

IF APPLICANT IS A LOCAL WORKFORCE DEVELOPMENT BOARD (LWDB):

The Undersigned Offers and Agrees to Furnish the Goods/Services in Accordance with the Attached Signed Proposal.

The undersigned shall abide by and shall ensure that all activities conducted comply with the applicable federal, state, and local laws, regulations and directives located in Section 5 Certification and Assurances of the RFP. These Assurances and Certifications must be incorporated into any contracts developed to implement activities under the award.

Please use verified digital signatures. Instructions found here: https://www.adobe.com/in/acrobat/business/how-to/create-digital-signature.html?msockid=14564988a8b36fa931bb5c04a9f06e0f

LWDA Name: Central Virginia LWDA #: 7

LWDB Chair Name (Print): Nat Marshall

Signature: Date: April 25, 2025

LWDB Executive Director Name (Print): Traci Blido

Signature: Date: April 25, 2025

Local Workforce Development Area Grant Recipient:

Locality Name: City of Lynchburg

Employer Identification Number (EIN): 54-6001405

Data Universal Number System (DUNS) Number: 010038073

Address: 900 Church Street; Lynchburg, VA 24504

Authorized Signatory Name (Print):

Title: City Manager

Wynter C. Digitally signed by Wynter C. Benda

Signature: Benda Date: April 25, 2025

-04'0

Email: citymanager@lynchburgva.gov

Person to Contact Concerning this Proposal:

Name: Traci Blido

Email: traci.blido@vcwcentral.com

Phone Number: (434) 818-7612

The Central Virginia Workforce Development Board (CVWDB) is pleased to submit a response to the *Facilitating Career Pivots into High-Demand Occupations* Request for Proposals with a project designed to help Certified Nurse Aides (CNAs) in the Lynchburg region upskill into Licensed Practical Nurse (LPN) roles. The CVWDB is requesting \$50,000 to support a cohort-based initiative that will provide financial assistance for eligible participants to complete the first five courses of the Centra College LPN program, offered in partnership with Central Virginia Community College (CVCC), and earn a Health Sciences Career Study Certificate that fully stacks into the LPN curriculum at Centra College. This initiative aims to expand access to a high-demand healthcare career pathway by eliminating financial barriers related to tuition, supplies, and supportive services. All participants will be co-enrolled in the WIOA Title I Adult program and tracked in the Virginia Workforce Connection (VAWC) system. This project will support both individual economic mobility and regional workforce needs by increasing the number of skilled professionals prepared to fill LPN roles across Central Virginia.

Identification of Need and Problem Statement

The Lynchburg Metropolitan Statistical Area (MSA), which includes the counties of Amherst, Appomattox, Bedford, Campbell, and the City of Lynchburg, is experiencing a clear and ongoing demand for Licensed Practical Nurses (LPNs). Data provided by Chmura Economics & Analytics shows there are currently 497 Licensed Practical and Licensed Vocational Nurses employed in the region, with an annual demand of 38 new entrants to the field due to retirements, turnover, and replacement needs. This demand is reinforced by the presence of more than 300 active job postings for LPNs in the region, the majority of which are concentrated in Lynchburg and Bedford.

Despite the demand, the regional talent pipeline is constrained. Centra College, the primary LPN training provider, graduates less than 30 students per year from its LPN program. Meanwhile, there are 1,322 Certified Nurse Aides (CNAs) currently employed in the region; many of whom are working in Skilled Nursing Facilities, home health settings, and private residences. These roles offer few career advancement opportunities. CNAs earn an average annual wage of \$37,800, which is \$21,000 below the region's average wage of \$58,800 across all occupations, creating a significant economic barrier to self-financed career mobility.

While Centra offers tuition reimbursement for employees with six months of service in its own organization, this benefit does not extend to CNAs working in non-hospital settings. Financial aid options for those pursuing the LPN credential remain limited, and scholarship opportunities are highly competitive. Most prospective students must rely on loans to fund their education, which is an untenable risk for individuals already earning below-average wages.

This grant proposal responds directly to these challenges by providing financial assistance to help CNAs upskill to LPNs through a structured, cohort-based training model. The proposed project will address both the supply-side workforce gap and the equity barrier by removing financial obstacles that prevent low-wage healthcare workers from accessing higher-paying, high-demand occupations.

