



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

**AGENDA**  
**VIRGINIA GROWTH AND OPPORTUNITY BOARD**

**Tuesday, March 24, 2026**

**1:00 PM – 3:00 PM**

[Virtual Link](#)

**Location:**

**Library of Virginia**

**1<sup>st</sup> Floor Conference Room**

**800 E Broad St, Richmond, VA 23219**

**If unable to join virtually, please dial for technical assistance: 1-804-773-9075**

- |       |   |                                 |
|-------|---|---------------------------------|
| I.    | OPENING   |                                 |
|       | a. Call to Order                                    | Chair                           |
|       | b. Roll Call  | Shara Gibson                    |
|       | c. Public Comment                                   | Chair                           |
| II.   | CONSENT AGENDA – <b>Action Item</b>                 | Chair                           |
|       | a. December 9, 2025 Meeting Minutes                 |                                 |
| III.  | PRESENTATIONS                                       |                                 |
|       | a. Virginia AI Landscape Assessment                 | Andrew Sinclair/<br>Mike Malone |
| IV.   | DEPUTY DIRECTOR’S REPORT– <b>Action Item</b>        | Sara Dunnigan                   |
|       | a. Per Capita Applications (9)                      |                                 |
|       | b. Competitive Applications (3)                     |                                 |
| V.    | PROGRAM PERFORMANCE AND EVALUATION COMMITTEE REPORT | Jim Cheng                       |
| VI.   | GOVERNANCE AND POLICY COMMITTEE REPORT              | Cliff Fleet                     |
| VII.  | REGIONAL COUNCIL COMMITTEE REPORT                   | John King                       |
| VIII. | LEGISLATIVE/BUDGET UPDATE                           | Dr. Tamarah Holmes              |
| IX.   | INFORMATION ITEMS                                   | Sara Dunnigan                   |
|       | a. DHCD Administratively Approved Projects (3)      |                                 |
| X.    | ADJOURNMENT   | Chair                           |



VIRGINIA INITIATIVE FOR  
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**Next Meeting Dates:**

**Tuesday, June 9, 2026**

**Tuesday, September 15, 2026**

**Tuesday, December 8, 2026**

**All meetings will be held at 1:00 p.m.**

## II. CONSENT AGENDA

### a. December 9, 2025 Meeting Minutes



VIRGINIA INITIATIVE FOR  
**GROWTH &  
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IN EACH REGION

**VIRGINIA GROWTH AND OPPORTUNITY BOARD MEETING**

**December 9, 2025**

**1:00 PM**

**Virtual Meeting**

Members Present

Nancy Howell Agee  
Reggie Aggarwal  
Jim Cheng  
The Honorable Steve Cummings  
Ben J. Davenport, Jr  
Bill Dotson  
Cliff Fleet  
W. Heywood Fralin  
Joel Griffin  
Kenneth Johnson  
Delegate Terry Kilgore  
John King  
Senator L. Louise Lucas  
Senator Ryan McDougle  
Emily O'Quinn  
Jon Peterson  
Fouad Qreitem  
Thomas Ransom  
Delegate Don Scott  
The Honorable Juan Pablo Segura  
The Honorable Bryan Slater  
Delegate Luke Torian

Members Absent

Senator Creigh Deeds  
Delegate Michelle Maldonado

Call to Order

Ms. Emily O'Quinn, Chair of the Virginia Growth and Opportunity (GO Virginia) Board, called the meeting to order.

Roll Call Mr. Cody Anderson, GO Virginia Program Administrator for the Department of Housing and Community Development (DHCD), called the roll and stated that a quorum was present.

Public Comment Ms. O'Quinn opened the floor for public comment.

Ms. Mayana Rice, representing Appalachian Highlands Housing Partnership, spoke in support of the HOMEWorks Initiative project and urged the Board to consider approval of the project.

Delegate Terry Kilgore requested that the Chair allow Senator Todd Pillion to provide public comment out of order. Chair O'Quinn granted the Delegate's request.

Senator Todd Pillion spoke in support of the HOMEWorks Initiative project and urged the Board to consider approval of the project.

Mr. Steve Jones, representing VFP, Inc., spoke in support of the HOMEWorks initiative project and urged the Board to consider approval of the project.

Mr. Adam Hutchison, representing Virginia Highlands Community College, spoke in support of the HOMEWorks initiative project and urged the Board to consider approval of the project.

Mr. Keith Perrigan, representing Washington County Public Schools, spoke in support of the HOMEWorks initiative project and urged the Board to consider approval of the project.

Ms. Jennifer Nichols, representing the Washington County School Board, spoke in support of the HOMEWorks initiative project and urged the Board to consider approval of the project.

Mr. Anderson noted that there were several written public comments that were submitted for public comment. Mr. Anderson proceeded to read each comment out loud.

Mr. Afnan Ali wrote in favor of the AI Mobile Lab Unit for Workforce and Education project. Mr. Ali noted the importance of AI literacy in education.

Mr. James Burrow, representing GT Edge AI, wrote in favor of the AI Mobile Lab Unit for Workforce and Education project. Mr. Ali noted the importance of AI literacy in education.

Ms. Kimberly Frost, representing RFK Solutionz Corporation, wrote in favor of the AI Mobile Lab Unit for Workforce and Education project. Ms. Frost noted the importance of AI literacy in education.

Mr. Daniel Mayer, representing GT Edge AI, wrote in favor of the AI Mobile Lab Unit for Workforce and Education project. Mr. Mayer noted the importance of AI literacy in education.

Mr. Sharouq Usta-Omar, representing GT Edge AI, wrote in favor of the AI Mobile Lab Unit for Workforce and Education project. Mr. Usta-Omar noted the importance of AI literacy in education.

Ms. Nancy Pattillo, representing the Cyber Bytes Foundation, wrote in favor of the AI Mobile Lab Unit for Workforce and Education project. Ms. Pattillo noted the importance of AI literacy in education.

Mr. Daniel Shore, representing Strategies for Effective Teamwork LLC, wrote in favor of the AI Mobile Lab Unit for Workforce and Education project. Mr. Shore noted the importance of AI literacy in education.

Mr. Jeremy Shughart wrote in favor of the AI Mobile Lab Unit for Workforce and Education project. Mr. Shughart noted the importance of AI literacy in education.

Mr. Arnold Webster, representing CRISP LLC, wrote in favor of the AI Mobile Lab Unit for Workforce and Education project. Mr. Webster noted the importance of AI literacy in education.

Mr. Adam Whalen, representing Animate Cyber, wrote in favor of the AI Mobile Lab Unit for Workforce and Education project. Mr. Whalen noted the importance of AI literacy in education.

Mr. Anderson read a letter addressed to the Board from the Chair of GO Virginia Region 2, the Vice Chair of GO Virginia Region 2, the Chair of GO Virginia Region 3, and the Chair of GO Virginia Region 7. These representatives of their respective Regional Councils wrote to urge the GO Virginia Board to consider raising the limit that a Council may use on planning activities from the current \$250,000

limit and encouraged the Board to consider doing so on a performance basis.

Mr. Anderson noted that there were no further written comments or people appearing before the Board for live comments. The public comment period was closed.

Consent Agenda

Ms. O'Quinn noted that the consent agenda, including the September 9, 2025, meeting minutes and readoption of Board Policy #2, would be voted on as a block.

A motion was made by Mr. Fleet and seconded by Mr. Slater to approve the consent agenda. The motion passed (Y: Agee, Aggarwal, Cheng, Cummings, Davenport, Dotson, Fleet, Griffin, Johnson, Kilgore, King, McDougle, O'Quinn, Peterson, Ransom, Scott, Segura, Slater, Torian; N: None).

Deputy Director's Report

Ms. Sara Dunnigan, Deputy Director of Economic Development and Community Vitality at DHCD, provided an overview of the 2025 Regional Economic Growth and Diversification Plans, and noted that the plans are subject to approval by the Board.

A motion to for approval of the Growth and Diversification Plans was made by Mr. Fleet and seconded by Mr. Ransom. The motion passed (Y: Agee, Aggarwal, Cheng, Cummings, Davenport, Dotson, Fleet, Griffin, Johnson, Kilgore, King, Lucas, McDougle, O'Quinn, Peterson, Qreitem, Ransom, Scott, Segura, Slater, Torian; N: None).

Ms. Sara Dunnigan provided a brief overview of the application review process for GO Virginia grant applications.

Ms. Dunnigan presented the Board with 9 Per Capita and Competitive applications regarding cluster scale-up, startup ecosystems, and workforce development: Project RISE from Region 2, HOMEWorks Initiative from Region 1, Danville Aviation Training Facility from Region 3, Expanding the GO TEC Career Pathways in Region 9 from Region 9, Hampton Roads Mobility Innovation Center from Region 5, Blue Ridge Innovation Corridor Vision 2050 from Regions 3 and 2, Industrial Skills Trades Regional Expansion from Region 3, AI Mobile Unit for Workforce and Education from Regions 6 and 9, and Small Business Opportunity Center Expansion from Regions 4, 5, 6, and 7.

Ms. O'Quinn noted that the Board would vote on the proposed projects as a block.

Mr. Davenport requested that the Blue Ridge Innovation Corridor Vision 2050 be pulled from the block due to a conflict of interest and wished to abstain.

Mr. Kilgore requested that the HOMEWorks project be pulled from the block for consideration.

After discussion, a motion was made by Speaker Scott and seconded by Mr. Fleet to approve the remaining projects as recommended by staff. The motion passed (Y: Agee, Aggarwal, Cheng, Davenport, Dotson, Fleet, Fralin, Griffin, Johnson, Kilgore, King, Lucas, McDougle, O'Quinn, Peterson, Qreitem, Ransom, Scott, Torian; N: None).

A motion was made by Mr. Fleet and seconded by Mr. Kilgore to approve the Blue Ridge Innovation Corridor Vision 2050 project. The motion passed (Y: Aggarwal, Cheng, Dotson, Fleet, Griffin, Johnson, Kilgore, King, Lucas, McDougle, O'Quinn, Peterson, Qreitem, Ransom, Scott, Torian; N: None; Abstentions: Agee, Davenport, Fralin).

A motion was made by Mr. Kilgore and seconded by Mr. Cheng to approve the HOMEWorks Initiative Project. The motion passed (Y: Agee, Cheng, Davenport, Dotson, Fleet, Fralin, Griffin, Johnson, Kilgore, King, Lucas, McDougle, O'Quinn, Peterson, Qreitem, Ransom, Torian; N: Scott; Abstentions: Aggarwal).

Chair O'Quinn directed staff to conduct an analysis of the procedures for approval of the projects and determine best practices for consistency and communication with the Regional Councils.

#### Governance and Policy Committee Report

Mr. Fleet, Chair of the Governance and Policy Committee, provided updates on the July meeting of the Committee.

