

**CUMBERLAND COUNTY WORKFORCE DEVELOPMENT BOARD**  
**September 11, 2018 – 11:07 AM to 1:50 PM**  
**FAYETTEVILLE TECHNICAL COMMUNITY COLLEGE**  
**Thomas R. McLean Administration Building – Conference Room # 170**

Members Present:

Ms. Dina Simcox (Representative of Business)  
Mr. Rodney Anderson (Representative of Business)  
Ms. Chanda Armstrong (Representative of Education and Training - Vocational Rehabilitation)  
Mr. Jesse Brayboy (Representative of Business)  
Mr. Kevin Brooks (Representative of Business)  
Ms. Charlene Cross (Representative of Workforce - Addressing Needs of Eligible Youth)  
Ms. Isabella Effen (Representative of Business)  
Ms. Pam Gibson (Representative of Education and Training – FTCC)  
Mr. John Lowery (Representative of Education and Training – State Employment Office)  
Mr. Carl Manning (Representative of Workforce – Community Based Organization)  
Mr. Naynesh Mehta (Representative of Business)  
Ms. Joy Miller (Representative of Business)  
Ms. Diana Potts (Representative of Business)  
Mr. Robert Van Geons (Representative of Education and Training – Economic Development)

Members Absent:

Ms. Crystal Bennett (Representative of Workforce – Community Based Organization)  
Mr. Jonathan Charleston (Representative of Business)  
Mr. Jimmy Driscoll (Representative of Business)  
Mr. Albeiro Florez (Representative of Business)  
Dr. Dallas Freeman (Representative of Education and Training)  
Mr. Chad Kormanek (Representative of Business)  
Mr. Kent Listoe (Representative of Business)  
Mr. Jenson McFadden (Representative of Business)  
Ms. Jody Risacher (Representative of Workforce - Addressing Needs of Eligible Youth)  
Mr. Charles Royal (Representative of Workforce – Labor)  
Captain David Servie (Representative of Workforce – Apprenticeship Program)  
Ms. Sherri Turner (Representative of Business)

Guests Present:

Ms. Kelcey Allen (Division of the Blind)  
Ms. Caroline Anderson (Two Hawk Workforce Services)  
Ms. Nore Brantley (Cumberland County Schools; High School to Work Partnership Coordinator)  
Dr. J. Lee Brown (Fayetteville State University; College of Business & Economics)  
Mr. Patrick Buford (EDSI; NC Director of Youth Services)  
Ms. Christy Didion (NCWorks Career Center Manager)  
Mr. Ray Eibel (EDSI; Director of New Business Development)  
Ms. Laura Haygood (NCWorks Career Center; Youth Program Manager)  
Mr. Chip Lucas (Cumberland County Schools; Career and Technical Education Director)  
Ms. Catherina Moga Bryant (NC Department of Commerce)  
Mr. Scott Panagrosso (NC Department of Commerce; Career Pathways Facilitator)  
Ms. Kisha Patton (NCWorks Career Center; Program Manager)  
Ms. Jenny Proctor (Greater Fayetteville Chamber of Commerce; Director of Community Relations)  
Dr. Victoria Steeger (ProTrain)  
Mr. Sherwood Southerland (Two Hawk Workforce Services)

Mr. Gregory Wade (NCWorks Career Center; Manager)  
Ms. Taneka Williams (Cumberland County Schools; Career and Technical Education Career Pathways Coordinator)

Staff Present:

Ms. Nedra Rodriguez  
Ms. Tamara Hodge  
Ms. Tracy Smalls  
Ms. Peggy Aazam

**Items within this meeting subject to Approval Action:**

**Next Gen Sector Partnership State Request:** Approval to fund Next Gen Sector Partnership initiative at the state level with Genz Consulting for \$21,000 (110 hours).

**Eligible Training Provider Requests:** Approved ProTrain (Roofing Professional Certificate Program) and VOICE Therapeutic Solutions (N.C.-H.O.P.E. Peer Support Specialist Certification Training Program) as WIOA eligible training providers/programs.

**Revised Policies:** Approval of revised policies: #11 WIOA Nondiscrimination/Equal Opportunity Standards and Complaint Procedures; #17 Supportive Services and Needs-Related Payments; #18 Youth Services; #22 WIOA Title I & III Co-enrollment in NCWorks; #24 Customer Self-Attestation; eliminated Policy #19 Time and Attendance Reporting and Travel Reimbursement Rate of Workforce Innovation and Opportunity Act (WIOA) Sponsored Participants and Policy #20 Adult and Dislocated Worker Needs-Related Payments as they were incorporated into Policy #17 Supportive Services and Needs-Related Payments.

