

CUMBERLAND COUNTY WORKFORCE DEVELOPMENT BOARD

January 11, 2017 – 11:03 AM to 1:32 PM

FAYETTEVILLE TECHNICAL COMMUNITY COLLEGE

Thomas R. McLean Administration Building – Conference Room # 170

Members Present:

Mr. David McCune
Ms. Crystal Bennett
Dr. David Brand
Ms. Charlene Cross
Mr. Jimmy Driscoll
Ms. Isabella Effon
Mr. Richard Everett
Ms. Pam Gibson
Ms. Linda Hoppmann
Ms. Cathy Johnson
Mr. John Jones
Mr. Kent Listoe
Mr. Carl Manning
Ms. Joy Miller
Ms. Ellen Morales
Mr. Randall Newcomer
Ms. Jody Risacher
Mr. Charles Royal
Ms. Dina Simcox
Ms. Esther Thompson
Mr. Josephus Thompson

Members Absent:

MG Rodney Anderson
Mr. Jesse Brayboy
Mr. Marty Cayton
Mr. Jonathan Charleston
Dr. Dallas Freeman
Mr. Chad Kormanek
Mr. Jenson McFadden
Captain David Servie
Mr. Jonathan Warren
Ms. Cynthia Wilson

Guests Present:

Dr. Sadie Carter
Dr. John D'Ambrosio
Ms. Marilyn D'Ambrosio
Councilman Kirk deViere
Mr. Tracy Jackson
Mr. John Lowery
Ms. Susan Mason
Ms. Edna McKoy
Mr. Ed Melvin
Mr. Carl Mitchell
Mr. Tim Moore
Mr. Scott Panagrosso
Ms. Mercedes Rodriguez
Ms. Lorria Troy
Mr. Robert Van Geons

Staff Present:

Mr. Jim Lott
Ms. Nedra Rodriguez
Ms. Peggy Aazam

Items within this meeting subject to Approval Action:

Training Providers: Approved Heavy Equipment College of North Carolina (Heavy Equipment Operations CRANE; Heavy Equipment Operations Level 1; Heavy Equipment Operations Level 2 programs) and Home Builders Institute (HBI Pact program).

Contract with Cumberland County Schools to achieve Work Ready Community Status: Approved Board support staff to proceed with contract negotiations with Cumberland County Schools to continue with Work Ready Community initiative; contract is not to exceed \$50,000 and is to include a budget for marketing materials.

Memorandum of Understanding (MOUs) with Partner Agencies: Approved Board support staff to proceed with development of a Memorandum of Understanding (MOU) with required partners of the Cumberland County NCWorks Career Center; ad hoc committee to be named at a later date.

Request for Proposals (RFP) for One-Stop Operator: Approved Board support staff to proceed with development and release of the Request for Proposal (RFP) for a One-Stop Operator for the Cumberland County NCWorks Career Center; ad hoc review committee to be named at a later date.

I. Call to Order - The January 11, 2017 meeting of the Workforce Development Board was called to order by the Board Chair, Mr. David McCune, at 11:03 am.

II. Recognition of Guests and Welcoming New Members – Mr. McCune welcomed and thanked the guests in attendance. New Board member, Dr. David Brand, Senior Vice President for Academic and Student Services with Fayetteville Technical Community College (FTCC) was welcomed to the WDB. Mr. Robert Van Geons was introduced as the new president and CEO of the Fayetteville Cumberland County Economic Development Corporation. Mr. Van Geons served as the executive director of RowanWorks for nine years; in economic development for 15 years. He shared that he is passionate about finding bridges to full employment that also support and expand existing business and industry. Mr. Van Geons can be reached by email at robert@fayedc.com.

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

IV. Approval of Minutes - Mr. McCune asked the members to review the minutes from the November 2, 2016 WDB meeting. Ms. Esther Thompson made a motion to approve the minutes as read; the motion was seconded by Ms. Charlene Cross and passed unanimously. The approved minutes will be posted on the Workforce Development Board website at the conclusion of the Board meeting.

V. Consent Agenda –

The following items were included for information only:

- A. **Finance Report** (Business & Finance Sub-Committee)
- B. **Youth Council Report** (Youth Sub-Committee)
- C. **WIOA Adult & Dislocated Worker Contractor Update** (Planning & Evaluation Sub-Committee)
- D. **LMI Reports** (Labor Market Information Sub-Committee) - Mr. Jim Lott, Director, noted that there is slow job growth, with nearly 8,000 still unemployed in Cumberland County; the fastest growing jobs are in the low-paying service and retail industries.

