

**NCWorks Commission**

**Business Session  
November 14, 2018**

**10:30 am**

**Minutes**

Present:

Chair Tom Rabon, Josh Arant, Shawn Brown, Sherry Carpenter, Mel Chernoff, Tara Myers (for Secretary Mandy Cohen), Nate Davis, Jess Englert (for Governor Roy Cooper), Secretary Tony Copeland, Osceola Ellis, Jeff Frederick, Christopher Gergen, President Peter Hans, Susan Jackson, John Kirkman (for Mark Johnson), Joe Magno, Marti Matthews Martin, MaryBe McMillan, Mike Okun, Stephen Rosenburgh, Sergi Roura, Secretary Machel Sanders, Stan Sherrill, Walter Siegenthaler, Ronnie Smith, Scott Daugherty (for Margaret Spellings), Kim Toler, Pam Townsend, and Chris Watters

Absent: Olalah Njenga, Joe Rogers, and Hope Williams

**OPENING BUSINESS**

Secretary Tony Copeland introduced Tom Rabon as the new Chair of the NCWorks Commission. He also welcomed two new commission members from the Asheville area, Himanshu Karvir and Brock Ashburn.

Mr. Rabon introduced himself to the commission and shared that he currently serves as Chairman Emeritus of New Kind, a branding and marketing agency that helps companies grow from the inside out. He noted that he has thirty years of experience in the public and private sectors and is excited about the opportunity to lead the Governor's workforce board. He is eager to work with the NCWorks Commission to support Governor Cooper's NC Job Ready Initiative.

Mr. Rabon asked for motion regarding the minutes of August 8, 2018. Motion was made by Stan Sherrill to approve the minutes as written and seconded by Joe Magno. Motion carried.

**NCWORKS CAREER PATHWAYS CERTIFICATIONS AND ONE YEAR IMPACT STUDY**

Dr. Dion Clark, Director of the NCWorks Career Pathways Program provided highlights of the one-year impact study report that synthesizes the 13 pathways that have reached one year. The report is based on information submitted by the workforce development boards, community colleges, and high schools. The data indicates a need for career pathways; they are impactful and provide critical tools for improved collaboration among employers and partners for the counties who need it.

January 28 through February 1, 2019 will be the NCWorks Career Pathway Week.

Dr. Clark recognized that the commission certified the following pathway as the 35<sup>th</sup> NCWorks Certified Career Pathway:

- Eastern Carolina's pathway in Transportation, Distribution, and Logistics (Wayne, Greene, Duplin, Lenoir, Jones, Craven, Onslow, Pamlico, and Carteret counties)
- The commission also recognized Cape Fear for their Construction Technology pathway. They were certified in May 2018 but were unable to receive their certificate until the November meeting (Pender, Columbus, New Hanover, and Brunswick counties).

## **SUPPORTING OUR NC VETERANS**

Ms. Catherine Moga Bryant shared the great efforts across the state to help veterans live and work in North Carolina. She announced a new web portal for veterans to find jobs in NC through NCWorks. This new portal allows an easier crosswalk between military jobs and civilian jobs for better job skill matching.

Ms. Moga Bryant shared three Spotlights on Local Innovation published by the commission that are focused on our NC Veteran population:

- **NC4ME** – In partnership with NCWorks, conducts hiring events across the state. In contrast to typical “job fairs,” companies arrive ready to conduct interviews prearranged based on the knowledge, skills, and interests of participating service members and veterans.
- **Welcome Home, Hickory** – A twice a year hiring event and resource fair with family activities for military service members and their families. Hickory and the local employers pay for housing, gas, transportation to the event and has had great success in hiring veterans.
- **Veterans in Piping** – A national skills-trade program designed for veterans who are transitioning within the next six to eight months. Mandated by the United States Department of Defense, the program offers 18 weeks of free classroom and hands-on training in the welding and piping industry to service members with no previous welding or pipe fitting experience.

## **COMMUNITY COLLEGES – CREDIT FOR MILITARY TRAINING**

Susan Barbitta, Executive Director of Student Success, shared information about the community college program to give credit for military training and experience. Faculty members have recommended awarding approximately 4,000 semester credit hours for prior experience and training.

## **CAREER PATHWAYS CERTIFICATION**

The commission certified the NCWorks Career Centers in the Eastern Carolina and Cumberland County local workforce areas. The two local workforce areas were recommended for certification:

1. Cumberland County Workforce Development Board  
South Central Prosperity Zone  
Counties: Cumberland
2. Eastern Carolina Workforce Development Board  
Southeast Prosperity Zone  
Counties: Carteret, Craven, Duplin, Lenoir, Pamlico, Greene, Jones, Onslow, Wayne

## **COMMITTEE UPDATES**

Chair Rabon moved to the committee reports.