**I. Call to Order** - The September 11, 2018 meeting of the Workforce Development Board was called to order by the Board Chair, Ms. Dina Simcox, at 11:07 am.

**II. Welcome and Recognition of Guests** – Ms. Simcox welcomed and thanked the guests in attendance. Attendees introduced themselves.

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

**IV. Approval of Minutes** – Minutes were initially tabled until there was a quorum. Mr. Robert Van Geons made a motion to approve the minutes from the July 17, 2018 WDB meeting; the motion was seconded by Ms. Pam Gibson and passed unanimously. The approved minutes will be posted on the Workforce Development Board website at the conclusion of the Board meeting.

**V. Community Updates** –

A. ***Cumberland County*** – N/A

B. ***Economic Development*** – N/ A

C. ***Chamber of Commerce*** – Ms. Jenny Proctor, Director of Community Relations with the Greater Fayetteville Chamber of Commerce, provided information related to the Baseball for Business Committee. She acknowledged Nore Brantley's hard work on championing Cumberland County's initiative to be a Work Ready Community. Upcoming events include Baseball for Business committee's monthly meeting (second Wednesday of the month at

4 pm); State of the Community (September 19<sup>th</sup> @ 11 am at the Crown Complex Ballroom); and the Candidates Meet & Greet (September 25<sup>th</sup> from 7:30 – 9:30 am at the Crown; registration is required).

- D. **Cumberland County Schools** – Mr. Chip Lucas encouraged attending a stop on Dr. Marvin Connelly’s listening tour. Cumberland County Schools’ new superintendent is actively engaging County citizens and stakeholders to learn how we can better support our students. He is scheduled to be at Mac Williams Middle School on September 24<sup>th</sup> at 6:30 pm.
- E. **Fort Bragg Research Institute** – Ms. Simcox shared information provided by Dr. Sammy Choi, Director of Research with Womack Army Medical Center (WAMC), who is the project lead for the Fort Bragg Research Institute (FBRI). A partnership between the Geneva Foundation and Fort Bragg, FBRI’s mission is to “optimize military performance through scientific innovation.” FBRI will provide services to include: receipt of funds (seeking funding on behalf of Fort Bragg and WAMC through sources including public, private, non-profit/for profit, and institutional/individual entities); grant proposal (working directly with WAMC and the Cape Fear Research Consortium (CFRC), a research network of regional academic and healthcare institutions, to seek collaborative research grants); research (FBRI will have full time investigators on staff who will be actively engaged in research, design, testing, and evaluation activities); funding agency (FBRI will provide research funds for WAMC, Fort Bragg, and CFRC); and collaborative network (FBRI will work with CFRC to develop a regionally-focused health outcomes research network to improve the health disparities of southeastern North Carolina).

**VI. Director’s Report** – Ms. Nedra Clayborne Rodriguez’s Director’s Report provided updates on various projects and initiatives. EDSI completed a 100% file review of all files active as of mid-June (512 files). The report has been forwarded to ResCare for comment; Ms. Rodriguez explained that she is awaiting a satisfactory response from ResCare in order to process their final payment. The National Dislocated Worker Grant (NDWG; for Hurricane Matthew) close out monitoring review has been completed; 65 participants were served and \$1,343,183 was expended during the time period of October 2016 through June 2018. The two year Sector Partnership National Emergency Grant (SPNEG) funding for our two certified career pathways ended June 30, 2018, but career pathways work has not ended; staff will move forward with obtaining two additional certified career pathways by June 2019. Ms. Rodriguez shared statistics related to poverty (one in four children live in poverty; there is an 18% chance that a child born into poverty will grow up to be worse off than their parents; Cumberland County ranked 18<sup>th</sup> out of 2,478 as one of the worst US counties in helping children in poverty; 42.9% of single mothers live in poverty). The Pathways for Prosperity (P4P) coalition is a collaborative effort that aims to create community conversation and action to address economic mobility and drive change in economic outcomes for Fayetteville and Cumberland County citizens. P4P’s Comprehensive Action Plan (CAP) delineates the key objectives and strategies for the focus areas of Affordable Housing (affordable house inventory, placements, and impact), Workforce & Industry Alignment (align the workforce with the needs of job-creating industries), Life Skills (parent education focused on growing life and parenting skills), K-12 Education (quality of education system available to children ages five to eighteen), and Pre-K Education (quality of early care and education available to children ages birth to five). The goal of P4P is to move 829 individuals out of poverty within the next three years by reducing the concentration of poverty in Cumberland County. The coalition is moving from the development phase to action and is currently recruiting for volunteers for revitalization teams to move the coalition forward in the eleven census tracts communities identified as focus areas. Ms. Diana Potts asked about adding the Center for Emerging Business as a partner; Ms. Rodriguez encouraged her to visit the P4P website and sign up as a business or individual volunteer. A Model Approach for Change – Child Welfare (AMAC-CW) is an effort initiated by the Cumberland County Department

