

## Local Workforce Development Area Designation Application

### I. Point of Contact

Fill in the information below regarding the individual who is completing this application on behalf of the chief local elected official who will serve as the point of contact for future correspondence.

Chief local elected official	Davidson County Commissioners Steve Shell, Chair
Contact Name	Casey Smith
Title	County Manager
Address	PO Box 1067 Lexington, NC 27293
Email Address	<a href="mailto:Casey.smith@davidsoncountync.gov">Casey.smith@davidsoncountync.gov</a>
Date of Application	September 27, 2022

### II. Additional Information Regarding Designation/Transfer Request

Is the request for a new Local Area?  Yes  No

Is the request regarding the transfer of county(ies) of an existing Local Area by a unit (or group of units) of local government?  Yes  No

### III. Participating Counties

List all counties that will form the reorganized Local Area.

Alamance	Randolph
Caswell	Rockingham
Davidson	Surry
Davie	Stokes
Forsyth	Yadkin

**IV. Adding or Removing a County(ies)**

Indicate the names of each county requesting removal from their currently designated Local Area and addition to a reorganized Local Area. Please indicate which Local Area the county is being removed from.

*Davidson*

*Davidson County is being moved from DavidsonWorks WDB to Piedmont Triad Regional (PTR) WDB*

**V. Circumstances for the Request**

Attach a summary which clearly states the circumstances for the request of transfer o

Attach a summary which clearly states the circumstances for the request of transfer of county(ies)/reorganization.

*See the attached Letter of Intent (Attachment #3) and accompanying email (Attachment #4) sent from the Davidson County Commissioners to DWS and the NCWorks Commission on August 23, 2022*

**VI. Impact of the Withdrawal County(ies) to the Withdrawing Area**

Attach a summary that clearly states how the proposed transfer of county(ies) will impact those Local Areas from which it is withdrawing, such as impact on service delivery, economic development regions, commuting patterns, availability of educational and training providers, needs and services related to the business and employer community, and other community-based needs.

Additionally, please indicate the impact of the move to the restructured Local Area the county wishes to be included in, if applicable.

*Davidson County has operated workforce development services as a single county local area for decades (30+ years). From JTPA to WIA to WIOA, Davidson County has maintained its single county, "stand alone" status.*

*That stated, the transfer of Davidson County from DavidsonWorks WDB to Piedmont Triad Regional WDB has become more likely due to year-over-year reductions in Federal WIOA funding. Joining Piedmont Triad Regional WDB is a natural fit as Davidson County Government already works with the PTRC in many program areas outside the scope of workforce development (i.e. Senior Services, Transportation, etc.). In addition, DavidsonWorks has worked closely with Piedmont Triad Regional WDB on many regional initiatives for well over a decade. Finally, from the standpoint of economic development and prosperity zones, Davidson County aligning with PTR WDB falls in line with the State's vision and geographical preference for prosperity zones/areas.*

## VII. Local Area Designation Criteria

Attach a summary to address each of the specific considerations that follow, as well as any additional information or evidence to support the claims.

1. Impact on service delivery in the proposed reorganized Local Area;

*Davidson County joining PTR WDB would increase the local area from a service area of (7) seven counties to a service area of (8) eight counties, and potentially (10) if Randolph and Alamance Counties join the local area.*

*Currently, Davidson County operates (2) two Level I comprehensive NCWorks Career Centers and strongly prefers to maintain both centers at their current level. Overall, Davidson County joining PTR WDB will enhance services to the region by adding up to two comprehensive, Level I NCWorks Centers to the proposed Local Area.*

*Davidson County joining Piedmont Triad Regional Workforce Development Board Local Area will enhance workforce services to both employers and individuals throughout the region. The workforce program will continue with the proven approach of going where the people are. With this historically successful boots on the ground method, PTRWDB will provide area citizens with direct access to programming through certified NCWorks Centers, satellite sites, mobile unit programs, and special events to make sure individuals are assisted to a successful outcome. PTRWDB houses two mobile outreach vehicles taking our services into the community for job fairs, rapid response for business closings, or special events requested through our business solutions webpage.*

*Piedmont Triad Regional Workforce Development Board will maintain a comprehensive Level I NCWorks Career Center currently located in Davidson County.*

2. Costs and benefits of a potential reorganization including, availability of educational and training providers (such as institutions of higher education and career and technical education schools in the area), needs and services related to the business and employer community and other community-based needs;

*One main cost benefit to this reorganization is taking advantage of “economies of scale”. The increased size of the area will allow for a more focused use of limited resources. Workforce allocations have been reduced over the past years and will continue to decrease. A larger area with more resources will allow these assets to be programmed toward major initiatives and projects of regional interest rather than*

*duplicative staffing. This cost savings is seen as funds are put back into the community.*

*Also, though Davidson County through DavidsonWorks provides training scholarships via ITA's, and WIOA participants have the choice to attend a variety of community colleges (or other training providers) in the region, combining forces may enhance, or at least maintain service levels. Plus, the region can provide a uniform ITA policy, providing a level of consistency that may not exist at present.*

*For businesses, employers, and community partners, the reorganization will provide better access to services. While DavidsonWorks has an employee dedicated to business engagement, PTRWDB has a team dedicated to business services and economic development. With more team members ready to respond to businesses' needs, services may be delivered in a timelier, and more comprehensive fashion. Moreover, a regional business service team can deliver a consistent level of services to businesses that may not be occurring in the current "silo" arrangement. Similar to benefits to businesses/employers, and because of economies of scale and resources at the disposal of the PTRWDB, the reorganization should strengthen relationships with community partners thereby helping meet needs within the community more comprehensively.*

3. Consistency with natural labor market areas and commuting patterns;

*In brief, Davidson County joining the PTR WDB counties/local area fits nicely with the natural labor market and commuting patterns. Davidson County is part of the Piedmont-Triad Region Prosperity zone already. Approximately 53% of Davidson County's workforce commutes out of the county into surrounding counties (i.e. PTR WDB counties, Guilford County, and Rowan County).*

*The Labor and Economic Analysis Division (LEAD) for NC Commerce was asked to examine the proposed realignment of workforce development boards and determine if the proposals are consistent with:*

- Natural labor market areas and commuting pattern data; and*
- Regional economic development areas.*

*Taken altogether, regional labor market analysis, commuting patterns, and regional economic development structures clearly support the inclusion of Davidson County into the Piedmont Triad Regional WDB.*

4. Consistency with regional economic development areas;

*As noted in #3 above, Davidson County is currently included in the Piedmont Triad Prosperity Zone, so the “fit” is consistent with the State’s preferences. Additionally, LEAD was asked to examine the proposed realignment of workforce development boards and determine if the proposals are consistent with:*

- *Natural labor market areas and commuting pattern data; and*
- *Regional economic development areas*

*Taken altogether, regional labor market analysis, commuting patterns, and regional economic development structures clearly support the inclusion of Davidson County into the Piedmont Triad Regional WDB. (See attachment # 7)*

*It is also worth noting that PTRC recently merged its Workforce and Economic Development Departments. This combination will ensure that each county has regular contact with the programs and efforts and regular input in their future. Consistent updates through the PTRC gives elected officials real time information about workforce issues and economic development initiatives and a say in the programs. The development corporation is engaging in the future of our area’s workforce and will provide elected officials with direct input into processes through delegate participation.*

5. Local backing by county commissioners, municipal elected officials – including mayors and/or city council members, where appropriate – and business or community leaders within the area of the implementation strategies to provide quality services to employers and individuals; backing may be demonstrated by meeting minutes, letters of support, resolutions or a vote of support by a commission, council, or other applicable board; and

*Please see the Letter of Intent referenced in **Section V – Circumstances for the Request** of this document. Also, see attached Meeting Minutes from the August 22, 2022 Davidson County Board of Commissioners’ Meeting (Attachment #5) that documents the Letter of Intent was voted on by all Commissioners with all (7) seven supporting the LOI.*

*Piedmont Triad Regional Job Training Consortium Meeting Minutes from the November 2, 2022 that document the approval to accept the counties of Alamance,*

*Davidson, and Randolph into the Consortium. (Attachment #8) and the Resolution supporting the additional of Alamance, Davidson, and Randolph Counties into the workforce local area, from the Piedmont Triad Regional Workforce Development Board (Attachment #9)*

6. Local capacity to manage funds, provide oversight of programs, and provide for the proper stewardship of public funds.

*It's expected that transitioning from Davidson County/DavidsonWorks WDB to PTRWDB will be relatively seamless from the standpoint of funds management. PTR WDB has operated WIOA programs for years, and understands program and funding requirements*

**VIII. Signatures of Representatives from each County in the Proposed Reorganized Local Area**

The chief local elected official from each county to be named on the Local Area's Consortium Agreement in the proposed Local Area must sign the attached signature sheet to show their approval. If necessary, a separate signature page from each representative may be attached. Additional signature lines may be added as needed.

**IX. Approvals on Proposed Reorganization of WDB(s) (Optional)**

Have the WDB(s) impacted by the transfer of county(ies)/reorganization approved?

