

EDUCATION COMMITTEE



· In-Person Meeting ·

AGENDA
EDUCATION COMMITTEE

The Bristol Hotel
115 Country Music Way, Bristol, VA 24201

Tuesday, May 20, 2025
12:30 P.M.

If participating in the meeting by phone, dial: **1-332-249-0607** and enter access code: **800 384 124#**.

The Commission will not change the method by which it chooses to meet without providing a new meeting notice that is in accordance with the Virginia Freedom of Information Act. If you experience problems calling in, please contact: **Warren Bryson** at **(804) 894-9659**, **wbryson@revitalizeva.org** or **Roz Stein** at **(804) 894-9651**.

Welcome and Call to Order	<i>Ms. Amanda Cox, Chair</i>
Call of the Roll	<i>The Honorable James Campos, Executive Director</i>
Introduction	<i>The Honorable James Campos, Executive Director</i>
Approval of <u>1/6/2025</u> Minutes <i>(published on website)</i>	<i>Ms. Amanda Cox, Chair</i>
Public Comment	
Workforce Financial Aid Grants	<i>Ms. Emily Van Pelt, Grants Assistant-Southern</i>
Competitive Education Grants	<i>Ms. Sarah Capps, Southern Regional Director</i> <i>Ms. Sara Williams, Southwest Regional Director</i>
Extensions and Modifications	<i>Ms. Sarah Capps, Southern Regional Director</i>
Large Animal Veterinary Incentive Program	<i>Mr. Stephen Versen, Deputy Director</i>
Other Business	<i>The Honorable James Campos, Executive Director</i>
Adjournment	

Virginia Tobacco Region Revitalization Commission
Education Committee – May 20, 2025

Workforce Financial Aid for the FY2025-26 School Year

The Education Committee will meet at 12:30pm on May 20, 2025, to consider the following Workforce Financial Aid (WFA) proposals.

The FY25 Commission budget has \$2.2 million available to support Workforce Financial Aid grants in the 2025-26 school year. Staff requested that institutions apply for workforce financial aid needs based on two tier levels:

- Tier I Requests: Community Colleges where the majority of the student population is from TRRC localities may apply for up to \$240,000. Tier I institutions include the following Community Colleges: Central Virginia, Danville, Mountain Empire, Patrick & Henry, Southside Virginia, Southwest Virginia, Virginia Highlands, and Wytheville.
- Tier II Requests: Community Colleges without a majority of TRRC localities in service area, and Higher Education Centers in the region may apply for up to \$100,000. Tier II Community Colleges and Higher Education Centers include Brightpoint, New River, Virginia Western; New College Institute, Southern Virginia Higher Education Center, and Southwest Virginia Higher Education Center.

Staff received 10 applications totaling \$2,110,000 (\$1,060,000, Southern Virginia; \$1,050,000, Southwest Virginia).

Applicants were instructed to align their requests with the Commission's four funding priority areas. Below is an excerpt from the 2025-2026 WFA Guidelines:

Funding Priorities and Application Requirements: The Commission's four funding priorities for the WFA Program are listed on the next page in ranked order. Applicant institutions must use WFA funding for all eligible students in a higher priority category program before using WFA funding for other eligible students in a lower priority category.

Category	Program	Definition	Required for Submission
1	Workforce Credentials*	Short term, non-credit certificates approved by VCCS under Fast Forward Training Program	<ul style="list-style-type: none"> List of all short-term, noncredit workforce credential training requested for scholarship support under Category 1
2	Non-G3 Eligible Programs in STEM-H and Advanced Manufacturing	For Credit Certificates, Diplomas, Degrees in STEM-H and Advanced Manufacturing fields not eligible for G3 program. DO NOT INCLUDE DUAL ENROLLMENT HERE (see Category #4)	<ul style="list-style-type: none"> List of all Non-G3 STEM-H and Advanced Manufacturing, requested for scholarship support under Category 2 Total amount of scholarship funding requested for Non G3-Eligible Programs that are for non-dual enrollment students.
3	G3 Eligible Programs in STEM-H and Advanced Manufacturing	For Credit Certificates, Diplomas, Degrees in STEM-H and Advanced Manufacturing fields eligible for G3 program. DO NOT INCLUDE DUAL ENROLLMENT HERE (see Category #4)	<ul style="list-style-type: none"> List of all G3-Eligible programs requested for scholarship support under Category 3 Total amount of scholarship funding requested for G3-Eligible Programs for non-dual enrollment students.
4	Dual Enrollment Programs in IT and Advanced Manufacturing	For Credit Certificates, Diplomas, Degrees in IT and Advanced Manufacturing fields targeted to high school students in 9 th -12 th grade who meet the admissions requirements of the college.	<ul style="list-style-type: none"> List of all Information Technology and Advanced Manufacturing programs requested for scholarship support under Category 4 Total amount of scholarship funding requested for programs that are for dual enrollment students.
5	High-demand occupations (to be approved by TRRC)	For Credit Certificates, Diplomas, Degrees. Non STEM-H or Advanced Manufacturing. Limited to two (2) specific areas of study (General Studies degrees not eligible).	<ul style="list-style-type: none"> List of programs under Category 5 Total amount of scholarship funding requested for specified high demand programs. Must include documentation of employer demand.
6	Testing Fees	50% of fees for first time credential certification testing administered by a third party for Students in for-credit programs for STEM-H or Advanced Manufacturing fields.	<ul style="list-style-type: none"> List of credential tests to be supported under Category 6 Total amount of scholarship funding requested for defined students. Limited to total of \$24,000 for Tier I/ \$10,000 Tier II

* For Students receiving FastForward Workforce Credential funding, TRRC will support one-sixth of the cost of training program and certification (half of one-third share the student is responsible for), with the remainder to be covered by FFWC and potentially state FANTIC funds or other sources. However, TRRC will allow up to 50% tuition reimbursement for FFWC-eligible training cohorts conducted during periods when FFWC funding is not available due to state funding limitations. When requesting reimbursement, documentation should include the date FFWC funds were exhausted or limited by Virginia Community College System.

TRRC staff will recommend awards to applicant institutions that allocate funding to higher funding priority categories before allocating funding to lower priority categories. Staff will not recommend awarding funds for applications that allocate funds to lower priority categories without documented employer demand.

Eligible uses of WFA: WFA support shall be used only for tuition and mandatory fees. WFA funds may not be used for books, transportation and other expenses.

Staff Comments:

All requests comply with the Committee's long-standing objectives of providing last-dollar assistance to students working to obtain a nationally-recognized workforce or academic credential. The schools that propose to use WFA funding for Priority #4 programs provided evidence of regional employer demand for certain types of jobs relevant to a corresponding credential/program.

The requests anticipate serving a total of 2,162 students and resulting in the issuance of 1,980 credentials being issued in the 2025-2026 school year. The proposals also estimate matching funds of more than \$4.8 million for students receiving TRRC support and students in TRRC scholarship priority areas.

Staff recommends approval of the requests as summarized on the following pages, for last-dollar Workforce Financial Aid for Tobacco Region residents in the 2025-26 school year, contingent on the following conditions:

- **Matching Funds:** Grantees must provide at least dollar-for-dollar matching funds.
- **Documentation Requirements:**
 - Grantees must report, on an individual student basis, the full distribution of all financial aid and/or other funding used to meet that student's financial responsibility for tuition and mandatory fees. This documentation may be marked "confidential" to protect student privacy, and the Commission asks that any other sensitive data (such as security numbers, student health or disability status, etc.) be redacted. Grantees are expected to work with the college's financial aid office to track scholarship commitments through the People Soft system.
 - Support for testing fees for individual students must be authenticated via third party expense documentation.
 - Grantees must report the program/major for each scholarship recipient in order for TRRC staff to validate eligibility under the approved category.
- **Dual Enrollment:** Dual Enrollment funding will be limited to regional high school program offerings at community college facilities. These scholarship funds will be limited to Advanced Manufacturing and Information Technology career programs. At least fifty percent 50% match must be provided toward Dual Enrollment tuition and fees.
- **Credential Testing Fees:** Support is limited to students in for-credit STEM-H and Advanced Manufacturing programs who qualify at or below the 500% poverty level (see next page for chart), or have a Student Aid Index (SAI) number at or below the ranges as specified in the chart on the next page. This funding will support 50% of the fees for the first testing attempt for the student, and for one attempt per student per credential. Support is limited to third-party certifications that are required for the student to be eligible for employment in their field. Total support for this purpose is limited to \$24,000 for Tier I institutions, and \$10,000 for Tier II.
- **Poverty Level Income Requirements:** Grantees will limit scholarships for G3 Eligible and Non-G3 Eligible for credit programs to students with family income up to 500% of Poverty Level for their family size (see next page for chart), or have a Student Aid Index (SAI) number at or below the ranges as specified in the chart on the next page. Grantees must work with the college's financial aid office in order to verify income eligibility and to track scholarship commitments through the People Soft system.
- **Final Reimbursement:** Grantees must submit final reimbursement request no later than October 31st following the end of the academic year.