Program Design and Work Plan

Proposed Solution and Activities

The proposed initiative offers a targeted solution to help Certified Nurse Aides (CNAs) in the Central Virginia region transition into higher-paying, high-demand Licensed Practical Nurse (LPN) roles. Through this project, the CVWDB will recruit 10 to 15 individuals who hold active

CNA credentials and are eligible for enrollment in the WIOA Title I Adult program. These individuals will receive financial assistance and supportive services to complete the first five courses of the LPN pathway at CVCC, which lead to a Health Sciences Career Studies Certificate. These credits serve as the entry point to the full LPN program offered by Centra College.

Participants will receive up to \$5,000 in tuition assistance and supportive services during the grant performance period, covering the cost of tuition which is not covered by any other sources, as well as required supplies, and career navigation services. All participants will be coenrolled in the WIOA Title I Adult program and will receive ongoing case management support as they transition from CVCC to Centra College to complete the full LPN credential.

Key Partners and Roles

- Central Virginia Workforce Development Board (CVWDB): Lead applicant and fiscal agent. The Deputy Director will serve as the Project Manager and Intake/Onboarding Specialist, screening participants for WIOA Title I eligibility and enrolling them in the grant.
- HumanKind: WIOA Title I program operator and provider of case management services.
 A WIOA Title I Adult Career Navigator will offer individualized case management and support for all participants.
- Central Virginia Community College (CVCC): Education partner providing the five foundational courses required for entry into the LPN program. Students will earn a Health Sciences Career Studies Certificate upon completion.

- **Centra College:** Training provider responsible for delivering the remaining coursework required to complete the LPN credential.
- Central Virginia Planning District Commission (CVPDC): Community development organization that supports projects of regional significance. Responsible for matching funds contribution.

Monthly Project Timeline with Deliverables

Month	Activities and Deliverables
July 2025	Recruitment of initial participants, screening for WIOA Adult eligibility, enrollment into the grant.
August 2025	Initial participants begin coursework at CVCC; case management begins; tuition and supply expenses covered.
Sept. 2025	Ongoing instruction; continued case management and supportive services.
Oct. 2025	Mid-term check-ins; academic and career counseling.
Nov. 2025	Finalize enrollment planning for spring coursework at Centra; financial and academic planning.
Dec. 2025	Initial cohort completes Health Sciences Career Studies Certificate; with credential achievement documented. Screening and enrollment of second cohort begins.

Month Activities and Deliverables

Jan. 2026

Initial cohort participants transition to Centra College and receive ongoing case management and tuition support; Second cohort begins coursework at CVCC.

February - Second cohort makes progress at CVCC, Initial cohort makes continued

May 2026 academic progress at Centra. Both cohorts receive ongoing career navigation.

June 2026 Final participant check-ins; performance data collection; closeout report preparation.

Sustainability Plan

Sustainability is built into the project design through the strategic use of WIOA Title I formula funds. All participants will be co-enrolled in the WIOA Title I Adult program, allowing for seamless continuation of services beyond the performance period of this grant. While the *Facilitating Career Pivots into High-Demand Occupations* grant will cover the costs associated with the initial semester at CVCC (including tuition, supplies, and supportive services), no formula funds will be accessed during this grant's performance period.

Upon completion of the Health Sciences Career Studies Certificate, participants will transition into the second semester of the LPN program at Centra College. Costs associated with subsequent semesters in the LPN program will be funded through Individual Training Accounts (ITAs) tied to the participants' regular WIOA Title I Adult grant enrollment. Case management will remain consistent, with the same WIOA Career Navigator supporting participants throughout both grant periods. This integrated service model ensures continuity of care and a clear path to credential completion and job placement in a high-demand healthcare occupation.

Performance Goals and Expected Outcomes

The goal of this project is to increase the number of Certified Nurse Aides (CNAs) in Central Virginia who successfully transition into Licensed Practical Nurse (LPN) roles by removing financial barriers and providing seamless case management support. This initiative directly supports workforce development in a critical healthcare occupation identified at the top of the high demand list for the Lynchburg Metropolitan Statistical Area (MSA).