Yes  No

If yes, attach Board resolution(s), meeting minutes, or letter of support.

If no, explain why not.

*At the August 25, 2022 DavidsonWorks WDB Meeting, the Davidson County Manager met with the workforce board members to tell them about the County's Letter of Intent to join PTR WDB (See Attachment #6 – WDB Board Meeting Minutes). The County Manager fielded board members' questions. Further, the County Manager accepted feedback from the board members in reference to their preferences and/or concerns about the reorganization. The WDB gave its approval to move forward via common consent, but no formal votes were cast.*

*Also attached is a supporting Resolution from the Piedmont Triad Regional Workforce Development Board (Attachment #8)*


**X. Email the Application**

Send the completed application with the attachments to: AssistantSecretary@ncworks.gov. The subject line of the email should contain "Local Area Designation."

## **Summary of Attachments**

- **Attachment #3 – Letter of Intent WDB Transition 8-23-2022**
- **Attachment #4 – Email to NCWorks Commission – LOI 8-23-2022**
- **Attachment #5 – Davidson County BOC Meeting Minutes 8-22-2022**
- **Attachment #6 – WDB Meeting Minutes 8-25-2022 Meeting**
- **Attachment #7 – LEAD’s Labor Market Report**
- **Attachment #8 – PTR Job Training Consortium Meeting Minutes 11-2-2022**
- **Attachment #9 – PTRWDB’s Supporting Resolution**

**Signatures of Representatives from each County in the Proposed  
Reorganized Local Area**

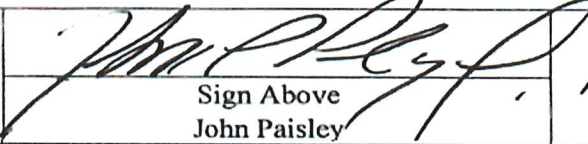
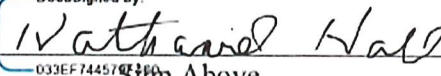
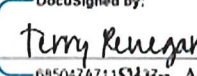


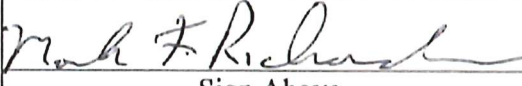
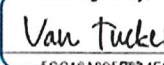

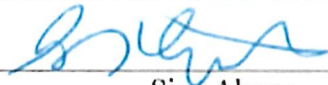
Chair, Davidson County Board of Commissioners		9/27/2022
	Sign Above Steve Shell	
County/Municipality Name, Title		Date
	Sign Above Insert Name	

**Additional Supporting Approvals on Proposed Reorganization of Existing Local  
Area and/or WDBs (OPTIONAL)**

County/Municipality Name or Board Name, Title		Date
	Sign Above Insert Name	
County/Municipality Name or Board Name, Title		Date
	Sign Above Insert Name	



**Signatures of Representatives from each County in the Proposed  
Reorganized Local Area**


Chair, Alamance County Board of Commissioners		Date
	Sign Above John Paisley	11/21/2022
Caswell County Commissioner	DocuSigned by:  033EF74457819	Date
	Sign Above Nate Hall	11/15/2022
Davie County Commissioner	DocuSigned by:  685047A7111	Date
	Sign Above Terry Renegar	11/28/2022
Forsyth County Commissioner		Date
	Sign Above Fleming El-Amin	11/21/2022
Chair, Randolph County Board of Commissioners		Date
	Sign Above Darrell Frye	11/7/2022
Rockingham County Commissioner		Date
	Sign Above Mark Richardson	11/21/2022
Surry County Commissioner	DocuSigned by:  5CC16AD0950E2458	Date
	Sign Above Van Tucker	11/28/2022
Stokes County Commissioner		Date
	Sign Above Rick Morris	11/7/2022
Yadkin County Commissioner		Date
	Sign Above Kevin Austin	11/2/2022

Yadkin County Commissioner		Date
	Sign Above	11/2/22
	Kevin Austin	

**Additional Supporting Approvals on Proposed Reorganization of Existing Local Area and/or WDBs (OPTIONAL)**

County/Municipality Name or Board Name, Title		Date
	Sign Above Insert Name	
County/Municipality Name or Board Name, Title		Date
	Sign Above Insert Name	

**Additional Supporting Approvals on Proposed Reorganization of Existing Local Area and/or WDBs (OPTIONAL)**

Piedmont Triad Regional WDB, Chair		Date
	Sign Above Darren Poole	11-7-22
County/Municipality Name or Board Name, Title		Date
	Sign Above Insert Name	

Attachment #3



DAVIDSON COUNTY BOARD OF COMMISSIONERS

Post Office Box 1067  
Lexington, North Carolina 27293  
(336) 242-2200

STEVE SHELL, CHAIRMAN  
DON W. TRUELL, VICE-CHAIRMAN  
CHRIS ELLIOTT  
FRED D. MCCLURE  
JAMES SHORES  
KAREN WATFORD  
TODD YATES

CASEY R. SMITH  
COUNTY MANAGER

Tom Rabon  
Chair, NC Works Commission  
c/o North Carolina Department of Commerce  
4301 Mail Service Center  
Raleigh, North Carolina 27699-4301

Sent via email to [NCWorksCommission@commerce.nc.gov](mailto:NCWorksCommission@commerce.nc.gov)

Dear Chair Rabon:

On behalf of Davidson County, I write to you to express the County's intention to transition from our current local workforce area as it relates to the Workforce Innovation & Opportunity Act (WIOA) of 2014. We propose joining with Caswell, Davie, Forsyth, Rockingham, Stokes, Surry, and Yadkin Counties, which comprise the local area known as *Piedmont Triad Regional Workforce Development Board*. We have consulted with Piedmont Triad Regional Council, and they, along with the Davidson County Board of County Commissioners, agree to explore the feasibility of this realignment. If during our due diligence all goes as expected, we will seek the transfer of our County and the re-designation of this area by Governor Cooper. Our goal is to make the new local area effective on July 1, 2023.

In addition to consulting with leadership of the Piedmont Triad Regional Council, the County Commissioners also reached out to the DavidsonWorks WDB Director, and leaders involved with workforce and economic development programs in Davidson County. As local area WIOA formula dollars have been reduced year-over-year for the past several years, we view the benefits of "economies of scale" as a way to mitigate funding reductions. For that reason, the County has concluded realignment may be the best course of action for Davidson County and its citizens at this time. Further, Davidson County Government is a member of Piedmont Triad Regional Council (PTRC), so it's a prudent decision to align our workforce program with PTRC.

As part of the realignment process, we will communicate with the appropriate local elected officials and area stakeholders in the other counties involved to gauge their support for realignment. Aligning with the Piedmont Triad Regional WDB falls in lockstep with the guiding principles for alignment established by the NC Works Commission earlier this year. Chiefly, this alignment strengthens the County's and region's ability to promote uniform workforce and economic development programs to job-seekers, existing business and industry, and prospective industry seeking to expand into the workforce area.

We look forward to collaborating with the Piedmont Triad Regional Workforce Development Board, the NC Works Commission and the North Carolina Department of Commerce on the process of transitioning to a new local area, as we seek to strengthen workforce and economic development throughout Davidson County and the Piedmont Triad region.

Thank you for your consideration and for your partnership.

Sincerely,

A handwritten signature in black ink, appearing to read "Steve Shell". The signature is fluid and cursive, with the first name "Steve" and last name "Shell" clearly distinguishable.

Steve Shell  
Chairman  
Davidson County Board of Commissioners

CC: Dr. Annie Izod, NC Works Commission  
Chet Mottershead, N.C. Division of Workforce Solutions

**Attachment #4**

**From:** [Debbie Harris](#)  
**To:** [ncworkskommission@commerce.nc.gov](mailto:ncworkskommission@commerce.nc.gov)  
**Cc:** [Matthew Dolge](#); [Chet.mottershead@nccommerce.com](mailto:Chet.mottershead@nccommerce.com); [Annie.izod@commerce.nc.gov](mailto:Annie.izod@commerce.nc.gov)  
**Subject:** Letter of Intent from Davidson County  
**Date:** Tuesday, August 23, 2022 2:26:35 PM  
**Attachments:** [image001.png](#)  
[image004.png](#)  
[image003.png](#)  
[Rabon, Tom - LOI - WDB Transition to PTRC 8-23-22.pdf](#)

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Attached please find a copy of the Letter of Intent that is being sent to Mr. Tom Rabon regarding Davidson County's intent to transition from its local workforce area as it relates to the WIOA Act of 2014.

Thank you,

Debbie

**Debbie Harris, NCMCC, MMC, NCCP**

Clerk to the Board/Assistant to the County Manager

President, NC Association of County Clerks

Davidson County Government

913 N. Greensboro Street, Suite 404

Lexington, NC 27292

+1-336-242-2202

[www.co.davidson.nc.us](http://www.co.davidson.nc.us)

[www.davidson200.com](http://www.davidson200.com) – Davidson County Bicentennial Site



**Minutes of the  
Regular Board of Commissioners Meeting  
Davidson County, North Carolina**

**Monday, August 22, 2022  
6:00 PM**

**Commissioners' Meeting Room  
County of Davidson**

PRESENT

Commissioners: Chair Steve Shell, Vice-Chair Don Truell, Chris Elliott, Fred McClure, James Shores, Karen Watford, and Todd Yates.

