



July, 2019

## NCWorks Commission Adopts New Strategic Plan for Building a Job-Ready Workforce

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The NCWorks Commission approved a new two-year strategic plan and certified local Career Centers while meeting recently in Wilmington, NC. The strategic plan, entitled "Preparing North Carolina's Workforce for Today and Tomorrow," is aligned with Governor Roy Cooper's "NC Job Ready" initiative.

"Our strategic plan will guide our efforts to continue to develop the workforce that North Carolina needs in order to strengthen our employers, attract new businesses and adapt to a changing economy," said Tom Rabon, chair of the NCWorks Commission, a 33-member panel that includes the business community, state workforce agencies, educators and community leaders. The Commission is designated as the state's workforce development board under the federal Workforce Innovation and Opportunity Act.

Four major goals form the basis of the strategic plan. These goals are to:

1. Prepare workers to succeed in the North Carolina economy by increasing skills and education attainment;
2. Create a workforce system that is responsive to the needs of the economy by fostering employer leadership;
3. Promote replication of creative solutions to challenging workforce problems by supporting local innovation; and
4. Promote workforce system access, alignment, integration and modernization.

# NCWorks Commission



Under the first goal, related to education attainment, the plan calls for making progress toward the goal set by the myFutureNC Commission: that by 2030, 2 million North Carolinians between the ages of 25 and 44 years old have a high-quality postsecondary degree or credential. Governor Cooper and other state leaders have endorsed that attainment goal.

The second goal, employer leadership, includes an emphasis on supporting increased work-based learning programs to expose students to career opportunities through career awareness and career exploration such as internships and apprenticeships and developing industry-led partnerships to ensure workforce agencies are working together to address business needs.

The "local innovation" goal calls for promoting leadership development opportunities for the state's workforce professionals, and for funding community-based initiatives that pilot new ideas or replicate proven programs.

The final goal is related to the coordination of the workforce development system itself, which involves numerous partner agencies. Among other items, the plan calls for enhancing public awareness of the services provided through NCWorks for individuals and businesses, while researching new technological means to serve the system's customers.

The plan also features an overall mission statement: "to ensure North Carolina has an innovative, relevant, effective, and efficient workforce development system that develops adaptable, work-ready, skilled talent to meet the current and future needs of workers and businesses to achieve and sustain economic prosperity; and to ensure North Carolinians are ready for the jobs of today and tomorrow by increasing access to education and skills training, fostering employer leadership to prepare workers, and supporting and scaling local innovation.

Source: NC Commerce

*"Preparing North Carolina's Workforce for Today and Tomorrow."*

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## Vision

Our vision for eastern North Carolina is a qualified workforce with an educational level that meets the needs of firms so they can compete in today's global marketplace.

## 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.

## Director's Corner

Dear Colleagues,

Today is July 1. When I arrived to work this morning and logged into my emails, I had a message from Elizabeth Kurzer, our Division of Workforce Solutions Planner, which said, "Happy New Program Year." I jokingly replied thank you and added, "May Program Year 2019-2020 be prosperous for all." After thinking about this some, that is what we all want for our region, and especially for the job-seekers and businesses that we serve through our local NCWorks Career Center network. We understand prosperity is a well-educated and trained workforce producing goods and services; thereby earning self-supporting wages while contributing to the success of local businesses which fuel the local economy.

Successful people and businesses will tell you that it takes a vision of beginning with the end in mind, clearly defined goals that are measurable, a solid action plan, necessary resources, a lot of hard work, determination, perseverance, and a willingness to go above and beyond until you see your vision becoming a reality. Daily, this is the message that Career Advisors use when working with a job seeker who is seeking employment or trying to get started with their career planning. This practice is what we as a board subscribe to do when considering our local NCWorks system and the education and training programs that we fund and oversee. The desired outcomes of our vision is crystal clear. We desire prosperity for all. We want to see our youth graduating from high school well prepared to begin their career, or continue their education. We want to see our job seekers improve the quality of their lives through job training and meaningful employment and we want to see local businesses hiring the most qualified candidates. We want to see our region thriving.