The following performance goals and outcomes are anticipated during the 12-month grant period:

- Number of Participants Enrolled: 10–15 CNA-certified individuals screened and determined eligible for the WIOA Title I Adult program and grant-funded training initiative.
- Number of Participants Trained with Credential Attainment: 80% of enrolled participants will complete the five required courses at Central Virginia Community College and earn the Health Sciences Career Studies Certificate by June 30, 2026.
- Transition into Full LPN Program: At least 80% of participants will continue training at Centra College to complete the remaining coursework required for LPN licensure.
- Employment Outcomes: While full LPN job placement may occur for some outside the 12-month performance period, early job placement planning and employer engagement will begin in spring 2026 to support eventual employment in LPN roles.
- Average Starting Wage: The average wage for LPNs in the region is currently \$55,800, which represents an estimated 48% wage increase over the CNA average of \$37,800.

Wage outcomes will be tracked through WIOA Title I Adult case management for participants who obtain employment.

- Cost per Participant: Not to exceed \$5,000 per participant during the performance period, covering tuition, required supplies, and supportive services.
- Job Retention (Long-Term Goal): Participants will continue to receive case management through the WIOA Title I Adult program to support long-term job retention following LPN licensure.

Outcomes will be tracked through the VAWC and reported monthly. The CVWDB and its WIOA Title I program operator will also work closely with Centra College and local employers to monitor participants' progress and document employment and internal promotions.

Past Grant Award Performance

The CVWDB has a strong track record of successfully managing WIOA Title I discretionary grant funding. During the 2023–2024 program year, the CVWDB administered the *Youth Outreach Marketing and Development* grant, a WIOA Title I set-aside award focused on increasing awareness of healthcare and manufacturing career pathways among middle and high school students in the region.

Under the leadership of the same Project Manager proposed for this initiative, the CVWDB fully executed the project plan, expending 96% of the awarded funds and delivering strong outcomes. The project resulted in the creation of a career exploration video series and an accompanying suite of digital content, reaching thousands of students and community members through Internet and social media platforms. All content was developed in collaboration with regional training providers and employer partners, and performance outcomes exceeded

projections for viewership, engagement, and referrals to the Virginia Career Works system. The Project Manager demonstrated effective fiscal stewardship, partner coordination, and reporting compliance throughout the grant period.

The CVWDB also successfully implemented the *Supplemental Workforce Development Training Opportunity Grant* during Program Year 2023–2024. This \$150,000 grant supported occupational skills training and career pathway development for youth, adults, and dislocated workers across the region, with a focus on manufacturing-related occupations in rural communities. As detailed in the final performance report, the CVWDB served 18 job seekers with comprehensive WIOA Title I services, resulting in nine industry-recognized credentials and six full-time job placements. More than 20 local employers were engaged through job shadowing, on-the-job training, and work-based learning partnerships, which far exceeded the original target of four employer engagements.

While the project encountered some challenges related to budget match considerations and the inability to launch a planned youth Boot Camp within the grant period, the CVWDB demonstrated strong adaptability and collaboration. The grant team leveraged partnerships with CVCC, Adult and Career Education (ACE), Old Dominion Job Corps, and others to provide meaningful training opportunities and build a strong foundation for future programming. The successful management of these initiatives reflects the CVWDB's capacity to deliver impactful, compliant, and sustainable workforce development projects.

Budget Narrative

The City of Lynchburg will be the Grant Recipient for the funding, with the main subrecipient being the CVWDB. Fiscal management of the grant will be handled by the Finance Director of the CVWDB's fiscal agent, the CVPDC. The CVWDB is requesting \$50,000 through the *Facilitating Career Pivots into High-Demand Occupations* grant to support a cohort-based training initiative that will enable Certified Nurse Aides (CNAs) to upskill into Licensed Practical Nurse (LPN) roles. This funding will be matched with an additional \$50,000 in nonfederal funds provided by the CVPDC, resulting in a total project budget of \$100,000.

The following budget narrative outlines the proposed use of funds:

 Participant Training and Supportive Services – \$75,000 (Grant Funds and Matching Funds)

This line item will cover tuition, fees, and required supplies for up to 15 eligible participants completing the first semester of the LPN pathway at CVCC. It also includes supportive services such as transportation, childcare, and other costs necessary to ensure successful participation. Each participant may receive up to \$5,000 in assistance during the grant period.

