



WORC Award Summaries by State

As of September 2023

Since 2019, the Department of Labor has invested more than \$80.7 million in 62 projects specifically preparing displaced workers for new opportunities in 288 Appalachian counties. Together, these investments are projected to place more than 18,334 workers in new or enhanced jobs in construction, healthcare, information technology, and manufacturing throughout the Region.

ALABAMA (3 awards)

2023 Award

Project Title: FLOOR-AL (Facilitating Learning Opportunities for Occupational Readiness in Appalachian Alabama's Flooring Sector)

Grantee: Floor Covering Education Foundation

Award Amount: \$1,495,659

Announcement Date: September 2023

Project Summary: This project, Facilitating Learning Opportunities for Occupational Readiness in Appalachian Alabama's Flooring Sector (FLOOR-AL), will establish a flooring sector partnership that prioritizes equity and aligns with regional priorities to support long-term economic prosperity for its communities. FCEF's vision is to offer pathways to training that provide certifiable skills, equitable employment, and a family-sustaining wage. The floor-covering industry will be positively impacted by an influx of newly trained, professional floor-covering installers. Once a participant has completed the training and gains experience as an installer, opportunities for upward mobility in the level of expertise and salary along with possibilities to expand into entrepreneurship blossom.

2020 Award

Project Title: Diesel by Distance

Grantee: Wallace State College

Award Amount: \$1,500,000

Announcement Date: September 2020

Project Summary: WORC grant of \$1,500,000 to Wallace State Community College (WSCC) in Hanceville, Alabama, for the *Diesel by Distance (DxD)* project. DxD will address Alabama's need for diesel technicians and related occupations by creating a student to workforce talent pipeline in Appalachia Alabama through its virtual reality program. In addition to meeting workforce needs, this pipeline will create opportunities for post-secondary training and employment in viable high-wage careers. The program will serve 540 students and train and certify 427 students, while 367 participants will receive new or improved employment. WSCC will partner with TRANSFR to bring WSCC's diesel mechanic program into a simulation-based training environment accessed via a virtual reality (VR) headset. Students will experience on-the-job training in VR as they would in a technical workshop, gaining

immediate feedback from the digital coach that calibrates their performance with the expected outcomes using TRANSFR's Conversational AI. WSCC will create a new program, DxD, that incorporates TRANSFR's VR into its current diesel technician training program to expand the program beyond its physical campus and include more students throughout Appalachian Alabama. Ultimately, students graduating from the industry-recognized program will supply talent to the growing trucking and transportation industries, creating opportunities for Alabamians to launch middle-class careers.

2019 Award

Project Title: Alabama Partnership for Health and Business Education and Training (ALPHABET)

Grantee: University of North Alabama (UNA)

Award Amount: \$1,098,599

Announcement Date: September 2019

Project Summary: WORC grant of \$1,098,599 to the University of North Alabama (UNA) in Florence, Alabama, for the *Alabama Partnership for Health and Business Education Training (ALPHABET)* project. ALPHABET will serve business and industry workforce needs by providing education and training primarily to incumbent workers in healthcare and business enterprises. The partnership will provide two talent tracks—nursing and business—with in-field employment opportunities, allowing those with existing college credit to earn a bachelor's degree within 36 months. The nursing track will utilize existing recruiting tracks for the online Bachelor of Nursing program and the business track will build on existing recruitment and industry relationships to provide a pathway to the Bachelor of Business Administration online degree program. ALPHABET funds will assist students with tuition, fees, books, and other eligible expenses based on an individual student assessment, and help UNA provide job development, placement, and advising services through the course of the project. The project will also provide participants with an Individual Training Account, which can be used for tuition and fees, stipends for living expenses, or payment for work-study participation in a training program.

GEORGIA (4 awards)

2020 Awards

Project Title: StartItUp Appalachia

Grantee: University of North Georgia

Award Amount: \$1,450,719

Announcement Date: September 2020

Project Summary: WORC grant of \$1,450,719 to the University of Northern Georgia in Dahlonega, Georgia, for the *StartItUp Appalachia* project. StartItUp Appalachia seeks to strengthen a local and regional entrepreneurial ecosystem by connecting high school students in Career, Technical, and Agricultural Education (CTAE) with local employment. The project will use three levers to strengthen the ecosystem: (1) youth entrepreneurship education, (2) capacity-building for educators, economic development, and industry professionals, and (3) local/regional ecosystem development. Youth will learn entrepreneurial skills through ethical employability curriculum, including a special emphasis on substance use disorder issues; direct-engagement opportunities with local industry; and an advanced entrepreneurship and innovation program that pairs high school students with industry and college student mentors. The project brings industry and education participants from across

the region together, formally assessing local/regional partnership potential for future ecosystem development initiatives.

Project Title: WORC-Ready NEGA

Grantee: Northeast Georgia Regional Commission

Award Amount: \$618,909

Announcement Date: September 2020

Project Summary: WORC grant of \$618,909 to Northeast Georgia Regional Commission in Athens, Georgia, for the *WORC-Ready NEGA* project. This project will use occupational skills training tractors for short-term certification trainings, helping prepare the workforce in Elbert, Madison, Jackson, and Barrow Counties with the basic technical and soft skills needed for stable employment with a local manufacturer. The project will target new, dislocated, and incumbent workers, specifically those with a drug-related offense, and will occur in three primary ways: (1) Dislocated, new, and incumbent workers will build skills in a short-term welding, industrial maintenance or granite industry-related training program located in their community, building on an existing technical college program with an 80% employment placement rate; (2) 10th and 11th grade students will gain skills in a 10-week pathway program part of their high school curriculum. The recent pilot of this program yielded job offers for 100% of the participants; and (3) In Elbert County, prospective employees and incumbent Granite Association employees will receive skills training to strengthen the current workforce and the pipeline of skilled future employees for the local manufacturer.

2019 Awards

Project Title: Georgia Workforce Opportunities for Rural Communities

Grantee: Goodwill of North Georgia

Award Amount: \$1,378,698

Announcement Date: September 2019

Project Summary: WORC grant for \$1,378,698 to Goodwill of North Georgia for the *Georgia Workforce Opportunities for Rural Communities (GWORC)* project. GWORC will combine intensive job readiness training, one-on-one job coaching, paid work experience, industry-recognized skills training, job placement and retention services, and supportive services to help incumbent workers, dislocated workers, and new entrants to the workforce (including youth, returning citizens, and long-term unemployed) obtain and maintain employment. Participants will learn how to gain confidence in navigating the workplace, minimize barriers to their workforce entry or reentry, and gain real-world work experience through enhanced support services for workforce entry and reentry, including work-based learning, individualized case management, rapid attachment to work, and cognitive behavioral interventions.

Project Title: Employability Skills in Appalachian Northeast Georgia

Grantee: North Georgia Technical College

Award Amount: \$1,307,107

Announcement Date: September 2019

Project Summary: WORC grant of \$1,307,107 for North Georgia Technical College (NGTC) in Clarkesville, Georgia, for the *Employability Skills in Appalachian Northeast Georgia* project. NGTC will create an industry-driven, hands-on model for advanced technicians to develop a skilled workforce and improve employment opportunities in Appalachian Northeast Georgia. To achieve this goal, the project employs three strategies: (1) Mentoring for students to

empower their career choices and increase their employability skills during their first year of college; (2) Support and resources for faculty and staff to increase their knowledge and experience in developing and implementing an industry-driven, hands-on employability skills model; and (3) Deepen collaboration between Business and Industry and higher education institutions to develop an industry-driven skills model. Led by a Project Coordinator, five Student Success Coaches will develop, implement, and evaluate this project, including delivering 50 employability skills training events to participating students. Participating students will be evaluated by the Project Team and receive documentation demonstrating their successful completion of employability skills.

KENTUCKY (8 awards)

2023 Award

Project Title: Code Kentucky Training and Job Placement Program for Appalachian Kentucky

Grantee: Shaping Our Appalachian Region (SOAR)

Award Amount: \$1,452,338

Announcement Date: September 2023

Project Summary: SOAR will provide information technology (IT) training, job placement and supportive services for eligible citizens in its region, especially focusing on underserved and marginalized populations. The program is modeled on the highly successful Code Louisville program that has trained and placed more than 800 adults into IT positions since 2015. Since 2021, Code Kentucky has served residents of 30 ARC counties in Kentucky (KY), and we are pursuing this funding to expand into the 24 additional KY counties served by SOAR.

Code Kentucky can provide a new pathway for residents of Appalachia to earn high incomes in good jobs in the world's largest sector (IT) while staying in the region they call home. Job placement will be in-region or remote. During the course of the free program, participants will attend online classes; follow along with training videos and materials; work with volunteer software development mentors (some of whom are alumni of the program); build a portfolio of projects; obtain assistance with job placement; and post-grant, continue to receive support through an Alumni Program.

