

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	Randolph County Commissioners Darrell L Frye, Chairman
Contact Name	Hal Johnson
Title	County Manager
Address	725 McDowell Road Asheboro, NC 27205
Email Address	Hal.Johnson@randolphcountync.gov
Date of Application	November 2, 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.

Randolph County

Randolph County is moving from the Regional Partnership Workforce Development Board Local Area to the Piedmont Triad Regional Workforce Development Board Local Area.

V. Circumstances for the Request

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

See the attached letter of Intent sent from the Randolph County Board of Commissioners Chair on October 17, 2022 (Attachment #1)

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.

Randolph County has been a part of the Regional Partnership Workforce Development Board Local Area for over 20 years. However, with increased need to function regionally to meet the needs of individual and employer customers, Randolph County moving from Regional Partnership Workforce Development Board Local Area and joining the Piedmont Triad Regional WDB Local area is a natural fit. Randolph County currently works with the Piedmont Triad Regional Council (PTRC) in many program areas outside of the scope of workforce development (i.e., Senior Services, Planning, etc.) In addition, Randolph County, through Regional Partnership WDB has worked closely with Piedmont Triad Regional WDB on many regional initiatives for many years. Finally, from the standpoint of economic development and prosperity zones, Randolph County aligning with Piedmont Triad Regional WDB falls in line with the State's vision and geographic preference for prosperity zones/area.

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;

Randolph 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 to meet their needs. This is a historically successful boots on the ground method, where PTRWDB will continue to 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 achieve positive outcomes.

Among other resources, PTRWDB houses two mobile outreach vehicles making it possible to take services directly 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 Randolph 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 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 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 interest 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. While Regional Partnership WDB has two employees 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 "siloeed" 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 partners thereby helping meet needs within the community more comprehensively.

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

Randolph County joining the Piedmont Triad Regional WDB Local Area fits nicely with the natural labor market and commuting patterns. Randolph County is currently included in the Piedmont Triad Prosperity Zone and Approximately 49.7% of the county's workforce currently commutes out of Randolph into surrounding counties. See the attached report (Attachment #2) from the Labor and Economic Analysis Division (LEAD).

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 Randolph County into the Piedmont Triad Regional WDB.

4. Consistency with regional economic development areas;

As noted in #3 above, Randolph County is currently included in the Piedmont Triad Prosperity Zone. 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 Randolph County into the Piedmont Triad Regional WDB. (See Attachment #2)

It is also worth noting that PTRC recently merged its Workforce and Economic Development Departments. This combination will ensure a more coordinated approach to serving business and will guarantee that conversations focused on talent are happening in the early stages of regional economic development projects. The Workforce and Economic Development Department at PTRC provides consistent updates to the elected officials who make up the COG Board of Delegates. Elected officials are given real time information about workforce issues and economic development initiatives and have a say in the programs.

The Workforce and Economic Development Department also works very closely with PTRC's Development Corporation, which is the COG's non-profit entity. This group is actively engaged in the future of our area's workforce and will provide elected officials with an avenue for 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 October 17, 2022 Randolph County Board of Commissioners' Meeting (Attachment #3) that documents the LOI was voted on by all Commissioners with all (5) supporting the LOI.*

November, 2022 Piedmont Triad Regional Job Training Consortium Meeting Minutes that document the approval to accept the Counties of Alamance, Davidson, and Randolph into the Consortium. (Attachment #4) 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 #5)

Additional support for Randolph County to join PTRWDB has been expressed by Randolph Community College Interim President and Staff.

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

It is expected that Randolph County transitioning to Piedmont Triad Regional WDB Local Area will be relatively seamless from the standpoint of funds management. The Piedmont Triad Regional Council serves as the fiscal and administrative agent and has operated WIOA programs for years and understands programs 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.