- Tuition and fees: \$3,250 per participant
- Supplies (textbooks, uniforms, stethoscopes, etc.): \$500 per participant
- Supportive services (transportation, childcare, etc.): \$1,250 per participant

2. Personnel Costs – \$20,000 (Grant Funds and Matching Funds)

The Deputy Director of the CVWDB will serve as the Project Manager and Intake Specialist. A portion of their salary will be charged to the grant for responsibilities including program design, outreach and recruitment, intake and eligibility screening, participant onboarding, data entry into VAWC, and monthly reporting.

Additionally, a portion of a WIOA Adult Career Navigator's time, employed by the Title I program operator HumanKind, will be charged to the grant to provide intensive case

management, career counseling, and coordination of supportive services for all participants.

• Deputy Director (Project Manager): \$8,000

• Career Navigator (Case Management): \$12,000

Personnel costs are for existing staff and will be documented through time and effort reporting. No new positions will be created.

3. Administrative Costs – \$5,000 (Grant Funds)

This figure represents 5% of the total grant request and will cover indirect administrative expenses associated with grant compliance, financial reporting, invoicing, and documentation by the fiscal agent.

Matching Funds – \$50,000 (Non-Federal Funds, CVPDC)

The CVPDC will provide the required 50% match through local funding that supports regional workforce initiatives. These funds will mirror grant expenditures.

Total Budget: \$100,000

• Grant Funds Requested: \$50,000

• Matching Funds (Non-Federal): \$50,000

All funds will be expended in accordance with 2 CFR Part 200 and WIOA Title I regulations. No funding will be used to purchase food, real property, or equipment, and no new personnel will be hired with these funds.

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2025 RFP Budget Template

	Applicant/Entity Name:		Central Virginia Workforce Development Board			
Line	WIOA Title I State Set Aside Budget Item	Funds Requested			Timeline projected for expense	Description of Line Item
1	Participant Training and Supportive Services	\$37,500.00			July 1, 2025 - June 30, 2026	This line item will cover tuition, fees, and required supplies for up to 15 eligible participants completing the first semester of the LPP pathway at CVC. It also includes supportive services such as transportation, childcare, and other costs necessary to ensure successful participation. Each participant may receive up to \$5,000 in assistance during the grant period.
2	Personnel Costs	\$10,000.00			July 1, 2025 - June 30, 2026	The Deputy Director of the CVWDB will serve as the Project Manager and Intake Specialist. A portion of their salary will be charged to the grant for responsibilities including program design, outreach and recruitment, intake and eligibility screening, participant onboarding, data entry into VAMC, and monthly reporting. A portion of a WIOA Adult Career Navigator's time, employed by the Title I program operator Humankind, will be charged to the grant to provide intensive case management, career counseling, and coordination of supportive services for all participants. Personnel costs are for existing staff and will be documented through time and effort reporting. No new positions will be created.
3	Administrative Costs	\$2,500.00			July 1, 2025 - June 30, 2026	This figure represents 5% of the total grant request and will cover indirect administrative expenses associated with grant compliance, financial reporting, invoicing, and documentation by the fiscal agent.
5						
6						
7 8						
9						
11						
12						
	Total Funds Requested	\$50,000.00				
	Total Funds Requested Budget Item Matching Funds	\$50,000.00 Fund Amounts Identified	Identify source of matching funds	Cash or in-kind	Timeline projected for expense	Description of Line Item
13		Fund Amounts	•	Cash or in-kind	projected for	Description of Line Item This line Item will cover tuition, fees, and required supplies for up to 15 eligible participants completing the first semester of the LPN pathway at CVCC. It also includes supportive services such as transportation, childcare, and other costs necessary to ensure successful participation. Each participant may receive up to \$5,000 in assistance during the grant period.
14	Budget Item Matching Funds Participant Training and Supportive Services	Fund Amounts Identified	matching funds Central Virginia Planning District		projected for expense	This line item will cover tuition, fees, and required supplies for up to 15 eligible participants completing the first semester of the LPN pathway at CVCC. It also includes supportive services such as transportation, childcare, and other costs necessary to ensure successful participation. Each participant may receive up to
14	Budget Item Matching Funds	Fund Amounts Identified \$37,500.00	matching funds Central Virginia Planning District Commission Central Virginia Planning District	Cash	projected for expense July 1, 2025 - June 30, 2026 July 1, 2025 - June 30,	This line item will cover tuition, fees, and required supplies for up to 15 eligible participants completing the first semester of the LPN pathway at CVCC. It also includes supportive services such as transportation, childcare, and other costs necessary to ensure successful participation. Each participant may receive up to 55,000 in assistance during the grant period. The Deputy Director of the CVWDB will serve as the Project Manager and Intake Specialist. A portion of their salary will be charged to the grant for responsibilities including program design, outreach and recruitment, intake and eligibility screening, participant onboarding, data entry into VAWC, and monthly reporting. A portion of a WIOA Adult Carer Navigator's time, employed by the Title I program operator Humankind, will be charged to the grant to provide intensive case management, career counseling, and coordination of supportive services for all participants. Personnel costs are for existing staff and will be documented through time and effort
15	Budget Item Matching Funds Participant Training and Supportive Services Personnel Costs	Fund Amounts Identified \$37,500.00	matching funds Central Virginia Planning District Commission Central Virginia Planning District Commission Central Virginia Planning District	Cash Cash	July 1, 2025 - June 30, 2026 July 1, 2025 - June 30, 2026 July 1, 2025 - June 30, 2026	This line Item will cover tuition, fees, and required supplies for up to 15 eligible participants completing the first semester of the LPN pathway at CVCC. It also includes supportive services such as transportation, childcare, and other costs necessary to ensure successful participation. Each participant may receive up to \$5,000 in assistance during the grant period. The Deputy Director of the CVWDB will serve as the Project Manager and Intake Specialist. A portion of their salary will be charged to the grant for responsibility screening, participant onboarding, data entry into VAWC, and monthly reporting. A portion of a WIOA Adult Carer Navigator's time, employed by the Title I program operator Humankind, will be charged to the grant to provide intensive case management, career counseling, and coordination of supportive services for all participants. Personnel costs are for existing staff and will be documented through time and effort reporting. No new positions will be created. This figure represents 5% of the total grant request and will cover indirect administrative expenses associated with grant compliance, financial reporting,
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April 23, 2025