2022 Awards

Project Title: Appalachian Kentucky K-12 Information Technology DOL Registered Apprenticeship Expansion

Grantee: Kentucky Dataseam Initiative, Inc.

Award Amount: \$1,441,292

Announcement Date: September 2022

Project Summary: WORC grant of \$1,441,292 to Kentucky Dataseam Initiative, Inc. in Louisville, Kentucky, for the *Appalachian Kentucky K-12 Information Technology DOL Registered Apprenticeship Expansion* project. This project expands an existing U.S. Department of Labor-approved Information Technology Support Specialist Apprenticeship created by Dataseam for Kentucky learners in grades 11-12, providing paid IT jobs to students in their respective public-school districts as part of required employment and training. During a 2-year, 3-phase program, apprentice candidates complete coursework as part of on- job training and mentorship, graduating with as many as two industry-standard IT certifications, the U.S. DOL Apprenticeship Certificate, and two years of

practical work experience. Incumbent workers in the participating school districts' IT workforce will serve as DOL-required Mentors and upskill with industry-standard IT certifications. Participating schools earn computers addressing aging technology concerns at various accountability milestones, providing otherwise unavailable technology to support coding and pre-engineering programs for workforce development. Earned labs will support complimentary workforce training by partner organizations. As many as 25 Kentucky K-12 school systems serving as employer-partners in 20 eastern Kentucky counties will participate.

Project Title: HCTC Works!

Grantee: Hazard Community and Technical College

Award Amount: \$1,441,292

Announcement Date: September 2022

Project Summary: WORC grant of \$1,441,292 to Hazard Community and Technical College (HCTC) in Hazard, Kentucky, for the *HCTC Works!* program. HCTC Works! will enhance, create, and support experiential learning opportunities (ELO) and registered apprenticeships (RA). HCTC Works! will recruit and connect youth/adult students, high schools, and employers, in partnership with the EKCEP, Inc, Local Workforce Development Board, to ELOs and RAs while creating support for employers and participants to ensure successful transition from high school/life to college to careers in high-quality occupations. Through this proposal HCTC will merge its current KTECH program with its budding registered apprenticeship program under the Workforce Solutions Unit to develop HCTC Works! Under the HCTC Works! model, new opportunities will broaden offerings available to employers, students, and job seekers alike. The primary goal of this initiative will be to create an Experiential Learning Opportunity/Registered Apprenticeship office, which will expand work-based learning opportunities and engage new industry sectors such as computer technology, healthcare, and CDL/utility technician.

2021 Awards

Project Title: Recovery Reintegration Program

Grantee: Volunteers of America Mid-States, Inc.

Award Amount: \$1,499,099

Announcement Date: September 2021

Project Summary: WORC grant of \$1,499,099 to Volunteers of America Mid-States, Inc. in Louisville, Kentucky, for the *Recovery Reintegration Program*. The program will create economic prosperity and gainful employment for 335 new and incumbent workers in recovery from substance use disorder within the proposed 8-county service area in Southeast Kentucky. RRP will provide a variety of services to achieve this goal: (1) workforce case management including needs assessments/interviews, linkages and referrals to wraparound services, placement in job training programs and careers, and follow-up to ensure employment retention; (2) career coaching to provide career planning, including pathways from entry-level positions to higher earning jobs, job coaching, and job matching services; (3) job training and skills development for in-demand positions for up to 30 participants in Year 1 and up to 53 in Years 2 and 3; and (4) support services to ensure participants' basic needs are met to achieve and maintain gainful employment including car repair allowance, child care assistance, subsidized job training, fees for state IDs and birth certificates, internet service fees, stipends for work clothes and supplies, gas gift cards, transportation vouchers, cell

phones/minutes, and payments for employment and/or training-related applications, tests, and certifications.

Project Title: Northeast Kentucky Regional Health Information Organization

Grantee: Northeast Kentucky Regional Health Information Organization

Award Amount: \$1,039,609

Announcement Date: September 2021

Project Summary: WORC grant of \$1,039,609 to the Northeast Kentucky Regional Health Information Organization in Morehead, Kentucky, for the *Northeast Kentucky Regional Health Information Organization* project. The primary goal for the project is to address the increasing need for gainful employment for persons impacted by substance use disorder (SUD), individuals formerly incarcerated, veterans and other community members that have been out of the workforce for an extended time. The project will provide resources, job training, and supportive services to these populations in Northeast Kentucky, helping more job seekers obtain and maintain stable employment.

Project Title: Making Eastern Kentucky the Ag Tech Capital of America

Grantee: Maysville Community and Technical College

Award Amount: \$401,910

Announcement Date: September 2021

Project Summary: WORC grant of \$401,910 to Maysville Community and Technical College (MCTC) in Maysville, Kentucky, for the *Making Eastern Kentucky the Ag Tech Capital of America* project. MCTC has partnered with three employers, two workforce innovation boards, five high schools, two community service providers for individuals with substance use disorder (SUD), and one local economic development agency to support the alignment of economic and workforce development in Appalachian Kentucky's growing Ag Tech sector. The project will create workforce development programs aligned with and integrated into strategic economic development investments. This Ag Tech Workforce Development program will focus on: (1) preparing K-12 students for the workforce; (2) retraining of dislocated workers and SUD populations; (3) creating a skilled worker pipeline to local and regional employers; and (4) responding to efforts supporting local food production. Project participants will be eligible to obtain an industry recognized credential, enroll in a pathway for an associate or bachelor's degree, and receive placement into a livable wage job with clear career and wage progression. The project will launch three new initiatives: employer-led worksite experiential learning; addiction recovery-friendly training and worksites; and development of an industry recognized apprenticeship program (IRAP).

2020 Award

Project Title: East Kentucky Oral Health Training Center

Grantee: Big Sandy Community and Technical College/KCTCS

Award Amount: \$1,500,000

Announcement Date: September 2020

Project Summary: WORC grant of \$1,500,000 to Big Sandy Community and Technical College (BSCTC) in Prestonsburg, Kentucky, will create the *East Kentucky Oral Health Training Center*. The Center will be established in an existing building on BSCTC's Mayo Campus in Paintsville, Kentucky, to serve as a new hub for training oral health professionals in the region. The Center will be the new home for the region's Dental Assisting/Dental Hygiene Integrated Program (DA/DH program) diploma and A.A.S. Degree programs, and the

Community Dental Health Coordinator (CDHC) certificate program. The Center will also become a site for Central Regional Dental Testing Service (CRDTS) and a hub for training the region's oral health professionals (incumbent workers and small businesses) in continuing education, updated technology, telehealth, and emerging oral health treatment practices. The Center will increase the region's capacity to provide a reliable pipeline of trained oral health professionals, mitigating the oral health disparities prevalent throughout the communities it will serve.

2019 Award

Project Title: Community Action Council - WORC Demo Grant

Grantee: Community Action Council for Lexington-Fayette, Bourbon, Harrison, & Nicholas Counties, Inc.

Award Amount: \$383,668

Announcement Date: September 2019

Project Summary: WORC grant to the Community Action Council for Lexington-Fayette, Bourbon, Harrison, & Nicholas Counties, Inc. in Eastern Kentucky for the *Community Action Council – WORC Demo Grant* project. The project will focus on workforce development in Nicholas County through training and on-the-job apprenticeships for high-demand work in healthcare, advanced manufacturing, and the Unmanned Aircraft Systems (UAS) industry. CAC anticipates that at least 36 individuals will complete one of three educational training tracks to obtain a CNA, KMA, and/or UAS certification; as many as 24 participants will receive transportation assistance to increase access to available educational opportunities; and at least 24 participants will attend other employment related activities, such as soft skills workshops. CAC hopes to establish at least two subsidized apprenticeships beginning the program's second year.

MARYLAND (1 award)

2021 Award

Project Title: Workforce Opportunities for Rural Maryland Communities (WORC for Maryland) Project

Grantee: University of Maryland, College Park

Award Amount: \$985,419

Announcement Date: September 2021

Project Summary: WORC grant of \$985,419 to University of Maryland, College Park in College Park, Maryland, for the *Workforce Opportunities for Rural Maryland Communities (WORC for Maryland) Project*. The project will launch the WORC for Maryland Internship program to enable residents in recovery from substance use disorder (SUD) to transition to successful employment opportunities. The WORC internship program serving Allegany and Garrett counties will provide focused job skills trainings linked to local internships and ongoing mentoring and recovery support services. The program will launch with two recovery houses and 5 businesses in Garrett County, expanding to Allegany County during year 2. This program will recruit and train up to 50 people in local recovery houses and 50 local business representatives during the project period and support up to 10 paid internships per year. Curricula to be provided include Mental Health First Aid, Opioid Public Health Crisis, Social Determinants of Health, Guide to Harm Reduction, and overdose response training. The program will provide funding for up to 50 peers to complete the CCAR Recovery Coach

Academy during the project period, enabling Maryland's Appalachian residents to access local trainings. Program trainings and other activities will be managed by the WORC advisory group including an experienced team of researchers, trainers, local providers, and peer recovery specialists. The program's long-term goals are to increase the number of residents in recovery maintain ongoing employment with future career development potential; employers supporting and investing in workforce development; internships funded through employer/ community partnerships; and new and expanded partnerships between employers, educators, and community providers.

