



2021-2022 ANNUAL REPORT

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Our Vision

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

Our Mission

Our mission is to develop the workforce through a collaborative, customer-focused approach that facilitates partnerships between job seekers, workers, employers, and educators, aligning workforce requirements to economic needs.



Our Value

We add economic value to our community by ensuring that our public workforce system is responsive in meeting the education and training needs of our job seekers and employers alike, thereby leading to a better quality of life and ensuring employers have access to the skilled workforce they need, resulting in a thriving economy.



Message from the Chair & Executive Director

To our stakeholders:

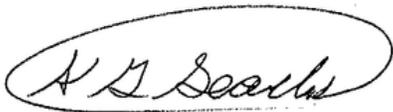
We have put together this annual report to acknowledge the efforts of everyone involved and to present the impact that we have made in our community over the past year. The dedication, commitment, and hard work of our staff, NCWorks partners, and service providers enabled us to deliver quality services to businesses and individuals in need.

Everyone involved has put forth extraordinary effort to continue pouring into our local community. The lasting effects of the pandemic continue to impact the workforce, creating continuous challenges for our career centers and service providers. We strive to innovate our service delivery and outreach methods, finding new ways to engage the community and local businesses.

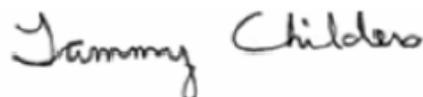
We could not have accomplished everything that we have without the active and generous support of our Board of Directors and the ECWDB Consortium. Their countless hours of effort dedicated to our mission has been critical to our success.

Through our combined efforts, the economies of our local communities will continue to thrive.

Sincerely,



Al Searles, Chair



Tammy Childers, Executive Director





The ECWDB's role is to ensure that the local workforce development system is business-driven and responsive to meeting the employment and training needs of both job seekers and employers.

The ECWDB:

- coordinates rapid response meetings with employers who are downsizing or facing a plant closure
- serves as a point of contact for business, industry and the public sector to identify solutions that address their workforce needs
- promotes strategies to encourage life-long learning and improve workplace skills
- assists in the development of new training programs to benefit the region's workforce
- conducts planning, oversight, and evaluation of local workforce development programs to include the NCWorks Career Center system
- offers advice regarding workforce policy and programs to local elected officials, employers, education and employment agencies, and citizens
- coordinates with economic development efforts to promote the region's availability of qualified workers
- reviews local agency plans and grant applications for workforce development to ensure coordination of services

About the ECWDB

The Eastern Carolina Workforce Development Board, Inc. (ECWDB) is a non-profit organization located in New Bern, North Carolina. It is the designated administrative/fiscal agent for the Federal and State workforce development funds appropriated by the North Carolina Department of Commerce to operate employment and training services in a nine-county local area.

The ECWDB contracts its programs with reputable organizations throughout the nine counties that provide services in local NCWorks Career Centers serving both the job/training seeker and the employer populations.

A twenty-eight-member board of directors governs the ECWDB in partnership with the local elected officials. ECWDB membership includes representatives from business and industry, education agencies, economic development agencies, vocational rehabilitation, community-based organizations, and labor organizations. Membership is drawn from individuals who have optimum policy-making authority from their organization. Members of the ECWDB are appointed by the elected officials of their respective counties per criteria established by the Governor.

The board's role in workforce development is evident through the established partnerships with our regional and local economic developers, community colleges, school systems, businesses, chambers of commerce, and community organizations to ensure that our region is known as a proactive, forward-thinking region that has a workforce to support local industry. Through our collective efforts, our Region now is recognized at the State and National levels as a Certified Work Ready Communities Region. The workforce development services in our network of NCWorks Career Centers is also reflective of how the board is ensuring alignment with the NCWorks Commission's strategic plan and vision for North Carolina.

The board, partners, and staff take great pride in the work that has occurred and continues to occur throughout this region. The shared vision for our region and state continues to move the board forward in new areas and focuses on sector strategies that align to the region's high growth, high wage, and high skill demands.

Our Region

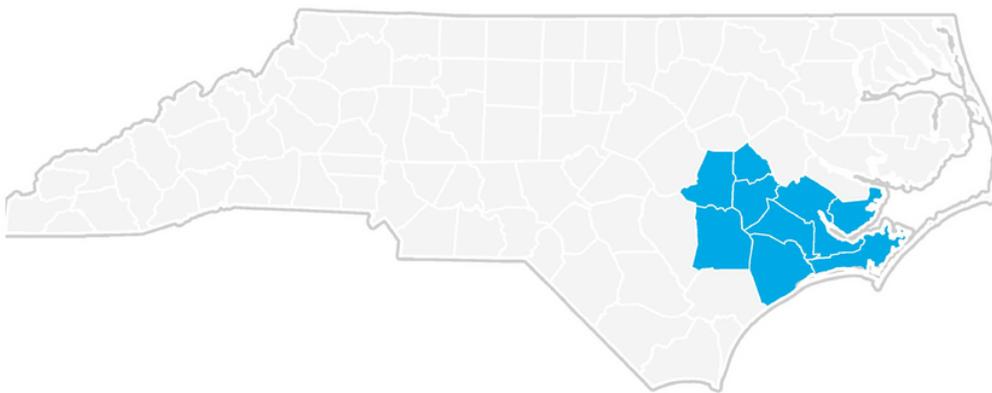
The Eastern Carolina Workforce Area is comprised of nine of the twelve counties located within the Southeast Prosperity Zone. There are four military bases in the three highest populated counties of Craven, Onslow, and Wayne.

In addition, the three coastal counties (Carteret, Pamlico, and Onslow) are growing seasonal resort and retirement areas. These nine counties are primarily rural and reliant upon agriculture and encompass a total area of 5,710.64 square miles, with 4,834.41 square miles of land area. The counties' populations range from Jones and Pamlico with less than 13,000 each to Onslow with over 200,000.

According to the US Census data as of April 1, 2021, the total population of the Eastern Carolina Workforce Area was 637,447. The counties are a diverse mix of races, ethnic groups, and ages with pockets of urban prosperity among rural poverty.

Government, retail trade, services, and manufacturing are the significant sources of employment, with the government employing the largest number of workers. Most of the jobs are located in the more populated counties with military installations and the seat of government for each county. The region recognizes that opportunities and challenges are not confined to one county or another. It is through regional collaboration that the counties of the Eastern Carolina local area leverage their assets to create a competitive advantage in a global economy.

County	Population
Carteret	68,541
Craven	100,674
Duplin	48,515
Greene	20,417
Jones	9,255
Lenoir	54,706
Onslow	206,160
Pamlico	12,344
Wayne	116,835
Total	637,447



NCWorks Certified Career Pathways

NCWorks Certified Career Pathways are essential to engaging industry and ensuring the education and training pipeline at the local level is aligned with the needs of local businesses. Career pathways are purposeful plans for education and training, leading to knowledge and skill acquisition and successful careers.

The ECWDB has identified five high growth/high wage sectors with high demand career opportunities within the local area.

- Aerospace, Aviation, and Defense
- Advanced Manufacturing
- Construction and Skilled Trades
- Health Sciences
- Transportation, Distribution and Logistics

Through WIOA training funds, eligible job seekers can receive training in approved programs for careers in these high demand industries.

NCWorks Career Centers

NCWorks Career Centers are facilities that provide job seekers, training seekers, and employers access to a variety of services. These facilities are critical in the workforce development process, and provide necessary services to many people in need.

COVID-19 has changed the landscape of the workforce in many ways. When the pandemic began, our Career Centers were forced to close their doors to the general public and find new ways to serve people in need. It was a time of struggle and perseverance, but our Centers did an amazing job adapting to an ever changing environment.

Almost three years later, our Career Centers continue to bring people services in a time of unprecedented need. The pandemic impacted every facet of our lives, and we are still overcoming many challenges and adversities. Our Career Centers were able to open their doors to the public again, and we are beginning to see people who had left the workforce due to the pandemic trickle back in.

One side effect of the pandemic has been an employee deficit in our workforce region. Employers are struggling to fill open positions with qualified candidates, and we are implementing new strategies and refocusing our efforts to address these needs.

Most importantly, we are making a positive impact on our community. Numbers might be down across the board, but our impact is undeniable. Our Career Centers are helping people find work or training and helping employers find employees. We will continue to overcome and adapt to help people in need.



A proud partner of the
AmericanJobCenter[®]
network

Job Seeker Services

- Eligibility determination for training programs
- Job search and placement assistance
- Career counseling and planning
- Referrals to and coordination of activities with partner programs and services
- Workforce and labor market data
- Information and assistance regarding filing claims for unemployment compensation
- Information and support regarding financial aid assistance for training and education programs
- Internships and work experiences linked to careers

Business Services

- On-the-job training
- Follow-up services, including counseling
- Employee recruitment and screening
- Tax credit and hiring incentives
- Research materials on labor trends and industry trends
- Workshops, seminars, and job fairs
- Skills testing of job candidates using Worldwide Interactive Network (WIN)
- Rapid Response Services offers confidential consultations regarding layoffs or plant closings.
- Employer training services can be provided for current employees with incumbent worker training, on-the-job training, and customized training.



