

WORKFORCE DEVELOPMENT BOARD
May 19, 2015 – 11:01 AM to 12:49 PM
FAYETTEVILLE TECHNICAL COMMUNITY COLLEGE
Thomas R. McLean Administration Building – Conference Room # 170

Members Present:

Mr. David McCune
 Mr. Richard Everett
 Ms. Pam Gibson
 Mr. TJ Haney
 Ms. Linda Hoppmann
 Mr. John Jones
 Mr. Jenson McFadden
 Ms. Ellen Morales
 Mr. Randall Newcomer
 Ms. Jody Risacher
 Mr. Josephus Thompson

Members Absent:

Ms. Esther Acker
 MG Rodney Anderson
 Ms. Amy Cannon
 Dr. Curtis Charles
 Ms. Charlene Cross
 Ms. Brenda Jackson
 Ms. Cathy Johnson
 Ms. Esther Thompson
 Ms. Cynthia Wilson

FTCC Administrators Present:

Mr. Carl Mitchell
 Mr. Jim Lott
 Mr. David Sullivan

Guests Present:

Ms. Debra Giordano
 Mr. Tracy Jackson
 Ms. Frieda Lockamy
 Mr. Chip Lucas
 Ms. Susan Mason
 Ms. Lorria Troy

Staff Present:

Ms. Nedra Rodriguez
 Ms. Carinda Kerr
 Ms. Peggy Aazam

Sub-Committee Meetings (Called to order at 11:01am)

- **Business and Finance-** Ms. Linda Hoppmann, Chair of the Business and Finance Sub-committee, presented one item for information:
 - **Finance Report-** Ms. Nedra Rodriguez, Workforce Development Center (WDC) Accountant, provided an update regarding the financial position of the Center as of May 18, 2015. Slightly over \$307,000 of the budget remains after expenditures, obligations, encumbrances, and reserves to carry over into the new fiscal year. Cumberland County Schools received a \$207,000 extension to the contract to take them into the new fiscal year. Ms. Rodriguez reported that Dislocated Worker funding for the 2015-2016 Program Year decreased by 11%; the reduction is due to lower unemployment rates in Cumberland County. Mr. Carl Mitchell, Vice President for Human Resources, Workforce Development, and Institutional Effectiveness for Fayetteville Technical Community College (FTCC), said that the unintended consequence of changes to unemployment benefits (i.e. reduction in the number of weeks an individual is eligible to receive unemployment) is that although the reports make it look like unemployment has gone down, in reality, individuals are just no longer eligible to receive unemployment benefits. Despite the reduction in Dislocated Worker funding,

there will be an increase of 3% in Adult Program funding. Ms. Rodriguez added that under the Workforce Innovation and Opportunity Act (WIOA), Adult and Dislocated Worker funding can be used interchangeably. The thought is that if reduced Dislocated Worker funding means more people are employed, program funds can be used to reach those whose unemployment has lapsed. Mr. Jim Lott, Director, explained that the state took hits in all funding categories; comparatively, we did better at the local level. The Youth Program will see a 2% increase in funds. With Youth funding allocations partially based on performance, the increase in funding is in part due to the great job Cumberland County Schools has done since they have had the contract to provide Youth Program services. The Business and Finance sub-committee accepted the financial report as information only.

