

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	Dana Dawson, Chair, Montgomery County Board of Commissioners
Contact Name	Frankie Maness
Title	County Manager
Address	102 East Spring St or PO Box 425 Troy, NC 27371
Email Address	Frankie.maness@montgomerycountync.com
Date of Application	December 28, 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.

- **Cumberland**
- **Sampson**
- **Harnett**
- **Montgomery**
- **Moore (if approved)**

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.

- **Montgomery County (Regional Partnership Workforce Development Board)**

V. Circumstances for the Request

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

The foremost circumstance affecting this application is the statewide effort to realign workforce development boards. Other counties in our current workforce board are petitioning to join other boards, which would leave our current board in question or relegate us to being a geographically noncontiguous member. Specifically, if Randolph County is successful in joining the Piedmont Triad Regional Workforce Board, Montgomery County and Moore county would be on a geographic island.

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.

The exact impact is unknown as this realignment application is not an isolated one, but rather part of a larger, statewide effort. If all applications for realignment are approved, the current Regional Partnership WDB will dissolve.

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;

Montgomery County joining Mid-Carolina 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 to meet their needs. This has been historically successful in many areas and is the basis upon which Mid-Carolina is building its regional workforce delivery system. Mid-Carolina will continue to provide area citizens with direct access to programs and services through certified NCWorks Centers, satellite sites, mobile programs, and special events to make sure individuals are assisted to achieve positive outcomes. Mid-Carolina will maintain a comprehensive Level I NCWorks Career Center currently located in Montgomery 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 the main benefits of this reorganization is the ability to take 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 several years and will continue to decrease. A larger area with more resources will allow these limited assets to be programmed toward major initiatives and projects of regional importance rather than duplicative staffing. This cost savings will be seen as funds are put back into the community.

Also, through Regional Partnership WDB, training scholarships via ITA 's, WIOA participants have the choice to receive training from a variety of community colleges (or other training providers) in the region. Combining forces will maintain and likely enhance service levels. Plus, the region can establish 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. With more team members ready to respond to businesses' needs, services may be delivered in a timelier, and more comprehensive fashion. Moreover, a regional team can deliver a consistent level of services to businesses that may not be occurring in the current "siloes" arrangement. Similar to benefits to businesses/employers, and because of economies of scale and resources at the disposal of Mid-Carolina, the reorganization should strengthen relationships with

partners thereby helping meet needs within the community more comprehensively.

3. Consistency with natural labor market areas and commuting patterns

Montgomery County joining the Mid-Carolina WDB Local Area fits nicely with the natural labor market and commuting patterns. Montgomery County is currently included in the Sandhills Prosperity Zone. See the attached report from the Labor and Economic Analysis Division (LEAD).

Taken altogether, regional labor market analysis, commuting patterns, and regional economic development structures clearly support the inclusion of Montgomery County into the Mid-Carolina WDB.

4. Consistency with regional economic development areas; **Montgomery County is part of the Sandhills Region Prosperity Zone and North Carolina's Southeast economic development partnerships. Sampson and Cumberland Counties are both in the Sandhills Region and North Carolina's Southeast. In contrast, only Moore County shares these areas with Montgomery County under our current workforce board.**
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 **The Montgomery County Board of Commissioners, Montgomery Community College and the Workforce Development Center housed locally are in support of the realignment.**

6. Local capacity to manage funds, provide oversight of programs, and provide for the proper stewardship of public funds. **The proposed reorganized Local Area is managed through the Mid-Carolina Regional Council. Mid-Carolina Regional Council is not only an existing agency, but a longstanding public agency with understanding of the proper stewardship of funds and oversight. Therefore, the establishment of management and internal controls is not required.**

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

The current Local Area has been notified of Montgomery County's intentions to transfer to Mid-Carolina, no formal approval was requested; and Mid-Carolina is aware of and to-date agreeable to Moore County joining.

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

If no, explain why not.

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."

