

KERR-TAR  
WORKFORCE DEVELOPMENT BOARD/CONSORTIUM MEETING MINUTES  
Tuesday, September 13, 2022  
NCWorks Career Center, Henderson, NC

**WORKFORCE DEVELOPMENT BOARD (WDB) MEMBERS:** Hal Muetzel, Fred Keller , Tim Karan, Sara Lloyd, Derrick Sims, Leo Kelly, Michele Burgess, Gordon Agingu, , Harry Mills, Vanessa Cooke- Alvarado, Jerry Edmonds

**COG/LA STAFF:** Lou Grillo, Kelly Hundley, Sharon Thomas, Desiree Brooks, Deborah Cozart, and Diane Cox

**SERVICE PROVIDERS:** Jamie Cunningham

**DWS STAFF:**

Michelle Muir, Jennifer Jones

**Welcome and Meeting Call to Order – Hal Muetzel**

Chairperson, Hal Muetzel welcomed board members and attendees to the meeting. Quorum was established.

**Approval of Consent Agenda – Hal Muetzel**

- Consent Agenda – Approval June 7, 2022 Meeting Minutes and Finance Report through June, 2022.
  - Tim Karan and seconded by Gordon Agingu. Motion carried.

**Program and Performance Updates:**

**Performance Updates – Deborah Cozart**

- Handout – “Percentage of Goals Achieved” for PY21 (July 1, 2021 – June 30, 2022) Deborah reviewed handout which included the Adult, DW, Youth, And Wagner Peyser programs and their percentage of goals that were achieved.
  - For the Adult program, in all categories (EmploymentQ2, EmploymentQ4, Credential, and Measureable Skills Gains (MSG)), the goals exceeded expectations.
  - For the Dislocated Worker program, Employment Q2 and Q4 the goals were met. For Credential and MSG, the goals exceeded expectations.
  - For Youth program, EQ2 and MSG goals exceeded expectations. For Q4 and Credential, the goals were met.
  - For Wagner –Peyser, EQ2 goal was not quite met, but very close (89.65%) and EQ4 goal
- Success Story: Ms. Keeton enrolled in the CDL class at VGCC in January 2022. In August, 2022, Ms. Keeton received her CDL license from Vance-Granville Community College. She immediately received local employment offers and plans to become a long distance truck driver.
- Handout on Priority of Service for Adults: Local WDB’s are strongly recommended by the state to ensure that at least 75% and now lower than 50.1% of the participants in any state receiving individualized career and training services in the Adult program are from at least one of the following priority groups:
  - Recipients of public assistance
  - Individuals who are deficient in basic skills
  - Individuals who are low –income in addition to veterans and eligible spouses
- Jamie, with EDSI shared information about the two WIOA orientations:
  - The first orientation, 19 registered and 12 attended and at the second orientation, 18 registered and 11 attended which is great for both of those sessions.
  - Orientations consist of overview of WIOA programs, eligibility criteria, services that are offered at the center, and one on one meetings with career advisors.

### **Youth Program & Special Projects: Sharon Thomas**

- For PY 21, 703 services were provided to youth and so far 186 services provided for youth year to date.
- Sharon, Desiree, and Helen Brady will attend a NextGen Resource Fair in Raleigh on Friday, September 24, 2022 to observe in order to prepare for future Kerr-Tar NextGen resource fairs.
- Vance County Schools CTE Partnership with Kerr-Tar NextGen program
- Upcoming events:
  - Reality Check, December, 2022
  - Work Experiences in Early childhood and Entrepreneurs for Vance County Schools ,In – School Youth
  - Youth Community Resource Fair, March , 2023
- NextGen Success Stories:
  - Zaccheus – enrolled in June, 2022, Work Experience Assignment was at Robco manufacturing in Henderson, NC.
  - Alyssa – enrolled in NextGen Program, March, 2022, WEX Assignment and On-the-job Training at Huff Consulting, Oxford, NC. She is now employed there full time.
- Community Outreach: Franklin County schools held a Summer Team – ship program
  - Incubated by The Innovation Project with support from the NC legislature, and SparkNC is a cooperative of 17 North Carolina School districts that will advance career pathways to high tech
  - District C, a North Carolina nonprofit, supported the team-based internships.
  - The team of students were to solve real problems for real businesses with the support of an expert coach
- Virtual Reality – youth will be able to explore Career Pathways and launch their futures much quicker because of the head start this new VR approaches technology.
- Reentry Roundtable Community Events:
- 64 participants attended Expungement Information sessions since April, 2022
  - Project Restore funding available through the Z Smith Reynolds Foundation - amount of funding - \$40,00 for 24 months
- Upcoming Events:
  - Warren County Resource/Job Fair, October 19, 2022 at the Warren County Armory
  - Reentry Simulation Event, November , 2022, Warren County Armory

