



**July, 2016  
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**Onslow and Duplin Counties Join the Ranks of the TOP 14 NC Counties to Be Approved as Certified Work Ready Communities**

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On June 6, 2016, both Onslow County and Duplin County joined the ranks of the top 14 North Carolina counties to become recognized and approved by the North Carolina Chamber Foundation as NC Works Certified WorkReady Communities. “This was an exciting day for the Eastern Carolina region, as it concluded with eight of the region’s nine counties included in the top 14 NC counties certified, with both Wayne and Lenoir serving as the first two counties to be recognized last April,” commented Tammy Childers, Executive Director, Eastern Carolina Workforce Development Board.

This certification is part of an integrated framework of communities created by workforce development partners like the North Carolina Chamber, the Department of Commerce, the Community College System, the Department of Public Instruction, economic development and local workforce development

boards. The Certified Work Ready Communities events were held in both Duplin and Onslow counties. The presentation of the Work Ready Certification certificate was presented to county officials by Ed Troha, Vice President, of the NC Chamber. Additional remarks about the importance of this designation were offered by Dr. Rouse, President of James Sprunt Community College and Dr. Lingle, President of Coastal Carolina Community College; Dr. Obasohan, Superintendent, Duplin County Schools, Mr. Stout, Superintendent, Onslow County Schools; James Wolfe, Duplin Economic Development, Shelia Pierce, Onslow Economic Development; and Tammy Childers, the Eastern Carolina Workforce Development Board.

“The NC Works Certified Communities initiative was modeled after the Eastern Region WorkReady Communities Initiative which was initially spearheaded in 2008 by the NCEast Alliance and the Eastern Carolina Workforce Development Board in partnership the NC Rural Center,” said Childers. The NCWorks Certified WorkReady Communities

(NCWRC) initiative was designed to support economic development by providing a county’s local workforce with documented foundational skills, processes and tools to enhance North Carolina’s global competitiveness, according to the NC Chamber Foundation press release.

Since 2005, over 41,000 individuals within the nine counties have earned their Career Readiness Certificate, with over 500 local employers endorsing these efforts to confirm that this region is committed to building a highly-skilled workforce. This NCWRC initiative provides a method to validate that counties have a skilled workforce ready to fill current and future jobs. Success of the NCWRC initiative is achieved when established goals of individuals earning a National Career Readiness Certificate (NCRC) are met, along with business recognition and recommendation of qualified NCRC applicants in their hiring process. With only one goal remaining, it is expected that Carteret will become a Certified WorkReady Community this year.

## Board of Directors

### Officers

Joseph Wiggins, *Chief Elected Official*  
Carla Byrnes, *Chair*  
Al Searles, *Vice Chair*  
Bill Green, *Secretary/Treasurer*

### Carteret County

Paula Dixon, *Coastal Community Action, Executive Director*

Dwayne Oglesby, *Fleet Readiness Center East, Organization & Workforce Planner & Analyst*

Mike Kraszeski, *Atlantic Veneer, President*

### Craven County

Anthony Cruz, *International Machinist & Aerospace Workers Union, Labor Representative*

Bill Green, *BB&T, Vice President*

John Wilson, *BSH Home Appliance, Human Resources Manager*

### Duplin County

Dr. Gregory M. Bounds, *Goshen Medical Center, Inc. CEO*

Dr. Lawrence Rouse, *James Sprunt Community College, President*

Al Searles, *Smithfield, VP-Transportation and Feed Manufacturing*

### Greene County

Angela Bates, *Greene Lamp, Inc., Executive Director*

Judy Darden, *Darden Bookkeeping, Owner*

### Jones County

Frank Emory, *Emory Construction, Owner*

Wes Stewart, *Jones County DSS, Executive Director*

Dr. Norma Sermon-Boyd, *Jones County Partnership for Children, Director*

### Lenoir County

Dr. Brantley Briley, *Lenoir Community College, President*

Bruce Parson, *Blind Shop, Owner*

Mark Pope, *Lenoir County Economic Development Commission, Director*

### Onslow County

Rick Stout, *Onslow County Schools, Superintendent*

Shannon Vitak, *Vocational Rehabilitation, Manager*

Karl Zurl, *NC Department of Commerce, Division of Workforce Solutions, Southeast Regional Operations Director*

### Pamlico County

Wayne Brackin, *Tideland EMC, Job Training and Safety Director*

Carla Byrnes, *B & B Yacht Designs, Co-Owner*

Kelly Wilkinson, *EAS Global, VP-Operations/Owner*

### Wayne County

Fletcher Bizzell, *Wayne Opportunities, Board Director*

Charles Brogdin, *Franklin Bakery, Human Resources Manager*

Melanie Sanders, *Caswell Center, Human Resources Manager*

## Vision

Our vision for the eastern counties of North Carolina is a highly skilled workforce with an educational attainment level that meets the needs of the 21<sup>st</sup> Century workplace, so that local firms can compete in a technologically advanced global economy.

## Mission

Our mission is to ensure that our workforce development system is customer-focused, demand-driven and accountable in preparing our current and future workforce to meet the changing needs of a highly-competitive global economy.