Mr. Fleet announced that the next meeting of the Governance and Policy Committee will take place on December 15<sup>th</sup>, 2025, at 10:30, and it will be an in-person meeting.

Regional Councils  
Committee Report

Ms. O'Quinn recognized Mr. John King, Chair of the Regional Councils Committee, to provide a report for the Committee.

Mr. King reported that the Committee met on October 22<sup>nd</sup> and reviewed recent technical amendments to Board Policy #3 and Board Policy #9.

Mr. King noted that the Committee discussed regional planning grant limitations and concluded that they would not recommend increasing the amount of money regions may use for planning purposes.

Mr. King also noted that the Committee discussed best practices for Growth and Diversification Plans.

Mr. King invited any member who wishes to join the Regional Councils Committee to reach out with their interest in volunteering.

Program Performance  
and Evaluation  
Committee Report

Ms. O'Quinn recognized Mr. Jim Cheng, Chair of the Program Performance and Evaluation Committee, to provide a report for the Committee.

Mr. Cheng noted that the Committee is planning a meeting for January.

Mr. Cheng invited any member who wishes to join the Program Performance and Evaluation Committee to reach out with their interest in volunteering.

Information Items

Ms. O'Quinn recognized Ms. Dunnigan to provide an overview of the information items.

Ms. Dunnigan noted that the review of the GO Virginia Annual Report was mistakenly not discussed during the Director's report portion of the meeting. Ms. Dunnigan provided details and statistics regarding the program's performance over the course of 2025.

Ms. Dunnigan provided a brief overview of the administratively approved projects since the September 9<sup>th</sup> Board meeting.

Adjournment

The meeting was adjourned.

DRAFT

### III. PRESENTATIONS

#### a. Virginia AI Landscape Assessment



## Memorandum

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**TO:** GO Virginia State Board Members

**FROM:** DHCD Staff

**RE:** Artificial Intelligence Statewide Landscape Assessment

**DATE:** 03/24/2026

**BACKGROUND:**

On February 28, 2025, DHCD administratively approved the Artificial Intelligence Statewide Landscape Assessment project by the Virginia Chamber of Commerce for \$100,000. This project, supported by GO Virginia Regions 2 and 3, sought to analyze the current and potential impacts of artificial intelligence on Virginia's workforce and develop strategies to increase AI skills and knowledge amongst Virginia's workforce and mitigate negative workforce effects.

The study produced 34 recommendations organized in five core strategies:

1. Pursue universal AI literacy across Virginia.
2. Provide workforce training and resources for incumbent workers.
3. Provide reskilling and upskilling training and resources for workers displaced by AI deployment.
4. Provide assistance for Virginia businesses and organizations to optimize the impact of AI.
5. Ensure the infrastructure is in place to support the growth and attraction of AI-related businesses in Virginia.

The full report can be accessed [here](#).

# Virginia AI Landscape Assessment

## Executive Summary

Economic Leadership, LLC was engaged by the Virginia Chamber Foundation with financial and project related support from GO Virginia to conduct an artificial intelligence (AI) landscape assessment across the Commonwealth. Through surveys, focus groups and interviews in all nine GO Virginia regions, a review of current literature, and data forecasting, this study endeavors to understand the current climate for AI in the Commonwealth and predict potential workplace and workforce impacts.

Using the data and information collected, a series of actionable recommendations has been developed to put the Commonwealth in the best position to mitigate AI impacts and to capitalize on AI-related opportunities over the next few years and to provide a foundation for more detailed workforce assessments at the regional level that will be needed to prepare Virginia workers for the AI impacts that are expected.

### Understanding AI and Potential Impacts

Use of Generative AI (GenAI) tools and software is growing faster than any new technology ever introduced. ChatGPT alone reports 800 million users each week and over 2.5 billion queries per day. Recently, Walmart's CEO was quoted in the Wall Street Journal as saying, "Maybe there's a job in the world that AI won't change, but I haven't thought of it."

It is widely expected that the deployment of AI tools and agents will change many jobs as they exist today, make some jobs obsolete, and create new types of jobs. But the extent to which AI will affect specific occupations and individual positions varies widely based on the type of tasks associated with the job.

Researchers and organizations such as McKinsey & Company, Indeed.com's Hiring Lab, Goldman Sachs and the World Economic Forum have all published studies within the last two years indicating somewhere between 20-30 percent of U.S. occupations could be subject to automation within next 5 years.

Thus far, most studies are not reporting widespread displacement of workers due to AI. While we have yet to see major changes in hiring or industry disruptions due to AI in Virginia, the general consensus is that AI tools have begun to change hiring practices and job requirements for certain occupations and AI will significantly impact certain industries much more than others within the next two to five years.

### AI Use and Perspectives in Virginia

Virginians are using AI at rates greater than most other states. ChatGPT's parent company, OpenAI reported in July 2025 that Virginia had the highest quarter-over-quarter growth in use of ChatGPT

among all states. AI use by Virginia businesses has more than doubled since the U.S. Census Bureau began surveying businesses bi-weekly in September 2023.

As part of the Landscape Assessment, AI-related feedback was collected from 520 attendees at the Virginia Chamber of Commerce’s Blueprint Tour stops held throughout the nine GO Virginia regions:

- A very high percentage (83.7 percent) of Blueprint Tour attendees represented organizations that have begun deploying AI or that are considering deploying AI
- Less than one-fifth of respondents indicated that their firm had adjusted hiring practices due to AI and another one-fifth were unsure
- Highlighting an area of focus for additional resources, only 27 percent of respondents indicated that AI training resources were readily available in their region

Additionally, an online survey and 38 employer interviews were conducted to obtain further information about AI use and adoption across the Commonwealth. Eight themes that emerged from the survey and interviews include:

- The opportunities and impacts related to AI in Virginia are just beginning to come into focus
- Workers need to be “AI literate” and need clarity (and encouragement) on AI use in the workplace
- Generative AI (GenAI) is “next level AI” and requires a different set of workforce skill sets than previous AI
- A high likelihood that jobs will change, some jobs will disappear, and new jobs will be created
- The training resources are not fully in place today and the ones that are will be challenged to respond to the volume of demand and pace of technological change
- AI offers huge benefits for businesses, but AI deployment needs to be strategic and integrated to be most successful
- Virginia has a unique opportunity to benefit from AI that many other states do not (if the infrastructure is there to support)
- Finding the right tone of policy and regulatory engagement for AI will be an important determinant of how effectively it is utilized

## **Virginia AI Asset Mapping**

In July 2025, there were 8,940 unique job postings in Virginia that mentioned AI in the job description and since 2022, about 6,350 different employers have competed in the state for AI talent. The jobs posting data also shows that Region 7 (Northern Virginia) has the highest concentration of employers looking for AI talent.

To encourage the use of AI in education for teaching and learning, in January 2024, Governor Youngkin issued Executive Order 30 on Artificial Intelligence, which put forward the official *Guidelines for AI Integration Throughout Education in the Commonwealth of Virginia*. Key principles from this order

include: a requirement to ensure AI integration is done ethically and safely and a focus on harnessing AI to empower students, enabling more personalized and adaptive learning experiences.

Providing AI literacy for incumbent workers at the scale and volume required will involve both traditional workforce training partners and new training resources and partners. As demonstrated in surveys and interviews, many employers reported that sufficient training capacity is not available and/or it is not apparent how to access training resources in their region.

In addition to large industries and employers, Virginia's economy is also driven by the more than 850,000 businesses with fewer than 250 employees located throughout the Commonwealth. Targeting training resources to help small and mid-sized businesses will need to be a key priority to ensure they are able to capitalize on AI productivity and new product development opportunities the same way large firms are beginning to benefit.

Efforts to train students in the field of AI are somewhat limited in Virginia right now. At this time there are few AI-related degree or certificate programs offered at Virginia community colleges and the number of AI degree programs at Virginia's four-year colleges and universities is very limited with only Hampton University and Marymount University offering bachelor's degrees in Artificial Intelligence and George Mason offering a Master of Science in Artificial Intelligence Degree.

Despite the limited number of AI degree programs, the ability of Virginia colleges and universities to train tech talent has been a key factor in Commonwealth becoming a hub for technology businesses. The number of certificates and degrees offered and the volume of graduates in programs such as Data Science, Computer Science, Computer Engineering, Computer and Information Science and other related fields will help support the technology workforce needs of AI firms in Virginia.

Virginia's data centers, fiber connectivity, concentration of internet and digital firms and its tech-trained workforce are factors that should help grow and attract AI-related firms. To be successful as a hub for AI businesses, infrastructure such as available and affordable power, building sites, targeted business incentives and robust technology workforce training programs are essential.

## **Forecasting AI Impacts in the Commonwealth**

Section 4 of the Virginia AI Landscape Assessment report includes forecasts of potential impacts of AI on jobs and industries in Virginia. Region-specific forecasts are also included in Appendix B of the report. Some of the key findings include:

- Several studies indicate that Virginia is projected to be among the top 5-10 states in the number of jobs "exposed" or "highly exposed" to impacts of AI
- As many as 1.5 million jobs (about 35 percent of all jobs) in Virginia could be impacted in some way by AI-related changes
- The jobs of nearly 500,000 young workers (ages 21-35) across the Commonwealth are likely to be exposed to AI-related impacts and changes

- AI's impact is most likely to be felt in larger and more densely populated metro areas as well as in areas with higher educational attainment levels
- Forecasted AI related impacts range from 29 percent of jobs in GO Virginia's Region 3 to 39 percent of jobs in GO Virginia's Region 7
- Among the top occupations in Virginia expected to be exposed to AI impacts are software developers, general and operations managers, customer service representatives, and clerical workers
- From an industry perspective, almost 58 percent of jobs in finance and insurance are projected to be exposed to AI impacts
- Other industries including professional services, information, and management all have an exposure share of over half of their workforce.

