



March 7, 2019

## Strong Support for Workforce Development Heard at NCWorks

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Secretary Tony Copeland Addresses NCWorks Commission

A strong message of commitment to build and support the state's workforce was delivered at the February 13 meeting of the NCWorks Commission. The Commission met at the Pinehurst Resort for a strategic planning session, followed by its regular quarterly business meeting.

**"Today's meeting will help create a road map toward our**

**vision of building a job-ready workforce that can strengthen North Carolina companies, attract new businesses, and ensure we can adapt to a changing economy," said Governor Cooper in a pre-recorded video message.**

**"Our new mission, developed from my NC Job Ready initiative, is clear: we're here to ensure North Carolinians are ready for the jobs of today and tomorrow. We can do this by increasing access to education and skills training, fostering employer leadership and work-based learning to prepare workers, and supporting local innovation as well."**

Commission Chair Tom Rabon said that Governor Cooper's commitment to workforce development is

strong and that all successful workforce programs involve collaboration, which the Commission represents.

Caroline Sullivan, executive director of the North Carolina Business Committee for Education (NCBCE), delivered a presentation to the state's new Work-Based Learning Navigator. The only site of its kind in the country, the Navigator is a free online marketplace that breaks down "walls" between employers and educators to encourage more work-based learning opportunities. The platform was developed by Fidelity Investments and NCBCE, an education non-profit that operates out of the Governor's Office.

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

## Making Learning Real: New Website Gives NC Teachers Access to Business Resources

A free new online tool could make it easier for North Carolina teachers to find out about internships, apprenticeships, guest speakers and other business resources that their students can use. The new Navigator website

(<https://wblnavigator.org>) is billed by its developers as a one-stop marketplace that will allow the business community to post online what it can offer and let teachers "shop" for

what services best fit their students' needs. Navigator was officially unveiled at the Experience More Summit for Work-Based Learning in Durham and was connected to the state Department of Public Instruction's NCEdCloud system on Dec. 12.

Navigator was developed through a partnership between the Governor's Office, Fidelity Investments and the North Carolina Business Committee for

Education. "In a 21<sup>st</sup> century economy, we can make every day career day, and to succeed in connecting education to careers, putting employers and educators together to give students a real taste of the skills they need," Gov. Roy Cooper said in a news release. "The Navigator platform streamlines this connection and helps our students get real-world exposure that will help them chart the best

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

## Board of Directors

### Officers

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



### 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, *Carteret County Government, Consolidated Human Services Director*

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

Mike Kraszeski, *Atlantic Veneer, President*

#### Craven County

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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

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

Dr. Austin Obasohan, *Superintendent, Duplin County Schools*

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

#### Greene County

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

Judy Darden, *Darden Bookkeeping, Owner*

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

#### Jones County

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, *Chief Elected Official*

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*

#### 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*

## Director's Corner

Dear Colleagues,

On February 14, I celebrated my 25<sup>th</sup> anniversary working for the ECWDB. I am very thankful to this board for all of your support over the years. I'm also very blessed to work with such a passionate group of professionals who believe in our mission of preparing our current and future workforce to meet the changing needs of a highly competitive global economy. It is hard to believe how fast the 25 years have gone by. I was married to a Marine and thought that we would only be in North Carolina for three years. My son was in the 1<sup>st</sup> grade, and my daughter was in the 3<sup>rd</sup> grade. Fast forward, I'm still living at the same address, my children have grown up and moved away, and I now have a granddaughter in the 1<sup>st</sup> grade and a grandson in pre-school. Both of whom I adore.

Looking back at our local economy in the early 90s, eastern North Carolina was in an economic transition in areas of tobacco, agriculture, and textile manufacturing. The unemployment rates were double digits. Graduation and college rates were low. Companies like Georgia-Pacific, DuPont, and National Spinning were closing their doors to hundreds of generational workers. Job opportunities were bleak and primarily in the retail and service industries. Civil service on the military bases and health care were the top two sectors to pursue careers.

Today, the sky is the limit and the eastern North Carolina economy is strong. Who would have thought that we would now be cultivating an Aerospace and Aviation Sector that is offering high wage, high growth job opportunities as described on page 6; or would see manufacturing companies rebound to transition into high-tech, advanced manufacturing companies like BSH Home Appliances, a global company on page 3. Today's high growth sectors in the eastern North Carolina region include Aerospace/Aviation & Defense, Advanced Manufacturing, Health Sciences, Transportation, Distribution, & Logistics, and Construction & Skilled Trades. If you're free on March 23, you might want to attend the 13<sup>th</sup> Annual Trades Day event at Coastal Carolina Community College (page 9). The ECWDB has been a sponsor of this annual event since its inception.

