

Northeastern Workforce Development Board Overview

Dave Whitmer, NWDB Director

Northeastern Workforce Development Board



What are Workforce Development Boards?

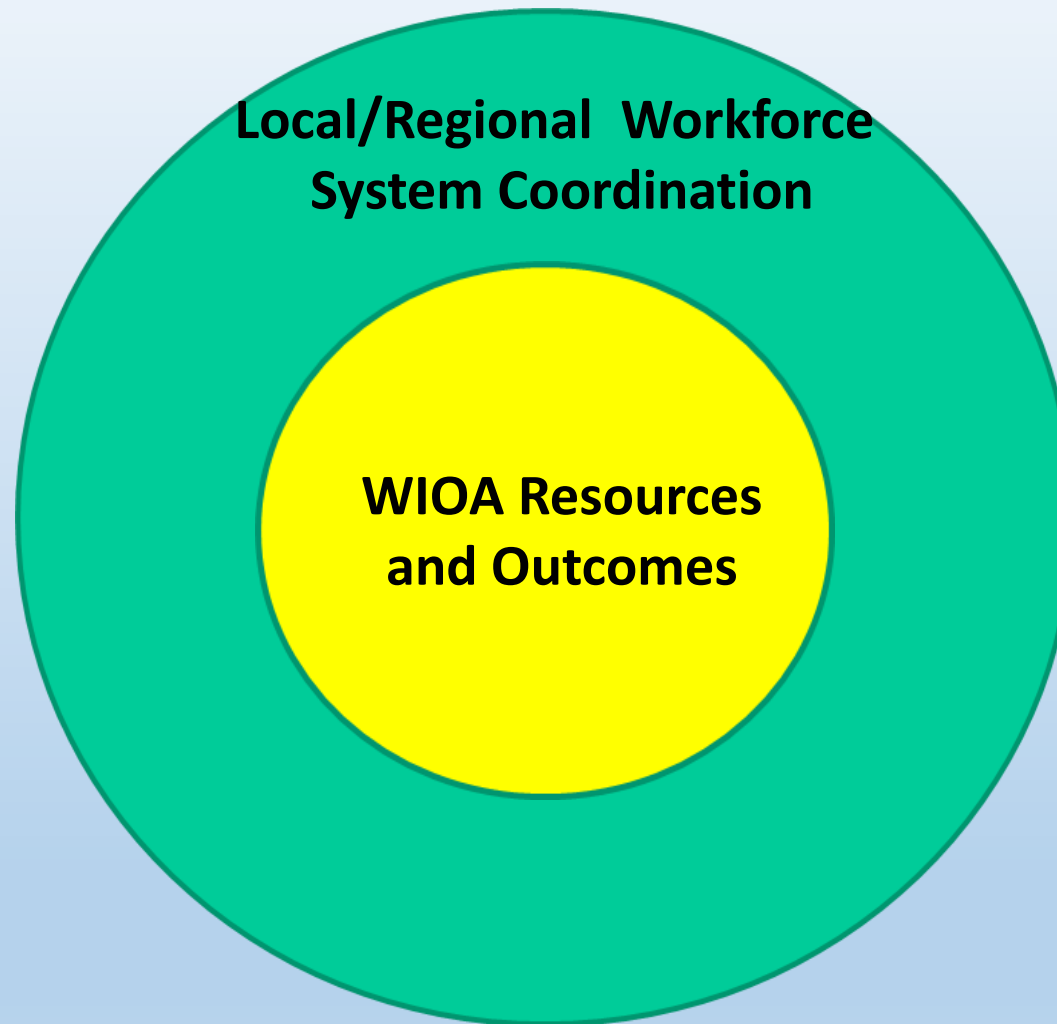
- Groups of community leaders appointed by local elected officials
- Provide policy, planning, implementation and oversight for local workforce development programs
- Authorized by Title I of the Workforce Innovation & Opportunity Act (WIOA)
- Oversight of local One-stop delivery system – NCWorks Career Centers and Outposts
- Identify larger community issues - barriers to employment



