide them with essential career readiness skills.

We are excited to support project partners in this endeavor and believe it will effectively meet workforce and industry needs in our region. Aligning and building educational content between the school divisions, industry, and community through JASON Learning’s high-quality curriculum will awaken career interests and help retain local talent.

We hope GO Virginia will join us in supporting this effective and timely program. If successfully funded, please consider HDT an enthusiastic and committed supporters of this project.

Sincerely,

A handwritten signature in black ink, appearing to read 'Thomas Van Doren', written in a cursive style.

Thomas Van Doren, Ph.D.
Chief Technology Officer
HDT Global

	Uses of GO Virginia Funds	Amount (\$)	Description
			-Content production, technical development and other direct expenses related to 18-week curriculum module creation and publishing on JASON's Digital Platform for distribution
			-Design, development, and other direct expenses required to produce training program to support successful educator implementation of curriculum module
	Salaries \$	74,345.15	-In-person and virtual training workshops for up to 50 educators from SCPS and regional partner school districts
	Fringe Benefits \$	13,382.13	
	Indirect Costs \$	12,272.73	JASON, a 501(c)3 nonprofit organization, has budgeted the allowable 10% de minimis rate, to support the general overhead expenses associated with conducting their grant responsibilities during the project
	\$	100,000.00	Total GO Virginia Request

Directions: Please list all uses associated with GO Virginia Funds. The budget categories and amounts should match "DHCD Request" column in the CAMS application budget.

Cost/Activity Category	Match \$	Type of Match - Dropdown	Description of Activity	Source of Match - Agency	Match Cash or In-Kind
Salaries	\$35,000.00	Non-Profit	JASON Learning Donation of In-Kind Services	JASON Learning	In-Kind
Planning/Assessment	\$15,000.00	Other	Stafford County Public Schools Donation of In-Kind Services	Stafford County Public Schools	In-Kind
	\$ 50,000.00	Total Match Funds			
	\$ -	Total Local Match			

[illegible]

Type of Funds	Totals	
GO Virginia	\$	100,000.00
Matching Funds	\$	50,000.00
Total CAMS Budget	\$	150,000.00
Additional Leverage	\$	-
Total Project Budget	\$	150,000.00

*These answers will autofill from previous tabs

Type of Match	Totals	
Matching Funds	\$	50,000.00
At least \$1:1 NO		
Local Match	\$	-
At least \$50,000 NO		
At least 20% of GOVA Request NO		
Local Match Waiver Request? NO		

Select answer from dropdown menu.

Budget Narrative: Please describe what each of the funds will be used for.

This project's budget is \$150,000. JASON is requesting \$100,000 in Enhanced Capacity Building funding to allow the partnership to design, develop, and implement a unique career investigations and readiness curriculum to be delivered for grades 6, 7, or 8, called "Pathways to Success." To support these efforts, JASON will design and develop teacher training modules to support effective classroom instruction of the course material, and deliver that training to up to 50 educators from SCPS and other regional school district partners. JASON, a 501(c)3 nonprofit organization, has budgeted \$12,272, or the allowable 10% de minimis rate, to support the general overhead expenses associated with conducting their grant responsibilities during the project. In the spirit of the pilot effort, JASON Learning has agreed to provide \$35k in curriculum development and implementation services as an in-kind donation to the project. Additionally, SCPS has agreed to provide \$15k in evaluation and assessment as an in-kind donation to the project, which satisfies the current 50% total match requirement of the grant request.



Stafford County Public Schools
Inspire | Empower | Excel



JASON
Learning

Pathways to Success JASON Learning Region 6 Proposal



JASON
Learning

Collaboration Partners

- **Dr. Eleanor Smalley**, President & CEO, JASON Learning
 - **Dr. Thomas Taylor**, Superintendent, Stafford County Public Schools
 - **Jenna Davis**, Director of Development, JASON Learning
 - **Roxana Bandes-Muldoon**, Assistant Director for Student Access and Opportunity at SCPS
 - **Rebecca Towery**, Director of Research, Evaluation, and Strategic Improvement at SCPS
 - **Abby Wicker**, Assistant Director of Strategic Improvement at SCPS
 - **Michael Bolling**, Director of Department of Academic Programs at SCPS
 - **W. Deea Greene**, Coordinator of Career & Technical Education, Department of Academic Programs at SCPS
 - **John P. Holden**, Director of Stafford County Department of Economic & Tourism
-



JASON
Learning

Importance & Need

- Virginia (8VAC20-131-140) requires all middle schoolers to complete a Career Investigations course and provides an outline to follow.
 - The purpose of this grant is to build from the current outline to a fully developed, hands-on curriculum that's systemically effective and engaging.
 - “Pathways to Success” is a robust, interdisciplinary curriculum and allows students to learn about and pursue future employment pathways and studies.
 - It is an engaging opportunity for students to gain soft skills and an entrepreneurial mindset
 - This is the first step of leading students to these pathways and we will come back with Stafford for further curriculum in these areas.
-



JASON
Learning

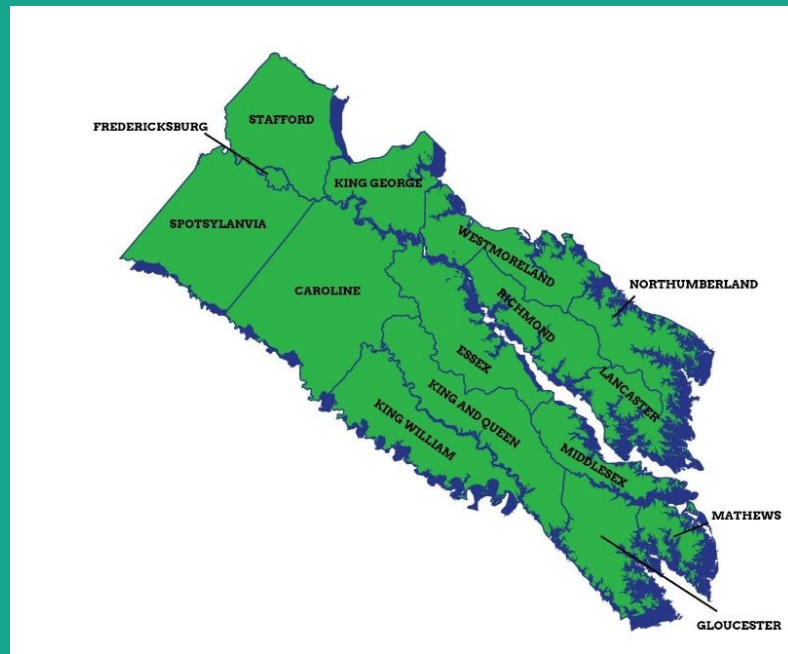
Priority Industry Clusters





Participating Region 6 Localities in Curriculum Development

- Stafford County
- Caroline County
- Essex County
- City of Fredericksburg
- Mathews County
- Westmoreland County
- King and Queen County



The course will be made available to all Region 6 Districts



JASON
Learning

Project Description

- The purpose of this project, co-designed by nationally-renowned K-12 STEM curriculum and training provider, JASON Learning (JASON), and Stafford County Public Schools (SCPS) is to ensure middle schoolers in Region 6 are receiving career preparation and exploration and gaining workplace skills that employers desire in their future employees.
 - \$100,000 in Enhanced Capacity Building funding will allow the partnership to design, develop, and implement a unique career investigation and readiness curriculum to be delivered for grades 6, 7, or 8, called “Pathways to Success.”
 - The match will be \$35,000 by JASON and \$15,000 by SCPS.
-



JASON
Learning

Pathways to Success Curriculum

- The “Pathways to Success” curriculum will introduce students to career opportunities, industry certifications, a wide range of occupations, credentials, and Dual Enrollment (DE), International Baccalaureate (IB), and Advanced Placement (AP) opportunities.
 - “Pathways to Success” will be filled with engaging content, including real-world examples, role model videos, hands-on activities, and mini-challenges where students will learn about core STEM and 21st-Century skills like creativity, innovation, critical thinking, problem-solving, integrity, initiative, and work ethic.
-



Economic Growth & Diversification Plan Alignment

- The 2022-2023 GO Virginia Region 6 Growth and Diversification Plan stated that there needs to be a greater emphasis on work-based learning experiences, starting with programs in the local school divisions.
 - Starting career exploration in middle school improves students' knowledge of career options and helps them become more aware of local job opportunities. This will help students find something that interests them while honing their professional and STEM skills along the way.
 - Through entrepreneurial community challenges, students see for themselves the relevance of the content and skills they learn.
-

Community Challenges in Action



- In collaboration with North Carolina State University, JASON Learning created several Design and Pitch challenges that allow students to think like entrepreneurs to create real solutions to STEM problems and then pitch their solutions to experts in the field.
- Using real-world skills about feedback loops and research, students gain essential career skills and we can use this NCSU model to assist in the “Pathways to Success” mini challenges



Project Timeline

	CY Quarter	Milestone	GO VA Amount Disbursed	Match Amount Disbursed	Total
1	2022 Q4	-Project initiation -Initial design and draft content outline	\$14,814	\$5,186	\$20,000
2	2023 Q1	-Curriculum design/outline final -Draft content underway -Advisory meeting	\$35,183	\$12,317	\$47,500
3	2023 Q2	-Curriculum content is launched -Teacher training scheduled -Advisory meeting	\$35,183	\$12,317	\$47,500
4	2023 Q3	-Advisory meeting -Implementation	\$14,814	\$5,186	\$20,000

Start Date: November 1, 2022

End Date: October 31, 2023



**“Pathways to Success”
is an important first step for developing
student pathways in employment and
career-readiness.**



Application Discussion & Determinations (ACTION ITEM)

Workforce Now Implementation Application

STAFF REVIEW

Application Name: Workforce Now

Application Submitted: 9/23/22

Date of Staff Review: 10/19/22

Applicant: Fredericksburg Regional Chamber

Contact Person: Carley Walker

Grant Type: Implementation

Growth and Diversification Plan Strategy Area (s): Workforce Development

Localities Served: City of Fredericksburg, Caroline, King George, Spotsylvania, Stafford Counties

Localities Participating in Project: All of the localities listed above will be participating in the project

Other Partners and Responsibilities: University of Mary Washington; 100 plus business, non-profits, and members of the Chamber; Germanna Community College; Virginia Career Works; The public school systems of Fredericksburg, Caroline, King George, Spotsylvania, and Stafford

GO Virginia Request: \$250,000

Match: \$207,000

Source of Match: Local and regional businesses and the Fredericksburg Regional Chamber

Additional Leverage: \$250,000

Total Project Cost: \$707,000

Threshold Review	Yes or No. Why?	Discussion/Questions
Does the applicant demonstrate capacity to manage the grant?	Yes. The Chamber successfully managed an ECB grant.	
Does the project align with GO Virginia strategies?	Yes. It aligns with Region 6's strategies around workforce development.	
Does the project carry out the goals/objectives of the Region 6 Economic Growth & Diversification Plan?	Yes. The project continues to build the gap between the education system and K-12, continues to build upon the Chamber's first career expo, and creates a pipeline of interns in the region. It also offers employers workshops to on the topics of hiring and establishing successful internship programs. Finally, the	

Application Scoring Sheet – April 2021

	project, in tandem with Mary Washington seeks to create a database for tracking interns in the region.	
Does the project contribute, either directly or indirectly, to the creation of higher-paying jobs for the region? What is the targeted industry and pay rate?	Yes. The project creates a viable solution for connecting businesses to students through internships and touches on all of Region 6's priority industry cluster.	
Does the project have non-state source(s) of revenue at least equal to the requested GO Virginia grant? If no, is there a fiscal distress or unique economic opportunity justification for the reduced match? (In no instance will the match be less than half of the requested GO Virginia grant request.)	Yes.	
Does the project have at least two participating localities, political subdivisions, or public bodies corporate and politic?	Yes. The City of Fredericksburg, Caroline, King George, Spotsylvania, and Stafford Counties will all be actively participating in the project through the Chamber's Workforce Now committee.	
Are the participating localities contributing at least 20%, or \$50,000, whichever is greater, of the required match? (Not required for Enhanced Capacity Building Projects seeking administrative approval.) If no, does the project demonstrate the ability to benefit the majority of the region or region(s) and that the benefitting localities were approached but unable to financially contribute to the project? This requirement is currently waived by the GO Virginia State Board.	N/A. This is waived through FY23.	
Does the project outline both behavioral and anticipated tangible results that will come from the collaboration?	Yes	
Does the project demonstrate involvement in the project by businesses, colleges and universities, and other public and private entities within the region in the conceptualization of and the implementation of the project?	Yes. The Chamber is an aggregator of businesses in the Fredericksburg region and has participation from both the private and public sectors through 3	

	committees that will touch this project.	
Does the project outline a positive ROI within 3 years?	Yes	
Will this project be completed within two years?	Yes	
Is the project sustainable after GO Virginia funds? This does not relate to ECB's.	Yes. The Chamber and its members have shown a commitment to sustaining the Expo, workshops, and intern data tracking long-term.	

Summary of Application

Project Description: The **Fredericksburg Regional Chamber of Commerce**, *“the voice of the business community”* in partnership with our 900(+/-) member businesses, other non-member businesses, Fredericksburg Public City Schools, Caroline County Public Schools, King George County Public Schools, Spotsylvania County Public Schools, Stafford County Public Schools, Germanna Community College, various trade schools, Virginia Career Works and the University of Mary Washington is requesting a **\$250,000 (\$130,000 in year 1 and 120,00 in year 2)** in GO Virginia Implementation Grant funding spanning over 2 years (2023 – 2024) for workforce development programming (Workforce NOW). The funding will be matched with both cash and in-kind from all partners up to \$207,000, dividing it over the 2 year span. The workforce development programming will be implemented and managed by the Fredericksburg Regional Chamber of Commerce. The programming will include the following:

Strategic Partnerships

The FXBG Chamber, a direct connector and convener of students and businesses, will partner with all secondary and post-secondary schools in PD16 to provide opportunities for students to learn from, engage with and work for companies, corporations and organizations; overall expanding paid and credit-bearing student internships and other work-based learning opportunities.

An example of a new strategic partnership is with the University of Mary Washington and the Fredericksburg Regional Chamber to hire and share a program director who will oversee the establishment and operation of a regional collaborative spanning GO Virginia Region 6. This director will support the ongoing networking and resource sharing between industry, academic, and community partners. Further, the director will be responsible for leading the establishment of a regional career event; a regional replica of the Intern Expo.

The FXBG Chamber will actively seek strategic funding partners to offset grant funding of the Workforce NOW program/scope of work to ensure program longevity and sustainability.

Intern Expo

In partnership with PD16 secondary and post-secondary schools (up to 600 students) and local businesses and corporations (up to 100) the FXBG Chamber will host the 2nd Annual Intern Expo on Tuesday, February 14, 2023 at the Fredericksburg Conference and Expo Center.

The goal is to connect students with internships, externships and apprenticeships in a variety of industries with a targeted focus on Go Virginia’s growth and diversification plan priority industry clusters.

The Intern Expo will also include breakout sessions and mock interviews. An example of a breakout session is resume building or setting up a Linked-In page.

Intern/Extern/Apprentice Systems (Tracking)

With the help of the program director, interns and current Chamber staff a plan for regional (PD16) intern/extern and apprenticeship tracking will be implemented through the use of a talent recruiting platform. An example of a popular platform is Handshake.

It is the overall goal to establish an intern/extern/apprentice tracking process and procedure as well as posting opportunities for employers within one database with one management entity for the region. Though platforms like Handshake are free initially a full talent management suite including candidate management, branding and data tracking and analytics are associated with a cost per user.

Project Goal(s): The goal of the project is to enhance the Chamber’s Intern Expo – a previous GO Virginia funded project – grow the number of interns in the region and create a database to track interns.

Outcomes: There are four primary outcomes: 150 interns, 12 total workshops, 100 + businesses, and the creation of a database for tracking internships the region.

Council Review Summary

Staff Considerations



Implementation Project Materials – Initial Project Overview

APPLICATION INFORMATION

PROJECT NAME: WORKFORCE NOW

DATE: 9/23/2022

PROJECT APPLICANT

Legal Name: Fredericksburg Regional Chamber of Commerce

EIN/TIN: 54-0216400

Address: 2300 Fall Hill Avenue, Suite 240 Fredericksburg, VA 22401

Website: www.fxbgchamber.org

APPLICATION CONTACT

Name: Carley S. Walker

Title: Vice President of Programs & Events

Phone: (540) 373-9508

Email: cwalker@fxbgchamber.org

PARTNERING REGIONS:

FUNDING REQUEST SUMMARY

GO Virginia Request*:	\$250,000
Total Match**:	\$207,000
Additional Leverage***:	\$250,000
Total Project Cost:	\$707,000

* There is no cap on the amount of GO Virginia funding that can be requested for Implementation Projects.

**Normally, match from non-state appropriated sources (cash or in-kind) must equal or exceed the GO Virginia fund request. Of the total match amount, 20% or \$50,000 (whichever is greater) must be from local sources (cash or in-kind). *Note: The total match requirement has been reduced to 50% of the GO Virginia request, and the local match requirement has been waived until further notice.

***State appropriated resources cannot be used as match but can be included as “additional leverage.”

WHAT GROWTH & DIVERSIFICATION PLAN PRIORITY INDUSTRY CLUSTER/S IS YOUR PROJECT IN?

- ☒ Aquaculture/Seafood/Commercial Fishing/Marine Industries
- ☒ Forestry/Wood Products/Paper
- ☒ Manufacturing
- ☒ Distribution/Logistics
- ☒ Information/Data Centers
- ☒ Professional, Scientific, and Technical Services



WHAT CATEGORY DOES YOUR PROJECT FALL INTO?

☐ Entrepreneurial Activities

☐ Site Development

☒ Workforce Development

PARTICIPATING LOCALITIES (MINIMUM 2 REQUIRED)

Projects must have at least two participating localities. "Participation" can include financial participation, in-kind contribution, participation on a project advisory team, and/or administration of the project.

Caroline County	☒	King William County	☐	Spotsylvania County	☒
Essex County	☐	Lancaster County	☐	Stafford County	☒
City of Fredericksburg	☒	Mathews County	☐	Westmoreland County	☐
Gloucester County	☐	Middlesex County	☐	Other (specify):	☐
King and Queen County	☐	Northumberland County	☐	Other (specify):	☐
King George County	☒	Richmond County	☐	Other (specify):	☐

PLEASE DEFINE THE LEVEL OF PARTICIPATION BY EACH OF THE LOCALITIES

Locality	Resource Contribution	Cash	Non-Cash
Caroline County	Students, Business Participation, Volunteers, Administrators		
City of Fredericksburg	Students, Business Participation, Volunteers, Administrators		
King George County	Students, Business Participation, Volunteers, Administrators		
Spotsylvania County	Students, Business Participation, Volunteers, Administrators		
Stafford County	Students, Business Participation, Volunteers, Administrators		

PROPOSED LOCALITIES TO BE SERVED BY PROJECT

Caroline County	☒	King William County	☐	Spotsylvania County	☒
Essex County	☐	Lancaster County	☐	Stafford County	☒
City of Fredericksburg	☒	Mathews County	☐	Westmoreland County	☐
Gloucester County	☐	Middlesex County	☐	Other (specify):	☐
King and Queen County	☐	Northumberland County	☐	Other (specify):	☐
King George County	☒	Richmond County	☐	Other (specify):	☐



OTHER PROPOSED PARTNERS AND COLLABORATORS

Organization Name	Resource Contribution	Cash	Non-Cash
100 (+) Businesses, Nonprofits and Corporations; Chamber Members	Intern Expo participation, access to intern, extern and apprenticeships, access to data, sponsorship		
Germanna Community College	Strategic partner, administrative support, students, professors, host site, data access		
University of Mary Washington	Funding partner with VTOP grant, strategic partner, administrative support, students, professors, host site, data access		
Virginia Career Works Center	Strategic partner, administrative support, students, professors, host site, data access		
Caroline County Public Schools	Students, Teachers, Volunteers and access to data		
Fredericksburg City Schools	Students, Teachers, Volunteers and access to data		
King George County Public Schools	Students, Teachers, Volunteers and access to data		
Spotsylvania County Public Schools	Students, Teachers, Volunteers and access to data		
Stafford County Public Schools	Students, Teachers, Volunteers and access to data		



Implementation Project – Application Questions

APPLICATION INFORMATION

PROJECT NAME: WORKFORCE NOW

DATE: 9/23/2022

PROJECT APPLICANT

Legal Name: Fredericksburg Regional Chamber of Commerce

EIN/TIN:54-0216400

Address:2300 Fall Hill Avenue, Suite #240 Fredericksburg, VA 22401

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**Normally, match from non-state appropriated sources (cash or in-kind) must equal or exceed the GO Virginia fund request. Of the total match amount, 20% or \$50,000 (whichever is greater) must be from local sources (cash or in-kind). *Note: The total match requirement has been reduced to 50% of the GO Virginia request, and the local match requirement has been waived until further notice.

***State appropriated resources cannot be used as match but can be included as “additional leverage.”

Budget Narrative (How will the funds be used? Please tie the use of the GO Virginia and match funds to project activities):

See excel worksheet attached



Mary Ball Washington Regional Council

GO Virginia Region 6

www.govirginia6.org

Budget 2023	GO Virginia Request	Match
Strategic Partnerships	\$5,000	\$15,000 cash
2 nd Annual Intern Expo	\$40,000	\$10,000 cash
Intern/Extern/Apprentice Systems (Data Tracking)	\$25,000	\$5,000 cash
Intern & Hiring Workshops kind	\$20,000	\$5,000 cash/in-kind
Workforce Staff person compensation	\$25,000	\$26,000 cash
Workforce NOW Committee, Intern Expo Sub-Committee & Student Ambassador Committee Support	\$5,000	\$20,000 in-kind
Workforce Scholarship Fund		\$10,000 cash
Workforce NOW Non-profit Status Updates & Training	\$10,000	
TOTAL	\$130,000	\$91,000

Budget 2024	GO Virginia Request	Match
Strategic Partnerships/ Non-profit	\$10,000	\$20,000 cash
3 rd Annual Intern Expo	\$35,000	\$15,000 cash
Intern/Extern/Apprentice Systems (Data Tracking)	\$25,000	\$10,000 cash
Intern & Hiring Workshops	\$20,000	\$5,000 cash/in-kind
Workforce Staff person compensation	\$25,000	\$26,000 cash
Workforce NOW Committee, Intern Expo Sub-Committee & Student Ambassador Committee Support	\$5,000	\$25,000 in-kind
Workforce Scholarship Fund		\$15,000 cash
TOTAL	\$120,000	\$116,000

Fredericksburg Regional Chamber of Commerce is requesting **\$250,000 (\$130,000 in year 1 and \$120,000 in year 2)** in GO Virginia Implementation Grant funding spanning over 2 years (2023 – 2024) for workforce development programming (Workforce NOW).

ECONOMIC IMPACT

1. **PROJECT DESCRIPTION:** Provide a detailed overview of the proposed project and project activities included in the project budget (scope of work). If the full project scope goes beyond the reflected budget, please provide a breakdown of the current and later phases of project activities. Be sure to clearly detail each activity and how it relates directly to a line item(s) in your budget. (Character Limit: 3,000)
ATTACHMENT: 1-2 Page Executive Summary that explains to someone who does not know anything about the project what it is trying to accomplish. What are the goals of the project? What is the approach to the project? What are the expected outcomes of the project?

ANSWER:

The **Fredericksburg Regional Chamber of Commerce**, “*the voice of the business community*” in partnership with many is requesting \$250,000 Go Virginia funding with an anticipated match of \$207,000 both cash and in-kind and additional leverage is \$250,000 from University of Mary Washington’s Rappahannock Work & Learn Collaborative grant funding from SCHEV – State Council of Higher Education of Virginia. The project components include:

Strategic Partnerships

The FXBG Chamber, a direct connector and convener of students and businesses, will partner with all secondary and post-secondary schools in PD16 to provide opportunities for students to learn from, engage with and work for companies, corporations and organizations; overall expanding paid and credit-bearing student internships and other work-based learning opportunities.

Intern Expo

In partnership with PD16 secondary and post-secondary schools (up to 600 students) and local businesses and corporations (up to 100) the FXBG Chamber will host the 2nd Annual Intern Expo on Tuesday, February 14, 2023 at the Fredericksburg Conference and Expo Center and the 3rd Annual Intern Expo in 2024.

The goal is to connect students with internships, externships and apprenticeships in a variety of industries with a targeted focus on Go Virginia’s growth and diversification plan priority industry clusters.

The Intern Expo will also include breakout sessions and mock interviews

Intern/Extern/Apprentice Systems (Tracking)

With the help of the program director, interns and current Chamber staff a plan for regional (PD16) intern/extern and apprenticeship tracking will be implemented through the use of a talent recruiting platform. An example of a popular platform is Handshake.

It is the overall goal to establish an intern/extern/apprentice tracking process and procedure as well as posting opportunities for employers within one database with one management entity for the region. Though platforms like Handshake are free initially a full talent management suite including candidate management, branding and data tracking and analytics are associated with a cost per user.



Intern & Hiring Workshops

FXBG Chamber with various partners will host 6 workshops throughout the year focusing on internship preparedness for both businesses and students and hiring efforts, helping all intern and job seekers in our region qualify for and find high paying jobs.

- I. 3 Internship Workshops
- II. 3 Workforce/Hiring Workshops

12 total workshops, 6 in 2023 and 6 in 2024.

Workforce Staff person compensation

A FXBG Chamber staff person's compensation whose sole focus is Workforce NOW programing implementation and establishing a regional oversight of internship and business matching and tracking.

Workforce NOW Committee, Intern Expo Sub-Committee & Student Ambassador Committee Support

A Workforce NOW Committee, Intern Expo Sub-Committee and Student Committee all meet monthly for 1 hour sometimes longer and more frequently. The average number of committee members is 12 on each.

Workforce Scholarship Fund

Establishing a scholarship fund under the Workforce NOW umbrella with the goal to give up to 4- \$1,500 scholarships annually to students who have attended the Intern Expo and are pursuing career readiness opportunities outside of school.

Workforce NOW Non-profit Status Updates & Training

The Workforce NOW program is establishing 501c3 status with the state of Virginia. The 501c3 status will allow for program sustainability and opportunities for additional funding sources including but not limited to foundations, individual and corporate donors. The nonprofit will be considered a partner in the workforce development arena throughout the region. Establishment will occur in 2023 including board building, trainings and more and full scope of work oversight and fundraising will begin in 2024.

The overall outcome of the Workforce NOW program would be to create a higher awareness and accessibility of intern/extern/apprenticeship opportunities for businesses to host and students to participate in leading to higher paying, good quality jobs for all residents of Go Virginia District 6.

2. **PROJECT GOALS, APPROACH, AND OUTCOMES:** Identify the project goals, approach, and outcomes, and how the project relates to the region's Economic Growth and Diversification plan and the goals of GO Virginia. (Character Limit: 3,000)

ANSWER:



Project Goals

Workforce NOW project goals directly aligning with the region's Economic Growth and Diversification plan are to create and implement programming with 7 components: strategic partnerships, annual Intern Expo, data tracking including regional oversight, workshops, workforce specific staff person, committees and scholarships that address the current needs of our region's business, K-12 and post-secondary educational institutions within the workforce development arena.

1. Aligning talent with jobs and/or intern/extern/apprenticeship opportunities
2. Providing educational and training opportunities to our business community to create awareness of how to host interns, hire employees, provide valuable benefits etc.
3. To attract and retain those living and residing in PD 16 and to attract others outside of the region

Approach

To build upon already successful workforce development programming under the umbrella of the Fredericksburg Regional Chamber of Commerce and later establishing the Workforce NOW programming as a separate 501c3 to serve PD16/Go Virginia region 6 and beyond.

Outputs

- To establish 3 to 4 strong strategic partner relationships that include program/non-profit funding
- To hire 1 full-time program director
- To host 2 (2nd & 3rd annual) Intern Expo's
 - Target Goals:
 - 600 students in attendance
 - 100 businesses participating
 - 100 matches/internships filled and/or created
- To research up 3 intern/job management databases and select 1 to serve the region
- 1 talent recruiting platform/database tracking for the entire region; housed and managed by 1 entity
- To host 6 Workforce specific workshops annually
 - Target Goals:
 - 30 in attendance at each workshop
 - Up to 12 different speakers/panelists annually
- To host 12 Workforce Now Committee meetings annually, with up to 20 volunteers
- To host 12 Intern- Expo Sub-Committee meetings annually, with up to 15 volunteers
- To host 6 Student Ambassador Committee meetings annually, with up to 10 volunteers
- To provide up to 4 - \$1,500 workforce scholarships to local students annually
- To establish Workforce NOW as a 501c3 by Q1 2023
 - Target Goals:
 - Up to 12 Board Members
 - 3 nonprofit building specific trainings hosted annually
 - 2 grants outside of GO Virginia applied for



3. **PROJECT TIMELINE AND MILESTONES:** Describe the project timeline in terms of rough months/quarters and the specific project milestones that will be utilized to track project progress and fund disbursement. (GO Virginia is a reimbursement-based grant and funds will only be disbursed after funds are expended. Match funds must be expended prior to or in proportion to GO Virginia funds.) Projects must be completed within two years from the start date agreed upon in the final contract. Projects should base their timeline on beginning approximately 30 days after the date of approval at the State Board meeting. Address the project administrator's ability to meet these milestones and to take remedial actions in the event that are not achieved. (Character Limit: 3,000)

ATTACHMENT: Project Milestones & Drawdown Schedule

ANSWER:

Project Start Date: 1/1/2023

Project End Date: 12/31/2024

CY, Quarter	Milestone	GO Virginia Amount Disbursed	Match Amount Disbursed	TOTAL
2023 Q1	Workshop 1	\$3,000	\$1,000	\$6,000
Jan – Mar	2 nd Annual Intern Expo	\$40,000	\$10,000	\$50,000
	Hire Program Director	\$25,000	\$26,000	\$51,000
	Non-profit Building Training	\$2,500		\$2,500
	Workshop 2	\$2,000	\$1,000	\$6,000
	Committee Meetings	\$1,250	\$5,000	\$6,000
	Scholarship Donations		\$2,500	\$2,500
TOTAL		\$73,750	\$45,500	\$124,000
2023 Q2	Workshop 3	\$5,000	\$1,000	\$6,000
Apr – June	Data Tracking Research Begins	\$5,000	\$1,000	\$6,000
	Strategic Partnership Solicitation & Work Begins	\$2,500	\$10,000	\$12,500
	Non-profit Building Training	\$2,500		\$2,500
	Committee Meetings	\$1,250	\$5,000	\$6,250
	Scholarship Donations		\$2,500	\$2,500
TOTAL		\$16,250	\$17,000	\$35,750
2023 Q3	Workshop 4	\$2,500	\$1,000	\$3,500
July-Sept	Nonprofit Building Work	\$2,500		\$2,500
	Workshop 5	\$2,500	\$1,000	\$3,500
	Strategic Partnership Work	\$2,500	\$5,000	\$7,500
	Committee Meetings	\$1,250	\$5,000	\$6,250
	Scholarship Donations		\$2,500	\$2,500
TOTAL		\$11,250	\$12,000	\$25,750
2023 Q4	Workshop 6	\$5,000	\$1,000	\$6,000
Oct – Dec	Non-profit Building Work	\$2,500	\$1,000	\$3,500



Mary Ball Washington Regional Council

GO Virginia Region 6

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	Data System Tracking & Purchase	\$20,000	\$4,000	\$24,000
	Committee Meetings	\$1,250	\$5,000	\$6,250
	Scholarship Donations		\$2,500	\$2,500
TOTAL		\$28,750	\$11,000	\$42,250
		\$130,000		
2024 Qtr. 1	Workshop 1	\$2,500	\$1,250	\$3,750
Jan – Mar	3 rd Annual Intern Expo	\$35,000	\$15,000	\$50,000
	Staff Payroll	\$6,250	\$6,500	\$12,750
	Committee Meetings	\$1,250	\$6,250	\$7,500
	Scholarship Donations		\$3,750	\$3,750
	Strategic Partnerships	\$2,500	\$5,000	\$7,500
	Data Tracking	\$6,250	\$2,500	\$8,750
TOTAL		\$ 53,750	\$ 40,250	\$94,000
2024 Qtr. 2	Workshop 2	\$2,500	\$1,250	\$3,750
April – June	Staff Payroll	\$6,250	\$6,500	\$12,750
	Committee Meetings	\$1,250	\$6,250	\$7,500
	Scholarship Donations		\$3,750	\$3,750
	Strategic Partnerships	\$2,500	\$5,000	\$7,500
	Data Tracking	\$6,250	\$2,500	\$8,750
TOTAL		\$18,750	\$25,250	\$44,000
2024 Qtr. 3	Workshop 3	\$2,500	\$1,250	\$3,750
July – September	Workshop 4	\$2,500	\$1,250	\$3,750
	Staff Payroll	\$6,250	\$6,500	\$12,750
	Committee Meetings	\$1,250	\$6,250	\$7,500
	Scholarship Donations		\$3,750	\$3,750
	Strategic Partnerships	\$2,500	\$5,000	\$7,500
	Data Tracking	\$6,250	\$2,500	\$8,750
TOTAL		\$21,250	\$26,500	\$47,750
2024 Qtr. 4	Workshop 5	\$5,000		\$5,000
	Workshop 6	\$5,000		\$5,000
	Staff Payroll	\$6,250	\$6,500	\$12,750
	Committee Meetings	\$1,250	\$6,250	\$7,500
	Scholarship Donations		\$3,750	\$3,750
	Strategic Partnerships	\$2,500	\$5,000	\$7,500
	Data Tracking	\$6,250	\$2,500	\$8,750
TOTAL		\$26,250	\$24,000	\$50,250
		120,000		
		\$250,000		

4. **PERFORMANCE MEASURES AND RETURN ON INVESTMENT (ROI):** Provide a detailed description of the performance metrics that will be used to quantify success, both quantitative and qualitative, and how the metrics were developed. Describe the Return on Investment (ROI) methodology and calculated ROI and the timeline for achieving the expected ROI. Include an explanation and source of any data used as the basis for ROI and outcome projections. (Character Limit: 3,000)

ATTACHMENTS: Performance Metrics and Return on Investment (ROI) Calculations

ANSWER:



See attached ROI State Calculations

See attached Performance Metrics Worksheet

Performance Metrics

Performance metrics can be measured in varying categories: sales, profit, and return on investment, customer happiness, customer reviews, personal reviews, overall quality, and reputation in a marketplace.

The Workforce Now performance metrics/outcomes will measure and achieve the following:

- Internship and Job opportunities increased by 20% and/or 100 new internships or jobs created at average of \$15,000 annual salary
- Internship Awareness (Students & Businesses) increased by 10% and/or 150 businesses aware of how to successfully host interns
- Overall Satisfaction with opportunities available increased by 10% among Chamber members and/or receiving response from 90 of the 900 active members about their satisfaction with internship knowledge, the opportunities made available and Workforce NOW program support

We currently have a data analytics baseline recorded for current number of:

- Matched internships from the Intern Expo
- Chamber Member Businesses
- Chamber Member Businesses hosting internships
- Percentage of Chamber Members satisfied with the opportunities the Chamber provides within the workforce development arena

We will continue to track this data through the use of:

- Chamber member surveys
- Communitywide surveys
- Database tracking of matches
- Database tracking of opportunities
- Research of WBL (see note) opportunities made available through the local school districts

Note: What is Work-Based Learning?

Work-based learning (WBL) is comprised of school-coordinated workplace experiences that are related to students' career goals and/or interests, are integrated with instruction, and are performed in partnership with local businesses and organizations. During their internships, the student is placed in a real workplace environment to develop and practice career-related knowledge and skills. These experiences are an opportunity for our students to go out into the community and have hands-on experience in a career field that they are interested in while applying skills learned in the classroom. Internships/WBL opportunities are a chance for students to learn and further develop their critical thinking, collaboration, citizenship (social responsibilities), communication, and creative thinking skills.

ROI – Return on Investment

Calculating Your Current Internship ROI

<https://www.gradleaders.com/blog/post/how-to-calculate-and-maximize-the-roi-of-your-internship-program>



If your organization already has an internship program in place, you should calculate your current ROI by discovering the number of eligible interns (which are interns graduating and pursuing full-time career opportunities) and the number of accepted offers. Then take the number of accepted offers and divide that by the number of eligible interns. Take the total number from that equation and multiply it by 100 to get your percent conversion rate. If your percentage is low, use these tips below to improve your ROI.

Ex:

Eligible interns: 60

Accepted offers: 40

Percent conversion rate: $40 / 60 = 0.66 \times 100 = 66.6\%$

With \$250,000 in Go Virginia grant funding over 2 years, the Fredericksburg Regional Chamber of Commerce hopes to achieve:

- Up to 100 Internship Matches and/or Jobs Created
- Up to 50 New Internship Opportunities
- Up to 150 companies aware of how to host internships successfully

$\$250,000 / 100$ Internship Matches = \$2,500 investment per match

$\$250,000 / 50$ Internship Opportunities = \$5,000 Investment per match

$\$250,000 / 150$ Companies Aware of How to Host Interns = \$1,667 investment per company

$\$250,000 / 300$ matches, internships and companies = \$833 investment per outcome

Planning District 16 has a population of more than 330,000 with more than 30% being students

$30\% \text{ of } 330,000 = 99,000$; $250,000 / 99,000 = \$2.52$ per student

The Fredericksburg Regional Chamber of Commerce currently has 900 active business members. All members and many non-members will receive benefits from the Workforce NOW programming.

$\$250,000 / 900$ Chamber Members receiving direct benefit = \$277 investment per member business

The Workforce NOW program will achieve significant outcomes and awareness for our businesses and students at small rate of commitment from Go Virginia funding. The return on investment back into our students and businesses is high and achievable.