## Value Added

We add economic value to our communities by ensuring that quality education, job training, and employment opportunities are available for job/training seekers and employers alike, thereby improving the quality of life for our citizens throughout eastern North Carolina.

## Key Strategies

- Create an integrated, seamless, and customer-centered workforce system.
- Engage business and community leaders in addressing workforce issues that promote strategies to improve education levels and basic workplace skills.
- Strengthen alliances with economic development to identify and address the workforce needs of current and future industries.
- Develop and implement a community awareness plan that promotes the WDB, NCWorks Career Centers, and partner services.
- Identify and implement effective employment and training strategies that result in employment opportunities for all citizens.
- Build the capacity of the Consortium, Eastern Carolina WDB, staff, and NCWorks Career Center staff and partners.



[www.ncvisioneast.org](http://www.ncvisioneast.org)

## A Message from the Chair

Dear Colleagues,

*Thank you for the opportunity to serve as your incoming chair of the Eastern Carolina Workforce Development Board.*

*Building upon the successful four years led by our outgoing Chairman, Mike Kraszeski, and the others that served before him, we will continue that momentum of strong board leadership, active board committees, building collaborative partnerships, and implementing successful practices that result in businesses finding the talent that they need to compete in today's economy.*

*As your chair, my focus will be to ensure that our objectives outlined in the board's strategic plan are successfully enacted, which include strategies to expand, educate, and promote NCWorks across the region.*

*This task will be exciting as I believe in the board and all of the staff [and partners] that make up the network of NCWorks Career Centers. It is with a heart of exceptional customer service, that we collectively make a difference in our communities, whether it is helping a business grow their workforce or helping a job-seeker start a new career.*

*As a business owner, I understand the investment a company has to make in their business in order to compete and be successful. As a Workforce Development Board, we can apply this same investment mindset. In doing so, we become investors of people. The returns on that investment happens when our businesses/employers can grow and thrive with the talent they need. Investors of People – that's what our work is all about!*

*I am optimistic that this is going to be a great new year as we focus on continuing to build a competitive workforce.*

*Please feel free to share your thoughts and ideas about the upcoming year with me!*

Sincerely,

Carla Byrnes, Chair



Carla Byrnes, Co-Owner,  
B & B Yacht Designs

## 2016-2017 Board Work:

To ensure that the strategies and objectives outlined in the ECWDB Strategic Plan are met, the ECWDB committees, along with the committee's core objectives are listed below:

### Executive Committee:

1. Provide overall strategic direction for ECWDB and determine responsibilities of all committees
2. Oversee Personnel and Financial management of the ECWDB
3. Responsible for ongoing Board Development to ensure compliance with WDB By-Laws
4. Oversee the development of the strategic plan
5. Has and may exercise the authority of the Board in the management of the affairs of the organization between meetings

### NCWorks Career Pathways Committee:

1. Develop and review local program proposals for adult, youth, and dislocated worker services and recommend funding for WIOA programs
2. Identify training options and research best practices that addresses skills gap and training needs of the future and existing workforce
3. Establish performance measures, develop program policies, and conduct oversight of WIOA program operations
4. Review WIOA Training Provider applications for Certification
5. Engage local employers, community colleges, public schools, and other partners in the development and oversight of Career Pathways and WorkReady Communities initiatives

### NCWorks Business Services Committee:

1. Engage local employers in defining service expectations of NCWorks Career Centers
2. Certify NCWorks Career Centers and conduct oversight of NCWorks Career Center system operations, as it relates to business and job seeker services under an Integrated Service Delivery Model
3. Establish NCWORKS performance standards and review outcomes on a quarterly basis
4. Develop strategies to expand, educate, and promote the NCWORKS Career Center system across the region
5. Ensure NCWorks Career Centers are partnering with local economic development to address new and expanding industry needs

### Youth Council:

1. Identify strategies to improve business engagement and youth outreach efforts targeted toward disadvantage youth
2. Conduct oversight of local youth programs and certify eligible providers of youth services through a competitive procurement process
3. Identify and coordinate youth services throughout the region to leverage resources and address skills gap concerns

## Lawrence Rouse, President of James Sprunt Community College, named President of the Year by the State Board of Community Colleges



ECWDB member, Dr. Lawrence Rouse, President of James Sprunt Community College, was recently named President of the

Year by the State Board of Community Colleges.

Dr. Lawrence Rouse is dedicated to engaging community partners in innovative programs to assure student success. Under his leadership, James Sprunt Community College has worked with the Duplin County Schools to develop a framework for collaboration to address the educational and workforce challenges of Duplin County. The result is a Pre-K to college collaborative partnership which includes parent groups, and community, state and national partners in the implementation of an

innovative Pre-K to college and Career Readiness transformation of the educational system.

The town of Kenansville submitted a letter of support for his nomination stating, in part, that President Rouse has shown a commitment to, and effective use of, partnerships with business and industry, the public and schools by his leading and aiding in the developing of the early college and the seamless education initiative that supports the success of youth throughout their entire school career.