On June 13th, our Executive Committee and Committee chairs participated in a strategic planning session to revisit the vision of our board and to set the direction for this new program year. During this time, there was a lengthy discussion about our region's strengths and opportunities. This initial session was to look at where we are and where we want to go as a board charged with overseeing the local workforce development system. Our vision for our region is a quality workforce with an educational attainment level that meets the needs of local businesses so they can compete in today's marketplace. To fulfill our vision, we must ensure that our workforce system is responsive, connected, and impactful.

Prosperity for all is achieved best when we work together with a shared vision. Let's work together to make the Program Year 2019-2020 the most successful and prosperous year yet!

Best wishes,

Tammy Childers, Executive Director

## INCREASING OPPORTUNITIES FOR RURAL WORKFORCE DEVELOPMENT

Presented in partnership with the North Carolina Association of  
Workforce Development Boards and the NC Rural Center



Join us as we discuss the data and trends surrounding rural workforce development and learn about innovative projects taking place across the state.

July 25, 2019 | 10 am - 3 pm

NC Rural Center

4021 Carya Dr.

REGISTER AT

[bit.ly/ruralworkforce](http://bit.ly/ruralworkforce)

\*\$20 registration fee\*

Sponsored by:



## ECWDB Holds Second “Taking Care of Business” Training Session

The second training session in the Taking Care of Business series was held at the ECWDB office on May 29, 2019 and led by Mike Fazio, founder and CEO of Workforce 180, whose mission is to help every workforce professional become more productive through access to valuable, relevant, on-demand and refreshed content. The focus of the workshop was *Workforce Development Sales Strategies and Tactics for Engaging Employers*.

A kick-off Webinar was delivered on May 21, which set the stage for what to expect during the seated training and “homework” for each attendee. The workshop, held from 9:00 a.m. to 4:00 p.m., was activity driven, with

role playing and continuous audience participation.

The Taking Care of Business training will conclude with a follow-up Webinar to review successes and challenges. A lesson regarding relationship building for long-term success will be provided at that time.



Source: ECWDB

*“We are what we repeatedly do. Excellence then, is not an act, but a habit.” - Aristotle*

## Dr. Jay Carraway Assumes Presidency at James Sprunt Community College



James Sprunt Community College welcomed its sixth President on Monday, April 29, 2019. Dr. Jay Carraway succeeds Dr. Lawrence Rouse who left in August, 2018 to lead Pitt Community College.

Carraway said he is honored and humbled to be chosen for the role.

“I want to thank the Board of Trustees down at James Sprunt for giving me the opportunity and having the confidence in me,” Carraway said. “I look forward to getting down to Kenansville and getting to know the students and staff and people of the community. James Sprunt is a great community college and I’m ready to get started.”

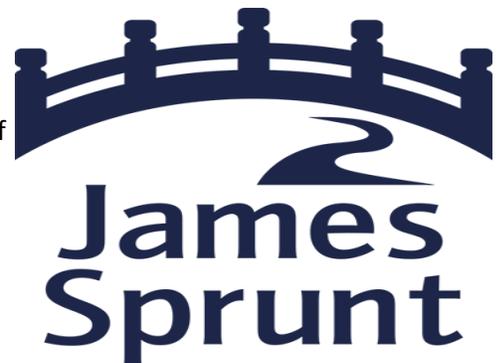
Carraway served as vice president of Continuing Education at Lenoir Community College and has worked at the college for 34 years. Some of his other roles at Lenoir include dean of the continuing education division, associate dean of satellite campuses, associate dean of campuses for the Greene County campus and director of the Greene County Center.

Carraway received a Bachelor’s Degree in Health and Human Performance, a Master’s Degree in Education and an Ed.D., all from East

Carolina University.

