



January 10, 2019 Governor Cooper Announces NCWorks Local Innovation Fund to Support Workforce Development

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A new competitive grant program will support local efforts to meet workforce challenges, Governor Roy Cooper announced at the NCWorks Partnership Conference in Greensboro. The NCWorks Local Innovation Fund is part of Governor Cooper's NC Job Ready Initiative for getting North Carolina's workforce ready for the jobs of today and tomorrow.

The \$2 million fund will give grants to communities to pilot innovative programs or adapt and replicate successful programs that address local or regional workforce issues.

"Helping North Carolina become job ready is critical for our people and our economy," Governor Cooper said. "This new grant program will help local communities pilot innovative workforce programs and replicate successful initiatives so they can flourish."

Gov. Cooper's NC Job Ready workforce initiative is built on three core principles: skills and education attainment so North Carolinians are ready for jobs available now and in the future, employer leadership to remain relevant to evolving industry needs, and local innovation to take great ideas and apply them statewide. The NCWorks Local Innovation Fund will



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help local ideas take shape and scale existing programs to reach more job seekers and businesses.

The NCWorks Local Innovation Fund will support projects that do one or more of the following: address an underserved community or population currently disconnected from the education and workforce system; bring together diverse community organizations; increase educational attainment; and develop talent pipelines for in-demand, high-wage occupations.

To be eligible for grants, community teams must

include the local workforce development board and should also include education, community, labor and business leaders.

Two types of grants will be available: One-year capacity grants of up to \$100,000 to assist communities that need additional capacity building to strengthen partnerships, identify community needs and resources, and build local support; and two-year implementation grants of up to \$400,000 to assist communities that already have a collaborative team and an innovative idea ready for implementation, and have built the local support needed to be successful.

The NCWorks Commission will administer the Local Innovation Fund. The 33-member Commission includes representatives from the business community, heads of state workforce agencies, educators and community leaders. The Commission, which is designated as the state's Workforce Development Board under the federal Workforce Innovation and Opportunity Act, recommends policies and strategies to enable the state's workforce and businesses to compete in the global economy.

Source: nccommerce.com

Board of Directors

Officers

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



Vision

Our vision for the eastern counties of North Carolina is a highly skilled workforce with an educational attainment level that meets the needs of the 21st Century workplace, so that local firms can compete in a technologically advanced global economy.

Mission

Our mission is to ensure that our workforce development system is customer-focused, demand-driven and accountable in preparing our current and future workforce to meet the changing needs of a highly competitive global economy.

Value Added

We add economic value to our communities by ensuring that quality education, job training, and employment opportunities are available for job/training seekers and employers alike, thereby improving the quality of life for our citizens throughout eastern North Carolina.

Key Strategies

- Create an integrated, seamless, and customer-centered workforce system.
- Engage business and community leaders in addressing workforce issues that promote strategies to improve education levels and basic workplace skills.
- Strengthen alliances with economic development to identify and address the workforce needs of current and future industries.
- Develop and implement a community awareness plan that promotes the WDB, NCWorks Career Centers, and partner services.
- Identify and implement effective employment and training strategies that result in employment opportunities for all citizens.
- Build the capacity of the Consortium, Eastern Carolina WDB, staff, and NCWorks Career Center staff and partners.

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David Hill, *DP Hill Manufacturing, Owner*

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

Lenoir County

Roland Best, *Commissioner*

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

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Rick Stout, *Onslow County Schools, Superintendent*

Shannon Vitak, *Vocational Rehabilitation, Manager*

Karl Zurl, *NC Department of Commerce, Division of Workforce Solutions, Southeast Regional Operations Director*

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John Deaton, *Deaton Yacht Services, Owner*

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

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

Wayne County

Ray Mayo, *Commissioner*

Fletcher Bizzell, *Wayne Opportunities, Board Director*

Charles Brogden, *Franklin Bakery, Human Resources Manager*

Melanie Sanders, *Caswell Center, Human Resources Manager*

Director's Corner

Dear Colleagues,

Happy New Year! January is a time for new beginnings. Starting with fresh ideas, new dreams, anticipated resolutions, and focusing on all the good that will come. January is also a time for contemplation and reflection of the year behind. On the following pages, you will see that as a board, we ended the year starting new programs and achieving two of our main goals—receiving certification for our local NCWorks Career Centers and certifying our 3rd career pathway. These certifications required dedicated partnerships and commitment to striving for excellence in creating better opportunities for our students, job-seekers, and employers. We also nominated BSH Home Appliances for the Governor's Award as Outstanding Employer, which was selected as a result of their successes in developing its workforce and giving back to the community in which they serve. In the midst, we all worked through the challenges our region experienced as a result of Hurricane Florence.