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

Moore County: Nick Picerno, Board of Commissioners	 Nick Picerno	Date 1/24/2023
Montgomery County: Dana Dawson, Board of Commissioners	 Dana Dawson	1/19/2023
Cumberland County: Glenn Adams, Board of Commissioners	 Glenn Adams	Date 1/18/2023
Harnett County: Lewis Weatherspoon, Board of Commissioners	 Lewis Weatherspoon	Date 1/18/2023
Sampson County: Sue Lee, Board of Commissioners	 Sue Lee	Date 1/18/2023

**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	

COUNTY OF MONTGOMERY

102 East Spring St. P.O. Box 425 Troy, North Carolina 27371-0425

Telephone: (910) 576-4221 Fax: (910) 576-4566

www.montgomerycountync.com

BOARD OF COMMISSIONERS

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Mary Hassell, Vice Chair
Rosa Little, Commissioner
Kay Robinson, Commissioner
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OFFICERS

Frankie Maness	County Manager
Amber Daniels	Finance Director
Melissa Pipkin	Register of Deeds
Russell J. Hollers	County Attorney
Chris Watkins	Sheriff
Misty Coffin	Clerk to the Board

Tom Rabon
Chair, NCWorks 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

Dear Chair Rabon:

On behalf of Montgomery County, I write to you to express our intention to transition from our current local workforce area for the purposes of the Workforce Innovation & Opportunity Act (WIOA) of 2014. We propose to join the Mid-Carolina Workforce Development Board, which would expand that Board. We have consulted with leaders of the Mid-Carolina Workforce Development Board, and they agree to this realignment. We will seek the transfer of our county and the redesignation of this area by Governor Cooper. Our goal is to make the new local area effective on July 1, 2023.

To help inform this decision, I have consulted with my fellow county commissioners, and leaders involved in education, workforce and economic development in my community, including Montgomery Community College and the Workforce Development Center that is housed there. It is generally agreed that this transition would better align with our existing economic development partners.

I have also communicated with the appropriate local elected officials and area stakeholders in the other counties involved, and there is consensus on this course of action. We believe that this new area will follow the guiding principles for alignment and support changes to the workforce development board system that will prioritize access to services for jobseekers and employers, efficient use of available resources, and responsiveness to local and regional needs.

We look forward to collaborating with the Mid-Carolina Workforce Development Board, the NCWorks 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.

Thank you for your consideration and for your partnership.

Sincerely,


Dana Dawson
Chair
Montgomery County Board of Commissioners

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

Assessing WDB Realignment

Based on Labor Market Commuting & Regional Economic Development

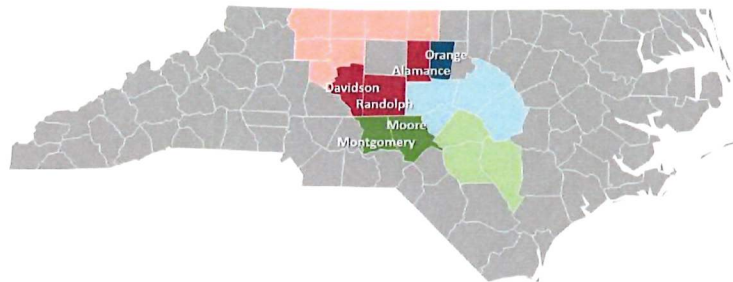
The Labor and Economic Analysis Division (LEAD) was asked to examine the proposed realignment of workforce development boards and determine if the proposals are consistent with:

- 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



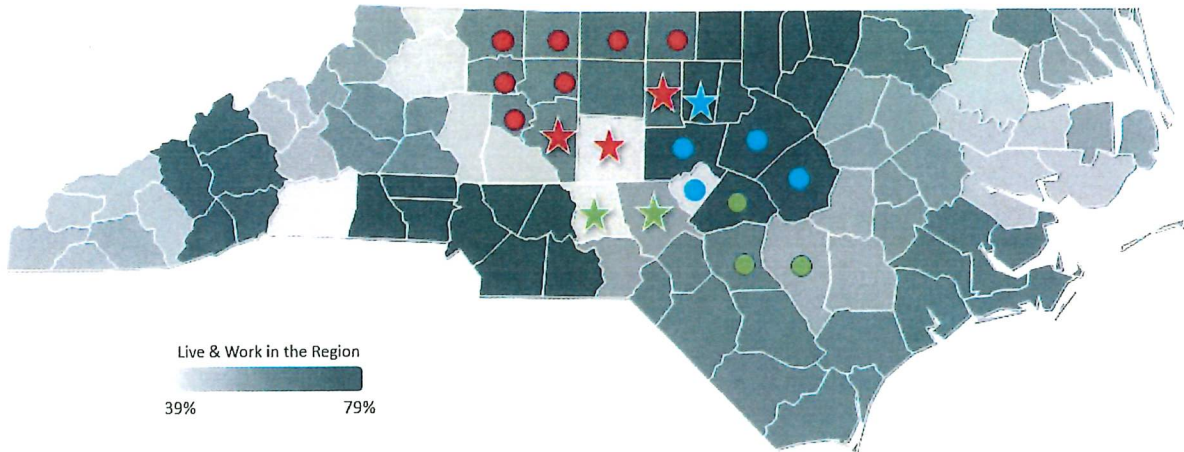
LABOR MARKETS & COMMUTING

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%
<i>New Capital Area Region Total</i>	<i>16,649</i>	<i>49.0%</i>