Carraway has accomplished many things throughout his career such as co-authoring a \$580,000 Golden LEAF grant proposal for Jones county Technical Trade Center; leading the preparation, program development and equipping the Lenoir satellite facilities; leading the expansion of the Greene County Center, the Workforce Development center in Snow Hill and three construction phases of the Jones County Center.

Source: *Jacksonville Daily News*



## Craven NCWorks Hosts “Business Before Hours”



Craven County NCWorks hosted a “Business Before Hours” on May 24, 2019. The event was held to encourage employer engagement and to introduce new Craven NCWorks Career Center Manager, Matt Suggs, and his staff. Approximately 20 employers attended and were given a tour of the Center and the opportunity to learn about the NCWorks online system.



Presentations were given by Jeff Wood, Craven County Economic Development; Tony Bello, CTE instructor for the Craven County School System; Colleen King, Business Services representative from Vocational Rehab; and Erin Ananian-Gentile and George Kramer from ECWDB. ECWDB Board members in attendance included Anthony Cruz, Bill Green and John Wilson.



Source: ECWDB

## Lenoir NCWorks Hosts “Business After Hours”

The NCWorks Career Center – Lenoir County partnered with the Kinston-Lenoir County Chamber of Commerce to host a Business After Hours on the campus of Lenoir Community College on Thursday, May 30, 2019.

Chamber Interim President Brenda Canup welcomed attendees and thanked the NCWorks Career Center for hosting this informative event. Canup said “I consider this to be one-stop shopping for all your employability needs.”

Chamber Board Chair Judy Jones thanked the staff of the NCWorks Career Center for all of the hard work for the community. “It is truly an asset for us to have. I appreciate



everyone taking the time to support our community college and career center.” LCC Vice-President Renee Sutton stated that “We are all about serving job seekers and serving

employers within our community.”

Samara Taft, Manager, and Jamie Wallace, DWS Manager, were recognized and gave a brief overview of the services provided.

Partner agencies had booths set up for employers to visit and learn more information about programs and services provided.

Employers were given an opportunity to share the needs of their companies.

Source: Lenoir NCWorks

**NCWorks**  
career center  
powered by Eastern Carolina WDB

## ECWDB Board Member James Wolfe Takes On New Role



James Wolfe

The Economic Development Partnership of North Carolina (EDPNC) has hired Duplin County's economic development director to support business prosperity and growth in a 12-county region of Southeast North Carolina.

James Wolfe, executive director of the Duplin County Economic Development Commission, becomes the EDPNC's new Southeast Existing Industry Expansions manager. Wolfe will work on the state's behalf to support economic development in New Hanover, Brunswick, Pender, Duplin, Carteret, Craven, Onslow, Greene, Jones, Lenoir, Pamlico and Wayne counties.

"It's been a privilege to lead Duplin County's economic development efforts for the past eight years, and it is a strong foundation for the regional work I'll be doing," Wolfe said. "I'm excited to be a part of the EDPNC and having an even broader impact in helping to grow this part of North Carolina."

Wolfe will be the state's point person for existing industry support in the Southeast zone, working with local businesses to help identify and solve issues that stand in the way of their growth. The state divides its 100 counties into eight regional zones, where it deploys resources to assist individuals and companies in areas ranging from industry support and workforce development to transportation and environmental issues.

Wolfe, who grew up and lives in the small town of Calypso in Duplin County, has been the county's economic development director since 2011. His achievements there include helping to recruit a \$22-million, 50-job expansion by United States Cold Storage in Warsaw. He also worked to secure a \$3 million state grant that helped poultry processor House of Raeford rebuild its Wallace operation after a 2017 fire.

"He will be doing that type of thing and more on a regional level for the EDPNC," said John Loyack, vice president of global business services for the EDPNC, which performs a variety of economic development functions on the state's behalf. "His deep knowledge of Southeast North Carolina, including its rural communities, is a great asset."

The EDPNC has eight existing industry expansions managers, each of whom lives and works within their respective zones. They help local businesses solve

problems that cost them in efficiency or revenue, better positioning them to grow. They also coordinate local and state program support when these companies are ready to launch expansions.