REGIONAL COLLABORATION

5. **SERVICE AREA AND LOCAL PARTNERS:** Describe the service area of the project. Identify localities participating in the project (financially or administratively) as well as those localities that are served by the project. Please define the level of participation by each of the localities. "Participation" can include financial participation, in-kind contribution, participation on a project advisory team, and/or administration of the project. (Character Limit: 3,000)

ATTACHMENTS: Relevant letters of commitment (including in-kind contribution forms) or support from localities or local government entities should be uploaded with the application

- a. What portion of the region's population is served by the project? Use the chart below.
 - i. **Total Number:**
- b. Does the application request a waiver of the local match requirement? (\$50,000 or 20% provided by participating localities, whichever is greater). **Yes or No**
- c. Are there localities or other GO Virginia regions (including interstate collaborations) that are outside the applying region that are participating in the project? **Yes or No**. If so, describe the nature of the collaboration and the anticipated impact.

ANSWER:

July 1, 2020 Population Estimates for Virginia and its Counties and Cities Published on January 29, 2021 by the Weldon Cooper Center for Public Service Demographics Research Group https://demographics.coopercenter.org	
Locality	July 1, 2020 Estimate
Caroline County	30,342
Essex County	10,849
Gloucester County	37,175
King and Queen County	6,940
King George County	26,296
King William County	17,277
Lancaster County	10,808
Mathews County	8,707
Middlesex County	10,754
Northumberland County	12,100
Richmond County	9,223
Spotsylvania County	137,739
Stafford County	153,392
Westmoreland County	17,980
Fredericksburg City	28,880

6. **COLLABORATION AND COST EFFICIENCIES:** Identify cost efficiencies, repurposing of existing funds, leveraging of existing assets, or other evidence of collaboration that can be demonstrated as a result of the project. (Character Limit: 3,000)

ANSWER:



Collaboration & Cost Efficiencies

The Fredericksburg Regional Chamber in partnership with Chamber member businesses, currently serving 900(+), will sponsor various components including but not limited to events, scholarships, and trainings of the Workforce NOW programming. In 2022, the Intern Expo pilot event was sponsored by Fredericksburg Area Builders Association (FABA), Mary Washington Healthcare, and Rappahannock Electric Cooperative. And the scholarship fund was sponsored by Rappahannock Electric Cooperative, Matern Staffing, A&B Creative Events and Universal Dynamics. It is the goal of the Chamber to secure those sponsors in 2023 and many more.

Per the budget for the programming implementation the Chamber will be seeking partners, sponsors and in-kind support for the following program components: strategic partnerships, Intern Expo, data tracking, workshops, staff person compensation, and committees (volunteer hours in-kind) including Board of Directors and the scholarship fund.

Furthermore, the Fredericksburg Regional Chamber has had workforce program, though not as robust as the proposed, for the past 20 years and has funded it. The implementation of the program components shared in this proposal will include support and funding from the Chamber's working budget. The contribution from the Chamber will be significant and any monies not received from sponsorship, grant funding or in-kind will be supplemented by the Chamber.

The success and sustainability of the Workforce NOW programming significantly relies on the support of the membership and organization.

7. **COORDINATION WITH EXISTING PROGRAMS:** Discuss existing grant requests or programs with similar goals and indicate how the proposed project is not duplicative of, but additive to, other efforts to support economic diversification and the creation of higher-paying jobs. Have existing efforts been successful and sustainable? (Character Limit: 3,000)

ANSWER:

Collaborations

The Workforce NOW project is in full collaboration with all other businesses and school systems working within the workforce development arena. There is no duplicative activities, only collaborative.

The additional leverage noted in the overall program budget of \$250,000 is a collaboration with the University of Mary Washington's Rappahannock Work & Learn Collaborative, funding received from State Council of Higher Education of Virginia (SCHEV). The executive summary of the proposal reads as follows:

The purpose of our proposal is to support a program director who will oversee the establishment and operation of a regional collaborative spanning GO Virginia Region 6. This director will support the ongoing networking and resource sharing between industry, academic, and community partners. Further, the director will be responsible for leading the establishment of a regional career event that supports the above-mentioned stakeholder groups as they work to establish regional work-and-learn opportunities. GO Virginia Region 6—which covers the Fredericksburg area, the Northern Neck, and the Middle Peninsula—is a rapidly growing ecosystem of support for student work-based learning opportunities. Collaborations between employers, industry partners, K-12 education, and postsecondary education have increased dramatically in recent years. We are proud of the joint efforts and initiatives discovered in the process of developing this proposal. As part of our discovery process, we issued an engagement survey throughout the region to collect information on collaborative initiatives. We received responses describing 14 joint initiatives which represented 91 individual entities participating in those initiatives. The entities



represented in the survey responses include K-12 school divisions, universities, community colleges, civic/nonprofit organizations, and corporations. The proposal narrative highlights eight of the reported efforts.

While there are several collaborative efforts that occur across the region, there is no one event that spans all localities represented in Region 6. By having a grant-funded role that focuses not only on creating an inventory of initiatives, but leverages the best thinking from across the region on how to expand existing initiatives and amplify the successes, the region can expect to see better prepared students and increased internships across a more diverse set of industries.

Our plan includes the establishment of a regional collaborative to be called the Rappahannock Work & Learn Collaborative (RWLC) because many of the localities touch or are near the Rappahannock River. The RWLC will be convened by the University of Mary Washington and made up of representatives from employers, community partners, K-12, school divisions, and post-secondary institutions in Region 6. This Collaborative will function as an advisory board and an employer network supporting internships that create and hone work skills in high school and college students to prepare them for productive work experiences. An added benefit of providing these internships in-region is the retention of talent with a built-in affinity for our geo diverse region, regional culture, and unique industries. The RWLC, with the leadership of the director funded by the grant, will engage to create an inventory of existing and prospective collaborative work-based learning programs and initiatives, develop a plan for regional replication of key initiatives, and promote participation by employers, students, community partners and educational partners through meetings, networking, resource sharing, and a signature regional internship expo.

The Fredericksburg Regional Chamber of Commerce and Rappahannock Work & Learn Collaborative will share a Program Director, who will assist with planning and implementing the Intern Expo and later duplicate the event in areas not served.

PROJECT READINESS

8. **PARTNER ROLES AND RESOURCES COMMITTED:** Describe all partner organizations involved with the implementation of the project, including the entity's role, financial or in-kind commitment, and capacity to successfully execute their duties as they relate to the project. These may include but are not limited to school divisions, community colleges, public and private institutions of higher education, economic and workforce development entities, local governments, regional organizations, planning district commissions, and nonprofit organizations. (Character Limit: 3,000)

ATTACHMENTS: Letters of commitment from localities and other partners participating in project detailing commitment, in-kind contribution forms, and letters of support from localities, local government entities, and other partners, or businesses that support this project. Same as above.

Please Note Letters of Support are Pending

ANSWER:

Partner Roles & Resources Committed

The Workforce NOW Committee, the Intern Expo Sub-Committee and the Student Ambassador Committee all oversee the program components addressed in this proposal.

Workforce NOW Committee/Intern Expo Subcommittee:

The Chamber's Workforce NOW committee and the Intern Expo subcommittee are comprised of Chamber staff members, local businesses, internship coordinators from Germanna Community College and University of Mary Washington, and regional CTE coordinators from Fredericksburg, Stafford,



Spotsylvania, Caroline, and King George. The Workforce NOW committee has worked to develop and sustain partnerships to support and encourage workforce readiness and workforce development for over 20 years. Previously, this committee has also hosted the event “Discover Your Future” for 8th graders around the region.

An Intern Expo subcommittee was formed to help with the planning of the Intern Expo. This committee is a smaller committee comprised of key players (such as CTE coordinators and local business owners) from the Workforce NOW committee.

The Student Ambassador Committee (Student Voice)

A new committee, **Student Voice**

As part of the Chamber’s role in supporting businesses in the Fredericksburg region is helping create a pipeline of qualified students entering the workforce. One way to develop this pipeline is through student internships. After preliminary surveys on student involvement in internships in our region, it’s become clear that there’s a need to increase students’ awareness of and interest in pursuing internships.

Informed by data and through the use of various forms of outreach, the Student Voice will help increase regional high school and post-secondary students’ involvement in internships while increasing students’ exposure to careers in the Fredericksburg region, with an emphasis on STEM careers.

- The Subcommittee will have two major focus points:
 - **Being student ambassadors for internships:** Members of the Subcommittee will have the opportunity to connect with school divisions, colleges, and school newspapers and more to raise awareness among students of the benefits of internships and help regional students reach their internship goals. A major aspect of this group will be helping the Workforce NOW Committee organize and promote the Intern Expo.
 - **Understanding student internship involvement in the region:** The Subcommittee will act as a student voice, sharing and deepening understanding around student stories, perceptions, and aspirations about internships and careers. This information will be shared with the Chamber so that upcoming events such as the Intern Expo can better match students’ interests

The Student Voice Committee will have representation from Fredericksburg City, Stafford, Spotsylvania, Caroline, and King George County Schools and Germanna Community College, University of Mary Washington and Virginia Career Works.



Mary Ball Washington Regional Council

GO Virginia Region 6

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Organization Name	Resource Contribution	Cash	Non-Cash
100 (+) Businesses, Nonprofits and Corporations; Chamber Members	Intern Expo participation, access to intern, extern and apprenticeships, access to data, sponsorship	Sponsorship Partnerships	Volunteers on Workforce NOW & Intern Expo Sub-Committee
Chamber of Commerce		Program Expenses	
Germanna Community College	Strategic partner, administrative support, students, professors, host site, data access		Venue Volunteers on Workforce NOW, Intern Expo Sub-Committee & Student Voice Committee
University of Mary Washington	Funding partner with VTOP grant, strategic partner, administrative support, students, professors, host site, data access	Strategic partner funding \$250,000 SCHEV grant	Data Volunteers on Workforce NOW, Intern Expo Sub-Committee & Student Voice Committee Venue Students
Virginia Career Works Center	Strategic partner, administrative support, students, professors, host site, data access		Data Volunteers on Workforce NOW, Intern Expo Sub-Committee & Student Voice Committee Venue
Caroline County Public Schools	Students, Teachers, Volunteers and access to data		Data Volunteers on Workforce NOW, Intern Expo Sub-Committee & Student Voice Committee Students
Fredericksburg City Schools	Students, Teachers, Volunteers and access to data		Data Volunteers on Workforce NOW, Intern Expo Sub-Committee & Student Voice Committee Students
King George County Public Schools	Students, Teachers, Volunteers and access to data		Data Volunteers on Workforce NOW, Intern Expo Sub-Committee & Student Voice Committee Students
Spotsylvania County Public Schools	Students, Teachers, Volunteers and access to data		Data Volunteers on Workforce NOW, Intern Expo Sub-Committee & Student Voice Committee Students



Stafford County Public Schools	Students, Teachers, Volunteers and access to data		Data Volunteers on Workforce NOW, Intern Expo Sub-Committee & Student Voice Committee Students
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9. **PROJECT BARRIERS:** Discuss any major barriers to successful implementation and other associated risks along with a plan to overcome them. How will the project administrator address these barriers? The response also should include any items that must occur prior to initiation of the project or execution of the contract (acquisitions, funding, agreements, partnerships, permits, etc.) and potential timeline impacts for those items. (Character Limit: 3,000)

ANSWER:

Barriers

Utilizing 2022 as a pilot year for the programming and seeing successful outcomes, the program does not expect any major barriers to success.

Based off of learnings of the 2022 pilot year we made some changes. A decision was made to move the Intern Expo to February in 2023 as hosting in April in 2022 proved to be problematic as it coincided with post-secondary students exam and test schedules and secondary students were prepping for EOG's, SATs and other tests. Furthermore, February is Career and Technical Education Month, or CTE Month, a public awareness campaign that takes place each February to celebrate the value of CTE and the achievements and accomplishments of CTE programs across the country.

We also received a lot of student feedback the day of the Intern Expo and sometime thereafter. We decided to add a Student Ambassador Committee to include the student voice in the planning and implementation of the Intern Expo and workforce programming to ensure the outcomes align with the interest of the students in our region.

10. **DEMAND INDICATORS:** Describe any feasibility studies that have been conducted or other efforts that have been made to establish the demand for the proposed outputs/outcomes of the proposed project. Has this type of effort been tried and failed in the past? How will this be different? Examples include MOUs, RIFAs, other grants, feasibility studies, etc. (Character Limit: 3,000)

ATTACHMENTS: Previously completed feasibility studies (if applicable) and demand documentation.

ANSWER:

Indicators

The Fredericksburg Regional Chamber of Commerce serves as a longstanding voice of the business community. In a July 2021 survey to Chamber members, 45% of respondents indicated that lack of workforce was a top concern for their business. In another survey, Chamber members indicated that they would be interested in hiring interns from our local schools.



Additionally, in conversations with members, the Chamber's Director of Member Relations, Wendy Zelazny has identified a lack of workforce as one of the chief concerns for our region's businesses:

"In my role as the Director of Member Relations for the past four years at the Fredericksburg Regional Chamber of Commerce, I've met with hundreds of prospective and new business members. During the course of our conversation the one issue that impacts every business in our region is the lack of workforce. The pandemic and the 'great resignation' have only exacerbated a problem that already existed.

When I meet with a business, I always ask what they need to be more successful. Invariably, with a very few exceptions, I get the same answer: employees. Regardless of industry, size, and length of time in existence, for profit or non-profit: manufacturing, retail, restaurant, and schools, everyone is struggling in this area. I follow that question by asking if they'd be interested in participating in an internship program to introduce students to career tracks, train them and retain them as future employees in our region, the answer is always a resounding 'YES!'."

Success Stories

Many success stories from the Intern Expo have been shared with the Chamber including the success stories of our first ever Workforce NOW Scholarship recipients. It was a requirement that any student applying for the scholarship must have attended the inaugural Intern Expo.

Excerpts from Scholarship Award Program

Our first scholarship recipient calls Culpeper home and attends Williams Preparatory Academy where she is homeschooled. She has also taken coursework at Germanna Community College. She plans to graduate from High School with college credits in May of 2023. She is very busy as an owner and clothing designer of the clothing company TAVAGA, serves as the Vice President of the National Honor Society and the Captain of the Centurions Volleyball Team. She has received many awards and honors in her high school tenure including being the NAACP Biology Gold Winner advancing to national competition and the Seeds of Fortune's Scholar Program in Partnership with Yale Women in Economics Finalist. This young lady has grand aspirations to attend a four year college to double major in Biochemistry and Psychology and then on to medical school, to study and obtain a doctorate in pediatrics. She also dreams of becoming a children's book author. She is self-proclaimed BIG Dreamer and believes she can accomplish anything!

Join me and recognizing and congratulating Gabrielle Williams as our first Workforce NOW Scholarship Recipient.

I am proud to present a \$1,500 Workforce NOW Scholarship today to a King George native and a great representative of our community. This student graduated from King George High School in May of this year. He is the first to graduate high school in his immediate family and the first in his extended family to attend college. Many describe this young man as wise beyond his years, intelligent, witty and hard working. He has worked at Walmart in Dahlgren as a cashier for a year now and loves it. And I think they enjoy him too, after only 2 months on the job he received Employee of the Month honors. This recipient also has the gift of voice as he sings in 3 different choirs and is very active in his church. During his time at King George High School he was active in FBLA and DECA. He also regularly volunteered with Love Thy Neighbor and was mentored by the Chief. He is the son of hardworking single mom, and gives her all the praise and thanks as she has contributed greatly to his success. He will take this \$1,500 scholarship among others received with him in the fall to the Culinary Institute of Johnson & Wales in Charlotte, NC.



He closed his scholarship application with this: "My mother has instilled in me what hard work and determination is. I have dreamed of being a chef for many years and my dream will come true. I pray God continues to bless and watch over me throughout my college journey as I transition into the man he created me to be."

*Please join me in gifting and congratulating **Jamal Johnson, Jr.** as our Workforce NOW Scholarship Recipient.*

Gabrielle Williams' scholarship was presented by President & Founder of Matern Staffing, Ginni Mastin and Germanna Community College joined her on stage to gift Gabrielle an additional \$500 towards her education.

Jamal Johnson's scholarship was presented by Director of Economic Development & Tourism for a King George County, Nick Minor and he was joined by Walmart on stage who gifted Jamal with a \$500 gift card for school and dorm supplies.

When asked about participation in the Intern Expo David Fraser, Fraser Wood Elements shared,

We actually have one intern from the Expo at the moment.

We are hoping to keep her on as a small arts craftsman after her two months of internship.

We enjoyed being there supporting the community and others. I was surprised at the great turnout for the event and it's definitely something the Chamber and local companies can rely on for future employees.

In our Workshop Series in 2022 we hosted an Internship Success Story Workshop:

Workshop 2 – Wednesday, May 11th, 2022

Topic: Internship Success; Sharing Stories & Presentation from DOLI

Success Story/Internship Journey

Catharine S Mawo, Mary Washington Healthcare , Caeden Ribel, Germanna Community College , Rachel Conrad – Communications Specialist, Rappahannock Electric Cooperative ,Cherwanda Minor – Regional Assistant, Rappahannock Electric Cooperative And Megan Collier, Mary Washington Healthcare

Department of Labor & Industry Presentation, Crystal Thrower, Consultant, Department of Labor & Industry

- 25 attendees
- Hosted at Germanna Community College
- Stories shared from interns that have transitioned to successful employees and/or apprentice

DOLI presentation about internship & apprenticeship opportunities across the state of Virginia

11. **CONSULTATION WITH SUBJECT MATTER EXPERTS:** Discuss how each regional council and project developers have consulted with subject matter experts regarding the efficacy and viability of the proposal and how the methodology and approach has been validated. (Character Limit: 3,000)

ANSWER:



Subject Matter Experts

The planning committees that oversee the Workforce NOW scope of work as well as the Fredericksburg Regional Chamber of Commerce Board of Directors include workforce development experts, work based learning curriculum specialists, attorneys, accountants, economists, business owners and more who all fully support this proposal and the programming.

A current list of the Fredericksburg Regional Chamber of Commerce Board of Directors can be found here: <https://fredericksburgchamber.org/board-of-directors/>

Workforce NOW Committee/Intern Expo Subcommittee:

The Chamber's Workforce NOW committee and the Intern Expo subcommittee are comprised of Chamber staff members, local businesses, internship coordinators from Germanna Community College and University of Mary Washington, and regional CTE coordinators from Fredericksburg, Stafford, Spotsylvania, Caroline, and King George. The Workforce NOW committee has worked to develop and sustain partnerships to support and encourage workforce readiness and workforce development for over 20 years. Previously, this committee has also hosted the event "Discover Your Future" for 8th graders around the region.

An Intern Expo subcommittee was formed to help with the planning of the Intern Expo. This committee is a smaller committee comprised of key players (such as CTE coordinators and local business owners) from the Workforce NOW committee.

The Student Ambassador Committee (Student Voice)

A new committee, **Student Voice**

As part of the Chamber's role in supporting businesses in the Fredericksburg region is helping create a pipeline of qualified students entering the workforce. One way to develop this pipeline is through student internships. After preliminary surveys on student involvement in internships in our region, it's become clear that there's a need to increase students' awareness of and interest in pursuing internships.

Informed by data and through the use of various forms of outreach, the Student Voice will help increase regional high school and post-secondary students' involvement in internships while increasing students' exposure to careers in the Fredericksburg region, with an emphasis on STEM careers.

12. **CONSULTATION WITH LOCALITIES:** Discuss how each regional council and project developers have consulted with local government entities regarding the strategy and implementation of the project. (Character Limit: 3,000)

ANSWER:

Localities

On the Board of Directors, Workforce NOW Planning Committee, Intern Expo Sub-committee and the Student Voice Committee there is representation and advocacy from Fredericksburg, Stafford,



Spotsylvania, Caroline, and King George county businesses, school systems (administrators, teachers, and students), and nonprofit organizations.

The Fredericksburg Chamber of Commerce has a continuum of support from all city and county economic development and tourism departments.

PROJECT BUDGET

13. **PROJECT BUDGET:** Identify the total project budget and the sources and uses for matching funds and leverage. If the project is requesting a waiver of the total match requirement and/or local match requirement, please explain the justification for the waiver. (Character Limit: 6,000)

ATTACHMENTS: Budget Overview Form, Financial Letters of Commitment, and In-Kind Contribution Forms.

- Does the project have the required 2:1 match? **Yes or No.** If so, what are the sources/uses for these funds?
- Does the project have the required 20% (or \$50,000 if request is less than \$250k) local match? **Yes** If so, what are the sources/uses for these funds? As of April 2020 this requirement has been waived.
- Are any additional funds or in-kind contributions serving as leverage for the project? **Yes or No.** If so, what are the sources/uses for these funds?

BUDGET NARRATIVE:

See Attached Budget Worksheet

See Attached Budget Summary

PROJECT SUSTAINABILITY

14. **PROJECT SUSTAINABILITY:** While the ERR Program is designed to address regional economic recovery in near term, long term sustainability is less of a factor in the review process. If relevant, please describe if the program aspires to achieve stable, long-term sustainability beyond the initial funding period? (Character Limit: 3,000)

ANSWER:

Sustainability

The Workforce NOW programming has been ongoing within the FXBG Chamber for more than 20 years and will continue through staff oversight, program development, funding and research.

Strategic partnerships and collaborations will allow for the program to grow and evolve and to receive access to resources and other funding opportunities not previously available. The strategic partnership availability and access will come with the establishment of the programming into a 501c3. Some target goals of the 501c3 documented in the outcomes is to:

- Have up to 12 Board Members
- 3 nonprofit building specific trainings hosted annually
- 2 grants outside of GO Virginia applied for

Per the budget for the programming implementation the Chamber will be seeking partners, sponsors and in-kind support for the following program components: strategic partnerships, Intern Expo, data tracking,



workshops, staff person compensation, and committees (volunteer hours in-kind) including Board of Directors and the scholarship fund.

The Workforce NOW Planning Committee does and will continue to oversee, guide and implement the program components of the workforce programming. The committee is led by a Chair and Vice Chair. The Chairperson is nominated by the committee or appointed by the Chamber. Chairperson is a 2 year commitment serving as the Vice-Chair in year 1 and the Chair in year 2. The nomination or appointment occurs for that role at the fourth quarter meeting of each year and the Chairperson assumes their role in January. Committee members will agree to a 2 year term with the option to renew.

Overall, the sustainability plan of the Workforce NOW programming consist of Chamber support, committee support and oversight, strategic partnerships and collaborations, establishment of the program into a 501c3, and private support and funding.

REQUIRED ATTACHMENTS

- Executive Summary – See Question 1
- Project Timeline and Milestones – See Question 3
- Performance Metrics – See Question 4
- Return on Investment Calculations – See Question 4
- Letters of Financial (Cash) Commitment (cover sheet attached; Must clearly state amount committed) – See question 5
- In-Kind Contribution Forms (if applicable; cover sheet attached; template attached) - See question 5
- Letters of Support (if applicable; cover sheet attached) - See question 5
- Previously completed studies – See question 10
- Project Budget – See question 13

OPTIONAL ATTACHMENTS

- Project Manager Resume
- Other Supporting Documentation – Previous studies or need documentation
- Memorandums of Understanding between all project partners detailing roles and responsibilities



EXECUTIVE SUMMARY

This should be a 1-2 page overview of the project, which explains to someone who does not know anything about the project what it is trying to accomplish. This document should be able to stand alone from the application and provide a full summary of the project.

The **Fredericksburg Regional Chamber of Commerce**, *“the voice of the business community”* in partnership with our 900(+/-) member businesses, other non-member businesses, Fredericksburg Public City Schools, Caroline County Public Schools, King George County Public Schools, Spotsylvania County Public Schools, Stafford County Public Schools, Germanna Community College, various trade schools, Virginia Career Works and the University of Mary Washington is requesting a **\$250,000 (\$130,000 in year 1 and 120,00 in year 2)** in GO Virginia Implementation Grant funding spanning over 2 years (2023 – 2024) for workforce development programming (Workforce NOW). The funding will be matched with both cash and in-kind from all partners up to \$207,000, dividing it over the 2 year span. The workforce development programming will be implemented and managed by the Fredericksburg Regional Chamber of Commerce. The programming will include the following:

Program Components 2023		GO Virginia Request	Match
I.	Strategic Partnerships	\$5,000	\$15,000 cash
II.	2 nd & 3 rd Annual Intern Expo	\$40,000	\$10,000 cash
III.	Intern/Extern/Apprentice Systems (Data Tracking)	\$25,000	\$5,000 cash
IV.	Intern & Hiring Workshops	\$20,000	\$5,000 cash/in-kind
V.	Workforce Staff person compensation	\$25,000	\$26,000 cash
VI.	Workforce NOW Committee, Intern Expo Sub-Committee & Student Ambassador Committee Support	\$5,000	\$20,000 in-kind
VII.	Workforce Scholarship Fund		\$10,000 cash
VIII.	Workforce NOW Non-profit Status Updates & Training	\$10,000	
TOTAL		\$130,000	\$91,000

Strategic Partnerships

The FXBG Chamber, a direct connector and convener of students and businesses, will partner with all secondary and post-secondary schools in PD16 to provide opportunities for students to learn from, engage with and work for companies, corporations and organizations; overall expanding paid and credit-bearing student internships and other work-based learning opportunities.

An example of a new strategic partnership is with the University of Mary Washington and the Fredericksburg Regional Chamber to hire and share a program director who will oversee the establishment and operation of a regional collaborative spanning GO Virginia Region 6. This director will support the ongoing networking and resource sharing between industry, academic, and community partners. Further, the director will be responsible for leading the establishment of a regional career event; a regional replica of the Intern Expo.

The FXBG Chamber will actively seek strategic funding partners to offset grant funding of the Workforce NOW program/scope of work to ensure program longevity and sustainability.

Go Virginia funding of \$5,000 for strategic partnerships and management of is requested with an anticipated match of \$15,000 (cash).



Intern Expo

In partnership with PD16 secondary and post-secondary schools (up to 600 students) and local businesses and corporations (up to 100) the FXBG Chamber will host the 2nd Annual Intern Expo on Tuesday, February 14, 2023 at the Fredericksburg Conference and Expo Center.

The goal is to connect students with internships, externships and apprenticeships in a variety of industries with a targeted focus on Go Virginia's growth and diversification plan priority industry clusters.

The Intern Expo will also include breakout sessions and mock interviews. An example of a breakout session is resume building or setting up a Linked-In page.

Go Virginia funding of \$40,000 for the 2nd annual Intern Expo is requested with an anticipated cash match of \$10,000 from local business sponsorships.

Intern/Extern/Apprentice Systems (Tracking)

With the help of the program director, interns and current Chamber staff a plan for regional (PD16) intern/extern and apprenticeship tracking will be implemented through the use of a talent recruiting platform. An example of a popular platform is Handshake.

It is the overall goal to establish an intern/extern/apprentice tracking process and procedure as well as posting opportunities for employers within one database with one management entity for the region. Though platforms like Handshake are free initially a full talent management suite including candidate management, branding and data tracking and analytics are associated with a cost per user.

Go Virginia funding of \$25,000 is requested with an anticipated cash match of \$5,000.

Intern & Hiring Workshops

FXBG Chamber with various partners will host 6 workshops throughout the year focusing on internship preparedness for both businesses and students and hiring efforts, helping all intern and job seekers in our region qualify for and find high paying jobs.

- I. 3 Internship Workshops
- II. 3 Workforce/Hiring Workshops

Go Virginia funding of \$20,000 is requested with an anticipated match of \$5,000 with a combination of cash and in-kind.

Workforce Staff person compensation

Go Virginia funding of \$25,000 of workforce staff compensation is requested. This would include half of the shared staff person's salary (program director) with the University of Mary Washington and a paid workforce intern.

With an anticipated match of \$26,000 in cash.

Workforce NOW Committee, Intern Expo Sub-Committee & Student Ambassador Committee Support



Mary Ball Washington Regional Council

GO Virginia Region 6

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A Workforce NOW Committee, Intern Expo Sub-Committee and Student Committee all meet monthly for 1 hour sometimes longer and more frequently. The average number of committee members is 12 on each.

Go Virginia funding of \$5,000 for management and committee meeting hosting is requested with an anticipated match of \$20,000 (+) of in-kind (volunteer time value). In its newest Value of Volunteer Time report, Independent Sector, with the Do Good Institute, latest value of a volunteer hour is estimated to be **\$29.95**, which is a 4.9% increase from 2020 to 2021.

Workforce Scholarship Fund

No, Go Virginia funding is requested to establish the Workforce NOW Scholarship fund however it is a key component of the program/scope of work and the funding contributed (anticipated \$10,000) through donors directly aligns and will be tracked as matching program dollars.

Workforce NOW Non-profit Status Updates & Training

The Workforce NOW program is establishing 501c3 status with the state of Virginia. The 501c3 status will allow for program sustainability and opportunities for additional funding sources including but not limited to foundations, individual and corporate donors. The nonprofit will be considered a partner in the workforce development arena throughout the region.

Go Virginia funding of \$10,000 is requested for non-profit training and status updates.

The overall outcome of the Workforce NOW program would be to create a higher awareness and accessibility of intern/extern/apprenticeship opportunities for businesses to host and students to participate in leading to higher paying, good quality jobs for all residents of Go Virginia District 6.



PROJECT MILESTONES & DRAWDOWN SCHEDULE

Describe the project timeline and the specific project milestones that will be utilized to track project progress and fund disbursement.

***GO Virginia is a reimbursement-based grant and funds will only be disbursed after funds are expended. Match funds must be expended prior to or in proportion to GO Virginia funds.**

****Milestones are project activities and deliverables, in the order they are completed.**

Project Start Date: 1/1/2023

Project End Date: 12/31/2024

CY, Quarter	Milestone	GO Virginia Amount Disbursed	Match Amount Disbursed	TOTAL
2023 Q1	Workshop 1	\$3,000	\$1,000	\$6,000
Jan – Mar	2 nd Annual Intern Expo	\$40,000	\$10,000	\$50,000
	Hire Program Director	\$25,000	\$26,000	\$51,000
	Non-profit Building Training	\$2,500		\$2,500
	Workshop 2	\$2,000	\$1,000	\$6,000
	Committee Meetings	\$1,250	\$5,000	\$6,000
	Scholarship Donations		\$2,500	\$2,500
TOTAL		\$73,750	\$45,500	\$124,000
2023 Q2	Workshop 3	\$5,000	\$1,000	\$6,000
Apr – June	Data Tracking Research Begins	\$5,000	\$1,000	\$6,000
	Strategic Partnership Solicitation & Work Begins	\$2,500	\$10,000	\$12,500
	Non-profit Building Training	\$2,500		\$2,500
	Committee Meetings	\$1,250	\$5,000	\$6,250
	Scholarship Donations		\$2,500	\$2,500
TOTAL		\$16,250	\$17,000	\$35,750
2023 Q3	Workshop 4	\$2,500	\$1,000	\$3,500
July-Sept	Nonprofit Building Work	\$2,500		\$2,500
	Workshop 5	\$2,500	\$1,000	\$3,500
	Strategic Partnership Work	\$2,500	\$5,000	\$7,500
	Committee Meetings	\$1,250	\$5,000	\$6,250
	Scholarship Donations		\$2,500	\$2,500
TOTAL		\$11,250	\$12,000	\$25,750
2023 Q4	Workshop 6	\$5,000	\$1,000	\$6,000
Oct – Dec	Non-profit Building Work	\$2,500	\$1,000	\$3,500
	Data System Tracking & Purchase	\$20,000	\$4,000	\$24,000
	Committee Meetings	\$1,250	\$5,000	\$6,250
	Scholarship Donations		\$2,500	\$2,500



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TOTAL		\$28,750	\$11,000	\$42,250
		\$130,000		
2024 Qtr. 1	Workshop 1	\$2,500	\$1,250	\$3,750
Jan – Mar	3 rd Annual Intern Expo	\$35,000	\$15,000	\$50,000
	Staff Payroll	\$6,250	\$6,500	\$12,750
	Committee Meetings	\$1,250	\$6,250	\$7,500
	Scholarship Donations		\$3,750	\$3,750
	Strategic Partnerships	\$2,500	\$5,000	\$7,500
	Data Tracking	\$6,250	\$2,500	\$8,750
TOTAL		\$ 53,750	\$ 40,250	\$94,000
2024 Qtr. 2	Workshop 2	\$2,500	\$1,250	\$3,750
April – June	Staff Payroll	\$6,250	\$6,500	\$12,750
	Committee Meetings	\$1,250	\$6,250	\$7,500
	Scholarship Donations		\$3,750	\$3,750
	Strategic Partnerships	\$2,500	\$5,000	\$7,500
	Data Tracking	\$6,250	\$2,500	\$8,750
TOTAL		\$18,750	\$25,250	\$44,000
2024 Qtr. 3	Workshop 3	\$2,500	\$1,250	\$3,750
July – September	Workshop 4	\$2,500	\$1,250	\$3,750
	Staff Payroll	\$6,250	\$6,500	\$12,750
	Committee Meetings	\$1,250	\$6,250	\$7,500
	Scholarship Donations		\$3,750	\$3,750
	Strategic Partnerships	\$2,500	\$5,000	\$7,500
	Data Tracking	\$6,250	\$2,500	\$8,750
TOTAL		\$21,250	\$26,500	\$47,750
2024 Qtr. 4	Workshop 5	\$5,000		\$5,000
	Workshop 6	\$5,000		\$5,000
	Staff Payroll	\$6,250	\$6,500	\$12,750
	Committee Meetings	\$1,250	\$6,250	\$7,500
	Scholarship Donations		\$3,750	\$3,750
	Strategic Partnerships	\$2,500	\$5,000	\$7,500
	Data Tracking	\$6,250	\$2,500	\$8,750
TOTAL		\$26,250	\$24,000	\$50,250
		120,000		
		\$250,000		



PERFORMANCE METRICS

Outputs (Project Activities, i.e. # acreage or square feet developed, # credentials awarded, # individuals reached, # new participants engaged, # new partnerships established, # plans/reports completed, # workers trained, # workshops hosted)

- To establish 3 to 4 strong strategic partner relationships that include program/non-profit funding
- To hire 1 full-time program director
- To host 2 (2nd & 3rd annual) Intern Expo's
 - Target Goals:
 - 600 students in attendance
 - 100 businesses participating
 - 100 matches/internships filled and/or created
- To research up 3 intern/job management databases and select 1 to serve the region
- 1 talent recruiting platform/database tracking for the entire region; housed and managed by 1 entity
- To host 6 Workforce specific workshops annually
 - Target Goals:
 - 30 in attendance at each workshop
 - Up to 12 different speakers/panelists annually
- To host 12 Workforce Now Committee meetings annually, with up to 20 volunteers
- To host 12 Intern- Expo Sub-Committee meetings annually, with up to 15 volunteers
- To host 6 Student Ambassador Committee meetings annually, with up to 10 volunteers
- To provide up to 4 - \$1,500 workforce scholarships to local students annually
- To establish Workforce NOW as a 501c3 by Q1 2023
 - Target Goals:
 - Up to 12 Board Members
 - 3 nonprofit building specific trainings hosted annually
 - 2 grants outside of GO Virginia applied for

Outcomes* (Project Impact, i.e. # businesses created, # clusters expanded, \$ costs reduced, # graduates/trainees hired, # jobs created/retained, \$ leveraged private investment (LPI), \$ revenues increased, \$ tax revenue increased)

*Not required for Enhanced Capacity Building Projects

- Internship and Job opportunities increased by 20% and/or 100 new internships or jobs created at average of \$15,000 annual salary
- Internship Awareness (Students & Businesses) increased by 10% and/or 150 businesses aware of how to successfully host interns
- Overall Satisfaction with opportunities available increased by 10% among Chamber members and/or receiving response from 90 of the 900 active members about their satisfaction with internship knowledge, the opportunities made available and Workforce NOW program support

Please refer to DHCD's Project Guidance and Metrics for approved project metrics:

<https://www.dhcd.virginia.gov/sites/default/files/Docx/gova/regional-materials/gova-project-guidance-and-metrics.pdf>



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION

Per Capita Return on Investment

Region: Go Virginia Region 6

Project Name: Workforce NOW Managed by Fredericksburg Regional Chamber of Commerce

GO Virginia Request	\$250,000
Additional State Leverage (if applicable)	
Total State Investment	\$250,000

	Year 1	Year 2	Year 3	Total
Direct Jobs Created	50	50	50	150
Average Annual Salary	\$20,000	\$20,000	\$20,000	
State Income Tax Revenue Generated	\$44,625	\$89,250	\$133,875	\$267,750
State Sales Tax Revenue Generated	\$10,033	\$20,067	\$30,100	\$60,200
Total State Revenue Generated	\$54,658	\$109,317	\$163,975	\$327,950

Commonwealth's ROI %	31.18%
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Instructions

1. Please enter what GO Virginia region you are submitting your project through.
2. Please enter the name of the Per Capita project.
3. Please enter the fields highlighted in green. This template will auto calculate the rest of the fields. Only include the direct number of jobs being created each year. The formula will aggregate jobs year-over-year. For example, if your project is creating 20 jobs in year 1, 20 jobs in year 2, and 20 jobs in year 3, **DO NOT** input 40 jobs in year 2 and 60 jobs in year 3.
4. Commonwealth's ROI % should reflect a positive return

Assumptions

1. State income tax revenue is based on \$720 + 5.75% of taxable income over \$17,000 for each direct job
2. State sales tax revenue assumes a worker's net income will be 70% of their salary, and that worker will spend 1/3 of their net income on goods/services subjected to the state sales tax of 4.3%



CASH COMMITMENT COVER SHEET

Must clearly state amount committed. Please place [match verification form](#) behind this section of the application.