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Each Workforce Development Board Has a Dual Focus



The WDB's role is to ensure that the local/regional WD system is market-driven & responsive in meeting the employment & training needs of employers and job seekers

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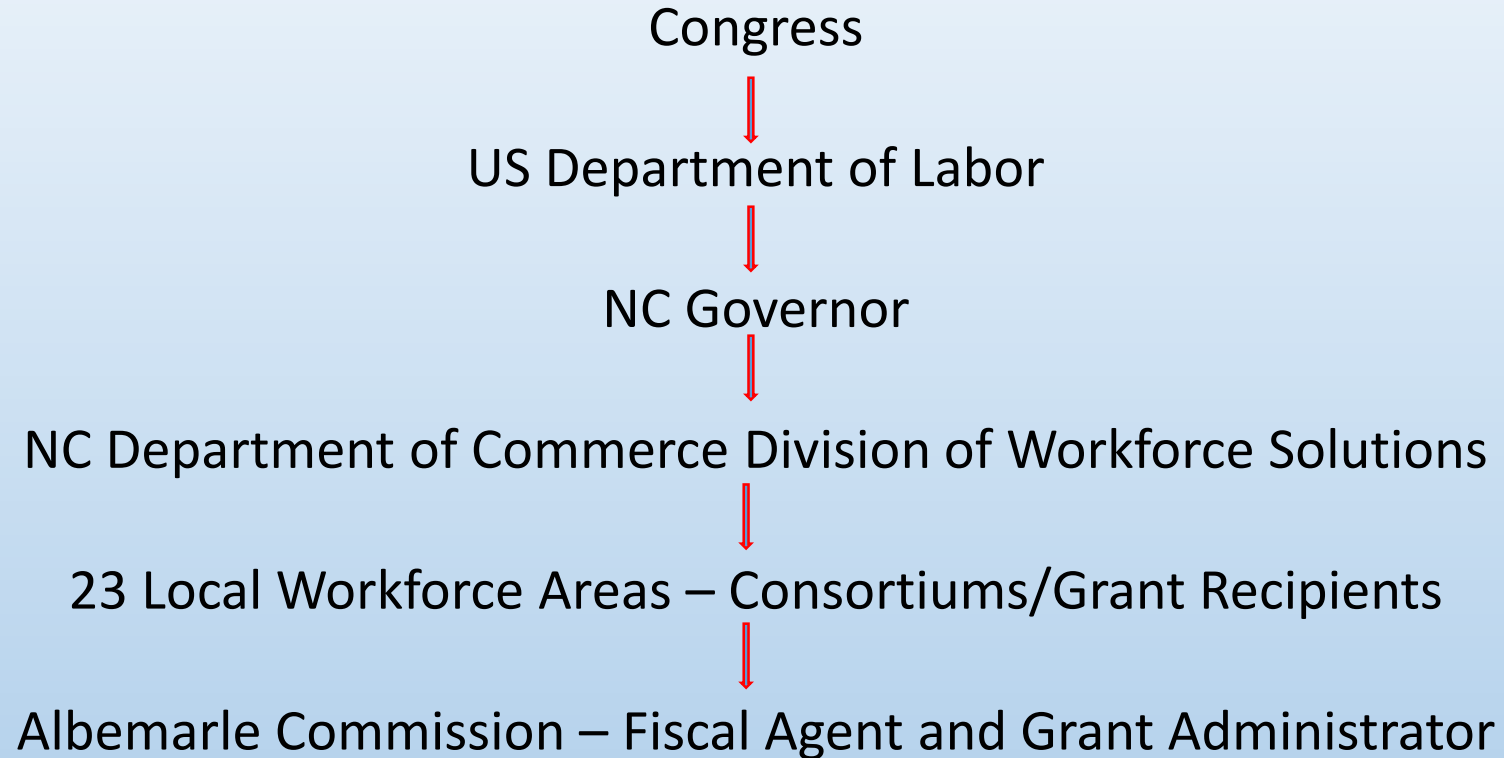


What is WIOA?

