

September 6,  
2018

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*Working Together  
is  
Winning Together!*

## Governor Cooper Announces Finish Line Grants Program to Help Community College Students Complete Training; Cites LCC As A Trailblazer

On August 14, 2018, Gov. Roy Cooper toured a machine shop at Lenoir Community College and announced LCC was the first community college in the state to get Finish Line Grant funds, which will help students get through financial emergencies.

"Imagine, if you will, that somebody is working hard toward that degree or credential and some unexpected expense happens to them and their family, such as a child-care situation falling through or a big car repair, or a medical expense and imagine that you had to drop out because of that expense," Cooper said. "A number of people don't have to imagine it because they have lived it," he said. "There have been people who are living paycheck to paycheck often trying to work while they are trying to get an education in college and an unforeseen expense stops them in their tracks."

Cooper said he has already seen a number of community colleges where faculty and local businesses pull together to create emergency funds to help students in times of crises.

"I talked to one of the counselors at Pamlico Community College who said a lot of her students were only a flat tire away from dropping out,"

Cooper said. "Well, we wanted to make sure that there were available funds to help students in that kind of situation." That is why Finish Line Grants was developed, according to Cooper.

Governor Cooper thanked the Eastern Carolina Workforce Development Board, executive director and staff for working with LCC to make it work.

"We knew that in this kind of situation you needed to act fast because people get in these emergencies and they need the help quickly," Cooper said. "A car repair should not determine your future."

To be eligible for the funds of up to \$1,000 for a semester, a person has to be 75 percent finished with his or her degree or credential. The money goes directly toward whatever the expense was.

LCC was awarded \$50,000 in Finish Line Grant funding, which will help at minimum 50 people, Cooper said. The grants will be available for the 2018-2019 school year. Every community college in North Carolina may participate in the Finish Line Grants program but is not required to do so, according to the governor's office.

As of this date, the State has received 15 Finish Line Applications, 7 of those represent the Eastern Carolina WDB partnership with the region's local community colleges!



Dr. Hunt, President, LCC welcomes Governor Cooper



Governor Cooper congratulates LCC and ECWDB for Finish Line



Governor Cooper meets ECWDB staff and students

### Congratulations to our Local Community Colleges Who Applied for Finish Line Grants to Assist their Students!

Carteret Community College	James Sprunt Comm. College	Wayne Community College
Coastal Carolina CC	Lenoir Community College	
Craven Community College	Pamlico Community College	

# Board of Directors

## Officers

Joseph Wiggins, *Chief Elected Official*, Carla Byrnes, *Chair*



## 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.



### Carteret County

Bob Cavanaugh, *Commissioner*

Cindy Holman, *Consolidated Human Services Director, Carteret County Government*

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

Mike Kraszeski, *Atlantic Veneer, President*

### Craven County

Johnny Sampson, *Commissioner*

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

Bill Green, *BB&T, Vice President*

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

### Duplin County

Kennedy Thompson, *Commissioner*

Al Searles, *Murphy Brown, LLC, VP, Transportation*

James Wolfe, *Duplin County Economic Development Corporation, Executive Director*

### Greene County

Jerry Jones, *Commissioner*

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

Judy Darden, *Darden Bookkeeping, Owner*

Ray Holloman, *JAK Moulding & Supply, Sales Manager*

### Jones County

Joseph Wiggins, *Chief Elected Official*

Frank Emory, *Emory Construction, Owner*

David Hill, *DP Hill Manufacturing, Owner*

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

### Director

### Lenoir County

Roland Best, *Commissioner*

Jason Trull, *Spirit AeroSystems, Human Resources Manager*

Bruce Parson, *Blind Shop, Owner*

Dr. Rusty Hunt, *Lenoir Community College, President*

### Onslow County

Mark Price, *Commissioner*

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

Edward Riggs Jr., *Commissioner*

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

John Deaton, *Deaton Yacht Services, Owner*

Dr. Jim Ross, *Pamlico Community College, President*

Truman Vereen, *Grantsbrook Nursing & Rehabilitation Center, Administrator*

### Wayne County

Ray Mayo, *Commissioner*

Fletcher Bizzell, *Wayne Opportunities, Board Director*

Charles Brogden, *Franklin Bakery, Human Resources Manager*

Melanie Sanders, *Caswell Center, Human Resources Manager*

## Join us for our 15<sup>th</sup> Annual Vision East Strategic Planning Retreat

Dear Colleagues,

Since 2004, the six eastern Workforce Development Boards have held annual Vision East board retreats. The successes have resulted in new friendships, better alignment of career center services, sharing best practices, improved collaboration, supporting joint projects, resource sharing, leveraging scarce funds, and the list goes on.