- **Planning and Evaluation-** Mr. Richard Everett, Chair of the Planning and Evaluation Sub-committee, presented five items of information:
 - **Youth Council Report** – Mr. Lott provided a brief update on the Youth Council. Members of the Youth Council and Youth Program staff met on Wednesday, May 13, 2015 for a brainstorming session to discuss ideas on developing outreach strategies and revising the internal program model in an effort to maximize retention of Out-of-School youth participants. Ms. Charlene Cross, Chair of the Youth Council, shared information she obtained from workshops she attended at the National Association of Workforce Development Professionals (NAWDP) Conference, May 4-6, 2015 that focused on disconnected youth, ages 16-24. While we may not be able to motivate this population, we can try to inspire them by providing engaging opportunities that speak “to” them, not “at” them. The Youth Program has already benefitted from the improvements made in the Service Delivery System and internal administrative processes at the Career Center. Mr. Chip Lucas, Executive Director, Career and Technical Education (CTE), for Cumberland County Schools (CCS), participated in a radio spot on WIDU that aired on May 18th. He suggested that the Youth Council consider additional spots on popular radio stations to reach Out-of-School youth, as well as adding community partners to the networks used to impart program information and updates. Mr. Lott recommended raising the bar on the criteria and amount of incentives that youth participants are eligible to earn through the program. After this summer’s Work Experience Program, the focus will change to recruitment for year-round internships and work-based learning opportunities. The Youth Council and staff vowed to explore new ideas and try new ventures, and they recognized the need to eliminate as many obstacles as possible so that youth participants do not get discouraged and prematurely end their participation in the program. Many participants need their basic skills met before they can even consider employment or long-term goals, and the barriers or challenges to employment are not always academic. Participants should be encouraged to embark on life-long learning, even after attaining gainful employment. The next Youth Council meeting is scheduled for Friday, June 5, 2015 at noon at the Career Center. The Planning & Evaluation sub-committee accepted the update as information only.
 - **Update on Contract for WIA Youth Program** – Mr. Lucas provided an update on the WIA Youth Program. There are currently 252 total youth participants, including those in follow-up status. Youth Services staff, Youth Council

members, and several youth participants attended the 9th annual NC Youth Summit in Greensboro, NC on April 24-25, 2015. As of the meeting, they have received over 300 pre-applications from youth in the community and 175 locations have applied as work sites for the Summer Youth Work Experience Program. They are in the process of matching youth participants with their potential employers, to include Cumberland County Schools, Town of Hope Mills, Fayetteville Technical Community College, Fayetteville State University, Boys and Girls Club, Department of Social Services, Fayetteville Urban Ministry, Fayetteville Veterans Affairs Medical Center, and various private employers throughout Cumberland County. Employer training is scheduled for May 15, 2015 at the Education Resource Center (ERC). A Health Awareness workshop will be held for youth participants on May 16, 2015 at the Department of Social Services. Mr. Lucas said they are considering raising the wages for work experience, but will have to review the current guidelines. As of May 11, 2015, 92% of the original contract funds have been spent and/or accrued. An additional \$207,000 was added to the contract for the period of April 1st to June 30th; the new contract will take effect July 1, 2015. The Planning & Evaluation sub-committee accepted the update as information only.

- **Update on Contract for WIA Adult & Dislocated Worker Program** - Ms. Lorria Troy, Program Director for ResCare Workforce Services, provided an update on the WIA Adult & Dislocated Worker Program. The report included updated year-to-date contract measures for the categories of Customers Enrolled in WIA, New Customers Enrolled in Occupational Training, and Customers Receiving a Training Service. Ms. Troy acknowledged that they have achieved their program goals with the mutual support of the Division of Workforce Services (DWS) staff. Contract year to date, 92% of total training funds have been obligated (93% of Adult funds and 90% of Dislocated Worker funds). In the month of April, the Business Services Representative was actively involved in the Cumberland County Chamber of Commerce meeting and the Technical Trades & Career Fair at FTCC. Participants placed into employment with Royal Threads, Destiny Now Academy, and Hercules Steel through On-the-Job Training contacts have successfully completed their training hours and have been retained by their employers. Upcoming events include Senior Health/Career Fair at DSS, Cumberland County Chamber of Commerce meeting, and Veteran's Stand-down event in May, and the Cumberland County Library Job Fair in August. The Planning & Evaluation sub-committee accepted the update as information only.
- **Recommendation to extend WIA Adult & Dislocated Worker Program Contract**- Based on ResCare Workforce Services' performance since contracting to provide Workforce Investment Act (WIA) Adult and Dislocated Workers services in Cumberland County as of July 1, 2014, Mr. Lott recommended that the Planning & Evaluation sub-committee recommend that the full Workforce Development Board recommend to Dr. Larry Keen, President of FTCC, to extend the contract for one year, July 1, 2015-June 30, 2016. A draft of the proposed Statement of Work that will be a part of the new contract was included in the notebook. Center-wide goals include, at a minimum, 4000 adults and dislocated workers (combined) will be enrolled in basic and/or career services, with at least 2000 of those enrolled to receive at least one training activity. A minimum of 300 job seeker customers will be enrolled in WIOA Career Services (beyond basic