The EDPNC team connects businesses to local, state and federal resources that help them find qualified workers, secure grants to renovate or expand existing buildings, improve manufacturing processes, reduce waste and more. Each manager visits roughly 150 businesses a year to build relationships with leadership and to tour facilities.

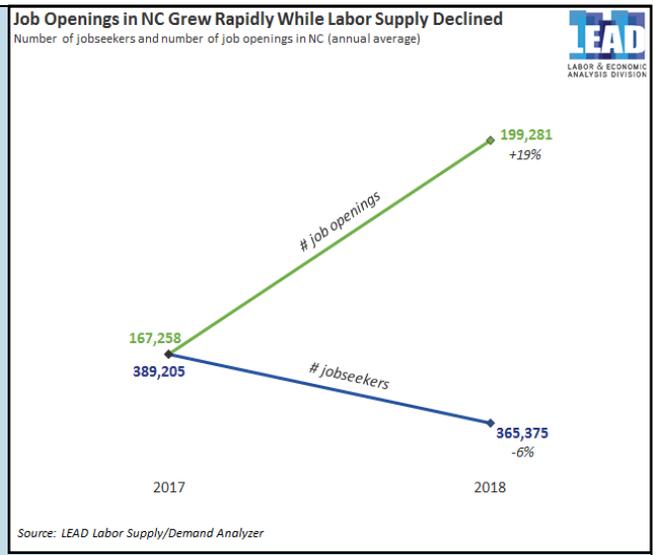
"We want these businesses to personally know who to call when they need state support," Loyack said. "We're the gateway to a variety of critical programs supporting local industry success, and ultimately the ability to create new jobs."

In 2018, the EDPNC regional managers, working with local and state partners, assisted 1,161 businesses. That work included supporting 76 expansion projects expected to create 3,256 new jobs and \$1.14 billion in new investment across the state. The team also helped recruit seven new businesses announcing 190 new jobs and \$111 million in investment.

Source: EDPNC

### DID YOU KNOW.....

The number of job openings in North Carolina increased 19% to nearly 200,000 in 2018 as employers raced to bolster their headcount amidst a growing economy. Meanwhile, the number of jobseekers declined 6% as the pool of unemployed workers in our state continued to dry up.



## Hurricane Florence Leads to Full-Time Employment



Hurricane Florence devastated North Carolina in 2018, causing tragic losses of life and billions of dollars in property damage, as well as unemployment for many in the hardest-hit areas. Nolan Solomon (pictured, left) was among those who found himself out of a job. He had been a maintenance technician with a major hotel in New Bern that suffered so much damage from Florence that it had to close down indefinitely.

Shortly after the storm hit, the U.S. Department of Labor awarded an \$18.5 million disaster dislocated worker grant to the North Carolina Division of Workforce Solutions to establish a temporary employment program for people in the affected areas. This program would match eligible residents who needed work

with local government agencies and nonprofit organizations that needed workers to help with clean-up, recovery and humanitarian assistance. Among those eligible for the program was Nolan Solomon.

On Jan. 30, 2019, Solomon began working through the grant, having been placed with the Town of River Bend in Craven County as a general laborer, performing various tasks such as debris removal and operating the town's equipment used for maintaining and restoring the streets that were damaged due to Hurricane Florence.

Throughout his time working with the Town of River Bend, Solomon received nothing but high praise from his supervisors as a dedicated worker. Solomon's direct worksite supervisor, Director of Public Works Brandon Mills, recalled, "He came in from day one and worked very hard, and he also jelled very well with the entire team." When speaking about Solomon, Town Manager Delane Jackson added, "He is a very good worker and just a good person in general."

