

May 1, 2020



Northeastern Workforce Development Board

ALBEMARLE COMMISSION
REGION R COUNCIL OF GOVERNMENTS

News from the Northeast

MESSAGE FROM THE DIRECTOR

Dear Colleagues,

We are little late in releasing the third edition of our quarterly newsletter. I am sure you understand that much has changed since the release of our last newsletter as we all have been dealing with the effects of COVID-19. This has been a daunting time for all, presenting new and rapidly changing circumstances. We have all been navigating through uncharted waters and have had to just do the best we can from day to day. We have experienced many changes and challenges including learning to provide much needed services to job seekers and businesses while our career centers are closed to public access.

We have also had staffing changes within NWDB and the Albemarle Commission. Since March 20, David Whitmer has served as Interim Executive Director of the Albemarle Commission and Emily Nicholson has served as Interim Director of NWDB. Changes such as this would be challenging at any time but they have especially been challenging in the current environment. Fortunately, we have a tremendous team who have helped us to not just get through each day, but to get better from day to day. We are certainly thankful for having such a dedicated and talented staff who pull together and support each other. We are also thankful for having such a supportive board – the Northeastern Workforce Development Board.

Best wishes,

Dave Whitmer
Interim Executive Director
Albemarle Commission

Emily Nicholson
Interim Director
Northeastern Workforce Development Board



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SPECIAL POINTS OF INTEREST

- Partnerships within the Northeast Region
- Events
- Radio Spot
- Helping Local Students
- Work Ready Community
- Success Story

Currituck Business Expo

Dare County NCWorks Career Center staff worked the NCWorks Booth at the Currituck Business, Home & Outdoor Living Expo on March 7th, 2020. Manager Kenny Kee is pictured below talking about NCWorks services with an attendee.



VOUCHER PROGRAM FOR INTERVIEW ATTIRE

Edith Evans, a Career Advisor at NCWorks Career Center in Elizabeth City is an action taker. When she sees a problem, she is quick to see it resolved. That is exactly what she did when customers of the career center would get job interviews, but did not have the appropriate clothing to wear to the interview. Evans states, “I saw the need when applicants attended our job events/job fairs and were not dressed appropriately and the fact that many of our applicants are unemployed and may not have the resources to purchase clothing. I made the decision to contact our local Salvation Army and express the need.” Her quick action worked. “I spoke with our partners at the Salvation Army,

they saw the need and agreed.” At that point the process was simple, the agencies had a meeting and worked out the details of a voucher program. The voucher program will allow career center job seekers to use a voucher issued by the NCWorks Career Center to purchase 20.00 worth of clothing items from the Salvation Army, needed for an interview. Once the voucher is issued, the job seeker, has 24 hours upon entering the Salvation Army to redeem the voucher. Sheryl Stevens, Career Center Assistant Manager says, “we feel this program will have a great impact on our community and we look forward tracking it’s success and seeing our customers succeed.”

“Whether you think you can, or you think you can’t – you’re right.”
Henry Ford

WELCOME NEW STAFF

The NCWorks Career Center and Northeastern Workforce Development Board (NWDB) welcomes Business Engagement Coordinator, Amber Morse and Career Advisor, Erica Spear to the team. Amber Morse grew-up in Elizabeth City and graduated from Upper Iowa University with her Bachelors Degree in Human Resources Management. Previously, she worked in Human Resources at a local Home Care Agency. Amber states, “Coming from a company where I saw many staffing needs, I look forward to helping businesses in our region meet their goals.” Amber will cover business needs within the 10 county NWDB

region. Erica Spear has recently moved back to her hometown of Elizabeth City. She has lived in Greenville, NC for the past ten years where she graduated from East Carolina University with a Bachelor’s Degree in Family and Community Service and a Master’s Degree in Counseling. Upon graduation she served as a School Counselor at the high school level. Erica states, “with so much experience working with youth, I am very excited to be back in the area that I love helping the young adults of my community as a Career Advisor.” Erica will be covering Pasquotank and Camden Counties.