Also attached is a supporting Resolution from the Piedmont Triad Regional Workforce Development Board (Attachment #4)


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 #1 – Letter of Intent WDB Transition 10-17-2022**
- **Attachment #2 – LEAD’s Labor Market Report**
- **Attachment #3 – Randolph County BOC Meeting Minutes 10-17-2022**
- **Attachment #4 – PTR Job Training Consortium Meeting Minutes 11-2-2022**
- **Attachment #5 – PTRWDB’s Supporting Resolution**

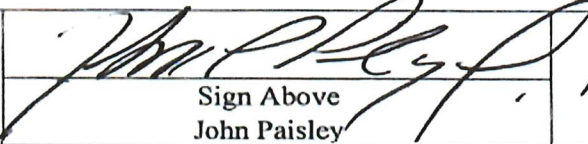
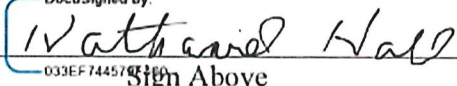
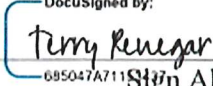


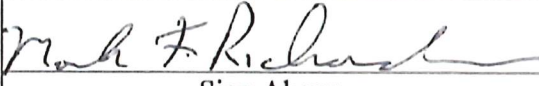
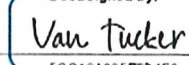

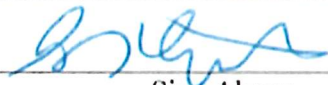
**Signatures of Representatives from each County in the Proposed
Reorganized Local Area**


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: 	Date
	033EF74457 Sign Above Nate Hall	11/15/2022
Davie County Commissioner	DocuSigned by: 	Date
	685047A711 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	11/2/2022
Surry County Commissioner	DocuSigned by: 	Date
	5CC16AD95012458 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 #1

RANDOLPH COUNTY
BOARD OF COMMISSIONERS

Darrell Frye, Chairman
David Allen, Vice Chairman
Kenny Kidd
Maxton McDowell
Hope Haywood



Randolph County Office Building ■ 725 McDowell Road
Asheboro, North Carolina 27205 ■ Telephone 336-318-6300

Hal Johnson, County Manager
Ben Morgan, County Attorney
Dana Crisco, Clerk to the Board

October 17, 2022

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 Randolph County, I write to you to express our intention, after unanimous approval by the Board of County Commissioners, to transition from our current local workforce area for the purposes of the Workforce Innovation & Opportunity Act (WIOA) of 2014. We propose to join with our neighboring counties and form a new local workforce development board. We have consulted with leaders of the Piedmont Triad Regional Council 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.

This decision was reached after a unanimous affirmative vote by the Board of County Commissioners at a Special Called Meeting that was attended by representatives from Regional Consolidated Services, the Piedmont Triad Regional Council, and Randolph Community College.

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, established by the NCWorks Commission earlier this year.

We look forward to collaborating with the Piedmont Triad Regional Council, 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,

Darrell Frye
Chairman, Board of Commissioners
Randolph County

CC: Dr. Annie Izod, NCWorks Commission
Chet Mottershead, N.C. Division of Workforce Solutions
Wendy Walker-Fox, Piedmont Triad Regional Council

Assessing WDB Realignment

Based on Labor Market Commuting & Regional Economic Development

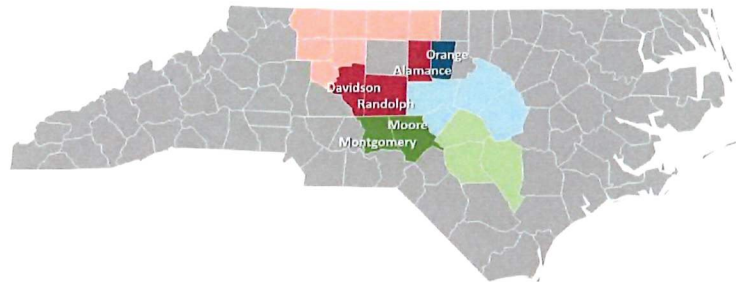
The Labor and Economic Analysis Division (LEAD) was asked to examine the proposed realignment of workforce development boards and determine if the proposals are consistent with:

- 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



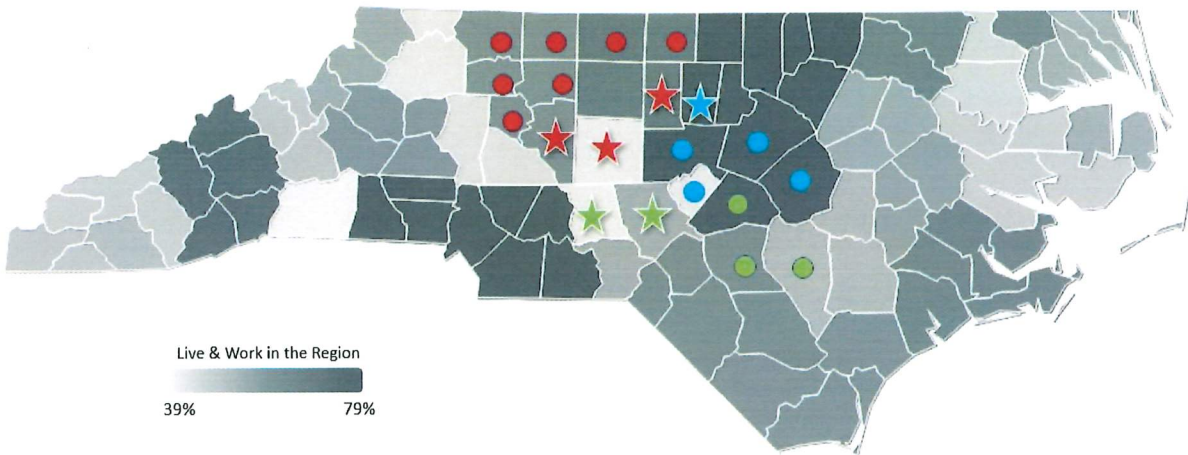
LABOR MARKETS & COMMUTING

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%
New Capital Area Region Total	16,649	49.0%

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%
Randolph County	980	1.9%
Davidson County	437	0.8%
Stokes County	126	0.2%
Davie County	96	0.2%
Yadkin County	77	0.1%
Surry County	50	0.1%
New Piedmont Triad Regional Council Total	30,486	57.8%

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.

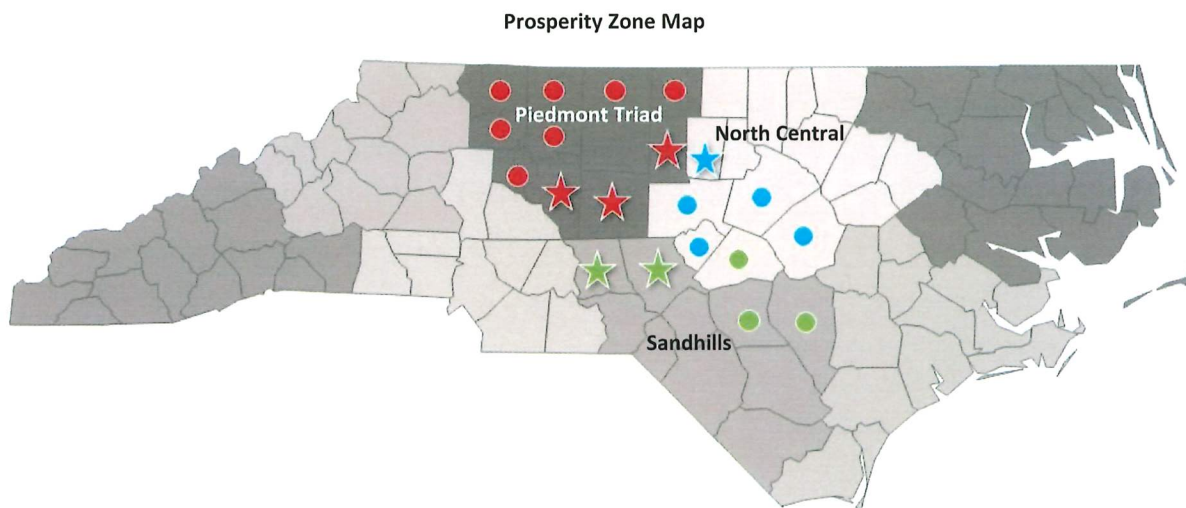
- **Alamance:** The data is supportive of the proposed alignment for Alamance but less definitively. The three external counties that provided the most jobs to the workers are outside of the Piedmont Triad Regional WDB area. However, commuters are heading in different directions (Guilford to the west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

NORTH CAROLINA
RANDOLPH COUNTY

I hereby certify that the following is a true and accurate copy of the excerpt from the minutes of the October 17th Randolph County Special Meeting where the Piedmont Triad Workforce Development Director made a presentation to the Board. These minutes were approved by the Board of County Commissioners on November 7, 2022. In witness whereof, I have hereunto set my hand & caused the official corporate seal of said County to be affixed this 10th day of November 2022.



Dana Crisco, Clerk to the Board

Piedmont Triad Workforce Development Board

Wendy Walker-Fox, Workforce and Economic Development Director of the Piedmont Triad Regional Council (PTRC), handed out a packet of information to the Commissioners and introduced Jenni Harris, the Executive Director of Business Services at the North Carolina Department of Commerce.

