

**GOVA REGION 3
FULL COUNCIL
MEETING PACKET**

July 16, 2025



GO Virginia Region 3 Executive Committee

Date and Time: July 16, 2025
1:00 p.m. – 3:00 p.m.

Location: All-Virtual

Link: <https://tinyurl.com/2hunf7w3>

Dial-In: 929-205-6099

Meeting ID: 89871503203

Password: 287955

Purpose Statement

"Create more high-paying jobs through incentivized collaboration, primarily through out-of-state revenue, which diversifies and strengthens regional economies."

AGENDA

- I. Call to Order and Chair's Opening Comments Lauren Willis
- II. Roll Call and Confirmation of Quorum Deborah Gosney
- III. Public Comments... Lauren Willis
- IV. Declaration of Conflicts of Interest Lauren Willis
- V. Approval of Meeting Minutes and Notes Lauren Willis
- VI. Financial Report and Approved Projects Update Deborah Gosney
- VII. GO Virginia Region 3 Project Funding Matrix Report..... Deborah Gosney

Special Appearances.....Lauren Willis

- VIII. GO Virginia Region 3_FY24-25 Communications Annual Report – Alex Veatch, Chief Executive Officer and Karyn Kean, Account Executive, Letterpress Communications
- IX. Final Report SOVA Partnership for Health Science Careers – Cynthia Lawrence, President, Blue Ridge Partnership for Health Science Careers and Dr. Carrie Sutter, Co-Director, Center for Health Workforce, George Mason University
- X. Co-locating Data Centers and CEA Greenhouses Feasibility Report – Derek Smith and Rob Eddy, Resource Innovation Institute

Old Business

- XI. Project Pipeline Bryan David

New Business.....Bryan David

- XII. Nominating Committee and Committee Assignment Report
- XIII. GO Virginia Region 4 – Virginia's Gateway Region Site Development Planning Grant: Preparing the Region for Energy-Intensive Industry
- XIV. GO Virginia Region 3 Policy #9: Electronic Meeting Participation

Program Director's Report..... Bryan David

XV. Pending Projects Report

XVI. 2025 GO Virginia Region 3 Growth & Diversification Plan Update

XVII. GO Virginia Regional Council Committee Report

XVIII. GO Virginia Region 3 Council Staffing Transition

Adjourn

MINUTES

GO VIRGINIA REGION 3 FULL COUNCIL
MEETING MINUTES
Wednesday, April 16, 2025

REGULAR BUSINESS

Call To Order

Chair Willis called the GO Virginia (GOVA) Region 3 Full Council in-person meeting to order on Wednesday, April 16, 2025, at 1:00 p.m.

Roll Call and Confirmation of Quorum

Deborah Gosney conducted a roll call. Chair Willis declared a quorum was present.

Virtual Attendance

Chair Willis noted the following members are attending virtually for prior approved FOIA eligible reasons: Kristen Gee (>60 miles- Dillwyn, Va), Sheldon Barr (> 60 miles- South Hill, Va), John Parkinson (> 60 miles- Martinsville, Va), Rhonda Hodges (> 60 miles- Martinsville, Va), and Sherry Swinson (> 60 miles- Farmville, Va). **Clark Casteel made a motion to allow the named members to attend virtually; the motion was seconded by Melody Foster and approved unanimously.**

Region 3 Executive Committee Members

Members	In Person	Virtual	Absent	Members	In Person	Virtual	Absent
Kelly Lanier-Arnold	X			Randolph Lail		X	
Sheldon Barr		X		Elizabeth Leggett	X		
Robert Bates	X			Ilsa Loeser			X
Clark Casteel	X			James McClain			X
Timothy J. Clark			X	John Parkinson		X	
Melody Foster	X			Alfreda Reynolds			X
Kristin Gee		X		Sherry Swinson		X	
Amy Griffin	X			Dale Wagner			X
Keith Harkins	X			Lauren Willis	X		
Rhonda Hodges		X					

Ex Officio Member

Name – Organization - Role	In Person	Virtual	Absent
Charley Majors – Region 3 Executive Committee - Advisor		X	

Region 3 Staff

Name – Organization - Role	In Person	Virtual	Absent
Bryan David (UVA Weldon Cooper Center) - Program Director – Region 3 Contract Staff	X		
Deborah Gosney - Southside PDC - Support Org. & Fiscal Agent	X		
Ann Wright (CTW Consulting) – Southside PDC Contract Staff	X		
Liz Povar (The Riverlink Group) - Southside PDC Contract Staff	X		

Guests in Attendance

Name – Organization - Role	In Person	Virtual
Andy Wells – Southside PDC – Support Org. & Fiscal Agent		X
Billy Gammel - DHCD GO Virginia - Senior Program Administrator	X	
Mary Jane Elkins - Southside Virginia Community College (SVCC) Foundation - Executive Director		X
Dr. Julie Brown – Institute for Advanced Learning & Research – Vice President of Advanced Learning	X	
Joyce French – The French Connection – Consultant for SVCC Foundation		X
Alex Veatch – LetterPress Communications – Chief Executive Officer		X
Lauren Mathena – Mid-Atlantic Broadband, SOVA Innovation Hub – Director of Economic Development		X
Joeseeph Dennie – DHCD GO Virginia – Program Administrator		X

Public Comments

No written or verbal public comments were received.

Declaration of Conflicts of Interest

Conflicts of interest potentially exist for activities benefiting and/or contracts issued to the following organizations and projects listed below:

Name	Organization(s)
Randolph Lail	Mid-Atlantic Broadband; SOVA Innovation Hub
Rhonda Hodges	Patrick Henry Community College
Clark Casteel	Danville Regional Foundation
Lauren Willis	Charlotte County Public Schools

Approval of Minutes

Chair Willis noted that the minutes of the January 15, 2025 Full Council meeting were received via email prior to the meeting and included in the meeting packet. **Keith Harkins made a motion that the minutes from the January 15, 2025 Full Council meeting be approved as presented; the motion was seconded by Melody Foster and approved unanimously.**

Financial Reports & Project Update

Bryan David and Deborah Gosney presented the Financial Reports and Project Updates that were included in the meeting packet for the period ending March 31, 2025. **Melody Foster made a motion that the Financial Reports be approved as presented; the motion was seconded by Elizabeth Leggett and approved unanimously.**

SPECIAL APPEARANCES & PRESENTATIONS

Approval of Resolutions

Chair Willis recognized Tim Clark, Sherry Swinson, and James McClain for their service to Region 3. A Resolution of Recognition for each was presented to the council. **Melody Foster made a motion to approve the Resolutions of Recognition for Tim Clark, Sherry Swinson, and James McClain as presented; the motion was seconded by Keith Harkins and approved unanimously.**

GO TEC Project Presentation

Dr. Julie Brown, Vice President of Advanced Learning at IALR, presented information on the GO TEC 2025 Evaluation Tool. This system will empower school systems to better track students participating in the GO TEC program as they advance from middle to high school.

OLD BUSINESS

Project Pipeline

Bryan David reviewed the current project pipeline which was emailed to Council members prior to the meeting. The following projects were discussed:

- SOVA Partnership for Health Science Careers: This project would implement the plan developed through the SOVA Health Sciences TPI Planning grant. The Institute for Advance Learning & Research would serve as the applicant in partnership with Region 3 healthcare systems, K-12 schools, and other healthcare workforce development stakeholders. The project would support a staff position to facilitate data collection, data analysis, and healthcare workforce development.
- Industrial Skilled Trades Training Program: This project will support the creation of a workforce development training program for industrial skilled trades focusing on Region 3's targeted sectors. Project partners will include Patrick & Henry, Danville, and Southside Virginia Community Colleges.
- CEA Innovation Center Research Building Expansion: This is an implementation project for the CEA Strategy & Roadmap. This project would involve installing a prefabricated research greenhouse, making associated building improvements, and preparing the site and utilities.
- Region 3 Leadership Development Project: This project would be in partnership with the UVA Sorenson Institute for Leadership and the Virginia Institute for Government to develop a community leadership program in Region 3.

Chair Willis asked members for questions or comments; there being none, there was no discussion regarding the updates.

NEW BUSINESS

Nominating Committee

- The Region 3 Council's membership will undergo a transition for the upcoming FY26 reappointment appointment cycle. The bylaws limit members to two consecutive four-year terms. There are five members whose term will end on 6.30.25 and who are not eligible for reappointment. Each of these members is a private-sector representative. The Nominating Committee developed a succession plan which was presented to the Council.
- To ensure Region 3 Council leadership continuity, a leadership transition plan was recommended by the Executive Committee. Lauren Willis and Randy Lail have expressed a willingness to remain as Chair and Vice-Chair until June 30, 2026. The bylaws allow members to serve until the council appoints a replacement. This extension would allow time to assess current Region 3 Council members for private-sector individuals who may be interested and well-suited to move into leadership roles for the Region 3 Council. **Keith Harkins nominated Lauren Will as Chair and Randy Lail as Vice-Chair for the July 1, 2025 to June 30, 2026 term; the nomination was seconded by Amy Griffin and approved unanimously.**

Project Review Committee

- Southside Virginia Occupational Training Facility Project: The Southside Community College Foundation has been awarded US Economic Development Administration (EDA) and the Tobacco Region Revitalization Commission grants to construct a new classroom building and tractor trailer driver training course at its Blackstone/Fort Barfoot location to support Powerline Worker and Truck Driver Training programs. Region 3 Per Capita funds of \$570,000 would be used to purchase

technology and furniture for the classroom and two tractor-trailers for driver training and certification. **Clark Casteel made a motion to approve the application as presented; the motion was seconded by Melody Foster and approved unanimously; Keith Harkins abstained.**

- SOVA Fab Lab at the SOVA Innovation Campus: The SOVA Innovation Hub proposed project will establish the SOVA Fab (fabrication) Lab at the SOVA Innovation Campus in South Boston. It would offer a collaborative environment with advanced tools and technologies to foster creativity, innovation, and skill-building in digital fabrication, 3D printing, and design. Under the guidance of the Fab Foundation, the SOVA Fab Lab will be designed to join the global Fab Lab Network, an open community of fabricators, scientists, engineers, and students who share a goal of democratizing access to tools for technical invention. The SOVA Fab Lab will utilize available templates for design and equipment procurement to help invent the next generation of manufacturing and digital fabrication skills. Region 3 Per Capita funds of \$510,000 would be used to purchase digital equipment and supplies, provide program start-up support from the Fab Foundation, and for project administration. **Keith Harkins made a motion to approve the application as presented; the motion was seconded by Robert Bates and approved unanimously.**

Marketing & Communications Contract

Letterpress Communication presented an annual service contract to provide professional public relations and communications strategies. These services include the bi-monthly Region 3 newsletter, website hosting and support, social media content development and distribution, periodic press releases, and support for special projects. There is no price increase from the prior year; the fee remains \$32,880 for a term of July 1, 2025 through June 30, 2026. **Elizabeth Leggett made a motion to approve the contract for marketing and communications as presented; the motion was seconded by Melody Foster and approved unanimously.**

Region 3 FY26 Capacity Building Budget

Bryan David presented the proposed Region 3 FY26 Capacity Building (operating) Budget which reflects the anticipated revenue from the Department of Housing and Community Development and expected operational expenditures for the coming fiscal year. **Melody Foster made a motion to approve the FY26 Capacity Building Budget as presented; the motion was seconded by Robert Bates and approved unanimously.**

PROGRAM DIRECTOR'S REPORT

Bryan David presented the Program Director's Report as detailed in the meeting packet. The topics discussed were the status of the G&D Plan update and the GOVA Regional Council Committee report. There were no questions nor comments from the Council.

ADJOURN

There being no additional business matters to be brought before the GOVA Region 3 Council, Chair Willis adjourned the meeting at 2:45 p.m.

These minutes were approved on ____.



Deborah Gosney, Southside PDC
Executive Director

Lauren Willis, GOVA Region 3
Council Chair

DRAFT

FINANCIAL REPORT & PROJECT UPDATE

GO VIRGINIA REGION 3 FY25 OPERATING BUDGET

GO Virginia Remittance Activity				GO VIRGINIA	
FY25 Budget Year: May 1, 2025-April 30, 2026					
Report Date: June 2025					
FY25 Approved Budget Allocation					
Budget Categories	Operating Budget	Remit # 2	Previous Remittances	Total to Date Remittances	Balance Remaining
PROGRAM OPERATIONS					
Audit	1,500.00			-	1,500.00
Meetings & Facilitation					
Special Events	-		-	-	-
Meetings & Trainings	6,750.00	264.65	245.81	510.46	6,239.54
Total Meetings & Facilitation	6,750.00	264.65	245.81	510.46	6,239.54
Supplies	150.00	-	35.28	35.28	114.72
Salaries - SPDC	84,000.00	7,857.90	15,136.91	22,994.81	61,005.19
Contract Services					
SPDC UVA MOU	113,902.00	-	9,112.07	9,112.07	104,789.93
SPDC Contract Staff - Riverlink	9,000.00	2,250.00	-	2,250.00	6,750.00
Total Contract Services	122,902.00	2,250.00	9,112.07	11,362.07	111,539.93
Outreach/Marketing - Letterpress	32,880.00	2,625.00	5,250.00	7,875.00	25,005.00
Total Program Operations	248,182.00	12,997.55	29,780.07	42,777.62	205,404.38
PLANNING					
G& D plan Update	1,250.00			-	1,250.00
Technical Assistance	568.00			-	568.00
Total Planning	1,818.00	-	-	-	1,818.00
TOTAL	250,000.00	12,997.55	29,780.07	42,777.62	207,222.38
The Checking Account is comprised of		49,229.79	Local Funds (Martinsville-Henry Co EDC Match)		
		515.72	Interest cumulative through May 2025		
		49,745.51	Total Local Funds		
		(12,997.55)	Payments		
		36,747.96	Checkbook Register Balance		
Payments included in Remittance # 2					
Riverlink-Jan- March Q3 FY 25		2,250.00			
Bunkie Trophies-Paperweights for outgoing Bd Members		96.75			
Letterpress - May PR		2,625.00			
Zoom Annual Fee		167.90			
SPDC May Salaries		7,857.90			
Total		12,997.55			

SEED INNOVATION HUB

Grant Agreement Term: January 2, 2023 - January 1, 2026

Report Period: June 2025

Sub-Grantee: Longwood University Real Estate Foundation

GO VIRGINIA



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

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #4 6/1/2025	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 12,000.00	\$ 5,676.23	\$ 472.14	\$ 6,148.37	\$ 5,851.63
Equipment	\$ 611,438.00	\$ 269,339.32	\$ 193,364.73	\$ 462,704.05	\$ 148,733.95
Contingencies	\$ 50,866.00	\$ -	\$ -	\$ -	\$ 50,866.00
Awarded Total	\$ 674,304.00	\$ 275,015.55	\$ 193,836.87	\$ 468,852.42	\$ 205,451.58

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Construction	\$ 2,218,222.00	\$ 2,282,475.29	\$ -	\$ 2,282,475.29	\$ (64,253.29)
A&E	\$ 150,000.00	\$ 115,794.01	\$ 10,271.19	\$ 126,065.20	\$ 23,934.80
Match Total	\$ 2,368,222.00	\$ 2,398,269.30	\$ 10,271.19	\$ 2,408,540.49	\$ (40,318.49)
					*Overmatched

Status: GOVA funds are 70% expended. The facility remains in soft opening mode. Currently, they are engaging as many students and community members as possible, and launching the community membership plans in manageable blocks through the summer. The electrical upgrade needed to operationalize the heavy makerspace has been completed. The dust collection systems are the last remaining piece of equipment installations to make full use of the heavy duty makerspace. To date, 118 prototypes have been built, 740 people have used the facility, and 69 tours/events have been held. A grand opening, with community access, will be held in the Fall.

MBC MIDDLE MILE CONSTRUCTION

Grant Agreement Term: September 1, 2023 - August 31, 2025

Report Period: June 2025

Sub-Grantee: Mid-Atlantic Broadband

GO VIRGINIA



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

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #4 4/25/2025	Total Paid After Remittance	Grant Balance
SPDC Project Administration	\$ 26,713.00	\$ 1,761.15	\$ 1,387.57	\$ 3,148.72	\$ 23,564.28
MBC Project Administration	\$ 48,083.00			\$ -	\$ 48,083.00
Legal Expenses	\$ 10,685.00	\$ 171.21		\$ 171.21	\$ 10,513.79
A&E Fees	\$ 397,144.00	\$ 33,905.71	\$ 74,572.77	\$ 108,478.48	\$ 288,665.52
Contract Services	\$ 4,517,375.00		\$ 215,050.52	\$ 215,050.52	\$ 4,302,324.48
Awarded Total	\$ 5,000,000.00	\$ 35,838.07	\$ 291,010.86	\$ 326,848.93	\$ 4,673,151.07

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
SPDC Project Administration	\$ 26,713.00	\$ 11,038.85	\$ 5,112.43	\$ 16,151.28	\$ 10,561.72
MBC Project Administration	\$ 48,083.00	\$ -	\$ -	\$ -	\$ 48,083.00
Legal Expenses	\$ 10,685.00	\$ 10,630.79		\$ 10,630.79	\$ 54.21
A&E Fees	\$ 397,144.00	\$ 81,214.29	\$ 171,623.40	\$ 252,837.69	\$ 144,306.31
Contract Services	\$ 4,517,375.00	\$ -	\$ 215,050.53	\$ 215,050.53	\$ 4,302,324.47
Match Total	\$ 5,000,000.00	\$ 102,883.93	\$ 391,786.36	\$ 494,670.29	\$ 4,505,329.71

Status: GOVA funds are 7% expended (DD#5 for \$257,000 was submitted on 7/3/2025). A project extension request is in process. The Emporia to NC State Line project has been completed and commissioning is nearing completion. Fiber has been spliced and is currently carrying carrier traffic for an MBC customer between Raleigh and Richmond on the MBC route. There are several other carriers and ISP's working with MBC on accessing the route. MBC will begin construction on the remaining NTIA middle mile routes this summer, and anticipates having all 130+ miles of new middle mile fiber completed by summer of 2027, if not earlier.