*Ralph Leeds, Onslow Commissioner
Lionel Midget, and Don Harris*

Through our successes and challenges, what is very clear is our dependence upon each other. When we work together, our accomplishments are much greater, and our challenges are much lighter. The Hurricane is an example that brought out the best in all of us. People are helping people by volunteering their time, talents, skills, and finances to help their neighbor and community. For all of us, there is that one person that we admire for their selfless acts of service, so it is only fitting that I dedicate this newsletter to someone that I greatly respected and admired, and that is a former board member, Mr. Don T. Harris who passed away on November 23, 2018.

Don Harris, "Tiny" as his friends and colleagues knew him, served on the Eastern Carolina Workforce Development Board for over 23 years. In his professional career, he served as an officer in the US Marine Corps for 23 years and was plant manager of Stanadyne for 23 years. It was while working at Stanadyne that Don was recruited to serve on the board. When asked why he served on the ECWDB, he would often tear up and say that it is because of the lives that we are impacting through the workforce programs that we support. He believed in our mission, our board, our services, and our staff. During his 23 years of service to the board, Don had almost perfect attendance. His commitment to volunteer in service never lagged. He refused to accept travel reimbursements and often gave of his resources to help others. His leadership and dedication to public service was indeed an inspiration to all who knew him. For that, at his last WDB meeting that Don attended, he was presented with the highest award for state service granted by the Office of the Governor, the Order of the Long Leaf Pine. To honor Don's legacy, our board created a leadership award to recognize exemplary board members who volunteer of their time and talents to go above and beyond in service to make this region better. Don certainly did that.

As we begin 2019, I hope that you are inspired to dream big, plan wisely, and give of your time to volunteer for causes that you believe in. I am reminded of that saying, "never under-estimate what a small group of people can do, for indeed they can change the world." Like Mr. Harris, in some small way, each of us has the opportunity to help change someone else's world. How awesome is that! In closing, I would like to thank the members of the Eastern Carolina Workforce Development Consortium, and Eastern Carolina Workforce Development Board of Directors who volunteer their time and expertise, and to our great staff, NCWorks partners, and WIOA service providers for another successful year in serving the citizens of this region.

May you be abundantly blessed in 2019!

Tammy Childers

BSH Home Appliances Wins Governor's Award for 2018 Outstanding Employer in Workforce Development

BSH Home Appliances received the Governor's NCWorks Award of Distinction for Outstanding Employer at the recent Partnership Conference held in Greensboro. Nominated by the ECWDB, BSH was selected from many deserving companies across the state because they embody the true spirit of NCWorks and are a positive role model for North Carolina's employers.



Accepting on behalf of BSH Home Appliance, Andy MacLaren, Marlies van der Horst, William Stewart, and John Wilson



Congratulations to BSH!!!!

Hurricane Florence Wreaks Havoc in Eastern North Carolina



On September 13, Hurricane Florence left her mark on New Bern and eastern North Carolina with record levels of flooding and destruction. Four days after the storm, President Trump, along with Governor Cooper, visited New Bern and toured the region. After landing at Marine Corps Air Station Cherry Point, the president promised to make sure that officials in North Carolina have all of the support that they need to continue their response operations, and that he would make sure the state continues to receive help as it begins to rebuild. Mr. Trump said during a briefing with state and local officials, "Nearly 20,000 federal and military personnel are supporting response efforts. More than 1.6 million meals have been delivered." Mr. Trump himself participated in the distribution of food and supplies in New Bern. One week after the hurricane, the State received its allocation for the national reserve funds, which was the first time federal funds had been released so rapidly.

On September 20, it was announced that the Eastern Carolina Workforce Development Board, Inc. will be receiving \$2 million to help put people to work cleaning up their communities. These funds are in response to Governor Cooper's request for national funding for

disaster relief employment assistance and is provided through the U.S. Department of Labor's national reserve funds of the Workforce Innovation and Opportunity Act. The funds were received by North Carolina Department of Commerce, Division of Workforce Solutions. Funds are available to provide temporary employment opportunities for dislocated workers and long-term unemployed workers in the counties declared as disaster areas.

All nine counties in the ECWDB region were declared Federal disaster areas, thus determined eligible for Public Assistance. Two of the local Career Centers in Pamlico and Onslow experienced significant damage. Onslow Career Center staff have been operating out of a mobile unit and the Salvation Army facility. Pamlico Career Center has closed permanently as a result. In response, the ECWDB contracted with Greene Lamp, Inc. to operate the Hurricane Florence Disaster Relief Employment Program through the NCWorks Career Center for the nine county region. Greene Lamp, Inc. will employ eligible workers and place them with the public agencies or non-profit private organizations that are involved in providing disaster recovery assistance within the local communities.

Source: ECWDB

Salvation Army Offers Space to Onslow County NCWorks Career Center Forced to Close Due to Hurricane Florence Damage to Center.



