



ECWDB/Consortium Meeting Packet September 14, 2023

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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.



**ECWDB/Consortium Meeting
September 14, 2023, 6:00 P.M.**

In-Person: Craven Community College VOLT Center, 205 First Street, New Bern, NC

Virtual: GoToMeeting: <https://meet.goto.com/856580725>

Phone: (571)317-3122 Access Code: 856-580-725

- I. Welcome Dr. Ray Staats, President, Craven Community College
- II. Meeting Call to Order/Pledge of Allegiance Al Searles, Chair
- III. Adoption of Agenda
- IV. Disclosure of Potential Conflict of Interest
 - a. ECWDB Rules of Procedures – Rule 18 – Duty to Vote
“Every Director must vote unless excused by the remaining Directors of the Board. A Director who should be excused from voting shall so inform the Chairman, who shall take a vote of the remaining Directors. No Director shall be excused from voting except in cases involving conflicts of interest, as defined by the Board or by law, or the Director’s official conduct, as defined by the Board. In all other cases, a failure to vote by a Director who is physically present in the Board meeting, or who has withdrawn without being excused by a majority vote of the remaining Directors present, shall be recorded as an affirmative vote.”
- V. Consent Agenda
 - a. Approval of July 13, 2023, ECWDB and Consortium Meeting Minutes
 - b. Business Services Report of August 3, 2023
 - 1. Current Regional Economic Overview
 - 2. ARPA Work-Based Learning Grant
 - 3. NCWorks Center Operations Oversight
 - 4. NCWorks WARN Notice
 - c. Executive Report of August 17, 2023
 - 1. Budget/Personnel
 - 2. Carteret Community College Request for Funds
 - 3. ECWDB-Consortium Meetings
 - 4. PY 2023-2024 Strategic Focus
 - d. Executive Committee Report of August 31, 2023
 - 1. Wayne Community College Request for Funds
 - e. Career Pathways Report of August 31, 2023
 - 1. Program Monitoring, Updates, and Financial Review

2. Updates – ARPA START NOW, Project HIRE, Project Care, Mental Health First Aide Training for Career Advisors, NCPartnership Conference, and Peer Support Specialist Training

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|-------|--------------------------------------------------------------------------------|-----------------------------------------------------|
| VI. | Treasurer's Report | Bill Green, Secretary/Treasurer |
| VII. | Executive Committee Report of August 17, 2023, Item 2 | |
| | 1. Carteret Community College request for \$10,000 in ARPA Substance Use funds | |
| VIII. | Executive Committee Report of August 31, 2023, Item 1 | |
| | 1. Wayne Community College request for \$5,000 in Dislocated Worker funds | |
| IX. | Chairman's Remarks | Al Searles, Chair |
| X. | Craven Community College VOLT Center Presentation | Dr. Ray Statts, President, Craven Community College |
| XI. | Executive Director's Report | Tammy Childers, Executive Director |
| XII. | Open Discussion | |
| XIII. | Adjournment to Tour Facility | |



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**ECWDB/Consortium Meeting
July 13, 2023, 5:30 p.m.
Annual Banquet at The Flame**

Members Present

Board:

(In-Person)

Al Searles
Alex Showalter for Jessica Adams
Angela Bates
Anthony Cruz
Brenda Upchurch
Carla Byrnes
Charles Brogden
David Hill
Dr. Rusty Hunt
James Wolfe
Jason Trull
Kimberly Riggs
Lindsay Gress
Mike Kraszeski
Sheila Glazewski

(Virtual)

Amy Hartley
Frank Emory
Judy Darden

Consortium:

Beatrice Smith
Bob Cavanaugh
Roland Best

Members Absent Excused

Board:

Bill Green
Dr. Norma Sermon-Boyd
Jenna Stafira
Joe Wood
Lisa Jackson
Melanie Sanders
Rick Davis
Veronica Perez

Consortium:

Bevan Foster
Candy Bohmert
Jerry Jones
Lisa Carpenter

Staff/Guests

Maureen Bell
Tammy Childers
Trina Hale
Lisa Harvey
Erik Heck
George Kramer
Debbie Simpkins
David Jones

Introduction

Chairman Al Searles called the July 13, 2023, Board/Consortium meeting to order with a quorum. Mr. James Boyd provided brief opening remarks.

Adoption of Agenda/Consent Agenda

Chairman Searles asked if there were any changes to the agenda. Hearing none, he entertained a motion to accept the agenda as presented. Commissioner Bob Cavanaugh motioned. Mr. Anthony Cruz seconded. Motion passed.

Chairman Searles asked if there were any items needing to be considered separately from the consent agenda. Hearing none, he entertained a motion to accept the consent agenda as presented. Mr. Roland Best motioned. Ms. Ms. Beatrice Smith seconded. Motion passed.

Chairman's Remarks

Chairman Searles provided brief remarks on the state of the region and recognized the hard work of everyone involved. He also acknowledged the hard work of the ECWDB staff to put together the board packet and the Annual Banquet Celebration.

Adjournment

Chairman Searles entertained a motion to adjourn for the Banquet Celebration.

Al Searles, Chair

David Jones, Recorder



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NCWorks Business Services Committee Report
August 3, 2023, 5:00 p.m. virtually via GoToMeeting

<u>Members Present</u>	<u>Members Absent</u>	<u>Staff/Guests Present</u>
Melanie Sanders	Charles Brogden	Phillip Prescott
Dr. Rusty Hunt	Joe Wood	David Jones
	Trapas Pratt	Erik Heck
	James Wolfe	Jamie Wallace
	Rick Davis	Reeshema Walker
	Mike Kraszeski	Lynne Moore
	Lindsay Gress	Tammy Wall
		George Kramer
		Josephine Wallace-Koonce

The committee met to discuss:

1. Current Regional Economic Overview
2. ARPA Work-based Learning Grant
3. NCWorks Center Operations Oversight
4. NCWorks WARN Notices
5. Center Updates

Item 1: Current Regional Economic Overview

Lightcast Regional Economic Overview [Attachment H] was provided to the committee. It includes topics such as demographics, industry characteristics, educational pipeline, in-demand skills, etc. This report will be updated and provided at every meeting.

Of note, the region's population is expected to continue decreasing, while job openings are expected to increase. This is a big concern from a workforce perspective, and will need to be discussed to find out more ways to retain population and bring more people in.

Item 2: ARPA Work-based Learning Grant

ECWDB is adjusting some of the ARPA funds and are putting some into the NC Idea Icehouse training and Incumbent Worker Training. ECWDB also has over OJT 12 pre awards ready to go, but the challenge has been finding participants. They have been working diligently with Two Hawk to do more outreach and find more participants. There is an ongoing outreach campaign with a postcard for WBL that they are sending in batches of 50.

Item 3: NCWorks Center Operations Oversight

The NCWorks Career Center Certification follow-up report was presented and discussed. He will be sending it out to the committee for their review. This report included sections on customer feedback,

technology, outreach opportunities, labor market information, performance goals, continuous improvements, etc.

Item 4: NCWorks WARN Notices

ECWDB received a warning that Yellow Freight is doing layoffs across the state and approximately 150 people were laid off in this region. ECWDB and NCWorks staff is monitoring that situation and will be trying to get those people back into the workforce or get them the help they need.

Item 5: Center Updates

Carteret- They have implemented a summer outreach approach where they were not in the office on Fridays and instead went out into the community. They have noticed success with small businesses and have been able to organize more events with this strategy.

Craven/Pamlico- They have been using DOT cards instead of business cards and have seen a lot more engagement because of it. They have had 3 hiring events with a good turnout, and they have noticed an increase in people showing up. They are also looking for a new Assistant Manager due to a resignation.

Duplin- They had a fantastic training session with their DSS partners. It is mandatory for a one stop is to have social services, so they received direct training. They have also been working with Two Hawk for more OJT referrals and organizing some on-site hiring events.

Lenoir/Green/Jones- They had a hiring event on July 26. They also held an information session for Amazon and will hold events for them every month. One of their new businesses, Bridges of Hope, are now referring justice involved individuals to WIOA. Lenoir Community College has been a great partner for a new system called Watermark. It is responsible for a lot of referrals from different areas to WIOA.

Wayne- They have moved into the new building, although they are still moving much of their supplies. They are working on getting settled and getting everything working properly. They have seen some customers trickle in but haven't made an opening announcement yet due to the ongoing improvements to the building.



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Executive Committee Report
August 17, 2023, 6:00 p.m. via GoToMeeting

<u>Members Present</u>	<u>Members Absent</u>	<u>Staff/Guests Present</u>
Judy Darden	Mike Kraszeski	Tammy Childers
Al Searles	Jason Trull	David Jones
Carla Byrnes	Veronica Perez	
Melanie Sanders		
Frank Emory		
Bill Green		
Bob Cavanaugh		

The committee met to discuss:

1. Budget/Personnel
2. ARPA Contracts
3. ECWDB-Consortium Meetings
4. PY2023-2024 Strategic Focus
5. Updates: NCWorks System Continuous Improvement, ARPA/Program Updates, OurFutureENC, Opportunity Youth

Item 1: Budget/Personnel

The June 30, 2023, Financial Report [Attachment A] showed that of the \$6,642,835.27 funds available, \$3,857,572.76 were expended, which leaves \$2,785,262.51 remaining. The expenditure report was also presented, showing a detailed breakdown of where the funds were spent.

Service providers did a great job last year of trying to increase enrollments and expenditures on participants. The numbers are still low on On-the-Job Training, so there are concerns with Two Hawk. They did see an increase in work-based learning, which at least 20% of youth funds must be spent on, so meeting that threshold was encouraging. Staffing for centers has remained consistent. James Sprunt and Coastal Carolina Community Colleges did very well expending funds in the adult program. Eckerd, Lenoir CC, and Wayne CC did a good job spending youth funds. ARPA programs were just started towards the end of the program year, which is why the numbers for those grants are low.

The service providers are seeing other fund sources dry up, so hopefully they will be able to lean more on WIOA to serve customers. The new Certified Cosmetology training is getting started as a pilot, so that could see an increase in enrollments.

Two Hawk has experienced challenges operating the OJT program. They have about twenty companies that have done pre-awards but are struggling to find participants to fill those positions. They are also struggling to find interest in the ARPA Work-Based Learning Grant for small businesses.

The ARPA Re-Entry and Substance Use grants are making some progress and addressing needs in the region. As an example, Carteret County is partnering with the Department of Corrections to identify people coming out of corrections that need help finding employment. Wayne County worked with over seventy reentry customers, although not all of those served want to be enrolled in WIOA training, so they do not show up in our numbers. Staff are working with the state to address WIOA/ARPA dual enrollment requirements, so they can accurately document the people being served through these grants.

PY 2022-2023 budget revisions [Attachment B] were presented, which showed that they had to move \$4,000 out of staff travel and into board travel. They also moved \$103.00 out of Utilities and into Maintenance & Repairs for minor reasons. The PY 2023-2024 Draft Operations Budget [Attachment C] was also presented, which is similar to the previous year, while taking into consideration the carryover funds. The board travel is back to the previous amount that the board approved before the revisions. They might have to reconsider the travel line items as they are now meeting in-person more.

Recommendation: Concur with the committee's approval of the PY 2023-2024 Budget.

The PY 2023-2024 Program Budget Summary [Attachment D] was presented. ECWDB only gets 25% of their WIOA Adult/DW allocations on July 1, and receives the remaining in October so they award contracts based on total allocations and carry over funds to the service providers through September and then award the remaining funds once final allocations are received. The Program Budget Summary showed the transfer of \$100,000 from Dislocated Worker to Adult, and \$275,000 from In-School to Out-of-School Youth. Once the October portion of funding is received, \$200,000 of Dislocated Worker funds will be transferred into the adult program.

Recommendation: Concur with the committee's approval of the PY 2023-2024 Program Budget Summary.

Chair Searles discussed concerns at the national level to reduce WIOA funding, and while no one knows yet what that will look like, the talk is to reduce funding possibly by 50% and mostly in the Out-of-School Youth program. At this point, the discussions are between the house version and senate versions of the budget.

Personnel was discussed. The committee discussed and recommended a 3% cost of living raise for staff effective July 1, 2023.

Recommendation: Concur with the committee's approval of the pay increase retroactive to July 1, 2023.

The Executive Director was asked to poll the center managers to find out their pain points on how the board might better assist them. The overwhelming response was the need to have dedicated customer service staff working up front to answer the phones and assist customers. As for board involvement, it was requested that board members serve as ambassadors for NCWorks in their local communities to promote services. It was also suggested inviting board members and elected officials to attend career center leadership meetings to meet staff and partners in their county career center.

Item 2 WIOA/ARPA Contracts

Carteret Community College requested \$10,000 of the Substance Use grant to meet the employment, training, and supportive services needs of substance use recovery customers. These customers would be dual enrolled into the Title I program and ARPA. Targeted customers would be to help those at Hope Recovery Center enroll in training and assist with transportation to and from treatment, etc. Carteret Community College staff and the NCWorks teams have been holding sessions at Hope Missions. County is above average for overdose deaths in the state, so the county health department introduced a new overdose response team, which is great with the partnership with Hope Recovery Center.

Recommendation: Concur with the committee's approval of \$10,000 of the Substance Use grant funding.

ECWDB-Consortium Meetings

Discussion ensued about planning the five remaining board meetings. It was recommended that three meetings be held in the various counties such as the Craven Community College Volt Center, Regional Skills Center in Onslow County, Global Transpark in Lenoir County. The committee agreed to have two meetings offsite (September, November, and May), with two meetings planned at the ECWDB offices to address business needs (January and March).

PY2023-2024 Strategic Focus

The committee reviewed the 2023 strategic plan priorities of focus, and it was recommended to continue with the focused one-page document. The 2020-2024 strategic plan document is good to record actual performance and the one-page document will be used to focus on the key priorities. [Attachment E]

Updates: NCWorks System Continuous Improvement, ARPA/Program Updates, OurFutureENC, Opportunity Youth

The NCWorks Commission staff has begun their continuous improvement review of local career centers. As a part of that process, the ECWDB and Center management had to respond with actions taken to ensure ongoing continuous improvements efforts are underway within the career centers, including action steps to better serve jobseekers and businesses, embrace technology, provide staff training, measure Center performance, strategies to improve customer service, etc.

OurFutureENC and Opportunity Youth collaboratives are underway. The partnership continues to make progress toward their outlined strategies to ensure that educational attainment goals are achieved. The remaining myFutureNC funds will be used for outreach in collaboration with the Opportunity Youth efforts in the counties.

The Partnership Conference is coming up in October, and Driver Heating and Air will be recognized for the Small Business Family Friendly Governor's Award.

The Eastern Carolina COG will be hosting a Transportation Summit at the New Bern Convention Center on October 19, 2023.



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Executive Committee Report
August 31, 2023, 5:00 p.m. via GoToMeeting

<u>Members Present</u>	<u>Members Absent</u>	<u>Staff/Guests Present</u>
Judy Darden	Carla Byrnes	Tammy Childers
Al Searles	Bob Cavanaugh	
Melanie Sanders		
Bill Green		
Veronica Perez		
Jason Trull		
Mike Kraszeski		
Frank Emory		

The committee met to discuss:

The committee discussed budget and personnel needs, and a request for Dislocated Worker funding from Wayne Community College.

Item 1: Wayne Community College Request for Funds

Wayne Community College has requested \$5,000 in Dislocated Worker funds to meet the immediate needs of dislocated workers in their area.

Recommendation: Concur with the committee's approval of \$5,000 in DW funds for Wayne CC.



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NCWorks Career Pathways Committee Report

August 31, 2023, 6:00 p.m. via GoToMeeting

<u>Members Present</u>	<u>Members Absent</u>	<u>Staff/Guests Present</u>
Bill Green	Bruce Parson	Phillip Prescott
David Hill	Judy Darden	Debbie Simpkins
Lindsay Gress	Amy Hartley	Lisa Harvey
Veronica Perez		Maureen Bell
Jessica Adams		Trina Hale
Carla Byrnes		David Jones
Brenda Upchurch		George Kramer
		Tammy Childers

The committee met to discuss:

1. Program Monitoring, Updates, and Financial Review
2. Updates – ARPA START NOW, Project HIRE, Project Care, Mental Health First Aide Training for Career Advisors, NCPartnership Conference, and Peer Support Specialist Training

Item 1: Program Monitoring, Updates, and Financial Review

ECWDB staff have been busy getting all the contracts completed for the new program year. They have also been working to get the ARPA grants off the ground. The Work-Based Learning grant (START NOW) has gotten off to a slow start with Two Hawk Workforce Services, but they just added two OJTs. The Incumbent Worker Training Grant is also included with the ARPA WBL grant. The Re-entry grant (Project HIRE) has seen a lot of success from Wayne Community College and Carteret Community Colleges' two re-entry specialists who have been working in Wayne and Carteret Counties to refer customers to WIOA. For Project CARE, the board has hired a temporary staff member from Blue Arbor who is assigned at the Onslow NCWorks Center as a community outreach specialist and is focused on creating substance use and mental health resource materials for customers, employers, and staff.

WIOA enrollment data was presented for the previous program year [Attachment F]. Staff will provide the PY2022 Financial and Participant Report at the next committee meeting. This will include the details of training, outcomes, and expenditures by service provider. The Financial Report of June 30, 2023, [Attachment A] was also presented, which showed that there is \$2,785,282.51 in funds remaining.

Compared to last year, service providers have done a good job. Expenditure levels have increased across all programs. They were able to spend all of their PY21 carryover funds. The PY23 program summary was presented, which shows all PY22 carryover funds and the funds that have been received for PY23. Current program budgets are for the first three months, as we get our final allocations in October, and the board will be able to increase contracts to their full amounts.