Federal Poverty Guidelines:

TRRC utilizes the U.S. Federal Poverty Guidelines issued annually by the U.S. Department of Health and Human Services (HHS) to determine financial eligibility for its WFA programs. HHS Poverty Guidelines for 2025 are below.

2025 Poverty Guidelines: 48 Contiguous States (for Virginia):

Persons in family/household	Poverty guideline	500% of Poverty Guideline
1	\$ 15,650	\$ 78,250
2	\$ 21,150	\$ 105,750
3	\$ 26,650	\$ 133,240
4	\$ 32,150	\$ 160,750
5	\$ 37,650	\$ 188,250
6	\$ 43,150	\$ 215,750
7	\$ 48,650	\$ 243,250
8	\$ 54,150	\$ 270,750
Each additional person	\$ 5,500	\$ 27,750

Student Aid Index:

For colleges utilizing the FAFSA’s Student Aid Index numbers to determine financial eligibility, SAI eligibility thresholds for most financial aid are to the right.

Keep in mind that these figures are estimates. This chart assumes that assets are zero, and student income is zero.

AGI	SAI Number			
	1 Dependent	2 Dependents	3 Dependents	4 Dependents
\$30,000	\$0	\$0	\$0	\$0
\$32,500	\$0	\$0	\$0	\$0
\$35,000	\$0	\$0	\$0	\$0
\$37,500	\$0	\$0	\$0	\$0
\$40,000	\$0	\$0	\$0	\$0
\$42,500	\$1,680	\$0	\$0	\$0
\$45,000	\$2,122	\$0	\$0	\$0
\$47,500	\$2,564	\$0	\$0	\$0
\$50,000	\$3,066	\$1,504	\$0	\$0
\$52,500	\$3,448	\$2,387	\$0	\$0
\$55,000	\$3,890	\$2,387	\$0	\$0
\$57,500	\$4,332	\$2,829	\$1,410	\$0
\$60,000	\$4,774	\$3,271	\$1,852	\$0
\$62,500	\$5,216	\$3,713	\$2,294	\$0
\$65,000	\$5,703	\$4,155	\$2,736	\$0
\$67,500	\$6,205	\$4,597	\$3,178	\$1,598
\$70,000	\$6,752	\$5,039	\$3,620	\$2,040
\$72,500	\$7,334	\$5,502	\$4,062	\$2,482
\$75,000	\$7,953	\$6,004	\$4,504	\$2,924
\$80,000	\$9,334	\$7,101	\$5,396	\$3,808
\$85,000	\$10,883	\$8,314	\$6,364	\$4,660
\$90,000	\$12,517	\$9,558	\$7,374	\$5,448
\$95,000	\$14,170	\$10,965	\$8,513	\$6,328
\$100,000	\$15,824	\$12,614	\$9,792	\$7,332
\$105,000	\$17,477	\$14,267	\$11,235	\$8,463
\$110,000	\$19,130	\$15,920	\$12,889	\$9,734
\$115,000	\$20,783	\$17,573	\$14,542	\$11,167
\$120,000	\$22,437	\$19,227	\$16,195	\$12,820
\$125,000	\$24,090	\$20,880	\$17,848	\$14,474
\$130,000	\$25,743	\$22,533	\$19,501	\$16,127
\$135,000	\$27,396	\$24,186	\$21,155	\$17,780
\$140,000		\$25,839	\$22,808	\$19,433
\$145,000		\$27,493	\$24,461	\$21,087
\$150,000			\$26,114	\$22,740
\$155,000			\$27,768	\$24,393
\$160,000				\$26,046
\$165,000				\$27,699

Req #	Organization	Project Title	Request Amount	Staff Rec
Southern Virginia				
4342	Central Virginia Community College Educational Foundation, Inc.	CVCC Workforce Financial Aid 2025-2026	\$240,000	\$240,000
4359	Danville Community College Educational Foundation, Inc.	DCC Educational Foundation Workforce Financial Aid 2025-2026	\$240,000	\$240,000
4361	Patrick & Henry Community College Foundation	P&HCC 2025-2026 Workforce Financial Aid	\$240,000	\$240,000
4360	Southside Virginia Community College Foundation	Investing in Southside Students	\$240,000	\$240,000
4358	Virginia Western Community College Educational Foundation Inc	Workforce Financial Aid and Community College Access Program for Franklin County	\$100,000	\$100,000
Southwest Virginia				
4344	Mountain Empire Community College	MECC WORKS	\$240,000	\$240,000
4345	New River Community College Educational Foundation	Floyd County - Access to Community College Education (ACCE)	\$90,000	\$90,000
4357	Southwest Virginia Community College	2025-2026 Tobacco WFA Scholarship Grant	\$240,000	\$240,000
4367	Virginia Highlands Community College Educational Foundation	Virginia Highlands Community College Workforce Financial Aid Program	\$240,000	\$240,000
4368	Wytheville Community College	Wytheville Community College Forging Futures Scholarship Program	\$240,000	\$240,000

Total (10 Applications) \$2,110,000 \$2,110,000

Southern Virginia

**Central Virginia Community College Educational Foundation, Inc.
 CVCC Workforce Financial Aid 2025-2026 (#4342)
 \$240,000.00 Requested**

Anticipated Results							
Program Summary			Unduplicated # of Students Completing in School Year:				
TRRC Priority	TRRC \$ Requested	# of Students Served	Career Studies Certificates (CSC)	Certificates (CERT)	Diplomas (DIPL)	Associates (AAS)	Total
Workforce Credentials	\$80,000.00	50	0	45	0	0	45
Non-G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$65,000.00	30	17	0	9	0	26
G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$85,000.00	40	23	10	4	0	37
Dual Enrollment Programs in IT and Advanced Manufacturing	\$0.00	0	0	0	0	0	0
High-demand occupations (to be approved by TRRC)	\$0.00	0	0	0	0	0	0
Testing Fees	\$10,000.00	25	11	0	0	0	11
Total	\$240,000.00	145	51	55	13	0	119

Match: \$240,000 from other state and federal sources.

Staff Comments: CVCC’s service area includes Appomattox, Bedford, and Campbell Counties. CVCC also services students from ten other TRRC localities, in part, because of specialized degree program opportunities. A detailed list of programs to be supported under each TRRC Category was provided to support 120 students. CVCC is allocating \$10,000 for Testing Fees for 25 students which may support Advanced Manufacturing certifications for NCCER, NOCTI (Precision Machining), MSI, AWS, NIMS, OSHA; Information Technology certifications for CompTIA, CISCO; and Healthcare certifications including Advanced EMT, Paramedic, Medical Laboratory Technician, Radiological Technician, Respiratory Therapy Technician. Reimbursement of 50% of testing fees are available under this category. Anticipated results represents data from Fall 2024 and will increase for an entire school year.

Staff Recommendation: Staff recommends a \$240,000 grant award.