of Social Services (DSS) to explore opportunities to improve outcomes of youth who age out of the foster system. The initial phase looked at internal systems in DSS; the next step is to bring in partner organizations. Through this collective impact initiative, the alignment of WIOA Title I youth program services with other youth social programs is critical to assist the more than 900 children in the Cumberland County foster care system. Ms. Proctor referenced Youth Villages, which is in the same building as the Chamber of Commerce office; they assist individuals who have aged out of foster care. Ms. Christy Didion, Career Center Manager, will reach out to them. Ms. Rodriguez cautioned for the need to be cognizant of staff capacity and funding availability as we promote outreach; we want to ensure that we are providing quality services to all who come through our door. It has been almost one year since Cumberland County began exploration into developing a Next Gen Sector Partnership. The continuum of the Next Gen Sector Partnership in health care will focus on Integration and Coordination of Care (reduce hospital emergency room readmissions among “frequent flyers” and as a secondary action, explore grant funding to target hypertension among African American men as a means of delivering care in non-traditional settings), Workforce Development (expand work-based learning among students considering careers in health care), and Obesity Prevention (implement an evidence-based obesity prevention program in Cumberland County middle schools). Ms. Rodriguez explained that the commonality with these community initiatives is aligning programs, resources, and services that exist and are available through all four WIOA Titles and various agencies and organizations within Cumberland County. Next steps for all of the initiatives will require additional funding in order to move from plan to action (self-sufficiency in income, education, and overall well-being for citizens as well as community and business stability to improve the quality of living in Cumberland County). Once funding needs are identified, Ms. Rodriguez plans to submit a request for additional Program Enhancement Grant funding. Ms. Rodriguez is planning to request \$54,000 in funds related to the Finish Line Grant, an initiative of Governor Cooper for Community Colleges and WDB/NCWorks Career Center to provide emergency funding to students in need. The WDB/NCWorks Career Center and Fayetteville Technical Community College (FTCC) will submit an MOU for the local area. Eligible students may receive up to \$1000 per semester during the 2018-2019 school year to assist them with staying on track to graduate. Students must be enrolled and in good standing with the college and have completed 75% of their degree or credential. \$7 million is available statewide; Cumberland County’s request is based on FTCC’s past Foundation emergency funding. Future funding is contingent on availability; Governor Cooper may expand the initiative to universities next year. Ms. Rodriguez reported that we are standing by to assist with Hurricane relief through the County’s Emergency Operations Center (EOC). Cumberland County received funding to assist those affected by Hurricane Matthew and the NCWorks Career Center is prepared to serve those that may be affected by the impending Hurricane Florence. The most recent NC Department of Commerce’s Re-entry Initiative report was included as a reference.

**VII. Focus – Board Strategic Plan** – The WDB has revised its mission (“To deliver an employer-driven public workforce system that provides pathways to meaningful employment, meets the needs of businesses, and strengthens the local economy”) and vision (“To align with employers, training programs, community partners, and local government to sustain a high quality, integrated public workforce system that is delivered innovatively for the advancements of economic development and quality of life”) statements. The strategic plan was revised as well to include new strategic goals: #1: Engage the business community to strengthen the local economy (standing committee: Business Engagement; Chair: Robert Van Geons; Vice Chair: Carl Manning; additional members: Diana Potts (will recruit others) and Jenny Proctor); #2: Promote advanced training and education for a skilled workforce (standing committee: Special Populations; Chair: Crystal Bennett; Vice Chair: Chanda Armstrong; additional members: Dr. J Lee Brown (will recruit an additional member), Naynesh Mehta, Diana Potts, and Charlene Cross); #3: Align the workforce development system (standing committee: One Stop System; Chair: John Lowery; Vice Chair: Pam Gibson; additional members: Joy Miller and Diana Potts); #4: Increase visibility of the workforce