### **Business Services Update PY22 YTD – Desiree Brooks**

- Businesses served – 25, Services provided – 95, Employers Self-service – 101, and Registered employers – 9, KT Career Center Customers Hired – 21, On-the-Job Training participants – 3, Work Experiences (Paid Internships) – 1
- Job Fair Services:
  - Regional Job Fair in Granville County – August 10, 2022 – over 100 job seekers in attendance
  - Warren County Job Fair – August 24, 2022 at the Warren County Memorial Library – 44 job seekers were in attendance
- Single Employer Events were held:
  - CaptiveAire (Louisburg, NC) Hiring Event with a \$1,000 signing bonus
  - Hardee’s Hiring Event - Wednesday, August 31, 2022 from 10 AM to 1PM
- Incumbent Worker Training:
  - Funding to assist employers with training and retaining employees
  - Will reimburse employers up to \$10,000 of training cost per year
  - Multiple businesses showing interest – one business approved and two businesses are pending approval

**Director's Report – Lou Grillo:**

- New WDB Board Member: Dr. Barbara Buchanan, Vice-President of Instruction and Chief Academic Officer, Piedmont Community College. Dawn Michelle Tucker is no longer with Vance-Granville Community College and her two year term was coming to an end. Ms. Buchanan will be at our next board meeting.
- Recognition: Propose to start an Awards Committee to highlight our success stories (customers and businesses) and possibly have the customers and businesses meet with our board members and be recognized with an award such as a plaque and monetary gift for their accomplishments.
  - Award Committee Members: Monica Satterwhite, Gordon Agingu, and Michele Burgess
- Request for Proposal (RFP) Review Committee is needed to:
  - Review Adult, DW, Youth and one-Stop Operator Service Provider Proposals
  - Would like to have a 9 member committee with three groups (executive comm. Member, 1 board member, and 1 WDB staff member).
  - RFP Committee Members: Derrick Sims, Vanessa Alvarado, Harry Mills, Hal Muetzel, Fred Keller, and Sara Lloyd.
  - First meeting will be in December to review RFP process.
- Last meeting will be in January to go over scoring of RFPs. Recommendation to the board will be for the March meeting. 2022 Employer Needs Survey by the Labor and Economic Analysis Division (LEAD) of NC Commerce & NCWorks Commission every two years. On September 7<sup>th</sup>, Hal and Lou attended the Quarterly Workforce Board Chairs Meeting and LEAD presented.
- Public and Private employers completed the survey. There were over 2,000 responses from 97 out of NC Counties. Some findings were:
  - 86% of industry businesses tried to hire in the last 12 months and 81% had difficulty hiring for at least 1 position.
  - 95% - difficulty hiring for entry-level positions
  - **84% difficulty hiring for above entry-level positions** the top three reasons for hiring difficulties: too few applicants, employability skills, and low pay.
- Article from Bloomberg shared “No one Wants to Work Anymore” is about how the phrase “no one wants to work anymore” as the reason for staffing shortages has been around since the 1800’s and repeated around every 20 years and that employers may need to rethink their approach

**Adjournment and Next Meeting:**

There being no further business, meeting was adjourned. The next meeting will be held on Tuesday, December 6, 2022 at 6:00 PM.

Respectfully Submitted by Kelly Hundley  
Workforce Development Program Specialist