

NCWorks Commission

Business Session

Jane S. McKimmon Center

February 17, 2016

1:00 pm

Minutes

Present:

Chair Jerri Tryon, Josh Arant, Jo Anne Honeycutt (for June Atkinson), Claudia Horn (for Rick Brajer), Sherry Carpenter, Korey Coon, Elk Richardson (for Acting Secretary Kathryn L. Johnston), Linda Weiner (for Interim President George Fouts), Leslie Boney (for Interim President Junius Gonzales), Eric Hall, Susan Jackson, Joe Magno, Cecilia Holden (for Secretary John Skvarla) Marti Matthews, Olalah Njenga, Tracy Philbeck, Joe Rogers, Walter Siegenthaler, Kevin Sills, Kent Misegades, Mike Okun, Lewis Dishmon, BJ Murphy, Osceola Elliss, and Kim Toler

Absent: John Bailey, Mel Chernoff, Stu Matthis, Governor Pat McCrory, and Hope Williams

OPENING BUSINESS

Judge Wanda Bryant conducted a swearing in of new members.

Motion to approve the December 2, 2015 minutes as written, Jerri Tryon. Moved by Lewis Dishmon and seconded by Susan Jackson. Motion carried.

The Chair introduced Catherine Moga Bryant who announced North Carolina was recognized by SITE Selection Magazine as having the best workforce development system in the mid-Atlantic region.

The Chair discussed the committee selection process and will provide assignments by March 4, 2016.

A NCWorks Annual Review Form seeking information on workforce programs in the state will be distributed to the agency leaders in the near future. The Chair asked each agency to complete the form and return it to staff.

EMPLOYER NEEDS SURVEY

Commissioned by the NCWorks Commission, the Employer Needs Survey provided a means to identify the skills gap needs in North Carolina. Jeff DeBellis, analyst from NC Commerce's Labor and Economic Analysis Division (LEAD), provided a comprehensive update on the 2016 Employer Needs Survey results and responded to member inquiries. Mr. DeBellis reported that hiring remains strong in North Carolina, that hiring difficulties still exist, and that the top three reasons for hiring difficulties are lack of relevant work experience; lack of necessary education level, certification, or training; and lack of technical or occupational-related skills. Commission members noted some key questions regarding the definition of "hiring difficulties," why companies are hiring, the availability of skill training resources to employers, and whether a work experience gap exists between urban and rural areas.

AD-HOC COMMITTEE REPORTS

Commission Review

Olalah Njenga provided a report from the Commission Review Ad-Hoc Committee. She reported on a proposal to enhance the quarterly commission day with activities and learning opportunities beginning at 9 am and

concluding at 3 pm. The day could include various field trips, committee meetings, and a working/facilitated lunch in addition to the quarterly commission meeting beginning at 1 pm.

The committee also updated the bylaws to reflect its new name and update references to WIOA. Ms. Njenga made the motion to approve the bylaws as written. Seconded by Kevin Sills. Motion carried. Linda Weiner then recommended providing the language from both WIOA and state statute that outlined the commission-specific duties with the bylaws.

67% Resolution

Eric Hall of the Ad-Hoc 67% Resolution Committee provided a background of this committee then opened the approval of the resolution for discussion. Three amendments were recommended to the resolution by Cecilia Holden, Linda Weiner, and Leslie Boney as shown below:

- **THAT**, in support of this goal, the NCWorks Commission will use education and workforce data to inform policy and track progress of the 67 percent goal and will support the implementation of an online reporting dashboard that all stakeholders can access to review progress towards meeting this goal using baseline data available via LEAD and our other workforce partners; and
- **THAT**, in support of this goal, the NCWorks Commission will endorse and promote accessible and consistent NCWorks Career Pathways for critical industry clusters with multiple entry and exit points for both short- and long-term training in order to prepare individuals for in-demand jobs and provide valuable certificates and credentials; and will make recommendations to leverage state, federal and grant resources towards helping individuals gain the skills and experience needed for in-demand occupations; and will encourage participation in NCWorks Career Pathways programs; and
- Update the background data to reflect new data from LEAD's 2016 Employer Needs Survey.

Eric Hall made the motion to approve the resolution with the proposed amendments. Seconded by Korey Coon. Motion carried.

Recusal: Leslie Boney

WIOA Unified State Plan

Susan Jackson of the Ad-Hoc WIOA Unified State Plan Committee provided a report from the committee. Working alongside the State Steering Council, the ad-hoc committee determined the plan was thoughtfully developed, inclusive of all partners, comprehensive and intentional with the goals of the commission. She noted that the State Steering Council will continue to meet to refine the Plan without making changes to the core concepts. Susan Jackson made the motion that the NCWorks Commission vote to forward the NC WIOA Unified State Plan to the Governor with the understanding that the State Steering Council will continue to refine the Plan without making changes to the core concepts.

After additional discussion, Susan Jackson reiterated the motion that the Plan be forwarded to Governor with the understanding that the State Steering Council will continue to refine the Plan based on suggestions and public comments that have been submitted. The motion was seconded by Joe Rogers. Motion failed.

Leslie Boney asked for clarification on the voting process. Tryon confirmed that the vote was based on the majority of those members who did not recuse themselves.

With additional clarification, Susan Jackson made the motion that the NCWorks Commission vote to forward the NC WIOA Unified State Plan to the Governor with the changes submitted to this point with the understanding that the State Steering Council will continue to refine the plan. The motion was seconded by Marti Matthews. Motion carried.

Recused: Cecelia Holden, Linda Weiner, Claudia Horn, Sherry Carpenter

Abstained: Mike Okun, Lewis Dishmon

Accountability Committee

Claudia Horn of the Ad-Hoc Accountability Committee provided a brief overview of the work of her committee, highlighting the recently submitted Annual Workforce System Performance Measures Report required by the legislature. Ms. Horn noted that this year's report analyzed two cohorts of program participants and included an assessment of 16 workforce programs at the Department of Commerce, Department of Public Instruction, Department of Health and Human Services, and the Community College System. Ms. Horn also mentioned the committee's ongoing work to develop and track performance accountability measures for the 23 local workforce development boards.

CAREER PATHWAYS OVERVIEW

Catherine Moga Bryant presented an overview and presentation on the development of NCWorks Certified Career Pathways. She noted that NCWorks Career Pathways require collaboration among local employers, community colleges, workforce development boards, and many other education and workforce partners.

NORTHEASTERN HEALTH CAREERS CAREER PATHWAYS

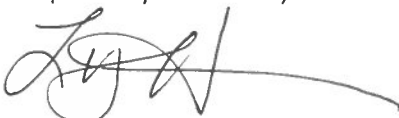
Rob Boyce with the Northeastern Pathways to Prosperity initiative and Michael Williams, Turning Point Workforce Development Board Director, presented on the development of regional career pathways encompassing the entire Northeastern part of the state.

NCWORKS CERTIFIED CAREER PATHWAY

The Chair recognized Northeastern Health Careers Career Pathway as the first official NCWorks Certified Career Pathway. She thanked both the speakers for their work and recognized other members of the audience as well as the commission members who participated in this work.

Tryon asked for any new business, summarized action taken by the commission and future work. There being no new business, the meeting was adjourned at 3:10.

Respectfully submitted,



Lynn Hayes

Pending Approval May 4, 2016