GO TEC 2025

Grant Agreement Period: December 13, 2022 - December 31, 2025

Report Period: June 2025

Sub-Grantee: Institute for Advanced Learning & Research

GO VIRGINIA



VIRGINIA INITIATIVE FOR
GROWTH & OPPORTUNITY
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories (FROM CAMS)	GOVA Budget	Previously Paid	DHCD Request Drawdown #8 3/27/2025	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 17,288.00	\$ 11,695.49	\$ 1,206.58	\$ 12,902.07	\$ 4,385.93
Contract Services	\$ 332,243.69	\$ 65,853.92	\$ 51,732.37	\$ 117,586.29	\$ 214,657.40
Equipment (Freight, Inflationary)	\$ 292,146.96	\$ 292,146.96	\$ -	\$ 292,146.96	\$ -
Indirect Costs	\$ 256,114.00	\$ 119,741.36	\$ 17,499.71	\$ 137,241.07	\$ 118,872.93
Marketing (Outreach)	\$ 94,000.00	\$ 4,996.34	\$ 2,289.50	\$ 7,285.84	\$ 86,714.16
Salaries & Fringe	\$ 1,961,228.00	\$ 785,533.93	\$ 159,249.50	\$ 944,783.43	\$ 1,016,444.57
Supplies	\$ 151,602.79	\$ 117,789.01	\$ 362.51	\$ 118,151.52	\$ 33,451.27
Training	\$ 336,697.56	\$ 223,476.94	\$ -	\$ 223,476.94	\$ 113,220.62
Travel	\$ 33,500.00	\$ 6,989.43	\$ 5,112.44	\$ 12,101.87	\$ 21,398.13
Awarded Total	\$ 3,474,821.00	\$ 1,628,223.38	\$ 237,452.61	\$ 1,865,675.99	\$ 1,609,145.01

MATCHING FUNDS

Budget Categories (FROM CAMS)	Committed Match	Previous Match	Current Match	Total Match to Date	Match Balance
Contract Services	\$ 30,000.00	\$ 637.20	\$ -	\$ 637.20	\$ 29,362.80
Equipment (Freight, Inflationary)	\$ 505,191.00	\$ 504,959.30	\$ -	\$ 504,959.30	\$ 231.70
Marketing (Outreach)	\$ 127,848.00	\$ 162,325.61	\$ -	\$ 162,325.61	\$ (34,477.61)
Rent/Lease	\$ 400,500.00	\$ 91,445.00	\$ 10,045.00	\$ 101,490.00	\$ 299,010.00
Salaries & Fringe	\$ 1,232,540.00	\$ 742,595.44	\$ 40,368.49	\$ 782,963.93	\$ 449,576.07
Supplies	\$ 120,000.00	\$ 87.47	\$ -	\$ 87.47	\$ 119,912.53
Travel	\$ 10,000.00	\$ 9,306.66	\$ -	\$ 9,306.66	\$ 693.34
Match Total	\$ 2,426,079.00	\$ 1,511,356.68	\$ 50,413.49	\$ 1,561,770.17	\$ 864,308.83

Status: GOVA funds are 54% expended. Over 6,000 middle school students participated in GO TEC during the 2023-2024 school year. The project is proceeding on schedule. Region's 1, 2, and 4 are planning to add additional labs. To date, this project has supported the creation/filling of 2,174 jobs.

SVCC: Expansion of GO TEC: Mechatronics Instructor

Grant Agreement Term: June 1, 2023 - May 31, 2025

Report Period: June 2025

Sub-Grantee: Southside Virginia Community College

GO VIRGINIA



VIRGINIA INITIATIVE FOR
GROWTH & OPPORTUNITY
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #6 5/8/2025	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 2,000.00	\$ 1,161.99	\$ 838.01	\$ 2,000.00	\$ -
Salaries & Fringe	\$ 137,732.00	\$ 137,732.00	\$ -	\$ 137,732.00	\$ -
Awarded Total	\$ 139,732.00	\$ 138,893.99	\$ 838.01	\$ 139,732.00	\$ -

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Equipment	\$ 132,438.00	\$ 132,438.00	\$ -	\$ 132,438.00	\$ -
Dual Enrollment Tuition	\$ 90,770.00	\$ 23,704.74	\$ 13,725.60	\$ 37,430.34	\$ 53,339.66
Match Total	\$ 223,208.00	\$ 156,142.74	\$ 13,725.60	\$ 169,868.34	\$ 53,339.66

Status: GOVA funds have been 100% expended; close out is in progress. The dual enrollment students have completed their year long program. Some graduated and entered the workforce, others will return for their senior year. To date, a total of 29 students have participated in the program earning a total of 135 credentials. The students who completed the Spring 2025 quarter will return during the Summer quarter for certification testing. DHCD is aware that this project will fall short of the initial projected match. The project did meet the required 2:1 match minimum requirement therefore, close out will be accepted.

P&HCC: Expansion of GO TEC: Welding Instructor

Grant Agreement Term: June 1, 2023 - May 31, 2025

Report Period: June 2025

Sub-Grantee: Patrick & Henry Community College

GO VIRGINIA



VIRGINIA INITIATIVE FOR
GROWTH & OPPORTUNITY
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #7 5/14/2025	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 2,000.00	\$ 1,271.19	\$ 209.84	\$ 1,481.03	\$ 518.97
Salaries & Fringe	\$ 116,545.00	\$ 96,740.79	\$ 19,804.21	\$ 116,545.00	\$ -
Awarded Total	\$ 118,545.00	\$ 98,011.98	\$ 20,014.05	\$ 118,026.03	\$ 518.97

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Equipment	\$ 129,261.00	\$ 129,261.00	\$ -	\$ 129,261.00	\$ -
Match Total	\$ 129,261.00	\$ 129,261.00	\$ -	\$ 129,261.00	\$ -

Status: GOVA funds have been 100% expended; close out is in progress. The dual enrollment students have completed their year long program. Some graduated and entered the workforce, others will return for their senior year. To date, a total of 24 students have participated in the program earning a total of 41 credentials.

VIRGINIA'S GROWTH ALLIANCE (VGA) SITE DEVELOPMENT PROJECT

Grant Agreement Term: September 1, 2023 - August 31, 2025

Report Period: June 2025

Sub-Grantee: Virginia's Growth Alliance

GO VIRGINIA



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

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #3 2/28/2025	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 8,825.00	\$ 5,481.30	\$ 1,259.04	\$ 6,740.34	\$ 2,084.66
A&E	\$ 326,225.00	\$ 242,814.75	\$ 22,352.25	\$ 265,167.00	\$ 61,058.00
Awarded Total	\$ 335,050.00	\$ 248,296.05	\$ 23,611.29	\$ 271,907.34	\$ 63,142.66

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Site Work	\$ 42,500.00	\$ 42,500.00	\$ -	\$ 42,500.00	\$ -
A&E	\$ 125,500.00	\$ 92,412.00	\$ 10,713.00	\$ 103,125.00	\$ 22,375.00
Match Total	\$ 168,000.00	\$ 134,912.00	\$ 10,713.00	\$ 145,625.00	\$ 22,375.00

Status: GOVA funds are 81% expended. Final invoices for due diligence work have been received. The final remittance will be submitted in July. Up tiering certification is in progress at most sites.

TPI: HEALTH SCIENCES CAREERS PLANNING: CLOSED

Grant Agreement Term: January 19, 2024 - March 31, 2025

Report Period: June 2025

Sub-Grantee: Blue Ridge Partnership for Health Science Careers

GO VIRGINIA



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

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #1 6/23/2025	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 2,000.00	\$ -	\$ 2,000.00	\$ 2,000.00	\$ -
Contract Services	\$ 131,000.00	\$ -	\$ 106,251.12	\$ 106,251.12	\$ 24,748.88
Awarded Total	\$ 133,000.00	\$ -	\$ 108,251.12	\$ 108,251.12	\$ 24,748.88

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Contract Services	\$ 67,500.00	\$ -	\$ 67,500.00	\$ 67,500.00	\$ -
Match Total	\$ 67,500.00	\$ -	\$ 67,500.00	\$ 67,500.00	\$ -

Status: GOVA funds were 81% expended. This project has been closed out. The Region 3 TPI Plan for Health Science Careers has been completed.

RISE Build-to-Scale

Grant Agreement Term: January 1, 2024 - December 31, 2025

Report Date: June 2025

Sub-Grantee: SoVa Innovation Hub

GO VIRGINIA



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

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #5 6/24/2025	Total Paid After Remittance	Grant Balance
SPDC Project Administration	\$ 40,000.00	\$ 7,871.92	\$ 2,203.32	\$ 10,075.24	\$ 29,924.76
Fiscal Management: MBC	\$ 20,000.00	\$ 12,500.00	\$ 2,500.00	\$ 15,000.00	\$ 5,000.00
Marketing: MBC	\$ 30,000.00	\$ 13,166.25	\$ 535.53	\$ 13,701.78	\$ 16,298.22
Contract Services	\$ 510,000.00	\$ 138,789.84	\$ 31,678.48	\$ 170,468.32	\$ 339,531.68
Awarded Total	\$ 600,000.00	\$ 172,328.01	\$ 36,917.33	\$ 209,245.34	\$ 390,754.66

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Marketing: MBC	\$ 50,000.00	\$ 40,616.41	\$ 1,423.56	\$ 42,039.97	\$ 7,960.03
Administration: MBC	\$ 125,000.00	\$ 42,686.64		\$ 42,686.64	\$ 82,313.36
Training	\$ 125,000.00	\$ 165,000.00		\$ 165,000.00	\$ (40,000.00)
Match Total	\$ 300,000.00	\$ 248,303.05	\$ 1,423.56	\$ 249,726.61	\$ 50,273.39

Status: GOVA funds are 35% expended. Monthly virtual meetings and in-person Navigator outreach is ongoing. The second RISE bootcamp wrapped up in May and planning has begun for the Fall 2025 RISE Summit for Entrepreneurs. To date, a total of 322 entrepreneurs and 230 businesses have been served. Nine new businesses have been created and 14 jobs created/filled. Continuing project management in partnership with Community Investment Collaborative (CIC).

GO TEC REGION 3 EXPANSION

Grant Agreement Term: June 4, 2024 - June 3, 2026

Report Date: June 2025

Sub-Grantee: Institute for Advanced Learning & Research

GO VIRGINIA



VIRGINIA INITIATIVE FOR
GROWTH & OPPORTUNITY
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #2 6/23/2025	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 5,690.00	\$ 314.76	\$ 891.82	\$ 1,206.58	\$ 4,483.42
Training	\$ 275,000.00	\$ 219,710.26	\$ 25,044.99	\$ 244,755.25	\$ 30,244.75
Indirect	\$ 22,000.00	\$ 17,576.82	\$ 2,003.60	\$ 19,580.42	\$ 2,419.58
Awarded Total	\$ 302,690.00		\$ 27,940.41	\$ 265,542.25	\$ 37,147.75

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Salaries	\$ 110,000.00	\$ 32,477.75	\$ 21,651.83	\$ 54,129.58	\$ 55,870.42
Training	\$ 156,000.00	\$ 208,892.74	\$ -	\$ 208,892.74	\$ (52,892.74)
Rent/Lease	\$ 37,500.00	\$ 18,750.00	\$ -	\$ 18,750.00	\$ 18,750.00
Match Total	\$ 303,500.00	\$ 260,120.49	\$ 21,651.83	\$ 281,772.32	\$ 21,727.68

Status: GOVA funds are 88% expended. Teacher training is ongoing. The Henry County lab is fully operational and implementation is complete. Equipment procurement and install at the Brunswick County lab is 95% complete. For the 2024-2025 school year, Brunswick County Public Schools had 135 students and Henry County Public Schools had 274 students participating in the GO TEC program.

AMELIA COUNTY DUE DILIGENCE

Grant Agreement Term: October 23, 2024 - October 24, 2025

Report Date: June 2025

Sub-Grantee: Amelia County EDA

GO VIRGINIA



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

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #1	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 3,000.00	\$ -	\$ -	\$ -	\$ 3,000.00
Contract Services	\$ 97,000.00	\$ -	\$ -	\$ -	\$ 97,000.00
Awarded Total	\$ 100,000.00		\$ -	\$ -	\$ 100,000.00

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Acquisition	\$ 50,000.00	\$ -	\$ -	\$ -	\$ 50,000.00
Match Total	\$ 50,000.00	\$ -	\$ -	\$ -	\$ 50,000.00

Status: No remittance activity to date; only one remittance will be submitted at the conclusion of this project. All due diligence work has been completed. The Master Plan of Development and PER are in process.

ADVANCED MANUFACTURING TPI

Grant Agreement Term: December 10, 2024 - December 9, 2025

Report Date: June 2025

Sub-Grantee: IALR

GO VIRGINIA



VIRGINIA INITIATIVE FOR
GROWTH & OPPORTUNITY
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #1 6/20/2025	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 3,400.00	\$ -	\$ -	\$ -	\$ 3,400.00
Contract Services	\$ 81,000.00	\$ -	\$ 16,500.00	\$ 16,500.00	\$ 64,500.00
Training	\$ 12,091.00	\$ -	\$ -	\$ -	\$ 12,091.00
Travel	\$ 10,507.50	\$ -	\$ -	\$ -	\$ 10,507.50
Indirect Costs	\$ 8,396.00	\$ -	\$ -	\$ -	\$ 8,396.00
Other	\$ 1,350.00	\$ -	\$ -	\$ -	\$ 1,350.00
Awarded Total	\$ 116,744.50	\$ -	\$ 16,500.00	\$ 16,500.00	\$ 100,244.50

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Contract Services	\$ 40,000.00	\$ -	\$ 8,250.00	\$ 8,250.00	\$ 31,750.00
Training	\$ 1,948.00	\$ -	\$ -	\$ -	\$ 1,948.00
Salaries	\$ 16,494.00	\$ -	\$ -	\$ -	\$ 16,494.00
Other	\$ 1,400.00	\$ -	\$ -	\$ -	\$ 1,400.00
Match Total	\$ 59,842.00	\$ -	\$ 8,250.00	\$ 8,250.00	\$ 51,592.00

Status: GOVA funds are 14% expended. Agreements have been executed with Chmura for the Living Wage and Job Availability Study and the U.S. Chamber of Commerce Foundation for the TPM Academy.

CO-LOCATION OF DATA CENTERS & CEA GREENHOUSES

Grant Agreement Term: December 17, 2024 - December 16, 2025

Report Date: June 2025

Sub-Grantee: IALR

GO VIRGINIA



VIRGINIA INITIATIVE FOR
GROWTH & OPPORTUNITY
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #1 5/7/2025	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 2,000.00	\$ -	\$ 367.22	\$ 367.22	\$ 1,632.78
Contract Services	\$ 50,000.00	\$ -	\$ 23,880.77	\$ 23,880.77	\$ 26,119.23
Awarded Total	\$ 52,000.00	\$ -	\$ 24,247.99	\$ 24,247.99	\$ 27,752.01

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Contract Services	\$ 23,500.00	\$ -	\$ 27,014.75	\$ 27,014.75	\$ (3,514.75)
Salaries	\$ 2,520.00	\$ -	\$ -	\$ -	\$ 2,520.00
Match Total	\$ 26,020.00	\$ -	\$ 27,014.75	\$ 27,014.75	\$ (994.75)

Status: GOVA funds are 47% expended. The Feasibility Report has been completed and accepted by the Institute for Advanced Engineering and Research. Final draw is forthcoming.

A.I. STATEWIDE LANDSCAPE ASSESSMENT

Grant Agreement Term: February 28, 2025 - February 27, 2026

Report Date: June 2025

Sub-Grantee: Virginia Chamber

GO VIRGINIA



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

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #1	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 1,000.00	\$ -	\$ -	\$ -	\$ 1,000.00
Contract Services	\$ 99,000.00	\$ -	\$ -	\$ -	\$ 99,000.00
Awarded Total	\$ 100,000.00	\$ -	\$ -	\$ -	\$ 100,000.00

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Salaries	\$ 45,000.00	\$ -	\$ -	\$ -	\$ 45,000.00
Outreach	\$ 5,000.00	\$ -	\$ -	\$ -	\$ 5,000.00
Match Total	\$ 50,000.00	\$ -	\$ -	\$ -	\$ 50,000.00

Status: No remittance activity to date. The Virginia Chamber of Commerce (VACC) has retained Economic Leadership as the project consultant. In addition, VACC has started the Blueprint Virginia 2035 tour with stops scheduled in all 9 GO Virginia regions, where the consultant will present the project and solicit input. The consultant has begun the process to stand up the project workgroup and the first virtual meeting is scheduled for 7.11.25.

PROJECT FUNDING MATRIX

GO VIRGINIA REGION 3 PROJECT FUNDING MATRIX

Project Name	G & D Plan Investment Strategy	Project Status	Award Date	Fiscal Close Out Report Date	Grant Amount Awarded	Per Capita Grant Amount Expended	State Competitive Amount Expended	Project Match	Funding Pool
TOTAL ALLOCATIONS THROUGH: FY26						8,301,293.09			
GO TEC Phase 1	Talent Evolution	Closed	02/13/18	3/12/2021	648,000	617,172.79		1,966,230.33	Per Capita
SOVA Innovation Hub	Startup Ecosystem	Closed	07/25/18	6/30/2020	80,000	79,919.80		79,919.81	Per Capita-Planning
GO TEC Phase 2A	Talent Evolution	Closed	03/12/19	6/30/2021	1,320,787		1,320,787.00		State Competitive
E&I Strategic Initiative	Startup Ecosystem	Closed	10/09/19	1/13/2021	100,000	77,662.12		90,641.32	Per Capita
Operation Last Mile Drone	Cluster Scale Up	Closed	04/15/20	10/15/2020	75,000		75,000.00		COVID ERR Fund
IALR Common Platform	Talent Evolution	Closed	04/15/20	12/15/2021	90,140	88,914.96		119,369.53	Per Capita-Planning
GO TEC Phase 2B	Talent Evolution	Closed	06/23/20	9/30/2022	3,575,741		3,360,247.21		State Competitive
MBC Middle Mile Planning	Site Development	Closed	08/04/20	12/31/2022	100,000	99,017.68		891,159.12	Per Capita-Planning
Bridge to Recovery	Cluster Scale Up	Closed	06/23/20	9/27/2023	925,000		767,818.64		COVID ERR Fund
E&I Implementation	Startup Ecosystem	Closed	03/16/21	9/29/2023	449,000	448,120.25		418,229.59	Per Capita
SVRA Site Development	Talent Evolution	Closed	09/23/21	12/31/2025	1,534,900	1,494,464.19		767,450.00	Per Capita
ExperienceWorks	Talent Evolution	Closed	09/23/21	3/31/2024	515,628	321,436.64		257,814.00	Per Capita
Controlled Environment Ag (CEA) Planning	Cluster Scale Up	Closed	11/29/21	6/30/2023	77,803	77,315.50		40,230.90	Per Capita-Planning
SEED Innovation Hub	Startup Ecosystem	Active	12/15/21		674,304	674,304.00		2,368,222.00	Per Capita
VGA Refresh Planning	Site Development	Closed	01/19/22	12/31/2023	100,000	100,000.00		51,000.00	Per Capita-Planning
MBC Middle Mile Construction	Site Development	Active	03/10/22		5,000,000		5,000,000.00		State Competitive
Gupton Initiative (\$64,200 from Regions 1,2,4,8)	Talent Evolution	Closed	06/23/22	12/31/2023	99,200	99,177.65		55,000.00	Per Capita-Planning
CRC REDO Planning	Site Development	Closed	08/18/22	1/31/2024	65,000	64,279.45		44,500.00	Per Capita-Planning
GO TEC Virginia 2025	Talent Evolution	Active	12/13/22		3,474,821		3,474,821.00		State Competitive
PHCC GO TEC Welding Instructor	Talent Evolution	Active	03/14/23		118,545	118,026.03		129,261.00	Per Capita
SVCC GO TEC Mechatronics Instructor	Talent Evolution	Active	03/14/23		139,732	139,732.00		223,208.00	Per Capita
VGA Site Development	Site Development	Active	06/13/23		335,050	335,050.00		168,000.00	Per Capita
SOVA RISE Build to Scale	Startup Ecosystem	Active	09/12/23		600,000	600,000.00		300,000.00	Per Capita
SoVA Health Sciences Careers Planning	Talent Evolution	Active	09/12/23		133,000		108,251.12		Talent Pathways
Amelia Co Reg. Commerce Center: Due Dilligence	Site Development	Active	10/08/24		100,000	100,000.00		100,000.00	Per Capita-Planning
Amelia Co Reg. Commerce Center: Site Study	Site Development	Closed	05/06/24	10/16/2024	21,000	20,996.74		10,500.00	Per Capita-Planning
GO TEC Region 3 Expansion	Talent Evolution	Active	06/04/24		302,690	302,690.00		303,500.00	Per Capita
Advanced Manufacturing/CEA Initiative	Talent Evolution	Active	12/10/24		116,745		116,745.00		Talent Pathways
Co-Location of Data Centers & CEA	Site Development	Active	12/10/24		52,000	52,000.00		26,020.00	
Chamber-AI Project (\$50,000 from Region 2)	Talent Evolution	Active	3/5/2025		100,000	100,000.00		50,000.00	Per Capita-Planning
SOVA Fab Lab	Startup Ecosystem	Active	6/10/2025		510,000	510,000.00		260,000.00	Per Capita
SVCC Occupational Training Facility	Talent Evolution	Active	6/10/2025		570,000	570,000.00		285,000.00	Per Capita
Va's Gateway Region Site Development (w/ Region 4)	Site Development	Pending			11,111	11,111.00			Per Capita-Planning
TOTAL PROJECT FUNDING					22,015,197	7,101,390.80	14,223,669.97	9,005,255.60	
FY26 PER CAPITA PROJECT BALANCE						1,199,902.29			
Of the \$1,000,000 that is awarded annually, no more than \$250,000 can be utilized for Planning Projects. Projects highlighted in green are not funded by the Region 3 Per Capita allocation. Date of Award for Planning Grants is the date DHCD staff approved it. DHCD recaptured \$497,944.75 per letter dated October 4, 2024.							ERR-Economic Resilience & Recovery Fund ECB-Enhanced Capacity Building		

SPECIAL APPEARANCES & PRESENTATIONS



DATE: July 10, 2025

TO: Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to read 'RBD', is placed over the 'FROM' line.

