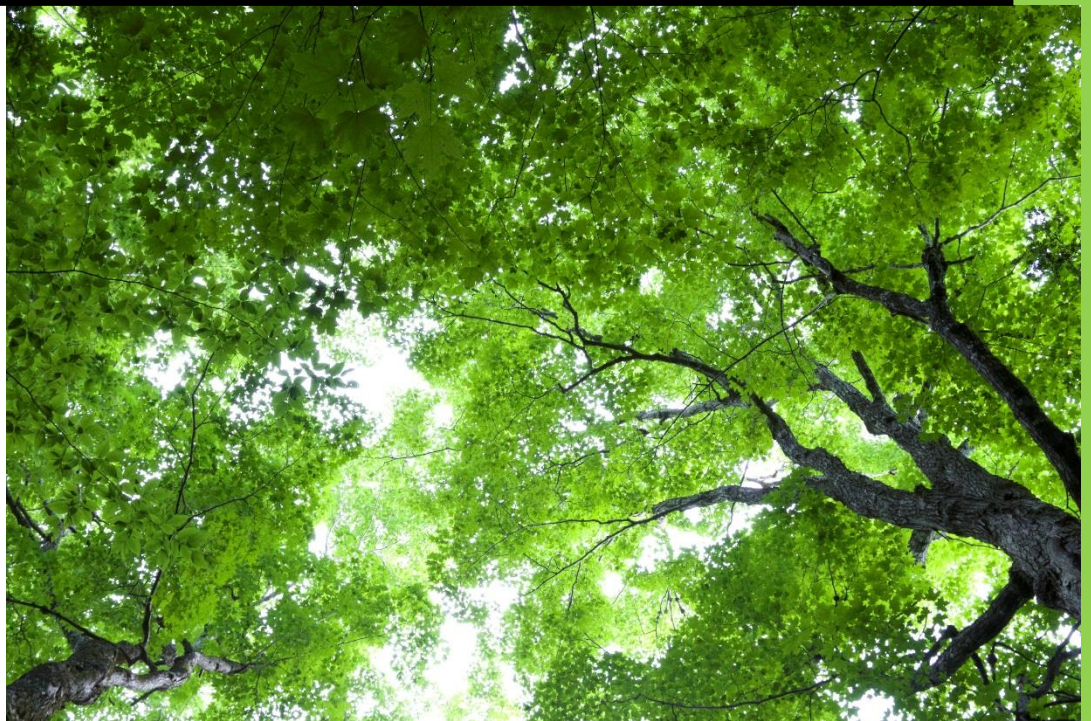


2018-2019

# Annual Report



**Kerr-Tar**  
Regional Council  
Of Governments

# Board of Directors

## Franklin County

Sidney Dunston\*  
Wanda Henderson  
Dazale Kearney  
Marsha Strawbridge (Bunn)  
Dr. Phil Meador (Franklinton)  
Betty Wright\* (Louisburg)  
Fonzie Flowers (Youngsville)

## Granville County

W.E. "Pete" Averette  
Dr. Francine Chavis  
Zelodis Jay\*  
Tom Lane\* (Butner)  
Ernie Anderson (Creedmoor)  
Quon Bridges (Oxford)  
Kevin Easter (Stem)  
Michael Williford (Stovall)  
Bryan Pfohl\* - At Large  
David Smith\* - At Large

## Person County

Jimmy Clayton\*  
Tresco Lea-Jeffers  
Kenneth Perry  
Reggie Horton \* (Roxboro)

## Vance County

Mary Anderson  
Carolyn Faines  
Leo Kelly\*  
Eddie Ellington\* (Henderson)  
Jerry Joyner (Kittrell)  
Gary Plummer (Middleburg)  
Danny Wright\* - At Large

## Warren County

John Alston\*  
Jennifer Pierce  
Walter Powell\*  
Carroll Harris (Macon)  
Wayne Aycock (Norlina)  
Walter Gardner\* (Warrenton)

## 2018-2019 Officers

### Chairman

Jimmy Clayton  
Person County

### Vice Chairman

Sidney Dunston  
Franklin County

### Treasurer

Gary Plummer  
Middleburg

\* Indicates Executive Committee Member

# 2018-2019 BOARD OF DIRECTORS



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## 2018-2019 Officers

Left to right: Sidney Dunston, Vice Chairman;  
Gary Plummer, Treasurer; Jimmy Clayton,  
Chairman

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Incoming Chairman Jimmy Clayton recognizes  
the performance and contributions of 2017-  
2018 Chairman Quon Bridges .

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## Chairman's Remarks

I was first introduced to the Kerr-Tar Regional Council of Governments by Person County Commissioner Eugene Berryhill, shortly after my election in 2000. He asked me to go with him to a COG meeting in Vance County. I had no idea what I was in for, or that I would still be going 19 years later. I never knew so many services and projects to help our citizens came to the five counties and municipalities through the Kerr-Tar Regional Councils of Government until I became involved.

I would like to thank all of the elected officials in our five county region for their support as I served as Chairperson this year. You are not just my peers but my friends.