career services), with a minimum of 200 career seekers enrolled in work-based learning or voucher-based training activities. At least 250 individuals are to be placed in unsubsidized jobs in the public and private sector, with job placements defined as instances where the individual obtains employment as a result of receiving services through the Career Center, even if not due to direct referral. The new contract will be consistent with the language of the original contract, with funding and additional operational details subject to final contract negotiations. Mr. Mitchell reported that he and Dr. Keen are ecstatic with the performance and high goal attainment of ResCare. He added how well WIA staff have integrated with DWS staff for a collaborative team effort in providing services to Cumberland County citizens. Mr. TJ Haney made a motion to approve the recommendation to extend the contract with ResCare to provide WIA Adult and Dislocated Workers program services for one year (July 1, 2015-June 30, 2016); Mr. Everett seconded the motion. The Planning & Evaluation sub-committee voted to bring the recommendation to the full Board for their consideration.

- **PY2015 Local Area and Regional Plan-** Mr. Lott provided a summary of the annual Cumberland County Local Area Plan and the Regional Area Plan, which are required by the state in order to receive WIOA funds. Local Area Plans are descriptions of the Local Area's workforce environment, needs, administrative organization, and system for service delivery. For Program Year 2015, the Cumberland County Local Area Plan proposes to enroll at least 4000 adults and dislocated workers in basic and/or career services, with all WIOA customers to receive job search assistance, counseling, and career planning. In addition to short term training, many WIOA participants will also be enrolled in work experience and On-the-Job Training opportunities. The program will emphasize training in the in-demand sectors of Healthcare, Transportation and Distribution, Leisure and Hospitality, and Information Technology, while also observing customer choice. All participants will be encouraged to participate in the Human Resource Development (HRD) Program, take the Work Keys Test, and become certified in the Career Readiness Credential (CRC). At least 320 Out-of-School youth (ages 16-24) and 80 In-School youth (ages 14-18) will be served, with the main program activity of paid internships (i.e. work experience). The Youth Program will focus on recruiting and connecting with youth who are out of school and not in the workforce. As required by WIOA, the annual plan proposes to increase partnerships with the Temporary Assistance to Needy Families (TANF) program (through the Department of Social Services) and the Vocational Rehabilitation Services program, and promote cross-training between the programs, WIOA, and Wagner-Peyser. The annual plan will include intentions to sponsor class-size training, as allowed in WIOA, to support a sector strategies approach, and the promotion of career pathways. In conjunction with the Career and Technical Education (CTE) program, the career pathways that have been identified and will be the first to be developed are the Collision and Repair industry and Transportation, Logistics, and Distribution. The program intends to increase opportunities for individuals to obtain their Career Readiness Credential (CRC), recruit employers that will commit to recognizing individuals with a CRC as part of their hiring process, and work with the school system to continually reduce the high school dropout rate, all in an effort toward applying to become a Certified Work Ready Community. Goals for the Workforce Development Board (WDB) include developing a three year strategic plan, reorganizing sub-

committees of the WDB in coordination with the strategic plan, and exploring grant opportunities in order to expand workforce services to the citizens of Cumberland County. The annual Regional Area Plan was developed in conjunction with representatives from the Triangle South (Chatham, Harnett, Lee, and Sampson Counties) and Lumber River (Bladen, Hoke, Richmond, Robeson, and Scotland Counties) Local Areas. The areas have similar populations and workforce, with Fort Bragg and the military having an effect on employment opportunities in all of the counties. In many instances, workers live in one county and are employed in another. Commuting patterns reveal the three areas to be one economic region, with the largest commuting intersections occurring with Wake, Robeson, and Hoke Counties. The regional workforce areas will continue to work closely together to serve individuals in the NCWorks Career Centers through the integrated services model. Recognizing that employers will hire the best suited individuals and workers will seek employment with the best employers, regardless of the county they live in, the three areas will also cooperate with job referrals, placements, and On-the-Job Training and internship opportunities. A customized, comprehensive labor market summary of the region was included in the notebooks. Mr. Haney made a motion to approve the PY2015 Local Area and Regional Plans; Mr. Everett seconded the motion. The Planning & Evaluation sub-committee voted to bring the recommendation to the full Board for their consideration.