NEW YORK (4 awards)

2023 Award

Project Title: Direct to Work (DTW) Initiative

Grantee: Tompkins County Area Development Inc, DBA Ithaca Area Economic Development (IAED)

Award Amount: \$1,173,278

Announcement Date: September 2023

Project Summary: This grant will accelerate and expand the DTW Initiative within advanced manufacturing and establish a similar program within the construction trades. Across the two industry partnerships, IAED will engage 10 new employers (2 manufacturers and 8 in the construction trades).

The priorities, strategies, and components of the DTW Initiative directly address the (1) Appalachian Regional Commission's New York Appalachian Development Plan, (2) Southern Tier 8 Regional Board's Comprehensive Economic Development Strategy, and (3) Tompkins County Comprehensive Plan. All three plans prioritize workforce development, specifically creating industry partnerships that connect underserved populations to living wages that offer career advancement opportunities. IAED is perfectly suited to engage workers that are willing and able but often overlooked, including women, BIPOC, and those from a lower socioeconomic status. The DTW Initiative is a comprehensive effort to link individuals to career pathways in priority industries, help businesses find and retain skilled workers, and foster alignment among partners. Ultimately, it improves self-sufficiency and economic mobility.

2021 Award

Project Title: New Futures for Western NY

Grantee: SUNY Alfred State

Award Amount: \$1,484,675

Announcement Date: September 2021

Project Summary: WORC grant of \$1,484,675 to SUNY Alfred State in Alfred, New York, for the *New Futures for Western NY* program. The New Futures program will enhance workforce development initiatives to meet training needs like specialized welding skills for two major industrial employers in the region; Alstrom and Ljungström. The program will assist new entrants in the workforce find and maintain sustaining employment. Each participant will go through four stages, including program entry, assessment, training and support, as well as monitoring and tracking. SUNY Alfred State expects this program to support 184 to 196 total jobs in the region over a three-year period.

2019 Awards

Project Title: Equipment Industry Technician Capacity Building and Training at SUNY Cobleskill

Grantee: SUNY Cobleskill

Award Amount: \$1,962,182

Announcement Date: September 2019

Project Summary: WORC grant of \$1,962,182 to SUNY Cobleskill in Cobleskill, New York, for the *Equipment Technician Capacity Building and Training* program. SUNY Cobleskill will partner with a high school vocational training center (BOCES) and a heavy equipment distributor/ dealer trade association (AED) to increase the number of heavy equipment technicians as new entrants to the workforce. The project will conduct outreach and relationship building with BOCES, BOCES instructors, AED members in the 14-county region to: (1) increase awareness of the technician profession and its benefits among high school students; (2) provide students with guidance on the pathways to pursuing technician careers; (3) link students with sponsorship opportunities to financially support transition to a technical college, including tuition, uniforms, tools, and paid internships; (4) increase the knowledge and skills of equipment technician instructors and teachers in BOCES and vocational training centers; 5) increase the number of students successfully completing an associate degree in agriculture equipment technology, agriculture power machinery, and diesel technology.

Project Title: Strong, Healthy Workforce for the Southern Tier

Grantee: The Alcohol and Drug Council of Tompkins County

Award Amount: \$566,521

Announcement Date: September 2019

Project Summary: WORC grant of \$566,521 to The Alcohol and Drug Council of Tompkins County in Ithaca, New York, for the *Strong, Healthy Workforce for the Southern Tier* project. The project will expand a current training partnership for individuals transitioning from incarceration or in recovery and pursuing degrees, providing additional skills training and job placement services for the Southern Tier workforce. Additional aims of the project include expanded soft skills training, job coaching, shadowing, health navigation, and other support services, and promotion of recovery-friendly workplaces.

NORTH CAROLINA (4 awards)

2023 Award

Project Title: Advancing Job Quality Through the Circular Economy

Grantee: The Industrial Commons (TIC)

Award Amount: \$1,245,376

Announcement Date: September 2023

Project Summary: This project will provide career training, internships, work experience and employer support to residents and industries in the Southern Appalachian Region. The goal is to equip the region with the necessary skills to support new ideas, innovations, and opportunities in the Circular Economy. TIC will work with local educational institutions and industry partners to provide flexible training options for new entrants, dislocated, and incumbent workers. There will be a focus on providing training and work experience to the high percentage of Opportunity Youth and historically marginalized populations in our region to provide an equitable access point into the workforce, including essential wrap-around services that help these populations overcome traditional barriers. Additionally, a

study on the Circular Economy to understand its potential impact on the region and its textile industry will be conducted. TIC will collaborate with local institutions and industries to develop a vision for the region and disseminate the findings of this study. These efforts will transform the regional economy and have a positive impact on workers and their families.

2022 Award

Project Title: Project Collaborate: Addressing the Workforce Gap through Inclusive Training Opportunities

Grantee: Land of Sky Regional Council

Award Amount: \$1,441,125

Announcement Date: September 2022

Project Summary: WORC grant of \$1,441,125 to Land of Sky Regional Council in Asheville, North Carolina, for the *Project Collaborate: Addressing the Workforce Gap through Inclusive Training Opportunities* project. In partnership with AB-Tech Community College and Blue Ridge Community College, Land of Sky Regional Council will provide work-based learning and apprenticeship opportunities to historically marginalized individuals, including formerly incarcerated individuals returning to the workforce. The partners will work with employers to serve 180 workers annually in Buncombe, Madison, Henderson, and Transylvania Counties in North Carolina. Participants will engage in work-based learning including apprenticeships, on-the-job training, and workforce development courses to gain skills in an industry of their choice. A Peer Support Specialist will oversee program operations and will help program participants register and stay enrolled in training programs.

2021 Awards

Project Title: Foothills Forward: Boosting Prosperity Through Inclusive Workforce Development

Grantee: McDowell Technical Community College (MTCC)

Award Amount: \$1,498,614

Announcement Date: September 2021

Project Summary: WORC grant of \$1,498,614 to McDowell Technical Community College (MTCC) in Marion, North Carolina, for the *Foothills Forward: Boosting Prosperity Through Inclusive Workforce Development* program. MTCC has partnered with multiple organizations on an inclusive collaborative approach to promote economic resilience in the Foothills Regional Commission area, including Isothermal Community College (ICC), the NC Works Centers, Foothills Regional Commission workforce director, Centro Unido Americano Latino (CULA), Freedom Life Ministries, employer partners, and three economic development associations. The project will hire two Work-Based Learning (WBL) Coordinators, one Latinx Workforce Coordinator, and a Case Manager in the Foothills Regional Commission to recruit and serve economically disadvantaged individuals, those with substance use disorders and individuals previously incarcerated. Participants will be connected with education and training opportunities, expanded work-based learning and apprenticeship opportunities, support services, financial assistance, and job placement services based on their individual needs.

Project Title: Project UP

Grantee: Haywood Community College

Award Amount: \$1,196,909

Announcement Date: September 2021

Project Summary: WORC grant of \$1,196,909 to Haywood Community College (HCC) in Clyde, North Carolina, for *Project UP*. Project UP is an initiative meant to uplift people by upskilling their talents and giving their life a new trajectory: UP! HCC will partner with the Haywood County Detention Center, the local workforce board, and construction, plumbing and HVAC businesses in the county to implement a training program targeting local workforce needs. This initiative will provide a pathway for inmate rehabilitation and re-entry into the workforce with online and in-person GED certification and job skills training. The program will also serve as a pipeline of entry-level talent in the construction industry for businesses struggling to fill their workforce needs in high demand occupations. After leaving the facility, participants can enroll in a short-term training program where they will acquire construction technology, plumbing and HVAC skills that will prepare them for entry-level jobs in the construction industry, providing a ready pipeline of skilled workers to address the talent gap faced by local and regional employers.