system, Workforce Development Board, and NCWorks Career Center (standing committee: Marketing & Public Relations; Chair: Isabella Effon; Vice Chair: Rodney Anderson; additional members: Kevin Brooks, Jenny Proctor, Naynesh Mehta, and Diana Potts); #5: Pursue and support strategic workforce initiatives (standing committee: Strategic Initiatives; Chair: Diana Potts; Vice Chair: Joy Miller; additional members: Kevin Brooks, Nore Brantley, Dina Simcox, and Scott Panagrosso); #6: Maintain compliance and accountability of the Cumberland County workforce system (Executive Committee: Leadership and Strategy; members consist of the Chair and Vice Chairs of the other strategic goal standing committees).

### **VIII. Items of Business –**

#### *Strategic Goal #1: Engage the Business Community*

- A. ***Labor Market Information Reports*** – Cumberland County Labor Market Overviews for August and September 2018 were provided for information purposes.
  
- B. ***Update on Next Gen Sector Partnership – Health Care*** – Mr. Rodney Anderson provided an update on the Next Generation Sector Partnership (NGSP) in Cumberland County. NGSP is a national initiative that is industry-led, sector-based, and community supported. Over 50 health care and supporting leaders representing a cross-section of the health care industry met at the Embassy Suites on June 14<sup>th</sup> to launch a business-led Next Generation Sector Partnership to strengthen the competitiveness of the health care sector in Cumberland County and the surrounding region. The launch meeting, which was referenced in Governor Cooper’s July 3<sup>rd</sup> SYNC® newsletter, was co-chaired by Dr. Sammy Choi, Director of the Department of Research at Womack Army Medical Center, and Mike Nagowski, CEO of Cape Fear Valley Health, and facilitated by Francie Genz (Genz Consulting). A diverse team of public partners (including representatives from the Governor’s office and NC Department of Commerce) observed while Ms. Genz led the health care representatives in identifying health care trends and opportunities to leverage growth. Among the major trends identified were opportunities for more integrated care (managed care that integrates medical, dental, and behavioral health in order to deliver high quality care), new health care delivery models (telehealth, telemedicine, and community-based models which allow providers to deliver care in remote settings), and strengthening the healthcare workforce (shoring up on the health talent pipeline, residency programs, increasing RN enrollment, enhancing community and education partnerships). Discussion resulted in four priorities for action: Integration and Coordination of Care (need for greater integration within the health care sector as well as more regular communication and connection within the sector); Workforce Development (“develop the bench” of skilled health care workers in order to fuel future growth; suggested a two-part strategy: identify skills needed; partner with schools); Expanding Care in Non-traditional settings (Offer care in non-traditional settings and during non-traditional times in order to more effectively reach high-need patient populations); and Obesity Prevention (a campaign identified as a particular area where a public-private health care partnership could have a positive impact). Each of the action teams have or will participate in a conference call to further define tasks and next steps. The full partnership will reconvene at a meeting (date to be determined) to decide the action plan and determine next steps.

Ms. Rodriguez introduced Catherine Moga Bryant, Executive Director of the NCWorks Commission, NC Department of Commerce. The state has requested for Cumberland County to help fund a Next Gen Sector Partnership at the state level. The request would be a separate agreement with Genz Consulting for \$21,000 (110 hours). Mr. Jesse Brayboy made a motion to approve the request; the motion was seconded by Ms. Effon and passed

unanimously. Mr. Van Geons expressed that it is imperative that workforce development, economic development, and education fully support the initiative and take our place as a leader. Ms. Moga Bryant thanked Cumberland County for supporting NGSP and acknowledged the local area as a leader for being the first region to get NGSP started. Ms. Rodriguez is part of a small workgroup which will ensure that the expertise gained at the state level will filter down to the local level.

*Strategic Goal #2: Advance Education and Training*

- C. **Youth Committee update** – An update on the Young Adult Committee, which met on Friday, September 7, 2018, was included for reference. The next Young Adult Committee meeting is scheduled for noon on Friday, November 9, 2018 at the Cumberland County NCWorks Career Center (414 Ray Ave, Fayetteville).
- D. **Eligible Training Provider Requests** – Ms. Diana Potts made a motion to approve the recommendation from the Eligible Training Provider task force to approve the WIOA Eligible Training Provider requests from ProTrain (Roofing Professional Certificate Program) and VOICE Therapeutic Solutions (N.C. – H.O.P.E. Peer Support Specialist Certification Training Program); the motion was seconded by Ms. Armstrong and was passed unanimously.