RE: GO Virginia Region 3_2024-2025 Communications Annual Report_Letterpress Communications

Letterpress Communications provides the Region 3 Council with professional public relations and communications strategies and services. These services include the bi-monthly Region 3 newsletter, social media content development and distribution, periodic press releases, and other special projects.

Alex Veatch will present the 2024-2025 annual report to the Region 3 Council at its meeting on July 16th.

Recommendation:

For the Region 3 Council information. No action is needed.





DATE: July 10, 2025

TO: Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to read 'RBD', is written over a faint, rectangular stamp.

RE: Final Report for the SOVA Partnership for Health Science Careers Southern Virginia Partnership for Health Science Careers

Work on the Talent Pathway Initiative Planning grant for the SOVA Partnership for Health Science Careers (SOVA Partnership) has been completed. The final report presents the work and strategies of this collaborative, comprising Region 3 healthcare systems and providers, education institutions, and allied stakeholders. This group met regularly from January 2024 through May 2025.

The project principals included Cynthia Lawrence (Blue Ridge Partnership for Health Science Careers), Dr. Julie Brown (Institute for Advanced Learning and Research), and Dr. Carrie Sutter and Dr. Jennifer Meno, who established the SOVA Partnership and led it during the project. Three (3) working committees were established: Academic Planning, IT/Analytics, and Talent Pathway. Participants and their respective organizations are excerpted from the report and attached for your reference.

This project was funded through a Region 3 Talent Pathways Initiative planning grant of \$135,000, with a matching amount of \$135,000 from the Claude Moore Charitable Foundation. Former Virginia Secretary of Health and Human Services, Dr. William Hazel, through his position at the Claude Moore Foundation, provided significant leadership and support to the Region 3 Council early on, which ultimately led to the approval of this project as the first-ever healthcare workforce development project by the GO Virginia State Board.

Dr. Julie Brown provided significant and essential staff support to the SOVA Partnership. This support included meeting logistics, agenda preparation and follow-up, and coordinating the work of the committees. The Region 3 Council benefited from interest and commitment to the project.

Attached is a copy of the report.

Cynthia Lawrence and Dr. Carrie Sutter will provide a brief overview of the project report to the Region 3 Council at its meeting on July 16th.

RECOMMENDATION:

For the Region 3 Council's information. No action is needed.

Attachment 5: Southern Virginia Committee Participants

Academic Planning Committee

Blue Ridge Partnership for Health Science Careers	Cynthia Lawrence	President
Danville Community College	Chadrick Younger	Director of Workforce Services
Danville Public Schools	Dr. Angela Hairston	Superintendent
Danville Public Schools	Dr. Gwyn Stone	CTE Director
The Harvest Foundation	Dr. Sandy Strayer	Program Officer
Institute for Advanced Learning and Research	Dr. Julie Brown	Vice President, Advanced Learning/GO TEC
Institute for Advanced Learning and Research	Breanna Nunnally	REACH Program Manager
Longwood University	Dr. Shannon Salley	Assoc. Dean, College of Education, Health, & Human Services
Medical Solutions	Lakesha Reed-Curtis	CEO
Patrick & Henry Community College	Amy Webster	Director of Nursing and Allied Health
Pittsylvania County Public Schools	*Dr. Mark Jones	Superintendent
Pittsylvania County Public Schools	Ann Cassada	Retired; Pittsylvania County THC Chapter Chairperson
Pittsylvania County Public Schools	Brian Boles	Director of Secondary Education
Pittsylvania County Public Schools	Janelle Ball-Brooks	Director of Career and Technical Education
South Central Health Education Center [AHEC]	Anjanette Farmer	Director
Southside VA Area Health Education Center [AHEC]	Natasha Lipscomb	Director
Southside Virginia Community College	Melissa Arthur	Dean of Nursing, Allied Health, and Natural Sciences
Southside Virginia Community College	Laurie Michaelson	Dual Enrollment Advisor
Southside Virginia Community College	Wendy Ezell	Dual Enrollment Advisor
Southside Virginia Community College	Leigh Moore	ADN Program Coordinator
Sovah Health - School of Health Professions	Elaine Nichols	DMS Program Director
Virginia Dept. of Health (Danville)	Brenna Link	Population Health Manager

*Committee Lead

Talent Pathway Planning Committee

Organization	Name	Position
Blue Ridge Partnership for Health Science Careers	Cynthia Lawrence	President
Cumberland County Public Schools	Dr. Chip Jones	Superintendent
Danville Community College	Jessica Dalton	VP Workforce Services
Danville Community College	Dr. Jim Emerson	Nursing Program Director
Franklin County Economic Development	Dani Poe	Director of Economic Development
Franklin County Economic Development	Karli Foster	Business, Retention, & Expansion and Workforce Manager
Institute for Advanced Learning and Research	Dr. Julie Brown	Vice President, Advanced Learning/GO TEC
Piedmont Access To Community Health Services (PATHS)	Marsha Mendenhall	CEO
Sentara Halifax Regional Hospital	Nicole Dockery	Vice President and Chief Nursing Officer
Southern Virginia Higher Education Center	Dr. Betty Adams	Executive Director
Southside Virginia Community College	*Dr. Keith Harkins	VP of Academic & Workforce Development Programs
Sovah Health	Leslie Sturdivant	Market VP of Support Services & Engagement
Virginia Dept. of Health (Danville)	Sandie Currie	Program Administrator
West Piedmont Workforce Development Board	Robbie Knight	Business Services Manager

*Committee Lead

GO Virginia Region 3 TPI Grant Final Report

June 2025



Blue Ridge Partnership
for Health Science Careers



Summary

GO Virginia Region 3 TPI Grant Final Report

BACKGROUND

The GO Virginia Region 3 Talent Pathway Initiative (TPI) grant, led by Cynthia Lawrence of the Blue Ridge Partnership for Health Science Careers (BRPHSC) and Dr. Julie Brown, Vice President of Advanced Learning at the Institute for Advanced Learning and Research (IALR), was launched to address persistent workforce shortages in Health Care and Social Assistance industries across Southern Virginia. In alignment with Region 3's Growth and Diversification Plan, the initiative aimed to align the workforce with business needs and strengthen rural competitiveness by developing a coordinated pipeline of skilled health professionals. These efforts aimed to expand job access, attract and retain talent, and support employer growth.

PROJECT IMPACT

The TPI initiative directly responded to Region 3's urgent healthcare workforce needs by identifying gaps in the education-to-employment pipeline and supporting regional coordination through the Southern Virginia Partnership for Health Science Careers (SVPHSC). Stakeholder engagement and labor market analysis guided the design of regional strategies and tools to address workforce shortages, especially in nursing, allied health, and behavioral health. These outcomes support GO Virginia goals by fostering workforce alignment, enhancing regional competitiveness, and enhancing talent retention.

PRODUCTS AND OUTCOMES

- **Southern Virginia Partnership for Health Science Careers (SVPHSC):** Established as the region's coordinating body, SVPHSC now convenes over 20 organizations through a structured committee model to drive cross-sector collaboration.
- **Situational and Gap Analysis:** Identified persistent talent shortages, especially in rural healthcare and behavioral health. Labor market analytics revealed high demand for roles such as RNs, medical assistants, and laboratory technicians. Employers reported needs for soft skills and clinical readiness.
- **Figures and Data Highlights:**
 - *Figure 1:* Distribution of Employers by Sector in Region 3 Healthcare – strong representation in Nursing & Allied Health and Behavioral Health.
 - *Figure 2:* Projected Job Demand in Region 3 Healthcare Occupations – significant demand for RNs, mental health professionals, and lab technicians.
 - *Figure 3:* Healthcare Occupations gaps over 10 years.
 - *Figure 4:* Identified Hard skills in active job advertisements that are requested from employers.
 - *Figure 5:* Identified Soft Skills in active job advertisements that employers request.

- *Figure 6:* Identified Occupation Certifications requested in active job advertisements, which could be required or requested.
 - *Figure 7:* Region 3: Career Technical Education Programs SY 2022-2023
 - *Figure 8:* Region 3: Registered Nursing Programs Certification and Confirmed 2/4-year degrees awarded SY 2022-2023.
- **Asset Mapping:** Interactive map in development, identifying gaps in access to training infrastructure, broadband, and simulation capabilities across rural areas.
 - **Strategic Planning:** Developed and prioritized high-impact projects, such as mobile simulation labs, career expos, and mentorship programs.
 - **GO TEC/EmPower Expansion:** Frameworks can be adapted to include health technology modules in career exploration and work-based learning opportunities for high school and college students.
 - **Virtual Community of Practice:** Launched to support ongoing collaboration, resource sharing, and innovation.

OUTLOOK FOR PROGRAM CONTINUATION AND SUSTAINABILITY

The SVPHSC is designed as a long-term coordinating body with sustained participation from regional partners. While the TPI grant provided start-up support, additional funding sources have been identified, including local workforce development boards, philanthropic contributions, private sector investment, and potential future GO Virginia investments. The initiative has not generated direct income, but its strategic plans and tools have positioned the region to compete for future grants and support long-term sustainability. Developing key resources, such as an asset map and community of practice, could support scaling and replication.

CONCLUSIONS AND RECOMMENDATIONS

The GO Virginia Region 3 Talent Pathway Initiative successfully laid the foundation for a responsive, regionally coordinated health science workforce pipeline. Key lessons include the value of early and ongoing employer engagement, the importance of real-time labor market data, the need for dedicated staff, and the effectiveness of structured regional partnerships. The model developed through BRPHSC and translated to SVPHSC can inform similar efforts in other GO Virginia regions. To maximize impact, Region 3 should expand identified high-impact projects, including a GO Virginia Implementation Grant, to provide staffing support and other related expenses necessary for operationalizing the SOVPHSC.

Final Report

GO Virginia Region 3 TPI Grant

BACKGROUND

The GO Virginia Region 3 Talent Pathway Initiative (TPI) grant, led by Cynthia Lawrence of the Blue Ridge Partnership for Health Science Careers (BRPHSC) and Dr. Julie Brown, Vice President of Advanced Learning at the Institute for Advanced Learning and Research (IALR), was implemented and supported through a partnership between George Mason University's Center for Health Workforce and a coalition of regional partners. The initiative was developed in response to longstanding challenges across Southern Virginia related to workforce supply, educational alignment, and talent retention in the health and life science sectors.

The project team worked closely with health science employers, K–12 and postsecondary educators, economic developers, workforce agencies, and local leaders. These partners recognized a pressing opportunity to align career pathways with employer demand, especially in rural communities where access to healthcare education and employment remains limited. This effort directly supports the Region 3 Growth and Diversification Plan by addressing the need for scalable, evidence-based workforce solutions that strengthen rural competitiveness and promote economic development.

PROJECT IMPACT

A well-trained and adequately supplied Health Care and Social Assistance workforce is critical to the economic vitality and well-being of communities in Southern Virginia. Employers across Region 3 are experiencing persistent challenges in recruiting and retaining qualified workers. These workforce gaps impact local healthcare delivery, limit economic growth, and challenge businesses' ability to scale. Through the TPI initiative, regional partners were able to:

- Launch a formal cross-sector collaborative (SVPHSC) to serve as the central coordinating body for workforce strategy.
- Identify critical supply-demand gaps in priority occupations such as registered nurses, behavioral health workers, and lab technicians.
- Develop implementation strategies that align educational pathways with workforce needs, particularly in underserved and rural areas.

The project has advanced GO Virginia goals by promoting talent retention, building infrastructure for workforce coordination, and generating a pipeline of future projects designed to strengthen the health science ecosystem in Region 3.

PRODUCTS AND OUTCOMES

Region 3 is home to a diverse mix of healthcare employers, including hospitals, long-term care facilities, and behavioral health companies. The region's workforce pipeline is supported by a network of K–12 Career and Technical Education (CTE) programs, community colleges, and

four-year institutions. Still, persistent gaps in awareness, access, and alignment continue to challenge workforce development efforts.

- **Southern Virginia Partnership for Health Science Careers (SVPHSC):** Established and operationalized as the region's coordinating body, SVPHSC convenes stakeholders through a committee structure to drive cross-sector collaboration (Attachment 1). Key accomplishments include hosting regular convenings, developing a shared vision, drafting logic models to inform activities and anticipated outcomes, and creating a GO Virginia Region 3 SVPHSC Charter that outlines strategies for sustainable impact (Attachment 2).
- **Situational and Gap Analysis:** A comprehensive environmental scan integrated labor market data, employer interviews, focus groups, and stakeholder surveys. Findings revealed significant demand for health professionals—especially in nursing, behavioral health, and allied health roles—with rural providers facing unique barriers. Employers emphasized both hard and soft skills, clinical readiness, and technical familiarity as top priorities.
- **Figures and Data Highlights:**

Occupation	Active Job Ads
Registered Nurses	1,387
Physical Therapists	392
Speech-Language Pathologists	392
Social and Human Service Assistants	378
Licensed Practical and Licensed Vocational Nurses	305
Occupational Therapy Assistants	234
Nursing Assistants	204
Critical Care Nurses	198
Radiologic Technologists and Technicians	161
Occupational Therapists	131
Physical Therapist Assistants	128

JobsEQ 3Nov 23-3Feb 24

- *Figure 1:* Set of time of current employer demands of Health Workforce from Employers in Region 3 Healthcare – highlights strong representation in Nursing & Allied Health, Behavioral Health, and Lab & Diagnostics needs.

Employers (1123)	Active Job Ads
LifePoint Hospitals	240
AlliedTravelCareers	177
Centra Health	152
Soliant	117
Cynet Health Inc	69
Travel Nurse Across America	59
GetMed Staffing, Inc.	55
VCU Health	55
MedPro Healthcare Staffing	53
Cariant Health Partners	52
Coast Medical Service	51

- *Figure 2.1:* Region 3 top ten employers with active health workforce job ads from 3 Nov-3 2023 to 3 Feb 2024 (90 days).

Location (500)	Active Job Ads
Danville, Virginia	1365
Martinsville, Virginia	893
Prince Edward, Virginia	399
Mecklenburg, Virginia	299
Halifax, Virginia	165

JobsEQ 3Nov-3Feb

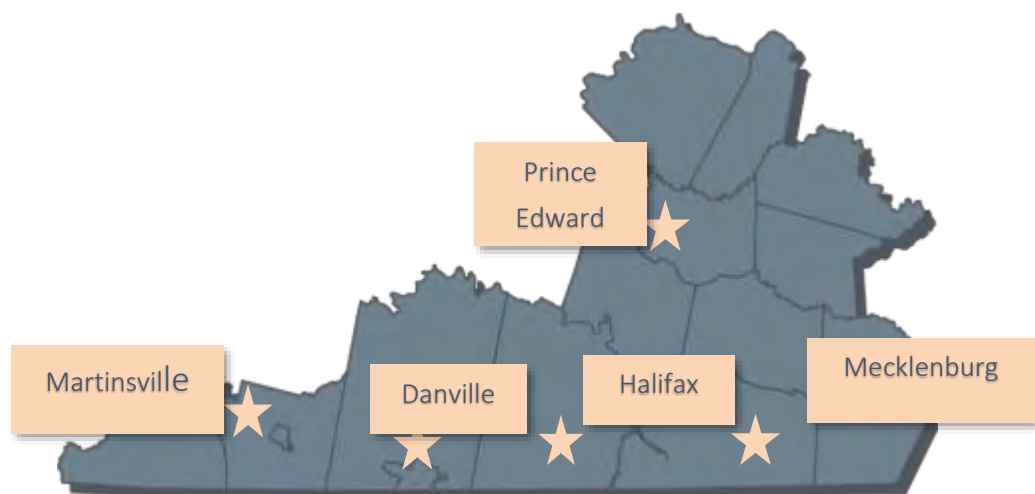
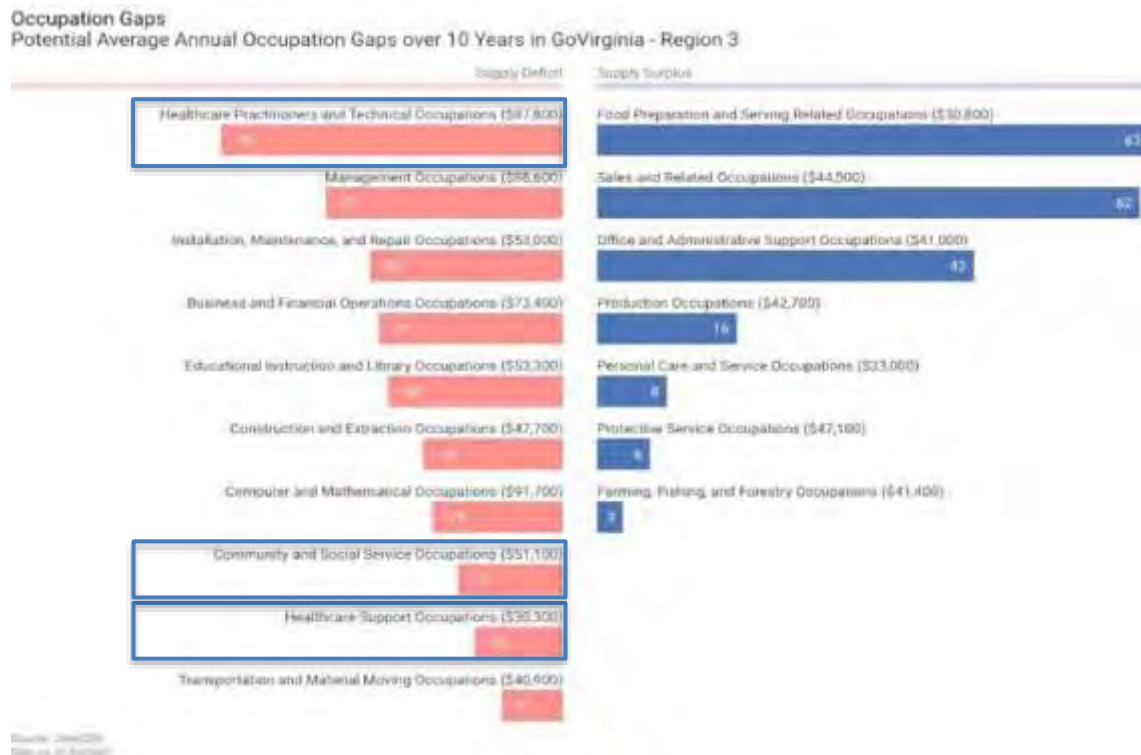


Figure 3: Healthcare Occupation gaps over 10 years. The classification of these jobs aligns with the Bureau of Labor Statistics' (BLS) Standard Occupational Classification (SOC) codes.