Partner Name	Amount of Cash Contribution	If Form Pending, Date Expected
Fredericksburg Regional Chamber of Commerce	\$ 80,000.00	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	

Match Verification Form

Project Name Workforce NOW
Support Organization: Fredericksburg Regional Chamber of Commerce
Regional Council: George Washington Regional Commission

Contributor Information

Name of Business/Individual/Locality/Entity: Fredericksburg Regional Chamber of Commerce
Name of Primary Contact: Susan Spears, President & CEO
Address: 2300 Fall Hill Avenue, Suite 240
City: Fredericksburg State: VA Zip: 22401
Telephone: (336) 373-9400 Email: cwalker@fxbgchamber.org

Match Information

Type of Match: ☐ In-kind Match ☒ Cash Match
Local Match: ☐ No ☒ Yes

Contributed Goods or Services

Please explain in detail how this match is being contributed on behalf of the project:

Fredericksburg Regional Chamber of Commerce will be seeking sponsorship support, strategic partnerships aligned with funding and donations upon achieving 501c3 status however the Chamber commits to the cash match if those dollars/funding options are not secured up to the required cash match associated with the grant reward.

Date(s) Contributed: 1/2023 - 12/2024

Real or Estimated Value of Contribution: \$ \$40,000 Annually (2023 & 2024)

How was the value determined?: ☐ Actual Value ☒ Appraisal ☐ Other

Please explain: A total of the budgeted amount to receive in support of the Workforce NOW programming from strategic partnerships, sponsorships, and donations.

Who Made this Value Determination?: Carley Walker, Vice President of Programs & Events

Is there a restriction on the use of this contribution?: ☒ No ☐ Yes

If yes, what are the restrictions?: _____

Contribution Obtained or Supported with State funds?: ☒ No ☐ Yes



Signature of Contributor

10-19-22

Date



IN-KIND CONTRIBUTION FORMS COVER SHEET

*If applicable. Please place [match verification form](#) behind this section of the application.

Partner Name	Amount of In-Kind Contribution	If Form Pending, Date Expected
Fredericksburg Regional Chamber of Commerce	\$ 70,0000.00	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	

Match Verification Form

Project Name Workforce NOW
Support Organization: Fredericksburg Regional Chamber of Commerce
Regional Council: George Washington Regional Commission

Contributor Information

Name of Business/Individual/Locality/Entity: Fredericksburg Regional Chamber of Commerce
Name of Primary Contact: Susan Spears, President & CEO
Address: 2300 Fall Hill Avenue, Suite 240
City: Fredericksburg State: VA Zip: 22401
Telephone: (336) 373-9400 Email: cwalker@fxbgchamber.org

Match Information

Type of Match: ☒ In-kind Match ☐ Cash Match
Local Match: ☐ No ☒ Yes

Contributed Goods or Services

Please explain in detail how this match is being contributed on behalf of the project:

Fredericksburg Regional Chamber of Commerce staff will contribute a percentage of their time to the Workforce NOW programming at no cost to the grant reward and the Workforce NOW, Intern Expo and Student Ambassador Committees will have on average 12 volunteer leaders on each, meeting once a month (12 meetings a year).

Date(s) Contributed: 1/2023 - 12/2024

Real or Estimated Value of Contribution: \$ \$35,000 Annually (2023 & 2024)

How was the value determined?: ☐ Actual Value ☒ Appraisal ☐ Other

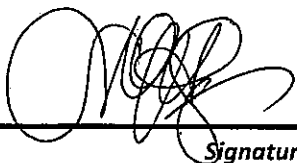
Please explain: 10% of time for staff is valued at \$10,000 and a volunteer hour is valued at \$29.95 per hour, 3 committees, on average 12 volunteers per meeting, meeting 12 times a year is a conservative estimate of value of \$25,000

Who Made this Value Determination?: Carley Walker, Vice President of Programs & Events

Is there a restriction on the use of this contribution?: ☒ No ☐ Yes

If yes, what are the restrictions?: _____

Contribution Obtained or Supported with State funds?: ☒ No ☐ Yes



Signature of Contributor

10/19/22

Date



LETTERS OF SUPPORT COVER SHEET

Letters from organizations not providing financial or in-kind contribution. Please place letters of support in order behind this section of the application.

Partner Name
Mary Washington Healthcare
Caroline County Public Schools
Rappahannock Electric Cooperative
Central Rappahannock Regional Library
Matern Staffing
Truist
UMW Economic Development
Fredericksburg City Schools
Spotsylvania County Schools



Mary Washington Healthcare

October 3, 2022

Mr. Ian Ginger
GO Virginia Region 6 Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

RE: Business Letter of Support for Fredericksburg Regional Chamber of Commerce's GO Virginia Region 6 Implementation Grant

Dear Mr. Ginger,

Please accept this letter as my strong support for the Fredericksburg Regional Chamber of Commerce's GO Virginia Implementation grant application, for Workforce NOW Programming and support of work-based learning in our region. If awarded funding, the Chamber will partner with high schools in the City of Fredericksburg, Stafford County, Spotsylvania County, Caroline County, and King George County, along with Germanna Community College, University of Mary Washington, and Virginia Career Works to host an Intern Expo in February of 2023 and 2024 with the goal of connecting students with internship opportunities at local businesses.

The awarding of this grant, supports the Chamber's policy statement on education: *We acknowledge that high-quality education and development leads to a more skilled workforce, more employment opportunities, higher earnings, and greater economic growth and vitality for our region* and the Workforce NOW Committee's mission to develop and sustain partnerships that support and encourage workforce readiness and development in the hopes of creating a workforce ready to meet the Fredericksburg region's current and future employment needs.

Mary Washington Healthcare stands behind the Chamber in this policy statement and mission and recognizes there is a need for interns in the region's workforce and growth opportunities within work-based learning.

Funding of Fredericksburg Regional Chamber of Commerce's Intern Expo will also support the GO Virginia Region 6 goal of aligning talent with current and prospective job opportunities by connecting students with employers in priority industry sectors and helping to establish internship programs at small and mid-sized companies. Thank you in advance for your consideration of this grant application.

Sincerely,

Eric Fletcher, MBA, FACHE
Senior Vice President, Chief Strategy Officer
Mary Washington Healthcare

Mr. Ian Ginger
GO Virginia Region 6 Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

RE: Letter of Support for Fredericksburg Regional Chamber of Commerce's GO Virginia Region 6
Implementation Grant Proposal & Support as a representative of Workforce NOW Committee

Dear Mr. Ginger,

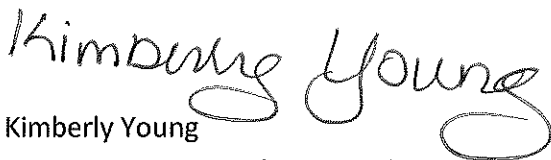
Please accept this letter as my strong support for the Fredericksburg Regional Chamber of Commerce's GO Virginia Implementation grant application, for Workforce NOW Programming and support of work based learning in our region. If awarded funding, the Chamber will partner with high schools in the City of Fredericksburg, Stafford County, Spotsylvania County, Caroline County, and King George County, along with Germanna Community College, University of Mary Washington and Virginia Career Works to host an Intern Expo in February of 2023 and 2024 with the goal of connecting students with internship opportunities at local businesses.

The awarding of this grant, supports the Workforce Committee's mission to develop and sustain partnerships that support and encourage workforce readiness and development in the hopes of creating a workforce ready to meet the Fredericksburg region's current and future employment needs.

Caroline County Public Schools aligns with the mission and goals of this programming proposal and will assist with oversight of the events and programming with representation on the Workforce NOW Committee, furthermore, representing Caroline County in planning district 16.

Funding of Fredericksburg Regional Chamber of Commerce's Intern Expo will also support the GO Virginia Region 6 goal of aligning talent with current and prospective job opportunities by connecting students with employers in priority industry sectors, and helping to establish internship programs at small and mid-sized companies. Thank you in advance for your consideration of this grant application.

Sincerely,

A handwritten signature in cursive script that reads "Kimberly Young". The signature is written in dark ink and is positioned above the printed name and title.

Kimberly Young
Communications and Community Engagement Specialist
Caroline County Public Schools

Mr. Ian Ginger
GO Virginia Region 6 Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

RE: Business Letter of Support for Fredericksburg Regional Chamber of Commerce's GO Virginia Region 6 Implementation Grant

Dear Mr. Ginger,

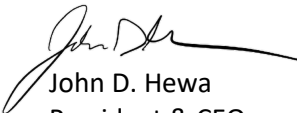
Please accept this letter as my strong support for the Fredericksburg Regional Chamber of Commerce's GO Virginia Implementation grant application, for Workforce NOW Programming and support of work based learning in our region. If awarded funding, the Chamber will partner with high schools in the City of Fredericksburg, Stafford County, Spotsylvania County, Caroline County, and King George County, along with Germanna Community College, University of Mary Washington and Virginia Career Works to host an Intern Expo in February of 2023 and 2024 with the goal of connecting students with internship opportunities at local businesses.

The awarding of this grant, supports the Chamber's policy statement on education: *We acknowledge that high-quality education and development leads to a more skilled workforce, more employment opportunities, higher earnings, and greater economic growth and vitality for our region* and the Workforce NOW Committee's mission to develop and sustain partnerships that support and encourage workforce readiness and development in the hopes of creating a workforce ready to meet the Fredericksburg region's current and future employment needs.

Rappahannock Electric Cooperative stands behind the Chamber in this policy statement and mission and recognizes there is a need for interns in the region's workforce and growth opportunities within work based learning.

Funding of Fredericksburg Regional Chamber of Commerce's Intern Expo will also support the GO Virginia Region 6 goal of aligning talent with current and prospective job opportunities by connecting students with employers in priority industry sectors and helping to establish internship programs at small and mid-sized companies. Thank you in advance for your consideration of this grant application.

Sincerely,


John D. Hewa
President & CEO



Central Rappahannock Regional
Library

INSPIRING LIFELONG LEARNING
FOR EVERYONE IN OUR COMMUNITY

Proudly serving Fredericksburg, Stafford, Spotsylvania, and Westmoreland

Mr. Ian Ginger
GO Virginia Region 6 Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

RE: Business Letter of Support for Fredericksburg Regional Chamber of Commerce's GO Virginia Region 6 Implementation Grant

Dear Mr. Ginger,

Please accept this letter as my strong support for the Fredericksburg Regional Chamber of Commerce's GO Virginia Implementation grant application, for Workforce NOW Programming and support of work based learning in our region. If awarded funding, the Chamber will partner with high schools in the City of Fredericksburg, Stafford County, Spotsylvania County, Caroline County, and King George County, along with Germanna Community College, University of Mary Washington and Virginia Career Works to host an Intern Expo in February of 2023 and 2024 with the goal of connecting students with internship opportunities at local businesses.

The awarding of this grant, supports the Chamber's policy statement on education: We acknowledge that high-quality education and development leads to a more skilled workforce, more employment opportunities, higher earnings, and greater economic growth and vitality for our region and the Workforce NOW Committee's mission to develop and sustain partnerships that support and encourage workforce readiness and development in the hopes of creating a workforce ready to meet the Fredericksburg region's current and future employment needs.

Central Rappahannock Regional Library stands behind the Chamber in this policy statement and mission and recognizes there is a need for interns in the region's workforce and growth opportunities within work based learning.

Funding of Fredericksburg Regional Chamber of Commerce's Intern Expo will also support the GO Virginia Region 6 goal of aligning talent with current and prospective job opportunities by connecting students with employers in priority industry sectors and helping to establish internship programs at small and mid-sized companies. Thank you in advance for your consideration of this grant application.

Sincerely,

Martha M. Hutzel
Director
Central Rappahannock Regional Library



librarypoint.org

540-372-1144



10712 Ballantraye Dr. Suite 312
Fredericksburg, VA 22407

P: 540-604-5000
F: 540-604-5001

maternstaffing.com

Mr. Ian Ginger
GO Virginia Region 6 Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

RE: Business Letter of Support for Fredericksburg Regional Chamber of Commerce's GO Virginia Region 6 Implementation Grant

Dear Mr. Ginger,

Please accept this letter as my strong support for the Fredericksburg Regional Chamber of Commerce's GO Virginia Implementation grant application, for Workforce NOW Programming and support of work-based learning in our region. If awarded funding, the Chamber will partner with high schools in the City of Fredericksburg, Stafford County, Spotsylvania County, Caroline County, and King George County, along with Germanna Community College, University of Mary Washington, and Virginia Career Works to host an Intern Expo in February of 2023 and 2024 with the goal of connecting students with internship opportunities at local businesses.

The awarding of this grant, supports the Chamber's policy statement on education: *We acknowledge that high-quality education and development leads to a more skilled workforce, more employment opportunities, higher earnings, and greater economic growth and vitality for our region* and the Workforce NOW Committee's mission to develop and sustain partnerships that support and encourage workforce readiness and development in the hopes of creating a workforce ready to meet the Fredericksburg region's current and future employment needs.

Matern Staffing stands behind the Chamber in this policy statement and mission and recognizes there is a need for interns in the region's workforce and growth opportunities within work based learning.

Funding of Fredericksburg Regional Chamber of Commerce's Intern Expo will also support the GO Virginia Region 6 goal of aligning talent with current and prospective job opportunities by connecting students with employers in priority industry sectors and helping to establish internship programs at small and mid-sized companies. Thank you in advance for your consideration of this grant application.

Sincerely,

Ginni Mastin
President



Mr. Ian Ginger
GO Virginia Region 6 Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

RE: Business Letter of Support for Fredericksburg Regional Chamber of Commerce's GO
Virginia Region 6 Implementation Grant

Dear Mr. Ginger,

Please accept this letter acknowledging my strong support for the Fredericksburg Regional Chamber of Commerce's GO Virginia Implementation grant application, for Workforce NOW Programming and support of work based learning in our region. If awarded funding, the Chamber will partner with high schools in the City of Fredericksburg, Stafford County, Spotsylvania County, Caroline County, and King George County, along with Germanna Community College, University of Mary Washington and Virginia Career Works to host an Intern Expo in February of 2023 and 2024 with the goal of connecting students with internship opportunities at local businesses.

The awarding of this grant supports the Chamber's policy statement on education: *We acknowledge that high-quality education and development leads to a more skilled workforce, more employment opportunities, higher earnings, and greater economic growth and vitality for our region* and the Workforce NOW Committee's mission to develop and sustain partnerships that support and encourage workforce readiness and development in the hopes of creating a workforce ready to meet the Fredericksburg region's current and future employment needs.

As the senior representative of Truist Bank in Fredericksburg, I stand behind the Chamber in this policy statement and mission and recognizes there is a need for interns in the region's workforce and growth opportunities within work based learning.

Funding of Fredericksburg Regional Chamber of Commerce's Intern Expo will also support the GO Virginia Region 6 goal of aligning talent with current and prospective job opportunities by connecting students with employers in priority industry sectors and helping to establish internship programs at small and mid-sized companies. Thank you in advance for your consideration of this grant application.

Sincerely,

A handwritten signature in dark ink that reads "Stephen Kingsley". The signature is fluid and cursive, with the first name "Stephen" and last name "Kingsley" clearly legible.

Stephen Kingsley
Greater Fredericksburg Market President, Truist Bank
Board Member, Fredericksburg Regional Chamber of Commerce
Work: 540-899-0845



Mr. Ian Ginger
GO Virginia Region 6 Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

RE: Business Letter of Support for Fredericksburg Regional Chamber of Commerce's GO Virginia Region 6 Implementation Grant

Dear Mr. Ginger,

Please accept this letter as my strong support for the Fredericksburg Regional Chamber of Commerce's GO Virginia Implementation grant application, for Workforce NOW Programming and support of work based learning in our region. If awarded funding, the Chamber will partner with high schools in the City of Fredericksburg, Stafford County, Spotsylvania County, Caroline County, and King George County, along with Germanna Community College, University of Mary Washington and Virginia Career Works to host an Intern Expo in February of 2023 and 2024 with the goal of connecting students with internship opportunities at local businesses.

The awarding of this grant, supports the Chamber's policy statement on education: *We acknowledge that high-quality education and development leads to a more skilled workforce, more employment opportunities, higher earnings, and greater economic growth and vitality for our region* and the Workforce NOW Committee's mission to develop and sustain partnerships that support and encourage workforce readiness and development in the hopes of creating a workforce ready to meet the Fredericksburg region's current and future employment needs.

The University of Mary Washington Center for Economic Development stands behind the Chamber in this policy statement and mission and recognizes there is a need for interns in the region's workforce and growth opportunities within work-based learning.

Funding of Fredericksburg Regional Chamber of Commerce's Intern Expo will also support the GO Virginia Region 6 goal of aligning talent with current and prospective job opportunities by connecting students with employers in priority industry sectors and helping to establish internship programs at small and mid-sized companies. Thank you in advance for your consideration of this grant application.

Sincerely,

Brian J. Baker (digital)

Brian J. Baker
Executive Director for Economic Development



FREDERICKSBURG CITY PUBLIC SCHOOLS

210 Ferdinand Street
Fredericksburg, VA 22401
Phone: (540) 372-1130
www.fxbgschools.us

SCHOOL BOARD

Kathleen Pomeroy, Chair
Malvina Rollins Kay, Vice Chair
Jarvis Bailey
Jennifer Boyd
Jannan Holmes
Matthew Rowe

Letter of Support for Fredericksburg Regional Chamber of Commerce's GO Virginia Region 6 Implementation Grant Proposal & Support as a representative of Workforce NOW Committee October 12, 2022

Mr. Ian Ginger
GO Virginia Region 6 Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Dear Mr. Ginger:

Please accept this letter as my strong support for the Fredericksburg Regional Chamber of Commerce's GO Virginia Implementation grant application, for Workforce NOW Programming and support of high quality Work-Based Learning in our region.

This collaborative effort is a significant area of interest with our community, local government, and the School Board. It will benefit countless students and the Fredericksburg-Area-and-Beyond business workforce. The program will ensure that all students in our diverse community will have access and opportunity. The Intern Expo matches exactly not only our Fredericksburg interests but also the greater community with the counties of Caroline, King George, Spotsylvania, and Stafford. Germanna Community College, the University of Mary Washington, and the Virginia Career Works continue to maintain and lead dynamic regional efforts and success.

We support developing and sustaining partnerships that support and encourage workforce readiness and development in the hopes of creating a workforce ready to meet the Fredericksburg region's current and future employment needs.

We pledge our Fredericksburg City Public Schools resources to assist with oversight of the events and programming with representation on the Workforce NOW Committee.

Please accept our commitment and support. Thank you.

I am, sincerely,

Matthew Eberhardt

Matthew John Eberhardt, Ed.D.
Deputy Superintendent



Mr. Ian Ginger
GO Virginia Region 6 Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

RE: Letter of Support for Fredericksburg Regional Chamber of Commerce's GO Virginia Region 6 Implementation Grant Proposal & Support as a representative of Workforce NOW Committee

Dear Mr. Ginger,

Please accept this letter as my support for the Fredericksburg Regional Chamber of Commerce's GO Virginia Implementation grant application, for Workforce NOW Programming and support of work based learning in our region. If awarded funding, the Chamber will partner with high schools in the City of Fredericksburg, Stafford County, Spotsylvania County, Caroline County, and King George County, along with Germanna Community College, University of Mary Washington and Virginia Career Works to host an Intern Expo in February of 2023 and 2024 with the goal of connecting students with internship opportunities at local businesses.

The awarding of this grant, supports the Workforce Committee's mission to develop and sustain partnerships that support and encourage workforce readiness and development in the hopes of creating a workforce ready to meet the Fredericksburg region's current and future employment needs.

Spotsylvania County Public Schools aligns with the mission and goals of this programming proposal and will assist with oversight of the events and programming with representation on the Workforce NOW Committee, furthermore, representing Spotsylvania County in planning district 16.

Funding of Fredericksburg Regional Chamber of Commerce's Intern Expo will also support the GO Virginia Region 6 goal of aligning talent with current and prospective job opportunities by connecting students with employers in priority industry sectors, and helping to establish internship programs at small and mid-sized companies. Thank you in advance for your consideration of this grant application.

Sincerely,

A handwritten signature in blue ink, reading "Sue Venable-Shelton".

Sue Venable-Shelton
Supervisor of Career and Technical Education



PROPOSED BUDGET

GO Virginia Request:	\$250,000
Total Match:	\$207,000
Total Project Cost:	\$457,000

Please explain in the chart below your proposed sources of revenue and how you plan to expend these funds. These totals must match.

Instructions: Please fill out each tab according to the information below. Each tab has examples already listed for instructional purposes. Please clear these before submitting.

Revenues: This tab details the source of each dollar used towards the project will come from. The Source of the Revenue will either be GO Virginia (total amount) or Match (each individual source of match needs to be listed. If one source is providing both cash and in-kind, please separate on individual line items).

Expenditures: This tab details the total project expenditures by project activity. The line item dropdown are budget categories provided by DHCD. If you do not believe your expenditure fits into one of these categories please use the other dropdown and label it in the next column. In the description column, please explain how the money will be used. Think of the description column as a crosswalk to your application. Readers should be able to directly tie your project expenditures to your activities.

GO Virginia Request: This tab details only the funds directly requested from GO Virginia and what their purpose is.

Matching Funds: This tab reflects the sources of the match and their purpose. This information should match what is on the revenues and expenditures tabs.

Additional Leverage: This tab is for any additional funds provided to the project over the \$1:\$1 required match or for state sourced funds provided to the project.

Total Budget & Narrative: This tab should auto populate from the GO Virginia Request and Matching Funds tabs. The Budget Narrative section is a description of how the funds will be used for the project.

BUDGET NARRATIVE

Budget Narrative: Please describe what each of the funds will be used for. (2000 Characters)

Please complete the budget section using the Excel spreadsheet available at <https://govirginia6.org/apply/>

GO Virginia Region 6 Budget Overview - Project Revenues

Instructions: Below, please indicate total project revenues, including both GO Virginia funds and match contributions. For match contributions, indicate type, source, and status of match.

Normally, match from non-state appropriated sources (cash or in-kind) must equal or exceed the GO Virginia fund request. Of the total match amount, 20% or \$50,000 (whichever is greater) must be from local sources (cash or in-kind). *Note: The total match requirement has been reduced to 50% of the grant request, and the local match requirement has been waived until further notice.

State appropriated resources cannot be used as match but can be included as “additional leverage.”

Source of Revenue	Amount	Type of Revenue (Cash or In-Kind)	Type of Match (Local, Regional, Federal, Private, Non-Profit, Other)	If other, specify	Source of Match	Status of the Match
Go Virginia 2023	\$ 130,000.00	CASH				
Strategic Partners - Pending Request to REDCO	\$ 15,000.00	CASH	Local; Private		Redco	Pending Ask
Intern Expo Sponsors	\$ 10,000.00	CASH	Regional; Private		MWHC, REC, UnaDyn and more	Pending Asks
Chamber of Commerce Program Expenses		Cash	Local; Nonprofit		FXBG Chamber	Letter
Data Tracking Systems & Payroll Commitment to	\$ 5,000.00	Cash	Local; Nonprofit		FXBG Chamber	
Workforce NOW Scholarship Fund if not contributed by others	\$ 10,000.00	Cash	Local; Nonprofit		FXBG Chamber	
Workshops: Venues	\$ 2,500.00	In-Kind	Regional; Nonprofit	Post Secondary School	Germanna Community College	Pending
Workshops: Speaker Fees	\$ 2,500.00	In-Kind	Regional	Various	Various	Pending Asks
Worforce Regional Director Salary	\$ 26,000.00	Cash	Regional; Nonprofit	Post Secondary School	University of Mary Washington	MOU Pending
Workforce NOW Committee Volunteers, Intern Expo Sub-Committee Volunteers & Student Voice Committee Volunteers	\$20,000.00	In-Kind	Regional	Volunteers; www.independentsector.org ; Volunteer hour is estimated at \$29.95	Various	Committed
Go Virginia 2024	\$ 120,000.00					
Strategic Partners; Non-profit Donors	\$ 20,000.00	Cash	Local; Private		Unknown	
Intern Expo Sponsors	\$ 15,000.00	Cash	Regiona; Private		Unknown	
Chamber of Commerce Program Expenses	\$ -				FXBG Chamber	
Data Tracking Systems & Payroll Commitment to	\$ 10,000.00	Cash	Local; Nonprofit		FXBG Chamber	
Workforce NOW Scholarship Fund if not contributed by others	\$ 15,000.00	Cash	Local; Nonprofit		FXBG Chamber	
Workshops: Venues	\$ 2,500.00	In-Kind	Regional; Nonprofit	Post Secondary School	Germanna Community College	Pending
Workshops: Speaker Fees	\$ 2,500.00	In-Kind	Regional	Various	Various	Pending Asks
Worforce Regional Director Salary	\$ 26,000.00	Cash	Regional; Nonprofit	Post Secondary School	University of Mary Washington	MOU Pending
Workforce NOW Committee Volunteers, Intern Expo Sub-Committee Volunteers & Student Voice Committee Volunteers	\$25,000.00	In-Kind	Regional	Volunteers; www.independentsector.org ; Volunteer hour is estimated at \$29.95	Various	Committed
	\$ 457,000.00					

GO Virginia Region 6 Budget Overview - Project Expenditures

Instructions: Below, please indicate total project expenditures by project activities in each line item.

Line Item (Dropdown)	If other, specify	Cost Estimate	Description	Funding Source(s) from Revenues	Type of Expenditure (Cash or In-Kind)
Salaries		\$ 140,000.00	Hire a Regional Director	UMW & FXBG Chamber & GO Virginia	Cash
Administration (Support Org Grant Management up to 8%)		\$ 12,000.00	Vice President Admin Cost to write and process grant proposal	GO Virginia & FXBG Chamber	Cash
Hardware/Software		\$ 7,000.00	New Computer & Ipad for Program	GO Virginia & FXBG Chamber	Cash
Hardware/Software		\$ 20,000.00	Data Tracking Software	Go Virginia & FXBG Chamber	Cash
Audit		\$ 5,000.00	Additional Audit expenses for 501c3 arm of FXBG Chamber	Go Virginia & FXBG Chamber	Cash
Contract Services		\$ 20,000.00	Workshop Speaker Fees	Go Virginia	Cash
Fees and Licenses		\$ 25,000.00	Services Associated w/ to conduct events (Intern Expo & Workshops)	Go Virginia & FXBG Chamber	Cash
Outreach		\$ 10,000.00	Events marketing, outreach & PR	Go Virginia & FXBG Chamber	Cash
Rent/Lease		\$ 20,000.00	Venue Fees for Intern Expo & Workshops	Go Virginia & FXBG Chamber	Cash
Needs Assessment		\$ 5,000.00	Needs Assessment & Surveys	Go Virginia & FXBG Chamber	Cash
Planning/Assessment		\$ 10,000.00	Committee Needs	Go Virginia & FXBG Chamber	Cash
Fiscal Management/Accounting Services		\$ 25,000.00	Fundraising Fees, Nonprofit Management & Strategic Partnerships	Go Virginia & FXBG Chamber	Cash
Equipment		\$ 20,000.00	Event Supplies & Other Needed Materials	Go Virginia & FXBG Chamber	Cash & In-Kind
Indirect Costs		\$ 45,000.00	Volunteer Hours	Volunteers	In-Kind
Outreach		\$ 25,000.00	Scholarship Fund	Private & FXBG Chamber	Cash
Salaries		\$ 50,000.00	FXBG Chamber Staff Compensation	Go Virginia & FXBG Chamber	Cash & In-Kind
Fringe Benefits		\$ 25,000.00	Health Care Packages & Other Staff Benefits	Go Virginia & FXBG Chamber	Cash
Indirect Costs		\$ 250,000.00	UMW's SCHEV Grant	UMW	Cash
Salaries		\$ 15,000.00	Program Intern	FXBG Chamber	Cash
		\$ -			
		\$ -			
		\$ -			
		\$ -			

\$ 729,000.00

Uses of GO Virginia Funds	Amount (\$)	Description
		Fundraising Consultant & Nonprofit Trainings & Status Updates; Stratgeic
Contractors/Consultants	\$ 25,000.00	Partnerships
Rent/Lease	\$ 20,000.00	Venue Expenses (Intern Expo)
Administration (Support Org Grant Management up to 8%)	\$ 6,000.00	Grant Writing
Outreach	\$ 10,000.00	Marketing & PR Projects for Intern Expo
Equipment	\$ 20,000.00	Event Expenses, Equipment & Materials (Intern Expo)
Contract Services	\$ 15,000.00	Event Planning Contractor Fees (Intern Expo)
Salaries	\$ 10,000.00	Staff Time & Teacher Fees (Intern Expo)
Hardware/Software	\$ 20,000.00	Intern Data Tracking System for Regional Usage
Contract Services	\$ 20,000.00	Workshop Speaker Fees
Equipment	\$ 5,000.00	Other Event Materials (Workshops)
Salaries	\$ 50,000.00	Regional Workforce Director (Portion of Compensation)
Needs Assessment	\$ 5,000.00	Workforce Needs Assessment & Surveys
Hardware/Software	\$ 5,000.00	Program Hardware Needs (Computers & Other)
Audit	\$ 2,000.00	Financial Audit for 501c3
Fringe Benefits	\$ 12,000.00	Employee Benefits Package & Professional Development
Salaries	\$ 15,000.00	Chamber Staff Program Management Additional Compensation
Planning/Assessment	\$ 10,000.00	Committee Needs & Staff Oversight
	\$ 250,000.00	Total GO Virginia Request
Directions: Please list all uses associated with GO Virginia Funds. The budget categories and amounts should match "DHCD Request" column in the CAMS application budget.		

[illegible]

Uses of Additional Leverage	Amount (\$)	Type of Match (Dropdown)	Source of Match	Documentation Submitted (Dropdown)
Univeristy of Mary Washington's SCHEV/VTOP Grant	\$ 250,000.00			
	\$ -	Total Matching Funds		
Directions: Please list all sources and uses associated with additional leverage beyond the required match. Additional leverage does not need to be included in the CAMS application budget. NOTE: State funds may only be used as additional leverage and will may not contribute to the required \$1:1 match.				

Type of Funds	Totals	
GO Virginia	\$	250,000.00
Matching Funds	\$	207,000.00
Total CAMS Budget	\$	457,000.00
Additional Leverage	\$	250,000.00
Total Project Budget	\$	707,000.00

*These answers will autofill from previous tabs

Type of Match	Totals	
Matching Funds	\$	207,000.00
At least \$1:1 NO		
Local Match	\$	120,000.00
At least \$50,000 YES		
At least 20% of GOVA Request YES		
Local Match Waiver Request? NO		

Select answer from dropdown menu.

Budget Narrative: Please describe what each of the funds will be used for.

This project's budget is \$200,000. Organization A is requesting \$100,000 from GO Virginia to support a consultant to develop a curriculum for workforce training. County A is providing \$50,000 in local cash match to support the consultant's services. US FED is providing \$25,000 in federal cash match to purchase training equipment. County B is providing \$25,000 in local staff time to oversee the administration of the project.

Workforce NOW Proposal

PRESENTED BY: FREDERICKSBURG REGIONAL CHAMBER OF COMMERCE

CARLEY S. WALKER, VICE PRESIDENT OF PROGRAMS & EVENTS

OCTOBER 24TH, 2022



Fredericksburg Regional

CHAMBER OF COMMERCE

"The voice of the business community"

Workforce NOW

- ▶ A long tenure program within FXBG Chamber of Commerce
- ▶ **Mission:** To develop and sustain partnerships to support and encourage workforce readiness and workforce development
- ▶ **Vision:** A workforce ready to meet the Fredericksburg region's current and future employment needs.
- ▶ Oversight by Workforce NOW Planning Committee (25 members of K-12, Post Secondary Education, Community, and Business leaders) and VP of Programs & Events
- ▶ Planned and implemented Discover Your Future in the past and more recently 1st Annual Intern Expo

Workforce NOW Program Components

□ Go Virginia Implementation
Grant Request 2023-2024:
\$250,000



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION

- ▶ Strategic Partnerships
- ▶ Intern Expo
- ▶ Intern/Extern/Apprentice Systems (Data Tracking)
- ▶ Intern & Hiring Workshops
- ▶ Workforce Staff person compensation
- ▶ Workforce NOW Committee, Intern Expo Sub-Committee & Student Ambassador Committee Support
- ▶ Workforce Scholarship Fund
- ▶ Workforce NOW Non-profit Status Updates & Training

Partners

- ▶ Caroline County Public Schools
- ▶ City of Fredericksburg Schools
- ▶ King George County Public Schools
- ▶ Spotsylvania County Public Schools
- ▶ Stafford County Public Schools
- ▶ Germanna Community College
- ▶ University of Mary Washington
- ▶ Virginia Career Works Fredericksburg Center
- ▶ Chamber Business Members
- ▶ Other Businesses serving PD16

I. Strategic Partnerships

- ▶ EXAMPLE:
- ▶ University of Mary Washington and the Fredericksburg Regional Chamber will hire and share a program director who will oversee the establishment and operation of a regional collaborative spanning GO Virginia Region 6. This director will support the ongoing networking and resource sharing between industry, academic, and community partners. Further, the director will be responsible for leading the establishment of a regional career event; a regional replica of the Intern Expo.

II. Intern Expo

The goal is to connect students with internships, externships and apprenticeships in a variety of industries with a targeted focus on Go Virginia's growth and diversification plan priority industry clusters.

► 1st Annual was a Success!



- ❑ **2nd & 3rd Annual Intern Expo**
- ❑ **Intern Expo Sub-Committee**
- ❑ **Student Ambassador Committee**
- ❑ **Save the Date 2.14.23**
- ❑ **Targets:**
 - **600 Students**
 - **100 Businesses**

III. Regional Tracking System

Tracking:

- ▶ Internships
- ▶ Externships
- ▶ Apprenticeships
- ▶ Job Shadowing
- ▶ Resources for Businesses hosting
- ▶ Resources for Students seeking

Researching:

- ▶ The best talent recruiting and data tracking options
- ▶ Example: Handshake
- ▶ Research the best entity to manage and host

IV. Workshops

- ▶ 3 Internship Focused Workshops
- ▶ 3 Workforce Focused Workshops
- ▶ EXAMPLES:
 - ▶ Workshop I – Hiring Series: Strategies for Non-Traditional Job Seekers
 - ▶ Workshop II – Hiring Series: Creative Benefits/ How to Be An Attractive Employer
 - ▶ Workshop III – Hiring Series: Where is the Workforce Now? Trends, Data Analytics & the Future

V. Workforce Staff

- ▶ Paid Intern
- ▶ Workforce Programming focused Staff person



VI. Committees

- ❖ **Workforce NOW Committee**

- 25 Members representing education, nonprofit and business communities

- ❖ **Intern Expo Sub-Committee**

- 12 Members providing support and strategy to plan and implement the Intern Expo

- ❖ **Student Ambassador Committee**

- 10 Members representing all schools districts in PD 16 and post secondary education partners
 - ▶ Being student ambassadors for internships
 - ▶ Understanding student internship involvement in the region

VII. Workforce NOW Scholarship Fund

- ▶ Goal is to give up to 4 - \$1,500 scholarships to students in the area
- ▶ Contributes only to the Go Virginia match



VIII. Workforce NOW Non-profit Status Updates & Training

- ▶ Obtaining 501c3 Status
- ▶ Creating program sustainability and opportunities for additional funding
- ▶ Committee transitioning to Board of Directors
- ▶ Hosting trainings to ensure nonprofit best practices

GOAL

- ▶ To create a higher awareness and accessibility of intern/extern/apprenticeship opportunities for businesses to host and students to participate in leading to higher paying, good quality jobs for all residents of Go Virginia District 6



Outcomes

- ▶ Internship and Job opportunities increased by 20% and/or 100 new internships or jobs created at average of \$15,000 annual salary
- ▶ Internship Awareness (Students & Businesses) increased by 10% and/or 150 businesses aware of how to successfully host interns
- ▶ Overall Satisfaction with opportunities available increased by 10% among Chamber members and/or receiving response from 90 of the 900 active members about their satisfaction with internship knowledge, the opportunities made available and Workforce NOW program support

31% Return on Investment

Questions

Workforce NOW Proposal

- ▶ Presented by: Fredericksburg Regional Chamber of Commerce
- ▶ Carley S. Walker, Vice President of Programs & Events
- ▶ October 24th, 2022

THANK YOU!



**Application Discussion & Determinations (ACTION
ITEM) Innovation Pathways Implementation Application**

STAFF REVIEW

Application Name: Innovation Pathways

Application Submitted: 9/23/22

Date of Staff Review: 10/19/22

Applicant: G3 Community Services

Contact Person: Vernon Green

Grant Type: Implementation

Growth and Diversification Plan Strategy Area (s): Workforce Development

Localities Served: City of Fredericksburg, King George, Stafford

Localities Participating in Project: City of Fredericksburg, King George, Stafford

Other Partners and Responsibilities: King George County Public Schools and King George Economic Development will be active partners on the project through the advisory council. Stafford County Public Schools and the Stafford County Economic Development Authority will also serve on the advisory council.