Danville Community College Educational Foundation, Inc.
DCC Educational Foundation Workforce Financial Aid 2025-2026 (#4359)
\$240,000.00 Requested

Anticipated Results							
Program Summary			Unduplicated # of Students Completing in School Year:				
TRRC Priority	TRRC \$ Requested	# of Students Served	Career Studies Certificates (CSC)	Certificates (CERT)	Diplomas (DIPL)	Associates (AAS)	Total
Workforce Credentials	\$100,000.00	100	80	0	0	0	80
Non-G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$70,000.00	35	0	0	1	7	8
G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$70,000.00	35	0	1	2	7	10
Dual Enrollment Programs in IT and Advanced Manufacturing	\$0.00	0	0	0	0	0	0
High-demand occupations (to be approved by TRRC)	\$0.00	0	0	0	0	0	0
Testing Fees	\$0.00	0	0	0	0	0	0
Total	\$240,000.00	170	80	1	3	14	98

Match: \$240,000 from other state and federal sources.

Staff Comments: DCC services the City of Danville, Pittsylvania County and Halifax (western) Counties. A detailed list of programs supported under each Priority Category was provided. Anticipated results are based on the 2024-2025 school year.

Staff Recommendation: Staff recommends a \$240,000 grant award.

Patrick & Henry Community College Foundation
P&HCC 2025-2026 Workforce Financial Aid (#4361)
\$240,000.00 Requested

Anticipated Results							
Program Summary			Unduplicated # of Students Completing in School Year:				
TRRC Priority	TRRC \$ Requested	# of Students Served	Career Studies Certificates (CSC)	Certificates (CERT)	Diplomas (DIPL)	Associates (AAS)	Total
Workforce Credentials	\$14,000.00	18	0	17	0	0	17
Non-G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$24,000.00	30	6	0	0	15	21
G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$115,562.50	80	9	12	0	20	41
Dual Enrollment Programs in IT and Advanced Manufacturing	\$75,195.00	53	8	2	0	15	25
High-demand occupations (to be approved by TRRC)	\$0.00	0	0	0	0	0	0
Testing Fees	\$11,242.50	180	35	25	0	20	80
Total	\$240,000.00	361	58	56	0	70	184

Match: \$401,772 from other state and federal sources.

Dual Enrollment:

- Welding CSC
- Mechatronics CSC

Staff Comments: P&HCC services the City of Martinsville, Henry, Patrick, and southern Franklin Counties. A detailed list of programs to be supported under each TRRC Category was provided for 128 students. P&HCC coordinates with Martinsville and Henry County school system on Dual Enrollment offerings at the Media Technology (MET) campus for an additional 53 students. Testing Fees for 180 students are requested for AWS, and IT Certifications at 50% of fees for first time credential certification as stated in the RFP. Anticipated results are based on the 2024-2025 school year.

Staff Recommendation: Staff recommends a \$240,000 grant award.

Southside Virginia Community College Foundation
Investing in Southside Students (#4360)
\$240,000.00 Requested

Anticipated Results							
Program Summary			Unduplicated # of Students Completing in School Year:				
TRRC Priority	TRRC \$ Requested	# of Students Served	Career Studies Certificates (CSC)	Certificates (CERT)	Diplomas (DIPL)	Associates (AAS)	Total
Workforce Credentials	\$25,000.00	20	0	20	0	0	20
Non-G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$5,000.00	3	0	0	0	3	3
G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$50,000.00	18	0	5	0	13	18
Dual Enrollment Programs in IT and Advanced Manufacturing	\$160,000.00	150	150	150	0	0	300
High-demand occupations (to be approved by TRRC)	\$0.00	0	0	0	0	0	0
Testing Fees	\$0.00	0	0	0	0	0	0
Total	\$240,000.00	191	150	175	0	16	341

Match: \$240,000 from other state and federal sources.

Dual Enrollment:

- Welding
- Information Technology
- HVAC
- Electricity

Staff Comments: SVCC services Brunswick, Buckingham, Charlotte, Cumberland, Greenville, Halifax (eastern), Lunenburg, Mecklenburg, Nottoway, and Prince Edward Counties; and the City of Emporia. A detailed list of programs to be supported in each category was provided. Staff notes that the highest need for WFA support is to support dual enrollment tuition for high school students. SVCC works with 10 public school systems, and 3 private schools if there is interest (Brunswick Academy, Kenston Forest School and Fuqua School) for providing dual enrollment opportunities at SVCC campus/satellite campus locations in Emporia, Kingsville, South Boston and South Hill.

Staff Recommendation: Staff recommends a \$240,000 grant award.

Virginia Western Community College Educational Foundation Inc (#4358)
Workforce Financial Aid and Community College Access Program for Franklin County
\$100,000.00 Requested

Anticipated Results							
Program Summary			Unduplicated # of Students Completing in School Year:				
TRRC Priority	TRRC \$ Requested	# of Students Served	Career Studies Certificates (CSC)	Certificates (CERT)	Diplomas (DIPL)	Associates (AAS)	Total
Workforce Credentials	\$12,822.00	24	0	31	0	0	31
Non-G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$0.00	0	0	0	0	0	0
G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$74,704.00	39	12	0	0	8	20
Dual Enrollment Programs in IT and Advanced Manufacturing	\$0.00	0	0	0	0	0	0
High-demand occupations (to be approved by TRRC)	\$12,474.00	6	3	2	0	3	8
Testing Fees	\$0.00	0	0	0	0	0	0
Total	\$100,000.00	69	15	33	0	11	59

Match: \$133,372 from other state and federal sources.

High-Demand Occupations:

- Business Management AAS
- Culinary Arts AAS
- Professional Catering CSC
- Culinary Arts: ADV Foodservice CSC
- Culinary Arts: Baking and Pastry CSC
- Culinary: Cake Production and Decorate CSC

Staff Comments: VWCC serves Franklin and Bedford counties at its Roanoke location. A detailed list of programs to be supported was provided for each category.

Staff Recommendation: Staff recommends a \$100,000 grant award.

Southwest Virginia

Mountain Empire Community College

MECC WORKS (#4344)

\$240,000.00 Requested

Anticipated Results							
Program Summary			Unduplicated # of Students Completing in School Year:				
TRRC Priority	TRRC \$ Requested	# of Students Served	Career Studies Certificates (CSC)	Certificates (CERT)	Diplomas (DIPL)	Associates (AAS)	Total
Workforce Credentials	\$20,000.00	20	0	0	0	0	0
Non-G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$40,000.00	20	15	0	0	0	15
G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$146,000.00	130	50	35	0	35	120
Dual Enrollment Programs in IT and Advanced Manufacturing	\$0.00	0	0	0	0	0	0
High-demand occupations (to be approved by TRRC)	\$10,000.00	24	10	0	0	10	20
Testing Fees	\$24,000.00	50	10	20	0	20	50
Total	\$240,000.00	244	85	55	0	65	205

Match: \$2,782,025.15 from other state and federal sources.

High-Demand Occupations:

- Education Career Pathways
 - Early Childhood Development – Early Childhood
 - Early Childhood Development – Special Needs
 - Education
- Police & Corrections Science Career Pathways
 - Law Enforcement Management and Supervision
 - Police Science
 - Corrections Management and Supervision
 - Corrections Science

Staff Comments: The MECC service area includes Lee, Scott, Wise, and Dickenson (partial) counties and the City of Norton. All required information was provided including a list of programs to be supported under this category. The majority of funding (\$216,000) will be used to provide tuition assistance for 194 students. The application also allocated \$24,000, the maximum allowed for Priority 6, to support testing fees for 50 students.

Staff Recommendation: Staff recommends a \$240,000 grant award.