*Strategic Goal #3: Align the Workforce Development System*

- E. **Cumberland County NCWorks Career Center report** – Ms. Didion provided an update on the events and activities occurring in and around the NCWorks Career Center. Reporting that everyone is stronger when they are cross-trained, Ms. Didion shared that there has been a new energy throughout the Center. There has been a lot of growth as it pertains to Integrated Service Delivery (ISD) and staff can assist more customers more effectively. The Center is prepared for the Career Center Certification visit from the state which is scheduled for September 19<sup>th</sup>. Ms. Didion reported on the success of the Expungement Clinics which are held on the first Tuesday of every month; due to high demand, two clinics were conducted with over 100 served in re-entry last month. Career Center staff, Jackie Elliott and Ann Zell, were recognized in the Reentry Initiative report as top performers in providing services to customers who have a criminal record (21 served in the month of June). Ms. Didion shared that the conference room where the Center's HRD (Human Resource Development) course is conducted recently got a makeover with new furniture. She referred to the participant testimonials in the report about Courses to Careers (Michael Bailey, Courses to Careers Coordinator) and HRD (Dr. Waleed Mohamed, HRD Instructor). With as many as 25 individuals attending each week. HRD has proved to be a great initiative, with an engaging instructor, that teaches employability and soft skills, a must for all employers. Career Center staff have been encouraging attendance from customers as well as recommending employers to require when looking to hire. The course is not just for those new to the workforce; there are many individuals with Master's degrees that have difficulty getting hired. The course is free to anybody walking through the door; the only requirement is that they register in NCWorks Online. Barton Malow confirmed that of the 12 participants, all of which were reentry and some that were homeless, in the first cohort (concrete and masonry), which began July 9<sup>th</sup>, 10 received offers of full time employment with sub-contractors in the community. The Career Center donated over 300 backpacks filled with school supplies for the Register of Deeds annual school supply drive for homeless Cumberland County school children. The Register of Deeds office had a goal to collect and fill 800 backpacks with school supplies; 650 will be donated to homeless children in Cumberland County schools with the remainder going to the American Red

Cross for disaster relief and emergencies. The Career Center will soon receive Career Touch screen kiosks, which will allow customers to search careers and allow military personnel to search by their specialty. The new technology is expected to go live October 1<sup>st</sup>. A new Young Adult Facebook page will soon be unveiled in an effort to reach the young adult population and keep them informed of upcoming events in the Career Center. Portia Grady, Young Adult Business Services Representative, has been instrumental in developing a social media presence for the young adult program, as well as conducting business recruitment for new work experience and On-the-Job Training (OJT) opportunities. Attendees were asked to participate in a “Workforce Interest Survey” for a premier clothing manufacturer that is considering Fayetteville for a new facility. The new positions would start at \$10.50 per hour with opportunities to earn overtime and bonus pay; employees would also receive benefits with paid time off, a company-supported retirement plan, and at least 50% of individual and family medical insurance premiums. Free training will also be available. To win this project, it is critical that we can provide as many responses as possible to prove to the employer that Fayetteville has a viable, skilled workforce. The survey is available in English ([www.jobsfayetteville.com](http://www.jobsfayetteville.com)) and Spanish ([www.fayettevilleworks.com](http://www.fayettevilleworks.com)).

- F. ***NCWorks Career Center Lunch & Learn Session*** – Ms. Simcox announced save the date information for lunch & learn sessions at the Career Center: October 25<sup>th</sup> for the WDB and Career Center staff; November 1<sup>st</sup> for public officials and Career Center staff. Lunch will be served followed by the session from 1 – 4 pm, with a networking opportunity until 5 pm.
- G. ***Update on RFP for Lease of Cumberland County NCWorks Career Center*** – Mr. Lowery reported that information has been provided to State Properties to assist with the preparation of a Request for Proposal (RFP).