GO Virginia Request: \$996,500.00

Match: \$617,000.00

Source of Match: Private

Additional Leverage:

Total Project Cost: \$1,613,500.00

Threshold Review	Yes or No. Why?	Discussion/Questions
Does the applicant demonstrate capacity to manage the grant?	Yes. The organization has a track record of providing training services.	
Does the project align with GO Virginia strategies?	Yes. The project aligns with our Professional, Scientific, and Technical Services and Information/Data Centers industry clusters as well as the Region's identified strategies under workforce development.	
Does the project carry out the goals/objectives of the Region 6 Economic Growth & Diversification Plan?	Yes. The project seeks to create a pipeline of qualified workers in IT, computer science, and cybersecurity through	

Application Scoring Sheet – April 2021

	summer camps aimed at exposing students to these industries and credentialing.	
Does the project contribute, either directly or indirectly, to the creation of higher-paying jobs for the region? What is the targeted industry and pay rate?	Yes. The overarching goal of the project is to prepare students for jobs across several technology fields, which have an average entry salary of \$52,765.50	
Does the project have non-state source(s) of revenue at least equal to the requested GO Virginia grant? If no, is there a fiscal distress or unique economic opportunity justification for the reduced match? (In no instance will the match be less than half of the requested GO Virginia grant request.)	Yes. The match for the project will be provided by GCubed Inc. and GCubed Community Services	
Does the project have at least two participating localities, political subdivisions, or public bodies corporate and politic?	Yes. King George, Stafford, and Spotsylvania County have committed to actively participating on the projects advisory council.	
Are the participating localities contributing at least 20%, or \$50,000, whichever is greater, of the required match? (Not required for Enhanced Capacity Building Projects seeking administrative approval.) If no, does the project demonstrate the ability to benefit the majority of the region or region(s) and that the benefitting localities were approached but unable to financially contribute to the project? This requirement is currently waived by the GO Virginia State Board.	N/A. This provision has been waived by the GO Virginia State Board through the end of FY23.	
Does the project outline both behavioral and anticipated tangible results that will come from the collaboration?	Yes	
Does the project demonstrate involvement in the project by businesses, colleges and universities, and other public and private entities within the region in the conceptualization of and the implementation of the project?	Yes	
Does the project outline a positive ROI within 3 years?	Yes	
Will this project be completed within two years?	Yes	
Is the project sustainable after GO Virginia funds? This does not relate to ECB's.	Yes. The project will be sustained by recruiting	

Application Scoring Sheet – April 2021

	fees paid by local businesses that are hiring credentialed individuals.	
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Summary of Application

Project Description: The project is designed to create a seamless career pathway for middle/high school students and

veterans entering the workforce wishing to pursue occupations in IT, computer science or cyber technology. The program will produce IT professionals certified in the four CompTIA competencies, VR Unity content developers, in addition to creating STEM outreach programs to primary and secondary students.

The project will also include training and certifications for IT teachers throughout the region. G3CS through GCubed has provided similar training to 10 teachers in the Stafford area over the past year. This training and certification will enhance the teacher pool in the region with increased qualifications and skills to bring into the classroom.

The focus of the Innovation Pathways, Workforce Development Project is a new 2-year certificate program to enable students to obtain CompTIA certifications in Information Technology Plus, A+, Network+, and Security+. The curriculum would include courses to train each student to pass the certification exam(s). The project proposes to provide training for 900 certifications.

Project Goal(s): The project aims to create a pipeline of qualified workers in the IT, computer science, and cybersecurity field through summer camps, credentialing, and certification of instructors.

Outcomes: 900 certifications. 2 summer camps. 20 teachers certified as trainers.

Council Review Summary

Staff Considerations



Implementation Project Materials – Initial Project Overview

APPLICATION INFORMATION

PROJECT NAME: INNOVATION PATHWAYS, WORKFORCE DEVELOPMENT PROJECT

DATE: AUGUST 26, 2022

PROJECT APPLICANT

Legal Name: G3 Community Services

EIN/TIN: 47-4269169

Address: 10 Center Street, Suite 103, Stafford, VA 22556

Website: <https://g3cs.org>

APPLICATION CONTACT

Name: Vernon Green, Jr.

Title: President and CEO

Phone: 540-412-0753

Email: vgreen@gcubedinc.com

PARTNERING REGIONS:

FUNDING REQUEST SUMMARY

GO Virginia Request*:	\$996,500.00
Total Match**:	\$617,000.00
Additional Leverage***:	\$
Total Project Cost:	\$1,613,500.00

* There is no cap on the amount of GO Virginia funding that can be requested for Implementation Projects.

**Normally, match from non-state appropriated sources (cash or in-kind) must equal or exceed the GO Virginia fund request. Of the total match amount, 20% or \$50,000 (whichever is greater) must be from local sources (cash or in-kind). *Note: The total match requirement has been reduced to 50% of the GO Virginia request, and the local match requirement has been waived until further notice.

***State appropriated resources cannot be used as match but can be included as “additional leverage.”

WHAT GROWTH & DIVERSIFICATION PLAN PRIORITY INDUSTRY CLUSTER/S IS YOUR PROJECT IN?

- ☐ Aquaculture/Seafood/Commercial Fishing/Marine Industries
- ☐ Forestry/Wood Products/Paper
- ☐ Manufacturing
- ☐ Distribution/Logistics
- ☒ Information/Data Centers
- ☒ Professional, Scientific, and Technical Services



WHAT CATEGORY DOES YOUR PROJECT FALL INTO?

☐ Entrepreneurial Activities

☐ Site Development

☒ Workforce Development

PARTICIPATING LOCALITIES (MINIMUM 2 REQUIRED)

Projects must have at least two participating localities. "Participation" can include financial participation, in-kind contribution, participation on a project advisory team, and/or administration of the project.

Caroline County	☐	King William County	☐	Spotsylvania County	☒
Essex County	☐	Lancaster County	☐	Stafford County	☒
City of Fredericksburg	☒	Mathews County	☐	Westmoreland County	☐
Gloucester County	☐	Middlesex County	☐	Other (specify):	☐
King and Queen County	☐	Northumberland County	☐	Other (specify):	☐
King George County	☒	Richmond County	☐	Other (specify):	☐

PLEASE DEFINE THE LEVEL OF PARTICIPATION BY EACH OF THE LOCALITIES

Locality	Resource Contribution	Cash	Non-Cash
Stafford County	Advisory Council		
King George County	Advisory Council		
Spotsylvania County	Advisory Council		

PROPOSED LOCALITIES TO BE SERVED BY PROJECT

Caroline County	☐	King William County	☐	Spotsylvania County	☒
Essex County	☐	Lancaster County	☐	Stafford County	☒
City of Fredericksburg	☒	Mathews County	☐	Westmoreland County	☐
Gloucester County	☐	Middlesex County	☐	Other (specify):	☐
King and Queen County	☐	Northumberland County	☐	Other (specify):	☐
King George County	☒	Richmond County	☐	Other (specify):	☐

OTHER PROPOSED PARTNERS AND COLLABORATORS

Organization Name	Resource Contribution	Cash	Non-Cash
GCubed Inc.			\$533,000.00
G3CS			\$84,000.00
King George County Economic Development Office	Advisory Council		
Stafford County Economic Development Authority	Advisory Council		
Private sector partners			



PROJECT DESCRIPTION

G3 Community Services (G3CS) is requesting \$996,500 in GO Virginia funding in support of a \$1,613,500 **Innovation Pathways, Workforce Development Project** to provide a continuous supply of qualified individuals entering “high-demand” information technology (IT), computer science and cyber related professions in the Stafford, Fredericksburg, and King George region. The goal of the 2-year project is to create and implement career training pathways for over 200 middle/high school students and new adult entrants to the workforce seeking engineering, information technology, computer science and cyber related occupations.

The project is designed to create a seamless career pathway for middle/high school students and veterans entering the workforce wishing to pursue occupations in IT, computer science or cyber technology. The program will produce IT professionals certified in the four CompTIA competencies, VR Unity content developers, in addition to creating STEM outreach programs to primary and secondary students.

The project will also include training and certifications for IT teachers throughout the region. G3CS through GCubed has provided similar training to 10 teachers in the Stafford area over the past year. This training and certification will enhance the teacher pool in the region with increased qualifications and skills to bring into the classroom.

The focus of the Innovation Pathways, Workforce Development Project is a new 2-year certificate program to enable students to obtain CompTIA certifications in Information Technology Plus, A+, Network+, and Security+. The curriculum would include courses to train each student to pass the certification exam(s). The project proposes to provide training for 900 certifications.

The **Innovation Pathways, Workforce Development Project** identifies prospective students early in the career exploration and gives them the information, help and instruction that will lead to the proper certification(s) in an IT, computer science and cyber occupation. The project proposes to provide certifications that will enable the students to earn an average of 2.5%-10% more for entry level jobs.

The **Innovation Pathways, Workforce Development Project** is ready to start on Day One of the funding cycle. The first year of the Initiative will be devoted to launching outreach to middle and high schools, conducting summer camps, establishing/promoting the programs, and conducting courses starting during the first month. The second year of the Initiative is devoted to training students and continuing the summer camps, outreach activities and communications campaign. It is projected that during the 2-year grant period that 900 certifications will be achieved and that number will increase by 300 certifications annually after project completion.

Go Virginia grant funds will be used to; 1) provide for instructor salaries (\$360,000) Program Coordinator salary (\$160,000) and Administrative salary (\$70,000), 2) Books and vouchers for 900 CompTIA certifications (\$202,500), 3) Marketing/Radio campaign (\$104,000), 4) Transportation for Middle and High School students (\$90,000), and 5) Recruiting for Instructor positions (10,000).- \$80,000.

Proposed Budget:

GO Virginia Request:	\$996,500
Total Match:	\$617,000
Total Project Cost:	\$1,613,500



Implementation Project – Application Questions

APPLICATION INFORMATION

PROJECT NAME: INNOVATION PATHWAYS, WORKFORCE DEVELOPMENT PROJECT

DATE: AUGUST 26, 2022

PROJECT APPLICANT

Legal Name: G3 Community Services

EIN/TIN: 47-4269169

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Name: Vernon Green, Jr.

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Phone: 540-412-0753

Email: vgreen@gcubedinc.com

FUNDING REQUEST SUMMARY

GO Virginia Request*:	\$996,500.00
Total Match**:	\$617,000.00
Additional Leverage***:	\$
Total Project Cost:	\$1,613,500.00

Budget Narrative (How will the funds be used? Please tie the use of the GO Virginia and match funds to project activities):

G3 Community Services has teamed with GCubed to provide a larger than 2:1 ratio of matching funds. Giving Back is part of Our Success. GCubed donated 76% of all profits for community and economic development programs last year. GCubed invests in the communities our employees live and work in, improving them and providing greater opportunities for people in those communities.

GCubed and G3CS are committed to provide CompTia training and certification to local youth.

The project is structured to cover the upfront costs of establishing new or expanded information technology, computer science and cyber course offerings for CompTIA certifications in IT Fundamentals, A+, Network+, and Security+ along with associated outreach programs.

ECONOMIC IMPACT

1. **PROJECT DESCRIPTION:** Provide a detailed overview of the proposed project and project activities included in the project budget (scope of work). If the full project scope goes beyond the reflected budget, please provide a breakdown of the current and later phases of project activities. Be sure to clearly detail each activity and how it relates directly to a line item(s) in your budget. (Character Limit: 3,000)

ATTACHMENT: 1-2 Page Executive Summary that explains to someone who does not know anything about the project what it is trying to accomplish. What are the goals of the project? What is the approach to the project? What are the expected outcomes of the project?

ANSWER:

The purpose of the Innovation Pathways, Workforce Development Project is to provide a supply of qualified individuals entering the information technology, computer science, and cyber related professions. The goal of the project is to create and execute a career development pathway for primary/secondary students and new adult entrants to include veterans to the workforce in the Stafford, Fredericksburg, Spotsylvania, and King George region seeking careers in information technology and cyber related occupations. The program will produce IT professionals certified in the four CompTIA competencies, VR Unity content developers, in addition to creating STEM outreach programs to primary and secondary students.

CompTIA (The Computing Technology Industry Association) is the leading provider of vendor-neutral IT certifications in the world. With more than 2 million IT certifications issued worldwide, CompTIA is dedicated to helping IT professionals lead the charge in our digitally connected world. The CompTIA certifications listed below will be offered by the Innovation Pathways, Workforce Development Project:

CompTIA IT Fundamentals (ITF+) is an introduction to basic IT knowledge and skills.

CompTIA A+ is the only industry recognized credential with performance testing to prove pros can think on their feet to perform critical IT support tasks. It is trusted by employers around the world to identify the go-to person in end point management & technical support roles. CompTIA A+ appears in more tech support job listings than any other IT credential.

CompTIA's Network+ certification validates the knowledge and skills needed to troubleshoot, configure and manage both wired and wireless networks found in companies around the world. CompTIA Network+ certifies a professional-level understanding of emerging technologies including cloud and virtualization technologies.

CompTIA Security+ is a global certification that validates the baseline skills necessary to perform core security functions and pursue an IT security career. Security+ establishes the core knowledge required of any cybersecurity role and provides a springboard to intermediate-level cybersecurity jobs. Security+ incorporates best practices in hands-on troubleshooting, ensuring candidates have practical security problem-solving skills.

A detailed look at the course offerings are provided below.

IT Fundamentals+

CompTIA IT Fundamentals (ITF+) is an introduction to basic IT knowledge and skills.

CompTIA ITF+ helps professionals to decide if a career in IT is right for them or to develop a broader understanding of IT.

- ITF+ is the only pre-career certification that helps students or career changers determine if they have a competency for information technology and if it is the right career path for them.
- ITF+ is the only single certification that covers all areas of IT foundations, creating a broader understanding of IT making it ideal for non-technical professionals.
- ITF+ establishes an IT education framework for students in secondary and post-secondary settings.

The CompTIA IT Fundamentals exam focuses on the essential IT skills and knowledge needed to perform tasks commonly performed by advanced end-users and entry-level IT professionals alike, including:

- Using features and functions of common operating systems and establishing network connectivity



- Identifying common software applications and their purpose
- Using security and web browsing best practices

This certification is intended for candidates who are advanced end users and/or are considering a career in IT. The exam is also a good fit for individuals interested in pursuing professional-level certifications, such as A+.

A+

CompTIA A+ certified professionals are proven problem solvers. They support today's core technologies from security to networking to virtualization and more. CompTIA A+ is the industry standard for launching IT careers into today's digital world.

CompTIA A+ is the only industry recognized credential with performance testing to prove pros can think on their feet to perform critical IT support tasks. It is trusted by employers around the world to identify the go-to person in end point management & technical support roles. CompTIA A+ appears in more tech support job listings than any other IT credential.

The CompTIA A+ Core Series requires candidates to pass two exams: Core 1 (220-1101) and Core 2 (220-1102) covering the following new content, emphasizing the technologies and skills IT pros need to support a hybrid workforce.

- Increased reliance on SaaS applications for remote work
- More on troubleshooting and how to remotely diagnose and correct common software, hardware, or connectivity problems
- Changing core technologies from cloud virtualization and IoT device security to data management and scripting
- Multiple operating systems now encountered by technicians on a regular basis, including the major systems, their use cases, and how to keep them running properly
- Reflects the changing nature of the job role, where many tasks are sent to specialized providers as certified personnel need to assess whether it's best to fix something on site, or to save time and money by sending proprietary technologies directly to vendors

Network+

CompTIA Network+ is for professionals with the recommended prerequisite of CompTIA Network+ certification and nine months of networking experience looking to develop their networking careers. CompTIA Network+ prepares candidates for the following job roles:

- Network administrator
- Network field technician
- Junior network administrator
- IT consultant
- Network field engineer
- Computer technician
- Help desk technician
- System engineer
- Network support specialist
- Network analyst

Here are a few CompTIA Network+ jobs and their average salaries according to the U.S. Bureau of Labor Statistics:

- Network administrator – \$86,340
- Network support specialist – \$67,510
- Network system analyst – \$92,740



CompTIA's Network+ certification validates the knowledge and skills needed to troubleshoot, configure and manage both wired and wireless networks found in companies around the world. CompTIA Network+ certifies a professional-level understanding of emerging technologies including cloud and virtualization technologies.

CompTIA Network+ ensures an IT professional has the following knowledge and skills:

- Design and implement functional networks
- Configure, manage, and maintain essential network devices
- Use devices such as switches and routers to segment network traffic and create resilient networks
- Identify benefits and drawbacks of existing network configurations
- Implement network security, standards and protocols
- Troubleshoot network problems
- Support the creation of virtualized networks

The CompTIA Network+ exam includes the following domains and topics:

- **Networking Concepts:** Explain the purpose of a variety of networking concepts and implement them appropriately.
- **Infrastructure:** Determine and explain the appropriate cabling, device and storage technologies.
- **Network Operations:** Use best practices to manage the network, determine policies and ensure business continuity.
- **Network Security:** Summarize physical security and common attacks while securing the wired and wireless network.
- **Network Troubleshooting and Tools:** Explain the network troubleshooting methodology and appropriate tools to support connectivity and performance.

Security+

CompTIA Security+ is a global certification that validates the baseline skills necessary to perform core security functions and pursue an IT security career.

Why is it different?

- **More choose Security+** - chosen by more corporations and defense organizations than any other certification on the market to validate baseline security skills and for fulfilling the DoD 8570 compliance.
- **Security+ proves hands-on skills** – the only baseline cybersecurity certification emphasizing hands-on practical skills, ensuring the security professional is better prepared to problem solve a wider variety of today's complex issues.
- **More job roles turn to Security+ to supplement skills** – baseline cybersecurity skills are applicable across more of today's job roles to secure systems, software and hardware.
- **Security+ is aligned to the latest trends and techniques** – covering the most core technical skills in risk assessment and management, incident response, forensics, enterprise networks, hybrid/cloud operations, and security controls, ensuring high-performance on the job.

CompTIA Security+ is the first security certification a candidate should earn. It establishes the core knowledge required of any cybersecurity role and provides a springboard to intermediate-level cybersecurity jobs. Security+ incorporates best practices in hands-on troubleshooting, ensuring candidates have practical security problem-solving skills required to:

- **Assess** the security posture of an enterprise environment and recommend and implement appropriate security solutions
- **Monitor and secure** hybrid environments, including cloud, mobile, and IoT
- **Operate** with an awareness of applicable laws and policies, including principles of governance, risk, and compliance
- **Identify, analyze, and respond** to security events and incidents



Security+ is compliant with ISO 17024 standards and approved by the US DoD to meet directive 8140/8570.01-M requirements. Regulators and government rely on ANSI accreditation, because it provides confidence and trust in the outputs of an accredited program. Over 2.3 million CompTIA ISO/ANSI-accredited exams have been delivered since January 1, 2011.

Unity A&B

Unity is one of the most in-demand tech skills and has one of the highest forecasted growth rates, at over 35% over the next two years. Unity certifications test the core skills needed for a variety of roles to validate expertise and readiness for VR careers.

The certification is designed for creators with a portfolio of Unity projects ready to apply for their first professional Unity role. The certification highlights focus areas in Game Development, Programming, or 2D/3D Artist.

The Programmer certification exam tests the core skills needed to contribute to the technical execution of a project from conception through launch, and beyond. The Artist certification exam is designed for real time 3D artists who have a mix of artistic and technical skills within the context of professional software development processes.

QTR	2023	2024	Totals
1	IT Fundamentals (20 Students) IT Fundamentals (20 Students) IT Fundamentals (20 Students) IT Fundamentals (20 Students) A+ (20 Students) A+ (20 Students) Total: (120 Certifications)	IT Fundamentals (20 Students) IT Fundamentals (20 Students) IT Fundamentals (20 Students) IT Fundamentals (20 Students) A+ (20 Students) A+ (20 Students) Unity A (10 Students) Total: (130 Certifications)	Totals: IT Fundamentals (400 Certifications) A+ (220 Certifications) Network+ (160 Certifications) Security+ (100 Certifications) Unity A&B (20 Certifications) Total: (900 Certifications)
2	IT Fundamentals (20 Students) IT Fundamentals (20 Students) A+ (20 Students) A+ (20 Students) Total: (80 Certifications)	IT Fundamentals (20 Students) IT Fundamentals (20 Students) A+ (20 Students) A+ (20 Students) Network+ (20 Students) Unity B (10 Students) Total: (110 Certifications)	
3	IT Fundamentals (20 Students) IT Fundamentals (20 Students) A+ (20 Students) Network+ (20 Students) Network+ (20 Students) Total: (100 Certifications)	IT Fundamentals (20 Students) IT Fundamentals (20 Students) A+ (20 Students) Network+ (20 Students) Network+ (20 Students) Security+ (20 Students) Total: (120 Certifications)	
4	IT Fundamentals (20 Students) IT Fundamentals (20 Students) A+ (20 Students) Network+ (20 Students) Security+ (20 Students) Security+ (20 Students) Total: (120 Certifications)	IT Fundamentals (20 Students) IT Fundamentals (20 Students) A+ (20 Students) Network+ (20 Students) Security+ (20 Students) Security+ (20 Students) Total: (120 Certifications)	



2. **PROJECT GOALS, APPROACH, AND OUTCOMES:** Identify the project goals, approach, and outcomes, and how the project relates to the region's Economic Growth and Diversification plan and the goals of GO Virginia. (Character Limit: 3,000)

ANSWER:

The **Innovation Pathways, Workforce Development Project** will address GO Virginia Region 6's workforce development efforts to face the major gaps between the needs of employers and the region's education institutions. This project helps the region face issues in soft skills training, work-based learning and internships, and career pathways and K-12 career preparation. The region lacks variety in pathways to help workers who are just entering the workforce or switching careers, leveraging existing non-degree training and certification programs, expanding apprenticeship and internship opportunities, and programs supporting exiting military, where possible. This project addresses those issues.

The Innovation Pathways, Workforce Development Project will address all three of GO Virginia Region 6's workforce development goals as listed below:

GOAL 1 Adapt education and training programs to meet current and prospective business needs

OBJECTIVE Strengthen and expand non-degree programs (e.g., certifications and credentials) that meet the needs of regional employers.

How: G3CS worked with small businesses throughout the Stafford, Fredericksburg, and King George region to refine the CompTIA courses to be conducted for this project.

GOAL 2 Align Region 6 Talent with Current and Prospective Job Opportunities.

OBJECTIVE Establish internship programs that connect students with employers in the region in priority industry sectors.

Strategy 2 Develop internship programs for employers in small to mid-sized companies (SMEs).

How: G3CS is working with small businesses in the region to provide interns for internship programs in the IT, computer science, and cyber fields. The small businesses throughout the area have continually suffered from a lack of IT interns for several years.

GOAL 3 Attract and Retain Talent in the Region

OBJECTIVE Establish pathway programs for workers within the region for career advancement.

Strategy 1 Develop work-based learning opportunities that incorporate soft skills training to keep employees.

Strategy 2 Strengthen and expand programs that prepare mid-career personnel with the skills and certifications necessary to enter priority industry fields.

How: The Innovation Pathways, Workforce Development Project will provide 900 CompTIA certifications in much need IT and cyber security skills that will enhance career advancement and strengthen mid-career personnel skill levels.

3. **PROJECT TIMELINE AND MILESTONES:** Describe the project timeline in terms of rough months/quarters and the specific project milestones that will be utilized to track project progress and fund disbursement. (GO Virginia is a reimbursement-based grant and funds will only be disbursed after funds are expended. Match funds must be expended prior to or in proportion to GO Virginia funds.) Projects must be completed within two years from the start date agreed upon in the final contract. Projects should base their timeline on beginning approximately 30 days after the date of approval at the State Board meeting. Address the project administrator's ability to meet these milestones and to take remedial actions in the event that are not achieved. (Character Limit: 3,000)

ATTACHMENT: Project Milestones & Drawdown Schedule



ANSWER:

The Innovation Pathways, Workforce Development Project is 24 months in length. It is divided into eight quarters with each certification course taught according to the schedule below. The Milestones are achieved each quarter upon conducting the certification courses. In the event that a course is not conducted due to lack of student participation or other unforeseen occurrence, the course will be rescheduled during the same quarter or following quarter if scheduling allows.

CY2023 Q1 (1/1/2023 – 3/31/2023)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

A+ (20 Students)

A+ (20 Students)

Total: (120 Certifications)

CY2023 Q2 (4/1/2023 – 6/30/2023)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

A+ (20 Students)

A+ (20 Students)

Total: (80 Certifications)

CY2023 Q3 (7/1/2023 – 9/30/2023)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

A+ (20 Students)

Network+ (20 Students)

Network+ (20 Students)

Total: (100 Certifications)

CY2023 Q4 (10/1/2023 – 12/31/2023)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

A+ (20 Students)

Network+ (20 Students)

Security+ (20 Students)

Security+ (20 Students)

Total: (120 Certifications)

CY2024 Q1 (1/1/2024 – 3/31/2024)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

A+ (20 Students)

A+ (20 Students)

Unity A (10 Students)

Total: (130 Certifications)



CY2024 Q2 (4/1/2024 – 6/30/2024)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

A+ (20 Students)

A+ (20 Students)

Network+ (20 Students)

Unity B (10 Students)

Total: (110 Certifications)

CY2024 Q3 (7/1/2024 – 9/30/2024)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

A+ (20 Students)

Network+ (20 Students)

Network+ (20 Students)

Security+ (20 Students)

Total: (120 Certifications)

CY2024 Q4 (10/1/2024 – 12/31/2024)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

A+ (20 Students)

Network+ (20 Students)

Security+ (20 Students)

Security+ (20 Students)

Total: (120 Certifications)

Totals:

IT Fundamentals (400 Certifications)

A+ (220 Certifications)

Network+ (160 Certifications)

Security+ (100 Certifications)

Unity A&B (20 Certifications)

4. **PERFORMANCE MEASURES AND RETURN ON INVESTMENT (ROI):** Provide a detailed description of the performance metrics that will be used to quantify success, both quantitative and qualitative, and how the metrics were developed. Describe the Return on Investment (ROI) methodology and calculated ROI and the timeline for achieving the expected ROI. Include an explanation and source of any data used as the basis for ROI and outcome projections. (Character Limit: 3,000)

ATTACHMENTS: Performance Metrics and Return on Investment (ROI) Calculations

ANSWER:

The purpose of the project to create a continuous pipeline of local individuals entering IT, computer science, and cyber professions filling high-demand positions with local businesses. The outcomes of the project are directed at fulfilling that purpose and include the following measures of the project's success:

- Increasing the number of local graduates with certificates or associates degrees in IT, CS and Cyber professions,
- Increase in the # and % of students enrolling in IT, CS and Cyber courses,
- Increasing the number of these graduates hired by local companies, and



- Increase the % of vacant IT, CS and Cyber positions filled by local residents.

To achieve these outcomes the following output measures will be used to judge the success of the project:

- The number of IT, CS and Cyber certificates awarded
 - CompTIA IT+ -- 400
 - Comp TIA A+ - 220,
 - Comp TIA Network - 160,
 - Comp TIA Security+ - 100,
 - Unity A&B -- 20
- The number of students enrolled in IT, CS, and cyber courses initiated at Germanna Community College (GCC) and other local colleges (150)
- CompTIA programs conducted (46)
- Number of students participating in G3CS programs (300)
- Teachers trained/certified (20)
- Classrooms equipped (1)
- Web Portal developed and operational
- Communications/Promotion Campaign Implemented
- Summer camps conducted (2)
- Number of campers attending summer camps (100)

The project is expected to have a positive "Return on Investment" (ROI) of 113.79% in three years. The ROI was based upon the assumptions that 50% of the projected student enrollment, 75 students in Year 1, will complete their course work and enter the workforce. Since the project projects that the number of students will continue and increase in the future it is projected that 125 students will enter the workforce in the second year after project completion and 150 students entering the workforce in the third year and every year after project completion. At that rate of entrants into the workforce the ROI increases to 415% over 5 years. The starting salary of these workers was estimated at \$52,757, which is the average mean entry level wage for the 6 IT, CS, and cyber occupations listed below. The starting wage was escalated by 2% for years 2 and 3. G3CS used a combination of GCC, NOVA CC, GO VA, and salary.com platforms to retrieve the salary information.

Occupation	Starting Salary
Computer Network Support Specialists	\$41,807
IT Technician Salary	\$46,664
Computer Systems Analysts	\$57,790
Computer User Support Specialists	\$45,479
Information Security Analyst	\$60,309
Network and Computer Systems Administrators	\$64,490
Average Entry Level Salary	\$52,756.50

	Year 1	Year 2	Year 3			Total
Direct Jobs Created	75	125	150	150	150	650
Average Annual Salary	\$ 52,757	\$ 53,812	\$ 54,888	\$ 55,986	\$ 57,105	
State Income Tax Revenue	\$ 208,200	\$ 567,334	\$ 1,014,493	\$ 840,580	\$ 840,580	\$ 1,790,027
State Sales Tax Revenue	\$ 39,699	\$ 107,982	\$ 192,748	\$ 159,705	\$ 159,705	\$ 340,429
Total State Revenue Gen	\$ 247,899	\$ 675,316	\$ 1,207,241	\$ 1,000,285	\$ 1,000,285	\$ 4,131,026

REGIONAL COLLABORATION

5. **SERVICE AREA AND LOCAL PARTNERS:** Describe the service area of the project. Identify localities participating in the project (financially or administratively) as well as those localities that are served by the project. Please define the level of participation by each of the localities. "Participation" can include financial participation, in-kind contribution, participation on a project advisory team, and/or administration of the project. (Character Limit: 3,000)

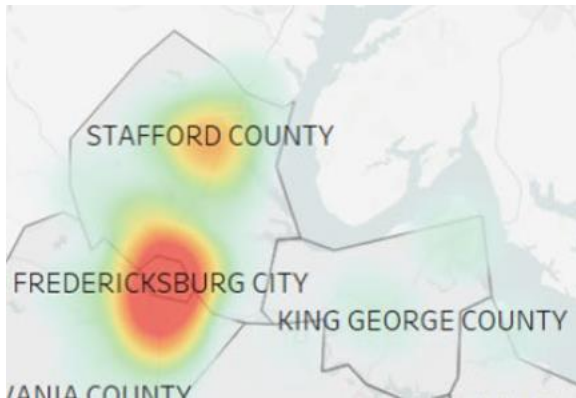
ATTACHMENTS: Relevant letters of commitment (including in-kind contribution forms) or support from localities or local government entities should be uploaded with the application

- What portion of the region's population is served by the project? Use the chart below.
 - Total Number:** 208,568 with plans to increase to 346,307.
- Does the application request a waiver of the local match requirement? (\$50,000 or 20% provided by participating localities, whichever is greater). **Yes**
- Are there localities or other GO Virginia regions (including interstate collaborations) that are outside the applying region that are participating in the project? **No**. If so, describe the nature of the collaboration and the anticipated impact.

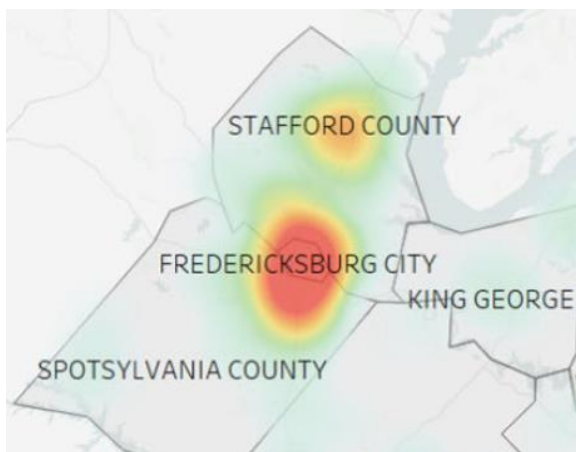
ANSWER:

July 1, 2020 Population Estimates for Virginia and its Counties and Cities Published on January 29, 2021 by the Weldon Cooper Center for Public Service Demographics Research Group https://demographics.coopercenter.org	
Locality	July 1, 2020 Estimate
Caroline County	30,342
Essex County	10,849
Gloucester County	37,175
King and Queen County	6,940
King George County	26,296
King William County	17,277
Lancaster County	10,808
Mathews County	8,707
Middlesex County	10,754
Northumberland County	12,100
Richmond County	9,223
Spotsylvania County	137,739
Stafford County	153,392
Westmoreland County	17,980
Fredericksburg City	28,880

Much of Region 6's startup density is located in Fredericksburg and Stafford County. The map below provided by TEconomy shows where traded industry startups are located within the region over the 2018-2020 period based the specific geo-coordinates of the firm's address.



The Innovation Pathways, Workforce Development Project will serve Stafford County (153,392), Fredericksburg City (28,880), and King George County (26,296) or roughly 40.2% of the Region 6 population.



The Innovation Pathways, Workforce Development Project will work during CY23 to expand into Spotsylvania County which will add an additional 137,739 population to the services and increase the coverage to 66.8% of the Region 6 population.

6. **COLLABORATION AND COST EFFICIENCIES:** Identify cost efficiencies, repurposing of existing funds, leveraging of existing assets, or other evidence of collaboration that can be demonstrated as a result of the project. (Character Limit: 3,000)

ANSWER:

The Innovation Pathways, Workforce Development Project will bring together the primary education institutions in the Stafford, Fredericksburg, and King George region to address the needs of employers for highly skilled workers in information technology, computer science and cyber security. This project will establish a clear career pathway for students in middle and high school, students graduating from high school, community college students, and veterans wishing to enter one of these high-demand careers. In order to accomplish this goal, each of the local school divisions will need to not only support the project but also actively adjust program offerings at the local school level to provide the experiences that will encourage students to enter these careers.

The project will also include training and certifications for IT teachers throughout the region. G3CS through GCubed has provided similar training to 10 teachers in the Stafford area over the past year. This training and certification will enhance the teacher pool in the region with increased qualifications and skills to bring into the classroom.

Specific measures of involvement of the school divisions would include: 1) the number teachers in their schools that receive project related training/certification, 2) the number and type of project related activities conducted in the schools, 3) the number of students participating in these activities, 4) the number of middle and high school students participating in programs on the GCC campuses and other local colleges, and 5) the number of high school students enrolled in the project related dual enrollment courses at GCC and other colleges, and the increase in the number of high school students entering information technology, computer science and cyber security courses of study upon graduation.



Less measurable but just as powerful is the partnerships that will be forged among the education institutions of the region and the local business leaders to address a critical need for skilled workers. The partnerships resulting from this project can be the springboard for addressing future workforce challenges.

7. **COORDINATION WITH EXISTING PROGRAMS:** Discuss existing grant requests or programs with similar goals and indicate how the proposed project is not duplicative of, but additive to, other efforts to support economic diversification and the creation of higher-paying jobs. Have existing efforts been successful and sustainable? (Character Limit: 3,000)

ANSWER:

The Innovation Pathways, Workforce Development Project will create and execute a career development pathway for primary/secondary students and new adult entrants including veterans to the workforce in the Stafford, Fredericksburg, Spotsylvania, and King George region seeking careers in information technology and cyber related occupations. This is similar to the programs below. The difference is our project will produce IT professionals certified in the four CompTIA competencies, VR Unity content developers, in addition to creating STEM outreach programs to primary and secondary students. The courses will also include training and certifications for IT teachers throughout the region. G3CS through GCubed has provided similar training to 10 teachers in the Stafford area over the past year. This training and certification will enhance the teacher pool in the region with increased qualifications and skills to bring into the classroom.

Germanna Tech Talent Pipeline

This project will utilize GO Virginia funds to develop two new curriculums to train a workforce in information technology (IT), engineering, computer science and cyber related professions; host two summer camps for middle/high school students; and develop a web portal to engage students in jobs that meet their credentials. GO Virginia funds will be used to 1) purchase and install specialized lab equipment in 4 existing GCC classrooms, 2) train and certify 20 middle and high school instructors, 3) Cover roughly half the costs of the outreach activities in area middle and high schools, and 4) create and implement the web portal and communication/promotion campaign.

- Statewide Project Theme: Workforce Development
- Region 6 Priority Industry Cluster: Manufacturing, Logistics/Distribution, Information/Data Centers, and Professional/Scientific/Technical Services
- GO Virginia Request: \$634,938
- Match: \$398,000
- Source of Match: Germanna Community College
- Project Type: Implementation
- Localities: City of Fredericksburg, Caroline, King George, Stafford, Spotsylvania
- How does it create high paying jobs? This project creates higher paying jobs by providing training to over 200 students in the IT and computer science related industries.

REGIONAL INITIATIVES

Fredericksburg Region Cyber & Smart Tech Entrepreneurial Development Program

This project initiates a to assess the market demand for a Cyber and Smart Tech Entrepreneur program and the capacity of Stafford County's Economic Development Authority and Economic Development and Tourism Department to deliver such a program. GO Virginia funds will be utilized for the hiring of a consultant, R!OT, to understand the current ecosystem and plan ways to move it forward.

- Statewide Project Theme: Entrepreneurial Activities
- Region 6 Priority Industry Cluster: Professional, Scientific, and Technical Services
- GO Virginia Request: \$97,500
- Match: \$75,000
- Source of Match: Stafford County EDA, Stafford County Economic Development and Tourism, City of Fredericksburg, and King George County, OST, Inc. R!OT, Cyber Bytes Foundation, UMW Stafford, Germanna Community College, UMW Economic Development Department, and CIT

- Project Type: Enhanced Capacity Building
- Localities: Stafford County, City of Fredericksburg, King George County
- How does this project create higher paying jobs? This project creates higher paying jobs by providing understanding the ecosystem in which cyber entrepreneurs can build and grow in.

Cybersecurity Certification Program

This project establishes a Certified Information Systems Security Professional (CISSP) certification program at UMW and equip 70 of the region's citizens with this certification to pursue employment at local businesses within the region. GO Virginia funds will be used to pay for course programming and instructor costs.

- Statewide Project Theme: Workforce Development
- Region 6 Priority Industry Cluster: Professional, Scientific and Technical Services
- GO Virginia Request: \$110,000
- Match: \$110,000
- Source of Match: City of Fredericksburg, King George County, Stafford County, University of Mary Washington, Germanna Community College, and Rappahannock Community College
- Localities: City of Fredericksburg, King George County, and Stafford County
- How does this project create higher paying jobs? This project creates higher paying jobs by providing training towards a CISSP certification that provide jobs at above the regional average.

PROJECT READINESS

8. **PARTNER ROLES AND RESOURCES COMMITTED:** Describe all partner organizations involved with the implementation of the project, including the entity's role, financial or in-kind commitment, and capacity to successfully execute their duties as they relate to the project. These may include but are not limited to school divisions, community colleges, public and private institutions of higher education, economic and workforce development entities, local governments, regional organizations, planning district commissions, and nonprofit organizations. (Character Limit: 3,000)

ATTACHMENTS: Letters of commitment from localities and other partners participating in project detailing commitment, in-kind contribution forms, and letters of support from localities, local government entities, and other partners, or businesses that support this project. Same as above.