## Summary of Recommendations

Information gathered as part of the landscape assessment process and analysis conducted on potential and likely impacts yielded the following five key workforce and workplace objectives to ensure Virginia workers and businesses are competitive in the AI era:

- Future workers need AI familiarity and data literacy
- Incumbent workers need AI training, policy and use clarity and reskilling as their jobs change
- Displaced workers need re-employment training and assistance
- To maximize the benefits of AI, businesses need to strategically deploy AI and provide training and clarity for workers on AI use
- Virginia can be a leading state for AI-related business attraction and expansion if the infrastructure (utility capacity, sites, fiber connectivity) can keep up

The 34 recommendations outlined in Section 5 of this report are organized around the five goal areas:

1. **Pursue universal AI Literacy across the Commonwealth of Virginia** - *Pursue universal AI literacy across the Commonwealth by deploying AI literacy training resources that every student and every working-age Virginian can easily access.*
2. **Provide Workplace Training and Resources for Incumbent Workers** – *Immediately develop and implement new workforce training resources and improve visibility and access to existing training resources to strengthen incumbent workers' workplace skills that are essential in an AI-enabled workplace – training and resources are needed for incumbent workers at all levels within organizations and existing training organizations won't be able to fully meet the unprecedented volume and pace of demand.*
3. **Training and Resources for Workers Impacted by AI Deployment** - *Provide reskilling and upskilling resources for any displaced workers and develop re-employment resources specifically for workers impacted by AI.*
4. **Assistance for Virginia businesses and organizations to optimize the impact of AI** - *Help Virginia businesses and organizations by providing tools, technical assistance and resources so that they can optimize the impact of AI.*

**5. Ensure the infrastructure is in place to support the growth and attraction of AI-related businesses in Virginia** – *Virginia is better positioned than most states to attract and grow AI-related firms if sufficient electric capacity, sites and locations, and capital is available into the future.*

Significant disruptions and changes are likely for workers and businesses in every region of Virginia as AI use and adoption increases over the next few years. Fortunately, Virginia’s proactive efforts over the past two years to focus on AI literacy and on creating conditions for existing businesses to take advantage of AI tools puts the Commonwealth in a strong position to mitigate AI impacts and capitalize on opportunities during this time of transition.

Much of the significant work required over the next five years to equip Virginia’s workers and businesses the with training, tools and resources to adjust to AI-related workforce and workplace changes and to capitalize on AI-related opportunities is just getting started and will be essential during this period of technological change. It will require the focus and coordination of existing organizations and structures and the deployment of new tools and resources as well.

Through successful implementation of strategies to prepare Virginia’s businesses and workforce, Virginia should be in one of the strongest positions among all states to capitalize on AI-related opportunities and mitigate disruptions and impacts associated with the advancement and deployment of transformative AI technologies.



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#### IV. DEPUTY DIRECTOR'S REPORT- ***Action Item***

- a. Per Capita Applications (9)
- b. Competitive Applications (3)

# Per Capita Applications

## Sites Development & Infrastructure

## Planning Application

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### Hampton Roads Playbook Sites Planning

**Region:** 5

**Applicant(s):** Eastern Virginia Regional Industrial Facility Authority (EVRIFA)

**Participating Localities:** Gloucester County (cash), James City County (cash), Isle of Wight County (cash), York County (cash), City of Chesapeake (cash), City of Franklin (cash), City of Hampton (cash), City of Newport News (cash), City of Poquoson (cash), City of Portsmouth (cash), City of Virginia Beach (cash), City of Williamsburg (cash)

**Investment Strategy:** Site Development & Infrastructure

**Targeted Industries:** Shipbuilding and Ship Repair, Uncrewed Systems, Port Operations, Logistics, and Warehousing, Energy Security

**Project Type:** Planning (above administrative approval threshold)

**Project Goal(s):** To expand the inventory of shovel-ready industrial sites in the Hampton Roads region by deploying a Site Readiness Analyst and applying the “DEAL” framework to transform industrial site data into market-ready assets and prioritize future site investment opportunities.

**Project Description:** The Hampton Roads Playbook Sites Planning project is a regional initiative led by the Eastern Virginia Regional Industrial Facility Authority (EVRIFA) to translate the “DEAL” economic strategy (Defense, Energy, Aerospace, and Logistics) into actionable land development opportunities. This planning effort builds on previous GO Virginia studies to identify and prioritize industrial sites capable of supporting high-growth sectors, including uncrewed systems and advanced manufacturing. By assessing key factors such as utility access, transportation connectivity, and environmental constraints, the project seeks to address gaps in the region’s industrial site inventory and ensure that local land assets meet the market-ready standards required to attract major business investments.

To execute this strategy, the project will fund a dedicated Site Readiness Analyst housed at the Hampton Roads Alliance to coordinate data collection across multiple jurisdictions and align site profiles with Virginia Economic Development Partnership (VEDP) standards. Key activities include conducting aviation and uncrewed systems compatibility analyses and developing "post-announcement" guidance to help communities manage infrastructure and governance after a major project is secured. Ultimately, this data will be integrated into a

## Hampton Roads Playbook Sites Planning

Regional Asset Map, providing a centralized, data-driven resource for state partners and prospective businesses to identify the most viable locations for future investment.

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 296,450</b>
<b>Matching Funds</b>	<b>\$ 158,500</b>
Local Match	\$ 158,500
<b>Additional Leverage</b>	<b>\$ 0</b>
<b>Total Project Budget</b>	<b>\$ 454,950</b>

**Funding Details:** GO Virginia funds will be used for site compatibility studies, regional site readiness and prioritization studies, website development, salaries, fringe benefits, and for administration by the Regional Support Organization.

Match will include administration by Hampton Roads Alliance (\$15,000 cash contribution), salaries (\$50,000 in-kind contribution), hardware/software (\$6,500 in-kind contribution), contract services (\$85,500 in-kind contribution), and rent/lease (\$1,500 in-kind contribution).

### Product(s):

- Aviation and Uncrewed Systems site analysis
- Regional industrial site readiness evaluations
- Post-announcement major project readiness guidance
- DEAL Framework-informed site prioritization
- Development of market-ready site profiles
- Regional Asset Map integration

### Workgroup Discussion:

- The project's outcomes will prioritize sites that align with regional economic development strategies, helping to establish a future pipeline of sites for potential development and investment.
- The project represents a coordinated effort between the Eastern Virginia Regional Industrial Facilities Authority (EVRIFA) and the Hampton Roads Alliance, the region's

## Hampton Roads Playbook Sites Planning

economic development organization. EVRIFA includes 12 member localities that will participate in site evaluation, prioritization, and selection activities.

### Workgroup Recommendation:

Based on the workgroup discussion and application review, this application is recommended for approval.

Application Review Summary	
<b>Economic Impact</b>	
Clear Metrics and Program Aligned Outcomes	YES
Alignment with Targeted Industry Sectors (G&D, REI, or TPI)	YES
Economic Impact Analysis Validated	NOT APPLICABLE
Evidence of Industry Demand for Project	YES
<b>Regional Collaboration</b>	
Meaningful Local Participation	YES
Private Industry Involvement	YES
Demonstrates Regional Coordination & Contribution	YES
<b>Project Readiness</b>	
Defined Timeline and Milestones	YES
Budget Complete and Match Verified	YES
<b>Sustainability</b>	
Defined Post Grant Sustainability Plan	NOT APPLICABLE

## Planning Application

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### Clarke County Camp 7 Extended Due Diligence

**Region:** 8

**Applicant(s):** Clarke County

**Participating Localities:** Clarke County (cash), Frederick County (infrastructure)

**Investment Strategy:** Site Development & Infrastructure

**Targeted Industries:** Business Services, Agriculture/Value-Added Food Manufacturing, Life Sciences, Information Technology & Emerging Technologies, Advanced & Light Manufacturing, Transportation and Logistics

**Project Type:** Planning (above administrative approval threshold)

**Project Goal(s):** To expand the inventory of shovel-ready industrial sites in GO Virginia Region 8 by completing infrastructure design, topographical surveying, and site characterization for the 40-acre Camp 7 site.

**Project Description:** Clarke County is seeking GO Virginia funding to advance the Camp 7 project located in White Post, VA. The primary objective is to transition this 40-acre site toward higher development readiness by defining preliminary infrastructure and engineering requirements.

Key goals of this project include conducting a comprehensive topographical survey, designing a sanitary sewer line connection to the local pump station, and outlining future utility, stormwater, and road layouts. These activities will position the site for future infrastructure investments.

**Project Budget:**

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 250,000</b>
<b>Matching Funds</b>	<b>\$ 152,895.77</b>
Local Match	\$ 152,895.77
<b>Additional Leverage</b>	<b>\$ 0</b>
<b>Total Project Budget</b>	<b>\$ 402,895.77</b>

## Clarke County Camp 7 Extended Due Diligence

**Funding Details:** GO Virginia funds will be used for topographical survey & sewer line engineering design, grant administration by the Regional Support Organization, and for preliminary infrastructure site plan design & site characterization report.

Match will be used for sewer design fees (\$152,895.77 cash match).

### **Previous Grant Performance:**

Clarke County Camp 7 Site Development Planning: This site planning project, which was funded in 2024, conducted initial due diligence assessment for the site named in this proposal. These completed due diligence activities included existing water and sewer infrastructure reviews, industrial hygiene reviews of existing structures, phase 1 environmental stream/wetland delineation, cultural resources reviews, and geotechnical reviews.

### **Outcomes:**

- Technical review documents, including:
  - Topographical survey
  - Sanitary sewer line design
  - Infrastructure and engineering site plan
  - Site characterization report

### **Workgroup Discussion:**

- The applicant has rezoned the property to light manufacturing and has committed to the Region 8 targeted industries.
- The applicant consulted with VEDP to determine the best uses of the property and to determine what types of businesses and site sizes are in demand by industry.
- This project demonstrates meaningful collaboration and contributions between Frederick County and Clarke County through water infrastructure agreements.

### **Workgroup Recommendation:**

Based on the workgroup discussion and application review, this application is recommended for approval.

## Clarke County Camp 7 Extended Due Diligence

Application Review Summary	
<b>Economic Impact</b>	
Clear Metrics and Program Aligned Outcomes	YES
Alignment with Targeted Industry Sectors (G&D, REI, or TPI)	YES
Economic Impact Analysis Validated	NOT APPLICABLE
Evidence of Industry Demand for Project	YES
<b>Regional Collaboration</b>	
Meaningful Local Participation	YES
Private Industry Involvement	YES
Demonstrates Regional Coordination & Contribution	YES
<b>Project Readiness</b>	
Defined Timeline and Milestones	YES
Budget Complete and Match Verified	YES
<b>Sustainability</b>	
Defined Post Grant Sustainability Plan	NOT APPLICABLE



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# Per Capita Applications

## Cluster Scale Up

## Implementation Application

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### Hampton Roads Playbook Implementation: Defense

**Region:** 5

**Applicant(s):** Hampton Roads Alliance

**Participating Localities:** Isle of Wight County (cash), James City County (cash), New Kent County (cash), Southampton County (cash), York County (cash), City of Chesapeake (cash), City of Franklin (cash), City of Hampton (cash), City of Newport News (cash), City of Norfolk (cash), City of Poquoson (cash), City of Suffolk (cash), City of Virginia Beach (cash), City of Williamsburg (cash)

**Investment Strategy:** Cluster Scale Up

**Targeted Industries:** Shipbuilding and Ship Repair

**Project Type:** Implementation

**Project Goal(s):** To strengthen defense-related supply chains and support the expansion and attraction of companies to GO Virginia Region 5 through a targeted implementation strategy led by the Hampton Roads Alliance that leverages retired executive networks, international partnerships, and a comprehensive regional capabilities matrix.