And last, but not least, to the staff, I could write several pages on how great you all are but I will just say thank you.

To Mr. Berryhill, who passed away several years ago, thank you for heading a rookie in the right direction.

Jimmy B. Clayton, Chairman





## Executive Director's Remarks

I am honored to serve as Kerr-Tar's Executive Director. The organization has a rich tradition of helping facilitate cooperative efforts among its membership to address significant regional issues that lead to sustaining and enhancing the overall quality of life in the region. I am excited about the future of the region and pledge my best as I work with the Board of Directors in charting a path for our continued success.

As you read through this annual report, I'm sure you will be as impressed as I have been with the overall accomplishments over the last year. These achievements are realized because of the dedicated employees of the Kerr-Tar COG. They are excellent and deeply care about this region and its future. I feel privileged to be associated with such a fine group of professionals.

Thanks to our many partners at the local, state and national level that assist up in accomplishing our mission. A big thank you to Jimmy Clayton for his leadership as Chairman and to the many elected officials and volunteers who serve on our Board and Committees. As we work together for the benefit of our region's future generations, the Kerr-Tar Regional Council of Governments will continue to honor its important role as the committed lead regional organization to help our members and partners meet important challenges.

Diane Cox, Executive Director

# 2017-2018 AWARDS BANQUET



### 2017-2018 Award Winners

(Left to Right) **Tim Karan**, Granville County – Outstanding Elected Official; **Sherry Mercer**, Town of Bunn – Outstanding Municipal Elected Official; **Esther McCrackin**, City of Henderson – Outstanding Clerk to the Board; **Heidi York**, Person County – Outstanding County Manager; **Zelodis Jay**, Granville County – Outstanding COG Board Member



2017-2018 Chairman Quon Bridges welcomes attendees to the Annual Awards Banquet, held at Penn's Grill in Granville County.

# Area Agency on Aging

The Kerr-Tar Area Agency on Aging (AAA) works within a federal mandate to inform, advocate and plan for community based services on behalf of older adults. The Area Agency on Aging is part of the National Network set in place by the Older Americans Act of 1965.

The AAA staff works with advisory committees in each county to study the needs of older adults and plan for services to meet those needs. The service goal is to enable older adults age 60 and better to live independently in their homes and communities of choice.

The AAA also manages the various funding streams for older adult services in the region. These include the \$2M Home and Community Care Block Grant (HCCBG), which funds a wide range of services for older adults in our community, including nutrition programs, transportation, in-home aide services, evidence-based health promotion programs, Family Caregiver programs, and other support services. The AAA allocates these funds to the five senior centers in our region.

## 2018-2019 Funding by County

County	HCCBG	General Purpose	Total
Franklin	507,648	21,385	529,003
Granville	482,156	17,821	499,977
Person	357,952	10,693	368,645
Vance	392,876	10,693	293,052
Warren	282,359	10,693	293,052
Total	\$2,022,991	\$71,285	\$2,094,27

# 240

**Operation Fan Heat Relief**  
KTAAA provided over 240 fans to older adults in our region who need relief from summer heat, thanks to a DHHS project that benefits residents.

## Services

### Franklin County

- Units Provided: 24,512
- People Served: 428
- At/Below Poverty Level: 225

### Granville County

- Units Provided: 37,434
- People Served: 448
- At/Below Poverty Level: 78

### Person County

- Units Provided: 19,606
- People Served: 178
- At/Below Poverty Level: 84

### Vance County

- Units Provided: 28,900
- People Served: 251
- At/Below Poverty Level: 154

### Warren County

- Units Provided: 31,327
- People Served: 364
- At/Below Poverty Level: 189

## Total

- Units Provided: 141,779
- People Served: 1,669
- At/Below Poverty Level: 730

\*1 Unit=1 Meal, 1 Trip, 1 Hour In Home Aide

# Family Caregiver Support Program

The AAA **Family Caregiver Support Program (FCSP)** provides services for family caregivers through various network providers within our five counties. Services include:

- information about available services
- assistance for accessing services
- support groups and caregiver training
- respite care
- supplemental services (such as liquid nutrition)

Services are available for people of any age who:

- provide unpaid care for an adult age 60 and better
- provide care for a person with Alzheimer's disease or a related brain disorder
- **OR** people (who are not the birth or adoptive parent) age 55 or better, raising a related child age 18 and under or an adult with a disability

## RESULTS 2018-2019

- 1844 units of in-home respite
- 192 units of liquid nutrition
- 6034 information & assistance contacts
- 33 clients benefitted from support groups

### Caregiver Educational Support

The FCSP hosts **Powerful Tools for Caregivers**, an evidence-based, six-week curriculum designed to help caregivers manage the stress of caregiving, assist in self-care and navigate difficult situations.



## Virtual Dementia Tour

**The Virtual Dementia Tour® (VDT)** is an evidence-based method of **building understanding** of dementia.

Through the use of patented sensory tools, those not affected are able to experience the physical and mental challenges faced by those living with dementia.