The Health Care and Social Assistance Industry (NAICS) workforce aligns to the SOC: Healthcare Practitioner and Technical Occupations-SOC 21, Healthcare Support Occupations-SOC 29, and Community and Social Service Occupations-SOC 31. This highlights workforce gaps for RNs, mental health professionals, laboratory technicians, and related occupations.

- Skills and Training Needs:** Employers have identified skills that are required or requested. There was information that suggested the academic curriculum and experiences may be a barrier to meeting the needs of employers. The region has core health programs but lacks specialized training in surgical technology, behavioral health, and therapies (physical, occupational, and respiratory). Employers cited the need for both hard and soft skills, teamwork, certifications, and clinical experience. Recommendations include establishing employer advisory councils, increasing simulation-based training, and utilizing data tracking systems, such as those provided by the State Council of Higher Education in Virginia (SCHEV) and the Virginia Longitudinal Data System (VLDS).

Hard Skills (260)	Active Job Ads
Nursing	211
Long-Term Care	161
Home Health Care	146
Medication Administration	122
Electronic Health Record (EHR)	117
Ability to Lift 51-100 lbs.	112
Pediatrics	105
Wound Care	101
Intensive Care Unit (ICU)	95
Microsoft Office	95

JobsEQ 3Nov-3Feb 24

- *Figure 4:* Identified Hard skills in active job advertisements that are requested from employers.

Soft Skills (83)	Active Job Ads
Communication (Verbal and written skills)	1653
Cooperative/Team Player	1143
Adaptability/Flexibility/Tolerance of Change and Uncertainty	455
Customer Service	427
Good Judgment	375
Interpersonal Relationships/Maintain Relationships	358
Critical Thinking	345
Organization	260
Prioritize	249
Confidentiality/Information Sensitivity	242
Decision Making/Decisiveness	237
Detail Oriented/Meticulous	225
Supervision/Management	208
Self-Motivated/Ability to Work Independently/Self Leadership	205
Ability to Work in a Fast-Paced Environment	176
Problem Solving	176
Negotiation	170
Listening	139
Dispute Resolution/Conflict Resolution/Diplomacy/Problem Resolution	138
Time Management/Time Utilization	137

JobsEQ 3Nov-3Feb 24

- *Figure 5:* Identified Soft Skills in active job advertisements that are requested by employers.

Certifications	Active Job Ads
Registered Nurse (RN)	833
Basic Life Support (BLS)	795
Advanced Cardiac Life Support Certification (ACLS)	366
Certification in Cardiopulmonary Resuscitation (CPR)	350
Driver's License	210
Licensed Practical Nurse (LPN)	205
Certified Nursing Assistant (CNA)	134
Pediatric Advanced Life Support (PALS)	115
The American Registry of Radiologic Technologists (ARRT) Certification	75
First Aid Certification	68

JobsEQ 3Nov-3Feb 24

- *Figure 6:* Identified Occupation Certifications requested in active job advertisements, which could be required or requested.

The assessment and evaluation of the supply available within Region 3 identified opportunities to improve the pipeline for increasing healthcare and social assistance education. Career Technical Education Programs and postsecondary education provide programs that align with both Health Care and Social Assistance Occupations. These programs may not be sufficient to support the current and future needs of Region 3 for growth and the sustainment of healthcare needs in the community.

Description	Total enrollment	Pass count	Fail count
Dental Careers I	7	6	1
Dental Careers II	9	6	3
Emergency Medical Technician II	3	3	0
Intro to Health and Medical Sciences (18 weeks)	4	2	2
Intro to Health and Medical Sciences (36 weeks)	30	17	13
Medical Assistant I	26	21	5
Medical Assistant II	4	2	2
Medical Terminology (36 Weeks)	9	8	1
Nurse Aide I	51	45	6
Nurse Aide II	39	38	1
Nurse Aide II Condensed	13	8	5
Pharmacy Technician II	2	0	2
Sports Medicine/Athletic Training I	21	12	9

Health Science Career Technical Education (CTE) Programs SY 2022-2023 Data Source: VLDS May 2024

- Figure 7: Region 3: Career Technical Education Programs SY 2022-2023

Academic Institution	Certificates and 2-year Awards	4yr Awards	Postgraduate Awards	Total Awards
Longwood University	0	57	0	57
Southside Virginia Community College	53	0	0	53
Danville Community College	40	0	0	40
Patrick & Henry Community College	30	0	0	30
Total	123	57	0	180

Data Source: SCHEV Awards 2023

- Figure 8: Region 3 Registered Nursing Programs Certification and Confirmed 2/4-year degrees awarded SY 2022-2023.

The analysis of demand and supply within Region 3 provided decision-making information that assisted in the development of near-term action items for Region 3 to continue the momentum from the TPI effort. The items that were recommended include the following focus areas:

- **Asset Mapping:** A detailed map under development catalogs training programs, work-based learning opportunities, and regional partnerships. It highlights rural gaps in access to training, broadband, and simulation technologies.
- **Strategic Project Planning:** Based on a gap analysis, the team identified scalable strategies, including dual enrollment expansion, new apprenticeships, awareness campaigns, career expos, and mentorship networks.
- **GO TEC/EmPower Expansion Strategy:** Identified gaps can be addressed in the GO TEC health technology module. Work-based learning opportunities for high school and college students will be added to the EmPower framework. Mentorship networks are being developed to support students with an interest in the target SOC's.
- **Additional Deliverables:**
 - The Virtual Community of Practice (VCoP) was launched with an online hub, roundtables, and a resource library.
 - Two regional summits were hosted to align stakeholders and gather input.
 - A data dashboard is being developed to track key metrics, including enrollment, graduation, and placement.
 - A comprehensive evaluation report guides future investments and partnership expansion.

OUTLOOK FOR PROGRAM CONTINUATION AND SUSTAINABILITY

The project team recommends a phased implementation approach anchored by the SVPHSC members. The initial phase will include identifying the sector intermediary, securing staff resources, and finalizing the asset map to quantify the gaps. The partnership will then be able to maintain committee efforts and develop the centralized navigation resources (website and CoP). Committees will focus on opportunities to scale work-based learning, expand aligned K12 CTE and postsecondary course offerings and programs, support educator professional development, and develop public-private partnerships to address instructor shortages and sustain Partnership efforts.

SVPHSC will continue to operate as a coordinating body, supported by workforce boards, private employers, philanthropic partners, and future grant funding. While the initiative did not generate income, it created strategic infrastructure, positioned the region for sustained investment, and produced tools for long-term impact. The community of practice, asset map, and dashboards will be maintained to support future efforts. The grant also aligned with existing GO TEC and EmPower strategies, which will enable integration of health science content in youth outreach and accelerate credentialing pipelines tied to regional employers.

CONCLUSIONS AND RECOMMENDATIONS

The GO Virginia Region 3 Talent Pathway Initiative has established a solid foundation for a coordinated and responsive health science workforce pipeline. Lessons learned include the importance of employer engagement, real-time labor market insights, and regional coordination. Modeled after the BRPHSC, the SVPHSC translated model provides a replicable framework for cross-sector alignment across GO Virginia regions, utilizing logic models (Attachment 3).

GO Virginia Region 3 Alignment and Future Direction: This initiative directly aligns with Region 3's Growth and Diversification Plan priorities: workforce alignment with business needs, rural competitiveness, and talent retention. It emphasizes scalable, evidence-based solutions driven by regional partnerships (Attachment 4).

Preliminary Impact Highlights:

- 20+ partners engaged in the SVPHSC Community of Practice (Attachment 5).
- Development of a regional collaborative partnership planning strategy to increase health workforce goals/objectives.
- Identification of 5+ near-term action items for future investment and improving outcomes.

Recommendations for Region 3 Council:

- Fund and expand identified high-impact projects, including a GO Virginia Implementation Grant to provide staffing support and other related expenses to operationalize the SOVPHSC.
- Promote inter-regional collaboration.
- Invest in evaluation metrics and tracking.
- Explore replication of this model in other sectors by creating a model translation team to support development in other GO Virginia regions.

Moving forward, Region 3 is well-positioned to scale projects, secure new funding, and continuously improve outcomes to ensure a thriving health science workforce ecosystem. However, this will require additional funding to implement the strategies identified in this project fully.

References:

Cox, J. (2023, October 9). Performance of Region 3 Economy. Growth and Opportunity: Region 3. <https://www.govirginia3.org>. GO-VA-Region-3_2023-GD-Plan-Review_final_10.30.23.pdf

Southern Virginia Partnership for Health Science Careers (SVPHSC) ORGANIZATIONAL CHARTER

PARTNERSHIP MISSION, VISION, and VALUES	
WHO WE ARE	<p>The SVPHSC is a regional collaboration, led by healthcare and social assistance industries and education stakeholders with support from community organizations, focused on strengthening the economy in GO Virginia Region 3.</p> <p>Our region includes the following localities: the cities of Danville and Martinsville; and the counties of Amelia, Brunswick, Buckingham, Charlotte, Cumberland, Halifax, Henry, Lunenburg, Mecklenburg, Nottoway, Patrick, Pittsylvania, and Prince Edward.</p>
MISSION & VISION	<p>Our mission is to create talent pathways for our emerging Health Care and Social Assistance workforce, connect people to good jobs in the sector, and support career advancement training for incumbent workers. Collaborative efforts will address barriers to access, retention and completion in training programs, and inform state policy.</p> <p>Through our collaborative efforts, our vision is a thriving region, evidenced by an increase in the overall health of our communities.</p>
CORE VALUES	<ul style="list-style-type: none"> • Active Collaboration • Innovation • Shared governance • Data-informed decision making • Inclusive and equitable access • Accountability • Celebrating Our Achievements
PARTNERSHIP STRUCTURE (initial during development)	<p>Committees drive actionable work aligned to the Partnership Goals. Committees meet monthly to assess data-informed issues and industry needs. Sub-committees can be formed to address short-term efforts.</p> <p>The full Partnership will meet quarterly as an opportunity to inform committee activities, share committee work, celebrate achievements, and build social capital amongst the members.</p> <p>The SVPHSC Intermediary organization will support the Partnership's organizational needs in the near-term (first two years). This includes communication strategies, website development, document preparation, document storage/sharing, meeting logistics and Partnership convenings.</p>
GOALS and STRATEGIES	
GOAL(S):	<p>Align K12 and postsecondary healthcare and social assistance curriculum to meet the needs of employers and industry standards, while adhering to state requirements. [Academic]</p>

	<p>Increase knowledge and awareness of the existence and value of healthcare and social assistance careers among partnership members, community stakeholders and workers (current and prospective). [Talent Pathways]</p> <p>Address barriers impacting the recruitment, retention and completion in healthcare and social assistance training and education programs. [Talent / Academic / Data & Technology]</p> <p>Identify and develop action plans to address high need in-demand occupations. [Talent Pathways / Academic]</p> <p>Sustain the SVPHSC by developing the requisite infrastructure and collaborative framework, securing resources, and communicating successes. [Intermediary / Data & Technology]</p>
METRICS & OUTCOMES	<p>To be developed by Data & Technology Committee, with input from Partnership members.</p> <p>Partnership efforts will support job creation and placement for the Healthcare and Social Assistance sector [NAICS 62] and aligned SOC 21, 29, and 31.</p>
COMMITTEES	
Talent Pathways	<p>Develop strategies and implement initiatives to increase the knowledge and awareness of the existence and value of healthcare and social assistance careers among partnership members, community stakeholders and workers (current and prospective).</p> <p>Develop strategies and initiatives to address barriers impacting the recruitment into healthcare and social assistance training and education programs, particularly those that are in high demand and pay a family-sustaining wage.</p> <p><i>Areas of focus:</i> identify pathway assets and gaps, develop roadmaps for high-need occupations, outreach, work-based learning, PR campaign for stakeholder groups.</p>
Academic Alignment & Success	<p>Develop strategies and implement initiatives to align K12 and postsecondary healthcare and social assistance curriculum to meet the needs of employers and industry standards, while adhering to state requirements.</p> <p>Develop strategies and initiatives to address barriers impacting the retention and completion in healthcare and social assistance training and education programs, especially those that are in high-demand and pay a family sustaining wage.</p> <p><i>Areas of focus:</i> course inventory and alignment to occupations, program retention rates; program completion; high-stakes testing; academic preparedness; and build capacity in critical programs.</p>

<p>Data & Technology Solutions</p>	<p>Provide data to identify and quantify barriers to recruitment, retention and completion in healthcare and social assistance training and education programs.</p> <p>Provide data and analysis to identify in-demand occupations for Region 3.</p> <p>Recommend technology solutions to support the SVPHSC infrastructure (ex. document sharing).</p> <p>Identify key metrics and data sources to document outputs and outcomes.</p>
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Attachment 2: Example Agenda for Southern Virginia Meetings (September 2024)

AGENDA

Southern Virginia Partnership for Health Sciences Careers (SVPHSC)

Hosted by Sentara Halifax Regional Hospital (Leggett Auditorium)

Sept. 27, 2024

Transition to ALL Virtual due to TS Helene

Zoom:

<https://ialr.zoom.us/j/88590641780?pwd=qun4w2SOenvak81jmYwphMdtkyWqHq.1>

Connect at 12 pm.

- | | |
|--|--|
| A. Welcome and Employer Spotlight [12:10pm]
Sentara | Nicole Dockery, |
| B. Claude Moore Foundation/Opportunities [12:35pm]
a. Statewide Partnership
b. Road map for Health Sciences Partnerships | Cynthia Lawrence |
| C. SVPHSC Charter review and adoption
Cynthia Lawrence
[12:45pm; breakout rooms] | Dr. Julie Brown &
Partnership Members |
| D. Committee Reports [1:00pm]
a. Academic Alignment & Success
b. Talent Pathways
c. Data & Technology Committee | Dr. Mark Jones
Dr. Keith Harkins
Dr. Greg Hodges |
| E. Discussion: Reports and Outcome Tracking [1:35pm]
Cynthia Lawrence | Dr. Julie Brown & |
| F. Other discussion and action items [1:50pm] | Partnership Members |
| G. Next Meeting: Nov. 19 th @ Sovah Health – Danville 12 pm. | |
| H. Adjourn [2:00 pm] | |

MEETING MINUTES

Southern Virginia Partnership for Health Sciences Careers (SVPHSC)

Sept. 27, 2024, 12 pm

The September meeting was scheduled for Sentara Halifax; however, due to Hurricane Helene, the meeting was held virtually. We will reschedule the visit to Sentara for an upcoming Partnership meeting.

Attendees:

Dr. Teresa Beach	Dean, School of Nursing	Averett University
Cynthia Lawrence	President	Blue Ridge Partnership for Health Science Careers
Dr. Shep Critzer	Director of Student Services	Charlotte County Public Schools
Dr. Bill Hazel	CEO	Claude Moore Opportunities
Shirley Bazdar	Program Manager & Director of Programs	Claude Moore Opportunities / Claude Moore Scholars
David Tucker	President & COO	Commonwealth Care (Chase City)
Marcus Stone		Connect Health + Wellness (Henry Co)
Jessica Dalton	VP Workforce Services	Danville Community College
Tamara Williams	Coord. of Dual Enrollment & Early College	Danville Community College
Chad Younger	Director of Workforce Services	Danville Community College
Dominique Foutain-Short	Administrative Assistant, Workforce Services	Danville Community College
Jim Bebeau	Executive Director	Danville Pittsylvania Community Services
Cindy Lewis	Director of Human Resources	Danville Pittsylvania Community Services
Jennifer Dowdy	HR Coordinator & Recruiter	Danville Pittsylvania Community Services
Dr. Gwyn Stone	CTE Director	Danville Public Schools
Susanne Bell	Program Officer	Danville Regional Foundation
Dr. Caroline Sutter	Co-Director	GMU - Center for Health Workforce
Dr. Jenifer Meno	Regional Strategic Support	GMU - Center for Health Workforce
Bryan David	Program Director	GO Virginia Region 3/UVA Cooper Center
Kate Keller	President	The Harvest Foundation
Dr. Julie Brown	Vice President, Advanced Learning/GO TEC	Institute for Advanced Learning and Research
Breanna Nunnally	REACH Program Manager	IALR / REACH
Dr. Sally Shannon	Assoc. Dean, College of Education, H&HS	Longwood University
Amy Hite	Dir. of Secondary Curriculum and Instruction	Lunenburg County Public Schools
Lakesha Reed-Curtis	CEO	Medical Solutions Academy
Dr. Greg Hodges	President	Patrick & Henry Community College
Amy Webster	Director of Nursing and Allied Health	Patrick & Henry Community College
Marsha Mendenhall	CEO	Piedmont Access To Community Health Services (PATHS)
Dr. Mark Jones	Superintendent	Pittsylvania County Public Schools
Ann Cassada	Retired; Pittsylvania County THC Chapter Chair	Pittsylvania County Public Schools
Janelle Ball-Brooks	Director of Career and Technical Education	Pittsylvania County Public Schools
Anjanette Farmer	Director	South Central Health Education Center [AHEC]
Dr. Betty Adams	Executive Director	Southern Virginia Higher Education Center

Dr. Quentin Johnson	President	Southside Virginia Community College
Dr. Keith Harkins	VP of Academic & Workforce Development	Southside Virginia Community College
Melissa Arthur	Dean of Nursing, Allied Health, and Natural Sciences	Southside Virginia Community College
Laurie Michaelson	Dual Enrollment Advisor	Southside Virginia Community College
Leigh Moore	ADN Program Coordinator	Southside Virginia Community College
Steve Heatherly	Market President	Sovah Health
Leslie Sturdivant	Market VP of Support Services & Engagement	Sovah Health
Elaine Nichols	DMS Program Director	Sovah Health - School of Health Professions
Kim Radford	Work-based Learning Coordinator	Virginia Department of Education
Dr. Tammy Hurt	Work-based Learning Coordinator	Virginia Department of Education
Sandie Currie	Program Administrator	Virginia Dept. of Health (Danville)
Robbie Knight	Business Services Manager	West Piedmont Workforce Development Board

A. Statewide Partnership and Roadmap

Cynthia Lawrence (BRPHSC/Carilion) shared that Virginia, with leadership from the Secretary of Labor, is forming a statewide coordinating body, tentatively named the Virginia Partnership for Health Sciences Careers. This new collaborative partnership will hold its first meeting on November 4, 2024, at Piedmont Virginia Community College in Charlottesville.