**Project Description:** The Hampton Roads Playbook Implementation: Defense phase is an initiative designed to execute the first stage of a regional economic framework centered on the "DEAL" framework (Defense, Energy, Aerospace, and Logistics). Recognizing that Hampton Roads leads the nation in per-capita Department of Defense spending, this project utilizes GO Virginia funds to address supply chain strains. The initiative is built around high-level engagement and specialized consultancy, including the establishment of the Ambassador CORE—a council of retired senior military and corporate executives—and the deployment of expert analysts to bridge the gap between regional small businesses and major regional defense businesses.

Beyond local business support, the project emphasizes global positioning through international partnerships and the AUKUS alliance. Key deliverables include the production of a Defense Capabilities Matrix Book, a tool designed to streamline defense procurement and industrial site decisions for federal and international stakeholders. The project also proposes funding dedicated personnel, such as a Playbook Coordinator and international consultants to support international trade opportunities.

## Hampton Roads Playbook Implementation: Defense

### Project Budget:

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 746,494</b>
<b>Matching Funds</b>	<b>\$ 443,000</b>
Local Match	\$ 143,000
<b>Additional Leverage</b>	<b>\$ 65,056</b>
<b>Total Project Budget</b>	<b>\$ 1,254,550</b>

**Funding Details:** GO Virginia funds will be used for contract services and administration by the Regional Support Organization. Match will include salaries (\$50,000 in-kind contribution), rent/lease (\$300,000 in-kind contribution), fees and licenses (\$3,000 in-kind contribution), travel (\$40,000 in-kind contribution), and for grant administration by the applicant (\$50,000 cash contribution).

### Previous Grant Performance:

**Hampton Roads Investment Playbook:** This planning effort, which was funded in 2025, was designed to assess the economic position of Hampton Roads and develop a strategic plan for future investments in Region 5. The product of this project was the Hampton Roads Investment Playbook, which included the development of the DEAL Framework (Defense, Energy, Aerospace, and Logistics) based on the Region’s greatest economic advantages. The Hampton Roads Investment Playbook resulted in over ten recommended projects, including this project.

**Offshore Wind Supply Chain Hub Development Program:** This implementation project, funded in 2020 in partnership with Dominion Energy, supported marketing and industry engagement activities to position Region 5 as a hub for offshore wind supply chain development. Efforts included digital and traditional marketing campaigns, participation in trade shows and exhibitions, and relationship-building with industry partners. As a result, the project supported the creation or filling of 1,006 jobs toward a goal of 1,625, attracted eight companies exceeding the original goal of five, and supported the expansion of two existing businesses.

## Hampton Roads Playbook Implementation: Defense

### Outcomes:

- 300 jobs created
- 4 businesses attracted
- 6 existing businesses expanded
- 50 businesses served

### Workgroup Discussion:

- Demand for the project is well documented, particularly regarding the need for supply chain diversification for the region’s largest employer, Huntington Ingalls. The initiative is also informed by the Hampton Roads Playbook, which incorporates input from private sector stakeholders.
- The project demonstrates strong regional support from the economic development community, represented through the Hampton Roads Alliance. Members of the Regional Economic Development Team (RED Team) will actively participate throughout the grant period.

### Workgroup Recommendation:

Based on the workgroup discussion and application review, this application is recommended for approval.

Application Review Summary	
<b>Economic Impact</b>	
Clear Metrics and Program Aligned Outcomes	YES
Alignment with Targeted Industry Sectors (G&D, REI, or TPI)	YES
Economic Impact Analysis Validated	YES
Evidence of Industry Demand for Project	YES
<b>Regional Collaboration</b>	
Meaningful Local Participation	YES
Private Industry Involvement	YES
Demonstrates Regional Coordination & Contribution	YES
<b>Project Readiness</b>	
Defined Timeline and Milestones	YES
Budget Complete and Match Verified	YES
<b>Sustainability</b>	
Defined Post Grant Sustainability Plan	YES

# Per Capita Applications

## Talent Development

## Implementation Application

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### Randolph College Mechanical Engineering Program Expansion

**Region:** 2

**Applicant(s):** Randolph College

**Participating Localities:** City of Lynchburg (In-Kind), Amherst County (In-Kind), Lynchburg Regional Business Alliance (LRBA) on behalf of its member localities (City of Lynchburg, Amherst County, Campbell County, and Appomattox County) (In-Kind)

**Investment Strategy:** Talent Development

**Targeted Industries:** Advanced Manufacturing

**Project Type:** Implementation

**Project Goal(s):** To expand the pool of qualified mechanical engineers for the advanced manufacturing industry within Region 2.

**Project Description:**

In order to fill regional needs for mechanical engineering talent for the advanced manufacturing industry, Randolph College plans to build out a mechanical engineering program to train talent for the regional workforce needs. In addition to creating a course of study, Randolph College will also be building out a new mechanical and materials engineering lab and a workforce training and applied manufacturing lab in Presser Hall, and build out a new program-specific maker space in the Martin Science Building. Additionally, Randolph College will be developing course-based undergraduate research experiences (CUREs) in place of standard extracurricular labs.

Randolph College will be working with educational partners to allow for dual-enrollment and transfers for this program, and will be working with its private sector partners to provide student mentorship, guest lectures, and technical guidance for the development of the program.

Key Activities:

1. Build out new labs and maker space.
2. Develop and implement CUREs

## Randolph College Mechanical Engineering Program Expansion

### Project Budget:

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 686,340</b>
<b>Matching Funds</b>	<b>\$ 395,167</b>
Local Match	\$ 7,902
<b>Additional Leverage</b>	<b>\$ 272,000</b>
<b>Total Project Budget</b>	<b>\$ 1,353,507</b>

**Funding Details** GO Virginia funds will be used to buy equipment for the labs and maker space, upfit the labs and maker space with the equipment, purchase computing software and hardware for the program, provide partial salary support for the delivery of the program, pay for travel and training activities for students, and administration.

Match will be used for construction (\$175,675 in-kind), use of purchased equipment (\$136,791 in-kind), administration (\$20,000 in-kind), and mentorship and advisory board participation (\$62,701 in-kind)

A local match waiver of \$60,732 is being requested. 50% or more of the participating localities meet the criteria for fiscal distress.

### Outcomes:

- 40 people trained
- 15 job placements
- 1 new program implemented
- 40 credentials awarded
- 20 new interns placed
- 15 students completing a dual enrollment program

### Workgroup Discussion:

- Strong partnerships with private industry ensure a pipeline is being built as well as ensuring that the skills taught are in-line with what industry needs.
- Growing enrollment and high interest in STEM degrees provide for a strong reasoning for expansion.
- Strong alignment with the Region 2 G&D plan.

## Randolph College Mechanical Engineering Program Expansion

### Workgroup Recommendation:

Based on the workgroup discussion and application review, this application and its accompanying local match waiver is recommended for approval.

Application Review Summary	
<b>Economic Impact</b>	
Clear Metrics and Program Aligned Outcomes	YES
Alignment with Targeted Industry Sectors (G&D, REI, or TPI)	YES
Economic Impact Analysis Validated	YES
Evidence of Industry Demand for Project	YES
<b>Regional Collaboration</b>	
Meaningful Local Participation	YES
Private Industry Involvement	YES
Demonstrates Regional Coordination & Contribution*	YES
<b>Project Readiness</b>	
Defined Timeline and Milestones	YES
Budget Complete and Match Verified	YES
<b>Sustainability</b>	
Defined Post Grant Sustainability Plan	YES

## Implementation Application

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### FAA Uncrewed Aerial Systems College Initiative and Talent Pipeline: Advancing BVLOS Capabilities in the Commonwealth of Virginia

**Region:** 5

**Applicant(s):** Eastern Shore Community College

**Participating Localities:** Accomack County (in-kind), Northampton County (in-kind)

**Investment Strategy:** Talent Development

**Targeted Industries:** Uncrewed Systems

**Project Type:** Implementation

**Project Goal(s):** To increase the pool of qualified workers in GO Virginia Region 5, by establishing an Unmanned Aircraft Systems (UAS) workforce development program aligned with regional industry needs.

**Project Description:** Eastern Shore Community College (ESCC) is requesting funding to establish an Unmanned Aircraft Systems (UAS) workforce and business development program. The initiative will expand credentialing opportunities, launch new engineering and electronics curricula, and create a “living laboratory” that enables students to participate in real-world UAS missions. Through partnerships with NASA Wallops, the United States Navy, and regional research institutions, the program aims to strengthen STEM education and explore applications such as rural healthcare access through Medevac and drone delivery capabilities.

This project seeks to expand the pool of qualified workers through training of college students while developing a talent pathway for high school students. ESCC will provide training and industry-recognized credentials to traditional college enrollees while also developing a talent pipeline through programming extended to students at the Aerospace Academy of the Eastern Shore Lab School. Additionally, ESCC is collaborating with regional partners, including Old Dominion University, to establish formalized transfer pathways for students continuing their education in related fields.

The project also reflects strong alignment with statewide efforts led by the Virginia Innovation Partnership Corporation and the Virginia Department of Aviation, both of which have pledged support for the initiative.

## FAA Uncrewed Aerial Systems College Initiative and Talent Pipeline: Advancing BVLOS Capabilities in the Commonwealth of Virginia

### Project Budget:

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 788,700</b>
<b>Matching Funds</b>	<b>\$ 1,918,900</b>
Local Match	\$ 0
<b>Additional Leverage</b>	<b>\$ 35,000</b>
<b>Total Project Budget</b>	<b>\$ 2,742,600</b>

**Funding Details:** GO Virginia funds will be used for salaries, fringe benefits, equipment, rent/lease, taxes and insurance, fees and licenses, outreach, hardware/software, contract services, administration by the project’s fiscal agent, administration by the Regional Support Organization, and administration by Eastern Shore Community College for project management.

Match will be used for workforce pipeline funding (\$111,400 cash contribution), and from the donation of equipment (\$1,807,500 in-kind contribution).

A local match waiver of \$78,870 is being requested. 50% or more of the participating localities meet the criteria for fiscal distress.

### Outcomes:

- 544 people trained
- 54 jobs created
- 5 businesses served
- 50 interns placed
- 6 new apprenticeships created
- 10 new programs implemented
- 470 credentials awarded
- 25 students completing dual enrollment
- 4 mentors providing assistance

## FAA Uncrewed Aerial Systems College Initiative and Talent Pipeline: Advancing BVLOS Capabilities in the Commonwealth of Virginia

### Workgroup Discussion:

- The students trained metric represents an investment in building a regional talent pipeline for aviation and unmanned systems, including students trained through on-site curriculum as well as through the Aerospace Academy of the Eastern Shore Lab School.
- This project demonstrates the need for workforce investments in aerospace and unmanned systems by documenting job demand generated by NASA Wallops, the U.S. Navy, and companies that support the regional Wallops Flight Facility ecosystem.