Dr. Rouse is also a leader who recognized and utilizes the knowledge and strengths of those around him. As such, he has become a force multiplier in the areas of technology, community partnerships, program development, fundraising and problem solving.

President Rouse demonstrates commitment to professional growth for faculty and staff by encouraging

them to participate in the College's Leadership Academy and Citizens Leadership program, as well as programs for both hard and soft skills necessary for today's community colleges.

Jo Ann Stroud, Duplin Rotary Club president, noted that Dr. Rouse is in the middle of a capital campaign and a fiftieth anniversary celebration, and to be sure those two important events are successful, he has chosen wisely the people responsible for them. He is not only a good leader, but a responsible delegator. President Rouse exemplifies the community college mission to open the door to high-quality, accessible educational opportunities that minimize barriers to post-secondary education, maximize student success, develop a competent workforce, and improve the lives and well-being of individuals.

*Source: [www.nccommunitycolleges.edu](http://www.nccommunitycolleges.edu)*

## Rick Stout, Superintendent of Onslow County Schools, named Southeast Region's Superintendent of the Year



ECWDB member Superintendent Rick Stout of Onslow County Schools was named Southeast Region's Superintendent of the Year. Mr.

Stout was recognized for his effort and dedication to making a difference in the lives of children and the community as a whole.

"Superintendent Stout has built strong relationships in the community and he has connected Onslow County Schools with many organizations across the country. We are proud that our superintendent was selected to represent the Southeast region," said

Pam Thomas, chairman of the Onslow County Board of Education.

Mr. Stout has served as the Onslow County superintendent since January, 2014. Prior to Onslow County, he served as the superintendent of Scotland County Schools, assistant superintendent in Alamance Burlington Schools and Beaufort County Schools, and as a principal, teacher and coach in other N.C. districts. The North Carolina Superintendent of the Year program is part of the National Superintendent of the Year Award Program sponsored by the American Association of School Administrators to recognize outstanding leadership and to pay tribute to the talent and vision of those who lead our public schools.

Each candidate is judged on the following criteria: Leadership for Learning, communication skills, professionalism, and community Involvement.

The Superintendent of the Year program believes that leadership in education is as much about "opening doors to dreams" as it is about "opening minds to learning." To be selected as an outstanding superintendent does not mean that the person is just a school system leader, but is a community builder and advocate as well, who encourages teachers, principals, families and others who touch the lives of students.

*Source: Onslow County Schools*



## Four-Step Program Helps Managers Improve Hiring Process by Leveraging National Career Readiness Certificates

For hiring managers in Work Ready Communities, there are numerous benefits to having the ACT work readiness system fully implemented in your region, including having a certified workforce walking through the door, improved worker skill levels, and a proven process for developing a talent pipeline.

The path to these benefits for any organization starts with a four-step implementation process that includes preparing, planning, launching, and building.

### Prepare

The first step to implementing the work readiness system is learning to explain the program to others in a clear and consistent manner. Another key to preparation is ensuring the appropriate people are involved, from the executive level to the HR staff and representatives from major departments.

### Plan

With preparation complete, it's time to plan for implementation. A key component of the plan will be determining how the ACT National Career Readiness Certificate® will be used. Will it be recommended for some or all positions? Will it be used to evaluate individuals for hiring and promotion?

Answers to these questions will help determine the content of the actual implementation plan. The plan will need to include assigning appropriate team members to the implementation tasks. Once a thorough review of the key implementation steps is complete, it's time to launch.

### Launch

When the plan is ready to be implemented, it will be important to communicate with internal and external audiences, as needed. In addition, training is critical for team members who will be working with the program. Finally, including the ACT NCRC in job postings and position descriptions will help ensure the foundation is in place to continue to build the program after a successful launch.

### Build

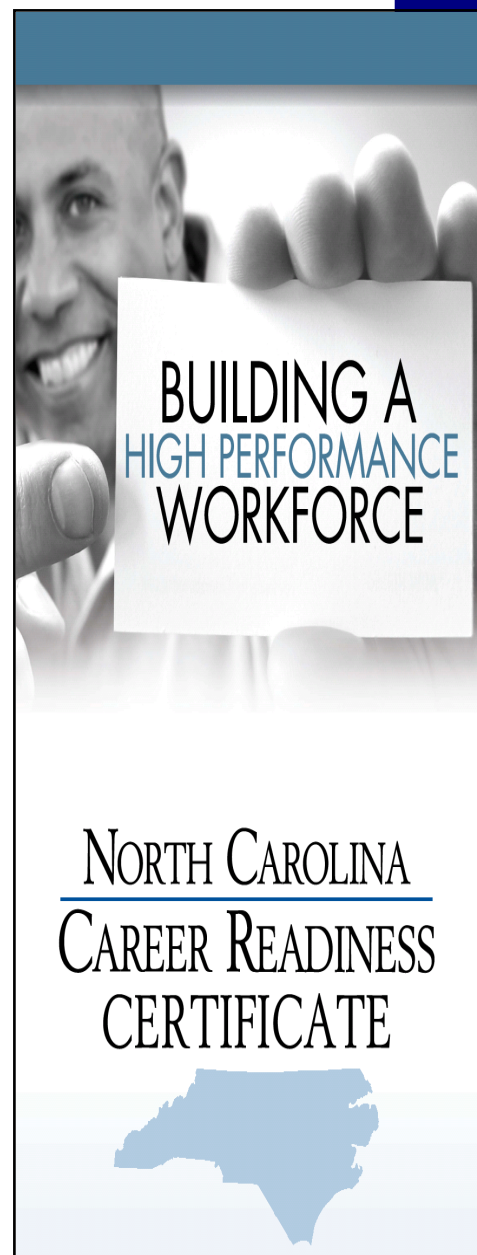
Once the program has been launched, the ACT WorkReady Communities team is ready to help build a sustainable system. For example, there are numerous resources available to support the efforts to build a pool of qualified applicants. It all starts with helping applicants earn an ACT NCRC.

