REGIONAL COUNCIL 9
TALENT DEVELOPMENT (TD) TASK FORCE MEETING
JANUARY 7, 2026
10 am to 11 am
ALL-VIRTUAL
https://us06web.zoom.us/j/88963465467
Call 434-979-5610 x. 106 with connectivity issues.

AGENDA

1. Welcome (5 minutes)   Jean Runyon, Chair
   - Roll Call
   - Public Comment

2. Consent Agenda (3 minutes) ACTION ITEM   Jean Runyon
   - Talent Development Task Force Meeting Minutes, October 10, 2025

3. Update(s): (5 minutes)   Shannon Holland, Director
   - Growth & Diversification Plan Grant Opportunities – 2025
   - GO TEC Launch in Region 9 - Approved
   - Mobile AI Unit Competitive Grant - Deferred
   - Region 9 Talent Development Dashboard
   - Region 9 Project Pipeline

4. Project Deliverable Review (20 minutes) ACTION ITEM   Jean Runyon
   - MEMO: BioBridge Talent Pathways Initiative (TPI) Report DRAFT - Review
   - Discussion

5. Other Business (2 minutes)   Jean Runyon

6. Adjourn (1 minute)   Jean Runyon

REGIONAL COUNCIL 9
TALENT DEVELOPMENT (TD) TASK FORCE MEETING
OCTOBER 10, 2025
9 am to 10 am
IN-PERSON
1001 Research Park Blvd., Suite 301, Charlottesville
https://us06web.zoom.us/j/86401404470
Call 434-979-5610 x. 106 with connectivity issues.

MINUTES

TD Task Force Members Present: Jean Runyon, Cheryl Kirby, Cathy Schafrik, Tina Weaver
TD Task Force Members Absent: Roque Castro, Kim Blosser
Staff Present: Shannon Holland, Christie Taylor, Miles Davis (CVPED)
Guests: Adrian Feltz, Mantle Technologies; Jack Honig, DHCD; Meagan Maynard, Albermarle County Public Schools; Nancy Pattillio, Cyber Bytes Foundation

1. **Welcome**
   Jean Runyon called the meeting to order at 9:08 a.m.
   - **Introductions**
     As this was the first meeting of the TD Task Force for the fiscal year and it included new members, guests, and staff, introductions were made.
   - **Roll Call**
     A roll call was performed. **A quorum was established, as noted above.**
   - **Public Comment**
     No public comment was submitted prior to or offered at the meeting.

2. **Consent Agenda**
   - Talent Development Task Force Meeting Minutes, October 18, 2024
     It was noted that the majority of current members were not present at the meeting for which minutes were being considered.

Cathy Schafrik made the motion to approve the minutes of the October 18, 2024 TD Task Force meeting. Cheryl Kirby seconded the motion. Tina Weaver abstained. Motion carried.

3. **Updates:**
   - Region 9 Talent Development Dashboard
     Shannon Holland reviewed the dashboards included in the meeting packet which presented historical and in-progress committed and actual outcomes relevant to talent development projects. The active project dashboard will be presented at the October Council meeting, with an update from quarterly reports due October 20th expected by then.

4. **Proposal Review: GO TEC Expansion in Region 9**
   - Updates:
     Shannon Holland reviewed provided the following technical review updates:

- The proposal version must be updated to June 2025 Per Capita or single region competitive version.
- Requested funding amount exceeds the $1,016,000 available Per Capita funds.
- The drawdown schedule and ROI must be updated
- The proposal will be amended to assure that PVCC and UVA Community Partnership are the higher education institutions involved in this effort.
- The role of the regional coordinator needs clarification.
- Details on proactive versus passive student enrollment are needed and confirmed business partnerships remain limited.

- Project Discussion
- Discussion highlights included:
- Leverages a successful statewide model with strong implementation partners.
- The longer-term ROI projections and percentage of population participation is less than 50% are longer than is optimal for a single statewide competitive proposal, so the per capita approach is best path forward. To do that the funds requested must be reduced to align with available per capita funds. The project team was aware that this might be the case but wanted to put forth the most optimal proposal.
- Timing of awarding this grant is important as it plans for six months of setting labs up and teacher training ahead of the targeted academic year for launching.
- Other external funding sources are being approached to fund the healthcare modules.