- Federal legislation that authorized the public workforce system
- Authorizes the One-stop Career Center service delivery system and six core programs
 - Title I – Training and employment services for Adults, Youth and Dislocated Workers administered by Division of Workforce Solutions (DWS)
 - Title II – Adult Education and Literacy programs administered by NC Community College System
 - Title III – Wagner-Peyser employment services administered by DWS
 - Title IV – Vocational Rehabilitation services administered by Department of Health and Human Services



WIOA Title I – Adult, Dislocated Worker and Youth Flow of Funds



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Levels of Responsibility

Consortium/Chief Elected Official (CEO):

- The Northeastern Workforce Development Consortium consists of one Commissioner from each of the 10 NWDB counties.
- The Consortium elects a Chair who serves as the Local Area CEO (Chief Elected Official)
- Appointed by their respective County Board of Commissioners to oversee the affairs of the Workforce Development Board (WDB).
- Serves as the “Grant Recipient” and is responsible for any misuse of grant funds.
- In partnership with the WDB, develops a budget for the activities of the board.
- May designate an entity to serve as the local “Grant Sub-Recipient” of “Fiscal Agent”.
- Appoints members to the WDB.

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Levels of Responsibility

Northeastern Workforce Development Board of Directors:

- Individuals appointed by the Consortium to direct the affairs of the NWDB.

Northeastern Workforce Development Board (Board and Staff)

- Creates standing committees.
- Develops a local plan of service delivery.
- Analyzes the economic conditions in the region, the needed knowledge and skills for the region, the workforce in the region, and existing workforce development activities.
- Leads efforts to engage with a diverse range of employers.
- Leads efforts to develop and implement career pathways by aligning employment, training, education, and supportive services.
- Identifies and contracts with eligible providers of career and training services.
- Coordinates activities with education and training providers.
- Identifies eligible training providers
- Provides oversight to the NCWorks Career Center System

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Levels of Responsibility

Albemarle Commission:

- Serves as the Grant Sub-Recipient/Fiscal Agent for the WDB.
- Employees staff to support the work of the WDB
- Employees staff to plan, budget, and provide program oversight of Title I funds (Adult/DW/Youth).



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Mission

The NWDB fosters employment of NE North Carolinians by enriching the skills and suitability of candidate employees for the businesses of the region.

Core Purpose

To resolve workforce issues and challenges to meet Northeastern NC employment needs.

Our Values

- One Community, one team
- Forward looking and responsive to customer needs
- Embrace creativity
- Nurturing hope for the future
- Integrity first and excellence in all we do
- Data driven, fact focused, relevant results

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NWDB Committees

Leadership Committee

Responsibilities of this committee will include but are not limited to the following:

- Acting as the overseer of committees, in this capacity coordinating the work of the standing and ad-hoc committees and monitoring their performance.
- Acting for the full NWDB in bona fide emergencies--when NWDB action is imperative and circumstances make assembling the NWDB impractical.
- Providing direction to the Board and staff regarding moving the board's strategic plan forward.

The Leadership Committee shall be composed of the NWDB Chair, Vice-Chair, Chair of any standing committees, and Chair of any Ad-hoc committees.

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NWDB Committees

Business Resources and Opportunities Committee (BROC)

The focus is to assist the board in fulfilling its duties and responsibilities of coordinating workforce development activities with economic development strategies and provide oversight of NWDB Business Services.

Career Center Committee

The focus is to provide oversight of the board's service delivery system (NCWorks Career Centers and Outposts) and Adult and Dislocated Worker employment and training activities provided under Title I of the Workforce Innovation and Opportunity Act.

NextGen (Youth) Committee

The focus is to oversee the Title I Youth Program and to provide expertise in youth and young adult workforce development policy to develop the next generation of workforce.

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WIOA Title I – Adult & Dislocated Worker Services

Adult: An individual who is 18 or older.