More than **250** family caregivers, care professionals and emergency responders have participated in our many VDT events this year.

**Our Goal:** Reach as many individuals and groups as possible so people living with dementia in our communities will have support, understanding and inclusion.



*Franklin County EMS experienced the VDT in Spring 2019*



# First Annual Caregiver Retreat



In June, the Kerr-Tar Area Agency on Aging (AAA) held its first ever Caregiver Retreat at Kerr Lake at Satterwhite Point in Henderson. These 19 lucky caregivers had a welcome break from their caregiving duties, enjoyed a day to focus on themselves and made some new friends.

## Support Groups

Support groups benefit caregivers by providing a place for expressing feelings and learning new strategies for relieving caregiving challenges. Our Family Caregiver Support Program Specialist participates in monthly support groups in our five counties.

## Local Contact Agency

The AAA serves as the Local Contact Agency, an organization designated to assist a person in transitioning from a nursing home or other facility to their preferred living situation. The AAA received 13 referrals from nursing homes and hospitals throughout our region in 2018-2019. Over half of the individuals were transitioned successfully.

## Regional Aging Advisory Council (RAAC)



RAAC members are selected by local Board of County Commissioners. There are six members from each county who serve on the RAAC and attend quarterly meetings where they are updated on national, state and local aging issues.

## Senior Tar Heel Legislature



The Senior Tar Heel Legislature promotes citizen involvement and advocacy concerning aging issues before the North Carolina General Assembly, and assesses the needs of older adults by convening a forum modeled after the North Carolina General Assembly.

## Demystifying Medicare

The AAA has three SHIIP volunteers who assist Medicare beneficiaries by providing unbiased information about Medicare and Medicare Services.

The Senior Medicare Patrol grant enables AAA to assist older adults in scam detection, prevention and reporting. Ten outreach events were held during 2018-2019 reaching over 500 people.



## REGIONAL LONG TERM CARE OMBUDSMAN

This project provides advocacy services to frail and vulnerable older adults in long term care facilities.

### Accomplishments in Fiscal Year 2018-19:

- 51 complaints investigated
- 120 facility visits and staff consultations
- 23 staff trainings conducted
- 48 community events
- Community Advisory Committee Volunteers: Our Regional Ombudsman provided supervision to volunteers who assisted 45 clients and families in various situations of need
- Responded to over 400 citizen inquiries related to our region's 2100+ long term care residents

Hot topics for this past year were discharge notices/process, staffing issues, and billing issues.

## Events

### REGION K SENIOR GAMES



Senior Games is a holistic approach to body, mind and spirit and fitness while enjoying the company of friends, family, and volunteers. More than 295 athletes, age 50 and better, participated in the Region K Games which were held March 19, 2019 through May 3, 2019 at venues across the five counties.

### ELDER ABUSE AWARENESS DAY WALK



The AAA hosted the 5<sup>th</sup> Annual World Elder Abuse Awareness Day Walk on June 18th in Franklin County. 220 attendees enjoyed education and outreach on how to protect their finances and avoid scams.



### VOLUNTEER LUNCH

Our Annual Volunteer Lunch was held at Uncle Llew's Restaurant in Henderson at the end of June. About 50 attendees enjoyed a good meal and fellowship.





# Planning & Development

## Regional Broadband Initiative



Throughout the past Fiscal Year, the Kerr-Tar Regional Council of Governments worked with Mighty River, LLC to release a RFP for broadband service providers to serve un-served and underserved areas in Granville, Vance, and Franklin Counties.

## U.S Economic Development Administration Visit

On Monday, February 11, 2019 Triangle J Council of Governments hosted EDA Deputy Assistant Secretary for Regional Affairs Dennis Alvord for a discussion among COG's. Topics included federal funding, EDA priorities and current regional projects. This meeting was facilitated by Hillary Sherman, North Carolina's EDA Representative. Kerr-Tar participated in the discussion and spoke about our regional efforts centered on Broadband, Opportunity Zones and success with region-wide EDA grants.



## Trainings

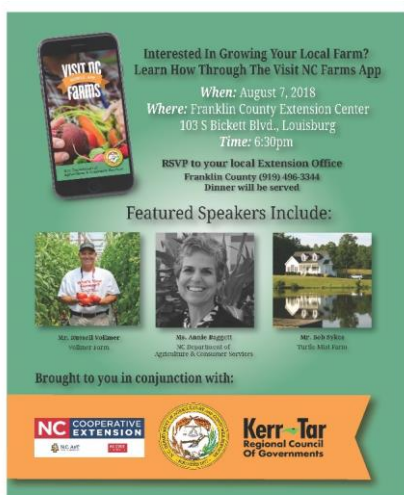
The COG partnered with the UNC School of Government in hosting two regional focus groups targeted towards local elected officials. The focus groups were designed to better understand the challenges elected officials face. Participants were encouraged to identify resources that will assist them in governing effectively.