Updates – ARPA START NOW, Project HIRE, Project Care, Mental Health First Aide Training for Career

Advisors, NCPartnership Conference, and Peer Support Specialist Training

NCWorks Career Center data from the past four program years was presented [Attachment G]. This data includes services to individuals and employers, etc. The charts will show how they compare to established goals for each center. Staff plans to add to this report moving forward, including breaking down the services to be more detailed.

Grow with Google has seen a lot of success over the past year. They have had over forty people apply for scholarships, over 25 enrolled in the program, and 2 have graduated with their certificate. This program is typically 6 months but is flexible based on how much time participants are willing to spend on their courses. Many are doing the program while working full or part time, so some will take longer. Hopefully by the end of the year, more of the students will be graduating. Staff will be following up with the graduates to get their stories.

Major updates to the website have been published, with the goal of streamlining the website and making it more user friendly.

ECWDB and Two Hawk Workforce Services staff are taking a proactive approach in promoting the Work-Based Learning efforts to small businesses. The ECWDB website has been updated to show the ARPA programs. Staff have created a new postcard for the campaign and are starting to see more engagement. Board staff and Two Hawk staff are also working to reach out to new businesses that have not been reached yet.

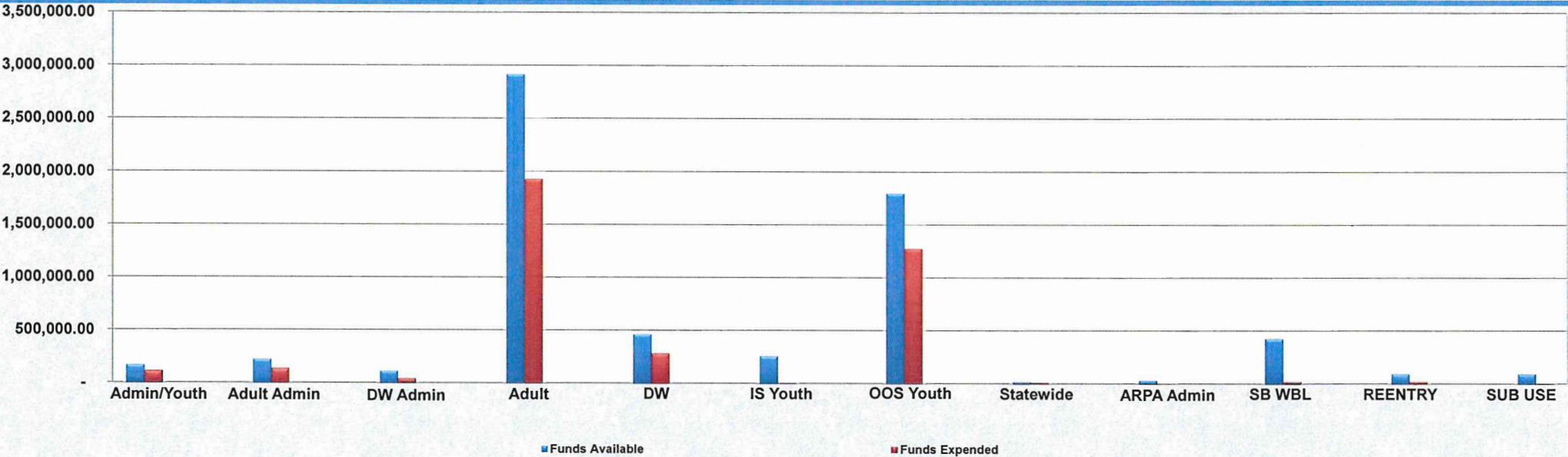
As a part of the ARPA Substance Use Recovery efforts, Mental Health First Aide training will be offered on September 27 & 29 at Coastal Carolina Community College for all our NCWorks staff. Centers are seeing a lot of challenges with customers experiencing depression, anxiety, substance use, homelessness, etc. Attending this training will help career advisors to be better equipped to appropriately refer and serve customers facing additional challenges. The Career Advisors are not Mental Health professionals, but it is important to be aware of what people are going through and how they can connect them with the resources they need.

Driver Heating and Air was selected to receive the Governor's Award as a Small Business Family Friendly Employer and will be recognized at the NCWorks Partnership Conference to be held in Greensboro next month.

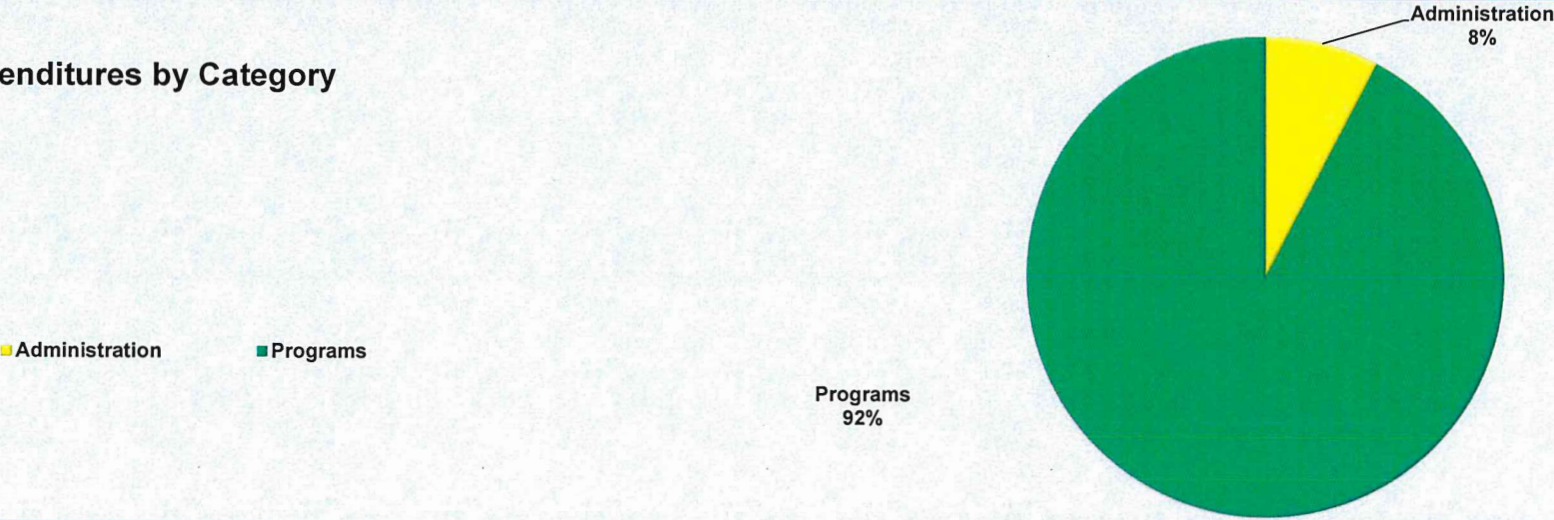
Eastern Carolina Workforce Development Board, Inc.
Financial Report
June 30, 2023

Funds Summary	4010	4010	4010	4020	4030	4040	4040	4050	ARPA 3110	ARPA 3130-8152	ARPA 3130-8154	ARPA 3130-8156	Subtotal	General	Total
	Admin/Youth	Adult Admin	DW Admin	Adult	DW	IS Youth	OOS Youth	Statewide	ARPA Admin	SB WBL	REENTRY	SUB USE			
Funds Available	168,416.10	\$ 224,001.59	\$ 114,601.94	2,918,355.50	464,649.81	256,720.65	1,796,716.61	20,000.00	32,500.00	427,500.00	95,000.00	95,000.00	6,613,462.20	29,373.07	6,642,835.27
Funds Expended	112,875.17	\$ 136,811.48	\$ 44,796.35	1,932,400.60	285,179.83	4,763.61	1,276,798.41	12,592.93	2,740.95	21,831.59	21,750.79	5,031.05	3,857,572.76		3,857,572.76
Funds Remaining	55,540.93	87,190.11	69,805.59	985,954.90	179,469.98	251,957.04	519,918.20	7,407.07	29,759.05	405,668.41	73,249.21	89,968.95	2,755,889.44	29,373.07	2,785,262.51

Note: Funds expended are reduced by interest and/or program income attributed to individual funds in the amount of: 8.64



Expenditures by Category



ECWDB WIOA Expenditure Report
6/30/2023

	YTD	Budget	Amount Remaining	% Spent
4020-WIOA Adult				
4020-6032-Carteret Community College	173,024.55	267,425.00	(94,400.45)	64.7%
4020-6035 Coastal Carolina Community College	274,558.45	362,510.00	(87,951.55)	75.74%
4020-6103 Greene Lamp, Inc.	178,634.03	293,465.00	(114,830.97)	60.87%
4020-6136 James Sprunt Community College	269,249.45	278,967.00	(9,717.55)	96.52%
4020-6169 Lenoir Community College	243,766.25	341,895.00	(98,128.75)	71.3%
4020-6227 Pamlico Community College	4,330.23	12,282.00	(7,951.77)	35.26%
4020-6714 Two Hawk Employment Services	301,196.41	573,000.00	(271,803.59)	52.57%
4020-6331 Wayne Community College	158,371.98	435,311.00	(276,939.02)	36.38%
4020-40 ECWDB	325,672.03	349,900.50	(24,228.47)	93.08%
4020-40 Incumbent Worker Reserve		0.00	0.00	0.0%
4020-0357 NC Manufacturing, Inc.	3,600.00	3,600.00	0.00	100.0%
4020-40 Allocation Held in Reserve			0.00	0.0%
Total 4020-WIOA Adult	1,932,403.38	2,918,355.50	(985,952.12)	66.22%
4030-WIOA Dislocated Worker				
4030-6032 Carteret Community College	16,865.85	25,000.00	(8,134.15)	67.46%
4030-6035 Coastal Carolina Community College	116,915.12	191,940.00	(75,024.88)	60.91%
4030-6103 Greene Lamp, Inc.	22,493.20	25,000.00	(2,506.80)	89.97%
4030-6331 Wayne Community College	6,495.74	25,000.00	(18,504.26)	25.98%
4030-40 ECWDB	122,410.75	189,048.87	(66,638.12)	64.75%
4030-40 Infrastructure Reserve		8,660.94	(8,660.94)	0.0%
4030-40 Allocation Held in Reserve			0.00	0.0%
Total 4030-WIOA Dislocated Worker	285,180.66	464,649.81	(179,469.15)	61.38%
4040-WIOA Youth (In-School)				
4040-6101 Wayne County Public Schools	2,597.54	150,000.00	(147,402.46)	1.73%
4040-40 ECWDB In-School	2,166.08	106,720.65	(104,554.57)	2.03%
4040-40 Allocation In-School Held in Reserve			0.00	0.0%
Total 4040-WIOA Youth (In-School)	4,763.62	256,720.65	(251,957.03)	1.86%
4040-WIOA Youth (Out-of-School)				
4040-6031 Carteret Community College	149,541.00	249,526.00	(99,985.00)	59.93%
4040-6035 Coastal Carolina Community College	135,431.28	216,245.00	(80,813.72)	62.63%
4040-0000 Eckerd Youth Alternatives	336,739.42	352,268.00	(15,528.58)	95.59%
4040-6169 Lenoir Community College	255,686.74	304,948.00	(49,261.26)	83.85%
4040-6331 Wayne Community College	122,273.49	137,585.00	(15,311.51)	88.87%
4040-40 ECWDB Out-of-School	277,128.57	536,144.61	(259,016.04)	51.69%
4040-40 Infrastructure Reserve			0.00	0.0%
4040-40 Allocation Out-of-School Held in Reserve			0.00	0.0%
Total 4040-WIOA Youth (Out-of-School)	1,276,800.50	1,796,716.61	(519,916.11)	71.06%
4050-WIOA Statewide Activities				
4040-40 Employer Services	12,592.93	20,000.00	(7,407.07)	62.97%
Total 4050-WIOA Statewide Activities	12,592.93	20,000.00	(7,407.07)	62.97%
3130-WIA American Rescue Plan Act (ARPA)				
3130-8152-Small Business WBL				
3130-8152 Two Hawk Employment Services	5,549.69	201,102.00	(195,552.31)	2.76%
3130-8152 ECWDB	16,281.90	226,398.00	(210,116.10)	7.19%
Total 3130-8152-Small Business WBL	21,831.59	427,500.00	(405,668.41)	9.95%
3130-8154-WIA Reentry Grant				
3130-8154 Carteret Community College	3,930.94	47,500.00	(43,569.06)	8.28%
3130-8154 Wayne Community College	17,819.85	47,500.00	(29,680.15)	37.52%
Total 3130-8154-WIA Reentry Grant	21,750.79	95,000.00	(73,249.21)	22.9%
3130-8156-WIA Substance Use Grant				
3130-8156 ECWDB	5,031.05	95,000.00	(89,968.95)	5.3%
Total 3130-8156-WIA Substance Use Grant	5,031.05	95,000.00	(89,968.95)	5.3%
TOTAL PROGRAM	3,560,354.52	6,073,942.57	(2,513,588.05)	58.62%
4010 Administration				
4010 ECWDB Administration	294,485.93	507,019.63	(212,533.70)	58.08%
Total 4010 Administration	294,485.93	507,019.63	(212,533.70)	58.08%
3110 ARPA Administration 2022	2,740.95	32,500.00	(29,759.05)	8.43%
Total 4010/3110 Administration	297,226.88	539,519.63	(242,292.75)	55.09%
TOTAL	3,857,581.40	6,613,462.20	(2,755,880.80)	58.33%
PY22 Allocations & PY21 Carryover funds				
4010 Administration PY 2022	303,460.00			
4010 Administration PY 2021	203,559.63			
4020 Adult PY 2022	1,367,161.28			
4020 Adult PY 2021	1,551,194.22			
4030 DW PY 2022	343,827.72			
4030 DW PY 2021	120,822.09			
4040 Youth PY 2022 In-School	255,039.00			
4040 Youth PY 2021 In-School	280,657.25			
4040 Youth PY 2022 Out-of-School	765,117.00			
4040 Youth PY 2021 Out-of-School	752,624.01			
4050 Statewide Activities 2022	20,000.00			
3110 ARPA Administration 2022	32,500.00			
3130 ARPA Small Business WBL	427,500.00			
3130 ARPA Reentry Grant	95,000.00			
3130 ARPA Substance Use	95,000.00			
	6,613,462.20			
Special Funds				
Partner IFA Cost Sharing	5,058.87	16,524.77	(11,465.90)	30.61%
LEAC-myFutureNC	14,445.45	28,610.34	(14,164.89)	50.49%
Total Special Funds	19,504.32	45,135.11	(25,630.79)	43.21%

Attachment B

ECWDB OPERATIONS Budget 2022-2023	2022-2023 BUDGET	Expenses thru 30-Jun-23	Remaining Balance	Budget Revision	REVISED BUDGET
Personnel Expense:					
Staff Wages	\$ 760,324.72	\$ 501,583.11	\$ 258,741.61		\$ 760,324.72
Staff Benefits	\$ 271,009.00	\$ 168,449.14	\$ 102,559.86		\$ 271,009.00
Contract Labor	\$ 101,080.00	\$ 37,114.07	\$ 63,965.93		\$ 101,080.00
Total Personnel Expense	\$ 1,132,413.72	\$ 707,146.32	\$ 425,267.40	\$ -	\$ 1,132,413.72
Travel, Training, Mtgs:					
Staff Travel	\$ 49,000.00	\$ 28,603.63	\$ 20,396.37	\$ (4,000.00)	\$ 45,000.00
Board Travel	\$ 10,000.00	\$ 13,917.35	\$ (3,917.35)	\$ 4,000.00	\$ 14,000.00
Staff & Board Training	\$ 15,000.00	\$ 8,403.00	\$ 6,597.00		\$ 15,000.00
WFDB Meetings	\$ 2,000.00	\$ 401.96	\$ 1,598.04		\$ 2,000.00
Youth Council Meetings	\$ 1,000.00	\$ -	\$ 1,000.00		\$ 1,000.00
Total Travel, Training, Meetings	\$ 77,000.00	\$ 51,325.94	\$ 25,674.06	\$ -	\$ 77,000.00
Occupancy:					
Rent	\$ 38,000.00	\$ 33,433.32	\$ 4,566.68		\$ 38,000.00
Utilities	\$ 9,000.00	\$ 5,849.65	\$ 3,150.35	\$ (103.00)	\$ 8,897.00
Maintenance & Repairs	\$ 3,500.00	\$ 3,602.53	\$ (102.53)	\$ 103.00	\$ 3,603.00
Total Occupancy	\$ 50,500.00	\$ 42,885.50	\$ 7,614.50	\$ -	\$ 50,500.00
Communications					
Web Site Maintenance	\$ 2,000.00	\$ 1,924.95	\$ 75.05		\$ 2,000.00
Equipment/Software	\$ 16,979.00	\$ 10,526.03	\$ 6,452.97		\$ 16,979.00
Total Equipment/Software	\$ 18,979.00	\$ 12,450.98	\$ 6,528.02	\$ -	\$ 18,979.00
Professional Services:					
Annual Audit	\$ 28,000.00	\$ 25,795.00	\$ 2,205.00		\$ 28,000.00
Legal Services	\$ 500.00	\$ -	\$ 500.00		\$ 500.00
Consultants	\$ 1,000.00	\$ 179.28	\$ 820.72		\$ 1,000.00
Contract Work--PB Mares	\$ 4,000.00	\$ 3,941.00	\$ 59.00		\$ 4,000.00
Total Professional Services	\$ 33,500.00	\$ 29,915.28	\$ 3,584.72		\$ 33,500.00
Insurance:					
Business Insurance	\$ 13,021.00	\$ 11,420.00	\$ 1,601.00		\$ 13,021.00
Total Business Insurance	\$ 13,021.00	\$ 11,420.00	\$ 1,601.00		\$ 13,021.00
Operating Expense:					
Advertising--RFP's	\$ 2,000.00	\$ 248.40	\$ 1,751.60		\$ 2,000.00
Conference & Banquet	\$ 6,000.00	\$ 4,281.44	\$ 1,718.56		\$ 6,000.00
Consumables	\$ 9,500.00	\$ 4,530.37	\$ 4,969.63		\$ 9,500.00
Dues & Subscriptions	\$ 10,000.00	\$ 7,424.00	\$ 2,576.00		\$ 10,000.00
Equipment Purchases	\$ 5,000.00	\$ -	\$ 5,000.00		\$ 5,000.00
Equipment Lease	\$ 5,000.00	\$ 3,624.96	\$ 1,375.04		\$ 5,000.00
Equipment R & M	\$ 1,500.00	\$ -	\$ 1,500.00		\$ 1,500.00
Outreach	\$ 6,000.00	\$ -	\$ 6,000.00		\$ 6,000.00
Postage	\$ 1,000.00	\$ 427.53	\$ 572.47		\$ 1,000.00
Telephone	\$ 6,000.00	\$ 5,489.96	\$ 510.04		\$ 6,000.00
Miscellaneous	\$ 6,309.63	\$ 1,107.43	\$ 5,202.20		\$ 6,309.63
Total Operating Expense	\$ 58,309.63	\$ 27,134.09	\$ 31,175.54		\$ 58,309.63
ARPA Program Resources & Supplies	\$ 37,585.00				\$ 37,585.00
Total Operating Budget	\$ 1,421,308.35	\$ 882,278.11	\$ 539,030.24		\$ 1,421,308.35
Funds Available 2022-2023					
WIOA 2022 Administration	\$ 303,460.00	6/30/2024			
WIOA 2021 Carryover Admin	\$ 203,559.63	6/30/2023			
Program -Adult, DW, Youth	\$ 694,203.72	6/30/2023			
ARPA 2022 Administration	\$ 32,500.00	6/30/2024			
ARPA 2022 Substance Use	\$ 95,000.00	6/30/2024			
ARPA 2022 Small Business WBL	\$ 72,585.00	6/30/2024			
Statewide Employer Services	\$ 20,000.00	12/30/2023			\$ -
Total Funds	\$ 1,421,308.35				