The Secretary of Labor, in partnership with the Claude Moore Foundation, has endorsed the Regional Health Sciences [Workforce Partnership Roadmap](#), which highlights best practices and guiding documents provided by the BRPHSC as well as input from other regions who are establishing Partnerships, including Region 3.

B. SVPHSC Charter review and adoption

Julie Brown (IALR) reviewed the draft Charter and asked the Partnership members if there were any recommended edits. Dr. Brown also affirmed that the Charter would be regularly updated to reflect the current mission, vision and organizational structure as the partnership evolved. The members present approved the adoption of the Charter.

C. Committee Reports

a. Academic Alignment & Success

Dr. Mark Jones shared that the committee met twice to review the charter and discuss core courses and curriculum to support health sciences. Dr. Jones shared the efforts of Pittsylvania County Schools; dissemination of the healthcare career book to elementary students, GO TEC® offerings with healthcare technology focus in middle schools, academy for 9th and 10th and CTE programs for 11th and 12th graders.

b. Talent Pathways

Dr. Keith Harkins shared that the committee has worked on the committee logic model, creating a Google Drive for document sharing. The committee is reviewing job demand data and aligning recruitment efforts. The committee has also discussed sustainability of efforts.

c. Data & Technology Committee

Dr. Greg Hodges shared that the committee has met to discuss the logic model and the committee's focus on dissemination and validation of data. Dr. Hodges welcomed interested SVPHSC members in serving on the committee.

D. Discussion

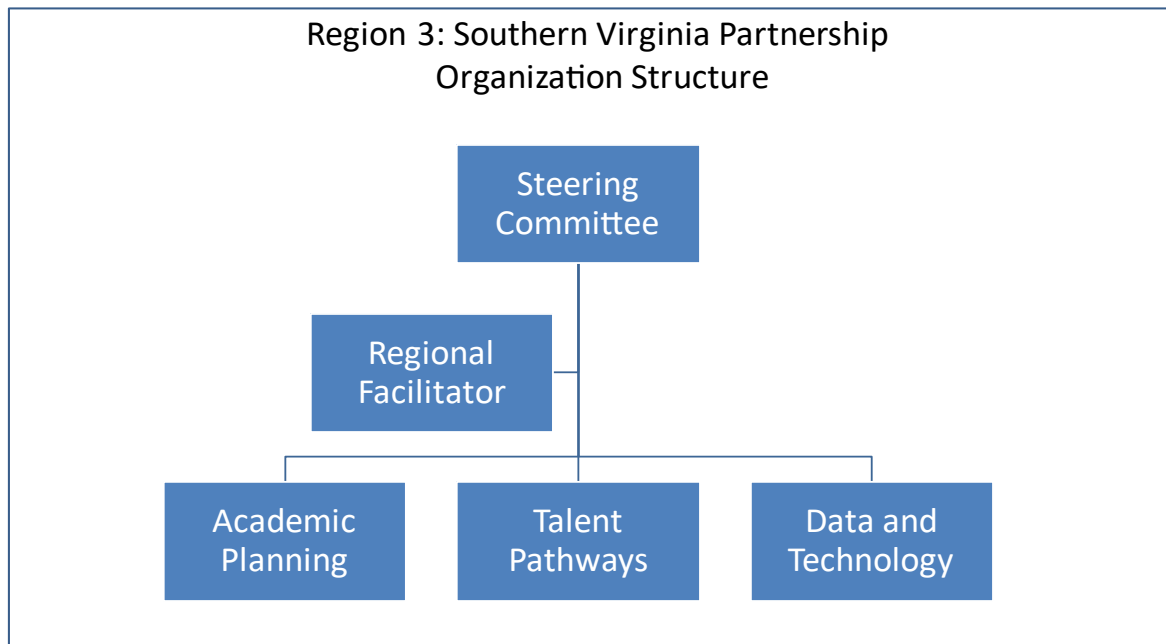
This time was used as an opportunity to create space for smaller group discussion, networking, and relationship building. Members were randomly assigned to breakout rooms to discuss Partnership efforts and why they, as representatives for their respective institutions, are at the table.

Next Meeting:

The SVPHSC will meet on Nov. 19, 2024, at Sovah Health – Danville at 12pm. Lunch will be provided.

E. The meeting was *adjourned* at 1:50PM.

Attachment 3: Region 3: Southern Virginia Partnership Planning Organization Structure



Southern Virginia Partnership Organizational Logic Model 2025

Attachment 3: Region 3: Southern Virginia Partnership Planning Organization Structure

Academic Planning & Preparedness Logic Model 2025

Talent Pathways Logic Model 2025

Data and Technology Solutions Logic Model 2025

Region 3 Growth & Diversification Plan 2021 Healthcare Highlights

- Hospitals are expected to face mounting losses as they increase expenditures on frontline workers
- Funding for Medicare expanded due to the burgeoning number of seniors
- The regulatory costs of healthcare services have increased due to federal healthcare reforms
- Operators in the sector are expected to benefit from technological innovation and the digitization of healthcare
- Fundamental forces driving capital investment during the outlook period include an aging population
- The number of enterprises in the sector is expected to increase over the next five years
- Many health providers have had to adjust to a complex and changing regulatory environment

GEORGE MASON UNIVERSITY

Reference: Region 3 Growth & Diversification Plan 2021

Attachment 5: Southern Virginia Committee Participants

Academic Planning Committee

Blue Ridge Partnership for Health Science Careers	Cynthia Lawrence	President
Danville Community College	Chadrick Younger	Director of Workforce Services
Danville Public Schools	Dr. Angela Hairston	Superintendent
Danville Public Schools	Dr. Gwyn Stone	CTE Director
The Harvest Foundation	Dr. Sandy Strayer	Program Officer
Institute for Advanced Learning and Research	Dr. Julie Brown	Vice President, Advanced Learning/GO TEC
Institute for Advanced Learning and Research	Breanna Nunnally	REACH Program Manager
Longwood University	Dr. Shannon Salley	Assoc. Dean, College of Education, Health, & Human Services
Medical Solutions	Lakesha Reed-Curtis	CEO
Patrick & Henry Community College	Amy Webster	Director of Nursing and Allied Health
Pittsylvania County Public Schools	*Dr. Mark Jones	Superintendent
Pittsylvania County Public Schools	Ann Cassada	Retired; Pittsylvania County THC Chapter Chairperson
Pittsylvania County Public Schools	Brian Boles	Director of Secondary Education
Pittsylvania County Public Schools	Janelle Ball-Brooks	Director of Career and Technical Education
South Central Health Education Center [AHEC]	Anjanette Farmer	Director
Southside VA Area Health Education Center [AHEC]	Natasha Lipscomb	Director
Southside Virginia Community College	Melissa Arthur	Dean of Nursing, Allied Health, and Natural Sciences
Southside Virginia Community College	Laurie Michaelson	Dual Enrollment Advisor
Southside Virginia Community College	Wendy Ezell	Dual Enrollment Advisor
Southside Virginia Community College	Leigh Moore	ADN Program Coordinator
Sovah Health - School of Health Professions	Elaine Nichols	DMS Program Director
Virginia Dept. of Health (Danville)	Brenna Link	Population Health Manager

*Committee Lead

Talent Pathway Planning Committee

Organization	Name	Position
Blue Ridge Partnership for Health Science Careers	Cynthia Lawrence	President
Cumberland County Public Schools	Dr. Chip Jones	Superintendent
Danville Community College	Jessica Dalton	VP Workforce Services
Danville Community College	Dr. Jim Emerson	Nursing Program Director
Franklin County Economic Development	Dani Poe	Director of Economic Development
Franklin County Economic Development	Karli Foster	Business, Retention, & Expansion and Workforce Manager
Institute for Advanced Learning and Research	Dr. Julie Brown	Vice President, Advanced Learning/GO TEC
Piedmont Access To Community Health Services (PATHS)	Marsha Mendenhall	CEO
Sentara Halifax Regional Hospital	Nicole Dockery	Vice President and Chief Nursing Officer
Southern Virginia Higher Education Center	Dr. Betty Adams	Executive Director
Southside Virginia Community College	*Dr. Keith Harkins	VP of Academic & Workforce Development Programs
Sovah Health	Leslie Sturdivant	Market VP of Support Services & Engagement
Virginia Dept. of Health (Danville)	Sandie Currie	Program Administrator
West Piedmont Workforce Development Board	Robbie Knight	Business Services Manager

*Committee Lead

Data and Technology Planning Committee

Blue Ridge Partnership for Health Science Careers	Cynthia Lawrence	President
Franklin County Economic Development	Dani Poe	Director of Economic Development
Franklin County Economic Development	Karli Foster	Business, Retention, & Expansion and Workforce Manager
George Mason University - Center for Health Workforce	Dr. Caroline Sutter	Co-Director
George Mason University - Center for Health Workforce	Dr. Jenifer Meno	Regional Strategic Support
Institute for Advanced Learning and Research	Dr. Julie Brown	Vice President, Advanced Learning/GO TEC
Patrick County Public Schools	Jason Wood	Superintendent
Patrick & Henry Community College	*Dr. Greg Hodges	President

*Committee Lead





DATE: July 10, 2025

TO: GO Virginia Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to be 'RBD', is placed over the name 'R. Bryan David'.

RE: Co-locating Data Centers and CEA Greenhouses Feasibility Report

The Resource Innovation Institute and Controlled Environment Agriculture Center at IALR have completed the feasibility report referenced above. As you may recall, this was funded under a planning grant approved by the Region 3 Council at its meeting on October 16, 2024.

Derek Smith and Rob Eddy will present the report's findings. Both Derek and Rob are with the Resource Innovation Institute. Dr. Scott Lowman and I supported their efforts in developing the report.

Derek and Rob have attracted significant interest from CEA businesses, the US Department of Energy, data center developers, and several states during the development of the report. A joint media announcement by the Institute for Advanced Learning and Research and the Resource Innovation Institute is under development and will be issued shortly.

I will send the feasibility report to the Region 3 Council under separate cover.

RECOMMENDATION:

For the Region 3 Council's information. No action is needed.

OLD BUSINESS

PROJECT PIPELINE



DATE: July 11, 2025

TO: Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to be 'RBD', located next to the 'FROM' field.

RE: Project Pipeline Report

Below is information about projects that are in varying stages of development:

I. SOVA Partnership Health Science Careers

-the Talent Pathways Initiative planning project has been completed by the project principals with the Blue Ridge Partnership for Health Science Careers (C. Lawrence) and George Mason University (Dr. C. Sutter). Dr. Julie Brown (IALR) has provided in-region leadership and staffing support to the SOVA Partnership. This report will be presented to the Region 3 Council at its meeting on July 16th.

-given Dr. Brown's move to serve as Provost of Averett University, Cynthia Lawrence and I are developing options on how best to keep this project moving forward under a per capita implementation grant. Options will be presented to the Executive Committee at its September meeting and to the Region 3 Council at its October meeting.

II. Industrial Skilled Trades Training Program

-each of the community colleges in GO VA Region 3 (Patrick & Henry CC, Danville CC, and Southside Virginia CC) established a collaborative partnership in October 2024 to advance training and credentials in skilled trades. This partnership is being supported by a \$1MM grant from Chancellor Dore at the Virginia Community College System.

-the development of a Region 3 Per Capita implementation grant continues to create a workforce training program for "industrial skilled trades." These trades would support Region 3's targeted sectors, including advanced manufacturing, information technology/communications (data centers), and healthcare (facilities management). Initially identified trades include electrical, HVAC, carpentry, and plumbing/pipefitting.

-a white paper for the project has been developed by the three (3) community colleges and was recently submitted for review by Dr. Greg Hodges, President, Patrick & Henry Community College

-development of a per capita implementation application is anticipated following refinement and expansion of the project white paper.



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III. CEA Innovation Center Research Building Expansion

-Dr. Scott Lowman has indicated that the greenhouses currently used for contract research to CEA firms and other academic institutions are at capacity, creating a backlog of work. Contract research is an operating revenue source for the CEA Innovation Center.

-the project would involve installing a prefabricated research greenhouse, making associated building improvements, and preparing the site and utilities.

-the development of a companion grant from the US Economic Development Administration has been paused while a Southern Crescent Regional Commission (SCRC_federal) grant is pursued. A pre-application submitted to the SCRC was recently approved to proceed to submitting a complete application in September.

-a Tobacco Region Revitalization Commission will be pursued to support the purchase of the greenhouse and fund the associated site development and utilities.

-a GO Virginia Region 3 Per Capita grant would be pursued for the equipment used in research at the greenhouse.

-development of a per capita application will be developed based on the project deliverables for the other two (2) grants.

-an estimate for a Per Capita grant request is to be determined.

IV. Blue Ridge Innovation Corridor (BRIC)

-the [Blue Ridge Innovation Corridor](#) is an initiative of leaders from business, education, nonprofits, and the public sector to establish Virginia's first inter-regional economic zone, specifically designed to capture the convergence of advanced manufacturing and biotechnology in the 21st-century economy.

-this planning initiative will establish a comprehensive framework for transforming the BRIC corridor into a globally competitive innovation ecosystem spanning GO Virginia Regions 2 & 3. The geographic area of the zone spans over 25 localities, from Danville through Martinsville to Roanoke and Blacksburg. The zone leverages "...existing infrastructure investments, institutional research capabilities, and emerging industry clusters to create critical mass necessary for global competitiveness in convergence technologies."



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-collaboration with Region 3 GO Virginia staff is underway to develop a Statewide Competitive Planning Grant to present to the GO Virginia Region 3 Council at its October meeting. A preliminary report on the application will be presented to the Executive Committee at its September meeting.

-It should be noted that Statewide Competitive Planning projects are funded with statewide GO Virginia resources, and not regional per capita funds. The GO Virginia State Board approves these types of projects.

V. **Region 3 Leadership Development Project**

-report completed (8.24)

-GO Virginia funding strategy under development

RECOMMENDATION:

For the Region 3 Council's information. No action is needed.

NEW BUSINESS



DATE: July 10, 2025

TO: Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to be 'RBD', is placed over the 'FROM' line.

RE: GO Virginia Region 3 Nominating Committee and Committee Assignment Report

As previously communicated to the Region 3 Council at its meeting on April 16th, the Nominating Committee (L. Willis, R. Lail) was developing a recommendation on current members who are interested and eligible for reappointment, as well as new members to be appointed to replace those current members who are no longer eligible for reappointment. These member reappointments and appointments would be finalized at the Region 3 Council meeting on July 16th.

The Nominating Committee is pleased to recommend the following individuals for reappointment or appointment to the Region 3 Council for a four (4) year term beginning July 1, 2025, and ending June 30, 2030:

Reappointments:

- Clark Casteel, President/CEO, Danville Regional Foundation
- Melody Foster (ret. Executive Director, Commonwealth Regional Council)
- Rhonda Hodges, Principal and Owner, Hodges Workwise, LLC

New Appointments:

- Delegate Danny Marshall (House District 49_Danville City, Pittsylvania County, Halifax County (part)_retiring December 2025)
- Sheri McGuire, Associate Vice President for Community and Economic Development, Longwood University
- Angie Kellet, Director of Economic Development, Mecklenburg County

Attached is an updated Region 3 Council Member roster reflecting these reappointments and appointments.

RECOMMENDATION:

For the Region 3 Council's discussion, and if no changes, accept the Nominating Committee's recommendation and appoint the returning and new members to the Region 3 Council for a four (4) year term beginning July 1, 2025, and ending June 30, 2026.



GO Virginia
Region 3 Council
July 10, 2025

In her capacity as Chair, Lauren Willis is appointing the following individuals to the Region 3 Council's standing committees for 2025 – 2026:

Executive Committee

- Lauren Willis, Chair
- Randy Lail, Vice Chair
- Robert Bates
- Amy Griffin
- Elizabeth Leggett
- Charley Majors_advisor**

Project Review Committee

- Neil Burke (non-council member_President/CEO Benchmark Community Bank_returning)
- Region 3 Council Member (to be named)
- Region 3 Council Member (to be named)

Personnel Committee

- Lauren Willis, Chair
- Randy Lail, Vice Chair
- Executive Committee Member (to be named)

Nominating Committee


- Lauren Willis, Chair
- Randy Lail, Vice Chair
- Executive Committee Member (to be named)

There are two (2) standing committees from the 2024-2025 cycle that are being retired, the Communications Committee and the Entrepreneurship and Innovation Strategy Committee. The convening of these committees was on an as-needed basis.

The Chair will appoint special-purpose committees as needed. This updated approach should create a more efficient process and allow multiple council members to serve.

RECOMMENDATION:

For the Region 3 Council's information. No action required.

<div><div></div><div><div>VIRGINIA INITIATIVE FOR</div><div>GROWTH & OPPORTUNITY</div><div>IN EACH REGION</div></div></div> <div>COUNCIL CERTIFICATION FORM</div>				Regional Council: Region 3									
				Certification Period: 7/1/2025 TO 6/30/2026									
				Representing the following: (Please enter a "1" in the appropriate category; members may represent more than one category but please select ONE that represents their primary "voice".)									
Name	Title	Organization	New or Unexpired Term	Private Sector Business	Education	Civic/Community Leader	Local or Regional Economic Development	Workforce Development (private citizen member of the local workforce development board)	Local Government Representative	Regional Planning Entities	Non-Profits or Others	Optional/ Other	
Delegate Danny Marshal (new)		Virginia House of Delegates_District 49	7/1/2025 - 6/30/2030			1							
Randolph Lail (term continuation)	Chairman of the Board	Benchmark Community Bank_Mid-Atlantic Broadband Communities Corporation	7/1/2025 - 6/30/2030	1									
Western Subregion Private Sector (To be named)			7/1/2025 - 6/30/2030	1									
Clark Casteel (reappt.)	President/CEO	Danville Regional Foundation	7/1/2025 - 6/30/2030								1		
Sheri McGuire	Associate Vice President for Community and Economic Development	Longwood University	7/1/2025 - 6/30/2030		1								
Lauren Willis (term continuation)	Senior Administrative & Compliance Officer	Bank of Charlotte County	7/1/2021 - 6/30/2025	1									
Melody Foster (reappt.)		ret. Executive Director, Commonwealth Regional Council	7/1/2025 - 6/30/2030			1							
Rhonda Hodges (reappt.)	Principal and Owner	Hodges Workwise, LLC	7/1/2025 - 6/30/2030	1									
Angie Kellet (new)	Director of Economic Development	Mecklenberg County	7/1/2025 - 6/30/2030				1						
Sheldon Barr	President	VCU Health Community Memorial Hospital	7/1/2023 - 6/30/2027	1									
Robert Bates	Area Manager	Benchmark Community Bank	7/1/2023 - 6/30/2027	1									
Kristin Gee	General Counsel & Corporate Secretary	Kyanite Mining Corporation	7/1/2023 - 6/30/2027	1									
Dr. Amy Griffin	Deputy Executive Director	Virginia Association of School Superintendents	7/1/2023 - 6/30/2027		1								
Dr. Keith Harkins	Vice President - Academic & Workforce Programs	Southside Virginia Community College	7/1/2023 - 6/30/2027		1								
Elizabeth Leggett	Vice President	Leggett Town and Country	7/1/2023 - 6/30/2027	1									
John Parkinson	CEO	Drake Extrusion, Inc.	7/1/2023 - 6/30/2027	1									
Kelly Lanier-Arnold	Senior Program Manager	Microsoft Corporation	7/1/2023 - 6/30/2027	1									
Dale Wagoner	County Administrator	Henry County	7/1/2023 - 6/30/2027						1				
Ilsa Leoser	Principal and Owner	Letterpress Communications	7/1/2023 - 6/30/2027	1									
Subtotal				11	3	2	1	0	1	0	1		
Total Membership Per Bylaws	19	Membership Total		19									
Private Sector as Percentage of Total Membership	58%												





DATE: July 10, 2025

TO: GO Virginia Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to be 'RBD', is placed over the name 'R. Bryan David'.