Priority for individualized career services and training services funded with Title I Adult funds:

- Recipients of public assistance
- Other low-income individuals
- Individuals who are basic skills deficient

Dislocated Worker:

- 18 or older
- Laid off through no fault of their own
- Unlikely to return to a previous industry or occupation

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WIOA Title I – Adult & Dislocated Worker Services

Basic Career Services

- Initial assessment of skill levels
- Job search and placement assistance
- Labor market information
- Workforce preparation activities
- Provision of referrals to other services

Individualized Career Services

- Comprehensive and specialized assessments
- Short-term prevocational services
- Career Planning
- Development of an individual employment plan
- Out-of-area job search

Training Services

- Occupational skills training
(Nurse Aid; Associates in Nursing; Associates in HVAC; BLET; CDL Certification)
- On-the-Job Training

Supportive Services

- Childcare (\$20/day)
- Transportation (\$500/month)

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WIOA Title I – NEXTGEN (Youth) Services

Goal: Obtain secondary education diploma (or equivalent) and transition to post-secondary education, employment or military

In-School Youth (Maximum 25% Youth Expenditures)

- Ages 16-21
- Attending any school
- Low Income
- Has at least one barrier

Out-of-School Youth (Minimum 75% Youth Expenditures)

- Ages 16-24
- Not attending any school (not including Adult Education)
- Have at least one barrier

Barriers

Basic Skills Deficient or English Learner • School Dropout • Homeless, Runaway or Foster Child

Pregnant or Parenting • Offender • Have a disability

Requires additional assistance to complete educational program or secure and retain employment

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WIOA Title I – NEXTGEN (Youth) Services

14 Required Program Elements Include:

- Tutoring Services
- Alternative Secondary School Offerings
- Work-based Learning
- Guidance & Counseling
- Labor Market Information
- Occupational Skills Training
- Leadership Development Opportunities



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WIOA Title I – NEXTGEN (Youth) Services

14 Required Program Elements Include:

- Financial Literacy Education
- Entrepreneurial Skills Training
- Supportive Services
- Adult Mentorship
- Workforce preparation training
- Transitional Assistance to post-secondary or other training
- Follow up services



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WIOA Title I – NEXTGEN (Youth) Services



Annual Real-World Simulation:

The Real-World Simulation is a one-day simulation event that offers young adults hands-on practice learning around areas of **fiscal decision-making pertaining to education, careers, and lifestyle choices in the adult world**....before it counts! Youth create a monthly budget based on real life costs and discover how their educational plans match up to potential career earnings. They get to practice face-to-face social skills with people and businesses while allowing the local community to expand their customer base and meet potential employees.

Real-World 2018

Museum of the Albemarle, Eliz. City

- 90 Students
- 9 High Schools/Youth Organizations
- 40 Volunteers

Real-World 2017

Vernon James Center, Plymouth

- 89 Students
- 6 High Schools/Youth Organizations
- 45 Volunteers

Real World 2016

Camp Cale, Perquimans Co.

- 132 Students
- 9 High Schools/Youth Organizations

Real-World 2019: October 2, 2019; Camp Cale Hertford

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WIOA Title I – NEXTGEN (Youth) Services



Career Cafés:

Winner of the 2019 National Association of Development Organizations (NADO) Innovation Award

- Designed to teach young people about education, careers, and everyday things they may encounter as they develop into self-sustaining adults
 - Resume writing; self-assessments; interview skills; credit & budgeting; how to purchase a vehicle; interpersonal skills; time-management; making career choices; dressing for success; having the right attitude and work ethic
- Designed to give young people the opportunity to network with other young people, local businesses and volunteers
- Offered monthly throughout the NWDB region
 - Libraries; community colleges; community buildings; high schools

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WIOA Title I – NEXTGEN (Youth) Services

Additional NEXTGEN Activities:

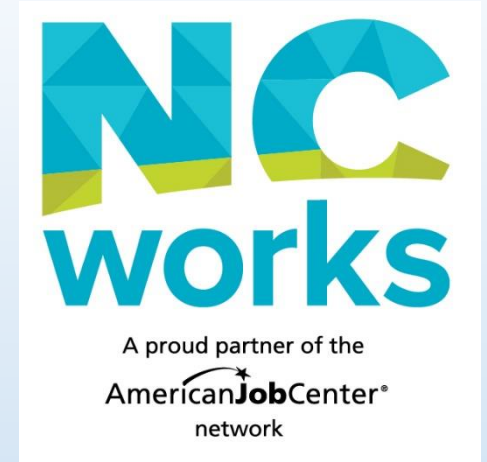
- North Carolina Youth Summit
- Business and college tours
- Paid work experience
- On-the-Job Training
- Tutoring provided by Sylvan Learning Center
- Coming soon:
 - ✓ Youth Mentorship Program
 - ✓ Summer Paid Work Experience
 - ✓ Annual Participant Recognition Banquet
 - ✓ Youth Trip to Washington DC



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NCWorks Career Center System



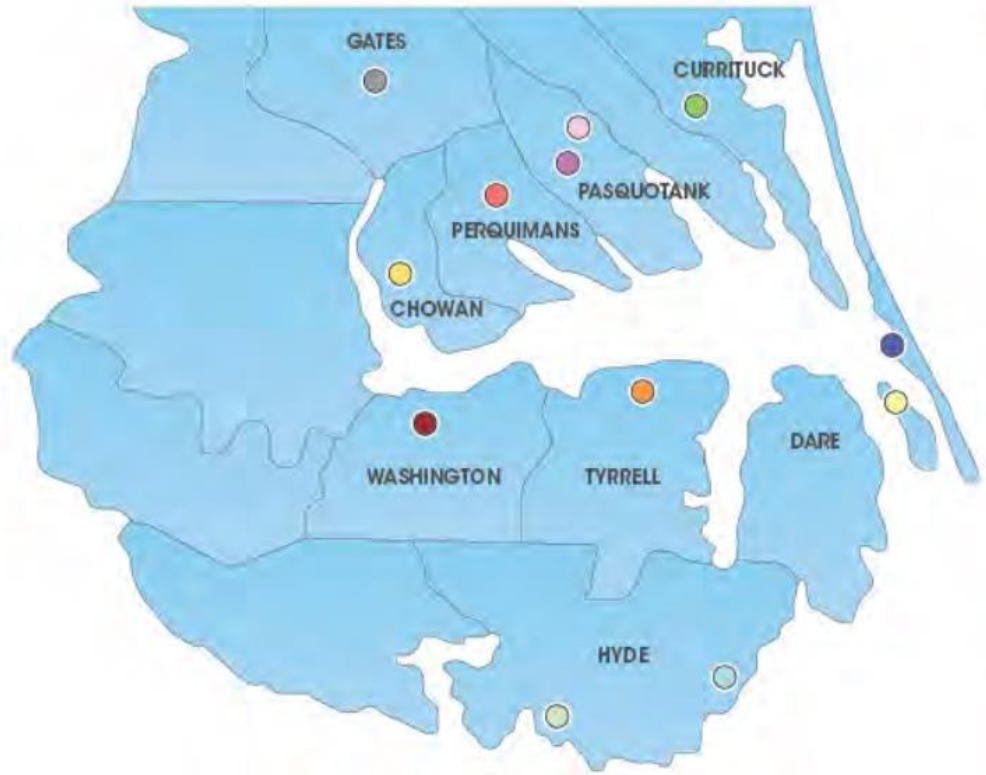
- The NCWorks Career Center is the lead agency for promoting and delivering
 - ✓ Career Awareness
 - ✓ Career Guidance
 - ✓ Employability Skillsto provide businesses with a skilled workforce.
- Workforce Boards are responsible for the oversight of local One-stop delivery system
 - ✓ How many Career Centers and Outpost – Each Board is required to have at least one Center
 - ✓ Locations of Centers and Outposts
 - ✓ What services are provided
 - ✓ Performance expectations
- The NCWorks Career Center System must be certified by the NCWorks Commission (the Governor’s Statewide Workforce Board) and re-certified every 3 years.