Attachment C

ECWDB OPERATIONS Budget	2022-2023	2023-2024
2023-2024	BUDGET	BUDGET JULY
Personnel Expense:		
Staff Wages	\$ 760,324.72	\$ 760,325.00
Staff Benefits	\$ 271,009.00	\$ 271,009.00
Contract Labor	\$ 101,080.00	\$ 101,080.00
Total Personnel Expense	\$ 1,132,413.72	\$ 1,132,414.00
Travel, Training, Mtgs:		
Staff Travel	\$ 45,000.00	\$ 43,000.00
Board Travel	\$ 14,000.00	\$ 10,000.00
Staff & Board Training	\$ 15,000.00	\$ 15,000.00
WFDB Meetings	\$ 2,000.00	\$ 2,000.00
Youth Council Meetings	\$ 1,000.00	\$ 1,000.00
Total Travel, Training, Meetings	\$ 77,000.00	\$ 71,000.00
Occupancy:		
Rent	\$ 38,000.00	\$ 38,000.00
Utilities	\$ 8,897.00	\$ 9,000.00
Maintenance & Repairs	\$ 3,603.00	\$ 3,500.00
Total Occupancy	\$ 50,500.00	\$ 50,500.00
Communications		
Web Site Maintenance	\$ 2,000.00	\$ 2,000.00
Equipment/Software License	\$ 16,979.00	\$ 16,979.00
Total Equipment/Software	\$ 18,979.00	\$ 18,979.00
Professional Services:		
Annual Audit	\$ 28,000.00	\$ 28,000.00
Legal Services	\$ 500.00	\$ 500.00
Consultants	\$ 1,000.00	\$ 1,000.00
Contract Work--PB Mares	\$ 4,000.00	\$ 4,000.00
Total Professional Services	\$ 33,500.00	\$ 33,500.00
Insurance:		
Business Insurance	\$ 13,021.00	\$ 13,021.00
Total Business Insurance	\$ 13,021.00	\$ 13,021.00
Operating Expense:		
Advertising--RFP's	\$ 2,000.00	\$ 2,000.00
Conference & Banquet	\$ 6,000.00	\$ 6,000.00
Consumables	\$ 9,500.00	\$ 9,500.00
Dues & Subscriptions	\$ 10,000.00	\$ 10,000.00
Equipment Purchases	\$ 5,000.00	\$ 5,000.00
Equipment Lease	\$ 5,000.00	\$ 5,000.00
Equipment R & M	\$ 1,500.00	\$ 1,500.00
Outreach	\$ 6,000.00	\$ 6,000.00
Postage	\$ 1,000.00	\$ 1,000.00
Telephone	\$ 6,000.00	\$ 6,000.00
Miscellaneous	\$ 6,309.63	\$ 5,586.09
Total Operating Expense	\$ 58,309.63	\$ 57,586.09
ARPA Substance Use		\$ 89,968.95
ARPA Program Resources & Supplies	\$ 37,585.00	
Total Operating Budget	\$ 1,421,308.35	\$ 1,466,969.04
Funds Available 2023-2024		
WIOA 2023 Administration	\$ 301,383.00	6/30/2024
WIOA 2022 Carryover Admin	\$ 212,536.63	6/30/2023
ARPA 2022 Carryover Admin	\$ 29,759.05	6/30/2024
Employer Services Carryover	\$ 7,407.07	12/30/2023
Program -Adult, DW, Youth	\$ 769,611.24	6/30/2024
ARPA 2022 Carryover Program	\$ 56,303.10	6/30/2024
ARPA 2022 Carryover Substance Use	\$ 89,968.95	6/30/2024
Total Funds	\$ 1,466,969.04	

Fund Code	4010	4020	4030	4040	4040	4050	3110	3130	3130	3130	TOTAL	MY
Funding Title	A/DW/Y	ADULT	DISLOCATED	YOUTH	YOUTH	STATEWIDE	ADMIN	8152	8154	8156	FUNDS	FUTURE
	ADMIN		WORKER	IN-SCHOOL	OOS-SCHOOL	ACTIVITIES	ARPA	SB WBL	REENTRY	SUB USE		NC
PROGRAM ALLOCATIONS 23-24	\$ 301,383.00	\$ 1,046,342.00	\$ 650,847.00	\$ 253,815.00	\$ 761,447.00						\$ 3,013,834.00	
CARRYOVER FUNDS 22-23	\$ 212,536.63	\$ 985,954.90	\$ 179,469.98	\$ 251,957.04	\$ 519,918.20	\$ 7,407.07	\$ 29,759.05	\$ 405,668.41	\$ 73,249.21	\$ 89,968.95	\$ 2,543,352.81	\$ 14,164.89
TRANSFER OF FUNDS		\$ 300,000.00	\$ (300,000.00)	\$ (275,000.00)	\$ 275,000.00						\$ -	
											\$ -	
PROJECTED Total Allocations	\$ 513,919.63	\$ 2,332,296.90	\$ 530,316.98	\$ 230,772.04	\$ 1,556,365.20	\$ 7,407.07	\$ 29,759.05	\$ 405,668.41	\$ 73,249.21	\$ 89,968.95	\$ 5,769,723.44	\$ 14,164.89
<u>Service Provider Name</u>												
Carteret Community College		\$ 200,000.00		\$ 59,742.00	\$ 249,526.00				\$ 43,569.06		\$ 552,837.06	
Coastal Carolina Community College		\$ 280,000.00	\$ 191,940.00		\$ 216,245.00						\$ 688,185.00	
Eckerd Connects					\$ 352,988.00						\$ 352,988.00	
Greene Lamp, Inc.		\$ 150,000.00									\$ 150,000.00	
James Sprunt Community College		\$ 250,000.00									\$ 250,000.00	
Lenoir Community College		\$ 250,000.00			\$ 304,948.00						\$ 554,948.00	
Two Hawk Employment Services		\$ 250,000.00						\$ 195,552.31			\$ 445,552.31	
Wayne Community College		\$ 200,000.00			\$ 160,000.00				\$ 29,680.15		\$ 389,680.15	
Wayne County Schools				\$ 147,402.00							\$ 147,402.00	
Incumbent Worker Grants		\$ 25,000.00									\$ 25,000.00	
NC Idea								\$ 153,813.00			\$ 153,813.00	
ECWDB Employer Services						\$ 7,407.07					\$ 7,407.07	
ECWDB Admin ARPA							\$ 29,759.05				\$ 29,759.05	
ECWDB Program ARPA								\$ 56,303.10		\$ 89,968.95	\$ 146,272.05	
ECWDB Program Oversight Responsibilities	\$ 513,919.63	\$ 378,325.00	\$ 125,000.00	\$ 23,628.04	\$ 242,658.20						\$ 1,283,530.87	\$ 14,164.89
ECWDB Infrastructure Costs		\$ 70,000.00	\$ 50,000.00		\$ 30,000.00						\$ 150,000.00	
Total Service Provider/ECWDB Obligations	\$ 513,919.63	\$ 2,053,325.00	\$ 366,940.00	\$ 230,772.04	\$ 1,556,365.20	\$ 7,407.07	\$ 29,759.05	\$ 405,668.41	\$ 73,249.21	\$ 89,968.95	\$ 5,327,374.56	\$ 14,164.89
Available for Contract/Unobligated		\$ 278,971.90	\$ 163,376.98	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 442,348.88	

Adult program will have funds available to increase contracts if needed
DW will have funds available to award contracts if needed

PY23-24 Strategic Focus



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.

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.

Value: We add economic value to our community by ensuring 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.

2023 PRIORITY FOCUS—IMPROVE WORKFORCE INNOVATION AND OPPORTUNITY ACT TITLE I PROGRAM OUTREACH, PERFORMANCE, AND OUTCOMES.

OUTREACH – Increase outreach and recruitment efforts.

- Hire county focused outreach specialists.
- Promote education opportunities and access to workforce training programs to students, jobseekers, and businesses.
- Raise visibility and public awareness of the Governor's educational attainment goals through the MyFutureNC and Opportunity Youth Collaboratives to promote the region's community colleges, NCWorks partners, and available WIOA Title I resources.
- Offer Title I eligibility training to NCWorks partners (K-12, community colleges, DSS, Community Partners) on career pathways resources, services, labor market data, etc.

PERFORMANCE - Ensure accountability.

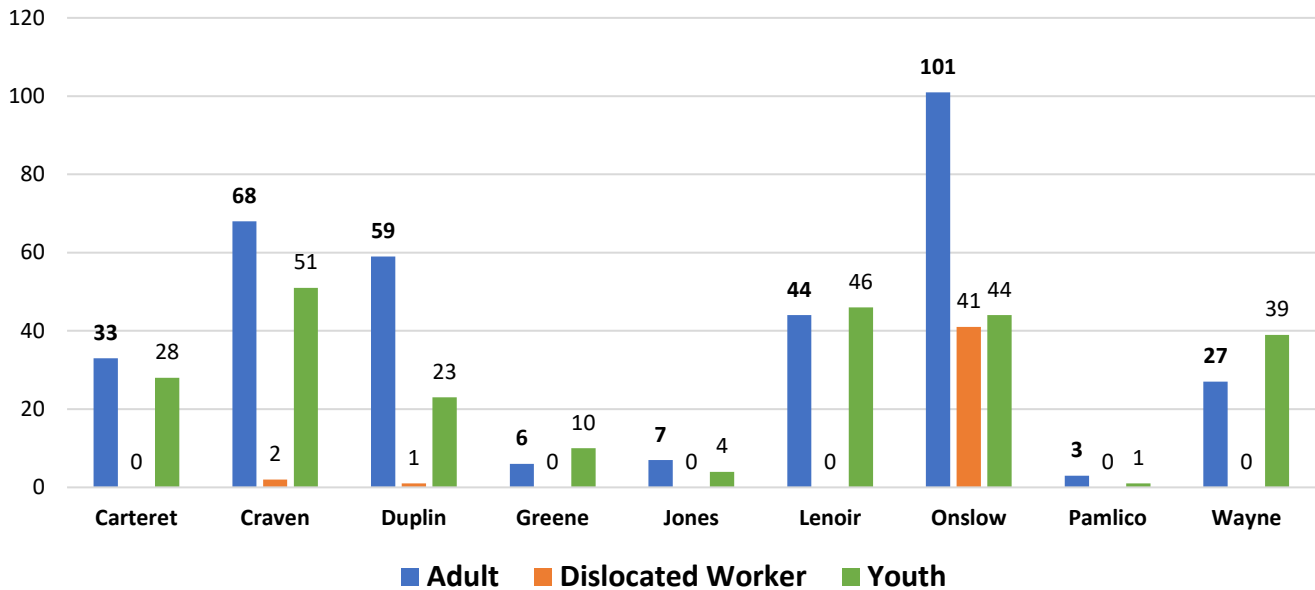
- Improve communication at all levels.
- Reexamine and improve policies for clarity and efficiency.
- Ensure NCWorks Career staff & partners are cross trained on Title I eligibility to assist in identifying eligible customers.
- Enforce performance goals and action plans to increase enrollments into training and ensure expenditure goals are met.

OUTCOMES - Increase participant enrollments, credential rates, and employment outcomes.

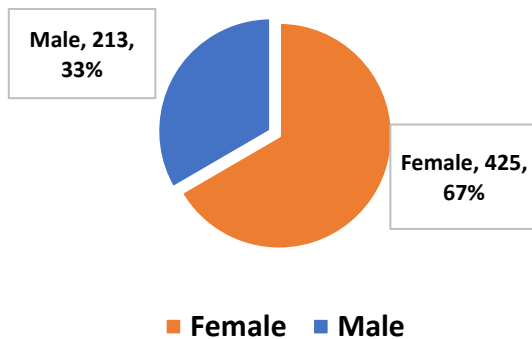
- Use data to drive operational efficiency. Review service provider data reports and implement action plans.
- Increase outreach and recruitment efforts to ensure an 80% and above target enrollment goals is achieved.
- Increase expenditure levels to 80% and above target.

Program Year 2022 – 2023 WIOA Title I Program Information

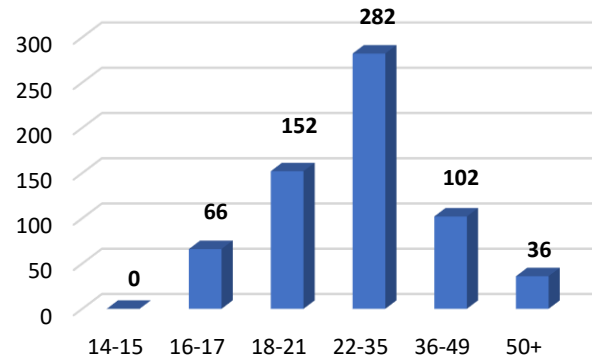
PY 22-23 WIOA Title I Enrollments by County and Program



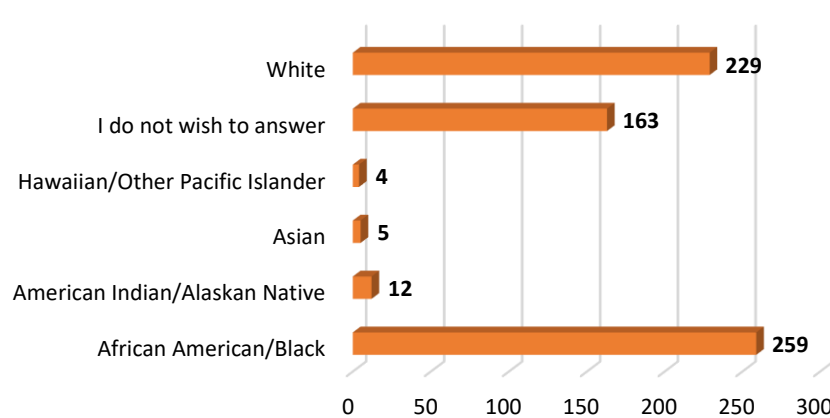
PY 22-23 WIOA Title I Enrollments by Gender



PY 22-23 WIOA Title I Enrollments by Age



PY 22-23 WIOA Title I Enrollments by Race



Program Year 2022 – 2023 WIOA Title I Program Information

PY 22-23 WIOA Title I Enrollments by County and Program				
County	Adult	Dislocated Worker	Youth	
Carteret	33	0	28	
Craven	68	2	51	
Duplin	59	1	23	
Greene	6	0	10	
Jones	7	0	4	
Lenoir	44	0	46	
Onslow	101	41	44	
Pamlico	3	0	1	
Wayne	27	0	39	
				TOTAL ENROLLED
TOTALS	348	44	246	638

PY 22-23 WIOA Title I Enrollments by Gender	
Female	425
Male	213

PY 22-23 WIOA Title I Enrollments by Age	
14-15	0
16-17	66
18-21	152
22-35	282
36-49	102
50+	36

PY 22-23 WIOA Title I Enrollments by Race	
African American/Black	259
American Indian/Alaskan Native	12
Asian	5
Hawaiian/Other Pacific Islander	4
I do not wish to answer	163
White	229