The Honorable G. Bryan Slater Secretary of Labor, Commonwealth of Virginia P.O. Box 1475 Richmond, VA 23218

Dear Secretary Slater,

As Chair of the Central Virginia Workforce Development Board, I am pleased to offer our full support for the grant proposal submitted under the *Facilitating Career Pivots into High-Demand Occupations* initiative. This proposal represents a strategic and well-timed effort to address a critical workforce need in the Central Virginia region—building a stronger pipeline of Licensed Practical Nurses (LPNs) by supporting career advancement opportunities for Certified Nurse Aides (CNAs).

Our board is acutely aware of the challenges facing the regional healthcare sector. Employers across the Lynchburg Metropolitan Statistical Area have expressed a sustained need for skilled LPNs, and our labor market data confirms both strong demand and limited supply in this field. At the same time, we know that hundreds of dedicated CNAs are working in roles that offer little upward mobility due to financial and systemic barriers.

This project offers a thoughtful, collaborative solution that aligns with our board's goals for regional talent development. By investing in a cohort-based training model that removes financial obstacles, delivers wraparound support, and leverages existing education and training partnerships, we can help more residents access life-changing career opportunities while meeting the needs of our employers.

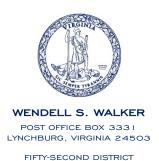
The Central Virginia Workforce Development Board is proud to lead this initiative in partnership with HumanKind, Central Virginia Community College, and Centra College. We believe this proposal represents the kind of innovative, equity-focused workforce solution our region needs. On behalf of our board, I respectfully ask for your full consideration of this request and the positive outcomes it will deliver for our community.