VI. Director's Report - Mr. Lott reported that Cumberland County, Lumber River, and Regional Partnership WDBs have submitted a joint application for a Nursing and Allied Health Care Career Pathway, which will be recommended for certification at the NCWorks Commission meeting on February 8, 2017. The pathway was the culmination of coordinated efforts between diverse stakeholder representatives from industry employers, education, community partners, and government/workforce development agencies to meet the increasing demand for health careers by enhancing existing programs and developing new strategies that capitalize on leveraged resources. Once the pathway is certified, we will be eligible to apply for grant funds that will allow for

outreach materials as well as work experience opportunities for eligible participants. This will be Cumberland County's second certified career pathway (FTCC's Collision Repair and Refinishing Technology being the first). Mr. Scott Panagrosso, Career Pathways Facilitator, shared that the data related to job growth in the health care field was not surprising; data projections for North Carolina exceed the national average projections, making it an ideal choice for the pursuit of a career pathway. The regional partnership between Cumberland, Hoke, and Moore counties was an obvious choice due to their geographical proximity and concentration of healthcare employers, many of which participated in the development of the career pathway application. Mr. Panagrosso explained that the goal was to get everyone together to strategize and communicate so they could formulate a plan that will most effectively meet the needs that are unique to our region. The initiative was a great opportunity to increase networking and build stronger partnerships among community partners that will enhance our ability to serve our joint population. Mr. Lott reported the challenge of training individuals to replace the increasing numbers of retiring nurses, many of which leave the industry by the time they reach 50 years of age.

The state received funds to be passed down to local areas affected by Hurricane Matthew. Cumberland County received \$700,000 through the National Emergency Grant to assist those impacted by the hurricane, as well as Dislocated Workers and long-term unemployed. Mr. Lott reported that they have secured 14 worksites with over 90 positions available. Ms. Esther Thompson inquired about Section 3 requirement that 30% of (full time, permanent) employees must be low income; it was a topic discussed at a recent Fayetteville Metropolitan Housing Authority Board meeting with the Executive Director, Dawn Driggers. Mr. Carl Manning clarified the requirement is for companies awarded a contract for which government funds (from the IS Department of Housing and Urban Development; HUD) will be used for HUD-assisted construction projects. Mrs. Thompson wondered if the agencies associated with Community Development Block Grants (CDBG) were experiencing difficulty locating enough Section 3 applicants. Mr. Manning said there are probably enough applicants, but they may not be identified. Cumberland County Community Development (Sylvia McLean, Director) is also required to comply with the Section 3 provision; staff will obtain additional information.

VII. Community Updates - Councilman Kirk deViere provided an update on the several on-going projects. The City of Fayetteville has signed a lease agreement with the Houston Astros. The city has committed to build a downtown baseball stadium, commercial property and parking garage; the Houston Astros will bring a minor league baseball team to Fayetteville for a minimum of 30 years. The new stadium, expected to be completed in time for the 2019 playing season, will be built in downtown Fayetteville, behind the Prince Charles building. The City continues to be heavily involved in disaster relief efforts stemming from Hurricane Matthew. Ms. Thompson requested information related to Vision 2026 (not a City Council initiative; it is led by private business leaders) and the make-up the various Boards/Committees of projects such as the Parks & Recreation bond. Councilman deViere reported that there is already a P&R Bond committee that reports back to the City Council on the progress of the issuances; they are already reporting back on the second and third phases. He explained that they want to go step-by-step and update the community to ensure that they are meeting the needs and working on the improvements as agreed (including location, Senior Center, etc.). There is a P&R bond meeting open to the public at 5 pm tonight to discuss next steps and feedback for projects like the East Senior Center and Sports Complex. Councilman deViere recently presented an initiative to the City Council that he calls "Pathways for Prosperity," a program that will focus on economic mobility for the city's poorest neighborhoods by promoting community engagement and providing citizens with the tools and resources they need to get out of the poverty level. He referenced a Fayetteville Observer article regarding the initiative. Councilman deViere represents District 2, which includes some of the wealthiest neighborhoods in Fayetteville; it also includes some of Fayetteville's poorest neighborhoods, where the poverty rate reaches 60%. One in four Fayetteville residents live in