OTHERS PRESENT

County Manager Casey Smith, County Attorney Chuck Frye, Assistant County Manager Jason Martin, Clerk to the Board Debbie Harris, IT Director Joel Hartley, Planning and Zoning Director Scott Leonard, Parks and Recreation Director Thomas Marshburn, DSS Director Trish Baker, Library Director Sheila Killebrew, Health Director Lillian Koontz, Support Services Director Dwayne Childress, DavidsonWorks Director Pam Walton, Interim Inspections Director Beau Chollett, Assistant Planning and Zoning Director Lee Crook, Budget and Management Analyst Tim Maness, Senior Services Community Engagement Manager Katie Sprayberry, Senior Services Financial Specialist I Doug Duffey, Maintenance Tech IV Randy Mitchell, Lt. Billy Louya, Zoning Officer Josh Tussey, PTRC Executive Director Matt Dolge, PTRC Director of Workforce and Economic Development Wendy Walker-Fox, PTRC Assistant Director of Workforce and Economic Development Jessica Raby, EDC CEO/President Craig Goodson, Davidson Medical Ministries Executive Director Sandy Motley, Planning Board Member Ted Myers, Planning Board Member Joe Hayworth, Davidson County School Board Member Neal Motsinger, Brad Coe, Dwayne Hill, Melissa Hill, Carlton Sink, Sr., Allison Brandon, Randy Thompson, Steve Foster, Ryan Davis, Justin Nifong, and Monica Patel.

**1. CALL TO ORDER**

Chair Shell called the meeting to order.

**2. INVOCATION AND PLEDGE OF ALLEGIANCE**

The invocation and Pledge of Allegiance were led by Commissioner Shores.

**3. RECOGNITION**

**A. Recognition**

There was no formal recognition at the meeting.

**B. Recognition of Veterans**

Veterans in the audience were presented Davidson County Veterans pins and were thanked for their service.

**4. REGISTER FOR PUBLIC ADDRESS**

The Chair noted the need to register if interested in speaking at Public Address.

**5. ADOPTION OF AGENDA**

The Chair reported that due to the anticipated length of the Public Hearings, he was asking that they be moved to follow the Deliberation Agenda.

By a vote of 7-0 as follows, the Amended Agenda was adopted, with the Public Hearings being moved to follow the Deliberation Agenda.

**VOTING**

Motion by: Elliott, Chris  
Second by: Shores, James

Commissioners	YES	NO	ABSTAIN	RECUSE
Steve Shell	X			
Don W. Truell	X			
Chris Elliott	X			
Fred McClure	X			
James Shores	X			
Karen Watford	X			
Todd Yates	X			

**6. PUBLIC ADDRESS**

There was no one registered to speak at Public Address.

**8. ITEMS FOR DECISION/INFORMATION - CONSENT**

**A. Approval of Consent Agenda**

There were no items pulled from the Consent Agenda for discussed.

By a vote of 7-0 as follows, the Consent Agenda was approved as presented.

**VOTING**

Motion by: Truell, Don W.  
Second by: McClure, Fred

Commissioners	YES	NO	ABSTAIN	RECUSE
Steve Shell	X			
Don W. Truell	X			
Chris Elliott	X			
Fred McClure	X			
James Shores	X			
Karen Watford	X			
Todd Yates	X			



<b>B.</b>	<b>Budget Amendments - Assistant County Manager</b>
<b>C.</b>	<b>Approval of Minutes - August 4, 2022 and August 8, 2022 Board of Commissioners' Meeting Minutes</b>
<b>D.</b>	<b>Item to Set for Public Hearing - Rezoning Request by Kirk R. Durham, Jr. to Rezone 3.95+/- acres in Conrad Hill Township from RA-3 to RC</b>
<b>E.</b>	<b>Declare Items Surplus - Computer Scrap</b>
<b>F.</b>	<b>Declare Item Surplus - Items to the VITA Program</b>
<b>G.</b>	<b>Acceptance of Association of Rural and Small Libraries (ARSL) Conferences Scholarships for Library System</b>
<b>H.</b>	<b>Approval to Submit Application for Building Reuse Grant - Project Hercules</b>
<b>I.</b>	<b>Approval of Agreement Between Senior Services and the Piedmont Triad Regional Council (PTRC) - Grocery and Produce Bags</b>
<b>J.</b>	<b>Approval of Agreement Between Senior Services and the Piedmont Triad Regional Council (PTRC) - Congregate and Home Delivered Meals</b>
<b>K.</b>	<b>Approval of Agreement Between Senior Services and the Piedmont Triad Regional Council (PTRC) - Home Delivered Meals Contracted Drivers</b>
<b>L.</b>	<b>Reappointment - Board of Health</b>
<b>M.</b>	<b>Reappointments to the Transportation Advisory Board (TAB)</b>
<b>N.</b>	<b>Appointment to Teaching Scholarship Committee</b>
<b>O.</b>	<b>Appointments and Reappointments for the DavidsonWorks Workforce Development Board and Youth Council</b>
<b>P.</b>	<b>Resolution - Declaring September 2022 as "Preparedness Month" in Davidson County</b>
<b>Q.</b>	<b>Proclamation - 9/11 Day of Remembrance - 21st Anniversary</b>
<b>R.</b>	<b>Approval of Agreement Between Human Resources and Melissa Snapp, PLLC for the Employee Assistance Program</b>
<b>S.</b>	<b>Schedule Public Hearing for Tax Incentive Grant with BL Maker's Market, LLC Pursuant to Davidson County Thomasville Downtown Commercial District Historic Preservation Program</b>
<b>T.</b>	<b>Approve Revised MOU's for Davidson County and Thomasville Rescue Squads (State Prescribed)</b>
<b>U.</b>	<b>Approve MOU between Davidson County and NC DHHS for Provision of DSS Programs for SFY 2022-2023 – SFY 2023-2024</b>
<b>9. ITEMS FOR DECISION/INFORMATION - DELIBERATION</b>	

**A. Presentation by Piedmont Triad Regional Council (PTRC) on Regional Workshop Development Board**

Mr. Smith provided history on this Item. Mr. Dolge was over the Piedmont Triad Regional Council (PTRC) and the Department of Commerce had suggested the PTRC as a possible local Board to merge with. Mr. Dolge thanked the Board for allowing him to come to speak, noting Vice-Chair Truell was on the PTRC Board and did a great job. The State had been pushing the consolidation of workforce development boards around economic zones. The PTRC was a 12-county region, with seven counties in its workforce area. The PTRC had merged economic development and workforce development into one department. It worked closely with all of the community colleges in its catchment area. The PTRC had contracted with Goodwill to provide education in the area. Another key piece of the PTRC was services it offered to employers, as employers were having a hard time filling vacant positions. The PTRCs size had allowed them to build services for employers. Mr. Dolge understood the autonomy of the County, but felt the PTRC had more resources it could bring to the table. The Agency had made online training for employers available during COVID. They were also writing grants and looking for other funds. Packets were distributed to the Board (included with the original Minutes). The process from this point would be to start a discussion on what the Board would look like and what the structure would look like. The purpose of this presentation was to gather interest. The PTRC would commit to running the program for the funds allocated to the County, and would not ask the County to commit additional funds. It would come down to whether the County would want to continue to be the service provider. The PTRC held its contractors to very high standards. Mr. Dolge felt Davidson Davie Community College would still be a training service provider, and if classes were full, folks would be sent to another community college. He reported the WDB could not be expanded without current member approval. He felt the PTRC WDB would not allow counties who were not PTRC members to join the WDB. He understood that keeping both the Lexington and Thomasville offices would be important. Membership on the WDB would be based on population. Bids for service providers go out every three years. The State had talked about a timeline, but Mr. Dolge felt the counties needed to operate on their own timelines.

Mr. Smith reported Staff was looking for direction on a letter of intent. The State was looking for a letter of intent by September 15<sup>th</sup>. Commissioner Elliott felt the County and PTRC had the same philosophies and a good working relationship and he felt the move was inevitable. Commissioner McClure did not feel the move this year was inevitable. Ms. Walton reported our WDB had sent a Resolution to the State in opposition to the realignment. Commissioner Yates felt we may be penalizing our businesses by not having all the resources available in the larger group. Ms. Walton reported she and her Staff knew the Commissioners would make the decision that was best for the County. Chair Shell remarked on the recent hard work by Ms. Walton and her Staff in assisting Inspections. Commissioner Shores felt the County needed to take the next step to start negotiations with the PTRC. The Letter of Intent did not bind the County to any further action.

By a vote of 7-0 as follows, the Board authorized a Letter of Intent be issued setting out the County's intent to initiate conversations with the PTRC.

**VOTING**

Motion by: Yates, Todd  
 Second by: Truell, Don W.