Two champion NCServes Coastal Network providers, who are responsible for sending and receiving 629 referrals since joining the Network, have joined together to continue to support the community during recovery. As families recover from Hurricane Florence, agencies across the coast are partnering together to ensure that there is no lapse in community services.

The NCWorks Career Center is a pillar of the Onslow County community, ensuring that families can obtain greater self-sufficiency through gainful employment and unemployment benefits.

Unfortunately, their building sustained significant damage as a direct result of the storm, leaving them without access to the resources they need to serve families.

True to their mission of "Doing the Most Good," the Salvation Army of Onslow and Jones Counties extended the use of their Worship Building to the NCWorks - Onslow County team to allow them to continue to meet with and support families at a crucial time.



Lindsay Gress, NCWorks Career Center Manager, Katherine Bal, Career Advisor & Former Offender Specialist, and Kevin Kesterson, Hurricane Program Specialist



The NCWorks Career Centers in the North Central Prosperity Zone "adopted" centers in areas affected by Hurricane Florence and coordinated delivering supplies for employees and the community. Pictured at right are Lindsay Gress of the Onslow County NCWorks Career Center accepting donations from Chip Wood of the Tillery Place center in Raleigh. Along with a volunteer effort by a group of DWS staff, this is yet another example of the generosity of the NCWorks team.

Submitted by: Lindsay Gress, Onslow County NCWorks

ECWDB Receives Certification for the Region's NCWorks Career Centers



On November 14, 2018, the local NCWorks Career Centers within the Eastern Carolina Region were recognized for meeting the NCWorks Commission's criteria for NCWorks Career Center Certification, which was established to demonstrate customer service excellence.

It is the commission's vision that these criteria move the workforce development system to higher levels of quality and seamless service, as well as to foster performance accountability and continuous improvement. The criteria is to be

used to assess NCWorks Career Centers at least once every 3 years.

Five of the Centers [Carteret, Craven, Duplin, Onslow, and Wayne] are operated by the NC Department of Commerce, Division of Workforce Solutions, and one Center [Lenoir] is operated by Lenoir Community College.

A recognition ceremony was held at the NCWorks Commission meeting in Raleigh on November 14, 2018. The Career Center certification process was established by the Commission to ensure a consistent level of quality customer service throughout the state's workforce delivery system, to promote an integrated delivery approach and to maintain service expectations of the NCWorks Career Center brand.

The Eastern Carolina Workforce

Development Board oversees the operation of all NCWorks Career Centers in the region and is proud of the hard work done by the Center staff to provide high quality services for the citizens and businesses in the region.

Source: ECWDB

On December 17, 2018, the staff and partners at the Craven NCWorks offered their congratulations to Joy Hudson, Manager, Craven County NCWorks Career Center, for her well-deserved retirement after 32 years of service to the State of North Carolina.



Joy Hudson is seated on first row, third from the left. Congratulations, Joy!! We wish you great success as you start this exciting new chapter of your life!

ECWDB Receives Certification of the Transportation, Distribution and Logistics Certified Career Pathway

On September 11, 2018, the Eastern Carolina Workforce Development Board submitted the Transportation, Distribution and Logistics Career Pathway Certification application to the NCWorks Commission for approval. The application was developed with the region's seven community colleges and local public schools.

Utilizing the NextGen Sector Partnership practice, industry leaders were invited to a series of roundtables across the region to discuss trends, challenges and solutions. Each meeting was moderated by an industry champion who engaged their peers in spirited conversation. These

roundtables were a great chance to allow employers to really lead the conversation. Local education agencies, workforce development professionals, economic developers, Vocational Rehabilitation and other community partners were invited to listen to the employers to see what programs are offered to meet industry needs.

Official recognition of the region's Certified Transportation, Distribution and Logistics Career Pathway took place on November 14, 2018 at the NCWorks Commission meeting held in Raleigh. This is the state's 35th Certified Career Pathway and the third for the Eastern Carolina region.



NCWorks Commission Chair, Tom Rabon, Dr. Dion Clark, NCWorks Career Pathways Director, Erin Ananian-Gentile, ECWDB Career Pathways Coordinator, Tammy Childers, ECWDB Executive Director, Jennifer Polk, Manager, Wayne County NCWorks Career Center, Jamie Wallace, Lenoir County NCWorks, Lindsay Gress, Onslow County NCWorks, Samara Taft, Lenoir County NCWorks, Joy Hudson, Craven NCWorks, and Lynne Moore, Duplin County NCWorks

Source: ECWDB

Innovative Program Can Help Students Cross the Finish Line



Eric Cedars, PCC

Pamlico Community College wants to ensure students have an opportunity to complete their academic and training programs and cross the finish line! The college is participating in Gov. Roy Cooper's Finish Line Grants initiative, which is designed to help students cover unexpected – and potentially disruptive – expenses that might prevent them from finishing their education.