### **Business Engagement**

Marti Matthews Martin, Chair of the Business Engagement Committee shared that the State Agency Marketing Group has updated and streamlined the NCWorks for Business tool with more business-friendly language and is working on a web-based outreach strategy and collaborating with Economic Development Partnership of North Carolina and Business Link North Carolina (BLNC) to launch an 800-number for businesses to call. The group has also collaborated to develop a resource guide for BLNC staff to use when answering 1-800 calls. The committee is overseeing the development of cross-training videos for state agencies that provide workforce development services to businesses. Also, the committee is working with Department of Commerce's Labor and Economic Analysis Division to create an inventory of soft skills training programs and strategies across the state.

### **Performance and Accountability**

Mel Chernoff, Chair of the Performance and Accountability Committee, noted that the committee has had a very productive couple of years. They established local workforce development board measures and worked with the Commerce Division of Workforce Solutions to develop custom reports for the local boards to track their performance, and they will continue to work with LEAD to publish the Sixth Annual Workforce System Performance Report. The committee also works with LEAD to develop an information sheet for NC labor market data. The committee recognized the boards that exceeded their targets for program year 2017 for the NCWorks Commission Local Workforce Development Board Performance Measures:

- Lumber River – exceeded all targets by the largest margins collectively
- High Country – exceeded all business targets by the largest margin
- Kerr Tarr – exceeded adult training target by largest margin
- Lumber River – exceeded youth training target by largest margin

### **Education and Training**

Stan Sherrill, Chair of the Education and Training Committee, provided an update on the committee's recent activities. Together with LEAD, the committee is working to identify the mismatches between existing education and training programs and the current needs of North Carolina's employers. The committee is examining how the commission can promote, endorse, and monitor the certification process and implementation of NCWorks Certified Career Pathways, to identify areas for enhancements either to the process, to the criteria itself, and/or regarding future performance metrics. Working with workforce system partners, the committee is exploring opportunities to change public perception of the wide range of educational options available to students that can lead to in-demand occupations. The committee has also developed recommendations for improving and better coordinating workforce development services for transitioning veterans and spouses of veterans.

## **Governance and System Alignment**

Chair Susan Jackson stated that the Governance and System Alignment Committee noted that the centers in the Cumberland County and Eastern Carolina workforce areas (a total of 6 career centers) are being recommended to the commission for certification. The committee will meet with representatives from the Departments of Commerce, Public Instruction, Health and Human Services, and the UNC and Community College Systems to discuss what workforce agencies are doing, and plan to do, to accomplish the Governor's NC Job Ready initiative (skills and education attainment, employer leadership, and local innovation). The committee is also assembling an ad hoc task force to think creatively about how the system can best serve customers, and how to stay relevant five to ten years into the future to continue to meet our customers' needs as the times change. The group will have their first meeting this month to outline the work ahead and formulate recommendations for the system.

## **NCWORKS CAREER CENTERS CERTIFICATION**

Chair Jackson recognized career centers in the Western Piedmont local workforce area for meeting the criteria established by the commission for all career centers across the state. The criteria includes requirements around: accessibility, partnerships, service delivery, staff training, performance and customer satisfaction. The commission certified the NCWorks Career Centers of the Western Piedmont region (including Caldwell, Alexander, Burke, and Catawba counties).

## **PUBLIC COMMENT**

Chair Rabon invited the audience to participate in the public comment period. The commission heard one public comment from the audience.

- Dr. Yannah Hamilton, On-the-Job Training Manager from the NC Department of Transportation Office of Civil Rights introduced the OJT program and wanted reach out to engage in work with the commission and others in workforce development across the state.

Chair Rabon also reminded the audience that they can submit comments via email.

## **WORKFORCE UPDATES**

- The NCWorks Partnership Conference held on October 10 -12 was a great success and an opportunity for workforce partners statewide to discuss trends and share best practices.
- North Carolina is participating in National Governors' Association Policy Academy on work-based learning. The team leading this work is developing an inventory of the work-based learning activities taking place across the state.
- The February meeting will be a two-day strategic planning session.

The next meetings of the NCWorks Commission are:

- February 13, 2019 – Location TBD
- May 15, 2019 – Location TBD
- August 7, 2019 – Location TBD
- November 6, 2019 – Location TBD

**WRAP UP AND NEXT STEPS**

Chair Rabon provided closing remarks asking for any new business. There being none, the meeting was adjourned at 3:30 pm.

Respectfully submitted,

A handwritten signature in cursive script that reads "Annie m Izod". The signature is written in black ink and is positioned above the printed name.

Annie Izod

Approved on February 13, 2019