OHIO (6 awards)

2023 Awards

Project Title: Southern Ohio Manufacturing Workforce Pipeline

Grantee: Lawrence Economic Development Corporation

Award Amount: \$1,500,000

Announcement Date: September 2023

Project Summary: The Southern Ohio Manufacturing Workforce Pipeline will provide opportunities for disadvantaged Appalachians in Southern Ohio by providing training opportunities while simultaneously strengthening the area business climate through strengthening the region's workforce. The project will focus on manufacturing, plastics, goods producing, and other industries throughout the Scioto-Lawrence County development corridor which extends from Haverhill, Ohio on the Scioto/Lawrence County border east along the Ohio River to The Point Industrial Park in South Point, Ohio. Additionally, the project will focus on addressing and removing barriers area residents face when attempting to enter the workforce or upskill to living-wage positions.

Project Title: Connecting rural, marginalized residents of Southeast Ohio to employers in Appalachia in alignment with the Good Jobs Principles

Grantee: Survivor Advocacy Outreach Program (SAOP)

Award Amount: \$1,500,000

Announcement Date: September 2023

Project Summary: SAOP aims to display a commitment to the Core Principles by increasing the number of skilled workers in Appalachian Ohio through an expansion of a current and successful Workforce Development Program and a new partnership with an extension of an established apparel company in a growing industry and reshoring effort. The jobs created and maintained with WORC funding will ensure living wages, healthy working conditions, and skill/career advancement. Additionally, a minimum of 15 employers in Appalachian Ohio will be provided with an opportunity involving education on the Good Jobs Principles from

the WORC Initiative to provide a widespread attempt to increase the availability of good jobs in the region and be a catalyst for economic transformation.

2022 Award

Project Title: Building Experience Through Training and Education in Rural Appalachia Ohio: BETTER Appalachia

Grantee: Rural Action, Inc.

Award Amount: \$1,421,763

Announcement Date: September 2022

Project Summary: WORC grant of \$1,421,763 to Rural Action, Inc. in The Plains, Ohio, for *Building Experience Through Training and Education in Rural Appalachia Ohio: BETTER Appalachia Ohio*. The project will provide on-the-job training opportunities to individuals who are underserved and underrepresented in the workforce or have barriers to employment in Athens and Meigs Counties, Ohio. BETTER Appalachia is a collaborative effort between community development organizations, employer and industry representative partners, and state/local workforce development centers to offer training, educational, professional, and personal development opportunities to 20 participants divided into four cohorts (5 participants for each cohort) over 36 months. The participants will be employed for up to six months at either a RA social enterprise or one of our industry partners while having access to support services including training for industry certifications and credentials, resume development, interview practice, job search, and other professional and personal development opportunities. The project also designates funds to assist industry partners in creating workspaces that are safe and well aligned with the needs of individuals with barriers to employment and who are underserved in the workforce to increase employee retention.

2021 Awards

Project Title: Workforce Enabled! Childcare Access Now! (WE-CAN)

Grantee: Corporation for Ohio Appalachian Development (COAD)

Award Amount: \$1,460,073

Announcement Date: September 2021

Project Summary: WORC grant of \$1,460,073 to Corporation for Ohio Appalachian Development (COAH) in Athens, Ohio, for *Workforce Enabled! Childcare Access Now! (WE-CAN)* TWE-CAN will provide services to 84 large employers, including the 3 largest employers in each of the 28 project counties, to help them determine the need for workforce childcare capacity, educate them on options for their employees, and use our database of licensed childcare settings to provide childcare referral services to their potential employees. COAD will coordinate Regional Advisory councils amongst childcare providers, industry, education, and other community stakeholders in order to give businesses a forum to share their workforce needs and plan to meet those needs with childcare providers as active partners. Additionally, COAD will help 100 individuals obtain jobs as licensed family childcare providers, operating 100 new small businesses in the region. COAD will provide training to strengthen business practices, develop shared business services hubs, and meet licensing requirements for the nationally recognized Child Development Associate Credential (CDA). This credential will provide a steppingstone on the career ladder for these individuals to pursue additional educational and career opportunities. This project will also address the critical childcare needs of the workforce in 28 counties, providing a minimum of 600 new childcare slots for Appalachian workers. COAD will provide services to new entrants to the workforce assisting 100 individuals to start a new career as licensed childcare provider and small business owner

COAD's recruitment of potential childcare providers will include assisting dislocated early childhood professionals that have been impacted by the closures of center-based childcare businesses in the region as well as those who may have lost positions in other industries with turning childcare into a career. COAD's recruitment of potential childcare providers will also include incumbent workers who are currently working as unlicensed and/or unregulated providers or already working in early childhood positions who may have unrealized entrepreneurial aspirations.

Project Title: Building a Future-Ready Workforce Through Localized K-12 STEM Curriculum Across Appalachian Ohio

Grantee: Ohio Valley Employment Resource

Award Amount: \$1,451,193

Announcement Date: September 2021

Project Summary: WORC grant of \$1,451,193 to Ohio Valley Employment Resource in Marietta, Ohio, for *Building a Future-Ready Workforce Through Localized K-12 STEM Curriculum Across Appalachian Ohio*. Building a Future-Ready Workforce will incorporate local manufacturers' needs into classroom learning, developing career pathways through customized, localized curricula. JASON will coordinate with area partners and stakeholders to develop and deliver curriculum units that align with current and emerging industry sectors, focusing on the practical, technical, and conceptual skills required to succeed in the region's advanced manufacturing industries. JASON will provide high-quality teacher training and access to its existing full library of STEM curriculum resources for all K-12 students in participating districts. Additional resources include WCCC's mobile certification training trailers, OVER's dedicated project coordinators, and in-person career experiences through a "Regional Argonaut Program," in conjunction with the core curriculum effort to ensure high levels of student participation and successful overall project outcomes. Leveraged resources from WIOA, TANF, and CCMEP will help serve low-income and underrepresented students by providing funds to help pay for services like certification fees, transportation to job interviews and certification testing sites, employer required tools, getting a driver's license and other support services. These integrated efforts will provide an effective, replicable, and sustainable framework that provides a locally relevant, aligned, system-wide approach that can improve STEM learning, prepare the local workforce, and strengthen the region's economic outlook.

Project Title: Building Healthcare Pathways in Rural Appalachian Ohio

Grantee: Muskingham University

Award Amount: \$970,227

Announcement Date: September 2021

Project Summary: WORC grant of \$970,277 to Muskingham University in New Concord, Ohio, for *Building Healthcare Pathways in Rural Appalachian Ohio*. The project will help address a solution to two related issues impacting the eight-county service area: poor health outcomes and a critical shortage of healthcare professionals. The BHPRAO collaboration of education, economic development, and healthcare industry stakeholders will create economic prosperity and gainful employment opportunities through: (1) Effective and sustainable collaboration of three primary stakeholders—industry, education, and economic

development; (2) Creation, promotion, and implementation of healthcare credentials utilizing proven models of curriculum and program design that are responsive to emerging skill needs in targeted healthcare careers; (3) Investing in infrastructure to leverage existing resources, expand and improve training and educational facilities, and to facilitate online and hybrid delivery of training to increase access to the healthcare related learning pathways; and (4) Alignment of policies and procedures around issues of credit transfer, shared curricula, and program governance.

PENNSYLVANIA (6 awards)

2022 Award

Project Title: Southwest Pennsylvania Healthcare Employment Ecosystem (SWPA HEE)

Grantee: Westmoreland-Fayette Workforce Development Board

Award Amount: \$938,962

Announcement Date: September 2022

Project Summary: WORC grant of \$938,962 to Westmoreland-Fayette Workforce Development Board in Youngwood, Pennsylvania, for *Southwest Pennsylvania Healthcare Employment Ecosystem (SWPA HEE)*. The project will provide workforce and training services to new entrants, dislocated workers, and incumbent workers - especially communities of color, disabled individuals, individuals impacted by substance use disorder (SUD), and formerly incarcerated/justice-involved individuals - including training, work-based learning models, and other employment-related activities to prepare them to enter, re-enter, or advance within the healthcare industry. The project will provide participant support services when needed to ensure participants are assisted in reaching their goals and the goals of the project. SWPA HEE will provide employer support services to participating healthcare employers. Employer services may vary across each workforce development area but will be primarily structured as a healthcare industry partnership driven by healthcare employers. Each local workforce development area will host its own Healthcare Industry Partnership through its LWDB. This industry partnership will welcome small, medium, and large-sized employers to address industry challenges pertaining to recruitment, retention, training, DEI (diversity, equity, and inclusion), and more. Serving these individuals will lead to meeting the healthcare industry's employment needs, supporting healthcare organizations with newly trained individuals, and providing opportunities for individuals to gain valuable workforce skills and experiences.