Source: [workreadycommunities.org](http://workreadycommunities.org)

## Certification Level Achieved for Eastern Carolina WDB as of July 11, 2016

Certificate	Percent	Total
Bronze	25%	10151
Silver	58.5%	23742
Gold	16.4%	6666
Platinum	0.1%	35
Total certificates earned:		40594

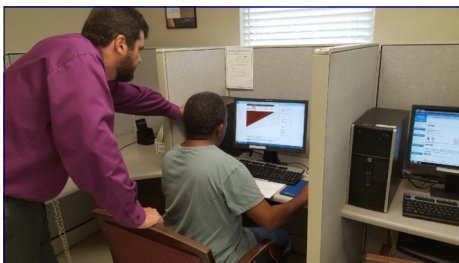
Source: [cnc.org](http://cnc.org)



***“Your workforce is your most valuable asset. The knowledge and skills they have represent the fuel that drive the engine of business. -And you can leverage that knowledge.***

***-Harvey Mackey***

## NCWorks—Connecting Talent to Jobs



Chris Williams, NCWorks Career Center Manager, Kensansville, NC

A young man by the name of Corey came into the Duplin County Career Center looking for work on 06/22/16. It was determined at the welcome area that he had just recently moved to North Carolina from another state and therefore he was not registered in NCWorks. He was then placed on the office scheduler to be seen by a career advisor. I soon called Corey into my office and begin the process of getting him registered in NCWorks.

I learned that he and his friend who was currently being assisted by another career advisor had recently

moved to NC from New York. Early in our conversation it was clear that he needed work sooner rather than later. More to the point his exact words were “I need a job TODAY” with emphasis on today.

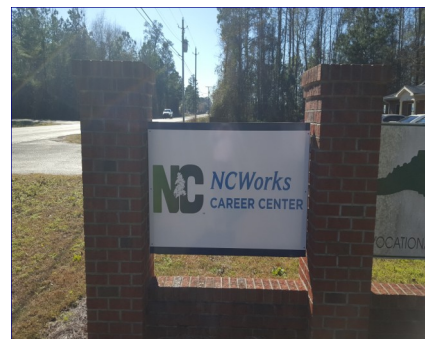
Based on his comment I knew that the House of Raeford, which is one of the largest employers in our county, was his best shot at going to work quickly. I referred him to both the Teachey location and the Rose Hill location and had him complete an application which I then faxed. I completely expected he would be called, however, I had no idea it would happen so quickly.

Approximately forty-five minutes later I was operating the welcome area when Corey came hurriedly through the front door wearing a great big smile. He rushed up to the counter and excitedly said, “Thank you so much. They just called me and I’ve got orientation first thing in the morning.”

We received a faxed copy of his referral a few days later, which confirmed that Corey was indeed hired and working at the House of Raeford plant in Rose Hill.

Assessing the needs of our customers and then offering assistance in the best way we can is what we’re here for and what we strive for daily. It’s always great to learn that we were able to play a role in helping them achieve their goals.

*By Chris Williams, Manager Duplin County NCWorks Career Center*



## Craven Incubator Project Gains Momentum

Work is now underway to transform a county-owned building in downtown New Bern into the Entrepreneur Center of Craven County. Once renovated, the building will become an incubator and resource center for entrepreneurs and small business owners in Craven County.

The center will also house Craven Community College’s Small Business Center which will offer services to assist local residents turn their ideas into start-up businesses.

The Entrepreneur Center is a collaboration between Craven County, New Bern, the Craven 100 Alliance, Swiss Bear Downtown Development Corp. and Craven Community College whose common goal is to provide a

space for entrepreneurs and small business owners to develop ideas and receive support needed to get started.

When renovations to the 60-year-old building are completed, it will house an “innovation space” where entrepreneurs can come together and exchange ideas. The space will also house a kitchen, a conference room, office space for the Small Business Center, along with leasable office spaces for prospective business owners. Along with leasing space to tenants, the facility will offer memberships to business people who are interested in the services and programs at the center.

Incubator supporters are awaiting

notification from the Golden LEAF Foundation regarding a \$396,000 grant that would help pay for more extensive renovations. In February, the effort received a \$60,000 grant from the Z. Smith Reynolds Foundation.