Commissioners	YES	NO	ABSTAIN	RECUSE
Steve Shell	X			
Don W. Truell	X			
Chris Elliott	X			
Fred McClure	X			
James Shores	X			
Karen Watford	X			
Todd Yates	X			

**B. Proclamation - Library Card Sign-Up Month**

Commissioner McClure read the Proclamation.

After its adoption it was presented to Ms. Killebrew and pictures were taken. She thanked the Board for recognizing this event, noting that it coincided with the beginning of the school year. The Library System strived to increase literacy and that strong readers equated to strong learners.

By a vote of 7-0 as follows, the Board proclaimed September 2022 as Library Card Sign-Up Month in Davidson County.

**VOTING**

Motion by: McClure, Fred

Second by: Elliott, Chris

Commissioners	YES	NO	ABSTAIN	RECUSE
Steve Shell	X			
Don W. Truell	X			
Chris Elliott	X			
Fred McClure	X			
James Shores	X			
Karen Watford	X			
Todd Yates	X			

**C. Proclamation - National Senior Center Month**

Commissioner Watford thanked the Board for putting her on the Planning Committee for Aging Services and she spoke about what all it was working on. She then read the Proclamation.

After adoption of the Proclamation it was presented to Ms. Sprayberry and pictures were taken. Ms. Sprayberry thanked the Board for the recognition, noting it was not just a job to Senior Services Staff, but something they all took very seriously. She noted they were still in need of Meals on Wheels drivers.

By a vote of 7-0 as follows, the Board proclaimed September 2022 as Senior Center Month.

**VOTING**

Motion by: Watford, Karen

Second by: Shores, James

Commissioners	YES	NO	ABSTAIN	RECUSE
Steve Shell	X			
Don W. Truell	X			
Chris Elliott	X			
Fred McClure	X			
James Shores	X			
Karen Watford	X			
Todd Yates	X			

**D. Approval of 2023 Commissioners' Meeting Schedule**

By a vote of 7-0 as follows, the Board adopted the Monday evening 2023 Meeting Schedule and adopted the Resolution approving the meeting schedule.

**VOTING**

Motion by: McClure, Fred Second by: Shores, James				
Commissioners	YES	NO	ABSTAIN	RECUSE
Steve Shell	X			
Don W. Truell	X			
Chris Elliott	X			
Fred McClure	X			
James Shores	X			
Karen Watford	X			
Todd Yates	X			

**E. NCACC Legislative Goals Process**

Ms. Harris reported on the Departments that had submitted Legislative Goals: Health Department, Senior Services, County Attorney's Office, Tax Department, Library System, and Sheriff's Office. Commissioner Shores asked that legislation on Operation Green Light be added, along with increasing the Veterans Service Officers in each County. Ms. Harris was directed to send another email out to the Department Heads soliciting Legislative Goals and that this item be added to the September 1<sup>st</sup> and September 12<sup>th</sup> Agenda for continued discussions.

**F. Proposed Amendment to Inspections Fee Schedule**

Mr. Martin stated there was a proposed fee schedule at each Commissioner's seat that dealt with large solar farms. Our current fee schedule dealt more with residential installation, not large solar farms. He had contacted several counties to see what they charged. The criteria for permits was all over the place across these agencies. He and Mr. Chollett had tried to keep the proposal simple. The 20-panel suggestion would encompass any residential situation and put Davidson County in the middle of those surveyed. Commissioner Yates wanted to make sure that we would be adequately compensated for the work that would need to be done on the inspections end. Mr. Chollett spoke about what would have to be inspected. He knew there was a 13,000-panel request coming, and he talked about what would need to be done on each connection through the array. Commissioner Yates felt \$2,500 was not enough money to inspect all of those connections. Mr. Chollett felt it would take one to three men 30 to 45 days of their time to complete all of the inspections for the project. Mr. Frye reported on decreased tax collection for solar farms due to exemptions.

By a vote of 7-0 as follows, the Board approved \$20 per panel to 15 panels and then \$2 per panel above 15 panels.

**VOTING**

Motion by: Yates, Todd  
Second by: McClure, Fred

Commissioners	YES	NO	ABSTAIN	RECUSE
Steve Shell	X			
Don W. Truell	X			
Chris Elliott	X			
Fred McClure	X			
James Shores	X			
Karen Watford	X			
Todd Yates	X			

**7. PUBLIC HEARING**

**A. Rezoning Request by Dwayne R. & Melissa G. Hill in Tyro Township Containing 4.72+/- Acres from RS to RA-1**

Chair Shell declared the Public Hearing open.

Mr. Crook reported this was a request by Dwayne Richard & Melissa Gay Hill to rezone property located in Tyro Township, Tax Map 14, Lots 36A, 36B, and a portion of Lot 36. The property was located on the east side of Tilden Nursery Road approximately 1,650 feet east of the S NC Highway 150 intersection. Rezoning was requested to change from that of RS, Low Intensity Residential District, to that of RA-1, Rural Agricultural District. The property was shown on a slide (PowerPoint slides included with the original Minutes). The property was currently zoned RS, and the owner wanted to place double-wide mobile homes on the tract.

Mr. Hill reported before the building crisis they intended to build stick-built homes on the property, but could not afford to do it in the current market. He wanted to put his sons on the property; both were veterans, and one was disabled with a service dog. He was trying to keep the family together, and this rezoning would allow them to do that. They would be double-wide trailers with permanent foundations.

Mr. Sink reported he did not have a problem if the homes were underpinned and looked neat and that he wanted to be a good neighbor. He spoke about another neighbor who had a rezoning granted and had not complied with what he said he would do on the property. The right-of-way easement was questioned.

Mr. Hill reported he right-of-way easement was 15-feet on both sides of the property line: a 30-foot easement.

Mr. Crook reported Staff was recommending approval because of the wide-ranging housing types in the area and it was felt these types of homes would fit into the neighborhood. Also, the Land Development Plan would support the request.

There being no one else to speak Chair Shell closed the Public Hearing.

By a vote of 7-0 as follows, the Board rezoned property located in Tyro Township, Tax Map 14, Lots 36A, 36B, and a portion of Lot 36 located on the east side of Tilden Nursery Road approximately 1,650 feet east of the S NC Highway 150 intersection, from that of RS, Low Intensity Residential District, to that of RA-1, Rural Agricultural District. The Board also adopted the Resolution on Statement of Consistency.

**VOTING**

Motion by: Shores, James  
Second by: McClure, Fred

Commissioners	YES	NO	ABSTAIN	RECUSE
Steve Shell	X			
Don W. Truell	X			
Chris Elliott	X			
Fred McClure	X			
James Shores	X			
Karen Watford	X			
Todd Yates	X			

**B. Text Amendments - Lot Sizes (Zoning, Subdivision, and Watershed)**

Mr. Leonard reported this was a very important topic, as a change in lot size could affect every property owner in the County. He provided background on how we had gotten to this meeting. Subdivision approvals from 2020 to 2022 were shown on a slide. The number of homes approved had started a conversation on whether the Board was approving too many homes. The only way to slow growth was to increase lot sizes. A subdivision in Thomasville with lots containing 20,000 square-feet, 30,000 square-feet, and 40,000 square feet was shown. Maple Leaf and Sedona were shown on slides, as examples of houses sitting on 20,000 square feet. The jewel of the County was the Meadowlands, it was a planned community with the intermingling of trees, landscaping, and open space. Meadowfield off of Frye Bridge Road was shown: it had townhomes, quadplexes, single-family homes, and twin housing. In 2015 there had been monumental movement in building, as the County had not approved a subdivision in five years. The Board voted to go to 20,000 square-foot lot sizes in hopes of increasing development. Also in 2015, the Legislature had told cities and counties that they could not regulate what homes looked like. This resulted in national tract builders coming to the County, and we ended up with a different type of development; one that maximized the number of homes that could be built. Many had the same size and type of homes that were not as visually appealing. The question was whether to regulate the size or type of home. The school capacity map was shown, and Mr. Leonard noted that many of our schools were over 85% capacity. Lack of sewer in Lexington had created an issue. The legal notice had included a request to increase lot sizes from 20,000 square-foot to 30,000 square-foot. The Board could approve, deny or modify that request.

Mr. Foster reported there were a number of folks in the audience for this hearing. He felt there were things that needed to be addressed before changes were made. Bigger lots resulted in more flexibility in where a house could be placed, but increased clearing would increase water runoff. The larger lots would also increase property values. He was for the larger lots sizes and felt it would be a positive for the County.

Mr. Thompson believed that the issue dealt with preference, perception, and bias. He felt the hoopla on lot sizes did not follow the data. He spoke about the last Planning Board meeting and a Subdivision with a lot of opposition from neighbors. He felt the train had gotten off the track when bias was brought to bear; that there were a lot of people who just did not like the product, and it was not based on data. He provided several slides of data for the area. We were down to 358 homes on the market in Davidson County, when there used to be 800 to 1,500 homes available. Median sales prices were shown, and it was reported the cost had doubled in the past five years. Average days on the market was shown, along with months supply on the market. Davidson County had a very low supply on the market. Houses were selling at 101.8% of the list price. A chart from the Bureau of Housing Statistics was shown, showing folks were struggling with rental and home costs. Mr. Thompson said this was the worst affordability problem he had ever seen. He understood the heartburn about the product we were seeing, but many of the builders from the past were no longer in existence. He asked the Board not to increase the lot sizes.

