

1                   **TOBACCO REGION REVITALIZATION COMMISSION**

2                                   701 East Franklin Street, Suite 501

3                                   Richmond, Virginia 23219

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8                                   **Education Committee Meeting**

9                                   Wednesday, May 29, 2019

10                                   11:00 o'clock a.m.

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14                                   Hotel Roanoke and Conference Center

15                                   Crystal Ballroom A/B/E

16                                   110 Shenandoah Avenue

17                                   Roanoke, Virginia

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1     APPEARANCES:

2     The Honorable Frank M. Ruff, Chairman

3     Ms. Rebecca Coleman, Vice Chairman

4     Ms. Gayle F. Barts

5     The Honorable Kathy J. Byron

6     The Honorable A. Benton Chafin, Jr.

7     Mr. Joel Cunningham

8     Dr. Alexis I. Ehrhardt

9     The Honorable Franklin D. Harris

10    Ms. Sandy Ratliff

11    Mr. Cecil E. Shell

12    The Honorable William M. Stanley, Jr.

13    The Honorable Thomas C. Wright, Jr.

14

15    COMMISSION STAFF:

16    Mr. Evan Feinman, Executive Director

17    Mr. Andy Sorrell, Deputy Director

18    Mr. Timothy S. Pfohl, Grants Program Administration Director

19    Ms. Sarah K. Capps, Grants Program Administrator,

20        Southside Virginia

21    Ms. Sara G. Williams, Grants Program Administrator,

22        Southwest Virginia

23    Ms. Stephanie S. Kim, Director of Finance

24    Ms. Michele Faircloth, Grants Assistant

25        Southside Virginia

1 COMMISSION STAFF: *(Continued)*

2 Ms. Jessica Stamper, Grants Assistant  
3 Southwest Virginia

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5 COUNSEL FOR THE COMMISSION:

6 Ms. Elizabeth B. Myers, Assistant Attorney General  
7 Richmond, Virginia 23219

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1 May 29, 2019

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3 SENATOR RUFF: Good morning, everyone. Welcome  
4 to the Education Committee Meeting, and I'm going to ask Evan  
5 to please call the roll.

6

7 NOTE: Mr. Franklin D. Harris asked for a moment of  
8 silence.

9

10 MR. HARRIS: Ladies and gentlemen, it's good to see  
11 everybody this morning. Our church bus yesterday was involved  
12 in an accident. Several people were killed and some hospitalized.  
13 So, I'd ask everybody, if we could just have a moment of silence,  
14 not only for those that died, but for the people who were injured  
15 and trying to recover. Thank you very much. And I'd ask you to  
16 keep us in your prayers. Thank you, Mr. Chairman.

17 SENATOR RUFF: Thank you. Evan, will you call roll.

18 MR. FEINMAN: Senator Ruff.

19 SENATOR RUFF: Here.

20 MR. FEINMAN: Ms. Coleman.

21 MS. COLEMAN: Here.

22 MR. FEINMAN: Delegate Byron.

23 DELEGATE BYRON: Here.

24 MR. FEINMAN: Senator Chafin.

25 SENATOR CHAFIN: Here.

1 MR. FEINMAN: Ms. Barts.

2 MS. BARTS: Here.

3 MR. FEINMAN: Mr. Cunningham.

4 MR. CUNNINGHAM: Here.

5 MR. FEINMAN: Dr. Ehrhardt.

6 DR.EHRHARDT: Here.

7 MR. FEINMAN: Mr. Harris.

8 MR. HARRIS: Here.

9 MR. FEINMAN: Ms. Ratliff.

10 MS. RATLIFF: Here.

11 MR. FEINMAN: Mr. Shell.

12 MR. SHELL: Here.

13 MR. FEINMAN: Senator Stanley.

14 SENATOR STANLEY: Here.

15 MR. FEINMAN: Delegate Wright.

16 DELEGATE WRIGHT: Here.

17 MR. FEINMAN: You have a quorum, Mr. Chairman.

18 SENATOR RUFF: The minutes for our meeting on  
19 December 17<sup>th</sup>, 2018 that are on the website. Do I have a  
20 motion? All right, I've got a motion and a second. It's been  
21 moved and seconded. All in favor, say aye. (Ayes). Opposed?  
22 (No response). The minutes are passed.

23 MS. KIM: I think we all remember the December  
24 meeting, we talked about changing the Student Loan Program  
25 and we talked about issues with the Loan Forgiveness Program

1 and there's just not enough money to fund what we wanted to  
2 do. So, if you'll recall, some of the problems with the Loan  
3 Forgiveness Program was that there was not enough money to  
4 change behaviors as far as going to college and returning after  
5 graduation and there was no guarantee they could find a job in  
6 the region. When you make loans, you have to hunt down  
7 students to verify information. Sometimes we had to go after  
8 these people and some had not paid and some of them had other  
9 federal loans, plus our loans, so that could be a separate pot of  
10 money, and some didn't have the ability to pay. There was no  
11 provision for disability or death or other circumstances.

12 Many times, we had to garnish wages for people who  
13 wouldn't pay, and it became a big problem. And some of those  
14 loans they had, they couldn't consolidate ours with some of the  
15 federal loans, so that turned out to be separate, along with the  
16 private loans. Payments were based on the ability to pay the  
17 federal loan part. As I said, no provision in ours for disability or  
18 death or unforeseen circumstances.

19 The problems we had with a program several years  
20 back is that there were no measureable outcomes, and once  
21 again, not enough money to really encourage them to come to  
22 this region and then it was not based on financial need, and,  
23 again, there never was enough money.

24 Just to give you an idea of college costs for 2018-19,  
25 full-time, average cost is \$24,000, and the average debt for 2017

1 and the latest data available for a four-year institution,  
2 \$130,000.

3 In designing this program, we want to look at, and we  
4 contracted with Chmura Economics to study the jobs, the hard-  
5 to-fill positions in the Tobacco Region. And we also looked at the  
6 Virginia Department of Education unfilled positions by locality.  
7 We also looked at applications. You remember we heard from  
8 Ted Abernathy at the last meeting in January about economic  
9 leadership and his recommendation and we talked to VEDP as far  
10 as job reports. We also got information from the Chmura report,  
11 it's very detailed. And all that's contained in your handouts. But  
12 they look primarily at the workforce development area. We had  
13 to modify it a little bit because some of this information is from  
14 counties not in the Tobacco Region, and they added a county  
15 here and there when doing the study.

16 We looked at the top ten hard-to-fill jobs in the  
17 workforce development areas. The workforce is a separate  
18 funding of the Education Committee.

19 Chmura looked at how long the positions were  
20 advertised. In essence, what we were doing is looking at both  
21 supply and demand. As you can see, and I'll show you a map  
22 later, but these are the areas that are generally correct with a  
23 few exceptions. And talking about the top ten occupations that  
24 are the most difficult to fill, but a lot of them are in the health  
25 care area. This is going to be a real challenge. Things like

1 speech, language, pathologists, occupational therapists, and  
2 physical therapists. And you can see the shortages here. What  
3 we looked at is that a lot of these were health care areas, and we  
4 realized that there is a program with the Virginia Department of  
5 Health, and this involves the health care professions, of course.  
6 And they give incentives, up to \$40,000 for medical, dental,  
7 behavioral health, and clinical professions. We've been working  
8 with the Virginia Department of Health regarding programs like  
9 this, along the lines of what we are trying to accomplish just in  
10 the health care area.

11 What we thought we'd do is splitting our funds with a  
12 program that's aligned with federal and state funding and geared  
13 towards health care professionals and then some money for  
14 programs that are not covered by the Virginia Department of  
15 Health. So, at this time, what I want to do is introduce you to all  
16 of that, Olivette Burroughs from the Virginia Department of  
17 Health. She runs the State Program, and she can explain their  
18 program before I continue on with the Talent Attraction Program.

19 UNIDENTIFIED: Good morning or afternoon. My  
20 name is Dr. -- . I'm director of the Office of Health Equity. And  
21 thank you for the opportunity to come and talk to you today and  
22 a little bit about our program. I'll give you an overview of our  
23 office and Olivette Burroughs actually manages it, and she'll  
24 speak with you further.

25 The Office of Health Equity in the Department of

1 Health in our jurisdiction is the entire state like four million  
2 people. When I talk about health equity, everybody tries to put  
3 it in laymen's terms, so it's our job to try to insure that the  
4 people and folks in the underserved parts of the state have the  
5 same opportunity with those that are in the most prosperous  
6 parts of the state. Our mission is to create and sustain health  
7 opportunity for all of Virginians. That means it's our mission to  
8 protect the health and protect the wellbeing of all people in  
9 Virginia. As I say, we're responsible for the health and wellbeing  
10 of all people in Virginia, we must not forget the forgotten.

11 Divisions within our office that support health equity  
12 and the mission. The first is social epidemiology and data, and  
13 we try to track any inequities in the rural parts of the state. The  
14 multi-cultural health and community engagement, and then the  
15 Division of Primary Care and Rural Health work for us. That's  
16 where we have our health workforce.

17 So, at this time, I'll call on Olivette Burroughs and  
18 give you details about our program. Thank you for this  
19 opportunity.

20 MS. BURROUGHS: Good afternoon, everyone. I am  
21 the program manager at the Virginia Department of Health. We  
22 have several programs available with the Department of Health.  
23 What I'll do is give you an overview of the state programs and  
24 explain to you how we can work together with the Tobacco  
25 Commission. Our overall goal for our programs is to improve

1 and increase access to care, so we want to make sure that there  
2 is an adequate number of providers serving in the health care  
3 area throughout Virginia. We want to increase primary care  
4 occupation to our programs. We have a loan repayment  
5 exchange of services in health professional shortage areas.