*Source: newbernsj.com*

***“The ultimate resource in economic development is people. It is people, not capital or raw materials that develop an economy.”***

***-Peter Drucker***

## United States Cold Storage to Create 50 Jobs in Duplin County

On June 27, 2016, Governor Pat McCrory, North Carolina Commerce Secretary John E. Skvarla, III, and the Economic Development Partnership of North Carolina (EDPNC) announced that United States Cold Storage, Inc. will create 50 jobs in Duplin County over the next five years as it expands its distribution and warehouse operations there. The company plans to invest \$21.6 million at its facility in Warsaw over that time.

"United States Cold Storage is a leading logistics service provider to our state's consumer foods industry, and this expansion has far-reaching benefits for Duplin County and beyond," said Governor McCrory. "The continued growth and success of this 127-year-old company means good jobs for our economy."

The company is a wholly-owned subsidiary of John Swire & Sons, a global logistics provider headquartered in London, England. "Consumer foods and beverage manufacturing is a \$20 billion industry in North Carolina, and logistics providers like United States Cold

Storage are critical to our efforts to keep this economic driver growing," said Commerce Secretary Skvarla. "About 35 percent of the products this company handles are destined for overseas markets, which helps connect North Carolina-produced foods to hungry consumers around the world."

U.S. Cold Storage's facility in Duplin County, one of three North Carolina locations the company maintains, has been in operation since 1996. The company's North Carolina workforce is approximately 70 people. U.S. Cold Storage plans to add logistics and distribution, customer care, management and other employees. The company's expanded workforce will generate an annual payroll of more than \$1.5 million.

"We greatly appreciate the efforts of the state, county and local community," said Jesse Hooks, regional vice president at U.S. Cold Storage. "The successful collaboration helps us to maintain and grow our refrigerated warehouse business operations in Duplin County."

The project was made possible in part by a performance-based One North Carolina Fund grant of up to \$120,000. One NC awards assist local governments in attracting business projects that will stimulate economic activity and create new jobs in the state. Companies receive no money up front and must meet job creation and investment performance standards to qualify for funds. One NC grants require and are contingent on financial matches from local governments. A \$300,000 Building Reuse grant will help ready the U.S. Cold Storage's facility for operation. The Building Reuse program is administered by N.C. Commerce's Rural Economic Development team.

Numerous entities partnered with N.C. Commerce and EDPNC in supporting United States Cold Storage's expansion. They include the North Carolina General Assembly, the North Carolina Community College System, NCWorks, Duplin County, the Duplin County Economic Development Commission and the town of Warsaw.

*Source: nccommerce.com*

## Wayne County Welcomes REPREE® RENEWABLES, LLC



REPREE RENEWABLES celebrated the official opening of its North Carolina processing center today with a ribbon cutting and plant tour of its Seven Springs, NC plant. The Company is committed to building local economies, while providing customers with reliable and cost effective feedstock solutions. The new plant created eight full-time and 40 seasonal jobs. Currently, REPREE RENEWABLES has developed thousands of acres of production across the U.S., with a portion of its production focused on a new and innovative poultry bedding product.

"The Wayne County Development Alliance (WCDA) was excited to

partner with REPREE RENEWABLES to become the first Wayne County industry to benefit from a new incentive policy recently approved by the Board of Commissioners," said Chuck Allen, Wayne County Development Alliance Board Chairman. "The WCDA looks forward to working with REPREE RENEWABLES now that they are an existing Wayne County industry. We will do everything we can to help make sure REPREE RENEWABLES prospers in Wayne County."

Bill Pate, Wayne County commissioner added, "We are certainly glad to have REPREE RENEWABLES as a new industry in Wayne County. Agriculture and agribusiness are at the heart of who we are as a county. REPREE

RENEWABLES' growing and manufacturing processes help our farmers, our poultry end users and our Wayne County workers. REPREE RENEWABLES touches many aspects of our farming community, and we are glad they are here."

"The opening of the N.C. processing center solidifies REPREE RENEWABLES' commitment to investing in the future of biomass and the industries it serves," said Travis Hedrick, Chief Executive Officer for REPREE RENEWABLES. "The processing center utilizes state-of-the-art equipment providing us with the flexibility and scale to further expand REPREE RENEWABLES in new and innovative directions."

*Source: nceast.com*



## Career Pathways –Connecting Employers to Future Workers



In 2015, North Carolina was awarded a Sector Partnership National Emergency Grant (SPNEG) in the amount of \$5.25 million for the creation, development, and implementation of NCWorks Certified Career Pathways as they related to dislocated workers as defined in the Workforce Innovation and Opportunity Act (WIOA). These funds are administered by the NC Department of Commerce, Division of Workforce Solutions (DWS) under the direction of the NCWorks Commission. In August, 2015, DWS announced that local WDBs may apply for grants of up to \$330,000 and up to 5% administrative funds.