Tina Weaver made the motion to advance the proposal to Council, with a revised budget to match available funds. Cathy Schafrik seconded the motion. Motion carried.

5. **Proposal Review: Mobile AI Unit**
   - **Updates:**
   Shannon Holland shared that Cyber Bytes Foundation (CBF), with University of Mary Washington lab school, is managing this grant. Region 6 leads the proposal, which covers Orange and Fauquier counties in Region 9. The Council's role is to review the proposal, ensure it aligns with Region 9's Growth & Diversification Plan, and consider providing a letter of support.

   - **Project Discussion:**
     Highlights from the discussion included:
     - There is significant work in dual enrollment with approvals for curriculum changes, college boards, etc. It was asked what conversations have taken place with the colleges and passport course compliance. Nancy Pattillio with CBF answered that there is a 1-hour course at UMW that informs the curriculum. She will share the feedback on a curriculum pathway to ensure that the dual enrollment credit is recognized across all the colleges in the region. There are credentials embedded, achieved through COMP TIA.

- Since community colleges have goal of increasing credentials awarded by 300,000 by 2030 (Accelerate Opportunity), efforts should be aligned.
- Questions were raised about the longevity of mobile units, which typically last 10 years. Nancy Pattillio stated that using a truck and trailer model removes the CDL requirement. The deployable classroom features 30 laptops, Starlink, a generator, server, self-contained network, and power source. With software in the cloud, hardware costs are lower and updates are straightforward.
- The project team will connect with VCW-Piedmont since the Bay Area workforce group is involved and will also connect with all community colleges in regions served to work on the dual enrollment process.

Cathy Schafrik made the motion to advance the Letter of Support for Council consideration. Tina Weaver seconded the motion. Motion carried.

6. **2025 Growth Plan Grant Opportunities**
   Shannon Holland reviewed the Grant Opportunities flyer, which will go before Council October 28th for consideration.

7. **Other Business**
   Jean Runyon expressed the desire to have the task force shape the talent pipeline by working directly with companies such as Astra Zeneca to understand the credentials needed and what machinery they need training on, etc.

   Adjourn
   The meeting adjourned at 10:00 a.m.

2025 GROWTH PLAN OPPORTUNITIES

The GO Virginia Region 9 Council invites grant proposals that deliver outcomes for the Region 9 target sectors of *Biosciences; Financial & Business Services; Food & Beverage Manufacturing; Information Technology & Communication or Light Manufacturing.*

Talent Development

1. Establish workforce coalition(s) or initiatives that enhance collaboration and efficiency within the Region 9 talent development ecosystem for target sectors regionally or subregional.
2. Grow an AI-ready workforce to advance the competitiveness of region 9's target sectors informed by the AISLA Project Blueprint Report. (Fall 2025)
3. Advance sector-specific talent pathways planning efforts, ensuring the alignment of education and training with industry specified needs in each target sector.
4. Implement talent pathway strategies spanning from middle school career awareness to senior-level employment opportunities
5. Develop sector-driven credentialing, micro-credentialling, apprenticeship, upskilling, and internship (high school, adult) programs designed to meet the demands of target industries
6. Assess and address regional target sector workforce needs to fill high demand occupations

Grow Existing Business

1. For each target cluster, re-evaluate member industries within each cluster as defined and identify gaps in growth to develop recommendations for future implementation grants.
2. Support implementation grants from gaps identified in planning grants or other regional reports
3. Support sector led initiatives that address business-validated sector gaps to traded sector growth.
4. Catalyze AI & technology adoption in target sectors that drive sector growth and competitiveness

Entrepreneurship

1. Promote the creation or expansion of sector-specific industry support organizations or peer groups to drive mentorship, education, community engagement, and resource exchange for target sectors entrepreneurial leaders.
2. Establish coordinated sector specific incubators or accelerators when demand is validated
3. Widen founder education about capital sources and connect more capital

Sites

1. Advance development of regionally significant sites.
2. Identify new potential sites in the region for these sectors.
3. Create a regional site development plan for target sectors.
4. Support future projects from the regional sites plan, once completed.
5. Assess benefits of collaboration on site development, such as RIFA development opportunities.