Also, eastern North Carolina has grown into a tourism destination, which not only offers pristine beaches but is filled with many small, quaint towns by the sea, which has created opportunities for entrepreneurs to start up small businesses resulting in a growing Hospitality and Tourism sector. Events such as wedding venues, kayaking, hiking, tours of historical sites, and all of the festivals year-round add to the magical charm of eastern North Carolina and fuels our economy. The bottom line is, jobs are plentiful. For more data, please refer to page 10; or better yet, you might want to consider signing up for a four-part series on understanding our Career Pathways, as discussed on page 8.

Today's unique challenges that are impacting our local businesses are their inability to find the workers with the soft skills and skill sets they need to sustain and grow their company. This is also a national challenge where there are 1 million more job openings than job seekers (page 11). To assist in the development of North Carolina's pipeline of workers, the Governor's office has created an online work-based learning navigator platform tool where employers can sign up to offer internships, job-shadowing, and apprenticeship opportunities (page 1). Employers can also consider hiring through ECWDB's On-the-Job training program, which can reimburse up to 50% of the base wage rate for the expenses of training and supervising (page 5).

To help promote all of the job openings, our job-seekers will benefit from participating in the career fairs that are being held across the region where local employers will be available to discuss their employment opportunities (page 9). As NCWorks professionals, our challenge is greater than ever to take care of the local businesses by referring qualified workers. We do that when we understand the job requirements and help the job-seeker sharpen their skills through proper assessments, career advising, referral for skills upgrading, or helping them to prepare for the interview or refine their resume to better highlight their unique skills. Local businesses are relying on our NCWorks system to help fill their positions, so let's seize the moment by referring one qualified job candidate at a time.

Thank you for allowing me to serve as your Executive Director.

Tammy Childers

## SPOTLIGHT ON BSH Home Appliance Corporation



### Commerce Secretary Tony Copeland Tours BSH Home Appliance

Commerce Secretary Tony Copeland visited BSH in New Bern on January 22. BSH, which manufactures and distributes home and kitchen appliances, is active in a variety of efforts to build a strong talent pipeline in partnership with the community, and recently won a Governor's NCWorks Award of Distinction for outstanding accomplishments and contributions related to workforce development.

The company has partnered with Craven County Schools on the county's first advanced manufacturing/mechatronics program at the high school level, hosted teachers through externships and shadowing experiences, collaborated with Craven Community College on apprenticeships, worked with Eastern Carolina Workforce Development Board on an Advanced Manufacturing Certified Career Pathway, and financially supported other local STEM education programs

Source: NC Dept. of Commerce

6 Figures to know about BSH  
 42 Production Sites Worldwide  
 61,800 Employees Worldwide  
 637 Million in Investments  
 25 Million KWH Energy Consumption  
 13.8 B in Revenue  
 4.5% of Revenue Spent on R & D

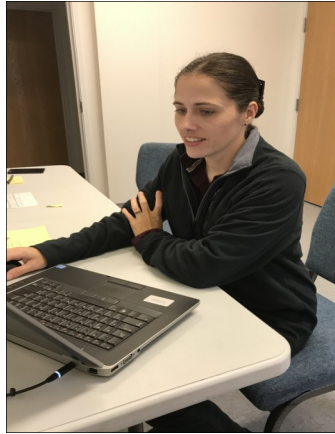
Source: bsh-group.com/us/



## Hurricane Florence Disaster Relief Employment Program *Workers in Action*



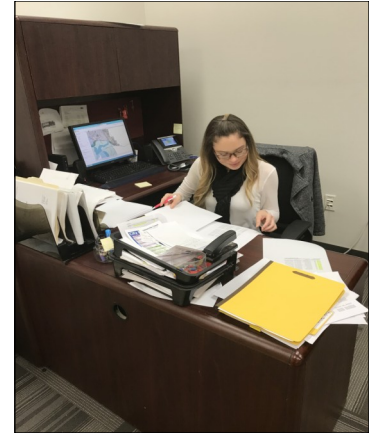
Joseph, United Way



Manda, Hurricane Florence Program Assistant



Gary, City of Jacksonville



Melanie, City of Jacksonville



Patricia was hired as a Human Service Assistant for Salvation Army of Jones and Onslow and assists qualified clients with applying and receiving designated grant money for construction supplies (home), storage unit rental for hurricane recovery purposes, etc. Patricia says she loves the feeling of helping others who are in need, and seeing the smiles on their faces.