*Strategic Goal #4: Increase Visibility and Accountability of the Workforce Development Board*

- H. ***NCWorks Commission meeting update*** – Mr. Anderson provided a briefing on the August 8<sup>th</sup> NCWorks Commission meeting in Asheville. Topics for consideration included work-based learning (review and identify best practices to expand work-based learning), keeping veterans in NC, education (e.g., what can be done to better promote NCWorks’ employer and worker services?). Kevin Trapani, NCWorks Commission Chair, expressed that the NC job market is in crisis; he highlighted a series of “listening sessions” across the state in order to better understand how to connect employers with employees and bring sustainable wages to the state. Cumberland County Mr. Trapani also suggested conducting lunch and learns for employers who say, “I had no idea” about the resources available to assist them. We must do more to help ourselves inform and educate our primary target audiences on the services we provide. A work-based learning summit is planned for December 7<sup>th</sup>; we need to advance the proven strategies of work-based learning, including use of apprenticeships and internships. In an effort to keep veterans in NC, the areas of Fayetteville, Jacksonville, and Wilmington should consider leveraging resources, as we have a lot in common and need to raise our profile to transitioning military. Mr. Lowery encouraged submitting a Cumberland County representative for the vacancy on the NCWorks Commission. He has also requested to host an NCWorks Commission meeting in Fayetteville.
- I. ***Customer Satisfaction Survey*** – The NCWorks Qualitative Report (Business Customer Satisfaction Survey Results) and Qualitative Report (Initial Customer Experience Satisfaction) were provided as a reference.

- J. **Finance Report** – Ms. Rodriguez provided a brief financial update on the financial standing as of August 31, 2018. With carryover of \$2,626,151 and a new year allocation of \$2,688,035, the total funding available for Fiscal Year (FY) 19 is \$5,314,186. Actual expenditures will be detailed at the next meeting.
- K. **Annual Recognition Event** – Attendees were asked to save the date for the Cumberland County Workforce Development Board’s fourth annual recognition event scheduled for Tuesday, November 27, 2018 at 5:30 pm. The purpose of the event is to honor outstanding participants, partners, and employers of the Cumberland County NCWorks Career Center.
- L. **Revised Policy** –
  - a. **#11 WIOA Nondiscrimination/Equal Opportunity Standards and Complaint Procedures** – policy was revised per the policies and procedures issued by the North Carolina Department of Commerce, Division of Workforce Solutions (DWS) in Policy Statement PS 07-2018, dated August 15, 2018.
  - b. **#17 Supportive Services and Needs-Related Payments** – policy was revised to include guidance on time/attendance reporting (formerly Policy #19) and Needs-Related Payments (formerly Policy #20); guidance on Finish Line Grant added.
  - c. **#18 Youth Services** – policy was revised to reduce duplication of other policies (applicable policy referenced); added language for Director-approved incentive and updates academic standards related to measurable skills gains (as per performance measures).
  - d. **#22 WIOA Title I & III Co-enrollment in NCWorks** – policy was revised to provide guidance on co-enrollment strategies to support WIOA Title I and III alignment, in coordination with integrated services delivery.
  - e. **#24 Customer Self-Attestation** – policy was revised to include guidance regarding sampling of self-attestations per TEG 5-14.

Ms. Potts made a motion to approve the revised policies, which were sent for review prior to the meeting; the motion was seconded by Ms. Miller and passed unanimously. Policy #19 Time and Attendance Reporting and Travel Reimbursement Rate for Workforce Innovation and Opportunity Act (WIOA) Sponsored Participants and Policy #20 Adult and Dislocated Worker Needs-Related Payments have been incorporated into Policy #17 Supportive Services and Needs-Related Payments and have been eliminated as separate policies as of the approval of revised Policy #17.

**IX. Next Board meeting-** The next meeting of the Workforce Development Board is scheduled for 11 am on Tuesday, November 13, 2018, in the FTCC Administration Building, room 170.

Upcoming events include the Southeastern Employment and Training Association (SETA) conference in Mobile, AL, September 16-18; the NC Association of Workforce Development Boards (NCAWDB) meeting in Greensboro, NC, October 10<sup>th</sup> at 8:30 am; the NCWorks Partnership Conference in Greensboro, NC, October 10-12<sup>th</sup>, which will feature a workshop on Cumberland County’s Next Gen Sector Partnership; WDB/NCWorks Career Center Lunch & Learn at the NCWorks Career Center on October 25<sup>th</sup>; the NCWorks Career Center Lunch & Learn at the NCWorks Career Center on November 1<sup>st</sup>; the NCWorks Commission meeting in



Jacksonville, NC on November 14<sup>th</sup>; and the Cumberland County WDB's 4<sup>th</sup> Annual Recognition on November 27<sup>th</sup> at 5:30 pm. Those interested in attending should contact Peggy Aazam.

**X. Adjournment**- Ms. Simcox adjourned the meeting at 1:50 pm.

Respectfully Submitted By:

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Peggy Aazam, Executive Assistant

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Dina Simcox, Board Chair