Over the next several years, the Eastern Carolina Region is expected to experience an increased demand for highly skilled workers. As an emerging workforce, today's youth are critical aspects of the pipeline of skilled workers to meet the expected demand. This subject was the topic of every Eastern Carolina Youth Council (ECYC) meeting held this past year, led by ECYC Chairman Frank Emory and facilitated by Erin Ananian-Gentile. How can we be effective in ensuring a skilled workforce? How do we engage youth to pursue careers in the region's high growth career pathways? How do we keep our at-risk youth involved in school? How do we engage parents? How do we engage businesses in providing work-based learning opportunities? The ECYC adopted a mission statement that formed the basis for every meeting from 2021-2022. The mission statement is as follows: **"To support and enable high-quality youth programs that empower and prepare today's young adults to become tomorrow's productive citizens."**

To meet the needs of local and regional businesses, the ECWDB and ECYC have partnered with local companies, community colleges, public schools, and community-based organizations to offer innovative programs that will prepare WIOA eligible youth for success in the workplace by providing a variety of effective and comprehensive education and employment services. Our outstanding programs link academic and occupational learning to meet local industry needs.

Youth Career Advisors are critical to the success of our Youth Programs. Advisors ensure that services are designed to prepare youth to achieve their short and long-term goals that include occupational skills training, attainment of nationally recognized certifications, attainment of high school diploma or a recognized equivalent, apprenticeship opportunities, paid and unpaid internships, post-secondary education, military services or unsubsidized employment.

Working together, our youth providers served 211 youth participants. 59 of those participants received an industry recognized credential, 49 entered employment or PSE, and 92 attained a measurable skills gain. We have and will continue to implement creative strategies to reach our youth. We have a NextGen Youth program orientation video that can be found on our website and YouTube, virtual classes are more accessible, and remote learning opportunities are growing in availability. We are determined to make a difference in our NextGen Youth.

The NCWorks NextGen Youth Program provides young adults with the best possible opportunity to find a job and career path. We help young adults to set and accomplish goals, understand how to be a responsible employee, and start down a solid career path with a promising future. A dedicated career advisor supports each young adult through these steps.

Young adults will receive the following services in this program:

- Tutoring, study skills training, and dropout prevention
- High school services, drop out recovery services, and GED
- Paid and unpaid work experiences
- Occupation skill training
- Education and workforce preparation activities
- Leadership development opportunities
- Supportive services
- Adult mentoring
- Follow-up services
- Comprehensive guidance and counseling
- Financial literacy education
- Entrepreneurial skills training
- Labor market and employment information, career awareness, and career exploration
- Activities that help prepare for and transition to higher education and training

ACT WORK READY COMMUNITIES RECOGNITION, JONES COUNTY MARCH 21, 2022

In the 1990's, North Carolina introduced the ACT Work Keys, Career Readiness Certificate (CRC) and Business Profiling programs to promote economic development and viability throughout the state. Jones County school system adopted the programs in their Career and Technical Education curricula with profiling offered by the state. Work Keys prepares the students for the CRC assessments in critical skill areas of reading, mathematics and locating information. Certificates are awarded at the Bronze, Silver, Gold or Platinum levels acknowledging proficiency. Profiling of incumbent workers establishes the skill levels required to perform work. Identified skill gaps were targeted for additional training.

In 2013, the program was expanded to promote the national Work Ready Communities Initiative to affirm viability of efforts. This initiative focused on employers' recognition and the use of certificates in their hiring/ training efforts. Local business services teams, including educational, economic and workforce development board representatives contacted area employers to acquaint and affirm program recognition.

The initiative established county achievement goals based upon population data and expanded the categories of Certificate candidates to include employed and unemployed persons, transitioning adults, veterans and other categories not identified.

Jones County earned recognition in August of 2015 as a Work Ready Community and has continued to maintain status through certificate assessments and employer endorsements. This is the third recognition plaque earned by Jones County. To date, Jones County has issued 688 CRCs with 27-employers endorsing these efforts demonstrating that Jones County has a skilled workforce ready to meet business demands.

Congratulations to Jones County for becoming an ACT Work Ready Community and joining a growing list of counties dedicated to building a robust workforce.



ECWDB CLOSES THE SKILLS GAP

OurFutureENC – Educate, Equip, Excel. It’s up to us!

Eastern Carolina Workforce Development Board (ECWDB) announces the OurFutureENC educational collaborative. Statistics reveal a skills gap in North Carolina, with *67% of jobs requiring high-quality credentials or postsecondary degrees. As our economy grows, many new jobs require education beyond a high school diploma—but fewer than half of North Carolinians ages 25-44 have high-quality credentials or post-secondary degrees. This problem is further exacerbated by the projected growth in North Carolina occupations requiring these attainments, which is expected to outpace growth in occupations requiring only a High School degree by two times between 2018 and 2028. Broadening this predicament is that since 2016 college enrollments and the availability of skilled workers within the labor market have seen a striking decline.

ECWDB, along with community partners in local community colleges and school systems form OurFutureENC educational collaborative. The mission of OurFutureENC is to close the attainable skills gap, especially for first-generation students and students from low-income backgrounds. OurFutureENC will ensure that students have the information, resources, and opportunities they need to prepare for enrolling and succeeding in college and obtaining credentials aligning with the business needs of today and into the future.

“As the driving force in Eastern North Carolina to provide highly qualified career candidates with a competitive edge, ECWDB along with community partners will advance the connection between helping job seekers to acquire the skills that are necessary for employment in our current economic growth and is the goal of the OurFutureENC initiative,” states Tammy Childers, Executive Director, Eastern Carolina Workforce Development Board.

OurFutureENC’s commitment is to increase the educational attainment level by 3% in the Eastern Carolina nine-county region contributing to the state of North Carolina’s 2030 goal of 2 million. Our vision for Eastern North Carolina is a qualified workforce that embraces diversity, equity, and inclusion and excels in competitive career pathways ensuring that our local businesses are equipped with the talent they need to thrive in an evolving global economy. ECWDB along with NCWorks Career Centers’ local workforce partners will champion this vision through a collaborative, customer-focused approach that embraces lifelong learning, facilitates partnerships, and aligns education and workforce requirements to economic needs. The delivery of this initiative is as follows:

- Academic readiness. Building the foundation Pre-K to 12; high-quality early learning helps prepare children for future success including qualifying for the Free Application for Federal Student Aid (FAFSA).
- College and career access. Helping students navigate the transition to postsecondary education by finding ways to gain college-level course work and assisting them in applying for financial assistance.
- Labor market analysis. Providing alignment between the skills of college graduates and the needs of Eastern North Carolina employers.

There are fifteen (15) collaboratives throughout the state of North Carolina, ECWDB is the largest with nine (9) eastern North Carolina counties facilitating OurFutureENC. For more information about this collaborative visit myFutureNC website Local Collaboratives - myFutureNC.

*Statistics Source: myFutureNC



OUR FUTURE ENC MISSION

Our 2030 Vision for Eastern North Carolina is a qualified workforce that embraces diversity, equity and inclusion and excels in a competitive career pathway ensuring that our local businesses are equipped with the talent they need to thrive in an evolving global economy.

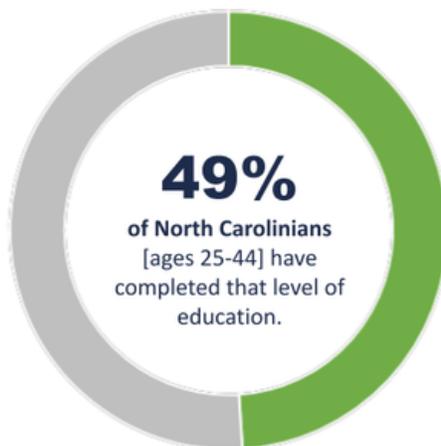
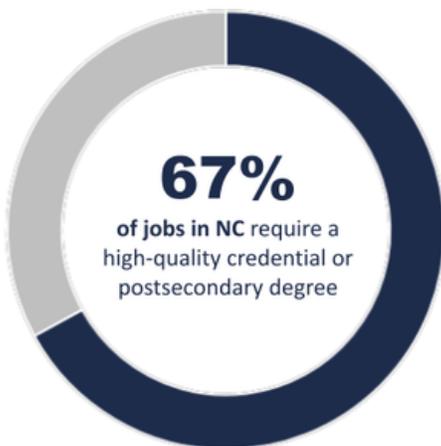
We will champion this vision through a collaborative, customer-focused approach that embraces life-long learning, facilitates partnerships, and aligns education and workforce requirements to economic needs. OurFutureENC is committed to increasing the educational attainment level by 3% by 2030 in the Eastern Carolina nine-county region.

For every 100 students in North Carolina...



North Carolina's Skills Gap Problem

Projected growth in NC occupations requiring a postsecondary credential or above is expected to outpace growth in occupations requiring only a High School degree by 2x between 2018 and 2028.