Under the program, students who encounter unexpected financial emergencies, including medical expenses, car repairs, utility bills or similar items, can

apply for a Finish Line Grant of up to \$1,000 to cover the cost. "It's designed to give people a chance to finish their program when they're so close to the finish line," said PCC Career Center Director Eric Cedars, who oversees the program for the college. "It can be a lot of different things."

To qualify for a Finish Line Grant, a student must have completed at least 50 percent of a PCC academic program or an approved Continuing Education course. The student also must have a grade point average of at least 2.0 and must have no other way to cover the unexpected expense, Cedars said. PCC is partnering with the Eastern Carolina Workforce Development Board to administer this initiative. According to officials with the N.C. Community College System, more than \$2 million has been allocated to local partnerships to help students statewide.

In publicizing the Finish Line Grants initiative earlier this year, Cooper frequently quoted PCC Counselor/Success Coach Cristy Lewis Warner, who said several students "were one flat tire away from dropping out." PCC students who are interested in a Finish Line Grant should complete an application, which is available from Cedars. They must provide verification of the emergency need, and

they must demonstrate that the expense can't be covered another way or by another organization. A campus committee will evaluate the applications and determine the grant awards. The college's Business Office will disburse the approved grant funds directly to the creditor, not to the student.

Following a grant award, Cedars will serve as the student's case manager to ensure he or she finishes their program. "We are excited about the potential this initiative has to help students who are in need," said PCC President Dr. Jim Ross. "I congratulate the governor for developing this innovative program to help students succeed."

For more information about the Finish Line Grants at Pamlico Community College, please, contact Cedars at 252-249-1851, ext. 3032, or ecedars@pamlicocc.edu. Other area participating community colleges include: Carteret Community College, Craven Community College, Coastal Carolina Community College, James Sprunt Community College, Lenoir Community College, and Wayne Community College. Grants range per college from \$30,000 to \$60,000. Funds are available until June 30, 2019.

Source: PCC

CAREER AND TECHNOLOGY EXPO

February 12TH
5 PM to 7 PM

Hosted at Carteret Community College

Explore classes offered in our local schools that align with programs at Carteret Community College!

Learn about career opportunities available in the area by meeting industry leaders!

Experience hands-on demonstrations throughout the college campus!

FREE for all students, parents, and those interested in a career change!





CARTERET COUNTY PUBLIC SCHOOL SYSTEM

CARTERET

Youth Career Advising Makes a Difference



The Onslow NCWorks Team participated in the Transition Fair held at Coastal Carolina Community College on November 7th. This event was targeted to students in the College and Career Readiness Program, WIOA Out-of-School Youth, and the Onslow County Early College High School. Students were scheduled to come in with their classes every half hour and allows for students to ask questions they may have about curriculum courses, programs or services each table offers. This was a chance to inform our youth of available education and employment opportunities!

Submitted by: Lindsay Gress, Onslow County NCWorks Career Center

Southern States Must Build a Skilled Workforce for a Stronger Economy

Southern states face a skills gap and must adapt to a new U.S. economy in which most jobs require training beyond high school, according to a new report from the National Skills Coalition and the Federal Reserve Banks of Atlanta and St. Louis, ***Building a Skilled Workforce for a Stronger Southern Economy***.

Most of the jobs in the South are middle-skill jobs, requiring education or training beyond high school but not a four-year college degree. However, across the South, there are not enough workers trained to fill middle-skill jobs.

This middle-skill gap, however, isn't insurmountable. Southern states could step up to the challenge of educating more of the region's adults to close this gap. Focusing on grade school students alone won't be enough to close the skills gap now. **If each and every one of the South's graduating high school students were to stay in the region and train for open jobs that require postsecondary education, there would still be unfilled positions.**

Moreover, if southern states are going to close their skill gaps, they must provide more opportunities for all adults – including people of color – to access high-quality education and training. More than four in ten Southerners are people of color. A skilled and thriving southern economy must be an inclusive economy. To help states realize economic improvement, this report includes a roadmap of critical steps states may take to establish policies that could help them close their skills gaps. State policymakers could:

- Use workforce development strategies, such as sector partnerships and work-based learning, as economic development tools capable of meeting industry needs.
- Invest in communities to implement high-quality workforce development strategies at the local level.
- Establish job-driven financial aid programs that are available to a wide range of students.
- Form middle-skill training pathways and include comprehensive supportive services that enable completion.

“If southern states are going to close their skill gaps, they must provide more opportunities for all adults – including people of color – to access high-quality education and training.”

- Create state data systems that provide accountability on how training programs are helping residents with diverse needs get skilled jobs.

State policymakers could consider also easing their path to implementation of these steps by taking the following actions, which could help unite a broad set of stakeholders around a common plan for skills development:

- Set a bold goal for increasing the number of adults trained for skilled jobs.
- Create a cross-agency “Skills Cabinet,” and task agency leaders with working together to develop and implement a strategy for meeting the state's postsecondary attainment goal for adults.