New River Community College Educational Foundation
Floyd County - Access to Community College Education (ACCE) (#4345)
\$90,000.00 Requested

Anticipated Results							
Program Summary			Unduplicated # of Students Completing in School Year:				
TRRC Priority	TRRC \$ Requested	# of Students Served	Career Studies Certificates (CSC)	Certificates (CERT)	Diplomas (DIPL)	Associates (AAS)	Total
Workforce Credentials	\$0.00	0	0	0	0	0	0
Non-G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$35,000.00	20	0	5	0	15	20
G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$35,000.00	20	0	5	0	15	20
Dual Enrollment Programs in IT and Advanced Manufacturing	\$0.00	0	0	0	0	0	0
High-demand occupations (to be approved by TRRC)	\$20,000.00	10	0	3	0	7	10
Testing Fees	\$0.00	0	0	0	0	0	0
Total	\$90,000.00	50	0	13	0	37	50

Match: \$90,000 from other state and federal sources

High-Demand Occupations:

- Police/Criminal Justice/Forensic Science
- Business Management and Administration

Staff Comments: All required information, including a list of programs to be supported under each category, was provided. All funds will be used to provide tuition assistance to recent graduates of Floyd County High School (classes of 2024 and 2025). Floyd County is the only TRRC region county included in NRCC’s service region.

Staff Recommendation: Staff recommends a \$90,000 grant award.

Southwest Virginia Community College
2025-2026 Tobacco WFA Scholarship Grant (#4357)
\$240,000.00 Requested

Anticipated Results							
Program Summary			Unduplicated # of Students Completing in School Year:				
TRRC Priority	TRRC \$ Requested	# of Students Served	Career Studies Certificates (CSC)	Certificates (CERT)	Diplomas (DIPL)	Associates (AAS)	Total
Workforce Credentials	\$35,000.00	24	0	13	11	0	24
Non-G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$54,500.00	28	12	0	0	16	28
G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$126,500.00	52	32	9	0	11	52
Dual Enrollment Programs in IT and Advanced Manufacturing	\$0.00	0	0	0	0	0	0
High-demand occupations (to be approved by TRRC)	\$0.00	0	0	0	0	0	0
Testing Fees	\$24,000.00	358	120	50	10	178	358
Total	\$240,000.00	462	164	72	21	205	462

Match: \$240,000 from other state and federal sources

Staff Comments: The SWCC service area includes Buchanan, Dickenson (partial), Russell, and Tazewell counties. All required information was provided including a list of programs to be supported under each category. The application allocates \$24,000 to provide testing fee assistance for 358 students in a variety of healthcare, information technology, and advanced manufacturing programs. The costs of these tests range from \$75 to \$506. Tuition assistance will be provided to 104 students enrolled in Priority 1-3 programs.

Staff Recommendation: Staff recommends a \$240,000 grant award.

Virginia Highlands Community College Educational Foundation
Virginia Highlands Community College Workforce Financial Aid Program (#4367)
\$240,000.00 Requested

Anticipated Results							
Program Summary			Unduplicated # of Students Completing in School Year:				
TRRC Priority	TRRC \$ Requested	# of Students Served	Career Studies Certificates (CSC)	Certificates (CERT)	Diplomas (DIPL)	Associates (AAS)	Total
Workforce Credentials	\$36,000.00	48	0	48	0	0	48
Non-G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$0.00	0	0	0	0	0	0
G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$142,610	100	60	0	0	40	100
Dual Enrollment Programs in IT and Advanced Manufacturing	\$0.00	0	0	0	0	0	0
High-demand occupations (to be approved by TRRC)	\$61,390	92	60	0	0	32	92
Testing Fees	\$0.00	0	0	0	0	0	0
Total	\$240,000.00	240	120	48	0	72	240

Match: \$240,000 from other state and federal sources

High-Demand Occupations:

- Education Career Pathways
 - Education
 - Early Childhood Development
 - Early Childhood Development – Infant and Toddler
 - Early Childhood Development – Special Needs
- Law Enforcement Career Pathways
 - Corrections
 - Foundations of Criminal Justice
 - Law Enforcement
 - Criminal Justice

Staff Comments: The VHCC service area includes the City of Bristol, Washington County, and part of Smyth Counties. The applicant provided all required information, including a list of programs to be supported under each category.

Staff Recommendation: Staff recommends a \$240,000 grant award.

Wytheville Community College

Wytheville Community College Forging Futures Scholarship Program (#4368)

\$240,000.00 Requested

Anticipated Results							
Program Summary			Unduplicated # of Students Completing in School Year:				
TRRC Priority	TRRC \$ Requested	# of Students Served	Career Studies Certificates (CSC)	Certificates (CERT)	Diplomas (DIPL)	Associates (AAS)	Total
Workforce Credentials	\$36,000.00	30	0	30	0	0	30
Non-G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$45,000.00	30	10	5	5	10	30
G3 Eligible Programs in STEM-H and Advanced Manufacturing	\$75,000.00	55	30	3	2	20	55
Dual Enrollment Programs in IT and Advanced Manufacturing	\$10,000.00	10	10	0	0	0	10
High-demand occupations (to be approved by TRRC)	\$50,000.00	25	5	0	0	20	25
Testing Fees	\$24,000.00	80	0	80	0	0	80
Total	\$240,000.00	230	55	118	7	50	230

Match: \$276,000 from other state and federal sources.

Dual Enrollment:

- Industrial Maintenance
- Welding

High-Demand Occupations:

- Criminal Justice/Corrections Science
- Education

Staff Comments: The WCC service area includes Bland, Carroll, Grayson, Smyth (partial), and Wythe counties and the City of Galax. All required information was provided including a list of programs to be supported under each category. Dual Enrollment funds will support students enrolled in Industrial Maintenance and Welding programs. The application allocates \$216,000 for tuition assistance serving 150 students and \$24,000 for testing fee assistance for 80 students. Support for testing fees will be limited to students enrolled in 8 healthcare programs. The cost of exams for these programs ranges from \$145 to \$1,815.

Staff Recommendation: Staff recommends a \$240,000 grant award.

**FY25 Competitive Education
Staff Summaries & Recommendations
May 20, 2025**

The Commission received 3 applications for the February 19, 2025, application deadline of the FY25 Competitive Education Program – 2nd Round. The Education Committee will act on these applications at its meeting scheduled for May 20, 2025, at 12:30 p.m. The applications are grouped by category.

Req #	Organization	Project Title	Request Amount	Staff Rec.
Post-Secondary Programs with a focus in STEM-H				
4327	Medical Solutions Academy	Medical Solutions Academy LPN to RN Expansion Project	\$222,222	\$160,000
Workforce Training Programs				
4331	Danville Church & Community Tutorial Program	Empowering Students Through Tutoring for Academic Growth	\$202,950	No Award
4326	Southwest Virginia Higher Education Center Foundation	Southwest Virginia Registered Apprenticeship Expansion Program	\$252,000	\$252,000

TOTAL (3 requests) \$677,172

**FY25 Competitive Education (2nd Round)--
Amount Available & Award Recommendations \$500,000 \$412,000**

Post-Secondary Programs with a focus in STEM-H

Medical Solutions Academy

Medical Solutions Academy LPN to RN Expansion Project (#4327)

\$222,222 Requested

Project Summary: Medical Solutions Academy seeks funding through the FY2025 Competitive Education Program to support the immediate implementation of its LPN to RN Expansion Project. With the increasing demand for registered nurses and the limited availability of accessible educational pathways, this project will bridge the gap by equipping a new facility under construction with the necessary resources to launch an LPN-to-RN transition program. The requested funding will facilitate essential classroom and lab equipment purchases, faculty hiring, and curriculum implementation to ensure the program is operational within the next 6-12 months. This project will directly address regional healthcare workforce shortages and provide career advancement opportunities for Licensed Practical Nurses (LPNs) seeking to become Registered Nurses (RNs).

Matching Funds:

- \$222,222 Medical Solutions Academy – tuition revenues or grant funder contributions
- \$350,000 Bank loan for purchase of building in 2024

Project Outputs:

- 30 Licensed Practical Nurses enrolled and 22 to attain Registered Nurse certification annually

Staff Comments:

Medical Solutions of America Inc (dba: Medical Solutions Academy) is a vocational school in Danville established in 2011 that received its IRS determinations as a nonprofit the following year. Medical Solutions Academy (MSA) serves students in the City of Danville, and in Pittsylvania, Halifax and Henry Counties.