Mr. Coe felt the core Tennent of conservatism was the right of a property owner to do what he/she wanted with their property, and felt conservative government would not prohibit the right of an individual to do what they wanted to do. He felt if the Board was not careful in how it proceeded, it would limit the choices of sellers and buyers to the detriment of both. He asked the Board to act carefully. There were folks that would stand up and say they wanted homes that cost this or that next to them, and he felt that was prejudicial to other folks. He felt we had a moral mandate to provide homes for all portions of the population, and public opinion was a poor reason for policy change. He stated he knew this Board was conservative. He asked that any diminishment of property owners rights be those necessary to protect the public health, safety and welfare, along with property values.

Ms. Brandon spoke regarding numbers the school boards put out. She felt it showed the schools were full and did not think the new subdivision numbers were included in the data. Schools and preschools were booked. She asked the Board to increase the lot size to 30,000 square feet.

Mr. Davis reported he was born and raised in Davidson County. He felt we did not have a lot size problem, but a development standards problem. No one complained about good development. The County spent money to invest in business and development, and he felt it need to be educated on how we could capitalize on the companies coming to the County. He felt changes needed to be made, but not in lot sizes. He felt the County could force places to look like the Meadowlands if it was through ordinances. He spoke about the median income in Davidson County and the rising cost of homes would not allow our average citizen to buy a new home. He felt a committee needed to be established to come up with what was best for the County. He said he was not saying change was not needed, but it needed to be smart change.

Mr. Nifong spoke about a question at the Planning Board asking if lot sizes were increased, would it result in a prohibition of home building. He felt it would substantially curtail development in the County and may create new problems.

Mr. Motsinger felt the School Board had been providing information on the numbers in the schools and all realized development would increase the number and lead to overcrowding.

Mr. Coe felt the value of labor costs was being overlooked, and felt the recent housing boon had resulted in over \$18 million in labor costs for the County. That it was a major economic driver.

Mr. Leonard reported Staff had history to fall back onto. The Planning Board was the body that approved most subdivisions and heard from the public. The Planning Board wanted to take time to look into all facets of what was needed, and felt a committee may give them the option to see what was needed and could be done. The Planning Board did want to make changes to the MX-R requirements. It had proposed the lot width in the MX-R being increased from 65 feet to 90 feet, and would like to decrease density from three dwellings per acre to two dwellings per acre, and that developers provide at least two housing options/types in the plan. The original intent of the MX-R district was to offer different styles of housing, and we had stopped seeing that. Staff had stayed out of making a recommendation at the Planning Board level. What was different today was that we were now seeing development all over the County, instead of only in the northern end of the County. The I-85 corridor was now an interest area. Mr. Leonard asked that the lot sizes inside watershed areas be increased to 40,000 square feet, however, major subdivisions be allowed to create lots at a minimum of 20,000 square-feet as long as the overall density remains at one dwelling per 40,000 square feet. He also recommended keeping those areas outside the watershed at 20,000 square feet, in hopes to force development into areas that could handle it. The Planning Board recommendation on the MX-R would decrease houses to two per acre.

Mr. Myers reported the Planning Board felt if the MX-R districts were forced to increase the number of housing options in the plan it would improve the character. Mr. Hayworth reported the Planning Board was also okay with three types of housing in the MX-R. Commissioner Yates felt three types of housing were needed. Commissioner Watford liked the idea of a committee to study what was needed on lot sizes. Mr. Leonard spoke on the housing types and styles and felt this would breed competition. Commissioner Elliott noted he saw both the developers and owners interests, along with the school board, but there had also been questions about sufficient EMS, fire and police protection. Mr. Leonard reported Staff had done research on other counties that may be in the same situation as we were, and these were Iredell, Alamance, Johnston and Randolph, and he spoke about what was allowed in each jurisdiction. He noted the question was what we wanted to look like when we were built out. The thought was to get developers to look at areas like Thomasville and Denton. Staff felt lot sizes outside of the watershed area could remain at 20,000

square-foot, but if the Board wanted to do something Countywide the staff would recommend 30,000 square-foot.

Ms. Patel reported she lived in Charlotte but had property in Davidson County. She felt a change would increase home costs because it would increase the cost of the property where the homes were built, and the cost of the property would be passed along to the consumer. She felt 20,000 square-foot was a good lot size.

Commissioner McClure spoke about the process of going from 40,000 square-foot to 20,000 square-foot and knew folks in the northern end of the County felt there was too much crowding. Mr. Leonard repeated the recommendation at the request of Commissioner Watford. The request was to increase lot sizes to 40,000 square-foot but allow density averaging in the watershed areas, this would allow an individual to build on .5 acres, but they would have to conserve the remaining .5 acres area. Staff was recommending staying at 20,000 square-foot lots outside of the watershed areas. The Health Department had said that 20,000 square-foot lots allow for sewerage repairs to septic systems. How roads were taken over by the State could be something the committee could look into. There could be wording added that a developer post a bond that would be held until the road was taken over by DOT.

The Public Hearing was closed.

By a vote of 7-0 as follows, the Board approved the Planning Board's recommendation for MX-R districts of increasing housing types to three and to broaden the types of housing, including widening of the road width. The Board also decreased the number of homes per acre from three to two in MX-R districts.

**VOTING**

Motion by: Elliott, Chris  
 Second by: Shores, James

Commissioners	YES	NO	ABSTAIN	RECUSE
Steve Shell	X			
Don W. Truell	X			
Chris Elliott	X			
Fred McClure	X			
James Shores	X			
Karen Watford	X			
Todd Yates	X			

**CONTINUED DISCUSSION ON LOT SIZES AND VOTE**

Commissioner Yates asked the Planning Board members in attendance for their thoughts. Both Mr. Myers and Mr. Hayworth felt the wisest choice was to put a committee together to conduct research and come back with recommendations. Mr. Hayworth felt we needed to look at more open space to decrease water runoff. The road situation was another thing that needed solutions. Commissioner Watford inquired into the makeup of the committee to which Mr. Leonard reported it would be Planning Board members, Commissioner members and Staff. It was also felt someone from the school system needed to be brought in.

Upon motion by Commissioner Yates and second by Commissioner Shores, the Board voted unanimously to approve the Staff recommendation of 40,000 square-foot with the density averaging requirement in the watershed areas of the County and 30,000 square-foot lots outside of the watershed areas until the committee came back with recommendation to the Commissioners for further consideration.



**10. CLOSED SESSION**

**A. Closed Session**

By a vote of 7-0 as follows, the Board went into Closed Session for matters of Personnel, Attorney/Client and Economic Development.

**VOTING**

Motion by: McClure, Fred  
Second by: Elliott, Chris

Commissioners	YES	NO	ABSTAIN	RECUSE
Steve Shell	X			
Don W. Truell	X			
Chris Elliott	X			
Fred McClure	X			
James Shores	X			
Karen Watford	X			
Todd Yates	X			

**B. Closed Session - Economic Development**

**C. Closed Session - Attorney/Client**

**D. Closed Session - Personnel**

**E. Return to Open Session**

By a vote of 7-0 as follows, the Board returned to Open Session.

**VOTING**

Motion by: Shores, James  
Second by: Elliott, Chris

Commissioners	YES	NO	ABSTAIN	RECUSE
Steve Shell	X			
Don W. Truell	X			
Chris Elliott	X			
Fred McClure	X			
James Shores	X			
Karen Watford	X			
Todd Yates	X			

**REPORT ON CLOSED SESSION**

Mr. Frye reported the Board had considered three matters of Personnel and have given direction to the County Manager. The Attorney/Client matter was regarding pending litigation with Windstream, and the Board had given direction to the County Attorney for further action. The Economic Development matter was for information and no action had been taken.

**11. ADJOURNMENT**

**11.A. Adjourn**

By a vote of 7-0 as follows, the meeting was adjourned.