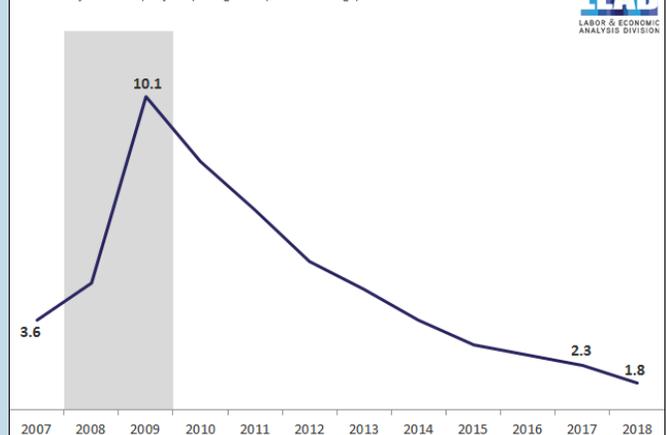
Because of his diligence to his job as a laborer, in April, Solomon was offered full-time employment with the

Town of River Bend as a Public Works Technician. Meanwhile, the storm's aftermath continued to disrupt his life. Solomon managed to be a stellar employee even while he and his family lived in a hotel, because of the damage their home received from Hurricane Florence. The manager of the Town of River Bend remarked to the employment program administrators, "If you find more workers as good as Nolan, we'll take two more."

The NC Division of Workforce Solutions administers the temporary employment grant in partnership with local workforce boards, which, in Solomon's case, is the Eastern Carolina WDB and Greene Lamp, Inc. While one of the primary goals of the grant is to fund positions that help the area recover and rebuild, an extra benefit of the program is that it has led to permanent positions for some participants, like Nolan Solomon. People who were laid off directly due to Hurricane Florence are not the only residents who may be eligible to participate in the program. Some may be eligible after being unemployed for 13 or more weeks, or after being dislocated due to a business closure or layoff.

As a result, the number of jobseekers per job opening in North Carolina decreased from 2.3 in 2017 to 1.8 in 2018. This is the tightest labor market our state has seen since at least 2007. 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 as they struggle to find talent to fuel their business.

**A Tight Labor Market Means It's Harder to Find Talent in NC**  
Number of jobseekers per job opening in NC (annual average)



Source: LEAD Labor Supply/Demand Analyzer  
Note: Shaded area indicates recession





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## WIOA Youth Program Participants Receive HSE/GED Diplomas From LCC

The Workforce Innovation & Opportunity Act (WIOA) Youth Program at Lenoir Community College announced their High School Equivalency/GED graduates for 2019. Liliana Torres, Chelsea Raynor, Kourtney Carlyle, Alysia Goff, Tyrell Hill, Makayla Parsons, Pricilda Mendez -Ventura, Destiney Jenkins, and Jaslynn Rogers.



*Chelsea Raynor*



*Kourtney Carlyle*

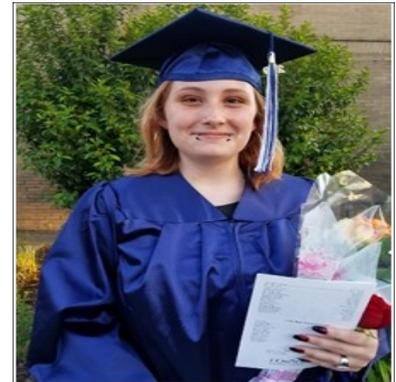
“We are so proud of our graduates and for their hard work and dedication,” said Tracey Price, Career Advisor.

“Many participants have overcome barriers to achieve this goal. Many are single parents. Some have jobs and limited time for classes. Others experience transportation issues,” she said.

These motivated youth will continue to set goals; and with the help of WIOA Career Advisors, Tracey Price and Lisa Wooten, they will help them reach each one.