Sincerely,

Nat Marshall

Chair

Central Virginia Workforce Development Board



House of Delegates RICHMOND

COMMITTEE ASSIGNMENTS:
FINANCE
HEALTH AND HUMAN SERVICES

April 24, 2025

The Honorable G. Bryan Slater Secretary of Labor, Commonwealth of Virginia P.O. Box 1475 Richmond, VA 23218

Dear Secretary Slater,

I am pleased to offer my full support for the Central Virginia Workforce Development Board's grant proposal submitted under the *Facilitating Career Pivots into High-Demand Occupations* initiative for the Lynchburg region. This proposal represents a critical workforce need in the Central Virginia region—building a stronger pipeline of Licensed Practical Nurses (LPNs) by supporting career advancement opportunities for Certified Nurse Aides (CNAs).

The state workforce board is fully aware of the challenges facing the regional healthcare sector, and nursing tops the list of Virginia's High Demand Careers, as you know. Employers across the Lynchburg Metropolitan Statistical Area have expressed a sustained need for skilled LPNs, and the labor market data confirms both strong demand and limited supply in this field.

This project aligns with our goals for regional talent development. By investing in a cohort-based training model that removes financial obstacles, delivers wraparound support, and leverages existing education and training partnerships, this will help more residents access life-changing career opportunities while meeting the needs of employers.

I believe this proposal represents a collaborative approach to addressing the nursing shortage by adding up to 15 LPNs in one year to Lynchburg's base of healthcare professionals and paving the way for higher interest in the field going forward. I respectfully ask for your full consideration of this request and the positive outcomes it will deliver for the Lynchburg community. Thank you for your time and attention.

Kind regards,

Wendell S. Walker

Virginia House of Delegates - District 52

Wendell S. Walker

WW: jc



April 24, 2023

The Honorable G. Bryan Slater Secretary of Labor, Commonwealth of Virginia P.O. Box 1475 Richmond, VA 23218

Dear Secretary Slater,

On behalf of HumanKind, I am pleased to offer our strong support for the Central Virginia Workforce Development Board's proposal for the *Facilitating Career Pivots into High-Demand Occupations* grant. HumanKind is proud to serve as the WIOA Title I Program Operator for the Central Virginia region, and we are fully committed to supporting this initiative that will provide Certified Nurse Aides (CNAs) with a clear, supported pathway into Licensed Practical Nurse (LPN) roles.

This project represents a thoughtful response to a well-documented regional workforce need. With the healthcare sector continuing to face shortages of skilled professionals, especially in practical nursing, we recognize the importance of creating targeted upskilling opportunities that remove financial and logistical barriers for working adults. The proposed initiative does just that, leveraging existing partnerships and training infrastructure to create a seamless, stackable credential pathway from CVCC to Centra College.

HumanKind has been engaged in the design of this proposal through ongoing collaboration with our workforce partners. We are particularly enthusiastic about the opportunity this grant presents to expand access to high-demand training. This added capacity will allow us to offer consistent, individualized support to participants throughout their training journey and into employment.

We are fully prepared to deliver case management, career counseling, and supportive services to all individuals enrolled through this project. Our team is experienced in navigating WIOA program requirements and will ensure that performance metrics, data tracking, and client support are delivered with integrity and efficiency.

Thank you for your consideration of this proposal. HumanKind is committed to the success of this initiative and looks forward to continuing our partnership with the CVWDB and its regional education and employer partners to strengthen our healthcare workforce and expand economic opportunity across Central Virginia.

Sincerely,

Stan Southworth President & CEO HumanKind



Centra College 905 Lakeside Drive Suite A Lynchburg, VA 24501

434.200.3070

April 22, 2025

The Honorable G. Bryan Slater Secretary of Labor, Commonwealth of Virginia P.O. Box 1475 Richmond, VA 23218

Dear Secretary Slater,

I am writing to express my enthusiastic support for the Central Virginia Workforce Development Board's (CVWDB) proposal submitted under the *Facilitating Career Pivots into High-Demand Occupations* grant initiative. As Dean of Centra College, I am proud to endorse this collaborative project that will expand access to the Licensed Practical Nurse (LPN) pathway for Certified Nurse Aides (CNAs) in our region through a thoughtfully designed, stackable credentialing model.

Centra College serves as the region's primary training provider for LPNs. We are acutely aware of the significant demand for licensed practical nurses in Central Virginia, as well as the barriers that many working CNAs face when attempting to upskill. The financial burden of tuition and required supplies often prevents these individuals, many of whom are passionate and highly capable caregivers, from taking the next step in their careers.