CAROLINA ACROSS 100 INITIATIVE - OPPORTUNITY YOUTH GRANT

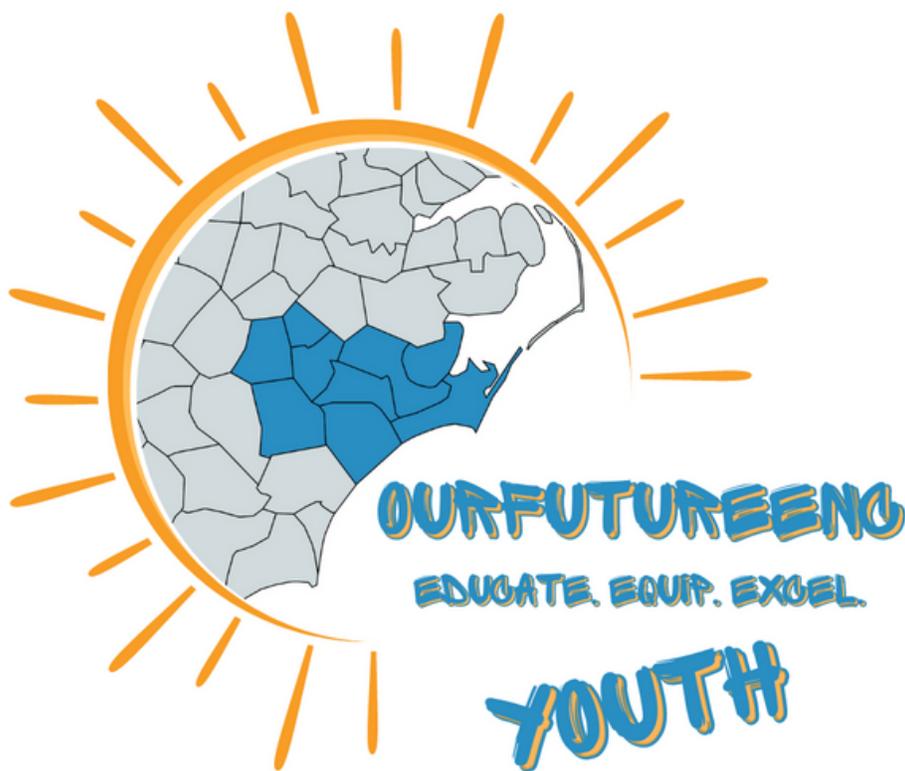
The University of North Carolina at Chapel Hill’s Carolina Across 100 initiative announced the selection of thirteen groups in North Carolina to expand education and employment pathways for young adults. The groups – made up of business, civic, education, nonprofit, faith-based, and government entities representing thirty-seven counties from the mountains to the coast – have received a variety of supports from the University, all aimed at connecting North Carolina’s young adults to jobs that pay a living wage.

“The Eastern Carolina Workforce Development Board, Inc. (ECWDB) was one of the thirteen partnerships selected, representing Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico, and Wayne counties. The ECWDB partnered with the region’s local community colleges, public schools, and community organizations to spearhead this exciting initiative,” says Tammy Childers, Executive Director, ECWDB.

“Our young adults have so many opportunities available to them right now to pursue a high-quality education toward a career pathway of their choice. Our goal is to find those youth who are not enrolled in school or engaged in the workforce and present them with education and training options that will lead to good wages and a bright future.” Childers added.

This new partnership has allowed us to promote our youth programs in broader ways and receive technical assistance on how we can improve the great work that we already do in serving youth.

County	Percentage of Opportunity Youth*
Carteret	12%
Craven	5.4%
Duplin	8.1%
Greene	12.5%
Jones	17.7%
Lenoir	5.3%
Onslow	7.6%
Pamlico	14%
Wayne	9.4%



*Opportunity Youth are individuals between the ages of 16-24 who have disengaged from the education system and the workforce.

Learn at your own pace

Google Career Certificate

Creating IT Workforce Readiness

Eastern Carolina Workforce Development Board (ECWDB) has been working on a new career development pathway, Grow with Google, for career seekers who are interested in a technology field occupation. Grow with Google participants are provided access to Coursera, a suite of flexible online training programs, including IT Support, Data Analysis, Project Management, and UX (User Experience) Design. The free training programs require no prior relevant experience or degree and are designed to provide learners with job-ready skills in high-growth IT fields in just six months.

“The Grow with Google certificates program we are providing offers a unique way for people to gain the knowledge they will need to enter the IT field in a short period of time,” states Tammy Childers, Executive Director of ECWDB. “What’s unique about the program is that students learn from experienced Google employees in real-world scenarios that will provide them with industry-recognized credentials for a pathway to a meaningful IT career.”

About the Grow with Google Career Certificates Program

With over 8 courses, participants will learn from Google employees whose foundations in data analytics served as launchpads for their own careers. Participants can complete the certificate in less than 6 months with only 10 hours of work per week. This program includes over 180 hours of instruction and hundreds of practice-based assessments, which will help participants simulate real-world data analytics scenarios that are critical for success in the workplace. The content is highly interactive and exclusively developed by Google employees with decades of experience in data analytics. Through a mix of videos, assessments, and hands-on labs, participants will develop the skills required for entry-level employment.

ECWDB has 100 free Google Career Certificate Scholarships, some of which have already been awarded to participants of the program. Job seekers registered with NCWorks and WIOA Title I participants are eligible for this program. For more information on eligibility and the application process, contact jones@ecwdb.org or 252-636-6901.

SUCCESS STORIES

It can be all too easy to forget the impact we have on the lives and careers of individuals in the midst of our daily work. Take a moment to read through these success stories of participants in our programs and remember that we are making a difference in our region.



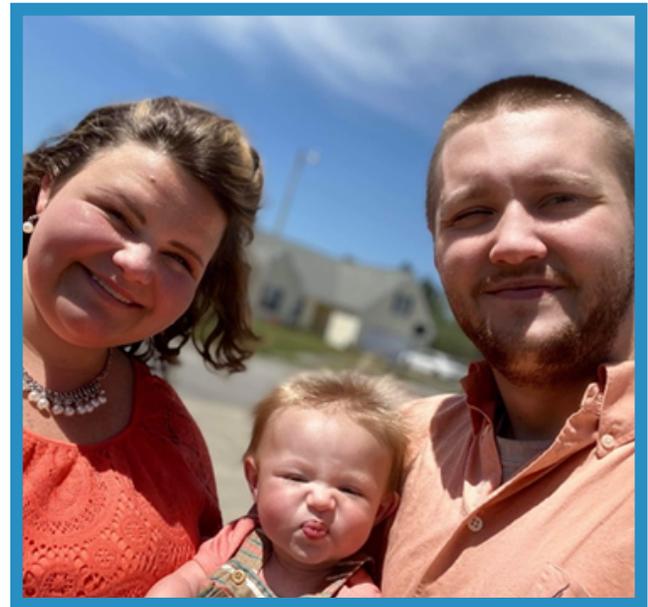
CARTERET NETWORKS SUCCESS STORIES

JEREMIAH

Jeremiah D. enrolled in the WIOA Youth Program at the age of 19 to complete his High School Equivalency Credential. In talking with him through the intake and orientation process, he indicated a strong desire to enter Basic Law Enforcement Training after he completed his HSE Credential. Jeremiah and his Career Advisor discussed opportunities to explore careers in law enforcement while gaining work skills, which was something that greatly interested Jeremiah. The WIOA program reached out to the Morehead City Police Department, who was willing to start a partnership to provide a work experience opportunity for Jeremiah. After interviewing and undergoing extensive background checks, Jeremiah started his work experience at the MHPD. During a recent worksite visit, he was able to share some of his work with his Career Advisor, including building convertible benches for peaceful custody exchanges in the area around the police department building, certificates of training he has earned on the job and verbal commendations from his supervisor on his excellent fingerprinting skills. Jeremiah completed his HSE credential in a matter of months and is excelling in his work experience. He has now entered the BLET program at Carteret Community College.

Jeremiah was asked to share his thoughts on how the WIOA program has assisted him and any motivational quotes he admires. The following is a statement he submitted to his Career Advisor

"WIOA has helped me create, set goals, and milestones that have aided enormously on my path to my dream career! Because of WIOA I now have my perfect job. I get to support my family AND study/learn new things that I'll use throughout my law enforcement training and career. Each day I feel more and more prepared to tackle any challenges that may come my way, and it's thanks to WIOA and my awesome advocate Merianne! Thank you for the wonderful opportunities!"

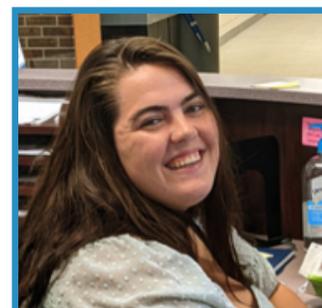


LEXSIE

Lexsie L. enrolled in the WIOA Youth program at the age of 16, to seek assistance with completing her High School Equivalency credential and career planning services. From the beginning, Lexsie has shown initiative. She reached out to her Career Advisor after a presentation in her High School Equivalency class and initiated the process to enroll in WIOA immediately. Lexsie demonstrated during her intake, enrollment and assessment process a strong desire to serve others and work in a helping profession. She had been doing "ride-alongs" with a local EMT team and indicated a strong interest in the medical field. Lexsie was also eager to start gaining work experience and indicated an interest in working with elderly or special needs populations. The WIOA Youth Program was able to establish a partnership with the local Autism Center (Autism Society of NC), which provides social emotional programs to children, adolescents and adults who experience Autism. Lexsie started this position and after some time began to consider a career in counseling services. Lexsie continues to show a lot of initiative and has a passion for helping others. As she continues to explore her interests and potential training programs, the WIOA program will continue to provide career guidance and assist her in developing her work skills.