### Workgroup Recommendation:

Based on the workgroup discussion and application review, this application and its accompanying local match waiver request is recommended for approval.

Application Review Summary	
<b>Economic Impact</b>	
Clear Metrics and Program Aligned Outcomes	YES
Alignment with Targeted Industry Sectors (G&D, REI, or TPI)	YES
Economic Impact Analysis Validated	YES
Evidence of Industry Demand for Project	YES
<b>Regional Collaboration</b>	
Meaningful Local Participation	YES
Private Industry Involvement	YES
Demonstrates Regional Coordination & Contribution	YES
<b>Project Readiness</b>	
Defined Timeline and Milestones	YES
Budget Complete and Match Verified	YES
<b>Sustainability</b>	
Defined Post Grant Sustainability Plan	YES

## Implementation Application

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### Hampton Roads Mobility Innovation Center (MIC)

**Region:** 5

**Applicant(s):** Newport News Economic Development Authority

**Participating Localities:** City of Newport News (cash and in-kind), City of Hampton (in-kind)

**Investment Strategy:** Workforce Development

**Targeted Industries:** Uncrewed Systems, Cybersecurity, Data Analytics, and Modeling & Simulation

**Project Type:** Implementation

**Project Goal(s):** To expand the pool of qualified workers in GO Virginia Region 5 by establishing the Mobility Innovation Center and developing FAA-compliant drone testing environments that support workforce development and innovation in unmanned systems.

**Project Description:** The Mobility Innovation Center (MIC) is an initiative designed to address infrastructure and talent gaps within the Hampton Roads aerospace and Advanced Air Mobility (AAM) sectors. By establishing FAA-compliant Beyond Visual Line of Sight (BVLOS) and counter-UAS (cUAS) operating environments, the MIC will provide a regulated setting for workforce training and advanced aviation testing. These activities align with the Hampton Roads Workforce Council's Talent Pathways Initiative and aim to prepare the regional workforce for emerging roles in AI-enabled aviation, autonomy, and drone operations.

In addition to workforce development, the MIC will serve as a hub for innovation and regional economic diversification. The project leverages partnerships with NASA Langley and the Federal Aviation Administration (FAA) to ensure regulatory readiness while providing entrepreneurs with controlled access to operational environments and end users needed to test and scale new technologies.

## Hampton Roads Mobility Innovation Center (MIC)

### Project Budget:

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 3,061,400</b>
<b>Matching Funds</b>	<b>\$ 1,580,988</b>
Local Match	\$ 336,428
<b>Additional Leverage</b>	<b>\$ 218,000</b>
<b>Total Project Budget</b>	<b>\$ 4,860,388</b>

**Funding Details:** GO Virginia funds will be used for grant administration by Newport News Economic Development Authority, grant administration by the Regional Support Organization, outreach, contract services, equipment, and fees and licenses.

Match will be include administration by the Peninsula Airport Commission (\$175,000 in-kind contribution), administration by the City of Newport News (\$106,000 in-kind contribution), administration by the City of Hampton (\$44,928), administration by Hampton Roads Alliance (\$10,000 in-kind contribution), outreach (\$10,000 cash and \$141,000 in-kind contributions), salaries (\$343,131 in-kind contribution), planning and assessments (\$84,700 in-kind contribution), equipment (\$129,529 in-kind contribution), telecommunications (\$60,300 in-kind contribution), hardware/software (\$75,000 in-kind contribution), and market and feasibility studies (\$400,000 in-kind contribution).

### Outcomes:

- 800 people trained
- 4 new interns placed
- 4 new programs implemented
- 460 credentials awarded

## Hampton Roads Mobility Innovation Center (MIC)

### Workgroup Discussion:

- This project will establish a critical regional asset that will support the workforce training outcomes of this project while also creating future opportunities for entrepreneurial innovation, as well as business attraction and expansion in the advanced aviation and unmanned systems sectors.
- The Peninsula Airport Commission, representing the Cities of Hampton and Newport News, is a key partner in the project and will host the Mobility Innovation Center while overseeing and maintaining the equipment associated with the initiative.

### Workgroup Recommendation:

Based on the workgroup discussion and application review, this application is recommended for approval with up to a 3-year contract performance period.

Application Review Summary	
<b>Economic Impact</b>	
Clear Metrics and Program Aligned Outcomes	YES
Alignment with Targeted Industry Sectors (G&D, REI, or TPI)	YES
Economic Impact Analysis Validated	YES
Evidence of Industry Demand for Project	YES
<b>Regional Collaboration</b>	
Meaningful Local Participation	YES
Private Industry Involvement	YES
Demonstrates Regional Coordination & Contribution	YES
<b>Project Readiness</b>	
Defined Timeline and Milestones	YES
Budget Complete and Match Verified	YES
<b>Sustainability</b>	
Defined Post Grant Sustainability Plan	YES

## Implementation Application

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### Start in Hampton Roads: Talent Attraction & Retention Program

**Region:** 5

**Applicant(s):** Hampton Roads Chamber Foundation

**Participating Localities:** Hampton Roads Workforce Council on behalf of member localities: Isle of Wight County (cash), James City County (cash), New Kent County (cash), Southampton County (cash), York County (cash), City of Chesapeake (cash), City of Franklin (cash), City of Hampton (cash), City of Newport News (cash), City of Norfolk (cash), City of Poquoson (cash), City of Suffolk (cash), City of Virginia Beach (cash), City of Williamsburg (cash)

**Investment Strategy:** Workforce Development

**Targeted Industries:** Cybersecurity, Data Analytics, and Modeling & Simulation, Port Operations, Logistics, and Warehousing, Ship Repair and Shipbuilding, Uncrewed Systems

**Project Type:** Implementation

**Project Goal(s):** To expand the pool of qualified workers in GO Virginia Region 5 by creating a comprehensive talent attraction portal and lead-management system to recruit and retain talent for the region's priority industries.

**Project Description:** Start in Hampton Roads is a regional talent attraction initiative designed to scale a recent VEDP pilot into a comprehensive "front door" for jobseekers, students, and transitioning service members. While the pilot generated interest from potential talent using only a landing page, this expansion would build a self-service website featuring a "match and connect" jobs portal. The platform will utilize a CRM-driven lead management system to automate the journey from initial interest to employer hiring, filling a critical gap in the region's ability to attract out-of-market talent for targeted industry clusters.

The project is designed to complement the existing Hampton Roads Workforce Council portal by acting as a wide-funnel discovery tool. While the Workforce Council provides high-touch concierge services for high-intent local seekers, the "Start in Hampton Roads" portal offers a low-barrier environment for casual or out-of-market users to explore career storytelling and industry clusters. This creates a regional pipeline—moving talent from discovery and exploration to the deep-support matching services already in place. This proposal is modeled after other regional platforms like Work in Northern Virginia and ChooseATL.

## Start in Hampton Roads: Talent Attraction & Retention Program

### Project Budget:

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 200,000</b>
<b>Matching Funds</b>	<b>\$ 100,000</b>
Local Match	\$ 20,000
<b>Additional Leverage</b>	<b>\$ 0</b>
<b>Total Project Budget</b>	<b>\$ 300,000</b>

**Funding Details:** GO Virginia funding will be used for contract services, planning/assessments, website development, outreach, fees and licenses, and administration by the Regional Support Organization.

Match will include website development (\$20,000 cash contribution) and outreach (\$80,000 in-kind contribution).

### Products:

- Expanded Start in Hampton Roads Website Portal

### Outcomes:

- 70 jobs created
- 20 interns placed
- 35 businesses served

### Workgroup Discussion:

- The project’s proposed metrics are clear and reasonable, and the initiative is informed by the Region 5 Talent Pathways Planning Initiative and the region’s Growth and Diversification Plan.
- Localities across the region have committed to promoting the platform and recruiting employers in their jurisdictions to utilize the system.
- The project demonstrates strong regional collaboration, with support from private industry partners, local Chambers of Commerce, and the Hampton Roads Workforce Council.
- The project team has committed to making the platform a central component of the region’s workforce strategy, including requiring partner organizations to utilize and promote the platform through formal MOUs.

## Start in Hampton Roads: Talent Attraction & Retention Program

### Workgroup Recommendation:

Based on the workgroup discussion and application review, this application is recommended for approval.

Application Review Summary	
<b>Economic Impact</b>	
Clear Metrics and Program Aligned Outcomes	YES
Alignment with Targeted Industry Sectors (G&D, REI, or TPI)	YES
Economic Impact Analysis Validated	YES
Evidence of Industry Demand for Project	YES
<b>Regional Collaboration</b>	
Meaningful Local Participation	YES
Private Industry Involvement	YES
Demonstrates Regional Coordination & Contribution	YES
<b>Project Readiness</b>	
Defined Timeline and Milestones	YES
Budget Complete and Match Verified	YES
<b>Sustainability</b>	
Defined Post Grant Sustainability Plan	YES

## Implementation Application

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### Extended and New Pathways with Stafford and Caroline Counties

**Region(s):** 6

**Applicant(s):** Stafford County Public Schools

**Participating Localities:** Caroline County Public Schools (cash and in-kind match) and Stafford County Public Schools (in-kind match)

**Targeted Industries:** IT/Data Centers, Distribution and Logistics, and Professional Services

**Investment Strategy:** Talent Development

**Type of Project:** Implementation

**Project Goal(s):** To create pathways and training opportunities for high school students to attain certificates, dual enrollment credits, four-year degrees, and/or go directly into employment.

**Project Description:** GO Virginia funding will support the establishment of seven new workforce pathways across the existing EDGE Academy in Caroline County and the EPIC and ASCENT Centers in Stafford County. These centers were launched approximately 17 months ago and were developed through advisory committees composed of industry experts and regional stakeholders, including Germanna Community College. The proposed project will expand programming through the following seven pathways:

- Data Center Operations (Stafford)
- Fiber Optic Technician (Stafford)
- Global Logistics & Supply Chain Management (Stafford)
- Geospatial Technologies (GIS) (Stafford and Caroline)
- Sustainable Energy (Stafford)
- Drone/Unmanned Aircraft Systems (Caroline)
- Information Technology (Caroline)

Stafford County will use the grant funding to purchase essential equipment, develop specialized curriculum, facilitate professional learning, and secure necessary student certifications. This will enable the expansion of career pathways in four critical areas: Fiber Optic Technician, Data Center Operations, Logistics, and Sustainable Energy.

## Extended and New Pathways with Stafford and Caroline Counties

Caroline County Public Schools will use GO Virginia funding to purchase desktop computers, instructional software, and classroom drones to support the Academies of Caroline model through the expansion of the EDGE Academy. These resources, combined with targeted professional development for teachers, will strengthen the school system’s capacity to deliver high-quality instruction and prepare students to earn industry-recognized credentials in Geographic Information Systems (GIS), Drone/Unmanned Aircraft Systems (UAS), and Information Technology. The project will also deepen the integration of emerging technologies related to logistics and infrastructure development within the academy’s curriculum.