**RE: GO Virginia Region 4 – Virginia's Gateway Region Site Development
Planning Grant: Preparing the Region for Energy-Intensive Industry**

The GO Virginia Region 4 staff has received a site development planning application from [Virginia's Gateway Region](#) (regional economic development organization). It is a routine regional site development planning grant for all of its member localities to identify and prioritize new sites suitable for public sector industrial park development.

As of July 1st, Brunswick County, along with Greenville County and Emporia, are members of this regional economic development organization. This realignment occurred when Virginia's Growth Alliance was dissolved several months ago. Brunswick County remains a member locality of GO Virginia Region 3, while Greenville County and Emporia continue as members of GO Virginia Region 4.

Based on past practice involving Region 3 and Region 4 localities, Region 3 has been asked to contribute one-ninth of the \$100,000 grant request from our planning grant funds on behalf of Brunswick County. This equals \$11,111. It would be the first draw against Region 3 per capita funds (\$1MM) for FY2025-2026 and would count towards the \$250,000 annual ceiling for planning grants. There are sufficient Region 3 per capita funds available.

This application was received just before the July 4th holiday. Due to this timing, the Chair and Vice Chair have reviewed it, and join me in recommending its approval by the Region 3 Council.

Attached is a copy of the application provided GO Virginia Region 4 staff.

RECOMMENDATION:

Approve per capita planning grant for \$11,111 on behalf of Brunswick County for the planning application submitted by the Virginia's Gateway Region to GO Virginia Region 4.

Virginia's Gateway Region GO Virginia Region 4 Site Development Planning Grant: Preparing the Region for Energy-Intensive Industry

1. Provide an overview of the proposed project, including the primary goals and a description of the specific planning activities to be funded.

The project is designed to facilitate a planning study to identify both as-yet-unknown sites and known sites) that could be appropriate for energy-intensive industries across the Virginia's Gateway Region (VGR) footprint. This work will build on previous extensive work, both with VEDP and by VGR, to identify sites that may be viable for development within the regional footprint in order to characterize these sites and make site improvements. VGR was the recent recipient of a large GO Virginia Site Development grant, which was used to "tier up" numerous properties across the region. To ensure that VGR is best positioned to attract ongoing development and create jobs, it is critical that we continue to keep a robust pipeline of properties available.

Two key factors are informing this new work:

1. The change in VGR's geographical footprint: Three new localities are being added (Emporia, Greensville County, and Buckingham County)¹, and one locality has left the group (Surry County). The planning grant will search for properties across the entire new organizational footprint. To our knowledge, this work has not been done consistently throughout the region, especially for smaller properties. Within the expanded footprint, we believe we can identify numerous new sites.
2. A number of industries that VGR is pursuing, including pharmaceuticals and the surrounding supply chain, energy, data centers, and wood/wood products, are heavy energy users. Our goal is to identify specific properties that are particularly suitable for development for these industries.

For reference, the new VGR footprint has approximately 70 sites identified currently that are 10 acres or more. Our hope is that this planning grant will allow us to identify up to 25 additional sites to include in our site development pipeline, to include specific details surrounding their readiness for heavy energy users. If identified sites are less than 25 acres and determined to be of regional significance or offering extraordinary regional opportunities, VGR will request a waiver of the 25-acre minimum, as per GO Virginia Board Policy #9, for future site characterization or uptiering funding requests. **As part of the project, the work will identify how existing infrastructure and expected infrastructure demands will be impacted, and how site prioritization work will be impacted.**

1

<https://www.einpresswire.com/article/801991276/virginia-s-gateway-region-welcomes-three-new-localities-to-enhance-economic-development-efforts>

We believe this planning grant is a first step; our long-term intention is to apply for additional GO Virginia funding in the future to characterize additional sites and seek further grants to tier up the best identified sites in the Gateway Region.

The initial project will include the following steps:

1. Kick off the project with a stakeholder information gathering session, including regional representatives, government officials, utility representatives, and other regional partners.
2. Collect existing data and create a regional database.
3. Identify the top 10-20 sites which meet key site requirements (size of parcel, availability of utilities, proximity to highways, etc.), then down select to the top 5-10 sites.

See the attached proposal from Timmons group for specific details.

2. Which industry clusters identified in the region's Economic Growth and Diversification Plan does this project support? Explain how the project aligns with the plan's strategies to advance site development in support of these targeted sectors

Because of the significant infrastructure already available within the Gateway Region, VGR is interested in better understanding regional assets and sites that will be helpful in attracting energy-intensive businesses to the region. The US Energy Information Administration finds that manufacturing, mining, construction, and agriculture are the largest industrial energy users². Within these sectors, a number of specific verticals are of interest to VGR, including chemical manufacturing (includes pharmaceutical manufacturing), wood and wood-related products, and energy supply chain manufacturing. Additionally, data centers are a growing, profitable, and energy-intensive industry that VGR would like to attract. The project goal is to increase the number of business-ready sites across the region, particularly in these verticals.

These efforts align with Region 4's latest Growth & Diversification plan³, which identifies Advanced Manufacturing, Information Technology, Logistics, and Bioscience as the four priority clusters, as well as the Virginia Economic Development Partnership's three traded sector industry clusters (Knowledge Work, Manufacturing, and Logistics). VGR's targeted industries align with the Manufacturing and Knowledge Work/IT clusters. Additionally, the project aligns with two key regional talent pathways (information technology and advanced pharmaceutical manufacturing). By using these funds to understand what properties can support heavy energy use, we will better position and prepare VGR to attract firms in these industries.

3. Identify which localities are actively participating in the project and describe each locality's role. At least two localities are required to participate. See the Regional Collaboration and Local

² <https://www.eia.gov/energyexplained/use-of-energy/industry.php#>

³

https://growcapitaljobs.org/wp-content/uploads/2024/01/GROWTH-AND-DIVERSIFICATION-PLAN_REGION-4-1.pdf

Participation guidelines on how to demonstrate regional collaboration through meaningful local participation.

All nine localities within VGR (Cities of Petersburg, Colonial Heights, Hopewell, and Emporia and Brunswick, Dinwiddie, Greensville, Prince George, and Sussex Counties), will participate in the study. Although site identification work has previously been done in some of these areas, VGR believes additional new sites can be identified for development. We are also seeking to formalize site identification efforts across the new VGR communities.

Each community has agreed to contribute funds equally (\$5,555.56 each x 9 communities = \$50,000 match) as local match funding for this project as part of their annual contribution to VGR.

Importantly, we believe that this project is an opportunity to both welcome and support the new VGR communities. Regional cooperation is a hallmark of our organization's work, and this funding will underline that for the new additions. The localities will be true partners in the effort, providing feedback, insight, and funding support. Benefits to the localities will include greater administrative efficiencies, consistent regional marketing of sites, and future plans to advance select sites.

4. Identify all partner organizations involved in the project, including public and private entities. For each partner, describe their role, financial or in-kind commitment, and capacity to fulfill their responsibilities in support of the project.

Partners involved with the project described in this application include:

- VGR as lead applicant, project manager, and financial steward. VGR will provide the match funding (from contributed member funds), coordinate the partners, and execute the grant. VGR has shown, through previous GO Virginia Site Development awarded grants, that the organization is capable of managing the project and attaining defined goals.
- Nine VGR localities (Cities of Petersburg, Colonial Heights, Hopewell, and Emporia and Brunswick, Dinwiddie, Greensville, Prince George, and Sussex Counties). The localities will benefit from the project through the identification of new sites and the resources of a region-wide effort. The localities are providing the funding behind the match as part of their annual contributions to VGR. Each of the nine localities' economic development departments has signalled their support of the project and has provided a match verification form related to funding.
- Timmons Group will be the lead vendor completing the work (see attached proposal). Timmons has done extensive similar work across Virginia and the Gateway Region, including for previous GO Virginia projects, with compelling results and is recognized as an expert in the field across the Commonwealth.

- Virginia Economic Development Partnership (VEDP) has supported past VGR efforts and is supportive of this project. The results of the analysis will contribute to their sites database⁴, improving visibility of opportunities within the region.
- Crater Planning District Commission will advise as needed.
- GO Virginia Region 3. As Brunswick County is part of GO Virginia Region 3, VGR President & CEO Keith Boswell and GO Virginia Region 4 have opened dialogue with leadership there to determine shared costs.

5. List any site advancement activities that have occurred on the property(ies) within the past five years. Include both public and private investments and specify the amount of funding spent on each activity.

No previous grant funding has been used to specifically identify new sites, or sites appropriate for heavy energy users, in the region. However, extensive work has been done to work on making already-known sites more attractive. The previous GO Virginia grant was used to “tier up” ten existing sites from Tier 2 to Tier 4.

6. Has a site characterization report or similar site evaluation been completed for the property(ies)? If yes, indicate the year it was completed. year completed. ATTACHMENT: Upload the Property Information Form (Attachment C) with the application.

No specific sites are being targeted for this planning grant. However, VEDP has done work previously to do general site characterizations of parcels 25 acres and more in the region, and VGR has done site characterizations of additional sites 10-25 acres. This work will form the basis of the analysis by Timmons, as any data center site will require at least 100 acres, and other target industries may also require larger parcels. The work will also look at additional, adjacent plots within the region, to ascertain viability, as well as properties in the newly-joined communities. The work will also specifically look at plots related to suitability for data center and other energy-intensive projects, which have unique needs for site development, and identify any gaps on preferred sites.

7. Has the applicant or any participating locality consulted with VEDP regarding this project? If yes, please identify the VEDP staff member(s) involved in the discussion

VGR's Keith Boswell has discussed the project with Michael Dreiling from VEDP, and VEDP is in support of the effort.

8. Explain how this site was prioritized by the Regional Council over other sites in the region. Describe how the project will address gaps in the region's site inventory and support the advancement of priority sites.

Not applicable, as this request seeks only to identify sites.

⁴ <https://sites.vedp.org/>

9. For privately owned sites, describe any existing contractual agreements between the locality (or its EDA/IDA) and the property owner that authorizes site advancement activities.

ATTACHMENT: Upload a draft or executed agreement with the private property owner(s), if available.

Not applicable at this time.

10. Explain how this planning effort will support future site development activities, including potential implementation of future grant requests. Describe the expected path for further uptiering of the site as a result of this project.

VGR views this site planning grant as step one; at the end of the project, we will have identified the top 5-10 sites suitable for high energy users. The next step will be to secure funding for site characterization, and then additional funding for tiering up key sites. By involving all nine localities at the earliest stage of the project, VGR has gained financial and other support for the effort. The localities are aware of the planned path of the project (site identification and prioritization, site characterization, site uptiering) and have signalled support for the work. Additionally, the localities are aware that additional funding will be needed to progress the sites selected for further work to business readiness.

11. Provide an overview of the total project budget, including the sources and uses of all funds. Identify the amount and sources of required matching funds and describe how those contributions will be applied to project activities. If the project includes previously incurred public or private investments, specify the dates, purposes, and dollar amounts of those expenditures.

a. Are any additional funds (public or private) or in-kind contributions serving as leverage or the project? If so, what are the sources/uses for these funds?

The proposal will ask for \$100,000 to cover the costs of the activities outlined above. This includes \$14,000 for project management, \$45,000 for data collection and GIS database development, and \$40,000 for identification of top 10-20 sites. A small (\$1,500) Region 4 management fee will be included. Match of \$50,000 will be provided by VGR, using \$5,555.56 from each of the nine localities' annual contributions to VGR. Match funding will be used primarily for staff costs related to the project, plus for other related costs such as contractor costs and project management costs.





DATE: July 10, 2025

TO: GO Virginia Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to be 'RBD', is placed over the name 'R. Bryan David'.

RE: GO Virginia Region 3 Policy #9: Electronic Meeting Participation

In 2022, the Virginia General Assembly approved, and Governor Youngkin signed amendments allowing advisory public bodies to meet electronically under certain circumstances if a quorum is not physically present at the meeting place.

A requirement of the code provision (§2.2-3708.3, Code of Virginia) requires each GO Virginia Region Council to readopt its electronic meeting policy annually.

Attached is the Region 3 Council's Policy #9 setting forth this policy.

RECOMMENDATION:

Adopt Policy #9, entitled *Members Participating by Electronic Means*, as drafted.



REGION 3 COUNCIL POLICY #9

TITLE: MEMBERS PARTICIPATING BY ELECTRONIC MEANS

EFFECTIVE DATE: September 1, 2022

POLICY STATEMENT: The GO Virginia Region 3 Council is subject to the provisions of §2.2-3708.3 of the Code of Virginia, as amended. This code section provides the conditions and procedures for Region 3 Council members to participate, under certain conditions, at public meetings through electronic communication means from remote locations.

POLICY:

- I. The Region 3 Council, Executive Committee, or a Council Committee may permit a member to attend a meeting through electronic communication means under the following circumstances and provided that the Council member has notified the Chair of the Council, Executive Committee, or Council Committee on or before the day of a meeting that they are unable to attend the meeting due to:
 - i. A temporary or permanent disability or other medical condition that prevents the member's physical attendance. For purposes of determining whether a quorum is physically assembled, an individual member of a public body who is a person with a disability as defined in Virginia Code §51.5-40.1 and uses remote participation counts toward the quorum as if the individual was physically present;
 - 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. For purposes of determining whether a quorum is physically assembled, an individual member of a public body who is a caregiver for a person with a disability and uses remote participation counts toward the quorum as if the individual was physically present; or,
 - iii. a personal matter that prevents the member's physical attendance. If a member cannot attend the meeting due to a personal matter, the member must identify with specificity the nature of the personal matter.
- II. The Region 3 Council, Executive Committee, or a Council Committee may also permit a member to attend a meeting through electronic communication means if, on the day of the meeting, a member notifies the chair that such member's principal residence is more than sixty (60) miles from the meeting location identified in the required notice for such meeting.
- III. To constitute an in-person meeting, a quorum of the Council, Executive Committee, or Council Committee must be physically assembled at the meeting location identified in the required notice for such meeting.



IV. If participation by a member through electronic communication means is approved pursuant to Virginia Code § 2.2-3708.3., the public body holding the meeting shall record in its minutes the remote location from which the member participated; however, the remote location need not be open to the public and may be identified in the minutes by a general description. The minutes shall also reflect that the member participated through electronic communication means due to:

- i. A temporary or permanent disability or other medical condition that prevented the member's physical attendance;
- ii. A family member's medical condition that required the member to provide care for such family member, thereby preventing the member's physical attendance;
- iii. A personal matter that prevents the member's physical attendance and the nature of the personal matter is to be include in the meeting minutes with specificity; or,
- iv. The member's principal residence is more than 60 miles from the meeting location.

If the absent member's remote participation is disapproved because such participation would violate any part of this policy, such disapproval shall be recorded in the Board's or Committee's minutes with specificity.

V. Participation by the absent member due to a personal matter shall be limited in each calendar year to two (2) meetings or 25 percent (25%) of the meetings of the Council, Executive Committee, or Council Committee which the member belongs rounded up to the next whole number, whichever is greater.

VI. The Council, Executive Committee, or Council Committee will make arrangements for the voice of the absent member to be heard by all persons in attendance at the primary or central meeting location.

VII. This policy shall be applied strictly and uniformly, without exception, to the entire membership and without regard to the identity of the member requesting remote participation or the matters that will be considered or voted on at the meeting.

APPROVAL AND REVIEW: This Council policy was updated and approved on 7/16/2025.

SUPERSESSION: Policy #9 Effective Date September 11, 2022.

REGION 3 COUNCIL CHAIRMAN: Lauren Willis

PROGRAM DIRECTOR'S REPORT



DATE: July 10, 2025

TO: GO Virginia Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to be 'RBD', is written over the 'FROM:' line.

RE: Pending Projects Report

The GO Virginia State Board approved these pending Region 3 projects on June 10th:

- **SOVA Fab Lab_SOVA Innovation Hub**

-this project establishes a fabrication laboratory at the SOVA Innovation Campus, serving as a catalyst by creating a dedicated space where entrepreneurs, businesses, and community members can develop prototypes, test concepts, and bring innovative ideas to market. Further, the project will provide hands-on technical skills training aligned with industry needs in advanced manufacturing, digital fabrication, and emerging technologies.

-the GO Virginia State Board approved this project at its meeting on June 10th.

-the budget for the project is:

\$ 510,000 GO Virginia Region 3 Per Capita (2 semi-trucks/trailers, IT equipment, and classroom equipment)

Match met (2:1 and 20% local match waiver requested):

\$ 150,000 Microsoft and SOVA Innovation Hub (salary for FTE_Program Manager)
110,000 MBCC Development LLC (owner_801 Wilborn Ave.)

\$ 260,000 Total Matching Funds

\$ 770,000 Total Project Budget

- **Southside Virginia Occupational Training Facility Project_Southside Virginia Community College Foundation**

This strategic initiative represents a significant advancement in our region's workforce development efforts, building upon our established partnership with the Southside Virginia Community College, which has consistently demonstrated excellence in implementing previous Region 3 grants. The project directly addresses critical workforce needs in our priority sectors:

Information Technology
Advanced Manufacturing

Telecommunication Services
Transportation and Logistics



GO Virginia
Region 3 Council
July 10, 2025
Page 2

-the GO Virginia State Board approved this project at its meeting on June 10th.

-the budget for the project is:

\$ 570,000	GO Virginia Region 3 Per Capita (2 semi-trucks/trailers, IT equipment, and classroom equipment)
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Match met (2:1 and 20% local):

\$ 133,200	US Economic Development Administration (construction grant)
<u>151,800</u>	Nottoway County (donated land value)

\$ 285,000 Total Matching Funds

\$ 855,000 Total Project Budget

RECOMMENDATION:

For the Region 3 Council's information. No action is needed.





DATE: July 10, 2025

TO: GO Virginia Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to be 'RBD', is placed over the name 'R. Bryan David'.

RE: 2025 GO Virginia Region 3 Growth & Diversification Plan Update

The 2025 Growth & Diversification Plan update continues, and the Advisory Committee held its most recent meeting on June 16th.

Liz Povar will provide a report on the Growth & Diversification Plan update at the Region 3 Council meeting on July 16th.

Background information:

The Advisory Committee members include:

- Elizabeth Leggett (Region 3 Council)
- Melody Foster (Region 3 Council)
- Lauren Willis (Region 3 Council)
- Randy Lail (Region 3 Council)
- Robert Bates (Region 3 Council)
- Dale Wagoner (Region 3 Council)
- Sheldon Barr (Region 3 Council)
- James Houchins (Director of Economic Development/Tourism_Patrick County)
- Jessica Dalton (Vice President of Workforce Services_Danville Community College)
- Dr. Chip Jones (Superintendent_Cumberland County Public Schools)
- Whitney Hawkins (Workforce Development Coordinator_VCU Memorial Health CMH)

Jen Cox Carne, Director of Local and Community Relations at Longwood University, is preparing the economic data analysis.

RECOMMENDATION:

For the Region 3 Council's information. No action is needed.