SAMANTHA

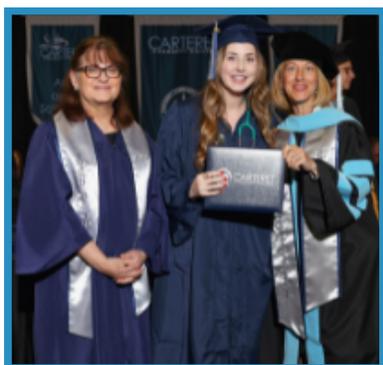
Samantha recently enrolled in the WIOA program while working on her High School Equivalency Diploma. She reported she had a child at the of 15 and had been out of school for seven years. She had another child before deciding that she wanted to make a change, and returned to obtain her HSE. Samantha worked hard in all of her classes and earned her degree with the support of the Basic Skills staff. She officially graduated on June 2, 2022.



While working on her HSE, she started a work-based learning opportunity on campus as an Administrative Assistant. She is a beacon of light in her position, always smiling and welcoming potential students and visitors to the campus. Samantha worked with her career advisor to identify career interests and associated post-secondary training. That fall, she entered the Office Administration program and was excited about her future and career path!

CHANCE

Chance enrolled in WIOA in May of 2019 in the Nurse Aide program and was then promptly accepted into the ADN program at CCC.



Throughout her time in the program, Chance was a model participant and excelled academically despite being an active duty military spouse, working full-time, and caring for children at home. In June 2022, Chance graduated from the ADN program and received the WIOA Dislocated Worker Program Award and is working full-time with Carteret Heart and Vascular in Emerald Isle, NC.

JANELL

Janell is a WIOA participant who started the program in December of 2021. She worked in Student Services while attending class and completing her clinicals. Janell excelled in her class while caring for her infant daughter.



Janell received her Phlebotomy Technician Certificate from Carteret Community College and was quickly employed with a local medical provider!

KELSEY

Congratulations to Kelsey, who received her Phlebotomy Certificate from Carteret Community College on May 10, 2022. Kelsey excelled in her studies while caring for her daughter and family and working part-time. Kelsey started a job as a Phlebotomist with a local medical office.

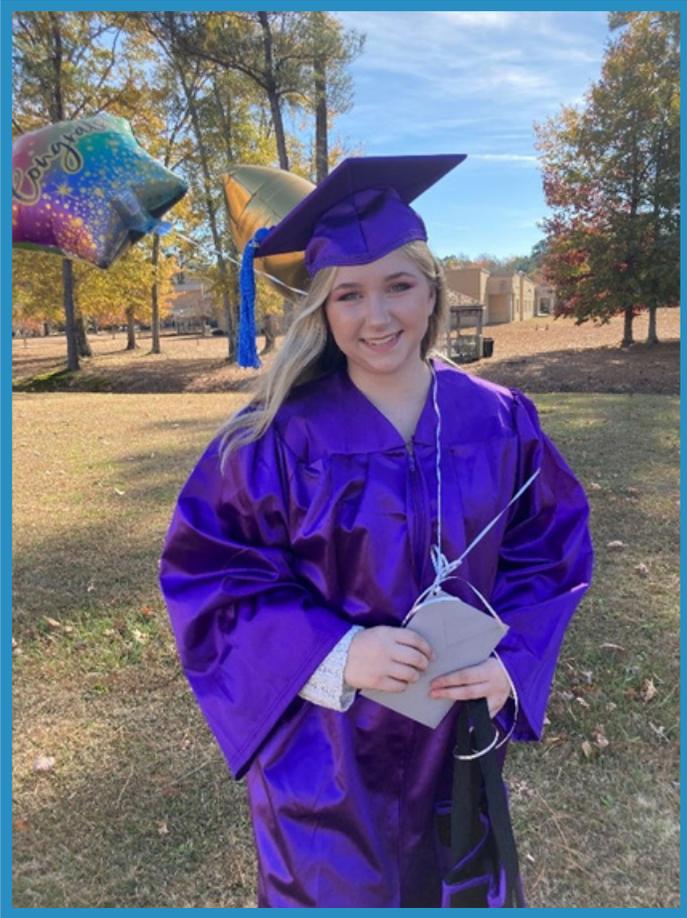


JENMEKIA

Jenmekia is a 2022 graduate of Carteret Community College's Welding Technology Program. She took first place in the NC Skills USA Job Skills Demonstration Challenge and traveled to Atlanta to compete nationally! Jenmekia is passionate about her welding and is currently working at Bally Refrigerated Boxes, Inc.



CRAVEN NCWORKS SUCCESS STORIES



RACHEL

Rachel is Craven's first NextGen GED graduate. What a beautiful day it was for a graduation celebration! Classmates even joined the NextGen team on the lawn to show their excitement for her achievement.

With so many interests and passions, Rachel will be participating in a work experience like no other. Through this work experience, she will be able to cultivate a wide range of skills and develop the ability to put those skills to work!

Once she finds her niche, Rachel will be furthering her potential by continuing her education.



SHAWN

Shawn was not expecting a graduation, but he was more than excited! With a little help from NextGen's Site Supervisor – Mrs. Kelly – the tassel was placed and ready to be flipped!

Already equipped with experience in HVAC, Shawn showed great interest in the credentialing and work experience offered by the program.

In the spring, Shawn began to attend classes related to HVAC technology. Work experience is also on the radar for this promising young man!



TRENTON CARMON



Trenton Carmon, a Marine Veteran, registered with NCWorks on January 18, 2022 as a Veteran with barriers to employment. Disabled Veteran Outreach Specialist Janet Buck received a notification that a Veteran with SBEs registered with NCWorks. She immediately sent him a “Welcome to NCWorks” email advising him of all the services our center has to offer. After receiving DVOP Janet Buck’s, Welcome to NCWorks Veteran Services’ email, Trenton contacted her the next day to schedule an appointment with Janet.

During the appointment, Janet and Trenton worked on his NCWorks profile and background information, created a resume, and reviewed available positions available in the local area. With new opportunities available, he expressed interest in logistics. Over the course of the next few weeks, Janet provided guidance and assistance as Trenton applied for positions and they worked on interviewing skills. During one of their appointments, they discovered a job posting on NCWorks – Associate with Postal Annex. Janet referred Trenton, he went to Postal Annex that day and was hired on February 14, 2022. Congratulations Trenton!

ERIC

Eric contacted the NCWorks Career Center in New Bern for assistance applying for a position with the City of New Bern. Eric was working full-time for another local municipality, driving 2 hours every day and wanted to be closer to home here in New Bern.

With Eric employed so far from New Bern, an in-person appointment would not work, so Eileen McGaughey “met” with Eric via telephone. She completed his NCWorks registration including setting up job alerts for positions closer to home and creating a resume he could use for the City of New Bern application.

Eric called Eileen a couple of weeks after applying with the City of New Bern to inform her he was selected for an interview. Excited about this opportunity and wanting to do his best, Eric asked to complete a practice interview.

For the practice interview, Eric and Eileen scheduled an in-person appointment. Eileen and another NCWorks Career Center staff member met with Eric and conducted a mock interview.

During his employment search, Eric interviewed with two great employers in New Bern. Using the skills he gained in the practice interview, Eric obtained the position that was on the top of his list – Utility Maintenance Worker with the City of New Bern. Congratulations Eric!



BETH HENRY

Beth Henry began working with a partner agency, Coastal Community Action, at the NCWorks Career Center in Craven County in August of 2020 as a CARES NC Case Manager. She was initially seeking an opportunity that would allow her to gain more experience and knowledge in Human Services. Beth worked full-time while also attending Lenoir Community College to earn her degree in Human Service Technology and a Certificate in Substance Abuse. She graduated with Honors and began to dive deeper into seeking other employment because her contract with them was soon coming to an end. She had tried for many years, since 2018, to get on with the Craven County Department of Social Services. She was getting discouraged because she was not having any success. She was not getting any interviews but continued to submit applications with the hope of securing employment. Her passion has always been to help families in the community and an advocate for the less fortunate. She has always believed that helping individuals in turn helps the communities.



She decided to get some help with her resume and application that she was preparing to submit. She had tried it her way and wasn't successful and so she decided to reach out to Mr. Eric Cedars at NCWorks. Although, she had referred many of her clients to NCWorks, she had not actively pursued the help she needed with her own resume and application with Craven County Department of Social Services. She decided to take her own advice and she brought a copy of it to Eric Cedars, a Career Advisor in Craven County. They worked on the resume together and Eric suggested some improvements.

Beth soon put in an application for DSS. This time, things were different. She got an interview. She knew that once she got the interview that she would be able to close the deal. After a second interview, she got the job that she so wanted. She is very thankful for the help that she received.

Her current job title is Transportation Coordinator, Processing Assistant IV. She believes that trusting a professional Career Advisor to critique her resume showed her a different perspective of what employers are looking for.

"The honest advice and recommendations of Mr. Cedars made all the difference. I highly recommend Craven County NCWorks to anyone seeking advice on resumes, applications, interviewing tips, etc. The NCWorks Career Center also hosts job fairs, facilitates workshops, and so much more. I wholeheartedly believe that I secured my current career because of the help of Craven NCWorks," Beth told NCWorks.

MELISSA OPPHILE

Melissa Opphile was a student in the Health Information Technology program at Craven Community College. Melissa decided to seek employment and went straight to her instructor Ms. Beverly Craft for assistance. Due to our strong partnership with Craven Community College, Ms. Craft referred Melissa to the team at the local NCWorks Career Center in New Bern.