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%
<i>New Piedmont Triad Regional Council Total</i>	<i>30,486</i>	<i>57.8%</i>

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%
New Piedmont Triad Regional Council Total	24,847	65.7%

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%
New Piedmont Triad Regional Council Total	24,858	68.7%

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%
New Mid-Carolina Region Total	3,207	48.1%

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%
New Mid-Carolina Region Total	17,005	57.2%

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.

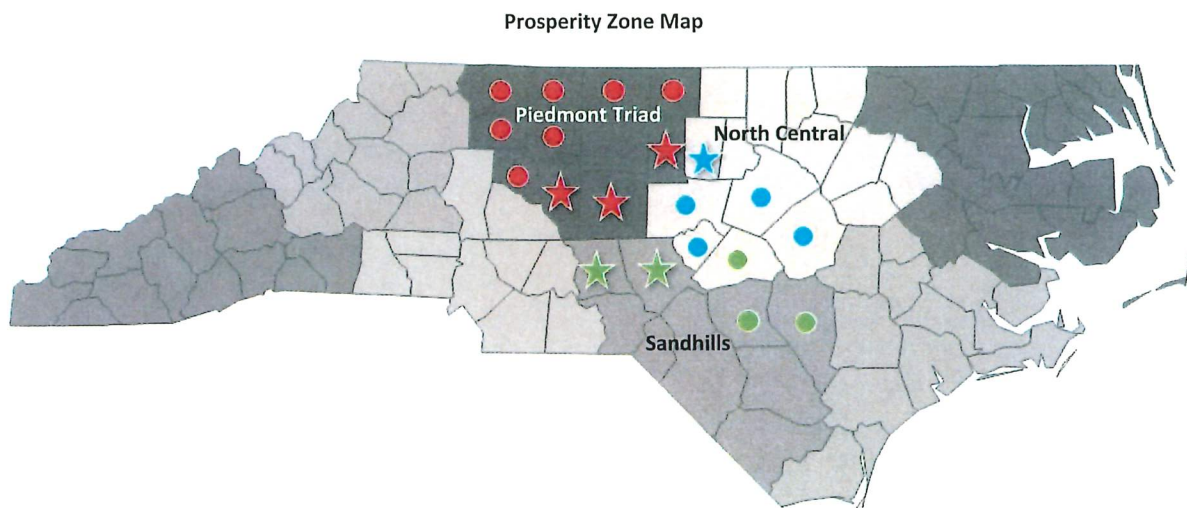
- **Alamance:** The data is supportive of the proposed alignment for Alamance but less definitively. The three external counties that provided the most jobs to the workers are outside of the Piedmont Triad Regional WDB area. However, commuters are heading in different directions (Guilford to the west 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.



December 23, 2022

Chet Mottershead, Assistant Secretary
Division of Workforce Solutions
NC Department of Commerce
4551 Mail Service Center
Raleigh, NC 27699-4351

Dear Mr. Mottershead:

On behalf of Cumberland County, Harnett County, Sampson County, and Mid-Carolina Regional Council, this letter serves to recognize that all noted parties support the realignment of Mid-Carolina Workforce Development Board Local Area to include Montgomery County and Moore County.

Conversations concerning this topic have been ongoing for some time and all relevant Chief Local Elected Officials agree that this realignment should and will move forward. All respective Board of County Commissioners will begin the process of adopting a new Workforce Consortium Agreement in the Winter of 2023.

We respectfully request that this letter be accepted in lieu of signatures requested on the realignment applications from Montgomery and Moore Counties. It is anticipated that signatures will be available on January 10, 2023.

Sincerely,

Justin B. Hembree
Executive Director

6205 Raeford Road
Fayetteville, North Carolina 28304
910-323-4191