*As of the end of February 2019, Greene Lamp's Hurricane Florence Disaster Relief Employment Program has filled 31 positions in the Eastern Carolina Region as follows:*

- 12 General Laborer positions
- 19 Humanitarian positions

*Of the 31 positions filled, 7 temporary workers positions ended and 2 participants have entered unsubsidized employment*

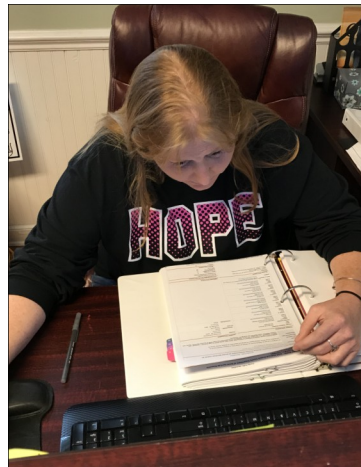
*Greene Lamp's four Program Specialist are working hard to continue to meet the Hurricane Florence needs and affected communities.*



Brenda was hired as a Disaster Case Manager for Salvation Army of Jones and Onslow, and assistis hurricane victims in applying for financial aid. She is responsible for interviewing clients that qualify for assistance with utility deposits, nsurance deductibles, and mortgage/ rent payments, etc. etcommunity members that are victims of Hurricane Florence.



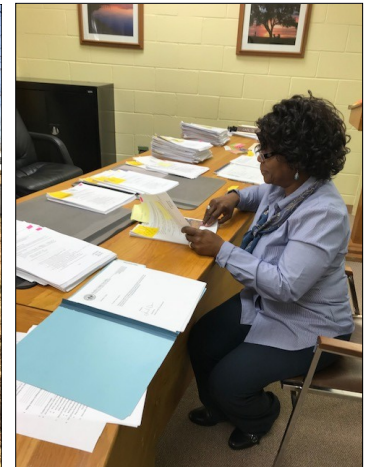
Walter, Town of North Topsail



Christina, United Way



DeWanna, City of Jacksonville



Vanessa Bell- Pamlico County

# Thinking about hiring?

Funds are available to help you hire an eligible applicant with up to 50% wage reimbursement during training.

OJT Training is a cost-effective way to staff positions with job-ready, pre-screened applicants.

We provide you with eligible candidates. You do the interviewing and the hiring.

Our staff will carefully match our applicants to your job requirements; however, you are not required to hire any person we refer. You may also refer your applicants for screening by our professional staff. We will let you know if they qualify.

## Eligible Applicants May Include:

- Workers displaced due to a plant closing or downsizing
- Young people entering the workforce
- Recent graduates with no hands-on experience
- Veterans and eligible military spouses

**Reimbursement rate is up to 50% of employee's wages for up to 6 months.**

## How do we get started?

- Contact your local NCWorks Career Center
- A standardized pre-award analysis will be completed
- Once the pre-award analysis is completed, we will identify and screen candidates for your open jobs based on your selection criteria

## On-the-Job Training Requirements

OJT is a contractual agreement between an employer and training provider. Participants must meet certain guidelines to be eligible for this program.

The employer agrees to hire and provide on-the-job training to a qualified individual. Work must be full-time.

The wage and benefit package must be commensurate with employees serving in similar positions. From day one, they are your employees and subject to your company's policies.

The length of training will be determined by the job description and employee's skill gap. Assistance will be provided in developing a training plan that will best meet your specific needs.

The employer agrees to submit monthly time cards and invoices for reimbursement. Evaluations will be required at the midpoint and end of training.

## Save Money

- Reimbursements to offset training cost
  - Reduces recruitment cost
- Reduces operating costs and increase profits

## Save Time

- NCWorks will assist in recruitment and screening of candidates
  - Minimal paperwork

## Expand Your Business

- Develop workers with skills set and competencies your company needs for growth
  - Increase retention and productivity

## Consider OJT for your employment needs to fill:

Machine Operator	Welder	Electrical Technician	Machine Mechanic
Fabricator	HVAC Technician	Tool & Die Maker	Computer Technician
Project Manager	Office Manager	Accountant	



## 145 Job Project to Bring High-End Electrostatic Paint Facility to the Global TransPark

LGM Enterprises, an aviation company that operates the Fly Exclusive jet charter service, will create 145 jobs and launch a company to paint and refurbish aircraft at the North Carolina Global TransPark, **Governor Roy Cooper** announced December 20. The project brings an investment of \$10.5 million to Lenoir County.

"The jobs and investment LGM Enterprises brings to Lenoir County will put more money in people's pockets and help eastern North Carolina's economy prosper," **Governor Cooper** said. "Aviation and aerospace are one of North Carolina's

core industry sectors, and the Global TransPark is an important hub for this industry in our state."