Chairman Frye said Ms. Harris had recently conducted a workshop for workforce alignment that he was impressed by.

Ms. Harris explained the North Carolina Prosperity Zones created by general statutes 143B-28.1. This divided the state into eight regional prosperity zones.

Chairman Frye noted that the other counties in the same region as Randolph had aligned with PTRC. Guilford County is still a standalone entity.

Ms. Harris explained the 22 current workforce development boards in the state and their distribution across the prosperity zones. The governor is trying to get the state's workforce development boards realigned in order to support the state's employers. This realignment makes it easier for employees to develop a workforce.

The State is not mandating eight Boards. Realignment does not necessarily mean one specific number of local workforce boards will be the result. Funding for rural counties will not be impacted by any realignment changes. All counties receive funds based on established US Department of Labor (DOL) formulas. There will still be local control of all workforce boards and NCWorks Career Centers.

Ms. Harris said the State does not foresee massive layoffs with local workforce staff. There may be some administrative savings, over time. Following a request from local governments, the State has the statutory authority to implement realignment for individual boards. North Carolina General Statute § 20 CFR 679.240 allows the Governor to designate a local area, after the appropriate local elected officials make such a request. The Division of Workforce Solutions

(DWS) will work with local governments to implement the NCWorks Commission's guiding principles regarding alignment.

Title I Funding Allocations are calculated at the county level using set federal formulas. The amounts each county receives are unaffected by realignment. There will be a reduction in funding due to state budget cuts, but this is not affected by realignment. States that perform better economically receive less workforce money, and the same is true for high performing counties. North Carolina is in the top three in the country, which leads to receiving less federal dollars for workforce funding. Ms. Harris reviewed statistical data regarding commuting patterns for Randolph County residents and employees. Most commuting employees are from the same prosperity zone as Randolph County.

Vice-Chairman Allen said these statistics may change with the development of the Greensboro-Randolph Megasite and the Chatham Megasite.

There are 17 companies that received state economic development incentives in Randolph County between 2017 and 2021. Two of these companies have received NCWorks workforce services. This is indicative of why workforce alignment needs to occur; so those who need assistance are receiving it.

Ms. Harris said the Governance and System Alignment Committee consists of eight facets:

1. Seek to better the lives of North Carolinians through realignment
2. Expand local workforce development board access
3. Decrease redundancy among local workforce development boards within economic development areas
4. Better align community college and workforce development board service areas
5. Match local workforce development board outreach to area jobseeker and business customer needs
6. Ensure consistent service, strong visibility, and sufficient capacity among local workforce development boards
7. Allow flexibility for administrative entities
8. Consider further review of the broader workforce system

Other states have already been through this process, and even others are preparing to begin the process. Ms. Harris briefly discussed the benefits of realignment and the timeline of this process. November 9th is the next NCWorks Commission Meeting, where letters of intent will be presented from other counties who have chosen to realign. Counties can choose to realign at any time; this particular process is to better align with State initiatives.

Ms. Walker-Fox said PTRC has been around for a long time and the County has a relationship with PTRC that is over fifty years old. PTRC is regionally focused on providing services to employers. There is no intention of closing the local career center. Consistency of services is very important; every effort will be made to provide opportunities for current staff, including board staff.

PTRC has federal mandates to adhere to, determining how the board must be made up. The current board has approximately 23 seats. This may be increased to 35 in order to accommodate the newly realigned counties. Randolph County still has the authority to appoint representatives to seats. Six of the seven current PTRC counties are rural counties, and Randolph County would be the fourth largest if Randolph joins PTRC. Funding allocations are spent where there is a need. At least 51% of the board has to be from private industry, and Ms. Walker-Fox explained the other seats on the board, which are appointed by commissioners. The number of seats the county has on the board is determined by populations.

Commissioner McDowell asked for more information regarding board seat makeup and Ms. Walker-Fox explained the mandates on the seats and how population correlates to the number of seats a county gets.

On motion of Kidd, seconded by Frye, the Board voted 5-0 to approve changing the local workforce development board to the Piedmont Triad Regional Council Workforce Development Board and authorize the Chairman to sign a letter of intent.





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
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Kevin Austin
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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 2nd day of November, 2022.

ATTEST:



Shameka McCain, Clerk

**PIEDMONT TRIAD REGIONAL WORKFORCE
DEVELOPMENT BOARD**



Darren Poole, Chair