# Regional Events

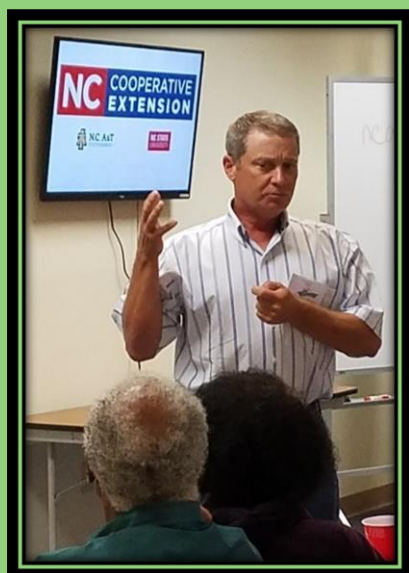
## Visit NC Farms App

The COG was the grantee of the Visit NC Farms Mobile App Project through the NC Department of Agriculture and Consumer Services during the past fiscal year. This mobile app will assist with promoting agritourism throughout the region. To highlight the benefits of this app, the COG hosted two interest meetings among members of the farming and agritourism communities. The app was launched in July 2019.



## REGIONAL OPPORTUNITY ZONE WORKSHOP

The Council of Governments hosted a regional Opportunity Zone Workshop. The workshop facilitators, Jeanne Milliken Bonds of the Federal Reserve and Hillary Sherman, North Carolina's EDA Representative discussed the legislation surrounding federally declared Opportunity Zones; the tax implications associated with investing; EDA and other federal agency assistance; and the necessary requirements for communities to create an effective prospectus to potential investors.



*Above Left : Russ Vollmer of Vollmer Farms in Franklin County addresses the Franklin County interest meeting. Above Right: Paul Westfall, County Extension Director for Person and Granville Counties speaks at Granville County interest meeting.*



# Taking Action Against Human Trafficking

The Planning Department partnered with Project NoRest and Margaret Henderson with the **UNC School of Government** to host a Human Trafficking Prevention workshop on October 25, 2018. This event was open to school administrators, school resources officers, waste management, inspectors and code enforcement officers. This training provided local government staff with knowledge on how to detect key indicators of human trafficking, as well as resources to share.



## Regional Food Policy Conference



The Kerr-Tar Regional Council of Governments held a Regional Food Policy Conference at Vance-Granville Community College on June 4, 2019. The conference brought together members of our farm community, government, economic development, human services, healthcare, and education. Attendees heard from Working Landscapes Associate Director, Dr. Gabriel Cumming and Fmr. U.S. Rep. Eva Clayton on the importance of a regional food system. Attendees also received special remarks from VGCC President, Dr. Rachel Desmarais and Henderson City Council member Marion Brodie Williams.

## Emergency Personnel/First Responders Training

The Planning Department hosted an **Alternative Fuel Vehicle Safety Training Course** for Emergency Responders on November 30, 2018.

Training was facilitated by the **National Fire Protection Association** and provided emergency personnel with guidance on how to safely deal with situations involving alternative fuel passenger vehicles.

This training was a result of funding received from the **North Carolina Clean Technology Center, NC State, and NCDOT** for the administration of their Clean Fuel Advanced Technology grant.





# Transportation

## Improvements for Louisburg Ahead



The Town of Louisburg is to be commended. The Town's Congestion Mitigation Air Quality Grant Application for FY 18-19 was endorsed by the **Kerr-Tar Rural Planning Organization (KTRPO)** and approved by the NCDOT for \$559,291. The funds will go towards the Town installing approximately 2,400 linear feet of sidewalk along West River Road to provide for a safer pedestrian route to Joyner Park.

## Grant Approved



The COG received a Safe Routes to School Non-Infrastructure Grant from the NCDOT. The grant funds received will be used to evaluate activities at all K-8 schools in Franklin, Granville, Person, Vance and Warren Counties. COG staff will provide recommendations and training to school staff and community members to improve or begin safe route activities at each school. Staff hopes to begin working on these evaluations as the new school year begins.



*Angela Blount, Vance County Planner,  
reviews aerial maps of proposed NCDOT  
projects.*

## Open House

In July 2018, the KTRPO invited the public to an open house to express their opinions on regional transportation projects being considered for inclusion in the NCDOT 2020-2029 State Transportation Improvement Program, a 10 year plan that identifies funding for projects throughout North Carolina and schedules them for construction. Attendees were able to view all potential projects and provide feedback. KTRPO staff and NCDOT Engineers were present to answer any questions and address any concerns.

# RPO 101 Training



During the May 2019 KTRPO meeting, members received an RPO 101 training facilitated by Stephanie Harmon, RPO Coordinator. The training consisted of an overview of the duties and responsibilities of our region's Transportation Coordinating (TCC) and Transportation Advisory Committee (TAC) members. The KTRPO also provided members with updated TAC and TCC Handbooks with additional information to assist with meeting protocol and ethics filings.

Throughout the past fiscal year, the RPO was involved in NCMoves 2050 initiative. This plan will serve as a blueprint in helping guide and shape the state's future transportation policies and investments over the next 30 years. Franklin County Commissioner Sidney Dunston, a member of the KTRPO TAC and Granville County EDC Director Mr. Harry Mills, a member of the KTRPO TCC were nominated to serve as Community Leaders representing the KTRPO on the NCMoves 2050 Plan.