Attachment G
NCWorks Career Center Performance Report

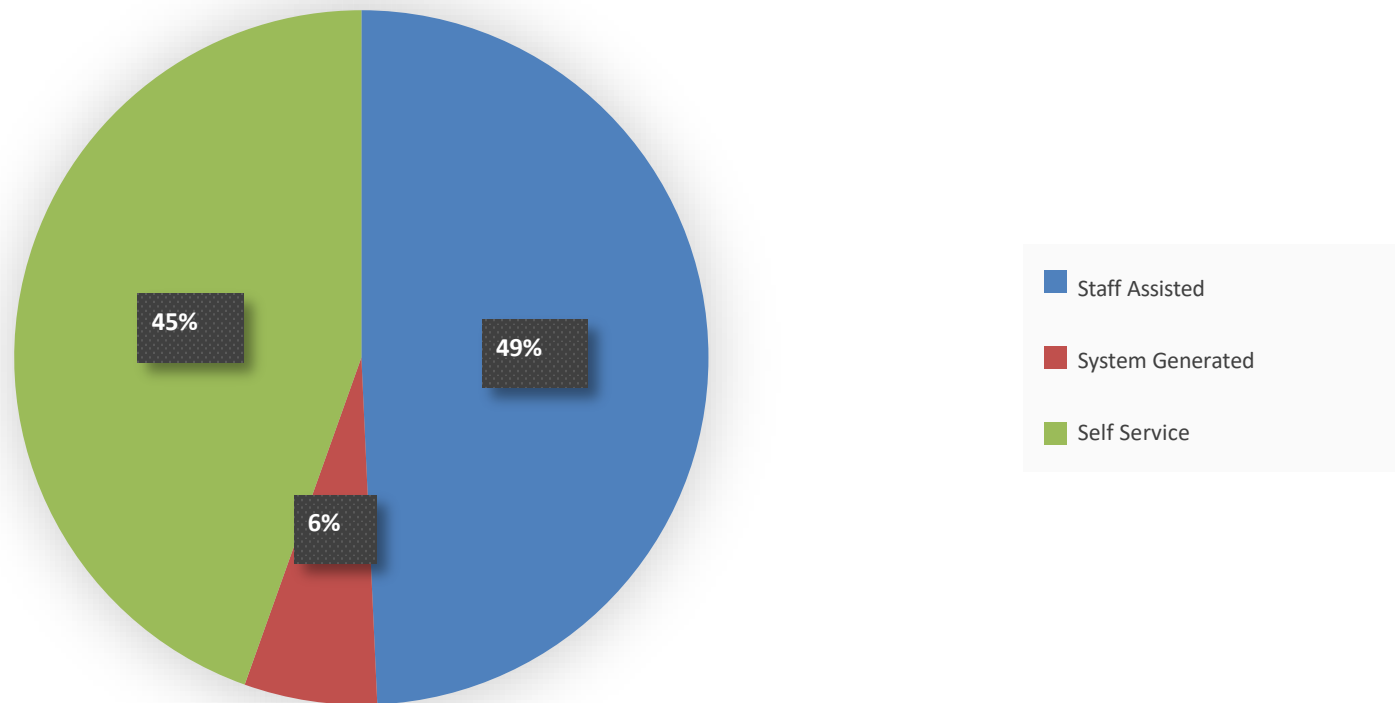
ECWDB Region PY22
Services Provided Individuals

Staff Assisted
63,336

System Generated
7,956

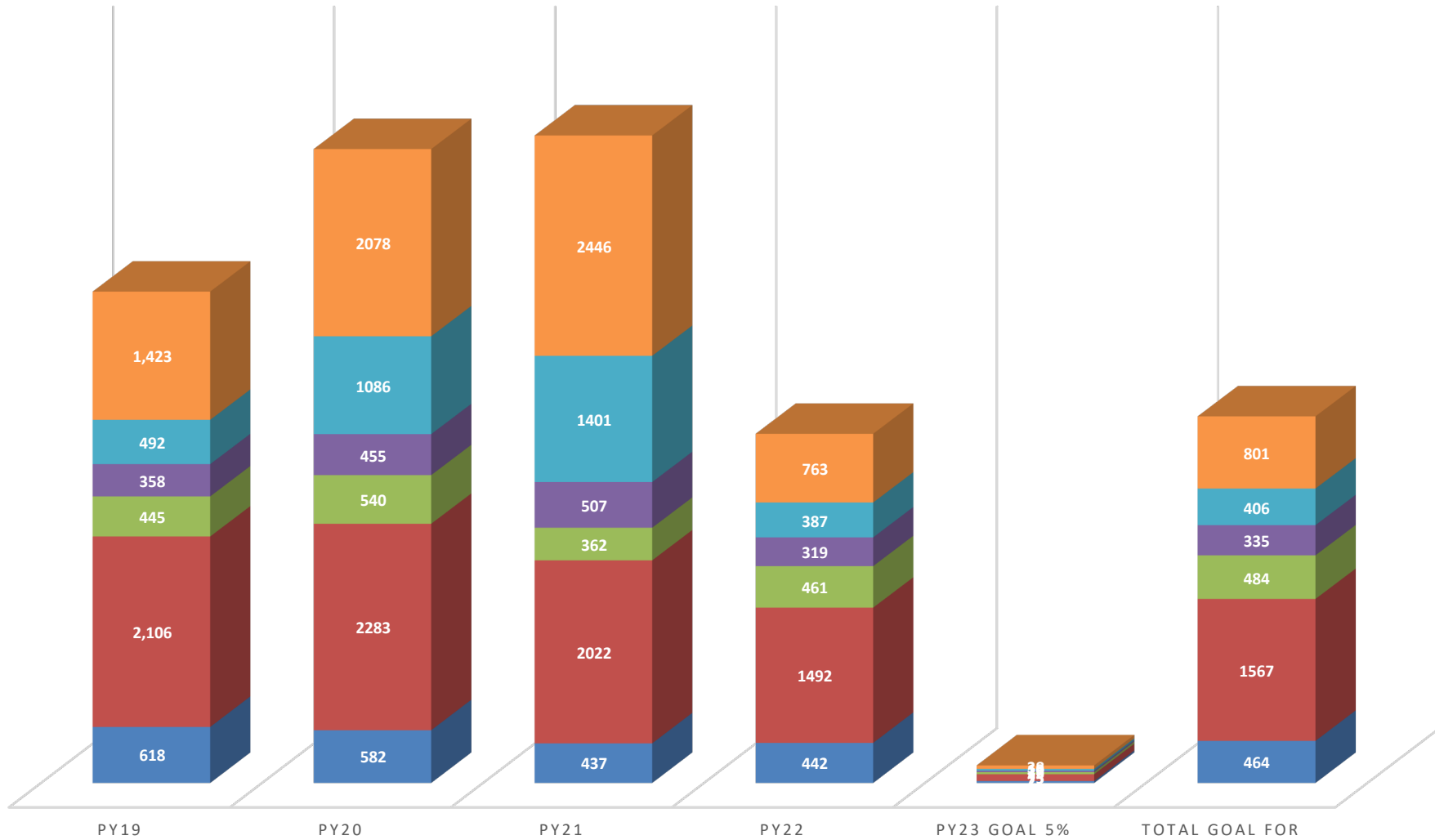
Self Service
57,258

Services Provided Individuals

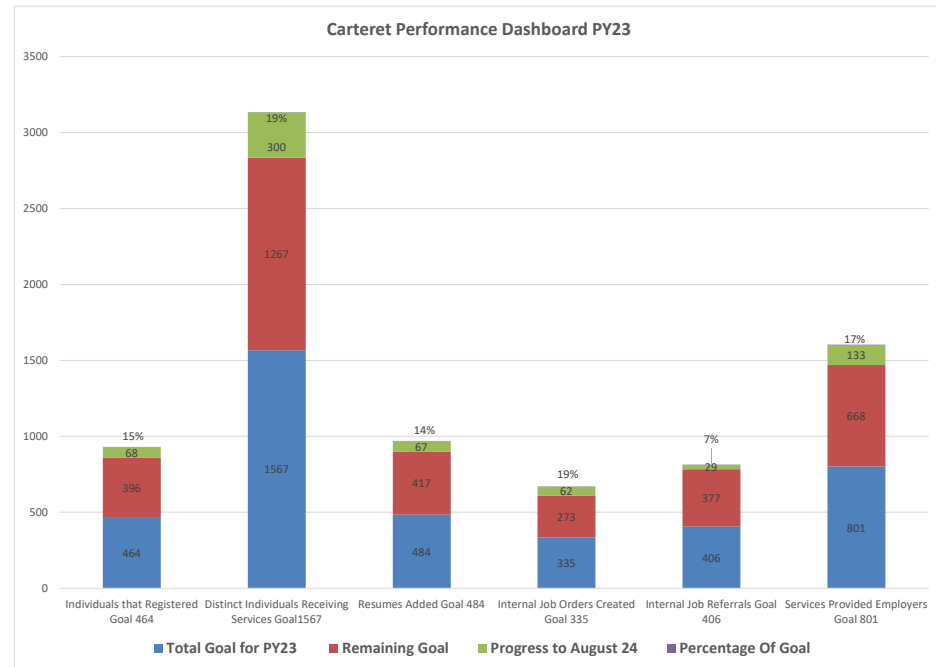


CARTERET FOUR YEAR COMPARISON

- Total number of Individuals that Registered
- Total number of Resumes Added
- Total number of Internal Job Referrals
- Total number of Distinct Individuals Receiving Services
- Total number of Internal Job Orders Created
- Total number of Services Provided Employers



Activity	Total Goal for PY23	Remaining Goal	Progress to August 24	Percentage Of Goal
Individuals that Registered Goal 464	464	396	68	15%
Distinct Individuals Receiving Services Goal 1567	1567	1267	300	19%
Resumes Added Goal 484	484	417	67	14%
Internal Job Orders Created Goal 335	335	273	62	19%
Internal Job Referrals Goal 406	406	377	29	7%
Services Provided Employers Goal 801	801	668	133	17%



Carteret Performance Chart

Activity	PY19	PY20	PY21	PY22	PY23 Goal 5%	Total Goal for PY23	Progress to August 24
Total number of Individuals that Registered	618	582	437	442	22	464	68
Total number of Distinct Individuals Receiving Services	2,106	2283	2022	1492	75	1567	300
Total number of Resumes Added	445	540	362	461	23	484	67
Total number of Internal Job Orders Created	358	455	507	319	16	335	62
Total number of Internal Job Referrals	492	1086	1401	387	19	406	29
Total number of Services Provided Employers	1,423	2078	2446	763	38	801	133

Attachment H



ECWDB Region

Eastern Carolina Workforce Development Board



1341 S. Glenburnie Road
New Bern, North Carolina 28562

Contents

Report Parameters	1
Economy Overview	2
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Business Characteristics	21
Workforce Characteristics	23
Educational Pipeline	29
In-Demand Skills	30

Report Parameters

9 Counties

37031	Carteret County, NC	37107	Lenoir County, NC
37049	Craven County, NC	37133	Onslow County, NC
37061	Duplin County, NC	37137	Pamlico County, NC
37079	Greene County, NC	37191	Wayne County, NC
37103	Jones County, NC		

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen geographical areas.

Economy Overview

633,631

Population (2022)

Population **decreased by 15,388** over the last 5 years and is projected to **decrease by 19,532** over the next 5 years.

293,422

Total Regional Employment

Jobs **decreased by 2,987** over the last 5 years but are projected to **grow by 5,748** over the next 5 years.

\$56.3K

Avg. Earnings Per Job (2022)

Regional average earnings per job are **\$24.5K below** the national average earnings of \$80.8K per job.

Takeaways

- As of 2022 the region's population **declined by 2.4%** since 2017, falling by 15,388. Population is expected to **decrease by 3.1%** between 2022 and 2027, losing 19,532.
- From 2017 to 2022, jobs **declined by 1.0%** in ECWDB Region from 296,409 to **293,422**. This change **fell short of the national growth rate of 3.8% by 4.8%**. As the number of jobs declined, the **labor force participation rate increased from 56.1% to 58.8% between 2017 and 2022**.
- Concerning educational attainment, **15.1% of the selected regions' residents possess a Bachelor's Degree** (5.7% below the national average), and **11.7% hold an Associate's Degree** (2.9% above the national average).
- The top three industries in 2022 are Federal Government, Military, Restaurants and Other Eating Places, and Education and Hospitals (Local Government).

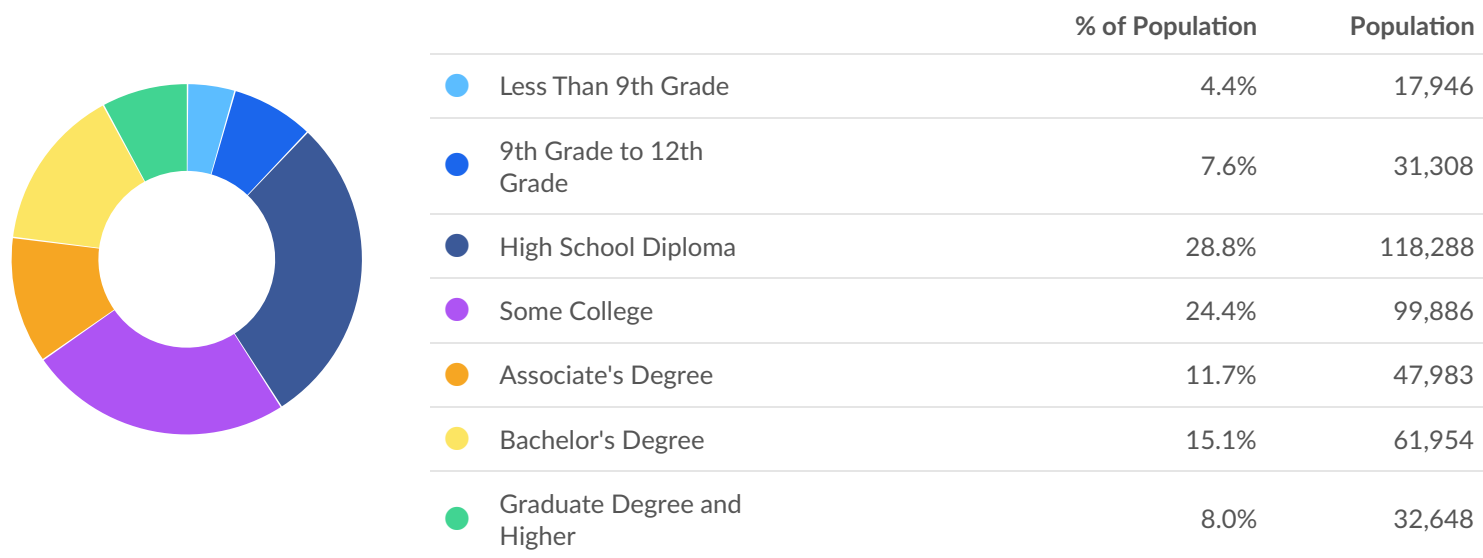
	Population (2023)	Labor Force (Apr 2023)	Jobs (2022)	Cost of Living	GRP	Imports	Exports
Region	629,062	267,804	293,422	95.8	\$34.74B	\$57.10B	\$71.14B
ECWDB Region	629,062	267,804	293,422	95.8	\$34.74B	\$57.10B	\$71.14B

Apr 2023 Labor Force Breakdown



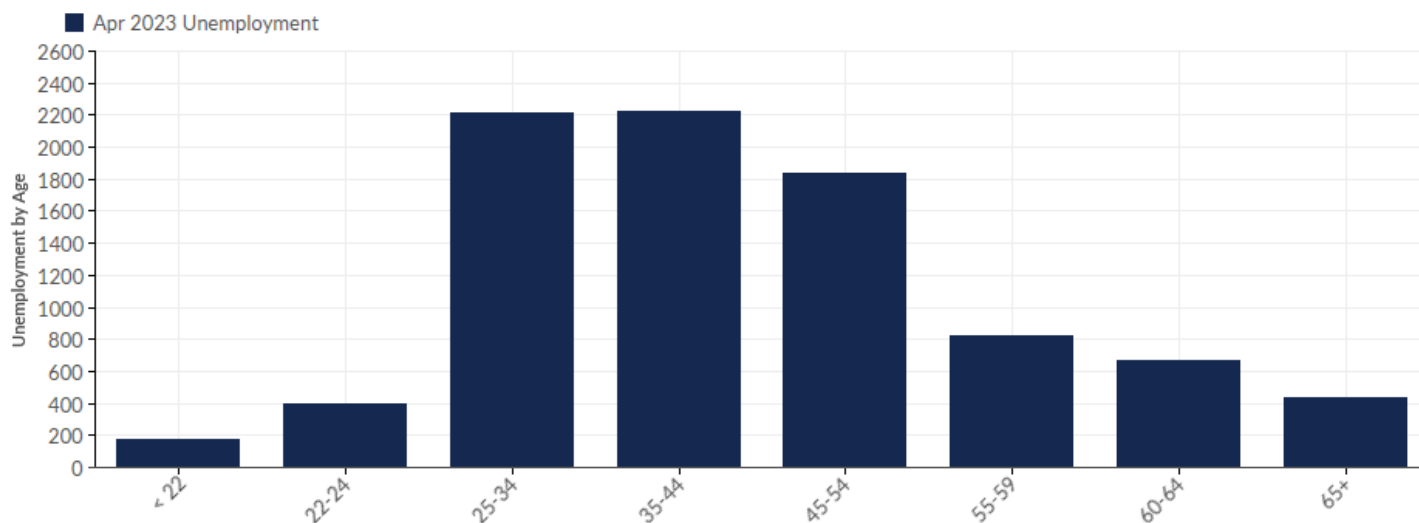
Educational Attainment

Concerning educational attainment, **15.1% of the selected regions' residents possess a Bachelor's Degree** (5.7% below the national average), and **11.7% hold an Associate's Degree** (2.9% above the national average).