2021 Awards

Project Title: Grow & Reskilling Our Workforce in Pennsylvania (GROW PA)

Grantee: Penn State University – University Park

Award Amount: \$1,500,000

Announcement Date: September 2021

Project Summary: WORC grant of \$1,500,000 to Penn State University – University Park in University Park, Pennsylvania, for *Grow & Reskilling Our Workforce in Pennsylvania (GROW PA)*. The project has three program areas: 1) Site Readiness 2) Work Readiness and 3) Operation Readiness. 1) Site Readiness, Year 1 – In order to meet the challenges of the manufacturing base, industry-based credentials, training tools and equipment will be the focus of investment for the 6 project sites: (1) Digital Foundry (DFNK) and (5) local high school districts/vocational schools to provide industry-relevant skills training and credentials. To achieve this, GROW PA has partnered with leading national technology suppliers and their

employer customer base using robotics and automation, to deliver new entrant and incumbent training and fill high-demand, high-skill positions. 2) Work Readiness -Years 2 & 3 Focused on creating pathways and providing work-ready training to 270 individuals in the categories of new entrants, dislocated workers, veterans, and incumbent workers, and providing access to advanced manufacturing technologies and training to no less than 10 local businesses. The GROW PA team has partnered with local WIBs in southwestern Pennsylvania regional planning area, Tallo, an industry leader in on-line talent engagement and recruiting, and recognized social services providers to target participation in Work Readiness training among people who have historically experienced systemic and programmatic inequities and to prioritize veterans. 3) Operations Readiness Years 1-3 Focus on establishing a robust, sustainable, and expandable operating model to deliver not only technical skills training and credentials, but also necessary social support services, the latest web-based technology for recruiting, engaging, and tracking participant outcomes, and events and processes designed to connect trainees with employment. To serve those recruits with barriers to training participation and/or employment, the GROW PA team includes Auberle, a nationally recognized human services agency who will integrate a proven model of workforce development for participants to overcome barriers and break cycles of socioeconomic distress.

Project Title: The Applied Data Driven Methods (ADDM) Certificate Program

Grantee: University of Pittsburgh

Award Amount: \$1,119,908

Announcement Date: September 2021

Project Summary: WORC grant of \$1,119,908 to University of Pittsburgh in Pittsburgh, Pennsylvania, for *Applied Data Driven Methods (ADDM) Certificate Program*. The project will provide 75 dislocated workers from five rural counties in Southwestern Pennsylvania with tuition funding to complete the University of Pittsburgh's Applied Data Driven Methods (ADDM) certification program. The program offers the training needed for workers to pivot to career opportunities in data-centric occupations, including Information Technology. The ADDM certificate is a flexible, four-course educational program targeted at students whose background lies outside of computing and information, but whose career aspirations require expertise in data-driven methods and associated skills. Graduates are well prepared for high-employment outcomes in entry level positions in Information Technology related fields that require these data skills. The certificate is a four-course sequence which can be completed in one year of part time study. The program anticipates serving three annual cohorts, where 25 dislocated workers will be recruited annual to enroll in the training program. An estimated 63 graduates of the program will be equipped to fill IT and related workforce vacancies in the Southwestern Pennsylvania region.

2020 Awards

Project Title: Pathway Toward Healthy Rural Communities

Grantee: University of Pittsburgh

Award Amount: \$1,150,631

Announcement Date: September 2020

Project Summary: WORC grant of \$1,150,631 to University of Pittsburgh in Pittsburgh, Pennsylvania, for *Pathway Toward Health Rural Communities*. The University of Pittsburgh (Pitt), the Manchester Bidwell Corporation Workforce & Opportunity Center (MBC) and the University of Pittsburgh Manufacturing Assistance Center (MAC) will lead the transformation

of the University of Pittsburgh at Titusville Campus into an Education and Training Hub, aimed at reducing the effects of structural poverty in northwestern Pennsylvania by creating a healthy community ecosystem. The Hub will train the region's residents in workforce skills to address vacancies in local healthcare and manufacturing jobs, helping them attain meaningful work and engage in civic life. Additional workforce and post-secondary training certificate programs for nursing and clinical medical assistants will meet workforce needs defined by feedback from community leaders and institutions.

Project Title: Recovery to Work Ecosystem Project

Grantee: Wayne Pike Workforce Alliance

Award Amount: \$327,497

Announcement Date: September 2020

Project Summary: WORC grant of \$327,497 to Wayne Pike Workforce Alliance in Honesdale, Pennsylvania, for *Recovery to Work Ecosystem Project*. The program will be an innovative, focused workforce delivery system specifically for underserved populations in Wayne County, including individuals struggling with substance use disorders or behavioral health challenges and those exiting the corrections system. Wayne County will create and implement a best practice recovery to work model that incorporates a continuum of care for the identified populations, addressing both clinical needs and other essential needs to maintain employment including safe housing, job placement, vocational training, and more. The overall project has three distinctive phases, with Phase #1 already underway following an ARC POWER grant and a partnership with the Pennsylvania Department of Corrections for development of this workforce model in the Commonwealth. This project, SCI Waymart Project: An Integrated Recovery Model to Address the Crisis of Drug and Alcohol Addiction and Expand Behavioral Health Services, focuses on Phase #2, the development and implementation of a recovery to work model in Wayne County. Development of the workforce strategy and implementation will ensure processes and outcomes can serve as the "pilot" for a broader regional launch as the other phases move forward. Additional Phase #2 activities include expanded career coaching, skills transference, targeted educational development, skills attainment, and job placement.

2019 Awards

Project Title: Replicating, Scaling, and Sustaining Sector-Driven Successes in the Greater Oh-Penn Interstate Region (RS4)

Grantee: West Central Job Partnership

Award Amount: \$2,500,000

Announcement Date: September 2019

Project Summary: WORC grant of \$2,500,000 to West Central Job Partnership in Sharon, Pennsylvania, for *Replicating, Scaling, and Sustaining Sector-Driven Successes in the Greater Oh-Penn Interstate Region (RS4)*. The project will build upon successful manufacturing sector partnerships and apply their success strategies to enhance workforce development for the healthcare industry in the greater OH-PA Interstate Region. RS4 will leverage extensive partner networks to develop talent pipeline and worker advancement strategies including the WorkAdvance model and youth pre-apprenticeships, that serve as on-ramps to career pathways in high-demand occupations. Skills, advancement, and hands-on technical training, including apprenticeships, will support the advancement of low-skill/low-wage incumbent workers and those employed in entry-level jobs to increased wages.

SOUTH CAROLINA (1 award)

2019 Award

Project Title: GROWsc: Growing Real Opportunities and Workforce in Spartanburg and Cherokee Counties

Grantee: Spartanburg Community College

Award Amount: \$2,140,725

Announcement Date: September 2019

Project Summary: WORC grant of \$2,140,725 to Spartanburg Community College in Spartanburg, South Carolina, for *GROWsc: Growing Real Opportunities and Workforce in Spartanburg and Cherokee Counties*. The project will increase the number of highly qualified applicants to fill high-demand workforce needs in Spartanburg and Cherokee Counties by adding resources and strengthening services to assist those with substance use disorder and the economically disadvantaged build high-demand skills, secure jobs, and retain employment. SCC will: 1) hire a Work-Based Learning Coordinator who will work with local businesses to create new apprenticeship and paid internship programs; 2) hire a Case Manager who will work with community organizations to identify prospective students, guide students through their coursework and work-based learning opportunities, and connect them to support services; 3) expand experiential learning opportunities within the classroom by adding cutting-edge simulation equipment; and 4) create and strengthen services that address the unique employment barriers of the previously incarcerated, individuals with substance use disorder, and the economically disadvantaged.

TENNESSEE (4 awards)

2023 Award

Project Title: Caring Workplaces Rural Opportunities Initiative (CWROI) 2.0

Grantee: First Tennessee Development District (FTDD)

Award Amount: \$1,500,000

Announcement Date: September 2023

Project Summary: This project will establish The Caring Workplaces Rural Opportunities Initiative (CWROI) 2.0 which enhances the opportunities created in the original CWROI program. CWROI has created employment opportunities for over two-hundred twenty individuals and seeks to continue these efforts. CWROI 2.0 enhances the opportunities to advance economic prosperity for these individuals and has the long-term impact of reducing recidivism. CWROI 2.0 will address the housing employment barrier.

The program also seeks to ensure individuals are connected with and have access to high quality healthcare to include programs and services to support their mental health. The proposed program will also align with Goal 3: Building Appalachia's Infrastructure through a partnership with Recovery Resources to ensure adequate and safe housing options are available in the region. In addition, the program will align with Goal 5: Building Community Leaders and Capacity by encouraging business and local leaders to adopt inclusive policies and procedures focused on long-term solutions in the employment and recovery sectors.