NWDB CONFRONTS REGION'S NEEDS

In Chowan County the population in 2009 was 14,915. Compare that to the population in 2019 of 13,911, and that represents a -7% decline. This is an issue that deserves greater attention, particularly as it relates to our local companies that have short- and long-term labor needs. Moreover, this decline is most saturated in the working class (between ages of 19-65). This is detrimental to economic development strategies as companies that seek to open, expand or relocate to Chowan County are paying close attention to these workforce demographics.

The Northeastern Workforce Development Board (NWDB), alongside COA and Edenton-Chowan Schools spearheaded a local effort to help begin to mitigate this important issue. The #worklocal initiative is a partnership with these entities and four Edenton businesses, Colony Tire, Hampton Farms, Regulator Marine and Albemarle Boats. The goal is to educate students about local careers and the continuous opportunities for advancement in these careers.

Emily Nicholson, Assistant Director of the NWDB states, “With current and future openings in many jobs such as logistics and manufac-

turing, we see the need for students to consider the local job possibilities that await them with employers within our region.”

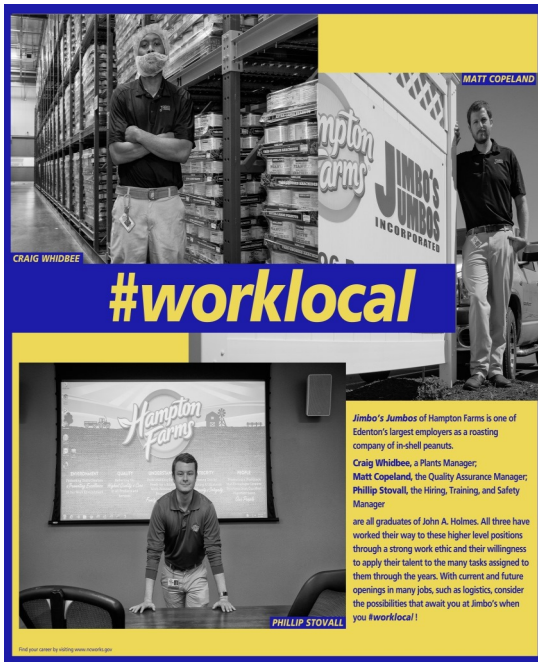
Realizing the need for students in the NWDB 10-county region to recognize local job opportunities, NWDB published a Request for Proposals, seeking contracted services for a Local Career Pathways

Specialist who will oversee the #worklocal initiative for the 10-county region.

The main focus of the Local Career Pathways Specialist is to expand the #worklocal campaign throughout the 10-

county NWDB region. This position will work closely with local employers, school systems and community colleges to promote local job opportunities in industry sectors of the Northeastern North Carolina region that offer sustainable wages. In addition, the specialist will promote the NCWorks Career Center system to generate awareness among the region’s youth for promising career opportunities - helping local companies fill current and future openings.

Source: Emily Nicholson



NCWorks on the Radio

Did you know that the NCWorks Career Center in Elizabeth City is on the radio? Listen in to 89.9 WRVS for the “Career Corner” every 4th Tuesday of the month to join Sheila Lee and the NCWorks Career Center staff as they discuss career center services, available jobs and all of the events happening at the NCWorks Career Center. [Www.ecsu.edu/WRVS](http://www.ecsu.edu/WRVS)

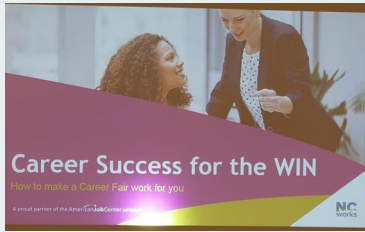


New Website Launched

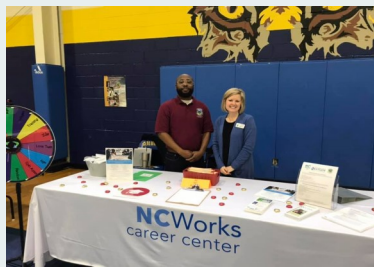
The NC Division of Workforce Solutions launched a new website, next.ncworks.gov, as part of a new phase of the statewide NCWorks outreach campaign. This website highlights the workforce solutions resources available through NCWorks.

Go check it out!