Other

1. Support planning grants to assess, map, and catalyze growth in emerging industries for which the region may have a competitive advantage
2. Support implementation grants that address recommendations identifed in emerging industries planning grants

TALENT DEVELOPMENT

Project Milestone Dashboard – Region 9

As of 2025Q3; Completed 12/30/2025

Project	Funding	Industry	Projected Businesses Served	Actual Businesses Served	Projected Jobs	Actual Jobs	Active/ Closed	Status Prev QR	Status Most Recent QR	Contract dates	Notes
Technology Academies for Fauquier and Rappahannock Counties - Laurel Ridge Community College	$ 402,075	Food and Beverage Manufacturing, IT/Comm, Light Manufacturing	0		69	0	Active	Yellow	Yellow	7/25/2022-2/24/2026	Extended to 2/2026 to attain outcomes; pivoted from dual enrollment to bootcamps. 87 students served and 27 credentials awarded as of 2025Q3, so accelerating towards committed outcomes. No shift in outcomes for Q3 because mid-semester.
Bio Bridge TPI - CVilleBioHub	$ 244,400	Biosciences	0		0		Active	Green	Green	2/1/2025-2/1/2026	Draft strategies submitted by TEConomy. CBH plans to lead implementation.
	$ 646,475		**0**	**0**	**69**	**0**					

Project Pipeline

January 1, 2026

| Project | | | | Region 9 Deadlines* | | | | |
| Project – Working Title | Grant Type | Strategy | Projected Funding Source | 2026 | | | | |
				3/18	5/13	7/15	9/23	12/10
Food & Beverage Business Accelerator	Implementation	GEB	Single Region Statewide Competitive	x				
Bio Bridge (TPI)	Implementation	TD	Single Region Statewide Competitive	x				
Innovation Corridor Road Map	Implementation	GEB	FY 2027 Per Capita		x	x		
Mobile AI Unit (resubmission from Board deferral)	Implementation	TD	Statewide Competitive (led by Region 6)	x				

*Application target dates are staff projections and may not reflect applicant commitments.

MEMORANDUM

Date: January 7, 2026

To: Talent Development Task Force

From: Shannon Holland, Director, GO Virginia Region 9

Re: BioBridge Talent Pathway Initiative (TPI) Report DRAFT – Review

Meeting Framework

Today's meeting will assess whether the BioBridge Talent Pathway Initiative (TPI) Report DRAFT meets the planning contract deliverables listed below. The task force may also provide feedback to the applicant team as needed.

The applicant team has been invited to attend the meeting and may be engaged in discussion at the discretion of the Chair.

Following this meeting, the task force will present a summary of the discussion at the Council Meeting on January 16. The applicant is also scheduled to present at the meeting.

Key Discussion Points

- Does the report meet the contract deliverables as specified below?

- What are the strengths of the report, what aspects are unclear, and where are there gaps?

- What issues should be considered for a possible implementation grant? Please note, this report does not ensure approval; all proposals are independently reviewed.

Reference: Grant Contract Deliverables

Subgrantee commits to delivering the following products during the grant period:

- *Talent Pathway Initiative Plan for biotechnology/biomedicine**

*The six required components of a TPI plan are:

1. *Development of industry coalitions to guide and advise on project work*
2. *Completion of a qualitative/quantitative analysis of workforce needs for the industry/industries chosen by the regional council*
3. *Completion of a gap analysis of jobs needed to help the industry/industries grow*
4. *Identification of skills and training needed for individuals to fill those jobs*
5. Development of an asset map of the region's training providers who could support unmet needs
6. Identification of strategies and future projects to meet unmet needs