poverty (defined as an annual income of less than \$24,300 for a family of four), 67% of which are single mothers. According to studies, children born in impoverished cities experience greater difficulty achieving prosperity. Councilman deViere, along with Commissioner Glenn Adams and Rick Glazier (who helped bring a grant to support the initiative), are also focusing on combatting poverty and recognize that dealing with poverty head on will make Fayetteville and Cumberland County a more desirable place, for residents and businesses alike. Councilman deViere explained that poverty seeps into all areas, leading to higher crime rates (the City of Fayetteville recorded the highest number of homicides in its history last year), lower education levels (the generational cycle of poverty negatively affects children's ability to succeed in school- and beyond), and the ability to recruit and maintain businesses (which affects the economy for the whole community). Besides, Councilman deViere says, it's "just the right thing to do." He explained that everyone needs to set their differences aside, get out of the silos, and come together to leverage resources (with the purpose of aligning the community's numerous and varied resources as a combat multiplier) to most effectively address the issues. The program contains long-term generational goals, but they need to develop short term goals that commit to the process as they figure out the needs of individual communities; the solution is not one size fits all. First steps include conducting surveys, promoting community engagement, and holding community meetings that develop into a community revitalization task force. Mr. Lott referred to an MDC study on the subject; Councilman deViere is familiar with the study and the eight steps it recommends. He delved a little deeper and looked at other communities (e.g. Charlotte/Mecklenburg, Forsyth County) that are already about a year into the process, but it took about a year or so to get it set up. The first, most important step is getting community engagement, and having a common definition/understanding of poverty and economic mobility. He asked attendees to consider the next time they go to a restaurant that one in four live below the poverty level. Because the needs of each neighborhood is going to be different, they are developing a framework/blueprint and will work through benchmarks and metrics to measure their way toward the common goal of economic mobility. For children born in one of the six census tracts identified at the lowest poverty levels in Fayetteville (three of which are in Councilman deViere's district), they will make 18% less than their parents, regardless of whether they stay in the area or not. The initial areas of focus are Old Wilmington Road and B Street, Massey Hill, Murchison Road, Bonnie Doone, downtown, and Hillsboro Street. Ms. Linda Hoppmann commented referenced the FTCC Education Center on B Street. Dr. Brand explained that the Education Center, which is in the building that used to be the Pauline Jones middle school, moved its adult education program in order to provide additional training and education opportunities to adult learners. Councilman deViere shared that the B Street Coalition, an integral part and asset of that community, holds their meetings at the school. Ms. Hoppmann acknowledged the benefit of having the Center in that area, including alleviating transportation challenges; she has seen an increase in the traffic of that area. Councilman deViere reported that they have already taken steps to revitalize the area, including demolishing nine buildings and working with Habitat for Humanity to rebuild. He has already seen the effects of community engagement and partner involvement (like FTCC) who have stepped up to support the initiative. An official grand opening of the Education Center will take place in the near future. Ms. Charlene Cross commended that they are "going to the people"; the WDB Youth Sub-Committee has discussed the youth program contractor, ResCare, doing the same to reach out to Out-of-School youth. We need to think outside the box in order to change mentalities, but the effects will be mutually beneficial. Mr. Manning commented that they will find diamonds in the rough in those communities; Councilman deViere added that coming together as a community will really change the dynamic. He explained that "just bringing more jobs" won't change anything; Charlotte/Mecklenburg is in the same situation. More jobs won't solve anything; we need to get to the root of the problem and work our way up. Mr. Van Geons concurred with Councilman deViere's statements and spoke about the common thread among those in workforce/economic development who answer to a higher calling to help people who want and need help, which is his passion. In his previous position, it was easy to recruit jobs, but they were not being effective when those jobs were not going to those who would most benefit.

He added that the challenge, not just here but elsewhere, is to want to make a greater impact; he is excited to see and hear about the ongoing projects and is happy to help in any way he can. Councilman deViere shared that the City Council will be working on their strategic plan which will lead into budget planning; there are many important projects that they are getting citizens' input on and figuring out the best way to fund those projects. They have a great, aggressive team that is prepared to tackle the big issues.