The two school divisions will implement a coordinated regional strategy to ensure the pathways are aligned and mutually reinforcing, creating broader community and economic benefits. This cross-divisional collaboration will include co-developing curricula and aligning industry credentials to ensure students gain access to a wider range of portable, workforce-aligned skills across the region.

During the grant period, the project will launch the first cohort for the Stafford Career Centers beginning with 9th-grade students, followed by a second cohort in 10th grade during year two. After the grant period, the pathways will be fully established to support cohorts through 11th and 12th grade, providing students with opportunities to earn additional credentials, participate in dual enrollment, pursue a four-year degree pathway, or transition directly into the workforce.

### Project Budget:

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 965,601</b>
<b>Matching Funds</b>	<b>\$ 482,800.77</b>
Local Match	\$ 482,800.77
<b>Additional Leverage</b>	<b>\$ 11,075</b>
<b>Total Project Budget</b>	<b>\$ 1,459,476.77</b>

Funding Details: GO Virginia funds will be used for salaries and fringe benefits for work-based learning coordinators and curriculum development, contract services for training the teacher, fees and licensing teacher certification, training equipment.

Matching funds will be used for salaries and fringe to administer the program (\$315,775.77 in-kind contribution), cost share in the CNC machining equipment (\$160,000 cash contribution),

## Extended and New Pathways with Stafford and Caroline Counties

fees and licenses for the student certifications (\$17,025 cash contribution) and student transportation to the two new centers (\$150,000 in-kind contribution). Additional leverage funds will be used for additional student certifications (\$11,075 cash contribution).

### Outcomes:

- 250 people trained (200 students and 50 teachers)
- 7 new programs implemented
- 250 credentials awarded (200 students and 50 teachers)

### Workgroup Discussion:

- Very much industry focused on sectors that are expected to have high demand jobs in the near and long-term.
- Strong collaboration between Caroline and Stafford public school division to co-develop curriculum and aligning credentials with CTE programming.
- Teacher training piece speaks to the sustainability of the program.

### Workgroup Recommendation:

Based on workgroup discussion and application review, this application and its accompanying local match waiver is recommended for approval.

Application Review Summary	
<b>Economic Impact</b>	
Clear Metrics and Program Aligned Outcomes	YES
Alignment with Targeted Industry Sectors (G&D, REI, or TPI)	YES
Economic Impact Analysis Validated	YES
Evidence of Industry Demand for Project	YES
<b>Regional Collaboration</b>	
Meaningful Local Participation	YES
Private Industry Involvement	YES
Demonstrates Regional Coordination & Contribution	YES
<b>Project Readiness</b>	
Defined Timeline and Milestones	YES
Budget Complete and Match Verified	YES
<b>Sustainability</b>	
Defined Post Grant Sustainability Plan	YES

## Implementation Application

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### Life Sciences Innovation & Future Talent (LIFT-VA)

**Region:** 7

**Applicant:** Future Kings

**Participating Localities:** Prince William, Loudon County, City of Manassas, Prince William County Schools, Loudoun County Public Schools

**Targeted Industries:** Life Sciences

**Investment Strategy:** Talent Development

**Type of Project:** Implementation

**Project Goal(s):** To grow the regional life sciences workforce pipeline from middle school through graduate education laboratory training, credentials, internships, and employment pathways.

**Project Description:** The Life-Sciences Innovation & Future Talent – Virginia (LIFT-VA) program is a workforce development initiative designed to build a talent pipeline for the life sciences sector in Region 7. The project targets students from middle school through graduate-level education, with a focus on preparing participants for bioscience careers, including research scientists, lab technicians, and related roles.

The program will train graduate students to deliver Future Kings’ proprietary curriculum. Graduate students will then serve as laboratory leaders, providing hands-on biomedical instruction to cohorts of 14 students in grades 6–12. Training incorporates emerging technologies such as generative AI tools within the life sciences workplace and provides opportunities for credentials, college credit, internships, and job placement. Additionally, the program will expand American Council of Education (ACE) approved coursework by introducing six new credentials and awarding up to 300 industry-recognized credentials.

The program builds on a prior GO Virginia pilot and proposes scale training across multiple cohorts, combining classroom instruction, laboratory experience, mentorship, and employer engagement. Training is delivered through partnerships with Future Kings, Athari Biosciences, GEMS, and regional partners, utilizing a combination of academic instruction and hands-on laboratory work. The project also engages employers in curriculum design, training, and workforce placement.

## Life Sciences Innovation & Future Talent (LIFT-VA)

### Project Budget:

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 2,383,000</b>
<b>Matching Funds</b>	<b>\$ 1,193,040</b>
Local Match	\$ 250,000
<b>Additional Leverage</b>	<b>\$ -</b>
<b>Total Project Budget</b>	<b>\$ 3,576,040</b>

**Funding Details:** GO Virginia funds will support contract services for project personnel, stipends for 20 interns, equipment, student information system, software licensing fees, laboratory supplies, staff and student travel, and program administration.

Matching funds will support outreach (\$198,000 in-kind contribution), rent (\$24,000), contract services for research scientists (\$48,000 cash contribution), consultation for AI integration (\$145,920), lab equipment (\$350,000 in-kind contribution), access to data center operations equipment and specialized training (\$200,000 in-kind contribution)

**Past Performance:** Future Kings was awarded a \$100,000 GO Virginia planning grant in 2024 to launch a pilot workforce program and increase the number of graduate school candidates who meet the qualifications of the most in-demand jobs of area and develop a pipeline of area secondary school students who are prepared and motivated to pursue a career in the life science industry life science employers. through training in the Future Kings biomedical sciences program and subsequent instruction of secondary school students. The project achieved 100% of it committed outcomes of people trained and new intern placed and achieved accreditation by the American Council on Education (ACE) to The Future King Biomedical Sciences workforce development program by credits to be able to offer college credit to students in the program.

### Product(s):

- Implementation of ACE approved STEM curriculum

### Outcomes:

- 340 people trained (60 college/graduate. 280 high school students)
- 150 job placements
- 10 businesses served
- 60 interns placed
- 20 apprenticeships created
- 300 credentials awarded

## Life Sciences Innovation & Future Talent (LIFT-VA)

### Workgroup Discussion:

- Alignment with regions G&D strategy by developing workforce pathways in high demand industry cluster
- The project demonstrates strong regional collaboration through partnerships with Prince William County and Loudoun County Public Schools, as well as George Mason University’s Institute for Biohealth Innovation, which will serve as the higher education partner and provide graduate-level instructors to support program delivery..

### Workgroup Recommendation:

Based on the workgroup discussion and application review, this application is recommended for approval.

Application Review Summary	
<b>Economic Impact</b>	
Clear Metrics and Program Aligned Outcomes	YES
Alignment with Targeted Industry Sectors (G&D, REI, or TPI)	YES
Economic Impact Analysis Validated	YES
Evidence of Industry Demand for Project	YES
<b>Regional Collaboration</b>	
Meaningful Local Participation	YES
Private Industry Involvement	YES
Demonstrates Regional Coordination & Contribution	YES
<b>Project Readiness</b>	
Defined Timeline and Milestones	YES
Budget Complete and Match Verified	YES
<b>Sustainability</b>	
Defined Post Grant Sustainability Plan	YES

# Competitive Applications

## Cluster Scale Up

## Competitive Application

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### AM2 Initiative to Grow Advanced Manufacturing

**Region:** 2 (lead) and 3

**Applicant(s):** New River Valley Regional Commission (NRVRC)

**Participating Localities:** New River Valley Regional Commission on behalf of its member localities [City of Radford, Pulaski County, Giles County, Montgomery County, and Floyd County] (in-kind), West Piedmont Planning District Commission on behalf of its member localities [Town of Rocky Mount, City of Danville, City of Martinsville, Franklin County, Henry County, Patrick County, and Pittsylvania County] (in-kind), Southern Virginia Regional Alliance on behalf of its member localities [City of Danville, Halifax County, Mecklenburg County, Patrick County, and Pittsylvania County] (in-kind), Lynchburg Regional Business Alliance on behalf of its member localities [City of Lynchburg, Amherst County, Appomattox County, and Campbell County] (in-kind), Roanoke Regional Partnership on behalf of its member localities [Alleghany County, Botetourt County, City of Covington, Franklin County, City of Roanoke, Roanoke County, City of Salem, and the Town of Vinton] (in-kind), Onward New River Valley on behalf of its member localities [[City of Radford, Pulaski County, Giles County, Montgomery County, and Floyd County] (cash and in-kind), Giles County (in-kind), Floyd County (in-kind), Montgomery County (cash and in-kind), Roanoke County (cash and in-kind), Halifax County (in-kind), City of Danville (in-kind), Botetourt County (in-kind), Pulaski County (in-kind), City of Radford (in-kind), Pittsylvania County (in-kind), and the Town of Bedford (in-kind).

**Investment Strategy:** Cluster Scale-Up, Talent Development

**Targeted Industries:** Advanced Manufacturing

**Project Type:** Multi-Region Competitive Implementation

**Project Goal(s):** To expand the advanced materials manufacturing sector in Regions 2 and 3 through a combination of talent development and cluster scale-up activities.

**Project Description:**

The AM2 Initiative is project aiming to develop the additive materials and advanced manufacturing sector across parts of Regions 2 and 3. It aims to do so through four key strategies, of which the key activities of each are listed below.

## AM2 Initiative to Grow Advanced Manufacturing

1. AM2 Consortium: The establishment of the consortium will function as the coordinating entity for the AM2 project activities. The AM2 consortium will bring together public sector, higher ed, and private sector partners to chart strategy and conduct outreach. The primary activities are:
  - Establishing the Consortium
  - Administering the AM2 Innovation Fund
  - Conducting outreach to manufacturers, including via familiarization meetings
  - Providing information to those inside and outside of Virginia on AM2 technologies and resources
2. AM2 Studios: AM2 Studios will provide both technical assistance and physical labs for prototyping, testing, and experiential learning for 2- and 4-year higher education students. The primary activities are:
  - Building out the studios
  - Hiring the professor of practice
  - Providing space and equipment for interested parties
  - Getting companies and students interested in and utilizing the studios
3. AM2 Fellows: AM2 Fellows aims to identify promising entrepreneurs in the AM2 space as well as support existing business with subject experts. The primary activities are:
  - Hire the experts to embed in existing companies to facilitate AM2 adoption
  - Identify companies which will have the AM2 experts embedded in them
  - Host the AM2 Innovation Challenge
  - Identify the winners of the AM2 Innovation Challenge and support them through the AM2 fellow cohort.
4. AM2 Career Network: AM2 Career Network seeks to create a full manufacturing career pipeline from 9<sup>th</sup> grade through graduate school by building on existing regional resources. Primary activities include:
  - Develop a 9th & 10th grade manufacturing curriculum for Career & Technical Education programs in high school.
  - Implement a train-the-trainer program in New River Valley middle schools and high schools.
  - Develop a nationally-recognized industry certification for AM2.
  - Fast-track development of manufacturing apprenticeships and underwrite them.
  - Coordinating with VTOP, underwrite paid internships at AM2 Studios and with regional manufacturers.