Helping Local Students



On February 18, 2020 Sheryl Stevens, NCWorks Assistant Career Center Manager in Elizabeth City facilitated a workshop on how to be a success called “Career Success for the Win” at a Career Fair to College of The Albemarle students.



Staff also participated in the Tyrrell County Schools Career Fair exposing students from Middle to High School opportunities available to them in the region. Over 300 students attended the one day event. Pictured above are Phillip Holloway, Career Advisor in Tyrrell County and Heidi O’Neal, NCWorks Outreach Coordinator.

Like Northeastern Workforce Development Board on



CHOWAN COUNTY PARTNERSHIPS

The Northeastern Workforce Development Board, Edenton-Chowan Schools, College of The Albemarle and local businesses have partnered to offer a new Career Essentials Class for high school seniors.

Manufacturing Career Essentials is a COA continuing education class that has been designed by Chowan County industries for John A. Holmes High School seniors interested in a career in manufacturing. The class is hands-on, offering potential interview and hiring incentives along with visits to local companies, interview training, and industry certifications. Students completing the course will receive 4 industry recognized credentials, Forklift certification; OSHA 10; and both Six Sigma White and Yellow Belt.

Local business such as Albemarle Boats, Colony Tire, Jimbo Jumbos, and Regulator Marine have

agreed to offer connections to students, each offering career opportunities in Edenton.

Emily Nicholson, Assistant Director of the Northeastern Workforce Development Board states, “This is an amazing opportunity for our seniors who may not know exactly their post-graduation plans.”

The class will run from 1:45–3:35 p.m., February 3-May 14, Monday through Thursday. Students will have Fridays off.



FEDERAL RESUME WORKSHOPS

The Elizabeth City NCWorks Career Center hosted Federal Resume Writing Workshops for veterans, transitioning military and those seeking federal employment, on February 11th and March 10th.

The purpose of the workshops was for participants to gain knowledge and advantage in applying for federal employment. Participants learned how to market their skills, knowledge, accomplishments and experience by creating a resume to ensure an interview. The workshop also included tips on translating military terminology and job descriptions to civilian positions. In addition, discussion was held on how to find job vacancies and job listings, how to complete the application process and how to understand standard qualifications and testing requirements for federal jobs. Each workshop was well attended with 24 attendees total.



REAL TALK: LADIES EDITION

NCWorks NextGen hosted a Career Café at the Albemarle Commission on March 13, 2020, entitled “Real Talk: Ladies Edition.” Career Advisor Erica Banks had the creative vision for this event. Participants were exposed to an array of female speakers on various topics such as Domestic Violence (led by the CEO of It’s Not Your Fault 91), How to Live a Normal Life with Lupus (by the CEO of SOS (Saving Ourselves Souls & Sisters)) and a motivational message by the CEO of Queendom Building, called, “It’s Levels to This!” In addition, a motivational poem was read by the CEO of Girls for Empowerment. This event targeted young women between the ages of 16 to 24, with 24 in attend-

ance. Erica Banks stated, “not only was this event a success, but it gave these young women the opportunity to socially interact with not only peers, but also with members of the community in attendance to both encourage and pour into them.”



Caption (left to right): Zach Bray, NWDB Chair, Natalie Rountree, Gates County Manager, Linda Hofler, Gates County Commissioner, Fred McConnell, Sr. Director of Workforce ACT

Gates County WRC Award

Congratulations to Gates County for their ACT Work Ready Communities award, a vital tool for our region to demonstrate workforce readiness for existing, new and expanding industries! Come visit our career centers to learn how you can take a Career Readiness Certificate at no cost!

CAREER ADVISOR: SUCCESS STORY

Devona Rountree was referred to the NCWorks Career Center Career Advisor, Latoria Rountree, by a friend, to see if she might qualify for WIOA assistance with CDL class A training. Devona already had a CDL class B license, however, she was having trouble finding permanent, full-time employment. Devona explained to her Career Advisor that she felt in order to increase her chances of obtaining full-time employment, she would need to get a higher lever CDL credential. In addition, the CDL class A field is a little more forgiving of individuals with criminal backgrounds such as Devona. At enrollment, Devona was working a seasonal job which was about to end. Therefore, she was going to be out of work for a while, allowing her to attend school to gain the additional training she needed to obtain a CDL class A license.