Grant funds are requested by MSA to support start-up costs for a LPN to RN transition program providing accelerated and flexible options including hybrid learning (online and in person). MSA has a track record of delivering healthcare programs graduating between 100 and 150 students annually. Their curriculum has expanded over the years with programming including Medication Aide, Practical Nursing, Medical Office Assistant, Medical Assistant, and Patient Care Technician. MSA is accredited by the Council on Occupational Education and has received conditional approval from the Virginia Board of Nursing for its Practical Nursing Program. The academy's commitment to excellence is reflected in its NCLEX pass rates, achieving a 100% pass rate in both 2023 and 2024. (NCLEX is the standardized exam developed for nursing students by the National Council of State Boards of Nursing.)

Addressing the shortage of healthcare professionals in the region has been a longstanding priority of the Tobacco Commission's Education Committee. MSA provides a strong application for the proposed LPN to RN transition program tailored to non-traditional students, with the goal of creating workforce opportunities for existing Licensed Practical Nurses to expand their education credentials for addressing the healthcare shortage in the region's workforce. The modest budget for the new program includes an equal amount of TRRC funding and match across multiple budget categories and is significantly less than start-up costs for other RN programs in the tobacco region footprint. The TRRC funding request includes \$100,000 in personnel cost for a program director, lead nursing

faculty, and adjunct instructors; \$16,500 for continuous charges; \$25,500 for equipping including mannequins, computers, hospital beds, desks and chairs; \$11,000 for materials and supplies for building improvements and \$69,000 for required building renovations. An Affiliation Agreement between Danville Regional Medical Center (Sovah Health with locations in Danville and Martinsville), with Sovah Physician Practices (hospitals) and Medical Solutions Academy was included with the application providing a commitment from essential clinical practice sites.

A financial feasibility assessment was provided. The milestone chart includes a schedule with plans for launching the program in September 2025. Letters of support from employers validate the demand for RN's and include ones from Riverside Health & Rehabilitation Center (four open RN positions), Stratford Rehabilitation Center (need to hire 6 RN positions in next 6 months), and Prince Charles Home Healthcare Agency (anticipate hiring 5-7 RNs within next few years). A building acquired in 2024 by an affiliated LLC will serve as the home for the academy's expanded healthcare education programs. A building schematic included with the application provides a layout with identified improvements including new ceilings, replacement of doors to meet code, sealing concrete floors, updating plumbing and mechanical equipment, and reworking electrical. As a standard rule, the Commission does not normally make investments in privately owned property except in cases where there is a clear public benefit. MSA will be under a long-term lease agreement (10 years) for the building which makes them responsible for these building improvements. The project budget includes a modest amount of funding under supplies and materials for renovations that MSA will handle directly for making necessary improvements to the building, which staff believes are reasonable to be supported with grant funds.

An analysis of funds requested identified a very modest budget for the program. Staff reviewed \$47,142 in estimates for mobile training tables, a mail sorter and a patient simulator, and noted an additional \$26,000 estimated to be needed for other equipment costs including computers, hospital beds, and chairs. Of the original funds requested, staff is supportive of providing start-up costs including personnel, equipment, supplies and materials and related contractual services for basic and aesthetic renovations (doors, wood, paint, sheetrock) that will be the responsibility of MSA under the lease agreement. Costs for mechanical system upgrades to the building and other major renovations are not recommended for grant funding. While continuous charges are an eligible expense under the TRRC grants, staff suggests that requested funding for insurance and utilities be supported from program revenues. MSA has reached out to the Danville Regional Foundation to evaluate if they may be able to contribute to the program. Excluding continuous charges and plant and improvement expenses, staff estimates approximately \$320,000 in critical funding needed. Staff is recommending approval of a grant award for up to \$160,000 contingent on at least 1:1 matching funds for start-up costs for personal, contractual services, supplies and materials, and equipment, contingent on a final project budget being approved.

Financial Viability Assessment:

A review of key viability criteria for this project demonstrates several strengths, including its direct response to local workforce needs, as the region has a chronic shortage of healthcare professionals and without question nontraditional programs are needed to help fill this gap. The applicant has a proven track record for delivering healthcare training programs with high completion rates. The project's focus on industry recognized certifications puts in line with program goals. Matching funds and detailed budget will be required as a contingency to the grant award. These conditions and the project's alignment with demonstrated industry demand for the program's graduates make this project a strong candidate for funding.

Staff Recommendation: Staff recommends a grant award of \$160,000 for 50% of eligible expenses for personnel, contractual services, supplies and materials, and equipment to address start-up costs for the new LPN to RN program, and contingent on a final project budget being approved by the Commission's Executive Director.

Workforce Training Programs

Danville Church & Community Tutorial Program

Empowering Students Through Tutoring for Academic Growth (#4331)

\$202,950 Requested

Project Summary: Danville Church and Community Tutorial Program (DCCTP) seeks funding to assist its Homework and Tutorial Program, which provides K-12 students with free academic support, character development, and activities including summer enrichment programs, and reading labs. Additionally, career exploration and STEM activities are provided, with support from Danville Community College (DCC), Danville Science Center (DSC), and the Institute for Advanced Learning and Research (IALR). This comes in the form of activities related to robotics, building computers, and exploring career opportunities at IALR. To support these efforts and engage more high school students, DCCTP's funding request includes stipends for tutors and Math and Reading Specialists at DCCTP's tutoring sites throughout Danville and Pittsylvania County.

Matching Funds:

- \$50,000 Danville Regional Foundation, commitment towards organization administrative costs
- \$30,000 J.T. Minnie Maude Charitable Trust, application to be submitted in February 2025 for tutor stipends, educational supplies and STEM/career readiness support
- \$30,000 United Way Danville Pittsylvania, application intended to support tutor stipends

Project Outputs:

- 30 new high school students participating in DCCTP programs exploring careers in STEM fields- robotics, coding, and manufacturing.
- 400 students to be provided with tutorial and homework assistance.
- Hire 3 additional Math & Reading Specialists
- 80% of participating students pass Math and Reading SOLs.

Staff Comments:

The Danville Church and Community Tutorial Program provides free academic support for K-12 students in Danville and Pittsylvania County and in Caswell County, NC. DCCTP's emphasis is on students with academic needs and those at risk of dropping out of high school. Grant funds are requested for one year of stipends to pay fifteen qualified tutors (\$129,150) and six Math and Reading Specialists (\$73,800) to staff approximately 30 after-school locations hosted by churches or community groups. After-school services are offered during the school year and in for a summer enrichment program. DCCTP works closely with Danville Community College, Danville Science Center and the Institute for Advanced Learning and Research to engage students in STEM experiences, including robotics, building computers and exploring career opportunities. The program has been in operation for 25 years and celebrates the success of 100% of high school seniors

graduating and continuing to higher education; and 96% matriculation between grades. All of the after school and summer enrichment are staffed by the tutors or specialists. There are 104 tutors who were previously paid stipends with Federal funding from the Elementary and Secondary School Emergency Relief Funds (ESSER). No tutors are currently paid, so the organization is pursuing grant funding from the Commission and regional funders to fill this gap. Three existing Math and Science Specialist are currently paid and the request to the Commission would support these three existing specialists, as well as hire three additional positions to be paid stipends.

The outcome measures for the Commission's Competitive Education program are focused on training the workforce for nationally recognized workforce certifications and credentials; and does not currently include a K-12 focus, though STEM has always been a priority interests. Everyone can agree that there is a need for after-school enrichment activities, and testing scores, particularly those in the City of Danville need significant improvement. The current pass rate in Danville for SOLs is 53% on Reading and 49% Math. What is unclear is what the best approach is for addressing these shortcomings. The program is spread across 30 sites requiring significant staffing/volunteer resources and sustainability of the effort will always be a challenge. If the committee were to consider funding support for a project, raising the Danville SOL scores would be the priority—DCTP requested \$73,800 for six math and science specialists. Danville Regional Foundation has done some research on what makes an excellent after school program, and staff suggests DCCPT continue to partner with DRF and work to identify the best community approach for addressing this issue. While the proposal has merit and the applicant has a long history of serving the community, K-12 is a stated low-funding priority for the Commission and as such does not receive a staff recommendation.