To align with the Governor's NC Job Ready initiative, and the NCWorks Commission and North Carolina Association of Workforce Boards strategic plans, the six boards are coming together once again on September 21-22, 2018 for their annual retreat. The theme for 2018 is **ENC Job Ready!**

The 2018 planning retreat is a time for us to come together as business leaders, partners, and peers to create a supported and united response to the collective mission of workforce development. Our regional network of Vision East workforce development boards, comprised of board members who each bring their unique leadership strengths and skills to the mission, and staff who are dedicated to helping career seekers and driving business success, have embraced partnerships, collaboration, and regional alignment in a demonstrated commitment to connect workers to jobs and create economic growth for our business customers. This long-time collaborative relationship has helped us to create and implement strategies to improve North Carolina's Workforce System that address the challenges of an ever-tightening labor market.

To help kick off the retreat, we have invited Mr. Jeff DeBellis, Director of Economic & Policy Analysis, Labor and Economic Analysis, North Carolina Department of Commerce, who will provide insights into eastern North Carolina's economy and changing labor market. He will also be sharing results of the recent 2018 NC Employer Survey, which will help frame the discussion for board action.

Following Mr. DeBellis, we have invited Mr. Robert Knight, National Director, Workforce Policy & Government Relations, ResCare Workforce Services, Baltimore, Maryland, who will provide a Washington update and discuss the policy changes in the Nation's workforce system since the implementation of the federal Workforce Innovation and Opportunity Act. What has changed since WIOA was enacted? New President, New Governor, New State NCWorks Commission, New Initiatives (Career Pathways, Sector Partnerships, NC Job Ready, and Finish Line Grants). How are local boards handling all of the changes? What have we learned since WIOA became the law of the land and are we making a difference? What is Evolving? [Finish Line Grants; WIOA Impact on Business Services, Career Pathways, Integrated Services Delivery, etc.]

Mr. Knight will facilitate a thought-provoking discussion, share best practices from other states, and challenge boards to be proactive in leadership, advocacy, and innovative in addressing workforce challenges. This will be an interactive and engaging session between the private and public sector board members.

The second day will be facilitated by Ms. Elizabeth Kurzer, Planner, Division of Workforce Solutions, North Carolina Department of Commerce, who will use her facilitation skills and bring high-energy to the group, as we work together to establish meaningful strategies, timelines, and success indicators that align our local workforce plans with the Governor's priorities of educational attainment, business engagement, and local innovation.

It is also worth noting that the Governor's NCWorks Commission meeting will be held on November 14, at the Onslow County Governmental Complex in Jacksonville. The Governor is expected to attend. This is an opportunity for local board members and elected officials to attend and see how our local workforce priorities align with the State's workforce plan.

Please plan to attend these important events.

Blessings,  
Tammy Childers

## ENC Job Ready

Vision East Workforce Development Boards Strategic Planning Retreat

Friday, September 21 1:00 pm-5:00pm– Saturday, 22, 2018 8:00 am—12:00 pm

Doubletree Hilton, Atlantic Beach, NC



## Survey of Employers Supports NC Job Ready Approach Matching Worker Skills to Employer



The 2018 Employer Needs Survey, conducted by the North Carolina Department of Commerce's Labor & Economic Analysis Division (LEAD) on behalf of the NCWorks Commission, validates the need to strengthen the state's workforce development system.

"These results reflect what I hear from business leaders time and again: they often have jobs but can't find workers with the right skills to fill them," said Governor Roy Cooper. "We must get people who are looking for jobs together with businesses who want them. Getting North Carolina job ready means listening to what businesses need so we can prepare North Carolinians for the jobs of today and tomorrow."

NC Job Ready, Governor Cooper's workforce development initiative, is built on three core principles: skills and education attainment so North Carolinians are ready for the jobs of today and tomorrow, employer leadership to remain relevant to evolving industry needs, and local innovation to take great ideas and apply them statewide. To train and expand North Carolina's workforce, Governor Cooper has called for NC GROW to offer financial aid for high-demand fields; Finish Line Grants to help students overcome financial challenges to complete their degrees; and an Employer Training Fund to help employers address workforce training needs and employee skill gaps.

Among the findings of the survey were:

- 50% of employers who tried to hire in the past year had difficulty filling at least one position, up from about 40% in 2016;
- Manufacturers and STEM-related businesses found it more challenging to

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fill positions than employers as a whole, with nearly 60% reporting difficulty hiring;

- Employers in the state's two largest metropolitan areas (Charlotte and the Research Triangle) had less difficulty hiring (40%) than businesses overall, while employers in the state's medium-sized metro areas had more difficulty (61%);
- The top two reasons employers gave for their hiring difficulties were "employability" issues (such as a lack of a strong work ethic, professionalism or reliability) and a low number of applicants;
- 70% of rural employers cited a low number of applicants as the top reason for difficulty, a significantly higher percentage than that of employers as a whole (55%);
- 88% of all employers said that they attempted to fill at least one position in the past year;
- Prospects for job growth remain strong, with 43.3% of employers expecting the size of their own workforce to increase this year, and only 2.3% of employers expecting it to decrease.