2022 Award

Project Title: Strengthening the Industrial Control Systems Workforce in Northeast Tennessee (StICS)

Grantee: Northeast State Community College

Award Amount: \$1,258,623

Announcement Date: September 2022

Project Summary: WORC grant of \$1,258,623 to Northeast State Community College in Blountville, Tennessee, for *Strengthening the Industrial Control Systems Workforce in Northeast Tennessee (StICS)*. The project is a collaborative workforce development initiative between higher education, industry and community partners, and the Northeast Tennessee Local Workforce Development Board. The project is designed to (1) establish an educational pathway leading to high quality jobs in Industrial Control Systems (ICS) with family sustaining wages; (2) host ICS targeted career outreach events for populations that are underrepresented in technology fields; and (3) promote cultural change within the NeSCC Technologies division to create a more supportive learning environment for women.

2021 Award

Project Title: The Small Business & Entrepreneurship Center (SBEC)

Grantee: Roane State Community College (RSCC)

Award Amount: \$987,691

Announcement Date: September 2021

Project Summary: WORC grant of \$987,691 to Roane State Community College in Harriman, Tennessee, for *Small Business & Entrepreneurship Center (SBEC)*. The SBEC is designed to be a virtual center at Roane State Community College (RSCC) to streamline and enhance RSCC's services for small businesses and entrepreneurs. While conceived prior to COVID19, it is more critical now than ever to help the small business and entrepreneurial communities establish and grow their businesses to bring stability for future economic challenges. SBEC will fund to expand services across multiple counties, provide the infrastructure for participants to have access to the plethora of services, and receive guidance to choose services that best meet their needs. Partnerships will be developed and grown to enhance services and referrals, provide training, and share curricula with other business incubators and colleges.

2020 Award

Project Title: Caring Workplace Rural Opportunities Initiative (CWROI)

Grantee: First Tennessee Development District (FTDD)

Award Amount: \$1,278,418

Announcement Date: September 2020

Project Summary: WORC grant of \$1,278,418 to First Tennessee Development District in Johnson City, Tennessee, for *Caring Workplace Rural Opportunities Initiative (CWROI)*. FTDD will partner with Ballad Health to create gainful employment opportunities for the justice-involved and recovery populations in local high-demand areas of health care, advanced manufacturing, and construction, CWROI also includes the recruitment and training of regional employers to become certified "Caring Workplaces" to better support current and prospective employees in recovery or transitioning from the justice system. Staff hired by the grant will provide navigation to assist with soft skills training, job search and placement services, and basic employability assistance. Navigators will themselves be in recovery and will serve as a dedicated point of contact with specific "touch points" occurring at

predetermined intervals. A sustainable system and consistent process to serve and overcome barriers significantly increases the likelihood of success for employees and employers. Navigators will establish benchmarks and objectives with each participant with the goal of maintaining stable employment and achieving financial stability.

VIRGINIA (6 awards)

2023 Award

Project Title: Readjustment Opportunities and Pathways to Employment Success

Grantee: Southwest Virginia Workforce Development Board

Award Amount: \$1,500,000

Announcement Date: September 2023

Project Summary: The far Southwest Region of Virginia (Tazewell, Buchanan, Russell, Dickenson, Lee, Scott, Wise Counties, and the City of Norton) is a beautiful portion of the Commonwealth. Despite the area's beauty, it is plagued with high substance abuse, insufficient training and employment opportunities to meet workforce needs, and many available workers with employment barriers resulting in widespread poverty. Consequently, the regional jails are at capacity, and employers continue to struggle with a lack of skilled talent. The Southwest Region currently hosts ten correctional facilities within its eight jurisdictions - six State facilities and four regional jails; approximately 10,000 inmates are presently housed within these facilities. Additionally, every county located in the Southwest Region is considered an Opportunity Zone as designated by the Secretary of Treasury.

The success of the far Southwest Region of Virginia region relies on 1. Economic diversification from the coal industry including regional investments in technology, manufacturing, and clean energy, 2. Reengaging vulnerable populations into the workforce and placement in Good Jobs, 3. Develop, expand, and improve the alignment of training programs with industry needs. WORC will provide the funding to promote Good Jobs Principles and WORC principles throughout the region, increase citizen equity, and increase economic prosperity for individuals, businesses, and communities.

2022 Awards

Project Title: Pathways to New Beginnings

Grantee: New River/Mount Rogers Workforce Development Area Consortium

Award Amount: \$1,441,292

Announcement Date: September 2022

Project Summary: WORC grant of \$1,441,292 to New River/Mount Rogers Workforce Development Area Consortium in Radford, Virginia, for *Pathways to New Beginnings*. The project will address systemic and programmatic barriers for 180 individuals in recovery and justice-involved, coordinate innovative training and business services, provide access to employment opportunities, and align workforce and economic development strategies and activities in the 13 jurisdictions in the New River/Mount Rogers Workforce Development Area in Southwest Virginia. Career Services uses an Integrated Education and Training model and includes Foundational (personal effectiveness and employability) and Technical training in addition to supportive services, case management, job placement, and 12-months post-exit follow-ups to ensure success. Services for local employers will help address the region's workforce demand and help businesses in hiring and providing career advancement to recovering and justice-involved citizens. Activities include business workshops, hiring events

targeting recovering and justice-involved individuals, and training to promote the benefits of Second Chance hiring.

Project Title: SWVA Ready Workforce: The Academy for Advanced Manufacturing and the Trades

Grantee: Southwest Virginia Community College

Award Amount: \$1,378,568

Announcement Date: September 2022

Project Summary: WORC grant of \$1,378,568 to Southwest Virginia Community College in Cedar Bluff, Virginia, for *SWVA Ready Workforce: The Academy for Advanced Manufacturing and the Trades*. The multi-pronged project is designed to train incumbent, dislocated and new workers in the four-county service area in Southwest Virginia. SWVA Ready Workforce will build a highly-skilled workforce, address the needs of local and regional employers, and create opportunities for more diverse, high-wage, high-benefit careers in local industries to address historic inequities and produce high-quality employment outcomes for residents. The project consists of: The Academy for Advanced Manufacturing and the Trades (current and new programs of study/training and certification courses); The Academy for Advanced Manufacturing and the Trades: Train the Trainer Program (a program training and equipping K-12 teachers to connect middle school students with advanced manufacturing via virtual simulation and employer partner showcases); curriculum redesign for SDV106 Preparation for Employment; and new curriculum development for expanded automotive repair and logistics and transportation programs to include a new hybrid and electric vehicle repair program and new logistics and transportations certification programs.

2020 Awards

Project Title: Nurturing and Enhancing Welding in Tazewell County (NEW-TC)

Grantee: County of Tazewell, Virginia

Award Amount: \$1,443,900

Announcement Date: September 2020

Project Summary: WORC grant of \$1,443,900 to County of Tazewell in Tazewell, Virginia, for *Nurturing and Enhancing Welding in Tazewell County (NEW-TC)*. The project will establish a regionally driven, comprehensive approach to addressing regional economic distress by helping prepare a dislocated workforce for modern welding opportunities in Tazewell County, Virginia. NEW-TC partners will execute a workforce development initiative that ensures the regional workforce is capable of succeeding in current and future job opportunities in welding and associated industries through two overarching objectives: (1) the development of a welding program with modern welding equipment that is up-to-date with industry standards; and (2) the implementation of a full array of participant and employer support services (child care, transportation, and counseling) to ensure success both in the short-term and in the long-term.

Project Title: Appalachian CareerForge

Grantee: Total Action Against Poverty

Award Amount: \$1,337,918

Announcement Date: September 2020

Project Summary: WORC grant of \$1,337,918 to Total Action Against Poverty in Roanoke, Virginia, for *Appalachian CareerForge*. The project begins with innovative screening and orientation activities to select participants and prepare them with the soft skills necessary to

succeed in training and the workplace. Training will target new entrants to the workforce and dislocated workers. TAP will work with each participant to address barriers to success, such as childcare, transportation, etc. Next, technical training from partner Dabney S. Lancaster Community College will address workforce needs identified in state, local, and regional economic development plans, including training in the high demand sectors, such as healthcare (CNA, pharmacy technician and phlebotomy) and truck driving. Additionally, program partners Garten Trucking and the Brian Center will provide paid training opportunities for participants in the form of truck driving apprenticeships and paid CNA clinicals, while LewisGale Hospital Alleghany will provide phlebotomy clinicals. Throughout the program TAP will provide career mentoring to participants; this will continue after hire in the form of workplace mentoring programs that deliver support to employers in meeting workforce challenges, such as preventing turnover. Projected results are: 150 participants will improve soft skills; of those, 120 or 80% will complete hard skills training in CNA, phlebotomy, or truck driving; of those, 96 or 80% will obtain jobs in the field for which they were trained.