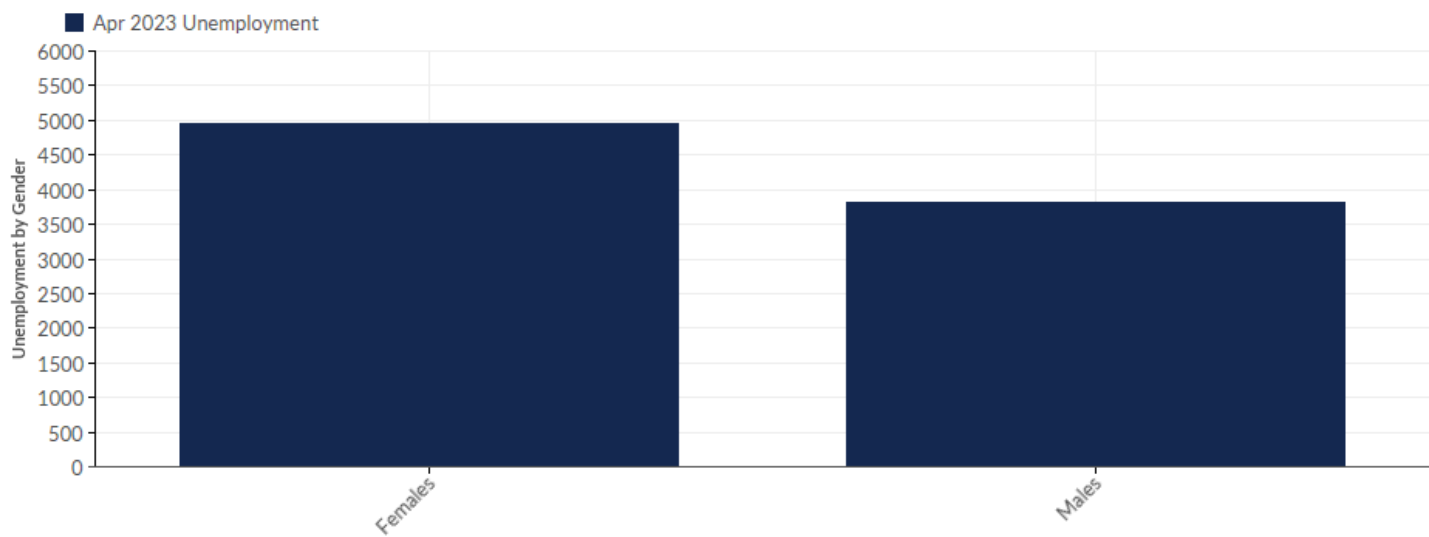
Unemployment by Demographics

Unemployment by Age



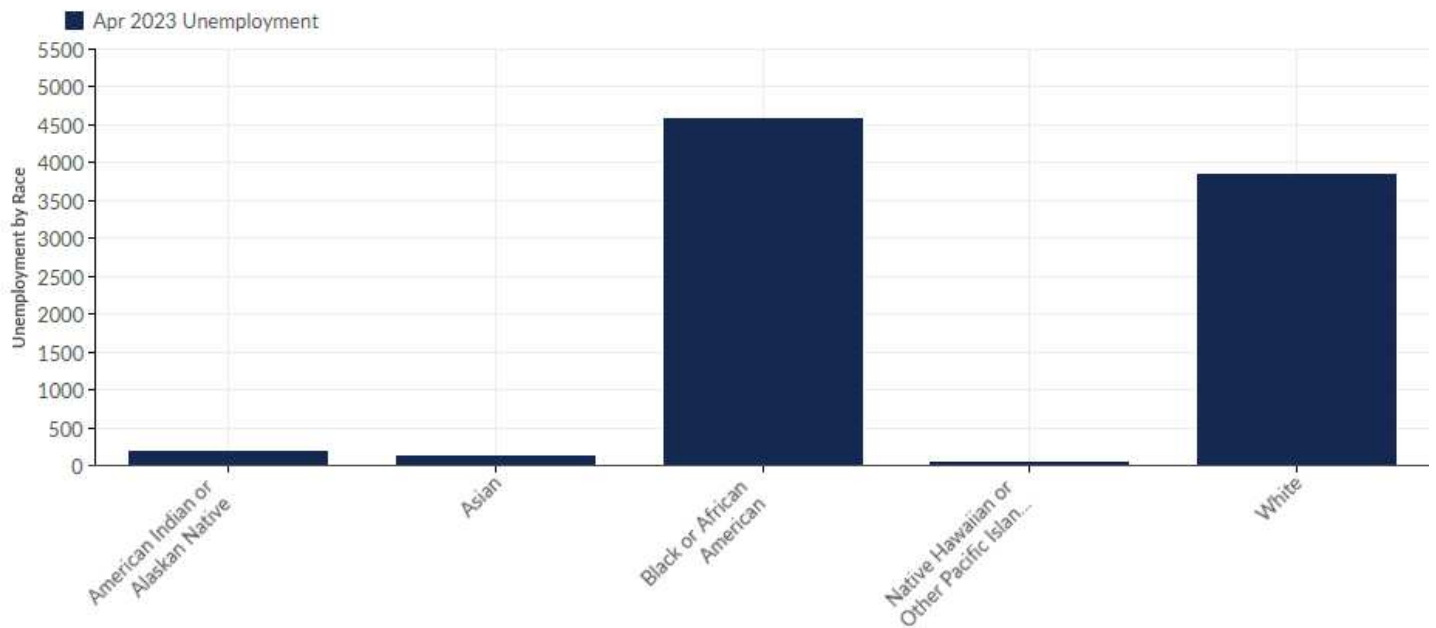
Age	Unemployment (Apr 2023)	% of Unemployed
< 22	169	1.93%
22-24	399	4.55%
25-34	2,213	25.24%
35-44	2,225	25.38%
45-54	1,834	20.92%
55-59	823	9.39%
60-64	671	7.65%
65+	433	4.94%
Total	8,767	100.00%

Unemployment by Gender



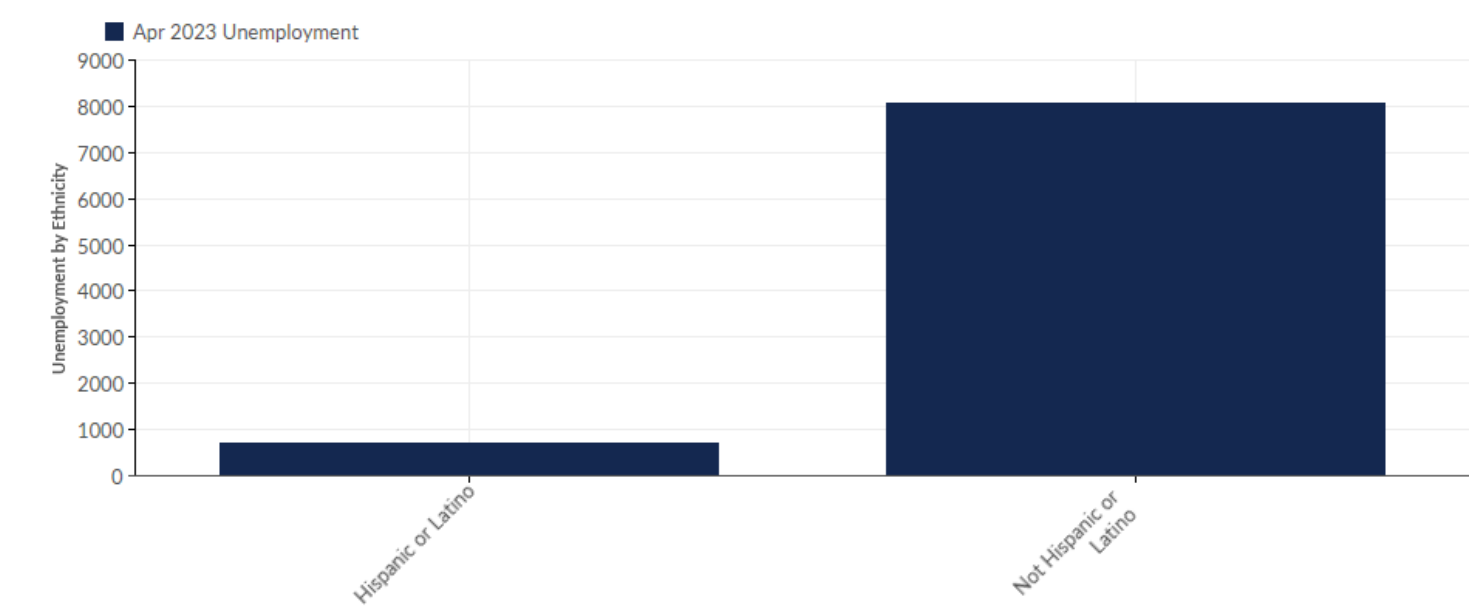
Gender	Unemployment (Apr 2023)	% of Unemployed
Females	4,960	56.58%
Males	3,807	43.42%
Total	8,767	100.00%

Unemployment by Race



Race	Unemployment (Apr 2023)	% of Unemployed
American Indian or Alaskan Native	176	2.01%
Asian	114	1.30%
Black or African American	4,589	52.34%
Native Hawaiian or Other Pacific Islander	36	0.41%
White	3,852	43.94%
Total	8,767	100.00%

Unemployment by Ethnicity

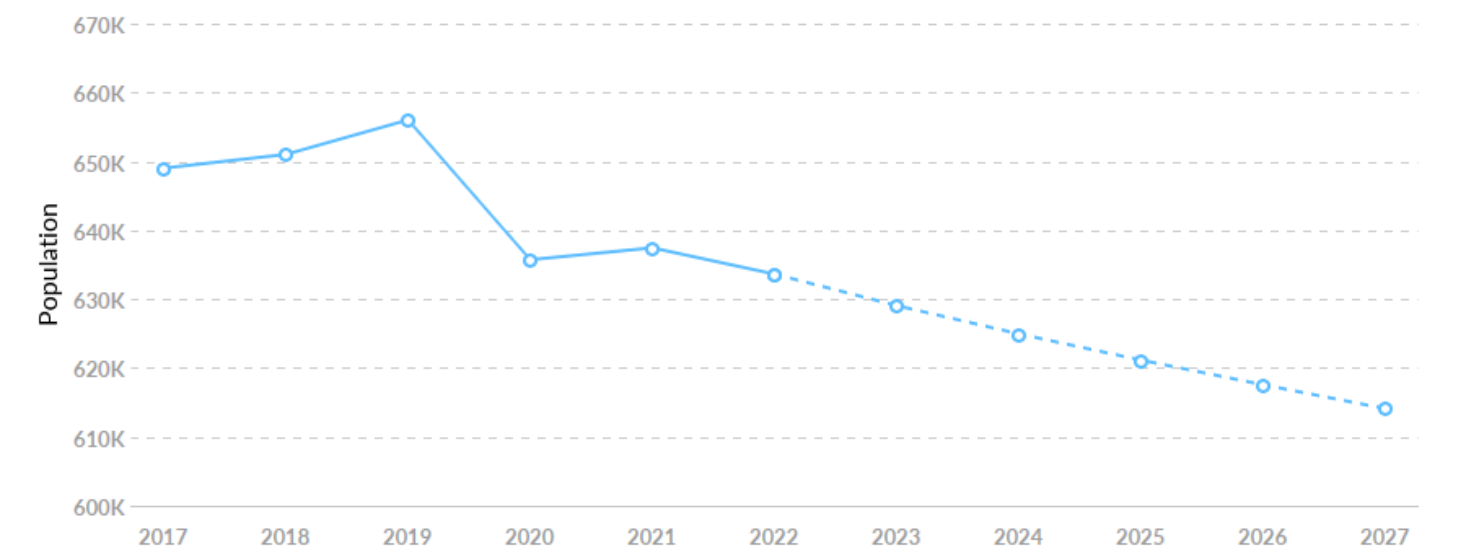


Ethnicity	Unemployment (Apr 2023)	% of Unemployed
Hispanic or Latino	697	7.95%
Not Hispanic or Latino	8,070	92.05%
Total	8,767	100.00%

Historic & Projected Trends

Population Trends

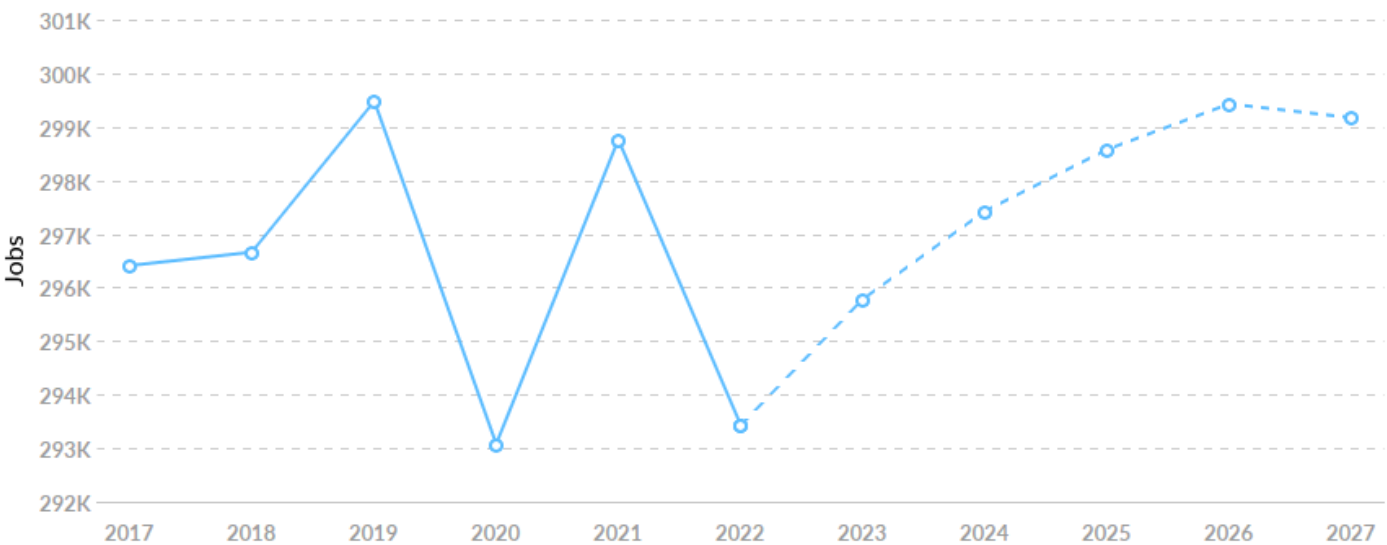
As of 2022 the region's population **declined by 2.4%** since 2017, falling by 15,388. Population is expected to **decrease by 3.1%** between 2022 and 2027, losing 19,532.



Timeframe	Population
2017	649,019
2018	651,011
2019	656,023
2020	635,719
2021	637,447
2022	633,631
2023	629,062
2024	624,949
2025	621,145
2026	617,564
2027	614,099

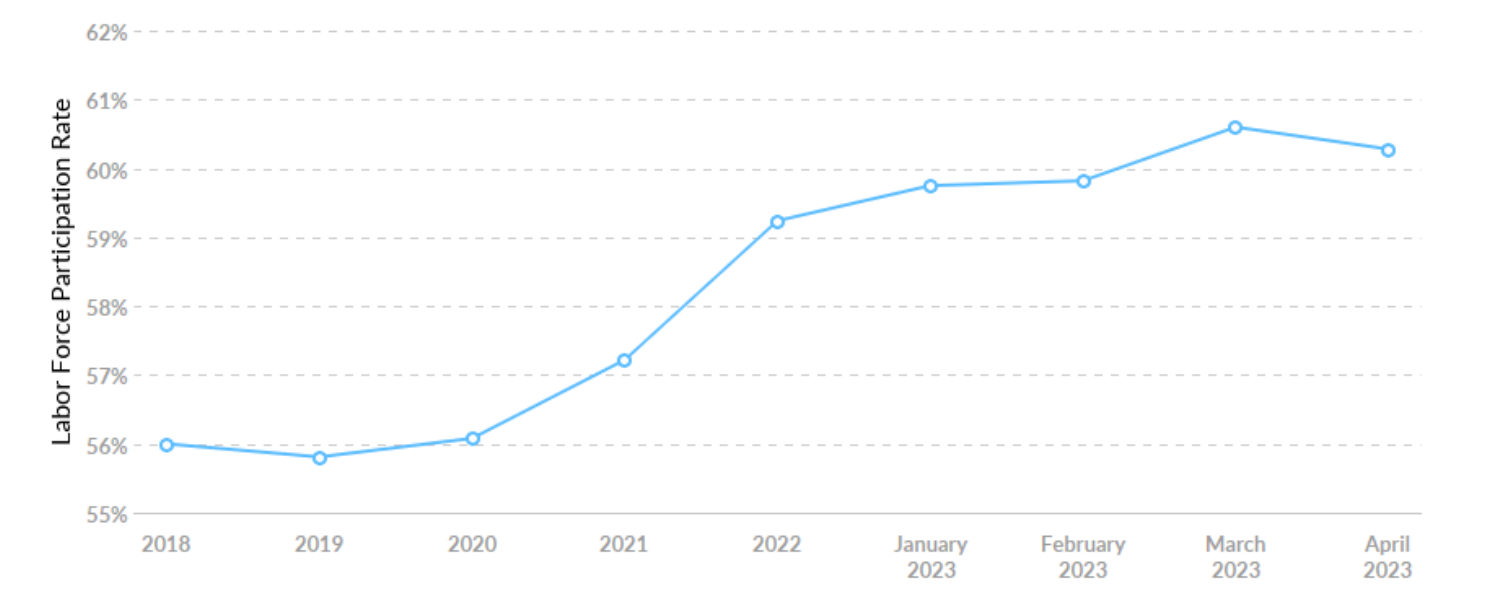
Job Trends

From 2017 to 2022, jobs declined by 1.0% in ECWDB Region from 296,409 to 293,422. This change fell short of the national growth rate of 3.8% by 4.8%.