To receive funding, local boards were encouraged to apply for a planning grant in the amount of \$30,000 and work toward the goal of having at least two career pathways certified by each board. Upon certification, local boards could apply for implementation grants in the amount of \$150,000 and up to 5% administration funds. With the key targeted sectors already identified for the region in 2016, the Eastern Carolina WDB applied for and received a planning grant to focus on their first career pathway for the health sciences sector. Workforce and economic development partners, including educators and employers, were invited to begin this important career pathways work. In keeping with the NCWorks Commissions' goals, the local Career Pathways Initiative is to:

- Develop innovative job-training programs focused on regional

and industry-specific collaborations.

- Build on “sector strategies,” industry-focused approaches to workforce and economic development that align job-training programs to meet the needs of a local or regional labor market.
- Connect workers who lost a job through no fault of their own and individuals struggling with long-term unemployment to a broad range of services, including on-the-job training, transitional jobs, job search assistance, career planning and job coaching.
- Establish certified career pathways to meet existing and future workforce needs in a manner that ensures consistency and sustainability within the workforce.

In January, 2016, the ECWDB submitted its first application for certification of the Health Sciences Career Pathway to DWS for the state career pathways leadership team to review. In March, the board was notified that additional information was needed in order to meet the required certification criteria. The revised certification application was submitted to DWS on June 22<sup>nd</sup>. The state review team will be meeting on July 20. As we await the status of the health sciences pathway certification, in an effort to identify and fully engage local health care employers, the ECWDB and its career pathways partners have planned a career pathway meeting to address employers' engagement on July 21 at Carteret Community College, beginning at 10:00 a.m. Additionally, the career pathways team has

developed career pathways materials for use in the classroom targeting students, or in the NCWorks Career Centers targeting adults and dislocated workers.

With the health sciences pathway under development, the ECWDB submitted an advanced manufacturing career pathway planning grant application to the DWS, which was recently approved and the ECWDB is currently awaiting grant funds to move forward.

WIOA now codifies the essential elements of career pathways into law. Under WIOA, State Boards are responsible for aligning core partners and developing and improving the workforce system through the creation of career pathways. As such, they are responsible for convening stakeholders and core partners to contribute to the development of the state plan. The policies and strategies of the state leadership team regarding career pathways must be consistent with the Unified/Combined State Plan required in WIOA. Local boards must be proactive in implementing career pathways as a means of ensuring that students and job-seekers have access to training opportunities that will lead to high-growth, in-demand employment. Career pathway strategies are an effective way of helping youth and adults acquire marketable skills and industry recognized credentials needed for today's competitive economy.

*“The best way to predict your future is to create it.”*

*-Abraham Lincoln*



## Career Pathways –Connecting Employers to Future Workers (continued)

So what exactly is a career pathway? Career pathways are the new way of doing business, and they operate at two levels—a systems level and an individual program level. At the systems level, career pathways development is a broad approach for serving populations that may experience significant barriers to employment and can substantively alter the way the workforce system delivers its services and its relationship with partner organizations and stakeholders.

Career pathways offer a clear sequence, or pathway, of education coursework and/or training credentials aligned with employer-validated work readiness standards and competencies. Career pathways offer an effective approach to the development of a skilled workforce by increasing the number of workers in the U.S. who gain industry-recognized and academic credentials necessary to work in jobs that are in demand. To align educational offerings with business needs, career pathways engage business in the development of educational programs up front. Career pathways transform the role of employers from a customer to a

partner and a co-leader and co-investor in the development of the workforce. Employers have a high stake in the development of career pathways that lead to an increase in their pipeline of qualified workers. Additionally, career pathways offer a more efficient and customer-centered approach to workforce development because they structure intentional connections among employers, adult basic education, support service providers, occupational training, and postsecondary education programs and design the systems to meet the needs of learners and employers.

Career pathways make it easier for people to earn industry-recognized credentials through avenues that are more relevant; to provide opportunities for more flexible education and training; and to attain market-identifiable skills that can transfer into work. These comprehensive education and training programs are suited to meet the needs of working learners and non-traditional students. Career pathways are designed to serve a diverse group of learners to include adults, youth, dislocated workers, veterans, individuals with a disability, public

assistance recipients, new immigrants, English language learners, and justice-involved individuals. Up until now, career pathways have been defined in multiple ways.



***The Workforce Innovation and Opportunity Act (WIOA) vision is to increase access and opportunities to employment, education, training, and support services to employment. WIOA aims to promote stronger alignment of workforce, education, vocational rehabilitation, and other human services systems in order to improve the structure and delivery of services to individuals.***

Source: ECWDB

## Pamlico Awarded \$1.2 Million to Aid in Job Training

Pamlico County has been awarded a \$1.2 million grant from the Golden LEAF Foundation to create an educational training pipeline from middle school through college to help create a workforce to fill local and regional jobs in science, technology, engineering and math jobs.

The program will include Pamlico County Middle School, Pamlico County High School, Arapahoe Charter School and Pamlico Community College. The

program will require teachers being trained and certified. That will involve science, math and career technical education teachers.

The money will also be used to restructure classrooms for new equipment, which includes items such as computers, 3D printers, robotic kits and other specialized equipment.

The areas of training – targeting local industry – will include

engineering, alternative energy, architectural design, biotechnology, communications, construction, digital electronics, environmental, manufacturing and transportation technology, along with materials science and robotics and automation.