VIII. Items of Business –

Old Business

- A. ***Training Providers*** (Program Activities & Community Relations Sub-Committee)- The Program Activities & Community Relations Sub-Committee met on November 29, 2016 to discuss the WIOA-eligible training provider requests from the Heavy Equipment College of North Carolina (for three programs: Heavy Equipment Operations CRANE; Heavy Equipment Operations Level 1; Heavy Equipment Operations Level 2) and Home Builders Institute (HBI) (for the HBI Pact Program). Based on information provided by the providers (distributed at the 9/7/16 and 11/2/16 WDB meetings), the Program Activities & Community Relations Sub-Committee recommended that all programs submitted by both providers (listed above) be approved. The WDB approved this recommendation. Mr. Jones noted that the Heavy Equipment College of North Carolina agreed to accept the same amount as negotiated with Vocational Rehabilitation (\$4,576 per course instead of \$9,700) for WIOA participants, with no additional loans or fees to the student.
- B. ***Results of WDB Survey*** (Planning & Evaluation Sub-Committee)- The results of the board survey were included in the notebook as a reference. The consent agenda is the preferred meeting format, with sub-committees to meet separately, prior to the WDB meeting, as needed to facilitate in-depth discussion on selected topics. Mr. McCune suggested adding comments from meeting attendees as a regular agenda item; several Board members agreed. Another suggested feature was to highlight partner agencies and programs as a focus at WDB meetings. When asked for an update of the library system in the aftermath of the hurricane, Ms. Jody Risacher reported that the main library has been open during reconstruction; the first floor of the library flooded 3-6 inches from the storm.
- C. ***Director's Report*** – discussed previously; refer to section VI.
- D. ***Update on Disaster Relief Grant Efforts*** (Planning & Evaluation Sub-Committee)- As discussed briefly during the Director's Update, Cumberland County received \$700,000 to assist individuals affected by the hurricane, Dislocated Workers, and long-term unemployed. Current placements include positions with Kingdom Community Development Corporation and Fayetteville Urban Ministry; pending placements and open availability include positions with Parks & Recreation, CEED, Cape Fear Botanical Gardens, Action Pathways, DSS, Fayetteville Metropolitan Housing Authority, and Habitat for Humanity. Ms. Lorria Troy reported that it has been a slow process to fill positions due to staff challenges and drop off of identified individuals not returning for scheduled appointments, but they continue to review and update the process. Ms. Risacher inquired about ex-offenders' eligibility for the program; Mr. Lott confirmed that they are eligible to participate and that he is a member of the Re-entry Council. Disaster Workers Grant (DWG) funds expire September 30, 2017.

New Business

- A. ***Contract with Cumberland County Schools to Achieve Work Ready Community Status*** (Business & Finance Sub-Committee)- Approval action requested from WDB for staff support to proceed with negotiating with Cumberland County Schools (CCS) for a contract to continue efforts related to the Work Ready Community initiative. Ms. Pam Gibson made a motion to approve the request; Ms. Dina Simcox seconded the motion. Ms. Hoppmann requested that the contract include a budget for outreach materials. The Work Ready Community initiative has no connection to the current contract with ResCare to provide WIOA services; Ms. Nedra Rodriguez clarified that the initiative began when CCS had the contract to provide WIOA Youth Program services and it would be more effective and less costly to have CCS complete the process than to start over. The Work Ready Community initiative empowers states, regions, and counties to drive economic growth and build common frameworks that match and align workforce development efforts. By way of data, tools, and resources, such as the National Career Readiness Certificate (NCRC), that measure and close the skills gap, employers have a reliable means of determining potential employees that are “Job Ready.” Cumberland County must have 158 employers commit their support for the initiative; we currently have about 26. By registering, employers are indicating that they support the ACT Work Ready Community initiative and recognize the NCRC as a measure of foundational workplace skills. Ms. Cross and Ms. Edna McKoy (from CCS) passed out brochures and registration forms and encouraged those present to complete the forms which can be returned to Nore Brantley (norebrantley@ccs.k12.nc.us) to enter online. The WDB approved Board support staff to proceed with initiating a contract for an amount not to exceed \$50,000.
- B. ***Memorandum of Understandings (MOU) with Partner Agencies*** (Business & Finance Sub-Committee)- The nation’s One-Stop System, as envisioned under the Workforce Innovation and Opportunity Act (WIOA), plays a vital role in connecting businesses to talent and individuals to skill development and employment opportunities. Local boards work in concert with partners from business, labor, government, education, and economic development to build pathways to self-sufficiency and provide customers with career services and an array of resources necessary to achieve success and support community advancements and prosperity. Board notebooks included a proposed implementation timeline and explanation of the WIOA-requirement for local Workforce Development Boards to develop and enter into a Memorandum of Understanding (MOU) between the local board and the one-stop partners with all entities that serve as partners to the One-Stop Career Center (Cumberland County NCWorks Career Center for our area). The purpose of the MOU is to define the roles and responsibilities of each partner as mutually agreed by the parties for the operation of the Career Center service delivery system in the local workforce area, as required under WIOA. Required partners of the MOU include: Workforce Development activities serving youth, adults, and Dislocated Workers (Title I of WIOA; ResCare); Employment Services authorized under the Wagner-Peyser Act (Title III of WIOA; DWS- Josephus Thompson); Adult Education and Literacy Activities (Title II of WIOA; FTCC); Vocational Rehabilitation services under Title I of the Rehabilitation Act of 1973 (Title IV of WIOS; Voc Rehab- Ellen Morales); Activities authorized under Title V of the Older Americans Act of 1965 (SCSEP- Senior Community Services Employment Program- Ann Johnson);