Timeframe	Jobs
2017	296,409
2018	296,659
2019	299,467
2020	293,053
2021	298,740
2022	293,422
2023	295,780
2024	297,426
2025	298,575
2026	299,427
2027	299,170

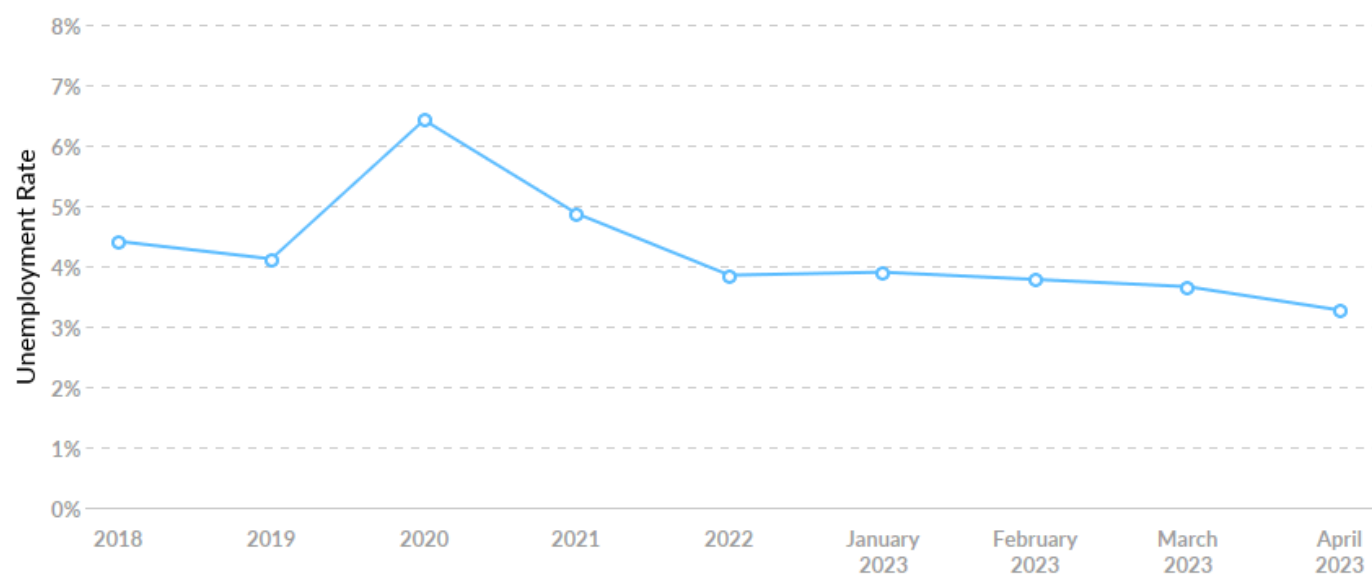
Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2018	56.00%
2019	55.81%
2020	56.08%
2021	57.22%
2022	59.24%
January 2023	59.75%
February 2023	59.82%
March 2023	60.60%
April 2023	60.28%

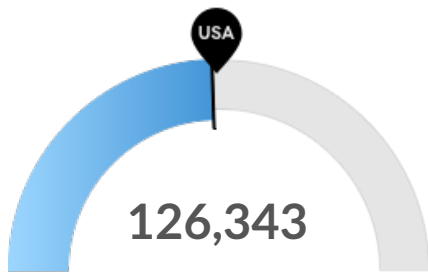
Unemployment Rate Trends

Your areas had an April 2023 unemployment rate of 3.27%, **decreasing from 4.41%** 5 years before.



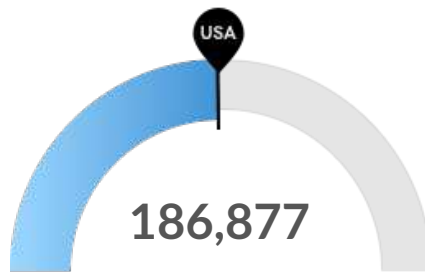
Timeframe	Unemployment Rate
2018	4.41%
2019	4.12%
2020	6.42%
2021	4.87%
2022	3.85%
January 2023	3.90%
February 2023	3.78%
March 2023	3.66%
April 2023	3.27%

Population Characteristics



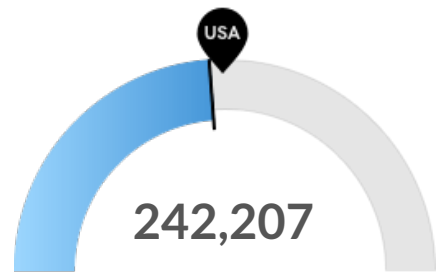
Millennials

Your area has 126,343 millennials (ages 25-39). The national average for an area this size is 130,208.



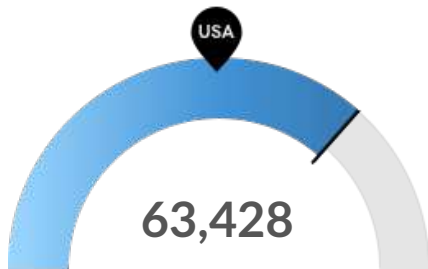
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 189,473 people 55 or older, while there are 186,877 here.



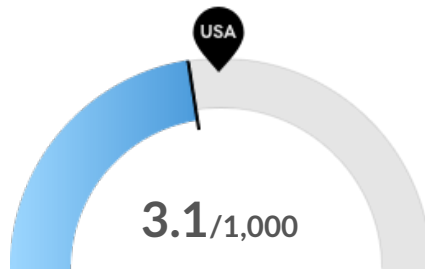
Racial Diversity

Racial diversity is about average in your area. The national average for an area this size is 259,402 racially diverse people, while there are 242,207 here.



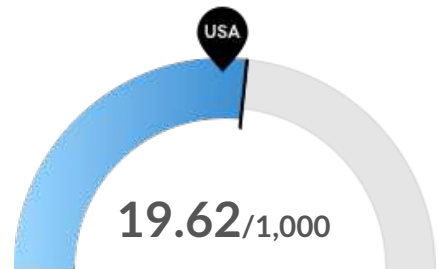
Veterans

Your area has 63,428 veterans. The national average for an area this size is 33,479.



Violent Crime

Your area has 3.1 violent crimes per 1,000 people. The national rate is 3.59 per 1,000 people.

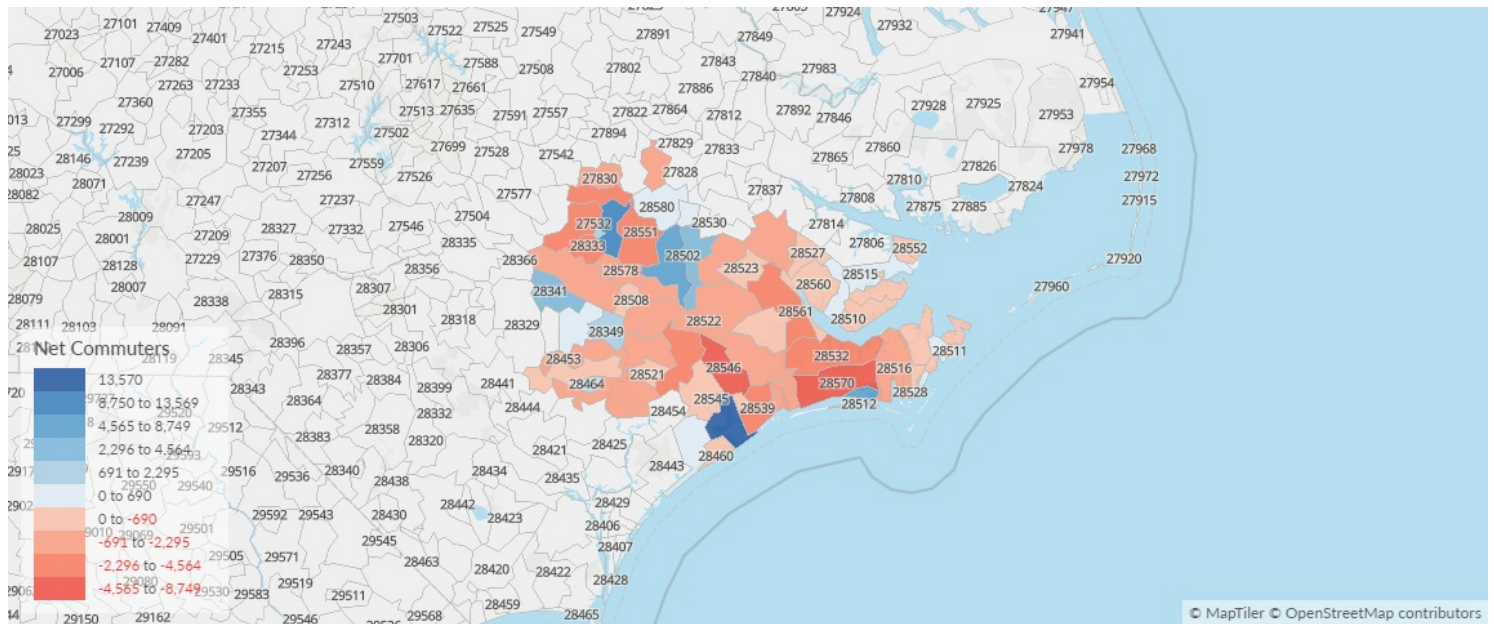


Property Crime

Your area has 19.62 property crimes per 1,000 people. The national rate is 17.8 per 1,000 people.

Place of Work vs Place of Residence

Understanding where talent in the region currently works compared to where talent lives can help you optimize site decisions.



Where Talent Works

ZIP	Name	2022 Employment
28546	Jacksonville, NC (in On...	25,092
28540	Jacksonville, NC (in On...	23,557
27534	Goldsboro, NC (in Wayn...	23,107
28562	New Bern, NC (in Crave...	19,953
28547	Camp Lejeune, NC (in O...	17,118

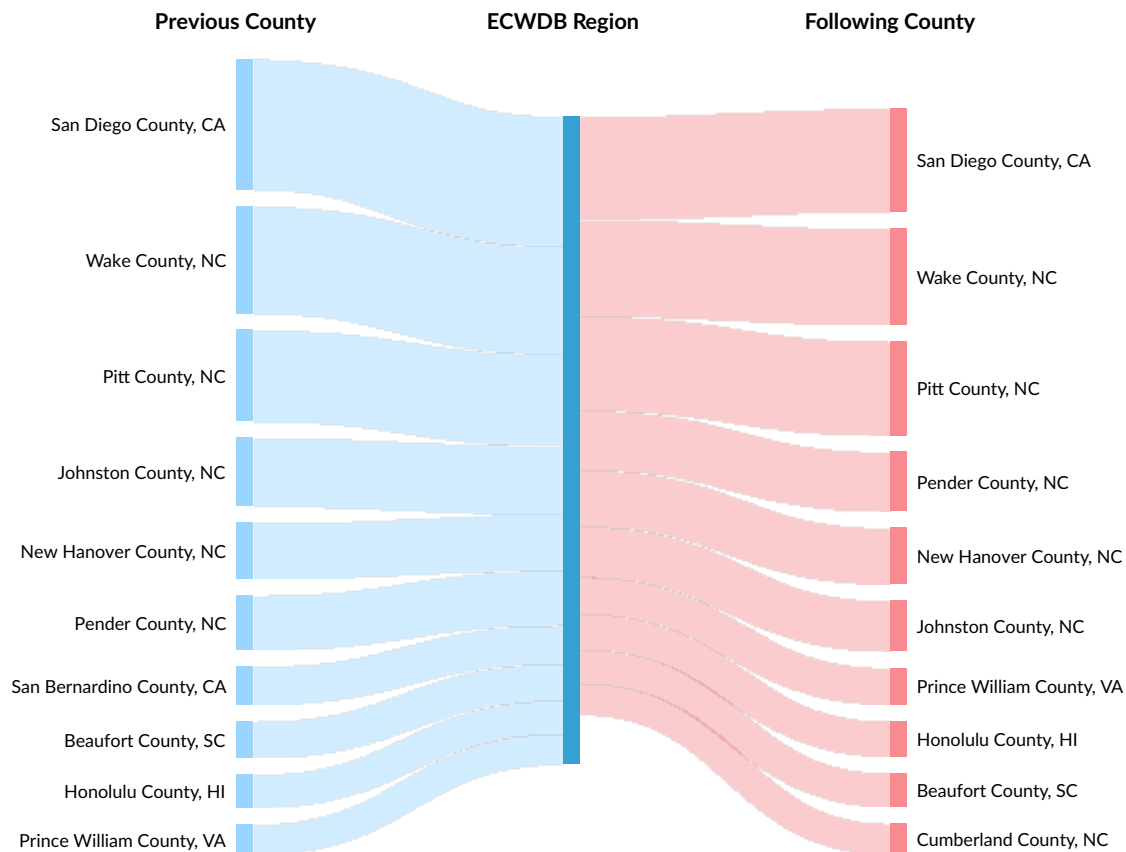
Where Talent Lives

ZIP	Name	2022 Workers
28546	Jacksonville, NC (in On...	29,948
28540	Jacksonville, NC (in On...	23,708
28562	New Bern, NC (in Crave...	23,461
27530	Goldsboro, NC (in Wayn...	17,066
27534	Goldsboro, NC (in Wayn...	14,357

Inbound and Outbound Migration

The table below analyzes past and current residents of ECWDB Region. The left column shows residents of other counties migrating to ECWDB Region. The right column shows residents migrating from ECWDB Region to other counties.

As of 2020, 1,640 people have migrated from San Diego County, CA to ECWDB Region. In the same year, 1,299 people left ECWDB Region migrating to San Diego County, CA. The total Net Migration for ECWDB Region in 2020 was -430.

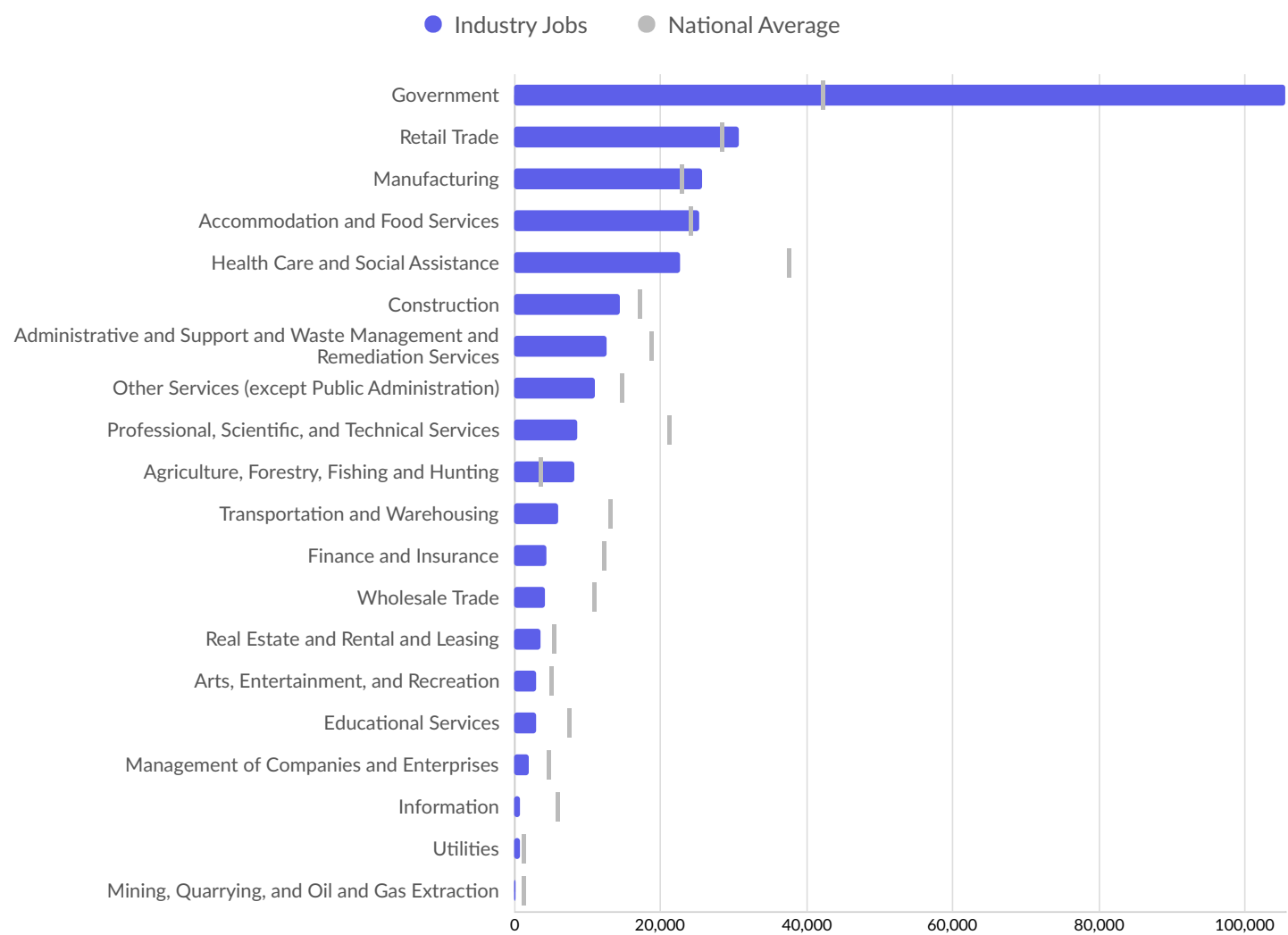


Top Previous Counties	Migrations
San Diego County, CA	1,640
Wake County, NC	1,351
Pitt County, NC	1,148
Johnston County, NC	864
New Hanover County, NC	704
Pender County, NC	687