LGM Enterprises' Fly Exclusive subsidiary provides high quality, safe and reliable point-to-point private jet service. Jetstream, a new wholly-owned subsidiary of LGM, will operate the state-of-the-art electrostatic paint and coating facility at the Global TransPark. Such facilities are a key asset for aviation maintenance, repair, and overhaul (MRO) operations and the facility will add important new capabilities to the Global TransPark.

LGM Enterprises will add a variety of positions with this expansion,

including pilots, painting technicians, and aircraft maintenance personnel. Salaries for the new positions will average \$59,245, which is higher than the current Lenoir County average wage of \$35,543.

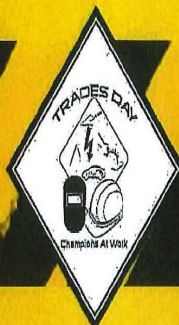
The company's expansion in Lenoir County will be facilitated, in part, by a 12-year Job Development Investment Grant (JDIG). The project will grow the state's economy by an estimated \$414 million, and the agreement authorizes the potential reimbursement to the company of up to \$2,346,000, spread over 12 years.

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

## Below is a Snapshot into Eastern Carolina's Aerospace/Aviation Industry – High Wages. Great opportunities.

Description - Aerospace	Annual Openings	2017 Jobs	2027 Jobs	2017 - 2027 Change	2017 - 2027 % Change	Median Hourly Earnings	Typical Entry Level Education
Aerospace Engineering and Operations Technicians	1	<10	12	Insf. Data	Insf. Data	Insf. Data	Associate's degree
Aerospace Engineers	19	265	294	29	11%	\$45.46	Bachelor's degree
Aircraft Cargo Handling Supervisors	Insf. Data	<10	<10	Insf. Data	Insf. Data	Insf. Data	High school diploma or equivalent
Aircraft Mechanics and Service Technicians	178	2,218	2,296	78	4%	\$28.49	Postsecondary nondegree award
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	6	30	46	16	53%	\$19.95	High school diploma or equivalent
Airfield Operations Specialists	10	100	106	6	6%	\$17.22	High school diploma or equivalent
Airline Pilots, Copilots, and Flight Engineers	89	916	946	30	3%	\$49.97	Bachelor's degree
Air Traffic Controllers	37	396	400	4	1%	\$42.70	Associate's degree
Assemblers and Fabricators, All Other, Including Team Assemblers	213	1,950	1,720	(230)	(12%)	\$12.86	High school diploma or equivalent
Avionics Technicians	39	469	490	21	4%	\$27.37	Associate's degree
Bookkeeping, Accounting, and Auditing Clerks	256	2,324	2,302	(22)	(1%)	\$16.31	Some college, no degree
Business Operations Specialists, All Other	152	1,601	1,666	65	4%	\$31.30	Bachelor's degree
Cargo and Freight Agents	17	169	184	15	9%	\$20.73	High school diploma or equivalent
Commercial Pilots	45	456	473	17	4%	\$34.05	High school diploma or equivalent
Computer and Information Systems Managers	25	288	318	30	10%	\$61.05	Bachelor's degree
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	4	30	37	7	23%	\$23.01	Postsecondary nondegree award
Cost Estimators	24	233	239	6	3%	\$25.88	Bachelor's degree
Electro-Mechanical Technicians	1	13	14	1	8%	\$29.54	Associate's degree
Electronics Engineers, Except Computer	16	243	249	6	2%	\$40.78	Bachelor's degree
Engineering Technicians, Except Drafters, All Other	11	114	121	7	6%	\$31.02	Associate's degree
Flight Attendants	3	23	25	2	9%	\$19.46	High school diploma or equivalent
Industrial Engineering Technicians	17	181	185	4	2%	\$26.69	Associate's degree
Industrial Engineers	29	353	403	50	14%	\$37.60	Bachelor's degree
Industrial Machinery Mechanics	64	658	704	46	7%	\$23.93	High school diploma or equivalent
Logisticians	131	1,317	1,356	39	3%	\$35.73	Bachelor's degree
Mechanical Drafters	6	61	68	7	11%	\$24.06	Associate's degree
Mechanical Engineering Technicians	5	47	52	5	11%	\$25.81	Associate's degree
Mechanical Engineers	38	524	561	37	7%	\$36.08	Bachelor's degree
Office and Administrative Support Workers, All Other	56	485	514	29	6%	\$16.76	High school diploma or equivalent
Office Machine Operators, Except Computer	7	61	61	0	0%	\$12.85	High school diploma or equivalent
Painters, Transportation Equipment	6	51	55	4	8%	\$19.94	High school diploma or equivalent
Procurement Clerks	14	133	129	(4)	(3%)	\$17.55	High school diploma or equivalent
Sales Managers	17	153	183	30	20%	\$51.86	Bachelor's degree
Sheet Metal Workers	49	460	457	(3)	(1%)	\$24.24	High school diploma or equivalent
Welders, Cutters, Solderers, and Brazers	68	607	618	11	2%	\$18.70	High school diploma or equivalent
	1,653	16,943	17,289	346	2%		