Career and Technical Education programs at the postsecondary level authorized under the Carl D. Perkins Career and Technical Education Act of 2016 (FTCC); Activities authorized under Chapter 2 of Title II of the Trade Act of 1974 (TAA-DWS); Activities authorized under Chapter 41 of Title 38, United States Code: Job Counseling, Training, and Placement Services for Veterans (Veterans- DWS); Employment and training activities carried out under the Community Services Block Grant (CSBG); Employment and training activities carried out by the Department of Housing and Urban Development; Programs authorized under State unemployment compensation laws (UI-DWS); Programs authorized under Section 212 of the Second Chance Act of 2007 (Ex-Offenders-DWS); Programs authorized under part A of Title V of the Social Security Act: Temporary Assistance for Needy Families (TANF- DSS); Job Corps career and technical education for youth (Job Corps). The following entities have been identified locally as “additional partners” whose program and services are available through the workforce delivery system and are proposed to be included as part of the MOU: Cumberland County Library & Information Center; Chamber of Commerce; Economic Development Corporation; Cumberland County Schools; additional programs offered through DSS (e.g. Food and Nutrition). The MOU must be in place by July 1, 2017; an extension has been granted for the resource sharing agreement. Mr. Jones made a motion to approve Board support staff to proceed with the development of the MOU for the Cumberland County NCWorks Career Center (located at 414 Ray Ave, Fayetteville, NC 28301); Ms. Gibson seconded the motion. Designation of an ad hoc MOU committee, which will be responsible for convening the required/additional partners and overseeing the negotiation process to a mutually beneficial conclusion, will be appointed at a later date.

- C. ***Request for Proposals (RFP) for One-Stop Operator*** (Planning & Evaluation Sub-Committee)- Section 121(d)(2)(A) of WIOA requires local Workforce Development Boards to competitively procure and implement a One-Stop Operator for One-Stop Career Centers (known as NCWorks Career Centers in North Carolina) by July 1, 2017. The responsibilities of the One-Stop Operator include the overall management of the One-Stop Career Center, coordination of partners, and service delivery. The process for procuring and selecting a One-Stop Operator must take into consideration any potential conflicts of interest and ensure that proper internal controls and firewalls are in place so that the role of the selected Operator does not conflict with any alternate roles in which they may otherwise function as part of the workforce development system (e.g. service providers). Mr. Lott reported that DWS has indicated that they will submit no-cost proposals. Mr. Carl Mitchell explained that this is a nationwide requirement, not just for North Carolina. Approval action was requested from the WDB to permit Board support staff to proceed with the development and release of the Request for Proposal (RFP) for a One-Stop Operator for the Cumberland County NCWorks Career Center (located at 414 Ray Ave, Fayetteville, NC 28301). Mr. Josephus Thompson abstained from voting. Mr. Everett made a motion to approve the request; Ms. Simcox seconded the motion. An ad hoc RFP review committee will be designated at the March WDB meeting.
- D. ***Progression of the Cumberland County Workforce Development Board/Preliminary Discussion regarding Strategic Planning*** (Planning & Evaluation Sub-Committee)- In an effort to facilitate next steps for the Board’s strategic planning, Bob Knight, nationally renowned professional of Workforce Development, will provide the Board with an overview of WIOA and an outlook

on the future of the Workforce Development system, and then lead the Board through an exchange of ideas that will ultimately be the basis of the Board's strategic plan objectives for the next two to three years. The session will be scheduled for March or April; more information to follow. Examples of strategic planning topics were included in the notebook for Board review and consideration. WIOA is not just about programs, but the workforce system as a whole; the Board should be the convener of partnerships and collaborations that work together toward achieving the vision of a strengthened workforce.

