



Southern Virginia REGIONAL ALLIANCE

Workforce Solutions

Retention, Promotion and Advancement
Resources for Your Region

Retaining employees matters. Not only does employee retention promote an organization's growth and productivity, it also mitigates the costs and time spent finding, interviewing and onboarding new workers.

Retention begins with hiring the right people. By putting time and effort into the interview process, employers can place the right workers in the right seats. Ultimately, retaining employees builds and protects institutional knowledge.

However, retention requires consistency. Employers must invest in team members' career growth by rewarding top performers through promotion and advancement opportunities. This will help employees feel a sense of ownership and belonging. Promotion efforts might include verbalizing career pathways or investing in leadership training. Advancement efforts might include upskilling or cross-training to expand employee skill sets. Not only do promotion and advancement efforts improve employee engagement, they also ensure that a company's workforce remains strong and adaptable.

- Companies can quadruple profits with good retention.
- As much as 20% of employee turnover can happen in the first 45 days.
- The cost of replacing an individual employee can range from one-half to two times the employee's annual salary.



GOVA Region 3: SVRA

Patrick Henry Pittsylvania
Danville Halifax Martinsville

GOVA Region 3: EAST

Brunswick Charlotte Lunenburg Nottoway
Buckingham Cumberland Mecklenburg Prince Edward

Region 4

Greensville
Emporia

Resource Key



State Resource



Federal Resource



Not For Profit



Incentives



Private Sector

Topic Area Key

- RET -
Retention

- PRO -
Promotion

- AD -
Advancement

Soular Development

www.soulardevelopment.com

Soular is a GIANT-certified partner and leverages people development tools that increase performance for individuals, teams and organizations. They combine their love for people with their passion for performance to achieve extraordinary results. Their solutions address the real issues that limit an organization's ability to attract the right people, keep them and release their full potential.

General Contact: Sean Nix | President
(334) 805-4260 | snix@soulardevelopment.com

Service Area: Virginia



RET

PRO

AD

Montgomery Hassell Inc.

www.montgomeryhassell.com

Montgomery Hassell is a "People Solution Company" partnering with client organizations to create solutions for applicant flow, better hires and leadership self-awareness resulting in increased retention and employee engagement.

General Contact: Tim Prillaman
Senior Managing Director | (540) 488-4234
tim@montgomeryhassell.com

Service Area: Virginia

RET

PRO

AD



Vaughan and Associates

www.vaughanandassociates.org

Vaughan and Associates is a business consulting firm located in Danville, Va., working statewide in the private sector and with not for profits.

General Contact: Don Nodtvedt
Vice President | (434) 728-1194
dnotvedt@comcast.net

Service Area: Virginia

RET

PRO

AD



Averett University

www.averett.edu

Averett University is a private, four-year institution located in Danville, Va. It is a highly ranked, regional liberal arts college in the South and has its very own flight center located conveniently near Danville Airport.

General Contact: Dr. Peggy Wright

Professor, Chair, Department of Business Administration
Accounting, Entrepreneurship | (434) 791-7118 | pwright@averett.edu

Specialized Contacts

| | |
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| Dr. Jamie Stacy Program Director for GPS Education (804) 729-8286 jcstacy@averett.edu | Dr. Tonitta McNeal Program Director for Online Education (434) 791-7229 tmcneal@averett.edu |
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Service Area:
Virginia & Online

RET

PRO

AD



Patrick & Henry Community College

www.patrickhenry.edu

Patrick & Henry Community College is a two-year institution located in Martinsville, Va., which offers associate's degrees, diplomas, certificates and workforce training programs.

General Contact: Rhonda Hodges

Vice President, Workforce, Economic & Community Development
(276) 656-0256 | rhodges@patrickhenry.edu

Service Area:
Martinsville, Henry, Patrick

RET

PRO

AD



Institute for Advanced Learning and Research

www.ialr.org

The Institute for Advanced Learning and Research's (IALR) Advanced Learning Department delivers educational and talent development initiatives centered on meeting the needs of regional employers. Multiple collaborations and partnerships inspire, develop, credential or support advanced learning opportunities across the region — aiding economic transformation by generating a skilled pipeline of talent.

General Contact: Dr. Julie Brown
Advanced Learning Vice President
(434) 766-6711 | Julie.Brown@ialr.org

Service Area: Danville,
Pittsylvania, Patrick,
Martinsville, Henry, Halifax

RET

PRO

AD



Virginia Career Works

www.virginiacareerworks.com

The Virginia Career Works West Piedmont Region (VCWWPR), in partnership with the region's local elected officials, provides leadership and direction to determine how best to deliver workforce services for the region.

West Piedmont
Robbie Knight
Business Service Manager
rknight@vcwwestpiedmont.org
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Service Area: Danville, Pittsylvania,
Henry, Patrick, Martinsville

South Central
Terra Bailey Napier
Director
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Office: (434) 542-5874

Service Area: Halifax

RET

PRO

AD



Department of Labor and Industry

www.doli.virginia.gov/apprenticeship

The Department of Labor and Industry (DOLI) works with Virginia employers and employees to develop strong occupational safety and health and to minimize hazards in general industry and construction services.

General Contact: Kara Joyce
Registered Apprenticeship Navigator
(540) 562-3580 | Kara.Joyce@doli.virginia.gov

Service Area:
Virginia

RET

PRO

AD



Danville Community College

www.danville.edu

Danville Community College (DCC) is a two-year institution located in Danville, Va. The college offers associate's degrees, diplomas, certificates and workforce training programs.

General Contact: Cheryl Terry
Dean of Workforce Services
(434) 797-8475
cheryl.terry@danville.edu

Service Area:
Danville, Pittsylvania,
Halifax

RET

PRO

AD



Southern Virginia Higher Education Center

www.svhc.org

SVHEC is a job training and higher education resource in Southern Virginia that partners with community colleges and state universities for access to degree programs. They also provide short-term, credential-based training.

General Contact: Dr. Betty Adams
Executive Director | (434) 572-5551
bettyadams@svhec.org

Service Area: Southern Virginia

RET

PRO

AD



Supported by GOVA Region 3

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