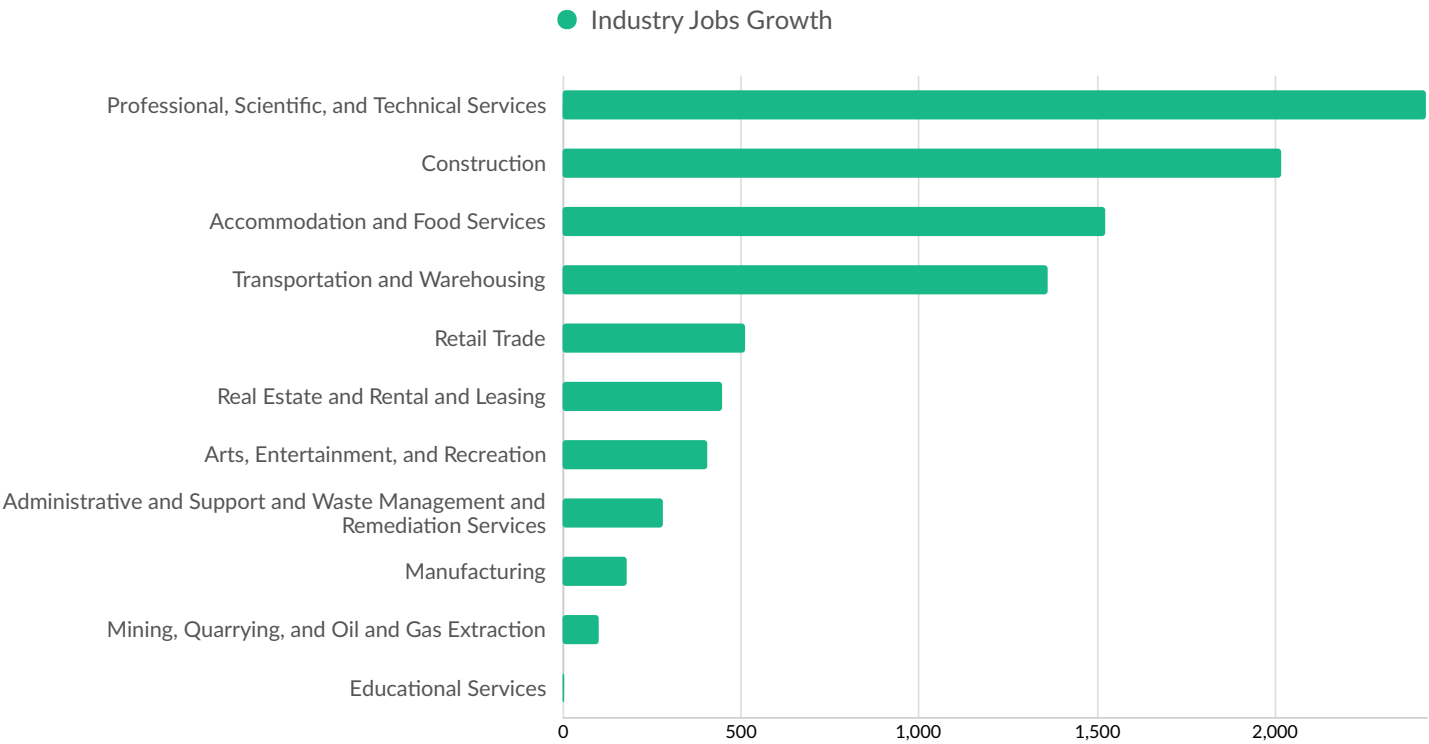
Top Previous Counties	Migrations
San Bernardino County, CA	482
Beaufort County, SC	462
Honolulu County, HI	418
Prince William County, VA	386
Sampson County, NC	337
Wilson County, NC	324
Guilford County, NC	302
Cumberland County, NC	293
Mecklenburg County, NC	289
Top Following Counties	Migrations
San Diego County, CA	1,299
Wake County, NC	1,211
Pitt County, NC	1,184
Pender County, NC	748
New Hanover County, NC	710
Johnston County, NC	634
Prince William County, VA	463
Honolulu County, HI	446
Beaufort County, SC	426
Cumberland County, NC	396
Stafford County, VA	354
Mecklenburg County, NC	354
Sampson County, NC	333
Virginia Beach City County, VA	314
Bexar County, TX	303

Industry Characteristics

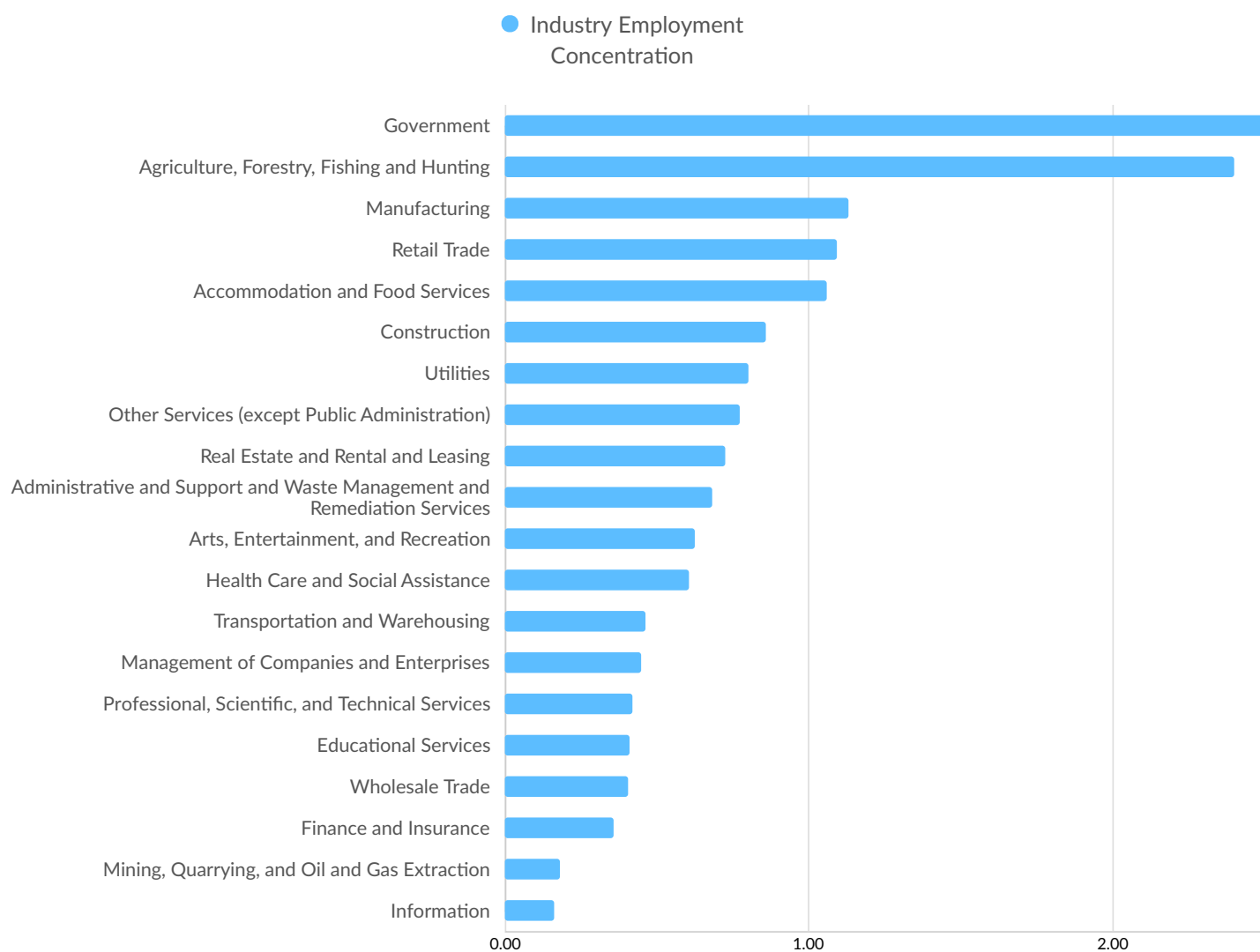
Largest Industries



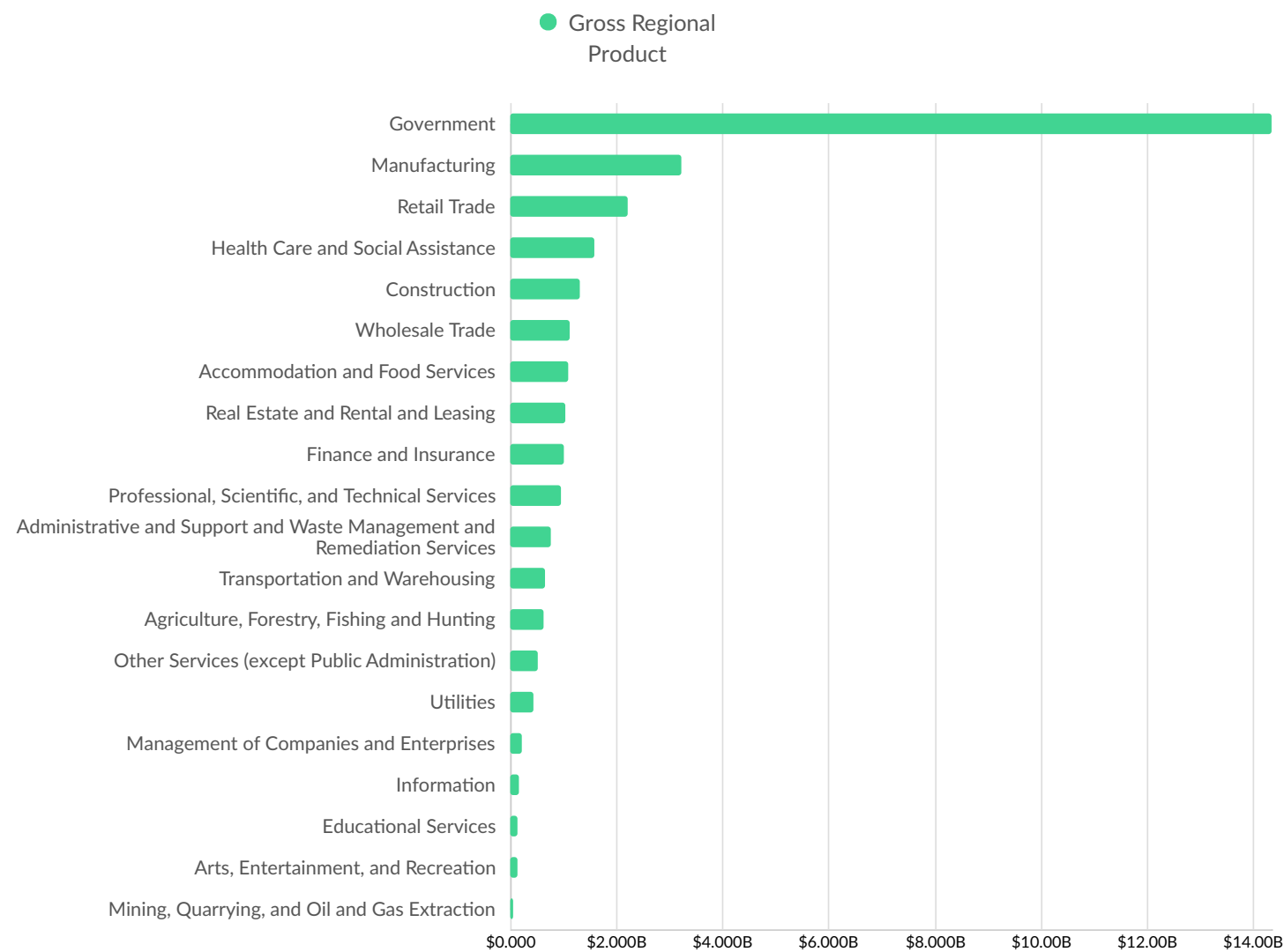
Top Growing Industries



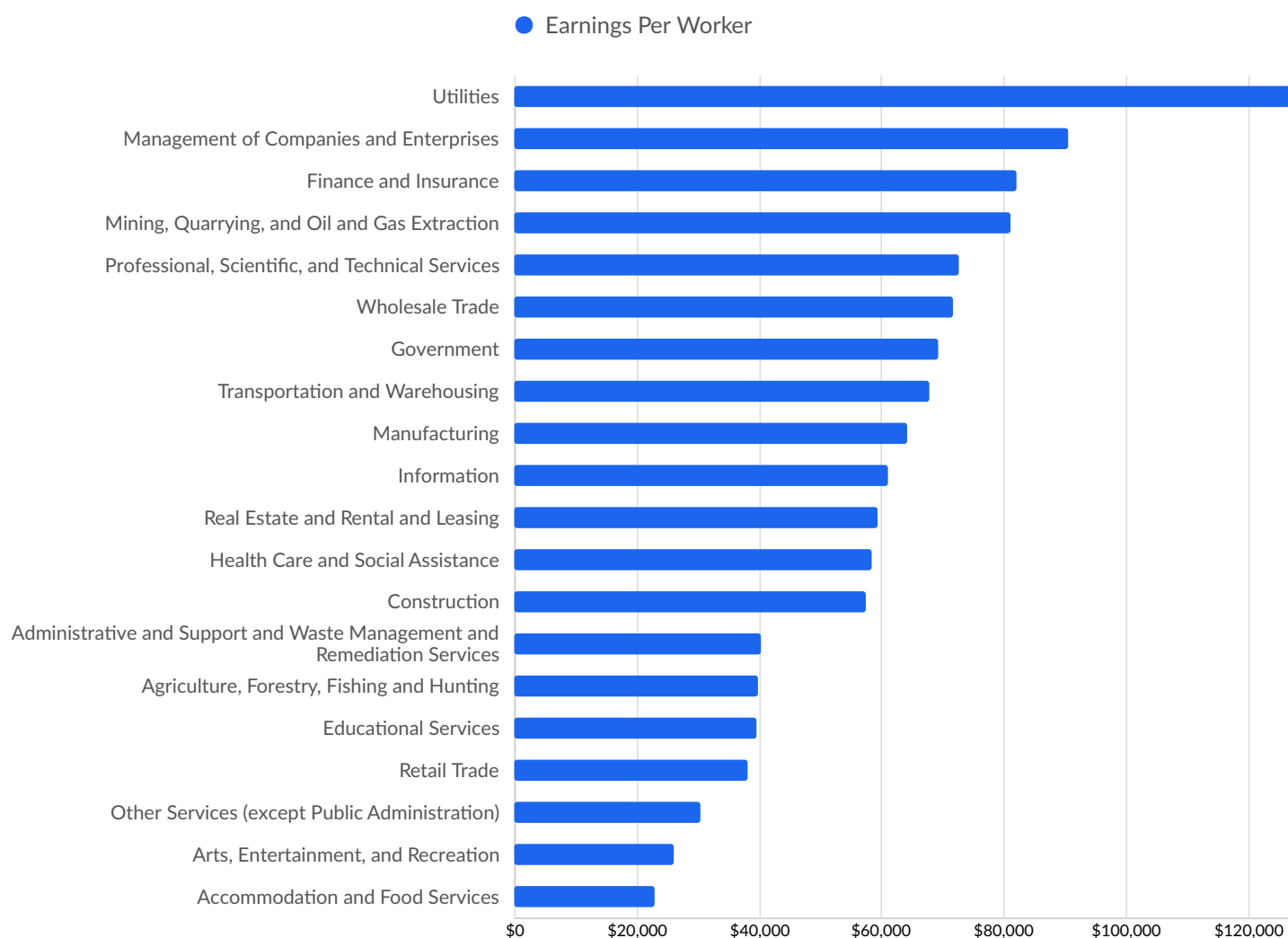
Top Industry Employment Concentration



Top Industry GRP























Top Industry Earnings



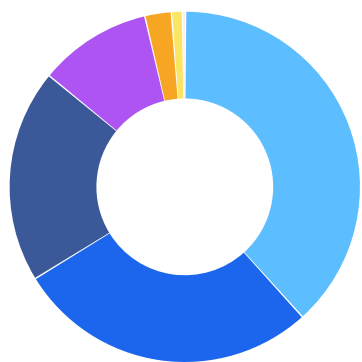
Business Characteristics

34,284 Companies Employ Your Workers

Online profiles for your workers mention 34,284 companies as employers, with the top 10 appearing below. In the last 12 months, 3,106 companies in your area posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
Marine Corps Recruiting	6,268 	CarolinaEast Health System	2,035 
United States Marine Corps	5,715 	Butterball	785 
United States Air Force	1,811 	Walmart	493 
United States Navy	1,566 	Food Lion	446 
Walmart	1,021 	Dollar General	389 
Wayne County Pop Warner	925 	UNC Health	344 
Onslow County Schools	918 	Lowe's	293 
Butterball	738 	Smithfield Foods	285 
Mccs International Limited	653 	Craven County Schools	281 
CarolinaEast Health System	588 	RHA Health Services	268 