# 13TH ANNUAL TRADES DAY



SATURDAY, MARCH 23 AT 8:00AM

COASTAL CAROLINA COMMUNITY COLLEGE

Join us as we discover the vocational talents of Onslow and Jones County High Schoolers. Trades Day gives these students the opportunity to be recognized for their talents and allows them to showcase their skills. They compete in Automotive, Construction, Drafting, Electrical, Masonry, Welding, Culinary and Digital Electronics.

You can make a difference for these students by donating gifts to be given to the 1st, 2nd, & 3rd place winners of each category. Sample donations are tools of their trades, gift cards, or safety gear.



For more information please contact Caitlin Diaz  
910-939-7006 or [BusinessServices@JacksonvilleOnline.org](mailto:BusinessServices@JacksonvilleOnline.org)

## March is TAKING CARE OF BUSINESS Month!

*Whether you are an employer looking to fill a position, or a job seeker eager to pursue a career opportunity, you will want to visit the upcoming career fairs being held across the region.*

### Mark your Calendars!

March 13 – Lenoir Community College, 9:00 am –12 pm

March 14 – Crystal Coast Civic Center, 2:30 pm – 6:30 pm

March 22 – Craven Works at Temple Baptist Church 1pm-6pm

March 27 – Duplin County Events Center, 1pm-4 pm

### Taking Career of Business NCWorks Business U Staff Training

As part of the Eastern Carolina Workforce Development Board's Business Services Month, we will provide training on Business Engagement using the Business U format titled "Taking Care of Business". Business U outlines a new way of working with employers to create long lasting relationships that benefit both local businesses and NCWorks.

This training will explore building transformational relationships, being more demand-driven, highlighting benefits of services, cultivating strong business partners, communicating economic impact, and building/promoting the NCWorks brand. We will also discuss On-the-Job Training and Incumbent Worked Training and how to present these programs to employers.

The intent of this training is to reenergize our business outreach strategy and orientate new Career Advisors on NCWorks business engagement.

Three half-day sessions will be held at the ECWDB office on March 27<sup>th</sup> and 28<sup>th</sup> and 29<sup>th</sup> from 9 am -1pm. Please RSVP for which session you'd like to attend by March 15<sup>th</sup> by emailing Erin Ananian-Gentile ([ananian-gentile@ecwdb.org](mailto:ananian-gentile@ecwdb.org)). If you have any questions, please contact Erin for more information.



## NCWorks Career Pathways Workshops Held Across the State Raise Awareness of Regional Training and Career-Pathways Programs



To promote workforce development and strengthen connections between education and job readiness, Governor Roy Cooper declared the week of **January 28-February 1, 2019** as **Career Pathways Week** in North Carolina.

During the week, Workforce Development Boards and Regional NCWorks Career Pathways teams hosted workshops across the state aimed at raising awareness among K-12 and community college career counselors and teachers, as well as professionals who serve Vocational Rehabilitation clients and other special populations.

On January 30, 2019, the Eastern Carolina Workforce Development Board in partnership with Craven Community College sponsored the Career Pathways Workshop at CCC's Bosch Advanced Manufacturing Center, with more than 80 workforce professionals in attendance. Representing the Eastern Carolina region, the presenters included Tammy Childers, ECWDB Executive Director, Erin Ananian-Gentile, ECWDB Career Pathways Specialist, Bob Pyer, Carteret NCWorks Veterans Career Advisor, Nicole Hall, Youth Career Advisor, Coastal Carolina CC, and Tracey Price, Youth Career Advisor, Lenoir CC. This was an opportunity to highlight best practices and provide insights into the growing regional sectors and how we are

working to prepare the current and future workforce.

To date, the State's NCWorks partners have developed 35 Certified Career Pathways to help North Carolinians get the education and training needed to work in high-demand, high-wage careers. Governor Cooper said: ***"To keep North Carolina growing, we must keep developing our talented workforce so people are ready for the jobs of today and tomorrow. Career Pathways guide job seekers to the education and training they need to gain the skills employers value."***

NCWorks Certified Career Pathways support the NC Job Ready workforce initiative, which is built on three core principles: skills and education attainment so North Carolinians are ready for jobs available now and in the future, employer leadership to remain relevant to evolving industry needs, and local innovation to take great ideas and apply them statewide.

Career Pathways are designed by employers in collaboration with the state's workforce development and education professionals. They outline and define the following:

- Necessary courses at the high school and college level;
- Required credentials;
- Experience required and the employers in a given area who provide work-based learning activities related to that field; and
- Various certificates and degrees in the field.