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NWDB Career Center System

Locations & Contact Information



- Northeastern Workforce Development Board
- NCWorks Career Center: Elizabeth City - Pasquotank
- NCWorks Career Center: Dare County
- NCWorks Career Center: Edenton-Chowan
- Beaufort County Community College - Roper
- College of the Albemarle - Elizabeth City
- College of the Albemarle - Manteo
- Currituck Department of Social Services
- Gates Department of Social Services
- Hyde County Department of Social Services
- Hyde County Government Building
- Tyrrell County Finance Building

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Business and Employer Services

WIOA charges Workforce Boards with Leading efforts to engage with a diverse range of employers within their local area.

Focus

- Designing and Implementing appropriate business solutions –recruitment, training, & retention of qualified employees
- Strategic extension of the Workforce Board
- Building partnerships with critical stakeholders including:
 - Economic Developers
 - School systems; secondary & post-secondary
 - Chambers of Commerce
 - Other business services organizations

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Business Services

Examples of Daily Tasks

- Managing:
 - ✓ On-the-Job Training contracts (OJT)
 - ✓ Employee Training Grants
- Playing a key role in:
 - ✓ Work Ready Communities
 - ✓ Employer services offered through Career Center staff
 - ✓ Development of career pathways for expected industry growth
- Providing Labor Market Information

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ACT Work Ready Communities



NWDB has worked with many partners throughout the region to lead efforts in helping our 10 counties achieve the national Work Ready Community Certification.

The NC Work Ready Community designation demonstrates that a County has met and/or exceeded the certification requirements as follows:

- 1) showed a commitment to workforce excellence,
- 2) improved high school graduation rates,
- 3) achieved the target goal of National Career Readiness Certificates (NCRCs), and
- 4) obtained employer support that they will recognize the NCRC in their employment practices.



The NC Work Ready Community certification tells businesses and industries that the county has a qualified labor force that is ready to go to work!

Certified Counties in NWDB's Region: Chowan, Perquimans, Hyde, Washington, Tyrrell, Gates

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Career Pathways

- WIOA charges workforce boards with leading efforts to develop and implement career pathways.
- NWDB has developed 4 career pathways through the NENC Pathways Partnership.
<http://nencpathways.org/>
- NENC Pathways Partnership includes:
 - ✓ 3 Workforce Boards (Covering 20 counties): NWDB, Rivers East, Turning Point
 - ✓ 22 Local Education Agencies (LEA's) – Represented by CTE Teachers
 - ✓ 4 Charter Schools
 - ✓ 9 Community Colleges
 - ✓ 11 NCWorks Career Centers
 - ✓ 3 Universities
 - ✓ A variety of Economic Developers and Businesses

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Career Pathways

- NENC Pathways has lead NC in Career Pathways Development
 - ✓ First in NC to have a Certified Career Pathway (Certified by the NCWorks Commission)
 - ✓ First in NC to have two Certified Career Pathways
 - ✓ First in NC to develop “Local Implementation” of Career Pathways
- Career Pathways Developed are as follows:
 - ✓ Health Care
 - ✓ Advanced Manufacturing
 - ✓ Agriscience and Biotechnology (not certified)
 - ✓ Business Support Services

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Partnerships with High Schools, Community Colleges, Economic Development and Libraries

High Schools

- Conduct Annual Career Guidance Professional Development for counselors, career advisors, etc.
- Provide Traitify (Personality/Occupational interest assessment)
- Conduct career development workshops in schools throughout the region
- Provide career guidance tools and resources such as GADJ (Guidance and Direction for Job Seekers – resource for implementing career development lessons in classrooms)
- NWDB staff serve on numerous CTE (Career & Technical Education) advisory boards
- Provide data and letters of support for various grants
- Manufacturing bootcamp for CTE “influencers”
- Real World Simulation
- Career Cafés

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Partnerships with High Schools, Community Colleges, Economic Development and Libraries

Community Colleges

- Provide data for various grants
- Assist with program evolution for existing and new program offerings
 - ✓ Provide detailed occupational trends – identifying in-demand occupations in the region
- Work closely with basic and transitional skills helping to provide additional services for students
- Staff serves on COA's Currituck Campus advisory board for Continuing Education and Curriculum
- Manufacturing Bootcamp for CTE “influencers”
- #worklocal
- Career Centers located on COA's campuses
- Finish Line Grants
- Career Essentials