**VOTING**

Motion by: McClure, Fred  
Second by: Shores, James

Commissioners	YES	NO	ABSTAIN	RECUSE
Steve Shell	X			
Don W. Truell	X			
Chris Elliott	X			
Fred McClure	X			
James Shores	X			
Karen Watford	X			
Todd Yates	X			

  
Deborah J. Harris  
Clerk to the Board

  
Steve Shell, Chair  
Davidson County  
Board of Commissioners

**DAVIDSONWORKS BOARD MEETING  
Minutes**

**DATE:** Thursday, August 25, 2022

**TIME:** 8:00 A.M.

**PLACE:** DavidsonWorks & Virtual

**MEMBERS:** Board Chair - Brian Hughes, Vice Chair- Jane Murphy, Ashley Bell, Kat Berrier, Jonathan Brown, Don Clinard, LaRue Cribb, David Davis, Craig Goodson, Steve Googe, David Hiller, Chris Kennedy, Ra'Shanna Liles, Sandy Motley, Hal Routh, and Barry Sink, Selena Stover

**MEMBERS ABSENT:** Pamela Bell, Kevin Chapman, John Clowney, Stacy English, Michael Holmes, Jody Lawrence, Dan Mathews, Fred McClure, Jeff McIntyre, and Steve Shell

**GUESTS:** Casey Smith, County Manager, Davidson County; Tim Maness, Davidson County Budget Analyst; Sherri Trotter, Director of Get REAL; and Joe Wallace, Lexington Chamber

**STAFF:** Pam Walton, Beth Mitchell, Cris Waugh, and Eric Torrence

**EMAIL:** Agenda and Minutes

**RECAP of August 25, 2022 Meeting**

1. WDB, Chair Brian Hughes, called the meeting to order
2. Minutes from the May 26, 2022 meeting were approved
3. DavidsonWorks Business & Industry Manager Cris Waugh – “Employer of the Month”
4. Workforce Development Board Realignment discussion

**I. Welcome / Introductions**

Brian Hughes – Workforce Development Board Chair, welcomed everyone and thanked them for their attendance. It is required that a roll call be made at the beginning of each meeting and for every vote.

**II. Item for Approval**

*Minutes*

A motion was made by Don Clinard, and a second by Steve Googe, to approve the minutes from the May 26, 2022 meeting as written followed by unanimous approval by the full board.

### III. Workforce Development Board Realignment Discussion

Pam reminded the WDB of previous discussions the Board has had about realignment of workforce boards across the state. In the fall of 2021, the NCWorks Commission introduced and adopted a new strategic plan in which one of the goals is the realignment and consolidation of workforce development boards across the state. Key wording included in the realignment goal is to eliminate single county workforce areas, and to more closely align boards with economic property zones and councils of government throughout the state.

Davidson County Manager, Casey Smith was in attendance for the WDB meeting and shared information with the WDB from meetings he has had with Assistant Secretary of Commerce Chet Mottershead, and also Matthew Dolge from Piedmont Triad Regional Council of Governments. Casey informed the WDB that the Davidson County Board of Commissioners had voted on Monday night, August 22, to move forward with a Letter of Intent to the Department of Commerce, which is required from local areas who want to pursue realignment with another area.

Casey answered questions from WDB members and let them know that the commissioners are looking at what is best for job seeking customers and employers in Davidson County and will make the best decision they can for realignment. The Letter of Intent sent to the state says that Davidson County is moving forward, but also wanting to ensure that the citizens of Davidson County workforce needs will still be served.

### IV. Closing Remarks

Pam thanked everyone for attending the meeting. The next WBD Board meeting is scheduled for Thursday, October 27, 2022.

### V. Adjournment

Time having expired the meeting was adjourned.

# Assessing WDB Realignment

## Based on Labor Market Commuting & Regional Economic Development

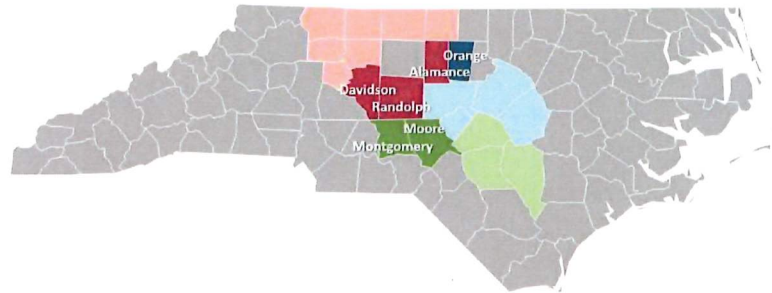
The Labor and Economic Analysis Division (LEAD) was asked to examine the proposed realignment of workforce development boards and determine if the proposals are consistent with:

- Natural labor market areas and commuting pattern data; and
- Regional economic development areas.

For this analysis, LEAD utilized US Census LEHD data on employment commuting in two ways: (1) as the core input to a methodology for partitioning the state into interconnected labor market regions; and (2) to assess the level of commuting of each proposed county to its new workforce development board.

Specifically, LEAD was asked to review the alignment of the following counties to the proposed workforce development boards:

1. **Orange:** Joining Capital Area
2. **Alamance:** Joining Piedmont Triad
3. **Randolph:** Joining Piedmont Triad
4. **Davidson:** Joining Piedmont Triad
5. **Montgomery:** Joining Mid-Carolina
6. **Moore:** Joining Mid-Carolina



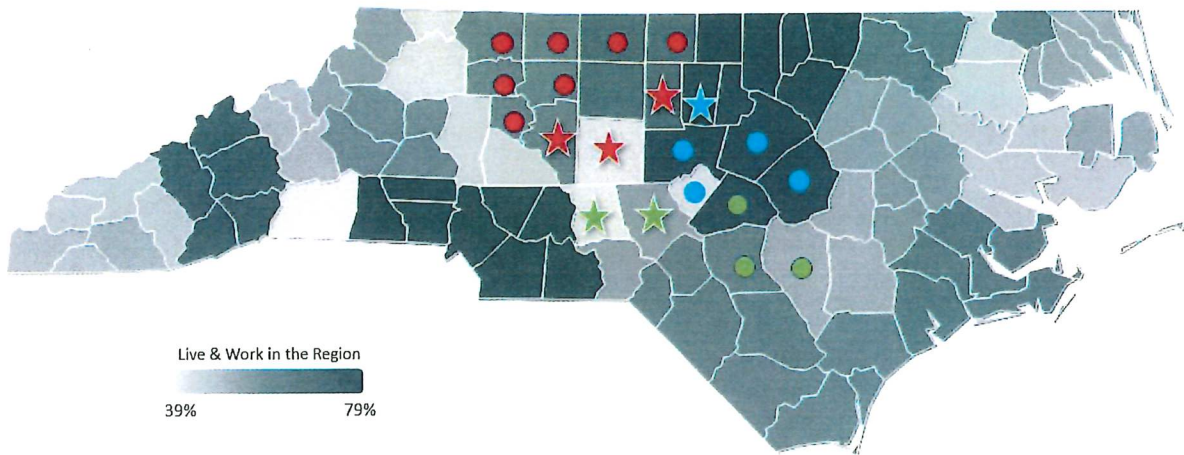
### LABOR MARKETS & COMMUTING

#### Interconnected Labor Markets

LEAD developed a methodology in 2014 to define the state's labor markets based on a clustering algorithm that mimics and updates the [USDA's Commuting Zones](#). This work assesses commuting between two counties/regions in both directions – as opposed to an MSA definition that only considers commuting from suburban/rural counties to a central urban hub. LEAD's Interconnected Labor Market research was [updated in 2021](#) using the latest Census LEHD data (2019, which is still the most current).

The maps below visualize the interconnected labor markets of the state using this methodology. The color of the region reflects the strength of the commuting relationship – i.e. the percent of private sector workers living and working in the region for their primary job. The darkest colors in the Triangle and Charlotte reflect a strong regional labor market comprised of those counties. The lighter shades suggest that the labor market region is weakly connected and commuting relationships may be torn between multiple regions. For instance, Lee County isn't connected to any other county because there is solid commuting both north and east towards the Triangle, southeast towards Fayetteville, and southwest toward Pinehurst. For Randolph and Montgomery Counties, data shows a connection to each other, but a very weak one – reflecting the same divided commuting to other regions as Lee.

Interconnected Labor Markets Map



### Analysis

- **Orange, Alamance, and Davidson:** The proposed WDB alignments conform well to the regions identified in the interconnected markets for Orange, Alamance, and Davidson Counties.
- **Randolph:** Randolph County connects most-closely with Montgomery County, but that relationship is the weakest in the state. So, aligning to the Piedmont Triad Regional Partnership (PTRP) is not completely objectionable using just this analysis.
- **Montgomery and Moore:** Montgomery and Moore Counties are also loosely connected to other counties outside of their proposed WDB region (to Randolph and Richmond respectively).

The following county-to-county commuting data provides further information to help assess whether the proposed realignment is supported by commuting data.

### **County-to County Commuting Within the New Workforce Development Board Region**

LEAD utilized Census LEHD origin-destination data to identify commuting patterns from 2019 (latest available). The following tables illustrate the number and percentage of the 6 study county residents who work in counties located in the new proposed WDB region, along with a total for the region. For instance, 9,210 workers that live in Orange County work in Orange County. This represents 27.1% of the total workers living in Orange. In total, 49.0% of workers living in Orange County (16,549) worked in the New Capital Area WDB Region. Additional tables are included to show the top five counties that resident workers commute to work outside of the proposed region. In this assessment, only [private sector, primary employment](#) was utilized in the analysis of commuting.