The proposed initiative addresses this challenge head-on by removing financial barriers and providing supportive services through the WIOA Title I Adult program. Students will begin their academic journey at Central Virginia Community College (CVCC), completing the first five foundational courses required for entry into our LPN program and earning a Health Sciences Career Studies Certificate. This approach aligns with our curriculum design and provides a seamless transition into Centra College's program, which will support students through completion and preparation for licensure.

We are committed to ensuring that all participants in this program receive high-quality instruction and the academic support necessary for success. This partnership reflects our shared goal of improving economic mobility for healthcare workers while meeting critical workforce needs across the Lynchburg region.

On behalf of Centra College, I fully support this grant request and stand ready to contribute to the success of this initiative. Thank you for your consideration, and for your continued investment in workforce development and healthcare training opportunities.

Sincerely,

Dr. Sara Turpel, PhD, RN Dean, Centra College

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OFFICE OF THE PRESIDENT

3506 Wards Road Lynchburg, VA 24502-2498



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April 23, 2025

The Honorable G. Bryan Slater Secretary of Labor, Commonwealth of Virginia P.O. Box 1475 Richmond, VA 23218

Dear Secretary Slater:

On behalf of Central Virginia Community College (CVCC), I am pleased to submit this letter of commitment in support of the Central Virginia Workforce Development Board's proposal for the Facilitating Career Pivots into High-Demand Occupations grant. CVCC is proud to serve as an educational partner in this important initiative, which seeks to provide Certified Nurse Aides (CNAs) in our region with a clear, supported pathway into Licensed Practical Nurse (LPN) roles.

CVCC will play a critical role in the proposed program by offering the five foundational courses that constitute the Health Sciences Career Studies Certificate. This certificate serves as the entry point into the LPN program at Centra College and is a stackable credential that aligns with both institutions' commitment to career-focused, accessible education. Students enrolled through this grant-funded initiative will receive instruction from experienced CVCC faculty and have full access to the academic and support services available at our college.

We understand the importance of addressing the healthcare workforce shortage in our region and recognize the tremendous opportunity this project presents to upskill low-wage healthcare workers and support their economic mobility. CVCC is fully committed to working alongside the Central Virginia Workforce Development Board, Centra College, and other project partners to ensure the success of participating students.

We appreciate the opportunity to collaborate on this high-impact effort and are confident that this initiative will contribute meaningfully to both workforce and community development in Central Virginia. Please accept this letter as confirmation of CVCC's strong commitment to serving as the instructional provider for the first semester of this program and our intent to support all project goals and deliverables outlined in the proposal.

Sincerely,

John S. Capps

President, Central Virginia Community College

John S. Capper



Central Virginia Planning District Commission

828 Main Street, 12th Floor Lynchburg, VA 24504 Office: (434) 845-3491

cvpdc.org

April 23, 2025

The Honorable G. Bryan Slater Secretary of Labor, Commonwealth of Virginia P.O. Box 1475 Richmond, VA 23218

Dear Secretary Slater,

As an organization dedicated to tackling projects with widespread regional impact, we were especially interested to read the Central Virginia Workforce Development Board's (CVWDB) grant proposal submitted under the *Facilitating Career Pivots into High-Demand Occupations* WIOA Title I Governor's set-aside funding opportunity.

The need for Licensed Practical Nurses (LPNs) in our region is great. The LPN certification is among the top ten most demanded credentials identified in job openings in the Lynchburg MSA, according to data provided by Chmura analytics JobsEQ. Upskilling Certified Nurse Aides (CNAs) to become LPNs, as outlined in the CVWDB's grant proposal, will respond to a clearly documented workforce need in the healthcare sector.

The Central Virginia Planning District Commission has received a formal request from the CVWDB for \$50,000 in non-federal matching funds to support this initiative. We have placed this action item on our agenda for consideration at our next regular meeting on May 15, 2025.

While this letter does not indicate the outcome of that vote, it does reflect our recognition of the strategic value of this proposal and the CVWDB's ongoing role in developing regional workforce solutions in partnership with local government, employers, and training providers.

We appreciate the opportunity to support a regional approach to workforce development that creates pathways to meaningful employment and addresses critical talent shortages.

Sincerely,

Reggie Bennett

Loggie Bennett

Chair

Alec Brebner

Executive Director