Melissa is the perfect example of someone using all the services provided at NCWorks. Melissa moved through the menu of free career services provided not only to students of Craven Community College but to all jobseekers.



Melissa worked with Eileen McGaughey to register with NCWorks and developed both a chronological and targeted resume. When Melissa had an upcoming interview, Local Veterans' Employment Representative (LVER) Mr. Tonywanda Jackson and Eileen helped Melissa by completing a practice interview. The practice interview also helped Melissa prepare for the Craven Community College Job Fair.

Through Melissa's hard work and preparation, she received two job offers with local employers as well as an invitation to interview with a third employer.

Using all the tools in her career toolbox, Melissa obtained her dream job with CCHC and will complete her Associate's degree in Health Information Technology in May 2023!

Traitify

Start on the career path of your dreams today!

Traitify is a fun and interactive visual tool that will help you chart a career with a well-paying job in our region.

Take the short assessment and get career results at <https://ecwdb.traitify.com>

SCAN ME

The advertisement features a smartphone displaying "Careers Assessment Results" for "PERSONALITY BLEND" with a "Match Rate" of 71%. The results are for the "Inventor/Mentor" career path. The background includes images of a hand writing, a person at a computer, and a person painting.

DUPLIN NCWORKS SUCCESS STORY

PENNY THORNE

Charliss Gwynn, Career Advisor in Duplin County, has helped people find their next job and quite often their “perfect career match” for the past 22 years. However, in 2021, she may have provided one of the best referrals to a local job opportunity that her teammates in the Duplin NCWorks Career Center could have ever asked for!

In early September 2021, Penny Thorne from Wallace called the NCWorks Career Center in Duplin County and spoke with Charliss Gwynn. During their conversation, Charliss asked pertinent questions to uncover not only Penny’s experience, but also what she was looking for in a rewarding position. Penny’s background as a middle school math teacher in Duplin and Clinton City Schools made her a “perfect match” to apply for several open positions in Duplin and surrounding counties. Charliss spoke with her about these positions and referred her to them in an email on September 8th that included the job descriptions and links to apply.

One of the positions Charliss referred Penny to was for a Workforce Career Coach with Eckerd Connects.

On November 29, 2021, Penny Thorne officially joined the NCWorks Career Center in Duplin as the Youth Career Counselor with Eckerd Connects. Penny is an integral part of Team Duplin! She brings a wealth of educational knowledge, passion and understanding for helping the youth of this community! Charliss, once again, has proven her skill and expertise when referring the right person to the right employment opportunity!

Team Duplin is proud to call Charliss and Penny their “teammates!”



LENOIR NETWORKS SUCCESS STORIES

MARCELLA LAWSON

When Marcella Lawson first came to WIOA Youth program she explained that she was a high school dropout completing only the 10th grade and lacked basic skills in reading and math at enrollment. It was evident when talking with Marcella that she was shy and illustrated low self-confidence. She explained that she faced many struggles, the biggest one being when she dropped out of school under the pressure of being bullied. The bullying was so bad it caused her to be severely depressed resulting in panic attacks and her inability to attend school. She was unsure of what she wanted to do with her life, but she knew she needed a High School Diploma. The first step was to enroll Marcella in the Workforce Innovation & Opportunity Act (WIOA) Youth Program. She began working from home on her computer on the HiSet website. Marcella was determined to succeed, and she persisted in using the study guides, videos, and practice tests available on the HiSet site. She passed all her HiSet tests on the first try and attained her High School Equivalency Diploma (HSED) on November 16, 2021. Marcella gained confidence with every objective and goal she achieved. I could see a noticeable improvement in her confidence with each HiSet test she passed.

We worked together on career development where she took personality and interest assessments, looked at Labor Market Information for this area, and with Marcella already having a heart for the elderly she decided on the Career Pathway in Healthcare. We discussed that she would need to attend the Nurse Aide class in person and the clinical portion of the class was mandatory. She agreed she was ready to give it her all, and she did.

After career development & counseling, Marcella decided she wanted to pursue a career as a Nurse Aide (NA) and entered into a training program. She enrolled in NA class a couple of weeks before she finished her HSED and was able to come to class, although she stated some days were a struggle because of her depression and lack of self-confidence. The skills she was learning in that class and interacting with other students really helped her overcome her depression. She not only was one of the top students in the class with her grades, but as she saw her achievements her self-confidence grew and she reached out to fellow students, made friends, and bonded with her instructor. She is exceptional because she wants to share her struggles with people who are struggling with similar issues to help them to understand they can reach their goals as well despite their challenges.

Marcella completed NAI training on March 9, 2022, she passed the State written and skills exam to become a Certified Nurse Aide on April 16, 2022.

Marcella has gained so much knowledge while learning skills that will help her to be successful in her new career and realize a life fulfilled. Marcella is an amazing young lady because she always kept pushing forward even when times were tough and she was struggling with her mental health. The biggest change happened when Marcella started the NA class. This was the atmosphere she needed to thrive. Marcella was at the top of her class grade-wise, and her instructor said she caught on very quickly and was great at performing the skills, like taking blood pressure, bathing, dental care, etc. and she often relied on her to help other students that were having trouble. Marcella showed leadership skills in the class and excelled. Marcella attended class regularly and was very dependable in getting her assignments in on time, making A's and B's in the class. She was prompt in turning in her monthly attendance sheets and coming in for counseling. Marcella has shown integrity, strength, dependability, and persistence since she has been in WIOA, and continues to grow and gain more self-confidence every day.

Continued on the next page...

Marcella received assistance from WIOA with tuition, books, required background checks, drug tests, uniforms, shoes, required medical supplies, and state testing fees. She stated, "she could not have finished her HSED, or the NAI class without the help of WIOA funds and the support, encouragement, and motivation she got from her Career Advisor, and her instructor."

Marcella said, "I recommend the WIOA Youth program to all my friends and would like to send a message to everyone to never give up on your dreams, things will get in your way, but find your way around them, every storm eventually runs out of rain".

Marcella applied and was hired at NC Veteran's Home in Kinston, NC. As a Certified Nurse Aide. Her start date was May 2, 2022. Her starting pay was \$17.00 an hour, plus she earned a \$2.00 an hour shift premium for the second shift, so her earnings were \$19.00 an hour.

Marcella registered for the NAI class that began at Lenoir Community College on May 9, 2022. She was excited to earn the NAI credential, as it increased her current pay rate to over \$20.00 an hour at her new job.

So much has changed for Marcella in this last year, she is very thankful for the WIOA Program.

Submitted by: Tracey Anne Price, Career Advisor, Lenoir Community College

WIOA YOUTH GRADUATES

The WIOA Youth Program at Lenoir Community College is proud to boast 14 participants attained their High School Equivalency Diploma, 2021-22 program year. Participants in the program were able to take part in the graduation ceremony which was held on May 4, 2022. Pictured are (from left to right standing): Career Advisor Tracey Price, Madison Casey, Marcella Lawson, Savannah Boseman, Jared Rouse, Triston Dale. (Seated left to right) Jitsuave Lassiter, Garrett Jenkins, William Norton, Rebecka Norton. Graduates not pictured are: Brayden Shockley, Natalie Emory, Justin Frizzelle, Sam Phillips, & Carrie James. All of our graduates worked extremely hard to achieve their goals and plan to continue on in various fields of studies.

"It is extremely rewarding to see people that have invested so much time, faith, and trust into this program achieve goals and see the benefits of all of their hard work. Helping participants reach their goals, and see their dreams come into reality has to be one of the best feelings there is, and the main reason I love my job." - Tracey Price



WAYNE NCWORKS SUCCESS STORY

ONZA BROWN

12/29/2018 - Mr. Brown was returned to society after spending some time in the penal institutions. Upon release Mr. Brown came to the local NC Works office in Wayne County on 12/31/2018 and visited with Derrick Wootson (Local Reentry Specialist). Mr. Brown was registered in NC Works and explained the different services that were available to him. We went over several options (finding a job, WIOA, Vocational Rehabilitation, etc.). Mr. Brown choose looking for employment first because of his current situation.

After finding employment with Butterball in January 2019, Mr. Brown decided to go to Truck Driver Training School. Mr. Brown consulted with Shandra Simmons (WIOA Coordinator) for the next available training schedule. After completing all the necessary requirements for WIOA and Truck Driver Training, his IEP was developed for Truck Driver Training.

Mr. Brown successfully enrolled in Truck Driver Training at Johnston Community College in May 2019 and successfully completed training in July 2019.

After completing Truck Driver Training, Shandra and Derrick advised him to another resource, Andrea Tyson (OJT Specialist) to assist with his career search. He applied with Goldsboro Milling for the truck driver trainee position (which he didn't get). Mr. Brown continued to search and apply for OTR drivers' positions, landing a position with TransAm Trucking (09/05/2019)

After working with TransAm Trucking, Mr. Brown explored a better opportunity with Abilene Trucking. Mr. Brown is still currently working with Abilene Trucking. Mr. Brown is so grateful, he personally referred someone to us (04/26/2022). Not only did he refer them to us, he brought them to our location. Mr. Brown was a guest speaker at our Goldsboro Partners Against Crime (GPAC) meeting.



JOB FAIRS AND HIRING EVENTS

Our NCWorks Career Centers and local partners have worked relentlessly over the past year to bring job fairs and other hiring events to the local community. In coordination with local businesses, NCWorks impacted the lives and careers of many individuals across our region.