# NC MOVES 2050

CONNECTING YOUR COMMUNITY,  
YOUR VOICE AND YOUR FUTURE

## Innovation Award

The Kerr-Tar COG's Pathways to Prosperity Program received a **2018 Aliceann Wohlbruck Innovation Award** from the National Association of Development Organizations during the organization's Annual Training Conference in Charlotte. The program offers three integrated components to area young adults: high school equivalency preparation, occupational training and construction work-based learning.



Left to right: Michael Kelly, Diane Cox, and Doug Elliott, NADO President



## Bunn Opens Community Park

On June 21, 2019, the Town of Bunn held a ribbon cutting ceremony celebrating the grand opening of its Community Park. The event was well attended by Town officials, the Greater Franklin County Chamber, Kerr-Tar, and Bunn residents. The Kerr-Tar COG submitted a grant application on behalf of the Town of Bunn for this park through North Carolina's Parks and Recreation Trust Fund.



*"It warms my heart to ride by and see the children and adults enjoying the park area. A community park has made a positive impact on the Town of Bunn"*

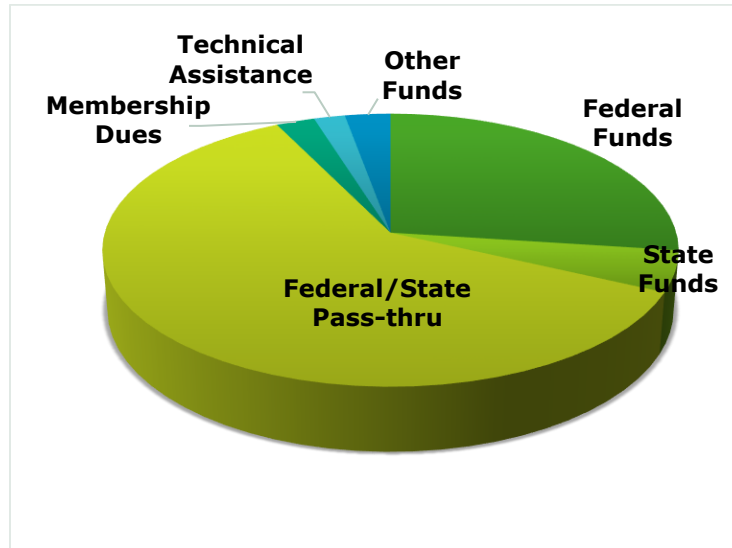
- Town Commissioner Sherry Mercer



# Finance

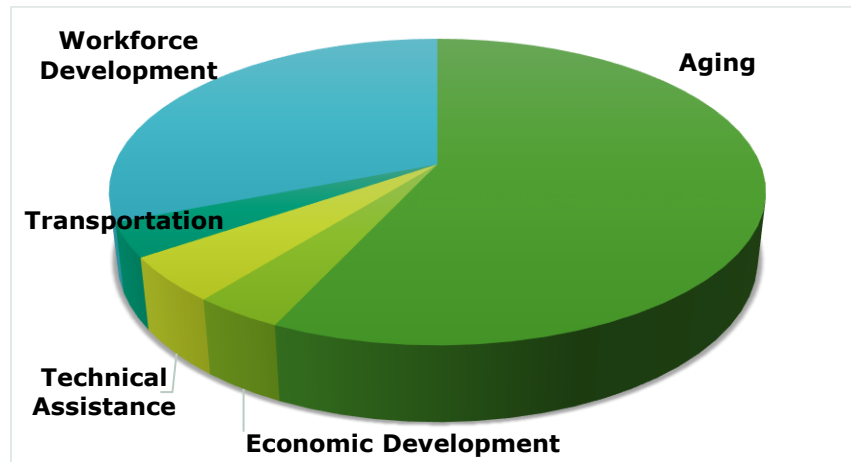
## Revenues Received FY 18-19

<b>Federal Funds</b>	\$ 1,460,219	27.06%
<b>State Funds</b>	\$ 261,566	4.85%
<b>Federal/State Pass-thru</b>	\$ 3,279,116	60.78%
<b>Membership Dues</b>	\$ 132,184	2.45%
<b>Technical Assistance</b>	\$ 106,553	1.97%
<b>Other Funds</b>	\$ 155,656	2.89%
<b>Total</b>	<b>\$ 5,395,294</b>	<b>100.00%</b>



## Program Expenditures FY 2018-2019

<b>Aging</b>	\$3,017,665	56.91%
<b>Economic Development</b>	\$199,451	3.76%
<b>Technical Assistance</b>	\$252,932	4.77%
<b>Transportation</b>	\$190,601	3.59%
<b>Workforce Development</b>	\$1,642,127	30.97%
<b>Total</b>	<b>\$5,302,776</b>	<b>100.00%</b>



# Workforce Development

The Kerr-Tar Workforce Development Board oversees workforce and business services planning and policy development for Franklin, Granville, Person, Vance, and Warren counties.