ANSWER:

The following are a list of the partners in this project:



GCubed Enterprises Inc.

Founded in April of 2014, GCubed Enterprises, Inc. (GCubed) is an Information Technology (IT) services & solutions provider, with principal offices located in Stafford, VA. Our company is a Service-Disabled Veteran-Owned Small Business (SDVOSB) and an 8(a) Small Business Administration (SBA) Certified entity with defense, civilian, and commercial past performance. GCubed is a thriving small business with a diversified team focused on national security, cybersecurity, counterintelligence, and IT operations. We have expertise in maintaining and securing networks, managing secure information technology (IT) operations, providing technical support, and developing innovative solutions to complex problems and national security threats. GCubed has broadened our corporate capabilities by adding web end-to-end services including the construction, maintenance, support, development, sustainment and enhancement of multiple private and public-facing websites. Our "customer first" culture is demonstrated through our 96% Satisfaction Rating in the 2018 Dunn and Bradstreet Survey in support of customers such as the Center for Army Analysis (CAA), Defense Security Cooperation Agency (DSCA), and Joint Service Provider (JSP) Pentagon. Our ISO 9001:2015 certified processes and proven methodologies enhance our ability to provide advanced, innovative, value-added IT solutions to our customers with successful performance and results.



Role: GCubed will assist G3CS with technical and managerial expertise throughout the project. GCubed will provide Subject Matter Expert (SME) input and guidance. GCubed provides G3CS with salary assistance, internet, utilities, and administrative supplies.

Stafford County School Board

G3CS is an official partner of the Stafford County School Board. Through our educational partnership, we have implemented our youth mentorship programs in several elementary and high schools within Stafford County.

Our Local School partners include:

- Dr. Thomas W. Taylor, Ed.D., M.B.A. Superintendent Stafford County Public Schools
- Sue Venable Shelton, Supervisor Spotsylvania County Public Schools
- Dr. Boyd – Acting Superintendent King George County Public Schools

Our Local Government partners include:

- King George County Director of Economic Development & Tourism
- Stafford Economic Development Authority
- Fredericksburg Regional Alliance

Our Private Sector Partners include:

- Keilicent
- Dobbs Defense
- Valiant Solutions
- GreenLight
- AvisonWorldwide
- ITDepot
- CSS Gov
- AccessVR
- Taji Solutions
- SimVentions (Letter due by 10/7/2022)
- NAVSEA (Letter due by 10/7/2022)
- Riphean Investment (Letter due by 10/7/2022)

9. **PROJECT BARRIERS:** Discuss any major barriers to successful implementation and other associated risks along with a plan to overcome them. How will the project administrator address these barriers? The response also should include any items that must occur prior to initiation of the project or execution of the contract (acquisitions, funding, agreements, partnerships, permits, etc.) and potential timeline impacts for those items. (Character Limit: 3,000)

ANSWER:

The major barriers to this project have been mitigated through 3 years of offering the “Extraordinary Young Minds” program through G3CS. Extraordinary Young Minds (EYM) is a focused branch of our efforts to support character development through Science, Technology, Engineering, Arts, and Math (STEAM) activities. This program currently provides service to an average of 90 students per month.

The primary barrier for this project is transportation. It is estimated that of the projected 450 students, 150 students will be Germanna Community College or other local college students and 300 coming from the area high schools needing transportation to attend classes at the G3CS campuses at an estimated annual average cost of \$45,000.00. Go Virginia funds will be used to cover these costs.



A second potential barrier is summer programs coinciding with summer vacations. Coming out of the pandemic, more families are vacationing during the summer months. According to a recent Gallup poll, July is by far the most popular month for summer vacations, with 51% of Americans vacationing an average of 11 days.

G3CS' Extraordinary Young Minds program has witnessed the post-pandemic increase in summer travel during CY22. Student programs are highly susceptible to family travel. The advertising budget may increase during the months of June through August to offset the normal student activity and increase outreach.

The current budget affords \$13,000 per quarter for radio advertising. G3CS will manage a radio campaign to reach our target demographic of 15-22 year old students looking to learn about IT and cyber careers. The ad campaign will also target parents of students in the Stafford, Fredericksburg, and King George region. Parents are often acutely aware of the importance of the CompTIA certifications in the IT and cyber workforce.

An additional barrier is coordinating college school credit for students attaining the four CompTIA certificates. During the first 12 weeks of the project, the project manager will work closely with GCC to establish a synergy between the coursework and student credits. The project manager, the deans and the faculty will need to determine a suitable credit formula for each of the certificates.

10. **DEMAND INDICATORS:** Describe any feasibility studies that have been conducted or other efforts that have been made to establish the demand for the proposed outputs/outcomes of the proposed project. Has this type of effort been tried and failed in the past? How will this be different? Examples include MOUs, RIFAs, other grants, feasibility studies, etc. (Character Limit: 3,000)

ATTACHMENTS: Previously completed feasibility studies (if applicable) and demand documentation.

ANSWER:

The need for cybersecurity professionals has been growing rapidly, even faster than companies can hire—and that demand is expected to continue. The number of unfilled cybersecurity jobs worldwide grew 350% between 2013 and 2021, from 1 million to 3.5 million, according to Cybersecurity Ventures. The industry researcher also predicts that in five years, the same number of jobs will still be open.

In the U.S., there are about 1 million cybersecurity workers, but there were around 715,000 jobs yet to be filled as of November 2021, according to a report by Emsi Burning Glass (now Lightcast), a market research company. A number of dynamics are making it difficult to build a talent pipeline for cybersecurity jobs. One contributing factor to the talent shortage is that there aren't enough professionals who have the credentials necessary (whether it's a master's degree in cybersecurity or other certificate program) to get hired.

Unfortunately, even if you have an undergrad or graduate degree in cybersecurity, computer science, or an adjacent field, that may not be enough to land certain jobs in the industry. While companies are looking to hire cybersecurity professionals in droves, the industry often requires that workers have certain credentials or certifications on top of education requirements. G3CS, through the Innovation Pathways, Workforce Development Project will prepare our workforce of tomorrow to take one of the entry-level cybersecurity certification tests, such as Security Plus. This certification is chosen by more corporations and defense organizations than any other certification on the market to validate baseline security skills and for fulfilling the DoD 8570 compliance. Security+ is the only baseline cybersecurity certification emphasizing hands-on practical skills, ensuring the security professional is better prepared to problem solve a wider variety of today's complex issues. Security+ is aligned to the latest trends and techniques – covering the most core technical skills in risk assessment and management, incident response, forensics, enterprise networks, hybrid/cloud operations, and security controls, ensuring high-performance on the job.



11. **CONSULTATION WITH SUBJECT MATTER EXPERTS:** Discuss how each regional council and project developers have consulted with subject matter experts regarding the efficacy and viability of the proposal and how the methodology and approach has been validated. (Character Limit: 3,000)

ANSWER:

The G3CS Project Manager, Devon Heholt, has met with the GCubed staff, GCC staff, and local officials in advance of the program to develop critical relationships with all SME's involved. GCubed provides a connection with the staff at CompTIA for SME instruction and advice. GCC provides an invaluable resource for SME's in the local education community.

GCubed has provided SME's to the Stafford School System for the past 3 years as instructors for the "Extraordinary Young Minds" program through G3CS. Extraordinary Young Minds (EYM) is a focused branch of our efforts to support character development through Science, Technology, Engineering, Arts, and Math (STEAM) activities. This program currently provides service to an average of 90 students per month.

12. **CONSULTATION WITH LOCALITIES:** Discuss how each regional council and project developers have consulted with local government entities regarding the strategy and implementation of the project. (Character Limit: 3,000)

ANSWER:

Working through the GCC and Stafford officials familiar with our current STEM outreach programs, local economic development directors were apprised of the scope of the project and input solicited. The local economic developers have endorsed the project and provided letters of support contained in the appendix of the application.

GCubed has also developed an Advisory Council for the **Innovation Pathways, Workforce Development Project**. The Advisory Council will meet quarterly (via MS Teams) to discuss project status, budget, achievements, barriers/problems encountered/solutions, and path forward. The Advisory Council will consist of:

Chair = Vernon Green, Jr.

Germanna = Dr. Gray

Stafford County Public Schools = Thomas W. Taylor, Superintendent

Spotsylvania County Public Schools = Sue Venable Shelton, Supervisor

PROJECT BUDGET

13. **PROJECT BUDGET:** Identify the total project budget and the sources and uses for matching funds and leverage. If the project is requesting a waiver of the total match requirement and/or local match requirement, please explain the justification for the waiver. (Character Limit: 6,000)

ATTACHMENTS: Budget Overview Form, Financial Letters of Commitment, and In-Kind Contribution Forms.

- Does the project have the required 2:1 match? **Yes or No**. If so, what are the sources/uses for these funds?
- Does the project have the required 20% (or \$50,000 if request is less than \$250k) local match? If so, what are the sources/uses for these funds? As of April 2020 this requirement has been waived.
- Are any additional funds or in-kind contributions serving as leverage for the project? **Yes or No**. If so, what are the sources/uses for these funds?

BUDGET NARRATIVE:



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G3 Community Services has teamed with GCubed to provide a larger than 2:1 ratio of matching funds. GCubed and G3CS are committed to provide CompTia training and certification to local youth.

The project is structured to cover the upfront costs of establishing new or expanded information technology, computer science and cyber course offerings for CompTIA certifications in IT Fundamentals, A+, Network+, and Security+ along with associated outreach programs.

Milestone	GO Virginia Amount Disbursed	Match Amount Disbursed	Total	Date Disbursed 1/1/2023	Notes
Recruiting	\$10,000.00		\$10,000.00	1/1/2023	
Marketing / Website		\$20,000.00	\$20,000.00	1/1/2023	
Computers		\$24,000.00	\$24,000.00	1/1/2023	
TOTAL	\$10,000.00	\$44,000.00	\$54,000.00		
CY23Q1 Classes Completed	GO Virginia Amount Disbursed	Match Amount Disbursed	Total	Date Disbursed 3/31/2023	Notes
Instructor Salaries	\$45,000.00		\$45,000.00	3/31/2023	
Program Coordinator Salary	\$20,000.00		\$20,000.00	3/31/2023	
Administration Salary	\$8,750.00		\$8,750.00	3/31/2023	
Books	\$9,000.00		\$9,000.00	3/31/2023	\$75 X 120 Certifications
Vouchers	\$18,000.00		\$18,000.00	3/31/2023	\$150 X 120 Certifications
Marketing / Radio	\$13,000.00		\$13,000.00	3/31/2023	
Transportation	\$11,250.00		\$11,250.00	3/31/2023	\$3750 X 3 Months
Instructor Fringe		\$5,625.00	\$5,625.00	3/31/2023	
Program Coordinator Fringe		\$5,000.00	\$5,000.00	3/31/2023	
Administration Fringe		\$2,500.00	\$2,500.00	3/31/2023	
Internet		\$6,000.00	\$6,000.00	3/31/2023	
Utilities		\$6,000.00	\$6,000.00	3/31/2023	
Rent		\$45,000.00	\$45,000.00	3/31/2023	
Admin Supplies		\$1,500.00	\$1,500.00	3/31/2023	
TOTAL	\$125,000.00	\$71,625.00	\$196,625.00		



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CY23Q2 Classes Completed	GO Virginia Amount Disbursed	Match Amount Disbursed	Total	Date Disbursed 6/30/2023	Notes
Instructor Salaries	\$45,000.00		\$45,000.00	6/30/2023	
Program Coordinator Salary	\$20,000.00		\$20,000.00	6/30/2023	
Administration Salary	\$8,750.00		\$8,750.00	6/30/2023	
Books	\$6,000.00		\$6,000.00	6/30/2023	\$75 X 80 Certifications
Vouchers	\$12,000.00		\$12,000.00	6/30/2023	\$150 X 80 Certifications
Marketing / Radio	\$13,000.00		\$13,000.00	6/30/2023	
Transportation	\$11,250.00		\$11,250.00	6/30/2023	\$3750 X 3 Months
Instructor Fringe		\$5,625.00	\$5,625.00	6/30/2023	
Program Coordinator Fringe		\$5,000.00	\$5,000.00	6/30/2023	
Administration Fringe		\$2,500.00	\$2,500.00	6/30/2023	
Internet		\$6,000.00	\$6,000.00	6/30/2023	
Utilities		\$6,000.00	\$6,000.00	6/30/2023	
Rent		\$45,000.00	\$45,000.00	6/30/2023	
Admin Supplies		\$1,500.00	\$1,500.00	6/30/2023	
TOTAL	\$116,000.00	\$71,625.00	\$187,625.00		
CY23Q3 Classes Completed	GO Virginia Amount Disbursed	Match Amount Disbursed	Total	Date Disbursed 9/30/2023	Notes
Instructor Salaries	\$45,000.00		\$45,000.00	9/30/2023	
Program Coordinator Salary	\$20,000.00		\$20,000.00	9/30/2023	
Administration Salary	\$8,750.00		\$8,750.00	9/30/2023	
Books	\$7,500.00		\$7,500.00	9/30/2023	\$75 X 100 Certifications
Vouchers	\$15,000.00		\$15,000.00	9/30/2023	\$150 X 100 Certifications
Marketing / Radio	\$13,000.00		\$13,000.00	9/30/2023	
Transportation	\$11,250.00		\$11,250.00	9/30/2023	\$3750 X 3 Months
Instructor Fringe		\$5,625.00	\$5,625.00	9/30/2023	
Program Coordinator Fringe		\$5,000.00	\$5,000.00	9/30/2023	



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Administration Fringe		\$2,500.00	\$2,500.00	9/30/2023	
Internet		\$6,000.00	\$6,000.00	9/30/2023	
Utilities		\$6,000.00	\$6,000.00	9/30/2023	
Rent		\$45,000.00	\$45,000.00	9/30/2023	
Admin Supplies		\$1,500.00	\$1,500.00	9/30/2023	
TOTAL	\$120,500.00	\$71,625.00	\$192,125.00		
CY23Q4 Classes Completed	GO Virginia Amount Disbursed	Match Amount Disbursed	Total	Date Disbursed 12/31/2023	Notes
Instructor Salaries	\$45,000.00		\$45,000.00	12/31/2023	
Program Coordinator Salary	\$20,000.00		\$20,000.00	12/31/2023	
Administration Salary	\$8,750.00		\$8,750.00	12/31/2023	
Books	\$9,000.00		\$9,000.00	12/31/2023	\$75 X 120 Certifications
Vouchers	\$18,000.00		\$18,000.00	12/31/2023	\$150 X 120 Certifications
Marketing / Radio	\$13,000.00		\$13,000.00	12/31/2023	
Transportation	\$11,250.00		\$11,250.00	12/31/2023	\$3750 X 3 Months
Instructor Fringe		\$5,625.00	\$5,625.00	12/31/2023	
Program Coordinator Fringe		\$5,000.00	\$5,000.00	12/31/2023	
Administration Fringe		\$2,500.00	\$2,500.00	12/31/2023	
Internet		\$6,000.00	\$6,000.00	12/31/2023	
Utilities		\$6,000.00	\$6,000.00	12/31/2023	
Rent		\$45,000.00	\$45,000.00	12/31/2023	
Admin Supplies		\$1,500.00	\$1,500.00	12/31/2023	
TOTAL	\$125,000.00	\$71,625.00	\$196,625.00		
CY24Q1 Classes Completed	GO Virginia Amount Disbursed	Match Amount Disbursed	Total	Date Disbursed 3/31/2024	Notes
Instructor Salaries	\$45,000.00		\$45,000.00	3/31/2024	
Program Coordinator Salary	\$20,000.00		\$20,000.00	3/31/2024	
Administration Salary	\$8,750.00		\$8,750.00	3/31/2024	
Books	\$9,750.00		\$9,750.00	3/31/2024	\$75 X 130 Certifications



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Vouchers	\$19,500.00		\$19,500.00	3/31/2024	\$150 X 130 Certifications
Marketing / Radio	\$13,000.00		\$13,000.00	3/31/2024	
Transportation	\$11,250.00		\$11,250.00	3/31/2024	\$3750 X 3 Months
Instructor Fringe		\$5,625.00	\$5,625.00	3/31/2024	
Program Coordinator Fringe		\$5,000.00	\$5,000.00	3/31/2024	
Administration Fringe		\$2,500.00	\$2,500.00	3/31/2024	
Internet		\$6,000.00	\$6,000.00	3/31/2024	
Utilities		\$6,000.00	\$6,000.00	3/31/2024	
Rent		\$45,000.00	\$45,000.00	3/31/2024	
Admin Supplies		\$1,500.00	\$1,500.00	3/31/2024	
TOTAL	\$127,250.00	\$71,625.00	\$198,875.00		
CY24Q2 Classes Completed	GO Virginia Amount Disbursed	Match Amount Disbursed	Total	Date Disbursed 6/30/2024	Notes
Instructor Salaries	\$45,000.00		\$45,000.00	6/30/2024	
Program Coordinator Salary	\$20,000.00		\$20,000.00	6/30/2024	
Administration Salary	\$8,750.00		\$8,750.00	6/30/2024	
Books	\$8,250.00		\$8,250.00	6/30/2024	\$75 X 110 Certifications
Vouchers	\$16,500.00		\$16,500.00	6/30/2024	\$150 X 110 Certifications
Marketing / Radio	\$13,000.00		\$13,000.00	6/30/2024	
Transportation	\$11,250.00		\$11,250.00	6/30/2024	\$3750 X 3 Months
Instructor Fringe		\$5,625.00	\$5,625.00	6/30/2024	
Program Coordinator Fringe		\$5,000.00	\$5,000.00	6/30/2024	
Administration Fringe		\$2,500.00	\$2,500.00	6/30/2024	
Internet		\$6,000.00	\$6,000.00	6/30/2024	
Utilities		\$6,000.00	\$6,000.00	6/30/2024	
Rent		\$45,000.00	\$45,000.00	6/30/2024	
Admin Supplies		\$1,500.00	\$1,500.00	6/30/2024	
TOTAL	\$122,750.00	\$71,625.00	\$194,375.00		



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CY24Q3 Classes Completed	GO Virginia Amount Disbursed	Match Amount Disbursed	Total	Date Disbursed 9/30/2024	Notes
Instructor Salaries	\$45,000.00		\$45,000.00	9/30/2024	
Program Coordinator Salary	\$20,000.00		\$20,000.00	9/30/2024	
Administration Salary	\$8,750.00		\$8,750.00	9/30/2024	
Books	\$9,000.00		\$9,000.00	9/30/2024	\$75 X 120 Certifications
Vouchers	\$18,000.00		\$18,000.00	9/30/2024	\$150 X 120 Certifications
Marketing / Radio	\$13,000.00		\$13,000.00	9/30/2024	
Transportation	\$11,250.00		\$11,250.00	9/30/2024	\$3750 X 3 Months
Instructor Fringe		\$5,625.00	\$5,625.00	9/30/2024	
Program Coordinator Fringe		\$5,000.00	\$5,000.00	9/30/2024	
Administration Fringe		\$2,500.00	\$2,500.00	9/30/2024	
Internet		\$6,000.00	\$6,000.00	9/30/2024	
Utilities		\$6,000.00	\$6,000.00	9/30/2024	
Rent		\$45,000.00	\$45,000.00	9/30/2024	
Admin Supplies		\$1,500.00	\$1,500.00	9/30/2024	
TOTAL	\$125,000.00	\$71,625.00	\$196,625.00		
CY24Q4 Classes Completed	GO Virginia Amount Disbursed	Match Amount Disbursed	Total	Date Disbursed 12/31/2024	Notes
Instructor Salaries	\$45,000.00		\$45,000.00	12/31/2024	
Program Coordinator Salary	\$20,000.00		\$20,000.00	12/31/2024	
Administration Salary	\$8,750.00		\$8,750.00	12/31/2024	
Books	\$9,000.00		\$9,000.00	12/31/2024	\$75 X 120 Certifications
Vouchers	\$18,000.00		\$18,000.00	12/31/2024	\$150 X 120 Certifications
Marketing / Radio	\$13,000.00		\$13,000.00	12/31/2024	
Transportation	\$11,250.00		\$11,250.00	12/31/2024	\$3750 X 3 Months
Instructor Fringe		\$5,625.00	\$5,625.00	12/31/2024	
Program Coordinator Fringe		\$5,000.00	\$5,000.00	12/31/2024	



Administration Fringe		\$2,500.00	\$2,500.00	12/31/2024	
Internet		\$6,000.00	\$6,000.00	12/31/2024	
Utilities		\$6,000.00	\$6,000.00	12/31/2024	
Rent		\$45,000.00	\$45,000.00	12/31/2024	
Admin Supplies		\$1,500.00	\$1,500.00	12/31/2024	
TOTAL	\$125,000.00	\$71,625.00	\$196,625.00		
Project Totals	\$996,500.00	\$617,000.00	\$1,613,500.00		

PROJECT SUSTAINABILITY

14. **PROJECT SUSTAINABILITY:** While the ERR Program is designed to address regional economic recovery in near term, long term sustainability is less of a factor in the review process. If relevant, please describe if the program aspires to achieve stable, long-term sustainability beyond the initial funding period? (Character Limit: 3,000)

ANSWER:

The project is structured to cover the upfront costs of establishing new or expanded information technology, computer science and cyber course offerings for CompTIA certifications in IT Fundamentals, A+, Network+, and Security+ along with associated outreach programs.

The project is specifically designed to continue to be able to cover these program costs through recruiting fees that will be generated by local businesses in need of new-hire talent. The programs of instruction and camps can be sustained through these revenues.

The cost of continuation of the project after the two-year period is estimated to be \$352,000 annually, (instruction - \$120,000, outreach activities to the schools - \$80,000, Marketing - \$52,000, student testing and certification - \$100,000). With recruiting fees of \$5000.00 per student charged to local businesses, the resulting revenues for 100 students receiving certifications and gaining employment annually would generate \$500,000. It is estimated that 71 new students entering the program annually will be necessary to cover the costs of the program going forward.

REQUIRED ATTACHMENTS

- Executive Summary – See Question 1
- Project Timeline and Milestones – See Question 3
- Performance Metrics – See Question 4
- Return on Investment Calculations – See Question 4
- Letters of Financial (Cash) Commitment (cover sheet attached; Must clearly state amount committed) – See question 5
- In-Kind Contribution Forms (if applicable; cover sheet attached; template attached) - See question 5
- Letters of Support (if applicable; cover sheet attached) - See question 5
- Previously completed studies – See question 10
- Project Budget – See question 13

OPTIONAL ATTACHMENTS

- Project Manager Resume
- Other Supporting Documentation – Previous studies or need documentation
- Memorandums of Understanding between all project partners detailing roles and responsibilities

EXECUTIVE SUMMARY

G3 Community Services (G3CS) is requesting \$996,500 in GO Virginia funding in support of a \$1,613,500 **Innovation Pathways, Workforce Development Project** to provide a continuous supply of qualified individuals entering “high-demand” engineering, information technology (IT), computer science and cyber related professions in the Stafford, Fredericksburg, and King George region.

The Innovation Pathways, Workforce Development Project will create and execute a career development pathway for primary/secondary students and new adult entrants including veterans to the workforce in the Stafford, Fredericksburg, Spotsylvania, and King George region seeking careers in information technology and cyber related occupations. This project will establish a clear career pathway for students in middle and high school, students graduating from high school, community college students, and veterans wishing to enter one of these high-demand careers.

The project will also include training and certifications for IT teachers throughout the region. G3CS through GCubed has provided similar training to 10 teachers in the Stafford area over the past year. This training and certification will enhance the teacher pool in the region with increased qualifications and skills to bring into the classroom.

The focus of the Innovation Pathways, Workforce Development Project is a new 2-year certificate program to enable students to obtain CompTIA certifications in Information Technology Plus, A+, Network+, and Security+. The curriculum would include courses to train each student to pass the certification exam(s). The project proposes to provide training for 900 certifications.

Background and Need:

The need for cybersecurity professionals has been growing rapidly, even faster than companies can hire—and that demand is expected to continue. The number of unfilled cybersecurity jobs worldwide grew 350% between 2013 and 2021, from 1 million to 3.5 million, according to Cybersecurity Ventures. The industry researcher also predicts that in five years, the same number of jobs will still be open.

Unfortunately, even if you have an undergrad or graduate degree in cybersecurity, computer science, or an adjacent field, that may not be enough to land certain jobs in the industry. While companies are looking to hire cybersecurity professionals in droves, the industry often requires that workers have certain credentials or certifications on top of education requirements. G3CS, through the Innovation Pathways, Workforce Development Project will prepare our workforce of tomorrow to take one of the entry-level cybersecurity certification tests, such as Security Plus. This certification is chosen by more corporations and defense organizations than any other certification on the market to validate baseline security skills and for fulfilling the DoD 8570 compliance. Security+ is the only baseline cybersecurity certification emphasizing hands-on practical skills, ensuring the security professional is better prepared to problem solve a wider variety of today’s complex issues. Security+ is aligned to the latest trends and techniques – covering the most core technical skills in risk assessment and management, incident response, forensics, enterprise networks, hybrid/cloud operations, and security controls, ensuring high-performance on the job.

The major barriers to this project have been mitigated through 3 years of offering the “Extraordinary Young Minds” program through G3CS. Extraordinary Young Minds (EYM) is a focused branch of our efforts to support character development through Science, Technology, Engineering, Arts, and Math (STEAM) activities. This program currently provides service to an average of 90 students per month.

The Plan:

The **Innovation Pathways, Workforce Development Project** is ready to start on Day One of the funding cycle. The first year of the Initiative will be devoted to launching outreach to middle and high schools, conducting summer



camps, establishing/promoting the programs, and conducting courses starting during the first month. The second year of the Initiative is devoted to training students and continuing the summer camps, outreach activities and communications campaign. It is projected that during the 2-year grant period that 900 certifications will be achieved and that number will increase by 300 certifications annually after project completion.

Go Virginia grant funds will be used to; 1) provide for instructor salaries (\$360,000) Program Coordinator salary (\$160,000) and Administrative salary (\$70,000), 2) Books and vouchers for 900 CompTIA certifications (\$202,500), 3) Marketing/Radio campaign (\$104,000), 4) Transportation for Middle and High School students (\$90,000), and 5) Recruiting for Instructor positions (10,000).

Proposed Budget:

GO Virginia Request:	\$996,500
Total Match:	\$617,000
Total Project Cost:	\$1,613,500

The project is structured to cover the upfront costs of establishing new or expanded information technology, computer science and cyber course offerings for CompTIA certifications in IT Fundamentals, A+, Network+, and Security+ along with associated outreach programs.

The purpose of the project is to create a continuous pipeline of local individuals entering IT, computer science, and cyber professions filling high-demand positions with local businesses. The outcomes of the project are directed at fulfilling that purpose and include the following measures of the project's success:

- Increasing the number of local graduates with certificates or associates degrees in IT, CS and Cyber professions,
- Increase in the # and % of students enrolling in IT, CS and Cyber courses,
- Increasing the number of these graduates hired by local companies, and
- Increase the % of vacant IT, CS and Cyber positions filled by local residents.

To achieve these outcomes the following output measures will be used to judge the success of the project:

- The number of IT, CS and Cyber certificates awarded
 - CompTIA IT+ -- 400
 - Comp TIA A+ - 220,
 - Comp TIA Network - 160,
 - Comp TIA Security+ - 100,
 - Unity A&B -- 20



PROJECT MILESTONES & DRAWDOWN SCHEDULE

Describe the project timeline and the specific project milestones that will be utilized to track project progress and fund disbursement.

***GO Virginia is a reimbursement-based grant and funds will only be disbursed after funds are expended. Match funds must be expended prior to or in proportion to GO Virginia funds.**

****Milestones are project activities and deliverables, in the order they are completed.**

Project Start Date: 1/01/2023

Project End Date: 12/31/2024

CY, Quarter	Milestone	GO Virginia Amount Disbursed	Match Amount Disbursed	TOTAL
CY23, Q1	Pre-Course Activities	\$10,000.00	\$44,000.00	\$54,000.00
CY23, Q1	Classes Completed	\$125,000.00	\$71,625.00	\$196,625.00
CY23, Q2	Classes Completed	\$116,000.00	\$71,625.00	\$187,625.00
CY23, Q3	Classes Completed	\$120,500.00	\$71,625.00	\$192,125.00
CY23, Q4	Classes Completed	\$125,000.00	\$71,625.00	\$196,625.00
CY24, Q1	Classes Completed	\$127,250.00	\$71,625.00	\$198,875.00
CY24, Q2	Classes Completed	\$122,750.00	\$71,625.00	\$194,375.00
CY24, Q3	Classes Completed	\$125,000.00	\$71,625.00	\$196,625.00
CY24, Q4	Classes Completed	\$125,000.00	\$71,625.00	\$196,625.00

A comprehensive listing of each milestone is provided below.

CY, Quarter	Milestone	GO Virginia Amount Disbursed	Match Amount Disbursed	TOTAL
CY23, Q1	Recruiting	\$ 10,000.00		\$ 10,000.00
CY23, Q1	Marketing / Website		\$ 20,000.00	\$ 20,000.00
CY23, Q1	Computers		\$ 24,000.00	\$ 24,000.00
CY23, Q1	Instructor Salaries	\$ 45,000.00		\$ 45,000.00
CY23, Q1	Program Coordinator Salary	\$ 20,000.00		\$ 20,000.00
CY23, Q1	Administration Salary	\$ 8,750.00		\$ 8,750.00
CY23, Q1	Books	\$ 9,000.00		\$ 9,000.00
CY23, Q1	Vouchers	\$ 18,000.00		\$ 18,000.00
CY23, Q1	Marketing / Radio	\$ 13,000.00		\$ 13,000.00
CY23, Q1	Transportation	\$ 11,250.00		\$ 11,250.00
CY23, Q1	Instructor Fringe		\$ 5,625.00	\$ 5,625.00
CY23, Q1	Program Coordinator Fringe		\$ 5,000.00	\$ 5,000.00
CY23, Q1	Administration Fringe		\$ 2,500.00	\$ 2,500.00
CY23, Q1	Internet		\$ 6,000.00	\$ 6,000.00
CY23, Q1	Utilities		\$ 6,000.00	\$ 6,000.00
CY23, Q1	Rent		\$ 45,000.00	\$ 45,000.00
CY23, Q1	Admin Supplies		\$ 1,500.00	\$ 1,500.00
CY23, Q2	Instructor Salaries	\$ 45,000.00		\$ 45,000.00
CY23, Q2	Program Coordinator Salary	\$ 20,000.00		\$ 20,000.00
CY23, Q2	Administration Salary	\$ 8,750.00		\$ 8,750.00
CY23, Q2	Books	\$ 6,000.00		\$ 6,000.00
CY23, Q2	Vouchers	\$ 12,000.00		\$ 12,000.00



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CY23, Q2	Marketing / Radio	\$ 13,000.00		\$ 13,000.00
CY23, Q2	Transportation	\$ 11,250.00		\$ 11,250.00
CY23, Q2	Instructor Fringe		\$ 5,625.00	\$ 5,625.00
CY23, Q2	Program Coordinator Fringe		\$ 5,000.00	\$ 5,000.00
CY23, Q2	Administration Fringe		\$ 2,500.00	\$ 2,500.00
CY23, Q2	Internet		\$ 6,000.00	\$ 6,000.00
CY23, Q2	Utilities		\$ 6,000.00	\$ 6,000.00
CY23, Q2	Rent		\$ 45,000.00	\$ 45,000.00
CY23, Q2	Admin Supplies		\$ 1,500.00	\$ 1,500.00
CY23, Q3	Instructor Salaries	\$ 45,000.00		\$ 45,000.00
CY23, Q3	Program Coordinator Salary	\$ 20,000.00		\$ 20,000.00
CY23, Q3	Administration Salary	\$ 8,750.00		\$ 8,750.00
CY23, Q3	Books	\$ 7,500.00		\$ 7,500.00
CY23, Q3	Vouchers	\$ 15,000.00		\$ 15,000.00
CY23, Q3	Marketing / Radio	\$ 13,000.00		\$ 13,000.00
CY23, Q3	Transportation	\$ 11,250.00		\$ 11,250.00
CY23, Q3	Instructor Fringe		\$ 5,625.00	\$ 5,625.00
CY23, Q3	Program Coordinator Fringe		\$ 5,000.00	\$ 5,000.00
CY23, Q3	Administration Fringe		\$ 2,500.00	\$ 2,500.00
CY23, Q3	Internet		\$ 6,000.00	\$ 6,000.00
CY23, Q3	Utilities		\$ 6,000.00	\$ 6,000.00
CY23, Q3	Rent		\$ 45,000.00	\$ 45,000.00
CY23, Q3	Admin Supplies		\$ 1,500.00	\$ 1,500.00
CY23, Q4	Instructor Salaries	\$ 45,000.00		\$ 45,000.00
CY23, Q4	Program Coordinator Salary	\$ 20,000.00		\$ 20,000.00
CY23, Q4	Administration Salary	\$ 8,750.00		\$ 8,750.00
CY23, Q4	Books	\$ 9,000.00		\$ 9,000.00
CY23, Q4	Vouchers	\$ 18,000.00		\$ 18,000.00
CY23, Q4	Marketing / Radio	\$ 13,000.00		\$ 13,000.00
CY23, Q4	Transportation	\$ 11,250.00		\$ 11,250.00
CY23, Q4	Instructor Fringe		\$ 5,625.00	\$ 5,625.00
CY23, Q4	Program Coordinator Fringe		\$ 5,000.00	\$ 5,000.00
CY23, Q4	Administration Fringe		\$ 2,500.00	\$ 2,500.00
CY23, Q4	Internet		\$ 6,000.00	\$ 6,000.00
CY23, Q4	Utilities		\$ 6,000.00	\$ 6,000.00
CY23, Q4	Rent		\$ 45,000.00	\$ 45,000.00
CY23, Q4	Admin Supplies		\$ 1,500.00	\$ 1,500.00
CY24, Q1	Instructor Salaries	\$ 45,000.00		\$ 45,000.00
CY24, Q1	Program Coordinator Salary	\$ 20,000.00		\$ 20,000.00
CY24, Q1	Administration Salary	\$ 8,750.00		\$ 8,750.00
CY24, Q1	Books	\$ 9,750.00		\$ 9,750.00
CY24, Q1	Vouchers	\$ 19,500.00		\$ 19,500.00
CY24, Q1	Marketing / Radio	\$ 13,000.00		\$ 13,000.00
CY24, Q1	Transportation	\$ 11,250.00		\$ 11,250.00
CY24, Q1	Instructor Fringe		\$ 5,625.00	\$ 5,625.00
CY24, Q1	Program Coordinator Fringe		\$ 5,000.00	\$ 5,000.00
CY24, Q1	Administration Fringe		\$ 2,500.00	\$ 2,500.00
CY24, Q1	Internet		\$ 6,000.00	\$ 6,000.00
CY24, Q1	Utilities		\$ 6,000.00	\$ 6,000.00
CY24, Q1	Rent		\$ 45,000.00	\$ 45,000.00



Mary Ball Washington Regional Council

GO Virginia Region 6

www.govirginia6.org

CY24, Q1	Admin Supplies		\$ 1,500.00	\$ 1,500.00
CY24, Q2	Instructor Salaries	\$ 45,000.00		\$ 45,000.00
CY24, Q2	Program Coordinator Salary	\$ 20,000.00		\$ 20,000.00
CY24, Q2	Administration Salary	\$ 8,750.00		\$ 8,750.00
CY24, Q2	Books	\$ 8,250.00		\$ 8,250.00
CY24, Q2	Vouchers	\$ 16,500.00		\$ 16,500.00
CY24, Q2	Marketing / Radio	\$ 13,000.00		\$ 13,000.00
CY24, Q2	Transportation	\$ 11,250.00		\$ 11,250.00
CY24, Q2	Instructor Fringe		\$ 5,625.00	\$ 5,625.00
CY24, Q2	Program Coordinator Fringe		\$ 5,000.00	\$ 5,000.00
CY24, Q2	Administration Fringe		\$ 2,500.00	\$ 2,500.00
CY24, Q2	Internet		\$ 6,000.00	\$ 6,000.00
CY24, Q2	Utilities		\$ 6,000.00	\$ 6,000.00
CY24, Q2	Rent		\$ 45,000.00	\$ 45,000.00
CY24, Q2	Admin Supplies		\$ 1,500.00	\$ 1,500.00
CY24, Q3	Instructor Salaries	\$ 45,000.00		\$ 45,000.00
CY24, Q3	Program Coordinator Salary	\$ 20,000.00		\$ 20,000.00
CY24, Q3	Administration Salary	\$ 8,750.00		\$ 8,750.00
CY24, Q3	Books	\$ 9,000.00		\$ 9,000.00
CY24, Q3	Vouchers	\$ 18,000.00		\$ 18,000.00
CY24, Q3	Marketing / Radio	\$ 13,000.00		\$ 13,000.00
CY24, Q3	Transportation	\$ 11,250.00		\$ 11,250.00
CY24, Q3	Instructor Fringe		\$ 5,625.00	\$ 5,625.00
CY24, Q3	Program Coordinator Fringe		\$ 5,000.00	\$ 5,000.00
CY24, Q3	Administration Fringe		\$ 2,500.00	\$ 2,500.00
CY24, Q3	Internet		\$ 6,000.00	\$ 6,000.00
CY24, Q3	Utilities		\$ 6,000.00	\$ 6,000.00
CY24, Q3	Rent		\$ 45,000.00	\$ 45,000.00
CY24, Q3	Admin Supplies		\$ 1,500.00	\$ 1,500.00
CY24, Q4	Instructor Salaries	\$ 45,000.00		\$ 45,000.00
CY24, Q4	Program Coordinator Salary	\$ 20,000.00		\$ 20,000.00
CY24, Q4	Administration Salary	\$ 8,750.00		\$ 8,750.00
CY24, Q4	Books	\$ 9,000.00		\$ 9,000.00
CY24, Q4	Vouchers	\$ 18,000.00		\$ 18,000.00
CY24, Q4	Marketing / Radio	\$ 13,000.00		\$ 13,000.00
CY24, Q4	Transportation	\$ 11,250.00		\$ 11,250.00
CY24, Q4	Instructor Fringe		\$ 5,625.00	\$ 5,625.00
CY24, Q4	Program Coordinator Fringe		\$ 5,000.00	\$ 5,000.00
CY24, Q4	Administration Fringe		\$ 2,500.00	\$ 2,500.00
CY24, Q4	Internet		\$ 6,000.00	\$ 6,000.00
CY24, Q4	Utilities		\$ 6,000.00	\$ 6,000.00
CY24, Q4	Rent		\$ 45,000.00	\$ 45,000.00
CY24, Q4	Admin Supplies		\$ 1,500.00	\$ 1,500.00

PERFORMANCE METRICS

Outputs (Project Activities, i.e. # acreage or square feet developed, # credentials awarded, # individuals reached, # new participants engaged, # new partnerships established, # plans/reports completed, # workers trained, # workshops hosted)

The purpose of the project to create a continuous pipeline of local individuals entering IT, computer science, and cyber professions filling high-demand positions with local businesses. The outcomes of the project are directed at fulfilling that purpose and include the following measures of the project's success:

- Increasing the number of local graduates with certificates or associates degrees in IT, CS and Cyber professions,
- Increase in the # and % of students enrolling in IT, CS and Cyber courses,
- Increasing the number of these graduates hired by local companies, and
- Increase the % of vacant IT, CS and Cyber positions filled by local residents.