In addition to the roadmap, this report also includes examples of current policy from southern states, proving that these policy changes may be implemented in the region's unique context. Residents, businesses, and state economies are counting on their leaders to examine these policies and take the appropriate steps that will help them thrive now and in the future. In conjunction with the launch of this southern-focused report, NSC is launching its *Southern Skills Policy Initiative*. Through this Initiative, NSC will work with teams in five states – Georgia, Mississippi, North Carolina, Tennessee, and Texas – to advance policies that can build a skilled workforce.

Over the next year, NSC will work intensively with partners in Georgia, North Carolina, and Tennessee to put forward state policies that help workers and businesses in those states to get the skills they need to compete:

In Georgia, we will promote policies that prepare more residents for skilled jobs by making it easier for people with low incomes to afford postsecondary training. *Partner organizations include Center for Working Families, Georgia Budget and*

Policy Institute, Annie E. Casey Foundation Atlanta Civic Site, Atlanta Career Rise, and Metro Atlanta Chamber.

In North Carolina, we will conduct research and engage key stakeholders to build more equitable pathways and work-based learning opportunities for skilled careers for students and workers of color and other underserved populations. *Initial partner organizations include North Carolina Justice Center, North Carolina Community College System, and Eastern Carolina Workforce Development Board.*

In Tennessee, we will identify policies that address the non-academic and advising needs of working students so they can succeed in postsecondary training, as well as opportunities to promote apprenticeship, work-based learning, and postsecondary training that responds to industry needs. *Partner organizations include Complete Tennessee and the Nashville Chamber of Commerce.*

National Skills Coalition will also work with partners in Mississippi and Texas in 2018 to support in-state discussions on apprenticeship and work-based learning.

In Mississippi, we will discuss policies that help more parents build their skills while supporting their families by providing child care assistance to workers in pre-apprenticeship and apprenticeship programs. *Partner organizations include Mississippi Low-Income Child Care Initiative and Moore Community House Women in Construction Program.*

In Texas, we will discuss policies that expand apprenticeship and work-based learning opportunities for both adults and young people. *Initial partner organizations include Educate Texas, Austin Community College, and the*



Jacksonville Job Fair Focuses on Veterans



The Onslow County NCWorks Career Center team and partners sponsored a Veterans Job Fair on December 4 in Jacksonville. Matthew Rinehart was interviewed and has a decision to make. He could re-enlist in the Marine Corps, or he could decide to take the skills he's learned and apply them in a new civilian career. And, he has just a couple of days to decide. That's the reason he came out to the the NCWorks Career Center Veterans' Job Fair and Career Expo on December 4, at the American Legion in Jacksonville. "I have until Friday to decide if I'm signing my re-enlistment papers, so coming out here doesn't hurt me," Rinehart said of the job fair. "It's a good opportunity for a lot of Marines who haven't put a lot of thought to getting out. They just get so focused on getting out that they forget that food costs money, and they need a career when they get out."

One of the first booths that got Rinehart's attention was Associated Training Services, which helps train heavy equipment operators. "For me, it's really interesting to see a lot of careers that I wouldn't normally think about, being a satellite communications technician," Rinehart said. "Something like being a crane operator, whether it's for me or not, I have some guys who are getting out that would like that information as well as to have it for myself." About 70 employers took part in the event. Career options included various sectors such as sales, general labor, government, police and firefighters, retail and medical services.

Cliff Wilkins, regional employment consultant for human resources with the N.C. Department of Public Safety, said he attended the job fair to recruit correctional officers and nurses. He said starting salaries ranged from \$33,000 to \$50,000 and cited a shortage of nurses within the department. "People talk about government work, but it's a career that is very satisfying," Wilkins said. "The opportunity to serve others is very rewarding." Wilkins served in the Army for 28 years and said he looked around for a couple of years before settling in as a civilian. "I know that coming out of the military can be difficult to transition," he said.

Some of those difficulties may involve finding the right job, which was the reason behind the job fair, said Archie Barrow, director of veteran



employment services for the N.C. Department of Commerce. "About 12,000 veterans transition to the civilian workforce every year," Barrow said. "We want to keep them here to help the state grow. He said the unemployment rate among veterans is about 3.1 percent, slightly less than the overall state unemployment rate of 3.6 percent. "Everybody wants to hire veterans because they know that they are well trained, they're loyal, they're motivated, and they're going to do the work," Barrow said.