"This year's survey provides vital data about the extent to which North Carolina businesses are experiencing hiring difficulties and identifies the top reasons, recognizing that different challenges exist for different industry segments, different business sizes and different regions,"

NCWorks Commission Chair Kevin Trapani wrote in a letter accompanying the report on the survey results. "The conclusions drawn from the report will assist the workforce development ecosystem to develop or move to scale data-informed policies and programs that equip job seekers with the skills and experience required by businesses."

In particular, he cited the need for younger North Carolinians to participate in apprenticeships, internships and other work-based learning programs that will help them develop employability skills. Trapani also said that the survey pointed to opportunities for the state's workforce system to more fully engage with employers and promote greater awareness of available resources.

"The findings in the report support the key elements of Governor Roy Cooper's NC Job Ready initiative and his priorities for workforce development, to which we are fully committed," Trapani added. "Our continued, collaborative progress on NCWorks Certified Career Pathways, business engagement strategies, and NCWorks Career Centers will support NC Job Ready by preparing North Carolinians for the jobs of today and tomorrow."

"The Employer Needs Survey is a valuable source of data and insights for North Carolina's workforce development and education partners," said NCWorks Commission Executive Director Catherine Moga Bryant. "Hiring in a tight labor market presents different challenges than those experienced during a downturn, and this report provides policymakers and business leaders with information on what those challenges are and how to meet them."

The full report is available online: 2018 Employer Needs Survey.

Source: NC Department of Commerce

## Local Transportation, Distribution, and Logistics Industry Leaders Address Workforce Challenges and Offer Solutions

In the spring, the ECWDB kicked off their newest certified career pathway initiative for Transportation. The initial meeting was attended by ECWDB, industry representatives, Career and Technical Education, Community College and NCWorks staff members. Framing the discussion was national, state, and local employment data in regard to this critical pathway. Stakeholders spent time identifying key transportation employers throughout the region for the purpose of addressing workforce challenges and identifying solutions.

Framing the discussions with national data, the U.S. Department of Transportation provides over \$51 billion in surface transportation construction funding each year to build, repair, and operate our Nation's highways, bridges, and public transportation systems. For every \$1 billion in transportation infrastructure investments, 13,000 jobs are projected to be created over the next 10 years. For eastern North Carolina, data shows at 6% growth.

In addition to these thousands of jobs that will be created, transportation employers across the main subsectors of trucking, transit, air, highway, rail, and maritime will need to hire up to 4.6 million workers—1.2 times the current transportation workforce—in the next decade, due to the industry's employment needs that will result from growth, retirements, and turnover. Many of these individuals will require training to meet the skill requirements of transportation employers.

While demand for transportation workers will vary by region, subsector, and occupation, there will be a large number of job openings for high-skill and middle-skill workers across the transportation industry. Successful recruitment and upskilling of new and current workers who will be responsible for the operation, maintenance, and construction of the region's transportation infrastructure will be critical to a system that meets the economic and security needs of the 21st century.

Next Gen Sector partnerships are industry-led, community supported partnerships that strengthen regional economies and connect people to jobs. This model was used for a series of industry roundtable discussions for a

Transportation Certified Career Pathway in which an industry employer leads a meeting of business insiders to discuss their needs. Workforce development, economic development, local education agencies, community college and other partners actively listen to the discussion and develop relationships that will assist in meeting industry needs. Interest in holding roundtable events has already been shown by employers in the Advanced Manufacturing industry in the region.

During July and August, three employer led meetings were held across the region. Counties were grouped together according to geography with the community colleges to serve as the host for these employer roundtable sessions. Using the Next Gen Sector Partnership model, employer champions were selected to facilitate these meetings where stakeholders could get an idea of the concerns our employers face in the Transportation industry and how the ECWDB and NCWorks network could help meet their needs. Meetings were held in Lenoir, Duplin, and Carteret County.

Challenges in this sector were similar to those of Advanced Manufacturing, citing the lack of qualified workers available in the tight labor market to meet industry needs. Employers stated that the trucking industry has changed with technology and job seekers need to realize this. The lack of soft skills and technical skills were also cited as employment concerns.

Employers discussed shortages in the areas of truck driving, fork lift drivers, crane operators, welders, and pilots, to name a few. Other concerns for this industry include the lack of funding for infrastructure needs. It was noted that there needs to be more public awareness and community engagement as it relates to gaining funding approval to support local infrastructure needs. It was also suggested that a regional Transportation career fair be planned so that companies can bring in their equipment. Students and job-seekers need to understand that this is a lucrative business with high-growth, high-demand opportunities that can lead to upward mobility.

A planning team has been assembled to begin working on a career fair for the fall or early spring. The ECWDB plans to submit the final Transportation Career Pathways application for certification to the NCWorks Commission in September.