- **Labor Market Information**- Mr. McCune presented one item of information:
 - **Review of most recent LMI report**- Mr. Lott referred to the Labor Market Overview provided by the Labor & Economic Analysis Division (LEAD) of the NC Department of Commerce for May 2015 included in the notebook. Despite unemployment rates at the local, state, and national levels continuing to decrease, there are still over 8600 individuals unemployed in Cumberland County. Mr. Lott acknowledged that the number of manufacturing jobs has held at 6500 individuals. Additional information related to top occupations as provided on reports from LEAD and Economic Modeling Specialists International (EMSI) were included in the notebooks., Ms. Jody Risacher reported that the 2014 Hot Jobs brochure was widely distributed at the local libraries and very popular. Mr. Lott said that he would inquire if an updated version of the information is available. Mr. Haney provided an update on the Industry Contact Team's efforts since the last meeting. Mr. Haney (Executive Director for Economic Development and Military Continuing Education for FTCC) and Ms. Cathy Johnson (Director of Economic Development for the Economic Development Alliance of Fayetteville and Cumberland County) will meet again in July 2015, but in the meantime Mr. Haney was able to provide some current information on manufacturing-related activities. The Training Manager for Goodyear has left the company, so the proposed 51-week Industrial Electrician Skills training program is on hold indefinitely as they advertise for a new Training Manager. MANN+HUMMEL Purolator made over a \$14 million capital investment in 2014-2015 and qualified for a second NCWorks Customized Training project which begins this month; the training package is valued at nearly \$42,000 and will use training assets from FTCC, NCWorks Regional Trainer, NC State University-Industrial Extension Service, and two third parties. The company has converted 65 temps to full time positions on Monday, May 11, 2015 and now has over 860 full time employees. Clear Path Recycling was already in the middle of

their second NCWorks Customized Training project when they made an additional investment of \$13 million. They replaced conveyor and sensing equipment and are now able to move more product. The new program added funds to the existing project to cover more topics, bringing the value to over \$31,000 and will use training assets from FTCC, Central Carolina Community College, NCWorks Regional Trainer, NCWorks BioNetwork, and a third party. Mr. Haney added that their new point of contact with Clear Path Recycling is now the production supervisor, who is willing and eager to coordinate the training into and around the company's production and shift schedules. The NCWorks Customized Training Program of the NC Community College System will become a member of the NC Manufacturing Extension Program (NCMEP) beginning July 1, 2015. This will allow the program to broaden and diversify the products and services it provides to industries, which is especially significant since the alliance is rated on quality, usefulness, and the quantifiable financial impact realized as a result of the programs and services. The NCMEP will host its first annual Manufacturing Conference (mfgCON) in Raleigh on October 20-21, 2015. It is an opportunity for learning, networking, and industry collaboration for and by manufacturing professionals. Eaton Corporation has submitted a proposal to co-present a workshop with Mr. Haney about their experience with and the benefits of their ongoing involvement with utilizing the resources of the NC Community College System and their strategic partners. Mr. Haney has been in communication with the NCMEP Regional Manager, Kami Baggett, who serves Chatham, Cumberland, Harnett, Hoke, Johnson, Lee, Moore, parts of Wake, and Wilson counties. Mr. Haney and Mr. Lott submitted a proposal to present a workshop at the annual NCWorks Partnership Conference in Greensboro, NC, October 2015. The Labor Market Information sub-committee accepted the data as information only.

- **Program Activities and Community Relations-** Mr. McCune presented two items of information:
 - **Update on Integrated Service Delivery** –Mr. Lott provided an update regarding the progress of Integrated Service Delivery (ISD). The ISD Leadership Team (Mr. Lott, Mr. Josephus Thompson, and Ms. Troy) is working well and continues to meet frequently to ensure improvements to services and procedures. He reported that Mr. Thompson has been doing a great job since coming on board in April. Mr. Thompson shared that they are moving forward expeditiously with a cooperative agreement between DWS, ResCare, and community partners to provide referrals for available services and resources. The Career Center has weekly staff meetings and trainings on Thursday afternoons. They have discussed issues in co-enrollment and have developed a new pre-application in order to reduce customers' wait time. All Career Center staff members have been re-designated to one of four teams: Welcome, Employment, Talent Development, and Employer Services. The organization chart and service descriptions will be revised in preparation of the certification of the Career Center. Plans are underway for additional staff training on the use of labor market information and improved customer service. Scanners will be provided to all staff in an effort to move toward electronic recordkeeping and to expedite co-enrollment. Updated summary reports of the many services provided at the Career Center since July 1, 2014 and over the last 30 days were included in the notebook. The Program

Activities and Community Relations sub-committee accepted the update as information only.