6 For the initial obligation, it's two years, and you can  
7 get up to \$30,000 for the first two years. You can get up to  
8 \$30,000 for the first two years from the federal government and  
9 \$50,000 from the community, up to \$100,000 for two years of  
10 obligation. This can be from employers, foundations, State of  
11 Virginia, the Tobacco Commission, just as long as it's not federal  
12 funds, because the federal program will be action. If you have  
13 any questions, go ahead and ask them throughout my  
14 presentation.

15 We formed an advisory committee to assist us in a fair  
16 distribution of funds and to take care of that liability. Currently,  
17 we have funding from the federal government of \$500,000 for  
18 four years, and we're currently finishing up the first year of the  
19 program. We have \$300,000 from the General Assembly, which  
20 reviews \$25,000 from the State Office of Rural Health, and we  
21 have worked with the Virginia HealthCare Foundation, and they  
22 have been very helpful. The two major things I'll talk about as  
23 far as eligibility. You must have an eligible site and an eligible  
24 applicant in order for this to work. An eligible site has to be a  
25 nonprofit, a state or public facility for a for-profit operating party

1 nonprofit, and that facility must be in a health professional  
2 shortage area.

3           What providers are eligible? Priority care providers  
4 are eligible, physicians, nurse practitioners, physician assistants,  
5 dental professionals, mental health professionals, registered  
6 nurses, and pharmacists, as long as they work in pediatrics,  
7 geriatrics, psychiatry, family or internal medicine, and women's  
8 health. All eligible applicants must meet the eligible  
9 requirements. The main requirements must be a U.S. citizen or  
10 national. If there's any training, they must meet that and  
11 completed before they're eligible. They have to complete their  
12 schooling, such things as board certifications, that has to be done  
13 before they're eligible, they have to graduate from an accredited  
14 program, and there must be no restrictions on their license. A  
15 person cannot be serving any other contractual obligation.

16           There is a national health service program. If it's  
17 administered by the federal government, they must finish that  
18 before they're eligible for this or for our program. They must not  
19 have any type of state or federal obligation. For instance, if  
20 somebody applies and they owe child support, they won't be  
21 eligible. The applicant must be eligible for federal employment  
22 and must pass a background check. The provider must also  
23 agree to work full-time with that approved site, and full-time  
24 means 40 hours per week for a minimum of 45 weeks per year.

25           There's also an option to work in administrative duties

1 and not be more than four hours per week. They must agree to  
2 use the funds to repay their loan. Proof of verification within two  
3 months is required. Now, as far as collaboration with the  
4 Tobacco Commission, and please feel free to interject or share  
5 your views, the applicants must live in a Tobacco Region,  
6 Roanoke and Lynchburg are not eligible and must also work in  
7 the Tobacco Region and must have eligible loans and the awards  
8 cannot exceed a certain amount.

9 Now, what sites are eligible? We do have sites that  
10 are eligible for the State Loan Repayment Program. And for the  
11 Tobacco Region, we'll focus on three. The first one is federally  
12 qualified health centers. The second one is federally qualified  
13 look-alikes and rural health clinics.

14 We took a look at the Tobacco Region, and federal  
15 look-alikes are facilities that meet all the requirements for FQHC,  
16 but they don't receive the federal funding. We took a look at the  
17 Tobacco Region just to get an idea of what area will qualify and  
18 determine where the professional shortage areas are. If you look  
19 at the map, you'll see the geographic area. See the green  
20 primary health care, the red is the population primary care, and  
21 the shaded areas do not qualify. You'll also see the green holes,  
22 those are the federally qualified health centers where providers  
23 are eligible to work, and then the green crosses are rural health  
24 clinics, those are also eligible areas.

25 The next map shows pretty much the same picture,

1 but that's for dental, and that shows the red and the green and  
2 the federally qualified health centers. The third map shows the  
3 same for mental health.

4 A provider must fulfill their obligation and the site  
5 must be primary care, mental health, or dental.

6 Now, how do we determine awards, and we have an  
7 advisory committee that helps to assist in the fair distribution of  
8 funds. For those that are interested, I attached a membership of  
9 the Advisory Committee and of membership selection method.  
10 The process is through nomination and final approval is by the  
11 State Health Commissioner. We have a rubric that we utilize in  
12 order to score and rank applicants for the SLRP.

13 So, for the State Loan Repayment Program and  
14 Tobacco Commission collaboration, we'll use our rubric process  
15 and continue to score the applicants based on the highest scores  
16 and utilize all of the state and federal funds first and then use the  
17 Tobacco funds to expand the Virginia State Loan Repayment Plan  
18 Program. So, what does that mean? For those in the health  
19 professional shortage areas, they will be funded first, and all  
20 others who normally would not be funded due to lack of funding,  
21 they will be funded if additional funds are left over. And I also  
22 have a map for you.

23 The award distribution currently cannot exceed  
24 \$140,000 for all four years. The person can get for the first two  
25 years up to \$50,000 from the community and 50 from the federal

1 government, and for the third and fourth year individually, they  
2 can get a total of \$40,000, twenty from the community and  
3 twenty from the federal government.

4 As far as the Tobacco Commission distribution and  
5 what it'll look like, we cannot get more than \$140,000 for all four  
6 years, which will be the same as the current program and get  
7 payments upfront and we check verification of employment every  
8 six months and we track them so we know where they are and  
9 we communicate with them. And to date, we have not had any  
10 defaults, and we've done really well with that. This does not  
11 replace the Virginia State Loan Program in any way, but it can be  
12 used as a match for smaller budget facilities if that's something  
13 you choose to do.

14 As far as the fund, there will be no action funds for  
15 the Tobacco Region extension part of the program. They'll  
16 receive the maximum of \$100,000 for the first two years and  
17 then 40 for the third and fourth years.

18 How do we promote the program and let people know  
19 this? We've done a great job so far with disseminating  
20 information throughout the country. We have folks applying  
21 from different states in Virginia because of our efforts. We go to  
22 military and civilian events. I also manage the recruitment  
23 efforts we make, and we're doing this for rural areas and we're  
24 trying to supplement the rural areas and we're trying to attract  
25 people to Virginia. We also use practice sites as far as retention

1 and surveys to the participants and get their input and  
2 experience working as health professionals and asking questions  
3 like are they interested in staying, or what is it that would cause  
4 them to leave. We definitely want folks to come in and working  
5 and we'd like them to stay for at least ten years in those  
6 underserved areas.

7 We also interview past and current recipients to get  
8 any kind of information. We're starting an ambassador program  
9 and try to get people to relocate to underserved areas, but we  
10 want to welcome their families and we help them find  
11 employment for their spouses and schools for their children and  
12 also real estate and banking, anything having to do with their  
13 coming and staying and working in the community. Somebody  
14 from New York might be moving into the Tobacco Region, and we  
15 want to make sure that they're comfortable and want to make  
16 sure that they stay.

17 Just to give you a timeline from January to March is  
18 the application cycle, and we'll have an Advisory Committee  
19 meeting between April 1<sup>st</sup> and April 15<sup>th</sup>, then we'll generate  
20 contracts between April 15<sup>th</sup> and May 31<sup>st</sup>, and we'll mail checks  
21 from June 1<sup>st</sup> to June 30<sup>th</sup>. And then we'll continue to follow up  
22 with all of the recipients.

23 Partnerships with the Office of Health Equities, and  
24 we've also enjoyed a good reputation and working with all the  
25 funds that the federal government has allocated and funds we've

1 received from the General Assembly, and we have a lot of  
2 unfunded applicants, we have to tell them they're not eligible  
3 because there's no funding.

4 So, where will your investment go? It'll go directly  
5 towards improving health equity for those in the Tobacco Region  
6 and ultimately helping Virginia as a whole and making Virginia  
7 the healthiest state in the nation.

8 Now, are there any questions?

9 DELEGATE BYRON: This is the first I've heard of your  
10 program. Do you have figures on how many have been awarded,  
11 out of the money, how many have been awarded?

12 MS. BURROUGHS: For this year, 24. Last year, we  
13 awarded 26.

14 SENATOR RUFF: How many were doctors and how  
15 many were in other health professions?

16 MS. BURROUGHS: I'll have to get you that  
17 information.

18 DELEGATE BYRON: I think the details would be very  
19 interesting to see, so we can truly understand this. Some of my  
20 questions based on the things you mentioned, where are they  
21 from, are they going to the Tobacco Region, or are they from the  
22 Tobacco Region? Then you talked about marketing outside the  
23 Footprint or the state. Then you said you had more applications  
24 than you have money for. Is it necessary to go out of the state  
25 looking for people, or are you marketing in other parts of the

1 Commonwealth to bring them into the Tobacco Region and  
2 paying their college debt?

3 MR. BURROUGHS: We market throughout Virginia  
4 and the country. We continue to market the program and we  
5 want the community to know that and not just a state concern  
6 but a community concern, we want people that are eligible to be  
7 in the program, as well.

8 DELEGATE BYRON: You said you check every six  
9 months to see if they're working. What is the criteria, or do they  
10 have to complete the course, or what is the requirement for the  
11 education?

12 MS. BURROUGHS: They must be completely finished  
13 with all of their schooling or any certification that's related to  
14 their discipline.

15 SENATOR RUFF: The commitment is for how long?

16 MS. BURROUGHS: The initial commitment is for two  
17 years, and when they meet that obligation, they're eligible to  
18 apply for a third and fourth year.