Greene, Jones, Lenoir Transportation Roundtable held at the Global Transpark on July 19, 2018



Duplin, Onslow, and Wayne Transportation Roundtable held at James Sprunt CC on July 31, 2018



Carteret, Craven, and Pamlico Transportation Roundtable held at Carteret Community College on August 29, 2018

Source: ECWDB



## ECWDB's Incumbent Worker Training- Training Your Workforce Just Got Easier

The Eastern Carolina Workforce Development Board's (ECWDB) Incumbent Worker Training (IWT) Program provides funding for customized employee training to existing businesses to help them remain competitive and retain jobs. The IWT is designed to meet the special requirements of an employer (including a group of employers) to retain a skilled workforce or avert the need to lay off employees by assisting the workers in obtaining the skills necessary to retain employment.

The training must also support job retention and encourage career development to strengthen and grow the economic self-sufficiency of the employed workers, especially those most vulnerable to job losses. An ideal IWT would be one where an employee acquires new skills allowing him or her to move into a higher paid job within the company, thus allowing the company to hire a job seeker to backfill the incumbent worker's position.

Outcome measures for IWTG's should promote a skilled workforce by assisting workers in obtaining the skills necessary to retain employment or to avert layoffs and must increase both the worker's and the company's competitiveness.

The ECWDB's Incumbent Worker Training Grant (IWTG) program was introduced to regional employers this spring and has garnered favorable engagement. To date, five applications have been received and processed from aerospace, food processing, machining, marine sciences, and packaging business sectors. Additional conversations are underway with several manufacturing employers within the local area.

This competitive training program allows qualifying businesses to define and address employee' skill gaps to improve employee retention, increase business competitiveness, and/ or stabilize operations.

Program participants must be full- time employees with at least six months on the payroll. Grants may be up to \$10,000 and must be coordinated with other State training programs to ensure non duplication of training efforts. The training period may last up to one year and can be performed on or off-site.

Each application includes a site visit by the ECWDB's Business Services Consultant and Board review for approval consideration. Through this customer-driven program, the ECWDB is able to help businesses remain competitive through skill advancement training for current employees.

Source: ECWDB

NC Association of Workforce Development Boards

# Annual Meeting

Wednesday, October 10, 2018

8:30 am – 11:30 am

Sheraton/Koury Convention Center

Greensboro, NC

(Prior to the NCWorks Partnership Conference)

### Washington Thoughts & Happenings Related to Workforce Development

Ron Painter and Bob Knight will provide a Washington Update and share the latest happenings in DC! They will share policy issues important to the industry including the changes and challenges of the local workforce boards. This session will feature best practices from around the nation and will conclude with Q & A. Don't miss this opportunity to learn of tangible actions you can take to make sure your board is one of the best in the nation!

### Update on NCAWB Strategic Goals

Jeff Frederick, President of NCAWB and other NCAWB officers will share the strategic goals of the organization and how you may be impacted.

### Advancing Employment Equity in NC

This session will feature Brandy Bynum Dawson of Rural Forward NC and Alexandra Sirota, Director of the NC Budget and Tax Center discussing advancing employment equity in our state.

### Workforce Development Board Members Panel Discussion

A panel of workforce board members will share best practices and much more!

Register NOW to attend this event.

ECWDB Members, please contact Tammy Childers at [childers@ecwdb.org](mailto:childers@ecwdb.org) if you would like to attend!



## Have you taken your TRAITIFY CAREER ASSESSMENT Yet?

In July, the ECWDB launched an online career assessment known as Traitify in the 12 county Southeast Prosperity Zone. Traitify is a quick (90 seconds) and easy work-based career assessment that is designed to measure personality traits. The personality data gathered identifies specific aspects of how someone works, the type of work they would enjoy and even includes details such as which personalities they would work well with and those that may pose a conflict.

For our NCWorks team, we believe that this is a great tool in advising on career pathways, matching individuals to career pathways in which they will be successful and finding suitable job candidates for employers. The site also links to NCWorks.gov to display job opportunities in the region. The assessment is available for use by local K-12, community colleges, NCWorks Career Centers, and partners such as Vocational Rehabilitation and Department of Social Services.

For companies, existing employees matter, too! With average turnover rates around 15% and sometimes costing 2x annual salary to replace, it's crucial to monitor the personalities within your organization. Build teams with personalities that can coexist and understand the best ways to communicate with the different individuals

within your organization!

**traitify**

<https://ecwdb.traitify.com>

Clone Your Best Talent  
In 90 Seconds Flat

Traitify is using images to usher in a new era of hiring and talent assessment that candidates love.

The Traitify Career Personality Assessment is similar to established measures such as the Myers-Briggs Type Indicator® (MBTI®), the Holland Occupational Themes, and the Strong Interest Inventory in that they seek to learn about the individual by measuring specific preferences in order to form a composite picture of the whole.

Traitify's Career Assessment is a measurement created by Dr. Noreen Honeycutt and the Psychology Team to measure personality in the context of career selection. The assessment

results for a participant are categorized as a blend of two of seven identified personality categories or types: Action-Taker, Analyzer, Inventor, Mentor, Naturalist, Planner, and Visionary. Each of these personality types is made up of eight traits.