DATE: July 10, 2025

TO: Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to be 'RBD', is placed over the name 'R. Bryan David'.

RE: GO Virginia Region Council Committee Report

The Regional Council Committee most recently met on May 29th. Randy Lail, representing the GO Virginia Region 3 Council, was in attendance.

Attached is a slide presentation given during the meeting.

RECOMMENDATION:

For the Region 3 Council's information. No action is needed.



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

Regional Council Committee Meeting

May 29, 2024



VIRGINIA DEPARTMENT OF HOUSING
AND COMMUNITY DEVELOPMENT
Partners for Better Communities



Planning Grant Analysis - Purpose



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

- Governance and Policy (G&P) Committee reviewing Board Policy #3 in response to JLARC Recommendation
- Amend current policy on planning grant caps
 - \$250,000 threshold per region
 - \$100,000 maximum award per grant request
- Regional Council Committee review results to inform any future decision making



1. Main Question?

- Are planning grants leading to implementation?

2. Define Effective?

- Any Measurable Future Project Impact

3. Compile The Data with Assumptions

- Best Estimate of Results of Within and Outside of Program



Planning Grant Analysis - How



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

Phase 1. GO Virginia Team Exploration

Project Name	Subgrantee	Type of Per Capita (if applicable)	Strategy	Program Year	Date of Award	\$ Award	
CampusRVA	Southeastern Institute of Research (SIR) and ChamberRVA	ECB	Workforce Development	FY18	8/14/2018	\$100,000	The CampusRVA initiative will serve as a marketplace, both online and in-person, for potential employees. Based on the successful CampusPhilly model, supporting the region's goal of retaining Virginia's recent college graduates.
CCAM Business Plan	Commonwealth Center for Advanced Manufacturing (CCAM)	ECB	Workforce Development	FY19	6/24/2019	\$50,000	The CCAM Business Plan creates a ready-to-implement plan for the region. The plan will: 1) increase high school to community college dual enrollment opportunities with CCAM's university members, and 4) outline the manufacturing educational services.
Richard Bland College Aeronautics Program	Richard Bland College of William & Mary	ECB	Workforce Development	FY19	12/9/2019	\$50,000	Richard Bland College has created a business plan to develop key credentials in small Unmanned Aerial Systems (UAS). The certificate Pilot License and equip them to fill high-demand jobs in the region. Virginia Commonwealth University has increased the capacity and is throughout the Greater Richmond area and the Virginia Gateway Region's existing tech talent educational programs and help expand include: 1) cataloging and mapping the Region's existing digital eco and close gaps, 3) developing proposals for expanded partnership universities and 4) creating strategies to facilitate innovation across the region.
Developing Region 4's Tech Talent Pipeline	Virginia Commonwealth University	ECB	Workforce Development	FY20	4/17/2020	\$100,000	Virginia Commonwealth University has developed a pharmaceutical. This plan supports the commercialization of a new pharmaceutical. 4. The strategic plan will include a market analysis, workforce need applications.
VCU Pharmaceutical and Chemical Engineering Commercialization	Virginia Commonwealth University College of Engineering	ECB	Cluster Scale-Up	FY20	4/17/2020	\$100,000	The Greater Richmond Partnership has developed a comprehensive sectors within the Greater Richmond subregion. This plan identifies and manufacturing, and provides targeted initiatives designed to attract businesses and educational institutions. By focusing on these sectors, the region can become a hub for innovation and economic growth.
Greater Richmond Cluster Analysis	Greater Richmond Partnership	ECB	Cluster Scale-Up	FY24	4/25/2024	\$87,500	

Phase 2. Regional Support Organization Feedback

Project Name	Area	Grant Type	Subgrantee	Grant \$	Match	Paid	COMPETITIVE
Accomack-Northampton Sewer & Sites Study	Site Development & Infrastructure	Planning	Accomack Northampton PDC	\$65,000	\$65,000	\$65,000	No implementation funds requested. Was used to elevate site infrastructure requirements to become eligible for VBRSP
HR Coalition for Talent Development	Workforce Dev.	Planning	HR Workforce Council	\$99,705	\$100,000	\$99,437.60	Led to \$663,696 to support HRWC Talent Pipeline Program
TheGIG (Gather Innovate Grow) Initiative	Startup Ecosystem	Planning	Eastern Shore Foundation	\$85,816	\$142,443	\$83,959	Continued to be sustained with private support for two years following grant end date
Campus757	Workforce Dev.	Planning	HR Workforce Council	\$91,532.62	96,500	\$91,532.62	Led \$500,000 to set up Campus757 in 2021

Phase 3. Performance Closeout Report (Planning)

All of the research and information gathered and tracked can be used for future grants most likely a competitive application request. We are not currently working on that request at this point but continue to expand our work in Ignite and continue to offer all of the components that have been previously implemented.

This will only apply to an Enhanced Capacity Building, Broadband or Sites Planning grant.



Planning Grant Analysis - Data



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

115

Total Planning
Grants Reviewed

29 or 25%

Created Future
Project Impact –
Within Program
Funding

12 or 11%

Created Future
Project Impact –
Outside of Program
Funding

41 or 36%

Created Future
Project Impact –
Total Planning Grants

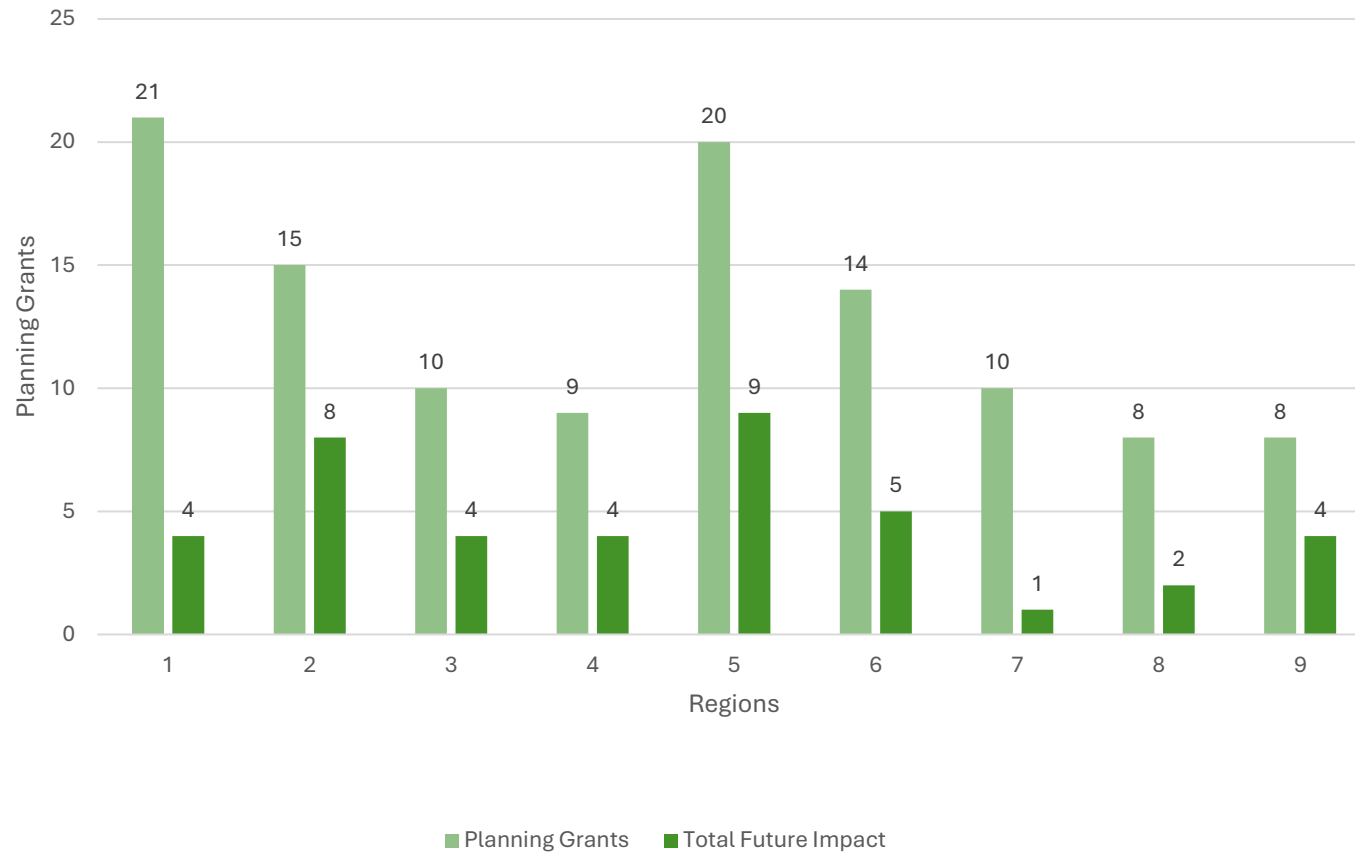


Planning Grant Analysis - Graphs



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

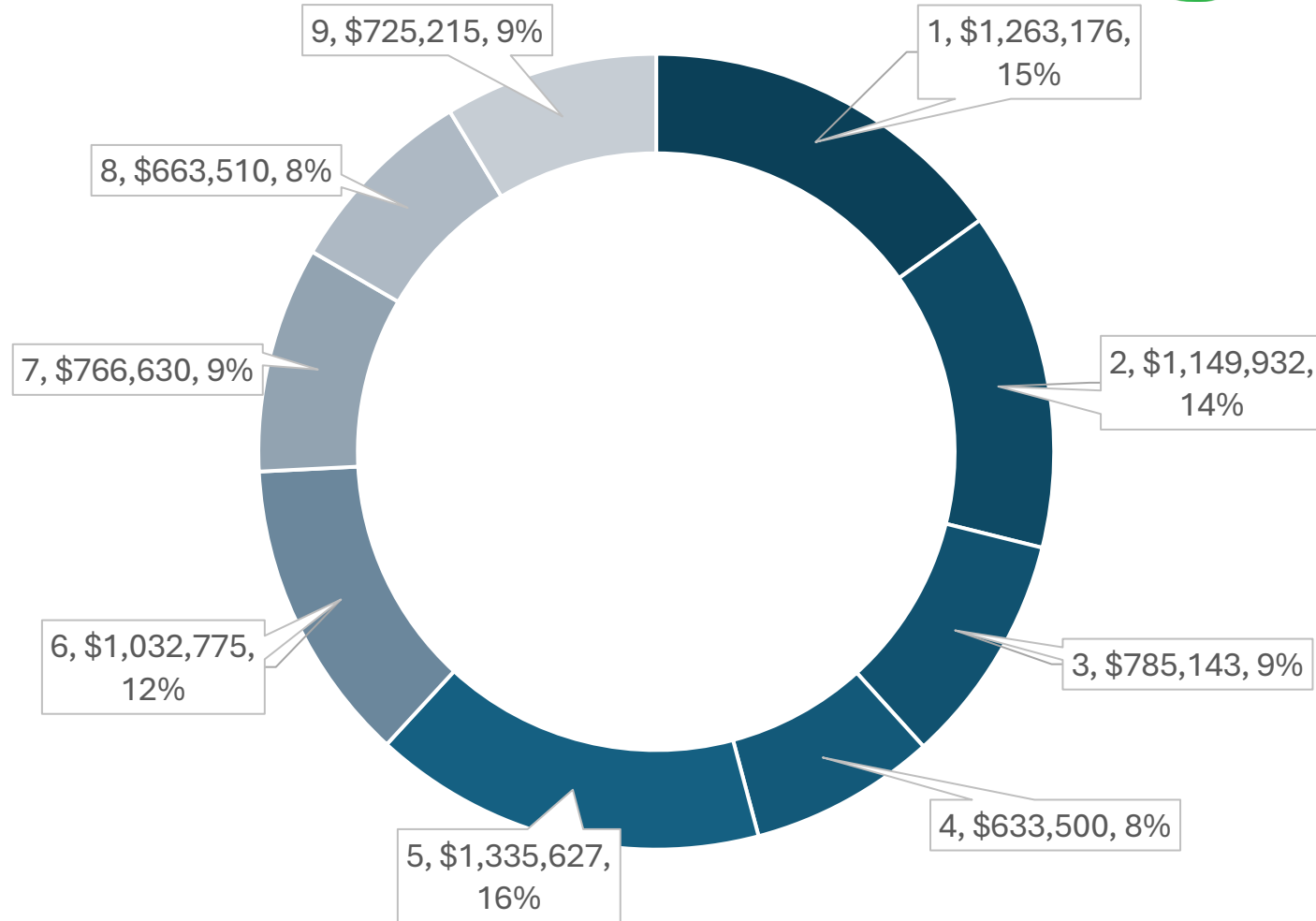
Total Future Project Impact From Planning Grants By Region
(2018 – 2025)





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

Planning Grant Total Funding By Region (2018 – 2025)



OPPORTUNITIES FOR FURTHER COLLABORATION WITH VEDP

May 2025

VEDP AND GOVA ARE WORKING CLOSELY TOGETHER BUT OPPORTUNITY EXISTS FOR FURTHER COLLABORATION

Industry strategies (Growth and Diversification Plans)

- **Aligned focus:** VEDP has dedicated sector teams that are targeting very similar industries to GOVA regions
- **Deep industry insights:** Sector team staff interact with industry nearly every day
- **Communicating value proposition:** Together we can strengthen the value proposition for a given region to improve business development efforts
- **Custom analysis:** Sector teams conduct detailed analysis of Virginia's competitiveness to pitch our strengths to businesses and to identify growth opportunities and

Initiative development and grant applications

- **Ecosystem building:** Industry insights drive initiatives and investment to enhance Virginia's competitiveness
- **Application development:** VEDP staff often serve as subject matter experts on GOVA grant applications and can support application development

Site Development

- **Market insights:** VEDP's Real Estate Solutions (RES) team recommends properties for hundreds of projects a year
- **Development expertise:** The RES staff have decades of public and private sector experience in site development
- **Energy solutions:** This has become a critical decision factor for recent projects and VEDP has developed significant insight

Talent strategies

- **Leadership:** VEDP recently hired Megan Healy serve as our first SVP of Talent and Workforce Strategy
- **Talent ecosystem:** Megan is charged with securing stakeholder alignment on a statewide talent strategy and strengthen Virginia's talent ecosystem
- **Sector-specific solutions:** Meeting the talent needs of core sectors and crafting talent solutions for specific projects are top priorities

GO VIRGINIA REGIONAL TARGET INDUSTRIES ARE CLOSELY ALIGNED WITH VEDP’S

VEDP Core Sector		GOVA 1	GOVA 2	GOVA 3	GOVA 4	GOVA 5	GOVA 6	GOVA 7	GOVA 8	GOVA 9
Knowledge Work	Software & Cybersecurity	X	X			X	X	X	X	
	Business Services			X	X	X	X	X	X	X
	Financial Services			X	X			X	X	X
	Aerospace and Defense Innovation					X				
Manufacturing	Advanced Materials	X	X	X	X	X	X		X	X
	Food & Beverage	X		X			X		X	X
	Pharmaceuticals		X	X	X				X	X
	Logistics	X			X	X	X	X	X	

Crosswalk from VEDP Core Sectors to GOVA Target Industry Classifications¹

- **Advanced Materials** = Chemical Products, Metalworking Technology, Advanced Materials, Plastics and Rubber Products
- **Food & Beverage** = Animal Processing, Beverage (Alcoholic and Non-Alcoholic), Food Processing
- **Aerospace and Defense Innovation**= Unmanned Systems and Autonomy
- **Pharmaceuticals** = Pharmaceuticals Manufacturing
- **Software & Cybersecurity** = Computer Systems and Software Design, Cybersecurity
- **Business Services** = Computer Services, Consulting Services, Engineering Services, Marketing, Design, and Publishing
- **Financial Services** = Financial Services
- **Logistics** = Shipping Services, Transportation, Warehousing

SECTOR TEAMS ENGAGE WITH BUSINESSES TO HIGHLIGHT VIRGINIA'S STRENGTHS AND SUPPORT INITIATIVES TO FURTHER STRENGTHEN OUR COMPETITIVENESS

Industry Location Factors: Software and Cybersecurity

Primary

Talent Pipeline

- Availability of quality talent for in-demand business and financial services occupations
- Strong presence of anchor companies (e.g., Fortune 500) & adjacent companies (e.g., subsidiaries)

Living Environment

- Amenity-rich communities with vibrant cultural & recreational assets to attract/retain workers
- Access to affordable housing and childcare
- Access to public transit and commercial air service

Labor Supply

- Affordability of labor
- Local talent supply in medium-sized low-cost regions (priority for Business Services)

Secondary

Taxes, Permitting, and Regulation

- Total operating cost competitiveness, non-labor (e.g., incentives, taxes)
- Cost is a higher priority for Business Service companies than Financial Services

Infrastructure

- Available, attractive office space
- Broadband access required

Innovation

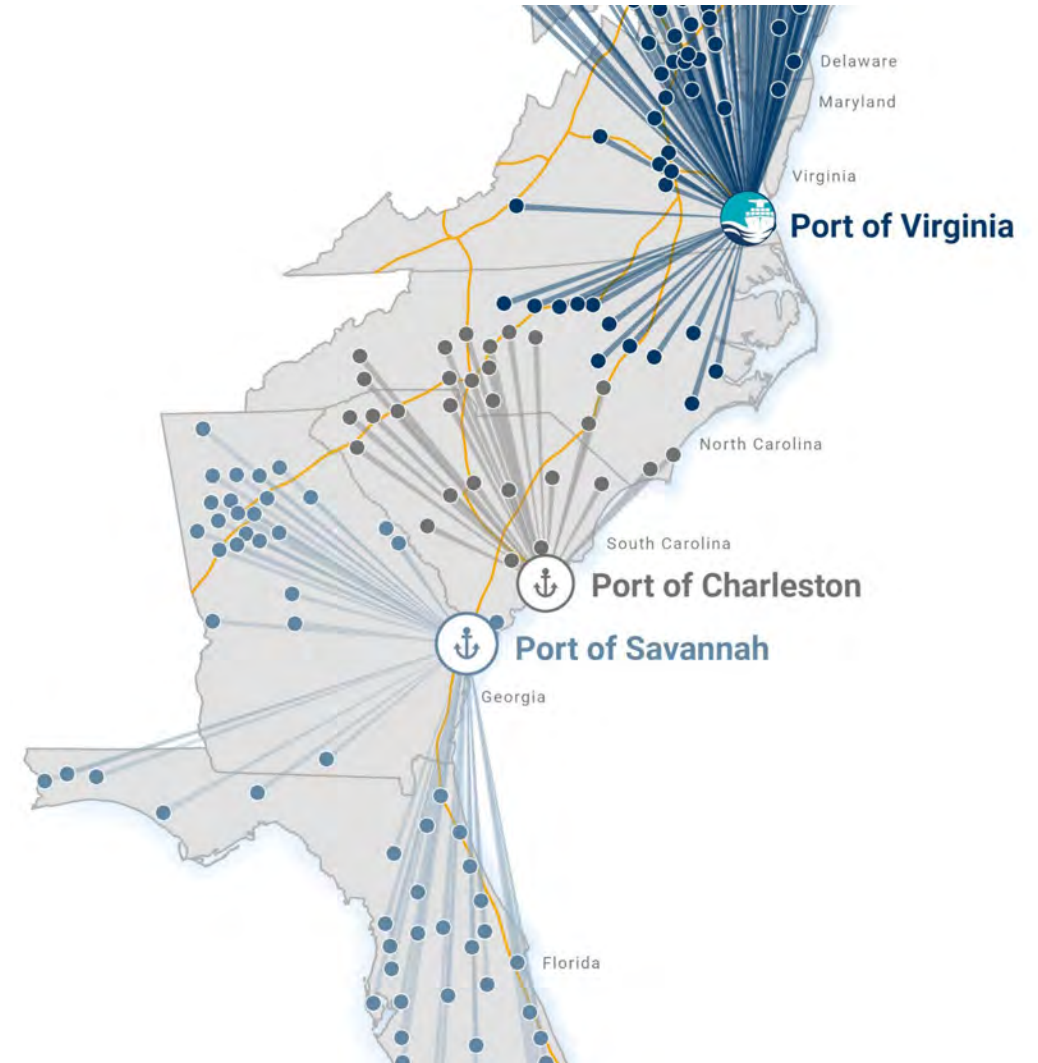
- Access to R&D to bolster innovation and competitiveness
- Ability of local companies to attract VC investment and other resources for startups
- Streamlined ability to access and commercialize university research