19 SENATOR RUFF: This is a repayment program. How  
20 long do they have to repay it?

21 MS. BURROUGHS: If I understand your question,  
22 once they're eligible, we write a check, \$50,000 from their  
23 employer and \$50,000 the State Repayment Program. We have  
24 60 days from the date that we write the check to show proof.

25 SENATOR RUFF: This is a grant from the state to

1       them. The concern that I have is that we have folks that come in  
2       for two years, and the other issue is how are lines drawn as to  
3       the served areas, is it by county, or is the county split, or is there  
4       any way to determine that?

5                 MR. BURROUGHS: We have professionals in our office  
6       that I could connect you to, to answer that, but most of it is done  
7       at the census --

8                 SENATOR RUFF: -- The reason I ask that question,  
9       South Hill has a hospital and have doctors coming in, but say the  
10      check is coming from VCU and they refused in this case to give a  
11      grant, I don't know if that's worked out or not. These are the  
12      kind of problems I see, I'm venting.

13                MR. FEINMAN: For the Committee's benefit and thank  
14      you for coming, Ms. Burroughs, and if I'm way off base, just  
15      speak up. When you get into the question of how are we going  
16      to figure out what of this fits in our Footprint and what needs  
17      filling, we found that while we have some people that are not in  
18      the health profession business, when we looked further, it turned  
19      out that had this successful federally matched program for  
20      attraction of health professional, and while every single county in  
21      the Footprint is not necessarily eligible for a doctor or a nurse or  
22      a physician's assistant, or a dentist, every county was eligible for  
23      one or more of them.

24                So, rather than reinvent this particular wheel, it  
25      seems more efficient to us to split our talent attraction money,

1 and one of our programs that Stephanie will describe for the  
2 nonhealth professions, it would be more efficient to add on to the  
3 work that VDH is doing. We had some concern about supplanting  
4 those dollars, so what was described there at the end may be the  
5 best way for us to do it is use the last dollar addition to their  
6 program. They'll run the standard program as if our funds did  
7 not exist and award as many as they can statewide, including the  
8 Tobacco Region. And then when they exhaust their funds, then  
9 they'll use our funds simply to expand the programs within our  
10 Footprint. Our belief is this will get us more health professionals  
11 than anything else we could do.

12 DELEGATE WRIGHT: I have a couple of questions. It  
13 says here the applicants must live in the Tobacco Region and  
14 work in the Tobacco Region, et cetera. Does that mean that  
15 before they come to this program, or is this for people in the  
16 Footprint or for someone else?

17 MS. KIM: It's really for anyone. It's open to all.

18 DELEGATE WRIGHT: The people that live in the  
19 Footprint, would they get a priority, or would they be eligible  
20 before someone that lives outside the Footprint?

21 MS. KIM: You're looking at the Talent Attraction  
22 Program. If somebody goes away to college for four years, how  
23 do you create that ten years ago they lived in the Region, and I  
24 don't know the answer to that, but if we can solve that issue,  
25 then we can probably give priority to those people. Some of

1       them have been gone for quite some time.

2                   DELEGATE WRIGHT: I see what your point is.

3                   MS. KIM: Maybe their parents lived there or  
4 graduated from here. If somebody is through college, through  
5 medical school and residency and then comes back, how do we  
6 get that? Ask for utility bills that they've paid ten years ago, I  
7 don't know?

8                   DELEGATE WRIGHT: I just think someone from the  
9 Footprint should have the priority on this program from someone  
10 who might have lived in another state to someone who's from  
11 the area. Another question I have, do you have a list of, or if  
12 you have a doctor that serves a tremendous area and you go in a  
13 doctor's office and wait four hours and he can't take any more  
14 patients because he can't serve any more, how do you answer  
15 that?

16                   MS. BURROUGHS: The larger hospitals are not  
17 eligible and you mentioned the doctor's office and private  
18 practice and it's not operated by a nonprofit, that would not be  
19 eligible.

20                   DELEGATE WRIGHT: Do you know how many facilities  
21 would be eligible in Region 8, for instance?

22                   MS. BURROUGHS: I can give you a list of that later,  
23 but I have a list of people that are eligible in the last couple of  
24 years. Some are in the Region.

25                   DELEGATE WRIGHT: In our county, we have health,

1 and I think the same in Amelia, maybe providing health care  
2 based on their ability to pay. And I think that's federally funded,  
3 would an office like that be eligible. They have dental facilities  
4 there and it's based strictly on ability to pay.

5 MS, BURROUHS: We certainly can look into that, and  
6 I can get back to you.

7 DELEGATE WRIGHT: The reason I'm asking those  
8 questions is because if the area is in the Footprint and not  
9 enough to be eligible, and, of course, my district is my first  
10 concern, I'm sure other people from other districts feel the same  
11 way. But we have a severe shortage of medical personnel, and  
12 we don't have a doctor in Victoria. And it's a critical shortage,  
13 and I'm concerned about the eligible facilities that could receive  
14 Tobacco Commission funds. That's my main concern.

15 MS. KIM: They are shown on the map what you  
16 should have, with the little dots and crosses.

17 MR. FEINMAN: It's a little difficult to see.

18 SENATOR RUFF: Would you have a problem if we set  
19 criteria as long as it fits yours? If we'd place more importance on  
20 somebody that grew up in the area, say more interest in the  
21 nurse practitioner program?

22 MS. BURROUGHS: Yes, you can definitely do that as  
23 long as it's within the guidelines.

24 DELEGATE BYRON: I'm trying to understand a little  
25 bit. We're coming along at the end when there's a match and

1 the Tobacco Commission, whatever we pay, is it the full amount,  
2 are we paying double because we're covering the --

3 MS. BURROUGHS: Correct.

4 DELEGATE BYRON: With that, and there's some here  
5 that are not \$40,000, some are less and some are a bit more, if  
6 it's a small amount, what happens to that individual?

7 MS. BURROUGHS: For the existing State Loan  
8 Repayment Program, if you saw someone on there that's  
9 \$40,000, for example, may be an issue, if the employee signed a  
10 contract with the employer, and if the employer likes the  
11 employee and the \$40,000, one person might get 50 and another  
12 person get 10. It all depends on the community budget. Some  
13 of the folks that would be coming from the State of Virginia,  
14 they're all consistent about twenty, twenty-five thousand,  
15 depending on the need.

16 DELEGATE BYRON: When you talk about family  
17 medicine, we would be making a decision on how much that  
18 particular individual would receive or a match?

19 MS. BURROUGHS: Providing a match for the care  
20 provider, yes.

21 DELEGATE BYRON: Who determines that for the  
22 Tobacco Commission?

23 MS. BURROUGHS: So, for the Tobacco Commission,  
24 there would be no match. So, the specific amount will be  
25 determined by the, it's determined by the Advisory Committee.

1 MS. KIM: If you want a specific amount?

2 DELEGATE BYRON: Does that mean we would  
3 determine a certain amount for some clinic in the Southside  
4 area? Then we would determine what that was to bring them  
5 into the clinic, is that what you're saying?

6 MS. BURROUGHS: That's correct, but you have to  
7 also look at the amount that the person had. For example, this  
8 year we had one person, a total of 20,000, and we could not give  
9 her more than 10 from the community and 10 from the federal,  
10 because there's different factors you have to take into  
11 consideration where you determine the amount.

12 MR. FEINMAN: You wouldn't want to pay out the total  
13 for the first year.

14 DELEGATE BYRON: That's right. You're doing this,  
15 you're the agency for the federal program. What would you be  
16 doing for us, and how does that work?

17 MS. KIM: They would handle the entire loan program.  
18 They would be accepting applications and reviewing applications,  
19 and their Advisory Committee would be, they would score the  
20 application and make awards. They would send out the board  
21 letter and the contract and payment. They would handle the  
22 administration, beginning and end, and verification and  
23 collections. We're paying a portion of their costs, a total of  
24 \$35,000 per year. We would help cover some of their personnel  
25 costs, travel and marketing costs for the program, but they'd

1 handle this portion of the program from beginning to end.  
2 Without federal funds, and we could set it up to access the  
3 Tobacco fund and match the federal funds.

4 I think I don't want to replace the local match,  
5 facilities, or state funds. My suggestion was that they award as  
6 they normally do, the majority of those go to the Tobacco  
7 Region. I don't want us to plant those funds. The idea was to  
8 expand the program, if they didn't have enough money to fund  
9 the federal funds. And that's the only reason why now we're at  
10 the bottom of the list and have to make a cutoff once you have  
11 funds, and then it becomes just purely our funds. If you only  
12 want to give a match or whatever because you're providing the  
13 full amount, or a percentage of the loan. If they had \$200,000,  
14 \$200,000 for the loan or a portion of that, it's entirely up to you,  
15 however you want to set it up.

16 MR. CUNNINGHAM: Once you determine eligibility,  
17 who does the selection?

18 MS. BURROUGHS: An Advisory Committee.

19 MR. CUNNINGHAM: So, the Selection Committee?

20 MS. BURROUGHS: Yes.

21 MR. SHELL: The percentage of loans you've given  
22 out, what percentage was funded?

23 MS. BURROUGHS: This year, we received 72  
24 applications, and we were able to fund 24.

25 MS. COLEMAN: I do have a question about the

1 process. Initially, you're working within the group, how many  
2 eligible applications did you get last year.