Financial Viability Assessment:

A review of key viability criteria for this project shows a long-standing program with successful outcomes for supporting at risk students. The applicant has a proven record of accomplishment with high completion rates. The budget was detailed and match is committed. The applicant utilizes a distributed model spreading the delivery of after school enrichment services across many sites which means that sustainability will always be a concern. While a the applicant does good and important work, it is not a funding priority of the Commission.

Staff Recommendation: Staff recommends no award.

Southwest Virginia Higher Education Center Foundation

Southwest Virginia Registered Apprenticeship Expansion Program (#4326)

\$252,000 Requested

Project Summary: Commission funds are requested to support the development of a region wide apprenticeship expansion program. This funding will support salary and benefits for a newly created Apprenticeship Coordinator position. The Coordinator will work with businesses in the region to create employer sponsored apprenticeship opportunities. The grant will be used to support the salary and benefits of the Coordinator position as well as office supplies and travel to visit with industries and employment partners. The grant would also support employer-related technical instruction costs up to \$2,700 per apprentice. These expenses include the classroom (in-person or virtual) component of the program, such as tuition, books, class fees and instructors.

Matching Funds:

- \$377,000 – Wellspring Foundation of Southwest Virginia (committed)

Project Outputs:

- Establishment of regional apprenticeship expansion program
- 25 new apprenticeship programs (by end of year 3)
- 50 apprentices enrolled in programs (by end of year 3)

Staff Comments:

The Competitive Education Program RFP lists support for industry led, work-based learning opportunities such as apprenticeships as a key funding priority. Although there are limited existing apprenticeship opportunities in the SWVA region, there has not been a targeted effort to increase the number of programs. This proposal, which is modeled after a similar program established in Southern Virginia through the Institute of Advanced Learning and Research, will provide support to area industries interested in establishing apprenticeship programs. The application notes that there are currently 12,631 active apprentices in Virginia, yet only 4% of these are located in the SWVA region. The majority of these apprenticeships in the region are in fields such as optician dispensing, cosmetology, construction laborer, and line repair maintenance. The program created to be created by this request will focus on expanding opportunities in the manufacturing, information technology, and energy sectors. This includes electromechanical, industrial maintenance, mechanics, plumbing, pipefitting, and welding.

Due to the stringent requirements and extensive paperwork associated with apprenticeships, many businesses are reluctant to pursue public sector supported programs or do not have the capacity to pursue this on their own. Registered apprenticeship programs must comply with U.S. Department of Labor and/ or Virginia Department of Workforce Development and Advancement (Virginia Works) standards. The creation of an Apprenticeship Coordinator position will provide the additional capacity required to guide industries through the process of establishing a formal apprenticeship program.

The majority of Commission funds will go to supporting 50% of the Coordinator position including salary, supplies, travel, etc. for a three year start up period. The grant will also support employer-related technical instruction costs of up to \$2,700 per apprentice. These expenses include the classroom component of the program such as tuition, books, class fees and instructors. Registered apprenticeship programs require a minimum of 2,000 hours of on-the-job training and 144 hours of technical instruction. This instruction can be provided by educational providers, including in-house instructors. The grant (#4082) provided to IALR to assist with the establishment of the Southern Virginia apprenticeship program requested support for similar expenses. The approval of that grant required that the program be designed to include parameters to make certain that apprentices who are eligible for federal or state financial aid programs (Pell, Fast Forward, G3, etc.) utilize those funds prior to TRRC funds to support technical education expenses. Additionally, use of Commission funds should be limited to costs associated with utilizing third party educational providers (rather than in-house instruction).

The establishment of this program is essential to increasing the number of registered apprenticeship programs in Southwestern Virginia. These programs require substantial commitment from both the apprenticeship and associated business. Although grant funds will support the program's operating costs, each business will be responsible for paying the wage and fringe of the apprentices they employ. Over \$1.6M of private funds will be used for this purpose.

The original project scope included PDCs 1, 2, and 3 and GOVA Region 1. Unfortunately, these areas do not include Floyd County. At Staff's request, the HEC agreed to add Floyd to the service area. This will ensure that all of the Commission's SWVA footprint will benefit from the project.

Financial Viability Assessment: A review of financial viability criteria for this proposal shows a project with strong potential to increase the number of apprenticeship opportunities in the region. Matching funds have been approved, and the project will be able to proceed immediately following the approval of Commission funding. This will allow the initiative to capitalize on the significant interest demonstrated by local employers through numerous letters of support. The SWHEC intends to assume responsibility for the Apprenticeship Coordinator position at the end of the grant period. This application indicates a high probability for both the successful implantation and long-term sustainability of the initiative

Staff Recommendation: Staff recommends a grant award of \$252,000 conditioned upon the inclusion of Floyd County to the program service area. Additionally, Commission funds supporting technical instruction will be limited to only third-party instruction costs. Apprentices eligible for other federal and/ or state financial aid must use these sources prior to Commission funds.

OTHER BUSINESS:

**Central Virginia Community College Educational Foundation, Inc.
New Radiography Overhead X-Ray System (#3629) – Current Project End Date:
5/31/2025 – 2 Year Extension Requested**

Staff Comments: This grant award for \$91,667 was approved in May 2020 to support 50% of acquisition costs for a new X-Ray machine. This was at the start of the COVID-19 pandemic, which caused both fundraising and state capital improvement projects to be put on hold. Meanwhile cost of construction materials significantly increased, further extending the timeline for completion. CVCC has secured the match for the X-Ray equipment from Centra Health. The Commission approved a two-year extension in May 2023, to the current end date of May 21, 2025. Whereas state appropriations were not approved for the previous VCCS requests for the renovations to the CVCC building where the Radiology Technology Program will be housed, it was included in the Governors proposed budget for FY26. The Governor has decided to postpone the state's commitment for the Higher Education Capital Outlay Pool until later in 2025, once the uncertainty over the economy and projected tax revenues is resolved. CVCC is requesting an additional two-year grant extension to allow time for facility renovations to be completed and for the equipment to be purchased and installed. CVCC has the only regional Radiologic Technology Program and is the sole provider of radiologic technologists for a majority of the Tobacco Region footprint. Construction is estimated to begin in Fall 2026. The additional two-year extension will allow time for the renovations necessary to accommodate the new X-Ray equipment in its permanent location.

Staff Recommendation: Staff recommends approval of an extension to May 31, 2027, contingent on the state's approval of the funding for the renovations in the FY26 "Caboose" budget.

Revised TRRC Large Animal Veterinary Incentive Program

Executive Summary:

To address a shortage of veterinarians serving livestock producers in the Commission footprint, staff is proposing:

- a program of annual, increasing incentive payments (\$150K over five years) to new veterinarians serving the region, and
- funding for a support position at Virginia Tech,
- that will incentivize nine new vets to serve the region and cost a total \$1.5 million.

Background:

Beginning in the summer of 2024, Deputy Director Versen began attending a series of meetings on behalf of the Commission that were organized by the Board of Veterinary Medicine and the State Veterinarian at the direction of the General Assembly to address the Large Animal Veterinarian Shortage in the Commonwealth. A primary outcome of that participation was the development of a Large Animal Veterinarian Incentive Program. The program was based on the workgroup's feedback and created in partnership with Virginia Tech's School of Veterinary Medicine and Lincoln Memorial University's College of Veterinary Medicine.

The program was to be modeled somewhat on the Commission's Talent Attraction Program. In short, the Commission would invite recent vet school grads from Virginia Tech (VT) and Lincoln Memorial University (LMU), as well as other new and practicing vets, to apply to the program, selecting two or three individuals to receive five years of increasing incentive payments for working in large animal and food animal veterinary medicine in the Commission footprint. Payments would grow from \$10,000 at the end of Year 1 to \$50,000 by the end of Year 5, for a total of \$150,000. Given that the program's primary goal was to incentivize veterinarians who had the greatest likelihood of continuing to work in the footprint after the payments end, a strong preference would be given to residents of the footprint or similar rural communities. The program also called for \$50,000 in annual funding for a position to coordinate and administer the program, network with large animal veterinary practices in the footprint to connect them with prospective students, and work with participants to provide guidance, encouragement, and other assistance as needed. The total program cost was \$1.5M to support nine new vets and three years of a coordinator position. Staff presented the program at the Commission's Winter 2025 meeting, where it was well received and garnered strong support for moving forward.