*Tyrell Hill*



*Alysia Goff*

*Source: Lenoir CC*

**The Workforce Innovation and Opportunity Act (WIOA) is designed to help job seekers access employment, education, training and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.**

**Source: USDOL**

## Closing the Skills Gap for Workers

Any well-run company listens closely to their customers and Mooresville-based Lowe's is a good example of a home-grown business that listens. While many of us do-it-yourselfers frequent their stores, their largest customer base is professional contractors. Mike Mitchell, Lowe's Skilled Trade Director, says "When we start talking to (pro customers) about how we can help them run their small business, labor shortage comes up almost every time."

Simply put, contractors are turning away business, taking too long to complete existing jobs or even losing money on jobs because they can't find enough skilled workers. The skills gap is real. Nationally, three million jobs could go unfilled by 2028 because of labor shortages. Lowe's wanted to know why young people aren't choosing trade professions as a career choice, so they formed a consortium of about 60 organizations to examine the problem and come up with solutions toward filling job shortages.

This unique undertaking, dubbed Generation T, includes a diverse range of groups from appliance manufacturers, like Bosch, to Charlotte-Mecklenburg Schools.

One big stumbling block is that many young people lack awareness about what kind of future they might have working in trade professions and how much they might earn, so this consortium is going into schools to inform students about career pathways. Skilled carpenters, plumbers, HVAC technicians and other tradesmen can earn six figure salaries.

The project is also providing tools, appliances and equipment for experiential study in high schools. But to fill the skills gap, additional training or certification beyond high school is required. A recent report from the

John Belk Foundation and Carolina Demography talks about our "leaky" pipeline in providing skilled workers.

*"Simply put, contractors are turning away business, taking too long to complete existing jobs or even losing money on jobs because they can't find enough skilled*

It says that 67 percent of all jobs in our state next year will require some level of training or certification beyond high school. Currently, only 47 percent of our 5.3 million working adults meet those requirements.

Gen T has great potential. Not only can it be expanded laterally, meaning across the state, but can be replicated vertically into other sectors where there are rapidly expanding job needs. The 10 fastest growing jobs in North Carolina right now are statistician, credit counselor, nurse practitioner, operations analyst, occupational therapy assistant, physician assistant, home health aide, diagnostic medical sonographer and physical therapy aide.

Lowe's Generation T was designed specifically for the construction industry, but it is the model or template that demonstrates how the skills gap can be addressed in other job sectors. It clearly points out the importance of bringing together all stakeholders, from trade and professional groups, equipment and other manufacturers, educators, employers and even end users to find solutions.

Source: Tom Campbell, [www.ncspin.com](http://www.ncspin.com) published in the New Bern Sun Journal

IN 2018 LEAD conducted an employer survey to gauge the extent to which NC businesses are experiencing hiring difficulties and identified the top reasons. Below are key findings. For more information, visit [ncommerce.com](http://ncommerce.com)

### KEY FINDINGS



**5 out of 10** employers who tried to hire in the past year had **difficulty filling at least one position**, up from 4 of 10 in 2016



**Charlotte and the Triangle** had less difficulty, **Medium-sized metros** had more difficulty



**Manufacturing and STEM** had more difficulty filling positions



A lack of **employability** (such as lack of work ethic) and **low numbers of applicants** were the top reasons given by employers with hiring difficulties



A lack of **work experience, technical skills, soft skills, and education** were also frequently reported, as in 2016 and 2014 surveys



Employers reported higher rates of **internet postings** to recruit candidates than in 2016



Opportunities exist to **increase awareness** of workforce development resources, especially in **Rural** areas and among **Manufacturers** and **STEM** industries

## Staff Development and Partnership Engagement Opportunities

On May 31<sup>st</sup>, training was held for the new NCWorks Customer Service Representatives who have been hired to work at the front desk and in the Career Resource Centers at select NCWorks Career Centers. This training was facilitated by Lynne Moore, Manager at NCWorks Career Center - Duplin, Marcell Hatten, Manager at NCWorks Career Center - Brunswick, and Susan Norris Berry, NCWorks Career Center Manager - Pender.