Source: Goldenleaf.org

# LABOR MARKET OVERVIEW

Eastern Carolina Workforce Development Board

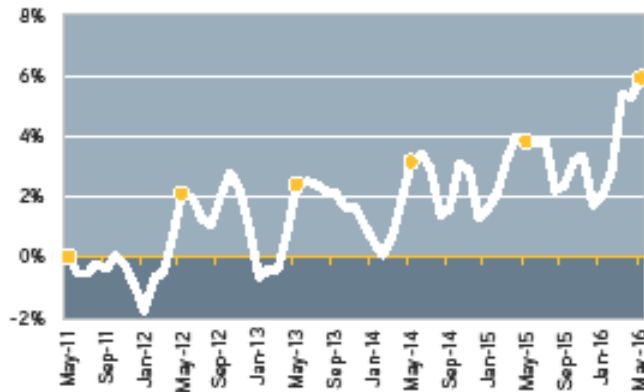
July 2016

## Regional Labor Market Snapshot

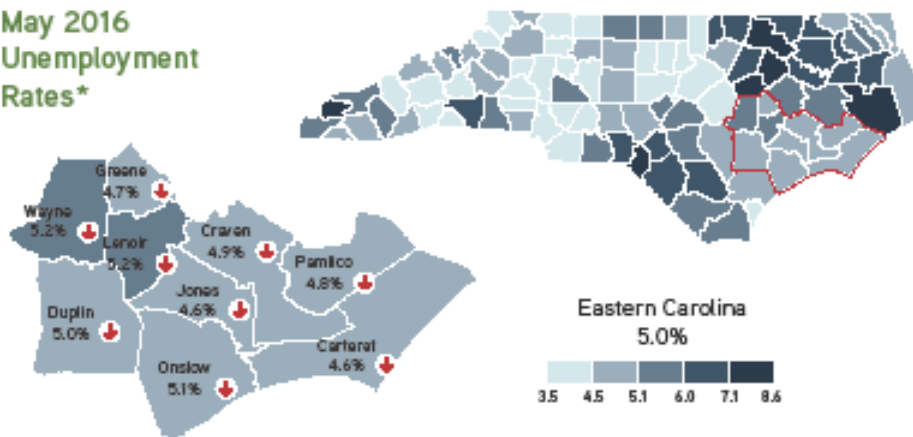
### 5-Year Percent Change in Number Employed\*

Eastern Carolina  
Region

Source: IAUS, Labor & Economic Analysis,  
NC Dept. of Commerce



### May 2016 Unemployment Rates\*



## Trending

### UNEMPLOYMENT\*

May 2016

Eastern Carolina Total = 13,402

	Current	Previous
Region	5.0%	5.4%
NC	4.7%	5.0%
US	4.5%	4.7%

### REGIONAL EMPLOYMENT\*

Eastern Carolina Total = 255,435

1,531 More People Working  
in May than previous month

4,105 More People Working  
than same period one year ago

### METRO JOB GROWTH\*

Goldsboro Total = 42,900

100 More Jobs  
in May than previous month

Jacksonville Total = 49,900

500 More Jobs  
in May than previous month

New Bern Total = 45,100

300 More Jobs  
in May than previous month

### TAXABLE RETAIL SALES

Eastern Carolina Total = \$549,708,785

11.4% Higher  
than same period one year ago

Source: NC Dept. of Revenue  
Note: April 2016 data most current  
available at time of release.

### ONLINE JOB ADS

9,319 Online Advertised Vacancies  
over past 90 days

3,811 Fewer Vacancies  
than same period one year ago

Source: The Conference Board Help Wanted Online

### Who's Hiring

past 90 days from June 20, 2016

State of North Carolina	210
U.S. Marine Corp	128
General Dynamics	123
Lowe's	118
CarolinaEast Health System	115
Supplemental Health Care	100
Onslow County Public Schools	99
CarolinaEast Medical Center	88

Source: The Conference Board Help Wanted Online

\*May 2016 data are preliminary, while all other data have undergone annual revision. All data produced in this publication are generated by LEAD unless otherwise stated.

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. For more information, please visit <http://www.economicdevelopment.com/lead/2016>

### What Jobs

past 90 days from June 20, 2016

Registered Nurses	647
Heavy & Tractor-Trailer Truck Drivers	557
Retail Salespersons	289
First-Line Supervisors, Retail Sales	199
Maintenance & Repair Workers	177
Computer User Support Specialists	145
Physical Therapists	144
Landscaping Workers	142