Business Size

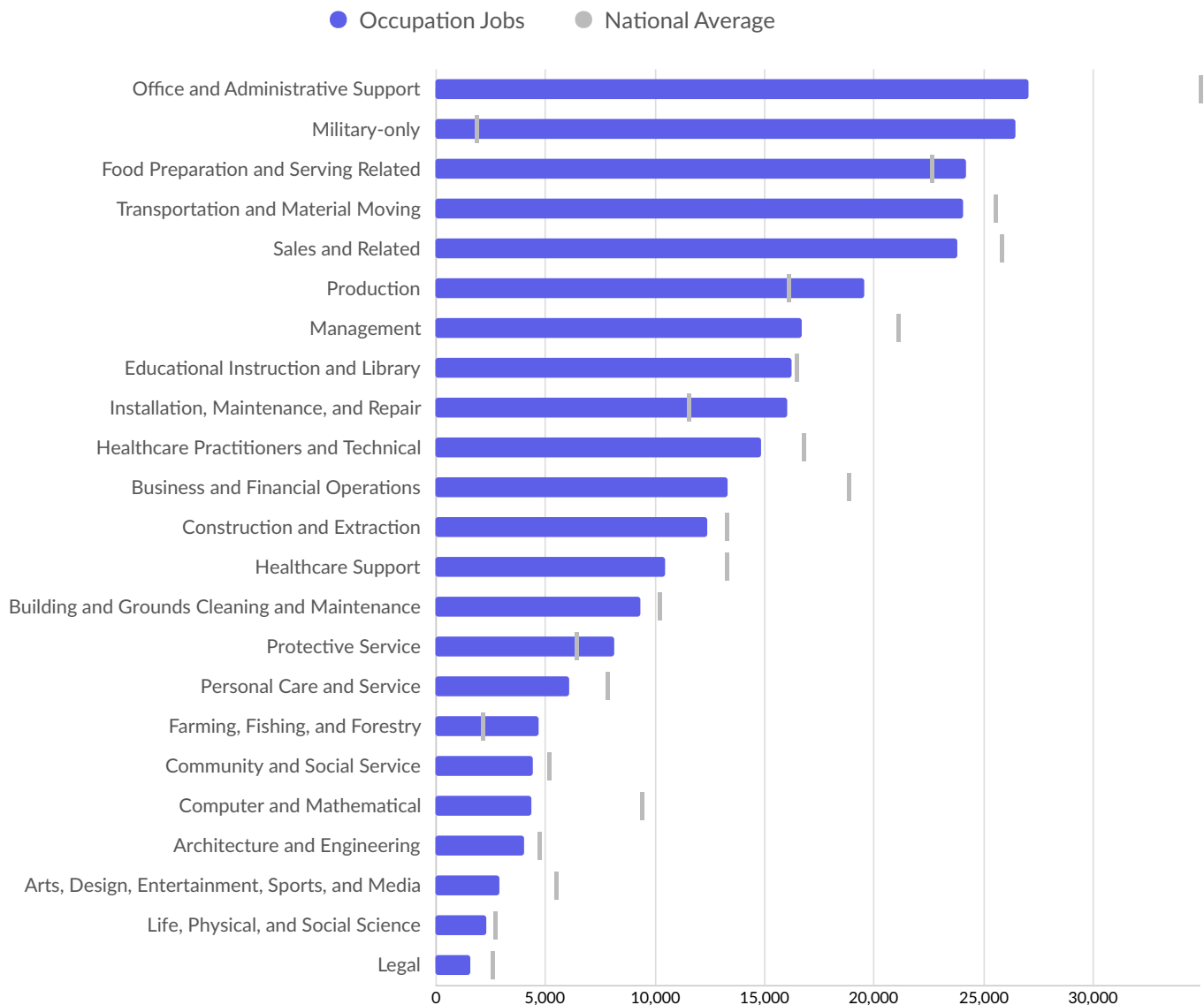


	Percentage	Business Count
1 to 4 employees	38.2%	7,988
5 to 9 employees	27.9%	5,840
10 to 19 employees	19.7%	4,114
20 to 49 employees	10.4%	2,176
50 to 99 employees	2.4%	510
100 to 249 employees	1.0%	212
250 to 499 employees	0.1%	31
500+ employees	0.1%	27

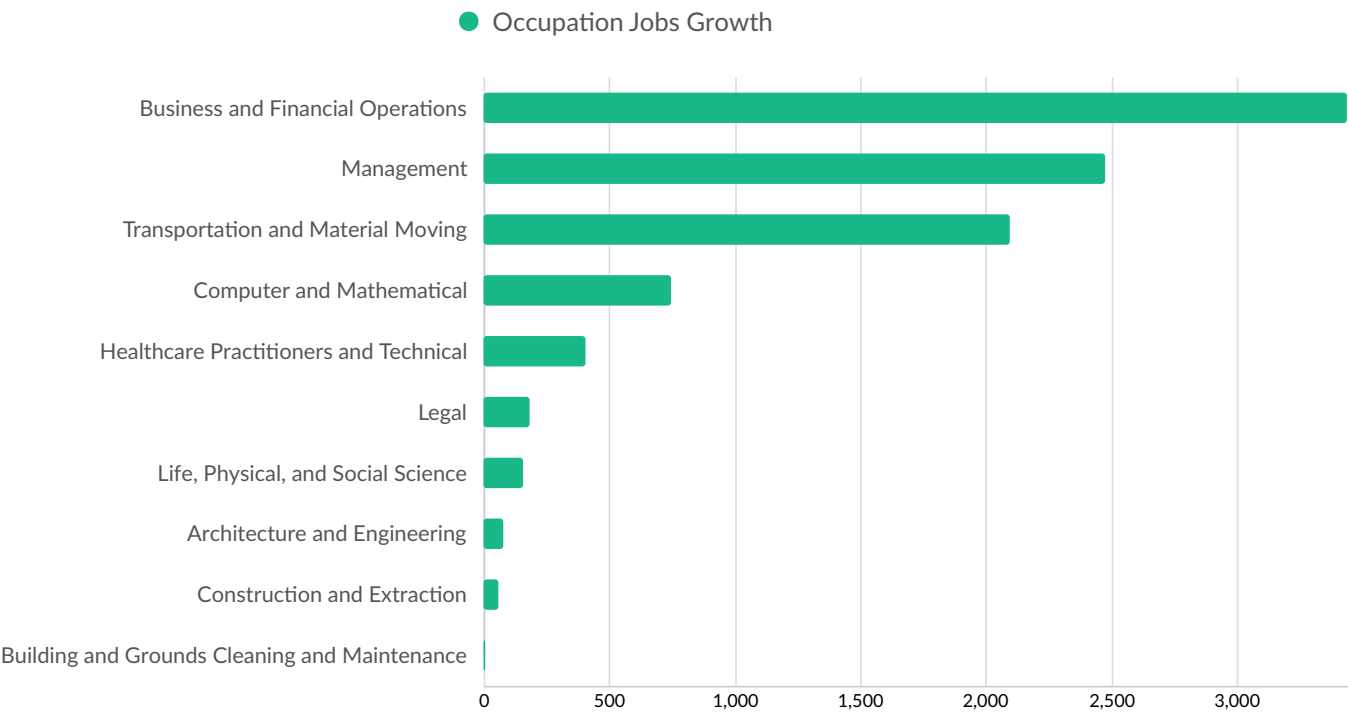
**Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on the summary tab.*

Workforce Characteristics

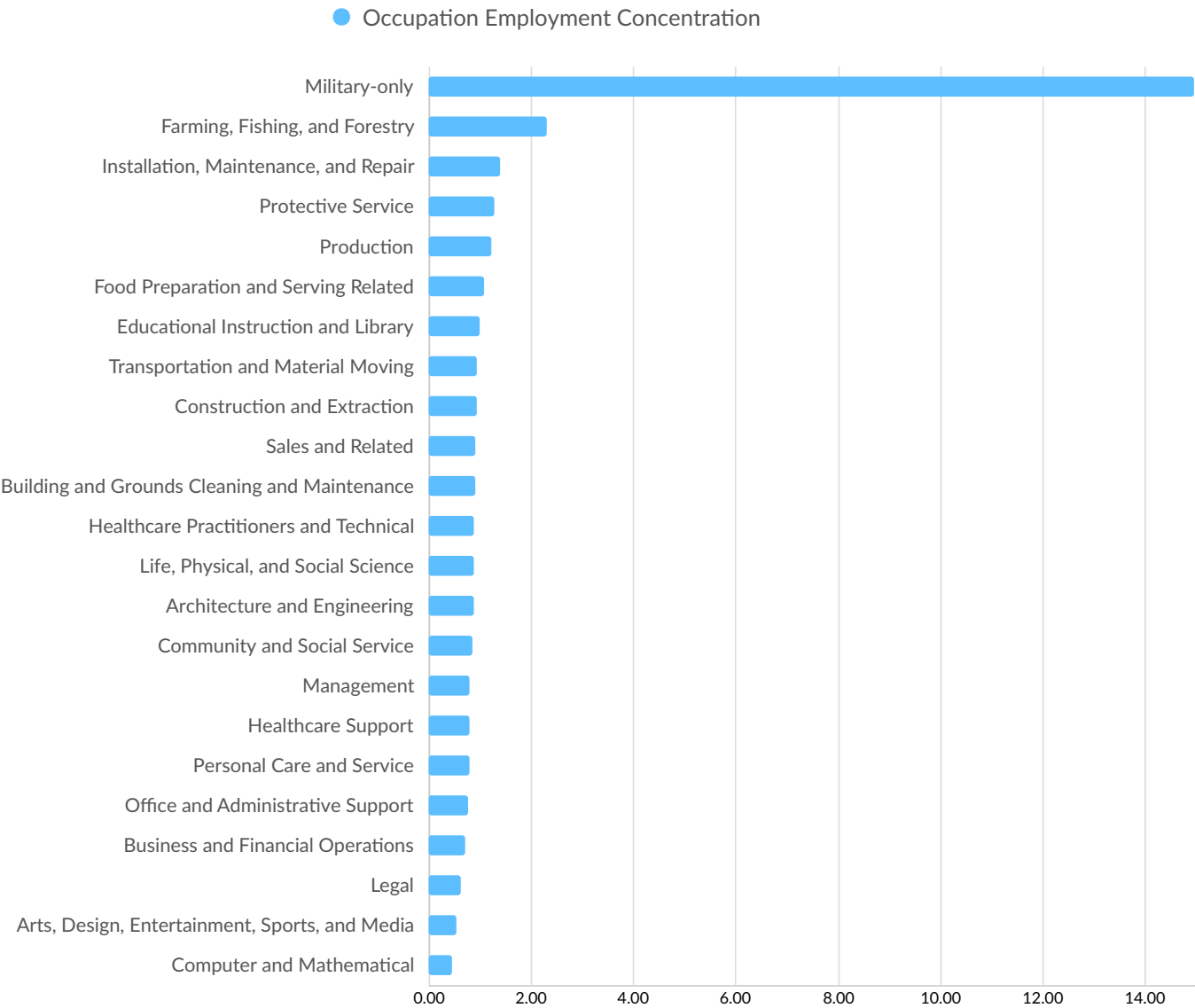
Largest Occupations



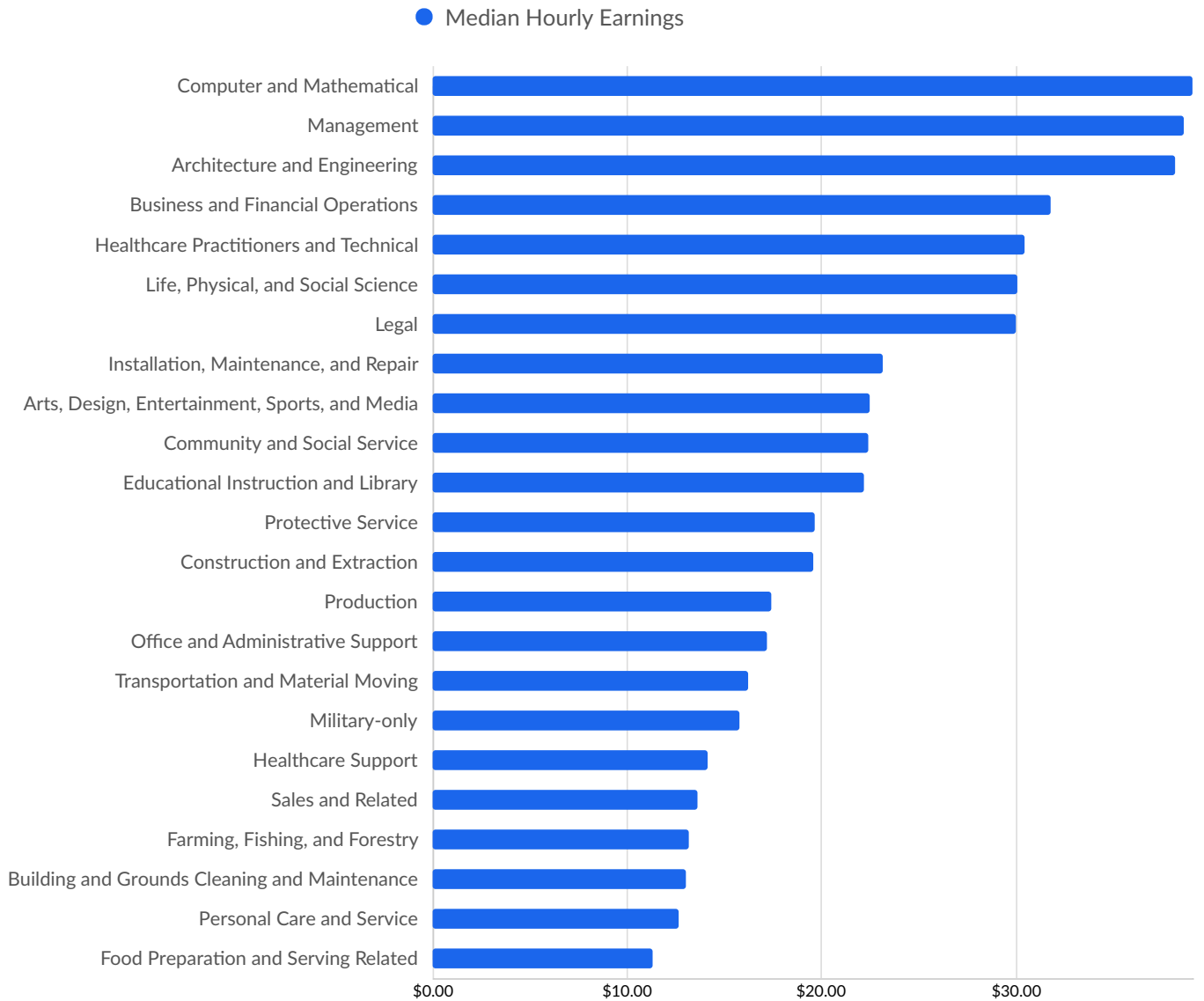
Top Growing Occupations



Top Occupation Employment Concentration



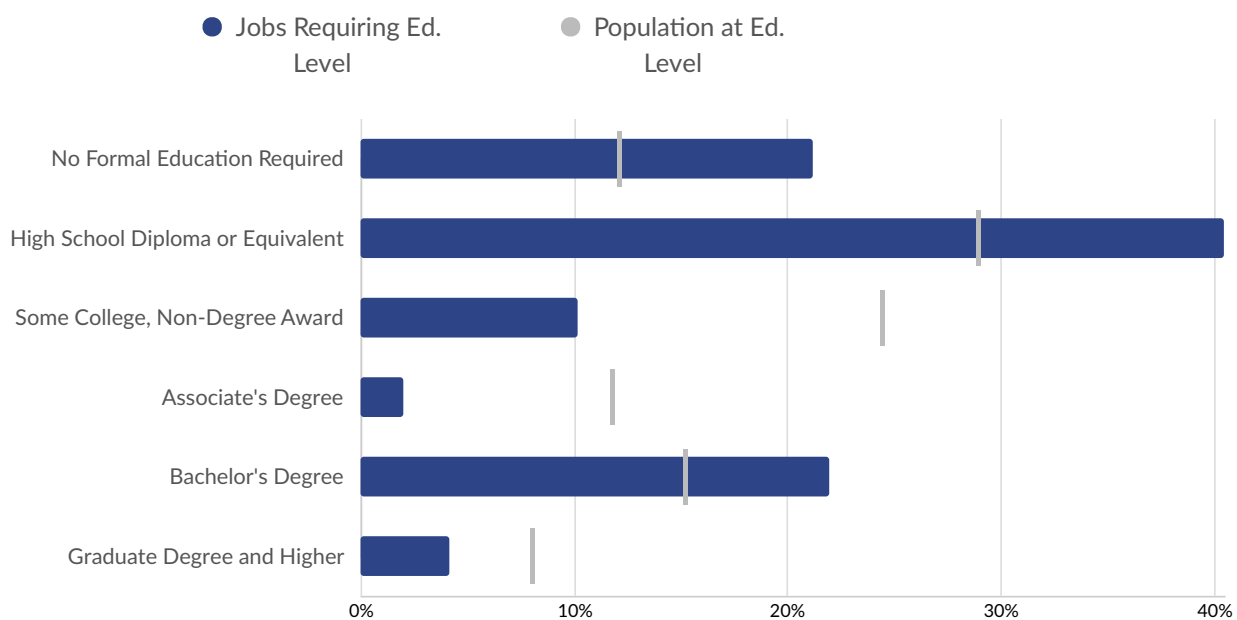
Top Occupation Earnings



Top Posted Occupations

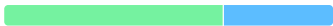

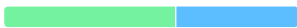

















Underemployment



Educational Pipeline

In 2021, there were 6,996 graduates in ECWDB Region. This pipeline has grown by 6% over the last 5 years. The highest share of these graduates come from "Liberal Arts and Sciences/Liberal Studies" (Associate's), "Information Technology" (Certificate), and "Medical Office Management/Administration" (Certificate).

School	Total Graduates (2021)		Graduate Trend (2017 - 2021)
Wayne Community College	1,658		
Coastal Carolina Community College	1,485		
Lenoir Community College	1,051		
University of Mount Olive	791		
Craven Community College	775		
Carteret Community College	572		
James Sprunt Community College	271		
Pamlico Community College	207		
Platt College-Miller-Motte-Jacksonville	186		

● Certificate
 ● Associate's
 ● Bachelor's
 ● Master's or Higher

In-Demand Skills