**Table 1 – Orange County Residents Working in the Proposed New Capital Area WDB Region**

County Working In	Resident Workers*	% of County's Resident Workers*
Orange County	9,210	27.1%
Wake County	4,920	14.5%
Chatham County	1,658	4.9%
Johnston County	716	2.1%
Lee County	145	0.4%
<b>New Capital Area Region Total</b>	<b>16,649</b>	<b>49.0%</b>

**Top 5 Counties Residents Commute to Outside of the Proposed Region**

Durham County	5,464	16.1%
Alamance County	3,843	11.3%
Guilford County	976	2.9%
Mecklenburg County	691	2.0%
Person County	498	1.5%
Rest of NC	5,887	17.3%

\* County residents working in North Carolina in the private sector at their primary job, 2019.  
Source: US Census Bureau LEHD

**Table 2 - Alamance County Residents Working in the Proposed New Piedmont Triad WDB Region**

County Working In	Resident Workers*	% of County's Resident Workers*
Alamance County	25,092	47.6%
Caswell County	1,260	2.4%
Rockingham County	1,226	2.3%
Forsyth County	1,142	2.2%
<i>Randolph County</i>	980	1.9%
<i>Davidson County</i>	437	0.8%
Stokes County	126	0.2%
Davie County	96	0.2%
Yadkin County	77	0.1%
Surry County	50	0.1%
<b>New Piedmont Triad Regional Council Total</b>	<b>30,486</b>	<b>57.8%</b>

**Top 5 Counties Residents Commute to Outside of the Proposed Region**

Guilford County	7,727	14.7%
Orange County	2,289	4.3%
Wake County	2,112	4.0%
Durham County	1,187	2.3%
Mecklenburg County	1,001	1.9%
Rest of NC	7,910	15.0%

\* County residents working in North Carolina in the private sector at their primary job, 2019.  
Source: US Census Bureau LEHD

**Table 3 - Randolph County Residents Working in the Proposed New Piedmont Triad WDB Region**

County Working In	Resident Workers*	% of County's Resident Workers*
Randolph County	18,818	49.7%
Davidson County	3,114	8.2%
Forsyth County	1,245	3.3%
Alamance County	681	1.8%
Rockingham County	317	0.8%
Davie County	211	0.6%
Stokes County	182	0.5%
Yadkin County	119	0.3%
Surry County	86	0.2%
Caswell County	74	0.2%
<b>New Piedmont Triad Regional Council Total</b>	<b>24,847</b>	<b>65.7%</b>

**Top 5 Counties Residents Commute to Outside of the Proposed Region**

Guilford County	5,050	13.3%
Chatham County	870	2.3%
Montgomery County	618	1.6%
Moore County	584	1.5%
Wake County	573	1.5%
Rest of NC	5,304	14.0%

\* County residents working in North Carolina in the private sector at their primary job, 2019.  
Source: US Census Bureau LEHD

**Table 4 - Davidson County Residents Working in the Proposed New Piedmont Triad WDB Region**

County Working In	Resident Workers*	% of County's Resident Workers*
Davidson County	16,374	45.7%
Forsyth County	3,665	10.2%
Randolph County	2,671	7.5%
Davie County	520	1.5%
Alamance County	308	0.9%
Stokes County	294	0.8%
Surry County	285	0.8%
Yadkin County	210	0.6%
Rockingham County	206	0.6%
Caswell County	52	0.1%
<b>New Piedmont Triad Regional Council Total</b>	<b>24,858</b>	<b>68.7%</b>

**Top 5 Counties Residents Commute to Outside of the Proposed Region**

Guilford County	3,649	10.2%
Rowan County	1,048	2.9%
Mecklenburg County	758	2.1%
Wake County	510	1.4%
Iredell County	463	1.3%
Rest of NC	4,778	13.3%

\* County residents working in North Carolina in the private sector at their primary job, 2019.  
Source: US Census Bureau LEHD



**Table 5 - Montgomery County Residents Working in the Proposed New Mid-Carolina WDB Region**

County Working In	Resident Workers*	% of County's Resident Workers*
Montgomery County	2,474	37.1%
Moore County	578	8.7%
Harnett County	94	1.4%
Cumberland County	56	0.8%
Sampson County	5	0.1%
<b>New Mid-Carolina Region Total</b>	<b>3,207</b>	<b>48.1%</b>

**Top 5 Counties Residents Commute to Outside of the Proposed Region**

Stanly County	599	9.0%
Randolph County	555	8.3%
Richmond County	317	4.8%
Guilford County	190	2.9%
Mecklenburg County	130	2.0%
Rest of NC	1,665	25.0%

\* County residents working in North Carolina in the private sector at their primary job, 2019.  
Source: US Census Bureau LEHD

**Table 6 – Moore County Residents Working in the Proposed New Mid-Carolina WDB Region**

County Working In	Resident Workers*	% of County's Resident Workers*
Moore County	14,016	47.1%
Cumberland County	1,190	4.0%
Harnett County	1,044	3.5%
Montgomery County	661	2.2%
Sampson County	94	0.3%
<b>New Mid-Carolina Region Total</b>	<b>17,005</b>	<b>57.2%</b>

**Top 5 Counties Residents Commute to Outside of the Proposed Region**

Richmond County	1,861	6.3%
Lee County	1,459	4.9%
Hoke County	1,362	4.6%
Wake County	820	2.8%
Scotland County	656	2.2%
Rest of NC	6,574	22.1%

\* County residents working in North Carolina in the private sector at their primary job, 2019.  
Source: US Census Bureau LEHD

Analysis

- **Orange, Davidson, Randolph:** County-to-county commuting data also generally supports the inclusion of Orange, Davidson, Randolph Counties in their respective proposed WDB – with over a 1,000 commuting from those counties to at least two others in the region. The new proposed Piedmont Triad Regional WDB area supplied over 65% of Randolph County workers' private sector, primary jobs in North Carolina in 2019 and 69% of Davidson's. However, in all three instances, the external county with the highest commuters is not a part of the proposed WDB region.

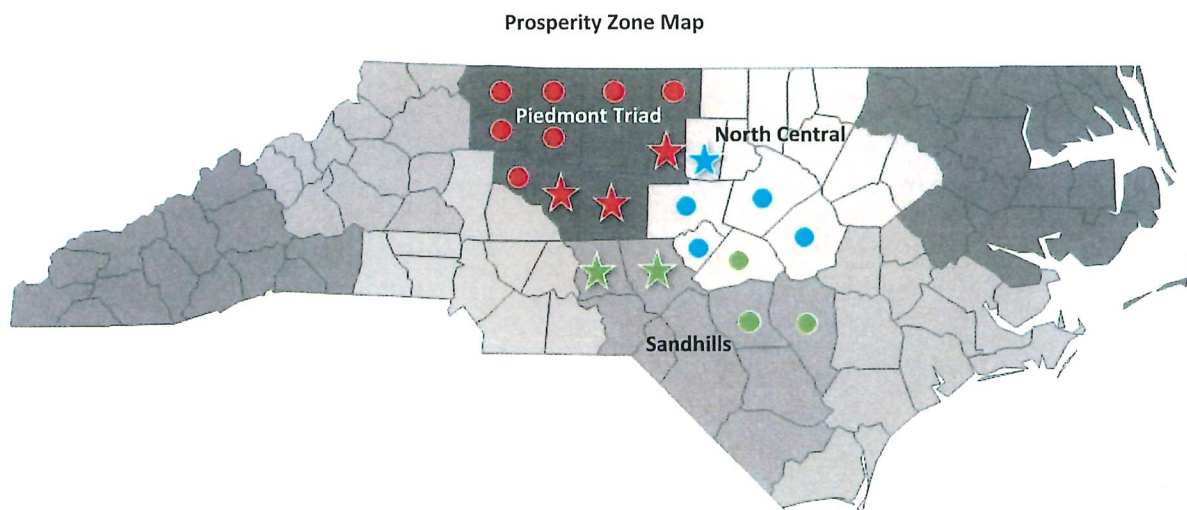
- **Alamance:** The data is supportive of the proposed alignment for Alamance but less definitively. The three external counties that provided the most jobs to the workers are outside of the Piedmont Triad Regional WDB area. However, commuters are heading in different directions (Guilford to the west and Orange and Wake to the east). Using just external commuting as a guide, argument could be made that Alamance County can be included in a number of existing WDB regions.
- **Montgomery and Moore:** The county-to-county commuting does not provide as much clarity for Montgomery and Moore Counties. The proposed Mid-Carolina WDB region provided less than half of Montgomery County workers' private sector, primary jobs in North Carolina. Seven of the top eight external counties that Montgomery County residents worked in were outside of the proposed region. In Moore, the top three external counties where residents worked in 2019 are not a part of Mid-Carolina.

## **REGIONAL ECONOMIC DEVELOPMENT**

### **Prosperity Zones**

In 2014, the state legislature created eight Prosperity Zones to better serve local communities, businesses, and residents for economic development, workforce development, transportation, and environmental quality issues. The Department of Commerce and Economic Development Partnership of North Carolina use Prosperity Zones to assign regional staff supporting workforce and economic development.

As the map below illustrates, the proposed board alignment generally conforms to the Prosperity Zones of the state. The county that does not conform to this geography is one that is not being considered for realignment, Harnett County.



### **Regional Economic Development Corporations**

Prosperity Zones replaced state funding for regional economic development corporations. Without state funding, some entities dissolved while some expanded to include greater geographic footprints. The private entities still in existence primarily market their region to businesses and talent and play a supporting role in recruitment and expansion projects to varying degrees.