3 MS. BURROUGHS: Twenty-four.

4 MS. COLEMAN: Of the 24, how many were you able  
5 to fund?

6 MS. BURROUGHS: Twenty-four.

7 MS. COLEMAN: I'm looking at your flow chart for  
8 eligibility determination. You've got applicants eligible and  
9 ineligible. Of the pool of eligible applicants, how many eligible  
10 applicants did you have and were you able to fund all of them?

11 MS. BURROUGHS: So, the Committee, they score all  
12 of the applications and they don't go any further, the funds  
13 stopped. Let's say the top 24 out of 100, they pull those and  
14 then they can fund those and that's all they look at.

15 MR. CUNNINGHAM: That's as far as eligibility?

16 MS. BURROUGHS: You mean you're asking if they are  
17 held by the Advisory Committee?

18 MS. COLEMAN: I'm asking about the flow chart where  
19 you develop the eligible applications and ineligible applications.  
20 The ineligible applications, what's the reason, or how many  
21 eligible applications did you have out of that 72?

22 MS. BURROUGHS: That's 72, yes.

23 MS. COLEMAN: And those were ranked?

24 MS. BURROUGHS: Yes.

25 MS. COLEMAN: You only went down as far as you had

1 money?

2 MS. BURROUGHS: Correct.

3 MS. COLEMAN: Then the Tobacco Commission would  
4 kick in. So, my question is I don't know what the ranking and  
5 scoring is based on, but it looked as if the Tobacco Commission  
6 was funding those, is there a risk to us that we would be funding  
7 a position who have a higher risk because they had a lower rank?

8 MS. BURROUGHS: So, if you look at the list, several  
9 Commission providers were in the higher ranking, but they had  
10 higher test scores, so they wouldn't necessarily pick the lower  
11 one. They funded a variety of specific numbers, but they  
12 wouldn't necessarily just fund the lower ones, but they funded  
13 various numbers, over five folks that were funded this year from  
14 the Tobacco Commission. I wouldn't necessarily say lower, but  
15 you could look at it that way.

16 MR. FEINMAN: Part of the issue and the scoring, but  
17 if you look at a local match is required for accessing and the  
18 federal dollars. Those clinics and community health providers  
19 that don't have money for a match don't make the cut for those  
20 24 folks. Some have access to the program in a way they  
21 wouldn't have previously.

22 DELEGATE BYRON: Two questions come to mind.  
23 When you determine the scholarship people, they already know  
24 where they're going to be working?

25 MS. BURROUGHS: Yes, they must have an

1 employment contract to begin working or a starting date.

2 DELEGATE BYRON: For how long do they have to  
3 work there?

4 MS. BURROUGHS: So, for employer eligible, no  
5 specific time. For the initial award, two years.

6 DELEGATE BYRON: What prevents those people,  
7 those going to the bottom funding other people, those that were  
8 eligible for your first group of funding, the people here from the  
9 Southside, what would prevent and if they had a match from the  
10 Tobacco Commission, when they do a match from the Tobacco  
11 Commission?

12 MS. KIM: We're trying to get through the regular  
13 process of making an award, we would be last dollar. We didn't  
14 want them to, pulling their match money, because the Tobacco  
15 Commission, and that was a concern, or we don't get the state  
16 money, because the Tobacco Commission would fund it. What  
17 we wanted them to do is go through their normal process and  
18 make an award giving priority whose community is providing a  
19 match. We also narrowed the facilities that we would fund, so  
20 roughly hospitals that were already putting out money. We were  
21 trying to target those who did not have Commission funding and  
22 might not have a match and just did make the cut based on the  
23 scoring. We don't want to replace if you use Tobacco  
24 Commission funds and then the federal funds or federal and state  
25 funds for the rest, that was my concern.

1 MR. FEINMAN: If any of the Committee members  
2 have any heartburn, and I suspect we're the Commission to go  
3 forward with this funding and maybe a member of the  
4 Commission or the Staff sitting on that advisory selection  
5 process, and we could verify things were going the way that we  
6 understood it.

7 MS. COLEMAN: How much are we talking about  
8 spending on this program?

9 MR. FEINMAN: Two million dollars that we allocated  
10 for.

11 SENATOR RUFF: If we decide to do this, we ought to  
12 set some priority. I'm concerned we all want good doctors and  
13 we don't want to have a problem or create a revolving door  
14 situation. Come in for two years and serve and then leave. I  
15 would suggest that if we do this, we should have priorities for say  
16 nurse practitioners, they're more likely to stay because they are  
17 generally part of the community and partners. If we could  
18 identify those that came from the Region, we ought to give them  
19 a priority, say from several states away, if that's where they  
20 came.

21 DELEGATE BYRON: You're talking about \$2 million, is  
22 that for a year or four years?

23 MR. FEINMAN: For each of these or the Talent  
24 Attraction Program, \$3 million for the Talent Attraction Program  
25 and \$2 million for the VDH's program for two years minimum.

1 DELEGATE BYRON: How many people would this  
2 affect approximately?

3 MS. BURROUGHS: About 50.

4 MR. FEINMAN: Fifty. You could make a \$20,000 loan  
5 and 40 the next. And then, of course, depending if the nurse  
6 practitioner, they're less likely to have as much, but it depends.

7 SENATOR RUFF: Is there a motion? Does anybody  
8 care? We operate on a motion.

9 MS. KIM: Do you want to keep going with the rest of  
10 the program?

11 MR. FEINMAN: Well, thank you very much.

12 Mr. Chairman and Ms. Coleman, Staff motions that we  
13 set a Staff motion on the last slide that Stephanie has.

14 DELEGATE WRIGHT: I think a motion is called for.

15 MR. FEINMAN: We'll just delay it.

16 MS. KIM: I have a list of all the motions. From the  
17 Virginia Department of Healthcare, the Talent Attraction  
18 Program, which is internal and which we fund. The purpose is to  
19 encourage recent graduates to stay and work in the Tobacco  
20 Region for hard-to-fill occupations. We're trying to better target  
21 occupations where there are shortages and where we have  
22 difficulty filling these positions. We're trying to provide a two-  
23 year commitment, and we would be making payments. When  
24 they apply, they show us their loan balances, we would not  
25 award more than they have a balance of. We would make a

1 \$24,000 commitment to them and paying out \$12,000 after the  
2 first 12 living and working here and a total of 24 after working  
3 and living in the Region. We also want to encourage them to  
4 become civically engaged in their community. We will give  
5 priority to residents of the Tobacco Region. It makes it easier  
6 coming back with a Bachelor's degree, and that's a little easier to  
7 verify. We're trying to allocate the awards across the region  
8 based on population.

9 We have some guidelines. We want people that  
10 graduated within the last 18 months with a Bachelor's degree or  
11 higher and living in the Region and then working for at least 24  
12 months in civic-targeted occupations. We looked at taking  
13 different occupations and different workforce development areas  
14 and that became very confusing, but we just looked at the  
15 Region as a whole and picked out ones that were consistently the  
16 same in most regions.

17 So looking at public school teacher, public school  
18 superintendents and realized that not all public school teachers,  
19 they're not all in shortage, but there are specific areas like  
20 science, math, technology, computer science, or a career in  
21 technical education. And those were the Bachelor's degree. For  
22 those in science and math and computer technology, and those  
23 kind of people are hard to attract, and special education.  
24 Speech, language, pathologists, and physical or occupational  
25 therapists are not included in health care occupations, and

1 they're separate and they're in short supply all over. Industrial  
2 and electrical engineering and information security, network or  
3 computer systems analysts. These are the occupations we are  
4 targeting, and if they come back in the region and live and work  
5 and perform in these occupations, then we would provide up to  
6 \$24,000 for a two-year commitment.

7 SENATOR RUFF: You said \$24,000, do you mean up  
8 to \$24,000?

9 MS. KIM: Yes. Most of the time with a Bachelor's  
10 degree. We're proposing to accept applications from July 1 to  
11 August 31 each year. Now, these are proposed guidelines, and if  
12 the Education Committee feels differently, we can change it.  
13 We'd like to have the applications reviewed and either the  
14 Education Subcommittee or Staff can do it and look at the  
15 applications and look at the award. There'd be a lot of options,  
16 but we want people to be engaged in their community. We  
17 would disburse the funds annually after they work for a year.  
18 Based on a \$3 million budget, there'd be a minimum of 125  
19 recipients. If some of them had a lower requirement, then we  
20 could make more awards.

21 Just to give you an idea of what the Region would look  
22 like, we're looking at the modified workforce development areas  
23 with the Tobacco Commission. Many of them are pretty much  
24 the same, but based on 125 awards, this is how we would  
25 generally propose that they would be distributed, depending on

1 the number of applications we receive.

2 MR. FEINMAN: Mr. Chairman, the applicants wouldn't  
3 say I'm in Workforce Region 1, this is according to the  
4 distribution.

5 MS. KIM: So, here's what we're recommending to the  
6 Commission to adopt the Talent Attraction Program guidelines,  
7 which were emailed to you.

8 DELEGATE BYRON: Mr. Chairman, is the award based  
9 on the residents or based on the workforce or based on what?

10 MS. KIM: Across lines, if they lived in one and worked  
11 in the other. I think there's value saying they lived in that region  
12 or worked in that region and even though they cross over,  
13 they're in the Tobacco Commission region.

14 SENATOR RUFF: Living in one and working in the  
15 other?

16 MS. KIM: Yes, we didn't want to make the awards all  
17 in one area. So, adopting the guidelines and recommending  
18 funding for both of these programs, authorize the Executive  
19 Director to enter into an MOU with Virginia Department of Health  
20 to administer programs for health care.