CUSTOM ANALYSIS SUPPORTS VIRGINIA'S VALUE PROPOSITION AND KEY INITIATIVES

Testing locations in Virginia and competitive states with supply chain models evaluates location impacts on supply chain costs

- Data sources include client-provided, publicly available, and third-party databases
- Modeling process:
 - Baseline optimization of existing network
 - Compare baseline to possible scenarios
 - Virginia location(s) test
 - Grow, reduce, or reconfigure network
- Goal: Best network for the client
 - Uncompetitive Virginia scenarios are an acceptable result
 - Know which projects are best, which are a stretch, and which are unfavorable

Focus effort and resources on projects that are a strong fit for both the prospect *and* Virginia



EVALUATION OF VIRGINIA’S COMPETITIVENESS FOR CORE SECTORS DRIVES ECOSYSTEM BUILDING INITIATIVES

Investments in specific logistics solutions will enhance Virginia’s competitiveness for Core Sectors

Sector	High Value	Just-In-Time Inventory	Temperature Controlled	Limited Usable Period (Shelf Life)	Sensitive Requires Special Handling
Aerospace & Defense Manufacturing	✓	✓			✓
Advanced Materials	✓	✓			✓
Batteries	✓		✓		✓
Biopharmaceuticals	✓		✓	✓	✓
Data Centers	✓	✓			✓
Food & Beverage Processing	✓	✓	✓	✓	✓
Maintenance, Repair & Overhaul (MRO)	✓	✓			✓
Semiconductors	✓	✓			✓
Automotive (Including EV)	✓	✓			✓

EVALUATION OF MANUFACTURING TRENDS GENERATES OPPORTUNITIES FOR REGIONS

Industry trends and insights for GOVA Region 6

Related Sub Sectors

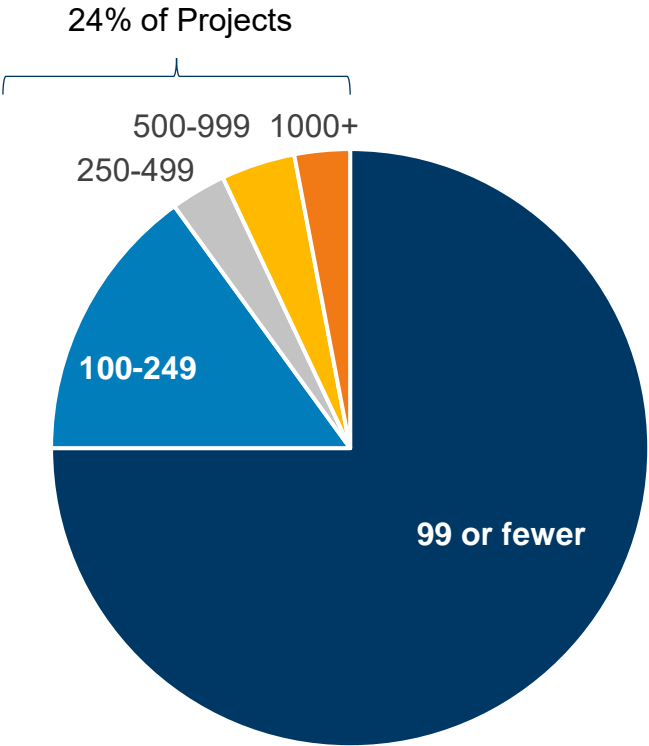
- Metals is growing: 2021 Infrastructure bill drove up demand for metals & related manufacturing; vertical has outpaced chemicals and plastics in the Southeast due to greater concentration of existing automotive & aerospace ecosystem and supply chain
- Plastics is flat: Consolidation and instability in resin prices. However, still activity in Canadian companies exploring US expansion & recent tariffs appear to exempt imports of some plastic resins, including polyethylene, polypropylene and PET.
- Seafood processing is flat: Sustained Mid-Atlantic legacy, its future is threatened by invasive species
- Since 2017, 2/3 of all VEDP assisted projects have been expansions of existing facilities
 - 2024: 54% of Virginia manufacturing announcements were expansion projects
 - Data reflects long-term value and growth for a VA manufacturing location

Opportunities For The Region

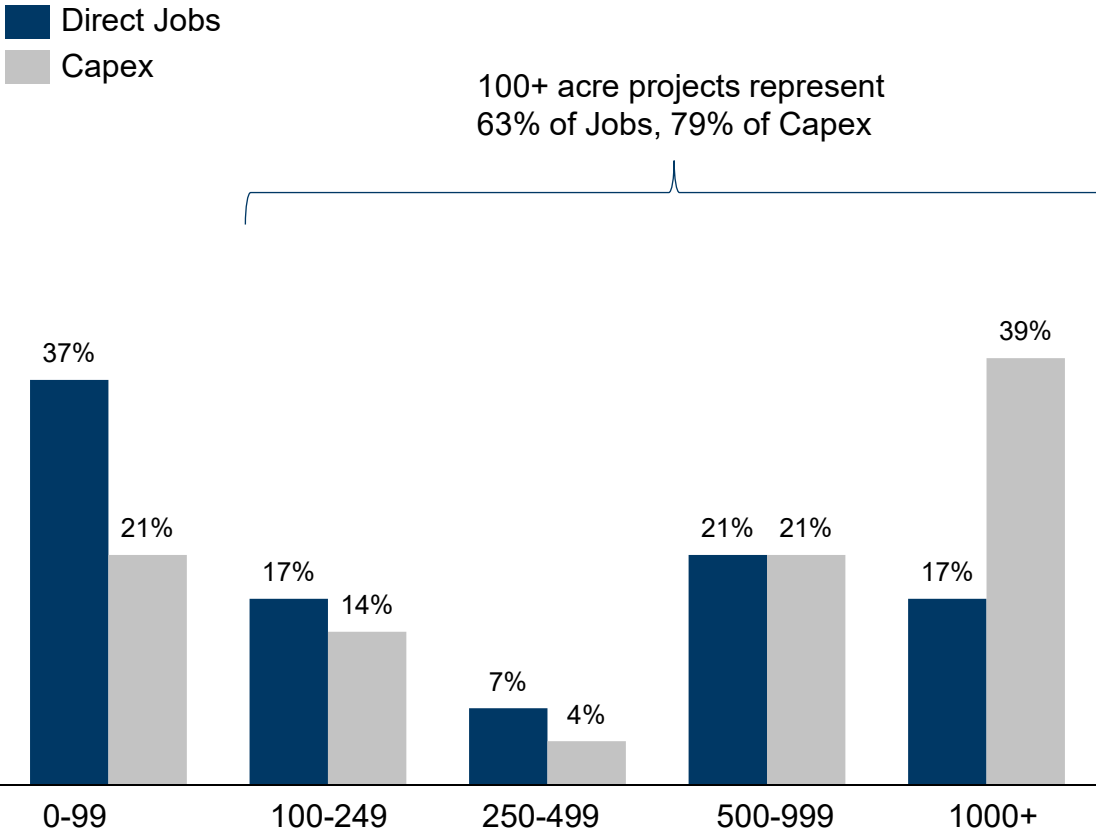
- Low hanging fruit: Support existing manufacturers
- Assembly / finishing manufacturing projects: Easier transferable skills, lower barriers to entry, limited credentials / degree and willingness of manufacturers to train on the job
- Leverage existing seafood processing industry
 - Reduce invasive threat: Growth opportunity to build Blue Catfish Industry
 - Growth in related ecosystem: Supplements, petfood, cosmetics and packaging manufacturing
 - VDACS leading way to build overseas market

VEDP GATHERS INSIGHTS REGARDING MARKET DEMAND AND OPPORTUNITIES FROM SITE REQUEST DATA (EX. LARGE SITES ARE CRITICAL FOR GROWTH)

2021 - 2024 VEDP site search requests by project acreage

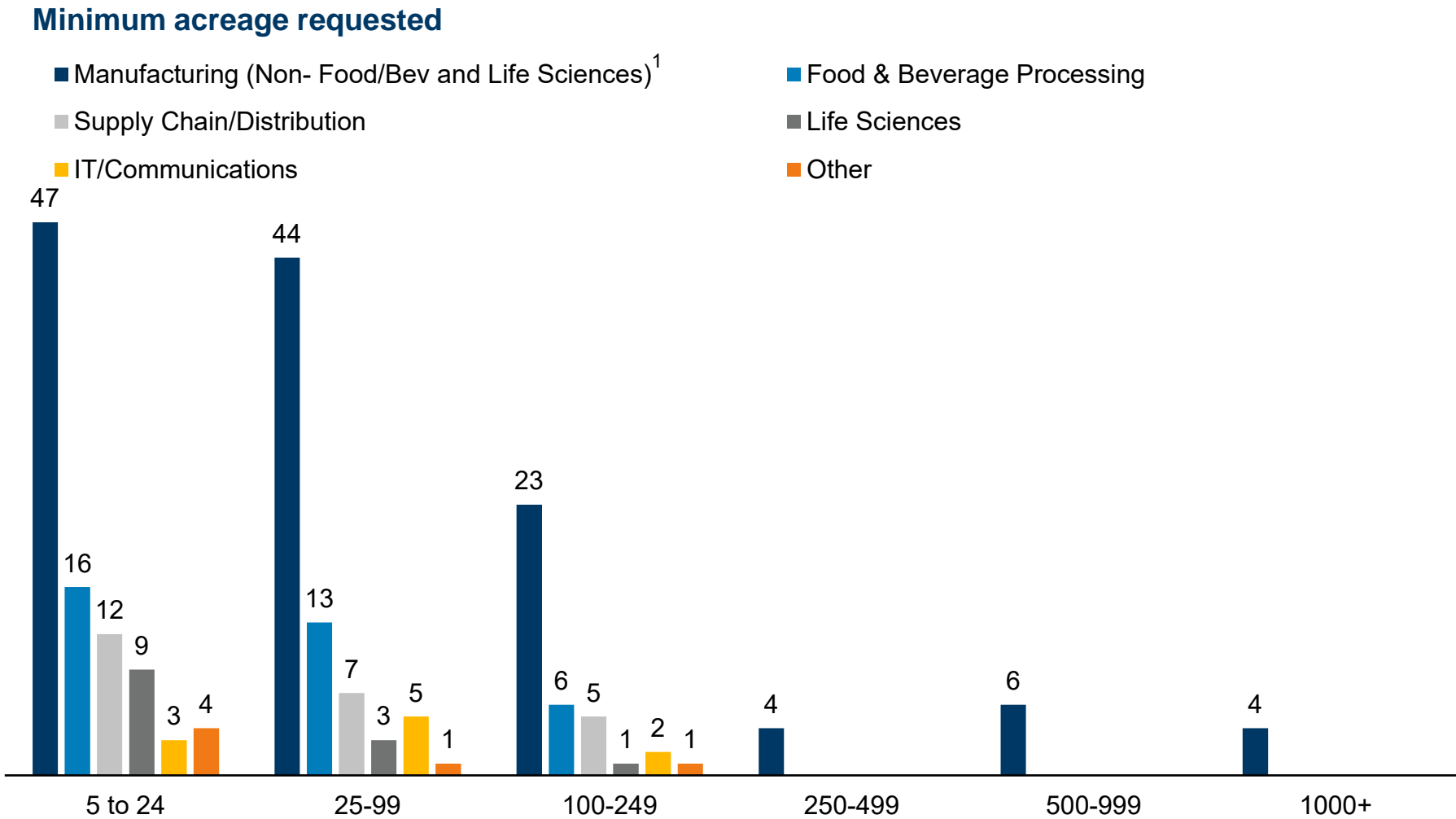


Potential jobs and capex by est. project acreage¹



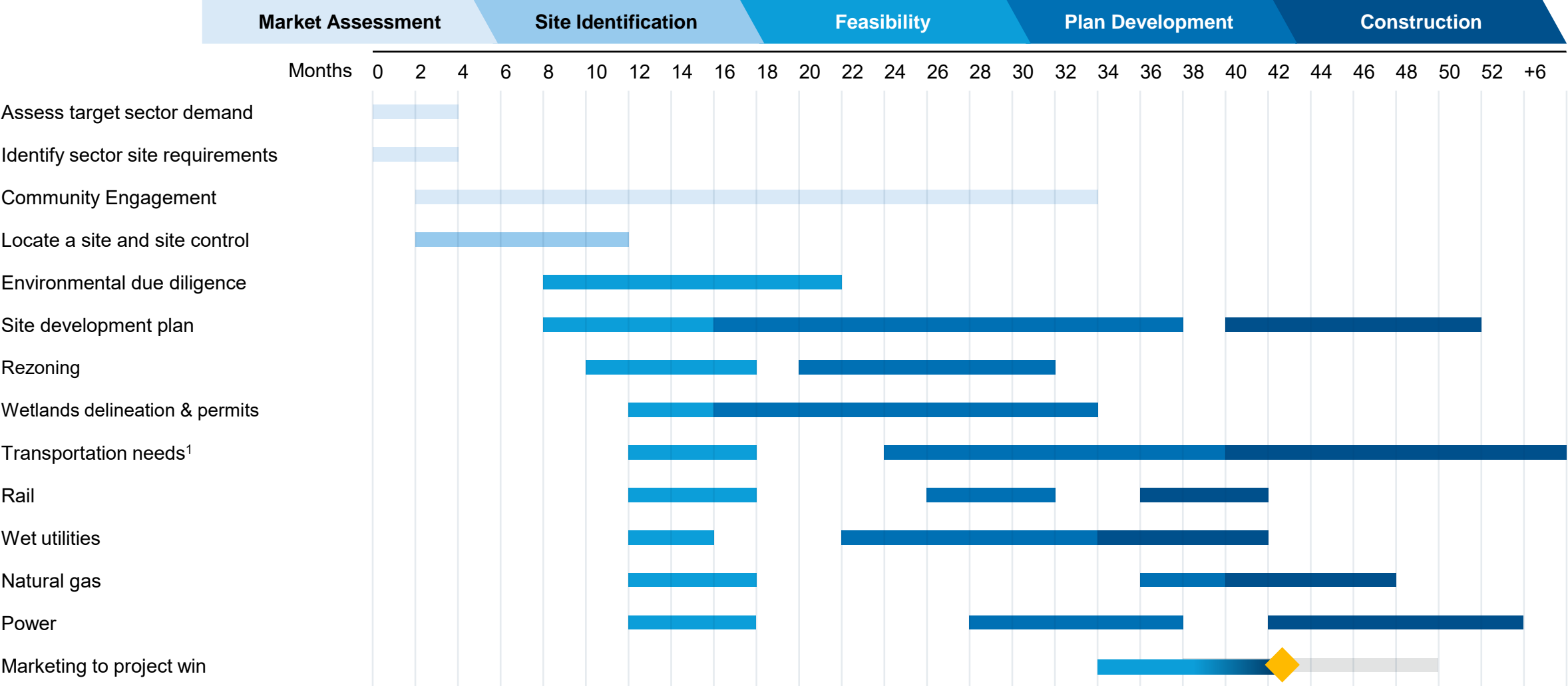
Source: VEDP site search request data, VEDP analysis

WHILE MOST PROJECT REQUESTS ARE FOR SMALLER SITES, THERE IS UNMET DEMAND FOR SITES 100 ACRES OR LARGER



1. Manufacturing (Non Food and Beverage or Life Sciences) – Advanced Materials, Aerospace, Wood Products, and Automotive projects

SITE DEVELOPMENT ROADMAP: THE SITE DEVELOPMENT IS COMPLICATED WITH MULTIPLE WORKFLOWS TO MAKE A SITE MARKET READY



Note: This is a representative list for a large or complex site and timelines or specifics may vary significantly

¹Includes: Roads, Transit, etc.

VEDP IS IN THE EARLY STAGES OF EFFORTS TO SUPPORT THREE STRATEGIC FOCUS AREAS FOR TALENT (PRELIMINARY, NOT EXHAUSTIVE)

Strategy	Initiative
Cross-cutting	<ul style="list-style-type: none">▪ Launch a comprehensive Top State for Talent strategy (VEDP and Virginia Works)▪ Expand internship opportunities through revisions to VTOP (business grants now at VEDP)▪ Increase awareness of and employer participation in internships across Virginia (SCHEV and VEDP)
Retain and attract talent	<ul style="list-style-type: none">▪ Develop and execute a statewide talent retention and attraction marketing campaign▪ Increase veteran talent retention and attraction (VEDP, DVS)
Develop talent and align to employer needs	<ul style="list-style-type: none">▪ Execute and communicate VOEE's priority deliverables to increase awareness of VOEE's insights▪ Convene cross-government working group to drive in-state retention of cyber talent/promote career readiness▪ Promote private sector insights in curriculum development▪ Enable tracking of internship data▪ Develop preliminary custom talent solutions for transformational sites (VEDP, higher ed and workforce partners)
Unlock individual potential by reducing barriers	<ul style="list-style-type: none">▪ Support the stand-up of the Workforce Housing Investment Program at Virginia Housing (DHCD, Virginia Housing)▪ Deepen alignment between site development and housing development strategies (VEDP, Virginia Housing)

PLEASE DO NOT HESITATE TO CONTACT US ABOUT HOW WE CAN COLLABORATE

Topic Area	Contact	Email
Manufacturing	Chris Burger, Assistant Vice President	Cburger@vedp.org
Knowledge Work	Audrey Polk, Assistant Vice President	Apolk@vedp.org
Logistics	Femi Popoola, Director	Fpopoola@vedp.org
Site Development	Abigail Patterson, Sites and Buildings Manager	Apatterson@vedp.org
Talent and Workforce	Megan Healy, Senior Vice President	Mhealy@vedp.org
Strategy and Policy	David Devan, Senior Vice President	Ddevan@vedp.org





DATE: July 11, 2025

TO: Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to be 'RBD', is placed over the name 'R. Bryan David'.

RE: GO Virginia Region Council Staffing Transition

The Executive Committee discussed a staffing transition concept proposed by the Program Director during a closed session at its meeting on June 18th. If agreeable to the Region 3 Council, a formal transition plan would be developed and presented at the Region 3 Council's meeting on January 21, 2026. The transition plan would entail reassigning duties and responsibilities among current staff members within the existing compensation budget.

The Executive Committee members and the Program Director will present the concept in closed session to the Region 3 Council at the July 16th meeting.

RECOMMENDATION:

For the Region 3 Council's information. No action needed.