Project Title: Growing Roots in Workforce Development and Sustainability

Grantee: Appalachian Sustainable Development (ASD)

Award Amount: \$853,456

Announcement Date: September 2020

Project Summary: WORC grant of \$853,456 to Appalachian Sustainable Development (ASD) in Duffield, Virginia, for *Growing Roots in Workforce Development and Sustainability*. The project will create synergy between two of Bristol's workforce development programs, Appalachian Sustainable Development (ASD) and Bristol's Promise (BP). ASD's Groundwork program focuses on training individuals with barriers to employment, while BP's Bristol Connect program provides resources to support frontline employees in the workplace. The project will implement an innovative, sustainable partnership between Groundwork and Bristol Connect that will align ASD's workforce development activities with BP's economic development strategy. This partnership will broaden the capacity of each program to address economic and workforce-related impacts, maximize available resources, and establish community-based approaches for addressing workforce challenges and industry needs.

WEST VIRGINIA (11 awards)

2023 Awards

Project Title: Data Cabling and Fiber Optic Installation Training Program

Grantee: Connec Train Corp

Award Amount: \$1,500,000

Announcement Date: September 2023

Project Summary: Connec Train Corp (CTC) will train 80 former coal miners and coal-impacted residents from West Virginia's Workforce Development Regions 2, 3, and 4 for entry-level positions as broadband technicians, focusing on data cabling and fiber optic installation. The proposed project.

CTC will collaborate with the cabling contractor TLTEK, LLC, to facilitate the training program, which will culminate in industry-recognized certifications such as the Electrician Technician Association (ETA) credentials in Data Cabling Installers Certification (DCIC) and Fiber Optics Installer (FOI) certification. These certifications qualify graduates for broadband installation, maintenance, and repair employment.

The project aims to address the region's workforce needs by providing industry-specific training, supporting economic diversification, and meeting the demand for qualified telecommunication professionals. Through this initiative, Connec Train Corp, in collaboration with its partners, demonstrates the capacity to successfully implement the proposed project and empower individuals from historically marginalized communities to secure sustainable employment in the broadband industry.

Project Title: Growing Renewed Opportunities for Workers in Appalachia (GROW Appalachia)

Grantee: Coalfield Development Corporation, 501(c)3 non-profit

Award Amount: \$1,500,000

Announcement Date: September 2023

Project Summary: West Virginia non-profit Coalfield Development Corporation's GROW Appalachia project will support job-driven skills development and boost economic vitality for southern WV by expanding Coalfield's and partner organization High Rocks' innovative and proven "WRAPS" and "33-6-3" workforce development career pathway models.

The GROW Appalachia initiative will continue its activities from a WORC grant awarded in 2019, providing stackable skills training, paid on-the-job workforce development, professional certifications, associates degrees, personal development, and job placement reinforced by employer-led industry partnerships in eight growing sectors in Appalachia: climate resilience, clean energy technologies, sustainable textile and furniture making, community-based construction projects, deconstruction and upcycling of blighted buildings, shipping/logistics, regenerative agriculture, and tech.

Project Title: Blue Ridge Advances Opportunities

Grantee: Blue Ridge Community and Technical College

Award Amount: \$1,490,363

Announcement Date: September 2023

Project Summary: The Blue Ridge Advances Opportunities project coalesces lessons learned and a foundation in strategic implementation of key activities aimed at addressing gaps in serving disadvantaged populations to meet the three principles of WORC. The Good Jobs Principles that inform this project design are: (1) Recruitment and Hiring, particularly around working with employers to provide supports for transitioning workers in recovery into the workforce and meaningful employment; (2) Organizational Culture where the project will promote inclusive opportunities and ways for employers to provide two-way communication, especially with ongoing supports that might be needed to reduce barriers to labor force attachment; and (3) Skills and Career Advancement where disadvantaged populations can participate in skills acquisition and translation of those skills to career pathways and engagement of the higher paying jobs in the Blue Ridge community.

2022 Awards

Project Title: Appalachians Training for Employment in Technology (ATET)

Grantee: BridgeValley Community and Technical College

Award Amount: \$1,441,280

Announcement Date: September 2022

Project Summary: WORC grant of \$1,441,280 to BridgeValley Community and Technical College in South Charleston, West Virginia, for *Appalachians Training for Employment in Technology (ATET)*. The project is designed to help reverse negative workforce trends and provide individuals in south-central WV the training needed for jobs with high-quality employment outcomes. The project will serve dislocated workers, incumbent workers and

new workforce entrants, who will enroll in BV's advanced manufacturing technology (AMT) degree program or one of its three information technology (IT) degree programs: 1) computer science technology (CS) with a software development concentration, 2) CS: web development concentration, or 3) cybersecurity and network technology. In addition to providing skills-based workforce training, ATET will also provide participants with a combination of employment-related activities and intensive support services, along with individualized case management, to address any barriers on the road to completing their degree and obtaining high-quality employment. Through ATET, participants seeking one of the targeted degrees will receive three services: 1) Accelerating Student Completion: Encouraging New Dreams (ASCEND) supportive services, 2) tutoring, and 3) job placement with ATET's committed employers. ASCEND replicates the evidence-based ASAP program, which provides a dedicated adviser, career information from a career employment coach, and tutoring support. Participants will also benefit from peer support by enrolling in blocked or linked courses in their first year and taking an ASCEND seminar about goal setting, study skills and academic planning. Participants will also receive nominal monthly financial incentives, a tuition waiver that fills any gap between financial aid and school tuition and fees, and free textbooks. Many participants will be placed with partnering employers during their training through ATET.

Project Title: First Step Heavy Equipment Training

Grantee: Randolph County Housing Authority

Award Amount: \$1,440,438

Announcement Date: September 2022

Project Summary: WORC grant of \$1,440,438 to Randolph County Housing Authority in Elkins, West Virginia, for *First Step Heavy Equipment Training (FSHET)*. The program is West Virginia's first mobile training program for Heavy Equipment Operators. FSHET combines targeted vocational pre-apprenticeship training via virtual simulators, general employability skills, soft skills, digital literacy skills, and certifications necessary to find family-sustaining employment. FSHET targets high and medium demand industries in West Virginia including forestry and construction. FSHET will offer both a five-week and a ten-week training program. The five-week training course is designed as a screening tool for potential employers and includes working with participants to ensure they have the skill, mindset, discipline, and/or the inclination to be an effective heavy equipment operator. The 10-week program is a pre-apprenticeship program and will offer qualifying participants the opportunity for a certification on at least two pieces of equipment, including 60-80 hours of simulator time, and will be a lead into the registered apprenticeship program with the International Union of Operating Engineers, Local 132.

Project Title: NewForce: Level Up Equity and Economic Resilience Project

Grantee: Generation West Virginia

Award Amount: \$1,437,538

Announcement Date: September 2022

Project Summary: WORC grant of \$1,437,538 to Generation West Virginia in Morgantown, West Virginia, for *NewForce: Level Up Equity and Economic Resilience Project*. The project will expand equitable access to its NewForce software development job training program, place unemployed and underemployed West Virginians in high-quality technology jobs and offer new opportunities to former graduates who seek to "level up" in their careers. The highly successful, tuition-free NewForce job training program will advance GWV's work to improve economic opportunity and address the generational impacts of coal decline in West

Virginia communities. The primary components of the Level Up project include: (1) Establishing stipends and conducting targeted recruitment to enhance equitable access to the six-month program with a focus on participation from underrepresented groups in technology, (2) Launching a new Level Up alumni advancement program to ensure economic mobility within technology industries, and (3) Conducting a sustainability study to establish new revenue streams to sustain NewForce's impact on economic mobility in West Virginia.

2021 Award

Project Title: Manufacturing, Aviation, and Construction Skills Training (MAC)

Grantee: Marshall University Research Corporation

Award Amount: \$1,499,410

Announcement Date: September 2021

Project Summary: WORC grant of \$1,499,410 to Marshall University Research Corporation in Huntington, West Virginia, for *Manufacturing, Aviation, and Construction Skills Training (MAC)*. The project will provide new entrants to the workforce, dislocated workers, and incumbent workers - emphasizing those with in recovery from substance use disorder (SUD)

- with hands-on skills training in machining and welding, aviation maintenance, and construction. Training participants will receive recovery support and employers will undergo training and education to create a recovery-friendly workplace for their employees. Outputs will include 280 industry-recognized credentials earned, 151 participants earning a degree, and 38 workplaces enhanced with recovery training and education.