New Developments:

Since that meeting, two important developments have occurred that will strengthen and elevate the program:

- The General Assembly created and funded a Large Animal Veterinary Grant Program with an annual appropriation of \$450,000 to be administered by the State Veterinarian at VDACS.
- Virginia Tech has identified resources to put towards a position that focuses on serving the state's large animal veterinarian community.

Large Animal Veterinary Grant Program:

Created by the 2025 General Assembly through Senate Bill 921/House Bill 2303 and strongly supported by the Virginia Farm Bureau Federation, the program states in § 3.2-5901.2. B: "The State Veterinarian shall establish a large animal veterinary grant program to provide grants to increase or stabilize the number of large animal veterinarians practicing in areas of the Commonwealth that have been identified by the State Veterinarian as having a shortage of such veterinarians. The State Veterinarian shall annually select from a pool of applicants no more than four large animal veterinarians to participate in the program." The Code goes on to list the stakeholders with which the State Veterinarian will work to develop the program.

The program has \$450,000 allocated to it; the State Veterinarian will select four recipients to receive a total of \$110,000 each in annual payments over a 3 to 5 year period (exact timeline and schedule of payments TBD), although the group has also discussed a four-year payout of \$25K, \$25K, \$25K, \$35K. It is the hope and expectation that this will be annual funding for the program, although that is not guaranteed. The State Veterinarian is moving expeditiously with the program and has scheduled a kick-off meeting with key stakeholders, one of which is the Tobacco Commission, for May 16 with a goal of announcing the program and being ready to accept applications on July 1 with a deadline of August 30. A review committee will evaluate the applications, and award announcements are targeted for October.

New Large Animal Veterinary Cooperative Extension Position: Coordinator to Support Virginia's Large Animal Veterinary Workforce

For many years, Virginia Tech had a professor in their College of Veterinary Medicine that played an important role in serving the large animal veterinary industry. When that individual retired and the position was not replaced, a void was left. Virginia Tech is in the process of identifying and securing funding through a special program to support a similar position whose primary responsibility will be helping to coordinate support of Virginia's large animal veterinary workforce, specifically through the new VDACS and proposed TRRC incentive programs. There is an annual commitment of \$100,000 from Cooperative Extension, with the hope that matching funds can be secured.

The funding for this position is crucial, as a consensus has been growing within the group working on this initiative that the success of the program will in large part lie with the individual serving in the coordinator position. The individual will need to have the respect and trust of the state's large animal veterinarian community, the state's two veterinary schools, and the State Veterinarian, and will need to be someone who can interact effectively with producers. The

preference will be for an established, perhaps late career, large animal veterinarian who has a long history of work in the state and a desire to give back to the industry and to support the next generation of veterinarians. Ideally this person will be a woman, given that over 80% of veterinarians graduating today are female.

The position, which would operate out of Virginia Tech Cooperative Extension and enjoy the credibility and support that comes from being part of that institution, would have three primary responsibilities:

1. Support the successful implementation and administration of the VDACS and TRRC Large Animal Veterinary Incentive Programs. This includes:
 - Working with existing vet practices to place graduating and practicing veterinarians in the region;
 - Connecting entrepreneurial veterinarians with validated advisors in establishing, operating, and maintaining a sustainable veterinary practice with a large animal focus in the region;
 - Connecting interested pre-veterinary and veterinary students with experiential learning opportunities working with producers and veterinarians in the region;
 - Assisting individual veterinarians who are selected for incentives in completing the reporting and other administrative requirements; and
 - Promoting the program to relevant stakeholders, particularly prospective veterinarians and veterinarians in the region.
2. Build a community of practice and a network of support among Virginia's large animal veterinarians. This includes:
 - Coordinating coverage for clients when veterinarians take extended leave because of injury, illness, or growing families;
 - Helping practitioners stay connected with the latest research and resources that can help their clients and their practices flourish; and
 - Serving as a knowledgeable third-party resource when variance in perspectives or conflicts inevitably arise between veterinarians and their clients.
3. Grow the market for non-emergency veterinary services. This includes:
 - Connect with producers in defined areas of veterinary need to learn their specific perceived needs for veterinary services;
 - Working with producers to encourage the use of validated herd health and reproductive care practices that are demonstrated to improve a producer's bottom line;
 - Attending industry and continuing education events to evaluate new products and services and stay abreast of developments that are relevant to the market for veterinary services; and
 - Helping to organize and attend producer-focused events on the economically beneficial use of veterinary services. These events are also targeted to more securely connect producers and veterinarians providing services.

Items 2 and 3 are central to addressing the long-term challenges of insufficient large animal veterinary services. An exploration of the issues shows that the problem is not that there are not enough young vets entering large animal practice, but rather that most of these vets leave after six years of practice. For incentive programs to be successful, we must not only get more

individuals into practice, but we must also address the environment in which they operate. This will include helping new vets feel supported and part of a larger community, which is especially important because of the often isolating nature of their work. Large animal vets also need steady work, which includes consistent relationships with livestock producers, and work that allows them to have work-life balance to be happily employed in the profession. Lastly, if the state intends to incentivize new practitioners to enter the market, it must also invest in ways to grow the market for services that will add to producers' bottom-lines and that will keep new and established veterinarians engaged. A position description has been prepared by Virginia Tech and is attached below.

Opportunity for the Commission:

The Commission has long recognized that the shortage of large animal veterinarians in the tobacco footprint is a barrier to the success of the livestock sector, which is the largest sector of the region's largest industry, agriculture. Therefore, the Commission was strongly supportive of the proposed initiative in January, with some members eager to move forward immediately. However, the Commission wisely decided to wait and see how the State Veterinarian program would develop in the 2025 General Assembly, as well as to see which other partners might join in.

Now that there is growing clarity on those resources, minor revisions to the proposed program will allow the Commission to move forward with an improved program that has strong support from major partners. This approach will allow for the Commission to support the same number of new veterinarians in the regions as originally proposed (nine over three years), while offering higher levels of support to the grant recipients and existing veterinary practices, greater legitimacy and institutional support for the program, and closer ties to the industry, all at the same, or lower, total cost than was initially proposed.

An Integrated Approach:

Staff proposes integrating certain aspects of the Commission's incentive program with the State Veterinarian's new Large Animal Veterinary Grant Program, specifically: marketing the program; applicant review and assessment; and working with the program's oversight committee to improve its administration as needed. In practice, this means that Commission staff would coordinate with our partners to market the program to relevant individuals and will serve on the review committee that assesses applicants to select four veterinarians and the regions they will serve. The Commission has received a commitment that at least one of the four vets will be located in the Tobacco Commission footprint. Once the initial four vets are selected, Commission staff will seek additional recommendations from the review committee for up to two more vets from the pool of applicants to serve the Commission footprint. Commission staff will then report back to the Education Committee about the selection process and the individuals recommended to serve the Tobacco Region, giving the Committee the opportunity to review and approve the selections that the Commission will support. Staff will also share input regarding changes to the state program's administration, along with recommendations on whether the Commission should adopt those changes.

The state program is still determining the payout structure, in terms of the timing and amount of each payment, for the \$110,000 incentive payments to each selected vet. Depending on the final decision, staff may recommend using the same payout structure, along with keeping the \$40,000

additional payment, thus providing an added incentive for each vet to continue working in the footprint for five years. However, staff will recommend that eligible uses of these final funds be expenses related to that individual expanding their financial stake in serving the region, e.g., buying a share of an existing practice or purchasing their own practice.

In order for the final payments to be as impactful as possible, they must be tailored to the specific circumstances of the recipient; therefore, the Commission should consider allowing these funds to be put towards whatever eligible need the vet identifies. This might include payment to the veterinary practice where they are working or the purchase of a vehicle or equipment needed for their job. This flexibility may play an important role in making the placement work with the host veterinary practice, and it may also help the recipient avoid income taxes on the payment. To ensure proper use of these funds, all final payments will first be screened by the program coordinator and shared with the Committee for approval.