Outcomes* (Project Impact, i.e. # businesses created, # clusters expanded, \$ costs reduced, # graduates/trainees hired, # jobs created/retained, \$ leveraged private investment (LPI), \$ revenues increased, \$ tax revenue increased)

*Not required for Enhanced Capacity Building Projects

To achieve these outcomes the following output measures will be used to judge the success of the project:

- The number of IT, CS and Cyber certificates awarded
 - o CompTIA IT+ -- 400
 - o Comp TIA A+ - 220,
 - o Comp TIA Network - 160,
 - o Comp TIA Security+ - 100,
 - o Unity A&B -- 20
- The number of students enrolled in IT, CS, and cyber courses initiated at GCC (150)
- CompTIA programs conducted (46)
- Number of students participating in G3CS programs (450)
- Teachers trained/certified (20)
- Classrooms equipped (1)
- Web Portal developed and operational
- Communications/Promotion Campaign Implemented
- Summer camps conducted (2)
- Number of campers attending summer camps (100)

Please refer to DHCD's Project Guidance and Metrics for approved project metrics:

<https://www.dhcd.virginia.gov/sites/default/files/Docx/gova/regional-materials/gova-project-guidance-and-metrics.pdf>



RETURN ON INVESTMENT (ROI) CALCULATIONS

GO Virginia Request	\$996,500.00
Additional State Leverage (if applicable)	
Total State Investment	\$996,500.00

	Year 1	Year 2	Year 3	Total
Direct Jobs Created	75	125	150	290
Average Annual Salary	\$ 52,757	\$ 53,812	\$ 54,888	
State Income Tax Revenue Generated	\$ 208,200	\$ 567,334	\$ 1,014,493	\$ 1,790,027
State Sales Tax Revenue Generated	\$ 39,699	\$ 107,982	\$ 192,748	\$ 340,429
Total State Revenue Generated	\$ 247,899	\$ 675,316	\$ 1,207,241	\$ 2,130,456

Commonwealth's ROI %	113.79%
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Instructions: Only include the direct number of jobs being created each year. The formula contained in the excel version will aggregate jobs year-over-year. For example, if your project is creating 20 jobs in year 1, 20 jobs in year 2, and 20 jobs in year 3, DO NOT input 40 jobs in year 2 and 60 jobs in year 3. Commonwealth's ROI % should reflect a positive return.

Assumptions:

- State income tax revenue is based on \$720 + 5.75% of taxable income over \$17,000 for each direct job
- State sales tax revenue assumes a worker's net income will be 70% of their salary, and that worker will spend 1/3 of their net income on goods/services subjected to the state sales tax of 4.3%

Formulas:

- **State Income Tax Revenue Generated** = [Direct Jobs Created] * (720 + 0.0575 * ([Average Annual Salary] - 17000))
- **State Sales Tax Revenue Generated** = [Direct Jobs Created] * (([Average Annual Salary] * 0.7)/3) * 0.043
- **Commonwealth's ROI %** = $\frac{[\text{Total State Revenue Generated}] - [\text{Total State Investment}]}{[\text{Total State Investment}]}$

Please complete the ROI calculations using the Excel spreadsheet available at <https://govirginia6.org/apply/>



LETTERS OF FINANCIAL (CASH) COMMITMENT COVER SHEET

(Must clearly state amount committed). Please place letters in order behind this section of the application.

Partner Name	Amount of Cash Contribution	If Letter Pending, Date Expected
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	



IN-KIND CONTRIBUTION FORMS COVER SHEET

*If applicable; form below. Please place in-kind forms in order behind this section of the application.

Partner Name	Amount of In-Kind Contribution	If Form Pending, Date Expected
GCubed Enterprises, Inc.	\$533,000.00	
G3 Community Services	\$84,000.00	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	
	\$	



IN KIND CONTRIBUTION FORM

Match Verification Form							
Project Name		Innovation Pathways, Workforce Development Project					
Support Organization:		George Washington Regional Commission					
Regional Council:		Mary Ball Washington Regional Council (Region 6)					
Contributor Information							
Name of Business/Individual/Locality/Entity:			GCubed Enterprises, Inc.				
Name of Primary Contact:			Vernon Green, Jr.				
Address:		10 Center Street, Suite 103					
City:	Stafford	State:	VA	Zip:	22556		
Telephone:	540-412-0753	Email:	vgreen@gcubedinc.com				
Match Information							
Type of Match:		☒ In-kind Match	☐ Cash Match				
Local Match:		No ☒	Yes ☐				
Contributed Goods or Services							
Please explain in detail how this match is being contributed on behalf of the project:							
GCubed will pay for the following services in support of the Innovation Pathways, Workforce Development Project: 1) Fringe benefits on the salaries of the Instructors not to exceed (NTE) \$45,000.00, 2) Fringe benefits on the salary of the Administrator not to exceed (NTE) \$20,000.00, 3) Internet fees of \$48,000.00, 4) Utilities fees of \$48,000.00, 5) Administrative supplies of \$12,000.00, and 6) Rent for the 6,000 sqft. classroom located at 10 Center Street, Stafford, VA 22556 of \$15,000 per month X 24 months = \$360,000.00,							
Date(s) Contributed:		1/1/2023 – 12/31/2024					
Real or Estimated Value of Contribution:\$			\$533,000.00				
How was the value determined?:		☒ Actual Value	☐ Appraisal	☐ Other			
Please explain:		Fringe benefits were extrapolated from the GCubed Benefits package available to all employees and historical wage data. Internet fees, Utilities fees, Marketing and website fees, and administrative supplies are based on historical fees paid by GCubed and G3CS for the Extraordinary Young Minds program.					
Who Made this Value Determination?:							
Is there a restriction on the use of this contribution?:			☐ No	☒ Yes			
If yes, what are the restrictions?:							
GCubed will contribute the aforementioned services upon award of the Innovation Pathways, Workforce Development Project to G3CS to be conducted in the GCubed office spaces.							
Contribution Obtained or Supported with State funds?:			☒ No	☐ Yes			
Vernon Green Jr.:A01094E0000017C56775ECF0001ADF4 1ADF4		Digitally signed by Vernon Green Jr.:A01094E0000017C56775ECF0001ADF4 Date: 2022.09.22 09:40:40 -04'00'					
Signature of Contributor			Date 26 Aug 2022				



IN KIND CONTRIBUTION FORM

Match Verification Form							
Project Name		Innovation Pathways, Workforce Development Project					
Support Organization:		George Washington Regional Commission					
Regional Council:		Mary Ball Washington Regional Council (Region 6)					
Contributor Information							
Name of Business/Individual/Locality/Entity:		G3 Community Services					
Name of Primary Contact:		Vernon Green, Jr.					
Address:		10 Center Street, Suite 103					
City:	Stafford	State:	VA	Zip:	22556		
Telephone:	540-412-0753	Email:	vgreen@gcubedinc.com				
Match Information							
Type of Match:	☒	In-kind Match	☐	Cash Match			
Local Match:	No ☒	Yes	☐				
Contributed Goods or Services							
Please explain in detail how this match is being contributed on behalf of the project:							
G3CS will pay for the following services in support of the Innovation Pathways, Workforce Development Project: 1) Marketing / Website/Social Media campaign = \$20,000.00, 2) Fringe benefits on the salary of the Program Coordinator not to exceed (NTE) \$40,000.00, and 3) Twenty-four (24) student computers valued \$1,000.00 = \$24,000.00.							
Date(s) Contributed:	1/1/2023 – 12/31/2024						
Real or Estimated Value of Contribution:\$	\$84,000.00						
How was the value determined?:	☒	Actual Value	☐	Appraisal	☐	Other	
Please explain:	Rent for the classroom is based on historical fees associated with the GCubed lease located at 10 Center Street, Stafford, VA 22556. 6,000 sqft X \$30 sqft / 12 months = \$15,000 / month. Computer fees are based on actual cost of Dell computers at \$1,000.00 X Twenty-four (24) = \$24,000.00.						
Who Made this Value Determination?:							
Is there a restriction on the use of this contribution?:	☐	No	☒	Yes			
If yes, what are the restrictions?:							
G3CS will contribute the aforementioned services/goods upon award of the Innovation Pathways, Workforce Development Project to G3CS to be conducted in the GCubed office spaces.							
Contribution Obtained or Supported with State funds?:	☒	No	☐	Yes			
Vernon Green Jr.:A01094E0000017C56775ECF0001A DF4	Digitally signed by Vernon Green Jr.:A01094E0000017C56775ECF0001ADF4 Date: 2022.09.22 10:55:56 -04'00'						
Signature of Contributor				Date: 26 Aug 2022			



LETTERS OF SUPPORT COVER SHEET

Letters from organizations not providing financial or in-kind contribution. Please place letters of support in order behind this section of the application.

Partner Name
1. Nick Minor – King George County Director of Economic Development & Tourism
2. Joel Griffin -- Stafford Economic Development Authority, Chairman
3. Dr. Shashuna Gray - Germanna Community College
4. Dr. Thomas W. Taylor, Ed.D., M.B.A. Superintendent Stafford County Public Schools
5. Sue Venable Shelton, Supervisor Spotsylvania County Public Schools
6. Dr. Boyd – Acting Superintendent King George County Public Schools
7. Darwin Vinson – Keilicent
8. Erica Dobbs – Dobbs Defense
9. Vaughn Williams – Valiant Solutions
10. Kimberly Marshall – GreenLight
11. Donnell Johns – AvisonWorldwide
12. Desmond Ferrell – ITDepot
13. Robert Holliday – CSS Gov
14. Rob Moore -- AccessVR
15. Tracy N. Sim – Taji Solutions
16. SimVentions
17. Curry Roberts - Fredericksburg Regional Alliance

CATHY BINDER
Shiloh Election District

TERENCE "TC" COLLINS
James Monroe Election District

ANN C. CUPKA
At-Large Election District

RICHARD A. GRANGER
James Madison Election District

JEFFREY L. STONEHILL.
Dahlgren Election District



Department of Economic Development & Tourism
10459 Courthouse Drive
Suite 200
King George, VA 22485
Telephone: (540) 775-8524
Fax: (540) 775-5248
nminor@co.kinggeorge.state.va.us
www.visitkinggeorge.com

September 15, 2022

To: Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

**Re: G3 Community Services
GO Virginia Region 6 -
Application
Innovation Pathways, Workforce Development Project**

Dear Ian,

G3 Community Services is requesting \$996,500 in GO Virginia funding to establish a **Innovation Pathways, Workforce Development Project** for individuals entering the “high-demand” information technology (IT), computer science and cyber related professions in the region. I would submit the following letter as my endorsement of this request.

In my role as the Director of the King George Economic Development and Tourism Department I am continuously assessing King George County’s capacity for cyber & smart tech startup programs through initial relationship-building activities that scale toward established and sustainable programs that create jobs and promote Stafford’s growing regional strength as a center of excellence in cyber-security.

To that end, our region is in continuous need of skilled computer science and cyber security professionals. The high demand for these professionals has forced our employers to recruit qualified individuals from outside the region. Having a training program locally that provides a continuous supply of skilled workers in these fields will significantly encourage our existing businesses to expand and new industries to locate to the region.

In addition, having professional training offered through a regionally based cybersecurity small business will encourage our high school students to remain in the area for training/education and employment following graduation. This develops a talent pool for entry-level positions in the cyber/technical fields, which remains a critical deficiency across the commonwealth.

My department is committed to providing educational opportunities, business development, network expansion, and connections to resources for tech entrepreneurs, business & community projects, as well as one of the fastest growing job markets in the world – cyber security. It is for the above reasons that I strongly support the funding of the G3 Community Services **Innovation Pathways, Workforce Development Project** application for GO Virginia funding.

I am willing to serve on the advisory board if the project is awarded. Thank you for considering this proposal, and we hope you see the value in the proposed programming.

Respectfully,

A handwritten signature in blue ink that reads "Nicholas Minor". The signature is written in a cursive, flowing style.

Nicholas Minor
Director of Economic Development and Tourism
King George County

Stafford County Economic Development Authority

To: Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Re: G3 Community Services GO Virginia Region 6 – Application Innovation Pathways, Workforce Development Project

Dear Ian,

G3 Community Services is requesting \$996,500 in GO Virginia funding to establish an **Innovation Pathways, Workforce Development Project** for individuals entering the “high-demand” information technology (IT), computer science and cyber related professions in the region. I would submit the following letter as my endorsement of this request.

In my role as the Chairman of the Stafford Economic Development Authority (EDA) I am continuously assessing Stafford County’s capacity for cyber & smart tech startup programs through initial relationship building activities that scale toward established and sustainable programs that create jobs and promote Stafford’s growing regional strength as a center of excellence in cyber-security.

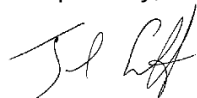
To that end, our region is in continuous need of skilled computer science and cyber security professionals. The high demand for these professionals has forced our employers to recruit qualified individuals from outside the region. Having a training program locally that provides a continuous supply of skilled workers in these fields will be significant encouragement for our existing businesses to expand and new industries to locate to the region.

In addition, having professional training offered through a regionally based cybersecurity small business will encourage our high school students to remain in the area for training/education and employment following graduation. This develops a talent pool for entry level positions in the cyber/technical fields, which remains a critical deficiency across the commonwealth.

This project will complement other existing and proposed programs focused on targeted workforce training and integration of existing programs across Region 6.

The EDA is committed to providing educational opportunities, business development, network expansion, and connections to resources for tech entrepreneurs, business & community projects, as well as one of the fastest growing job markets in the world – cyber security. It is for the above reasons that I strongly support the funding of the G3 Community Services **Innovation Pathways, Workforce Development Project** application for GO Virginia funding.

Respectfully,



Joel Griffin
Stafford Economic Development Authority, Chairman



STAFFORD COUNTY PUBLIC SCHOOLS

31 Stafford Avenue
Stafford, Virginia 22554-7246
Phone: 540-658-6000
www.staffordschools.net

Office of the Superintendent
Thomas W. Taylor, Ed.D., M.B.A., Superintendent

SCHOOL BOARD
Patricia Healy, Chair
Susan Randall, Vice Chair
Dr. Sarah Chase
Maya Guy
Alyssa Halstead
Maureen Siegmund
Dr. Elizabeth Warner

September 30, 2022

Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Re: G3 Community Services
GO Virginia Region 6 - Application
Innovation Pathways, Workforce Development Project

Dear Mr. Ginger,

It has come to our attention that G3 Community Services is requesting \$996,500 in GO Virginia funding to establish an Innovation Pathways, Workforce Development Project for individuals entering the “high-demand” information technology, computer science and cyber related professions in the Stafford, Fredericksburg, and King George region.

Many of the students of our school division are unaware of how many exciting career opportunities in information technology, computer science and cyber security there are within our region. In addition, our school division would be delighted to participate in a systematic approach to exposing our students to these opportunities. This grant will provide the education/training options that lead to employment in these fields of study at institutions outside of the region. The proposed Innovation Pathways, Workforce Development Project would:

- 1) Accelerate exposure of students to the opportunities in these fields;
- 2) Build the capacity of our teachers to provide introductory instruction; and
- 3) Create a continuous pipeline of skilled local workers to our employers.

Discussions with our local business leaders indicates the Stafford, Fredericksburg, and King George region is in continuous need of skilled information technology, computer science, and cyber security professionals. This proposed project will assist our school division in meeting these needs of our local employers.

In addition, we would like to express our interest in contributing to the Innovation Pathways, Workforce Development Project Advisory Council. I would like to nominate myself as the Stafford County Public Schools member. We appreciate the opportunity to provide a voice to the project.

Stafford County Public Schools strongly supports the funding of the G3 Community Services Innovation Pathways, Workforce Development Project application for GO Virginia funding.

Sincerely,

Thomas W. Taylor, Ed.D., M.B.A.
Superintendent



To: Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Regarding: G3 Community Services
GO Virginia Region 6 - Application
Innovation Pathways, Workforce Development Project

Dear Ian,

It has come to our attention that G3 Community Services is requesting \$996,500 in GO Virginia funding to establish an Innovation Pathways, Workforce Development Project for individuals entering the “high-demand” information technology (IT), computer science and cyber related professions in the Stafford, Fredericksburg, and King George region.

Many of the students of our school division are unaware of how many exciting career opportunities in information technology (IT), computer science and cyber security there are within our region. In addition, our school division would be delighted to participate in a systematic approach to exposing our students to these opportunities. This grant will provide the education /training options that lead to employment in these fields of study at institutions outside of the region. The proposed Innovation Pathways, Workforce Development Project would:

- 1) Accelerate exposure of students to the opportunities in these fields.
- 2) Build the capacity of our teachers to provide introductory instruction; and
- 3) Create a continuous pipeline of skilled local workers to our employers.

As Germanna Community College partners with GCubed Community Service already, we highly support this effort as we have continuous need of skilled IT, computer science and cyber security professionals to support our region. This proposed project will assist our college in meeting these needs of our local employers.

In addition, we would like to express our interest in contributing to the Innovation Pathways, Workforce Development Project Advisory Council. We would like to nominate Dr. Shashauna Gray as the Germanna Community College member. We appreciate the opportunity to provide a voice to the project.

It is for the above reasons that Germanna Community College strongly supports the funding of the G3 Community Services Innovation Pathways, Workforce Development Project application for GO Virginia funding.

Yours Truly,

A handwritten signature in black ink, appearing to read "Shashauna Gray".

Vice President of Academic Affairs and Workforce Development



To: Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Regarding: G3 Community Services
GO Virginia Region 6 - Application
Innovation Pathways, Workforce Development Project

Dear Ian,

It has come to our attention that G3 Community Services is requesting \$996,500 in GO Virginia funding to establish an Innovation Pathways, Workforce Development Project for individuals entering the "high-demand" information technology (IT), computer science and cyber related professions in the Stafford, Fredericksburg, King George, and Spotsylvania region.

Many of the students of our school division are unaware of how many exciting career opportunities in information technology (IT), computer science and cyber security there are within our region. In addition, our school division would be delighted to participate in a systematic approach to exposing our students to these opportunities. This grant will provide the education /training options that lead to employment in these fields of study at institutions outside of the region. The proposed Innovation Pathways, Workforce Development Project would:

- 1) Accelerate exposure of students to the opportunities in these fields;
- 2) Build the capacity of our teachers to provide introductory instruction; and
- 3) Create a continuous pipeline of skilled local workers to our employers.

Discussions with our local business leaders indicates the Stafford, Fredericksburg, King George, and Spotsylvania region is in continuous need of skilled IT, computer science and cyber security professionals. This proposed project will assist our school division in meeting these needs of our local employers.

It is for the above reasons that Spotsylvania County Public Schools strongly supports the funding of the G3 Community Services Innovation Pathways, Workforce Development Project application for GO Virginia funding.

Yours Truly,

Sue Venable Shelton
Supervisor of Career and Technical Education



King George County Schools

Excellence for All

To: Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Regarding: G3 Community Services
GO Virginia Region 6 - Application
Innovation Pathways, Workforce Development Project

Dear Ian,

It has come to our attention that G3 Community Services is requesting \$996,500 in GO Virginia funding to establish an Innovation Pathways, Workforce Development Project for individuals entering the “high-demand” information technology (IT), computer science and cyber related professions in the Stafford, Fredericksburg, and King George region.

Many of the students of our school division are unaware of how many exciting career opportunities in information technology (IT), computer science and cyber security there are within our region. In addition, our school division would be delighted to participate in a systematic approach to exposing our students to these opportunities. This grant will provide the education /training options that lead to employment in these fields of study at institutions outside of the region. The proposed Innovation Pathways, Workforce Development Project would:

- 1) Accelerate exposure of students to the opportunities in these fields;
- 2) Build the capacity of our teachers to provide introductory instruction; and
- 3) Create a continuous pipeline of skilled local workers to our employers.

Discussions with our local business leaders indicates the King George region is in continuous need of skilled IT, computer science and cyber security professionals. This proposed project will assist our school division in meeting these needs of our local employers.

In addition, we would like to express our interest in contributing to the Innovation Pathways, Workforce Development Project Advisory Council. I would like to nominate myself as the King George County Public Schools member. We appreciate the opportunity to provide a voice to the project.

It is for the above reasons that King George County Public Schools strongly supports the funding of the G3 Community Services Innovation Pathways, Workforce Development Project application for GO Virginia funding.

Yours Truly,

Jesse Boyd, Ed. D.
Acting Superintendent
King George County Schools

August 17, 2022

Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Reference: G3 Community Services GO Virginia Region 6 – Application
Cyber Pathway Intern Project

Dear Mr. Ginger:

G3 Community Services (G3CS) is requesting GO Virginia funding to establish a Innovation Pathways, Workforce Development Project for individuals entering high-demand information technology (IT), computer science and cyber related professions in the region.

On behalf of Keilicent Technologies, LLC., I am pleased to offer this letter of support of G3CS' proposal for the Innovation Pathways, Workforce Development Project.

The region is in continuous need of skilled IT, computer science and cyber security professionals. The high demand for these professionals has forced my team to recruit qualified individuals from outside the region. Having a training program locally that provides a continuous supply of skilled workers in these fields will be significant encouragement for our existing businesses to expand and new industries to locate to the region.

In addition, having local training with an aggressive outreach program to our local school divisions in these technical fields will encourage our high school students to remain in the region for training/education and employment with our local businesses.

Keilicent Technologies, is a one-source Information Technology solutions provider, delivering an array of IT services to the Department of Defense and National Intelligence Community customers. The Keilicent approach is not one-size-fits-all; our solutions are commissioned to support each customer's mission, strategic goals, and business objectives. In addition to supporting the day-to-day operational needs of our customers, we improve strategic alignment and functional integration across multiple lines of business.

It is for the above reasons that Keilicent Technologies supports G3CS' Innovation Pathways, Workforce Development Project application for GO Virginia funding.

Sincerely,

Darwin R. Vinson

Darwin R. Vinson
President & CEO
Keilicent Technologies, LLC.
Phone: 410-908-0982
dvinson@keilicent.com



HQ

4467 Technology Drive
Suite 3110E
College Park, MD 20742

Mail

1 Research Court
Suite 450
Rockville, MD 20850

✉ info@thinkd2s.com

☎ +1.240.224.4227

📠 +1.301.464.0281

🌐 thinkd2s.com

August 19, 2022

Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Re: G3 Community Services GO Virginia Region 6 – Application
Cyber Pathway Intern Project

Dear Mr. Ginger:

G3 Community Services (G3CS) is requesting GO Virginia funding to establish an Innovation Pathways, Workforce Development Project for individuals entering high-demand information technology (IT), computer science and cyber related professions in the region.

On behalf of Dobbs Defense Solutions, I am pleased to offer this letter of support of G3CS' proposal for the Innovation Pathways, Workforce Development Project.

The region is in continuous need of skilled IT, computer science and cyber security professionals. The high demand for these professionals has forced my team to recruit qualified individuals from outside the region. Having a training program locally that provides a continuous supply of skilled workers in these fields will be significant encouragement for our existing businesses to expand and new industries to locate to the region.

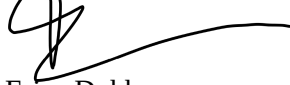
In addition, having local training with an aggressive outreach program to our local school divisions in these technical fields will encourage our high school students to remain in the region for training/education and employment with our local businesses.

Dobbs Defense brings 35+ years of experience managing DoD's and the IC's Cybersecurity Service Management and Infrastructure programs. Our track record includes delivering innovation and thought leadership in support of risk management framework, system engineering, and cybersecurity engineering initiatives for organizations Department of Defense, Federal Civilian, and local and state agencies. As such, we are a cleared organization certified as service-disabled veteran (SDVOSB), woman owned (WOSB), and SBA 8(a).



It is for the above reasons that Dobbs Defense Solutions supports G3CS' Innovation Pathways, Workforce Development Project application for GO Virginia funding.

Respectfully,

A handwritten signature in black ink, appearing to be 'Erica', with a long, sweeping horizontal line extending to the right.

Erica Dobbs
President/CEO
Dobbs Defense Solutions

(mobile): 240-224-4227

(email): erica@thinkd2s.com





VALIANT IT
SOLUTIONS

Vaughn M. Williams Jr.
Valiant IT Solutions, LLC
5034 Melissa Place
Woodbridge VA, 22192
August 19, 2022

Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Re: G3 Community Services GO Virginia Region 6 – Application
Cyber Pathway Intern Project

Dear Mr. Ginger:

G3 Community Services (G3CS) is requesting GO Virginia funding to establish a Innovation Pathways, Workforce Development Project for individuals entering high-demand information technology (IT), computer science and cyber related professions in the region.

On behalf of **Valiant IT Solutions, LLC**, I am pleased to offer this letter of support for G3CS' proposal for the Innovation Pathways, Workforce Development Project.

The region is in continuous need of skilled IT, computer science and cyber security professionals. The high demand for these professionals has forced my team to recruit qualified individuals from outside the region. Having a training program locally that provides a continuous supply of skilled workers in these fields will be significant encouragement for our existing businesses to expand and new industries to locate to the region.

In addition, having local training with an aggressive outreach program to our local school divisions in these technical fields will encourage our high school students to remain in the region for training/education and employment with our local businesses.

Valiant IT Solutions, LLC provides a distinctive array of converged IT services and solutions. We ensure our provision of services are cost effective, right the first time, and flexible. As a veteran-owned small business, we are dedicated to excellence and crafting innovative and all-inclusive solutions for our customers.

It is for the above reasons that **Valiant IT Solutions, LLC** supports G3CS' Innovation Pathways, Workforce Development Project application for GO Virginia funding.

Sincerely,

Vaughn M. Williams Jr.
Founder & CEO



August 19, 2022

Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Re: G3 Community Services GO Virginia Region 6 – Application
Cyber Pathway Intern Project

Dear Mr. Ginger:

G3 Community Services (G3CS) is requesting GO Virginia funding to establish a Innovation Pathways, Workforce Development Project for individuals entering high-demand information technology (IT), computer science and cyber related professions in the region.

On behalf of Green Light Ventures III, LLC, I am pleased to offer this letter of support of G3CS' proposal for the Innovation Pathways, Workforce Development Project.

The region is in continuous need of skilled IT, computer science and cyber security professionals. The high demand for these professionals has forced my team to recruit qualified individuals from outside the region. Having a training program locally that provides a continuous supply of skilled workers in these fields will be significant encouragement for our existing businesses to expand and new industries to locate to the region.

In addition, having local training with an aggressive outreach program to our local school divisions in these technical fields will encourage our high school students to remain in the region for training/education and employment with our local businesses.

Green Light Ventures III, LLC is a minority, woman-owned management consulting firm specializing in the development and implementation of specialized professional solutions and delivering effective Project and Program Management Services and Logistical Support to our clients.

It is for the above reasons that Green Light Ventures III, LLC supports G3CS' Innovation Pathways, Workforce Development Project application for GO Virginia funding.

Sincerely,

Kimberly Marshall
CEO
Green Light Ventures III, LLC



August 19, 2022

Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Re: G3 Community Services GO Virginia Region 6 – Application
Cyber Pathway Intern Project

Dear Mr. Ginger:

G3 Community Services (G3CS) is requesting GO Virginia funding to establish a Innovation Pathways, Workforce Development Project for individuals entering high-demand information technology (IT), computer science and cyber related professions in the region.

On behalf of Avision Worldwide, LLC, I am pleased to offer this letter of support of G3CS' proposal for the Innovation Pathways, Workforce Development Project.

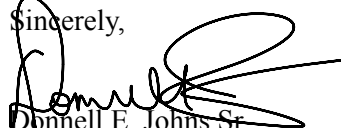
The region is in continuous need of skilled IT, computer science and cyber security professionals. The high demand for these professionals has forced my team to recruit qualified individuals from outside the region. Having a training program locally that provides a continuous supply of skilled workers in these fields will be significant encouragement for our existing businesses to expand and new industries to locate to the region.

In addition, having local training with an aggressive outreach program to our local school divisions in these technical fields will encourage our high school students to remain in the region for training/education and employment with our local businesses.

Avision Worldwide helps clients to develop and manage strategic, cultural, and structural changes within their organizations. By working together, we can provide personalized processes and support materials that help turn goals into reality. We help organizations align their plan, people, and systems in order to gain a competitive edge.

It is for the above reasons that Avision Worldwide, LLC supports G3CS' Innovation Pathways, Workforce Development Project application for GO Virginia funding.

Sincerely,



Donnell E. Johns Sr.

CBO

Avision Worldwide, LLC



August 19, 2022

Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Re: G3 Community Services GO Virginia Region 6 – Application
Cyber Pathway Intern Project

Dear Mr. Ginger:

G3 Community Services (G3CS) is requesting GO Virginia funding to establish a Innovation Pathways, Workforce Development Project for individuals entering high-demand information technology (IT), computer science and cyber related professions in the region.

On behalf of IT Depot LLC, I am pleased to offer this letter of support of G3CS' proposal for the Innovation Pathways, Workforce Development Project.

The region is in continuous need of skilled IT, computer science and cyber security professionals. The high demand for these professionals has forced my team to recruit qualified individuals from outside the region. Having a training program locally that provides a continuous supply of skilled workers in these fields will be significant encouragement for our existing businesses to expand and new industries to locate to the region.

In addition, having local training with an aggressive outreach program to our local school divisions in these technical fields will encourage our high school students to remain in the region for training/education and employment with our local businesses.

IT Depot LLC headquartered in Leesburg, VA is a small boutique certified SwAM, SDVOSB and HUBZone company specializing in Cloud Computing services. Our customers include the Federal Government, State and Private sector entities.

It is for the above reasons that IT Depot LLC supports G3CS' Innovation Pathways, Workforce Development Project application for GO Virginia funding.

Sincerely,

Desmond R Ferrell
Managing Partner
IT Depot LLC

August 19, 2022

Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Re: G3 Community Services GO Virginia Region 6 – Application
Cyber Pathway Intern Project

Dear Mr. Ginger:

G3 Community Services (G3CS) is requesting GO Virginia funding to establish a Innovation Pathways, Workforce Development Project for individuals entering high-demand information technology (IT), computer science and cyber related professions in the region.

On behalf of Connected Services and Solutions LLC, I am pleased to offer this letter of support of G3CS' proposal for the Innovation Pathways, Workforce Development Project.

The region is in continuous need of skilled IT, computer science and cyber security professionals. The high demand for these professionals has forced my team to recruit qualified individuals from outside the region. Having a training program locally that provides a continuous supply of skilled workers in these fields will be significant encouragement for our existing businesses to expand and new industries to locate to the region.

In addition, having local training with an aggressive outreach program to our local school divisions in these technical fields will encourage our high school students to remain in the region for training/education and employment with our local businesses.

Connected Services & Solutions, LLC (CSS) is a Service-Disabled Veteran and Minority Owned Small Business that provides intelligence and technology consulting services. We have extensive experience approving, developing, guiding, and operating complex systems across various national agencies. CSS services span from complex software architecture development to routine help desk support.

It is for the above reasons that Connected Services and Solutions LLC supports G3CS' Innovation Pathways, Workforce Development Project application for GO Virginia funding.

Sincerely,

Robert Holliday II
President
Connected Services and Solutions LLC



August 18, 2022

Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Re: G3 Community Services GO Virginia Region 6 – Application
Cyber Pathway Intern Project

Dear Mr. Ginger:

G3 Community Services (G3CS) is requesting GO Virginia funding to establish a Innovation Pathways, Workforce Development Project for individuals entering high-demand information technology (IT), computer science and cyber related professions in the region.

On behalf of AccessVR, I am pleased to offer this letter of support of G3CS' proposal for the Innovation Pathways, Workforce Development Project.

The region is in continuous need of skilled IT, computer science and cyber security professionals. The high demand for these professionals has forced my team to recruit qualified individuals from outside the region. Having a training program locally that provides a continuous supply of skilled workers in these fields will be significant encouragement for our existing businesses to expand and new industries to locate to the region.

In addition, having local training with an aggressive outreach program to our local school divisions in these technical fields will encourage our high school students to remain in the region for training/education and employment with our local businesses.

AccessVR, based in Winchester, Virginia is a thought leader in immersive experience, composed of academics, storytellers, technologists, creatives, and business professionals. We provide the leadership, knowledge and innovations that make it easy for common citizens and organizations to access and adopt immersive technology.

It is for the above reasons that AccessVR supports G3CS' Innovation Pathways, Workforce Development Project application for GO Virginia funding.

Sincerely,
DocuSigned by:

C3278317A89D4F7...
Robert Moore
CEO
AccessVR



August 25, 2022

Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Re: G3 Community Services GO Virginia Region 6 – Application
Cyber Pathway Intern Project

Dear Mr. Ginger:

G3 Community Services (G3CS) is requesting GO Virginia funding to establish a Innovation Pathways, Workforce Development Project for individuals entering high-demand information technology (IT), computer science and cyber related professions in the region.

On behalf of Taji Solutions, LLC, I am pleased to offer this letter of support of G3CS' proposal for the Innovation Pathways, Workforce Development Project.

The region is in continuous need of skilled IT, computer science and cyber security professionals. The high demand for these professionals has forced my team to recruit qualified individuals from outside the region. Having a training program locally that provides a continuous supply of skilled worked in these fields will be significant encouragement for our existing businesses to expand and new industries to locate to the region.

In addition, having local training with an aggressive outreach program to our local school divisions in these technical fields will encourage our high school students to remain in the region for training/education and employment with our local businesses.

Taji Solutions, LLC., is a Woman-Owned, Disabled Veteran Owned Small Business based in Washington, DC. with a dynamic small team of former military members who have served honorably, and now have the desire to support the warfighter in Cyber security and program management consulting. TAJI focuses on innovative technology and qualified professionals to assist in a secure workforce.

It is for the above reasons that Taji Solutions supports G3CS' Innovation Pathways, Workforce Development Project application for GO Virginia funding.

Sincerely,

Tracy N. Sim
CEO
Taji Solutions LLC

29 September 2022

Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401
Re: G3 Community Services GO Virginia Region 6 – Application Cyber Pathway Intern Project

Dear Mr. Ginger:

As the executive and operational leaders at SimVentions, we are excited and readily endorse G3 Community Services (G3CS) request for GO Virginia funding to establish an **Innovation Pathways, Workforce Development Program** for individuals entering high-demand information technology (IT), computer science and cyber related professions in the region.

The biggest challenge we have at SimVentions is not winning or technically executing work. It's finding qualified personnel with the appropriate experience, education, clearances, and certifications to do the job. As one of the largest DoD contractors in the Fredericksburg area, we are in continuous need of skilled engineering, computer science, information technology and cybersecurity professionals. Having a training program locally that provides a continuous supply of skilled workers in these fields will provide an outreach program to our local school divisions in these technical fields which will encourage our high school students to remain in the region for training/education and employment opportunities.

SimVentions is a proud supporter of the U.S. military, and we take pride in our ability to provide relevant, game-changing solutions to our armed men and women around the world. Since the start of the Company over twenty-one years ago, SimVentions has continually supported the interests and internships of aspiring individuals wanting to pursue opportunities in the fields of Science, Technology, Engineering and Mathematics (STEM). G3CS' Innovation Pathways, Workforce Development Project fits perfectly into SimVentions' philosophy along with current and future workforce needs by providing a continuous supply of qualified and talented individuals. This Project also folds into our company's long-established goals of providing opportunities to those individuals interested in pursuing a career in a STEM-related field.

We offer our whole-hearted support in a variety of suggested avenues. This includes the addition of our company's name to the list of businesses that support your new **Innovation Pathways, Workforce Development Program**. We would be willing to work with G3CS leadership on this new program to share our understanding of the market to include technology direction and the demand call for support aligned to components of your curriculum and training.

On behalf of the SimVentions leadership team, we pledge our support to G3CS's application for GO Virginia funding in order to establish a new **Innovation Pathways, Workforce Development Program**.