The majority of the Board, the Chair and Vice Chair must represent the private sector. Other members represent local government, community-based organizations, employment related agencies, apprenticeship and educational organizations. The Board is committed to making the Kerr-Tar region a great place to have a business, to find skilled employees and a great place for job seekers to find the programs and training that will make them well-qualified employees.

Kerr-Tar Workforce Development Board		
<b>Derrick Simms</b>	Safety Manager	US Flue Cured Tobacco
<b>Hal Muetzel</b>	Owner	Express Personnel
<b>Sara Lloyd</b>	Regional Director, Customized Training	NC Community College System
<b>Debra Harlow</b>	ABE Coordinator	Piedmont Community College
<b>Tonya R. Wilson</b>	Owner	D&J Furniture Company
<b>Jeff Tingen</b>	Regional Human Resources Manager	Altec Industries
<b>Zac Seger</b>	Director of Manufacturing Operations	Captive Aire
<b>Ginnie Currin</b>	Director	Granville Chamber of Commerce
<b>J. Phillip Betts</b>	Isiah 58 Jobs for Life	Cornerstone Church
<b>Stacy D. Hill</b>	Owner	Nationwide Insurance Company
<b>Harry Mills</b>	Director	Granville County Economic Development Commission
<b>Fred Keller</b>	Manager of Member Services	Wake Electric
<b>Monica Satterwhite</b>	Manager	Oxford NCWorks Career Center
<b>Gordon Agingu</b>	Regional Manager	Vocational Rehabilitation
<b>Nikki Ward</b>	Human Resources Manager	MetoKote
<b>Chris Roark</b>	President	CWA Local 3632

## Kerr-Tar Workforce Development Consortium Board

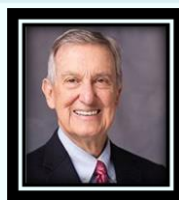
The Kerr-Tar Workforce Development Consortium Board is comprised of elected officials who partner with the Workforce Development Board to implement the Workforce Innovation and Opportunity Act. The Consortium provides policy guidance and oversight to the local workforce development system.



**Sidney Dunston**  
Franklin County



**Timothy Karan**  
Granville County



**Gordon Powell**  
Person County



**Leo Kelly**  
Vance County



**Victor Hunt**  
Warren County

## KERR-TAR CAREER CENTER LOCATIONS

### **NCWorks Career Center- Granville County**

111 Hilltop Village  
Oxford, NC 27565

Phone: (919)693-2686

Email:

ncworks.6900@nccommerce.com

Days/Hours of Operation:

Monday-Friday. 8:30am-5:00pm

### **NCWorks Career Center-Vance County**

857 South Beckford Drive Suite G  
Henderson, NC 27536

Phone: (252)438-6129

Email:

ncworks.4200@nccommerce.com

Days/Hours of Operation:

Monday-Friday. 8:30am-5:00pm

## Kerr-Tar Career Center Access Point Locations

### **Person County Senior Center**

87 Semora Road

Roxboro, NC 27573

Phone: (919) 693-2686

Days/Hours of Operation:

Wednesday 8:30am-5:00pm

### **Vance-Granville Community College-Franklin Campus**

8100 NC-56, Louisburg, NC 27549

Phone: (919) 496-1567

Days/Hours of Operation:

Wednesdays. 8:30am-5:00pm

### **Warren County Workforce Training Center**

John Graham Building

309 N. Main Street Room 123

Warrenton, NC 27589

Phone: (252)257-3230

Days/Hours of Operation:

Monday-Wednesday 8:30am-  
12:00pm & 1:00pm-5:00pm

## Workforce Development

**NCWorks**  
**career center**

Connecting Talent to Jobs

The Kerr-Tar Workforce Development Board provides oversight of the NCWorks Career Centers in the region. NCWorks Career Centers are designed to be user friendly facilities in our area that provide job seekers with the training and employment related services needed to find new jobs or advance their career. The NCWorks Career Center also provides programs and services to local businesses seeking talent.

#### Job Seeker Services Include:

- Career guidance and assessment
- Job Search Assistance
- Resume Preparation Assistance
- Interview Preparation Training
- Education and Training Resources
- Computer Usage and Internet Access

#### Employer Services Include:

- Recruiting and Screening of Candidates
- Skills Assessment and Skill Building
- Wage Reimbursement Programs
- Downsizing Assistance
- Labor Market Information
- Hiring Events and Job Fairs

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## RESULTS 2018-2019

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- 1711 Unique Individuals Served
- 2819 Total Services Provided
- 202 Employers Served
- 4633 Total Services Provided to Employers



## WIOA Youth Success Story



**Kent Cash, Jr.** completed his **Associate of Arts Degree** December 2018. PCC NCWorks Next Gen program assisted him both financially and academically during his attainment of this degree. Since Kent was the first in his family to go to college, he lacked guidance and needed help with expenses that he and his family could not afford such as books and transportation to classes.