## AM2 Initiative to Grow Advanced Manufacturing

### Project Budget:

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 4,230,160</b>
<b>Matching Funds</b>	<b>\$ 2,115,080</b>
Local Match	\$ 197,500
<b>Additional Leverage</b>	<b>\$ 100,800</b>
<b>Total Project Budget</b>	<b>\$ 6,446,040</b>

**Funding Details:** GO Virginia funds will be used to project partner salaries, project partner travel, supplies and promotional material for the program, contracted services (Virginia Manufacturers Association, GENEDGE, Web Design, development of the 9<sup>th</sup>-10<sup>th</sup> grade GOTEC curriculum, AM2 Innovation Challenge), funding the AM2 Innovation Fund salary for the AM2 professor of practice, one year of lease/rent for an AM2 Studio space, commercialization services for winners of the AM2 Innovation Challenge, and supplies for the AM2 Innovation Challenge Event.

Match will be used for project partners salaries and fringe, travel, outreach, and equipment.

A local match waiver of \$225,516 is being requested. 50% or more of the participating localities meet the criteria for fiscal distress.

**Past Performance:** The applicant was awarded the NRV Materials and Machinery Cluster Scale-Up Planning Grant in 2024. During the grant period, the project required a four-month extension due to the departure of the Regional Innovation Officer; however, the planning activities were ultimately completed, and the project achieved its intended objectives.

### Products:

- Creation of the AM2 Fellows Program
- Establishment of 2 AM2 Studios
- Establishment of the AM2 Consortium
- Establishment of the AM2 Innovation Fund
- Develop a nationally recognized AM2 credential

## AM2 Initiative to Grow Advanced Manufacturing

### Outcomes:

- 10 people trained
- 25 new interns placed
- 4 new apprenticeships created
- 1 new program implemented
- 3 new mentors providing business assistance
- 100 jobs created
- 1 business attracted
- 1 business expanded
- 40 businesses served
- \$2,000,000 raised by businesses served

### Workgroup Discussion:

- The project reflects a regional strategy to catalyze economic growth in advanced manufacturing, a sector strongly prioritized by both participating regions.
- The initiative demonstrates substantial regional buy-in across Regions 2 and 3, with active participation from public sector partners, higher education institutions, and industry consortia in the program's design.
- The proposal directly advances strategies identified in the previously GO Virginia–funded planning grant.
- The project also builds on existing interregional collaboration between Regions 2 and 3, including efforts under the Blue Ridge Innovation Corridor (BRIC).

### Workgroup Recommendation:

Based on the workgroup discussion and application review, this application and its accompanying local match waiver is recommended for approval with up to a 3-year contract performance period.

## AM2 Initiative to Grow Advanced Manufacturing

Application Review Summary	
<b>Economic Impact</b>	
Clear Metrics and Program Aligned Outcomes	YES
Alignment with Targeted Industry Sectors (G&D, REI, or TPI)	YES
Economic Impact Analysis Validated	YES
Evidence of Industry Demand for Project	YES
<b>Regional Collaboration</b>	
Meaningful Local Participation	YES
Private Industry Involvement	YES
Demonstrates Regional Coordination & Contribution	YES
<b>Project Readiness</b>	
Defined Timeline and Milestones	YES
Budget Complete and Match Verified	YES
<b>Sustainability</b>	
Defined Post Grant Sustainability Plan	YES

# Competitive Applications

## Talent Development

## Competitive Application

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### AI Mobile Unit for Workforce & Education

**Region(s):** 6 (lead region) and 9

**Applicant(s):** The Cyber Bytes Foundation

**Participating Localities:** Fauquier County (advisory board), King George County (in-kind match), Nelson County (in-kind match), Orange County (cash and in-kind match), Rappahannock County (in-kind match), Spotsylvania County (in-kind match), and Stafford County (in-kind match).

**Targeted Industries:** Professional, Scientific, and Technical Services; IT/Data Centers & Communications

**Investment Strategy:** Talent Development

**Type of Project:** Multi-Region Competitive Implementation

**Project Goal:** To address the limited availability of accessible, industry-credential-aligned AI literacy and certification training for students, educators, and adults within the region's targeted industry clusters.

**Project Description:** In partnership with the Academy of Technology and Innovation at the University of Mary Washington (ATI-UMW), the initiative is designed to expand access to AI literacy, ethics, and certification training across high schools, workforce centers, community colleges, and businesses. At the core of the curriculum are two CompTIA certifications: CompTIA AI Essentials and the new CompTIA AI Prompting.

These industry recognized credentials validate essentials skills in data analytics, responsible AI use, and real world AI application development. The AI Mobile Unit's instructional content is built around CompTIA's AI+ competencies, ensuring that learners gain the foundational knowledge required to understand, apply, and ethically manage AI tools and systems.

80 mobile AI workshops will be delivered across schools, workforce centers, and rural communities in Regions 6 and 9 through two mobile AI units. Each workshop will serve 20-30 participants at a time, ensuring a focused, hands-on learning environment and individualized support from instructors. Each session will utilize CompTIA and AI.edu based curriculum, providing participants with applied training in artificial intelligence fundamentals, ethics, data literacy, and responsible AI use. Workshops – lasting approximately 4 to 5 hours per session

## AI Mobile Unit for Workforce & Education

(with three sessions per participant) – will be conducted using the hardware and technology installed on the AI Mobile Unit, including laptops, AI software, and secure connectivity.

A defining feature of the AI Mobile Unit is the integration of a dual-enrollment AI pathway beginning in Year 2. Leveraging ATI–UMW’s established college partnership lab school model, the project will embed AI coursework into high school pathways while enabling students to earn college credit in partnership with Rappahannock Community College and Laurel Ridge Community College. This structure creates a seamless transition from K–12 education to postsecondary study and employment. Students will be able to earn both CompTIA certifications and college-level AI credit, accelerating credential attainment and strengthening long-term workforce readiness.

### Project Budget:

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 1,079,109</b>
<b>Matching Funds</b>	<b>\$ 539,728</b>
Local Match	\$ 40,985
<b>Additional Leverage</b>	<b>\$ 280,800</b>
<b>Total Project Budget</b>	<b>\$ 1,899,639</b>

**Funding Details:** GO Virginia funds will be used for salaries/fringe, travel, equipment, supplies, contract services, rent/lease, fees and licenses for teacher certifications, 10% indirect rate, and support organization grant administration costs.

Matching funds will be used for salaries/fringe (\$341,723.93 in-kind contribution), hardware/software (\$15,000 cash contribution), rent/lease to host workshops (\$6,910 in-kind contribution), and fees and licenses for participant certifications (\$25,000 cash contribution). Additional leverage funds will be used for facility space to support student and teacher workshops, and dual enrollment programming (\$40,800 in-kind contributions), hardware/software to access AI platform (\$200,000 in-kind contributions), and salaries to provide expert guidance (\$20,000 in-kind contributions).

## AI Mobile Unit for Workforce & Education

A local match waiver of \$66,960.65 is being requested. 50% or more of the participating localities do not meet the criteria for fiscal distress, however, the applicant has attempted to solicit the required local contributions and they are unable to provide the full amount.

### Outcomes:

- 2080 people trained (includes 80 teachers and 2,000 high school students in grades 9-12)
- 20 businesses served (employers receiving applied AI workforce training and customized upskilling sessions)
- 280 credentials awarded (includes 80 teachers and 200 high school seniors)
- 1 new program implemented
- 100 students completing dual enrollment

### Workgroup Discussion:

- The project adopts a train-the-trainer and dual enrollment model, embedding CompTIA AI certification pathways into teacher professional development and dual enrollment programming to ensure AI literacy and instruction are sustained regionally beyond the grant period.
- The applicant provided a detailed, full-day workshop curriculum format. The proposal was revised from the previous round to ensure each participant receives training through three workshops per student (4–5 hours per workshop), totaling approximately 12–15 hours of instruction.
- Private industry have been included in the development of the proposal and will continue to be engaged during the grant period by providing input on the advisory committee for curriculum development and the format structure of the training workshops.
- Pre-requisite activities already underway including pre-enrollment, outreach preparation, advisory board and governance readiness, among others.
- Mobile units will be conveyed to ATI-UMW at the end of the grant period to ensure a lasting public good. These details will be memorialized in the first quarter of the project through an MOU.

## AI Mobile Unit for Workforce & Education

### Workgroup Recommendation:

Based on workgroup discussion and application review, this application and its accompanying local match waiver is recommended for approval.

Application Review Summary	
<b>Economic Impact</b>	
Clear Metrics and Program Aligned Outcomes	YES
Alignment with Targeted Industry Sectors (G&D, REI, or TPI)	YES
Economic Impact Analysis Validated	YES
Evidence of Industry Demand for Project	YES
<b>Regional Collaboration</b>	
Meaningful Local Participation	YES
Private Industry Involvement	YES
Demonstrates Regional Coordination & Contribution	YES
<b>Project Readiness</b>	
Defined Timeline and Milestones	YES
Budget Complete and Match Verified	YES
<b>Sustainability</b>	
Defined Post Grant Sustainability Plan	YES

## Competitive Application

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### CNC Machining Program at RCC

**Region(s):** 6

**Applicant(s):** Rappahannock Community College Educational Foundation

**Participating Localities:** Gloucester County (in-kind), King and Queen County (in-kind), Middlesex County (in-kind), Northumberland County (in-kind), Lancaster County (cash and in-kind), and the Town of West Point (in-kind).

**Targeted Industries:** Manufacturing

**Investment Strategy:** Talent Development

**Type of Project:** Single Region Competitive Implementation

**Project Goal(s):** To expand the pool of qualified workers in the manufacturing industry within Region 6.

**Project Description:** To address the growing workforce needs of manufacturers in GO Virginia Region 6, Rappahannock Community College (RCC) will launch a comprehensive Computer Numerical Control (CNC) Machining training program. This initiative will prepare students for high-demand machining careers by providing technical skills and industry-recognized credentials aligned with regional economic growth strategies.

1. Develop a 180-hour (12-15 week period) CNC Machinist Training Pathway
  - Implement three approved CNC courses: *Materials, Measurement & Safety; CNC Mill Programming; CNC Mill Operations.*
  - Provide hands-on instruction in precision measurement, shop math, inspection, safety, and metal cutting.
  - Prepare students for three NIMS certifications:
    - Measurement, Materials, and Safety
    - CNC Mill Programming Setup & Operations
    - CNC Mill Operations
  - Offer up to four cohorts annually, serving 10 students each.
2. Establish a CNC Training Center in Lancaster County
  - Equip the center with machining tools, milling tools, metrology equipment, and industry-standard shop tools.