- **Update on Cumberland County as a Work-Ready Community** – In follow up to the Board’s interest in becoming a Certified Work-Ready Community, Mr. Lott reported that we are working with the Youth Program contractor, Cumberland County Schools, to apply in September 2015 to be a Certified Work Ready Community. The application process, which is overseen by the North Carolina Chamber of Commerce, allows two years to meet the three basic requirements: a demonstrated decrease in high school drop-out rate, high employer and business commitments to use the CRC in their hiring process, and an increase in the number of individuals who earn a Career Readiness Credential (CRC). Two counties in North Carolina, Craven and Carteret, have already been certified. Cumberland County will be one of twenty counties that will begin the application process this year. Our requirements include gaining at least 158 employer commitments; we currently only have one, a construction company, T.A. Loving Company. Ms. Pam Gibson reported that she and Mr. Lucas will be meeting with the Human Resources group of the Plant Managers’ Association in June to promote the Work Ready Community concept. The Program Activities and Community Relations sub-committee accepted the update as information only.
- **Marketing/Bylaws/Nominations**- Mr. McCune presented two items of information:
 - **Recognition Banquet and Selection of Award Recipients**- The Cumberland County Workforce Development Board will host its first annual recognition luncheon on June 9, 2015 at 12 noon at the Holiday Inn I-95 South (1944 Cedar Creek Road, Fayetteville, NC 28314). Invitations were included in the notebooks and were sent to various individuals in the community, including the County Commissioners and City Council. The purpose of the event is to honor outstanding participants and employers of the Workforce Development Center. Members of the Marketing/Bylaws/Nominations sub-committee reviewed nominations submitted by the service contractors, ResCare and Cumberland County Schools, and made selections based on the criteria that the state uses each year for the Governor’s NCWorks Awards of Distinction recognized at the annual NCWorks Partnership Conference in Greensboro in October. The award winners’ stories will be submitted to the NCWorks Training Center for statewide consideration. Summaries of the success stories selected to be recognized at the luncheon were included in the notebooks: Jacquia Wilson (Outstanding Workforce Development Younger Youth); Carla Lee (Outstanding Workforce Development Young Adult); April Jones (Outstanding Workforce Development Adult); and Vergeline Billy (Outstanding Workforce Development Dislocated Worker). Cape Fear Valley was selected to be recognized as an outstanding employer. Ms. Gibson made a motion to approve the selections to be recognized at the luncheon banquet; Mr. McCune seconded the motion. The Marketing/Bylaws/Nominations sub-committee voted to bring the recommendation to the full Board for their consideration.
 - **Update on the Reconstitution of the WDB**- Due to WIOA-related changes in the local board membership requirements, North Carolina is requiring that current Workforce Development Boards be dissolved. The Cumberland County

Commissioners will have until September 2015 to appoint a new Board that meets the new requirements. Current WDB members, regardless of their tenure, are eligible to reapply. It is anticipated that the Commissioners will appoint many of the current WDB members; all appointed members will begin new three-year terms. The current Board will continue to meet until the new WDB is in place, including meetings that take place after the July 1, 2015 implementation of WIOA. Also as of July 1st, the Youth Council will become a standing committee of the new WDB, but will retain all of its current members. Additional information regarding the required membership representation was included in the notebook. The Marketing/Bylaws/Nominations sub-committee accepted the update as information only.

Ms. Rodriguez introduced Ms. Carinda Kerr, who just joined the WDB Support Staff as an Accountant I. Ms. Kerr has her Masters of Science degree in Accounting from Liberty University in Lynchburg, VA, and she has recently re-entered the workforce now that her four children are school-aged.

Mr. McCune reminded WDB members to re-apply to the Board, if they have not done so already. The application is available through the Cumberland County website. (http://www.co.cumberland.nc.us/commissioners/board_application.aspx)

OFFICIAL MEETING

I. Call to Order - The May 19, 2015 meeting of the Workforce Development Board was called to order by the Board Vice Chair, Mr. Richard Everett, at 12:28 PM.

II. Recognition of Guests – Mr. Everett welcomed and thanked the guests in attendance, including Mr. Tracy Jackson, Assistant County Manager for Support Services, Ms. Debra Giordano, Director of Operations and General Manager of ResCare, and Mr. David Sullivan, Vice President of Legal Services for FTCC.