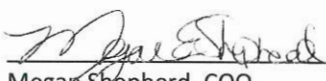
Sincerely,



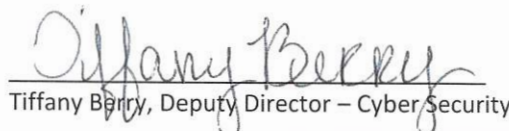
Larry Root, CEO



Joe Paliri, President



Megan Shepherd, COO



Tiffany Barry, Deputy Director – Cyber Security



City of Fredericksburg | Caroline County | King George County | Spotsylvania County | Stafford County

October 19, 2022

To: Ian Ginger
GO Virginia Program Director
George Washington Regional Commission
406 Princess Anne St, Fredericksburg, VA 22401

Regarding: G3 Community Services
GO Virginia Region 6 - Application
Innovation Pathways, Workforce Development Project

Dear Ian,

It has come to our attention that G3 Community Services is requesting \$996,500 in GO Virginia funding to establish an Innovation Pathways, Workforce Development Project for individuals entering the “high-demand” information technology (IT), computer science and cyber related professions in the Stafford, Fredericksburg, and King George region.

The Stafford, Fredericksburg, and King George Regions are in continuous need of skilled engineering, information technology (IT), computer science and cyber security professionals. The high demand for these professionals has forced our employers to recruit qualified individuals from outside the region. Having a training program locally that provides a continuous supply of skilled workers in these fields will be significant encouragement for our existing businesses to expand and new industries to locate to the region. In addition, having local training with an aggressive outreach program to our local school divisions in these technical fields will encourage our high school students to remain in the region for training/education and employment with our local businesses.

It is for the above reasons that the Fredericksburg Regional Alliance strongly supports the funding of the G3 Community Services Innovation Pathways, Workforce Development Project application for GO Virginia funding.

Yours Truly,

Curry Roberts
President
Fredericksburg Regional Alliance at the
University of Mary Washington



PROPOSED BUDGET

GO Virginia Request:	\$996,500.00
Total Match:	\$617,000.00
Total Project Cost:	\$1,613,500.00

Please explain in the chart below your proposed sources of revenue and how you plan to expend these funds. These totals must match.

Instructions: Please fill out each tab according to the information below. Each tab has examples already listed for instructional purposes. Please clear these before submitting.

Revenues: This tab details the source of each dollar used towards the project will come from. The Source of the Revenue will either be GO Virginia (total amount) or Match (each individual source of match needs to be listed. If one source is providing both cash and in-kind, please separate on individual line items).

Expenditures: This tab details the total project expenditures by project activity. The line item dropdown are budget categories provided by DHCD. If you do not believe your expenditure fits into one of these categories please use the other dropdown and label it in the next column. In the description column, please explain how the money will be used. Think of the description column as a crosswalk to your application. Readers should be able to directly tie your project expenditures to your activities.

GO Virginia Request: This tab details only the funds directly requested from GO Virginia and what their purpose is.

Matching Funds: This tab reflects the sources of the match and their purpose. This information should match what is on the revenues and expenditures tabs.

Additional Leverage: This tab is for any additional funds provided to the project over the \$1:\$1 required match or for state sourced funds provided to the project.

Total Budget & Narrative: This tab should auto populate from the GO Virginia Request and Matching Funds tabs. The Budget Narrative section is a description of how the funds will be used for the project.

BUDGET NARRATIVE

G3 Community Services has teamed with GCubed to provide a larger than 2:1 ratio of matching funds. GCubed and G3CS are committed to provide CompTia training and certification to local youth.

The project is structured to cover the upfront costs of establishing new or expanded information technology, computer science and cyber course offerings for CompTIA certifications in IT Fundamentals, A+, Network+, and Security+ along with associated outreach programs.

Please complete the budget section using the Excel spreadsheet available at <https://govirginia6.org/apply/>

GO Virginia Region 6 Budget Overview - Project Revenues

Instructions: Below, please indicate total project revenues, including both GO Virginia funds and match contributions. For match contributions, indicate type, source, and status of match.

Normally, match from non-state appropriated sources (cash or in-kind) must equal or exceed the GO Virginia fund request. Of the total match amount, 20% or \$50,000 (whichever is greater) must be from local sources (cash or in-kind). *Note: The total match requirement has been reduced to 50% of the grant request, and the local match requirement has been waived until further notice.

State appropriated resources cannot be used as match but can be included as "additional leverage."

[illegible]

GO Virginia Region 6 Budget Overview - Project Expenditures

Instructions: Below, please indicate total project expenditures by project activities in each line item.

Line Item (Dropdown)	If other, specify	Cost Estimate	Description	Funding Source(s) from Revenues	Type of Expenditure (Cash or In-Kind)
Rent/Lease		\$ 360,000.00	\$15,000 Rent X 24	GCubed	In-Kind
Equipment		\$ 24,000.00	Purchase computer equipment	G3CS	In-Kind
Salaries		\$ 360,000.00	1.5 Course Instructors \$120000 X 2 X 1.5	GOVA	Cash
Salaries		\$ 160,000.00	Program Coordinator Salary \$80000 X 2 Yrs	GOVA	Cash
Salaries		\$ 70,000.00	Administrator salary \$35000 X 2	GOVA	Cash
Salaries		\$ 10,000.00	Recruiting for Instructors	GOVA	Cash
Fees and Licenses		\$ 67,500.00	900 CompTia Books	GOVA	Cash
Fees and Licenses		\$ 135,000.00	900 CompTia Vouchers	GOVA	Cash
Outreach		\$ 104,000.00	Marketing / Radio campaign \$1000 week	GOVA	Cash
Indirect Costs		\$ 90,000.00	Transportation \$3750 / month	GOVA	Cash
Salaries		\$ 45,000.00	Instructor Fringe benefits X 24 months	GCubed	In-Kind
Salaries		\$ 40,000.00	Program Coordinator Fringe benefits X 24 months	G3CS	In-Kind
Salaries		\$ 20,000.00	Administration Fringe benefits X 24 months	GCubed	In-Kind
Equipment		\$ 48,000.00	Internet	GCubed	In-Kind
Equipment		\$ 48,000.00	Utilities	GCubed	In-Kind
Outreach		\$ 20,000.00	Marketing / Website/Social Media	G3CS	In-Kind
Administration		\$ 12,000.00	Admin Supplies	GCubed	In-Kind
		\$ -			
		\$ -			
		\$ -			
		\$ -			

Directions: Please list all uses associated with GO Virginia Funds. The budget categories and amounts should match "DHCD Request" column in the CAMS application budget.

Directions: Please list all uses associated with GO Virginia Funds. The budget categories and amounts should match "DHCD Request" column in the CAMS application budget.

Cost/Activity Category	Match \$	Type of Match - Dropdown	Description of Activity	Source of Match - Agency	Match Cash or In-Kind
Rent/Lease	\$ 360,000.00	Private	\$15,000 Rent X 24	GCubed	In-Kind
Equipment	\$ 24,000.00	Private	Purchase computer equipment	G3CS	In-Kind
Salaries	\$ 45,000.00	Private	Instructor Fringe benefits X 24 months	GCubed	In-Kind
Salaries	\$ 40,000.00	Private	Program Coordinator Fringe benefits X 24 months	G3CS	In-Kind
Salaries	\$ 20,000.00	Private	Administration Fringe benefits X 24 months	GCubed	In-Kind
Equipment	\$ 48,000.00	Private	Internet	GCubed	In-Kind
Equipment	\$ 48,000.00	Private	Utilities	GCubed	In-Kind
Outreach	\$ 20,000.00	Private	Marketing / Website/Social Media	G3CS	In-Kind
Administration	\$ 12,000.00	Private	Admin Supplies	GCubed	In-Kind
	\$ 617,000.00	Total Match Funds			
	\$ -	Total Local Match			

Uses of Additional Leverage	Amount (\$)	Type of Match (Dropdown)	Source of Match	Documentation Submitted (Dropdown)
	\$	-	Total Matching Funds	
Directions: Please list all sources and uses associated with additional leverage beyond the required match. Additional leverage does not need to be included in the CAMS application budget. NOTE: State funds may only be used as additional leverage and will may not contribute to the required \$1:1 match.				

Type of Funds	Totals	
GO Virginia	\$	996,500.00
Matching Funds	\$	617,000.00
Total CAMS Budget	\$	1,613,500.00
Additional Leverage	\$	-
Total Project Budget	\$	1,613,500.00

*These answers will autofill from previous tabs

Type of Match	Totals	
Matching Funds	\$	617,000.00
At least \$1:1 NO		
Local Match	\$	-
At least \$50,000 NO		
At least 20% of GOVA Request NO		
Local Match Waiver Request? YES		

Select answer from dropdown menu.

Budget Narrative: Please describe what each of the funds will be used for.

G3 Community Services has teamed with GCubed and Germanna Community College (GCC) to provide a larger than 2:1 ratio of matching funds. All 3 organizations fully support the efforts to provide CompTia training and certification to local youth.

The project is structured to cover the upfront costs of establishing new or expanded information technology, computer science and cyber course offerings for CompTIA certifications in IT Fundamentals, A+, Network+, and Security+ along with associated outreach programs.

Devon Ward-Heholt

Devonwheholt@gmail.com
202 Determination Dr.
Stafford, VA 22554
Cell Phone: 347-733-9317

Education

Liberty University, Lynchburg, VA
Master of Education, Special Education

December 2016

Brooklyn College, Brooklyn, NY
Bachelor of Arts, Childhood Education
Minor, Political Science

December 2013

Honors

Urban Community Teachers Project Scholarship, Brooklyn, NY
NY State Certification (Childhood Education 1-6)

September 2011- 2012

September 2014

District of Columbia Certification (Childhood Education 1-6)
Virginia State Teacher License (Childhood Education 1-6)

September 2018
August 2019

Relevant Experience

GCubed Inc.: GCubed Community Services

February 2022 – Present

Executive Director

- Collaborate with corporate team members to execute corporate processes and tasks
- Manage STEM projects for clientele contract
- Manage the EYM & Better Tomorrows (Garrison Woods Div.) youth program
- Developed curriculum for the Germanna Community College high school 2022 Cybersecurity Camp
- Developed and executed project management plan for the Germanna Community College Cybersecurity Camp
- Developed tutor training program
- Created budget for tutoring service
- Executed tutor hiring process for Drew Middle School (SCPS) after school tutoring program
- Managed and delegated task to tutors
- Developed and executed corporate intern program management plan for GCubed Inc.
- Delegated tasks to corporate interns
- Developed project management plan clientele high school 3D Printing club
- Developed project management plan for GCubed Inc. VR project
- Establish viable point of contacts to execute tasks

FCPS: Fort Belvoir Primary & Upper School

August 2019 – February 2022

Educator

- Provides a rigorous academic environment encouraging social and intellectual growth for students via critical thinking group projects and higher order thinking questions
- Conducts formative assessments from data collected across math and English Language Arts to differentiate and modify instruction
- Blends technological tasks with in-person instruction
- Provides responsive classroom behavioral management to create a safe and sound academic environment
- Facilitates virtual and blended learning class sessions to meet and complement the mandated Virginia Standards of Learning and Fairfax County Public School curriculum
- Co-leads school Equity Committee to ensure an equitable school-wide environment
- Co-facilitated math intervention sessions for level-2 targeted students across the third-grade band
- Co-facilitated Cultural Climate Professional Development
- Participated in Individualized Education Program meetings
- Co-managed Equity Committee to ensure an equitable school-wide environment
- Delegates task to Education Aide
- Creates weekly newsletters to inform families of student activities and future events

DCPS: Browne Education Campus, North East, Washington **June 2019**

August 2014 –

Educator

- Provides a rigorous academic environment encouraging social and intellectual growth for thirty-one students via critical thinking group projects and higher order thinking questions
- Conducts formative assessments from data collected across math and science to differentiate and modify instruction
- Provides classroom behavioral management to create a safe and sound academic environment

Devon Ward-Heholt

Devonwheholt@gmail.com
202 Determination Dr.
Stafford, VA 22554
Cell Phone: 347-733-9317

- Facilitated STEM alternative energy curriculum for sixteen students through collaboration with the PEPCO Energizing Student Potential program
- Implemented blended learning to complement the mandated Eureka Math and DC science curriculum
- Ongoing aid to develop school-wide culture that best fits the needs of our students, teachers, and families
- Conducted family home visits and maintain ongoing strong communication lines with all parents and share student progress
- Ongoing participation in school-wide and individual professional development, including training over the summer and weekly during the academic year (held during school hours)
- Served on a myriad of committees to improve school moral and parent engagement - Response to Intervention (RTI), Student enrollment, Personnel and the School Chapter Advisory Committee (SCAC team)
- Coached the elementary math team, boys' and girls' basketball teams and elementary and middle School boys and girls track team

NYC DOE: P.S. 115, Brooklyn, NY

September 2006 – 2014

Paraprofessional

- Provided academic assistance to eight students within across grade levels three to five via small group instruction
- Worked collaboratively with other teachers, assuming increased teaching responsibilities while progressing towards the Lead Teacher role
- Assisted in providing classroom behavioral management to create a safe and sound academic environment
- Provided crisis behavioral management for students who had often displayed physical aggressive behavior
- Compiled and maintained anecdotes for student evaluations and IEP modifications
- Executed administrative request for student and parent engagement with school administrators
- Developed meaningful relationships with students and parents that drive students to love learning and make exceptional academic gains

Sports and Arts in Schools Foundation (I.S. 285), Brooklyn, NY

September 2011 – August 2013

Assistant Sports Director

- Created a mandated written curriculum for physical education program for one hundred -twenty-seven students daily
- Established and communicated rules of safety to students and staff
- Communicated clear instructions and modeled physical activities for students
- Collaborated with staff to maximize the learning experience and safety of each student
- Maintained a safe and secure environment
- Managed provided program equipment

Gil Hodges Lanes, Brooklyn, NY

January 2005 – April 2012

Shift Manger

- Liaised with management regarding management and protocols for team members and shift details
- Managed five staff members across four disciplines
- Administered onsite quality support service for patrons
- Coordinated security procedures during operation hours

Skills/Certifications

- International Baccalaureate certified October 2014
- CPR Certified March 30, 2019

Computer Skills

Proficient in Microsoft Office: Excel, PowerPoint, Word

Activities

Martial Arts Instructor

August 2005 – August 2014

INNOVATION PATHWAYS, WORKFORCE DEVELOPMENT PROJECT



**Improving Lives &
Strengthening Communities**

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September 2, 2022

INNOVATION PATHWAYS, WORKFORCE DEVELOPMENT PROJECT



Introduction

- GoVirginia Staff
- G3CS
- Council Members

INNOVATION PATHWAYS, WORKFORCE DEVELOPMENT PROJECT



Overview

The focus of the Innovation Pathways, Workforce Development Project is a new 2-year certificate program to enable students to obtain CompTIA certifications in Information Technology Plus, A+, Network+, and Security+. The curriculum would include courses to train each student to pass the certification exam(s). The project proposes to provide training for 900+ certifications.

Proposed Budget:

GO Virginia Request:	\$996,500
Total Match:	\$617,000
Total Project Cost:	\$1,613,500

INNOVATION PATHWAYS, WORKFORCE DEVELOPMENT PROJECT



New Partnership with CompTIA

G3CS has recently established a partnership with CompTIA. Working together, both companies have committed to providing the youth in Virginia with IT Workforce training that will establish a model for other states to follow.

The Innovation Pathways, Workforce Development Project will benefit from CompTIA curriculum and lesson plans taught by G3CS personnel. These lesson plans are designed for IT professionals to enable them to successfully complete their CompTIA certifications in Information Technology Plus, A+, Network+, and Security+.

INNOVATION PATHWAYS, WORKFORCE DEVELOPMENT PROJECT



Schedule

CY2023 Q1 (1/1/2023 – 3/31/2023)

IT Fundamentals (20 Students)
IT Fundamentals (20 Students)
IT Fundamentals (20 Students)
IT Fundamentals (20 Students)
IT Fundamentals (20 Students)
A+ (20 Students)
A+ (20 Students)

Total: (120 Certifications)

CY2023 Q2 (4/1/2023 – 6/30/2023)

IT Fundamentals (20 Students)
IT Fundamentals (20 Students)
A+ (20 Students)
A+ (20 Students)

Total: (80 Certifications)

CY2023 Q3 (7/1/2023 – 9/30/2023)

IT Fundamentals (20 Students)
IT Fundamentals (20 Students)
A+ (20 Students)
Network+ (20 Students)
Network+ (20 Students)

Total: (100 Certifications)

CY2023 Q4 (10/1/2023 – 12/31/2023)

IT Fundamentals (20 Students)
IT Fundamentals (20 Students)
A+ (20 Students)
Network+ (20 Students)
Security+ (20 Students)
Security+ (20 Students)

Total: (120 Certifications)

INNOVATION PATHWAYS, WORKFORCE DEVELOPMENT PROJECT

Schedule



CY2024 Q1 (1/1/2024 – 3/31/2024)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

A+ (20 Students)

A+ (20 Students)

Unity A (10 Students)

Total: (130 Certifications)

CY2024 Q2 (4/1/2024 – 6/30/2024)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

A+ (20 Students)

A+ (20 Students)

Network+ (20 Students)

Unity B (10 Students)

Total: (110 Certifications)

CY2024 Q3 (7/1/2024 – 9/30/2024)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

A+ (20 Students)

Network+ (20 Students)

Network+ (20 Students)

Security+ (20 Students)

Total: (120 Certifications)

CY2024 Q4 (10/1/2024 – 12/31/2024)

IT Fundamentals (20 Students)

IT Fundamentals (20 Students)

A+ (20 Students)

Network+ (20 Students)

Security+ (20 Students)

Security+ (20 Students)

Total: (120 Certifications)

Totals:

IT Fundamentals (400 Certifications)

A+ (220 Certifications)

Network+ (160 Certifications)

Security+ (100 Certifications)

Unity A&B (20 Certifications)

INNOVATION PATHWAYS, WORKFORCE DEVELOPMENT PROJECT



Partners

GCubed Enterprises, Inc. (GCubed) is an Information Technology (IT) services & solutions provider, with principal offices located in Stafford, VA. Our company is a Service-Disabled Veteran-Owned Small Business (SDVOSB) and an 8(a) Small Business Administration (SBA) Certified entity with defense, civilian, and commercial past performance. GCubed is a thriving small business with a diversified team focused on national security, cybersecurity, counterintelligence, and IT operations.

Stafford County School Board

G3CS is an official partner of the Stafford County School Board. Through our educational partnership, we have implemented our youth mentorship programs in several elementary and high schools within Stafford County.

Our **Local Government partners** include:

- King George County Director of Economic Development & Tourism
- Stafford Economic Development Authority
- Fredericksburg Regional Alliance

Our **Private Sector Partners** include:

- Keilicent
- Valiant Solutions
- Dobbs Defense
- GreenLight
- AvisonWorldwide
- ITDepot
- CSS Gov
- AccessVR

INNOVATION PATHWAYS, WORKFORCE DEVELOPMENT PROJECT



Outcomes

The purpose of the project is to create a continuous pipeline of local individuals entering IT, computer science, and cyber professions filling high-demand positions with local businesses. The outcomes of the project are directed at fulfilling that purpose and include the following measures of the project's success:

- Increasing the number of local graduates with certificates or associates degrees in IT, CS and Cyber professions,
- Increase in the # and % of students enrolling in IT, CS and Cyber courses,
- Increasing the number of these graduates hired by local companies, and
- Increase the % of vacant IT, CS and Cyber positions filled by local residents.

To achieve these outcomes the following output measures will be used to judge the success of the project:

- The number of IT, CS and Cyber certificates awarded
 - o **CompTIA IT+ -- 400**
 - o **Comp TIA A+ - 220,**
 - o **Comp TIA Network - 160,**
 - o **Comp TIA Security+ - 100,**
 - o **Unity A&B -- 20**



Executive Committee Report and Actions Taken



SUMMARY OF ACTIONS TAKEN AT EXECUTIVE COMMITTEE MEETINGS

The Region 6 Executive Committee met on February 14 and March 14. Below is a summary of the actions taken during those meetings.

Approval of Bay Consortium Workforce Development Board's Integrated Community Capacity Building Initiative

The Bay Consortium Workforce Development Board presented to the Executive Committee the Integrated Community Capacity Building Initiative proposal.

Summary of Actions Taken: The Executive Committee approved the application. GWRC staff submitted the application to DHCD and DHCD responded that they felt this application would be a good fit for their new Talent Pipeline Initiative (TPI).

The Bay Consortium Workforce Development Board decided to change their application to a TPI application for submission to the Regional Council, which is pending the meeting on 10/24/2022.

Approval of the Old Page Middle School Site in Gloucester for the Urban Land Institute's Technical Assistance Panel

GO Virginia Region 6 staff presented four possible sites for the Urban Land Institute (ULI) Technical Assistance Panel (TAP).

Summary of Actions Taken: The Executive Committee viewed and discussed all four sites that had been scored by the ULI, Region 6 staff, and two Executive Committee members with knowledge of Site Development. The Executive Committee unanimously voted on the Old Page Middle School site.



FY22 Region 6 Annual Report



Mary Ball Washington Regional Council GO Virginia Region 6 FY 22 Annual Report

I: INTRODUCTION

Please provide a description of the region, the localities that make up the region, the region's target sectors identified in the Growth & Diversification Plan, the support organization, and the purpose of the annual report.

Region six includes the counties of Caroline, Essex, Gloucester, King and Queen, King George, King William, Lancaster, Mathews, Middlesex, Northumberland, Richmond, Spotsylvania, Stafford and Westmoreland; and the city of Fredericksburg. The region is made up of three planning districts: The George Washington Regional Commission, the Northern Neck Planning District Commission, and the Middle Peninsula Planning District Commission. The make-up of region six is diverse and includes urban areas along the I-95 corridor leading to Northern Virginia and Washington, D.C., military bases that provide a large source of employment, rural counties depending on improvements to Broadband, and economies dependent on the rivers, bays, and creeks affected by coastal resiliency.

The Region Six Council, also known as the Mary Ball Washington Regional Council, is led by William Beale as chair, and is supported by the George Washington Regional Commission (GWRC), led by Executive Director Chip Boyles, Deputy Director Kate Gibson, and Program Director Ian Ginger. Region Six updated its Growth and Diversification Plan in August 2019 and its focus remains on six targeted industry sectors.

Target Sectors:

Aquacultures/Seafood/Commercial Fishing/Marine Industries

Forestry/Wood Products/Paper

Manufacturing

Distribution/Logistics

Information/Data Centers

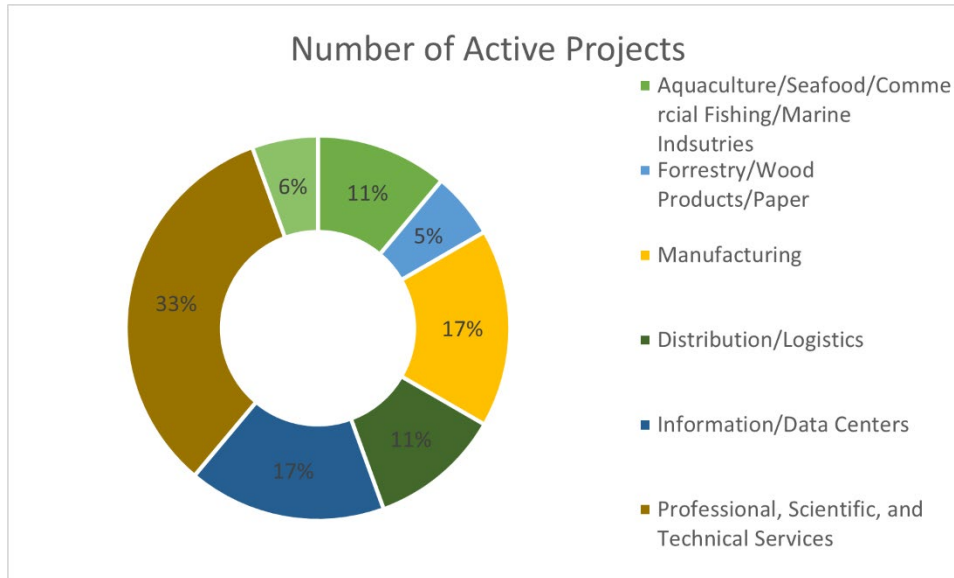
Professions, Scientific and Technical Services

The Region 6 FY22 Annual Report will highlight the work done by staff and the Regional Council. FY22 included staffing change with a new Program Director and Program Coordinator and a focus on engaging a larger audience in Region 6 in order to cultivate more regional collaboration that will lead to successful projects which fit into our Growth and Diversification Plan.

II: GROWTH & DIVERSIFICATION PLAN

Your Growth & Diversification Plan is the roadmap for all of your region's GO Virginia work. The annual report should relate back to goals and opportunities in the plan. Please broadly describe how the region's work this year furthered the goals identified in the Growth and Diversification Plan. If the Growth & Diversification Plan was updated this year, please describe the process.

The Region 6 Council updated the Growth and Diversification Plan in 2021



Although we envision our regional entrepreneurial entity to be formed in calendar year 2023, our Regional Council approved the RIOT and Pre-RIOT Accelerators in FY22. These two projects take significant steps in working towards some of our core goals around entrepreneurship. In particular, they allow Region 6 to accomplish the following strategies identified in the Growth and Diversification Plan: 1. Developing a robust network of entrepreneurs, 2. Developing programming to help businesses at all stages develop and grow, 3. Build awareness around existing business support programs and resources in the region, and 4. Provide counseling, mentoring, and other instructional programs for technology and venture-backed startups to facilitate innovators bringing new technologies to the marketplace. RIOT's programming around entrepreneurship - which originally boasted success in the Research Triangle in Raleigh and is now a foundational element of Region 6's entrepreneurship ecosystem - accomplishes strategies 1,2, and 4. Also, Stafford County's participation in the Accelerator gives localities the ability to make businesses aware of services available to them and develop additional services to fit entrepreneurial needs.





The Fredericksburg Regional Chamber's Intern Expo employed many of the strategies identified in the Growth and Diversification Plan around workforce development. It took great strides in connecting employers with interns and potential employees of the future. Specifically, it kicked off one of the first regional career expos in Region 6, engaged employers in targeted industries through their participation in the actual expo and subsequent hiring workshops, enhanced job shadowing programs with employers, and developed a robust pipeline of interns for industry partners.

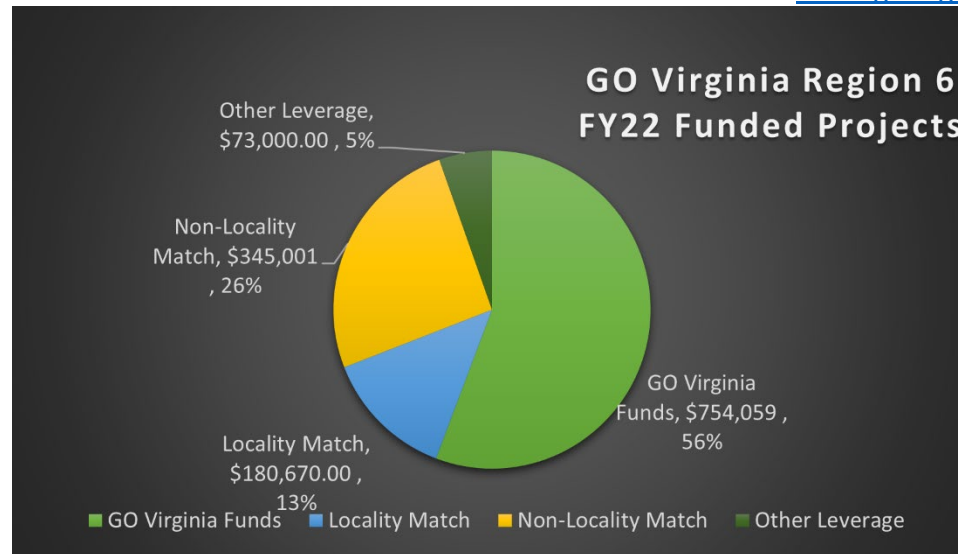
Our Careers in Aquaculture project directly impacts an industry that is not only a priority for our region, but is historically significant to both the Northern Neck and Middle Peninsula. It accomplished two major goals laid out in our Growth and Diversification Plan: 1. The creation of an aquaculture curriculum from scratch leading to a credential. Curriculum development is being led by Virginia Tech and industry partners and is being delivered at Rappahannock Community College and 2. The development of intern and apprenticeship opportunities for region employers in the aquaculture industry, especially oyster companies.

Finally, our region is not immune to the nationwide shortages in the healthcare industry, particularly in the nursing field. Through ERR funds, we were able to achieve several facets of our broader workforce development strategy by creating the Primary Care Technician (PCT). The PCT enhanced regional collaboration because of the need for employees in healthcare and brought together the two community colleges with footprints in our region. Although healthcare is not traditionally covered under GO Virginia, our regional council feels that this project will have positive implications for the growth of our identified priority industry clusters.

III: SUMMARY OF PROJECTS IN FY22

Please summarize the projects that were advanced to the GO Virginia Board during the previous year. Include breakdowns of total GO Virginia funding, local match, and additional leverage. For each project include the project name, the subgrantee, participating localities, a description, and relevant project metrics.

Project	GO Virginia Funds	Locality Match	Non-Locality Match	Other Leverage
Establishing a RIoT Accelerator Program in the Rappahannock Regional Entrepreneur Ecosystem	\$215,000	\$129,500	\$75,000	\$65,000
RIoT Pre-Accelerator Program	\$96,807.00	\$51,170.00	\$29,621.00	
FXBG Area Chamber Internship Expo	\$36,000.00		\$37,254.00	
RCC Careers in Aquaculture	\$100,000.00		\$50,000.00	\$8,000
RCC/GCC Patient Care Technician (ERR)	\$306,252.00		\$153,126	



ESTABLISHING A RIOT ACCELERATOR PROGRAM IN THE RAPPAHANNOCK REGIONAL ENTREPRENEUR ECOSYSTEM | RIOT & STAFFORD COUNTY

RIoT had previously conducted an ECB grant and confirmed the demand and desire for a regional accelerator and other entrepreneur workshops focused on local needs. In this Implementation grant, they will establish Virginia RIoT Accelerator Program (VA-RAP) by funding a RIoT VA-RAP lead in the testbed, assure integration of the testbed by installing a Technology Specialist. The Tech Specialist will help Smart Tech entrepreneurs pilot their products and services, establish locally-focused RIoT Workshops in KG and FXBG, and add RIoT to the regional entrepreneurial ecosystem who will seek out collaborations across Region 6 and help build a vibrant entrepreneurial network. The key to this project will be the establishment of VA-RAP and the integration of that program into the testbed. Participating localities are City of Fredericksburg, King George County, and Stafford County. *36 companies served with 6 total cohorts within 3 years, 72 jobs created, and 3 products or services to be either market ready or in production.*

RIOT PRE-ACCELERATOR | RIOT

The RIoT pre-accelerator program supports idea stage entrepreneurs with validating a market, establishing foundational business principles, and incorporating emerging technologies. The pre-accelerator includes bi-weekly in-person group workshops at the Stafford Smart Community Testbed with an option for virtual participation for those who prefer to join online. Content includes technology baselining, value proposition development, business fundamentals, and customer discovery and pipelining. Each idea-stage entrepreneur also receives bi-weekly 1-on-1 coaching, personalized to their specific needs. Participants exit the program with a clear understanding of next steps for establishing a business around a validated market opportunity. The expectation is that 60+% of pre-accelerator participants to become competitive RAP applicants at the completion of the pre-accelerator. RIoT partnering with Stafford County EDA. Participating localities are City of Fredericksburg, Stafford County, and King George County. *12 businesses created/25 jobs created/18 entrepreneurs engaged/54 mentoring sessions executed/\$1.5M capital raised*

INTERNSHIP EXPO AND HIRING WORKSHOP SERIES | FREDERICKSBURG AREA CHAMBER OF COMMERCE

The Fredericksburg Area Chamber of Commerce in partnership with five school divisions, Rappahannock Goodwill Career Works, Germanna Community College, and the University of Mary Washington hosted an Internship Expo in April 2022 and is holding five hiring workshops throughout the year. Part of the expo will include business seminars



on how to successfully host interns. Students in attendance will be selected by their school's CTE or internship coordinator where students will be encouraged to visit booths of interest to drop off their resumes, make connections with business leaders, and schedule interviews. 50 business attended the Expo as well as over 450 students. Participating localities include Caroline County, City of Fredericksburg, King George County, Spotsylvania County, and Stafford County. The original expo was such a success, that the Fredericksburg Area Chamber is planning an application for an Implementation Grant to grow this program in the future. *50 businesses served/75 internships.*

CAREERS IN AQUACULTURE | RAPPAHANNOCK COMMUNITY COLLEGE, VT, & VIMS

Rappahannock Community College along with VT Center for Economic and Community Engagement, and Virginia Institute of Marine Science are leading the Careers in Aquaculture project to promote jobs in the aquaculture industry cluster by expanding high school students' understanding of what jobs are available in the aquaculture industry cluster, expanding educational opportunities that meet employers' needs, and supporting internship opportunities that help young people gain experience and awareness. This project will promote jobs in the aquaculture industry cluster by expanding high school students' understanding of what jobs are available and expanding educational opportunities with the following activities: develop and test-pilot online learning modules., develop one-week experiential hands-on education immersion summer course experience, develop four-week summer internship program (students will be able to intern with a local aquaculture business), and develop a program certificate (RCC's Training Coordinator for Professional and Technical Programs will work with business partners to develop this non-credit aquaculture certificate and/or badge from Virginia Tech). Participating localities include Essex County, Gloucester County, Lancaster County, Mathews County, Middlesex County, Richmond County, and Westmoreland County. Private industry partners in this grant program are: KCB Oyster Holdings, Little Wicomico Oyster Company, LLC, Matheson Oyster Company, Rappahannock Oyster Company, Shores and Ruark Oyster Company, Virginia Institute of Marine Science, Ward Oyster Company, Oyster Seed Holdings. *8 businesses served/20 internships completed.*

PATIENT CARE TECHNICIAN (ERR) | RAPPAHANNOCK COMMUNITY COLLEGE & GERMANNA COMMUNITY COLLEGE

Rappahannock Community College (RCC) and Germanna Community College (GCC) are going to refine previously developed programs in Nurse Aide and Medical Assisting into one Patient Care Technician (PCT) non-credit workforce development program that produces an advanced level of patient care provider for care provision across all clinical sites (inpatient, outpatient and long term) where patient care is delivered. Through this grant, they will develop and deliver a non-credit workforce development Patient Care Technician (PCT) program: to provide enhanced patient care education above the standard nurse aide requirements; prepare students for enhanced task/care roles typically performed by other members of the health care team; support and extend patient care delivered by Registered Nurses (RNs); positively impact patient care outcomes across all clinical settings; partially offset the vacancies, particularly those exacerbated by the COVID pandemic, in RN staffing across all clinical areas by adding another qualified caregiver to the care team; and prepare the learner for two distinct certifications/licenses in the Commonwealth of Virginia. GCC and RCC are using Federal HEERF funds as match and participating localities include Essex County, City of Fredericksburg, Gloucester County, Spotsylvania County, and Stafford County. *Patient Care Technician Program (non-credit)/62 jobs filled/120 students trained/82 students credentialed (110 students will complete the program)*

IV: REGIONAL COLLABORATION & PARTNER SUPPORT

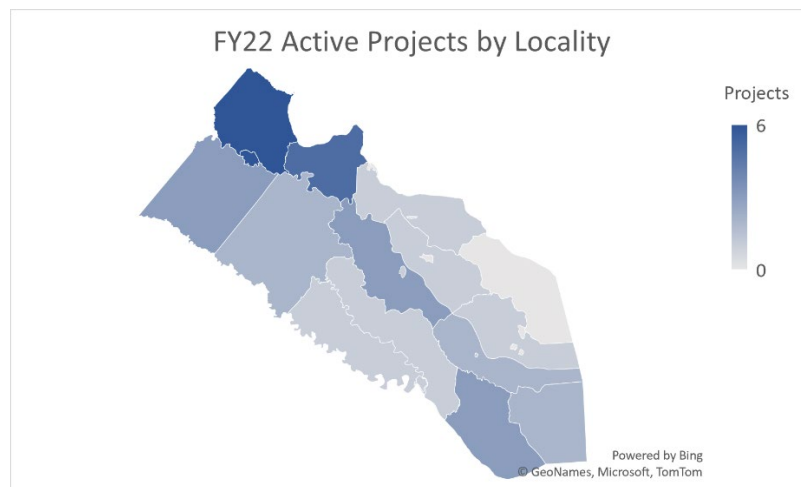
Please describe the collaborative work that was accomplished involving business, education, and local government entities. Other regional support work can be included in this section. At the end of the section, provide a bulleted list of each partner.

Region 6 was able to engage more localities throughout the region with FY22 projects than in previous years. While the majority of projects still center on the more urban areas of the region, subgrantees have started to collaborate

with localities in the more rural areas, such as the Middle Peninsula and Northern neck. We are seeing the educational system, both community colleges and K-12, start to reach out to private industries in order to partner on projects.

Specifically, the two newest projects in FY2022, Careers in Aquaculture and RCC/GCC's Patient Care Technician (PCT) projects covered multiples localities and sub-regions in Region 6. The Careers in Aquaculture project has a total 7 participating localities in two planning districts with multiple private industry and education partners. The PCT project shows collaboration across 5 localities and two different planning districts with collaboration between two community colleges in order to cover a larger geographic region.

In addition, staff made a concerted effort to connect with the more rural localities in Region 6 and foster relationships between the economic development authorities/directors, educational institutions, and private industry partners in order to encourage collaboration on future projects.