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Partnerships with High Schools, Community Colleges, Economic Development and Libraries

Economic Developers

- Provide detailed labor market reports to help attract new businesses to the region
- Meet with businesses expanding or relocating
- Local initiatives such as job fairs, #worklocal, and Career Essentials

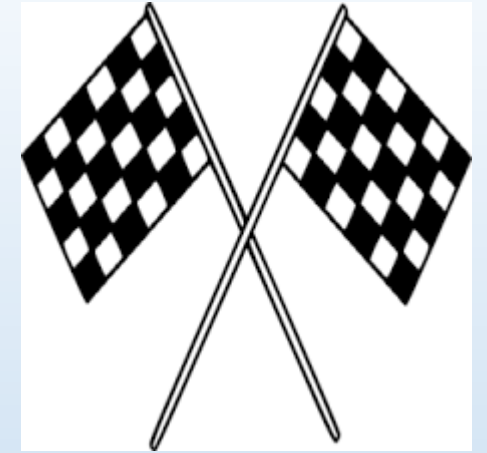
Libraries

- Trained all librarians in the region to use NCWorks Online
- Conduct monthly career development workshops in the libraries throughout the region – particularly libraries in remote areas

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Finish Line Grants



- NWDB Administers Finish Line Grants (FLG) in partnership with College of the Albemarle.
- Governor Cooper started the FLG initiative to help students reach graduation when facing unforeseen challenges.
- FLGs can be used for: Auto repairs, housing, medical needs, dependent care, or other financial emergencies students face that could prevent them from achieving their educational goals.
- **As of December, 2019, NWDB has awarded 52 FLG's helping students achieve their educational goals despite experiencing unforeseen financial emergencies.**

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#worklocal

- NWDB initiative geared towards making High School students aware of promising local career opportunities in industry sectors that offer sustainable wages.
 - ✓ Local employees that are “homegrown” are identified.
 - ✓ Metal posters are designed and hung in high schools.
- This has been done in Chowan County (John A. Holmes HS) with Albemarle Boats, Colony Tire, and Jimbo Jumbos (Hampton Farms).
- Efforts are currently underway in Washington County.



KRISTIE MIZE
Albemarle Boats
John A. Holmes
Class of 1990

As a John A. Holmes graduate, Kristie Mize began her career with Albemarle Boats in 2004 as a Purchasing Clerk. In a few years, Kristie received a promotion and is now the Sales & Marketing Coordinator. One of Kristie's most notable achievements was the initiation and growth of their merchandise store, which brought in over \$30K in sales in 2018 for the company. Many promising career fields exist at Albemarle Boats, which ships custom fishing vessels to customers worldwide. Kristie states "it's possible to have a great job in Edenton and move up the career ladder when you prove yourself". Consider all the personal and professional benefits homegrown professionals like Kristie have enjoyed when you #worklocal!



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Career Essentials

- Partnership with College of the Albemarle, Edenton-Chowan Public Schools and local employers.
- Implementation of “Career Essentials” curriculum offered to a cohort of high school seniors in Spring 2020.
- Curriculum includes:
 - ✓ Workplace Success and Characteristics of a Good Employee
 - ✓ Problem Solving and Critical Thinking
 - ✓ Ins/Outs of a Business
 - ✓ Nuts/Bolts of Manufacturing
 - ✓ Quality Assurance
 - ✓ Blueprint Reading
 - ✓ Basic Electricity
 - ✓ Basic Hydraulics and Pneumatics

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Career Essentials

- Successful completers will earn for industry recognized credentials:
 - ✓ Lift Truck Operator (Forklift)
 - ✓ OSHA 10
 - ✓ Six Sigma White Belt
 - ✓ Six Sigma Yellow Belt
- Successful completers will receive interview preference from local companies:
 - ✓ Albemarle Boats
 - ✓ Regulator Marine
 - ✓ Colony Tire
 - ✓ Jimbos Jumbos (Hampton Farms)

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