III. Ethics Awareness and Conflict of Interest Statement – Mr. Everett read the North Carolina State Ethics Commission Ethics Awareness & Conflict of Interest reminder statement to the Board.

IV. Approval of Minutes - Mr. Everett asked the members to review the minutes from the April 14, 2015 WDB meeting. A motion was made by Mr. TJ Haney to approve the minutes as read; the motion was seconded by Mr. John Jones and passed unanimously. The approved minutes will be posted on the Workforce Development Board website at the conclusion of the Board meeting.

V. Sub-Committee Reports – Sub-Committee Chairs presented information to the full Board that had been previously considered by the Sub-Committee members in the committee meetings. All information presented was also included in the Board notebooks for review.

- *Business and Finance* – Ms. Linda Hoppmann presented the following information to the Board:
 - Finance Report– Ms. Nedra Rodriguez presented an updated financial report to the Business and Finance Sub-committee. The Board accepted the report as information only.

- *Planning and Evaluation* – Mr. Richard Everett presented the following information to the Board:
 - Youth Council Report – Mr. Jim Lott, Director, provided an updated on the Youth Council to the Planning and Evaluation sub-committee. The Board accepted the report as information only.
 - Update on Contract for WIA Youth Program – Mr. Chip Lucas, Executive Director, Career and Technical Education, for Cumberland County Schools, provided an update on the WIA Youth Program to the Planning and Evaluation sub-committee. The Board accepted the report as information only.
 - Update on Contract for WIA Adult & Dislocated Worker Program – Ms. Lorria Troy, Program Director for ResCare Workforce Services, provided an update on the WIA Adult & Dislocated Worker Program to the Planning and Evaluation sub-committee. The Board accepted the report as information only.
 - Recommendation to extend WIA Adult & Dislocated Worker Program Contract- The Planning & Evaluation sub-committee recommended that the full Workforce Development Board recommend to Dr. Larry Keen, President of FTCC, to extend the contract with ResCare Workforce Services to provide Adult and Dislocated Worker Program services for one year, July 1, 2015-June 30, 2016. Ms. Hoppmann made a motion to approve the recommendation to Dr. Keen; the motion was seconded by Ms. Jody Risacher and passed unanimously. Mr. Lott, on behalf of the staff, Mr. Mitchell, on behalf of FTCC, and Mr. Everett, on behalf of the WDB, have been happy with the results and performance of ResCare over the past year. Ms. Giordano thanked the Board for a great first year and their support. She remarked that they are all people in the business of helping people and expressed her appreciation for the support of the staff and partners. She commented that the Cumberland County WDB has one of the most engaging Boards and conducts some of the best meetings she has seen.
 - PY2015 Local Area and Regional Plans- Mr. Lott presented summaries of the Program Year 2015 Local Area and Regional Plans to the Planning & Evaluation sub-committee. Mr. John Jones made a motion to approve the PY2015 Local Area and Regional Plans; the motion was seconded by Ms. Hoppmann and passed unanimously.
- *Labor Market Information* – Mr. Everett presented the following information to the Board:
 - Review of most recent LMI report – Mr. Lott shared the most recent Labor Market Overviews provided by the Labor & Economic Analysis Division (LEAD) of the NC Department of Commerce, as well as top occupation reports from LEAD and the Economic Modeling Specialists International (EMSI) database to the Labor Market Information sub-committee. Mr. Haney provided an update on the activities and efforts of the LMI Industry Contact Team. The Board accepted the reports as information only.

- *Program Activities and Community Relations* – Mr. Everett presented the following information to the Board:
 - Update on Integrated Service Delivery – Mr. Lott provided an update on the progress of Integrated Services Delivery to the Program Activities and Community Relations sub-committee. The Board accepted the update as information only.
 - Update on Cumberland County as a Work-Ready Community- Mr. Lott provided an update on efforts for Cumberland County to apply to be a Work-Ready Community to the Program Activities and Community Relations sub-committee. The Board accepted the update as information only.
- *Marketing/Bylaws/Nominations* – Mr. Everett presented the following information to the Board:
 - Recognition Banquet – Mr. Lott presented additional details for the luncheon banquet to recognize outstanding participants and an employer to the Marketing/Bylaws/Nominations sub-committee. The recognition luncheon will take place on June 9, 2015 at the Holiday Inn on Cedar Creek Road at 12 noon. Ms. Gibson made a motion to approve the selections to be recognized at the luncheon; the motion was seconded by Mr. Haney and passed unanimously.

