

**NCWorks Commission**  
**Business Session**  
**NC Global TransPark**  
**Spirit Composite Center of Excellence**  
**August 16, 2017**  
**1:30 pm**  
**Minutes**

**Present:**

Chair Jerri Tryon, Josh Arant, Sherry Carpenter, Mel Chernoff, Claudia Horn (for Secretary Mandy Cohen), Will Collins (for Secretary Tony Copeland), Osceola Elliss, Susan Jackson, Marti Matthews, BJ Murphy, Olalah Njenga, Mike Okun, Joe Rogers, Stephen Rosenburgh, Walter Siegenthaler, Kevin Sills, (Scott Daugherty for President Margaret Spellings), Kim Toler, Chris Watters, Hope Williams, and Maureen Little (for President Jimmie Williamson).

**Absent:** Shawn Brown, Korey Coon, Governor Cooper, Lewis Dishmon, Mark Johnson, Joe Magno, Ray Mayo, and Secretary Mabelle Sanders.

**WELCOME AND ANNOUNCEMENTS**

Chair Jerri Tryon called the meeting to order and thanked everyone involved in orchestrating the meeting in Kinston, including our host, Spirit AeroSystems Composite Center of Excellence. She also recognized Mayor BJ Murphy and Lenoir Community College for their help today. Mayor Murphy also welcomed everyone on behalf of the town of Kinston and thanked those who organized the events and meeting for the day.

**OPENING BUSINESS**

Chair Jerri Tryon asked for a motion regarding the minutes of May 17, 2017. Motion was made by Stephen Rosenburgh to approve the minutes as written and seconded by Kevin Sills. Motion carried.

Ms. Tryon also encouraged all commission members to attend the NCWorks Partnership Conference in Greensboro, NC on October 11-13, 2017.

**WORKFORCE UPDATE**

Catherine Moga Bryant reported on the following workforce related items and updates:

- President Jimmie Williamson has resigned from the community college system, effective September 30, 2017.
- Scott Daugherty, Director of the Small Business Technology & Development Center with the University of North Carolina System was appointed as designee by President Margaret Spellings to represent the UNC system.
- The legislature has drafted a bill to create a board of post-secondary credentials. The purpose of the board is to review and make recommendations for the development of a statewide system of postsecondary education that links industry, corporations, and businesses with educators, government, and community organizations to identify workforce skills and training needs and to ensure that appropriate courses of study and vocational training are available to North Carolinians. This includes

those preparing to pursue postsecondary education, enter the workforce, or seeking to update skills and training for purposes of retaining employment and advancing in the workforce.

- The Registered Apprenticeship program housed previously at the Department of Commerce has officially moved to the North Carolina Community College System as of July 1, 2017.
- The North Carolina Department of Public Instruction has created a plan regarding the state's strategies and implementation of the Every Student Succeeds Act. The UNC System and North Carolina Community College System are also working on their strategic plans.
- The Department of Commerce is collaborating with the local workforce development boards to work towards improving the NCWorks Career Center system and how services are offered to job seekers and businesses.

Chair Tryon then recognized Claudia Horn from the North Carolina Department of Health and Human Services (DHHS) Vocational Rehabilitation Division. Ms. Horn noted that while 76% of people without disabilities have jobs, only 36% of working-age North Carolinians with disabilities are employed. Additionally, DHHS collaborates with employers and other workforce development partners to work towards successful employment outcomes for those with disabilities and is currently forming a business advisory council to be more responsive to businesses in this area.

Chair Tryon then recognized Kathy Howard from the NCEast Alliance who presented on how the Work Ready Communities initiative began in the eastern part of the state. The NCEast Alliance pioneered the Work Ready Communities model that went statewide in 2015. Today the NCWorks Certified Work Ready Communities initiative is a collaborative effort between workforce development partners including local workforce development boards, the Office of the Governor, the North Carolina Chamber Foundation, the North Carolina Department of Public Instruction, the North Carolina Community College System Office, and the North Carolina Department of Commerce.

## **COMMITTEE REPORTS**

Chair Tryon moved to committee reports.

### **Governance and System Alignment Committee**

Chair Susan Jackson reported that the committee seeks to promote collaboration, policy alignment, innovation, and communication among workforce system agencies and partners. After hearing today of the different state agencies currently working on their strategic plan, she said there might be an opportunity to talk with one another and ensure all efforts are aligned. Ms. Jackson also reported that the committee had met with representatives from the NC Chamber of Commerce and the Economic Development Partnership of NC to explore opportunities for collaboration with economic development efforts across the state. In the months ahead the committee will also be reviewing the WIOA State Unified Plan to provide a status update on the strategic action items mentioned in the plan.