Source: *Camp Lejeune Globe*

Manufacturer Chooses New Bern for New Plant

McGuckin & Pyle, Inc., a manufacturer of custom lamination and processing equipment, chose Craven County for its new plant, creating 33 new jobs and investing \$2.25 million, N.C. Department of Commerce Secretary Anthony M. Copeland announced. The company will bring mechanical and electrical control system assembly and machinery services to New Bern. "Much of our state is hurting after Hurricane Florence. As we continue to support each other and start to recover and rebuild, McGuckin & Pyle's choice to move to New Bern and belief in this community underscores North Carolina's resilience," said Secretary Copeland. "This is a company that picked North Carolina because of our people, and

they are committed to rebuilding together with all of us in North Carolina."

Salaries for the new jobs will vary by position but will average \$44,304, which is more than the average wage of \$37,174 in Craven County. A performance-based grant of \$70,000 from the One North Carolina Fund will help facilitate McGuckin & Pyle's move to North Carolina. The One N.C. Fund provides financial assistance to local governments to help attract economic investment and to create jobs. Companies receive no money upfront and must meet job creation and capital investment targets to qualify for payment. All One NC grants require a matching grant from local governments and any award is contingent upon that condition being

met.

"As we continue to respond and recover from Hurricane Florence, McGuckin & Pyle's move to New Bern is a welcome bright spot," said N.C. Senator Norman W. Sanderson. "Our focus right now is getting people back on their feet, and bringing more good jobs can only help that effort." In addition to North Carolina Commerce and the Economic Partnership of North Carolina, other key partners in the project include the North Carolina General Assembly, the North Carolina Community College System, Craven County, the Craven 100 Alliance, North Carolina's Southeast Regional Economic Development Partnership and Duke Energy.

Source: *nccommerce.com*

ECWDB & NCWorks Recognize Businesses for Hiring Veterans



Mark Edmonds, Chief Operating Officer, Department of Commerce, Division of Workforce Solutions addresses employers.

On Thursday, December 5, 2018 the Veterans Unit of the Onslow NCWorks Career Center hosted an employer recognition event for local businesses who hire veterans. The luncheon was sponsored by the Eastern Carolina Workforce Development Board, and plaques were provided by the local Chapter of the National Guard.

Of the 17 businesses present, three employers were recognized for their extraordinary commitment to hiring veterans. "It's a way to recognize and say thank you to local employers for their commitment to hire veterans and military spouses in our community," said Tammy Childers, executive director of Eastern Carolina Workforce Development Board.

Employers from Jacksonville, Clinton and Camp Lejeune were all present to receive recognition for their work to hire veterans in the area. Retired Col. Mark Edmonds, chief operating officer of the Division of Workforce Solutions, also attended to deliver a speech and recognize those present.

"Today's veterans are unique; they've served in an extended period of war," Edmonds said. An Army Ranger veteran himself, Edmonds said

hiring veterans is ultimately a good business decision for employers throughout North Carolina. "If we keep them (veterans) in N.C. the state's going to be better," Edmonds said. "It's just a good business decision and employers are getting the best people they can get."

Edmonds also cited some statistics regarding veteran employment, saying the 3.1 percent unemployment rate for veterans sounds low, but it really comes down to 18,000 veterans looking for work in N.C. Additionally, N.C. has the 4th largest veteran population nationwide and the 2nd largest population of rural vets in the U.S. He said his perspective as a veteran has made him purposefully think about what can be done at the state level to help veterans and those transitioning into the workforce after their end of active service.

Gerry Cruz, veterans career advisor for NCWorks, presided over the event and recognized small business Service Management Systems, medium business Lowe's Home Improvement and large business Consolidated Staffing with plaques for their commitment to hiring veterans. Other local businesses were also recognized.

Stacy Azzam, manager of Smithfield Foods and an Army veteran, said she's been coming to the NC Works luncheon for several years. "It's always a nice time," Azzam said. "I get to network and see other people — and meet new people."

Edmonds said events like the appreciation luncheon allow for local employers to exchange ideas and talk about what works to bring veterans in for hire. He said Cruz was probably one connection everyone in the room knew and thanked him for service. A special thank you to Mission BBQ for serving the great lunch, and former WDB member, Ralph Leeds, for serving as the photographer for the event.

Gery Cruz, NCWorks, welcomes everyone to recognition luncheon



**Large Employer of the Year 2018
Consolidated Staffing**



**Medium Employer of the Year
2018 Lowes Home Improvement**



**Small Employer of the Year 2018
Service Management Systems**



Why Hire Military Candidates? Military Candidates Demonstrate Leadership-experienced in leading and working in team environments. Military Candidates possess the **Technical & Soft Skills** as they are trained by the most technically advanced military in our nation's history in areas including advanced information systems, project management, and problem solving, among many more. **Military Candidates have Character**- They are trustworthy, dependable, and drug-free with strong work ethic. **Military Candidates are Effective** – Veterans get the job done!