Pathways are designed to match worker preparation to employer need. Eight of these regional pathways were certified by the NCWorks Commission in 2018 alone, in fields ranging from construction to health care. The state's 23 local workforce

development boards take leading roles in the process of creating and implementing pathways that strengthen talent pipelines. More information is available at [nccertifiedcareerpathways.com](http://nccertifiedcareerpathways.com).



If you would like to learn more about Career Pathways and how they work, I would like to encourage you to sign up for a series of webinars created by Erin Ananian-Gentile, ECWDB Career Pathways Specialist. She developed a four-part Career Pathways Webinar Series that is designed to acquaint board members, NCWorks partners, and career advisors with career pathways as a guiding tool for career advising. This webinar series includes information on career pathways and NCWorks Certified Career Pathway, a review of the Facilitating Career Development Competencies and how they relate to advising on career pathways, and using career pathways as a goal setting tool. The content is illustrated with examples from our regional career centers and is adapted from a two-hour training that was provided to each NCWorks Career Center in the region. Creating a webinar from this content has allowed us to share regional best practices in a convenient manner and target a larger audience with what we feel is invaluable information for NCWorks career advisors across the state. For more information contact Erin at [ananian-gentile@ecwdb.org](mailto:ananian-gentile@ecwdb.org)



## Congratulations to Dr. Ross, President, Pamlico Community College Selected As as One of Five Finalists for North Carolina Community College President of the Year



Pamlico Community College President Dr. Jim Ross has led the college to national recognition for excellence. He has now been recognized for these achievements as one of five North Carolina community college presidents who were finalists for 2019 President of the Year.

PCC President Dr. Jim Ross responded humbly to the prestigious honor of being selected recently as one of five finalists for North Carolina Community College President of the Year. He gave credit to PCC faculty and staff, board members, and community leaders who have joined together in “extraordinary teamwork” to build a “special community college”.

That team emphasis is Pamlico Community College President Dr. Jim Ross’s style.

He expressed elation to have been selected as one of five finalists for the N.C. State Board of Community Colleges 2019 President of the Year Award because it brings further rightful recognition as a “team win” for all college employees and for the entire Pamlico County community.

“It was a great honor for me to be selected as a finalist,” said Ross, who has served for nearly three years as the college’s president. “The greatest honor

for me, however, is to be working with such great human beings as we do our best to do God’s work here on Earth to make other lives better.”

Ross thanked PCC Board Chair Bob Lyon for nominating him, community leaders who wrote supportive letters, and the State Board members and other committee members who generously gave their time in a very extensive selection process.

While Ross has been president, PCC has implemented numerous innovative changes to better serve students and the community and also received elite national recognition for excellence from SmartAsset, which has ranked the college in its Top 3 in America for two years running based on U.S. Department of Education data, and from the Aspen Institute, which included Pamlico in its prestigious Aspen Prize Top 150 list. WalletHub also has honored the college.

Over the last three years, PCC has undertaken a vigorous community outreach program that has resulted in more attention from media organizations, a huge increase in community groups utilizing campus facilities and more than 70 new partnerships with non-profit organizations. One of the highlights Ross is especially excited about is dramatically opening the Delamar Center to community use by his offer of free rental to it for all Pamlico non-profit organizations.

“There has been a 300% increase in our community residents using our campus in recent years,” Ross said, “and that is very rewarding because our college exists to serve the members of our community in every way we can.”

Enrollment has surged, including a robust 15 percent boost in overall student Full-Time Equivalents (FTE) enrollment in 2018. This is despite a nationwide decline in enrollment the past several consecutive years. Retention also has improved, thanks in large part to a student-focused outreach program led by Ross. PCC’s graduation/transfer rate is now 50% higher than the national average.

During Ross’s tenure, PCC has added

several academic and vocational programs, including a unique recidivism reduction program at Pamlico Correctional Institution. Through the program, offenders are taught important life skills. Offenders who complete the program can earn an associate’s degree, which will equip them for success after their release. Ross credited Senator Norman Sanderson with his determined legislative leadership to secure funding for it, Pamlico Correctional Institution and statewide Department of Public Safety leaders for outstanding cooperation, and PCC employees for remarkable dedication in making what was considered an impossible dream come true.

The nominators of Ross described him repeatedly as an “extraordinary visionary” and his leadership style as “innovative and passionate” to make these visions reality.

State officials on January 18 announced this year’s President of the Year honor will go to **Dr. Carol Spalding, president of Rowan-Cabarrus Community College** in Salisbury.