21 DELEGATE WRIGHT: I believe in the December  
22 meeting we discussed I don't think the one about health was in  
23 there yet, I was not fully in favor of it then and I'm still not, and  
24 it's the concept. I like an idea of spending it in the Footprint on  
25 people that are already here. I think that's the original goal of

1 the Tobacco Commission. And I think we're getting away from it  
2 now. This idea of bringing people in from other parts of the state  
3 and not in the Tobacco Commission.

4 If the program is not working, but if we can't fix it,  
5 then I would take this money and give it to organizations like the  
6 community colleges and other programs and things of that  
7 nature and give incentives for people in the Footprint even more.  
8 An idea is to try to keep people in our area. That may not be  
9 acceptable to everybody. I think the concept, I'm just opposed  
10 to this. I don't think it's something the Tobacco Commission  
11 should be doing. That's my comment.

12 MR. FEINMAN: One thing I want to be clear about.  
13 This is the Talent Attraction Program, and certainly if it's the will  
14 of the Committee and the VDH Program, as well, we can move  
15 the folks in the region to the front of the line in exactly the same  
16 way that a company that's not from the region but wants to build  
17 a factory and grow the economy of the region, because it's good  
18 for the folks that live in the region. If we don't have a  
19 pediatrician in the Footprint or a nurse practitioner, our  
20 preference would be for that pediatrician or nurse practitioner to  
21 be from the Footprint, but bringing somebody from the outside  
22 as long as they put down roots and they become engaged and  
23 take a job and secure housing in the Footprint, they are from the  
24 Footprint, they join us in the same way that a factory owner  
25 does. I think ultimately that inures to the benefit to the folks

1 that are from here, as well.

2 DELEGATE WRIGHT: Well, pediatrician, that's an  
3 example in one particular area. All the other areas are example  
4 of where we shouldn't be trying to bring people in outside the  
5 Footprint and we should be trying to make people eligible inside  
6 the Footprint. Pediatricians and so forth, that's one thing, but I  
7 just think that our focus should be on people that are living here  
8 now and try to lift them up and that's my opinion.

9 DELEGATE BYRON: I echo what Delegate Wright was  
10 saying. I think what really is concerning is we're going in a  
11 different direction and there's been a lot of change in workforce  
12 in utilizing the scholarship system or the college system and  
13 utilizing our colleges in the area. And there's people that are  
14 working together and others to fill the demand jobs and make  
15 sure that we're lined up with jobs. When you're talking about  
16 doctors and pediatricians and some of the biggest challenges  
17 have been getting residency programs at our hospitals in order to  
18 bring the physicians here that we need.

19 And once they get that physician, and I know my  
20 niece was three or four hundred thousand dollars in debt from  
21 her pediatrician degree. And I don't think a hundred thousand  
22 would attract her, that wouldn't give her the type of salary that  
23 she needs to accommodate what her requirements are. I still  
24 think we can do this in some of the ways that we've been  
25 working on and maybe a lesser amount and on a pilot-type

1 program by making sure that we're all comfortable with it. And  
2 that's my comment.

3 MS. KIM: We can modify all this as we go along and  
4 see how the application process goes and how many we get and  
5 what kind of applicants we get and then reassess and determine  
6 whether there's a better way. Of course, we can just modify it as  
7 we go along.

8 MS. RATLIFF: I'm kind of piggy-backing on what  
9 Delegate Byron said. I know in the rural or Southwest areas and  
10 they come and maybe they reside in the rural communities or  
11 maybe they go into Kentucky or Kingsport, Tennessee to work,  
12 but would they be able to benefit from this?

13 MS. KIM: We thought about requiring one or the  
14 other, living or working. I think after looking at it, we decided  
15 we wanted to more narrowly focus, but I think our preference  
16 would be that they live and work in our region. But at least for  
17 the first year, let's require that. And if we have to expand upon  
18 it at a later time and allow them to work outside of the region,  
19 then we can do that.

20 MS. COLEMAN: With all due respect, and all the  
21 comments that I heard, I think this is an approach that where we  
22 need to strengthen the delivery system for education. I do agree  
23 that starting with a lesser amount and maybe try that for the  
24 first couple of years.

25 THE COURT REPORTER: Could you please speak up.

1 MR. FEINMAN: Mr. Chairman, in many ways the  
2 switch from scholarship grants to the loan repayment was the  
3 pilot of this program. But from the Staff's perspective, when we  
4 stopped saying here's money to go to school and saying here's a  
5 couple of thousand, we'll forgive that loan if you come back. But  
6 what we learned is that giving somebody a couple of thousand  
7 dollars does not change their economic behavior. And that's  
8 reinforced.

9 So, moving to, and I don't want to underplay this, but  
10 working on this and trying to generate this program, but it's  
11 simply a rehearing of what we've been doing before. We're going  
12 to target our loan forgiveness to and folks working in hard-to-fill  
13 jobs and increase the amount on a per-person basis, so we can  
14 make sure that there's enough money that they'll actually or try  
15 to change somebody's behavior. Otherwise, it's still  
16 fundamentally what we've been doing before. So, what we're  
17 saying is that if you come and work in our region, we will help  
18 pay for your education.

19 MS. BARTS: My question is about who will be, as far  
20 as the incentive, will the school system itself know about these  
21 expenses and have a part in selecting teachers for those  
22 positions?

23 MS. KIM: The superintendents are all aware of the  
24 program that's being proposed, so they know it's on the table  
25 and we'll make sure we communicate with them and the

1 economic development folks and other employers who have a  
2 vested interest, like engineers, for example. Also, the  
3 department's marketing teach, especially for the speech therapist  
4 position and occupational therapists, because all that is related to  
5 health care, they're able to hand out our brochures and also  
6 competing for those positions.

7 UNIDENTIFIED: I appreciate your comments, and I  
8 would agree, but a word about the pilot. We know in the county  
9 we have 840 openings for health care workers, and so that's at  
10 least 2018, so there's a real challenge.

11 Speaking more broadly, absolutely positive, it's a lot  
12 of money, and we probably won't know a lot just after two years,  
13 but who gets up and goes. I also will say that this is an  
14 important point for me and perhaps I'm a bit biased, but I've  
15 been in the Footprint 19 years, and I have no intent of leaving,  
16 so I think we really need a good mix, those we bring in and those  
17 we grow.

18 SENATOR CHAFIN: I've been here long enough on  
19 this Committee to see some really good programs and some that  
20 were not quite as good, but we really have areas that are  
21 underserved. And we need better outcomes for our educational  
22 opportunities that are available, and we all know that and we're  
23 all searching for a solution. And these programs deliver  
24 solutions. Maybe they're not perfect and maybe as we go along,  
25 things will always get better depending on what information we

1 receive back.

2 But in the meanwhile, we continue to see that many  
3 of us in the county who had health care, tries to get improved  
4 and then have people available and train, and I don't know how  
5 we can sit here and not want to use our assets to help deliver  
6 better outcome to those areas and better educational  
7 opportunities, also.

8 So, I support these programs.

9 SENATOR RUFF: I appreciate these comments, but  
10 nobody is going to medical school at this time, they wouldn't go if  
11 they didn't have something in mind, and that's just a thought.  
12 I'd be more comfortable if we took out graduate degree  
13 programs and psychologists out of it and use the dollars and  
14 focus them on the folks that are doing the hard work, like nurse  
15 practitioners and physician assistants and the counselors.

16 DELEGATE WRIGHT: I think you mentioned about  
17 doctors.

18 SENATOR RUFF: You mentioned the doctors.

19 DELEGATE WRIGHT: I thought you said that, and the  
20 reason I mentioned it is because the last doctor we got in our  
21 area got the support of our town's council and board of  
22 supervisors and promised he would come back to the county, and  
23 that's the reason we got one doctor now. They'll come and stay  
24 for a while, but this was funded by the Farmville Hospital and  
25 they couldn't find anybody to stay. So, it will take somebody

1 from the area, and that's who we need to encourage, somebody  
2 from that area, not get somebody from outside. Give them some  
3 money to come in our area hoping they'll stay I don't think will  
4 work. The idea is to create more avenues for people living there  
5 and then understand they're going to come back, that's an  
6 opportunity we can give them. I think it's fair to say some of the  
7 doctors we have in Southside now they did promise to come  
8 back.

9 SENATOR RUFF: If we take a high school graduate  
10 and expect them to come back, a lot of us will be gone by then.

11 All right, is there a motion to recommend to the  
12 Commission guidelines for the program? All right. It's moved  
13 and seconded that we adopt them with the guidelines that we  
14 talked about earlier and focusing attention on those who grew up  
15 in the area, such as nurse practitioners.

16 MS. KIM: That would be the hard-to-fill positions.

17 SENATOR RUFF: Still have the requirement first  
18 consider those that come from the Tobacco Region.

19 MS. KIM: From the Region.

20 SENATOR RUFF: All right, we've got a second. Any  
21 further discussion. All in favor, say aye. (Ayes). All opposed?

22 DELEGATE WRIGHT: No.

23 MS. KIM: As far as scoring the applications, do you  
24 want Staff to do that?

25 SENATOR RUFF: Unless somebody volunteers, I

1 would say let the Staff do that and come back to us.

2 MR. FEINMAN: Any members of the Committee that  
3 would like to be involved, you're welcome.

4 SENATOR RUFF: The next one is the funding \$3  
5 million, \$3 million for a two-year period. Is there a motion? We  
6 have a motion and a second. Any further discussion? All those  
7 in favor, say aye. (Ayes). All opposed? (No response).

8 Next, we go back to the health issues, and that's the  
9 \$2 million for that program. Is there a motion? So, is there an  
10 amendment to that and to qualify as we discussed? Priority for  
11 folks, physician's assistants and nurse practitioners.