North Carolina Employers are Seeing the Value: Increased Retention Rates and Decreased Recruitment Cost

LABOR MARKET OVERVIEW

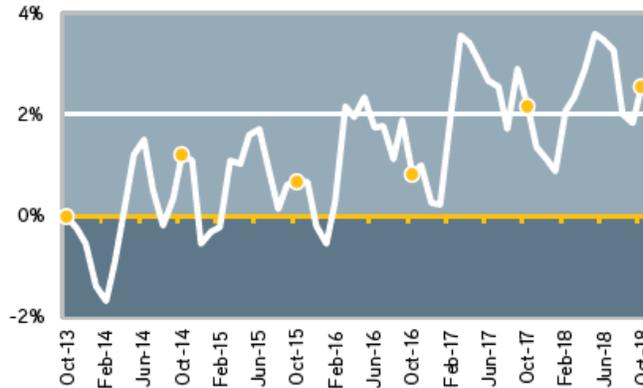
Eastern Carolina Workforce Development Board

December 2018

Regional Labor Market Snapshot

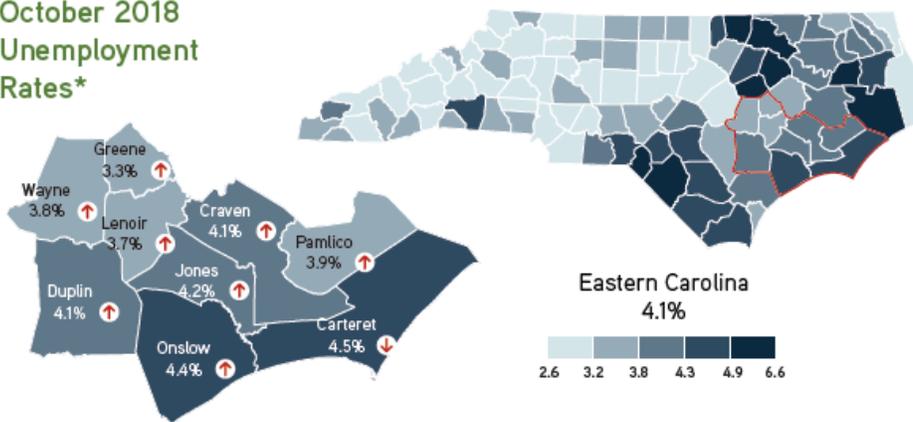
**5-Year
Percent Change
in Number
Employed***

Eastern Carolina
Region



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

**October 2018
Unemployment
Rates***



**Employment & Wages by Supersector
2nd Quarter 2018**

	Establishments	Avg. Employment	Avg. Weekly Wage
Natural Resources & Mining	501	5,278	\$649.17
Construction	1,265	9,300	\$849.21
Manufacturing	397	25,356	\$809.15
Trade, Transportation, & Utilities	3,227	43,216	\$614.28
Information	153	1,228	\$819.24
Financial Activities	1,238	6,376	\$919.62
Professional & Business Services	1,832	18,018	\$766.93
Education & Health Services	1,720	50,970	\$772.07
Leisure & Hospitality Services	1,467	27,262	\$296.57
Other Services	1,141	4,971	\$495.20
Public Administration	238	21,082	\$1,010.77

*October 2018 data are preliminary, previous month's data are revised while all other data have undergone annual revision All data produced in this publication are generated by LEAD unless otherwise stated.

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. For more information, please visit <http://www.nccommerce.com/lead/imo>.