- The Action-Taker traits are concrete, direct, goal-oriented, physically-driven, practical, prefers working alone, realistic, and stable.
- The Analyzer traits are analytical, deep, deliberate, inquisitive, intellectually-driven, observant, rational, and serious.
- The Inventor traits are creative, flexible, intuitive, likes novelty, passionate, spontaneous, unconventional, and whimsical.
- The Mentor traits are altruistic, empathic, loyal, open-minded, patient, prefers working with others, process-oriented, and sensitive.
- The Naturalist traits are, earthy, future-focused, independent, optimistic, organic, protective, relaxed, and steady.
- The Planner traits are alert, compulsive, conventional, decisive, detail-oriented, likes familiarity, meticulous, and particular.
- The Visionary traits are aggressive, competitive, confident, daring, high-energy, leader, outgoing, and visionary.

**What is your personality trait? Are you an Action-Taker? Analyzer? Inventor? Visionary? Planner? Are you in a career that you enjoy? Take the 90 second Traitify assessment today!**

To Take the Traitify assessment for yourself, please visit  
<https://ecwdb.traitify.com/>.

# Career Paths

Are you expressive, original, independent or idealistic? Do you like acting, music, art, or the works of creative writers?



## **JOBS**

- Architect
- Industrial Designer
- Writer
- Graphic Designer
- Chef
- Web Developer
- Editor

**JOBS**

- Welder
- Mechanic
- Police Officer
- Truck Driver
- Engineer
- Electrician
- Diesel Mechanic



Are you practical, mechanical, or realistic? Do you like working with your hands, tools, or machines and building things?

Are you analytical, curious, logical, or intellectual? Do you like solving problems, experimenting, researching, formulating, or calculating?



## **JOBS**

- Teacher
- Network Engineer
- Computer Programmer
- Medical Technician
- Meteorologist
- Surveyor

**JOBS**

- Banker
- Manager
- Hospitality Manager
- Recreation Leader
- Salesperson
- Lawyer
- Judge



Are you competitive, ambitious, adventurous, or optimistic? Do you like to lead people, sell things, or ideas?

Are you friendly, generous, helpful, or caring? Do you like helping people, communicating, or solving social problems?



## **JOBS**

- Counselor
- Nurse
- Social Worker
- Teacher
- Physical Therapist
- Librarian
- Dental Hygienist

**JOBS**

- Accountant
- Court Clerk
- Human Resources
- Administrator
- Bank Teller
- Logistician
- Financial Planner



Are you orderly, structured, good at following a plan or methodical? Do you like organizing, planning, or paying attention to detail?



**NCWorks**  
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## Commerce Workforce Solutions and NCWorks Team Spearheads Drive to Help Foster Children

North Carolina First Lady Kristin Cooper commended employees from Commerce's Workforce Solutions division during a July 9 event marking a statewide drive benefiting young people in the state's out-of-home care system.

The *Luggage of Hope* service project collected luggage and toiletries to ease transitions for children in foster care. Kids in foster care must sometimes move to new locations, often without the basic means to carry their belongings.

First Lady Kristin Cooper is using her platform to improve the well-being of children in North Carolina by focusing on preventing and mitigating adverse childhood experiences. Cooper has served as a guardian ad litem for children in Wake County since 2003, using her legal training to represent foster children in court.

At the NCWorks Training Center on Chaponoke Road in Raleigh, the First Lady addressed the state employees who initiated *Luggage of Hope* and recognized the service efforts of the Workforce Solutions team across North Carolina.



Division of Workforce Solutions staff and statewide NCWorks Team lead statewide Luggage for Hope service project



The ECWDB staff and NCWorks WIOA service providers donate to Luggage of Hope

"I want to thank the dedicated professionals at the Division of Workforce Solutions and the entire NCWorks team for organizing this community service effort," Kristin Cooper

said. "By providing these suitcases and essential items, Luggage of Hope will offer some comfort and convenience to foster children facing challenging transitions."

After learning that young people sometimes must pack their belongings in trash bags when entering or transitioning within the out-of-home care system, NCWorks employees and partners joined forces to collect much-needed luggage that county social service agencies sometimes struggle to supply. The division partnered with Strong Able Youth Speaking Out (SaySo), a Durham-based statewide nonprofit directed by youth currently or formerly in North Carolina's substitute care system.

Joining in on this statewide drive benefitting hundreds of youth in the State's foster care system, the Eastern Carolina Workforce Development Board staff and NCWorks WIOA service providers donated luggage sets filled with toiletries and essential items which was delivered to the Wayne County NCWorks Career Center for pick up.

Source: Governor's Office & ECWDB

## NCWorks and Lenoir Community College Hold Hiring Event for MasterBrand Cabinets



Lenoir Community College and NCWorks staff assisted MasterBrand with a hiring event on Saturday, August, 18, 2018. Approximately 200 job seekers participated. Staff discussed training opportunities and assessed the job seekers for on-the-job training opportunities. "It was a great success", said Samara Taft, Manager, Lenoir County NCWorks Career Center.