AMAZON JOB FAIR HELD AT LENOIR COMMUNITY COLLEGE

In spite of the rainstorm, job seekers turned out by the hundreds for the Amazon hiring event at NCWorks at Lenoir Community College. A huge number of applicants patiently stood in line to wait their turn to hear a presentation about job opportunities including on-the-job training as well as the application process from an Amazon representative.

Applicants were enthusiastic about Amazon coming to Kinston. A young couple said that they had gone to Raleigh because they heard about Amazon there but when they heard that Amazon was coming to Kinston and close to home they preferred this location. Some other applicants mentioned that they were here not only because they needed employment but felt that with Amazon there may be potential for career advancement.

Full story: <https://www.neusenews.com/index/2022/3/24/amazon-job-fair-held-at-lenoir-community-college>



NCWORKS CRAVEN COUNTY JOB FAIR MARCH 24, 2022 NEW BERN CONVENTION CENTER

277 job seekers attended the March 24th job fair to see what over 20 companies, employment agencies, and non-profit organizations had to offer in employment.

Many job seekers were very encouraged to see how many diverse organizations had different levels of job offerings. One veteran was overwhelmed by the opportunities presented by these companies and felt that the goal of obtaining employment was possible from this job fair.

Among the companies represented most every representative said that this job fair was good and was way overdue. They had talked to a high level of potential candidates. Some representatives stated that there was little interest in their offering but felt the exposure was good. Others mentioned that there were not enough people seeking employment or career opportunities and that some of the retail outlets were offering \$18.00 to \$25.00 per hour and it was difficult for them to compete with this pay rate.

FIRST JONES COUNTY JOB FAIR

NCWorks hosted their first Jones County Job Fair with local businesses such as 3HC, Trenton One Stop, and Pactiv Evergreen. 23 potential job candidates attended the event and made some great connections with our local businesses! NCWorks plans to host this event again in the future. "We look forward to your continual support for next year's event. Thank you for making this job fair a success." -Reeshema Walker, NCWorks Center Manager



Phillip Prescott (Business Services Representative, ECWDB)



Employer 3HC



Employer Trenton One Stop



Employer Pactiv Evergreen

MILITARY CAREER SUMMIT

The North Carolina Army National Guard assisted the North Carolina Works Career Center during a Military Career Summit for active-duty service members, transitioning service members, military spouses, veterans and civilian employers at the National Guard armory in Goldsboro, North Carolina, June 24 2021.

The main partnering organizations during the summit were the NC Works Career Center, Eastern Carolina Workforce Development Board, NCARNG, Seymour Johnson Air Force Base Airmen & Family Readiness Center, University of Mount Olive and Wayne Community College, as well as 20 plus employers were setup to recruit military members for \$15.00 an hour or more jobs.

“The Guard has been extremely helpful,” said Greg Wade, the manager of the Wayne County NC Works Career Center. “They were generous to provide facilities to hold it, the system for planning and execution as well as the logistics for the event.”

In addition to employers, information panels were conducted. These panels included, but weren't limited to, financial planning, the military-to-civilian transition process and an employer-friendly question and answer session.

“This event has brought professionals to the table, which has allowed our National Guard member have a safe place to come to for professional employment,” said U.S. Army Staff Sgt. Mckenzie Hills, a recruiter assigned to the NCARNG Recruiting & Retention Battalion.



The NC Army National Guard is an Always Ready Team of citizen Soldiers with available opportunities to enhance a person's confidence and skill levels. If you're interested in being a part of our team, go to GUARDNC.COM, NATIONALGUARD.COM or 1-800-GO-GUARD.

GOLDSBORO, NC, UNITED STATES

06.24.2021

Story by Sgt. 1st Class Craig Norton

FINANCIAL AND PERFORMANCE DATA

We have gathered performance metrics and financial data to give a snapshot of how we performed in the program year 2021-2022. The global pandemic certainly effected our region, and the numbers reflect that, but we are not alone in this. The workforce is struggling across the nation, and we will continue bring services to our region in new and innovative ways.



PY 21-22 NCWorks Performance Dashboard

Employment/Labor Data	
Employed	264,953
ECWDB Unemployment Rate	4.2%
NC Unemployment Rate	4.1%
US Unemployment Rate	3.8%

NCWorks Businesses Served	
Employers Served	1,996
Services to Employers	24,060
New Registered Employers	121
Internal NCWorks Job Postings	8,681

Jobs Information	
ECWDB Region Jobs Available	18,422

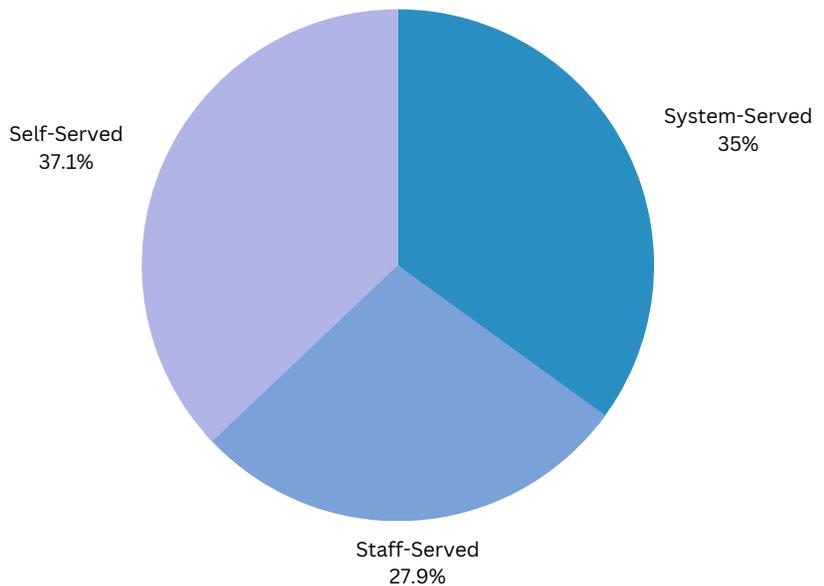
Top 5 Occupation Fields:

1. Retail
2. Healthcare
3. Manufacturing
4. Accommodation & Food
5. Office & Administration

Top 5 Skills of available candidates:

1. Office & Administration
2. Production
3. Management
4. Transportation
5. Sales

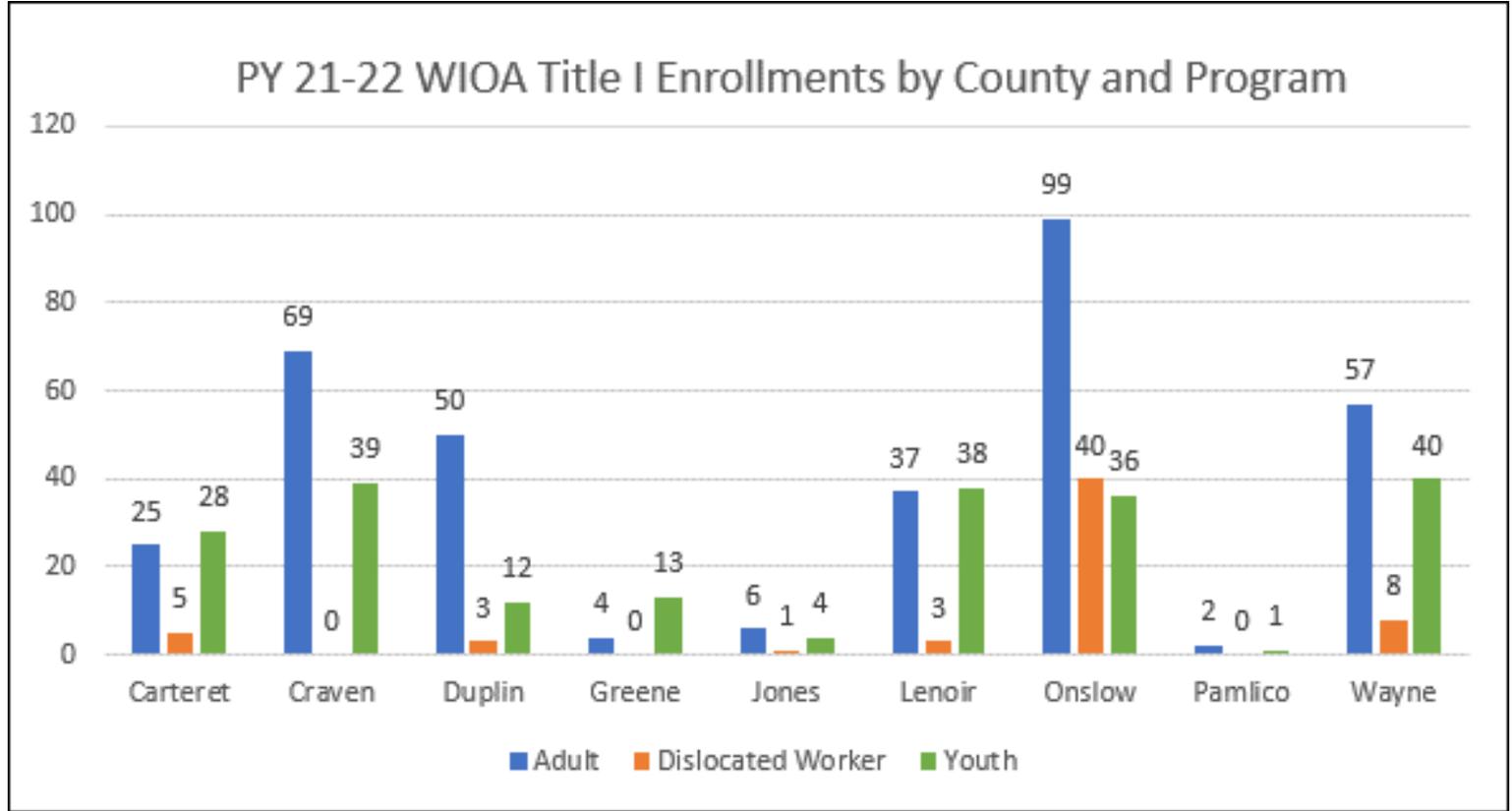
ECWDB NCWorks Career Center Data	
New Registered Job Seekers	4,851
New Resumes added to NCWorks Online	6,147
Candidates seeking a job	14,133
Number of Job Seekers Served	22,170
Total Services Provided (Breakdown of service delivery shown in pie chart below)	167,963