### **Business Engagement Committee**

Chair Marti Matthews reported on updates regarding efforts to increase awareness through the committee's work on the menu of business services. The committee and commission will need to work on supporting local strategies to use the menu and streamline business services among partners. The committee is also working with state agencies to create short videos that describe the services each agency provides to businesses within the following categories on the NCWorks Menu of Business Services: Recruiting and Screening, Training, Pipeline Development, and Transition Services. In addition, the committee is working with Commerce's Labor and Economic Analysis Division (LEAD) on the next iteration of the Employer Needs Survey, which will begin surveying this fall. The Soft Skills Study Request for Proposal has been posted online to receive bids. The study's

purpose is to learn about employer needs for specific soft skills, examine all the state's resources, and make recommendations for our state based on the analysis.

### Performance and Accountability Committee

Chair Mel Chernoff reported that the committee met on July 19, 2017 to review the current local workforce development board measures. The committee determined that some targets for the measures would be revised and others would remain as baseline measures. There are four measures that will be affected by the staff-assisted services definition update going on at the Division of Workforce Solutions. Services will be updated on a rolling basis starting in the next month or two. The committee will review the current goals for the career center certifications and career pathways to determine appropriate targets going forward. After the committee decides on the changes over the next month, they will meet with workforce development boards to discuss these proposed changes. The committee plans to present the revised measures to the commission at the November 15, 2017 commission meeting.

### Education and Training Committee

Chair Chris Watters reported that the committee discussed the Education Pipeline project currently underway. Commerce's Labor and Economic Analysis Division (LEAD) has created a dashboard looking at the supply and demand of the state's workforce, utilizing enrollment and completion data from the UNC system and community college system. Mr. Watters reported that the committee is interested in seeing the data available to begin identifying mismatches between education and training programs and the needs of N.C. employers, especially on a regional basis. The Education Pipeline dashboard is set to go live in the next month for the public to use, and he will keep the commission informed of when this happens.

### PANEL DISCUSSION

Chair Tryon recognized Maureen Little of the North Carolina Community College System, who introduced the topic for the panel discussion. The commission hosted a panel discussion on the Manufacturing Academy in Lenoir County and the workforce partnerships involving customized training at Lenoir Community College. Members of the panel included:

- Dr. Jay Carraway, Vice President of Continuing Education, Lenoir Community College
- Lynn Creech, Regional Customized Training Director, North Carolina Community College System
- Reid Taylor, Director of Industry Training, Lenoir Community College
- Harold Thomas, Retired Plant Manager, DuPont Kinston
- Rick Davis, Executive Director of Economic Development, Greene County

The panel highlighted the regional and local collaboration required to provide industries with a pipeline of potential employees who are work-ready and possess the necessary soft and technical skills needed to be successful. Given the unique challenges and opportunities in the Kinston area the panel discussed their approach to workforce and economic development from a rural perspective.

### CAREER PATHWAYS

Dr. Dion Clark, Career Pathways Director, recognized six regional teams with new Certified NCWorks Career Pathways. This brings the total to 23 pathways over the past two years statewide. Pathways are a key strategy

to support the state's goal of advancing education and training among the workforce. The six teams and their pathways recognized for certification are:

1. Capital Area & Durham - Advanced Manufacturing Pathway. Counties represented: Johnston, Wake, Durham
2. Capital Area & Kerr-Tar - Health and Life Sciences Pathway. Counties represented: Johnston, Wake, Franklin, Granville, Person, Vance, Warren
3. Durham & Kerr-Tar - Information Technology Pathway. Counties represented: Franklin, Granville, Person, Vance, Warren, Durham
4. Guilford County (Triad Works) - Aviation Pathway. Counties represented: Alamance, Caswell, Davie, Davidson, Forsyth, Guilford, Moore, Montgomery, Orange, Randolph, Rockingham, Stokes, Surry, Yadkin
5. Regional Partnership (Triad Works) - Advanced Manufacturing Pathway. Counties represented: Alamance, Caswell, Davie, Davidson, Forsyth, Guilford, Moore, Montgomery, Orange, Randolph, Rockingham, Stokes, Surry, Yadkin
6. Mountain Area - Healthcare/Nursing Pathway. Counties represented: Buncombe, Henderson, Madison, Transylvania

#### **WORKFORCE WRAP UP AND NEXT STEPS**

Ms. Moga Bryant wrapped up the meeting by informing members how the Customized Training Program fits into the greater workforce system. The morning tour of Spirit AeroSystems and afternoon panel highlighted the partnerships required across many workforce agencies to successfully prepare qualified workers. The visit to Spirit AeroSystems reflected the connection between employers and Lenoir Community College.

Chair Tryon reminded members that the next commission meeting will be back in Raleigh on November 15.

Chair Tryon asked for any new business. With no new business to discuss, the meeting was adjourned at 3:30 pm.

Respectfully submitted,



Lynn Hayes

Approved on November 15, 2017