For job seekers who did not make it for the MasterBrand Hiring Event, LCC and the NCWorks Career Center will be hosting a New Day, New Job event on September 6, 2018 at the Lenoir NCWorks Career Center.

This event is free to the public and will provide assistance with job referrals, resume development, information about training opportunities, and offer clothing vouchers for those in need who are preparing for a job interview.

For more information about Job Ready -Lenoir, contact Samara Taft or Dawn Kantz at 252-527-6223, extension 111 or 706.

**LENOIR**  
COMMUNITY COLLEGE

**new day...  
NEW JOB!**

Thursday, September 6th  
9:00 am - 7:00 pm  
**NCWORKS CAREER CENTER  
@ Lenoir Community College**  
Kinston, NC | Bullock Building

*Services that will be provided  
include assistance with:*  
Resumes  
Job Referrals  
Job Interviews  
Job Training Opportunities  
Clothing vouchers for job interviews  
may be available

**FREE AND OPEN TO THE PUBLIC!**  
*(no children, please)*

NCWorks  
career center  
powered by Eastern Carolina WDB



## Help Wanted. North Carolina's Tight Labor Market



North Carolina has a tight labor market, which is creating opportunities for jobseekers but challenging employers who are looking to hire. This article uses LEAD's North Carolina Labor Supply/Demand data to show how the labor market has tightened across our state's various regions and occupational groups.

The North Carolina Labor Supply/Demand data provides estimates of the number of jobseekers (labor supply) and job openings (labor demand) in North Carolina and its regions. These data can help researchers track the tightness of our state's labor market. When we say that North Carolina currently has a "tight" labor market, we mean that the state has relatively few jobseekers per job opening. In other words, there is relatively little labor supply compared to the amount of labor demand.

On average, there were nearly 400,000 jobseekers and nearly 160,000 job openings in 2017—a "supply/demand rate" of 2.5 jobseekers per job opening. This is the tightest our state's labor market has been in at least 10 years. Jobseekers struggled to find work during the Great Recession, when there were 10.3

jobseekers per job opening, but employers benefited from a large pool of applicants during this period. Labor market conditions in 2017 were much more favorable to workers and challenging for employers; the labor market is now tighter than it was in 2007, prior to the recession.

Every region in the state—from the mountains to the sea and everywhere in between—has a tighter labor market than we've seen in at least 10 years. But some regions are tighter than others. For example, the Northeast region—which includes Elizabeth City and Greenville—had a supply/demand rate of 4.4 in 2017, much tighter than the 14.8 experienced during the recession and even tighter than the 6.4 seen in 2007. However, the Southwest region—which includes Charlotte—was persistently tighter than the Northeast region throughout this period, and had only 2.0 jobseekers per job opening in 2017.

Most of the occupational labor markets in our state have also tightened. But some occupations are persistently more "in-demand" than others. For example, the market for Production Occupations—which are typically found among manufacturers—is over 10 times tighter than it was during the Great Recession, and nearly twice as tight as prior to the recession. However, the market for

Healthcare Practitioner and Technical Occupations—which includes Nurse Practitioners, Physicians, Pharmacists, and others—was much tighter than for Production Occupations in 2017, with only 0.6 jobseekers per job opening versus 3.3. These healthcare jobs remained in-demand even during the height of the recession, and the market for these jobs in 2017 was twice as tight as prior to the recession, reflecting the "recession-resistant" nature of the healthcare industry.

Is a tight labor market a good thing? It depends on your perspective. Jobseekers land jobs faster and often see higher wages when the labor market is tight. However, employers take longer to fill job vacancies and often incur higher labor costs in a tight labor market.

The state's workforce development system plays an important role in ensuring that jobseekers benefit from—and employers adapt to—a tight labor market. Job matching services and work-based learning programs can help employers find talent and fill job openings more efficiently. Skills training, vocational rehabilitation, and supportive services can provide jobseekers who face barriers to employment with the tools they need to compete in the labor market.

Source: [nccommerce.com](http://nccommerce.com)



**You are invited to participate in the 2018 "BBQ" Better Business Quality Expo & Job Fair.**

This event will be held at **Pamlico Community College on Tuesday, October 9, 2018 from 4:00 pm until 7:00 pm.**

The Business Expo gives businesses the opportunity to share information, products, and services with the public. During the Expo, local restaurants will be offering free samples of their culinary delights. In addition, area musicians will also be providing free entertainment.

Local employers will also have the opportunity to speak with job seekers about their openings. The Job Fair is open to companies and organizations that

- Have current job openings,
- Are interested in building a pool of applicants for future positions,
- Wish to discuss the requirements for working in their industry with students at Pamlico Community College.

Businesses can reserve a table and two chairs in the Delamar Center at Pamlico Community College for \$25.