Educational Attainment	
Less than High School	88
High School GED	1,370
Vocational School Cert	203
Associate's Degree	316
Bachelor's Degree	276
Master's Degree	77
Doctorate Degree	11

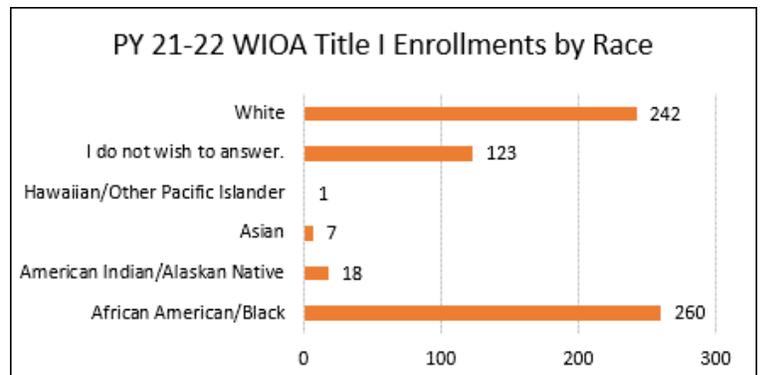
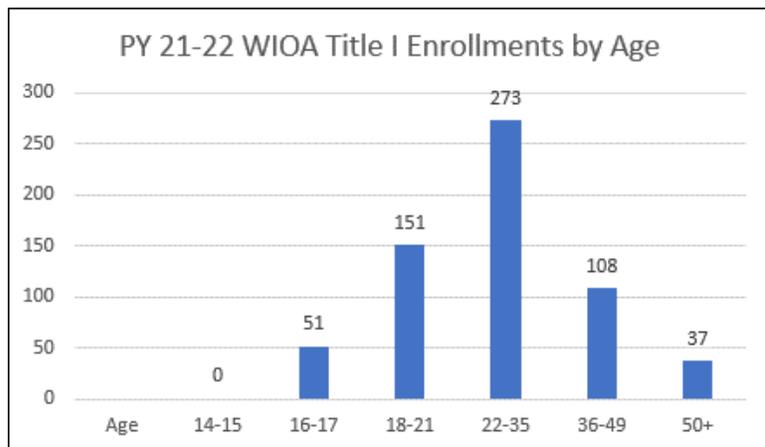
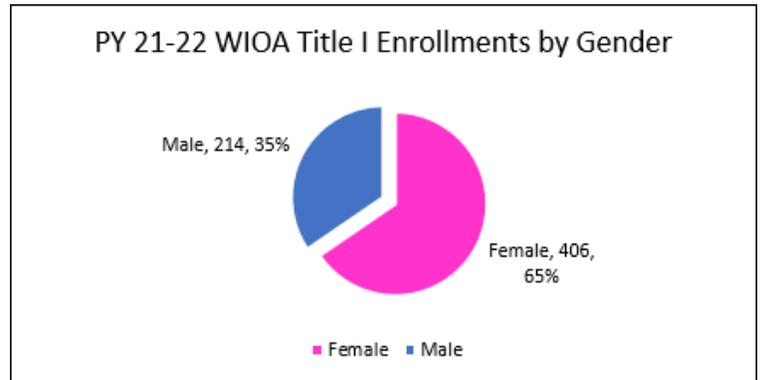
Title I WIOA Adult, Dislocated Worker, and Youth Training Enrollments

The graphics on this page represent the different ages, races/ethnicities, and genders of the people that we have served through our WIOA Title I programs. Our hope is to extend our outreach and connect even more people with the resources that they need to be successful.

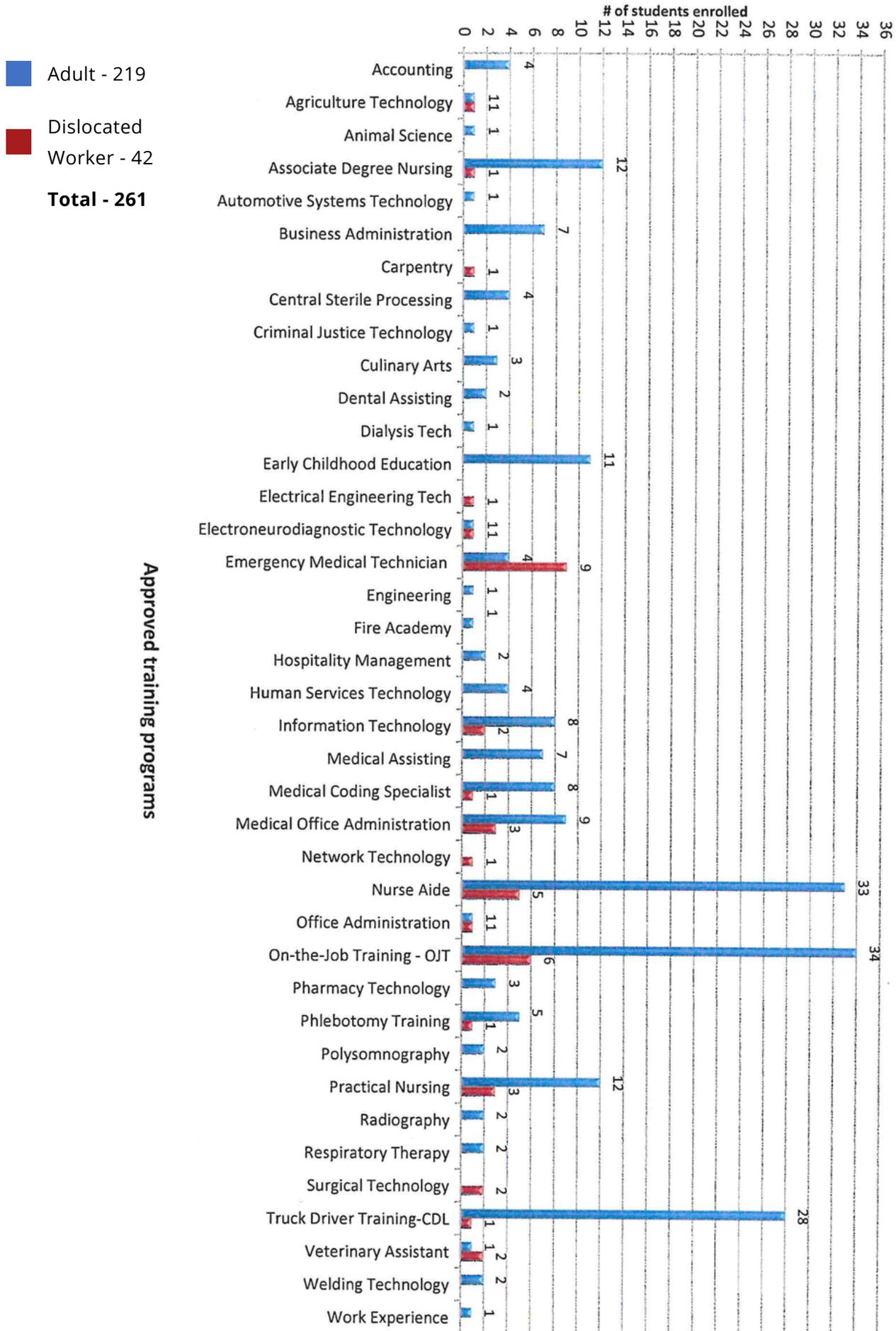


- Adult - 349
- Dislocated Worker - 60
- Youth - 211

Total - 620



Participants of WIOA Funded Training



Participant Data

PY 2021 Annual Performance Eastern Carolina Workforce Development Board, Inc.