In the Triangle, [Research Triangle Regional Partnership](#) (RTRP) markets a 14-county region that includes the entire proposed Capital Area WDB. Additional counties in the region include Harnett, Person, Granville, Warren, Franklin, Nash, Wilson, and Vance (although Vance is not an official RTRP member). In the Triad, the [Piedmont Triad Partnership](#) serves a 12-county region that includes the entire newly proposed Piedmont Triad Regional WDB area plus Guilford and Montgomery Counties. [North Carolina's Southeast](#) markets a 20-county area from Anson to Craven – including Moore and Montgomery (which appears to be a member of two regional partnerships according to their websites). Except for Harnett County, all Mid-Carolina WDB counties are included in the North Carolina's Southeast.

#### Analysis

- Both geographies of the state's Prosperity Zones and private regional economic development organizations support the inclusion of the proposed counties to their respective workforce development boards.
- The only possible exception is Montgomery County, which appears to be torn between aligning with the Piedmont Triad or the Southeast.

#### **SUMMARY**

Taken altogether, regional labor market analysis, commuting patterns, and regional economic development structures clearly support the inclusion of Orange County into the Capital Area WDB, and Alamance, Davidson, and Randolph into the Piedmont Triad Regional Partnership WDB. Regional economic development structures also support the inclusion of Moore and Montgomery into the Mid-Carolina WDB. However, neither Moore or Montgomery County has a strong labor market connection to another county or region, reflecting the fact that residents tend to commute in multiple directions. Commuting data is inconclusive as to whether Mid-Carolina is the appropriate workforce development board region for these two counties.



## Piedmont Triad Regional Job Training Consortium

### Meeting Minutes

Wednesday, November 2, 2022

#### Member Present:

Mark Richardson – Chief Local Elected Official (CLEO)  
 Fleming El-Amin  
 Kevin Austin  
 John Larson

#### Members Absent:

Terry Renegar  
 Rick Morris  
 Van Tucker  
 Nathaniel Hall

Mark Richardson called the Piedmont Triad Regional Job Training Consortium meeting to order and welcomed everyone.

- 1) Realignment Presentation: Jenni Harris and Chet Mottershead, NC Department of Commerce
  - i. Chet presented information on the current workforce development boards and the importance of realignment to lower the number of workforce boards and ease the burden for company's wanting to engage.
  - ii. Jenni Harris highlighted the data researched leading to the state's recommendation to realign. Most important were commute patterns across county lines.
- 2) Workforce and Economic Development Fiscal Update: Jarrod Hand, Financial Director
  - i. WIOA funds are on a two-year funding cycle and our goal is to expend 70% of our funding in the first year.
  - ii. Typically, we receive 10-15% of funds in July, with the remaining funding coming in October.
  - iii. All counties are allowed to allocate 10% of funding to administration. Allocations from the state have been lowered each year, due to a low unemployment rate.
  - iv. With realignment, we are able to allocate funds that were previously used as admin to other projects.
- 3) Workforce and Economic Development Strategic Update: Jessica Raby, Workforce and Economic Development Assistant Director
  - i. Workforce and Economic Development has merged at PTRC and this allows us to make the most effective use of our resources and partnerships.
  - ii. Mobile Unit Fleet – Large Mobile Unit and our Mini Mobile Unit are equipped with Wi-Fi and allows us to go to areas not close to our Career Centers, when needed, to provide services like FAFSA workshops.
  - iii. Talent attraction – NCTriad.com leveraged with funds outside of WIOA.
  - iv. Institute for Emerging Issues – Partnership with NC State. We identified a cohort of 5 individuals from Rockingham, Forsyth, Caswell, and Surry counties, as well as our staff member, Exodus Moon to complete a robust workforce development

## Local Area

### Counties

Caswell  
 Davie  
 Forsyth  
 Rockingham  
 Stokes  
 Surry  
 Yadkin

### Consortium

### Members

Mark Richardson  
 Rockingham

Nathaniel Hall  
 Caswell

Terry Renegar  
 Davie

Fleming El-Amin  
 Forsyth

Rick Morris  
 Stokes

Van Tucker  
 Surry

Kevin Austin  
 Yadkin

John Larson  
 City of Winston-  
 Salem

## Local Area

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Mark Richardson  
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Surry

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Yadkin

John Larson  
City of Winston-  
Salem

curriculum. Upon completion, the cohort members will receive the designation of Certified Workforce Development Professionals.

- v. Carolina Across 100 – Partnership with NC Impact, focused on opportunity youth. Our project’s priority will be strengthening the connection between Youth and the places where they live. Exposing Youth not only to work opportunities but also the quality of life pieces of their communities.

4) Request for approval to accept the counties of Alamance, Davidson and Randolph as members of the Northwest Piedmont Job Training Consortium

5) Request for approval to change the name of the Northwest Piedmont Job Training Consortium to Piedmont Triad Regional Job Training Consortium

6) Roll Call Vote:

- i. There being no further questions, a motion was made by Fleming El-Amin to approve.

- ii. The motion was seconded by Kevin Austin.

- iii. Items 4 and 5 above were approved, by the members present. Due to a lack of quorum the items will be presented for electronic vote for those who were absent

7) There being no further business, motion was made to adjourn.

8) Request for electronic vote was sent via email November 3rd.

- i. Items 4 and 5 were approved by those voting electronically November 8th.

**RESOLUTION SUPPORTING THE NORTH CAROLINA DEPARTMENT OF COMMERCE  
& NC WORKS COMMISSION'S EFFORTS TO REALIGN WORKFORCE DEVELOPMENT BOARDS**

**WHEREAS**, the North Carolina Department of Commerce, North Carolina Works Commission's Governance and Alignment Committee is considering consolidation of the state's local workforce development areas; and

**WHEREAS**, the North Carolina Works Commission's efforts consider realignment of local workforce boards by prosperity zones or some other configuration that will likely result in a reduction in the number of workforce development boards in North Carolina, but not a reduction in quality or production of workforce development boards in North Carolina; and

**WHEREAS**, The Piedmont Triad Regional Local Workforce Development Area includes Caswell, Davie, Forsyth, Rockingham, Stokes, Surry and Yadkin Counties; and

**WHEREAS**, the Piedmont Triad Regional Local Workforce Development Area was designated by the North Carolina Division of Workforce Solutions based on factors such as common community growth patterns anchored by metropolitan and micropolitan statistical areas, shared labor pools, commuting patterns, coordinated economic development strategies, regional alignment with state and federal programs and services, and empowered to carry out programs and services that are of mutual interests to member governments within the seven-county local area; and

**WHEREAS**, the Piedmont Triad Regional Local Workforce Development Area is the designated planning and administrative area to receive funds from the Workforce Innovation and Opportunity Act (WIOA) for Caswell, Davie, Forsyth, Rockingham, Stokes, Surry, and Yadkin counties and charged with the oversight and implementation of these programs and activities; and

**WHEREAS**, the Piedmont Triad Regional Council of Governments is a federally recognized regional Economic Development District (EDD) that coordinates with the workforce system and shares the same local and community decision makers; and

**WHEREAS**, the Piedmont Triad Regional Council of Governments serves as the fiscal agent and/or administrative entity for WIOA funding and programs; and

**WHEREAS**, realignment of the Piedmont Triad Regional Local Workforce Development Area serves the best interest of Alamance, Davidson, and Randolph Counties; and

**WHEREAS**, realignment of the Piedmont Triad Regional Local Workforce Development Area to the Piedmont Triad Prosperity Zone does reflect the labor market areas, commuting patterns, and local economic connections that are required for local workforce areas by federal law; and

**WHEREAS**, Alamance, Davidson, Randolph Counties, in alignment with Caswell, Davie, Forsyth, Rockingham, Surry, Stokes, and Yadkin Counties represent a functional economic region that promotes collaboration and regionalism; and

**WHEREAS**, realignment to the Piedmont Triad Prosperity Zone will create connection and will likely increase participation by Alamance, Davidson, and Randolph Counties business leaders, government, and citizens in the workforce development board activities and services.

**NOW, THEREFORE, BE IT RESOLVED** that the Piedmont Triad Regional Workforce Development Board hereby approves the realignment of the Piedmont Triad Regional Local Workforce Development Area as a part of the Piedmont Triad Prosperity Zone to include Alamance, Davidson, and Randolph Counties.

**BE IT FURTHER RESOLVED** that Piedmont Triad Regional Workforce Development Board commends the North Carolina Department of Commerce and North Carolina Works Commission's approach to seek collaboration with workforce development boards, Councils of Governments, local elected officials, and economic development representatives.

**BE IT FURTHER RESOLVED** that a copy of this Resolution be sent to the Chairmen of the Alamance, Davidson, and Randolph County Board of Commissioners, the Secretary of the North Carolina Department of Commerce, and the Chairperson of the North Carolina Works Commission.

Adopted this 2<sup>nd</sup> day of November, 2022.

**ATTEST:**



Shameka McCain, Clerk

**PIEDMONT TRIAD REGIONAL WORKFORCE  
DEVELOPMENT BOARD**



Darren Poole, Chair