Kent was skills deficient in math and he improved in this area every time he was retested. Kent worked closely with the case manager to develop a plan to accomplish his educational goals. Kent attended monthly work sessions, Youth Summits, and Campus tours. Kent obtained a part time job at Food Lion as a stocker.

During his time at PCC, Kent maintained his focus, with the help of NextGen staff and kept working towards his goal of graduating and transferring to Elizabeth City State University. He maintained his grades and made the Dean's List most semesters. Kent just completed his first semester at Elizabeth City State University and is doing well in his transition from a two-year institution to a four-year institution. He is well on his way to his degree in Sports Communication with the goal of becoming a sports reporter. We wish him well and much success!

The Workforce Innovation and Opportunity Act (WIOA) is landmark legislation that is designed to strengthen and improve our public workforce system, help get individuals back to work and help employers hire and retain skilled workers. Under the WIOA Program youth and those individuals with significant barriers to employment receive services that provide a better opportunity to secure high-quality jobs with self-sustainable wages.

### WIOA Adult & Dislocated Workers

**207**

Unique individuals served

**288**

Individuals Hired

**14**

On-the-job Training

**1**

Work Experience

**53**

Occupational Skills

### In-School & Out-of-School Youth

**153**

Unique individuals served

**28**

Work Experience

**70**

Occupational Skills

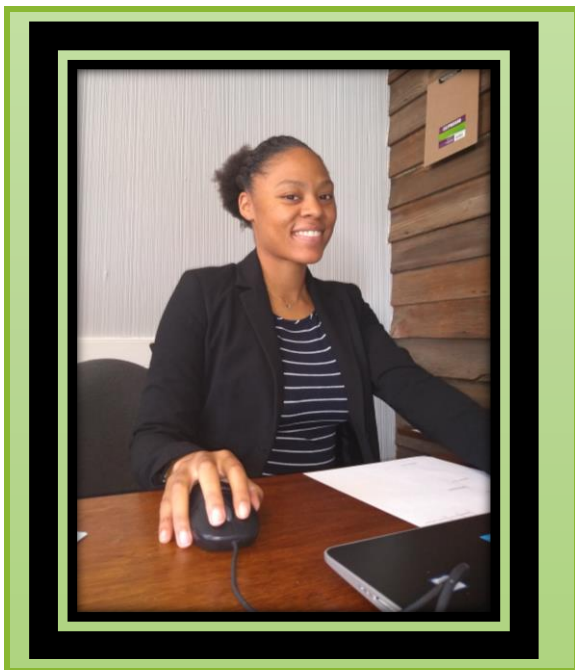
**16**

Youth Build Participants

**1**

Job Corps Participant Served

# Business Services Success Story



*"Before I was employed through this program, I was on the verge of giving up and thinking that all hope was gone."*

*- Monique Sawyer.*

**Monique Sawyer**, a Veteran of the United States National Guard, graduate of ECPI and NC State Bar Certified Paralegal was having difficulty finding a civilian job when transitioning out of the military. She applied for many positions but had not received any interviews. She eventually applied for a security position, a job she held in the past, but a career that she had little interest in re-exploring. She was invited to interview at the **NCWorks Career Center in Oxford**. Monique showed up prepared but unfortunately the interviewer had to cancel without notice.

A member of the NCWorks Career Center Business Services team, Lonnda Brothers, verified the unexpected cancelation by calling the employer and in the process discovered that Monique did not have an NCWorks account. The conversation about the **benefits of NCWorks** led Monique to share her struggle finding a job, her recent move to Roxboro and her desire to work as a paralegal even though she had no experience.

Monique did not know but **this interaction was happening at the perfect time**. The Business Services team had just spoken with an attorney seeking assistance the day before. The attorney had recently re-opened her practice and was quickly becoming extremely busy. Lonnda immediately called her to see if she would be willing to provide an opportunity for Ms. Sawyer to gain experience in her law office. The answer was an **immediate yes!**

Thanks to a fast acting NCWorks Career Center team, Monique was enrolled as a WIOA customer and started her Work Experience assignment the next week. Both the participant and the employer report that the training is going very well! Monique is now gaining valuable, first-hand experience, and the attorney is receiving help with her growing business.

## WIOA BUSINESS SERVICES

### What do we do?

WIOA Business Services staff partners with the region's Career Centers, Economic Developers and Community Colleges to provide solutions for employers seeking talent. The Business Services team assists with all aspects of screening and recruiting, and seeks to provide meaningful career opportunities for job seekers. Team members visit companies and develop a customized approach to match local talent to business needs.

### Services offered

- **Work-Based Training -**  
WIOA will partially reimburse employers who hire WIOA customers.
- **Customized hiring events -**  
Employers can meet and interview pre-screened job applicants.
- **Rapid Response services -**  
On site services that assist employees of companies that are closing or downsizing.



NCWorks welcomes Isolera Extracts, a new employer in a rapidly growing industry. Isolera Extracts plans to be one of the biggest processors of hemp in the US within the next three years.