12 MS. KIM: There's a lot of information provided with  
13 different categories. Maybe to specify which category.

14 SENATOR RUFF: My thinking and welcome comments,  
15 but that the doctors, if they have \$400,000 debt, we're not going  
16 to buy them for a two-year period. And that's a concern, that's  
17 why I suggested what I did.

18 MR. FEINMAN: As I understand the motion, Mr.  
19 Chairman, the motion would be to fund VDH with the amendment  
20 to the motion, to fund the VDH Program \$2 million with provision  
21 that, is that they show preference to people from the Tobacco  
22 Footprint originally, and, B, not fund dentists or doctors.

23 MS. KIM: I'd recommend maybe having a lower  
24 priority.

25 SENATOR RUFF: Someone needs to make the

1 amendment.

2 MS. COLEMAN: I will make it.

3 MS. KIM: Physicians and dentists.

4 SENATOR RUFF: Yes. Is that agreeable with the  
5 original motion? All right. Everybody understand the motion and  
6 what we're voting on? All in favor, say aye. (Ayes). All  
7 opposed? (Nos). Two nos.

8 The last motion authorizes the Executive Director to  
9 enter into an MOU with the Virginia Department of Health to  
10 administer the program for health care. Is there a motion?

11 MS. RATLIFF: So moved.

12 MR. CUNNINGHAM: Second.

13 SENATOR RUFF: We have a motion and properly  
14 moved and seconded. Any discussion? Hearing none, all those  
15 in favor, say aye. (Ayes). Opposed? Two nos.

16 DELEGATE BYRON: On the motion we recently did,  
17 the first program called the TAP Program, there's nothing that  
18 excludes anyone from the health profession receiving funds for  
19 that, right?

20 MS. KIM: The health professions through the Virginia  
21 Department of Health, they're targeting just the ones that were  
22 mentioned, once a year.

23 Our program would be two years, \$24,000 up to,  
24 maximum up to.

25 SENATOR RUFF: There's a cap.

1 DELEGATE BYRON: Up to 24 for two years and actual  
2 100 for a nurse practitioner, is that what you said?

3 MS. KIM: Yes.

4 SENATOR RUFF: Yes. All right. Let's move on to our  
5 next item on the agenda. Tim.

6 MR. PFOHL: Mr. Chairman and members of the  
7 Committee, let's start with the Workforce Financial Aid first and  
8 you can focus yourself with what's up on the screen. This is a  
9 handout in your packet, and just a quick summary. In January,  
10 the Committee agreed to earmark \$3 million for Workforce  
11 Financial Aid Proposal, and Tuition Assistance for Tobacco Region  
12 residents and Community colleges and higher education centers  
13 in the upcoming school year, '19 to '20.

14 Based on the awards that were made a year ago for  
15 the current school year, the Staff advised those recipients that  
16 were going to reapply that they should assume no more than a  
17 five percent increase in the current year funding, with a  
18 maximum request of \$315,000.

19 As of March, the new date we received 11 proposals  
20 for the '19-'20 school year seeking \$2,945,000 and some  
21 change. These are within the \$3 million that your Committee  
22 earmarked for this Education budget.

23 We also advised the applicants to align their requests  
24 as closely as possible as far as funding priorities. Funding  
25 priorities one through five as shown in the middle of that page

1 adopted by your Committee a couple of years ago. We advised  
2 folks that the Commission will continue one-sixth of the cost of  
3 training and certification that are getting the same workforce  
4 credential training. On the pages after that, you have the  
5 summary for each applicant. If you'll turn that page, you have  
6 the example, you have Central Virginia Community College  
7 requesting \$315,000, and then the breakout charts and you see  
8 how many students are served and the cost for each one of the  
9 subcategories. And then you have the number of students  
10 completing it in the school year, which is our top two priorities.

11 For instance, on CDCC, you have five subcategories  
12 serving 253 students for the '19-'20 school year, and 210 of  
13 those students are projected, will complete credentials within  
14 that year and it lists the matching funds for each one of those 11  
15 students or applicants. Rather than walking through all of those,  
16 I think Staff wants to share that our analysis is that the 11  
17 requests shall clear the bankable progress than adjusting of  
18 funds for those.

19 All those requests generally comply with the  
20 Commission's longstanding objectives and providing last dollar  
21 assistance. The students working to obtain national recognized  
22 workforce credential. The request anticipates serving a total of  
23 2,383 students, resulting in 1,773 of those students obtaining a  
24 credential in the 2019-20 school year. The vast majority of the  
25 students served here will fall into those top two categories to

1 complete credentials in six to 12 months. The proposals also  
2 estimate matching funds of more than \$3.8 million for all  
3 students.

4 Staff recommends approval of these requests as  
5 submitted for Workforce Financial Aid for the Tobacco Region  
6 residents in the 2019-2020 school year.

7 SENATOR RUFF: Any questions of Tim's presentation?  
8 All right.

9 Tim, are we having any conversations about those  
10 who don't finish the program? We hear that some people don't  
11 complete the programs because of family commitments, child  
12 care, and other financial demands. We also hear some people  
13 don't complete programs because they're offered jobs and they  
14 get a course or two that they need and then they move on to  
15 employment. The numbers are a little bit startling. How many  
16 people initially enrolled in the community college and don't  
17 complete, I'd say the figures are around 45 percent that don't  
18 complete. You'll have to trust me on that number. Beyond that,  
19 efforts are being made at the community colleges to keep people  
20 enrolled and working toward completion. Folks in the audience  
21 can answer that better than I can.

22 SENATOR RUFF: I won't ask to answer that now, but  
23 we need to get together and see if we can't better understand  
24 what we need to make sure that they complete the programs as  
25 possible. Any other discussion on Tim's report on that subject?

1 Is there a motion?

2 DELEGATE WRIGHT: I move we accept the Staff's  
3 recommendation.

4 UNIDENTIFIED: Second.

5 SENATOR RUFF: It's been moved and seconded the  
6 Staff's recommendation be accepted. All in favor, say aye.  
7 (Ayes). Opposed? (No response).

8 MR. PFOHL: Then we'll shift over to the competitive  
9 education round. These are the requests and the guidelines were  
10 posted on our website, and the call for proposals was posted with  
11 a March due date, as well. We have received 11 requests this  
12 year for a competitive education that the Commission budgeted  
13 for, and the Commission budgeted \$2 million this year or in the  
14 current fiscal year. And we had more than twice that available.  
15 Initially, we received \$2.9 million of requests and there were  
16 some reductions, but ultimately we settled on two-and-a-half  
17 million dollars requests. And Staff is recommending \$2.2 million,  
18 with the majority being a Staff recommendation for full funding  
19 of those proposals.

20 It turns out that the education wasn't all that  
21 competitive this year and we had more available than we had  
22 requests.

23 If you'd like me, Mr. Chairman, I can walk through  
24 these and try to be extremely brief. There's not a whole lot of  
25 competition for the funds this year.

1 SENATOR RUFF: Well, please go through it.

2 MR. FEINMAN: Mr. Chairman, I'll remind the  
3 Committee this is the first time I believe we've seen a program  
4 undersubscribed since I've been here. It does not necessarily be  
5 an invitation to build up Staff recommendation.

6 MR. PFOHL: Before I get started, I'd like to say a note  
7 about the quality of the requests. Only 11 requests this year,  
8 and we used to get 45, and we don't miss those days. I attribute  
9 the volume and the quality to a couple of things. First off, the  
10 Committee's tightening of the objectives to focus on short-term  
11 nationally recognized credential training; secondly, the work of  
12 Sarah Capps and Sara Williams, who spent a lot of time advising  
13 each one of these applicants before they ultimately submit their  
14 projects. I think we can attribute a low volume but high quality  
15 to those factors.

16 I'll start off with the Blue Field College request. It was  
17 originally submitted for \$102,000, and they were able to acquire  
18 some equipment from the former Pioneer Hospital in Stuart to  
19 equip the Undergraduate Nursing Career Program. So, Blue Field  
20 reduced their request to \$84,814.47, a very precise number.  
21 Fifty percent of equipment and supplies needed to establish this  
22 program. This is located in the space added to their Science  
23 Building with significant assistance from the Commission, and the  
24 college added a third floor to their Science Building, and they got  
25 a couple of other grants, and they had one of the initial Tobacco

1 Commission loans, which was a million dollar loan, which enabled  
2 them to have the space to expand. Full capacity in the fourth  
3 year, there will be 120 students enrolled in the Nursing Program,  
4 and Staff recommends funding of \$84,814,47.

5 So, the Staff recommends with a preference for  
6 Commission funds to be directed to the purchase of longer life  
7 equipment purchases rather than consumables.

8 Second request is from Danville Community College  
9 for the Advanced IT/Cybersecurity Program Expansion. Funds  
10 are requested to support the \$200,000 estimated construction  
11 costs for relocation of DCC's Advanced IT and Cybersecurity  
12 Program into existing space to be renovated on campus. The  
13 Commission previously gave an award to start that program in  
14 2017. The expansion will increase enrollment from 38 students  
15 annually to 66. And Staff recommends an award of \$200,000.