E. ***Recruitment of Business Representatives for WDB***

(Marketing/Bylaws/Nominations Sub-Committee)- In an effort to maintain compliance with local Board requirements under WIOA, Board members (especially those with upcoming term expirations) were encouraged to reach out to local business (private sector) representatives and refer them to apply to be a member of the Cumberland County Workforce Development Board (applications can be submitted electronically through http://co.cumberland.nc.us/commissioners/board_application.aspx). With Mr. McCune's term expiring in October 2017, the Board will also be appointing a new Chair, which must be a private sector representative. According to communication from the state, non-profit agencies are not considered private entities.

F. ***Attendance at Upcoming Workforce Development Conferences-*** Mr. McCune encouraged Board member attendance at upcoming conferences:

Southeastern Employment & Training Association (SETA)
March 19-22, 2017 in Jacksonville, FL

National Association of Workforce Boards (NAWB)
March 25-28, 2017 in Washington, DC

North Carolina Employment & Training Association (NCETA)
April 19-21, 2017 in Wilmington, NC

Interested Board members were asked to notify Peggy Aazam (paazam@co.,cumberland.nc.us).

IX. Focus –Dr. John D'Ambrosio from the Better Business Bureau (BBB) of Coastal Carolina was the featured guest speaker. Mr. D'Ambrosio gave an overview of the BBB and the Code of Business Practices (aka BBB Accreditation Standards). BBB reviews must be neutral and cannot recommend or endorse businesses. The BBB promotes the standard of "Think Local First" while protecting the interests of consumers. The BBB Code of Business Practices represents sound advertising, selling and customer service practices that enhance customer trust and confidence in business. The Code is built on Standards for Trust, eight principles that summarize the important elements of creating and maintaining trust in business (i.e. Build Trust; Advertise Honestly; Tell the Truth; Be Transparent; Honor Promises; Be Responsive; Safeguard Privacy; Embody Integrity). The projected goals of the BBB for 2017-18 include expanding services supporting businesses and residents and demonstrating a positive return on investment for maintaining BBB accreditation status. Dr. D'Ambrosio looks forward to working with the Cumberland County WDB, the local Chamber of Commerce, the Economic Development corporations, and training providers such as FTCC in partnerships that will benefit each agency and the businesses operating in the region. In order to be accredited by the BBB, businesses must be in business for at least one year and have demonstrated sound business practices. The cost for a business to be a member of the BBB starts

at \$320/year, with as much as 22 rates depending on the number of employees. Mr. Ed Melvin, former County Commissioner, was in attendance at the meeting; he, along with Mr. Mitchell, are current BBB Board members. The primary foundation of the BBB is to reach a compromise between consumers and business while promoting ethical business standards and practices. Mr. Charles Royal inquired how an individual can verify a business' BBB rating if they are no longer active; one can visit the website (www.bbb.org) to check if the business is active/current member of the BBB. Accredited businesses must be a member of BBB. Mr. Mitchell asked for Mr. D'Ambrosio, Mrs. D'Ambrosio, and Mr. Melvin to leave the room while the WDB considered a suggestion by Mr. McCune for the Cumberland County NCWorks Career Center and/or Workforce Development Board to submit an application to be a member of the BBB. Ms. Simcox made a motion to approve; Mr. Josephus Thompson seconded the motion. After additional discussion, several members expressed their concern on several issues (e.g. is there a benefit for a government entity to be a member of the BBB? Would the Board even be considered a "business"? Is this an eligible cost under WIOA funding? etc.), the topic was tabled. Mr. Mitchell expressed his hope to expand and develop a stronger BBB presence in Fayetteville (currently, the closest office is in South Carolina); if enough local businesses join, this might become a reality, providing for a local office to better assist businesses and residents.

X. Next Board meeting- The next meeting of the Workforce Development Board is scheduled for Wednesday, March 8, 2017, in the FTCC Administration Building, room 170, with sub-committee meetings beginning at 11 am. A schedule of 2017 Workforce Development meetings and events was included in the notebook for Board members' information.

Mr. McCune presented Mr. Lott with a plaque thanking him for his years of service as Director of the Cumberland County Workforce Development Board. Mr. Lott will be going to the Cape Fear Council of Government, serving as Director of the Workforce Development for the local area.

VIII. Adjournment- Mr. McCune adjourned the meeting at 1:32 pm.

Respectfully Submitted By:

Peggy Aazam, Executive Assistant

David McCune, Board Chair