Managers offered training on Integrated Service Delivery, functions of the career center, as well as what services are offered in the Career Center. Also in attendance were Tammy Childers, Executive Director - ECDWDB, Ginger Brick, Director - Cape Fear WDB, Karl Zurl, Regional Operations Director – Southeast, and Erin Ananian-Gentile, Career Pathways Specialist - ECWDB, who offered input and workforce board information. Bridget Stubblefield, Regional Analyst – Southeast, gave an in-depth training on NCWorks.gov.

We would like to welcome our new Customer Service Representatives: Crissy Collins (Craven), Melvin Sabillon (Duplin), Lanette Badger (Lenoir), Sherry Wade (Onslow), and Stephanie Miranda (Wayne).

Source: ECWDB

On June 12, Erin Ananian-Gentile, Career Pathways Specialist for the ECWDB, and Nona Stell, Training Specialist at the NCWorks Training Center, facilitated training for NCWorks Career Advisors and various community partners entitled “Career Advising from Start to Finish.” This full-day session was attended by over 30 participants and consisted of an overview of Facilitating Career Development (FCD), how the FCD ties in to career pathways and goal setting to result in employment. Training included activities to support career advising techniques, sharing of best practices and group discussion.



### How are we preparing today's students for the workforce of tomorrow?

Business is booming in North Carolina, but employers can't find the talent they need to fill open positions. Educators are tirelessly working to prepare their students for the jobs of tomorrow, but education systems aren't always aligned with modern workforce needs. How do we bridge the gap and cultivate a globally competitive talent pipeline in North Carolina?

Join the conversation at the [2019 Education & Workforce Conference](#). This timely event brings together educators and business leaders to share ideas and collaborate on the roles each can play in ensuring the state's students are college and career ready for the jobs of tomorrow.

#### Education & Workforce Conference

August 20, 2019  
8:30 a.m. – 3:00 p.m.

#### Sheraton Imperial Hotel & Convention Center

4700 Emperor Blvd.  
Durham, NC 27703

For more information, please visit: [nchamber.com](http://nchamber.com)

## MARK YOUR CALENDAR

# Be A Leader!

*It's all the buzz...*

#### NCWorks Partnership Conference

October 23-25, 2019

Sheraton Four Seasons  
Koury Convention Center  
Greensboro, NC

## NC Works Career Center Locations— *Connecting Talent to Jobs*

### **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  
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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)

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### **Eastern Carolina Workforce Development Board, Inc.**

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

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### **MARK YOUR CALENDARS:**

<p><b>July 11, 2019</b> 6:00 p.m.</p>	<p><i>ECWDB/Consortium Meeting ECWDB Offices, New Bern</i></p>
<p><b>August 1, 2019</b> 6:00 p.m.</p>	<p><i>NCWorks Business Services Committee ECWDB Offices, New Bern</i></p>
<p><b>August 8, 2009</b> 6:00 p.m.</p>	<p><i>NCWorks Career Pathways Committee ECWDB Offices, New Bern</i></p>
<p><b>August 22, 2019</b> 6:00 p.m.</p>	<p><i>Executive Committee Meeting ECWDB Offices, New Bern</i></p>
<p><b>September 12, 2019</b> 6:00 p.m.</p>	<p><i>ECWDB /Consortium Meeting ECWDB Offices, New Bern</i></p>
<p><b>September 26, 2019</b> 6:00 p.m.</p>	<p><i>Youth Council Meeting ECWDB Offices, New Bern</i></p>
<p><b>October 3, 2019</b> 6:00 p.m.</p>	<p><i>NCWorks Business Services Committee ECWDB Offices, New Bern</i></p>
<p><b>October 10, 2019</b> 6:00 p.m.</p>	<p><i>NCWorks Career Pathways Committee ECWDB Offices, New Bern</i></p>
<p><b>October 17, 2019</b> 6:00 p.m.</p>	<p><i>Executive Committee Meeting ECWDB Offices, New Bern</i></p>

### **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  
Joan Kornegay, Hurricane Florence Program Specialist

### **Communicate with Us!**



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

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