The Job Fair is free to non-profit organizations. If you have any questions about the Job Fair, please contact Eric Cedars at (252) 745-9934 or e-mail him at [ecedars@pamlicocc.edu](mailto:ecedars@pamlicocc.edu)

# LABOR MARKET OVERVIEW

Eastern Carolina Workforce Development Board

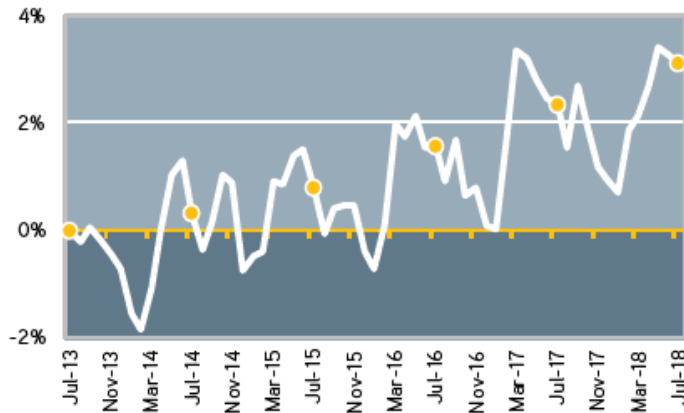
September 2018

## Regional Labor Market Snapshot

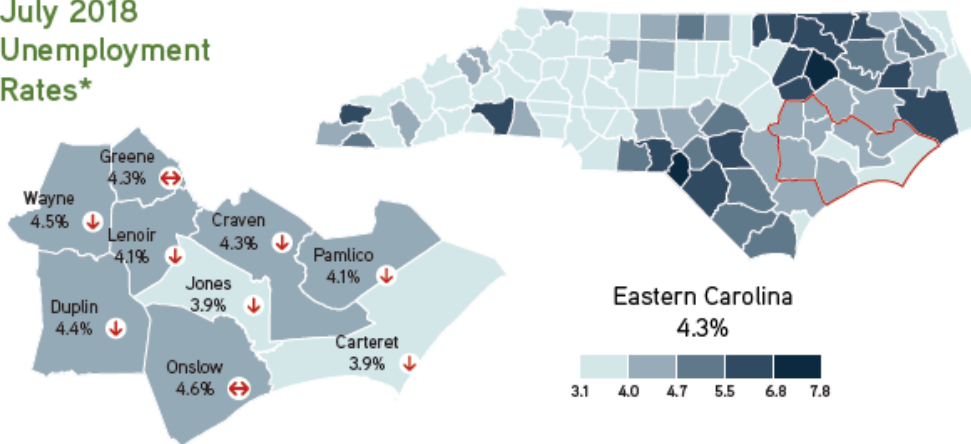
### 5-Year Percent Change in Number Employed\*

Eastern Carolina Region

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



### July 2018 Unemployment Rates\*



### Community Investment Report Top Announced Projects 2nd Quarter 2018

County	Company	Announced Jobs
Onslow	ContactUS	200
Onslow	Onslow Bay Boatworks	24

#### Who's Hiring

past 90 days from Aug. 28, 2018

State of North Carolina	212
Onslow County Public Schools	133
Lowe's	123

Source: The Conference Board Help Wanted Online

\*July 2018 data are preliminary, previous month's data are revised 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.nccommerce.com/lead/lmo>.

#### What Jobs

past 90 days from Aug. 28, 2018

Registered Nurses	746
Heavy & Tractor-Trailer Truck Drivers	406
Retail Salespersons	340

Source: The Conference Board Help Wanted Online

## Trending

### UNEMPLOYMENT\*

July 2018

Eastern Carolina Total = 11,516

	Current	Previous
Region	4.3%	4.4%
NC	4.1%	4.2%
US	4.1%	4.2%

### REGIONAL EMPLOYMENT\*

Eastern Carolina Total = 254,577

393 Fewer People Working in July than previous month

1,896 More People Working than same period one year ago

### METRO JOB GROWTH\*

Goldsboro Total = 40,400

1,600 Fewer Jobs in July than previous month

Jacksonville Total = 47,200

2,700 Fewer Jobs in July than previous month

New Bern Total = 45,100

600 Fewer Jobs in July than previous month

### TAXABLE RETAIL SALES

Eastern Carolina Total = \$583,884,578

5.9% Higher than same period one year ago

Source: NC Dept. of Revenue  
Note: July 2018 data most current available at time of release.