2020 Awards

Project Title: New Heights Workforce Development Initiative

Grantee: Williamson Health & Wellness Center

Award Amount: \$1,352,129

Announcement Date: September 2020

Project Summary: WORC grant of \$1,352,129 to Williamson Health & Wellness Center in Williamson, West Virginia, for *New Heights Workforce Development Initiative*. The project will serve the rural area of Mingo County, West Virginia (now expanded to Wayne and Logan Counties) focusing on supporting Individuals in SUD/ODU Recovery and New Entrant Young Adults (ages 18-24). A Workforce Readiness Training Certification program will be launched with a total of 445 participants expected to enroll (with almost 75% Individuals in Recovery) and 148 expected certifications. Six On-The-Job Training programs will support 60 paid/partially paid participants to gain culinary, hospitality, aquaponic/agricultural or flooring/cabinetry skills. A strong support system for all participants in recovery will be provided throughout the training and job placement process by a Recovery Coach and Case Manager to ensure whole-person support, vital social service connections, transportation assistance, and appropriate PPE and workplace clothing. All OJT and direct hire participants will receive twice-a-month random drug screens and will be supported with an Employer Review Process to ensure participant's success, along with career coaching. The initiative supports a deeply opioid-impacted Appalachian region to increase economic prosperity, support a culture of health and offer participants opportunities to remain in the community and thrive. The project aligns with the WORC program goal and objectives to support a sustainable and innovative workforce readiness and OJT program designed for individuals in

SUD/ODU recovery and young adults, with expectations to serve dislocated, new entrant and incumbent workers. The project aligns with regional, state and federal economic development strategies, as well as develops industry-focused local partnerships for OJT and supports identified local employer workforce needs.

Project Title: The Blue Ridge Regional Work Opportunity (BRRWO)

Grantee: Blue Ridge Community and Technical College

Award Amount: \$753,104

Announcement Date: September 2020

Project Summary: WORC grant of \$753,104 to Blue Ridge Community and Technical College in Martinsburg, West Virginia, for *Blue Ridge Regional Work Opportunity (BRRWO)*. For many years, Berkeley, Jefferson, and Morgan Counties in the Eastern Panhandle of West Virginia suffered the economic challenges common to much of Appalachia, but recent business attraction for companies such as P&G have provided an opportunity to improve employment rates and outcomes. BRRWO will help the area leverage the opportunity by developing training opportunities, in concert with business and industry, targeted to recently dislocated workers and new entrants with a specific focus on opioid-addicted individuals and impacted family members. Specific activities include: (1) expansion of career pathways in information technology, advanced manufacturing, and skilled trades programs with multiple on-ramps for participants; (2) outreach and intake targeted to dislocated workers in the service sector facing mass layoffs; (3) job placement and work experience opportunities aligned to employer partners' middle-skill occupations in-demand; and (4) services and strategies to help individuals in recovery and family members with support services that remove barriers to training and employment.

2019 Awards

Project Title: Pathways to Renew the Economic Potential of Appalachia (PREP Appalachia)

Grantee: Coalfield Development Corporation

Award Amount: \$2,500,000

Announcement Date: September 2019

Project Summary: WORC grant of \$2,500,000 to Coalfield Development Corporation in Huntington, West Virginia, for *Pathways to Renew the Economic Potential of Appalachia (PREP Appalachia)*. The project builds on the Coalfield Development Corporation's renowned "33-6-3" and "WRAPS" workforce development and career pathways models to expand skills trainings and increase gainful employment for citizens in a highly distressed coal-impacted region.

Project Title: Randolph County Workforce Development Collaborative

Grantee: Randolph County Housing Authority

Award Amount: \$750,000

Announcement Date: September 2019

Project Summary: WORC grant of \$750,000 to Randolph County Housing Authority in Elkins, West Virginia, for *Randolph County Workforce Development Collaborative*. The project aims to address the needs of employers in health care, wood products, and building trades by providing training, job coaching, and on-the-job training to unemployed and underemployed residents. The project will also contribute to the attainment of ACT Work Ready Community Platinum Status for Randolph County. Partnerships with Pierpont CTC, the Randolph County Development Authority, Elkins-Randolph Chamber of Commerce, the

WoodTech Center, and YouthBuild will provide skills assessments, training programs, and job supports. Partnership with employers such as Davis Medical Center, AHFP, and Woodlands Development Group will provide on-the-job training and job placement services. The partners will serve on the Randolph County Workforce Development Collaborative Board to plan, implement, and evaluate this project. The project anticipates 90 residents will have new or better jobs and 150 will have received training leading to certification.

WORC Regional Projects (4 awards)

2023 Awards

Project Title: Electrical WORC in Appalachia
Grantee: Electrical Training Alliance (ALLIANCE)
Award Amount: \$1,499,485
Announcement Date: September 2023

Project Summary: The Electrical WORC in Appalachia project supports equitable access to in-demand electrical trades workforce opportunities. It also allows improved technological capacity to meet workers' needed skills, through existing registered apprenticeship program (RAPs) and journey worker training improvements. The program's participants will receive sought-after electrical trade skills, including emerging alternative energy system focuses such as wind, solar, and EV charging stations; and advanced manufacturing. Electrical contractors will receive a highly skilled worker pipeline. The electrical contractors will provide electrical on-the-job training to apprentices at respective work sites. Workers' families will benefit from the WORC funding through sustainable family wages and health insurance.

Project Title: Preparing New Entrants to the Workforce for Sustainable Careers in the Water Sector in Central Appalachia
Grantee: West Virginia University Research Corporation
Award Amount: \$1,448,793

Announcement Date: September 2023

Project Summary: This project will create economic mobility, address historic inequities, and produce high-quality employment outcomes for underserved workers who reside in the Appalachian region, enabling them to remain and thrive in these communities, by increasing awareness of water careers among secondary and post-secondary age students, supporting training of new entrants to the workforce through development of an internship program, and improving the ability of water sector employers to recruit and retain employees. This work will promote the availability of good jobs (Core Principle 1) by integrating new entrants to the workforce into a career with competitive pay and opportunities for growth and advancement, allowing them to begin accruing experience required for certification. The project will also prioritize equity (Core Principle 2) by creating opportunities for diverse individuals in Justice40 disadvantaged communities with a legacy of pollution impacts to enter jobs that promote the health and safety of their communities.

Program recruitment will emphasize individuals without a college degree and diverse individuals who have been historically underrepresented in the water sector, including women and LGBTQ+ individuals, by recruiting from schools and youth events with a diverse population. The project activities are also expected to support economic transformation (Core Principle 3) in communities within Appalachian across four states by establishing a process for recruiting and hiring interns to water/wastewater utilities that will help workers obtain local jobs and remain within the region. Having skilled workers in water and wastewater positions is essential for maintaining community infrastructure, which is critical for economic growth.

Project Title: Oh-Penn Manufacturing Collaborative: Regional Partnerships and Pathways to Good Jobs

Grantee: West Central Job Partnership, Inc. (WCJP)

Award Amount: \$954,708

Announcement Date: September 2023

Project Summary: The Oh-Penn Manufacturing Collaborative: Regional Partnerships and Pathways to Good Jobs project will 1) Expand, strengthen, develop and systematize talent pipelines for manufacturers; 2) Serve new entrants, dislocated and incumbents by engaging historically marginalized populations and underrepresented demographics; 3) Support advancement along career pathways for in-demand, good quality jobs through training and wraparound supports; 4) Strengthen alignment and improve outcomes of regionally defined priorities by improving systems' responsiveness to needs of regional manufacturers and jobseekers and forming an industry sector partnership for Mercer and Lawrence counties (PA) which will formalize its collaboration with Mahoning Valley Manufacturers Coalition, the Ohio ISP Ohio counterpart.

2020 Award

Project Title: Early Childhood Workforce Opportunity

Grantee: Save the Children Federation, Inc.

Award Amount: \$618,909

Announcement Date: September 2020

Project Summary: WORC grant of \$618,909 to Save the Children Federation, Inc. in Fairfield, Connecticut, for *Early Childhood Workforce Opportunity*. The project will provide Early Childhood Education (ECE) career pathways for 100 dislocated, new, and incumbent workers to achieve increases in workforce participation and qualifications in target ARC counties. With support from Save the Children (STC), Eastern Kentucky University (EKU), and Community Action Agencies (CAA) in target counties, the project will serve caregivers and ECE staff with low incomes and low or no post-secondary education. Specifically, EKU will provide a fast-track bachelor's degree with a Child Development concentration, as well as several related certifications to these caregivers. Additionally, STC will train ECE professionals interested in opening a homebased childcare business. This project will also provide caregivers with an academic advisor and Early Childhood E-Mentor who will provide support for both course guidance and needs that fall outside of academia. This project aims to assist 60 participants earn a bachelor's degree and 40 participants earn ECE credentials.