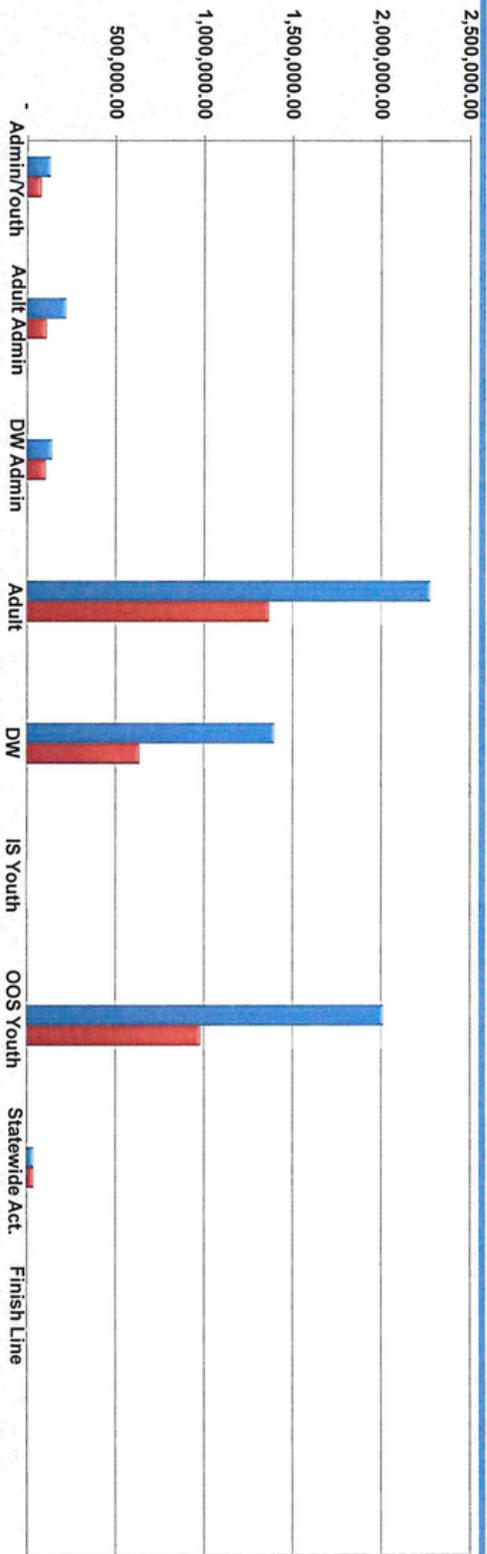
WIOA Title I - Adult, Dislocated Worker, Youth and WIOA Title III Wagner-Peyser
Goal Versus Actual Percentage Achieved for PY 2021 (07/01/2021 — 06/30/2022)

WIOA TITLE I ADULT					
Indicator Type	Employment Q2	Employment Q4	Median Earnings	Credential	Measurable Skill Gains
Actual	78.9%	76.4%	\$6,968	58.7%	60.1%
Goal	76.0%	74.5%	\$5,600	49.0%	47.0%
% of Goal Attained	103.8%	102.6%	124.4%	119.9%	128.0%
WIOA TITLE I DISLOCATED WORKER					
Indicator Type	Employment Q2	Employment Q4	Median Earnings	Credential	Measurable Skill Gains
Actual	76.9%	71.2%	\$7,604	62.0%	74.5%
Goal	81.0%	80.0%	\$6,200	53.6%	51.0%
% of Goal Attained	95.0%	89.0%	122.7%	115.7%	146.0%
WIOA TITLE I YOUTH					
Indicator Type	Employment Q2	Employment Q4	Median Earnings	Credential	Measurable Skill Gains
Actual	72.2%	69.6%	\$4,173	38.0%	53.9%
Goal	71.5%	73.0%	\$3,150	51.7%	47.0%
% of Goal Attained	101.0%	95.4%	132.5%	73.5%	114.7%
WIOA TITLE III WAGNER-PEYSER					
Indicator Type	Employment Q2	Employment Q4	Median Earnings		
Actual	60.8%	64.2%	\$5,592		
Goal	71.7%	70.7%	\$4,900		
% of Goal Attained	84.8%	90.8%	114.1%		

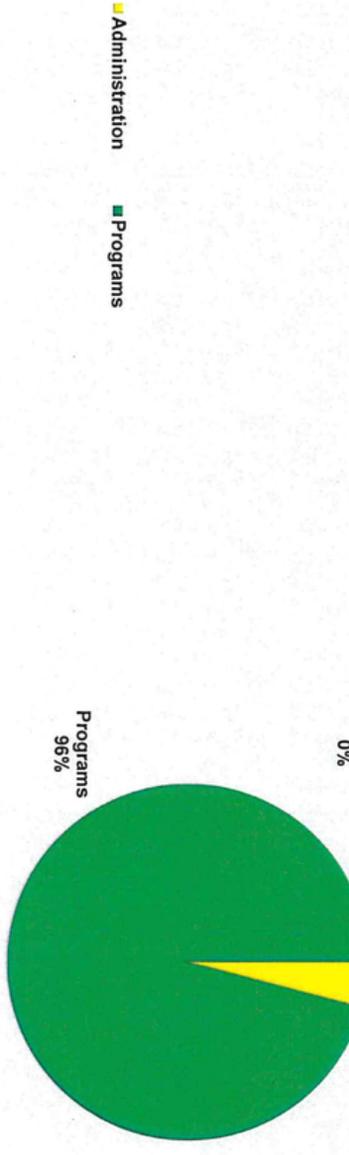
Financial Report - June 30, 2022

Funds Summary	4010	4010	4010	4020	4030	4040	4040	4050	4050	4050	Subtotal	General	Total
	Admin/Youth	Adult Admin	DW Admin	Adult	DW	IS Youth	OOS Youth	Statewide Act.	Finish Line				
Funds Available	134,500.85	\$ 222,169.67	\$ 142,360.81	2,281,300.15	1,402,294.31	-	2,015,737.15	41,607.21	3,027.78		6,242,997.93	29,373.07	6,272,371.00
Funds Expended	79,435.75	\$ 110,238.08	\$ 105,797.87	1,371,554.40	640,002.50	-	982,275.89	41,607.21	3,027.78		3,333,939.48	29,373.07	3,333,939.48
Funds Remaining	55,065.10	111,931.59	36,562.94	909,745.75	762,291.81	-	1,033,461.26	-	(0.00)		2,909,058.45		2,938,431.52
											313.52		

Note: Funds expended are reduced by interest and/or program income attributed to individual funds in the amount of:



Expenditures by Category



Acknowledgements

To our ECWDB staff and NCWorks Career Center staff,

We want to express our sincere appreciation for your professionalism, dedication and contributions to building a strong network of NCWorks Career Centers and partnerships to serve the citizens of eastern North Carolina. It is because of your steadfast desire to help others succeed that we succeed together. Your compassion and willingness to help others comes through in all that you do. Keep shining your light on others.

A special thank you to David Jones for all of the hard-work, time, and dedication he put into constructing this annual report.

To our One-Stop Operators, NCWorks staff and partners,

We are incredibly grateful to our One-Stop Operators, Division of Workforce Solutions and Lenoir Community College for providing leadership through the local NCWorks Career Centers. As a result, the Center Managers, their outstanding staff, and the many partners served over 25,000 customers through their NCWorks Career Centers.

Carteret NCWorks Career Center	Greene County Resource Center	Onslow NCWorks Career Center
Craven NCWorks Career Center	Jones County Resource Center	Pamlico County Resource Center
Duplin NCWorks Career Center	Lenoir NCWorks Career Center	Wayne County NCWorks Career Center

To our Adult and Dislocated Workers Service Providers,

Thank you for providing the highest quality of career planning, counseling services, training, and employment opportunities for Eastern Carolina's Adult and Dislocated Worker WIOA participants. You are making a difference one life at a time.

Carteret Community College	Lenoir Community College
Coastal Carolina Community College	Pamlico Community College
Greene Lamp, Inc.	Wayne Community College
James Sprunt Community College	Two Hawk Workforce Solutions

To our Youth Service Providers,

Thank you for making a positive difference in the lives of future leaders who were served through the local Workforce Innovation and Opportunity Act programs. Our youth look to role models like you and dream bigger dreams as a result.

Carteret Community College	Jones County Schools
Coastal Carolina Community College	Lenoir Community College
Greene Lamp, Inc.	Wayne Community College

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Trapas Pratt, MechWorks Mechanical Contractors, Inc.,
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Human Resources Manager
Anthony Cruz, International Machinist & Aerospace
Workers Union, Labor Representative
Bill Green, Truist Bank, Vice President of Business
Services

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Resources Manager
Joe Wood, United States Cold Storage, General
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David Hill, DP Hill Manufacturing, President
Dr. Norma Sermon-Boyd, Jones County Partnership for
Children, Executive Director

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Bruce Parson, Blind Shop, Owner

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Shannon Vitak, NC Dept. of Health and Human Services,
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Veronica Perez, Concentrix, Site Director
Lindsay Gress, Manager, NCWorks Career Center

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Carla Byrnes, B & B Yacht Designs, Co-Owner
Dr. Jim Ross, Pamlico Community College, President
Lisa Jackson, Superintendent
Pamlico County Schools

Wayne County

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Director of Human Resources
Melanie Sanders, Caswell Development Center, Human
Resources Manager
Amy Hartley, BA QP, Wayne Opportunity Center,
Executive Director

ECWDB Staff



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**Lisa Harvey,
Program Coordinator**



**Trina Hale,
Accounting Technician**



**Debbie Simpkins,
Fiscal Monitor**



**George Kramer,
Business Services
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**Phillip Prescott, Business
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**David Jones, Public
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**Maureen Bell,
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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. This WIOA Title I program publication is funded by the Employment and Training Administration of the US Department of Labor as part of an award to the NC Department of Commerce and ECWDB totaling \$7,039,117 million with 0% financed from non-governmental sources.