“She is very deserving,” Ross said. “She is an elite professional and a wonderful person. It was an incredible honor for me to be selected as a finalist in such a great system with 58 colleges and so many outstanding presidents. The most rewarding part of the interview process was having an opportunity to discuss all of the wonderful things being accomplished at Pamlico Community College by so many caring professionals.”

“I have one of the best jobs in the world,” Ross said. “What really excites me about each new day is the opportunity for us to work together to make lives better in this wonderful community.”

Source: Sandy Wall, PCC

*Dr. Ross, Congratulations on this well-deserved honor! We are grateful for your leadership and appreciate your service to the ECWDB board of directors.*

# LABOR MARKET OVERVIEW

Eastern Carolina Workforce Development Board

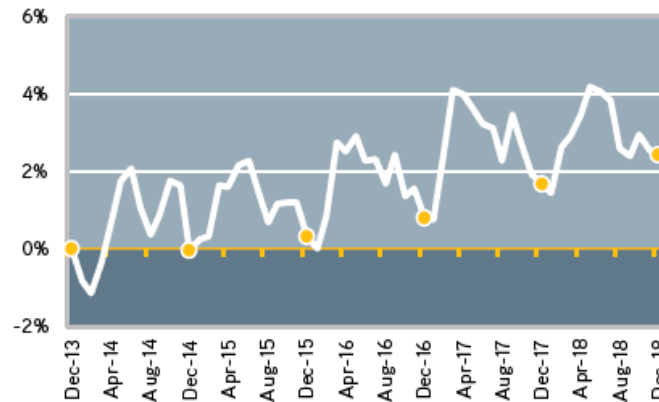
February 2019

## Regional Labor Market Snapshot

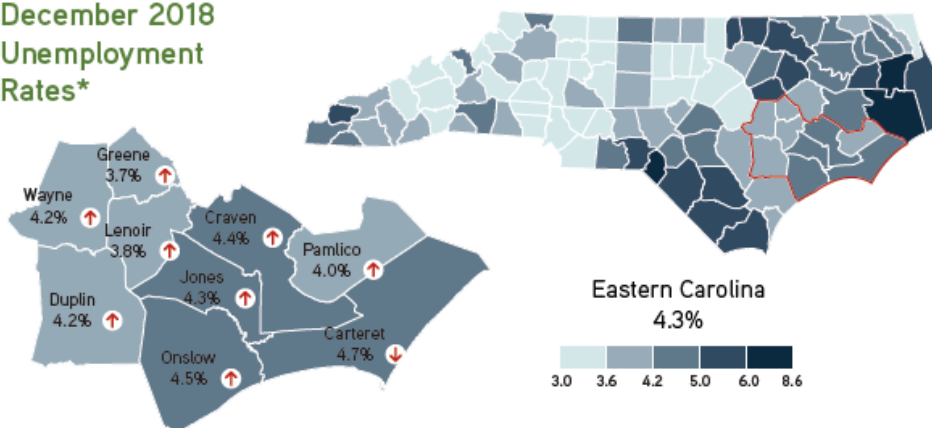
### 5-Year Percent Change in Number Employed\*

Eastern Carolina Region

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



### December 2018 Unemployment Rates\*



### Who's Hiring

past 90 days from Jan. 28, 2019

• State of North Carolina	155
• Lowe's	106
• Food Lion	88
• U.S. Marine Corp	82
• UNC Health Care	76
• Craven Regional Medical Center	62
• Butterball, LLC	59
• Naval Air Systems Command	45

Source: The Conference Board Help Wanted Online

### What Jobs

past 90 days from Jan. 28, 2019

• Heavy & Tractor-Trailer Truck Drivers	246
• Registered Nurses	188
• First-Line Supervisors, Retail Sales	116
• Retail Salespersons	107
• Maintenance & Repair Workers	101
• Construction Laborers	93
• First-Line Supervisors, Construction	90
• Social & Human Service Assistants	71

Source: The Conference Board Help Wanted Online

\*December 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/imo>.

## Trending

### UNEMPLOYMENT\*

December 2018

Eastern Carolina Total = 11,243

	Current	Previous
Region	4.3%	4.0%
NC	3.8%	3.5%
US	3.7%	3.5%

### REGIONAL EMPLOYMENT\*

Eastern Carolina Total = 251,066

250 Fewer People Working in December than previous month

1,906 More People Working than same period one year ago

### METRO JOB GROWTH\*

Goldsboro Total = 42,200

No Change in Jobs in December than previous month

Jacksonville Total = 50,600

400 More Jobs in December than previous month

New Bern Total = 44,900

100 Fewer Jobs in December than previous month

### TAXABLE RETAIL SALES

Eastern Carolina Total = \$638,953,015

23.0% Higher than same period one year ago

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

### ONLINE JOB ADS

4,164 Online Advertised Vacancies over past 90 days

505 Fewer Vacancies than same period one year ago

Source: The Conference Board Help Wanted Online



## March is TAKING CARE OF BUSINESS Month!

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

# job FAIR

2019

**DRESS TO IMPRESS!**  
**BRING COPIES OF RESUME!**

Job Fair is open to students, alumni, veterans, dislocated workers, and the general public.