Devona had to overcome many obstacles in order to get training. Devona is a former offender and had been released from prison about 6 months prior to her applying for WIOA assistance. She was on active probation which was not scheduled to terminate

until January 2020. Devona originally wanted to attend CDL training in Raleigh. However, her probation officer would not approve this because she would have to be away from home, interfering with her curfew. With help from her Career Advisor, Devona was able to talk her probation officer into agreeing to allow her to attend CDL training at Roanoke-Chowan Community College (RCCC) in Ahoskie, which was M-F from 8-5, therefore, not interfering with her curfew. Devona showed much determination during the time of trying to get her probation officer to agree to allow her to attend CDL training. She refused to give up as she knew that having a criminal history would require a credential, in an in-demand field, that’s open to hiring individuals with criminal backgrounds. Devona successfully completed the CDL class A training program at RCCC and she received her CDL class A license on November 21, 2019. Thanks to the WIOA program Devona did not have to pay for tuition, books, or travel to and from school. Shortly after graduation, Devona was offered a position with Plug Logistics, where she is employed full-time.



Board of Directors

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A.W. Brinkley Hardware, Inc.

Dave Carroll
Labor Organization, AFL-CIO

Larry Donley
Wagner-Peyser Act
NC Division of Workforce Solutions

Larry Lombardi
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Cherry Farms Seed Company, Inc.

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Labor Organization
North Carolina Association of
Educators

The **Northeastern Workforce Development Board (NWDB)** is a group of community leaders appointed by local elected officials. The NWDB serves North Carolina's 10 most northeastern counties: Camden, Chowan, Currituck, Dare, Gates, Hyde, Pasquotank, Perquimans, Tyrrell, and Washington Counties. The purpose of the NWDB is to provide policy, planning and oversight for local workforce development programs and to address workforce issues as identified by the communities that they represent. NWDB's mission is to foster employment of northeastern North Carolinians by enriching the skills and suitability of candidate employees for the businesses of the region.

Our Vision

Citizens and businesses of the Northeast region will rely on the board to promote the growth of well-paying jobs in new and existing businesses. Citizens in the region will be able to find satisfying employment here, and will choose not to move away.

Our Mission

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

Our Core Purpose

To resolve workforce issues and challenges to meet Northeastern North Carolina 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



Northeastern Workforce
Development Board
ALBEMARLE COMMISSION
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NCWorks Career Centers and Outposts

Albemarle Commission
512 S. Church Street
Hertford, NC 27944
Phone: 252-426-5753

College of the Albemarle Manteo
132 Russell Twiford Rd.
Manteo, NC 27954
Cell: (252) 312-6852

Elizabeth City NCWorks Career Center
422 McArthur Drive
Elizabeth City, NC 27909
Phone: 252-331-4798

Hyde County DSS
35015 US Hwy 264
Engelhard, NC 27824
Cell: (252) 312-6859

Dare NCWorks Career Center
2522 South Croatan Hwy.
Nags Head, NC 27959
Phone: (252) 480-3500

Hyde County Gvt. Bldg.
P.O. Box 5, 30 Oyster Creek Road
Swan Quarter, NC 27885
Cell: (252) 312-6859

Edenton-Chowan NCWorks Career Center
118 Blades Street, Building 3
Edenton, NC 27932
Phone: (252) 482-2195

Beaufort County Community College Roper
P.O. Box 503, 100 Hwy 32 N.
Roper, NC 27970
Cell: (252) 312-6859

Currituck DSS
2793 Caratoke Highway
Currituck, NC 27929
Phone: (252) 232-3083

Tyrrell County Finance Building
108 Water Street
Columbia, NC 27925
Cell: (252) 312-6859

College of the Albemarle Elizabeth City
1208 N. Road Street
Elizabeth City, NC 27909
Phone: (252) 335-0821

Gates DSS
P.O. Box 185, 122 Main Street
Gatesville, NC 27938
Cell: (252) 312-7357

Visit nwdbworks.com or networks.gov