REGIONAL PARTNERS

- Virginia Sea Grant
- Rise
- Middle Peninsula Chesapeake Bay Public Access Authority
- Old Dominion University
- Virginia Institute of Marine Science
- Rappahannock Community College
- Virginia Tech
- KCB Oyster Holdings
- Little Wicomico Oyster Company, LLC
- Matheson Oyster Company
- Rappahannock Oyster Company
- Shores and Ruark Oyster Company
- Ward Oyster Company
- Oyster Seed Holdings
- Fredericksburg Area Chamber of Commerce
- University of Mary Washington
- Germanna Community College
- Stafford County EDA
- King George County EDA



- Fredericksburg Regional Alliance
- RIoT
- GCubed, Inc.
- G2 Community Services
- Bay Consortium Workforce Investment Board
- Middle Peninsula Planning District Commission
- Northern Neck Planning District Commission
- George Washington Regional Commission

V: OUTCOMES & IMPACT

Please describe the outcomes and impact of the GO Virginia related work that took place this year. This section can include information about tracked GO Virginia project metrics, as well as other non-GO Virginia metrics tracked by project teams. You can include information on long term impacts of closed out projects from previous years as well.

Region 6's RIoT Accelerator and Pre-Accelerator projects, engaged over 206 entrepreneurs during FY22, served 57 businesses, and resulted in 15 mentor session. One product is also in development at the test bed, which is a central component of both projects' success. Programs aimed at serving entrepreneurs were also developed in tandem with the test bed and will allow for future entrepreneurship engage through RIoT's cohorts.

The Intern Expo served 50 businesses through the actual Expo, served a total of 75 companies through subsequent workshops around hiring and how to establish an internship program. Companies were also engaged through 5 breakout sessions in FY22. 450 students were served through the Expo and 15 of those students interned at participating companies.

One of our longstanding projects – Germanna's Tech Talent Pipeline – kicked off its first round of summer camps in FY22. 250 students in the region attended the camps, which exposed them to a wide array of careers in emerging technology fields, especially cybersecurity. In addition, 9 teachers were certified and the project laid the groundwork for establishing tech-industry related pathways in the K-12 system.

One of our most impactful projects is the statewide competitive initiative, Launching the Coastal Resilience and Adaptation Economy, with Region 5 – which began in FY21 and is a follow-up to an ECB project. The scope of this project is wide and includes research components, the creation of a consortium steering committee, education to industry and partners about the potential of an economy revolving around coastal resiliency and adaptation. There was also a pitch contest aspect of this project that identified 8 companies with the potential to commercialize conceptual products in the coastal resiliency space. We envision the future of this project affecting the region from entrepreneurship, site development, and workforce development perspectives.

VI: COMMUNICATION & OUTREACH

Please describe any communication or outreach activities that occurred this year. This can include website updates, social media, events, etc. Please include photographs if possible.

In FY22 Region 6 staff made an effort to personally go out and meet with private industry, government, and economic development entities all throughout the region. This included a tour of Colonial Beach with the new Economic Development Director and Grant Manager and an all-day tour of oyster farms in the Northern Neck to learn more about the challenges facing the Aquaculture industry cluster. During the Aquaculture trip, staff were able to travel and tour three different oyster farms of varying size and production level. Topics that were discussed included workforce development, innovation, distribution, and the possibility of co-ops or cluster scale ups in the



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future. One of the oyster farms, Little Wicomico Oyster Co, LLC, is a current private industry partner in the Careers in Aquaculture project.



Region 6 Council Chair, Billy Beale, served as a guest judge for GO Virginia funded RIoT Pre-Accelerator's pitch event. The event was held on August 24, 2022 in downtown Fredericksburg and included graduates of the first ever RIoT Accelerator Program that began in April of 2022. Entrepreneurs pitched their ideas to a panel of judges, and the winner, Latticet, received a \$5,000 reward provided by Stafford County EDA.

Region 6 is also partnering with the Urban Land Institute to hold a Technical Assistance Panel with a locality in the region. Staff reached out to all the localities and stakeholders asking for project ideas to be submitted. Fourteen ideas were submitted and sent to ULI to be scored. After ULI scored the projects, two Executive committee members with Site Development knowledge did their own scoring of the top 4 projects. The full Executive Committee then took a vote and selected the Old Page Middle School site in Gloucester County for the ULI Technical Assistance Panel. Staff is currently working with the Gloucester County to organize the ULI TAP to be held in November, 2022. The hope is that projects submitted could lead to future Site Development Projects funded by GO Virginia.



An effort was made in FY22 to increase regular outreach via newsletter and social media outlets in order to educate potential partners and stakeholders about the work being done by GO Virginia funded projects. The newsletter was redesigned, and we hope to re-vamp the current website in FY23.

VII: PROJECT PIPELINE

Please briefly describe your project pipeline, including projects that are in progress or anticipated.

PATHWAYS TO SUCCESS | STAFFORD COUNTY SCHOOLS AND JASON LEARNING

The purpose of this project, co-designed by nationally renowned K-12 STEM curriculum and training provider, JASON Learning (JASON), and Stafford County Public Schools (SCPS) is to ensure middle schoolers in Region 6 are receiving career preparation and exploration and gaining workplace skills that employers desire in their future employees. In Virginia, all middle schoolers are required to complete a career investigations course selected from the career and technical education (CTE) state-approved list or complete a school division-provided alternative means of delivering the career investigations course content, provided that the alternative is equivalent in content and academic rigor (8VAC20-131-140, section C part 2).

JASON is requesting \$100,000 in Enhanced Capacity Building funding to allow the partnership to design, develop, and implement a unique career investigation and readiness curriculum to be delivered for grades 6, 7, or 8, called "Pathways to Success." To support these efforts, JASON will design and develop teacher training modules to support effective classroom instruction of the course material and deliver that training to up to 50 educators from SCPS and other regional school district partners. JASON submitted a final ECB application and it is being considered by the Regional Council on 10/24/2022.

INTEGRATED COMMUNITY CAPACITY BUILDING INITIATIVE | BAY CONSORTIUM WORKFORCE DEVELOPMENT BOARD

The Bay Consortium Workforce Development Board seeks \$100,000 of GO Virginia funding to support the Integrated Community Capacity Building Initiative (ICCB). The program will provide region-wide integration of an employer-led approach to closing the skills gap, addressing the talent shortage, and creating better alignment with the education and workforce systems. Additionally, the proposed Initiative is designed to build partnerships and work with and support existing projects in the region that are focused on building a sustainable talent pipeline. This ECB application was approved by the Region 6 Executive Committee and sent to DHCD for approval on September 14, 2022.

YOUNG ENTREPRENEURS PROGRAM | KING GEORGE COUNTY EDA

Innovation and entrepreneurship are essential components of a successful economy. A steady supply of young, growing businesses help maintain economic vitality, creates job opportunities, and serves as a significant inducement for new firms to locate. Thus, entrepreneurs are the lifeblood of a local economy. In recognition of this fact, several organizations, both public and private, have created programs and services to support entrepreneurship. This program will be a pilot program creating entrepreneurship courses and clubs in local high schools, ending in a pitch event for students to pitch their ideas. A resource guide will also be developed through data and research throughout the life of the pilot program. The subgrantee is requesting \$98,000 in GO Virginia funds for a total budget of \$147,000. King George County submitted a draft review plan on September 22, 2022.



RIVER'S REGION ENTREPRENEURIAL ECOSYSTEM | FREDERICKSBURG REGIONAL ALLIANCE

The Fredericksburg Regional Alliance (FRA) has been approved to establish River's Region Coordinating Council (RRCC), a 501c3 entrepreneurial support organization serving Region 6. RRCC will be led by a separate board which will be made up of geographically diverse entrepreneurs, both high growth and main street. The vision is to enhance the vibrancy of the Fredericksburg region and bring new venture into the region to build funding connections. The goal is to connect entrepreneurs with investing opportunities and to educational institutions, create entrepreneurial gathers for both main street and high growth opportunities, connect with adjoining regions, develop an internal startup network, hire ecosystem builders, support the growth of veteran-owned businesses and the Virginia Innovation Partnership Authority, and identify and fill gaps that impede entrepreneurial activity in the region among other things. The FRA is asking for \$300,000 in GO Virginia funds with a match of \$150,000, and have submitted an initial review form.

INTERN EXPO AND WORKFORCE PROGRAM | FREDERICKSBURG AREA CHAMBER OF COMMERCE

The Fredericksburg Regional Chamber of Commerce in partnership with 900(+/-) businesses, other non-member businesses, Fredericksburg Public City Schools, Caroline County Public Schools, King George County Public Schools, Spotsylvania County Public Schools, Stafford County Public Schools, Germanna Community College, various trade schools and the University of Mary Washington is requesting a \$250,000 (\$125,000 per year) in GO Virginia Implementation Grant funding spanning over 2 years (2023 – 2024) for workforce development programming. The funding will be matched with both cash and in-kind from all partners up to \$150,000, dividing it over the 2-year span. The workforce development programming will be implemented and managed by the Fredericksburg Regional Chamber of Commerce. The programming will include building new strategic partnerships, a larger internship expo with up to 600 students and 100 businesses, Intern/Extern/Apprentice Systems (tracking), Intern & Hiring Workshop Series, Workforce Staff Person, Workforce NOW Committee; Intern Expo Sub-Committee; and Student-Ambassador Committee Support, and a Workforce Scholarship Fund. The Fredericksburg Chamber submitted a review form and is planning to submit a final application on October 14, 2022.

INNOVATON PATHWAYS | G3 COMMUNITY SERVICES

G3 Community Services (G3CS) is requesting \$996,500 in GO Virginia funding in support of a \$1,613,500 Innovation Pathways, Workforce Development Project to provide a continuous supply of qualified individuals entering "high-demand" engineering, information technology (IT), computer science and cyber related professions in the Stafford, Fredericksburg, and King George region. The goal of the 2-year project is to create and implement career training pathways for over 200 middle/high school students and new adult entrants to the workforce seeking engineering, information technology, computer science and cyber related occupations. The project is designed to create a seamless career pathway for middle/high school students and veterans entering the workforce wishing to pursue occupations in IT, computer science or cyber technology. G3 Community Services submitted a review form and is planning to submit a final application on October 14, 2022.

TOWN OF WEST POINT SITE DEVELOPMENT | MIDDLE PENINSULA PLANNING DISTRICT COMMISSION

The town of West Point is seeking a Site Development grant to tier up an abandoned black ops training site and airport located in King and Queen County. West Point owns the site and there is already existing water and sewer among other infrastructure. Draper Aden has done Due Diligence study on the site and the Middle Peninsula



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Planning District Commission plans to be the applicant and match with federal funds. This will be an implementation grant and we are still awaiting some details before application is submitted.

VIII: COUNCIL MEMBERS

Councilmember Name	Organization
William Beale (Chair)	Union Bankshares Corporation (Retired)
Rob Quartel (Vice-Chair)	NTELX
Felicia Ainsa	Rappahannock Electric Cooperative
Dr. Derek Aday	Virginia Institute of Marine Science
John Anzivino	Middlesex County EDA/Citizen Member
Sarah Calveric	Caroline County Public Schools
Rene Daniels	Spotsylvania County Public Schools
Bruce Davis	Beltone Hearing Centers (retired), Germanna Community College
Jackie Davis	Bay Consortium Workforce Development Board
Jan Erkert	Spangler Erkert and Associates
Val Foulds	Bank of America (Retired), Town of Colonial Beach (Retired)
Steve Goodall	WestRock
Joel Griffin	JG Financial Group
Merthia Haynie	Abilities Abound Physical Therapy and Wellness Center
Lisa Hull	Northern neck Tourism Commission
Dr. Shannon Kennedy	Rappahannock Community College
Kim McClellan	Fredericksburg Area Association of Realtors
Mogan Quicke	Richmond County
Jeff Szyperski	Chesapeake Bank
Linda Worrell	Worrell Management Group
Kimberly Young	University of Mary Washington

IX: SUPPORT ORGANIZATION

Please include contact information for the support organization.

Support Organization for Region 6 is:

The George Washington Regional Commission



406 Princess Anne Street, Fredericksburg, VA 22401.

(540) 373-2890

Executive Director: Chip Boyles, boyles@gwregion.org



Mary Ball Washington Regional Council

GO Virginia Region 6

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Deputy Director: Kate Gibson, gibson@gwregion.org

GO Virginia Program Director: Ian Ginger, ginger@gwreion.org

GO Virginia Program Coordinator: Sarah Oldaker, oldaker@gwregion.org



Region 6 2023 Roadmap and Meeting Calendar



Mary Ball Washington Regional Council

GO Virginia Region 6

406 Princess Anne Street

Fredericksburg, VA 22401

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2023 GO Virginia Region 6 Meeting Calendar

January

- **January 9th Executive Committee Meeting**
- January 20th ECB Rolling Deadline
- **January 23rd Regional Council Meeting at Fredericksburg Area Chamber of Commerce, Fredericksburg, VA**
- January 31st Quarterly Reports Due

February

- February 3rd Per capita & Competitive Applications due (Round 1)
- **February 13th Executive Committee Meeting**
- February 17th ECB Application Rolling deadline

March

- **March 13th Executive Committee Meeting**
- March 14th State Board Meeting
- March 17th ECB Application Rolling deadline

April

- **April 10th Executive Committee Meeting**
- April 21st ECB Application Rolling deadline
- **April 24th Regional Council Meeting at Virginia Institute of Marine Science in Gloucester, VA**
- April 31st Quarterly Reports Due

May

- May 5th Per capita & Competitive Applications due (Round 2)
- **May 15th Executive Committee Meeting**
- May 19th ECB Application Rolling deadline

June

- **June 12th Executive Committee Meeting**
- June 13th State Board Meeting



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- June 16th ECB Application Rolling deadline

July

- **July 10th Executive Committee Meeting**
- July 21st ECB Application Rolling deadline
- **July 24th Regional Council Meeting at Rappahannock Community College Warsaw Campus**
- July 31st Quarterly Reports Due

August

- August 4th Per capita & Competitive Applications due (Round 3)
- **August 14th Executive Committee Meeting**
- August 18th ECB Application Rolling deadline

September

- **September 11th Executive Committee Meeting**
- September 12th State Board Meeting
- September 15th ECB Application Rolling deadline

October

- **October 16th Executive Committee Meeting**
- October 20th ECB Application Rolling deadline
- **October 23rd Regional Council Meeting at Rappahannock Electric Cooperative office in Bowling Green, VA**
- October 31st Quarterly Reports Due

November

- November 3rd Per capita & Competitive Applications due (Round 4)
- **November 13th Executive Committee Meeting**
- November 17th ECB Application Rolling deadline

December

- **December 11th Executive Committee Meeting**



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- December 12th State Board Meeting
 - December 15th ECB Application Rolling deadline



Region 6 Project Pipeline and Status Update



Mary Ball Washington Regional Council

GO Virginia Region 6

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REPORT DATE 10/24/2022

PROJECTS IN THE PIPELINE

Project Name	Region 6 Approval	State Board Meeting Date	Issues
BAYWIB Talent Pipeline Initiative (TPI)	10/24/2022	12/13/2022	
FXBG Area Chamber Workforce Program	10/24/2022	12/13/2022	
G(3) Community Svcs Innovation Pathways in Cybersecurity	10/24/2022	12/13/2022	
JASON Learning and Stafford County Schools Pathways to Success	10/24/2022	To DHCD Staff 10/24/2022	

PROJECTS APPROVED IN CONTRACT NEGOTIATIONS

Project Name	Region 6 Approval	State Approval	Issues

OPEN PROJECTS

Project Name	Start Date	End Date	Description of Activities this Quarter	Actions
Cybersecurity Certification Program (Implementation)	5/1/2019	OG: 4/30/2021 New: 1/31/2022	Continuing to measure metrics/outcomes for the performance closeout. DHCD extended the performance closeout date. Final remittance and financial closeout processed and accepted by DHCD.	● Financial Closeout completed, Performance Closeout extended to Jan, 2023



Mary Ball Washington Regional Council

GO Virginia Region 6

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Germanna Community College Engineering, Information Technology, Computer Science and Cyber - Tech Talent Pipeline Project (Implementation)	2/1/2021	1/31/2023	In Q3 two summer camps were held and completed with both middle and high school students. The camps, IT and EGR Camp (STEM) from 7/11-7/14 (265) and Cyber Camp from 7/18-7/22 (20) were completed and successful. Planning for summer 2023 programs is already in progress as well as planning for cyber afterschool programs including 3D printing host sites and CAD clubs. The program was unable to provide transportation for students due to liability and scheduling complications.	● On Track
Launching a Coastal Resilience and Adaptation Economy (Statewide Competitive)	4/1/2021	3/31/2024	VASG requested a no cost extension on the contract and a new end date of 3/31/2024 was selected. Metrics have been updated. An RFP for the web portal was developed, which included a preliminary website layout. RFP issued with three bidders responding. Selection of low bidder has been completed. Web portal is scheduled to launch in the 1st quarter of 2023. Accelerator training completed. Revised, submitted workplans for approval. Univ./Bus. Intros: Two kick-off meetings held, third scheduled for 10/6. Universities drafting workplans to support businesses. Matching fund activities: partnership b/w NSU and non-profit on aquatic plant production. Meeting held in July. Conversations with Rappahannock Community College launched, review available work-based learning programs applicable to needs of businesses. Matching funds partner businesses with technician level apprentices from RCC and other CCs.	● On Track

			Summer intern hired to research PAA properties, compile environmental characterization and legal data. Final product being completed. Met with Stafford County Smart Community Testbed, explore partnership around coastal community resilience and monitoring. Online request form developed to manage PAA sites with respect to research activities. VASG coordinating to ensure researchers are aware of implementation projects and other activities happening on the PAA sites. Welcomed Wendy Stout to the VASG/VT joint funded Coastal Resilience Ext. Specialist position. She will aid the coordination between universities and businesses, and further develop public-private R&D partnerships to build coastal resilience and adaptation economy in Virginia. <u>Consortium:</u> Consortium outreach strategy modified to include collaborations with industry professional organizations, Society of Military Engineers and Design Build Institute. Met with Virginia Maritime Assoc. and Virginia Ship Repair Assoc. Continue to build relationships across industry sectors with help of steering committee. 2nd annual Coastal Virginia Consortium held September 15, 2022 (113 registrations). Virtual attendance 31, in-person attendance 47, total attendance 78. Summary of Coastal Virginia Consortium activities and presentation by Dr. Robert McNab, "The Projected Economic Impacts of Future Sea Level Rise and Recurrent Flooding in Coastal Virginia."	
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Mary Ball Washington Regional Council

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Rapp Region Entrepreneurship	7/1/2021	6/30/2023	In Q3 we held a pitch night on 8/24 including the companies in the first cohort. Out of the 7 companies involved in the cohort, 5 participated in the Pitch Night. The winner was a Stafford Company named Latticet. 2-3 of the companies who completed the first cohort are in talks with the testbed of piloting their companies out of Virginia. Companies for cohort 2 have been chosen. They are CaughtUp, Edenic Energy, Fitted, Sage Stream, Boreas Monitoring Solutions, Secure Process Intelligence, Secure Process Intelligence, SIMLAB, and Advanced Radio Mapping. The accelerator will begin in October 2022 with a Pitch Night in January 2023.	● On Track
RIoT Pre-Accelerator Program	12/15/2021	12/14/2023	In Q3, Cohort 2 for the Pre-accelerator program was completed in August. The cohort was in conjunction with the Bay Consortium Workforce Development Board and included 10 applicants with 8 actively participating companies. The program was able to see participation across additional localities in Region 6 including Lancaster, Kilmarnock, and Warsaw. Marketing for cohort 3 began.	● On Track
FXBG Chamber Internship Project	2/14/2022	2/13/2023	In Q3, the Workforce Now Committee held their second workshop on August 17th, 2022 with a panel of private industry HR specialists answering questions about hiring practices and employee retention. The Student Voice Committee was formed. The Chamber hired their own intern from the expo for the sole purpose of tracking the internships and connections between employers and students.	● On Track



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			Additional internships started with the Fall semester. The third Workforce Now hiring series was planned with a Superintendent forum and will be held on 10/25/2022	
RCC Promoting Careers in Aquaculture	5/16/2022	8/15/2023	Project Advisory Committee has been formed and the first meeting is scheduled in November 2023. Development of the curriculum and online learning modules almost complete, just waiting on feedback from the advisory committee. Started conversation for next quarter regarding credentialing for the students. Began reaching out to K-12 partners and working on marketing materials. Sarah Beam has begun to connect with K-12 potential partners. Already has some interest from students in the program.	● On Track
RCC/GCC Patient Care Technician	9/1/2022	12/31/2023	Signed Contracts and project's official start date is 9/1/2022. Had onboarding call with Region 6 Staff to set up quarterly calls, reports, and remittances. First Quarterly report due February 2023.	● On Track

CLOSED PROJECTS

Project Name	Start Date/ End Date	Project Summary
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Flex Space (ECB)	4/16/2018 - 4/15/2020	This project initiated a study for the site characterization and building development of a 20,000 square foot flexible office building in the Town of Montross. GO Virginia funding was utilized for due diligence activities including a Phase 1 Environmental Site Assessment, Threatened and Endangered Species Review, Archaeological and Architectural Review, geographic and topographic surveys, and schematic site and building designs. This project applied for an implementation grant (Westmoreland Site Development) but was denied by the State Board in June 2021.
PamunkeyNet (ECB)	4/25/2018 - 4/24/2020	This project assists with the design and implementation of a sustainable business model for high-speed broadband delivery to underserved areas of Region 6. GO Virginia funding was utilized for the development of a business plan and the creation of a new legal enterprise owned by the Pamunkey Tribe, which will serve as a conduit to currently untapped federal resources for broadband development. State broadband resources previously deployed in the region resulted in broadband infrastructure plans, but a business plan is still vital to the region's ability to seek any available resources for broadband implementation. There has been no further work done on this project.
Welding Training (Implementation)	7/1/2018 - 6/30/2020	This project created a new welding training program at Rappahannock Community College. GO Virginia funds were used to equip a welding training facility with 15 workstations and train 40 welders for employment at local businesses within Region 6. Project outcomes included 102 students trained, 73 credentials awarded, 32 new jobs created, and six new programs implemented. This project received an extension with ERR funding to continue training.
NN Site, Building & Infrastructure Study (CB)	4/1/2019 - 3/31/2020	This project completed a site, building, and infrastructure study of the Northern Neck region. GO Virginia funding was used to 1) review all inventory of sites and building in the region; 2) create a feasibility study for three potential commercial/industrial sites located in three counties; 3) complete an infrastructure capacity evaluation to address potential business growth in two localities. There has been no further work done on this project.
MPA Business Site Readiness Planning (CB)	7/1/2019 - 6/30/2020	This project completed a site characterization study of up to 16 sites in the Middle Peninsula region. GO Virginia funding was used to study of up to 16 sites in the Middle Peninsula; recommend sites for further evaluation of development as a regionally-owned property; provide recommendations on market potential for properties in the ownership of the Middle Peninsula Public Access Authority; and make recommendations on steps to take to create a nutrient bank. There has been no further work done on this project.



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Good Jobs Here (CB)	3/1/2019 - 2/28/2020 Ext 7/31/2020	This project completed planning activities towards documenting a 1) better focus all the region's economic development efforts, 2) draw together a variety of elements and organizations to have a larger and more sustained impact, 3) increase the use of available Go Virginia funds for successful and innovative projects, and 4) prepare the community for an even more positive future. There has been no further work done on this project.
VASG Planning Grant (ECB)	7/1/2018 - 6/30/2020; Ext 12/30/2020	This project completed planning activities toward building a new industry cluster in Virginia, a water management economy that integrates workforce development, research and development, innovation, and commercialization. This project used its finding to apply for and receiving funding in a statewide competitive project, Launching a Coastal Resilience and Adaptation Economy, to continue efforts.
Fredericksburg Regional Alliance Industry Cluster Analysis (ECB)	6/5/2020 - 12/31/2020	The Fredericksburg Regional Industry Cluster Analysis is an in-depth look at the region's current and future industry competitiveness based on labor availability, wages, and several other growth indicators. The report, which was completed and presented in early February, also takes the economic effects of the COVID-19 pandemic into consideration by examining job loss within the hardest affected industries. The focus of the report helps allow for the region to identify specific industry advantages that would typically not be identified through traditional market research and narrows the focus towards the higher paying industries included in the GO Virginia Region 6 Growth and Diversification Plan. The top three weighed industry clusters for economic development targeting are information and communications; public administration; and finance, insurance, and real estate. The Fredericksburg Regional Alliance will have the most success in attracting clusters that have the greatest potential for growth given favorable national and regional trends. There has been no further work done on this project.
King and Queen Telehealth Needs Assessment (ERR Fast Access)	6/23/2020 - 12/31/2020	This project examined the ability to host a telehealth center in the future King and Queen TeleWork Incubation center. There has been no further work done on this project.
LaGrange Industrial Master Planning (Implementation)	3/1/2021 - 2/28/2022	Private property owners were unwilling to agree to terms of MOU. Essex has ended this contract. There has been no further work done on this project.
Middle Peninsula Seafood and Agriculture E-Marketplace	6/12/2020 - 6/11/2021	This project funded the customize the FishLine application for the Chesapeake Bay, host the application, complete website development for online purchasing, marketing the new app, and general project administration. The Bay Direct App has launched and is available on Google and Apple App store.



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Development (ERR Fast Access)		
Fredericksburg Region Cyber & Smart Tech Entrepreneurial Development Program (ECB)	3/17/2021 - 6/30/2021	This project determined the market demand for a Cyber and Smart Tech Entrepreneur program and the capacity of Stafford County's Economic Development Authority and Economic Development and Tourism Department to deliver such a program. GO Virginia funds will be utilized for the hiring of a consultant, R!OT, to understand the current ecosystem and plan ways to move it forward. The project showed that there was a market demand for an IOT accelerator in the region. This project moved into implementation funding.
Richmond County Site Development	4/15/2021 – 4/14/2023	Richmond County BOS has moved forward with real estate development for the site, which is not eligible for GOVA funding. Richmond County has withdrawn this project. There has been no further work done on this project.
Northern Neck Workforce Training Feasibility & Site Selection Study (ECB)	5/1/2020- 12/31/2021	This project examined current and future workforce needs and the requirements for undertaking appropriate training to meet the available jobs of today and in the future. GO Virginia funding was used for an assessment that included a blueprint of what is needed by local companies and other workforce needs, prioritization for implementation, cost estimates, and the necessary steps to improve the quality and quantity of workforce training in the region.
Westmoreland Workforce Training Center Expansion (ERR Fast Access)	9/1/2020- 2/28/2022	The Westmoreland Workforce Training Center (WWTC) Expansion Project was designed to continue the welding pilot program at the Westmoreland Workforce Training Center, which was initiated through a multi-partner collaboration with GO Virginia funding and add machining training through Rappahannock Community College. With the onset of the pandemic, welding and machining classes were halted, and the transition of financial responsibility of the Training Center from Westmoreland County to Rappahannock Community College had not yet occurred. Due to the impacts of the pandemic, at the conclusion of the first welding grant, RCC was unable to incorporate the Westmoreland Workforce Training Center into its budget. This GO Virginia Economic Resiliency and Recovery Grant was to allow the program to continue while RCC took the necessary steps to include the costs of facility operation and instruction into its budget.
Commercial Kitchen at Hull Springs (ECB)	7/1/2020- 6/30/2022	This project conducted a feasibility study for a commercial kitchen located at Longwood Hull Springs in Westmoreland County. The project produced two feasibility studies that combined to complete the due diligence phase of the project: 1) the initial feasibility outlining the need, businesses that would be served, and culinary arts training possibilities at the Baliles Center; 2) the preliminary architectural review that included all necessary studies for designing and building a commercial kitchen with a workforce training component.
Fredericksburg Regional Alliance RIFA	5/11/2020 – 3/31/2022	This project successfully created the Rappahannock Regional Industrial Facilities Authority with the City of Fredericksburg and King George County serving as the first two members. Other localities have the ability to join the RIFA at any time.



Region 6 Financial Report

Financial Report - Capacity Building Funding - Budget Detail										
Mary Ball Washington Regional Council (GO Virginia Region 6)								GO VIRGINIA  VIRGINIA INITIATIVE FOR GROWTH & OPPORTUNITY IN EACH REGION		
Report Period: April 2017 - October 2022										
Report Date: 10/24/2022										
	FY17 Capacity Building (No Match)	FY18 Capacity Building (100% Match) MOVED TO PROJECT FUNDING	FY19 Capacity Building (No Match)	FY19 Capacity Building (50% Match) MOVED TO PROJECT FUNDING	FY20 Capacity Building (No Match)	FY21 Capacity Building (No Match)	FY22 Capacity Building (No Match)	Total	Expenditures (since April 2017) by Line Item	Under/Over by Line Item
Region 6 Allocation										
Total	\$400,000.00	\$0.00	\$250,000.00	\$0.00	\$250,000.00	\$250,000.00	\$250,000.00	\$1,400,000.00		
Budget										
GWRC Staffing (Salary, Fringe, and Indirect)	\$195,277.16	\$0.00	\$84,084.94	\$0.00	\$88,619.16	\$110,230.05	\$112,649.69	\$590,861.00	\$ 638,657.75	-\$47,796.75
Project Review Services	\$24,100.00	\$0.00	\$0.00	\$0.00	\$5,325.00	\$0.00	\$20,000.00	\$49,425.00	\$ 29,425.00	\$20,000.00
Capacity Building Grants	\$40,315.82	\$0.00	\$74,649.17	\$0.00	\$77,525.68	\$28,038.45	\$0.00	\$220,529.12	\$ 220,529.12	\$0.00
Project Pipeline Contracts	\$10,750.05	\$0.00	\$89,249.95	\$0.00	\$70,000.00	\$25,000.00	\$0.00	\$195,000.00	\$ 195,000.00	\$0.00
Meetings & Facilitation	\$4,571.93	\$0.00	\$810.79	\$0.00	\$0.00	\$243.34	\$3,756.66	\$9,382.72	\$ 6,281.52	\$3,101.20
Travel	\$6,257.06	\$0.00	\$1,010.60	\$0.00	\$15.00	\$455.48	\$5,544.52	\$13,282.66	\$ 10,277.05	\$3,005.61
Equipment	\$1,722.84	\$0.00	\$194.55	\$0.00	\$8,500.00	\$8,458.88	\$2,041.12	\$20,917.39	\$ 33,255.56	-\$12,338.17
Marketing/Outreach	\$1,105.14	\$0.00	\$0.00	\$0.00	\$15.16	\$73.80	\$4,426.20	\$5,620.30	\$ 3,425.21	\$2,195.09
G&D Plan Development	\$115,900.00	\$0.00	\$0.00	\$0.00	\$0.00	\$77,500.00	\$2,500.00	\$195,900.00	\$ 193,400.00	\$2,500.00
Legal Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00
Future Consulting Needs	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50,000.00	\$50,000.00	\$0.00	\$50,000.00
Contingency	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$47,081.81	\$47,081.81	\$0.00	\$47,081.81
Project Reserves	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$400,000.00	\$0.00	\$250,000.00	\$0.00	\$250,000.00	\$250,000.00	\$250,000.00	\$1,400,000.00	\$1,330,251.21	\$69,748.79
Expenditures (since April 2017)										
Total	\$400,000.00	\$0.00	\$250,000.00	\$0.00	\$250,000.00	\$250,000.00	\$248,000.10	\$1,330,251.21		
Under/Over										
Total	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,999.90	\$69,748.79		

Financial Report - Capacity Building Funding - Expenditures Detail

Mary Ball Washington Regional Council (GO Virginia Region 6)

Report Period: April 2017 - October 2022

Report Date: 9/12/2022

GO VIRGINIA



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION

	GWRC FY17/18	GWRC FY19	GWRC FY20	GWRC FY21	GWRC FY22	Total
Revenues						
FY17 Capacity Building (No Match)	\$400,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$400,000.00
FY19 Capacity Building (No Match)	\$0.00	\$250,000.00	\$0.00	\$0.00	\$0.00	\$250,000.00
FY20 Capacity Building (No Match)	\$0.00	\$0.00	\$250,000.00	\$0.00	\$0.00	\$250,000.00
FY21 Capacity Building (No Match)	\$0.00	\$0.00	\$0.00	\$250,000.00	\$0.00	\$250,000.00
FY22 Capacity Building (No Match)	\$0.00	\$0.00	\$0.00	\$0.00	\$250,000.00	\$250,000.00
Carryover from Previous Year	\$0.00	\$251,527.70	\$360,533.73	\$219,549.89	\$168,868.26	
Total Revenue	\$400,000.00	\$501,527.70	\$610,533.73	\$469,549.89	\$418,868.26	\$1,400,000.00
Expenditures (since April 2017)						
GWRC Staffing (Salary, Fringe, and Indirect)	\$49,850.69	\$82,437.98	\$147,183.38	\$126,984.27	\$165,991.54	\$572,447.86
Project Review Services	\$0.00	\$9,100.00	\$20,325.00	\$0.00	\$12,500.00	\$41,925.00
Capacity Building Efforts (no match)	\$0.00	\$23,156.70	\$91,808.29	\$105,564.13	\$665.83	\$221,194.95
Project Pipeline Development	\$0.00	\$0.00	\$125,000.00	\$57,500.00	\$2,218.71	\$184,718.71
Meetings	\$2,446.51	\$1,453.16	\$1,483.05	\$0.00	\$12,375.62	\$17,758.34
Travel	\$1,753.42	\$2,262.67	\$3,251.57	\$105.55	\$2,231.11	\$9,604.32
Equipment	\$0.00	\$0.00	\$1,917.39	\$8,703.88	\$75,750.00	\$86,371.27
Marketing/Outreach	\$521.68	\$583.46	\$15.16	\$73.80	\$2,137.81	\$3,331.91
G&D Plan Development	\$93,900.00	\$22,000.00	\$0.00	\$1,750.00	\$75,750.00	\$193,400.00
Legal Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Future Consulting Needs	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Contingency	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Project Reserves	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Expenditures	\$148,472.30	\$140,993.97	\$390,983.84	\$300,681.63	\$349,620.62	\$1,330,752.36
Under/Over						
Total	\$251,527.70	\$360,533.73	\$219,549.89	\$168,868.26	\$69,247.64	\$69,247.64

Financial Report - Project Funding

Mary Ball Washington Regional Council (GO Virginia Region 6)

Report Period: April 2017 - Present

Report Date: 10/24/2022

GO VIRGINIA



VIRGINIA INITIATIVE FOR
GROWTH &
OPPORTUNITY
IN EACH REGION

Per Capita Funding		Talent Pipeline Initiative (TPI) Funding			ERR Funding			
	Total	Region 6 Allocation	TPI	Total	Region 6 Allocation	ERR Fast Access	ERR Implementation	Total
Region 6 Allocation		Region 6 Allocation			Region 6 Allocation			
Total	\$ 6,080,979.00	Total	\$250,000	\$ 250,000.00	Total	\$ 300,000.00	\$ 700,000.00	\$ 1,000,000.00
Total after DHCD recapture (\$2,469,292.77)	\$ 3,611,686.23							
Projects Funded		Projects Funded			Projects Funded			
Flexible Office Space Due Diligence	\$ 50,000.00			\$ -	MMPDC Seafood & Ag E Market	\$ 77,000.00	\$ -	\$ 77,000.00
PamunkeyNet Business Plan	\$ 43,305.20			\$ -	KQ TeleMed Study	\$ 47,855.33	\$ -	\$ 47,855.33
VASG Planning Grant	\$ 49,890.85			\$ -	NN WWTC Expansion	\$ 36,000.00	\$ -	\$ 36,000.00
Welding Training Program	\$ 130,000.00			\$ -	RCC/GCC Patient Care Technician		\$ 306,252.00	\$ 306,252.00
Cybersecurity Certification Program	\$ 95,908.87			\$ -				\$ -
Stafford Cyber & Smart Tech	\$ 73,258.18			\$ -				\$ -
Northern Neck Workforce Training ECB	\$ 62,500.00			\$ -				\$ -
NN Commercial Kitchen ECB	\$ 50,000.00			\$ -				\$ -
FRA RIFA	\$ 14,665.00			\$ -				\$ -
FRA Cluster Analysis	\$ 26,052.00			\$ -				\$ -
Germanna Workforce Training	\$ 634,938.00			\$ -				\$ -
Rapp Region Accelerator	\$ 215,000.00							
RIOT Pre-Accelerator	\$ 96,807.00							
FXBG Chamber Intern Expo	\$ 36,000.00			\$ -				\$ -
RCC Careers in Aquaculture	\$ 100,000.00							\$ -
Total Spent	\$ 1,678,325.10	Total Spent	\$ -	\$ -	Total Spent	\$ 160,855.33	\$ 306,252.00	\$ 467,107.33
Under/Over		Projects in Pipeline			Projects in Pipeline			
Total	\$ 1,933,361.13	BCWIB TPI	\$ 250,000.00	\$250,000.00				
Projects in Pipeline				\$ -				\$ -
JASON Learning & Stafford Co. Schools Pathways to Success ECB	\$100,000			\$ -				\$ -
FXBG Area Chamber Workforce Now Implementation	\$250,000							
G3 Community Services Innovation Pathways Implementation	\$996,500.00							
King George County Young Entrepreneurs ECB	\$98,000.00	Total Spent	\$ 250,000.00	\$250,000.00	Total Spent	\$ -	\$ -	\$ -
PD 16 CEDS	\$100,000.00	Under/Over			Under/Over			
FRA Entrepreneurial Ecosystem	\$300,000.00	Total	\$ -	\$ -	Total	\$ 139,144.67	\$ 393,748.00	\$ 532,892.67
Total Spent	\$1,844,500				Total as of 7/1/2022 end of ERR	\$0.00	\$0.00	\$0.00
Under/Over if Pipeline Approved								
Total	\$ 88,861.13							

Original Allocations	
PamunkeyNet Business Plan	\$ 50,000.00
VASG Planning Grant	\$ 49,996.00
Stafford Cyber & Smart Tech	\$ 75,000.00
FRA Cluster Analysis	\$ 30,000.00
Cybersecurity Certification Program	\$ 110,000.00

Original Allocations	
KQ TeleMed Study	\$ 50,000.00