## MARCH 27, 2019

**1:00 p.m. - 4:00 p.m.**

**DUPLIN COUNTY EVENTS CENTER**  
195 Fairgrounds Dr., Kenansville, NC 28349

**A MOBILE NCWORKS CAREER CENTER AVAILABLE FOR PRINTING RESUMES, COMPLETING APPLICATIONS ONLINE, AND MORE!** **FOOD TRUCKS ONSITE**

EMPLOYERS WHO WOULD LIKE TO RESERVE A TABLE SHOULD VISIT <https://tinyurl.com/jccjobfair> TO COMPLETE THE REGISTRATION FORM.

Did you know that there are more than 1 million more job openings than job seekers in the United States, according to the Bureau of Labor Statistics?

**1 MILLION+**  
**MORE JOB OPENINGS**  
**THAN JOB SEEKERS**

**LENOIR COMMUNITY COLLEGE**

# JOB FAIR

2019

Sponsored by: Lenoir Community College/NCWorks Career Center - Lenoir County and NCWorks Career Services Centers of Greene and Jones Counties

## March 13, 2019

9:00 a.m.–12:00 p.m.  
LCC Student Center

The public is invited to attend!



**NCWorks**  
Career Center

**LENOIR**  
COMMUNITY COLLEGE

For more information, call  
**252.527.6223, ext. 111 or 706**

## NOW HIRING



**Job Readiness  
Boot Camp**



**March 11-18, 2019**

Craven Community College

To learn more, contact Melina Becton at  
(252) 638-7224 or [bectonm@cravencc.edu](mailto:bectonm@cravencc.edu)

**CravenWorks**  
OPPORTUNITIES FOR SUCCESS

**March 22, 2019 from 1 - 6 PM**

Temple Church, 1500 Kingdom Way

To learn more, contact Jeff Wood at  
(252) 633-5300 or [jwood@cravncountync.gov](mailto:jwood@cravncountync.gov)

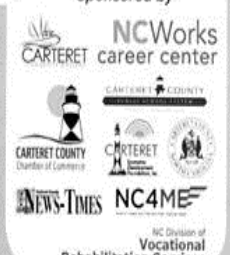
## FREE EVENT

**EASTERN CAROLINA**  
**CAREER FAIR**  
2019

**Thursday, March 14**  
**2:30 to 6:30 p.m.**  
**Crystal Coast Civic Center**  
3505 Arendell St. • Morehead City

Sponsored by

- \* The Career Fair is free and coming to the community.
- \* Candidates of all ages, experience levels and industries are encouraged to attend.
- \* Companies will be looking to fill full-time, part-time and apprentice positions.
- \* Please come prepared with resumes and dress professionally; some interviews on site.



## 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  
(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:

March 7, 2019, 6:00 p.m.	<i>ECWDB/Consortium Meeting ECWDB Offices, New Bern</i>
March 28, 2019 6:00 pm	<i>Youth Council Meeting ECWDB Offices, New Bern</i>
April 4, 2019, 6:00 pm	<i>NCWorks Business Services Committee ECWDB Offices, New Bern</i>
April 11, 2019 6:00 pm	<i>NCWorks Career Pathways Committee ECWDB Offices, New Bern</i>
April 25, 2019 6:00 pm	<i>Executive Committee Meeting ECWDB Offices, New Bern</i>
May 2, 2019 6:00 pm	<i>ECWDB/Consortium Meeting ECWDB Offices, New Bern</i>
May 23, 2019 6:00 pm	<i>Youth Council Meeting ECWDB Offices, New Bern</i>
June 6, 2019 6:00 pm	<i>NCWorks Business Services Committee ECWDB Offices, New Bern</i>
June 13, 2019 6:00 pm	<i>NCWorks Career Pathways Committee ECWDB Offices, New Bern</i>
June 27, 2019 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  
Joan Kornegay, Hurricane Florence Program Specialist

## Communicate with Us!



1341 South Glenburnie Road, New Bern, NC 28562  
Telephone: (252) 636-6901 or (877) 916-6901  
Fax: (252) 638-3569 E-mail: [admin@ecwdb.org](mailto:admin@ecwdb.org)  
**[www.ecwdb.org](http://www.ecwdb.org)**

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

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