Trending

UNEMPLOYMENT*

October 2018

Eastern Carolina Total = 10,743

	Current	Previous
Region	4.1%	3.6%
NC	3.4%	3.1%
US	3.5%	3.6%

REGIONAL EMPLOYMENT*

Eastern Carolina Total = 252,694

1,757 More People Working
in October than previous month

961 More People Working
than same period one year ago

METRO JOB GROWTH*

Goldsboro Total = 42,100

500 More Jobs
in October than previous month

Jacksonville Total = 50,500

1,200 More Jobs
in October than previous month

New Bern Total = 45,000

600 More Jobs
in October than previous month

TAXABLE RETAIL SALES

Eastern Carolina Total = \$584,076,757

3.6% Higher
than same period one year ago

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

ONLINE JOB ADS

29,591 Online Advertised Vacancies
over past 90 days

6,175 More Vacancies
than same period one year ago

Source: The Conference Board Help Wanted Online

LABOR MARKET OVERVIEW

Eastern Carolina Workforce Development Board

Civilian Labor Force Estimates*

		October 2018	September 2018	August 2018	October 2017
Carteret	Labor Force	32,380	32,560	33,063	31,988
	Employed	30,918	31,430	31,785	30,661
	Unemployed	1,462	1,130	1,278	1,327
	Rate	4.5	5.6	3.9	4.1
Craven	Labor Force	41,617	40,914	41,948	41,531
	Employed	39,925	39,469	40,179	39,676
	Unemployed	1,692	1,445	1,769	1,855
	Rate	4.1	3.5	4.2	4.5
Duplin	Labor Force	24,524	24,546	24,495	25,395
	Employed	23,525	23,678	23,453	24,225
	Unemployed	999	868	1,042	1,170
	Rate	4.1	3.5	4.3	4.6
Greene	Labor Force	9,526	9,509	9,461	9,631
	Employed	9,208	9,206	9,078	9,233
	Unemployed	318	303	383	398
	Rate	3.3	3.2	4.0	4.1
Jones	Labor Force	4,429	4,378	4,479	4,468
	Employed	4,245	4,204	4,294	4,278
	Unemployed	184	174	185	190
	Rate	4.2	4.0	4.1	4.3
Lenoir	Labor Force	27,733	27,766	27,613	28,225
	Employed	26,711	26,818	26,510	26,990
	Unemployed	1,022	948	1,103	1,235
	Rate	3.7	3.4	4.0	4.4
Onslow	Labor Force	65,249	63,513	64,082	63,973
	Employed	62,396	60,944	61,353	60,791
	Unemployed	2,853	2,569	2,729	3,182
	Rate	4.4	4.0	4.3	5.0
Pamlico	Labor Force	5,352	5,259	5,413	5,383
	Employed	5,143	5,085	5,186	5,135
	Unemployed	209	174	227	248
	Rate	3.9	3.3	4.2	4.6
Wayne	Labor Force	52,627	51,907	51,869	53,260
	Employed	50,623	50,103	49,555	50,744
	Unemployed	2,004	1,804	2,314	2,516
	Rate	3.8	3.5	4.5	4.7

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

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

A free new online tool could make it easier for North Carolina teachers to find out about internships, apprenticeships, guest speakers and other business resources that their students can use. The new Navigator website (<https://wblnavigator.org>) is billed by its developers as a one-stop marketplace that will allow the business community to post online what it can offer and let teachers “shop” for what services best fit their students’ needs. Navigator will be officially unveiled Friday at the Experience More Summit for Work-Based Learning in Durham and will be connected to the state Department of Public Instruction’s NCEdCloud system on Dec. 12.

Navigator was developed through a partnership between the Governor’s Office, Fidelity Investments and the North Carolina Business Committee for Education. “In a 21st century economy, we can make every day career day, and to succeed in connecting education to careers, putting employers and educators together to give students a real taste of the skills they need,” Gov. Roy Cooper said in a news release. “The Navigator platform streamlines this connection and helps our students get real-world exposure that will help them chart the best educational path.

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

Carteret County

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

Craven County

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

Duplin County

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

Greene County

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

Jones County

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

Lenoir County

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

Onslow County

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

Pamlico County

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

Wayne County

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



Contact your local **NCWorks Career Center**

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

www.ecwdb.org

Join us on social media!



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Eastern Carolina Workforce Development Board, Inc.

1341 South Glenburnie Road
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Phone: 252-636-6901

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

**COMMITTED EQUAL OPPORTUNITY
EMPLOYER/PROGRAMS**

MARK YOUR CALENDARS:

January 10, 2019 6:00 pm	<i>ECWDB/Consortium Meeting ECWDB Offices, New Bern</i>
January 24, 2019 6:00 pm	<i>Youth Council Meeting ECWDB Offices, New Bern</i>
February 7, 2019, 6:00 pm	<i>NCWorks Business Services Committee ECWDB Offices, New Bern</i>
February 14, 2019 6:00 pm	<i>NCWorks Career Pathways Committee ECWDB Offices, New Bern</i>
February 21, 2019 6:00 pm	<i>Executive Committee Meeting ECWDB Offices, New Bern</i>
March 7, 2019 6:00 pm	<i>ECWDB/Consortium Meeting ECWDB Offices, New Bern</i>
March 28, 2019 6:00 pm	<i>Youth Council Meeting ECWDB Offices, New Bern</i>
April 4, 2019 6:00 pm	<i>NCWorks Business Services Committee ECWDB Offices, New Bern</i>
April 11, 2019 6:00 pm	<i>NCWorks Career Pathways Committee ECWDB Offices, New Bern</i>
April 25, 2019 6:00 pm	<i>Executive Committee Meeting ECWDB Offices, New Bern</i>

ECWDB Staff:

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Erin Ananian-Gentile, Career Pathways Specialist
Trina Hale, Accounting Technician
Lisa Harvey, WIOA Coordinator
Robert Kehres, Assistant Director
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Joanne Payne, Program Assistant
Debbie Simpkins, Fiscal Monitor
Joan Kornegay, Hurricane Florence Program Specialist

Communicate with Us!



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www.ecwdb.org

**"EVERYBODY CAN BE
GREAT BECAUSE
ANYBODY CAN SERVE."**

- MARTIN LUTHER KING JR.



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