Coordinator to Support Virginia's Large Animal Veterinary Workforce:

This position will be hired by Virginia Tech and will meet the requirements described in this document. Total position costs, inclusive of salary, benefits, and transportation costs, will likely be in the \$200,000 to \$240,000 range. The details of this are being confirmed with Virginia Tech. At this point, staff is proposing an annual payment of \$100,000 to support the position for three years, after which the funding commitment will be the responsibility of Virginia Tech. The additional funding has been made available because of the contributions of the state-level incentive program. If the program is funded beyond one year, which is expected, the additional savings could be put towards supporting the position in the out years. Appendix A outlines possible budget scenarios over time, based on the number of years of state funding; these scenarios may change depending on changes to Virginia Tech's funding or to the level of state incentives. Staff would request that the Commission defer to the Executive Director to negotiate the final agreement, provided that: 1) the total budget to incentivize at least nine veterinarians does not exceed \$1.5M, and 2) the veterinarians receive meaningful support from the Program Coordinator for at least three years.

Next Steps:

Commission staff will work closely with the State Veterinarian's team over the next few months on the development of that program's guidelines, with the goal of making the TRRC program and VDACS program as similar as possible for ease of administration, while also ensuring Commission priorities are met.

Present final guidelines and program documents for both programs to the Education Committee for review and approval, likely in June.

Once approved, staff will implement the program in coordination with the State Veterinarian, Virginia Tech, LMU and Commission leadership, providing regular updates to the Education Committee and Commission.

Staff Recommendation:

Staff recommends that the Commission approve the Revised TRRC Large Animal Veterinary Incentive Program as described on pages XX and XX of the board and appropriate \$1.5 million from the Talent Attraction Program budget to fund its implementation.

TRRC Large Animal Veterinary Incentive Program

Budget Scenarios

Original Budget - As presented in January - no additional assistance

Year	Ombudsman	Incentive Payout - Cohort 1	Incentive Payout - Cohort 2	Incentive Payout - Cohort 3	Total
Yr 1	\$ 50,000	\$ -			\$ 50,000
Yr 2	\$ 50,000	\$ 30,000			\$ 80,000
Yr 3	\$ 50,000	\$ 60,000	\$ 30,000		\$ 140,000
Yr 4	\$ -	\$ 90,000	\$ 60,000	\$ 30,000	\$ 180,000
Yr 5	\$ -	\$ 120,000	\$ 90,000	\$ 60,000	\$ 270,000
Yr 6		\$ 150,000	\$ 120,000	\$ 90,000	\$ 360,000
Yr 7			\$ 150,000	\$ 120,000	\$ 270,000
Yr 8				\$ 150,000	\$ 150,000
					\$ 1,500,000

New Budget - Revised payout, Includes Yr1 VDACS incentivized vet, \$100K for Program Coordinator

Year	Ombudsman	Incentive Payout - Cohort 1 (2 not 3 vets)	Incentive Payout - Cohort 2	Incentive Payout - Cohort 3	Total
Yr 1	\$ 100,000	\$ -			\$ 100,000
Yr 2	\$ 100,000	\$ 50,000			\$ 150,000
Yr 3	\$ 100,000	\$ 50,000	\$ 75,000		\$ 225,000
Yr 4	\$ -	\$ 50,000	\$ 75,000	\$ 75,000	\$ 200,000
Yr 5	\$ -	\$ 70,000	\$ 75,000	\$ 75,000	\$ 220,000
Yr 6		\$ 80,000	\$ 105,000	\$ 75,000	\$ 260,000
Yr 7			\$ 120,000	\$ 105,000	\$ 225,000
Yr 8				\$ 120,000	\$ 120,000
					\$ 1,500,000

	Revised Payout	
Yr 1	\$ 25,000	
Yr 2	\$ 25,000	
Yr 3	\$ 25,000	Total VDACS
Yr 4	\$ 35,000	\$ 110,000
Yr 5	\$ 40,000	TRRC Bonus

Position Description

Coordinator to Support Virginia's Large Animal Veterinary Workforce Virginia Tech Cooperative Extension

The Coordinator to Support Virginia's Large Animal Veterinary Workforce, a Virginia Cooperative Extension Position, will strategically support developing, existing and career-entering large animal veterinarians in the Commonwealth of Virginia. The position will be a non-tenure, Professor of Practice, calendar-year (12 month) appointment to the faculty of the Department of Large Animal Clinical Sciences of Virginia-Maryland College of Veterinary Medicine at Virginia Tech.

Responsibilities will consist of 75% extension, 15% teaching, and 10% applied research.

In this extension role, the Coordinator to Support Virginia's Large Animal Veterinary Workforce (CSVLA VW) will help fulfill Virginia Tech's land-grant mission through serving large animal producers and veterinarians. This service will not be the provision of clinical veterinary services but strategic support to achieve the placement and long-term retention of large animal veterinarians in specific areas that demonstrate (a) the need for available veterinary services and (b) the ability and commitment to support the career success of a large animal veterinarian.

In their teaching role, the CSVLA VW will bring a holistic private practice perspective to the classroom. The individual's teaching is expected to develop the professional skills needed for large animal veterinarians to flourish in private practice in Virginia and connect prospective veterinarians with logistically sustainable opportunities in the state. This individual is expected to be a valuable contact resource for veterinary students from Virginia Tech, Lincoln Memorial University, and across the nation that are interested in large animal veterinary opportunities in the state.

In their research role, the CSVLA VW will be expected to be a successful contributor to knowledge discovery efforts by collaborating with colleagues in applied veterinary medicine, business, and community building. Applied research efforts are anticipated to emphasize topics of relevance to Virginia's large animal industries and the veterinarians that serve those industries with a focus on catalyzing the long-term career success of private-practice veterinarians in underserved areas.

Responsibilities:

1. Support the successful implementation and administration of the Virginia Department of Agriculture and Consumer Services (VDACS) and Virginia Tobacco Region Revitalization Commission (TRRC) Large Animal Veterinary Incentive Programs. This includes:
 - Working with existing vet practices to place graduating and practicing veterinarians in the defined areas of need (for the TRRC program this is within the defined revitalization region);

- Connecting entrepreneurial veterinarians with validated advisors in establishing, operating, and maintaining a sustainable veterinary practice with a large animal focus in the region;
 - Connecting interested pre-veterinary and veterinary students with experiential learning opportunities working with producers and veterinarians in the region;
 - Assisting individual veterinarians who are selected for incentives in completing the reporting and other administrative requirements; and
 - Promoting the program to relevant stakeholders, particularly prospective veterinarians and veterinarians in the region.
2. Build a community of practice and a network of support among Virginia's large animal veterinarians. This includes:
- Coordinating coverage for clients when veterinarians take extended leave because of injury, illness, or growing families;
 - Helping practitioners stay connected with the latest research and resources that can help their clients and their practices flourish; and
 - Serving as a knowledgeable third-party resource when variance in perspectives or conflicts inevitably arise between veterinarians and their clients.
3. Grow the market for non-emergency veterinary services. This includes:
- Connect with producers in defined areas of veterinary need to learn their specific perceived needs for veterinary services;
 - Working with producers to encourage the use of validated herd health and reproductive care practices that are demonstrated to improve a producer's bottom line;
 - Attending industry and continuing education events to evaluate new products and services and stay abreast of developments that are relevant to the market for veterinary services; and

Required qualifications include:

- A Doctor of Veterinary Medicine (DVM) degree or equivalent
- At least two years of clinical veterinary practice experience
- At least four years of veterinary experience working with one or more of Virginia's large animal species
- At least four years of experience mentoring veterinary students or veterinarians
- The ability to effectively function as a program coordinator and key communicator with various stakeholder groups

Preferred qualifications include:

- Documented ability to develop, implement, and coordinate a service program that impacts various stakeholder groups

Salary will be commensurate with qualifications and experience.