VI. Director's Report – Mr. Lott referred to the Director's Report located in the "Additional Items" tab of the notebook. The United States Department of Labor (USDOL) issued a Notice of Proposed Rulemaking (NPRM) as part of the process toward issuing final regulations for WIOA. They are allowing a sixty day comment period for all interested parties, and USDOL will not provide any additional information until the comment period has ended. USDOL has until January of 2016 to issue the complete and final regulations. To underscore that this is a transition year, USDOL did not release new performance requirements and has not defined the two new performance measures mentioned in WIOA. A special guidance letter was released to clarify what requirements must be in place by July 1, 2015 and those that will not be required until July 1, 2016. According to Training and Guidance Letter (TEGL) No. 27-14 dated April 15, 2015, the Chief Local Elected Official (CLEO) "is strongly encouraged to appoint a WIOA compliant Local Board within the first quarter of PY2015" (by the end of September, 2015). Therefore, this allows more time for the Cumberland County Commissioners to appoint a new local Board. The current Board will remain in place until the new Board is named, and will attend any meetings called until that time. Staff will provide orientation sessions for the new Board members. In news from the State Division of Workforce Solutions (DWS), North Carolina Department of Commerce, Secretary of Commerce, John Skvarla announced to the North Carolina Workforce Commission that he wants to see a much closer relationship between WIA, Community Colleges, and economic development. He also announced that the North Carolina has paid off its 2.8 billion dollar loan from the USDOL UI trust fund in only two years. Will Collins, Assistant Secretary for DWS, will announce the appointment of eight regional managers by the end of May. He actually contacted Mr. Lott prior to this meeting to inform him of the selection for this region, Sandhills, which consists of the Cumberland, Lumber River, and Triangle South workforce areas; Mr. Collins will make the formal announcement within the next few days. The new regional managers will act as liaisons between the local Career Centers and DWS, and foster more cooperation between the regional areas and the eight prosperity zones. Mr. Lott clarified that the regional areas differ slightly from the prosperity zones. There will be a period of transition at the state level due to the announcement that Dr. Scott Ralls, the Community College System President, is

leaving to become the President of the Northern Virginia Community College System, and Corey Coon, the Chair of the North Carolina Workforce Commission, is leaving to take a job overseas with his employer, Caterpillar International. Their replacements are not expected until early September. The NCWorks Commission has formally adopted its strategic plan, "Preparing North Carolina's Workforce for Today and Tomorrow," appointed four committees to track the four major goals, and has asked that local boards align their plans accordingly. The four major goals are: create an integrated, seamless, and customer-centered workforce system; create a workforce system that is responsive to the needs of the economy; prepare workers to succeed in the North Carolina economy and continuously improve their skills; and use data to drive strategies and ensure accountability. The Governor has not yet officially approved the branding of the NCWorks system, so we are not yet allowed to change our signs, letterhead, or marketing materials.

The National Association of Workforce Development Professionals (NAWDP) Conference took place in Las Vegas, NV, May 4-6, 2015. Mr. McCune, Ms. Esther Thompson, Ms. Charlene Cross, and Ms. Peggy Aazam attended. Ms. Aazam shared that it was a great conference with a lot of valuable information. She hopes to be able to contribute and share more information when it comes time to revise the Board's strategic plan and as they transition into WIOA.

The next Youth Council meeting is scheduled for Friday, June 5, 2015 at the Career Center (410-414 Ray Ave).

The next meeting of the Workforce Development Board is scheduled for Tuesday, June 9, 2015 in conjunction with the Recognition Luncheon. The location will be the Holiday Inn I-95 South (1944 Cedar Creek Road, Fayetteville, NC 28314). Sub-committee meetings will begin at 11 am, the luncheon is scheduled for 12 noon, and the WDB meeting will reconvene after the luncheon. Ms. Hoppmann expressed the importance of getting media coverage of the Recognition Luncheon event.

Mr. Everett adjourned the meeting at 12:49 pm.

Respectfully Submitted By:

Peggy Aazam, Executive Assistant

David McCune, Board Chair