### ONLINE JOB ADS

8,255 Online Advertised Vacancies over past 90 days

594 More Vacancies than same period one year ago

Source: The Conference Board Help Wanted Online

# LABOR MARKET OVERVIEW

Eastern Carolina Workforce Development Board

## Civilian Labor Force Estimates\*

		July 2018	June 2018	May 2018	July 2017
Carteret	Labor Force	33,845	33,569	32,741	33,534
	Employed	32,512	32,211	31,555	32,078
	Unemployed	1,333	1,358	1,186	1,456
	Rate	3.9	5.6	3.6	4.3
Craven	Labor Force	42,761	42,649	42,018	42,408
	Employed	40,929	40,788	40,421	40,304
	Unemployed	1,832	1,861	1,597	2,104
	Rate	4.3	4.4	3.8	5.0
Duplin	Labor Force	24,981	24,395	24,859	25,602
	Employed	23,881	23,239	23,846	24,280
	Unemployed	1,100	1,156	1,013	1,322
	Rate	4.4	4.7	4.1	5.2
Greene	Labor Force	9,742	9,659	9,743	9,618
	Employed	9,321	9,243	9,370	9,140
	Unemployed	421	416	373	478
	Rate	4.3	4.3	3.8	5.0
Jones	Labor Force	4,681	4,564	4,515	4,602
	Employed	4,498	4,377	4,348	4,395
	Unemployed	183	187	167	207
	Rate	3.9	4.1	3.7	4.5
Lenoir	Labor Force	28,428	28,302	28,328	28,495
	Employed	27,263	27,105	27,275	27,191
	Unemployed	1,165	1,197	1,053	1,304
	Rate	4.1	4.2	3.7	4.6
Onslow	Labor Force	62,846	64,781	64,812	62,777
	Employed	59,972	61,818	62,187	59,298
	Unemployed	2,874	2,963	2,625	3,479
	Rate	4.6	4.6	4.1	5.5
Pamlico	Labor Force	5,556	5,497	5,430	5,505
	Employed	5,327	5,268	5,227	5,232
	Unemployed	229	229	203	273
	Rate	4.1	4.2	3.7	5.0
Wayne	Labor Force	53,253	53,386	53,247	53,675
	Employed	50,874	50,921	51,064	50,763
	Unemployed	2,379	2,465	2,183	2,912
	Rate	4.5	4.6	4.1	5.4

July 2018 data are preliminary, previous month's data are revised while all other data have undergone annual revision

2018 NCWORKS PARTNERSHIP CONFERENCE | [NCWTC.COM](http://NCWTC.COM)



**OCTOBER 10-12, 2018**  
SHERATON FOUR SEASONS/  
KOURY CONVENTION CENTER  
GREENSBORO, NC

**REGISTER TODAY!**



## Working for YOU!

### Carteret County

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

### Craven County

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

### Duplin County

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

### Greene County

Greene County Education  
Center of LCC  
818 Highway 91 North  
Snow Hill, NC 28580  
(252) 747-5689

### Jones County

Jones County Education  
Center of LCC  
509 Highway 58 North  
Trenton, NC 28585  
(252) 448-4791

### Lenoir County

Lenoir Community College  
231 Highway 58 South  
Kinston, NC 28502  
(252) 775-6021 OR  
(252) 527-7320

### Onslow County

461 Western Boulevard  
Suite 106  
Jacksonville, NC 28546  
(910) 347-2121

### Pamlico County

705 Main Street  
Bayboro, NC 28515  
(252) 745-9934

### Wayne County

2006 Wayne Memorial Dr.  
Goldsboro, NC 27534  
(919) 731-7950



Contact your local

## NCWorks Career Center

Serving Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico, and Wayne Counties. For more info visit:

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

Join us on social media!



@ECWDB



@ECWDB

## Eastern Carolina Workforce Development Board, Inc.

1341 South Glenburnie Road  
New Bern, North Carolina 28562  
Phone: 252-636-6901

Auxiliary aids and services are available upon request to individuals with disabilities.

**COMMITTED EQUAL OPPORTUNITY  
EMPLOYER/PROGRAMS**

## Mark Your Calendars

September 6, 2018 6:00 pm	<i>ECWDB/Consortium Meeting ECWDB Offices, New Bern</i>
September 27, 2018 6:00 pm	<i>Youth Council Meeting ECWDB Offices, New Bern</i>
September 21-22, 2018	<i>ENC Job Ready Strategic Planning Retreat Doubletree Hilton, Atlantic Beach</i>
October 4, 2018 6:00 pm	<i>NCWorks Business Services Committee ECWDB Offices, New Bern</i>
October 11, 2018 6:00 pm	<i>NCWorks Career Pathways Committee ECWDB Offices, New Bern</i>
October 18, 2018, 6:00 pm	<i>Executive Committee Meeting ECWDB Offices, New Bern</i>
October 30, 2018 6:00pm	<i>ECWDB Annual Banquet New Bern Riverfront Convention Center</i>
November 14, 2018 1:00 pm	<i>NCWorks Commission Meeting Onslow County Governmental Complex, Jacksonville</i>
December 6, 2018 6:00 pm	<i>NCWorks Business Services Committee ECWDB Offices, New Bern</i>
December 13, 2018, 2018 6:00 pm	<i>NCWorks Career Pathways Committee ECWDB Offices, New Bern</i>
December 20, 2018 6:00 pm	<i>Executive Committee Meeting ECWDB Offices, New Bern</i>



## ECWDB Staff:

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

## Communicate With Us!

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



An Equal Opportunity/Affirmative Action Employer

Auxiliary aids and services are available upon request to individuals with disabilities. (TTY) 1-800-735-2962 (Voice) 1-800-735-8262