Source: The Conference Board Help Wanted Online

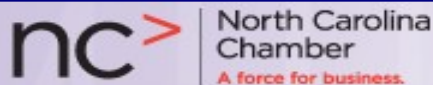
# LABOR MARKET OVERVIEW

Eastern Carolina Workforce Development Board

## Civilian Labor Force Estimates\*

		May 2016	April 2016	March 2016	May 2015
Carteret	Labor Force	32,027	31,571	30,894	32,258
	Employed	30,544	29,951	29,085	30,326
	Unemployed	1,483	1,620	1,809	1,932
	Rate	4.6	5.6	5.9	6.0
Craven	Labor Force	42,118	42,018	42,346	41,809
	Employed	40,062	39,838	39,939	39,126
	Unemployed	2,056	2,180	2,407	2,683
	Rate	4.9	5.2	5.7	6.4
Duplin	Labor Force	27,200	27,170	27,524	26,877
	Employed	25,848	25,718	25,960	25,254
	Unemployed	1,352	1,452	1,564	1,623
	Rate	5.0	5.3	5.7	6.0
Greene	Labor Force	9,666	9,696	9,762	9,580
	Employed	9,207	9,208	9,271	9,005
	Unemployed	459	488	491	575
	Rate	4.7	5.0	5.0	6.0
Jones	Labor Force	4,618	4,627	4,688	4,526
	Employed	4,404	4,403	4,442	4,249
	Unemployed	214	224	246	277
	Rate	4.6	4.8	5.2	6.1
Lenoir	Labor Force	27,997	28,005	28,199	28,169
	Employed	26,548	26,441	26,604	26,232
	Unemployed	1,449	1,564	1,595	1,937
	Rate	5.2	5.6	5.7	6.9
Onslow	Labor Force	64,798	64,702	64,920	65,165
	Employed	61,511	61,158	61,072	61,138
	Unemployed	3,287	3,544	3,848	4,027
	Rate	5.1	5.5	5.9	6.2
Pamlico	Labor Force	5,448	5,445	5,513	5,383
	Employed	5,187	5,167	5,193	5,046
	Unemployed	261	278	320	337
	Rate	4.8	5.1	5.8	6.3
Wayne	Labor Force	54,965	55,031	55,723	54,427
	Employed	52,124	52,020	52,518	50,954
	Unemployed	2,841	3,011	3,205	3,473
	Rate	5.2	5.5	5.8	6.4

\*May 2016 data are preliminary, while all other data have undergone annual revision.



Thursday, August 18 from 8:30 a.m. - 2:30 p.m. at the Sheraton Imperial Hotel and Convention Center in Durham, N.C.



## CONFERENCE ON EDUCATION

August 18, 2016 | Durham, NC

**Education Makes NC Work**

Educators and business leaders will share ideas on the roles each can play in ensuring our future success.  
Visit [NCChamber.net](http://NCChamber.net) for more information on the event agenda.



# NCWorks Career Center Locations

## Carteret County

### NCWorks Career Center

309 Commerce Avenue, Morehead  
City, NC 28557  
Phone: (252) 726-7151

## Greene County

### Greene County Career Center

818 Highway 91 North, Snow Hill, NC  
28580  
Phone: (252) 747-5689

## Onslow County

### NCWorks Career Center

461 Western Boulevard, Jacksonville,  
NC 28546  
Phone: (910) 347-2121

## Craven County

### NCWorks Career Center

2836 Neuse Boulevard, New Bern, NC  
28562  
Phone: (252) 514-4828

## Jones County

### Jones County Career Center

509 Highway 58 North, Trenton, NC  
28585  
Phone: (252) 448-4791

## Pamlico County

### Pamlico County Career Center

P. O. Box 185  
Grantsboro, NC 28529  
Phone: (252) 745-9934

## Duplin County

### NCWorks Career Center

192 Magnolia Extension, Kenansville,  
NC 28349  
Phone: (910) 296-1478

## Lenoir County

### NCWorks Career Center

231 Highway 58 South, Kinston, NC  
28502  
Phone: (252) 527-6223 ext. 104

## Wayne County

### NCWorks Career Center

2006 Wayne Memorial Drive,  
Goldsboro, NC 27534  
Phone: (919) 731-7950

## MARK YOUR CALENDARS:

July 14, 2016  
6:00 pm

**WDB/ Consortium Board Meeting**  
*ECWDB offices, New Bern*

July 21, 2016  
10:00am

**Health Science Pathways Meeting**  
Carteret Community College  
Bryan Student Center  
3205 Arendell St., Morehead City

August 4,  
2016, 6:00 pm

**NCWorks Business Services Committee Meeting**  
*ECWDB offices, New Bern*

August 11,  
2016, 6:00 pm

**NCWorks Career Pathways Committee Meeting**  
*ECWDB offices, New Bern*

August 18,  
2016, 6:00 am

**Executive Committee Meeting**  
*ECWDB offices, New Bern*

September 8,  
2016 6:00 pm

**WDB/ Consortium Board Meeting**  
*ECWDB offices, New Bern*

Sept 22, 2016,  
6:00 pm

**Youth Council Meeting**  
*ECWDB offices, New Bern*

## ECWDB Staff:

Tammy Childers, Executive Director  
Robert Kehres, Assistant Director  
Lisa Harvey, WIOA Coordinator  
Trina Hale, Accounting Technician  
Debbie Simpkins, Fiscal Monitor  
Anita Bradley, Administrative Assistant  
Joanne Payne, Program Assistant  
Schemique Angoe, Program Assistant  
Allison Mullen, Career Pathways Specialist  
George Kramer, Business Services Consultant

## Communicate with Us!

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Fax: (252) 638-3569



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