16 Next one up is Longwood University Foundation.  
17 Enhancement to Nursing Simulation Laboratory at Longwood  
18 University, and a request for \$59,934.13. We have some very  
19 specific requests today. This would be to support 60 percent of  
20 the costs and replacement costs of mannequins in the Nursing  
21 Simulation Laboratory at Longwood. That was previously  
22 supported with Commission grants dating back to 2009. Some of  
23 the equipment is outdated and can no longer be serviced. That's  
24 why Longwood is asking for some replacement cost help. The  
25 Staff would recommend that the grant be no more than 50

1 percent of the \$100,000 cost, in fact, \$50,390. However, given  
2 the fact that this has been a very successful program as student  
3 enrollment of 250 students. Staff is suggesting that the  
4 University be offered an interest-free loan with a term of five  
5 years or up to five years to be administered in-house by  
6 Commission Staff, something like how we administer the TROF  
7 loans.

8 So, Staff recommends a grant award, but alternatively  
9 recommends an interest-free loan of up to five years for these  
10 project expenses.

11 I spoke to the provost this morning and he wouldn't  
12 be here today. They are discussing this loan offer and they are  
13 aware of the offer.

14 Next one up, Mountain Empire Community College to  
15 establish a Dental Assistant Career Studies Certificate Program,  
16 requesting \$195,700. The program would be established in the  
17 newly created, recently opened Center for Workforce Innovation  
18 in the Town of Appalachia. The facility opened late last year and  
19 got funding support from the Special Projects Committee last  
20 year to renovate a former elementary school.

21 The application seeks support for a full-time program  
22 director, only one year in the startup period for equipment,  
23 software, supplies, and marketing. The proposed program to be  
24 completed in two semesters with two cohorts, each with 15  
25 students completing annually.

1           While they relatively have lower or minus outcomes  
2 with this, it aligns well with our funding. And Staff recommends  
3 an award of \$195,700 for Mountain Empire.

4           The next one up is Patrick Henry Community College  
5 Foundation, Manufacturing and Engineering Technology Complex  
6 requesting \$600,000 of Phase Two renovations. Out of the \$3.8  
7 million estimated renovation costs, and they'll renovate a second  
8 building at the complex or the MET complex, a former motor  
9 sports facility that they acquired in 2013.

10           Renovations of the second building will allow for  
11 expansion of Advanced Manufacturing and a program for welding  
12 and for development for precision machining. The new facility  
13 will allow more than doubling from 16 welding to a total of 35.  
14 The Commission previously supported the MET complex in 2015,  
15 with a \$600,000 grant. Staff toured the building a couple of  
16 weeks ago and really impressive.

17           While the net new welding outcomes alone are not  
18 substantial and their outcomes are somewhat modest, the ability  
19 to initiate and expand offerings in precision machining  
20 significantly boosts their outcomes for the useful life of this  
21 facility and aligns closely with the Commission's advanced  
22 manufacturing training and objectives. The matching funds of  
23 \$3.2 million from the Harvest Foundation, making this the most  
24 highly leveraged proposal in this cycle and in recent years. One  
25 of the top three scoring proposals in this cycle. And Staff

1 recommends an award of \$600,000.

2           Next up is Radford University Foundation, Counselor  
3 Education Program, \$325,000 requested. This project was  
4 initially submitted just under a half million dollars, and Staff has  
5 had multiple conversations with the project leadership, and the  
6 request had been revised to \$325,000. It would establish a  
7 Bachelor's degree program from Radford School of Counseling for  
8 public school counselors. The request support for personnel  
9 services in year one of the project, \$131,000, and transfer  
10 payments in years two and three subsidized students' tuition  
11 costs. One cohort of 22 students, Master's level students for  
12 every three years. By all accounts, this is a much needed  
13 program to address regional shortages.

14           The proposed subsidy is a significant precedent for  
15 other higher ed. programs. Only one cohort will be supported by  
16 this grant, and it is unclear how additional cohorts could be  
17 supported or that ongoing demand will exist. We feel it's not  
18 unreasonable to expect that there's adequate demand for the  
19 program.

20           However, Staff has identified a gap of approximately  
21 \$60,000 between year one and expenses, between the operating  
22 expenses, approximately \$130,000 and tuition revenue of  
23 approximately \$70,000 when the first year the cohort is only  
24 taking six credit hours. They're not paying for as much tuition as  
25 the supporting program.

1           Staff suggests that the Committee consider for year  
2 one operation, and the Staff recommends an award of \$60,000  
3 for Year One personnel expenses. There are some folks from  
4 Radford here.

5           Next one is Scott County Career and Technical Center  
6 for the Barn Project, requesting \$26,559.98. This is a project  
7 referred from the Agriculture Business back in January.  
8 Complete development of a dedicated agriculture, education  
9 facility at the Scott County Career and Technical Center. Courses  
10 are offered in livestock and equine management, veterinary  
11 science, agri-science, and technology.

12           Staff notes that the technical training has only been a  
13 funding priority for the Education Committee when VCC credits  
14 are also awarded. And that's the Pittsylvania Career and  
15 Technical Center. Scott County Career and Technical Center has  
16 provided documentation from two community colleges of  
17 agriculture funding for people enrolled is not a realistic option.

18           We are supportive of this proposal to provide TCC  
19 training for students in livestock management and veterinary  
20 sciences. However, SCCTC has provided documentation from the  
21 two area community colleges, agriculture training for dual  
22 enrollment credits is not a realistic option. Given the modest size  
23 of this request, albeit with modest support from this proposal to  
24 provide CTE credit training to students for careers in livestock  
25 management and veterinary science in a region that relies

1 heavily on those agriculture sectors and related careers, but does  
2 not offer dual enrollment.

3 Staff recommends an award of \$26,559.98.

4 Next up is Southern Virginia Higher Education Centers  
5 IT Academy Expansion to Meet Regional Workforce Needs,  
6 requesting \$505,929. The original request was for \$688,000, but  
7 the Staff worked with them and revised a request of \$505,929 to  
8 support the majority of new personnel costs over three years for  
9 two new instructors, a lab technician, and \$10,000 for marketing  
10 and materials.

11 The funding would support expansion of the IT  
12 Academy at the Higher Ed Center and expanding lab and  
13 classroom areas for accommodating more students in the  
14 existing program, as well as having a new TIA certification  
15 program and IT fundamentals, IT Linux, PenTest, and Cloud.  
16 Expansion of existing programs and expansion of several new  
17 national certifications.

18 The Commission first supported the IT Academy in  
19 2014 with a substantial grant. Estimated enrollment for the four  
20 new programs is 151 students in the next three years, and all  
21 programs the existing and new one, estimated enrollment is 583  
22 students over the next three years.

23 Staff suggests supporting 100 percent of the new  
24 instructor personnel costs in year one and marketing the  
25 program and enrolling students. That would be 100 percent of

1 costs of the two new instructors in year one, but reducing this to  
2 50 percent in year two where the applicant is requesting 75  
3 percent support and reduction in year two for instructor costs,  
4 and then 50 percent in year three as requested by the Higher Ed  
5 Center.

6 At this point, we're not convinced there is a need for a  
7 new lab technician at \$40,000 a year or for the requested  
8 marketing costs, \$10,000.

9 Staff's recommendation based on the total deduction  
10 of that \$100,000 in those areas. With the other two IT  
11 proposals, the other programs have demonstrated success and  
12 the opportunity to expand further and demand from employers,  
13 including Microsoft providing high skilled high wage positions  
14 across the Region in a variety of businesses and institutions,  
15 banks, schools, hospital, et cetera. As such, it would align  
16 closely with the educational program objectives and outcomes.

17 The Staff recommendation is an award of \$406,000 to  
18 support the new instructor salary and benefits costs, excluding  
19 the lab tech position and marketing, contingent on no more than  
20 50 percent of the instructor costs being covered by Commission  
21 funding in years two and three of the project.

22 Next one up is Southside Community College  
23 Foundation for a CITE Lab Expansion IT project. Grant funds are  
24 requested for a portion of costs to hire a new 12-month  
25 coordinator for expanding into two new information technology

1 training areas at the Center for Information Technology  
2 Excellence in South Hill. I'd point out this is supported at 75  
3 percent of instructor or program coordinator costs in year one,  
4 and hopefully growing enrollment in these programs. The  
5 outcomes of CITE's expansion are projected to increase some 30  
6 students to 75, which is an increase of 45 students annually.

7 The Commission provided a startup grant award in  
8 2016 to support the IT Academy in South Hill. This expansion  
9 aligns closely with the program objectives to assist in training  
10 students for high wage positions that are in demand across South  
11 Hill. This proposal received one of the top three scores.

12 The Staff recommends an award of \$226,355.

13 Next up, Southwest Virginia Community College,  
14 Diagnostic Medical Sonography Program. This would establish a  
15 new two-year program in diagnostic medical sonography.  
16 Currently, only three schools in the VCCS offer this program.  
17 Northern Virginia Community College will provide course  
18 instruction at a satellite location in Southwest Community  
19 College. Lab instruction will take place on site at SWCC, which  
20 will be the only VCCS location to offer this program in the  
21 Tobacco Region.

22 The majority of the requests just under \$150,000 will  
23 be used for one-half of the costs for ultrasound machines and  
24 other various ultrasound and related instructional material. The  
25 balance of the request is for supplies and marketing outreach.

1 Relatively modest outcomes on this at 12 students enrolled  
2 annually, but these are well paying jobs and much in demand in  
3 the region and a median salary is just under \$60,000 and  
4 experienced workers can earn over \$80,000. It's a new program  
5 that leads to well-paying medical careers that are in demand and  
6 this proposal was one of the top three scores in this cycle.