On January 7th, Business Services Representatives from the Kerr-Tar NCWorks Career Center, Kerr-Tar Regional Council of Governments and Harry Mills the Granville County Economic Development Director met with Jack and Ann Tatum at the former site of Burlington Industries in Oxford, NC. The former production facility offers 180,000+ square feet of space, mostly unused for more than twenty years. Thanks to the vision of the Tatum family, and local agencies partnering to support the effort, the facility has been repurposed to process industrial hemp into CBD oil and rebranded as the home of Isolera Extracts.

The Tatum family chose Oxford for its infrastructure and success over the past one hundred years with producing tobacco, which has similarities to hemp. Early in the planning process Granville County Economic Development introduced NCWorks to the Tatums as the resource to help them find their workforce. NCWorks was asked to find the talent for various positions at Isolera Extracts, including some positions like Chief Science Officer that required highly skilled and educated individuals.





# Career Pathways

The Kerr-Tar WDB worked closely with the Capital Area and Durham Workforce Development Boards, community colleges, public school districts, industry and numerous community partners to form the **Triangle Regional Career Pathways Collaborative (TRCPC)**. The goal of the TRCPC is to develop career pathways that align with the regional labor market, address the employment needs of industries throughout the region and support the regional economy. This is a regional initiative that allowed workforce board to localize the pathways to accommodate differences in industry and labor market needs. The TRCPC has developed 4 career pathways in advanced manufacturing, health/life sciences, information technology and construction/skilled trades that have been certified by the NCWorks Commission. To facilitate the implementation and understanding of the NCWorks Certified Career Pathways to job seekers and employers a one-page diagram has been created for each pathway to be used at the Kerr-Tar NCWorks Career Centers and partner offices.

NCWorks Certified Career Pathways diagrams are available for viewing and download at <http://www.kerrtarcog.org/departments/workforce-development/job-seekers/>



## Finish Line Grants



### Helping Students Cross the Finish Line

Too often, financial emergencies like unexpected healthcare costs, childcare expenses, or car breakdowns prevent community college students who are on the cusp of completion from reaching that milestone. On July 12, 2018, Governor Roy Cooper announced the **Finish Line Grants** program to help community college students who are at least 50% completed with their training when facing unforeseen challenges. Kerr-Tar Council of Governments Workforce Development Board received \$40,000 in Program Year 2018 from N.C. Division of Workforce Solutions to serve students experiencing emergency situations at Piedmont and Vance-Granville Community Colleges. As of June 2019, **five students received Finish Line Grants totaling approximately \$2,700**. We look forward to continuing this initiative next program year and serving more people. Finish Line Grants have been awarded by all 58 Community Colleges in the state, and all 23 Workforce Boards. Allowable expenses for students to apply for Finish Line Grants include:

- Transportation
- Auto Repairs
- Child Care
- Housing Assistance
- Utility Bills
- Internet Services for Course Work
- Medical Needs
- Assistance with Books and Supplies
- Assistance with Tuition and Fees

## ESSENTIAL SINGLE-FAMILY HOUSING REHABILITATION LOAN POOL PROGRAM

The ESFRLP is funded by the federal HOME Investment Partnerships Program through the North Carolina Housing Finance Agency. The primary goal of the Essential Single-Family Housing Rehabilitation Loan Pool (ESFRLP) is to encourage the essential rehabilitation of scattered-site single-family housing units owned and occupied by very low- and low-income homeowners who are elderly, disabled and Veteran households and households with a child under the age of six whose health is threatened by the presence of lead hazards. This program provides a 0% interest loan forgiven partially each year the resident continues to live in the home. The majority of the homes rehabbed required new roofs, new HVAC units and lead abatement.



NCHFA Essential Single Family Rehabilitation Loan Pool		
		Homes
Franklin	\$ 175,000 initial (\$70,000 additional)	7
Granville	\$175,000	5
Person	\$175,000	5
Vance	\$175,000	5
Warren	\$175,000	5



## Revolving Loan Fund Assists Small Businesses

The COG continues to support the development of jobs throughout the region by supporting small businesses with our Revolving Loan Fund (RLF). On May 14, 1987, the Economic Development Administration (EDA), of the U.S. Department of Commerce, awarded a grant to the Kerr-Tar Regional Council of Governments to establish a Revolving Loan Fund (RLF). The EDA grant amount of \$500,000 was matched by a State appropriation of \$166,000 to establish a RLF of \$666,000 to leverage other public and private funds to stimulate new job opportunities and/or retain existing employment opportunities. During 2018-2019 we made two loans to new small businesses – one in Person County and one in Vance County.



**Alpha Pita Bread** - Alpha Pita Bread is a local, family-owned wholesale bakery in Henderson, North Carolina specialized in baking high-quality, affordable pita bread for local stores, restaurants and supermarkets. Approved for a loan of \$65,000 for equipment and working capital.



**1792 Beer Company, LLC**- Bottle shop on Main Street in Uptown Roxboro! Serving craft beer, wine, cider, soda, and snacks. Approved for a loan of \$55,000 for advertising, renovations to an existing building and equipment.

# Staff



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