## CNC Machining Program at RCC

- Deliver hands-on training in equipment setup, calibration, programming, and troubleshooting.
3. Employer Partnerships & Work-Based Learning
- Collaborate with Turn Dynamics for training space and instructor support.
  - Provide 24–48-hour work-based learning experiences with regional employers.
  - Partner with Bay Consortium Workforce Development Board to upskill incumbent workers.

### Project Budget:

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 431,575</b>
<b>Matching Funds</b>	<b>\$ 216,592</b>
Local Match	\$ 15,712
<b>Additional Leverage</b>	<b>\$ 25,650</b>
<b>Total Project Budget</b>	<b>\$ 673,817</b>

**Funding Details:** GO Virginia funds will be used to purchase the CNC machining equipment, lease of the training site, text books, and support organization grant administration costs..

Matching funds will be used for instruction salaries (\$30,000 cash contribution), cost share in the CNC machining equipment (\$160,000 cash contribution), cost share in the lease of the training facility (\$10,000 cash contribution), fees and licenses for the student certifications (\$8,000 cash contribution) and salaries for advisory committee participation (\$8,591.92). Additional leverage funds will be used for eligible incumbent workers through WIOA funding (\$25,650 in-kind contribution).

A local match waiver of \$27,445 is being requested. 50% or more of the participating localities do not meet the criteria for fiscal distress, however, the applicant has attempted to solicit the required local contributions and they are unable to provide the full amount.

### Project Impact/Outcomes:

- 36 people trained
- 30 job placements
- 3 new programs implemented
- 108 credentials awarded

## CNC Machining Program at RCC

### Workgroup Discussion:

- Strong Industry demand demonstrated.
- Tremendous meaningful participation and buy-in from localities and industry partners.
- Great opportunity to use existing space that will be able to handle power requirements for training equipment.

### Workgroup Recommendation:

Based on workgroup discussion and application review, this application and its accompanying local match waiver is recommended for approval.

Application Review Summary	
<b>Economic Impact</b>	
Clear Metrics and Program Aligned Outcomes	YES
Alignment with Targeted Industry Sectors (G&D, REI, or TPI)	YES
Economic Impact Analysis Validated	YES
Evidence of Industry Demand for Project	YES
<b>Regional Collaboration</b>	
Meaningful Local Participation	YES
Private Industry Involvement	YES
Demonstrates Regional Coordination & Contribution	YES
<b>Project Readiness</b>	
Defined Timeline and Milestones	YES
Budget Complete and Match Verified	YES
<b>Sustainability</b>	
Defined Post Grant Sustainability Plan	YES

## IX. INFORMATION ITEMS

### a. DHCD Administratively Approved Projects

## Planning, Feasibility, and Small Scale-Pilot Application

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### Advancing Virginia Shellfish Aquaculture

**Region:** Region 6

**Applicant(s):** Virginia Institute of Marine Science (VIMS)

**Participating Localities:** Gloucester County EDA (in-kind match), Lancaster County (in-kind match), and Northern Neck Planning District Commission (in-kind match) on behalf of their member localities.

**Investment Strategy:** Cluster Scale-Up

**Targeted Industry(s):** Aquaculture, Seafood, Commercial Fishing, and Marine

**Project Goal(s):** To scale up the aquaculture industry in Regions 5 and 6 by becoming a national hub for industry innovation.

**Project Description:** Within the shellfish industry Virginia leads the nation in the production of farmed oysters and clams, however, the industry's competitiveness is increasingly constrained by its reliance on foreign-designed gear and technology, primarily sourced from Canada, France, and Australia. Domestic competitors in Maryland and Maine leverage significant R&D investment into robotic technology, fostering a culture of innovation, and advancing new technologies and strengthening their market positions while Virginia lags behind.

In partnership with Old Dominion University, Virginia Tech, Virginia Sea Grant, industry representatives, and regional/local economic development partners, the planning initiative will be led by an advisory council and will do the following activities:

- Assess industry needs and opportunities through structured engagement with growers, gear manufacturers, researchers, local governments, and policy makers through workshops and one-on-one meetings.
- Identify high-impact innovation opportunities in gear design, aquaculture technology, and business models – with a fact finding mission to Maine, allowing the advisory council to get a better understanding of what factors have led to Maine's success.
- Developing a roadmap for establishing a regional aquaculture innovation ecosystem, including prototyping facilities, collaborative R&D programs, and entrepreneurial support.

The advisory council will hold a final workshop to present their findings to access the feasibility of pursuing a statewide competitive implementation proposal.

## Advancing Virginia Shellfish Aquaculture

### Project Budget:

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 81,002</b>
<b>Matching Funds</b>	<b>\$ 40,549</b>
Local Match	\$ 9,794
<b>Additional Leverage</b>	<b>\$ 45,196</b>
<b>Total Project Budget</b>	<b>\$ 166,747</b>

**Funding Details:** GO Virginia funding will be used to pay for salaries/fringe, supplies, travel, contract services, to support the development of the feasibility plan, indirect costs, and the support organization grant administration costs. Match for this project includes salaries/fringe (\$9,992 in-kind contribution), locality and industry staff time for participating in the workshops (\$17,707 in-kind contribution), travel expenses for attending the fact finding trip by localities and industry partners (\$6,875 in-kind contribution), training sessions (\$2,475 cash contribution), workforce development coordinator (\$1,500 cash contribution), and workshop supplies (\$2,000 cash contribution).

### Products:

- Feasibility Plan - pursuing an implementation grant, and (if deemed feasible) an outline of partners, goals, and activities.

### Application Evaluation:

- Great opportunity to determine technological innovation opportunities to scale up the shellfish industry in Virginia
- Broad support from private businesses, local governments, and higher eds.

## Planning, Feasibility, and Small-Scale Pilot Application

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### The PIVOT Academy

**Region:** 7

**Applicant(s):** George Mason University

**Participating Localities:** Arlington County, Fairfax County, Loudoun County

**Targeted Industries:** Computer Services, Cybersecurity, Life Sciences, Emerging Technologies

**Investment Strategy:** Entrepreneurship and Innovation

**Project Goal(s):** To develop training resources for businesses and contractors seeking to proactively shift or expand into the state, local, and education (SLED) contracting

**Project Description:** The initiative will develop and pilot a structured support model for transitioning contractors to state, local, and education (SLED) contracting markets, focusing on procurement readiness, industry engagement, and regional coordination. The initiative includes the formation of a convening group to address strengthening the region's small business ecosystem and building access to public sector opportunities beyond the federal landscape.

The project will highlight a full-day workshop designed for small business federal contractors ready to diversify and grow by expanding into Virginia's SLED government marketplace.

#### Planned Activities and Deliverables

- Convenor Group Development
- Stakeholder Outreach - Engagement of small businesses in priority industry clusters through interviews, focus groups, and pre-event assessments.
- Pilot Event: A one-day workshop, *The PIVOT Academy* to deliver tactical training, agency insights, and peer learning.
- Final Report: A comprehensive planning report will be developed that includes a validated demand analysis, evaluation of pilot event feedback, identified gaps in SLED readiness, suggested regional strategies for scaling the initiative, and a draft 90-Day Pivot Implementation Roadmap to support business follow-up and inform a future per capita grant application.

## The PIVOT Academy

### Project Budget:

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 50,451</b>
<b>Matching Funds</b>	<b>\$ 26,836</b>
Local Match	\$ -
<b>Additional Leverage</b>	<b>\$ -</b>
<b>Total Project Budget</b>	<b>\$ 77,287</b>

**Funding Details:** GO Virginia funds will be used for salaries, contract services, fees, and licensing. Match for this project includes salaries (\$12,578 in-kind contribution), indirect costs (\$1,258 in-kind contribution), outreach (\$3,000 cash contribution), and market and feasibility study (\$10,000 cash contribution).

### Products:

- Recommendations, validated demand analysis, and a 90-day implementation roadmap

### Application Evaluation:

- Directly supports regional priority clusters (cybersecurity, IT, consulting, emerging technologies) by helping firms access new SLED opportunities.
- Strengthens procurement readiness for small businesses, increasing regional resilience to federal budget fluctuations.
- Engages multiple localities and industry partners.

## Planning, Feasibility, and Small-Scale Pilot Application

### Shenandoah University Buzzins Commercial Kitchen and Culinary Hub

**Region:** 8

**Applicant(s):** Shenandoah University

**Participating Localities:** Clarke County (advisory), Frederick County (advisory), Shenandoah County (advisory), Warren County (advisory), City of Winchester (advisory)

**Targeted Industries:** Food and Beverage Manufacturing

**Investment Strategy:** Entrepreneurship and Innovation

**Project Goal(s):** To develop a comprehensive plan for the Shenandoah University Commercial Kitchen and Culinary Hub.

**Project Description:** Shenandoah University will develop a plan for a commercial kitchen and culinary hub at a former restaurant site owned by the university. This plan will include an equipment list, layout design plan, a strategic business plan to ensure sustainability, and a HIVE curricular plan to provide entrepreneurship training. This plan will be used to guide a future implementation to provide entrepreneurship training and build out the commercial kitchen to grow the food and beverage manufacturing sector.

#### Project Budget:

Type of Funds	Totals
<b>GO Virginia Request</b>	<b>\$ 100,000</b>
<b>Matching Funds</b>	<b>\$ 60,879</b>
Local Match	\$
Additional Leverage	\$
<b>Total Project Budget</b>	<b>\$ 160,879</b>

**Funding Details:** GO Virginia funding will be used for contract services, architectural and engineering fees, community engagement and outreach, and grant administration by the Regional Support Organization. Match for this project is in the form of salaries (20,548.71 in-kind contribution), contract services (\$5,000 in-kind contribution), advisory board participation by localities (\$13,750 in-kind contribution), advisory board participation by non-profits and private industry organizations (\$5,233.50 in-kind contribution), rent/lease (\$5,000 in-kind contribution), legal services (\$5,000 in-kind contribution), and waived/unrecovered indirect costs (\$6,347.50 in-kind contribution).

## Shenandoah University Buzzins Commercial Kitchen and Culinary Hub

### Products:

- Finalized Business Model and Financial Projections
- Detailed Building Plans and Equipment List with Cost Projections
- Implementation Roadmap for Securing Funding and Phased Launch
- HIVE Curricular Plan

### Staff Discussion:

- Strong relationship between the facility itself, the university's entrepreneurial center (HIVE), and importantly capital seeding (Shenandoah Community Capital Fund)
- Responds to needs identified in a previous GO Virginia funded study: The Shenandoah Valley Agriculture Enterprise Center Feasibility Study