7 Staff recommends an award of \$165,337.09.

8 The last one in this competitive round is Wytheville  
9 Community College, a \$175,000 request to create a simulated  
10 hospital lab. This will be at the Crossroads Institute in Galax.  
11 The current lab is used by the Practical Nursing Program at  
12 Crossroads and is very modest with much of the equipment  
13 nearing the end of useful life. The space will be redesigned to  
14 develop a 6,000 square foot simulated hospital lab. It'll be home  
15 to the Practical Nursing Program and additionally serve as a  
16 training site for the short-term Nurses Aid Program, as well as  
17 customized training for health care organizations and emergency  
18 responders.

19 While the additional space does not result in a modest  
20 growth within the practical nursing aid programs, the primary  
21 benefit of this project is the higher level of training offered to the  
22 students. There's a strong case made for local job demand for  
23 these graduates, 148 practical nursing positions averaging  
24 \$35,000, and 337 first aid positions at \$24,000. This is a clear  
25 and logical response to significant demand from employers

1 seeking nursing graduates in the Southwest Region and therefore  
2 aligns closely with the Education Program objectives and  
3 outcomes.

4 So, Staff recommends an award of \$175,000. That's  
5 it.

6 SENATOR RUFF: All right. What we'll do is take these  
7 as a block unless there's a single objection.

8 3513, 3518, 3517, 3510, 3512, 3515, 3497, 3514,  
9 let's take that out of the block, 3511, 3509, 3516. Is there a  
10 motion to approve all of those except 3514?

11 DELEGATE WRIGHT: So moved.

12 SENATOR RUFF: It's been moved and seconded. All  
13 those in favor, say aye. (Ayes). Opposed? (No response).

14 DR. ADAMS: Good afternoon, Mr. Chairman, and  
15 members of the Committee. I'm Betty Adams, I'm Executive  
16 Director of the Southern Virginia Higher Education Center, and I  
17 want to humbly request that the Committee consider funding us  
18 at the full amount, and I want to speak to each of the areas that  
19 Tim has described for reductions.

20 Before I do that, I want to make a few comments. I  
21 know the Tobacco Commission, and rightly so, is very concerned  
22 about duplicating programs. And you have before you three that  
23 are aligned with IT, and I want you to know that all of these  
24 grants are extremely important. We find that IT cuts across all  
25 business centers and more demand than can be filled. You may

1 have seen in the *Richmond Times-Dispatch* this morning an  
2 article about these universities, including George Mason and  
3 VCU, are beginning to adopt a credential in these degrees,  
4 because these IT skills are so universal.

5 I want you to know that the Southern Virginia Higher  
6 Education Center is leveraging the investments that you've  
7 already made in the IT Academy by working with our community  
8 colleges and our partners. That's why we have articulation  
9 agreements with both DCC and SVCC so that IT Academy  
10 completers can transfer into those programs.

11 We also have an agreement that allows Southside  
12 Virginia Community College students to co-enroll and sit through  
13 our IT Academy courses and earn all its credit. We also, this  
14 year, started a Career Academy for our juniors and seniors in  
15 three public schools, Mecklenburg, Charlotte, and Halifax, come  
16 to the Center Monday through Friday from 8:30 to 10:30 and  
17 take courses from the IT Academy. In an agreement with  
18 Southside Virginia Community College, we're teaching college  
19 degree curriculum. So, those young people after a year can earn  
20 a certificate and industry-approved credentials. We were happy  
21 in our first year that 26 certificates from Southside Virginia  
22 Community College were conferred.

23 I can explain how the IT Academy is different from our  
24 Community College Program. First of all, it's short-term so that  
25 completers can finish their work in six months or less and get out

1 and get a job and move on with their careers.

2 Also, our programs are hands-on and more than 50  
3 percent of other programs are spent in labs doing the work. It is  
4 focused on credentials and the employability skills. It's also  
5 developed and customized to meet the IT employers' immediate  
6 needs, and it's built from scratch. This is not an off-the-shelf  
7 credential. We have to take the credential and then build upon it  
8 with hands-on exercises.

9 Microsoft is very happy that we have and Anthony  
10 Putorek, who is our contact, was not able to be here today, but I  
11 believe he wrote a letter to Senator Ruff. Microsoft refers to the  
12 IT Academy as its flagship data center training center, and  
13 they're replicating the model we have in South Boston  
14 internationally. Our completion rate is approaching 90 percent,  
15 our post-employment rate. Microsoft is very happy with the  
16 skills and the folks that we are turning out, that's why they put  
17 forward \$200,000.

18 I'd like to speak to each of those three areas. First of  
19 all, the instructor reduction from 75 to 50 percent. One of the  
20 reasons why we've been so successful, we have recruited top-  
21 notch instructors and brought them in and prepared them and  
22 helped develop the curriculum. So, in first year of the grant, we  
23 will use that year to recruit and develop these instructors.  
24 They'll have to be credentialed so that will take time, and they  
25 will use their time to develop the curriculum. We're not going to

1 roll out multiple programs immediately. They will be staggered.  
2 It will not be until Year Two, that we will begin to generate  
3 revenue, that's why we need the instructional support of 75  
4 percent in that second year.

5 The lab tech, we have 24 students in each cohort, and  
6 you can imagine when you have 24 students that are doing  
7 hands-on lab exercises, it's difficult for an instructor to be able to  
8 supervise and manage 24 hands-on individual items, and that's  
9 where the lab tech comes in.

10 The lab tech also helps make sure that the equipment  
11 is up and maintained and the lab techs work one-on-one with the  
12 students to help them develop the areas where they're having  
13 any problems. And eliminating the marketing means that it will  
14 be difficult for us to recruit and generate revenue. So, that's why  
15 we need this.

16 With all due respect, I'd ask you to reconsider and  
17 increase the amount to the \$505,000. I'll be glad to take  
18 questions now.

19 MR. CUNNINGHAM: Did you say that 50 percent were  
20 in delay?

21 DR. ADAMS: More than 50 percent.

22 MR. SHELL: When they complete the course, will  
23 most of them be employed?

24 DR. ADAMS: When we started this at the data  
25 centers, and what we found everybody needs an IT tech now.

1 These people that have completed, they're working in hospitals  
2 and small employers, they're going to the VIR Research Center  
3 and the public school system, as well as Microsoft and the Data  
4 Center in Clarksville.

5 SENATOR RUFF: Let me follow up on that. A month  
6 ago, I was at the Southern Virginia Technology awards in  
7 Danville and a young lady come up and said I'm from Halifax  
8 County and went through the training at the Higher Ed Center,  
9 and she's now employed and extremely happy. That's probably  
10 the best we have in that program. She has a good income now,  
11 and I think we should try to keep that going as best we can.

12 MR. CUNNINGHAM: Without the lab technicians, who  
13 would maintain the equipment?

14 DR. ADAMS: The instructor would have to do that and  
15 that takes them away from their student time.

16 DELEGATE BYRON: At the appropriate time, I'd like to  
17 make a motion that we increase the funding to the full amount  
18 that they requested.

19 SENATOR RUFF: We have a motion and a second. All  
20 in favor, say aye. (Ayes). Opposed? (No response).

21 DR. ADAMS: Thank you very much.

22 SENATOR RUFF: That gets us to the fifth year  
23 extensions.

24 MR. PFOHL: We have two items of other business  
25 regarding the Advanced Manufacturing Center of Excellence,

1 Southern Virginia Higher Ed Center, Center for Manufacturing  
2 Excellence, Phase II. A \$2 million grant that was approved  
3 September of 2015. At the end of September, it will reach the  
4 end of its fourth-year extension. The standard project is three  
5 years, and the Commission would have to authorize a fourth-year  
6 extension administratively.

7 The Higher Ed Center is requesting an additional two  
8 years and revision of scope. That means changing the original  
9 focus to a proposed robotics lab. This involves a request to  
10 repurpose \$600,000, the current grant balance, to equip the new  
11 robotics lab.

12 Staff recommends approval of the revised scope and  
13 for a sixth-year extension to September 23<sup>rd</sup>, 2021, two years, so  
14 they can do the revised new program, contingent on a line-item  
15 detail budget for new proposed expenses being approved by the  
16 Commission's Executive Director once the final details are known.

17 The second extension is the New College Institute  
18 Center of Excellence Phase II grant approval in May, 2015. Then  
19 in May of 2017, the Commission froze the New College Institute  
20 Center of Excellence grant.

21 New College Institute requests a sixth year extension  
22 and release of the budget freeze for the Phase II Grant Number  
23 3098. Staff notes that the balance is for equipment, staffing,  
24 and Patrick Henry Community College to support their Precision  
25 Machine Program.

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Staff recommends that the grant extension be approved to September 23, 2021 and that the Staff will work with New College Institute to move the project forward.

MR. SORRELL: We have been talking with them and expect good results in the future.

SENATOR RUFF: Do I have a motion? I have a motion and a second. All those in favor, say aye. (Ayes). Opposed? (No response). That motion carries.

Do I have any public comment? Hearing none, we're adjourned.

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**PROCEEDINGS CONCLUDED.**

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**CERTIFICATE OF THE COURT REPORTER**

I, Medford W. Howard, Registered Professional Reporter and Notary Public for the State of Virginia at Large, do hereby certify that I was the Court Reporter who took down and transcribed the proceedings of the **Tobacco Region Revitalization Commission, Education Committee Meeting**, when held on May 29, 2019, at 11:00 o'clock a.m., at Hotel Roanoke and Conference Center, Crystal Ballroom A/B/E, 110 Shenandoah Avenue, Roanoke, Virginia.

I further certify this is a true and accurate transcript, to the best of my ability to hear and understand the proceedings.

Given under my hand this 8th day of July, 2019.

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Medford W. Howard  
CCR